

WOODY'S WORLD



IN MEMORY OF MANY,
IN HONOR OF ALL,
THANK YOU.

YOUR BRAVERY AND SERVICE WILL
NEVER BE FORGOTTEN.



QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT

WPG UPDATES

BRYAN WOOD, PRESIDENT & CEO



Every year brings a new list of challenges. Some more notable ones that come to mind in recent years including: launching the DC3 system, implementing the new M1 ERP system, COVID, supply chain disruptions, a tight labor market, rapid inflation, attaching issues with the 8" pad. These are just a few of the larger ones I can think of off the top of my head. This year is no exception. As we continue to deal with some of the ones listed, we are also facing the reality that the competitive landscape for the hand cups is becoming a bigger problem. A quick search on Amazon will point you to literally dozens of competitors trying to take market share away from us. All of them are priced significantly lower than us, many of them are less than half the price. The increased availability of

these competitive products was reflected in a noticeable decrease in the number of plastic handled cups we sold last year.

The good news is that we still have strong brand loyalty for our hand cups among the professional glaziers. They use their cups pretty much every day and are willing to pay more for good quality. That is why it is more important than ever that we provide the highest quality product and the best customer service possible.

We have always and will continue to focus our sales and marketing efforts on being the preferred vacuum cup for professionals. As such it is the small details that

make a big difference. However, the biggest difference maker is the pride that our whole team takes in having a reputation for being the best, motivating us to take the extra steps necessary to maintain that reputation. It is that attitude that will make it possible for us to survive the onslaught of low-cost competition being imported from regions of the world where manufacturing costs are much lower.





MAY BIRTHDAYS

Cory Hofferber	5/8
Scott Simons	5/8
Steve Strobel	5/13
Eric Hause	5/16
Cody Hedges	5/18
Andrew Serfazo	5/19
Tina Swan	5/19
Larry Witschen	5/20
Dave Daly	5/21
Ross King	5/23
Enrique Ortiz	5/23
Tom Debree	5/28
Andrew Farquhar	5/29
Colton Salminen	5/29

JUNE BIRTHDAYS

Cayden Wood	6/5
Patti Fyfe	6/6
Josh McDowell	6/6
Kietrich Schwarm	6/6
Keldon Kelley	6/12
Cyndie Adams	6/16
Jack Kerr	6/16
Tony Story	6/18
Colton Knutson	6/21
Christian Abee	6/22
JD Remmick	6/23
Brett Rawson	6/25



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, May 31

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

SAFETY UPDATES - APPAREL PROGRAM

RACHAEL McCANDLESS, SAFETY & PROCESS ENGINEER

Hello! We recently added to our apparel program to allow you to use your vouchers towards approved ISOtunes earbuds.

Since the earbuds are so popular, we wanted to extend the benefit of workwear to any of the approved hearing protection earbuds. Except for the wired ISOtunes earbuds that can be obtained through safety, you will be expected to purchase the approved earbuds and show proof of payment using a receipt or equivalent.

The approved earbuds not obtained through WPG are the ISOtunes Free and Free 2.0, ISOtunes Pro and Pro 2.0, as well as ISOtunes Xtra and Xtra 2.0. After speaking to Mary Wallace, these can be purchased from any available vendor including Amazon. Proof of payment is then presented to

the Apparel Program Manager (who is Mary Wallace) to authorize the voucher and

that will roll over until it maxes out at \$200.

In addition to hearing protection earbuds, the apparel program voucher can be applied towards clothing items at Dynamic Designs or Footwear at Red Wings Shoes. There is an expectation that all items purchased through the apparel program will be used at work.

Also hearing protection is not required inside of offices unless particularly noisy tasks are being performed, regular headphones are permitted in these areas under normal circumstances, but individuals working out on the shop floor can only use the approved hearing protection earbuds whether office staff or otherwise.

provide the applicable amount of reimbursement.

As a reminder the apparel program is for all employees that have worked at WPG for at least 3 months and is an allowance of \$30 every year



WPG-APPROVED

Earbuds

Apparel
vouchers can
now be used
to purchased
earbuds!

(*see details below)



ISOtunes WIRED

- Standard headphone plug 3.5mm
- ANSI-certified 29 dB NRR
- OSHA-compliant hearing protection
- SafeMax™ Technology limits volume output to 85 dB
- IPX5 water and sweat resistance

ISOtunes WIRED comes with 4 pairs of ISOtunes TRILOGY™ foam eartips, 2 pairs of silicone triple-flange eartips, 2 pairs of silicone single-flange eartips, and a snap-shut travel carrier.

\$15

when purchased
from WPG



\$100-130
retail price

ISOtunes FREE or FREE 2.0

- True wireless technology
- Up to 7 hours battery life
- Up to 14 additional hours with charging case
- IP45 dust, water & sweat resistant
- Bluetooth 5.0



\$80-110
retail price

ISOtunes PRO or PRO 2.0

- Redesigned comfort-fit ear hook
- Up to 16 hours battery life
- IP64 dust, water & sweat resistant
- Bluetooth 5.1



\$70-90
retail price

ISOtunes Xtra or Xtra 2.0

- Redesigned controller with larger, more pronounced buttons
- Up to 11 hours battery life
- IP67 dust, water & sweat resistant
- Bluetooth 5.0

* Employees can use apparel program voucher towards any of the approved earbuds on this page and will receive reimbursement upon proof-of-purchase.
Only earbuds that are on this list may be used: NRR of 20 dB and "volume limiting" 85dB.

UPCOMING EVENTS

MEMORIAL DAY

WPG Holiday
Monday, May 27

MUSTANGS BBQ & BASEBALL GAME

Friday, May 31

PHOTO CONTEST

Photo Entry Deadline
Wednesday, June 19

4TH OF JULY

WPG Holiday
Thursday-Friday, July 4 -5

LABOR DAY

WPG Holiday
Monday, September 2

WOODY OPEN

Employee Golf Tournament
Saturday, September 7*
*Tentative date

THANKSGIVING

WPG Holiday
Thur -Fri, Nov 28-29

SHUTDOWN

WPG Holiday
Wed-Wed, Dec 25-Jan 1



NEW EMPLOYEES



BILL ROGERS
Frame Assembly



DEEGIN MCNIVEN
Hand Cup Assembly



TREY EWALT
Hand Cup Assembly



ANDREW FARQUHAR
Powder Coating

WPG VISITOR UPDATE

HOLLY ANDERSON, TECHNICAL SALES & TRAINING COORDINATOR

2024 is shaping up to be a busy season for visitors. In February, two members of Glastechnik in Germany joined us for a DC3 specific training. We showed them the improvements that have been made to the Intelli-Grip system since its inception and discussed maintenance and repair options for things like the control box and older modular B boards.

March had two representatives from Salem Fabrication Technologies out of Winston-Salem, North Carolina, here for dealer and repair training. While Salem is one of our largest North American dealers, they are looking to expand into rental services so maintenance training was high on the list of material to cover with them. Their class was originally slated to be a two-

day class but a snow storm in Denver prevented their flight out as scheduled and their class became a three-day event.

And by the time this issue of Wood's World comes out, we'll be hosting a newer dealer from Belgium in Pieterman Glass & Stone Technology. They will be here for new dealer and service center training. GGR is also expected to make a visit in June.

ANNUAL PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGNER

It is time again to start turning in your submissions for the WPG photo contest. There are 3 categories and 3 winners. Each category winner collects \$50 in cash!! Additionally some of the best photos are included in our WPG calendar.

Because we need the calendar printed earlier than in the past, the deadline for the photo contest will be earlier than usual. Please note - the deadline for submissions will be **WEDNESDAY, JUNE 19**, but you can **turn in your photos ANYTIME between now and June 19**.

Here are a few reminders. There are three categories.

- #1 - LANDSCAPES
- #2 - PEOPLE
- #3 - ANIMALS

Please include where each photo was taken.

Each employee will be allowed to enter up to three (3) photos per category, but you can only win one time!

Turn your 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 ballot per employee). Voting will be open for 2 weeks. Photos will be posted in the downstairs breakroom.



Tarra T. Grazley-Pfister,
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Investment Advisor, RJFS

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WPG won the Food Sculpture Contest!

We feel incredibly fortunate to have the opportunity to support those in need by donating to our local food banks. Thank you to everyone who donated!

NUCOR[®] INSULATED PANEL GROUP

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

There were two tradeshow in the month of March. They overlapped with one in Long Island New York, and the other in Orlando Florida.

The show in Orlando was in the insulated panel industry. One of the large companies in the industry, who sells materials to builders in the metal building construction industry, had a customer meeting. In fact, they had two customer meetings back-to-back. Being a large company, they have subsidiaries. So, the first set of meetings, which included a trade show, started Sunday night, March 17th and ran through Tuesday. These first three days were for the customers of the American Builders branch of the company. On Wednesday, the first group left, and a second group of customers of the NUCOR group came in, and a second – mirror image – event started.

The tradeshow portion of the meetings were “feast or famine” in terms of attendees. While the meetings were going on, the entire area was dead. However, between meetings it was very busy. The nice thing was that the attendees at both meetings were invited because of their size, and they were all large enough that they worked with Insulated Metal Panels. So everyone who came by the booth expressed a level of interest.

Overall, the event was a very good opportunity to get information on our products into the hands of potential customers.

NEW EMPLOYEES



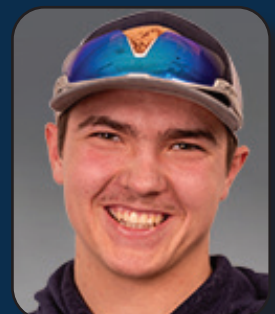
WILLIAM LILLEY
Night Shift



COLTON SALMINEN
Machining



TERI MICHAEL
Reception



ERIC HAUS
Night Shift



Brad gets singing
Valentines from his wife



The 60th anniversary photo can be downloaded from the intranet (<https://wpgteam.com/60th-anniversary-employee-photo>)

NEW EMPLOYEES



PAIGE FLOM
Hand Cup Assembly



NATHAN EZELL
Frame Assembly



MAX BIRDSLEY
Frame Assembly

**WELCOME
TO THE TEAM**

Congratulations to **Michael Martens**

Michael is graduating from Union High School in Vancouver, Washington. He plans to attend WSU (Washington State University) and then transfer to UW (University of Washington) to complete his bachelors degree. He then plans to go to med school for anesthesiology.

Michael is the son of Mike & Tania Martens
and Keni & Chris Buchholz
Grandson of Ken and Jodi Schreiner



Congratulation to **Tyler Strobel**

Tyler is graduating from Billings Senior High School. He plans to attend Montana State University for Engineering.

Tyler is the son of
Bryan and Karissa Strobel



Congratulation to **Haddessah Olson**

Haddessah is graduating from Gateway High School in Aurora, Colorado. She plans on attending Community College of Aurora for psychology and business.

Haddessah is the daughter of
Shaun & Buffy Olson
Granddaughter of Lee Ann Wood



Congratulation to
Andrew Serfazo

Andrew is graduating from
Park City High School. He plans to
continue working at WPG.

Andrew is the son of
Tanya Lawver and Kullen Serfazo



Congratulation to
Kassidy Feller

Kassidy is graduating from
Laurel High School. She plans to attend
Montana Tech for Occupational Therapy.

Kassidy is the daughter of
Karla and Justin Feller



Congratulation to
Nathan Strobel

Nathan is graduating from
Billings Senior High School.
He plans to attend MSU Bozeman,
and study Biomedical Engineering.

Nathan is the son of
Steve and Karyn Strobel



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.



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.

Congratulation to

Heather Strobel

Heather is graduating from MSU Bozeman School of Nursing and plans to pursue a position in critical care.

Heather is the daughter of Steve and Karyn Strobel



Congratulation to

Davlin Schwarm

Davlin is graduating from MSU-B City College with a degree in Welding. He hopes to be able to work at a job that combines his love of art and welding.

Davlin is the son of Holly Schwarm and Brad Wagner



REFER A FRIEND
and earn up to \$200!

- **NIGHT MOLDER** (1 Full-Time)
- **CUT-OUT** Production Technician (1 Full-Time)
- **MACHINING** CNC Operator(1 Full-Time)
- **FRAME ASSEMBLY** Production Technician (1 Full-Time)
- **HAND CUP ASSEMBLY** Production Technician (3 Full-Time)

We are Hiring!

WPG.COM/JOBS