

THE BAGPIPER

 VOL. 48 | NO. 1 **SPRING 2018**


Rob McIlroy

Family Forum

Spring is always an exciting time of the year. As the weather turns and the landscape comes back to life, we are energized by the prospects of fresh starts and growth. This spring, we share in the optimism that comes with the changing season. The economy has been gaining steam and Robroy has been laying the groundwork for sustainable growth. We have found a healthy balance in our short-term and long-term planning. The past year's investments have been appropriately distributed among facility improvements, product innovation and sales development. We're equally prepared to provide the highest level of service for today's business and to take advantage of future opportunities. It is an exciting time at Robroy.

Balance is one of Robroy's corporate values. "How we manage today will determine our future." With that in mind, we have approved another robust capital budget for 2018. Our investments are allocated to provide both short and long-term benefits. The value we achieve will be dependent on the continued diligence and efforts of our team. Together we will earn success. Robroy has a healthy outlook for the conduit and enclosure business. We appreciate the contributions of all of our team and look forward to a safe and successful 2018.

Rob McIlroy | CEO

HEADQUARTERS

Vijay Tahlilani Promoted to Robroy Industries CFO

Announced effective January 1, 2018, Vijay Tahlilani, Corporate Controller, received a promotion to Chief Financial Officer (CFO) of Robroy Industries. During his 20-year Robroy career, Vijay served in various critical roles within the organization's IT and accounting departments.

"The thing I love best about Robroy Industries is that the individual is able to define their own destiny," stated Vijay. "Any time I wanted to take on a new challenge, I had the chance to do so. I am very thankful for Robroy Industries and each opportunity they have allowed me."

Vijay started his career with Robroy Industries in May of 1998, when he assumed his duties as a Program Analyst within the IT department. Upon joining the organization, he took an interest in accounting. In only six months, he welcomed new challenges with a promotion to Manager of Financial System Development.

In 2004, Vijay earned his CPA and with it a promotion to the Raceway Division Controller just six months later. He added the role of Division Controller for Robroy's oil and gas division to his responsibilities in 2012. August of 2016 brought



Vijay Tahlilani - Robroy Industries CFO

yet another promotion to Vijay. Corporate Controller became his new title.

"I firmly believe that cultivating talent from within builds a strong corporate culture and I am thrilled

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Vijay Tahiliani Promoted

Continued from page 1

whenever someone from within the organization is promoted,” said Rob McIlroy, CEO of Robroy Industries. “Vijay is a results-driven professional who has taken on every new challenge and excelled. Throughout his career, Vijay’s passion and aptitude has continued to create value within our organization.”

Snow Everywhere



“Just a dusting,” in Pittsburgh terms, but enough to cause trouble for Texans.



During the week of January 15th Randy Untalan and Anil Kewalramani traveled to the Raceway Division in Gilmer, Texas. The two were glad to get out of the awful Pittsburgh weather with its snow and really cold temperatures. However, they awoke on January 16th and thought they were back in Pennsylvania. It had snowed in Gilmer. There wasn’t much snow by Yankee standards, but it was enough to cause driving and walking issues in the Lone Star state!



A surprise!



With a cake.



And a card.

Vijay's Super Bowl Celebration

Vijay Tahiliani planned a Super Bowl party at his home to be held on February 4th for family and friends. One of the guests, Manohar Taware (Controls Engineer), decided to turn the occasion into a surprise celebration for Vijay to recognize his promotion to CFO of Robroy Industries. It turned out to

be a great way to share the wonderful news of his advancement in the Company.

Manohar’s creative daughter, Swarali, made a congratulatory card for Vijay. He in turn rewarded the young lady with a nice gift.



Was this a promotion celebration or a wedding?

Ice Sculpting

Dan Shaffer, Aileen Shaffer's husband, participates in an annual ice sculpting competition in Wexford, Pennsylvania, about 45 minutes north of Pittsburgh. Held at a shopping plaza, this event serves as part of a Light-Up Night with plenty of entertainment and fun activities for kids. It gives shoppers a boost in their Christmas spirit.



Dan Shaffer and his winning sculpture.

Competitors use chain saws to carve away a 300-pound block of ice with a two hour time limit to craft their ice creation. Dan produced a breath of spring in the middle of winter with a butterfly on a fiddlehead fern, which won first place. As his tradition, he likes to take his finished sculpture to his local barbershop for display the following day.

Congratulations, Dan. You are quite an accomplished artist!



Aileen Shaffer, Kim Rafaloski, Rob McIlroy, Jeff McIlroy and Randy Untalan loaded a van full of caring for EECM.



Donations nearly filled three tables in the Robroy lunchroom.

East End Cooperative Ministry (EECM) Donation

Charity abounds at Robroy Headquarters and throughout the entire Robroy organization, especially at Christmastime. Headquarters Associates collected hygiene and paper products, as well as food for EECM, the organization they support year round. They completely filled the back of a van, including the back seat, with what they collected. Jeff McIlroy and Anil Kewalramani volunteered to deliver the collected items to EECM located in the East Liberty area of Pittsburgh.

This winter has proved especially hard on those who receive aid from EECM. EECM welcomed the Headquarters donation with open arms.



Aileen Shaffer had the honor of ringing the "Bell" for a great Company bookings day.

Ring that Bell

Recently, Aileen Shaffer, Corporate System Analyst, proudly rang the "Bell" at the Verona Headquarters office to celebrate a great bookings day delivered by the Raceway and Enclosure Divisions. The Verona office truly appreciates the sales efforts by all of the Robroy divisions and has every intention to ring the "Bell" quite often throughout the 2018 year!



The "Bell" has been installed at Headquarters to ring in division bookings throughout the year.

Bonus Dinner



Jeff McIlroy and Vijay Tahiliani take in the spectacular view of the city of Pittsburgh.



Lizette Untalan, Jean Liberto and Aileen Shaffer enjoy a pleasant conversation.



Rob McIlroy says a few words about Vijay before awarding him his bonus.



Jeff and Erica McIlroy, Anil Kewalramani, Vijay Tahiliani, Rob and Shelley McIlroy.



...and then there are the accomplishments of Anil Kewalramani.



"What more can we say about Aileen Shaffer?"

You often read about the Awards Dinner held in Texas for Raceway Division Associates each February, in fact you will see an article about that division's Awards Dinner later in this issue. Headquarters held their first Bonus Dinner on February 13th, in a private room of the Monterey Bay Fish Grotto on Mt Washington with a breathtaking view of the city of Pittsburgh.

Headquarters Associates and their spouses fought Pittsburgh traffic to reach the restaurant thanks to a home Penguin game played that evening. They began the evening with cocktails and appetizers, followed by a delicious entrée and decadent desserts.

Rob and Jeff McIlroy discussed the state of the Company and plans for growth into the future. It was emphasized that everyone contributes to the bottom line, then Rob McIlroy distributed bonus checks, including a few humorous comments about each recipient.



Everyone paused to pose for a group shot.

New Signage at Headquarters

In the Fall Issue of *The Bagpiper*, a new Robroy logo was introduced along with a new format for the publication. Headquarters has incorporated the new logo into the Company signage around the building and grounds in Verona.

Take a look...



Health Fairs

On Wednesday, November 15th and Thursday, November 16th the Raceway Division held their annual Health Fairs at the Avinger and Gilmer locations respectively. In Gilmer the large conference room was turned into a clinic with various stations set-up for things like blood pressure checks, massages and blood work. Avinger did the same. Longview Regional Medical Center conducted the lab work and flu shot dispensing. Hospitality ER, an institute for healthy living, participated and the Foundation for Youth provided the massages.

Amanda Saenz and Kellie Jones coordinated the fairs and made numerous posters to provide health information for the associates who attended. Everyone at the Avinger facility participated and about 70 associates in Gilmer took advantage of the opportunities provided.



Informational posters were displayed.



...just relax.



Michelle Schwartz and Patricia Dyer promoted healthy eating.



Kellie Jones and Amanda Saenz model t-shirts with a great message.



Avinger buzzed with activity.



Annual Food Drive

Last year the Raceway Division collected over 500 individual items for the annual food drive to donate to the East Texas Food Bank. In addition, a monetary donation of \$50 was also forwarded to the organization.

Donations packed up and ready to be delivered to the East Texas Food Bank.

Promotions

Hired on December 6, 2016, Hillary Nutt in Avinger received a promotion to the position of Shipping and Receiving Associate from Production Associate. Hillary's promotion took effect just a year and two days of her hire date.



Hillary Nutt - Shipping and Receiving Associate

Patricia Dyer was promoted to the position of Materials Manager on November 22, 2017. Prior to her promotion Patricia was a Senior Accountant.



Patricia Dyer - Materials Manager

The Bagpiper introduced Tawny Bewley in the last edition of this publication. She began her Robroy career in July of 2017, as a Project Sales Specialist. Tawny now serves as the Inside Sales and Service Supervisor for the Raceway Division.



Tawny Bewley - Inside Sales and Service Supervisor.

On February 23rd, David Duke relinquished his duties as Shipping/Receiving Coordinator to wear a new hat. David has been assigned the responsibilities of Operations Supervisor going forward.



David Duke - Operations Supervisor

Wendy Burk changed roles within the company on November 27th of last year. She held the position of Scheduler/Buyer/Expeditor and now assumes the duties of Purchasing Supervisor.



Wendy Burks - Purchasing Supervisor

Congratulations are in order for each of these associates.

Charitable Contributions

Annual Rotary Spelling Bee



The Rotary Club of Gilmer accepted a check for \$100 toward their annual spelling bee.

The 25th Annual Rotary Spelling Bee took place at the Gilmer Civic Center on February 22nd with all proceeds benefitting the Upshur County Library Literacy Program. This is an event not to be missed. For \$12 it included a fried catfish and chicken strip dinner, including apple cobbler and a drink, live and silent auctions. The Rotary Club of Gilmer and Yazell Chevrolet sponsor the spelling bee and Robroy Raceway Division contributed \$100 to the cause.

The mission of the Literacy Program is to promote literacy by providing quality educational services to meet the needs of the community.



The Prom Boutique was comprised of 2,500 beautiful dresses.

The Prom Boutique

The prom is a school event that young ladies dream about and look forward to choosing that special dress that will transform them into a princess for a night. However, not every family can afford to make that dream come true. Zonta Club of Longview, Texas and their Prom Boutique help to provide dresses and take the burden off of families, so that young ladies can find a dress that will fulfill their dream.

Ashley Summers, president-elect of the Zonta Club of Longview and chairwoman of the Prom Boutique, stated that the project started 10 years ago, when people fled to Longview after Hurricane Katrina. "One of our members had a daughter who had heard of a program called the Cinderella Project, which gave free prom dresses to those families who had lost everything," Summers said. The first year that the group organized the event, Zonta gave away 25 dresses. In 2017, the



It was an exciting day of shopping for many young ladies.



group provided 600 dresses and this year, despite awful weather, Zonta gave 285 dresses to young women who would otherwise not be able to attend their prom.

Teens traveled from all across East Texas and as far away as northern Louisiana, Houston, Baton Rouge, southern Arkansas and Oklahoma for a chance to find a dress. These attendees had more than 2,500 new and like-new dresses from which to choose in a wide variety of colors, sizes, styles and lengths. The dresses are carefully screened and most have never been worn, still bearing the original tags.

On the day of the event each girl has an hour to browse with the help of volunteers who provide one-on-one attention, keep the racks organized and return dresses to the racks after being tried on. Associates from Robroy contributed by donating dresses and their time to the event.

"These dresses represent more than just an outfit, but a pinnacle of a girl's high school experience," stated Summers. "We want girls to know that this is a place to come and really help your family take a burden off them. The dresses are definitely what we do, but these ladies have the opportunity to mix with women in professional careers. There is an opportunity to have a conversation with a girl that could change her career or her life forever."

CASA Donation

Each year for the Company Christmas celebration the Raceway Division chooses a charity to support. Court Appointed Special Advocates for Children (CASA) was selected in 2017. Each associate is asked to make a donation, as his/her ticket into the event. This year \$2,000 was collected and given to the organization along with matching funds from the Raceway Division.

The National Court Appointed Special Advocate Association, together with its state and local member programs, supports and promotes court-appointed volunteer advocacy, so every abused or neglected child in the United States can be safe, have a permanent home and the opportunity to thrive. The National CASA Association and network of nearly 1,000 local community programs support volunteers serving children. The role of local CASA programs is to recruit, train and support these volunteers in their work with abused children."



Stephanie Ellis and Ashanti Watson share a moment with Blondie.



Steve Voelzke and Blondie at her company retirement party.



Yvonne's family poses with her for a photo at her retirement party.



Blondie and her sister, Deborah Ford, who also is a Robroy Industries retiree.

43 Years of Service

Believe it or not this beautiful woman had served the Company for 43 years as a Production Associate. Yvonne "Blondie" Abron doesn't look old enough to have worked 43 years let alone be retiring. But retire she did on December 15, 2017. Her friends and colleagues at the Raceway Division celebrated with her in the break room and sent her off with their best wishes for a wonderful retirement. Blondie's family also celebrated with her at a private soiree.

Congratulations, Blondie. May you enjoy many, many wonderful years of retirement.



Children's Christmas Party

On Friday, December 8th, the break room and large conference room at the Raceway Division in Gilmer were transformed into Santa's workshop and visited by very excited associates' children just itching to start the Christmas season rolling! An exact count was never made, but there were at least 30 to 40 children who participated. The Company provided crafts and snacks for all of the attendees.



There was a coloring contest with prizes.



Santa (Jeff Fredenburg), the Mrs. (Kellie Jones) and cute little elves were in attendance (lets change that to just big elves).



The children enjoyed telling Santa what they wanted for Christmas. At least most of them did.



Then there were the big kids who wanted a photo with Santa, including Steve Voelke in his favorite holiday attire.

Ugly Sweater Day

Ugly Sweater Day across the country has created a new industry in America and a tradition at the Raceway Division. December 8th was chosen as Ugly Sweater Day 2017 and associates did not disappoint. There were store bought sweaters (why would anyone pay good money for that?) and homemade creations, really cute ones, outrageous atrocities, leftovers from last year and everything in between.

Judges stationed themselves throughout the facility, scores were tallied and the winners were announced at the Christmas Party, which was held the next evening. Each winner received a "medal" and a gift card for their efforts.



and the winners are...



The Winners: 1st Place - Donald Hensley, 2nd Place - Bobby Hubbard, 3rd Place - Melissa Noe



The Dallas String Quartet provided music for the evening.



Jeff McIlroy, Robroy Industries Chairman, was an honored guest for the evening.

Christmas Party

The Raceway Division Christmas Party was held at the Gilmer Civic Center on December 9th. Guests arrived to the music of Woodland Hills Baptist Church. The group played bells and sang, creating a festive atmosphere. They generously volunteered their services, but a donation was provided.

The ballroom was elegantly decorated and the Dallas String Quartet provided the entertainment. There was no dance floor at the facility, but that didn't stop associates and their guests from dancing at their tables. The quartet received rave reviews even "the best entertainment ever!"

Jeff McIlroy, Robroy Industries Chairman, came from Headquarters to celebrate the holiday with the Raceway Division. Other honored guests included retirees and vendors.



The Christmas decorations were beautiful.



Steve and Melissa Voelke



Associates and their guests





Erik Olivares, Gilmer Production Associate, Beunka Harris, Gilmer Customer Service, and Nichole Loritsch (not pictured), Gilmer Senior Accountant, received recognition for two years of service with the Raceway Division.



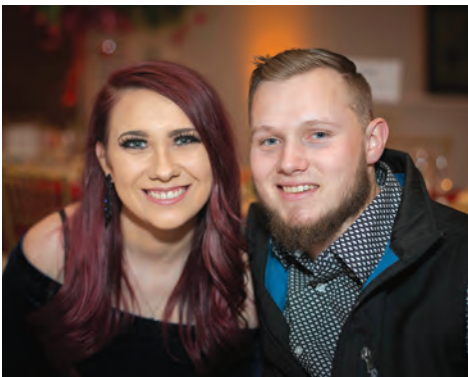
Brian Irwin, Gilmer Production Supervisor, Sherry Beal, Gilmer Production Associate, and Celeste Green, Gilmer Production Associate, celebrated 5 years with the Company in 2017.



Kimberly Slaton, Avinger Shipping/Receiving Supervisor, Rashad Lynn, Avinger Production Associate, and Jan Jackson (not pictured), Gilmer Custodian, received recognition for 10 years service.



Anthony Mayhew, Gilmer Production Associate, and Kelly Jones (not in attendance), Gilmer Production Associate, have served Robroy Industries for 30 years.



Recognition of milestone years of service took place. Associates are recognized for two years of service, five years of service and multiples of five going forward. In addition to the associates mentioned above, Anthony Easley, Gilmer Production Associate, and Joe MacHowell, Gilmer Production Associate received recognition for 25 years of service, but were not in attendance.

Lonnie Shrewsbury from the SHIELD Committee introduced Reagan Knight, wife of Caleb Knight (Production Associate), and Bailey Fredenburg, wife of Jeffrey Fredenburg (Operations Supervisor), as the SHIELD scholarship recipients for 2017. Each recipient was presented a check to help them with their ongoing education. Reagan was awarded a check for \$2,500 and Bailey a check for \$5,000.

At the close of the evening door prizes were given through a random drawing. Robroy vendors generously provided the prizes. Vendors included: Revco, Acadia, Industrial Mill, Peoplebest, Krauter & Company,



SHIELD Scholarship recipients received their awards.

Hitex, TSI, Peavey Corp, Titanium, Gaston Painting, Elliott Electric, Coghlan Crowson LLP, Wholesale Electric, ABF, Express Employment, Sherwin Williams and Edgen & Murray (Sumitomo).

“A LITTLE PARTY NEVER KILLED NOBODY”

Every February a dinner is arranged at which time yearly awards are distributed for exceptional work during the previous year. This event includes spouses and significant others and the entertainment always proves to be exceptional. This year the event was held at The Landing Event Center in Kilgore, Texas and upon arrival a murder mystery ensued.

Loris Catering coordinated the event and interactive game. The actors solicited participation from the audience on a random basis and everyone received the task of solving the murder. Andrew Krug became



Associates and their spouses nailed the Roaring 20's look!

the milkman. Jeffrey Fredenburg, David Duke and Keon Ellison, Katrina's husband, also received acting roles. In fact Jeffery became the murder and for his effort was awarded the best actor award.

In addition, attendees were encouraged to dress in attire appropriate to the Roaring 20's. The outfits were outstanding, as you can tell from the photographs that captured the evening. From feather boas and pearls to fedoras, newsboy caps and suspenders, the room looked as though it had been transported back in time almost a century to the 1920's.



Jeffrey Fredenburg - Best Actor.



Christmas Donations



Two local families had a much Merrier Christmas.

Christmas is such a special time for families, except those experiencing hardship. Giving is at the heart of the Christmas season and the Raceway Division (Avinger and Gilmer) partnered with Gilmer Independent School District and Buckner Family Hope Center in Longview to brighten the Christmases of two needy families in the area. Donations totaling more than \$400 and 50 items, including toys, clothing and household items, were collected from Raceway Division Associates at the Avinger and Gilmer facilities. Eight children and their parents experienced a Merry Christmas as a result of this generosity.

Buckner Family Hope Centers are child-centered, family-focused places where families go to find hope, support and empowerment in their community to reach their fullest God-given potential. The key to the Family Hope Center's success is found in combining effective programs and passionate people to help families that are experiencing poverty, family issues and lack of services.



Corrosion College

Years of development and research have made Corrosion College an award-winning program. The course benefits all roles within the electrical industry including distributors, sales reps, contractors, specifiers and end users. The curriculum is sound and proven to be very successful. However, every old barn can use a good coat of paint, so a few cosmetic changes have been made to Corrosion College.

Along with the new Robroy Industries logo, Corrosion College has adopted a new logo. Curriculum materials have taken on a fresh look and the updated instructors' attire reflects the new logo, as well.



Know the principles of corrosion and the methods available to combat corrosion.



Wedding Bells

Ashanti Montgomery (Scheduler/Buyer/Expediter) and Rodney Watson were united in marriage on December 31st of last year at the Smith Chapel Baptist Church in Tatum, Texas. They shared their special day with guests at a beautiful reception at Maude Cobb Convention and Activity Center in Longview planned and expertly executed by STL Productions.

The couple met in 2011 at Kilgore College and became friends. Rodney joined Ashanti's church, Love Temple Full Gospel Baptist Church, and served as the church's drummer with Ashanti as their pianist. Three years later they fell in love and the rest is history.

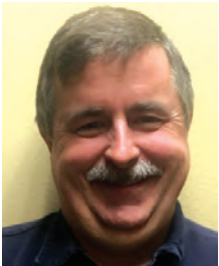
Rodney is originally from Dallas and owns his own company, Woodworking Professional Installation. They both enjoy traveling, dancing and new adventures. Most important, they love God and with that firm foundation plan a beautiful life together.



Mr. And Mrs. Rodney Watson

New Hires

The Raceway Division of Robroy Industries has hired new personnel to assist in the everyday workflow of the production areas, as well as the offices of the respective Avinger and Gilmer facilities. Please help these new associates feel at home, as they adjust to their new responsibilities.



Andrew Doll
February 26, 2018
Avinger Maintenance
Technician



Toie Gunter
December 18, 2017
Plant Production



Phillip Pierce
February 26, 2018
Plant Production

Several Interns were hired the day after Christmas for two weeks, during their Christmas break. Glenna Langford will continue as an intern until she starts classes in the fall.



Kyle Ezell
December 26, 2018
Plant Intern



Markeithlon McCoy
December 26, 2017
Plant Intern



Kimberly Townsend
December 26, 2017
Office Intern

Glenna Langford serves the Company as an Office Intern. She is a senior at Gilmer High School and plans to attend Southern Arkansas University in the fall of this year. Born and raised in Gilmer, Glenna is the oldest of six children.

When Glenna began her duties as an office intern the day after Christmas 2017, she was impressed at how welcoming the other employees were toward her and she enjoys the business environment. In her free time she likes to workout, read, shop and just spend time with her family and friends.



Glenna Langford -
December 26, 2017,
Office Intern

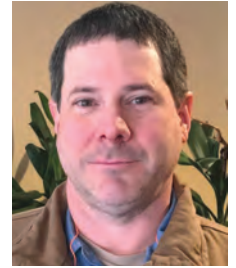


Andrew Krug -
Accountant

Andrew Krug heard great things about Robroy Industries from his family and friends and felt that "he clicked" after his first interview with the Company. He is currently completing his last semester at University of Texas at Tyler and will be graduating in May having earned his Bachelor of Business Administration degree. His minor is in finance. Prior to his acceptance of the position of Accountant at the Raceway Division on December 18th of last year, Andrew served as a manager at CPU Longview handling accounts receivable.

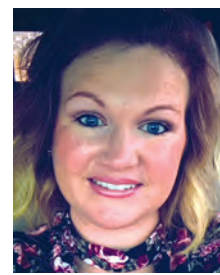
Andrew and his wife, Naomi, are from Longview, Texas. He builds computers, tests software and works on cars, as hobbies and likes music and enjoys learning new things.

Brannon Peek hails from Omaha, Texas where he is a graduate from Paul Pewitt High School. Brannon's expertise lies in the field of maintenance. For 15 years he worked as a maintenance technician, as a maintenance planner for two years and as a maintenance supervisor for one year. He accepted the position of Maintenance Manager for the Raceway Division on January 15th and he likes the family atmosphere of the Company and the attitude of the associates. He said he can see that the people take pride in having a good work ethic. Brannon looks forward to more job security and the opportunity to grow along with the Company.



Brannon Peek -
Maintenance Manager

Brannon and his wife, Stephanie, have been married for 21 years and have two children Natalie, 20, and Brannon, 17. Leisure activities include camping, hunting and fishing for this gentleman.



Kourtnee Jones -
Customer Service

On February 19th Kourtnee Jones accepted the position of Customer Service in Gilmer. She enjoys working with the public and interacting with people. She attended high school in Big Sandy, Texas and earned certification at San-Augustine School of Medical Assistants in Atlanta, Georgia, as well as Eastex Dental Academy in Marshall, Texas, as a dental assistant.

Kourtnee and her husband, Derrick, have four children: Omari, 13; Peyton, 10; Malia, 8 and Eli, 2. Sporting events are at the heart of the Jones family and this mother of four is all about spending time with her family in all of their endeavors. She also sings in her church choir.

Kourtnee wants to be able to develop in her career. Having heard a lot of great things about the Company, she looks forward to growing, learning and retiring at Robroy Industries.

Kimberly Bagley earned her bachelor's degree in accounting from the University of Texas at Tyler in 1995 and has been a certified public accountant since 1999. She accepted the position of Senior Accountant at the Raceway Division on February 26th bringing the experience of 14 years as a CPA and five years as a divisional controller for Transit Mix Concrete. Her desire was to return to industry accounting and to join a team working toward the goal of making the company a success.



Kimberly Bagley -
Senior Accountant

Born and raised in Longview, Texas, Kimberly graduated from Spring Hill High School. Twenty-three years ago, she married her high school sweetheart. They have four daughters: Brooke, Christine, Hannah and Sarah, ranging in age from 16 to 3-years old. Reading nonfiction and crocheting bring enjoyment to Kimberly.

On January 10, 2018 the Barracuda email archiver solution was rolled out. Any emails coming or leaving the Robroy network are now automatically archived.

Process Prior to roll out, users manually archived their emails, as required. Emails not archived were deleted from the exchange server within 30 or 60 days. The system often deleted critical emails and the archived emails did not follow the corporate email retention policy.

Process after the roll out, Barracuda automatically archives all emails in and out of the network. Corporate policy dictates that emails are to be deleted from the archiver after three years. This solution has the capability to apply legal holds on emails based on specific criteria and in such cases emails will never be deleted until the legal hold is removed. Outlook emails will still get deleted as usual, but all users will have a Barracuda plug-in for Outlook with the ability to search all emails in the archiver solution. Even if the user deletes an email, it is still saved in the archiver.



ROBROY ENCLOSURES

New Hires

Kelsy Miller joined Robroy Enclosures as an Administrative Manufacturing Support in November of 2017. She earned her degree in elementary education from Jones County Junior College. She also minored in engineering/business at the University of Southern Mississippi. Previously, Kelsy worked for Chemical Bank.

Kelsy's hometown is Smyrna, Michigan. When away from the office, she enjoys things that make her laugh, being outdoors enjoying a variety of outside activities and traveling.

In January, Mary Schuler accepted the position of Customer Service Associate at the Enclosure Division of Robroy Industries. In addition to her Robroy career, she is currently pursuing a degree in psychology from



Kelsy Miller -
Manufacturing
Administrative Support



Mary Schuler -
Customer Service
Associate

South University. Mary brings with her work experience as a field reviewer and nurse tech.

Mary is a native of Whitehall, Michigan. She enjoys photography, disc golfing, kayaking and, of course, spending time with her three daughters.

Shelley Gladding also joined Robroy Enclosures in January, as an Inside Sales Specialist. Shelley is only four credits from earning her degree in business management from Baker College. Her previous employment included working for Lamborn Insurance agency as an insurance agent.

Being from Belding, Michigan, Shelley is very familiar with all things Belding, including the annual Labor Day celebration. She is very involved with the event each year. In addition, she enjoys participating in softball, 4H and activities with her husband and daughter.

The Enclosure Division hired another Inside Sales Specialist in February, Cody Johnston. He earned his bachelor's degree in sports management with a minor in marketing



Shelley Gladding -
Inside Sales Specialist

from Central Michigan University. His prior experience included the position of marketing manager for a roofing company.

Cody, from Lakeview, Michigan, diligently works out and keeps up on nutrition. Of course, watching sports is also at the top of his list of things to do.

Robroy Enclosures' new Market Development Manager is Scott Thompson and he is very familiar with the Company and its products. After over thirteen years of working with Robroy as an enclosure product line manager with Van Meter Inc., Scott joined the Company as an associate.

Scott resides in Cedar Rapids, Iowa with his wife, Renee and three children: Keegan (23), Kayla (21), and Kyle (17). When his busy schedule permits, Scott enjoys riding his motorcycle.



Cody Johnston -
Inside Sales Specialist



Scott Thompson -
Market Development
Manager

BOOTCAMP

On Thursday, February 8th Robroy Enclosures BOOTCAMP hosted 10 employees from Beyond Components to their very own BOOTCAMP experience. Beyond Components is a nationwide distributor of high quality electronics and electromechanical products. They carry more than 150 factory authorized product lines from an array of brand name manufacturers. Nine of their 19 distribution centers were represented at the February BOOTCAMP.

The attendees were very engaged in the presentation and enjoyed the experience enough to send a thank you note!



BOOTCAMP attendees from Beyond Components



Thank you note from beyond Components attendees

BINGO!

Shane Feazel was a BINGO Winner and his scorecard proves it.



Guy Jeffrey another Safety BINGO winner.



...more winners

In the month of February, 11 lucky associates won prizes playing Safety BINGO. The prizes varied from Robroy glasses and mugs to sweat-shirts, can coozies and more.

The Uglier the Better

Many of the Robroy Enclosures Associates participated in the Company's Ugly Sweater Contest. Choosing a winner proved difficult. Because of this, honorable mention awards were given in several categories. The announcement of the winner took place at the Christmas Party.

Most Unstable - Kathy Tissue and her Bi-Polar Express version of the Ugly Sweater.
Wife Made Me Do This - Guy Jeffrey • **Most Creative** - Matt Jackson and Dave Jeffers • **Winner** - John Williams



This much ugly in one photo is hard to take!



Those receiving honorable mention (or should that have been called horrible mention) posed with the winner, John Williams.



The winner accepted his trophy at the Christmas Party

Children's Christmas Party

The Children's Christmas Party tradition continued on December 9, 2017. Associates' children and grandchildren, 82 of them, whispered their Christmas wishes in Santa's ear and received an early Christmas gift. The Grinch and his dog, Max, greeted the kids, but failed again this year to steal Robroy Enclosures' Christmas Spirit.



Eight craft stations and a coloring contest with awards kept the youngsters busy all morning.

Coloring Contest Winners:

- 11-13 year olds - Kathern Mason, granddaughter of Jamie Arnett
- 7-10 year olds - Dean Brazelle's daughter, Mallory
- 6 and under - Larry Larson's daughter, Jade



There were multiple stations for the children to express their creativity.

Finally, an amazing Christmas brunch prepared by Ruby and Patsy Alvera brought a fitting conclusion to a wonderful event.



Patsy and Rudy Alvera prepared the grub and dressed the part of two of Santa's helpers.



The Grinch (Pat Kelly) made his annual appearance to the delight of the kids.

Who had more fun, the kids or their grandparents?



Santa had his hands full. Well, at least his lap full!



Christmas Party 2017

THE CULMINATION OF A GREAT YEAR



The venue was far from what you would expect for a fairground. It was lovely!



Jeff Seagle and Cindy Stowell served as the host and hostess of the Christmas Party.

After tucking their children in for the night, Enclosure Division adults filed into the Ash Building at the Montcalm Fairgrounds in Greenville, Michigan. An admission ticket of one unwrapped Christmas toy for Toys for Tots was collected at the door from the 140 associates and their guests. Also in attendance were honored guests including:

- Rob (*Robroy Industries* CEO) and Shelley McIlroy
- Ted Rogers, *Composites One*
- Stephen King, Chris Mayeaux and his wife, Laureen, Greg Vandenheuvel and his wife, Stacy, Mike DaMore with his wife, Trystan - *Belmont Engineered Plastics*
- David and Paula Sattler, David works at *Standard Computer* and has his own parking spot and a desk at Robroy Enclosures - one of the regulars.
- Lorraine Medici from *Employment Express*. Lorraine helps with training.
- Greg Dick, Harley Ridgeway, Doug McFadden and John Fossler - the *Masons for Toys for Tots*
- Mikayla and Marc Linebaugh and Heidi and Joel Wilker - the *B Foundation*
- Denny Craycraft and his daughter, Holly Noble - *Belding Veterans Park*
- Scott "Gus" Macker and Patty Donovan - friends from the *Macker Organization*
- Dave and Deanna Meade and Bill Small - *David Joseph and Associates*
- Scott and Joni Olmsted - *CS Tools*
- Mark and Mary Bohn - *Bohn Sales*
- Stacy Dawe - *BOOTCAMP* instructor

The Belding Jazz Band provided the music through the cocktail hour, while associates and guests visited the photo booth. Flo's of Greenville served a wonderful buffet dinner preceded by the giving of thanks by Angie Zoerman. Jeff Seagle and Cindy Stowell hosted the event and used their version of the *Night Before*





The photos from the photo booth ranged from dignified to outrageous and everywhere in between, just what you would expect from the fun loving Robroy Enclosures crowd!

It's the 9th of December and look at us now
At a fairgrounds, now, really where is the cow?
Changes are good, but we're really the same
Continuing the tradition, enjoying the fame.

The kids party was another success this year
The excitement level was really in high gear
With Santa, the Grinch, the elves and lunch
Gifts, crafts and food made for a happy bunch.

Now Classic, now DiamondShield, J Series and more
Attabox successfully moved in to increase the score
Production is strong, now comes a focus on sales
Adding products, people and landing some whales

Safety is a Robroy non-negotiable
Our SHIELD team helps to make it controllable
With everyone's help we continue to be "loss time" free
Keeping everyone safe is really the key

Helping with college is a SHIELD goal,
Because of our safety record we are ready to roll.
Tonight on behalf of Robroy, SHIELD would like to present,
eight scholarships to assist with the financial dent.

Oh my, bring on those ugly sweaters,
They were funny, ugly and even better.
There's a standout that was really bad,
But "bad" makes you a winner and someone's really glad.

Now is the time to say "thank you" for the volunteers
To those who help with the events throughout the years
From set up to clean up, there's plenty to do
It takes an army to create events that are "tried and true"

The backbone of the company is our wonderful staff
We all work hard but take time to laugh
Let's honor some of those associates tonight
With anniversaries that put them in the spot light.

Another outstanding group to recognize
They are news worthy and really dependable guys
Never missing a day for all of 2017
They're more dependable, than the vending machine!

Let's take a few minutes and talk about business
Robroy is geared for growth and is quite ambitious
The corporate rebranding of "leading the Way"
With company focus on Achievement, balance and
appreciation is here to stay.

Health and wellness are becoming the way to go,
Thanks to our wellness program your wallet can grow.
A physical, the dentist, eye exams and more,
Community service and learning will add to your score.

Next we'll move on to a very serious note,
Let's honor our servicemen on land, air and boat.
Protecting our freedom all over the land,
Liberty and justice, for which we stand.

From Belding Schools to community events,
Giving back is a value we truly represent.
At Christmas we focus on specific thoughts,
B Foundation, Freedom Wall and Toys for Tots.

Tonight we are happy to present a gift
A little Christmas cheer, if you get my drift.
Congratulations to all and this is what we meant
Like we have said before, it doesn't happen by accident.

As the party comes to a close,
Through all of the highs and all of the lows.
Drive safe, be careful and keep doing what's right,
And we wish you a Merry Christmas and to all a good night.

Christmas to guide them throughout the evening and keep them on track, as they embraced all that happened in 2017 at the Robroy Enclosure Division.

Following dinner Jeff welcomed associates, their guests and friends of Robroy with a special thanks to Laura Hyler and members of the Belding High School Band. He congratulated the band on their successful year and announced that they would be performing at Disney World in April of 2018, then he presented them with an Applebees gift card for dinner on the Enclosure Division.

Jeff also thanked the evenings' photographer, Marcy Thompson, informing the crowd that photos would be available sometime in the next week. He expressed appreciation to BlueWater Technology for their help with the sound system and lighting and Flo's for catering dinner.

The Introduction of the SHIELD committee: Buck Moody, Christina Ayres, Guy Jeffrey, Matt Jackson, Cindy Stowell, Carol Houghteling, Harley Brigham, Joe Michutka, Josh Blair, Jeff Hall, David Dee, Kris Lanser, Erik Faasen, Jim McDonagh, Brandon Starkweather and Mike Bolen, proceeded the announcement of 716 days without a lost time injury and only two minor recordable incidents in 2017. In 12 years, 4,223 days, the Company experienced one lost time injury.

In 2017 the SHIELD team continued the program set up last year, which focuses on monthly safety audits of the entire facility. Bill Murphy conducts the safety audits and he sent a brief video for the group's viewing pleasure. Each month a pool of money was collected based on the audit results. The SHIELD committee's program made it possible for each Robroy Enclosure associate to collect a \$130 VISA gift card that night with an additional random drawing for four more VISA gift cards at \$250 and one for \$130.



Shield Scholarship Recipients

The SHIELD Scholarship program is geared toward supporting the goals and aspirations of relatives of active associates who want to recognize their potential through post-secondary education by studying for either a two-year or four-year degree. Matt Jackson, SHIELD member, assisted in handing out the \$1,000 SHIELD scholarships awards.

- Alison Hall, daughter of Jeff and Buffy Hall, is a sophomore at Grand Rapids Community College (GRCC) pursuing a career in speech language pathology and works part-time.
- Hannah Krick is the daughter of Matt and Heather Jackson. Hannah is a freshman at Ball State University pursuing a career as a social worker.
- Monica Meyers is the daughter of Mike and Ammie Olmstead. Monica attends Grand Valley and is majoring in elementary education. While at college she works part time at Payless Shoes.
- Payton Haney is a sophomore at GRCC and the daughter of Jennifer and Mark Ullery. Her major is general biology perhaps going into zoology.
- Abigail Hall is the daughter of Jeff and Buffy Hall. Abigail is a senior at Cedar Springs High School. She will graduate this year with her associates degree from GRCC and will attend Grand Valley in the fall to pursue her career as a dental hygienist.
- T.J. Mitchell is the son of Tiny and Tonya Mitchell. T.J. is a senior at Belding High School and plans to attend the University of Northwestern Ohio and will enroll in the diesel/automotive technology program to become a certified diesel mechanic.
- Katherine Anderson is the wife of Jason Anderson and is a freshman at Montcalm Community College, she is working toward her associates degree in computer information technology management.
- Emily Byrne, who has been a Robroy Enclosures intern since June of 2017, attends MCC while working part time at Robroy Enclosures. Emily is attending school to pursue her dream of becoming a surgical nurse.



Ron Mier - 25 years of service



Angie Zoerman and Jeff Hall - 10 years of service



Guy Jeffrey - 15 years of service



Dean Brazell, Erik Faasen and Billy McGuire - 5 years of service

Aaron Reeves, Pat Kelly, Dean Childs and Ken Main achieved perfect attendance and nine new associates were acknowledged. The recognition of service awards for 2017 followed and Craig Mitchell helped with the presentation.

Jeff and Cindy turned thoughts to wellness mentioning how healthy associates keep insurance rates down and the need for all associates to be informed consumers of health care. They stated, "Robroy's health insurance has increased 9% over the past five years with the national average of health insurance increasing 23%." The 2017



Debbie Hannah and Tiny Mitchell - 30 years of service

Wellness Program mandated a wellness physical for associates, which would qualify them for a payout. Forty-three associates received gift cards that evening ranging from \$100 to \$200 for their efforts.

As a strong supporter of the US military, the Enclosure Division recognized those associates who served and they were asked to come forward including: Kenny Courtney, Dale Davis, Jalon Ekholm Jeff Hall, Dave Jeffers, Pat Kelly, Larry Larson, Buck Moody, Nick Roberts, Jeff VanDries, Larry Warner and John Williams. All other military members past and present were asked to stand and be recognized. It was then acknowledged that Captain Jon Seagle, son of Jeff and Debby Seagle, an Air Force pilot stationed at Hurlburt Field, based in Okaloosa County, Florida, was currently deployed in Iraq.

Robroy Enclosures continued to support two local charities in 2017, the Belding Veterans Park and the B Foundation. Each group had a representative speak on their behalf and checks for \$3,000 were given to each organization.



Denny Craycraft, founder of Beldings' Freedom Wall, accepted a check for the Belding Veterans Park.



Doug Fadden from the Masons spoke on behalf of Toys for Tots.

Belding Veterans Park

Several years ago, Denny Craycraft had the vision to construct a monument park in Belding to represent every branch of the military and every war fought by U.S. veterans. He started with the Freedom Wall. Denny is a Vietnam War veteran himself and has successfully led the effort by completing the World War I monument, World War II monument, one for the Korean War and is now working on the Vietnam War monument.



Mikayla Linebaugh and Heidi Wilker received a \$3,000 check for B Foundation.



This associate was pleasantly surprised!

A special door prize was awarded, a very BIG special door prize. Kathy Tissue went home with a 55" Samsung Smart TV! In addition to the wellness and safety cash, each associate took home a logoed portable charger for electronic devices and a crew neck sweatshirt. But that wasn't the end of the gifts for associates.

B Foundation

In 2011, Mikalya Linebaugh lost her father to cancer. She decided to do something to help other families in the Belding community who struggle with the hardships that accompany cancer. With the help of family, friends and colleagues, The B Foundation was formed. The B Foundation seeks to raise awareness and benefit families in the Belding community touched by cancer. All of the money raised stays in Belding helping these families.



Associates were entertained and encouraged to be competitive.



Associates with five years of service or more received a check for \$1,000; less than five years, but more than two - \$600. Those with one to two years of service took home a check for \$200. Even the new associates took home a little something.

If all of that pomp and circumstance weren't enough, the entertainment was next on the agenda. The success of the Party Rock Project at the Raceway Division's Awards Dinner last year brought the group to the Enclosure Division to entertain the associates. The show proved to be a mix of an epic rock/pop concert, intimate piano bar, laugh-out-loud comedy and competitive audience participation. What fun!

Jeff Hall Graduates

Recently, Jeff Hall completed his education earning a degree in engineering. He took advantage of the program that Robroy offers for continuing education for associates. Employee Growth is one of the Robroy Principles by which the Company lives.

Employee Growth

All Robroy team members are expected, encouraged and enabled to grow in skill and knowledge. All team members are responsible for sharing their ideas and must be committed to a safe working environment in which all can participate in the planning and decision-making processes.

Jeff wanted to express his appreciation to the Company for the help they provided him in reaching his goal and to encourage all Robroy Associates to take advantage of the opportunities afforded them.

Congratulations, Jeff.

Thank You!

Robroy and everyone involved in publishing the Bagpiper do a great job of informing us all on business status, what's new, current events & trends, new products, new employees and recognition for service or accomplishments. Every edition includes articles about community support and interest. On a personal side, Robroy recognizes new additions to families, promotions, celebrations and companywide functions like our picnics.

Recognition is generally directed toward Robroy family members, community or business, but I would like to give recognition to Robroy the company. We all have been given the opportunity to work for a well-respected company and take advantage of the many ways that Robroy supports its employees. We benefit from the ability to know our jobs are secure, we have a place to go every day to earn what is needed to take care of our families in the present. Robroy works hard every day to make sure that the work is there for us where, when in a similar situation, other companies might opt for layoffs. Our futures are secured by taking advantage of a pension or 401K program with Robroy investment match.

There is another opportunity offered by Robroy to help protect your future. Robroy offers tuition reimbursement to employees who want to continue education. The decision to take advantage of this opportunity is by far the best decision I have ever made in regard to my employment anywhere. Support and encouragement from Robroy through the past few years and completion of my degree program has been amazing. This process has not been an easy one with full time work and family commitments along with the class time commitment, but so worth it.

Robroy's commitment to continued education and training of associates not only helps the associate, but the company's investment in an associate pays forward to its own future as well. Robroy encourages us to be well trained, which in turn makes us better at our work. Anyone thinking about continuing their education should take full advantage of this great opportunity. Don't push it out, it's something you will have forever!

So, for your support, encouragement and commitment, I would like to recognize Robroy in appreciation for giving me this opportunity and say "Thank You!"

Jeff Hall

Organization Changes

On January 31, 2018, Jeff Seagle, President, announced several organization changes within the Enclosure Division. He stressed that the three promotions represented the investment and commitment to both the people and the building of a world-class organization that supports the Company's growth strategy.

Roger Schroder was promoted to the position of Business Development Manager, reporting to the President. He will research, analyze and manage new strategic opportunities in support of the Company's aggressive growth objectives. This is a new position and Roger's previous role, Engineering Manager, will equip him to take on his new technical and commercial challenges.



Roger Schroder -
Business Development
Manager

Reporting directly to the General Manager, Doug Hill has been promoted from Senior Application Engineer to Product Engineering Supervisor. Doug now manages and oversees all product and applications engineering responsibilities, including the supervision of engineers. Doug's group will aggressively pursue product development initiatives and continue to provide application support to all field sales efforts.



Doug Hill - Product
Engineering Supervisor



Al Calvi - Sales Engineer

As an Applications Engineer, Al Calvi mastered the Company's

products and their applications to end markets. He now moves into the customer-facing role of Sales Engineer directly reporting to the Sales and Service Manager. AI will provide technical support to field sales efforts.

Associates were encouraged to congratulate Roger, Doug and AI and to support these gentlemen in their new roles.

Family Additions

One new arrival impacted the lives of two Enclosure Division Associates. The birth of Greyson Carter Souza made Debbie Souza (Production



Greyson Carter Souza

Associate) a 5th time grandmother. In addition, Jeremy Souza became a 4th time uncle of his new little nephew.

Greyson was born on February 9th weighing in at 7 pounds, 11 ounces and 18.5 inches in length. His proud parents, Alexander Souza and Ashley Faseburg, brought him home to his big brother Alexander.



Ava Whitney Seagle

Jeff and Debby Seagle are grandparents again. Grandchild number three arrived on March 2nd. Ava's parents are Jon and Erika Seagle. Miss Ava weighed 6 pounds, 9 ounces and stretched 19 inches on the nose. She has a sister, Parker, to lend a hand with her care.



Kale Sweet Potato Salad

- | | |
|-----------------------------------|----------------------------|
| 1 large bunch of kale | 2 small limes |
| 3 sweet potatoes | 2 avocados |
| 1 jalapeno pepper | 3 tablespoons olive oil |
| 2 cloves garlic | 1 teaspoon of spice blend* |
| 2 clementine's (mandarin oranges) | |

Preparation Directions:

**Combine enough chile powder, paprika, garlic powder, ground cumin and dried oregano to make a teaspoon of spiced blend.*

Set the oven to 450 degrees. Peel and half the sweet potatoes lengthwise, then cut crosswise into ¼ inch pieces. Place on a baking sheet and drizzle with olive oil, season with the spice blend and salt and pepper; toss to coat. Roast for 20 to 22 minutes until lightly browned and tender, when pierced with a fork, turning halfway through.

While the sweet potatoes roast, quarter the limes.

Pit and peel the avocados. Place in a large bowl and squeeze the lime juice from the two limes over the avocado. Mash until smooth with a fork. Season with salt and pepper.

Finely chop the garlic and smash into a paste with the flat side of a knife.

Using a zester remove the rind of the clementines and mince (3-4 tsp). Squeeze juice from clementines into a small bowl.

Remove and discard the stems and center vein from the kale, then thinly slice the leaves.

Cut out and discard the stem, ribs and seeds from the pepper; finely chop.

To the mashed avocado add the clementine juice, clementine zest, 3 tbs olive oil and as much garlic paste and chopped pepper as you like (depending on how spicy you would like the dish to be). Add the sliced kale and stir thoroughly to coat. Set aside to marinate (at least 10 minutes), stirring occasionally.

Add the roasted sweet potatoes to the marinated kale and serve.

**BLUE CROSS BLUE
SHIELD - MD LIVE**

During 2018 Open Enrollment Robroy added a new benefit, MD LIVE. This allows BCBS participants to contact MD Live for a virtual doctor's office visit. Instead of going to the ER or urgent care for a non-emergency visit you can get access to care 24 hours a day by online video, mobile app or phone. You can register ahead, so when care is needed you will be ready. To register or get more information, please visit the website: https://members.mdlive.com/bcbstx/landing_home.



SERVICE AWARDS



Grady Whitney



Larry Wade



Rudy Alvera

Raceway Division

Grady Whitney	10
Larry Wade	10

Enclosure Divison

Rudy Alvera	15
Mark Austin	15
Jay Anderson	10
Doug Hill	5
Brian Knoerl	5



Mark Austin



Jay Anderson



Doug Hill



Brian Knoerl