

WOODY'S WORLD



CHRISTMAS GIFT SUGGESTIONS:

TO YOUR ENEMY – FORGIVENESS
TO AN OPPONENT – TOLERANCE
TO A FRIEND – YOUR HEART
TO A CUSTOMER – SERVICE
TO ALL – CHARITY
TO A CHILD – A GOOD EXAMPLE
TO YOURSELF – RESPECT

WPG UPDATES

BRYAN WOOD, PRESIDENT & CEO

Do you ever hate it when you are right? For months I have been saying orders will slow down in the second half of the year and the supply chain issue is going to persist well into next year. I was really hoping I was wrong. Unfortunately, this hasn't proven to be the case.

We definitely have seen a reduction in order volume during the past four months, especially the past two months. We are also still struggling to get all the materials we need when we need them. There are several items we have run out of, resulting in delays, but the big one right now is our hand cup cases. Even with the extended lead times set by our suppliers, they are still missing their ship dates.

Because our hand cup cases are custom made with special tooling, it would be very expensive and

time-consuming to get them from another supplier. It would take months and in excess of \$100,000 to replace all the tooling. Then, after that expense, there is no guarantee the new supplier would do better.

**The silver lining
is that we are
busy and we
are doing a great
job of putting
out product when
we have the
material.**



The current disruption in the supply of cases will set us back about a month in being able to ship hand cups.

So where does that leave our

sales expectations for this year? Demand has been strong. As I mentioned, it has tapered off the past few months, but that was expected. If we could have avoided all the material shortages and a few other COVID-related issues, we would have had a great year for sales. Even with all the challenges, we are on track to end the year with sales similar to what we had in 2019.

The other factor we've talked about throughout the year, which everyone has been dealing with, is inflation. Because of the way our distribution network is set up, it's difficult in a year like this for us to raise our prices at a rate that keeps pace with the currently high inflation rates. Obviously when costs are increasing faster than our prices it does impact our bottom line. Fortunately, we were the recipient of a PPP

continued on page 2



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**



JANUARY BIRTHDAYS

Allison McDonald	1/01
Joshua Riwai-Couch	1/02
Scott Sandler	1/03
Nate Kibbe	1/03
Aaron Cherry	1/05
Justin Smith	1/10
Claire Roundface	1/19
Holly Anderson	1/25
John Schriver	1/27
Josh Eickhoff	1/30

FEBRUARY BIRTHDAYS

Samantha Kisch	2/06
John Waters	2/08
Jeremy Brockel	2/11
Georgia Brester	2/15
Joseph Hogue	2/16
Duane Asay	2/22
Lacey Thompson	2/28



FOURTH QUARTER (CONTINUED)

loan from the Small Business Administration, which has helped us offset some of the losses from inflationary prices and extra costs associated with other supply chain disruptions.

What should we expect for 2022? Even with orders slowing down the past few months we

are going to be behind on our orders going into next year. That, coupled with the anticipation that demand will ramp back up as we get back into the first quarter, leads me to believe that 2022 is going to look a lot like 2021: Strong demand in the first half of the year, and numerous

supply chain challenges. The silver lining is that we are busy and we are doing a great job of putting out product when we have the material. Once the supply issues start to subside, I am confident that we will get back on track with our on-time delivery goals.

It's a Girl!

Congratulations to Joshua and Morgan Eickhoff birth of their daughter!

Ellary Hazel Eickhoff

born Monday, September 13
she weighed 6lbs 0oz and
measured 19.5 inches long

Ellary is also the granddaughter
of Angela Brennan.



SAFETY ADVOCATE PROGRAM

LES FISCHER, SAFETY AND TRAINING SPECIALIST

We are starting a "Safety Advocate Program" that will involve RECOGNITION, for those who alert any safety **and/or** compliance issues as well as safety concerns to the Safety Department. Although I have had numerous individuals who are worthy of being named as one of the first three, there were too many to recognize at this time. The first 3 Safety Advocates are Laurie Holland, Tina Swan, and Dan Currier. They were chosen to spearhead this program, because of the sheer volume of pertinent information they have presented to the HR/Safety

Department. The recipients will receive a choice of WPG apparel that has the Safety Advocate

The first 3 Safety Advocates are Laurie Holland, Tina Swan, and Dan Currier



Logo. Also, I make it a point to notify management of these much-appreciated efforts, and

most notably will be introduced into your evaluations.

Going forward, I will present possible winners to the safety committee every 3-4 months. And, the safety committee will choose the winner or winners, depending on the circumstances. This program is in its initial stages, so any ideas for improvement upon this program are welcomed.

Thanks, everyone! And, continue the **PREVENTION AND COMMUNICATION CAMPAIGN!**

MARKETING UPDATE

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

The only show we have had since the last newsletter was MetaCon, for the Insulated Metal Panel Industry. The show was held in Tampa, FL on October 6-8. Bryan and Brad attended the show with me. There wasn't anything that really stood out in terms of the show being different than any that I have



reported on earlier this year. This industry has been a little difficult for us to crack, because the distributor network, that we rely on for other industries, is not in place. So, we are working on developing another approach to the industry. But nothing is in place quite yet.

DID YOU KNOW?

wpgteam.com

Just a reminder that all of our benefit plan documents/disclosures (health, dental, vision, flex, life, AD&D, LTD, 401k, etc.) are posted to the company Intranet and kept updated there.

Contact Stacy in Marketing if you have problems logging in.



Username or Email Address

WPG001

Password

change_me

☒ I'm not a robot



☐ Remember Me

Log In

LOGGING IN

When you type wpgteam.com you will be brought to this login screen.

User name is your employee ID (e.g. WPG001) password is **change_me**

Click the I am not a robot box (there could possibly be another security step that involves selecting certain photos). Log in.

NEW EMPLOYEES



DANIEL MOORE
Handcup Assembly



SCOTT UNGEFUCHT
Night Shift



JOHN BORNINKHOF
Powder Coating



SCHREINER'S TROPHY
TAXIDERMY

OWNER

JOSH SCHREINER

406.409.1769

SCHREINERSTROPHYTAXIDERMY@GMAIL.COM
166 89TH ST WEST, BILLINGS, MT 59106



NEW EMPLOYEES

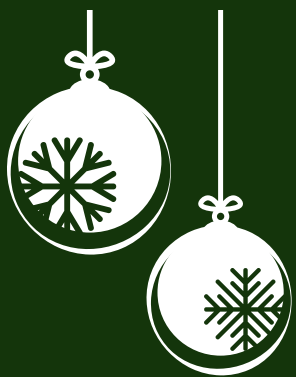


AUSTIN LINNELL
Frame Assembly

Welcome Back!



LARRY WITSCHEN
Molding



Reminder

If you plan on using PL or VAC to cover SHUTDOWN, be sure to turn in a leave slip as soon as possible!



Discount Hotels

save money, and still have a great stay!



Are you traveling for the holidays? Do you have friends or relatives visiting?

Did you know that WPG gets discounts on both local hotels and national chains as well as rental cars? We would love to pass those savings on to our employees!

See Lee Ann Wood for more details, and to start saving!!

COMMUNITY HOPE ADOPT-A-FAMILY FOR CHRISTMAS

Once again, through Adopt-A-Family, we are sponsoring families in the Laurel community. These families were chosen by a local nonprofit organization Community Hope, which keeps in contact with them. Community Hope knows their situations — and knows that their struggles are real.

There are two ways you can give to the Adopt-A-Family program:

1 Choose an ornament off the tree in the break room, then shop for the item(s)

The ornaments list a family member's name and what is needed. When you return the package (wrapped or unwrapped), please attach the ornament to the package — this way, we will know the need has been filled and we will know who to distribute it to. Put the package in the box near the tree.



2 Donate cash in the box next to the reception desk

All donations must be received by Monday, Dec. 6. This gives us time to get the shopping done, everything wrapped and distributed to the families

Lee Ann will need volunteers to help shop, organize and wrap the gifts. If you have some time to spare from Dec 7-9 and your supervisor approves, please see Lee Ann.

Thank you in advance for being so awesome!

**ALL DONATIONS & GIFTS
MUST BE RECEIVED BY
MONDAY, DEC. 6.**

Christmas Party

DATE: Friday, December 10, 2021

LOCATION: Big Horn Resort in Billings

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

If you have any comments/questions/suggestions related to the Christmas party, please see Katie Whitmoyer.

WELLVIA

How WellVia Works:

1. PATIENT CALL

The patient calls our Patient Care Center, 24/7/365, to request a consultation.

2. PATIENT TRIAGE

A Patient Care Coordinator populates or updates the patient's personal health information with symptoms via our secure member portal.

3. THE DOCTOR CALL

A board-certified, state-licensed physician consults with the patient within a matter of minutes (average callback time is 16 minutes). A WellVia physician recommends treatment and, when appropriate, will issue a prescription.

4. PHYSICIAN UPDATE

The physician notes and updates to member's secure portal with a recommended treatment regime.

5. PATIENT FOLLOW-UP

24-48 hours after the doctor consultation, a Patient Care Coordinator will follow up with the patient to ensure patient quality.

Access your account
and request a
consultation anytime,
anywhere.

FLAKESGIVING FUNDRAISER



\$618 raised by employees and matched by
WPG for a **total of \$1,236!**
given to the Flakesgiving fund! (2020 total - \$954)





THE TWINADOS
SUBMITTED BY ALLISON MCDONALD



A BAT (NOT THE CORONA-VIRUS BAT ☹️)
SUBMITTED BY JOSHUA EICKHOFF



OLD MAN FROM THE MOVIE UP
SUBMITTED BY LACEY THOMPSON



PTERODACTYL & MARIO | SUBMITTED BY JODI SCHREINER



RACE CAR DRIVER & CRUELLA
SUBMITTED BY KELSIE DOLMAN



MARSHALL THE PUPPY, UNICORN, GRAPES, FLAMINGO
SUBMITTED BY AMANDA WILKEY



THE ADDAMS FAMILY | SUBMITTED BY JUSTIN SMITH



ELSA AND OLAF | SUBMITTED BY KELCIE LOHOF



CAPTAIN AMERICA, ELSA, SUPERMAN, OLAF
SUBMITTED BY KATIE WHITMOYER & KELCIE LOHOF



LUIGI | SUBMITTED BY JODI SCHREINER



PENNYWISE FROM THE MOVIE IT
SUBMITTED BY JODI SCHREINER



FLAMINGO AND UNICORN
SUBMITTED BY AMANDA WILKEY



CAPTAIN AMERICA & SUPERMAN
SUBMITTED BY KATIE WHITMOYER

2022 HOLIDAY CLOSURE & Shutdown Schedule

APRIL 15	FRIDAY	GOOD FRIDAY
MAY 30	MONDAY	MEMORIAL DAY
JULY 4	MONDAY	INDEPENDENCE DAY
SEPT 5	MONDAY	LABOR DAY
NOV 24-25	THURSDAY-FRIDAY	THANKSGIVING
DEC 23, 2022 (FRI) - JAN 1, 2023 (SUN)		WINTER SHUTDOWN

Note: The last day of work before Winter Shutdown will be Thursday, December 22, 2022. Off 10 days - Friday, December 23, 2022 through Sunday, January 1, 2023. Return to work on Monday, January 2, 2023.

HOLIDAY CLOSURES

If an employee is scheduled to work on a posted holiday, they will receive the day off and the paid holiday benefit for that day. If an employee is not scheduled to work on a posted holiday, they will not receive the paid holiday benefit.

All full-time employees who are employed as of January 1, 2022 and work the entire calendar year of 2022 will receive 80-hours of paid holiday for 2022. Reduced-hour full-time employees, regular part time employees, and employees who have not worked the entire year, will receive a proportional number of holiday hours based on their scheduled work hours in 2022.

WINTER SHUTDOWN

The number of paid holiday hours an employee will receive during the winter shutdown will be determined by the number of paid holiday hours they received prior to the shutdown. Each employee will be paid the balance of any eligible hours of paid holiday remaining for the year, during the shutdown, taking into account their full-time, reduced full-time, or proportional part-time status.

Vacation or Personal Leave may be used to cover any non-paid days/hours during the winter shutdown. Employees who do not have sufficient paid leave must take the remaining days/hours as approved time without pay.

MON-FRI (8 HOUR DAYS)	MON-THU (10 HOUR DAYS)	TUE-FRI (10 HOUR DAYS)
6 Holidays before Shutdown	4 Holidays before Shutdown	3 Holidays before Shutdown
4 Holidays during Shutdown (12/23, 12/26-28)	4 Holidays during Shutdown (12/26-29)	5 Holidays during Shutdown (12/23, 12/27-30)
2 UNPAID days during Shutdown (12/29-12/30)	0 UNPAID days during Shutdown	0 UNPAID day during Shutdown