

WOODY'S WORLD

Merry CHRISTMAS

Wood's Powr-Grip will be closed from
Monday, December 25 through Monday, January 1
to give our employees some much needed time
with family and friends.

WPG UPDATE

BRYAN WOOD, PRESIDENT & CEO

Looking back at 2023 there are several noteworthy positives to highlight. We have seen substantial stabilization of the supply chain compared to the previous couple of years. As a result, we had far fewer interruptions in production while we waited for parts to arrive. This was a key factor in allowing us to reduce our lead times to about two thirds of what they were in 2022.

Another positive trend this year was we did not see order volume drop off in the second half of the year like we did last year. Through November our average monthly orders for the second half of the year have been almost identical to what they were in the first half of the year.

At the end of each year one of the key measurements that we look at is our total revenue and how it compares to previous years. For

the first time since 2018 we will see a noticeable increase in our revenue for the year. Normally this is an indication that we have

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increased the volume of products we are producing. Unfortunately, this year we experienced a

decrease in the quantity of our main products, like the N4000 and the metal handled cups, that we produced and shipped.

The revenue increase in 2023 is primarily the result of two things. One of them being this was our first full year with the Aegis product line. Our sales through Aegis for 2023 will be over \$800,000. The other factor is we are seeing the effects of a larger than normal price increase that was implemented at the beginning of this year to make up for the inflationary pressures we have had for the past couple of years. The good news is that the drop in sales volume was not as much as I feared it would be from such a large price increase. That is a good sign that most of our market has adjusted to the higher prices instead of turning to lower cost imported products.



**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
Levi Stovall	1/15
Phylan Contreras	1/19
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
Georgia Brester	2/15
Joseph Hogue	2/16
Duane Asay	2/22
Lacey Thompson	2/28



TRADESHOWS

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT



We had two major tradeshow in October. The first one was Metalcon for the Metal Construction industry. The show was in Las Vegas from October 18-20. Ross and Barry attended the show. Metalcon caters to all aspects of construction that utilize metal as a construction material. As you can imagine, this includes a pretty wide variety of products. Anything that can be used to put a piece of metal on the side or the roof of a building is on display at this show; everything from giant bending machines to... well... suction cups. The show itself was slow in terms

of traffic, because a substantial amount of people were not in our target market. However, we were able to interact with all the big companies that make the IMP Panels that our lifters work

Our lifter was used for a demonstration on how to install insulated metal panels, which was fairly well attended.



with. Also, our lifter was used for a demonstration on how to install insulated metal panels, which was fairly well attended.

Two weeks later on October 31st – November 2nd, the Glass Build America show was held in Atlanta. Lacy, Holly, Bryan and Barry went to this show. It was a very busy show. There were a lot of new battery powered hand cups being displayed at the show. This could be a new turn in the industry that we will have to keep an eye on. But other than that, the show seemed to go very well.

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.



ADOPT-A-FAMILY

LEE ANN WOOD, MARKETING ASSISTANT

As we head into another year with Adopt-A-Family, I would like to first thank you all for your generosity through this outreach. We have only 2 families this year. Both are in hard times. One in particular is going through a very hard time. The gentleman lost his wife this year and it will be his first Christmas without her and getting through the hardship of



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losing a spouse unexpectedly. His sister has moved in, putting her life on hold, with him to help him raise his young son. Nothing asked for this year was anything most of us would not take for granted. Help us make a good Christmas for these families by either taking an ornament and purchasing it or by donating to the box behind Jodie at reception. Thank you.

SAFETY

RACHAEL MCCANDLESS, SAFETY & PROCESS ENGINEER

Hello! We recently had another safety consultation with the department of labor and industry. These consultations are a kind of comprehensive check-up for our safety program. They found a few miscellaneous things to be corrected, mostly small electrical items but overall had very positive feedback. These changes will be posted once we receive the report from the consultation for at least 3 days in the break room or until the changes are made. Thank you for all of the feedback we have received concerning safety-related requests. Please make sure to mark these safety

concern even if they are minor safety concerns, and if you are unsure it is ok to mark it safety related. However, if you have

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any concerns about requests not getting addressed in a timely

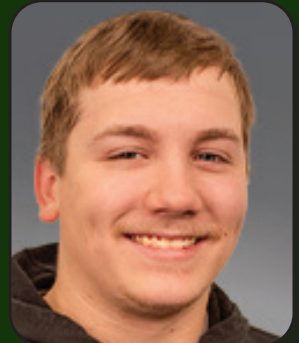
manner, please discuss this with your relevant supervisor, manager, or QA. Marking a request as safety concern that is not a true safety concern, mild or otherwise, will not result in it getting addressed sooner. The stretching program is beginning this December so please continue to give us any feedback concerning this program as it is designed to help everyone feel and perform better. Lastly, stay safe walking in the parking lots and when driving; at least whenever winter decides to officially arrive.

Merry Christmas!

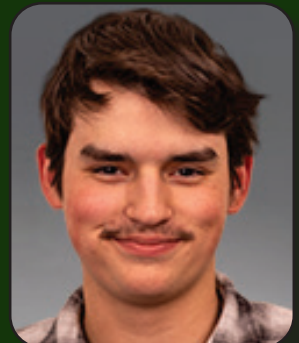
NEW EMPLOYEES



CHRIS CLARK
Hand Cup Assembly



GIDEON NEFF
Molding



CHADON CRNKOVICH
Welding





iPhone Users

Do you have an iPhone and recently installed the iOS 17 update? Please note that this update automatically turns on a setting called Bringing Devices Together, found in Settings>General>AirDrop. This feature allows information link your phone number, photos and other information to be shared by just holding your iPhone close to another iPhone. You can disable this feature by navigating to the AirDrop tab and toggle it off.

Reminder!

If you plan on using Personal Leave or Vacation Time to cover the SHUTDOWN, be sure to turn in a leave slips by 12/14!



Halloween

at WOOD'S POWR-GRIP
WPG.COM





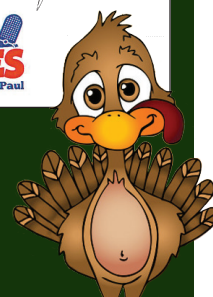
FLAKESGIVING TOTALS

\$416 raised by employees and matched by WPG for a total of \$832! given to the Flakesgiving fund!

Thanks so much, couldn't do it without you!

pe

Breakfast
FLAKES
Mark & Paul



JOB OPENINGS

- 2 Full-Time Night Molders
- 1 Full-Time Night Production Technicians
- 5 Full Time Production Technicians Frame Assembly
- 2 Full Time Cut-Out Production Technicians
- 2 Full-Time Production Technicians HC Assembly
- 1 Full-Time Production Technician Powder Coating



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)