

WOODY'S WORLD



WE WISH YOU A MERRY
CHRISTMAS
AND A HAPPY NEW YEAR

WPG will be closed **Tuesday, December 24**
through Wednesday, January 1 to allow
our employees to spend meaningful time
with their loved ones.

WPG UPDATE

BRYAN WOOD, PRESIDENT & CEO

Here we are, winding down another year. How can that be? Letting go and turning the page always seems to come with some anxiety. This year is definitely no exception.

One thing that I wouldn't necessarily say is winding down, but it is a little softer this year than it was last year at this time is our order volume. There seem to be several factors influencing this. In the last newsletter I discussed the substantial drop in sales volume from our European customers. In past years we have received large restocking orders from some of our European distributors towards the end of the year. The volume of these orders continues to be down. It appears that the European economies, similar to the US economy, are struggling to resume the growth they

were experiencing prior to the pandemic.

In the US, and other developed economies, the impact of higher interest rates, work from

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home, and a few other side effects from the pandemic, are

having a negative effect on the commercial construction industry. Typically, commercial construction projects have a life cycle, consisting of planning, permitting and the construction phase, which can take a few years. When interest rates jumped up a couple of years ago it slowed the number of projects entering the pipeline. I believe we are starting to feel the effects of that now. Currently permitting rates continue to trend below what they were prior to the major rates increases in 2022. My crystal ball continues to be far less reliable than what I would like it to be. However, if I had to guess I would say that over the next several months we will continue to see steady order volume but at a lower rate than what we experienced in 2021-2023.



**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
Joshua 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
Lacey Thompson 2/28



SEMA 2024

TREVER PANKRATZ | PROCESS ENGINEERING MANAGER

In early November Aegis displayed at the SEMA show in Las Vegas. SEMA stands for “Specialty Equipment Marketing Association”, which basically includes anything and everything for the automotive aftermarket, including the tools that work on cars which is where we fit in.

Our small booth had a steady amount of traffic most days and we received quite a few leads.



Aegis has done this show in the past before WPG took over, last year a couple of us walked the show to see if it would be worth our time. Several of our competitors and similar companies were there and suggested that it would be worth trying.



There were over 160,000 attendees, over 2,400 exhibitors, and over 1,400 vehicles on display this year. So, it's a little overwhelming to say the least. However, our small booth had a steady amount of traffic most days and we received quite a few leads. Mostly people interested in either windshield repair or our handcups. It was a 4 day show with long hours, so we switched

off in the booth mid-week. Brad and I set up and manned the booth for the first half, then Kazz and Shawn came to help the second half.

I am not in sales so I can't tell you for sure what we have picked up for sales yet from the show, we will probably go over that at our next Aegis committee meeting. Hopefully it pays off enough to keep attending because I enjoy looking at all the cool cars. :)

METALCON

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

If you have ever heard of IMP (Insulated Metal Panel) lifters, you have probably been here long enough to be familiar with the MetalCon trade show. This year MetalCon was held in Atlanta, Georgia October 30-November 1.

After Glass Build America, the second largest show where we normally exhibit is called MetalCon. MetalCon is noticeably smaller than Glass Build and – this year – it was also significantly less busy.

The first day of the three-day show in Atlanta was OK, but the second day was noticeably slower. The second day also happened to be Halloween, which may have played a part in the low attendance, but the third day was slow.

Next year the show is moving from Atlanta to Las Vegas. For years the Glass Build show alternated between Atlanta and Las Vegas, so it is a little coincidental that the first two years it broke that pattern. MetalCon is in those two cities

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with Glass Build returning to Las Vegas in 2026.



ADOPT-A-FAMILY

LEE ANN WOOD, MARKETING ASSISTANT

We are excited to kick off our annual Adopt-A-Family campaign and want to start by expressing our heartfelt gratitude for your generosity over the years. Your kindness truly makes a difference.

This year, we are adopting two families:

Family 1: A mother with three children. When she submitted her application, her only wish was for her children to have a good Christmas. The only item she requested was a blanket.

You can help us bring joy to these families by selecting an ornament and purchasing the listed item or by making a donation in the box at reception.

Family 2: A father who recently gained custody of his 5-year-old son. They are starting from scratch and currently sharing an air mattress. Any household essentials would be greatly appreciated.

You can help us bring joy to these families by selecting an ornament and purchasing the listed item or by making a donation in the box at reception. Together, we can help make this Christmas truly special for them. Thank you for your continued support!

GLASSTECH 2024

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

Traditionally, this has been an, "everything and anything to do with glass" show.



The semi-annual international glass show, Glasstech, was held in Dusseldorf Germany November 21-25 this year. I

attended with the intention to visit with international customers as well as see what is going on in the European Market. Nobody from Wood's Powr-Grip has attended the show since pre-COVID, so it was interesting to see how much had changed, and how much had stayed the same.

The first thing that caught my eye was that the visitor traffic did not seem to be as heavy as it was in the past, but was still a very busy show. The show

has not noticeably shrunk in size. Traditionally, this has been an, "everything and anything to do with glass" show. This year the hall that is normally dedicated to decorative glass is now basically empty, and there was decorative stuff in the hall next to it. So maybe it is one hall smaller, but it still fills eight full halls (Note: for comparison, Metalcon or Glass Build, our biggest shows in the U.S., are typically just one or two halls in size.) and takes a full day to walk every isle.

FLAKESGIVING TOTALS

\$545 raised by employees and matched by WPG for a total of \$1,090! given to the Flakesgiving fund!

Thanks Berman crew for all of your help! you make this event easy!

Breakfast FLAKES
Mark & Paul



JOB OPENINGS

- Frame Assembly (2 positions)
- Night Shift
- Marketing - Web Developer
- Hand Cup Assembly

Reminder!
If you plan on using Personal
Leave or Vacation Time to
cover the SHUTDOWN, be
sure to turn in a leave slip.

FROM OUR CUSTOMERS

Woods Powr-Grip
is the only provider
we are interested
in using so we don't
have to worry about
your competitors.

Thank you for
producing a superior
product - you have
no competition in
our eyes.

--
Darren Adams
Chief Safety Officer,
NCSO
AWG Northern
Industries Inc. and
Associates



GLASS BUILD AMERICA

BARRY WOOD, VP MARKETING AND COMMERCIAL DEVELOPMENT

Every year our biggest tradeshow is Glass Build America. For a long time, this show alternated between Atlanta, GA and Las Vegas, NV. This year, the show was held in Dallas, TX. We altered our display slightly over most years. Most of the time, we have taken our most popular lifters: the MRT411LDC3, the MRTA811LDC3, and the P11104DC3. This year, we had a couple of distributors displaying the P11104DC3 in their booths. So we showed the new design for the MR411LAC3 and the MRPT1611LDC3. The MRPT took a large amount of space in the booth as we hung it from a mini crane that was loaned to us by Smiley Cranes, one of our

distributors. Holly Anderson, Lacey Thompson, and Barry Wood worked in the booth, but they were also helped out by

**We had a lot
of people at the
booth showing
interest in our
products.**



Bryan Wood, Bryan Strobel, and Daniel Meuchel, who attended the show to take advantage of the resources available as industry people gathered

together for the show.

As with every show, we do not have a way to directly measure how effective it was. However, all the measurements we normally use were positive: The traffic was heavy. We had a lot of people at the booth showing interest in our products. And we gave out a LOT of literature. There seemed to be a higher-than-normal level of interest in gathering information for purchasing.

We felt like it was a good show and are hopeful that the extra exposure that we gave the MRPT, and larger lifters in general, will result in making it worth the extra complications and expense to display the lifter.



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.



Thank YOU



drawing by Davlin Schwarm

Hello WPG team,

My name is Halla and I am 25 years old. I want to let you know that your product was a lifesaver in a scary situation. I live in Montreal, in the province of Quebec in Canada. Today is November 1, 2024, it's about 3:30 o'clock. I left for nursing school this morning, and when I came back home I saw that my window was displaced. I live on the third floor and there were only two pieces of metal holding the window in place. One of my neighbors had lent me your vacuum hand held grip thing a few weeks ago to help move my air conditioner. I was so scared that the window would fall because there's a park and a daycare close by. I used the handheld tool (G0695 or N2075702) and used a rope to tie it on the window frame until the fire department showed up. I just wanted to say thank you for building that. I was so scared and the window was so heavy but I was able to do something while waiting for help. Thanks a lot for making strong, quality products. I want to buy my own when I finish school and learn more about being a self sufficient woman. I never would have imagined that this type of technology would be as adaptable to so many situations. Take care and kind regards.

Halla
Montreal Canada

Wood's Pow-r Grip

Thank you for the generous donation of Angle Grips, as well as repairing our broken Vertical Grip. We greatly appreciate your support of the Auto-body and Collision Repair class at City College MSU-B.

Incredible Quality, Thanks!
-Dede W.

Thank you - John
Thank you - John
Thanks Fred

Thank YOU WOODS!
Dave N. Schwarm
Thank you so much!!
Steve Woodrick



Thank You

FOR SUPPORTING FUTURE READY

Thank you so much for the donation of socks.

With Heartfelt Gratitude,

Chrissy Brese
Engagement Coordinator
United Way of Yellowstone County



Wood's Pow-r Grip,

Thank you for hosting our high school students on Manufacturing Day! Your generosity + willingness to share your time, resources, + expertise made a significant impact on our students understanding of the industry.

Thank you again for the opportunity to tour your facility + interact w/ your team!!

The BPS Career Team

FUTURE READY





Congratulations to Shannon Curry (Griz) and Andrew Farquhar (Bobcats) winning the CAT/GRIZ drawing.

Congratulations to the Bobcat fans for winning with the MOST fans here at WPG. Bobcats-16 | Griz-8.

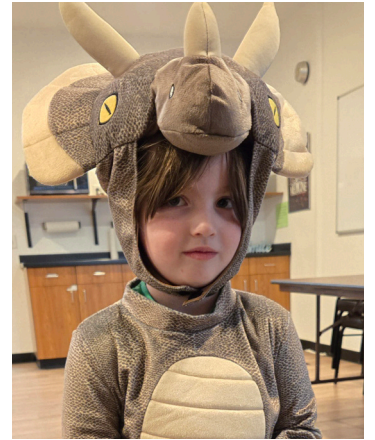
Thanks to everyone who participated in the fun!

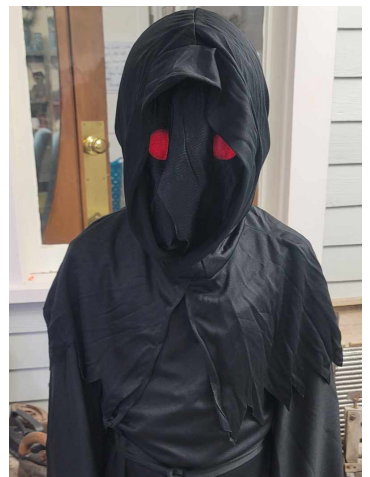


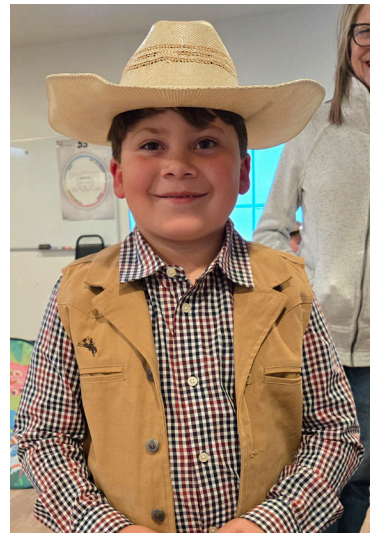
True Montana Gal:
When you gotta get to work, but there is
only one thing left to drive.



Halloween
at WOOD'S POWR-GRIP
WPG[®].COM







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)