

# THE BAGPIPER

VOL. 53 | NO. 2 FALL 2023



## HEADQUARTERS

### For Whom the Bell Tolls



Another commendable day of bookings.

For Whom the Bell Tolls is a novel by Ernest Hemingway. Instead, it should be said, "Who tolls the bell?" It is Jarred Cipriani the new Corporate Assistant Controller at Headquarters. The Robroy bell, located in the Headquarters break area, is rung each time the Company sales plan is exceeded.

### Family Forum

As we approach the end of 2023, I'm happy to report we are on pace for another record year! Our continued success is the result of the collective effort and dedication of our outstanding Robroy team members.

When looking forward to 2024 and beyond, it is imperative, in my opinion, that we strive to incorporate "**innovation**" into the fabric of our company culture. The word innovation is such a commonly used buzz word today. You could ask ten different people for the meaning of innovation and you would most likely get ten different answers. So how do we define innovation at Robroy?

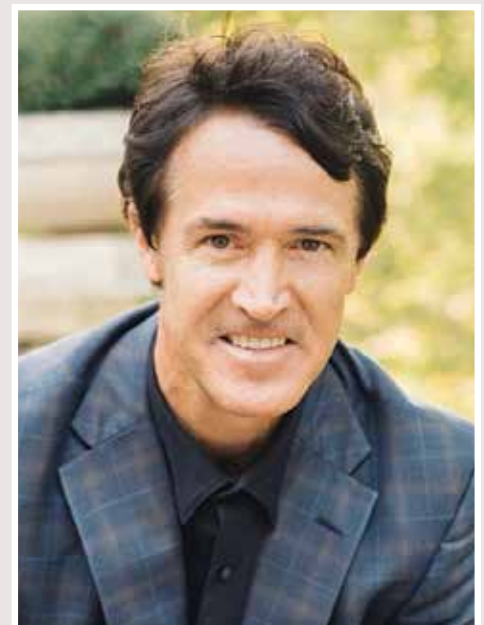
Innovation is the development of new ideas, processes, products or services that positively impact our customers. Ultimately, innovation is about gaining and maintaining a competitive advantage by differentiating ourselves, our products and our services. Innovation fosters creativity, resilience and adaptability. In layman's terms, innovation can be initiated at Robroy by asking ourselves: "Are there better ways of doing what we are currently doing today?"

In regards to innovation, I'm happy to announce the recent launch of "MAX." MAX is the internal code word for Robroy's new operating system (ERP - *Enterprise Resource Planning*). Our current operating system has served us well over the past 20 plus years but is approaching obsolescence and end of life. The MAX team is currently in the evaluation and due diligence phase with the goal of selecting our new operating system in January of 2024. MAX, once implemented and turned live, will be a single operating system designed to support our entire organization. MAX will enable us to have intuitive / user friendly interfaces allowing us to easily follow best in class processes for accuracy, efficiency and accountability. MAX will be the single source of integrated real-time information driving measurements and enhanced analytics to assist us in making smart business decisions. The overall goal of MAX will be to enhance operational efficiency and deliver an exceptional customer experience. More to come on this very important and exciting initiative in future *Bagpipers*.

Now, I would like to take this opportunity to express my gratitude to all the team members that make up the growing Robroy family. Enjoy the holiday season and wishing everyone a happy, healthy and prosperous new year!

**Jeff McIlroy**

*Chairman of the Board*



## HEADQUARTERS

### New Hires

Born and raised in the Steel City (Pittsburgh), Jarred Cipriani earned his bachelor's degree in accounting from Saint Joseph's University and his juris doctor degree from Duquesne University.

As a former controller of a general contracting company specializing in the construction of pre-engineered buildings, Jarred brings to Robroy a wealth of experience that will serve him well in his new position. A recruiter introduced Jarred to Robroy Industries. Once he spoke with CFO Vijay Tahiliani, Jarred knew he wanted to accept the position.

Jarred is the single father of a 13-year-old son, Dylan. He enjoys golf, gaming and, as he puts it, poorly renovating his own home.

Paul Holenicik comes to Robroy Headquarters from Accenture with 12 years of experience in technology consulting, specifically implementing Oracle ERP systems. He has a Bachelor of Science degree in electrical engineering.

Paul lives in Cranberry Township with his wife, Megan, and their pup, Tucker. He has a wide range of interests and hobbies including: golf, cooking and trying new foods, woodworking, hiking and spending time in the outdoors.

Robroy's reputation drew Paul to seek employment with the Company. The longevity of the careers of those with who he interviewed impressed him, as well.

Christina Vasquez is also a native Pittsburgher. She earned an Associate of Arts degree and also earned a technical certificate in graphic design, which she utilized working on her college newspaper.



Jarred Cipriani –  
Corporate Assistant  
Controller

Her administrative skills were honed in the offices of Weld-Ed National Center for Welding Education and Training in Elyria, Ohio and working at the Homewood Cemetery, a historic urban cemetery in the Point Breeze section of Pittsburgh. Christina spent six years in human services providing individualized support and case management to people with disabilities.

Christina and her partner, Rob, have a three-year-old basset hound mix, Tucker. Her hobbies and interests include: gardening, wheel-throwing pottery, spending time in the great outdoors and enjoying all that the city of Pittsburgh has to offer her and her loved ones.

Robroy's culture drew Christina to her new position coupled with the Company's dedication to personal and professional growth that strongly align with her own values. Christina stated, "I am excited to join an excellent team and support the continued success of Robroy Industries."

Northeast Pittsburgh is where Luke Postle grew up in the New Kensington/Lower Burrell area. He attended Kiski Area High School and earned his undergraduate degree from Robert Morris University in accounting with a minor in finance. Before accepting his position at Robroy, Luke worked in accounts payable and interned in a local tax office.

Luke lives at home with his mom and his dog, Sanibel. He has one sister who lives in North Carolina with her husband. Drawing and painting are enjoyable hobbies for Luke, as well as fishing and hunting.

The transparency in communication and the work environment were two noticeable factors that helped Luke make the decision to accept the Jr. Corporate Accountant position at Robroy Industries.



Christina Vasquez –  
Executive Assistant



Paul Holenicik – Business  
Application Manager



Luke Postle – Jr.  
Corporate Accountant

## RACEWAY DIVISION

### New Arrivals



Landry Lynn Lipsky

On August 8th, Keith and Kim (ECN Korns Shipping/Receiving Supervisor) Slaton became first-time grandparents. Their beautiful granddaughter, Landry Lynn, is the daughter of Kendra and Stephen Lipsky.

Kendra served as an intern at the Raceway Division on her summer breaks while in college. She also received a SHIELD scholarship toward the pursuit of her college education and career as a nurse practitioner.



Charlotte Mae Stansbury

Ashley Stansbury (Campaign Coordinator) recently delivered a sweet baby girl. She and her husband, Cody, and son, Tucker, welcomed Charlotte Mae into their family on October 11th.



Big brother Tucker  
thinks Charlotte Mae  
arrived just in time  
for Halloween.

Welcome to Robroy Headquarters, Jarred, Christina, Paul and Luke and best wishes for a long and successful tenure with the Company.

# NEW HIRES



Shana Bullock –  
Production Associate



Ryan Foreman –  
Production Associate



Jeremy Glover –  
Production Associate



Monica Gonzalez –  
Production Associate



Joe Hutto –  
Production Associate



LaDarius Johnson –  
Production Associate



Marlex Johnson –  
Production Associate



LaKendrick Linwood –  
Production Associate



Daniel Loos –  
Maintenance  
Technician



Brandon Moore –  
Production Associate



Dustin Northcutt –  
Production Associate



Deryle Porter –  
Material Handler



Elizabeth Ross –  
Production Associate



Brock Sherman –  
Production Associate



Dalton Smith –  
Production Operator



Jeffrey Smith –  
CNC Operator



LaToya Smith –  
Production Associate



Jacob Taleno –  
Production Associate



Daniel Walters –  
Maintenance  
Technician



Dale Wardlaw –  
Production Associate

Leanne White began her Robroy career at the Raceway division on August 8th as a Customer Service Associate. She brings with her prior experience in the manufacturing industry through her work at Big Tex Trailers.



Leanne White –  
Customer Service  
Associate

Leanne is from Pittsburg, Texas where she and her husband, Marv, live with their three dogs – a chocolate lab, a Pomeranian and a five-month old standard poodle. The couple have two grown children and two grandchildren. Outdoor activities are what she likes, especially flower gardening.

The fact that Robroy Industries is a long standing company with a great atmosphere in which to work attracted Leann to accept a position at the Raceway Division. Being appreciated is motivational to her.

Natalie Garcia comes from Houston, Texas and now lives in Tyler. In December she will graduate from the University of Texas – Tyler with a degree in Marketing. She accepted the Marketing assistant position in August of this year.



Natalie Garcia –  
Marketing Assistant

Natalie played volleyball in college and since that activity has ended, she strives to stay consistent with her workout schedule. She is currently engaged to Grayson Lawrence. Natalie finds family and the goals that she has set for herself encouragement for her to do her best on a daily basis.

Ray Thompson is a graduate of Texas State Technical School where he studied digital media design. Working as a digital campaign manager and graphic designer for

area marketing firms, Ray comes to the Raceway Division with extensive experience in his field.

Knowing what Robroy stands for was a drawing card for Ray. He appreciates the opportunity to continue learning and the corporate culture at Robroy encourages just that.

In his free time Ray likes to go camping.



Ray Thompson –  
Campaign Coordinator

Chris Henley has been a contract associate for several years, but on October 30th he accepted a full-time position with the Company as an Application Specialist. "I was in contact with Steve Voelzke and Jack King regarding a patent I came up with and I was offered my dream job – Application Specialist," Chris said. He is an inventor

*Continued on next page*

## New Hires *Continued from page 3*

and an innovator with a strong desire to figure things out for people.

Chris and his wife, Leigh, have three children: Breeze, Phoenix and Sean. His interests include playing with his kids, outdoor activities like going to the beach and farming, charity type work and Masonic Lodge activities.

Chris asks that you just bear with him at times when he seems a little standoffish. He's just processing the situation and not being rude. Chris stated, "I'm 'blessed' with ASD and ADHD and I hyper focus, forgetting my social cues!" Take time to get to know Chris and you will be glad you did.



*Chris Henley – Application Specialist*



*Robert Warren – Sr. Buyer*

Transplanted from Temecula, California to Texas, Robert Warren and his wife, Angie, are getting acclimated to their new home. He spent the last 18 years at Intense Cycles, LLC where he managed logistics, operations

and purchasing. His new position, Sr. Buyer, commenced on October 27th. One of the things that drew him to the Raceway Division was that Robroy Industries was founded in Pennsylvania where he is originally from.

Robert's family and being happy serve to motivate him on a daily basis. Tinkering in his garage and riding bikes are a real source of that happiness.

Stephen Allen worked as an Accounting Intern at the Raceway Division since July of this year. He was hired as a full-time Accounting Support Associate at the end of October. He earned his BA in finance from the University of Texas at Tyler.



*Stephen Allen – Accounting Support*

Originally from Arp, Texas, Stephen lives with his parents. A family friend recommended he check out the job opportunities at Robroy and he sought out a position with the Company.



*The grills were fired-up.*



*Come and get it!*



*Chow down!*

## Employee Appreciation Lunch

A man of his word, President Clinton Gehrman provided a one pound ribeye steak lunch for each associate. He made the promise that if the division shipped 12 million dollars in product during the month of September steak would be served. Steak is truly motivational. It took the effort of every associate in both the Avinger and Gilmer facilities and they were able to achieve the goal.

Smith's Meat Market provided the steaks and Cowboy Chicken offered delicious sides. The grills were fired up and grill masters Clinton Gehrman and Bryan Wood (Plant Manager) went to work. Avinger and Gilmer Associates were rewarded for their efforts and enjoyed a scrumptious lunch.



*James Dean's smile was one of many seen on associates' faces as they loaded their plates and dug into their reward.*

## Charitable Donations

Giving is at the heart of every Robroy division. Several organizations and individuals have recently benefitted from the Raceway Division's generosity.



Woodridge Therapeutic Equestrian Center held a golf tournament, Par for the Horse, on June 26th and Robroy was a proud sponsor of the event.

Windridge Therapeutic Equestrian Center of East Texas, Inc. is a 501(c)(3) nonprofit and a premier accredited center of PATH International (Professional Association for Therapeutic Horsemanship International). Located in Gilmer, Texas, Windridge strives to enhance the quality of life for children, adults and veterans with disabilities or mental health needs through equine-assisted services.

"Windridge provides Therapeutic/ Adaptive Riding which incorporates education and exercise through the beneficial movement of the horse all while teaching mounted equestrian skills. The high-quality rhythmic movement of the horse aids in emotional and cognitive development to decrease anxiety, improve focus, attention and memory. Research has shown that a horse moves in patterns similar to typical human walking and can impart a powerful sensorimotor experience to the client positively affecting their balance, strength, flexibility, sensory regulation, visual and vestibular flow.

"Program participants gain horsemanship skills that lead to the development of independent daily life skills. While learning to communicate with and care for their horse, participants interact with peers, volunteers and instructors as they focus on an activity that is a recognized sport as well as educational. Therapeutic/adaptive riding broadens the attention span while promoting cooperation, teamwork, social interaction and independence. Participants experience a freedom of motion and ability that brings joy into other aspects of their lives."



Coach Hunter Millican and his family.

Once again, the Raceway Division sponsored the New Diana Youth Football program. Hunter Millican (Pricing Specialist) is the coach of the defending Super Bowl Champion New Diana 6th Grade Team.



Tom Presley accompanies his daughter, Jorga, at the Miss Pre-Teen pageant in Dallas, Texas.

The Raceway Division sponsored Jorga Presley, daughter of Thomas Presley (Buyer), in her quest to become Miss Pre-Teen Texas. Miss Pre-Teen Texas is sponsored by National American Miss the number one rated pageant system with events designed to grow the confidence of each participant.



Jorga Presley

## Gilmer Facility Birthday Celebration



Summer birthdays – Juan Garcia and CJ Craver



September birthdays – Sarah Brooks, Vickie Dean and Alesia Hernandez



October birthdays – Christa Hall and Josh Bumpas

Monthly, the Raceway Division celebrates birthdays with sweet treats for all associates recognizing those whose birthdays fall in each particular month.

# RACEWAY DIVISION



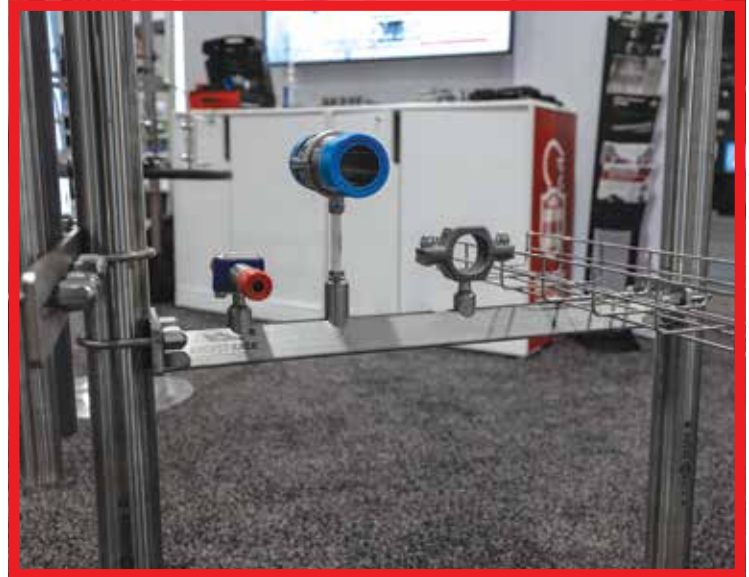
# NECA

The National Electrical Contractors Association Convention (NECA) was held in Philadelphia, the City of Brotherly Love, on September 29th through October 2nd. This event afforded Robroy's Raceway Division the opportunity to interface with electrical contractors and other industry professionals exchanging knowledge and spotlighting products. This convention caters to professionals at all levels, from the seasoned contractor to a rookie apprentice.

Attendees participated in training sessions, product demonstrations and visited manufacturers' exhibits. Mike Overstreet, Chris Caldwell, Nathan Salmon, Jeremy Rogers, Josh Bumpas and Steve Voelzke were in attendance for the Raceway Division.

The Raceway Division's manufacture's display at the NECA Convention in Philadelphia was a showcase for the Company's products.





Visiting with old industry friends and meeting new potential customers, Steve Voelzke (President of Electric Products) was right at home conversing in the Raceway Division exhibit.



Jeremy Rogers (Pricing Specialist) shared his product expertise.



Mike Overstreet (National Sales Manager) listened to the questions and concerns of industry professionals.



Chris Caldwell (Channel Manager) used his vast knowledge of Raceway Division products to explain their functions and benefits to NECA attendees.



NECA attendees left the Raceway exhibit well informed and ready to specify Robroy products after speaking with Nathan Salmon (Pricing Specialist – Team Lead).



Lindi Sonhoop and Staci McNew



Bryan Wood



Alesia Hernandez

# Halloween

Halloween brings out the creative genes in many associates. This year, as in years past, associates dressed for the occasion. There appeared to be an oceanic theme going among a few of the participants – shark, crab, fish, octopus.



Hunter Millican



Jeremy Rogers



Leanne White, Danette Potter and Tenille Duke





## Teal Pumpkin Project

Halloween provides fun for kids of all ages - choosing fun costumes and collecting candy from neighbors. However, for one in 13 children living with food allergies and those impacted by intolerances and other conditions, the holiday can be challenging. The Teal Pumpkin Project is a simple way to make trick-or-treating safer for these children. Placing a teal pumpkin on your doorstep signals that, in addition to candy, you offer non-food trinkets and treats that are safe for all trick or treaters.

Stephanie Ellis' (Director of Marketing) son, Sutton, assembled goodie bags and got them into



Sutton Ellis gathered items for his family's Teal Pumpkin efforts.

the hands of 18 kids in his area who suffer from food allergies and are not able to partake in many Halloween treats. The bags consisted of non-food items and treats that were free of the top nine allergens. Sutton also shared information about the project with his friends at school.

Learn more about food allergies at <https://www.foodallergy.org>. You will find some very interesting information on the site that may surprise you.



Sutton explained the Teal Pumpkin Project during Show and Tell at school.

## Man of the Year

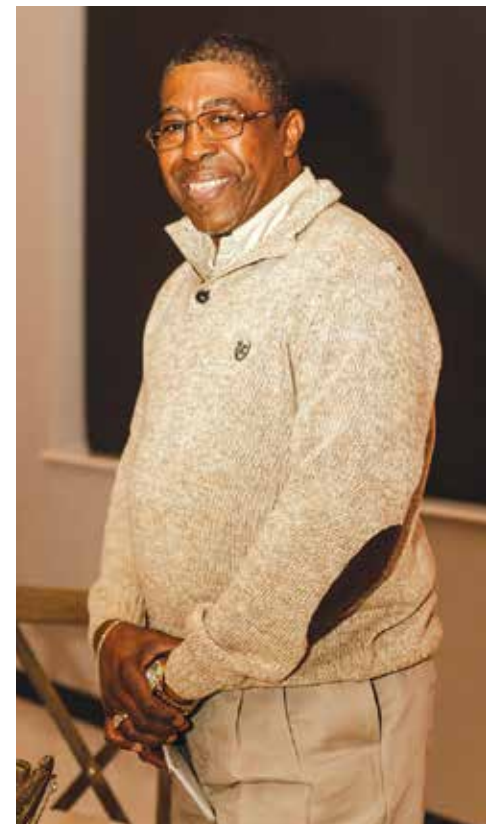
Michael Moody (Operations Supervisor – Avinger) recently received the title “Man of the Year” from the Greater Macedonia Missionary Baptist Church. Those who know Michael at the Raceway Division would concur that he should be awarded “Man of the Year” every year!

Michael Moody has given his all to the Raceway Division for 28 years and still has time to serve as a Deacon in his church and community. He helped to remodel his entire church on his days off.

Congratulations, Michael, on a well-deserved award.



Michael and Estelle Moody with Melissa Voelzke



## The B Foundation

The B Foundation is featured in several articles in this issue of the *Bagpiper*. The foundation is a very important part of the Belding, Michigan culture and Robroy Enclosures is proud to support its efforts in the community.

In 2011, Mikalya Linebaugh lost her father to cancer. She wanted to take the pain and loss her family experienced and turn it into something positive.

As a high school volleyball coach, Mikayla's teams often participated in "Pink Nights" where money was raised for national cancer organizations. She thought, "Why are we sending the money we raise away when we could be using it to help people in our own community?" So, with the help of family, friends and colleagues, the B Foundation was formed.



John and Regina Cegelis and Bob and Judy Geiger competed in the Denise Adams Memorial Golf Outing in support of the B Foundation.

### B Foundation— Denise Adams Memorial Golf Outing

On September 10th, Robroy Enclosures was pleased to sponsor John Cegelis, Bob Geiger and their wives in the Denise Adam Memorial Golf Outing at the Double R Ranch Golf Course in Belding. The four-some didn't win, but had a wonderful time on a beautiful day for golf.

The Enclosure Division helped to sponsor the outing. The event raised over \$4,000 for the B Foundation.

### More B Foundation Support

Bonnie Mroczek presented a check to Mikalya Linebaugh in support of the relief efforts that the B Foundation makes to the Belding community. Through the generosity of local businesses and community members, and various fundraisers and donations, more than 430 families have received support from the B Foundation!

In addition to supporting Belding residents dealing with cancer, the B Foundation awards a \$500 scholarship each year to a Belding High School graduate planning to study in the medical field.



Robroy Enclosures continues to support the B Foundation with another donation.

### B Foundation Game Day

B Foundation Game Day rolled around on October 6th this year as the Belding High School football team prepared to meet Godwin Heights High School on the playing field. Everything turns pink that day and Robroy Enclosures Associates donned pink t-shirts and enjoyed pink cupcakes leading up to game day in support of the organization.

This year, game day resulted in Belding High School beating Godwin Heights High School by a landslide, 44 to 0!



Anthony Brown – 2nd Shift Press Operator



Aaron Seelhoff – 2nd Shift CNC



Chad Hinton – 2nd Shift Press Operator



Barry Hartwell - Engineering



Derek Sabin – 2nd Shift Press Operator



3rd Shift Believers!



Kathy Kinyon - Accountant



Mark Austin - 1st Shift N-Series



Dave Jeffers - 1st Shift Press Operator



Joe Daller - 1st Shift Assembly



Jordan Cliff - 1st Shift Assembly



Jennifer Towne - 1st Shift Assembly



Karen Greenawalt - Receptionist and Amanda Calvo - HR Specialist



Melinda Ralph - 2nd Shift Press Operator



Jamie Arnett - 1st Shift Assembly



Pete Wilson - 1st Shift Assembly



Larry Warner - 1st Shift Assembly



Mike Hill - 1st Shift Shipping



George Charles - 2nd Shift Press Operator



Robert Taylor - 2nd Shift Press Operator



Kaily Zeigler - 1st Shift Assembly



Shane Feazel - 1st Shift Press Operator



Stanley Meyers - 2nd Shift Press Operator



Charles Kenny - 1st Shift Press Operator

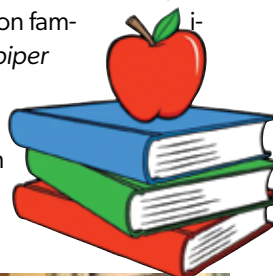


Bonnie Mroczek's (HR Manager) granddaughters, Ezraella (2nd Grade) and Clara (Kindergarten) Valinski pose at their front door on the way to the first day of school in the 2023-2024 school year.

## Back to School

There is always excitement on the first day of school in a new school year. New school clothes, new shoes and new teachers, sometimes even a new school – all create anticipation. Renewing old acquaintances generates excitement, as well. The first day of school brings a finality to the end of summer with its fun and freedom, signaling the onset of fall and lots of new learning experiences.

The traditional photograph on the first day of school is very important to many of the Enclosure Division families. Pull-out your *Bagpiper* from the Fall of 2022 and observe how some of these children have grown in just one year.



Ryan (Assembly) and Trisha (Customer Service) Wetzel's family lined up for their annual "first day of school" photos: Ella (5th Grade), Evan (3rd Grade), Mason (9th Grade) and Tyler (8th Grade).



Alexis Ayers (8th Grade), Christina Ayers' (Controller) oldest daughter, prepares to embark on her first ride to school of the new year.



Kenleigh (3rd Grade), Kenna (6th Grade) and Kora (Kindergarten) Wizorek are all set for another year at Saints Peter and Paul Catholic School.

## PolySlim Low-Profile Polycarbonate Enclosures

Last fall, a product naming contest was held at the Enclosure Division with the winner to receive a \$50 gift card for their ingenuity and creativity in helping come up with a great name for an exciting new product.

The product's characteristics include:

- electrical control use, wireless communications and low-profile applications
- optimized depth, robust side walls, aesthetics and installation flexibility
- "All the mounting space, without the added depth."

In response, a large number of entries filed in and three winners were chosen. Brian Kopp, Cody Johnston and Adnan Alomerovic were awarded the prize for their entry – PolySlim Low-Profile Polycarbonate Enclosures.

Congratulations are extended to the winners This has been an exciting launch for Robroy Enclosures with a fantastic name to go with a great new product. Thanks to all for your help and valuable ideas!



Allen Wizorek's (Purchasing) daughter, Kaylynn, began her freshman year of high school this year at Ionia High School.



Time to leave for school and Alyssa Ayers (4th Grade) is ready and eager to get going.

## Belding High School Football Raffle



Carmen Sherman, from Belding High School Football, was given items from Robroy Enclosures for the team's fund raising efforts. Bonnie Mroczek posed for a photo with Carmen and the items that were donated.

Robroy Enclosures donated a cooler, beach towel and a camp chair to support the Belding High School Football Team's fundraising efforts last fall.



Belding High School vs. Kelloggsville High School

## Football Challenges

Robroy Enclosures incentivized two local football teams by offering to donate \$50 for each touchdown scored in selected games. The two high schools were Belding High School (BHS) and Rockford High School (RHS).

The homecoming game for BHS against Kelloggsville High School served as the game chosen for the Black Knights. A final score of 58 to 6 garnered BHS \$400 for the Belding Education Fund. This fund supports teachers and students by providing grants to classrooms for special projects, extended learning opportunities and more through the Grand Rapids Community Foundation.

The amount of \$300 went to the RHS Rams for their win over Caledonia High School, 42 to 16, on September 15th. Erik Faasen coaches for the Rams.



Rockford High School vs. Caledonia High School

## Belding Gus Macker Tournament

What started out as 18 friends who wanted to play basketball for a tournament purse of \$18 has grown to over 200,000 players in more than 75 cities across the US. On August 5th, the Gus Macker Tournament was hosted in Belding, Michigan, the headquarters of the organization. Macker Tournaments are designed so that anyone can play: male or female, young or old, short or tall, from the most experienced player to one with no experience at all. "This maintains the purity and integrity of the driveway game."

Robroy Enclosures sponsored the Slam Dunk Contest again this year and Craig Mitchell (President) presided. The Gus Macker organization gives back to each participating community by providing checks to charitable organizations. Craig handled the distribution of those checks to Belding charities.



Craig Mitchell oversaw the distribution of charitable checks.



Craig Mitchell rounded up the Slam Dunk participants and began the competition.



The winner of the Slam Dunk competition with Craig Mitchell.

## New Hires

The Enclosure Division hired six new press operators into their ranks. Make sure you introduce yourself to each of them, if you see them in the plant or break room, and give them a hearty welcome.



Darien Betser – 3rd Shift Press Operator



Anthony "Tony" Brown – 2nd Shift Press Operator



Trinity-James Carter – 2nd Shift Press Operator



Aaron Higgins – 2nd Shift Press Operator



Royce Spencer – 2nd Shift Press Operator



Jeremy Visser – 2nd Shift Press Operator

## Labor Day Parade – September 4th

The 118th Annual Labor Day weekend in Belding utilized a circus theme - the Big Top. It consisted of four days of events scheduled all day long for young and old with a midway, food of every variety, competitions, parades, fireworks, music; too many venues to list them all.

Tulane Woodworth's parents loaned their red pick-up truck to the Enclosure Division again this year for the parades. Bright colored balloons and American flags with a circus tent image served as the background for the Robroy float in the parades and Amanda Calvo, Tulane Woodworth and Jennifer Towne passed out candy to the crowd gathered along the parade routes. The Enclosure Division sponsored the Twilight Light Parade on Friday evening and the Labor Day Parade on Monday. Shelley Gladding (Pricing Specialist), City Council member, drove the City Council golf cart also passing out candy to the masses.

loons and American flags with a circus tent image served as the background for the Robroy float in the parades and Amanda Calvo, Tulane Woodworth and Jennifer Towne passed out candy to the crowd gathered along the parade routes. The Enclosure Division sponsored the Twilight Light Parade on Friday evening and the Labor Day Parade on Monday. Shelley Gladding (Pricing Specialist), City Council member, drove the City Council golf cart also passing out candy to the masses.



Robroy Enclosures' red pick-up truck passed out candy along the parade route.



Shelley Gladding drove the City Council golf cart.



Aaron Reeves – 1st Shift CNC

## Safety BINGO

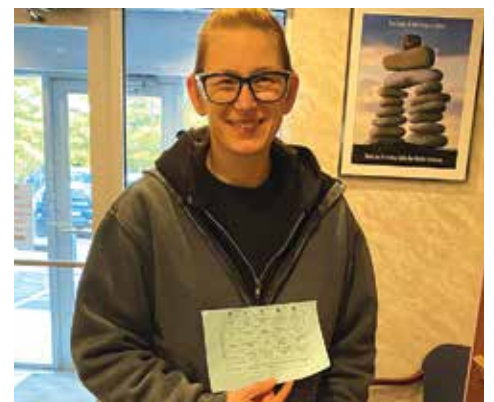
Safety continues to be front and center at the Enclosure Division. Daily reminders through Safety BINGO emphasize the importance of safety in the workplace.

September and October Safety BINGO winners were awarded \$25 gift cards.

Congratulations to the latest winners: Jay Anderson, Joshua Blair, Aaron Reeves and Heather Rydahl.



Joshua Blair – 1st Shift N-Series



Heather Rydahl – Shipping

## Promotions

Jeff Hall has assumed the duties of Plant Manager for the Enclosure Division of Robroy Industries in Belding, Michigan. Jeff provides extensive experience from nearly 17 years with Robroy Industries as a Plant Engineer. Additionally, his expertise in tool and mold design, injection molding and facilities management will serve him well in his new position.



Jeff Hall – Plant Manager



Roger Schroder – Operations Manager

Roger Schroder has been promoted to Operations Manager. He has expertly served as Engineering Manager, Product Manager and Business Development Manager over the

last 14 years at the Enclosure Division. His professional background includes knowledge in electrical, electronic and automotive manufacturing.

Congratulations, gentlemen. You are wished much success in you new positions.

Please note the following correction from the Summer *Bagpiper*: Erica Reeves was promoted from Back-up Mold Lead on 1st Shift to 3rd Shift Mold Lead.

## New Arrival

Kaitlyn Davie and Gage Archer welcomed their daughter, Natalie Renae Archer, on October 11, 2023. She weighed 8 pounds, 4 ounces and stretched 20.5 inches in length. Congratulations are extended to Kaitlyn and Gage.



Natalie Renae Archer



Bonnie and Dave Mroczek with their daughters, Amanda and Sarah, and their families.

## Mroczek-Yoder Wedding

Dr. Amanda Mroczek, daughter of Bonnie and Dave Mroczek, and Sam Yoder were married in Chicago on June 3rd. Sarah, Amanda's sister, served as her matron of honor and her nieces made beautiful flower girls.



A monumental job was undertaken by office associates to bring about a beautiful transformation.

## New Office Carpet

In July, the Enclosure Division office area received a facelift with the installation of new carpeting. The entire office staff worked together to move files, desks and other furniture to facilitate the installation and make the effort a huge success. The entire office area was completely carpeted in five days due in part to the concentrated effort of all office staff associates.



Out with the old and in with the new.



## Team Rivalry – University of Michigan vs. Michigan State

It was that time again late in October, when the University of Michigan fans try to outdo the Michigan State fans and vice versa! Two contests were launched at the Belding facility. One contest proposed to predict the score of the game on Saturday, October 21st and the other proclaimed the best dressed fan. The entire office and plant decked themselves in blue and yellow or green and white and that included the cupcakes bought for the occasion.

The Wolverines lead the Spartans 73-38-5 with the 2023 win in the 116th game of the all-time series.

*\*The Bunyan Trophy - Governor of Michigan Trophy awarded to the winner of this game each year.*



Although the rivalry has nearly come to blows in the past, these fellow-workers managed to stand side by side and smile for the camera (left to right: Cody Johnston, Tulane Woodworth, Shelley Gladding, Trisha Wetzel and Amanda Calvo).



Jay Nowak thought he had the best dressed fan prize in the bag!



Mike Carstens sported a replica of the Paul Bunyan Trophy\* like a necklace complementing his University of Michigan jacket.



The closest score winner, Mike Olmstead, did a little bragging about his lucky guess!



Which team were you rooting for, Trish Wetzel (best dressed fan winner)? It really was obvious.

## Salute to First Responders

Robroy Enclosures recognizes the sacrifice of time and talent that several of their associates devote to the community through their service as first responders. Without such dedicated individuals it would be impossible to maintain the volunteer organizations that protect and preserve local homes and businesses.

Thank you for all you do: Caleb Guernsey, Mike Hill, Buck Moody, Austin Moore and Larry Warner.



Austin Moore



Buck Moody



Mike Hill



Caleb Guernsey



Larry Warner





Jay Nowalk and his winning enclosure pumpkin and poster.



A Pumpkin Contest was held at the Enclosure Division and 1st place was awarded to Jay Nowalk taking home a \$25 gift card for his efforts. In addition to his pumpkin in an enclosure, Jay took an enclosure cover and transformed it into a very cool poster.

Bonnie Mroczek displayed her carving talent with a pumpkin offering free beer.

On Halloween a happy little shark undulated through the Robroy Enclosures facility passing our candy to associates.



Free beer anyone?



The Wizorek girls dressed as Maleficent, a zombie cowboy, a cowgirl and a Medieval times elf in order to round up a nice supply of candy from their neighbors.

# Halloween Fun



Tulane Woodworth's son, Carson (left), imagined himself as Morgan Wallen from the Voice fame.



A very happy shark shared candy with Caleb Guernsey and Pumpkin Contest winner Jay Nowalk.

# MICHIGAN'S ADVENTURE

## ROBROY ENCLOSURES PICNIC



Erica Reeves' (Mold Lead) crew.



Ron Stine and family are ready to get started at Michigan's Adventure.



The daring Dakota Enbody flies through the air with the greatest of ease.

Over 250 Robroy Enclosure Associates, their family members and friends met at Michigan's Adventure in Muskegeon, Michigan to celebrate the Company's summer picnic. AccuWeather reported a high of 79 degrees that day with sunny skies, beautiful weather for enjoying the park and all it had to offer. Lunch included: pulled pork sandwiches, hotdogs, mac and cheese, coleslaw, watermelon and gourmet chocolate chip cookies.

Dakota Enbody opted for a wild ride with The Rip Cord. On this extra charge ride, flyers soar through the air after experiencing a 180-foot free fall with the experience of body flight (Enbody flight) at speeds of up to 80 miles per hour. You are brave, Dakota.



Craig Mitchell's (President) household enjoyed lunch.



Hey, Doug Barrigar (1st Shift N-Series), who has more fun at the Company picnic the kiddos or the adults?



Keisha Coon's (Scheduler/Buyer/Expediter) family.



Karen (Receptionist/Administrative Assistant) and Jason Greenwalt are ready to go up, up and away.



With lunch complete, Rick McQueen (3rd Shift Press Operator) is ready for what the park has to offer next.



Say, "Cheese." All smiles, Ella Gould's family enjoyed their lunch.



Staci Hill (3rd Shift Assembly) and her husband are ready to enjoy a delicious lunch.



Smile for the camera, Christina Ayers.

# SEASONAL SPORTS AND JUST PLAIN FUN

Every season seems to generate activity for the families of the Enclosure Division. Last summer proved to be no exception. From cheerleading and softball competitions to baseball games and fishing, fun was the name of the game, including the whacky wiener mobile.



Kenna Wizorek's (11) cheerleading team came in 5th place in the Nationals Competition last summer.



Jamie Montero's clan enjoyed a family outing on a hot summer day.



Guy Jeffery and his wife, Britney, love to fish. Guy caught some beautiful walleye last summer.



Betcha' that's a catfish, Britney.



The Wetzel family took in a Battle Creek Battle Jacks Game in the Collegiate Summer Baseball League.



Bonnie Mroczek, are you humming the Oscar Mayer Weiner song? "Oh, I wish I were an Oscar Mayer Wiener. That is what I'd truly like to be-ee-ee. 'Cause if I were an Oscar Mayer Wiener, Everyone would be in love with me."



Mason Wetzel played varsity soccer for the Belding High School Knights. Well, that's using your head, Mason!

# RECIPES



## Turkey or Chicken Casserole... *like eating stuffing filled with turkey* **Stuffing**

- 1 package Pepperidge Farm Herb Stuffing
- ½ cup of butter melted
- 1 cup of chicken broth

Combine ingredients and layer ½ of the stuffing in greased 9 x 13 pan.

### Turkey Mixture

- 2 ½ cups of cooked turkey (or chicken) diced
- ½ cup diced onion
- 1 stalk of celery diced (optional)
- ¾ tsp salt
- ½ cup mayonnaise
- 1 ½ cups of milk

Combine ingredients and pour evenly over stuffing. Then layer the other half of the stuffing over turkey mixture.

Spread a can of cream of chicken soup over the stuffing, evenly. Bake for 35 minutes at 325°. Remove from oven and add grated cheddar cheese on top of the casserole (enough to make a thin layer). Return to the oven for an additional 10 minutes, then serve.

# BENEFITS BULLETIN BOARD

It is never too late to start planning for your retirement. Open enrollment for 2024 is now over, but you can start contributing to 401k through Fidelity anytime after you become eligible. You can also make changes during the year to your contributions. Here are some benefits for traditional 401k plans:

- Tax advantages
- You are in control
- Time is on your side – the earlier you start, the more time to grow
- Easy payroll deductions
- Employer match contributions
- Profit Sharing – employer voluntary contributions

Contact Fidelity today at [www.401k.com](http://www.401k.com) or call 1-800-835-5097.

# SERVICE AWARDS



Mark Austin



Bob Geiger



Cody Johnston



James Hopkins



Caleb Guernsey



Danny Wright



Kathy Johnson



Jack King



Danette Potter

## ENCLOSURE DIVISION

Mark Austin	.....20 years
Bob Geiger	.....15 years
Cody Johnston	.....5 years
James Hopkins	.....5 years
Caleb Guernsey	.....5 years
Jamie Montero	.....2 years
Tulane Woodworth	.....2 years
Mike Russell	.....2 years
Michelle Ehlers	.....2 years
Dakota Enbody	.....2 years
Jennifer Towne	.....2 years

## RACEWAY DIVISION

Danny Wright	.....20 years
Kathy Johnson	.....15 years
Jack King	.....5 years
Danette Potter	.....5 years
Josh Bumpas	.....2 years
Josh Ford	.....2 years
Alyssa Jones	.....2 years
Maurice Jones	.....2 years
Steven Jordan-Bates	.....2 years
Blaine Kegaris	.....2 years
Christy Lucas	.....2 years
Wendy Swain-Owens	.....2 years
Kerry Washington	.....2 years