

WOODY'S WORLD

APRIL/MAY 2022

CONGRATULATIONS TO WOOD'S POWR-GRIP!

For winning the 2021 Montana DEC Exporter of the Year Award!



The award will be presented by Governor Gianforte during the Montana World Trade Center's International Trade & Investment Day at the University of Montana (Missoula) Wednesday, May 4, 2022. The DEC will also host an award ceremony at WPG's facility in May (date TBD).



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**

WPG UPDATES

BRYAN WOOD, PRESIDENT & CEO

Do you want the good news or the bad news? Actually, there were several items of good news AND plenty of challenges in the first quarter. For simplicity sake, let's just focus on the sales-related picture. The good news is we've seen demand pick up, resulting in a good 1st quarter for orders.

Unfortunately, what we've been able to

push out the door hasn't kept up with the new demand.

With about a week left to go in March, the dollar volume of orders we've booked is already more than what we booked during the whole 1st quarter last year. Please keep in mind that we had a price increase that took effect on Feb. 1, so the actual amount of product ordered is similar to last year.

We've struggled with material shortages and shipping delays more so far in 2022 than we did during the same quarter in 2021. As a result, WPG will have moved roughly 10-15% less product out the door by the end of this quarter.

On a positive note: Over the past couple of weeks, we haven't run out of materials as much as we did during the first couple months of 2022. March will be our best month so far this year for getting product out the door, and we're seeing the strongest orders we've had so far in 2022.

Unfortunately, we've had to increase inventories in an effort to minimize disruptions in our production flow. Our inventory totals right now are substantially higher than they have been, and building up inventories absorbs a lot of cash. So, between the increased inventories and the fact that product has been flowing out door a little slower over these first couple of months, we currently find ourselves in an undesirable cash position.

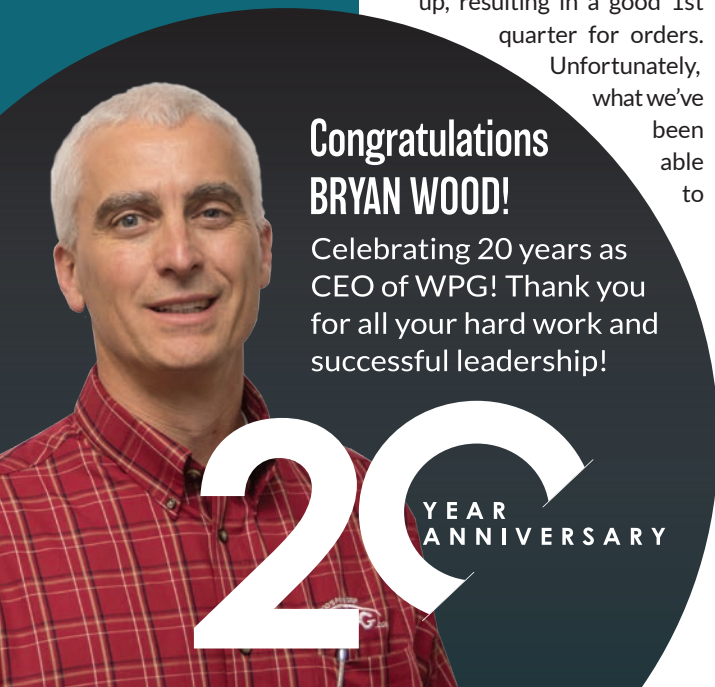
The good news is this: We have plenty of work to keep us busy for several months, if orders continue at a normal pace and material shortages can be avoided. Cash flow should improve before the end of the year, even if we have to continue to hold more inventory than we prefer.

I can't believe I got through a whole article without mentioning COVID.



Congratulations BRYAN WOOD!

Celebrating 20 years as
CEO of WPG! Thank you
for all your hard work and
successful leadership!





BIRTHDAY

MAY

BIRTHDAYS

Sam Little	5/2
Shane McDannel	5/4
Cory Hofferber	5/8
Scott Simons	5/8
Steve Strobel	5/13
Cody Hedges	5/18
Tina Swan	5/19
Dave Daly	5/21
Ross King	5/23
Tom Debree	5/28
Ryan Myrup	5/28

JUNE

BIRTHDAYS

Patti Fyfe	6/6
Josh McDowell	6/6
Kietrich Schwarm	6/6
Jack Kerr	6/16
Tony Story	6/18
Sharon Krug	6/20
JD Remmick	6/23
Brett Rawson	6/25
Taylor Feller	6/27



STORIES OF MANUFACTURING EXCELLENCE: NEW VIDEO HIGHLIGHTS WOOD'S POWR-GRIP

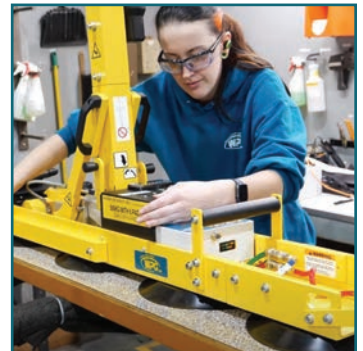
BARBARA MURPHY, MARKETING LIAISON

The manufacturing landscape of our state has changed significantly over the last 25 years, and MMEC (Montana Manufacturing Extension Center) has been a partner working side by side with manufacturers through it all.

MMEC is celebrating their 25th anniversary year, and they were thinking about how they could use this as an outreach opportunity to promote Montana manufacturing as a whole. The idea was to feature past accomplishments, but also some of the new directions and unique aspects of Montana manufacturing that many people may not know about.

Since Wood's Powr-Grip has been a long-time supporter, and Bryan Wood a former Advisory Board member, the associate director of MMEC, Jenni West, reached out to Bryan to see if WPG would agree to be a part of their 25th Anniversary by participating in a production of a short video that showcases influential Montana manufacturers.

Bryan agreed that WPG would be proud to participate and a list of candidates from each aspect of the company to be interviewed was created. Through production floor footage and staff interviews, the short film highlights how Wood's has developed products with a worldwide reputation for quality and safety, while never losing its family-oriented culture. Wood's leaders and employees also discuss the benefits of having engaging manufacturing career opportunities in small towns like Laurel.



A HUGE THANK YOU GOES OUT TO EVERYONE WHO AGREED TO INTERVIEW. BECAUSE OF YOU, THE AUTHENTICITY OF THE CULTURE SURROUNDING WOOD'S POWR-GRIP CAME THROUGH LOUD AND CLEAR.

This video is found on wpg.com in the careers page. It is also featured on the MMEC website and in various social media platform posts on Facebook and LinkedIn by both MMEC and by WPG and will be used as an example of manufacturing excellence in Montana for years to come.

ANNUAL PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGNER

The photo contest deadline will be here before we know it. For those who are new, here is a little background. Since 2010 we've held an annual photo contest for our employees. There are 3 categories and 3 winners. Each category winner collects \$50 in cash!! Additionally we take some of the best photos and add them to our WPG calendar. We have had great response in the past. We actually have customers call and write in specifically commenting on our calendar. They love that the

photos are from our employees.

The deadline for submissions will be by **Wednesday, July 6**, but you can **turn in your photos anytime between now and July 6**.

PHOTO CONTEST REMINDERS:

There are three categories

- #1 - Landscapes
- #2 - People
- #3 - Animals

Each employee will be allowed to enter up to three (3) photos



per category, but you can only win one time! Please turn photos in to Stacy in Marketing (stacyl@wpg.com).

No heavy photo editing allowed. Only cropping and minor lightening or darkening. Voting ballots can be picked up at reception (one form per employee). Voting will be open for 2 weeks. Photos will be posted in the downstairs breakroom.

The deadline for photo entry is
WEDNESDAY, JULY 6!

COASTAL CONSTRUCTION VISIT

HOLLY ANDERSON, TECHNICAL SALES & TRAINING COORDINATOR

Annually, one of our larger hand cups dealers, Coastal Construction, gather their sales staff together for an annual meeting. Coastal has about 16 branches throughout the southeast and have recently acquired a hardware supplier in Chicago (not exactly coastal, but I guess they have a lake there). As part of their meeting, we participate in their Accessory Showcase which is

an opportunity for their sales team to meet with their best selling product lines.

It was their first corporate gathering since 2020 and there were a lot of new faces. I got the chance to speak with many of these new salespeople and introduce them to our product lines, which was met with a lot of positive feedback. But the supply chain issues were never

void from our conversations; luckily it seems like the market is starting to adjust to the new, slow way of product distribution across the board.



UPCOMING EVENTS

GOOD FRIDAY

WPG Holiday
Friday, April 15

MEMORIAL DAY

WPG Holiday
Monday, May 30

MUSTANGS BBQ & BASEBALL GAME

Saturday, June 11

4TH OF JULY

WPG Holiday
Monday, July 4

PHOTO CONTEST

Photo Entry Deadline
Wednesday, July 6

LABOR DAY

WPG Holiday
Monday, September 5

WOODY OPEN

Employee Golf Tournament
Saturday, September 10*
*Tentative - watch your huddle boards for date/locations updates

THANKSGIVING

WPG Holiday
Thur -Fri, Nov 24-25

CHRISTMAS PARTY

Bighorn Resort
Friday, December 9

SHUTDOWN

WPG Holiday
Fri,-Sun. Dec 23-Jan 1

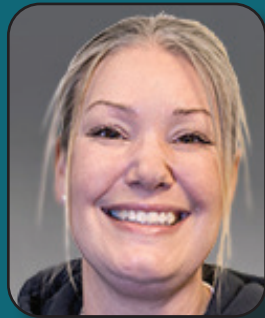


NEW EMPLOYEES

Welcome Back!



BRODEE WARD
Night Shift



TIFFANY CRAIG
Hand Cup Assembly



SHANE McDANNEL
Hand Cup Assembly

Welcome Back!



DAVLIN SCHWARM
Hand Cup Assembly

MUSTANGS GAME/BBQ

KATIE WHITMOYER, HR MANAGER

This is a company-sponsored family summer event. Each person attending gets a ticket to the game and a pregame all-u-can-eat buffet including Pepsi products and water. As in the past few years, this is meant to be a family outing. Family is loosely defined, i.e. bring a spouse, a significant other, a not so significant other, etc. Bring a kid or a grandkid, and 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 please don't invite the whole neighborhood. (Everyone has been very good about this in the past – thank you for that.)

Please sign-up as soon as you can. We want to be able to get a final count to the Mustangs a couple of weeks ahead of time so they can assign seats and order food. As in past years you will sign-up for four categories – Total Number Attending; Under Age 3; Age 3-12; Over Age 12. Please designate your total number of attendees and how they break down into these categories. This information is necessary for things like ticket prices, seat assignments, and helping the Mustangs have the right amount of food on hand for our group.



DATE: The Mustangs Game/ BBQ is Saturday, June 11

TIME: The gates open at 5:30 p.m. and that is when the BBQ will start. The game itself is scheduled for 6:35 p.m.

LOCATION: As in past years we will be in the Pavilion area of Dehler Park- back near the batting cages.

SIGN-UP SHEET:

The Mustangs Game/BBQ sign-up sheet will soon be located at Reception. Listen for announcements in Huddle Meetings.

MACHINE MAINTENANCE

TONY STORY, MACHINE MAINTENANCE SUPERVISOR

We had quite a few new machines installed last year. I had to look back at photos just to see when this actually happened, feels like the last few years blended together. The Emmegi Satellite was installed in early January 2021. It has taken some of the work load from the chop saws and CNC mills. It is rather impressive to watch it move and function. Many people were involved getting this machine installed and operational.

We had, what I consider, one of the most critical breakdowns in our history, with the loss of our 100 HP Ingersoll Rand air compressor in April of 2021. Nobody really thinks twice about using an air gun or running their machine or any of dozens of assembly fixtures, until there is NO air. Compressed air is second only to Electricity as a power source here at Wood's. This machine had been the workhorse for our shop since 2006 when it took

over for the 50 HP compressor we had purchased in 2002. They are connected through a closed loop system that ties the Main building and both of the building additions. The new 75HP variable speed Sullair

to be expensive because it took out the variable drive and possibly other components. We had to find another backup compressor fast. Fortunately our Distributor from Northwest Pump was able to help us find one in-stock and ready to ship.

We had, what I consider, one of the most critical breakdowns in our history

compressor was purchased and installed in May of 2021. We had expectations of this all going smoothly but the Back-up compressor above our Shipping area blew a fuse and the "lights" went out. The repair to the Compressor was going

We also had a major upgrade to our Molding process, We added a new VMI Shark 90mm Preforming machine to replace the old and obsolete Preforming machine. This new machine is capable of processing larger diameter parts and a lot more rubber per hour. I could bore you with specifications of both machines, but it's doubtful anyone will read the complete article. Long story short (no pun intended) I look forward to a long service life from all of our new equipment and I look forward to the new challenges each machine may present. I also appreciate the opportunities the Wood's family has given me to work on many kinds of equipment over the last 24 years.

HR UPDATES

KATIE WHITMOYER, HR MANAGER

While another “crazy season” for HR has come and gone (thank goodness!), there’s still been plenty going on over here that’s been keeping me busy. Just wanted to take this opportunity to provide you all with a little update on a few bigger projects I’ve been working on (in no particular order):

1. NEW WPG TEAM MEMBERS:

We’re not unique in that it feels like a never-ending need for more help around here. This is the case with most businesses in the area, and around the state and country, right now. I’m really excited that we’ve been able to welcome several great new team members in the last few months. If you haven’t met all of them yet, please be sure to make it point to do so. Also, as a reminder, we do have an employee referral program as well that can qualify you for a bonus for referring new employees. The details are printed in this *Woody’s World*.

2. EMPLOYEE EVALUATIONS:

Wayyyy back in the time before COVID, we conducted an employee engagement survey that provided some great feedback of things we could work on as a company. Based on some of the feedback from that, we concluded that our current employee evaluation format could use some upgrades in order to help us improve as a company in a variety of ways. Because of that, a big focus is

a “revamp” of this system and format. Stay tuned, but I’m hoping to launch something by mid-year.

3. **SAFETY** (kind of): As it was addressed in the last *Woody’s World*, Process Engineering has now taken over the bulk of the Safety duties in the building, and wow, they really have hit the ground running! I appreciate everyone’s hard work on ensuring that safety was not, and has not been, overlooked at any point during this transition. Kazz and Rachael have already put in place several new safety measures, and I know that they’ve got plenty more in the works. HR will still be managing anything Work Comp related.

4. **BREAKROOM:** I can’t take credit for this other than giving Jodi the “ok” to enhance the downstairs breakroom. She’s done a REALLY great job with it! And there’s more ideas to come. If you have any suggestions, please let her or I know. Also, the basketball hoop will likely be getting removed in the near future due to it not being used much. If you have suggestions for other “activities” you’d like to see in the breakroom, let me know.

5. **COMPANY APPAREL:** I know it’s been several years now since we’ve done a company-wide apparel order. Rather than doing another company-wide order, we are in the process of putting together

an apparel bank and voucher program. It would be very similar to the current prescription safety glasses program. Stay tuned for more details on it.

6. **DAY-TO-DAY:** As the saying goes, “there’s always something!” (as evidenced by my growing collection of sticky notes on my desk. Really, the biggest part of my job is assisting you all with whatever you might need help with to make your jobs and life easier. Please don’t ever hesitate to reach out to me when there’s things I might be of assistance on. My normal office hours are currently 8:30am-3pm Monday – Friday, but I’m always happy to make arrangements in order to guarantee that I’m available to talk at a specific time if need be outside of those hours.

Notice the c-word (“COVID”) isn’t on this list. *Knock on wood* it’s been pretty quiet around here with regards to that (and I’m hoping it stays that way). We are still following CDC guidance as far as quarantine periods, close contacts, etc., however one thing to remind everyone of is that Extended Illness is no longer an option to use unless YOU are diagnosed and tested positive for COVID- it can no longer be used in the case of you being a close contact. Also, I know there are still quite a few COVID tests available that we had acquired through Riverstone Health earlier this year. If you didn’t get one and you’d like one, please see Jodi at Reception.



Billings Outlaw Football ticket sign-up sheet is posted at reception for the upcoming game.

Tickets available for every home game with fluctuating access of tickets per game.

APRIL 10, 2022
vs. Salina Liberty

APRIL 16, 2022
vs. Southwest Kansas Storm

MAY 15, 2022
vs. Rapid City Marshals

MAY 15, 2022
vs. Sioux City Bandits

JUNE 04, 2022
vs. Wyoming Mustangs

More info:

- Kids under 2 years old do not need a ticket
- First come first serve basis
- Kazz will distribute tickets via sign-up sheet
- Any more questions contact Kazz

INTERNATIONAL ROOFING SHOW

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

February 1-3 the International Roofing show was held in the New Orleans Convention Center. Over the last two years, every tradeshow has been moved around, rescheduled, canceled, etc. As a result, the 2021 Roofing show was in August. With the normal date being in February, this show took place only six months after last year’s event. So we were not expecting much.

In terms of visitors, we were pleasantly surprised. However, the interest level for our product was down. Our product is just not something that most roofers need. So it was not our best show.



WELLVIA

WellVia
telemedicine
available through
EBMS, available
to all on our
healthcare plan

- Available now.
- WellVia is as simple as this – make a phone call.
- All members can always just call the Patient Care Center with no account activation beforehand.
- The Patient Care Center can be reached using either of two telephone numbers:

(855) 935-5842
(877) 872-0370



Congratulations to Rebecca Strobel

Becca is graduating from Montana State University with a Bachelor of Science in Business Administration, with options in both Small Business Management and Marketing. She is seeking full-time employment in her field, hoping to stay in Montana.

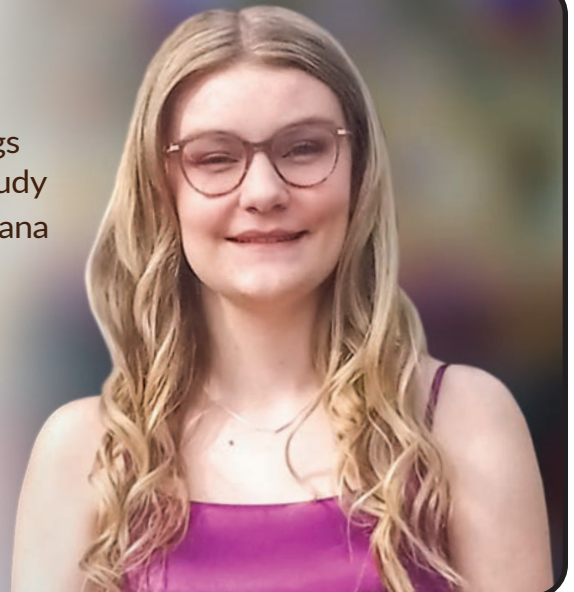
Rebecca is the daughter of Steve and Karyn Strobel.



Congratulations to Aimée Elise LaRue

Aimée is graduating from Billings West High School and plans to study Biochemical Engineering at Montana State University in Bozeman.

Aimée is the daughter of Byron and Kimberly LaRue.




Congratulation to Mia Rain Ralston

Mia is graduating from Billings Central High School and plans to attend Grand Canyon University or Carroll College for Health Science & Physical Therapy.


Mia is the daughter of Justin Smith.





Congratulations to
Taylor LeeAnn Feller
 Taylor is graduating from Laurel High School. She plans to attend Miles City College and play softball for the Pioneers. She intends to pursue a degree in the medical field.

Taylor is the daughter of Karla and Justin Feller



Congratulation to
Jenna Strobel

Jenna is graduating from Billings Senior High School and plans to attend Gallatin College in Bozeman for an Associates Degree in Interior Design, then either MSU or MSU-B for a BAS in Business Marketing and Management.

Jenna is the daughter of Steve and Karyn Strobel.




Congratulation to
Cora Hayes

Cora is graduating from pre-school. She plans to attend Kindergarten in the fall.

Cora is the daughter of Andrew & Holli Hayes and Granddaughter of Ken & Jodi Schreiner





11 Current Openings

- Night Molders (2 Full Time)
- Production Technicians Night Shift (2 Full Time)
- Production Technician HC Assy (1 Full Time)
- Production Technicians Frame Assembly (4 Full Time)
- Software Engineer (1 Full-Time)
- Production Technician Machining (1 Full Time)

Check out our **EMPLOYEE REFERRAL PROGRAM** on page10!



If you forgot to submit your graduate, please submit his or her information to Stacy by Friday, May 27 to be included in the June/July newsletter.

Remember we love to hear about any exciting events or achievement in your life including weddings, babies, marathons and more!



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.



Congratulation to
Kambriel Buchholz
 Kambriel is graduating from pre-school. She plans to attend Kindergarten in the fall.


Kambriel is the daughter of Chris Buchholz & Keni Schreiner and Granddaughter of Ken & Jodi Schreiner





WPG
 EMPLOYEE-IN-TRAINING
Ellary Hazel Eickhoff
 Ellary shows off her WPG apparel.

Ellary is the daughter of Joshua and Morgan Eickhoff and the Granddaughter of Angela Brennan



Congratulations to Tony Story on the birth of his grandson!

Bryler Simcox
 He was born March 29, 2022 at 8:30 PM - He weighed 6 lbs and measured 18" long



SAFETY UPDATES

RACHAEL McCANDLESS, SAFETY & PROCESS ENGINEER

Hello from safety,

- If you don't know this already, safety is now a part of process engineering. So if you ever have any more technical questions don't hesitate to ask.
- We will still gladly answer all of your questions about safety glasses and the like.
- Kazz, Katie, and I are your go-to people for any safety related questions.
- If any of us are gone we are all available to address any safety concerns you might have.
- But our expertise is as follows:
 - » For any **GENERAL OR CHEMICAL-RELATED QUESTIONS** feel free to stop by my office or leave me a note.
 - » For any **QUESTIONS RELATED TO TPM** or more mechanical safety fixture requests feel free to also contact Kazz upstairs on the East side.
 - » For any **WORK COMP RELATED QUESTIONS** please continue to go and see Katie.
 - » If you are wanting **PRESCRIPTION SAFETY GLASSES**, go and see Mary Wallace in the front office.
 - » For any **FIRST AID SUPPLIES AND KANBAN REFILLS**, also see Mary Wallace.

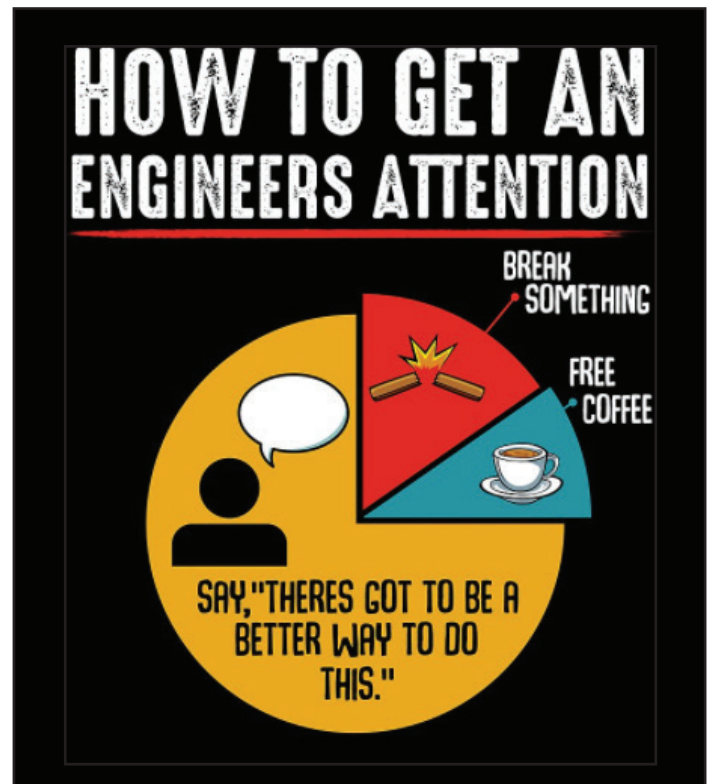
You may have noticed that there are no longer weekly safety topics on the tables. This was Les's way of

meeting the government's requirement to refresh safety training annually. After some discussion, Kazz and I have decided to give 5 minute talks on a monthly basis at department huddles, probably with some help from our safety committee members. These meetings will be at each department's huddle primarily on the second Thursday of each month.

Safety Committee meetings are held every quarter on the first Wednesday in January, April, July, & October. So if you have any concerns, feel free to tell your committee member and we can talk about it in our meetings. The committee members are Dan Currier, Holly Schwarm, Mike Manders, Millissa Langve, Reuben Estien, Samantha Kisch, Tony Story, and then Katie Whitmoyer, Kazz Siewing, and Rachael McCandless.

COMING SOON, WE HOPE...

We have had some requests to allow water bottles on the shop floor to aid in staying hydrated. As you can probably imagine there are reasons we currently cannot do this. However, with some rather robust guidelines and strict cooperation and compliance from each individual we are hoping to open things up just a little bit. Some of the requirements would be using a specific provided water bottle as well as some cleaning and hygiene practices. While certain areas with high



airborne contaminants would need a covered location for these to be stored. We want to make it easier for each of you to stay healthy, so as long as these conditions are honored we would love to be able to provide this. Feel free to stop by with any concerns or questions.

Continuing on the topic of health, we will be creating a space for people to do some stretching to make long days not feel so long. We will have equipment like foam rollers, chirp wheels, straps and racquet balls and such to help minimize pain and repetitive stress. If anyone has any questions about this before we can set things up, feel free to drop by and share your concerns or questions.

Also, if you see anything that is a safety concern or continues to come up in 5S audits, the best way to make sure this is dealt with is to fill out a CAR. Your supervisor should be able

to help with this, but feel free to ask for help on how to fill them out. Until one of these has been filled out, don't just assume someone else will take care of it. We all have a responsibility to make Wood's Powr-Grip a safe place to work.

All of us in charge of safety will do our best to help but we need your help. So be alert, and always feel free to share your concerns. We can't always give you the solution you would like, but we will do our best to find a healthy compromise that is functional and keeps everyone safe. Also, in case you didn't know both Kazz and I studied engineering and our job is to help make things run safer and more efficiently and effectively. So you really will get our attention if you ask if there is a better or safer way to do something ☺

Sincerely,
Rachael McCandless and the Safety Team



DISCOUNT HOTELS

and rental cars

Remember as you travel this summer that you can get **discounts for you or your visiting friends and family.**

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!!**



WPG EMPLOYEE REFERRAL BONUS PROGRAM

KATIE WHITMOYER, HR MANAGER

Wood's Powr-Grip (WPG) believes **OUR EMPLOYEES ARE OUR MOST VALUABLE RESOURCE** and we are continually looking to add good, new members to the team. Because of this, WPG is implementing a New Employee Referral Bonus Program in which current employees can be provided an incentive award if they refer applicants to apply to join our WPG team, the applicant is hired and the applicant has success as a WPG employee.

PROGRAM RULES:

1. Referral Eligibility- "Referring Employee": All WPG employees are eligible to refer applicants and receive the incentive award with the exception of the following:

- Executives (CEO, CFO, Production Manager)
- HR Personnel
- Managers/Supervisors/ Assistant Supervisors associated with selection of the candidate, and/ or to whom a candidate would report, and
- Family members of the applicant

2. "Applicants" are all persons who are not currently or have not previously been employed or interviewed by WPG and who are subject to the following conditions:

- The referred applicant must represent the applicant's first contact

with Wood's Powr-Grip. Temporary, summer, contract, and former employees of Wood's Powr-Grip are not eligible candidates for referral awards as an applicant.

- The hiring of the referred Applicant must occur within 6 months of the referral.
- The first employee to refer an Applicant will be the only Referring Employee eligible for the incentive award for that particular Applicant.
- Only applicants who meet the essential qualifications for the position will be considered.
- All applicants will be evaluated for employment consistent with WPG's hiring policies and procedures. Referral does not guarantee the Applicant will be granted an interview and/or hired. The Applicant will only be selected for the position if those commonly involved in hiring decisions determine the Applicant is the best fit for the available position.

3. Please be advised that this program may be suspended or discontinued at any time at the discretion of Executive Management.

The referral process is as follows:

- WPG will not be responsible for informing an employee if an Applicant has named

them as a referral- it is the responsibility of the employee to keep track of Applicants they have referred and the timeline in which they referred them.

- Referral must be acknowledged by both the Applicant and the Referring Employee
 - The Applicant must state Referring Employee's name on their WPG Job Application
 - Referring employee must fill out an applicant referral form and turn it in to the HR department within one week of applicant turning in their application. The Applicant referral form can be turned in prior to the applicant submitting their application, as long as it is within the 3 months prior to the date of the application.
 - If an employee is referring more than one applicant, they must complete a separate referral form for each applicant.
- Selection and hiring process will be conducted as normal- consistent with WPG hiring processes and procedures.
- If the referred applicant is selected for the position and accepts the job offer, the incentive of up to \$200.00 to the referring employee will be paid out in three installments and according to meeting three installment dates:

- \$50.00 on the first pay period following the applicant's start date.

- b. \$50.00 on the first pay period following the applicant passes their probationary period.
 - c. \$100.00 on the first pay period following the employee passing their first anniversary of their hire date.
5. If the applicant fails to reach or is no longer employed by WPG at any of the three installments (i.e. fails to show up to begin employment, employment is terminated or applicant has voluntarily quit prior to passing probationary period and/or first anniversary of hire date) the portion or portions of the incentive that were not reached by the applicant, are not due and will not paid out to the referring employee.
6. The opposite is also true. If the employee who referred the applicant is no longer employed by WPG at the time the applicant reaches a particular installment, the employee who referred will not receive the corresponding installment payment(s).



APPLICANT REFERRAL FORM

APPLICANT'S NAME: _____

POSITION FOR WHICH YOU
REFERRED THE APPLICANT: _____

☐ I HAVE READ AND UNDERSTAND THE WPG EMPLOYEE
REFERRAL BONUS PROGRAM RULES.

YOUR NAME (PRINT): _____

SIGNATURE: _____

DATE: _____

Please turn in to the **HR DEPARTMENT** when completed.

FOR OFFICE USE ONLY:

APPLICANT HIRED: ☐ Y ☐ N

HIRE DATE: _____

6 MONTH: _____



This is a new special discount program just for WPG Employees that supports a local small business: **Kwee-Jack Fish Company!**

Discount code:
WPG20 to get **\$20**
off of your first
seafood order!

See the benefits section on the intranet for more information about this company, their products and how to order.

Once you order using that discount, you will receive a follow up email from Kwee-Jack with a second discount code for \$10 off that you can use over and over again!

See Katie Whitmoyer with any questions.



Meet Your miCare Team



TODD RAGAR, M.D - miCare Medical Director

As medical director of miCare, Dr. Todd Ragar has over 17 years of practice as a family medicine physician, practicing in Billings from 2000 to 2011, after which he spent two years overseas. A native of Glendive, Montana, he is a graduate of the University of Montana and the University of Washington School of Medicine. "Working as a primary care physician not only is my field of medical expertise, but it is where miCare makes the greatest impact on the health and wellbeing of our patients," said Dr. Ragar. He cites primary-care services as the area where miCare excels, in addition to "a tradition of cost-effective and personalized medical services."



CANDACE STEARNS, MN, FNP-BC, has been a Family Nurse Practitioner for 20 years and is Board Certified with the American Nurses Credentialing Center. Candie began her nursing career in 1992 and received her Bachelor of Science degree from Dickinson State University in 1995. She completed her Master of Nursing in 2001. After completing her graduate degree, Candie began practicing in primary care in conjunction with migrant health, and provided services across Montana to patients of all ages. She has provided acute care services; has worked with the hospitalist program; with orthopedic trauma, surgeons at a regional hospital; and in emergency and trauma medicine in outlying hospitals. Candie joined the miCare Health Center staff in 2010 and has been providing services in all Billings' locations.



JOHN SWANSON, PA-C, MPAS has been a Physician's Assistant for 20 years graduating from Rocky Mountain College in 2000. John completed his Masters degree from Touro college this past January. In his 20 years of experience he has worked in Orthopedics, Urgent Care, Family Medicine, ER and was deployed to Iraq from 2004-2005. John joined miCare because of the reputation of the providers in the local community and the model of healthcare miCare provides it's patients. He loves spending time with his wife and kids in the outdoors camping, hunting and attending Bobcat football games.



ANGELA MERRIN, PA-C grew up in Big Sandy, Montana. She completed her nursing education in Helena. She has several years of experience working as a nurse in both hospital and clinic settings. She received a Bachelor of Science and then earned a Master of Physician Assistant at Rocky Mountain College. She spent nearly three years working as a Physician Assistant in Internal Medicine. During that time, she was part of the Diabetes Center team in endocrinology which convened twice weekly. In addition, she has walk in clinic and transitional care unit experience as physician assistant. In her free time, she coaches and volunteers for Special Olympics, most recently in powerlifting.

miCare Support Staff



JASON CLARK, LPN Began his healthcare career in the Air Force. Where he was stationed at Malstrom AFB. He was a dental laboratory tech and after 8 years of enlistment he continued in this profession for another 7 years as a civilian. Jason became a CNA and worked in one of the local hospitals until becoming a LPN in 2015. He has worked as a nurse for Rimrock Foundation and the VA as well as Billings Clinic. Jason was born and raised and serving as a veteran in Montana he is excited to continue his healthcare career with miCare.



TINA VOLEK, CLIENT SERVICE REPRESENTATIVE has been with EBMS since 2018, joining the mi-Care team in December 2021. She previously worked at two other call centers, including an answering service that took after-hours messages for about 300 doctors. She also has been a reporter, having graduated from the University of Missouri School of Journalism, and a city and county government administrator, after attending the University of Kansas School of Public Administration. She genuinely enjoys working with clinics and patients to meet health care needs.



KRISTI JONES, REGIONAL PRACTICE MANAGER has been in the medical field for 20 years working mainly in primary care facilities. While working 6 years for Riverstone Health she obtained her radiological tech license and had the privilege of assisting with the very first miCare onsite clinic for EBMS employees. She worked in the retail space at Billings Clinic for Physical Medicine and Rehab for 6 years and then returned to miCare where she currently works as the Regional Practice Manager overseeing 7 of our miCare clinics. She has completed her health coaching certification which affords her the ability to assist others in their healthcare journeys while running the miCare Population Health Program. She loves miCare and the ability to assist patients while having the privilege to lead an extraordinary team.



HEALTH CENTER SURVEY

All WPG Health Plan Members

Please fill out the following short survey and return to the Suggestion Box next to the Safety Station by **Wednesday, April 20, 2022.**

1. In the last 6 months have you or anyone in your family used the miCare clinic: ☐ Yes ☐ No
2. In the last 12 months have you or anyone in your family used the miCare clinic: ☐ Yes ☐ No
3. Please rate the importance of the miCare clinic benefit to you and your family on a scale of 1 – 5 with 1 being “Not at all Important” and 5 being “Very Important”: 1 2 3 4 5
4. If you answered no to questions 1 & 2, please explain why: _____

a. Hours
b. Location
c. Providers
d. Already established elsewhere
e. Other: _____

**WE WANT
YOUR
FEEDBACK**

