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Woody's World

QUALITY & CONSISTENCY ARE A TEAM EFFORT

WOOD'S POWR-GRIP EMPLOYEE NEWSLETTER

SPRING QUARTER - 2015

First Quarter Sales Review

submitted by Bryan Wood, President

Entering the year the experts were saying we should see a strengthening US economy in 2015, with growth of around 3.2%, and fairly stagnate growth in the Euro Zone. This compares to approximately 2.4% growth last year in the US economy and pretty flat growth in the Euro Zone. In theory this should be good news. Last year we pulled off a staggering 11% growth. This year even with a potentially better performing US economy we are anticipating much more moderate growth. We have set a goal of 5% growth for 2015.

There are a few things going on right now that have us a little concerned. Probably the biggest thing is how much

the dollar has strengthened against the Euro. It has gone from being about 1.4 dollars to the Euro to about 1.05 dollars to the Euro. This shift has made our products more expensive in Europe and European imports less expensive in the US. We are also concerned about the lack of growth that is taking place in the Euro Zone. This economic condition makes it tougher for us to increase our sales into that region. We are also starting to see some pretty aggressive pricing by European competitors which could cut into our market share.

As for actual sales numbers we are at about 3.7 million at the end of the first quarter.

That compares with about 3.6 million last year at the end of the first quarter. The year started off fairly slow. January sales were well below what we were averaging in 2014. We then experienced a big jump in February sales and March was even stronger. At this point all indications are that April sales will continue this upward trend. Hopefully this remains consistent with last year where we had fairly soft sales in the first quarter and then things really picked up in the second quarter making it our best sales quarter of the year. We will continue to watch sales trends and report back in a couple months on how things are going.

Woody's Open 2015

submitted by Don H. Hayes, Human Resource Manager

Location: Columbus Stillwater Golf Course

Date: Saturday May 30, 2015

Estimated Tee Time: 9:00 a.m., Shotgun Start

Everyone tees off from an assigned starting hole
Please Arrive by Time: 8:45 a.m. at the latest to allow for time to get to assigned tee, etc.

Format: Scramble - everyone drives, pick the best shot from there on in

Because the cost of the Woody Open is heavily subsidized by WPG and because there are limited openings to play, the event is intended as a fun event for WPG employees participating in combination with other employees or in combination with family/friends. As a result, there are four basic rules about participation:

[1] The point of this event is to

have fun.

[2] Actual employees have first preference when it comes to filling available spots.

[3] Family and friends of employees must have at least one WPG employee in their foursome. (We are not looking to have foursomes made up totally of outside "ringers" defeating the chances of employees winning prizes.

In other words, foursomes of non-employees are not permitted - an employee and 3 is likely okay, depending on employee turnout.)

[4] Once everyone who is interested has signed up, preference will be given to employees in filling available spots. Groups, who do not have an employee with them, will



Congratulations! MICHAELA

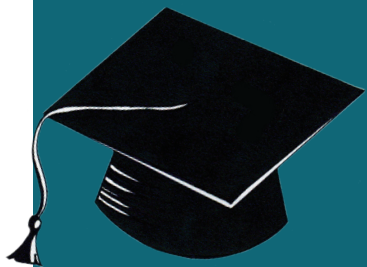


Michaela Longbottom is graduating from Laurel High School.

She is planning to attend The University of Wyoming in Laramie.

Her major will be Social Work, with an emphasis on families. She is also planning to minor in dance education in hopes of having her own dance studio one day.

Parents Mike & LaRae, siblings Corey, Ben & Faith.



Woody Open continued

be assigned an employee or two who have signed up as individuals or as pairs.

In anticipation of some slight cost increases, for the first time in a few years, there will be a corresponding increase in entry fees. Employees and non-employees will be asked to pay the following entry fees in advance of the day of the tournament (pay Don Hayes or Katie Whitmoyer):

Employees \$17.00
Non-employees \$27.00

While checks will certainly

be accepted (made payable to Wood's Powr-Grip Co.), payment of the entry fees in actual cash is encouraged because it makes it easier to pay off group winners and flag prizes immediately in cash – as we did in the past two years.

Although there may be some changes as the event nears and things are organized, we anticipate an event similar to last year. The amount of prize money is designed to give people a chance in one way or another to win back their entry fee (most of it) – so they end up

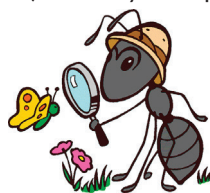
with a free round of golf, some friendly competition, a couple of free drinks, some free food, and some FUN.

18 Flag Prizes - \$15 per prize
1st Place Team Prize \$100
for the team (equates to \$25 per team member)
2nd Place Team Prize \$60
for the team (equates to \$15 per team member)
Highest Team Score Prize
\$60 for the team (equates to \$15 per team member)

2 beverage tickets per golfer and 1 Sack Lunch per golfer.

Strobel's Synopsis

submitted by Bryan Strobel,
New Product Development Manager



Have you ever made goodies for a bake sale? When the sale was all over were you surprised to find that you still had half the loaves of your favorite banana bread but the Oreos that you picked up at the store last minute sold out? To try and make a little money, my girls sold a couple baked goods at our community garage sale. Who knew that so many people would want chocolate brownies made from a boxed mix so early in the morning!

Trying to determine what is valuable to the customer is an ongoing challenge that we at WPG face as we improve, redesign, and develop new products. Because we sell through a network of dealers, we not only have to make products that are appealing to the end customer, but also to the dealer. Making products that will sell today is hard enough; trying to figure out products that will continue to sell year after year in the face of competition adds another degree of complexity. With a focus on the long term health of our company we continue to strategize and take our best shot at what the market needs are... and will be.

Our current pursuits include

some new technologies for us that have some very promising potential. By the end of the year we plan to introduce our first lifter that uses a microcontroller as the brains of the system. Using this technology gives us much more flexibility and control of how a vacuum lifter functions. While keeping the operator interface simple we will be able to incorporate a lot of new safety features, power saving modes, and operator feedback options. This requires considerable development time and there will be some bumps in the road but should give us a big competitive advantage once customers come to expect the benefits it provides.

Other initiatives the NPD department is working on include finding substitutes for key components of our products (disaster planning), improved foam ring insert for the VPFS10T vacuum pad, a new 6" vertical handle concept, improvements to the VPFS625 pad, and working with an MSU design team on a new product concept for the cladding industry. Please don't hesitate to offer any thoughts or recommendations that will continue to help our company flourish. You are a key player in making our team great!

International Roofing Expo

submitted by Amy Jeffery,
Technical Sales

This year the International Roofing Expo was located in the unique city of New Orleans. Barry Wood, Lacey Thompson and I represented WPG at the show along with two dealers, Neal Williamson and Gary Link. We displayed our P1FS10T04DC2S and MRTALPR4FS625DC lifters that have become popular in the insulated metal panel industry. Although these lifters aren't new to us, they were new for many of the people attending the show (some had never seen them while others have seen them but had no idea how they worked).

The first day brought weather that was less than favorable for a couple of gals hoping for a break from winter but it did bring in a larger crowd and kept us busy! The second and third day slowed down considerably but did allow more in depth conversations with those that were serious about purchasing.

Overall, the show went very well and generated some new leads and opportunities.

WPG No Longer Selling On Amazon

submitted by David Peters, Marketing Associate

We just thought we would include a note in this issue to let everyone know we are no longer selling our products through Amazon.com. The items we presented there were mostly Ferro Carbon and Allvac items. Shipping terms escalated, and continued to escalate and the shipping charges reimbursed by Amazon.com were not covering actual costs in all cases. Most sales were small items, and it was a time consuming endeavor for members of the sales staff, often raising issues that required more of our time to take care of than profit margins could justify.



to operate, and recently we began selling replacement parts for our products on the WPG.com website (just after Thanksgiving of last year). This move has been beneficial to the sales department by offering them the option to direct customers with smaller incidental sales needs to items on our website. Customer response and acceptance have been strong since we opened up shop online, and we are confident that this Internet presence will augment our organic search engine ranking, as well as free up sales staff time to concentrate on bigger and better things.

While we are no longer on Amazon.com, that doesn't mean we have abandoned online sales entirely. Our products are well represented there by quite a few of our Authorized Dealers. Additionally, Vacuummounts.com continues

If you haven't seen our online stores, you can find them at the following web addresses:
<http://www.wpg.com/catalog/parts>
<http://www.vacuummounts.com>
Take a few minutes and check them out.

Congratulations To The WILL James Science Bowl Team!

Alex Wood, JD Schallenkamp, Michael Van Keuren, Lucas Gibb, and Tyler Linfesty, have been preparing for the Department of Energy National Science Bowl Competition since October. Their hard work paid off in their regional victory over 18 other Montana Middle Schools held at MSUB on March 6th. As a result of their win in this regional competition, they will be traveling on to Washington DC on April 30 to compete against 45 other teams in the National Competition Science Bowl Competition! Congratulations Team. We are proud of you! Good Luck in Washington DC!"

(Will James also won last year's Science Bowl. Alex Wood and Tyler Linfesty were on both year's winning teams. Dr. Ron Linfesty was the coach this year, and was also very involved last year.)

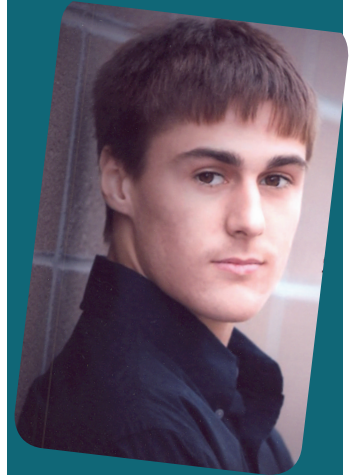


International Surface Event

submitted by Ross King,
Sales Manager

This show was held the end of January in Las Vegas. We have attended this show for many years and it was originally called The Stone Expo but during the recession they had combined with two other shows and changed the name. Attendance had improved from the last time I attended in 2011 but I still don't think it has grown to be called an Event. We did have time to discuss sales strategy with some of our large dealers and also received some quality leads so I view the show as a success. For those wondering what happens at night after the show this trip was uneventful. Brad's girlfriend's parents were also working a booth at the show so that was the best behaved I had ever seen him.

Congratulations!
IAN



Ian Alexander Mikesell is graduating from Park City High School.

3-years football
3-years basketball
4-years band
1-year FFA

Plans to attend MSU in the fall and major in either English or Music.

Parents Joel and Laurie Mikesell.



Congratulations!
SHAUN & MARIA

Shaun Olson is graduating May 2, 2015
Diesel Technician
Billings City College

Maria Olson is graduating May 19, 2015
Photography w/ Assoc. in Accounting MSU

Son and daughter of
Lee Ann Wood.



April Birthdays

Easton Padden	4/2
Doug Jablonski	4/3
Don Hayes	4/10
Amanda Thomas	4/11
Jeff Dionne	4/12
Brenda Lawver	4/12
Daniel Meuchel	4/17
Karlee Recor	4/18
Michael Johnson	4/20
Stephen Eddy	4/23
Valerie Seymour	4/28

May Birthdays

Connor Wood	5/1
Cory Hofferber	5/8
Scott Simons	5/8
Steve Strobel	5/13
Cary Haman	5/14
Tina Swan	5/19
David Daly	5/21
Ross King	5/23
Vicki Rehling	5/24
Gary Bond	5/26
Tom DeBree	5/28
Debra Klein	5/28

June Birthdays

Flo Yaeger	6/1
Patti Fyfe	6/6
Sam Mather	6/8
Brad Nelson	6/9
Jack Kerr	6/16
Tony Story	6/18
Domingo Cano	6/19
Sharon Krug	6/20
J.D. Remmick	6/23
Joel Mikesell	6/25
Brett Rawson	6/25
Matt Kaizer	6/29

Powr-Grip Garage Sale

submitted by Katie Whitmoyer,
Human Resource Professional

Feel like doing some Spring cleaning? Wood's Powr-Grip will be hosting an employee garage sale! This is a great opportunity to get rid of all your junk and make some extra money! There is no cost to you, just show up with your items! Wood's Powr-Grip will advertise the garage sale in the Laurel Outlook.

When: May 16th, the sale will start at 8:00 a.m.

Setup: Gates open at 7:00

WPG will provide up to 2 tables per sale.

Tables are limited so please reserve your space and how many tables you will need. Interested? See Katie Whitmoyer to reserve your space!



Tips of the Trade for a Great Garage Sale

- Months before your yard sale, start accumulating the items you want to sell. Put all the items in a box in some out-of-the-way place. If you don't have to retrieve an item out of the box before the sale, it's probably safe to assume you don't need it. If you still have the original boxes and instruction manuals for an item, you can probably charge a little bit more for it. Remember, one person's trash is another person's treasure. Even if you think Aunt Edna's crocheted orange toilet seat cover deserves to go in the trash, it may be the first thing that sells!
- Take the time to organize: Keep all glass items together, collectibles together, books and magazines together, toys together, etc. You can use shallow boxes, baskets or tubs to hold glassware (helps prevent them from falling off the table & breaking).
- Your appearance counts too! Brush out the bed hair, have a shower, wear clean clothes, shave. You don't need to look like you stepped out of a magazine, but looking clean is really important. Wear comfy clothes and have a sweater at easy reach in case it gets chilly.
- Expect early birds.
- I like yard sales where people have put prices on everything. The price should be on top of an item, not on the bottom. I know it's a lot of work, but worth it because you won't have people asking every two minutes, "how much do you want for this?" As a general rule of thumb, price items about a quarter or third of what they would cost new.
- Put some effort into your sale and really try to sell stuff by making it the most attractive it can be. If the first thing that someone picks up is nasty and dirty, it may turn them off to looking at other things you have to sell. If you are selling an old basketball, make sure it is full of air. If you are selling a tv, have it turned on. If something needs batteries to run, put batteries in it so it works - it will help it sell. (But don't put in brand new batteries, use some half-used batteries. I have a collection of used batteries for this purpose - they aren't strong enough to power my digital camera anymore, but still have enough juice to run kid's electronic toys etc). However, don't go overboard in cleaning and spend 3 hours working on an item that you only plan to price at \$1. If all people see from the road is a tarp with a mountain of clothes heaped on it, they'll likely drive by. Ask friends/neighbors to loan you portable tables if necessary. Nothing worse than going to a yard sale and just seeing boxes of dirty, unorganized cobwebbed junk on the ground expecting people to fish through it.
- GUARD YOUR MONEY!** Have lots of coins and small bills available to make change. If you don't, your first customer will be a little old lady trying to buy .50 worth of stuff with a \$20 bill. Do not leave your money laying around in a box. I recommend wearing a fanny pack or carpenter's apron because you'll always have your money with you. However, when making change, keep the wad of bills in your fanny pack (rather than pulling a big wad of bills out). That wouldn't be smart. If your fanny pack has several zippered compartments, as the sale continues you may want to divert some of the larger bills to either a separate compartment or to a secret location.
- Don't accept checks unless you are willing to take the risk of getting a bad check. A check that looks perfectly fine may be from a closed bank account.
- Have plastic grocery bags available to put sold items in. If selling breakables, have newspaper available to wrap fragile items. Having a calculator handy is helpful in totaling up purchases. Make it easy for yourself to total items - price things evenly : .25, .50 and \$1, NOT .40, .75, \$1.20. Heck, even doing that, it's easy to mess things up (but that's me, I hate math!). At my last sale, I had a 12 year old customer correct me - I had given him back too much change!
- If you have a ton of kids's clothes or small toys you are dying to get rid of, consider having a "fill a bag for a set price" kind of deal. Yardsailors love getting a good deal. I went to one yard sale that had a "fill a bag of clothes for \$2" and another one that had "fill a lunchbag of small toys" for a nickel (very cheap!) If you do something like this, just make sure you have enough bags available.

Taken from <http://www.yardsalequeen.com/yardsale.htm>
and <http://tipnut.com>

Process Engineering Updates

submitted by Trevor Pankratz, Process Engineering Director

It's been a busy year in our department so far. Along with many small improvements we have been working on, there have been a few large projects that seem to have consumed a lot of our time, but we believe will they be well worth it.

Skin Packaging

In an effort to improve our packaging of small handcups and reduce shipping damage we have made the change to skin packaging in HC assembly on all small cups. The finished product looks very nice and more professional. The next step is to improve the trimming process so it is faster and neater. We are also working with sales to get input from our distributors to get their thoughts on the new packaging which will determine if we continue to skin package some of our OEM products or go to a bulk packaging option for those.

Box Making

Our new cardboard box maker is up and running saving us money on packaging. We have depleted the stock of our most used boxes and are making them on the fly as needed now. This drastically cuts down on the number of boxes that need to be stocked in the central store, freeing up space for other items or just bulk cardboard which is cheaper. As an added benefit we are moving towards making custom boxes for many of our larger lifters

that would normally be shipped in a custom wood crate. Not only will this type of packaging cost less it will save us time in crating once they are all programmed. Sam has been working hard on creating custom programs to allow us to maximize the potential of this machine and optimize cardboard usage.

Powder Coating

Probably the largest change/improvement we have been working on is the powder

the coating sticks well in the field. Next the parts are racked and put into the powder coating booth where they are grounded with a cable. Then the powder is applied by the operator with the special powder coating

gun which positively charges the powder so that it attracts to the grounded parts and sticks until it is cured. To cure the powder the rack is moved into our 8'x 15' oven which is gas fired to operate at 450°. The heat causes the

powder to melt, flow smooth, and cure into a smooth hard surface, which typically takes between 20-35 minutes. The parts are then taken out of the oven and allowed to cool off, and then are ready to go straight to assembly.

The change has gone pretty smooth so far. The operators have caught on quickly and we are pushing parts through cleaning and coating much faster than we ever were with paint. This process change should have many benefits to WPG by cutting down our processing time, saving money on coating products, providing a more durable finish, and reducing our need for harmful solvents.



Corrective Measures

submitted by Tom DeBree, Quality Assurance Director

It is often easy to forget just how many issues get dealt with each year when you are in the thick of it every day. I just want to take a moment to cover how many Corrective Action Requests (CAR's) and Operator Shutdowns were dealt with this last year. During the 2014 calendar year, 368 CAR's were put in and 338 of those have been completed as of the end of 2014. Of the completed CAR's, the time to complete each one takes just over 2 months on average. During the same time period, 565 Shutdowns were put in and 522 were completed. These shutdowns took just under 4 weeks to complete on average.

The time to complete both CAR's and Shutdowns can be somewhat misleading, though. There are only a few very complex and difficult issues that ever take a very long time complete. These difficult issues have a tendency to take a very long time and tend to skew the averages a little. As can be seen, a very large number of issues were identified this last year and contended with. Nearly 1000 separate issues were identified and over 92% of these have already been resolved. That is a lot of work represented and I want to take this time to thank everyone who was involved in any way in their resolution.



Greetings from Wisconsin!

Today we received the 2015 calendar-Thank you! It reminded me that I need to share the results of our independent CE certification testing on the SOLO Neo and Glass Handlers. I thought you might be interested given that both products use Woods vacuum pads and pumps.

The short story is that both products passed with flying colors. You can review the details in the attached technical file. Especially remarkable is that a single Glass Handler supported 340 lbs before failing (see page 8).

Thank you for producing high quality, dependable components for AEGIS. We will be doing more advertising & publicity about our quality, and Woods will be mentioned.

Let me know if you have any questions!

Best regards,
Caryn

Caryn E Birkhauser
AEGIS Tools International, Inc.
2881 Commerce Park Drive, Suite M
Fitchburg, WI 53719 USA
608-274-9254
888-247-6000 (Toll-Free US & Canada)
608-274-9395 (Fax)

Ultimate Frisbee!

Each Thursday
(weather permitting)
we will be playing
ultimate frisbee over
in the softball fields.

Contact Daniel
Meuchel for more
information.



WPG Pushes into New Technologies

submitted by Bryan Wood, President

We have always prided ourselves on offering the highest quality vacuum lifters available. We also strived to be the technology leaders. In an effort to further separate WPG from the competition we have made a commitment to developing new power units that incorporating microprocessor technology. This will give us the capability to include features in our power systems that were not practical, and some feature that were not even possible, with the technology we are currently using.

We have a couple very capability engineers in our New Product Development staff, but they are Mechanical Engineers who lacked the expertise to do the necessary programming. When we made this commitment our New Product Development staff knew we would have to enlist the help of someone experienced in microprocessor programming in order to make this technological leap. We were extremely fortunate to find that expertise in Steve Strobel.

Steve started working with us part time last October. It didn't take long for us to realize that our original concept of what we wanted to do with the microcontrollers was just the tip of the iceberg regarding the possible enhancements this technology will open the door too. Again good fortune smiled on us and we were able to convince him to make WPG a full time gig. With the addition of Steve, and his electrical engineering background along with his programing experience, has come the addition of our Electrical Engineering/Computer Programing Department.

Because of Steve's contribution, and the hard work of Bryan and Marty in New Product Development, we are hoping to have our first prototype microprocessor generation of power system functional by the end of the summer, and the first production model microprocessor generation power systems rolling off the line by the end of the year.

This first generation of the microprocessor power systems will include: Battery testing that is far superior to any other lifters; this will not only test battery strength, but also battery health and will not allow the equipment to be used if the battery is not safe. It will display error codes to assist our technical service people in diagnose problems and get operators back up and operational quicker. It will record information that will help our repair people better understand how the equipment has been used. It will self-monitor, automatically performing leak tests on the system, and notifying the operator if service is required.

In the future we anticipate this technology may allow other exciting upgrades such as: Allowing operators to display lifter information like vacuum level, battery level, load weight, etc... on their smart phone so the system can be monitored even if the gauges on lifter are not visible to the operator.

Needless to say we are very excited about where this is going. Stay tuned for future updates on how this is progressing.



Glass Expo West

submitted by Barry Wood, Vice President

Traditionally, Wood's Powr-Grip has done very few regional trade shows. One exception to this was always the California Glass Association Trade Show (CGA). From before the time I started working with the company full time, we always exhibited at the annual California show.

I have to qualify this statement as "traditionally" for a couple of reasons. In the past couple of years, we have exhibited at the semi-annual North East regional show a couple of times. And plan to exhibit again this year. The other recent development that has caused a variance from tradition is

that the CGA stopped having a tradeshow, five or six years ago. So, recent activities do not exactly match with tradition. This year on March 19-20, a new California show was initiated; Glass Expo West.

Glass Expo West started off right where the CGA left off. It was very busy for a first time event, and it was filled with people, who are not only familiar with our product, but were talking about the age of their cups; "I have a cup that is fifteen years old." "I still have a cup that came in a metal box." "I am still trying to get used to you guys not being in Wolf Point anymore."

When the show opened on Thursday, it was very busy. For the first couple of hours, there was always someone waiting for me to finish a conversation so they could talk to me. Fortunately, that didn't last for the entire five hours the first day, but the show never did get slow. Typically, the last day of a show is very quiet. Glass Expo West was a two day show. So my personal expectation was that the second half of the second day would be slow. While traffic did thin out, there were people visiting the booth up until an hour before the show closed, which was very nice.



6th Annual WPG Photo Contest

submitted by Marketing Department

It's that time again! Get those cameras out and get shooting. It's the 6TH ANNUAL WOOD'S POWR-GRIP PHOTO CONTEST!

The format used for last year's contest seemed to go over well (at least I didn't hear any complaints). So...this year we will use the same guidelines. There will be three categories:

- #1 - Landscapes
(or anything not applicable for people or animal category)
- #2 - People
- #3 - Animals

Each employee can submit up to 3 entries per category, but will only be eligible to win one category. If your photo doesn't fit exactly into one of the categories above, please pick the category that is closest.

Just a few reminders for your photos:

In order to be used in the calendar the subject matter must be applicable to the calendar's theme. Submissions must be available in original electronic format and of sufficient quality for print. Scanned photos or photos that have been shot using a cell phone may not be of sufficient quality for print. And while you may win the contest with

a wonderful photo of your grandchild running through the hose - that picture will probably not be appropriate for a company calendar.

PHOTO CONTEST RULES

- 1) Each employee will be allowed to enter up to three (3) photos per category, but you can only win one time!
- 2) The deadline for photo entry is Friday, July 10th! Photos submitted after this date will not be included in the contest. You can submit your photos any time between now and July 10th.
- 3) All employee are eligible, and encouraged to participate.
- 4) In the event of a tie, a drawing will be held to determine the winner.
- 5) The photo may be of any subject matter that you desire (any subject matter that is not obscene or inappropriate that is). If your subject matter doesn't fit exactly into one of the main categories we will determine which category is most applicable.
- 6) Please turn photos in to Stacy or David in Marketing (stacyl@wpg.com or davidp@wpg.com). If at all possible, give us your original electronic version.
- 7) No heavily edited photos will be considered. Only cropping and minor lightening or darkening allowed.
- 8) When you submit your photos they will be assigned numbers. We want people voting for the best photo, not their best friend. Photos will then be displayed in the Downstairs Break Room with the corresponding number for employees to view.
- 10) Voting forms will be available at reception (one form per employee). Voting will be open for 1 week from Tuesday, July 14th until Monday, July 20th.
- 11) There will be a prize for the photo with the highest number of votes in each of the 3 categories. Each winner will receive \$50 in cash!
- 12) You cannot win this contest if you do not enter.



SalemVisit

submitted by Holly Anderson, Technical Sales

Shortly after the New Year I had the opportunity to visit one of our stocking distributors, Salem Distributing, in Winston-Salem, North Carolina, which is about 30 minutes outside of Greensboro. They hold annual meetings for their outside sales staff and WPG was one of the supply companies asked to make a presentation during this four day event.

Much of the presentation was explaining how to make best use of our website and electronic dealer manual. Previously, every price list and spec sheet was printed and inserted into a hard copy binder, then at least one copy was mailed to each dealer representing WPG products. Since the launch of our new website, all of this information has been made digital. Dealers can now log on to the site and access our full catalog

and view the most current pricing whenever they need. This new format allows them quickly and easily quote end users while on the road.

I was also able to share options and features that give our products added value over the competition - from the different rubber compounds to the custom construction we offer for special applications. I also shared pointers on how to best present our new premium vacuum packages in the market place.

This was a great learning experience; from the aspect of delivering the presentation to gauging how we can better educate our dealers. The more comfortable they are talking about our products will only help to grow sales and expand our brand in new and exciting ways!



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



LOOKING FOR IDEAS

If you have a suggestion (related to our hand cups, 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!!

NEW EMPLOYEES



Dylan Lee
Production Technician



Sean Erickson
Design Engineer



Kelly Koontz
Design Engineer



Jeff Clark
Drafter

Office Updates

submitted by Barry Wood, Vice President

2014 really went out with a bang. Almost all of you are aware that we did a major upgrade to Visual and the DBR software. This was a heroic undertaking by Mike L, who quietly dealt with multiple challenges presented by the change. It could have been a lot bigger issue, but Mike also did a lot of research upfront and fixed all the foreseeable problems before they took place.

As the year came to a close, Accounts Receivable also undertook a large project of converting invoices over to e-mail. The idea seems great, and should be much easier to send an e-mail than to print and file paper. However, before you can get to the simple part, it is necessary to obtain and enter all the e-mail information into the computer. This means updating and verifying tens of thousands of electronic records. It was also necessary to identify a method of sending invoices to customers who do not have e-mail. Some customers will now get the invoices by fax, and some will continue to receive paper invoices.

We got a little surprise to ring in the New Year. I think for the first time in the history of our company, we did not make payroll. Many of you may have noticed that the deposit for the January 2nd payroll did not hit your accounts at the normal time. The payroll was processed by Wednesday and submitted to the bank the same day. We were aware it would not come out on Thursday as normal, because it was a holiday. However, it did not come out on Friday either, which was a big surprise. I would like to formally apologize for the delay. Unfortunately, the reason it didn't come out was that the bank has to submit the request for transfer to the Fed. and the Fed was closed for the

weekend by the time the file was submitted.

Every time I am asked to write this article, I bang my head against the wall trying to come up with ideas on what to write. Quite frankly I can't imagine anyone outside of accounting is excited that we are e-mailing invoices instead of mailing them (although, for us it is in fact VERY exciting.) It occurs to me that what you probably want to know is why it seems like accounting type people always have a stick up their butt about things. I am not sure I can explain it, but for the sake of peace and harmony companywide, I'll give it a try.

First, please keep in mind that the basic function of accounting is to create historical records. These records do several things.

Overshadowing everything is the threat of an IRS audit. The IRS is a branch of the government, and as such is a mindless bureaucratic mess. Once you are in their sights for an audit, the faster you can provide good records, the sooner they will be satisfied and go on to the next poor sap. We learned this the hard way last year, when we were audited and paused a day to get information to the auditor. While he was waiting, he dug deeper and came back with questions he wouldn't have asked otherwise. We came out fine, but it was a pain in the... uh... let's just say he jiggled the stick in unpleasant ways.

Another big reason to keep accurate records is to do planning. Clint has shown to be a wiz at this. As I am writing this, we have not taken a loan from the bank. I don't remember the last time we made it through January without asking for money (December is expensive!) It still may happen before this is published, but it will be



minimal compared to the past. And we have a better idea of what to expect in March, April, May than we ever have had in the past.

Probably the most obvious reason for the need for accurate records is to collect money. This is much trickier than it appears on the surface. In accounting money flow is tracked through different "buckets" called accounting codes. The accounting codes live in different families: Assets, Equity, and Liabilities; or in more general terms revenues and expenses. Money kept in these buckets and moved around in a precarious balancing act of "Debits" and "Credits" applied according to a set of rules called GAAP (Generally Accepted Accounting Principles.) GAAP requires that any transaction into one bucket must also have another transaction of equal value in another bucket. You never never never, under any circumstances, take money out of one bucket without affecting another bucket (pockets are by definition NOT buckets.) So we have to keep track of how much money is due to us from every customer. The two buckets affected by a sales transaction are the revenue bucket -- which could be multiple revenue buckets if different products are sold -- and the accounts receivable bucket.

The accounts receivable bucket is split into customer accounts and is by definition the total amount of money owed from all customers. It, plus a host of other accounts;

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revenues, cost of goods sold, profit, etc. all have to maintain a balance.

A similar bucket exists for invoices that we have to pay. The tricky part for this bucket is that we do, from time to time, receive invoices for things we have not purchased. So when we get a bill, we have to check to make sure we have proper records indicating that the bill is correct. Quite

often, what we discover is that the bill is for something we received, but were never notified to expect a bill. Since every transaction has to have an equal and opposite counter-transaction (Isaac Newton would have been a great accountant,) we have no way to pay these bills and keep all our account-buckets balanced. So you can understand when you are asked for paperwork (requisitions) for purchases. They really are needed to

diligently keep the proper GAAP records.

The other main bucket is the payroll. But I am hoping that everyone knows why this is important to track accurately.



The other area of anal retentiveness in the office is internet security. "We'll never get a virus." In the time I have taken to type the last couple of paragraphs, I have received

four junk e-mails. I deleted 69 junk e-mails this morning when I got to work. These included: One claiming that I need to click on a link so I could fix a failed package delivery from Abdul Halim. (Yeah, I am expecting a package from you, Abdul.) And another that was wire payment from Ranger Jay (yes, from Ranger Jay) that I can view by clicking a link. Other junk came from Saudi Arabia, Russia, India, and Panama from people who

claim that they wanted to buy from us. Besides the red flag from the location, when someone sends an e-mail that says "send me a quote for everything." You know it is not legitimate. However, when filtering out 70 e-mails, all it takes is a click "Hey, Abdul looks like someone I want to do business with." And you can infect our entire network.

Keep in mind that this is just what I got in a 24 hour period, and today was a light day for junk e-mail. How many work stations do we have? And I am not counting the e-mails filtered before they get to my desk. On January 28th, Mike supplied me with the stats of what had been blocked before coming to our e-mail. Year to date, the number is 1,342,668 blocked. That is in January 2015. Ranger Jay and his friends are out there, they are beating the filter on a daily basis, and they want your picnic basket. Please be careful.

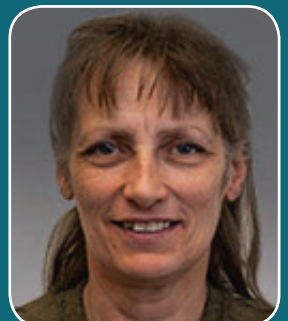
I promise to never have this long of an office update again. Happy New Year everyone ☺



NEW EMPLOYEES



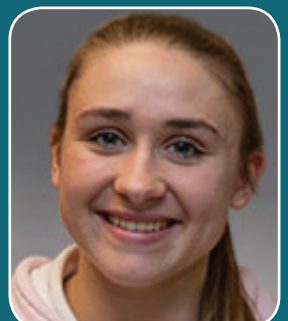
Jordan Myers
Production Technician



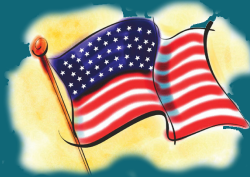
Georgia Brester
Molder



Domingo Cano
Production Technician



Hailey Spitzer
Production Technician



Calendar of Events

BLOOD DRIVE

April 15th

WPG GARAGE SALE

May 16th

MEMORIAL DAY

May 25th

WOODY OPEN

May 30th

MUSTANGS GAME

June 20th

INDEPENDENCE HOLIDAY

July 3rd



The guy fixing the car says, "Oh yeah these are from Woods, as far as I am concerned there is Woods and everything else is cheap crap."

Mustangs Game 2015

submitted by Don H. Hayes, Human Resource Manager

Location: Dehler Park, Pavilion as in the past 2 years

Date: Saturday June 20, 2015

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 two 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 two years there will be a signup sheet in the break room downstairs. If your name is not listed, it's probably my oversight – 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 4 through June 5, 2015. 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.

The difference from the past two years – it's on a Saturday, the day before the first official day of summer, the longest day of sunshine all year. Plus no one has to rush from work to get there.

WPG Christmas Party Survey

submitted by
Katie Whitmoyer, Human Resource Professional

In getting a head start on the 2015 party—I'm searching for some help from everyone. Here is a quick survey about some aspects of the party that many of you probably have suggestions about. If you do have suggestions, please fill this out and either place in the suggestion box, or Katie's mailbox. Please keep in mind that there is a limited budget for the Christmas party. Also, the purpose of this survey is to gather ideas (see what YOU would enjoy most) - please do not be offended if your idea or suggestion is not used during the 2015 Christmas party.



WPG CHRISTMAS PARTY SURVEY

Return to Katie Whitmoyer

ENTERTAINMENT OPTIONS:

- ☐ Comedian/Comedy
- ☐ Interactive (ex. Casino Night, Trivia)
- ☐ Musical (ex. Calamity Jane, bands)
- ☐ Other Suggestions or Specific Suggestions related to above choices:

FOOD OPTIONS:

- ☐ Appetizers buffet
- ☐ Meal buffet

LOCATION:

- ☐ I have no problems with the current location (Upstairs of the Palace, Laurel)
- ☐ It would be better in a different location
 - Specify Where:

OTHER INPUT:

Thank you!