

WOODY'S WORLD

It is not *happy* people
who are *thankful*,
it is *thankful* people
who are *happy*.

Happy
Thanksgiving

WPG UPDATES

BRYAN WOOD, PRESIDENT

Here we are, easing our way into October, and once again wondering where summer went. You will all be thrilled to know that the Farmers' Almanac has released its 20 signs of a cold and snowy winter for 2019/2020. These include many tried and true scientific indicators such as:

- Thicker-Than-Normal Corn Husks.
- Thick Hair on the Nape of a Cow's Neck.
- Raccoons with Thick Tails and Bright Bands.
- The Early Arrival of Crickets on the Hearth.
- Spiders Spinning Larger-Than-Usual Webs and Entering the House in Great Numbers.
- Pigs Gathering Sticks.
- Ants Marching in a Line Rather Than Meandering.

On the other hand, NOAA is predicting above-average

temperatures for all of the United States. However, because they apparently do not have access to all the scientific indicators the Farmers' Almanac has, they are still a little fuzzy on what they think the precipitation will be. I guess we'll check back in March

**We will have
some very large
and specialized
custom-designed
equipment making
its way through
production the last
couple months**

and see which one of these has this long-term forecasting business figured out.

As for WPG sales we are looking at slightly above-normal sales for September, around normal

sales for October, and below-normal sales for November and December. However, even though I'm predicting below-normal sales for the last couple months I think we will be busy during that time. I say this because we will have some very large and specialized custom-designed equipment making its way through production the last couple months, though it may not ship out until January.

For the year now, our sales are almost even with what they were in 2018. I am still optimistic that, even with lower sales numbers in the last two months, that we will end 2019 with sales that are about the same or slightly better than last year. Unfortunately, I don't have access to tried and true scientific indicators to base my forecast on, like the Farmer's Almanac has. I do know that if we see a bunch of ants, spiders or pigs wandering around the building a little slowdown might be good so we can focus on some 5S.



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**



NOVEMBER BIRTHDAYS

Jacob Ezell	5
Trevor Thompson	6
Patti Rosenberg	8
Laura Dubell	9
Lane Miller	9
Adele Briant	11
Andrew McGann	12
Katie Whitmoyer	16
Conway Hendrickson	23

DECEMBER BIRTHDAYS

Steven Thompson	1
Pearl Richter	2
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



WOODY OPEN 2019

KATIE WHITMOYER, HR/SAFETY MANAGER

As most everyone has probably heard already, this year's Woody Open did not happen under the usual format. Traditionally, the Woody Open has been the annual WPG golf tournament for employees and their families and friends to participate in. However, due to inclement weather, the golfing portion of this year's tournament was canceled.

Fortunately, we had added an alternate activity — the first annual Woody Open corn hole tournament — planned for those folks who didn't want to golf (for whatever reason) but still

I think it's safe to say that corn hole is here to stay for WPG!



wanted to be a part of the Woody Open. Well, as a result of the golf cancellation, it was decided that plan B was to simply expand the

corn hole tournament to include the golfers as well and move the tournament into the WPG building.

So early Saturday morning, a lot of texts and Facebook messages were sent to try to corral as many participants as possible to the WPG shipping department to participate in the 2019 Woody Open! Originally we had 51 participants signed up for both golf and corn hole, and the corn hole tournament ended up being approximately 40 participants. Four corn hole boards were set up, four different brackets were put together, and lots of corn hole was played. We had a whole spectrum of skill levels, ranging some who had never played before to others who seemed to have perfected their "technique".

Congratulations to our Tournament of Champions winners: Carol Brooks and her son-in-law Jon Gallagher! Also, another huge "thank you" to everyone who helped, whether it was bringing corn hole boards,



helping set up, organizing the tournament, bartending and cooking, or helping clean up. Our WPG family truly came together to make this year's event live up to the extremely high "fun" standard that has been set by the Woody Open historically.

I think it's safe to say that corn hole is here to stay for WPG! And I'm going to be the optimist right now and go out on a limb that the weather will cooperate and golf will happen next year for those who missed out on swinging the clubs. But we plan to continue the corn hole tournament as an alternate activity for those who want to come join in on the fun and cash prizes!



CORNHOLE TOURNAMENT
PAGE 2

FLAKESGIVING & ADOPT-A-FAMILY

STACY LAWVER, MARKETING

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

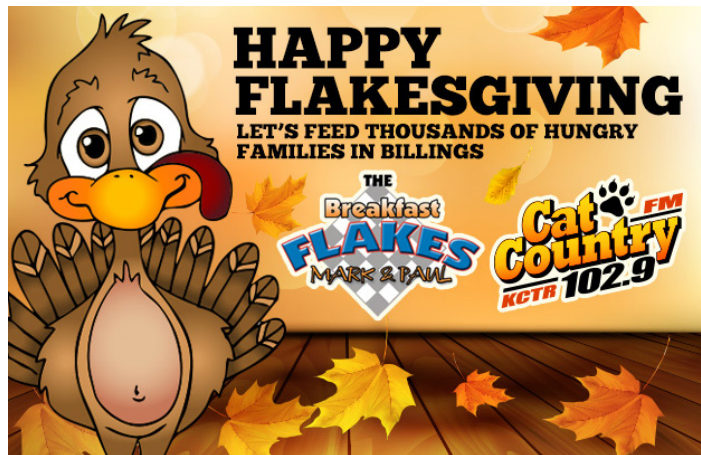
The annual **Flakesgiving** benefit raises money to provide meals to local families in need. The cost of each meal is about \$30 and feeds seven to 10 people.

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's total beat our previous amount by nearly \$300!! **WPG donation of \$1,407 fed nearly 50 families (between 300 and 460 people)! WAY TO GO WPG!!**

But your generosity didn't end there. Next WPG again sponsored 4 families in the Community Hope **Adopt-a-Family** program. Each family



submitted Christmas wish lists, and each item was then hung on a Christmas tree in the downstairs breakroom. 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 (from employees and WPG) of \$2,000 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. 28, a small box will be located at the reception desk to begin collecting funds for Flakesgiving; it will be open to make donations through Friday, Nov. 15. Beginning Monday, Nov. 18, we will start collecting for Adopt-a-Family;

those donations will be received through Friday, Dec. 6. We hope to get the giving tree up before 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 next to the tree. Unwrapped gifts will be wrapped later; however, all gifts need to be accounted for no later than Friday, Dec. 6.

If you have the approval of your supervisor and are willing to spare approximately 2 hours December 9-13, Lee Ann will need 1-2 volunteers to help purchase, wrap and deliver gifts. Please see Lee Ann by Friday, Dec. 6 if you are interested.

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

NEW EMPLOYEES



BEN MADDY
Hand Cup Assembly



LANE MILLER
Frame Assembly



LEONARD MILNE
Clean/Prep



ROBERT GILMORE
Machining



NEW EMPLOYEES



ANTHONY MENDOZA
Molding



SYMPHONY FIKE
Office



JOHANNA WILLIAMS
ERP System Specialist



MEGAN KRAFT
Hand Cup Assembly

HEALTH INSURANCE DISCOUNT FAQ

KATIE WHITMOYER, HR/SAFETY MANAGER

1. What do I need to do to get a discount on my health insurance for the year 2020?

There are two requirements this year to qualify for the wellness discount:

- **HAVE BLOODWORK DRAWN**
- **FOLLOW-UP WITH A HEALTHCARE PROVIDER TO REVIEW THE RESULTS OF YOUR BLOODWORK** (and any other healthcare concerns you might have)

That's it. It's that simple.

2. Who needs to fulfill those two steps?

If you are on the WPG health insurance plan, you need to fulfill those two steps in order to qualify for the discounted premium for 2020. If you have your spouse on the plan as well (or anticipate putting them on the plan in 2020), they will need to fulfill the steps, too. Children do not need to fulfill these steps.

3. How do I get these two steps done?

WPG had a blood draw opportunity here at the shop recently for people to complete the first step; however, if you did not have blood drawn here, there is still time to get your blood work done. The easiest, and most convenient way, to do this if you are currently on the WPG plan, is to schedule a blood draw appointment at the miCare clinic in Laurel — please do this ASAP.

As far as follow-up visits go, you will also need to schedule one of those. Again, it is easiest and most convenient to do the follow-up visit at the miCare clinic in Laurel.

4. When do I need to have these steps done by?

Nov. 15, 2019 is the deadline to have both steps completed.

5. What if I've had my blood drawn recently and followed up with a provider already?

If you've met these two steps already, you will need to ...

- get a letter from your healthcare provider confirming that you've completed the two requirements (and the



need to do, if and when you go to the miCare clinic in Laurel for these appointments, is let them know that the appointments are for your wellness premium discount program.

7. What about completing the online health risk assessment survey?


This is not a requirement this year, though it has been in years past. However, the survey is still available on the miBenefits website, if you have found it useful in the past and want to take it again.

8. How do I schedule a visit at miCare and/or see my blood work results?

Go to www.ebms.com and click the green "log-in" button at the top of the page. You'll need to log-in to your miBenefits account (or create one, if you haven't already). From there, you can schedule miCare appointments or view your results. Or, you can call 1-800-777-3575 for help with scheduling an appointment.

9. Where is the miCare clinic in Laurel?

It is located on the middle floor of the Laurel Public Schools Administrative Building (or the "old high/middle school"). The address is 410 Colorado Ave.


**Nov. 15, 2019
is the deadline to
have both steps
completed.**

dates they were done) and bring it to the HR office (note from Katie: I DO NOT need the actual blood test results, just proof that you've had the blood work done);

- OR, for those who had the blood work and follow-up visit done at the miCare clinic in Laurel, stop into the HR office, where Katie can coordinate with miCare to make sure they have you down as having "met the requirements".

6. What about needing a "card" to prove that I've met the requirements?

No cards to turn into HR are needed this year. MiCare is keeping track of everything in their computer system for us. The only specific thing you'll



We TIED the KNOT

Congratulation to
Lisa & Mark Miranda
married Saturday, June 15, 2019
Lisa is the daughter
of Keith and Faye Wood



Lisa is also the sister of Lee Ann, Bryan, Barry, and Brad Wood.
All 4 siblings helped in the process of giving Lisa away at the wedding. Lee Ann placed the veil
on Lisa that Lee Ann also wore on her wedding day. The veil is 57 years old and was first
worn by Faye Wood June 15, 1962 when she married Keith Wood.

Bryan, Barry, and Brad Wood all walked Lisa down the aisle to Keith and Faye.

TRAINING WORKSHOPS

HOLLY ANDERSON, TECHNICAL SALES/ TRAINING COORDINATOR

We hosted our 4th special training class of the year on September 11th and 12th. Ten folks from Walters and Wolf out of California were here – some for the second time in 2019 as this company sent around 12 employees back in February!

This was a standard repair class in terms of the material we

**Thanks again
to everyone
for continuing
to make our
guests feel
welcome!**



covered and they even shipped a couple of P11104DC's up to us so that they could go through it as part of our hands on repair demonstration.

Thanks again to everyone for continuing to make our guests feel welcome! We should have one more group coming of trainees coming in November.



**From the
Suggestion Box:**

**You can now find
a great selection
of WPG videos at
wpgteam.com.
Click on Media
Gallery then pick
a category.**

We're
HIRING

Molder/Production
Technician

CADD Drafter

Night Shift
Production Technician



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

IMPORTANT: 2020 INSURANCE BENEFIT OPEN ENROLLMENT

KATIE WHITMOYER, HR/SAFETY MANAGER

Open Enrollment for 2020 insurance/flex benefits is right around the corner. If you're not sure what "Open Enrollment" means, it is a fancy term for "the one time of year when you get to sign up for, change, or decline certain insurance benefits you are eligible for." These benefits may include health insurance, flex, dental, vision and more. We are still waiting to finalize benefit plan details. As soon as we have it all, we will once again have a group meeting to discuss benefit plan options and changes.

Now is the time to start thinking about what you may want to do for benefit enrollments for 2020. As a reminder, open enrollment is really the only time during the course of the year that you are allowed to make insurance benefit plan changes, such as adding coverages, opting out of coverages, adding/removing covered persons, and

**"the one time of
year when you
get to sign up
for, change, or
decline certain
insurance
benefits you
are eligible for"**



so on. The only way you will be able to make changes mid-year is ...

- if you experience a "Qualifying Event" (births, marriage, divorce, loss of coverages, etc.), or;
- when you later become eligible for certain benefits that you were not eligible for on Jan. 1, 2020. In this case, you'll have a 30-day

window to enroll for those benefits.

As we did last year, I'll be spending a solid few days (after details are announced) trying to gather everyone up from around the building to sign off on the enrollment sheets. This is a lengthy process requiring many steps, both on my end and the insurance companies' ends. If, during this process, you could take the initiative to stop by my office ASAP to sign off on your forms, that would be much appreciated, too! Reminder: EVERY full-time employee is required to sign off on one of these forms, whether you are opting in or opting out — even if you are not yet eligible for benefits.

I really appreciate everyone's cooperation in advance. If you have any questions in the meantime, please don't hesitate to stop in and we can talk about it.

GLASSBUILD AMERICA

BARRY WOOD, VP MARKETING & COMMERCIAL DEVELOPMENT

Unless you're new to the company, you've heard of the Glass Build America show. Wood's Powr-Grip has been an exhibitor since its inception about two decades ago, so you may already know it's the biggest show for glass in the U.S. There isn't a lot to say to describe it — it's much like any other trade show, but with an emphasis on flat glass. Every aspect of the window manufacturing and installing industry for the U.S. is represented there. It isn't nearly as large as the show in Dusseldorf, Germany, so it doesn't have the international visibility that might be expected.

But, it's still a substantial show for our company.

The show was in Atlanta (as it is every other year) and took place Sept. 17-19. The team that represented WPG included: Lacey and Keelan, from sales; John, from engineering; and Barry, from marketing.

In a word, this year's show was slow. Traffic was slow. We had several gaps in the time we had people come by the booth. Quite frankly, it felt like a show normally does during a recession. On the bright side, I don't think we are entering a full-blown recession. Although traffic was slow for the

entire exhibition, at least part of our problem was our location. Our booth was poorly located, and we were stuck behind a large wall in an area that had no traffic flow. So, we were easy to miss.

There does seem to be a lot going on in the industry. There were a couple new competitors displaying at GBA, and there seem to be some changes coming through in terms of "who is who" and what roles various companies are playing in the glass world. This is mostly speculation on my part and could be just "show-floor gossip," so I do not want to spread any rumors unnecessarily.

UPGRADES TO BILLINGS AIRPORT

LEE ANN WOOD, MARKETING ASSISTANT

In early September, I was invited to go to Billings Logan Airport for an update on what's happening with its upgrade. Well, there are some big, exciting things in the works. The airport is getting another terminal with several new gates. The TSA area will be bigger; that's actually the first thing that is being changed. It might not take as long to get through screening. The screening area is being moved up the stairs to where the gift shop is currently located — or was located (construction there has started).

Something frequent fliers will have to be careful of right away is where their gate is located now. Everything is being moved around for construction, so if you're used to going to a particular gate (for

say, Delta) it has probably moved. I know — growing pains are hard.

The final project is set to finish in March 2023. Not only will we have a new terminal, but we will have an area for children to play, with slides and such. We will have more concession area. We will have charging stations. And, what made it really hard for me to concentrate, a lot of glass is set to be installed. I had to wipe away the drool a few times, looking at all the renderings of glass being put in. The amount of glass, both interior and exterior, is amazing. One of the objectives is for people to be able to see our landscape from the airport while waiting for flights.

The airport is also talking to a

couple of different big airlines. They are talking to both JetBlue and Southwest Airlines. Their service to Billings Logan Airport would help bring down the cost of airfare here. Southwest is strongly considering us right now.

Our airport actually has some aspects that are both a challenge and an asset. There is a 1% grade to our runways, for a 100-foot change in altitude between the beginning and end of the runway. This means landing and takeoff are more of a challenge. But it also means that both the military and Boeing use our airport to test their planes.

I am excited about the upcoming changes. I just wish it would not take so long.

SAFETY TIDBITS - AWARENESS

LES FISCHER, SAFETY & TRAINING SPECIALIST

Given the unpredictability in the world today, being aware of your surroundings — whether at work or at play — can greatly improve the chances of one's survival. We have never been more disconnected from what is happening around us than we are these days. Most of us are preoccupied with some type of issue or mobile device, therefore inhibiting our "situational awareness" on a number of levels. Taking notice of our environment and

the individuals around you is more of a mindset than a skill.



Keep your head up and remain engaged with your surroundings

as frequently as possible. Make a conscious effort to recognize out-of-place attire and/or conspicuous behavior, and trust your instincts. Remaining alert and attentive can enhance the opportunity for a successful exit strategy in the case of an emergency. The most ideal and proactive scenario is to remain Focused and/or Relaxed Aware. Just a friendly reminder from WPG asking all of you to enjoy what you do and stay safe.



UPCOMING EVENTS:

Health Insurance Deadline
Friday, Nov. 15

Blood Drive
Thursday, Nov. 14

Flakesgiving Deadline
Friday, Nov. 15

Thanksgiving Holiday
WPG Closed
Thurs-Fri, Nov. 28-29

Adopt-a-Family Deadline
Friday, Dec 6

Christmas Party
Friday, Dec 13

Winter Shutdown
Wednesday, Dec 25 -
Wednesday, Jan 1



Meet your **miCare** Health Center *providers!*

**Schedule an
appointment now!**
To make an appointment visit
ebms.com and enter your
username and password!



Be sure to **notify
HR** to update
information
in any of the
following
circumstances:

- ✓ **Marriages**
- ✓ **Divorce**
- ✓ **Births**
- ✓ **Deaths**
- ✓ **Address
Changes**
- ✓ **Phone
Number
Changes**

This information
is necessary to
keep benefits up-
to-date, among
other things.



LAURIE NEUBAUER | Physician Assistant

Laurie graduated from University of North Dakota PA program, having worked as an RN for 12 years prior to, graduating from MSU, Bozeman, MT with a Bachelor of Science degree in nursing. She has worked for the past 20 years in various settings including primary care, vein care, travel PA; for the past 6 years has been working at St Vincent's Walk In clinic. She truly enjoys getting to know her patients and helping them work thru their concerns and issues. In her free time, she loves to travel with her friends to polka festivals, hike the beautiful state of MT, and work in her back yard gardens, creating and landscaping. She looks forward to her career at miCare.



STACY MCCOMB-GOINS | Physician Assistant

Stacy graduated Montana State University in nursing and worked 15 years on surgical floor and in community health. She graduated University of North Dakota physician assistant program in 1995. Since that time she has had the opportunity to care for patients in primary care, rehabilitation, addiction, internal medicine, and adolescent psychiatry. She is now retired but enjoys doing relief work at miCare. She is now an avid pickle ball player, water aerobics instructor and enjoys anything outdoors.



JANINE SAMUEL | LPN

Janine grew up in Billings, MT. She has been an LPN for 23 yrs and went to LPN nursing school at MSU College of Technology. She started at Deaconess in 1996 on the Med/Surg Floor. She worked home health for a few yrs, then went on to work Internal Medicine for 8yrs and Cardiology Clinic for 6 yrs. She moved on to Assisted Living in 2009 at Grand Park, then started at St John's in the Transitional Care Rehab in 2015 and she still works there part time. She started with miCare in June and is excited about this opportunity and new journey. She is a people person who enjoys taking care of others. She has a 26 yr old daughter. In her spare time she likes to read, and spend time with family and friends.

Is my information confidential?

Your medical information is confidential. miCare follows all HIPAA and Federal regulations associated with protecting personal health information. miCare will never share your personal health information with your employer or anyone else without your prior authorization. Your medical care is delivered by trained, certified, caring professionals. Come see us soon!

miCareHealthCenter.com

miCare
Health Center
Old Laurel Middle School
410 Colorado Ave
Laurel, MT 59044
T: 1.866.888.8035
P: 406.628.3340



PAYNEWEST'S DISCOUNT MARKETPLACE

A WORLD OF DISCOUNTS IS WAITING. SAVE BIG EVERY DAY.

Enjoy discounts, rewards and perks on thousands of the brands you love in a variety of categories:

- ✓ Travel
- ✓ Auto
- ✓ Electronics
- ✓ Apparel
- ✓ Local Deals
- ✓ Beauty and Spa Tickets
- ✓ Entertainment
- ✓ Restaurants
- ✓ Health and Wellness
- ✓ Education
- ✓ Sports & Outdoors

Visit paynewestrewards.benefithub.com
now to start saving!

Hertz

CityPASS

SixFlags

NutriSystem

Vitamix

Hotels

GROUPON

AMC THEATRES

AVIS

Sams Club

Budget

DELL

employee AUTO BUYING
POWERED BY TRUECar

TICKET MONSTER

hp

Lenovo

Office DEPOT
OfficeMax

jiffylube

Questions?

(866) 664-4621

customercare@benefithub.com

PayneWest
INSURANCE



PayneWest.com

Good afternoon, I wanted to send a personal thank you for your donation to the Viracon Employee golf outing

We had a great turn out 96 golfers, and we had a great day for golfing. There are always happy faces when they can win prizes at the end of a day of golfing. We had lots of laughs and thankfully no one got hit by a golf ball. Some of these people are scary.

Again from all the employees that attended the event THANK YOU. If not for the generous donations from business partners Like Woods Power Grip, it would just be an afternoon of golf. You help make is special.

Curtis Wilker
Viracon Warehouse
Services Manager



WPG ANNUAL CHRISTMAS PARTY

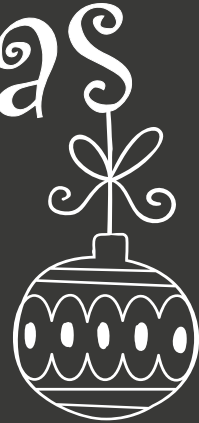
KATIE WHITMOYER, HR/SAFETY MANAGER

Can you believe it? It's already time to start thinking about the Annual Christmas Party again! The details for this year's party are below. As always, if anyone has any comments/questions/suggestions related to the Annual Christmas Party, I'm always open to hearing them!



MERRY

Christmas PARTY



Don't be a Grinch!
Come Party with us

FRIDAY, DECEMBER 13
COCKTAIL HOUR 5:30PM

DINNER 6:30 PM

BIG HORN RESORT
1801 MAJESTIC LANE
BILLINGS, MONTANA

RSVP TO KATIE WHITMOYER

BY TUESDAY, NOVEMBER 26



WPG 2019 Christmas Party RSVP

EMPLOYEE _____

☐ NON-ALCOHOLIC FOR ME

☐ NON-ALCOHOLIC FOR MY GUEST

☐ FULL BAR FOR ME

☐ FULL BAR FOR MY GUEST

