



SHARPLINE MISSION

To be the leader in the field of designing / developing / marketing and manufacturing graphic image products. Through team cooperation and superior service, build a safe, secure, and profitable business for the benefit of all employees and customers.

SHARPLINE QUALITY STATEMENT

Sharpline is committed to continuous quality improvement of product and process through the review of Sharpline goals, preventative actions and corrective actions. Management shall ensure that the importance of meeting customer, as well as regulatory and legal requirements, is effectively communicated to the organization.



Industry News

RVIA's Holiday Travel Intentions Survey forecasts that the 2023 holiday season is set to be one of the busiest on record.

The survey highlights that a staggering 20 million consumers planning to embark on an RV trip between Thanksgiving and New Year's Day. Marking a notable 30% increase compared to the figures from 2022. In total, 122 million consumers, constituting 63% of all leisure travelers, have expressed intentions to travel over the winter holidays.

RVIA President and CEO Craig Kirby said, "With the rush and stress that comes with traditional travel the holidays, people are choosing RVing as a way to still travel and see friends and family but do so in a more relaxed and comfortable way. Whether using an RV for guests or bringing your pets along for the ride, RVing allows people to spend more quality time with those they love this holiday season."

The survey delves into travel preferences, revealing that more than half of RVers (55%) plan to take a trip within three hours of home, prioritizing less time on the road and more time enjoying friends and family over the holidays. Further insights from the survey indicate that millennials are more likely to stay closer to home, with 61% planning a trip within three hours, while 43% of baby boomer respondents have expressed plans to travel more than 16 hours from home.

Additionally, the survey has found key motivations for choosing RV travel, including the love of road trips, the desire to travel in comfort, interest in exploring the great outdoors, and the affordability of RV travel.

Pets emerge as another significant factor influencing travel decisions, with 60% of RVers planning to bring their pets along rather than boarding them over the holidays. Of those traveling with pets, 87% will travel accompanied by at least one dog, and 52% will travel with at least one cat.

Credit: RV news, November 16, 2023.

Birthdays



Anthony Jordan	12/01
Francisca Marquez	12/02
Yokmee Senthong	12/03
Rhonda Rudrow	12/05
Xinh Dang	12/05
Tim Stouder	12/06
Wes Little	12/06
Roxana Alfaro	12/07
Thuan Garancosky	12/07
Gwen Hunt	12/07
Myrna Armendariz	12/08
Robert Worley	12/10
Cody Hanson	12/11
Ryan Jackson	12/13
Steve Calvert	12/14
Lourdes Monjaraz	12/17
Maria Lozano	12/18
Monica Tavera	12/18
Perla Aguilar	12/18
Jeff Meloy	12/18
Mindy Johnson	12/19
An Huynh	12/19
Marcella Ramirez	12/20
Laura Melendez	12/20
Carlos Casanova	12/22
Stephanie Simpson	12/23
Lynn Williams	12/23
Gayla Irving	12/24
Martha Salinas	12/25
Doug Ganoung	12/27
Juan Rueda	12/28
Jessica Rivera	12/29
Kelly Pierce	12/29
Amber Starkey	12/30

December

Phuc Seiwert	01/01
Erlinda Karcher	01/09
Jack Snyder	01/09
Vladimir Verduzco	01/09
Lena Greenlee	01/09
David Richardson	01/10
Jaci Mohr	01/13
Jose Ganoza	01/14
Anna Phengkham	01/14
Karina Ramirez	01/15
Yen Doan	01/15
Mike Joslin	01/15
Minh Anh Vo	01/16
Vincent Raymond	01/18
Kathaleena Spencer	01/19
Daisy Hendershot	01/23
Patty Benavides	01/23
David Seiwert	01/23
Karen Pierce	01/25
Dawn Comstock	01/26
Buffy Osborn	01/27
Sara Lindvall	01/27
Huy Hoang	01/27
Katie Banks	01/28
Jonathan May	01/29
Hortencia Hernandez	01/30
Brett Underwood	01/30

January

Sharpline's Employee Favorite Recipe!

Geoffrey George's Favorite, was the lucky pick for this Month's Featured Recipe. If you would like to have yours featured in the future, then please don't hesitate to email me yours and a photo if you have it at katieb@sharpline.com.

Recipe: Poor Man's Burnt Ends (In the Oven)

Ingredients:

BBQ Rub: I like Dan-o's, Kinder, or good ole Lawry's Mustard
 BBQ Sauce: I like Sweet Baby Ray's (it is thicker and a little runny), or Blue Hogs is my favorite but it is sticky for this recipe.
 3 LBS Chuck Roast

Instructions:

Pull your meat from the refrigerator and let it come-up to room temperature. (about 30 minutes)
 Preheat the oven to 275 (roasting)
 Trim excess fat then, rub your meat down with a thin layer of mustard.
 Cover the entire roast with BBQ rub. Once you believe you have

enough, add some more.

Place the meat in the oven for approximately 2-1/2 hours uncovered on ROAST, until you reach an internal temp of 185. Keep an eye on it, cooking on roast gets it done a lot faster than you would think.

Let it rest for about 30 minutes, it will be hot ...

Cut the roast into 1-1/2" x 1-1/2" inch squares as equal as possibly.

Throw all the meat into a foil pan and add just enough BBQ sauce to cover everything with a thin layer but it still needs to be wet. You can add more rub at this time if desired. Back in the oven, 300 degrees for about 25 or 30 minutes, once again roasting. **KEEP AN EYE ON IT!** You don't want BURNT Burnt Ends ...

Add BBQ Sauce and BBQ Rub to taste.

I serve mine with corn bread, bake beans and tater salad.

Christmas Eve

Sharpline will be closed for 4 hours on Friday, December 22nd for the Christmas Eve Holiday. Eligible employees will receive 4 hours holiday pay.

1st Shift: Production personnel will work 7:00 a.m. – 11:00 a.m. Office personnel will work 8:00 a.m. – noon.

2nd Shift: will work 11:00 a.m. – 3:00 p.m. 2nd shift employees who normally work 10 hour days will work 3:30 p.m. – 10:00 p.m. on Thursday, December 21st.

3rd Shift: will work 10:30 a.m. – 2:30 a.m.

Weekend Shift: will work Friday, December 22nd and Saturday, December 23rd.

Christmas Day / New Years Day

We will pay 8 hours holiday pay for Christmas Day, December 25th and 8 hours holiday pay for New Year's day, January 1st to all eligible employees.

HOURLY EMPLOYEES:

Production Employees: Sharpline will be closed from Monday, December 25, 2023 - Monday, January 1, 2024.

- Employees may turn in a request for vacation or paid personal for some or all of the time missed from Tuesday, December 26th – Friday, December 29th or the time off will be without pay. Time off during this week will not count against attendance.

Office Employees: You may choose to come in and work or take vacation, paid personal or time off without pay from December 26th - Friday, December 29th. Time off will not count against attendance.

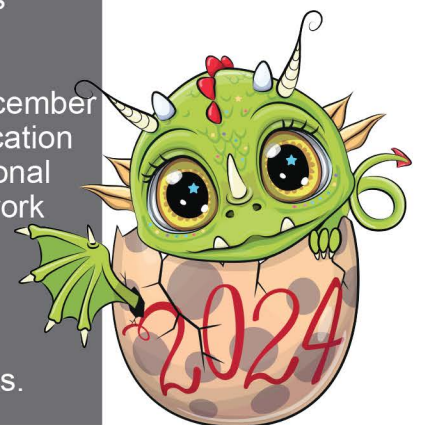
SALARIED EMPLOYEES:

Production: You may take 32 hours vacation for Tuesday, December 26th – Friday, December 29th (no partial week per regulation) or, if no request is received it will unfortunately be without pay.

Office/Sales: You are scheduled to work your normal shift Tuesday, December 26th – Friday, December 29th. However, you have the option to take vacation to cover a day, multiple days or that week off, or you may request a personal day off without pay if you do not want to come in. If you do not want to work and choose to take a day or multiple days off without pay, you must email janett@sharpline.com.

Reminder: All vacation and paid personal requests need to be put in ADP by 6:00 a.m. Monday, January 1st for pay period end. No Exceptions.

Holiday Schedule



Anniversaries

5 YEARS

Amber Starkey 01/16

35 YEARS

Gary Parmely 01/09

10 YEARS

Jaci Mohr 01/14

20 YEARS

Debbie McDonough 12/08
Patty Benavides 12/24
Marilyn Hess 01/05
Khanty Vichith 01/12
Yokmee Senthong 01/12
Gayla Irving 01/19



1ST SHIFT

Katie Banks – Marketing Specialist

New Hires



As of Tuesday, November 28th, 1st shift has gone 34 working day(s) without a reportable injury. 2nd, 3rd, and Weekend shift have gone 208 days.

Safety Bingo Winners:

1st Shift

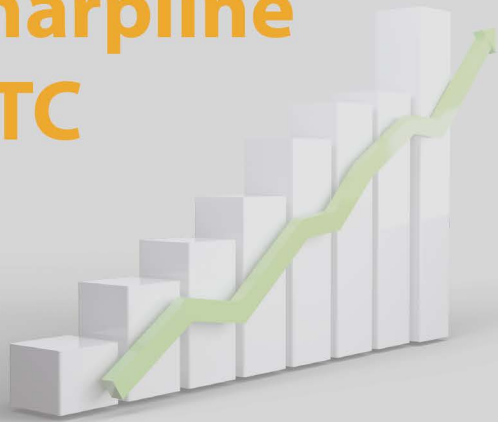
Tracy Norris – Elkhart \$50

2nd Shift

Ramon Munoz – Screening \$250

Safety Bingo

Sharpline OTC



Past 4 Weeks

OTC GOAL - 95%	96.90	96.54	99.04	100.00
AUTO BACKORDERS < 25	22	14	15	2
CM ORDERS % > 28 DAYS	79.4	95.9	73.9	92.6
CM ORDERS % > 42 DAYS	08.5	33.6	24.8	26.1
CM ON TIME GOAL: > 95%	99.93	99.94	99.95	100.00
YIELD GOAL: 97%	96.2	96.2	95.0	97.3

UNITED WAY CAMPAIGN

The United Way is running their annual campaign and is asking everyone to donate if they can.

If you are interested in making a one time donation or a small donation each pay day, please complete a pledge card available in Human Resources and return by Friday, December 15th.

For the average price of a latte, \$5 per week... provides 10 preschool children a new, free book each month for a year to help them develop a love for reading.	For the average price of a car wash, \$10 per week... provides 94 hygiene kits to low-income students to meet their basic needs and restore their sense of dignity.	For the average price of movie tickets, \$25 per week... provides 5 survivors of domestic violence with workforce skills, employment, and career clothes as they gain financial independence.	For the average price of dinner out, \$50 per week.. Provides 433 nutritious food boxes to families so they don't go hungry.
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You give to us. We share with them.

If you already have a payroll deduction, that amount will remain the same unless we receive a notice from you stating otherwise. Sharpline Converting, Inc. supports the United Way as a corporate sponsor and hopes that you as an individual will consider making a payroll deduction or contribution of support. United Way agencies can only help when enough funds are available. Your contribution (large or small) may help one of your co-workers. Whether you participate or not will not affect your employment status with Sharpline. If you have any questions, please ask.

Find help. For kids. For seniors. For you.

CALL – Dial toll free statewide 211 to talk with a referral specialist. Available 24/7/365 in multiple languages.

TEXT – Text your ZIP code to 898-211. Available Monday - Friday, 7 a.m. - 7 p.m.

CLICK – Search anytime, online at 211Kansas.org

CHAT – Visit unitedwayplains.org/211 and click the “Live Chat” button. Available Monday - Friday, 7 a.m. - 7 p.m.

211 is confidential, free and available statewide. Thousands of services. Find help or volunteer.

More than 2,000 programs listed from all over Kansas.

www.211kansas.org

United way will connect you with the best resources and services in your community. Find help for:

- Food Pantries
- Utilities and rent
- Disability resources
- Senior resources
- Shelter
- Healthcare
- Workforce services
- And more

