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Woody's World

QUALITY & CONSISTENCY ARE A TEAM EFFORT

WOOD'S POWR-GRIP EMPLOYEE NEWSLETTER

FALL QUARTER - 2015

WPG SALES UPDATE

SUBMITTED BY BRYAN WOOD, PRESIDENT

Well I am excited to report that construction of the south end addition is ahead of schedule. Jerry Jones along with all the folks from Jones Construction, their subcontractors, and of course our very own Bob Robinette have done a great job of pushing the project along. I also have to point out that some of the reasons for us being ahead of schedule is because our vacuum lifters allowed them to install the complete roof and wall panel package in about half the time they thought it was going to take. We are currently on pace to have everything completed to the point where we can start moving in, in about a month.

While all this construction has been going on Trever and Sam (with help from others like Tony and various other supervisors and managers) have been hard at work figuring out where everything is going to go, and how they are going to get it there, once the addition is completed. It may seem like a straight forward task, but in reality it is anything but straight forward. We have to try and determine what areas are going to grow the fastest and focus on creating space in these areas when rearranging everything. We are also trying to implement a number of efficiency improvements at the same time. Some of these improvements are from new equipment, some

of it will be from changing flows to reduce handling, and some will come from more point of use inventory to reduce the amount of time spent moving inventory around the building.

Once the addition is completed implementing these changes and moving all the areas with minimal interruption to production is going to be a challenge. This is going to require a lot of planning as well as cooperation and help from everyone. Once we shut down an area and start moving it we may be putting in some long days to make sure the area gets put back into service as quickly as possible.

The other big changes we have seen over the summer include the addition of a lot more parking along the west side of the building and the installation of the cooling system. The new parking area gives us and additional 30+ much needed parking spots. The new cooling units are in and operational. The second phase of that project is to install ductwork to more evenly distribute the cool air throughout the shop. The installation of much of this ductwork will be timed to take place in some areas after they have been cleared out during the rearranging. This will help eliminate some of the challenges that would come with trying to work over the top of things.

As you may remember from the last newsletter we ended the second quarter with sales that were about 2% ahead of second quarter 2014. At that time I was predicting that by the end of the third quarter 2015 sales would be level with 2014 sales. Well my prediction was a little off. Now I'm forecasting that at the end of the third quarter (that is the end of September) our 2015 sales will actually be about \$225,000 to \$275,000 ahead of 2014 at the same time.

I am finding it a little hard to predict what to expect in the fourth quarter. Through most of August my optimism for the rest of the year was increasing. However then at that end of August we had that market correction and there are rumors of rising interest rates. These factors could cause some nervousness in the construction market causing building to cool off a little. Plus we are still seeing the dollar remain strong against the Euro which is making it difficult for our European distributors to compete resulting in reduced exports. However I am going to remain optimistic and predict that 4th quarter 2015 will be as good as or better than 4th quarter 2014. That being the case I expect us to close out 2015 with some modest sales gains over 2014.

ANNUAL WPG PHOTO CONTEST

SUBMITTED BY STACY LAWVER, MARKETING

I'd really like to thank everyone who took the time and effort to submit their photos in this year's contest. I'd also like to thank Don for pushing the contest and for his humorous reminders! We had so many great photos again this year! I think our 2016 WPG calendar is the best one yet! Congratulations to our winners and many thanks to all who took the time to participate.

The contest would not be possible without the support of the management of Wood's Powr-Grip. Special thanks goes out to them for supplying the generous cash prizes.

This is our 2nd year running with three categories, one winner per category. Prints of the photos were posted in the downstairs break room. Each Powr-Grip employee had the opportunity to vote for their favorite three photos in each category - Animal, Landscape and People. The winners were determined by tallying the ballots. Those photos that received the largest number of votes won. This year I've been asked to include honorable mention in each category so here we go:

OUR WINNERS ARE!

Julie Patterson - Landscape

David Peters - Animals

Lacey Thompson - People

HONORABLE MENTION:

David Meuchel - Landscape

Gary Bond - Animals

Cary Haman - People

Every year I hear folks say they have photos, but they forgot to turn them in. I would just like to encourage everyone to start planning now for next year's contest. The deadline will be Monday, July 11th. You can turn in your photos anytime between now and then. In the past 2 years we've been lenient and given an extra day to submit your photos. Monday is the extra day. The 11th is the Monday after the 4th of July holiday so please be sure to get your photos in on or before July 11th!!

I am always looking for ideas to improve the photo contest. I have already received two suggestions for next year's contest.

Idea #1 - Add a fourth category - "CREATIVE" where contestants are allowed to alter their photo to their heart's content. This would include the use of any photo editing software you choose.

Idea #2 - Require contestants to title their photos. Sometimes the context of the photo and the title make all the difference.

Please let me know - do you like or dislike these suggestions? Do you have an idea of your own you'd like to try out? Do you have any changes you'd like to make to the current rules? More time or less time to vote? More or fewer votes per category? More or fewer submissions per category? Please drop a (signed) note in my box or send me an e-mail.



JULIE PATTERSON



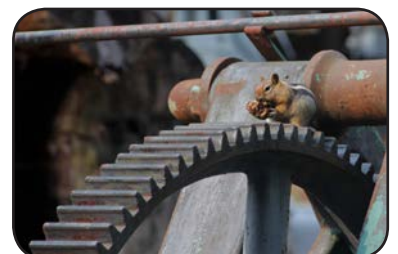
DAVID PETERS



LACEY THOMPSON



DANIEL MEUCHEL



GARY BOND



CARY HAMAN



CALENDAR OF EVENTS

HRA FOLLOW UP & WELLNESS CARD TO HR DUE

November 16th

THANKSGIVING HOLIDAY

November 26-27th

WPG CHRISTMAS PARTY

December 11th

CHRISTMAS SHUTDOWN

December 24th - January 3rd





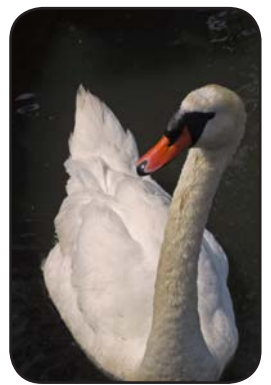
AMY JEFFERY



AMY JEFFERY



AMY JEFFERY



BYRON LARUE



BARRY WOOD



BRENDA LAWVER



BRENDA LAWVER



BRENDA LAWVER



BYRON LARUE



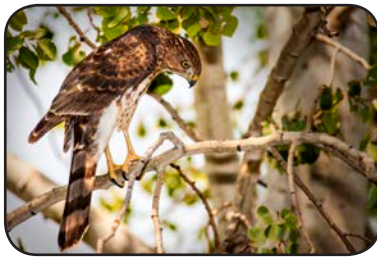
BYRON LARUE



LACEY THOMPSON



CHAD MCNEESE



DAVID PETERS



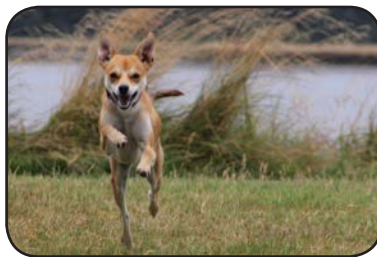
DAVID PETERS



ALEISA ABELL



GARY BOND



GARY BOND



JULIE PATTERSON



AMY JEFFERY



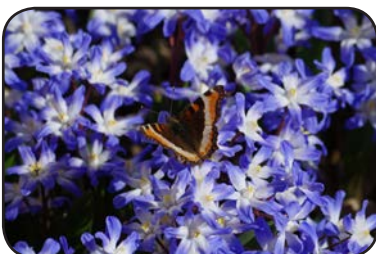
JULIE PATTERSON



JULIE PATTERSON



LEE ANN WOOD



PATTI FYFE



PATTI FYFE



SCOTT SIMONS



BYRON LARUE



SEAN ERICKSON



SEAN ERICKSON



SHARON KRUG



HEIDI DENIS



VALERIE SEYMOUR



VALERIE SEYMOUR



VALERIE SEYMOUR



ALEISA ABELL



AMY JEFFERY



AMY JEFFERY



HEIDI DENIS



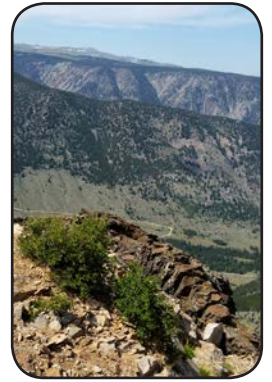
BARRY WOOD



BARRY WOOD



BARRY WOOD



HEIDI DENIS



BETTY RONAN



BETTY RONAN



BETTY RONAN



LACEY THOMPSON



BRENDA LAWVER



BRENDA LAWVER



BRENDA LAWVER



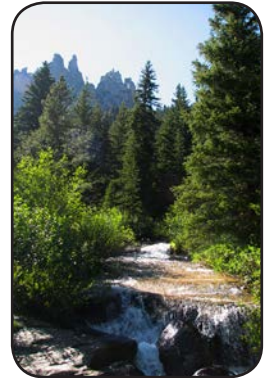
BYRON LARUE



BYRON LARUE



CHAD MCNEESE



MIKE LONGBOTTOM



MARTY PETERSON



DANIEL MEUCHEL



DANIEL MEUCHEL



SCOTT SIMONS



DAVID PETERS



DAVID PETERS



DAVID PETERS



GARY BOND



GARY BOND



GARY BOND



SEAN ERICKSON



JOSH EICKHOFF



JOSH EICKHOFF



JULIE PATTERSON



VALERIE SEYMOUR



JULIE PATTERSON



LACEY THOMPSON



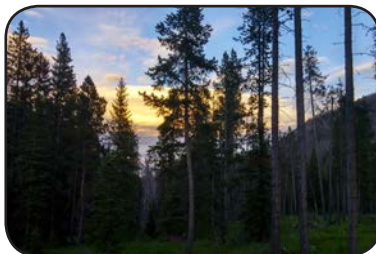
LEE ANN WOOD



KELCIE WOOD



PATTI FYFE



MIKE LONGBOTTOM



MIKE LONGBOTTOM



PATTI FYFE



PATTI FYFE



SHARON KRUG



AMY JEFFERY



DON HAYES



DAVID PETERS



BRENDA LAWVER



BYRON LARUE



STACY LAWVER



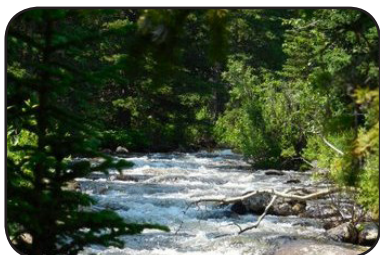
STACY LAWVER



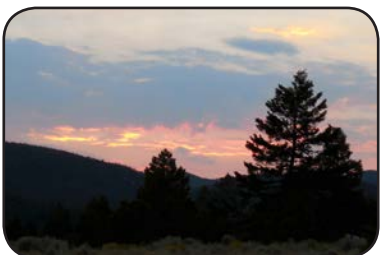
STACY LAWVER



DON HAYES



VALERIE SEYMOUR



VALERIE SEYMOUR



KELCIE WOOD



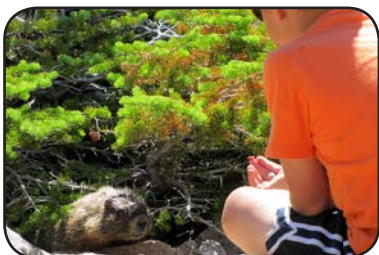
DON HAYES



LEE ANN WOOD



LEE ANN WOOD



AMY JEFFERY



AMY JEFFERY



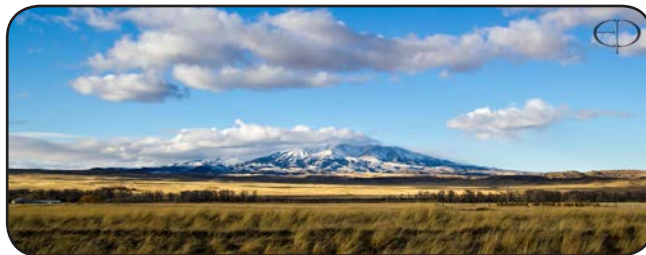
SEAN ERICKSON



BYRON LARUE



CHAD MCNEESE



SEAN ERICKSON



DAVID PETERS



DAVID PETERS



MARTY PETERSON

CORRECTIVE ACTION SYSTEM UPDATE

SUBMITTED BY TOM DEBREE,
QUALITY ASSURANCE DIRECTOR

Like most years, there tends to be a lot of activity and generally a lot of things that get done that not everyone may be aware of. This year is no different, but it does seem like there has been an above average number of CAR's and Shutdowns that have been put in. To date, there has been 304 CAR's and 530 Operator Shutdowns put in, for a combined total of 834 issues identified so far this year. That equates to about 105 issues (or problems) being identified each month, which is a lot. Not all of these are necessarily problems, however. Of the 304 CAR's that were put in 90 were for issues that would be considered improvements. Of the more than 800 issues that have been identified this year, nearly 700 have already been addressed and completed (corrected). That represents a lot of work that has already been completed, by a large number of different people. Another point that I

believe to be very interesting and encouraging is the number of different people who initiated either a CAR or Shutdown in the last 8 months. There were 148 different people who put in at least one CAR or Shutdown during that period and we have had around 170 different people worked here at least part of the time during that same 8 month period. Considering the amount of employee flux we have had with all the new hiring this would have to be considered near total involvement by the core people working here during that period. That is a really great statistic to have and everyone working here should be rightly proud at how involved everyone is working here. I would like to thank everyone for their efforts, both at identifying problems and at getting these problems resolved. It is through both at these efforts that we are able to improve as an organization and truly excel in our industry.



SHARON KRUG



STACY LAWVER



PATTI FYFE



MARTY PETERSON

OFFICE UPDATE

SUBMITTED BY BARRY
WOOD, VICE PRESIDENT

There haven't been many noticeable changes in the office since the last newsletter. Kelcie has gone back to school, and is no longer in the office. However, this is not unlike the effects felt all over the building of the summer help leaving.

One large change that has come through is regarding our 401k plan. We made several updates to the way it will be handled.

1 In the past eligibility requirements were 1000 hours of work over a consecutive 12 month period.

a. For full time employees we have shortened the wait period to correspond more closely with the probationary period, and the hour requirement is going away.

b. For part time employees, the requirement is that they work 1000 hours between two anniversary dates to qualify. The calculation is made on the employee's anniversary; so part time employees can only become eligible on (the first payroll following the end of the month after) their anniversary.

c. Everyone has to be over 21 years of age to qualify.

d. Once someone becomes eligible, he/she is eligible as long as they are employed by WPG.

continued on page 10

OCTOBER

Byron LaRue	10/3
David Peters	10/9
Alexander Poore	10/9
Nate Frickel	10/13
Kelsie Dolman	10/14
Stacy Lawver	10/19



NOVEMBER

Patti Rosenberg	11/8
Laura Dubell	11/9
Katie Whitmoyer	11/16
Charles Sewell	11/17
Conway Hendrickson	11/23
Amber Brant	11/27
Levi Jones	11/27



DECEMBER

Steven Thompson	12/1
Lee Ann Olson	12/5
Chad McNeese	12/9
Carol Brooks	12/12
Ed Shipp	12/12
Brad Wood	12/13
Laurie Mikesell	12/16
Kyle Schmidt	12/16
Mila Becker	12/23
Martin Peterson	12/27
Marcy Munguia	12/30

NEW EMPLOYEES



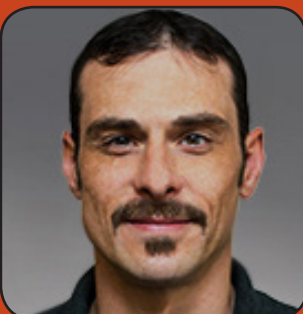
AMBER BRANT
Night Molder



MARCY MUNGUIA
Machining



BRANDON COREY
Production Technician
Night Shift



GABE BUSH
Production Technician
Night Shift

A GREAT VIDEO TO WATCH & SHARE

SUBMITTED BY DAVID PETERS, MARKETING

As most of you are aware, the walls and the roof of the new addition are now in place. During the assembly process, members of the APEX construction crew employed

used the MTCL attached to a telescoping boom forklift.

Stacy Lawver put together a brief video that demonstrates this process. You can find it on the WPG YouTube



the use of our P1, MTCL, and Panel Master vacuum lifters. The workers had nothing but positive things to say about the lifters, and felt that they really made the job go faster and easier.

In order to prevent damage in shipping, the roof panels were stacked one right side up, one upside down. Before they could be put in place, the construction crew had to flip the panels that were upside down, turn them over and then prep them for the lift. To facilitate the flipping of the 50 foot long, 500 lb. roof panels, the construction crew

channel here: <https://www.youtube.com/watch?v=A2-wbFAX5po&feature=youtu.be>

Alternatively, you can go to the gallery section of the WPG website and view it there as well. It's the first video in the "Wood's Powr-Grip's Below-The Hook Vacuum Lifters In Action" section.

Take a look. It's really interesting to see the products that we make, market and sell in action. If you go to the YouTube video, make sure you like it and share it with your friends on your FaceBook page. A little extra publicity goes a long way.

WEAR YOUR WPG JAMMIES

SUBMITTED BY DAVID
PETERS, MARKETING

The Montana Association for Career and Technical Educators will be having their state convention in Billings on October 15 & 16 of this year. Eric Croft, an Automotive Instructor at Capital High School in Helena, has contacted us and requested a tour of our facility. His group will consist of approximately 35 high school shop teachers from around the state.

We would like to ask everyone to wear WPG branded shirts and hats for the occasion. Also, we would like to leave them with a good impression, so we would appreciate it if you would kind of clean up your respective work areas before the tour group arrives.

We will be splitting the group into three smaller groups for the tour. Tour guides will include:

David Peters (guide) – Byron LaRue (wingman)

Chad McNeese (guide) – Lisa Hagel (wing(wo)man)

Joe Landsverk (guide) – Bryan Strobel (wingman)

We will start the tour at 8:30 am on Friday, October 16th and plan to take about an hour to make the rounds. Your help in assisting the tour guides is greatly appreciated.

FROM A CUSTOMER!

AS USUAL, THANK YOU FOR YOUR
SUPERB CUSTOMER SERVICE! YOU HAVE BEEN SERVING
OUR COMPANY SINCE 1986.

Main Glass Service
325 E. MAIN ST.
CIRCLEVILLE, OHIO 43113



2015 WELLNESS PROGRAM AND FLU SHOTS

SUBMITTED BY DON HAYES, HUMAN RESOURCE MANAGER

As many or most of you know, this is the time of year for our Wellness Program for employees to become more aware of their current health condition, what they need to do to improve it, and potentially qualify for a discount in premium on the company health insurance.

We are trying something a little different this year. In the past we had the "Know Your Numbers: WPG's Health Goals" with the required sign off sheets. This year we have shifted a bit to a focus from achieving the WPG Health Goals to defining healthy and reasonable health goals with a Wellness Coach or health care provider.

The blood draw was completed on Wednesday, July 29th and EBMS representatives were here at WPG on Wednesday August 26th to assist those who needed some help with completing the Health Risk Assessment (HRA) on the EBMS website.

We are now at the stage where EBMS is taking the blood draw information and the HRA information and combining them to determine if an employee just needs to follow up with a Wellness Coach or needs to meet with a health care provider to discuss the results.

EBMS is currently working with miCare to determine the best

days to do onsite follow up appointments and arranging for contact by Wellness Coaches. I understand that EBMS will be sending out letters to members directing them which avenue they must take - to follow up with their Coach or with miCare. HR will then be doing some follow up with participants to make sure that all requirements have been met to qualify for the premium discount.

As a final note, EBMS is waiting to hear when miCare will receive the flu shot serum so we can provide flu shots as we have done in past years in conjunction with the onsite follow ups.

TRAINING DEVELOPMENT IN PROGRESS

SUBMITTED BY HOLLY ANDERSON, TECHNICAL SALES

Our customer base includes two unique groups; the dealers who distribute our products and the end users who operate them. WPG is very fortunate that those end users are fiercely loyal to our brand and choose to buy our tools again and again. But it seems that we are missing out on that same kind of excitement from existing dealers and failing to capitalize on it with new dealers hungry to promote us. So in looking at ways to energize our network we began refining, consolidating and updating our training programs with the intent to enable dealers to promote WPG over all other brands.

For the past couple of months Katie Whitmoyer and I have been

working together, sifting through the library of PowerPoints, checklists, presentation notes and marketing materials created over the years to see what is still relevant; developing "curriculums in a can" that would allow nearly anyone on staff to conduct a product training should the need arise; and reaching out to a variety of dealers to gauge their knowledge level. We've been making some good progress and I hope to get to spend more time with some of our smaller dealers at the upcoming GlassBuild to get more feedback. We already have one dealer interested in a site visit in October or November and

another dealer who would like to have us visit their staff for a Lunch and Learn kind of event.

We are also looking forward to developing programs that providing operational and safety training to end users. On occasion, we do receive calls requesting that a representative come to the jobsite and train operators in an effort to be OSHA compliant – we see this becoming a growing trend. Until now, we've always had to refer companies back to our dealers with an outside sales staff so it will be great to be able to list this service as one more reason WPG stands ahead of the competition!

NEW EMPLOYEES



SCOTT SANDLER
Handcup Fabrication



CHARLES SEWELL
Machinery Assembly



CASEY NELSON
Machinery Assembly



JOHN WHITAKER JR.
Night Molder

ANNUAL BIG BUCK CONTEST

SUBMITTED BY MARTY
PETERSON, DESIGN ENGINEER

We are putting on the ninth annual big buck contest this year. All Wood's Powr-Grip employees and their immediate families are eligible to sign up. The entry fee is \$5.00 per person. Sign up with Jack Kerr on or before Friday, October 23, 2015. See Rules for details



1. Eligibility: All Wood's Powr-Grip employees and their immediate family members.
2. Categories
 - a. Mule Deer
 - b. White-tailed Deer
3. Entry fee: \$5 per person, per category; with no refunds
 - a. Sign up on or before General Deer Season start date (See Hunting Regulations). New employees or immediate family members of new employees, starting after the deadline may still enter after presenting a valid unused A tag.
 - b. Entry fees must be turned in on or before General Deer Season start date.
4. Payout per category:
 - a. 1st Prize up to 60% of the entry fees with maximum of \$50
 - b. 2nd prize up to 30% of the entry fees with maximum of \$30
 - c. 10% of the total entry fees will be used for the perpetual plaque.
5. Scoring:
 - a. The Thursday after General Deer Season closes, all competing antlers must be brought to Wood's Powr-Grip, to determine the winners. Failure to bring in your antlers may result in disqualification. Special considerations may be made for antlers at a taxidermist.
 - b. The antlers will be voted on to determine the antlers will be scored according to Boone and Crockett official scoring system (at least one more than the number for payouts).
 - i. Two people will score the antlers and reconcile any scoring variations.
 - ii. All deer will be scored by typical Mule Deer
6. General Rules:
 - a. Has to be shot in Montana legally, during the current year's hunting season.
 - i. Deer may be taken with any legal methods.
 - ii. Must follow Montana Fish, Wildlife & Parks Regulations.
 - b. All trophy entries must be reported within 10 days of the harvest.
 - c. Evidence of fresh kill this year
 - d. Please include a photo of your trophy in the field.
 - e. This contest follows MCA 87-6-214.
 - f. If rules are found not to follow Montana Code Annotated 2013, the rules will be adjusted accordingly.

OFFICE UPDATE (CONTINUED)

2 The way eligibility is tracked is going to also change. As soon as a new employee starts, he/she will be entered into the 401k system. At the end of probation, Fidelity will notify the employee of their eligibility. We will not be tracking it at WPG anymore.

3 The default fund for people who contribute to the 401K, but have not selected an individualized investment option, will be the Fidelity Advisor Freedom Fund. In the past, we just put unspecified contributions in cash.

4 For people who leave the company, in the past their account sat open until the ex-employee moved their money. That will change slightly going forward. In the future, for individuals who don't close their account within 60 days of leaving WPG:

a. Anyone who has less than \$1000 in the plan will receive an automatic cash-out from Fidelity. Keep in mind that this is retirement money and should be rolled into another "qualified account." So there will be tax and penalty consequences for people who simply cash the check.

b. Anyone with a balance between \$1000 and \$5,000 will have it rolled over into a Fidelity IRA

c. If you have over \$5000, Fidelity will contact you with a reminder to move your money as well as offer a few options.



miCare - Laurel
406-628-3340

• LOCATION

Laurel School District
Administration Building
410 Colorado, Laurel, MT

• HOURS

Monday	11 am – 2 pm
Wednesday	3 pm – 6 pm
Thursday	7 am – 10 am

miCare - Alternate Site
406-869-6560

• LOCATION

EBMS
2075 Overland Ave,
Billings, MT

• HOURS

Monday	7 am – 10 am
Tuesday	2 pm – 5 pm
Wednesday	8 am – 2 pm
Thursday	11 am – 4 pm



LOOKING FOR IDEAS

If you have a suggestion (related to our handcuts, lifters or company) that would make a good topic for our E-newsletter, please make a note of it and put it in the suggestion box in the breakroom or give it to marketing. if we use your idea for an article you get 2 movie tickets!!

It's here:

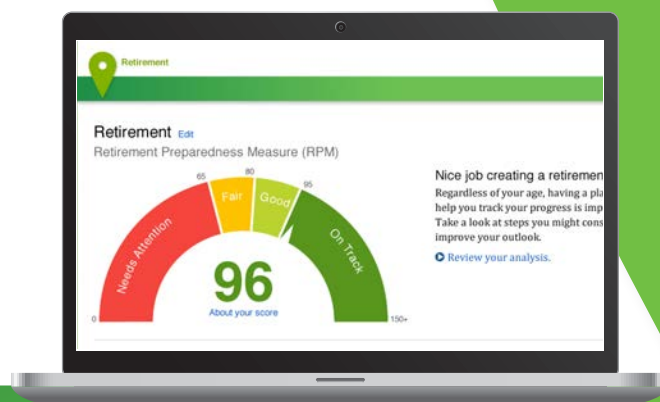
The new Planning & Guidance Center.

The Planning & Guidance Center makes it easier to plan for the retirement you envision. By answering just a few questions, you'll be able to:

- Estimate how much income you may have — or need — in retirement
- Receive guidance to help you get or stay on track
- Create a retirement plan in minutes

Available on NetBenefits® via the *Planning* link.

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Screenshot is for illustrative purposes only.

Investing involves risk, including risk of loss.

IMPORTANT: The projections or other information generated by Fidelity's Planning & Guidance Center Retirement Analysis, regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Results may vary with each use and over time.

Guidance provided by Fidelity through the Planning & Guidance Center is educational in nature, is not individualized, and is not intended to serve as the primary basis for your investment or tax-planning decisions.

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