

WOODY'S WORLD

Remember that the six most expensive words in business are: 'We've always done it that way'

- Catherine DeVrye

WPG UPDATES

BRYAN WOOD, PRESIDENT

We have seen a slightly different pattern to the way our sales flowed through so far this year. Our sales were greater in the first quarter of 2018 than they were in the third quarter; normally the second and third quarters are our busiest and the first and fourth quarters are the slowest. I think the last time this happened was in 2008, when we had a fantastic first half of the year then felt the slowdown start in the third quarter. I really don't think an oncoming recession is what drove this year's third quarter to be lower than our first quarter, but it is likely we will continue to see relatively slow sales through the rest of 2018. In three out of the last four years, the fourth quarter has been our slowest. Some of this is because we are shut down for the holidays and lose at least a full week of production, and my guess is that this year will be the same.

On a positive note, we just returned from the GlassBuild trade show in Las Vegas. I think those who were

there would agree it was very well attended — maybe even the busiest show in the many years we have participated there. It definitely had an upbeat feel to it. Pretty much everyone we talked to had more work than they knew what to do with. That being the case, I'm optimistic that our sales will pick back up — probably in the first quarter of 2019.

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At the GlassBuild trade show, we introduced our new MRPT1611LDC3 that will be available in January. The reception we got to this new lifter was very positive. In the past we would have considered this to be a niche market piece of equipment because it is designed for handling

heavy glass. But most of the contractors we talked to are now dealing with larger and heavier glass, so the need for this type of lifter is becoming much more mainstream. We would normally see sales on something this new to start off a little slow, but I'm fairly confident sales of this lifter will increase steadily over the next couple of years.

Our biggest concern is the increase in material prices. On top of normal price increases, we are starting to see some of our metal prices affected by tariffs, too. So even through our sales are good, these factors have resulted in our margins dipping from where they have been in recent years. This has forced us to pull in the reins on our capital expenditures compared to what we have been able to spend over the last three years. There is a small price increase scheduled to take effect in December but, because of the way our customers order, we probably will not feel the full effect of this increase until the second quarter of 2019.



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**



NOVEMBER BIRTHDAYS

Jacob Ezell	5
Trevor Thompson	6
Patti Rosenberg	8
Laura Dubell	9
Adele Briant	11
Andrew MGann	12
James Zachary	13
Katie Whitmoyer	16
Conway Hendrickson	23

DECEMBER BIRTHDAYS

Steven Thompson	1
Pearl Richter	2
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



DEPARTMENT REORGANIZATION: SAFETY DUTIES MOVING TO HR

DON HAYES, HR MANAGER

The Quality Assurance Department (QA) is taking on additional compliance duties. As a result some other reorganization is taking place.

Val Seymour is assuming a new role in the QA department and is transferring her safety duties to the Human Resources Department (HR). The transition will be taking place over the next several weeks before it is complete and before HR is responsible for all safety related matters. HR will be re-evaluating the entire Safety Program with the idea in mind of bringing a fresh look to it and integrating safety even more into the daily activities and culture of the company.

Part of this transition is the elimination of the monthly nurse visits. There are three reasons for this change. WPG is already

providing medical care through miCare for those on the com-

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pany medical plan and more frequent use of miCare needs to

be encouraged. If a person truly needs to have their blood pressure monitored, it needs to be done more than once a month. Finally, individuals with blood pressure issues can get their own electronic monitors online for as little as \$30 or less, allowing them to test with more effective frequency and do testing better tailored to their own individual needs.

Additional information will be available in the coming weeks. In the meantime remember that safety has been and will remain the responsibility of every individual employee. As the Employee Handbook provides: "WPG is committed to safety in all areas . . . We believe that safety must function as an integral part of, and in no manner separate from, the operation of the Company."

24/7/365

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U.S. Board Certified, State Licensed
Primary Care - Pediatrics - Urgent Care

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Patient Care Center:
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HOW WELLVIA WORKS



HEALTHCARE THAT MAKES CENTS

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

WELLVIA \$0

2013 Medical Expenditure Panel Survey / MEPS

COMMON CONDITIONS TREATED

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

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FLAKESGIVING & ADOPT-A-FAMILY

STACY LAWVER, MARKETING

Each year Wood's Powr-Grip Employees and Management participate in two large fundraisers.

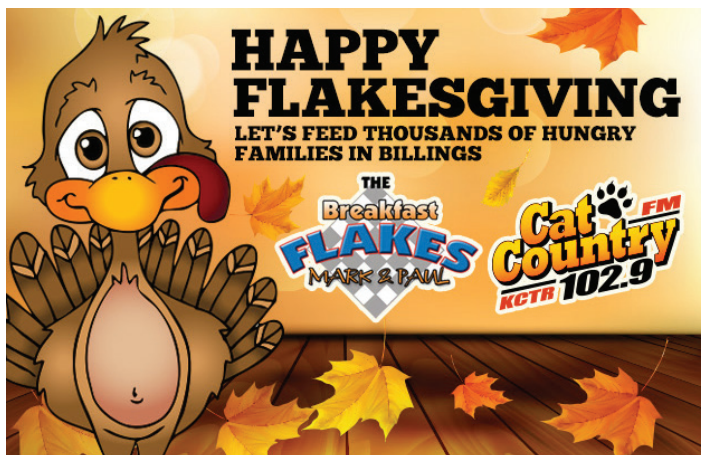
The annual **Flakesgiving** benefit raises money to provide meals to local families in need. The cost of each meal costs about \$27 and feeds seven to 10 people.

What does a Flakesgiving meal come with?

- One 10-15 lb. turkey
- 10 lbs. of potatoes
- Celery
- Onions
- Corn
- Stuffing
- Gravy mix
- Rolls
- 2 boxes of Mac & Cheese

WPG Employees donate money, and WPG Management generously matches those donations. Last year we had a combined total of \$1,120 – enough to feed more than 40 families!

But your generosity didn't end there. Instead of participating in the Toys for Tots program, as we have in years past, we contacted



the local Community Hope and participated in their **Adopt-a-Family** program, adopting four local families in need. They submitted Christmas wish lists, and each item was then hung on a Christmas tree in the downstairs breakroom. This time employees had the option to either purchase an item(s) off the tree or donate cash, which was again matched by Management. About one-half of the gifts were purchased, and a combined total of \$1,800 was collected to purchase the remaining items! Not only were we able to purchase every item

on the families' wish lists, but each family also received a gift certificate to buy plenty of food for the holidays (and maybe a few more gifts!) and gift cards for the family to go out to a movie, complete with snacks and drinks.

HOW CAN YOU HELP?

On Monday, Oct. 22, a small box will be located at the reception desk to begin collecting funds for Flakesgiving; it will be open to make donations through Monday, Nov. 12. Beginning Tuesday, Nov. 13, we will start collecting for Adopt-a-Family; those donations will be received through Friday, Dec. 7. We hope to get the giving tree up by Thanksgiving break, so those who choose to purchase an item(s) from the tree will have the big shopping weekend available to do so.

A couple things to keep in mind if you choose to purchase an item(s) from the tree:

1. Please let Reception know when you remove an ornament and when you return that gift. This will help us keep track of what items still need to be purchased.
2. Please attach the ornament to your wrapped or unwrapped gift (so we know what it is), then put it in the box. Unwrapped gifts will be wrapped later by Lee Ann Wood; however, all gifts need to be accounted for no later than Friday, Dec. 7.

Let's help some needy families have wonderful Thanksgiving and Christmas holidays! Thank you, everyone, for your generosity!



NEW EMPLOYEES



MATTHEW GRISHAM
Molding



DAN PAGE
Marketing



ASPEN COTTER
Hand Cup Assembly



RHONDA SIVONEN
Night Shift

We're HIRING

**1 Full-Time Production
Technician Frame
Assembly**

**1 Full-Time Production
Technician Clean/Prep**

**1 Full-Time Night
Molder**

**1 Full-Time Night
Production Technician
Machining**



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

TRAVEL UPDATE ON REAL ID ACT

LEE ANN WOOD, MARKETING

This is a subject I have been watching. The Real ID Act was enacted during the Bush administration but has been given extension after extension. Right now we are sitting at a D – Day of Oct, 10th for it to be finally enforced, but there is a grace period extending to Jan 1, 2019 before they will not take our driver's licenses at the airport. What this means is that in order to fly, enter a Federal building or nuclear power plant, the normal Montana State driver's license will not be accepted as a valid form of ID. It does not look promising to get another extension. At least most of us here do not have to worry about entering nuclear power plants.....

Where this leaves us is one of a couple options to correct it. You can obtain a passport or passport card from the federal government or other forms of federally issued IDs. I can help you find the details to do it if you wish to apply. Or the state does have an expensive option for a Real ID Li-



cense (RIDL) to upgrade it for use to travel or entering the other facilities. These will be available starting in January. The cost will be either an extra \$25 at the normal time to renew your license or \$50 if it is not time to renew.

According to the Department of Justice website for the state of Montana (www.dojmt.gov/driving) the RIDL will allow the tracking of biometric data. The defini-

tion of biometric data according to webopedia.com is: "Biometric data is a general term used to refer to any computer data that is created during a biometric process. This includes samples, models, fingerprints, similarity scores and all verification or identification data excluding the individual's name and demographics." Federal ID's already have this incorporated in them.

2018 WOODY OPEN

DON HAYES, HR MANAGER

The 2018 Woody Open was held on Saturday, Sept. 22, at the Stillwater Golf Course in Columbus. The course was in great shape and the weather was perfect.

The Eickhoff Team (Josh Eickhoff, Nic Eickhoff, Jeano Picchioni and Erik Freeman) were once again winners shooting a 63. There was a tie for second place between the Thompson/Bailey team (Lacey Thompson, Jay Thompson, Callie Bailey and Nate Bailey) and the Jones/Lefler Team (Joe Jones, Derrick Lefler, Shawn Nardella and Justin Smith). Both teams shot 64, but Jones/Lefler prevailed in the tie-breaking putt off – I think. We ended up with two last-place teams who shall remain anonymous.

Somebody won the flag prizes, but my list—like my memory is a bit fuzzy. Let's just say a good time was had by all.



WPG CHRISTMAS PARTY

Mark your calendars for Friday, Dec. 7, 2018

More details to come! If anyone has recommendations or suggestions for entertainment ideas, don't hesitate to stop in and talk to Katie!

MERRY Christmas PARTY

FRIDAY, DECEMBER 7TH | 6:30 PM
BIG HORN RESORT BILLINGS, MT

EMPLOYEE

- | | |
|---|--|
| <input type="checkbox"/> NON-ALCOHOLIC FOR ME | <input type="checkbox"/> FULL BAR FOR ME |
| <input type="checkbox"/> NON-ALCOHOLIC FOR MY GUEST | <input type="checkbox"/> FULL BAR FOR MY GUEST |

PLEASE RSVP TO KATIE WHITMOYER
BY TUESDAY, NOVEMBER 27TH

UPCOMING EVENTS:

HRA Deadline
Friday, Nov. 9th

Blood Drive
Thursday, Nov. 15th

Thanksgiving Holiday
WPG Closed
Thurs-Fri, Nov. 22-23rd

Christmas Party
Friday, Dec 7th

Winter Shutdown
Monday, Dec 24th
-Tuesday, Jan 1st

GLASSBUILD AMERICA

HOLLY ANDERSON, TECHNICAL SALES

The annual GlassBuild America show was once again held in Las Vegas, September 12-14. We were well represented at the show, both within our booth and in those of our distributors who incorporated our products into their displays.

On display this year we chose to feature the P11104DC3 and MRTA811LDC3 and continued to educate visitors on Intelli-Grip. An MR49AC lifter was also along for the ride in shows past we discovered that Powr-Grip users were unaware of our line of production lifters. This gave us a great opportunity to talk about the capabilities we offer to many of the glass fabricators who attended. As Bryan mentioned

in his article, we also we introduced our new MRPT1611LDC3 which receive positive feedback.

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Additionally, Bryan Strobel and Daniel Meuchel from our engineering department had the opportunity to present to a large



forum on challenges installers and material handling companies are facing as glass sizes continue to grow. They did a terrific job and several showgoers stopped by the booth afterwards to continue the discussion.