

# WOODY'S WORLD

be kind  
be thoughtful  
be geniune  
but most of all be *thankful*



## WELLNESS FAIR 2024

KATIE WHITMOYER, HR MANAGER

Once again, this year, we will be offering the opportunity for employees to get a discount on their health insurance premium for 2025. Qualifying for that discount is a very simple process. The two 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 (a copy of which is in this newsletter, and copies will be 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 2025) need to complete the requirements to qualify for the discount. Dependents do not need to go through the requirements.

You can fulfill the requirements at any healthcare facility. The

**The deadline to  
complete the  
requirements  
is FRIDAY,  
NOVEMBER 15**

main point of this program is to encourage folks to engage in some type of annual preventative healthcare. Regardless of where you choose to fulfil the requirements through this year, as mentioned above, you will need to turn in a completed Wellness Fair form to me or Shannon. The deadline to complete the requirements is FRIDAY, NOVEMBER 15, 2024. 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.



**QUALITY &  
CONSISTENCY  
ARE A TEAM  
EFFORT**



## NOVEMBER BIRTHDAYS

Jacob Ezell	5
Kazz Siewing	16
Katie Whitmoyer	16
Teri Michael	17
Preston Poser	19
Conway Hendrickson	23
Jerry Lloyd	29

## DECEMBER BIRTHDAYS

Pearl Richter	2
Isaac Fowler	5
Lee Ann Wood	5
Chad McNeese	9
Carol Brooks	12
Brad Wood	13
Kyle Schmidt	16
Mila Becker	23
Marty Peterson	27



# FLAKESGIVING & ADOPT-A-FAMILY

STACY LAWVER, MARKETING

Get Involved in Wood's Powr-Grip's Annual Fundraisers! Each year, Wood's Powr-Grip employees and management team join forces for two exciting fundraisers that make a big impact in our community.

First up is the **annual Flakesgiving benefit**, where we raise money to provide complete meals to local families in need. These meals, designed to feed 5-7 people, include turkey, potatoes, corn, mac & cheese, gravy, and more. Employees generously donate, and WPG management matches all contributions! Last year alone, employees raised \$316, which management matched for a grand total of **\$632**—helping provide Thanksgiving meals to many families!

Next, we take part in the **Community Hope Adopt-a-Family program**. WPG sponsored three families last year, each of whom submitted Christmas wish lists. These lists were displayed as ornaments on a tree in the breakroom. Employees



could either purchase gifts directly or donate cash, which was again matched by management. Together, we raised **\$937**, which allowed us to purchase almost all remaining items for the families!

### How Can You Help?

**1. Flakesgiving Donations:** Starting Monday, October 28, a donation box will be set up at the reception desk. Donations will be accepted through Friday, November 15.

**2. Adopt-a-Family Donations:** Beginning Monday, November 25, we'll start collecting for

Adopt-a-Family. Donations will be received until Wednesday, December 11. We aim to have the giving tree up before Thanksgiving, so you can take advantage of the holiday shopping weekend to buy gifts if you'd like to participate! If you choose to purchase an item from the tree, please attach the ornament to the gift (wrapped or unwrapped) so we can track it and remove it from the list. Unwrapped gifts will be wrapped later, but please make sure all gifts are submitted by Wednesday, December 11.

We also need **volunteers** to help with shopping, wrapping, and delivering gifts. If your supervisor approves and you're available between December 11-19, we'd love your help on the following dates:

- Shopping: December 11-13
- Wrapping: December 16-17
- Delivery: December 18-19

Let Lee Ann know by Wednesday, December 11, if you'd like to volunteer!

Together, let's make this Thanksgiving and Christmas season special for families in need. Thank you all for your generosity!





## Laurel Public Schools

School District No. 7 & 7-70  
410 Colorado Avenue  
Laurel, Montana 59044



September 3, 2024

Katie Whitmoyer  
Wood's Powr-Grip  
908 W. Main Street  
Laurel, MT 59044

*Thank you!*

Dear Katie and Friends at Wood's Powr-Grip,

I wanted to take a moment to personally thank you for your recent donation to our Back-to-School Supply Drive. Your generous contribution has had a profound impact on our efforts to support local students as they prepare for the new school year.

Thanks to your never-ending, continued support, many children in our community will have the supplies they need to start school with confidence. Your donation not only eases the financial burden on families but also fosters a positive and supportive learning environment for our students.

At Laurel Public Schools, we are passionate about ensuring that every student has the opportunity to succeed, and your donation plays a crucial role in helping us achieve this goal. We are deeply grateful for your partnership and your commitment to making a difference.

Once again, thank you for your generosity and for being a vital part of our community efforts. We are excited about the possibility of working together again in the future to continue making a positive impact.

With warm regards,

Peggy Pollock  
Director of Human Resources

**We look forward to  
working together again in the  
future to continue making  
a positive impact.** ”

# SOCKTOBER

**HELP PEOPLE GET BACK ON THEIR FEET**



**Did you know that socks are the item least donated to homeless shelters?**  
Socktober was kickstarted to fill this clear need, inviting people to donate new, un-used socks to their local homeless shelters **through the month of October.**

**Donation box is in the breakroom!**



## NEW EMPLOYEES



**PRESTON POSER**  
Handcup Assembly



**ELSIE CONTRERAS**  
Handcup Assembly



**BREKKN KNOX**  
Handcup Assembly



**SAMUEL TSCHACHER**  
Maintenance Technician

## NEW EMPLOYEES



MELISSA NIESENS  
Handcup Assembly



LOGAN BOHNET  
Handcup Assembly

WELCOME  
TO OUR  
TEAM



## MEXICO TRIP

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

On September 3-5 Brad, Ross and Barry made a quick trip to Guadalajara. We met with a potential new dealer/vender called Herralum. Herralum is often referred to as the CRL of Mexico, and we thought it was worth at least talking to them about working together. They do already sell a line of hand cups that is based on the N4950 design, and they sell some machinery from Spain, but it is not really their main line of business. Much



like CRL, they manufacture as well as buy and sell. We spent a day touring their manufacturing facilities, which are continually growing.

Herralum is often referred to as the CRL of Mexico

Potentially nothing will come of it, or potentially we will have a new partner in Mexico that will work with us on both ends of our business.

The next day, we spent a few hours walking the Mexican National Hardware show. The thought was that there would be a lot of manufacturers at the show, and we might potentially find some providers for items that are difficult to source in the U.S. or we might find some secondary suppliers in the case that our supply lines from China get interrupted. Due to the short amount of time that we had, we only saw the Chinese booths and did not actually talk to any potential Mexican suppliers. We flew home later the same day. It was a quick trip with two of the three days being mostly travel days.

## AUTO GLASS WEEK

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

The week of September 19-21 the annual AutoGlass show was held in Orlando Florida. We sent four people to the show, Kazz, Trever, Brad and Barry, with the intention of having two people walk the show and learn about the industry from other exhibitors while two people walked the show. The first day of the show, this strategy did not work at all. The show was overwhelmingly busy. All four people were busy in the booth most of the day.

The second day of the show was more in line with a normal

show. It was plenty busy, but not nearly crowded as the first day. The final day was shortened and was somewhat slow, but not as slow as many shows are on the final day.

We collected more contacts than we ever have at any other show ever

AutoGlass Week is unusual for us, because most of the WPG sales are B to B, where we are selling to another

business, and our customers go to through distribution to buy our products. With AEGIS, in the auto glass industry, there is a lot more B to C sales, where we are selling directly to the final customer. One of the goals of the show was to build our mailing list with qualified customers, and we collected more contacts than we ever have at any other show ever.

The experience with AEGIS has been a learning experience for us. I think we have come a long way in the past two years. We still have more to learn, but we are fortunate that we have a good, well respected, product.



The 2024 Woody Open was held on Saturday, September 7 at the Stillwater Golf Course in Columbus. It was a sunny, beautiful day for golf! We had a record of 12 teams this year- 48 players total. It was really fun to see so many new faces joining the tournament fun this year—I hope that all of our new players continue to play in future years. I want to give a big thanks to everyone who played, and who helped make the day a success! I'm already looking forward to next year's tournament.

**First Place: Shawn Nardella, Derrick Lefler, Robbie Nardella and Justin Smith (score 59)**

**Second Place: Bryan Wood, Mark Miranda, Kazz Siewing and Pat Ryan (score 63)**

Flag Prizes:

HOLE	2024 WOODY OPEN FLAG PRIZES	WINNER
1 - Par 4	Closest to the Pin in 2 shots, on the Green	Shawn Nardella
2 - Par 3	Closest to the Pin in 1 Shot, on the Green	Robbie Nardella
3 - Par 5	Longest Drive in Fairway	Luke Lohof
4 - Par 4	Closest to the water without going in*	Derrick Lefler
5 - Par 4	Longest Drive in Fairway - Women Only*	Allison McDonald
6 - Par 4	Closest to the Pin in 2 Shots	Cole Whitmoyer
7 - Par 3	Longest Putt from on the Green	Jarrid Jarvis
8 - Par 5	Longest Drive in Fairway	Shawn Nardella
9 - Par 4	Closest to the Pin in 2 shots, on the Green	Derrick Lefler
10 - Par 4	Longest Drive in Fairway - Must Use This Ball for Next Shot	Shawn Nardella
11 - Par 3	Longest Putt from on Green	Robbie Nardella
12 - Par 5	Closest to the Pin in exactly 3 Shots	Justin Smith
13 - Par 4	Longest Drive in Fairway - Women Only*	Beca Weaver
14 - Par 4	Closest to Pin in 2 Shots, On the Green	Derrick Lefler
15 - Par 4	Longest Drive in Fairway - Women Only*	Allison McDonald
16 - Par 3	Closest to the Pin in 1 Shot, On the Green	Pat Ryan
17 - Par 4	Longest Putt from on Green	Andrew Davis
18 - Par 5	Longest Drive in the Fairway, Must Use This Ball for Next Shot	Levi Stovall

\*Does Not Have to Be the Shot Selected to Hit the Next Shot

“ We had a record of 12 teams this year - 48 players total ”



LAUREL CHAMBER GOLF TOURNAMENT 2024

# DON'T FORGET

Be sure to **NOTIFY HR** to update information in any of the following circumstances:

- ✓ Marriages
- ✓ Divorce
- ✓ Births
- ✓ Deaths
- ✓ Address Changes
- ✓ Phone Number Changes

This information is necessary to keep benefits up-to-date, among other things.







Been glazing  
since 1970.  
Woods is  
the Only  
Way.....

- Zack Zacharias  
SNG LLC  
LAS VEGAS, NV



Don't forget to take  
pictures of those kids  
(little ones and big  
ones) in costume and  
turn them in to Stacy  
by November 27.

# WPG UPDATES

BRYAN WOOD, PRESIDENT & CEO

Sales for 2024 have been trending a little lower than in 2023. In the last newsletter we talked about the increased number of competitors we have, especially in the hand cup market. Today we are going to look at another major factor contributing to our declining sales.

Total sales in 2024 at the end of August were ~\$492,000 less than they were at the same time in 2023. Our export sales are about \$742,000 less than they were at the end of August in 2023. So, our domestic demand has been about the same, or maybe even a little higher, this year as it was last year when you factor in our 2024 price increase.

Where we have seen a substantial drop in demand is from Europe. The following

are a couple of charts that follow the value of the dollar compared to the Euro. There was about a decade between 2005 and 2015, and actually going back even before 2005, where the value of the US dollar was worth about 70 to 80 cents to the Euro. During these times, when the Euro was strong, it took fewer Euros to buy our products. Then in 2015 the dollar strengthened against the Euro and, other than a couple of dips, has been running around 90 cents to the Euro and even

“ We always want to be known as the tool that professionals prefer because they are built with the highest craftsmanship and are going to be the most reliable

spiking at over one to one with the Euro in 2022.

With the dollar to Euro exchange being less favorable for us it really opened the door to lower cost copies, especially of the N4000. This has resulted in a spike in the number of competitors over the past few years. We have seen competitors come in go in the past, so it is entirely possible that some of these new competitors will not survive. Competitors in the past often had inconsistent quality so distributors who sold these products would often come back to sell our cups, so they didn't have to deal with the hassles from unhappy customers. Unfortunately, some of these companies have realized this and have put more effort into their quality. Most of these companies compete against each other based on price. That business model can be a slippery slope because in order to continue to be the low-cost provider, when there are several competitors in the market, you eventually have to cut your margins. There is no way we can, or want to, compete based on being the low-cost provider. We always want to be known as the tool that professionals prefer because they are built with the highest craftsmanship and are going to be the most reliable.

United States Dollar to Euro

0.8986 ↑ 9.51% +0.0780 MAX

Sep 16, 8:02:00 PM UTC - Disclaimer

1D 5D 1M 6M YTD 1Y 5Y MAX



United States Dollar to Euro

0.8986 ↓ 0.98% -0.0089 5Y

Sep 16, 8:04:00 PM UTC - Disclaimer

1D 5D 1M 6M YTD 1Y 5Y MAX





## FALL TRIVIA (ANSWERS TO THE RIGHT)



1. Is pumpkin a fruit or a vegetable?
2. Which fruit is most commonly associated with autumn?
3. What is the traditional drink of autumn?
4. True or False - More babies are born in September than any other month?
5. What are the 3 most popular Halloween candies in the US?
6. What is the most popular Halloween candy in Montana?
7. Who was the first group of people in history to use scarecrows?
8. What was candy corn originally called?
9. In what year did Thanksgiving become a national holiday in the US?
10. In which year did the first Macy's Thanksgiving Day Parade take place?
11. What do you call a male turkey?
12. Which major sporting event is often held on Thanksgiving Day in the US?
13. What was the first balloon in the Macy's Thanksgiving Day Parade?
14. What was the name of the Native American tribe that was invited to the first Thanksgiving?



## TRADE SHOW BRAZIL - FESQUA

RANIERI FILHO, ADMINISTRADOR, WPG BRASIL

From September 11th to 14th, Wood's Powr-Grip participated in the 15th edition of Fesqua - the International Window Industry Tradeshow held in São Paulo, Brazil. The event spanned over 38,000 square meters, featured more than 700 exhibiting brands, and attracted visitors from over 25 countries.

Wood's Powr-Grip stood out as the only company showcasing vacuum cups at the show, which drew over 40,000 attendees. Our booth provided a valuable opportunity to connect with distributors from across Brazil,



Feedback from the tradeshow indicated that many companies are transitioning back to WPG products due to the perceived lack of quality and reliability in lower-cost alternatives

address customer inquiries, and offer guidance on the optimal use of our products. We also had conversations with visitors from Argentina and Paraguay who specifically came to meet with us.

In Brazil, our market presence continues to grow, with increasing demand for our machines as larger glass projects become more common. We remain unmatched in the market for battery-operated

and portable machines like the P1. However, we faced challenges with our manual cups last year due to the influx of Chinese products. Despite this, feedback from the tradeshow indicated that many companies are transitioning back to WPG products due to the perceived lack of quality and reliability in lower-cost alternatives.

Our N4950, which has no local competitors, continues to captivate the Brazilian market with its unique design, exceptional strength, and high-quality performance.

Fesqua proved to be a valuable platform for our brand, and we look forward to returning in two years for the next edition.

# WE ARE HIRING

### Frame Assembly

1 Full-Time  
Production Technician

### Machining/Cut-Out

2 Full-Time  
Production Technicians

1 Full-Time  
CNC Operator

# Refer & Earn

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](http://wpgteam.com) for more information



## UPCOMING EVENTS:

### MANUFACTURING DAY TOUR

Thursday, October 10

### BLOOD DRIVE

Thursday, October 10

### HALLOWEEN TABLES & TREATS

Thursday, October 31

### DAYLIGHT SAVINGS ENDS

Sunday, November 3

### HEALTH INSURANCE DISCOUNT DEADLINE

Friday, November 15

### FLAKESGIVING DONATIONS

October 28 - November 15

### CHRISTMAS PARTY RSVP DEADLINE

Monday, November 25

### THANKSGIVING

November 28-29

### ADOPT-A-FAMILY DONATIONS

November 25 - December 11

### CHRISTMAS PARTY

Friday, December 13

### SHUTDOWN

Tuesday, December 24 -  
Wednesday, January 1



## IMPORTANT: 2025 INSURANCE BENEFIT OPEN ENROLLMENT

KATIE WHITMOYER, HR MANAGER

Open Enrollment for 2024 insurance/flex benefits is right around the corner. If you're not sure what "Open Enrollment" means, it is the fancy term for "the one time of year when you get to sign up for, change, or decline certain insurance benefits you are eligible for (i.e. health insurance, flex, dental, vision, life, etc.). We are still waiting to finalize benefit plan details, but as soon as we have it all, we will make everyone aware of any changes to benefit plans. Please be paying close attention to your huddle boards AND your emails/M1 Messages as these changes

will likely be communicated through these channels. Please be starting to think, however, about what you may be wanting to do for benefit enrollments for next year. As a reminder, open enrollment is really the only time during the course of the year that you are allowed to make insurance benefit plan changes (add coverages, opt-out of coverages, add/remove covered persons, etc.). The only way to be able to make changes mid-year are if you experience a "Qualifying Event" (ex. Births, Marriage, Divorce, Loss of Coverages, etc.) OR if you are not eligible

for certain benefits on January 1, you have a 30-day window to enroll in benefits when you do become eligible for them.

As we did last year, after details are announced, we'll be spending a solid few days trying to gather everyone up from around the building to sign off on the enrollment sheets, as this is a lengthy process that requires a lot of steps both on our end and on the insurance companies' ends. The dates for this will be towards the end of November. Again, more details will be communicated through several different forms- so please pay attention as that time gets closer. And a reminder- EVERY full-time employee is required to sign off on one of these forms, whether you are opting-in or opting-out of benefits, and even if you are not yet eligible for benefits. I really appreciate everyone's cooperation in advance. If you have any questions in the meantime, please don't hesitate to ask!

“Open Enrollment is really the only time during the course of the year that you are allowed to make insurance benefit plan changes