



# the Bagpiper

ROBROY INDUSTRIES • VOL. 45; NO. 1 • SPRING 2015

## Family Forum . . . . .

**W**e're off and running in 2015. I'm excited to be working with a dedicated team that is focused on success and driven by accomplishments. It is this company spirit that has helped us successfully navigate the recent soft market conditions. The market in 2015 will likely remain soft, but we will be active. Robroy will continue to focus on productivity improvements. With efficient and productive operations, we will be able to provide top quality products at a competitive price. This will be essential as we go after and secure new business.



Rob McLroy - CEO

In 2015 we will improve our sales effectiveness. Over the past year we've made a significant investment in a sales information system called Enigma. Implementation is now complete. Enigma will help us manage important information such as customer relationships, communications, market data, sales history, project visibility and quote activity. With better information at our fingertips, we can more effectively work with our partners and customers to win business. Enigma will be utilized by all divisions of Robroy.

This year we will also look to enhance our training programs. Smaller organizations like ours need to be nimble. Associates often need to wear many hats. This capability provides great value. We will revamp our training programs and implement cross training where needed. I look forward to working with everyone and hope to see you when I visit the facilities. Your dedication and efforts are greatly appreciated. May 2015 be a safe and productive year with many great accomplishments. All the best.

## HEADQUARTERS

### An After Christmas Dinner

**I**nstead of squeezing in an office Christmas dinner during the busy holiday season, Headquarters Associates scheduled a gathering for January 16, 2015. Donato's in Fox Chapel was the venue of choice, not far from the Headquarters' office in Verona. All ten associates attended the dinner, which began with appetizers and proceeded to the delicious main course. Everyone was so full there was no room for dessert.

The food, atmosphere and company provided a very pleasant and relaxing evening.

### 20 Years of Service



The golf bag is even in Robroy colors!

**M**ike Deane presented Anil Kewalramani with a Strata13-piece set of golf clubs from Callaway, as his 20-year service award gift on January 2, 2015. It contained a 460cc-forged driver, a fairway 3-wood, hybrids - 4h and 5h, 6 irons, a putter and stand bag. It is for sure

that Anil has been itching to try these out and can't wait for the weather to break.

Mike Deane, Greg Czezan, Josh Miller and Anil are the golfers at Headquarters. If the by-line on Anil's new babies is true, he may have an edge on the links this year.

"Designed for maximum performance right out of the box!"

### Wellness at Headquarters



Randy Untalan instructed fellow associates on home and fire safety.

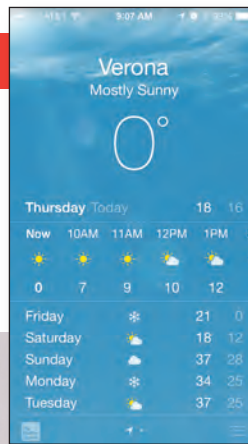
**O**ne of the Wellness Initiatives for 2015 is to prepare and present a Wellness topic to other members of the Headquarters team. Each Headquarters Associate was paired with another associate to research and present a wellness related topic with the support of a subject matter expert provided by Headquarters' Wellness partner HealthyWorks, LLC. Topics to be presented include Brain Games, Financial Well Being, Healthy Eating on the Go, Home and Fire Safety and Technology and Health.

Randy Untalan and Mike Deane kicked off the presentation stream by presenting Home and Fire Safety on

## HEADQUARTERS

February 26th. The presentation got off to a raucous start when Randy opened with a game called "Office Feud" (based very loosely on the 70s game show Family Feud). All final answers were based on Mike's opinion rather than what a "survey says." After the game Mike presented a number of ideas to help keep your home safe while you are both at home or away. Before continuing with his presentation on fire safety, Randy commented that he will now sleep with his car keys so he can press the panic button at night to ward off possible intruders. Randy's presentation included discussion on fire safety in the kitchen and fire safety during the holidays.

Each Headquarters Associate was given two fire extinguishers and combination smoke alarm / CO alarm to use at home.



January 8, 2015.

## ENOUGH!

**T**emperatures dipped to zero and below this winter on many occasions and by the middle of March most of the Headquarters Associates were sick of it along with all the snow and ice!



Ice on the Allegheny River by Dave Dicello.

## ELECTRICAL PRODUCTS / STAHLIN

### Turk Lake Polar Plunge

In the photo (right), please notice the attire of the crowd surrounding Joe Michutka, Press Operator, as he prepares to land in Turk Lake. Also notice the snow on the ground behind this gentleman. The day was February 7th and the temperature in Michigan was 33 degrees. The water in the lake was 34 degrees. "He's nuts," you say! Yes, but it is a wonderful craziness.

Joe was one of 130 jumpers at Turk Lake who raised more than \$31,000 for Special Olympics through the Law Enforcement Torch Run® Polar Plunges. There were 29 plunges held by LETR\* throughout Michigan in January and February of this year. In Michigan, Special Olympics supports year-round sports training and athletic competition for nearly 21,000 children and adults with intellectual disabilities.

The Turk Lake event in Greenville, Michigan featured a parade of jumpers in costumes that included Batman, Ninja Turtles, business suits, gowns and lots of gals and guys wearing tutus. Prizes were awarded as incentives for a variety of levels and individuals as well as teams participated. Team Yellow Snow raised \$14,478 for their efforts! You have to checkout the video on the Turk Lake Polar Plunge Facebook page to watch the participants drive, jump and belly flop into the lake!

\*LETR is one of the largest grassroots fundraisers for Special Olympics.



Joe Michutka cannonballs into Turk Lake in February.





The finals team was made up of junior Jake Larsen, 16, sophomore Kocoom Robinson, 16, junior Rally Bennett, 17, and senior Thomas Cole, 17.

### **Belding High School Robotics**

**A**gain this year, the Belding High School Robotics team made it to the finals at the VEX Robotics State Championship at Michigan State University. All four of the Belding teams qualified for the state championship by winning three tournaments this season. At the state level they won 60 qualifying, 11 quarter finals and five semifinals before making it to the final match. Unfortunately, the team ended up as state runners-up for the second year in a row.

Out of 500 Michigan teams coach Tom Daller was very impressed with his team's showing again this year. "In my eyes, our worst robot is better than most. To lose in the state finals again ... it was a downer, but not really. The program just gets better and better. The other teams know about Belding and they want us on their alliance," Daller said.

Although the team qualified for the VEX Robotics World Tournament in Louisville, Kentucky, they declined the invitation due to financial constraints.

Stahlin Enclosures is a corporate sponsor of the Belding Robotics team.



The Redskins team partnered with teams from Haslett and Grandville for the tournament final.

### **Big Buck Contest 2014**



Ron Mier with his winning buck.

**T**he 2014 deer season in Michigan proved to be a good one. Thirteen Stahlin Associates participated in the annual Big Buck Contest and seven of those participants bagged deer. Ron Mier, who harvested an 8-point with a 16 3/8 inch spread during archery season, won the contest.

The scoring for the contest is determined by measuring the outside of the deer's rack at its widest point in inches and combining that with the number of tines that measure at least one inch in length. Each contestant may enter two legal bucks, the larger score canceling out the smaller one.

Congratulations, Ron.

### **Grill Family Addition**

**M**s. Lorelei Aurora Grill made her debut at St. Mary's Hospital in Grand Rapids, Michigan on January 9, 2015. Lorelei is now the youngest of three beautiful daughters belonging to Joshua and Keturah Grill. Ella May and Mya are Lorelei's big sisters.

Lorelei Aurora Grill





# Christmas at Stahlin

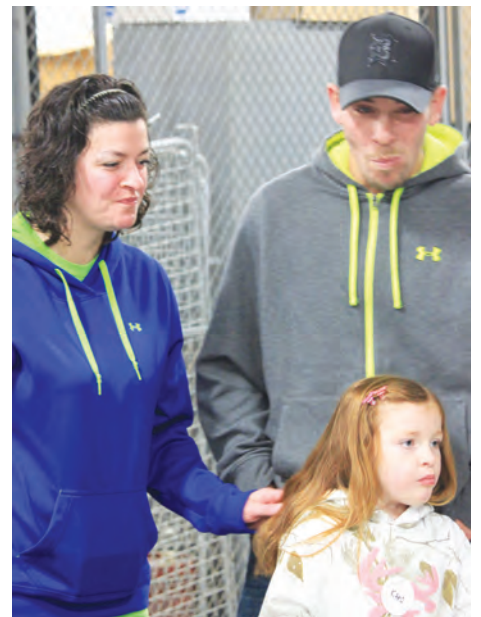


Angie Zoerman, Janelle Wiesen, Kathy Tissue, Tina Taylor and Kiesha Coon donned their ugliest sweaters for the contest.

Christmas is always a festive time at Stahlin Enclosures and 2014 was certainly no exception. On Friday, December 12th, an ugly sweater contest (the tackier the better) kicked-off a weekend of Christmas parties. Kathy Tissue and Bill McGuire brought the words "ugly sweater" to a whole new level!



Larry Warner, Dave Jeffers, Bill McGuire, Lee Hamilton and Rudy Alvera were decked-out for the event.



Keisha and Brandon Coon enjoyed the party with their daughter, Kayli.



Nathan Jackson received treats from the Grinch.



The Jeffrey sisters posed for the camera during their busy morning at Stahlin Enclosures.



The Grinch and Willow, Dean Child's granddaughter.





Everyone wanted a picture taken with the Grinch, including Cindy Stowell's husband, Denny.



The Jackson family squeezed into the frame with Santa and his crew.



Debbie Hannah and her girls grinned with the Grinch.



Erik and Bobbi Fassen's children, Maverik and Liliana, thoroughly enjoyed the event.



Guy Jeffrey and his pretty girls posed with Santa and his girls.







*The Ayers family put on their best smiles with Santa and Mrs. Claus.*



*Mom (Bobbi Fassen) gave Maverik a hand with his craft project.*

With over 80 kids in attendance the annual Children's Christmas Party was more fun than ever. Eight arts and crafts stations allowed the attendees to create wonderful masterpieces, including the popular colored sand bottles and homemade sugar cookies. Josh Blair's wife, Crystal, baked dozens of cookies for this station.



*What a fine looking group!*

Everyone had the opportunity to participate in a photo op with Santa (Larry Warner) and the Mrs. (Tammy Jahnke) along with the Grinch (Pat Kelly) and Santa's elves (Lyndsey Zoerman and Glenna Mitchell).



*Creating a super-doooper sugar cookie.*



*Rudy and Patsy Alvera provided a wonderful lunch for the crowd.*

Gifts were distributed to each child and Rudy and Patsy Alvera, all dressed-up in new Stahlin holiday attire, prepared a delicious lunch of tacos and other treats.

The party atmosphere continued that evening with a social hour and dinner at 6:00 PM. An entrance fee to the event was charged – one gift per person for Toys for Tots. Five large boxes of toys were collected for this tremendous cause and later distributed through the Marine Toys for Tots Foundation to needy children in the community.



*The Grinch and Mrs. Claus*



*Comedy was the theme for the evening.*





Several associates participated in the magic presented by Andy Gross.



Stahlin Associates were given the opportunity to have their photos taken with humorous props in a comedic pose. Guy Jeffreys, Jay Parker, Josh Blair, Kiesha Coon, Kathy Tissue and Katrina McGuire were among those who participated in the photo shoot!

Following dinner a Stahlin twist was written into T'was the Night Before Christmas, which produced lots of laughs to go along with the theme of the night - comedy. Comedian and magician Andy Gross entertained the group for the remainder of the evening through his tricks and humor with participation from Stahlin Associates.

The B Foundation was given a donation of \$6,275 through the generosity of Stahlin Associates (\$1,215) and Stahlin Enclosures (\$5,000). The B Foundations supports families in the Belding community struggling with the effects of cancer.



Craig Mitchell and Jeff Seagle congratulated four Stahlin Associates who reached the 25-year of service milestone with Stahlin Enclosures – Larry Warner, Pat Kelly, Aaron Reeves and Pete Wilson.



Scholarship recipients were honored.



Kathy Tissue was recognized for her 10 years with Stahlin Enclosures.



Craig Mitchell received congratulations from Jeff Seagle for his 5 years of Company service.

No Stahlin Christmas party would be complete without the presentation of awards. Scholarships of \$1,000 each were awarded to five family members of Stahlin Associates. The SHIELD committee members, Mike Hill and Buck Moody, presented the scholarships to Patsy Alvera, wife of Rudy Alvera (Press and SMC Operator); Monica Meyers, daughter of Mike Olmstead (Material Handler); Lyndsey Zoerman, daughter of Angie Zoerman (Inside Sales); Lacey Taylor, daughter of Tina Taylor (Assembler) and Glenna Mitchell, daughter of Tiny Mitchell (CNC Operator). Also recognized were the associate anniversaries for 2014.



**Serving Our Country**



*KC 135 Stratotanker*



*F-22 Raptor*

**T**o follow is Alex VanBuren's personal account of his experiences in the US Air Force and Air National Guard for the state of Michigan.

"On February 10, 2010 I shipped off to basic military training (BMT) at Lackland Air Force Base, San Antonio Texas. Here I would stay for 8 ½ weeks being yelled at by drill instructors to move faster and be better at everything, regardless if you were doing it right or not. Upon completion of BMT, I stayed at Lackland for another two months to complete Aircrew Fundamentals and the Basic Boom Operator Course.

"Graduation from this is when we are awarded our wings and base of assignment. Only 2% of the enlisted members of the Air Force are awarded wings making it not only a very big honor to receive them but a huge responsibility as an enlisted member to uphold what it means to have them.

"After this I was sent to Fairchild Air Force Base, Washington. Here I went through a class called S.E.R.E.,



*B-52 Bomber*

which stands for Survival, Evasion, Resistance and Escape. This is where we learn how to live in the woods and survive, if we were ever shot down over enemy territory. We also go through a class called water survival. You might guess from the name we learn to live on a raft, if we got shot down over the ocean.

"Once this is completed we then are shipped to Altus Air Force Base, Oklahoma. Here we start to learn our trade as enlisted aviators on our airframe. For me, I was given the KC-135 Stratotanker. This school takes about four months to complete. You learn all about your job and the air-

craft you will be flying on inside and out. When all is said and done, from BMT to training complete, it was almost a year to the day.

"I then was stationed at MacDill Air Force Base, Tampa, Florida where I served 4 ½ years as active duty and was deployed five times. I then joined the Air National Guard for Michigan where I am currently serving as a boom operator for the 171st Air Refueling Squadron.

"I was deployed recently with them to Anderson Air Force Base, Guam. Here I was part of the 506th Expeditionary Air Refueling Squadron (EARS). I refueled B-52 Bombers and F-22 Raptors. The whole point of air refueling is to allow the other jet to either A.) Take off with more ordinance on board and less fuel. B.) Fly farther than they could on one take of fuel, thus extending the range of fighter type aircraft to do their job."

Thanks, Alex, for the firsthand look at a serviceperson's military life. And thank you for your service!



*This is the view from the highest point in Guam.*



## College Career Fair



Ashley James represented Stahlin Enclosures at Calvin College's annual Engineering Career Fair.

Cindy Stowell, HR Administrator, and Ashley James, Recruiting Specialist, paired up on February 10th of this year to attend the Engineering Career Fair at Calvin College as part of Stahlin Enclosures' outreach efforts to local colleges for recruiting and relationship development. More than 300 students attended the fair in search of internships, as well as interviews and career opportunities. The Stahlin enclosures booth was well attended by students seeking to learn more about Stahlin Enclosures and the career opportunities the Company offers.

"The career fair was a great success and I am looking forward to attending more within the near future," said Ms. James. "Stahlin Enclosures is excited to become more involved with local colleges during the recruiting process."

Stahlin continues to develop its Internship Program with a special emphasis this summer.

## Stahlin Health Fair 2015

The 2015 Stahlin Health Fair was held on February 24th and 85 associates and their spouses attended the event. A health care provider administered cholesterol, glucose and high blood pressure screenings and pulse rates and body mass were recorded. A consultation was then held with the participants or victims, as one associate reported.

The cholesterol tests reported total cholesterol broken down into high-density lipoprotein (HDL) and low-density lipoprotein (LDL). In lay-

man's terms we call it good and bad cholesterol. Cholesterol is produced in your liver and is a type of fat that you find in your blood. Your body needs cholesterol to help it function optimally, just not too much. Eating too much food that is high in cholesterol is a very bad idea, especially for people who already produce more cholesterol than their body requires. This sticky substance can collect on the walls of your blood vessels and narrow them, clogging them and impeding the free flow of blood, ultimately causing heartaches and strokes. LDL carries cholesterol from the liver and is more likely to clog blood vessels. HDL carries cholesterol back to the liver where it is broken down. An easy way to remember the difference is "L" is for lousy cholesterol and "H" is for healthy cholesterol.

Our bodies need glucose to function and we obtain it from what we eat. Glucose (blood sugar) is a fuel like gas in your car and supplies energy. Too much glucose is as detrimental as too little. Insulin, which our bodies produce, controls glucose levels in the blood. If your body doesn't produce enough insulin or the insulin doesn't work properly, then you have to seek treatment to regulate your blood sugar. Managing your diet and exercising are good places to start. Remember that carbohydrates turn to sugar, when processed in our bodies.

Body Mass Index (BMI) is a calculation using height and weight to estimate your body fat. There are four categories of BMI:

- Underweight
- Healthy Weight
- Overweight
- Obese

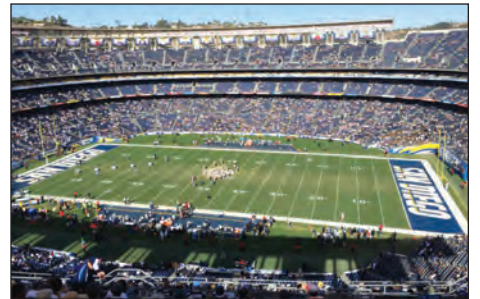
We should all strive for a healthy body weight. Complications can be caused in our daily lives when we stray outside our ideal BMI. Again a healthy diet and exercise can help to reach the goal of a healthy BMI.

High blood pressure (hypertension) is known as the silent killer. Untreated high blood pressure increases the risk of heart disease and stroke, which are the first and third most common causes of death in the US. Taking your

blood pressure simply shows how hard your heart is pumping to move blood through your body. Hypertension can also cause damage to kidneys and increase blindness and dementia. Monitoring blood pressure is a great way to keep tabs on hypertension.

Tips for a healthier lifestyle include three simple things: eat healthy, exercise and STOP SMOKING.

## Hill Vacation



Charger Stadium



The Hills participated in Let's Make a Deal.

Doug Hill and his wife, Dana, packed their bags and took a California vacation in December. Two of the stops on the trip were Charger Stadium in San Diego and Let's Make a Deal in Los Angeles. The Chargers lost the football game, but that was no biggy, since the Hills are really Lions fans. Right? Let's Make a Deal was a lot of fun.

For any of the readers who would like to appear on Let's Make A Deal, here are a few tips:

- Wear a costume.
- Be ready to shake it during commercial breaks.
- Stick around. It takes up to five hours to film one half hour segment.
- Pretend you are in a movie.
- Follow the show on Twitter @letsmakedealCBS.





A familiar face in the Stahlin facility.



A long line of Stahlin Associates bid Ron a sad farewell.



Plant Manager Craig Mitchell sends Ron off with a bear hug and well wishes from his colleagues.



Jeff Seagle, Stahlin President, presented Ron with a genuine Stahlin Enclosure clock.

### **Ron Kenny Retires**

**R**on Kenny officially retired on Friday, March 13th after 39 year of service to Stahlin Enclosures. During his long Stahlin career, Ron worked in every department in the plant.

A clock housed in a Stahlin fiberglass enclosure was signed by all of the Stahlin Associates and presented to Ron on his last day of work.

Ron, you are wished the very best as you retire and begin a new chapter in your life.

### **Jeremiah Sousa Takes on a New Role**



Jeremiah Sousa – Material Handler



The Xanadu cast



Jeremiah Sousa – the Muse of Comedy

**I**onia Community Theatre's *Xanadu* rocks," reported the *Sentinel Standard*. The Ionia Community Theatre together with show sponsor IEU-CWA Local 436 opened its production of "Xanadu" on Friday, March 6th.

Rock music and roller-skating combine to tell the story, which is "loosely based on the 1980 cult classic of the same name" using the original score

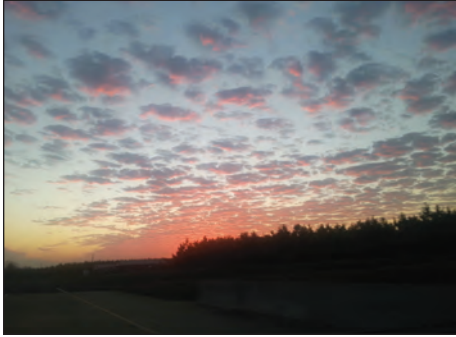
composed by the Electric Light Orchestra. Songs included *Evil Woman*, *Strange Magic*, *Suspended in Time* and *Have You Never Been Mellow*.

Stahlin's own Jeremiah Sousa, Material Handler, played the part of the Muse of Comedy and performed for the first time as a female. Congratulations, Jeremiah, on the success of the show.



## Thanksgiving Turkeys

Each Conduit Division Associate was presented a gift voucher to the local Brookshire's Food and Pharmacy for a 10-12 pound turkey just before Thanksgiving in November.



"Red sky in morning, sailors take warning."



Robroy Industries, Avinger, Texas



Not the typical Texas scene in February.

## Winter in East Texas

No, these photographs did not get misplaced from the Headquarters or Stahlin section of the Bagpiper. They depict a beautiful East Texas morning late in February! The temperature was a bit brisk, as was much of that month. Some schools were closed with an average snowfall of 3" a day. Robroy even closed for half a day due to poor road conditions and there were hundreds of accidents in Dallas (two hours west of Gilmer and Avinger). It was also reported by one motorist that he thoroughly enjoyed doing doughnuts in a mall parking lot!



Kim Slaton celebrates her birthday at the office.

## Kim Slaton's Birthday

Kim Slaton, ECN Korns Inside Sales/Quotations Associate, received a surprise birthday celebration from her colleagues on one of those milestone birthdays that we all have from time to time. Flowers, a banner, balloons and even a tiara made Kim feel special on her special day.

## Gorin Hopper McCoy

**Subject:** Troy AL WWTP Project

*Grant Dozier from Goodwyn Mills Cawood called me last night to inform me that the contractor for the Troy AL WWTP project they are engineering submitted OCAL to him and he denied it, because it wasn't ETL listed. Furthermore, he instructed the contractor to submit Robroy only. We wrote a spec at GMC in April of 2014 and Grant attended Corrosion College with our GHM class in September 14', so it is good to see our efforts are paying off.*

*Let's be on the lookout for a quoting opportunity from Smith Gray Contractors (either Albany or Columbus, GA). Goodwyn Mills is enforcing this spec hard and will only allow ETL PVC coated conduit on the job, so we are positioned well for this project, and just wanted to give you a heads up. Please let me know if you run across this quoting opportunity.*

Thanks,

Joe Sparks  
End User Sales



# Christmas Party

The Gilmer Civic Center welcomed the associates from the Conduit Division and Duoline Technologies for their 2014 Christmas celebration on December 13th. A \$10 entrance fee or a donation item for Living Alternatives\* allowed associates and their guests to enter the event. Doors opened at 6:00 PM and Perfect Catering served dinner followed by an awards presentations and a rousing trivia game.

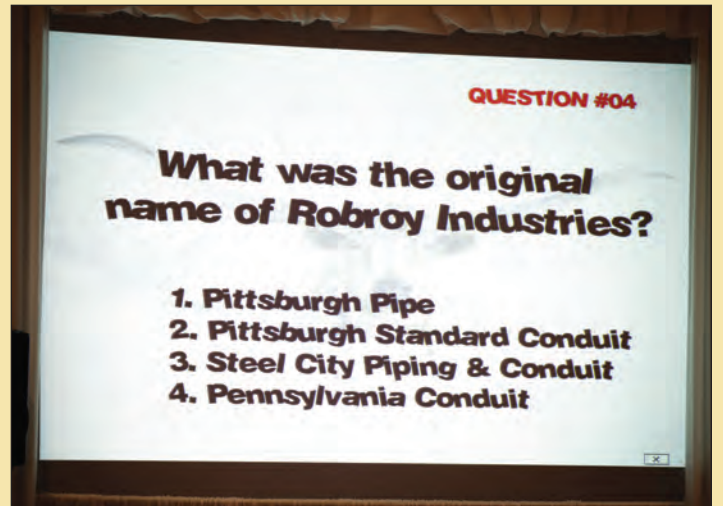
The Trivia Challenge grouped associates and guests at each table as a team and prizes were awarded to the teams answering the most questions correctly. Local vendors and manufacturers' reps donated prizes.



Patricia Dyar, Accountant, and Tori Hire, Duoline Receptionist/Inside Sales/Quotations Associate, greeted associates and guests at the 2014 Christmas Party.



A Holiday Trivia Challenge provided the evening's entertainment.



A sample trivia question...



Yvonne Abron was honored for her 40-years of service with the Company.



Jennifer Rucker (former scholarship recipient and wife of Duoline Supervisor Micah Rucker) along with Ashlynd Berns (daughter of Conduit Supervisor Jim Berns), Lonnie Shrewsbury (Shield member) and Kaycee Willis joined Steve Voelzke and David Marshall on stage for the presentation of the scholarship awards.

\* Living Alternatives provides needed services to teens experiencing unplanned pregnancies.





Lauren Conley received her two-year service pin.



Sherry Beal received her two-year service pin.

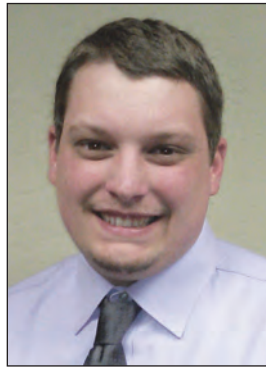


Steve Voelzke and David Marshall presented Gregory Duncan (who once played in the NBA – just kidding, Greg) with his five-year Service Award.

Yvonne Abrons was among the service award recipients. She was recognized for her 40-years of service with Robroy Industries. Believe it or not, this lovely lady's service award gift of choice was a riding lawn mower! Yvonne's mower was delivered earlier in 2014 and stored at the plant. She had to covet her gift from afar.

The Shield Scholarships are passed out at the Christmas Party each year and the 2014 event was no exception. Kaycee Willis, daughter of Avinger Production Associate Tiffany Willis, and Ashlynd Berns, daughter of Conduit Operations Supervisor Jim Berns received \$5,000 and \$2,500 scholarships respectively to be used to help fund their continuing educations.

## New Hires



Phillip Mobley - .NET Software Engineer

**P**hillip Mobley joined the Robroy team as a .NET Software Engineer on December 30, 2014 bringing with him seven years of experience in his field.

Phillip lives in Gilmer and is familiar with Robroy Industries stating that he was excited to now be a part of the Robroy team.

As an outdoors enthusiast, Phillip enjoys dove hunting, camping and skeet shooting. His future plans include building a home on his family's land.

With more than six years of customer service experience, Destiney Melton began her Robroy career on February 13th of this year as an Inside Sales Associate.



Destiney Melton – Inside Sales Associate

She recently moved from Wisconsin to Longview, however living in Texas is not a new experience for her. Destiney is originally from Union Grove, a town about 15 miles west of Longview.

Destiney's goals include pursuing a bachelor's degree in business management. Until her spare time is filled with studying, she loves to watch movies, camp and spend time with her family.

Welcome to the Conduit Division of Robroy Industries, Phillip and Destiney.

## New Addition at the Dyar Home



Tanner Dyar proudly helps with his new sister, Sahara.



Sahara, Patricia and Tanner Dyar

**T**he Dyars made a wonderful new addition to their family on November 7, 2014. Her mom, Patricia, describes now two-year old Sahara as having "a sweet and caring personality." Sahara's six-year old big brother, Tanner, couldn't be happier. The Dyars are very excited about this new path in their family's life journey.



## Plant Meeting



**R**obroy Associates filled the breakroom with standing room only on February 6th, as they gathered for a quarterly review of sales, new hires and upcoming projects. And no, the big draw did not just come because cupcakes were provided for Steve's third anniversary, although that may certainly have helped!

## Incentive Program



*Jerry Davis presents Don Hensley with his referral award.*



*Josh Terry received his referral award from Michael Moody.*

**T**he New Associate Referral Incentive Program is alive and well at the Conduit Division. Josh Terry, Avinger Production Associate, introduced the Company to Kimberly Perkins who now, after her 90-day probationary period, is an ECN Korns Production Associate at the Avinger plant. Brannon Davis serves as a Production Associate at the Gilmer facility thanks to a referral from Don Hensley. Both Josh and Don were awarded \$500.00 for their referrals.

Welcome to the Robroy team Kimberly and Brannon.





*David Marshall presented Chris Caldwell, Quotations Specialist, with his bonus check.*



*Stephanie Ellis, Marketing Manager, received the President's Award for her outstanding contribution to the Company.*



*Vijay Tahiliani, Controller, accepted his bonus check from Mr. Marshall.*

## AWARDS DINNER

The annual awards dinner took place at Arabella Manor on Friday, February 13th. The dinner is a night of recognition at which time bonus checks are distributed to professional associates for the completion of the previous year's set objectives.



*The tables were elegantly set for dinner at Arabella Manor.*

This year Dean Lewis provided the entertainment at the Awards dinner. His Facebook page advertises "clean entertainment to go." Online reviews describe Dean's style as "corporate, clean, customized comedy" and the reviews of the attendees described him as hilarious."



*Dean Lewis provided the evening's entertainment.*



*The entertainment for the Awards Dinner was very funny, as can be seen in the faces of Lauren Conley and her husband, David.*



## 43 Years of Service

**R**onald Montgomery retired from the Conduit Division on December 31, 2014 after having given the Company 43 years of service. Not wanting any fanfare, Ronald left the company with a card from his colleagues and four decades of memories.

One of Ronnie's great memories was from the 2014 Christmas party. At the party random tickets were distributed for a raffle drawing. Ronnie was given a ticket that won a 55-inch Smart TV for him. It was noted that he about fell over in his shock and excitement. A truly great gift for a soon to be retiree!



## Valentines' Day

**A**s you can see from the photos taken on Valentines' Day 2015 at the Conduit Division, the ladies of the Company received long stem roses. Although not pictured, all the gentlemen were presented with giant Hershey candy bars.



Rita Buchheit takes a moment from her busy day to show her Valentine's Day gift.



Kim Blades received a lovely white rose on Valentines Day.



More roses for Destiney Melton and Kim Slaton.



Lauren Conley and Amber Tippit pose with their floral gifts.

## 3rd Anniversary



David Marshall presented Steve with a anniversary gift.

**S**teve Voelzke, President of the Robroy Conduit Division, began his Robroy career three years ago. His third anniversary was met with a celebration that included a delicious cake, which was shared with office associates. David Marshall presented a gift that resembled the shape of a box containing a bottle of scotch. Just a guess.



Anniversary cake. Yum!



## A Growing Family

**J**ohn Lennon once said, "Love is a flower and you've got to let it grow." Cameron (Production Associate) and Amber Jaeger are doing just that. They now have two beautiful "flowers" blooming in their family with the birth of their second daughter, Lilac Jane Joyce (Lila), born on Christmas Day



*Lilac Jane Joyce Jaeger*

2014. Big sister, Violet Grace, is sure to be a big help to mom and dad.

In her blog post of August 26, 2014, Amber explained how they named their girls and that she wanted her girls to grow up knowing they were beautiful, so they were given names of flowers. She and Cameron carefully selected their daughters' names to reflect the things they love, including family ties.

Best wishes Cameron and Amber. The girls' names are wonderful!



*The first time Violet saw Lilac she said, "Pretty!"*



*Violet and Lilac all dressed-up for Valentine's Day.*

## TIPS FROM I.T.

### Fraud Prevention Tips

When it comes to keeping your personal and financial information safe, it's important to be proactive. Follow these tips to help protect yourself from fraud and identity theft.

### Identity Protection Tips

- Carry only necessary information with you.
- Leave your Social Security card and unused credit cards in a safe and secure location. Do not provide your Social Security number unless absolutely necessary.
- Make photocopies (front and back) of vital information you carry regularly and store them in a secure place, such as a safety deposit box. Then, if your purse or wallet is lost or stolen, you have contact information and account numbers readily available.
- If you are uncomfortable with a phone call that was not initiated by you, hang up or ask for the purpose of the call. Then contact the company using legitimate sources such as contact phone numbers found on the company's website, your bank statements and those listed on your ATM, debit or credit card.
- Never provide payment information on a call that you did not initiate. Replace paper invoices, statements and checks with electronic versions, if offered by your employer, bank, utility provider or merchant.
- If you have free online account access you can reduce paper statements by signing up for Bill Pay and free online statements. Shred documents containing personal or financial information before discarding.
- Many fraud and identity theft incidents happen as a result of mail and garbage theft. Review your credit report at least once a year to look for suspicious or unknown transactions. You can get a free credit report once a year from each of the three major credit bureaus at [www.annualcreditreport.com](http://www.annualcreditreport.com).
- Promptly retrieve incoming mail and place outgoing mail in a U.S. Postal Service mailbox, instead of your home mailbox, to reduce the chance of mail theft. Consider paperless options for your bills and financial statements. Know your billing and statement cycles. Contact the company's customer service department if you stop receiving your regular bill or statement.



## Spring Break in NY City



*A Texas lady with Lady Liberty*

**L**aci Leathers is the daughter of Tami Leathers, Shipping/Receiving and Warehouse Supervisor at Duoline. Laci spent her Spring Break in New York City with family members taking in the sites and enjoying shopping and great food in the Big Apple!

Laci interned at the Conduit Division the past four summers.

## March? Really?



*Eric Nichols, Operations Manager, picked up a snowball fight in the Duoline parking lot in March. How is that possible in Texas?*

## Safety Workshop



*John Grubbs lead another workshop for Duoline Associates.*

**J**ohn Grubbs, a well-known motivational speaker and trainer, lead a one-day safety workshop for Duoline Associates. Supervisors and Shield members were strongly urged to attend and could chose from two Saturday options in November. The workshops were held in the Duoline conference room and both sessions were well attended.

The sessions covered the topics listed below:

- Understand the relationship between production and safety
- Explain how most people wear a toga and become “Roman” at work
- Describe the role of consequences as guides for our behavior
- Demonstrate the power of the “little things” as cultural indicators
- Explain how corporate values guide associate decisions
- Define true accountability and its distinction from blame
- Understand the theory of multiple causation when it comes to injuries
- Explain the personal nature of risk
- Describe the cost of injuries to the individual and the organization
- Understand individual and organizational resistance to change

## Thanksgiving Turkeys

**D**uoline Associates were presented gift vouchers for Brookshire’s Foods and Pharmacy to obtain 10–12 pound turkeys for Thanksgiving.





## RECIPE

### Tres Leche Cake

#### Ingredients:

- 1 ½ cups all-purpose flour
- 1 teaspoon baking powder
- ½ cup unsalted butter
- 1 cup white sugar
- 5 eggs
- ½ teaspoon vanilla extract
  
- 2 cups whole milk
- 1 (14 ounce) can sweetened condensed milk
- 1 (12 fluid ounce) can evaporated milk
- 1 ½ cups heavy whipping cream
- 1 cup white sugar
- 1 teaspoon vanilla extract

#### Directions:

Preheat oven to 350° F (175° C). Grease and flour one 9x13 inch baking pan.

Sift flour and baking powder together and set aside.

Cream butter or margarine and the 1 cup sugar together until fluffy. Add eggs and the ½ teaspoon vanilla extract; beat well.

Add the flour mixture to the butter mixture 2 tablespoons at a time; mix until well blended. Pour batter into prepared pan.

Bake at 350° F (175° C) for 30 minutes. Pierce cake several times with a fork.

Combine the whole milk, condensed milk, and evaporated milk together. Pour over the top of the cooled cake.

Whip whipping cream, the remaining 1 cup of the sugar, and the remaining 1 teaspoon vanilla together until thick. Spread over the top of cake. Be sure and keep cake refrigerated. Dust with cinnamon if desired!

## Referral Program



Brian Willis, Production Associate, received a \$500 incentive award presented by Eric Nichols, Operations Manager.



Eric Nichols congratulates Jacob Parham for referring a new associate to the Conduit Division.

Thanks to Brian Willis' participation in the Associate Referral Incentive Program, Duoline Technologies has a new Production Associate, Shaun Smith. For his effort Brian is \$500 richer.

Destiney Melton is now an Inside Sales Associate at the Conduit Division, because Jacob Parham, Duoline Production Associate referred her through the Company's referral program. Jacob received an award of \$1,000.

## Senior Night

The last home game for the Chapel Hill Red Devils was also Senior Night. One of the seniors honored was Keelan Hathaway, point guard on the Red Devil's basketball team and son of Duoline's Casey Hathaway. It was a great night all the way around. Keelan's team beat the Daingerfield Tigers and he had seven points, six rebounds and six assists in the game.

Keelan will graduate this year and plans to follow in his dad's footsteps by joining the military. Casey said it really is against his better judgement, but he and his wife, Christy, are very proud of their son. Casey is a Navy veteran and Keelan will be joining the Air Force.

You are wished the very best, Keelan and thank you for your service, Casey.



Casey Hathaway and his son, Keelan at Chapel Hill's Senior Night.



# SERVICE AWARDS



Robert Wells



James Pullen



Roger Schroder

NAME	YEARS SERVICE
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## Conduit Division

Robert Wells	5
Bryan Hardin	2

## Duoline

James Pullen	5
Junior Chavez	2
Garrett Gage	2
Ramiro Mata	2

## Stahlin

Roger Schroder	5
Dean Brazelle	2
Erik Faasen	2
Chuck Korsen	2
Bill McGuire	2



## Robroy Industries is excited to announce an enhancement to Robroy's Benefit Program:

WalletArmor® is a free service being offered by Reliance Standard, Robroy's insurance provider for enrollees in associate supplemental life, child supplemental life and spouse life, as well as any associate provided with Company paid life insurance.

Reliance Standard recently notified Robroy's HR Department of this new service. According to information provided by Reliance Standard, identity theft is the fastest growing crime in the United States. Victims of identity theft have the potential to experience three losses: time spent trying to recover one's reputation and credit score, actual funds stolen and the loss of security from having your identity compromised. Reliance estimates that victims spend on average between 58 and 165 hours to regain pre-theft status.

According to Reliance, WalletArmor is an interactive, easy-to-use online vault to protect credit cards, passwords and important personal documents in the event your wallet or purse is lost or stolen. Using state-of-the-art technology, WalletArmor monitors the Internet's "underground economy" 24x7 and alerts a subscriber if sensitive information is found to be compromised.

The WalletArmor encrypted vault secures and monitors:

- User IDs and Passwords
- ATM Cards
- Credit Cards
- Vehicle Insurance Cards
- Checking Accounts
- Driver's Licenses
- Health Insurance Cards

To find out more information about WalletArmor, please logon to <http://reliancestandard.com/walletarmorcommunication>

How to enroll information is located within this link.