

THE BAGPIPER

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Family Forum

As Robroy moves into the second half of 2026 we are progressing toward another successful year. Not only are we on pace to meet our annual sales and profit goals but we continue to invest back into the business to position Robroy for long-term scalability and growth. Most recently we invested in the growth of our Elbow, Coupling & Nipple business (ECN) by adding capacity through the purchase of highly automated bending and threading equipment. In addition, we purchased a Class A 108,000 sq ft manufacturing building in Longview, TX to further support our future growth plans. Onward and upward!

But growth isn't just about equipment and buildings — it's about the people driving it and staying energized enough to keep pace with it all. Which brings me to something I've incorporated into my work week that's made a positive difference in my overall health and wellness.

In order to clear my mind and keep my energy level up during the work-day I look forward to a brief but invigorating outdoor walk with my friend, Anil Kewalramani. Anil, Robroy's Director of IT, and I started squeezing in an outdoor walk during the day, when possible, almost 10 years ago. We enjoy walking through the immediate neighborhood surrounding the corporate office in Verona. We developed two popular 1-mile routes which we affectionately call the River Walk, a scenic walk along the Allegheny River and the City Walk, a more lively walk through the commercial district of Verona.

So, what are some of the health benefits of walking? Mental reset, stress reduction, better circulation, boosted creativity and a positive mood shift to name a few.

When Anil and I return to the office from our walks, which are typically under 15 minutes, we feel energized, our minds are clear and we are ready to take on the challenges at hand.

So, the next time you happen to visit the Robroy Verona office please bring your walking shoes!

Wishing everyone on the Robroy team and our many partners and friends an abundance of good health!

All the Best,

Jeff McIlroy
Chairman



HEADQUARTERS

May - Mental Health Awareness Month

May's employee engagement focused on mental health awareness. A massage therapist provided chair massages for all associates. To encourage small actions that support good mental health, the game



Christina Vasquez took advantage of the chair massage...ahhhh, so relaxing.

Mental Health BINGO was played. The game inspired Headquarters Associates to connect with coworkers, take walk breaks, stretch, breathe deeply and repeat positive affirmations. Each BINGO player was entered into a contest, which afforded a health/wellness themed prize each week in May.

USA 250th Celebration

Vicky Vereb planned an all-American picnic to celebrate the 250th anniversary of the United States. Red, white and blue Robroy t-shirts were purchased for each associate, a picnic lunch consisting of fried chicken, mac 'n cheese, potato salad, fresh fruit and apple pie was provided. In addition, she prepared games to top it off.

However, many of the Robroy IT Team work from the Headquarters office and were deeply occupied in a high priority occurrence that day resulting in the festivities being curtailed. All except lunch that is. Plates of the delicious picnic fare were distributed to the hardworking team members allowing them to stay focused on the task at hand. The games are being saved for another day.

June Safety Awareness Month

Safety awareness was the employee engagement theme for the month of June. On June 5th, National Donut Day, safety awareness came front and center for all Headquarters Associates. That day was significant because it emphasized the fact that as a team they “donut” want to forget about safety.

At morning meetings for the next 10 days safety processes and procedures were reviewed. This was followed by a safety scavenger hunt. Groups of two received clues designed to solve 10 puzzles related to safety at Headquarters. Each team received 20 minutes in which to solve the puzzles. The race was on for each team to be the first to solve the puzzles correctly. The top three teams finished within seconds of one another, but team Friendly Scavengers (Vaishnavi Mandapati and Christina Vasquez) proved to be the winner.



These “Friendly Scavengers,” Christina Vasquez and Vaishnavi Mandapati, were the winners of the safety scavenger hunt.



Jeff McIlroy and Anil Kewalramani named their team “Pickleball Champions” (lest we ever forget). Here they are hard at work solving puzzles.



Inside and outside of the office, team “D’ Protectors” - made up of Nicole Snyder and Louie Santiago, raced to solve their puzzles.



Vijay Tahiliani and Randy Untalan (Champion Crushers) collaborated to fit together the pieces of their puzzles



Each team chose a name to give themselves a unique identity.

New Hire

Suvarna (Suvie) Kulkarni joined Robroy in May 2026 as the Technical Solution Manager. Suvie brings with her extensive experience helping organizations develop technology solutions that improve



Suvarna Kulkarni – Technical Solution Manager

efficiency and solve complex business challenges. Throughout her career, she has led enterprise projects, worked closely with cross-functional teams and built a reputation for turning business needs into practical, scalable solutions. She believes every achievement is simply another milestone on a journey of continuous learning and professional growth.

As Technical Solution Manager, Suvie enjoys solving meaningful problems, supporting her team and building strong relationships. She values collaboration, clear communication and finding practical solutions that help both people and businesses succeed. Her personal motto, “Grounded in stability, driven by curiosity, built through consistency,” reflects both her work ethic and leadership style.

Away from work, Suvie enjoys DIY projects, home decorating, interior design and spending time creating art with her children. She and her family love traveling together, especially visiting California’s coastal cities and returning to India to spend time with family and experience its rich culture and traditions. Known for her quick wit and friendly personality, she enjoys meeting new people and believes a little humor goes a long way in making connections.





Sree Vaishnavi Mandapati's 1-year service anniversary lunch was celebrated by her coworkers at Hoffstot's in Oakmont.



The Lot at Edgewater restaurant in Oakmont served as the lunch spot for Mark Johnston's 1-year anniversary.

Anniversaries

Always ready to celebrate, Headquarters Associates gathered at local restaurants on two separate occasions to commemorate the 1-year anniversaries of Vaishnavi Mandapati and Mark Johnston.

A Beautiful Traditional Wedding



Vaishnavi and Sidhardha

"Getting married in the United States was something we never originally planned, but it turned into one of the most memorable moments of our lives," said Vaishnavi Mandapati following her wedding on April 12th. Vaishnavi and Sidhardha Ala were married in Dallas, Texas in a traditional Telugu wedding ceremony surrounded by close family and loved ones.

The wedding beautifully reflected their culture and traditions. The decor in their wedding pictures symbolized the sacred bond of Lord Rama and Sita, who are deeply revered in Hindu weddings as the ideal example of love, righteousness and marriage. Family tradition found the bride and groom wearing two different outfits during the ceremony. Notice the intricate designs on Vaishnavi's hands. This is another lovely tradition called mehndi or henna. Beyond its aesthetic appeal, henna contains natural, plant-based properties known to cool the body and help relieve stress, which is why it is historically applied to the hands and



The beautiful bride.



Vaishnavi and Sidhardha with CFO Vijay Tahiliani from Headquarters.

feet before big life events like weddings. It is also believed to bring blessings and strengthen the bond between bride and groom. Vaishnavi stated that it was one of her favorite parts of the whole wedding celebration. During the time of application there were heartfelt conversations, fun games, delicious food and unforgettable moments with her family.

The couple had the pleasure of Vijay Tahiliani and Syam Papanabonia from Headquarters attend their wedding.

Leadership Team Bocce Ball Outing

Rob McIlroy, Jeff McIlroy, Vijay Tahiliani, Steve Voelzke and Mark Bruner headed to The Bocce House of Pittsburgh on Father's Day to play a few games of bocce prior to the June Nemacolin meeting. The group always finds a competitive venture enjoyable.

Bocce is a classic Italian bowling game where players roll or toss large balls as close as possible to a smaller target ball, known as the pallino. Bocce is played on a dedicated flat court, usually made of packed dirt, sand or gravel or simply on a flat grassy area in a backyard. For the Nemacolin Group they chose The Bocce House of Pittsburgh with its six professionally designed courts, perfect for seasoned rollers or just for fun. "Let the good times roll!"



Jeff McIlroy, Rob McIlroy, Vijay Tahiliani, Mark Bruner and Steve Voelzke



Mark Johnston participated in the golf outing.

SPY Swimming 4th Annual Golf Fundraiser

This year Robroy was a proud sponsor of the SPY Swimming Supporters Club's 4th Annual Golf Fundraiser. The club is based out of the Sampson Family YMCA in Plum, Pennsylvania, part of the Greater Pittsburgh Region.

Corporate Network Administrator Mark Johnston's daughters, Rowan and Lennon, have been swimming for several years with SPY Swimmers. Kirsten, Mark's wife, oversees the concessions during home meets and Mark is one of the head officials who run and oversee the meets. Rowan and Lennon are part of the top group of swimmers for their age group and both are highly ranked in the state of Pennsylvania.

The group's annual May golf outing is the largest fundraiser for the team, helping with coaching fees, travel costs and equipment purchases.



Mark's daughter, Rowan.



By the look on Mark's determined face, you would not want to be that golf ball!!



Mark's daughter, Lennon.

Building Culture Through The Collaborative Way®

by Organizational Development Team

Congratulations to Robroy's 2026 TCW Champions:

James Chapman
Jessica Conley
Patricia Dyar
Erik Faasen
Kenny Freeman
Karen Greenawalt
Mark Johnson
Brandon Kelly
Nate Kyes
Tanya LeBlanc
Ken Linwood
Sree Vaishnavi Mandapati
Stan Meyers
Jay Nowak
Carly Roderick
Nathan Salmon
Christina Vasquez
Vicky Vereb

These 18 associates were chosen as TCW Champions because they consistently practice The Collaborative Way in how they work, communicate, support their coworkers and show up for their teams.

In March 2026, Robroy took an important next step in carrying this work forward. Our TCW Champions began leading new-hire orientations at each location. Before that, the sessions were led by the Organizational Development team.

Every three weeks, our Champions take time from their busy workdays to set up and lead a 90-minute TCW orientation for new hires. In just three months, they have introduced 67 new team members to The Collaborative Way.

The Collaborative Way was introduced at Robroy two and a half years ago as a new way to support how we communicate, collaborate, and work together.

It is a shared practice that helps strengthen Robroy's culture and bring our core values of Achievement, Appreciation, Balance, and Trust into daily actions.

It is built on five practices: Listening Generously, Speaking Straight, Being for Each Other, Honoring Commitments, and Acknowledgment and Appreciation.

These practices help bring our values to life in everyday conversations, decisions, and teamwork.

Participation grows each quarter. Since the program began, 242 employees have attended The Collaborative Way orientation, and 145 employees have completed the multi-day quarterly intensive training.

We are proud of how far this effort has come, and we are grateful to our Champions *Leading the Way*.

Bell Ringing



Nicole Snyder's first time to ring the bell, signifying another successful day at Robroy.

New Division President

I'm pleased to announce that Lane Magness joined Robroy Industries as President of the Raceway Division, on April 6, 2026.

Lane brings more than 15 years of leadership experience driving growth, operational excellence and innovation within highly technical manufacturing environments. Throughout his career, he has built a reputation for developing high-performing teams, expanding into new markets and delivering strong financial results while maintaining a deep focus on customer relationships and operational discipline.

Most recently, Lane served as President of D-Tech Rotary Steerable, where he led the organization through significant global growth and strategic expansion. Under his leadership, the company achieved remarkable results including 1000% revenue growth over three years, expansion into 23 new international markets and sustained profitability improvements while strengthening operational performance and product innovation.

Lane's experience spans global P&L leadership, manufacturing scale-up, engineering collaboration and commercial strategy. He is known for pairing strong analytical thinking with practical execution enabling him to lead organizations through growth while building cultures grounded in accountability, collaboration and continuous improvement.

At Robroy, Lane will lead the Raceway Division with a focus on accelerating growth, strengthening operational capabilities and continuing to deliver the quality and reliability our customers depend on. His combination of strategic vision, operational leadership and commitment to people makes him a strong addition to our leadership team.

Please join me in welcoming Lane to Robroy. We are excited about the leadership and perspective he will bring as we continue Leading the Way together.



Lane Magness – President

Steve Voelzke
COO

New Hires

Kenneth Clark joins the Raceway Division from Harleton, Texas, about 23 miles east of Gilmer. He earned a bachelor's degree in mechanical engineering from the University of Mary Hardin-Baylor in Belton, Texas. While in college, Kenneth completed internships with three companies, gaining experience in mechanical design, manufacturing systems, capital improvement projects and CNC programming.

After graduating, Kenneth worked as a field engineer for Crossland Heavy in Prosper, Texas, where he supported engineering and installation activities on a \$170 million industrial construction project. His combination of hands-on experience, problem-solving skills and teamwork will be a valuable addition to the Engineering Department as it supports the Raceway Division in Gilmer and Avinger.



Kenneth Clark-
Manufacturing Engineer

Kenneth enjoys spending time outdoors playing cornhole and pickleball or bass fishing. His family includes his parents, brother, Mason, and his dog, Koda. He was excited to return to East Texas and begin his career with Robroy, where he looks forward to growing professionally while making a positive impact on those around him.

Ron Conroy joins the Raceway Division as Business Program Manager, bringing more than 30 years of leadership experience in the electrical products industry. Throughout his career, he has developed commercial systems and strategies that improve organizational consistency, strengthen sales performance and support long-term business growth.

His background includes building effective operating models, implementing forecasting and performance management



Ron Conroy- Business
Program Manager

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New Hires *Continued from page 5*

processes and aligning sales strategies across manufacturers, distributors and representative organizations. Ron's ability to identify opportunities, improve processes and drive results will be a valuable asset to the Raceway Division as it continues to grow.

Tori Fair is from Gilmer, where she lives with her children, Rylan and Emeree, and her dogs, Gunner James and Sophie. She enjoys coaching softball and spending time with her kids and pets.



Tori Fair- Accounting Support

Already familiar with the Robroy Raceway Division, Tori was excited to apply when she saw an opportunity posted on Indeed. She looks forward to growing professionally with a company that has such a strong reputation in her community.

Jonathan Fitch recently joined the Robroy Raceway Division as Division Controller. He earned his bachelor's and master's degrees from the University of Texas at Tyler and is a Certified Public Accountant in the state of Texas.



Jonathan Fitch - Division Controller

Jonathan brings with him 12 years of experience in a manufacturing environment and is well suited for his new role as Division Controller. Most recently he served as a cost accounting manager for Komatsu and was promoted multiple times during his seven-year tenure with the company. In his new position at the Raceway Division, he oversees the division's financial performance, provides operational insight and helps strengthen financial processes across Raceway's manufacturing operations.

Jonathan's background in financial leadership, accounting and manufacturing will make him a valuable resource as he leads the Raceway Accounting Team and works with all departments across the organization.

Noah Fritsche is spending the summer as an Engineering Intern with the Raceway Division. A native of Longview, Texas, he graduated from White Oak High School in 2024 and is studying engineering at Texas A&M University. After earning his bachelor's degree, Noah hopes to continue his education by pursuing a master's degree.



Noah Fritsche- Engineering Intern

Noah is a member of First Baptist Church Bryan and was active throughout high school, qualifying for the UIL Regional Math competition, serving as vice president of his class and captaining both the baseball and golf teams. Outside the classroom, he enjoys weightlifting, football, golf and country music.

This internship provides Noah with the opportunity to apply what he is learning in the classroom while gaining valuable hands-on engineering experience.

Braxton Higgins hails from Longview, Texas and attended Hughes Springs High School. He earned a Lineman Certificate from Texas State Technical College and holds a welding certification.



Braxton Higgins - Production

Braxton's previous experience includes construction, welding, pipe fitting, mechanical work and industrial labor.

Braxton considers communication one of his strengths. He looks forward to building on his skills and contributing to the Raceway team as he begins his career with Robroy.

Breydin Higgins lives in Gilmer and owns a general handyman business servicing big and small repairs for his customers. Prior to starting his own business, he worked for several industrial



Breydin Higgins - Production

companies in a variety of capacities, including warehouse management, mechanic and concrete work. Breydin is forklift certified.

Dallas Jacks grew up in the heart of the Piney Woods in Lufkin, Texas and now lives in Winnsboro with his wife and their three children. When he's not at work, Dallas enjoys farming.



Dallas Jacks- Maintenance Technician

As an experienced industrial mechanic, Dallas brings strong troubleshooting and problem-solving skills to the Raceway Division. His background includes fabrication, electrical work, equipment modification and preventive maintenance, making him a welcome addition to the Maintenance Department in Gilmer.

Jameson Jefferson is from Avinger, Texas, where he graduated from Avinger Independent School District. During high school, he earned a perfect attendance record, served on the student council, played basketball and received a citizenship award—an accomplishment he is especially proud of.



Jameson Jefferson - Production

In search of a challenging position with a reputable company, Jameson sought a position at the Raceway Division in Gilmer. He looks forward to developing his skills while contributing to the continued success of the Raceway team.

Trenton Johnson and his wife, Brooke Clair, live in Mt. Pleasant, Texas. By the time this issue of the Bagpiper reaches readers, they will be the proud parents of three children—Luke, Audrey and a new baby yet to make an appearance at this time. Completing the family is Butter, an appropriately named yellow Labrador.



Trenton Johnson- Scheduler/ Buyer/Expeditor

Trenton spent eight years with Mid-America Pet Food, where he advanced through several positions before becoming a procurement specialist. Seeking new opportunities to grow in procurement and scheduling, he was excited to join the Raceway team.

An avid duck hunter, Trenton enjoys activities that are outdoors. Beekeeping is another of his favorite activities. He takes pride in seeing a task through to completion and enjoys learning new skills that help him grow both personally and professionally.

Jackie Juarez grew up in Mt. Pleasant, Texas, but spent the past six years in College Station while attending Texas A&M University. There, she earned a bachelor's degree in international studies with a minor in business, followed by a master's degree in international affairs from the Bush School of Government and Public Service. Throughout her college years, Jackie participated in several research projects, including the WomanStats Projects.

Now excited to be back in northeast Texas, Jackie lives with her parents and grandparents. She loves traveling and exploring new places, but when she's at home, you'll likely find her crafting or watching a new television series.

Jackie was drawn to the Raceway Division by its welcoming culture and friendly employees. She looks forward to growing professionally while contributing to the success of the Raceway team.

Cheyenne McDonald graduated from New Diana High School before continuing her education at Kilgore College, where she earned an Associate of Applied Science degree and a Business Office Management certificate. She excelled academically, graduating with a 3.95 GPA while earning recognition on the President's List



Jackie Juarez-Sales
Researcher



Cheyenne McDonald-
Scheduler/Buyer/
Expeditor

and membership in Phi Theta Kappa Honor Society and the National Technical Honor Society. In addition, she was awarded for her outstanding attitude, business English and communication, perfect attendance and exemplary work ethic.

For the past six years, Cheyenne has been employed by Eastman Chemical Company in the position of administrative assistant in the plant maintenance department. Her experience supporting daily operations has prepared her well for her role as Scheduler/Buyer/Expeditor.

Cheyenne was looking for an opportunity to grow her career with a manufacturing company that values professional development, making the Raceway Division the perfect fit.

Originally from Angleton, Texas, Ashleigh Miller later lived in Weatherford before settling in Kilgore with her partner, Tyler, her two bonus sons, Asher and Maverick, and her son, Wyatt.

Outside of work, she enjoys coaching softball, giving pitching and hitting lessons, fishing, baking and spending time with her family.

Ashleigh is a graduate of Angleton High School and brings experience from several industries to her new position. Most recently, she served as Accounting Administrator/Accounts Receivable for Bennett On-Site Services, where she supported a wide range of accounting and finance functions.

The opportunity to continue growing her accounting career brought Ashleigh to the Raceway Division. Her greatest motivations are her family, building financial security and—on especially busy days—a good cup of coffee.

Jay Pierson brings 25 years of engineering experience to the Raceway Division. Before joining Robroy, he spent 13 years as senior lead mechanical engineer for AUT Solutions in Fulshear,



Ashleigh Miller-Jr.
Accountant



Jay Pierson- Product
Engineer

Texas, where he designed and developed complex robotic inspection systems. His experience includes collaborating across mechanical, electrical, software and manufacturing disciplines to deliver innovative engineering solutions.

A graduate of the University of Houston, Jay also operates his own engineering design firm, where he develops custom solutions for clients. He now brings his extensive engineering background and creative problem-solving skills to the Raceway Division as a Product Engineer.

Originally from North Carolina, Curtis Ragatz has called Texas home since 2010 and now lives in Winnsboro with his wife and their two children. A graduate of Pine Tree High School in Longview, he also studied fine arts at Kilgore College. From proficient computer skills to robotics welding and customer service to excellent problem-solving, Curtis has held diverse positions including mill operator, welder, hazmat associate and corrections officer.

Curtis was attracted to the Raceway Division by the opportunity to build a rewarding career while providing for his family. Outside of work, he enjoys drawing and painting, hobbies that reflect his creative side.

Gavin Sipes joined the Raceway Division this summer as an Engineering Intern. During the school year he attends Texas A&M University studying manufacturing and mechanical engineering. A 2024 graduate of White Oak High School, Gavin was valedictorian of his class.

Gavin has developed hands-on experience operating lathes, mills and CNC equipment and is proficient with a variety of engineering software. A dedicated student and hard worker, he balanced employment



Curtis Ragatz - Production



Gavin Sipes Engineering
Intern

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RACEWAY DIVISION

New Hires *Continued from page 7*

with his high school and college studies. Outside of work and school, Gavin enjoys football, basketball, working out and music, playing both the guitar and piano.

Jake Thomas lives in Gilmer with his fiancé and daughter and is a graduate of Bullard High School. His previous experience included working for Gator Waders as a wholesale packer. He also held positions with Spartan Utilities and Place Services, Inc. as an apprentice lineman.

Jake sees the Raceway Division as an opportunity to build a rewarding career while providing financial stability for his family. The potential for growth within the Company made Robroy the right choice for his next career step.

Christopher White recently joined the Raceway Division as a Production Associate. A graduate of Kilgore High School, he also attended Kilgore College.

Prior to his Robroy employment, Chris gained experience in logistics, customer service and team leadership through positions with Two Men and a Truck, Orgill and Taco Bueno, where he served as a night shift manager. His background also includes inventory management, residential and commercial wiring, conduit bending and blueprint reading, skills that will serve him well in his new role with the Raceway Division.

Spencer Yates is from Gilmer and studied computer science at Harmony High School. Since there are eight unincorporated communities in Texas named Harmony, we'll assume his is the one in Henderson County—not too far from Gilmer.

Before joining the Raceway Division, Spencer worked for Herc Rentals, where

he helped maintain equipment, manage parts inventory and process work orders. His work experience also includes banking, landscaping and quality inspection.

When not hard at work, Spencer enjoys sports of all kinds, gaming and traveling.

Anthony Ybarra lives in Longview with his girlfriend but was born in Houston. He earned a Bachelor of Business Administration in marketing from LeTourneau University. Through an internship and his work with the university's school of business consulting program, Anthony developed a passion for creating innovative business solutions.

Before joining the Raceway Division, Anthony supported business growth at Smallwoods, building on the knowledge and experience he gained during college and previous jobs. Familiar with several Raceway Associates, he was attracted by the opportunity for professional growth and advancement at Robroy.

When he's away from work, Anthony enjoys spending time on the golf course.



Spencer Yates – Production



Anthony Ybarra - Customer Service Associate

Promotions

The Raceway Division has experienced significant growth in recent years. Revenue has grown 158% since 2022 and with a sub-P&L (profit and loss) almost doubling revenue from just last year, the Company must align and scale the organization for continued growth to achieve its 2030 goal. In line with that growth, the following promotions will strengthen the organizational structure, support continued business growth and position the division as a model for scaling with clear ownership, accountability, operational excellence and commitment to Leading the Way.

Kristen Edge received a promotion to General Manager of the Raceway Division. In this role, Kristen will have ownership of the Raceway Division's operating P&L, reporting directly to the

President of Raceway Division. She will help establish the strategic direction of the division, lead the cross-functional leadership team and drive disciplined execution that aligns the Company's commercial objectives with operational excellence.

Kristen joined Robroy eight years ago and has demonstrated exceptional leadership and performance across several key roles, including Division Controller



Kristen Edge - General Manager



Robin Crossland was honored by her coworkers.

Retirement

On May 15th, Robin Crossland's coworkers celebrated her retirement by recognizing the incredible impact she's had throughout her career at Robroy. Her dedication, professionalism and support for those with whom she worked played a vital role in shaping the culture of the department and provided strength to the Accounting team.



and Operations Manager. Her broad business knowledge, operational expertise, commitment to Raceway Associates and dedication to the long-term success of the business make her well-positioned to help lead the division into its next chapter of growth.

Bryan Wood has been promoted to the Operations Manager position in Gilmer. He brings extensive experience in manufacturing, plant operations and maintenance.



Bryan Wood - Operations Manager

During his eight years with Robroy, he has established himself as a trusted leader with a strong focus on operational performance, continuous improvement and team development. In his new role, Bryan will lead the Gilmer facility in achieving its operational goals while continuing to strengthen the Company's focus on safety, quality, productivity and long-term operational success.

Materials and Service Manager is Patricia Dyar's new position. In her expanded role, Patricia will lead the Customer Service team in addition to overseeing Scheduling, Buying and Expediting. This organizational alignment will strengthen collaboration across these critical functions and enhance the Company's ability to deliver exceptional service to all customers from order placement through delivery.



Patricia Dyar - Materials and Service Manager

Patricia brings 16 years of experience with Robroy to her new position, having served in both accounting and materials roles. Her deep understanding of Company business, strong cross-functional relationships and customer-focused approach provide a unique perspective that will continue to strengthen the Raceway operations.

With 20 years of logistics experience, Todd Croley was recently promoted to Inventory Coordinator. In this role, he will oversee inventory accuracy, coordinate material movement, monitor inventory levels and work closely with production and purchasing to ensure materials are available to support efficient operations.

Payton Weatherly was recently promoted to the position of Material Handler. He will be responsible for ensuring that materials are received, stored and delivered to production areas efficiently to support daily operations and maintain workflow. Payton has been described by supervisors as reliable and steady. These attributes will strengthen the Shipping/Receiving team.



Payton Weatherly - Material Handler

This year, Stormy Smith celebrates two years with Robroy and has proven to be a reliable, hardworking associate. As Line Lead she steps into a role that was previously held by one individual for over 25 years. Stormy was given big shoes to fill and has risen to the occasion. As Line Lead, she assists with supporting production goals, coordinating workflow, assisting with training and promoting safety and quality standards.



Stormy Smith - Fittings Line Lead

Antwain Minter recently completed his industrial maintenance degree and was promoted to Maintenance Technician at ECN/Korns. In this position, he will perform preventative maintenance, troubleshoot equipment issues and complete repairs to help ensure machinery operates safely and efficiently.

Graduations



Molly LeBlanc - University of Victoria - Victoria, British Columbia, Canada

Raceway Associate Tanya LeBlanc (Sales Operations Manager) and family are proud to announce the recent graduations of her children, Molly and Jack.

Molly graduated from the University of Victoria in British Columbia, earning her bachelor's degree in religious studies. She has been awarded a scholarship to Wilfrid Laurier University in Waterloo, Ontario, where she will pursue her master's degree with plans to further her education and earn a PhD. A career as a university professor is Molly's ultimate goal. She is an avid writer, an accomplished pianist and vocalist and has co-produced and directed theatrical productions.



Jack LeBlanc - University of Alberta - Edmonton, Alberta, Canada

Tanya's son, Jack, graduated from the University of Alberta in Edmonton with a bachelor's degree in economics. He has accepted a position as an analyst with

Graduations Continued from page 9

Gunvor Group, a global energy commodities trading company, working from their Calgary, Alberta office. Jack enjoys skiing, playing recreational hockey and staying active.

These milestones reflect years of dedication and growth and the LeBlanc family looks forward with pride to what lies ahead for both Molly and Jack.



Nathan Rodgers – Jacksonville High School – Jacksonville, Texas

Nathan Rodgers, Jeremy Rodgers' (Pricing Specialist) son, graduated from Jacksonville High School. He will use his SHIELD scholarship from Robroy to attend EMT school this fall followed by study at the Tyler Junior College Fire Academy.

Making a Difference in the Community



The Hughes Springs 6 and Under Legends T-Ball Team with Coach Brandon Kelly.

Hughes Springs Baseball impacts young players on and off the field. This year the Robroy Raceway Division helped to sponsor one of those baseball teams. The Company sponsored Legends, the 6 and Under T-Ball team, coached by ECN/Korns Operations Supervisor Brandon Kelly. As the 2026 champions, the team enjoyed a very successful season.

Wellness/Safety/Employee Engagement



Gilmer Stick Figure Showdown winners: Grayson Lawrence, Natalie Lawrence and Snehal Patel.

April's Employee Engagement brought out creativity and artistic talent from Raceway Division Associates with a Stick Figure Showdown. Stick figure drawings of fellow associates were created in Avinger and Gilmer and judged by their peers for the *Best Drawing*, *Most Creative* and *Funniest* entries.

At the Avinger facility, Brandon Kelly took the honors for the *Most Creative* entry, LaKendrick Linwood for *Best Drawing* and Kenneth Miles for the *Funniest*. Gilmer Associates were equally as talented and the winners were Grayson Lawrence, Natalie Lawrence and Snehal Patel. For their efforts, all winners were awarded gift cards.

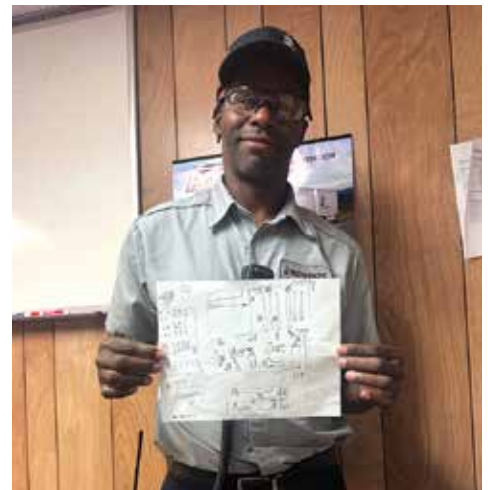


Massages were made available to all associates.

May was designated as Mental Health awareness month. Healthy Selfie BINGO was the name of the game that month. In addition, onsite mobile massage stations were set-up for all associates looking to take a quick break during their day and have tension melt away.



Kenneth Miles – Avinger Best Drawing...Kenneth, you draw a very good forklift!



Avinger Most Creative – Brandon Kelly...Wow, Brandon, you drew the entire plant!



Avinger Funniest – LaKendrick Linwood...LaKendrick, whomever you drew driving that forklift needs to warn everyone to get out of his way when he's behind the wheel!



250th Anniversary Celebration
at the Gilmer facility.



USA's 250th Celebration Texas Style

In celebration of the United States' 250th anniversary, both Raceway locations held an all-American fish fry and BBQ. Distribution of red, white and blue Robroy t-shirts commemorated this milestone event in American history. The food was delicious and plentiful.



All associates received a red, white
and blue Robroy t-shirt.



A celebration was also held at the
Raceway Division in Avinger.

"Beat ROSIE" Audit Challenge



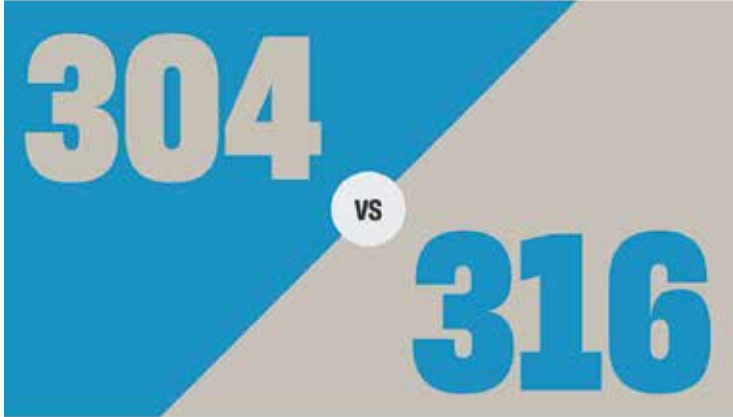
Tennille Duke received a gift card for her efforts in the
Beat ROSIE Challenge.

Robroy's new AI-powered intelligence tool, ROSIE, has begun learning to audit customer orders and data entries for the Raceway Division's Customer Service team. As ROSIE continues to learn and improve, the technology is designed to help identify errors while supporting the team's commitment to accuracy.

To put ROSIE's skills to the test, the Raceway Division launched the "Beat ROSIE Challenge" this spring, inviting Customer Service Representatives (CSRs) to review orders and uncover any mistakes the tool may have missed. After two weeks of auditing, Tennille Duke emerged as the challenge winner, demonstrating the keen attention to detail and expertise that remain invaluable alongside advancing technology. While ROSIE will continue getting smarter with every audit, this challenge proved that there's still no substitute for the experience, knowledge and sharp eyes of Robroy's Customer Service team.

Congratulations, Tennille.

Rocket Rack in 304 or 316 Stainless Steel



Hey Chris! I saw that Rocket Rack is made from 304 stainless steel, but my spec calls for the use of 316 stainless. Can Rocket Rack be made from this material? And what's really the difference between the two?

Rocket Rack's standard product offering is made from 304 stainless steel. However, 316 stainless steel is available upon request.

Both are high in chromium, contain added nickel and are known for their incredible durability, cleanability, heat and cold protection and corrosion resistance. But there are a few reasons why your spec may call for one instead of the other and they have to do with each steel alloy's composition.

304 grade stainless steel is typically composed of 18% chromium and 8% nickel, while 316 grade stainless steel is typically comprised of 16% chromium, 10% nickel and 2% molybdenum. The added molybdenum enhances the inherent anti-corrosion properties of stainless steel, increasing its resistance to chemical corrosion from acids or chlorides such as sea salt in marine environments.

304 stainless steel is extremely versatile and it offers excellent corrosion resistance for use in a wide variety of environments. 316 is more specialized and is the preferred choice in particularly harsh environments with extreme corrosion potential, including areas with industrial chemicals. Stainless is often the chosen material because of its extremely wide operating temperature range. Both grades fare well in high temperatures and cryogenic temperatures, though 304 has a slightly higher melting point than 316.

The bottom line? If your project does not require extreme protection against corrosion or chemicals, Rocket Rack made from 304 grade stainless steel provides excellent corrosion resistance, longevity and cleanability at a lower price. However, in environments where that added resistance is necessary, Rocket Rack made from 316 grade stainless steel is the ideal choice to improve the functionality and life span of the installed system, maintaining cleanability and potentially leading to long-term savings despite the higher initial cost. Be sure to refer to your spec for details concerning the proper materials for use in your project, and feel free to reach out to us at 903-680-4222 or email csr@robroy.com with any questions you may have.



Bonnie Mroczek
and Jay Nowak



Cookies and festive centerpieces greeted associates in the Breakroom.



Craig Mitchell



Dave Jeffers



Jen Towne



Jeremy Visser and his "green grill."



Mike Whorley and Rob Binns

St. Patrick's DAY

All associates were encouraged to wear green on St. Patrick's Day. Those wearing the designated color drew a lottery card for their effort. Beautiful cookies were served in the Breakroom from Des Cakes and Ice Cream of Saranac, Michigan and Lucky the Leprechaun made an appearance touring the facility on that day.



Randy Winwright, Aaron Higgins and Mike Olmstead



Nick Earns



Charles Kenney and Gage Archer



Shane Feazel, the color of the day was green not pink!



Shawn White

Out with the Old, In with the New

On March 2nd, the Enclosure Division's Breakroom received a welcome renovation. A fresh new marketplace replaced the old vending machines. Associates love the added variety and convenience of the C Market from Canteen. In addition, a new Bistro coffee maker now provides brew to the crew!



A new Bistro coffee machine replaced the old coffee maker.



Breakroom renovation approved.



Taking advantage of the Avenue C convenience.

Milestone Update



Two significant achievements took place at the Belding facility in the month of April, both in the same week. Each increased manufacturing flexibility and capacity enabling the Company to better serve customer demands.

The 7211 24 x 20 J boxes run through the robot cell at a very high frequency. The new goal was to expand the robot's capability to run all expanded J boxes. To make this possible, required a robot retrofit. The challenge was maintaining production and routing the 7211 boxes while the retrofit was underway. This was successfully accomplished through a temporary outsourcing arrangement with Digital Fabrication in Belding.

Another challenge involved increasing cover production capacity for the 2420 product line. IDI, a long-term SMC manufacturing partner, recommended working with Engineered Composites, Inc (ECI) in Buffalo, New York. ECI was qualified as a new vendor and visited onsite within the same week. The 2420 cover mold was shipped to ECI on a Monday and molded parts were delivered by Friday of the same week.

As a result of these efforts, capacity has increased by 10% and Press 3 is now available to run additional products. Furthermore, a dependable overflow molding partner has been established, providing greater flexibility for future product demands.

The following associates are recognized for their contributions to this achievement: Jeff Hall, Adnan Alomerovic, Gage Archer, Mike Whorley, Nick Datema, Buck Moody, Pat Kelly, Sean Clark, Rob Binns, Kiesha Coons, James Hall and Dan Barnett.

To celebrate these accomplishments, muffins were served in the Breakroom on Tuesday, April 21st.

Access Badges

The Enclosure Division partnered with Engineered Protection Systems (EPS) to implement building access badges across the division. This accomplishment enables the facility doors to always be locked. With a few tweaks made during testing, Robroy Enclosures has a secured facility for its product and, most importantly, for the protection of valued associates.

Mark Johnston and Karen Greenawalt programed Raceway badges into the Enclosure Division's software, which will eliminate the need to carry separate badges for specific divisions. The new badges also allow trusted vendors access to select doors as needed.

Many thanks are extended to those who helped put the new system in place.



Stick Figure Showdown

Not everyone has artistic talent. However, anyone can draw a stick figure. In April, an invitation was extended to all Enclosure Division Associates to participate in a stick figure drawing contest. The rules were posted, supplies provided and prizes awarded to the *Best Drawing*, *Funniest* and the *Most Creative*.



Supplies for the contest were available in the Breakroom.

INSTRUCTIONS

- pick a favorite coworker – name optional
- drawn them as a stick figure
- must be work appropriate
- ridiculous details – optional
- submit artwork to Karen Greenawalt by April 23rd
- artwork to be displayed in the Breakroom
- ballot voting on April 24th

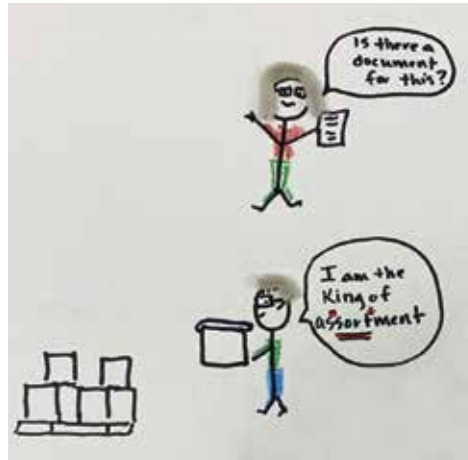
The winner for *Best Drawing* was James Hall. Jay Nowak won for *Funniest* and for the *Most Creative*. Appropriately, prizes were \$25 gift cards to Hobby Lobby.



James Hall – Best Drawing



Jay Nowak – Funniest and Most Creative...Jay you are truly creative, your canvas was an enclosure cover!



artist Karen Greenawalt



artist Jay Nowak



artist Karen Greenawalt



artist Jeremy Visser



artist James Hall



artist Nate Bliss



artist Hannah Frizzell

New Hires

On May 18th, Grace Platte joined the Robroy Enclosures Division as an Application Engineer. She served as an engineering intern last summer and recently completed her bachelor's degree in mechanical engineering from University of Central Florida.

As an Applications Engineer, Grace serves as the technical bridge between customers, sales, manufacturing and engineering by supporting product applications, customer requirements, quotations and technical support and solutions. This role helps to ensure that customer needs are translated into accurate, manufacturable and timely engineering deliverables while supporting the growth of new and existing business.

Jessica Keller began her Robroy career as 1st Shift Operations Supervisor on May 18th. Jessica's experience as an operations leader and analyst includes eight years leading and developing teams. Her most recent role was with Steelcase as an operations analyst. She will lead the first shift production team alongside Erick Young utilizing her experience to focus on improvements and efficiency.

Chris Sorrell joined the Robroy Enclosures Division as 2nd Shift Operations Supervisor on June 23rd. Chris has experience as an operations, quality and supply chain leader with over 30 years of leading and developing teams. His most recent role was with West as a business unit manager.

Chris will lead the second shift production team utilizing his experience to focus on improvements and efficiency.



Grace Platte – Applications Engineer



Jessica Keller – 1st Shift Operations Supervisor



Chris Sorrell – 2nd Shift Operations Supervisor

Promotions

James Hall was promoted to the position of Product Engineer on May 18th. James joined the Robroy team two years ago as a CAD/CAM Engineer. Since that time, he has made significant contributions to the Engineering Team through the strong support of CAD design, CNC programming and day-to-day manufacturing support. His technical capability, willingness to take on challenges and growing product knowledge have positioned him well for this next step into the Product Engineer role.

In this new position, James will be responsible for the ownership, development, standardization and continuous improvement of standard products throughout their lifecycle. He will work closely with product management, manufacturing, quality and engineering to support new product introductions, product change, certifications and technical problem solving.

On April 1st, Barry Hartwell was promoted to the position of Associate Product Line Manager from his former position of Applications Engineer.

In his previous position of Applications Engineer, Barry distinguished himself as a trusted problem-solver and a go-to engineering partner for the enclosures business. His experience as an integral member of multiple new product development teams and his ability to collaborate directly with customers to translate application needs into robust enclosure solutions prepared Barry to excel in his new role.



James Hall – Product Engineer



Barry Hartwell – Associate Product Line Manager

Barry's new responsibilities include:

- Support of Enclosures Product Line Management, the Company's strategy and innovation roadmap.
- Help lead new product development initiatives from concept through launch.
- Partner closely with Engineering, Sales and Marketing to drive initiatives, launch readiness and technical training content.
- Work with the COE to advance product data/systems (including the SME and PIM systems) to build knowledge, data accuracy and drive customer engagement.

Barry will report to Patrick Kane and will be based in Belding, Michigan. His impact will continue as he helps shape the future of the Robroy Enclosures product portfolio and innovations.

Nate Bliss assumed the responsibilities of his new position as Quality Coordinator on May 4th. In this position, Nate will report directly to Roger Schroder.

Nate has been a dedicated team member at Robroy for four years and has a proven track record in operations, leadership and working with customers. Nate most recently served as Program Onboarding Coordinator where he worked with new customers and ensured that the products delivered for their first order met all expectations.

Nate will now build on the Company's quality practices, lead root cause analysis and work with the team to implement lasting, data-driven solutions that drive operational excellence and support continued growth.

Everyone is urged to continue to support Nate in this new critical role for the Enclosures Division.



Nate Bliss – Quality Coordinator

Retirement



Chad Barker congratulating Rick McQueen on his retirement.

Rick McQueen grew up in Fenwick, Michigan where hard work was a part of everyday life. Alongside his siblings, he was responsible for chores such as cutting, splitting and hauling wood, as well as feeding pigs and cleaning their pens. His family home didn't have running water until 1969. He lived in Fenwick for 11½ years before moving to Belding, where he has resided ever since.

Rick began his career at Electrolux at the age of 18, dedicating 24½ years to the company. He spent 15 years in line repair before the company relocated to Mexico. He then continued his career at Marvel for 10 years.



Retirement Tunnel – saying farewell.



Craig Mitchell with Rick and his clock and the Robroy Retiree plaque.

Rick's sister, Tina, encouraged him to join Robroy along with recommendations from Pete Wilson and Debbie Hannah. He has worked third shift in the Mold Room since being hired on November 5, 2019, where he was known for his positive attitude and willingness to help his coworkers.

Outside of work, Rick has a passion for classic cars, especially his 1974 Dodge Dart, which he purchased last June. The car, originally from California, has just 62,000 original miles and remains unrestored, with an interior that looks brand new. Rick proudly represented Robroy in the 2025 Labor Day parade and participated in several local car shows, earning three trophies.

Rick retired on March 25th of this year and plans to stay active and embrace whatever comes his way. As he puts it, "If I need something to do, I'll find it." His retirement is already off to an exciting start—his wife recently surprised him with plans for a trip to Missouri with their grandson.

Rick's dedication, work ethic and positive spirit will be greatly missed. He is wished all the best in this next chapter of his life.



Ron's retirement board



Ron Mier with his retirement clock.

After 33 years and 7 months of service to the Company, Ron Mier retired on May 5th. His Robroy career began in Bonding (8 months), then he spent a year in 2nd Shift Assembly, followed by two years in the Mold Room during 1st shift. For 20 years, Ron worked the SMC Room, both old and new, and for the past six years he dedicated himself to Material Handling.

Ron's willingness to take on any challenge coupled with his hard work, dedication, positive attitude and commitment made him a reliable and very appreciated employee. Because he has made such a lasting impact at Robroy Enclosures, Ron will be missed by one and all.

With plans to travel and spend time with his family, retirement is looking very promising for Ron. A trip to Alaska is on his calendar for this fall and Blind Sucker Campground near Grand Marais and Deer Park in Michigan's Upper Peninsula will host his trailer this summer.



Erin Byrnes and Keaton Johnson

ADOPT-A-HIGHWAY



Amanda Wireman, Jen Towne
and Dave Jeffers

The Enclosure Division handled their Adopt-A-Highway clean-up program a little differently in April of 2026. Clean-up was scheduled from April 11th through April 19th and those who chose to participate could sign-up for a day and time that best fit their schedule. In addition, each participant could earn 25 wellness points AND a \$25 gift card by just sending HR a photo of themselves on the job. Bags, vests and gloves were made available. Associates and some spouses headed to Robroy's assigned stretch of highway during their scheduled time slot and proceeded to beautify the Michigan countryside.



Jay Nowak



Jason and Karen Greenawalt



Carly Roderick was
all "wrapped up"
Derby style.

B Foundation Annual

On May 2, 2026, at 5:00 PM, the Adam's Acres venue welcomed B Foundation supporters to their annual Gala fundraiser. Cocktail hour was held from 5:00 – 6:00 PM, followed by dinner, a silent auction and a live auction and quilt raffle.

The theme for this year's Gala was the Kentucky Derby. Guests were encouraged to don their finest Derby attire, including hats, but business casual was also acceptable. Shelley Visser and Carly Roderick attend the event representing Robroy Enclosures and these lovely ladies looked the part of Derby attendees.

The B Foundation serves the Belding community by providing support to those diagnosed with cancer along with education to students. Robroy is a strong supporter of the organization.

Gala



Shelley Visser and Carly Roderick represent the
Enclosure Division at the event.



Tables were beautifully
decorated.



Leah Feazel – Shane Feazel’s daughter – Belding High School

Graduations

Three Robroy Associates watched as their sons and daughter received their diplomas and graduated from Belding High School. Talon Calvo, Leah Feazel and Aiden Cliff are to be congratulated and wished much success in their future endeavors.



(Above) Talon Calvo
– Amanda Calvo’s son –
Belding High School



(Left) Aiden Cliff – Jordan
Cliff’s son – Belding High
School



New Arrivals



Lucy Marie

Jay and Kelly Nowak celebrated the arrival of their granddaughter, Lucy Marie, on May 2nd of this year. She came into the world weighing 8 pounds and 11 ounces.



Destiny Jean Mohrman



Pat and Amanda Kelly



Wedding Bells

Pat Kelly and Amanda Daly were married on June 27th and they celebrated with a casual reception in their back yard. The wedding had a bounce party theme and you can bet that Pat’s grandchildren had a blast!



Barry Hartwell's wife, Abbi, and family



Company Picnic

A new venue was chosen for the Enclosure Division's 2026 Company Picnic. The John Ball Zoo in Grand Rapids was the destination for this year's picnic. Associates were able to attend the zoo and/or the Lantern Festival, as well as enjoy a buffet in the pavillion.

Following a day at the zoo, at 6:00 in the evening, a buffet featured hot dogs, pulled pork, mac 'n cheese, potato chips, cookies and beverages. Then, beginning at sunset, 100's of handcrafted, massive Asia lanterns depicting wildlife and native conservation efforts illuminated a one-mile pathway featuring interactive displays, cultural performances and evening concessions.



A wide variety of animals inhabited the zoo.



Buck Moody and family





Bongos - forest anelope



Jordan Cliff and son



Bonnie and Dave Mroczek



Dean Brazelle and family



Jeremy Visser and family



Dakota Enbody and family



Roger Schroder and family

Company Picnic



Teresa Clayton and friend with Stacie Hill



The Lantern Festival



Jennifer Blaisdell and friend



The Lantern Festival



Randy Winright and wife



Flamingos can amazingly stand on one skinny leg.



Nathan VanAntwerp and friend

From 2000 Pieces to Pizza

In just five production days in June, the Mold Room produced over 2,000 product pieces. The achievement was celebrated with pizza for all.



Pizza was served to all three shifts for the Mold Room's monumental production during five days in June 2026.

QUICK and EASY salads are the way to go for summer entertaining. Here are two such recipes that are crowd pleasers.



Pasta Salad

Ingredients

- 1 pound linguine
- 1 small jar pimentos
- 1 bottle Wishbone Robusto Italian Salad Dressing
- chopped garlic to taste
- 3-4 chopped scallions
- 1/4 cup of McCormick Salad Supreme

Instructions

Bring the linguine to a boil until cooked, drain. Add all ingredients, cover and refrigerate overnight.



Broccoli Slaw

Ingredients

- 1 large bag of shredded broccoli slaw
- 2 cups Craisins (dried cranberries)
- 1/2 cup sunflower seeds
- 1 stalk broccoli (cut into small flowerets)
- slaw dressing to taste

Instructions

Toss all ingredients together, cover and refrigerate.

SERVICE AWARDS



Kiesha Coon



Jen Ullery



Mike Hill



Jordan Cliff



Stanley Cook III



Chad Hinton



Jay Nowak



Jose Barrios



Shawn Baird



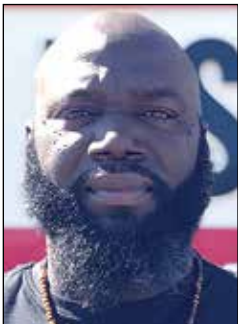
Sarah Brooks



Jason Perry



Nathan Salmon



John Brinkley



Monroe Gray



Alyssa Jones

ENCLOSURE DIVISION

Kiesha Coon	25 Years
Jen Ullery	25 Years
Mike Hill	15 Years
Jordan Cliff	10 Years
Stanley Cook III	5 Years
Chad Hinton	5 Years
Jay Nowak	5 Years

RACEWAY DIVISION

Avinger

Jose Barrios	20 years
Heath Carver	2 years
Travis Gilliland	2 years

Gilmer

Shawn Baird	35 years
Sarah Brooks	20 years
Jason Perry	15 years
Nathan Salmon	10 years
John Brinkley	5 years
Monroe Gray	5 years
Alyssa Jones	5 years
Max Bingaman	2 years
Kevin Duropen	2 years
Marck Garcia	2 years
Chris Lee	2 years