

THE BAGPIPER

VOL. 52 | NO. 3

FALL 2022



Family Forum

Congratulations to everyone on the Robroy team! 2022 has been an exceptional year. Our investments in operations, innovation and people have positioned us well in the market. All of our business units are achieving record growth! It's exciting to be on a team with so much enthusiasm and forward momentum.

At a recent strategy meeting I asked everyone an open-ended question. Why Robroy? One of our newest associates responded, "Robroy is a legacy company focused on tomorrow's growth and the opportunity it brings." Our mission to Lead the Way is infusing an innovative and forward-thinking spirit into our culture. One of our more tenured associates responded, "Robroy provides an opportunity to achieve something extraordinary with passion and integrity."

As we celebrate today's accomplishments, we are also excited about building our future. Looking ahead, we know that our culture needs to be our differentiator. Internally, we'll continue to invest in the development of our team. Leadership training and individual growth plans are key components of our roadmap. We believe in our teammates and we're committed to their success. We'll also continue to create the environment and opportunities that will attract the best talent. Our future outlook is full of continued growth and opportunity.

Congratulations again to all for fantastic results in 2022! I hope everyone has a happy and safe holiday season.

With much appreciation,
Rob McIlroy | CEO

HEADQUARTERS

Rob McIlroy's 30-Year Robroy Anniversary



Headquarters Associates gathered to celebrate Rob McIlroy's 30-Year anniversary with the Company.

Peter McIlroy served Robroy Industries in many different capacities over 51 years, before his retirement. So, he knows the importance of those milestone anniversaries for Robroy Associates. When, his son, Rob (CEO), reached his 30th anniversary last summer in August, a surprise celebration was held for him by Headquarters Associates at the Lot, a favorite restaurant of the Headquarters gang, and Peter McIlroy was in attendance.

Congratulations, Rob. Will you be able to beat your father's stellar record of 51 years of service?



Rob chose a Dewalt tool set for his service award.



Katherine Kepner, Brandon McIlroy and Erica McIlroy (Jeff McIlroy's son and wife), Sai Keerthi Satoor, Kim Rafaloski, Vijay Tahiliani, Anil Kewalramani, Rob McIlroy, Jeff McIlroy and Randy Untalan



These smiling faces greeted residents, as they were served a delicious dinner.



The EECM kitchen was bustling with activity, as Robroy Associates and their family members prepared dinner for residents.

Providing Food and Fun at EECM

Several years ago, Headquarters Associates chose the East End Cooperative Ministry (EECM) as a charity organization that they would support with their time and treasure. Since 1970 EECM has diligently worked to help alleviate poverty for Pittsburgh individuals who have been impacted by its effects. EECM serves over 72,000 hot meals and distributes 600,000 pounds of healthy groceries each year. The organization provides for the surrounding community by serving hot lunches every weekday at its community kitchen for eat-in or take out, availability to a well-stocked food pantry and a community garden.

Bank of America made a five-year commitment to “advance racial equality and economic opportunity” and provides funding for EECM’s ongoing food programs. In addition, EECM provides housing assistance, case management for families and individuals struggling with addiction and mental health issues. Employment resources and training are also made available.

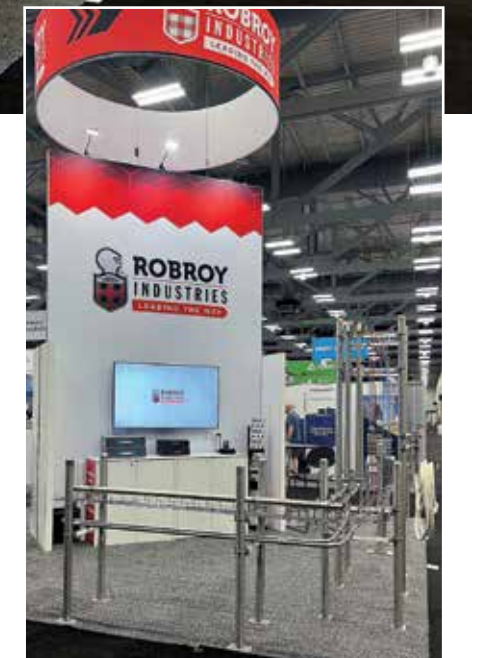
On October 19th a group of Headquarters Associates provided food and BINGO at the EECM facility. Dinner included fried chicken, penne pasta with marinara sauce, seasoned green beans, cole slaw and festive fall cupcakes. About 25 residents joined the associates for dinner and 12 addition take-out meals were served. Following dinner several rousing games of BINGO were played including some great prizes, also provided by Robroy. Twenty of the residents participated in the games.



BINGO and some great prizes rounded out the evening.



The Robroy Raceway Division's booth was filled with information and visual examples of products that contractors need and want.



NECA Convention

The National Electrical Contractors Association (NECA) Convention and Trade Show was held in Austin, Texas October 16th through the 18th. It was advertised as a hybrid convention in that much of the convention was also available virtually. This was made possible due to the fact it was not possible to take in all the convention/trade show had to offer in those three days.

The Raceway Division participated with a large booth at the trade show displaying PVC coated and stainless raceways, as well as sanitary support. The sales team manned the booth and conversed with show attendees explaining Robroy's system based approach to the electrical industry.

Rocket Rack's Double Post Mount Bracket won the NECA Showstopper award.



Rocket Rack's Double Post Mount Bracket took home the NECA Showstopper award.

New Hires

Welcome Back



Chris Starkey - CNC Machinist



Celeste Green - Production Associate



Gabriel Bowden - Production Associate

Gabriel Bowden is from Riverside, California. He was looking for a career and he is so pleased to have found a position with the Raceway Division. He stated, "I am glad I chose this job. It has been nothing but good for me." Gabriel is motivated by hard work and wanting to grow in the Company. Financial stability is also a plus for him.

Three sisters and a brother make up Gabriel's family. The outdoors in general and motor cross, skeet shoot and video games fill his free time.



Jeffrey Jones - Production Associate



DeLane Click - Production Associate

DeLane Click is from Harmony, Texas and she and her husband of 33 years have five children. She was attracted to seeking a position at the Raceway Division because she always heard great things about the Company. Dogs, fishing and camping interest her and she is a sweet and salty kind of girl who also likes steak and ribs.

Shanda Flores graduated from Panola County College in Carthage, Texas at the age of 13. At 14 she attended Kilgore College and earned an associate degree in applied science.



Shanda Flores - Customer Service Associate

She is a certified medical assistant and a certified nursing assistant (CNA) with business medical management credentials. Her experience managing medical facilities involved 85% customer service and will be an asset to her in her new position of Customer Service Associate.

Shanda hails from Longview, Texas and has four daughters of her own, an adopted son and her boyfriend's beautiful daughter, whom she claims as her sixth child. In addition to two grandchildren, she is expecting twin grandbabies in a few months. Traveling and trying new things, as well as gardening and family time are the things Shanda likes to do in her free time.

The opportunity to learn about the Raceway Division, its products and how they benefit suppliers and the environment excite Shanda. She looks forward to the growth the Company offers its associates, and she plans to be a great asset in her new position.

Staci McNew was born and raised in Longview, Texas. She now lives in Gilmer and loves the small town "community vibe" that the town provides. Shawn Cross is Staci's life partner/boyfriend and she has two daughters, Olivia (22) and Jade (15). Olivia works as an emergency room nurse at UT Health and Jade is a sophomore at Gilmer High School.



Staci McNew - Accounting Support

Originally, Staci attended college on a voice scholarship. However, the music theory part of her studies was not to her liking, so she started her career in the front office of a

medical clinic and worked her way up from that point. She has always had a form of collections in her job description since the late 1980's and this experience will fit well into her new position as Accounting Support.

Of course, music and singing are at the top of her list of interests, and she is learning to play the drums. Off-road trail riding and watching the Dallas Cowboys are highly rated, as well.

The fact that the Raceway Division is a "staple" in the Gilmer community and has a great reputation are facts that Staci loves. She is honored to be a part of the Company.

Katlynn Dunn was looking to start a career and was attracted to Robroy's Raceway Division because the Company offers growth opportunities. Knowing that her work is appreciated is motivational to her.



Katlynn Dunn - Marketing Assistant

Katlynn is originally from Hawkins, Texas - a little south west of Gilmer. Her family is made up of Cole, Graclyn and Paisley and spending time with them is her favorite thing to do. Hunting and fishing rate high on her interest list, as well. This lady has a sweet tooth and enjoys Mexican cuisine.

Promotion

In March of 2022 James Chapman began his Robroy career as a CNC Machinist. His years of experience and knowledge coupled with an unmatched work ethic earned James a promotion to Methods Analyst. In his new position he will be working to keep the Company's CNC machines working efficiently.



James Chapman - Methods Analyst



New Diana Flag Cheerleaders

Football Sponsorships

The Raceway Division chose to sponsor two groups this past football season, the New Diana Flag Cheerleaders and the Harleton ISD 5th and 6th Grade Football Team. Alyssa Jones' (HR Specialist) daughters are members of the New Diana Flag Cheerleaders. CJ Craver (Gilmer Operations Supervisor) coached the Harleton football team this year.



Harleton 5th and 6th Grade Football Team

Josh Bumpas Wedding

Josh Bumpas and Karli Hubbert met in high school in Houston, Texas. They both attended East Texas Baptist University and that is where they started dating. Fast forward to October 9, 2022 - the couple was married in Houston and cruised to Cozumel for their honeymoon.



Mr. and Mrs. Joshua Bumpas

Gilmer Chamber of Commerce Tour



Steve Voelzke addressed the Gilmer Chamber of Commerce.



Bryan Wood took the visitors on a plant tour.

The Gilmer Chamber of Commerce visited the Raceway Division for breakfast, chatted with Steve Voelzke and were taken on a plant tour conducted by Bryan Wood (Plant Manager).

After the visit one of the Chamber members stated, "I understand now the comradery of Robroy employees. You see them out and they hold their heads high and can tell they are a family. I see why. They are proud of what they do here."



Halloween

After several years of COVID-19 restrictions, the Raceway Division opened the doors of the office in Gilmer to associates and their families for a Halloween party. Each department provided candy for the Trick or Treaters and Halloween themed games and crafts were available for the kids to enjoy.



No tricks here, just treats!



Alyssa Jones (HR Specialist) is being squeezed by a vampire, Princess Jasmine and a little baseball player...her three children!



Ashley Stansbury (Campaign Coordinator) and her son enjoy the treats.



Vickie Dean (Production Associate), her son, James Dean (Production Associate), and his family enjoyed the Halloween fun.



The party attendees were protected by these super heroes.



Jeremy Rodgers (Pricing Specialist) came to the gathering with his wife and calf son.



Jennifer Crowley (Warehouse Manager) and her son, Colton, enjoy the party.



Bobby Hubbard (Shipping and Receiving Team Lead) and his wife pose for a photo with their children.



For Halloween both Josh Ford (Material Handler) and his wife dressed as Josh Ford.



Lonnie Shrewsbury (Material Handler), his daughter and granddaughters joined the fun.



Scary!



Lt. Governor Dan Patrick's tour bus pulled up in front of the Raceway Division on September 26th.



President Steve Voelzke and selected associates provided a plant tour for their distinguished guests, before they moved on to the next stop on their tour.



Lt. Governor Visit

On the campaign trail through Texas, Lt. Governor Dan Patrick stopped his bus at the Raceway Division of Robroy Industries on September 26th. Along with Lt. Governor Patrick and members of his team, Texas Senator Bryan Hughes and Upshur County Sheriff Larry Webb toured the Robroy facilities and met with Raceway Associates who were proud to show them how the Company still "Leads the Way" after 60 years in Texas.

On November 7th Dan Patrick was elected to a third term as Lt. Governor of Texas.



Robroy Associates welcomed the Lt. Governor and his team in the conference room.



tED Awards

In addition to the awards the Raceway Division received and were discussed in the Summer issue of the *Bagpiper*, they received five marketing awards from The Electrical Distributor (tED) magazine including the 2022 Overall Supplier Award.

The headline in the tED August article "Best of the Best" - The Right Mix FOR THE 2022 BEST OF THE BEST OVERALL SUPPLIER AWARD - ROBROY INDUSTRIES - QUALITY, INNOVATION AND CUSTOMER FOCUS COMBINE FOR RESULTS. The article goes on to interview Stephanie Ellis (Director of Marketing) and she explained that Robroy is pursuing a more integrated brand for the Company. Stephanie stated that she and her marketing team "focus on how they can be ahead of the market and be more innovative."

Stephanie discussed in the article that it is important to focus on what the customer needs, "We can educate our audience, give them tools and knowledge to help them grow, help them improve and truly add value and not just try to sell them something." She also stated that the largest advantage a company can have is quality products.



Robroy's marketing team: Joshua Bumpas (Content Coordinator), Stephanie Ellis (Director of Marketing) and Ashley Stansbury (Campaign Coordinator).

The Robroy marketing team sets clear goals and extensive action plans and Stephanie attributes their success to this. In addition, her team collaborates with other departments. For example, the sample kits and vPlaybooks, which won tED awards under the Selling Tools category, were developed through the insight and feedback of engineering

and sales personnel. Further, these tools are now available to train new Company associates.

The up side to the pandemic was finding new ways to communicate effectively using technology to its full advantage. This is where the Event category award was won by Robroy with the introduction of Corrosion College Virtual.

Take the time to view the YouTube video that features Stephanie Ellis accepting the tED awards - <https://youtu.be/var14pcn-FyA>. It will be well worth your effort.

- BEST OVERALL SUPPLIER AWARD
- BRAND AWARENESS AWARD
- Rocket Rack
- EVENT AWARD
- Corrosion College Virtual
- SELLING TOOL AWARD
- vPlaybook
- Robroy Stainless Sample Kit

Snow Cones for Everyone



Snow Cones - choose your own flavor.

The summer of 2022 brought record breaking high temperatures to Texas. In order to cool off the associates at the Raceway Division, Robroy brought Kona Ice to the facility on a weekly basis in July. Ice cold sweet treats were made available for one and all.

New Arrivals

Ruth Forester (HR Manager) welcomed her first grandchild, August Grant McElroy, last summer. August was born on June 29th to his proud parents, Sharon and Luke McElroy - Ruth's daughter and son-in-law. He weighed 8 pounds and 8 ounces upon arrival and Ruth and her husband, Bob, are proving to be excellent grandparents!



August Grant McElroy



Conway Boles



Big Brother, Clancy, is a big help with his new little brother.

The Tyler Boles (Avinger Operations Supervisor) family made a wonderful addition to their household on September 24th. Conway Dean Boles weighed 6 pounds, 5 ounces and measured 20 inches in length that morning at 12:55 AM. It has been reported that Conway has joined his brother, Clancy, and is already hitting the rodeo circuit. Congratulations Tyler and Lindsy.



Salesforce Convention Speech



Steve Voelzke was invited to give a presentation to the Salesforce Convention.

Steve Voelzke was asked to give a presentation at the Salesforce Convention that took place at the Moscone Convention Center in San Francisco September 20th through the 22nd. Steve spoke to a room of about 50-60 Dreamforce attendees on the subject of rebate management.

Steve's speech discussed Robroy's need for a rebate management system, how the Company chose Salesforce to meet that need and what the partnership has ultimately provided.

New Mold Machines



A very happy Danny Wright and his new mold machine.

New mold machines have been arriving at the Gilmer facility. Danny Wright (Mold Operator) is ecstatic to see this capital project come to fruition. This almost 20-year associate is ready and willing to get the new machines up and running. He is sure to tell the engineers and installers just how they will work best, as well!

Adopt-A-Highway

Several Enclosure Division Associates volunteered to clean-up the Company's designated stretch of highway for the Adopt-A-Highway project their support. It was a beautiful summer day and there is a wedding venue, Adam's Acre, situated on Robroy's portion of the highway. It so happened that there was a wedding taking place on that particular day. Joe Daller (Assembly Lead) took it upon himself to drop in for a photo bomb with the lovely bride.

Michelle Rogalski-Ehlers (Press Operator), Jennifer Towne, Joe Daller, John Cegelis, James Nowak and Sandra Hale were some of the Robroy Associates who helped with the cleanup that day.



The bride and the broom (clean-up guy)!



John Cegelis (Mold Lead) dressed in his safety vest with trash bag in hand.



James Nowak helped with the clean-up.



What a pretty day for highway clean-up and what a pretty smile from Jennifer Towne.



Flags were placed in front of the Enclosure Division as a patriotic gesture.



Amanda Calvo (HR Specialist) and Erin Byrne (Assembly) wore red, white and blue to honor the nation's birthday.



Pat Kelly (Maintenance) also displayed his patriotism.

4th of July

In observance of the nation's birthday, several associates wore patriotic colors and flags were placed in front of the Robroy Enclosure's property.



A rainbow over Robroy Enclosures.

A Rainbow Over Robroy Enclosures

What makes a rainbow? Technically: A rainbow is caused by sunlight and atmospheric conditions. Light enters a water droplet, slowing down and bending as it goes from air to denser water. The light reflects off the inside of the droplet, separating into its component wavelengths--or colors. When light exits the droplet, it makes a rainbow.

Simply said: Rainbows are formed when light shines through water. The light is bent and reflected, often leading to the formation of the colors of the rainbow. So if the sun is shining and it is also raining look for a rainbow. You might just find one.

Scholarship



Bonnie Mroczek and Brenden Niemiec, scholarship winner

Brenden Niemiec was a student at Belding High School last year and was awarded a scholarship from Robroy Enclosures. Brenden intends to obtain a degree in the medical field and make healthcare his career. He attended Montcalm Community College last summer and is pursuing a nursing degree. He hopes to become a nurse practitioner or physician assistant and make a difference in the lives of children battling cancer.

Brenden has watched several of his siblings battle with cancer and it has inspired him to want to make a difference in the lives of children suffering from this disease. The positive attitudes and perseverance of those siblings, despite their struggles, have encouraged him to seek a career in healthcare.

Hard at Work



Joel Miller (Maintenance) and Pat Kelly (Maintenance) moving machinery.



The park welcomed Robroy Enclosures as the associates entered the park.



Christina Ayers (Controller) and her family took advantage of the day.



Bonnie Mroczek was so happy to renew the summer picnic tradition.



Over 60 rides, slides and attractions, including seven roller coasters awaited the arrival of the Enclosure Divisions' associates and their families.

SUMMER PICNIC

Traditionally the Enclosure Division's summer picnic included associates families and was held at Michigan's Adventure, one of Michigan's premier amusement parks. COVID-19 curtailed that tradition for several years, but the Summer Picnic at Michigan's Adventure was revived on July 16, 2022. Enclosure Division families enjoyed a beautiful Michigan summer day and all the park had to offer.



Daniel Miller (Press Operator) and his son were prepared to take in everything from the water attractions to the amusement rides.



Each associate received a great summer gift upon arrival.



James Nowak (Press Operator) and his family posed for a commemorative photo.



Along with the entertainment, Sam Campbell (N-Series) and his family enjoyed the treats that were available.



Opening ceremony



Mike Carstens judged the Slam Dunk Contest.

Gus Macker

Gus Macker 3 on 3 Basketball is headquartered in Belding, Michigan and a Macker tournament is held in Belding each year. The weekend of August 6th - 7th was Belding's turn to host the tournament. Anyone can participate regardless of age, gender or skill level.

Robroy Enclosures is a major sponsor for Belding's Macker Tournament specifically sponsoring, the always popular, Slam Dunk Contest. The Enclosure Division also distributes the checks to the many local charities who directly benefit from the annual tournament. Enclosure Division President Craig Mitchell had the honor of handing out those checks in 2022.

Plant Supervisor Mike Carstens judged the Slam Dunk Contest and the prize of \$500 went to the winner.



Mike Carstens and the Slam Dunk winner.



Amanda Calvo's son, Talan, participated in this year's tournament and won 2nd place with his team in his age bracket.

Talan Calvo with his Macker trophy.



Craig Mitchell distributed checks to the participating charities.



Charles Kenney (Back-up Mold Lead) - Go Pink!



Elijah Jeffers (Press Operator) donned pink for the day.

Belding Pink Game-B-Foundation

Every fall the associates at Robroy Enclosures Division wear pink the Friday of Belding High School's Pink game to honor breast cancer awareness. A 5k race follows the Pink game and Robroy Enclosures starts the Pink game with the coin toss. This year President Craig Mitchell performed the coin toss.

Belding High School had a great 2022 football season with a record of nine wins and only one loss. Belding won the Pink game making them OK (Ottawa-Kent) Silver Conference champs over Hopkins High School.



Another believer, Josh Blair (N-Series)



Erica Reeves (Press Operator) brought her pink flowered mug to work.



Heather Rydahl (Material Handler) wore pink in several shades.



A hot pink collared golf shirt was Mike Carstens' (Plant Superintendent) shirt for the day.



OK Silver Champ Fans



Kaily Zeigler (Assembly) wore a terrific B-Foundation sweat shirt.



You look great in pink, James Nowak.



Pink is your color, too, Jennifer Towne.



Jeremiah Souza (2nd Shift Supervisor) is a believer.



OK Silver Champs



And another Enclosure Division believer, Rudy Alvera (Assembly)



AVERT is hands-on training.

AVERT Training

Since safety is the number one issue at the Enclosure Division, AVERT training is of utmost importance. AVERT stands for Active Violence Emergency Response Training. Unfortunately, active violence and mass casualty events happen daily. Having associates participate in AVERT can be a life-saving advantage should they face an active shooter or other violent event.

AVERT uses simple, effective strategies that an immediate responder can use to survive during active violence. AVERT builds on the “run, hide, fight” response teaching “escape, evade and attack” principles. Program developers present dynamic solutions and scenarios providing the best options to survive a life-threatening situation through hands-on interactive participation. Ultimately, AVERT operates with the mission of empowering people to save lives.

Enclosure Division Associates who participated in the training came away with the following:

1. Recognition of warning signs and situation awareness
2. Escape, evade, attack and active shooter response procedures
3. Emergency techniques to stop bleeding
4. Familiarity with response equipment

In this two hour class skills were learned to effectively respond should one be faced with an active violent encounter. The Enclosure Division Associates will be prepared.



Learning to use a tourniquet.



Associates learned how to disarm an attacker.

A Hometown Hoedown Labor Day Weekend

Shelley Gladding, co-chair of the Belding Labor Day Committee and Pricing Specialist at the Enclosure Division, said the goal of this year’s event was to provide a fun weekend with free events and activities for people to enjoy. “This year we’re looking forward to having a fun year,” Shelley said. “The theme’s a lot of fun. We just want everybody to come down. We’ve got a lot more free events that we’re able to provide because the community has stepped up financially.”

Shelley’s late husband, Scott “the gentle giant” Gladding, was honored as the Grand Marshal. Scott passed away in 2020 from cancer. He served as a softball coach and spent time on the Belding Youth Baseball League Board and the city’s Recreational Board. He also served as a prop dad for the Belding High School marching band. “Scott was the backbone, truly,” Shelley said. “It was hard work on the weekend. He made sure he was the first one there every morning making sure everything was clean, everything was picked up and he was the last one there with us at night.”

And a fun weekend it was! The 117th Annual Belding Labor Day Weekend started on Friday, September 2nd and Robroy Industries lit up the night by sponsoring the Twilight Parade again this year. The Midway opened and karaoke and the American Legion steak fry rounded out the evening.

The Hometown Hoedown theme permeated through the entire weekend and the city of Belding partied until the cows came home and they were plumb tuckered out when they left! The line-up of food and activities was a mile long including the 5K and One Mile Fun Run, Food Truck Rally, Kiddie Parade, car show, cornhole tournaments, pet show, Firemen’s Waterball Tournament, Beer Tent entertainment, a mechanical bull, dunk tank - more food and more music than ya’ll could shake a stick at. Can’t forget the Duck Race, ice cream, tractor show, pie eating contest, line dancing, rock painting and the Labor Day Parade sponsored by Robroy Industries! Yes, Belding residents were busier than a cat on a hot tin roof all weekend. Sho nuff the Hometown Hoedown was fun as all get out!



This is the Labor Day Parade Crew.



Ella Wetzel, Trish and Ryan Wetzel's daughter.



Getting countrified for the Hoedown.



An electrical enclosure on wheels.



Robroy pick 'em up truck.



Moseying along the parade route.

Family

The associates at the Enclosure Division take great pride in their families. It might be the first day of school or Halloween trick or treating. Whatever the occasion, they like to share photos of their families - including the furry members.

BACK TO SCHOOL



Evan Wetzel - 2nd Grade



Ella Wetzel - 4th Grade



Ty Wetzel - 7th Grade



Mason Wetzel - 8th Grade

SPORTS



Ella Wetzel - cheerleading



Ty Wetzel - soccer



Mason Wetzel - soccer



Kailee and Talan Calvo



Alan Wizorek's (Purchaser) girls

HALLOWEEN



Christina Ayers family ready to trick or treat. And is that Cindy Stowell in the photo?



Diesel and Thor Calvo got in on the fun.



Sandra Hales' (Assembly) grandchildren, Rylee and Lucas, and her niece, Bailee, at Uncle John's Cider Mill.

FAMILY OUTING



Carson Woodworth with his mom, Tulane Woodworth (Receptionist) - dressed as a Yellowstone character.



Evan and Ella Wetzel ready to collect treats.

BEST AND BRIGHTEST COMPANIES TO WORK FOR

For the 19th year in a row Robroy Enclosures was named as one of The Best and Brightest Companies to Work for in West Michigan. Bonnie Mroczek (HR Manager) and Amanda Calvo attended this year's awards ceremony in July.

Speakers at the ceremony covered many topics including: recruitment, diversity, retention, work life blend, equity and inclusion.



Bonnie Mroczek and Amanda Calvo



Someone was quite creative.

HALLOWEEN

AT THE ENCLOSURE DIVISION

Perfect Attendance

More perfect attendance, so more appreciation lunches and more raffles are taking place at the Enclosure Division. On September 9th lunch was served in the break room and what a feast it was. Then another raffle took place for prizes and gift cards.

The company wants to continue to reward associates for their hard work and the extra hours they put in by actively recognizing and rewarding them for their efforts.



James Nowak dressed for the occasion.



Warner Donovan Souza

New Addition

Jeremiah Souza and his wife, Emily, welcomed a baby boy, Warner Donovan Souza, into the world on September 2nd. Warner weighed in at 6 pounds 10 ounces and was 20 inches long.

Jeremiah has worked at Robroy for 12 years and his mom, Deb Mills (CNC Operator) - Warner's grandma, is a 16-year Enclosure Division Associate.



Proud dad!



The Souza family



Warner with Grandma Deb



Nice spread!



Great lunch.



Adnan Alomeroni (Engineering) seems to be pleased with his lunch.



More happy expressions.



Pile it on!



Now for the drawings.



Derek Sabin (Press Operator) took home an outdoor griddle.



Deb Mills was a winner.



Dakota Enbody (Press Operator) displays his Certificate of Appreciation

University of Michigan vs Michigan State Rivalry

The big game was October 29th and leading up to it Enclosure Division Associates donned their team colors and had some fun while enjoying tailgating-type treats. Fortunately or unfortunately, depending on which team you are rooted for, Michigan State lost the Paul Bunyan - Governor of Michigan Trophy this year.

In game number 115 between the two rivals, Michigan State Spartans scored a touchdown in the first quarter, but that's all she wrote for that team. The Wolverines won the game 29 to 7 and improved their 2022 record at that time to 8 and 0.



Jennifer Ullery (Materials Manager), Craig Mitchell, Bonnie Mroczek, Amanda Calvo, Tulane Woodworth (Receptionist), Amy McGrath (Shipping), Mike Carstens and Lee Van Bronkhorst (Operations Manager)

Name	U of M	MSU	Total Points
Paul Bunyan	29	7	36
Pete Wilson	10	10	20
Jamie Arnett	35	14	49
Michelle Woodworth	30	20	50
Buck Moody	41	17	58
Tulane Woodworth	37	14	51
Michelle Calvo	37	14	51
Jeff Hall	30	20	50
Jack Wase	17	24	41
Lee Van Bronkhorst	4	5	9
Michelle Hester	10	20	30
Michelle Ullery	41	17	58
Steve Hill	23	16	39
Joe B.	34	14	48
Michelle Ullery	30	17	47
Michelle Ullery	30	17	47



Allen Wizorek is University of Michigan all the way to his bow tie!



Amanda Calvo, Jeff Hall (Plant Engineer), Buck Moody (Method's Analyst) and Tulane Woodworth

The associate who guessed the closest to the actual score was Jay Nowak.



Jamie Arnett (Assembly) and Pete Wilson (Assembly)



Jennifer Towne (Assembly) and James Nowak

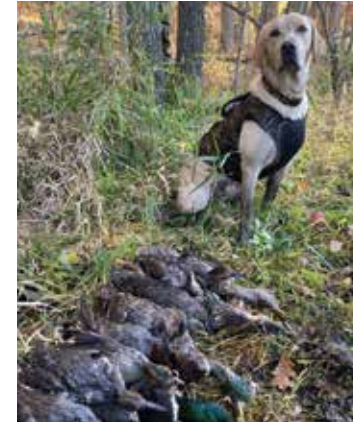


Mike Olmstead (Shipping) vs Mike Hill (Shipping) - who do you bet on?



Pete Wilson

The Hunters of Robroy Enclosures and Their Families



Buck Moody's granddog



Buck Moody (Methods Analyst)



Logan Moody, Buck's son



Guy Jeffrey's daughter, Nicole



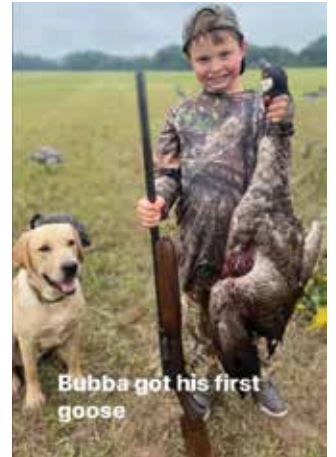
Lucas Moody, Buck's son



Hazel Grace, Buck Moody's granddaughter with her Uncle Stick's buck



James Hopkins (Mold Lead)



Joel "Bubba" Palmer's first goose - Buck Moody's grandson



Harley Brigham (CNC Operator) in Newfoundland, Canada



The Value of a True Mentor

Mike Carstens (Plant Supervisor), as is the case with many of us, grew up with some incredible role models. One such role model for Mike was his grandfather, Calvin Z. Carstens. The lessons Mike learned from this wonderful man were far reaching and have influenced how he lives his life today.

"Lessons in leadership I learned from my grandpa include the importance of teamwork, perseverance,

having a plan, the importance of structure, being able to pivot and adapt, being humble and finishing what you start."

Are not each of these qualities what we would want to instill in our fellow workers as well as our children and grandchildren. Take a moment and reflect on what kind of mentor, role model, you are to those you live and work with on a daily basis.

The article about Mike's grandfather, including the quotation above, was submitted for inclusion in this issue of the Bagpiper. Unfortunately, it was too long for the publication. Rather than discard the well written piece, it has been made available in PDF form and can be obtained from the Enclosure Division Human Resource Department for your reading pleasure.

RECIPE

PUMPKIN - 2 Ways...



Pumpkin Dip

- 6 oz cream cheese softened
- ½ cup packed brown sugar
- ½ cup canned pumpkin

• Beat at medium speed with mixer.

Then add:

- 2 tsp maple syrup
- ½ tsp cinnamon

• Beat until smooth and serve with apple slices.

SERVICE AWARDS



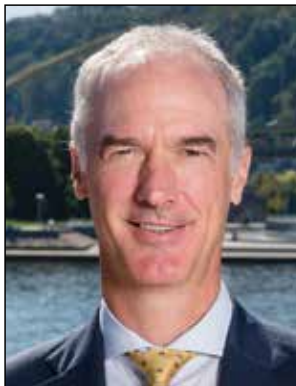
Ron Mier



Guy Jeffrey



Tiny Mitchell



Rob McIlroy



Sai Keerthi Satoor



Kristen Edge

Enclosure Divison

Ron Mier.....30 years
 Guy Jeffrey.....20 years
 Tiny Mitchell.....

Headquarters

Rob McIlroy.....30 years
 Sai Keerthi Satoor..... 5 years
 Aditya Acharya..... 2 years



Alvis Copeland

Raceway Division

Kristen Edge..... 5 years
 Alvis Copeland..... 5 years
 Carlos Mitchell..... 2 years
 Edwin Kerbow..... 2 years
 Jesus Rodriguez..... 2 years
 Alberto Molina..... 2 years
 Brittany Humphrey..... 2 years

BENEFITS BULLETIN BOARD

Broadcast Communicaton Is Here!

From time-to-time Robroy will be sending out a broadcast by email and text to those that agreed to receive them. In order to receive the broadcast via text you must have the UKG Mobile App. Please see HR for more information. If you didn't consent you can do so at any time. Just contact HR for the agreement form.



White Cheddar, Pumpkin and Sage Dip

- 1 8 oz block of cream cheese, softened
- ½ cup pure pumpkin (*not pumpkin pie filling*)
- 1 Tbsp fresh sage, finely minced
- 2 cloves garlic, minced
- 2 cups white cheddar cheese, shredded
- Black pepper, to taste

- In a medium bowl, beat together the cream cheese, sage, garlic, pepper, and pumpkin until smooth.
- Using a spatula, fold in the shredded cheese.
- Chill or serve immediately. Goes well with a variety of crackers or pretzels.