

WOODY'S WORLD

Wood's Powr-Grip will be closed Thursday and Friday, November 24th-25th so you have the opportunity to enjoy the Thanksgiving Holiday with your families!



Lean Manufacturing Best Practices

The 8 Wastes

To remember The 8 Wastes, you can use the acronym "DOWNTIME."

D	Defects		Overproduction		Waiting		Non-Utilized Talent	
O	Overproduction	Defects	Overproduction	Efforts caused by rework, scrap, and incorrect information.	Production that is more than needed or before it is needed.	Wasted time waiting for the next step in a process.	Underutilizing people's talents, skills, & knowledge.	
W	Waiting							
N	Non-Utilized Talent							
T	Transportation							
I	Inventory							
M	Motion							
E	Extra-Processing							

WPG UPDATE

SUBMITTED BY BRYAN WOOD, PRESIDENT

A lot has happened since my last article in Woody's World. Most notable is four months of unprecedented sales. I think we all know that, in June, we pushed out record sales. Then we followed that up in July with the third highest sales in company history, followed closely by August with our fourth highest sales month. I do not have final sales numbers for September yet, but I'm pretty sure September was also in our top ten and may even rank as the fifth highest sales month in company history.

With the hectic sales volume through the summer months, we are now within about 14% of last year's sales. However, keep in mind that last October was a record sales month for us, so by the end of this month, our margin of increase over 2015 will drop back down to about 12-13%—but that is still far more than we anticipated. Also,

much to my surprise, our export sales continue to grow at a very robust rate. Right now exports make up about 37% of our sales for the year. This is up from about 32% of our sales last year at this time.

What was accomplished these past four months is truly remarkable

I expect that we will have decent sales in the last quarter of 2016 (it is hard to believe we are already into the last quarter of the year) but nothing like what we experienced in the third quarter. For the past two years, November has been our slowest sales month of the year. I

wouldn't be surprised if either November or December are our slowest sales month for this year. However, if the sales pattern of the past couple of years carries through to next year, we will see sales start to ramp back up in the spring.

While talking about unprecedented sales, I also have to point out another unprecedented event, which is the way so many people stepped up in so many different ways to make it possible for us to get through the busiest time in our company's history, without falling behind. To make it even more amazing, many of our lead times are actually shorter now than they were at the end of May. When I talk to people from other companies and tell them what you guys did, I always get this look like they think I'm exaggerating. What was accomplished these past four months is truly remarkable



QUALITY & CONSISTENCY ARE A TEAM EFFORT



NOVEMBER BIRTHDAYS

Corey Holy Cross	2
Patti Rosenberg	8
Laura Dubell	9
Adele Briant	11
Lee Peters	16
Katie Whitmoyer	16
Conway Hendrickson	23
Levi Jones	27
Larry Kempton	27

DECEMBER BIRTHDAYS

Steven Thompson	1
Nate Johnson	4
James Lambert	4
Lee Ann Wood	5
Chad McNeese	9
Carol Brooks	12
Brad Wood	13
Laurie Mikesell	16
Kyle Schmidt	16
Mila Becker	23
Marty Peterson	27
Marcy Munguia	30

ANNUAL BIG BUCK CONTEST



We are putting on the **10TH Annual Big Buck Contest** this year. All Wood's Powr-Grip employees and their immediate families are eligible to sign up. The entry fee is \$5.00 per person. Sign up with Shawn Nardella or before Friday, October 21, 2016. See Rules for details.

1. Eligibility:

All Wood's Powr-Grip employees and their immediate family members.

2. Categories:

- Mule Deer
- White-tailed Deer

3. Entry fee:

\$5 per person, per category; with no refunds

- Sign up on or before General Deer Season start date (See Hunting Regulations). New employees or immediate family members of new employees, starting after the deadline may still enter after presenting a valid unused A tag.

- Entry fees must be turned in on or before General Deer Season start date.

4. Payout per category:

- 1st Prize up to 60% of the entry fees with maximum of \$50
- 2nd prize up to 30% of the entry fees with maximum of \$30
- 10% of the total entry fees will be used for the perpetual plaque.

5. Scoring:

- The Thursday after General Deer Season closes, all competing antlers must be brought to Wood's Powr-Grip, to determine the winners. Failure to bring in your antlers may result in disqualification. Special considerations may be made for antlers at a taxidermist.
- The antlers will be voted on to determine the antlers will be scored according to Boone and Crockett official scoring system (at least one

more than the number for payouts).

- Two people will score the antlers and reconcile any scoring variations.
- All deer will be scored by typical Mule Deer

6. General Rules:

- Has to be shot in Montana legally, during the current year's hunting season.
- Deer may be taken with any legal methods.
- Must follow Montana Fish, Wildlife & Parks Regulations.
- All trophy entries must be reported within 10 days of the harvest.
- Evidence of fresh kill this year
- Please include a photo of your trophy in the field.
- This contest follows MCA 87-6-214.
- If rules are found not to follow Montana Code Annotated 2013, the rules will be adjusted accordingly.

MEET OUR NEW TECHNICAL SALES REP

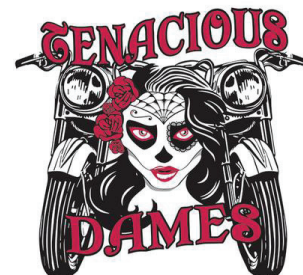
Devienne Teeters is our newest Technical Sale Representative. She comes to Powr-Grip with a strong background in customer service and sales. She grew up right here in Laurel, MT and graduated from Montana State University in Bozeman (Go Bobcats!) with a BS-ED

was fortunate to have the opportunity to complete her student teaching assignment in Rotorua, New Zealand. Most recently, Devienne was employed in the banking industry where she assisted customers to reach their financial goals.



degree in elementary education with minors in reading and instructional media. Devienne

In her time away from work, Devienne likes to get out on the open road on her Harley. She is one of the original seven members of a statewide all-women's motorcycle riding club, the Tenacious Dames. Through this, Devienne has had the opportunity to help several



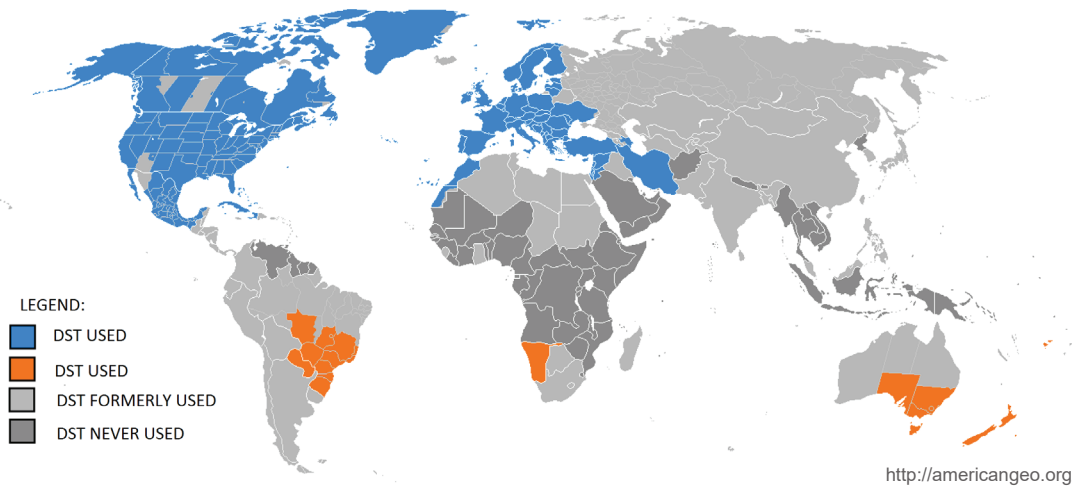
women learn to ride. Devienne enjoys travel, especially by bike, and looks forward to planning a cross country trip within the next few summers.

If you have not a chance yet, stop by the Sales department and introduce yourself to Devienne.

DAYLIGHT SAVINGS TIME THIS

SUBMITTED BY DAVID PETERS, WEB CONTENT & WRITER

Map of the Week: Daylight Saving Time (DST)



You know folks, it's time to get real. They're going to make us mess with time again. Anyone who has watched a sci-fi flick knows that time can neither be created nor destroyed by ordinary means, and messing with time usually ends very badly. So let's have a little discussion about this whole daylight savings thing.

The name implies that time saves daylight. I don't know about you, but I want to know what bank they keep all that extra daylight in. And does it pay interest, like 5% more minutes of light for each hour deposited? And where is the vault that they keep all this extra daylight in? Is it next to all the gold that is allegedly in Fort Knox? And if you tap into this daylight bank, are you living on borrowed time?

Daylight Savings Time (DST) was proposed in 1895 by some guy in New Zealand that wanted an extra hour of daylight after work to collect bugs. It was first put into practice in Canada. Everyone knows that, if Canada and New Zealand are on board with daylight savings time, the U.S. should be right there, and right there we were in 1918 because, like President Obama, Woodrow Wilson really liked to play golf.

You see, DST was instituted twice in the U.S.—during each World War. It never really caught on during peace time and was vehemently opposed by the agriculture industry in America. The farmers didn't like it much, citing the fact that the extra hour of daylight burned up the crops. The U.S. standardized DST in 1966, under the auspice that states could "opt out" if they were so inclined. DST was rationalized during the 1970's under the guise of saving resources during the energy crisis. And, in 1988, an extension for DST passed through Congress, with the Senators from Idaho citing that during Daylight Savings Time fast food restaurants sold more french fries.

You know, objectively, DST probably did save resources in the 1970's. But back then not as many people had air conditioning as do now. I think the savings went out the window with the extra hour each day that the average American now has to air condition their home in the summer. Perhaps the only people who do benefit are bar owners. When we switch from DST back to Standard Time in the fall, that extra hour of staying open makes them lots of money

on booze sales. But just think of how much energy those bars expend in lights and heat staying open that extra hour. There are roughly 66,000 bars in the U.S. That constitutes a lot of hours of energy, and some may have to borrow from the sunlight bank just to stay open that extra hour, depleting our stores in Fort Knox and throwing our country deeper into debt.

Seventy-five percent of the world either has never tried Daylight Savings Time, or has tried it and abandoned it. I'm talking 1.5 billion people in China, 1.6 billion people in India, almost all of Africa and South America, 3/4ths of Australia, and virtually all of Russia that do not participate in fooling themselves into thinking that there is an extra hour of sunlight during the summer. I mean look, even Antarctica tried DST and gave it up. What with global warming and all they didn't want that extra hour of sunlight melting still more ice, and evidently it really confused the penguins and disrupted their mating habits.

As you may have guessed, I'm not really a fan of the whole "change the clocks 2 times a year" club. I'm

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NEW EMPLOYEES



DEVIENCE TEETERS
Technical Sales



JORDAN DELP
Night Shift



KEIL CLAVETSCHER
Night Shift



JOHANA LOPEZ-SMITH
Logistics Specialist

NEW EMPLOYEES



JIM LAMBERT
Night Shift



SAMANTHA KISCH
Machinery Assembly

JOB OPENINGS

Production Technician —
2 openings, Full Time,
Day Shift

Production Technician —
Night Production
Technician – 1 opening,
Full Time, Night Shift

Production Technician —
Night Molder – 1 opening,
Full Time, Night Shift

Production Technician —
Molder – 1 opening, Full
Time, Day Shift

kind of a collector and I have over 60 time pieces in my home. Three Hours!! That's how long it takes me to change my clocks and sync them all up.....THREE HOURS!!! (Ok, so 4 of the clocks are atomic clocks that set themselves, but two of those don't always do it right, so I have to get out the manuals, figure out which foot I have to stand on while holding my right arm and tongue just right, which buttons to push while I hold the SET button, and then it messes up the alarm and I have to spend another hour figuring out how to reset that whole thing....truly a pain!) But let's say the average person just spends 10 minutes wrasslin' with the clock deal. That's roughly 2 billion people times 10 minutes times twice a year. That translates into approximately 666,666,666.666 man hours

wasted on just spinning the hands on a clock annually. With that kind of labor power, each year



we could fly every penguin on the planet to some place warm for the winter and still have labor hours left over to build a Utopian preserve in Uptown Manhattan for every endangered species on the planet.

If the whole eco-mindedness approach doesn't convince you of the folly of DST, let's look at it from a human aspect. Within 3 days of a clock shift each year

(mainly at the spring time change), in participating countries, heart attacks worldwide increase by 10%. Additionally, because of the disruption to circadian rhythms, individual efficiency can be reduced for up to 3 weeks following a clock change. Forsake the penguins for a moment – if we could save just one life, wouldn't it be worth abandoning DST all together?

My solution—abolish Daylight Savings time all together. Pick a time, any time, and just stick with it. The penguins appreciated it... why not you?

Note: Try not to have a heart attack, but Daylight Savings Time falls back to Standard time at 2:00am on November 6, 2016. Don't forget to turn your clocks back, and I'll see you at the bar.

PERSONAL PROGRESS REPORTS

SUBMITTED BY KELCIE LOHOF, STAFF ACCOUNTANT



Beginning October 25, eligible participants will receive a report card-like communication highlighting their retirement savings progress through a personal assessment of their savings and investment mix. The campaign will deliver over the course of approximately eight weeks.

What are the goals of this campaign?

To provide participants with a personalized assessment of their savings rate and investment mix, as well as actionable next steps to help improve their situation.

When will these communications be sent?

A single-touch e-mail will begin

mailing October 25, and will deploy for approximately eight weeks.

Who will receive this campaign?

- Active participants, ages 21-67, with a balance greater than or equal to \$1,000.
- Separated participants, ages 21-67, with a balance greater than or equal to \$5,000 (Participants must be separated for eight months or more).

What messages are available?

Participants will receive a report card-like communication highlighting their retirement

savings progress through the use of visual iconography and relevant messaging, driven by personal data.

Delivery hierarchy:

1. Employee-provided e-mail
2. Employer-provided e-mail (not used for separate participants)

What is the call to action?

1. Primary: Call to receive one-on-one guidance with your Financial Advisory or Fidelity Representative.
2. Secondary: Point-to-point link within NetBenefits® that will vary depending on savings and investing needs (See sample messaging grids for details).



Congratulations to
Amanda and Ryan on the
birth of their daughter!

**Olivia Raiyn
Wilkey**

born Thursday, May 19, 2016
at 9:16PM she weighed 6lbs 5oz
and measured 19 1/2" long

COMMUNITY EVENTS

(see Billings365.com for
more information)

07 OCTOBER

- Walking Tour: McKinley School and the North Elevation Neighborhood - Western Heritage Center
- Big Sky Bead Festival - Hilton Garden Inn
- MOMIX Opus Cactus - ABT
- Jam at the YAM
- Magic City Monster Con - Red Lion Hotel
- ArtWalk Downtown Billings
- MonsterCon MusicFest - Red Lion Hotel
- Music Night with JD Echo - Yellowstone Cellars & Winery
- Don Pasquale - NOVA Center

08 OCTOBER

- HarvestFest - Downtown Billings
- Docent 2nd Saturday: Art for Kids - YAM
- Big Sky Bead Festival - Hilton Garden Inn
- Magic City Monster Con - Red Lion Hotel
- Mud Bog - MORE Racing
- Rocky Mountain College Football - Herb Klindt Field
- MSUB Mens Soccer - Yellowjacket Field
- Hubba Hubba - The Garage at Yellowstone Valley Brewing Co
- Murder Mystery-Mayhem at the Moss
- Magic City Rollers Back Alley Brats Bout - Metra Park
- Music Night with Eryn Bent - Yellowstone Cellars & Winery
- Voice of Addiction, Silverbow Society - Railyard
- The 4onthefloor - The Pub Station

09 OCTOBER

- Big Sky Bead Festival - Hilton Garden Inn
- Magic City Monster Con - Red Lion Hotel
- Don Pasquale - NOVA Center
- Acoustic Sunday Sessions - The Garage at Yellowstone Valley Brewing Co
- Sean Hayes - The Pub Station

10 OCTOBER

- Salsa Dance Lessons - The Garage at Yellowstone Valley Brewing Co



Congratulations!
Brad Wood married
to Lesley Johnson
Saturday, October 8, 2016



Congratulations!
Kelcie Wood married to Luke Lohof
Saturday, September 10, 2016

- Log Bakery Bakery's Halloween Monster Cookies - Log Cabin Bakery
- Beginner's Class Session BSFA

11 OCTOBER

- PintAid - The Garage at Yellowstone Valley Brewing Co
- An Evening with Henry Winkler - Radisson Hotel
- Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse
- Big Sky Comedy Festival - Various Locations

12 OCTOBER

- Hump Night Open Mic - The Garage at Yellowstone Valley Brewing Co
- Yellowstone Rim Runners Club Run
- Beginner's Glass Session BSFA
- Open Mic Night - Yellowstone Cellars & Winery
- Scotty McCreery - ABT
- Big Sky Comedy Festival - Various Locations
- Beer Bingo - The Vig Alehouse
- Shonen Knife - The Pub Station

13 OCTOBER

- Toddler/ Parent Adaptive Swimming Program
- MSUB Women's Soccer - Yellowjacket Field
- Making Stuff with Mary - Crooked Line Studio
- MSUB Men's Soccer - Yellowjacket Field
- Adult Art Education Masks & Merlot Workshop - YAM
- Jazz Jam - The Garage at Yellowstone Valley Brewing Co
- Russ Cherry's Rules of Engagement
- Open Mic Night - The Vig Alehouse
- Big Sky Comedy Festival - Various Locations
- Projectile Comedy - Bones Brewery & Arcade
- Layzie Bone - Railyard
- The Lil' Smokies - The Pub Station

14 OCTOBER

- Buried at Kelly Mountain and Boothill Cemetery - Western Heritage Center
- First Annual Frightfest
- The Benefit: a Fundraiser for Family Service - The Northern Hotel
- Haunted History Ghost Tours - YAM
- Music Night with Jessica Lechner - Yellowstone Cellars & Winery
- The Velocity of Autumn - Billings Studio Theatre

GLASSTECH DUSSELDORF

SUBMITTED BY BARRY WOOD, VP MARKETING & COMMERCIAL DEVELOPMENT

September 20-23 the biggest glass tradeshow in the world, Glasstec, took place in Düsseldorf Germany. This show normally takes place every other year, and is normally held towards the end of October or early November. This year the dates were moved to September due to a conflict with another show held in the same exhibition center.

This Glasstec Show served as the introduction for the new Intelli-Grip Technology that has been developed over the last year or so

with the plan to incorporate it on several lifters starting in January. Intelli-Grip is the name given to our innovative technology that controls the response of the lifter based on self-diagnosis of the lifter, vacuum levels that are monitored throughout the operational cycle, advanced battery and power system feedback, and other system information.

The vacuum system monitoring allows the system to respond in various ways to changing vacuum level for safety reasons. One of the

most useful and unique benefits is that it quickly performs a vacuum system leak test to ensure that every attachment to every load has a secure seal. Additionally if a vacuum level is detected while the lifter is not in the attach mode, the pump will

a load if it is determined that the battery energy level is too low to safely proceed.



kick on and attempt to fully attach. This avoids

accidentally lifting a load with an unsafe vacuum level such as might occur with an incomplete load release. There are also additional safeguards to avoid accidentally turning the machine off when attached to a load.

The power system monitoring has become much more thorough in that it evaluates both the need to charge the battery and whether it needs replaced. The most noticeable change with the monitoring of the power system is that the lifter will not attach to

To assist in introducing this technology several of us attended the show to help explain it. Both Bohle and CRL made space for us in their booths and allowed us to work alongside them. We took turns going from one booth to the other to demonstrate the technology. We also took some time to walk the show as this is one of the best opportunities to see what is new and popular in the glass industry. The show was also a good opportunity for me (Barry) to have a few meetings to foster dealer and customer relations.

Overall it seemed to be a very busy show. Word was that it was not as good as it was two years ago, but there was never a point that we were standing around bored.

A PIECE OF HISTORY AT WPG

SUBMITTED BY JAKE KNAUB, WRITER & GRAPHICAL SUPPORT

In the year 1955, the United States announced a plan to develop intercontinental ballistic missiles; rockets able to deliver nuclear warheads across the globe. That same year, the Warsaw Pact was signed as the Soviet reply to

NATO, Bill Gates and Steve Jobs were born, and the Vietnam War began. 1955 was also the manufacture date for a Hardinge lathe used on the Wood's Powr-Grip production floor.

Purchased as military surplus, this lathe was originally used at the Naval Ordnance Plant in Indianapolis. The ordnance plant was commissioned in 1942, completed in '43, and was used to manufacture the famous Norden

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bombsight, as well as gunnery fire control systems.

Although vital to the war effort and a fiercely-guarded secret, the Nazis were able to steal the technology before hostilities broke out as part of an infamous spy ring. The Germans used the information to help manufacture the "Lotfe 7" bombsight, which was used on the world's first jet-powered bomber late in the war.

After the end of World War 2, tensions continued to grow between the Communist nations and the US-led democracies. The tension eventually erupted into the Korean War, when a Chinese and Soviet-backed North Korea invaded the South. In this proxy war, the Norden bombsight enjoyed continued use.

The bombsight would be used again in the next proxy war—the

Vietnam War—placing sensors along the Ho Chi Minh Trail. A failure to connect with the people of Vietnam, along with a swelling peace movement led to the US withdrawal in 1973. This would be the last time the Norden



bombsight would see military action.

After all these years, and after all the repairs and production for the war effort, the Hardinge lathe still works perfectly on the WPG production floor. Next to this piece of history sits an example



of the modern world it helped to create: an Orbitform riveting machine. This piece of 21st Century technology can exert over a ton of force on a 5/16" diameter head. WPG uses this machine in the production of the Hand Cup plunger for a weldless finish.

These two machines, sitting side-by-side, are a testament to the WPG production engineers and technicians who work hard every day to bring you the best products available. To learn more, check out our YouTube channel.

NEW FORM


Introducing the new and improved, all-in-one SCHEDULE DEVIATION paperwork!!

In an effort to reduce the amount of paperwork around the building, we have decided to create a new form called the SCHEDULE DEVIATION form. This form will replace two pieces of paperwork

1. Leave Slips
2. Manual Punch Adjustment forms

Also, there is a third section on the form called "Comp Time Request". The intent of this is to make it clearer when a person has intentions of comping time, rather than using leave time. This does not mean that all comp time request will be authorized- it must still be approved by your supervisor.

This form will be available in all the normal paperwork hubs, as well as on the new employee Intranet.



SCHEDULE DEVIATION FORM

Employee Name: _____ Date: _____
(printed)

☐ **LEAVE TIME REQUEST**

Date of Absence: _____
 Time of Absence: _____

☐ Vacation
☐ Personal Leave
☐ FMLA

☐ Business Related
☐ Extended Illness
☐ OJI

☐ AWOP (see next page if unsure)
☐ LWOP (see next page if unsure)
☐ Other: _____

* Call taken by: _____
 * Time of call: _____
 * Caller name: _____

☐ **COMP TIME REQUEST**

Describe comp request (exact dates and times to be comped and when they will be comped):

☐ **MANUAL PUNCH ADJUSTMENT**

DATE	IN	OUT	IN	OUT

What happened? Why?

Employee Signature: _____
 Supervisor Signature: _____

Big Sky Comedy Festival - Various Locations

15 OCTOBER

- NILE Stock Show and Rodeo - MetraPark
- Northern Plains Resource Council 2016 Soil Summit - 2016 - Red Lion Hotel
- Boys & Girl's Club Vintage Sale & Flea Market
- Fun Fest
- Walk for Freedom - South Park
- First Annual Frightfest
- Rocky Mountain College Football - Herb Klindt Field
- MSUB Women's Soccer - Yellowjacket Field
- MSUB Men's Soccer - Yellowjacket field
- YVBC 20 Year Anniversary Party - The Garage at Yellowstone Valley Brewing Co
- Music Night with Jake Elwood - Yellowstone Cellars & Winery
- Shocktails at the Moss - Fairytales and Frights
- Billings Bulls Hockey - Centennial Ice Arena
- Don Pasquale - NOVA Center
- The Velocity of Autumn - Billings Studio Theatre
- Billings Symphony presents Music of the Masters -ABT
- Big Sky Comedy Festival - Various Locations
- Coldsnap-9, STFS Reunion Show - The Pub Station
- Don't Tred On My Meds - Railwayd

16 OCTOBER

- NILE Stock Show and Rodeo - MetraPark
- Crafting for the Cure 2016- The Big Horn Resort
- Boy's & Girl's Club Vintage Sale & Flea Market
- First Annual Frightfest
- The Velocity of Autumn - Billings Studio Theatre
- Acoustic Sunday Sessions - The Garage at Yellowstone Valley Brewing Co
- Don Pasquale - NOVA Center
- James McMurtry - The Pub Station

17 OCTOBER

- NILE Stock Show and Rodeo - MetraPark
- MSU Billings Foundation's Wine & Food Festival - The Rex
- Beginner's Class Session BSFA

18 OCTOBER

- NILE Stock Show and Rodeo - MetraPark
- PintAid - The Garage at Yellowstone Valley Brewing Co
- Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse

19 OCTOBER

- NILE Stock Show and Rodeo - MetraPark
- Yellowstone Rim Runners Club Run
- Beginner's Class Session BSFA
- Open Mic Night - Yellowstone Cellars & Winery
- Beer Bingo - The Vig Alehouse
- The Lacs - The Pub Station
- Hellebours + Fortress - Railyard

20 OCTOBER

- NILE Stock Show and Rodeo - MetraPark
- Educator's Free Day - YAM
- Toddler/Parent Adaptive Swim Program
- High Noon Speaker Series - Western Heritage Center
- MSUB Men's Soccer - Yellowjacket Field
- 10 Year Anniversary - The Windmill
- Jazz Jam - The Garage at Yellowstone Valley Brewing Co
- 1 Speak: Trivial American Language and Expression- YAM
- Open Mic Night - The Vig Alehouse
- Trivia Night-Fundraiser - Thirsty Street Brewing Co
- The Velocity of Autumn - Billings Studio Theatre
- Projectile Comedy - Bones Brewery & Arcade
- Dead Larry - The Pub Station

21 OCTOBER

- NILE Stock Show and Rodeo - MetraPark
- Friends of the Billings Library Autumn Book Sale - Billings Public Library
- Bars, Brothels and Bok Choy: Exploring Minnesota Avenue - Western Heritage Center
- West Coast Swing Fundraiser - The Garage at Yellowstone Valley Brewing Co
- Haunted History Ghost Tours - YAM
- Music Night with Kalyn Beasley
- Halestorm, Lita Ford, Dorothy - Shrine
- The Velocity of Autumn - Billings Studio Theatre
- Jared & The Mill - The Pub Station
- Ride 4 Life Tour - Railyard

22 OCTOBER

- NILE Stock Show and Rodeo - Metra Park
- Friends of the Billings Library Autumn Book Sale - Billings Public Library
- Grand Opening Celebration at Scout & Molly's - Shiloh Crossing
- MSUB Men's Soccer - Yellowjack Field
- Billings Roller Derby Dames - Shrine

WHAT ARE SAFETY DATA SHEETS (SDSS)?

SUBMITTED BY VALERIE SEYMOUR, QUALITY ASSURANCE/SAFETY COORDINATOR

Safety Data Sheets are written or printed materials with information about hazardous chemicals. These documents are provided by the manufacturer or importer of the chemical. They include what chemicals are in a product, the physical and health hazards of those chemicals and what steps must be taken to prevent adverse effects when using the product.

Safety Data Sheets and the Hazard Communication Standard:

The Hazard Communication Standard requires a written hazard communication program to be in place. This written program requires:

- SDSs to be obtained and accessible for all chemicals used in the workplace.
- A chemical inventory list.
- Training for all employees to assure they know:
 - How to read and understand the SDSs.
 - The health and physical hazards of the materials they could be exposed to.
 - The proper controls to safely handle the chemicals used.

The contents of a SDS:

When a chemical manufacturer or importer prepares a SDS, it must have 16 headings or sections as outlined below. These sections correspond with the international requirements established by the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). The standardized format provides uniformity around the world.

Listed are the 16 sections with a brief description of what is required in each section:

• Section 1: Identification

Product identifier, recommended use, restrictions of use and contact information of the manufacturer.

• Section 2:

Hazard identification

Pictograms, hazard statements, signal words and precautionary statements.

• Section 3: Composition

Ingredients, chemical name, common name, and Chemical Abstract System (CAS) number.

Always refer to the applicable Safety Data Sheet when using chemicals.

It can keep you and your co-workers safe.



• Section 4:

First aid measures

Description of necessary measures specific to the method of exposure.

• Section 5:

Fire fighting measures

Suitable extinguishing media specific to hazards arising from the chemicals.

• Section 6: Accidental release measures

Personal precautions to take, Personal Protective Equipment

(PPE), containment and cleanup procedures.

• Section 7:

Handling and storage

Precautions for safe handling.

• Section 8:

Exposure controls

Permissible exposure limits (PEL) and appropriate engineering controls.

• Section 9: Physical and chemical properties

Includes but is not limited to appearance, odor, melting point, pH and flash point.

• Section 10: Stability and reactivity

Reactivity, chemical stability and conditions to avoid.

• Section 11:

Toxicological information

Health effects, information on routes of exposure, symptoms related to chemical, physical and toxicological characteristics.

• Section 12:

Ecological information

Degradability and bioaccumulative potential.

• Section 13:

Disposal considerations

Safe handling of waste residue.

• Section 14:

Transport information

Proper shipping name and transport hazards.

• Section 15:

Regulatory information

Safety, health and environmental regulations.

• Section 16:

Other information

Date of preparation and date of last revision.

OPEN ENROLLMENT

SUBMITTED BY DON HAYES, HR MANAGER

DECEMBER IS OPEN ENROLLMENT MONTH INSURANCE IN 2017

Just like in all the years past, December is the open enrollment period for insurance coverage and changes in insurance coverage. Because we have a lot to accomplish in a short time, this is a very busy time of year that requires a lot of cooperation by everyone to get everything done.

At some point in late October or early November, Flexible Spending Account Forms for 2017 will be available from the HR Department. It is on this form, if you are eligible, that you elect and designate the following things:

- ✓ Health Insurance – participation in coverage for 2017?
- ✓ Flexible Spending Account Contributions – Medical
- ✓ Flexible Spending Account Contributions – Dependent Care
- ✓ Optional Life Insurance
- ✓ Optional Dental Insurance
- ✓ Optional Vision Insurance

The deadline for completing and returning these forms and all other additional documentation to HR has not yet been set, but **will likely be Monday, December 5, 2016**, so that the forms can be given to EBMS and PayneWest Insurance so they can get everything organized and in place by January 1, 2017. I realize that it doesn't give each of us much time to get things done, but it is the nature of the beast at this time of year.

As most of you already know, you can elect to have money taken out of each of your paychecks, pre-tax, and put into a Flexible Spending Account (FLEX account or FSA). There are actually two separate parts of a FLEX account. There is the Health Flexible Spending Account. Unless the government changes the limit again this year, the maximum amount you can put in this account is \$2500. Money in this account can be used to pay medical expenses that are not covered by insurance – glasses, dental expenses, etc. There is a list in the break room of what flex money can be used for. By using “pre-tax” dollars, in the end you actually save some money that you would have otherwise spent if you had no FLEX account.

The second part of the FLEX account is the Dependent Care Assistance Plan. Unless the government changes the limit again this year, the maximum amount you can put in this part of the account is \$5000. Money in this account can be used to pay day care expenses for your children while you are working. Again, by using “pre-tax” dollars, in the end you actually save some money that you would have otherwise spent if you had no FLEX account.

As in the past, for each employee, who would normally be eligible to participate in the health insurance plan, but chooses not to participate, over the course of 2017 the company will deposit money into a FLEX account for that employee. As like this past year, because of past changes made in federal law by the Affordable Care Act, the limit of the amount that WPG can put into a FLEX account under these circumstances is \$500. For employees who choose not to participate in any of these programs or who are otherwise not eligible, you will still need to sign a FLEX form declining participation.

22 OCTOBER

- Masquerade Party - YAM
- Music Night with R.A.D. - Yellowstone Cellars & Winery
- The Velocity of Autumn - Billings Studio Theatre
- Mushroomhead - The Pub Station
- The Shrike - Railyard

23 OCTOBER

- Fair Trade Market - Billings Depot
- The Velocity of Autumn - Billings Studio Theatre
- Acoustic Sunday Sessions - The Garage at Yellowstone Valley Brewing Co

24 OCTOBER

- Salsa Dance Lessons - The Garage at Yellowstone Valley Brewing Co.
- Purity Ring, Hana - Babcock Theater

25 OCTOBER

- Rock The Presidents - ABT
- Pints and Pumpkins - Angry Hank's Micro Brewery
- PintAid - The Garage at Yellowstone Valley Brewing Co
- Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse

26 OCTOBER

- Hump Night Open Mic - The Garage at Yellowstone Valley Brewing Co.
- Yellowstone Rim Runners Club Run
- Open Mic Night - Yellowstone Cellars & Winery
- Beer Bingo - The Vig Alehouse
- Casey Donahew Band - Babcock Theater

27 OCTOBER

- Toddler/Parent Adaptive Swimming Program
- MSUB Women's Soccer - Yellowjacket Field
- Jazz Jam - The Garage at Yellowstone Valley Brewing Co
- Managing Difficult People
- Open Mic Night - The Vig Alehouse
- The Velocity of Autumn - Billings Studio Theatre
- Projectile Comedy - Bones Brewery & Arcade

28 OCTOBER

- Grave Side Stories: A Stroll through Mountview Cemetery - Western Heritage Center
- Music Night with Parker Brown - Yellowstone Cellars & Winery
- Contradance Billings - MetraPark
- The Velocity of Autumn - Billings Studio Theatre
- Frankie Ballard - The Pub Station



NOW OPEN FRIDAYS!

We now have additional hours on Friday afternoon. But please keep in mind that Teladoc is available 24 hours a day, if you have registered.

410 Colorado Avenue, Laurel, MT 59044, Ph: 406-628-3340

Clinic Hours:

- ✓ Mon: 11am - 2pm - Provider: Candace Stearns, NP*
- ✓ Tue: Closed
- ✓ Wed: 3pm - 6pm - Provider: Todd Ragar, MD*
- ✓ Thu: 7am - 10am - Provider: Jennifer Fowler, DO*
- ✓ Fri: 12pm - 3pm

*Usual provider; subject to change



28 OCTOBER

- 12th Annual Booty Scream - Hooligan's Sports Bar
- Midnight Madness: Horror Theater Special Event - Moss Mansion

29 OCTOBER

- Adult Art Education Animal Illustration - YAM
- Boo at the Zoo - ZooMontana
- Hill in a Hole - MORE Racing
- Rocky Mountain College Football - Herb Klindt Field
- MSUB Women's Soccer - Yellowjacket Field
- Midlife Chryslers - The Garage at Yellowstone Valley Brewing Co
- Two Moon Haunted Hallows - Two Moon Park
- Purgatory 2 with Lil Jon - MetraPark
- Music Night with Sal & Kathy Garibay - Yellowstone Cellars & Winery
- Billings Bulls Hockey - Centennial Ice Arena
- The Velocity of Autumn - Billings Studio Theatre
- Backflips and Beatdowns - MetraPark
- Nightmare on Thirsty Street - Thirsty Street Brewing Co
- Hys & Crypts Bellydance show - The Loft Night Club
- Charlie Parr - The Pub Station
- Midnight Madness - Horror Theater Special Event - Moss Mansion

30 OCTOBER

- Fame the Musical - ABT
- Acoustic Sunday Sessions - The Garage at Yellowstone Valley Brewing Co
- Two Moon Haunted Hallows - Two Moon Park

31 OCTOBER

- Erth's Dinosaur Zoo - ABT
- Candy Jam 2016 - Elevation Church
- Two Moon Haunted Hallows - Two Moon Park

01 NOVEMBER

- Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse

02 NOVEMBER

- Yellowstone Rim Runners Club Run
- Open Mic Night - Yellowstone Cellars & Winery
- Beer Bing - The Vig Alehouse

03 NOVEMBER

- Toddler /Parent Adaptive Swimming Program
- MSUB Men's Soccer - Yellowjacket Field
- Open Mic Night - The Vig Alehouse

RECYCLING

SUBMITTED BY TONY STORY, MACHINE MAINTENANCE SUPERVISOR

I have been working with Republic Services and after they performed a walk through and waste audit, it was determined Wood's Powr-Grip should begin recycling some additional items such as plastic shrink wrap, bags, water bottles and plastics marked 1-7 with the universal recycling symbol. They are going to provide a 6 yard container on our West side of the building. I will purchase some additional All-In-One recycling containers and place them in the areas of the shop that



were recognized during the audit. As we begin this program please feel free to request additional containers or let us know how to improve the program.

The main goal of this program increase our recycling efforts, and reduce our overall waste costs with the city containers.



All-In-One Recycling We sort so you don't have to!

The following information should answer any questions regarding our service. Please contact our office should you ever have any additional questions or concerns regarding your account or our services.

You may place the following items in your recycling container:

Plastic

Any plastics marked 1-7 with the universal recycling symbol. This would include water bottles, yogurt containers, butter dishes, to-go clam shells, and detergent bottles. If they contained food or liquid, a quick rinse to remove most all of the left-overs is all it takes. Leave the labels on.

Aluminum

Any kind of aluminum cans, bottles or foil is acceptable, as long as it is emptied and free from food.

Tin/Metal

All of your tin cans, metal containers, scrap metal up to 16 inches can be diverted. Again, make sure it is free from left-over food and not covered in oil and it can be recycled. Leave the labels on.

Paper

The new rule is, if it looks like paper and it tears . .It is paper so recycle it This includes newspaper, magazines, junk mail,

homework, and books. The only exception is foiled wrapping paper.

Cardboard

Again, if it looks like cardboard and it tears .. it is cardboard. So put your cereal boxes, your cardboard egg cartons, and your Amazon boxes in the cart. Flatten your boxes to get the most room in your cart.

Grocery Bags

We can recycle these but ask that you put all your bags inside one bag and tie it up before putting it in the cart as it is hard on our sorting machines. This includes shrink wrap!

We DO NOT accept the following items

- | | | |
|-------------------|-------------|----------------------|
| ✓ Glass | ✓ Styrofoam | ✓ Food Stained Items |
| ✓ Plastic Buckets | ✓ Compost | ✓ Wood |

MANUFACTURING AND THE 2016 ELECTION

SUBMITTED BY BARRY WOOD,
VP MARKETING & COMMERCIAL DEVELOPMENT



As everyone knows there is an election coming up. Another obvious fact is that Wood's Powr-Grip is a manufacturing company. What you may not know is that, despite the fact that management has opinions on whom and what to vote for, we have no intention of pushing our opinions on you. The voting process is deeply personal, and how you choose to vote should come from within you. However, it is always helpful to know as much as possible about the candidates and the issues before you fill in the oval.

The National Association of Manufacturers has put together a website that is designed to provide information regarding the most pro-manufacturing choices.

In other words, the site is designed to give you information on the best way to vote to improve manufacturing, which improves the economy and *helps Wood's Powr-Grip, and therefore would put more money in your pocket.*

I have not vetted the site, and I do not know if I would agree with everything that is being said or not. But I would still like to offer it as a source of information for those of you who would like to do research before you vote and make choices in terms of your personal best interest rather than what some newscaster thinks is best, and it does seem like it is more and more difficult to find news that is not partisan in one direction or the other. The site is <https://www.friendsofmanufacturing.com/>.



Tip To Be a Savvy Health Care Consumer – SPEAK UP - Error Prevention

To prevent health care errors, patients are urged to **SPEAK UP**. Everyone has a role in making health care safe – physicians, health care executives, nurses and technicians. Health care organizations across the country are working to make health care safety a priority. You, as the patient, can also play a vital role in making your care safe by becoming an active, involved and informed member of your health care team.

Speak up if you have questions or concerns, and if you don't understand, ask again. It's your body and you have a right to know.

Pay attention to the care you are receiving. Make sure you're getting the right treatments and medications by the right health care professionals. Don't assume anything.

Educate yourself about your diagnosis, the medical tests you are undergoing, and your treatment plan.

Ask a trusted family member or friend to be your advocate.

Know what medication you take and why you take them. Medication errors are the most common health care mistakes.

Use a hospital, clinic, surgery center, or other type of health care organization that has undergone a rigorous on-site evaluation against established state-of-the-art quality and safety standards, such as the provided by the Joint Commission.
https://www.jointcommission.org/assets/1/18/TJC_Annual_Report_2015_EMBARGOED_11_9_15.pdf

Participate in all decisions about your treatment. You are the center of the health care team.

03 NOVEMBER

- Projectile Comedy - Bones Brewery & Arcade
- Vita and the Woolf - The Pub Station

04 NOVEMBER

- MarketPlace Magic - MetraPark
- Rocky Mountain College Black Tie Blue Jeans Scholarship Benefit
- Music Night with Spur of the Moment - Yellowstone Cellars & Winery
- Funky Bunch - NOVA Center
- Alder Lights, Silverbow Society - The Pub Station

05 NOVEMBER

- MarketPlace Magic - MetraPark
- 3rd Annual Stuff your Stockings Gift Festival - Shrine
- Music Night with the Rich & Joe Show - Yellowstone Cellars & Winery
- Billings Bulls Hockey - Centennial Ice Arena
- Redneck Nationals Plus No Limits Monster Trucks - MetraPark
- Venture Improv - NOVA Center
- Mickey Avalon - The Pub Station

06 NOVEMBER

- MarketPlace Magic - MetraPark
- 3rd Annual Stuff You Stockings Gift Festival - Shrine

08 NOVEMBER

- Elephant and Piggie's We Are In A Play! - ABT
- Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse

09 NOVEMBER

- Yellowstone Rim Runners Club Run
- Five Finger Death Punch, Shinedown, SIXX:AM, As Lions - MetraPark
- Open Mic Night - Yellowstone Cellars & Winery
- Beer Bingo - The Vig Alehouse

10 NOVEMBER

- Managing Difficult People
- Open Mic Night - The Vig Alehouse
- Once - ABT
- Projectile Comedy - Bones Brewery & Arcade

11 NOVEMBER

- Huff's Antique Show & Sale - MetraPark
- Music Night with Lunatic Fringe - Yellowstone Cellars & Winery
- Cinderella - NOVA Center
- Contradance Billings - MetraPark

11 NOVEMBER

• Trout Steak Revival - The Pub Station

12 NOVEMBER

• Huff's Antique Show & Sale - MetraPark
• Holiday Food & Gift Festival - MetraPark
• Rocky Mountain College Football - Herb Klindt Field
• Billings Bulls Hockey - Centennial Ice Arena
• Cinderella - NOVA Center
• Blistered Earth (The Ultimate Tribute to Metallica - The Pub Station

13 NOVEMBER

• Huff's Antique Show & Sale - MetraPark
• Holiday Food & Gift Festival - MetraPark
• Cinderella - NOVA Center
• Chicago and Earth, Wind & Fire - MetraPark

15 NOVEMBER

• Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse
• Brothers Gow - The Pub Station

16 NOVEMBER

• Yellowstone Rim Runners Club Run
• Beer Bing - The Vig Alehouse

17 NOVEMBER

• High Noon Speaker Series: Understanding the 1988 Yellowstone Fires - Western Heritage Center
• Open Mic Night - The Vig Alehouse
• Projectile Comedy - Bones Brewery & Arcade

18 NOVEMBER

• Jay Leno - ABT
• Billings Bulls Hockey - Centennial Ice Arena
• Cinderella - NOVA Center
• Shook Twins, Rabbit Wilde - The Pub Station

19 NOVEMBER

• Rescued and Reclaimed Country Christmas - MetraPark
• Billings Bulls Hockey - Centennial Ice Arena
• Cinderella - NOVA Center
• Shane Mauss - The Pub Station

20 NOVEMBER

• Cinderella - NOVA Center

22 NOVEMBER

• Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse

HOWARD'S DREAM

The book *Howard's Dream*, is a book written about recent history, a man, his invention and most of what went with it. I am sure there may be a few omissions and mistakes, but as a whole, the Wood family and the author are to be commended on a fine job. The forward in the book written by the family is a very nice touch.

I, Glenn Sethre was not much more than a boy, when Howard got out of the Navy, after World War II. He went to work for Camrud Motors, the Dodge Dealer. I don't think that there was any thing that Howard could not do in a shop. Hedid any kind of an overhaul, the thing that impressed me the most, was that he took a bare truck and built a complete modern wrecker, it looked as if it had been produced in a factory and it was used for years by Camruds.

After a time, Howard decided to open his own business under the name of Woods Auto Electric. He purchased an old grocery store from Oswego, had it set on a basement, just a short way off Highway 2 in Wolf Point. Built living quarters in the basement. Howard and Beth had two children, Karen the youngest and Keith closer to my age. Keith and I have always been best of friends.

My Mother had passed away in 1946, Dad and I was batching on the farm. It seemed that whenever we went to town, we

would stop at Howard's ether to have work done on some piece of equipment or just for a visit. We were always made to feel very welcome. As Howard worked and visited with my

had at least one, or sometimes more. In hand lapping valves, a stick like device was placed straight up from the top of the engine and to power it the handle was rolled between the operator's two hands. The factory made handles only way of attachment to the valve was a very poor suction cup. It stuck very poorly and was a constant aggravation to the operator. Coming loose all the time.

Howard molded a piece of rubber into a similar shape to a suction cup, but with a flat surface instead of concave like

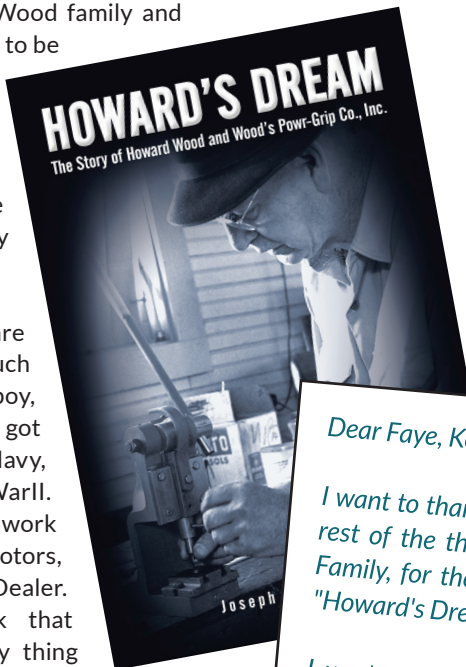
a suction cup. On this flat surface he molded in a pattern of connection lines.

These were connected to a center hole which was the opening to the thumb operated vacuum pump built into the handle. The pump would produce a very good vacuum between tool and valve. This was and I assume the best hand lapping

tool ever. Briggs and Stratton thought so highly of it, that they became dealers and sold it.

Later on, Howard decided the same principle could be used for other things, and He designed tools for glass, stone and also many other applications.

You will find many interesting products and other information on their Web-site. Wood's Powr-grip.Com.



Dear Faye, Keith, and Lee Ann,

I want to thank all of you, plus the rest of the the Wood's Powr-Grip Family, for the copies of the book "Howard's Dream."

I wrote a cover letter to go with the book. The purpose of it, is to perhaps make the book a bit more complete, and easier for younger people that were not around at that time to understand what it is all about. I hope you agree.

Thanks again, Glenn

Sethre

Dad, He would take time out to explain to me what he was doing and how things worked. Howard would work on most any thing and if need be make parts from scratch, using lathe and welders.

I remember well his first invention, or the start of it all. He used to hand lap in the valves on Briggs and Stratton engines. Most of these engines were used on farms for grain augers, there fore all farms



with John & Millissa

John Schriver, Machining & Welding Supervisor

1. How long have you worked at WPG?
I have been with WPG for 23 years this November 1st.
2. How long have you been supervisor of Machining and Welding?
15 years.
3. What is the funniest thing you have seen or encountered since you've been at WPG?
Faye Wood running around the shop beating on a garbage can because we got ISO certified.
4. Is there something you would like us to know about your employees/department?
I think I have the best department in the entire plant.
5. What is your favorite thing about working at WPG?
The camaraderie.

Millissa Langve, Night Shift Supervisor

1. How long have you worked at WPG? 15 years
2. How long have you been on the Night Crew?
I have been considered night crew for the 15 years but, I have worked days here and there over the years.
3. How long have you been supervisor of the Night Crew? 1 year
4. What is the biggest challenge your crew faces?
Trouble shooting situations that may occur on the slide if we can.
5. What is something other departments/shifts can do to help?
Keep the communication line open.
6. What is the funniest thing you have seen or encountered since you've been at WPG?
We had an encounter with a muskrat in the molding room. He decided he should hide inside the performer. We had to call the LPD to see if we had animal control, which we did not. But, dispatch did know of a guy who could possibly come down to help us out. After about an hour and some encouragement he was able to get the little fella out and release him back to the wild.
7. Is there something you would like to brag up about your crew?
Right now we have a great crew. Georgia Brester just became the night assistant and has been doing a great job. The molders we have, which are all under a year of being here, have been doing an awesome job. And Adele Briant who just recently came to nights to do production has been a huge help to the cleaning/powder coat department.
8. What is your favorite thing about working/supervising the night crew?
Watching people grow with the company and how quiet it can be.

23 NOVEMBER

- Yellowstone Rim Runners Club Run
- Billings Bulls Hockey - Centennial Ice Arena
- Beer Bingo - The Vig Alehouse
- Satsang, Reid Perry - The Pub Station

24 NOVEMBER

- 2016 Run! Turkey Run! 5K and Street Mile - Good Earth Market Deli & Cafe
- Open Mic Night - The Vig Alehouse
- Projectile Comedy - Bones Brewery & Arcade

25 NOVEMBER

- Billings Gun Show - MetraPark

26 NOVEMBER

- Billings Gun Show - MetraPark
- Nutcracker - ABT
- Billings Bulls Hockey - Centennial Ice Arena
- Hendrix Birthday Bash
- Guitarmageddon - The Pub Station

27 NOVEMBER

- Billings Gun Show - MetraPark
- Nutcracker - ABT

29 NOVEMBER

- Trivia Night with McLovin from Hot 101.9 - The Vig Alehouse

30 NOVEMBER

- Beer Bingo - The Vig Alehouse

01 DECEMBER

- Open Mic Night - The Vig Alehouse
- Forever Plaid: Plaid Tidings - Billings Studio Theater
- Projectile Comedy - Bones Brewery & Arcade

02 DECEMBER

- National Dart Association Regional Tournament - Radisson Hotel
- ArtWalk Downtown Billings
- Billings Bulls Hockey - Centennial Ice Arena
- Warren Miller's 67th Film - ABT
- Funky Bunch - NOVA Center
- Forever Plaid: Plaid Tidings - Billings Studio Theater

03 DECEMBER

- National Dart Association Regional Tournament - Radisson Hotel
- Christmas with C.S. Lewis - ABT
- Billings Bulls Hockey - Centennial Ice Arena
- Venture Improv - NOVA Center
- Forever Plaid: Plaid Tidings - Billings Studio Theater



Tarra will be at Wood's Powr-Grip the following dates:

✓ Wednesday
October 19th

Annual 401k update at
10:10am Group Meeting

Lunch &
Learn Series
(voluntary during
the lunch hour)

✓ Tuesday,
October 25th
Demystify the Dow
Jones Average
and stock market

✓ Wednesday,
October 26th
Investment and
Financial Planning
Basics

✓ Thursday,
October 27th
Drafting your financial
blueprint

WPG ANNUAL CHRISTMAS PARTY

SUBMITTED BY KATIE WHITMOYER, HR PROFESSIONAL

Can you believe it—it is already time to start thinking about the Annual Christmas Party again!! The details are very similar to what we've traditionally done. It will be held on Friday, December 9, 2016 in the upstairs banquet room of KC's Palace Bar and Lanes. Happy hour will begin at 6:00 p.m. and dinner at 6:30 p.m. What's on the menu is yet to be determined. This year's entertainment is provided by Montana Comedy, a local company right here in Billings who's brought in a lot of big-name comedians to Billings over the past few years. I hear that the karaoke of "Elvira" is slated for a return again this year.

Because of the birth of a little future "Gripper" the same week as the party last year I missed

- Friday, December 9, 2016
- KC's Palace Bar and Lanes (upstairs banquet room)
- Happy Hour 6:00 PM
- Dinner 6:30 PM



seeing all of the beautiful holiday sweaters, which means that they are encouraged again this year! And now that everyone has had a year to scout out the competition for the best sweaters, I expect them to be even lovelier this year! Please keep in mind that this is a formal/semi-formal event. So Please keep everything in good taste and in a positive light; no hats and no vulgar shirts or sweaters.

Be looking for RSVP's to come out towards mid-November. More information on them will be provided in Huddle Meetings to come. Thank you and can't wait to see everyone there! And, as always, if anyone has any comments/questions/suggestions related to the Christmas party, I am always open to hearing them!

FLAKESGIVING & TOYS FOR TOTS

Coming soon will be the Flakesgiving and Toys for Tots fundraisers.

Flakesgiving raises money to provide meals to local families in need. Each meal feeds a family of 5-7 people.

Toys for Tots is a program run by the United States Marine Corps Reserve which distributes toys to children whose parents cannot afford to buy them gifts for Christmas.

How You Can Help?

In the next few weeks a small box will be located at the reception desk to begin collecting funds for

Flakesgiving. Soon after those funds are collected the box will be designated to collect funds for Toys for Tots. Management generously matches whatever funds employees donate to these causes!

A large Toys for Tots box will also be located in the reception area if you prefer to donate toys (please don't wrap them). Don collects the cash and selflessly donates his time to shop for toys to fill the box. You have all been very charitable in the past so please keep it up!



UPCOMING UNITED BLOOD SERVICES BLOOD DRIVES

Please mark you calendars:

- ✓ December 1, 2016
- ✓ March 24, 2017
- ✓ July 17, 2017
- ✓ November 21, 2017

