

WOODY'S WORLD



Lean Manufacturing Best Practices

**WHEN YOU USE
SOMETHING
PUT IT BACK WHERE
IT GOES**

JUNE/JULY 2016

CHANGES TO WOODY'S WORLD

SUBMITTED BY STACY LAWVER, MARKETING

A few month back, Katie sent out a survey. We were looking to see how much Woody's World is being utilized and if it could possibly be scaled back to being published biannually. It turns out - at least from the majority of those who returned the survey that you do in fact value Woody's World and would actually like to see it published more often. We are going to try to implement some of the most popular suggestions we received which include:

PUBLISH MORE OFTEN: It is the plan going forward to publish Woody's World every other month.

MORE ARTICLES ABOUT PRODUCTION: We have asked all the production area supervisors to submit one article a year giving us 1-2 production articles each issue.

DOAWAYWITHTHEPRINTED COPIES: Woody's World is available on our company intranet (read more about it in Joe's article on page 3). As you can imagine it looks much better in color. We realize, however, that not everyone is comfortable using a computer so we will continue to print a few hard copies for distribution in the downstairs break room.

BRING BACK COMMUNITY EVENTS: I have added some community events, but if you know of something coming up and would like to announce it in Woody's World, please let me know!

MORE EMPLOYEE-RELATED INFORMATION: If you (or someone close to you) has something exciting or brag-worthy happening in life (graduations, babies, weddings, etc.), please share. We like to hear about it! Pictures are great too!

ANNOUNCE JOB-OPENINGS: HR will announce any job openings we have at the time of publication. (Current positions listed on page 4).

TELL US ABOUT LEAN MANUFACTURING: Trever has agreed to give a lean manufacturing best practices tip each month. Thank you to Brad for the tip this month!

BRING BACK EMPLOYEE SPOTLIGHTS: Those of you who have been here awhile remember we used to have a column designated to getting to know other employees. The reason this went away is that there was a lack of participation. We decided we would give it another go. Sharon

agreed to write this column and Jeff Clark is our first spotlight. However, in our last newsletter meeting it was recommended that we add an employee article to our e-newsletter. We are calling it "Passion Pen." Folks are a little less than eager to talk about themselves, but very excited to talk about something they are "passionate" about. We have received multiple names/hobbies of employees who we will be approaching in the next few months. But we may not even know about your hobby. If you are willing to share your passion please let someone in the marketing department know! (See David's article on page 2 "Are You Passionate?" for more information.)

I would like to thank Katie for handling the surveys and for each employee who took the time to give us their feedback. Woody's World is an EMPLOYEE newsletter so we want to make it relevant for you! You don't have to wait for a survey to give us your suggestions. If you have ideas for how to make Woody's World better please feel free to tell me personally, shoot me an e-mail (stacyl@wpg.com) or leave a note in my box.

Happy reading!



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**

To view online:
wpg.com/intranet-homepage/
password = 1e@WPG



JULY BIRTHDAYS

Joe Landsverk	2
Gabe Bush	8
Amy Jeffery	13
Chris Rosenberg	13
Shawn Nordella	15
Joe Jones	21
Clint Young	25
Josh Seiffert	30

AUGUST BIRTHDAYS

Bryan Strobel	1
Kelcie Wood	1
Renee Glover	3
Mary Streck	9
Eddie Borninkhof	10
Jeff Clark	10
Laura Cain	11
Kelly Koontz	11
Teresa Tompkins	14
Sandy Rains	18
Trever Pankratz	19
Karen Tumberg	20
Willy Johnson Sr.	21
Bob Moran	31
Sandy Robinson	31

WPG UPDATES

SUBMITTED BY BRYAN WOOD, PRESIDENT

This has been an interesting year. Our sales growth in 2015 was about 3.5% and at the beginning of 2016 we were expecting to have another year of modest sales growth. January sales started off a little slow, actually below what we were expecting as a monthly average for 2016. Then things picked up in February and March. At the time what I thought we were seeing was a short lived spring sales spike as contractors prepared for the summer building season. We were pleasantly surprised to have good sales again in April, well above what we had expected.

So then I thought we would see things ease up in May. May sales have backed off some and

will come in closer to what we predicted our monthly average would be. Looking down the road into June and July we are seeing what looks like two more months of very robust sales. June will most likely be highest sales month of the year so far and I am expecting July to at or above average for the year. Right now I am predicting that we will end the first half of the year with sales that are about 7.5% to 8% ahead of 2015.

I am skeptical about sales remaining this strong for all of 2016. One of the things that has had a positive impact on our sales is our distributor in the UK opening up a new facility and ordering a substantial amount of product for stock as a result.

It is possible that them having all this extra stock, that has been purchased in the first half of the year, is going to result in far less sales from them in the second half of the year. Also the US Dollar remains strong making our products more expensive to our European customers. I expected this to result in fewer export sales in 2016. However because of the big orders from our UK distributors our exports are actually about 35% of our overall sales where in 2015 exports only made up about 32.5% of our sales.

Overall I still anticipated continued growth I just do not expect sales to continue to grow at the same pace as we have seen in the first half of the year.

ARE YOU PASSIONATE?

SUBMITTED BY DAVID PETERS, MARKETING

After your 30, 40, 60-hour work week, you scurry home on Friday night filled with anticipation. You pull into the garage, turn off the car and swiftly rush into the house, giddy just thinking of what is to come. You go to that special place, reserved for just you and the love of your life. You sit, breathless, in awe of the beauty that lies before you. You reach out slowly, savoring each precious moment as you run your fingers through that soft, supple hair. You close your eyes, consumed in the moment, as a warm glow of unimaginable satisfaction engulfs every fiber of your being.

Fly tying.....it just doesn't get any better than this!

See, everyone has a passion, something that has nothing to do with work; something that takes

them away to their happy place. Some like to ride bikes – some like to ride 4-wheelers. Some like to hunt or fish or camp – others like to work out, lift weights or build mandolins.

So what's your passion?

We want you to share your passion with us—share your experience and knowledge. Then we want to write up an article for the E-Newsletter to share your passion with others.

If you feel comfortable writing, have at it. Our expert writing staff will help you along the way by reviewing the article and making you sound really professional. If writing just isn't your thing, but you have a passion that you would like to share, come talk to us in Marketing, and we'll sit down with you to sculpt

a script that conveys your vast knowledge and experience.

We plan on featuring one employee and their passion in the E-Newsletter every month, accompanied by an article pertaining to WPG products and services. This will be a great way for you to share your knowledge, get to know your co-workers, and hopefully provide human-interest content to readers so we can broaden the reach of our E-Newsletter.

I'd like to give special thanks to Barry Wood for coming up with this concept. With the cooperation of all at WPG, I think that this will supply that "little extra something" that we've been looking to provide to our readers. And, it should be a lot of fun!

WPG EMPLOYEE INTRANET

SUBMITTED BY JOE LANDSVERK, MARKETING MANAGER

As you may remember from articles or notices in previous Woody's World issues, the company has a gathering place for all things Powr-Grip. It's called the Intranet. I spell it a little funny so as not to confuse it with the larger Internet or World Wide Web.

Our Employee Intranet provides the ability for all of us to be on the same page... webpage that is... and to facilitate intra-company communications and information sharing.

All current employees that have a @wpg.com email address, or who has subscribed with a personal email address, has access to the Intranet! If you would like to have access to the Intranet from your device, please let Stacy Lawver or David Peters in the Marketing Department know the email address you would like to use for your log in ID.

To login to the Intranet enter the following address into your

web browser <http://www.wpg.com/intranet-homepage/>. You should land on a page that requests a password. The password is the same for all of us; currently woods14. However, this will be changing on June 3, 2016 to 1e@WPG.

If you'd like, you can save the location as a favorite or bookmark it, for easier use. If you use the link frequently, you can also create an icon on your desktop. If you need help with this, any marketing employee can help set this up for you.

If you have trouble logging in or receive a message stating that you do not have privileges to a specific page and you think you should, please let Stacy or David know, and they will get you set up as quickly as possible.

in·tra·net

noun \ˈin-trə-ˌnet\

computers : a network that works like the Internet but can only be used by certain people (such as the employees of a company).

[Merriam-Webster Online](#)

We are also discussing a new platform for our Intranet! Our plan is to find a platform that is more informative, easier to maintain and navigate and provide a blog(s) that all employees can contribute to. In the meantime, please log in and look what is available there and let me know if there is other company information you would like to see on the Intranet and I'll we'll do our best to accommodate!

MUSTANGS GAME 2016

Location: Dehler Park, Pavilion as in the past 3 years

Date: Saturday, June 18, 2016

Estimated Gates Open - BBQ Time: 5:00 p.m.

Estimated Game Time: 6:05 p.m.

This is a company-sponsored family summer event. Each person attending gets a ticket to the game and a pregame all-u-can-eat buffet including Pepsi products and water. As in the past few years, this is meant to be a family outing. Family is loosely defined, i.e. bring a spouse, a significant other, a not so significant other, etc. Bring a kid or a grandkid, and if you

don't have a kid or a grandkid, invite your sister and her kids. Kids should have a chance to see pro baseball up close. Just please don't invite the whole neighborhood. (Everyone has been very good about this in the past - thank you for that.)

As in the past few years there will be a signup sheet in the break room downstairs. If your name is

not listed just write your name and information on the bottom of the page. It is anticipated that the signup sheet will be available from about May 2 through June 3, 2016. That will give you plenty of time to sign up and give us plenty of time to get the tickets from the Mustangs, determine seating, and distribute the tickets.



NEW EMPLOYEES



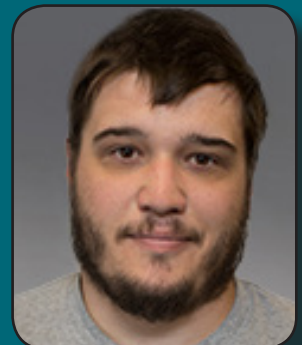
KARISSA HENDRICKSON
Logistics Specialist



JAMIE STREETS
Machinery Assembly



KELCIE WOOD
Staff Accountant



ROY VOSS
Night Molder

Sign up by Friday, June 3rd!

NEW EMPLOYEES



MARY MYERS
Machinery Assembly



ROBBIE NARDELLA
Machining



Production Technician:
Hand Cup Assembly

Production Technician:
Technician Machining

Production Technician:
Night Production Technician

Material Control Clerk:
Inventory Clerk

ISO 9001 AUDIT

SUBMITTED BY TOM DEBREE, QUALITY ASSURANCE DIRECTOR

Our latest ISO 9001 audit was just completed on May 27, 2016. This audit was what is called a re-certification audit. What that means is that the group that performs these audits, SGS, performs a more thorough audit in order to renew our certification to the ISO 9001 standard. Many of you may have heard this standard mentioned at some time during your tenure here and some of you may even remember me covering it a little bit during orientation. For those whose memory may be as bad as mine, the ISO 9001 standard is a Quality Management Standard that spells out many basic guidelines for setting up an effective program for managing the quality of our products. We have used this standard as a reference to come up with many of our internal procedures such as Corrective Actions and Operator Shutdowns.

Within the United States, adherence to this standard is voluntary, but many overseas customers have come to expect companies they deal with to

be certified to this standard. Because of this demand from many of our overseas customers, we chose to seek certification to this standard way back in July of 1998. This will make the

“ I was very impressed with everyone who dealt with them. You all did an excellent job answering their questions and being very helpful. ”

seventh time that we have been through a re-certification audit. The contract we have to sign for certification to this standard is 3 years in length and we have just finished our 6th contract with SGS, 18 years certified and counting.

This latest audit was a little different than normal as there were two auditors that were with us for 3 days instead of the normal single auditor, which is

due mostly to us getting bigger with more employees. These auditors looked at almost every area and from my observation were very thorough and perhaps a bit tough. I was very impressed with everyone who dealt with them. You all did an excellent job answering their questions and being very helpful. They commented about how open and friendly everyone was and I very much appreciate that.

With the exception of one issue dealing with our own Internal Audits, which may be somewhat challenging to correct, they had no other findings. The individual who toured the warehouse and the production areas was very impressed with what he saw and the other auditor who spent more time in the office area had the same thing to say. We really have a very thorough and comprehensive quality program and everyone does a great job following the procedures and being very involved in producing the greatest products possible. Great job everyone!

2016 WOODY OPEN RESULTS

SUBMITTED BY DON HAYES, HR MANAGER

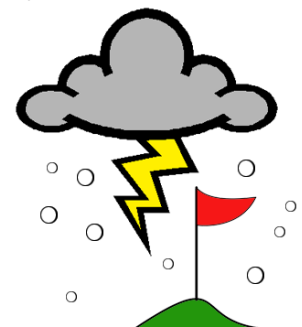
The 2016 Woody Open was played on Saturday, May 21, 2016 at the Stillwater Golf Course in Columbus. We had a full roster of players (44) who all, much to my personal appreciation, were on time and ready when the starting horn sounded.

First place went to the team of Josh Eickhoff, Nic Eickhoff, Jeano Picchioni and Lance Vescovi. Second place went to the team of Justin Smith, Mike Dailey, Shawn Nardella and

Mike Nardella (from now on to be referred to as the Smith, Dailey & Nardella law firm). The consolation team prize went to Team Lawver (Terry, Brenda, Stacy and Kristie).

The names of the flag prize winners unfortunately were lost in the chaos of the hail storm. I did not win any, but from memory I think Lesley Johnson won for making a monster putt, Team Leffler/Jones won at least two, Jon Wisehoff (an apparent ringer brought in by Team Wood/King)

won several, the Mikesells each won one, Cam Schriver bagged at least one, and the Smith, Dailey & Nardella law firm took their usual share. My apologies to those I may have missed or mistaken.



NEWS FROM NPD DEPARTMENT

SUBMITTED BY BRYAN STROBEL, NPD MANAGER

One of the key projects that we continue to work on in the new products arena is the upcoming control systems for DC installation lifters. We've now hit a few milestones that help us be confident in the direction we're going and optimistic about the opportunities just around the corner.

The first of those was having tested the proof of concept on the MTCL that was used to install some of the insulated metal panels of our building expansion. Since then there has been a lot of work and evaluation to make the design more robust, more flexible, and more user friendly with many considerations given to cost, the ease of manufacturing, design flexibility, and equipment maintenance. We hope that by making our machines monitor their own

performance and function, adapt to conditions, and try to notify operators when there's cause for concern or further action, that operators can focus on the process of moving and handling material and not on whether the machine is functioning properly. As of recent we have built a demonstration display to help communicate the benefits to dealers and customers, have submitted the final draft of a provisional patent application that will help protect the design, and are nearing the point of having the system incorporated on two MTCL lifters for our lease fleet. Concurrently Josh has been incorporating the controls into an MRTALP8 that we plan to also use as a lease lifter.

We are planning to demonstrate the new system to our biggest distributor this week to hopefully

get them excited about selling the new technology. In September the controls will be incorporated into an MRTA8 lifter that will be on display at the international glass show in Germany. If all goes within reason, we plan to start shipping the new controls on all dual vacuum MRT4s, MRTA8s and MRTALP8s in January of 2017.

Thanks to Marty and Steve for their diligence and focus during this entire process - we're not there yet, but I can tell that there is a light at the end of the tunnel:-). All who have contributed have been a great team to work with - thank you!



COMPANY TRAVEL AGENCY

SUBMITTED BY LEE ANN WOOD, FINANCE ASSISTANT

Technically it is not an agency we own, but we have contracted with Altour, who is #6 in the world for business travel management, to be able to use their system. They will have a single 800# I will be able to give travelers so that if they run into problems when on the road they can call it. I know in the past a few times people have hesitated to call me because of time of day or such when they had problems, but this will be part of the service. The site will also allow those who travel for WPG look at possible flights and hotels, then save it for me to purchase. In dealing with them I have found a couple of times now that the price they charged me for a flight was a fair amount less than what the airlines had

posted. They were also able to get rooms in a hotel when the hotel web site said I could not get them.

The travel website will be open to all employees to be able to book personal travel as well as using it for company travel.

The travel website will be open to all employees to be able to book personal travel as well as using it for company travel. On this site you will be able to book tickets for air, hotels, car rental and train tickets.

Also if there is an accident in the area you are going to or while you gone they will be contacting the person needed. An example of this would be when Brussels airport was bombed they contacted all those people who would need to use that airport in the near future as well as the emergency contacts of those who possible could have been in the airport at the time.

I have been able to see the tools offered on line for booking and the layout is easy to use and gives far more options than any other I have used in the past. I will be happy to help anyone get started on the site. I will help you get a profile set up so you can get started with your travel plans. Happy trails.

COMMUNITY EVENTS

(see Billings365.com for more information)

01 JUNE

- The Path Less Traveled: Montana Preservation Road Show
- Yellowstone Rim Runners Club Run
- The Power of Story
- Open Mic Night
- Beer Bingo
- Gold Leather, Dead Presleys

02 JUNE

- The Path Less Traveled: Montana Preservation Road Show
- Alive After 5
- Class: Gold Bar Necklace
- Jump for Jesus Motorcycle Fire Jump
- Treo Jazz Jam
- Projectile Comedy
- Juicefest Pre Party feat. Glasir

03 JUNE

- The Path Less Traveled: Montana Preservation Road Show
- New York New York Night at the Elks
- Juicefest
- Music Night with Dylan Petit
- Funky Bunch Improv
- Becky's New Car
- In Rapture, No Cigar, As the Crow Flies

04 JUNE

- Drag Racing
- 28th Annual SpringFest
- 37th Annual Auto Classic Swap Meet, Car Show and Auction
- Kennedy's Bluegrass Breakfast
- Couples Learn to Fly Fish Class
- The Path Less Traveled: Montana Preservation Road Show
- Island X Adventure Run
- Montana Renaissance Festival
- Summer Kick-off Carnival
- Tattoos, Brews & BBQs
- Juicefest
- Stetsons and Stilettos
- ATV Sand Drags #1 Under the Lights
- Music Night with Jessica Lechner
- Becky's New Car
- Carlos Mencia
- Buster Sparks Band

05 JUNE

- 37th Annual Auto Classic Swap Meet, Car Show and Auction
- P.B. and Mattie's Anniversary A 30th Anniversary Special Occasion Free Day at the Moss
- Bottega Brunch benefitting Relay For Life
- Montana Renaissance Festival
- Becky's New Car
- Acoustic Sunday Sessions
- Live Jazz

06 JUNE

- Manic Mondays: Open Mic hosted by Katy & Forest
- Movie Nights for Mental Health

07 JUNE

- Trivia Night with McLovin from Hot 101.9
- Adam Lee, Matt Woods, Cowtown Crisis

08 JUNE

- Carson & Barnes Circus
- Yellowstone Rim Runners Club Run
- Open Mic Night
- Beer Bingo
- The Body

09 JUNE

- Carson & Barnes Circus
- Alive After 5
- Food for Thought 2016
- Treo Jazz Jam
- Becky's New Car
- Projectile Comedy
- Old Southern Moonshine Revival

10 JUNE

- Drag Racing
- Jewel of the Big Sky Appaloosa Show
- Big Sky Challenge Pro Hill Climb
- Russ Live at the Island Nightclub!
- Music Night with Danny Jones
- Becky's New Car
- Mountain West Rhidaz
- Movies in the Park — "Aladdin"
- Ted Ness and the Rusty Nails

11 JUNE

- Drag Racing
- Billings' Biggest Garage Sale
- Jewel of the Big Sky Appaloosa Show
- Strawberry Festival
- RACE FOR CHASE 5K Run/Walk & 10K Run

7 TIPS FOR SHOOTING GREAT SUMMERTIME PHOTOS

SUBMITTED BY DAVID PETERS, MARKETING

Summer is looming on the horizon, and outdoor activities are once again coming into focus. Whether it's a camping trip, a day at the lake, a drive through Yellowstone Park, or just a visit to the zoo, there are many opportunities to take that perfect photograph. For this article, I'm going to assume that you are using a digital camera. No one I know, save my 87-year-old father, uses a film camera anymore.

It's important to remember that the pictures you take will only be as good as the camera and the lens that you are using. With that in mind, here are 7 tips that can help you make the most of whatever camera you are using.



1. Take Advantage of the Golden Hour

For about the first hour following sunrise and the last hour before sunset, there is a window of golden opportunity for picture taking perfection, referred to by photographers as "the golden hour". It's not the only time you can take a good photograph on a hot summer day, but it surely adds to the mood and tone of the shot.

2. Shoot the Polarized Part of the Sky

The place in the sky where the blue is deepest and richest in color is where the sun is naturally polarizing. This part of the sky makes landscapes look their best. The polarized portion of the sky will be perpendicular to the angle of the sunlight to your location. When you are looking at the polarized section of the sky, the sun will be at your back.



3. Stop Making People Squint

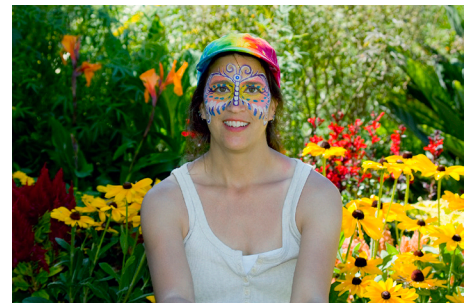
OK, so you identified the polarized portion of the sky. You send your girl out into the meadow and tell her to turn around and smile. She turns, her eyes slam down, her face squishes up and you have missed the shot of a lifetime. Next time, keep your subject in the diffused shade, like under a tree.

No more squinting, but now that beautiful background just got blown away by the light. What to do.....?

4. Flash is for Daytime Too

Digital cameras, by nature, shoot with a higher degree of contrast than film cameras. This translates into real bright and blown out hot spots in the lighted areas of the picture, and crushed blacks in the shaded areas. Flash is an extremely effective tool in combating this.

So, we found the polarized area of the sky and put it in the background. We placed our lady in the shade of a pine tree to diffuse the light and keep her from squinting. Now, we turned on or attached the flash. Our lady will be properly exposed, and although still bright, the background will not be blown out by the sun.



5. Go Fishing

There are some hours of the day when the sun is just not in a position that is conducive to high-quality photographs. From about 10 in the morning until 3 in the afternoon, the sun is so high in the summer sky (directly overhead) that shadows are almost nonexistent. The color washes from the landscape, and everything looks hot and flat.

The best thing to do.... Go Fishing.

While you're hiking to your favorite fishing hole, look at things close to you—flowers, insects, unusual fallen logs. Close-up pictures at this time of day will yield the best results, especially if you are in the trees with diffused light and interesting shadows. Don't forget your flash. That waterfall in the shade looks real nice to your eye, but the camera is seeing really bright, white water, and really black rocks.



6. Just Take the Shot Already

You can't always be in the right place at the right time from a photographic standpoint. Sometimes you're on a schedule that doesn't afford you the opportunity to stay in one spot that "might" look real nice at sunset. Sometimes a geyser goes off or a grizzly bear jumps up and it's not "the golden hour".

TAKE THE SHOT!

Remember, when you take a photo, don't expect it to be something else when you look at it later on the computer screen. They've come a long way with photographic technology in recent years, but when it comes to shooting photos, it is what it was when the shutter snapped.

7. Steady There Big Fella!

Blurry shots aren't even a dime a dozen. If they were, I'd be rich because I've taken millions of them. It's easy to get caught up in the moment when a spectacular photo opportunity presents itself. You rush, you shake, you don't think about how to shoot the shot right. Panting, you pop the shutter. It's gonna be blurry.

To steady the shot, tuck your elbows tightly into your stomach and lean on something solid, or sit down and prop your elbows on your knees. Take a deep breath, let it out and click the shutter between heartbeats. A little concentration goes a long way to assuring your photo is in focus.

You are now armed with a little knowledge to help you take the best possible pictures this summer. So get out there, and shoot, just have some fun!



GLASS TEXPO

SUBMITTED BY BARRY WOOD, VICE PRESIDENT

April 8th and 9th the biennial regional show for Texas was held in San Antonio TX. It was a fairly typical regional show, which means it was only two days long, and most of the attendees did not travel very far to get to the show.

I don't think there was much in the way of sales made at the show, but it is a good chance to talk to customers and get feedback. It is

also a chance to meet people in the industry whom you might not otherwise talk to at a larger show.

The most notable event was the fire alarm that went off and the entire building had to evacuate. In all the years of doing tradeshow, this was only the second fire alarm I have experienced. The other was also at a regional show, but it was a hotel fire in the middle of the

night just before a snow storm. Being sent out into the warm sunlight mid-day was much more pleasant. Unfortunately, I think that it was enough more pleasant that many of the attendees decided not to come back in. I later found out that the alarm was set off in another hall where a Vape convention was being held. If you don't know what Vape is, you should be proud of yourself.

PHOTO CONTEST REMINDERS

The deadline for photo entry is

**MONDAY,
JULY 11TH!**

There are four categories:

**#1 - Landscapes, #2 - People,
#3 - Animals, #4 - Creative**

Each employee will be allowed to enter up to 3 photos per category, but you can only win 1 time! No heavy photo editing; only cropping and minor lightening or darkening will be allowed in categories 1-3. Category #4 is unlimited photoshopping—have fun and do as much editing as you wish!

Please turn your photos in to Stacy (stacyl@wpg.com) or David (davidp@wpg.com) in Marketing.

Voting forms will be available at reception (one form per employee). Voting will be open for one week. Photos will be posted in the downstairs breakroom.



11 JUNE

- Kennedy's Bluegrass Breakfast
- Trunks & Treasures Tour
- ZOOM MT A car show to benefit ZooMontana
- 406 Duathlon Challenge and Kid's Dash & Peddle Festival Weekend
- Divide Bar & Grill Grand Opening Celebration
- Special K Ranch Open House
- Brewin' Up A Cure sponsored by EBMS
- Big Sky Challenge Pro Hill Climb
- Music Night with Nate North
- Becky's New Car
- Funny Bones
- "In My City" Album Release Party
- Jon Buck & Reckless
- Strangeways

12 JUNE

- Drag Racing
- 406 Duathlon Challenge and Kid's Dash & Peddle Festival Weekend
- Jewel of the Big Sky Appaloosa Show
- Festival of Cultures
- Becky's New Car
- Acoustic Sunday Sessions
- Live Jazz

13 JUNE

- Salsa Dance Lessons
- Manic Mondays: Open Mic hosted by Katy & Forest

14 JUNE

- PintAid
- Trivia Night with McLovin from Hot 101.9
- Dead Horse Trauma, Chrysalis

15 JUNE

- HumpNight Open Mic
- Yellowstone Rim Runners Club Run
- Open Mic Night
- Beer Bingo

16 JUNE

- Moss Mansion - Children's Summer Reading
- High Noon Speaker Series
- 3rd Annual Play Date at The Zoo by HRDC
- Alive After 5
- Treo Jazz Jam
- Becky's New Car
- Projectile Comedy
- American Head Charge

HAND CUP DEPARTMENT UPDATES

SUBMITTED BY CURTIS HARTMAN, HAND CUP SUPERVISOR

It has been about five months since I have stepped into this role as Hand Cup supervisor, and what a journey it has been. About the same time, we started the transition to merge Assembly and Fabrication into one Hand Cup Department, and as most of you can tell, this merge is still taking shape. As time, space, and resources allow, we are moving Assembly literally one piece at a time over into the new area. One of the bigger things to get done is moving the jib crane, which is going to involve a lot of concrete work. Soon though, everything will find its new home and then Hand Cup will no longer be split in half.

Along with the relocation of the Hand Cup department, we are

also introducing new machines and production ideas to the area. We've added two new machines, Sam's more efficient prototype leak tester and the metal plunger roll-former, which is saving a lot of time and money in not having to braze plungers. With the new leak tester, we are going lean by gradually switching from the assembly line format to more of an individual workcell concept.

Despite all of this, production has gone full speed ahead. According to some quick numbers, we have produced nearly 40,000 8" ABS cups, 23,400 8" metal cups, 5,200 9" metal cups, and 3,200 10" metal cups. That is nearly 72,000 hand cups since the beginning of the year, and that is not including the thousands of other products

we have been producing at the same time! Of course, all of this would not be possible without an amazing Hand Cup team who seem to be capable of doing anything from punching out plunger stem caps to taping up boxes of hand cups being shipped out and everything in between.

On behalf of us all, our thanks go out to the other departments for producing the parts that we need and to all the individuals who have pitched in during our crunch times. Our success as the Hand Cup Department definitely does not hinge on a few people, but the entirety of Wood's Powr-Grip. The first half of 2016 has been great, and I imagine once things are in their final places, it will only get better!

WPG PRESENTS THE POWER OF VACUUM AT BILLINGS SCIENCE COMPETITION

SUBMITTED BY JOE LANDSVERK, MARKETING MANAGER

Wood's Powr-Grip was invited to "strut its stuff" at the Billings Clinic Science Expo 2016. The theme for this year's Expo was "Innovation Celebration", and local innovators, such as WPG, were given the opportunity to show off their inventions in interactive science exhibits. Dale Detrick, formerly with the Montana Manufacturing Extension Center (retired), recommended WPG because of its unique products!

The event was held March 27th and 28th in the Alterowitz Gymnasium on the campus of Montana State University-Billings. Daniel Meuchel, Gary Bond and Joe Landsverk acquainted students with the concept of vacuum and demonstrated how WPG uses its principles to mount equipment and lift heavy loads. To illustrate the power of vacuum, WPG's 8" vacuum cups were attached to the gymnasium floor and students, coached on proper lifting techniques, were asked to pull the cups free. Daniel was particularly adept at finding nonporous locations on the floor and entertaining the students!

The Billings Clinic Science Expo is a judged, regional competition sanctioned by the Intel International Science and Engineering Fair (ISEF) and is an opportunity for student competitors, their families and teachers to interact with science and engineering as it exists in the real world. Gary Bond and Marty Peterson have been long-time judges. The annual event also features a lecture by a guest scientist; this year's being Billings Clinic Neurosurgeon, Mark Piedra, MD, speaking on Gamma Knife Radiosurgery.

All students between grades 1-12 living within the 24-county, southeastern Montana region, are invited to enter the competition. Awards are presented to winners from each grade level and those in grades 9-12 move into advanced regional and international competitions.





VERTIGO NOT AN ISSUE FOR WPG DRAFTER

SUBMITTED BY SHARON KRUG, RECEPTION

Jeff Clark's favorite place to be is hanging off the side of a towering rock cliff, pulling himself, inch by inch, toward the summit.

One look at the earth below would be enough to evoke terror in some, but Jeff sees rock climbing as an exhilarating way of life.

"You get comfortable being uncomfortable," he explained.

Jeff maintains a delicate balance between his career and a self-proclaimed climbing addiction.

"Too much playing doesn't get the bills paid or food on the table," he said.

During the workweek, Jeff is a drafter for the engineering department at Wood's Pow-r Grip. He came to WPG with 15 years of experience in the manufacturing and design field and is pleased to have found a place to use his Colorado State University degree in industrial technology.

Jeff joined the Wood's team in 2014 and is settled enough to offer reassurance to new hires. "Whatever difficulties, nervousness or stress you are experiencing — relax — you are part of a brilliant organization," he said.

When it comes to sports, Jeff tends to take the road less traveled. Over lunch break you might find him outside working on his slacklining skills. For those who aren't familiar with the sport, slacklining is the art of balancing on a strip of webbing fixed above the ground but not stretched tight.

Jeff also does some yoga, but his number one passion, unquestionably, is rock climbing. His curiosity was first piqued watching climbers around Red Lodge where he grew up. Once he got a taste of the sport, there was no stopping him.

"It looked interesting so I gave it a shot in the early 90s and have been hooked ever since," he said.

Jeff scales rocks with minimal equipment — rope, harness, quickdraws, and a good pair of shoes. There are climbers up there unattached to lines, but that is a risk he avoids.

"People who aren't using any gear are connecting as close as possible with the elements," he

clarified. "That is very dangerous and exciting, not something I practice."

In the beginning, friends taught Jeff basic techniques. Then he self-trained, drawing from the vast pool of resources available on the topic.

"You start small and easy," he said. "Failing is allowed and trying beyond your capabilities is expected."

When Jeff knocks out a tough climb that got the best of him initially, then all the time and energy invested seems worthwhile. Each success creates momentum to push beyond his capabilities.

Jeff has completed climbs around a multi-state area but one destination draws him back time after time — Ten Sleep Canyon in northcentral Wyoming. The canyon, within the Big Horn Mountains, borders the picturesque stretch of Highway 16 between Buffalo and Worland.

The beauty of Ten Sleep, for Jeff, is the growing number of first-rate climbs established in the area, which now number more than 1,000, he said. Uncrowded spaces and spectacular scenery attract sports climbers from around the globe. The ranching community of Ten Sleep, with a population of 250, is nestled nearby, and offers food and services to travelers.

At the end of the day, Jeff's goal is to stay healthy and injury-free so he can continue to work — so he can continue to play.

"All sorts of people are finding the lifestyle to be intriguing," he said. "Stay fit. Visit awesome places. Meet crazy people that know something about climbing that you don't. Keep pushing the limits. Have fun and don't hurt yourself."

Jeff turns 41 this August. He plans to be on the rocks as often as possible as long as his body allows.

"It has taken me 20 years to develop this lifestyle. That is what I'm going to be doing for as long as I can," he concluded.



17 JUNE

- Jurassic Quest
- Montana Brewers Solstice Rendezvous
- Montana Brewers Solstice Festival
- Murder Mystery - Mayhem at the Moss
- Music Night with Krystal Hudak
- Billings Mustangs Baseball
- Becky's New Car
- Kid Named King Tour Return Show
- Mojo

18 JUNE

- Heart & Sole Run
- Kennedy's Bluegrass Breakfast
- Jurassic Quest
- All Makes Car show
- Sip & Sizzle!
- Year Of The Cobra Live at the MuleSkinner
- Billings Mustangs Baseball
- Music Night with Parker Brown
- Billings Wolves IFL Football
- Becky's New Car
- Tiger Blue, All4None, Machinatia, Locus
- Stranded By Choice: CD Release Show

19 JUNE

- Jurassic Quest
- Billings Mustangs Baseball
- Acoustic Sunday Sessions
- Live Jazz
- KXNG Crooked

20 JUNE

- Billings Mustangs Baseball
- Magpies, JEMS, Snow Bored
- Kid Named King Tour Return Show

21 JUNE

- PintAid
- Billings Mustangs Baseball
- Trivia Night with McLovin from Hot 101.9
- The Scooter Brown Band

22 JUNE

- HumpNight Open Mic
- Yellowstone Rim Runners Club Run
- Open Mic Night
- Billings Mustangs Baseball
- Beer Bingo
- Eric Hutchinson, Rabbit Wilde
- Alive After 5

23 JUNE

- Treo Jazz Jam
- 3rd Annual Cigar Dinner
- Red Lodge Songwriter Festival
- Projectile Comedy

24 JUNE

- Drag Racing
- Red Lodge Songwriter Festival
- Music Night with Krystal Hudak
- Movies in the Park -Star Wars: The Force Awakens

25 JUNE

- Drag Racing
- 40th Annual Elk Basin Cross Country
- Highland Games
- Great Strides for Cystic Fibrosis
- Red Lodge Songwriter Festival
- Music Night with Danielle Egnew
- Billings Wolves IFL Football
- Pablo and The Buddha, Metanoia, Alex Moen

26 JUNE

- Drag Racing
- Symphony in the Park
- 40th Annual Elk Basin Cross Country
- Acoustic Sunday Sessions
- Live Jazz
- Leroy Miller, Grant Ferguson, Stranded by Choice

27 JUNE

- Salsa Dance Lessons
- Manic Mondays: Open Mic hosted by Katy & Forest

28 JUNE

- Trivia Night with McLovin from Hot 101.9
- Big Business

29 JUNE

- HumpNight Open Mic
- Beer Bingo
- BOSTON with Eddie Money

30 JUNE

- Alive After 5
- Treo Jazz Jam
- Billings Mustangs Baseball
- Projectile Comedy

01 JULY

- Billings Mustangs Baseball
- Wesley and the Revolving, Yellowstoned

02 JULY

- Billings Mustangs Baseball

FIGHTING BACK AGAINST HEALTH CARE COSTS

SUBMITTED BY DON HAYES, HR MANAGER



PERSONAL REASONS TO SIGN UP FOR AND USE TELADOC

Here are some personal reasons to sign up for and use Teladoc if you are on WPG health insurance:

- It has the potential of giving you access to a doctor's consultation and opinion any time day or night within about 30 minutes - 356 days and nights a year.
- No travel and no waiting room.
- No cost to you.
- Example: You wake up in the morning at 8 a.m. on a Saturday morning. Your eyes are beet red and have goop in them. They hurt and it's pretty clear they are infected.

- *If you are signed up with Teladoc:* You contact Teladoc, get a call back within 20 minutes, a prescription is called in, and at 9 a.m. you or someone in your family is at the pharmacy picking up a prescription. You are on the medication before 10 a.m.

- *If you are not signed up with Teladoc:* You have to leave the house, go to a Walk-In Clinic, wait in line to register, have to update your history and insurance information, pay your co-pay of \$75, and sit in the waiting room for 20 minutes to 2 hours exposed to every other illness in the room. You finally get taken back to an exam room, and wait some more. You are seen by a doctor who gives you a prescription. You travel to the pharmacy and hand the prescription to the pharmacist. You wait another 15 minutes, get the prescription, and go home. You are out your \$75 co-pay and you have spent the morning driving around town, sitting and waiting, exposed to more diseases, and all the time feeling lousy. You are on the medication no sooner than noon.

THE BIG PICTURE REASONS TO SIGN UP FOR USE TELADOC AND MICARE

The Affordable Care Act is wrongly named. It has done nothing to make healthcare costs go down. If anything, the additional administrative costs it has created has caused a huge increase in the cost of medical care. It should have been called the Access to Health Insurance Act. But access to health insurance on the government "Marketplace" has turned out to be access to what – high deductibles

and individual monthly premiums for less coverage than you get through a good group program like WPG has.

Companies the size of WPG spend considerably more money on healthcare than they would spend if they just decided to drop the insurance completely and paid the Affordable Care Act annual penalties. I personally know of a company that did this. No more worries about what coverage to provide, no premiums to pay, and no internal administrative costs of having several people involved in tracking and doing all the things that ACA requires employers to do. Basically all that company does now is just add up the number of employees in a calendar year, write one check to the I.R.S. for the penalties, and saves hundreds of thousands of dollars.

What you may not know is that because WPG offers health insurance to its employees, in addition to the actual costs of providing healthcare coverage, it must also pay two additional fees to the federal government for the privilege of doing so – the PCORI fee and the ACA Transitional Reinsurance fee. These fees help subsidize other parts of the cost of the ACA. But they also exist to provide more incentive to employers to quit providing coverage and just pay the government in an effort, some say (an I am one of them), to move this country to some form of universal healthcare program administered by the government.

Canada has such a system. Ask someone from Canada how well it works – or more to the point, does not work. I knew a guy who came over here from Ireland where they also have a government run system. He was working here for a few months and got health insurance through his Montana employer. While here he had severe complications with one of his internal organs and needed emergency surgery – which he promptly got. He told me he would have died from mere delay had he been home in Ireland.

WPG as a company, just as any other company in a similar position, can only do a small part to fight the battle over healthcare costs at the company level. By using services like Teladoc and miCare, we are part of sending a message to the established medical community that they need to actually cut healthcare costs because we are going to find ways

continued on pages 11-12

not to pay their prices. Whether you wish to believe this or not, each of us as individuals must play a part in being good consumers of healthcare until so many people are being good consumers that market forces will require medical care costs go down. Just like any other product, if there is healthy competition among medical care providers, product costs will be driven down. If there is no competition and the healthcare provider is allowed to charge whatever it wants, there is no incentive to do anything but raise prices.

Step 1: The battle must really be fought by each of us as individual consumers by signing up and using Teladoc and miCare.

Step 2: Then, when you have some medical procedure done, demand that the hospital give you an itemized bill – after all, even with insurance, you have to pay your deductible and your 20%. If you do not ask, they likely will not give you an itemized bill because they do not want you to see what is on it. If you saw it, my guess is your reaction would be “I’m not paying 20% of that, it is outrageous to charge me \$15 for one “surgical visor swab” which is nothing more than the wet naps I can get at any chicken wings joint for free.” Call them on it.

Step 4: (Step 3 is set forth below.) Then start asking for a statement of total all-inclusive costs up front. “Don’t just tell me the surgeon’s fee because I know I’m going to get a separate bill from the anesthesiologist, a separate bill from the radiologist, a separate bill from the pathologist, and a separate bill from the facility. Give me the total “all in” price or I’m headed down the street.” At the moment, saying this to your doctor is tough, but I promise you it will be getting easier. There is a movement organizing among insurance companies, employers who provide health insurance, and even parts of the medical community itself to force healthcare providers to do this voluntarily. Imagine if you could look at a price list before a major surgery – “I can get the same or better care at St. Joe’s Hospital for \$40,000 less than at St. Pete’s Hospital. I’m picking St. Joe’s.” What is St. Pete’s going to have to do – lower its costs and publicize them up front. When I practiced law I defended doctors, hospitals, and nursing homes in medical malpractice cases. Based upon that experience I can tell you that I believe that not only will costs be forced down, but the quality of care will actually go up because the quality of care will also become part of the whole competitive equation.

WPG as a company is committed to continuing to offer health insurance coverage. But to be able to do that, each of us as individuals must do our part. If we don’t, the powers of “big medicine” will have their way and overrun us all with the cost of health care. Medical expenses are already the leading cause for people going bankrupt and that includes people who had great health insurance. If the medical care community should really be charging a total of \$100,000 for some major care (20% of which is still \$20,000) but they are charging \$500,000 for that care just because they can get away with it (20% of which is \$100,000), which would you as an individual rather have to pay, \$20,000 or \$100,000? Perhaps your first reaction to this is: “That doesn’t really happen.” Yes it does. Claims people at companies like EBMS will tell you they will get a bill for \$1.2 million dollars and promptly respond “that bill is load of _____. We will pay you the true value of \$400,000.” Quite often the healthcare provider just takes the lower amount without a fight because they know they have just been busted padding their bill by \$800,000 just to see if it would get paid.

In order for WPG or any company to be able to continue to provide health insurance coverage, which would you rather the company have to pay, \$80,000 or \$400,000? How long do you think WPG or any company can continue to pay that unnecessary extra \$320,000 and still provide health insurance coverage? For that matter, how long can any company even stay in business when faced with costs like that for just one procedure?

Please do your part. And the start is just these first three steps:

[1] Sign up for and use Teladoc and miCare.

[2] Ask for itemized bills for costly procedures and cry foul on overcharging.

[3] Take care of your health the old fashioned way through proper nutrition and exercise. If you do not have to go to the doctor in the first place because you no longer have ailments, they can’t get your money.

04 JULY

- Chief Joseph Uphill Run
- Billings Mustangs Baseball
- Celebrate Freedom, Harvest Church
- Movie Nights for Mental Health

05 JULY

- Sports Camp 2016, The Rock Church
- Billings Mustangs Baseball
- Trivia Night with McLovin from Hot 101.9

06 JULY

- Sports Camp 2016, The Rock Church
- Yellowstone Rim Runners Club Run
- Billings Mustangs Baseball
- Beer Bingo
- Dead Larry

07 JULY

- Sports Camp 2016, The Rock Church
- Alive After 5
- St. John’s Summer Concert Series, Black Irish Band
- Projectile Comedy

08 JULY

- Drag Racing
- Relay For Life of Yellowstone County
- Aaron Tippin and Blackhawk in Outdoor Concert – Homesteader Days
- Bender Teller, The Henge

09 JULY

- 52nd Annual Homesteader Days
- Summerfair
- Trunks & Treasures Tour
- Greased Pig Wrestling
- Pummel at the Pub feat. Nequiter, AssNyne and More

10 JULY

- Summerfair

11 JULY

- The Hooten Hallers Live at the MuleSkinner
- Manic Mondays: Open Mic hosted by Katy & Forest

12 JULY

- Billy Strings

13 JULY

- Yellowstone Rim Runners Club Run
- Billings Mustangs Baseball
- Rootsman Summer Tour 2016 feat. Arise Roots, Iya Terra, Ital Vibes

14 JULY

- Alive After 5
- St. John's Summer Concert Series, Jon Roberts Y Pan Blanco Band
- Billings Mustangs Baseball
- The Jayhawks
- Young Dubliners

15 JULY

- Big Sky State Games
- Billings Mustangs Baseball

16 JULY

- Drag Racing
- Yellowstone Valley Farmers Market
- Big Sky State Games
- Kennedy's Bluegrass Breakfast
- Montana Brews & BBQs
- Magic City Rollers Bout
- Billings Mustangs Baseball

17 JULY

- Drag Racing
- Big Sky State Games
- Moss Mansion Day - Happy 113th Birthday!
- Billings Mustangs Baseball

18 JULY

- Billings Mustangs Baseball
- Rusted Root

19 JULY

- Billings Mustangs Baseball
- Like A Storm

20 JULY

- Yellowstone Rim Runners Club Run

21 JULY

- High Noon Speaker Series
- Alive After 5
- St. John's Summer Concert Series, Midlife Chryslers (Classic Rock)
- Montana Shakespeare in the Parks

22 JULY

- Montana Shakespeare in the Parks

23 JULY

- Drag Racing
- Yellowstone Valley Farmers Market
- New Madrid

24 JULY

- Drag Racing
- Family Fun Day - ZooMontana

- At the beginning of this year, I changed what I was eating and made sure I took some daily vitamins that I knew from past experience were safe for me (a Multi-Vitamin, Vitamin B12, and Vitamin D). I started walking on the tread mill. Walking, not running. When you start, you don't need to go run a marathon, or buy P90x 20 minute exercise DVD, or buy a Bowflex. (And you don't really need a tread mill because a nice walk outside will get you a natural Vitamin D boost along with the exercise.) I've lost some weight, feel better and hope to have improved numbers when the Wellness program comes around this year.
- I also paid a bit more attention to what is going on around work. It was inspiring to see that there are others who are bringing healthy lunches and snacks, walking at breaks and lunch, walking or riding a bike to and from work, taking advantage of our deal with the local gym, and playing Frisbee on Thursdays at lunch. Plus I've noticed a few people who must be working

at it very hard because you can readily see they are really getting in great shape.

- Finally, I found and watched a few documentaries on Netflix that can help get a person motivated. Check out "Fat, Sick and Nearly Dead," "Fat, Sick and Nearly Dead 2" and "Food Matters." Through nutrition and exercise, people are eliminating chronic diseases and getting totally off medications. Feeling great and not spending a bunch of money on expensive prescription medicines. Some amazing stories.

Have faith, these simple steps will add up to something much larger and much better not only for you but for each of us.

[4] Then, finally, if the new, lean and mean you ever needs a major medical procedure ask your doctor up front, "what's the total cost of this going to be, or do I need to go down the street to the competition?"

DEALER AND END-USER TRAINING

SUBMITTED BY KATIE WHITMOYER, HR PROFESSIONAL

During the first week of April, Holly Anderson and I took a trip out to the East Coast with a theme of "Dealer and End-User Training". This theme has been a WPG goal over the last year or so, to bring more education and "nurturing" to our dealers, distributors, and end-users; essentially help them to know all they can about our products and production capabilities, and be able to use our products in the most effective ways possible.

This "maiden voyage" took us to three different cities- Virginia Beach, Virginia, New York City, and Ledyard, Connecticut.

In both Virginia Beach and NYC we were visiting dealers. Virginia Beach is home to Regent Stone, one of our long time dealers in the stone industry.

In NYC, we visited the offices and warehouse of Tanner Bolt, a

dealer who sells primarily in the glass industry. Our goal for these two visits was to educate their sales staff on the value of using vacuum as a materials handling method, go over some of our core, more "popular" products for their industries, and teach them how to be the most effective WPG product sales people they can be!

In Connecticut we attended a trade show called Glass Day New England at the request of our dealer Whitney Supply. Here we gave a presentation about vacuum lifting in general, and safety with vacuum lifting- aimed more at end-user education.

We also spend some time in the Whitney Supply booth. Overall, we would definitely call the trip a success- however these two small town girls are sure happy to be out of the hustle and bustle, and back in little Laurel!



I just wanted to let you know the results of your blood drive. We registered 16 donors had 0 deferrals which resulted in seeing 16 donors. This allowed us to collect 23 units of blood. We had 5 donors that did a power red cell! **These are AMAZING RESULTS!** Thank you so much for allowing us to come out and for helping us save lives!!!!

Thank you and have a blessed day! Your community blood provider!

Joshua Randall
Sr. Donor Recruitment Rep
United Blood Services

OFFICE UPDATES

SUBMITTED BY BARRY WOOD, VICE PRESIDENT

At the group meeting on March 29, 2016, I gave an update on a few changes to the 401K. I thought I would take an opportunity to make sure that I would cover these changes again, in case you couldn't make out what I was saying with all my stammering. Also, I missed a few minor points that I thought of after we left.

The main change has to do with the matching. I will state the point I forgot to say first. The matching is based on a Board of Director's decision. It is therefore subject to change. So the matching I am quoting is based on expectations and should not be construed as a promise. In the past couple of years, we have matched 20% of contributions up to contributions that are 10% of wages or less. If you do the math, this comes out to a potential match up to 2% of your wages. The new match we are planning for 2016 is 50% of contributions up to 6% of wages. This brings your potential match up to 3% of wages, and has a lower requirement for getting the full match. In this, I am defining wages as your hourly income before Overtime and Bonuses.

*See math below.

The second change is that full time employees now can qualify for the 401K plan at six months. Part time employees still require 12 consecutive months' employment and 1000 hours working, which is what it used to be for full time employees. Regardless of your status as full or part time, you do have to be 21 or older to qualify for the plan.

If you leave WPG as an employee, and have money in the 401K plan, we encourage you to take your money with you. However, in the case your forget, Fidelity will now take action based on the amount of money you have in your account.

- For anything under \$1000, your account will be closed, and the balance will be sent to you at the address on your Fidelity account.
- If you have more than \$1000 but less than \$5000, your money will be moved to a Fidelity IRA. It will still be available to you as retirement funds, but it will be removed from the WPG plan.

- If you have over \$5000 in your account, Fidelity will send you a kit that gives you your options for getting your money out of the account.

The other thing that I forgot to mention at the meeting on March 29, is that we (yes, by "we" I mean Brenda) are creating an account for you when you start. This means that once you are ready and eligible to contribute, all you have to do is log in and pick your investment options, and then let us know how much money you want to have taken out of your check. We do recommend that you contact

Tarra Grazley, TTG Financial
Office Hrs: 7:00AM-4:00PM
phone: 406 256 6112
e-mail: tarra@ttgfinancial.com

to assist with selecting the investment options.

** If you make \$1000 for 80 hours work and contribute 11%, or \$110, to the 401K:

- The old method would have provided \$20 match
 $\$1000 \times 10\% \times 20\% = \20
- The new method provides \$30 match
 $\$1000 \times 6\% \times 50\% = \30

MBCEA TRADE SHOW AND CONFERENCE (METAL BUILDING CONTRACTORS AND ERECTORS ASSOCIATION)

SUBMITTED BY BRYAN WOOD, PRESIDENT

We recently exhibited at the MBCEA Conference. This will be our fourth year of participating in this conference. As the name would indicate it is attended by contractors who specialize in erecting metal buildings. We are there to promote our lifters for handling insulated metal panels (similar to what was used in the construction of our addition last summer).

Along with promoting our lifters this conference also gives us a great opportunity to get a feel for what percentage of the metal

building construction market is using insulated metal panels. I was very pleased at how much of the conference's seminars and discussion was focused on insulated metal panels. We are seeing a big change from when we first got into the market. It is obvious that builders are starting to recognize that insulated metal panels are the future of metal building construction. It was not at all uncommon to hear builders say things like they have installed more insulated metal panels in the past year than they did in the previous three years combined.

This is very encouraging.

One of the focuses of the MBCEA right now is to produce a training video on the proper way to install insulated metal panels. We have communicated to them that we would like to help support this project any what we can. By being involved in MBCEA activities it establishes us in the metal building construction market and helps the erectors become familiar with our products. I am optimistic about our opportunities for growth in this industry.

26 JULY

• Eve 6

27 JULY

- Yellowstone Rim Runners Club Run
- Adia Victoria

28 JULY

- Alive After 5
- St. John's Summer Concert Series, High Country Cowboys
- Florida Georgia Line

29 JULY

- Big Sky International Balloon Rendezvous
- 98th Annual Great American Championship Motorcycle Hillclimb
- Billings Mustangs Baseball
- Shinyribs

30 JULY

- Drag Racing
- Big Sky International Balloon Rendezvous
- The Dirty Dash
- Mexican Fiesta & Car Show
- Yellowstone Valley Farmers Market
- Clark Days, Pompeys Pillar
- Performance: You Knew Me When
- 98th Annual Great American Championship Motorcycle Hillclimb
- Billings Mustangs Baseball
- Magic City Rollers Back Alley Brats Bout
- Big Sky International Balloon Rendezvous
- Ray Wylie Hubbard

31 JULY

- Big Sky International Balloon Rendezvous
- Billings Mustangs Baseball

02 AUGUST

- Jon Pardi, Corb Lund, ZooMontana

03 AUGUST

- Yellowstone Rim Runners Club Run
- Summerland Tour 2016 feat. Sugar Ray, Everclear, Lit
- Sponge - ZooMontana

04 AUGUST

- Alive After 5
- St. John's Summer Concert Magic City Blues Festival artist Guthrie Brown and the Family Tree
- Billings Mustangs Baseball