

WOODY'S WORLD

The **happiest people** don't have the best of everything, they just **make the best out of everything they have.**



WPG UPDATES

BRYAN WOOD, PRESIDENT

Sales for 2022 are looking very similar to what they were last year. Demand was strong through the first five months. Orders came in faster than we could fill them, and much of that can be attributed to external influences in the form of material shortages. For June, July, and August, we saw a reversal: We actually shipped more during those three months than we took in for new orders. This was punctuated by records sales (product shipped) in June with a total of \$2,203,000.

Demand (new orders) during the three-month period from June through August were down a little, around 20% compared to what we averaged the first five months of the year. We are seeing that trend continue into September.

September is also going to be one of our lowest sales months so far this year. We have experienced a number of material shortages,

which is slowing our ability to produce hand cups. In particular, a consistent supply of powder for the powder-coating process was lacking to the point that we had to resort to using a slightly different green for our metal handles for a couple of weeks while we waited for our standard color to be available again.

Right now, the dollar is nearly at a 20-year high against the Euro.



Another major factor contributing to low September sales numbers is the problem we are having with 8" pads. Recently we have received several complaints about how difficult it is to attach our 8" vacuum

cups. As a result, we've had to rework and replace a large number of cups that were sent out to our distributors. Unfortunately we may be dealing with this problem for the next couple of months. We are working hard to figure out this problem and come up with the best long-term solution for it.

I am optimistic that we will get back to more normal numbers for orders and sales in October. However, there is a lot of uncertainty in the economy. This might make our distributors reluctant to carry as much stock as they normally would, until they feel things are stabilizing. We are also concerned that our export orders could suffer because of the strong dollar. Right now, the dollar is nearly at a 20-year high against the Euro. A strong dollar is good for folks who do a lot of importing, but it hurts U.S. manufacturers that are trying to export.



QUALITY & CONSISTENCY ARE A TEAM EFFORT



NOVEMBER BIRTHDAYS

Jacob Ezell	5
Laura Dubell	9
Kazz Siewing	16
Katie Whitmoyer	16
Conway Hendrickson	23
Jerry Lloyd	29

DECEMBER BIRTHDAYS

Pearl Richter	2
Lee Ann Wood	5
Cameren Alber	9
Chad McNeese	9
Carol Brooks	12
Brad Wood	13
Mackenzie Schreiner	15
Kyle Schmidt	16
Mila Becker	23
Marty Peterson	27
Collin Fusco	27
Marcy Munguia	30



SOCKTOBER

HELP PEOPLE GET BACK ON THEIR FEET



Did you know that socks are the item least donated to homeless shelters? Socktober was kickstarted to fill this clear need, inviting people around the world to donate socks to their local homeless shelters through the month of October.

Join Veritiv in giving back to our community, through the donations of new un-used socks.

Donation box is in the breakroom!



TRAINING

HOLLY ANDERSON, TECHNICAL SALES AND TRAINING COORDINATOR

Four employees from Glastech in British Columbia, Canada were here Repair Training September 13 and 14. Their trip got off to a rough start having missed their connecting flight to Billings and having to spend the night at in the Seattle airport. Upon arriving in Billings, they learned that their rental car was given out and that they could come back on Friday to rent another one if they wanted.

The Repair Class typically starts at 8:30, so their 12:15 arrival to The Grip had us well behind schedule. But bad travel experiences aside, these guys were far and away the best group of attendees to participate in the class. Incredibly engaged for two hours of sleep, they had questions—lots and lots of questions—and shared field experiences in relation to the issues we provide instruction on. Kudos to everyone who welcomed the group and helped make their experience such a positive one!



Hi Holly, how are you? Happy Friday !

We all got home safe and sound without any delays this time. ☺

On behalf of the team, I'd like to take this opportunity to thank you again for all your help and support.

After a terrible late arrival due to the airline and without a car rental, you went above and beyond and made the training course happen in a very smooth way possible, provided us with a company truck and gave us a ride to the airport.

We are grateful for that and want to thank you again and your team/management behind the scenes for making that happen.

Last but not least, you are a wonderful instructor. The training course was very well presented, with lots of information but easy to understand. We learned a lot.

Best experience in Montana !

Kind regards,

Robert Iacob



FLAKESGIVING & ADOPT-A-FAMILY

STACY LAWVER, MARKETING

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

The annual **FLAKESGIVING BENEFIT** raises money to provide meals to local families in need. 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 **\$618 donated by employees was matched by WPG for a total of \$1,236 raised for Thanksgiving meals!!**

Next WPG sponsored three 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 \$935 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 gifts certificates and other items to help them celebrate Christmas with their families **HOW CAN YOU HELP?**

On Monday, Oct. 24, 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. 11. Beginning

Monday, Nov. 14, we will start collecting for Adopt-a-Family; those donations will be received through Monday, Dec. 5. 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.

If you choose to purchase an item(s) from the tree, please attach the ornament to your wrapped or unwrapped gift (so we know what it is, who it is for and we can remove it from the list), 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 5.**

We could also use some volunteers to help shop, wrap and deliver the gifts. If you have the approval of your supervisor and are willing to spare a couple of hours Dec 7-8 (shopping) Dec 8-9 (wrapping) or Dec 12-13 (delivery), please let Lee Ann know by Tuesday, Dec 6.

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



NEW EMPLOYEES



MACKENZIE SCHREINER
Night Shift



CYNDIE ADAMS
Handcup Assembly



LEVI STOVALL
Frame Assembly

Welcome Back!



DAVE DALEY
Handcup Assembly

NEW EMPLOYEES



JADE ROUNDFACE
Handcup Assembly



JAXSON CROOKSTON
Maintenance

Welcome Back!



CAMERON SCHRIVER
Machining



DEYSHIA GOODWIN
Handcup Assembly

WPG BRASIL

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

In the last newsletter, I mentioned that I had attended a show in São Paulo Brazil. I also mentioned that Marcus Mazza, the gentleman who opened and managed the WPG subsidiary in Brazil, had become ill, and Ranieri Filho has been handling things for us.



Since that time, WPG Brasil has participated in two additional tradeshow; ConBap, which was aimed at the agricultural industry in Brazil, and Fesqua, which was aimed at window manufacturing in Brazil.

Another big thing that happened is that Marcus did

pass away. Marcus visited us twice over the time he was working for us. So many of you may have met him.

With Marcus gone, there is nobody in the company who has received training directly from WPG (Holly) in our South American Branch. Ranieri will be in our facilities this week (October 3-7). He is planning to spend a couple of days with Holly, training. But he also wants to come around and meet the people in the various departments with whom he works. He is a good guy, and if you get a chance to meet him, feel free to say "hi." But first, I should warn you, "Ranieri" is not pronounced the same way as the French beer we all used to buy in the grocery section at Kmart. It is pronounced (Han y air ee). I know it doesn't look like it, but that's it. Actually, as I write this, another way to think of it would be to say Han,

**He is a good guy,
and if you get a
chance to meet
him, feel free to
say "hi."**



like Han Solo, and then say my name (Barry) but replace the "B" with a "Y". So HanYarry.

After spending the week with us, Ranieri is going to take some personal time and then meet us in Las Vegas for the Glass Build America show. This should give him a good experience with answering questions that customers typically ask.

Mr & Mrs

Congratulation to
**Marinus and Perla
Uitdewilligen**
eloped Tuesday, July 5 and now
reside in Nampa, Idaho

Marinus is the grandson of Keith and Faye Wood and also a former WPG employee. Marinus is working in IT for Amazon while attending BSU, and Perla is a receptionist at St. Luke's Cancer Institute in Boise, ID.



WOODY OPEN 2022

KATIE WHITMOYER, HR MANAGER

The 2022 Woody Open was held on Saturday, September 10 at the Stillwater Golf Course in Columbus. Unfortunately, I wasn't able to attend this year, so I can't share any great stories from the day, but I haven't heard any complaints about weather, cheating or actual play, so I think it's safe to assume that we can call this year's tournament another success!

First Place: Trey Ewalt, Steve Willis, Jake McKinney, Kent Ewalt

Second Place: Kazz Siewing, Andrew Hinnenkamp, Patrick Ryan, Paul Hinnenkamp

Flag Prizes:

HOLE	2022 WOODY OPEN FLAG PRIZES	WINNER
1 - Par 4	Closest to the Pin in 2 shots, on the Green	Jake McKinney
2 - Par 3	Closest to the Pin in 1 Shot, on the Green	Larry Stern
3 - Par 5	Longest Drive in Fairway	Kazz Siewing
4 - Par 4	Closest to the water without going in	Pat Ryan
5 - Par 4	Longest Drive in Fairway - Women Only	Lacey Thompson
6 - Par 4	Closest to the Pin in 2 Shots	Jake McKinney
7 - Par 3	Longest Putt from on the Green	Kazz Siewing
8 - Par 5	Longest Drive in Fairway	Debbie Meling
9 - Par 4	Closest to the Pin in 2 shots, on the Green	Nic Eickhoff
10 - Par 4	Longest Drive in Fairway	Pat Ryan
11 - Par 3	Longest Putt from on Green	Jamal Brennan
12 - Par 5	Closest to the Pin in exactly 3 Shots	Geno Picchioni
13 - Par 4	Longest Drive in Fairway - Women Only	Lacey Thompson
14 - Par 4	Closest to Pin in 2 Shots, On the Green	Jake McKinney
15 - Par 4	Longest Drive in Fairway - Women Only	Lacey Thompson
16 - Par 3	Closest to the Pin in 1 Shot, On the Green	Erik Freeman
17 - Par 4	Longest Putt from on Green	Mary Wallace
18 - Par 5	Longest Drive in the Fairway	Andrew Hinnenkamp

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.



We're HIRING

1 Full-Time Molder

4 Full-Time Production
Technician HC
Assembly

5 Full-Time Production
Technicians Frame
Assembly

1 Full-Time Software
Engineer

1 Full-Time Night
Molder

1 Full Time Production
Technician Night Shift



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.

AIR QUALITY

RACHAEL MCCANDLESS, SAFETY & PROCESS ENGINEER

As you are certainly aware, we work with various chemicals and particulates on the production floor. There are different types of protection to minimize risks associated with chemical use/exposure, primarily in the form of ventilation and PPE.

Otherwise, the dispersed substance will still be coming in contact with your body even if at lower concentrations; and it is important to note that many chemicals have long term effects that can go unnoticed for a while. Please see safety if you have any concerns.



VENTILATION

Ventilation can be simply in the form of increased airflow by a fan or similar. This kind of ventilation is good for dispersing heat or minimally toxic components like carbon dioxide. In the case of carbon dioxide the main concern is lower levels of oxygen not the presence of carbon dioxide so increased airflow will solve this problem especially when a fan helps bring in outside air.

Ventilation for more toxic substances needs to have a containment element so that the vapors or chemical are separated from the person.

RESPIRATORS

Respirators come in many types and protect the individual rather than isolating or minimizing the hazard. Most types of respirators come in both disposable and reusable options. If you are ever REQUIRED to use a respirator you need to be medically cleared and fit tested. If you use a disposable mask, or use a reusable respirator voluntarily the rules are a bit different but you need to sign a disclaimer per OSHA 1910.134 appendix D and will often need a medical evaluation. Come see safety with any questions.

There are a few main types of respirators:

Dust masks: these are not sealed around the edges and only keep larger particles out of your nose and mouth. They are the least effective.

N95 and KN95: these require having a good seal and without a good seal are no better than a dust mask. But these filter out 95% of non-oily particles about 0.3 microns and larger.

P100: these also require having a good seal and without a good seal are no better than a dust mask. But these filter out 99.8% of oily and non-oily particles about 0.3 microns and larger.

Gas and Vapor respirators: require a different kind of filtration usually in the form of an organic vapor cartridge but ultimately if you can smell or taste a chemical through your respirator it is time to change the cartridge or look into a different cartridge. Fit is important for these as well.

Combination: Lastly, it is common to want to filter particles and chemical vapors at the same time in which case you would combine both filters using a retainer ring or combination filter.

Please consult the SDS or see safety with any respirator or ventilation questions.

BREAKROOM BOARDS

JODI SCHREINER, RECEPTION

I would like to give a big thank you to Lee Ann and Stacy for always helping with the department of the month and birthday bulletin boards. I'd also like to give a shot-out to Josh Shreiner and Byron LaRue for covering the joke board while I was out.

I hope everyone is enjoying them.



IMPORTANT: 2023 INSURANCE BENEFIT OPEN ENROLLMENT

KATIE WHITMOYER, HR MANAGER

Open Enrollment for 2023 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 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 are if you experience a "Qualifying Event" (eg. Births, Marriage,

Open enrollment is really the only time during the course of the year that you are allowed to make insurance benefit plan changes



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.

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 ask!



UPCOMING EVENTS:

MANUFACTURING DAY(S) TOURS

October 6 & 27

FOLLOW-UPS & FLU SHOTS

October 12 & 13

HEALTH INSURANCE DISCOUNT DEADLINE

Friday, Nov. 11

FLAKESGIVING DEADLINE

Friday, Nov. 11

ADOPT-A-FAMILY DEADLINE

Monday, Dec. 5

THANKSGIVING

Thur -Fri, Nov 24-25

CHRISTMAS PARTY RSVP DEADLINE

Monday, Nov 28

CHRISTMAS PARTY

Friday, December 9

SHUTDOWN

Friday, Dec 24-
Friday, Dec 30



MERRY Christmas PARTY

Mark your calendar for this year's WPG Christmas party. More details will be coming soon!

DATE: Friday, December 9, 2022

LOCATION: Big Horn Resort in Billings

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

RSVP DEADLINE: Monday, November 28

GET YOUR FLU Shot

EBMS will have flu shots available to employees and their spouses during both days of the wellness follow-up. 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 7AM and 4PM on October 12 or 13 to receive your **FREE flu shot.**



ILLEGAL PRESCRIPTION DRUGS AND FENTANYL

FROM PHARMACY TODAY SEPTEMBER 2022

Social media has emerged as a prime marketplace for people seeking prescription drugs illegally and dealers who peddle the product, which is often contaminated with deadly fentanyl.

Young people broadly lack information about the extent to which fentanyl is now endemic in the illicit prescription drug supply, along with the extraordinary danger and deadliness of fentanyl, suggest survey findings from technology companies Snap Inc. and Morning Consult.

Only one-half of all 1,449 poll participants knew the counterfeit drugs contain lethal amounts of fentanyl, and only 27% of teenage respondents understood the dangers such contamination may pose. According to DEA, 4 out of 10 counterfeit drugs contain lethal amounts of fentanyl.

Traffickers typically use known emojis and code words to market to younger individuals who turn to social media for their medication needs.

In response to criticism from law enforcement and families of young people who have died, some social media sites have started increasing policing by shuttering dealers' accounts, redirecting users to addition services using technology to disrupt drug exchanges, and conducting future outreach.



EMOJI DRUG CODE | DECODED

COMMON EMOJI CODES

FAKE PRESCRIPTION DRUGS

PERCOCET & OXYCODONE



XANAX



ADDERALL



DEALER SIGNALS

DEALER ADVERTISING



HIGH POTENCY



UNIVERSAL FOR DRUGS



LARGE BATCH



OTHER DRUGS

METH



HEROIN



COCAINE



MDMA & MOLLIES



COUGH SYRUP



MUSHROOMS



MARIJUANA



This reference guide is intended to give parents, caregivers, educators, and other influencers a better sense of how emojis are being used in conjunction with illegal drugs. Fake prescription pills, commonly laced with deadly fentanyl and methamphetamine, are often sold on social media and e-commerce platforms - making them available to anyone with a smartphone.

#ONEPILLCANKILL
dea.gov/onepill

Disclaimer: These emojis reflect common examples found in DEA investigations. This list is not all-inclusive, and the images above are a representative sample.

