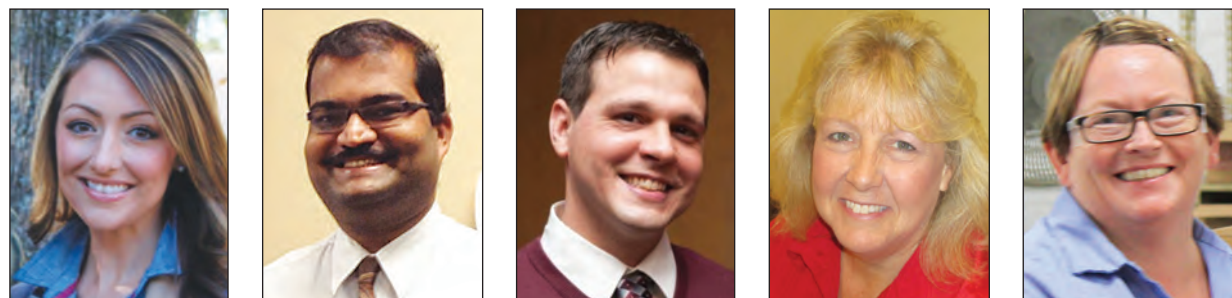


SERVICE AWARDS



Rita Buchheit David Marshall Laura Langford Donald Hensley Kenny Neyhart Melissa Noe



Stephanie Ellis Manohar Taware Casey Hathaway Tami Leathers Jamie Arnett

NAME	YEARS SERVICE	NAME	YEARS SERVICE	NAME	YEARS SERVICE
Conduit Division					
Rita Buchheit	20	Casey Hathaway	5	Jamie Arnett	15
David Marshall	20	Tami Leathers	5	Doug Hill	2
Laura Langford	15	Rick Osborne	2	Andrea London	2
Donald Hensley	10	Timothy Vinson	2	Harley Brigham	2
Kenny Neyhart	10	Brian Willis	2		
Melissa Noe	10				
Stephanie Ellis	5				
Manohar Taware	5				
Duoline					
Stahlin					

Roth 401(k) Option is now available to you.

Earlier this year, you received a communication from Fidelity letting you know that Robroy had added the Roth option to the 401(k) Retirement Savings Plan. Benefits Bulletin Board wants to remind everyone that this option is available to you.

The Roth 401(k) option gives you another choice on how to save for your retirement, which now includes the potential to earn income tax-free growth and tax-free withdrawals. Unlike the traditional 401(k), the Roth 401(k) allows you to contribute after-tax dollars and then withdraw tax-free dollars from your account when you retire. Under the Roth 401(k), you elect how much of your salary you wish to contribute in the same way as the traditional 401(k). You may even elect to split your weekly contribution between the Roth and the traditional plan. Roth contributions are invested in the same funds as the traditional contributions. The Roth does not impact Company matching contributions.

If you would like to enroll in the Roth option or have questions, you may logon to Fidelity's website at www.401k.com or call Fidelity at 1-800-835-5097. Fidelity will work with you to evaluate all of your savings options and help you create a retirement savings strategy that's right for YOU.

Benefits Bulletin Board



theBagpiper

ROBROY INDUSTRIES • VOL. 45; NO. 2 • SUMMER 2015

Family Forum

The future looks bright for Robroy Industries. Through a strong work ethic and a neverending drive for operational excellence we have developed efficient operations producing high quality products for our customers. These skill sets will serve us well as we navigate into the future.

Currently, 2015 is proving to be a challenging year on the sales front. The market conditions in both the electrical and oilfield business segments remain soft. In light of these market conditions, it is essential that we protect our existing customer base and proactively go after and secure new business. In addition to maintaining efficient and productive operations, a primary focus for the balance of 2015 and beyond will be top line sales growth.

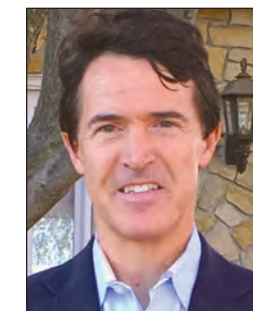
We will continue to place emphasis on meeting face to face with our customers whenever possible. This will be accomplished through our direct sales force, our vast network of highly trained sales representatives and through our proprietary in-house educational program - Corrosion College (Gilmer TX). This award winning educational program creates a unique in depth hands on experience for our customers. Corrosion College educates our customers on the root cause and prevention of corrosion. Corrosion

College remains very popular with our customers (accredited for 1.5 continuing education credits) and will continue to enhance our relationship with our customer base.

In addition to organic growth of our existing businesses we will continue to look at and explore strategic acquisitions in order to meet our sales growth objectives. Robroy Industries over its illustrious 110 year history has grown and thrived through acquisitions and this process will continue in the future.

As we move forward and face new challenges it's the people, our Robroy Associates, who will ultimately determine our success. Without a doubt, the main reason I'm optimistic about Robroy's future is the talented team of Robroy Associates - our greatest asset, bar none.

I want to thank all Robroy Associates for your dedication and friendship. I look forward to seeing everyone during my future plant visits to Gilmer, Avinger and Belding. Wishing you and your families the very best.



Jeff McIlroy - Vice Chairman

HEADQUARTERS

School Economics Project

Mike Deane's granddaughter, Kyla, studied economics last spring. Her class had to come up with a project to raise money for a local charity that included the development of a business plan. A gift basket raffle at a school event was the chosen project and each class member did chores around their home to earn money to fund the raffle.

Kyla's class raised \$284, which went toward Hudson Community First. This nonprofit organization promotes positive youth development and seeks to unite individuals, organizations and schools in an effort to nurture competent, caring and responsible children and adolescents.

Congratulations, Kyla, on your successful economics project. Kyla is the oldest child of the Deane's daughter, Aimee, and son-in-law, Tim.

Oh, and did we mention that Kyla was in second grade? What's next for her - third grade calculus?



Kyla Dunphy - Economist, ready willing and able to be a key member of her class team.

Spring Internship

Honor Students from Shady Side Academy received permission to partake in a spring internship with employers in the Pittsburgh area. This afforded these students the opportunity to gain business experience and receive credits toward their high school diploma. Ashley McIlroy, Jeff McIlroy's daughter, was one of those students

who took advantage of the program. Ashley worked part-time a few days each week during the spring with the accounting team at Headquarters.



Ashley McIlroy received words of wisdom about corporate accounting from Greg Czegan.

Play Ball!



Natalie never misses an opportunity to make a fashion statement – even while wearing her T-ball uniform.



It made Coach Greg happy when one of his players, who happened to be Natalie's best friend, was able to safely reach first base.

Natalie played T-ball for the first time with Freeport Area Little League this past spring. Her dad, Corporate Controller Greg Czegan, was the coach of her team, the Rockets. T-ball was a great learning experience for Natalie and by the end of the season she was able to hit the ball pitched by the coach rather than just off the tee. Although T-ball leagues never keep score, the Rockets finished with a perfect 15-0 record!

Graduations



Natalie Czegan graduated from preschool.

Natalie Czegan, daughter of Greg Czegan, completed her first educational milestone by graduating from her preschool program on Friday, May 15th of this year. This event had Natalie grinning from ear to ear. She begins the next chapter of her education in September when she starts kindergarten at Buffalo Elementary School in Freeport, Pennsylvania.



Rishabh Kewalramani graduated from Upper St. Clair High School.

On June 11, 2015, Rishabh Kewalramani, son of Anil Kewalramani (Director of IT), completed his high school studies and graduated from Upper St. Clair High School. Rishabh will be attending Duke University in Durham, North Carolina this fall to pursue a career in law.

During his 4 years in high school, Rishabh won many forensic competitions. He was president of the Forensic Club and, under his leadership, the club earned recognition all over the state of Pennsylvania. In addition to participating actively in debates, he was a member of the varsity Tennis Team.



Ashley Mclloy on graduation day, flanked by her proud parents, Jeff and Erica Mclloy.



A very proud Mclloy family.

Ashley Mclloy graduated from Shady Side Academy on Friday, June 5th with 117 of her fellow classmates. Ashley is the oldest daughter of Jeff and Erica Mclloy and the oldest granddaughter of Peter and Pam Mclloy.

Ashley will be Chicago bound in the fall where she will attend DePaul University located in the Lincoln Park area of the city. At DePaul, she will major in business with a concentration in fashion.



Ashley Mclloy poses for a photo at her graduation reception party with her two brothers, Peter and Brandon and cousins: Maggie, Katie and Emma Mclloy.

Headquarters Phenomenon

If you are any kind of sports enthusiast, you have to have noticed the role that stats and analytics now play in conversations about any and every game played. There are more than 7,400 acronyms for sports listed on www.abbreviations.com - ERA, OPS, CMP, ATT, GA to name a few. Well, Headquarters has a few stats to spout, as well. Their BIA and AIA stats are astounding!

There are four executives at the Headquarters office in Verona with BIRTHDAYS IN APRIL (BIA).



- Jeff Mclloy April 2
- Mike Deane April 7
- Peter Mclloy April 13
- Rob Mclloy April 28

Also, over half the associates at Headquarters were hired in August, so they have their ANNIVERSARIES IN AUGUST (AIA).

- Peter Mclloy . . Aug. 16 . . . 50 years
- Jean Liberto . . Aug. 16 . . . 11 years
- Josh Miller . . . Aug. 20 . . . 2 years
- Jeff Mclloy . . . Aug. 27 . . . 25 years
- Rob Mclloy . . . Aug. 31 . . . 23 years

What do these stats mean? Your guess is as good as anyone's. You can compile your own stats at the Conduit Division, Duoline Technologies and Stahlin Enclosures, but you have to agree the percentage of Headquarters Associates with BIA and AIA is pretty remarkable.



Memorial Day Picnic

Headquarters Associates celebrated Memorial Day a few days early with a cookout at the office. Greg Czegan played chef and grilled hamburgers and hot dogs on a teeny tiny grill. Greg improvised and, fortunately, the grilled portion of the menu fared quite well. There was no fire, melting of plastic or other incident resulting from the makeshift stand for the grill. Potato salad, macaroni salad, coleslaw, tossed salad, chips, dip, salsa, watermelon, cupcakes and cookies rounded out the menu.

A leisurely lunch on the back porch was anticipated, but the weather failed to cooperate. Rain and temperatures in the 50's brought the event indoors, but failed to put a damper on the group's mood and enjoyment of the meal.



The weather dictated an indoor picnic.



Chef Czegan

TIPS FROM I.T.

Tips for Avoiding Online Security Traps

Understand Cybercrime and Malware.

Malware is malicious software code developed by cybercriminals to infect PCs, networks and mobile devices for the purpose of gaining access to and extracting sensitive data, typically for financial gain. There are more than 200,000 new malware threats created every day and nearly 70% of data breaches involve malware. The days of malware being created and released by hackers for fun and gaining notoriety are long gone. Today, malware fuels a global multi-billion dollar cybercrime economy. You are their number one target.

Whether you're using a PC at home or at work, you are just a tool for cybercriminals to gain access to the data they want to steal or the systems they want to hijack. To defend yourself and your organization's data, it is important to understand that mal-

ware writers are becoming very adept at creating threats that evade detection by traditional security solutions. Don't assume you can let your guard down or behave in risky manner, because antivirus, email security, a firewall or other cyber defenses defend your PC at home or work. One wrong click and your PC is infected and placing data at risk.

Some malware types, like viruses and Trojans, are tools for breaking into your PC, while others, like worms, spyware and key loggers, are all about snooping through a PC or network looking for particular systems to compromise and data to steal. Many data breaches involve multiple kinds of malware in a staged attack that progresses over time. It's critical to understand that one infected PC may seem like a small problem, but it can lead to big trouble for the organization. Still other malware such as bots or

bot nets are all about hijacking PCs to steal computing resources to launch other cyber-attacks. Instead of paying for legitimate IT infrastructure and equipment to start a spam campaign, scammers often secretly use a network of infected PCs around the world to distribute malicious email without users ever knowing.

Don't underestimate how clever cybercriminals have become. Their tricks are extremely effective at luring users to open infected files, click on malicious links, unwillingly share malware with colleagues and to freely divulge sensitive data. They understand how we behave online and they know exactly what to do to infect us. Knowing the types of tricks and traps they use is the first step to defending yourself and the organization from malware.

Watch for the remaining nine tips in upcoming *Bagpiper* publications.

ELECTRICAL PRODUCTS / STAHLIN

Safety Recognition



Buck Moody thanked Jason Anderson for his dedication to safety.



Matt Jackson recognized Jason Rowland's ongoing commitment to safety.



Jeremiah Souza received recognition for the role safety plays in his work ethic.



(left) Dean Childs and Ron Mier received acknowledgment for their safety efforts by Greg Colton and Greg Molter.

In 2015, SHIELD members have been encouraged to recognize individuals that go above and beyond for safety on a daily basis. Recognition comes in the form of \$5.00 Subway gift cards, insulated mugs, t-shirts and various Stahlin logo items.

Good job everyone, keep it up!

10th SHIELD Anniversary

On March 9th, 2005 Stahlin Enclosures made the *Greenville Daily News*. The newspaper serves Greenville, Belding and all of Montcalm County, Michigan. What was the big news? The Stahlin plant shut down production for 24 hours. This was a first. The plant shutdown enabled all Stahlin Associates to attend meetings and enjoy lunch, while being introduced to the new Company safety program. That was how important the SHIELD program was to Stahlin Enclosures and still remains today.

The changes were not drastic, but the program was designed to reinforce the already existing safety culture and to make OSHA standards the bare minimum that would be accepted. To date Stahlin Enclosures has a record of nine years with no time lost due to injuries.

Associates celebrated the 10th anniversary of the SHIELD program, a corporate-wide safety program, with a team breakfast in the Company pavilion and a speech from safety consultant Bill Murphy.

Maintain the Gain



Stahlin Associates lost about half a person in May.

A "Maintain the Gain" 30-day challenge was given to the Stahlin Associates in May. Participants weighed in on May 1st and June 1st for a total weight loss of 77.39 pounds as a team.

Congratulations to a great bunch of losers!

ELECTRICAL PRODUCTS / STAHLIN

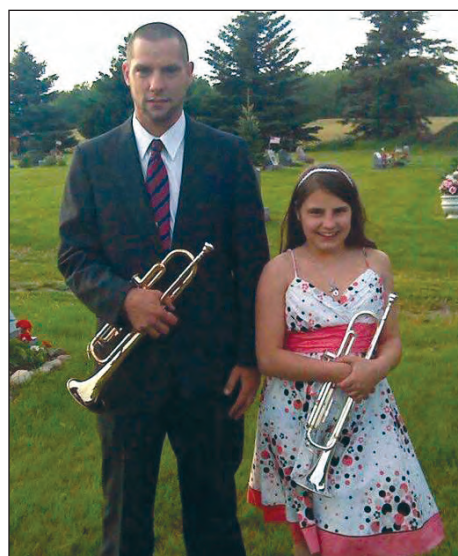
Snowing in June?



It sure looks like snow!

Cottonwood trees in Belding, Michigan give the impression that it is snowing in June. The photo credit goes to Jason Ross, Stahlin Maintenance Supervisor.

Runs in the Family



Father daughter duo!

Joe Michutka celebrated his 20th year playing Taps for the Alto American Legion at their Memorial Day service. This year was very special. His daughter, Katherine accompanied him on her bugle.

MRP Training

In June 2015, Robroy Associates attended a two-day seminar of Oliver Wight MRP training with instructor Larry Curry to develop a thorough understanding of the MRP (Materials Requirement Planning) process and how it relates with master planning and scheduling, as well as, with capacity and vendor scheduling.

Abel Mbeh, Eric Nichols and Nichole Djordjevic from Duoline Technologies participated with the entire Stahlin professional staff along with Greg Czegan and Anil Kewalramani who joined the group from Headquarters. The conference room at the Belding facility was standing room only on June 5th and 6th for this training.

Please see the Oliver Wight training article in the Conduit Division section of this issue for additional information on the training session.



Associates concentrated on the subject matter.

Newbies



Luis Marroquin IV and sister Trinity

We will let Luis Marroquin tell about the birth of his second child:

"Last Thursday (May 28th) I traveled with Doug Hill to Midland, Texas. It was one of my last scheduled trips in anticipation of a possible early delivery. Knowing my wife, I needed to be close should something happen. Not a moment too soon our baby boy, Luis Marroquin IV, was born at 1:00 AM Saturday morning (May 30th). He's a little early (5 weeks) and struggled at first but is now progressing very well in the NICU and is expected to thrive. Mom (Laura) and baby Luis are at Presbyterian Hospital in Dallas and doing well. Attached is a photo of myself with Trinity who recovered in this very room over seven years ago. She's super proud to be a big sister now and is excited to see he's over 7 pounds 1 ounce, almost 2 pounds heavier than she was at birth."



Bryson Reeves

Aaron Reeves has a new grandson. Baby Bryson was born on April 27th at 6:30 AM and weighed 7 lbs., 2 oz. with a length of 21 inches.

Congratulations is wished to the Marroquin and Reeves families on their new arrivals.

Product Showcase



Jeff Seagle and Megan Cox represented Stahlin Enclosures at the Product Showcase of the AHTD Spring Meeting.

New Orleans, Louisiana welcomed members of AHTD (Association for High Technology Distribution) to the Spring Meeting held at the Roosevelt Hotel, one block from Bourbon Street, on April 29th through May 2nd. Jeff Seagle and Megan Cox represented Stahlin Enclosures at the event's product showcase.

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

Belding Community Showcase

Stahlin Enclosures participated in the 19th annual Belding Community Showcase held on Thursday, April 16th at Belding High School. For a few hours each year, this event brings student run groups, community organizations and area businesses together in one place enabling the public to interact with them and become educated about them.

Student entertainment and free food are always a significant part of the Showcase. In addition, this year two new features were introduced. Licensed home-based businesses could display and sell their products in the Market Place. Cards were distributed to attendees upon entering the event who in turn could have their card punched at each booth. Full cards were then entered for a door prize.

Stahlin Associates working the Company booth included: Rudy Alvera, Buck Moody, Tina Taylor, Debbie Hannah, Cindy Stowell and Dean Childs. As always, the "Flux Capacitor" was a big hit with the locals!



Rudy Alvera, Buck Moody and Tina Taylor helped to man the Stahlin Enclosure booth.

Sheridan Memorial Day 5K



First over the finish line with no one else in sight!

Sheridan, Michigan is less than 20 miles northeast of Stahlin Enclosures. The Ladies Auxillary of Lester Sitts Veteran of Foreign Wars Post 5065 held a Spring Fest in Sheridan the weekend of Memorial Day this year. The festival featured the usual events: a flea market, a carnival, bake sales, pony rides, a car show and, of course, a parade. Another popular event at most festivals is a 5K race and Sheridan Community Hospital sponsored just such an event.

Mold Technician Jason Anderson took first place in the 25-29 year-old age group at this year's Sheridan Memorial Day 5k and, remarkably, this was his first 5k ever.

Linda McGuire Retires

Linda's colleagues made a special sign for her.



Jeff Seagle presented Linda with a traditional Stahlin Enclosure clock.

Stahlin Enclosures hired Linda McGuire on June 10, 1996. Prior to her Stahlin employment, Linda worked at General Tire in Ionia, Michigan for 22 years. Nineteen years later she decided it was time to retire and that she did. Her colleagues celebrated with Linda during a regularly scheduled plant meeting and they really surprised her by inviting her husband Cecil to attend the event.

To follow are some interesting facts about 1996, the year Linda started her Robroy career.

1996 fun facts:

- gasoline - \$1.28 gallon
- Atlanta hosted the 100th running of the Olympics Games
- the Yankees won the World Series
- unemployment was 5.4%
- Bill Clinton was president
- mad cow disease reached epic proportions
- eBay was launched
- DVD technology was introduced in Japan

A fun fact about Linda occurred in 2006, when she won one of three safety prizes at the Christmas party. She accepted a brand new four-wheeler and it was the first time she ever allowed her picture to be taken at work or a work related event! Best wishes, Linda, for a wonderful, fun-filled retirement.

A Piece of History

Cindy Stowell attended a Worker's Compensation Conference in Dallas, Texas this past April. While enjoying some free time, she visited the Sixth Floor Museum at Dealey Plaza. The museum is located in the Dallas County Administration Building and it examines the life, times, death and legacy of President John F. Kennedy. This was a very special experience for her.



Cindy Stowell took time to visit the Sixth Floor Museum at Dealey Plaza.

Graduations



Jesse Kelly – Belding High School

Belding High School graduate Jesse Kelly, daughter of Pat Kelly (Maintenance Technician), is currently exploring options for her future.

Morgan Hallock, daughter of Darcie Hallock (Inside Sales Representative), graduated from Greenville High School this year. Morgan participated in softball and volleyball and is undecided on her college plans.



Morgan Hallock – Greenville High School



Lacey Taylor – Greenville High School

Lacey Taylor, daughter of Tina Taylor (Assembly), also received her high school diploma from Greenville High School. Lacey will pursue a career in the medical field and begins her education at

Montcalm Community College in the fall. She plans to transfer to Central Michigan University to obtain her bachelor's degree.

Congratulations is extended to each of these 2015 graduates.

Trained and Ready



Read, aim, fires out for Ron Meir.



Next...it's Harley Brigham's turn.

Annual fire extinguisher training occurred in May and associates enjoyed the opportunity to learn how to test and actually use an extinguisher on an open flame.

Planning for the Future



Education is key to knowing and understanding your 401k options.

In March, a representative from Fidelity Investments came to Stahlin Enclosures and educated associates on retirement planning and investment options. This meeting focused on the difference between a 401k and a Roth 401k. Associates greatly appreciated the discussion and will be better prepared to enjoy their investments in the future.

12 in a Row, Look at 'Em Go



Cindy Stowell, pictured with DJ Steve Kelly from WOOD Radio, accepted the Stahlin award for "West Michigan's 101 Best and Brightest Companies to Work For."

Stahlin Non-Metallic Enclosures celebrated its 12th year in a row as one of the 2015 "West Michigan's 101 Best And Brightest Companies To Work For" by Michigan's Business and Professional Association (MBPA). The MBPA recognizes companies for the strategies they use to create the best human resource practices for their employees.

Jeffrey Seagle stated: "As a company, Stahlin continues to grow in a number of positive ways. Winning this award, once again, proves that our associates helped Stahlin earn MBPA recognition 12 years in a row."

A threefold process determines the 101 best companies. First, individuals nominate companies. Then, the MBPA contacts the human resources manager of each nominated company requesting the completion of an extensive survey. Finally, randomly selected company employees complete surveys about their work environment.

An independent market research firm examines each application statistically for both quantitative and qualitative data that is then submitted to a panel of judges. The data includes information on the company's achievements in all of these areas: communication; community initiatives; compensation and benefits; diversity and multiculturalism; employee education and development; employee engagement and commitment; recognition and retention; recruitment and selection; and work-life balance. The winner comes from the companies with the highest points.

New Hires



Greg Colton – Operations Supervisor

Greg Colton joined the Stahlin team as an Operations Supervisor in January of this year. He brings with him many years of experience as a production manager and production superintendent focusing on building and managing talent within the confines of employee training and coaching. Greg's keen eye for detail as an Operations Supervisor has already proven an extraordinary asset to the Stahlin Enclosures team as he continues to improve efficiency ratings with operators each week.

• • •



Jason Ross – Maintenance Supervisor

Greenville resident Jason Ross joined the Stahlin Enclosures team in March as a Maintenance Supervisor. His broad span of mechanical and maintenance expertise along with supervisory skills from previous employment experiences is a real plus to the Company. Jason's most recent experience as a reverse engineering coordinator has brought a significant impact to the Stahlin Maintenance Department in the short time he has been aboard. Previous experience as an automation technician, maintenance supervisor and controls technician, along with the business savvy of owning and operating a successful masonry business, make Jason the perfect addition to the Stahlin Plant Engineering team as a Maintenance Supervisor.



Creighton Bradley – Applications Engineer

On May 4th, Stahlin Enclosures welcomed new Applications Engineer Creighton Bradley. A recent graduate of Michigan Technical University, Creighton brings new experience to the Engineering team. The Bradley's are expecting their first child this summer.

• • •



Kris Lanser – Operations Supervisor

The newest addition to the Stahlin Enclosures' staff as an Operations Supervisor is Kris Lanser. As a young professional, Kris began his manufacturing career as a CNC operator. He spent time as a machine operator, then, received promotions to machine room lead, assistant supervisor, production supervisor and most recently plant manager. His vast experience and expertise in manufacturing, partnered with a Bachelor of Science degree, will support his growth at Stahlin, as well.

• • •

Michael Jammal is an accomplished professional with extensive management and leadership experience in large multinational corporations. That experience centers around manufacturing, engineering, marketing and business development. Michael earned a Master of Engineering Management degree and a Bachelor of Mechanical Engineering at Northeastern University in Boston, Massachusetts.



Michael Jammal – Market Development Manager

Michael's career started at Schneider Electric. During his 18 years at the company he held several positions starting with Modicon in North Andover. Over the years he worked in numerous international locations, including France. He also worked for Rockwell Automation where he was responsible for managing relationships with third party partner companies, ensuring growth of complementary product offers in all Rockwell Automation markets. Most recently, Michael served as Director of Business Development and Manufacturing at RACO Manufacturing and Engineering.

• • •

Stahlin President Jeff Seagle stated, "We are pleased Michael has joined our Company. His special expertise in channel development, management, product specification and commercialization, marketing, sales, strategic thinking and partner management will be essential for Stahlin to meet their ambitious business goals for 2015 and beyond."

Hydration

The topic of hydration and the importance of staying well hydrated was the focus of a recent *Lunch and Learn* session. Hydration is especially crucial in the hot summer months. For some people, water is sometimes hard to swallow. So, Stahlin provided infuser glasses to associates in an attempt to help make water more palatable.



Stahlin infuser glasses...with a touch of citrus!

SHIELD 10-Year Anniversary



Associates from the Conduit Division with Bill Murphy.

In the Spring 2005 issue of the *Bagpiper*, Chairman Peter McLroy recalled a statement that he made in 2004: "Please understand that when we are strict in enforcing safety rules, it is because there is no acceptable accident level." He went on to say that the "we" in that statement was about to change and that the "we" no longer meant management, but with the introduction of the SHIELD program, it meant everyone.

The SHIELD program represents an associate-driven initiative designed, implemented and maintained by all Robroy, Stahlin and Duoline Associates. The letters in SHIELD stand for five key components of the Robroy Industries philosophy: Safety, Habits, Interaction, Education, Lifestyle and Diligence. Through the SHIELD program, safety is expected to

be a lifestyle not just the prevention of accidents. In turn, this lifestyle promotes high productivity and quality.

On Thursday April 16th, Bill Murphy, Director of Risk Control at Krauter and Company, was onsite at Robroy Industries Conduit Division to join in the 10-year SHIELD program anniversary celebration. Bill was instrumental in getting the program



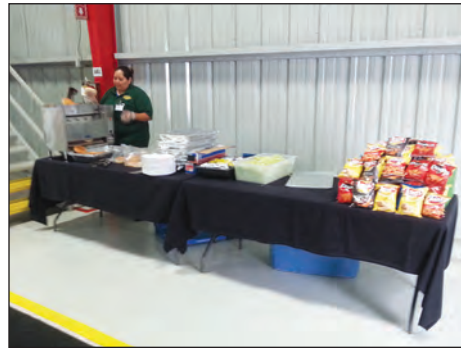
Cranking up the grill!



David Marshall expresses the Company's appreciation to Bill Murphy



off the ground. On behalf of the Company and the SHIELD Committees at Stahlin Enclosures, Robroy Conduit Division and Duoline Technologies, David Marshall presented Bill with a plaque to thank him for his invaluable contributions.



Celebrating with lunch.

Conduit Division and Duoline Associates celebrated another quarter of "No Lost Time Accidents" and the 10-year SHIELD program anniversary with lunch and dinner served by Juicy's Hamburgers and Jason's Deli. Avinger Associates celebrated with a luncheon.

According to David Marshall, President and COO of Robroy Industries: "The success of SHIELD is directly attributable to each and every person within our organization. Not only was this program created entirely from within, but also the ongoing accountability for safety is an individual responsibility. That is why the motto for our SHIELD program is: 'If it is to be...it's up to me!'"

The SHIELD program continues to significantly reduce the number of incidents, severity and time lost. It is reported on the Robroy Blog page "Robroy's Stahlin Non-Metallic Enclosures plant in Belding, Michigan, has reported no lost time from safety-related issues for more than eight years. The Conduit Division in Gilmer, Texas has been free of lost-time from accidents for more than five years. Additionally, OSHA recordable rates at all Robroy locations are far less than they were before SHIELD was implemented and significantly lower than the industry average today."

Oliver Wight Training

"Class A companies spend 55% more than other companies on people and education."

Professional associates from all facilities including: Robroy Conduit Division, Duoline Technologies, Stahlin Enclosures and Headquarters participated in the two-day comprehensive MRP (Material Requirements Planning) program. It is fundamental that everyone within an organization understands MRP and the impact it has on each department's ability to serve.

The training took place in Gilmer, Texas on Friday, April 17th and Saturday, April 18th and Friday, April 24th and Saturday, April 25th. The Company invested financially in the training and the associates made a personal investment of their time. Approximately 20 associates were assigned to one of three classes lead by Oliver Wight Consultancy Group's master trainer, Larry Curry, and his associates, Tom Strohl and Jim Correll.

Topics of discussion included all aspects of MRP including order types, bills of material, managing inventory, integrated business planning, yield loss, planning control, servicing customers, order quantity, routing and reaction time to name a few. The importance of making sure that everything adds value and the role of customer service were stressed.

The Instructors...



Larry Curry is an Oliver Wight principal and has been with the company since 1984 serving on the board for Oliver Wight Americas for six years. He is an APICS* fellow and has implemented MRP II programs in major companies all over the country, consulting with a wide range of companies in a variety of industries.



A principal for Oliver Wight since 1984, James Correll served eight years as chairman of Oliver Wight Americas. As a consultant he has assisted more than

20 companies to attain Class A performance. Jim is a certified Fellow of APICS and co-author of several Oliver Wight publications.



Tom Strohl is a principal, consultant, coach and educator for Oliver Wight providing guidance in operations planning and control and integration business planning.

His efforts have exhibited proven success through the implementation of operations planning and control principles.

**APICS is the premiere professional organization for supply chain and operations management.*

Stephanie Ellis Corrosion Technician

In February of this year, NACE International awarded Stephanie Ellis a Certificate of Achievement as a certified Corrosion Technician. This recognition indicates that Stephanie possessed the knowledge, expertise, experience and education about corrosion science and technology allowing her to successfully complete the necessary certification exams.

NACE is an international society exclusively dedicated to the prevention and control of corrosion. The association, located in Houston, Texas, has more than 15,000 members worldwide and has lead the corrosion field in training programs, standards, development and information dissemination for more than 50 years.

Customer Corner

MMR Group to Schell Company

Dear Mr. Schell,

As you are aware both myself and Steven Kraemer recently attended the February 2015 Corrosion College in Gilmer, Texas. I wanted to let you know that not only was it one of the most informative training courses I have ever attended, but that it was by far the most enjoyable.

The instructors: Stephanie, Smittee, Chris and Andrew were all very engaging and knowledgeable. It's refreshing to see genuine enthusiasm by instructors as opposed to them just going through the motions, it was noticed and it was appreciated. I'm sure I'm not alone in my opinion of the staff.

I also wanted to convey what a pleasure it was to speak with both Steve Voelzke and David Marshall. The fact that they took the time out of their schedule to address the class throughout the program was commendable.

Thank you for making the arrangements for us to attend.

Sincerely,

*Paul Avery
Corporate Quality Representative
MMR Group, Inc.*

Special Events for a Special Man

Conduit Division Associates celebrated David Marshall's two decades of service with Robroy Industries. Streamers and balloons filled the conference room and everyone on hand had a noisemaker to toot during the entrance of the guest of honor. Associates shared their experiences with David from the previous 20 years, a bottle of McCallum Scotch, his favorite, was presented and everyone enjoyed cupcakes from Bake Cupcakes in Longview.



David Marshall in 1995

The most significant part of the celebration was the slide show depicting Mr. Marshall's many contributions to the Company since May 1, 1995. Slide after slide to the tune of *Taking Care of Business* brought back memories of the successful path Robroy Industries has traveled with David Marshall as the guide. To capture a better picture of David Marshall, the "uncommon man," take time to read the Robroy blog <http://careers.robroy.com/blog/>. It will give you a real appreciation of David and his many accomplishments through the eyes of his colleagues and be well worth your time.

Peter McIlroy, Robroy Chairman of the Board stated, "Within a short time, Gilmer became exceptional and kept getting better as the months passed. David was so good that I kept giving



Plenty of cake for everyone to celebrate David Marshall's birthday.

...a scant few events from the past 20 years. To portray the significant events of the last 20 years under David Marshall's leadership would take a volume or more of Bagpiper newsletters.

him promotions until he eventually became our Robroy President and Chief Operating Officer."

Congratulations, David, on 20 outstanding years with Robroy Industries.

Your contributions and accomplishments continue to make Robroy Industries the leader in the industry that it is today.

June 4th is always a special day at the Conduit Division. Associates never fail to celebrate David Marshall's birthday. A cake and a gift card highlighted the event. David's favorite stop on the way to work is The Coffee Mill. So, appropriately, he received a gift card for the establishment as his present for 2015.



David and Darlene Marshall are pictured with five of their six grandchildren.

The evening proved to be special, as well. David's family treated him to dinner at GZ Asian Bistro in Longview. The whole Marshall clan was on hand for the celebration, including: Darlene, David's wife; Anthony and Andrew, his sons; Lindsey and Lacey, his daughters-in-law; Elijah, Jacob and Jude, his grandsons and Kinsey, Shanna and Skylar, his granddaughters.

David's granddaughter, Skylar, shares a June 4th birthday with her grandfather. She was not pictured in the photo, as she was napping. Skylar turned one this year.

Chris Caldwell is Married!

Prior to Chris Caldwell, Quotations Specialist, and Ashley Milam's wedding the office associates at the Conduit Division presented the couple with a gift card to Bed, Bath and Beyond. This was in lieu of a wedding shower.



The bride, groom and best man celebrated in their one car parade through Longview.



Chris commandeered the cake cutting knife...



However, Ashley took over and got the proceedings back on track.



First dance as man and wife.



Chris swept Ashley off her feet to the cheers of all the guests.

Chris and Ashley were married on May 23rd at 4:00 PM. The ceremony took place in the Nugget Hill Historic District of Longview, Texas. Ashley's sister, Misty Cudas, served as her maid of honor and the best man was Ashley's son, Cooper. The reception took place at The Tyler Street Bistro in downtown Longview. As previewed in the Fall Bagpiper article on the couple's engagement, the Caldwells honeymooned in Playa del Carmen at the Blue Diamond Resort.

Congratulations, Chris and Ashley!

Congratulations

Lonnie Shrewsbury Baby



Grandpa Shrewsbury and Haven



Haven Marie Thrapp

Lonnie Shrewsbury, Material Handler, joined Robroy Industries in 1988, more than 27 years ago. Over the years Robroy Associates have shared some of Lonnie's most precious life changing events with him, including the birth of a beautiful baby girl, Jessica, on January 31, 1996. Another of those very special events took place on June 25th of this year, when he became the proud grandpa to his first grandchild.

Born at 10:31 AM at Longview Regional Hospital, Haven Marie weighed 7 pounds 11 ounces and stretched 21 1/2 inches in length. Congratulations to Justin and Jessica Thrapp and the Shrewsbury and Thrapp families on the arrival of their sweet baby!

Retired and Admired

A double retirement party was thrown for Rita Buchheit, Materials, and Celia Smith, Production. Both of these associates retired from the Company on Friday, June 26, 2015 in the 20th year of their service to Robroy Industries. Rita began her employment on June 26, 1995 and Celia started her Robroy career on October 2nd of that same year.

Each of these associates received greeting cards, flowers and a \$100 gift card from the Company. Everyone in attendance enjoyed cupcakes and the camaraderie.

Best wishes for a wonderful retirement, Celia and Rita.



Let the party begin!



David Marshall and Rita Buchheit share 20 years of service with the Company.



Celia Smith and David Marshall began their Robroy careers in 1995.



Fellow associates pose for one last photo with the retirees.



Rita poses with the many gifts she received from her colleagues.

Listen Up!



Annual hearing tests were administered by ASI Health Services at all Texas locations.

OSHA (Occupational Safety and Health Administration) requires employers to maintain an annual audiogram (hearing testing) program under their standard 1910.95g. This testing is required for plant employees exposed to measured levels of noise in the workplace. In compliance with this standard, Robroy and Duoline technologies provide testing through ASI Health Services to all plant associates, supervisors and engineers.

Saying Good-bye



Smittee Root receives an appreciation award.

At the May Corrosion College, David Marshall presented an award of appreciate to Smittee Root. The plaque was given to Smittee in appreciation for all she has done for Robroy Industries through the Corrosion College program since 1996. This was Smittee's last Corrosion College class and she will be moving on to other endeavors.

ETHRA – HR Support and Education



Evelyn Hartman presented highlights regarding the Americans with Disabilities Act.

ETHRA, East Texas Human Resources Association, is an affiliate of the Society for Human Resource Management, founded on May 10, 1977. As a non-profit business partner organization, ETHRA provides HR related education and guidance to the East Texas business community while facilitating the growth, development and awareness of all HR professionals. Comprised of HR personnel from a diverse group of East Texas businesses and industries, ETHRA members stand ready as potential resources to assist and find answers to HR related inquiries. ETHRA helps its members to develop professionally and personally.

Each quarter ETHRA sponsors a half-day networking luncheon where members have an opportunity to discuss relevant business-related events and to share best practices. Luncheons feature guest speakers and presentations that cover important HR related subjects and "hot" topics in current events. Annually, the group hosts a region-wide HR symposium that takes an in depth look at a key topic that impacts virtually all businesses.

Lauren Conley and Robroy's Americans with Disabilities Act (ADA) partner, Mrs. Evelyn Hartman of Evelyn Hartman and Associates, attended the April 29, 2015 ETHRA meeting. Lauren presented an overview of Robroy Industries and the challenges the Company faces with regard to ensuring the safety and wellbeing of its associates. She also discussed the work that Evelyn has completed for the Company in relation to Physical Demands Analysis of every position, including the comprehensive documentation of the requirements and video footage that has been invaluable. Evelyn followed Lauren with a presentation focus on the Americans with Disabilities Act highlighting areas of risk that need to be consistently managed.



Beautiful door prizes



Alyssa Carson



James Lovell and David Marshall

DESSERT RECEPTION 2015

The annual NAED (National Association of Electrical Distributors) national meeting took place in Chicago, Illinois at the Hyatt Regency Resort overlooking the Chicago River and close to all that Chicago has to offer visitors to this wonderful city. The Conduit Division of Robroy Industries teamed up with Stahlin Enclosures once again to host a gourmet dessert reception for their guests including live music, outstanding desserts, fresh fruit, a sundae bar, cordials and specialty coffees. Celebrity guests, James Lovell, Jr. and Alyssa Carson were on hand this year providing visitors to the Robroy Dessert Reception with an opportunity to meet and speak with them on a one-on-one basis.

Captain James Lovell, Jr. was the pilot of Gemini 7, Commander of Gemini 12, Command Module Pilot of Apollo 8, Commander of Apollo 13 and an all around American hero. He was an Eagle Scout and at one time served as the President of the National Eagle Scout Association. In addition to his career in the Navy and as an astronaut, 87-year-old James Lovell has held a distinguished business career. There is a crater on the far side of the moon named Lovell in his honor, as

well as, a medical center in North Chicago, a science center in Milwaukee and a street in New Zealand to name of few of the tributes to this fine American. One evening was scarcely enough time to scratch the surface of his experiences.

Alyssa Carson, the next generation American astronaut, has dedicated herself to becoming the first US astronaut to step foot on Mars. Alyssa desired to be an astronaut since she was three years old and is the first

A drawing at the end of the evening allowed Peter Bellwoar of Colonial Electric, Mike Lockard of Hunzicker Bros. and Jack Clark from State Electric to take home beautiful photos autographed by James Lovell.

In addition to entertaining their NAED guests with a Dessert Reception, Robroy donated a support contribution to the NAED Education and Research Foundation on behalf of all of the guests who attended the reception. Established in 1969, the NAED Education and Research Foundation seeks to further the professional growth and career development of the thousands of people who work in the electrical industry. This foundation made important progress in the development of training and education materials that help to improve and grow electrical business. Its goals include:

- To provide a focal point for industry-specific training and development
- To equip members with valuable tools to help them establish dynamic training programs
- To move the entire supply chain towards optimal profitability and success

Vision Principle – Employee Growth



Christobal Lopez received hazmat certifications.

The United States Department of Transportation has strict regulations regarding the proper packing and labeling of hazardous materials in relation to their transport. Without properly trained personnel this material could ship incorrectly, resulting in penalties and costly fines of up to \$75,000 per day. For this reason, Robroy Associates are properly trained in the handling and shipping of all hazardous materials.

Chris Lopez attended a three-day class and successfully completed exams in Dallas to obtain the proper hazmat certification. On March 19th he received his 49 CFR certification (shipping hazmat by ground) and on March 20th he was awarded his IATA certification (shipping hazmat by air).

Congratulations, Chris on the successful completion of your class work and exams. Keep up the excellent work.



Captain James Lovell, Jr. and Alyssa Carson - Dessert Reception celebrity guests.



Mr. and Mrs. James Lovell



Craig Mitchell (Stahlin General Manager) and Alyssa Carson



James Lovell draws the name of one of the winners.



A winner is drawn.

Beware of a Snake in the Grass (or behind the shipping office)



Micah Rucker captured this intruder "smiling" at him.

This snake was discovered behind the shipping office at the Duoline facility. The little fella was not too happy about being kicked out of the building. Please note that it is an excellent idea to pay attention to your surroundings when working in and around the plants in Texas. There are plenty of places for these reptiles to hide.

There are four types of venomous snakes in Texas:

- Coral snakes are similar to a harmless milk snake. Remember, if the red and yellow stripes touch it is a coral snake – "red and yellow kill a fellow."
- There are nine varieties of rattlesnakes in Texas. They generally rattle before they attack, unless surprised. Rattlesnakes are mostly active at night.
- Copperheads are well camouflaged and bite rather than strike.
- Cottonmouths or water moccasins show their fangs when threatened. These snakes are considered defensive and aggressive.

Be alert and be careful!

"Things Can Always Be Worse!"

Eric Nichols recently spent two and a half LONG weeks in Arauca, Columbia. He traveled to South America to run a field service job that should have taken two days to complete. Eric was flown to a site by helicopter and when he arrived, the company was not ready for him, so he was forced to sit around for two weeks in a protected compound surrounded by a razor wired fence and guarded by soldiers with large automatic weapons. The area around the compound was not safe and he could not leave the confines of the compound.

Upon arriving at the OXY base, Eric was given a key to his room, which was clean and he had the room all to himself. However, it was very small and restricting and so was the shower. He complained and bemoaned his sob story to anyone who would listen including calls home to his wife. After two weeks of what he would now consider "just a bit under The Four Seasons Resort standards," Eric was flown to the well location.

A life lesson was soon to be learned. Upon arrival, Eric was shown to his new quarters. And he thought his previous accommodations were small. His new abode was set-up for small children, not grown men, and this time he shared the room with a super-snorer. He found himself sitting for another 24 hours before he could begin his work. The tiny shower and toilet area had to be entered and exited backwards. The sleeping arrangements consisted of two sets of bunk beds.

Eric stated, "The most memorable moment was when I finished the job at the well location and they had to send a helicopter to pick me up. It was taking what I thought had to be hours! I told the company man to tell them to bring me a donkey, I was ready to get back home and that I would take my chances. They thought that was quiet funny."

Eric learned the hard way "not to complain about what you have, because it can always get worse." He has had the opportunity to travel to many undeveloped countries and he would like the readers of this piece to be thankful for what they have in the United States for many people around the world don't have the basic things that Americas take for granted.

To follow are some excerpts from Eric's email messages back to the office during his trip:

"Hey, ya'll are going to have to tell Jan she has to step it up. The "cleaning/keep everyone happy" lady in the office here brings me fresh fruit during the day, makes everyone fresh lemonade every day in the afternoon. And she brought me this bread thing (see photo) from the local market this morning. I see new objectives coming in the future! Just wanted to let you know what a struggle it is here!!!"



...a bread thing!

"Ok so I asked the manager at lunch if I was still on for this coming Tuesday to begin working. He got a funny look on his face and said we will talk tomorrow and give an update. If I am gone for six months don't my US taxes stop?"

"I have been here so long they gave me an office. I am waiting on my name plaque. Just as I commented how good the food was they had cow stomach for lunch, which I probably would have tried not knowing what it was. The manager asked me while standing in line what they called it in the states. He said it's very good. He didn't have any on his plate that I was quick to point out!"

Everyone is glad that you are back safe and sound, Eric, and by the sounds of things you are too!



Destruction in Van, Texas near Duoline Technologies and the Conduit Division.

Tornado

Weather has played havoc in Texas this year with heavy rains, flooding and tornadoes. In April, Longview (20 plus miles from Gilmer) experienced severe storms and tornado alerts. On the evening of May 10th, Van, Texas (about 50 miles from Gilmer) experienced the devastation of a tornado that left an

estimated \$40 million in property damage to businesses and homes. Two people lost their lives, dozens were injured and two left in critical condition days later. The mile-wide tornado destroyed and damaged homes, tore down trees and power lines and caused damage to the city's infrastructure. More than 30,000 Texans were without power from the twister.

A Growing Appreciation



Ty Morton and his classmates shared their time and talents with less fortunate children in the Dominican Republic.

During the first week of March this year, Ty Morton, Eric Nichols' stepson, traveled to the Dominican Republic with 19 of his Bishop T. K. Gorman classmates. The purpose of the trip was to help improve a local community center in a small village about an hour and a half from Santo Domingo. The center served as a school in the morning and an area for kids to come and play in the afternoon. The group painted and performed various other jobs, but even more important, the primary task at hand was to interact with the children.

Ty said that the most valuable takeaway from the experience was that he gained an appreciation for how much Americans have and how little many others around the world possess. "This made me really appreciate things differently," Ty stated.

Ty is serving as an intern in the Conduit Division office again this summer.

Looking Good!

Micah Rucker was recognized at an Oliver Wight training class as the "best dressed associate" in the group. One of his colleagues commented on how much everyone appreciated Micah's effort to dress to impress! It also brought up an appropriate time for the Human Resources Department to remind associates of the Company dress code.

Thanks for setting a wonderful example, Micah.

RECIPE

A Different Potato Salad

Ingredients:

- 3# red skin potatoes boiled & cubed
- ½ cup chopped parsley
- 6 scallions sliced
- 2 tsp. salt
- 1 ½ tsp. ground pepper

Dressing:

- ¼ cup Dijon mustard
- ½ cup olive oil
- ½ cup pineapple juice
- 6 basil leaves chopped
- salt and pepper to taste

Combine all of the ingredients and toss with dressing.