

# WOODY'S WORLD

*Merry*  
**Christmas**  
&  
HAPPY NEW YEAR

## WPG APPAREL PROGRAM

KATIE WHITMOYER, HR MANAGER

I want to start off by apologizing — I realize it has been quite some time since we've done a company-wide apparel order. I also do realize how much everyone appreciates the opportunity to order WPG apparel to wear to work. As you can imagine, doing company-wide orders requires a lot of coordination, time, and expense. This is why, we've decided to restructure the way that WPG apparel orders are done and offered.

Starting January 1, 2023, the WPG Apparel Program will go into effect. This is the official program description:

Each year on January 1, each active employee who has worked for WPG for the past 3 consecutive months will be assigned an allowance of \$30.00 to go towards the purchase of WPG logo company apparel. Any unused

and available apparel allowance at the end of the year will get rolled over into the employee's apparel allowance bank for subsequent years. The maximum balance allowed at any one time in an individual employee's apparel

**Each year on January 1, each active employee who has worked for WPG for the past 3 consecutive months will be assigned an allowance of \$30.00 to go towards the purchase of WPG logo company apparel.**



allowance bank will be capped at a maximum of \$200.00.

The process for ordering WPG apparel through this program is:

1. Employee will request an apparel voucher from the Apparel Program Manager.
2. Apparel can then be ordered either through the designated WPG apparel website or directly from the place of business listed on the apparel voucher.
  - a. Vouchers must be redeemed within 30 days of being issued
3. Once order is confirmed, the employee will be responsible for presenting voucher to the apparel supplier.

If the transaction total exceeds the amount the employee has available in their apparel allowance bank as noted on the voucher, the employee will be responsible for the balance owed. All apparel ordered through this program will

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**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
Justin Smith	1/10
Crystal Ronan	1/15
Levi Stovall	1/15
Claire Roundface	1/19
Lisa Currier	1/22
Holly Anderson	1/25
John Schriver	1/27
Jade Roundface	1/29
Josh Eickhoff	1/30

## FEBRUARY BIRTHDAYS

Samantha Kisch	2/06
John Waters	2/08
Jeremy Brockel	2/11
George Wallace	2/12
Georgia Brester	2/15
Joseph Hogue	2/16
Trey Ewalt	2/19
Duane Asay	2/22
Lacey Thompson	2/28



## WPG APPAREL (CONTINUED)

be required to have the current WPG logo embroidered or screen printed on it.

Apparel allowance is not an earned benefit and therefore does not qualify for monetary reimbursement at any time.

WPG Apparel Program Vouchers are currently redeemable at:

**Dynamic Designs**  
 206 1st Ave, Laurel, MT 59044  
 Phone: 406-628-4718  
 Website: <https://www.companycasuals.com/wpg/start.jsp> (link available on WPGteam.com under Benefits)

Mary Wallace will serve as the Apparel Program Manager starting January 1. If you would like to order WPG apparel through this program, please see Mary or myself after the new year. I will be able to answer questions, but it will be primarily Mary who issues the vouchers.

I'm hoping that the perpetual structure of this program will allow more opportunity to order WPG apparel and replace worn out apparel. As with any new program, there will likely be some kinks to work out as well, so please be patient



with us as we get all of those worked out. I really appreciate the camaraderie and pride that is obvious amongst everyone when WPG apparel is worn, so I'm hoping this program will only enhance those positives that help form the WPG family.

## BRAWL OF THE WILD – WPG EDITION

JODI SCHREINER, RECEPTIONIST

On Wednesday, November 16 everyone was encouraged to wear their Cat or Griz gear to root on their favorite team in the celebrated Brawl of the Wild. Employees then voted for who they thought deserved that title "BIGGEST FAN"!

When the votes were counted, the winners were...

**Brenda Lawver**  
 – 1st Place –

**Kazz Siewing**  
 – 2nd Place –

**Kelcie Lohof**  
 – 3rd Place –

Congratulations to the Griz fans who won "bragging rights" for the next year by having more Griz gear participants than the Bobcats (only by 2 -- closer than the score of the game, but it still counts).

Thank you everyone who participated. We hope to make this an annual tradition so start planning for next year.







## NEW EMPLOYEES



KAYDEN BIGLER  
Molding



AMY ZORN  
Night Shift



CALEB BRIEN  
Frame Assembly



## MARKETING UPDATES

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

### WPG Brasil

In the last newsletter, I mentioned that Ranieri, from the Brazil office, was going to visit. He did come and visit the first week of October. He spent some time with Holly doing product training, and he tried to get around to meet with as many people as he possibly could. It was a productive visit. Ranieri had the opportunity to learn a lot, and we had time to discuss various issues that are facing the company.

### MetalCon 2022

On October 12-14, Ross and Barry exhibited at the MetalCon show in Indianapolis, IN. This is the annual show for the insulated metal panel industry. Our booth was strategically placed next to the IMP Pavilion, where the manufacturers for the panels all had a presence. The show itself was pretty slow. But we were able to interact with most of the major players in the insulated metal panel side of the industry. Another big feature was that we worked with the members of the IMP Alliance to put on a presentation

on the steps to installing insulated metal panels. The presentation used one of our P1 machines (The Panel Chanel), and a mini-crane provided by Smiley Lifting Solutions, one of our distributors.

**We have  
a lot more  
competition in  
the industry than  
we ever have had  
before.**



### Glass Build America

On October 18-20 The annual Glass Build America show was held in Las Vegas. Katie Fyfe, Cameron Alber, Daniel Meuchel, Ranieri Filho, and Barry Wood represented WPG. Despite Metalcon being slow a week before this show, Glass Build was very busy. It was combined with the World Milwork Alliance show, which made very little

sense, because there is really no overlap. But they stuck the millworkers in the back of the show, and you had to look hard to even know that they were there. I don't always feel like a busy show, especially in Las Vegas, equates to a good show. But the people we talked to all seemed pretty interested in our products, rather than "just stopping by while walking the show." We have a lot more competition in the industry than we ever have had before. Nobody is making the same thing as WPG, but more companies are making alternate ways of handling glass. Some of these alternatives are things that have been requested from us for several years, but we have never explored them.





**GEORGE WITSCHEN**  
Handcup Assembly



**GEORGE WALLACE**  
Handcup Assembly



**ENRIQUE ORTIZ**  
Handcup Assembly

## Reminder!

If you plan on using Personal Leave or Vacation Time to cover the SHUTDOWN, be sure to turn in a leave slips by 12/16!

# 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.

## 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.

## SAFETY

**RACHAEL MCCANDLESS, SAFETY & PROCESS ENGINEER**

### Pad Bending

First I want to address the concerns with the bending of pads. Many different people are looking into the source of what is causing the need to bend pads. We are still getting to the bottom of this issue, but understand the increase strain it has caused on your bodies, and have developed options in the meantime to help alleviate this strain. Particularly since it take about 100 pounds of force to bend the aluminum rings. Please continue to let us know any updates or concerns and we will continue to work on getting to the bottom of this.

### Safety Consult

A separate division of OSHA runs a confidential consultation program designed to help

businesses eliminate any safety hazards without actually getting them in trouble; as long as the changes for any serious hazards

**We have  
officially had  
no lost-time  
incident for over  
500 days.**



are addressed. In the state of Montana this program is run by the MT department of Labor and Industry. We recently had one of these consultations in November. They had some minor input about crane/hoist inspections, machine guarding, respirator storage,

balcony access, and the storage of infrequently used oxygen-fuel torch setups. We also discussed having a consult with a physical therapist to address any ergonomic hazards we are unaware of and to implement some more robust preventative measures. Stay tuned for details, but feel free to ask me questions in the meantime. However, they were in general very happy with our safety program and wanted to nominate us for the SHARP program which is a kind of recognition program. I have been encouraged by how well you all have been reporting things as they come up and how we have officially had no lost-time incident for over 500 days. We will continue to improve things as much as possible so keep those ideas coming. Stay Safe and Merry Christmas!



# WPG MANUFACTURING DAY(S)

KATIE WHITMOYER, HR MANAGER

On October 6 and 27, you probably noticed quite a few visitors and a lot of commotion in the building. We were so thrilled to participate in an annual national celebration of the manufacturing industry, aptly called "Manufacturing Day". Typically, the actual designated day is the first Friday of October, however, the National Manufacturing Institute encourages manufacturers to participate as they are able throughout the whole month of October. One of the main goals of the celebration is to bring awareness to career opportunities that exist within manufacturing.



We have participated in this in the past, but not to the extent we did this year. This year we invited several area schools to participate and we were thrilled with the enthusiasm we got from the schools wanting to be involved. On the first day of our celebration, October 6, we hosted almost 300 students and staff from the Laurel School District. They were so eager to celebrate, that they brought (just about) the entire



Junior class and 8th grade class to participate. On the second day, October 27, the Billings School District brought in about 20 students of a variety of grades, and many of the Billings high schools to partake. Both days were structured the same- one half of the group would do a hands-on activity, while the other group would get to go on a tour. For the hands-on activity, we elected to have

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**One of the main goals of the celebration is to bring awareness to career opportunities that exist within manufacturing.**

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the students get into groups of 5-6 and assemble, test and disassemble a mounting cup with an x-grip phone holder on it. As a team, they had to each assume a role- Materials Control Clerk, Production Technician 1, Production Technician 2, Quality Control, Production Technician 3 and Production Technician 4. The team that assembled it correctly, attached to it a surface, took a group "selfie", disassembled it, and correctly returned all the pieces to their bins, won gift cards to various fast food places in the area. As you might've heard or seen, some of the rounds got pretty competitive. It really was fun



to watch, and I think that the student appreciated having the hands-on experience to get a better feel for what manufacturing really feels like.



With the huge success we felt we had this year, we hope to make this an annual event. I appreciate everyone who helped with this in any way/shape/form- from the committee members, to activity coordinators to tour guides and helpers, and everyone on the floor who offered commentary and answered questions as tours were happening.



***Thank you for all the cards, flowers, well wishes and prayers for our family during this difficult time. We appreciate everything you have done to show your love and concern!***

*- Keith Wood family*

# WPG GIVING TOTALS



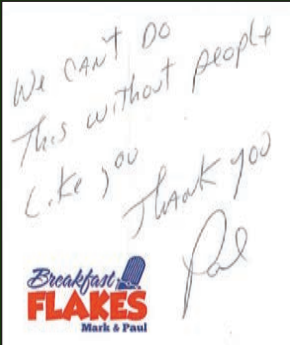
A special thank  
you from the  
Flakes!



Thank you for the privilege of  
your generosity and support.

Giving back to Billings -  
with your help and support.

**\$545 raised by  
employees and  
matched by WPG for a  
total of \$1,090!**  
given to the  
Flakesgiving fund!



**\$696 raised by  
employees and  
matched by WPG for a  
total of \$1,392!**  
given to the  
Adopt-a-Family gifts!



## DECEMBER UPDATE

BRYAN WOOD, PRESIDENT & CEO

I am sure you all know that feeling of knowing something is going to happen, but because you don't want it to happen, you never fully prepare yourself for it. I have experienced this many times in my life. These experiences have been as simple as having my car not start because the battery, I have known for months should be replaced, finally gave out on me. Others have been much more emotional, like when I had to accept that my kids were all grown up and ready to go out on their own. (Okay maybe I'm still in denial about this.) Regardless the events of this past six weeks, with dad getting sick, then going into the hospital and eventual passing definitely reminded me of how hard it is to really be prepared for a highly emotional event.



Despite all the chaos it is only fair to also recognize our blessings that have shown through this past month. This includes the many lives that dad was able to have a positive effect on. This was conveyed to us in many ways since dad's passing. Through the stories that people shared and the actions they have taken. Another blessing, that I am very grateful for, is the great job the WPG team has done of keeping

everything on track while we dealt with an event we knew was inevitable, but emotionally were woefully unprepared for.

We touched on some sales information at the Group Meeting so not much new to report there. November and December are traditionally very busy times for

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us. Both months are shortened by holidays, and a lot of leave time getting used up, yet the amount of product expected to ship out is on par with every other month. I am pleased to say that November went reasonably well in terms of how much product we shipped out. It was right about at our monthly average, even with spending a lot of extra time dealing with issues associated with the 8" pad problems.

At the end of November our sales are pretty much even with what they were at the same time last year. Assuming we have a decent December we should close out the year with sales numbers that are very similar to last year's. Our order volume has fluctuated month to month, but overall it has been pretty steady. Early first quarter we will be implementing a rather large



price increase. We are hoping this will have minimal impact on 2023 sales, but because it is a larger increase than normal it is hard to predict how the market will react. Regardless it is something we have to do. All our costs are continuing to go up and we have no choice but to pass that along.

I find that every year, about this time, my anxiety starts to build as I think about all the challenges, such as rapidly increasing costs, that we will face in the new year. There are so many things that can quickly derail a good year. The only thing we really seemed to be guaranteed is that each year is going to have challenges, some new and some similar to ones you have dealt with in the past. Some that are beyond our control, and some that are the result of decisions we have made. We know this is going to happen, and we do our best to prepare, but undoubtedly there will be unforeseen issues. Fortunately it is seeing how everyone bands together to endure challenges, like the ones we have encountered recently, that gives me the confidence I need to roll into another year with a sense of optimism. Thanks again to everyone and have a wonderful holiday season.

**Reminder WellVia is now Recuro. Don't forget to download the app!**

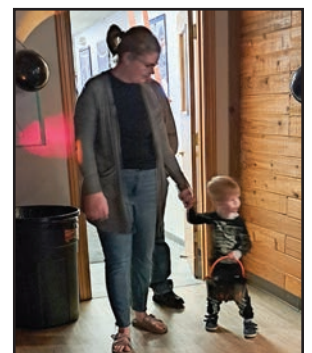
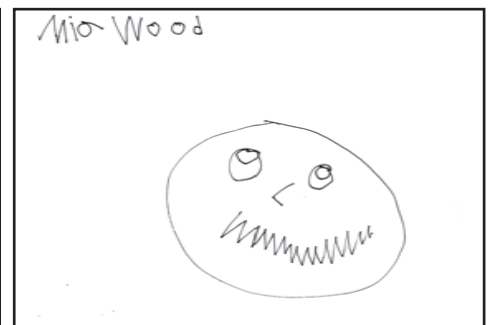
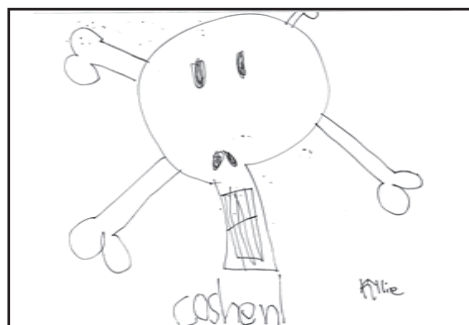
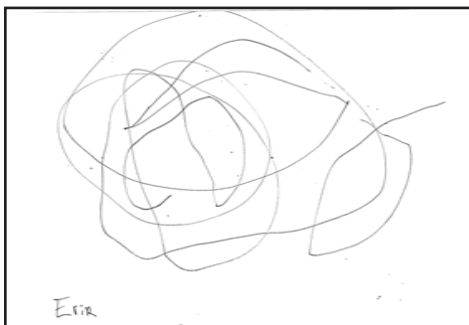
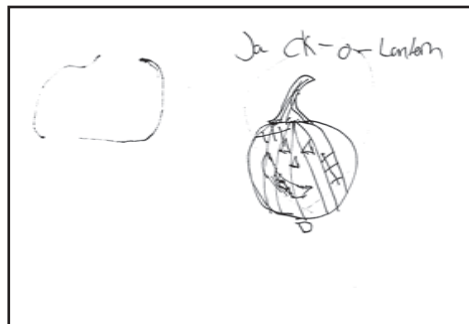
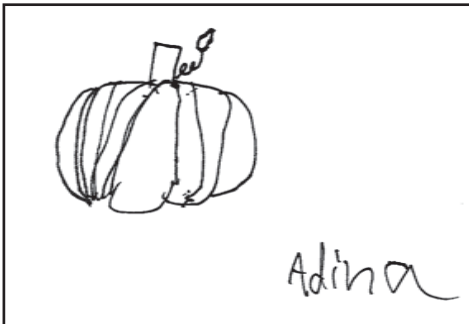
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HEALTH

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## A photograph of three women dressed in costumes. The woman on the left wears a black top and devil horns. The woman in the center wears a purple top, glasses, and a black hooded cape. The woman on the right wears a black top, a black witch hat, and a black cape. They are standing in front of a wall decorated with many colorful balloons (black, purple, green, orange, white) and a small black and white cat figurine is visible on the right.











STEVE (FROM MINECRAFT)  
SUBMITTED BY JODI SCHREINER



POST MALONE  
SUBMITTED BY KELCIE LOHOF



DAK PRESCOTT & ARIEL (FROM THE LITTLE MERMAID)  
SUBMITTED BY KELCIE LOHOF



POST MALONE, SONIC, BATMAN & ARIEL  
SUBMITTED BY KELCIE LOHOF



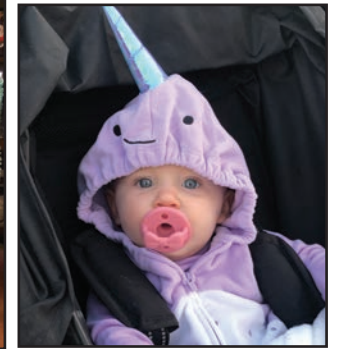
"WET BANDITS" MARV AND HARRY (FROM HOME ALONE) SUBMITTED BY ALLISON MCDONALD



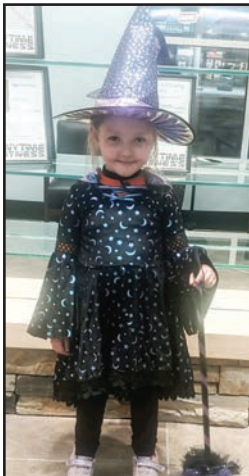
FAIRY & MASTER CHIEF (FROM HALO)  
SUBMITTED BY JODI SCHREINER



JELLY FISH AND NARWHAL SUBMITTED BY AMANDA WILKEY



BABY CARROT SUBMITTED  
BY JOSHUA EICKHOFF



A GOOD WITCH  
SUBMITTED BY JODI SCHREINER



GRANDSONS SUBMITTED BY MIKE LONGBOTTOM





# 2023 HOLIDAY CLOSURE & shutdown schedule

APRIL 7	FRIDAY	GOOD FRIDAY
MAY 29	MONDAY	MEMORIAL DAY
JULY 3-4	MONDAY & TUESDAY	INDEPENDENCE DAY
SEPT 4	MONDAY	LABOR DAY
NOV 23-24	THURSDAY & FRIDAY	THANKSGIVING
DEC 25, 2023 (MON) - JAN 1, 2024 (MON)		WINTER SHUTDOWN

*Note: The last day of work before Winter Shutdown will be Friday, December 22, 2023.  
Off 10 days – Saturday, December 23, 2023 through Monday, January 1, 2024.  
Return to work on Tuesday, January 2, 2024.*

## 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, 2023 and work the entire calendar year of 2023 will receive 80-hours of paid holiday for 2023. 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 2023.

## 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)
7 Holidays before Shutdown	5 Holidays before Shutdown	4 Holidays before Shutdown
3 Holidays during Shutdown (12/25-27)	3 Holidays during Shutdown (12/25-27)	4 Holidays during Shutdown (12/23, 12/27-30)
2 UNPAID days during Shutdown (12/28-29) USE 1 2024 HOLIDAY (1/1/24)	1 UNPAID days during Shutdown (12/28) USE 1 2024 HOLIDAY (1/1/24)	0 UNPAID day during Shutdown USE 0 2024 HOLIDAYS