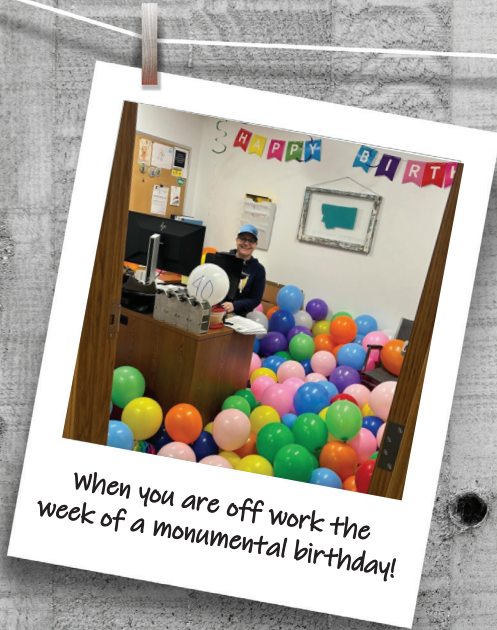


WOODY'S WORLD



When you are off work the week of a monumental birthday!



Central Store Homies



Sharon retires after 11 years at WPG!

2023 ACCOUNTING UPDATES

KELCIE LOHOF, STAFF ACCOUNTANT

Hello 2024 – a new year always brings new adventures, ideas, opportunities, and of course, a few challenges. Some of

processes to become more efficient, found new vendors for certain supplies, updated the quality of our finished products,

- Sales in 2023 (\$20.8M) were 12.5% higher than 2022 (\$18.5M). That might be slightly misleading because we also implemented a 10-12% price increase at the beginning of 2023 so volume of product wasn't actually much higher.

- Hand cups sales: \$9.4M or 45%
- Equipment sales: \$6.2M or 29%
- Parts sales: \$3.5M or 17%
- Other products: \$1M or 5%
- Aegis sales: \$850k or 4%

- We did end 2023 with small loss due to increased expenses in multiple areas. Inflation has driven the cost of materials and freight up. We had increases in our insurance rates, large medical claims, higher property taxes, and utility spikes.



the challenges that we have experienced the last few years have slowed us down, but others have given us the creativity to look at processes and products in a way that we wouldn't have otherwise. We have changed some internal production

invested in new equipment, and incorporated a new, well established product line into our business.

After overcoming a slow start, 2023 ended up being a decent year from a financial standpoint:



QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT

HAPPY Birthday

MARCH BIRTHDAYS

Jodi Schreiner	3/1
Mike Longbottom	3/2
Caitlyn Wood	3/3
Carl Ritterpusch	3/6
Kenzie Henry	3/6
Tanner Schwend	3/11
Randy Davis	3/17
Kent Kulesa	3/17
Mike Manders	3/18
Bob Robinette	3/24
Bryan Wood	3/25
Kevin Wilson	3/27
A.J. Speidel	3/31

APRIL BIRTHDAYS

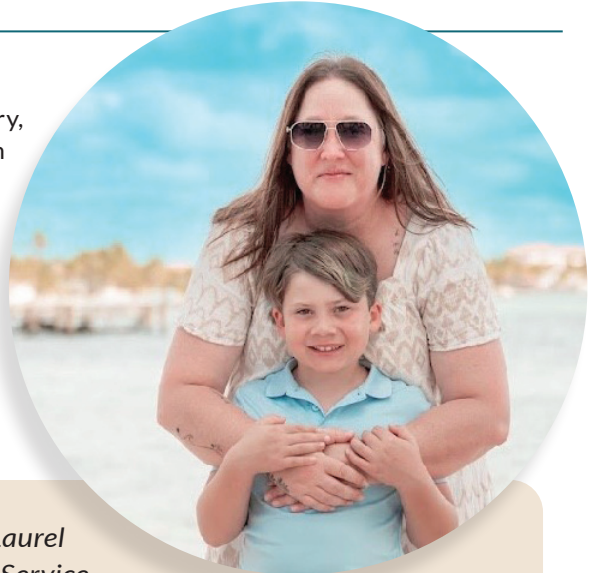
Doug Jablonski	4/3
Jake Knaub	4/4
Dan Page	4/7
Amanda Wilkey	4/11
Jeff Dionne	4/12
Brenda Lawver	4/12
Davlin Schwarm	4/14
Daniel Meuchel	4/17
Tristan Stoval	4/26
Dawson Butts	4/28
Valerie Seymour	4/28



MEET SHANNON

KATIE WHITMOYER, HR/ SAFETY MANAGER

I'd like to introduce everyone to Shannon Curry, WPG's new HR/Payroll Generalist. Shannon will be a counterpart to both HR and Payroll, and eventually should be able to assist with most everything that falls under the HR or Payroll umbrellas. Currently, Shannon's office is in the front admin office, right next to Brenda, Sandy and Kelsie. Please don't hesitate to stop in to see Shannon with any HR or Payroll questions or concerns. Welcome, Shannon!



I grew up in Laurel, graduated from Laurel High School. I worked in Customer Service for a majority of my career until I was introduced to Human Resources over 7 years ago. I had an amazing mentor that took me under her guidance and helped grow my passion for Human Resources. I am a mom to an amazing 8-year-old boy who keeps me on my toes. Whether it's taking him to his sports, being crafty, or playing outside. He is the light of my life and is the reason I do what I do.

I can't wait to see what the future holds for me at Wood's Powr-Grip.

FROM THE FLOOR: MOLDING AND CLEANING/POWDER COATING

JUSTIN SMITH, SUPERVISOR

This year has been a busy one in Molding. We have been trying to come up with some solutions for a couple issues we've been having.

The first issue we we're trying to get figured out this year was the warpage in the 8" pads. We did several tests with different durometer (hardness) rubber and have found one that solves the warpage problem without losing the weight capacity that the pads can handle. While we were doing this testing, we had to switch back to our 16 minute cycle time, which affected Handcup Assembly because we couldn't produce enough pads to keep them running steady.

The second issue we were facing is the hazing or dulling of the pads after they were molded. We are currently working with our rubber vendor to see if there is any additive they can add to help with this issue. We have molded some variations of rubber and have had some promising results. If we choose to go this route and start using this rubber, the next step will be to reduce our cycle times back to 10 minutes so we will be able to keep up with the demand from Handcup Assembly more easily.

In the Cleaning/Powder Coating Area we have added a



chemical to our parts washers to try and get better and cleaner parts through to Welding and Powder Prep. For a while we have been challenged to get the oil from the Emmegi off parts good enough for Welding. With the new added chemical, we are getting better results, but we are still exploring some options that may work better and help reduce costs in the Powder Prep Area.

TRAVEL UPDATE

LEE ANN WOOD, MARKETING ASSISTANT

WPG is changing the way we purchase airline tickets. I will soon be using AmTrav, a travel management company that specializes in business travel. This allows me to book a single trip using tickets from different airlines without incurring extra costs, because they give the price for the departing flight and the returning flight for all airlines that have available flights within a timeframe. It will also soon be possible for WPG employees to use AmTrav for personal travel (AmTrav does not charge fees for that). You can make reservations for hotel and car rentals through the site, which will automatically have our negotiated discounts in the background.

Additionally, I plan to set up our AmTrav account in a way that allows you to book a local hotel at our rates. I've

negotiated rates with the Fairfield Inn and Suites by Marriott in Laurel and both Hampton Inn locations in Billings. So, if you have family arriving from out of town, you can use our rate. Currently, the June-September rate is \$149 a night (plus tax) and the October-May rate is \$129 a night (plus tax). Please note that there may be exclusions for Fourth of July bookings. You can now afford to send your mother-in-law to a hotel!

Right now, I am waiting for AmTrav to upload travelers into the system. Once this is done, I can go in and add all of our hotel point clubs, airline miles and known traveler

“ WPG employees [can] use AmTrav for personal travel [and to] make reservations for hotel and car rentals...”

Additionally... our AmTrav account ...allows you to book a local hotel at our rates.”

information. If you are in the system, I will send you an email asking that you check to make sure it is correct (It's a big job, I am human and I make mistakes!)

If you have any questions, or would like assistance using AmTrav once I have our account up and running, please feel free to contact me at leeannw@wpg.com or ext. 240.

GLASS EXPO SOUTH EAST

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

The semi-annual Glass Expo South East show was held in Orlando, Florida January 25-26. This is a small regional show that is attended by people coming primarily from the Florida area, with a sprinkling of people from other areas of the country and the Caribbean.

The show opened with a flurry. For the first hour or so people were waiting in line to visit our booth. But as things slowed down, it remained a steady stream throughout the first day. The second day is typically much slower than the first day. However, even with the drop in traffic to the booth, it was still fairly steady right up to the end of the show.

One thing that was unique about this show is that we took an MRT411LDC3 to display, along with the machine dolly to display it on. Being that it was a regional show, many of the attendees were from

smaller shops than those that attend the larger national shows. These smaller shops looked at an MRT as something to aspire to. However, there were a lot of comments that the price was not out of reach for them, and I think learning that they can afford the lifter is going to inspire some interest in our smaller lifters. Unfortunately, the majority of these smaller shops do not have overhead systems, and were pretty clear that they will end up buying a Smart Lift, or some other wheeled system, since we do not offer it.

Overall, it was a good show. We had a lot of distributors there, and we are better represented in Florida than we have been in the past.



NEW EMPLOYEES



BENJAMIN WILCOX
Night Shift



LILYANA LOPEZ-SMITH
Night Shift



CAYDEN WOOD
Machining/ Cutout

**WELCOME
TO OUR TEAM**



WPG 2024 HOLIDAY CLOSURES

EASTER HOLIDAY

WPG Holiday
Friday, March 29

MEMORIAL DAY

WPG Holiday
Monday, May 27

INDEPENDENCE DAY

WPG Holiday
Thursday & Friday
July 4-5

LABOR DAY

WPG Holiday
Monday, September 2

THANKSGIVING

WPG Holiday
Thur - Fri, Nov 28-29

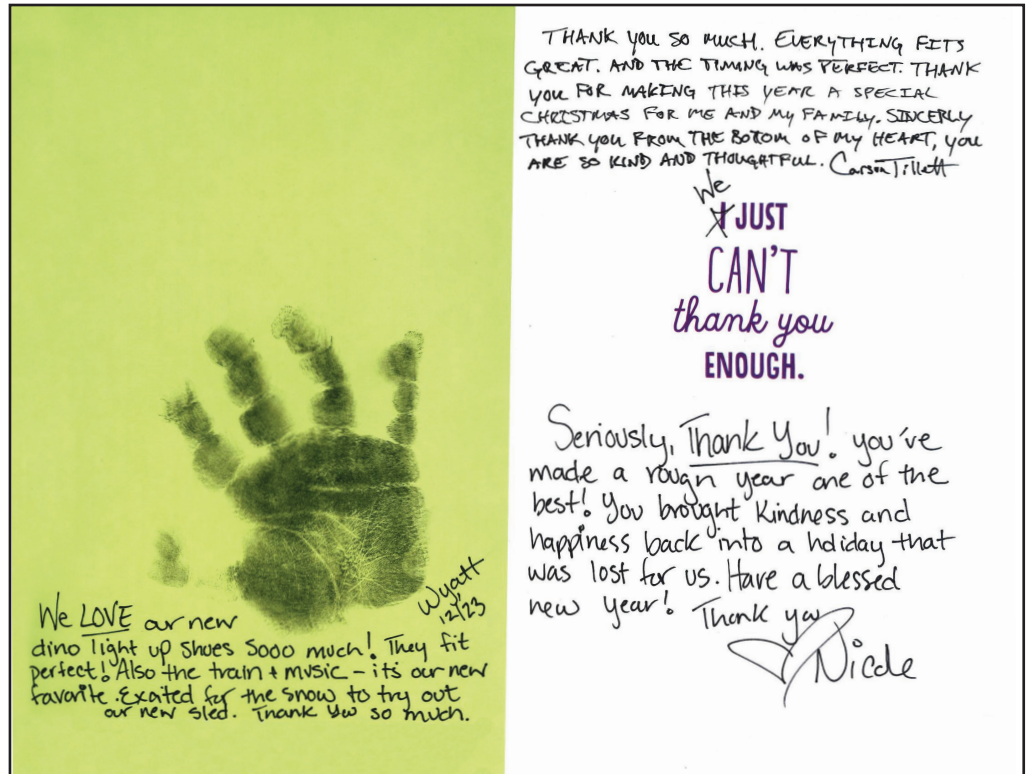
SHUTDOWN

WPG Holiday
Tues., Dec 24- Tues., Jan 1



ADOPT-A-FAMILY

LEE ANN WOOD, MARKETING ASSISTANT



Once again the people I work with have astounded me with their generosity. Thank you. In a year where inflation is so high and need is so great, you made a difference. We started out with 2 different families. But because of your generosity I was able to add a 3rd family that was in need. The first family was one with 2 children. The second family included a man whose wife died this year and his sister had put her life on hold to help him raise his 2 year old daughter. The family added was a man who, after the birth of their daughter, the wife ran out of him. At the time of delivery, he was on the road with the baby trying to recover. Two of the lists asked for soap for Christmas.

About 1/3 of the gifts were purchased by various people. Thank you. Another \$895 was donated and then matched by WPG for gifts. Again, thank you. You both make a difference.

GRADUATION ANNOUNCEMENTS

DUE MONDAY, APRIL 1

Please Include

- ▶ Graduate's Name
- ▶ Parent's Names
- ▶ Graduating From
- ▶ Plans after Graduation
- ▶ Photo of Graduate

send to stacyl@wpg.com

Congrats
CLASS of 2024!

PARTY PLANNERS WANTED!

“Looking for 3-5 people to form a Party Planning Committee”

Do you enjoy going to WPG's big annual events? How about taking your participation in them a step further? Katie is

looking for 3-5 people to form a Party Planning Committee that will help stage the Christmas Dinner, WPG Night at the Mustangs Game, and the Woody Open golf tournament. You can also use your creative streak and knack for organization to help some of WPG's smaller events shine brighter than ever! You and

the other committee members may even brainstorm a new event or two!

The committee will meet every other month or so – maybe a little more frequently as the date of a big event approaches. If being on this committee sounds like fun to you, stop by Katie's office about the chance to join! Selection to the committee should happen sometime before March.

ACCOUNTING UPDATE (CONTINUED)

Another notable expense we incurred last year was the warranty /reworked hand cups. The additional material, freight, labor that we incurred to get that corrected was substantial.

- 2023 Exports were 28% compared to 30-32% the last couple of years.
- Our sales backlog is high and continuing to grow which is encouraging that orders are coming in strong. As of mid-January, our sales backlog is just under \$4M. We haven't gotten much out the door this first half of January which has caused

our backlog to jump up again.

- A few capital equipment investments that we made deposits on in 2023 include: an automated bagging machine for small parts, a CNC lathe with an automatic bar feeder, hybrid case tooling for the 9" & 10" cups. We should be seeing these within the next couple of months.

Thank you all for a great 2023! I am excited to see what this year will bring. 2024 is a special year as WPG will be celebrating 60

years as a thriving business – that is an accomplishment due entirely to the dedication and commitment of every single one of YOU!

“I am excited to see what this year will bring. 2024 is a special year as WPG will be celebrating 60 years as a thriving business”

NEW EMPLOYEES



SHANNON CURRY
HR/ Payroll



DEVIN JOHNSON
Hand Cup Assembly

We love our customers

We really do appreciate the awesome calendars we received from Wood's Powr-Grip! This year's is my favorite.

Please pass on our thanks!

- Lori

Associated Graphic Arts Inc