WOOD'S POWR-GRIP EMPLOYEE NEWSLETTER

WOODY'S WORLD

WPG will be closed *November 27–28* for *Thanksgiving* and *December 24–January 2* for the *Christmas* and *New Year* holidays, giving employees the opportunity to relax and enjoy special moments with their loved ones.

QUALITY & CONSISTENCY ARE A TEAM EFFORT

NOV/DEC/JAN 2026

WPG UPDATE

BRYAN WOOD, PRESIDENT & CEO

Sales so far in 2025 remain consistent with the second half of 2024. However, total sales for the year are projected to come in lower than in 2024. The first half of 2024 saw noticeably stronger performance compared to both the latter half of that year and the current period. The good news is that sales have held relatively steady for about 18 months, and at this pace, we're on track to finish 2025 with results comparable to those from 2019.

On the downside, some indicators suggest minimal—if any—growth in the commercial construction market in 2026. If that projection holds, we can expect a similar sales trend to continue into next year.

One potential bright spot is our significant investment in new product development over the past year, which should lead to a few new product launches in 2026. I'm also optimistic about regaining market share for our N4000. Over the past couple of years, sales of this model declined due to an influx of low-cost imports. However, in the last six months, we've ramped up marketing efforts to highlight the advantages of our cups. Combined with tariffs on Chinese imports driving up competitor costs, we're now positioned to offer not only a superior product but also a more competitive price.

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WATCH OUR COMPARISON VIDEOS

Overall, I believe the economy is still in a transitional phase, adjusting to the shifts that occurred between 2020 and 2023. We're waiting for sufficient growth to fill the commercial spaces left vacant as remote work became more prevalent. The economy is also adapting to the elevated costs resulting from recent inflationary pressures, and we're hopeful that interest rates will eventually stabilize at more favorable levels.

Growth should also be supported by American companies reducing reliance on overseas manufacturing and reshoring some operations. If these trends continue, I remain optimistic that we'll begin to see improvement by late 2026 and into 2027.

NOVEMBER

Jacob Ezell	11/05
Eric Wood	11/05
Katie Whitmoyer	11/16
Teri Michael	11/17
Conway Hendrickson	11/23
Jerry Lloyd	11/29

DECEMBER

Pearl Richter	12/02
Isaac Fowler	12/05
Lee Ann Wood	12/05
Chad McNeese	12/09
Carol Brooks	12/12
Brad Wood	12/13
Kyle Schmidt	12/16
Theo Fabian	12/19
Mila Becker	12/23
Taven Mykel	12/26
Marty Peterson	12/27

JANUARY

Allison McDonald	01/01
Joshua Riwai-Couch	01/02
Nate Kibbe	01/03
Justin Smith	01/10
Levi Stovall	01/15
Phylan Contreraz	01/19
Claire Roundface	01/19
Holly Anderson	01/25
John Schriver	01/27
Joshua Eickhoff	01/30

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 $545, which management matched for a grand total of ***$1090***—helping provide Thanksgiving meals to many families!

Next, we take part in the **Community Hope Adopt-a-Family program.** WPG sponsored two 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 ***$1,100*** which allowed us to purchase almost all remaining items for the families!

How Can You Help?

1. **Flakesgiving Donations:** Beginning Monday, October 27, a donation box was set up at the reception desk. Donations will be accepted through Friday, November 14.

2. **Adopt-a-Family Donations:** Beginning Monday, November 24, we'll start collecting for Adopt-a-Family. Donations will be received until Wednesday, December 10. 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 10.

We also need **volunteers** to help with shopping, wrapping, and delivering gifts. If your supervisor approves and you're available between December 10-18, we'd love your help on the following dates:

- Shopping: December 10-12
- Wrapping: December 15-16
- Delivery: December 17-18

Let Lee Ann know as soon as possible, 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!

IMPORTANT UPDATE: CHANGES TO OUR HEALTH PLAN OPTIONS

KATIE WHITMOYER, HR MANAGER

We want to share some important news about our health plan offerings for the coming year. Our goal is to keep you informed and help you feel confident when Open Enrollment begins. Healthcare can be a tricky topic, so we've done our best to explain these updates in simple, everyday terms.

For several years, WPG has worked hard to keep health plan costs steady. But healthcare prices have gone up dramatically across the country. Because WPG is a self-funded company, meaning we pay employees' medical claims directly, these rising costs have a direct impact on us. To keep our benefits sustainable and continue offering strong coverage, we need to make a few changes to our health plan structure.

Two Plans to Choose From

Until now, we've offered one comprehensive plan—our traditional plan—which provides excellent coverage and low out-of-pocket costs. Starting next year, we'll offer two options instead: the **Traditional Plan** and a new **High Deductible Health Plan**, or HDHP. This gives you more flexibility to choose what best fits your family's needs and budget.

The Traditional Plan will look very familiar. It continues to offer broad coverage and low costs when you use care, but because of rising expenses, the amount you pay from your paycheck (your premium) will increase next year.

The HDHP is a new option designed for people who prefer a lower paycheck deduction and are comfortable with a bit more financial responsibility when they use care. With this plan, you'll pay less per paycheck, but you'll also have a higher deductible—the amount you pay before insurance starts helping—and a higher out-of-pocket maximum, which is the most you could pay for covered care in a year before insurance covers 100 percent of costs.

To keep our benefits sustainable and continue offering strong coverage, we need to make a few changes to our health plan structure.

A Simple Example

To help picture how these differences work, let's imagine two scenarios.

If you're generally healthy, visit the doctor only a few times a year, and don't take many medications, the HDHP might save you money overall. You'd pay less from each paycheck and could come out ahead if you don't have many medical expenses.

However, because the HDHP has a higher deductible, it could end up costing more if something unexpected happens. For example, if you break a bone, need an emergency surgery, or have a hospital stay, you would pay more out of pocket before your insurance kicks in. The Traditional Plan, while more expensive each month, begins helping sooner when you need care. It can be a better fit if you prefer more predictable costs or want extra peace of mind in case of an unforeseen health event.

About HSAs and FSAs

We're also introducing a **Health Savings Account (HSA)** for employees who choose the HDHP. An HSA lets you set aside pre-tax money to pay for medical expenses, and WPG will contribute funds to help you get started. You can add your own money too, and unlike some other accounts, the balance rolls over year to year and stays with you even if you leave the company. HSA funds can be used for doctor visits, prescriptions, glasses, or dental care.

If you stick with the Traditional Plan, you'll continue to have

continued on page 7

WHO HAS THE MOST FANS?

Wear your Cat/Griz gear WEDNESDAY, NOVEMBER 19!

Everyone who participates will be entered into a drawing for a chance to win a gift card! Just show Teri your "gear," and you'll be automatically entered to win!

Reminder!

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

UPCOMING EVENTS:

HEALTH INSURANCE DISCOUNT DEADLINE
Friday, November 14

FLAKESGIVING DONATIONS
October 27 - November 14

5S LUNCH & CAT/GRIZ DAY
November 19

CHRISTMAS PARTY RSVP DEADLINE
Monday, November 24

THANKSGIVING
November 27-28

ADOPT-A-FAMILY DONATIONS
November 24 - December 10

CHRISTMAS PARTY
Friday, December 12

SHUTDOWN
Wednesday, December 24 - Friday, January 2

WPG VISITS CARE ACADEMY SUMMER PROGRAM

SHANNON CURRY, HR/PAYROLL GENERALIST

This summer, Wood's Powr-Grip had the pleasure of visiting several groups of Care Academy students, thanks to an invitation from United Way, which hosts the program. They asked if we would be interested in introducing their kindergarten through fifth-grade participants to the world of manufacturing—and, of course, we said yes!

Our first stop was Meadowlark, where about 40 curious kids got hands-on with our famous Woody puzzle, freshly painted and polished by Holly and Davlin. Their biggest question? Whether they could climb a building using our hand cups!

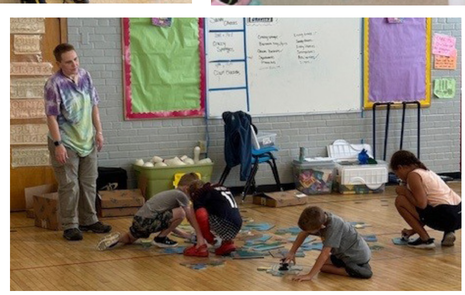
While we didn't attempt that, they had a blast sticking them to the cafeteria wall and seeing if they could "hang" from them.

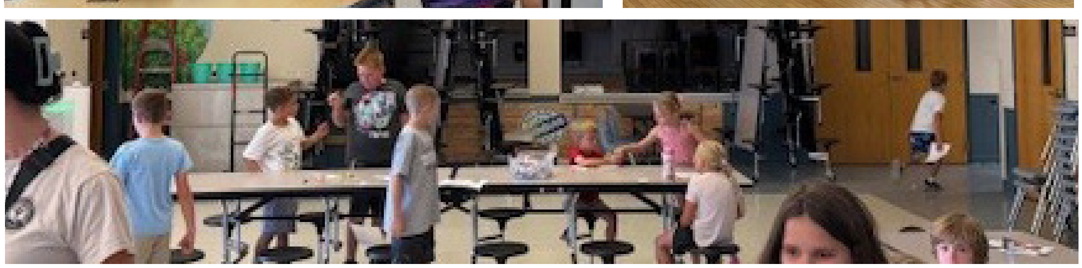
Next, we visited Highland Elementary, meeting a group of about 30 students. They were eager to test whether our small hand cup could lift their water bottles—and it could! Some raced to finish our custom WPG word search, while others worked on the puzzle. We even heard a few declare they wanted to work at WPG when they grow up—or become "Spider-Man" with our hand cups.

Each visit was filled with laughter, curiosity, and plenty of "wow" moments.

Our final visit was to Laurel—a smaller group with just six students—but what they lacked in numbers, they made up for in creativity. They tested our hand cup on every table and cabinet they could find, and one inventive student even turned a bucket lid into a shield using the suction cup.

Each visit was filled with laughter, curiosity, and plenty of "wow" moments. The students loved seeing just how many things our products can lift—and who knows, maybe a few future WPG team members were in the making!





CUSTOMER TRAINING UPDATES

HOLLY ANDERSON, TECHNICAL SALES AND TRAINING COORDINATOR

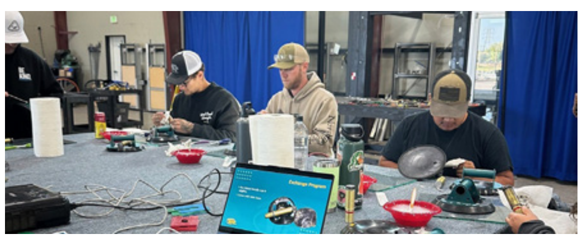
Training sessions always seem to be feast or famine when it comes to scheduling. Lately, we've definitely been feasting.

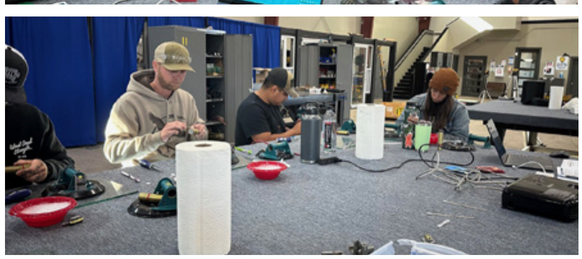
In September, I visited Local 740 just outside of Portland, OR, to talk with apprentice glaziers about our products and offer a hands-on demonstration on how to maintain and care for their hand cups. I really enjoy working with students in these classroom settings—it's a great way to build brand loyalty right at the start of their careers.

Then in October, we had back-to-back weeks of lifter repair training here in-house. The first class brought eight members of Walters & Wolf, based in California. Five of the eight attendees had been here before—so they practically ran the class! All joking aside, the returning attendees contributed a lot of insight and discussion, which made the session very enjoyable.

The following week, six attendees from Pioneer Cladding and Glazing traveled from Baltimore, MD. They were a bit less talkative than the previous class but still asked great questions and really enjoyed the hands-on portion, where they used their training tools to diagnose issues within a vacuum system.

I really enjoy working with students in these classroom settings—it's a great way to build brand loyalty right at the start of their careers.





DID YOU KNOW

wpgteam.com

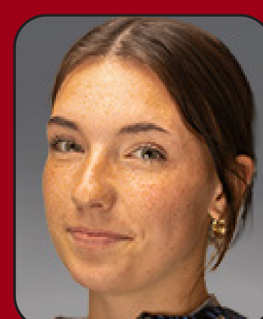
Just a reminder that all of our benefit plan documents/disclosures (health, dental, vision, flex, life, AD&D, LTD, 401k, etc.) are posted to the company Intranet and kept updated there.

Contact Stacy in Marketing if you have problems logging in.

NEW EMPLOYEES

KARSON GIBBS
Hand Cup Assembly

ISAAC KINNEY
Hand Cup Assembly



SOPHIA WISECUP
Night Shift

SKYELYN EDWARDS
Machining/ Cut Out

NEW EMPLOYEES

LUKE FOX
Maintenance

DONNI TULLAR
Front Office

THEO FABIAN
Engineering

LEAN THINKING IN ACTION: MARKETING'S 5S TRANSFORMATION

TAVEN MYKEL, LEAN ENGINEER

Over the past few months, the Marketing Department has been embracing **5S and Lean Manufacturing principles** to streamline daily tasks, reduce inefficiencies, and improve overall workflow. While these ideas are traditionally applied in manufacturing, their benefits translate perfectly into office environments where organization and clarity can make all the difference.

5S stands for **Sort, Set in Order, Shine, Standardize, and Sustain**—a simple yet powerful framework for maintaining efficiency and consistency. By applying these principles, the Marketing team has improved project visibility, clarified task ownership, and created more consistent processes for managing incoming requests. The result? Less time spent searching for information and more time focused on high-value work.

By applying these principles, the Marketing team has improved project visibility, clarified task ownership, and created more consistent processes for managing incoming requests.

This improvement effort is not just about tidying up or organizing digital files—it's about **thinking differently**.

Every team member has been encouraged to look at their workspace and workflows with fresh eyes:

- Are there repetitive steps that could be simplified or eliminated?
- Can shared files or templates be better organized to save time?
- Are we maintaining the standards we set when we first "shined up" our processes?

Maintaining 5S isn't a one-time event, it's a mind-set. As the Marketing Department continues to fine-tune its processes, it serves as a reminder that **every department can benefit from pausing, evaluating, and improving how work gets done.**

Let's all take a moment to look around our own areas and ask: What could we do better?

PLEASE BE EXTRA CAUTIOUS AND SECURE YOUR VEHICLE TITLES!!

The 69th Legislature passed **HB 165,** which amended **61-3-220(2), MCA.** Previously, titles had to be notarized—but that requirement has been removed. **Titles in Montana no longer need to be notarized,** which unfortunately makes them easier to steal or forge.

MAKE IT OFFICIAL!

A title is a document that establishes the legal owner of a vehicle—and not just automobiles. Titles are required for the following: motor vehicles, trailers, semitrailers, pole trailers, campers, motorboats, personal watercraft, sailboats, and snowmobiles.

HAZARD ASSESSMENTS

CHRIS MILNE, SAFETY DIRECTOR

It has been my experience that when I ask people if they have ever performed a hazard assessment, the most common answer is "no." Then I ask, if the weather changes from a clear day to a snowy one, do they do anything differently? The most common answer is "yes." When asked what they do differently, people usually say they start their vehicle earlier to clear the windows and warm it up. When I ask if they leave for work a little earlier, they agree. And when asked *why* they do these things, they explain that the conditions change—so their actions change—to ensure they get to work safely and on time.

That, my friends, is a hazard assessment.

Hazard assessments are something we all perform—from the time we wake up in the morning until we go to bed at night. It's an unconscious habit we've developed to protect ourselves and our well-being. Because it's so instinctive, when people are asked by an employer to complete a hazard assessment, they often say they've never done one or feel unsure about how to do it.

Performing a hazard assessment at work isn't much different from what we already do every day.

The bottom line is that performing a hazard assessment at work isn't much different from what we already do every day. The main difference is that, in the workplace, the assessment is written down and documented. This documentation allows us, as a company, to maintain records and data that help ensure workplace safety and demonstrate to regulatory agencies that we are actively identifying and addressing potential hazards.

Keep up the great work on the hazard assessments you perform at work! I encourage everyone to help those who are less familiar with them—take your time, work together, and perform the best hazard assessments you can.

HEALTH PLAN UPDATES (CONTINUED)

access to a **Flexible Spending Account (FSA).** Like an HSA, it lets you save pre-tax money for medical costs, but it works on a "use it or lose it" system—most funds must be used by the end of the plan year. FSAs are great if you expect predictable medical expenses and plan to use most of the funds each year.

In short, HSAs are available only with the HDHP and roll over year to year, while FSAs are available only with the Traditional Plan and must be spent within the plan year.

Other Benefits Staying the Same

There are no changes to our dental, vision, life, or long-term disability benefits. Our Dependent Care Account, which helps pay for childcare or care for a dependent adult, also remains unchanged. And we'll continue our partnership with Flex Family Health, our Direct Primary Care (DPC) clinic. This benefit is available to all employees eligible for our health plan, even if you don't enroll in one. You'll continue to pay a one-time annual co-pay for unlimited access to their services, just as before.

What's Next

We'll share more details soon, including the final premiums, deductibles, and out-of-pocket maximums for both plans. For now, start thinking about what kind of plan best fits your situation. Consider how often you and your family use healthcare, how comfortable you are with potential out-of-pocket costs, and how much you want to spend from your paycheck each month.

If you have questions, please reach out to HR. We know health insurance can feel complicated, and we're here to walk you through your options so you can make the best choice for you and your family.

INTRODUCING

MONTANA MOBILE ID

Mobile ID is a secure, digital version of your Montana driver license or state-issued ID stored on a smartphone or other mobile device. This technology is available for both Android and iOS.

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.

reminder!

GOLF

WOODY OPEN RECAP

KATIE WHITMOYER, HR MANAGER

This year's **Woody Open** was a blast! We had perfect weather, plenty of laughs, and just the right mix of great shots and "well, at least it went forward" swings. Even with a smaller group than usual, it was still a fantastic day on the course and a reminder of why this event is always such a highlight.

Of course, we'd love to see even more of you join in next year! The Woody Open is designed for everybody: die-hard golfers, once-a-year dabblers, or even those who just come for the sunshine and snacks. It's a no-judgment zone, no pressure, just fun. So if you've ever thought, ***"I'm not good enough to play in a tournament,"*** this is your sign — yes, you are, and we want you next year!

New This Year: The Yellow Ball Challenge

This year we added the **Yellow Ball Challenge** for a little extra spice. Each team had to keep one yellow ball in play for the whole round — lose it and you're out. Somehow, 7 of the 9 teams managed to keep theirs alive until the very end (impressive work!). Those teams made it into a special prize drawing, which brought some extra bragging rights and laughs to wrap up the day.

Thanks for Playing!

Big thanks to everyone who joined in and made the day what it was. We'll be back next year, bigger and better — and hopefully with even more of you filling out those team slots. Consider this your friendly nudge to start planning now.

HOLE	2025 WOODY OPEN FLAG PRIZES	WINNER
1 - Par 4	Closest to the Pin in 2 shots, on the Green	Shawn Green
2 - Par 3	Closest to the Pin in 1 Shot, on the Green	Robbie Nardella
3 - Par 5	Longest Drive in Fairway	Jesse Smith
4 - Par 4	Closest to the water without going in*	Brenda Lawver
5 - Par 4	Longest Drive in Fairway - Women Only*	Jesse Smith
6 - Par 4	Closest to the Pin in 2 Shots	Justin Smith
7 - Par 3	Longest Putt from on the Green	Derrick Lefler
8 - Par 5	Longest Drive in Fairway	Erik Freeman
9 - Par 4	Closest to the Pin in 2 shots, on the Green	Cole Whitmoyer
10 - Par 4	Longest Drive in Fairway - Must Use This Ball for Next Shot	Shawn Nardella
11 - Par 3	Longest Putt from on Green	Cole Whitmoyer
12 - Par 5	Closest to the Pin in exactly 3 Shots	Jeff Handley
13 - Par 4	Longest Drive in Fairway - Women Only*	Katie Whitmoyer
14 - Par 4	Closest to Pin in 2 Shots, On the Green	Erik Freeman
15 - Par 4	Longest Drive in Fairway - Women Only*	Allison McDonald
16 - Par 3	Closest to the Pin in 1 Shot, On the Green	Nic Eickhoff
17 - Par 4	Longest Putt from on Green	Jeff Handley
18 - Par 5	Longest Drive in the Fairway, Must Use This Ball for Next Shot	Jay Thompson

1st Place Team: Shawn Nardella, Robbie Nardella, Justin Smith, Derrick Lefler
2nd Place Team: John Schriver, Tracey Schriver, Kent Kulesa, Shawn Green (won the tie-breaker chip-off)
Highest Score Team: Brenda Lawver, Stacy Lawver, Terry Lawver, Levi McKinney
Yellow Ball Winners: Allison McDonald, Jesse Smith, Beca Weaver, Jenessa Clark

KEY POINTS: QUALIFIED OVERTIME TAX DEDUCTION

BRENDA LAWVER, PAYROLL & OFFICE SUPPORT COORDINATOR

The new **Qualified Overtime Tax Deduction** provides a potential tax benefit for eligible employees, but it does ***not*** change your current paycheck or take-home pay. Below is a quick overview of how it works and what to expect.

What It Covers

- Applies only to the **0.5x "premium" portion** of overtime pay — *not* the full 1.5x rate.
- **Does not affect** your regular or overtime pay amounts.
- The deduction will be **claimed at tax time**, not through payroll.

How It Appears on Paystubs

- You'll see it listed as **"Qualified Overtime Tax Deduction."**
- The amount shown reflects the portion of overtime pay that qualifies for the tax deduction.

W-2 Reporting

- **2025 W-2:** Reported in **Box 14** with code **QOT.**
- **Starting in 2026:** It will move to **Box 12** using the new IRS code **TT.**

Overtime Deduction Quick Facts

- **Deduction Limits:**
  - Up to *$12,500 per individual*
  - Up to *$25,000 for married couples*
- **Must be claimed** on your annual tax return.
- Applies only to **FLSA "premium" overtime** (the extra 0.5x above your regular rate).

Determining Eligibility

Your **Modified Adjusted Gross Income (MAGI)** determines how much of the deduction you can claim.
How to calculate MAGI:

1. Start with your **Adjusted Gross Income (AGI)** — line 11 on IRS Form 1040.
2. Add back:
   - Tax-exempt interest
   - Foreign income exclusions
   - Certain deductions (e.g., student loan interest, IRA contributions)

What This Means for You

- The **Qualified Overtime Tax Deduction** will apply when you **file your taxes,** not on your regular paycheck.
- Your **overtime pay will still be taxed as usual** each pay period—this deduction simply provides a **potential tax benefit later.**
- The deduction is **retroactive for overtime earned on or after January 1, 2025,** so any qualifying overtime you've already worked this year will count toward it.
- If you're unsure how to claim it, consider using **tax preparation software** or talking with a **qualified tax preparer**.
- Remember: this is a **tax deduction,** not an **increase in take-home pay.**

The IRS will be releasing more details in the coming months, and we'll share updates as they become available.

WE ARE
HIRING

- **Frame Assembly (2 positions)**
- **Machining/Cut-Out (2 positions)**
- **Marketing & Creative Content Specialist**

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 for more information

WOOD'S POWR-GRIP ANNUAL EMPLOYEE

CHRISTMAS PARTY

FRIDAY DEC 12

LAUREL GOLF COURSE

1020 GOLF COURSE ROAD

COCKTAIL HOUR 5:30 PM

DINNER 6:15 PM

RSVP TO TERI AT RECEPTION BY MONDAY, NOVEMBER 24

MONTANA TAX UPDATE: POSSIBLE RELIEF FOR 2024 UNDERPAYMENT INTEREST

BRENDA LAWVER, PAYROLL & OFFICE SUPPORT COORDINATOR

Some Montanans may have noticed a higher-than-expected balance due on their 2024 state tax return.

If you filed your 2024 Montana return on time, paid in full, and were charged underpayment interest, you may be eligible to have that interest waived.

This happened because of changes in how Montana calculates taxable income starting with the 2024 tax year.

- Some people didn't have enough taxes withheld from their paychecks for their filing status.
- Others may not have realized that certain deductions were eliminated when estimating what they'd owe.

MONTANA DEPARTMENT OF REVENUE

Because of this, some taxpayers ended up owing more than expected — and in some cases, were charged **interest for underpaying estimated taxes.** This interest is usually added when your total payments or withholdings are less than 90% of what you owe for the current year or 100% of what you owed last year.

To help with this, the Montana Legislature passed **House Bill 863,** which allows for a special waiver of this underpayment interest.

You may qualify for this waiver if:

- You filed your **2024 Montana tax return by April 15, 2025**
- You **paid your taxes in full**
- You **were charged interest** for underpayment of estimated taxes (even if you reported it yourself)

To request the waiver:

1. Complete the **Request for Informal Review** form.
2. Fill out your information and check the box under **Penalty Waiver Request**.
3. Next to that box, write "**under House Bill 863**."
4. Sign the form (and include representative information if someone is filing for you).
5. Submit it following the instructions on the form.

You can also e-mail your request with the same details to DORObjections@mt.gov.

Important: You must submit your waiver request by **December 31, 2025.** Requests received after that date won't be considered.

For more information, visit revenue.mt.gov/taxes/penalty-and-interest or call the Montana Department of Revenue at **(406) 444-6900.**

METALCON 2025

ROSS KING, TECHNICAL SALES MANAGER

MetalCon 2025 was held at the Las Vegas Convention Center on 10/21-10/23. We have been attending this show for about 15 years and this was the first nationwide show we had found for the Insulated Metal Panel (IMP) lifting even though it was just a small portion of the show.

We are currently reviewing other shows and events that may be more focused on the IMP installation.

Lately we have noticed the show has not been as successful for us and it had just been in Vegas in 2023 to very low turnout for our product.

We had downsized our booth for 2025 and Western Glass was gracious to send two people to help me with the show. The show was overall very disappointing for the lack of interest in our product and the sales staff from Western have vowed to not return which will fit into our plans of not displaying again in 2026. We are currently reviewing other shows and events that may be more focused on the IMP installation.

2026 HOLIDAY CLOSURE
& shutdown schedule

JAN 1-2	THURSDAY & FRIDAY	NEW YEARS DAY
APRIL 3	FRIDAY	GOOD FRIDAY
MAY 25	MONDAY	MEMORIAL DAY
JULY 3	FRIDAY	INDEPENDENCE DAY
SEPT 7	MONDAY	LABOR DAY
NOV 26-27	THURSDAY & FRIDAY	THANKSGIVING
DEC 24, 2026 (THURS) - JAN 1, 2027 (FRI)		WINTER SHUTDOWN

Note: The last day of work before Winter Shutdown will be Wednesday, December 23, 2026. Return to work on Monday, January 4, 2027.

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, 2026, and work the entire calendar year of 2026 will receive 80-hours of paid holiday for 2026. 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 2026.

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)
8 Holidays before Shutdown	**4** Holidays before Shutdown	**6** Holidays before Shutdown
2 Holidays during Shutdown *(12/24-25)*	**4** Holidays during Shutdown *(12/24, 12/28, 12/29, 12/30)*	**2** Holidays during Shutdown *(12/24, 12/25)*
4 UNPAID days during Shutdown *(12/28, 12/29, 12/30, 12/31)* *USE 1 2027 HOLIDAY (1/1/27)*	**1** UNPAID days during Shutdown (12/31)	**3** UNPAID days during Shutdown (12/29, 12/30, 12/31) USE 1 2027 HOLIDAY (1/1/27)