

# WOODY'S WORLD

## STANDARDIZE

Define the 'normal' condition of the work area. Define how to correct "abnormal" conditions. The standard should be easily understood and easy to communicate (i.e. visual controls).

- Lean Manufacturing 5S Technique



## NEW WPG SIGN

MEAGAN TOMPKINS, WRITER

On your morning drive into work, you may have noticed a new addition to the Wood's Powr-Grip landscape: a beautiful new sign right before you turn into the parking lot. Many people put a lot of time and effort into this project, and it shows!

It all started with the simple idea of repairing the sprinkler system and upgrading the landscape around the sign area. "We then actually saw the poor condition of the wood and sheet metal on the original sign," Tony Story says. It needed to be repaired and repainted, or better yet, replaced with a new sign. Thanks to Bryan and Brad Wood, the plans for a new sign were set in motion.

After Brad approached him about making the sign, Trever Pankratz went to Stacy Lawver and asked her to work with him on the design. "Stacy did a quick Photoshop rendering with our current logo and colors for me," says Trever. "Then, I just designed a new sign to basically 're-skin' the structure of the old one."

The new sign was designed out of



aluminum to minimize the risk of corrosion and to keep the weight light. Then, it was cut out using a water jet. After it was powder-coated, it was riveted together on the old sign frame. Trever incorporated the company address on the road-side of the sign, and the company slogan on the other. He also brought back a bit of Wood's Powr-Grip history—Woody Gripper.

Woody Gripper came into being during the 1970s. Dick Isaacson — the one-man-show Marketing Department at the time — asked Penny Nelson, who taught art at Wolf Point High School, to design the character. Woody Gripper has since starred in many a marketing gimmick, including one on the proper care for a vacuum cup.

Be sure to thank those mentioned above for all the work they put into the new sign, as well as Justin Smith, Brad Nelson, Alex Poore, and Mike Daly, who helped powder coat and paint the sign elements, all while keeping their scheduled work on time.



QUALITY &  
CONSISTENCY  
ARE A TEAM  
EFFORT



## SEPTEMBER BIRTHDAYS

Wade Schmier	1
Darin Eggert	3
Mike Fyfe	5
Morgan Yates	7
Aleisa Abell	8
Dustin Dozhier	8
Michael Dailey	10
Barry Wood	14
Lisa Hagel	16
Brandon Corey	19
Dan Currier	19
Pauline Salvesson	19
Dan Koch	20
Curtis Hartman	22
Millissa Langve	27
Sean Erickson	29

## OCTOBER BIRTHDAYS

Byron LaRue	3
Alex Poore	9
Nathan Frickel	13
Kelsie Dolman	14
Stacy Lawver	19
Isaac Manders	19
Daniel Lashinski	24
Angela Brennan	29

# BOND'S BITS

GARY BOND, PRODUCT ENGINEERING MANAGER

I think everyone in the building is aware of the main activity from Product Engineering lately. One 4400 pound capacity power rotator/tilter with a counter-balancer. For me this has been one huuuuge event. This started with customers looking for a big lifter. Often when customers ask about a big lifter, they lose interest when tech sales gives them some pricing. This time they kept coming back. They requested timelines that just could not be met, so we thought that might kill the process. As we eventually learned, the lifter was needed for the top floors of a high-end condo building in Chicago. These top floors weren't in the original plan, so they were getting glass rushed from China, and needed a lifter to install it. We promised a very aggressive time-line that was longer than they wanted but would push us pretty hard.

For the design, I changed our typical process from a single engineer for a project to having a team process with every engineer on the job. Thanks to Bryan Strobel and Marty Peterson from New Product Development for joining the teams. We had two separate teams, one for the vacuum lifter and one for the counter-balancer, but they had to coordinate to make sure things would work together. Daniel and Josh headed up the two teams and made sure



coordination was kept up.

A lot of new methods were used on these items. The counter-balancer uses a square tube instead of an I-beam. It uses linear bearings for guides and rack & pinion drive. Instead of bins for people to add weight, we are providing tractor weights with it. It also has built in parking stands. The PRT has a new type of structure for the pad frame with different methods for pad



frame extension mounting. We are using hydraulics for tilt and rotation, including what is called a slewing drive instead of a rotation shaft. There are many other details of components and design that this lifter is the first test-bed for.

Following final testing and demonstration with the customers in our back lot with a rental crane, Josh and Gary are going to Chicago to make sure things get started out right, and

to see firsthand how it works on the job. This is the highest capacity lifter, and has as many functions as we have built. I predict that once marketing gets the word out about this lifter, we will start to see interest and could sell a few in 2018.

With all that going on, we have been dealing with some other items. We are planning on selling the current MR24 lease unit and replacing it with two new ones. One will have the updated pad frame for flat material, and one will have the new pad frame for curved material. Keith is updating the P1 to the DC3 Intelli-grip system. A prototype will be built in August, and we



will be switching from the DC2 to the DC3 versions at the end of the year.

Since I had my department working so hard, I will be taking a couple weeks of vacation to visit the beach and watch the eclipse. Delegating is hard work.



# GETTING STARTED WITH YOUR 401K AT WOOD'S POWR-GRIP

KELCIE LOHOF, STAFF ACCOUNTANT

## 1. You are eligible for the Plan:

- a. If you are a full time employee:
  - ✓ You are at least 21 years old; and,
  - ✓ You have completed one year of service.

- b. If you are a part-time employee:
  - ✓ You are at least 21 years old; and,
  - ✓ You have completed one year of service and have worked at least 1000 hours during that year of service.

- c. And you are not:
  - ✓ Covered by a collective bargaining agreement;
  - ✓ A leased employee;
  - ✓ A nonresident alien who does not receive any U.S. sources of earned income from your Employer;
  - ✓ Employees who are not classified as employees on the employer's payroll system (including, without limitation, individuals employed by temporary help firms, technical help firms, staffing firms, professional employer organizations and other staffing firms.)
  - ✓ A temporary or seasonal employee. A temporary or seasonal employee is one who is employed full-time or part-time for a specific job assignment or limited duration, or during certain periods of time depending upon the demand of work as determined by WPG.

2. Once you're eligible, call or email our financial advisor, Tarra Grazely-Pfister at TTG Financial to discuss the options for setting up your investment portfolio.

3. Once you have your investment portfolio set up, talk to Brenda Lawver (Payroll

Specialist) about filling out a "Payroll Change Notice" form. This form will indicate how much of your paycheck you would like invested into your 401k account. The amount invested can be either a flat amount or a percentage of your total, and this

*Investopedia defines vesting as the "process by which an employee accrues non-forfeitable rights over employer contributions made to the employee's qualified retirement plan account".*

*In simpler words, the company match is not 100% guaranteed until after six years of contributing. If an employee were to quit after 1.5 years of contributing, they would receive no match. Vesting doesn't start until after 2 years (20%), and caps out at 6 years, with an extra 20% becoming vested each year.*

can be changed as often as the first pay period of each month if desired. The current WPG 401k match is 50% up to 6% of your salary. Below are some examples of the company match:

- a. If you invest 6% of your check, WPG will match 3%
- b. If you invest 10% of your check, WPG will match 3%
- c. If you invest 2% of your check, WPG will match 1%
- d. Dollar amounts can be a

little tougher to determine how to maximize your company match. Let's use an example of a bi-weekly paycheck of \$500.

- i. If you invest \$30 of your check, that would be the same as 6%, therefore, WPG would match \$15
- ii. If you invest \$10 of your check, WPG would match \$5
- iii. If you invest \$50 of your check, WPG would only match \$15 which is the 3% maximum match

e. WPG does not do a match on overtime hours or bonuses.

## 4. When am I vested?

a. You are always 100% vested in your employee deferral account, your rollover account, and any earnings.

b. Employer contributions and earnings are vested as follows:

Years of Service for Vesting  
Percentage Vested

<2	0
2	20
3	40
4	60
5	80
6	100

5. Once you get your account set up and active, you will need to fill out a beneficiary form and return to Brenda Lawver or Kelcie Lohof in the accounting department to keep in your 401k file.



## SUMMER EMPLOYEES



REBECCA STROBEL  
Marketing



BEN LONGBOTTOM  
IT Department



CAYDEN WOOD  
QA Department



SYDNE SPEIDEL  
Hand Cup Assembly

## SUMMER EMPLOYEES



ISAAC MANDERS  
Central Store



TYLER OSTRUM  
Hand Cup Assembly

## NEW EMPLOYEES



ROBIN ALLEN  
Hand Cup Assembly



JAMES URQUIDI  
Night Shift

## FROM THE OFFICE

SUBMITTED BY BRENDA LAWVER, PAYROLL  
& OFFICE SUPPORT COORDINATOR

Many times employees are unclear if a certain issue is the function of Payroll, HR or Accounting. I've addressed some of the most frequently asked questions I've received, and also some other information that I hope is helpful.

### FREQUENTLY ASKED QUESTIONS:

#### How early can I punch in so the clock doesn't round down?

You can punch in 7 minutes before the quarter hour (e.g. 6:53, 7:08, 7:23, 7:38, etc.).

#### When does my raise go into effect?

The first full pay period after your Anniversary date. If your Anniversary was Friday, July 28, 2017, your raise will not go into effect until Sunday, August 6, 2017 (start date of the next new full pay period), and will be on your August 25, 2017 paycheck.

#### Do I have to wait until the New Year to update my W-4?

No, you can update your W-4 as often as you'd like. You can get a new W-4 form from HR or Payroll.

#### When can I start or update my 401K deductions?

You can start or update your 401K deductions the first pay period of any month. To find out when you are eligible and what you need to do to get signed up, see Kelcie's article (page 3).

#### If I've moved to a new address, whom do I need to inform?

If your address has changed, you'll need to sign a Payroll Change Notice form with either HR or Payroll. We will make sure your address gets updated in all the necessary areas.

### THINGS TO REMEMBER:

#### Holiday pay reminder

Thanksgiving and Christmas Shutdown may seem like a long time away, but really it's just around the corner! Remember, if you are absent for any part of your last scheduled shift before a holiday, or your first scheduled shift after a holiday, for any other reason than approved company leave, you will not receive holiday pay (Employee Handbook Section 5: Leave Benefits, page 53). Please keep that in mind when scheduling time off.

#### Start/Complete Schedule Deviation Form before you leave the building

Sometimes supervisors will wait until the employee returns from their appointment to turn in the Schedule Deviation Form so they can note the correct time on the form. That is completely fine, but please try to at least get the form started before you leave (see Employee Handbook Section 3: Standards of Conduct, page 28). Otherwise, the slip tends to be forgotten and then I have to track down the employee or their supervisor before I can get the payroll processed.

### OFFICE PERSONNEL UPDATE:

Kelsie Dolman is out on maternity leave. Amanda, Sharon, Julie, Judy, and Kelcie L. will be helping to cover Purchasing and Accounts Receivable. Thank you ladies for your willingness to cover her duties while she is out enjoying the new addition to her family.

If you have any other questions, please feel free to stop by my office and I'll try to help you out. Have a great day!

## FLU SHOTS

DON HAYES, HR MANAGER

The shots will be available here at WPG on Wednesday-Thursday, 10/10/17-10/11/17 and will be administered by miCare personnel. More details will be provided as those dates near.

As in past years:

[1] At that flu shot clinic, all employees, regardless if they are on our healthcare coverage, whether PT or FT can get a flu shot.

Continued on page 5





## FLU SHOTS CONTINUED...

[2] Only employees will be permitted to get flu shots at the flu shot clinic.

[3] Last year, most everyone got their flu shot on the first day. Rather than incur the cost of the miCare personnel coming back for the second day to do maybe a couple of shots, we cancelled the second day. That may happen again this year, so please be advised that getting a shot on the first day is probably the best idea.

[4] For employees on the WPG Health plan who miss the flu

shot clinic, or who want their covered spouses and family members to receive the flu shot, we are going to encourage those who interested to make an appointment with miCare to get a shot at a time that suits their particular schedule.

[5] For employees who are not on the WPG Health plan who miss the flu shot clinic, or who want their spouses and family members to receive the flu shot, you do not have access to the miCare clinic. We encourage those people to investigate getting flu shots

at local pharmacies or other available locations that offer flu shots, at a time that suits their particular schedules, as I believe the cost would be comparable to what the company would have to charge you at the flu shot clinic for your spouses and family members.

I think a lot of people think of the flu as just feeling bad for 2 or 3 days. If you get the real deal you can end up in the hospital. Please choose wisely in deciding whether or not to get a flu shot.

# YOU ARE AWESOME!



... and an  
**EXTRA  
SPECIAL  
THANK YOU  
FROM FAYE  
WOOD**

who has  
received  
**13 units**  
since January!

Congratulations to Katie and Cole on the birth of their son!

**Burke Aiden  
Whitmoyer**

born Friday, July 14, 2017  
he weighed 7 lbs 2 oz  
and measured 20" long

It's a  
**BOY!**



Congratulations to Kelsie and Shane on the birth of their daughter!

**Ella Rae  
VanCleave**

born Wednesday, August 2, 2017  
she weighed 8 lbs  
and measured 21" long

It's a  Girl!



**DONATE  
BLOOD**



Next blood  
drive is Tuesday,  
November 21<sup>st</sup>!



# Wood's Power-Grip

## 2017 Health Fair for ALL Employees & all spouses on the medical plan!



### 2017 REQUIREMENTS TO RECEIVE REDUCED PREMIUM RATE IN 2018: (SEE BELOW FOR SPECIFICS)

1. Have blood drawn at Health Fair or bring results from provider's office.
2. Complete Health Risk Questionnaire by September 25<sup>th</sup>, 2017.
3. Upon receipt of letter, follow-up with (1) miCare OR (2) EBMS Wellness Coach by November 20<sup>th</sup>, 2017.
4. Meet 3 out of 4 health goals.

Blood Pressure.....<140/90  
Cholesterol (LDL).....<160  
Body Mass Index.....<30  
Tobacco Use:.....None

### Wednesday, September 6<sup>th</sup>

- Blood draws will be held at WPG from 6:00 am – 10:00 am in the Break Room.
- Please see Don in H.R. for sign-up sheet. Full blood draws will be held, which will require 12 hours of fasting so please schedule your appointment accordingly. Please drink a lot of water in the previous 24 hours.
- For those employees/covered spouses who have had blood drawn between 1/1/17 and 9/6/17 and wish to use these results, you may do so; a re-draw at the Health Fair won't be necessary.

### Thursday, September 21<sup>st</sup>

- On this day, EBMS will be on-site to assist with Health Risk Questionnaire completions from 9:00 am – 1:00 pm. We'll be able to trouble-shoot any log on issues at this time (i.e. passwords, usernames, etc.). You need to sign up in order to receive assistance – please see Don for sign-up sheet.
- For those employees/covered spouses who are using blood work from an outside provider, you'll need to obtain your results and bring them with you on this day so they can be entered into the Health Risk Questionnaire (or you may enter them on your own if you don't need assistance with accessing the Health Risk Questionnaire).

### Monday, September 25<sup>th</sup>

- Deadline for WPG employees & covered spouses to complete the Health Risk Assessment.



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# REQUIREMENTS TO RECEIVE REDUCED PREMIUM RATES IN 2018

DON HAYES, HR MANAGER

- [1] If you have Employee/Spouse or Employee/Family coverage, both you and your spouse must participate.
- [2] Have blood drawn at Health Fair or bring in results from providers office. Must include blood test for tobacco use – Blood draw is on the morning of September 6, 2017 here at WPG.
  - The sign-up sheet is at the front desk.
  - Blood draws require at least 12 hours of fasting. Plus drink plenty of water in the 24 hours prior to the draw.
  - Blood tests done between 1/1/17 and 9/6/17 by a provider may be used, but must include the test for tobacco use.
- [3] Complete the Health Risk Assessment (HRA) Questionnaire by September 25, 2017. Representatives from EBMS will be here on September 21, 2017 to provide assistance to those who need it. There will be a sign-up sheet put out in the coming weeks.
- [4] If you receive a letter saying you must follow-up with miCare or an EBMS Wellness Coach, that follow-up must be completed by November 20, 2017.
  - You can also follow-up with miCare by making an appointment at the miCare Clinic.
  - Follow-up with a Wellness Coach can be done by telephone
- [5] Must meet 3 out of 4 goals, or have a definite plan in place with miCare or a Wellness coach to meet these goals (and follow the plan):
  - Blood pressure – less than 140/90
  - Cholesterol (LDL) – less than 160
  - Body Mass Index – less than 30
  - Tobacco Use - NONE



## UPCOMING EVENTS:

**Labor Day**  
WPG Closed  
Monday, Sept. 4<sup>th</sup>

**Wellness Blood Draw**  
Wednesday, Sept. 6<sup>th</sup>

**WPG Night at the Mustangs**  
Saturday, Sept. 9<sup>th</sup>

**HRA assistance**  
Thursday, Sept. 21<sup>st</sup>

**HRA Deadline**  
Monday, Sept. 25<sup>th</sup>

**Woody Open**  
Saturday, Sept. 30<sup>th</sup>

**Blood Drive**  
Tuesday, Nov. 21<sup>st</sup>

**Thanksgiving Holiday**  
WPG Closed  
Thurs-Fri, Nov. 23-24<sup>th</sup>



## MUSTANGS GAME/BBQ

DON HAYES, HR MANAGER

This is a company-sponsored family summer event. Each person attending gets a ticket to the game and a pregame all-u-can-eat buffet including Pepsi products and water. As in the past few years, this is meant to be a family outing. Family is loosely defined, i.e. bring a spouse, a significant other, a not so significant other, etc. Bring a kid or a grandkid, and if you don't have a kid or a grandkid, invite your sister and her kids. Kids should have a chance to see pro baseball up close. Just please don't invite the whole neighborhood. (Everyone has been very good about this in the past – thank you for that.)

**DATE:** The Mustangs Game/BBQ is Saturday, September 9, 2017.

**TIME:** The gates open at 5 p.m. and that is when the BBQ will start. The game itself is scheduled for 6:05 p.m.

**LOCATION:** As in past years we will be in the Pavilion area in the northwest corner of Dehler Park.

**SIGN-UP SHEET:** The Mustangs Game/BBQ sign-up sheet is now at the front reception counter.

Please sign-up as soon as you can. We want to be able to get a final count to the Mustangs a couple of weeks ahead of time so they can assign seats and order food.



As in past years you will sign-up for four categories – Total Number Attending; Under Age 3; Age 3-12; Over Age 12. Please designate your total number of attendees and how they break down into these categories. This information is necessary for things like ticket prices, seat assignments, and helping the Mustangs have the right amount of food on hand for our group.

## EBMS HOURS AVAILABLE BY PHONE

*In order to better serve our clients and members, we have analyzed call volumes during our hours of operation. We concluded that the last hour of the evening wasn't well-utilized. In fact, we averaged just two calls each day from 8 to 9 p.m. As a result, we've reallocated resources by scheduling more EBMS team members to help customers during peak call times. Beginning May 1, our hours will be the following:*

**Mon–Thur: 7am–8pm**  
**Friday: 7 am–6 pm**

*Remember, you can still access your plan document, explanation of benefits, and other information at any time by logging into your miBenefits account from [www.ebms.com](http://www.ebms.com).*



# MEN'S HEALTH: 10 WAYS TO DEAL WITH STRESS

SCL HEALTH MONTANA

A man's health can be negatively affected by high levels of stress. Protect yourself by practicing some simple rules to limit your stress. Stress has become a major modern-day factor affecting men's health. The tension and emotional strain of day-to-day living has been linked to heart disease, high blood pressure, migraine headaches, back pain, diabetes, cancer, and a weakened immune response to disease.

So what should modern man do to short-circuit his ingrained tendencies? Here are 10 ways to reduce stress and its toxic effects on the body:

- Exercise regularly. Exercise has been proven to reduce stress levels, helping you burn off pent-up energy and tension. It also improves overall health.
- Eat and sleep well. Good nutrition and 6 to 8 hours of sleep each night can help your body recover from past stress and be better prepared to deal with new stress. Avoid caffeine and other stimulants that might promote stress and sleeplessness. Avoid alcohol, which might deepen any depression you may be feeling.
- Meditate. Spend at least 15 to 20 minutes a day in quiet contemplation. Depending on your preference, you might like to devote the time to meditation or

prayer, or practicing yoga or tai chi if you want more of a physical component. Breathe deeply and clear your mind.

- Solve the cause of your stress. Dealing with the problems that cause tension can relieve you of that stress. Inaction just allows it to build. If your neighbor's dog barks constantly, talk with him about it. Talk to your boss to figure out solutions for problems at work. Ask for help if you can't meet all the demands placed on you.

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**"Celebrate your achievement before you jump into the next project."**

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- Avoid stressful situations. Recent research suggests that men's stress levels soar 60 percent in traffic jams — seven times higher than women's. If possible, time your driving to avoid rush hour. Shop when you know the store won't be packed with people. And cut down on the time you spend with people who get on your nerves.

- Accept things you can't change. There are going to be things in your life that you can't control,

no matter how hard you try. For example, there's no use allowing snow or rain to bother you — how would you go about changing the weather? Instead, look for ways to enjoy uncontrollable circumstances. Play in the snow like you did when you were a kid; spend a rainy day reading, another stress reliever.

- Don't take on more than you can handle. We often create our own stress by over-scheduling ourselves and failing to say no when too much is asked of us, whether it's the boss, spouse, or friend making the request. Don't overpromise, and give yourself time to finish the things you do agree to tackle.

- Try a "glass half full" attitude. Always looking on the sunny side sounds cliché, but it can make a world of difference. Having a negative outlook can turn even the most minor annoyances into huge problems in your mind.

- Tackle first things first. Become a master at triage — that's determining the most important of the tasks you're trying to handle and methodically completing those first, then moving on to less critical jobs. Resist trying to do multiple projects at once.

- Savor your victories. When you accomplish a personal goal or finish a major project, do something nice for yourself. It can be as simple as getting a massage or as extravagant as taking a weekend getaway. Celebrate your achievement before you jump into the next project.

Your outlook is such an important factor in how your body deals with stress. Following these 10 steps will help you put stress in perspective and start enjoying your life again.





# BRAZIL

SUBMITTED BY BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

As many of you remember from the April/May edition of the newsletter, we have been working with a gentleman named Marcus Mazza to get established in Brazil. Marcus was among the nearly ½ dozen visitors we have had since the last newsletter. He visited us for training from June 12-16; overlapping slightly with the two gentlemen from Sugimura Shoji out of Japan.

Marcus was here to go through the dealer training program with Holly and become a little more familiar with the functions and philosophies of our company. It also gave Marcus an opportunity to meet several of the people he has been corresponding with over the past several months as well as gave us a chance to cover some things with our marketing



department to properly brand the WPG-Brazil company.

Almost a month later, I had the opportunity to travel to Brazil for a series of meetings with real estate agents, warehouses, a local accountant and a tax lawyer. This trip was primarily in the town of Itajaí, Santa Catarina Brazil. It isn't a definite decision that the company will end up in this town, but we are pretty sure we will stay in the state of Santa Catarina for tax and incentive purposes. We are looking at Itajaí first, because it has one of the largest ports in the country.

Upon arriving in Brazil, the first stop for Barry and Marcus was to look at a pair of twin buildings that are under construction. For one reason or another, several of the windows have broken, and the glass contractor, Carmago Corêa, wants to replace them before the buildings are occupied.

Immediately afterwards, we jumped in Marcus' car for the (supposed to be) six hour drive to Itajaí. The trip actually took much longer. We had planned to stop



for the night in Curitiba, and just getting there was about six hours.

The next day, we finished the drive and began a series of meetings that lasted through Friday morning, when I got back on a plane to start the 26 hour journey back home.

Things are coming along nicely in terms of getting the office open in Brazil. However, Brazil is famous for its regulations and red tape. So we are still expecting the process to last another six months, but most of this time is going to be waiting for paperwork to flow through bureaucracy.



Faye would like to thank everyone who helped her celebrate her 80<sup>th</sup> birthday!

IT WAS A BIG SURPRISE!



## NATIONAL IMMUNIZATION AWARENESS MONTH

SCL HEALTH MONTANA

Immunization, or vaccination, helps prevent dangerous and sometimes deadly diseases. Immunization isn't just for kids – to stay protected against serious illnesses like the flu, measles, and pneumonia, adults need to get vaccinated too.

National Immunization Awareness Month is a great time to promote vaccines and remind family, friends, and coworkers to stay up to date on their shots.

How can National Immunization Awareness Month make a difference?

We can all use this month to raise awareness about vaccines and share strategies to increase immunization rates with our community.



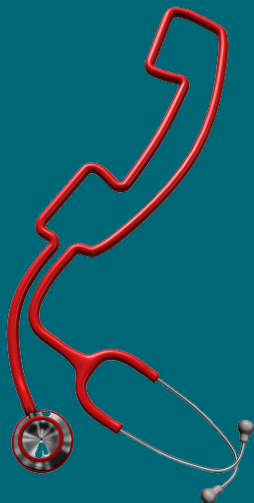
### HERE ARE JUST A FEW IDEAS:

- Talk to friends and family members about how vaccines aren't just for kids. People of all ages can get shots to protect them from serious diseases.
- Encourage people in your community to get the flu vaccine every year.
- Invite a doctor or nurse to speak to parents about why it's important for all kids to get vaccinated.

## 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**



# PASSION PENS: PART OF THE GAME

MEAGAN TOMPKINS, WRITER

Joshua Eickhoff, a Design Engineer here at Wood's Powr-Grip, has been playing golf for eight years. "What attracted me to golf was the fact that a lot of my friends play," says Josh. "Growing up, I wasn't exposed to it much and played other sports in high school during golf season. Once I got out of college, I wanted to play with friends and also knew golf was a sport that you can enjoy as you get older." Josh's brother started playing golf around the same time, and since most of their friends were more advanced, they began golfing together so they could improve. "Let's just say, you can have friends that will golf with you when you aren't very good, but you don't get many invites to be on a team for a tournament when they know a horse can play better than you." Now that Josh's skill has improved, the opportunities to play in tournaments has increased.

In fact, his team has won a local tournament, and on another occasion his team won a "round" in league play (their league season is separated into three rounds per summer). He is proud of those two accomplishments. However, he still has more goals he wants to reach. He aims to shoot an even par round, a hole in one, and an eagle (2 strokes under par for a hole).



When Josh first started playing golf, he played at the Briarwood Country Club in Billings. Since then, he has played at the Laurel Golf Club and other local courses, as well as out of state, namely in Minnesota. "It was interesting to play outside of Montana," he observes. "The ground can actually be sandy and soft compared to the harder ground here. Your club will slice through the ground, which is a whole new golf game and technique than what I was used to."

One of the best things about hobbies is getting together with people who have the

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**"Do not take golf too seriously and just enjoy it for what it is... a way to relax and enjoy an outside activity with friends and family."**

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same passions as you. Great experiences can be had and memories can be made. One of Josh's favorite golf experiences happened just the other year. He was out playing with two of his friends when one of the guys drove from the tee box. "The ball hooked hard towards the fairway next to the one we were on," tells Josh. As the ball made its way, two men in a golf cart drove right in its path. "The driver stepped out of his cart, the ball came down, hit a branch that spiked it straight down, and hit this unfortunate golfer in the



throat. As we approached the man, he was stomping around holding his throat, muttering a hefty variety of adult language." They proceeded to apologize, however the second man looked like he wanted to take it a little further. "The man who was 'throated' was able to exhaust a few words and just put one hand in the air waving us on and said, "Nope...nope...it's okay, just part of the game."

For those of you who are already golfers, or for those wanting to get into the game, Josh has a few tips:

### Be open to advice and constructive criticism.

Unfortunately, one of the only ways to discover areas of weakness is through constructive criticism. The more open you are to others analyzing you and offering their opinion, the more likely you are to improve.

### Take golf lessons.

For the first six years Josh golfed, he noticed that his shot was inconsistent. "I couldn't figure out why my shot was all over the place at times," says Josh. "So, I decided to take a lesson." With several pointers and a simple tweak to his stance



and hold, Josh's game improved. "The following year, I dropped about 8-10 strokes off my scores consistently," he says.

### Look to outside resources.

Looking outside of the golf course can also help you improve. Josh recommends getting a golf magazine subscription, such as Golf Digest. He says, "Reading the tips helped me work on different aspects of my game." He also suggests watching YouTube videos, which are great for getting tips from pros without having to spend the money.

### Utilize the driving range.

Although it's generally not as fun as playing an actual round of golf, Josh highly recommends utilizing the driving range. "You can hit many more balls at the range and tweak your shot to try to see how different approaches and techniques affect your ball's trajectory," he says. Remember, though, to put away your big clubs and practice short chips and putting. Like the old saying goes, "Drive for show, putt for dough."

### Don't break or throw your clubs.

"Although it may seem like a good idea and that it will make you feel better about an unfortunate shot, oddly enough

## Rx FOR CERTAIN MEDICATION

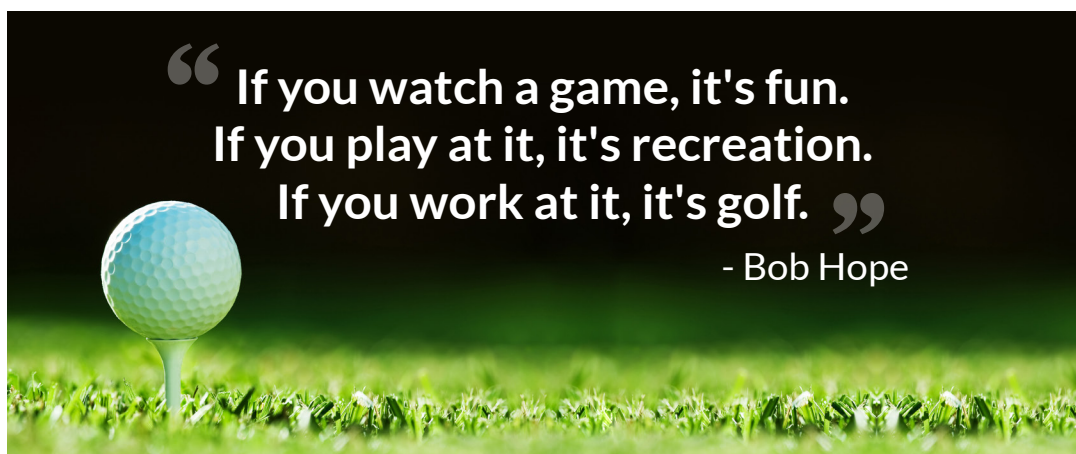
If you or one of your dependents on the WPG Health Plan are prescribed a narcotic, on the back of your insurance card is a telephone number for Magellan Rx. Immediately call that number before leaving the doctor's office and before heading to a pharmacy. Examples of narcotics include: Actiq, Codeine, Demerol, Dilaudid, Roxanol, Vicoprofen, Combunox, Hycet, Tylox, Endocet, Methadone, Fentanyl, Morphine, and Oxycodone.

Payment for such class of medications must be pre-authorized. Without such pre-authorization, you will get to the pharmacy and they will tell you, "It is not covered and you must pay the entire amount yourself." Depending on the medication, it could be a very substantial dollar amount that will take several days if not weeks to get repaid through the claims process.

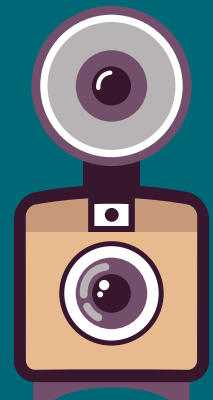
So call Magellan, tell them you are seeking pre-authorization and tell them the name of the medication. They should take it from there.

throwing your clubs (or your whole golf bag for that matter) into a pond or breaking a club over your knee will not improve your score or skills," warns Josh. "I was playing in Red Lodge one time and I had a bad shot. I instinctively threw my club in the air behind me. When I turned and looked to see where it went, I realized I had tossed it up in the top of a pine tree...which led to an uncomfortable voyage up the tree to retrieve it."

When asked if he's learned any lessons from golf that he wants to pass down, Josh replied, "Generally, do not take golf too seriously and just enjoy it for what it is. Golf will always frustrate you, no matter if you are a beginner or a professional golfer. In my mind, if you are not golfing as a professional and you are an amateur, golf is supposed to be a way to relax and enjoy an outside activity with friends and family."



Thank you to everyone who participated in the Photo Contest! Congratulations to Valerie Seymour, Daniel Meuchel and Aspen Ryder for their winning entries!



# WOODY OPEN 2017

DON HAYES, HR MANAGER

## LOCATION:

Stillwater Golf Course, Columbus, MT

**DATE:** September 30, 2017

## ESTIMATED TEE TIME:

9:00 a.m. Shotgun Start

Everyone tees off from an assigned starting hole. Please arrive by 8:30 a.m. at the latest to get assigned tee, etc.

**FORMAT:** Scramble- everyone drives, pick the best shot from there on in.



Four main rules to the tournament:

### 1. HAVE FUN!

2. Actual employees will have first preference when it comes to filling available spots
3. Family and Friends of WPG employees must have at least one WPG employee on their team (foursome). Preferably we are looking for teams where the majority of the players are WPG employees, however teams of one WPG employee and three non-employees MAY be okay, depending on how many employees wish to play.
4. Once everyone who is interested has signed up, preference will be given to employees in filling available spots. Groups who do not have an employee with them will be assigned an employee or two who have signed up as individuals or as pairs.

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

Although there may be some changes as the event nears and things are organized, we anticipate an event similar to last year (excluding the hail!). The amount of prize money is designed to give people a chance in one way or another to win back their entry fee (most of it) so they end up with a free round of golf, some friendly competition, a couple of free drinks, some free food, and most of all some good FUN!!

Watch for the sign-up sheet coming very soon!!

## 2017 PHOTO CONTEST ENTRIES



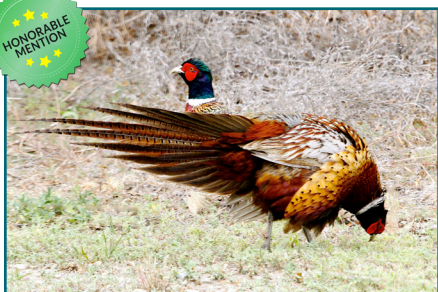
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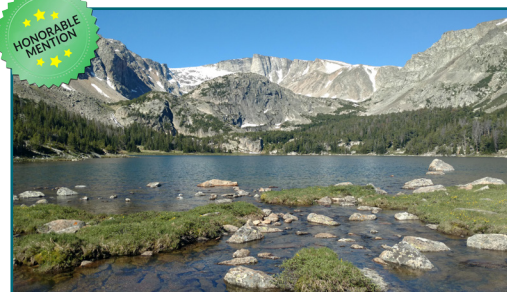
ASPEN RYDER



DANIEL MEUCHEL



SHARON KRUG



BEN LONGBOTTOM

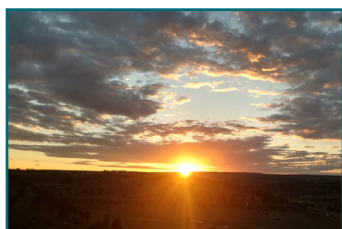


STACY  
LAWVER





BARRY WOOD



BEN LONGBOTTOM



GARY BOND



STACY LAWVER



SHARON KRUG



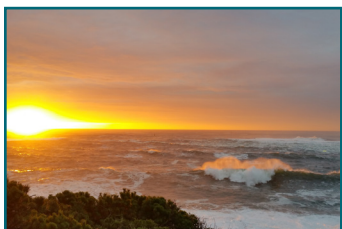
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LEE ANN WOOD



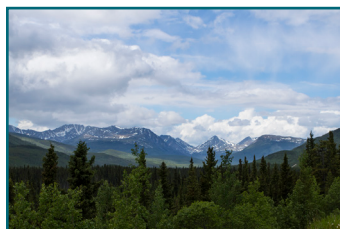
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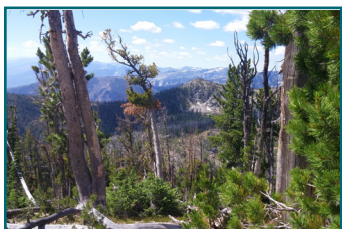
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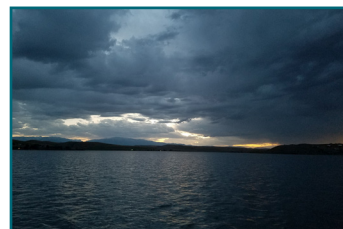
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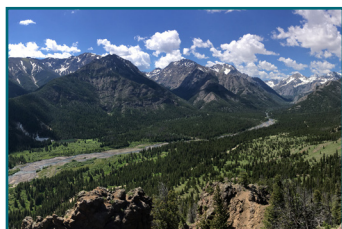
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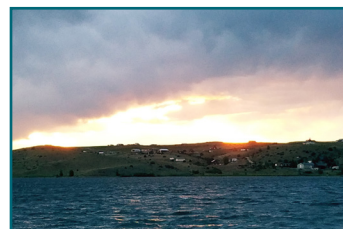
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DANIEL MEUCHEL



JUSTIN SMITH



JOHANA LOPEZ-SMITH



DEE JAY WEBB



DAVID PETERS



DAVID PETERS



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JOHANA LOPEZ-SMITH



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JUSTIN SMITH

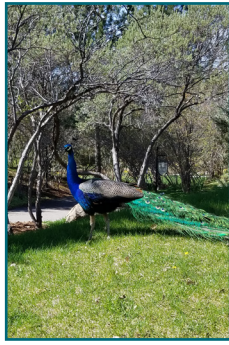




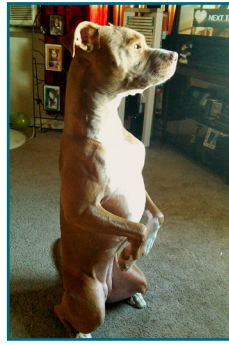
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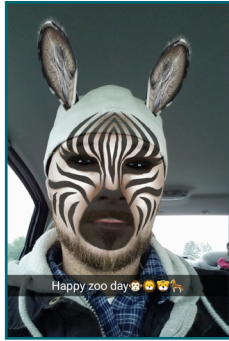
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LACEY THOMPSON



DEE JAY WEBB



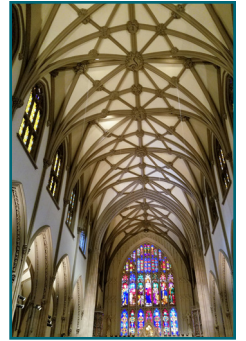
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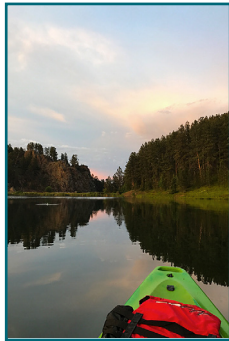
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ASPEN RYDER



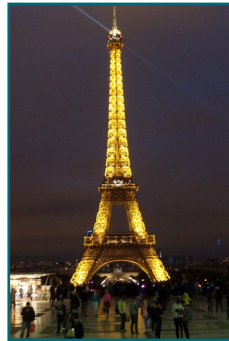
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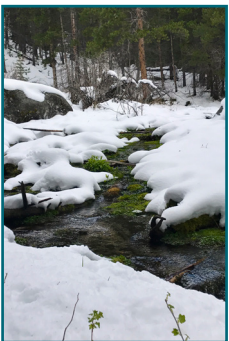
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BARRY WOOD



REBECCA STROBEL



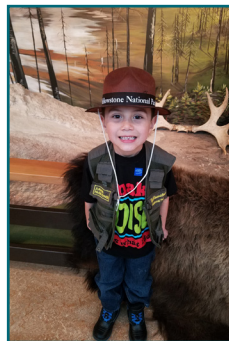
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JOHANA LOPEZ-SMITH



SHARON KRUG



JOHANA LOPEZ-SMITH



JUSTIN SMITH



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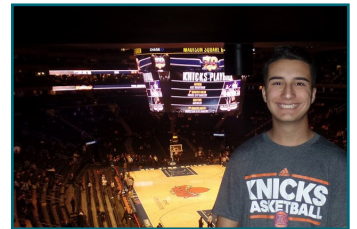
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DANIEL MEUCHEL



LEE ANN WOOD



BARRY WOOD



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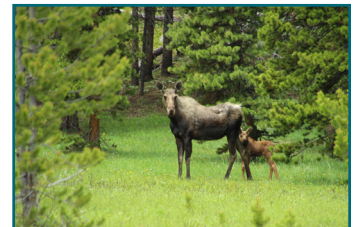
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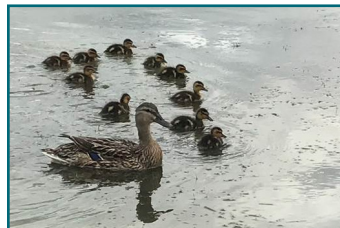
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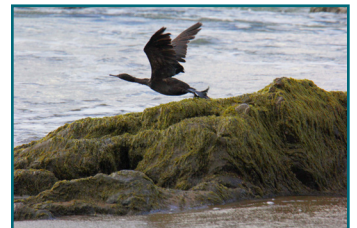
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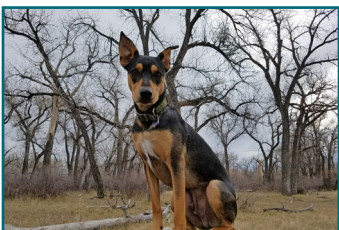
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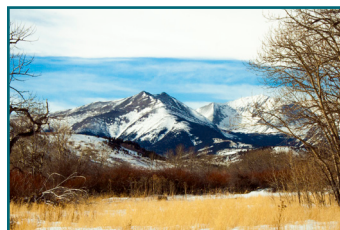
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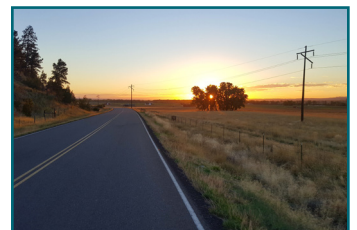
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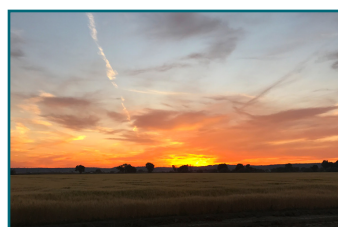
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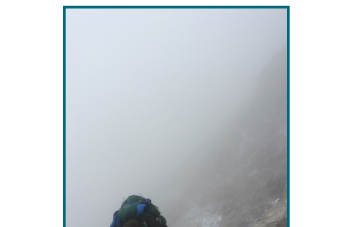
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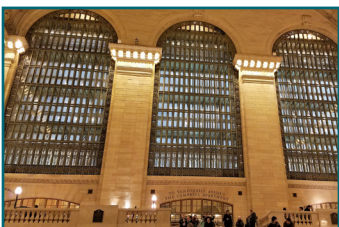
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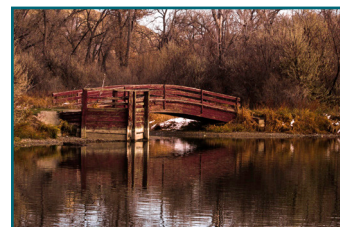
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