

# WOODY'S WORLD

**NO MATTER HOW GOOD OR BAD YOUR LIFE IS, WAKE UP EACH MORNING AND BE THANKFUL YOU STILL HAVE ONE.**

## WPG UPDATES

BRYAN WOOD, PRESIDENT

It is hard to believe that another summer has come and gone already. It has been a strange summer. With so many of the events, that we normally look forward to in the summer, being cancelled it had a different feel to it. With no concerts, baseball games, and very few large gatherings in general I would have to say it felt like a very quiet summer.

Another thing that has been a little quieter than normal is our sales. Second and third quarters are normally our busiest times of the year. This year the orders we took in the second quarter were the lowest we have seen in several years. Sales followed suit with second quarter sales being about 33% less than they were in 2019.

It is not all bad news though. Third-quarter sales look like they are only going to be about 10% less they were in 2019. Hopefully this recovery continues into the fourth quarter. The amount of orders

we took in the third quarter were very close to what we took in the third quarter of 2019. I would like to say this is a good indicator that fourth-quarter sales will be similar to last year's. However, with the pandemic still going on and an election right around the corner,

**If sales remain close to their current levels, we should make it through the year without having to take any additional cost-cutting measures.**

there are just too many variables to take into consideration to make a fourth-quarter sales prediction with any level of confidence.

Another piece of good news is that,

thanks to some of the government stimulus programs and some of the actions we took early on in the crisis, I am comfortable with our current financial position. We continue to run multiple scenarios to make projections on cash position over the next several months. If sales remain close to their current levels, we should make it through the year without having to take any additional cost-cutting measures.

It has been forecasted that economic activity could recover to pre-pandemic levels by the end of the first quarter or sometime in the second quarter of 2021. However, the experts' forecasts the past six months have not been the most accurate. I do think we are through the worst of the economic downturn caused by the pandemic, so even if we do not reach full recovery that quickly we should at least see some stabilization over the coming months.



**QUALITY & CONSISTENCY ARE A TEAM EFFORT**



## NOVEMBER BIRTHDAYS

Jacob Ezell	5
Trevor Thompson	6
Lane Miller	9
Laura Dubell	9
Andrew McGann	12
Kazz Siewing	16
Katie Whitmoyer	16
William Patterson	22
Conway Hendrickson	23

## DECEMBER BIRTHDAYS

Pearl Richter	2
Lee Ann Wood	5
Chad McNeese	9
Carol Brooks	12
Brad Wood	13
Aspen Ryder	15
Kyle Schmidt	16
Mila Becker	23
Marty Peterson	27
Marcy Munguia	30



# WOODY OPEN 2020

KATIE WHITMOYER, HR/SAFETY MANAGER

I think there's an old saying that goes something like, "A bad day of golf is better than a good day of work". I'd definitely say that this saying would hold true, especially in the year 2020. While Saturday, September 26 was not ideal golf weather (it was a bit on the windy side), it was still a wonderful day since we got to actually golf this year for the Woody Open!

We had 10 teams of four, and one team of three, for a total of 43 players total this year. A huge thanks to everyone who participated and helped out this year. I think this tournament just gets better and better every year!

- **First Place Overall:** Carol Brooks, Bob Brooks, Jon Gallagher
- **Second Place:** Josh Eickhoff, Nic Eickhoff, Jeano Picchioni, Erik Freeman
- **Highest Score:** Brenda Lawver, Stacy Lawver, Terry Lawver, Kristie Lawver



## FLAG PRIZES:

HOLE	2020 WOODY OPEN FLAG PRIZES	WINNER
1 - Par 4	Closest to the Pin in 2 shots, on the Green	Katie Whitmoyer
2 - Par 3	Closest to the Pin in 1 Shot, on the Green	Jon Gallagher
3 - Par 5	Longest Drive in Fairway	Trever Pankratz
4 - Par 4	Longest Putt from on Green	John Schriver
5 - Par 4	Longest Drive in Fairway - Women Only*	Tie: Lacey Thompson/Allison McDonald
6 - Par 4	Closest to the Pin in 2 Shots	Jon Gallagher
7 - Par 3	Longest Putt from on the Green	Justin Smith
8 - Par 5	Longest Drive in Fairway	Jon Gallagher
9 - Par 4	Closest to the Pin in 2 shots, on the Green	Pat Ryan
10 - Par 4	Longest Drive in Fairway - Must Use This Ball for Next Shot	Kruiz Siewing
11 - Par 3	Longest Putt from on Green	Shane Pankratz
12 - Par 5	Closest to the Pin in exactly 3 Shots	Erik Freeman
13 - Par 4	Longest Drive in Fairway - Women Only*	Lacey Thompson
14 - Par 4	Closest to Pin in 2 Shots, On the Green	Bob Brooks
15 - Par 4	Longest Drive in Fairway - Women Only*	Morgan Eickhoff
16 - Par 3	Closest to the Pin in 1 Shot, On the Green	Bob Brooks
17 - Par 4	Longest Putt from on Green	Jon Gallagher
18 - Par 5	Longest Drive in the Fairway, Must Use This Ball for Next Shot	Cole Whitmoyer

# MARTIN BROTHERS VISIT

HOLLY ANDERSON, TRAINING COORDINATOR



You might recall that last spring, just as the country was going into lockdown, semi-trucks were pulling into WPG ready to load the most complex lifters designed and produced in the shop and haul them to California

where they will be used in the construction of the Lucas Museum of Narrative Art.

The company who purchased the lifters, Martin Brothers, were in house September 29-30 to receive training on their equipment. The lifters have two systems, hydraulic and vacuum; Daniel, Kelly and Josh spent the better part of the first day going over operation and maintenance for each of these systems. The engineers provided information on their design process to the representatives of Martin Brothers and explained to them

why certain system decisions were made.

The remainder of the time with Martin Brothers was sent going over leak detection and repair. Carl and I took the lead on that and went over a more lifter specific presentation than what we typically cover in the bi-annual class.

The Museum is going to take years to build - Martin Brothers said they expect to be on the project for at least all of 2021 and have yet to set any panels. It's going to be exciting to watch this project unfold!

# FLAKESGIVING & ADOPT-A-FAMILY

STACY LAWVER, MARKETING

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

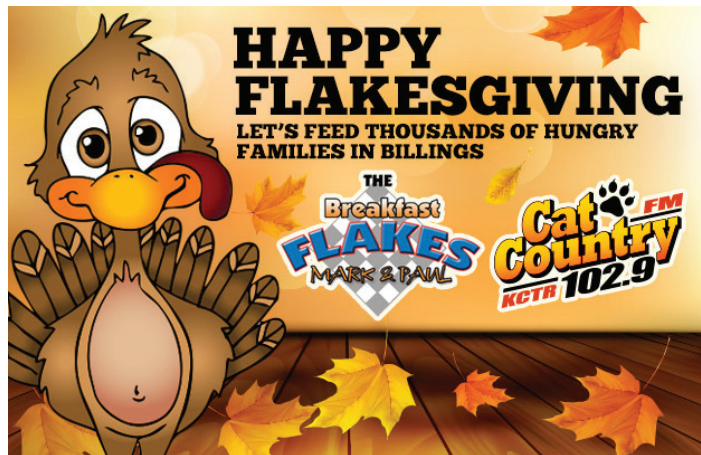
The annual **Flakesgiving** benefit raises money to provide meals to local families in need. The cost of each meal is about \$30 and feeds 7-10 people.

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 **WPG's total donation of \$1,180 fed nearly 40 families!** WAY TO GO WPG!!

Next WPG sponsored 3 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 \$1,140 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. 26, 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. 13. Beginning Monday, Nov. 16, we will start collecting for Adopt-a-Family; those donations will be received

through Monday, Dec. 7. 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 Monday, Dec. 7.

If you have the approval of your supervisor and are willing to spare approximately 2 hours December 9-14, Lee Ann will need 1-2 volunteers to help purchase, wrap and deliver gifts. Please see Lee Ann by Tuesday, Dec. 8 if you are interested.

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

## NEW EMPLOYEES



KAYLA CICOLANI  
Hand Cup Assembly



SAM LITTLE  
Hand Cup Assembly



MAESON COTTER  
Hand Cup Assembly



CHANIELLE HAWKINS  
Frame Assembly



## NEW EMPLOYEES



SIERRA BRANSTETTER  
Handcup Assembly

## IN SEARCH OF...



IF ANYONE HAS A VINTAGE, TEAL WPG HAT THAT THEY ARE WILLING TO PART WITH, PLEASE SEE BARBARA IN MARKETING. WE HAVE A CUSTOMER WHO **REALLY** WANTS ONE.

# 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 2021?

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 2021. If you have your spouse on the plan as well (or anticipate putting them on the plan in 2021), 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 will be having a blood draw opportunity here on October 13 and 14 for employees and spouses to complete the first step. If you do not have blood drawn here 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. You can also, however, have it done by another primary care provider, if you'd like.

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. After the blood draws on the 13th & 14th, miCare will have representatives onsite to help you and your spouse schedule follow-up appointments. WPG also has reserved a miCare provider to do follow-ups for employees only on October 28 and 29. These visits will be virtual visits that can be conducted while at work. The follow-up visits these days are reserved for employees only, therefore spouses will need to make a follow-up appointment for a separate day.

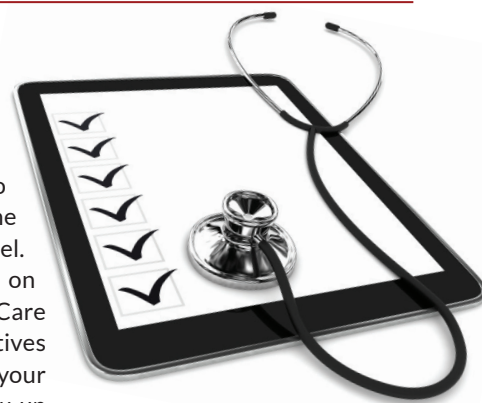
### 4. WHEN DO I NEED TO HAVE THESE STEPS DONE BY?

Nov. 13, 2020 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 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 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](http://www.ebms.com) and click the green "log-in" button at the top of the page. You'll need to log-in to your

# HEALTH INSURANCE DISCOUNT FAQ

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.



ON-SITE BLOOD DRAW  
TUES-WED, OCTOBER 13-14



ON-SITE FOLLOW-UP  
WED-THURS, OCTOBER 28-29

FINAL COMPLETION DATE  
FRI, NOVEMBER 13

## 2020 CHRISTMAS PARTY UPDATE

KATIE WHITMOYER, HR/SAFETY MANAGER

About the one thing that has been "normal" for this year is how fast the holiday season seems to be sneaking up on me. I don't know about you, but every year it seems as though I get caught off guard with how quickly October, November and December come and go (even quicker than summer!). With this time of year approaching, naturally we are starting to anxiously anticipate all of the fun and festivities of the season. However, in true 2020 style, all plans that have always seemed so routine, are becoming not-so-routine. Unfortunately, this is likely to be the case with the

Annual WPG Christmas Party as well. We are still trying to

**We promise you that whatever type of celebratory gesture is decided upon, it will be one to remember**



determine what, if any, the party would look like this year.

As has been the case all year, and will always be the case, we want to make sure we do what is right for the safety and health of all WPG employees and family members, as well as comply with COVID recommendations. *Whatever is decided will likely be communicated through e-mails and huddle boards*, so be watching those places for the latest updates. As much as I wish this newsletter contained an RSVP for the Christmas Party, we promise you that whatever type of celebratory gesture is decided upon, it will be one to remember.

# WPG SHIRTS!

choose your style



choose your color



order online



You can order shirts at [wpgteam.com](http://wpgteam.com) under Benefits!

## We're HIRING

1 FULLTIME  
CADD DRAFTER

1 FULLTIME  
PRODUCTION  
TECHNICIAN  
FRAME ASSEMBLY

2 FULLTIME  
PRODUCTION  
TECHNICIANS  
HC ASSEMBLY

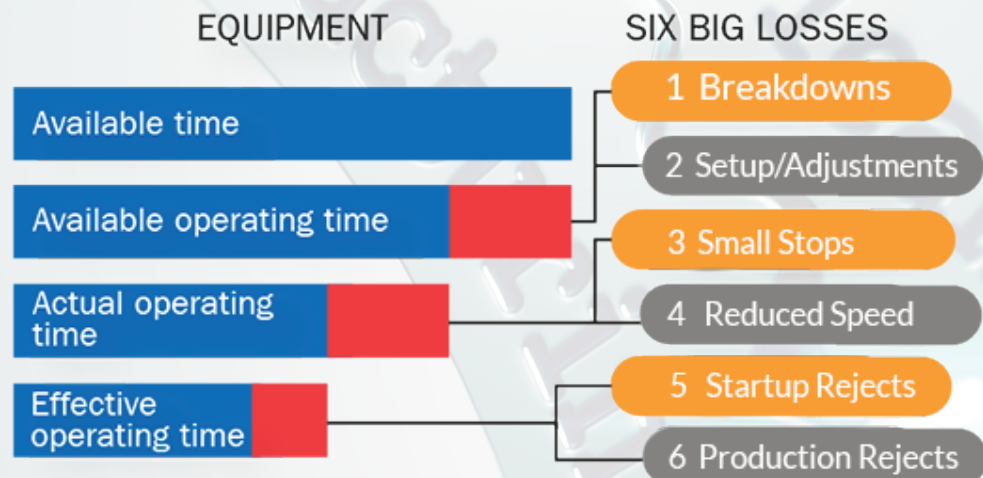


Happy  
HALLOWEEN

Don't forget to take  
pictures of those kids  
(little ones and big  
ones) in costume and  
turn them in to Stacy  
by Nov. 30<sup>th</sup>

# SIX BIG LOSSES

These losses are the basis as a guide  
for confronting the common 8 wastes.



## IMPORTANT: 2021 INSURANCE BENEFIT OPEN ENROLLMENT

KATIE WHITMOYER, HR/SAFETY MANAGER

Open Enrollment for 2021 insurance/flex benefits is right around the corner. If you're not sure what "Open Enrollment" means, it is the 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 (i.e. health insurance, flex, dental, vision, life, etc.). We are still waiting to finalize benefit plan details, but as soon as we have it all, we will be sure to come up with a way to ensure everyone is informed on benefit options for 2021. Please be starting to think, however, about what you may be wanting to do for benefit enrollments for next year.

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 (add coverages, opt-out of coverages, add/remove covered persons,

etc.). The only way to be able to make changes mid-year are if you experience a "Qualifying Event" (e.g. Births, Marriage, Divorce, Loss of Coverages,

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insurance benefit  
plan changes**



etc.) OR if you are not eligible for certain benefits on January 1, you have a 30-day window to enroll in benefits when you do become eligible for them.

As we did last year, after details are announced, I'll be spending a solid few days trying to gather everyone up from around the building to sign off on the enrollment sheets, as this is a lengthy process that requires a lot of steps both on my end and on the insurance companies' ends. If, during this process, you could take the initiative to stop by my office as soon as possible to sign off on your forms, that would be much appreciated too! And a reminder- EVERY full-time employee is required to sign off on one of these forms, whether you are opting-in or opting-out of benefits, and 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.

# SAFETY TIDBITS -WHAT TO DO IF THERE IS A CHEMICAL SPILL

LES FISCHER, SAFETY & TRAINING SPECIALIST

## HOW DANGEROUS IS A SPILL?

There is no simple answer to that question, because the hazard level depends on a variety of factors. Beyond the properties of the actual material itself, the degree of hazard may also depend on just how much material was spilled, where the spill occurred and what surface received the spill, the amount of ventilation in the area, and the temperature of the surface, immediate area, and the chemical itself. Depending on the specific hazards involved, it may be necessary to evacuate the area or to take steps to prevent against environmental damage.

Each individual is responsible for reading, understanding, and accessing the information in the Safety Data Sheets (SDS) for **ALL** chemicals they are working with, or may be exposed to. SDS's describe the hazards the chemical presents and give information on chemical handling, storage, and emergency measures in case of an accident.

## 1. COMMUNICATE THE HAZARD

Immediately notify others working in the area, and the supervisor along with the Safety Department, and if the situation warrants it, evacuate the area. If needed, call 911 or follow the established Emergency Action Plan to call for help. It's an excellent idea to have someone who is familiar with the incident and the layout of the department remain on the scene to assist the first responders, assuming that it is safe to do so.

Make sure that anyone who is injured or has been contaminated is removed from the immediate area and taken to a safe place. This underscores the importance of workers knowing the proper steps to take for each chemical they work with.

## 2. CONTROL THE SPILL

This step focuses on ensuring that the spill does not become any worse. If there is a way to stop the spill or minimize the chances of it becoming worse,

**Each individual is responsible for reading, understanding, and accessing the information in the Safety Data Sheets (SDS) for all chemicals they are working with, or may be exposed to. SDS's describe the hazards the chemical presents and give information on chemical handling, storage, and emergency measures in case of an accident.**



take those actions (such as closing a valve or righting a container that has tipped over). Workers should immediately don appropriate PPE for the chemical and the nature of the hazard. In some cases, that

will include proper respiratory protection.

If possible (and appropriate), shut down any potential sources of heat or ignition. Increase ventilation to the area if that will safely disperse any fumes.

## 3. CONTAIN THE HAZARD

Once the immediate situation has been addressed, take steps to keep the spill from spreading to other areas or contaminating adjacent surfaces. Depending on the material and situation, this usually involves confining the spilled material to a small area by using some type of absorbent material or neutralizer. Start spreading those materials around the perimeter of the spill to prevent it from expanding.

Prevent the spill from spreading to floor drains or other places that may allow the material to flow into environmentally sensitive areas. You may need to build a dike to block or direct the material, or use a special product such as a spill sock.

If you have to leave the area during this process, be sure to block access to the spilled material with caution tape or some other method that will prevent others from coming in contact with it.

A **SPILL CONTAINMENT KIT** will be made available in the main powder coating area. The "Spill Kit" will contain: spill socks and pads, waste disposal container, acid neutralizer, and PPE. Using the items in the spill kit, contain the spill as best you can, if it is safe to do so. Then proceed to evacuate the area and contact the supervisor and/or the Safety Specialist immediately.



## UPCOMING EVENTS:

**ONSITE BLOOD DRAW**  
Tues-Wed, Oct. 13-14

**ONSITE FOLLOW-UP**  
Wed-Thurs, Oct. 28-29

**HEALTH INSURANCE DISCOUNT DEADLINE**  
Friday, Nov. 13

**FLAKESGIVING DEADLINE**  
Friday, Nov. 13

**THANKSGIVING HOLIDAY**  
WPG Closed  
Thurs-Fri, Nov. 26-27

**ADOPT-A-FAMILY DEADLINE**  
Monday, Dec 7

**CHRISTMAS PARTY**  
Friday, Dec 11  
(Tentative)

**WINTER SHUTDOWN**  
Thurs-Friday  
Dec 24 - Jan 1



# GLASS EXPO - 5K

BARBARA MURPHY, MARKETING AND COMMUNICATIONS LIAISON

This year has been particularly challenging from an industry trade show standpoint. Because of COVID-19, all in-person trade shows were canceled. However, that didn't deter the National Glass Association (NGA) or Glass Expo organizations from attempting to rally the industry. NGA held a monthlong virtual online event in September called GlassBuild Connect, while the Glass Expo team produced a virtual event Sept.



9-10 that mirrored a typical trade show schedule. Along with virtual exhibit booths, the Glass Expo VE was bolstered by educational and virtual networking events like morning yoga, wine tasting, happy hour and a 5k run to benefit St. Jude's Children's Research Hospital.

While no one here was all too excited about the other networking events, we were excited about the Glass Expo VE 5k Run! The Wood's Powr-Grip team came out in full force, with more participants than any other company or organization. While some of the 26 entrants participated remotely or at another time, most suited up for the run on Sept. 9 at 7 a.m. in 37° weather—BRRR! Barry Wood was taking some

PTO in Reno but didn't want to miss out on participating, so he chose to run remotely. His enthusiasm really encouraged the marketing team to get behind the event and create awareness. Also very helpful to the big turnout: We have some habitual runners in the company. And, if we had counted a couple stroller babies, the total would have been 28! As far as who had the fastest time, that's anyone's guess (might have been one of those stroller babies). But it was a fun run, not a race! In the end, our group of employees and family members raised just shy of \$1,000 for St. Jude's!

**The Wood's  
Powr-Grip team  
came out in full  
force, with more  
participants  
than any other  
company or  
organization.**



Because of this high level of participation, WPG was featured prominently in industry publications and social networks throughout the Glass Expo VE event. It turned out to be a very viable public relations story for us, and it reinforced WPG's image as being one of the good guys. Besides the photos shown here, we produced a fun video that captured the spirit of the run. It was shared in an e-mail to thousands of US Glass



and DWN magazine subscribers and will live on virtually in perpetuity on DEBlog, the blog of US Glass Magazine publisher Deb Levy.

Thanks to all who participated on that chilly morning in Montana, as well as remotely in Arizona (Alex Wood), Nevada (Barry) and Brazil (Marcus)! Thanks also to WPG for sponsoring the runners and making the contribution to St. Jude's. Video, photos and other material for the run were a team effort by myself, Jake, Lee Ann and Stacy. To see more photos and the video, go to our Facebook page and check it out!



Video  
<https://www.facebook.com/watch/?v=637544487196863>

Photos  
<https://www.facebook.com/powrgrip/photos>

Blog  
<https://deblog.usglassmag.com/no-place-like-rom/>



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.