



# theBagpiper

ROBROY INDUSTRIES • VOL. 46; NO. 2 • SUMMER 2016

## Family Forum



**D**espite the challenging market conditions in 2016 in both the electrical and oilfield segments, we remain enthusiastic and positive about our future. Robroy will continue to invest in plant operations, product development and, our greatest asset, Robroy Associates. Our top priority for the balance of this year and moving forward will be top line sales growth. This will be achieved through the organic growth of existing product lines and through strategic acquisitions.

I am pleased to announce the recent acquisition of Attabox Industrial Enclosures. Attabox is the industry leader in the design, manufacturing and marketing of polycarbonate NEMA style enclosures. The polycarbonate addition will complement our Stahlin non-metallic fiberglass brand, which is also recognized as best of its type in the industry. This acquisition strengthens our position as a market leader of non-metallic electrical enclosures and provides a platform to expand our customer base.

Robroy will continue to support our operations teams as they pursue growth initiatives. In addition to strategic acquisitions, product innovation will be a key strategy to support our growth initiative. We must listen carefully to our customers and strive to provide the highest quality products that meet or exceed their requirements.

I want to thank all the Robroy Associates for their dedication and support of our companywide growth initiative. I look forward to seeing everyone during my future plant visits to Gilmer, Avinger and Belding. I wish you and your family a happy, healthy and terrific summer!

—Jeff McIlroy  
Chairman

## HEADQUARTERS

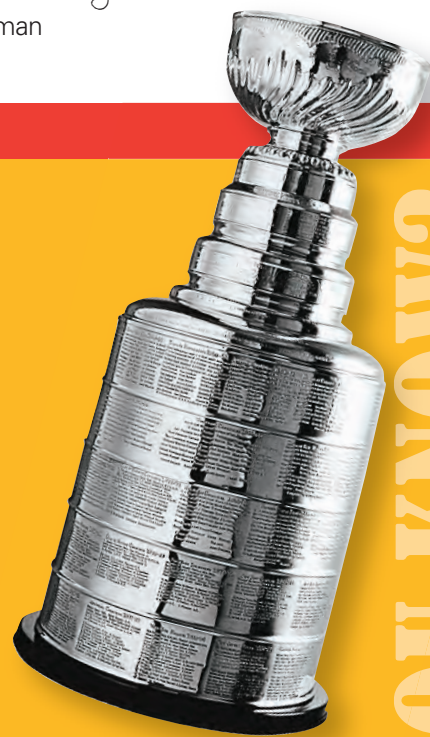
### No Better Cup in the World

**T**here is no better cup in the world for a hockey fan than the Stanley Cup and the hockey fans at Robroy Headquarters enjoyed each and every playoff win by the Pittsburgh Penguins and most especially the finals against the San Jose Sharks. The Robroy Board of Directors and guest Jeff Seagle attended game five of the finals at the Consol Energy Center on Thursday, June 9th.

Jeff McIlroy reported, "The electricity and energy in Consol arena was amazing. The Board enjoyed a very physical and entertaining game, but unfortunately the mighty Pens ended up on the wrong side of the scoreboard. Several days later the Penguins were victorious in game six delivering the Stanley Cup to the city of Pittsburgh for the fourth time!"



*In June, Rob, Jeff and Peter McIlroy, Ted York, Jeff Seagle and Dave Jardini took in game five of the Stanley Cup Playoffs at the Consol Energy Center in Pittsburgh. Notice that Jeff Seagle knows the proper attire for a Penguin game!*



**What happens when there is no room for more names on the Stanley Cup? They remove the ring of the cup containing the oldest names and add a new ring. The old ring is enshrined in the Hockey Hall of Fame.**

DID YOU KNOW?



Mike proudly displays his baseball shirt.



Josh Miller, Randy Untalan, Kim Rafaloski, Jean Liberto and Aileen Shaffer helped Mike celebrate his 35th anniversary.



Mike Deane chose a Raymond Weil watch as his service award.



A surprise gift accompanied his watch.



Current Pirate All-Star pitcher Mark Melancon wears number 35. Melancon is known as Mr. Reliable; a title that can rightly apply to Mike Deane, as well.

## 35 Years of Service

**A**re you old enough to remember any of the following:

- 1st flight of the Space Shuttle
- Microsoft released MS-DOS
- 1st PC
- Lady Diane Spencer married Charles Prince of Wales
- Ronald Reagan became President of the United States
- Aspartame approved by the FDA
- 1st combination heart/lung transplant preformed
- MTV launched
- Gasoline - \$1.25 per gallon
- Average income \$21,050
- Average cost of a home \$78,200
- "Sailing" by Christopher Cross winning a Grammy for song of the year
- Best picture - "Chariots of Fire"

All of the above took place in 1981 and on May 4, 1981 Mike Deane embarked on his Robroy career. Now, 35 years later, Mike cel-

ebrated a milestone anniversary with the Company. Headquarters Associates shared that time with him at a luncheon in his honor at Hofstott's, a local restaurant that is one of Mike's favorites. Special guests at the event included Mike's wife, Becky, and Stahlin President Jeff Seagle. Jeff was on business in the area with Craig Mitchell, Stahlin General Manager. Craig stopped in as the festivities were wrapping up.

For his service award, Mike chose a Swiss made Raymond Weil watch. A 35-year anniversary is a very significant accomplishment, so to go along with the lovely watch, and because Mike is an avid sports fan, he was presented a baseball shirt with his name and the number 35. To make the shirt even more noteworthy, it bears the signatures of former All-Stars and Pittsburgh Pirate pitchers Kent Tekulve and Rick Reuschel. In



January 2017, Mike will wear his shirt at the Pirates' Fantasy Camp held in Bradenton, Florida. Mike and his two sons, Steve and Josh, will spend a week in sunny Florida, while the rest of us face winter in Pennsylvania, Michigan and East Texas.

Congratulations, Mike, and thank you for your dedication and many outstanding contributions to Robroy Industries.



## Busy, Busy, Busy

**A**rushi Kewalramani, daughter of Anil Kewalramani, is keeping herself busy this summer participating in a variety of activities. She traveled to Salt Lake City and Atlanta for the nationals of Future Business Leaders of America (FBLA) and forensic tournaments and is heading to Lehigh University for a four-week long program on global entrepreneurship. Arushi is one of the 76 students selected for the 2016 program.

The purpose of the Pennsylvania School for Global Entrepreneurship (PSGE) program is to expose students to the topics of entrepreneurship, globalization, team building, project management, leadership and working within a culturally diverse environment. It is designed to ignite the students' spirit of creativity, innovation and learning.

Lehigh faculty members, as well as entrepreneurs and leaders of the local and international business community, facilitate the sessions. The applied curriculum includes core and elective courses, entrepreneurial exchanges with leaders from business and industry, global exchanges, country presentations by international interns, business excursions to New York City and Harrisburg, team projects with local business partners and a variety of other interactive experiences and activities. In past years, student project teams have partnered with both profit and non-profit Lehigh Valley companies. The students stay in Lehigh University dormitories and enjoy using the facilities at the school and throughout the Lehigh Valley.

The program is open to all current high school sophomores and juniors (ages 15-18). Application to PSGE is a competitive process. The selection committee evaluates each application individually and looks for evidence of academic ability, leadership, entrepreneurship and community service. Students of any nationality are welcome to apply and the program includes international participation.

While Arushi is busy with her camps, her brother, Rishabh, who wants to pursue law as his career, is involved with the upcoming elections. He joined the Hillary Clinton camp as a volunteer and is currently in Philadelphia working with the Democratic National Convention. Rishabh begins his sophomore year at Duke in the fall.

## New Addition to the Untalan Family



*Christopher Matthew Untalan*

**C**hristopher Matthew Untalan was born at Magee Women's Hospital at 12:41 AM on March 7th, of this year. He arrived weighing 7 pounds, 2 ounces at a length of 19.5 inches. His proud dad and mom are Randy (Corporate Application Developer) and Lizette Untalan and Christopher has a 10-year old big brother, Joshua, to show him the ropes.

Congratulations are extended to the Utalans on their new arrival.

## Graduation



*Rob and Shelly McIlroy are the proud parents of a graduating senior.*

**M**argaret (Maggie) Fox McIlroy graduated from Fox Chapel High School in May. Maggie has been an avid field hockey defender for seven years and starting varsity defender for four years. As team captain, she received the "Defender of the Year" award two years in a row and helped lead her team to a 20-0 season this year. Her coach, Jen McCrady says, "She is a quiet force defensively and a goalie's best friend."

Her school newspaper, *Fox Tales*, spotlighted Maggie in its spring issue. In the interview she stated that her dream job would be a travel journalist for *National Geographic*. It may not have been her dream job, but Maggie served as a wonderful intern at Headquarters this past school year. In the fall she will head to Southern Methodist University in Dallas, Texas and begin her undergraduate studies.





Assembly line workers diligently preformed their jobs, then stopped for a group picture, including Vic Scoggin (second row far left) and Manik Pherwani from Carnege Mellon University who were involved with studying the Adopt-A-School program.



## Adopt A School

**T**his spring, Robroy Industries, Verona, participated in the Education Partnership's Adopt-A-School Program. Headquarters chose to adopt Pittsburgh Spring Hill K-5, a Title I school located in the North Side of Pittsburgh. This decision was made after hearing about the educational needs of its students from Kathleen Liberto, Jean Liberto's daughter, and Danelle Uniatowki. Ms. Liberto serves as a Speech-Language Pathologist at the school and Ms. Uniatowki is a fourth grade math teacher there.

Children in low-income schools, such as Spring Hill, face special challenges. Most of the students attending Spring Hill K-5 do not have the supplies at home to finish homework assignments, such as pencils, crayons and paper. The lack of resources puts these children and their teachers at a very large disadvantage for educational success.



Big smiles from tool kit recipients.



Robroy purchased supplies to build "Power Tool Homework Kits" for the students of Spring Hill K-5. Working in two teams in an assembly line fashion, the Headquarters Associates created 250 kits in a relatively short amount of time. Each tool kit included pencils, crayons, markers, notebooks, binders, a pencil sharpener, glue, scissors, tissues, a toothbrush and toothpaste. A handwritten note of encouragement written by a Headquarters Associate was also included in each tool kit.

On April 8, 2016, the associates presented Pittsburgh Spring Hill K-5 with the homework tool kits at an





Spring Hill's drum corps welcomed the guests.



Jeff and Rob McIlroy helped to hand out the tool kits.



Jeff McIlroy addressed a class of inquisitive students.



The notes of encouragement were of particular interest to the students.

assembly held at the school. The Spring Hill Drum Corps greeted the Robroy entourage along with the smiling faces of the student body. Associates had a memorable day meeting the students and distributing the tool kits. The students were overjoyed to receive their "Power Tool Homework Kits" and the notes of encouragement, which were often the first items pulled from the bags. As Danelle Uniatowki explained, knowing that someone cares about them and their education meant just as much to the students as the tool kits. It was a great day for everyone involved.



The Headquarters Associates pose for a photo op with Spring Hill teachers Danelle Uniatowki and Kathleen Liberto along with Erin McClay, school principal, and Charlie Hunter, Community Relations Manager for the Education Partnership.





*Do you recognize the tall one in this photo?  
Not Rob McIlroy...Big Ben!*



*Buckingham Palace*

## UK Trip

In April Rob McIlroy, Eric Nichols and Vijay Kumar traveled to the UK to meet with Duoline's licensee partner Maxtube. They spent two days reviewing strategy and updating communications regarding ongoing business issues.

On a beautiful spring morning, before a long day of meetings, Martin Bremner of Maxtube led a 6:00 AM walking tour of London. The group passed many historic landmarks including Buckingham Palace, Westminster Abbey and Big Ben.



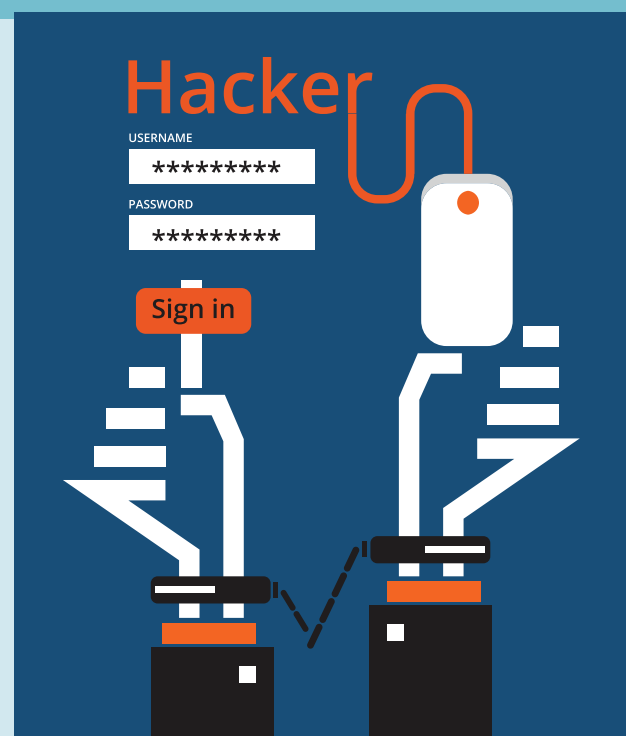
*The Queen's Guard (Foot Guards) is responsible for guarding Buckingham Palace and St. James Palace in London. They dress in red tunics and bearskin hats.*

## TIPS FROM I.T.

### Browse with Care

**A**nother favorite trick of cybercriminals is **poisoned search results or black hat SEO (search engine optimization)**. Malware writers use your curiosity and exploit high-profile events like a celebrity scandal, new tech gadgets or major events like the Olympics, a royal birth, an election or sports championships to draw your attention. Cybercriminals know what people are searching for online and talking about via social media and they use that against us. While search engines like Google are very good at protecting from these threats, cybercriminals quickly stand up entire websites within hours of sensational news breaking, claiming video and pictures, but only delivering malware to visitors. It may take Google a few hours to identify and remove these sites from its search results, but in that time plenty of users can be infected.

**Tip:** Get your celebrity gossip and news from trusted sites only. Always be careful what you're searching for and what sites you visit on your lunch hour. Don't assume you're protected because work has better security than your home PC. Threats – especially newly created threats – can still slip through.





## Robroy Enclosures Now Marketing Two Brands!

*by Jeff Seagle, President Robroy Enclosures*

In the opening article of this *Bagpiper* edition, Jeff McIlroy, Robroy's Chairman of the Board announced the acquisition of Attabox Industrial Enclosures by Robroy Enclosures. It's an exciting time in Belding, Michigan as we welcome Attabox to the Robroy Enclosures family. Attabox's success has been built on providing the market the best electrical enclosure products made of Polycarbonate, an engineered thermoplastic material. Attabox will complement Robroy Enclosures other brand of Stahlin Non-Metallic Enclosures, featuring the market's best fiberglass enclosures. Two leading brands are now under the Robroy Enclosures banner, which gives rise to our new logo:



A big congratulation to the Acquisition and Integration Team that made this endeavor successful – allowing Attabox customers to not miss a beat, shipping on the actual day of acquisition June 15, 2016! Robroy Enclosures is committed to the success of the Attabox brand and will continue to invest time and resources over the next few years to accelerate its growth in the market. Look for future updates on its continued growth – Welcome Aboard Attabox!



*Attabox product line.*



*Unloading the Attabox inventory and getting ready for full production. David Dee, Jordan Cliff, Kris Lanser, Rudy Alvera, Kathy Tissue and Tina Taylor.*



## Graduates



*Patsy Alvera - Montcalm Community College*

**P**atsy Alvera, wife of Rudy Alvera (press operator), graduated from college with honors on May 6th. She earned an associates degree in early childhood education. Patsy also took various classes in accounting to add to her resume. She is so grateful to Robroy Enclosures for believing in her and awarding her scholarships to make her dream of achieving a college degree possible. Patsy never thought she would be going back to school, but after a lack of possibilities in the job market, she decided it was the best thing for her and her goal of eventually being able to comfortably retire.



*Hailee Berry - Belding High School*

Dean Child's granddaughter, Hailee Berry, graduated on May 26th from Belding High School. While a student there, Hailee was actively involved in band and choir. She was the section leader of the front ensemble and the co-captain of the percussion section in Belding's marching band. During concert season, Hailee

played the alto and baritone saxophone. She was the John Phillips Sousa Award winner for 2016, which is the band's highest honor. In addition to her involvement with her high school's music program she participates in G2, a percussion group out of Grand Rapids, and finished 3rd in their division's state finals. With all her success in band she is planning to work with the Belding High School band the summer of 2017.

Hailee plans to attend Grand Rapids Community College and is starting her studies this summer, taking general education classes. She will eventually transfer to a university to work toward her goal of becoming a nurse practitioner. Hailee wants to take music classes in college, as well.



*Alison Hall - Cedar Springs High School*

Alison Hall, daughter of Jeff Hall, graduated Magna Cum Laude from Cedar Springs High School in Cedar Springs, Michigan. A four-year honor roll student, Alison achieved the Cedar Springs Academic Excellence Award and the President's Award for Educational Excellence. She was an OK (Ottawa-Kent) Conference Scholar Athlete and a Regional Scholar Athlete. Alison participated in volleyball, cross-country and track and field. She plans to study speech pathology at Grand Valley State University and Grand Rapids Community College.

Tyler John McGuire, son of Bill McGuire (press operator) graduated from Central Montcalm High School this year. Tyler was very active in



*Tyler McGuire - Central Montcalm High School*

football, track and power lifting. He won a plethora of awards from all of the sports in which he participated. This fall Tyler is going to be headed to Muskegon Community College to study criminal justice. Tyler is set on achieving even more in college than he did in high school.



*Payton Ullery - Greenville High School*

Payton Ullery, daughter of Jen Ullery, attended Greenville High School where she was on the dance team and participated in a variety of extra-curricular groups. Payton's passionate about fighting human trafficking. She spent a great deal of time raising funds, collecting items to donate and visiting shelters throughout Michigan to help the cause. She graduated from Greenville High School with honors and will be attending Ferris State University in the fall where she will be majoring in criminal justice with a minor in forensics.





## SHIELD Scholarship

**R**obroy Enclosures is a longstanding supportive member in the Belding community, especially in areas of education. It was during the Robroy centennial celebration in 2005 that the Company began its scholarship tradition of recognizing a student in the Belding High School graduating class.

Each scholarship applicant is asked to write a short essay on a topical subject, typically related to safety and the wellbeing of Robroy Associates. This year the essay topic related to the dangers and safety needs of using compressed air. There were many applicants who composed excellent, well thought out essays. However, one young man stood out from the rest as someone who is always aware of placing others first. One of the people who recommended this student stated, "He is goal oriented and determined to help others in any way possible and admired for his work ethic, especially in times of adversity." Another noted, "I find him to be one of the most genuine, honest and selfless students in our school."

The winner of the 2016 SHIELD Scholarship played football for three years, baseball for four years, is a recognized leader and now will pursue further education in dual enrollments at Montcalm Community College and Michigan State University. The \$3,000 scholarship was awarded to Jason Straubel.

## Sweet Babies



*Eliana Claire Seagle*

**J**eff Seagle (Robroy Enclosures President) and his wife, Debby, are grandparents. On May 13th Eliana Claire Seagle was born weighing 7 pounds 12 ounces. Eliana's parents are Joe and Kathleen Seagle and the family resides in Louisville, Kentucky.



*Cora Lyn Parrish*

**C**indy Stowell, also known as Nana, is happy to announce the birth of her granddaughter Cora Lyn. Cora's dad and mom are BJ and Merissa Parrish; Cindy's son and daughter-in-law. Cora is a southern belle and weighed 8 pounds 3 ounces and was appropriately born June 19th - Father's Day!

## Wellness BINGO

**T**his summer Robroy Enclosures focused on wellness with some heated rounds of Wellness BINGO. Unlike regular BINGO, this version was filled with tips to make healthy choices including being more positive and making healthy snack decisions. Congratulations to the winners: Jason Anderson, Kiesha Coon, Doug Hill, Debbie Hannah, Kathy Tissue and Jeremiah Souza.



## Successful Hunting

**H**arley Brigham (CNC operator) considered himself a very successful hunter this past year. Last fall he bagged a 4-point buck during muzzleloader season in Iona County and this spring he used a spring trap line in Montcalm County and successfully trapped an otter and two beavers.



*Harley Brigham displays the results of a year of successful hunting.*



## New Hires

**C**andy Bohlinger started working at Robroy Enclosures on March 17th in the position of receptionist and provides administration support. Previously, she worked at an electrical company as an administration assistant.

In her free time Candy likes to garden, read, crochet, go for walks, camp and, most of all, spend time with her 15 grandchildren.



*Candy Bollinger*



*Al Calvi - Applications Engineer*

Without taking a breath, Al Calvi began his Robroy Enclosures career on May 18th, two-days after his college graduation. Al has been hired to the position of Applications Engineer. He earned a bachelor's degree in mechanical engineering technology from Central Michigan University.

In his free time, Al likes to play soccer, go snowboarding, run and work on cars. He says that he is very happy to be a part of the Robroy Enclosures team!

This spring, David Dee became the new addition to the production supervising team. His past experience in production supervision will serve him well in his new position.

Free time for David includes golfing, going to the beach, traveling and spending time with his grandchildren.



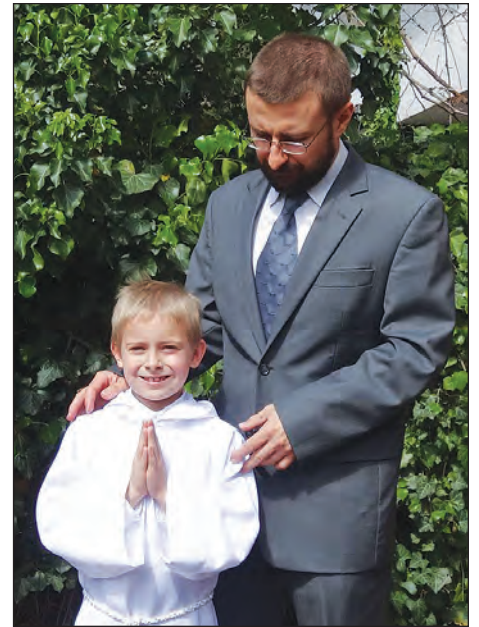
*David Dee - Production Supervisor*

## First Communion



*Olivia Cyraniak's early Holy First Communion.*

**O**n April 24th Candy Bohlinger's granddaughter, Olivia Cyraniak, took her early Holy First Communion at the age of 5½ in Poland. She dressed in a traditional alba, which is how little girls dress in Poland for their Holy First Communion.



*Michal Cyraniak's Holy First Communion with his father, Jan.*

On May 22nd Candy's grandson Michal Cyraniak took his Holy First Communion at age 9. He also dressed in a traditional alba, which all the little boys wear.

Candy is a very proud grandma.



*Some of the Robroy Enclosures crew.*

## Belding Showcase

**T**he 20th Annual Belding Community Showcase took place at Belding High School on April 21st from 5:00 PM until 7:30 PM. Businesses, community groups and schools came together for an evening of fun and the dissemination of information. Robroy Enclosures was one of over 70 booths setup throughout the school and was manned by Rudy Alvera, Jamie Arnett, Dean Childs, Lorrenda Ellsworth, Debbie Hannah, Mike Hill, Cindy Stowell and Tina Taylor.

The evening offered food, a marketplace, punch cards for door prizes and performances. Students' work, talent and accomplishments were spotlighted throughout the school. There was even a sale of used iPads with the proceeds going toward new technology for the schools.



## Adopt-A- Highway



*Get ready, get set, go!*

**R**obroy Enclosures has been a part of the Michigan Department of Transportation Adopt-A-Highway program for many years. Does anyone remember in the summer of 2008 when Ken Main found a driver's license and Dean Childs found a new pair of tighty whities?

The program consists of keeping an adopted segment of the highway clean of trash and other debris. The company solicits volunteers on a designated day, the crew dons florescent vests, is equipped with plenty of trash bags and they set out to make their part of the highway beautiful.

This spring Candy Bohlinger, Pam Burns, Lorrenda Ellsworth, Tina Taylor, Debbie Hannah, Pete Wilson, Dean and Wendy Childs, Rudy and Patsy Alvera, Josh Blair and Cindy and Denny Stowell took on the challenge to clean up the portion of highway that Robroy Enclosures adopted so many years ago.

## Once in a Lifetime Experience for Two

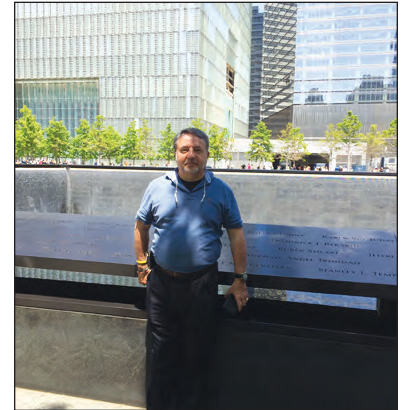
**S**tahlin Non-Metallic Enclosures ran a "Once in a Lifetime" promotion for representative and distribution partners in 2015. Representatives and their distributors who submitted an order for a new project were entered into a drawing to win quarterly gift cards of \$500 and a Grand Prize expense-paid trip for two.

Tim Schooler of Schooler and Associates held the representative winning entry and David Knipe, from Scurlock Electric, was the winning distributor. David went to the Super Bowl earlier in February. Tim and Lori Schooler chose a New York City whirlwind tour.

Tim and Lori's trip began by meeting with Trey Wingo, a sports anchor from ESPN. Then, they attended a cooking class at the famous "Appetite for Seduction." The next night the couple visited the Gershwin Theater with third row, center stage seats for the Broadway play "Wicked." To cap off the tour, they visited the 9/11 Memorial.



*The Schoolers at the Gershwin Theater.*



*Tim Schooler in front of the 9/11 Memorial.*

## West Michigan's Best and Brightest



*Cindy Stowell accepted the Best and Brightest Award for Robroy Enclosures.*

**R**obroy Enclosures demonstrates its creative strategies and best human resource practices by consistently being chosen as one of "West Michigan's 101 Best and Brightest Companies to Work For" 13 years in a row. The awards presentation took place at the JW Marriott in Grand Rapids on May 5, 2016.

To qualify for consideration of this recognition a company must complete a three-fold process.

1. Receive a nomination
2. Complete an extensive survey
3. Randomly chosen employees must complete surveys about their work environment

An Independent marketing firm examines all of the data collected and rates each company on a point system. The data is both quantitative and qualitative. A panel of judges completes the evaluation and the companies with the most points are declared winners.





# A Fond Farewell to



Robroy Industries announced earlier this year that there would be a corporate restructuring. At that time it was also announced that David Marshall, President and COO of Robroy Industries, would be leaving the company effective May 1, 2016.

Mr. Marshall stated: "This is a very healthy evolution of our business. As part of our strategic planning, senior management has been preparing for our next generation of leadership. Our collective decision to restructure is a reflection of that process and is a very natural time for me to leave the organization. I am proud that Robroy Industries has become a proven leader in the markets we serve. By doing so we have greatly benefitted our families, our communities and our constituents. The Robroy organization will preserve the continuity of our well-established strengths, but will also position itself for future forward movement."

Peter McIlroy and Rob McIlroy, CEO of Robroy Industries, added: "Robroy Industries has accomplished more than two decades of exception-

al growth, success and record-setting profitability. A great measure of credit goes to David Marshall for his leadership in building an uncommon, innovative, competitive corporate culture that effectively produces the highest quality products available to our customers. For his remarkable contributions to those successes our sincere respect and appreciation are forever with David."

In appreciation for all of David Marshall's many outstanding contributions to the Company, a gathering of the Executive Operations Team, as well as a number of David's close partners and retired associates was held at the Four Seasons in Dallas. Speeches of appreciation and the presentation of gifts were made by Peter McIlroy, Rob McIlroy, Jeff Seagle and Steve Voelzke. A special dinner and live music provided a fitting setting for the opportunity to thank David for his 21 years of service to Robroy Industries.

Robroy Industries is, and will continue to be, a manufacturing organization of synergistic member





# David Marshall

companies dedicated to product and service leadership within the electrical products and oilfield markets.

## Attendees included:

Peter McIlroy  
 David Marshall  
 Rob McIlroy, *Robroy CEO*  
 Jeff McIlroy, *Robroy Chairman*  
 Christina Ayres, *Division Controller*  
 Mike Deane, *Robroy CFO*  
 Eric Grear, *Plant Manager*  
 Vijay Kumar, *Division Controller*  
 Craig Mitchell, *Robroy Enclosures General Manager*  
 Eric Nichols, *Duoline Operations Manager*  
 Jeff Seagle, *Robroy Enclosures President*  
 Stephanie Ellis, *Marketing Manager*  
 Steve Voelzke, *Robroy Conduit Division President*  
 Sandy Bauder  
 Donna Waterstraat, *Retiree*  
 Carlean Turner, *Retiree*  
 Billie Traywick, *Retiree*  
 Kris Cumnock, *PPI Executive Director of Events and Promotions*  
 Mark Bruner, *President J4 Communications*

Group	Time	Event	Room
<b>Robroy Executive Ops Meeting</b>			
	06:00 PM - 06:30 PM	Reception	Gallery
	06:30 PM - 09:00 PM	Dinner In Honor of Mr. David Marshall	Gallery





## Charitable Giving

### FEBRUARY

#### Historic Upshur Museum and Antique Appraisal Fair - \$125

Robroy Industries, through the Conduit Division, donated \$125.00 to the Historic Upshur Museum in support of their 13th Annual Antique Appraisal Fair held on February 27th. Beginning with the Caddo Indians and into the 21st Century, you will find the interesting and informative history of Upshur County, the creative accomplishments of its citizens and the uniqueness of the area on display at the museum.

### MARCH

#### Hannah House Maternity Home's Bass-N-Babies Event - \$200.00



*Cherie Sims, Executive Assistant, poses for a photo with Darlene Rawlison the Executive Director of Hanna House.*

On March 23, 2016, the Company donated \$200.00 to the Hannah House Maternity Home in support of the Bass-N-Babies fundraising event. Hannah House Maternity Home is a place of new beginnings for young women who find themselves in an unplanned pregnancy. Their goal is to equip every young woman with the

skills and tools she needs to make the best decisions for herself and her child. For more information regarding the Hannah House Maternity Home, please visit [www.plministries.org/](http://www.plministries.org/).

#### American Cancer Society-Relay For Life, Betty Slocum (Gilmer, Texas) sponsorship - \$100.00



*Betty Slocum receives a Robroy donation for her Relay for Life team from Cherie Sims.*

Betty Slocum's Relay for Life team received a \$100 sponsorship from the Conduit Division, which was donated to the American Cancer Society. More than 5,200 communities in 20 countries participate in Relay for Life events each year. Each Relay for Life event is unique to its community and the combined efforts of thousands of participants, volunteers and supporters empower the American Cancer Society to the save lives of those affected by cancer. More information about Relay For Life can be found by visiting [relay.acsevents.org/site/PageServer?pagename=relay](http://relay.acsevents.org/site/PageServer?pagename=relay).

#### Upshur County Community Fund - \$250.00

The Upshur County Community Fund is an independent organization, which raises funds to assist various people and families within Upshur County with 100% of the money raised remaining locally.

Cherie Sims presented the donation to Rick Rigsby, 2016 UCCF President.

#### American Heart Association - Jump Rope for Heart; Maddox Sims sponsorship - \$100.00

Cherie Sims' son, Maddox, participated in his school's fundraiser for the American Heart Association. This non-profit organization promotes cardiac care designed to reduce deaths caused by cardiovascular disease and stroke. Robroy sponsored Maddox for \$100 to support his efforts in the Jump for Heart event.

#### The Asbury House - \$292.00 and basic necessities



*Asbury House*

In March, Robroy Industries and its associates pulled together to support The Asbury House in Longview, Texas. Together they were able to donate baby wipes, Clorox® wipes, toilet paper, disinfectant spray, facial tissue, Ziploc® bags, construction paper, glue sticks, cereal, fruit, 100% juice and almost \$300.00 to the organization. The Asbury House is a non-profit organization providing child enrichment services in a Christian environment to economically disadvantaged families. For more information about the Asbury House, please visit [www.asburyhouse.net/](http://www.asburyhouse.net/).



### **Gilmer Kiwanis Club - Special Olympics Field Day - \$100.00**



*Amanda Saenz presented Robroy's donation for the Special Olympics Field Day to Charlette Carter, a Gilmer Kiwanis member and mother of a Special Olympics athlete.*

Robroy Industries made a \$100.00 donation to the Gilmer Kiwanis Club in support of the 5th Annual Special Olympics Field Day. The event included almost 200 participants from Gilmer, Longview, Luftin and Tyler, Texas.

A Gilmer student athlete designed a bright-colored t-shirt for the athletes and volunteers. The Gilmer High School Buckeye Band provided the music for the athletes' entrance into Buckeye Stadium and participants received lunch and gold, silver and bronze metals.

For more information regarding the Kiwanis International organization, please visit [www.kiwanis.org/kiwanis](http://www.kiwanis.org/kiwanis).

### **White Oak United Methodist Church - Appalachian Service Project - \$100.00**

The Appalachian Service Project is a Christian ministry, open to all people, that inspires hope and service through volunteer home repair to low-income families with substandard housing. Some of these families do not even have running water. This project serves Kentucky, North Carolina,

Tennessee, Virginia and West Virginia, rural Central Appalachia – 17,311 families, 376,339 volunteers, 47 years of service. There are over 4,000 applications received in a year and only 700 can be addressed, because of a lack of volunteers.

Robroy donated \$100 to the efforts of White Oak United Methodist Church in their support of this organization.

### **APRIL**

### **Gilmer High School Economics Club - \$100.00**



*Members of the Gilmer High School Economics Club were given a donation for an upcoming field trip. Amanda Saenz and Patricia Dyar presented the check.*

The Gilmer High School Economics Club planned a trip this past school year to the Bureau of Engraving and Printing (BEP) to learn about monetary policies. There are two such locations in the US; one in Washington DC and the other in Ft. Worth, Texas. The BEP prints billions of dollars (Federal Reserve Notes) each year, advises federal agencies on document security matters, processes claims for redemption of mutilated currency and focuses research and development efforts on the continued use of automation in the production process and counterfeited deterrent technologies.

The trip fund received \$100 from Robroy Industries toward the club's expenses.

### **Upshur County Summer Reading Program - \$100.00**

Robroy Industries donated \$100.00 to the Gilmer Rotary Club in support of the Upshur County Literacy Program. The mission of this organization is to promote literacy by providing



*Lewis Bishop Jr. accepted Robroy's donation to the Rotary Club for the Upshur County Literacy Program.*

quality educational services to meet the needs of the community.

### **MAY**

### **East Texas Court Appointed Special Advocates for Children® (CASA) Silent Auction - autographed basketball**

When a child enters the foster care system because his or her home is no longer safe, a judge may appoint a committed volunteer to help them. That volunteer is called a Court Appointed Special Advocate or CASA volunteer dedicated to representing the best interest of a child one case at a time ([www.easttexascasa.org](http://www.easttexascasa.org)).

The donation of an autographed basketball brought in \$195.00 at CASA's Silent Auction event this past spring. The special basketball was signed by Coach Bobby Knight.

### **Texas Special Children's Projects, Inc - \$100.00**

The Texas Special Children's Project ([www.txspecialchildren.com](http://www.txspecialchildren.com)) enriches the lives of handicapped, disabled and special needs individuals. This is accomplished by providing quality recreational, entertainment and activity projects throughout the year – "special activities for special people."

One of those special projects included a trip to the Shreveport Science Center. Robroy donated \$100 toward making that trip a reality.

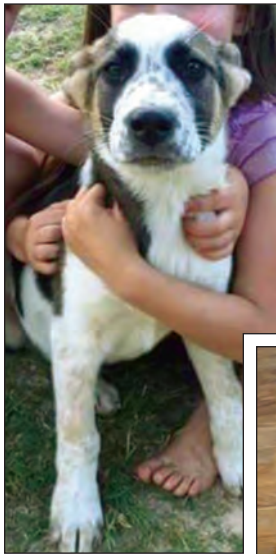
## Upshur Manor Nursing Home - greenery and décor

The Upshur Manor Nursing Home, located in Gilmer, Texas, strives to provide quality, professional care in a home-like atmosphere. This care includes 24-hour skilled nursing care, as well as physical, speech and occupational therapy.

In order to enhance the home-like surroundings of the facility, Robroy donated greenery, such as ficus, and other décor.

## JUNE

### Regard4Life - \$250.00



Molly

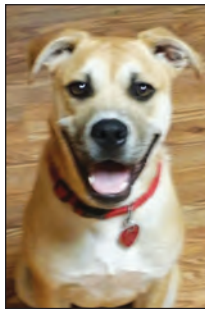
with what they need to be ready for adoption,

including vaccinations, microchip implant, de-wormer, heartworm test, two months of heartworm prevention and spay or neutering.

Regard4Life is a non-profit 501c3 organization committed to the rescue of dogs and cats in East Texas. Their mission is to save as many animals as possible from being euthanized in local kill shelters and to educate the public on ways they can help fight the animal overpopulation crisis in East Texas ([regard4life.org](http://regard4life.org)).

If you have an interest in adopting one of these pets, the adoption application can be located at the following website: [secure.mailjol.net/allforms/u/a3c1d9e2.php](http://secure.mailjol.net/allforms/u/a3c1d9e2.php).

Robroy donated \$250.00 in sponsorship of 2 dogs through Regard4Life. The sponsorship provides the dogs



Paco

## Family Means Everything

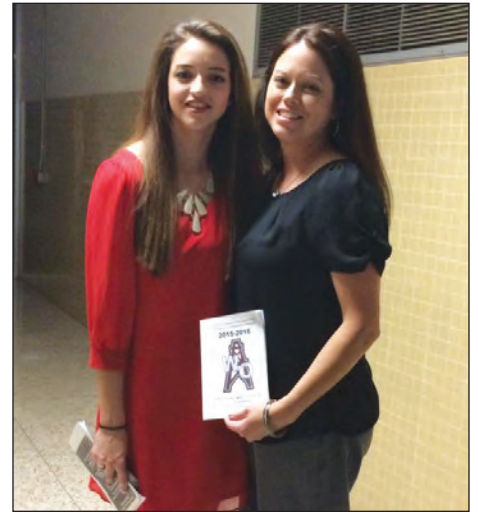
Whether immediate family or extended family, the importance of those relationships can never be fully measured. Two of the Conduit Division Associates share the pride they hold for their close relatives.



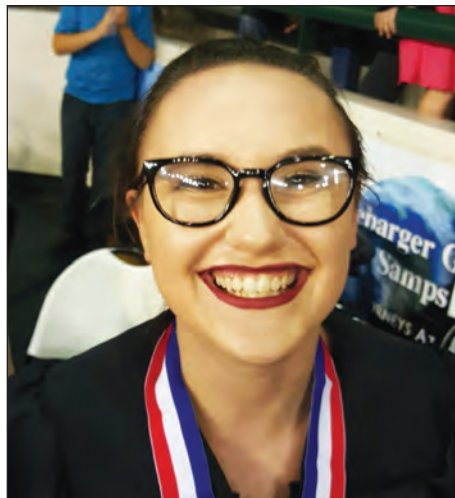
Olivia Sipes obtains her driver's license.

Olivia Sipes, niece of Stephanie Ellis (Marketing Manager), continues on her successful pursuits through her teen years. Olivia received the "Female Track Star of the Year" award at a recent athletic banquet, placed 7th in the 800 meter race at the state level and ran in the Annual Pink Heals 5K race in White Oak, Texas with her sister, Kaylee. She also will be performing with her high school band in the fall.

In addition to her school activities, Olivia volunteered this summer to help a family clean and renovate their home, which was destroyed by fire. She also received her drivers license.



Olivia poses with her proud parents.



Tabitha Austin's cousin, Ashley Redmond, graduated from Gilmer High School and was offered not one, but two scholarships. She received one from Houston Baptist University and the second from East Texas Baptist University. Ashley will pursue a degree in forensic science in the fall.

Ashley Redmond - Gilmer High School graduate.





## Little Girl as Promised

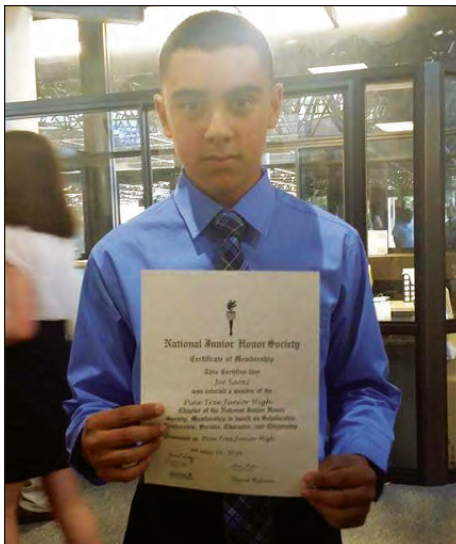


Aarya Snehal Patel

**W**e told you in the last issue of the *Bagpiper* that the Patels were expecting a baby girl and the little princess showed up on April 11th. Her measurements were 6.2 pounds and 20 inches in length. Snehal and Dhruvi named their daughter Aarya Snehal.

Congratulations, Snehal and Dhruvi. Let the adventures begin!

## Honor Student



Joe Saenz – National Jr. Honor Society

**A**manda Saenz's stepson, Joe, attends Pine Tree Junior High in Longview, Texas. As a 14-year old, Joe works diligently at his academics and as a result he was inducted into the Junior National Honor Society on May 16th.

## 20th Anniversary of Corrosion College



20th Anniversary of Corrosion College - Class of April 2016

**O**ver the 20 years of its existence, Corrosion College has evolved into a sophisticated, comprehensive study of the effects of corrosion and how to successfully combat it. Since the course of study began in 1996, over 3,000 electrical distributors, sales reps, contractors, end users and specifying engineers have been trained at Corrosion College.

The two-day, hands-on experience is lead by:

- Stephanie Ellis - Corrosion College Director
- Chris Caldwell - Certified Installation Trainer

Upon completion of the course participants can expect to:

- know the principals of corrosion and the methods available to combat it.
- know how PVC coated conduit and fitting products are manufactured and why they are effective in serving the end-user and controlling corrosion.
- successfully complete all assignments and receive a passing grade (70%) on the Corrosion College Final Exam.
- be capable of translating the data received at Corrosion College.

Corrosion College provides proven solutions for the prevention of industrial corrosion through classroom and hands-on experiences. Grants of 1.5 CEUs are available to participants upon successful completion of the course.

The information provided helps participants explore and understand proven strategies for combating corrosion through a comprehensive curriculum including case studies, laboratory workshops plus interactive presentations detailing the proper installation and use of anti-corrosion products.

Happy Anniversary, Corrosion College. Here's to another 20 successful years!





*Bobby Knight converses with guests.*



*Jeff McIlroy, Robroy Chairman and guest.*

# NAED GOURMET DESSERT RECEPTION

Robroy Industries hosted the company's Annual Gourmet Dessert Reception at the 2016 National Association of Electrical Distributors (NAED) Annual Meeting in Washington DC on May 14th. Guests enjoyed live music, outstanding desserts, fresh fruit, a traditional ice cream sundae bar, cordials and specialty coffees.

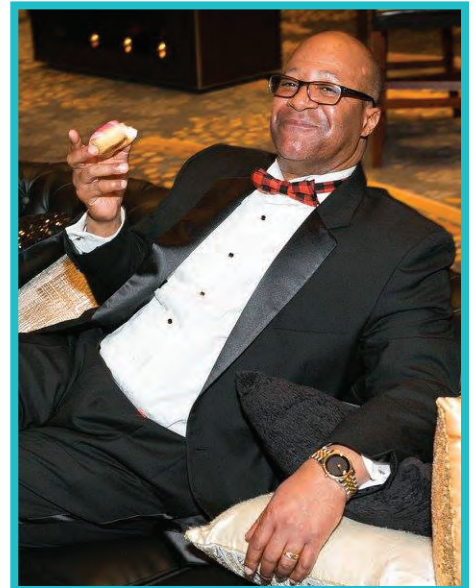
In addition, guests rubbed elbows with Bob Knight, "The General," a legendary basketball coach. Knight won 902 NCAA Division I men's college basketball games, second only to his former player Mike Krzyzewski of Duke University. He is best known as the head coach of the Indiana Hoosiers from 1971 until 2000, but also coached at Texas Tech and Army. He led his teams to many championships including three NCAA championships. Not only was he one of the most successful basketball coaches of all time, he was also innovative and perfected and popularized the motion offense. He is praised for



*The guests enjoyed "The General."*



*The Dessert Reception hosts, hostesses and Bob Knight*



*Craig Mitchell, Robroy Enclosures General Manager, makes himself quite at home at the Dessert Reception.*





Rob McIlroy and Jeff McIlroy presented a generous check to Erika TenEyck, NAED Research and Development Manager, for NAED's Education and Research Foundation.



Stephanie Ellis renews acquaintances with NAED distributors.

running clean programs and most of his players graduated.

Bobby Knight is a legendary coach because he has consistently developed winners on the basketball court. He accomplished this feat by insisting on the mastery of fundamentals, unselfish team play, attention to detail, a hard work ethic and the principle of never making excuses. Of even greater importance, Coach Knight has devoted his remarkable career to training young athletes not only in the skills of the game but also in the skills of succeeding at life.

An important part of the NAED organization is its Education and Research Foundation, which seeks to further the professional growth and career development of thousands of people who work in the electrical industry. In turn, Robroy Industries supports the Foundation by providing a monetary gift on behalf of their guests who attended the Annual Dessert Reception.



A very large carrot cake a blaze with birthday candles.

## Happy Birthday Steve!

May 13th was Steve Voelzke's birthday and this year it happened to fall during the NAED Annual Meeting in Washington DC. To celebrate, Stephanie Ellis, Marketing Director, proposed a toast to Steve after a private dinner. In order to prepare the group for the Dessert Reception the following evening, a large carrot cake was set on fire and then consumed to wish Steve a very happy birthday.



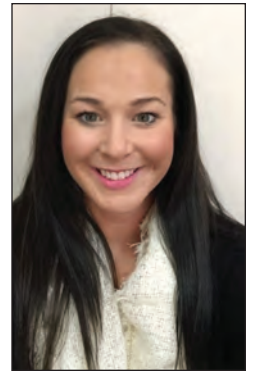
Dinner with Robroy dignitaries and Coach Bobby Knight.



Steve Voelzke and his lovely wife, Melissa.

## New Hire

Robroy hired Amanda Saenz on March 14th in the role of HR Specialist. She is a graduate of Plainfield High School in Illinois and currently works toward her bachelor's degree in management and



Amanda Saenz - HR Specialist

human resources through Park University online. She expects to graduate this fall. Prior to her Robroy employment, she spent a year working within the HR department of a credit union in Longview where she gained valuable knowledge of employment law, employee relations, FMLA, workers comp, strategic planning, new hire orientation and training. Amanda also served eight years in the Marine Corps based in North and South Carolina with a deployment to Iraq.

Amanda calls Chicago home, but after meeting her husband, Roy, in the Marine Corps, the couple came back to settle where he grew up - East Texas. They are raising four boys; a 3-year old son who they had together and three of Roy's sons ages 14, 13 and 11. When Amanda is not busy with her children, she enjoys running and working out.

Thank you so much for your service, Amanda. Please thank Roy, as well!

## Promotion

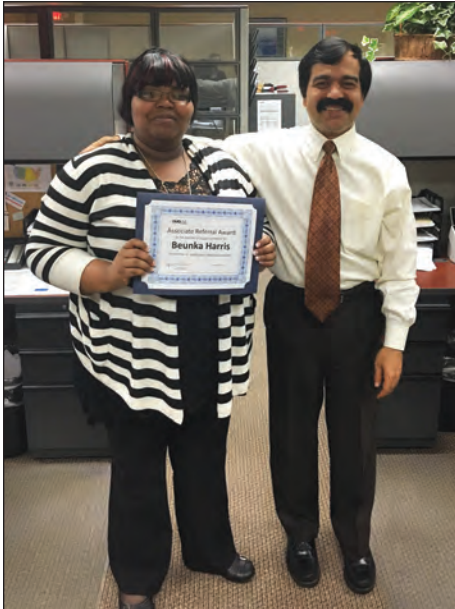
Amanda Saenz received a promotion from HR Specialist to HR Manager just 90 days from her date of hire. On June 15th, Amanda took over the duties of the HR Manager. Congratulations, Amanda. You are wished much success in your new position.



## Employee Referrals



Micah Rucker presented Roy Mitchell with two awards for referring potential Conduit Division Production Associates.



Beunka Harris received a pat on the back from Vijay Kumar and an award of \$25 for referring a potential Duoline Inside Sales Associate.

The referral program at the Robroy and Duoline facilities is alive and well. Recently five associates received \$25 awards for referring potential associates to the Company. If any of these referrals are hired these associates will receive \$500 to \$1,000 rewards after the new associate completes their 90-day probation period.

Everyone wins with this program. The Company acquires qualified new personnel and the referring associates make a trip to the bank!



Eric Gear congratulated Kim Slaton and presented her award for referring a potential Duoline Inside Sales Associate.



Sabrina Russell was rewarded for her referral of a potential Conduit Division Inside Sales/ Receptionist



Lonnie Venters made sure he got in on the act and cashed in for a \$25 award for referring a potential Conduit Division Production Associate.

## Summer Interns

The summer of 2016 brought two interns to the Engineering Department at the Conduit Division. John Aucar and Ty Morton worked on the Maintenance Continuous Improvement Project and helped to support several other engineering efforts, as well.

John graduated from Bishop T.K. Gorman High School in 2014 and currently studies mechanical engineering at Texas Tech University. Ty Morton, Eric Nichols' stepson, graduated from Bishop T.K. Gorman High School this year and plans to attend the University of Texas at Dallas and major in mathematics.



John Aucar - Engineering Summer Intern



Ty Morton - Engineering Summer Intern



Avinger Associates receive a 100% efficiency rating for the first six months of 2016.



## Aspiring Photographer



*Snehal Patel received an honorable mention ribbon for his photo entry in a local contest.*

**T**exas Bank and Trust in Longview hosted their 34th Annual Photography Contest and Exhibition at the end of June. The competition highlights classic images of real-life Texas for professionals and amateurs. In the Nature category, Snehal Patel (Accounts Receivable) received an honorable mention award for his entry "Lovers." Snehal participated in the contest for the first time and he stated that it was a "most exciting and unforgettable moment." More than 400 photographs were submitted in the contest.



*Eric Nichols presented Chris Hearn with a Spot Award.*

## Hearn Spot Award

**C**hris Hearn received recognition for going above and beyond what was required to service Duoline customers. He spent 11 days straight away from home and family on Duoline projects. With a newborn at home that probably pushed the limits just a bit. Great job, Chris!

## Scholarship Awarded

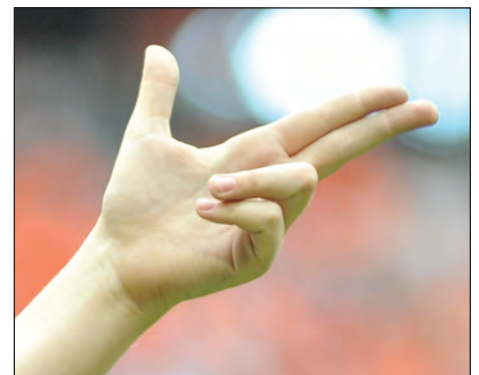


*"Axe 'em Jacks!"\**

**T**ami Leathers, Shipping Supervisor at Duoline Technologies, has yet another reason to be proud of her daughter, Laci. Laci received a scholarship to Stephen F. Austin State University (SFA) in

Nacogdoches, Texas. Laci will be attending SFA this fall.

Many schools, especially southern colleges and universities, have a specific hand signal for the student body to use to identify their school spirit and pride. SFA uses a signal that resembles the shape of the state of Texas. It also has the look of an axe, which goes well with the school mascot – a lumberjack.



*The SFA Axe 'em Jacks hand signal.*



## Lullaby Lane



Savannah Grace Hearn

**T**here is a new song in the Hearn household. It's a lullaby. On March 9th, Chris and Kandis Hearn welcomed their daughter, Savannah Grace, into their family. She weighed 7 pounds, 14 ounces and stretched 19 inches in length.

Congratulations are extended to the Hearn family on the birth of Savannah Grace.

## New Hire



Sarah Yahya – Products Engineer

**S**arah Yahya began her Robroy career on May 3rd of this year in the position of Products Engineer. She is originally from Baghdad, Iraq and

received her bachelor's degree in petroleum engineering with a minor in economics and business from the Colorado School of Mines. The Colorado School of Mines, also known as "Mines," is a "public teaching and research university devoted to engineering and applied science with a special expertise in the development and stewardship of the Earth's natural resources."

Prior to coming to Duoline Technologies, Sarah gained valuable experience working for Schlumberger as a wireline field engineer and has worked on pipe installation, as well. Schlumberger is the world's leading provider of technology for reservoir characterization, drilling, production and processing to the oil and gas industry.

Outside of work, Sarah has a wide variety of interests including hiking, biking, skiing and tennis.

Welcome, Sarah, to the Duoline Team.

## National Jr. Honor Society



BreAnne Pullen – National Jr. Honor Society

**B**reAnne Pullen, daughter of James Pullen (Material Handler), was inducted into the National Jr. Honor Society on April

14th. BreAnne loves arts and crafts and her robotics class at Bruce Jr. High School in Gilmer, Texas. She plays the flute in her school band and received the highest award of #1 at the State University Interscholastic League (UIL) competition this year. In addition to her school activities, she is very involved with her church throughout the year.

## Yahya - Abuoharb Wedding



Yousef Abuoharb and Sarah Yahya

**S**arah Yahya and Yousef Abuoharb tied the knot on May 28th in a small, but beautiful, ceremony held in Denver, Colorado. Sarah describes the special day as "perfect, punctuated with music, happy faces, laughter, good wishes, delicious traditional food and, of course, cake!" Close family and some friends attended the event and the couple intends to have a big wedding day later this year.

Like Sarah, Yousef is employed in the oil and gas industry and works offshore for Ensco as a deck/safety manager. Sarah commented that it is a good thing that Yousef is left handed, because she told him that she is always right!

Best wishes, Sarah and Yousef. We look forward to photos and the details of your big wedding in a future *Bagpiper* issue.



## Graduation

**R**eaders of the *Bagpiper* have come to know Clayton Tyler Morton as Ty. Ty is the step-son of Eric Nichols, Duoline



Clayton Tyler Morton

Operations Manager. You read about his trip to the Dominican Republic in the Summer of 2015 issue of the *Bagpiper* and he has spent several summers as an intern at the Conduit Division, including this year.

On Friday, May 13th, Ty graduated from Bishop T.K. Gorman High School in Tyler, Texas, as the Valedictorian of his class. He received acceptance to seven universities and has chosen the University of Texas at Dallas to pursue his undergraduate degree in Mathematics.

Congratulations, Ty. You are wished the very best in your future educational endeavors.

## 20th Anniversary



The Osbournes celebrated their 20th wedding anniversary.

**I**n 1996 Rick Osbourne and his lovely wife took their marriage vows. Now, 20 years later, they celebrated their china/platinum wedding anniversary, number 20! Congratulations!

## Golf Tournament Duoline

**O**n Friday, June 10, 2016, Sarah Yahya, Judith Espinoza and Eric Nichols from Duoline Technologies along with its licensee Petrosmith teamed up as sponsors for the Occidental Petroleum Corp. (OXY – Permian Basin) Breast Cancer Awareness Golf Tournament. The tournament took place at the Hogan Park Golf Course in Midland, Texas.

More than 200 golfers from oil and gas companies participated in the event. Duoline's presence was evident from giveaways including tally books (used in the oil and gas industry) and coozies to a banner identifying Duoline products and services.

In addition, Duoline Technologies and Petrosmith provided breakfast and lunch for the participants. After each session, surplus food donations were given to the following non-profit organizations: Casa de Amigos and Midland Soup Kitchen Ministry. Casa de Amigos helps low-income families meet individual and family needs and to achieve a high level of self-sufficiency. One of the organization's programs provides daily meals to senior citizens and the food donations from the event were designated for that program. Midland Soup Kitchen Ministry provides free meals daily to those in need.

This event provided a unique opportunity to contribute to the community and at the same time to meet, greet and network with regional leaders and peers in the oil and gas industry.



Ladies on the links...Judith Espinoza and Sarah Yahya.

## RECIPE



### Overnight Oats

- 1/3 cup milk
- 1/4 cup rolled oats
- 1/4 cup Greek yogurt
- 2 tsp chia seeds
- 2 tsp honey
- 1 tsp ground cinnamon
- 1/4 cup fresh berries

**COMBINE** milk, oats, Greek yogurt, chia seeds, honey and cinnamon in a 1/2 pint mason jar with a lid cover.

**SHAKE** until combined.

**FOLD** in berries

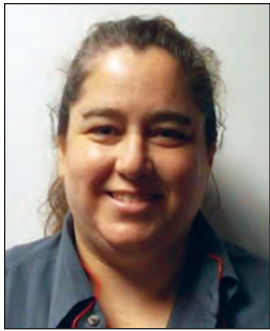
**COVER** and refrigerate over night (8 hours)

#### TIPS

- Use a one-to-one ratio of raw oats and your choice of milk, yogurt, or any other dairy substitutes.
- Overnight oats can last several days in the fridge, so feel free to make a big batch.
- Use Old Fashioned rolled oats for best results.
- Add nuts in the morning for a little crunch.
- Frozen fruit works well, also.
- Experiment with peanut butter, apples, kiwi, melons, peaches...



## SERVICE AWARDS



Sarah Brooks



Brandon Keel



Shawn Thibodeaux



Mike Deane



Kiesha Coon



Jennifer Ullery



Joe Michutka



Deb Souza



Jason Anderson



Mike Hill

NAME	YEARS SERVICE
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### Conduit Division

Sarah Brooks .....	10
Brandon Keel .....	10
Shawn Thibodeaux .....	5
Roy Mitchell.....	2
Snehal Patel.....	2
Jonathan Rodriguez.....	2
Latoya Rudd .....	2

### Headquarters

Mike Deane .....	35
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### Duoline Technologies

Darrell McAvoy .....	2
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### Robroy Enclosures

Kiesha Coon .....	15
Jennifer Ullery .....	15
Joe Michutka .....	10
Deb Souza .....	10
Jason Anderson .....	5
Mike Hill .....	5

## Benefits Bulletin Board

### Annual Physical Exams

"I'm not sick. I don't need to see a doctor." If you are healthy, you will want to stay that way and an annual physical exam or preventive visit can help you accomplish this at no cost to you.

This exam is provided as specified by the Patient Protection and Affordable Care Act (ACA) with no cost sharing to you and a deductible does not apply.

At your preventive visit, your primary care doctor asks you about your current health, your family history, past illnesses and surgeries and chronic conditions to assess your health risk. Based on your risk, additional screenings or tests may be recommended, along with recommendations for a healthy lifestyle. Some services may not be covered when provided during a preventive visit, so ask your provider at the time of service or check with your health plan customer service regarding cost of additional procedures.

There can be no better doctor visit than one that is free! Annual physical exams with your PCP are at no charge and you are encouraged to participate in this service.