

WOODY'S WORLD

★ H A P P Y ★
Fourth of July
★ I N D E P E N D E N C E D A Y ★

WPG PRIMARY HEALTHCARE FOR EMPLOYEES—IMPORTANT UPDATE!

KATIE WHITMOYER, HR/SAFETY MANAGER

As fate would have it, about 2 weeks after the last edition of Woody's World came out, in which I touted the wonderfulness of our access to the miCare clinic here in Laurel, I got a call notifying me that the Laurel School District had decided to discontinue their relationship with the clinic (which we share with them) at the end of August. This meant that we have been faced with the decision of trying to figure out what that means for WPG and our health plan members going forward.

WPG will be partnering with Flex Family Health to offer no-cost primary, and basic acute, care to... all employees who have passed the 90-day waiting period for medical benefits.



First off, I want to say that we appreciate all the feedback we received from many of you regarding the clinic and services. Decisions that impact such a large number of people are never easy to make and are not ones that are ever taken lightly. Over the last couple weeks we've had many discussions—weighting the pros and cons of all of our options that have been presented and suggested. Based on those discussions, the conclusion we've reached is that WPG will also discontinue our partnership with miCare at the end of August. The Laurel miCare clinic will remain open, and our health plan members will still have access, through the end of August. miCare will be mailing out communications to all WPG plan members within the next month regarding the closure, as well as with instructions on how to access your medical records.

As far as primary care options for WPG health plan members going

Decisions that impact such a large number of people are never easy to make and are not ones that are ever taken lightly.

forward, we have decided upon a solution to replace miCare (as well as add to its offerings) that I'm optimistic about. Starting at the beginning of September, WPG will be partnering with Flex Family Health to offer no-cost primary, and basic acute, care to WPG health plan members. Also, as an addition, WPG will also be offering the availability of this benefit to those who have opted out of the healthcare plan as well, so it is available to all employees (who have passed the 90-day waiting period for medical benefits).



QUALITY & CONSISTENCY ARE A TEAM EFFORT

Happy Birthday

JULY BIRTHDAYS

Jaxson Crookston	2
Dylan Speidel	5
Joshua Schreiner	6
Gabe Bush	8
Chris Rosenberg	13
Shawn Nardella	15
Tanya Lawver	20
Joe Jones	21
Andrew Hayes	25
Joshua Seiffert	30

AUGUST BIRTHDAYS

Bryan Strobel	1
Kelcie Lohof	1
Eddie Borninkhof	10
Kelly Koontz	11
Mason Seymour	12
Derrick Lefler	14
Johana Lopez-Smith	14
Chris Schultz	15
Trever Pankratz	19
George Witschen	21
Ryan Blumenshine	22
Holly Schwarm	23
Jonathan Hampton	30
Bob Moran	31
Sandy Robinson	31

MUSTANGS GAME/BBQ

KATIE WHITMOYER, HR/SAFETY 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.)

- **DATE:** The Mustangs Game/ BBQ is Friday, June 9
- **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 is in the downstairs breakroom.

Please sign-up no later than Friday, June 2. 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.

**SIGN UP BY
FRIDAY, JUNE 2!**
Gates open at
5:30 p.m. (this is when
the BBQ starts). Game
time is 6:35 p.m.



GLASS TEXPO

BRYAN WOOD, PRESIDENT & CEO

We recently exhibited at a regional Glass Industry trade show in San Antonio, Texas called Glass Texpo. Of the handful of regional shows throughout the country this is one of the largest. Along with our own booth we were well represented by some of our distributors including: FHC, Salem Distributing, CRL, Great Lakes Lifting Solutions, and Bohle America.



Overall, there was very positive feedback on WPG products in general. The one reoccurring concern that came up was our

I appreciate everyone's efforts towards getting back on track with our on-time delivery goals. We still have a ways to go, but if we stay focused we will continue to make progress through the year.

long lead times and missed ship dates. In general people were more forgiving of these issues for a period of time while

the supply chain disruptions were at their peak. However, it is apparent that this greater tolerance is waning. Exhibiting at this trade show gave me a small taste of what the sales crew has been dealing with now for several months. Customers are feeling more and more that the supply chain has recovered to the point where we should be getting back to our pre-pandemic lead times and delivery performance. There is no doubt that we have made measurable strides towards that goal during the first half of 2023. I appreciate everyone's efforts towards getting back on track with our on-time delivery goals. We still have a ways to go, but if we stay focused we will continue to make progress through the year.



MAY SALES UPDATE

BRYAN WOOD, PRESIDENT & CEO

The good news is that over the past couple of months, we have made substantial progress towards getting back on schedule with our shipments. With this there seems to be renewed optimism that we could be back on schedule in the next couple of months.

The not so good news is we have seen our order volume drop off in April and May. This could be because we had near record order volume in March resulting in less demand for the following couple of months. This is something we will have a close eye on in June to determine if we are seeing demand dropping, or if June sales show signs of getting back on pace to where we would like them to be.

The other unique condition we have been dealing with the first half of this year is the result of having a combination of long

lead times and high inflation. The current inflationary environment has been driving up material costs much faster than normal. To account for this the price increase we put into effect on new orders starting on January 1st of this year was the largest price increase we have ever implemented.

So far, because of long lead times, most of the product we have shipped this year was ordered before the price increase took effect on January 1st. However, the long lead times alone wouldn't have impacted our cash flow as much if we had normal inflation rates the past couple of years. When you couple high inflation with longer than normal lead times, and then having to wait 30 to 60 days to collect on shipments, you end up with a condition where most of the revenue we generated in the first half of the year did not include the price

The good news is that we are finally to the point where everything we are now shipping was ordered after the price increase.

increase. This has resulted in a tighter than normal cash flow condition for the first half of the year.

The good news is that we are finally to the point where everything we are now shipping was ordered after the price increase. It will take a couple of months, but this should help ease the tight cash environment we have been in the first half of 2023.

WPG'S PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGNER

The deadline for submissions is **WEDNESDAY, JULY 5,** but you can turn your photos in anytime between now and July 5!

WPG's annual Photo Contest deadline is quickly approaching, with just a few weeks left to submit your best images.

There are 3 categories: Landscapes, Animals and People. One winner will be chosen for each category and will collect a **\$50 cash prize!** Each employee may submit enter up to 3 photos per category, but no one can claim more than 1 category prize.

E-mail digital files of the photos to stacyl@wpg.com, or bring the photos directly to Stacy (digital submissions are preferred but not required). Photo submissions are due by 11AM, Wednesday, July 5.

You can turn in your photos ANYTIME before that date. If I am unavailable or not in the office, please give your photos to Lee Ann. **Note: please add where each landscape photo was taken.** Also please do not submit any photos that have been significantly altered in any way. Cropping and minor lightening or darkening are allowed.

Photos will be posted in the downstairs breakroom for 2 weeks to allow employees time to browse and to vote for their favorites. There is a limit of one ballot per employee. Pick up your ballot at the reception desk, fill it out and drop it in the ballot box.

NEW EMPLOYEES



JULIEN PAYNE
Night Shift



SHAWN FREIBURG
Frame Assembly



CHRIS SCHULTZ
Frame Assembly





SUMMER EMPLOYEES



TAYLOR FELLER
Hand Cup Assembly



NATHAN STROBEL
Maintenance



BRAYDEN BENNINGTON
Machining

SAFETY UPDATES

RACHAEL McCANDLESS, SAFETY & PROCESS ENGINEER

In the never-ending effort to improve ergonomics, we have recently expanded our apparel program to be useable for ergonomic footwear at Red Wings shoes. You will get a voucher from Mary Wallace just like for WPG clothing apparel and go to Red Wing Shoes with a valid ID and voucher within the 1-month expiration date of the voucher (a new voucher can be issued if you are unable to use the original one). You will present the voucher and in addition to the voucher amount you will also receive a 15% discount. This voucher can only be used for shoes that are primarily for work. There will be a broader 10% discount that you can use for family and friends or if you have no available voucher amount,

We have recently expanded our apparel program to be useable for ergonomic footwear at Red Wings shoes.



you will just need to tell them that you are with the Wood's account. The purpose of this is to encourage footwear that will minimize strain on your body particularly since many jobs involve standing for the greater part of the day. They will scan

your foot to help with fitting the right shoe for you and also help with upkeep by cleaning the boots regularly if you bring them in. Please let us know if you have any other questions, concerns or suggestions concerning ergonomics.

We are also making progress on coordinating with the physical therapist to develop a stretching program that will be customizable to each department and help reduce repetitive stress injuries over time. We are still sorting out many of the details, but these will be done as a group and will hopefully be enjoyable as well as improve overall health and lower long-term injuries. Please contact Safety and HR if you have any questions or concerns in the meantime.

HAND CUP ASSEMBLY

JOSHUA MCDOWELL, PRODUCTION CELL SUPERVISOR

With another year in hand cup behind us, I can now say that material has stabilized, and the supply chain has become more reliable. Along with the improvements in material orders, we reached full staffing after having seven to eight open positions over the course of the year. The positive developments in these two areas have allowed us to slowly decrease our lead times to better meet our customer's needs.

Another development within our department was the

purchase of a new handle brazing machine. WPG examined ways to increase throughput at our brazing and powder coating



cells, coming to a decision to buy a machine with two brazing stations. After initial set up issues, the engineers were able to adjust the machine

to where we can turn out more and better product. The advancement has facilitated the rise in productivity, allowing us to shift labor within the department from either station one to two days a week.

Lastly, with the assistance of process engineering, we will have a new deburring machine designed and built by the engineering students at Montana State University. The machine will cut down on set up

time, decrease inefficiencies, and breakdown less than the current one. We look forward to its implementation in the tube cutting and deburring cell.

2023 WOODY OPEN

KATIE WHITMOYER, HR/SAFETY MANAGER

LOCATION: Stillwater Golf Course, Columbus, MT

DATE: Saturday, September 16, 2023

Estimated Tee Time: 9:00 a.m. Shotgun Start

Everyone tees off from an assigned starting hole. Please arrive by 8:30 a.m. at the latest to get assigned tee, etc.

FORMAT: Scramble—everyone drives, pick the best shot from there on in

FOUR MAIN RULES TO THE TOURNAMENT:

1. HAVE FUN!
2. Actual employees will have first preference when it comes to filling available spots
3. Family and Friends of WPG employees must have at least one WPG employee on their team (foursome). Preferably we are looking for teams where the majority of the players are WPG employees, however teams of one WPG employee and three non-employees MAY be okay, depending on how many employees wish to play.
4. Once everyone who is interested has signed up, preference will be given to employees in filling available spots. Groups who do not have an employee with them will be assigned an employee or two who have signed up as individuals or as pairs

Although WPG picks up the majority of the cost for the tournament, costs to participants will be the same this year as they were last year (YAHOO!):

\$17.00 per employee
\$27.00 per non-employee

You will be asked to pay these entry fees in advance of the tournament to HR. Checks will be accepted, but cash is preferred so that it is easier to pay off group winners and flag prizes immediately at the tournament.

Watch for the
sign-up sheet in
the downstairs
breakroom very
soon.



The amount of prize money is designed to give people a chance in one way or another to win back their entry fee (most of it)- so they end up with a free round of golf, some friendly competition, a couple of free drinks, some free food, and most of all some good FUN!! Watch for the sign-up sheet in the downstairs breakroom this summer.

401K MEETINGS WITH TARA

KELCIE LOHOF, STAFF ACCOUNTANT

Tarra from TTG Financial is planning to come out to WPG to meet with employees on the afternoon of Tuesday, June 13th. There is a sign-up sheet in the breakroom. The meetings will only be about 15 minutes (so please show up prepared), and will be first come first serve based on the sign-up sheet. We can also start a waitlist and if there is enough interest, we may ask her to come out a second afternoon.

401K ONE-ON-ONE MEETINGS
TUESDAY, JUNE 13 | 1-5PM

TTG
Financial Services, Inc.
The Financial Group

Fidelity
INVESTMENTS

SIGN-UP SHEET IN THE BREAKROOM.
The meetings will only be about 15 minutes (PLEASE show up prepared), and will be first-come-first-serve based. A waitlist will be started if necessary.

NOW HIRING!

1 Full-Time
NIGHT MOLDER

1 Full-Time
NIGHT PRODUCTION
TECHNICIAN

2 Full-Time
PRODUCTION
TECHNICIANS FRAME
ASSEMBLY

1 Full-Time
PRODUCTION
TECHNICIAN
MACHINING

USA



START DOWN THE ROAD
TO A NEW LEVEL OF FITNESS

HOURS OF OPERATION:

MON: 5:30AM-9PM

TUES: 5:30AM-9PM

WED: 5:30AM-9PM

THUR: 5:30AM-9PM

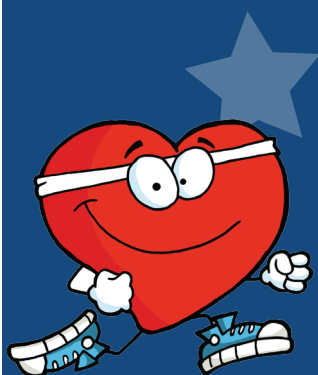
FRI: 5:30AM-8PM

SAT: 8:00AM-6PM

SUN: 8:00AM-6PM

WPG employees* are able to purchase passes to the Laurel Locomotion Fitness Center. The passes are \$10 for 10 sessions and can be purchased at the fitness center.

** passes purchased for family members must be purchased under the WPG employee's name*



(406) 628-8387
406locofitness@gmail.com

122 1st Ave. South
Laurel, MT

STONE AND TILE INDUSTRY RESEARCH AND WHERE DOES WPG FIT IN

BRYAN WOOD, PRESIDENT & CEO

As most of you know WPG products find their way into many different markets. Pretty much any time an industry has the need to handle heavy, smooth, non-porous materials there is a potential application for WPG vacuum cups. One such area is the Stone and Tile Industry.

Starting in the late 80s or early 90s WPG has actively marketed the benefits of our products to this industry. During much of this time we struggled to convince this market segment of the benefits of using vacuum cups and vacuum lifters for lifting their material. However, because of our marketing efforts, the industry began to recognize the benefits of using vacuum cups. This was apparent as throughout the second half of the 1990s and into the 2000s the stone and tile industry was our fastest growing industry.

However, when the recession started in 2008 this industry took a huge hit. For several years the market for tools and equipment in this industry became very price sensitive. As a result, pretty much all of our distributors turn to imported vacuum cups and vacuum lifters to try and cater to a price sensitive customer base. The result of this low-cost provider market strategy, that became the norm during this period, is still very apparent today in this market.

I recently attended, Coverings, a very large trade show that has every type of tool or machine imaginable for working with stone and tile. At this show I seen on display, at various tool distributors

booths, at least four different imported N4000 copies. I also saw battery powered versions of the N4000 from three different companies. In addition, there were several different brands of imported vacuum lifters. The one brand that was not being displayed by any of these tool distributors was WPG. You can imagine my frustration knowing all the hard work and money we put into introducing vacuum cups to this industry to see it all but taken over by imported copies.

★ We know
that we still have
a loyal customer
base out there
that wants to
buy American
made tools.

However, there is some good news that I think we can use to rebuild our market share in the Stone and Tile Industry. First off, even though we have backed off on our promotion to this industry, it is still our third largest industry by sales volume. So, we know that we still have a loyal customer base out there that wants to buy American made tools. The other encouraging thing is that we have seen a shrinking of the price gap between our hand cups and the imports. This could help us regain some market share for hand cups in this industry.

Unfortunately, we are still seeing a fairly substantial price difference between our equipment and most of the imported lifters. Some of this price difference is because often the imported lifters lack some of the features and design quality our lifters have. Some of it is because the imported lifters are far more liberal when it comes to their rated load capacities. For example, there are imported lifters rated in the 1,500 lb. capacity range that we would probably rate closer to 1,000 lbs. However, most of the price difference is the result of these lifters being built in areas of the world with much lower operating cost than in the US.

So as the title of this article implies, we will continue to evaluate how we want to position ourselves within the Stone and Tile Industry. Ideally, we can come up with a strategy that allows us to gain market share in this industry. Obviously, our goal will be to accomplish this without compromising on price. Any compromise we make on price can have a residual effect of eroding margins in other industries, which we can't afford to happen.



HEALTHCARE UPDATE (CONTINUED)

Stay tuned for the official details on the eligibility criteria for this benefit. In the coming months, we will be hosting an on-site event at WPG where employees can meet the providers from this clinic and complete their enrollment to opt-in for care at this clinic. Please note, to be able to access care through this clinic, you will have to complete the clinic's unique enrollment process.

Flex Family Health offers a plethora of healthcare services for patients of all ages (newborn - 99+). Similar to miCare, Flex offers primary healthcare services as well as acute/sick care. Their physical

are able to schedule unlimited in-office appointments during their office hours, which are Monday - Thursday 7am-4pm, and Fridays 7am-11am. However, in addition to office hours availability, patients will also have access to their provider 24/7 via texting, phone calls, e-mail and video chat. Flex providers do offer after-hours in-person appointments as well, subject to provider flexibility. All of this will replace miCare and Recurro (Wellvia). Also, we are hoping to coordinate a routine day, potentially monthly, to have a Flex provider on-site at WPG for appointment availability.

I want to use this opportunity as well to make note of an important detail with regards to this partnership. In full transparency, Flex Family Health is owned and operated by my husband, Cole Whitmoyer, who is a Family Nurse Practitioner. At Flex Family Health there are also two other medical providers, Dr. Jennifer Fowler (who was formerly at MiCare), and Alicia Berve, NP. Currently, Alicia will be the main provider available to WPG participants. All three providers will be visiting WPG within the next few months to introduce themselves, however.

More details on this transition and new benefit offering will be available in the coming months,

Nobody will automatically be enrolled in this benefit—it is something that you will need to actively opt yourself (and spouses/dependents) in to.

however if you have any questions on it in the meantime feel free to stop down to my office. You can also visit Flex Family Health's website (www.flexfamilyhealth.com) to see more information on the clinic.

Lastly—I also want to add that nobody will automatically be enrolled in this benefit—it is something that you will need to actively opt yourself (and spouses/dependents) in to. Details on how to do that will be forthcoming. Also, if you have an established primary care provider elsewhere, there is no change to your ability to continue to see them for your healthcare needs. This is simply another option and opportunity for WPG employees (and their spouses/dependents) to be able to access affordable (free) primary care, should it be a good fit for them.

All of this will replace miCare and Recurro (Wellvia)

office location is in Billings, at 3307 Grand Ave, Suite 201 (on the corner of Grand and 32nd). While a Billings location is not as physically convenient as the Laurel miCare was, Flex offers some additional availability options that WPG employees will hopefully actually find more accessible than what has been previously available. With Flex, patients

MBCEA CONFERENCE

ROSS KING, TECHNICAL SALES MANAGER

I attended the MBCEA conference in Nashville, Tennessee on 5/8-5/9. This is an organization we joined 15 years ago after getting into IMP handling with our lifters. Their show has grown considerably since the start and they claimed this was record attendance in 2023 and record amount of exhibitors.

There seemed to be a lot of people at the night events but the mornings were very lightly attended. I assume many of these contractors must have been Taylor Swift fans so they were up late attending her concerts.



HOURS OF OPERATION

AVAILABLE THROUGH AUGUST 31, 2023

MONDAY
2:00PM - 5:00PM

TUESDAY
CLOSED

WEDNESDAY
3:00PM - 6:00PM

THURSDAY
7:00AM - 10:00AM

FRIDAY
7:00AM - 10:00AM

Laurel Public Schools
miCare Health Center
410 Colorado Avenue
Laurel, Montana



WPG
Apparel
FOOTWEAR EDITION



**DISCOUNT
VOUCHER***

**PLUS 15% OFF
WORK SHOES**

at Red Wing Shoes
(see Mary Wallace
for voucher)

**10% OFF PERSONAL
PURCHASES**
anytime with WPG
discount



* footwear voucher is
part of apparel account
balance (\$30 annually /
\$200 maximum)

AEGIS WINDSHIELD CHIP REPAIR PROGRAM

TREVER PANKRATZ, PROCESS ENGINEERING MANAGER

As part of our acquisition of Aegis Tools, we now make and sell products for performing windshield repairs. What is windshield repair exactly:

Windshield repair is a process that fills the voids left after a piece of the outer layer of glass is fractured from the whole. It is designed to stop the superficial break from becoming a larger one which would cause the glass to be completely replaced. To stop a break from "running", a resin is inserted into the break that bonds the fractures to the whole of the glass.

The repair process consists of

- Clearing a channel for the resin to flow
- Evacuating the break of air
- Filling the break with an adhesive resin
- Curing the resin to bond the loose pieces of glass.
- Filling and smoothing the surface pit.

A successful windshield repair will not produce the same results as having a new windshield. The break will still be there and visible to the naked eye. The purpose of the repair is to restore the windshield to the structural strength originally manufactured into the glass,

not to make it cosmetically transparent, though most breaks are cosmetically improved by the process. Most repairs will clear up about 90-95%.

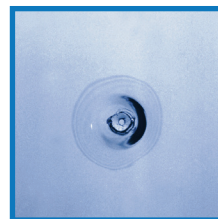
There are also limitations to what types of breaks can be repaired. But typically, if the damage is less than 1-1/2" and there is no damage to the inner layer of glass we can work with it. Some small cracks up to 6" long can also be repaired. There are also some standards that recommend not repairing if the damage is directly in the drivers line of vision.

If you have windshield damage that may be a good candidate for repair, leave your information on the signup sheet in the break room and we will schedule it in to be fixed here while you are at work for free! This gives us an opportunity to test our tools and resins that we sell and gives you a convenient way to get them fixed.

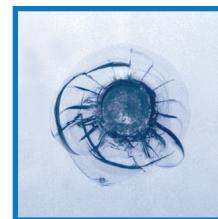


**If you have
windshield
damage that
may be a good
candidate for
repair, leave your
information on
the signup sheet
in the break
room and we will
schedule it in
to be fixed here
while you are at
work for **FREE!****

SAMPLE BREAKS BEFORE REPAIR



Bull's Eye

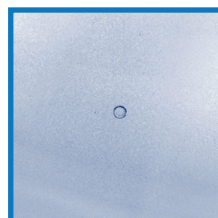


Combination



Star Break

SAMPLE BREAKS AFTER REPAIR



Bull's Eye



Combination



Star Break

**We now make
and sell products
for performing
windshield
repairs.**

beginning
SEPTEMBER 2023



EMPLOYEE MEMBERSHIP INFORMATION

ABOUT FLEX FAMILY HEALTH

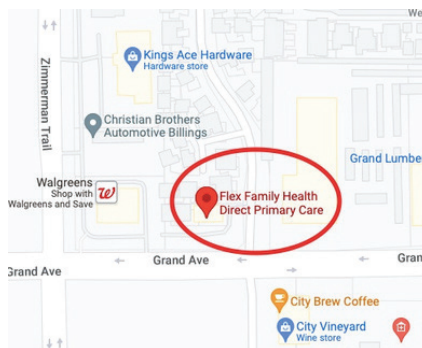
Flex Family Health is a Direct Primary Care clinic located in Billings. Patients at Flex Family Health can access an array of primary healthcare services including unlimited and extended in-person appointments, same or next day appointments, and 24/7 access to THEIR health care provider via phone, text, email, or video call. We also provide lower cost lab testing, imaging, and prescriptions. At Flex, patients can typically receive 80-90% of the healthcare needs they will ever have. If the need to access services out- side of Flex Family Health arises, we work hard to refer our patients to the highest quality and most affordable services available, as well as assist them in navigating and understanding today's complex healthcare world.

WPG enrollment coming Summer 2023

SERVICES OFFERED

- Primary Healthcare for all ages (newborn - 99+)
- Chronic Disease Management
- Illness and Urgent Care
- Mental Health Care
- Preventative and Wellness Exams
- Joint Injections
- Sutures/Staples
- On-Site WPG Visits
- Toenail Removal
- Skin Biopsies
- Lab Testing
- X-Rays
- Ultrasounds
- Prescriptions
- PLUS MORE!

Must be an enrolled patient to access these services



406-894-2425

www.flexfamilyhealth.com

Flexible Healthcare for Your Family

High-quality, affordable primary
healthcare for all ages.



★HAPPY★
**Independence
Day**

UPCOMING EVENTS

MUSTANGS BBQ & BASEBALL GAME

Friday, June 9

401K APPOINTMENTS WITH TARA

Tuesday, June 13

HIGHWAY CLEANUP

Wednesday, June 14

4TH OF JULY

WPG Holiday

Mon.-Tues., July 3-4

PHOTO CONTEST

Photo Entry Deadline

Wednesday, July 5

LABOR DAY

WPG Holiday

Monday, September 4

WOODY OPEN

Employee Golf Tournament

Saturday, September 16

THANKSGIVING

WPG Holiday

Thurs. -Frid., Nov. 23-24

SHUTDOWN

WPG Holiday

Mon. - Mon., Dec. 25-Jan. 1