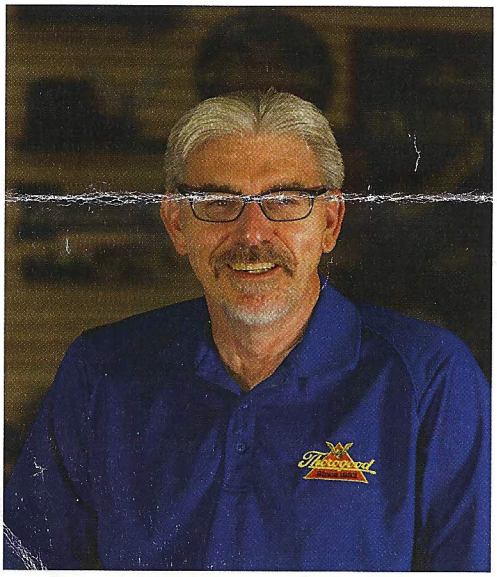
FOOTNOTES

MERRILL & MARSHFIELD, WISCONSIN USA
DECEMBER 2019

Thorogood® Since 1892
WEINBRENNER SHOE COMPANY, INC.



This time of year, things can get very busy. Instead of enjoying the joys of the season, we can very easily be pulled into holiday stress. One way to beat the holiday stress is to practice gratitude. Gratitude is about feeling and expressing appreciation.

Be grateful for the good things in your life. There can be times when it might be difficult to be grateful. Maybe it's an issue you're dealing with. Maybe you're longing for something you don't have. It's easy to look past the blessings we do have and concentrate on what we don't have. We become stuck in wanting, needing and not having instead of being grateful for what we do have.

The grass is not always greener on the other side. No matter how perfect someone else's life appears, rest assured they're dealing with something. We all are. What's the difference between a person with a toxic negative attitude and a genuinely happy person? One only sees the darkness that surrounds them while the other is grateful for the things they have and they don't take them for granted.

There were times that I struggled with this myself. Then I made the decision to be grateful for what I had. Grateful for the hug of a loved one. Grateful for my friends and family. Grateful for the peaceful beauty of a sunset. I was devastated when I lost my father. How could there possibly be any blessing in that? I was blessed to have him in my life for 50 years. I miss him every day, but when I think of him now it's not with sadness, it's with gratitude that he was in my life.

No matter what your beliefs are, this time of year provides us with many opportunities to be grateful. What are you grateful for? Maybe you can only think of one thing. That's okay. In time, if you allow yourself, you'll realize just how many things you are grateful for.

Merry Christmas, Happy Hanukkah, Happy Kwanza, Merry Winter Solstice, Happy Festivus or any other day you celebrate. Let's all pledge to be grateful for the blessings we have. Embracing a life of gratitude will be the best decision you ever make.

Jeff Burns, President, Weinbrenner USA

2019 LARGE BUSINESS OF THE YEAR



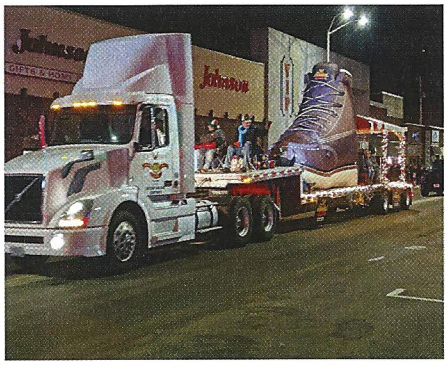
Thursday October 10th, Thorogood and seven highly respected businesses in the Merrill Wisconsin area were nominated for Large Business of the year. Based on votes from Business Chamber members, Weinbrenner Shoe Company, manufacturer of Thorogood branded footwear won the award for our increased community involvement and our Thorogood Boot Camp.

We want to thank the chamber and the Merrill community for voting for us for this great award. We are proud of all the Weinbrenner Shoe Company employees and the hard work that they put in to make the Thorogood brand successful worldwide.

HOLIDAY EVENTS



Marshfield Holiday Parade-
November 21st



Merrill Holiday Parade-
December 7th



Merrill Christmas Luncheon-
December 11th



Merrill Santa Visit-
December 11th

Thorogood donated leftover food from the luncheon to the MAC home in Merrill and to the House of the Dove in Marshfield!



Marshfield Christmas Luncheon-
December 13th

EMPLOYEE NEWS

New Faces



Please join us in welcoming Walter Mootz as the latest addition to our supervisory team as the supervisor of the Blue Line. Walter brings to the position more than 5 years of supervisory experience acquired through employment at Kraft Heinz Company; along with prior experience as a Materials & Labor Planner/ Scheduler. Walter is also experienced in different Lean manufacturing initiatives such as Kaizen, 5-S, and Root Cause Analysis. Walter holds an Associate Degree in General Studies and is a graduate of Merrill H.S.



Please join us in welcoming Michaila Schulz as the new addition to the marketing team as the Marketing Coordinator. Michaila will report to Bianca Boettcher and have various roles within the marketing department. Michaila is a recent graduate of Marian University with a major in Marketing and a double minor in Communications and Public Relations. Michaila worked for the Wisconsin Woodchucks baseball team as a Marketing and Promotional Intern, and also worked for Marian University in the Office of Marketing and Communications.

Retirees

Merrill: Joann Milewczyk will be retiring on January 3rd, 2020 after 45 years of service
Marshfield: Jerry Fellwock retired on November 1, 2019 after 2.5 years of service

Perfect Attendance- 3rd Quarter

Marshfield: James Ballerstein, Rebecca Bandt, Lori Barlow, Shanny Berry, Julie Bilgrien, Linda Bloczynski, Harry Blomberg, Kathy Bock, Laurie Britten, Connie Carson, Marie Cattanach, Steve Clark, David Colwell, Sandra Dennis, Jerry Fellwock, Sandy Fruin, Chad Gehman, Barb Gerstner, Peggy Hoffarth, Richard Hoffman, Jeri Hubble, Pat Hutchison, Collette Jordan, Nancy Kaetterhenry, Raye Kaser, Teri Kleinschmidt,Nancy Koplien, Judy Krause, Karen Krause, Shannon Krohn, Susuan Mannigel, Cindy Marx, Karen Reno, Gary Roberts, Sally Schmidt, Al Schroeder, Mike Sprehn, Carrie Strey, Dustin Tysver, Bill Wixson

Merrill: Linda Amelse, Brad Barthels, Victoria Bartz, John Bell, Ron Berndt, Mary Jo Blemke, Bob Breunig, Jerod Butt, Marvin Clark, Gene Davidson, Mathew Davis, Brad Dittmar, Laurel Doering, Jake Driscoll, Chris Fank, Mary Feger, Karen Fehr, Ed Florez, George Gaydos, Tyler Grams, Linda Hirte, Carl Luedtke, Al Lupton, Jennifer Margeine, Jake Nelson, Sharon Otto, Caleb Peckham, Goldie Peckham, Sarah Polacek, David Polebitski, James Ruder, William Schachinger, Kay Schenzel, Jeff Schram, Danyssa Seiwert, Julie Spoehr, Chris Teske, Jessica Tessmer, Deborah Wheeler, Adam Weindenhoeft, Tammer Woller, Jacqueline Zavala

Births

Jackie Zavala-Grandsom, Sebastain Ortega, born on 11/26/19.

EMPLOYEE NEWS

Job Promotions

Jeff Burns was promoted from Sr VP of Sales and Marketing to President
Todd Hanson was promoted from VP Sales - Outdoor Division to VP of Sales and Marketing
Tim Ollhoff was promoted from General Superintendent to VP of Manufacturing
Robert Burnett was promoted from Director of Global Sourcing to VP Global Sourcing
Jerry Josiger was promoted from Buyer to Purchasing Manager
Dawn Tritten was promoted from Buyer to Procurement Specialist
Robert Watry was promoted from Quality/Safety Inspector to Director of Safety
Jason Glisch was promoted from Supervisor Silver Line to Merrill Plant Superintendent
Travis Schachinger was promoted from Leadperson to Injection Room Supervisor
Malarie Borth was promoted from Forelaster to Supervisor to White Line Last
Terra Williams was promoted from Supervisor White Line Last to Inventory Control Specialist
Gregg Gelhaussen was promoted from Injection Room Supervisor to Assistant Plan manager

SOCIAL MEDIA





Facebook.com/ThorogoodUSA/

Instagram.com/thorogood_usa/

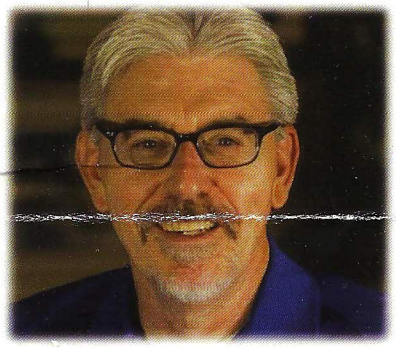
YouTube Youtube.com/thorogood_usa

WEINBRENNER SHOE COMPANY, INC.

FOOTNOTES

SEPTEMBER, 2019

MERRILL & MARSHFIELD, WISCONSIN USA



"I CAN NOT SAY THINGS WILL GET BETTER IF WE CHANGE; WHAT I CAN SAY IS THEY MUST CHANGE IF WE ARE TO GET BETTER." – GEORGE C. LICHTENBERG

"THOSE WHO EXPECT MOMENTS OF CHANGE TO BE COMFORTABLE AND FREE OF CONFLICT HAVE NOT LEARNED THEIR HISTORY." – JOAN WALLACH SCOTT

Those are two of my favorite quotes regarding change. Together they illustrate that change is never easy, but necessary and inevitable. Change for change sake is never productive, but neither is the "This is how we've always done things" mentality. Change that is well thought out, done for the right reasons and executed properly can be the difference between a successful business and a failing one.

Our company has experienced many changes this year. Changes in management. Changes in manufacturing processes. Changes in how our brand is being perceived in the marketplace. Some of these changes have been difficult, but all present exciting opportunities.

The Board appointed me president on August 19th of this year. I'm still humbled and thankful for the opportunity. It's a responsibility I do not take lightly. The Board asked me why I thought I could be successful in this position and my response was immediate and without hesitation. I told them that Weinbrenner had the finest group of people that I had ever worked with. I promised them that the management committee would lead this company with integrity, teamwork, transparency and provide the strategic vision required to allow our great people the opportunity to succeed. If we can provide that, the company will reach its goals.

One of our major change initiatives is the Manufacturing Task Force. They will be working with UW-STOUT to review every procedure associated with our manufacturing process. From how we schedule shoes to how we put the finished goods in a box and everything in between. The most exciting aspect of this project will be getting input from everyone in order to make this process a Thorogood process. Not a cookie-cutter blueprint that doesn't fit our space. The result will be more shoes being produced in a more efficient manner. Working smarter not harder.

Another change is how Thorogood is being perceived as a brand. After 127 years, people are starting to discover us and they love what they see. From Amazon to Duluth Trading to Kohls to Blaine's, we are being told that Thorogood is one of the most in-demand brands on their shelves. From the union worker to the millennial going out on a Saturday night, Thorogood is becoming their brand of choice. Like Andrew Kramer from IBEW Local 2 said on our Facebook page: *"The best boots money can buy! I've had 8 different pairs and won't buy any other brand!"* Thanks Andrew. I couldn't have said it better myself. Change. It has come to Thorogood and it's up to each one of us to rise to the challenge. I know we're up for it. Thank you.

IN THIS ISSUE:

* 3RD ANNUAL MARSHFIELD SHOE DEVILS VS MERRILL SOLE TRAIN
* Thorogood Sponsor of Pointoberfest
* Labor Day Parade Participants
*Steve Clark – Slogan Winner

Jeff Burns, President, Weinbrenner USA

NEW FACES



Paige Stajkowski: Director of I.T. Services. Prior to working at Weinbrenner, Paige worked for Red Wing Shoe Company for approximately 27 years, where she held progressive positions in the I.T. Department. Paige brings to the position many years of M3 ERP experience. Her leadership will be instrumental in designing solutions.



Daniel Rodriguez: I.T. Administrator. Daniel started with Weinbrenner on 8/12/2019. Previously, Daniel worked for Lincoln County Sheriff's Office as a Correctional Officer. Daniel graduated from Columbia Southern University with a Bachelor of Science in Organizational Leadership.

Mikeal Lammerding: We welcome Mike to Weinbrenner as the Blue Line Production Supervisor. Mike previously held the position of Shop Manager at Accuracy Machine. Mike graduated from Spokane, WA Community College in Machining and CNC Technology; and also holds a 2-year Tech Diploma in Machine Tool Techniques from NTC-Wausau.





ChristineVogel-Tysver: Christine began working for us in 1987 and left a couple of years later to pursue other interests. Christine returned to Weinbrenner in 2017 in Insoles. June, 2019 Christine was promoted to Expeditor, Safety, Inspection and



Austin Burgener began employment in June in the Customer Service Dept., and recently promoted into the I.T. Department. Austin is currently enrolled at NCTC pursuing an education in Information Technology. Great to have you on our team, Austin!

BIRTHS, MARRIAGES, PROMOTIONS, RETIREES

BIRTHS (MARSHFIELD)

Willie Foster – 9/13/19, daughter, "Jaycee Blu Foster"

BIRTHS (MERRILL)

Dick Martens: 02/05/19 granddaughter, "Lakelynn Rose Martens"

Dick Martens: 02/16/19 granddaughter, "Addison Larie Martell"

Matt Bahlow: 04/03/19 son, "Michael Cole Bahlow"

Greg McLenithan: 06/12/19 granddaughter, "Claire Marie McLenithan"

Deborah Wheeler: 07/02/19 granddaughter, "SamaraNiedziela"

JoAnna Stenberg: 09/03/19 granddaughter, "Norah Lea Stenberg"

Terra Williams: 09/19/19 granddaughter, "Ila Rose Dunn"

MARRIAGES (MARSHFIELD)

Adam Kildahl married Celeste on 05/03/19

MARRIAGES (MERRILL)

Stephanie Middlestead married Hunter Johnson

09/13/19

PROMOTIONS (MERRILL)

Korey Bloch promoted from Collections Specialist to Accounting Manager.
Teri Boers promoted from Accounting Manager to Controller.
Amy Kirst promoted from Customer Service Clerk to AR Specialist.
Dale Falcon promoted from Stitch Decoration to Quality Assurance Monitor.
Laurie Weinfurter promoted from QA/ISO Coordinator to QA Monitor.
Christine Vogel-Tysver promoted from Pack/Inspect to Dispatch/Expeditor.
Megan Voigt promoted from Retail Customer Service to Retail Store Manager.
Austin Burgener promoted from Customer Service Clerk to IT Support.

RETIREES (MERRILL)

Steve Peck, Lasting, retired on 01/11/19 after 35 years of service. Wendy Nelson retired on 04/23/19 from Packing after 3.3 years. Julianna Janssen, Costing Manager, retired on 04/30/19 after 45 years. Janet Plautz, P.T. Store Clerk, retired on 03/22/19 after 6 years of service.

NEW FACES CONTINUED



Sara Nikolay: Human Resources, Marshfield. Sara brings to the position 10 years of Human Resources and Safety experience; along with an Associates of Science Degree from U.W. Marshfield / Wood County. We are delighted to have Sara join our H.R. team!

BIG BUCK CONTEST COMING SOON!!



We welcome **Alexander Kermidas** to Weinbrenner as a Salesperson. Alex previously held positions in retail sales management and also spent much of his career managing hockey centers. Welcome Alex!



&

We welcome **Dale Falcon** to our QC Lab! Dale has been with Weinbrenner since 2012, as an employee in the Fitting Department. Dale is a welcome addition to the Q.C. staff in his role as QC Monitor.

PERFECT ATTENDANCE RECIPIENTS 1st & 2nd QUARTERS

MERRILL: 1st QTR: Brad Barthels, John Bell, Ricky Beyer, Mary Jo Blemke, Marvin Clark, Mathew Davis, Karen Fehr, Linda Hirte, Larry Lipke, Carl Luedtke, Al Lupton, Wendy Nelson, Ken Olson, Sharon Otto, David Polebitski, Ryan Schachinger, William Schachinger, Monika Schumacher, Jessica Tessmer. **2nd QTR:** Linda Amelse, Brad Barthels, John Bell, Ron Berndt, Ricky Beyer, Jerod Butt, Marvin Clark, Gene Davidson, Mary Jane Davidson, Mathew Davis, Brad Dittmar, Laurel Doering, Karen Fehr, Heather Gardner, George Gaydos, Joyce Grob, David Kelley-Edwards, Warren Krause, Larry Lipke, Carl Luedtke, Jake Nelson, Ken Olson, Sharon Otto, William Payne, Goldie Peckham, Kathleen Rauchle, James Ruder, Ryan Schachinger, William Schachinger, Jeff Schram, Monika Schumacher, Danyssa Seiwert, Adam Wiedenhoeft, Tammy Woller

MARSHFIELD: 1st QTR: Julie Bilgrien, Harry Blomberg, David Colwell, Peggy Hoffarth, Richard Hoffman, Pat Hutchison, Nancy Kaetterhenry, Raye Kaser, Karen Reno, Sally Schmidt, James Schmitz, Mary Scholl, Allen Schroeder, DuWayne Skerhutt, Carrie Strey, Dustin Tysver; **2nd QTR:** Kathy Bock, Marie Cattanah, Richard Hoffman, Patrick Hutchinson, Raye Kaser, Judy Krause, Susan Mannigel, Mary Scholl, Michael Sprehn, Dustin Tysver, Steven Clark, David Colwell, Britain Haley, Karen Krause, Cynthia Marx, Carrie Roehrborn, Sally Schmidt, Allen Schroeder, Douglas Bandt, Lori Barlow, Connie Carson, Joshua Copet, Chad Gehman, Nancy Kaetterhenry, Nancy Koplien, Lori Murphy, Karen Reno, Allen Ross, Megan Schutz, Tanya Woald



3RD ANNUAL SOFTBALL TOURNAMENT

A great time was had by all at the 3rd Annual Marshfield Shoe Devils Versus the Merrill Sole Train softball tournament! Congratulations to both teams for another great game! A special thanks is extended to Rob Burnett, Global Sourcing, and Jerry Josiger, Purchasing, for being Umpires; and also to Mathew Davis, Merrill Production and Al Schroeder, Marshfield Production for COACHING the teams. We look forward to seeing you on the field again next year!

MARSHFIELD SHOE DEVILS VERSUS MERRILL SOLE TRAIN







MARSHFIELD SHOE DEVILS: Captain, Al Schroeder, Britain Haley, Tammy Vogel, Jill Dettmann, Steve Mannigel, John Burrows, Brandon Heise, Chad Wozniak, Simone Duran, Jerry Warfield

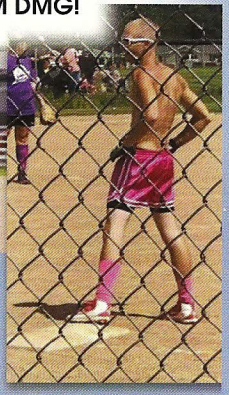
MERRILL SOLE TRAIN: Captain, Mathew Davis, David Cantrell, Mae Cantrell, Jeff Schram, Erik Klade, Bob Breunig, Brad Dittmar, Jason Glisch, Tyson Glisch, Bill Volgman, Ed Florez, Jake Nelson, Sarah Polacek, Luke Allen, Chris Peck-Young, Abigale Burgener

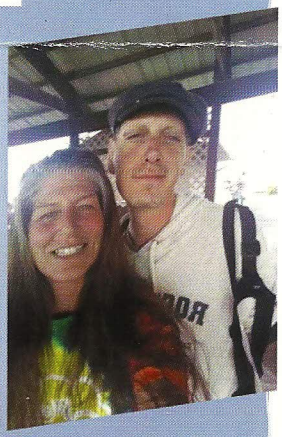
SPECIAL THANKS TO ROB BURNETT AND JERRY JOSIGER FOR THEIR UMPIRING SKILLS; AND TO SIMON DURAN FOR JOINING US FROM DMG!



Thank you Jeri Hubble and Connie Carson, Marshfield, for working the snow cone & popcorn machines!





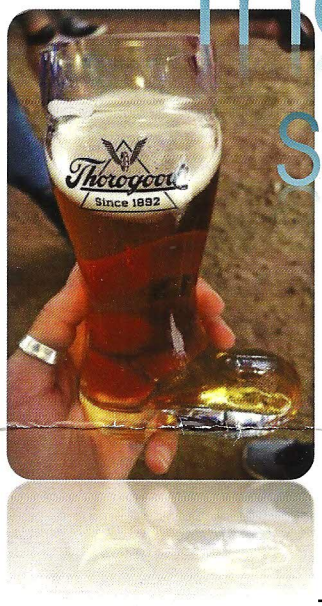


ABOVE:
Sara Polacek, Merrill & Seth Klahn, Marshfield
LEFT:
Pink Shorts - Bob Breunig, Merrill; Purple Shirt Brandon Heise, Marshfield

AROUND THE CORNER:

- Santa's Visit at Weinbrenner
- Holiday Parades in Merrill and Marshfield

Thorogood Sponser of Point-oberfest





There is nothing like a frosty brew on a warm fall day!! Thorogood Boots participated as a sponsor in the Steven's Point Pointoberfest, September 21, 2019! Participants were able to enjoy 20+ Point brews and Whole Hog craft beers, amongst other things, such as live music and their very own souvenir Point 10oz glass boot Thorogood mug! Pictured to the right – Cindy Fleischman and daughter Brittany enjoy the POINTOBERFEST festivities!





"SLOGAN CONTEST (from last newsletter) Win a pair of Thorogood boots if you can come up with a creative caption for our newest Labor Day parade addition!
"WINNER: Steve Clark, Marshfield

"Bigfoot spotted in Wisconsin Northwoods!"

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FOOTNOTES

What's Afoot at WEINBRENNER

VOLUME 25, NUMBER 1 Marshfield & Merrill, Wisconsin APRIL, 1995

Footnotes Anniversary

Nineteen ninety-five marks the silver anniversary issue of Weinbrenner's FOOTNOTES publication. The first issue came out in February 1971. Lance Nienow was Editor-In-Chief, Associate Editors were Dave Finanger and Les Schoenke with Harry Tubin acting as photographer.

Eight Assistant Editors were responsible for gathering news and writing articles for regular columns which included Bowling, Office News, Weinbrenner's Basketball Team, Shoe-of-the-Month and Sales stories, Production and Raw Material Warehouse News. The Assistant Editors were Don Lagerbloom, Diane Balschun, Ellen Wardell, Skip Ott, Bob Becker, Joe Macauley, Betty Hughes and Linda Harkner. Twenty-five volumes later, Lance Nienow and Diane Balschun are still with Weinbrenner, and have continued as part of the Footnotes staff since that first edition.

The "look" of the publication has changed some as reflected by the original front page footnotes banner, used again for this anniversary edition. The lead story in that first issue celebrated the 35th anniversary of the Marshfield factory opening. The front page also featured a message from Weinbrenner's new president, James V. Greenlee.

Over the past years, there have been many changes at Weinbrenner Shoe, people have come and gone, milestones have been reached, and through it all our Footnotes have helped us learn more about "What's Afoot at Weinbrenner."

Retirements Recognized



Back row, left to right: Lance Nienow, C.E.O.; Alice Prins; Eugene Bruggeman; David Gisselman, V.P. Finance. Front row, left to right: Marion Brandt; Mabel Montgomery; David Finanger.

Six long term Weinbrenner employees were honored at the Company's annual retirement dinner held at Club 64 in Merrill on January 23. The four Marshfield and two Merrill retirees had a combined total of over 234 years of service to Weinbrenner, an average of 39 years per person. This includes not only their most recent employment period, but all service time to Weinbrenner.

The retirees and their most recent continuous full years of service are as follows: Marion Brandt, Marshfield, 26 years; Eugene Bruggeman, Marshfield, 41 years; David Finanger, Merrill, 26 years; Mabel Montgomery, Marshfield, 27 years; Alice Prins, Merrill, 44 years and Donald Klein, Marshfield, 28 years.

Don was honored In Memoriam, having passed away early this year, shortly after his retirement in December.

Highlights of the evening, following a social hour and dinner, included entertainment by Sound FX, a Wausau barbershop quartet, and the introduction of each retiree along with presentations of retirement gifts.

Weinbrenner annually recognizes employees retiring with twenty-five or more years of continuous service. During the past nineteen years of this event, the Company has recognized 186 individuals.

Memorium

Hagedorn/Klein

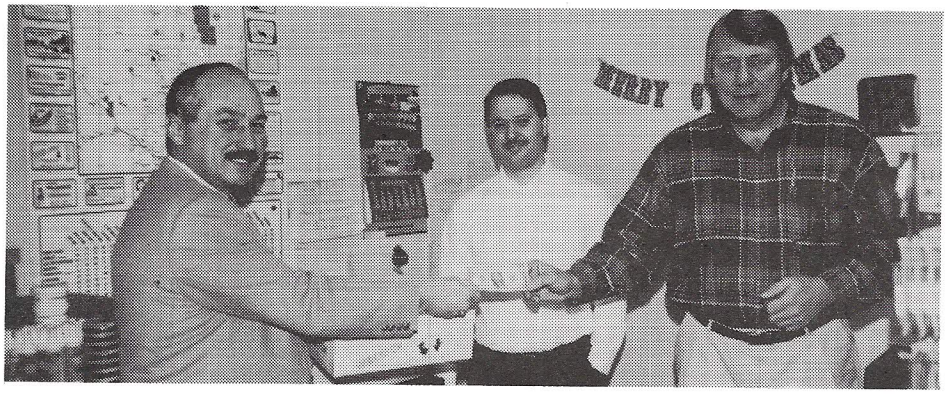
Weinbrenner employees and company were deeply saddened by the deaths of two employees early this year.

Norma Hagedorn, long time Merrill employee, passed away suddenly, January 19, while recovering from surgery performed earlier. Norma was employed by Weinbrenner over 42 years, primarily as a sole cementer.

Donald Klein, Marshfield Bottoming employee, retired last December when he became too ill to continue working. Don lost his battle with cancer on January 12. Don worked for Weinbrenner for over 28 years, most recently pressing, rolling and laying soles.

Both Norma and Don will be missed by their fellow employees and the Company. We extend our sympathy to their families and friends.

M.A.R.C. Support Continued



Left to right: Charlie Phelps, M.A.R.C. General Fund Raising Chair, Shane Baganz, Retail Store Operations Manager, Lance Nienow, Weinbrenner C.E.O.

Weinbrenner Shoe Company recently announced its continued support of the Merrill Area Recreation Complex. The complex will provide facilities for Little League, softball, soccer, along with indoor skating, hockey, and also special events.

The Company is pledging to donate $1.00 to the M.A.R.C. Fund for every pair of shoes sold throughout 1995 at their Weinbrenner Shoe Factory Outlet on Pine Ridge Avenue in Merrill.

Weinbrenner, which made a major donation to the M.A.R.C. Fund in 1993, feels the dollar per pair donation will provide an added benefit for its Merrill area outlet customers. Not only will customers get a good buy on shoes, but their purchases will also benefit M.A.R.C., which Weinbrenner believes will provide many positive benefits for the Merrill area.

Weinbrenner encourages the community and employees to shop the Shoe Factory Outlet in 1995 and help contribute towards the M.A.R.C. Fund with their purchases.

Fleet - Fargo Store



A new look at the Mills Fleet Farm store in Fargo.

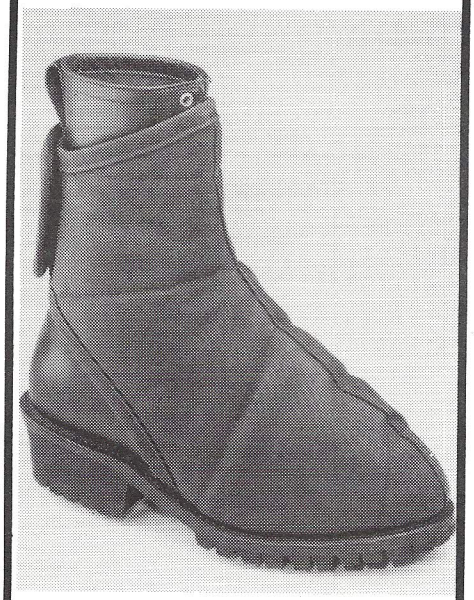
Mills Fleet Farm store number 28 just opened in Fargo, North Dakota. John Schenzel and Dave Hinke from the sales department helped set up the Work 'n Sport section. This shoe department has a whole new look with plenty of graphics and displays to appeal to the customer and attract attention to our footwear.

Mills has 27 other stores throughout Wisconsin and Minnesota. Weinbrenner has 50 styles of Work n' Sport footwear in these stores.

In addition, Blains Farm and Fleet opened a new store in Sycamore, Illinois, replacing one in DeKalb. Both organizations plan several other remodeled or replacement stores this year.

Weinbrenner plans to participate in several Fleet grand openings and their 40th Anniversary events throughout 1995.

Boot Of The Issue



Weinbrenner recently introduced THE LOGGER with SAWJAMMER-PRO, a patented foot protection device. The Sawjammer-Pro is made of layers of DuPont KEVLAR aramid fibers. On contact with a running chain saw, these layers unravel to clog and stop the saw.

THE LOGGER with SAWJAMMER-PRO is being marketed to the logging industry as a durable heavy duty logging boot that is also designed to provide added foot and ankle protection by jamming chain saw teeth on contact.

New OSHA regulations, effective in February, has heightened the interest in this boot which offers increased active protection for loggers.

Weinbrenner Attends WSA

The Western Shoe Association, the nation's largest shoe show, was held in February in Las Vegas, Nevada.

At the show our branded lines -Thorogood, Thoro-Gard, Wood N Stream and the relaunch of Mainstream - All American Footwear were highlighted.

It was NO gamble to attend the show as thousands of buyers ranging from local shoe stores, to major chains and department stores purchase at this event.

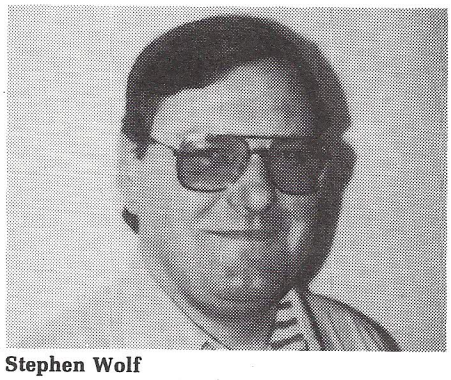
Our heritage of producing Quality, Made in USA footwear for over 100 years insures our success and respect at trade shoes and in the footwear industry.

New Faces/New Assignments



Margaret (Peggy) Peterson

Peggy Peterson joined the company in September 1994, as a Data Entry and Customer Service Clerk. Prior to joining Weinbrenner, Peggy worked for Forward Service Corp. in Merrill. In June 1994, Peggy and her family moved to Merrill from Daytona Beach, Florida.



Stephen Wolf

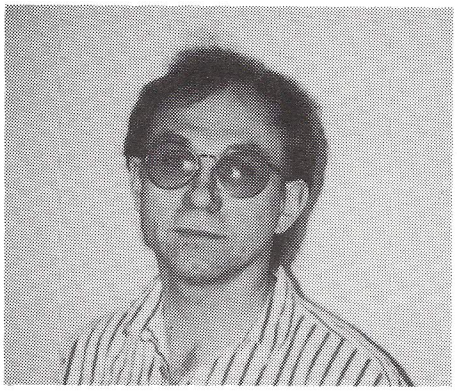
In January of this year, Steve Wolf assumed the duties of Finishing/Packing Foreperson at Marshfield. His career at Weinbrenner started in May of 1973 as an all around - heel trim in the Finishing Department and has worked throughout the department during the past twenty-one years.



Wayne Elsey

On January 30, 1995, Wayne Elsey became Key Accounts Manager with Weinbrenner Shoe Company. Wayne will assume responsibility for developing and selling our "Mainstream" product line to major accounts throughout the U.S.

Wayne's career in the footwear industry started with Gallencamp Shoes, Hyattsville, Maryland in 1983 followed by Stride Rite Corporation and most recently with Lake of the Woods, Prentice, Wisconsin.



Craig Seis

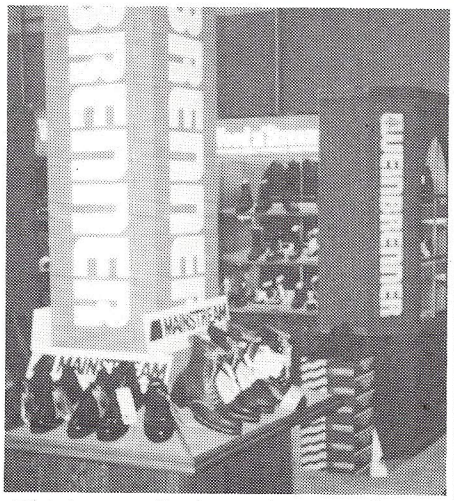
Effective April 1, Craig Seis, Merrill Packing Foreperson, and Frank Larkin, Marshfield Bottoming Foreperson, have assumed the additional duties of Assistant Plant Manager of the Merrill and Marshfield factories, respectively. Both Craig, who will assist Merrill Plant Manager, Bill Gronke, and Frank, who will assist Marshfield Plant Manager, Don Rachu, will continue as forepersons in their current departments, as well as provide added support throughout the factory in their capacity as an Assistant Plant Manager.

Craig started with Weinbrenner in 1980, doing production work at the former Antigo factory. He became a Foreperson Trainee in 1984 and Foreperson of the Antigo Packing Department in 1984. Craig continued in the position of Foreperson at the Merrill factory after the Antigo factory closed in 1986.



Frank Larkin

Frank joined Weinbrenner in 1978 following seventeen years with Bootmakers Shoe Company, Sturgeon Bay, Wisconsin, working in the Bottoming room and Quality Control areas. Here at Weinbrenner, Frank has held foreperson positions in the Lasting, Cutting and Bottoming Departments.



Weinbrenner display at the Vegas show.

N.A.U.M.D. Convention

The National Association of Uniform Dealers and Distributors held their annual convention in San Diego in late February.

The Thorogood Division was there, front and center, represented by Fred Girsky (Branded Sales Mgr.), Sandra Torres (Southern California), Gary French (Northern California) and Don Walker (Texas).

The N.A.U.M.D. Convention is the largest gathering of uniform dealers, manufacturers and distributors in the world, and is attended by every one of our major dealers.

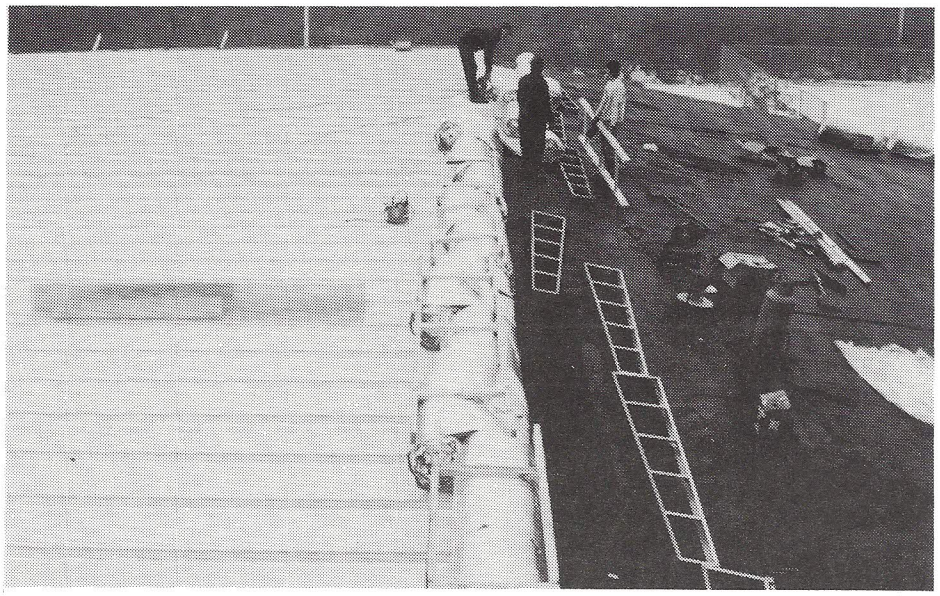


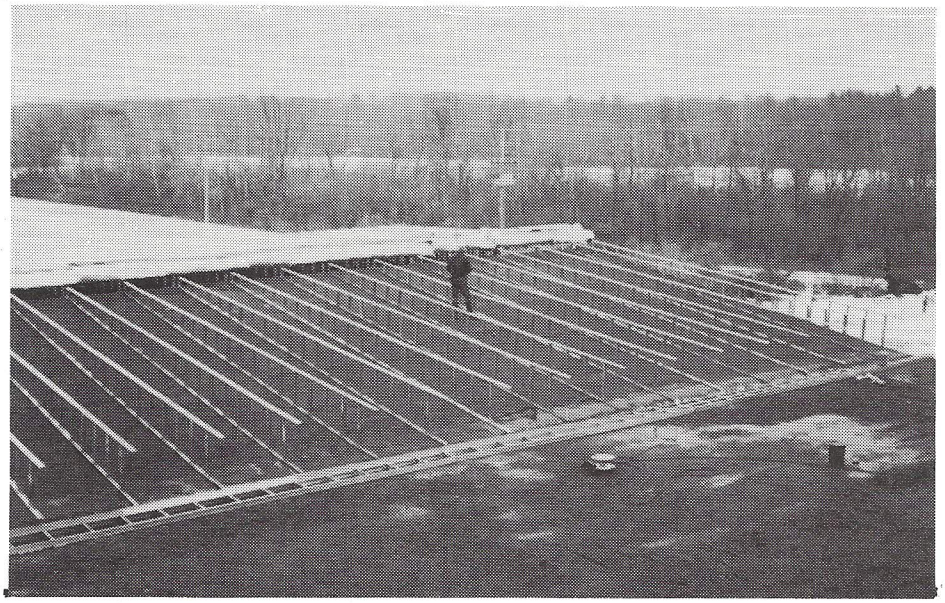
Left to right: Gary French, Don Walker, Fred Girsky, Sandra Torres.

Building Projects

The remodeling and renovation program of our Merrill facility is continuing. The first project in Phase Two, involving beam reinforcing and reroofing the southwest portion of the Finished Goods Warehouse, was recently completed.

The second project in Phase Two will get underway this summer. Steel siding will be installed along the northern side of the factory from the cutting department to packing and reroofing will be done over the press area southward to sole preparation. Energy savings, leaking roofs and deteriorating bricks and mortar necessitate the changes which are scheduled to be completed by the year 2000.





Computer Update

The migration from operating our business activities using the IBM 370 computer to an IBM AS/400 computer is almost complete. Manufacturing system software has been developed for bills of materials, labor coupons, factory and component tags, cutting sheets, production planning and scheduling, to name just a few. The software needed for purchasing and materials management will be developed during the first half of 1995. Most of the manufacturing systems are integrated where one part of the system relies on another. Therefore, all of the software must be developed before it can be utilized on the AS/400. By the fourth quarter of 1995 we will begin testing the software as data, reports, etc. are run on a parallel basis on both computers.

The software developed for the manufacturing systems is user friendly and will offer on line retrieval of different information. Display terminals will be located in the plants for accessibility to data and other information in the computer. Improvements to our existing manufacturing documents are incorporated in the new software including more descriptive information on the labor coupons and changes to the factory tickets, component tickets and cutting sheets.

To accommodate the increased activity on the AS/400, the company recently updated its computer technology by installing an Advance Series IBM AS/400 with increased operating speed, additional memory and the most current operating software to manage the activities of the computer.

LOCAL NEWS

MERRILL

Bob Zembruski, V.P. Sales Administration, recently underwent major lung surgery at U.C.S.D. Medical Center, San Diego, which has specialists for this procedure. His recovery has been slow but steady, reports his wife, Sue. Plans are to return Bob to Wausau Hospital when he's strong enough to travel. We wish Bob a complete recovery.

BIRTHS

Rick Kautz (Lasting) and Tammy Kautz (Fitting), daughter, Jessica Emily, 2/28/95.

Bill Morgan (RMW) and Becky Morgan, daughter, Rayanne Lynn, 3/29/95.

Ida Schult (Cutting), grandson, R.J. Cole, 2/28/95.

Don Radke (Security Guard), grandson, Tyler, 3/17/95.

MARRIAGES

Anthony (RMW) and Holly Ellenbecker, 1/27/95.

MARSHFIELD

MARRIAGES

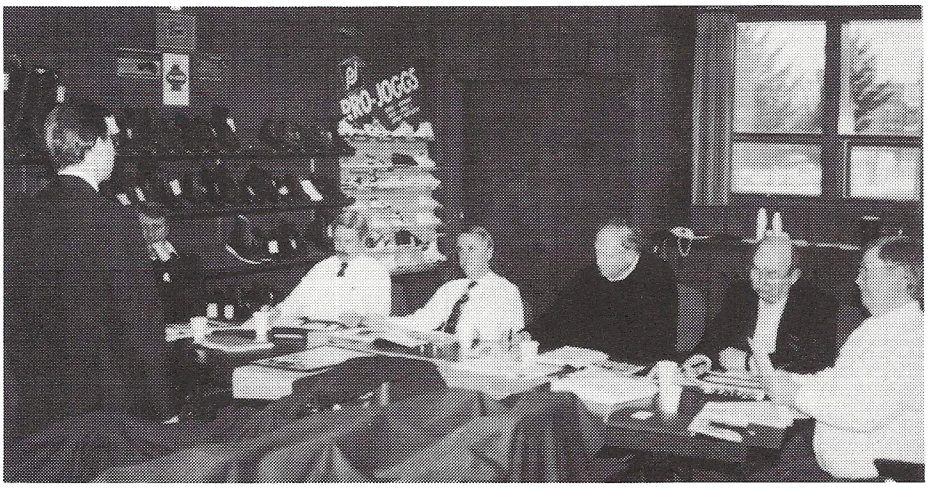
Lynn Vajgrt (Packing) and Rory Melbinger, 3/24/95.

Weinbrenner FOOTNOTES Published by and for employees of the Weinbrenner Shoe Co., Inc.
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Associate Editors, *Dave Gisselman, Lance Nienow*

WEINBRENNER FOOTNOTES

VOLUME 23 NUMBER 3 MERRILL•MARSHFIELD DECEMBER, 1993

Fleet



Fleet meeting: (L. to R.) Dave Hinke, Lance Nienow, Russ Feltz, Bill Crawley, Stew Mills, Al Hiers, Bob Page.

The annual shoe line review meeting was conducted between Weinbrenner, Mills Fleet Farm and Blain's Farm & Fleet, December 7th, at the Merrill office.

Seven new styles were added to the Work N' Sport line, including ULTEC 2000 non-metallic cap boots and Wood N' Stream styled hunting boots. In addition, Fleet has also upgraded the leathers in several styles and will convert its current Process 82 numbers to the new Ultimate Shock Absorption (USA) System.

Shoppers to their stores in 1994 will also notice new promotions and visual merchandising displays, all designed to increase sales.

Present from Mill's Fleet Farm were Stew Mills, Al Hiers and Bob Page, and from Blain's Farm & Fleet were Bill Crawley and Russ Feltz. Representing Weinbrenner were Lance Nienow, CEO; Bob Zembruski, V-P Sales; Dennis Black, V-P Marketing; John Schenzel and Dave Hinke, Sales Department.

Fifty-five Fleet stores throughout Wisconsin, Minnesota, Illinois and eastern Iowa purchase some fifty Work N' Sport styles manufactured by Weinbrenner.

Season's Greetings

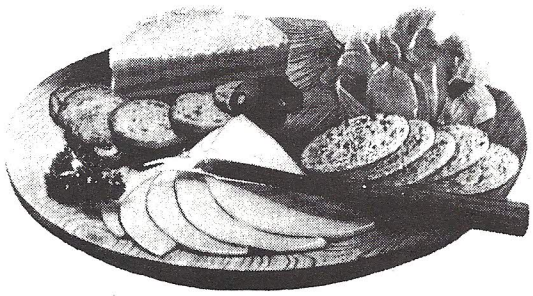
Christmas is that special time of year when trees and decorations fill our homes and Weinbrenner factories and office. It is a time to rejoice, to pause and reflect, and to look toward the future.

And it's a time to extend a heartfelt Merry Christmas and a Happy New Year to all our good friends, suppliers, customers and most importantly, employees like you, who make our work enjoyable and prosperous all year long.

May you and yours have a joyful holiday season with peace and happiness throughout the coming year.

Lance Nienow
C.E.O.

Holiday Cheese



For holiday enjoyment all company office and production employees recently received a top quality, specially packaged, two pound piece of aged Cheddar Cheese. Expressly packed for Weinbrenner Shoe Company, in a wooden unit with the Company's name and logo embossed on the cover, the gourmet cheese is the finest of its kind available.

The product was packed for Weinbrenner by Marathon Cheese Corporation, Marathon, Wisconsin.

Retirement Recognition

As in past years the Company is again planning a retirement recognition event for those employees who have retired during 1993.

The affair is held annually during the month of January for those persons who retired during the previous year and were employed for twenty-five or more continuous years.

Four such retirees are known at press time:
Mary Ann DuFrame, Merrill, Fitting
Elvera Kienbaum, Merrill, Cutting
Phyllis Ney, Merrill, Fitting
Bernadine Baltus, Marshfield, Packing.

United Way

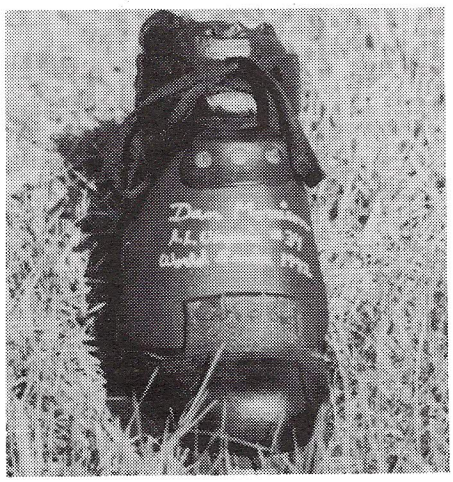
Successful United Way Drives were again conducted recently in both Weinbrenner's Merrill and Marshfield factories. Results showed Marshfield employees pledged a total of $1,817.00 and Merrill $3,745.00. As in the past the Company matched the donations bringing the totals to $3,634.00 and $7,490.00.

MARSHFIELD WINNERS:

Brian Nutter (Bottoming) . . . . . One day off with Pay
Marie Berry (Lasting) . . . . . $50.00 Gift Certificate
Jim Ballerstein (Bottoming) . . $40.00 Gift Certificate
Shirley Seehafer (Bottoming) . $35.00 Gift Certificate
Rosemary Haigh (Fitting) . . . . $30.00 Gift Certificate
Erv Morzewski (Finishing) . . . $25.00 Gift Certificate
Mike Roider (Lasting) . . . . . $25.00 Gift Certificate (donated by the union).

MERRILL WINNERS:

Budde Steinbeck (Raw Material Whse. . . . . One day off with Pay
Marion Clark (Press) . . . . . $50.00 Gift Certificate
Joan Schiller (Packing) . . . . . $40.00 Gift Certificate
Ken Edmonds (Packing) . . . . . $35.00 Gift Certificate
Mary Ann Forster (Fitting) . . . $30.00 Gift Certificate
Mary Turonie (E.D.P.) . . . . . $25.00 Gift Certificate



This past October, one of Weinbrenner's Umpire shoes was given to the company autographed by the wearer, A.L. Umpire, Dan Morrison. The shoe was worn in the '92 World Series. Umpire shoes made by Weinbrenner were also worn in this year's playoffs and World Series. The autographed shoe can be seen in the display window in the office entrance at Merrill.



Marshfield Winners: (Front, left to right) Mike Roider, Shirley Seehafer. (Back, left to right) Jim Ballerstein, Brian Nutter, Marie Berry, Rosemary Haigh, Erv Morzewski.



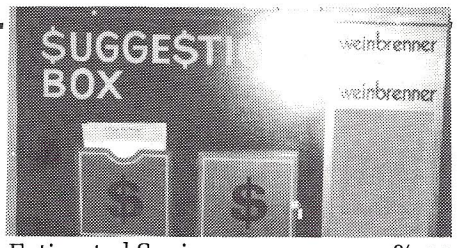
Merrill Winners: (Front, left to right) Joan Schiller, Mary Ann Forster, Mary Turonie. (Back, left to right) Ken Edmonds, Marion Clark, Budde Steinbeck.

Suggestions Pay

Do you have a suggestion which you feel would reduce costs, prevent waste, improve quality, or have some other benefit? The Weinbrenner Suggestion Committee invites you to put your suggestion in writing in one of our suggestion boxes.

Cash awards will be paid to all piece rate and hourly paid employees for accepted and introduced suggestions according to the estimated savings resulting from their suggestions.

The following guidelines will be used by the Suggestion Committee to determine cash awards:



Estimated Savings for 12 mos.	Award	% on Excess
Less than $1,000	10%	—
$1,000	$100	7½%
$5,000	$400	5%
$15,000	$900	2½%
$50,000	$1775	1%

For example, a suggestion with a savings of $1200 would receive an award of $115:

10% on first $1,000	—$100
7½% on next $200	—$ 15
Total Award	$115

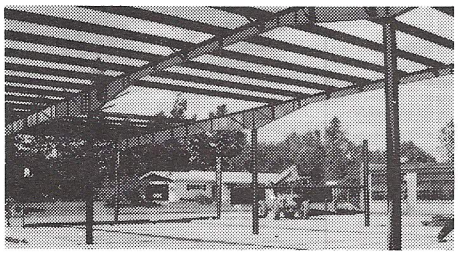
New Warehouse & Reroof

Two construction projects, the new Raw Material Warehouse and the reroof over the west end of the Merrill cutting and fitting departments, were completed in early November.

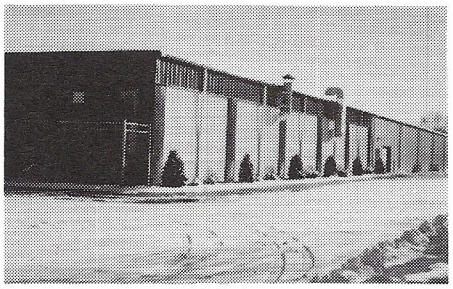
A portion of the new warehouse floor space has been allocated for lavatories and a first aid station to be located in the northeast corner. Completion is scheduled for the end of January.

Raw Material Warehouse employees and others performed a major move of all raw materials and shelving located in the old facility some four blocks away. Approximately 62 semi-trailer loads of the nearly 1,600 raw material items were moved during a three to four week period. Coordination of the move was very well done and the effort of those employees involved with the transfer was exceptional.

The second phase in a planned series of remodeling and renovation programs will include the reroof of the southwest portion of the Finished Goods Warehouse next summer.



During construction of Raw Material Warehouse.



First phase of construction completed.

Co-Op Student Program

Weinbrenner is again participating in the Cooperative Education Program of Merrill High School's Business Education Department. The program has been expanded to provide Co-op Students with on the job experiences for an entire school year. The students attend classes for part of the school day while gaining outside work experience during the balance of the day.

Weinbrenner is fortunate to have two Senior business students working in the office this year, Lisa Falk, mornings, and Jill Drury, afternoons.

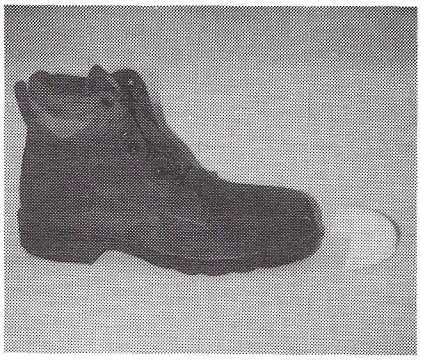
Lisa and Jill have spent time working in various departments doing general clerical work, data entry, typing and receptionist duties including working in the mailroom.



Lisa Falk



Jill Drury



#804-4002 Hiker with the non-metallic ULTEC 2000 Cap.

Shoe of the Issue

Our feature of this issue involves a first in the industry. Weinbrenner Shoe Company, after many years in development, is the first to introduce footwear with a Non-Metallic Space Age Polymer Composite Toe Cap that exceeds the ANSI 241 I/75 C/75 test requirements. Advantages of the ULTEC 2000 Cap include less weight, plus non-conductive, non-magnetic and corrosion resistant properties. Because of the uniqueness of this product in specific industries, the demand for footwear with this new protective cap has continued to increase at a rapid pace.

Holiday Work Schedules

Week 51 (Christmas Week)

Monday, Dec. 20 . . . . . Work
Tuesday, Dec. 21 . . . . . Work
Wednesday, Dec. 22 . . . . . Work
Thursday, Dec. 23 . . . . . Work
Friday, Dec. 24 . . . . . Holiday

Week 52 (New Year's Week)

Monday, Dec. 27 . . . . . Vacation
Tuesday, Dec. 28 . . . . . Vacation
Wednesday, Dec. 29 . . . . . Vacation
Thursday, Dec. 30 . . . . . Vacation
Friday, Dec. 31 . . . . . Holiday

Some employees in the office, retail warehouse and maintenance will be working during the New Year's vacation week. All employees will return to work Monday, January 3, 1994.

Reflections

Some were eager, some were shy.
When asked about goodness, some had to lie.
Most seemed excited as gradually they neared
the jolly old fellow with the white fluffy beard.

"It's Santa," they whispered. "He's here at Weinbrenner.
He's got lots of treats - think I'll eat them for dinner."

Mom was all smiles, Dad took a picture.
Junior's wish list looked like a mixture
of all the toys that ever he'd seen
in a wish catalog and the T.V. screen.

As Santa departed from his annual stop
and the hooves on the roof echoed out a clip-clop,
the kids took their bags filled with fruits, nuts and candy
and thought to themselves that Christmas really was dandy.

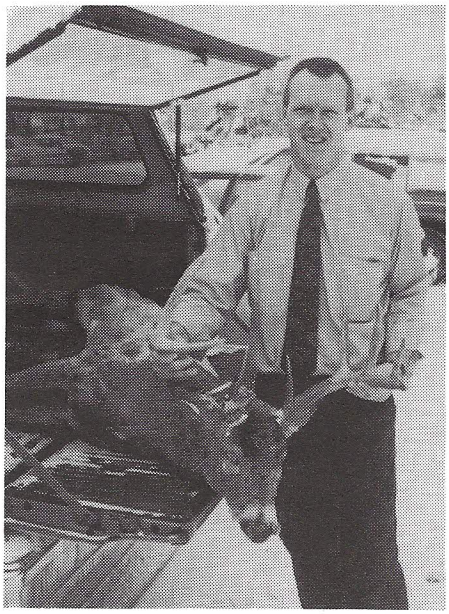
Santa visited employees' children and grandchildren at the Merrill plant December 13 and at Marshfield on December 16.

Wins Big Buck Contest

Thanksgiving Day not only brought turkey to Rick Hass, Costing Department, but also a lot of venison and $75.00. Standing on a deer drive at about 9:00 a.m., Rick bagged a trophy eleven point buck with a 21-7/8" antler spread, while hunting with his gang in the New Wood area. Other members in his party had shots at the buck, but missed, while Rick connected on his second about twenty-five yards away.

Realizing that this could be a once-in-a-lifetime trophy, Rick plans to have the head shoulder mounted and will have a friend do a Boone and Crocket point tally. Congratulations!

Winning second place and $50.00 was Lloyd Jacobson, part time janitorial, Merrill, with a six pointer measuring 10-1/2".



Rick Hass and his trophy buck.



Lance Nienow, Weinbrenner C.E.O. (Certifiably Elder Officer), enjoyed a little good natured kidding on his birthday this past October, as he hit the big 5-0.

Weinbrenner Shoe Factory Outlets

Antigo - Hwy. 45 North • 623-4705

Marshfield - Hwy. 13 North • 387-6125

Save Now!

Weinbrenner Employee's save an additional 20% off our already discounted Hiking boots, pack boots, and duck shoes. This hiker was $47.95 Discounted to $38.36

Your Price $30.95



Bring this coupon in today, winter boots are selling fast!
Selection limited.
Coupon expires 2/1/94.

VISA

WEINBRENNER
SHOE FACTORY OUTLETS

MasterCard

Open 7 Days A Week

Merrill Ridge Mall - Hwy. 51 & 64 • 536-5559

Local News

MARSHFIELD

Recent Retirees: Bernadine Baltus (Packing) 38 years.

Ellene Rendmeister (Fitting) 15 years.

MERRILL

Marriages: Jody Savaske (Customer Service) and Michael Sturm, 8-21-93.

William Morgan (Raw Material Whse.) and Becky Runkel, 10-2-93.

Beckie Holzem (Fitting) and James Roberts, 10-12-93.

Paul Puhl (Press) and Julie Remington, 10-16-93.

Births: Michele (Lasting) and Timothy Seiwert, daughter, Danyssa Renee, 11-20-93.

Sharon Shaver (Packing) granddaughter, Amy Lynn Kramer, 11-5-93.

Faye Stevenson, (Packing) granddaughter, Ashlynn Marie Stevenson, 8-15-93.

Just Retirement: Mary Ann DuFrame (Fitting) 34-3/4 years.

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WEINBRENNER FOOTNOTES

VOLUME 23 NUMBER 2 MERRILL•MARSHFIELD JULY, 1993

New Raw Material Warehouse

Construction of a new Raw Material Warehouse began mid June. Attached to the southwest corner of the current Merrill manufacturing complex off Polk Street, the 24,000 square foot facility will house all raw materials used by both the Merrill and Marshfield factories. It replaces a building adjacent to the Merrill City Garage, occupied since 1968. Because of a reclassification by the National Fire Protection Association of outsoling raw materials, the sprinkler and fire control system in the current warehouse are not adequate to cover the N.F.P.A. change without considerable expense.

The new facility will have updated sprinkler and fire control equipment, will improve material flow, provide more efficient heating and lighting, more space, and provide a cleaner, brighter working environment. New lavatories and first aid equipment are included in the plan.

Construction is estimated to be complete October 1st, with movement to the new facility by November 1st. This project will complete the first stage in a planned series of future remodeling and renovation programs.

Merrill Landmark Razed



Many passers-by of the Merrill factory immediately notice the May removal of the Weinbrenner smokestack which towered above the factory approximately 60 feet. Dating back to 1936, the stack was sometimes referred to as "Merrill's Guided Missile" by residents. Smoke was generated by burning coal and fuel oil, then later replaced by natural gas.

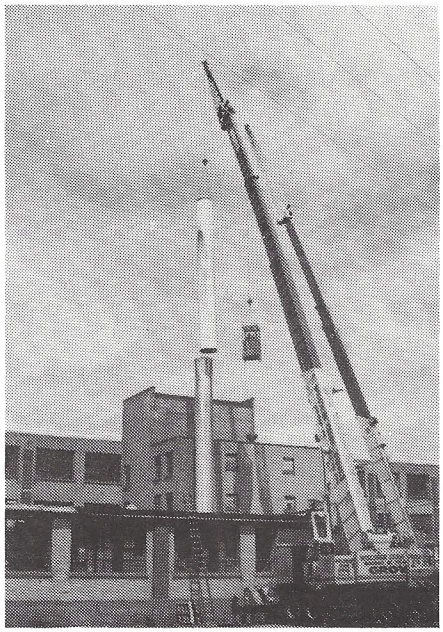
Deteriorated beyond repair, it was removed by two telescoping cranes. A smaller, 30 inch diameter, and shorter, 30 feet tall, stack will replace "Merrill's Guided Missile" the last week of July, and will no longer be visible from Polk Street or Business Highway 64.

Weinbrenner Community Support

The Board of Directors of the Weinbrenner Shoe Company recently announced approval of financial support by the Company towards a local community project, Merrill Area Recreation Complex, (M.A.R.C.) as well as a donation to the Samoset Council of the Girl Scouts of America.

The Company has in the recent past also supported the Good Samaritan Health Care Center, Merrill, the YMCA, Chamber of Commerce Capital Campaign, and Marshfield Medical Research Foundation, all of Marshfield, in addition to the United Way Campaign in both Merrill and Marshfield and the American Cancer Society.

The management of the Company intends to be supportive of community activities which are beneficial to the company, its employees and their families.



Sales Meeting

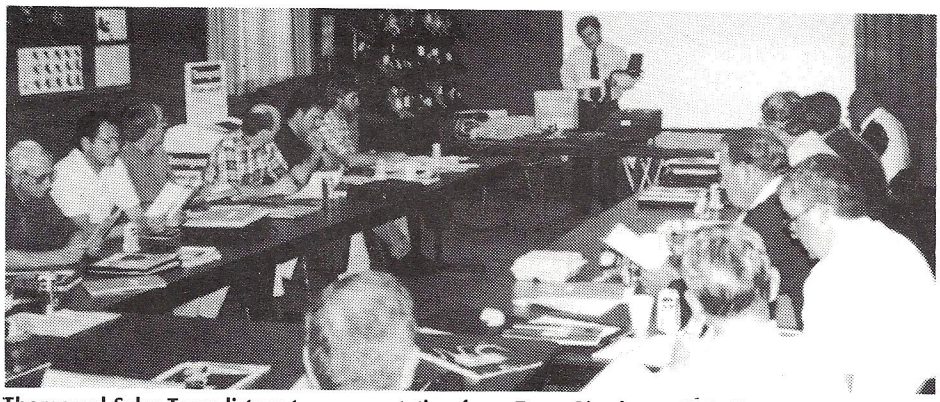
"TEAM THOROGOOD" culminated a highly successful 1993/I season with our National Sales Meeting held June 23 to 27 in Merrill and Eagle River, Wisconsin.

The meetings included a review of the past season, discussions on new developments, programs, the line presentation for this season, as well as a tour of the Merrill factory.

Norman Strickland led the team in sales and newcomer Jim Bell was top man with new accounts. Dan Gillham was promoted to the Chicago territory. Congratulations to Norm, Jim and Dan.

Saturday evening was highlighted by honoring Gordon Owen, who retired after 18 very productive years as the Thorogood salesman in the Carolinas. Gordon is wished the very best as he enjoys his retirement.

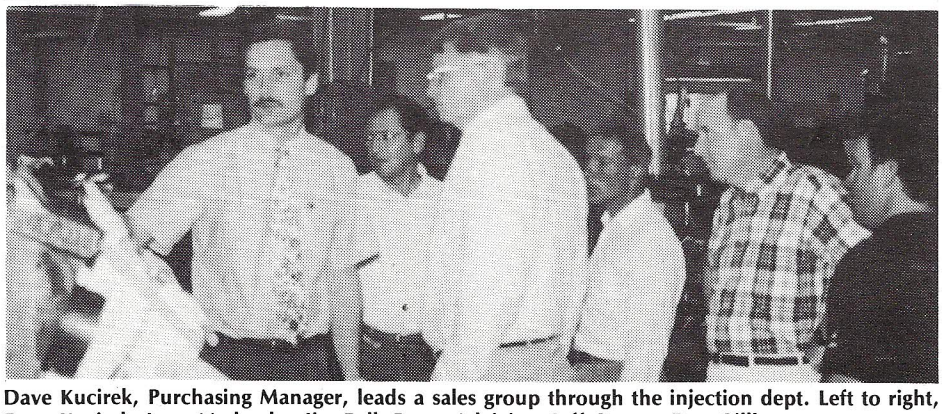
Following is the Thorogood Sales Team: Bruce Adzigian, Ohio/Indiana; Jim Bell, Carolinas; Tom Boyce, Missouri/Nebraska/Kansas/Iowa; Don Boyles, Pennsylvania/New York/Maryland/Delaware; Sid Dolfi, Michigan; Dan Gillham, Illinois; Jeff Graves, Kentucky/Virginia/West Virginia; Bobby Hammond, Mississippi/Alabama/Arkansas/Louisiana/Tennessee; Jerry Madorsky, New England; Herb Marder, New York/New Jersey; Ron Rydman, Colorado/New Mexico/Utah; Gary French, California/North West; Norman Strickland, Georgia/Florida.



Thorogood Sales Team listens to a presentation from Dave Gisselman, V.P. Finance.

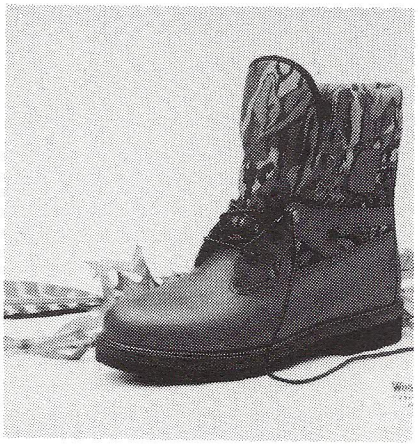


Norman Strickland, left, and Gary French, right, accompanied Lance Nienow, CEO, on a factory tour.



Dave Kucirek, Purchasing Manager, leads a sales group through the injection dept. Left to right, Dave Kucirek, Jerry Madorsky, Jim Bell, Bruce Adzigian, Jeff Graves, Dan Gillham.

Boot Of The Issue



Wood N' Stream 864-7043
"The Whitetail"

This is one great boot for those wet and cold days in the field. It features rugged cordura nylon in mossy oak camouflage with full grain waterproof Kangatan leather. For warmth, we've given the Whitetail our exclusive 3-ply "Climate-Controlled" system. Plus we've added an Aerowick insole which protects against cold penetrating through the bottom of the boot. The "Climate Control" system consists of cambralle lining, sympatex membrane for waterproofing and B400 thinsulate for warmth. The boot is P.U. injected using the new Saturn Midsole system.

"The Whitetail" is only one of several new styles have been added to our Wood N' Stream collection as we position this brand for export sales and mail order marketing.

Weinbrenner
FOOTNOTES
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Editor-in-Chief
Stan Gavic

Associate Editors
Dave Finanger
Lance Nienow



Dave Kucirek, Dennis Black and Bill Gronke man the Weinbrenner exhibit during one of the shifts. This year's booth had a fresh look as new display units were featured.

Safety Scoreboard Records



Raw Material Warehouse-527 Accident Free days. Left to right, Jack Holl, Chris Pfaff, Marge Ranker, Bill Weber, Glen Strozewski. Back, Lance Nienow-CEO, Tony Ellenbecker, Rich Kretschmer and Dave Kucirek-Purchasing Manager, (Wally Grover not pictured).

Raw Material Warehouse employees were recently presented a chicken dinner and a Weinbrenner Safety Boot Mug in recognition of surpassing 500 accident free days in the safety scoreboard competition. The department was congratulated and thanked for its good safety record and work habits.

Employees in the following departments were recently treated to coffee break donuts for having worked more than 100 days without a recordable accident or illness: Merrill-Cutting, Prefit/Fitting, Maintenance, Raw Material Warehouse. Marshfield-Lasting/Insoles, Packing.

The current recordable accident/illness free days as of July 10, 1993 are as follows:

MERRILL

Cutting	154
Prefit/Fitting	11
Lasting/Bottoming	75
Injection	297
Finishing/Packing	45
Mill/Press	45
Maintenance	18
Retail Warehouse	133
Raw Material Warehouse	103

MARSHFIELD

Cutting/Prefit	3
Fitting	11
Lasting/Insoles	166
Bottoming	26
Finishing	91
Packing	225

Merrill Business & Industry On Parade

The Weinbrenner Shoe Company was one of some sixty plus Merrill area exhibitors at the sixth bi-ennial Merrill Business and Industry On Parade show held at the Merrill High School fieldhouse, April 24 and 25. The event is sponsored by the Merrill Area Chamber of Commerce and attracted some 4,000 visitors during the two day event.

Featured were exhibits, entertainment, food, raffle and door prizes. Hundreds of visitors registered at the company's booth for a drawing which presented the winner, Larry Johnson of Merrill, with a pair of Weinbrenner boots.

High School Career Day

Weinbrenner Shoe Company participated in the Merrill High School Career Day which was coordinated with the Merrill Business and Industry On Parade show. It took place on April 26, the day following the show and was also held in the High School fieldhouse.

The event allowed all High School students to obtain insight and information in areas of careers available locally. In excess of forty career opportunities were represented.

Suggestion Awards

A number of employees received awards for the suggestions they submitted through the suggestion box.

Merrill employees included Mike Buljubasic, Maintenance; Judy Baumann, Production Planning and Charles Polowski, Maintenance. Mike showed how we could save money by rebuilding Desma injection screws in-house rather than sending them out. Judy's suggestion resulted in a cost savings by eliminating an unneeded shoe component on a shoe and Charlie's suggestion resulted in savings on a replacement part for some of our sewing machines.

Four Marshfield employees received awards: Sandra Hoops, Fitting; Steve Clark, Finishing; Mary Molle, Pre-fit and Archie Vanderhoof, Maintenance. Sandy's suggestion improved the fit and quality of our snake boot. Steve suggested a change for edgetrimming crepe soles. Mary suggested a purchasing change for a tape strip used on

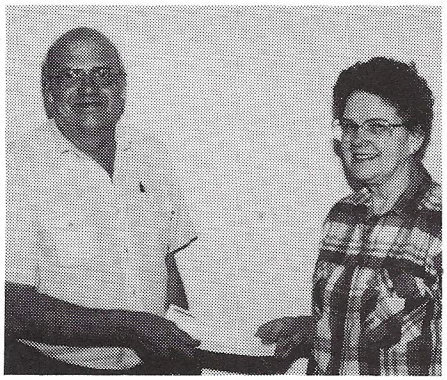
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Suggestion Awards

Continued from Previous Page.

wading shoes and Archie's suggestion solved a heel adhesion problem on a boot at a reduced cost.

The Company thanks these employees for their suggestions and encourages others to submit their ideas.



Charles Polowski-$43.00 Award presented by Joyce Litke, Fitting Foreperson.



Mike Buljubasic-$227.00 Award presented by Chuck Phillips, Superintendent.

Weinbrenner Employee Coupon

25% OFF*

ATHLETICS

Featuring-L.A. Gear• Converse• Asics• Puma• Asics Gels• New Balance• Turntec• Kangaroo• Saucony• Adidas• Etonics to 4E and many more!

**Coupon must be presented. Discount Off Our Original Price Coupon expires 12/31/93.*

WEINBRENNER

FACTORY OUTLET STORES

Merrill • Marshfield • Antigo

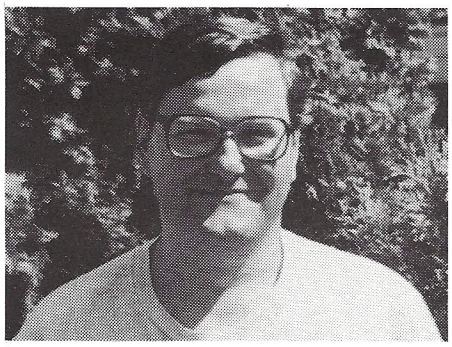
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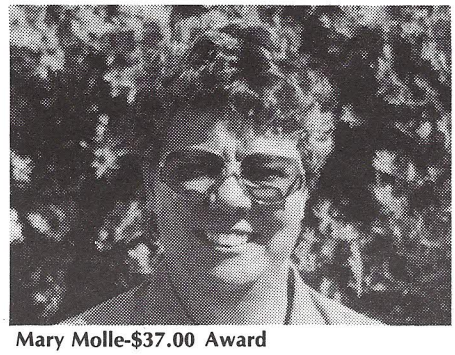
Judy Baumann-$25.00 Award presented by Dave Kucirek, Purchasing Manager.



Archi Vanderhoof-$49.00 Award



Steve Clark-$25.00 Award



Mary Molle-$37.00 Award



Sandra Hoops-$25.00 Award

Employment Milestones

Weinbrenner extends its congratulations and thanks to the following employees for their years of service to the company. Employees who reached a five year milestone from 6-1-92 through 6-30-93 are as follows:

Marshfield

40 years-Eugene Bruggeman, Last

30 years-Ardith Hendrickson, Fit

25 years-Marian Brandt, Last

20 years-Joan Schmoll, Prefit; Caroline Spatz, Bot.; Steve Wolf, Fin.

15 years-David Weis, Fin.; Frank Larkin, Foreperson; Barbara Barth, Bot.

5 years-Judy Weber, Last.; Josephine Lindner, Last.; Elaine Langreck, Last.; Jim Ballerstein, Bot.; Walter Delis, Maint.; Everett Meyers, Bot.; Mike Sweeney, Marsh. Store; Brian Nutter, Bot.; Patrick Leahy, Fin.; Mona Kroening, Pack.; Sheila Wolf, Fit.; Jane Krohn, Fit.

Merrill

50 years-Richard Cherwenka, Maint.

40 years-Miriam Marquardt, Cut.

35 years-Michael Daley, Press.

25 years-Diana Wendt, E.D.P.; Diane Balshun, Office; David Finanger, Credit; Diane Storm, Cust. Serv.; Ron Kautz, Pack.; Carol Marquardt, Fit.

20 years-Rosanne Anderson, Office; Dawn Hahn, Fit.; Sidney Dolfi, Sales (Mich.); Julie Gano, Cut.; Leila Marnholtz, Bot.; Betty Leander, Last.; Marjorie Ranker, R.M. Whse.; Barry Benzinger, Ret. Whse.; Pamela Kufahl, Bot.; Bruce Schmidt, Inj.

15 years-Norman Strickland, Sales (GA.); Glenn Strozewski, R.M. Whse.; Robert Brown, Ret. Whse.; Wayne Herber, Ret. Whse.; Charles Polowski, Maint.; Mike Kopetzky, Foreperson; Linda Herber, Prod. Dev.; Gwen Block, Credit; David Hinke, Sales.

5 years-Bryan Hauser, E.D.P.; Shane Baganz, Merrill Store; Ethel Pizl, Antigo Store; Debra Garber, Fit.; Bobby Hammond, Sales (Ala.); Jerome Daley, Press; Wanda Best, Fit.; Cecilia Ollhoff, Pack.; Patricia Gabrich, Fit.; Joyce Woller, Fit.; Alan Lupton, Pack.; Annette Stone, Cut.

Local News

MARSHFIELD

Carlene Dye (Cutting) and Louis Kadrlik, Married 6-26-93.

Sheila Wolf (Fitting) and Pat Wolf, a son, Aaron Jordan, 6-13-93.

Linda Kilty (Fitting) a granddaughter, Morgan Renee, 4-23-93.

Recent Retiree: Rose Zabel (Bottoming) 17 years.

MERRILL

Marion Clark (Press) and Patricia Willis, Married 5-21-93.

Recent Retirees: Geneva Calmes (Fitting) 21 years; Elvera Kienbaum (Cutting) 32-1/2 years.

Congratulations: Dick Cherwenka (Maintenance) 51 years at Weinbrenner!!! Date of hire: 7-14-42.

WEINBRENNER FOOTNOTES

VOLUME 23 NUMBER 1 MERRILL•MARSHFIELD MARCH 1993



From left to right are Lance Nienow, CEO, David Lipke, Duane Mahn, Bette Baumann, Bernice Yanda and Dave Finanger-V.P. Credit Administration.

Retirement Recognition

Six long term employees of the company were this year's honored guests at Weinbrenner's seventeenth annual retirement dinner held at the Fairway Supper Club, Merrill, the evening of January 25. The retirees, one from Marshfield and five from Merrill, retired during 1992 and had a range of twenty-five to forty-eight years of service to the company.

Bette Baumann, Merrill, 25 years; Lois Giles, Marshfield, 41 years; David Lipke, Merrill, 30 years; Duane Mahn, Merrill, 37 years; Kenneth Vanselow, Merrill, 35 years; Bernice Yanda, Merrill, 48 years.

Highlights of the evening, following a social hour and dinner, included introduction of and presentation of gifts to the retirees as well as entertainment by the Stardusters, a local barbershop quartet. Special honor was extended to Bernice Yanda, by means of an engraved wall plaque, recognizing her forty-eight years of continuous service, a record among retirees to date.

The Company annually recognizes retired employees having been employed twenty-five or more consecutive years. During the seventeen years of the affair 175 persons have been so honored.

Weinbrenner Attends W.S.A.



(Left to right) Lance Nienow, Dennis Black, Fred Girsky.

The Western Shoe Associates International Buying Market, now the nation's largest shoe show, was recently held at the Sands Convention Center in Las Vegas, February 16th-18th. For the first time since 1985, Weinbrenner attended a national shoe show and displayed its branded products - Thorogood, Thoro-Gard, and Wood N' Stream -in addition to make-up products. Over 850 exhibitors participated in the February event. All footwear genders were represented, featuring dress, casual, work, outdoor, western, and athletic styles.

The event attracted several thousand buyers from across the country, representing individual stores, small chains, major chains, specialty and department stores.

For some exhibitors the W.S.A. is a strong selling show. For other exhibitors, like Weinbrenner, this show is an excellent place for company name and brand name visibility, along with the opportunity to display lines and meet buyers.

While Weinbrenner did sell some shoes at the show, it is as important

Continued on page 4.



James V. Greenlee

James Greenlee Retires

Following a distinguished career in the U.S. footwear industry, Weinbrenner Board Chairman, Jim Greenlee has retired from the Company, as of February 1, 1993.

Following stints with Wohl Shoe Company and Bates Shoe Company, Greenlee served for several years as President of Weinbrenner Shoe Company and most recently as Chairman of the Board of Directors.

Included in his professional activities was membership on the Board of Directors of Footwear Industries of America, a Washington, D.C. based national footwear industry support organization.

Jim and his wife, Carmen continue to reside in the area.

Suggestions Pay Off

Three employees have been recognized with cash awards for their suggestion.

Joyce Saxby, Payroll, was awarded $166.00 for a suggestion that reduced costs by printing piece work coupons in our print shop rather than buying them pre-printed.

Pat Gabrich, Merrill Fitting, suggested it would save time and reduce costs if the court and topper shoes from the computer line go to backstrapping without being autobarred. Her suggestion earned her $280.00.

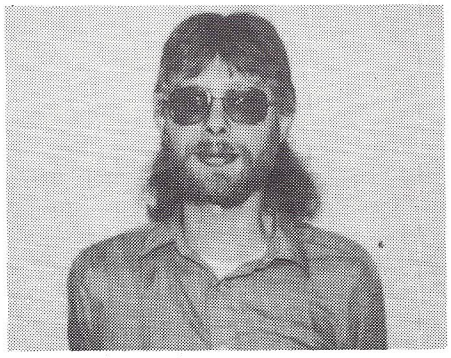
Al Lupton, Merrill Box Making, earned $294.00 by suggesting we replace one of our shoe boxes with a less expensive, but better box.



Joyce Saxby - $166.00 Award.



Pat Gabrich - $280.00 Award.



Al Lupton - $294.00 Award.

Sales Meeting

Plans have been announced for a Weinbrenner Shoe Company National Sales Meeting to be held in Merrill and Eagle River, Wisconsin, June 24 to 27.

Some sixteen sales representatives will be present for meetings and factory/office tours in Merrill on the 24th and will then headquarter at the Chanticleer Inn, Eagle River for further business and product sessions.

The following people represent Weinbrenner Shoe Company throughout the U.S. Bruce Adzigian, Roscommon, MI; Jim Bell, Burlington, NC; Tom Boyce, Florissant, MO; Donald Boyles, Montoursville, PA; Sid Dolfi, Wayne, MI; Dan Gillham, Minneapolis, MN; Jeff Graves, Lexington, KY; Bobby Hammond, Jackson, MS; Jerry Madorsky, Marblehead, MA; Herb Marder, Newtown, PA; Ron Mathews, Culver City, CA; Don Miller, Franklin Park, IL; Bill Patton, Plano, TX; Ron Rydman, Elbert, CO; Jerry Spangler, Woodland, CA; Norman Strickland, Lake Park, GA.

Honored guest at the meetings will be Gordon Owen, Ashville, N.C., recently retired 18 year Weinbrenner Sales Representative.

Smoke Free Survey

As the health related risks of smoking become ever more difficult to ignore, increasing numbers of people have quit smoking. Evidence also shows that non-smokers are affected by exposure to passive or second-hand smoke. As a result, the number of companies restricting or banning smoking in the workplace has been steadily increasing.

Weinbrenner instituted a smoke free environment policy in July, 1992 for Merrill's general offices and breakroom areas, and will soon be surveying employees regarding smoking restrictions in our factory and warehouse areas.

While the company respects personal freedoms and the right of individuals to choose whether to smoke or not, we must also take into account the health and safety of all employees while they are in the workplace.

Visit St. Louis Leather Show

John Wiedekind, Product Development, and Lance Nienow, CEO, recently attended the St. Louis Leather and Allied Trade Show held February 23rd and 24th.

Over 120 suppliers to the shoe and leather related manufacturers were on hand, including 50 tanners. Featured were the newest leathers in a variety of textures and colors. Talk centered around comfort leathers-those soft, lightweight tannages that will hug the foot. Waterproof, water resistant and washable types were emphasized. Prototypes and samples going through our factories in March and April will contain leathers with many of these features.

Collections of ornaments, soling and sundries were aimed at the western look which has resurged, and at the newest fad, the Grunge or Dr. Martin look, popular on the West Coast.



From left to right are Bert Blain, Lance Nienow, CEO, Stew Mills and Dennis Black, V-P Marketing. Also present at the annual meeting were Bill Crawley and Andy Kennelly of Blains, Al Hiers of Mills and John Schenzel and Dave Hinke, Weinbrenner sales department.

Commemorative plaques were recently presented to Mr. Bert Blain of Blain's Farm & Fleet and Mr. Stew Mills of Mill's Fleet Farm, celebrating the thirtieth anniversary of successful business relations between their companies and Weinbrenner Shoe Company.

New Face

Mark Isakson joined Weinbrenner in February as a Programmer Analyst, reporting to Bryan Hauser, Data Processing Manager. Mark graduated from N.T.C., Wausau and has six years of programming experience. He was most recently a senior programmer/analyst for Figi's Inc. in Marshfield.

Mark and his wife, Kim, live south of Wausau. We welcome Mark to Weinbrenner.

Safety Scoreboard Records

Employees in the following departments were recently treated to coffee break donuts for having worked more than 100 days without a recordable accident or illness: Merrill-Cutting, Lasting/Bottoming, Injection, Maintenance, Raw Material Warehouse. Marshfield-Packing.

The current recordable accident/illness free days as of March 13, 1993 are as follows:

MERRILL

Cutting	77
Prefit/Fitting	49
Lasting/Bottoming	35
Injection	220
Finishing/Packing	94
Mill/Press	77
Maintenance	11
Retail Warehouse	56
Raw Material Warehouse	26

MARSHFIELD

Cutting/Prefit	65
Fitting	42
Lasting/Insoles	93
Bottoming	40
Finishing	18
Packing	152

International Shoe Fair

Dennis Black, V.P. Marketing and Bob Krebs, Occupational Footwear Sales Manager, represented Weinbrenner Shoe Company at the recent International Shoe Fair in Dusseldorf, Germany.

Billed as the largest trade fair in the footwear industry worldwide, the March 19 through 22 show was determined, by Weinbrenner Management, as an opportunity to expose company brands to the most important European markets.

Weinbrenner was one of seventeen American Companies participating and exhibiting in The American Pavilion. The Shoe Fair was actively promoted by officials of the U.S. Trade Organization and Footwear Industries of America.



Mark Isakson

Business and Industry on Parade

Weinbrenner Shoe Company will again participate and show its products in the Merrill Area Chamber of Commerce biennial Business and Industry on Parade to be held at the Merrill Senior High School Field House April 24 and 25.

It is anticipated in excess of sixty businesses will be present at the show and some 5,000 to 6,000 persons will be in attendance during the Saturday and Sunday afternoon exhibition hours. Additional attractions include raffle prizes, entertainment and food stands.

Begun in 1985, this will be the fifth such event as sponsored by the Chamber of Commerce.

Repetitive Motion Disorders

Repetitive motion disorders such as carpal tunnel syndrome account for the fastest growing increase in workers compensation claims. These claims result in time away from work, lost production and increased costs. Everyone is affected, the employee through lost earnings and suffering, the company through lost production and increased costs and fellow workers, by having to fill in.

Weinbrenner is launching a program to address these areas of concern. Stan Gavic, Human Resource Manager, attended a two day Ergonomics Seminar sponsored by Footwear Industries of America. The seminar was specifically tailored to the footwear industry to teach companies how to establish an effective Ergonomics Management Program to deal with repetitive motion disorders such as carpal tunnel syndrome.

Carpal tunnel syndrome is a repetitive motion disorder or a cumulative trauma disorder. This type of disorder isn't caused by one incident but by repeated actions that build up over time. It doesn't just affect production-line workers, but office workers, store clerks, medical technicians and even musicians are in danger.

In carpal tunnel syndrome, the nerve that runs through a passage in the wrist (the carpal tunnel) up to the hand is compressed. The tendons in the carpal tunnel may also get injured. The result can be pain, numbness and reduced strength. It can be cured if caught early, but if left untreated it can make any work with the hands difficult or impossible. At late stages, surgery may be needed, but even that may not solve the problem entirely.

Experts on carpal tunnel syndrome agree that no single solution will make the problem go away. However, some of their approaches are as follows. . .

- Improve, redesign or adjust work stations. This is, again, the specialty of ergonomists.
- Change a worker's job. Often done after surgery or therapy, it may be even more useful if you do it when you notice the early signs of a problem.
- Rotate tasks to avoid too much repetition.
- Screen new workers. If they've never done repetitive work, risks are higher for repetitive motion disorders.
- Automate a task. Partially or fully mechanize the line.
- Improve training. Train workers to do tasks in such a way that lowers the risk of trauma.
- Set up conditioning and stretching programs.

After repetitive motion disorders appear, several corrective approaches are crucial:

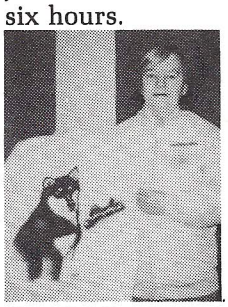
- Use therapy. This is important at *early* signs of trauma. Preventive therapy is cheaper and works better than corrective therapy.
- Use surgery. This is sometimes the only solution for acute cases, but most experts consider surgery a last resort.

Customized Jackets

Some of our employees have no problem telling which Weinbrenner jacket is theirs. They have added personal touches that make their jackets unique.

Both Rose Curtis, Merrill Press and Judy Baumann, Production Planning, had pictures air brushed on the back of their jackets. Rose has a picture of her dog, Timber, on hers while Judy is partial to seal pups.

Connie Stein, Merrill Fitting, showed her own artistic talents by handpainting a deer scene on her jacket. Connie said it took her about six hours.



Rose Curtis



Judy Baumann

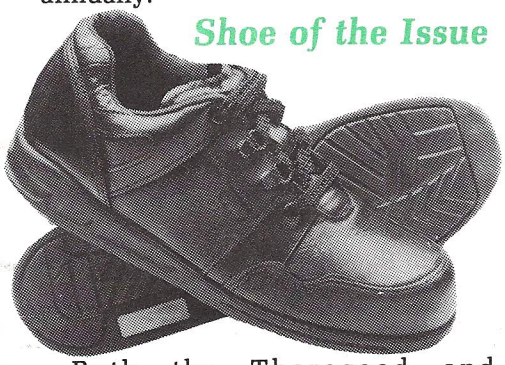


Connie Stein

W.S.A. Continued from page 1.

for the company to be visible and to present its new lines, new looks, and new technologies to the many buyers who attend. Weinbrenner may sell more shoes at regional and specialty shows because buyers will have seen and compared the Weinbrenner products with others. Weinbrenner plans to attend this show semi-annually.

Shoe of the Issue



Both the Thorogood and Thorogard divisions have recently introduced a revolutionary line of slip resistant shoes under the FOOT-BRAKES and THOROGRIP names. The new line of shoes are targeted to industries and environments where slip related accidents are of major concern and contribute to an enormous amount of disabling injuries annually.

Features in the shoes include soft supple leather, cushion insoles, steel toes and a dual density polyurethane sole design for ultimate slip resistance.

A national advertising campaign has created significant interest in both the industrial and food service related occupations.

Jackets For Sale

There are still a few Weinbrenner Centennial Jackets remaining for sale. Anyone interested in purchasing a jacket should contact the office in Marshfield or Personnel Department in Merrill. The cost is $26.00 per jacket, which includes sales tax.

Suggestion Committee Reactivated

A revitalized Weinbrenner Suggestion Committee is up and running. The Committee, comprising of Lance Nienow, Bob Zembruski, Chuck Phillips, Dave Scharbius, Stan Gavic and John Henson, invites employees to submit their suggestions which will reduce costs, prevent waste, improve quality or have some other beneficial effect, and put it in the suggestion box.

Cash awards will be paid to piece rate and hourly paid employees for accepted and introduced suggestions according to the estimated annual savings resulting from their suggestion.

Factory Visitations

Employees are reminded that, for liability reasons, access to the factory must be restricted to employees and authorized visitors. Friends and family members should be informed of this policy as any unauthorized person found in the factory will be asked to leave. This includes visiting during break and lunch periods.

In the event of an emergency, anyone needing to see an employee at work must go to the office and the employee will be notified.

Local News

Patrick (Injection Dept.) and Debra Fischer, a son, Jeremy Patrick, Born 10/16/92.

Darlene Keeser (Maintenance/Parts) a granddaughter, Terin Marie Rampart, Born 3/12/93.

Recent Retirees: Lois Ristau, Merrill Cutting, 24 years; Elaine Mittelsteadt, Merrill Fitting, 19 years; Phyllis Ney, Merrill Fitting, 26-3/4 years.

Think Spring!

Men's & Women's Etonics

WOMEN'S
Sizes 5½ to 10
Med. & Wide Widths
MEN'S.
Sizes 7 to 13
Med., EE and EEE.
Size 14 Available.



$34.95

REG. $44.99

WEINBRENNER

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MERRILL · MARSHFIELD · ANTIGO

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Editor-in-Chief
Stan Gavic

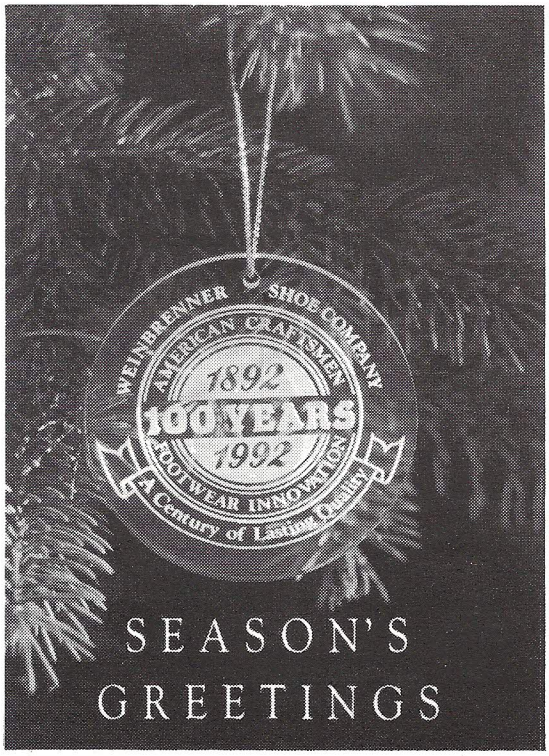
Associate Editors
Dave Finanger
Lance Nienow

WEINBRENNER FOOTNOTES

VOLUME 22 NUMBER 1 MERRILL•MARSHFIELD DECEMBER, 1992

Centennial Memories





1992 has been a milestone year in the history of Weinbrenner Shoe Company as we celebrated the company's centennial anniversary.

100 years in any business is a significant achievement. A 100 year anniversary in the U.S. shoe industry is a unique phenomenon inasmuch as 85% of the footwear consumed in the U.S. is imported. Weinbrenner is one of a handful of American Shoe manufacturers which have survived 100 years, making this anniversary special. We've survived by building a tradition of quality and a reputation for value.

In reviewing the past year, there have been many centennial highlights and memories. Centennial activities began in 1991 with a contest to pick our Centennial Theme. The chosen theme, "A Century of Lasting Quality", submitted by Sally Schmidt, Marshfield, was incorporated into a Centennial Logo, painted on the Merrill factory, and extensively used in press releases, announcements and other events throughout the year. The Logo was featured on a commemorative Christmas ornament given to all employees, on Christmas cards and on Weinbrenner trailers.

Weinbrenner history booklets were updated for a centennial edition with additional help from former longtime employee, Lester Schoenke, author of the original 1983 history booklet.

In May, Weinbrenner hosted its first centennial event by honoring customers and suppliers. The day's event included tours of the Merrill facility, golfing, reception, dinner and program.

The highlight of the year was the Centennial Picnic and Carnival held August 8, on the company grounds, Merrill. The event, attended by over 900 people, was for Weinbrenner employees, families and guests, as well as long term retirees. Highlights of the day included: Midway rides, games and prizes, horse rides, the popular "Dunk Tank", a dance floor with music by Terry T. of WDEZ Radio, bingo with prizes, clowns, balloons, electronic video games, and of course lots to eat and drink. Everything was free of charge, the weather was perfect, and there were lots of smiles.

October Factory Open Houses allowed the public an opportunity to tour the factories. Weekday tours were conducted so guests could observe shoes being manufactured. Guests received a Weinbrenner history booklet, a commemorative item and refreshments.

The company has, as part of the Centennial, ordered jackets for all employees which feature the Centennial Logo. Distribution will be in early January.

A milestone has been reached, and Weinbrenner remains committed to maintaining its tradition of quality and its reputation for value in its second century.

Best Wishes to all for a Very Merry Christmas and a successful New Year.

Lance Nienow
C.E.O.

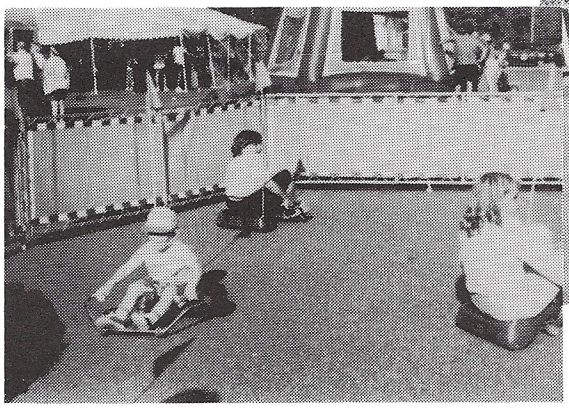


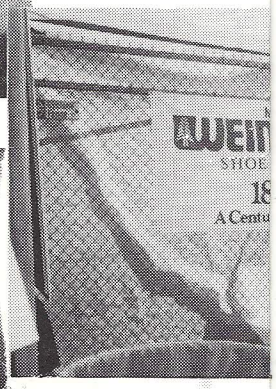




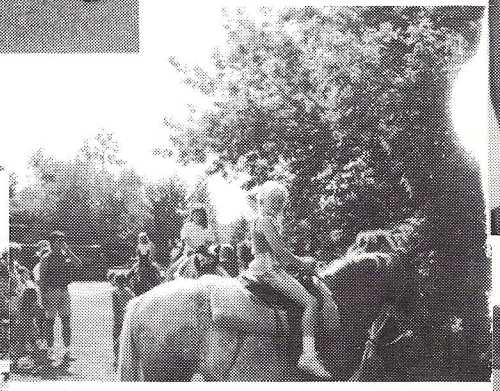






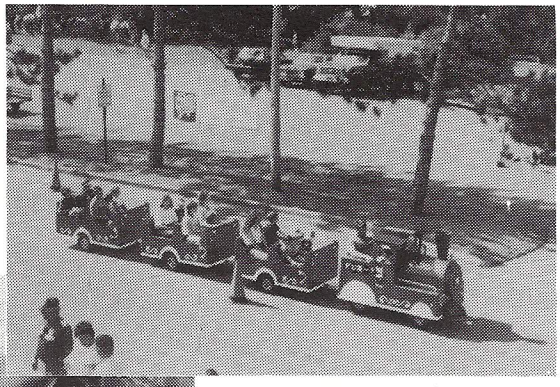








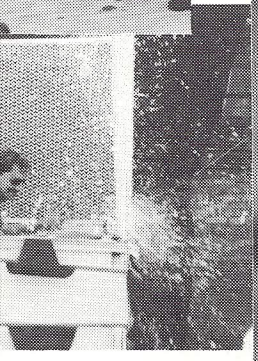
CENTENNIAL PICNIC

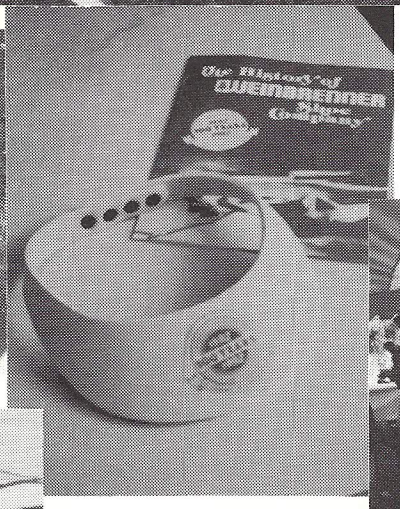


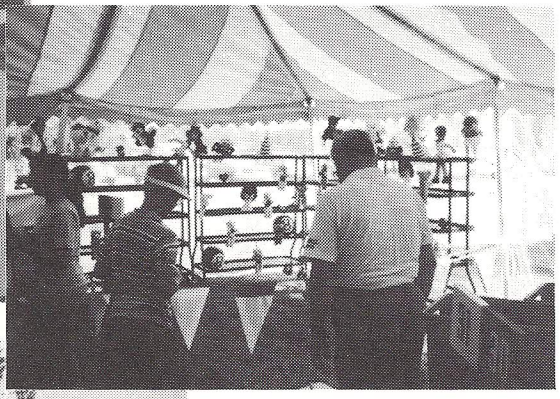


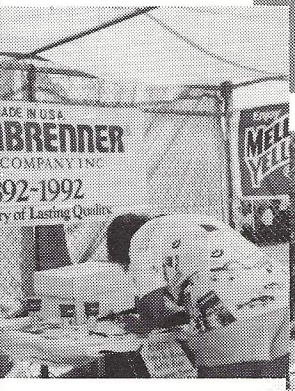




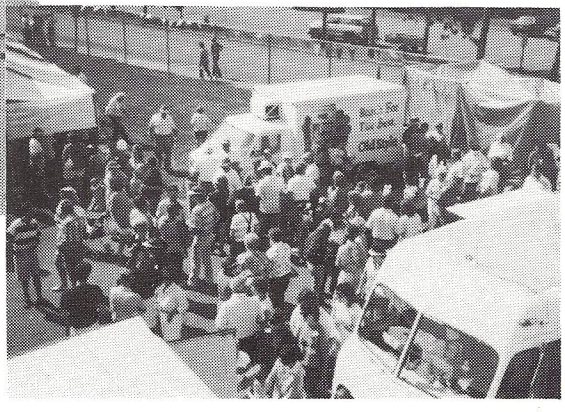














United Way

Local United Way drives were recently conducted at both the Marshfield and Merrill Weinbrenner locations. In this year's drive, Marshfield employees pledged $1,905.00, with UFCW local #717 adding $100.00 toward the Marshfield campaign, and Merrill employees pledging $3,592.00 in that drive. Weinbrenner continued its practice of matching all pledges with an equal donation to both the Merrill and Marshfield campaigns.

As in past years, employees pledging $18.00 or more were eligible to win prizes donated by Weinbrenner. Local #717 also donated a $25.00 gift certificate for the Marshfield drawing.



Merrill Winners (Front Left to Right): Ida Schult, Glen Strozewski, Rosanne Anderson, Lance Nienow-C.E.O. (Back Left to Right): Joe Gryskiewicz-Local #688 President, Mary Ann DuFrame, Violet Volz, Annette Stone.

Marshfield Winners:

Shirley Anne Seehafer (Bottoming) . . . . Day off with Pay
Linda Wurl (Fitting) . . . . . $50.00 Gift Certificate
Cheryl Willman (Packing) . . . . . $40.00 Gift Certificate
Ellen Herbert (Fitting) . . . . . $35.00 Gift Certificate
Sandra Wellnitz (Fitting) . . . . . $30.00 Gift Certificate
Delores Klemme (Lasting) . . . . . $25.00 Gift Certificate
Robert Roderick (Finishing) . . . . . $25.00 Gift Certificate

Merrill Winners:

Ida Schult (Cutting) . . . . . $50.00 Gift Certificate
Glenn Strozewski (Raw Material Whse.) Day off with Pay
Rosanne Anderson (Office) . . . . . $40.00 Gift Certificate
Mary Ann DuFrame (Fitting) . . . . . $35.00 Gift Certificate
Violet Volz (Accounting) . . . . . $30.00 Gift Certificate
Annette Stone (Cutting) . . . . . $25.00 Gift Certificate



Marshfield Winners (Front Left to Right): Cheryl Willman, Linda Wurl. (Back Left to Right): Sue Lex-Local #717 President, Shirley Anne Seehafer, Delores Klemme, Ellen Hebert, Sandy Wellnitz, Chuck Phillips-Superintendent, and Bob Roderick.

Santa Visits Weinbrenner

As in past years, Santa made his annual stops at the Merrill factory, December 15 and at Marshfield, December 17. Employee's children and grandchildren made the most of their chance to get in a good word to Santa and give him their Christmas wish list.

The children received a bag of treats from Santa filled with fruit, candy and nuts along with his holiday wish for a Merry Christmas and Happy New Year.



Holiday Hams

For happy holiday enjoyment, all office and production employees are receiving a Hillshire ham this Christmas season. Hams were delivered to the Marshfield employees on December 17. Merrill employees have until December 31 to pick up their ham at Dave's Red Owl.

Holiday Work Schedules

Week 52 (Christmas Week)

Monday, December 21 . . . . . Work
Tuesday, December 22 . . . . . Work
Wednesday, December 23 . . . . . Work
Thursday, December 24 . . . . . Holiday
Friday, December 25 . . . . . Holiday

Week 53 (New Year's Week)

Monday, December 28 . . . . . Vacation
Tuesday, December 29 . . . . . Vacation
Wednesday, December 30 . . . . . Vacation
Thursday, December 31 . . . . . Holiday
Friday, January 1 . . . . . Holiday

Some employees in the office, retail warehouse and maintenance will be working during the New Year's vacation week. All employees will return to work Monday, January 4, 1993.

Weinbrenner FOOTNOTES Published by and for employees of the Weinbrenner Shoe Co., Inc.

Editor-in-Chief
Stan Gavic

Associate Editors
Dave Finanger
Lance Nienow

WEINBRENNER FOOTNOTES

VOLUME 21 NUMBER 3 MERRILL•MARSHFIELD DECEMBER 1991

100 Years of Craftsmanship

Weinbrenner Shoe Company is proud of its heritage, its accomplishments and the many people who have contributed to its success over the past 100 years. As we begin our Centennial Anniversary during 1992, these sentiments are elaborated in the following message from Weinbrenner President James Greenlee. This message appears on the inside cover of our new 1992 Thorogood Catalog.

"The history of our company is the story of a uniquely American company and its people. When Albert H. Weinbrenner, the Wisconsin born son of a German immigrant cobbler sold his first pair of shoes in 1892, he started a 100-year tradition of quality founded on serving the needs of the customer, hand craftsmanship, and product innovation.



In preparation for our 100th Anniversary, Weinbrenner's Centennial Theme has been painted on the side of the Merrill factory.

There are but a few American shoe companies remaining that date as far back into American history as does Weinbrenner. The long life of a company is filled with challenges - the unpredictable nature of the economy, the public's ever changing tastes, foreign competition and other forces beyond our control. While some companies vanish completely and others reshape themselves until their origins are no longer recognizable, we remain dedicated solely to producing the best footwear possible.

For over 40 years, our manufacturing plants, warehouses and offices were located in Milwaukee, Wisconsin. But by the mid-1930's, as those facilities became overcrowded and inefficient, we began the move to Marshfield and Merrill in Northern Wisconsin. All manufacturing was located here by 1940, as was our headquarters in 1969.

Some may wonder why we have remained in Wisconsin for 100 years or why we mention it here. Perhaps the best response we can offer is that the remarkable commitment of our people and their communities has been an integral part of our progress.

There are thousands of people who have contributed to our first 100 years and many thousands more will play a role in our second century. Their skill and dedication to quality will ensure that all of our products offer the highest level of value in the industry.

We are proud of our people, our products, and the role we have played in the American footwear industry."

James V. Greenlee
President
Weinbrenner Shoe Company



Centennial Ornaments

All employees are receiving Christmas Tree Ornaments commemorating Weinbrenner's 100th Anniversary which will kick off in January 1992. The ornament incorporates our Centennial Logo featuring the phrases of American craftsmen, footwear innovation and "A Century Of Lasting Quality."

Our employees' efforts in helping Weinbrenner attain a "A Century Of Lasting Quality" are much appreciated. It is our hope that this ornament will be a reminder of that appreciation as we go through the holiday season.

Thorogood Sales Meeting

"TEAM THOROGOOD" will be holding regional sales meetings the week-end of January 4th and 5th in Chicago and Baltimore.

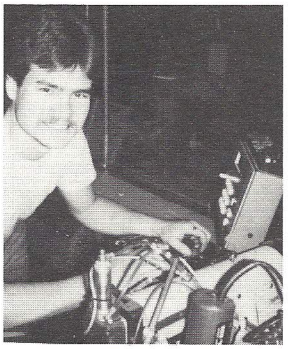
The split meetings will enable the sales force to accomplish all of their work in one day and not miss any time on the road, during the crucial early selling season. There will be several new items released for fall delivery along with some exciting new selling programs.

Salesmen attending the Chicago meeting will be Don Miller, Tom Boyce, Sid Dolfi, Duane Golding, Bobby Hammond, Steve Henman, Jerry Madorsky, Dick Montville and Ron Rydman. The Baltimore meeting will be attended by Don Boyles, Herb Marder, Norm Strickland and Gordon Owens.

Dennis Black, V.P. Marketing and Fred Girsky, Branded Sales Manager, will be conducting both meetings.

Attends USM Training Seminar

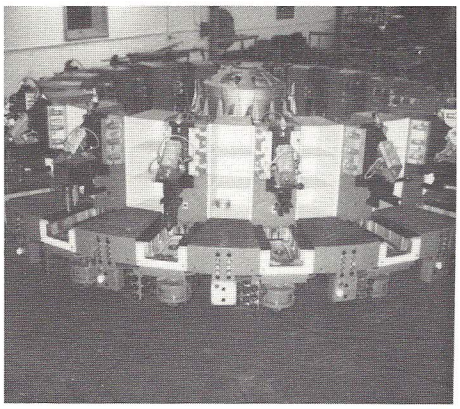
Rob Bauman, Maintenance, recently attended a one week training session at USM Corporation Headquarters in Wilmington, Massachusetts. MPCS (Micro-Processor Controlled Stitcher) were the focus of attention for the week with classes and instruction pertaining to their function, programming and operation. Pallet making and engineering, service manuals, trouble shooting, electronics, schematics and other subjects pertaining to the MPCS were covered in detail by USM personnel.



Rob Bauman

Weinbrenner now has two qualified technicians for our MPCS's, Rob Bauman and Casey Jacobson.

Eighteen Station Desma



Eighteen Station Desma machine being installed in the Merrill Injection Dept.

Weinbrenner recently purchased a reconditioned Eighteen Station Desma, manufactured in Germany in 1981. The turntable, head, control panels and related items were purchased from Totes Manufacturing in Cincinnati, Ohio. Totes used the equipment for approximately 100 hours in an effort to manufacture rubber slip-on footwear.

P.U. Footwear production is expected to begin in early January on the equipment. Currently two injection heads and a control panel are being reconditioned and integrated which will provide the opportunity for dual density injection and various sole styles and color combinations.

The unit will replace two Twelve Station Desmas which date back to the late 60's. They were purchased from Bata Belcamp, Maryland and used at Antigo for PVC production until moved to Merrill in 1986.

The new unit will provide efficiency in operation, less spew, better mixing ratios and other cost saving opportunities. In addition polyurethane will be pumped from the mixing room to the unit to avoid the mess associated with this type of bottoming material. Much of the reconditioning work has been done by the Merrill Maintenance Department, who have done an excellent job.

Big Buck Winners

Winners in this years' Weinbrenner Employee Big Buck Contest were Glenn Strozewski, Raw Material Warehouse and Bryan Hauser, Data Processing. Glenn's 11 point buck earned him first place with a spread of 17-1/4" between the inside of the main beam antlers. Glenn received $75.00. Bryan took second place with an 8 point buck having a 13-1/4" spread and received a $50.00 prize. Congratulations to Glenn and Bryan!



Glenn Strozewski, First Place Buck



Bryan Hauser, Second Place

Retirement Recognition

Planning has begun for the sixteenth annual Weinbrenner Shoe Company Retirement Dinner to be held at the Fairway Supper Club, Merrill, on Monday, January 27, 1992.

Each January Weinbrenner recognizes those employees who have retired during the previous year and have twenty-five or more years of continuous employment with the company.

Activities planned for the retirees and their guest include a social hour, dinner, entertainment, recognition of each retiree and a gift from the Company.

The previous fifteen affairs have recognized some 163 retirees. At press time there are six known retirees to be honored at this year's dinner.

Fleet Meeting

A very successful meeting was recently held between Weinbrenner and representatives of Mills Fleet Farm and Blain's Farm and Fleet Stores.

The Fleet stores are considering adding several new work, safety and outdoor styles, along with some of the new "Super-lite" uniform shoes. The addition of these styles to their lines will help increase production at both our Merrill and Marshfield factories. Weinbrenner will also be working on new and exciting promotional ideas in the Fleet stores during 1992.

The meeting was held in early December at the Merrill office. Representing Fleet Farm were Mr. Stewart Mills and buyer Al Hiers. Mr. Bert Blain, Bill Crawley, Merchandise Manager, and Andy Kennell, Buyer,



Tour group viewing our computerized footwear design system in Product Development. From left: Lance Nienow, James Greenlee, Al Hiers, Dennis Black, Bert Blain, Stewart Mills, Andy Kennelly and Bill Crawley.

represented Farm and Fleet. Attending from Weinbrenner were James Greenlee, President; Dennis Black, V.P. Marketing; and John Schenzel and Dave Hinke from the Sales Department. After the meeting, a tour of the Merrill facility was conducted by Lance Nienow, V.P. Operations.

Holiday Work Schedules

Week 52 (Christmas Week)

Mon., Dec. 23	Work
Tues., Dec. 24	Holiday
Wed., Dec 25	Holiday
Thurs., Dec. 26	Work
Fri., Dec. 27	Work

Week 1 (New Years Week)

Mon., Dec. 30	Vacation
Tues., Dec. 31	Holiday
Wed., Jan. 1	Holiday
Thurs., Jan. 2	Vacation
Fri., Jan. 3	Vacation

Some employees in the office, retail warehouse and maintenance will be working during the New Years vacation week.

Testimonial

Officer Richard Hageman of the A-B-E International Airport Police Department in Allentown, PA previously wrote Weinbrenner saying that his Thorogood Code 3 shoes "really performed great" when he had to chase two fleeting drug suspects. Officer Hageman wrote us again in October saying that "the shoes came in real handy again - light and great traction." He enclosed newspaper articles telling how he chased and arrested a suspected drug smuggler across the airport tarmac after a plane made an unscheduled night landing without lights. One article states that "when Hageman and other officers checked the belly of the DC-3, they found 1.5 tons of nearly pure Colombian cocaine worth roughly $150 million, the largest coke seizure ever in eastern Pennsylvania." Officer Hageman concluded his letter by saying he was glad that "once again, the Code 3s were on my feet."

Santa at Weinbrenner



Santa made his annual stops at the Marshfield factory on December 11 and at Merrill on December 12. Employees' children and grandchildren had a chance to sit on Santa's lap, remind him that they have been good this past year and tell him what was on their wish list for Christmas.

As in past years, the children received a bag filled with fruit, candy and nuts along with a holiday wish from Santa for a "Merry Christmas and Happy New Year."

Holiday Hams

For your holiday enjoyment, all offices and production employees are receiving a Hillshire ham this Christmas season. Hams were delivered to the Marshfield factory employees on December 19. Merrill employees have until December 31 to pick up their ham at Carl's Foodlane.

Shoe of the Issue

In keeping with our centennial theme, "A Century Of Lasting Quality," the featured shoe for this edition were manufactured by Weinbrenner some 65 years ago, and have never been worn or even laced up. They look the same as the day they were made.

The shoes were discovered in the antique shoe collection owned by George Hedstrom. Mr. Hedstrom is the son of the founder of Hedstrom's Shoe Store, Chicago, Illinois, a shoe retailer from 1908 to 1985. Hedstrom's sold Weinbrenner shoes during most of those seventy-seven years.

The fine detail workmanship of these shoes is an excellent example of the role Weinbrenner has played in the American footwear industry.



United Way

Successful United Way drives were recently completed in both the Marshfield and Merrill Weinbrenner Shoe Company locations. Marshfield employees pledged $1,130 to their community while the Merrill operation came up with a total of $4,186. As in the past the Company matched both totals which brought the total to $2,260 at Marshfield and $8,372 at Merrill. The Merrill pledge is the largest given in several years.

Weinbrenner continued its practice of donating prizes for a drawing to eligible donors, those pledging $18.00 or more. The dollar amounts shown represent gift certificates.



Merrill Winners (Front L to R): Sally Bachi, Diane Storm, Rosanne Anderson. (Back L to R): Joe Gryskiewicz - local 688 President, Tom Karau, Paul Puhl and Weinbrenner president Jim Greenlee.



Marshfield Winners (Front L to R): Susan Knapp and Barb Green. (Back L to R): Chuck Phillips - Superintendent, Angeline Scherr, Rosemary Haigh, Karen Reno, Tim Boushon and Sue Lex - Local 717 President.

Marshfield winners include:

Tim Boushon (Finishing)	Day Off With Pay
Barb Green (Fitting)	$50.00
Karen Reno (Bottoming)	$40.00
Angeline Scherr (Cutting)	$35.00
Susan Knapp (Lasting)	$30.00
Rosemary Haigh (Fitting)	$25.00

Merrill Winners:

Sue Spoehr (Cutting)	$50.00
Sally Bachi (Sales)	Day Off With Pay
Paul Puhl (Press)	$40.00
Diane Storm (Sales)	$35.00
Tom Karau (EDP)	$30.00
Rosanne Anderson (Ex. Sec.)	$25.00

Local News

We were all saddened at the sudden death of Don Weix, Merrill Lasting, on December 12. Don was originally hired by Weinbrenner in 1952. Our sympathies go out to Don's family.

MERRILL

Births:

Joyce Schult (Packing) son; Ida Schult (Cutting) grandson, Troy Steven, 11-18-91.

Sally Olson (Fitting) daughter, Mindy Marie, 11-6-91.

Joyce Saxby (Payroll) granddaughter, Nikole Kaye, 11-10-91.

John Kautz (Bottoming) granddaughter, Brittany Jane, 12-3-91.

Marriages:

Julie Shaver (Prefit) and David Kramer (Cutting) 10-5-91.

Debra Cortright (Fitting) and Ted Bauman (Retail Warehouse) 9-28-91.

MARSHFIELD

Births:

Erland Shelly (Lasting) grandson, Jonathon David, 10-15-91.

Jeff Fekete (Cutting) son, Luke S., 10-17-91.

ANTIGO

Births:

Annette Honzik (Store Clerk) granddaughter, Sarah Elizabeth, 9-30-91.

Weinbrenner FOOTNOTES Published by and for employees of the Weinbrenner Shoe Co., Inc.

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'Tis the Season for Giving

Happy Holidays from the Weinbrenner Factory Outlets

THIS COUPON GOOD FOR
25% OFF
ANY WEINBRENNER FACTORY OUTLET MERCHANDISE
(Good thru 3-1-92, Not valid with other discounts or on sale merchandise.)

Choose from Freeman, Weyenberg Stacy Adams, California Cobbler, Cobbie Cuddlers, ASICS Gels, Converse, Kangaroo, New Balance, Rockport, L.A. Gear...and much, much more. *Coming soon - Dexters and Hush Puppies!*

logo here

Merrill • Marshfield • Antigo
Stop in Today! Open 7 Days a Week.

WEINBRENNER FOOTNOTES

VOLUME 21 NUMBER 2 MERRILL•MARSHFIELD OCTOBER 1991

A CENTURY OF LASTING QUALITY

Centennial Celebration

One Hundred Years! Most things don't last that long, but when they do it's a time for celebration, which is exactly what is being planned for Weinbrenner's 100th Anniversary Year in 1992.

A Centennial committee has been formed to plan and coordinate the various events and activities for our anniversary year. Employee involvement and participation will be an important aspect throughout the year. Some of the planned events include employee recognition programs, an open house, plant tour and picnic for employees, retirees and their families in both Merrill and Marshfield, as well as a public open house and plant tour for the Marshfield and Merrill Communities. Special commemorative items will be developed for employees and for distribution to the public and our customers. Banners, stickers, flags and special signs featuring our centennial theme and logo will be used throughout the year.

While 1992 will be a year of celebration, picnics, banners and recognition, it will also be a time to reflect on what has been accomplished in the past, and use those accomplishments as a base for the future. One of the ingredients that have contributed to Weinbrenner's growth and longevity has been our reputation for making quality footwear. The importance of each employees contribution toward making a quality product can not be over-emphasized. Quality must be built into our shoes at each step of its manufacture. This is more important than ever when considering the higher prices we require for our footwear, particularly when compared with import shoes.

Under the general heading of "Pizzaz" we will be increasing our emphasis on quality and quality awareness. We will look into the feasibility of forming Quality Circles to address ways of improving the quality and appearance of our footwear. Our "Pizzaz", or Quality Improvement Campaign, will continue into 1992.

Our Anniversary Theme is "A Century of Lasting Quality". It is our goal to ensure a Bicentennial Anniversary by making quality footwear products. Together, we can start on the road toward that goal. Our Centennial Anniversary should not be thought of as an ending, but rather the beginning of our second century.

Grand Openings

Dave Hinke, Make-Up Sales Coordinator, recently participated in two Blain Farm and Fleet grand openings. The Kankakee, Illinois store was expanded, while Watertown, Wisconsin celebrated a brand new store. Pat Rock, retired Merrill Foreperson, accompanied Dave to make miniature souvenir Process 82 shoes for eager customers. In addition, Weinbrenner featured a waterproof boot dunk tank demonstration. Both of these exhibits drew more customers into the shoe department which helped enhance the Work N' Sport and Weinbrenner names.

Centennial Theme Chosen

Sally Schmidt, Marshfield Fitting Department, is the winner of Weinbrenner's Centennial Theme Contest. The theme for our centennial is "A Century of Lasting Quality". The theme was incorporated into our centennial logo shown above.



Sally Schmidt, Marshfield Fitting, receives $100 from Stan Gavic, Personel Manager, for her contest winning centenial theme.

Thirty theme ideas were submitted from employees in all areas of the company. We wish to thank these employees for their many fine entries and offer special thanks and congratulations to Sally for her contest winning theme. The theme will be widely used in stickers, banners, flags, commemorative items and at special events throughout our centennial year.

Sally has been an employee since 1976.

What's New in the Shoe Business

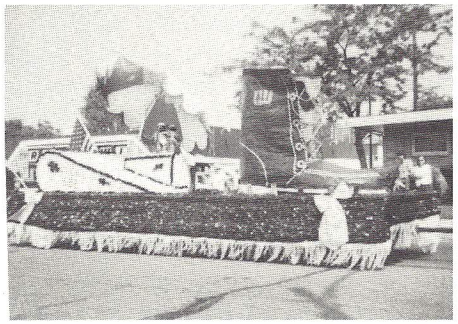
In recent months a number of Weinbrenner Management, Sales, Purchasing and Product Development personnel have attended important National Shows where the latest products, materials and manufacturing technology have been displayed. Starting in late July, James Greenlee, Company President, and Dennis Black, Vice President Marketing, attended the National Shoe Fair in Chicago. This show brings together the latest designs in all genders from womens high fashion to mens outdoor footwear available to consumers mid 1992.

At the August St. Louis Leather and Allied Trade Shows, Dennis Black and Bob Krebs, Marketing Department and Paul Netzel, Product Development, viewed material exhibits from more than 120 companies. This show is the official kick-off of materials which will appear in shoes in the fall and winter of 1992. An upper material produced from fish skins was on display for the first time.

In September, the New England Leather and Components Show was held at Woburn, Massachusetts, just outside of Boston. There Dave Kucirek, Purchasing Manager and Bob Schutt, Makeup Sales Manager, viewed material displays from over 260 companies across the country as well as Canada and Mexico. New leathers, manmades, linings and soling compounds were on hand.

Also in September, the annual 32nd Bobbin Show was held in Atlanta, Georgia. Attending for Weinbrenner was Dave Scharbius, Product Development, who with over 20,000 other attendies observed the latest cutting and fitting technology. In addition to huge displays of machinery, equipment, products and services, three days of seminars were presented covering all aspects of cutting and fitting in addition to ergonomics.

First Place Float



Weinbrenner Local 688 of the United Food and Commercial Worker's Union took first place with its float in this years Merrill Labor Day Parade. Congratulations to all the Merrill employees involved in putting together this years float.

Safety Scoreboard Records

Since the last Footnotes publication, employees in the following departments were treated to coffee break donuts for having worked over 100 days without a recordable accident or illness: Merrill - Injection. Marshfield - Fitting and Bottoming.

The current recordable accident/ illness free days as of September 14, 1991 are as follows:

MERRILL

Cutting	52
Prefit/Fitting	23
Lasting/Bottoming	77
Injection	356
Finishing/Packing	34
Mill/Press	27
Maintenance	51
Retail Warehouse	78
Raw Material Warehouse	192

MARSHFIELD

Cutting/Prefit	236
Fitting	3
Lasting/Insoles	9
Bottoming	25
Finishing	64
Packing	52

Business World

Weinbrenner again sponsored a local high school student to this years Business World, a week long, state wide event where students get an opportunity to set up and run their own company and learn from business professionals throughout the state. Weinbrenner received the following letter from Merrill High School student Renee Plamann...

"I am writing to say thank you for giving me the opportunity to attend Business World this year.

I attended Business World at St. Norbert College from June 16 thru the 21. My company advisor was John Hillert who is the Director of Organization Development and Employee Relations at Sentry Insurance in Stevens Point. We had many interesting speakers and I feel I learned a lot. Besides learning all the new business terms and sitting in seminars, I met new friends.

Thank you again for sponsoring me in the 1991 Business World. The educational experience I gained was tremendous, and I definitely would recommend Business World to someone thinking about attending in the future."

Elected President

LOCAL 688



Joe Gryskiewicz, Vulco Press Operator, was recently elected President of the Merrill Local 688 UFCW. He replaces Marion Clark who resigned.

Starting in October 1984 Joe has held various jobs both in the former Merrill Welt factory and Vulcanizing. Prior to becoming President, Joe served on the Merrill Local Executive Board and as Union Steward for the Press and Mill Departments.

Shoe of the Month



The Thorogood Division recently introduced a new line of ultra light weight foot gear for the uniform trade. This new family of uniform shoes consists of mens and ladies sizes in three different pattern designs, ranging from 9.1 ounces to 12.0 ounces. Features include full grain leather, Cambrelle quarter lining, Poly Pillow Footpacer insole, and traction design EVA sole. In conjunction with this new line of footwear, a new marketing theme was also unveiled - "Because it's more than what you do. It's who you are."

New Faces



Edith Gross joined Weinbrenner in August as Store Manager of the Antigo Outlet Store. Edith, who was born and raised in Switzerland, started in retail management at a grocery store in Switzerland where they also sold work shoes and clothing. She and her husband then bought and operated their own store until moving to the U.S. and settling in the Merrill area to take up farming. For the past five years, Edith was the manager at the Auto-Stop in Merrill



Robert Schutt also joined the company this past August. Bob, as Make-Up Sales Manager, is responsible for the marketing of our make-up products. He comes to Weinbrenner with over 22 years of extensive footwear sales and marketing experience. His footwear career began at Leverenz Shoe Company, Sheboygan, Wisconsin where he advanced to Vice President Sales. From there Bob worked at Juvenile Shoe Corporation, Aurora, Missouri, Sheboygan Footwear, Sheboygan, Wisconsin and prior to joining Weinbrenner he was Vice President Sales at Lake of the Woods, Prentice, Wisconsin.



Jim Mickelson rejoins Weinbrenner as a Programmer Analyst with responsibility for analyzing and writing softwear programs for our AS/400 computer system. Jim has a number of years experience in systems analysis and programming, most recently with Oshkosh Truck Corporation, Oshkosh, Wisconsin and prior to that C.W. Transport, Wisconsin Rapids, Wisconsin and Justin Boot Company, Fort Worth, Texas. Jim previously worked at Weinbrenner from 1976 through 1980 in our Costing Department and for a short time as buyer of soles and heels.

20th Annual Big Buck Contest

The Twentieth Annual Weinbrenner Employee Big Buck Contest will begin at the start of the deer gun season Saturday, November 23rd. First and second place contest winners will receive $75 and $50 cash prizes respectively.

The biggest buck will be determined by the distance in inches between the inside of the main beam antlers. Measuring will be done by Don Rachu at Marshfield, and Stan Gavic at Merrill. Hunters should arrange to have their deer measured at one of the plants at the end of the work day. The contest will close at 5 p.m. Monday, December 2. Antlers must be attached to the carcass, the deer properly tagged with the employee's tag, and the employee must have his/her big game license to verify the kill.



Good luck hunters and remember the three main rules of safe gun handling:

1. *Treat every gun as if it were loaded.*
2. *Point the muzzle in a safe direction.*
3. *Be sure of your target and beyond.*

From Roofing to Hoofing

The following letters were received from satisfied Thorogood customers.

I have recently purchased a pair of your Thorogood Work Boots #633.

I had first started wearing this same boot back in the 1970's and found it to be extremely comfortable and durable. It was and still is the best boot I think there is for the extreme demands of roofing. When I changed over to doing mostly carpentry, I found its stability and comfort to satisfy me in that field as well.

I would like to tell you how pleased I am that you are still making them and that the quality is still there.

I will be a steady customer for this boot as long as you make them and I can find a place to purchase them.

Sincerely,
William Brandes
Levittown, PA

Dear Weinbrenner Shoe Company:

Just a short note to let you know your Code 3 shoes are really great! I purchased my first pair ever on June 19th and I'm glad I did.

Another Officer and I were working the 3 p.m. - 11 p.m. shift and we responded to a disturbance call between a Taxi Driver and two males. To make a long story short, we got into a foot chase which took me up and down hills and thru our Public Parking lot. It seems the two males were in possession of 20 envelopes of Heroin and didn't care to be arrested. Well, Code 3's made the difference. Both are currently in the local county prison under $25,000 bail for possession, resisting arrest and escape charges. I might add that both have extensive and serious criminal records. These shoes really performed great. I certainly will buy them again. Thanks for a "super" shoe.

Sincerely,
Richard C. Hageman
Patrolman
A-B-E International Airport
Police Department
Saylorsburg, PA

Employees Continuing Education

Weinbrenner Shoe Company believes that education is a continuing process and supports the educational endeavors of its employees. When requested and approved, Weinbrenner will provide tuition aid to employees for classes or seminars that will enhance their job performance and career with the company.

A number of Weinbrenner employees are taking advantage of educational classes, courses and workshops to enable them to further improve their careers at Weinbrenner.

Julie Janssen, Costing, is presently involved in two classes at Northcentral Technical College, a course in Accounting and the second, Accounting Machine Application.

Dave Hinke of the Sales department is involved in an evening Business Management class, also at NTC.

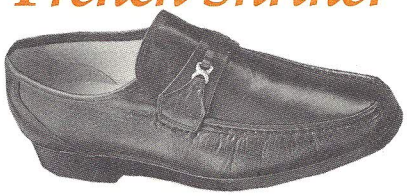
John Schenzel, Sales, will participate in a two day Mid-October Workshop in the area of Customer Service. The seminar is sponsored by Footwear Industries of America and many of the major shoe suppliers in the U.S. will be in attendance.

Darlene Keeser, Purchasing/Parts Clerk, recently attended two workshop/seminars, one in Minneapolis which covered dealing with vendors and suppliers, and one in Milwaukee at Eagle Technology to learn about our new computer software package for parts ordering, pricing and inventory control.

Rick Hass, Costing, has just completed a business class at NTC for Lotus 1-2-3 software which will assist him in designing and working with informational spreadsheets.

Linda Herber, Product Development, is currently taking a computer concepts class at Nicolet Area Technical College to assist her use of the computer in P.D.

FREEMAN
French Shriner



The **comfort** of **soft leather uppers**, the ease of walking with **feather-lite** polyurethane soles and the **quality** of a **fully leather lined** dress shoe.

Suggested to sell at $75.00
WEINBRENNER FACTORY DIRECT OUTLET PRICE

$36.99!

SAVE OVER 50%
Sizes 7-13 medium and wide. Black and burgandy available.

WEINBRENNER
FACTORY OUTLET STORES
MERRILL - MARSHFIELD - ANTIGO
Pine Ridge Plaza, Jct. Hwys. 51 & 64, Merrill
HOURS: MON. - FRI. 9-9, SAT. 9-6, SUN. 10-6
536-5559
VISA MasterCard

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United Way Drive

As in past years, Weinbrenner Shoe Company will participate in the local United Way campaigns in both Merrill and Marshfield.

The Merrill drive, with a goal of $91,975 will officially kick-off October 16th, while the Marshfield drive kicked-off September 16th with a $365,000 goal.

It is anticipated the company in-house solicitations will be held in late October or early November.

All Weinbrenner employees pledging an amount of eighteen dollars or more will be eligible for one of six prizes to be awarded by the Company. In addition, the Company will match all employee contributions to United Way, as has been the policy for many years.

You Arx a Kxy Pxrson

Xvxn though my typxwritxr is an old modxl, it still works vxry wxll - xxcxpt for onx kxy. You would think that with all thx othxr kxys functioning propxrly, onx kxy not working would hardly bx noticxd. But just onx kxy out of whack sxxms to ruin the wholx xffort.

You may say to yoursxlf - wxll I'm only onx pxrson. No onx will noticx if I don't do my bxst. But it doxs makx a diffxrxncx bxcausx to bx xffxctivx, an organization nxxds activx participation by xvxry onx to thx bxst of his or hxr abililty.

So the nxxt timx you think you arx not important, rxmxmbxr my old typxwritxr. You arx a kxy pxrson.

Local News

MERRILL

Marriages:

Patricia Gano (Packing) and Scott Mackenzie, 8-23-91.

Births:

Barb (Payroll) and Mark Smith, son, Jarred Philip Harold, 7-11-91.

Ida Schult (Cutting) granddaughter, Brandi Mae Seliger, 6-4-91.

Faye Stevenson (Packing) grandson, Joshua Andrew Stevenson, 12-28-90.

Joyce Schoenherr (Packing) granddaughter, Amy Marie Schoenherr, 5-19-91.

Mike Tomajcik (Payroll/EDP) granddaughter, Rachel Nicole, 9-25-91.

Retirements:

Leonard Harzke, (Raw Material Warehouse) 46 years.

MARSHFIELD

Marriages:

Jodi Hebert (Fitting) and Larry Langjahr, 6-28-91.

Births:

Tim Boushan (Finishing) son, Alexander John, 6-20-91.

Maridene Federwitz (Prefit) grandson, Bryan Travis, 8-28-91.

Erland Shelley (Lasting) granddaughter, Seirra Sue, 8-26-91.

Retirements:

Alice Bartl (Packing) 39 years.

WEINBRENNER FOOTNOTES

VOLUME 21 NUMBER 1 MERRILL•MARSHFIELD JUNE 1991

Annual Retirement Dinner

Seven retired Weinbrenner employees were honored at the company's fifteenth annual Retirement Dinner held at the Fairway Supper Club, Merrill, January 28th.



(L to R) Lance Nienow-Vice President Operations, Louis Marnholtz, Delores Scheu, Earl Pavlichek, Lucille Schreindl, Victor Multerer and Jim Greenlee-President.

The evening featured a social hour, dinner and gifts presented to the recognized retirees. Dinner music and entertainment was provided by David and Carol Finanger, violin and harp. Fred Girsky acted as Master of Ceremonies and Lance Nienow introduced the retirees.

All Weinbrenner Shoe Company employees are recognized in retirement following twenty-five or more years of continuous service with the Company. In the fifteen years of the occasion some 163 retirees have been so honored.

This years' guests were:

Louis Marnholtz	Merrill	39 years
Victor Multerer	Marshfield	46 years
Betty Okray	Merrill	45 years
Earl Pavlichek	Marshfield	42 years
Delores Scheu	Merrill	34 years
Lucille Schreindl	Marshfield	35 years
Vivian Speener	Merrill	41 years

100th Anniversary

Weinbrenner Shoe Company, Inc. will celebrate its centennial anniversary during 1992.

The company will sponsor several employee and community functions to help celebrate this great milestone.

To kick off the celebration we are implementing an employee contest which involves naming a Theme/Slogan for the anniversary. The winning participant will receive $100.00, with the final selection being made by the centennial committee. Entries must be turned into the Personnel Department by June 28, 1991, to be elligible for the award. In the event the winning Theme/Slogan is submitted by more then one employee, the employee submitting the entry first will be the winner.

Committee members will not be eligible for the contest. Good Luck!

Eminent Footwear Marketeer Retires

Steve Kellman, Vice President Marketing, Weinbrenner Shoe Company, retired February 22nd from full-time employment. In his 31 year career of selling and marketing footwear throughout the United States and abroad, Steve made many acquaintances with major wholesalers, retailers and suppliers to the shoe industry. Most attendees at any National Shoe or Material Show knew Steve Kellman by his first name and as Mr. Weinbrenner.

He began his career in the footwear industry in 1960 as a sales representative for the Weinbrenner, Bondshire Division New Jersey territory and worked his way up to Marketing Manager in 1974. He then joined the Cebo Shoe Company as President until 1977 when he became Executive Vice President and General Manager of Bootmakers of Sturgeon Bay. From there he joined Georgia Industries as President of the Industrial Footwear Group, prior to returning to Weinbrenner in 1984 as Vice President Marketing.



"Congratulations on your retirement Steve," Weinbrenner president, Jim Greenlee (L) congratulates Steve Kellman at his retirement party.

Steve was born in New York, attended High School there and graduated from the New York University with a B.S. in Business Administration. He served four years in the U.S. Army during WWII and received the Purple Heart and Bronze Star.

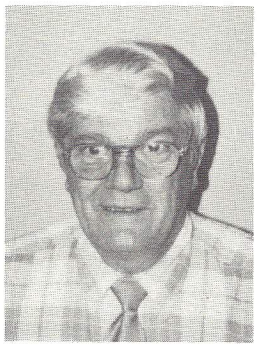
Steve will continue with Weinbrenner on a "as needed" basis, calling on key

Marketeer Retires *(continued)*

accounts and attending National Footwear Shows.

We at Weinbrenner wish Steve and his wife, Mary, a long and enjoyable retirement, and wish to thank him for his many years of devoted service to our company.

Joins Company



Kay Buchert who recently joined Weinbrenner is responsible for all fitting operations of the company at the Merrill and Marshfield plants and outside sources.

His shoe manufacturing career started in 1958 at the Watertown Shoe Company at Watertown, Wisconsin. There he began in the fitting department and worked as the fitting department mechanic, production scheduler and time study. Other positions he has held include foreperson lasting and fitting departments, assistant plant manager, and plant manager, working both in cement and welt constructions.

In addition to Watertown Shoe Company, he has been with U.S. Shoe, Allen Edmonds, Florsheim and Freeman Shoe Companies.

After graduation from Watertown High School in 1954 he attended the University of Wisconsin, Whitewater and pursued a degree in education for approximately two years.

We welcome Kay and his wife, Nancy, who will be moving to the Merrill/Marshfield area this summer.

Student O.J.T. Program

Each year the students in the business procedures class at Merrill High School participate in a two-week on-the-job training program. Again this year, Weinbrenner was happy to participate in the program. Merrill senior Jody Savaske worked in various departments throughout the office from April 29 through May 10.

The program is an important part of the students' overall training as it allows the students to put to use the skills they have acquired while enrolled in the business procedure class. The students learn firsthand about a business in the community, apply their skills, gain on-the-job work experience, and learn to work with people.

Jody is the daughter of Ida Schult who works in our Merrill cutting department. We wish Jody the best in her future plans.

401-K Plans Investment Options

Additional investment alternatives will be available to participants in the Company's 401-K plans effective July 1, 1991. This will allow participants to select from three funds, a Fixed Income Fund (currently being offered), a Balanced Fund (stocks, bonds, money market) and an Equity Fund (common Stocks). Investment electives may differ for existing account balances and for new contributions.

The three investment options offer different opportunities which will affect the potential return on assests in a particpant's account and the degree of risk in attempting to achieve a larger return. The three funds are provided by First Bank, Milwaukee, Wisconsin. Informational meetings on these funds including historical performance results, will be held during the first part of June.

Safety Scoreboard Records

Since the last Footnotes publication, employees in the following departments were treated to coffee break donuts for having worked over 100 days without a recordable accident or illness: MERRILL-Cutting, Injection, Retail Warehouse, Raw Material Warehouse and Maintenance. MARSHFIELD-Cutting/Prefit, Bottoming and Finishing.

The current recordable accident/illness free days as of May 25, 1991 are as follows:

MERRILL

Cutting	142
Prefit/Fitting	24
Lasting/Bottoming	9
Injection	283
Finishing/Packing	57
Mill/Press	29
Maintenance	7
Retail Warehouse	1545
Raw Material Warehouse	119

MARSHFIELD

Cutting/Prefit	172
Fitting	63
Lasting/Insoles	28
Bottoming	77
Finishing	24
Packing	62

Shoe of the Issue

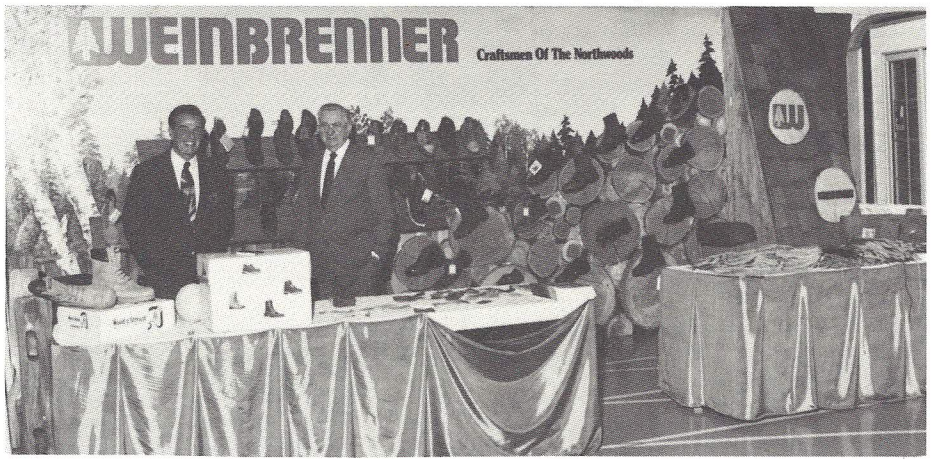


Thorogood Code-3S Featherwelts feature a breathable insole system incorporating a shock absorbing Polyurethane footbed covered with American Podiatric Medical Assiciation accepted IMPAC PLUS. A special IMPAC PLUS heel plug also provides heel strike cushioning for reduced fatigue and added comfort.

Breathable Dri-Lex linings and a Dri-Lex covered padded tongue help to "wick" perspiration away for rapid drying. The ultra lightweight oil resistant Vibram EVA crepe outsole is slip-resistant, durable and flexable for added comfort.

Thorogood Code-3S Featherwelts are available in black smooth leather and black hi-gloss Clarino.

Merrill Business & Industry On Parade



Fred Girskey and Darrell Grovesteen take their turn manning the Weinbrenner booth at the recent Merrill Business and Industry On Parade show.

The Weinbrenner Shoe Company was one of some seventy-three Merrill area exhibitors at the fifth semi-annual Merrill Business and Industry On Parade show held at the Merrill High School fieldhouse, April 20 and 21. The event is sponsored by the Merrill Area Chamber of Commerce and attracted some 5,000 visitors during the two day event.

Featured were exhibits, entertainment, food, raffle and door prizes. In excess of 800 visitors registered at the company's booth for a drawing which presented the winner, Sue Waldburger of Merrill, with a pair of Weinbrenner boots.

Employment Milestones

Weinbrenner and the Footnotes' editors congratulate and thank the following employees for their many years of service to the company. Those employees who reached a 5 year milestone from 6-1-90 through 6-1-91 are as follows:

ME – Merrill
MA – Marshfield

5 Years – Fred Girsky, ME Sales;
Donna Radtke, ME Costing;
Ronald Berndt, ME Bottoming;
David DeHart, ME Injection;
Patrick Fischer, ME Injection;
Debra Cortright, ME Fitting.

10 Years – David Kucirek, ME Purchasing;
Craig Seis, ME Packing Foreperson;
Darlene Keeser, ME Maintenance;
Jo Ann Kloos, MA Fitting;
Marie Berry, MA Lasting;
Stan Gavic, ME Personnel;
Richard Kretschmer, ME Raw Material Warehouse;
Sharon Burgener, ME Press;
Gary Busha, ME Injection;
Lois Achterberg, ME Fitting;
Christine Pfaff, ME Raw Material Warehouse.

15 Years – Alfred Geiss, ME Personnel;
James Schmitz, MA Lasting;
Mary Berens, MA Cutting;
Kenneth Edmonds, ME Packing;
Sun Cha Akey, ME Bottoming.

20 Years – Sharon Hintze, ME Fitting;
John Curtis, ME Retail Warehouse;
Nancy Sorano, ME Packing.

25 Years – Judith Baumann, ME Production Planning;
Donald Klein, MA Bottoming;
Kristine Rehwinkel, ME Lasting;
Eileen Lipke, ME Mill Room;
Phyllis Ney, ME Fitting.

30 Years – Machael Tomajcik, ME EDP & Payroll.

35 Years – Milno Kufahl, ME Personnel;
Bernadine Baltus, MA Packing;
Donald Rachu, MA Assistant Plant Manager;
Duane Mahn, ME Pre-fit.

40 Years – Elvera Regele, MA Packing;
Angeline Scherr, MA Cutting;
Alice Prins, ME Fitting;
Jack Holl, ME Raw Material Warehouse;
Helen Heckendorf, ME Bottoming.

High School Career Day

Weinbrenner Shoe Company participated in the Merrill High School Career Day which was coordinated with the Merrill Business and Industry On Parade show. It took place on April 22, the day following the show and was held also in the High School fielfhouse.

The event allowed all High School students to obtain insight and information in areas of careers available locally. In excess of forty career opportunities were represented.

Thorogood National Sales Meeting

Team Thorogood will be coming to Merrill for their National Sales Meeting June 27th through June 30th.

Preparations are currently under way to welcome the 16 salesman to the Merrill Office on Friday. One of the highlights of the meeting will be a factory tour (we all remember last year's shoe making by our salesmen - not to worry, once is enough).

A review of the season just ended and a look at where we are going for the upcoming season will be covered on Friday afternoon. Saturday will be the unveiling of the new line, along with the most exciting advertising program we have ever had.

Annual Vacation Shutdown

Weinbrenner's summer vacation shutdown is scheduled to start Monday, July 1 and end Friday, July 5, with work resuming July 8. Keep these dates in mind when scheduling trips, cottage rental, and other vacation plans. Tenative plans call for portions of the office, all retail warehousing and some maintenance personnel to work all or a portion of the week.

Summer Fun Discounts

When planning your summer activities, you may want to take advantage of the following discounts available to you. . .

GREAT AMERICA, Gurnee, IL: "Funseekers Club-Family Value Card." All employees received this card which entitles them to various ticket discounts throughout the summer.

CIRCUS WORLD MUSEUM, Baraboo, WI: Coupon available for $1.00 off regular admission for every member of your party.

DELLS PACKAGE DEAL, Wisconsin Dells, WI: Includes discounted tickets to six Dells attractions plus coupons to area restaurants. Cost of package is $35.00. Retail value of $56.35. The "Best of the Dells" package can be purchased by calling (608) 253-3325 or 254-3325.

Circus World Coupons and additional information on all of these attractions are available at the Marshfield office and Merrill Personnel Department.

ASICS 'GEL



Super Walking Shoe!
Full-grain leather upper, gel pads in forefoot and heel for great impact absorption. Available in Mens sizes 8½-13. Suggested to sell to $59.99.

WEINBRENNER FACTORY-DIRECT SAVINGS TO YOU

$34.99!

WEINBRENNER

FACTORY OUTLET STORES
MERRILL - MARSHFIELD - ANTIGO
Pine Ridge Plaza, Jct. Hwys. 51 & 64, Merrill
HOURS: MON. - FRI. 9-9, SAT. 9-6, SUN. 10-6
536-5559

VISA MasterCard

Vacation Safety Tips

- Thunderstorms mean lightening, so take cover in a building or auto away from trees, utility poles and other high objects.
- Read the owner's manual for your car. You'll be amazed at how much basic information and advice it contains.
- Many common place plants are poisonous to humans. Never eat or put in your mouth any plant or berry not commonly used as food.
- Check out first aid, boating, and swimming classes for yourself and your children.
- Avoid prolonged exposure to the sun if you are not used to it. Use a sun screen lotion.
- Wild animals can transmit rabies. Keep your distance, don't feed them by hand, and don't let your children play with them.
- If you plan on traveling, don't forget that safety belts save lives - but only if you use them! It's the law!

Local News

MERRILL

Marriages:

Tim Ollhoff (Cutting Foreperson) and Cecilia Levings (Packing) 5-25-91.

Births:

Steve (Lasting) and Christing Peck (Packing) daughter, Melissa Ann, 1-16-91.

Sue (Cutting) and Mark Spoehr, son, Trevor John, 3-13-91.

Betty Leander (Lasting) granddaughter, Cassandra Renee Drury, 5-1-91.

Retirements:

Eileen Hintz (Packing) 30 years
Leroy Seidler (Raw Material Whse) 38 years
John Sladek (Night Watchman) 45 years

MARSHFIELD

Marriages:

David Bagneski (Bottoming) and Lisa Helm, 5-18-91.

Births:

Teresa Pongratz (Fitting) daughter, Wendy Lynn, 4-22-91.

Dawn Schroeder (Packing) son, Chad Michael, 5-3-91.

Shirley Anne Seehafer (Bottoming) grandson, Joshua Michael, 11-24-90 and grandson, Nicholas Kenneth, 12-31-90.

Retirements:

George Adams (Cutting) 40 years.

Customer Testimonials

Dear Sirs,

Just a note to let you know that I think you make a very fineproduct. I first purchased a pair of your shoes (style 834-6056) over two years ago. Prior to that, I was buying new shoes every three months. Yours is the only shoe that is both durable and comfortable. Thank you for such a well-crafted shoe.

Yours Truly,
George McMillen, Indiana, PA

Weinbrenner Shoe Co:

I just recently purchased a pair of your safety shoes. Two days later they were put through the ultimate test for safety.

A co-worker and I were attempting to unhook a tractor trailer, when the tractor ran over my foot. The shoe did its job, and my foot was not injured. The truck actually stopped on my foot. I would recommend this product to anyone.

Thank you for a well made shoe. The shoe fits, and I will wear it!

Wally E. Pridgen
Rocky Mount, NC

Weinbrenner FOOTNOTES
Published by & for employees of the Weinbrenner Shoe Co., Inc.

Editor-in-Chief
Stan Gavic

Associate Editors
Dave Finanger
Lance Nienow

WEINBRENNER FOOTNOTES

VOLUME 20 NUMBER 1 MERRILL•MARSHFIELD MARCH, 1990

RETIREMENT DINNER

The Weinbrenner Shoe Company was pleased to host its fourteenth annual Retirement Recognition Dinner at the Fairway Supper Club in Merrill on January 30.

Six retired employees were guests of honor, three each from Merrill and Marshfield. The evening featured a social hour, dinner, entertainment, introduction of and presentation of gifts to the retirees.

Each January, Weinbrenner Shoe Company honors those retirees of the previous year who have a continuous employment of twenty-five or more years.

This year's retirees and their years of service were:

Dorothy Ament-Merrill-45 years.
Virginia Briggs-Merrill-32 years.
Virginia Handrick-Marshfield-45 years.
Clarence Hinz-Merrill-34 years.
Carl Moen-Marshfield-47 years.
Sylvia Perlock-Marshfield-33 years.

To the best knowledge of company officials, Carl Moen's continuous years of service to Weinbrenner is a company record with over 47 years of employment in the Marshfield lasting department.

He was given special recognition at this year's dinner and presented with an engraved plaque commemorating his many years with Weinbrenner. An identical plaque is displayed in the Marshfield office.



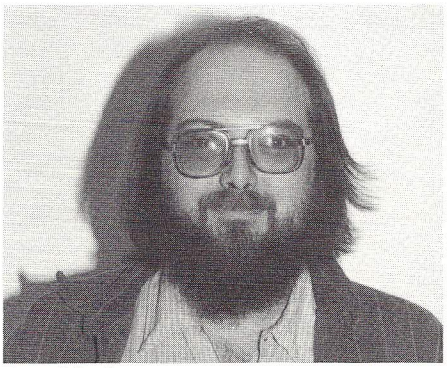
Carl Moen (right) accepts commemorative plaque from Jim Greenlee, President.



From left: Lance Nienow, V.P. Operations; Virginia Handrick; Virginia Briggs, Carl Moen; Clarence Hinz; and Jim Greenlee, President.

SUGGESTION AWARDS

A total of fourteen employees, nine from Merrill and five from Marshfield, recently received cash awards as a result of their suggestions.



Dean Montgomery

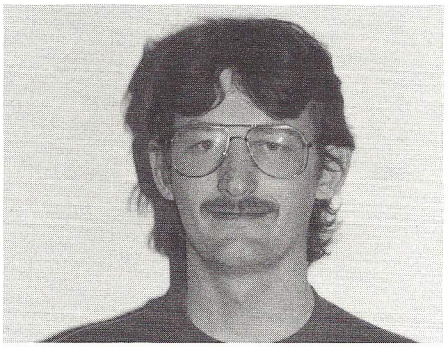
Dean Montgomery, Marshfield Maintenance, $100.00 award for a suggestion which reduced the maintenance costs on our cement piping system.



Walter Delis

Walter Delis, Marshfield Maintenance, split a $30.00 award with Dean Montgomery for their suggestion which reduced costs on replacement parts by purchasing them from a different source.

Mike Kopetzky, Merrill Maintenance, $200.00 for a suggestion offered during a double award promotion which reduced damages and extra wages in the Press department. Also a $50.00 award for his suggestions relating to a new Process-82 boot that was being adopted.

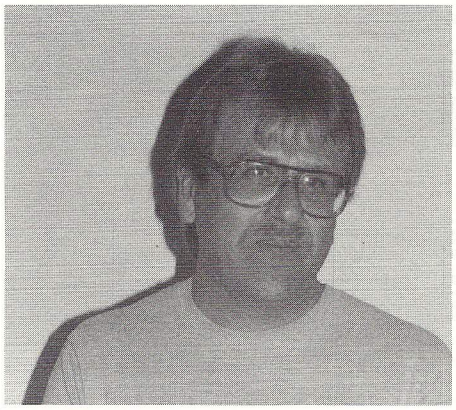


Mike Kopetzky

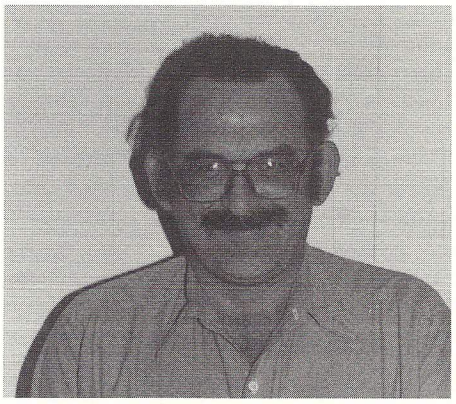
Ken Edmonds, Merrill Packing, offered a solution to a problem we were having with the coaches shoes, which resulted in a savings in extra wages. Ken received a $100.00 award.

Larry Barwick, Merrill Fitting, $75.00 for his suggestion which saved money on the making of pallets for the computer stitchers.

Continued on Page 2



Ken Edmonds



Larry Barwick

Glynis Schroeder (picture not available) Personnel, $50.00 for her suggestion, given in a double award promotion, which improved safety with the placement of a mirror at a blind corner in the Merrill factory.



Judy Baumann

Judy Baumann, Production Planning, $25.00 for a suggestion that improved the readability of Master Tickets.

Teresa Wendt (picture not available), Merrill Fitting, $25.00 for her suggestion which saved time and improved safety by modifying the sequence for placing box-toes.

Brenda Burggraf (picture not available), Marshfield Packing, $25.00 for her suggestion that improved the sequence of repairing and dressing black shoes.



Joyce Saxby

Joyce Saxby, Payroll, $25.00 for her suggestion that improved the way we were running piece rate coupons.



Rita Seis

Rita Seis, Raw Material Warehouse, $25.00 for her suggestion that improved communication between the warehouse and office.



Crystal Reno

Crystal Reno, Marshfield Fitting, $25.00 for improving a sewing operation on the Anwelt booties.

Kay Ellenbecker, Merrill Fitting, $25.00 for her material cost savings suggestion on the Cabela boots.

Cindy Hahn, Marshfield Bottoming, offered a safety suggestion to install a mirror by the maintenance shop and received $25.00.



Kay Ellenbecker



Cindy Hahn

CO-OP STUDENT



Jamie Schulz

Weinbrenner is again taking part in the Cooperative Education Program of Merrill High School's Business Education Department. Jamie Schulz, Merrill High School Senior, is working mornings in the Weinbrenner office while attending classes in the afternoon. By the end of the semester long program, Jamie will have rotated throughout the administrative departments, putting to use skills she has learned in business classes at school and hopefully learning some new things as well. Since starting, she has spent the majority of her time working in the payroll department where she has done an excellent job.

Jamie has a strong interest in the accounting field and plans to further her education this fall at N.T.C. in Wausau. We wish her the best in her future endeavors.

SUGGESTION SCHEME BONUS AWARDS IN APRIL

Do you have a suggestion which you feel would reduce costs, prevent waste, improve quality, or have some other benefit? The Weinbrenner Suggestion Committee invites you to put your suggestion in writing in one of our suggestion boxes.

Cash awards will be paid to all eligible employees for accepted suggestions according to the estimated savings resulting from their suggestions.

The following guidelines will be used by the Suggestion Committee to determine cash awards:

Estimated Savings for 12 months	Award	% on Excess
Less than $1,000	10%	—
$1,000	$100	7-1/2%
$5,000	$400	5%
$15,000	$900	2-1/2%
$50,000	$1775	1%

For example, a suggestion with a savings of $1200 would receive an award of $115:

10% on first $1,000	- $100
7-1/2% on next $200	- $ 15
Total Award	$115

As a special bonus, all suggestions placed in suggestion boxes from April 1 through April 30, 1990, that are specifically related to improving the quality and appearance of our footwear will qualify for twice the normal award payment. Using the example above, the award for this type of suggestion would then be $230 rather than the normal award of $115.

SAFETY SCOREBOARD RECORDS

Employees in the Merrill maintenance department were recognized for achieving 500 "Safe Days Worked" in our Safety Scoreboard competition. They had no reportable work related accidents or illnesses during this time.

In recognition of this milestone, the department employees received a chicken dinner, compliments of the company, along with a Safety Award Boot Mug.

Weinbrenner thanks these employees for their safety consciousness.

Since the last Footnotes publication, employees in the following departments were treated to coffee break donuts for having worked over 100 days without a recordable accident or illness:

Merrill-Bottoming, Retail Whse., Raw Material Whse., and Maintenance.

Marshfield-Finishing, Packing, and Bottoming.

The current recordable accident/illness free days as of March 10, 1990 are as follows:

Merrill	
Cutting	97
Prefit/Fitting	27
Lasting	44
Bottoming	324
Injection	5
Finishing/Packing	45
Mill/Press	24
Maintenance	602
Retail Whse.	1245
Raw Mat. Whse.	272
Marshfield	
Cut/Prefit	60
Fitting	4
Lasting/Insoles	14
Bottoming	7
Finishing	114
Packing	24

GLASCOCK/SCHMOLL

Weinbrenner employees and company are deeply saddened by the recent loss of two employees during the month of February.

Lynn Glascock, 56, Merrill Plant Manager, died at home Thursday, February 1, following a heart attack.

Lynn's career in the footwear industry started in 1959 with International Shoe Company, Hannibal, MO. He worked for Brown Shoe Company, St. Louis, MO for 18 years, progressing to Plant Superintendent. In addition he held superintendent positions with Florsheim Shoe Company, Poplar Bluff, MO from 1980 to 1986 and with Osceola Shoe Company, Osceola, AR prior to joining Weinbrenner in 1987.

He is survived by his widow, Martha, his mother, two daughters, a son, and two grandchildren.

Jeffrey Schmoll, 23, died at 3:00 P.M. Saturday, February 24th at a hospital in Wild Rose, WI. He worked as a Repairer in the Marshfield Finishing Department starting with the company in September, 1986. Jeffrey was a 1985 graduate of Marshfield High School.

His mother, Joan, is employed in the Marshfield Prefit Department as is his fiancee', Sue Rasmussen, whom Jeff was to marry in September, 1991.

Survivors include his parents, one sister, and grandparents.

Both are missed by fellow employees who extend sympathy to their families and friends.



Merrill Maintenance, back from left: Dave Lipke, Robert Bauman, Charles Polowski, Mike Kopetzky, Keith Jacobson. Front from left: Dick Cherwenka, Jim Seis, and Mike Buljubasic.

LAW ENFORCEMENT MEMORIAL FUND

Our company is pleased to have received this January 23, 1990 letter from the National Law Enforcement Officers Memorial Fund. The fund is the sponsor for the erection of the Washington, D.C. Memorial honoring those police officers who have died in the line of duty.

Mr. Steve Kellman
Vice President Marketing
Weinbrenner Shoe Company, Inc.
108 South Polk Street
Merrill, Wisconsin 54452

Dear Mr. Kellman:

On behalf of the National Law Enforcement Officers Memorial Fund, I want to express our deep appreciation for the generous $6,050 contribution Weinbrenner Shoe Company made to the Memorial project.

This project and the law enforcement community is fortunate to have your company as a strong supporter. The National Law Enforcement Officers Memorial will be one of our nation's great success stories, and we are proud that Weinbrenner Shoe Company has chosen to be an important part of that success.

Thank you again for your generous support. I will be sure to keep you apprised of our progress as we move forward to build this long overdue Memorial honoring the service and sacrifice of America's law enforcement officers.

Sincerely,
Craig W. Floyd
Chairman

Weinbrenner Shoe Company donates to the Memorial Fund for each pair of Thorogood shoes purchased by its customers. Dedication of the Memorial is scheduled for this fall.

BOOTS OF THIS ISSUE



Mills Fleet Farm and Blains Farm and Fleet have adopted two new styles featuring our new Tycon Leather with 3M Scotchguard™ Leather Protector.

Style 9069 is a popular wellington welt style from Marshfield. 9032 is an 8" steel toe with Process 82 soles and Holtite non-slip inserts.

3M touts leather treated with Scotchguard™ as being barnyard acid resistant. The leather will also resist water and oil stains, is easy to clean, durable, and provides lasting protection for our customers.

In the highly competitive footwear industry, Weinbrenner is always striving to provide our customers with the latest technological advances.

CUSTOMER OF THE ISSUE

U.S. Uniform - Kansas City, MO

U.S. Uniform, located in Kansas City, MO, does business in all 50 states. They have been a loyal Thorogood dealer for over 25 years, and if a manufacturer can say they have a favorite account - U.S. Uniform is certainly one of ours.

Their only business is selling uniforms and footwear to the Postal Service. They do this via their Postal Catalogue that is mailed to several hundred thousand letter carriers around the country.

The Weinbrenner Shoe Company is proud to feature 16 of our Postal Certified shoes in U.S. Uniform's most recent catalogue.

Richard Hans is the owner of this fine company which is one of the top sellers of Postal Uniforms in the United States.

THOROGOOD WADERS?

The following excerpt is from a letter received from an Orange County, FL Deputy Sheriff. . .

"On February 23, 1990, I stopped a vehicle for driving under the influence. While interviewing him, he fled and I engaged in foot pursuit, which included tracking the suspect across a pond. In order to get ***across*** *the pond, I had to walk* ***through*** *the pond. It was waist deep, totally submerging my gunbelt and everything south of it. This brings me to my trusty Thorogoods! I knew they were great for comfort. I knew they sparkled when shined. I never knew they could withstand a total immersion into muddy, murky canal water and survive. The next day my husband removed the inner soles and let them air dry in the sun.*

It would be three more days until I'd attempt to wear them again for duty. My husband shined them for me and when I put them on, there was no difference. They did not shrink or stiffen. They were perfect! I would never have known the terrible 'feat' they had endured four days prior.

I have told everyone I work with how these shoes were put to the ultimate test. I'm inspiring everyone to purchase them. I had to take the time to write and tell you that the shoes are fabulous. Being female, I love shoes but these are the best I have ever owned.

For the rest of my career, they are ***all*** *that I will ever buy. Keep up the good work!"*

Sincerely,
Lynn Pitman

This note was also received. It was sent by a Lancaster, PA police sergeant after purchasing a new pair of Thorogood uniform shoes. . .

"The shoes are great! They are the most comfortable shoes I've worn in 16 years of police work."

Steve White

NEW VACATION SCHEDULE

Weinbrenner's annual two-week vacation shutdown will be changing this year to a split vacation schedule. The first shutdown week will start Monday, July 2 and end Friday, July 6, with work resuming July 9. The second shutdown week will be from December 31, 1990 through January 4, 1991. Keep these dates in mind when scheduling trips, and other vacation plans. Tentative plans call for portions of the office and all retail warehousing to work all or part of the July vacation week.

Vacation pay for factory employees will be paid according to the following schedule:

VACATION-PAY	PAID-JULY	PAID-JANUARY
1 week	1 week	0
2 weeks	1 week	1 week
3 weeks	2 weeks	1 week
4 weeks	3 weeks	1 week

FLEET MEET

A very successful meeting was conducted in December between representatives of Blain's Farm & Fleet, Mill's Fleet Farm and Weinbrenner.

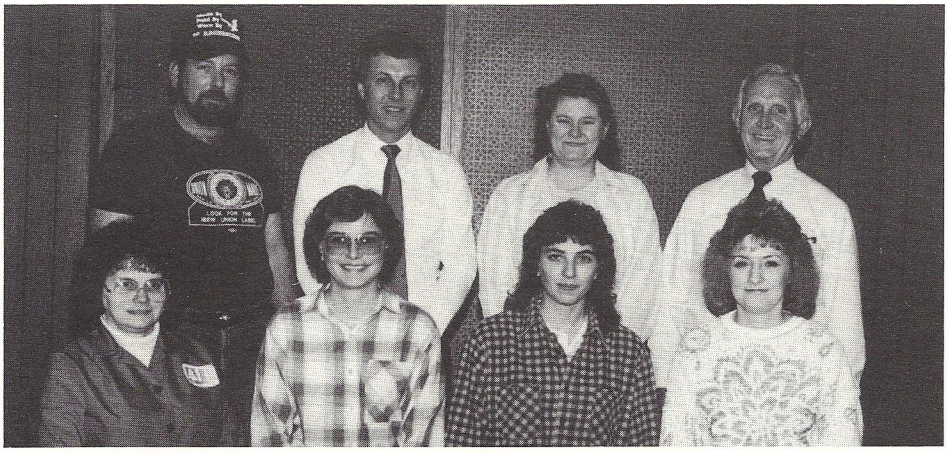
The meeting, which was held in Merrill, resulted in five new styles being added to the Work n' Sport line. An 8" safety toe, featuring grubber leather and 3M Scotchguard protection, is being made in our Process 82 Plant. Marshfield is producing a black safety toe oxford, and an 8" wellington, which also has the grubber and Scotchguard upper. Merrill Injection is manufacturing another Sport n' Leisure casual style and a women's safety toe hiker with the popular leather and cordura upper and polyurethane sole.

It was also decided to update our advertising and promotional efforts at the 54 Fleet stores in order to produce another record year in 1990.

In attendance from Blain's were Bert Blain and Bill Crawley and from Mill's, Stu Mills and Al Hiers. Representing Weinbrenner were Jim Greenlee, President, Steve Kellman, Vice President of Marketing and John Schenzel and Dave Hinke, sales department.



From left: Jim Greenlee, Bill Crawley, John Schenzel (standing), Bert Blain, Stu Mills, Al Hiers, and Steve Kellman.



United Way Winners-Merrill, back from left: Ron Kautz-Union Representative, Gary Tilkens-$25., Rose Von Loh-$30., Jim Greenlee, Company President. Front from left: Jean Leih-$35., Linda Herber-$40., Annette Schreiber-$50., Julaine Hinner-day off with pay.

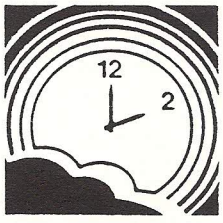


United Way Winners-Marshfield, back from left: Dawn Heart-$35., Colette Jordan-$50., Linda Kilty-$40., Chuck Phillips, Plant Manager, Gail Pollard-$25., Mary Wilson, Union Representative. Front from left: Laurie Hertel-day off with pay, Marie Landwehr-$30.

UNITED WAY WINNERS

Winners of the annual United Way campaign drawings are pictured for both the Merrill and Marshfield plants. Employees donating $18.00 or more were eligible for company donated prizes which included; one day off with pay and gift certificates in amounts of $50.00, $40.00, $35.00, $30.00 and $25.00.

The drive netted $7,222.00 in Merrill and $2,526.00 in Marshfield through employee contributions and Weinbrenner's matching contribution.



DAYLIGHT SAVING TIME BEGINS SUNDAY, APRIL 1

Set clocks ahead 1 hour

Valleyfair! Family Amusement Park

Weinbrenner will have discount tickets available this summer for Valleyfair Amusement Park in Shakopee, MN. Employees may purchase these tickets at both the Merrill and Marshfield factories at 15% off what an adult ticket would cost at the gate. The tickets are good any day through the season.

Valleyfair offers a variety of rides, games, shows, bands, and other attractions; including the supercoaster, Excalibur, the world's steepest rollercoaster.

More information will be coming when the tickets arrive in April.

MERRILL OFFICE 20 YEAR PLUS CLUB



Fifteen Merrill Office employees celebrated the first get together of the 20 year club (20 or more years of continuous employment) with a sleigh ride followed by dinner at a local restaurant.

Employees and their spouses/guests attended the social affair on January 27. Memories and recollections of past years were abundant. Present plans are to have the group meet twice yearly.

Perhaps there is interest in the factories for a similar group. Please contact the personnel office.

CLIP AND SAVE

GIVE and TAKE Coupon

Simply GIVE this valuable coupon to any Weinbrenner Factory Outlet clerk and TAKE 20% OFF any shoes in the entire store. Includes name brands like L.A. Gear, Converse, Kangaroo, Asics, Weyenberg, Cobbie Cuddlers, and Rocksport!

HURRY IN FOR BEST SELECTION AND SAVINGS!!!

(Coupon expires 6/30/90. Not valid with any other offers).

WEINBRENNER

FACTORY OUTLETS

OPEN 7 DAYS A WEEK

MERRILL
536-5559

MARSHFIELD
387-6125

ANTIGO
623-4705

SPRING SPECIALS

CLIP AND SAVE

OLD COMPUTER REPLACED

Weinbrenner has decided to acquire a new computer along with new operating systems. It has been determined that the best equipment for us will be an IBM AS400 system. This will enable us to improve our methods throughout the entire company. The equipment should arrive by the end of March, with each department being phased into the new systems during the next few months. This project will give many of us an opportunity to directly participate in the conversion from the old to the new. Let's all pull together to help make this a success.

LOCAL NEWS

MARSHFIELD

Births: Frank Larkin, Bottoming Foreperson, grandson Phillip James, 1-9-90.

Mike Verch, Bottoming, grandson Tyler Timothy, January, 1990.

MERRILL

We welcome two new employees to the office in Merrill. Both Mary Turonie and Sally Bell started work in January. Mary is a data entry clerk in the EDP department and Sally is a clerk in the Production Planning department.

Births: Sally Olson, Fitting, son John Ross, 3-3-90. Joyce Saxby, Payroll, grandson Joshua Robert, 3-7-90. Violet Volz, Accounting, grandson Daniel James, 1-11-90. Christy Yustus, Lasting, son Jakeb Ryan, 12-21-89. Ron Kautz, Packing, son Joshua Ronald, 1-25-90.

Weinbrenner FOOTNOTES
published by & for employees of the Weinbrenner Shoe Co., Inc.

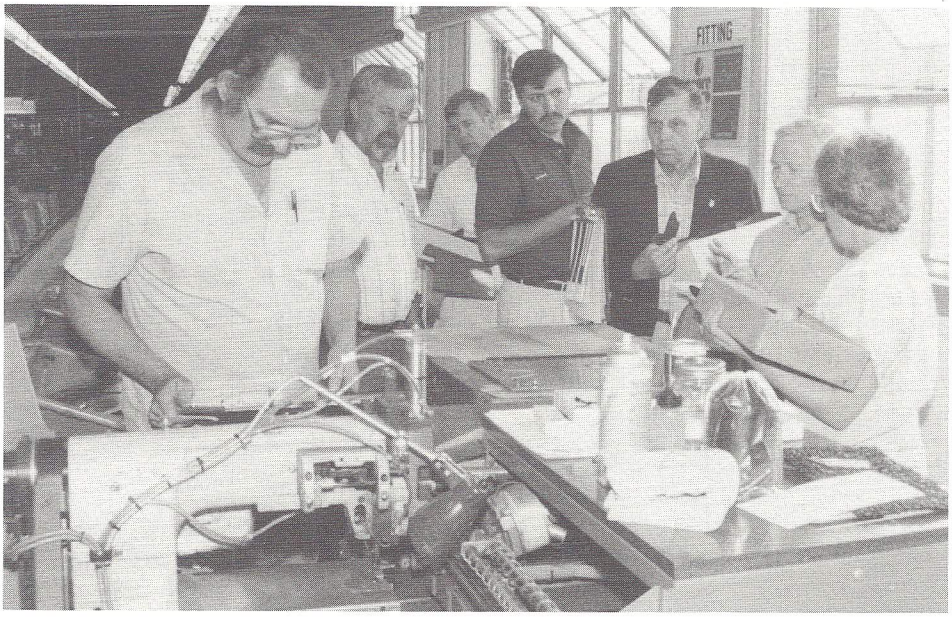
Editor-in-Chief
Stan Gavic

Associate Editors
Dave Finanger
Jim Johnson
Lance Nienow

WEINBRENNER FOOTNOTES

VOLUME 20 NUMBER 2 MERRILL•MARSHFIELD JUNE, 1990

NATIONAL SALES MEETING



A group of sales reps watch the computer stitching operation during their shoe making tour of the Merrill factory. From left: Larry Barwick, computer stitching operator; Paul Netzel, product development; Don Boyles, Steve Henmen, Gordon Owen, Herb Marder, sales reps; and Linda Henrichs, assistant foreperson-fitting.

The Thorogood Sales Division held its National Sales Meeting in both Merrill and Oshkosh from June 14 to 17.

It was a very informative session and featured presentations by a group of our Raw Material suppliers to give our sales reps a better understanding of the components that go into our footwear. The group then went into the factory and each "made" their own Code 3 shoe.

Norman Strickland, Don Boyles, Dick Montville, Herb Marder and Ron Rydman all made presentations to the group in areas in which they excel. They were all well received and this sharing of information was of benefit to the entire group.

The Sales Meeting finished up Saturday with our line presentation. Our group of shoes called "SNOUTERS" looks to be the "Hot One" for this coming season. We're all eagerly awaiting the orders.

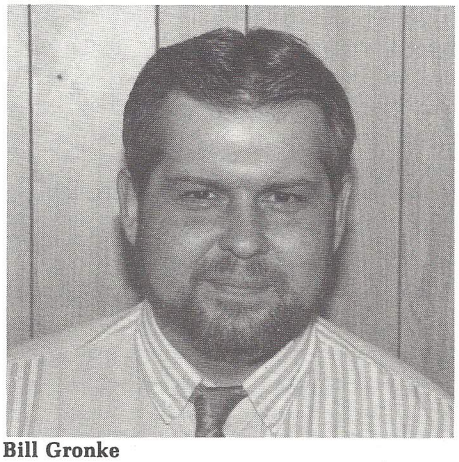
NEW ASSIGNMENTS

During recent months the following employees have changed jobs, either accepting new assignments or promotions.



Gwen Block

Gwen Block has transferred from the Sales Department to the Credit Department as credit clerk. She started with the company through the High School Co-op Program in January of 1978. In addition, she has worked in the E.D.P. Department as a data entry clerk, and in the Personnel Department as a personnel clerk.



Bill Gronke

Bill Gronke has been promoted to the position of Acting Plant Manager, Merrill. Bill started with the company in 1977 as a press operator, moving to press mechanic, then foreperson trainee, foreperson Finishing & Packing Department in the former Welt plant, and prior to his promotion, foreperson of the Injection Department. In his new capacity he is responsible for production, as well as Maintenance in the Merrill plant.

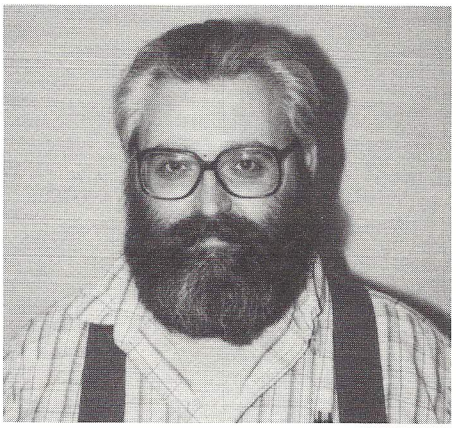


Julie Hinner

Continued On Page 2

Continued From Page 1

Julie Hinner has transferred from E.D.P. as a data entry clerk to the Personnel Department as personnel clerk. She most recently returned to Weinbrenner in 1987, prior to which she worked as a mail clerk, a payroll calculator, and E.D.P. clerk.



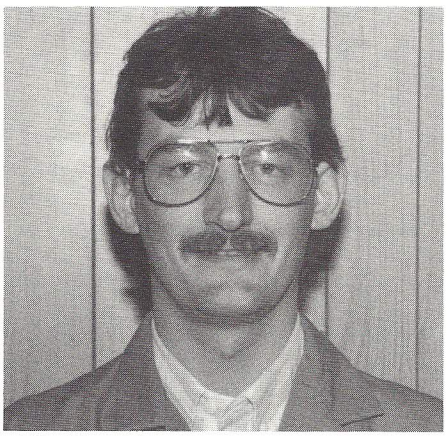
Keith Jacobson

Keith Jacobson has been promoted to the position of Computer Stitcher Technician/Maintenance leadperson, from a mechanics job in the Merrill Fitting Department. His responsibilities include the computer stitchers, pallet making, assisting in the Fitting Department, and directing the workflow in the Maintenance Department. Casey's most recent employment began in 1983 when he returned to the company from dairy farming.



Julie Janssen

Julie Janssen has been promoted to the position of Material Cost Estimator, from Cost Department clerk. She is responsible for determining the cost of all raw materials that go into a pair of shoes; from upper leather in the Cutting Department, through tissue and hang tags in the Packing Department. Prior to the Cost Department, Julie worked in the Packing and Press Departments, starting with the company in 1972.



Mike Kopetzky

Michael Kopetzky has been promoted from Press Department mechanic and leadperson, to Press Department foreperson. Mike started in 1977 in the Press Department as a toe former, then press operator, moving to the position of press mechanic. His responsibilities include toe forming through scouring, and the milling operations.



Donna Radtke

Donna Radtke has transferred to the Cost Department as the Costing Department clerk, previous to which she was a production scheduler in the Production Planning Department. Donna most recently returned to Weinbrenner in 1985, prior to which she had performed most of the jobs in the Production Planning Department.

SUMMER FUN DISCOUNTS

When planning your summer activities, remember that you can take advantage of discounts offered for Circus World Museum in Baraboo, WI, Great America in Gurnee, IL, and Valleyfair in Shakopee, MN.

Information and discount tickets are available from the receptionists at Marshfield and Merrill and the Personnel Department in Merrill.

SAFETY SCOREBOARD RECORDS

Since the last Footnotes publication, employees in the following departments were treated to coffee break donuts for having worked over 100 days without a recordable accident or illness: Merrill-Retail Warehouse, Raw Material Warehouse, and Lasting:

The current recordable accident/illness free days as of June 9, 1990 are as follows:

MERRILL	
Cutting	42
Prefit/Fitting	31
Lasting	107
Bottoming	387
Injection	46
Finishing/Packing	61
Mill/Press	87
Maintenance	665
Retail Whse.	1308
Raw Mat. Whse.	335
MARSHFIELD	
Cut/Prefit	77
Fitting	7
Lasting/Insoles	35
Bottoming	18
Finishing	177
Packing	87

BUSINESS WORLD

As we have done for the past few years, Weinbrenner has donated a scholarship to the Wisconsin Manufacturers & Commerce Business World Program. This program enables local high school business students to attend a week-long summer session to learn something about how a business operates. We are proud to be a continuing part of this worthwhile educational program.

401(K) INVESTMENT OPTIONS

Our 401(K) plan will soon become a more attractive savings plan. We plan to offer each participant a choice between two investment options; a balanced fund which is a portfolio of stocks, bonds, notes, and cash equivalent securities; and a conservative fund similar to the current investment account to provide security and high income from short term maturities. Details will be given to each participant in the near future.

BOOT OF THE ISSUE



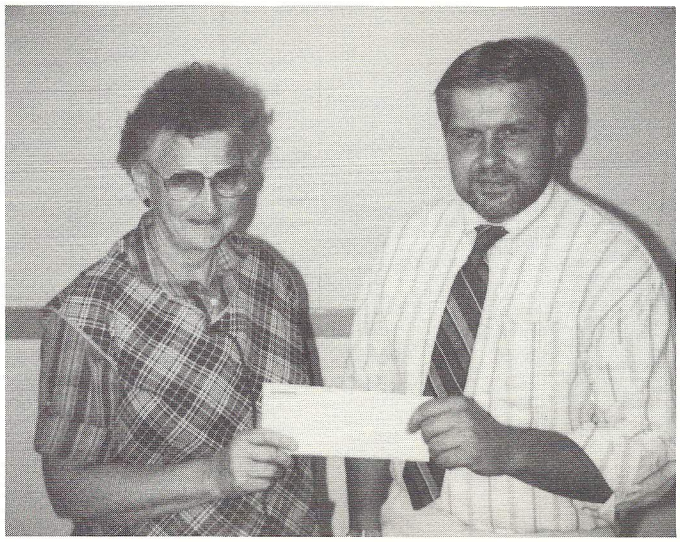
At the recent Thorogood National Sales Meeting, a new line of work boots was introduced called "Snouters."

This steel and non-steel package features breathable boarhide upper leather, Poly-Pillow Foot Pacer insoles, and lightweight Polyurethane outsoles.

A complete promotional and advertising package will be available to qualifying dealers.

We are confident that our dealers will not be "boared" when this new line is presented to them.

SUGGESTION AWARD



Audrey Blum receiving suggestion award from Bill Gronke, plant manager.

A $100.00 award was recently received by Audrey Blum, Merrill Fitting, for suggesting that the quarter backer was not needed on one of our shoe styles, resulting in a savings on time, materials and other costs.

If you have a suggestion that you feel would improve safety, prevent waste, reduce costs, improve quality or be of some other benefit, put it in writing in one of the suggestion boxes. Cash awards are paid to all eligible employees for suggestions that are approved by the Suggestion Committee.

VACATION SAFETY TIPS

•Planning a trip? Before leaving home lock all doors and windows. Leave extra keys with a trusted friend. Set automatic timers for lights and radio. Have someone mow the law and pick up your mail and papers while you are gone.

•If you are driving: Wear your seat belt. Never leave children or pets alone in a car. Lock valuables in the trunk or take them with you when you leave your car. Don't drink and drive.

•Going boating? Wear an approved life jacket. Don't boat in bad weather. Check all equipment and the fuel level before starting out. Let someone know where you're going and when you'll be back. Don't drink when boating. Know boating safety rules.

•Remember water safety: Swim where there is a lifeguard. Don't swim alone or when tired, chilled or overheated. Don't dive into unknown waters-jump in feet first.

•Going to be in the sun? Use a sunscreen with a Sun Protection Factor (SPF). Apply sunscreen before you go out and reapply often, especially if swimming. Wear a hat and sunglasses.

•Planning a picnic? Keep food cold. Never leave perishables (meat, poultry, hard boiled eggs, fish, etc.) in a hot car or in the sun. Never use gas, kerosene or alcohol to start a fire. Keep a container of water nearby.

•Insects going to be a problem? Wear long sleeved shirts and slacks. Avoid perfumes and scented lotions. Apply insect repellant. If stung, scrape stinger out backwards with finger and apply baking soda paste, ice or calamine lotion. Remove ticks with a pointed tweezers, pulling straight out. Make sure to remove the mouthparts. (If you develop a rash or signs of illness, consult a physician).

Safety Makes Vacation Days Happy Days

COMPUTER CONVERSION PROGRESSING

Progress continues on Weinbrenner's installation of an IBM A/S 400 computer. Information files for marketing, customer service, order entry, and accounts receivable have been loaded from the company's old computer to the new one. Accounts payable are in the process of being converted.

Parts of the conversion have gone well enough that a portion of the applications went "live", that is, became operational 2 months ahead of schedule. As a result, Weinbrenner was able to land a large new account.

Future Footnote issues will let you know what other progress is made.



Annette Williams and Judy Landis (back row), have been assisting Weinbrenner in the new computer conversion. Here they are instructing accounting personnel in operating the new system. From left, seated: Betty Emanuel, Violet Volz, and Jerry Nowak.



From left: Brenda Mosser, Lori Paul, and Kristen Beyer have been working on entering information files into the new computer system.

MARSHFIELD AREA YMCA BUILDING CAMPAIGN

The Marshfield Area YMCA is currently conducting a building campaign for a new 42,000 sq. ft. facility. The facility will include a gymnasium complex, exercise and weight training, swimming complex, lockers and shower areas, multi-use areas, as well as other features.

A YMCA representative will be at the Marshfield factory on Wednesday, July 11th, to make a short presentation to employees, and give them the opportunity to contribute to the building campaign. Weinbrenner Shoe Co. will be making a donation toward the new facility, which will be added to the employee contributions.

INSURANCE DEDUCTIONS CHANGING

Due to changes in some of our group insurance premiums, employees will be seeing a change in the amounts deducted from their paychecks. The new deduction amounts will be posted on the company notice boards.

We have not made any changes in our group insurance carriers. The changes in your insurance deductions are only a result of changes in our billed premiums from the carriers.



ALL TIME RECORD



From left: Lance Nienow, V.P. Operations; Dick Cherwenka, maintenance; Dave Finanger, Credit/Office Manager.

On July 14, 1990, Dick Cherwenka, Maintenance Department, Merrill, will complete 48 years of continuous service, setting an all-time employment record. As announced in the last edition of Footnotes, Carl Moen, Marshfield, was the previous record holder, completing 47 years and 1 month of service in the Marshfield Lasting Department prior to retirement.

Dick has no plans of retirement and wants to work as long as he can. During his career he has performed two primary jobs; first as a rough rounder in the Merrill Bottoming Department, and since 1967 as a mechanic at the Merrill plant.

Congratulations, Dick!

WELCOME TO RUSTY PATTERSON

Don Miller, our Chicago area sales rep, escorted Rusty Patterson of Kale Uniform, the leading uniform dealer in the Mid-West, to our Merrill Factory.

Rusty, who is the coordinator for the Chicago Fire Dept. Commissary, was here to tour our facilities and to work with our Sales and Product Development Departments to implement new styles for the Chicago Fire Department.

It is visits like Rusty's that allow us to keep finding innovative new ideas and styling that keeps us number one in uniform footwear.



Rusty Patterson of Kale Uniform (left), with Don Miller.

EMPLOYMENT MILESTONES

Weinbrenner and the Footnotes' editors congratulate and thank the following employees for their many years of service to the company. Those employees who reached a milestone between 6-1-89 and 6-1-90 are as follows:

ME-Merrill MA-Marshfield

5 Years -Mary Jo Genett, MA Bottoming; Shirley Wienke, MA Fitting; Mary Ann Scholl, MA Cutting; Jacki Schoenfuss, MA Fitting; Jeffrey Fekete, MA Cutting; Rosemary Haigh, MA Fitting; Elinore Fredrickson, MA Fitting; Cindy Kloss, ME Fitting; Kathleen Case, ME Fitting; Jill Sylfest, ME Packing; Michael Buljubasic, ME Maintenance; Marvin Clark, ME Injection; Maureen Hoffman, ME Fitting; Sarah Luedtke, ME Retail Whse.; Patricia Schulz, ME Fitting; Joseph Gryskiewicz, ME Press; Ted Baumann, ME Retail Whse.

10 Years -Karen Krause, MA Bottom Prep; Pamela Kolb, MA Fitting; Jayne Dotter, MA Receptionist; Ronald Hendrickson, MA Packing; Steven Clark, MA Finishing; Lynn Strand, ME Purchasing; Rebecca Bandt, MA Bottoming; Maxine Ballerstein, MA Fitting; Carolyn Pernsteiner, MA Bottom Prep; Archie Vanderhoof, MA Bottoming; Kathy Bock, MA Bottom Prep; Kay Ellenbecker, ME Fitting; Margaret Seis, ME Lasting; Mary Ann Forster, ME Fitting; Lawrence Barwick, ME Fitting; Marjorie Yanda, ME Packing; Katherine Kleinschmidt, ME Fitting.

15 Years -Gary Tilkens, ME Purchasing; Maridene Federwitz, MA Pre-Fit; Linda Kilty, MA Fitting Assistant Foreperson; Mary Ellen Dittner, MA Lasting; Mary Wilson, MA Lasting; Daniel Szulczewski, ME Quality Control; Janella Rice, ME Fitting; Karen Hoffman, ME Pre-Fit; Jo Ann Hinz, ME Lasting; Joyce Pfantz, ME Pre-Fit; Marlene Saal, ME Cutting; Gordon Owen, Sales Rep, North Carolina.

20 Years -Michael Verch, MA Bottoming; Lance Nienow, ME V.P. Operations; Betty Emanuel, ME Accounting; Kathleen Graap, ME Packing; Darrell Lekies, ME Injection; Donald Erickson, ME Retail Whse.

25 Years -Terry Durst, MA Bottoming; Nancy O'Brien, MA Fitting Foreperson; William Mahn, ME Lasting; Donna Mahn, ME Fitting.

30 Years -Norbert Chase, MA Lasting.

35 Years -Lola Schalow, MA Packing; Lucille Schreindl, MA Fitting; Esther Steidtman, ME Cutting.

40 Years -Vivian Speener, ME Fitting; Eileen Anderson, ME Packing.

45 Years -Leonard Harzke, ME Raw Material Whse.



TEN YEARS YOUNG

The following letters were recently received from two happy consumers. . .

"Weinbrenner Shoe Folk,

I just want to say how impressed I am with the shoes I bought perhaps 10 years ago". . . (Process 82 Fisherman's Chukka). . . "The soles are just beginning to wear in the back. They have been worn fishing, in the water, on rocky hikes in the desert, farming-orcharding, climbing ladders, and they are still my favorite kickaround shoes. Scruffy, but substantial.

Thanks for a GREAT shoe.

Sincerely,
Will Ashley
Tucson, AZ."

"Mr. President,

This is the second pair of Weinbrenner shoes I've owned in the last 3 years. My first pair gave me very good service and lasted me for 2½ years. I wear my shoes for over 300 days a year and about 10 hours a day.

You folks make a very good product. Keep up the good work. I flat refuse to buy shoes from an off shore source. Keep making good shoes, because people like myself will always buy a good AMERICAN product.

Thanks,
Douglas Rhinehart
Wasco, OR."

ATHLETICS -

Featuring - L.A. Gear, Converse, Asics, Asics Gels, Puma, Turntec, New Balance, and Kangaroo.

Now

25% OFF

VISA MasterCard

Not Valid With Any Other Offers.
Expires 7/15/90

WEINBRENNER
Factory Outlet Stores

LOCAL NEWS

MARSHFIELD

MARRIAGES:

Jayne Steinwagner (office) and Jim Dotter 5-19-90.

Mark Wieseman (Finishing) and Connie Boushon 5-4-90.

Constance Graham (Fitting) and Ray Sersch 6-1-90.

BIRTHS:

Sharon Schuh (Lasting) twin granddaughters-Brittney Lynn and Alicia Marie 4-12-90.

Carlene Dye (Prefit) granddaughter-Jackie Marie 6-13-90.

MERRILL

MARRIAGES:

Nancy Teal (Packing) and Gary Sorano 6-9-90.

Annette Schreiber (Cutting) and Robert Stone 4-7-90.

Ronald Kautz (Packing) and Beth Voigt 4-28-90.

BIRTHS:

Amy Kressel (Cutting) son, Adam James 4-17-90.

David DeHart (Injection) son, Casey David 5-10-90.

David Hinke (office) son, Gregory Kevin 12-19-89.

Joseph Gryskiewicz (Press) son, David John 12-1-89.

RETIREMENT:

Darlene Hehling (Mill) 24 years.

Rita Seis (Raw Material Whse.) 14 years.

Delores Scheu (Packing) 34 years.

We welcome two new employees to the office in Merrill. Both Darlene Slewitzke and Lori Paul started in May. Darlene is a Production Planning Clerk in the Production Department and Lori is a Data Entry Clerk in the Sales Department.

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published by & for employees of the Weinbrenner Shoe Co., Inc.

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Stan Gavic

Associate Editors
Dave Finanger
Jim Johnson
Lance Nienow

weinbrenner

FOOTNOTES

What's Afoot at WEINBRENNER

1975

Volume 6, Number 6 Antigo, Marshfield & Merrill, Wisconsin Jan., Feb. & Mar

HONOR RETIREES



Left to right, seated: Jeanette Schaefer, Erna Arnett, George Neubauer. Standing: Max Heckendorf, Wendelin Weigel, Herbert Nass, Marvin Vachavake, Marvin Goetsch, Elroy Van-Slate, N. Brown Trexler.

Twelve retired Weinbrenner employees, all with a minimum of twenty-five years of service and with an accumulated total of 382 years of employment with Weinbrenner were the honored guests of the Company at a recent dinner gathering, Lincoln Lanes, Merrill.

The three Marshfield and nine Merrill people with spouses/or family members were individually recognized following the dinner and were presented engraved silver bowls and gift certificates by Company President, James Greenlee. Master of ceremonies for the evening was retired (forty-seven years) Weinbrenner employee, Lester Schoenke. Also included in the evening were remarks by Production Manager, Marc Schaeffer and Personnel Manager, Lance Nienow as well as musical entertainment by the Merrill High School Chamber Singers.

The honored guests included:

	Years of Service
Erna Arnett	
Margaret Bussman	
Marvin Goetsch	
Max Heckendorf	
Anton Hoffman	
Herbert Nass	
George Neubauer	
Jeanette Schaefer	
N. Brown Trexler	
Marvin Vachavake	
Elroy Van Slate	
Wendelin Weigel	



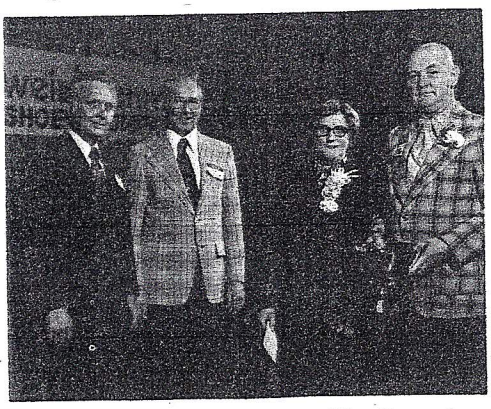
Left to right: James Greenlee, Lester Schoenke, Mr. and Mrs. Wendelin Weigel.



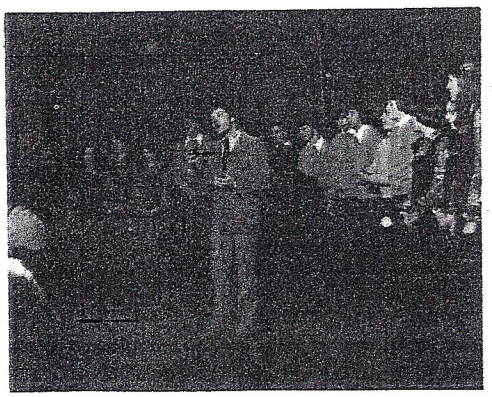
Left to right: James Greenlee, Lester Schoenke, Erna Arnett, Russel Herdina.



Left to right: James Greenlee, Lest Schoenke, Karen VanSlate, Elroy Va Slate, Carol Osness.



Left to right: James V. Greenlee, Lester Schoenke, Mr. and Mrs. Marvin Vachavake.



Merrill Senior High Chamber Singers.

Weinbrenner
FOOTNOTES
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Obituaries

George E. Neubauer

George E. Neubauer, 71, 607 Liberty St., Merrill, died Wednesday at 8:30 p.m. in Holy Cross Hospital, Merrill.

Mr. Neubauer worked as a machinist at Weinbrenner Shoe Co., retiring in 1975. He was born May 8, 1910, in Merrill, son of Emil and Bertha Neubauer. He was married Sept. 21, 1935, in Merrill, to Beryl Wiley, who survives. An avid hunter and fisherman, Mr. Neubauer was a former member of the Lincoln Sports Club and Lincoln Archery Club.

Survivors besides his wife include a daughter, Mrs. Gene (Donna) Block, Route 7, Merrill; a son, Phillip, Route 7, Merrill; a brother, Herbert, Route 1, Merrill; a sister, Mrs. Otto (Ella) Moeck, 1118 N. Ninth Ave., Wausau; five grandchildren and a great-granddaughter.

Services will be held Saturday at 11:15 a.m. in Trinity Lutheran Church, Merrill. The Rev. Donald Schulz will officiate, and burial will be in Merrill Memorial Park. Friends may call at Schram-Waid Funeral Home in Merrill Friday from 4 to 9 p.m. and at the church Saturday until the time of services.