


WOODY'S WORLD



**“THIS NATION WILL REMAIN THE
LAND OF THE FREE ONLY SO LONG AS
IT IS THE HOME OF THE BRAVE.”**

- ELMER DAVIS

ROLLING WITH CHANGES IN SEASONS – AND BUSINESS

BRYAN WOOD, PRESIDENT & CEO

I have to admit, I love this time of the year. It is so nice to be able to go pretty much anywhere in the state and everything is green and blooming. We all know that before too long the rain will quit, the countryside will dry out, and the hillsides will change back to their normal golden brown color. So like so many things in life you just have to enjoy it while you can and then be ready to move on to the next season when the time comes.

Business is much the same. It is constantly changing and you have to make the most of the times you are in and be mentally prepared to change as the world around you changes. At the group meeting we talked about how we have enjoyed a strong start to the year. It appears we are going to ride that wave of robust sale at least through the second quarter. Beyond that the economic indicators are mixed. We saw housing starts drop fairly significantly between March and April, but the data coming out on

new housing permits would indicate we should see strong residential growth moving forward. We are seeing material prices increasing at all-time high rates and a slowing of

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manufacturing activity in May, but surveys indicate optimism among manufacturers. We are also seeing an economic rebound starting to hit the Euro Zone. It appears that they have been a little behind the US in opening things up so ideally we would experience increased demand from that market if the US market growth starts to

taper off. However they are also experiencing rapidly increasing input costs which could drag on their recovery.

This uncertainty in how the economy is going to recover is nothing new. For the past 12 months we have listened to economists talk about numerous possible recovery patterns. I think the most common letters used to illustrate the various types of recoveries that were being predicted have been V, U, and W. We have been seeing what looked like a V shaped recovery and we are just hoping it doesn't turn into a W.

The bottom line seems to be that no-one really knows what the next 12 months are going to look like. I guess that is why it is so important to just enjoy the hillsides while they are green and mentally prepare for seasonal changes that we know will come eventually.



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**



Happy Birthday

JULY BIRTHDAYS

Dylan Speidel	5
Joshua Schreiner	6
Gabe Bush	8
Chris Rosenberg	13
Shawn Nardella	15
Teke Thunder	19
Joe Jones	21
Andrew Hayes	25
Mackezie Serfazo	26
Sierra Branstetter	28
Joshua Seiffert	30



AUGUST BIRTHDAYS

Bryan Strobel	1
Kelcie Lohof	1
Renee Glover	3
Mary Streck	9
Eddie Borninkhof	10
Kelly Koontz	11
Aspen Cotter	13
Derrick Lefler	14
Johana Lopez-Smith	14
Trever Pankratz	19
Holly Schwarm	23
Bob Moran	31
Sandy Robinson	31



WPG OFFERS EVENING OF BASEBALL, BBQ

KATIE WHITMOYER, HR/SAFETY MANAGER

We're back at the ballpark this year! WPG's Mustang Game/BBQ is a company-sponsored family summer event that includes tickets to the game and a pregame "all-u-can-eat" buffet (along with Pepsi products and water) for each participating employee and their guests.

As in the past few years, this is meant to be a family outing. Family is loosely defined: Bring a spouse, a significant other, or a not-so-significant other. Bring a kid or a grandkid -- or, if you don't have a kid or a grandkid, invite your sister and her kids (kids should have a chance to see pro baseball up close).

Just don't invite the whole neighborhood, please. Everyone has been very good about this in the past – thank you for that.

- **LOCATION:** Dehler Park, Pavilion Area (northwest side of the park, near the batting cages)
- **DATE:** Saturday, June 5, 2021
- **TIME:** Gates open at 5 p.m. (this is when the BBQ starts). Game time is 6:35 p.m.

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HAND-CUP TEAM RIDES OUT BACKLOG, IMPROVES LAYOUT

JOSH MCDOWELL, PRODUCTION CELL SUPERVISOR

The last year has brought many challenges, along with many changes. Throughout the year, the challenges shifted between manpower and material shortages from our vendors. At one point, the order backlog was over a month. The backlog was due in part to increased lead times for materials. Fortunately, both issues have stabilized for the time being, with minor disruptions to material predicted through the remainder of the year.

As you may know, WPG decided to update the metal hand-cup line. In order to do so, material and engineering changes were made to our powder coat, 8-inch pads, and handle ends. With the update, the processes associated with the changes required a few refinements. The powder coat now comprises of

a textured mix, so we revised our air-flow parameters to compensate for the heavier particles. The handle ends are bent rather than welded, so a fixture was built to better accommodate the parts during the brazing process. The 8-inch pads now have a concave shape,

Many of the cart and cell designs were possible because direct of employee involvement or feedback.

so the testing station's programs were modified to help ease in the removal of the hand cups. These changes were made after employee feedback was given

to the product manager and a process improvement engineer.

The floor layout changes discussed in last May's article were successful. There is more point of use and better material flow, increased awareness of stock-outs, and improved ergonomics. Many of the cart and cell designs were possible because of direct employee involvement or feedback. For example, at the handle-brazing cell, a cart system for the bent handle ends and handle tubing was introduced that allows the operators to slide or roll containers once they are full, instead of having to lift them.

Lastly, we would like to welcome Sam Little, Rachael McCandless, Thurman Gerber, Kenzie Serfazo and Jason Branstetter to the hand-cup team.

FOLLOW SIMPLE RULES TO IMPROVE YOUR PHOTO-TAKING SKILLS

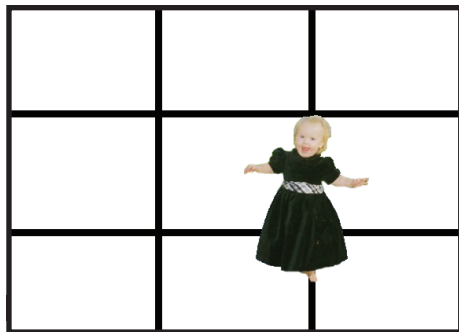
LEE ANN WOOD, MARKETING ASSISTANT, RESIDENT PHOTOGRAPHER

What makes a good picture?

I see a great view, but it's never as nice in my camera as it is in real life. And sometimes I've taken the same picture as the person next to me, but their shot is far more compelling. Why is this?

Oftentimes just cropping your picture differently will make it much more interesting, but how do you know how to crop the picture?

Here are some simple rules to make pictures come out better. You do not have to use all of the rules with each image you take. But if you use some of them, it will make for a better shot.



• **Use the rule of thirds.** Oftentimes the instinct is to put the subject matter in the dead center of a picture. Don't.

Instead, put your subject about the 1/3 mark of your picture, whether it is 1/3 left, right, up, or down. Keep your horizon line at either 1/3 up or down. If the subject matter is moving, give the subject some area to move into – so, if moving right to left, put the subject 1/3 from the right side with 2/3's of the area

what they are moving into.

• **Draw the eye of your viewer through the picture with natural lines.** This can be a road, a fence, a creek, a canyon, or any natural line that pulls the eyes from the front of the



picture to the back of the picture.

• **Watch for light, too.** This sunset photo not only has the lines to draw the viewer through the shot, but light to draw your eye. Bright spots in your picture will draw the eye to it. The light in the sky is a hero in this image, so I want to draw the eye to the light.

• **Use something in your foreground to give perspective, or frame your picture.** A good way to frame a picture is between trees. Look through a window or door. This can be a harder way to create a picture. With auto focus, it might focus on

your door or on the tree instead of your subject.

• **Look for pleasing shapes.** There are certain shapes in nature that are pleasing to the eye. One is the triangle. Triangles are often found in both the peaks of mountains or between the mountains as an inverted triangle.

• **Don't forget to tell a story.** This is especially true with people pictures. Does the

...most importantly, have fun with your camera.

picture create interest and make you wonder more about it? It is more

than, is this an unusual photo, as much as the story created. Does it make you want to be there? Does it make you wonder about what the person is thinking? Does it make you remember something? Does it create a feeling?

Amid these simple rules, remember that the most important thing is to have fun with your camera.

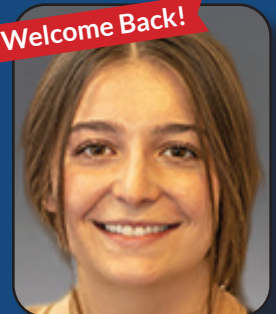


SUMMER EMPLOYEES



WYATT TSCHACHER
Maintenance

Welcome Back!



ASPEN COTTER
Hand Cup Assembly



GREGORY BONNER
Engineering Intern



CAMEREN ALBER
Engineering Intern



NEW EMPLOYEE

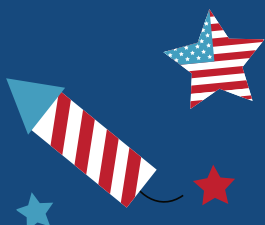


RYAN MYRUP
Frame Assembly



job postings

- 1 Full-Time Molder
- 1 Full-Time Design Engineer
- 1 Full-Time Production Technician Powder Coating
- 3 Full-Time Production Technicians Night Shift
- 1 Full-Time Night Molder



Congratulation to Kaitlyn Kerr

Kaitlyn graduated from Montana Tech with a Bachelor of Science degree in Business Information Technology Management.

Kaitlyn is the daughter of Jack Kerr



AFTER YEARLONG ABSENCE, WPG SETS UP BOOTH AT TRADE SHOW

BARRY WOOD, VP MARKETING & COMMERCIAL DEVELOPMENT

As of May 20, we've finally gotten back to exhibiting at trade shows. The last show that included a WPG booth was held in February 2020, and we haven't had anyone travel to attend a trade show since mid-March of that year. But May 20-21 we had a booth at a regional show in San Antonio Texas.

It was an interesting show from the aspect that the current CDC guidelines for trade shows is out of date. This meant that between every booth was an empty space, nearly the size of an occupied booth. It also meant that everyone was "required" to wear a mask, as show organizers very politely asked people to cover their faces constantly throughout

the show. By the end of the show, however, it was obvious they were fighting a losing battle as more and more people – attendees and exhibitors alike – took off their masks.

For a regional show, it was very well-attended. There was no noticeable dip in attendance due to the pandemic. If not for

There was no noticeable dip in attendance due to the pandemic.

the occasional person on the street who could be seen with face coverings, it would have been easy to forget that the pandemic ever happened while in San Antonio.

Participating in trade shows is one thing we have done to



market Powr-Grip since the 1970s, but this old approach is feeling new. However, we are making some advertising efforts that are, in fact, new:

- We've run a few ads and submitted articles for the main glass magazine in Spain. This magazine is distributed throughout Latin America, as well.
- We've been working with social-media influencers for the glass industry, getting them to promote our products.
- We've developed specific pages on our website that are designed to be found and used as a starting point when people are looking for a category of product. These pages are also intended to be used as "landing pages," as we develop more digital advertising.



Congratulation to Jaxton Buchholz

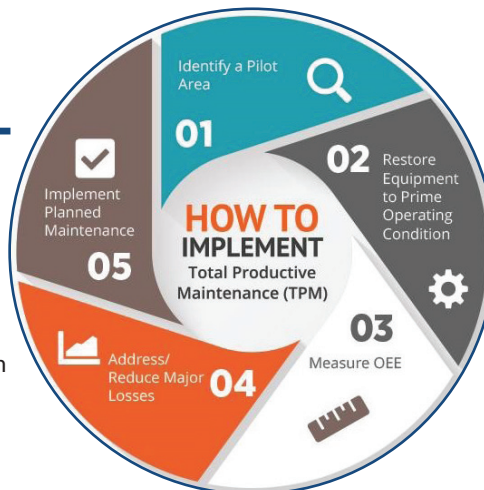
He graduated Kindergarten
from Bowman Elementary in
Bowman, North Dakota.

Jaxton is the grandson of
Jodi and Ken Schreiner and nephew of
Josh Schreiner and Andrew Hayes



WHAT IS THE PURPOSE OF TOTAL PRODUCTIVE MAINTENANCE?

The main objective of TPM is to increase the Overall Equipment Effectiveness (OEE) of plant equipment. TPM addresses the causes for accelerated deterioration and production losses while creating the correct environment between operators and equipment to create ownership.



Portal Self-Scheduling Opening

We are happy to announce that as of
**Monday, May 17th, 2021 the portal will be
back open for self-scheduling.**

With this reopening, you will still have the convenience
of scheduling telephone consults when you are unable to
come into the clinic.

Please note that if you are experiencing any cold like
symptoms, you will need to contact the clinic directly at
406.869.6560 to be appropriately triaged.

**To schedule go to [miBenefits at ebms.com](https://miBenefits.at.ebms.com) by
clicking on LOGIN in the upper right hand corner**

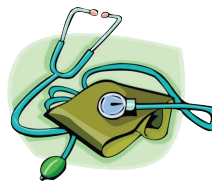
Scheduling through miCare Patient Portal:

1. Select **Make an Appointment** in the middle of the screen
(May prompt to choose who to make the appointment for)
2. Select **Appointment** in the left hand panel
3. Select **New Appointment**
4. Select **Visit Reason** then **Location**
5. Select **Search**
6. Find Date, Time, and Provider that works and select **Schedule**

What would you like to do today?
Find a Provider Find a Pharmacy Refill a Prescription Submit a Claim Make an Appointment

miCare

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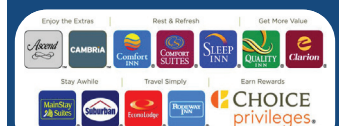
CHOICE
HOTELS

Once again, **WPG**
*has been granted
a discount
of 10% for
hotels that all
employees can
take advantage
of through
Choice Hotels.*

If you have rewards
with them, you will
still get rewards
towards your trip.
You also get a
second bonus with
your rewards. You
get to choose one:

This is a business rate
and **our number for
the reservation is
00416430.**

See Lee Ann with
any questions.





UPCOMING EVENTS

MUSTANGS BBQ & BASEBALL GAME

Saturday, June 5

4TH OF JULY

WPG Holiday
Monday, July 5

PHOTO CONTEST

Photo Entry Deadline
Wednesday, July 7

BLOOD DRIVE

WPG Event
Thursday, July 15

LABOR DAY

WPG Holiday
Monday, September 6

WOODY OPEN

Employee Golf Tournament
Saturday, September 11

BLOOD DRIVE

WPG Event
Thursday, November 18

THANKSGIVING

WPG Holiday
Thur - Fri, Nov 25-26

CHRISTMAS PARTY

Bighorn Resort
Friday, December 10

SHUTDOWN

WPG Holiday
Thur - Fri, Dec 24-Jan 2

GET READY FOR 2021'S WOODY OPEN

KATIE WHITMOYER, HR/SAFETY MANAGER

The Woody Open Golf Tournament returns this September. Watch for the sign-up sheet in the downstairs breakroom later this summer! Here's the basic information about this year's event:

- **LOCATION:** Stillwater Golf Course, Columbus, MT
- **DATE:** Saturday, Sept. 11, 2021
- **SHOTGUN START:** 9:00 a.m. (estimated)
- **FORMAT:** Scramble

WHAT IS A SHOTGUN START?

Each team is assigned a different starting hole on a golf course. Once the signal is given (usually by using an air horn, not a shotgun blast into the air), teams begin play simultaneously as team members take turns hitting their tee shots.

WHAT IS A SCRAMBLE FORMAT?

Each player in a four-person scramble hits a tee shot. The team then chooses the best drive and selects that position for the next shot. Each player then hits from the chosen spot. The process continues until someone from the team sinks a putt. The team then records its score for the hole and proceeds to the next tee. USA Today Golfweek says "It's a fun format, especially for people who aren't skilled golfers but want to participate in the event."

WILL THERE BE ACTIVITY OTHER THAN GOLF, TOO?

A few years ago, we had some employees express interest in a possible "alternate" activity to golf. We did plan corn hole one year as an alternate activity (and ended up having to change the "Woody Open" to a corn hole tournament only, due to weather that year). Before we attempt to put the time and effort into planning something like that again, however, we'd like to gauge interest. Please tell one of the Woody Open committee members (Katie Whitmoyer, John Schriver, Josh Eickhoff, Shawn Nardella) that an "alternate" Woody Open day activity would be of interest to you.

If an "alternate" Woody Open day activity would be of interest to you, please tell one of the Woody Open committee members.



TURN IN ENTRIES FOR WPG'S PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGNER

WPG's annual Photo Contest deadline is quickly approaching, with just 5 weeks left to submit your best images.

There are 3 categories: Landscapes, Animals and People. One winner will be chosen for each category and will collect a \$50 cash prize! Each employee may submit enter up to 3 photos per category, but no one can claim more than 1 category prize.

E-mail digital files of the photos to stacyl@wpg.com, or bring the

The deadline for submissions is **Wednesday, July 7**, but you can turn your photos in anytime between now and July 7!

photos directly to Stacy (digital submissions are preferred but not required). Please add where each photo was taken. Please do not submit any photos that have been altered in any way, except for cropping and minor lightening or darkening.

Photos will be posted in the downstairs breakroom during the 2-week voting period beginning on Thursday, July 8. There is a limit of one ballot per employee. Pick up your ballot at the reception desk.