



Brenda Eidd



Mike Carstens



Mike Olmstead

**HEADQUARTERS**

Brenda Eidd ..... 5 Years

**Enclosure Divison**

Mike Carstens ..... 20 Years  
 Mike Olmstead ..... 15 Years  
 Christina Ayres ..... 15 Years  
 Mike Whorley ..... 10 Years  
 Carol Houghtaling..... 5 Years  
 Maddie McHale ..... 2 Years



Christina Ayres



Mike Whorley



Carol Houghtaling

**Raceway Divison**

Shawn Baird..... 30 Years  
 Jose Barrios..... 15 Years  
 Jason Perry ..... 10 Years  
 Logan Crenshaw ..... 5 Years  
 Nathan Salmon ..... 5 Years



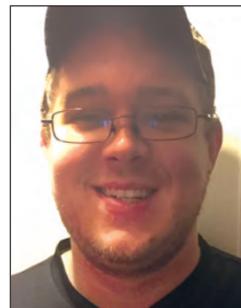
Shawn Baird



Jose Barrios



Jason Perry



Logan Crenshaw



Nathan Salmon

**BENEFITS BULLETIN BOARD**

**Keep Your Medical Costs 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:**

Why not let Robroy help you save money!

Enroll in 401(k) anytime after you become eligible - check out how much Robroy will match, talk to your local HR department for details.

**Sign up for HSA anytime —offers a triple tax advantage:**

- Money goes in tax-free
- Grows with interest tax-free
- Can be used tax-free for eligible healthcare expenses

# THE BAGPIPER

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**Family Forum**

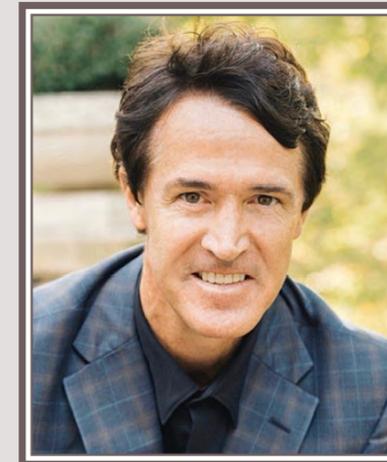
As we approach the end of 2021, I am pleased to report that Robroy’s overall business is healthy and we are on pace to exceed our plan at both the Raceway and Enclosure Divisions. Despite headwinds caused by supply chain restraints, labor shortages and inflationary pressure, Robroy is positioned well for growth as we look ahead to 2022 and beyond.

Every October the leadership team of the Electrical Group gets together to present and discuss the strategic business plan for the upcoming year. This year, in particular, I was very pleased to see a common process and template used across the enterprise. In addition, the business plans presented by the Raceway and Enclosure divisions are in clear alignment and roll up to support Robroy’s corporate strategic mission.

Why invest the time and energy to develop a strategic business plan you might ask? Perhaps the most obvious reason is to provide direction and focus by the way of a written document. In order for our strategic business plan to be an effective management tool it must be used and reviewed continuously throughout the year. This point is cleverly stated in the article entitled: “10 reasons why strategic plans fail” written by the business consulting group - Aileron. In this article the author goes on to say “Unlike twinkies or a fine vino, strategic plans do not have a good shelf life.” In other words, our strategic business plan must never become stagnant and collect dust on the proverbial shelf. Robroy’s strategic business plan will be a living, breathing document that will be reviewed periodically throughout the year and serve as a roadmap to our success.

As an organization that has been successful since 1905, Robroy continues to learn from the past, plan for the future and live for today. We will continue to proactively promote our company culture that leverages the core values of *Appreciation, Achievement and Balance*. We will continue to be a forward-looking organization that leads the way and embraces positive change.

I want to express my sincere appreciation and gratitude for the health and well-being of the Robroy family. Wishing everyone a safe and joyous holiday season!



Jeff McIlroy | Chairman

**HEADQUARTERS**

**Promotion**

On November 1st Randy Untalan was promoted to the position of Corporate Systems Analyst. Randy’s new title comes with many responsibilities. He will manage the weekly, simulated, month-end and year-end closing operations.



Randy Untalan - Corporate Systems Analyst

Additionally, he will be responsible to ensure that all of the interfaces between the Chess system and bolt ons work seamlessly. Finally, Randy must ensure that all system related nightly exceptions are cleared according to policy.

Randy began his Robroy career seven years ago, October 6, 2014. Since that time, he worked with all of the divisions to roll-out many successful projects within Chess. In the recent supply chain dashboard and alternate vendor project he was the key IT resource making all of the programming changes. Last year he successfully rolled-out the sales tax compliance related changes in Chess.

The Company looks forward to Randy’s continued success in all areas of his new responsibilities.

**New Hires**

Rafael Llamas was born and raised in the Philippines and came to the United States 20 years ago. For nearly 30 years he has worked in Information Technology (IT). Rafael joined Robroy on August 9th of this year as a Corporate Systems Analyst and is currently serving Robroy Headquarters from his home in Southern California.



Rafael Llamas – Corporate Systems Analyst



Bianca Llamas – a budding artist.

Rafael is dad to two wonderful kids, Zak and Bianca. Recently Bianca, 10 – a fifth grader, created a painting for her dad of the view from Robroy Headquarters across the Allegheny River. This young lady is quite busy. She swims competitively with Armada Swim Club and preforms through dance. She squeezes in her painting, when she has time.

In September Kathrine Kepner became the newest member to the Headquarter’s staff in the position of Assistant Corporate Controller. Kathrine earned



Kathrine Kepner – Assistant Corporate Controller

her degree from Lebanon Valley College and is a licensed CPA with eight years of experience in public accounting. Her experience included auditing and taxation giving her a strong background and expertise in those areas, which will benefit her in her new position.

She stated, “The family owned culture, company history and discussions with management made the decision to explore the opportunity available at the Company an easy one.”

Katherine is a Pennsylvanian, but comes to Headquarters from the state of Alaska where she spent the last three years. Hiking and exploring the outdoors occupy her free-time along with hosting game nights, mini golf tournaments with her boyfriend, Dylan, and playing with Biscuit and Gravy – her cats. She also serves as the treasurer on the board of a non-profit animal sanctuary. She finds working on the farm, caring for the animals, very enjoyable.

Sai Keerthi Satoor is new to the Headquarters staff, but not new to Robroy Industries. She recently transferred to Verona Headquarters from the Raceway Division in Gilmer, Texas. She is originally from India and began her Robroy Career on October 4, 2017 as a .NET Software Engineer.



Sai Keerthi Satoor – Software Engineer



A welcome lunch was held at The Lot at Edgewater restaurant in Oakmont, Pennsylvania.

**Jean Liberto Retires**



Vijay Tahiliani presented a retirement gift to Jean from her colleagues.



At a luncheon celebrating her retirement, Jean was given the seat of honor at the head of the table.

Jean Liberto joined the ranks of the retired on September 17, 2021. Her tenure with Robroy at Headquarters began on August 16, 2004, when she accepted a part-time position in the Accounting Department. She soon became a fulltime associate as a Corporate Accountant. Over the years she held several other positions including Headquarters Senior Corporate Accountant and Headquarters Senior Treasury Analyst. At the time of her retirement her title was Manager of Corporate Risk.

Jean was a valuable asset to the Company and she will certainly be missed. A luncheon was arranged at The Lot in Oakmont, Pennsylvania and she was presented a gift certificate to the Nemaocolin Woodland Resort in Farmington, Pennsylvania. She also received gifts from the other Robroy divisions.

Jean is wished a very happy retirement.

**Visiting the Falls**



Randy Untalan and Rafael Llamas made a trip to Niagara Falls from Pittsburgh last summer. They must have viewed the spectacle from the US side since the Canadian border was closed at that time.

**Changes on the Robroy Board of Directors**



Rob McIlroy, CEO, Ted York and Jeff McIlroy, Chairman

Long-time Board Member Dick York has retired his position after 25 years of outstanding service. The McIlroy family and the Board of Directors recognized and celebrated Ted’s contributions and leadership to the Company at the historic Duquesne Club in Downtown Pittsburgh. The evening culminated with a special video tribute thanking Ted for his wisdom, loyalty and friendship.

The entire Robroy family extends best wishes to Ted in all of his future endeavors.



Ted York with retired Board Members Chuck Cohen and Peter McIlroy



The Robroy Board of Directors from left to right: Phil Pejovich, Jack Elliott, Rob McIlroy, John Staley, Chuck Cohen (retired), Peter McIlroy (former CEO and Chairman), Dave Jardini, Jeff McIlroy, Anthony Santilli and Vijay Tahiliani.



Phil Pejovich – Robroy Board Member

**The Bell Continues to Toll at Headquarters**



Phil Pejovich rings the bell



Kathrine Kepner takes a turn at the bell.



It's Keerthi Satoor's turn.

The newest member to the Robroy Board of Directors and newest associates were afforded the opportunity to ring the bell located in the lunch area of the Headquarters office building. So, what’s the big deal and what is all the bell ringing about?

Each time the Electrical Division, made up of the Gilmer Raceway Division, Avinger Raceway Division and Belding Enclosure Division, exceeds the Company sales plan, the bell at Headquarters sends out the announcement.



Rafael Llamas gives the bell a good ring.

## HEADQUARTERS



### Verona Celebrated Its 150th Birthday.

Robroy Industries has been headquartered in Verona, Pennsylvania since 1950 on the banks of the Allegheny River. Verona was incorporated on May 10, 1871 and this year marked the sesquicentennial celebration for the borough.

The combination of Verner and Iona railroad stops along the Allegheny Valley Railroad line gave Verona its name. James Verner was the founder of the town of Verona and, in the 2010 census, the population was close to 2,500.

Robroy proudly helped to sponsor a two day celebration on September 18th and 19th commemorating the 150th birthday. Many festivities including: music, vendors, food trucks, a parade, a car cruise, community picnic and acrobats and fire dancers heralded the birthday.



## RACEWAY DIVISION



You can tell by the twinkle in their eyes that there are big smiles behind those masks!

### Charitable Giving

The Raceway Division Associates, like all Robroy Associates, always look for ways to serve their community. Last August, as COVID-19 numbers escalated due to the Delta variant, hospitals experienced all time nurse-to-patient highs. Healthcare workers needed some TLC, which provided the Raceway Division a perfect opportunity to step-in with a caring gesture.

The locally owned restaurant Nanny Goats Café and Feed Bin is a favorite in Longview, Texas. They also have a catering business that is easy to work with. Through this company the Raceway Division had 160 meals delivered to area emergency room and intensive care nurses at Longview Regional Medical Center and Christus Good Shepherd Medical Center, also in Longview.

This act of kindness showed frontline workers (heroes), that their hard work does not go unnoticed and is truly appreciated.

### Retirement



Brian Smith and family

Brian Smith retired at the end of July after having served the Raceway Division for 15 years as a Production Associate. Brian plans to replace work with family, fishing and relaxation. His family came to the Gilmer facility to share in the little celebration that was planned for Brian.

Brian, you are wished a long and very happy retirement.

## TIPS FROM IT

### Avoid Weak Passwords

The most common password is 123456, followed by 123456789 and "password." Some people use their name or that of a pet. If you are guilty of using any of these common passwords consider changing them now. Hackers use passwords to access information, so do not make it easy for them.

Do you write your passwords down where someone may have access to them? Do you store them in email or other digital files? Instead, store them in a password manager. Third party programs are available and one is built into Windows 10. These programs store passwords and can automatically populate them when required.

Whether you use a password manager or not, a strong password is critical. It should be something you will remember and the longer the better. A strong password is at least eight characters in length. Additional recommendations follow:

- Use a combination of numbers and upper and lowercase letters and special characters.
- No personal information should be used, such as street addresses, birthdays, children or pet names.
- Use something familiar, but not obvious.
- Change your passwords periodically.

It is best practice to change your passwords periodically (Robroy forces you to change network passwords every 180 days ) — not only your Windows 10 password, but any passwords you use for other applications and services.

To change your password in Windows 10 (If you normally work using a VPN, make sure you're connected to the network first):

- Press **CTRL+Alt+Del** on your keyboard
- Select the option to Change Password
- Supply your existing password and a new one of your choice (twice)

### Employee Spotlight

Danny Wright has been a valuable member of the Robroy family at the Raceway Division for the past 18 years. His knowledge and loyalty to Robroy are second to none and he has proven to be an invaluable resource for new hires. Danny makes it a point to go out of his way to welcome and help new associates in his work area. One new hire gives Danny full credit for helping him successfully get through the first few weeks of his training in his new position.



Danny Wright - Production Associate

It is rewarding to see associates putting the team first and investing time and effort in developing relationships with co-workers, especially new associates. Danny is an experienced Company resource who can answer questions, provide helpful tips and be a real difference maker.

Beunka Harris began her Robroy career in 2015 in the Customer Service Department and now serves the Company in the position of Buyer/Scheduler/Expeditor.



Beunka Harris - Buyer/Scheduler/Expeditor

She works extremely hard each and every day striving to make quality personal. This associate is always available to lend a helping hand to any department needing materials, office supplies or even a quick chat.

Beunka specializes in finding a way and being clear on expectations. She makes it her duty to learn about each department and their needs while setting the bar high for herself and her fellow associates.

The Raceway Division is fortunate to have Beunka and Danny and the examples they set as an integral part of the Robroy family.



Steve Voelzke and Brian Smith on Brian's final day of work.



**New Hires**

The Raceway Division added many new associates in the past few months. As each one settles into their new role, he/she will become familiar with the Robroy culture and understand the important part they play in the Company's success. They will also see how their achievements are appreciated.

When asked where Joshua Bumpas was from, he replied that he lived in Fort Worth; Houston; Kansas City, Missouri; Frederick, Oklahoma and Little Rock, Arkansas.



Joshua Bumpas - Content Coordinator

Joshua now resides in Marshall, Texas. His parents and siblings live in Tyler, Texas and his girlfriend teaches theatre at Hillsville Junior High and lives in Longview.

Joshua loves movies and reads as much as he possibly can. In addition, he enjoys engaging in conversations that are pop-culture related and just learning about other people's interests. Acting, playing the piano and videography are at the top of Joshua's things to do list. Latte art interests Joshua, as well. Did he once have a job as a barista at Star Bucks?

The people and culture of Robroy attracted Joshua to the Raceway Division. The way everyone spoke so positively about the Company made him want to be part of the team. Feedback, both positive and negative, motivate him. He thrives on knowing what needs to be done, then creating a plan to achieve those goals.

Jennifer Croley began working right out of high school. She said she loved the business sector so much that she never left. She started as a temp and worked her way from promotion to promotion up the ladder to a senior manager position over her 20 years of experience. She attributes her success to strong leadership skills. Her extensive experience with



Jennifer Croley - Inventory and Receiving Supervisor

supply chain and distribution will serve her well in her new position of Inventory and Receiving Supervisor.

Jennifer had enough of the city life and moved to East Texas from Dallas Fort Worth. She and her husband, Todd, have been married for nine years and have a son, Colton (2), and an eight month old golden retriever, Harley. Jennifer stated, "My husband always wanted a Harley!"

The Robroy culture and the Company's focus on the associates were most appealing to Jennifer, as well as the fact that it is a family owned business. She looks forward to the knowledge she will gain in a new field.

Alyssa earned her degree in communication disorders from the University of North Texas. She is not new to the Raceway Division. She worked for two years as a Customer Service Rep and loved her experience with Robroy, knowing that if the opportunity presented itself, she

would accept another position with the Company.

For the last four years, Alyssa was employed by a non-profit organization that worked with struggling teens. She managed the parent resource and donor database.

Alyssa enjoys traveling with her family - Sam, her husband, her daughters, Aubrey (5) and Logan(3), and Will her seven-month-old son. She enjoys reading, as well, when she can squeeze it into her schedule.

"I am excited to be back with the organization and with the marketing team," Alyssa stated.



Alyssa Jones - Brand Coordinator

Christy Lucas is from Hallsville, Texas, but two years ago moved to Diana giving her about a 12 mile drive to the Raceway Division in Gilmer. She lives in Diana with her husband, Daniel,



Christy Lucas - HR Support/Reception

daughter, Kayden (18), and son, Tristan (15). The fact that Robroy emphasizes and the importance of employees and cares about the community meant a lot to Christy. Financial stability is something that instills motivation in her, but she also desires to feel valued and appreciated as an employee. For these reasons she is happy to be part of a great team.

This lady loves animals and spending time with her family. Reading is a good pastime for Christy, as well.

Chad Morrison is a Henderson High School graduate and earned a degree at Kilgore Jr. College. He brings 25 years of experience working in machine shops to his new position of Methods Analyst. He served as a machinist with CNC programming experience at Amega Industries and worked as the shop supervisor/manager at Midsouth Fabrication.

Chad resides in Longview, Texas and has lived there for the past 28 years. This gentleman loves baseball, especially the Texas Rangers. Traveling and fishing also score high with regard to enjoying free-time.



Chad Morrison - Methods Analyst

The Raceway Division's stability was a drawing card for Chad. He was looking for a position in a non-energy related environment and he recognized advancement opportunities with Robroy and a chance to help the Company build its machining operations to full potential.

Raven Parker is from Dallas where she attended Lake Highlands High School. She also attended Richland Community College and spent one year at Southwest Assembly of God University (SAGU). She has held executive assistant positions at Langley Energy and Huerta Steel Erectors.



Raven Parker - Executive Assistant

Raven's interests are many and varied ranging from sewing, Renaissance fairs and riding motorcycles to reading, football, hiking and fishing. She and her husband have five children - two are his and three are hers. All of their children are grown and on their own.

After investigating the Company, Raven found it to be well established. She accepted the position, because it is one she truly enjoys and the energy in the office was "clear and positive."

Give Zane Riddlesperger the opportunity to learn and grow and he is all for it. Robroy's culture of continuous improvement and business growth attracted him to



Zane Riddlesperger - Manufacturing Engineer

his new position of Manufacturing Engineer at the Raceway Division. Zane is a single gentleman from Troup, Texas with a love of classic cars and the outdoors.

Wendy Swain-Owens resides in Tyler, Texas with her husband, Dusty, and their children: Evan, KeyLee and Michael. Oh, let's not forget Petra their Rottie! She was born in Houston and grew up in Bullard, Texas (East Texas).



Wendy Swain-Owens - Human Resources Manager

The longevity of the Company attracted Wendy to seek a position at the Raceway Division. She said she accepted the position of Human Resources Manager "because of the runway to grow the organization and contribute to taking success to significance." The opportunity to build relationships, challenging work, problem solving and being able to make something better for someone motivates Wendy.

Wendy appreciates the high expectations the Company sets for its associates. She believes that achieving these expectations requires teamwork, boldness and an above average commitment.

Wendy enjoys tennis, golf, travel, snow skiing and reading in her spare time.

Trip Wingfield is from Longview, Texas where he resides with his wife, Robin. He thought it was time to get off the road and be at home more, so he sought out the Plant Engineer position at the Raceway Division. He always appreciates new challenges.



Trip Wingfield - Plant Engineer

In his spare time, Trip goes off-roading and he enjoys motorcycle drag racing.

84th Annual East Texas



Alyssa Jones and her daughters enjoy corn dogs at the Yamboree.



The Big Swing attracted Lindsey White's daughter.



Tawny Bewley and her kids posed for a quick photo, before joining the Yamboree festivities.

# YAMBOREE

October 20th through October 23rd was set aside in Gilmer, Texas for the 84th Annual East Texas Yamboree, four full days of fun and excitement for the town and surrounding area. Those four days are filled with carnival rides, parades, a queen and princesses, livestock shows and contests of every shape and form.

The East Texas Yamboree has been a staple of the Upshur County community since 1935, when residents celebrated the return of the sweet potato crops (the Raceway Division knows it as the return of funnel cakes and corn dogs for lunch). The Yamboree is the 2nd longest running festival in the state of Texas and Raceway Associates never shy away from the good times and wonderful memories the Yamboree provides to their families.



Kristen Edges daughters competed in the art (left) and canning contests (above).



Stephanie Ellis' 2-year-old son, Sutton, enjoyed the carnival rides.



Rocket Rack Takes the Spotlight



The striking Rocket Rack Display drew much attention at the PACK EXPO.

The PACK EXPO is the world's most comprehensive processing event, which was held in Las Vegas on September 27th -29th. Martyn Smith, Mike Overstreet, Chris Caldwell and Bob Webb represented Robroy and the Rocket Rack product line at the trade show. Professionals from around the country gathered across four expansive convention center halls to view innovations and solutions for the packaging industry.

Based on turn out, the industry was excited to return to exchange ideas, network and feature their products. Martyn, Mike, Chris and Bob collected 141 leads from companies such as PepsiCo., King's Hawaiian and Sargento Foods. So far, 17 of those leads have been converted into viable opportunities.

Rocket Rack has been nominated for multiple awards this year. The Company anticipates winning in their designated categories.

Award Nominations:

- *Plant Engineering Magazine* - Product of the Year Finalist  
Electrical and Lighting - Rocket Rack Product, Piping and Support System
- *Control Engineering Magazine* - Engineer's Choice Finalist  
Safety and Security- Rocket Rack Product, Piping and Support System



ECN/Korns Associates are proud of their safety record.

ECN/Korns sets New Record

In July, the Raceway Division of ECN/Korns (Avinger, Texas) celebrated 2,585 days since their last recordable incident and ZERO OSHA recordables in that time. Their fundamental safety slogan "WORK SAFE, BE SAFE," is followed to the T at the Avinger facility.

Keep up the excellent work!





The Marketing Department's first place entry in the pumpkin contest.



Janet Rhodes and Melissa Allen's 2nd place entry.



This was Snehal Patel's personal pumpkin carving - his son Aarav enhanced his father's artwork.

# HALLOWEEN

The Raceway Division holds a pumpkin contest every year with the result being some very creative and unusual entries. The pumpkin contest and costume contest took place on Friday, October 29th.



The Funniest award went to Janet Rhodes, as Pooh Bear.



The HR and Accounting Departments combined their efforts for the Most Creative award.



Brittany Humphrey dressed as a Viking.



Raven Parker earned the Scariest award.



The rock band Kiss showed up to take the Best Group award - the Marketing and Raceway Brand Coordinator.

The Raceway Associates out due themselves each and every year with their costume choices.

## Employee Appreciation

Robroy Enclosures recognizes that their associates work hard and that hard work is appreciated. To show that appreciation the Company raffled-off some items to the associates who worked the full week that the raffle took place. Lee Van Bronkhorst, Operations Manager, distributed the prizes to the winners - a basketball hoop, a cooler, a grill and gift cards.

In addition, drawings for three \$200 gift cards took place for those who volunteered to work some Sunday shifts. Pop and pizza were enjoyed, as well.



Linda White's daughter, Bristol, could scare you into cheering for her team.



Jennifer Croley's son, Colton, makes an adorable Woody from Toy Story.



Bring on the Trick or Treaters - Tawney Bewley's family was ready for them.

The children of Raceway Associates are just like all kids; they love to dress-up and enjoy Halloween.



Kristen Edge's daughters lent a hand at the Robroy table.

In Gilmer, Robroy set-up a table at the Gilmer Fall Fest and associates volunteered to man the table.



Associates gathered for an employee appreciation raffle.



Caleb Guernsey (Press Operator) - gift card winner



Dave Jeffers (Press Operator) - gift card winner



These volunteers, who offered to work some Sunday shifts, participated in a gift card raffle.



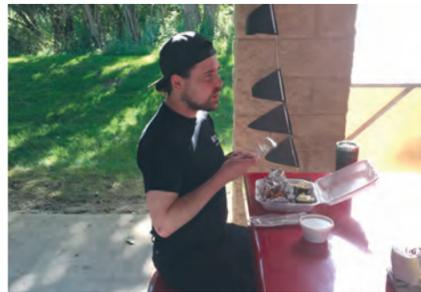
Jay Nowak (Press Operator) - gift card winner

**Company Picnic**

Bonnie Mroczek (HR Manager) and Amanda Calvo (HR Specialist) were grillin' and chillin' as they served up box lunches to all three shifts at the Belding facility. The Company Picnic took on a different look this year with a BBQ theme, as associates enjoyed lunch in the pavilion.



Bonnie Mroczek and Amanda Calvo passed out lunches BBQ-style.



On a beautiful day in Belding, Kyle Petersen (2nd Shift N-Series) enjoyed the lunch the Company provided.



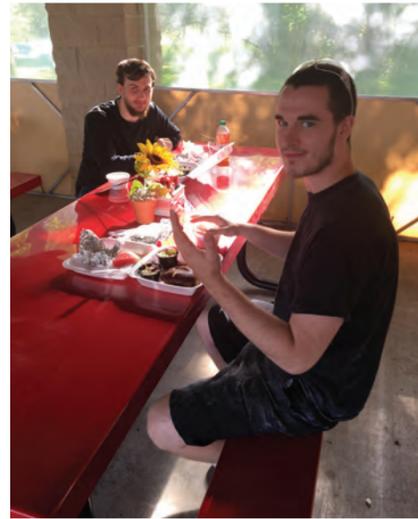
2nd Shift Associates



1st Shift Associates



Deb Mills (2nd Shift CNC Operator) finishes her picnic lunch.



Sean Clark (2nd Shift Press Operator) prepares to dig into his picnic lunch.



**New Hire**

In September, Tulane Woodworth began her Robroy career in the position of Receptionist/Administrative Assistant. Tulane has a strong background as an administrative assistant with 20 years of experience in that capacity.

Spare time for Tulane includes spending a lot of time at the baseball field with her son. She also enjoys traveling and just being outdoors in a variety of activities.

Tulane Woodworth - Receptionist/Administrative Assistant

**Gus Macker**

Gus Macker 3-on-3 Basketball has made its home in Belding, Michigan since 1987. The tournaments originated in Scott McNeal's (alias Gus Macker) driveway court in 1974 as a competition between friends. Today more than 200,000 participants in 75 cities compete on indoor and outdoor courts with a reported 1.7 million audience.

At the organization's Belding tournament, Robroy has been a long-time sponsor participating in the opening ceremonies and passing out checks to local charities and non-profit clubs from the proceeds of the tournament.



Erik Faasen (Plant Manager) passed out checks to local charities and non-profits.



Scott McNeal and Erik Faasen



2021 Slam Dunk Champion - contest sponsored by Robroy Enclosures



**Now Hiring**

It looks as though most companies are looking to hire new employees these days and Robroy Enclosures is no exception. In order to recruit qualified associates, the Company felt it was important to show the public just what Robroy Enclosures manufactures and a little about what the Company has to offer. Three separate events were planned to accomplish this objective.



First, an open house took place at the Belding facility for residents of Belding and surrounding communities. Information was made available along with a plant tour and a reception with refreshments. The open house produced three new associates.

A pop-up was set-up just outside the Robroy Enclosures facility for passers-by to learn about the Company. Finally, Robroy Enclosures sponsored the Montcalm 4H Fair's Crash Bash and set-up an information table at the event.



An information table was set-up at the 4H Crash Bash



The pavilion was made ready for visitors.



**Veterans Freedom Park**

Donors to the Veteran's Freedom Park in Belding received invitations to a private event in appreciation for all they had done to make the park a reality. A luau dinner was followed by Hawaiian entertainment including hula and fire dancers.



Robroy Enclosures has donated to the Park from its inception. Bonnie Mrozcek and her husband represented Robroy Enclosures at the event. The Park began in 2009 with a vision that Vietnam Veteran Denny Craycraft had to create a Freedom Wall honoring Michigan veterans. After three years, he was granted permission to construct the wall and it was unveiled in November of 2012. Since then, a number of other monuments have been erected in what is now Veterans Freedom Park and the construction is still ongoing.

The Park includes:

- WWI Monument - honoring 321 local veterans
- Freedom Wall - honoring 754 WWII veterans
- Korean War Monument
- POW/MIA Monument
- Blue Star and Gold Star Mothers' Monument
- Vietnam Memorial - honoring 2654 Michigan soldiers who gave the ultimate sacrifice and 12 pillars for local Vietnam veterans who died in that war



Freedom Wall



Roasting a pig



Beautiful table settings



Fire Dancer



Hula dancers



Dinner attendees



And what a crash and bash it was!



Elizabeth Wiggins – Best Dressed, Most Spirited Michigan State fan



Joern McHale – Best Dressed, Most Spirited Michigan fan



Bonnie Mroczek, a Michigan State fan, won a prize for the best carved pumpkin – a humiliated Michigan fan!



Buck Moody (Methods Analyst)



Craig Mitchell (President)



Lee Van Bronkhorst

# MICHIGAN VS MICHIGAN STATE

You have not witnessed a rivalry until you have seen the one between the University of Michigan Wolverines and Michigan State University Spartans. These teams have been playing football against one another since 1898, have met 114 times and have played uninterrupted games each year since 1954 competing for the Paul Bunyan – Governor of Michigan Trophy. This year, on October 30th, the Spartans proclaimed victory, as they did in 2020.

So why is this being reported in the Bagpiper? The atmosphere at Robroy Enclosures was contentious on October 30th. Blue and gold and green and white attire could be seen everywhere and predictions were made as to who the winner would be – Michigan or Michigan State. In addition, this year a contest was conducted to see who could be the most spirited for their chosen team.

Elizabeth Wiggins (3rd Shift Press Operator) won as the most spirited Michigan State fan and Joern McHale took the honors for Michigan. Jamie Arnett won a \$25 gift card for her astute prediction coming the closest to the actual final score of 37-31.



This is a sight...a Wolverine next to a Spartan - Tulane Woodworth (Receptionist/Administrative Assistant), Amanda Calvo, Christina Ayres (Controller) and Bonnie Mroczek.



Mike Olmstead (Material Handler)



Jamie Arnett (Assembly)



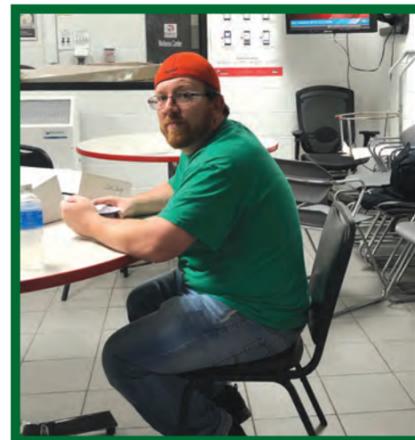
Allen Wizorek (Scheduler/Buyer/Expeditor)



Jamie Arnett (Assembly) won a gift card for the closest guess to the winning score.



Jeremiah Souza (Assembly)



Josh Blair (N-Series)



Trisha Wetzel (Customer Service)



Brian Knoerl (Continuous Improvement Manager)



Mike Carstens (1st Shift Supervisor)



Robroy Enclosures is the home of the flux capacitor.



Marty drove the DeLorean along the parade route.



Amanda Calvo's son, Talan, posed with Doc.



Jason Pawloski (Material Handler) with his wife and son were photographed with Marty McFly.



Thomas York Jr and his son do an imitation of Marty.



The Twilight Parade



## Belding Labor Day Celebration

The Belding Labor Day festivities were bigger and better than ever with the theme Back to the 80's. Let's see, what happened in the 80's? One of Robroy's enclosures had its debut in the movie Back to the Future. The flux capacitor was housed in a non-metallic enclosure, a Robroy Enclosures non-metallic enclosure!



The DeLorean



Marty and Doc check their watches.

Back to the Future became the theme for the Enclosure Division's participation in the weekend and a DeLorean was obtained to drive in the parades. The Company designated a special time when Enclosure Associates could bring their families to have their photos taken with Marty McFly (Scott, the owner of the DeLorean) and Doc (Jeremiah Souza - Assembly Lead).

The weekend, September 3rd through the 6th, included two parades both of which were sponsored by Robroy Enclosures. There was a 5K Fun Run, kickball and corn hole tournaments, kiddie parade, car show, midway, pet show, road rally, family karaoke, ice cream social, talent exhibition and so much more.



The wagon pulled in the Labor Day Parade.



Amanda Calvo, Bonnie Mroczek and Tulane Woodworth look pretty in pink!



In the Assembly Department, Bonnie Mroczek poses for the camera with Erin Byrne and Jamie Arnett.



Jeremiah Sousa displays his support of the B-Foundation.

### B-Foundation

The Enclosure Division supports many worthwhile endeavors in Belding, Michigan and surrounding areas. One charity that is dear to the heart of many of the associates is the B-Foundation. This organization supports families who have loved ones dealing with cancer. All of the money raised stays in Belding to help Belding residents.



Erik Faasen gets the game under way with the toss of the coin.

Each year the B-Foundation turns Belding High School pink and the community dons pink attire to show their support. The Enclosure Division sends a representative to perform the coin toss at the "Go Pink" football game and associates wear pink to work. Erik Faasen tossed the coin to start the game this year.



Erica Reeves (Press Operator) is in the pink.



Joe Daller (2nd Shift Supervisor) proudly wears his B-Foundation shirt.



Mike Carstens (1st Shift Supervisor) is a supporter.



Pink is not just for girls. Ask Jay Nowak (2nd Shift Press Operator).



Consumer Energy installed a new utility pole.

### Ch-Ch-Ch-Changes

The Enclosure Division was maxing out their current voltage and needed to ramp up for a new press and future expansion. Pat Kelly (Maintenance) said the Company really needed to add another press and the 480 volt transformers were needed.



G&D Electric handled the electrical upgrades, including using an N302410 HWT enclosure.

### Additional Community Support



Doug is proud of his team's efforts, but pretty proud of those cute little daughters, as well.



...a close up of the 3rd Place trophy



Doug Barringer's Wounded Soldier Softball Team

The Enclosure Division supported the 6th Annual Wounded Soldier Softball Tournament this year, which took place in Greenville, Michigan. The Company donated \$1,000 to the tournament and supported a team captained by Doug Barringer (N-Series). The team made a great showing and came away with a 3rd place trophy.

All of the donations to the Wounded Soldier Foundation go toward helping wounded soldiers and their families - 100%. Craig Mitchell, President, stated: "It is our privilege to support the men and women who have put their lives on the line to protect the rest of us. This is especially important in that those heroes are also our neighbors and deserve both our respect and our appreciation."

Thomas (Tiny) Mitchell and his wife participated in their local Relay for Life event. This is another charity that the Enclosure Division is proud to sponsor. The American Cancer Society's Relay for Life movement is the world's largest peer-to-peer fundraising event dedicated to saving lives from cancer.



Tiny Mitchell and his wife participated in the local Relay for Life event.

**Family is Everything**

Over the years *the Bagpiper* has reported on the Enclosure Division Associates' children and grandchildren. They are involved in the lives of their kids and so proud of their offspring and their offspring's offspring. Whether it's first day of school pictures, weekend outings or dressing in Halloween costumes, these associates take great pride and pleasure in sharing their kiddos with others.



Kenna Wizorek is learning to ride horses.



Allen Wizorek's (Purchaser) daughters on the first day of school 2021-2022.

Tulane Woodworth's son, Carson, is ready for the first day of school.



Ezrella, Bonnie Mroczek's daughter, was all set for school to start.



The McHale family (Joern - 3rd Shift Mold Lead, Maddie - Accountant) had a wonderful time on the 4th of July.



Parker McHale enjoyed cake on a camping trip.



Dean Child's (Molding Specialist) newest grandson - Nicholas Dean Koenig. Dean says, "Notice his middle name. I kinda like it."



Carson on the baseball field.

Amanda Calvo's son, Talan, played basketball this summer and participated in the Gus Macker tournament in Midland, Michigan.



Lee Van Bronkhorst's two sons are sports enthusiasts - baseball and football.



Dean's grandson, Ross Atkinson, before a band competition.



The McHale's visited an apple orchard this fall.



The Wizorek girls at Halloween - Kaylynn (12), Kenna (9), Kinleigh (6) and Kora (3).



Kayli, Trisha Coon's (Scheduler) daughter, poses for a Halloween portrait with her cousins.



Aquaman is Dean's grandson, Wyatt Clark, ready to trick or treat.



**Apricot Grand Marnier Bread Pudding**

Lots of work and lots of calories, but a truly delicious holiday treat.

Serves 12  
Preheat oven to 350°  
9 x 13 x 2 glass baking dish - spray with Pam

Bring to a boil, then cool completely:

- 1 cup Gran Marnier or Triple Sec
- ¼ cup water

Wisk into the above mixture:

- 5 cups HEAVY whipping cream
- 6 large eggs
- 1 cup sugar
- 1 tbs vanilla
- 1 tsp nutmeg
- 1 tsp cinnamon

Spread on the bottom of the glass baking dish:

- 1 cup diced dried apricots
- 1 # loaf of Italian bread (soft not crusty) cut into ½" cubes

Pour liquid over bread making sure that all the bread is wet, allow to sit for 20 minutes, then cover with foil.

Place pan of bread pudding into another 2" deep pan containing HOT water, so that the water rises 1" up the side of the bread pudding pan.

Bake 1 hour then remove foil and continue to bake for 30 minutes until golden brown and firm.

Before serving:

- Cut the bread pudding into 3 x 3 squares
- Place one square upside down on a microwavable plate
- Microwave for 40 seconds
- Drizzle caramel over warm bread pudding