

WOODY'S WORLD

SUSTAIN

Implementing solutions to address the root causes of work area organization issues. All employees must be properly trained and use visual management techniques.

- Lean Manufacturing 5S Technique



OPEN ENROLLMENT

DON HAYES, HR MANAGER

DECEMBER IS OPEN ENROLLMENT MONTH FOR INSURANCE COVERAGE IN 2018

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

At some point in late October or early November, Flexible Spending Account Forms for 2018 will be available from the HR Department. It is on this form, if you are eligible, that you elect and designate the following things:

- Health Insurance – participation in coverage for 2018
- Flexible Spending Account – Medical
- Flexible Spending Account Contributions – Dependent Care
- Optional Life Insurance
- Optional Dental Insurance

- Optional Vision Insurance

It is also on this form that you may decline participation in all of these things, either because you are not eligible or because you simply choose not to participate. Which basically means HR is going to get everyone to sign one of these forms.

The deadline for completing and returning these forms and all other additional documentation to HR has not yet been set, but will likely be Monday, December 4th



The deadline for completing and returning these forms and all other additional documentation to HR has not yet been set, but will likely be Monday, December 4, 2017, so that the forms can be given to EBMS and PayneWest Insurance so they can get everything organized

and in place by January 1, 2018. I realize that it doesn't give each of us much time to get things done, but it is the nature of the beast at this time of year.

As most of you already know, you can elect to have money taken out of each of your paychecks, pre-tax, and put into a Flexible Spending Account (FLEX account or FSA). There are actually two separate parts of a FLEX account. There is the Health Flexible Spending Account. Unless the government changes the limit again this year, the maximum amount you can put in this account is \$2600. Money in this account can be used to pay medical expenses that are not covered by insurance – glasses, dental expenses, etc. There is a list in the break room of what flex money can be used for. By using “pre-tax” dollars, in the end you actually save some money that you would have otherwise spent if you had no FLEX account.

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QUALITY & CONSISTENCY ARE A TEAM EFFORT



NOVEMBER BIRTHDAYS

Patti Rosenberg	8
Laura Dubell	9
Adele Briant	11
Lee Peters	16
Katie Whitmoyer	16
Jake Abell	23
Conway Hendrickson	23
Laura LeGris	30

DECEMBER BIRTHDAYS

Steven Thompson	1
Pearl Richter	2
Nate Johnson	4
Jim Lambert	4
Lee Ann Wood	5
Chad McNeese	9
Carol Brooks	12
Ed Shipp	12
Brad Wood	13
Aspen Ryder	15
Kyle Schmidt	16
Mila Becker	23
Marty Peterson	27
Marcy Munguia	30



THIRD QUARTER UPDATES

BRYAN WOOD, PRESIDENT

What a year of extremes it has been for weather. Winter was as cold and snowy as we have seen in a long time. Then after a very short spring we jumped right into a long hot and dry summer. Now it is feeling like fall and I think we are all ready for some nice normal fall weather so we can get out and enjoy the beautiful fall landscapes that Montana spoils us with.

Where we haven't seen the extremes this year has been in sales. In 2016 we had a fairly slow start to the year in first quarter sales. Then good sales in the second quarter. Followed by record breaking sales in the third quarter. Then we finished up the year with really soft

sales in the fourth quarter. To quantify the extremes we seen last year our first quarter sales were 15% less than our third



The net result will be some growth again in 2017



quarter sales. And even more extreme was our fourth quarter sales were 23% less than our third quarter sales.

So far in 2017 we haven't seen as much fluctuation in sales from quarter to quarter. The

third quarter has again resulted in our best sales for the year so far and our first quarter has been the lowest so far. However the difference between the two quarters has only been 5%. At this point I am anticipating that our fourth quarter sales will be similar, maybe just a little lower, than what our first quarter sales were. The net result will be some growth again in 2017.

So you have seen my sales prediction for the rest of the year. If you are interested in a weather prediction, I'm not your guy. However I will say try and get out enjoy fall while it lasts because we all know what comes after fall.

WPG ANNUAL CHRISTMAS PARTY

KATIE WHITMOYER, HR PROFESSIONAL

Can you believe it—it is already time to start thinking about the Annual Christmas Party again!! The details this year are different than they have been in the past

Mark your calendars for Friday, December 8, 2017.

The party this year will be at the Big Horn Resort in Billings. The timeline for events, and what's on the menu are yet to be determined, as well as the entertainment (give me a small break, I've been out of the office for a couple months).

RSVPs can be turn in anytime between now and November 28TH.

More information on party details will be provided in Huddle Meetings in the next couple months. Thank you and can't wait to see everyone there!

And, as always, if anyone has any comments/questions/suggestions related to the Christmas party, I am always open to hearing them!

MERRY
Christmas
PARTY

6:30 PM | FRIDAY, DECEMBER 8, 2017
BIG HORN RESORT - BILLINGS, MONTANA

EMPLOYEE

- ☐ NON-ALCOHOLIC FOR ME
- ☐ NON-ALCOHOLIC FOR MY GUEST
- ☐ FULL BAR FOR ME
- ☐ FULL BAR FOR MY GUEST

PLEASE RSVP TO KATIE WHITMOYER
BY TUESDAY, NOVEMBER 28TH

FLAKESGIVING & TOYS FOR TOTS



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

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

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

HOW YOU CAN HELP?

In the next few weeks a small box will be located at the reception desk to begin collecting funds for Flakesgiving. Soon after those funds are collected the box will be designated to collect funds for Toys for Tots. Management

generously matches whatever funds employees donate to these causes!

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



PASSION PENS

JAKE KNAUB, WEB EDITOR AND WRITER

The Marketing Department would like to invite you to submit any writing you may have about your interests, hobbies, or any other ideas you may have for the WPG internal newsletter, provided that it is work appropriate and respectful. Time permitting, this is your chance to express yourself on the clock! I am available to help you write or edit (as much or as little as you want) anything you may need help with. We pulled this past article out of the archives to help get your wheels rolling.

ARE YOU PASSIONATE?

After your 30, 40, 60-hour work week, you scurry home on Friday night filled with anticipation. You pull into the garage, turn off the car and swiftly rush into the house, giddy just thinking of what is to come. You go to that special place, reserved for just you and the love of your life. You sit, breathless, in awe of the beauty that lies before you. You reach out slowly, savoring each precious moment as you run your fingers through that soft, supple hair. You close your eyes, consumed in the moment, as a warm glow of unimaginable satisfaction engulfs every fiber of your being.

Fly tying.....it just doesn't get any better than this!

See, everyone has a passion, something that has nothing to do with work; something that takes them away to their happy place.

Some like to ride bikes – some like to ride 4-wheelers. Some like to hunt or fish or camp – others like to work out, lift weights or build mandolins.

So what's your passion?

We want you to share your passion with us—share your experience and knowledge. Then we want to write up an article to share your passion with others.

If you feel comfortable writing, have at it. Our expert writing staff will help you along the way by reviewing the article and making you sound really professional. If writing just isn't your thing, but you have a passion that you would like to share, come talk to us in Marketing, and we'll sit down with you to sculpt a script that conveys your vast knowledge and experience. Here is a list of those

who have been good enough to share their passion with us. Now let's hear yours!!

- **7 TIPS FOR SHOOTING GREAT SUMMERTIME PHOTOS** - David Peters
- **GO FISH** - Conway Hendrickson
- **THE #1 TIP FOR PLAYING BETTER POOL** - Tom DeBree
- **BECAUSE IT'S THERE** (Rock Climbing) - Jeff Clark
- **PICTURE THIS** (Cross-stitch) - Lee Ann Wood
- **BAKE ME A CAKE AS FAST AS YOU CAN** - Brenda Lawver
- **THE MAN IN RED** (Playing Santa) - Clint Young
- **CHASING A GOAL** (Running) - Holly Anderson
- **DOING SOMETHING ABOUT YOUR NUMBERS** (Health, Wellness) - Don Hayes
- **PART OF THE GAME** (Golf) - Joshua Eickhoff

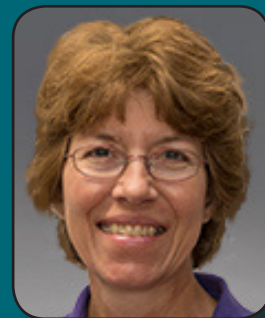
NEW EMPLOYEES



LAURA LEGRIS
Hand Cup Assembly



AARON LURZ
Night Shift Molding



PEARL RICHTER
Handcup Assembly



LIAM RIDDLE
Molding

NEW EMPLOYEES



CALLIE BAILEY
Sales



STEVEN HILLER
Cleaning/Powder Coating



Don't forget to take pictures of those kids (little ones and big ones) in costume and turn them in to Stacy by November 29th

2017 WOODY OPEN RESULTS

KATIE WOOD, HR PROFESSIONAL

The 2017 Woody Open was played on Saturday, September 30, 2017 at the Stillwater Golf Course in Columbus. We had a full roster of players (44). First place went to the team of Shawn Nardella, Justin Smith, Mike Nardella, and Robbie Nardella. Second place went to the team of Josh Eickhoff, Nic Eickhoff, Jeano Picchioni, and Lance Vescuvi. The consolation team prize went to Team Lawver (Terry, Brenda, Stacy and Kristie). The names of the flag prize winners were:

Hole 1, Longest Putt from on the Green: Luke Lohof
Hole 2, Closest to Pin in 1 Shot, On the Green: Holly Anderson
Hole 3, Longest Drive in Fairway: Shawn Nardella
Hole 4, Closest to Pin in 2 Shots, On the Green: Paul Kaneally
Hole 5, Longest Drive in Fairway, Women Only: Stacy Lawver
Hole 6, Closest to the Pin in 2 Shots: Lance Vescuvi
Hole 7, Longest Putt from on the Green: Paul Kaneally
Hole 8, Longest Drive in Fairway: Paul Kaneally
Hole 9, Closest to Pin in 2 Shots, On the Green: Lance Vescuvi
Hole 10, Longest Drive in Fairway: Lance Vescuvi
Hole 11, Longest Putt from on Green: Brenton Dorsey
Hole 12, Closest to the Pin in Exactly 3 Shots: Shawn Nardella
Hole 13, Shortest Drive in Fairway: Carol Brooks
Hole 14, Closest to Pin in 2 Shots, On the Green: Cole Whitmoyer
Hole 15, Longest Drive in Fairway, Women Only: Laura Schmier
Hole 16, Closest to Pin in 1 Shot, on the Green: Kent Kulesa
Hole 17, Longest Putt from on the Green: Lacey Thompson
Hole 18, Closest Drive to the White 150 Yard Stake, In Fairway: Dick Dubell



Thanks everyone for all of the fun again this year! Time to start practicing for next year!

OPEN ENROLLMENT CONTINUED

The second part of the FLEX account is the Dependent Care Assistance Plan. Unless the government changes the limit again this year, the maximum amount you can put in this part of the account is \$5000. Money in this account can be used to pay day care expenses for your children while you are working. Again, by using "pre-tax" dollars, in the end you actually save some money that you would

have otherwise spent if you had no FLEX account.

As in the past, for each employee, who would normally be eligible to participate in the health insurance plan, but chooses not to participate, over the course of 2018 the company will deposit money into a FLEX account for that employee. As like this past year, because of past changes made in federal law by the



Affordable Care Act, the limit of the amount that WPG can put into a FLEX account under these circumstances is \$500.

CURRENT JOB OPENINGS

We are still seeking to fill the following positions. There are two other positions that have not been filled, Technical Staff Writer and Scheduler/Purchasing Agent. However, as to those two positions we believe we have received a sufficient number appropriate

applicants from which to conduct interviews and fill the positions.

Days - 1 Full-Time Shipping Clerk
Days - 1 Full-Time Production Technician Frame Assy.
Nights -1 Full-Time Cut Out person for Machining Nights
Nights -1 Full-Time Production Technician Nights
Nights - 1 Full-Time Night Molder/Production Technician



NEW TO THE SALES DEPARTMENT

Callie Bailey has joined the WPG Sales Team. If you haven't had a chance to meet her be sure to stop in and say hello. Here is a little bit about her and her family.

I came from First Interstate Bank where I worked in the customer contact center. 7 years ago I moved from the small town of Forsyth to Laurel.

My husband, Nathan, and I have 4 children, Sage, Cash, Jocelyn and Benjamin and 2 dogs, Bo and Chipper. I enjoy running, CrossFit, hiking, and spending time with family and friends.

GLASS BUILD AMERICA

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

It was a dark and stormy night. A shot rang out. A door slammed. And hundreds of flights were canceled, rerouted and delayed. Hurricane Irma was making an appearance as it stormed (yes, "stormed") through Atlanta.

Anyone familiar with trade shows knows that, unless you are going to something fun, like the Home Improvement Show, or The International Yo-yo and Circus Festival, you are probably not expecting to have fun at the show itself. This is the reason that there are so many

bad in the Atlanta area, it was the biggest metropolitan area in the storm's path. So that is where all the doom and gloom newscasts came from.

The biggest problem was the wind, which was enough of a danger that it was difficult to get into Atlanta by air for just long enough to interrupt travel to the show. Since most people coming in for the show were looking forward to warm weather and a little fun on the side, as soon as the weather turned bad, many of them decided not to come at all. Although, it wasn't the worst show we have ever been to, it just wasn't as busy as we had planned for.

We tried a new tactic this year in that we moved our booth to be closer to the machinery used to process glass, and we displayed an MR4, which is designed to work with that machinery. I think that the tactic was at least moderately successful. We did get several people inquiring about glass processing lifters, and we were able to refer to the MR4 to start the discussion.

Other things on display in our booth include a display of the large glass lifters that went out



as specials this year and the interactive Intelli-Grip display that Marty and the Strobel Brothers put together last year.

All things considered, it was a much better show than it could have been. Those people who did travel in for it were serious people who wanted to talk business. Also, there was more time to network with other exhibitors than there is at a lot of shows.

They said that there were 9,000 people signed up to attend the show. So just over a third did not come. However, that is not counting for on-site registration. So I would guess it was closer to half the attendees that there would have been otherwise.

from a customer

Sent: Thursday, August 31, 2017
To: Sharon Krug
Subject: Re: INV-197667 Receipt

Thank you Sharon I wish all our vendors were as efficient as Woods.

Have a great day.
Denis
Transit Glass & Aluminum Ltd.

UPCOMING EVENTS:

Blood Drive
Tuesday, Nov. 21st

Thanksgiving Holiday
WPG Closed
Thurs-Fri, Nov. 23-24th

Christmas Party
Friday, Dec 8th

Winter Shutdown
Monday, Dec 25th
-Monday, Jan 1st

We did get several people inquiring about glass processing lifters



shows in Las Vegas. People go to shows to learn a little bit about the industry and then to have a little fun on the side. This year's Glass Build America Show in Atlanta, GA hit at the same time as Hurricane Irma made its way across the south eastern United States. Although the weather really wasn't that

DONATE BLOOD

