

WOODY'S WORLD

10 THINGS THAT REQUIRE ZERO TALENT

1. Being On Time
2. Work Ethic
3. Effort
4. Energy
5. Body Language
6. Passion
7. Doing Extra
8. Being Prepared
9. Being Coachable
10. Attitude

WPG UPDATES

BRYAN WOOD, PRESIDENT & CEO

Every year seems to bring its own unique set of challenges, and it did not take long for us to realize that 2019 might be the most challenging we have experienced since the recession. Organizations like WPG are very dependent on their ERP systems to provide the information needed to operate efficiently. For several years, we questioned whether we might be able to find an ERP system that would give us improved production scheduling and better access to financial statements. After much research, it was determined that M1 possessed some attributes that would provide the benefits we were seeking. Because we had used the Visual ERP system for more than 20 years, we had pretty much zero experience with implementing a new ERP system. We were assured by M1 that they had a very thorough implementation program and would not allow us to go live with their software until they were sure we were ready. In hindsight, some of us are not certain they lived up to that assurance.

Upon going live with M1 in January, we discovered that the benefits we were promised are maybe not quite as robust as we were led to believe; or, at best, more difficult to understand at a level that allows us to take full advantage of the system. On a more positive note, some of the fog does seem to be lifting; in many areas, day-to-day operation in M1 is becoming more intuitive. We have been able to work out some of the difficulties with scheduling in both production and purchasing, as well as inaccuracies in accounting. Also,

Many of the problems we encountered these first few months were caused by data exported from Visual not transferring correctly. By continuously cycle-counting our inventory, we are slowly working through inaccuracies in inventory counts, units of measure, and planning information.

As discussed in the group meeting, we had strong demand in the first quarter. If we would have been able to fill all the orders that were scheduled to go out in the first quarter, we would have finished the quarter about \$200,000 ahead of 2018's first-quarter sales. However, as a result of difficulties with the new system, our productivity was greatly reduced over the first couple months of 2019. Our actual sales total for the first quarter of this year will be approximately \$200,000 less than it was in the first quarter of 2018. So we will carry over about \$400,000 of what should have been March sales into April. This sounds like a lot, but when you consider that we carried about

“What doesn't
kill you
makes you
stronger”

in many areas, we have tweaked the way M1 presents its information, making it much easier for people to quickly identify what is pertinent to their area.



QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT



MAY BIRTHDAYS

Cory Hofferber	5/8
Scott Simons	5/8
Steve Strobel	5/13
Cary Haman	5/14
Cody Hedges	5/18
Tina Swan	5/19
Dave Daly	5/21
Ross King	5/23
Gary Bond	5/26
Tom Debree	5/28

JUNE BIRTHDAYS

Daniel Waggoner	6/1
Flo Yaeger	6/1
Cody Keene	6/3
Patti Fyfe	6/6
Josh McDowell	6/6
Cindy Hagel	6/9
Brad Nelson	6/9
Jack Kerr	6/16
Tony Story	6/18
Sharon Krug	6/20
JD Remmick	6/23
Brett Rawson	6/25



WPG UPDATES (CONTINUED)

\$700,000 in what should have been February sales into March, you can see that we did make up some ground this month.

At this point, it does appear that we are pretty much back to preconversion production levels. I anticipate this will continue to

improve as we become more familiar with the system and refine procedures for the various tasks that are completed in M1.

Because of strong demand, and because we are carrying a lot of what should have been March sales into April, we should have a

good second quarter.

Everyone knows the old saying, "what doesn't kill you makes you stronger". Well, I think this software implementation took its best shot at us — and we're still standing. Hopefully that means we will be stronger going forward.

MAINTENANCE UPDATES

TONY STORY, MACHINE MAINT. SUPERVISOR

At first I was worried I wouldn't get to shovel any snow this winter, but February really changed that — plus it was nice and cold out. Last year we hauled out 51 truckloads of record snowfall; this year we decided just to let it melt and deal with the puddles. Thank you to everyone who helped keep the entryways and loading dock areas cleared this winter.

As you all know by now, Eddie has joined the Maintenance department. He will be working alongside Bob and me, and he will be taking on more responsibilities as the months go by. Shake his hand and welcome him to look at your next shutdown- or maintenance-related issue.

Late last summer, we rebuilt a molding press. Trever had designed a new controller, program and PLC — these make it easier for the operator to adjust temperature, pressure and other settings. The old components are obsolete and very difficult to purchase. We hope to use this new design in our other molding presses, upgrading them all and trying to avoid future costly shutdowns. The Wabash press had a catastrophic failure in December, and we made a plan to rebuild it as well; I have the material in house now and begun work on it. Thank you in advance to the people who have helped, not only repairing the machine

but also getting it out of the room and disassembling it.

"Obsolete" is becoming a more common word in machinery repair, especially with electrical parts. It was definitely time to install new (and hopefully more reliable) components on the Janda welding machine, which does the cap-to-stem fusion

I wonder if Howard Wood would have known that a few of his machines would still be working and making parts, as some of the more-expensive and CNC machines are in need of upgrades and adjustments just to get through the year.

weld, so we had a technician with Janda come out to upgrade the controls and rebuild the machine from the ground up. The cell brazing machine and Combex preforming machine also gave us some headaches. We had a technician in to help us troubleshoot the electrical problems in the Preformer; he had the correct software to

help us repair the cell brazing machine, too — we were able to locate the drive that was having intermittent problems and replaced it.

We also ordered a new parts washer from Better Engineering. It has many awesome features that will help the operators keep it cleaner and make maintenance tasks more efficient. And, early last fall, I replaced our old Toyota forklift with a new one that has a fork-positioning option.

This brings up an important 5S issue: Please pick up all plastic wrapping material when you see it on the floor. This "shrink wrap" gets woven into the wheel bearings and causes premature failure in forklifts.

All In all, it was a great year — we stayed busy and made improvements along the way. It has been a challenge to improve machines (and their performance) to meet the higher demands on our production equipment. I wonder if Howard Wood would have known that a few of his machines would still be working and making parts, as some of the more-expensive and CNC machines are in need of upgrades and adjustments just to get through the year. It is a pleasure knowing that we can still use them — for all intents and purposes we have yet to "upgrade" them, as they still exceed the demand.

AIR TRAVEL REQUIREMENTS CHANGING SOON

LEE ANN WOOD, MARKETING ASSISTANT

I thought I would take a minute to update everyone on whether or not they can use their regular Montana driver's license to board a plane this summer. Well, the answer at this point is unsure — and not good. The state DOT had previously extended use of regular driver's licenses, but starting June 1, 2019, air travelers will be required to show another form of federally accepted identification to TSA officials before boarding a plane.

There are a few options. Here are some other common forms of accepted IDs:

- Enhanced MT driver's license
- Passport book
- Passport card
- Military ID
- Tribal ID

• Permanent resident card

If your Montana driver's license is not up for renewal and your summer travel plans will not take you outside North America, I suggest getting a passport card. The card is good for 20 years and costs \$65 for a new one and \$30 to renew. It allows travel to the following locations:

- Canada
- Mexico
- All Caribbean islands (except Cuba)
- Bermuda

A full passport book, which costs \$145 new or \$110 to renew, allows all other international travel.

I personally think the enhanced Montana driver's license,

by comparison, is cost-prohibitive. Still, log on to <https://mtrealid.gov/#cost> if you're interested. After you input the requested information, the costs and fees are calculated for you — as a function of government, it's far too complicated for ordinary people like me to understand!

If you have more questions about this subject or traveling in general, contact me (leeannw@wpg.com or ext. 240) and I will be happy to help. I have some codes for discounts on travel needs, such as hotels and rentals. WPG also has a travel website (backed by travel agents) that you can initially access with my assistance. Happy Trails!

ANNUAL PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGNER

We are getting very close to that time again—the WPG Annual Photo Contest. As the weather warms up and you start getting outside again remember to grab your camera and take some shots. You never know when you might shoot the winning photo!

For those who are new, here is a little background. Since 2010 we've held an annual photo contest for our employees. There are 3 categories and 3 winners. Each category winner collects \$50 in cash!! Additionally we take some of the best photos and add them to our WPG calendar. We have had great response in the past. We actually have customers call and write in specifically commenting on our calendar. They love that the photos are from our employees. Each year the submissions get better and better! We are excited to see what this year's contest will bring.

The deadline for submissions will be Tuesday, July 9, 2019, but you can turn in your photos anytime between now and July 9th.

PHOTO CONTEST REMINDERS:

There are three categories

- #1 - Landscapes
- #2 - People
- #3 - Animals

Each employee will be allowed to enter up to three (3) photos per category, but you can only win one time!

The deadline for photo entry is end of day

TUESDAY, JULY 9th!

Please turn photos in to Stacy in Marketing (stacyl@wpg.com). Digital photos are preferred, but not required.

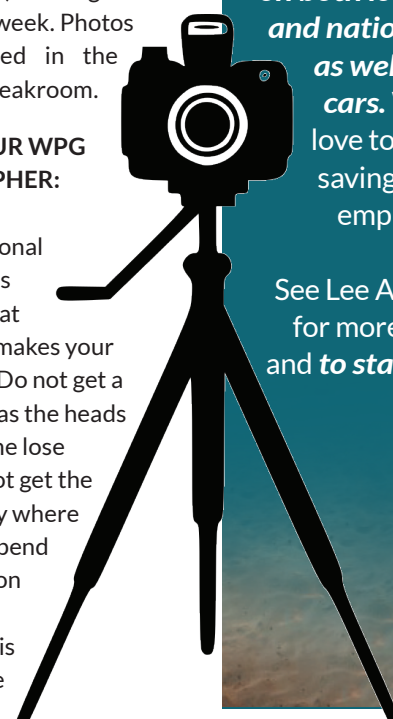
No heavy photo editing allowed. Only cropping and

minor lightening or darkening. Voting ballots will be available by Friday, July 12th. They can be picked up at reception (one form per employee). Voting will be open for one week. Photos will be posted in the downstairs breakroom.

TIP FROM OUR WPG PHOTOGRAPHER:

Use a tripod.

Most professional photographers will tell you that it is what will make your photo better. Do not get a cheap tripod, as the heads quickly become loose and you cannot get the camera to stay where you point it. Spend at least \$100 on a good tripod. And this trick is allowed all the time.



DISCOUNT HOTELS and rental cars

Remember as you travel this summer that you can get **discounts for you or your visiting friends and family.**

WPG gets **discounts on both local hotels and national chains as well as rental cars.** We would love to pass those savings on to our employees!

See Lee Ann Wood for more details, and **to start saving!!**

NEW EMPLOYEES



TAD EBERLE
Machinery Assembly



DANIEL WAGGONER
Cleaning/ Powder Coating

DISCOUNT MOVIE TICKETS! *

\$8.50 each

No expiration date.
Use at any AMC theater!



Available at reception.
For show times and theaters,
visit www.amctheaters.com.
Donate blood and get 2 free
tickets! Check upcoming events
for the next WPG blood drive!

*Senior (60+), child (2-12) and
matinee prices are less
expensive at the box office.

CUSTOMER VISITS

HOLLY ANDERSON, SALES

A lot has been going on in terms of dealer relations and I hope to keep the ball rolling throughout 2019.

Late in January, I had the chance to travel to St. Augustine, Florida, for Coastal Construction Products' annual sales meeting. During the weeklong meeting, members of the salesforce from Coastal's 14 branches — located in Florida, Georgia, Mississippi, Tennessee and North Carolina — get together for planning and team building.

This is the second year we've attended the meeting, as Coastal views WPG as a premier

accessory. I was met with a lot of great feedback about our hand cups. Several of their salesmen raved not only about the product but about our exchange program, which they really appreciate. I also spoke with their purchasing agent about stocking a couple of frames, as they are not carrying any at this time.

Then, in late March, we had a new dealer — Derek Dowdeswell of Noble Crane, Inc., out of Canada — visit to take part in onsite dealer training. It's been a while since we've had a dealer in house after we started offering our

webinar, so it was nice to have Derek here to see the scope of our work. His first day was spent going over sales and product information. He was shown the new MRPT16 lifter and was very impressed with its features. The next two days were spent going over repair and inspection information. He hopes to supply repair and rental services to the Vancouver, BC area.

On the horizon is our regularly scheduled May repair class, which I think is about full. And, we're working on a program to get a Glazing Union from California here for a visit in July.

GLASS EXPO NORTH EAST

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

The semiannual North East Glass Show was held at in Long Island March 27-28. It is a small regional show for the glass industry. Traditionally the regional shows are in various parts of the country, and each region hosts a show every other year. The North East show is normally held somewhere on

Long Island, which is nice in that it is easily accessible for locals, although it is a long way from the airport for exhibitors who are traveling in by air.

Being a densely populated area, it was a busy show. There were a few people who asked about machines, but the majority of

the questions revolved around servicing hand cups, and "can I buy direct?" questions.

In general shows like these are pretty routine with very few surprises. But they do give us a chance to talk to local dealers and customers who don't go to the national shows.

INTERNATIONAL ROOFING EXPOSITION

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

On February 11-13 the International Roofing Expo (IRE) was held in Nashville TN. As is evident from the name, this show serves the Roofing Industry in the United States. It may seem a little odd for us to go to this type of show since we don't sell roofing products. However, the show is geared towards commercial roofing and virtually ignores residential roofing. With the increasing popularity of Insulated Metal Panels (IMP) as commercial building material, there is a noticeable presence of products

intended for use with IMP's at the IRE.

Since our product is used by just a small percentage of the roofing industry, we downsized our booth this year. Unfortunately, this change put us in the back of the exhibition, next to the guys who sell knives. You may be asking, "What do knives have to do with installing or repairing roofs?" The answer is "Nothing." A good way to know you in a less-than-desirable location is if the booth next to you is selling knives, battery operated

massage devices, "miracle eye cream", or any kind of foot orthotic. I think they also had a book on "weasel marketing techniques" for sale.

But all things considered, we had a decent show. The location did not seem to inhibit traffic at all, and the interest level in vacuum lifters seems to be going up among the attendees. So we were able to introduce our product to a lot of prospective future customers as well as talk with some existing customers.

Congratulations to Kelcie
and Luke Lohof on the birth of
their daughter!

Mayzie Ann Lohof

born Saturday, February 9,
2019 at 7:49AM
she weighed 6 lbs 3 oz
and measured 19.5" long

It's a  Girl!



Mr & Mrs

Congratulation to
Baylee and Jon Gallagher
married Friday, February 15, 2019
in Cancun, Mexico
Baylee is the daughter of
Carol and Bobby Brooks



Congratulation to Faith Longbottom

daughter of Michael
and LaRae Longbottom

Faith is graduating from Laurel
High School. She plans to
attend Summit Salon Academy
in Tacoma WA to study
cosmetology and/or esthetics.



Summit Salon
ACADEMY



We're
HIRING

**PRODUCTION
TECHNICIAN -
MACHINING**
1 Full-Time, Night

**PRODUCTION
TECHNICIAN -
FRAME ASSEMBLY**
2 Full-Time

**PRODUCTION
TECHNICIAN -
HC ASSEMBLY**
2 Full-Time

MOLDER
1 Full-Time

DRAFTER
1 Full-Time

I've Got
A New Pad



Brenda
Lawver has
moved to the
office across
from A/R.

UPCOMING EVENTS

GOOD FRIDAY

WPG Holiday
Friday, April 19th

MEMORIAL DAY

WPG Holiday
Monday, May 27th

MUSTANGS BBQ & BASEBALL GAME

Friday, June 28th

INDEPENDENCE DAY

WPG Holidays
Thursday & Friday, July 4-5th

PHOTO CONTEST

Photo Entry Deadline
Tuesday, July 9th

BLOOD DRIVE

Thursday, July 11th

LABOR DAY

WPG Holiday
Monday, September 2nd

WOODY OPEN

Saturday, September 21st

THANKSGIVING

WPG Holidays
Thursday & Friday,
November 28-29th

CHRISTMAS PARTY

Bighorn Resort
Friday, December 13th

SHUTDOWN

WPG Holidays
Wednesday - Wednesday
December 25th - January 1st



Congratulation to
Dylan Speidel
son of AJ Speidel
and Amy Speidel

Dylan is graduating for Laurel High School and plans to continue working at WPG throughout the summer and then to attend college and pursue a degree in the medical field.

Congratulation to
Aspen Cotter

daughter of Ray and Lori Cotter

She is graduating from Laurel High School. While she intends to work and enjoy the summer, Aspen is planning to pursue a degree in the medical field and play basketball at Casper College beginning in August. She said she hopes to eventually "get married and have a family in western Montana" after finishing her education.



Congratulation to
Alex Wood

son of Barry and Dayana Wood

Alex is graduating from Billings Central Catholic High School. He plans to attend college in the fall and study mathematics. He is still deciding between six different potential universities in New York, Oregon, Montana, and Arizona.



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

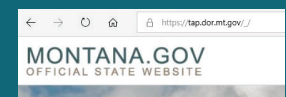


UNCLAIMED MONEY

Submitted by Tina Swan

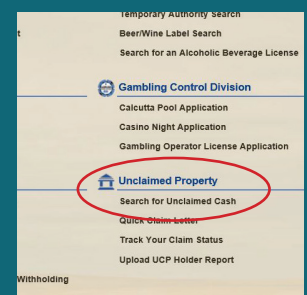
#1

Go to www.tap.dor.mt.gov



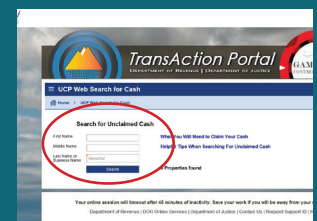
#2

Click link "**Search for Unclaimed Cash**" under Unclaimed Property



#3

Enter your First and Last Name and click Search.



Services include:

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



Better benefits at work.

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