

# WOODY'S WORLD

Think of how to  
do it and not why  
it can't be done.

-Lean Manufacturing Best Practices



## WPG UPDATES: FOURTH QUARTER

BRYAN WOOD, PRESIDENT & CEO

After starting off the quarter with excellent October sales it appears that our November and December sales will be slightly lower than what we recorded for the same period in 2016. This will mean our fourth quarter sales will be lower than what we saw in the first three quarters. However because October sales were substantially greater than 2016 October sales, there is still a pretty good chance that our fourth quarter sales will be slightly greater than our 2016 fourth quarter sales were. The net result of this will be slightly better year-end sales for this year than what we saw last year. My guess is an increase of about 4%.

In my opinion 4% growth this year is something to be proud of. We are coming off a period, between 2015 and 2016, where we experienced around 11% sales growth. Normally when we see that level of growth, I expect

a little correction the following year resulting in little or no growth. Instead we still managed to outperform the economy in general, which had grown at a rate of about 2.5% through the end of the third quarter.

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Overall 2017 has been a good year for us. We have seen many improvements to our facilities. We have introduced new technology that has reinforced our position as

the leader in our industry. We have started implementing efficiency initiatives that will help position us for a more successful future.

The timing of the implementation of these efficiency measure is extremely important. Product demand for the last two months of the year is the lowest we have seen all year. This gives us more time to dedicate to this effort. I anticipate that demand will increase sharply as we roll into the first quarter of 2018. We are already experiencing a fairly high backlog building for January, most of which is for export. I anticipate that in January we will start to see domestic orders ramp up as areas of the United States, primarily Florida, Texas and California, begin rebuilding from the damage caused by the numerous natural disasters we experienced this year.



**QUALITY &  
CONSISTENCY  
ARE A TEAM  
EFFORT**



## JANUARY BIRTHDAYS

Allison McDonald	1
Scott Sandler	3
Aaron Cherry	5
Betty Ronan	9
Justin Smith	10
Claire Roundface	19
Holly Anderson	25
John Schriver	27
Keith Wood	28
Josh Eickhoff	30

## FEBRUARY BIRTHDAYS

Samantha Kisch	6
John Waters	8
Ed Michael Jr	10
Jeremy Brockel	11
Yvonne Penne	13
Bob Adams	14
Georgia Brester	15
Gordon Ryder	15
Kelsey Gentleman	17
Judy Hinkle	20
Duane Asay	22
Mikayla Nielsen	24
Dave Spina	26
Carol Hicks	28
Lacey Thompson	28



# WPG UPDATES CONTINUED

So as we wrap up the year (even though it doesn't seem possible that it is already December) I encourage everyone to take advantage of the time we have left to learn new things and take ownership in making improvements to your work areas; making sure we are prepared for whatever new challenges we face in 2018 and beyond.



## FABTECH 2017

TREVER PANKRATZ, PROCESS ENGINEERING DIRECTOR

Ross King and I attended the Fabtech tradeshow in Chicago during November 6-9. This is North America's largest metal forming, fabricating, and finishing event. One of our distributors JMR Industrial out of Pennsylvania was featuring a couple of our lifters in his booth as well as some of the other products that he represents for other companies. The primary industry we were targeting at this show was sheet metal handling as there are many companies selling waterjets, laser cutters, plasma cutters, and large punching equipment on hand. The show

was well attended and there was a lot of interest in our products. I believe JMR had about 270 leads by the time we left on Thursday

**The show was well attended and there was a lot of interest in our products.**



and at least half of those were for Powr-Grip products.

I was also there to walk the show floor looking for new products and technologies that may be useful in our fabrication facility. I came back with new ideas that I will be following up on in the next few months.

While we were in Chicago we also took some time to go see a couple of our customers that sell our products locally. They had good things to say about our products and seemed to have a positive outlook on the future and they may be taking on more of our product line.



# COMMUNITY HOPE FAMILY ADOPTION FOR CHRISTMAS

SUBMITTED BY LEE ANN WOOD, MARKETING ASSISTANT

We have decided to go a different direction from Toys for Tots this year. Toys for Tots is a great organization and what they do is great. But right now it is pretty dedicated to primarily Billings and only for those of Yellowstone County if you can get there. Community Hope on the other hand is Laurel and surrounding area. They also support us through the year with rags. So we decided to reach out to Community Hope for our Christmas fundraiser and they were really excited to see us come. The program they run is to adopt a local family. It is a family they have screened as needy. Instead of families approaching Community Hope, Community Hope approaches the family they know are in need. They ask the family for a list of needs and wants. This is why some of the tickets may seem strange, but those odd ones are often needs of the family instead of wants. One of the families was good enough to introduce themselves. I will leave off the wants and needs in the letter and just put in the introduction.

Dear Christmas Elves,

First I want to thank you for adopting my family for Christmas. There are not enough words to express my excitement. I want to tell you what an incredible family I'm blessed with and the only way I can think to do that is to tell you this little bit. Years ago I was a counselor, until a client attacked me. The attack left me injured and resulted in several surgeries and extended hospital stays and each year since my limitations increase. My family, though, never complains. They pitch in and take on so many responsibilities. Allow me

to introduce them and their Christmas wishes.

*Deklan is my oldest son. He's 14 and just started high school. In spite of his autism he is maintaining a 'B' average and is adapting well to a new environment while still helping at home.*

**No one has ever become poor by giving.**

**-Anne Frank**

*Shylah is 12 and does her very best to take care of everyone. She is very loving and kind to everyone and we refer to her as the family nurse.*

*Keelan is 10 and such an active boy. He is quite the entrepreneur - racking leaves, shoveling walks and uses it to buy treats for his siblings - a soda or jerky or treats for his dog.*

*Josie is 2 1/2. She is my niece and she and her mom (my sister) moved in with us almost 2 years ago, escaping an abusive home. Josie is light and joy and brings so much laughter to our home. Everyone pitches in to care for her while her mom works.*

As for the Adults:

*Tyler - my husband - does all he can to take care of all*

*of us. Jolena - my sister - works hard and pitches in where she can. The only thing any of us truly wants for Christmas is for our children to be cared for and have fun. Again, thank you for being Christmas Elves to our family. May the season be full of joy and blessings for each and every one of you.*

You can help in one of two ways.

**[1] Donate cash** in the designated box at the reception desk. This money will be matched by WPG and the funds used to purchase items from the lists received by Community Hope.

**[2] Grab an ornament** or two from the giving tree is located in the downstairs breakroom. Please let someone at reception know which ornament(s) you took so we can keep track of what is filled and what needs to be filled. Purchase the item(s) from the ornament and bring it back to WPG either wrapped or unwrapped. Again please let reception know you have returned the gift and if it needs to be wrapped.

**Please have your money donated or your gifts returned by Friday, December 15<sup>th</sup>.**

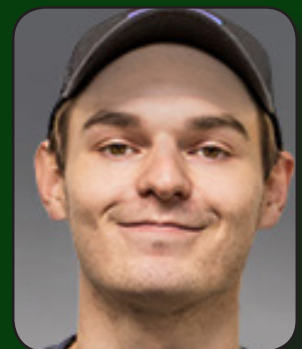
This will give us enough time to purchase, wrap and deliver all the gifts. Thank you all for your generosity!



## NEW EMPLOYEES



CADEN LINDAL  
Handcup Assembly

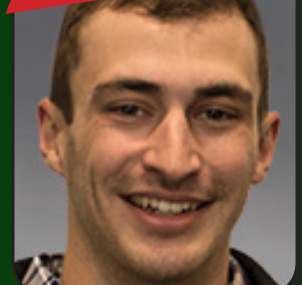


JAMES VERCELLA  
Machining



TREVOR THOMPSON  
Shipping

Welcome Back!



JOHN WATERS  
Software Engineer

## NEW EMPLOYEES



KAITLYN NICHOLAS  
Marketing



JAMES MARCHAND  
Molding



WILLIAM JOHNSON  
Night Shift



MARY WALLACE  
Front Office

## LEAN TRAINING

SAM MATHER, PROCESS ENGINEER

Since late September, Montana Manufacturing Extension Center has been conducting a SME (Society of Manufacturing Engineers) Lean Bronze Certification course in the WPG training room. Participants from the surrounding area attend weekly classes for 10 weeks, the last of which is an exam resulting in a certificate from SME if completed with a passing score. Four of these students are Wood's employees, specifically Brad Wood, Trever Pankratz, Tony Story, and me, Sam Mather.

It has been a goal of ours to bring more lean principles to the company for quite some time, but it is a major undertaking trying to make that sort of company-wide change. It's extremely easy to say that we want to run more efficiently with less waste, better quality, and safer environment. However, prior to this formal training, our efforts would have likely been nothing more than uneducated guesses. Seeing the various tools and techniques that have helped businesses like Toyota and Nike succeed has been very informative.

We have recently launched a training program for 5S, which is

one of the most basic but most important tools in lean. The 5S's are as follows:

**"Everything has a place, and everything in its place" and "Put it away, don't just put it down" will become the standard mindset.**



**Sort** - Removing things from the area that are not necessary to the work being done in that area.

**Set in Order** - Giving all essential items a defined location based on visibility and frequency of use.

**Shine** - Cleaning with an emphasis on inspection of tools and equipment.

**Standardize** - Making things similar from one place to the next as well as making processes obvious.

**Sustain** - Arguably the most important! Measures for ensuring that all other parts are kept up.

Much of the production staff have now been exposed to it, as well as some of the office employees. One small area of the building at a time, this wave of events is intended to clean up and organize our facility with the goal of eliminating waste in the workplace. If all the items needed to do a job, and ONLY those items, are located where the job gets done, much of the waste has already been addressed. We are hopeful that simple concepts like "Everything has a place, and everything in its place" and "Put it away, don't just put it down" will become the standard mindset.

5S is just the first of many tools that we plan to bring from this class to the company as a whole. There are many other things to come, but having 5S already in place makes the other tools easier and more useful. With the support of management and the help of all WPG employees, these efforts should be able to make Wood's a company that not only survives, but one that excels and stands out above the rest.

## NEW TO MARKETING

Kaitlyn Nicholas joined the Woods Powr-Grip marketing team in November as a technical writer. Though she spent the last year in Oregon taking nonfiction writing graduate classes and teaching writing to college freshmen, Kaitlyn has spent most of her life in Montana. She grew up in Seeley Lake (near Missoula) and initially worked at Billings Public Library as a science, tech, and arts librarian after graduating from MSU Bozeman with a degree in English Writing.

Kaitlyn (who also goes by Kayt) likes hiking, reading, soccer-playing, road trips, and lots of other things that you might find out about if you go say hello to her. She is a bit of a nerd, but still enjoys meeting people, so swing by her office!





# NEW WEBSITE COMING SOON

KAITLYN NICHOLAS, WRITER

After careful planning and development, the new and very-improved Wood's Powr-Grip website is arriving on the Internet scene. Designed to make finding information and products a snap, it is expected to relieve the Sales team from an overload of questions. The upgrades also make it easier for dealers to find what they need, while giving Marketing better information about how the website is used by customers.

And it has to be said that the new site looks undeniably professional and sleek. You might call our website "stylish," "cool" or even "trendy"—if you want to (and you would be right to want to).

The previous website was about five years old and prone to crashing and glitches, which turned away would-be customers and frustrated product owners looking for instructions or parts. Now

more search features have been added, along with an advanced search filter, helping customers to easily find exactly what they want. Parts listed in a new "Related Products" section allow Powr-

**Ultimately, this makes it possible to create a site that continually accommodates the customer's needs and limits frustration.**

Grip owners to simply look up their products and immediately find needed replacement parts. Last year only 2.5% of all parts sales occurred on line, so these changes could increase online sales dramatically.

Not only will individuals find the site well-organized and intuitive to use, now the dealer experience will be improved as well, via instant access to current product specifications and prices.

Another helpful update is that the site sends stronger analytics to Marketing. This data allows the team to observe how users move through the website and records searches so annoyances can be anticipated before becoming problematic. Ultimately, this makes it possible to create a site that continually accommodates the customer's needs and limits frustration. Analytics from the past website were used to design the new site, which now features a user-friendly, minimalist look.

The website will be made live very soon, so keep an eye out...you'll know it when you see it!



## CURRENT JOB OPENINGS

Available Full-Time Night Shifts:

### Molder/Production Technician

Tuesday-Wednesday 5:00 P.m to 5:00 A.M,  
Thursday 6 P.M to 4:00 A.M, Friday 5:00 P.M to 11:00 P.M

### Machinist/Production Technician

Monday-Thursday 3:00 P.M to 1:00 A.M

Available Full-Time Day Shifts:

### Production Technician – Frame Assembly

Monday-Thursday 6:00 A.M to 5:00 P.M

# FLAKESGIVING FUNDRAISER

## WAY TO GO WPG!!!!

\$560 donated employees + \$560 matched by WPG = \$1,120 raised!!

The cost of each meal is about \$27. Each meal feeds 7-10 people. Approximately 41 meals and between 287-410 people fed!

What does a Flakesgiving meal come with?

- 10-15 lb. turkey
- 10# of potatoes
- Celery
- Onions
- Corn
- Stuffing
- Gravy Mix
- Rolls
- 2 boxes of mac & cheese
- Gravy Mix





SUBMITTED BY JUSTIN SMITH

trick  
OR  
treat



SUBMITTED BY CURTIS HARTMAN



SUBMITTED BY CAROL BROOKS



SUBMITTED BY KATIE WHITMOYER





# 2018

## HOLIDAY CLOSURE & SHUTDOWN SCHEDULE

[NOTE: Trying something new this year: an extra day was added at Easter because 3 months in winter without a Holiday is a long stretch. A nice 4 day weekend to break the "cabin fever" and to allow people to travel to see friends and relatives at Easter seems like a worthwhile experiment.]

<b>JAN 1</b>	<b>MONDAY</b>	<b>NEW YEAR'S DAY</b>
<b>MAR 30 &amp; APR 2</b>	<b>FRIDAY, MONDAY</b>	<b>GOOD FRIDAY / EASTER MONDAY</b>
<b>MAY 28</b>	<b>MONDAY</b>	<b>MEMORIAL DAY</b>
<b>JULY 4</b>	<b>WEDNESDAY</b>	<b>INDEPENDENCE DAY</b>
<b>SEPT 3</b>	<b>MONDAY</b>	<b>LABOR DAY</b>
<b>NOV 22-23</b>	<b>THURSDAY - FRIDAY</b>	<b>THANKSGIVING</b>
<b>DEC 22 - JAN 1</b>	<b>SATURDAY - TUESDAY</b>	<b>WINTER SHUTDOWN</b>

### **Winter Shutdown December 24, 2017 - January 1, 2018 (total of 7 work days off):**

[Note: Work the week before Christmas, Monday-Friday (Dec. 17-21, 2018).

Off 11 days-Saturday, December 22, 2018 through Tuesday, January 1, 2019.

Return to work on Wednesday, January 2, 2019.]

### **HOLIDAY CLOSURES**

If an employee is scheduled to work on a posted holiday, they will receive the day off and the paid holiday benefit for that day. If an employee is not scheduled to work on a posted holiday, they will not receive the paid holiday benefit.

All full-time employees who are employed as of January 1, 2016 and work the entire calendar year will receive 80-hours of paid holiday. Regular part time employees, and employees who have not worked the entire year, will receive a proportional number of holiday hours based on their scheduled work hours in 2016.

### **WINTER SHUTDOWN**

The number of paid holiday hours an employee will receive during the winter shutdown will be determined by the number of paid holiday hours they received prior to the shutdown. Each employee will be paid the balance of any eligible hours of paid holiday remaining for the year, during the shutdown, taking into account their full-time or proportional part-time status.

Vacation or Personal Leave may be used to cover any non-paid days/hours during the winter shutdown. Employees who do not have sufficient paid leave must take the remaining days/hours as approved time without pay.