

WOODY'S WORLD

**LEAVE IT
BETTER THAN
YOU FOUND IT!**

- Lean Manufacturing Principle



SAFE HOUSEKEEPING

VALERIE SEYMOUR, QUALITY ASSURANCE/SAFETY COORDINATOR

Lots of activity is a positive sign, signifying more business. When this happens, our workplace is full of action with many workers performing different operations simultaneously. Imagine the chaos that would result if workers did not clean up after themselves. Our workplace would become a hazardous obstacle course as trash and debris piled up, and walking from one point to another would mean navigating through a mess of obstructions. It would not only be aggravating and counterproductive; it would also be very dangerous. Slips, trips and falls are a common cause of injury on the job site, and inadequate housekeeping is a major contributing factor in most of these accidents.

WHAT IS HOUSEKEEPING?

Avoiding dangerous conditions like those described above requires a commitment to housekeeping by every individual on our team. This means making spill cleanup, garbage removal, general cleaning

and use of trash bins a priority every day, throughout the day.

Good housekeeping also means constant vigilance. Remove any object or material that obstructs a pathway on the floor and take care of other materials that could pose a possible fire hazard or danger for co-workers. This includes:

- Scrap materials
- Empty containers
- Garbage
- Food
- Water or spills

“ Make housekeeping a part of your routine every day, throughout the day. ”

DO YOUR PART

Follow these housekeeping tips to keep yourself and your co-workers safe.

- Store personal items out of the way in storage bins or lockers.

- Keep hazardous wastes in covered, separate waste containers.

- Place “wet floor” signs in wet areas that could pose a slipping hazard.

RISK NOT

When practicing good housekeeping, there are several things you should always avoid:

- Do not leave housekeeping responsibilities for the last few minutes of the day.
- Never pile material around fire extinguishers, sprinklers or emergency exits.
- Do not collect broken glass or metal scraps in plastic bags or with bare hands.

FRINGE BENEFITS

Not only does housekeeping keep everyone safe, it also helps us feel better about our jobs. It will be easier to concentrate and do your best work in a clutter-free environment.

Safety Matters from your safety partners at HUB International Limited (West)



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**



MAY BIRTHDAYS

Connor Wood	1
Cory Hofferber	8
Scott Simons	8
Steve Strobel	13
Cary Haman	14
Cody Hedges	18
Tina Swan	19
Dave Daly	21
Ross King	23
Gary Bond	26
Tom Debree	28
Caden Lindal	29

JUNE BIRTHDAYS

Flo Yaeger	1
Cody Keene	3
Cayden Wood	5
Patti Fyfe	6
Josh McDowell	6
Sam Mather	8
Cindy Hagel	9
Brad Nelson	9
Jack Kerr	16
Tony Story	18
Sharon Krug	20
JD Remmick	23
Brett Rawson	25



CUSTOMER TRAINING UPDATE

HOLLY ANDERSON, SALES

In early February, I traveled to Jacksonville, FL, to attend Coastal Construction's annual sales meeting. Coastal is a relatively new dealer of ours, but have been doing really well with hand cup sales. They have 14 branches throughout the south and brought close to 150 of their inside and outside sales staff together for meetings, trainings and teambuilding.

WPG was a part of their vendor event, where the top brands Coastal represents were made available to answer questions and discuss their product lines further with the guys putting products in front of the consumer. The feedback I got from their sales force was overwhelmingly positive and they are so excited to be carrying our hand cup line. They

also pleased with our exchange program. One of my goals was to discuss lifter sales with them – and while it was a direct result of my conversations as the quoting process started before my trip – they have recently placed an MRPT12 order.

All in all, the trip was a good one... and going to Florida in February is never a bad idea!

INTERNATIONAL ROOFING SHOW

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

One of the standard shows that Wood's Powr-Grip does for the insulated metal panel industry is the International Roofing Show (IRE.) This year the show was held in New Orleans from February 6-8. Kelly Koontz and Barry Wood traveled down for the show.

You may remember that the Super Bowl was held on February 4th. Also, the show was just one week before Ash Wednesday. So there was a lot going on in New Orleans that week. However, we were bound to a 10 x 20 foot tradeshow booth.

our niche in the industry did not represent a high percentage of the attending population. So during the week that the city should have been one of the most exciting locations in the country, we spent a lot of time being bored.

In order to set up on February 5th, and be ready for the show to start on the 6th, we had to travel to New Orleans on Sunday February 4th.

As the name would indicate the show itself is aimed at people who work in the roofing industry. Metal roofing is one segment of the industry, and insulated metal panels are a segment of the metal roofing market. As a result,

Being that the IRE is a national show, we will most likely continue to exhibit, but in the future will change our strategy to have a smaller booth so we maintain a presence.

NATIONAL BUILDERS MEETING

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

We were invited to exhibit at the National Builders Meetings that were held in San Diego the week of March 11-16. The industry being served by the meetings was the Insulated Metal Panel (IMP) Industry.

Since there were two shows, the event lasted an entire week. Ross and Barry each worked half the event. Ross worked the first show, which was for the National Brand. It was the busier of the two shows, but Ross had the diligent assistance of our local IMP industry, Mr. Gary Link and the two of them soldiered through. Barry worked the second show, which was for the NUCOR brand.

Much the opposite of the IRE show, the National Builders Meetings had a very small trade show, but the attendees were nearly 100% part of the target audience for our products. So for a much lower cost, we spoke to about the same number of potential customers. We are hoping to be invited again next time the meetings are put on. However, it is not an annual event. So we will just have to wait and see.

LEAN UPDATES

SAM MATHER, LEAN PROCESS ENGINEER

Wood's Powr-Grip is now roughly six months into its Lean Journey, and things are really starting to take shape! Much of the production floor has been through a first round of 5S and even at a glance, the results are obvious. With things like red tag items (items that are unnecessary) being removed from the building and colorful floor markings, a much more Lean environment is starting to emerge. Floor space is being freed up and everything is looking more clean and open.

Additionally, efforts to keep inventory levels down have begun to result in less money tied up on the shelves. Our current inventory value is down \$115,000 from the end of last year, and \$220,000 from September 2017. That doesn't include an estimated \$80,000 in excess consumables that will continue to drop over time as we use them. These results became most apparent when WPG did not have to borrow money in January, which has been necessary in previous years. As

of the end of the first quarter, we have still not had to borrow money. All of these benefits mean that our money is working for us and it leaves more availability for important things like purchasing and payroll without the added expense of interest.

We are well on our way, but the pursuit of Lean is unending and the benefits in the future will be even more impressive. Thanks to everyone who has been helping us get where we are!

RETIREMENT SAVINGS

KELCIE, LOHOF, STAFF ACCOUNTANT



Have you started saving up for retirement? Are those savings on track? If you've answered no to either of these questions, it may be time for you to take action. Fidelity has issued some startling facts about retirement savings for the average American:

- The average household will spend at least \$40,000/year in their retirement years, but only receive less than \$17,000 in Social Security. Therefore, you're left with over \$20,000/year to cover from retirement savings.
- As most of you have noticed, the economy has grown rapidly over the past year. The average

401k balance was \$104,300 last quarter, that's up 13% from fourth quarter of 2016. Investopedia suggests the average employee should have this amount saved up (from both contributions and company match) by the time they're 40 years of age.

- Investopedia recommends you have at least 6-8 times your annual salary saved up by the time you plan to retire.
- According to a recent study by the Employee Benefit Research Institute, only 6 out of every 10 workers are saving for retirement. And, only 1 out of 10

workers have a plan for financial security in retirement.

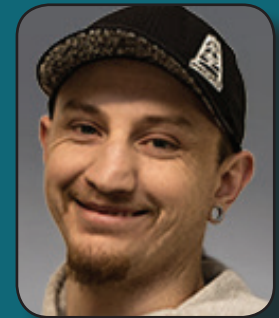
- The typical employee is contributing 8.6% of their income. Try to increase this percentage by a small amount every year... 10-15% is recommended. Every little increase will add up.

As a reminder, WPG does offer a very competitive retirement plan with a match of 50% up to 6% of your contribution. Please refer to the bulletin board in the breakroom for more information on our benefits and eligibility of the 401k plan.

ALSO, please take advantage of this upcoming opportunity: Our financial advisor, Tarra Grazley-Pfister from TTG Financial Services, will be coming out to WPG for a visit on Wednesday April 18th at 10:10am and staying as long as needed. This is the perfect opportunity to discuss how to get started or if you're on track with your savings. Please have questions ready to ask her.

<https://www.fool.com/retirement/2018/03/03/are-your-retirement-savings-keeping-pace-with-the.aspx>

NEW EMPLOYEES



LYLE SHIMEK
Nigh Shift



RYKER EVERETT
Handcup Assembly



ANNETTE MCLAIN
Machinery Assembly



DANIEL CRAIG
Maintenance

NEW EMPLOYEES



KARLA FELLER
Shipping



JOSH MCDOWELL
HC Assembly Supervisor



DANIEL SCHLECTY
Night Molder



CONNOR FINCK
Machining

MAINTENANCE UPDATES

TONY STORY, MACHINE MAINT. SUPERVISOR

I haven't written an article for over a year now, a lot of things happened at WPG since then. Most of it I have already forgotten or I am still trying to forget. The summer of 2017 we made some improvements to the landscaping and our underground sprinkler system. This allowed for us to install the new WPG sign and add the low maintenance shrubs and grass features. The days were hot as we gathered the large sandstone boulders from a good friend's property. The WPG sign looks great, thanks to everyone for the hours of talent and teamwork that made it turn out so well.

We moved some hand-cup production equipment into work cells to help increase our

throughput on metal pumps (electrical, air, water and lighting). It really is neat to see that making small changes can make big results!

The summer seemed to fade right into WINTER with cold temps and record snowfall giving us all a new challenge getting out of our driveways and finding a parking spot close to the door. We had 30 plus snow plow days in our parking lot and it felt like every day we would get to shovel the entryways. The snow was piled so high that I hired Schessler Ready-Mix to haul off 51 truckloads in Feb. This was approximately half of what was piled up since December. Thank God for the spring and the nice days we have had lately! The

snow is mostly melted and our parking lot is draining nicely. I took advantage of the warm day to place a quote from Henry Ford on our Now Hiring sign at the west entrance.

The quote says:

“Quality means doing it right when no one else is looking.”
Henry Ford

MUSTANGS GAME/BBQ

KATIE WHITMOYER, HR PROFESSIONAL

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.) This year's event is on Father's Day- so bring the Dads out to enjoy some baseball and BBQ!

DATE: The Mustangs Game/ BBQ is Sunday, June 17 (Father's Day!). (**NOTE: SUNDAY AFTERNOON GAME THIS YEAR INSTEAD OF SATURDAY NIGHT)

TIME: The gates open at 12 p.m. and that is when the BBQ will start. The game itself is scheduled for 1:05 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 will be located at Reception sometime around beginning of May. Listen for announcements in Huddle Meetings.

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.



Congratulation to
Rebecca Lynn Strobel

daughter of Steve and Karyn Strobel.
Rebecca is graduating co-valedictorian
from Billings Senior High School.

She plans to attend Montana
State University-Bozeman this fall,
majoring in Business and minoring in
Photography. Rebecca worked
for WPG last summer in the
Marketing Department



Congratulation to
Dylin Elyse Hanson

daughter of Tina Swan
and the late Bryan Hanson.

Dylin is graduating from
Laurel High School and
plans to take a year off before
attending nursing school.



Congratulation to
Dr. Greg Spina

son of Dave and Lori Spina.

Greg is graduating from the veterinary
program at Colorado State University.
He has earned a Doctor of Veterinary
Medicine degree. He plans to work in a
mixed veterinary practice with a primary
focus on large animal care.



**PRODUCTION
TECHNICIAN -
FRAME ASSEMBLY**

1 Full-Time, Days

MOLDER

1 Full-Time, Nights

**PRODUCTION
TECHNICIAN
MACHINING**

1 Full-Time, Nights

**PRODUCTION
TECHNICIAN -
HC ASSEMBLY**

1 Full-Time, Days

FROM OUR CUSTOMERS

Derek Dowdeswell
Nobel Crane
British Columbia

"Hey Holly,

... I appreciate the immediate and sincere support you and your colleges displayed to me.

I have been in the crane industry almost twenty years, from the smallest to the biggest. I believe your product is a brilliant lifting device that I respect and wish to learn more about, how would I go about getting some advanced training for the power grips? It seems to me there is limited knowledge and physical support in the area I operate. I wish to change that. Thanks again,"

City Glass Inc
Missoula, MT

“Happy with the life the cups experience. Could not do almost all glass work without the help of your product.”

WPG UPDATES

BRYAN WOOD, PRESIDENT & CEO

As much as I enjoy some things about winter, this past winter seemed a little excessive. Mostly I was tired of shoveling snow and driving on icy roads. Anyone who did much traveling this winter would probably agree that this was one of the worst seasons for icy roads we have had in a long time. It has been so nice these past couple of weeks not having to worry about the snow plow pushing a bunch of snow in front of your driveway and having to use four wheel drive, or worse yet have to shovel your way out.

Coming into this year I was a little apprehensive because the last two months of 2017,

“We should close out the first quarter about 3% ahead of where we were at the end of the first quarter in 2017.”

especially December, proved to be really poor sales months. Fourth quarter sales are normally a little slower than the first three quarters, but I did not expect November and

December sales to be as low as they were. Fortunately that trend did not continue into the first quarter of 2018. We have had solid sales for these first three months. We should close out the first quarter about 3% ahead of where we were at the end of the first quarter in 2017.

We should follow this up with pretty respectable sales in April and May. That will put us into what has been our busy season the past couple of years of June through September. So assuming the economy doesn't hiccup on us I am predicting we will come out of the second quarter still ahead of our 2017 sales.

TIME TO 5S YOUR HOUSE: ANNUAL WPG EMPLOYEE GARAGE SALE!

KATIE WHITMOYER, HR PROFESSIONAL

By now I think we've all heard the term 5S, and many of you have even gotten the chance to participate in one, or more, of these events. Well, rumor has it that 5S is not an exclusive process for the workplace, it's also a wonderful tool to take home and use. What better time to 5S your house, and bring all of your "red-tagged" items down to dispose of them than the Annual WPG Employee Garage Sale!

If you are a newer employee, or have never participated in this event before, basically it is a Saturday that WPG employees bring all of their treasures they've been needing to find new homes for, set up their own "stations" in the parking lot, and let all of the garage sale patrons have a one-stop-shop to hit up several different people's garage sales. WPG pays for advertising



for this event, and also is able to provide a limited number of tables for employees to use to set up their sales on (first come, first serve basis). Every year the turnout gets better, and better- last year we even had one employee completely clear shop and walk away with only cash in their pocket!

This year's garage sale is

scheduled for **Saturday, May 19TH**. The event will start at 9 a.m. for shoppers, so that gives employee participants time to "set-up shop" earlier in the morning. If you'd like to participate, or would like more information, don't hesitate to stop in and see me! **I'd appreciate knowing participants by Friday, May 11TH**.

KNOW YOUR BENEFITS:

WORK-LIFE BALANCE EMPLOYEE ASSISTANCE PROGRAM

If you are a full-time employee of WPG who has passed their probationary period, you automatically have free access to the Unum® Work-Life Balance Employee Assistance Program. Any use of this program is **strictly confidential**, your choice to use or not use this program will not be made known to **anyone**.

This program allows you to:

- Work through complex, sensitive issues including personal or work relationships, depression or grief or problems surrounding substance abuse.
- Speak with financial experts by phone about budgeting, controlling debt, teaching children to manage money, investing for college, and preparing for retirement.
- Locate childcare and elder care services based on your family's preferences and needs.
- Get a referral to a local attorney for a free, 30-minute in-person or phone legal consultation.

(If you decide to retain the attorney, you may be eligible for a 25% discount on services.)

You can use this program in the following ways:

- ✓ Telephone consultations: Speak with a master's level consultant to figure out what you need, evaluate your options, and create an action plan.

- ✓ Face-to-face meetings: Meet with a local consultant up to three times per issue for help with a problem.

- ✓ Educational materials: The program's website gives you access to an online library of downloadable materials and interactive tools that you can access from anywhere.

Life Planning Financial & Legal Resources

This service is provided as part of your life insurance coverage (at no extra cost) for spouses

and beneficiaries who need help during a terminal illness or after the death of a policyholder. A counselor who holds a master's degree in the mental health field will reach out to provide support.

Consultants can also provide financial and legal support for estate settlement, Social Security, cash flow, taxes and investment plan. They can help you develop a customized financial plan to preserve quality of life, protect resources and build future security. Consultants can coordinate with family attorneys, accountants and brokers as necessary. Again, all services are **strictly confidential**.

Online Access

www.lifebalance.net

User ID and Password: lifebalance

Call Toll-free, 24-hour access

- 1-800-854-1446: English
- 1-877-858-2147: Spanish
- 1-800-999-3004: TTY/TDD



UPCOMING EVENTS

**EMPLOYEE
GARAGE SALE**
Saturday, May 19th

**MEMORIAL DAY
HOLIDAY**
Monday, May 28th

MUSTANGS/BBQ
Sunday, June 17th

**WPG PHOTO
CONTEST**
Due Monday, July 2nd

**INDEPENDENCE
DAY HOLIDAY**
Wednesday, July 4th

WPG BLOOD DRIVE
Thursday, July 12th

LABOR DAY HOLIDAY
Monday, September 3rd

**WOODY OPEN
GOLF CLASSIC**
Saturday, September 22nd



Services include:

- ✓ Financial and legal resources
- ✓ Impartial, accurate advice
- ✓ Emotional Support
- ✓ Customized service

To speak to a counselor or for more information:

- ✓ Call 1-800-422-5142
- ✓ Visit lifeworks.com anytime, anywhere (ID: unum | password: support)
- ✓ TTY: 1-800-346-9188



Better benefits at work.