

THE BAGPIPER

VOL. 47 | NO. 3 FALL 2017

Family Forum

As Robroy approaches the end of 2017, we can look back on this year and identify several accomplishments that will position us well for the future. In support of our efforts to achieve top line sales growth, we have added new associates to our sales team at both the Raceway and Enclosure Divisions. We have invested time and resources in product innovation. We have successfully launched several new electrical products into the marketplace. Finally, we have ramped up our capital investment in operations to ensure ongoing competitiveness and a safe work environment.

Possibly the most important initiative in 2017, which should have a positive impact for many years to come, has been the launch of Robroy's corporate culture values (*see page 2*). One of the valuable lessons we have learned is how we manage today will determine our future. The three corporate culture values that we believe in and will strive to emulate are **Achievement**, **Balance** and **Appreciation**. These three core values will serve as our moral compass and help guide us in our business and personal endeavors.

You also may have noticed the new look of Robroy's corporate logo, which includes the tag line —**Leading The Way**. With a proven track record in the electrical products industry, Robroy is committed to being a forward thinking and innovative company. Stay tuned in the coming months for enhancements to our corporate website as part of our ongoing corporate rebranding initiative.

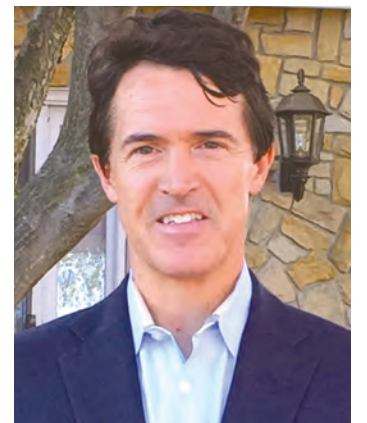
It has been a pleasure spending time on the ground with the Robroy team members at the Gilmer, Avinger and Belding operations to share the corporate message and the corporate culture values. We want to take this opportunity to express our appreciation and gratitude to the entire Robroy family.

Wishing all of you an abundance of joy, good health and prosperity during this holiday season.

Jeff McIlroy | Chairman



See pages 13-17 for a look at all the new products at Robroy.



A Corporate Message

At Robroy we like to say, "We're the youngest old company you'll ever meet." Founded in 1905, we have been serving the electrical products industry for more than 100 years. With a rich history and four generations of leadership, we have truly differentiated ourselves. We are uniquely positioned to be guided by the vast experience of previous generations while simultaneously driving innovation and growth through a forward-thinking next generation.

Our commitment is "Learn from the past, plan for the future, live for today." Throughout our history we've faced just about every business situation imaginable, both good and bad. The Robroy team has learned, adapted and progressed. We've developed our infrastructure and built up the resources needed to support ongoing growth. Today, we balance our past experience with the innovative needs of the future. We invest in the development of our organizations. Also, just as importantly, we have a lot of fun!

Robroy is "Leading the Way." With a proven past and a vibrant outlook, we have charted our own unique path. Robroy is a family business with family values. We have become trusted leaders in the electrical products industry. Welcome to the Robroy family.

—Rob and Jeff McIlroy



CORPORATE CULTURE VALUES

Achievement: *Actions speak louder than words.* It's not what we say we're going to do, but what we actually accomplish that counts. Robroy is goal oriented and forward thinking. We apply our best efforts to the endeavors in which we participate. This includes business, personal development and relationships with our entire constituency. Our success will be a result of the effort and passion we apply.

Balance: *A stable foundation is the key to long-term success.* We recognize that there will always be diverse choices that influence our actions and decisions. With integrity, we will strive to find a balance that provides the best outcome and preserves the stability of the enterprise. How we manage today will determine our future.

Appreciation: *Gratitude costs nothing and can be worth everything.* We will always be humble and have an equal respect for all individuals and entities that contribute to our lives. We value relationships. We must never lose sight of the fact that we cannot succeed without the support of others. This includes our associates, vendors, customers, partners and communities. We will take the time to recognize and give back to our constituents for their contributions.

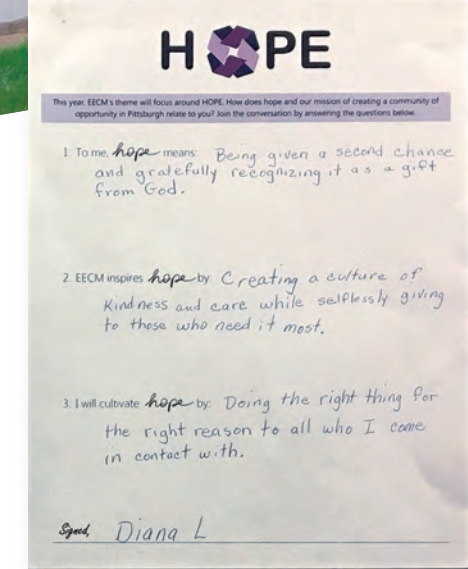
HEADQUARTERS



As noted in the summer issue of *The Bagpiper*, Headquarters Associates have chosen to support the East End Cooperative Ministry. These associates not only support EECM monetarily, but they donate their time, as well. They recently spent an evening helping the EECM staff serve their guests dinner and run a BINGO game for them.



The EECM facility displays photos and messages from staff expressing their commitment to the organization and the people they serve.



Jeff McIlroy commented, "The evening was a major success and greatly appreciated by the EECM guests and staff. I'm proud that Robroy has gotten behind such well run and impactful organization that helps people of need in the Pittsburgh community."



"O 64."



Take a gander at these BINGO prizes!



The EECM dining hall is warm and inviting.

Following the event, EECM's Director of Business Development, Tony Cortese, sent Jeff McIlroy the following note of thanks:

Hi Jeff,

I just wanted to write to let you know how much we appreciated the positive influence your group had on the residents last night. We are forever grateful.

You personally inspired me to keep moving forward in doing what we do even though we get a lot of "No Thank You" daily!

Please give my regards to the rest of the group!

Sincerely,
Tony Cortese
Tony Cortese
Director of Business Development
East End Cooperative Ministry



The kitchen was spotless and associates donned hairnets as a sanitary precaution. Not very chic, but very appropriate.



Fun & Games

Steve Voelzke (President of the Robroy Raceway Division), Craig Mitchell (General Manager of the Encloure Division), Mark Bruner (J4 Communications), Jeff McIlroy (Robroy Chairman) and Rob McIlroy (Robroy CEO) enjoyed a competitive game of pick-up basketball during the October Strategy Meeting in Dallas, Texas. It was a fun, yet spirited, game involving a lot of trash talking and bold predictions by all participants. Needless to say, these guys should definitely stick with their day jobs!



The Golden State Warriors - they are NOT!



Front: Craig Mitchell, Steve Voelzke and Rob McIlroy, Back: Mark Bruner and Jeff McIlroy.



Internet Safety for Children

Keep your children safe from internet predators. Millions of people are online at any given moment communicating, ordering products and services or researching information. Computers literally put the world at our fingertips. For many years, schools and parents have recognized the value and necessity of teaching children how to use the internet for both education and entertainment. Until recently, it was thought that surfing the web was also a safe pastime. However, the reality is that the information superhighway can be a very dangerous place for children and teens. Although you may think your children are safe on the computer—after all, they are in your home, only a few feet away from you—the reality is that the anonymous nature and wide-spread accessibility create many dangers including:

- Email scams and hoaxes—these are usually designed to get money or personal information.
- Exposure to inappropriate material—sites may promote sex or violence, or encourage dangerous behavior.
- Physical molestation—pedophiles may use the internet to gain a child's trust and to try to set up "meetings."
- Illegal activities—sites may promote illegal activities, like buying prohibited items or downloading copyrighted media.

Many web browsers have built-in features that can be tailored to block your child from accessing inappropriate sites or revealing personal data. As a parent, you must set and enforce rules for internet use. Here are some safety tips:

Younger Children

- Teach your child not to give out his/her personal information, photographs or your personal information.
- Make sure your child/children know that they should tell you if they encounter anything that makes them feel uncomfortable.
- Tell your child/children in no uncertain terms that they are never to arrange a meeting with someone they meet online without discussing it with you first.

Teens

- Remind them that people on the internet may not always be who they say they are. A "14-year-old girl from Los Angeles" really may be a 42-year-old man from Miami.
- Make sure they know that Internet Service Providers (ISPs) have rules for use and if they abuse these rules, your account may be disabled—conversely, they should report anyone who breaks the rules to the ISP.
- Tell them that if they have a serious problem, they should consider talking to you, a teacher or another trusted adult they know personally rather than confiding to someone online.

Explosion-Proof Fittings Receive UL Listing

Explosion-proof fittings are not new offerings for the Robroy Raceway Division. However, the UL listing, UL 1203, is new and Robroy Associates proudly sent out the first of these fittings recently. PVC coated hazardous location fittings carrying the UL 1203 listing are available immediately through Robroy Industries and include conduit unions, outlet boxes, EC series flexible couplings and sealing fittings.



Manohar Taware, Amanda Kessel, Belinda Rodgers and Sarah Brooks had their photo snapped with the first explosion-proof fittings to leave the factory in Gilmer with the new UL listing.



The red band that encircles the fitting contains the information regarding the UL listing of this product.

New Hires

A gaggle of geese, a pride of lions, a herd of cattle, a school of fish. So, what do you call a large group of new hires at the Raceway Division of Robroy Industries? You call it opportunity, growth, excitement and the fulfillment of the new Corporate Cultural Values recently introduced at all levels of the Robroy organization, the Robroy family. As these new associates become acclimated to their roles, they will find that their achievements truly make a difference.

Let's get to know some of these newbies starting with new Production Associates. These fine people are indispensable to the Company. Their expertise at their jobs establishes the quality in each Robroy product that leaves the factory.



Chandler Allen
07/24/17



Alvis Copeland
08/21/17



Gayle Davidson
09/05/17



Kenneth Downs
10/04/17



Rance Lyles
10/04/17



Corey Neal
(Avinger) 08/21/17



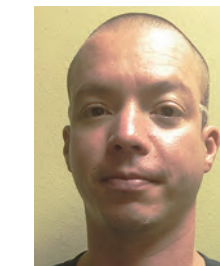
Jordan Precise
(Avinger) 08/21/17



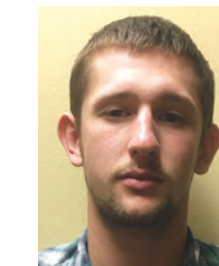
Michael Richardson -
(Avinger) 08/21/17



Robert (BJ) Smith
07/24/17



Rolando Trevino
09/19/17



Cody Winn
09/19/17

On July 31st, Tawny Bewley started her new job at the Raceway Division of Robroy Industries, as a Project Sales Specialist. Tawny is familiar with



Tawny Bewley -
Project Sales Specialist

Robroy Industries, because her hometown is Gilmer, Texas. She earned an AAS in web/internet technology and an AAS in management information systems at Kilgore College and brings with her experience as a customer service supervisor for Alltel and Verizon Wireless.

Two daughters and a son keep Tawny busy and she enjoys watching them in their sports endeavors. An avid reader and fisherman, she loves to travel. Tawny is also a licensed massage therapist. Be nice to this accomplished associate and on a very hectic day at work you might just get a neck rub to ease your stress!

Tawny stated, "I am very excited to be part of the Robroy organization because it is so well established and is located in my hometown. Originally having applied for a different position within the Company, I was surprised to be offered the challenge of Project Sales. I know that it will be very rewarding to be able to help develop this new process within the Robroy sales organization."

Kristen Edge earned her bachelor's and master's degrees at Texas A&M University (Kristen would add - "Go Aggies!"). Working as a manager in a public accounting firm enhanced her accounting experience. She began her Robroy career on September 19th, as the Division Controller.



Kristen Edge -
Division Controller

Kristen also hails from Gilmer, Texas. She and her husband, Darryl, have five children: Kayla, Madison, Noah, Belle and Gracey. Their family is rounded out with two wonderful pets - Becky the dog and Willow the cat. Running and reading are among Kristen's interests and, of course, anything Aggie.

To work for a "great company" in her hometown of Gilmer is what attracted Kristen to Robroy Industries.

The opportunity to bring his family back to East Texas from Houston was very inviting to John Hargis. Robroy's new direction encouraged John to become a part of its forward-looking plans and he sees himself helping create growth within the Company at his new position, National Sales Manager.



John Hargis -
National Sales Manager

New Hires Continued

John earned his Bachelor of Science degree from Texas State University. He brings with him 20 years of sales management experience, including 13 years with the Appleton Group, a division of Emerson Electric.

Originally from Kilgore, Texas, a little less than 30 miles south of Gilmer, John and his family are happy to return to East Texas. Most important to John is spending time with his family that includes his wife, Teri, and sons, Alec (10) and Scott (8). With two young boys, youth sports is a focal point for John and he enjoys an occasional game of golf.

Ashanti Montgomery knows all about family life and will fit in comfortably to the Robroy family. This young woman has five brothers, two sisters and seven nieces with another on the way! The Company's high standards, excellent reputation and diversity drew her to accept the position of Scheduler/Buyer/Expeditor with Robroy Industries on October 11th.



Ashanti Montgomery - Scheduler/Buyer/Expeditor

A graduate of Tatum High School with a distinguished diploma and a business major at Kilgore College, Ashanti gained business experience as a human resources assistant at Champion EMS, an accounting office associate with Wal-Mart and as a teller at Texana Bank.

Ashanti is a musician and a leader in her church. She enjoys watching the History Channel and National Geographic, cooking, traveling and, of course, spending quality time with her huge family!

Sai Keerthi Satoor is originally from India. She received her master's degree in computer science from the University of Illinois before moving to Texas and worked in web development in Dallas and gained database experience, when she lived in India.

The driving force that attracted Sai to the Company was realizing that Robroy's growth and success over the years depended on the quality of the product manufactured, as well as the growth of their associates. She accepted the position of .NET Software Engineer on October 4th of this year.

In her spare time you will find Sai reading and watching videos, as well as dabbling in photography and "playing" with drawing tools.



Sai Keerthi Satoor - .NET Software Engineer

Gilmer produced many quality Robroy Associates over the years and Lindsey White is another product of this fine community. She graduated from Gilmer High School and earned her Bachelor of Business Administration in management from the University of Texas in Tyler. She brings to Robroy 11 years of experience working for Brookshire Grocery Company, nine years in retail and two years with the corporate office.

Lindsey, her husband, Reagan, stepson, Logan (16) and daughter, Bristol (3), live in Gilmer quite close to her new employment facility. Location, location, location is always a plus with regard to one's job! When not at work, Lindsey loves to read and travel.

The fact that Robroy is a well-established company in Gilmer and an industry leader attracted Lindsey to obtain a position with the Company. She looks forward to working as a team member at Robroy Industries and growing with the team and as an individual.



Lindsey White - Marketing Assistant

The newest member of the Robroy team is Elizabeth Wickliffe. She earned her undergraduate degree at Brookhaven College in Farmers Branch, Texas just north of Dallas. She was originally from El Paso, but grew up in Garland, Texas (northeast of Dallas). As an executive assistant to the CEO of Capital Equipment Sales Company, Elizabeth gleaned her work experience.

The loves of her life include: crafting, dancing and traveling. But even more important to her are her "guys" - husband, Chris, and sons, Kevyn (15) and Caylob (6). You will find Elizabeth enjoying hunting and fishing with her "guys"!

Elizabeth is excited to join the Robroy team, because the Company is a world-class organization with strong values with a commitment to success and to its employees.



Elizabeth Wickliffe - Executive Assistant

The opportunity for professional growth, while remaining in northeast Texas drew Bryan Wood to Robroy Industries. He is originally from Pittsburg - that's Pittsburg, Texas for the Headquarters Pittsburgers! Bryan holds an associate degree in electrical engineering technology and has more than 20 years of experience in maintenance, project management and facility management in a heavy manufacturing environment.

Bryan and his wife have two daughters. Watching his daughter play sports is a joy for Bryan and hunting and fishing are high on his list of enjoyable activities.

You must agree that this is some kind of great list of new associates and each and every new hire is wished much success in their new position.



Bryan Wood - General Manager

A Shower of Blessings



A surprised Alyssa!

Alyssa Jones was nearing her delivery date when the office staff surprised her with a baby shower in the large conference room at the Gilmer office on August 9th. She received some gift cards and a ton of disposable diapers. You can never have too many disposable diapers with a newborn!



Logan Jones

The real blessing arrived on August 14th at the respectable hour of 2:06 PM. Logan weighed in at 8 pounds, 4 ounces and 20 1/2 inches in length. Alyssa and her husband, Sam, share Logan with her helpful big sister, Aubrey.

Congratulations are extended to the entire Jones family.

No Time Lost



This fine group of safety conscious individuals were treated to lunch for another quarter without any accidents.



Kelly Jones retired after 30 years of service to Robroy Industries at the Raceway Division in Gilmer. His colleagues threw a going away party for him on September 12th.



Halloween

at the Raceway Division

If you think that Halloween is a big deal at the Raceway Division, you would be exactly correct. From pumpkins to costumes Raceway Associates do Halloween in a BIG way.

The Company sponsored a pumpkin contest with all of the entries placed on display. Associates chose teams and then prepared their entries for the contest. A great deal of creativity and ingenuity were exhibited in the final products, which made it difficult for the five anonymous judges to choose a winner. At lot more than traditional carving went into the making of these pumpkins.



From adorable to super creepy the pumpkins in the contest were awesome!



The Avinger entry looked to be quite delicious!



The Pumpkin Contest winner!



\$25 gift cards for everyone on the team - Lonnie Shrewsbury, Vicki Dean, Donald Hensley and Laura Langford



Creativity didn't stop with pumpkins. On October 31st associates dressed for the occasion on the plant floor and in the office. Which costume is your favorite?



Beunka Harris - a little devil



Sara Brooks - a black angel



The whole crew



Alyssa Jones - Rosie the Riveter



Cynthia Hicks - a hunter



David Duke - Jason



Wendy Burks - Marie Antoinette



Michelle Schwartz, Chris Caldwell, Tawny Bewley and Nathan Salmon - the Price is Right



Snehal Patel - a pumpkin

Halloween at the Raceway Division



Elizabeth Wickliffe - a fox



Stephanie Ellis - Edward Scissorhands



Katrina - 70's Soul Train dancer



Melissa Noe and Vicki Dean - pumpkin and skeleton shirt (no bones about it)



Sherry Beal - (we think her shirt says, "This is my Grandma costume")



Ashley Frierson and Nichole Loritsch - Bunny and Linda Belcher



Kellie Jones and Ashanti Montgomery - Velma and Daphne from Scooby Doo



John Hargis, Amanda Saenz and Bryan Wood - 3 blind mice



Blondie Abron - pumpkin shirt



Finally, the day was topped-off by a visit from the associates' children dressed in their Halloween costumes. There was candy at every station for the kids, as they trick or treated throughout the Company.



Above and Beyond Awards

At the Raceway Division of Robroy Industries, associates are rewarded for being alert to potentially detrimental situations, correcting what they find that is not right or reporting the problem to the proper authorities within the Company. In addition, associates are recognized for doing more than is required of their job description in order to help the Company succeed. To follow are recent Above and Beyond award winners recognized for their conscientious efforts at their jobs. The presenters are Company supervisors: Jeffrey Fredenburg, Brian Irwin and Chris Lopez. Gift cards are the reward to these associates.



Chandler Allen - winner of a quarterly drawing.



Jesus Garcia - winner of a quarterly drawing.

Quarterly drawings are conducted for associates "caught doing something right." Chandler Allen and Jesus Garcia were the winners of the past two quarterly drawings.



Bobby Hubbard worked a station in the plant where he normally does not. He did so without question, in order to lend a helping hand.



When the Company was a little short handed, Matthew Shew stepped up to complete the work, while others were on vacation.



A potential quality issue was caught and corrected by Shaun Smith to ensure that no bad product was shipped.



Alonso Vargas also stepped-up to the plate when work needed to be done during a time when employees were out on vacation

2017 NEW PRODUCTS, PRODUCT ENHANCEMENTS AND CAPITAL INVESTMENTS AT THE RACEWAY DIVISION

Robroy Industries is committed to providing the best products in the electrical industry. The Company continually seeks to improve present offerings and bring new advances to the market.

Robroy Industries PVC-Coated Explosion-Proof Fittings UL 1203 Listed

Robroy Industries PVC-Coated Conduit and Fittings has enhanced its line of hazardous location fittings in order to provide customers with the safest and best performing corrosion resistant solution for hazardous location areas. Robroy Industries Sealing Fittings, Conduit Unions, GUA Outlet Boxes, and EC Series Flexible Couplings are now verified for safety through UL 1203 Listings; the UL Safety Standard for Explosion-Proof and Dust-Ignition-Proof Electrical Equipment for Use in Hazardous (Classified) Locations.

Hazardous location fittings are required in classified areas where failure is not an option as it could result in costly expenditures and more importantly loss of life. Proper selection of UL listed and ETL verified products that offer both proven safety and proven performance is vital to support on-going operations.

The external PVC coating, internal urethane coating and factory thread protection of the conduit and fittings enhance the protection in corrosive environments, while allowing the system to function as intended in hazardous locations.

In addition to product testing, Robroy Industries is also an ISO 9001 facility, which guarantees the adherence of a consistent quality program and thus, a consistent manufactured product. ISO 9001 is a recognized quality



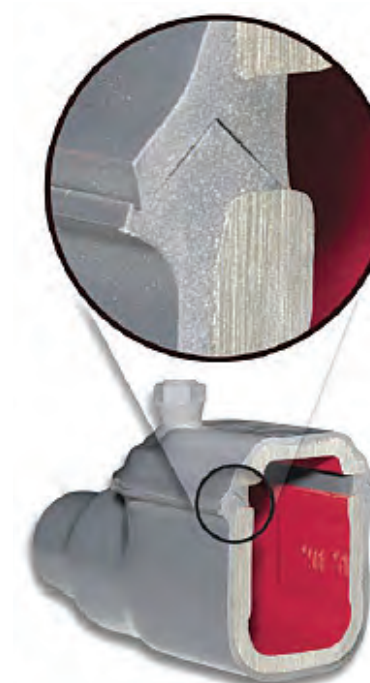
management system (QMS) and is the only ISO standard that requires certification. ISO Certification is a seal of approval from a 3rd party body that a company runs according to one of the internationally recognized ISO management systems. It is a business model that is based on numerous quality management principles including a strong customer focus, management leadership, a disciplined process approach and continual improvement with the end goal of consistent quality.

Products are labeled according to the requirements of UL 1203 for the hazardous locations in which they are listed for use. All listed Robroy Industries PVC coated hazardous location fittings are also equipped with the Enhanced UL Certification Mark on their label. Enhanced UL Certification Marks provide streamlined access to the UL Smart Marks Hub, which provides important compliance data, product information and proper installation instructions via smart devices.

Plasti-Bond® PVC-coated Conduit Form 8 Condulet Bodies Now Certified by UL for Type 4X and IEC for IP69 Rating



The combination of water, chemicals, dust, high pressures and temperatures can prove to be fatal for electrical systems if not properly protected. Therefore, it is critical that electrical specifiers use products carrying the UL Type 4X and IP69 rating. An IP69 rating indicates that



the product is suitable for regular high-pressure, high temperature wet cleaning in these facilities, while UL Type 4X indicates that it also meets all of the requirements for a watertight enclosure, corrosion protection and appropriate coatings according to UL514A.

Ingress protection ratings are identified by the letters IP followed by two numbers. These two numbers determine the amount of protection against specified elements and the product's ability to resist foreign matter. The first number (6) refers to the product's ability to resist ingress

Continued on page 14

of solid matter such as dust. The second number (9) refers to the product's ability to resist ingress of high temperature steam / high-pressure water. The larger the number, the greater the protection provided. The IP69 rating is the highest protection available.

Plasti-Bond PVC coated conduit Form 8 fittings size ½"-4" have the patented V-Seal® gasket protecting the enclosure from dust, water and corrosion. Using a proprietary production process, the shape of the seal is guaranteed to protect the interlocking "V" groove from damage. In addition, plastic encapsulated stainless steel screws with retainers built into the covers for all trade sizes create a UL-tested, watertight/dust-tight/and corrosion-resistant seal around each screw opening.

Robroy will continue to provide their Form 8 fittings at the same low cost as the traditional Form 7 fitting. It's all part of the unequalled value provided through Plasti-Bond REDH2OT PVC coated conduit, fittings and accessories.

PVC Coated Sealing Locknut

To prevent thread exposure, where corrosion commonly occurs, Robroy developed a simple, detachable sleeve providing a consistent seal over the exposed conduit threads at the point of connection.



Robroy's "PVC-Coated Sealing Locknut" features include:

1. Built-in gasket at the face of a locknut to provide a positive seal against water, oils and other liquids against the hub of a connected fitting.
2. An integral sleeve on the reverse side of the locknut is designed to fit securely over the circumference of the adjacent coated conduit.
3. Extra thin construction which allows the sleeve to thread on only 2 ½ threads leaving at least seven threads for complete engagement of the conduit to its connected fitting.
4. Gasket and sleeves made of specially formulated and UL-recognized PVC materials, tested for aging-resistant compressive and tensile properties.
5. A simple design, which allows for easy installation and tightening over conduit threads at joints throughout the system. The only tools required for tightening include a strap-wrench and lube to assist the fitted sleeve over PVC-coated conduit.

2017 NEW OFFERINGS FROM ROBROY ENCLOSURES

Product offerings from Robroy Enclosures include the Stahlin® and AttaBox® brands. New offerings have been made available in addition to the expansion of several existing lines. The Company can rightly boast of the largest enclosure selection in the industry.

The Stahlin line of Robroy Enclosures continues to be the industry leader with the expansion of three of their existing products in 2017.

Stahlin CF Series - Small Junction Enclosures



The Stahlin CF Series was designed for use in compact or portable control systems or for use as an operator interface in both indoor and outdoor environments. They can also be used as general junction or termination point enclosures in an electrical system. The rugged and durable design allows them to be used in many MRO and OEM applications. The slim design style allows easy use of pushbuttons and switches in machine control applications or where tight or dense space requirements are necessary.

Features include:

- No sidewall obstructions
- Seamless polyurethane door gasket
- Pleasing aesthetics
- Economical
- Recessed captive cover screws
- UV resistant
- Solid construction
- UL, CSA, IP listed
- Polycarbonate option available with UV inhibitors
- 11 sizes
- Submersion rated
- Up to NEMA 4x, 6P
- Plenum space rating (UL 2043) in fiberglass only

Stahlin's CF & F Series Pushbutton Enclosures



Stahlin's Pushbutton Series has been developed for general-purpose electrical and electronic applications and control stations. Designed to be easily adaptable for most common pushbuttons and indicator lights, the pushbutton series is designed for compact portable control systems or for use as an operator interface in both indoor and outdoor environments. They can also be used as general junction or termination point enclosures in an electrical system. The rugged and durable design allows them to be used in many MRO and OEM applications. The slim design style allows easy use of pushbuttons and switches in machine control applications or where tight or dense space requirements are necessary.

Features include:

- No sidewall obstructions
- Seamless polyurethane door gasket
- Pleasing aesthetics
- Economical
- Recessed captive cover screws
- UV resistant
- Solid construction
- UL, CSA, IP listed

- Polycarbonate option available with UV inhibitors
- Notched key holes
- 19 configurations
- Grounding strap included
- Up to NEMA 4x, 6P
- Plenum space rating (UL 2043) in fiberglass only

PolyStar® Polycarbonate Enclosures



PolyStar Polycarbonate Enclosures are the most durable and reliable polycarbonate enclosures available. These enclosures can withstand rain, sleet, snow, splashing water, hose directed water and submersion. They also provide superior impact and flame protection.

Features include:

- 13 standard sizes
- Polycarbonate latches and hinges
- Easy to remove lid
- High performance inserts
- Integrated lock hasp
- Flush-fit side mount swing panel and DIN rail system
- Molded in bosses
- Multi-directional mounting feet
- Rated Type 1, 3R, 4, 4X, 6P, 12
- Rated IEC IP66, IP68 File: E362920
- UL/cUL Approved File: E319779

Raising the Roof in Avinger

The Avinger facility is in the process of receiving some cosmetic changes. During the final week of September and the first three weeks of October, a new roof was installed on the plant. Additional work will be reported in the next Bagpiper issue, including a new entry gate, repaired and replaced sidewall panels and fresh paint in the main building.

Looking good, wouldn't you say?



BEFORE



AFTER

AttaBox Electrical and Instrument Enclosures Fiberglass Reinforced Polyester and Polycarbonate

AttaBox, another brand name of Robroy Enclosures, prides itself in its willingness and ability to meet the enclosure modification needs of customers. The combination of technologically advanced equipment and a sound procedure for handling the most detailed modifications allows AttaBox to process modifications on time and to the highest quality standards in the industry. Modifications can be mixed and matched in an endless number of combinations.

- Custom molded colors
- Silk screening
- EMI/RFI shielding
- Custom window sizes
- Custom cutouts/holes
- Custom size enclosures
- Other special requests

A variety of off-the-shelf products are available to solve common industry related problems. AttaBox ModRight™ Services are designed to support very uncommon or complex applications.

- Largest selection of non-metallic enclosures in the market
- Unsurpassed, proven product performance and quality
- Competitive pricing
- More than 70 years of engineering and manufacturing experience
- Patented SolarGuard® for unequaled UV resistance
- Integrated CNC and other technologies to optimize bonding, gasketing, customizing functions and final assembly processes
- Balance between appealing aesthetics and stringent physical property performance, standards including: NEMA 4X, 6P and IEC 60529 IP66, IP68 integrity
- In-house manufacturing process from first step to last touch
- Provides UL94-5V flammability assurance, UL94-5V is a flammability rating that not all current enclosure products have attained, especially in tandem with NEMA 6 or 6P type ratings established under UL-50e,

Enclosures for Electrical Equipment.

- Provides specialty ratings, such as: UL1741 for use in solar applications, UL2043 for use in plenum and HVAC building automation applications, cold weather testing down to -60°C IEC, 62262 IK10 impact rating tested to 20 Jewels

In addition to these new AttaBox enclosures, Robroy Enclosures expanded the AttaBox Heartland™(AH) Series this year. These high-performance, polycarbonate enclosures are applicable for heavy industrial conditions. However, their refined style makes them suitable for commercial and OEM design applications, as well as for industrial use.

Robroy Enclosures made back panels available in 2017 for all AttaBox product lines. Heartland, Commander, Freedom and Centurion enclosures utilize a standard back panel, while the BantamBox,

DuroShield, Endurance, MachoBox, Triton and Viking Series enclosures offer back panels suited for each particular name brand.

AttaBox introduced a complete line of enclosure accessories in 2017. The line ranges from series specific offerings to general accessories and thermal and electric enhancements. General accessories include: various types of vents, hole plugs in a wide variety of sizes, vents, handles, nylon cord grip fittings and nylon NPT cable glands to name a few. All accessories are designed to maintain the original enclosure rating once installed.

Robroy Enclosures invested a considerable amount of capital in the tooling of all of the new enclosure lines, demonstrating their commitment to the advancement of the both the Stahlin and AttaBox brands.

NEW PRODUCT OFFERINGS FROM ATTABOX



BantamBox™



Viking™



Freedom™



MachoBox™



DuraShield™



Endurance™



Centurion™



Triton™

AttaBox® Industrial Enclosures 2017 National Sales Meeting

Building Strong Relationships and Commitment to the New AttaBox Brand



More than 40 AttaBox industrial enclosures sales representatives and 20 special guests from across the nation gathered in West Michigan for the 2017 National Sales Meeting. The official transfer of the baton from the original owner and founder of AttaBox, Bill Evatt, to Robroy Enclosures™ took place at this meeting. Robroy Enclosures acquired the assets of AttaBox Enclosures in June of 2016.

During the two-day meeting the sales representatives received a reintroduction to the AttaBox legacy product, Heartland™, complemented by new product expansions. The Robroy Enclosures' staff introduced 11 new product lines including over 800 new parts comprised of new thermal accessories and a vast offering of enclosures and back panels. New product lines included: Commander Series, Freedom Series, Viking Series, BantamBox Series, Endurance Series, Centurion Series, Triton Series, MachoBox Series and DuraShield Series. In addition, the group received a presentation of the totally redesigned website, catalog and other marketing materials.

"The representatives were intentionally given time to mingle with the entire team in order to gain a better understanding of the Company's forward thinking, the commitment to the AttaBox brand and the importance of their role for continued success," stated Jeff Seagle, Robroy Enclosures President. He continued: "Most importantly, everyone walked away after these two days confident

that the AttaBox representatives were comfortably familiar with all of the new product lines in order to retain current customers and add new ones."

The meeting included a complete tour of the manufacturing plant in Belding, Michigan where the team demonstrated Robroy Enclosures' commitment to producing high quality NEMA rated enclosures. The group witnessed the in-house sheet molding compound equipment, which produces the patented Solarguard® raw material formulation. They also gained knowledge of the Company's ability to perform custom modifications on enclosures using cutting edge CNC equipment.



AttaBox representatives received a lot of time for discussions with Robroy Enclosure executives and administrative staff.



Jeff Seagle, Robroy Enclosures President, acknowledged the important contribution Bill Evatt (center), Founder of AttaBox, has made to the smooth transition of company ownership to Robroy Enclosures over the past year.

Continued on page 18

Sales Meeting Continued



Material compounding capabilities were demonstrated to the AttaBox representatives at the 2017 National Sales Meeting.

As a distinguished force in the engineering, manufacturing and marketing of polycarbonate and fiber-glass enclosures, AttaBox provides extremely high-quality engineered non-metallic NEMA-rated enclosures for the industrial, solar, electrical, telecommunications, HVAC, instrumentation/control, government, oil/gas and construction markets. AttaBox industrial enclosures provide UL certified protection for the most extreme environments (impact, rain, sleet, wind, fire, UV, direct spray), offering "Proven Protection by Design."

AttaBox is a brand of Robroy Enclosures, a subsidiary of Robroy® Industries, serving the marketplace under one family ownership since 1905. <https://attabox.com/>

Hurricane Relief



Shae Brophy, Josh Morris, Rachel Powers, Scott Fuller and Michael Bolen raised funds for hurricane relief at a fund raiser held at 57 Brew Pub.

Tragedy moves the hearts of compassionate people to help those in need. Such was the case for Mike Bolen (Press Operator) and a group of his friends after the devastating hurricanes in Texas and Florida last September. The group participated in a community fundraiser at 57 Brew Pub in Greenville raising \$2,400 for hurricanes relief and donated the funds to the Texas State Police, Florida State Police and Salvation Army in Houston and Florida.

Organizational Changes

The Robroy Enclosures Division made some exciting changes and additions to the organization in order to build and support their business for future growth. A new sales and service manager and the addition of a marketing assistant along with promotions will give strength to the management team in Belding. Let's see what this restructuring looks like.

Derek Huizinga recently joined the Robroy Enclosures team as Sales and Service Manager. With a proven record of managing successful sales and company operations in various manufacturing industries, Derek's diverse experience will help him guide the Enclosure Division in its continued upward direction.



Derek Huizinga - Sales and Service Manager

His initial efforts focus on building and managing a strong internal team comprised of marketing, customer service and inside sales. Working closely with General Manager Craig Mitchell the Company can be assured that all sales operations are fully optimized.

Robroy Enclosures has promoted Dean Brazelle to the position of Inside Sales Supervisor reporting to Derek Huizinga. Dean's duties include hiring and managing a small team of sales professionals charged with developing new business.



Dean Brazelle - Inside Sales Supervisor

To support Dean Brazelle in his new position, Jalon Ekholm has been hired as an Inside Sales Specialist. Jalon has over 15 years of sales and marketing experience in local industries.



Jalon Ekholm - Inside Sales Specialist

Angie Zoerman received a promotion to Customer Service Supervisor and reports to Derek. Angie has been with Robroy Enclosures in various customer service roles for over 10 years and is well suited to take the group to its next level of excellence.



Angie Zoerman - Customer Service Supervisor

Jen Ullery will now provide service to the Company as the Materials Manager. In her role, she will work closely with Customer Service to schedule plant production and manage all materials ensuring Robroy Enclosures maintains and exceeds its current service levels, while improving operational efficiencies.



Jen Ullery - Materials Manager

Ara Mihalik, Marketing Coordinator, now reports to Derek and continues to coordinate the Company's marketing efforts.



Ara Mihalik - Marketing Coordinator

Jeremiah Souza joins Ara in marketing as a Marketing Assistant. Jeremiah has contributed to the organization through plant operations for over five years. He now directs his talents in the direction of marketing.



Jeremiah Souza - Marketing Assistant

These additions and changes demonstrate the Company's commitment to growth. Investment in the organization will continue in order to provide the personnel and tools necessary to build Robroy Enclosures as the leading non-metallic enclosure manufacturer.

As part of the Robroy family, give a warm welcome to the new associates and provide your continued support to existing associates in their new roles.

Wellness BINGO



Kathy Tissue the first Wellness BINGO winner.

Robroy Enclosures started its last round of Wellness BINGO for 2017 on October 20th and the winners just keep hollering BINGO! The first two winners were Kathy Tissue (Assembly Associate) and Jim McDonagh (Shift Supervisor).



Jim McDonagh was a BINGO winner.



Erik Faasen and his daughter enjoyed Wildwater Adventure - at least Erik did!

Michigan Adventures

Somehow Robroy Enclosures always chooses a day with fabulous weather for their Company Picnic at Michigan's Adventure. July 8, 2017 was no exception to that rule. In addition, the food was great, the park was fabulous and the camaraderie was excellent.

Michigan's Adventure is roughly an hour and 15-minute drive from Belding, about 70 miles northwest of Robroy Enclosures. Associates have been making this trip for more years than most can remember. The park features great amusement rides like the Snake Pit, Ripcord, Corkscrew and Adventure Falls, to name a very few. The terrific water park, Wildwater Adventure, provides a wet afternoon of fun including Half Pint Paradise, Beach Party and Lazy River.



Lots of good food fueled the participants with the energy to enjoy all aspects of the park.



Flu Shots

The Robroy Enclosures team works to stay healthy throughout the fall and winter months of the cold and flu season. Flu shots were administered in the Wellness Room on October 20th, with more than 40 associates participating.



The Robroy Enclosures' Wellness Program provides flu shots, as only one part of the overall program, which is active throughout the entire year. Wellness physicals, eye exams and dental check-ups, along with community service and other wellness initiatives turn into points. The Company encourages associates to participate and in so doing earn points that turn into dollars paid out in the form of gift cards.

Summer Interns

Two interns spent their summer vacations at the Enclosure Division. These young women worked in separate areas of the Company and contributed their time, energy and expertise in the departments where they worked.

Elizabeth Barber, known to everyone by Liz, is a fifth year chemical engineering student at Michigan Technological University in Houghton, Michigan. Her goal this summer was to gain engineering experience in manufacturing and consumer product design. Through her enterprise and co-op experiences, she has had the privilege to work on meaningful projects that have developed her communication skills as well as broaden her engineering knowledge. Liz expects to graduate in May of 2018.

When asked about her intern experience, Liz had this to say, "Working

The Iceman Cometh Challenge

Michigan bikers, mountain bikers that is, gathered in Kalkaska, Michigan to blaze a 30 mile trail to Traverse City in the 28th Annual Iceman Cometh Challenge held the first Saturday in November. Robroy Enclosure's Mike Parsell (Scheduler/Buyer/Expeditor) was among the over 5,000 participants in this year's race braving rain, sleet and snowy conditions. Some might say that the celebration after crossing the finish line is what makes this event so special!

Mike was quoted as saying, "Even though it was 34 degrees with rain, sleet and snow, I still had a blast riding with my friends and other racers."

The course consists of dirt roads, two-tracks, abandoned railroad beds and the Vasa Nordic ski trail. It crosses only one main road as it traverses through Pere Marquette State Forest in Northern Lower Michigan. A total of 5393 riders come from 38 US states, Mexico and Canada ranging in skill level from beginner to Olympian.

Good job, Mike. You are a brave soul.



Mike Parsell, one of more than 5000 to race in the 28th Iceman Cometh Bike Race.

Labor Day Weekend

Robroy Enclosure's teamwork paid off again this year in the float competitions during Belding's 112th Annual Labor Day celebration, which gets bigger and better each year. The theme this year was Rock 'n Roll and the Enclosure Division did just that. Emily Byrne, summer Intern, spearheaded the float building effort



Elvis, or is that Jeremiah Souza, shows off the Robroy Enclosures float.



Robroy Enclosures Associates rockin' and rollin' at the Twilight Light Parade.

that won the Company the Judge's Award at the Friday night Twilight Parade and 2nd place in the Labor Day Parade on Monday.

Some of the Robroy team handed out over one thousand glow necklaces at the Friday parade and little parade viewers received stuffed dogs or bracelets with the words "Robroy Enclosures, GO BLACK

KNIGHTS!" Cindy Stowell, Angie Zoerman and Cindy Bohlinger were all decked-out in their poodle skirts, while Jeremiah Souza did his best impersonation of Elvis. The Pink Satin Ladies were none other than Emily Byrne and Debra Souza.

Does the Enclosure Division have fun or what?



Another trophy for a Robroy Enclosures float.

Belding High School Band Invitational

Robroy Enclosures continues to support their community and the Belding High School Band by sponsoring their annual band invitational competition. This year's invitational was like no other. Rain refused to let up throughout the morning, as well as a tremendous downpour right before starting time. At that point the Michigan Competitive Band Association (MCBA) opted to move the competition to an indoor venue - the Belding High School gymnasium.

"I've never done anything like this before, so it was all new to me today," Belding Band Director Laura Hyler said. "But the kids were great, the parents were great, our volunteers were great. It was awesome. The kids, they were so ready for a show that they didn't care what they had to deal with today. They were itching to perform."



The entire marching band gave it their best in the limited space provided to perform.



The drum line practiced in the school commons area prior to their performance.

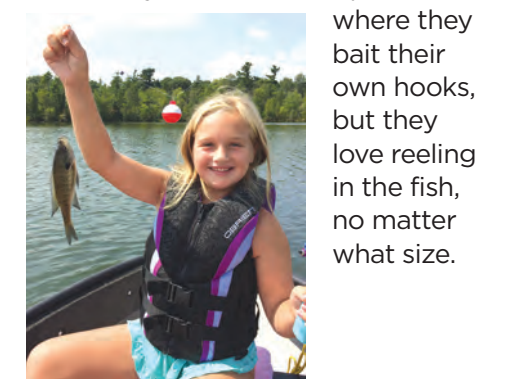
With the confined quarters, the bands preformed standing in place and the judges scored each one on their musical performance alone. As the host, the Belding band preformed last for an exhibition score.

It was a unique situation and all of the participants made the best of it on their quest to make it to the state finals at Ford Field in Detroit.

Fishing in Michigan

Fishing in Michigan on one of the many inland lakes is always a treat and an amazing way to spend time with family. Just ask Carol Houghtaling and she will tell you how much she loves sharing time with her husband, Paul, and grandchildren, Jaycie and Jacoby. The kids have not yet come to the point

where they bait their own hooks, but they love reeling in the fish, no matter what size.



Proud of their catches!





Keisha Coon's daughter, Kayli



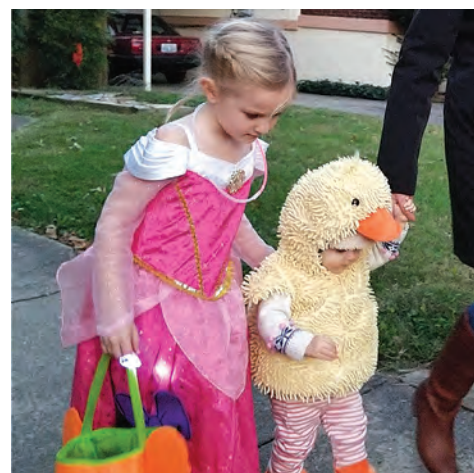
Josh Blair's son, Jaxson, looking for the cookies



Jeff Seagles granddaughters, Parker (the princess) and Ellie (the duck)

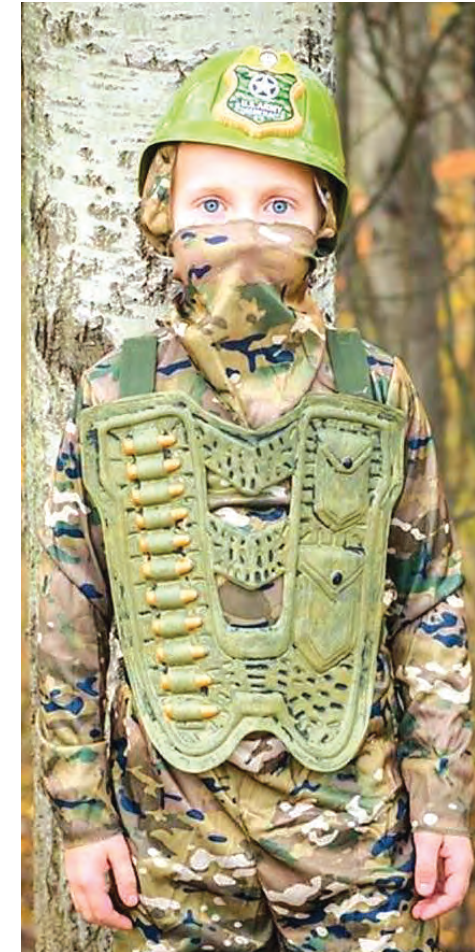


Cindy Stowell's grandchildren, Charlie, Kinze and Cora



Halloween

Robroy Enclosures Associates submitted photos again this year to show how their families celebrate Halloween. Possibly these photos will give you some ideas for costumes you can create in 2018.



Dillion Tissue, Kathy Tissue's son



Carol Houghtaling's grandson and granddaughter, Jacoby and Jaycie



Guy Jeffers daughter, Alice



Guy Jeffers daughter, Nicole



Dale Davis' grandson as Einstein



Dale Davis' grandson Cannon



Heather Wiggins son, Hadrian



Cherry Pie Cups | Makes 12 Pie Cups

Easy and adorable! Bake individual little pies in muffin cups using Pillsbury® refrigerated pie crust.

- 1 box (15 oz.) Pillsbury® refrigerated pie crusts, softened as directed on box
- 1 can (21 oz.) cherry pie filling

Preparation Directions:

Heat oven to 425°. Remove crusts from pouches; unroll on work surface.

With 3-1/2 or 4-inch round cutter, cut 6 rounds from each crust; discard scraps.

Fit rounds into 12 ungreased muffin cups, pressing in gently. Spoon about 2 tablespoons pie filling into each crust-lined cup.

Bake 14 to 18 minutes or until edges are golden brown and filling is bubbly.

SERVICE AWARDS

Raceway Division

- Anthony Mayhew 30 years
- Joe Mac Howell 25 years
- Tiffany Willis 10 years
- Sherry Beal 5 years

Enclosure Divison

- Debra Hanna 30 years
- Ron Mier 25 years
- Guy Jeffers. 15 years



Anthony Mayhew



Sherry Beal



Debra Hanna



Ron Mier



Guy Jeffers