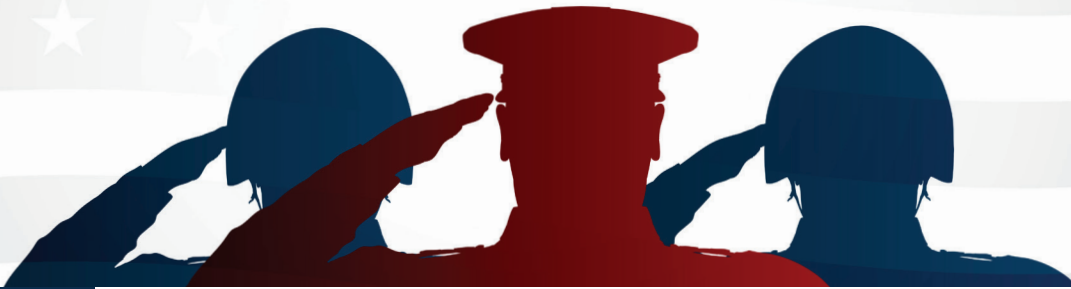


WOODY'S WORLD

★★★
Remember and Honor

MEMORIAL DAY



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**

WPG UPDATES

BRYAN WOOD, PRESIDENT & CEO

Based on what I hear in the news I have had a lot of anxiety about the direction the economy is going. We have all seen the stock market take a beating in 2022 and struggle to gain traction again in 2023. Fortunately, we are not seeing some of this doom and gloom in our business. We saw orders take a dip in the third quarter of 2022, but they have shown good recovery in the fourth quarter. When this happened my assumption was that increase in fourth quarter orders was being driven by our distributors trying to get as much product on order as possible before our January first price increase.

The January 2023 price increase was our first price increase since December of 2021. Normally one price increase a year is enough for us to keep up with material cost increases. Unfortunately, in the past couple of years these costs have been going up much quicker than we are used to. Because

of rapidly increasing costs, and several other factors, we were pushed into making much larger price increases in January of 2023 than any that we have implemented in the past. There has definitely been concern on our part that such a large price increase was going to have a negative impact on demand. So between the fact that we had a larger than normal price increase and orders went up in December, giving the appearance that dealers where preordering at the 2022 price, I anticipated seeing orders drop off in the first quarter of 2023.

There are times in life where I don't mind being wrong. Orders in the first quarter of 2023 were better than I expected and right on pace with where they need to be for us to meet our sales goal for the year. So, what does this mean? I wish I could say for sure. Last year the

first quarter was our best quarter for orders. It is possible that we had that same first quarter spike this year. So, I'm hesitant to get too optimistic just yet. However, if demand remains strong through the second quarter, making it three good quarters in a row, I'll consider it a good sign that the overall economy is back into a growth cycle, and that is just what we need to get out of the stagnated growth pattern we have been in for the past four years.

“Orders in the first quarter of 2023 were better than I expected and right on pace with where they need to be for us to meet our sales goal for the year.”



MAY BIRTHDAYS

Cory Hofferber	5/8
Scott Simons	5/8
Steve Strobel	5/13
Cody Hedges	5/18
Tina Swan	5/19
Larry Witschen	5/20
Dave Daly	5/21
Ross King	5/23
Enrique Otiz	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



MY HEALTH INSURANCE COVERS WHAT?!

KATIE WHITMOYER, HR MANAGER

Our medical insurance plan here at WPG has some pretty great benefits associated with it (in case you didn't already know that). I wanted to take a moment to highlight some of the ones that everyone on the health plan should be aware of. By leveraging your medical insurance offerings wisely, not only can you save yourself money up front, but it helps to save everyone money on the premiums associated with the plan year-after-year. It is important that we all try to be wise consumers of healthcare.



1. MICARE CLINIC:

If you are on the WPG Health Plan, you can access primary healthcare for NO COST to you! At the miCare Clinic (located at 410 Colorado Ave here in Laurel), you can be seen for a whole slew of things- anything from acute visits (cold/flu/etc.), chronic disease management (high blood pressure, diabetes, etc.), lab tests, minor surgical procedures (toenail removal, cryotherapy, simple skin biopsies, etc.), routine preventative visits, and much more! If you haven't given them a try, be sure to take advantage.



2. RECURO HEALTH:

Recuro Health is available as a telemedicine service that compliments the miCare Clinic. Murphy's Law dictates

that colds/ flus/allergies a l w a y s show up at the most inconvenient times (think e v e n i n g s , w e e k e n d s) , when most clinics are not open, or when they are most busy. That's where Recuro kicks in. Recuro is a telemedicine service that our health plan members have access to, again at no cost. All it involves is a simple phone call, and you are connected with a healthcare provider licensed in Montana. This simple call will often times result in a diagnosis, as well as a prescription (if necessary)- all without having to go through the time and hassle of trying to get into a walk-in clinic somewhere.

3. PREVENTATIVE SERVICES:

I understand that avoiding the doctor's office is usually everyone's goal. However, sometimes undergoing preventative screenings can actually be a cost and time-savings measure in your efforts to be a good consumer of healthcare. Anytime you undergo anything that is routine and recommended as preventative, it is typically covered 100% by insurance. For example:

- a. Routine colonoscopy
- b. Routine mammogram
- c. Routine PAP Smears
- d. Immunizations
- e. Routine eye exam*



(*this is one that everyone forgets about!)

f. Plus more!

It is important for you to visit with your primary care provider about what preventative services you should look into- a lot of it depends on your age, current health status, and family history.

A few other benefits that are covered at 100% (*see me or your plan booklet for more specific details) that may be of interest:

- Diabetes Education
- Nutritional Education Counseling
- Obesity Interventions
- Tobacco/Nicotine Cessation
- Generic Prescriptions
- Wellness Coaching
- Case Management

If any of these are of interest to you, or you have questions on them, please don't hesitate to come see me or contact me for further information.

2023 MANUFACTURING & INTERNATIONAL TRADE DAY

[HTTPS://WWW.MONTANACHAMBER.COM/EVENTS/MANUFACTURING-INTERNATIONAL-TRADE-DAY/](https://www.montanachamber.com/events/manufacturing-international-trade-day/)



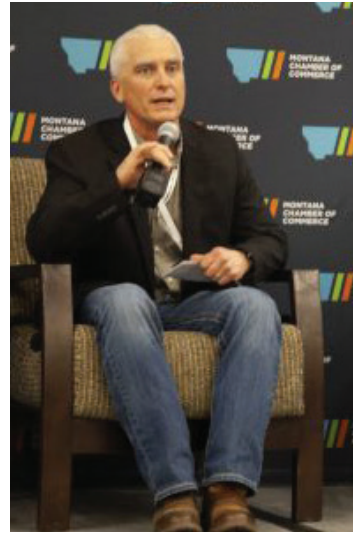
Forbes, Jim has published more than 200 articles covering all facets of manufacturing and supply chain.

Attendees also heard

The Montana Chamber of Commerce and the Montana Manufacturing Association brought together manufacturing leaders, business executives, and employees alongside business associations and legislators for this bi-annual powerhouse event featuring a full day of speakers, fireside chats, and panels, followed by a Trade Show & Reception with Governor Greg Gianforte.

The keynote featured Jim Vinoski who has spent his entire three-decade career in manufacturing. He is currently President of Cosgrove Content LLC, which provides media services to the manufacturing industry, and host of Manufacturing Talks, a web show and podcast featuring the valuable business lessons the do-or-die world of manufacturing has to offer. Listen to Jim's recent interview of Scott Sehnert, President of MMA. As a Contributor to

from companies like Accelerate Montana, Applied Materials, Biosqueeze, Bridger Brewing, Hi-Country Snack Foods, Media Training Center, Missoula College, Montana Manufacturing Extension Center, Montana Silversmiths, Montana State University Innovation Campus, New Horizons Studio // Hyundai Motor Group, Nomad Global Communications Solutions, Simms, Spika Design & Manufacturing, TowHaul (Federal Signal), West Paw, and Wood's Powr-Grip, to name a few.



The day ended with Gov. Greg Gianforte signing House Bill No. 212 – Business Equipment Tax Exemption into law. It raised the threshold from \$100,000 to \$1 million taking 5,000 small business off the tax roll, with celebration by manufacturing industry leaders from around the state. The Reception & Trade Show followed to conclude the day.



WPG IN DC

Katie recently visited Washington DC. She was representing Montana manufacturers to support MMEC, and the nationwide network of manufacturing outreach assistance centers. While there, she was able to meet with Montana congressman Ryan Zinke and senators Steve Daines and Jon Tester (Matt Rosendale was not in DC at that time).

UPCOMING EVENTS

MEMORIAL DAY

WPG Holiday
Monday, May 29

MUSTANGS BBQ & BASEBALL GAME

Friday, June 9

4TH OF JULY

WPG Holiday
Monday & Tuesday, July 3-4

PHOTO CONTEST

Photo Entry Deadline
Wednesday, July 6

LABOR DAY

WPG Holiday
Monday, September 4

WOODY OPEN

Employee Golf Tournament
Saturday, September 16

THANKSGIVING

WPG Holiday
Thur -Fri, Nov 23-24

SHUTDOWN

WPG Holiday
Mon-Mon, Dec 25-Jan 1



NEW EMPLOYEES



LARAE LONGBOTTOM
Hand Cup Assembly



GAVIN DAVIDSON
Hand Cup Assembly



TANYA LAWVER
Hand Cup Assembly



RYAN BLUMENSHINE
Night Shift

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 Friday, June 9

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

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 in the downstairs breakroom. Listen for announcements in Huddle Meetings and on the downstairs breakroom huddle TV.

ANNUAL PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGNER

Just a reminder to start thinking about the upcoming photo contest. 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**.

Here are a few Photo Contest Reminders. There are three categories.

#1 - LANDSCAPES

(please include where the photo was taken)

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

2023 WPG COVID UPDATE

KATIE WHITMOYER, HR MANAGER

I think it's safe to say that most of us are feeling much less anxiety when the "C" word comes up these days than we were a few years ago. It's hard to believe that it's been over 3 years now since COVID first showed up in the US. Maybe it's just me, but it seems like just yesterday we were scrambling to figure out how to deal with it.

Although it seems as though the fear associated with COVID has dwindled quite a bit, it is still part of our world, unfortunately. For the first couple years of the virus, the guidelines for isolation, quarantine and mask-wearing were evolving so rapidly, it was hard to keep up. Fortunately, the recommendations and guidelines seem to have leveled out over the last year. I wanted to remind everyone of what WPG's current COVID expectations/guidelines are at this point. All the following guidelines and recommendations are based on the CDC's most current published guidance.

IF YOU TEST POSITIVE FOR COVID:

1. You will need to go to the CDC's website and navigate to their Isolation and Exposure Calculator.

The web address is:
<https://www.cdc.gov/coronavirus/2019-ncov/your-health/isolation.html>

There is no longer a quarantine requirement for if you've been exposed to COVID and are not symptomatic.

This calculator will ask you a series of questions to help determine what your isolation and mask wearing timeframes are. Once you are done with that, please take a screenshot of the results and send them to me or your Supervisor/Manager.

2. Also, to qualify for Extended Illness to cover the required isolation period associated with being COVID positive, you will need to provide proof of a positive COVID test to myself. A photo of a home test (if that's what test you used) is sufficient, but please make sure that the photo includes proof of the date on it. If you are tested at a

healthcare facility, a note from them is also sufficient.

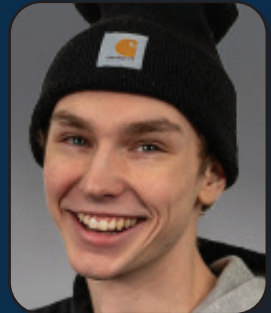
3. You will only be allowed to use Extended Illness to cover the required isolation period. If you are ill and unable to be at work for longer than the isolation period, you will need to provide a doctor's note to still use extended illness related to your COVID positive status. This note needs to be provided by the second day after your isolation period has ended.

4. There is a masking requirement still as well once your isolation period has ended. Please be prepared to comply with that if you are in this situation.

There is no longer a quarantine requirement for if you've been exposed to COVID and are not symptomatic. The CDC does still recommend mask wearing, however, if you've had a known exposure.

Please let me know if there's any questions or confusion on any of this. As I mentioned, WPG has taken the stance to follow CDC guidelines, therefore if those evolve or change, guidelines and policies are subject to change as well.

NEW EMPLOYEES



MASON SEYMOUR
HC Assembly

**WE'RE
HIRING!**

7 Current Openings

- Night Molders (1 Full-Time)
- Production Tech Night Shift (1 Full-Time)
- Production Tech Frame Assembly (4 Full-Time)
- Production Tech Machining (1 Full-Time)

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

NEW OFFICE HOURS
BEGINNING MARCH 6

MONDAY
2:00 PM - 5:00 PM

TUESDAY CLOSED

WEDNESDAY 3:00 PM - 6:00 PM

THURSDAY 7:00 AM - 10:00 AM

FRIDAY 7:00 AM - 10:00 AM



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Congratulations to **Jessica Teegarden**

Jessica is graduating from
Laurel High School. She
plans to work for a year
and possibly go to school to
become a nail tech.

Jessica is the daughter
of Travis & Stephanie
Teegarden.



Congratulation to **Eric Wood**

Eric is graduating from Billings
Central Catholic High School. His
plans are to take some gap time
off from school. But eventually he
would like to go to college to study in
the medical field in some capacity.

Eric is the son of
Barry and Dayana Wood.



Congratulations to **Jade Roundface**

Jade is graduating from
Laurel High School. She plans
to work to save money for a
farm or ranch.

Jade is the daughter of
Ty and Claire Roundface.





Congratulation to Keith Marshall Uitdewilligen

Keith is graduating from Rocky Mountain High School in Meridian, Idaho. He will be attending Lewis - Clark State College in Lewiston, Idaho on a running scholarship. He will be studying sports management.

Keith is the son of Lisa Wood-Miranda and Gerd Uitdewilligen.



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.

Games begin at 6:30PM are held at MetraPark-First Interstate Arena

SATURDAY - APRIL 22
vs. Omaha Beef

SATURDAY, APRIL 29
vs. SW Kansas Storm

SATURDAY, MAY 13
vs. Gillette Mustangs

MAY 15, 2022
vs. Sioux City Bandits

THURSDAY, MAY 25
vs. Fargo Invaders

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

Congratulation to

Kietrich Schwarm

Kietrich is graduating from Billings Senior High. He plans to attend City College for welding.

Kietrich is the son of Holly Schwarm and Brad Wagner.



WHAT ARE YOU HUNGRY FOR?

As many of you know, as of March 15 Red Rooster is under new ownership. Because the donuts have not gone over well, we decided this was a good time to quit ordering them and maybe try something new.

We are open to suggestions. What would interest you? Food truck? Muffins? Fruit?



Some other sort of treat? Please let us know what you would might like to see us get. Leave your suggestions in the employee suggestion box near the safety board.



A gentleman from Golden State Art Works in California was checking his exchange cup order over the phone. He said he has "**been using these cups for 45 years and they are the BEST!**"

Don't Forget!

Be sure to **notify HR** to update information in any of the following circumstances:

- ✓ Marriages
- ✓ Divorce
- ✓ Births
- ✓ Deaths
- ✓ Address Changes
- ✓ Phone # Changes

This information is necessary to keep benefits up-to-date, among other things.




Congratulations to

Benjamin Longbottom

Ben is graduating from Sandra Day O'Connor College of Law with a JD degree. He will be specializing in Environmental Law and is working for a Phoenix-based law firm. He and his wife Ashton will be living in Tucson while she finishes veterinary school. Ben is the son of Mike and Larae Longbottom.



 SANDRA DAY O'CONNOR
COLLEGE of Law
ARIZONA STATE UNIVERSITY



Congratulations to

Alex Wood

Alex is graduating from Arizona State University - Tempe with a degree in Math. He plans to work for Garmin in Chandler, AZ in their aviation department. Alex is the son of Barry and Dayana Wood.

STONEXPO SHOW

HOLLY ANDERSON, TECHNICAL SALES & TRAINING COORDINATOR

StonExpo was held January 31- February 2 in Las Vegas. Our distributor, JMR Industrial had a booth at the show and invited WPG to man the booth with them. JMR is also a dealer for Gorbelt hoist products so they brought with them a nice bridge and trolley display that had our MT810TAIR suspended from it. We had a lot of good foot traffic and both pieces of equipment were good conversation starters with show goers. There were 5 different tradeshow that were going on in Vegas at the same time so people were everywhere and I'm sure that helped lend to the success of the show since all 5 were industry related, catering to the hardware/contractor/interior design markets.



SAFETY UPDATES

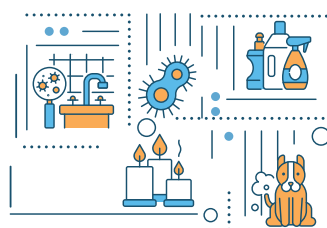
RACHAEL McCANDLESS, SAFETY & PROCESS ENGINEER

Under OSHA it is your right to know the hazards you face, the harm they might cause, and the precautions that you can take against them. As a kind of routine checkup, recently we did air quality testing in a few areas and have a few left. Please let me know if you have any areas that you believe are in need of testing. We did metal exposure testing in welding and at both the hand cup plunger station and hand cup brass saw and all the levels were below what is referred to as the Permissible Exposure Limit (PEL) by a

considerable amount. OSHA recently changed the PEL for silica which is commonly found in sandblasting operations. We use a sand which is primarily garnet to help with this, but it still contains some silica. We also have dust collectors or use a wet process (like at the water jets) which further minimizes exposure. Due to the change in the PE we tested the sandblaster in hand cup and the water jets and both exposures were well below the PEL. We did some testing in molding and tumbling that needs to be repeated due to a lab error.



INDOOR AIR POLLUTION



Lastly, we did noise sampling. All the levels were below the PEL and action level except for the new cell brazer. We have since done more testing at the cell brazer and we were able to lower the exposure to around 86 dB by installing a regulator on the air line connected to the air guns. We will continue to make efforts to lower this noise exposure below the 85 dB action level and have a plan in place. Feel free to request more information or information on previous sampling done. I am also more than happy to explain these results as needed.

Job Tasks	OSHA PEL/ Action Level dBA	TWA dBA
Hand-Cup Assembly	90/85	79.8
Powder Coating	90/85	80.5
Welder	90/85	75.4
Rubber Molding	90/85	81.5
Water Jet Operator	90/85	77.9
Hand-Cup Assembly	90/85	76.5
Tumbling	90/85	74.9
Welder	90/85	77
Hand-Cup Assembly	90/85	91.3
Cutting	90/85	75.9



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.



Tarra T. Grazley-Pfister,
CFP®, CRPS®
President of TTG Financial
Services Inc.
Investment Advisor, RJFS

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