

## Family Forum .....



**A**s I write this cover article for the Bagpiper, the stock market is surging to a record 21000 for the first time. Even though the stock market is volatile, the steady gains over the last several months signal a positive outlook for the U.S. economy. With the recent uptick in the oil, gas, mining and construction markets, along with the constant chatter in Washington D.C. about less regulation and more infrastructure spending, I am cautiously optimistic that market conditions for Robroy Industries will improve in 2017.

The primary goal for the balance of 2017 and beyond will be to increase top line sales. It is essential that we support our current customer base and proactively go after and secure new business. This will be accomplished by listening to our customers and striving to provide an outstanding customer experience.

In 2017 we will continue to place emphasis on building up our sales organizations. In addition to hiring highly qualified associates to the sales team, we are investing in a state of the art CRM system (Customer Relationship Management), which will assist us in storing and managing prospects and customer information in one central location. As a result we will be better equipped to increase leads, close more deals and, most importantly, drive customer loyalty and satisfaction.

As we move forward in 2017, it's the people who will ultimately determine our success. I want to personally thank all Robroy Associates for your dedication and support. Wishing you and your families the very best.

*Jeff McIlroy*  
Chairman

## HEADQUARTERS

### Pittsburgh Pirate Fantasy Camp

**I**n May 2016, Robroy Industries' Headquarters Associates held a surprise luncheon in celebration of Mike Deane's 35th anniversary at Robroy Industries. As a part of that event, Rob and Jeff McIlroy presented Mike with an enrollment into the 2017 Pittsburgh Pirate Fantasy Camp in Bradenton, Florida. This past January, the fantasy became a reality. Mike got to spend a week in Florida actually

playing baseball on the very fields that the Pittsburgh Pirates train and play on during spring training. Adding to the "Field of Dreams" atmosphere, Mike's two sons, Steve (Hartford, CT) and Josh (Houston, TX) not only joined him, but were teammates!

There were eight teams in all, each coached by two retired Pittsburgh Pirate players. The Deanes (as they became known) were coached by John Candelaria and Tom Prince. Team Wagner, named after Honus Wagner-a famous Pirate from the early 20th century, got off to a rough start. The first two games were losses by margins too big to mention. But they turned it around and won three of the next five, actually missing the playoffs by one run. As Mike's legs gave out by midweek, Steve and Josh became his pinch runners. Steve and Josh added timely hitting to Team Wagner, while



*Looking over the "Field of Dreams" with coach Candelaria...*

Mike made contributions in the field at first base.

But baseball aside, the camaraderie among all of Team Wagner and the memories of spending a week with his sons made this a special time for Mike. He wishes to thank Robroy Industries for the generous gift and the opportunity to put a checkmark by a significant bucket-list event.



*The Deanes from Team Wagner*





Robroy Associates who make up the Corporate Team.

Corporate Business Planning

On December 14, 2016 the corporate team held their annual Business Planning Meeting. They warmly welcomed back Vijay Kumar to the Verona office. Many worked with Vijay years earlier, before he moved to Texas and are glad to have him join the Verona office again. Everyone enjoyed team events conducted by Randy Untalan, Jean Liberto and Anil Kewalramani, which included a reflection of 2016 accomplishments and group discussions on 2017 initiatives. The Robroy Vision energized everyone. The day resulted in many strategic goals and objectives set for 2017.



Notice the "Wow" on the opponents' lips!

A Successful Season

Peter McIlroy, son of Jeff McIlroy and a junior at Shady Side Academy, helped lead his high school varsity basketball team to a WPIAL (Western Pennsylvania Interscholastic Athletic League) section title and a qualifying bid to the Pennsylvania state tournament. Peter, a 6'2" shooting guard/small forward, looks forward to working on his basketball skills over the summer and coming back for a strong senior season.

Go Peter!

Cyber Security Awareness Tips

Here are some helpful tips to keep your identity, personal information and data secure.

Phishing Emails

- Never respond to requests for personal information via email. Legitimate businesses will never ask for personal information in an email.
- Do not enter personal information in a pop-up screen.
- Do not click on any links listed in an email message. Instead, copy and paste the URL into your browser.
- Use anti-virus and anti-spyware software and update them regularly.

Dispose of Information Properly

- Destroy/shred hard copy confidential documents that contain personal information such as social security numbers, credit card numbers, bank account numbers or health records.
- Ensure you are using the right tools when destroying and disposing of personal information or media storage from your computer and mobile devices.

Ethics - Be a Good Cyber Citizen

- Do not engage in inappropriate conduct, such as cyberbullying, cyberstalking or rude and offensive behavior.
- Do not do something in cyberspace that you would consider wrong or illegal in everyday life.
- Do not impersonate someone else. It is wrong to create sites, pages or posts that seem to come from someone else.
- Adhere to copyright restrictions when downloading material from the Internet.
- Do not use someone else's password or other identifying information.

Lock It When You Leave

- It takes only a few seconds to secure your computer and help protect it from unauthorized access. Lock down your computer every time you leave your desk.
- Set-up a screen-saver that will lock your computer after a pre-set amount of time and require a password to log back in.
- If your computer is used by more than one person, you may want to create individual accounts with unique login and passwords for each user.
- Choose a strong password. A good password should always include upper and lowercase letters, numbers and at least one special character. Do not set the option that allows a computer to remember any password.

Protect Data on Mobile Devices

- Ask yourself, "Is it really necessary that I transport this sensitive information?" If the answer is no, then do not copy the information.
- Choose a strong password. Never use the same password for multiple devices or accounts.
- Store your portable devices securely. When not in use, store devices out of sight and, when possible, in a locked drawer or cabinet.

Protect Mobile Devices

- Password-protect your portable device.
- Be sure all critical information is backed up.
- Disable Bluetooth when not required.
- Make sure your firewall and anti-virus are up-to-date.
- Store your portable devices securely.
- Record identifying information such as serial numbers and label your equipment if possible.
- Report the loss or theft to the appropriate authorities, as soon as possible.

Thanksgiving Gatherings

First shift associates and retirees braved the chilly weather, with heaters of course, to enjoy a fabulous Thanksgiving buffet style luncheon in the Pavilion. Second and third shift associates enjoyed their equally fabulous luncheon in the warmth of the Company break room.



Kathy Tissue, Linda McGuire (retiree) and Keisha Coon's expressions say it all.



Eating in the Pavillion in November, even with heaters, still requires jackets to keep warm. Just ask Doug Hill or Roger Schroder. They'll tell you!

Ring That Bell

The following two accounts will "ring a bell" with Conduit Division Associates. On a recent record breaking day for order bookings in Belding, it took 11 of the Enclosure Associates to toll the bell 62 times signifying \$620,000.00 of enclosure sales - \$10,000 a chime! Teamwork is a part of everyday life at Robroy Enclosures and the ringing of that bell is no exception.

Jeff and Rob McIlroy chimed in with Jeff Seagle to ring the bell 27 times on a recent visit to Robroy Enclosures that coincided with a \$270,000.00 order.

Bell ringing for outstanding orders is tradition with Robroy Industries. Keep those orders rolling in Enclosure Division!



Enclosure Division Associates line up to ring in a tremendous day of sales.



Visitors from Headquarters get in on the bell ringing at Robroy Enclosures.



# The Ugly Sweater Contest

Many of the Robroy Enclosure Associates participated in the Company's Ugly Sweater Contest. The winner, Dave Jeffers, was announced at the Christmas Party.



Contest participants...Yikes!



Dave Jeffers the winner of the Ugly Sweater Contest 2016.

# Christmas Celebrations



In December 10th Robroy Enclosures continued the wonderful tradition of the Children's Christmas Party. Santa and Mrs. Claus provided 72 children with the opportunity to whisper last minute wishes in their ears and to receive an early Christmas gift.



The children were also greeted by the Grinch and his dog, Max. The Grinch failed again this year to steal the Robroy Enclosures Christmas spirit.



Pictures with the Grinch were big hit once again.

A coloring contest complete with awards was part of the festivities.



Aubrey Feasel is pictured with her prize winning Coloring Contest entry for the 6 and Under group. Her father, Shane, and sister, Leah, posed with her, when Angie Zoerman awarded her prize.

Jaycie Gasper took home the award for the best picture in the 7-10 year old group.



Children roamed in every direction participating in eight creative craft stations followed by an amazing Christmas brunch prepared by none other than Rudy and Patsy Alvera. Everyone had a wonderful Christmas experience. Well, almost everyone...



Is it time to go home yet?



Stations included cookie decorating, sand bottles, necklace and ornament making and pine cone bird feeders, to name a few.



Can this please be over, now!



# Christmas Celebrations

After tucking their children in for the night, the adult portion of the Robroy Enclosures Christmas celebration commenced at the Grand Volute in Lowell, Michigan. Jeff Seagle and Cindy Stowell served as hosts to 130 associates and guests. Including Cindy's own version of "Twas the Night Before Christmas," she and Jeff informed and entertained everyone. Craig Mitchell strutted his stuff in his 10-gallon hat.



Cindy Stowell and Jeff Seagle ran the show, but Craig Mitchell did a good job of "stealing" the show!



# Christmas Celebrations



Heidi Wilker from B Foundations accepted the Robroy Enclosures donation for her organization.

The evening's special guests included:

- Jeff McIlroy, Chairman of Robroy Industries
- Byron and Heather Carpenter of SAY Plastics
- Bill and Kim Evatt, Chris and Renee Lauderback, Robroy Enclosures' Michigan Representatives from Applied Controls
- Mikayla and Mark Linebaugh and Heidi and Joel Wilker of the B Foundation
- Denny Craycraft and his daughter, Holly, representing the Belding Veterans Park
- Toys for Tots represented by Greg Dick, Michael Main, Harley Ridgeway and John Fossler
- Bill and Kim Evatt from Attabox



Nice BIG checks!



The donation to The Belding Veterans Park was accepted by Denny Craycraft.



Jeff McIlroy addressed the gathering.

Because of the continued generosity of the Robroy Enclosures family and a Company matching contribution, the B Foundation and Belding Veterans Park received donations of \$3,000.00 each. There were also overflowing collection boxes containing unwrapped gifts for Toys for Tots to share Christmas cheer with the children of the Belding area community. The "entrance fee" for the event was one unwrapped gift per person, but in the Robroy Enclosures giving tradition, many attendees arrived with more than just one gift.



Matt Jackson joined the evening's host and hostess to present the SHIELD scholarship awards.

Thanks to the "if it is to be, it is up to me" outlook on safety, all associates continue to keep Robroy Enclosures a safe place. The SHIELD Team continued its program in 2016 designed for every associate to focus on monthly safety audits of the entire facility. Based on those monthly audit results, a pool of money was collected again this year making it possible for each associate to receive a \$125.00 VISA gift card.



Matt and Jeff flanked the SHIELD scholarship recipients for their photo op.

This year's SHIELD scholarships were announced with the help of Matt Jackson. The recipients of the \$1,000.00 scholarships were:

- Monica Meyers, daughter of Mike and Amy Olmstead
- Bolton Fox, son of Mike and Janice Hill
- Nicole Kolenda, wife of Ray Koldenda
- Lacey Taylor, daughter of Tina and Todd Taylor
- Alison Hall, daughter of Jeff and Buffy Hall
- Hannah Krick, daughter of Matt and Heather Jackson
- Payton Haney, daughter of Jennifer and Mark Ullery (not pictured)



5 Years – Mike Hill, Jason Anderson, Mike Whorley and Darcie Hallock



10 Years – Mike Olmstead, Deb Souza, Buck Moody, Joe Michutka and Christina Ayres



15 Years – Jennifer Ullery, Keisha Coon, Cindy Stowell and Mike Carstens

No Robroy Enclosures Christmas Party is complete without honoring associates who have reached service award milestones.

And what about a little recognition for those achieving perfect attendance in 2016?

After a rave review from the Conduit Division in 2015, the Company secured the services of Jason Hewlett for the party's entertainment. Jason provided a family-friendly blend of his comedic and musical talent with absolutely no disappointment. After an evening of sidesplitting laughter, Jason ended his performance by having everyone stand, hold hands and sing, "I am proud to be an American." He then exited the stage to a standing ovation.



Jason Hewlett provided the entertainment for the event.



"And I'm proud to be an American, where at least I know I'm free. And I won't forget the men who died, who gave that right to me..."





Joe Michutka was at it again – raising funds for Michigan’s Special Olympics and JUMPING INTO TURK LAKE in FEBRUARY. The Turk Lake Polar Plunge was held in Greenville, Michigan on February 11, 2017 at Turk Lake Restaurant and Bar. Registration started at noon and the parade of costumed participants took place at 2:55 PM with the plunge following at 3:00. Although it was a balmy 40 degrees that day, the water temperature was bone chilling and the lake had a nice layer of ice. Co-worker Carol Houghtaling with her husband, Paul, and grandchildren, Jaycie and Jacoby, showed up for moral support. After making it out of the lake, Joe was very happy to see Paul waiting for him with warm, dry clothes. You are a marvelous example to everyone, Joe, with such a generous heart and so very courageous!



Joe Michutka and his cheering gallery.



Just makes you pucker all over, doesn't it, Joe?

New Employees and New Initiatives

Mike Parsell joined the Robroy team recently after working in the automotive industry for the past three years. He earned his Bachelor of Science degree from Aquinas College in 2013 with a minor in business. In 2015 he received his MBA from Grand Valley State University. A native of Rockford, Michigan, Mike currently lives in Grand Rapids. He enjoys spending his free time with family, mountain biking, traveling and watching football.



Mike Parsell - Buyer/Scheduler

Another new Robroy Enclosures Associate is John Reilly who now serves as the Company’s National Sales Manager. John will oversee all sales related activities and report directly to the Company’s president.



John Reilly - National Sales Manager

Jeff Seagle, President of Robroy Enclosures stated: “John is now charged with overseeing aggressive growth targets for Robroy Enclosures. We are fortunate to have John Reilly join our organization because our division anticipates significant growth and investment, not only in new people but also in capital, in 2017. We firmly believe that John’s sales experience will make a positive contribution to this effort - ensuring our long-term success in the enclosures marketplace.”

John comes to Robroy Enclosures with a long track record of sales management success. Upon earning a degree in industrial distribution from the University of Houston, John began his career with Motion Industries as an outside sales representative. This is where he received his first introduction to the Stahlin Enclosure line of products over 25 years ago. He moved on to Philadelphia Mixing Solutions (PMSI) accepting promotions to successive sales management positions including VP of Sales. By building and managing his team, John secured aggressive growth for that company. John and his family will relocate from Texas to Michigan in order to accommodate his new role.

Ara Mihalik began her Robroy Enclosures career a year ago supporting the operations side of the business, while she learned everything about enclosures. Ara has accepted the position of Marketing Coordinator for Robroy Enclosures. She earned a degree in management from Cornerstone University and has a rich background in service, operations and purchasing. Having owned her own service business, Ara brings an entrepreneurial understanding of business to her new position. Her experience and knowledge will serve the Company well, as she accepts Robroy Enclosures’ marketing challenges.



Ara Mihalik - Marketing Coordinator

Welcome to Robroy Enclosures Mike and John and congratulations on your new position Ara. It looks as though this will be quite a busy year at Robroy Industries as a whole and specifically at the Enclosure Division.

New Little Kiddos

Jordan (Press Operator) and Josette Cliff welcomed a new little Cliff into their home on Ground Hog Day, February 2nd. Davea weighed 7 pounds, 1 ounce and measured 21” in length. Her siblings: brother Aiden Jordan, sister Stevie AnnMarie and brother Finnigan Arthur, are sure to help mom and dad with their new sister. Lorrenda Ellsworth is not the only grandma with a new granddaughter. Cindy Stowell’s grandson Charlie now has a little sister, Kinze Raylin Badour. Kinze weighed 8 pounds, 14 ounces and was 18 inches long at her debut. Congratulations are extended to these families on the arrival of their new additions.



Olivia Catherine Adams - Lorrenda Ellsworth's granddaughter



Davea Morgan Jane Cliff (above and below)



Kinze Raylin Badour





Taking all the right photos for the Corrosion College 2016 Christmas card.

Corrosion College

For the past three years Corrosion College has sent Christmas cheer to all of their alumni. To say the least, this is a big production. Stephanie Ellis, Steve Voelzke, Chris Caldwell and Eric Greear chose "Home Alone," as their theme for this year and proceeded to develop a great Christmas card.



The finished product!

Johnny on the Spot



Nicole Loritsch received a gift card, presented by Carolyn Rominger, for her due diligence.

Spot awards are given to employees who go beyond the call of duty to identify areas within the Company where there is a problem or where improvement can make a big difference. Nichole Loritsch, Staff Accountant for the Conduit Division in Avinger (and corporate Accounts Receivable), noticed increased spending on waste disposal for the Avinger Plant. She took action to interview alternative vendors. After she got a consensus from the management at her location, she recommended a new vendor that will result in savings of approximately \$6,000 in 2017 and another \$20,000 over the next two years. Carolyn Rominger presented a spot award to Nicole for her fine efforts. Tremendous job, Nichole.



Beunka Harris received an Amazon gift card.

There was an issue with a shipping/customer order. Beunka Harris provided outstanding customer service regarding that order and received a spot award for that service. Beunka, you are a great example to your colleagues.

Employee Referrals



Robert Wells presented Patrick Cirkles with a gift card for referring a potential Production Associate to the Company.

The Employee Referral Program is alive and well at the Conduit Division of Robroy Industries. What better way to find great new employees than through associates who already work for the Company? Patrick Cirkles, Cameron Jaeger and Sarah Brooks recently did just that by referring potential new associates to the Company and were awarded gift cards for their efforts.



Kelly Jones awarded Sarah Brooks an Amazon gift card for her referral.



Amanda Saenz recognized Cameron Jaeger for referring a Production Associate to the Company.

Welcome New Associates

Recently hired associates bring fresh perspectives, enthusiasm and a few nervous butterflies to their new positions. Please make each of these associates feel at home and lend them a hand in their adjustment to their new responsibilities.



- Josh Altman - Production Associate
- Wendy Burks - Scheduler/Buyer
- Katrina Ellison - Customer Service Associate
- Jessee Foster - Plant Associate
- Chad Frederick - Production Associate
- Sharon Gray - Scheduler/Buyer
- Alyssa Jones - Customer Service Associate
- Hillary Nutt - Production Associate (Avinger)
- Ashly Parker - Accounting Associate
- Justin Pippins - Production Associate
- Carolyn Rominger - Division Controller
- Berenice Schuler - Educational Specialist



Rita received a wonderful gift basket from her colleagues.

Well, Rita Butchiet's first retirement didn't work out! Last May she came back to the Conduit Division to "help out" for nine months in the position of Master Scheduler/Senior Buyer. As of January 31st of this year, she is going to try the retirement routine again. You will be missed Rita and your basket of goodies, supplied by your coworkers, will help you with the adjustment. Best wishes are extended from everyone.



Steve Voelzke and Deborah Ford at her retirement party

Deborah Ford's retirement party finally transpired on January 23rd. Her colleagues gathered in the break room to wish Deborah all good things in her retirement years and presented her with a \$100 gift card and flowers. It was a good time to catch-up with her to see how the first four months of her retirement had been treating her.





Veterans Day

In the United States we celebrate several special days during the year that honor Americans who serve or have served in the US military. One of those days is Veterans Day, officially observed on November 11th. This observance, originally called Armistice Day, marked the end of the major hostilities of World War I - the 11th hour of the 11th day of the 11th month in 1918. The day was renamed Veterans Day in 1954. This holiday should not be confused with Memorial Day, the last Monday of May. Veterans Day celebrates the service of all US military veterans, while Memorial Day honors those who died while serving their country in military service. There are more than 23 million veterans in the United States.

You can find literally 100 or more ways to honor veterans. Organizations always look for volunteers to help disabled veterans or those who may just be down on their luck. The Internet provides many ideas for those interested in lending a hand with their time or treasure.

At the very least, everyone can thank a veteran for his service. The Robroy Conduit Division took time on November 11, 2016 to recognize the veterans currently employed by the Company and to express grateful appreciation and many thanks to each veteran for their time and sacrifice to our country.

Thank you for your service, Robroy Veterans.

- Aaron Aga**  
**Casey Hathaway**  
**Donald Hensley**  
**Wilburn Horner**
- Brian Irwin**  
**Katie Perkins**  
**Amanda Saenz**  
**Nathan Salmon**
- Kevin Smith**  
**Deontia Starling**  
**Timothy Vinson**



Carlos Mercado, fiancé of Sabrina Russell, Accounting Assistant



Amanda Saenz, HR Manager, and her husband, Roy



Robroy Veterans

Potluck Meals

Potluck meals are the best! Everyone brings a dish and they generally bring one of their specialties, so the food is always great. The problem arises when your plate can't accommodate some of everything.



No one left hungry that day!



Choices did abound at the Gilmer location, as well.

The Avinger and Gilmer Conduit Division Associates implemented the potluck venue for a Thanksgiving gathering. On November 22nd associates filled the break rooms at both locations with traditional Thanksgiving chow and plant and office personnel shared a delicious meal.

In addition to a potluck meal at Christmastime, office associates at the



The Avinger Potluck Thanksgiving meal had a wide variety of choices.

Gilmer location combined food and fun with a White Elephant gift exchange. What is that, you might ask? A number is assigned to each person and in numeric order you are permitted to choose a gift or take one from someone who has already opened a present. Apparently, a case of beer and a bottle of liquor were stolen numerous times.

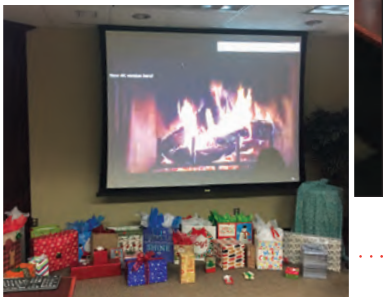
Wait a minute! The definition of a White Elephant is "a possession that is useless or troublesome, especially one that is expensive to maintain or difficult to dispose of." Beer and liquor are two items that don't seem to meet those criteria. At any rate, it made the game a lot of fun and generated ruckus laughter.



The food was plentiful and delicious.



White Elephant gifts sat in front of a "roaring fire" waiting patiently to be opened, shared and swapped.







# KIDS CHRISTMAS PARTY



Santa listened to the children's wishes and posed for photos.



Santa even listened to the wishes of some of the BIG kids!

A Christmas party was held on Friday, December 9th for all of the associates' children. Santa (Eric Greear) and Mrs. Claus (Amanda Saenz) ran the show and there were plenty of elves (Operations Supervisors) to handle all of the details, as 80 children converged on the Conduit Division in Gilmer. Activities included craft stations and a coloring contest judged in age groups with \$25 gift cards for the winners. Every child went home with a gift bag and had the opportunity to let Santa know what would make their Christmas bright.



Santa and his financial advisor!



Mrs. Claus and some of Santa's elves...



There were lots of creative stations, including a coloring contest for various age groups.



It was important for Manohar Taware to show the front and back of his entry.



Bravo, Latoya Rudd. You go girl! Your sweater is ugly front and back!



Katrina Ellis had that apron thing going on with her sweater.



It was poinsettias for Michelle Swartz.



Party on, Bobby Hubbard.



Love the crocheting on the edges of your sweater, Chris Caldwell!



Your sweater is "Marvelous," Vickie Deane!

Ugly Sweater Contest

An Ugly Sweater Contest was held on December 9th, the same day as the Children's Christmas Party. It included the Conduit Division Associates from Avinger and Gilmer and associates from Duoline. As you can see from the photos, the place was awash with ugly sweaters. The winners were announced at the adult Christmas Party and Manohar Taware emerged in first place with Nichole Loristch in second and Rick Osborne taking 3rd.



Ha, ha, ha on your ho, ho, ho, Sherry Beal!



Nichole Loristch strikes a modeling pose with her ugly sweater.



The winners were announced at the Christmas Party.



Alyssa Jones and Stephanie Ellis opted for a skirt and dress ensemble (respectively).





Greeters could be identified by their unique Santa hats.

# Christmas Party

On December 10th associates from each of the Texas divisions gathered at the Gilmer Civic Center to celebrate the Christmas season with good food, warm fellowship and lots of fun. Honored guests included Rob McIlroy, Robroy Industries CEO; Shingo Takaichi, an executive from Sumitomo, and Kelly Horn from the Women’s Center of East Texas.

Following dinner, The SHIELD Committee awarded Kendra Slaton with a scholarship to help her with her on going education. A check was presented to the Women’s Center of East Texas made possible by the generous charitable giving of the associates from all three Texas locations. Dave McGee entertained the associates and rounded out a delightful evening. You can read about Dave in the Duoline section of this issue. Each associate left the event with a gift, donated by the Company’s vendors.



The SHIELD Scholarship winner, Kendra Slaton, posed for a photo with CEO Rob McIlroy and her mom, Kim Slaton.



Honored guests, Rob McIlroy and Shingo Takaichi, with Steve Voelzke.



The photo booth was a popular spot and brought out the "ham" in several attendees.





These photos depict smiles and laughter from associates and guests that prevailed throughout the evening.



Awards Dinner

The Awards Dinner has been part of the Robroy Industries culture in Texas since 1997. Spouses and significant others shared the evening on February 17th at Arabella Manor in Gilmer. After dinner and the presentation of awards, with lots of hugs and accolades, the Party Rock Project took charge. The show mixed an epic rock/pop concert, intimate piano bar, laugh-out-loud comedy and competitive audience participation to wow the attendees. This group has performed over 100 shows all over the nation in the past year and was truly the highlight of this year's awards presentation.



Party Rock Project oversaw group participation and hilarious silliness ensued.



First Year Anniversary



Amanda and Roy Saenz

Amanda Sanz (Human Resources Manager) and her husband, Roy, celebrated their one-year wedding anniversary (November 22nd) with a trip to Dallas. It was a wonderful little get away - without their kids!

New Addition



Natalie Marie Mercado

Sabrina Russell (Accounting Associate) and Carlos Mercado celebrated the arrival of their daughter, Natalie Marie, on February 20th. Miss Mercado arrived weighing 7 pounds 3 ounces and stretched 19.5 inches in length. Natalie has a big sister, Emily, to help mom and dad with her care. Congratulations Sabrina and Carlos!



Happy new parents with their sweet baby girl.

Valentines Cards



Snehal Patel and Sherry Beal helped make valentine cards as a community initiative project.





A group shot of Duoline Associates sporting their ugly sweaters.



Eric Nichols, that is one fine outfit!



Joe Farmer and Casey Hathaway went for the Mr. Rogers cardigan look. One gentleman chose a bow tie and the other a necktie.

# Ugly Sweaters

Duoline Technologies Associates took the ugly sweater contest seriously this year. SERIOUSLY! Each ugly sweater was uglier than the next ugly sweater, which made choosing the ugly sweater winner an ugly proposition.



Judith Espinoza made sure she accessorized her sweater.



Rick Osborne gave the ugly sweater thing a different twist!



Kylie Herman and Sarah Yahya pose in their contest attire.

## Birthday Celebrations



"Happy Birthday," Joe and Judith.

Birthdays at Duoline are a significant reason to celebrate (and eat cake). Joe Farmer and Judith Espinoza recently celebrated their birthdays with colleagues. Joe turned 26 and Judith celebrated her birthday on January 18th. We think Judith was 29 on her birthday...again!

All kidding aside, you are both wished a wonderful year!

## New Associate

A hearty welcome goes out to Wayne Dessman, Production Associate. Wayne began his Duoline career on December 18th of last year.

Welcome aboard, Wayne.



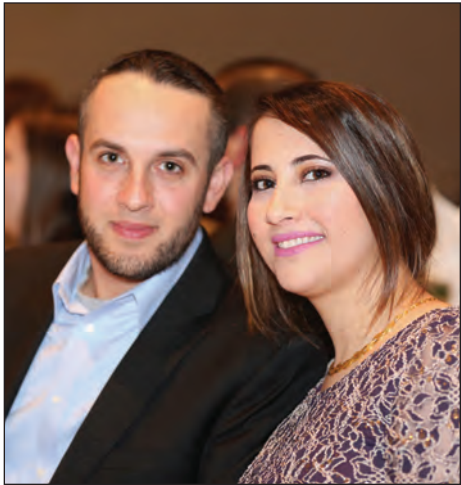
Wayne Dessman  
Production Associate

# Christmas Parties

As has become tradition, Duoline Associates shared the Christmas Party venue with Conduit Division Associates. Good food, great camaraderie and entertainment extraordinaire created a festive and memorable atmosphere. David McGee, a leading sleight of hand artist, mesmerized the associates from both divisions. David is an international entertainer and his website boasts testimonials from Samuel L. Jackson, Terry Bradshaw, Sinbad and Nolan Ryan, to name a few.



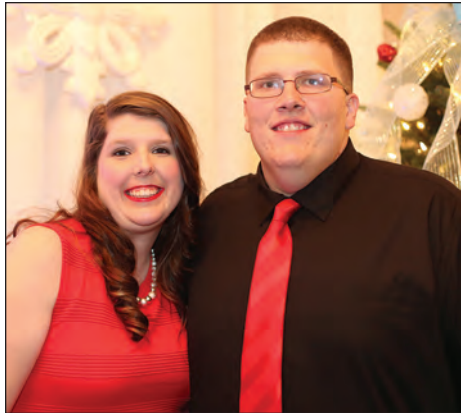
The photographer caught AJ Singer and Casey Hathaway enjoying themselves at the Christmas Party.



Sarah Yahya and her husband, Yousef Abuoharb.



David McGee provided the evening's entertainment. "His corporate list of clients reads like a Who's Who of Fortune 500 companies."



Kylie Herman and her husband, Jacob, visited the photo booth at the party.



The Farminator

Joe Farmer, Duoline Plant Manager, recently could be found running casing on a drilling rig in New Mexico for one of the Company’s newest and largest revenue customers. As Joe tells it, it was a very interesting and enlightening experience.

The Farminator, as he has come to be known, ran the night shift after “battling with the rats all day over who got to eat the last gas station burrito in the fridge.” He claims he left the rig floor the next morning with a prison or jail style tattoo\* that stated “oilfield trash making oilfield cash.” He also picked up the bad habits of chain-smoking while chewing tobacco and drinking Wild Turkey with his coffee.

Sounds like a rough one, Joe.



*\* Making a jail (prison) tattoo is usually done using a homemade ink mixture applied by a handmade rotary tattoo machine or simply a single needle poked into the skin repeatedly.*

RECIPE



Mandarin-Berry Salad

- 8-10 cups torn mixed salad greens
- 1 cup fresh strawberries, hulled and quartered
- ½ cup sliced green onions
- ½ cup sesame sticks
- ½ cup sliced almonds, toasted
- 1-11 oz can mandarin oranges, drained (divided)
- 2 oz semi-soft goat or blue cheese, crumbled (optional)

In a large bowl combine greens, strawberries, onion, sesame sticks and almonds, set aside.

Dressing

- ¼ cup flaked coconut
- 2 tsp honey
- 2 tsp salad oil
- 2 tsp apple cider vinegar
- ½ tsp ground ginger
- ½ tsp salt and pepper

In a food processor or blender, combine ½ of the oranges, coconut, honey, oil, vinegar, ginger, salt and pepper. Process until combined.

Pour dressing over salad (go light) and toss. Top with remaining oranges and cheese. Serves 8.

SERVICE AWARDS

NAME	YEARS SERVICE
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Conduit Division

Kelly Jones	30
Steve Voelzke	5

Robroy Enclosures

Christina Ayers	10
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Kelly Jones



Steve Voelzke



Christina Ayers