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To view online:
<http://www.wpg.com/intranet-homepage/>
password = woods14

Woody's World

QUALITY & CONSISTENCY ARE A TEAM EFFORT

WOOD'S POWR-GRIP EMPLOYEE NEWSLETTER

SPRING QUARTER - 2016

FIRST QUARTER UPDATES

SUBMITTED BY BRYAN WOOD, PRESIDENT

It is hard to believe we have almost a month left of our winter quarter because it feels like we have been in spring now for the past two months. I just hope we don't get winter this year in the spring.

As mentioned in the last newsletter there are a number of factors that will influence our sales and profitability in 2016 that we are keeping our eyes on. The US Dollar is remaining strong making our products more expensive to our European customer. Plus material costs continue to increase cutting into profit margins. Because of this it is absolutely essential that we continue to become more efficient and better at what we do. In January we conducted some Lean training with all the supervisors. In March we plan to provide additional training for everyone else in production. We are also investing a lot of money and resources into rearranging production flows with the intent

of making them more efficient.

Another strategy we have taken on is to increase the capability of our lease fleet. We will be adding some rather large and specialized lifters to our lease fleet. We have received several requests for lifters with these capabilities. We spend a lot of time qualifying application, developing proposals and quotes and then we often lose the sale because the purchase price is too high. By having these new lifters in our lease fleet we hope to save time in sales and engineering and still be able to provide a solution that works for these specialized applications. Having these lifters in our lease fleet will create some storage and handling challenges which we are currently working on.

Our major new product project this year will be the introduction of our new power systems. By mid-year this new power systems should start showing

up on a number of lease unit. This will give an opportunity to get some feedback on this new system before it is incorporated into our lifters.

So far sales for this year are pretty much on par with 2015. Our first quarter sales look like they will be a little better than last year's first quarter sales. I have to qualify that though by saying our first quarter sales in 2015 were lower than the other three quarters in 2015. Our 2016 first quarter sales will be pretty much equal to what our average quarterly sales were in 2015. The past few years our second quarter sales have been the strongest for the year as people gear up for the building season. Based on that I anticipate seeing a little spike in demand over the next couple of months. I should have a better feel for how sales are going to trend for the year when our next newsletter comes out.

WPG BLOOD DRIVE

Date: 03/31/2016
Start Time: 01:00 PM
End Time: 04:15 PM
Location: Wood's Powr-Grip Co.
Blood Mobile
908 W. Main
Laurel, MT 59044





Mark and Julie
Patterson
announce the
birth of their son
James Henry
DOB 10/20/2015
Weight : 7 lbs 3 ounces



*Congratulations
Julie & Mark!*

QUALITY UPDATE

SUBMITTED TOM DEBREE, QUALITY ASSURANCE DIRECTOR

It is hard to believe, but we are closing in on the end of the first quarter for 2016. Time sure does seem to fly by. During the first part of this year there has been 62 CAR's and 70 Shutdowns have already been put in. During this same period 57 CAR's and 68 Shutdowns have been completed. 55 different people have put in either one or more of these, which isn't too bad and represents about 40% of the work force. The number of CAR's that have been put in are comparable to 2015, but there has been a decline in the number of Shutdowns that have been put in. Hopefully this is a positive sign and not an indication that things are being missed. I tend to think that it is

the former and that we have had a few less problems this year. I want to encourage everyone to put in the proper paperwork, though, when a problem occurs. Your involvement helps us to get problems corrected and is extremely important.

On May 23rd through the 26th, the auditors from SGS will be here to audit our operations for conformance to the ISO 9001 standard. We were first certified to this standard in 1998 and have been continuously certified to the standard for the last 18 years. This audit will be a re-certification and there will actually be 2 auditors here during that period. Our contract with SGS to certify us lasts for

3 years and then we have to renew. This will be the seventh time we have had to do this. This is also why the audit will be a little longer and will require more auditors. One other point of interest, at least for me, is that there is also a new version of the ISO 9001 standard that came out in December of 2015. We are planning on updating our processes to conform to this standard for the Surveillance audit next year. If anyone has any questions about this process, please don't hesitate to stop when you see me and I would be happy to answer any further questions you may have.

BOND'S BITS

SUBMITTED GARY BOND, PRODUCT ENGINEERING MANAGER

It has been awhile since I have written an article to let everybody know what is happening in the Product Engineering department. Things seem to be a whirlwind and trying to identify the highlights can be difficult.

Last fall we unleashed an aggressive schedule to upgrade the MRTA6 to a MRTA8. Adding two more pads let us increase the capacity of the lifter. A competitive priced lifter in the higher capacity has long been a desire of our dealers. But increasing capacity is not simply a matter of adding pads. We also have to make sure the structural components can take it. That meant identifying the weak points, making design changes, and making a plan for how the marketing, sales and

production would progress into the new design. The new design started going out the door in January and the basic version of the lifter is regularly going thru production. Various options with the new capacity still have to be reviewed and updated.

In the past we had a CB3 counter-balancer available for lease to customers, but we had difficulty in finding a place to store it. With the new building expansion, it was decided that we would have space for a lease CB3 and a lease MR24 manual rotator. Each of those designs got a few updates to improve manufacturing and shipping and are currently being built. By the end of March they should be ready for leasing to customers for spring construction.

The New Product Development department has been working on a new vacuum system control package. They have been using the MTCL cladding tilter as the testbed for that design. As they approach releasing the design it has been determined we will be introducing the new system on the MRT4, MRTA8 and MRTALP8 late 2016 to deliver to customers in early 2017. That means more prototypes and testing as well as another end of year product switch over.

There are many other behind the scenes tasks that are being worked on to keep designs current and documented. A variety of custom lifters being built and problems being resolved.



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.

OFFICE UPDATE

SUBMITTED BY BARRY WOOD, VICE PRESIDENT

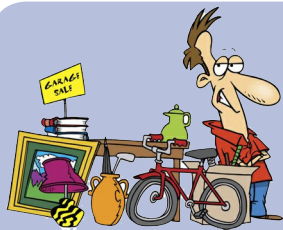
Things have been plugging along in the office the last several months. Most of you are aware that Julie was out on maternity leave as the year came to a close. While she was out, we were lucky enough to be able to borrow Carrie House from Hand Cup Assembly for several weeks. Carrie did an excellent job answering the phones and helping purchasing with some miscellaneous tasks. We really appreciated all her help.

As the year started, we found out that Julie was not going to come back to us full time. While she was out, it became very apparent that we need her in the office. So we recruited Kelsie Dolman to help to fill the void. With Julie back, we have both ladies working in the office. Kelsie is also working part time in the store, but we are hoping that she will be in the office full time before too long.

A major change, that everyone is aware of, is the new time system. HR has been heavily involved with this change, as it

also included a change in the software they use to manage their databases. Also Mike L was instrumentally helpful in getting everything to work right. But Brenda was a champion for the cause. She put in incredible hours and sat through some torturous conference calls to get everything in place. The other person who was a great help was Clint. He kept Brenda company on many of those training calls that sometimes lasted several hours. But we got through the first payroll without any bombs going off. So thank you to everyone who put in the extra effort to get the system in place.

One change that we would like to implement is in regards to expense reports. If you are traveling on behalf of the company, please turn in all credit card receipts the day you get back to the office. If we have not received the cash and its supporting paperwork within a couple of days, Lee Ann will schedule a meeting to go over it with you.



WPG EMPLOYEE GARAGE SALE

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!

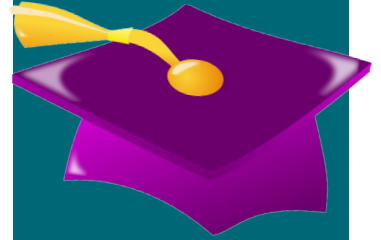
There is no cost to you, just show up with your items! Wood's Powr-Grip will advertise the garage sale in the Laurel Outlook.

When: May 14th, 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!



Flo Yaeger's
granddaughter
Jordyn Milliron
will graduate
from Laurel High
School this Spring.
She plans to train
to become Nail
Technician.



*Congratulations
Jordyn!*



Cole Whitmoyer

Katie Whitmoyer's husband, will be graduating from Montana State University with a Doctorate of Nursing Practice.

Congratulations Cole!

WOODY OPEN 2016

LOCATION: Stillwater Golf Course,
Columbus, MT
DATE: May 21, 2016

Estimated Tee Time: 9:00 a.m.
Shotgun Start
Everyone tees off from an assigned starting hole.
Please arrive by **8:30 a.m.** at the latest to get assigned tee, etc.
FORMAT: Scramble- everyone drives, pick the best shot from there on in



Four main rules to the tournament:

1. **HAVE FUN!**
2. Actual employees will have first preference when it comes to filling available spots
3. Family and Friends of WPG employees must have at least one WPG employee on their team (foursome). Preferably we are looking for teams where the majority of the players are WPG employees, however teams of one WPG employee and three non-employees MAY be okay, depending on how many employees wish to play.
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 be assigned an employee or two who have signed up as individuals or as pairs.

Although WPG picks up the majority of the cost for the tournament, costs to participants will be the same this year as they were last year (YAHOO!):

\$17.00 per employee

\$27.00 per non-employee

You will be asked to pay these entry fees in advance of the tournament to HR. Checks will be accepted, but cash is preferred so that it is easier to pay off group winners and flag prizes immediately at the tournament.

Although there may be some changes as the event nears and things are organized, we anticipate an event similar to last year (including the beautiful weather!). 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 most of all some good FUN!!

Watch for the sign-up sheet in the downstairs breakroom very soon!!

DISCOUNT MOVIE TICKETS

\$8.00 VIP TICKETS

The \$8.00 VIP pass is good for any movie - even for opening day. Tickets are available at reception.
(Note: prices have gone up)

Discount tickets can not be used for any 3-D or special engagements.

CARMIKE THEATERS

Movie Listings are available at www.CARMIKE.COM

MOVIE TICKETS DO NOT EXPIRE IN MONTANA!!





FROM OUR CUSTOMERS

Hello,

Wow, Thank You, there is a reason we have used Woods products for going on 60 years.

Thank You,
Joseph Rattay



APRIL

Doug Jablonski	3
Jake Knaub	4
Don Hayes	10
Amanda Wilkey	11
Jeff Dionne	12
Brenda Lawver	12
Daniel Meuchel	17
Jason Wheat	17
Seth Green	20
Valerie Seymour	28

MAY

Connor Wood	1
Cory Hofferber	8
Scott Simons	8
Steve Strobel	13
Cary Haman	14
Tina Swan	19
Dave Daly	21
Ross King	23
Gary Bond	26
Tom DeBree	28
Debbie Klein	28

JUNE

Flo Yaeger	1
Carrie House	4
Pattie Fyfe	6
Sam Mather	8
Cindy Hagel	9
Brad Nelson	9
Jack Kerr	16
Tony Story	18
Domingo Cano	19
Sharon Krug	20
J.D. Remmick	23
Chad Holmes	24
Joel Mikesell	25
Brett Rawson	25

WITH OUR
Thanks

Dear Barry,

Our sincere appreciation for your business
accompanies this wish for happy holidays
and a prosperous new year.



Many thanks for the great calendar. It's quite a source of enjoyment for us and we treasure receiving it. Best to you and all of your family for a wonderful holiday season and great New Year. Regards,
Barb Levy, USGlad

Kelcie Wood

daughter of Bryan
and LouAnn
Wood, will be
graduating from
Montana State
University with a
Bachelor degree in
Accounting.

*Congratulations
Kelcie!*



**SPRING
FORWARD**
DAYLIGHT SAVING TIME

**Sunday,
March 13th**





Cole and Katie
Whitmoyer
announce the
birth of their son

Vonn Austin

DOB 12/07/2015

Stats : 8 lbs
20 inches long



*Congratulations
Katie & Cole!*

INTERNATIONAL ROOFING SHOW

SUBMITTED BY BARRY WOOD, VICE PRESIDENT

The week of February 17-19, Lacey and Barry traveled to Orlando, FL for the International Roofing show. As indicated by the name, the show is associated with everything that has to do with building roofs. It includes residential as well as commercial roofing topics and covers everything from fall protection to construction finance. This show also had a booth selling cutlery and a couple booths selling the little electric shock massage

machines. So our portion of the industry – insulated metal panel roofs – is a small niche part of what the show is intended to cover. As such, we watched a lot of un-interested traffic pass by our booth.

Of the people we talked to, it does sound like the use of vacuum machines to install the insulated panels has gotten to a point of general acceptance. Most people had already heard

of the concept and are accepting of it. We had Neil from Western Glass in the booth with us, which was nice from the perspective of him helping to answer questions. However, it was sometimes a little uneasy to tell someone from the East Coast that they had to buy from a distributor in Denver. So additional distribution in this industry is something that will be a priority for us in the coming year.

WPG ANNUAL PHOTO CONTEST

IT'S TIME! I know, Right? It seems like just yesterday we had our last official Wood's Powr-Grip Photo Contest. But since we've gone to quarterly *Woody's World* Newsletters, being proactive has become essential.

This year, we are going to try something different. Besides the normal People, Animals and Landscape categories, we're adding a fourth – CREATIVE. In the past we've had purist rules that mandated minimal retouching of photo submissions. And in the past, these rules have been bent, and even outright broken. We looked the other way. That's why we've created this new category, so you can submit your post-processed creations without feeling a bit sheepish. I mean let's face it, we're firmly ensconced in the Digital Age, where cell phones can squash your face or bloat your puppy. And there are those that actually like to wax artistic and create masterpieces from their digital images. Post processing will only be allowed in this new category. So open the shutter and let the creative juices flow!

Bryan Wood has graciously agreed to "give it a try" with the new creative category this year. He has asked that we don't get too far out there with our submissions. So please, keep 'em clean, non-controversial, non-offensive, and in good taste.

This year, we will have 4 categories, and 4 winners. Your odds of winning just increased by 25%, and that's a whole lot better than your chances of winning the lottery. We've had great response in the past, so don't back down now. We actually have had customers call and write in specifically requesting copies of our calendar because of its uniqueness and raw beauty. Last year's submissions were fantastic, and we're excited to see what this year's contest will bring.

The deadline for submissions will be July 11, 2016. So, get your camera out and start shooting!

Photo Contest Reminders

There are three categories:

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

Each employee will be allowed to enter up to three (3) photos per category, but you can only win one time!

The deadline for photo entry is
**MONDAY,
JULY 11TH!**

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

No heavy photo editing allowed in categories 1-3. Only cropping and minor lightening or darkening.

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.

Montanufacturing

the e-newsletter of the
Montana Manufacturing Association

January 2016



Leadership Change for Association



Bryan Wood

Bryan Wood of Wood's Powr-Grip in Laurel was elected Chair of the Montana Manufacturing Association (MMA) at the recent meeting. He follows Tom Spika of Spika Design & Manufacturing in Lewistown after his two-year stint as Chair.

"I look forward to continuing the great work that Tom has started," noted Bryan. "Our focus for the coming year will be on workforce development in the manufacturing sector, as well as preparing for the 2017 Legislative Session."

Wood's Powr-Grip is a past winner of the Manufacturer of the Year award. Governor Steve Bullock also appointed Bryan to the Manufacturing KIN of his Main Street Montana program.

Tom Spika will continue as a member of the Manufacturing Council, the governing board for the association. He also serves as a representative of the MMA on the Board of Directors of the Montana Chamber of Commerce.

"I'm handing over the reins to a very capable individual," said Spika. "I'm proud of the work we've done to raise the profile of manufacturing in the Treasure State and know that we have much more to do."

Besides the upcoming meeting of the MMA in January, the organization plans to hold meetings around Manufacturing & International Trade Day (May 2) and the Compete Smart Manufacturing Conference (Oct. 6-7). Anyone is welcome to attend those meetings, as the MMA is open to manufacturers, as well as their supporters. For more info, go to: www.MontanaManufacturingAssociation.com.



Tom Spika

THANK YOU FOR YOUR GENEROSITY!!

Benefit for
Kaymin Dolman

Employees raised \$1300 so with WPG match, the total is \$2600!

WPG employees were extremely generous, something to be proud of.

Toys for Tots

In addition to those who donated toys directly, with the generous cash donations of employees and WPG were able to purchase another 58 gifts!



FRIDAY, MARCH 11, 2016

WALLEYE FISHING

with **Kit and Trevor Johnson**

Owners of Kit's Tackle
kitstackle.com

FIRST BAPTIST CHURCH
ANNUAL SPORTSMAN'S BANQUET
400 7th Avenue Laurel, Montana

406.628.4366
TICKETS \$10

ADVANCED TICKETS SALES ONLY
NO TICKETS SOLD AT THE DOOR



ED KEYES
Molder



JAKE KNAUB
Staff Writer



Brad and Lesley
announce the
birth of their son
**Westin James
Wood**

DOB 01/08/2016
Stats : 7 lbs 1 oz
20 inches long

*Congratulations
Brad & Lesley!*