

THE BAGPIPER

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Family Forum

As we pass the midpoint of the year, I want to take a moment to recognize the incredible momentum we've built together. The second quarter marked a record sales quarter for us—a true testament to the hard work, collaboration and commitment across all teams.

Beyond the numbers, what excites me just as much is the **energy and enthusiasm around our wellness initiatives**. From daily walkers to 75 hard challengers, pickleball players, book clubs and those getting involved in the community—it's inspiring to see so many of you embracing the spirit of **Balance**, one of our core corporate values.

This balance—between performance and well-being, ambition and connection—is what sustains us. It reflects the **family values** at the heart of our culture and I deeply appreciate the initiative each of you takes to strengthen that culture every day.

Here's to a strong second half of the year. Let's keep it going!

Sincerely,
Rob McIlroy



HEADQUARTERS

Randy Untalan Takes the Oath of Allegiance



Randy Untalan now a U.S. citizen.

On June 3, 2025, Randy Untalan, Robroy's Corporate System Analyst, became a Naturalized Citizen of the United States. Randy is originally from the Philippines and has been in the United States since 2014. The American Dream - to be able to work and live permanently and abundantly in this country inspired Randy to pursue citizenship.

Randy stated, "I owe a lot to Robroy for sponsoring my permanent residency, which eventually led me to becoming a U.S. citizen. Thank you, Robroy Industries. My family will forever be grateful to my Robroy family for accompanying me throughout this journey." He also explained a little about the ceremony. "It's a solemn ceremony where the person becoming a citizen needs to swear Allegiance to the United States of America. The ceremony also details the rights and duty of a U.S. citizen."

Congratulations, Randy. Your colleagues are very proud of your accomplishment.

A person can become a U.S. citizen in two ways: by birth or by naturalization. You are automatically a U.S. citizen if you are born in the United States or its territories. You may also be a citizen at birth if you are born abroad to U.S. citizen parents, depending on certain conditions.

Naturalization is the legal process for non-citizens to become U.S. citizens. The basic requirements include:

- Being a lawful permanent resident (green card holder) for at least 5 years (or 3 years if married to a U.S. citizen).
- Passing a background check.
- Demonstrating the ability to read, write and speak basic English.
- Passing a U.S. history and government test.
- Taking the Oath of Allegiance.

New Hires

Syam Sai Krishna Papanaboina joins Robroy as a finance professional with deep experience in financial reporting, cost accounting and audit compliance. He currently works as a Corporate Accountant.



Syam Sai Krishna Papanaboina – Corporate Accountant

His initial focus at Robroy will be to contribute to financial process improvements and ERP implementation initiatives, including updating the Controller's Manual to reflect changes from Project Max.



As a new associate, Syam took a turn ringing the corporate bell to hail another day of exceeding the Company sales plan.

Originally trained in public accounting, Syam has held roles in finance and audit leadership and holds both Chartered Accountant (CA) and Cost and Management Accountant (CMA) credentials. He also earned a master's degree in accounting analytics, strengthening his ability to pair financial expertise with data-driven insights. Outside of work, Syam has volunteered with the VITA program to help families file taxes, and he's proud to have earned an All-India Rank of 29 in the CMA exam. He's currently working toward his CPA certification.

On a personal level, Syam likes to travel. In the U.S. he enjoys New York for its energy and landmarks. Back in India, he

is fond of Kerala's backwaters and nature and Goa for the beaches and vibrant atmosphere. He also had a great time exploring Thailand. He enjoys playing badminton and cricket, watching documentaries, trying different cuisines and "diving into personal finance and tech tools as ways to unwind and stay curious."

Syam's preferred entertainment includes self-development books, like *Atomic Habits*; TV shows, including *Money Heist* and *Breaking Bad*, anime (*Attack on Titan*, *Death Note* and *Demon Slayer*) and music that includes melody songs (especially in Telugu) – meaningful lyrics and a beautiful tune. Hyderabad Biryani is his favorite comfort food – rich flavor and a perfect blend of spices.

"Success is not final, failure is not fatal: It is the courage to continue that counts." How's that for a favorite quote?

We learned a little about Sree Vaishnavi Mandapati in the last issue of the *Bagpiper*. At that time, she worked as an IT Intern and has since accepted the full-time position of Software Engineer. Fun fact: she answers to her first name Sree or middle name Vaishnavi.



Sree Vaishnavi Mandapati – Software Engineer

Vaishnavi worked in her home country for a year as an Assistant Systems Engineer. Then, after her master's studies at George Mason University concluded she was directed to her current position, which she is enjoying with "grace and excitement."

Currently, this young lady is obsessed with farm and animal visits, but loves to spend time with friends and family, watch movies (especially Asian dramas or thriller documentaries) and get out on the dance floor. She is also trying her hand at art and specifically learning to sketch. She is partial to Indian cuisine, but she has recently been exploring Mexican and Korean flavors.

Vaishnavi expects every day to be a new learning experience. Her favorite quotation is "By time, I believe things get better." Her personal motto is "I always prefer to make situations/the vibe better for the people around me wherever I go."

Mark Johnston has spent many years self-training to become, in his words, a "network ninja." One of his most noteworthy professional feats was moving an entire office to remote work during the pandemic—including building a full company website in a single weekend, despite having no prior experience. When asked about his skills, Mark said, "I have the ability to stare down a computer and it starts working again." He prefers hands-on work in the office.



Mark Johnston – Corporate Network Administrator

Mark is a YMCA swim official, which means he has the authority to DQ (disqualify) young swimmers—and he jokes that he aspires to DQ his own kids one day. His favorite movies include *Star Wars* and Marvel films, and he once enjoyed a Disney Cruise to the Bahamas.

As a longtime volunteer for the Pittsburgh Food Bank, Mark participated in nearly all of the organization's 15 Blues



Welcome lunch for Vaishnavi.



Welcome lunch for Mark.

Festival fundraisers. He's also a dedicated sneakerhead—his collection even includes a pair of self-lacing sneakers.

His favorite motto, borrowed from both Boba Fett and the Dread Pirate Roberts,

is: "As you wish." Feed him Italian hoagies and any kind of music (except country) and he'll be a happy camper. His long-term goal? To become an even bigger nerd.



Vaishnavi Mandapati drawing a "fun fact" with Jade Smith, Christina Vasquez, Luke Postle, Jarred Cipriani, Sai Keerthi Satoor and Randy Untalan.

Employee Appreciation – March 2025

For Employee Appreciation, Headquarters Associates enjoyed lunch and delicious dessert bars from their neighbors across the river, *Curbside on the Run*. They also spent quality time laughing together and learning about each other while playing "Name That Employee." Associates anonymously submitted 3-5 fun facts about themselves, and the group guessed who shared each one. Here are some fun facts and their sources.

- Visited 12 countries - Jarred
- Believes a pig is the best pet - Vaishnavi
- Visited all but 4 U.S. states - Luke
- Disassembled a noise making "crying" doll to determine the source of the noise at 3-years old - Keerthi
- Never played Pickleball, but would like too – Randy



The components of a sugar rush!

RivALZ Flag Football Competition

The Alzheimer's Association RivALZ to End ALZ is a series of volunteer-driven flag football games that engage young professional women in events across the country. As part of the competition, teams are organized around rivalries to inspire fundraising, awareness and action in the fight against Alzheimer's disease.

RivALZ features two teams: Team Purple and Team Black. Jade Smith from Headquarters plays on Team Black. This year at the competition at Highmark Stadium on June 13th, for the first time ever, the game ended in a tie. Jade says that being part of RivALZ has been an incredible experience—not only for the fun and friendly competition, but also for the opportunity to meet new people and support a meaningful cause.

Thanks to Robroy's support, Jade ranked in the top three for most funds raised on her team. This year RivALZ raised nearly \$20,000 to support Alzheimer's research and care.



Jade Smith at the RivALZ competition in June.



Headquarters Associates received hands-on training from local EMTs.

CPR Training

Headquarters Associates completed CPR (cardiopulmonary resuscitation), AED (automated external defibrillator) and First Aid training provided by local EMT first responders. You never know when you might be called upon to administer CPR, use an AED or give first aid at home, work or anywhere.

May Employee Engagement - Mental Health Awareness

Headquarters Associates enjoyed chair massages in May and participated in Mental Health BINGO. In the game they completed actions and activities meant to help recharge, refocus and support mental health. They also received information about stress-reduction and relaxation techniques, as well as how to write a positive affirmation, "desk yoga" stretches and links to online guided meditations. Vaishnavi won Mental Health BINGO and earned a \$25 gift card.



The Nemacolin Group bowlers "strike" a pose.

Nemacolin – Arsenal Bowling

The Nemacolin Group is made up of Company executives including Rob McIlroy (CEO), Jeff McIlroy (Chairman), Vijay Tahlilani (CFO), Steve Voelzke (COO), Clinton Gehrman (Raceway Division President), Craig Mitchell (Enclosure Division President) and Mark Bruner (Owner of J4 Communications). The group meets several times a year for a regular executive review of the business.

Most recently they gathered in Pittsburgh, Pennsylvania, where they enjoyed some friendly competition at Arsenal Bowling Lanes the night before their meeting.



Clinton Gehrman had the high score for the evening.





Have a picnic with coworkers.



Make a delicious smoothie is Anil Kewalramani's suggestion.



"Workout!" says Randy Untalan.

June Employee Engagement – Healthy Selfie BINGO

Keeping the BINGO theme going, Headquarters Associates played "Healthy Selfie BINGO" by taking selfies of themselves engaging in activities that support physical and mental health.



Paul Holencik is sure that walking your dog is a perfectly healthy activity.



Vaishnavi Mandapati encourages everyone to eat fruit.



Syam Papanaboina offers the idea to take a bike ride.

April Employee Engagement – EECM Food Drive

Headquarters Associates recently participated in a food drive benefiting the East End Cooperative Ministry (EECM) Food Pantry, a local nonprofit that supports neighbors facing food and housing insecurity. Together, Associates collected 62.3 pounds of food, and Robroy matched the donation with a \$62.30 monetary gift.

Robroy was first introduced to EECM through Erica McIlroy, wife of Jeff McIlroy. Over the years, Erica has volunteered in various roles, including serving directly in the food pantry. Robroy's relationship



Christina Vasquez and Vijay Tahiliani carefully weigh the donations from Headquarters Associates.

with EECM began in 2015 with support for the organization's annual fund drive and has since expanded to include hands-on volunteering.



Vaishnavi Mandapati dropped off the Robroy food donation to EECM staff member Ariel.

One favorite tradition for the Headquarters team is serving a holiday meal to the residents of EECM's homeless shelter.

New Hires

The Raceway Division welcomed several new associates. They complete a brief questionnaire when they begin their new position and while a short questionnaire gives just a glimpse into who they are, it's a good place to start. You'll find a few highlights from their responses below. Be sure to say hello if you cross paths in the breakroom or out on the job — a quick conversation always tells more than a form ever could.

Michael Berry was born and raised in Gilmer. He is now raising his two children, Jessalyn and Seth, in his hometown. "Robroy has always been seen as one of the best employment opportunities around," Michael stated. He truly appreciates the stability of the Company and its culture. Fishing and software development fill Michael's spare time.



Michael Berry - Gilmer Production Associate

As a resident of Gilmer, Kylynn Henson has heard good things about Robroy and the Raceway Division. She is now excited to be part of the Company. Her household is made up of her boyfriend, Jake, her mom, Sarah, and her dog, Lyla. She finds nothing better than spending time with family, except maybe shopping!



Kylynn Henson - CSR

Avery Jackson was attracted to seeking a position at the Raceway Division for several reasons. Since she lives in Gilmer with her fiancé, Bryce Burns, the proximity to her home was a big plus. Location, location, location. She also recognized the career growth opportunities that the Company offers as well as financial stability, which is important to her. Baking is a favorite pastime for Avery and she enjoys spending time with her family.



Avery Jackson - Marketing Assistant

Dane Jones lives in Longview, Texas with his wife, Madison, and their three dogs: Bentley, Kona and Hudson. He considers the family aspect of Robroy to be a huge necessity for his work environment and an important reason for choosing to accept the position of Pricing Specialist. Dane enjoys a wide range of activities including baseball, softball, golf and hiking, plus a few sedentary pastimes — movies and TV. When asked what motivates him, Dane pointed to career growth and helping customers to the best of his ability.



Dane Jones - Pricing Specialist

Robert Johnson comes from a large family and lives in Gilmer. He always wondered what Robroy was all about and upon investigating found a position for himself as a Production Associate. Robert loves his church and fishing. He is motivated by his family and to do God's will in his life. When it comes to music, make it come from a saxophone and give him the blues.



Robert Johnson - Gilmer Production Associate

Tanya LeBlanc grew up in Mt. Pleasant, Texas, where she lives today. However, in between when she grew up there and now she covered additional territory in other parts of the U.S. and Edmonton, Canada. At home, she shares life with her son, Korben (8), and their black lab, Ranger 007. Tanya also proudly claims two "bonus kids" who are currently completing their bachelor's degrees in British Columbia and Alberta. An adventurer at heart, Tanya loves exploring new places, staying active and finding any excuse to be outdoors, especially if it means quality time with her son.



Tanya LeBlanc - Sales Operations Manager

Robroy's commitment to excellence and high standards drew Tanya to her new

role as Sales Operations Manager. She's eager to get to know her team and collaborate to create shared success. Tanya finds motivation in people—whether working with customers or teammates, she thrives on reaching goals through strong partnerships.

"I live by the 'work hard, play hard' mentality," Tanya says. "When I need a push to keep going, I remind myself to just 'put on your shoes' and pretty soon, I'm running with no regrets."

Ronnie Lewis is from Louisiana. He stated that previous employment led him to seek a position at the Raceway Division. Guess he was looking for greener pastures. His family is his motivator. He enjoys cooking and the great outdoors in general.



Ronnie Lewis - Gilmer Production Associate

Sherry Lewis is from Holly Lake Ranch, Texas. Her husband and her parents comprise the members of her household. Her husband's prior experience with Robroy and the location of the Raceway Division facility factored into her decision to seek employment with the Company. Crafting is a hobby she enjoys.



Sherry Lewis - CSR

Jorge Marino is from Mt. Pleasant, Texas. He and his wife are raising a daughter and have recently added a baby to their household. Creating a work/life balance led him to seek employment at the Raceway Division ultimately providing financial stability for his growing family. The center of his life is God and family with some fishing and the love of cars on the side.



Jorge Marino - Avenger Operator

Ron Nelson considers himself a Dallas transplant. After leaving that area in 2014, he settled in Lake O' the Pines, Texas—just 20 minutes from Robroy's Avinger facility. In 2021, he welcomed his mother, Sanda Holt, to join him there.



Ron Nelson - Avinger Production Associate

A nature enthusiast with a keen eye, Ron has made photography his favorite hobby, especially capturing sunsets and other naturally beautiful moments. When time and budget allow, he enjoys traveling to scenic destinations to expand his portfolio.

Ron was drawn to Robroy by its strong employee reviews, proximity to home and a role that aligned with his financial goals. He's motivated by a mix of personal ambitions, meaningful relationships with family and friends and the vision of a comfortable retirement.

Caleb Obholz was born in Lamar, Colorado, raised in Blanchester, Ohio and now resides in Pittsburg, Texas. The Obholz household includes his wife, two children, dogs, cats, chickens, pigs, cows, goats and sheep. He emphasized in his questionnaire, "Yes, we eat them and they taste wonderful." Working a full-time job and working his farm leaves little time for other hobbies and interests. He loves his farm life and still finds time for an occasional board game.



Caleb Obholz - Plant Engineer

Robroy as a privately owned local business drew Caleb to seeking a position with the Company. A work/life balance is important to him and he works to provide for his family.

William Rice is from Jefferson, Texas. He was interested in working for a new company and found a position open at Robroy's Avinger facility. William is motivated to provide for his family and his new employer will find out that he is a



William Rice - Avinger Operator

very hard worker. He enjoys participating in fishing and bowling and he enjoys football as his favorite sport to watch.

Jesse Rivera goes by the nickname Yogi. He is from Pittsburg, Texas where he lives with his wife and a five-year-old daughter. The Rivera's are expecting a second child. Yogi enjoys spending time with his family, as well as fishing, hunting and working outdoors. He was drawn to seek employment with Robroy because of the way the associates are treated. This precisely goes along with what motivates him – being appreciated with gratitude.



Jesse Rivera - Gilmer Production Associate

Marvin Stampley is originally from Natchez, Mississippi. He describes himself as a God-fearing man who loves his kids – all five of them. Marvin's interests and hobbies center around family time, family trips and playing sports with his children. Yes, you guessed correctly if you say his family is his greatest motivator. In whatever role you find Marvin, he is a team player who will help anyone at any time. Growing with the Company is what he looks forward to in his new position as an Avinger Production Associate.



Marvin Stampley - Avinger Production Associate

Not too far north of Robroy's Avinger facility is the town of Omaha, Texas and where Jordan Wilhite calls home. Engaged to be married, he enjoys hunting and fishing in his free time. Jordan found Robroy's proximity to his home a very attractive option for a workplace.



Jordan Wilhite - Avinger Maintenance Technician

Jesse Zamora is from Dallas. He and his wife are expecting a little girl in the near future. The new arrival will be welcomed by a big sister, Jesse's stepdaughter. When seeking employment with Robroy, he found that the Company treated associates fairly and had very good standards. Free time finds Jesse trail walking, listening to music, playing video games, watching boxing and, most important, engaging in family activities.



Jesse Zamora - Gilmer Production Associate

Honoring a Legendary Partnership



Clinton Gehrman and Chris Caldwell are pictured with members of Capital Electric and the commemorative gift from Robroy to Capital Electric.

Clinton Gehrman and Chris Caldwell recently attended a special dinner meeting with longtime partner Capital Electric. To recognize and honor the strength of this decades-long relationship, Robroy presented Capital Electric with a custom 48-inch Claymore sword, etched with the Robroy icon and encased alongside a commemorative plaque.

The symbolic gift represents the values of endurance, loyalty and shared success that have defined the partnership over the years. It was a memorable moment of pride, appreciation and continued collaboration.

Award-Winning Innovations and Marketing News

A lot has been happening behind the scenes—and the Raceway Division is proud to share some of the latest marketing-driven initiatives.

The Marketing Team works tirelessly to ensure that all Raceway Division products are recognized in the industry for their innovative technologies and to report accolades received. The Raceway Division recently brought home some very impressive awards with innovative Robroy Stainless and Rocket Rack products.



The Robroy Stainless Food-Grade Liquid Tight Transition Fitting made a triple podium appearance: it took a Gold Award from Plant Engineering and Bronze from both Control Engineering and Consulting-Specifying Engineer.



The Rocket Rack Rod Stripping Tool earned a Bronze Award from Plant Engineering.

A new Plasti-Bond Product Catalog and Buyers Guide is available at plasti-bond.com featuring updated formatting, improved navigation and several new product additions to better serve end-users, engineers, contractors and distributors.



Robroy's donation to the First Tee fundraisers.

Robroy continues to support community programs that align with Company values. Last spring, Robroy donated branded ball markers to support First Tee – Piney Woods, helping to enhance youth golf programming in the region. These markers were given to First Tee participants across East Texas.

A Dallas Cowboys mini helmet signed by Hall of Famer Michael Irvin was donated to be auctioned at three First Tee community fundraising events. Proceeds support First Tee's mission to teach kids core values like confidence, integrity and perseverance through the game of golf.



...plenty of food!

New Baby

Natalie and Grayson Lawrence welcomed their first child on March 13th. Callahan James Lawrence weighed 8 pounds and was 21 inches long. In anticipation of the big day, Raceway Associates planned and executed a baby shower for the Lawrences. There were gifts galore and delicious food from Chick-fil-A biscuits to fruit and adorable cupcakes. The theme was blue, blue, blue signaling the arrival of a baby boy.



Callahan James Lawrence

...lots of gifts!



No Raceway party is complete without a delicious cake.

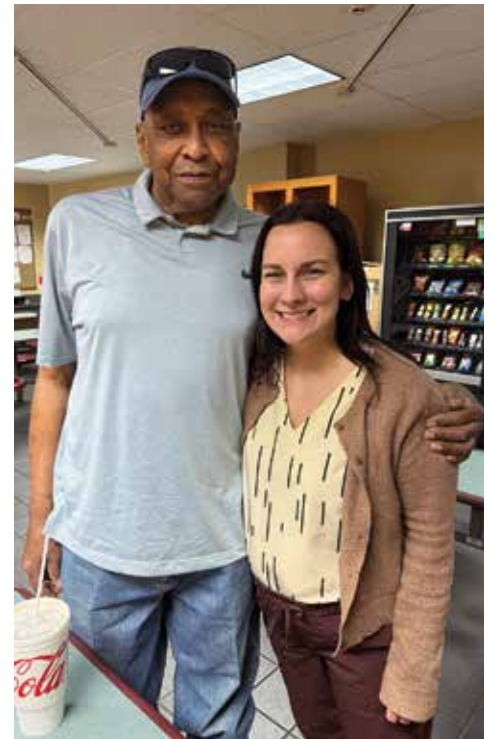
Danny Wright Retires

With 21 years of service under his belt, Danny Wright decided it was time to retire. The breakroom was packed with well-wishers and a cake sporting Danny's photo was on hand for the celebration. Danny plans to spend lots of time with his grandchildren throughout his retirement years.

Steve Voelzke had a few special words to say about Danny.



The breakroom was full for Danny Wright's retirement party.



Danny posed for a photo with Alyssa Jones.



Speech, speech, speech!



Employee Appreciation

In March, employee appreciation took the form of a Mac Daddy's luncheon and the opportunity to spin a prize wheel for the chance to win Robroy swag items.



Colton Caldwell, Leanne White, Kendyl Knight, Tennile Duke and Lynzee Faulker.



Kenny Freeman, Kevin Duropan, Brock Sherman, Chris Lee, Mason Mowery, Terry Haney, Kerry Washington, Austin Carpenter, Austin Bonner and Pedro Molina



Vanessa Stuedle, Summer Sheehan, Alt Webb and Josh Bumpas



Lonnie Venters, Melanie Williams, Tony Williams and Tre Brookins



Lynn Hoover, Stormy Smith, Jennifer Lipinski, Kathy Johnson, Vickie Dean and Laura Langford.



Robin Crossland, Staci McNew, Lyndi Isonhood, Snehal Patel, Cameron Wilson and Jannet Mucui



Larry Jordan and Kristen Edge challenged each other in a game of Robroy cornhole.



Christa Hall and Laura Peek



Laurie Nealy – New Diana Cheer

New Diana Cheer

Leslie Nealy (Planner/Scheduler) proudly announced that her daughter, Laurie, received recognition as an NCA All-American Cheerleader. See notes that this accomplishment took a lot of hard work and explained that first Laurie had to be nominated by a camp staff member at the NCA Cheer Camp held at Tarleton State University. Her nomination came on the first day of her jumps. On the last day of camp, she was required to do a solo tryout in front of the entire camp. Only 11 boys and girls from New Diana High School were chosen out of over 100's who tried out.

The New Diana School Cheer worked very hard last season and it certainly showed. Some of their accomplishments included:

- Finals – in the top 20 of 51
- Ranked 12th overall in the state of Texas
- Ranked 16th for their fight song
- Ranked 15th in crowd leading
- Ranked 4th in the state for band chant

The squad thanks Robroy for their willingness to support the team. The girls say, "It's always a great day to be an Eagle – talons out!"



Father and daughter share a photo op at Justice's graduation.

(left) Justice Duke's first appearance in the Bagpiper – 2006 with her proud dad.

Graduation

Justice Lee Duke, daughter of longtime Robroy team member David Duke (Operations Supervisor – almost 21 years of service) and Tennille Duke (Customer Service Representative) recently graduated from Daingerfield-Lone Star ISD and is already setting a course for success. Justice plans to attend Northeast Texas Community College (NTCC) where she'll study business and theater. Her dedication and talent have already been recognized: she was awarded the retired teachers' scholarship. This honor was bestowed upon only one student in her graduating class. She also received both a theater scholarship and a band scholarship. David and Tennille's pride in their daughter only continues to build as Justice excels in her pursuit of a very promising future.



Daddy proudly holds his new daughter, Justice.

David and Tennille Duke welcomed their first child on August 26th. Little Justice Lee Duke has already stolen her Daddy's heart. David is a Threader Operator at the Gilmer facility.



New Diana High School Cheer

Please Accept Our Apologies

In the Spring edition of the Bagpiper, Brenda Eidd's name was misspelled on page 12. So sorry, Brenda. The "dds" became "bbs" and the typo was overlooked.

New Hires

Each new hire at Robroy Enclosures is asked to complete a brief questionnaire designed to help the Company get to know them a little better - including what brought them to the Company and what inspires them. These responses are also used to help introduce the newest team members in this publication. Please take a moment to meet these new associates.

Trenton Altman, a Belding native, lives with his girlfriend, their infant son and an 8-year-old dog. He enjoys spending time with friends, bowling and softball. Trenton values Robroy's convenient location and sees the Enclosure Division as a promising start for his career. He is motivated by financial



Trenton Altman – 3rd Shift Press Operator

security, supporting his son and saving for a new truck.

Rob Binns lives in Lowell, Michigan with his wife, three sons and Tigi, their dog. He holds a bachelor's degree in manufacturing systems engineering from Kettering University and earned Lean Champion, Green Belt and Black Belt Six Sigma certifications. These certifications show proficiency in statistical analysis, process improvement and team leadership. Rob's experience will enable him to drive organizational excellence by reducing defects and enhancing efficiency. He brings extensive leadership experience to his new position, having served as Director of Manufacturing at Marketlab, Operations Manager at Haworth and in various operational leadership roles at Grand Rapids Controls and Lear Corporation. His expertise will be invaluable in strengthening the operations team. In his spare time, Rob enjoys watching all sports, playing golf and skiing.



Rob Binns – Operations Manager

Brandon Cooper resides in Greenville with his wife and son with another baby on the way. A first responder fire fighter, Brandon also enjoys farming, hunting and fishing. He was drawn to Robroy because he values growth and he anticipates being acknowledged and appreciated in his new position. He's motivated by looking in the mirror and being the best he can be for his family, friends and coworkers.



Brandon Cooper – 1st Shift Press Operator

Shane Feazel is originally from Greenville and currently resides in Belding with his two daughters. Shane previously worked at Robroy for 8 years. Having worked at other places, he found Robroy to be the best choice and was recently rehired. Robroy always made him feel like part of a family. In his spare-time



Shane Feazel – 1st Shift Press Operator

CHRIS' CORNER



Corrosion Prevention Training

From the desk of Chris Caldwell, Quotations Manager and Lead Instructor of the Certified Installer Training Program

Question

Hi Chris! I've seen you answer a few questions about products and proper installation. Do you offer any trainings covering corrosion and other industry knowledge?

Answer

Yes, we offer various trainings that can fit your needs. I've previously mentioned the Installer Certification program in this space, but another great training you can attend to learn an assortment of information is Corrosion College. Corrosion College is a non-commercial course but offers a great deal of information which would be very useful for those who work within harsh environments.

Corrosion College is an extensive virtual course that provides well-rounded experience in understanding and combatting the process of corrosion. The comprehensive curriculum includes interactive presentations demonstrating corrosion theory, risk management, the details of proper installation, use of anti-corrosion products, insightful case studies and more. Taught by experienced industry professionals, the course follows an intensive structure that is highly effective at providing a thorough working knowledge of corrosion protection. And the best part is—you can complete it in the comfort of your home, at your own pace.

Successful completion of the course earns 1.5 Continuing Education Units (CEUs) or 15 Professional Development Hours (PDHs). Corrosion College is accredited by Texas A&M and Kilgore College and is nationally recognized by AIA and PDHseminars.com. Since 2006, more than 4,000 electrical distributors, sales representatives, contractors, end users and specifying engineers have gained valuable knowledge by attending Corrosion College.

If you would like additional information on the course, or if you're ready to register, you can visit www.corrosioncollege.com. To learn more about the various other trainings we offer, head over to <https://plastibond.com/about/education>.

he enjoys woodworking, various arts, working out, parody writing and spending time with family. He is motivated by financial stability and the ability to foresee an opportunity for growth.

Daniel Gotwalt lives in Greenville and thoroughly enjoys the great outdoors, especially hunting, fishing, camping and target shooting. He wanted to try something new and the Enclosure Division looked interesting. He is motivated by financial stability and the desire to explore new ideas.



Daniel Gotwalt – 2nd Shift Press Operator

Charles Hill is from Flint, Michigan and now resides in Belding with his roommate. He enjoys playing video games, kayaking and fishing. He found Robroy an attractive prospect for several reasons including the Company's stability, reliable employment and the care given to employees. Financial stability and personal growth opportunities are some of his motivators in life.



Charles Hill – 2nd Shift Press Operator

Chris Johnson recently moved from Kentucky to Belding. He enjoys hunting, fishing and gaming. Proximity to home attracted Chris to Robroy. He's motivated by financial stability and takes pride in his work.



Chris Johnson – 2nd Shift Material Handler

Adam Keene was born in Greenville and moved to Belding 9 years ago. Currently, he lives with three roommates; one is a cat. In his spare time, he enjoys music, going to festivals and playing the guitar. Hearing good things about Robroy and its reliability drew Adam to seek employment with the Company. He is motivated by working hard and the desire to become better.



Adam Keene - 2nd Shift Press Operator

Another Belding resident is Nate Kyes. He and his wife have five children with their 6th child due in October. Add to the mix two dogs, four indoor cats, lots of outdoor cats, two bunnies and three chickens and you have one very busy household. Nate was drawn to Robroy due to the many stories of excellence and adaptation that he heard. He also discovered that several of his bowling friends work at Robroy. His motivation comes from his family.



Nate Kyes – Program Sales Coordinator

Lucas Lopez is from Nashville – Michigan, not Tennessee. He resides there with his fiancé and three daughters. He likes fishing and working on vehicles. He was attracted to Robroy by the opportunity to take better care of his family. He's driven by his desire to purchase a home.



Lucas Lopez – 2nd Shift Press Operator

Phillip Marineau resides in Belding with his wife and three children. The Enclosure Division's location so close to his home was a big draw.



Phillip Marineau – 3rd Shift Press Operator

Tarma Muniz hails from Belding. She and her husband have four children and five grandchildren. She enjoys spending time with her family, gardening and just floating down the river. Robroy's close proximity to her home encouraged her to seek employment with the Company. She is motivated by her family and job stability.



Tarma Muniz – 3rd Shift Press Operator

Tabitha Parish is from Greenville where she lives with her husband. She enjoys disc golfing, gaming, playing yard games and

summertime camping. A family friend told her about Robroy and the opportunities that the Company offers. Her financial goals motivate Tabitha and she likes to be appreciated.



Tabitha Parish – 2nd Shift Press Operator

Grace Platte attends the University of Central Florida in Orlando, Florida during the school year, but lives in Belding with her parents, siblings and two dogs during summer vacations. She is acquainted with Roger Schroder, who contributed to her interest in becoming an Engineering Intern at the Company this summer. She is motivated to learn on the job as her classroom education doesn't provide real life experiences.



Grace Platte – Engineering Intern

Cody Rookus is originally from Muskegon and now lives in the town of Sheridan, about 18 miles northeast of Belding. He and his fiancé are raising seven children. He enjoys disc golfing, kayaking and hiking. The work environment drew him to seek employment at the Enclosure Division, as well as being located close to home. Three things motivate Cody: money, appreciation and his family.



Cody Rookus – 3rd Shift Press Operator

Brian Shew is originally from South Carolina and lives with his significant other. He has a strong interest in computer engineering. Drawn to seek new opportunities, he accepted the Press Operator position at Robroy with the primary motivator of stability.



Brian Shew – 3rd Shift Press Operator

Continued on page 14

New Hires *Continued from page 13*

Shaun Somerville is originally from Battle Creek, Michigan. He and his wife have a newborn and he is additionally a stepfather to six children. His hobbies include playing basketball and spending time with friends and family. He was attracted to Robroy because of the Company's reputation and his relocation to Belding. His prime motivators are financial stability and his newborn son.



Shaun Somerville – 3rd Shift Press Operator

Ted Thome is originally from Lake Odessa and now lives in Greenville with his girlfriend and two daughters. He has a wide range of interests that include fishing, music, reading, anime, drawing, working on cars and learning new things in general. He believes he will be able to apply himself in his new position and move forward. He is motivated by financial stability, appreciation and the opportunity to learn new things.



Ted Thome – 2nd Shift Press Operator

Caledonia, Michigan is where Aiden Vire calls home. He lives there with his parents and two siblings. He's into sports and music. Robroy's emphasis on safety and quality drew Aiden to seek an internship with the Company. He is motivated by the notion of continuing to better his life and secure his future. Aiden attends Purdue University.



Aiden Vire – Engineering Intern

Randy Winright and his wife have been married for 42 years. They live in Belding and have three children. Singing, Corvettes and hunting fill Randy's free time. Robroy's reputation in the community and the Company's stability attracted him to seek employment at Robroy Enclosures. He is motivated by financial stability.



Randy Winright – 1st Shift Material Handler

Promotions

Mike Whorley has accepted the position of Scheduler/Buyer/Expeditor after 13 years at Robroy, progressing from Press Operator to supervisory roles. In this new role, he will manage MRO purchasing and help the Materials Team transition to IFS. Congratulations to Mike on his new role.



Mike Whorley – Scheduler/Buyer/Expeditor



Looks like pajama day at AppleTree Preschool with the Cat in the Hat.

Cat and the Hat

March was National Reading Month and the Cat in the Hat showed up at AppleTree Preschool in Rockford, Michigan to read to the children. The Cat materialized again later in the month as a guest reader to 3rd graders at Woodview Elementary School in Belding.

This character, the Cat in the Hat, bore a striking resemblance to Robroy Enclosures' Pat Kelly (Maintenance Mechanic). What do you think?



An animated Cat in the Hat read to 3rd graders at Woodview Elementary.

Adopt a Highway

Another beautiful day in April proved to be perfect for collecting trash along Robroy's designated stretch of Michigan highway. The troops gathered early, donned their protective vests and gloves, then headed out to beautify their community.



Brandon Cooper



Shane Feazel

ADOPT
A
HIGHWAY



Jay Nowak



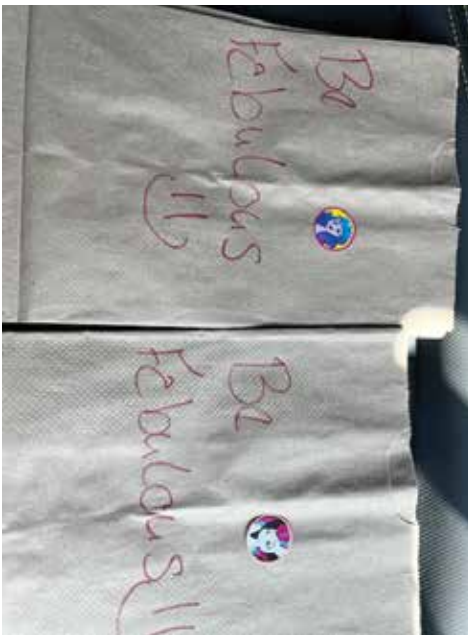
Royce Spencer and Jen Towne



Skyleigh Moore and Dillon Shimel



The result of several weeks of collecting.



Grocery bags ready to be filled.



Skyleigh Moore spearheaded the IM KIDS food collection effort.

IM KIDS Food Drive/ National Volunteer Week

From April Fool's Day until April 25th the Enclosure Division Associates were asked to contribute to a food drive for IM KIDS. This organization provides food to local families and individuals and a list of specific needs from snack items and juice boxes to dried fruit and crackers was posted. Enclosure Associates responded with a generous donation.

At the end of the food drive, on April 24th and 25th, all shifts were treated to a taco/nacho bar in the breakroom in recognition of their donation effort and National Volunteer Week.



That is a lot of food!



Tacos and nachos for National Volunteer Week



You don't have to call 1st Shift Team twice when lunch is being served!

St Patrick's Day

On March 17th, St. Patrick's Day, each Enclosure Division Associate wearing green received the opportunity to draw an envelope containing a scratch-off card from a basket. Luck of the Irish or not, the draw proved lucky for some and not so lucky for others.

Rumor has it that Lucky, the Robroy leprechaun, had a leak and it put him out of commission this year. He should be all better by 2026 and back mingling with the associates on St. Patrick's Day.



Aaron Seelhoff



Buck Moody



Guy Jeffrey and Chad Hinton



Dave Jeffers



Debbie Smith



Doug Barrigar



Erin Byrne



Jordan Cliff



Kyle Short



Larry Warner



Mike Olmstead



Nick Datema



Nick Evans



Sheri Willmore



Stan Myers



Steven Choi



Tom Mitchell

Employee Appreciation Day

Robroy Enclosures showed their appreciation for all associates on March 7th with a celebratory pasta bar lunch, topped off with ice cream sundaes. Each associate also had the chance to spin the prize wheel for a shot at winning Wesco gift cards and fun Robroy swag.



1st Shift Team



3rd Shift Team



2nd Shift Team



Teresa Clayton and Stacy Hill from 3rd Shift enjoying their meal.



Charles Kenney surveying the options.



Go ahead, Jen Towne. What have you got to lose?



While enjoying his ice cream, James Hall spins for a possible prize.



Craig Mitchell checking out his luck.



Jeremy Visser, 8 out of 12 chances to win...good odds.

B- Foundation Gala

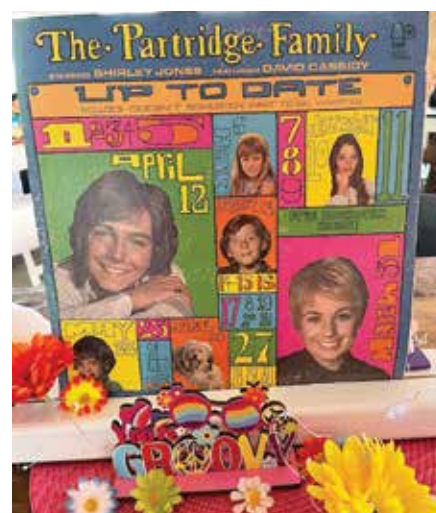
The B Foundation held its annual gala fundraiser on May 3rd calling it a "Groovy Gala." The event took place in Adams Acres in Belding with live music, great food and throwback fashions on every attendee. Concert tickets, local artwares and a quilt featuring B Foundation t-shirts were among the auctioned items. Bonnie Mroczek and Karen Greenawalt represented Robroy Enclosures and were accompanied by their husbands, Dave and Jason.



Karen and Jason Greenawalt and Bonnie and Dave Mroczek



Bonnie Mroczek as a "Flower Child."



Tie die everything, go-go boots and the Partridge Family – the 1970's – really groovy!



Jamie's coworkers formed a reception line to personally congratulate her.



No Robroy Enclosure retirement party would be complete without the traditional enclosure clock gift.



Jamie's family

Jamie Arnett Retires

Jamie began her Robroy career in the Assembly area and she completed her last production part in Assembly. She has held many positions in between but always found her way back to Assembly.

One of her fondest memories was meeting Peter McIlroy. She found him to be "very cool." She also had the good fortune to work with Jeff McIlroy (Chairman) for two years when he worked in Belding.

One of her most rewarding experiences was becoming a founding committee member of the SHIELD program. She travelled to Gilmer and Avinger, Texas to the Raceway Division facilities to learn how to make the Company safe. Today, the SHIELD program has evolved to truly encompass Safety, Habits, Interactions, Education, Lifestyle and Diligence. Thank you, Jamie, for your dedication to this pro-



SHIELD motto

gram. Because of your efforts it can confidently continue to flourish!

Craig Mitchell stated, "I would like to congratulate you on your retirement from Robroy. You have been a valued associate over the past 25 years with us. There are many achievements we have been able to conquer with you as part of the team. The hard work you have put in has greatly ben-



A luncheon was held in her honor.



Of course there were gifts...



efited our Company and we can only hope we have more associates follow in your footsteps. Your commitment to Robroy and our values has been appreciated and you will be greatly missed in our Assembly Department."

Jamie Arnett worked tirelessly from May 1, 2000 until May 9, 2025, - 9,139 days, 219,336 hours and 13,160,160

minutes! She is now retired. Jamie and her partner of 30 years, Terry Tuthill, will be able to spend many happy hours together now that she no longer starts work at 5:00 AM. Jamie plans to spend this summer with her grandchildren at their "other" home in northern Michigan. From there, the sky's the limit! Robroy Enclosures will truly miss Jamie Arnett.



...and a speech.



"So long tension. Hello pension."



1st Shift Team



2nd Shift Team



3rd Shift Team

Best and Brightest Companies To Work For

For the 5th consecutive year, Robroy Enclosures has earned national recognition as one of the *Best and Brightest Companies to Work For*. And closer to home, they've secured a place on *Western Michigan's Best and Brightest* list for an incredible 22 years running. Bonnie Mroczek and Skyleigh Moore attended the presentation to accept the awards.

These prestigious awards honor companies that lead the way in workplace excellence. From employee benefits and turnover rates to communication, work-life balance, diversity and development, every aspect of the employee experience is evaluated. Earning a place on this list means Robroy is not only meeting but exceeding expectations in how they care for and invest in their people.

This continued recognition wouldn't be possible without the dedication and contributions of all associates. As a small token of appreciation, the Company celebrated with a thank-you lunch for all

team members catered by the Nook. Being one of the Best and Brightest isn't just a title—it's a shared achievement. Here's to keeping the streak alive!





Grace Platte, Charles Kenney, Skyleigh Moore, Nate Bliss, Bonnie Mroczek, Jay Nowak



Grace Platte, Nate Bliss, Nate Kyes, Barry Hartwell, Craig Mitchell



Grace Platte won a camp chair in a raffle.

Chair Massages

On May 28th, Westside Massage from downtown Grand Rapids brought their equipment and expertise to Robroy Enclosures in Belding and worked their magic giving 10-minute chair massages to associates. A chair massage is a type of massage therapy performed while the recipient is seated in a specially designed chair. It focuses on the neck, shoulders, back, arms and hands offering a convenient and accessible way to relieve tension and promote relaxation. This method is often used for on-site massage at events or workplaces.



The massage team in action.



Westside Massage Team



The smiling faces of two relaxed associates, Cherie Dingman and Melinda Ralph, after their massage.

Great Scott! Stahlin Enclosures Travels Back to the Future

Members of the Robroy marketing staff, Stephanie Ellis and Josh Bumpas recently experienced a unique and memorable moment, captured in the story below.

In a creative nod to pop culture history, Marketing Director Stephanie Ellis and Marketing Project Manager Josh Bumpas attended the Dallas Fan Expo, where they met nine cast members from *Back to the Future*—including Michael J. Fox, Christopher Lloyd and Huey Lewis.

Why the trip? Robroy Enclosures shares an unexpected link to the iconic film: a J Series enclosure was used to house the flux capacitor in Doc Brown's DeLorean time machine. Stephanie and Josh brought a replica J Series enclosure to the event and had it signed by the cast. The piece caught the attention of fellow fans, who were intrigued by the connection and impressed by its authenticity—turning a fun convention visit into a standout brand moment.



From DeLorean to Dallas: A Flux-Capacitor Connection.



A J Series Enclosure Makes a Star Appearance at Fan Expo



"Disconnect capacitor drive before opening. Shield eyes from light."



Josh Bumpas, Thomas F. Wilson (Biff Tanner), Lea Thompson (Lorraine Baines), Michael J. Fox (Marty McFly), Christopher Lloyd (Dr. Emmett Brown) and Stephanie Ellis.



Ivan Aries Ortiz

New Arrivals

Proud grandma Tarma Muniz (3rd Shift Press Operator) announced the arrival of not one, but two new grandsons – Ivan Ortiz and Omari Muniz. Ivan made the scene on May 28th and weighed 8 pounds, 1 ounce and was 21 inches long. Omari arrived on June 8th weighing 8 pounds, 11 ounces.



Omari Muniz



Leo Andrew Johnson



Chris Johnson (2nd Shift Material Handler) welcomed a 6-pound, 13-ounce baby boy into his family on June 10th. Little Leo Andrew Johnson stretched 18.5" in length.

Congratulations to the Muniz, Ortiz and Johnson families. May their new additions bring them much joy and a minimal number of late-night feedings!

Robroy Scholarship Winners

Robroy proudly awarded \$2,000 scholarships to three exceptional students from Belding High School: Addison Reichel, Carly Wigstadt and Lanie Feuerstein. Each student submitted a compelling essay as part of the application process and their thoughtful responses truly stood out.

Addison Reichel plans to attend Ferris State University, where she will pursue a career in healthcare with a focus on radiology.

Carly Wigstadt will graduate high school having earned her Certified Nursing Assistant (CNA) certification. She also plans to obtain an EMT license to help support her college education. Carly will attend Alma College, with plans to major in nursing or pre-med.

Lanie Feuerstein intends to study medicine at either Central Michigan University or the University of Michigan, with a primary interest in OB/GYN.

Congratulations are extended to these students on their achievements and they are wished continued success in their academic studies.



Belding High School scholarship winners

SMILE

Some people and things just make you smile without a word being spoken...like an adorable grandson, a great classic car or a beautiful sunset.



Rick McQueen showing off his new ride to Craig Mitchell.



Easton, Karen Greenawalt's 5-year-old grandson, is wearing Robroy socks – adult size!



Sunrise over Robroy Enclosure's parking lot in Belding. Compliments of Bonnie Mroczek.

A Brand on the Move: Marketing Momentum for Stahlin® Enclosures

A lot has been happening behind the scenes at Robroy Enclosures, especially when it comes to elevating the Stahlin brand—a registered trademark and cornerstone of Robroy's non-metallic enclosure offering. Below is a look at several recent, marketing-driven initiatives aimed at strengthening the Stahlin brand and enhancing customer engagement.

The [stahlin.com](https://www.stahlin.com) website has undergone a complete redesign, ushering in a more modern user experience with faster navigation, improved product search tools and streamlined access to downloads and resources. Alongside the digital refresh, the brand's printed collateral has been completely updated with 24 newly designed literature pieces. A standout among them is the Capabilities Brochure, which effective-

ly showcases the strengths of the Stahlin product line.

In addition, Robroy Enclosures is proud to debut its very first video case study, featuring OxBlue, a leading provider of construction camera technology. In the video, OxBlue highlights how partnering with Robroy—and using Stahlin enclosures—has helped protect critical field equipment. From product reliability to responsive support, this case study demonstrates the power of collaboration and the real-world value of durable, dependable solutions. This marks a significant step forward in the use of multimedia storytelling to illustrate how Robroy Enclosures and the Stahlin brand deliver value, every single day.

It's been a banner year for Robroy on the awards front! Robroy Enclosures brought home some major wins.



Stahlin HMI Covers earned the EC&M Product of the Year in the Boxes & Enclosures category, a prestigious recognition of design innovation and industry leadership.

The Stahlin HMI Cover Expansion



claimed Silver Awards from both Control Engineering and Plant Engineering.

These accolades reflect not only the strength of the Company's product innovation, but also the strategic storytelling, packaging and positioning work done to ensure these technologies get the recognition they deserve.



The Enclosure Division Associates presented Stan Cook with a wedding gift.

Wedding Bells

Stan Cook and his fiancé, Beth, tied the knot. The couple celebrated with friends and family at Adams Acres in Belding on June 7th.

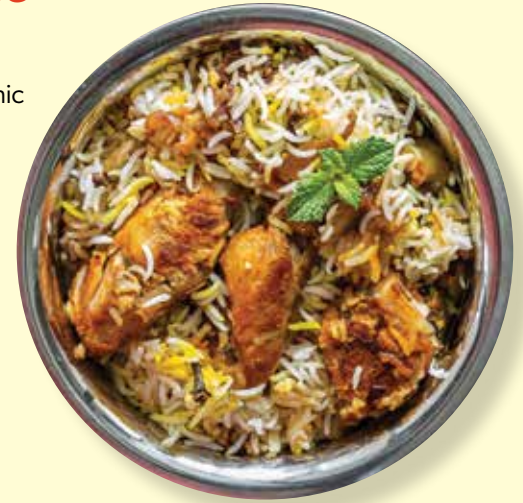


Mr. & Mrs. Stan Cook

Authentic Hyderabad Chicken Dum Biryani: A Culinary Heritage Recipe

From Syam Sai Krishna Papanaboina

Hyderabadi Chicken Dum Biryani is an iconic Indian dish renowned globally for its aromatic spices, delicate flavors and meticulous cooking technique. Originating from the royal kitchens of Hyderabad, India, this culinary masterpiece is distinguished by marinated meat layered with partially cooked basmati rice, cooked slowly under pressure (dum). This recipe outlines an authentic recipe, highlighting precise methods and ingredient details, allowing culinary professionals and enthusiasts to replicate traditional flavors.



INGREDIENTS

Chicken Marinade:

Chicken pieces (bone-in) – 2 pounds
Thick yogurt – 7 ounces
Ginger-garlic paste - 2 tbsp
Red chili powder - 2 tsp
Turmeric powder - ½ tsp
Coriander powder - 1 tbsp
Cumin powder - 1 tbsp
Garam masala powder - 2 tsp
Lemon juice - 2 tbsp
Green chilies (slit) - 2
Fried onions (golden brown) - 1 cup
Fresh mint leaves (chopped) - ½ cup
Fresh coriander leaves (chopped) - ½ cup
Ghee (clarified butter) - 3 tbsp
Salt - to taste

Rice Preparation:

Long-grain basmati rice – 18 ounces
Bay leaves - 2
Green cardamoms - 4
Cloves - 4
Cinnamon sticks - 2
Star anise - 1
Shahi jeera (caraway seeds) - 1 tsp
Salt - to taste
Water - as required

Layering and Garnishing:

Fried onions - ½ cup
Mint & coriander leaves (chopped) - ½ cup
Saffron strands - a pinch, soaked in 3 tbsp warm milk
Ghee - 2 tbsp
Rose water/Kewra water - 1 tsp (optional)

INSTRUCTIONS

Marination: Combine chicken with yogurt, spices, herbs, fried onions, and ghee. Mix thoroughly, cover, and marinate refrigerated for 2-12 hours.

Rice Preparation: Rinse rice until water runs clear. Soak for 30 minutes. Bring water to boil with spices and salt. Add drained rice, cook until 70% done, drain immediately, and set aside.

Assembly and Dum Cooking: Layer marinated chicken at pot's base. Top evenly with parboiled rice. Garnish with fried onions, herbs, saffron milk, ghee and rose/kewra water.

Cooking Method (Dum): Seal pot tightly. Cook on high flame for 5 minutes, then reduce to lowest heat for 30-35 minutes. Rest off-heat for 10 minutes before serving.

CONCLUSION:

The slow dum-cooking technique combined with meticulous layering ensures authentic flavors and aromas characteristic of Hyderabad Biryani. Following this method guarantees a dish true to its traditional culinary roots, delivering an exemplary sensory experience.

SERVICE AWARDS



Amanda Calvo



Barry Hartwell



Bonnie Mroczek



Mike Whorley



Laura Langford



Stephanie Ellis



Chris Cheek

ENCLOSURE DIVISION

Amanda Calvo	5 years
Sean Clark	5 years
Barry Hartwell	5 years
Bonnie Mroczek	5 years
Mike Whorley	5 years
Chad Barker	2 years
Melinda Ralph	2 years

RACEWAY DIVISION

Laura Langford	25 years
Stephanie Ellis	15 years
Chris Cheek	5 years
Barton Bowman	2 years
Toby Byrd	2 years
Mary Conway	2 years
Alesia Hernandez	2 years
Cameron Wilson	2 years