

THE BAGPIPER

VOL. 51 | NO. 1 **SPRING 2021**

There is no beating around the bush - the COVID-19 pandemic has been tough on everybody. Surely, the way your 2020 played out was nowhere near how you imagined it would, but that's not entirely a bad thing!

Winston Churchill once provocatively said, "Never let a good crisis go to waste." These words were spoken during the bleakest moments of World War II. As we fast forward to 2021 I could argue a similar sentiment. Despite the hardship and losses due to the coronavirus pandemic it is worthwhile to focus on the hidden benefits and opportunities we can reap from this experience.

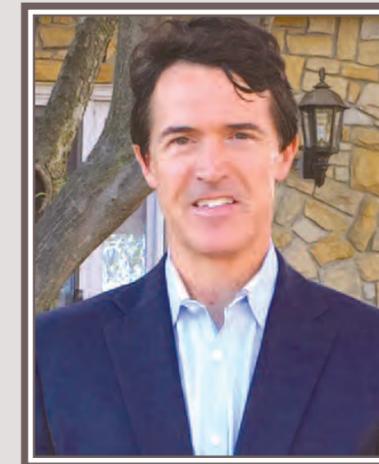
On the bright side here are a few of the benefits many people have experienced in their personal lives:

- more emphasis on relationships and communication
- more quality time spent with family and close friends
- a greater propensity to serve others in need
- a greater appreciation for our health and well being
- more interest in pursuing entrepreneurial endeavors
- a surge in creative thinking and innovation

I am happy to report that Robroy did an excellent job of navigating through the pandemic in 2020. Unlike many companies, Robroy was able to avoid any layoffs in 2020 and actually hired several new associates in the 4th quarter as our business began to ramp back up. In addition, we continued to invest back into the business with new machinery and equipment to increase our capacity at both the Raceway and Enclosure divisions. While many companies were hunkering down and avoiding risk we continued investing our time and resources in innovation and new product development. In particular, we recently launched our new stainless steel product line, which is positioned well for growth in 2021. We also remain committed to long-term growth through new business development and strategic acquisitions.

Overcoming adversity brought on by the pandemic has made each of us at Robroy a little more self-aware, stronger and resilient. With the distribution of the COVID-19 vaccines underway, there is added hope and optimism on the near horizon. As we move forward and transition out of the pandemic, we should reflect on this experience and decide on what new habits, routines and activities to take forward and what old ones to leave behind.

Wishing everyone a healthy, happy and prosperous 2021!



Jeff McIlroy | Chairman

HEADQUARTERS

Charitable Donations

During the Thanksgiving and Christmas holidays many people and organizations feel lead to give of their time and treasure to those who are less fortunate and in need. Giving is part of the Robroy culture every day of the year and as a reminder the Robroy Charitable Mission statement is posted below.

Robroy Industries Charitable Mission Statement

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

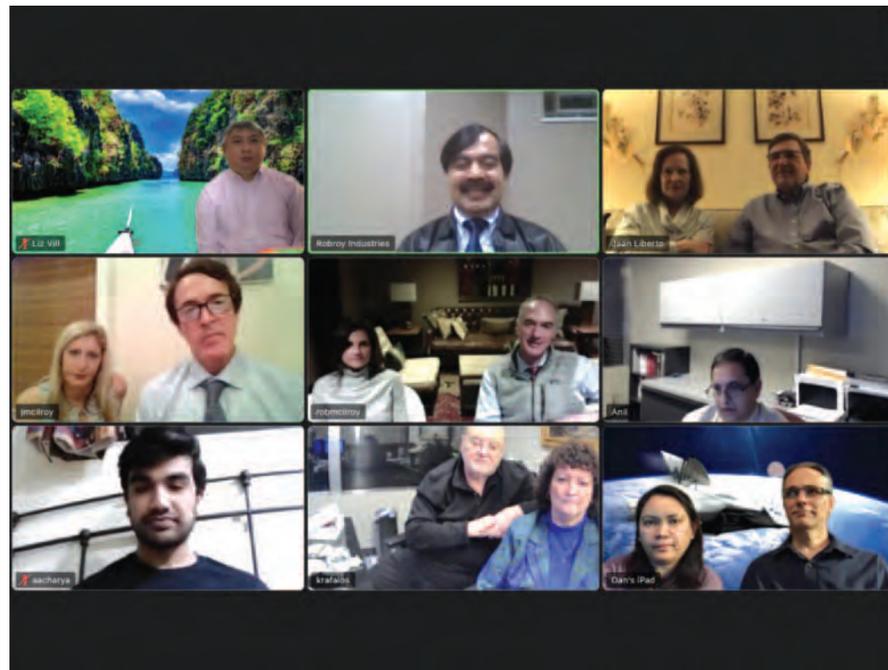
In support of Robroy's charitable mission statement the corporate office actively dedicated time and money to support local non-profit organizations in the Pittsburgh area. The primary non-profit organizations that the Headquarters Associates support are as follows:

- East End Cooperative Ministry (EECM)
- Fox Families Care
- Children's Hospital
- Riverview Children's Center

Headquarters Bonus Dinner

Each year a Bonus Dinner is held for all of the associates at Headquarters in Verona, but not this year. It was just one more thing in which COVID-19 interfered. However, creativity abounds at Headquarters and the event took place anyway on February 10th from 6:00 until 7:00 PM. Where and how you may ask? It took place virtually via ZOOM.

An invitation was sent to each associate inviting them and their spouse to virtually attend the meeting, which would begin with a wine toast. Then, participants were asked to be ready to share an imaginably, incredible opportunity that they might be granted. It could be anything, for example - a flight to the moon. Associates were to share



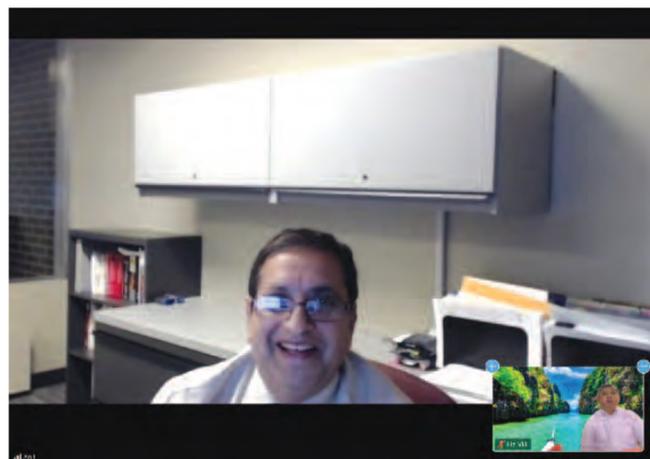
The whole crew - Headquarters Staff



Erika and Jeff McIlroy (Chairman)



Shelley and Rob McIlroy (CEO)

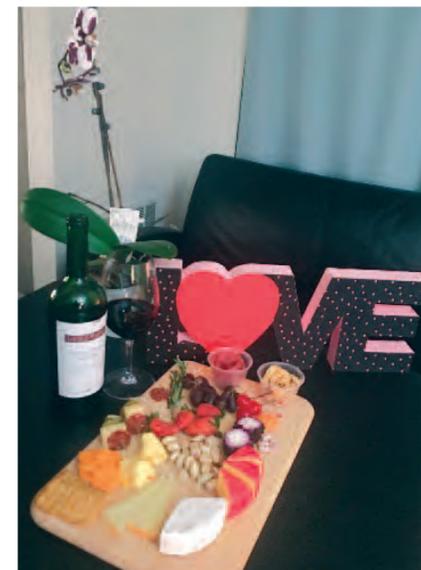


Anil Kewalramani (IT Manager)



Vijay Kumar (CFO)

what their experience would be and why, provide some background and just have fun with it.



Contents of the EZPZ Gathering box accompanied by wine.

During the day of February 10th each associate received a box from EZPZ Gatherings that included a nice selection of cheeses, crackers, fruits and meats. A bottle of Louis M Martini Cabernet Sauvignon wine was also provided.

The meeting commenced promptly at 6:00 PM and, following the toast, the sharing began. Some associates went back in time. One wanted to perform in front of 50,000 adorning fans, while another wanted to float above the United States and view the beautiful landscapes. Refurbishing old homes was one desire and going to a beautiful beach with family was another. Several associates wanted to fly in a space. The exchange of ideas was enjoyed by everyone.

Vijay Kumar reviewed everyone's goals and objectives for 2020 and discussed how well they were achieved. Rob McIlroy addressed the group and thanked Vijay for all of his hard work. In conclusion, Rob, Jeff McIlroy and Vijay thanked all of the associates for their diligent work last year in spite of the pandemic and its issues.

After reading this, what would be your imaginably, incredible opportunity? What a fun exercise to consider!

Winter in Western Pennsylvania



Jeff McIlroy and Anil Kewalramani stopped for a photo opp on their regular one mile walk to show just how much snow had fallen in Verona, Pennsylvania at Headquarters.



Yes, there was A LOT of snow at Headquarters, but these wise guys were exaggerating a bit in the first photo... they bent their knees!

Jeff McIlroy (Chairman) and Anil Kewalramani (IT Manager) regularly take a one mile walk around the Headquarters office, regardless of the weather conditions. This winter has been challenging for these gentlemen. At times there has been a lot of snow obstructing their path, as can be seen in the accompanying photos.

Clearly, neither rain, nor snow, nor sleet, nor hail can keep Jeff and Anil from their appointed rounds!

TECH DEVICE CLEANLINESS

*"Cleanliness is indeed next to godliness."
John Wesley*

*"A clean person is not one who runs away from dirt, but one who takes the time and effort to tidy-up a dirty environment."
Abdulkabir Olatunvi*

In the times in which we now live, cleanliness needs to be a part of our everyday experience. In order to be in a position to do your best each day, you need to stay safe and be healthy. One way to do just that is to clean your tech devices: cell phone, tablet, keyboard, screen, ear buds, etc.

Some General Rules to Follow:

- unplug devices before cleaning
- remove batteries before cleaning
- never spray cleaner directly on a device
- spritz liquids on to a cloth and wring it out
- if you're not sure, consult the manual

CELL PHONES

Studies show that cell phones house ten times more bacteria than the average toilet seat. When cleaning, remove the phone from the case and clean the case with a microfiber cloth; spritz with a solution of 50/50 white vinegar to water. Clean the grooves in the case with a cotton swab.

Never use swabs on the cell phone itself, as they leave fuzz that can send grime deeper into ports. Use a soft lint-free cloth and a can of compressed air. Never use alcohol or hydrogen peroxide on your cell phone or tablet. Some manufacturers recommend 70% isopropyl wipes, which may be more effective than a UV disinfecting box. Consult the manual for your device.

KEYBOARDS

What kind of crud is lurking on or in your keyboard? Once a month lightly dampen a microfiber cloth with water and clean the keys. Avoid chemical cleaners as they eat the letters off of the key pads. If dirt is caked on, use a toothbrush, then use compressed air.

SCREENS

A coffee filter works nicely on computer and tablet screens. The filter will not leave residue. Check your owner's manual for cleaning instructions. You don't have one? You can find one specific to your device online. It is better to be safe than sorry.

EARBUDS AND HEADSETS

As their name implies, earbuds "live in your ears" and your hands touch them multiple times daily. Wipe the plastic parts with a microfiber cloth lightly dampened with isopropyl alcohol avoiding the mesh. Use a dry cotton swab on the microphone and speaker.

Please note that this information about cleaning tech devices was referenced from the January issue of RealSimple magazine written by Caroline Mullen.



New Hire

Chris Burbick accepted the position of Plant Manager at the Raceway Division in Gilmer on November 27, 2020. He earned a degree in mechanical engineering from Ohio State University and his MBA from Youngstown State University. Four years as a plant manager with Crosby Group and five years with PCC Revert Group as an operations manager have given Chris a solid background for his new position.



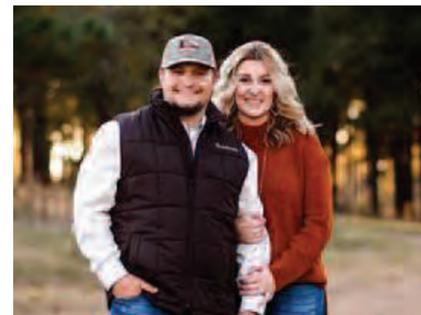
Chris Burbick - Plant Manager

Chris was attracted to Robroy's Raceway Division because it is a great, family run organization with a solid reputation in the community.

Originally from Salem, Ohio in northeast Ohio, Chris and his wife, Sarah, have two sons, Landon and Austin. He enjoys cars and working around the house. His interests also include Disney. Nothing "Goofy" about that; who doesn't love Disney!

Congratulations on your new position, Chris.

Wedding



Mr. and Mrs. Dalton Hasler

Tami Leathers' daughter, Laci, has been featured in a number of *Bagpiper* issues over the years. Several articles told of her livestock raising prowess and she interned in 2014 for nearly a year. In this edition her mom proudly announces her marriage to Dalton Hasler.

The couple enjoyed their special day in the company of family and friends at a private ceremony in Gilmer, Texas on December 1, 2020.

HAPPY THANKSGIVING



Ashley Laffey - 2 years



Belinda Rodgers - 25 years



Beunka Harris - 5 years



Bo Peek - 2 years



Bobby Hubbard - 15 years



Danette Potter - 2 years



Janet Mackey - 2 years



Laura Langford - 20 years



Melissa Noe - 15 years



Michael Moody - 25 years



Tami Leathers - 2 years

The Raceway Division celebrated Thanksgiving with a catered dinner from Perfect Catering. The celebration was held in a huge tent with all the Thanksgiving favorites. Every detail was handled right down to the cloth table covering.

Todd Zulliger (VP of Operations) presented service awards to associates at the dinner. Kellie Jones also made sure that service awards were distributed to all associates having earned their award in 2020. Many thanks to each of the service award recipients for their dedication and service to the Raceway Division.

In addition, each associate received a smoked turkey from Bear Creek Smokehouse in Marshall, Texas. That company has a 77 year tradition of providing smoked meats to the surrounding communities.



The Raceway Thanksgiving dining room



Merry Christmas

Large Christmas gatherings were a bit out of the question this year everywhere and such was the case at the Raceway Division. However, the Christmas spirit was truly present and reflected in the generosity of Robroy Industries and the Company's associates.

East Texas CASA (Court Appointed Special Advocate) benefited from some of that generosity. The Raceway Division purchased toys for two siblings to make their Christmas a little merrier.

Wouldn't you want to wake-up to all those gifts under your tree?

In place of the Kids' Christmas Party, HR Associates packed goodie bags and distributed them to Raceway Associates for their children



Patricia Dyars' children are pictured opening their bags from Robroy's Raceway Division.



Some of the associates who chose to have their vehicle detailed proudly showed off the finished product.



As their Christmas gift, each associate was offered the choice of having their vehicle detailed by Power House Detailing or a gift card for Hello Fresh meal delivery.



...a selection of Raceway Division ugly Christmas sweaters.

December 23rd was designated as ugly Christmas sweater day at the Raceway Division. The associates certainly did not disappoint with their ugly sweater selections.

SHIELD Scholarships

Annually, the SHIELD Committee awards scholarships to help recipients with their continuing education. The presentation of scholarships usually takes place at the Raceway Christmas Party. There was no celebration this year, however scholarships were still awarded. Foy Knox, Sarah Brooks' nephew, received a \$5,000 scholarship. Grace Neighbours, Rhonda Dunn's niece, was awarded a \$2,500 scholarship and Lonnie Venters' son, Lonnie Jr., received a \$2,500 scholarship.

These students came to the Raceway Division office to receive their certificates. Each certificate stated: "In recognition of educational



Foy Knox



Grace Neighbours



Lonnie Venters Jr.

accomplishments and future educational endeavors." Although some of their faces were masked for health and safety reasons, the twinkle in their eyes depicted how happy they

were to receive their scholarships. They are each wished the very best as they continue to pursue their educational goals.

Promotion



Justin Pippins - Operations Supervisor

Justin Pippins has been working since he was 16 years old. At that time, you would have found him serving customers at Chick-Fil-A in the Longview Mall.

For more than four years now, Justin has been employed at the Raceway Division. He began his Robroy career as a Production Associate and before long he was promoted to the position of Shipping Coordinator. He has now been promoted again and has assumed the duties and responsibilities of Operations Supervisor.

Justin's supervisor, Chris Burbick, stated, "I am excited to have Justin join the supervisory team at Robroy. His experience and leadership from working on the shop floor as a Production Associate and as Shipping Coordinator, along with his enthusiasm for Robroy, will serve him well as we look to move our production to the next level in 2021."

Acknowledging that he is able to draw on his previous experience with the Company, Justin will provide insight and perspective in the decision making of his new position. "Starting as a Production Associate is where I learned the Robroy Way," he confidently commented. "The atmosphere and culture of continuous improvement and always looking for growth opportunities is very attractive. Robroy embraces and promotes thinking outside the box." These things influenced Justin to continue his career path at the Raceway Division.

On a personal note, Justin is a huge sports fan, especially of the Longview Lobos. He enjoys music and serving on the media ministry team at his church. Hanging out with family is also high on his priority list. Congratulation, Justin, on your well-deserved promotion.



Be My Valentine

Valentine's Day

The Raceway break room in Gilmer was converted into a kissing booth on Valentine's Day 2021 - sort of. Each Associate was offered a big Hershey's kiss from a lovely display, complete with a Valentine poem. The Raceway Division realizes that not everyone has a sweet tooth, so for those who do not partake of sweets for health reasons or by choice, sugar-free treats were also offered!



Only 1 Kiss per associate!



Sugar-Free



Sincere Apologies

Sincere apologies are extended to Martyn Smith. It seems that in the Fall edition of the *Bagpiper*, Martyn was identified as Todd Zulliger. Although both Martyn and Todd are handsome gentleman, they really cannot be mistaken for one another.

Martyn Smith - Business Development Manager



Ashley Laffey's daughters happily romped in the snow.

Lindsey White's daughter, Bristol, enjoyed catching snowflakes on her tongue



Rhonda Dunn's puppies had no problem maneuvering in the drifts.

Rhonda's kids enjoyed the experience.

Associates who live in Pennsylvania and Michigan are accustomed to snow in the winter. Associates in Texas find it the exception and not rule until February 2021. The worst storm in decades, unofficially called winter storm Viola, left Texas, including East Texas, covered with the white stuff accompanied by record breaking cold temperatures. Power outages, broken water pipes and shortages of all kinds plagued much of Texas during the week of February 15th. In some places in Texas cold temperatures broke records set back in 1880! Raceway Associates provided photographic proof of what the storm dumped in the Gilmer area. You can see that kiddos really don't mind snow and it is rather pretty.



Kellie Jones found the weather a little too cold for her liking.



Above and Beyond

Jason Coulter's invaluable help enabled the unloading of four trucks during the week of all the snow in Gilmer. What proved to be truly remarkable was this: While



Jason Coulter - Material Handler

Jason was prepping to unload a truck from PolyOne, he received a call from his brother, who happened to be at Jason's home. A water pipe broke in Jason's kitchen. His supervisor rushed Jason to his home where he promptly shut the water off. He then had his brother deal with the clean-up so that he could return to work and help with the unloading of the truck.

Jason's supervisor, Tami Leathers, stated that without his help the unloading of the trucks that week would not have been completed. Jason is a

great example of dedication and hard work. He was awarded a gift card for his extra efforts.

Not only do Raceway Associates go above and beyond what is expected of them, but Raceway vendors do it too. Kris Sheeran, owner of KRS Cabling who provides IT services, jumped in to help during the snow week. Many associates were unable to get to work that week, so Kris pitched in unloading trucks.



Kris Sheeran

Kris is always appreciated for everything he does and he never hesitates to lend a helping hand in any way he can.

Newly Elected

Rhonda Dunn was recently elected President of the Gilmer Area Chamber of Commerce. The city of Gilmer continues to make advancements in the revitalization of the downtown area with many new businesses opening. The industrial segment, of which the Raceway Division is a part, remains healthy and growing.

Rhonda expects 2021 to be exciting, yet challenging. She commented, "My goal for this year is to establish a more consistent revenue generating system for the Chamber to enable an expansion of services to area businesses."

Congratulations, Rhonda on your election and best wishes for a very successful year.



Rhonda Dunn - President of the Gilmer Area Chamber of Commerce

Bonus Dinner

The Raceway Division always has the most entertaining and creative Bonus Dinners. This year they had to funnel their creativity into a non-gathering bonus recognition and they did that with flying colors.

A magazine was published containing photographs of the associates and a paragraph stating their 2020 accomplishments. Instead of a meal shared with each other, gift cards to Jack Ryan's Steak and Chophouse were distributed.

New Hire

Patrick Kane recently accepted the position of Product Line Manager for the Robroy Enclosure Division. Patrick earned a Bachelor of Arts degree from SUNY Buffalo and brings with him 15 years of product and project management, including strategy, new product and marketing material development. His expertise also includes training and customer conflict resolution. He has received instruction in Six Sigma (quality control methodology) and web marketing. Patrick's prior experience with Eaton Corporation, Crouse Hinds and Cooper Crouse-Hinds will serve him well in his new position. Patrick brings a positive attitude and creative marketing acumen to the Robroy Enclosures team.



Patrick Kane - Product Line Manager

Always competitive, Patrick is an avid downhill skier who races in the winter and enjoys hiking in the mountains in the summer. He's currently working to complete the Adirondack 46 high peaks with his younger brother. He and his lovely wife, Janine, have two accomplished boys and a dog, Jackson - who rules the house.

Hey, hockey fans, let's clarify one thing: Patrick Kane Product Line Manager for the Enclosure Division is not the same Patrick Kane who plays for the Chicago Black Hawks. Each of these Patrick Kanes have a lot of goals. While the later Patrick Kane uses a hockey stick to achieve his goals, Robroy's Patrick Kane uses his industry knowledge and experience to accomplish his goals.

Welcome aboard, Patrick.



Pictured from left to right: Cindy Stowell (HR Associate), a Leppink's employee, Bonnie Mroczek (HR Manager), Josh Blair (N-Series Associate) and Mikayla Linebaugh (B-Foundation Founder).

Thanksgiving Donation

It is an Enclosure Division annual tradition to present each associate with a Leppink's voucher for a Thanksgiving turkey. This year some of the associates generously chose to donate their vouchers to the B-Foundation.

In 2011 Belding resident Mikayla Linebaugh lost her father to cancer. She wanted to turn her family's loss into something positive and chose to do that by establishing a non-profit organization, the B-Foundation. Mikayla, a volleyball coach, often helped her team raise funds for cancer on a national level. She wanted to see that money support people battling cancer in her own community. The Enclosure Division has supported the B-Foundation since its inception.

Promotions

Several associates have been offered new positions within the company and have accepted additional roles and responsibilities.

- Amanda Calvo began her Robroy career as the Front Desk Receptionist. She has moved to the position of Human Resources Specialist.
- Joern McHale was working 1st Shift Assembly, however his duties have changed. Joern now serves as the 3rd Shift Mold Lead.
- Linda Wilcox, 3rd Shift Press Operator, has accepted the position as 3rd Shift Back-up Mold Lead.
- Muhammed Carswell, 2nd Shift Press Operator, moves to the position of 2nd Shift Back-up Mold Lead.
- Dulton Cowling will now work in the 1st Shift Bonding position.

Congratulations on your promotions and new positions.

Retirement

Cindy Stowell, HR Administrator, has retired and she certainly will be sorely missed.

Cindy began her Robroy career in 2001 and has been a key contributor in the Human Resources Department. She also served as an administrative assistant providing excellent support to former President Jeff Seagle and current President Craig Mitchell. From spearheading the Best and Brightest Companies To Work For campaigns to the master of ceremonies duties at the annual Christmas parties and so very much more, the Enclosure Division has relied on Cindy reaping the benefits of her leadership.



Cindy Stowell - Retiree

Craig Mitchell stated, "Cindy represents the best of what Robroy Enclosures is all about. Like so many who are important members of our team, Cindy provided professional expertise and integrity over many productive years and she leaves with our highest respect and appreciation."

Cindy and her husband, Denny, plan to travel with their dogs, Maggie and Josie. They especially will spend time with family. The Stowell's son, BJ, lives on Fripp Island in South Carolina with his wife, 4-year old daughter, Cora, and newborn son, Liam. Their daughter, Kate, and her husband, Charlie, live near Midland, Michigan with Charlie Jr., age 8, and Kinze, age 4.

Not only does Cindy have many, many friends at the Enclosure Division, she has developed relationships with Robroy employees past and present throughout the entire organization. She is wished the very best in this next chapter of her life - her well-deserved retirement.

Keep in touch, Cindy, and best wishes for a wonderful retirement!



The little folks at the McHale home had a wonderful time assembling the crafts from the bags they received from the Enclosure Division, as did so many families who received fun packed craft bags. Joern (3rd Shift Mold Lead) and Maddie (Accountant) McHale supervised the Christmas craft construction.



Christmas Crafts for Kidelos

The COVID pandemic worked harder than the Grinch to steal Christmas in 2020. Because of social distancing and all the other restrictions imposed, the Enclosure Division was unable to provide the Kid's Christmas Party for associates' children and grandchildren.

Never fear, pandemic or not, the Enclosure Division Associates were determined to offer something special for their kids last Christmas. They put together bags of crafts just like the crafts available at every annual Kid's Christmas Party and offered them to associates for their families.



Amy Burke - 1st Shift Assembly - FEMALE WINNER

Ugly Christmas Sweaters & More



Dave Manley - 3rd Shift Press Operator - MALE WINNER

From whence cometh ye old ugly Christmas sweater? In the 1950s Christmas sweaters came on the scene. They really weren't all that ugly then and were called "Jingle Bell Sweaters." Time marched on and in the 1980s Cliff Huxtable on the Crosby Show made the strange patterned sweater popular and by the end of that decade many hosts on Christmas shows wore such strange sweaters with a Christmas theme. The 1990's saw the trend wane until in 2001 Mark Darcy donned an outrageous Christmas sweater in *Bridget Jones's Diary*.

Chris Boyd and Jordan Birch hosted the first Christmas Sweater Party in Vancouver to raise money for a friend's cancer treatment. The idea spread all over Canada and the US. By 2007 searches on GOOGLE for "ugly Christmas sweaters" were off the charts. By 2010 fashion designers picked-up the craze and retail stores stocked-up for the holidays. There is even a National Ugly Christmas Sweater Day celebrated on the 3rd Friday of December each year. Mark your calendars - December 18, 2021.

There you have it. You can purchase an ugly sweater or just design one yourself. Take a look at what Enclosure Division Associates have done to promote ugly Christmas sweaters. Dave Manley and Amy Burke were the male and female winners of the 2020 Ugly Sweater Contest for the Enclosure Division.

Enclosure Division Associates did a little more than just wear ugly Christmas sweaters last December. Several associates decorated their workspaces for the holiday.



Allen Wizorek - 3rd Shift Supervisor



Amanda Calvo - HR Specialist and Cindy Stowell - HR Associate



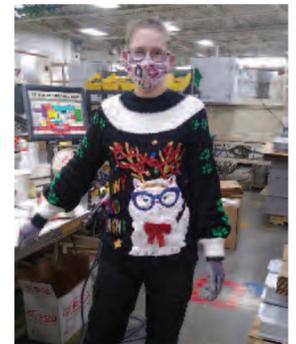
Debbie Hannah - Material Handler/Shipping



Erin Byrne - Assembly



Bonnie Mroczek - HR Manager



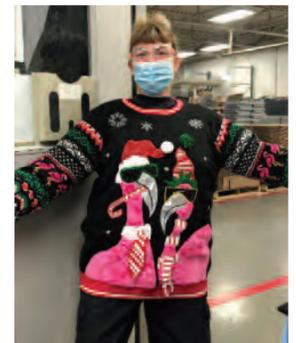
Heather Wiggins - Assembly



Kiesha Coon - Scheduler/Buyer



Liz Wiggins - 3rd Shift Press Operator



Lorrenda Ellsworth - 3rd Shift Press Opera



The Maintenance area decorated by Pat Kelley, Tony Brace and Ron Howell



Erin Byrne's Assembly work area.



The Assembly workspace of Heather Wiggins.



Jamie Arnett's Assembly work area.

Weather! Enough Said!



Winter in Michigan -

Robroy Associates from Verona, Pennsylvania to Belding, Michigan, as well as Avinger and Gilmer, Texas were not spared the wrath of Old Man Winter this year. That said, you have to admit fresh fallen snow can truly be a beautiful sight. Carol Houghtaling (Inside Sales Associate) captured some of that beauty in the photos she took.



Carol Houghtaling

Scott Thompson, Business Development Manager Central Region for Robroy Enclosures, felt the effects of Mother Nature on August 10th last year, when a derecho passed through Cedar Rapids, Iowa and the county in which he resides. A derecho is a line of intense, widespread, fast-moving windstorms and sometimes thunderstorms that move across a great distance characterized by damaging winds.

Scott and his wife were out of town at the time the storm hit, but arrived home to a real mess. The first photo depicts what they saw when they arrived home. The back yard was in even worse shape. Three days later, the family had cut and stacked branches in their front yard and when they finally finished the pile reached a height of 15 feet. The Thompson's lost power for 13 days.



Cindy Stowell



Collected rubble.



An unwelcoming sight!



Braden Schroder, Roger Schroder's (Business Development Manager) son, stopped plenty of pucks.



Kailee Calvo, Amanda Calvo's daughter, invested her time and talent in basketball.



Hoops were important to Talan Calvo.

Kids Continue to Love Sports

Braden Schroder is a freshman at Greenville High School and he plays hockey for the Kenowa Hills Varsity Hockey Team - he's a goalie. His dad said they are off to a great season this year.

The Belding Black Knights enjoyed having Kailee Calvo on their JV basketball team this past season. It was Kailee's first year to play on the team and her position was point guard.

Talan Calvo played basketball for a travel AAU team last winter. He traveled to Indiana for tournaments.

The Next Generation is Growing



Parker James McHale

The McHale's welcomed Parker James McHale to their home on the last day of 2020. Parker arrived weighing 7.2 pounds and stretching 19 inches in length. Jaylynn, Kennedy and Skylar will be available to lend a helping hand with their new brother's care.

Joern and Maddie, your 2020 tax return received another deduction right under the wire. Wahoo!



Marilyn Joyce Zahm

Brendon (Press Operator) and Glenna Zahm are the proud parents of a pretty little baby girl, Marilyn Joyce. She entered this world on January 4th at 7 pounds even and 19 3/4 inches long.



Hazel Grace Moody

Buck Moody has a new granddaughter, Miss Hazel Grace Moody. Logan, Buck's son, and Ashley Ross are Hazel's parents and the little princess weighed 7 pounds 14 ounces at birth with a length of 20.5 inches. She was born on January 20th.

Do you think Hazel will grow-up to love hunting like her parents and her grandpa? Of course, she will. She's a Moody!

RECIPE

Shrimp Ceviche

...gluten-free, dairy-free, sugar-free and low-carb

There are no quantities listed with the ingredients. This dish allows you to add or omit items, as you choose. You can make a large batch of ceviche to serve as a main course or a small amount to serve as an appetizer. If you love shrimp, use a lot. Don't care for cilantro, leave it out.



INGREDIENTS

- **Shrimp** – White or pink shrimp can be used in this recipe. Fresh shrimp is better than frozen and wild shrimp better than farm raised.
- **Citrus** – A blend of lime, lemon and orange juice mixed together to make the ceviche sauce. Definitely use fresh citrus juice for the best taste and flavor.
- **Onion** – A red onion is used for color, but you can also use sweet, white or green onions.
- **Tomato** – Any type of tomato will work in this recipe. You can use vine-ripened tomatoes (seeds removed), cherry tomatoes or grape tomatoes.
- **Cucumber** – An English seedless cucumber is the best kind to use when making ceviche. You can choose to leave the skin on or peel it before dicing.
- **Avocado** – Mixed in at the very end, this creamy addition helps to balance the crunch of the cucumbers and onion.
- **Cilantro** – Fresh cilantro is finely chopped and adds a wonderfully fresh herbal flavor, which is typical in authentic Mexican ceviche recipes.
- **Jalapeno** – Completely optional if you do not like your ceviche to be spicy. You can also substitute it with a serrano pepper or use two jalapenos to bump up the spice level.

*Please note: While most ceviche recipes start with raw fish and then the citrus juices “cook” the seafood, this recipe actually instructs you to **boil the shrimp for 1-2 minutes** before making the ceviche.*

BOIL SHRIMP

- Make sure your shrimp have been **peeled, deveined** and the **tails removed**.
- **Bring** a medium to large pot of water to a boil.
- **Add** shrimp carefully to the pot and boil for 1-2 minutes.
- **Remove** the shrimp immediately once they turn pink and begin to curl.
- **Cut** shrimp into bite-sized pieces once they are cool enough to touch.
- **Do not overcook the shrimp.** They can become rubbery instead of soft and delicate if cooked too long.

INSTRUCTIONS

- **Juice** the limes, lemons and oranges.
- **Combine** lime juice, lemon juice, orange juice, a little olive oil and salt in a large bowl
- **Add** shrimp and marinate in refrigerator for 20 minutes
- **While** the shrimp are marinating, finely dice the tomatoes, cucumber, onion and jalapeno
- **Mix** vegetables in with the shrimp
- **Marinate** in refrigerator for at least another 20 minutes
- **Stir** in avocado and cilantro just before serving
- **Serve** with tortilla chips or over chicken and enjoy

SERVICE AWARDS

Enclosure Divison

Darcy Hallock 10 years
Tanner Stapp 2 years
Marc Wolverton 2 years
Brendon Zahm 2 years



Darcy Hallock

Raceway Divison

Dan Ellis 2 years
Amber Hogue 2 years
Janet Mackey 2 years