

WOODY'S WORLD

SHINE

Sweep and clean the work area. The key purpose is to keep everything in top condition so that when someone needs to use something, it is ready to be used. Cleaning a work area produces an opportunity to visually inspect equipment, tooling, materials and work conditions.

- Lean Manufacturing 5S Technique



WPG UPDATES

SUBMITTED BY BRYAN WOOD, PRESIDENT

With all the construction pretty much wrapped up, it has seemed kind of quiet around my office the past several weeks. Actually, as I venture out into other parts of the building, there is almost an eerie smooth feel to the way everything is going. We have had several very good sales months in a row, yet even with the robust sales numbers, it has never felt like we were in panic mode or just barely treading water. In the past when sales were this strong for this long of a period of time, we felt like any little hiccup might bring the whole house of cards down around us. So far this year, we have had only one fairly significant setback when the VSU became inoperable for several days, making it impossible to get to the parts we needed. If that would have happened to us last year, it would have taken us a good month to recover. This year it resulted in a couple of weeks with a few late orders, most of those only late by a couple of days, and we were right back in stride. It is truly a testament to the work done by all of you to adapt

to new locations and to process changes that have made us a better, stronger company. I encourage you to continue sharing your ideas for improvements. Your morning huddles are a great opportunity for you to throw out improvement ideas so they can be discussed. I also encourage you to continue to

**"In God we trust;
all others must
bring data."**

- Edwards Deming

be open-minded; make your co-workers feel comfortable sharing their ideas and be receptive to the changes that result. Not every idea has to be a home run. We welcome the small incremental changes, for, over time, these are normally what make an organization stronger.

Quality guru Edwards Deming says, "In God we trust; all others must bring data." So, following are a few facts and figures to back up

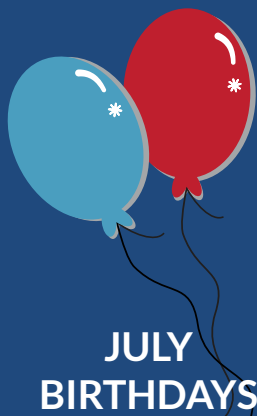
my bragging about how well we are doing. Last year at the end of April our sales were at \$5,495,000. This year at the end of April our sales were at \$6,118,000, and it looks like our May sales will be better than last May. The other noteworthy difference is last year at this time, our lead time for even our most popular lifters was 10 weeks. Now our lead time is 3 to 4 weeks. We have even expedited some lifters out in a week or two when necessary, without it causing a major disruption in production.

Unfortunately, we are going to see a bit of a correction in June. Last June we had record sales of \$1,758,000. I anticipate that this year's June sales will be much lower. In addition, we experienced really strong third quarter sales last year, so I am predicting that this year's third quarter sales will be level with or maybe even a little below last year.

Overall, I still anticipate continued growth at year-end, I just do not expect sales to continue to grow at the same pace as we have seen in the first half of the year. PAGE 1



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**



Joshua Schreiner	6
Gabe Bush	8
Chris Rosenberg	13
Shawn Nardella	15
Teke Thunder	19
Joe Jones	21
Clint Young	25
Joshua Seiffert	20

AUGUST BIRTHDAYS

Bryan Strobel	1
Kelcie Lohof	1
Renee Glover	3
Mary Streck	9
Eddie Borninkhof	10
Jeff Clark	10
Laura Cain	11
Kelly Koontz	11
Derrick Lefler	14
Johana Lopez-Smith	14
Sandy Rains	18
Trever Pankratz	19
Karen Tumberg	20
Willy Johnson	21
Jordan Mueller	24
Bob Moran	31
Sandy Robinson	31



MAY REPAIR TRAINING

SUBMITTED BY HOLLY ANDERSON, TECHNICAL SALES

We hosted our May repair training class on the 10th and 11th. In attendance were employees of Admiral Glass (TX), Physical Security (GA), and Ontario Industrial & Finishing Skill Center (Toronto).

This was the first class that experienced the new class format. Past classes were giving a booklet and from it we would read through the text and then break out each section with discussion and an opportunity to physically see the parts related to each section. Over the past few months, Carl Ritterpusch

has worked to bring the "text book" to life, and has done an absolutely fantastic job!

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We now have a fully visual and interactive presentation that contains exploded views lifter

components, video content that demonstrates how to repair pumps, adjust vacuum switches and replacing check valves. The attendees came away with a really good understanding of what to look for based on these visual updates.

Once the course work was complete, the attendees had the opportunity to get some hands on time down on the floor reviewing DC3 lifters.

We're looking forward to the next scheduled event in November.

HAND CUP DEPARTMENT

SUBMITTED BY CURTIS HARTMAN, HAND CUP ASSEMBLY SUPERVISOR

It has been a year since the last Hand Cup update, and what a difference a year makes. Back in May of 2016, we were still not fully established in our new area. Much of our fabrication stations were in place, but we were still waiting to set up the new assembly work cells and other stations. Now we are settled in. However, we continue to tweak things here and there to improve production.

Our handle welder has received some TLC, and is now running more consistently than it has in a long time. Our new leak testers can now test cups and pads in a matter of minutes, rather than the usual seven minutes it took the older testers. We have also added a new plunger striping machine for our metal plungers. This new machine replaces the lathe and red Marks-A-Lot pens with an ink that has a hardening agent, which makes the stripe more resistant to wear. The metal plunger assembly station has been upgraded with push-button features to streamline

the process more. We have also introduced telescoping torque arms in our work cells that will absorb the torque created by the screwdrivers, protecting the wrists and arms of our operators. Hopefully with all these improvements, we will continue to become more proficient in what we do in Hand Cup Assembly.

**...we have
assembled 104,546
hand cups so far.
This is almost an
11% increase in
product.**



With year-in-review updates, I am always interested in comparing the numbers between years. Year-to-date through this time in 2016, we put together a total of 94,496 hand cups, large and small, plastic and metal. In 2017, in

the same time period, we have assembled 104,546 hand cups so far. This is almost an 11% increase in product. The total hand cup sales as of April 2016 reached close to 2.91 million dollars in contrast to the 2.95 million this year. This translates to an approximate 2% increase in sales.

When I think of all the components, like levers, handles, plungers, mounts, and pads that go into a hand cup, I am constantly amazed by what we can do here at WPG. I am continually impressed by our Hand Cup team's ability to make quality products starting from scratch each and every day, while meeting deadline after deadline. I am thankful for all their hard work and the additional support we receive from everyone else. This year is off to a great start and we look forward to seeing what the rest of 2017 brings!

Go Team Hand Cup!

SGS AUDIT

SUBMITTED BY TOM DEBREE, QUALITY ASSURANCE DIRECTOR

The next surveillance audit from SGS is scheduled for July 17th through the 19th. While many of you have heard explanations about what this process is and what to expect, there are many new people who may wonder about it. In order to say we are certified to ISO 9001, we hire an outside consulting group to come in to audit us for compliance to the standard. The company we chose to do this way back in 1998 was SGS, ICS which is a group originating from Europe with a strong presence here in the U.S. Since one of our main goals with becoming certified was to accommodate the desires of many of our European customers, we believed that using a group well recognized in that area would be to our advantage. The certification process consists of a 3 year contract comprised of a comprehensive certification or re-certification audit where every process is audited and 2 yearly surveillance audits which are a little less comprehensive. Last year was a re-certification audit for us, which was why

there were two people here to perform the audit for the better part of 3 days. This audit coming up will be a surveillance audit so there will only be one person coming out to perform the audit. The auditor who is coming will be yet another new face. His name is Robert Billhardt and this is the first time he has

★
It is not all that uncommon for someone to be confused by some of the auditor's questions ...It is perfectly acceptable to ask for clarification and talk it through with the auditor. ★

★
been here. We have seemed to have gone through a number of auditors in the last few years, so hopefully this guy will be a good fit and we can end that trend.

While the surveillance audit is not

as thorough as the audit we had last year, I would still expect them to touch base with most areas. The auditor will not have time to visit with everyone, though. I know that it can be a little nerve racking to be audited for those who have never experienced it. I would just like to say, try not to be nervous and just answer his questions as best you can. It is not all that uncommon for someone to be confused by some of the auditor's questions. This is generally due to us referring to something in a different way to what the auditor is used to. It is perfectly acceptable to ask for clarification and talk it through with the auditor. We are doing all the things we are supposed to for compliance to the standards, so chances are you will be doing what he asks. These audits have gone smoothly for us in all the years since we were first certified in 1998 and I do not expect any different result this year. I would like to thank everyone in advance for your patience with the audit process and look forward to another good audit.

MBCEA

SUBMITTED BY BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

May 18th and 19th, the annual MBCEA (Metal Building Contractors & Erectors Association) meeting took place in New Orleans, LA. For WPG this is a trade show, however, it is more of an association meeting. The portion of the event where exhibitors interact directly with the attendees is very short. However, the attendees are some of the biggest players in the industry and are going to be the people that set the trends. So getting them on board with using lifters

to install insulated metal panels is an important first step. At this year's conference I noticed that the recognition of the legitimate use of vacuum lifters is much more universal than the last show; a very good sign.

This year's show included the MBMA (Metal Building Manufacturers Association). There seems to be a lot of overlap in the membership of the two organizations. So there really was not a noticeable increase in size. There were



hints by the speakers that the MBMA may let itself be absorbed into the MBCEA in the future. But I don't know if that is actually being discussed behind closed doors.

NEW EMPLOYEES

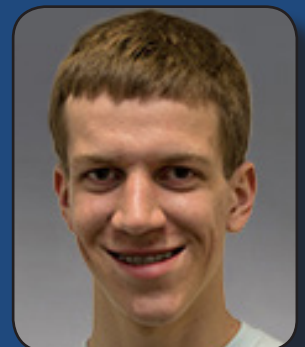


MEAGAN TOMPKINS
Marketing

RETURNING SUMMER EMPLOYEES



KARISSA HENDRICKSON
Hand Cup Assembly



MATT STROBEL
Central Store

NEW SUMMER EMPLOYEES



BRAYDON WHITE
Product Engineering



SHANE PANKRATZ
Process Engineering



TY MCCORMICK
Process Engineering

PASSION PENS: KNOWING DOING SOMETHING ABOUT YOUR NUMBERS

DON HAYES, HUMAN RESOURCE MANAGER

At the beginning of 2016 I intentionally set out to meet this primary goal: lose body fat and improve my overall health as measured by my blood work and vital signs (the numbers measured by our Wellness Program). With that in mind I started researching exactly what nutrition and exercise I needed to accomplish those specific goals. As a result, I read dozens of articles from the Internet on all kinds of health, fitness and nutrition on about every possible subject. From all of that information I came up with a very specific combination of foods and exercise that would achieve my goals.

I started with an article I read about liver function. The liver does a lot of things, but this article emphasized three simple concepts that fit my search for a simple approach. Out of those three things, the last on the liver's priority list is helping to get rid of body fat. The first two priority functions of the liver have to do with cleaning out newly introduced chemicals and getting rid of chemicals already in your body. So the basic idea is that, if you can limit the work your liver has to do with these first two things, your liver goes to work on the body fat. That was the basic pitch of this article. Is this article true? I don't know.

But it's on the Internet so it must be true—but I figured I'll give it a shot and put this liver function theory to the test myself.

So here is basically what I have done and continue to do (for the most part):

VITAMINS - Every morning with water:

I figured I'll give it a shot and put this liver function theory to the test myself.



✓ **Multi-Vitamin**

✓ **Vitamin D**—Stronger bones. Improved muscle function. Protection from cardiovascular disease. Decreased risk of type 2 diabetes. Reduced risk of cancer. Immune Support.

✓ **Vitamin B Complex (B6 and B12)**—Support of the nervous system and blood cells. Important for overall metabolism, which involves nearly every system in the body, including digestion, respiration, the circulation of blood and absorption.



✓ **Omega 3 Supplements**—Findings show omega-3 fatty acids may help to: Lower blood pressure. Reduce triglycerides. Slow the development of plaque in the arteries. Reduce the chance of abnormal heart rhythm. Reduce the likelihood of heart attack and stroke. Lessen the chance of sudden cardiac death in people with heart disease.

BEVERAGES:

- **Black coffee** in the morning. If you add anything to it – sugar, artificial sweeteners, or creamers – you will ruin the rest of your day. That stuff kills your metabolism and tells your body to store fat.
- **Tea** – I don't drink this but it is a reasonable substitute for black coffee as long as you don't put any stuff in it. Green tea is the best.
- **Water** – drink a lot through the day. It not only helps you feel full, it flushes your system out. There are so many chemicals that can mess up this process that keeping your system flushing them out really seems to help. Being well-hydrated also helps keep you alert.



- **No pop** ("Soda" to you foreigners). Period. Regular pop has sugar. Diet pop has chemicals in it that literally tell your body to store fat. Ice tea with no sugar or sweetener is a reasonable substitute. But watch out for bottled ice tea because it may have additional chemicals in it.
- **No "health drinks"** like Gatorade or Powerade, and no juice – they are all sugar and chemicals.
- **No supposedly healthy "smoothies."** All crap.
- **No milk.** I think low fat milk would be okay and would be a good source of calcium, but I've found at least for me that no milk works best.
- **No alcohol.** Alcohol slows your metabolism, plus presents other problems. I cheat on this one by having a few Bud Lights through the course of the week, but no hard liquor. Hard liquor has more sugar content and more alcohol content which slows your metabolism and keeps your liver doing something other than help burn fat.
- **No sweets.** An exception would be a one ounce piece of dark chocolate. It has to be dark chocolate.

BREAKFAST:

- 2 Sweet & Salty Peanut bars (often from the vending machine in breakroom): These are like eating candy bars, but they have some protein in them from the peanuts. Not that these are healthy, but as a good general rule, every so-called healthy bar of any kind is bad for you – they may be low in fat, but they either have too much sugar or too many metabolism-killing chemicals.
- Black Coffee

- You're probably reacting "What kind of breakfast is this?" My answer – one that works for me. I'm trying to accomplish something here, not deprive myself so much that I just fail.

LATE MORNING: A bag of almonds – again often from the vending machine in the breakroom. I think it has at least two servings in it. I eat the whole pack with a full bottle of water. But the smarter thing to do would probably be to eat half with a full bottle of water about 10 a.m. and then eat the other half about 1 p.m. with a full bottle of water. Almonds are great because they have good fat in them and they make you feel full. Plain raw almonds are the best to avoid the salt and any other chemicals – but I eat the spicy kind because plain almonds are boring. Walnuts, peanuts and pistachios are also good.



DINNER: Around 6 p.m. I pile all this up into a soup bowl, so it sends a message to my tiny brain that it is a huge amount of food. It ends up being a lot of food, but there seems to be something to this brain signal, at least for me, that tells my body it's full and I don't need to eat anything more that evening.

- **Protein** – 1 choice of either:
 - One to two cans of tuna in water – no cooking necessary (I want to eat, not spend time cooking. Plus the ways to cook canned tuna are just

plain nasty.)


- 1 skinless chicken breast – I microwave a frozen breast for about 6 minutes.

- 3 to 6 eggs with the yolks, scrambled on medium heat.

- **Beans** – a combination of any of these, well rinsed to get sodium and other chemicals off them – serving size, about 1 cup – warmed in the microwave: *Dark kidney beans; Black beans; Lima beans; Garbanzo beans; Chili beans; and Pinto beans.* Beans are high in protein. Because they are also high in fiber, beans are digested slowly, keeping you satisfied longer. Plus, beans are low in sugar, which prevents insulin in the bloodstream from spiking and causing hunger. When you substitute beans for meat in your diet, you get the added bonus of a decrease in saturated fat. Beans are high in antioxidants – hopefully giving my liver some help on its first two priorities so it can work on eliminating fat.


- **Sweet potato** – I microwave a large one and the cut off 3 slices about a quarter inch thick, and save the rest for the next day. Three of these slices seems to be the right serving size for me. Very good at helping control blood sugar. Has to be a sweet potato or yam. A regular white potato has too high of a glycemic index, spikes blood sugar and kills your metabolism. In fact, for the same reasons, my recommendation is to avoid anything with white flour in it – bread, pasta, etc.

- **Sundried Tomatoes** – I get a particular kind that comes in a bag from Albertsons. Serving size is about ¾ of a cup. Benefits of tomatoes: Tomatoes boost your energy. Tomatoes have a high content



CURRENT JOB OPENINGS

- ✓ **Production Technician** – Technician Frame Assembly
- ✓ **Two Production Technicians** – HC Assembly
- ✓ **Production Technician** – Cleaning/Powder Coating
- ✓ **Production Technician** – Technician Night Shift





UPCOMING EVENTS:

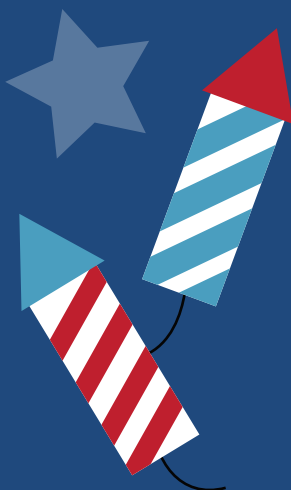
WPG Photo Contest
Mon., July 10th - Deadline

Blood Drives
Thursday, July 13th
Tuesday, November 21st

Independence Day
WPG Closed
Monday-Tuesday,
July 3rd-4th

WPG Night at the Mustangs
Saturday, September 9th

Woody Open
Saturday, September 30th



of biotin, one of the "energy vitamins"—without it, your body's enzymes don't work well. Tomatoes stabilize your blood sugar levels and curb your appetite making you feel satisfied for longer periods, due to their high content of chromium and fiber, along with biotin. Tomatoes detoxify your body and, as you might know, detoxification is a big step forward towards flushing the fat from your fat cells – again hopefully giving my liver some help on its first two priorities so it can work on eliminating fat.

- **Cucumbers**—Occasionally I will add about 3 slices of cucumbers. Why? I like cucumbers.
- **Avocado**—About 3 nights a week, I dice a half of an avocado which is good fat – cuts overall cholesterol and triglycerides and increases your good cholesterol.
- **Chopped Red Bell Peppers** – about ½ cup serving size.
- **Hot peppers** – I eat a couple of mild/medium Cherry Peppers or Banana Peppers, usually while I'm cooking. The hotness seems to stimulate the metabolism.
- **Spices** – I sprinkle this over the top of everything once it is in the bowl. Adds flavor, but contributes to raising metabolism. (No salt, you will get plenty of sodium just through other foods.)
- **Garlic.** 1 chopped fresh garlic clove - Garlic contains a compound called Allicin, which has potent health benefits. Garlic has very few calories and is high in minerals. Garlic supplementation is known to boost the function of the immune system. High doses of garlic appear to improve blood pressure and



seems to reduce LDL and total cholesterol, particularly in those who have high cholesterol. HDL cholesterol and triglycerides do not seem to be affected.

- **Ginger.** A couple of slices of fresh ginger, chopped—Ginger has a long history of being used in lots of medicinal treatments. The root or stem known as the rhizome is packed with phenolic compounds that helps improve your digestive

- **Black pepper.** Black pepper helps store up the system with several minerals like potassium for controlling the heart rate and blood pressure. The outer layer of the peppercorn aids in the break-down of fat cells. Black pepper may contain not only anti-inflammatory antioxidant, antibacterial and fever-reducing characteristics, but also immune system-enhancing properties as well.

- **Cayenne pepper.** Cayenne, along with other peppers, strengthen digestion and lessen the change of bacterial infections from unsanitary food and water. Cayenne helps boost your metabolism and induces the body to burn off more fat. Eating more hot spicy foods will help decrease appetite and increase satiety, so you are inclined to eat less. Seasoning with pepper lessens the need for salt and fat in cooking without sacrificing flavor.

- **Turmeric.** Supposedly has several health benefits but I was shooting for one in particular—research has found it to be a powerful tool in the fight against obesity and its related symptoms. It reduces leptin resistance, lowers insulin resistance, reverses hyperglycemia, reduces inflammation, and activates fat burning gene signals.

I'm trying
to accomplish
something here,
not deprive
myself so much
that I just fail.



system, when consumed regularly. Helps reduce muscle discomfort which makes it a perfect food or ingredient for anybody who engages regularly in exercise. Studies have shown that ginger can reduce the amount of cholesterol in the blood by activating an enzyme by increasing your body's use of cholesterol and therefore lowering it. It may also help blood from clotting and prevent heart attacks or strokes.

I'm full after this and have no hunger or desire to eat the rest of the evening. If I do eat anything it will be about a cup of baby carrots.

EXERCISE: Just walk on a treadmill 20 minutes a day to start – vary the speed, elevation and intensity and increase those as you make progress. Once the pounds start falling off, add some lifting weights or just do simple pushups.

Here were the results:

LAB WORK IMPROVEMENTS					
Test	Desired Range	Early 2015 Results Annual Physical	2015 EBMS Blood Draw	July 2016 Results Annual Physical	Improvement in Every Category
Official Weight		Unavailable	176 lbs.	160 lbs.	Down 16 lbs.
Unofficial Weight		Unavailable	180 lbs. (1/1/16)	155.6 lbs. (11/14/16)	Down 24.4 lbs.
Body Mass Index	Range 20-25	Unavailable	26	22.3	Down 3.7
Total Cholesterol	Less than 200	166	133	135	Down 31
LDL (Bad Cholesterol)	Ideally under 100	111	102	73	Down 38
HDL (Good Cholesterol)	Above 45	31	32	53	Up 22
Triglycerides (Fat in blood)	Less than 150	121	90	43	Down 78
Ratio Tri/HDL	Less than 2 is ideal	121/31 = 3.90	90/32 = 2.81	43/53 = .811	Down 2.1
Glucose (Sugar in blood)	Less than 100	95	78	72	Down 23
Pulse	68 to 71 is about average	Unavailable	Unavailable	71	Right where it should be
Blood Pressure	Less than 120/80	Unavailable	Unavailable	102/60	Right where it should be, if not lower

WPG EMPLOYEE GARAGE SALE

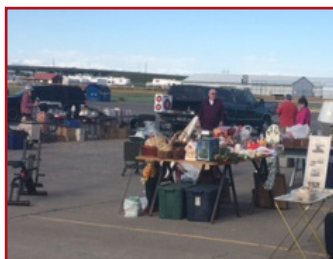
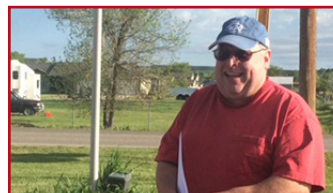
KATIE WHITMOYER, HUMAN RESOURCE PROFESSIONAL

The 3rd Annual WPG Garage Sale was held on Saturday, May 13, 2017. We had a great crew for employee participation, and a better than expected turnout for shoppers as well (we happened to land on the same weekend as the Women's Run this year).



It sounded like everyone who participated was happy with how many treasures they were able to sell (especially Gary B. who had a 100% selling rate of his products- aka he got to leave with nothing but extra cash in his pocket)! The weather was perfect- wind storm Friday night, beautiful, calm, not too chilly Saturday morning, then rain storm Saturday afternoon, so we lucked out there.

Of course we had to end the morning with some pizza- because what is a WPG event without pizza?! We will plan on hosting this event again in



2018, so mark your calendars for early May, and start setting aside all of your Spring cleaning treasures so you can participate in it next year!

I ♥ USA

MICARE LAUREL CLINIC HOURS

Address: 410 Colorado Avenue, Laurel, MT 59044
Phone: 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: 2pm - 3pm

* Usual provider; subject to change




WELLVIA

WellVia – telemedicine available through EBMS, available to all on our healthcare plan.

- Available now.
- WellVia is as simple as this – make a phone call.
- All members can always just call the Patient Care Center with no account activation beforehand.
- The Patient Care Center can be reached using either of two telephone numbers:

(855) 935-5842
(877) 872-0370



Good Ole USA

MARKETING UPDATES

SUBMITTED BY BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

There have been some big changes since the last marketing update. The most visible is the fact that the department has moved downstairs. The old location of the marketing department is now occupied by New Product Development. There have been a lot of cultural changes in the move. Upstairs the entire department shared one space, which was often loud. Downstairs everyone has their own office with the ability to leave the door open or closed.

We were blessed in the process of making the change in that several people from multiple departments jumped in and helped with everything that we needed help with. Without all the additional assistance, I think we would still be assembling furniture. So a sincere thank you to everyone who pitched in.

As big as the move was for the department, possibly the most impactful change was the departure of David Peters. It came as a shock to all of us to hear about David's sudden and unexpected

death over the Christmas Holiday. David took with him a very strong personality, a deep knowledge of website functionality and extreme amount of photographic talent. The hole left behind by David hit the department like a sledgehammer.

The department has made some adjustments as a result

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of the changes that have come through the department. Lee Ann has really stepped up to help out with the photography duties. This year has been full

of specials, and she has done an admirable job of coming up to speed on camera functionality and getting timely photos to us for the website and instructions.

Jake has also been reassigned duties. Previously, he spent most of his time putting together technical manuals and materials for customer consumption. As most people who work with customers know, we have identified some serious shortcomings in our website. Jake is going to work with Lisa to get the site redesigned in a way that can allow us to update the technology on the site as well as give customers a better surfing experience.

Last but not least, Meagan Tompkins has joined the marketing team. Meagan is going to take over the writing responsibilities that Jake was previously tasked with. Meagan is a Laurel native and beat out applicants from all over the country for the position. We look forward to working with Meagan and are glad to have her on the team.

NEW TO THE MARKETING DEPT.



Meagan Tompkins is the newest addition to the Marketing department here at Woods Powr-Grip. She is a 2016 graduate of Montana State University-Billings, and is very excited to put her degree in English to good use.

When she isn't at work, Meagan enjoys reading, writing, planning trips (she hasn't traveled much, but someday!), perusing magazines, working on her piano playing skills, playing with her two nieces,



and hanging out with family and friends. During the summer, she loves camping, hiking, and just generally being outdoors and enjoying this beautiful state we call home.

If you haven't yet, stop by Marketing and introduce yourself!

OVERCOMING YOUR AFTERNOON ENERGY SLUMP

SUBMITTED BY DON HAYES, HUMAN RESOURCES MANAGER

You may charge into the day full of energy. But by midafternoon a wave of sleepiness hits you. You find it hard to keep your eyes open, or you find yourself yawning. Many people experience these late-in-the-day energy lags, but you can take steps to prevent them. Here are suggestions for healthy ways to keep your energy flowing throughout the day.

DON'T MISS BREAKFAST

The best way to keep your energy level at peak performance is to start the day with breakfast. Skipping any meal affects your concentration. This makes it harder to solve problems. And missed meals mean you miss out on nutrients. Often, people who skip meals end up overeating later.

PICK HIGH-ENERGY CARBS

For a quick burst of fuel, choose foods high in complex carbohydrates. These are healthful sources of energy that digest the quickest. Go for whole-grain breads and cereals, hummus, fresh fruits, vegetables and vegetable sticks, pasta, and rice. Even spring rolls or burritos can do the trick. To hold hunger longer at bay, choose protein foods that take longer to digest like peanut butter or cheese.

SNACK WISELY

Instead of looking at snacks as extras, treat them as mini-

meals that contribute to the overall nutrition for the day. Snack on fruits and vegetables to boost your intake of vitamins, minerals, and fiber. Choose plain nonfat yogurt or café lattes made with skim milk to get protein and calcium. When you snack, keep variety, moderation, and balance in mind.

CHOOSE LOW-FAT

Fat takes a long time to digest and makes the body feel sluggish. Most junk food is high in fat and/or sugar. Instead of buying chips or cookies from a vending machine at work, plan ahead and bring healthy foods for snacks.

DON'T OVERDO ON SUGAR

Eating sugar causes your blood sugar to rise rapidly. This can result in an energy boost. But when sugar is introduced into the bloodstream, the body also makes insulin. This lowers blood sugar levels. Sometimes the body over-adjusts itself, causing the blood sugar level to drop rapidly. This explains the drop in energy some people experience about 30 minutes after eating a sugary snack. Sugar in moderation, particularly from fruit or juice, will give you energy without a lag.

SLEEP WELL

Getting even an hour less of sleep can result in slower mental functioning the next day.

Your reactions will be slowed and your memory may suffer. The average person needs — but doesn't get — about 7 hours to 9 hours of sleep a night, according to the National Sleep Foundation.

TANK UP ON FLUIDS

Your body needs a certain amount of water to function. When you don't have enough water, everything slows down and becomes less efficient. Water is best, but other liquids, like milk, juice, or the water in solid foods, will also work.

GET A CAFFEINE BOOST

Caffeine is a stimulant, so it will give you a temporary energy boost. As long as you keep your caffeine intake moderate — about the equivalent of 2 cups to 3 cups of coffee (200 mg to 300 mg of caffeine) a day — caffeine doesn't do any harm to most healthy adults.

DEVELOP AN ACTIVE LIFE

Exercise increases your endurance and makes your cardiovascular system more efficient. This gives you more energy for doing simple daily tasks. Exercise also helps you sleep better, improves your mood, relieves stress, helps with weight control, strengthens bones and muscles, and lowers your risk for a host of diseases. Be sure to check with your health care provider before beginning an exercise program.

BREAK FOR FITNESS

A good way to fight off tiredness during that afternoon energy lag is to do some stretches or take a quick walk around the building or parking lot. It will get the blood flowing. It's also forcing your senses to become sharper and more focused.





Please
**place your
cigarette
butts into the
receptacles**
near each
entryway and
in the outdoor
smoking areas.
We found
many
of these on
the ground,
picking these
up is **time
consuming**
and
a **potential
fire hazard.**



WPG MEDICAL BENEFIT PLAN – CARELINK

SUBMITTED BY DON HAYES, HUMAN RESOURCE MANAGER

This article is the first in what is expected to be a continuing series of articles on the WPG Health Plan, other WPG benefits, and suggestions for living a healthier lifestyle.

✓ CareLink is a program through EBMS that assists patients in understanding diagnosis and plan of care, and is available to all employees on our healthcare plan

✓ If you are having any major medical treatment, notify CareLink at least 7 days before service

✓ Pre-notification may save you from unnecessary medical care or cost

✓ CareLink also provides a separate Maternity Management Program if you or your spouse is pregnant

Contact

Information:

Mon-Fri 6am to 7pm
(406) 245-3575 or
(866) 894-1505

WHAT IS IT?

If you were to look at the WPG Plan Document and Summary Plan Description, you would see that pages 29-31 refer to Care Management Services and Utilization Services. On page 29 it states: "Utilization Management is a program designed to assist Covered Persons in understanding and becoming involved with their diagnosis and medical plan of care, and advocates patient involvement in choosing a medical plan of care. Utilization Management begins with the pre-notification process."

CareLink is actually a company called American Health Holding. EBMS contracts with American Health Holding for Care Management Services and Utilization Services.

- CareLink provides reviews of both inpatient and outpatient procedures regarding medical necessity.

- Providing these reviews are registered nurses, American Health's board certified medical director, an internal panel of board certified, practicing physician specialists, and an external panel of specialists. All admission evaluations and reviews are done by registered nurses with an average of 10 or more years of clinical experience or by board certified physicians.

- These medical necessity reviews are designed to ensure that Plan Members receive appropriate care while maximizing cost savings. This is not just cost savings for the



Plan itself, but for the Plan Member receiving treatment who must pay a deductible and a certain percentage of the final bill.

- CareLink uses data from a company called Milliman, Inc. which compiles data on medical treatment to identify unnecessary costs of healthcare. This data includes everything from average days of hospital stay per medical treatment/procedure to avoiding unnecessary medical tests, treatments, and procedures.

WHO SHOULD BE USING IT?

If you are having medical treatment that is anything but minor, you should probably call CareLink. CareLink also provides a separate Maternity Management Program if you or your spouse is pregnant.

The Plan requires pre-notification of CareLink for certain things, but the plan also says that pre-notification for even non-required services is strongly recommended. Why? Because it may save you from unnecessary medical care and/or unnecessary medical cost.

The required list for pre-notification is below. However, even if it is not required, notifying CareLink alerts them to your treatment and could lead to the assignment of a Case Manager. The Plan states on pages 30-31: "If a Covered Person has an ongoing medical condition or catastrophic illness, a Case Manager may be assigned to monitor this Covered Person, and to work with the attending Physician and the Covered Person to design a treatment plan and coordinate appropriate Medically Necessary care. The Case Manager will consult with the Covered Person, the family, and the attending Physician in order to assist in coordinating the plan of care approved by the Covered Person's attending Physician and the Covered Person. This plan of care may include some or all of the following: individualized support to the patient; contacting the family to offer assistance for coordination of medical care needs; monitoring response to treatment; evaluating outcomes; and assisting in obtaining any necessary equipment and services."

Below is the list of when you should *definitely* contact CareLink:

- Inpatient admissions to a hospital (If there is an emergency admission to the hospital, the Covered Person, Covered Person's family member, Hospital, or attending Physician should notify CareLink within two (2) business days after admission. Hospital Observation Room stays in excess of 23 hours are considered an admission for the purposes of this program.)

- Inpatient admissions to free-standing chemical dependency, mental health, and rehabilitation facilities

- Cancer treatment plan of care, administered on an inpatient or outpatient basis

- Inpatient or outpatient surgeries relating to, but not limited to, hysterectomies, back surgery, or bariatric surgery (if applicable under this Plan)

- Outpatient services are as follows:

- ✓ Dialysis
- ✓ Genetic testing
- ✓ Injectables
- ✓ Home Health Care
- ✓ Hospice
- ✓ Durable Medical Equipment over \$2000

HOW DO YOU USE IT?

Below is the contact information for CareLink:

CareLink (406) 245-3575 or (866) 894-1505, Monday through Friday 6 a.m. to 7 p.m. (Mountain Time)

You can find this information on the back of your insurance card as well.

The Covered Person should notify CareLink at least seven (7) days before services are scheduled to be rendered or

within two (2) business days with the following information:

- Name of the patient and the relationship to the covered Employee

- The name, Employee identification number (which can be found on your insurance card), and address of the Covered Person

- The name of the Employer (which can be found on your insurance card)

- The name and telephone number of the attending Physician

- The name of the Hospital, proposed date of admission, and proposed length of stay

- The diagnosis and/or type of surgery



CareLink... could quite possibly steer you away from a surgery you do not need or a treatment program that could be done in less time and at far less cost.



- The plan of care, treatment protocol, and /or informed consent, if applicable

Under its Maternity Management Program, CareLink should be notified during the first trimester of pregnancy. It can help identify medical history and lifestyles that could have an impact on the outcome of the pregnancy. It can also assist and coordinate high risk aspects of maternity care, which includes providing

information about educational programs and community resources to meet the needs identified by the patient or physician.

OKAY, REALLY, WHY SHOULD I USE IT?

If you are a very fortunate person, you have not been inside a hospital, even as a visitor, for several years and the worst medical issue you have had was a cold about three winters ago. Also, if you are the typical person, the amount of medicine you know is from binge-watching medical shows like *House* and *Grey's Anatomy* on Netflix. So when a more serious medical issue comes along what do you *really* know? Nothing. Nothing about the hospital. Nothing about the doctor. Nothing about the condition you have. Nothing about the best treatment. Nothing about the cost.

CareLink spends its entire time tracking these things, analyzing proper treatments, comparing costs, etc., and could quite possibly steer you away from a surgery you do not need or a treatment program that could be done in less time and at far less cost. While some doctors/hospitals might contact CareLink on their own when they are required by the Plan to do so, why leave it to chance and why leave it to just those required conditions? If you have some medical issue to which the CareLink benefit may apply, wouldn't it be better to take advantage of their medical team backing you up or at least confirming that your treatment is on the right track? It is no cost to you and all it takes is a telephone call.

If you have a basic medical issue and you are on the WPG medical plan you have three options:

- Go to a *traditional medical care provider*, pay your co-pay or pay your deductible and pay your percentage of the cost.

- Go to *miCare* and see a medical practitioner in person. It costs you nothing.

- Call *WellVia* and speak with a Montana doctor who can either prescribe treatment or tell you that you need to actually be seen by a medical practitioner. It costs you nothing.

We just got information from WellVia on its usage during January through April. During that period, WellVia was used just 21 times. But those 21 times cost those employees \$0.

We get a report from EBMS on medical expenses every month. That report breaks down medical care into 27 different categories, everything from Allergy Care to X Ray/Lab. Of those categories, the closest one to WellVia and miCare is "Office Visit." During that same four month period there were 266 office visit charges. That does not mean there were 266 separate office visits. It means that however many office visits there were, the doctors generated 266 office visit "charges." But here is the important thing. For those 266 office visit charges, the employees themselves paid \$10,531.

Not every reason for an office visit is appropriate for miCare or WellVia, but a lot of them are. So my question to you is "would you rather personally pay out of your own pocket \$10,531 or \$0?"

If you are on the WPG medical plan, please use miCare and WellVia as much as you can and save yourself a lot of money.

Congrats!

**CAMERON
SCHRIVER**
for signing a
letter of intent
for Miles
Community
College Baseball!



Congratulation to
Aspen Ryder
daughter of Gordon Ryder
and Betty Ronan

Graduated from Laurel
High School and plans to
attend MSUB to earn a
business degree.



Congratulation to
Cameron Schriver
son of John and Tracy
Schriver

Graduated from Laurel High
School and plans to attend
Miles Community College
and has signed to play
baseball there.



Congratulation to
Sydne Speidel
daughter of AJ Speidel

Graduated from Laurel High
School and plans to earn
her CNA and then decide
which college to attend. She
would like to become an
Endocrinologist.





Congratulation to
Ben Longbottom
 son of Mike and LaRae Longbottom

Graduated Valedictorian from
 Laurel High School. He plans to attend
 Texas A&M University (Gig 'em!)
 majoring in Environmental Studies and
 then attending Law School to study
 Environmental Law.



Congratulation to
Connor Wood
 son of Brad Wood

Graduated from
 Laurel High School.





Congratulation to
Alannis Vogel
 granddaughter of Carol Hicks

Graduated from
 Richland High School
 Kennewick, Washington

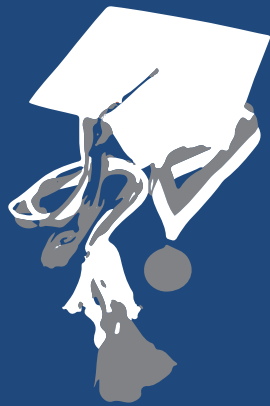




Congrats!

**BEN
 LONGBOTTOM**
 for graduating
 Valedictorian
 of Laurel High
 School!



Congrats!

Congratulations
to **JAIDYN
MILLIRON** for
graduating with
honors from
Montana State
University!



Congratulation to
Seth Green
son of Shawn and
Vicki Green

Graduated from Laurel High
School and plans to attend
City College, MSU Billings
and earn a degree in Process
Plant Technology



Congratulation to
Michaela Longbottom
daughter of Mike and LaRae
Longbottom

Graduated from City College,
MSU Billings with an
Associates Degree in Business.
She plans to start a home-based
event planning business.



Congratulation to
Jaidyn Milliron
granddaughter of Flo Yaeger

Graduated with honors from
Montana State University with
a Bachelor's Degree in Business
Finance. She works for Small
Dog Reality in Billings.





Congratulation to
Mackenzie Serfazo
niece of Brenda and Stacy Lawver

Graduated Eighth Grade
at Park City Schools.
She plans to attend High School
and play Volleyball and Golf.



Congratulation to
**Logan James
Peterson**

son of Marty and Julie
Peterson

Graduated Kindergarten
at Elder Grove
Elementary School.

“ I want to be a Scientist
when I grow up. ”



Happy Birthday
**Olivia Raiyn
Wilkey**

daughter of Amanda
and Ryan Wilkey



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."

Photo Contest Rules

There are three categories:

- #1 - Landscapes
- #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
MONDAY, July 10th!

Please turn photos in to Stacy in Marketing (stacyl@wpg.com). Digital photos are preferred, but not required.

No heavy photo editing allowed. 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.



FINANCIAL HEALTH TIPS – PREPARING FOR SUMMER

SUBMITTED BY KELCIE LOHAF, STAFF ACCOUNTANT

Which season do people spend the most money in? An online poll conducted by ezonomics.com reveals summer as the “most expensive” season. As summer is approaching, more trips and activities are being scheduled. These can include road trips, weddings, barbecues, camps, ice cream visits, patio visits, home projects, and everything else that correlates with warm weather. Below are a few tips for keeping that summer spending in check.

1. VACATIONS: Instead of spending thousands of dollars to go across the country, take a ‘staycation’ in your own state. Take a camping trip nearby or stay a night at a local resort. Pack up the tent, grab some groceries for sandwiches, a pack of hot dogs, and a few drinks, and head up to the mountains for the weekend. Some of the best memories can be made within minutes of home, especially around a campfire. But if you have saved up for a tropical vacation, summer is the time to go as it is off-season for those resorts, just make sure you can handle that extreme heat.

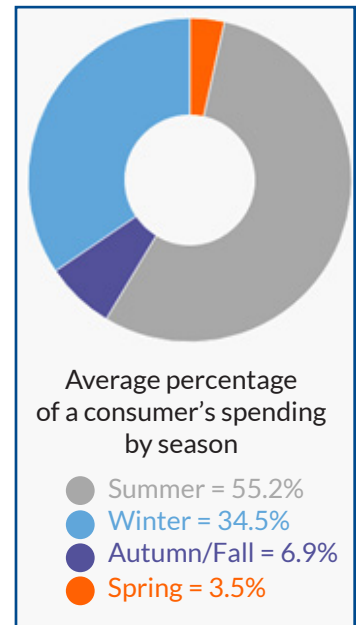
2. DAY ACTIVITIES: Look for the free events happening around town during the summer such as concerts and movies in the park. Or, if

you know you’ll be attending the same place multiple times during the summer such as the zoo, waterparks, national parks, or museums, considering investing in a season pass. If you’re thinking of going to a movie, consider carpooling and going to the drive-in theater instead as you might get a better deal per person. Spend the day enjoying the outdoors without spending much; go for a hike or a nature walk, ride your bikes around town, or meet friends for a picnic.

3. USE CASH MORE: Put away the debit card and start using cash for more purchases. Handing over physical cash can be more painful than using a card because you feel the immediate effect on your wallet.

4. SHOP LOCAL AND COOK AT HOME: Buying fresh fruits and vegetables at farmer’s markets can be more affordable during the summer. Also, making meals at home can save a huge amount of money – year round!

5. MAKE IT A POTLUCK: If you’re planning to host a barbecue or get-together this summer, ask everyone to bring something. Most people would be happy to bring at least one side dish or even a case of pop.



6. AIR CONDITIONING: Running your air conditioner all day everyday during the summer can be expensive. During the day, make sure your windows and blinds are shut to keep the heat out. Then, during the evening and overnight, open your windows to let the cool breeze in.

7. TRANSPORTATION: Summer is the perfect time to walk or ride your bike to work instead of driving. This will cut down on your vehicle expenses.

While most people associate summer with vacations, entertainment, and spending time with family and friends, try not to get too “relaxed” with your budget. Make sure to still take those spontaneous summer adventures, but stay within reason. As a final point, don’t be too hard on yourself if you splurge a couple times... You can always make more money, but you can’t always make more memories.

ASME STANDARDS

SUBMITTED BY ENGINEERING AND MARKETING DEPARTMENTS

At Wood's Powr-Grip, we strive to uphold the engineering standards set forth by ASME (American Society of Mechanical Engineers). What exactly are ASME standards, though? If you are a mechanical engineer you probably have a pretty good idea, but what do these standards mean to the guys out in the field using ASME compliant equipment? Or better yet, when looking to purchase below-the-hook equipment why does it matter if it is ASME compliant?

When designing below-the-hook lifting equipment, manufacturers have the option of following guidelines to meet certain criteria. So if ASME standards are optional, why do some companies take the time and effort to comply with these standards? And more importantly, why does it matter to you?

The bottom line is...SAFETY. ASME was originally founded to bring together engineers to discuss uniform work practices and the development of standard tools and machine parts. Throughout the 19th century, steam-powered boilers and pressure vessels caused numerous explosions. At that time, there were no legal codes for boilers in any state. However, one incident in particular pushed the need for industrial safety reform into the spotlight. In 1905, catastrophe struck the Grover Shoe Factory in Brockton, Massachusetts. An older boiler exploded while being used as a backup

during maintenance on a new model. This explosion caused the death of 58 workers and injured 117 more.

As a result, a five-man Board of Boiler Rules was established to write boiler laws for the state, which would help ensure that the tragedy of the Grover Shoe Factory would never happen again. After these laws were published in 1908, they were incorporated into most State laws, as well as those of some Canadian provinces. This benchmark set forward



Gary Bond, our Chief Engineer managing the Engineering Department, has been an engineer here for over 25 years. He serves on the ASME B30.20 and the BTH Standards committees.



a standard for improving the safety of equipment used in manufacturing and construction. From design to final use, the founding interest was to ensure reliability and predictability in machine design and mechanical production.

In the United States, the

predominant standard for Below-the-Hook Lifting Devices is ASME B30.20. Devices designed to this standard include provisions that apply to overall safety requirements, marking, construction, installation, inspection, testing, maintenance, and operation. This standard was written and adopted by ANSI (American National Standards Institute) to be used as a guideline for ASME Compliance. Again, the law does not require compliance to ASME standards. However, manufacturers use these guidelines to evaluate products in order to minimize risks associated with overhead lifting. We have a personal connection to the B30.20 standard here at Wood's Powr-Grip. Gary Bond, our Chief Engineer managing the Engineering Department, has been an engineer here for over 25 years. He serves on the ASME B30.20 and the BTH Standards committees. Three times a year, these committees meet in order to review and work through standards. Gary attends these meetings and provides input.

Preventing injuries and material damages requires a team effort by both users and manufacturers of below-the-hook equipment. Manufacturers who take the time to follow and document these guidelines do so with the user's safety in mind. The ASME B30.20 volume addresses the construction, use, and maintenance of below-the-hook lifters.



Summer brings two things:

- ✓ More summer-time employees with cars.
- ✓ Bright sunny days where the parking lot lines are clearly visible.

Please be respectful of everyone who must use the parking lot and park between the lines so that you only take up one space. There is also additional parking, although no painted lines, on the gravel on the west side of the building. If you don't live far away, consider walking or riding your bike to work.



EXTREME TEAM BUILDING...

Ultimate Frisbee

most every
week, usually
Thursdays.
Let Bryan
Strobel know
if you would
like to be
added to the
notification
list.

'TIS THE SEASON

SUBMITTED BY MEAGAN TOMPKINS, TECHNICAL WRITER

Spring. You've been looking forward to it, especially after this long, cold winter. Sunshine. Birds singing. Green grass. Leaves in the trees. Flowers. Runny nose....wait. What? Why is this happening?! It's okay, don't worry, you're going to be fine. You're probably just suffering from seasonal allergies. According to the Asthma and Allergy Foundation of America, approximately 50 million people in the United States suffer from nasal allergies. But you don't want to let this ruin your enjoyment of the warmer months, right? This article will hopefully answer your questions about your seasonal allergies and get you on the right track to fixing your symptoms.

WHAT IS WRONG WITH ME?

First of all, what exactly are seasonal allergies? Spring is the season when pollen from trees is released into the air. Summer and fall are the seasons when grass and weeds go through the same process. When this pollen gets into the nose of someone who is allergic, it triggers the body's defense system. The immune system sees this pollen as a threat, therefore releasing antibodies, such as the chemical histamine, into the blood. A high level of histamines is what causes those annoying symptoms.

A runny nose is just one common symptom of seasonal allergies. Other symptoms are watery eyes, itchy eyes, sneezing, coughing, congestion, a sore throat (caused by postnasal drip), and dark circles under the eyes. Seasonal allergies can even have an effect on your mood. Lack of sleep may be



caused by the symptoms listed above, which can result in low energy level and the inability to concentrate. This can influence your work performance or interfere with your weekend plans, which can be disappointing and frustrating. In other words, allergies can make you cranky! Unfortunately, there is no permanent fix for seasonal allergies, but there are ways to control the symptoms.

HOW CAN I FIX IT? MEDICATION

Taking over-the-counter medication is one way to control seasonal allergy symptoms.

- **Antihistamines**
Antihistamines reduce sneezing, sniffing, and itching by lowering histamine levels in the body (Examples of antihistamines are Zyrtec, Benadryl, Allegra, and Claritin)

Some antihistamines may make you sleepy, so make sure you purchase a non-drowsy option

- **Decongestants**
Decongestants relieve congestion and swelling by shrinking the blood vessels in the nasal passageways (Examples of decongestants are Sudafed and Vicks Sinex)

Decongestants may raise blood pressure, so if you have problems in that area consult your doctor first

- **Antihistamine/decongestant combos**
These medications do double duty by reducing sneezing, sniffing, itching, and relieving congestion (An example of an antihistamine/decongestant combo is Allegra-D)
- **Eye drops**
Eye drops or artificial tears help relieve itchy, watery, or bloodshot eyes

NATURAL REMEDIES

If you are hesitant to take medication or don't want to depend wholly on it, there are other solutions.

- **Nasal irrigation**
Nasal irrigation clears mucus and opens sinus passages.

Prepare a saline solution made with 1-2 cups of warm water (Note: make sure it's distilled, sterile, or that you boil the water. This will prevent infection.), a ¼ teaspoon salt, and a ¼ teaspoon baking soda.

Lean forward over a sink and tilt your head so that one nostril is pointed down toward the sink. Do not lean

your head back.

Using a neti pot or squeeze bottle, pour the water into your nostril (Reminder: breathe through your mouth, not your nose).

The water will run through your nasal passage and out your other nostril (possibly your mouth as well).

Repeat with other nostril. Afterwards, gently blow your nose.

- Sleep with a humidifier in your bedroom
- Drink plenty of water

- Take long, hot showers
- Lean over a pot of warm water with a towel over your head
- Place a warm, wet towel on your face

Again, these won't permanently fix your symptoms, but they will keep them at bay. Staying inside from 10am-4pm and avoiding the outdoors on windy days may help as well. These are the times when pollen count is generally the highest, according to the American Academy of Allergy, Asthma & Immunology. Also, keeping your car windows up while driving and the windows and doors in your house closed

will reduce your exposure to pollen.

If your symptoms continue with no relief after a substantial amount of time, make an appointment with your doctor. You may have a more severe allergy to something specific, and your doctor can determine whether to refer you to an allergist. Allergies and the symptoms they produce can really wear a person down (and, in some situations, affect those around you), but understanding the things you are experiencing and what can help makes a difference.

THE NORTH EAST GLASS SHOW

SUBMITTED BY
BARRY WOOD, VP
MARKETING AND
COMMERCIAL
DEVELOPMENT

The North East Glass show was held March 30th-31st in Melville, New York. Melville is a community on Long Island, New York. As a matter of clarification, Long Island isn't technically a part of New York City. It is an actual island that holds two of the five boroughs of New York City; Brooklyn and Queens. It actually holds many other communities outside the city limits and comprises 40% of the state's population.

The reason for going over this is that the show itself was rather uneventful. It was a two day show and ran much as the show has in the past. It was well attended even for most of the second day. The last day of any show is typically slow. I had one of the Intelli-Grip demonstration units along and talked people through it. However, most of the crowd was small installers who don't work with such large glass.

WELLVIA™

ebms
The Benefit of Balance

24/7/365
Access to Doctors
U.S. Board Certified, State Licensed
Primary Care - Pediatrics - Urgent Care



HOW WELLVIA WORKS

1

Request a Consult

Phone, Web
or Mobile App

2

Talk to a Doctor

Your Doctor diagnoses and
provides treatment

3

Get Better

If necessary, your doctor
will issue a prescription to
your pharmacy

HEALTHCARE THAT MAKES CENTS

Type of Visit	Average Cost
Primary Care	\$100
Urgent Care	\$150
Emergency Room	\$1400
WELLVIA™	\$0

2013 Medical Expenditure Panel Survey / MEPS

COMMON CONDITIONS TREATED

- Acid Reflux
- Allergies
- Asthma
- Bladder Infection
- Bronchitis
- Cold & Flu
- Infections
- Nausea
- Rashes
- Sinus Conditions
- Sore Throat
- Thyroid Conditions
- Urinary Tract Infection
- and more...



www.WellViaSolutions.com



Patient Care Center: (855) WELLVIA



Disclaimer: WellVia services are for non-emergency conditions only. WellVia does not replace the primary care physician, services are not considered insurance or a Qualified Health Plan under the Patient Protection and Affordable Care Act. WellVia doctors do not prescribe DEA controlled substances (schedule I-IV) and does not guarantee that a prescription will be written. For updated full disclosures, please visit www.wellviasolutions.com

BREAKROOM SURVEY

(Please return to HR or put in Suggestion Box when completed)

Now that the new, expanded downstairs breakroom is completed and “open for business”, we want to maximize the appeal of it, and do what we can to increase the comfort and satisfaction it can provide for everyone (within reason). We would very much appreciate your feedback on the current state of the downstairs breakroom, and hear suggestions on things you’d like to have and see in it to increase its functionality and overall usage.

GENERAL APPEAL

Do you regularly take at least one of your breaks in the downstairs break room? ☐ Yes ☐ No

If “No”, why not: _____

The new expanded breakroom improves the appeal of the breakroom. ☐ Agree ☐ Neutral ☐ Disagree

On a scale of 1-10 (10 being the best), please rate the seating/accommodations of the downstairs breakroom. _____

If you could suggest any improvements to the seating/accommodations of the downstairs breakroom, what would they be? _____

FOOD/BEVERAGE OPTIONS

The food/drink options in the downstairs breakroom meet my desires. ☐ Agree ☐ Neutral ☐ Disagree

Are the food/beverage preparation options (microwaves, sinks, counter space, etc.) in the downstairs breakroom sufficient? If not, how could they be improved? _____

Other comments/suggestions on food/beverage choices/options/accommodations in downstairs breakroom: _____

ENTERTAINMENT

What do you like to do during your break time? _____

The TV in the downstairs breakroom has increased the appeal of the breakroom. ☐ Agree ☐ Neutral ☐ Disagree

What, if any, other channels would you like to see available on the TV in the downstairs break room? _____

There is going to be a projector installed in the downstairs breakroom for purposes of presentations during group meetings. If the projector was to be run at all times, what type of content do you think should be on it: Trivia? TV? Announcements? Other? _____

On a scale of 1-5 (5 being the most), how appealing do the following things sound as additions to the downstairs break room? In other words, how often do you think they'd be used:

Board Games _____ Arcade/Table Games such as Foosball _____

Are there any other "entertainment" options you'd like to see in the downstairs breakroom? _____

COMPUTERS/TABLETS

Do you think you'd use a computer or tablet that was available in the downstairs breakroom for general employee use?

☐ Yes ☐ No

What types of things do you think you'd use it for (check all that apply)?

- ☐ Checking personal matters such as email
- ☐ Looking up benefit matters, such as scheduling MiCare appointments, submitting flex requests, etc.
- ☐ Playing games
- ☐ Social media
- ☐ Checking news
- ☐ General Internet "surfing"
- ☐ Other: _____

