

SERVICE AWARDS



Michael Moody



Belinda Rodgers



Barbara Sanders



Melanie Williams



Bobby Hubbard



Peter McIlroy



Jeff McIlroy



Aileen Shaffer



Ken Main



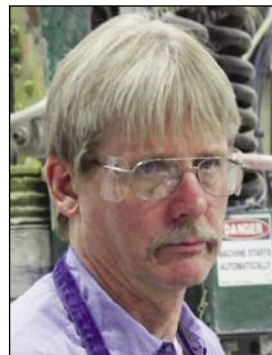
Jeff Seagle



Dennis Venneman



Dale Clayton



William Olsen



Joshua Blair



Jeremy Sousa

NAME YEARS SERVICE

Conduit Division

Michael Moody.....	20
Belinda Rodgers.....	20
Barbara Sanders.....	20
Melanie Williams.....	15
Bobby Hubbard.....	10
Francisco Colón.....	2
Cameron Jaeger.....	2
Shemeka Nesbitt.....	2
Alonzo Vargas.....	2

NAME YEARS SERVICE

Duoline

Joe Farmer.....	2
Judith Espinoza Perez.....	2
Jason Knight.....	2
Abel Mbeh.....	2

Headquarters

Peter McIlroy.....	50
Jeff McIlroy.....	25
Aileen Shaffer.....	10

NAME YEARS SERVICE

Stahlin

Ken Main.....	25
Jeff Seagle.....	25
Dennis Venneman.....	20
Dale Clayton.....	10
William Olsen.....	10
Joshua Blair.....	5
Jeremy Sousa.....	5
Megan Cox.....	2
Doug Hill.....	2
Andrea London.....	2



theBagpiper

ROBROY INDUSTRIES • VOL. 45; NO. 3 • FALL 2015

Family Forum

This has been a year of huge milestones for our Chairman, Peter McIlroy. In 2015, Peter decided to step down as CEO of Robroy Industries. He has retained his role as Chairman of the Board. In 2015, Peter also celebrated his 50th anniversary with Robroy!

It is with great pride that Jeff and I would like to thank our father for five incredible decades of leadership, service and stewardship. He leaves behind a legacy that will carry far into the future. Robroy is stronger today than it ever has been in its history. We have an incredible team, world class operations, the highest quality products, a strong corporate culture and a wonderful reputation in our served communities.

Peter has always been a great strategic thinker. He has used his skills to successfully guide the Company on a path of continued growth and improvement. Throughout his tenure Peter has led more than a dozen acquisitions. Many of these opportunities proved to be successful and formed the business units we have today. As Robroy grew, Peter decentralized the company and put more accountability at each operating site. This decision empowered new leaders to grow and helped to drive operational performance improvements. Peter also recognized the importance of a strong corporate culture. He instituted the Robroy Vision. The five pillars of Integrity, Customer Focus, Quality, Technology and Employee Growth were created and still guide us today.

Over the past decade, Robroy has enjoyed several record years. Robroy's businesses and people have all grown. The bar has been raised. We have tremendous respect for all that you have accomplished and once again would like to thank you for 50 incredible years of service.

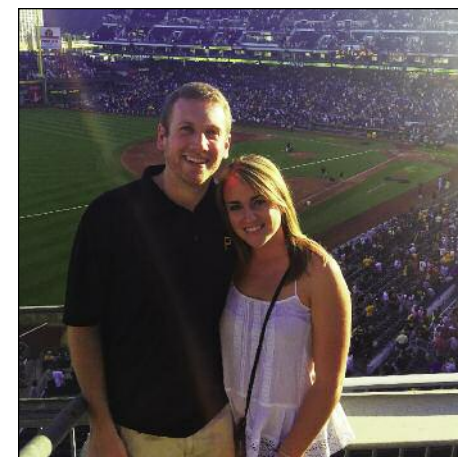


50 Years of Dedicated Service

—Rob and Jeff McIlroy

HEADQUARTERS

PNC Park



Josh Miller and his girlfriend, Natalie Parry, were among the associates who enjoyed the Pirate game.

On Saturday, August 22nd, Headquarters staff and their families attended a Pittsburgh Pirates baseball game at PNC Park along with some of Robroy's key partners. The Pirates played the Giants and ultimately won 3-2 thanks to a 9th inning



The Untalan family at their first Pirate game.

"walk off" home run by left fielder Starling Marte.

The game proved to be extra special for several associates. Randy Untalan, Corporate Application Developer, was able to enjoy not only his first Major League Baseball game but also enjoyed it with his family who had recently arrived in the United

States from the Philippines. Another first proved to be exciting and equally as exhausting. Nathan Czegan, son of Corporate Controller Greg Czegan, came to his first game ready for action with his hat and ball bat. At the end of the game he was just too tuckered out from the experience to walk back to the car!



The ride back to the car.

Also attending the game were: Larry Barger, Matt Glunt and Sean Brennan from Robroy's audit and tax partner BDO USA, LLP; John Hagan from PNC Bank; Carl Trakofler from Communications Technology Group and representatives from Robroy's ERISA attorney group, Wodarczyk and Associates.

4th of July Picnic

July 1st continued with the crappy weather that the Pittsburgh area experienced early last summer. This fact moved the Headquarters 4th of July cookout indoors. The fried chicken, spinach salad, Cole slaw, chips and cookies tasted just as good inside as they would have tasted outside!

Associates then brought their knowledge of the Founding Fathers to a game of trivia and Mike Deane beat the pants off everyone with a broad array of facts about our country's early history.

First Day of School



Natalie Czegan ready for her first day of kindergarten.

The first day of school for Natalie Czegan, daughter of Greg Czegan, began on September 8th. Her school, Buffalo Elementary in Saver, Pennsylvania, offers an all-day kindergarten program that enables Natalie to ride the bus to and from school each day, a great new adventure for any young lady.

The first day included an orientation for parents, as well as students. The day commenced with breakfast and a tour of the school facility. After an introductory session with their child's teacher, parents left and the children remained to complete their first full day of school.



Back row left to right: Mike Deane - VP-CFO, Josh Miller - Headquarters Accountant, Greg Czegan - Corporate Controller. Front row left to right: Peter McIlroy - Chairman of the Board, Rob McIlroy - CEO, Randy Untalan - Corporate Applications Developer

50th Anniversary Lunch

Peter McIlroy began his long and storied career with Robroy on August 16, 1965. This year, Peter celebrated his 50th Anniversary with the Company and to help mark the occasion Headquarters staff took Peter to lunch at Panera Bread in Oakmont, Pennsylvania on Monday, August 24, 2015. It proved to be a picturesque day for enjoying lunch on the outside veranda.



The Oakmonter

Back at the office the celebration continued with an "Oakmonter" from the Oakmont Bakery. The number 50 on top of the cake represented the number of years that Peter has been employed



Robroy's 3rd and 4th generation of leadership.

by Robroy Industries. However, make no mistake, it could also represent the number of pounds this decadent delight weighed – a creamy Italian style cheesecake, topped with a thick layer of fudge icing and a layer of moist, dark chocolate cake all enrobed in a generous layer of creamy milk chocolate frosting drizzled with ganache, chocolate bar pieces, cherries and vanilla cream. That cake, as wonderful as it was, could only scratch the surface of a deserving tribute to a gentleman who has been a clearly identifiable asset and major part of the Robroy legacy.

Steeler Training Camp 2015








Josh Miller took the opportunity this year to visit the Pittsburgh Steeler training camp held at St. Vincent College in Latrobe, Pennsylvania. The Steelers have trained here every summer since 1967 and it continues to draw Steeler fans from all over the country.

Training camp is a free event with 18 practices open to the public and includes free parking. This camp is known as one of the most fan-friendly training camps in the NFL. Fans have the opportunity to watch practice and obtain autographs from willing players. Go Steelers!

Labor Day Picnic

The tradition of summer holiday cookouts concluded for 2015 with the Labor Day bash on September 4th. A new chef, Randy Untalan, manned the grill and fired up the burgers. Pierogis, sweet sausage and Cole slaw complemented the burgers with veggie and fruit trays and cupcakes from Oakmont Bakery rounding out the menu.

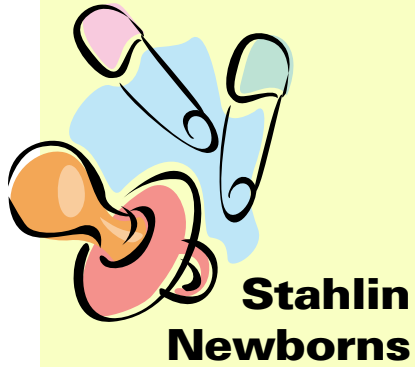
The day proved to be wonderfully hot and sunny. After everyone was stuffed, associates participated in a rousing game of Company Feud with some Robroy trivia.



Josh Miller and Aileen Shaffer share lunch with Peter McIlroy.



The end of summer provided a perfect day for a Labor Day luncheon at the office.



Stella Marie Bradley

July 30, 2015 (1 minute before midnight)
6 pounds 12 ounces
19 1/2" long
Parents: Creighton (Applications Engineer) and Caitlyn Bradley



Jaxon Cole Blair

September 6, 2015
5 pounds 7 ounces
19 1/2" long
Parents: Josh (Production Associate) and Crystal Blair

AHTD Meeting

The Association for High Technology Distribution (AHTD) hosted their fall meeting at the Fairmont Banff Springs Hotel in Alberta, Canada on October 7th through the 10th. Jeff Seagle represented Stahlin Enclosures at the event's Product Showcase.

AHTD's mission is to help enhance the productivity and efficiency for automation providers and manufacturers through connection, collaboration and education. The fall meeting provides precisely that to its members in conjunction with the opportunity to network in order to gain and maintain partnerships designed to help deliver solutions. AHTD has over 200 automation solution providers and manufacturer members who deliver technology-based products, services and solutions to the automation marketplace.

Labor Day

The theme for the 110th Belding Labor Day Celebration centered on Dr. Seuss' - *Oh the Places We Will Go*. The weekend included: three parades with floats, royalty and politicians; a talent show; car show; "drive-in movie" event for kids including the construction of cars; kickball, softball and golf tournaments; corn hole contests for all ages; a cake walk; band performances; fireworks; carnival rides; 5K run; an ice cream social; BINGO and food, food, food and more food.

Selecting a grand marshal for this event is all about honoring a resident who gives back to the community. The grand marshals this year were Milton and Carol Rackman. Ninety-year old Milton is the business owner of Rackman's Custom Upholstery and he and his wife have been active Belding residents for more than 50 years.



Stahlin won two trophies for their float.



TIPS FROM I.T.

Do You Smell Something Phishy

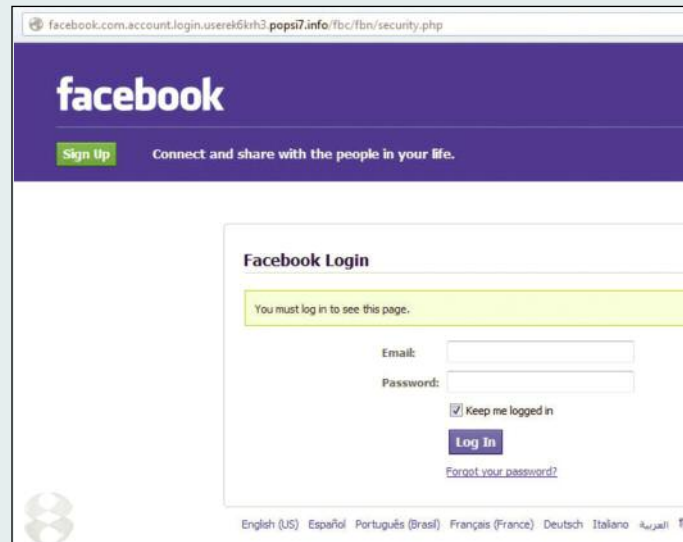
Have you been tricked into divulging information online that you normally share with no one? If not, you are fortunate and you need to beware of the tricks cybercriminals use to access sensitive data. This technique is called phishing and involves using social engineering to fool users into believing they are being contacted by legitimate services like a bank, a familiar online retailer, an airline or a social media platform.

Based on information known about the targeted user (you), cybercriminals develop deceptive attacks designed to trick you into responding to fraudulent requests. These requests may include changing passwords, confirming payment options or divulging other personal information, even social security numbers. These cybercriminals search users' social media

accounts, such as Facebook and LinkedIn, and create emails that look legit.

A fraudulent email request is the usual vehicle for this intrusion on your privacy. Look at the email screen to the right. Looks valid, right? It is not. This was part of a phishing expedition to steal user passwords.

Phishing emails and the websites they link to look like the real thing and can be difficult to identify as malicious. URLs (web addresses) look legitimate. Since many people use the same password to log into bank accounts as they do a network on the job, cyber-



criminals gain access to business networks, as well.

In conclusion, ALWAYS be leery of providing sensitive information online. When in doubt, contact the provider. Many online sites provide a place to report phishing. Be safe rather than sorry.



Glow in the dark necklaces were passed out to the crowd at the Twilight Parade.

Stahlin Enclosures rode away on its *One Fish, Two Fish, Red Fish, Blue Fish* float with two trophies. It took first place in the Friday night Twilight Parade and won the Committee Choice award from the Labor Day Parade. Glow necklaces were passed out from the float on Friday night and thanks to Stahlin Associates and their children, 4,000 stuffed fish made their way into the crowd from the Stahlin float on Labor Day.

The 2015 celebration was one to remember. To quote Dr. Seuss, "Sometimes you'll never know the value of a moment until it's a memory."

Megan Cox Wedding



Mr. and Mrs. Michael Kopacko

On October 10, 2015 Megan Cox and her fiancé, Michael Kopacko, were married in Atlanta, Georgia. The couple met and became engaged in Atlanta before a job opportunity for Michael transferred them to Michigan. Two years of planning culminated in a beautiful wedding. The reception took place at the Georgian Terrace Hotel, best known for hosting the premier of "Gone with the Wind."



The Georgian Terrace Hotel served as the backdrop for the couple's lovely reception.

B Foundation



Megan Cox (far right) represented Stahlin Enclosures at "A Day to Believe."

Stahlin Non-Metallic Enclosures participated in the coin toss of Belding High School's "A Day to Believe" varsity football game on October 2, 2015. This particular game honored breast cancer awareness month and raised funds for the local non-profit organization, the B Foundation. Megan Cox, Marketing Specialist, represented Stahlin at the game.

The B Foundation is a local organization that raises awareness and benefits families in the Belding community impacted by cancer. All proceeds raised at the football game go directly to these families to help with everything from gas, bills and babysitters to books, toys and clothing for the children.

A Shot in the Arm

Flu shots were made available to all Stahlin Associates and their families. This year 42 associates took advantage of the opportunity to be immunized against the most common flu strains expected in 2015-2016. It is hoped that this preventive measure will avert the flu bug and that Stahlin Associates will enjoy a healthy winter this year.



Gus Macker Tournament

This year marked the 29th year for Belding participation in Gus Macker Basketball and the event took place during the weekend of August 1st and 2nd. Gus Macker Basketball calls Belding home with headquarters located on Main Street.

Gus Macker Basketball presents an opportunity to help local charity organizations. Fourteen non-profit groups helped to run the activities along with 18 member traveling teams of Macker employees. The event raised well over \$10,000 this year.

Several major businesses and organizations, including Leppinks Food, Stahlin Enclosures and the US Army, assisted as sponsors making the event happen. In addition, individual court sponsors assisted throughout the weekend.

Stahlin once again sponsored the Slam Dunk Contest and Craig Mitchell (General Manager) served as an official for the contest.



Stahlin sponsored the Slam Dunk Contest again in 2015.

2015 Belding Band Invitational



Belding High School Marching Band



Craig Mitchell presented the winning trophies.

Belding Area Schools, Belding Band Boosters, Stahlin Non-Metallic Enclosures and Jeff Lambourne Farm Bureau Insurance sponsored the 2015 Belding Band Invitational held on October 17th at Rudness Field. This invitational is part of the Michigan Competing Bands Association (MCBA) qualifying events for state competition at Ford Field in Detroit.

Craig Mitchell, Stahlin General Manager, was on hand for the event and presented trophies to the winning bands. The flight winners included Reeths-Puffer High School, Byron Center High School and Ferndale High School.

Back to the Future



Doug Hill and Creighton Bradley with the Flux Capacitor.

In the 1989 film "Back to the Future 2," Marty McFly and Doc Brown traveled into the future in Doc's DeLorean time machine to October 21, 2015 with the use of the Flux Capacitor. The Flux Capacitor was constructed from a Stahlin enclosure model 1210HPL (dark gray color no longer an available option). Doug Hill and Creighton Bradley from the Stahlin Engineering Department commemorated the day in a photo.

Friend of Education Award



Cindy Stowell, HR Administrator, accepted the "Friend of Education" award presented to Stahlin Enclosures.

A group of Belding and Greenville female educators, both retired and actively teaching, make up the Sigma Chapter of Delta Kappa Gamma Society International (DKG). DKG promotes the professional and personal growth of women educators and excellence in education.

In 2015, DKG chose two local businesses for its "Friend of Education" award and Stahlin was one of those recipients. This award has been given out to individuals or businesses for the past 50 years. The presentation took place at a dinner hosted at the Candlestone Inn in Belding.

Halloween in Michigan



Nolan and Braden Schroder – gruesome!



Dillon Tissue as Ninja Turtle.



Cindy Stowell's grandson, Charlie, rounding up the treats!



Kayli Coon, so sweet.



Aaron Reeves grandson, Bryson, one adorable tiger.



...straight from the Wizard of Oz.



The skeleton is Heather Wiggins' (Assembler) son, Wayne.

Green Hornet Crew Receives Highest Aerial Honors

The report to follow was taken from the US Air Force Special Operations Command website with regard to Capt. Jonathan Seagle, Capt. John Vandembenden, Staff Sgt. Spencer Seymore and Staff Sgt. Daniel Teel, members of the 20th Special Operations Squadron. While deployed, the CV-22 crew responded to a special operations assault force that had come under heavy fire from enemy combatants.



An Osprey is the plane that Jon flies.



The CV-22 crew was honored for their bravery.



Debby, Jon and Jeff Seagle

Capt. Seagle is the youngest son of Stahlin President Jeff Seagle and his wife, Debby. The Seagles are very proud of their son, Jon. You may recall that Jon served as an intern at Stahlin Enclosures in the Engineering Department during the summers of 2004 and 2005, while on summer breaks from Purdue University.

Thank you, Jon, for your dedication and service to our country. You make us all very proud to be Americans.

CANNON AIR FORCE BASE, N.M. — Lt. Gen. Brad Heithold, commander of Air Force Special Operations Command, presented the Distinguished Flying Cross and Air Medal with Valor to four members of the 20th Special Operations Squadron on October 16, 2015 for their rapid response to an enemy attack, which occurred on December 5, 2014. Capt. Jonathan Seagle, Capt. John Vandembenden, Staff Sgt. Spencer Seymore and Staff Sgt. Daniel Teel risked their lives to save others in combat that night.

While deployed, the CV-22 crew responded to a special operations assault force that had come under heavy fire from enemy combatants. Their timely actions led to the successful evacuation of critically wounded ground personnel.

"This is a great honor," said Seagle. "Any member of the 20th would have done the exact same thing. We are all very humbled."

According to the citation, Seagle and Vandembenden quickly identified access and exit routes and plotted potential unplanned landing zones in the area. Undeterred by the intensity of enemy and friendly fires, Seagle and Vandembenden identified the special operations team, cleared the landing zone and provided critical radio approach calls that led to flawless execution of an extremely difficult 80-foot restricted-visibility landing.

At the same time, Teel analyzed the aircraft's systems and quickly determined that the CV-22 would be overweight, which would jeopardize the mission. He immediately initiated dumping procedures to ensure the crew had adequate power for a safe approach and takeoff. Meanwhile, Seymore manned the .50 caliber weapons system while ensuring safety and providing approach calls for a successful dust out landing. Once on the ground, Seymore departed the aircraft, exposing himself to enemy fire in order to aid in loading the critically wounded.

The crew ensured all patients were securely loaded despite receiving distress calls that they were taking direct fire from the enemy, according to the citation. During their flight from the objective, they continued to perform evasive maneuvers, using the terrain for cover, which enabled them to safely depart the area.

Once clear of danger, the crew coordinated critical aerial refueling to guarantee the safe transport of the wounded to a U. S. Navy vessel for immediate surgery. Upon reaching the vessel, they achieved a first: performing a CV-22 shipboard contingency landing.

"The individual and team effort made by these men speaks to the character of our Air Commandos," said Col. Ben Maitre, 27th Special Operations Wing commander. "This is a great moment for the 20th, Cannon and for AFSOC."



A New Marshall



Peyton Hope Marshall

Yes, a new marshal has come to town, but not the law enforcement kind of marshal. This new arrival has two "Ls" at the end of her name. Ms. Peyton Hope Marshall arrived on the scene at the respectable hour of 4:21 PM on September 10th, making her debut at Longview Regional Hospital. Little Peyton weighed 7 pounds, 14 ounces and stretched 21 3/4" in length.

Peyton immediately became the youngest of David Marshall's seven grandchildren and is the daughter of Anthony and Lindsay Marshall. She is welcomed into the family by her siblings Jacob (13), Elijah (11), Kinsey (6) and Skylar (2) and cousins Shana and Jude.

Congratulations go out to the Marshall clan on their precious new addition.

Summer Intern



An appropriate gift to go along with a sincere sentiment!

Laci Leathers served as an intern at the Conduit Division again last summer under the direction of Donna Waterstraat. Those who worked with Laci wanted extend a sincere thank you for her hard work. To that end they unanimously say, "Thank you for putting up with our crap this summer."

Have a great sophomore year at Kilgore College, Laci.

New Associates

On September 8th Sabrina Russell joined the team at the Robroy Conduit Division taking her place in the Accounting Department as an Accounting Associate.



Sabrina Russell – Accounting Associate

Born and raised in Gilmer, Texas, Sabina graduated from Union High School. Prior to her Robroy employment she worked at Stemco in Longview (a producer of vehicle high performance systems and components), as a receiving administrator. She also spent time in production as a CNC operator at BorgWarner (a leader in power train solutions). On weekends and during her summers in high school, Sabina worked as a server for LaFinca Mexican Restaurant and as an administrative assistant.

Sabrina, her boyfriend and new puppy now call Pittsburg, Texas home (that is Pittsburg without an "H," for Pennsylvania associates who might question the spelling). She fills her spare time with reading and playing with her new pet.

The HR Department added to their ranks on October 26th, when Tabitha Austin began her new job as the Conduit Division's Reception and HR Support Associate.



Tabitha Austin – Reception/HR Support

Tabitha is from the East Texas area and a graduate of Union Grove High School. Before joining Robroy's HR team, Tabitha spent close to three years as the office manager for a property management company in Longview. Tabitha currently pursues her bachelor's degree in business administration through Ashford University and commits her studies to a career in the field of human resources.

Tabitha spends most of her spare time with her 9-year old son, Kody, playing football, baseball and basketball.

Promotions

Chris Lopez joined Robroy in April 2013 as a Production Associate. In 2014 he was promoted to the position of Shipping, Receiving and Warehouse Coordinator. He recently received his second promotion in two years and now serves the Company as an Operations Supervisor.



Christobal Lopez – Operations Supervisor

Chris is originally from Illinois. Prior to joining Robroy he spent more than seven years with Masterfoods USA / M&M Mars where he held various positions. Chris is a great cook and trained at Le Cordon Bleu College of Culinary Arts Chicago.

Effective July 13, 2015, Jim Berns accepted a promotion to the position of Methods Analyst. Jim joined Robroy Industries' Conduit Division in 2012 as an Operations Supervisor. He spent more than 10 years at Sharps Environmental Services in Carthage, Texas prior to his Conduit Division employment. Having been responsible for various aspects of plant operations at Sharps, Jim was well-suited for the Operations Supervisor position.



Jim Berns – Methods Analyst

Jim graduated from Letourneau University with a bachelor's degree in business administration in 2012 and spent five years serving his country in the Army/Marines.

Whitney Ward de Freitas began her Robroy career in July of this year as Reception/HR Support and on October 19th received a promotion to the position of Inside Sales/



Whitney Ward de Freitas – Inside Sales/ Customer Service Associate

Promotions

Continued from page 9

Customer Service Associate. She reports directly to Donna Waterstraat.

Whitney is a Gilmer local who graduated from Harmony High School and obtained her associate's degree in business administration from Northeast Texas Community College in Mount Pleasant. She has several years of office/clerical experience and spent five years in Sao Paulo, Brazil where she met her husband and became fluent in Portuguese.

Whitney lives in Gilmer with her husband, Anderson, and 3-year old son, Caio. In her spare time, she and her family enjoy traveling and experiencing new things.

Katie Perkin's Robroy career began in October of 2014 as a Production Associate. She quickly settled in and soon became a member of the SHIELD Committee. On September 8th Katie relinquished her role as Production Associate and accepted the position of Conduit Division Shipping, Receiving and Warehouse Coordinator reporting to David McCellon.



Katie Perkins – Shipping, Receiving and Warehouse Coordinator

Her prior work experience included two years with Kelloggs in Dallas, Texas as a sales merchandiser and two years with Acosta in Henderson, Texas in its sales department. She also spent a number of years working for Rusk County Sheriff's department where she held various positions including: patrol officer, reserve patrol officer, dispatcher, jailer and supervisor. Katie also served in the US Air Force.

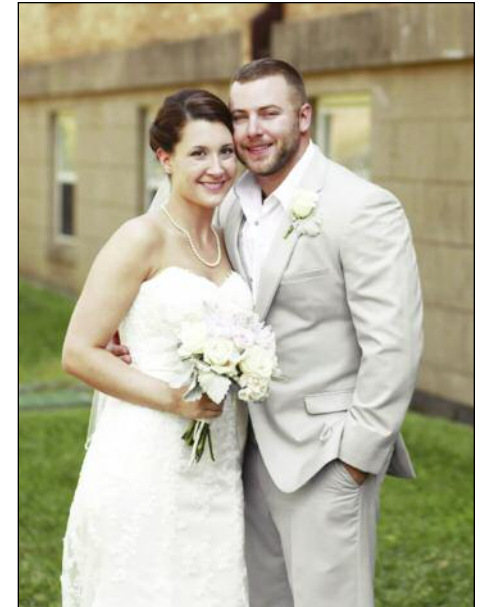
Congratulations are extended to these associates on their well-deserved promotions. A sincere thank you goes out to Katie and Jim for their service to our country.

Wedding Bells



Mr. and Mrs. Chris Lopez

Chris Lopez, Conduit Operations Supervisor, and Patricia Dodd were married on Saturday, September 5th in Gilmer, Texas.



Mr. and Mrs. Jacob Hall



Jerry and Samantha Davis with the bride

You should be familiar with the name Davis as it relates to the Conduit Division. Jerry Davis, Production Supervisor, has been employed at the Gilmer facility for 26 years and all of the Davis sisters (Jerilyn, Brooke and Katie) have interned for the Conduit Division at one time or another. Jerilyn gained valuable on the job experience helping to build the new Robroy Retreat several years ago. Upon graduation from the University of Texas at Tyler in 2011, she became a project manager with Root Construction Company.



Jerry and daughter, Jerilyn

Jerilyn married Jacob Hall on September 26th at the First Baptist Church in Gilmer. The couple enjoyed a romantic honeymoon in Cancun and has moved to the Sand Hill community, near Gilmer, to begin their life together.

Best wishes to the newlyweds Chris and Patricia and Jacob and Jerilyn.

Dyar Family



Bubba is twice as happy about being a big brother!

In the Spring issue of the *Bagpiper* you were introduced to the new addition of the Dyar family. On November 6, 2014 almost 2-year old Sahara added a whole new dimension to the Dyar household. Big brother Tanner, also know as Bubba, made it a point to tell everyone that Sahara would just love him, because he would be the best big brother ever.

In the proceeding four months, the Dyars anxiously waited for an adoption date. March 15th brought the arrival of good and bad news. First the bad news: the adoption date would not be set for an extended period of time. Now the good news: Sahara had a biological sister, Kayleigh Jane. Patricia and her husband, Jeremy, then made the decision to make one more addition to their family and welcomed Kayleigh into their home, as well.

Sahara turned two on February 12th. Kayleigh arrived on July 1st and turned one on October 13th. Congratulations, again, to the Dyar family. What a wonderfully remarkable turn of events!



The king with his two princesses on Halloween.



All smiles in the Dyar home.



The family shares in Tanner's Scouting endeavors.

P2 Golf Tournament



Marco Cabibbo points out Robroy sponsorship.



Robroy Industries provided corporate sponsorship of the P2S Golf Invitational.

Marco Cabibbo attended Corrosion College and, as an alumnus, he keeps in touch with the Conduit Division. Marco serves as a Senior Electrical Engineer for P2S Engineering in Long Beach, California, an important partner to the Conduit Division.

On September 25th, P2S held their 19th Annual P2S Golf Invitational at Coyote Hills Golf Course in Fullerton, California. This tournament is designed to express the company's appreciation to valued clients, loyal vendors and friends and to provide the opportunity for the design and construction industry to network in a casual, fun environment.

The Conduit Division participated by sponsoring several holes in the tournament.

Halloween 2015



Miss Mya Samone Moody



Arayas Lynn poses with the candy man.



"Cute as a bug's ear"*

Michael and Estelle Moody welcomed a little angel into their family four months ago with the addition of their granddaughter, Mya Samone Moody. Appropriately, Mya dressed as an angel for Halloween.

Robyn Goodson thought it would be a great idea to pass out Halloween treats to all of the associates at the ECN Korns facility. But who is the scary clown who ended up with the job of distributing the goods? Frightening!

Lauren Conley's two children trick or treated for Halloween together this year. Big brother was the protector of his little sister. Joshua is seven and Olivia is two.

* Yes, Olivia is cute, really cute, and she's dressed as a ladybug. But what's with "cute as a bug's ear," bugs don't even have ears. The saying came about in the late 19th century. The point was that insects are able to detect very miniscule and high-pitched sounds; bugs are 'acute.' In the 1700's cute was used synonymously for acute. The saying was reported to have been first used in a story in a South Carolina newspaper in 1891 in the context that cute means adorable and this is far from the original thought about bugs detecting sounds!

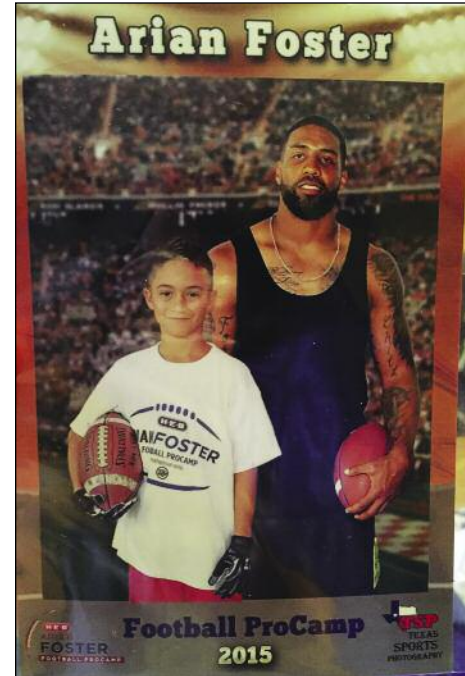


Joshua and Olivia Conley



Stephanie Ellis' Nieces and Nephew

A part from her job, family is a major component of Stephanie Ellis' world. She is very involved with her nieces and nephews and the activities in which they participate. Their accomplishments make her a proud aunt and to follow are a few of those exciting happenings.



This is a poster to keep for a lifetime!

Stephanie's nephew, Gavin Sipes, attended Arian Foster football camp in Houston, Texas last summer on July 11th and 12th. For those who do not follow football, Arian Foster is the star running back for the Houston Texans. Camp participants learned fundamental football skills, receive an autographed photo of Foster and had the opportunity to meet and interact with a real NFL player, as well as area prep and collegiate coaches. The camp was open to boys and girls in grades one through eight regardless of skill level.

Gavin, a fourth grader, attends White Oak Intermediate School and plays football for the White Oak Lil' Necks. Throughout the White Oak school district, their mascot is the Roughneck. Although Gavin's stature garners him recognition as the small-



Grayce Sipes a Necks cheerleader.

est member of his team, he is also the fastest. He has a twin sister, Grayce, who does her part for the team by cheering them on from the sidelines.

Olivia Sipes is a freshman at White Oak High School and very active in the school's athletic and band programs. Her sport of choice is cross country in which she placed first in overall varsity participation district-wide. Cross country is an open air race over natural terrain and the standard race is 5km (3.10686 miles).



Olivia with her mom, Barbara Sipes, after placing 1st at a district cross country meet.



Olivia performs at halftime during WOHS Homecoming

At the regional level, Olivia placed 9th in a field of 172 young women with a time of 14:03:08. She qualified for state competition in Austin, Texas.

If cross country wasn't enough to keep Olivia busy, she plays drums for the White Oak Marching Band and is the only freshman in the band's Flag Girls group. The band competed in San Antonio for the state 3A title and we hope Stephanie will report on their success in the Spring issue of the *Bagpiper*.

Annual Health Fair



The Company's annual Health Fair was conducted on Thursday, October 15th at the Conduit Division facility. All Robroy and Duoline Associates were invited to participate with their spouses free of charge. Designated times were set to facilitate the flow of traffic at each station.

Prior to the Health Fair, each participant was instructed to complete the Blue Cross Blue Shield Health Risk Assessment online and submit the certificate of completion to HR. This assessment, in the form of a questionnaire, is part of a preventative program designed to help identify ways to manage your health and potentially reduce future medical costs.



A Wellness Jackpot Card was presented to associates for each preventive service utilized. The Health Fair included 15 minutes per person at each of the following stations:

- Biometric Data
- General Health and Nutrition Information
- Lab Work (glucose and lipid panel)
- Flu Shots
- Prostate Cancer Screening (PSA) for males 50+ or those with a family history of prostate cancer

- Mammograms for females aged 35+ or those with a family history of breast cancer (appointments made at the Health Fair to be conducted at another facility at a later date)

Anyone unable to attend the Health Fair received a voucher to attend the Gilmer Clinic on or before Friday, October 30th.



The conference room was transformed into a bustling health clinic.

Man's Best Friend



Kody and Dyrr friends for life.

Tabitha Austin's boyfriend, Cory adopted a four-month old, half Weimaraner puppy named Dyrr. Her son, 9-year old Kody Grubbs, fell in love with the puppy and a strong bond has developed between them. It appears that Dyrr loves Kody, as well. They both enjoy running around and playing outside.

Benefits Bulletin Board

Vision Insurance – New Benefit for 2016

Robroy is pleased to announce that we are offering a new benefit to our Associates for 2016—Vision Insurance administered by Davis Vision Direct.

Davis Vision has been in business since 1917 and currently serves 21 million members from thousands of client groups in all industries, trades and professions including many Fortune 500 companies, municipalities, labor organizations and local, state and federal government employees.

Their service claim includes a pledge that 100% of member calls and claims are proudly administered in the USA.

Key Features

The following website, provided by Davis Vision, outlines the benefits that will be covered under the plan. Please take time to review the website before you decide whether or not to enroll in this benefit for 2016. In addition, if you would like to verify the availability of providers in your local area who participate with Davis, please follow the instructions below:

Log onto www.Davisvision.com
 Click on "Member"
 Enter Client Code: "4941"
 Click on "Submit"
 Click on "Find a Provider"

RECIPES

Shrimp Dip

- 8 oz cream cheese
- 1 cup mayo
- 1 can shrimp drained
- ½ cup chopped scallions
- ½ cup chopped celery
- 1 tbs lemon juice



Blend mayo, cream cheese and lemon juice until creamy. Add remaining ingredients and stir until blended. Refrigerate at least four hours. Serve with crackers of your choice.

Chocolate Peanut Butter Acorns

- Hershey's Kisses
- Chocolate Frosting
- Nutter Butter Bites
- Mini Chocolate Chips

"Glue" items together with frosting.



Davis Vision Direct

Welcome to Davis Vision!

We are pleased to provide you with information on your vision benefit to help you care for your vision and eye health - a key part of overall health and wellness!

If you are not currently enrolled, please visit our member site at davisvision.com and enter client code 4941 or call 1.888-790-9910 to locate providers or for additional information.

Using your benefits is easy! Just log on to our Member site at davisvision.com and click "Find a Provider," or call us at 1.888.790.9910.

Make an appointment. Tell your provider you are a Davis Vision member with coverage through Davis Vision Direct. Provide your member ID number, name and date of birth, and do the same for your covered dependents seeking vision services. Your provider will take care of the rest!

Your Davis Vision Premier Plan Benefits

100% OF YOUR CALLS & CLAIMS ARE PROUDLY ADMINISTERED IN THE USA

Benefit	Frequency Once every -	In-network Copay	In-network Coverage
Eye Examination	12 months	\$0	Covered in full. <i>Includes dilation when professionally indicated.</i>
Spectacle Lenses	12 months	\$0	Clear glass or plastic lenses in any single vision, bifocal, trifocal or lenticular prescription. (See below for additional lens options and coatings.)
Frame	24 months	\$0	Covered in Full Frames: Any Fashion, Designer or Premier level frame from Davis Vision's Collection ² (retail value, up to \$195). OR, Frame Allowance: \$150 toward any frame from provider plus 20% off any balance. ¹ No copay required.
Contact Lens Evaluation, Fitting & Follow Up Care	12 months	\$0	Davis Vision Collection Contacts: Covered in full. Standard, Soft Contacts: Covered in full. Specialty Contacts³: \$60 allowance plus 15% off balance. ¹
Contact Lenses (in lieu of eyeglasses)	12 months	\$0	Covered in Full Contacts: From Davis Vision's Collection ² , up to: Planned Replacement: Four boxes/multi-packs* Disposable: Eight boxes/multi-packs* OR, Contact Lens Allowance: \$150 allowance toward any contacts from provider's supply plus 15% off balance. ¹ No copay required. OR, Medically Necessary Contacts: Covered in full with prior approval. <small>*Number of contact lens boxes may vary based on manufacturer's packaging.</small>

Significant savings on optional, lens types and coatings!

Member Price

Tinting of Plastic Lenses or Glass Grey #3 Lenses	\$0
Oversize Lenses	\$0
Scratch Resistant Coating	\$0
Ultraviolet Coating	\$0
Anti-Reflective Coating: Standard Premium Ultra	\$0 \$48 \$60
Polycarbonate Lenses	\$0
High-index Lenses	\$55
Progressive Lenses: Standard Premium Ultra	\$0 \$90 \$140
Polarized Lenses	\$75
Photochromic Lenses (i.e. Transitions®, etc.) ⁴ : Plastic Glass	\$65 \$20
Intermediate Lenses	\$30
Blended Segment Lenses	\$20
Scratch Protection Plan: Single Vision Lenses Multifocal	\$20 \$40

¹Additional discounts not applicable at Walmart, Sam's Club or Costco locations.
²The Davis Vision Collection is available at most participating independent provider locations.
³Including, but not limited to toric, multifocal and gas permeable contact lenses.
⁴Transitions® is a registered trademark of Transitions Optical Inc.

Please note: Your provider reserves the right to not dispense materials until all applicable member costs, fees and copayments have been collected. Contact lenses: Routine eye examinations do not include professional services for contact lens evaluations. Any applicable fees are the responsibility of the member. If contact lenses are selected and fitted, they may not be exchanged for eyeglasses. Progressive lenses: If you are unable to adapt to progressive addition lenses you have purchased, conventional bifocals will be supplied at no additional cost; however, your copayment is nonrefundable. May not be combined with other discounts or offers.



Eric Nichols survived a shark attack!

An Anniversary Celebration

Eric Nichols, Duoline Operations Manager, celebrated his seventh anniversary with the Company on July 1st. To commemorate the day, Eric’s colleagues presented him with an almost life-size shark balloon and a blue ribbon. Jaws proceeded to float around the conference room and into the halls of Duoline throughout the remainder of the day and a cheesecake topped-off the event.

A Very Special Tradition



Patricia Aracely Luna-Espinoza and Maria Goel

A time-honored celebration in Mexico is a young woman’s 15-Year Celebration, a quinceañera party. This tradition celebrates the transition from childhood to adult and includes the young lady’s first dance, with her father, of course. Her first formal use of make-up is applied, she wears her very first pair of high heels and a close relative presents her last doll to her. The event is comparable to a coming-out party in the United States, when a young lady, a debutante, is introduced to society.

Since this event is similar in scope to a wedding, parents start saving for it early in their daughter’s life. It involves the necessity of a big ballroom, a guest list of 200 or more and lots of relatives traveling great distances to share in the happy occasion.

Judith Espinoza-Perez and her daughter Maria traveled to Saltillo, Coahuila, Mexico on August 8th for the momentous 15-Year Celebration with her niece, Patricia.

Petrobras Meeting



Judith Espinoza-Perez in Rio de Janeiro, Brazil.

On August 18th, Judith Espinoza-Perez, Product Engineer, traveled to Rio de Janeiro along with David Marshall, Eric Nichols, Neil McIntosh from Maxtube and partners from Nova Coating. The group gathered at CENPES R&D Petrobras.

Petrobras is the more commonly used name for Petr leo Brasileiro S.A. – Petrobras, translated as Brazilian Petroleum Corporation – Petrobras. This company was founded in 1953 and produces two million barrels of oil per day. One of the largest companies in the world, Petrobras boasts assets in 18 countries in Africa, North America, South America, Europe and Asia. Recognized as one of the largest cultural and environmental supporters in Brazil, Petrobras’ initiatives include the Brazilian Right Whale Project and the Brazilian Humpback Whale Institute.

Judith gave a technical presentation on Duoline Technology’s research and development endeavors to update the Petrobras team directed by Dr. Guidacci Berry. Duoline continues to develop new requirements dictated by market conditions.

Eight and Counting



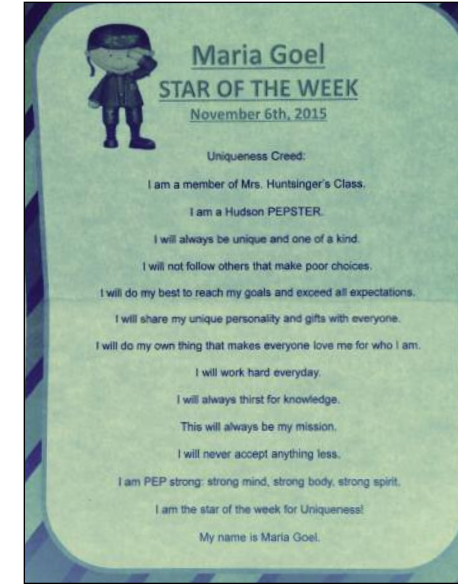
The birthday girl with her mom.



Ready for Trick or Treating.

Maria Goel turned eight on September 29th. The celebration took place on October 17th at Judith Espinoza-Perez’s new home.

Star of the Week



Maria Goel – Star of the Week

Second grader Maria Goel, daughter of Judith Espinoza-Perez, attends Hudson PEP (Planned Enrichment Program). This program is a “district-wide elementary school in the Longview Independent School District for students who perform in the average to above average range in grades 1-5. Students participate in music, art, physical education and computer with certified teachers in all grades.”

Each week a life skill is chosen and the students practice that skill throughout the week. At the end of the week teachers select one student in each class to be recognized for the hard work they accomplished on that skill. Maria received recognition as the Star of the Week for her work during the week that uniqueness was the featured life skill. As part of the reward for her excellence, Maria took Joey (a cute stuffed kangaroo) home for the weekend. Joey came with a journal in which Maria recorded her experiences with him.

First Birthday



One-year old Elizabeth Djordjevic.



In anticipation of “the terrible two’s” Nichole Djordjevic, Duoline Accountant, threw a first birthday party for her one-year old daughter, Elizabeth, with a monster theme. Elizabeth turned one on October 1st and her big day was celebrated on the following Saturday with family and friends in attendance.

Nichole and her partner, Myka, live together with Elizabeth and Myka’s 8-year old daughter, Gracee.