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QUALITY & CONSISTENCY ARE A TEAM EFFORT

WOOD'S POWR-GRIP EMPLOYEE NEWSLETTER

SUMMER QUARTER - 2015

Second Quarter Sales Review

submitted by Bryan Wood, President

As everyone has figured out by now we have lots going on this summer. When we moved into this building in 1990 it was 100' x 300' (30,000 sq. ft.). This was a huge step up from the less than 20,000 sq. ft. of space we had in Wolf Point. We figured we would have more space than we knew what to do with. Then in 2000 we found it necessary to do the west side addition. That addition was 75' x 200' (15,000 sq. ft.), plus we added the loading dock which was about another 1,500 sq. ft. Now once again we find ourselves in need of more space. The current addition is 100' x 175' (17,500 sq. ft.). With the completion of this addition we will have approximately 64,000 sq. ft. of floor space on the main level of the building. This more than doubles the original 30,000 sq. ft. of space that we moved into back in 1990. In addition to this we have a very rough estimate of about 10,000 sq. ft. of office space on the second level putting us at around 74,000 sq. ft. total.

We are also graveling what used to be the west side lawn

and adding more parking along that side of the building. At the same time we will be putting in a new cooling system for the existing production space. There will also be a cooling system in the new space that is being built off the back end of the building. Last summer we found that the system we installed back in 2000 was getting tired and only minimally effective. The new system will be rated to move almost twice as much air as the existing system. It is about a \$100,000 investment but we feel it is worth it if we can improve the work environment during these hot summer months. The bad news is, even though we started engineering the system at the beginning of the year and all the components have been ordered, we are still looking at about 6 weeks before it is fully operational. Let's all pray for a mild July and save the hot stuff for August.

As for sales they continue to be strong. Our 2015 sales at the end of May were almost exactly the same as what they were at the end of May in 2014. It appears that June sales will be strong, over 1.3 million. Because of the strong June sales we will end the first half of the year about 2% higher than we were at the end of the first half of



2014. Unfortunately this lead will be short lived because we had a monster sales month in July of 2014. Right now I'm forecasting that at the end of the third quarter our sales will be about level with what they were in 2014. The bad news is our margins have eroded. Our costs continue to rise resulting in smaller margins in 2015. We have a price increase schedule to take effect in August, but it will not be enough to pull our margins back up to what they were in 2014. We will continue to watch this carefully and react accordingly.

In a couple weeks we should start hearing how the economy as a whole performed in the first half of the year and maybe pick up on some revised predictions for the second half of the year; possibly giving us a better idea of what to expect throughout the remainder of 2015. However regardless of whether we grow this year or not we will eventually get back into a growth pattern and the expansion projects we have underway will position us to handle this growth in future years.



Happy Birthday!

JULY BIRTHDAYS

Joe Landsverk	7/2
Josh Hanson	7/4
Abbi Waters	7/13
Amy Jeffery	7/13
Christopher Rosenberg	7/13
Shawn Nardella	7/15
Bradley Jones	7/19
Joe Jones	7/21
Steve Strickland	7/21
Clint Young	7/25
Matt Stookey	7/27
Josh Seiffert	7/30

AUGUST BIRTHDAYS

Bryan Strobel	8/1
Kelcie Wood	8/1
Renee Glover	8/3
Mary Streck	8/9
Eddie Borninkhoff	8/10
Jeff Clark	8/10
Kelly Koontz	8/11
Derrick Leffer	8/14
Sandy Rains	8/18
Trever Pankratz	8/19
Willy Johnson Sr.	8/21
Bob Moran	8/31
Sandy Robinson	8/31

SEPTEMBER BIRTHDAYS

Wade Schmier	9/1
Mike Fyfe	9/5
Keegan Reilly	9/5
Aleisa Abell	9/8
Dustin Dozhier	9/8
Michael Dailey	9/10
Tom Weldon	9/10
Barry Wood	9/14
Lisa Hagel	9/16
Dan Currier	9/19
Pauline Salvesson	9/19
Dan Koch	9/29
Jamie Holland	9/25
Millissa Langve	9/27
Viki Pacheco	9/28
Sean Erickson	9/29

WPG First Annual Employee Garage Sale

submitted by Katie Whitmoyer, Human Resource Professional

On Saturday, May 16 Wood's Powr-Grip held its first (well at least first in a long time) Annual Employee Garage Sale. There were a total of 6 employees and their families who participated. We were fearful the entire week leading up to it as to if we were even going to be able to hold the event or not, as the forecast was looking pretty wet and gloomy. After lots of optimism and motivation from the participants, it was decided that we weren't going to let a forecast like that stop us! Rather than setting up our sales in the parking lot like we'd planned, we ended up doing some rearranging around the building and got all of our sales set up in an easy-to-follow path from in the break room,

out along the aisles through Handcup Assembly to Shipping, and out the loading dock. It actually worked out very well- we had a great turnout and had several excited customers' comment that it was "fun" and "like a department store!" The weather ended up being mostly favorable for the morning, but Murphy's Law would have brought a downpour had we set up outside! After it was all said and done, we ended the afternoon with a pizza lunch.

Every year after the garage sale is over I always think that there is no way I'll have another one again next year- but as the year goes on, stuff seems to accumulate and cluster my house once again

and come spring I can't wait for the garage sale to get rid of all my stuff! With that being said, I'm planning on making this an annual opportunity- as long as there is participation. To make it consistent on everyone's calendar, we'll probably try to always shoot for mid-May. Plus, next year's weather is due to cooperate a little better for us!



Strobel's Synopsis

submitted by Bryan Strobel, New Product Development Manager

I don't know about you, but I have some fond memories of my first car. I had a '69 Nova that I fixed up and drove for many years. Along with the great memories are some other historical events that would likely have been avoided if I had been driving the car I have now. For example the time when I wasn't sure how slick the road really was until I was in the ditch dodging reflector poles and shifting gears trying to get back on the road before I got stuck in the snow. Or maybe the time the throttle stuck fully open - quite the ride until I shut it down. There was a time on a trip to school where I lost my electrical ground connection on the electronic ignition and had to diagnose the problem and found out it just had to be tightened back on the firewall. In a pinch another time I replaced the coil wire with a coat hanger just to make it back home. While quite a few more of these events come to mind, you probably get the drift.

I learned a lot about that car out of necessity; everything from how to finesse the clutch in a light, rear wheel drive on slick roads to how to repair just about every part on it (or so it seemed). Cars were pretty simple back then and I had the desire to keep everything working and get the most out of it. I have a different expectation for my cars today. Soon my kids will be learning to drive and while I would like them to learn the "finer things" about automobiles, the Dad in me will appreciate all the safety features like air bags, traction control, and ABS brakes. I like that there are warning lights to indicate when the fuel is low or the roads are slick.

Similar to the advances in our automobiles we are working to update our lifters to help the end user understand the state of the lifter and load and help them react accordingly. By incorporating a microcontroller for the brain of the system we can inform the user of conditions

they would not otherwise be able to easily identify and prevent operation that would compromise the safety of the lifter or the operator. An additional benefit includes not needing to understand all the intricacies of the system to operate and maintain it. As practical we will try and identify fault conditions and provide error codes.

Along with the benefits are a number of challenges like ensuring that if there is a glitch in the system that it responds in a controlled and safe way for the operator. More sophisticated electronics also require more detailed quality control. The process of integrating this type of control system is a major project but hopefully our customers will understand and appreciate the benefits it provides. While it's not quite on the same level as a driverless car we are anticipating that this will be a springboard that helps us lead the materials handling industry for years to come.

Suggestion System

submitted by Tom DeBree, Quality Assurance Director

Earlier this year, Brad, Trever and Sam rolled out a new system for collecting Lean Suggestions from people in production regarding improvements to their own processes. As part of this suggestion system, each production area met regularly to encourage and collect these suggestions. More recently, Management rolled out the Huddle Meeting idea. These are daily meetings for discussing priorities and problems as I am sure everyone is aware of by now. The meetings for the Suggestion System were put on hold with the intention that these suggestions could be brought up in the huddle meetings. My observation

over the last month or so is that these huddle meetings have been very successful. Everyone is doing a great job talking about priorities, problems and barriers. Additionally, everyone has been doing a great job coming up with solutions to problems and working through them over the course of one or more meetings. What seems to not be as successful is bringing up improvement suggestions in these huddle meetings. I have been to huddle meetings for a number of different areas and there does not appear to be as many improvement suggestions being offered as was hoped. The company is still receiving Lean Suggestions,

just not at the numbers we had received in the past. I would like to encourage everyone to think about simple improvements for their own areas and make a point to try and bring up something in your Huddle Meetings at least once a week. It is great that we are identifying and dealing with our problems so effectively, but that will only take us so far. In order for us to truly excel, we need to be improving the way we are doing things all of the time. Continuous incremental improvement is the key to success and good improvement ideas from our own knowledgeable people is what is needed to make this happen.

WPG Wellness/Premium Discount Activities

The following is a tentative schedule for this year's Wellness/Premium Discount Activities

Timeline:

1. **BLOOD DRAW**
- Onsite date: Tuesday, July 28th
2. **HRA**
- Onsite date: Wednesday, August 26th
- HRA Deadline: Sunday, September 6th
3. **FOLLOW UP** with Wellness Coach or miCare Provider:
- Letters sent – Third week of September
- Coach follow up – members will need to speak with an EBMS Coach by Monday, November 16, 2015
- miCare follow up – members will need to make an appointment with a provider at miCare by Monday, November 16, 2015
4. **TURN IN WELLNESS CARD TO HR**
- Date: Monday, November 16, 2015



For the 2015 Wellness Program we are going to try something a little different.

- We are going to shift the focus from achieving the WPG Health Goals to defining healthy and reasonable health goals with a Coach or Provider.
- By doing so, we can remove the "Know Your Numbers: WPG's Health Goals" requirement which will eliminate the confusion surrounding the signature and follow up processes for this portion of the Program.
- Participants will still review their numbers with a Coach/MiCare Provider and will receive their HRA risk reports upon completion of the HRA allowing for a more personalized approach to their wellness.
- With this change participants will not need any signatures on the card this year. They will simply check off each item as they are completed.



Calendar of Events

INDEPENDENCE HOLIDAY

July 3rd

PHOTO CONTEST ENTRIES DUE

July 10th

PHOTO CONTEST VOTING DUE

July 20th

HRA BLOOD DRAW

July 28th

BLOOD DRIVE

August 6th
1:00 PM – 4:30 PM

ONSITE HRA

August 26th

HRA DEADLINE

September 6th

LABOR DAY

September 7th

HRA FOLLOW UP & WELLNESS CARD TO HR DUE

November 16th



Red Shirt Fridays

By BETH N. GRAY,
Times Correspondent

Doc Hofmeister, a former Marine who served in Vietnam, knows about morale. "If morale is low, you make mistakes. And when you make mistakes, people die," he declares from experience.

To that end, he has launched a national effort to boost morale here and abroad. Called Red Shirt Fridays, it **encourages people to wear red shirts on Fridays to show support for service people.** "When the troops see the news and see people dressed in red, they know they have support," he said.

"We do not care whether or not one supports or does not support the war," reads a statement on the Web site. "We care only about making our support for our servicemen and women known to our fellow Americans and the world.

"We are a silent majority that does not wish to remain silent anymore. We need to let our servicemen and women know we support their sacrifice and we will not forget them and we will do this by wearing red every Friday."

"Everybody has a red shirt, any kind."

Office Updates

submitted by Barry Wood, Vice President

We are happy to have Kelcie back to the office this summer. She is undertaking an enormous project of trying to get all of our office procedures down on paper and ready to be added to the ISO9000 system. Up until now, the only part of the office that has been subject to ISO9000 is the purchasing department. However, as part of our plan to build more redundancy into the office tasks, we want to get the procedures in place and make sure that they are being followed. It isn't as easy as saying "attach the pad to the pad plate with the 6" ¼-20 shoulder bolt." This isn't because it is more complicated, but because you are describing mouse clicks on a screen; which is harder to describe.



MBCEA

submitted by Ross King, Sales Manager

The Metal Building Contractor and Erectors (MBCEA) has a nationwide conference each year and they invite select companies to have booths for display at the conference. This year the show was held in San Diego on 5/1 & 5/2. MBCEA tries to pick a resort that offers a lot to do and they make your display hours very effective by having contests and prizes given out to the attendees that visit every booth. Unlike some of our coworkers this would be the only "show" we attend where I would use the word fun to describe the time spent. Bryan Wood also attended for the first time this year and I think it was because I kept volunteering to travel to this show which is highly unusual for me. This was the best attended conference we have displayed at and

Kelcie will also be lending a hand in several other areas: reception, work order processing, etc.

Probably the biggest change in the office is that I am noticeably absent. OK noticeably might be an exaggeration. But I don't expect to be in the office for a while. This has actually been in the works for several months now, but quite frankly we don't know enough about what is going on to say much about it.

So here is the back story. We have had a fair amount of success in the insulated metal paneling (IMP) industry. You may have also heard it called the "Cladding" industry. However, we have been marketing to the industry for several years and have had very little success in selling our products. So we picked what seemed to be a decent market - TX - and I am going to see firsthand if there is anything we can do to get more sales in the market.

In terms of projects, this is what we call the "Trail Blazer" stage. Another term often used in industry is "Due Diligence." My basic goal over the next couple of weeks is to try and meet with as many people in the industry as I can and feel them out for what we can do to improve our sales.

I do expect to be back at the end of the "Trail Blazer" section of the project. However, since this is just investigation, I really do not know what will come next. While I am gone, I will have my cell phone with me and I will be at my computer daily. So I should still be accessible. But hopefully, I will also be spending more time visiting potential customers and learning more about how to penetrate the market.

Unfortunately, that is as much detail as I have at the moment. Hopefully, by the next newsletter we will have some new distribution or at least a plan in place to get product to market better.

LAND
OF THE
FREE
BECAUSE
OF THE
BRAVE

Montana Meat Processors Tour WPG

submitted by Lisa Hagel, Advertising Coordinator

To start off this article I would like to give special recognition to all the individuals that contributed to the tour conducted for the Montana Meat Processors Associations and made it so successful.

This was one of the largest tours ever conducted here at Wood's Powr-Grip. 70 people from all over the state arrived on 2 buses on April 23rd. The tour was split into 5 groups that were led by knowledgeable

tour guides and their capable associates.

Tour group leaders and wingmen included:

John Shriver – Dereck Lefler
David Peters – Byron LaRue
Holly Anderson – Carol Brooks
Bryan Strobel – Lisa Hagel
Chad McNeese – Josh Eickhoff

The tour group started in the downstairs breakroom and watched a video presentation thoughtfully compiled by Stacy Lawver. The video showed a

brief history of Wood's Powr-Grip followed by a video of our manufacturing processes. All 5 tours started simultaneously to accommodate the time schedule of our visitors. The tour lasted around 45 minutes. After the tour our guest gathered outside for refreshments and members of the Wood's Powr-Grip team addressed questions. We want to thank all of you who contributed knowledge, expertise and information during the tour.

Bond's Bits

submitted by Gary Bond, Product Engineering Manager

One of the key responsibilities of the Product Engineering department is managing the changes in our products. These changes can get initiated for a variety of reasons. New Product Development creates completely new products. A special or new product design has components or features that need to be included in existing products. A problem in the field or in production may create the need for a change. We may get a suggestions from a customer, production personnel, or sales. We also use focused projects to look at specific products for improvements. We also have to make changes as standards and regulations change.

Since we don't have unlimited resources, we have to evaluate and prioritize each change. We need to identify if the change will resolve or conflict with safety or legal issues. What effects will the change have on costs? Sometimes a cost savings in one thing will increase cost in another. Will the change increase sales? How easy will it be to evaluate the change? Is the effort to make the change the best place to put our resources? A simple change that may reduce cost on a product that has low sales may

not be as high of a priority as a more complicated change that will help us fill a common customer need.

After deciding to move forward with a change, a design engineer has to evaluate the effects the change will have on the product, often including calculating the strength and

complex set of ECN's such as if we replace a vacuum pump with a new version. We need to accurately know the physical dimensions of the pump. Every plate that the pump needs to mount to needs to be changed with new mounting holes and the new hole locations need to be verified that the pump will fit on the lifter.

Wiring diagrams need to be updated. Welding drawings and assembly drawings for multiple variations of the lifters need to be updated to show the new pump. We may also need to create drawings for new kits so customers will be able to replace old pumps with the new pump.

The drafter makes changes to the drawings and they are reviewed.

We need to make sure we made the changes we expected and didn't make unintended changes. Upon approval, the drawings and ECN are filed. Engineering Masters are updated in Visual MFG so that future work orders will have the change. We also need to evaluate changes to instructions, marketing literature, material safety stocks, and existing inventory.

In the meantime, other changes are waiting to be made.

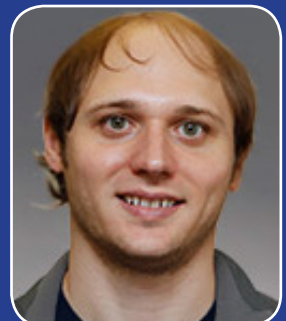
***“The Only
Thing That Is
Constant Is
Change”
- Heraclitus***

stresses on the product and how it will work in the field. We may identify in the process the need for more inventory numbers. If so, we submit a CAR to have those numbers created. After the change is approved, we write an ECN that provides instructions to a drafter for what drawings have to change. This ECN also provides our record for ISO 9000 and for customer support for all the products made the previous way. What seems like a simple change may be a very

NEW EMPLOYEES



Cole McGann
Production Technician



Colt Speidel
Production Technician



Nathan Frickel
Materials Control Clerk

Welcome Back!



Kelsie Dolman
Materials Control Clerk

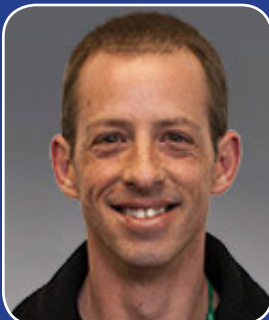
NEW EMPLOYEES



Jason Wheat
Production Technician



Mikayla Nielsen
Production Technician



Steven Thompson
Production Technician



Crystal Maier
Production Technician

Customer Visit

submitted by Barry Wood, Vice President

Several months ago we sold a cladding lifter to a company in Mexico called MetecnoMexico through Martinez Supply. At the time, MetecnoMexico asked about getting some training on the lifter. However, they weren't ready, and we didn't have anything we would consider suitable. I thought the matter was dead until they called back in late April. Now they were ready for someone to come. I asked around for an appropriate trainer. Everyone was either busy or did not have a current passport. And nobody had any idea what to provide in terms of a training plan.

I had volunteered to go, thinking I could watch and learn. But it ended up being like one of those old TV shows where they ask for a volunteer and all but one person take a step back. So I ended up going. Thanks to Bryan Strobel I had an outline of things that should be covered, and I was able to use his notes and advice to write a Power Point presentation. So I could talk about something I knew nothing about.

I flew to Querétaro (pronounced just how it is spelled) Mexico on Sunday May 17th. My plan was to talk for about an hour, try to look like I knew what I was talking about, tour their plant and go do some sightseeing.

I arrived at the plant at 9:00 am. I left the plant at 6:00 pm. Things hadn't gone well. The presentation – the part I was



worried about – went fine. However, when we went out to use the machine, it was leaking. It was leaking badly. I had seen photos of the machine in use on their website before I left, and there were no “well that is a shock” comments. So they knew it was leaking before I came. So we set out to try and get it to work. Unfortunately, I was lacking three key elements:

- 1 Proper tools
- 2 Replacement parts
- 3 The slightest clue as to what I was doing.

What I did have was a team of Spanish Speaking workers who were all eager and willing to provide their opinions on what the problem was. It was an interesting day. Truth be told, it wasn't as bad as it sounds either.

Probably the worst part was at 6:00, when I was grabbing my stuff to leave, someone pointed at a box on the table and said, “Do you want to take your lunch home with you?” If you know me, you know I don't like to miss a meal. I thought we had all missed lunch, but there was only one left. My eager team of helpful workers had shafted me. They didn't all go at once, but at some point they all went and ate. As Ross would say, “You kind of have to respect it.”

Despite it being a rough trip, I think it was a good one. As I said, I don't think anyone was surprised that the machine wasn't working. And it was working when they got it. I am hopeful it was a step towards developing a relationship with a potential key player in the Insulated Metal Paneling market in Mexico. If that turns out to be the case, it was well worth it.

Surveillance Audit

submitted by Tom DeBree, Quality Assurance Director

On July 6th through the 8th, a representative from SGS will be here to perform our annual surveillance audit for compliance to ISO 9001. For those with a bad memory like mine, ISO 9001 is an international standard with key guidelines for setting up an effective Quality Management System. We were first certified to this standard back in July of 1998, so we have been at this

for quite some time now. We maintain 3 year contracts with the certifying organization, SGS, with an audit every year and then a renewal every 3 years. Most of you have been through one of these audits a number of times over the years. For those who have not, there is nothing to be nervous about. The gentleman who will be here will be conducting a tour of the facility asking



a sample of people questions about what they are doing. Everyone knows their own jobs well, and what we are doing is in line with the standard. I anticipate another good audit and want to thank everyone in advance for your patience and cooperation during the audit.

Columbus AG Students Visit WPG

submitted by David Peters, Marketing Associate

On June 4th, a group of high school kids of varying ages visited Wood's Powr-Grip to learn about the manufacturing process. Daniel Miller, the Agriculture teacher at Columbus High School, asked that during the tour that I emphasize the importance of a good education. We started the tour in the downstairs break room by watching a video that Stacy Lawver graciously put together for us. The video covered the history behind Wood's Powr-Grip and transitioned into examples of the processes down on the shop floor. It was a great way to start off the tour.

As we toured through the plant,

I stressed the importance of having strong computer and math skills in order to operate the various types of machines in the shop. I pointed out that even though welding looked



easy and fun, it requires a serious understanding of different types of metals, tolerances and the ability to navigate through engineering

drawings. As we went through each department, I emphasized the need for proper training and how important a highly skilled workforce is in order to produce a top quality product.

After the tour, there weren't many questions. The boys from Columbus had been traveling all day and had been on two other tours. They were pretty worn out. Daniel informed me that school had been out for a week, and the boys, ranging from 9th grade to 12th grade, had volunteered to come here on their own time. It made me feel good to know that there are still good kids out there with a willingness to learn and improve themselves.

WOODY OPEN 2015 Sports Center Top Ten Highlights

submitted by Don Hayes, Human Resource Manager

The 2015 Woody Open was held on Saturday May 30, 2015 at the Stillwater Golf Course in Columbus. The maximum number of 44 people played. The food was good, the drinks were cold, and the weather was perfect.

Top Ten Highlights*

Number 10

Team Lawver maintained its winning streak for highest score despite a bold challenge from the team of Wade Schmier, Laura Schmier, Joe Jones, and Kyle Schmidt. As it turns out, had Tiger Woods been playing, he would have broken the Team Lawver streak as evidenced by his shooting an 85 in his most recent round of tournament golf.



Number 9

Katie Whitmoyer won both flag prizes for Longest Drives for women only.

Number 8

Mike Manders won two flag prizes for Longest Drives.

Number 7

John Schriver won two flag prizes for Longest Drives.

Number 6

Bruce Lefler won two flag prizes for his "short game" - Closest to the Pin in 3 Shots, and Shortest Putt in the 3rd shot. Bruce's lucky number apparently is 3.

Number 5

Shawn Nardella won two flag prizes for his "short game" - Closest to the Pin in 3 Shots, and Closest to the Pin in 2 shots. I guess Shawn has two lucky numbers.

Number 4

Other flag prizes winners were Mike Dailey (1), Sam Mather (1), Jake Hould (1), Wade Schmier (1), Joe Jones (1), and Don Hayes (2).

Number 3

The team of Bryan Wood, Kent Sanchez, and Cole Whitmoyer won second place with a score of 69, but apparently only because they added Katie Whitmoyer to their team at the last minute

Number 2

The team of Justin Smith, Mike Dailey, and Shawn Nardella won first place with a score of 65, but apparently only because they added Shawn's dad Mike Nardella to their team at the last minute. I'm sensing a pattern on how to win.

Number 1

In a still unexplained and unexplainable turn of events, to win the flag prize for longest putt on hole number 16, Brad Wood's one-handed putt went in on hole number 17 - estimated distance 1530 feet or 18,360 inches. It's not the distance, it's the one-handed part that is amazing.

*Not making the top ten, the reported sighting of Ross King and Kent Kulesa teeing off from the women's tees.

NEW EMPLOYEES



Seth Green
Production Technician



Brianna Peterson
Production Technician



Ian Mikesell
Production Technician



Curtis Hartman
Industrial Technician



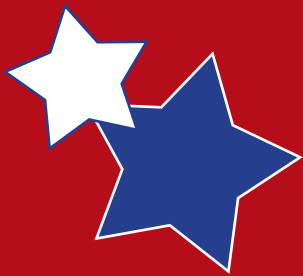
miCare - Laurel
406-628-3340

• 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 handicaps, 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!!

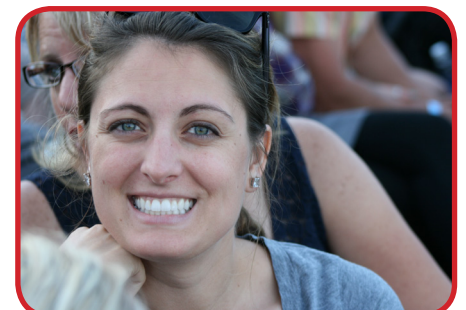




Photo Contest Reminders

There are three categories:

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

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 Friday, July 10th!

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

No heavy photo editing. Only cropping and minor lightening or darkening allowed.

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.