

THE BAGPIPER

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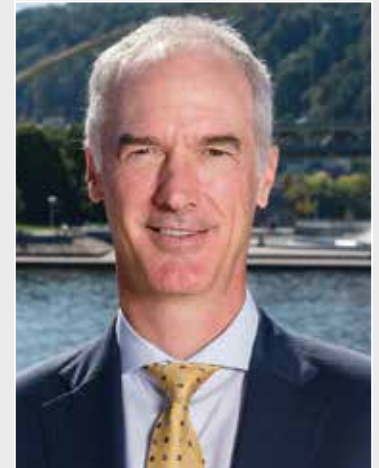
Family Forum

As we reflect on an outstanding 2025, I'm proud to share that we've carried that momentum straight into 2026. We're off to a record start and it's a direct reflection of the commitment and teamwork that define Robroy Industries. When we talk about being a family business, it's not just a label — it's the way we show up for one another and for our customers every day.

Our strategy continues to be centered on growth. To support that growth responsibly, we are making meaningful investments across the organization — in our operations, in modern systems and, most importantly, in our people. A great example is the significant investment underway at our Avinger facility. Expanding and modernizing that operation positions us well for the future and reinforces our commitment to building a stronger, more scalable company.

I also want to recognize the tremendous effort behind the implementation of our new ERP system. This is a major undertaking that has required focus, flexibility and a lot of extra effort from many teammates across the business. Thank you for leaning in and doing the hard work — you are making a lasting impact that will serve our organization for years to come.

Finally, I want to extend a warm welcome to the many new teammates who have joined us recently. We've grown our headcount by 12% over the past year to support our expanding opportunities and you're joining at an exciting time in our journey. As we grow, we remain steadfast in our commitment to fostering a positive culture and continuing to Lead the Way in everything we do. Thank you for all you do to make Robroy a place where people and families can thrive.



Sincerely,
Rob McIlroy

HEADQUARTERS

New Hires

Nicole Snyder has recently assumed the responsibilities of Corporate Controller at Headquarters, where she oversees all accounting functions and supports strategic decision-making throughout the Company. Previously, she worked in public accounting in both audit and tax and served as a financial controller for a cookware manufacturer. Nicole has also held the position of managing director providing professional services including litigation support and financial consulting. She is especially proud



Nicole Snyder –
Corporate Controller

of being part of a team that helped resolve a decades-long financial and legal dispute, achieving a very positive outcome for the client. Nicole's diverse accounting background, coupled with years of experience, serves her well in addressing complex business issues.

Spending time with family and friends, along with staying active through exercise, fills much of Nicole's free time. For her, laughter is what defines a good book, an enjoyable movie or an engaging television show. Favorite travel destinations with her husband and adult children include California and the Bahamas. When it comes to music, if it's live and outdoors, she's open to just about any genre.

Mornings are her favorite time of day and she especially enjoys working collaboratively with others. Nicole serves on the advisory board for the Baierl Family YMCA, part of the Greater Pittsburgh YMCA. She is also a member of the American Institute of Certified Public Accountants (AICPA).

One of Nicole's favorite quotes is from Wayne Gretzky: "You miss 100% of the shots you don't take." She aspires to learn something new every day and believes that finance and accounting are often undervalued. "Through my work, I like showing how accounting is a critical component in understanding a business by providing transparent and relevant information that helps organizations operate more efficiently and effectively."



Vicky's turn.

Vicky Vereb took a turn letting the Robroy Bell ring out the message of another day of meeting and exceeding corporate wide goals.

Thanksgiving Potluck

Ahead of the Thanksgiving holiday on November 26th, HQ associates each brought in a dish to share and Robroy provided a delicious Greenberg smoked turkey. Mark Johnston did the honors of carving the turkey.

Mark Johnston - the carver



Potluck participants



Rob and Jeff McIlroy and their families joined Headquarters Associates to prepare dinner for the residents.



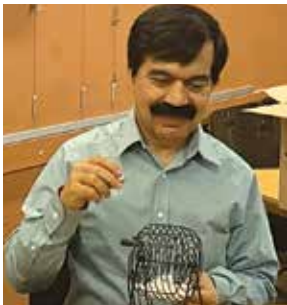
Associates enjoyed the camaraderie and meal preparation.

EECM Dinner and Bingo Night

Headquarters Associates hosted a dinner and BINGO night at East End Cooperative Ministry (EECM) on November 11th. A meal of fried chicken, pasta marinara, green beans, coleslaw and cupcakes for dessert was prepared and shared with 51 residents, three staff members and the visiting Headquarters team.

Following the meal, and after some mingling and clean-up, the BINGO game began with 15 EECM residents joining in the fun. Vijay Tahiliani and Rob McIlroy served as the BINGO callers with Anil Kewalramani validating wins with Jeff McIlroy handing out prizes that included

team sports sweatshirts, hats and mugs, along with backpacks, gloves and jackets.



Vijay called numbers.



Vijay and Rob ran the BINGO show.



Many hands made light work and dinner was ready in no time.



Jeff McIlroy – same gremlin vibe as last year



Headquarters Associates

ugly christmas sweater contest

It is said yearly, no Christmas celebration is complete without the Ugly Christmas Sweater Competition. So, on December 19th, Headquarters Associates donned their sweaters and presented themselves to their colleagues for appreciation and scrutiny.

Four of the entries were the same as those worn last year, but why in the world would you want more than one ugly Christmas sweater...we get it. Mark Johnston, the winner, took home a \$25 gift card for his entry. Mark's sweater wasn't as ugly as it was unique. His sweater contained a video of a wood burning fireplace in the middle of his sweater!



Randy Untalan - repeat



Syam Papanaboina – actually, a nice sweater



Christina Vasquez – Old St. Nick



Mark Johnston - cozy and warm with a fireplace on his belly



Vicky Vereb – cuddly teddy bears



Louie Santiago – now that is a message.



Vaishnavi Mandapati – sparkle and cheer, same as last year



Paul Holencik – that's an old sweater, a real dinosaur



Hail, hail, the gang's all here!

Christmas Luncheon

On a cool, cloudy, slightly damp (rather than snowy), warmer than the typical December 23rd afternoon, Headquarters Associates made the trip to the Abbey on Butler Street in Pittsburgh for an enjoyable Christmas lunch. The celebration also included a Secret Santa gift exchange.



Secret Santa gifts for everyone under the Christmas Tree.

Annual Appreciation Dinner

Headquarters Associates and their guests gathered for the Annual Appreciation Dinner at the Duquesne Club in Pittsburgh on February 12th. This year's event included special guests Brenda Eidd and her husband, Denny, who joined the Headquarters team for the evening.

During the dinner, Rob McIlroy shared highlights from the past year and expressed his gratitude to employees for their dedication and hard work. Vijay Tahiliani also took time to personally recognize team members, acknowledging the positive impact each person has made and thanking them for their contributions to the Company's achievements throughout the past year.



Headquarters Associates and their guests gathered to celebrate at the Annual Appreciation Dinner.



Vijay thanked Luke Postle for the important role he played in the accomplishments of 2025.



Brenda Eidd (Senior Corporate Accountant) received thanks for her role in helping guide the Company to great success.



Randy Untalan (Corporate Systems Analyst) was recognized for his contributions toward reaching and exceeding Company goals.



Vijay Tahiliani (CFO) addressed the group, thanking everyone for the part they play in Robroy's continued success.



Louie Santiago (Corporate Systems Analyst) received recognition from Vijay Tahiliani for his commitment to the Company's success.



Brenda Eidd (Senior Corporate Accountant) posed for a photo with Christina Vasquez (Corporate Business Administrator) and Luke Postle (Corporate Accountant).



Vijay commended Rob McIlroy for his exceptional leadership as Robroy's CEO.



Syam Papanboina (Corporate Accountant) was recognized for his guidance and expertise.

Let's Celebrate

National Pie Day came around on January 23rd this year and Headquarters Associates enjoyed delicious pies from two popular local bakeries, Oakmont Bakery and Moio's Bakery.

Kindness Week 2026 was February 15th through 21st. In celebration of this week, Headquarters Associates promoted kindness by participating in daily activities that included writing encouraging notes of appreciation to colleagues, playing "Kindness BINGO" and starting a lending library of books promoting self-improvement, positivity and learning.

In recognition of **National Employee Appreciation Day** on March 6th, Headquarters Associates gathered in the lunchroom to enjoy a delicious lunch and dessert. As part of the celebration, each associate anonymously shared a "fun fact" about themselves while the group tried to guess who the fact belonged to.

The activity proved to be a fun and engaging way for colleagues to learn a little more about one another—especially the newest member of the Headquarters office, Nicole Snyder, who had begun her Robroy career just four days earlier.

Below are a few of the interesting "fun facts" shared during the game – any guessers who they belong to?

- Dreamed of becoming an airplane pilot and has taken flight lessons
- Modeled as a child
- Tied for first place out of hundreds of players in a chess tournament
- Plays Dungeons and Dragons regularly with a group of friends
- Organized a banana-themed fundraiser for charity



The breakroom was the venue for an interesting lunch.



Associates randomly chose and read anonymous facts about one another.

Welcome NEW HIRES

Charlie Charpentier brings extensive experience in product strategy, lifecycle management and commercialization within the electrical manufacturing sector. He holds a Bachelor of Science degree in mechanical engineering from the University of Arizona and is certified in product management through Sequent Learning.



- Charlie Charpentier - Product Line Manager

Throughout his career, Charlie has led initiatives that improved product data processes, enhanced sales enablement and accelerated new product development through cross-functional collaboration. His ability to translate customer insights into actionable strategies has supported successful product launches and strengthened market presence.

In his new role, Charlie will lead product strategy and lifecycle execution for the Raceway Division, overseeing portfolio optimization, roadmap planning and cross-functional alignment to drive innovation and responsiveness to market needs.

Charlie stated, "I'm thrilled to join Robroy Industries, a company known for its integrity, innovation and commitment to delivering real-world solutions. There's a legacy of excellence here and I look forward to building on that foundation to deliver even greater value to our customers."

Jessica Conley is from Longview, Texas, where she lives with her husband and son. In her free time, she enjoys crafting, reading and basketball.



Jessica Conley - Accountant II

She earned her Bachelor of Science in accounting from Western Governors University and brings over 10 years of accounting experience, including seven

years in leadership roles. Jessica has a proven track record in team management, streamlining financial operations and delivering accurate financial reporting.

Jessica was drawn to Robroy for its employee-focused culture. She is motivated by recognition and values constructive feedback as an opportunity for growth and continuous improvement.

Corey Gaston is a motivated IT professional with several years of hands-on experience in technical support and system management. He is particularly skilled in troubleshooting and in explaining complex concepts in simple terms, which greatly enhances end-user support. Corey takes a people-first approach to his work and is known for his strong communication skills.



Corey Gaston - Division Network Administrator

He earned his Associate of Applied Science in network technology from Tyler Junior College. Corey is from Grand Saline, Texas and currently resides with his mom.

In his free time, he enjoys sports, especially hockey, football, basketball and soccer. Corey was drawn to the Division Network Administrator position at the Raceway Division because he saw a strong fit for his skills and experience. He is motivated by job stability and the satisfaction of achieving goals.

Madison McCurry resides in Gilmer with her two dogs, Laramie and Cujo. She earned her Bachelor of Science degree in business management and human resources from Grand Canyon University.



Madison McCurry - HR Generalist

Madison brings extensive experience in human resources, having served as HR Manager/Director at Ensign Services

Group prior to joining Robroy. During her time with Ensign, she also worked in a hybrid role as an HR and payroll specialist for Poseidon Oil and Gas. She holds a Professional in Human Resources (PHR) certification.

In her free time, Madison enjoys spending time with friends, traveling and being with her dogs. She is also an avid sports enthusiast.

Eric Nichols recently accepted the position of plant manager at the Raceway Division's Avinger facility. He previously spent more than two decades with Robroy's former subsidiary, Duoline Technologies, Inc., where he held a variety of roles from 2003 to 2025, including maintenance manager, operations manager, business development manager and plant manager.



Eric Nichols - Avinger Plant Manager

With 25 years of experience in manufacturing operations, Eric is a seasoned management professional known for developing and leading high-performing, multidisciplinary teams. He brings a creative approach to solving complex challenges, resulting in meaningful improvements in processes and cost management. His expertise in financial and regulatory compliance supports effective planning and execution of budgets and safety initiatives. A strong communicator, Eric fosters positive relationships with employees, vendors and partners.

Originally from Houston, Eric now resides in Spring, Texas with his wife, Sukanya. In his free time, he enjoys traveling and spending time with family and friends. He is motivated by the opportunity to contribute to a company that is growing and investing in its future.

Robroy Baby Boom in Texas

The Robroy family in Texas is celebrating several new arrivals with four little ones welcomed over the holiday season and into the new year.



Kailey Brooke Washington

An early Christmas present arrived on December 16th at the Washington household. Kerry Washington (Maintenance Technician) and his wife, Charisma, welcomed their baby girl, Kailey.



Cohen Jones

Cohen Jones was born on December 18, 2025. He is the son of Dane Jones (Pricing Specialist) and his wife, Madie.



Liliana Sherman

A year-end bundle of joy arrived on December 30th at the Sherman home. Liliana Sherman is the daughter of Brock Sherman (Operator) and his wife, Yasmin.



Ella Colvin



On January 28th, Ella Colvin was welcomed by her parents, Courtney (Shipping and Receiving Supervisor) and Mason Colvin.



Mr. & Mrs. Bryce Burns

A Fall Wedding

The sky was clear, but a very cool day on November 22nd for the wedding celebration of Avery Jackson (Marketing Assistant) and Bryce Burns. Both Avery and Bryce are from Gilmer, Texas and this is where they now make their home together. Bryce coaches football in the Gilmer area and is a teacher for the Gilmer Independent School District.

Vickie Dean Retirement



On January 1st of this year Vickie Dean retired after almost 33-years of service to the Company. She requested no fanfare for her departure. Her absence will be felt throughout the Gilmer facility and she is wished a very happy retirement.

Christmas Party



The Gilmer Civic Center was decorated beautifully for the holidays.

Doors opened on December 5th at the Gilmer Civic Center to welcome Robroy Raceway Division Associates for an evening of good food, award presentations and entertainment.

Service awards were presented to associates celebrating two, five and 10 years of service, as well as those reaching milestone increments of five years beyond.

A SHIELD scholarship was awarded to Nathan Rodgers, son of Jeremy Rodgers. Associates were pleased to welcome special guests from corporate headquarters, including CEO Rob McIlroy and CFO Vijay Tahiliani.

Entertainment for the evening was provided by NY NY Dueling Pianos and they did not disappoint. Featuring two baby grand pianos, along with dynamic sound and lighting, the comedy-based duo delivered a high-energy, interactive experience filled with clapping, singing and audience participation. The playlist spanned decades and genres, with music from artists such as Taylor Swift, Jimmy Buffett, Garth Brooks, Queen, Maroon 5, Billy Joel, Tom Petty, Jerry Lee Lewis, Disney favorites, Madonna, Ed Sheeran and Metallica, keeping associates engaged throughout the night.

The event was a great way to kick off the 2025 holiday season on just the right note.



Alyssa Jones greeted associates as they arrive for the evening.



Vijay Tahiliani (Robroy CFO) mingled with the guests.



Steve and Melissa Voelzke



Kristen Edge and her husband



The first course is served – beautiful salad.



Enjoying beverages.



New York/New York Dueling Pianos provided the evening's entertainment.



Jeremy Rodgers enjoys the evening with colleagues and friends.



Steve Voelzke and Kristen Edge congratulated Barton Bowman, Tenille Duke, Mary Conway, Chris Henley, Elizabeth Ross, Brock Sherman, Robert Warren and Cameron Wilson for two years of service.



Steve Voelzke (Robroy President), Chris Cheek (5 years), Ronnie Bolden (5 years), Kristen Edge



Service Awards – John Irwin, Rob McIlroy, Michael Moody (30 years), Steve Voelzke, Kristen Edge



Service Awards - Steve Voelzke, Rob McIlroy (Robroy CEO), Laura Langford (25 years), Melanie Williams (25 years), Bobby Hubbard (20 years), Kristen Edge



Jeremy Rodgers' son, Nathan, received a SHIELD Scholarship.

RACEWAY DIVISION



Snehal Patel (Accountant)



Jessica Conley (Accounting Support)



Deshantis Braxton (Material Handler)

Super Bowl Themed Plant Meetings

The first plant meeting of 2026 coincided with Super Bowl weekend. Associates were encouraged to wear their favorite team's jerseys to the meeting. The team clothing showed what an eclectic group of football fans work at the Raceway Division.



Jeremy Rodgers and Dane Jones (Pricing Specialists)



Kenny Freeman (Production Associate)

Bronze Sponsor of Buckeye Media Program

Robroy is a Bronze Sponsor of the Buckeye Media Program at Gilmer High School. Through this organization, students gain real-world experience by producing broadcasts, podcasts and multimedia projects. The program helps strengthen leadership, creativity and professionalism while preparing students for success in college, careers and life.

In addition to monetary sponsorship, the Raceway Division supported the program with essential equipment, including box lights, studio lights with stands and a podcast microphone.

The Raceway Division anticipates great things from the students' accomplishments with these tools and wish them continued success as their program grows.



Gilmer High School Buckeye Media Program

National Employee Appreciation Day

National Employee Appreciation Day is celebrated yearly on the first Friday in March. Food Trucks arrived at both Raceway locations on that day and handed out delicious lunches for all. Associates not only received a meal but had some time to enjoy each other's company and play a little corn hole, tic-tac-toe or ring toss.



The Robroy booth at the IPPE Show



Kenny Espinosa

IPPE Show

The International Production and Processing Expo (IPPE) is the world's largest annual trade show for the production and processing of eggs, meat, poultry and feed. Held each year in Atlanta, Georgia, IPPE brings together the International Feed Expo, International Poultry Expo and International Meat Expo.

The Raceway team found their time at IPPE 2026 to be well spent. From insightful conversations to cutting-edge innovations, the event provided a valuable opportunity to learn, connect and bring fresh ideas back to the table.

Visitors to the Robroy booth had the chance to explore the company's 120+ year history and learn about its innovations designed for the most demanding environments.



Chris Henley, Mike Overstreet and Kenny Espinosa

New Hires

Daniel Barnett is originally from Caledonia, Michigan, but has lived in the Quad Cities (actually, a five-city area in Iowa and Illinois) for the last three years. He and his girlfriend, Emily, have a dog and three cats. His hobbies include flying drones, 3D printing, astronomy and HAM radio.



Daniel Barnett – Industrial Engineer

Robroy attracted Daniel by a sense of community, support and the Company’s philosophy of helping associates develop and grow. He is looking forward to learning more about manufacturing and growing in his new role.

Born in Indiana, Christina Bennett and her husband now live in Sheridan, Michigan. She and her husband, Michael, are coworkers at Robroy Enclosures. The Bennetts have three children, ages 19, 17 and 15. She enjoys hanging out with her children, cooking and has a strong interest in Artificial Intelligence. She aspires to own a beehive and harvest honey one day.



Christina Bennett – Press Operator

A friend told her about Robroy and the consistent overtime. During her interview, she was told that safety is a priority and that Robroy trained associates well, which made her feel at ease moving forward. She is motivated by paying off bills and becoming debt free.

As stated above, Michael Bennett and his wife, Christina, are coworkers and reside in Sheridan, Michigan. Together they have one son and two daughters. His hobbies include building chicken coops, football, weightlifting, church functions and teaching Driver’s Education. He was attracted to Robroy because of the commute, pay and the Company’s track record, all of which are motivational to him.



Michael Bennett – Press Operator

Matt Beukema is from Grand Rapids, Michigan and he has two children, his daughter is Wynne and his son Kai. His hobbies include football, baseball, golf and bowling. He found Robroy through Indeed and it seemed like a good company to him. His motivation is to make sure his children are taken care of.



Matt Beukema – Assembler

Stephanie Callaway’s best friend and coworker (and brother in spirit), Charles Hill, recommended she join the Robroy team. Her biggest motivator is stability and she wants to flourish and stand on her own two feet.



Stephanie Callaway – Press Operator

Stephanie was born and raised in Illinois and moved to Belding in November 2025. She is an only child and she has a fur baby, a cat named Peggy Sue. In her spare time, she loves to diamond paint.

Hannah Frizzell is from Crystal, Michigan. She is married and has two children, one 10 years old and the second less than a year. She enjoys crocheting - making anything from pot scrubbers or blankets to stuffed animals.



Hannah Frizzell – Press Operator

Hannah’s previous experience as a press operator drew her to the Enclosure Division. She loved that type of work and wanted to do it again. Her family motivates her and she strives to give them the best life possible.

Caleb Potts is from Ionia, Michigan has 9 brothers and sisters, a girlfriend, a dog and two cats. His hobbies include LEGO building, reading and playing video games.



Caleb Potts – Press Operator

When Caleb interviewed with Robroy, he appreciated how well he was treated and that ultimately led him to say, “YES” to a job offer. Financial stability and providing for his significant other motivates him in life.

Matt Richmond was attracted to Robroy because of the culture and the history of its ownership. The consistent focus on values in decision making and treating others with respect were huge contributors to his “yes” decision in accepting the Operations Supervisor position at the Enclosure Division. He finds it motivational to help others grow in a variety of ways, while also being personally challenged to improve in new, as well as, familiar areas - because iron sharpens iron.



Matt Richmond – Operations Supervisor

Matt was born and raised in Pontiac, Michigan. His hobbies include reading, playing basketball, Euchre and shooting pool.

Jason Scofield was drawn to Robroy because he has a friend who works at the facility. He was also able to watch a press in operation before he said yes. He is motivated by financial stability.



Jason Scofield – Press Operator

Jason hails from the Greenville area and currently lives by Clifford Lake in Stanton, Michigan. He is married and has a dog. His hobbies include carpentry, golf, hunting, fishing and kayaking. Basically, Jason loves any activity outdoors, except when it comes to work. In which case, he enjoys indoor work, especially during bad weather.

Amber Smith, her husband and four children live in Ionia, Michigan. She enjoys reading and doing puzzles in her spare time.



Amber Smith – Press Operator

While reading about Robroy online, “It seemed the work atmosphere was good and they try to show appreciation to their employees.” This led her to give Robroy a solid chance. Having stability in her job and being appreciated are important motivators for Amber.

Dan Surprenant is from Durand, Michigan. He has three children and loves refurbishing antique furniture. Overtime and full benefits were a driving force for Dan to accept the CNC Operator position at the Enclosure Division. To Dan, money is motivation and so is gratitude.



Daniel Surprenant – CNC Operator

Shelley Visser was born and raised in Belding and serves on Belding City Council. She recently married Karl Visser on January 24, 2026. Together they enjoy boating, camping, festivals, car shows and going to the Grattan Racetrack.



Shelley (Gladding) Visser – Pricing Specialist

Shelley is a rehire who served the Company well for nearly eight years between January of 2017 and August of 2024. She returned to the Enclosure Division, knowing the heart Robroy has for all associates and because the location is literally a stone’s throw from her home. She is motivated by appreciation, feeling needed and financial stability.

Matthew Warner makes his home in Belding with his wife and two children. In his spare time, he enjoys leather and metal working. “The money” attracted him to seek a position at the Enclosure Division. As for motivation, he’s most motivated by “the money.”



Matthew Warner – Press Operator



Members of Collective Impact

Collective Impact

Collective Impact is a student-led club at Belding High School that connects students with the community through service projects and support initiatives. The group builds partnerships with local businesses and organizations to provide food, resources and events for residents. Collective Impact focuses on creating positive community change while developing leadership skills among BHS students.

Robroy Enclosures Division has joined Collective Impact as a Vision Partner for the next three years. The continued support of the Belding community allows Collective Impact to expand resources and create meaningful programs that benefit not only Belding High School students, but the broader community as well.



Robroy donated 565 Christmas Crafts to the Belding High School Collective Impact Group.

Key Initiatives

Knights’ Kneccesities

A student-managed, in-school resource center that provides free clothing, hygiene products and food for students in need.

Community Support

Collective Impact organized a community dinner that served more than 400 meals in 2023, growing to over 550 meals in 2024.

Partnerships

The group collaborates with local organizations, including Leppinks Food Centers

and Feeding America, to support and expand community initiatives.

Fundraising

Collective Impact hosts fundraising events to support its programs, including a concert featuring The Verve Pipe at the Belding Performing Arts Center.

On January 7th, the Enclosures Division donated 565 children’s Christmas craft kits to support Collective Impact’s outreach efforts.



Bonnie Mroczek, Holly's mom, Holly Noble and a Belding Veteran – the Enclosure Division Associates donated to the Denny Craycraft organization so area Veterans could enjoy a Thanksgiving meal.



Skyleigh Moore, Caleb Potts and Hannah Frizzell



Shelly Visser and Carly Roderick

Thanksgiving

Thanksgiving was celebrated at the Enclosure Division with a turkey dinner for each associate catered by the Candlestone Golf Resort. The meal included turkey, stuffing, mashed potatoes, green bean casserole and assorted pies.

In addition, the Enclosure Division provided a turkey from Leppinks Grocery to each associate. Eleven of the associates donated their turkey to the Denny Craycraft organization. That organization in turn provided a meal for veterans including stuffing, potatoes, vegetables and rolls.



Karen Greenawalt, Erin Byrne, Keaton Johnson, Austin Woltjer and Kathy Kinyon



Rob Binns, Mike Whorley, Nick Datema and Kiesha Coon



Jason Grunow, Kyle Short, Chuck Gachter and Shaymus O'Brien



Charles Hill, Gage Archer, Chris Johnson and Stan Meyers

UGLY SWEATER CONTEST

Associates dug deep into their closets to find the ugliest — and in some cases not so ugly — sweaters for the company's Ugly Christmas Sweater Contest.

Carly Roderick earned the top prize, winning a \$25 gift card with her creative sweater featuring a broken-legged gingerbread man. The design was especially fitting, as Carly herself was sporting a recently injured leg and brace at the time.

Sometimes life really does imitate art — even in ugly Christmas sweaters.



Karen Greenawalt is vested in reindeer.



Put your best foot forward Carly Roderick (winner).



Eric Chunn, your sweater is very symbolic of the holiday season.



You look rather nice in your interpretation of an ugly Christmas sweater, Shelly Visser.



Jay Nowak, did you borrow that t-shirt from Pat Kelly?



Well, Nate Kyes, at least your sweater has green, red and snowflakes!



Bet you have a dog that lives at your house, Kaily Zeigler.



Holy Cow, Randy Winright, that's an ugly Christmas sweater!

Children's Christmas Party

Thanks to the Grinch, Santa, Mrs. Claus and a dedicated team of volunteers, the Children's Christmas Party was a huge success.

At the Candlestone Golf Resort on December 13th kids enjoyed a variety of crafts, including peanut butter bird feeders, cookie decorating, happy-face sand art keepsakes (a Robroy tradition) and six other fun craft stations.

Santa greeted each child with time to share their Christmas wishes and take home a special gift. Of course, plenty of photos were taken to capture the festive moments.



Dave and Bonnie Mroczek joined the Grinch and Santa's Elf for quick photo.



Amanda Wireman got a photo with Santa.



Blake Emelander with Santa and his girls.



Buck Moody's sweet little granddaughter felt right at home on Santa's lap.



Chris Johnson's son is wondering, "Who is this guy?"



Chuck Gachter's daughter could have been one of Santa's elves.



Doug Barrigar's daughter sports a shy little smile for Santa.



The main attractions at the party - Santa and the Grinch.



Craft stations were set up and kept the very children busy.



Melinda Ralph's son looks like he's thinking, "I got my gift, now can I go home?"



This little cutie is very comfortable with Santa. She's Jay Nowak's granddaughter.



Jordan Cliff's family dressed for the occasion.



Hannah Frizzell's family with Santa. Smiling faces...all but one!



Mike Hill's grandchildren certainly have mixed emotions about Santa.



Another sweet smile. This on another of Mike Hill's grandchildren.



More photogenic grandkids - these belong to Randy Winright.



"See how good I am Santa. Please grant my wishes," says Stan Meyers grandson.



Hari Kumar had to get a photo with Santa and the Grinch.



Pat Kelly's clan.



Sssshh, Santa. Don't wake up Buck Moody's grandchild.



Recent retiree, Jamie Arnett was awarded a special 25-year service plaque while helping at the Children's Christmas Party.

ASSOCIATE

Christmas Party



Miniature golf took center stage at this year's Enclosure Division Christmas Party, where associates traded in their work gear for putters and a little friendly competition.

The event, held December 13th at the Montcalm Fairgrounds – Ash Building, featured two rounds of miniature golf. Each hole offered chances to win prize tickets based on scores, so the better you played, the more tickets you earned. A spin/prize wheel added even more opportunities to collect tickets and win prizes throughout the evening.

Before the games began, associates enjoyed a delicious dinner of prime rib, bourbon chicken, mashed potatoes, corn, rolls and pumpkin cheesecake soufflé. Hari Kumar addressed the group during the program and service award recipients were recognized for their years of dedication. Each associate also received a wireless speaker/charging station as a gift.

Continuing a long-standing tradition, associates brought toys to donate to the Toys for Tots program. Thanks to their generosity, a wonderful collection of toys was gathered to help make the holidays brighter for children in the community.



Hari Kumar addressed the crowd.



Look at all the great toy donations for Toys for Tots.



Merry Mini Golf with two courses.



Jay Ingram and Chad Barker enjoyed the evening.



...anticipation of announcing of winners



It appears that Shelley Visser was a winner.



2 Year Service Award recognition.



5 Year Service Award recognition.



10 Year Service Award recognition.



Larry Warner was a winner.



December 13th was extra special for Skyleigh Moore. It was her birthday and Jay Nowak sang "Happy Birthday" to her along with the whole Robroy Enclosure crowd.



Skyleigh Moore manned the spin/win wheel and Dakota Enbody tried his luck.



Eric Faasen won a 3D printer.



Cheri Betser was totally excited about winning her Totally Bambo cutting board.

New Engineering/Operations Office

Demolition of the previous office space began in early November 2025 to make way for a redesigned Engineering and Operations area. Over the following weeks, the space was transformed into a modern work environment designed to better support daily operations and collaboration.

By mid-January, construction was completed and the new office was unveiled and ready for use. The updated space now provides staff with an improved work setting, as reflected in the photos of team members settling into their new work areas.



Associates enjoying their new workspace in the Engineering and Operations office.



New Arrival

Tabatha Parish (1st Shift Assembly) and her husband welcomed Baylynn Madelyn Nicole Parish on January 28th. Baylynn weighed 8 pounds, 8 ounces.



Baylynn Madelyn Nicole Parish

No Recordable Incidents

The Enclosure Division teams celebrated 100 days without a recordable incident from September 29 to December 29, 2025. Yummy bakery cookies from Leppink's Grocery in Belding were made available to everyone to commemorate the accomplishment.



National Pie Day

National Pie Day is celebrated annually on January 23rd to honor and enjoy all types of sweet and savory pies. Created by the American Pie Council in 1986, this holiday encourages baking, sharing and, of course, eating pies. Often featured are popular flavors like apple, cherry and cream-based varieties.

What could be more appropriate than having a pie contest on National Pie Day. Several associates from 1st and 2nd Shift entered their best pies into a contest to determine the best pie makers at the Enclosure Division. Erica Reeves' pie took first place among 1st Shift Associates and Adam Keene and Hannah Frizzell tied as the winners for 2nd Shift. All winners were awarded a \$50 gift card.

Cherry, apple, pumpkin and more...



You do not have to ask twice for these 1st Shift Associates (Jen Towne, Dave Jeffers, Keaton Johnson) to try some pie.



Each associate cast a vote for their favorite pie



Wedding Bells

Shelley Gladding (Pricing Specialist) recently married Karl Visser at the historic Depot in Belding, Michigan. Built in 1920, the Depot now serves as the location for City Council and board meetings.

The couple celebrated their special day surrounded by their children, grandchildren, and close family and friends. The ceremony was officiated by longtime friend George Rousseau.

Following the celebration, the newlyweds enjoyed a honeymoon in Punta Cana.



Mr. and Mrs. Karl Visser

Michigan International Auto Show

The Michigan International Auto Show is the greatest annual opportunity to view your next new car in the West Michigan area. Car manufacturers from around the world bring their finest traveling displays with new vehicles - including sedans, vans, SUVs, trucks, hybrids and sports cars. Not only is this auto show the BEST place to shop and compare options for every-day vehicles, it is also the first opportunity for West Michigan residents to see many of the most recently released or soon to be released models. The show is presented by the Grand Rapids New Car Dealers Association.

This year the show was held at Devos Place in Grand Rapids January 29th through February 1st. What significance did this have for Robroy Enclosures? The Flux Capacitor was displayed with the following description: "Made by Jordan Manufacturing Company Latches for Robroy Enclosures used in the original Back to the Future Delorean."



Flux Capacitor from Back to the Future

Valentine's Day

All shifts were treated to pretty, pink cupcakes for Valentine's Day. In addition, centerpieces of flowers and candy were set on each breakroom table for everyone's enjoyment.



Flowers and candy.



The breakroom was all "dolled-up" for Valentine's Day.



Cupcakes for all!



2nd Shift enjoying their Jersey Mike's lunch.



Cards were made available in the breakroom and could be dropped in a mailbox for delivery.

Random Acts of Kindness

Everyone thrives on encouragement, appreciation and recognition. During Random Acts of Kindness Week (February 20th-27th), associates were invited to voluntarily share thoughtful postcards with coworkers—recognizing great work, expressing gratitude or offering encouragement.

Postcards were available in the breakroom and could either be delivered directly to a coworker or placed in a designated mailbox to be distributed daily throughout the week.

To celebrate the week, all associates were treated to a bag lunch from Jersey Mike's on February 26th or 27th.



Skyleigh Moore, Shane Feazel, Jay Nowak, Karen Greenawalt, Nick Earns and Kenny Warner – lunch in the breakroom.



Erica Reeves received mail!



Some 1st Shift Associates ready for lunch.



More 1st Shift Associates...

Trader Joe's Viral Dumpling Bake

Ingredients

- 1 13.5oz can coconut milk (any full fat coconut cream)
- ½ 11oz bottle red Thai curry sauce (using only half the bottle)
- 1 13.5 oz. can of coconut milk
- 3 tbsp soyaki (or a mix of soy sauce, teriyaki sauce and a splash of sesame oil)
- 4 cloves of garlic (minced)
- Generous amount of spinach (about 1 cup or more)
- 1 16oz bag of chicken gyoza potstickers (or any frozen chicken or pork potstickers)
- Trader Joe's crunchy chili onion crisp or chili crisp (for garnish)
- Chopped green onions (for garnish)



Instructions

- In a baking dish, mix together the coconut milk, 1/2 bottle of red thai curry, soyaki sauce and minced garlic.
- Then add on spinach and layer on the frozen dumplings.
- Cover with foil and bake 350F for 35-40 minutes
- Top with chili oil crunch and enjoy

Tips And Tricks

- Don't thaw the dumplings first: Add them straight from the freezer — they hold their shape better and won't turn mushy while baking.
- Cover tightly with foil: Trapping the steam helps cook the dumplings through and keeps the sauce from drying out. If you like a crispier top, remove the foil for the last 5–10 minutes of baking.
- Customize the spice level: Red Thai curry and chili oil crunch both bring heat, so taste your sauce before baking. Add more soyaki for sweetness or a squeeze of lime juice to balance the flavors.
- Add veggies for color and texture: Spinach is great, but you can also toss in bell peppers, mushrooms or shredded carrots to make it heartier and even more nutrient-packed.
- Prep Time 5 minutes
- Cook Time 40 minutes
- Total Time 45 minutes
- Servings 4 servings

Notes

- Use your favorite dumplings: Any frozen dumplings work here - chicken, pork, shrimp or even veggie! Just make sure they're fully frozen when they go in the oven (no need to thaw).
- Make it creamy or brothy: For a thicker, creamier sauce, use more coconut milk and bake uncovered toward the end. For a lighter, soupier version, add a splash of broth before baking.
- Don't let that sauce go to waste: Spoon any leftover sauce over rice, noodles, or roasted veggies — it's creamy, savory and too good not to use. You can even save it for tomorrow's lunch and toss it with leftover chicken or tofu for a quick meal.



Erica Reeves



Chris Cheek



Ronnie Bolden

ENCLOSURE

- Erica Reeves 5 years
- James Hall 2 years
- Skyleigh Moore 2 years
- Aaron Higgins 2 years

RACEWAY

- Chris Cheek 5 years
- Ronnie Bolden 5 years
- Bart Bowman 2 years
- Tennille Duke 2 years
- Mary Conway 2 years
- Chris Henley 2 years
- Elizabeth Ross 2 years
- Brock Sherman 2 years
- Robert Warren 2 years