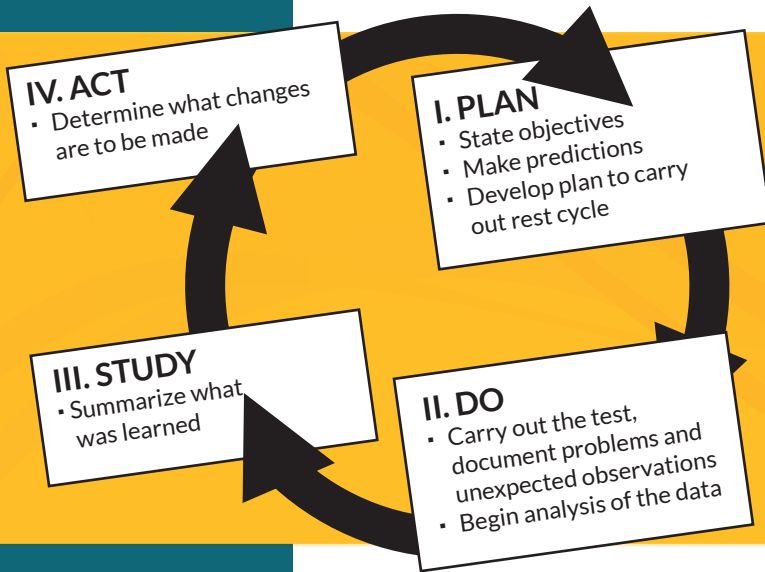


WOODY'S WORLD



Problem solving is part of everyone's daily cycle whether it is small or large. The Deming Cycle also known as the Scientific method helps introduce a 4 areas of action with 7 steps of problem solving that you can apply to all sorts of problems.

VISITORS FROM DENMARK

BRYAN WOOD, PRESIDENT & CEO

Our recent visit from Jan and Anders from JLM Teknik went very well.

The primary reasons for the visit were:

- to discuss why we went to the new Intelli-Grip/DC3 power system;
- to discuss issues we have seen with the system and how we have addressed them;
- to hear what issues they have experienced, and;
- to talk about possible future developments that we could pursue with the new system.



We started off the visit with a tour of the facility. As always, I was extremely proud of the WPG crew. During the tour, everyone was very courteous and several people took time to explain to our visitors what they do. Your hospitality set a positive tone that helped set everyone at ease and contributed to us being able to have a productive exchange of ideas during the several hours of meetings that followed.

In our meetings, Bryan S., Steve, Carl and Holly did a great job of giving some background information on the development process and explaining the changes and revisions the system has gone through. Throughout the course of the meeting, we were able to determine that many of the issues JLM has had to deal with were caused by connections in the system that were experiencing some electrolytic corrosion in their extremely wet,

humid, salt-water environment. Because of this, we will be experimenting with changes to some of the connections in an effort to inhibit this process.

Thanks again to everyone for being such outstanding ambassadors for WPG. By doing so, you helped us take another step forward in learning what it's going to take to continue improving our products.



QUALITY & CONSISTENCY ARE A TEAM EFFORT

HAPPY Birthday

MARCH BIRTHDAYS

Jodi Schreiner	3/1
Mike Longbottom	3/2
Cam Schriver	3/5
Carl Ritterpusch	3/6
Michelle McCrea	3/16
Randy Davis	3/17
Kent Kulesa	3/17
Mike Manders	3/18
Erin Calhoun	3/23
Keelan Hofferber	3/23
Bob Robinette	3/24
Bryan Wood	3/25
Kevin Wilson	3/27
A.J. Speidel	3/31

APRIL BIRTHDAYS

Doug Jablonski	4/3
Jake Knaub	4/4
Rhonda Sivonen	4/6
April Acosta	4/6
Dan Page	4/7
Amanda Wilkey	4/11
Benjamin Maddy	4/12
Jeff Dionne	4/12
Brenda Lawver	4/12
Daniel Meuchel	4/17
Megan Goettl	4/17
Paul Moe	4/22
Les Fischer	4/26
Brad Cain	4/28
Valerie Seymour	4/28



5 DANGERS OF USING COMPRESSED AIR

LES FISCHER, SAFETY AND TRAINING SPECIALIST



Using compressed air to clean yourself is not without danger!

An accident with compressed air happens quickly — especially when employees are not aware of the dangers associated with it, or do not follow work procedures closely. Oftentimes, employees use compressed air to “de-dust” themselves; however, there are major risks involved. Because of the concentrated flow, high pressure and high speed, using compressed air can result in skin wounds. **Direct contact**

with compressed air can have serious or even fatal consequences. Even when using a safety nozzle, which keeps compressed air below 30 psi, the risks to the human body remain real.


The 5 dangers are:

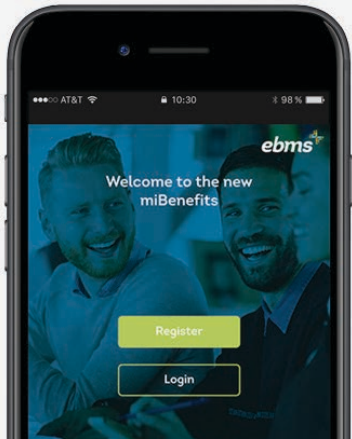
1. Hearing damage.
2. The lungs, stomach or intestines can rupture if compressed air is blown into the mouth.
3. Even through a layer of clothing, compressed air can enter the body through the navel (belly button) and rupture the intestines.
4. Compressed air can enter the bloodstream and cause an embolism with serious to fatal consequences: If an air bubble enters the brain, it can cause a stroke. Or, if an air bubble enters the heart, it can lead to a heart attack.
5. If compressed air is directed toward the eye, it can blow out an eye.



Safety Tips and Precautions When Using Compressed Air

- ☒ Never aim compressed air toward your body.
- ☒ Wear personal protective equipment. (Another potential danger of compressed air is the possibility of dislodging small particles of metal, wood and other debris from a surface, sending them flying into the air.)
- ☒ Use an OSHA-approved nozzle.
- ☒ Check air compression equipment before using.







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BOND'S BITS

GARY BOND, PRODUCT ENGINEERING MANAGER

As most everyone knows, we have a couple of big lifters getting built. It is hard to walk in production without seeing parts of them. I wrote about them a year ago when we were just getting started. The process of defining what the customer needed and negotiating a timeline has been drawn out. Now we are seeing the results. There are two separate lifters and each one will have 3 interchangeable pad frames. These are heading to Los Angeles to install the outer skin on the Lucas Museum. One lifter will use a counterbalance to hang from a crane to install the skins on the top half. The other will be mounted on an oversized telehandler forklift to install the skins on the bottom half. These will have more motions than anything we have done — they will also have more adjustability and a pretty big capacity. The final ship date for everything is still a bit in flux, but some representatives from the contractor will be coming up in February to see how they work. Overall this project has been consuming most of the time in Engineering

for quite a while. Daniel is the project manager, but he has a lot of assistance from Kelly, Sean, Bryan and Josh. That has meant other projects have been hard to find time to get attention. In December, these lifters started getting built and are taking a lot of time in production. The parts have been getting ordered and taking up a lot of space as well.

We have spent a lot of resources on updating lifters in Europe to meet a technical criteria. We have now designed and created the numbers to build the update kits they need, but we will continue to build the kits for some time. That also drove changes to new lifters. The full list includes:

- changing the MRTA6 to be a MRTA8;
- changing the MRTALP6 to be a MRTALP8;
- changing the hosing and minimum vacuum level on the MRTALPCH6, and;
- changing to use the RF1216 pads on the MT2 and P11102 lifters.

Newbies that have worked here less than 10 years may have never seen the 1216 pad, but it is a mold we had before I started 32 years ago. Until now, it was never used much and had been in storage for a long time.

We have been working on continuous improvements to the Intelli-Grip system as we identify issues in production and in the field. That means when there is an issue, regardless of how small, we want to have Gary or Carl part of looking at it so we can find improvements. In 2020 we expect to have several dealers visit to get a more in-depth review of the Intelli-Grip system and find more improvements.

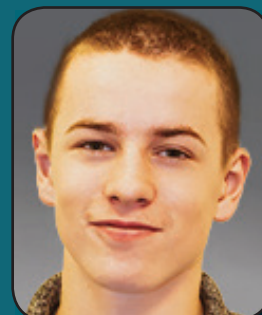
A bit over a year ago, we had a string of issues with the foam for the FS625 vacuum pads. It appeared that we received some problem batches of foam. As Chad started testing pads and new foam arrived, the problem went away and we were starting to feel like we had things under control, even though we didn't really

continued page 5

NEW EMPLOYEES



BRIANA MILLS
Hand Cup Assembly



BRADY LEWIS
Maintenance



BRITNEE ATKINSON
Front Office



ETHAN RENNER
Hand Cup Assembly



Dear. Woods Power grip.
We want to thank you for the wonderful Christmas gifts. you all made our Christmas this year we cant thank you enough. My boy's were very happy with every thing they got. And same with my husband and I. we are very thankful for every thing you guys did for our family. wishing yall a happy 2020!

much love
Cortez family

**WE ARE
HIRING!**

**JOB
OPENINGS**

**Production Technician
– Hand Cup Assembly
Tue-Fri 6 AM to 5 PM**

**Molder/Production
Technician
Mon-Fri 8 AM to 4 PM**

**CADD Drafter
Mon-Fri 8 AM to 5 PM**

**Production Technician
– Machining
Tue-Fri 6 AM to 5 PM**

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successfully hired!

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for more information

ACCOUNTING UPDATES

KELCIE LOHOF, STAFF ACCOUNTANT

Welcome to tax season!



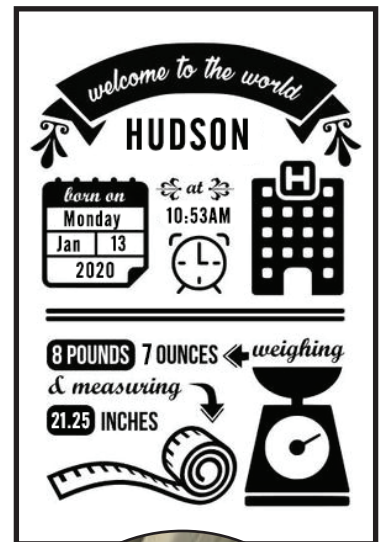
- Corporatetaxes, depreciation, W2's, W-4's, 1099's, 5500's... the month of January sure keeps us in Accounting on our toes. Just when we think we know all of the regulations for filing these forms, the government decides to make changes. Thank you all for your patience in receiving W2's – trust me, Brenda has been putting in some LONG days in order to get these out on time.

- Lower sales in November and December have resulted in a weak cash flow start to 2020. But with higher-than-average sales anticipated for January and February, hopefully we will see that cash pick up by mid-end first quarter. Stay tuned – if you see a robotic arm on the production floor, it must mean cash flow has started to stabilize. ☺

- The Roth IRA option is now available through WPG's 401k

plan. So, when making your contributions, you can elect to put them into a traditional IRA (no taxes today – taxed when withdrawing during retirement) or into a Roth (taxed today – no taxes when withdrawing during retirement). Our advisor from TTG Financial Services has been out to our building a couple of times, but if you didn't get the opportunity to discuss your portfolio with Tarra, please don't hesitate to contact her (tarra@ttgfinancial.com or 406-256-6112) and schedule an appointment at her office in Billings.

- The most exciting news to come out of the accounting department is the arrival of **HUDSON DEAN!** Kelsie Dolman (Accounts Payable) welcomed her little guy into the world – at 8 lbs., 7 oz. and 21.25 in. – on Jan. 13 at 10:53 a.m. She is now taking some well-deserved time off to enjoy snuggles! So, if you have questions regarding AP issues, feel free to come ask any of us in the offices and we'll try our best to help you out or direct you to someone who can.



GLASS EXPO WEST

**BARRY WOOD, VP MARKETING & COMMERCIAL
DEVELOPMENT**

The semi-annual Glass Expo West was held for the third time. It took place in San Diego on Dec. 4-5, 2019. The new venue of San Diego was a change from the first two events, which were held in the Irvine area (between Huntington Beach and Anaheim).

Although it is just a regional show, it was well-attended. These regional shows are short and sweet, but they are nice because they make it possible for local companies – ones that might not be able to attend the national show – to come and talk to the people who provide the industry with tools and supplies used every day by companies.

BOND'S BITS (CONTINUED)

know what was different. In November, we got word we couldn't get the foam we had been buying. That put us back to square one, and in search of a different foam. So far we haven't found the magic solution, but we're still chasing some leads.

Josh has been working on a review of the metal hand cup. That single product family is easily the largest one in sales we have. It has undergone a lot of changes over the 50+ years it's been around, but mostly they've been small changes. Working with production and

sales, we're looking at some more noticeable changes. We still haven't made the final decisions of what changes will be included and when it will be shipping. Some prototypes are getting made to help make those plans. Expect to see and hear about changes in 2020.

THE LAUREL OUTLOOK

Thursday, January 30, 2020 — 7

LHS civics win We the People Civics Competition

On January 21st, 2020, Laurel High School's Honors Civics classes, along with teacher Mr. Lee Deming, traveled to Helena to participate in the State We the People competition. This competition tests the student's knowledge of the history, philosophy, and application of the US Constitution.

Laurel High School's 18 competitors took first place have accepted an invitation to compete in the National Finals in Washington, DC in late April. The Laurel students did an outstanding job defending their positions and answering ques-

tions posed by an extremely well-qualified panel of judges. In order to travel to the National Competition, each student must raise well over \$1800. The students plan to raise this money through a combination of work, donations, and a raffle.



Courtesy photo
The 2018 State Champion "We the People" team is seen after the competition in Helena on Jan. 21. The LHS students will travel to Washington D.C. in April for the National Competition. The students are (in alphabetical order): Alexandra Amestoy, Britnee Atkinson, Symphony Fike, Jacob Klein, Jayden Lyon, Donald Maurer, Ava McKeever, Kade McIlvain, Tenley Miller, Jack Novasio, Trinitee Powell, Abbey Scott, Samantha Spitzer, Chris Steinmase, Megan Steinmase, Claire Studiner, Andrew Sutton and Trey Teegarden.

WAY
To
GO

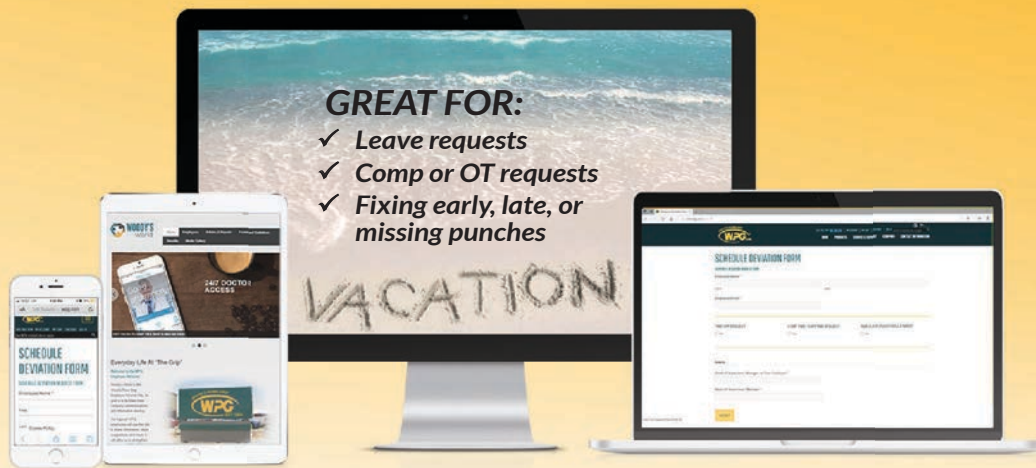
you
are
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Symphony
& Britnee!

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UPCOMING EVENTS

WPG REPAIR TRAINING

Wear WPG Gear
Tue-Wed, Feb 4-5

EASTER HOLIDAY

WPG Holiday
Fri-Mon, April 10-13

WPG REPAIR TRAINING

Wear WPG Gear
Wed-Thur, May 6-7

MEMORIAL DAY

WPG Holiday
Monday, May 25

MUSTANGS BBQ & BASEBALL GAME

Sunday, June 21

PHOTO CONTEST

Photo Entry Deadline
Wednesday, July 8

LABOR DAY

WPG Holiday
Monday, September 7

WPG REPAIR TRAINING

Wear WPG Gear
Wed-Thur, Nov 4-5

THANKSGIVING

WPG Holiday
Thur -Fri, Nov 26-27

CHRISTMAS PARTY

Bighorn Resort
Friday, December 11

SHUTDOWN

WPG Holiday
Thur - Fri, Dec 24-Jan 1