

WOODY'S WORLD

Striving for **SUCCESS**
without **HARD WORK**
is like trying to **HARVEST**
where you haven't **PLANTED**

- David Bly



**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**

IMPORTANT: BENEFIT UPDATES/ WELLNESS FAIR 2023

KATIE WHITMOYER, HR MANAGER

As you may recall from the last edition of Woody's World, along with our last few group meetings, there are some notable changes coming up with regards to our medical (and prescription) benefit plans. Bear with me as I try to

Once all details are finalized, we will be hosting an on-site enrollment event for employees, and spouses/dependents, who would like to opt-in to the Flex Family Health benefit for the remainder of 2023.

detail out as much as I can in this article about the upcoming changes, as well as details for the Wellness Fair 2023.

PRIMARY HEALTHCARE BENEFIT CHANGES

WPG is continuing to work hard to ensure that our employees and health plan members will not experience any confusion or complications with transitioning their primary care away from miCare, once that service has ceased at the end of August. As a reminder, if you want to get your medical records from miCare, please give them a call to arrange for that or stop in and see them. There are a limited number of flash drives available for WPG employees/family members to be able to have their medical records copied onto at miCare, so the employees/family members can then take them wherever they'd like. Please do not wait until August 31 to get this done!

Currently, we are working hard towards finalizing details in an arrangement that was previously presented between WPG and Flex Family Health. Also, in an additional effort to be as clear and transparent as possible, to remind everyone of a couple important things:

1. Flex Family Health will be a **VOLUNTARY, OPT-IN** benefit. This means that you (and spouses and dependents) will have to actively opt-in to be able to access these services, if that is what you'd like.
2. Flex Family Health memberships will be available to all WPG employees who currently meet the eligibility requirements for the WPG medical plan. Also, for spouses and dependents of eligible

BENEFIT UPDATES/WELLNESS FAIR 2023 (CONTINUED)

HAPPY BIRTHDAY

SEPTEMBER BIRTHDAYS

Manchi Nace	2
Darin Eggert	3
Dustin Dozhier	8
Rachael McCandless	10
Barry Wood	14
Dan Currier	19
Curtis Hartman	22
Briana Mills	23
Thurman Gerber	26
Millissa Langve	27

OCTOBER BIRTHDAYS

Mary Wallace	1
Caleb Frien	3
Byron LaRue	3
Karla Feller	10
Katie Fyfe	12
Nathan Frickel	13
Julien Payne	13
Kelsie Dolman	14
Stacy Lawver	19
Dennis Osgood	20
Barbara Murphy	27
Angela Brennan	29

employees. This means that even those of you who have opted-out of the WPG medical plan, can still opt-into Flex Family Health if you would like.

3. For the year 2023, there will be NO CHARGE TO EMPLOYEES for WPG associated Flex Family Health memberships—except for a couple of fees associated with a select few specific services that are offered at Flex Family Health, for which individuals will be made responsible for at the time of service.

4. For the year 2024, all of those who are eligible for, and who want to, opt-in to Flex Family Health memberships, must do so again during Open Enrollment. Also, for the year 2024, there will be a one-time payroll deduction of an enrollment fee per employee/family that enrolls. More details on the enrollment fee will be

forthcoming during Open Enrollment.

Once all details are finalized, we will be hosting an on-site enrollment event for employees, and spouses/dependents, who would like to opt-in to the Flex Family Health benefit for the remainder of 2023. During that event, those individuals can do so with the assistance of staff from that clinic. If you have spouses/dependents who are unable to make it in for this enrollment event, there will be instructions that can be taken home to do it there. Tentatively, the date being looked at for this event is Thursday, August 17. To help ensure that an adequate time frame is scheduled to complete these enrollments, please sign up on the sheet in the downstairs breakroom if you are considering enrolling so we can get an idea of how many people may be looking at completing the process that day. These enrollments will not be medical appointments, they will simply be an opportunity to opt-in, and if desired, schedule appointments.

Please sign up on the sheet in the downstairs breakroom if you are considering enrolling so we can get an idea of how many people may be looking at completing the process that day.

SPECIALTY MEDICATION BENEFIT CHANGES

Also, there is a forthcoming change to our prescription benefit in that specialty medications will no longer be covered by the plan. We have been assured that this will only impact a very small percentage of our benefit population, and that those who will be immediately and directly affected, will be contacted by TrueRX prior to this change becoming effective. TrueRX does have a program in place to help those who are affected by this change, continue to access their medication.

2023 HEALTH & WELLNESS FAIR

Once again this year, we will be offering the opportunity for employees to get a discount on their health insurance premium for 2024. Qualifying for that discount is a very simple process. The three requirements that must be met in order to qualify are:

1. Individuals must get their blood drawn for an annual lab panel.
2. Then, they must follow-up with a healthcare provider to review those results and get an overall, general annual wellness check.
3. As the two aforementioned items are completed, they must be documented on the Wellness Fair form (available in the downstairs breakroom as well as on the Intranet), and the completed form returned to HR.

That's it! It's that simple!

As a reminder, employees AND spouses (if spouses are planning to be on the plan at any point in 2024) need to complete the requirements to qualify for the discount. Dependents do not need to go through the requirements.

In the past, we've offered the opportunity to fulfill both of these requirements through events hosted on-site here at WPG, by miCare. Unfortunately, miCare will not be available to provide these on-site opportunities for us this year, but we are anticipating Flex Family Health to be available for similar events. The dates for these have not been finalized, and they will be a little bit different than they were with miCare. The main difference being that in order to participate in these on-site events, you must be an opted-in participant in Flex Family Health.

You DO NOT have to be an opted-in participant in Flex

FINAL COMPLETION DATE

Friday, November 17, 2023

Family Health, however, to qualify for the health insurance discount for 2024. You can fulfill the requirements at any healthcare facility. The main point of this program is

As always, with any of this, don't hesitate to come see me if you have any questions. Please stay tuned to Huddle Boards for more details to come as well.

to encourage folks to engage in some type of annual preventative healthcare. Regardless of where you choose to fulfill the

requirements through this year, as mentioned above, you will need to turn in a completed Wellness Fair form to me. The deadline to complete the requirements is FRIDAY, NOVEMBER 17, 2023. If you have already completed the requirements, you may also submit a note/letter from your healthcare provider with the information that is required on the Wellness Fair form. (*NOTE: I DO NOT need [or want] the actual blood test results, just proof that you've had bloodwork and follow-up visit done.)

AS ALWAYS, WITH ANY OF THIS, DON'T HESITATE TO COME SEE ME IF YOU HAVE ANY QUESTIONS. PLEASE STAY TUNED TO HUDDLE BOARDS FOR MORE DETAILS TO COME AS WELL.

SAFETY UPDATES

RACHAEL McCANDLESS, SAFETY & PROCESS ENGINEER

We will be starting a stretching program company-wide for a duration of 3 minutes twice a day.

As many of you know we have a stretching room located next to Mike Longbottom's office. This room is designed to give you a space to work through any muscle soreness or similar so you can get back to work more refreshed and ready to go. It is available any time on breaks and can be used for 5 minutes not during breaks if

something flares up, as long as it is ok with your supervisor. Please continue to make use of this room or take a look at it for the first time.

In addition to this we will be starting a stretching program company-wide for a duration of 3 minutes twice a day. The stretches were designed by a physical therapist specifically with our operations in mind and are designed to help all of us stay healthy and safe from repetitive stress injuries or similar work-related pain and injuries. In addition to overall health, these changes can help with insurance claims and premiums. As this is a big change, please see Katie W. or me for any questions or



concerns but know that more details will be coming soon.

The times will be standard for the whole company and will be:

For Day Shift
08:00 – 08:03
13:21 – 13:24

For Night Shift
16:00 – 16:03
22:31 – 22:34

SUMMER EMPLOYEES



AUBREY SEYMOUR
Handcup Assembly



CAITLYN WOOD
Handcup Assembly



KENZIE HENRY
Handcup Assembly

FYI

See Mary Wallace if you have rubber stamps that need reinked, she will do it for you!



**FLEX FAMILY
ENROLLMENT**
Thursday, August 17

LABOR DAY
WPG Holiday
Monday, September 4

WOODY OPEN
Employee Golf Tournament
Saturday, September 16

**ON-SITE WELLNESS
BLOOD DRAW &
FOLLOW-UP**
TBD

**WELLNESS
COMPLETION
DEADLINE**
Friday, November 17

THANKSGIVING
WPG Holiday
Thur -Fri, Nov 23-24

CHRISTMAS PARTY
Laurel Golf Course
Friday, December 8

SHUTDOWN
WPG Holiday
Mon - Mon, Dec 25-Jan 1



REMINDERS FROM THE OFFICE

BRENDA LAWVER, PAYROLL & OFFICE SUPPORT COORDINATOR

Schedule Deviation Forms

If you are planning to use any personal leave or vacation in the current week, please try to get any Schedule Deviation Request forms turned into payroll as soon as possible. If an employee is leaving during their work shift, please make sure they complete a form **before they leave the building**. The supervisor can turn in the leave slip with ? end time or hold on to it until the employee returns. At least **get one started before they leave** because quite often

you both get busy and it gets forgotten.

There are 3 ways to access a Schedule Deviation Request Form:

1. **Fill it out online**
at wpgteam.com and email it directly to your supervisor.
2. **Fill it out electronically**
and print or e-mail it to Payroll once it has been approved by your supervisor.
[\[\\JUMBO\\Everyone\\Schedule DeviationRequestForm.pdf\]](file:///J:/JUMBO/Everyone/Schedule%20DeviationRequestForm.pdf)



3. **Fill out the paper version**
and turn it into Payroll once it has been signed by your supervisor.

Time Clock

Don't forget to **TURN IN A SCHEDULE DEVIATION FORM** if you are out or if you've missed a punch.



If you forgot to clock out, go ahead and clock out when you get back from lunch or first thing in the morning and then clock right back in. **Complete and sign a schedule deviation form and give to your supervisor** to sign and turn in to me. Follow the same procedure if you forget to clock in - clock in and then right back out.

Don't forget to turn in a schedule deviation form if you are out or if you've missed a punch. Remember you can submit both of these electronically using the intranet.

The time clock rounds up/down around the 7-1/2 minute mark. To avoid any unnecessary overtime, **please do not clock in until 6 minutes before your shift** (unless preapproved by your supervisor). For example, if your shift begins at 6:00AM, do not clock in before 5:54AM. If your shift begins at 8:00AM, do not clock in before 7:54AM.

Montana Property Tax Relief

You should have already received a postcard in the mail regarding the Montana Property Tax rebate available August 15th to October 1st of this year but just in case you have not or thought it was just more junk mail, here is some information about who is eligible and when you need to apply to receive the rebate.

Once the paper forms are available, we'll put them in the breakroom. **FOR MORE INFORMATION GO TO:** <https://mtrevenue.gov/taxes/montana-tax-rebates/>

MONTANA PROPERTY TAX RELIEF

WHAT IS THE PROPERTY TAX REBATE?

Governor Greg Gianforte in 2022 proposed a property tax rebate for Montanans for their primary residence and signed it into law in March 2023. The rebate provides Montanans up to \$675 of property tax relief on a primary residence in both 2023 and 2024.

WHAT ARE THE QUALIFICATIONS?

To qualify for the property tax rebate you must have:

- ✓ Owned a Montana residence for at least seven months in 2022
- ✓ Lived in that Montana residence for at least seven months in 2022
- ✓ Been billed property taxes on this residence
- ✓ Paid property taxes on this residence

HOW DO I CLAIM A PROPERTY TAX REBATE?

Beginning August 15, 2023, taxpayers may claim their 2022 rebate online at GETMYREBATE.MT.GOV or by paper form. 2022 claims must be filed by October 1, 2023.

LEARN MORE AT

GETMYREBATE.MT.GOV



GETMYREBATE.MT.GOV
406-444-6900

GOVERNOR
GREG GIANFORTE

OFFICE REMINDERS (CONTINUED)

Wedding Day Holiday

- ☒ Date
- ☒ Dress
- ☒ Flowers
- ☒ Cake



... so many things to plan for your special day! Don't forget to let Payroll know or mark your Schedule Deviation Request form.

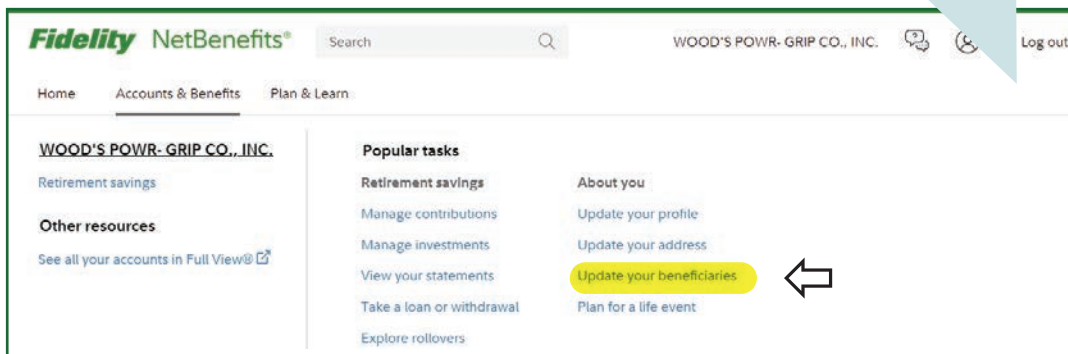
"As a wedding gift from WPG, any employee married after completion of the probation period will be given one paid wedding holiday."

401K

You become eligible on your 1-year anniversary, if you worked at least 1,000 hours in the past year and are 21 years of age. Once you become eligible, you can start contributing the first pay period of the following month. You can update your contribution the first pay period of any month. You can sign up at www.netbenefits.com or contact Tarra Grazley-Pfister at TTG Financial Services (406-256-6112 or tarra@ttgfinancial.com).

Also, don't forget to update your beneficiaries if something has changed – marriage, divorce, children. You can update the beneficiaries online at Fidelity.com or get a paper form from myself or Kelcie Lohof.

Don't forget to update your beneficiaries if something has changed – marriage, divorce, children.



HIGHWAY CLEAN UP

BRENDA LAWVER, PAYROLL & OFFICE SUPPORT COORDINATOR

Thank you all who were able to come out for Highway Cleanup in June! WPG cleans a two mile section on Old Highway 10 W just west of Golf Course Road.

We had a smaller crew this year, 13 adults and 9 kids, but we were mighty! We tried to beat the rain clouds that were rumbling but some of the crew did end up getting rained on towards the end.

I didn't hear of anything really unique that was found. Some tools, a rubber seal for a car window and lots of bottles and cans. The kids always talk about finding the bones of the animals who weren't so lucky when they crossed the road. Thank you Sharon for getting the food ordered and delivered and Brad for picking up the drinks. Thanks Mike and Brad for putting out the signs and Kelcie, Brad and



Bryan for dropping off and picking up the crews. We had a fun time getting together after a job well done, eating and listening to the kids excitement. Plan on coming out to help next time if you are able!

SUMMER EMPLOYEES



ISAIAH VAN BALLAGOYEN
Frame Assembly



ERIC WOOD
Handcup Assembly



ANDREW SERFAZO
Frame Assembly

Welcome to
TEAM



START DOWN THE
ROAD TO A NEW LEVEL
OF FITNESS

WPG employees
are able to purchase
passes to the Laurel
Locomotion Fitness
Center. Passes are **\$10**
FOR \$10 SESSIONS,
and can be purchased
at the fitness center.
Family members can use
your pass, but it must
be purchased under an
employee's name.

HOURS OF OPERATION:

MON: 5:30AM-9PM
TUES: 5:30AM-9PM
WED: 5:30AM-9PM
THUR: 5:30AM-9PM
FRI: 5:30AM-8PM
SAT: 8AM - 6PM
SUN: 8AM - 6PM



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

122 1st Ave. South
Laurel, MT

Congratulations to
Kazz & Marrina Siewing on the
birth of their daughter!

Raegan Kae

She was born March 24, 2023
Weighing 8 lbs 4 oz
and measuring 19.5 inches



Congratulations to
Eddie Borninkhof and
Kota Welborn on the birth
of their daughter!

Remmy May

She was born July 6, 2023
Weighing 6 lbs
and measuring 20" long



WE ARE 
HIRING!

REFER A FRIEND

- 1 Full-Time Production Technician [Night Shift]
- 2 Full-Time Molders [Night Shift]
- 3 Full-Time Production Technicians [Frame Assembly]
- 1 Full-Time Production Technician [Machining]

WOODY OPEN 2022

KATIE WHITMOYER, HR MANAGER

LOCATION: Stillwater Golf Course,
Columbus, MT

DATE: 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.



FREE!

Appointments
only available
through
August 31!



miCare Health Center
410 Colorado Ave.
Laurel, MT 59044

Phone: 406-628-3340
Fax: 888-851-5401
Email: laurel@micareclinic.com

Hours:

Mon. 2 pm – 5 pm
Wed. 3 pm – 6 pm
Thurs. 7 am – 10 am
Fri. 7 am – 10 am

For WPG Health Plan
Members Only



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.

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 very soon.



Know someone who would be
a perfect fit for WPG? With our
Employee Referral Program, you can

EARN UP TO \$200

for each referral who is successfully
hired! See HR or wpgteam.com
for more information.

2023 WPG PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGN AND VISUAL PRODUCTION

This year marked the 14th Annual WPG Employee Photo Contest! We had 20 employees submit 96 entries and 27 employees vote. Your vote matters! All of the winners won by only 1 or 2 votes!

Thank you all who participated!

Congratulations to Lee Ann Wood, Joshua Eickhoff and Sharon Krug for taking home the cash prizes!

We currently have 3 main categories (Animals, People and Landscapes). I have received a couple of suggestions to split the categories down even further (e.g. domestic animals vs. wild animals or landscapes vs. architecture). I just wanted to let you know I have read your suggestions, but in order to break the categories down even further we would need to divide the prize money. If you prefer 6 winners at \$25 to 3 winners at \$50, please let me know.

Next year we will end the photo contest a little sooner than usual. We typically have photos due the first workday after the July 4th holiday. In 2024 we will put June 18 as the tentative photo contest deadline. ***Remember you can turn in your photos anytime between now and June 2024.***

**The 2024
Photo
Contest
deadline is
tentatively
set for
Tuesday,
June 18**

WPG PHOTO CONTEST WINNERS



LEE ANN WOOD



SHARON KRUG



JOSHUA EICKHOFF



JOSH SCHREINER



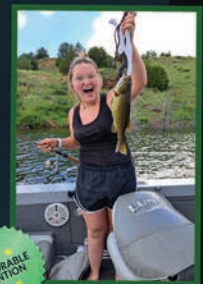
JOSH SCHREINER



KIETRICH SCHWARM



ANGELA BRENNAN



JODI SCHREINER



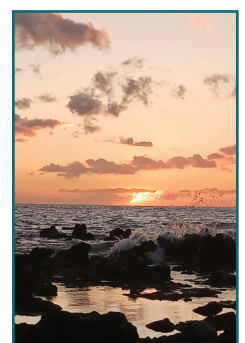
JOSHUA EICKHOFF



DANIEL MEUCHEL



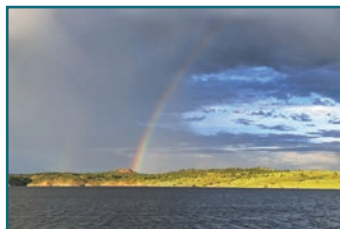
JOSHUA EICKHOFF



ANGELA BRENNAN



STEPHANIE TEEGARDEN



JODI SCHREINER



STEPHANIE TEEGARDEN



TONY STORY



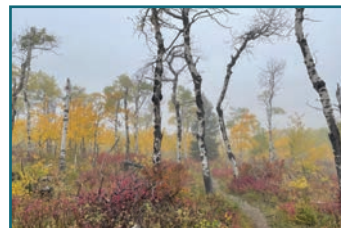
PATTI FYFE



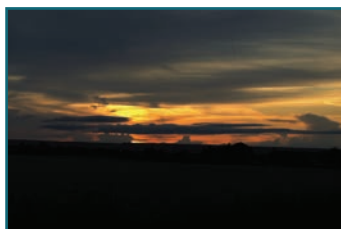
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JOSHUA EICKHOFF



STEPHANIE TEEGARDEN



RACHAEL McCANDLESS



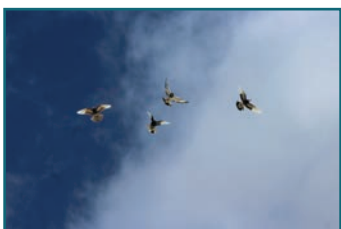
RACHAEL McCANDLESS



RACHAEL McCANDLESS



MIKE LONGBOTTOM



RACHAEL McCANDLESS



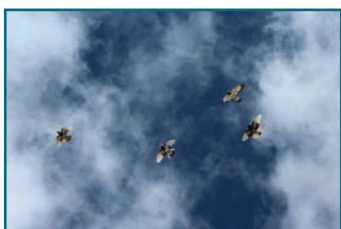
LEE ANN WOOD



MIKE LONGBOTTOM



MIKE LONGBOTTOM



RACHAEL McCANDLESS



RANDY DAVIS



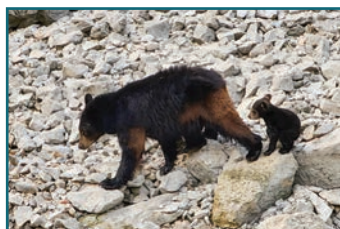
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JODI SCHREINER



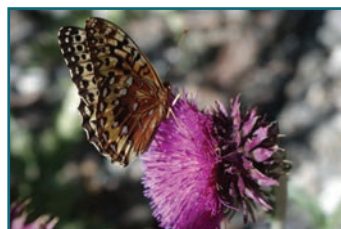
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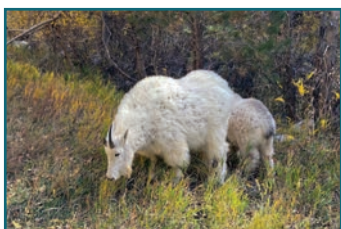
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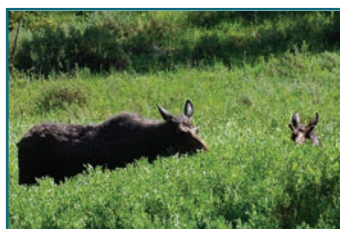
KIETRICH SCHWARM



PATTI FYFE



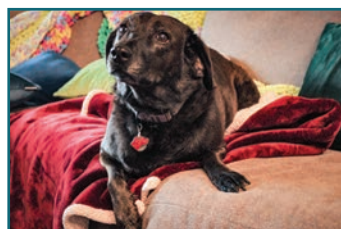
LACEY THOMPSON



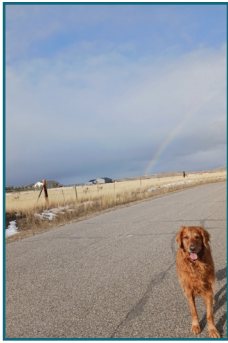
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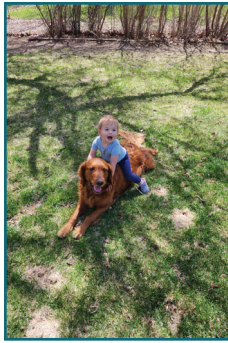
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RACHAEL McCANDLESS



JOSHUA EICKHOFF



JOSHUA EICKHOFF



JOSHUA EICKHOFF



TONY STORY



JOSH SCHREINER



KIETRICH SCHWARM



TANYA LAWVER



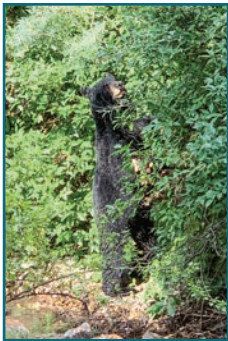
LEE ANN WOOD



LEE ANN WOOD



LEE ANN WOOD



BRENDA LAWVER



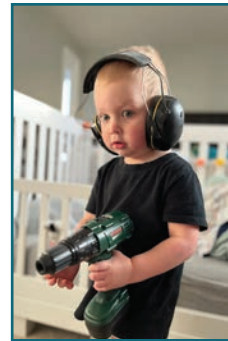
ANGELA BRENNAN



ANGELA BRENNAN



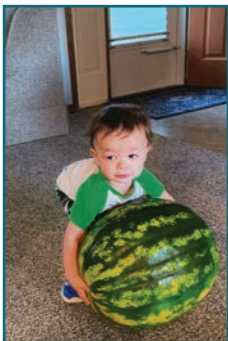
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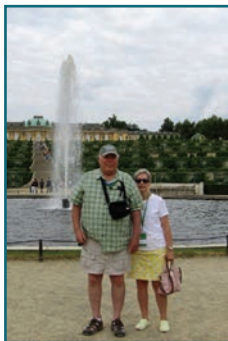
MIKE LONGBOTTOM



MICHAEL MANDERS



MICHAEL MANDERS



KIETRICH SCHWARM



MIKE LONGBOTTOM



MIKE LONGBOTTOM



JOSHUA EICKHOFF



RACHAEL McCANDLESS



JODI SCHREINER



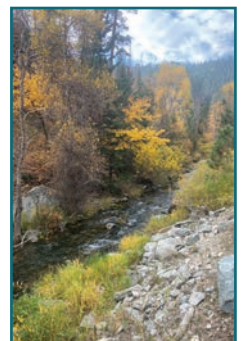
DANIEL MEUCHEL



KELLY KOONTZ



KIETRICH SCHWARM



LACEY THOMPSON



RANDY DAVIS



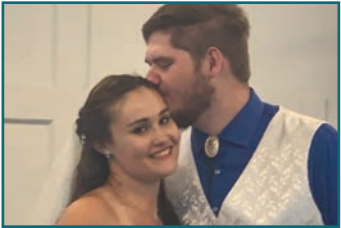
JACK KERR



PATTI FYFE



LEE ANN WOOD



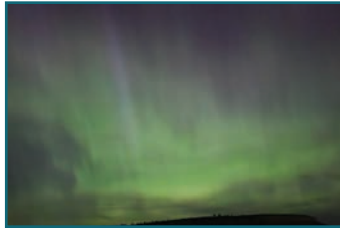
TANYA LAWVER



KIETRICH SCHWARM



ANGELA BRENNAN



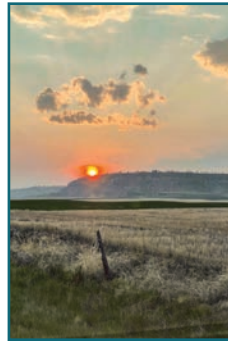
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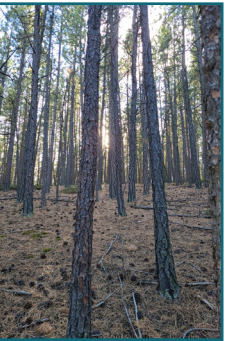
DANIEL MEUCHEL



ANGELA BRENNAN



JACK KERR



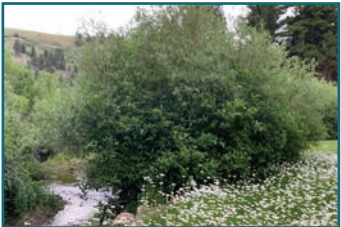
JOSH SCHREINER



JODI SCHREINER



TONY STORY



BRENDA LAWVER



BRENDA LAWVER



KELLY KOONTZ



MIKE LONGBOTTOM



MIKE LONGBOTTOM



LEE ANN WOOD



LEE ANN WOOD



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PATTI FYFE



JOSHUA MCDOWELL



JOSHUA MCDOWELL



JOSHUA MCDOWELL



KELLY KOONTZ



LACEY THOMPSON



LACEY THOMPSON



DANIEL MEUCHEL

2024 HOLIDAY CLOSURE & shutdown schedule

JAN 1	MONDAY	NEW YEARS DAY
MARCH 29	FRIDAY	GOOD FRIDAY
MAY 27	MONDAY	MEMORIAL DAY
JULY 4-5	THURSDAY & FRIDAY	INDEPENDENCE DAY
SEPT 2	MONDAY	LABOR DAY
NOV 28-29	THURSDAY & FRIDAY	THANKSGIVING
DEC 24, 2024 (TUES) - JAN 1, 2025 (WED)		WINTER SHUTDOWN

*Note: The last day of work before Winter Shutdown will be Monday, December 23, 2024.
Return to work on Thursday, January 2, 2025.*

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, 2024 and work the entire calendar year of 2024 will receive 80-hours of paid holiday for 2024. 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 2024.

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)
8 Holidays before Shutdown	5 Holidays before Shutdown	5 Holidays before Shutdown
2 Holidays during Shutdown (12/25, 12/26)	3 Holidays during Shutdown (12/25, 12/26, 12/30)	3 Holidays during Shutdown (12/25, 12/26, 12/27)
4 UNPAID days during Shutdown (12/24, 12/27, 12/30, 12/31) USE 1 2025 HOLIDAY (1/1/25)	2 UNPAID days during Shutdown (12/24, 12/31) USE 1 2024 HOLIDAY (1/1/25)	2 UNPAID days during Shutdown (12/24, 12/31) USE 1 2024 HOLIDAY (1/1/25)