



Larry Richard
20 years



Tony Williams
20 years



David Duke
15 years



Patricia Dyar
10 years



Carlos Haywood
5 years



Lisa Irvin
5 years



Aaron Reeves
30 years



Pete Wilson
30 years



Kathy Tissue
15 years



John Williams
5 years

Raceway Division

- Larry Richard 20 years
- Tony Williams 20 years
- David Duke 15 years
- Patricia Dyar 10 years
- Carlos Haywood 5 years
- Lisa Irvin 5 years

Enclosure Divison

- Aaron Reeves 30 Years
- Pete Wilson 30 Years
- Kathy Tissue 15 Years
- John Williams 5 Years

RECIPE

Mounds Bars

Ingredients:

- 3 cups coconut flakes
- 1 cup condensed milk
- melted chocolate (either milk chocolate or dark chocolate)

- mix coconut with condensed milk
- spread mixture in a 9x13 pan
- place in the freezer 20 minutes to set-up
- pour melted chocolate over coconut mixture
- place in refrigerator to set, then cut into small bars



BENEFITS BULLETIN BOARD

KEEP YOUR MEDICAL COST DOWN

- Go to an in-network physician.
- Avoid the “stand alone” emergency rooms that are not associated with a hospital.
- Use MDLIVE for non-emergencies.

PLAN FOR THE FUTURE

- Check out Fidelity - enroll in 401(k) retirement plan.
- Make sure your beneficiary information is up to date.



ACHIEVEMENT

BALANCE

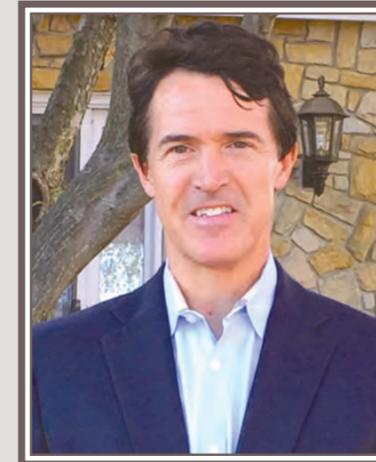
APPRECIATION

THE BAGPIPER

VOL. 49 | NO. 3 FALL 2019

Family Forum

As Robroy approaches the end of another successful year now is an excellent time to reflect on our three core values: **Achievement**, **Appreciation** and **Balance**. In previous Bagpipers, I have focused on the many positive attributes of having the core values of Achievement and Appreciation embedded in our corporate culture. Now I would like to share with you some of my thoughts on Robroy’s third core value: **Balance**.



Balance, much like the “three-legged stool” metaphor, symbolizes stability. Have you ever experienced a time in your life where you felt out of balance? Have you ever gone long periods of time without getting proper exercise or sleep? Have you ever been so busy and caught up in your daily routine that you forget to step back and look at the big picture? I’m quite certain we’ve all experienced a lack of balance at some point in our lives.

The expression “burning the candle at both ends” implies living your life frenetically and in an unsustainable manner. When we identified Balance as a core value of the Robroy culture it was based on the fundamental principle that a stable foundation is the key to the long-term success.

One of the reasons Robroy has successfully been serving the electrical products industry for nearly 115 years is our commitment to finding balance in how we conduct our business and our personal lives. At Robroy we truly believe in the mantra “Learn from the past, plan for the future and live for the day”. Sometimes the plan for the future part of this commitment can be the most challenging and the easiest to overlook or avoid. We are currently in the process of reviewing and updating Robroy’s long-term strategic plan, which will serve us well as we strive for growth both organically and through acquisition.

I want to express my sincere appreciation and gratitude for everyone’s participation and belief in Robroy’s core values.

Wishing everyone a healthy and joyous holiday season!

Jeff McIlroy | Chairman

HEADQUARTERS

Strategy Session



Rob McIlroy joined local musicians to entertain the strategy teams.

The annual Robroy strategy meeting took place October 24th through the 26th. Teams from Gilmer and Belding traveled to Verona to present plans for their respective operations. After the meeting, Rob McIlroy, CEO, suggested it was time for everyone to relax, to shut down the left side of their brain and open up the right. The group enjoyed dinner at the Pittsburgh Winery followed by a private musical performance. Rob invited local music stars Kelsey Friday and Rick Witkowski to join the group. As a surprise, Kelsey and Rick invited Rob to join them for a number at the end of the session.

It was a wonderful evening of camaraderie. Congratulations to the Raceway and Enclosure teams for great strategy presentations.

Charitable Mission Statement

A team of Robroy Associates led by Cindy Stowell (Enclosure Division), Dora Maker (Enclosure Division), Kellie Jones (Raceway Division), Kim Rafaloski (Headquarters) and Jeff McIlroy (Chairman) recently drafted the **Robroy Charitable Mission Statement**, now proudly displayed in the **Giving Back** section of the Robroy website. The mission statement succinctly captures Robroy's strong belief in the following principles:

- The Importance of Giving Back
- Community Outreach
- Helping People in Need
- Education
- Youth

Meals on Wheels

Randy Untalan's son, Charles, joined him on November 1st to deliver Meals on Wheels, part of Robroy's community service. Randy commented that it served as a great experience for Charles to deliver food to an older generation who require a little help from time to time.



Randy and Charles Untalan teamed up to deliver Meals on Wheels to residents near Robroy Headquarters.

First Grandchild



Owen Davis Szymanski - 3 days old

As *The Bagpiper* Editor, I always have the privilege of writing about the adorable new babies born to Robroy parents and grandparents. However, in this issue I am including a blurb about my own first grandson. Owen Davis Szymanski was born on October 24th to my son, Kevin, and his beautiful wife, Laura. Owen weighed 8 pounds, 15 ounces and stretched to the length of 21.5 inches.

Yes, Owen was a good-sized baby, but small compared to his father, at 11 pounds, 6 ounces and 23.5 inches, when he was born. The new family of three is doing well and my husband I had the opportunity to visit two-day-old Owen at the end of October in Chicago. We returned to Chicago Thanksgiving week to spend some additional time spoiling our grandson.



Owen - 8 days old

Some Computer Tips and Tricks Everyone Should Know

Below you will find some of the most handy computer tricks you should be taking advantage of. The ultimate goal is to help you become more productive by shaving valuable seconds off your workflow. Of course, you can always pass along these tips to your not-so-savvy friends and family members to help them become better PC users as well.

General Tricks

Bring Back a Closed Tab

We have dedicated a section to web browsing further down below, but this one is too useful to be missed. Accidentally closed a tab? Simply press **Ctrl + Shift + T** to re-open the most recently closed tab and get back to what you were doing (**Cmd + Shift + T** on Macs).

Window Snapping and Multiple Monitor Control

Pressing the **Windows** key + **Arrow** keys will cause a window to quickly snap to each side of either monitor. Alternatively, hitting **Shift + Windows + Arrows** will cause the window to jump to the other monitor. While pressing **Windows + P** will allow you to quickly set up a second display or projector.

Undo Everywhere to Fix Little Mistakes

Did you know you can undo almost any action? **Ctrl + Z** is the ultimate hot key. However, note that undo doesn't just apply to typing. If you accidentally delete or move a file, you can hit **Ctrl + Z** to bring it right back to where it was (**Ctrl + Y** will redo whatever you undid).

Keyboard Shortcuts

Open the Task Manager Directly

If you want to bypass the interrupt that happens when pressing **Ctrl + Alt + Del** and jump right to the task manager, hitting **Ctrl + Shift + Esc** will launch it directly.

Cycle through open windows

Pressing **Alt + Tab** allows you to cycle through currently open windows (**Alt + Shift + Tab** will cycle backwards). This makes switching back and forth between running

processes quick and painless. In macOS the shortcut is **Cmd + Tab**

Close the current program

Typing **Alt + F4** will close the program that is running. This is useful as it saves you time mousing over the "X" and clicking. People will often use this as a joke, telling you to press Alt + F4 to fix a problem. Don't fall for it unless you want to close what you are doing.

Minimize All Windows

Sometimes you have a bunch of stuff running, and you want it all to go away so you can get to the desktop. Simply pressing **Windows + D** will minimize everything you have up, which will save you some time pressing the minimize button for each window. It should be noted that **Windows + M** offers similar functionality, but there is no undoing, so Windows + D is the more favorable approach.

Close the Current Window/Tab

Are you sick of moving all the way to that X button? Press **Ctrl + W** and the current window will close.

Bring Up the System Information Window

This is so much quicker than digging this out the traditional way. Just press **Windows + Pause/Break** and the System Information panel will be ready to go. This might be the only use for the Pause/Break key you will ever find, so enjoy it!

Use Your Keyboard to Navigate System Tray Icons

Tapping the **Windows + B** will automatically select the system tray area at which point you just have to highlight something with the arrow keys and hit enter to open it.

Courtesy of Techspot

Charitable Mission Statement

At Robroy Industries we believe it is important to Give Back. We genuinely enjoy giving back by supporting non-profit organizations and outreach programs that strengthen the local communities where we live, work and do business. Our philosophy at Robroy is to align with charitable organizations that truly help people in need. We place emphasis on education and supporting the youth that represent our future.

When looking at the **GIVING BACK** section of the Robroy website, www.robroy.com, you will see a variety of charitable organizations that Robroy supports based in Verona, Pennsylvania; Gilmer, Texas; Belding, Michigan and towns and neighborhoods surrounding those cities. Robroy Associates continue to give back and look for opportunities to make a positive difference in their communities.

Great job, team!

HR/Accounting Conference



Cheers to Robroy Industries! The HR/Accounting Conference Dinner took place at the Fox Chapel Golf Club.



Headquarters neighbors dropped by to say hello!

For the first time in many years, the Robroy Industries HR and Accounting Departments gathered in Verona, Pennsylvania for two days of reviewing, learning and camaraderie. As regulations and guidelines continuously change, it was essential for this group to meet in an open forum to be updated and provide feedback.

Jerry Raabe from Baily Raabe and Associates and Ed Wodarczyk from Wodarczyk and Associates attended the conference. These two guest speakers provided insight and valuable information.

A special thank you goes out to Jeff McIlroy, Chairman, and Rob McIlroy, CEO, for arranging the visitation of a doe and her fawns, perfectly timed to provide an amazingly beautiful break in the conference.

New Hires

There are many new faces around the Raceway Division these days in the Gilmer and Avinger offices, as well as on the production floor of both facilities.



David Bullock lived in Colorado for the last 24 years, but is originally from Gilmer, Texas. A set of twins, Lawson and Hunter - 4 years old, stirred the desire in David and his wife, Mary, to move back to Gilmer to raise their sons close to family. Since Robroy Industries is considered a top employer in the area, David pursued a position with the Company and was hired on September 9th. Working for the Raceway Division offers him the opportunity to “move further into manufacturing.”



David Bullock - Plant Engineer

A 1987 graduate of Gilmer High School, David earned his bachelor's and master's degrees at Texas A&M University at College Station. His experience includes machinery design, processing, manufacturing support and project management, all of which will serve him well in his new position, Plant Engineer.

Lawson and Hunter keep David hopping, but when he can squeeze it in, he enjoys gardening, landscaping, electronics, robotics and reading.

Ellen Curtis' educational background centers on business management and she earned it at Staatliche Berufsschule II in Aschaffenburg. If that educational institution doesn't ring a bell, it may be because it is located in Germany where Ellen was born and raised. She brings to the Raceway Division experience from Maxam, CertainTeed (Saint Gobain) and Capacity of Texas. She served as the human resource business partner (HRBP) at the first two companies and human resource and environmental, health and safety (EHS) manager at the later mentioned organization.



Ellen Curtis - HR Manager

Ellen moved to Longview, Texas in 1997. She is a single mother of two

grown children and she loves horseback riding, hunting, shooting and riding motorcycles. She is active in fund raising for Toys for Tots.

The prospect of working for a results-driven company with a great team of coworkers attracted Ellen to the Raceway Division. She was looking for a “work-life balance” having previously experienced too much travel. Her new position, Human Resource Manager, keeps her closer to home, but still presents new challenges. She began her Robroy employment on October 22, 2019.

Sara Goulart assumed the role of HR Support/Receptionist of the Gilmer Raceway Division on August 6th of this year. She is a graduate of Jefferson High School and currently studies to earn her bachelor's degree at the University of Texas, Arlington. Sara's previous experience includes



Sara Goulart - HR Support/ Receptionist

employment with Thyssenkrupp Elevators in customer service and dispatch, as well as in dispatch for the Longview Police and Fire Departments.

Originally from Daingerfield, Texas (north of Longview), Sara and Waylon, her dog, recently relocated from Dallas. Halloween is a favorite time of year for Sara and she loves scary movies. Concerts and baseball are also high on her list of interests.

Knowing others who have had success and enjoyed stability at Robroy's Raceway Division drew Sara to the Company.

The Raceway Division's stability and vast array of opportunities attracted Jacci Hammonds to apply for the position of Customer Service Associate at the Company. The fact that their products are American made,



Jacci Hammonds - Customer Service Associate

they stand by country and the old-fashioned values of home and family were especially attractive to her. On October 8th she began her new job.

Jacci is a high school graduate and originally from Jenkins, Texas about five miles from Daingerfield where Sara Goulart grew up. She lives with her husband, Brian, and daughter, Jennifer. Her previous experience includes accounting, book-keeping, record keeping and serving as a land man for Longhorn Associates. She also worked as a vet tech and in customer service.

Away from the office, Jacci serves as a firefighter for New Mountain and is an active member of her church, Cedar Springs Baptist Church. She is family oriented, loves to cook, fish and go camping.

Ross Land was born in Tupelo, Mississippi and resides with his wife, Nicole, and stepson, Caydon Hinson, in Tyler, Texas. He earned his undergraduate (finance) and graduate (total quality management) degrees from the University of Texas at Tyler.

Ross brings a year of experience from AT&T with him to his new position, Customer Service Coordinator. In addition, he has two years of high-paced experience as an infantryman with the US Army. Thank you, Ross, for your service!



Ross Land - Inside Sales Coordinator

The Raceway Division's family oriented environment coupled with the short trip from his home and the opportunity to learn and grow on the job truly appealed to Ross. Of course, spending time with his family is high on Ross' priority list, but the list also includes traveling to the Midwest, archery, all kinds of sports and camping.

Last, but certainly not least, we introduce Mike Overstreet who began his Raceway Division career on September 3rd. Mike is no stranger to the electrical industry. He dedicated 34 years of his life to serving in sales and marketing roles including 18 years as a regional manager for GE and Hubbell and an additional two years as Hubbell's VP of marketing. Mike is a proud 1985 graduate of Indiana University - Bloomington where he earned his BA degree in journalism and marketing.



Mike Overstreet - National Sales Manager

Raised in South Bend, Indiana, Mike spent three years in Indianapolis, then 18 years in Minnesota, before returning to South Bend. Married to his lovely wife, Joy, for the past 29 years, the couple has a 28-year-old son, James. An avid reader, Mike also plays tennis and greatly enjoys his annual vacation to Aruba.

Mike stated, “Robroy's reputation in the electrical industry is exemplary and I'm excited to join an organization that is primed for growth.”

Promotions

Dominique Swarn was hired on September 12th to the position of Production Associate at the Gilmer facility. On October 9th the announcement came that he won the job bid for the Material Handler position and he began his new duties November 4th.



Dominique Swarn - Material Handler

Congratulations, Dominique. Keep up the good work!

New Addition



Sutton Ellis - Daddy's little boy



A basketful of sweetness.

On the afternoon of August 6th, 12:14 PM to be exact, Sutton Ellis decided it was time for him to make his entrance. He weighed 8 pounds, 7 ounces and his length was 19.5 inches.

Congratulations to Stephanie and Matt Ellis on the new addition to their family.



Sutton visited a pumpkin patch in October and was thrilled to be there!

Job Well Done



Patricia Dyar presented Rod Dinkins (Material Handler) with a gift card. Rod was rewarded for his diligence in finishing shelf inventory accurately.



Lonnie Venters (Conduit Operator) proudly shows his reward for making quality personal!



Bobby Hubbard (Material Handler) received a gift card from Patricia Dyar for his effort. Many thanks to Bobby for "Leading the Way" in picking, packing and shipping the new Rocket Rack product.



Patricia Dyar recognized Lisa Irvin for her efforts in a recent customer issue.



Bryan Wood presented a gift card to Chandler Allen (Conduit Operator) for his help on short notice. Chandler worked on his day off to satisfy a short lead-time request.



Belinda Rodgers (Production Associate) and Kathy Johnston (Production Associate) were also rewarded for their good work.

Occasionally, requests are received to expedite an order. The raw material for one such order was on hand, but not yet in production. Belinda Rodgers and Lisa Irvin located the necessary material for the order and pushed through the production, completing the order before noon that day to meet the customer's request.

Along the way to making this happen, there were sales order items that were short. Kathy Johnston overheard the conversation regarding this and took it upon herself to find the missing items. For this above and beyond action, she was nominated for the award along with Belinda and Lisa.

Each of these associates is commended for going above and beyond and doing their job so very well.

Retirement



Steve Voelzke (President) and Bryan Wood (General Manager) joined Larry Richard for a parting photo.

After 20 years of service to the Raceway Division, Larry Richard decided to start his retirement. On September 30th his colleagues gathered in the break room to celebrate his decision with him. Shelbi Daniel created the cupcake treats that everyone enjoyed and Larry was given a bonus and his 20-year service award, a smoker.

Larry, enjoy your retirement and create some delicious meals with your smoker.

Yamboree Duchess

After being voted on by her teachers last spring, senior Kylie Pepper represented White Oak High School as a Yamboree Duchess in the 82nd Annual East Texas Yamboree October 16th through the 19th. Kylie stated, "Last year there was a sign-up for all incoming senior girls who wanted a chance to represent White Oak as duchess. I kind of signed-up for the fun of it and was in complete shock and surprise when Mrs. Taylor told me I was elected."

Ms. Pepper had a very busy schedule the week of the Yamboree participating in practices, a mother/daughter luncheon, a coronation, parades and the Queen's Ball. She spent the whole week making new friends, having fun and accumulating lots of great memories. She considered the opportunity an honor to represent her high school.

Kylie is the daughter of Michell Pepper, Scheduler/Buyer/Expeditor.

Stanford University Graduate School of Business



Steve Voelzke earned a Stanford University Graduate School of Business certificate.

A warm and heartfelt expression of congratulations goes out to Steve Voelzke, Raceway Division President, from the staff and fellow associates of Robroy Industries for his two-year commitment, which lead to his latest accomplishment. Steve completed an Executive Leadership Program to not only earn his Graduate School of Business certificate from Stanford University, but also to continue to enrich his contributions to the Organization as a whole. Stanford designed the curriculum to provide the participants with the tools and techniques to become a more effective change maker and leader. Robroy thanks and commends Steve for his time, commitment and dedication to the Organization.



Conference rooms served as clinics for the annual Health Fair at both the Avinger and Gilmer Raceway Division Locations.



Annual Health Fair

Longview Occupational Medical Clinic (LOMC) came to the Avinger and Gilmer facilities to administer flu shots and take blood for analysis on October 23rd and 24th respectively. In addition, Natural Grocers located in Longview provided a talk on the healthy options available at their store. Anytime Fitness in Gilmer sent a representative to discuss their facility and what it had to offer. Finally, each associate who attended received a five-minute massage from Fountain of Youth Salon and Day Spa in Longview, before they returned to work.



Kona Ice

On October 4th, Gilmer Associates were thanked for the amazing job they did on the Rocket Rack launch project. Kona Ice pulled up to the Gilmer facility and associates were treated to some refreshing treats.

In Avinger, the Raceway Associates received cookies and brownies for the part they played in the launch.



Kona Ice is very nice!





The Headless Horseman pumpkin Wrecking Ball pumpkin 1st Place - Haunted House - Melissa Allen and Janet Rhodes 2nd Place (tie) - Ice Cream Cone - Sales Department : Rhonda Dunn, Nathan Salmon, Jeremy Rodgers and Ross Land 2nd Place - Olaf - Purchasing Department: Wendy Burks, Patricia Dyar, Beunka Harris and Michell Hector 3rd Place - The Pugkin - Marketing Department: Shelbi Daniel, Lindsey White and Stephen Latham



The Donut pumpkin

Halloween

at the Raceway Division



Pinocchio pumpkin

One of the highlights of every Fall Bagpiper is the Pumpkin Decorating Contest at the Raceway Division. This year did not disappoint. Associates choose their own teams and then collaborate to come up with some very creative pumpkins.

On October 31st, associates' children visited the Gilmer facility to collect some treats.



Hunter (Bumblebee) and Lawson (Optimus Prime) Bullock.



Ashley Cullins greeted the children in the lobby.



Princesses or is one of those lovely ladies a pirate?



Another Superwoman to give Kim Gordon a run for her money.



A sweet Minnie Mouse.



Don't let that sumo wrestler step on your toes.



Is that a pretty peacock?



Who beat up those Halloweeners?

The Pumpkin Decorating Contest is only one feature of Halloween in Texas. Another aspect of Halloween involves costumes and associates working hard to outdo one another. Take a look at the 2019 costumes. You may personally get an idea or two for Halloween 2020.



Bobby Hubbard, that look is truly frightening.



Who didn't know that Kim Gordon was really Superwoman?



Manohar Taware, Andrew Krug, Beunka Harris, Brenda Eidd, Michell Hector, Amber Hogue, Sai Keerthi Satoor, Courtny Beason, Snehal Patel and Kristen Edge are the cat's meow!



Melissa Noe, Sherry Beal, Janet Rhodes and Melissa Allen have the Halloween color scheme going.



In a league of their own - Lindsey White, Stephen Latham and Shelbi Daniel.



Wendy Burks is a 10-gallon "kitty" of some kind.



Sarah Brooks' t-shirt just can't be right. Not sweet Sarah!



No "lion," Ashley Cullins' costume was the "mane" event!



...a hunting we will go with Tawny Bewley.



By the end of the day Michell Pepper was one tired mom.



Rhonda Dunn's costume had her coming and going.



Charities

The Raceway Division participates in numerous charitable functions throughout the calendar year. To follow are some of the recent charities which they have supported.



Newgate Mission Donation

The Raceway Division held a donation drive to assist Newgate Mission in collecting much needed necessities. Over 150 donations were collected during the drive, including boxed fans, reading glasses, soaps and shampoos.

“We are so grateful for the donation drive. Without such organized efforts, we would be unable to provide the amount of assistance that we do. The hygiene items are much needed during these high temperature months,” stated Hollie Bruce, Executive Director of the Newgate Mission.

Newgate Mission is dedicated to serving the needs of senior citizens living on a fixed income, veterans, the working poor and the homeless community. Located in Longview, Texas, the mission serves approximately 200 individuals daily, while also providing housing assistance, job readiness, health and hygiene assistance and transportation.



Texas Special Children's Project

The Raceway Division recently donated \$500 to the Texas Special Children's Project to help fund the group's August 8th-10th field trip to Moody Gardens in Galveston, Texas. This annual trip is the charity's largest field trip of the year, both in terms of cost and number of attendees. This year, Texas Special Children's Project hosted over 250 clients, staff and volunteers on the field trip.

The Texas Special Children's Project is a nonprofit organization that strives to provide recreational programs to the special needs communities of Texas for the past 18 years. The mission of the Texas Special Children's Project is to enrich the life of the handicapped, disabled and special needs individuals by providing quality recreation, entertainment and projects throughout the year.



East Texas Yamboree

In support of the East Texas Yamboree Association the Raceway Division helped with the annual Yamboree Queen's Race. During the race period, seven young ladies, each from a local service organization, compete for the chance to be crowned by selling the most raffle, pageant and Barn Dance tickets. The race ran from June 17th - 29th and the Raceway Division bought 36 raffle tickets, for a total donation of \$600.

The East Texas Yamboree started in 1935, making it one of the longest running festivals in the state of Texas. The Yamboree hosts over 100,000 attendees each year. The Raceway Division has previously showed their support for the East Texas Yamboree by sponsoring the Fiddler's Contest and purchasing a full-page ad in the East Texas Yamboree brochure. Robroy Industries' Raceway Division is proud to support this Gilmer area institution.

New Hires

Ever since Maddie McHale graduated from high school, she dedicated her life to furthering her education, while honing her professional career. She did this while traveling due to her father's military obligations. Maddie takes pride in being a military brat, as it has opened doors for her not only professionally, but also personally. She has acquired an adaptable and extroverted personality from those experiences.



Maddie McHale - Accountant

Maddie brought her experience and enthusiasm to the position of Accountant at Enclosure Division in August of this year. Previously, she worked as a business-banking specialist at a local bank. She pursued the accounting position at the Enclosure Division because she knew the Company was family oriented and full of affable employees. How was she so familiar with the Robroy Enclosure Division? Her husband, Joern, works for the Company.

Maddie and Joern live in Carson City, Michigan with their three children, Jaylynn, Skyler and Kennedy, and their Siberian husky, Sheriff Roskey McHale. As a family, the McHale's enjoy hosting cookouts, watching football and participating in outdoor activities. Maddie considers her family one of the biggest accomplishments in her life.

She finds her role as Accountant at the Enclosure Division truly enjoyable and appreciates the “at home” atmosphere found there. She is excited to plant her roots at Robroy and has plans to remain until retirement.

Kristie Willis began her Enclosure Division career as the Inside Sales Supervisor on September 25, 2019. Her responsibilities include managing Inside Sales Coordinators and developing sales plays and best practices that nurture leads to become customers. In addition to this role, Kristie will contribute to the Robroy Center of Excellence.

Motivated by always wanting to do her best, Kristie firmly believes in being the best at what she does. She says, “If you have to work hard to be good, why not work 10% harder to be great?” She likes enabling people on her team to excel and enjoys the clear objectives of sales. As a personal goal, Kristie wants to have an impact. She is motivated to contribute to the success of the organization in a positive way.



Kristie Willis - Inside Sales Supervisor

Kristie started in nonprofit fundraising and communications. A client she was speaking with one day said she would be great at inside sales. She started hearing it repeatedly.

As part of her move back to Grand Rapids, she was looking for a local employer where she could work in an office. After working remotely for so long, she was excited to interact face to face with coworkers. This is Kristie's first manufacturing job. She was drawn to Robroy Enclosures because the work looked interesting and the people were hard working and energetic.

Born and raised in Grand Rapids, Kristie spent time in Portland, Chicago and Detroit. She attended Western Michigan University graduating *magna cum laude* in anthropology. She says her studies were “similar to marketing, but with a more science-based approach to looking at people and how they operate.”

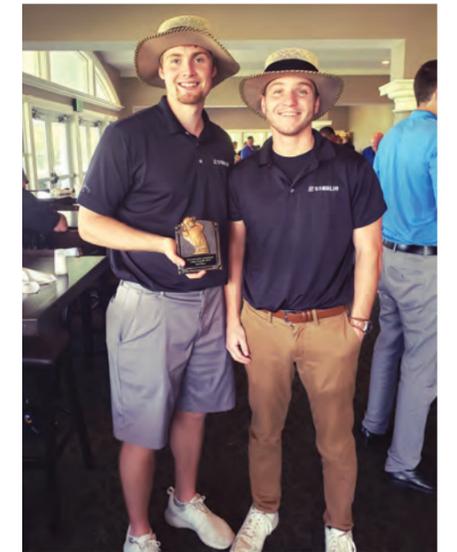
Throughout her career, Kristie has had many mentors. She feels lucky that she had the opportunity to work for a lot of bright people in her career and recognizes not everyone is as fortunate. Many of her mentors taught her not only to work hard, but how to work smart. Furthermore, they coached her to never stop learning.

Kristie has been happily married for six years and has a 5-year-old daughter. If you ever want to make her day, her favorite beverage is coffee!

FCI Golf Outing

On September 10th, Cody Johnston and Rob Holmes participated in the FCI Automation golf outing at The Golf Club at Thornapple in Grand Rapids.

FCI Automation (Fluid Connections, Inc.) is located in Grand Rapids and is a leading automation parts distributor in West Michigan. The event brought together many channel partners and Cody played with one of Robroy Enclosures' customers who purchases through FCI. The event was a big success and Rob's team managed to come home with a 3rd place plaque and a gift card to the Thornapple pro shop.



Rob Holmes shows off his 3rd place plaque after a successful round of golf at The Golf Club at Thornapple.



Stahlin Enclosures sponsored one of the holes at the FCI Automation golf outing.

Robroy Enclosures and Gus Macker...a Match Made in Belding

The Gus Macker organization celebrated their 46th year in 2019, with 33 years headquartered in Belding, Michigan. It began in the Lowell family driveway and now travels to 40 cities each year. The 33rd anniversary celebration took place on August 3rd and ceremonies began bright and early that day at 8:00 AM with a welcome to Mackerville USA - Belding, Michigan.

The presentation of colors by American Legion Post 203 opened the festivities followed by "God Bless America," sung by Russell Reeves. The Belding High School Band played the National Anthem under the direction of Ryan Rubie and local dignitaries and

charity/volunteer organizations received recognition. Following an opening prayer, Mack Hall of Fame members were acknowledged and Miss Belding, Anastasia Hintz, assisted by Jr. Miss Belding and her court, welcomed the crowd and threw out the first pass. Josh VanderMuelen from the Belding Police Department attempted the official "Do or Die Shot" and the busy weekend commenced.

Robroy Enclosures has been a major sponsor of the local Gus Macker 3 on 3 Basketball Tournament since 2013. The Company sponsors the dunk contest each year. The Macker searches out the best slam dunkers to partic-

ipate in this event and Robroy is there to act as judges with a championship trophy and cash for the ultimate dunker. Robroy's sponsorship is much more than a dunk contest. The Enclosure Division's support provides assistance financially for 15-20 local non-profit groups that help volunteer at the tournament.

Did you know that Craig Mitchell (president) can throw down a tomahawk dunk and that Cindy Stowell (HR) has a sweet hook shot? Make it a point to visit Belding, Michigan next August when the Macker Tournament comes to town. You may get a glimpse of these two associates in action.



The Robroy Enclosures' Slam Dunk Tournament over the years.



Christine Ayers daughters, Alexis and Alyssa



Debbie Hannah's granddaughter, Amelia



Kara and Summer, Debbie Hannah's granddaughters.



Ellie, Jeff Seagle's granddaughter

Back to School 2019-2020

Emotions run high on the first day of school each year. Some kiddos are anxious, others defiant or some even jubilant. Whatever the underlying feelings may be, a big smile usually comes forth for those first-day-of-school photos.



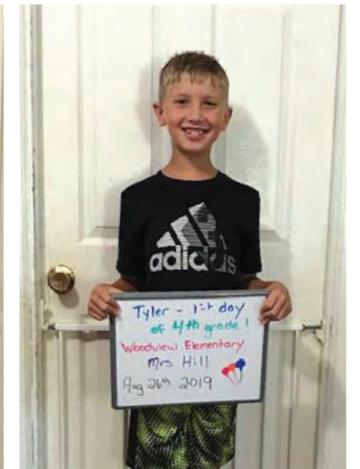
Ella Wetzel - first day of first grade



Evan Wetzel - first day of ECSE



Mason Wetzel - first day of fifth grade



Tyler Wetzel - first day of fourth grade



Cody and Dillon, Kathy Tissue's boys



Paul Houghtaling's first day of class at Montcalm Community College (MCC)



Rudy and Patsy Alvera's grandson, Grayson

Belding Labor Day

The Friday evening Twilight Parade and the Labor Day Parade serve as highlights to the annual Belding Labor Day Celebration. The Enclosure Division sponsored the parade on Labor Day again this year. They not only sponsored the parade, but also participated in it by designing and constructing a float, as they have done in so many years past.



Emily Byrne proudly displays the Enclosure Division's second place trophies.

Thanks to her success in previous years, Emily Byrne, Intern, took the lead role in designing this year's float around the theme of "Fun in the Sun." The Enclosure Division took the word float literally and floated two five-foot beach balls and a mini dragon inflatable pool on their entry. A special touch of two bubble machines added to the crowd's enjoyment along with the mini beach balls that associates distributed to the bystanders.

For Emily's efforts, and those of the many associates who volunteered their time, the float received two second place trophies.



The Enclosure Division float at the Labor Day Parade



Associates and their families enjoyed the day



The back side of the float at the Twilight Parade



Adopt-A-Highway

On October 6th at 10:00 AM the Adopt-A-Highway crew from the Enclosure Division gathered at the bank in Belding marking their 8th year of service to the program. With trash bags in hand and all dolled-up in reflector vests they came ready to make a clean sweep of their designated portion of the Michigan highway system.



The Crew



A Day to Believe

Many events took place during the week of B Foundation's "Day to Believe." Students wore a different color each day to bring attention to some of the forms in which cancer shows its ugly face. The football game on October 11th was more than a football game. It provided a time to honor, remember and support those who have fought and currently fight cancer. The Little Knights Day Care Center and elementary school classes displayed ribbons at the football game showing how the youngsters care through their artwork. At halftime the families affected by cancer were recognized.

A 5K run/walk through Belding followed the football game and concluded at Candlestone Golf Resort with a celebration of runners, sponsors, affected families and all of the hard work that it took to bring about the week's celebration. Belding is an amazing community and "Day to Believe" is a special event in Belding embraced by so many people for so very many reasons.



Robroy Enclosures displays support for the B Foundation's "Day to Believe."



The weather did not dampen the spirits of the participants at the football game.



Donations were collected in memory of Bill Olsen.



As a sponsor, the Enclosure Division was involved with the coin toss to start the football game.



Belding Band

On October 12th, The Belding High School Marching Band welcomed more than 1,200 students onto Ruddness Field in Belding to showcase hundreds of hours of rehearsal and dedication at the 2019 Belding Band Invitational. The musical talent and creativity of these students were judged and rewarded at the conclusion of the invitational. Robroy Enclosures sponsors this event along with other local companies.

This invitational is one of many in which these schools compete, ultimately looking to the championship competition at Ford Field in Detroit. The MCBA State Championships took place on November 2nd and the Belding High School Marching Band placed 6th in Flight V.



Belding High School Marching Band at Ford Field in Detroit, Michigan.



Carol and Paul Houghtaling enjoy a wonderful 25th anniversary get-away.

25th Anniversary

Paul Houghtaling pleasantly surprised his wife, Carol (Receptionist/Administrative Assistant), with a trip to Warm Springs, Virginia for their 25th anniversary. They awoke to a breakfast basket outside their door, visited the beautiful Allegheny Mountains countryside, took in a picnic along the banks of a picturesque river, strolled down the quaint streets of the town exploring the shops and dined in the superb restaurants.

The original mill dates back to 1771, but the mill on the site today was built in 1900 and operated until



1970. It was transformed into the Waterwheel Restaurant, part of the Grist Mill Inn, at that time and is listed as a National and Virginia Historic Landmark. The rich history of the mill, restaurant and inn are part of the Houghtaling's history, as well. The couple stayed at the Grist Mill Inn in the past, a place they had frequented, when they lived in North Carolina. The recent experience brought back many wonderful memories.

Great job, Paul, on the surprise for Carol. You old romantic, you!



Grandbabies

The Robroy Enclosures family is enlarging. Several associates were recently blessed with new grandchildren.



Madilynn Elizabeth and Ethan Matthew

Jamie Arnett (Assembly Associate) welcomed twin grandbabies into the world on September 6th at 8:04 AM and 8:10 AM. Madilynn Elizabeth arrived weighing 5 pounds, 11 ounces and her twin brother, Ethan Matthew, weighed 6 pounds, 8 ounces.



Callie Rae

Stephanie Dunham (Shipping Associate) welcomed the arrival of her granddaughter, Callie Rae, born on October 21st at 12:07 PM. Miss Callie weighed 8 pounds, 2 ounces and stretched 21 inches in length.



Darcie Hallock's grandbaby to come

Darcie Hallock (Customer Service Rep) must wait until April of 2020 for her grandbaby. However, she has started collecting photos already!

Congratulations are extended to each of these families on the arrival of (or soon to arrive) their grandchildren!



Jamie Arnett's grandbabies

Weather in Michigan remains unpredictable when it comes to what can be expected on Halloween. This year was yucky at best, prompting parents to consider just buying candy for their children and avoiding trick or treating altogether. However, weather never stops young Halloweeners from dressing-up, venturing out and collecting treats of all kinds. To follow you will see Halloween photos of the children and furry friends related to Enclosure Division Associates. Some costumes are cute, some very creative and you know each child had a great time.

Halloween



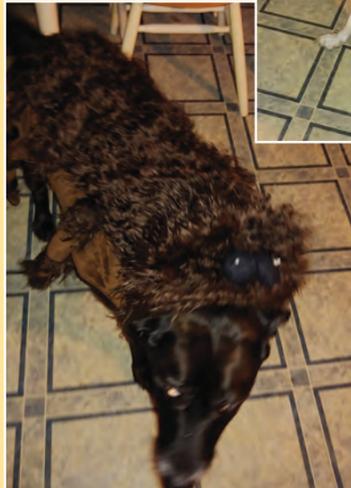
Creative pumpkins: a cat and a very sick pumpkin



The cat in the Hat (Amelia) and a 50's chic (Kara) - Debbie Hannah's granddaughters



Larry Warner's Bo and Roary dressed as spiders. Larry, spiders have eight legs!



Wyatt, Larry Warner's great nephew



Cora, Cindy Stowell's granddaughter



Christine Ayers' girls, Alyssa and Alexis



The McHale's children, Jaylynn Kennedy and Skyler



Len Harrington's kids, Brandy and Bailey



Kris Lanser's daughter, Minnie (Ava Maria)



Tanner, Amy Beach's grandson



Cindy Stowell's grandchildren, Charlie and Kinzie



Lucy Jolman, Kristie Willis' daughter



The Marker family, Michael, Dora and Oaks



Darcie Hallock's granddaughter, Vayda Jensen



Carol Houghtaling's grandchildren, Jacoby and Jaycie



Allen Wizorek's four K's - Kinleigh, Kaylynn, Kora and Kenna