

WOODY'S WORLD



UNITED STATES OF AMERICA



THANK YOU FOR YOUR HARD WORK AND DEDICATION!

WPG WILL BE CLOSED
MONDAY, SEPTEMBER 2

WPG UDATES

BRYAN WOOD, PRESIDENT & CEO

It's still hard to believe that we are celebrating our 60th anniversary. Sixty years ago, I doubt that anyone imagined we would still be going in 2024 and still making the same suction cups. There is only a hand full of us still around that were here 35 years ago when we celebrated our 25th anniversary.

**We have been
blessed with
products that
have stood the
test of time.**

I remember how amazed we were at what we had accomplished. We couldn't believe our little suction cup company in Wolf Point,

Montana had survived for 25 years. We were determined to let everyone know. I remember that year we put stickers that said 25th Anniversary on every piece of mail that left the building. Of course, back in those days everything went by mail, so it created a lot of extra work. However, I don't remember anyone complaining. We were all so proud to have made it 25 years.

Luckily, we have been blessed with products that have stood the test of time. However, it is becoming apparent that if this company wants to survive to its 100th anniversary there are a few things we need to do. We need to continue to find ways to become more efficient, while providing the highest quality products with excellent customer service. We must also continue to innovate our products and continue to be the experts in our field that the

**If there is one
thing we know
for sure it is that
the future is
not promised to
anyone.**

professional trades people turn to for their materials handling needs.

If there is one thing we know for sure it is that the future is not promised to anyone. The materials handling needs of the future will be more complicated and more regulated than anything we have faced in the past. If we are committed to keeping up with these challenges, we should be around to celebrate many more anniversaries.

**QUALITY &
CONSISTENCY
ARE A TEAM
EFFORT**



HAPPY BIRTHDAY

SEPTEMBER BIRTHDAYS

Darin Eggert	3
Lynnette Harding	3
Dustin Dozhier	8
Rachael McCandless	10
Shannon Curry	11
Barry Wood	14
William Rogers	14
Dan Currier	19
Curtis Hartman	22
Millissa Langve	27
Ayden Edgerley	30
Paige Flom	30

OCTOBER BIRTHDAYS

Mary Wallace	1
Byron LaRue	3
Codell McNien	9
Karla Feller	10
Katie Fyfe	12
Nathan Frickel	13
Kelsie Dolman	14
Stacy Lawver	19
Barbara Murphy	27
Angela Brennan	29



EMPLOYER SUPPORT OF THE GUARD AND RESERVE

SHANNON CURRY, HR/PAYROLL GENERALIST

I had the opportunity to fly with the National Guard to Bozeman on July 12th with ESGR (Employer Support of the Guard and Reserve). It's a program that develops and promotes supportive work environments for Service members in the Reserve Component through outreach, recognition, and educational awareness of applicable laws, and resolves employment conflicts between Service members and their employers.

ESGR offers a lot of resources for employers to help with Service members leave. It was an amazing experience and I very glad to have been a part of it.



WPG CUSTOMER TRAINING UPDATES

HOLLY ANDERSON, TECHNICAL SALES AND TRAINING COORDINATOR

The summer months usually see a revolving door of guest in the building and this year has been no different. In June two employees of GGR were here for DC3 Product and Repair training and we had the opportunity to take them on some fun Montana adventures during their stay.

Early July we had four members of Sure Steel, and IMP installer, here for a special session of our repair class. When companies want to send 4+ employees, we'll offer classes just for them at a time that is more convenient. Sure Steel is based out of Texas, but they do work all over the county. One of the attendees was headed to

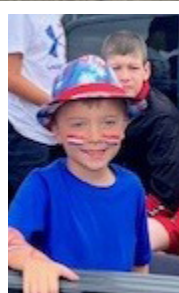
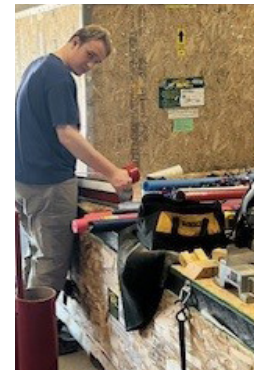
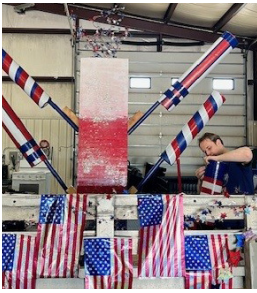
Cheyenne, WY after the class to start a job down there.

And just before these articles were due, we had a guest from one of our long time dealers Colorado Steel Sash here for Dealer Training. Jeremiah spent a day and a half with us learning more about the product line and how to best represent our equipment in the market. We have another dealer looking to come visit in August, but those details are still being worked out.

I've also hosted a few short online courses for Salem Fabrication, who wanted to learn more about our panel lifters specifically, and will be

Jeremiah spent a day and a half with us learning more about the product line and how to best represent our equipment in the market.

presenting two introductory hand cup courses to newly acquired branches of Beacon Waterproofing - formally Coastal Construction Products - in the next week.



Thank you

Thank you to everyone who helped work on the float and who was in the parade

Looking forward to next year!

USA

PROCESS ENGINEERING UPDATES

TREVER PANKRATZ, PROCESS ENGINEERING MANAGER



**OPERATION
SCHOOL SUPPLY**
ends Tuesday, August 13

BLOOD DRIVE
Thursday, August 15

LABOR DAY
WPG Holiday
Monday, September 2

WOODY OPEN
Employee Golf Tournament
Saturday, September 7

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

**WELLNESS
COMPLETION
DEADLINE**
Friday, November 15

THANKSGIVING
WPG Holiday
Thur -Fri, Nov 28-29

CHRISTMAS PARTY
Laurel Golf Course
Friday, December 13

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

It has been a busy but productive year for the Process Engineering team. We always seem to have our hands in various projects, requests, or daily issues. I often lose track of what we have accomplished and keeping up with everyone's work can be challenging.

This year, we implemented a couple of new machines. We replaced the aging CMS lathe, which has been a workhorse for the company, with a new CNC lathe. The old machine made all the plunger stems for metal handcups and other high-volume items. When it started having breakdowns, it was costly for the company due to production shutdowns, so a replacement was necessary. The new machine has more capabilities and a better bar feeder, allowing it to run unattended for longer periods.

We also introduced a new automated bagging machine in Handcup Assembly. This machine quickly bags our small handcups and components, much faster than our previous manual process. It also prints our logo, barcode, and part information on the bags, giving them a more professional appearance.

Curtis has been busy continuously improving dashboards throughout the company, making information

more visual and real-time for those who need it. He also works behind the scenes in M1, ensuring all our processes and part methods are up to date, which helps us maintain accuracy and efficiency. Curtis and the team are currently revamping the shipping area to make it more efficient, a tricky project since most of the work must be done while the area is still operational. We recently installed a jib crane and will soon add a tube lifter to assist with stacking boxes, aiming to prevent injuries.

**We welcome
these requests,
many of them are
very helpful for
the company.**

Kazz has been managing safety duties in Rachel's absence and keeping up with our Lean initiatives, 5S audits, and training. He also repaired Brad's old laser cutter in the blue building, providing an alternative to waterjet cutting for some foams and plastics. This has been particularly beneficial for the Aegis



Solo Neo cases, saving us significant amounts of money.

We are still actively working on Aegis integration. It's running smoothly now, with much of the production handed off to Handcup Assembly. However, Brad continues to handle a fair amount of kit assemblies to ease the burden on Handcup Assembly until they catch up. Currently, we are rolling out a new windshield repair fixture and kit, aiming for a lower price point and simpler system that we hope will appeal to beginner users.

Additionally, I often get involved in day-to-day issues, assisting maintenance with machine troubleshooting to keep production running smoothly. We handle various requests promptly, many of which involve creating new small fixtures or making improvements to address ergonomic issues or simplify tasks. We welcome these requests, as they are often very beneficial for the company.

WE ARE 
HIRING!
 **REFER A FRIEND**

- One Full-Time Production Technician Frame Assembly
- One Full-Time CNC Operator

GLASS SOUTH AMERICA AND CONSTROSUL TRADESHOWS

RANIERI FILHO, WPG BRAZIL

The WPG Brazilian team has participated in 2 trade shows in the last 2 months:

- **Glass South America**, the largest glass trade show in Latin America, held in São Paulo June 12-15. It is held every other year and brings attendees from all over South America.
- **Constrosul**, an international construction trade show that also covers Latin American business, held in Balneário Camboriú, Santa Catarina, southern Brazil.

WPG Brazil has been working hard on its standout products,

such as the N4000 and the P1 machines. Both products are

Both products are unrivaled in the country due to Wood's Powr-Grip technology and quality.



unrivaled in the country due to Wood's Powr-Grip technology and quality.

Over 5,000 people visited our booth at these trade shows over the 7 days of the trade shows. Today, we can say that the WPG name is becoming increasingly well-known in the Brazilian market and Latin America.

Our Intelli-grip technology is unmatched in Brazil, giving WPG products a unique selling proposition. We will have one more trade show in São Paulo this year, focused on the glass parts and accessories sector.

Let's keep the peace and focus on the Brazilian market expansion.



HIGHWAY CLEAN UP

BRENDA LAWVER, PAYROLL & OFFICE SUPPORT COORDINATOR

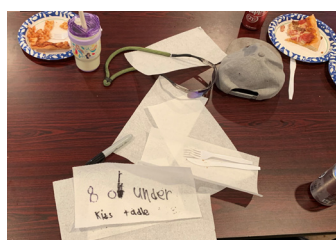
Thank you to everyone who helped with the Highway Cleanup on Tuesday, July 9th. We had a fantastic turnout with 20 adults and 11 children. Weather is always unpredictable—last year we were racing against a thunderstorm, and this year it was scorching hot! Despite the heat, we persevered and made some interesting finds, including a \$1 bill, a large silver spoon, and a fuzzy buffalo hat.

After our hard work, we returned to the office and enjoyed some delicious pizza. The kids had their

own exclusive table and made sure everyone knew it!

A special thanks to WPG for providing the food and drinks, Teri and Jodi for ordering the food, Millissa for helping with the delivery, Bryan and Mike for setting up the signs, and Brad for getting the drinks. When we informed the MT Dept of Transportation about the garbage pick-up, they expressed their gratitude and appreciation for WPG's consistent efforts with the highway cleanup.

Great job and thank you all!



Wood's Powr-Grip & Laurel Community Blood Drive

**THURSDAY
AUGUST 15
2:30PM - 6:00PM**

**Blood Mobile
WPG Parking
Lot**

- To make your appointment today, **SCAN THE QR CODE** with your smart phone.
- You have the power to **SAVE UP TO 3 LIVES** with one donation.
- Vitalant is the sole provider of blood to 30 hospitals in Southern Montana and Northern Wyoming.



**All WPG Employees
who donate earn
2 FREE MOVIE TICKETS!**



vitalant

For more information or to schedule a donation,
call 877.258.4825 or visit us at vitalant.org

Find us @vitalant: [f](https://www.facebook.com/vitalant) [i](https://www.instagram.com/vitalant) [t](https://www.twitter.com/vitalant)

NEW EMPLOYEES



AYDEN EDGERLEY
Machining



CODELL MCNIVEN
Machining



RAY HAUMBERGER
Hand Cup Assembly

FYI

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

REMINDERS FROM THE OFFICE

BRENDA LAWVER, PAYROLL & OFFICE SUPPORT COORDINATOR

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.

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 **2** 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.
3. **Fill out the paper version** and turn it into Payroll once it has been signed by your supervisor.
Paper versions have recently been updated. Check out the new form at [\\JUMBO\Everyone\Schedule DeviationRequestForm.pdf](#)



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.

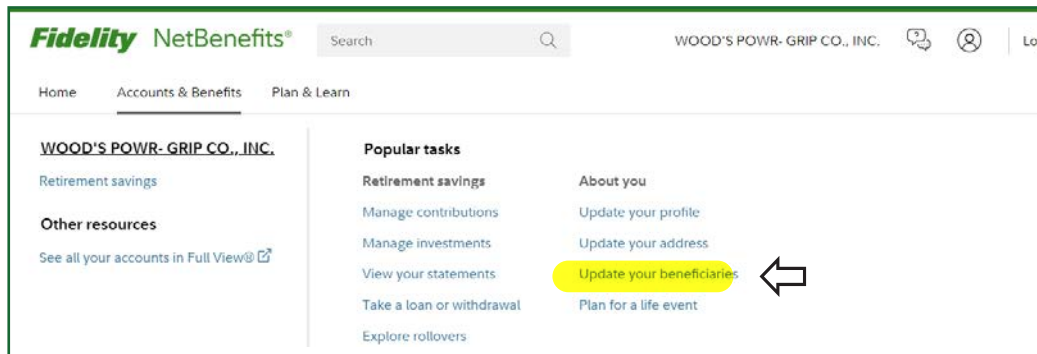
OFFICE REMINDERS (CONTINUED)

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.



SUMMER EMPLOYEES



KAYLYNN STROBEL
Engineering Assistant



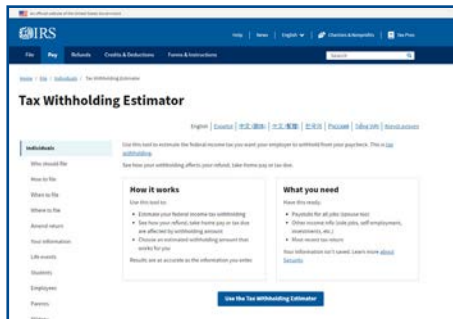
JENNA STROBEL
Marketing Assistant



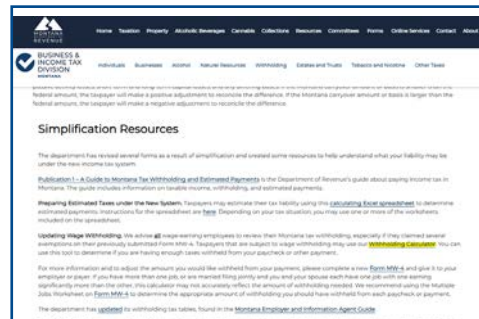
KOLTER LEFLER
Frame Assembly

Federal and State Wage Withholding

Please check your Federal and State withholding tax on your paystub to make sure they are where you want them to be. Below are the links to the IRS and the MT Dept of Revenue tax Withholding Calculators if you aren't sure.



IRS:
<https://www.irs.gov/individuals/tax-withholding-estimator>



Montana Department of Revenue:
<https://mtrevenue.gov/montana-tax-simplification-resource-hub/>

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, go to getmyrebate.mt.gov for more information about who is eligible and how you need to apply to receive the rebate.



Welcome to
TEAM

LOCOMOTION FITNESS CENTER



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

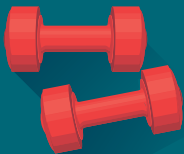
WED: 5:30AM-9PM

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
Joshua and Morgan Eickhoff
on the birth of their daughter!

Wrenley Rhea

born Tuesday, June 18
weighing 6lbs 5oz.

Wrenley joins big sister Ellary
and is also the granddaughter
of Angela Brennan.



it's a
GIRL



Congratulation to
**Jennifer Wallace
& Marcelo Patrici
Bugueno Rocha**

married Friday, June 21, 2024

Jennifer is the daughter of Tim and Mary Wallace

Just
MARRIED

OPERATION SCHOOL SUPPLY

JODI SCHREINER, ADMINISTRATIVE ASSISTANT

It's that time of year again for "Operation School Supply." We are teaming up with United Way of Yellowstone County to collect donated items for students and teachers. Any donated items collected in Laurel, will stay in the Laurel school district. We will collect items through August 13. Below is a list of some of the items needed.



You can also find a list of items needed with a box for your donations in the breakroom. Let's help the Laurel community this school year!

New School Supplies:

- Crayola Crayons (Box of 24)
- Dry Erase Markers (black, blue, green, red, purple)
- Composition Notebook (College & Wide Rule)
- Elmers Glue Sticks and Liquid Glue
- Crayola Washable Colored Wide Tip Markers (Classic 8 Count)
- Crayola Watercolor paints with brush
- Loose Leaf Paper College & Wide Rule
- 2 Pocket Folders, various plain colors
- Ziploc bags (quart and gallons)
- Youth Plain colored Backpacks
- #2 Pencils
- Highlighters
- Pink Erasers
- Headphones
- Trapper Keepers
- Calculators
- Pencil Boxes
- Hygiene Products (NOT travel size)
- Deodorant
- Shampoo
- Body Wash
- Toothbrush/Toothpaste
- Feminine Hygiene Products
- Box of Tissues
- Disinfecting Wipes

Collection box and supply list are in the breakroom.

**SUPPLIES NEEDED
BY AUGUST 13**



FLEX family health

DIRECT PRIMARY CARE

NORMAL HOURS:

MON-THURS

8:00AM - 4:00 PM

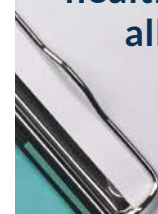
FRIDAY

8:00AM - 11:00AM

OR BY
APPOINTMENT
406.894.2425



High-quality,
affordable
primary
healthcare for
all ages



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.

2024 WPG PHOTO CONTEST

STACY LAWVER, GRAPHIC DESIGN AND VISUAL PRODUCTION

This year marked the 15th Annual WPG Employee Photo Contest, and it was amazing! We had 22 talented employees submit a whopping 105 entries, and 36 of you cast your votes. A huge thank you to everyone who participated!

Special shout out to Holly Schwarm, Kietrich Schwarm, and Cyndie Adams for winning the cash prizes!

The photo submissions were absolutely fantastic this year. I can't wait for everyone to see the WPG calendar—it's going to be stunning! Start planning your shots for next year because our tentative submission date is Tuesday, June 17. Remember, you can turn in your photos ANYTIME between now and July 17. Let's make the next contest even more spectacular!

**The 2025
Photo
Contest
deadline is
tentatively
set for
Tuesday,
June 17**

WPG PHOTO CONTEST WINNERS



HOLLY SCHWARM



KIETRICH SCHWARM



CYNDIE ADAMS



KIETRICH SCHWARM



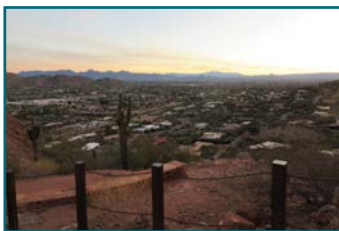
LEE ANN WOOD



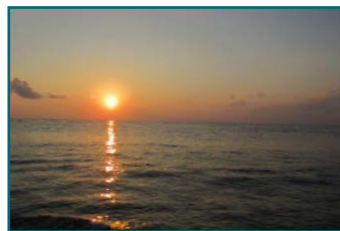
DANIEL MEUCHEL



JODI SCHREINER



BARRY WOOD



BARRY WOOD



BRENDA LAWVER



BRENDA LAWVER



DANIEL MEUCHEL



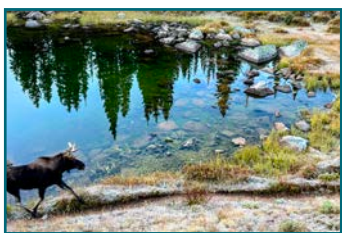
BYRON LARUE



JODI SCHREINER



PATTI FYFE



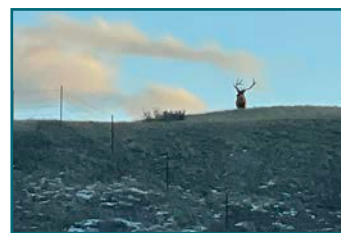
DANIEL MEUCHEL



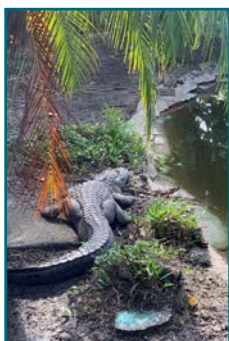
BRENDA LAWVER



KIETRICH SCHWARM



JACK KERR



BRENDA LAWVER



BRENDA LAWVER



CYNDIE ADAMS



JOSHUA EICKHOFF



HOLLY SCHWARM



HOLLY SCHWARM



JOSHUA RIWAI-COUCH



JOSHUA EICKHOFF



JODI SCHREINER



JODI SCHREINER



TERI MICHAEL



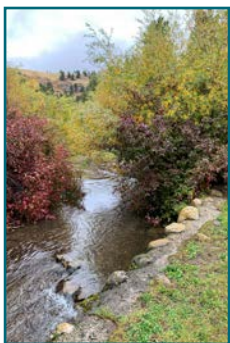
JUSTIN SMITH



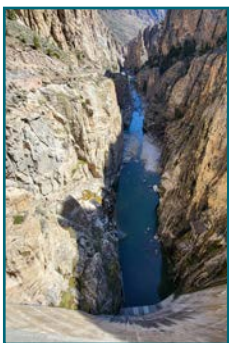
TERI MICHAEL



TERI MICHAEL



BRENDA LAWVER



JUSTIN SMITH



JUSTIN SMITH



CYNDIE ADAMS



BYRON LARUE



BYRON LARUE



CHAD MCNEESE



BARRY WOOD



CYNDIE ADAMS



HOLLY SCHWARM



JODI SCHREINER



STACY LAWVER



CYNDIE ADAMS



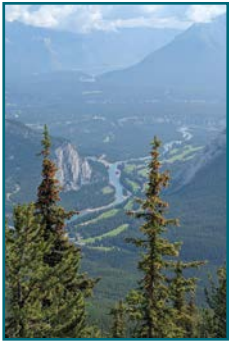
JODI SCHREINER



JODI SCHREINER



HOLLY SCHWARM



JOSHUA RIWAI-COUCH



LACEY THOMPSON



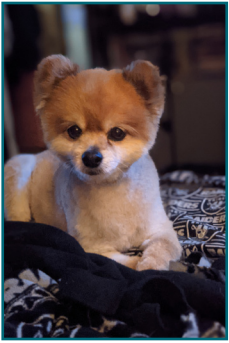
AMANDA WILKEY



DANIEL MEUCHEL



CYNDIE ADAMS



CYNDIE ADAMS



DANIEL MEUCHEL



MIKE LONGBOTTOM



STACY LAWVER



LEE ANN WOOD



LEE ANN WOOD



TERI MICHAEL



JOSHUA MCDOWELL



JOSHUA MCDOWELL



KATIE WHITMOYER



KIETRICH SCHWARM



LACEY THOMPSON



DANIEL MEUCHEL



MIKE LONGBOTTOM



LACEY THOMPSON



HOLLY SCHWARM



KIETRICH SCHWARM



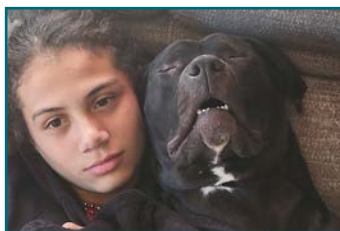
TERI MICHAEL



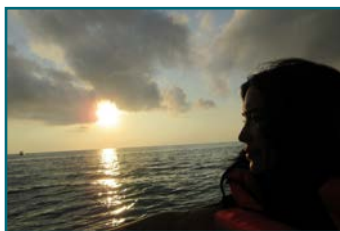
BYRON LARUE



BYRON LARUE



JUSTIN SMITH



BARRY WOOD



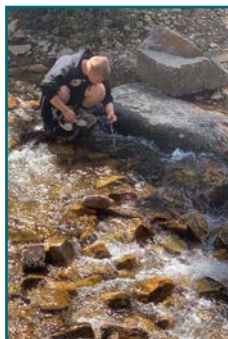
AMANDA WILKEY



BYRON LARUE



JODI SCHREINER



BRENDA LAWVER



JACK KERR



LEE ANN WOOD



JODI SCHREINER



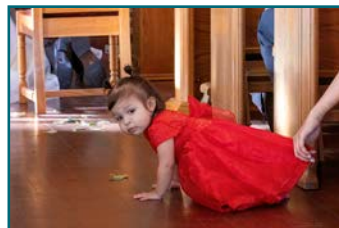
AMANDA WILKEY



BRENDA LAWVER



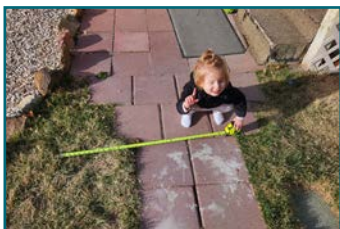
CYNDIE ADAMS



LEE ANN WOOD



LEE ANN WOOD



JOSHUA EICKHOFF



LACEY THOMPSON



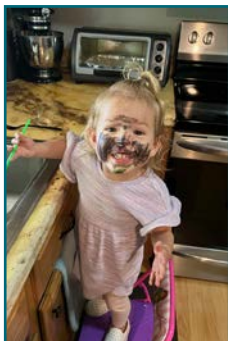
DANIEL MEUCHEL



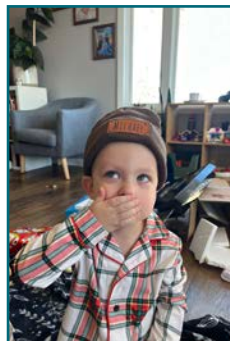
TERI MICHAEL



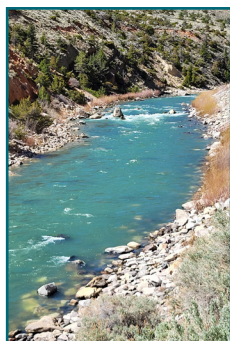
JOSHUA EICKHOFF



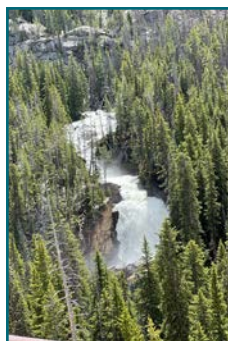
MIKE LONGBOTTOM



MIKE LONGBOTTOM



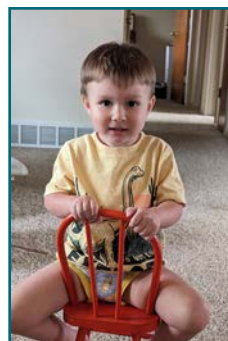
JUSTIN SMITH



TERI MICHAEL



LACEY THOMPSON



MIKE LONGBOTTOM



TERI MICHAEL

2025 HOLIDAY CLOSURE & shutdown schedule

JAN 1	WEDNESDAY	NEW YEARS DAY
APRIL 18	FRIDAY	GOOD FRIDAY
MAY 26	MONDAY	MEMORIAL DAY
JULY 4	FRIDAY	INDEPENDENCE DAY
SEPT 1	MONDAY	LABOR DAY
NOV 27-28	THURSDAY & FRIDAY	THANKSGIVING
DEC 24, 2025 (WED) - JAN 2, 2026 (FRI)		WINTER SHUTDOWN

*Note: The last day of work before Winter Shutdown will be Tuesday, December 23, 2025.
Return to work on Monday, January 5, 2026.*

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, 2025, and work the entire calendar year of 2025 will receive 80-hours of paid holiday for 2025. 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 2025.

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)
7 Holidays before Shutdown	4 Holidays before Shutdown	5 Holidays before Shutdown
3 Holidays during Shutdown (12/24-26)	4 Holidays during Shutdown (12/24, 12/25, 12/29, 12/30)	3 Holidays during Shutdown (12/24, 12/25, 12/26)
3 UNPAID days during Shutdown (12/29, 12/30, 12/31) USE 2 2026 HOLIDAYS (1/1/26, 1/2/26)	1 UNPAID days during Shutdown (12/31) USE 1 2024 HOLIDAY (1/1/26)	2 UNPAID days during Shutdown (12/30, 12/31) USE 2 2024 HOLIDAY (1/1/26, 1/2/26)