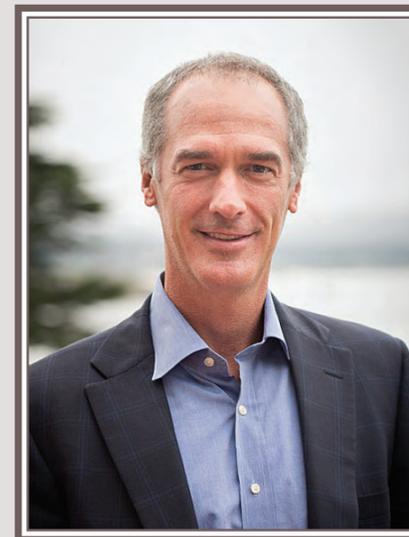


THE BAGPIPER

VOL. 49 | NO. 2 **SUMMER 2019**

Family Forum



“Learn from the past, plan for the future, live for the day. This is the Robroy mantra! Our operations are combining experience and vision to implement strategic plans for growth. We are highly focused on strengthening our position as the market leader in our respective business niches. This year we have seen the launch of a new product line, an acquisition and the on-going development of value-added services. Our goal is to differentiate ourselves through innovation and best practices. To be a market leader, we must Lead the Way!

We had two forums this year to bring teams together from across divisions to discuss best practices. In April we held our manufacturing forum in Gilmer. For some of our Enclosure Associates, it was the first time to see the Raceway facility. Together the teams shared experiences and addressed opportunities for continual improvement. In June, our sales and marketing forum was held in Dallas. We’ve brought a lot of new faces into our sales organization, so this was a great chance to get the team together and readdress everything from strategy to process. Overall, both forums were very productive and led to many action items that will drive improvement.

Robroy’s commitment is to Lead the Way. This means doing things differently, but in a way that adds value and improves the experience for all. We’ve set a high bar and we’ll always strive to achieve it. I would like to express my appreciation to our associates, customers and constituents for all of their hard work and contributions. I would also like to thank our local communities for their support. For generations Gilmer, Texas and Belding, Michigan have been invaluable partners to our operations. Together we’ve helped our businesses and communities thrive. Let’s keep it going for generations to come. Thanks all and have a great summer!

Rob McIlroy | CEO

HEADQUARTERS



Meals on Wheels

Jeff McIlroy (Chairman) and his two sons, Peter and Brandon, worked the Robroy Meals on Wheels shift recently. They dropped off lunches to local residents who require a little help with their daily meals. Robroy is on board to make deliveries for the program throughout the year with the help of Headquarters Associates.



Ready for service

With Internet being used every day at the office and at home, careless Internet habits can leave people exposed to scams, identity theft and physical harm at the hands of people met online. With more users accessing the Internet through mobile devices, these risks are changing and growing quickly. Hackers are always on the lookout for personal information that they can use to access your credit card and bank information.

Unsafe surfing can also lead to other threats from embarrassing personal comments or images that, once online, are nearly impossible to erase, to getting mixed up with people you'd rather have had nothing to do with.

Here are some Internet safety rules to follow to help you avoid getting into trouble online (and offline).

1. Keep Personal Information Professional and Limited

Potential employers or customers don't need to know your personal relationship status or your home address. They do need to know about your expertise and professional background and how to get in touch with you. You wouldn't hand purely personal information out to strangers individually, so don't hand it out to millions of people online.

2. Keep Your Privacy Settings On

Marketers love to know all about you and so do hackers. Both can learn a lot from your browsing and social media usage. But you can take charge of your information. As noted by Lifehacker, both web browsers and mobile operating systems have settings available to protect your privacy online. Major websites like Facebook also have privacy-enhancing settings available. These settings are sometimes (deliberately) hard to find, because companies want your personal information for its marketing value. Make sure you have enabled these privacy safeguards and keep them enabled.

3. Practice Safe Browsing

You wouldn't choose to walk through a dangerous neighborhood. Therefore, don't visit dangerous neighborhoods online. Cybercriminals



use lurid content as bait. They know people are sometimes tempted by dubious content and may let their guard down when searching for it. The Internet's demimonde is filled with hard-to-see pitfalls, where one careless click could expose personal data or infect your device with malware. By resisting the urge, you don't even give the hackers a chance.

4. Be Careful What You Download

A top goal of cybercriminals is to trick you into downloading malware - programs or apps that carry malware or try to steal information. This malware can be disguised as an app: anything from a popular game to something that checks traffic or the weather. As PCWorld advises, don't download apps that look suspicious or come from a site you don't trust.

5. Choose Strong Passwords

Passwords are one of the biggest weak spots in the whole Internet security structure, but there's currently no way around them. And the problem with passwords is that people tend to choose easy ones to remember (such as "password" and "123456"), which are also easy for cyber thieves to guess. Select strong passwords that are harder for cybercriminals to demystify. Password manager software can help you to manage multiple passwords so that you don't forget them. A strong password is one that is unique and complex - at least 15 characters long, mixing letters, numbers and special characters.

6. Make Online Purchases From Secure Sites

Any time you make a purchase online, you need to provide credit card or bank account information - just what cybercriminals are most eager to get their hands on. Only supply this information to sites that provide secure, encrypted connections. As Boston University notes, you can identify secure sites by looking for an address that starts with *https*: (the S stands for *secure*) rather than simply *http*: They may also be marked by a padlock icon next to the address bar.

7. Be Careful What You Post

The Internet does not have a delete key, as a young candidate in New Hampshire found out. Any comment or image you post online may stay online forever because removing the original (say, from Twitter) does not remove any copies that other people made. There is no way for you to "take back" a remark you wish you hadn't made or get rid of that embarrassing selfie you took at a party. Don't put anything online that you wouldn't want your mom or a prospective employer to see.

Keep these basic Internet safety rules in mind and you'll avoid many of the nasty surprises that lurk online for the careless.

<https://usa.kaspersky.com/resource-center/preemptive-safety/top-10-internet-safety-rules-and-what-not-to-do-online>

New Hires



Born and raised in White Oak, Texas, Courtny Beason now resides in Gladewater with her boyfriend and three pups: Bear, Ruby and Brody. She loves being a "dog mom," but besides work and completing her degree, she has little time for anything else.



Courtny Beason - Accounting Support Associate - 04/16/19

Courtny expects to complete her degree in accounting at Kilgore College in December of 2020. Prior to her Raceway Division employment, she worked at a bank. She now looks forward to planting roots at Robroy Industries and considers it an awesome place to work with such nice welcoming associates.

Tyler Boles earned his bachelors degree in criminal justice and gained experience at United States Steel Corp. and Cooper Tire and Rubber Company. He was attracted to Robroy Industries, because of the close proximity to his home. Location, location, location.



Tyler Boles - Operations Supervisor (Avinger) - 05/07/19

Tyler is from Pittsburg, Texas and resides there with his wife and son. He enjoys hunting and fishing.

Following high school, after a year in college, Kimberly Gordon chose to start a family. Her future plans include the pursuit of a business or related degree. For 15 years she worked as a dispatcher and supervisor for the public safety sector

of law enforcement. In those positions she learned to handle a "plethora of customer service matters," which will help her in her new position of Customer Service Associate.

Kimberly comes from Magnolia, Arkansas, but has resided in East Texas since 1995. She and her husband, Jay, are blessed with seven adult children from their previous marriages. In addition they have four grandchildren who they adore. Large family dinners and game nights are what she enjoys. She also is active in her local church as a youth Sunday school leader and provides community service through the Caring Hearts of Gladewater.

When asked what attracted her to the Raceway Division of Robroy Industries, Kimberly stated, "What initially attracted me to Robroy Industries was stability and growth. I felt compelled to accept this position because the culture of this company provides the environment needed for me to change career paths at this stage in my life. I have always desired to pursue the field of business and manufacturing and Robroy's commitment to teamwork allows me to comfortably do so in a safe stable setting."

Stephanie is a busy wife and mom. She and her husband, Ryan, live in Kilgore, Texas with their six children, three dogs and a cat. The family takes weekend trips and loves camping. Stephanie enjoys watching



Kimberly Gordon - Customer Service Associate - 05/14/19

her kids play sports and finds time to do some crafting, as well.

Her previous employment was in the accounting department for an aerospace company and she has taken some college courses.

Stephanie likes how her associates make her feel at home and that the Company genuinely cares about their employees.

Stephen Latham possesses the perfect degree for his new position as Education Specialist at the Raceway Division. His degree is in corrosion technology from Kilgore College. He comes to the Gilmer facility with 12 years of experience in corrosion prevention in the oil and gas industry. His new position is a good fit for Stephen's field of study and he liked that it would afford him the opportunity to travel.



Stephanie Lasseigne - Accounting Support Associate - 04/22/19

From Kilgore, Texas, Stephan and his wife, Shelley, have two children, Eric and Austin Bullard. Fishing, hunting and doing home remodeling occupy Stephen's spare time.

Jeremy Rodgers brings sales and customer service experience with him to his new position, Pricing Specialist. He earned his associate's degree in science, specifically biology.



Stephen Latham - Educational Specialist - 05/07/19

New Hires

Continued from page 3

Jeremy is from Tyler, Texas and he considers he and his wife “outnumbered” by their four children - three boys and a girl. Fitness, camping and sports round out his after work activities.



Jeremy Rodgers - Pricing Specialist - 04/16/19

The Raceway Division culture attracted Jeremy to his new position and he has a desire to learn new skills.

Bobby Toerck comes to the Raceway Division with over 20 years of design and drafting experience. The Company contacted Bobby with a good offer and he accepted it.



Harold (Bobby) Toerck - Designer/Drafter - 02/18/19

He was educated at TSTI in Waco, Texas and resides in Gladewater, Texas with his wife and two daughters, ages 12 and 7. Custom made knives, working on his Jeep and off-roading with friends keep Bobby busy in his free time.

Promotions

Beunka Harris has been a very valuable member of the Customer Service Team for four years, as well as holding the position of Team Leader. On March 18th she was promoted to the position of Scheduler/Buyer/Expeditor. She holds an associates degree in business management/financial accounting and is currently pursuing an APICS certification.



Beunka Harris - Scheduler/Buyer/Expeditor

Beunka stated, “My starting position has prepared me for this new position by allowing me to understand customer expectation. Now that I am able to walk a mile in the

customer’s shoes, I am able to provide better customer service.” She enjoys the energy of the people she works with, not just in her department, but throughout the organization. “I love that everyone works equally as hard to meet expectations. I am so grateful that Robroy has fostered an environment to encourage growth,” she said.

Beunka is recognized as a great asset to the Company. Her manager is excited to have her on the Materials Team and sees her new position as a huge opportunity for Beunka to learn and grow within the Company.

Traveling and spending time with her family are the things Beunka enjoys, especially keeping up with her daughter and her activities. In her spare time, she is working on a book.

Ty Morton earned his degree from the University of Texas at Austin in May of this year after having been recognized on the university’s honor roll for the last five semesters. After interning with the Raceway Division for the past five years, Ty was promoted to the position of Product and Market Specialist on February 25th of this year. Starting as an intern, Ty was exposed to nearly all of the departments in the Company, giving him a detailed understanding of, what he called, “the organization’s drivers and mechanics.”



Ty Morton - Product and Market Specialist

When Ty was asked what made him want to continue his career with Robroy at the Raceway Division he replied, “Overall, I enjoyed the small-scale nature of the Company, which has always created a friendlier and more engaging environment. In addition, I have always admired how every individual, no matter the department, strives to ensure that the organization provides the best products and services possible.”

Traveling and exploring new places is what Ty loves. He also enjoys time outdoors running or playing with Cooper, his dog. If the

weather is not conducive to outdoor activities you can find Ty at Soul Cycle.

On May 27th, Justin Pippins accepted the position of Shipping and Receiving Coordinator. Previous to his promotion Justin was an Operator.



Justin Pippins - Shipping and Receiving Coordinator

Congratulations Beunka, Ty and Justin on your promotions.

Retirement

After 14 years of service to the Raceway Division as a Plant Production Associate, Donald Hensley started a new life, as a retiree.



Donald Hensley - 14 Years of Service

School Fun



Kylie Pepper - Auxillary Line Member - 2019-2020

Michell Pepper (Scheduler/Buyer/Expeditor) proudly announced that her daughter, Kylie, again made the Auxiliary Line Team at White Oak High School. As a senior, Kylie will perform with the group at school sporting events.



...and baby makes three

Baby on the Way

Stephanie (Marketing Manager) and Matt Ellis are about to add to their family on August 8th and it is going to be a baby boy. The couple has chosen Sutton Matthew as the little fellow’s name and their happiness was shared with the Raceway office staff at a baby shower on June 27th.



Stephanie and Matt chose a woodlands theme for Sutton’s nursery and Shelbi Daniels (Sweet Bee’s Baking Company) provided the cake for the shower depicting that theme.



Lots of gifts, an adorable cake and roomful of best wishes dominated Stephanie’s baby shower.

What Makes High A Country Wedding



Mr. and Mrs. Aaron Saunders



The reception desserts

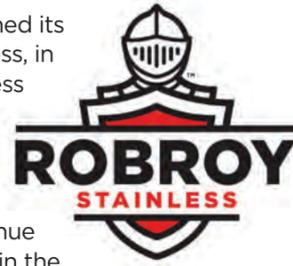
Aaron Saunders (Production Associate) and his bride, Taren Beth, took their vows at Latter-Day Saints Dallas Texas Temple on April 12th. A reception with a country theme followed the ceremony and featured delicious bunt cakes.



Latter-Day Saints Dallas Texas Temple

Stainless Steel Raceway Added to the Robroy Product Offering

The Raceway Division launched its new product line, Robroy Stainless, in June of this year. Robroy Stainless Raceway Products currently feature stainless steel conduit, couplings, elbows, nipples and accessories. Additional products, including fittings, will continue to be added to the growing line in the near future.



For over 100 years Robroy has been the industry leader in protecting electrical infrastructure in the harshest environments. "Our goal is to produce products with an imperative beyond traditional applications," said Stephanie Ellis, Raceway Division Marketing Manager. "By working closely with customers to meet specific requirements and with a willingness to design and develop complete solutions for niche markets, we have built a reputation as the marquee brand in specialized raceway products."



"Robroy's innovative design takes corrosion resistance and contamination elimination to a new horizon."

A growing concern has been placed on food safety and the prevention of both corrosion and contamination. "We understand the significant risks involved which could result in fines, fees and products recalls," stated Raceway Division President Steve Voelzke. "When determining the proper conduit system to be used it is critical to understand the environmental conditions as well as the appropriate standards." In order to provide peace of mind, Robroy Stainless has developed the first electrical infrastructure system designed to specifically address these concerns and minimize both corrosion and contamination.

Robroy Stainless product is UL 6A compliant and features an annealing process to label the products versus stamping or paper labels. This eliminates recesses and niches, removing opportunities for particle or water retention. In addition, this eliminates the risk of a paper label becoming foreign matter. "Additional products and innovation will continue to launch throughout 2019. It's a very exciting time for us at Robroy," Voelzke said. Robroy Stainless products are currently available for purchase and can be viewed at www.robroystainless.com.

In addition to stainless raceway products, Robroy is also offering Rocket Rack, a sanitary support system for



Jeff McIlroy, Robroy Chairman, and Rob McIlroy, Robroy CEO, met with Ron Meyer, founder of Rocket Rack, and Julie Meyer, former president of Rocket Rack, to finalize the acquisition.

conduit and process pipe. The acquisition of Rocket Rack by Robroy Industries was finalized in May. "We feel privileged and honored to become part of the Robroy Family. We wouldn't have trusted Rocket Rack to just anyone, but Robroy Industries' reputation, customer service and quality products are second to none and we can't think of a more perfect fit for the Rocket Rack brand," stated former owner president of Rocket Rack, Julie Meyer.



Rocket Rack

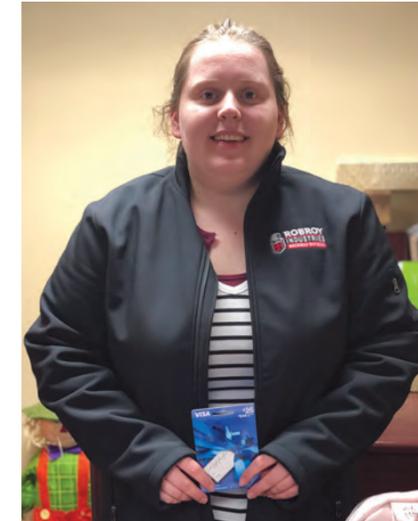
Rocket Rack's patented slot design eliminates harbor-age points because there are no recessed spaces or exposed threads. Using Rocket Rack results in aligned pipe runs, which makes for a beautiful, clean and sleek installation. Due to its slot design, the Rocket Rack product eliminates the risk of metal filings being introduced into a facility during installation. In addition, pipe and conduit can be placed anywhere along the slot. When re-tooling or re-configuring a plant layout, existing Rocket Rack products can be disassembled and re-installed again and again, making it a sustainable component of an installation.

Ron Meyer, inventor and founder of Rocket Rack added, "With the addition of the Rocket Rack lineup of products, Robroy Stainless offers a complete hygienic system for sanitary installations. Every component of Robroy Stainless fits the requirements of even the strictest hygienic installation standards. After all, what could be more important than the sanitary conditions at any food/beverage, pharmaceutical or consumer-goods production facility? With their commitment to educating engineers, installers and end users, Robroy Stainless, which now includes the Rocket Rack brand, will set the standard in hygienic design."

For additional information on ROCKET RACK, visit www.rocket-rack.com.



Dee Watkins took home a hot plate wax warmer.



Shelbi Daniels chose a VISA gift card.



A VISA gift card was Jason Perry's choice.



Manny Gonzalez received a VISA gift card.

Employee Appreciation Day

Raceway Associates are always appreciated and their service is remembered through service awards, picnics, luncheons, performance bonuses, Christmas parties and numerous other ways during the year. This year, when Employee Appreciation Day rolled around on the first Friday in March, each associate's name was placed in a box and one name was drawn every half hour for a prize, which they selected from a table of full of goodies.



A speaker with extra bass went to Larry Barnard.



Kenneth Downs selected a patriotic bird bath and posed with Bryan Woods for a photo.



Snehal Patel garnered a pair of wireless earplugs.



Aaron Saunders is ready for a camping trip with his new dome tent.



Janet Rhodes - knowledgeable, hard working and generous

Job Well Done

Justin Davis (Operations Supervisor) presented Janet Rhodes with a gift card for a Job Well Done. Although Janet has only been with the Company a short time, she is very knowledgeable about the machine she operates each day. During a recent machine changeover, Janet worked extremely hard to help provide excellent results.

Janet keeps a bowl of candy at her work station that she fills daily offering its contents to anyone who walks by - a kind, generous gesture toward her colleagues.



Lonnie Shrewsbury - dedicated

Inventory sometimes takes place at the most inopportune times. One recent inventory was taken on Lonnie Shrewsbury's birthday and he spent the day at the Gilmer facility instead of celebrating with his family. Lonnie was rewarded for his dedication with a birthday cake and a very fancy pie, which he shared with his fellow inventory takers.

Charity Donations

The Raceway Division recently continued their charitable giving by presenting a check to East Texas Advanced Manufacturing Academy (ETxAMA). This organization provides programs for high school students to obtain accredited hours while learning a trade. Some areas of study include instrumentation, CNC operation and HVAC, but there are many more. Once students complete their courses, ETxAMA provides job placement assistance.

In addition to financial support, the Raceway Division provides input regarding curriculum and training. The Company offers interviewing tips and other assistance to help students find jobs.



The Raceway Division presented a donation to ETxAMA

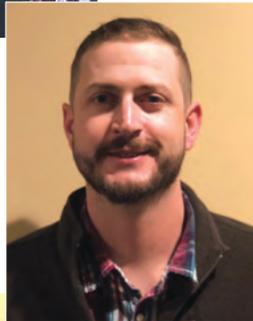
New SHIELD Team Members

Janet Rhodes (fall of 2018) and Alan Barnard (winter of 2018) joined the Raceway Production staff a short time ago. However, both of these individuals showed interest and were excited to join the SHIELD Team hoping to immediately contribute to the safety of their associates.

Kenneth Downs has been employed at the Gilmer facility for a little more than a year and nine months. For much of that time, Kenneth has been a member of the SHIELD Team. He recently took on the responsibilities of a first responder, dedicated to safety and helping his colleagues



Janet Rhodes - SHIELD Committee



Alan Barnard - SHIELD Committee



Kenneth Downs - SHIELD First Responder



Kellie Jones attended the annual SHRM Conference in Las Vegas.

SHRM Conference

Kellie Jones, HR Specialist, attended the annual Society for Human Resource Management (SHRM) Conference held in Las Vegas on June 23rd through the 26th. Thousands of Human Resource professionals and vendors related to the needs of the group attended the conference to learn, network and exhibit their offerings at the exposition that accompanied the conference.

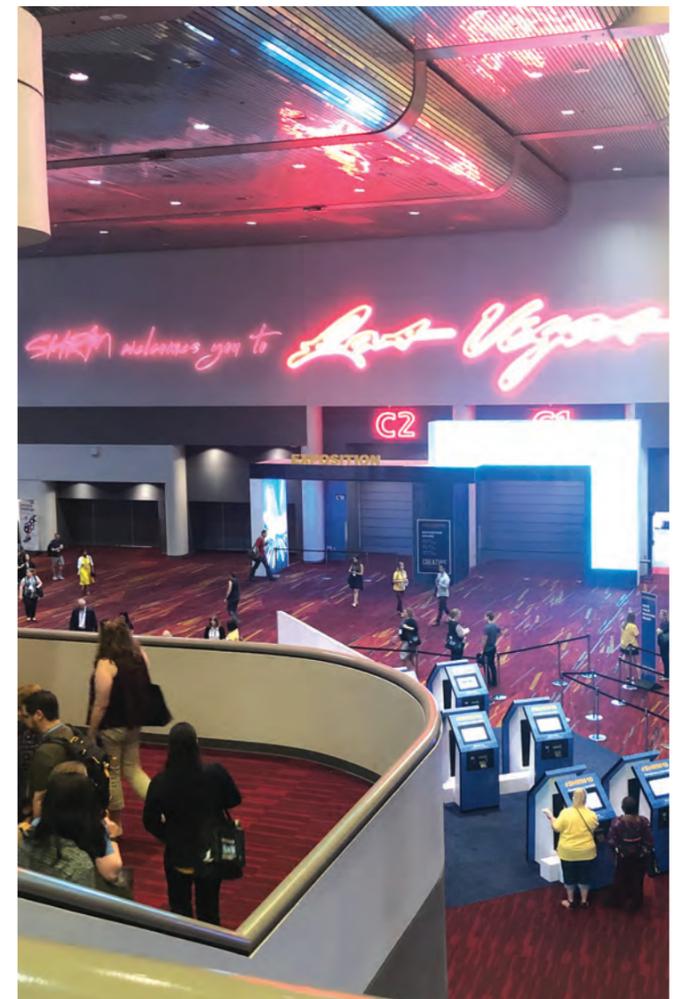
SHRM invests in the development of HR professionals in many ways. At the Conference they offer more than 200 training sessions from which these professionals can choose to attend.



More than 200 training sessions were available from which to choose.



The conference included an exposition.



SHRM - Las Vegas



Company Picnic

Nantucket provided a beautiful, relaxing setting for a company picnic.

The Raceway Division chose Nantucket in Longview, Texas as the venue for the annual Company picnic; "a venue for any occasion." Nantucket consists of 22 acres including a lake, grassy turf, walkways and an outdoor pavilion; perfect setting for a company picnic.

June 1st provided nice weather and there were many activities in which everyone had the opportunity to participate. Faces were painted, games of all kinds occupied the afternoon and of course food was plentiful and delicious.



Long-standing SHIELD Committee members received recognized.



Activities were diverse and plentiful.



Long-standing SHIELD committee members Shaun Baird, Lonnie Shrewsbury and Carlos Haywood received recognition at the picnic for their many years of service and dedication to the SHIELD program and its success. Excellent safety records are not a fluke. They come from daily commitment to safety by the SHIELD leaders and each and every associate to maintain a safe hazard-free environment in which to work.



Entire Raceway families enjoyed the day.

2019 Belding High School Class Night / Scholarship Award



Cindy Stowell presented the Robroy Enclosure Scholarship at Belding High School Class Night.

Each year Robroy Enclosures offers a scholarship to a graduating senior from Belding Senior High School. Applicants complete an essay as part of the requirements to be considered for the award. The subject for the 2019 scholarship essay was - "What positive classes/experiences/opportunities has Belding High School provided for you to help you prepare for your future after high school?"

There were several applicants, however this year's choice was easy. Jaqueline Quintino received the scholarship for her essay submission and contributions that she has made to her school and community. Jaqueline's future plans include attending Davenport University to major in legal studies in order to help migrant families and refugees. She would like to earn her degree and come back to work at Belding Area Schools to help the Migrant and English Language Learning (ELL) program through Bethany Christian Services.

Cindy Stowell, HR Rep/Executive Assistant, was on hand for Class Night at Belding High School and presented Jacqueline with her award.

Congratulations, Jacqueline.



Adopt a Highway

Robroy Enclosures was at it again - showing the pride they take in their community.

On April 20th ten Enclosure Division volunteers assembled to pick-up trash on the side of their assigned road for the Adopt-a-Highway program. For eight years the Company has maintained a stretch of Belding's highways by keeping it looking better than when they found it.

The Enclosure Division would like to thank the community of Belding for being a wonderful town in which to conduct business. Enclosure Division Associates would also like to challenge all Robroy Associates to help do their part to care for their communities. You will be amazed at the positive results that transpire.



New Baby

Miss Ava Marie Lanser made the scene on May 15th at the ungodly hour of 3:26 AM. She weighed 7 pounds, 13 ounces at 19.25 inches in length.

Ava is the daughter of Kris (Operations Supervisor) and Laura Lanser. As first-time parents, Enclosure Division Associates wish the Lansers all the best, including a good sleeping schedule for the entire family.

Congratulations, Kris and Laura!

Photo Credit Correction



This photo appeared in the Spring *Bagpiper* and was taken by Pat Kelly.

101 Best and Brightest Companies to Work for in Michigan



Dora Marker accepted the award for Robroy Enclosures.

On May 7th, companies from West Michigan gathered at the JW Marriott in Grand Rapids to be recognized as the most influential and trend-setting companies in the area. "The Best and Brightest Companies to Work For" competition identifies and honors organizations that display a commitment to excellence in their human resource practices and employee enrichment." Nominated companies are assessed based on categories such as communication, work-life balance, employee education, diversity, recognition, retention and more.

Robroy Enclosures receives this recognition year after year proving that the Company strives for excellence and exceeds that goal consistently.

Denny Craycraft and the Belding Veteran's Park



Denny Craycraft - July 9, 1946 to April 10, 2019

Denny Craycraft dedicated his time and talent for almost 10 years to the creation and completion of the Belding Veteran's Park. On Memorial Day 2019 the park was unveiled in its entirety for the very first time. The Belding Veteran's Park contains a memorial to every major U.S. conflict, capped off by the completion of the Vietnam Veterans Wall. Etched on the wall are the names of the 2,654 Michigan soldiers and sailors who lost their lives in that war. Denny Craycraft and his committee faced one hurdle after another to obtain clearances and funding for the wall, but it all came together with a wonderful result.

For many years the Belding Veteran's Park has been Robroy Enclosures charity of choice each Christmas and monetary donations



Denny Craycraft was a guest at the past 10 Christmas celebrations and was presented a monetary donation to further his work on the Belding Veteran's Park at each party.

were presented to Mr. Craycraft for the completion of the park. Throughout those 10 years it was a pleasure to watch the progress of



this very special project and to know that Robroy Enclosures played a part in making it come to fruition. The Company and its associates are proud of the part they played in bringing this fine memorial park to the Belding community and proud to have partnered with Denny Craycraft in the endeavor.

Sadly, Denny Craycraft passed away unexpectedly just weeks before the final unveiling. Denny was a simple man with a very complex dream and he stuck with that dream until its completion. He will be sorely missed by all Robroy Enclosures Associates.

Intern News



Emily Byrne earned certification as a long-term care nurse assistant

On June 14th, Emily Byrne, Enclosure Division Intern, earned a long-term care nursing assistant certification through the state of Michigan. With copious amounts of studying and hard work, she successfully passed the two part state exam, which included a written portion and clinical skills.

A nursing assistant carries out various patient care tasks under the supervision of a registered nurse or a licensed practical nurse. Those tasks may be as simple as providing a fresh glass of water or more complex as assisting a patient unable to move themselves. Work opportunities for a nurse aide include employment in a doctor's office, a hospital or a long-term care facility.

When asked about her future plans and what it means to be a certified nursing assistant, Emily first explained what led her to the field of nursing. "It wasn't until my sophomore year of high school when I decided that I wanted to become a nurse. The main reason for that was because of my mother. Before my mother passed away in June of 2016 she was in and out of the hospital often. While she was in the hospital, I started to pay close attention to how the nurses carried out their jobs. They had to be involved in the process of getting someone back on their feet and that's what I fell in love with and knew that nursing was what I wanted my career to be.

"I started on this career path in the Fall of 2017 at Montcalm Community College. It wasn't till the

spring semester of this year that I decided to pursue certification as a long-term care nursing assistant. A long-term care nursing assistant's job is to be the eyes and ears of a registered nurse. Some tasks that a nursing assistant might have to do include to give a resident a shower, possibly feed a resident who is unable to, make beds and provide comfort.

"One of the biggest challenges that I have faced is to be able to understand from the resident's point of view on different situations. What I enjoy the most is being able to provide care to residents and to help them live as normal of a life as they can. This is only the first step in a long journey I have ahead of me. The next step is to become a registered nurse, working on the med-surge floor in one of the hospitals in Grand Rapids. The final goal is to be a nurse practitioner, working in the emergency room of one of the hospitals in Grand Rapids."

Congratulations on your most recent accomplishment, Emily.

Memorial Day in Belding



Denny Craycraft's daughter placed the traditional wreath at Veteran's Memorial Park.

On Memorial Day 2019, ceremonies at the Veteran's Memorial Park in the heart of Belding included speeches and a 21 gun salute. Denny Craycraft's daughter, Holly Noble, placed the traditional wreath at the park to honor fallen veterans and she wore her father's Army shirt as a tribute to him.

Spirits were high as runners and walkers gathered to participate in the Vietnam Freedom Wall 5k run/walk. The five-kilometer course starts at the freedom wall and features portions of the Fred Meijer Flat River trail and neighborhood streets.

Even though the participants are prepared for the competition, most

of them would agree that the run is a team effort to support the Vietnam Freedom Wall and to remember those who have sacrificed for freedom. This 5k course does have its challenges and happily every member of the Robroy team made it across the finish line.



Mike Bolen (N-Series Operator), Mike (Mold Room Lead) & Chelci Whorley, Shane Feazel (Press Operator), Brandon Starkweather (Press Operator) Anthony Loree (Press Operator), Josh Blair (Press Operator)

Michigan Golf

Rob Holmes, Accountant, offered the following information about the popular sport of golf and why you might want to check out that activity in Michigan.

"One of the leading golf destinations in the country and often referred to as *America's Summer Golf Capital*, is the great state of Michigan. Michigan has the third most golf courses in the country behind only Florida and California, totaling nearly 1000 courses. That's saying a lot considering Michigan has only half the year for a golf season. The pins go in as soon as the last snow melts and often stay in until the first snow falls.

"Some of the nation's top courses reside right in West Michigan including Blythefield Country Club, home to the Meijer LPGA classic; Egypt Valley Country Club, home to multiple past PGA tour events including the 2010 USGA Junior Amateur Championship; Arcadia Bluffs named one of the top ten public courses in the country by Golf Digest and Crystal Downs was named 12th best course in the country, designed by Alistair Mackenzie (designed Augusta National where the Masters is played). Whether on the shores of the great lakes, the dense forests of the Upper peninsula, the open fields of mid-Michigan or in urban Detroit, keep your eyes peeled

and your clubs in the trunk because you won't get very far without finding a golf course."

With all that said, is it any wonder that a group of Enclosure Associates opted for a day of golf last Father's Day? Brandon Starkweather, Michael Whorley, Ryan Wetzell, Anthony Loree, John Williams and Allen Wizoewk grabbed their clubs and celebrated the day on the links.

The Enclosure Division has many golfers in its ranks. Check out the form on these duffers.



Father's Day - any reason is a great reason to play golf! Participants were Robroy Associates Josh Blair, Mike Bolen, Shane Feazel, Anthony Loree, Brandon Starkweather and Mike Whorley.



Austin Benoit (Applications Engineer)



Cameron Heldt (Digital Marketing)



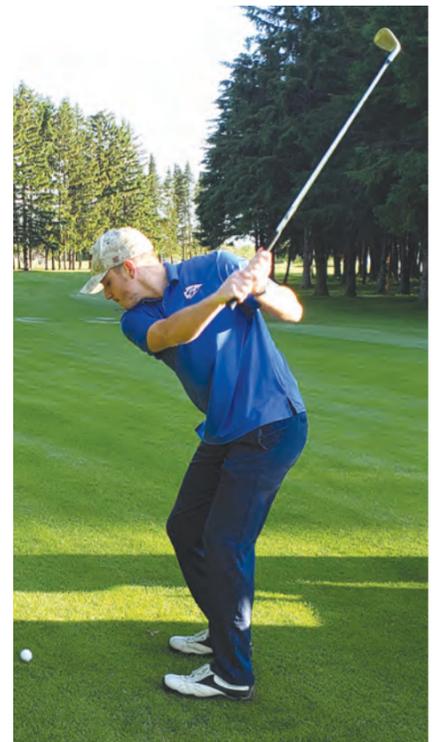
Mike Whorley (Press Lead)



Anthony Loree (press operator)



Brandon Starkweather (press operator)



Cody Johnston (Inside Sales)



Jacoby Gasper's Confirmation.



Jacoby with his flag football coach and dad.



Soccer champ - Jacoby with trophy in hand.

The Enclosure Division's Busy Receptionist - Carol Houghtaling

Carol Houghtaling, Receptionist/ Administrative Assistant, is one busy lady with a particularly busy family. Her grandchildren's activities and projects around her home keep Carol always on the go.

On Sunday, May 5th, Carol and her husband, Paul, proudly joined their daughter, son-in-law and granddaughter at Saint Mary Magdalen Catholic Church to attend their grandson's confirmation and first eucharist.



A new niece.

There are lots of team sports to attend. Carol's son-in-law, Jeremy Gasper, coaches her grandson's flag football team and Jacoby also plays soccer. Her granddaughter, Jaycie plays volleyball and takes ballet lessons. Then there are events like graduations to celebrate. Jaycie, Carol's granddaughter, graduated from 5th grade and is now headed to middle school.

Thanks to M106.3 and their sponsors, Carol has a beautiful backyard, including a fire pit, a new lawn mower, mulch and even new shoes to name some of the prizes awarded to Carol! She was the winner of a backyard makeover.



Jaycie's 5th grade graduation



Carol's little ballerina

Sports for Kids

Like Carol Houghtaling's grandchildren, many of the Enclosure Division Associates have children and grandchildren who participate in a variety of sports. Trisha Wetzel weighed in on the value of sports for these young children.

"Kids sports are very exciting to watch. The team work that is fostered sets them off on the right path for amazing futures. How much they learn and improve from the beginning of a season until the end - the growth, physically and mentally is a joy to see.

"I believe it is important for kids to be active in sports, of any kind, to help promote key skills that they may use in life. Don't forget it does get them off their electronics!

"Watching my kids in sports certainly excites me as a parent and I feel proud to be their mom. I can only hope they continue to play sports through school as well as keeping up their grades."



Mason Wetzel commands the pitcher's mound.



Soccer is another sport for Mason Wetzel.



Hockey is the number one sport for Stephanie Dunham's grandson, Aiden Smith.



Jessie and Ross Adkinson, Dean Child's grandsons, play baseball.



Tyler Wetzel up at bat.

Graduations



Alyssa Ayers (daughter of Christine Ayers, Controller) graduated from kindergarten.

The end of May through the beginning of June signals graduation day for many different age groups. Kindergarten grads look forward to first grade. Elementary school graduates anticipate entering middle school. High school seniors just can't wait for school to be over and then reality sets in and they begin to think about getting a job or attending college. Most college grads dread the beginning of school loan payments and the challenges of entering the work force.



Lucy Byrnes (sister of Emily Byrnes, Intern) Belding High School graduate

All levels of graduation are celebrated whether the thought is "I finally made it," or "Look what I have accomplished." Emily Byrne's younger sister graduated from Belding High School this year and Emily shared a few thoughts on graduation in general.

"Graduation is important at all levels. Whether its kindergarten, eighth grade, high school, trade school or college graduation is something to cherish. It's more than just getting a piece of paper with your name on it. It's about choosing success over failure. Graduation is something that will be cherished at all age levels for many years to come."



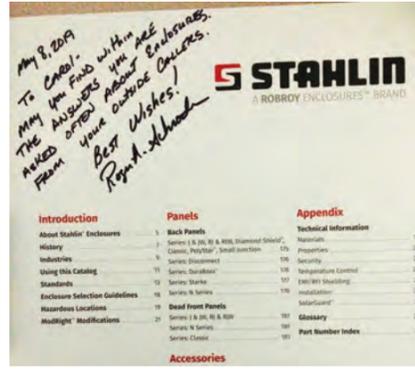
TJ Mitchell (son of Robroy Enclosures President Craig Mitchell) graduated from Caledonia High School and received a scholarship to Iowa State University for their aerospace engineering program.

Stahlin Catalog Unveiling

The Stahlin catalog and products and capabilities brochures were due for a makeover, so work began. Roger Schroder, with the help of many employees, took on the task with passion, excitement and dedication. Initial feedback has been extremely positive. Thank you to all who helped!



The New Stahlin Enclosure Catalog



Roger Schroder autographed copies of the new catalog for staff members.



Everyone in the office received a copy for reference.

New Look and Feel

The most obvious change to the literature is visual. New logos, font and color scheme are consistent throughout the literature. The attractive cover is an inviting depiction of what the customer will find inside, which is quite different from other literature in the industry.

Updated product photography took place for more than 40 enclosure configurations. Additionally, actual photographs of plant operations show the processes used to manufacture Stahlin enclosures. Altogether, the design and layout of the contents communicate effectively the high level of engineering and quality that go into each Stahlin enclosure product.

New Features

In addition to updating aesthetics, updating focused on the functionality of the new literature. Customers were solicited across different industries to provide testimonials for the publication, which add to product credibility. Similarly, icons were developed that group products into three main categories helping users find a product match for their application.

New Focus

The main goal of the new literature is to highlight what makes Stahlin enclosures unique, special. By reading the Company's history and commitment to meeting the enclosure needs of customers, it is easy to conclude that Robroy Enclosures is no ordinary manufacturer. The Company truly lives up to its byline and is Leading the Way.

4H Award

Sydney Gladding received the 2019 4H State Award for Rabbit and Cavy Science. The award was the culmination of an involved and detailed application process, including the composition of one's 4H story, a cover letter and a resume. Applications are reviewed by a panel of judges who choose several of the applicants to be 4H State Award Delegates. These state delegates are



Following the award presentations, Sydney poses for a photo op with Mary Newman, 4H Coordinator for Kent County, and Brittany Perry, winner in performing arts.

then personally interviewed by a four judge panel through a series of questions about the applicant's project area and questions about themselves in general.

This award was far from a first for Sydney. She was the 2017 Grand Champion Senior Showman for Rabbit and the 2017 Grand Champion Senior Showman for Cavy. She is also the 2018 Reserve Champion Senior Showman for Rabbit and the 2018 Grand Champion Senior for Cavy from the Kent County Youth Fair.

Sydney currently attends Baker College of Muskegon as a full time student in her second year in the Veterinarian Technician program. She works part time at the Great Lakes Hospital for Animals and for Gus Macker Basketball, traveling on weekends to tournaments.

Sydney is the daughter of Shelley (Inside Sales Associate) and Scott Gladding.



Pet Parents

Pet Appreciation Week | June 2 - 8, 2019

The week of June 2nd through June 8th was Pet Appreciation Week. You are never too young to be the parent of a pet. Whether you pay a breeder thousands of dollars for a pure-bred pet or rescue one from a pet shelter, the love you provide that animal is priceless. The love you receive in return is even more valuable.

The photos that accompany this article represent only a few of the many pet lovers at Robroy Enclosures.



Kayli Coon and her pony (daughter of Keisha Coon, Assembly)



Kayli Coon and Kloe



Dillion Tissue (son of Kathy Tissue, Assembly)



Cindy Stowell (HR Rep and Executive Assistant) kayaks with Josi and Maggie



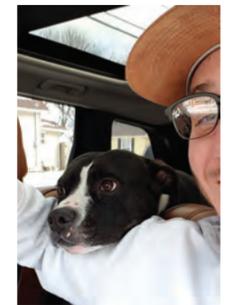
Mike (Scheduler/Buyer) and Emily Parsell with Daisy



Carol Houghtaling's kids - Dock and Geezer



Maisy, Brian Knoerl's new puppy.



Cody Johnson with his faithful friend, Rocky

AHTD Conference

Jon Wagner and Scott Thompson attended the spring meeting for the Association of High Technology and Distribution (AHTD) held in Amelia Island, Florida April 11th through the 13th. The spring meeting included general meetings, workshops and social gatherings.

The AHTD fosters networking between distributors and manufacturers, as well as providing insight on emerging technologies.



SERVICE AWARDS



Pete Wilson



Craig Mitchell



Chris Caldwell



Snehal Patel

Enclosure Divison

Pete Wilson..... 30 Years

Craig Mitchell..... 10 Years

Raceway Division

Chris Caldwell 15 years

Snehal Patel..... 5 years

RECIPE



Zucchini Relish

Combine:

- 10 cups zucchini
- 4 cups onions
- 5 tbs salt

Grind in a grinder or food processor and let stand over night.

Drain and rinse in cold water.

Add to the above:

- 2 ½ cups of vinegar
- 5 cups of sugar
- 1 tsp celery seed
- 1 tbs dry mustard
- 1 tbs tumeric
- ½ tsp pepper
- 1 tbs cornstarch
- 1 red pepper chopped fine or grated
- 1 green pepper chopped fine or grated

Heat until heated through. Place in jars and seal (follow instructions for canning that can be found on the internet).

BENEFITS BULLETIN BOARD

Virtual Doctor Visits

Reminder - You can visit a doctor online at your convenience using your smart phone, tablet or computer 24 hours a day. Save time and money for non-emergency conditions. The high cost of emergency rooms or express clinics can put a dent in your wallet not to mention the time it takes out of your day. Why not try a doctor online and get treatment within minutes. Visit your local HR department for more details.

