

# WOODY'S WORLD

## What is Kaizen and its philosophy?

Kaizen meaning **"good change"** or **"continuous improvement."** The philosophy is improving productivity by involving workers to make the environment more efficient.

## WPG UPDATES

BRYAN WOOD, PRESIDENT

Our supply chain disruption issues are over. Not really and unfortunately I don't think we are going to see a complete normalization of the supply chain any time soon. As you know we have struggled all year with material shortages, but the impact of not having plunger tubing these past several weeks on our ability to ship product out the door has been the worst we have experienced all year. In the following charts you can see that, even though our sales fluctuated from month to month, through the end of August our monthly average for how much we were getting out remained fairly consistent. When you add in September you notice that it drags the trend line down.

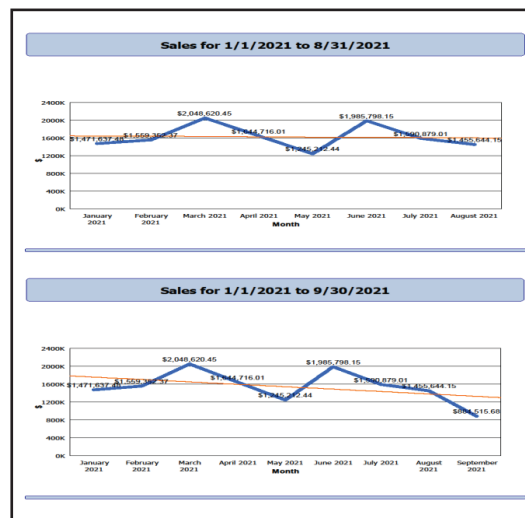
Orders on the other hand have remained more consistent. We noticed a slight drop the past couple months, but it is not unusual to see demand drop slightly in the second

half of the year. As a result we have a larger than normal backlog of orders and over two million dollars in late orders waiting to be filled. We currently have enough orders

were in 2019.

All indications are that October sales will be good. We have three or four containers that we think we are finally going to be able to ship out in the first couple weeks of the month. That being the case we should see our average monthly sales amount come back up to closer to pre September levels. Ideally by the end of October we will also have cleared out most of our late orders and brought the overall backlog total down some.

The other side effect of having several weeks in a row of lower sales is it means that our cash flow is going to take a big hit for the next 4 to 8 weeks. When there is less going out there is less we can collect on. We have the credit in place to weather this slowdown in collections but we will have to watch our expenditures over the next month or so.



backlogged that, even if we didn't take any new orders between now and the end of the year and only shipped what we currently have on order, our sales would be pretty close to what our total sales



QUALITY &  
CONSISTENCY  
ARE A TEAM  
EFFORT



## NOVEMBER BIRTHDAYS

Jacob Ezell	5
Trevor Thompson	6
Lane Miller	9
Laura Dubell	9
Kazz Siewing	16
Katie Whitmoyer	16
Conway Hendrickson	23
Jerry Lloyd	29

## 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
Collin Fusco	27
Marcy Munguia	30



# WOODY OPEN 2021

Our top two teams tied for lowest score and the winner was chosen by a chip off.

- **First Place:** Carol Brooks, Bob Brooks, Jon Gallagher, Danny Neibauer
- **Second Place:** Shawn Nardella, Mike Nardella, Tony Nardella, Justin Smith

HOLE	2021 WOODY OPEN FLAG PRIZES	WINNER
1 - Par 4	Closest to the Pin in 2 shots, on the Green	Cam Schriver
2 - Par 3	Closest to the Pin in 1 Shot, on the Green	Shawn Green
3 - Par 5	Longest Drive in Fairway	Grant Crane
4 - Par 4	Longest Putt from on Green	Jesse Smith
5 - Par 4	Longest Drive in Fairway - Women Only	Lacey Thompson
6 - Par 4	Closest to the Pin in 2 Shots	Shawn Nardella
7 - Par 3	Longest Putt from on the Green	Tracey Schriver
8 - Par 5	Longest Drive in Fairway	Joe Jones
9 - Par 4	Closest to the Pin in 2 shots, on the Green	Cotton Myers
10 - Par 4	Longest Drive in Fairway	Chad Lamphear
11 - Par 3	Longest Putt from on Green	Brad Jones
12 - Par 5	Closest to the Pin in exactly 3 Shots	Mike Nardella
13 - Par 4	Longest Drive in Fairway - Women Only	NOT CLAIMED
14 - Par 4	Closest to Pin in 2 Shots, On the Green	Bobby Brooks
15 - Par 4	Longest Drive in Fairway - Women Only	Allison McDonald
16 - Par 3	Closest to the Pin in 1 Shot, On the Green	Brad Jones
17 - Par 4	Longest Putt from on Green	Debi Meling
18 - Par 5	Longest Drive in the Fairway	Cotton Myers



Thank you to Kazz and Allison for another wonderful 5S Lunch. A special shout out to Josh and Claire for their hard work making the delicious fry bread!



# 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 \$20. Complete meals will feed 5-7 people and include turkey, potatoes, corn, mac & cheese, gravy and more.

WPG Employees donate money, and WPG Management generously matches those donations. Last year **\$560 employees = \$560 WPG = \$1,120 raised!!**

Next WPG sponsored 2 families and one elderly couple 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 \$477 was donated by employees. That amount was matched**



**by WPG 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. 25, 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. 12. Beginning Monday, Nov. 15, we will start collecting for Adopt-a-Family;

those donations will be received through Monday, 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 Monday, Dec 6.

If you have the approval of your supervisor and are willing to spare approximately 2 hours Dec 8-13, Lee Ann will need 1-2 volunteers to help purchase, wrap and deliver gifts. Please see Lee Ann by Tuesday, Dec 7 if you are interested.

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



## NEW EMPLOYEES



**COLLIN FUSCO**  
Clean/Prep/Powder Coat



**KATIE FYFE**  
Night Shift

Welcome Back!



**GREGORY HARDT**  
Night Molder



**TAYLOR FELLER**  
Hand Cup Assembly

## NEW EMPLOYEES



BRADLY JONES  
Handcup Assembly

We're  
**HIRING**

1 Full-Time Molder

3 Full Time  
Production  
Technicians Night  
Shift

2 Full Time Night  
Molders

1 Full Time  
Production  
Technician HC  
Assembly

1 Full Time  
Production  
Technician Powder  
Coating

# 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 2022?

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 2022. If you have your spouse on the plan as well (or anticipate putting them on the plan in 2022), 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 12 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 12th & 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 26 and November 2. 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.

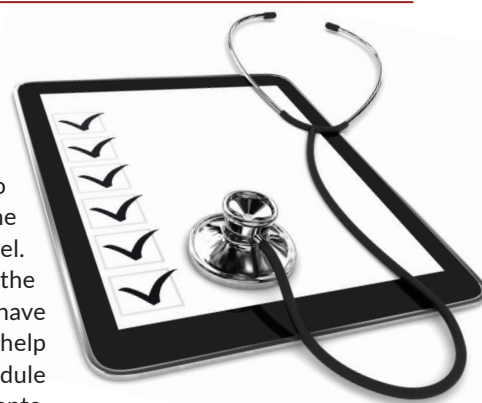
## 4. WHEN DO I NEED TO HAVE THESE STEPS DONE BY?

Nov. 12, 2021 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. DO I NEED TO PROVE THAT I'VE MET THE REQUIREMENTS?

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, 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 miBenefits account (or create one, if you haven't already). From there, you can schedule



# HEALTH INSURANCE DISCOUNT FAQ

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.



# IMPORTANT: 2022 INSURANCE BENEFIT OPEN ENROLLMENT

KATIE WHITMOYER, HR/SAFETY MANAGER

Open Enrollment for 2022 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 (e.g. 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 make everyone aware of any changes to benefit plans either through a group meeting or through huddle discussions. 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 is if you experience a "Qualifying Event" (e.g. Births,

**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**



Marriage, Divorce, Loss of Coverages, 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.

I'll spend several days gathering information from everyone around the building, as soon as I have all the necessary details. This is a lengthy, multiple step, process both for me and for the various insurance companies that are involved. 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; even if you are not yet eligible. I really appreciate everyone's cooperation in advance. If you have any questions in the meantime, please don't hesitate to ask!

## WPG UPDATES CONTINUED

So even though we are far from having our supply chain issues solved, I don't think we will see any disruptions in the next couple of months, as what the plunger tubing caused in September.

That being the case I'm hoping we can have a strong finish in this fourth quarter of the year and we see consistent demand through 2022.



# WPG SHIRTS!

choose your style



choose your color



order online



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

# HEALTH & WELLNESS FAIR 2021



Don't forget to take pictures of those kids (little ones and big ones) in costume and turn them in to Stacy by November 30.

On-site blood draws will be **Tuesday and Thursday, October 12-14 from 6-10AM**. Sign-up at the tall tables by the TV in the downstairs breakroom.

REMEMBER: These are fasting labs, so **do NOT eat or drink anything but water for 12 hours** before your blood draw.

If you choose to have labs done on your own, be sure to have them **completed before Friday, Nov. 12**.

Everyone must follow up with a primary care provider.

Follow-up visits will be **Tuesday, Oct. 26 (7AM-5PM) and Tuesday, Nov. 2 (7AM-5PM)**. The visits will be held in the downstairs conference room.

Follow-up visits can also be done at your convenience at the miCare Health Center with any provider there. Each employee is granted 30 minutes of special leave for the clinic visit (mark



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"HRA" under "Other" on a Schedule Deviation Request Form). However, you must use personal leave for any additional time needed for the visit.

Both the blood draw and follow-up visit must be **completed by Friday, Nov. 12** in order to qualify for the premium savings.

If you have questions, contact Katie Whitmoyer.

A dark blue graphic with a white syringe illustration at the top. The text 'Shot' is in a large, light blue script font, followed by 'GET YOUR FLU' in large, bold, white capital letters. Below that, 'FREE VACCINATION' is in smaller, white capital letters. The dates 'TUESDAY, OCTOBER 12 & THURSDAY, OCTOBER 14' and the time '6:00AM - 10:00AM' are listed in white. At the bottom, a paragraph of text in white and light blue says: 'EBMS will have flu shots available to employees and their spouses during both days of the wellness fair blood draw. You are not required to be a health plan participant to receive a flu shot- they are available to **EVERYONE! Come to the breakroom between 6AM and 10AM on October 12 or 14 to receive your FREE flu shot.**' The background is decorated with faint, light blue icons of medical supplies like pills, a stethoscope, and a microscope.

# SAFETY TIDBITS - RUSHING LEADS TO INCIDENTS

LES FISCHER, SAFETY & TRAINING SPECIALIST

Just in time manufacturing, when parts are delivered to manufacturing facilities as needed, minimizes the need for stockpiling inventories. This allows organizations to stay flexible and adapt to changing market demands, while reducing expenses.

The chaotic events of the past year have challenged inventories, while raising concerns that some industries have found themselves helpless to supply disruptions. It was a key contributing factor for PPE shortages early in the pandemic, which left all industries scrambling for

## What happens when you hurry?

- Statistics from one insurance company show that 92% of the time, the reason incidents occur is because workers aren't doing their tasks properly.
- Being in a rush makes it unlikely you will perform your task as you should.

suitable equipment.

With our current supply chain bottlenecks along with an amplified demand after the worldwide shutdowns, it is important to be aware of the increased potential, for stress and injuries that can be associated with rushing a task, or taking a shortcut. "I don't have time for safety. I need to get this job done right now." "We've always done it this way." It's human nature to want to get the job done as quickly as possible, however, hurrying can result in an increased incident rate, errors, and more time spent in the long run.

# TRADESHOWS

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

The last article I wrote discussed that we had finally gotten back to doing tradeshow. Since that time, we have had two more shows with one left to go in 2021. While this is a good sign, it doesn't necessarily put us in a "Post COVID" environment. Things are not quite back to normal, but you can see the progression.

At the first show in May, there was an expectation that everyone wear a mask throughout the show. The organizers were less and less strict about enforcing this rule as the show went on. In June there were two events that were put on in a virtual manner. One, for the Metal Contractor's Association, was a meeting that would have been held in Chicago. The other was the German show, Glastech, which normally takes place in October/November every other year. This virtual show

was intended to be a live event to make up for having to go virtual last year. One thing that we have learned from having virtual trade shows over the last year and a half is that they are "virtually" worthless.

## Things are not quite back to normal, but you can see the progression



A third show "Fesqua" was supposed to take place in Brazil, but it was completely cancelled. So we clearly have not gotten through the effects of COVID.

Several shows have actually taken place. Ross was able to attend Surfaces in June, in the Stone industry, and Fabtech, for general materials handling

in September. In August, we had a booth at the International Roofing Expo in Las Vegas. And in September, we had a booth at the Glass Build America show in Atlanta.

Regardless of where the show was held, or what industry it was for, we are still seeing effects of COVID. Everyone is still being asked to wear a mask. Most people are ignoring the request. Some people still don't want to shake hands. And the attendance is still down. At the roofing show in Las Vegas, there were several companies that canceled at the last minute, and attendance was way down. The September, Glass Build, show had the same thing, but to a lesser effect.

The remaining show for the year is MetalCon. We are hopeful that the trend will continue, and that traffic will be better than it was for previous shows.



## UPCOMING EVENTS:

**BLOOD DRAW**  
October 12 & 14

**FOLLOW-UP**  
October 26 & Nov 2

**DISCOUNT DEADLINE**  
Friday, Nov. 12

**FLAKESGIVING DEADLINE**  
Friday, Nov. 12

**BLOOD DRIVE**  
Thursday, November 18

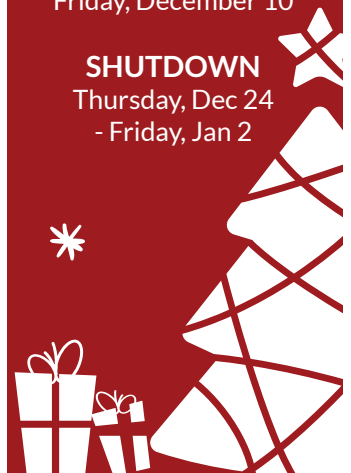
**ADOPT-A-FAMILY DEADLINE**  
Monday, Dec. 6

**THANKSGIVING**  
Thur -Fri, Nov 25-26

**CHRISTMAS PARTY RSVP DEADLINE**  
Monday, Nov 29

**CHRISTMAS PARTY**  
Friday, December 10

**SHUTDOWN**  
Thursday, Dec 24  
- Friday, Jan 2





# Christmas Party

## IT'S BACK!!!

The WPG Annual Christmas Party is slated to go on this year!  
The details this year are similar to what they have been the past years:

**DATE:** Friday, December 10, 2021

**LOCATION:** Big Horn Resort in Billings

**TIME:** 5:30 p.m. Cocktail Hour  
6:30 p.m. Dinner

**RSVP DEADLINE:** Monday, November 29

RSVP forms are located in the downstairs break room. Please return your **RSVP's to Jodi at Reception** by Monday, November 29.

Thank you and can't wait to see everyone there!

And, as always, if anyone has any comments/questions/suggestions related to the Christmas party, I am always open to hearing them!



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.

