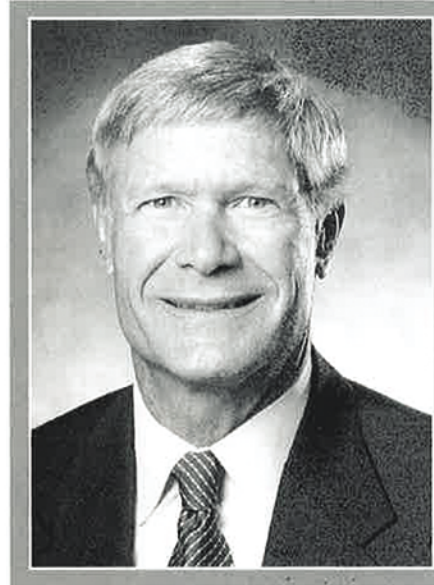




## Chairman's Message



**H**urricanes Katrina and Rita took a terrible toll on the Gulf Coast in September. Our plants in Gilmer and Avinger, Texas felt the remnants of Rita as the storm moved inland, but fortunately we suffered no serious damage and no one was injured. Millions of others were not so fortunate and now is our opportunity to step up and help in any way we can.

At some of our locations Robroy employees are contributing to relief efforts through payroll deductions. Others are finding ways to help by donating time and skills. The rebuilding will take years and the need is great. Hopefully, in the next issue of *The Bagpiper* we will be able to chronicle activities by Robroy people at all locations to help those who suffered greatly as a result of these natural disasters. It is a part of American culture for people to step forward to help their neighbors in need – this is certainly such a time.

—Peter McIlroy

## HEADQUARTERS

### Service Recognition

**P**eter McIlroy, Chairman and CEO of Robroy Industries, celebrated 40 years of service to the Company on August 16th. His experiences with the Company began many years before his Robroy employment. He grew up in the Company with his grandfather and then his father at the helm. During his 40 years of service he has worked for the Plastics Division in Morrisville, Pennsylvania, in Gilmer at the Conduit Division and in Verona in a variety of positions. He has watched the Company grow and mature and now has the pleasure of watching his sons do the same as they work to make the Company prosper in their respective positions.

Peter chose a big screen TV as his service award.

Debbie Kennelly's 30-year anniversary with Robroy was July 15th. Her employment with Robroy began in the Verona Plant office in 1975 and she has diligently worked her way to her current position of Business Systems Analyst/IT Administrator at Headquarters working with all of the Company's divisions. She possesses a working knowledge of the manufacturing process at each location and has been instrumental in the implementation of the Chess system company-wide.

Jean Liberto began her employment on Peter's 39th anniversary and has now completed her first year of service with Robroy. Whether she makes another 39 years to catch-up to Peter remains to be seen, but she is wished a long happy employment with the Company. She received a Robroy key chain.

### 50 Years of Marriage



Mr. and Mrs. John Brown

**M**r. and Mrs. John Brown of Valencia, Pennsylvania recently celebrated their 50th wedding anniversary with a weekend-long celebration including a picnic, a Mass at St. Catherine of Sweden Church and a luncheon at The Chadwick in Wexford, Pennsylvania. Mr. Brown and the former Rosemary Ohnemus, were married September 3, 1955. Their children are Julie Cerra, of Wheeling, West Virginia; Kathy Brown, of Wexford; John Brown, of Valencia; Peg Hudac, of Gibsonia, Pennsylvania; Tim Brown, of Charleston, West Virginia; Maureen Razum, of Gibsonia; Shelia Thomas, of New Brighton, Pennsylvania; and Bridget Lane, of Valencia. The Browns are the proud grandparents of 17 grandchildren and one great-grandchild.

When he wasn't busy raising kids, Mr. Brown was a Vice President for Robroy Industries and is now retired. Mrs. Brown is a retired nurse. The Browns are active volunteers in their church and community.

**Fun in the Burgh**



...now that is just ducky!

What could be more fun than a Controller's meeting in Verona. Well, maybe the after hours entertainment that the Controllers were treated to on their August visit to Headquarters. There was a Controllers Training Meeting at Headquarters on August 22nd and 23rd, but on Sunday, August 21st the group and several employees from Headquarters had a wonderful time at Station Square located on Pittsburgh's South Side. The highlight of the day was the Just Ducky Tour that plunged the group into the sparkling waters of Pittsburgh's three rivers (well maybe not sparkling, let's say wet). They were shown Pittsburgh from a unique perspective to say the least. Please note that this tour is not quite as exciting as the one Peter McIlroy has provided to past visitors in his Amphicar!



On Monday night the gang went to the Pirates game at PNC Park. This ballpark was voted one of the best in the country. Besides the usual baseball game that was conducted during their visit, the Controllers were able to watch the nightly Pierogi Race ([www.ebaseballparks.com/pnc-sausage.html](http://www.ebaseballparks.com/pnc-sausage.html)) and Stephanie Willis caught a foul ball at the game.

There actually were two days of rigorous training; just ask the participants.

Stephanie Willis caught a foul ball at PNC Park. Sign her up!

**A New Face at Headquarters**

**A**ileen Jabay was born and raised in the Philippines and is the eldest daughter of two. She earned a Bachelor of Arts degree from the University of the Philippines in 1995 and held a position as a programmer



Aileen Jabay – Consultant/Programmer

for a consulting agency in Manila where she had the opportunity to work on projects based in Japan and Thailand. In 2000, she decided to move to the United States and found work with Breed Technologies, an automotive safety manufacturer in Lakeland, Florida. Prior to coming to Pittsburgh, Aileen was employed by IVS Consulting based in Houston, Texas as a consultant/programmer for Glovia and Chess.

Aileen enjoys jigsaw puzzles, watching movies and sightseeing with her mom and dad. And believe it or not, she is looking forward to winter in Pennsylvania. She is anxious to test her driving skills in the snow!

**Shahlin Enclosures Found in Verona**



Mike Deane finds a seat next to a couple of Shahlin enclosures and poses for a photograph with them.

**P**eter McIlroy found four Shahlin enclosures in use along Allegheny River Blvd. near the Route 130 intersection just outside of Verona. The boxes are in plain view, right out in the open, along the side of the road. It is obvious that the elements have had no effect on them as they work diligently to house the electrical fixtures of the Sunoco pipeline installation to which they are a part. Way to go Shahlin!



**A Myriad of Smiles**

It was a muggy Friday night in Fox Chapel just outside of Pittsburgh and as Pennsylvanians would say: it was spitting rain. Two air-conditioned minibuses idled in the parking lot of the Fox Chapel Golf Club and waited for their passengers to board for the short trip to Catalpa Drive and the lovely home of Peter and Pam McIlroy. Once the guests arrived they were equipped with a nametag and graciously greeted by their hosts. Everyone forgot about the weather and found himself or herself wrapped up in pleasant conversations with old acquaintances and colleagues. There were retirees, service providers and current Headquarters employees as well as dignitaries from other divisions and it seemed as though there were smiles on every face and laughter in every room. The only thing that was lacking was enough time to catch-up on children and grandchildren and all that had passed since the last time the guests had visited with one another. All too soon the reception came to a conclusion with the beginning of introductions and the reloading of buses, then off to dinner at the original point embarkation.

Before dinner the guests were treated to a pictorial history of the

company narrated by Peter McIlroy and other company officers. What a rich history Robroy possesses with its ups and downs, successes and failures and then more successes. It was a fitting appetizer to a delicious dinner. And for a second dessert the Company served up a generous portion of nostalgia by showing employee photos from days gone by. Waves of nostalgia quietly filled the room and tears could be seen in the corners of more than a few eyes as the memories of long forgotten fellow employees crossed the big screen. The music continued to dance along with the images in the heads of the guests long after the evening was over.

It was a wonderful evening full of smiles, talk of the past and a discussion of a clear vision for the future as presented by Jeff and Rob McIlroy. The last hundred years, and those who have been a part of it, have shaped Robroy into what it is today. So too the next hundred years, building on the current foundation will see the Company rise to new heights and those who look back years from now are sure to smile as did the guests at the 100 Year Centennial Celebration for Robroy Headquarters on July 15, 2005.

**IW/Smart Conference Presentation**

**P**eter McIlroy was a featured speaker at Industry Week's Smart Manufacturing Conference held September 19th through the 21st at Indian Lakes Resort, Bloomingdale, Illinois. His speech was titled Robroy Industries Lessons Learned During 100 Years of One-Family Ownership. It was an appropriate speech to be given during the 100-year centennial of Robroy Industries. Topics that Peter discussed included:

- Surviving and succeeding in business for 100 years. How does it happen?
- The ability to learn from mistakes (supported by specific examples from Robroy's history).
- The vital role of consistency in coping with continuous changes in the business environment.
- The vital role of measurements, evaluations and accountability.
- The role of VISION in developing corporate culture.

The speech was broken into several parts. Peter gave a brief history of Robroy and sighted Family Business Magazine's report that only 30 percent of family businesses survive into the third generation and only four percent into the fourth generation. Robroy's 100 years gave a strong foundation of credibility for the information that followed.

Peter's first piece of advise was to know your business and if you struggle in an unsuccessful business get out of it and into a good one. Is that easy to do? Not always. You have to know how your market views your products or the products you plan to offer and you need to know when it is time to move out of a bad business. Other topics that Peter touched on were operational excellence as a must and corporate culture – "know yourself so others can know you too." He shared the Robroy Vision video with the conference participants and left them with a summary of his speech and an emphasis on anticipating, recognizing and benefiting from watershed moments in your company's history.

**Boot Camp Marches On!**



Boot Camp consists of classroom time and...



Hands-on experiences.

The Stahlin Boot Camp Program has proved very successful. Forty-seven recruits have passed through the program so far just this year and there are still three more classes scheduled before the end of 2005.

Recruits are provided with the opportunity to demonstrate their dexterity and product knowledge in the DiamondShield Shootout, which takes place at the end of each Boot Camp. This is a timed competition to assemble a DiamondShield enclosure complete with the Panel Management System. The DiamondShield Shootout record has been broken twice in 2005. At this time the record stands at 4 minutes and 42 seconds and is held by Edwin Criado from Burrus and Matthews in Texas. Edwin held the original record and when he found out it had been broken he made a return trip to Belding to take it back.

More distributors and end-users have been attending this year's camps and it is hoped that the trend continues. This increase is demonstrative of

the focus placed on this educational program. Boot Camp is designed to give the participants a working knowledge of non-metallic enclosures, to supply related information, provide a plant tour and offer a hands-on experience. The Stahlin staff has enjoyed meeting all of the participants that have come through the program this year and they look forward to meeting many more recruits at future camps.

**The SMC Project Saga**

In the beginning, there was Sheet Molding Compound, henceforth to be known as SMC. It was made on a manually controlled, antiquated machine that used rollers to compact the paste and the glass as it passed through the mechanism into tubs. The tubs were then moved into a room where the SMC could mature and thicken until it was needed in the press-room to manufacture enclosures. From the Maturation Room it was transported to the other side of the plant to the Molding Room where the enclosures were manufactured. A team of Stahlin employees looked at the process and said, "This is not good!"

The entire paste making process was manual. All of the raw materials used to make up the paste were hand-weighed and added to the paste mix manually. As each ingredient was added, it was marked on the mix sheet, similar to a checklist. There were a few times that one of the ingredients was left out of the paste. When this occurred, the batch had to be scrapped. One ingredient required eight 50-pound bags to be lifted and placed into the mixer creating an ergonomic nightmare. It was required that 176 50-pound bags be lifted each day to facilitate an average of 22 batches per day. Who needs to go to the gym!

When all of the ingredients were added and mixed to the proper consistency, the mixture could be moved to the SMC machine. However, in marched another issue - the environment. The weather played an important part in paste production. Increased humidity required that some ingredient quantities be adjusted to coincide with

the weather conditions. When it rains, one pours – more ingredients!

At the SMC machine, the paste was pumped into the machine's doctor boxes, which were manually set each day to insure proper paste thickness. Glass was added onto the paste then passed through a series of rollers to compact the paste and the glass forming a sheet that festooned into tubs. The SMC machine limited the percentage of glass content to 22 percent. It was the best that could be expected from the old boy!

Are you visualizing the problems that can be encountered from the initial mixing through the trip to the Mold Room? How about missing ingredients, being at the mercy of the environment, ergonomic issues and the limitations of an antiquated machine. Stahlin makes the best fiberglass enclosures in the industry. So what's the problem?

Enter the Robroy VISION – quality and technology and a team of Stahlin employees. The whole procedure was reviewed and a team was formed to find ways to improve the SMC process. Three major objectives were agreed upon, which are as follows:

1. Improve consistency in the manufacture of the SMC
2. Allow Stahlin to develop new SMC formulations
3. Provide optimized process flow, appearance and ergonomics in the facility

The first objective, to improve consistency, is a big one that covers the whole process. A new area is being built to encompass the whole process and will be located next to the Mold Room. The Mold Room is the customer of SMC – add the Customer Service principle to the mix (no pun intended). The new area will house a new SMC machine and automated dispensing equipment. It will be environmentally controlled creating consistency in the manufacture of SMC. All the raw ingredients will be delivered to the mix tank automatically and dispensed, as they are needed, through computer-controlled equipment. The paste that is made will be pumped to the new SMC

machine in a controlled manner as well. The new SMC machine will have a new chain compaction unit that will improve consistency in compaction.

Let's run the numbers: an increase in productivity of 17 percent for the SMC process and a 50 percent increase in the sheet weight coming off the SMC machine will be realized. The new machine will produce SMC with a glass content of up to 60 percent, a tremendous increase over the current 22 percent. This is an increase in efficiency of 57 percent for the SMC process as a whole.

A FormRight Lab will be built within the confines of the new SMC area. This places the lab in one location instead of several areas around the plant improving the ability to develop new formulations as requested by customers and will meet or exceed their expectations. Wouldn't you say this meets objective two?

Although the placement of the new SMC area next to the Mold Room requires that other areas of the plant be relocated, the movement and condensation of these areas improves the flow of material throughout the plant. Activation of the third objective continues to be realized with this part of the plan.

Automating the raw materials for the SMC manufacture eliminates much of the lifting. The material handling systems are being designed to eliminate lifting anything over 25 pounds. This action goes a long way to improving the ergonomics of the plant and fulfilling the Team's third objective.

This is a very large project and a "BIG" investment in the Company's future. As with most projects, it began with a problem and through teamwork, detailed analysis, design concepts and working with outside sources it has developed rather quickly into a very large undertaking. The next big question at this point is: "How is the project coming along?" At the time of this printing, the project is ahead of schedule and, better still, below budget! A very happy ending is materializing to this tale!

The Team members for this project include: Brad Buettner, Jeff Bugbee, Dean Childs, Mike Jackson, Jim McCollum, Jeff Seagle, Tom Twining and Kristie Walls.

**Vows Exchanged**

Guy Jeffrey, Press Operator, married Brittany Aldrich on August 6, 2005 at Belding Bible Church in Belding, Michigan. The best men were Brian Marsh, brother of the groom, and Dave Manley, Guy's lifelong friend. Millie King, sister of the groom, and Christine Taurman, Brittany's lifelong friend, stood for the bride. Best wishes are extended to the happy couple.



**Up and Coming Star**

Christopher Beltz scored three touchdowns for the 5/6th Belding Orange Team in their 44 to 6 victory over Hastings. Christopher is the son of Jack Beltz, Maintenance Department.



**It's a Girl**



Summer Michelle Havey

Summer Michelle Havey was born on July 31st and she weighed 5 pounds 13 ounces and was 19 inches long. Her proud daddy is Josh Havey of the Assembly Department and her mom is Michelle Hannah. We must not forget Grandma Debbie Hannah from the Inventory Control Department.

Congratulations are extended to the Hannah-Havey family on their new arrival.

**Golf Outing**



A Stahlin poster greeted the participating golfers.



Gentlemen, start your engines! Oops, wrong sport!

The Annual Stahlin Golf Outing was held at Candlestone Golf Course on August 6, 2005. The winning team turned in an actual score of 62 and was comprised of Pat Slager, Tim Mason, Shelly Mason and Jeff Vandenhout. Mark Becker won the putting contest, which generated \$430.00 for the Children's Library of Belding. Those funds were matched by the Company ensuring a \$860.00 donation to the library.

**International Visitors**



Jeff Seagle and Jeff McIlroy pose with Graham Fox and Peter Benner from Spelsberg.

Stahlin has been entertaining visitors from all parts of the world in recent days. Rick Jones, Chief Technology Officer for Agrilink, has visited the plant twice all the way from Australia. Agrilink is currently buying DiamondShield enclosures.

In September Graham Fox and Peter Benner visited the Stahlin plant from Spelsberg els UK Limited and Spelsberg Germany, respectively. These gentlemen are Managing Directors for their companies.

Stahlin is negotiating a supplier and promotion agreement allowing Spelsberg to sell Stahlin product in the United Kingdom.

Tim Rourke, Business Development Manager for Rittal in Canada, also visited Belding in September. A private label is being set-up between Rittal Canada and Stahlin.

**Reed's Lake Triathlon**



Jeff poses with his bike at the triathlon.

On September 10th Jeff McIlroy participated in his first triathlon at Reeds Lake in East Grand Rapids. He completed the race in 1 hour, 59 minutes and 12 seconds. The race included a 1/2 mile swim, an 18 mile bike race and a 5 mile run.

Jeff's statistics included:

Swim Time – 17:48 at a rate of 35:36 per mile

Bike Time – 58:38 at a rate of 3:15 per mile

Run Time – 42:44 at a rate of 8:33 per mile

Good show, Jeff.



"The original extreme sport now has a uniform."

**Company Picnic**

Michigan Adventure in Muskegon has become the standard site for the annual Company Picnic. This year the event was held on July 16th and perfect weather was on tap once again for the long anticipated event. Employees and their families brought the picnic attendance to 220. A picnic lunch was served and the remainder of the day was left for fun in the amusement and water parks.



A Stahlin welcome sign designated the Company pavilion and welcomed all of the guests.



Cindy Brokaw, CNC Operator, and grandson share a hug.



Ron Gaines, Press Operator, and his son enjoy the merry-go-round.



Mike Brokaw, 2nd Shift Supervisor, tries to tell his son that having his picture taken isn't such a bad thing!



Rudy Alvera, Press Operator, and his wife, Patsy, paddle their grandson around the lake.

**Summer Interns**



A picnic was organized to honor the Summer Interns.



Hilary, Brad, Brandon and Jon enjoy their picnic send off.

The Company needed a good excuse for a picnic so they decided to throw a party for the Summer Interns before they left to go back to school. This summer the Sales Department utilized the skills of Ms. Hilary Jackson, daughter of Engineering Manager Mike Jackson. Hilary is attending Grand Valley State University and so is Brad Willaman who interned in the factory. Brad is the son of Greg Willaman, Purchasing. Interning in Engineering was Jon Seagle, son of General Manager Jeff Seagle and he is attending Purdue University. Last, and certainly not least, is Brandon Kaiser who worked as a summer janitor and returned to Hope College this fall. His dad, Troy Kaiser, is a Forklift Driver for the Company.

Each intern is wished the best of luck with his or her studies. See you next year!

**Coloring Contest**



The Winners!

Students in the Belding elementary schools were invited to participate in a coloring contest for Robroy's Centennial Celebration in June. Approximately 1,200 students entered and six were chosen as winners. Each winner and their parents attended the Centennial Jubilee on June 18th and was presented with a certificate and a check for \$100.00. They also were invited to ride on the Robroy float in the local parade on Labor Day. The winners were:



Presentation of awards.

- Madison Deiter, Kindergarten, Ellis Elementary
- Corinne Tribe, 1st grade, Ellis Elementary
- Madeline Laux, 2nd grade, Ellis Elementary
- Elizabeth Reinhart, 3rd grade, Woodview Elementary
- Jordan Pease, 4th grade, Woodview Elementary
- Brittany Prater, 5th grade, Woodview Elementary

Other participating schools were: Faith Community School and St. Joseph's Catholic School.

Stahlin held an ice cream social at the winning schools for all of the participants and by luck of the draw Ellis school was chosen to receive a check for \$1,000. The check was presented to Ellis School principal Mrs. Mickelson and will be used for playground equipment.

Since Stahlin was sending the children's pictures to soldiers in Iraq, the kids all signed a poster, which Jeff Seagle forwarded to the Commander of the 327th Signal Battalion. A very nice letter of thanks was received along with Certificates of Appreciation for Stahlin and all of the participating schools. A "Coin of Excellence", which is awarded to deserving soldiers for individual merit, was included with the letter and certificates. The Commander stated that the pictures were sent out to seven different companies for the soldiers to enjoy and the banner is hanging in their Battalion Conference Room and Classroom.

**Ruth's Retirement**



*Let the pranks begin.*



*Ruth is one good sport!*



*The guest of honor.*

September 17, 2005 was Ruth Wanink's last inventory at Stahlin and her last day of Stahlin employment. After 18 years of assembling enclosures, she decided to get some well-deserved rest.

The week prior to her retirement was certainly a memorable one for Ruthie, as evidenced by the photos that accompany this article. Each day her friends and co-workers decorated her workbench and her car. Everyone enjoyed the extra curricular activities and Ruth was a good sport about it all, as usual. To send Ruthie off in style, the employees signed a denim shirt for her, presented her with a bouquet of roses and ordered a special cake to go with a catered lunch.



*Final good-byes.*

It is for sure that Ruth will miss the Stahlin gang as much as they will miss her. However, it is also certain that she'll keep busy with her golfing, husband, kids and grandkids (maybe not in that order). Ruthie lives in Belding so it will be easy to keep in touch with all of her friends.

Best wishes for a long and happy retirement, Ruth!

**Recent News Release**

J4 Communications: Mark Bruner  
Stahlin: Sam Layle

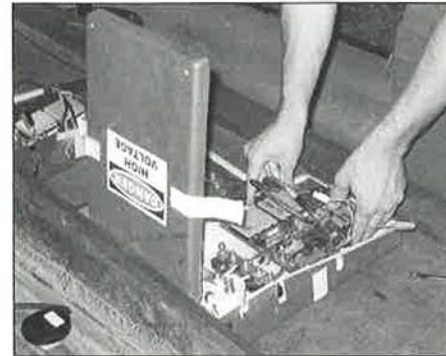
**U**niversity of Michigan Solar Car Finishes First in the North American Solar Challenge With Stahlin's Non-Metallic Enclosures On-Board

Belding MI—The University of Michigan's solar car team finished first in the North American Solar Challenge that ended at the University of Calgary in Alberta, Canada on July 27, 2005. The finish was the university's fourth national championship. The 10-day, 2,500-mile race, which began in Austin, Texas, and went through six U.S. states and three Canadian provinces, was not an easy task for the team.

The team has been building and preparing their car, Momentum, for the past 2 years. After setbacks prevented them from qualifying in the 2003 North American Solar Challenge, the crew started looking to the 2005 race to make their mark, and add to the university's already impressive history. Their



*The University of Michigan's First Place American Solar Challenge Car.*



*Stahlin's Non-Metallic Enclosure used inside of The University of Michigan's First Place entry.*

strategy involved making the lightest, yet strongest possible car. The car had to endure typical road conditions as well as rugged weather conditions while maintaining a lightweight design that used the least amount of energy.

The final design was built with many delicate control panels and circuits that control various functions of the car from the cruise control, to the lighting system. Part of the strategy for the team was to prevent unnecessary down time if one of the controls did not function. They needed to put their circuit boards into some sort of enclosure allowing them to quickly pull out the malfunctioning circuit, complete with enclosure and replace it with a second one that is exactly the same, enclosure and all. Given the heat that the car would be running in, as well as the heat it would produce, the enclosure needed to resist higher temperatures, have rigid properties

and still be lightweight. Anything metallic was quickly declined because of weight. Some thermo-plastic materials met the weight needs of the car, but the operating temperatures were too extreme for the material.

Determined not to give up on finding the ideal housing for their components, the team contacted Stahlin Non-Metallic Enclosures to help them provide a solution for their needs. The U of M Team was accommodated through the ModRight and FormRight Programs at Stahlin Enclosures. The custom enclosures base material was developed in Stahlin's FormRight Lab using Aerospace grade Phenolic Resin coated Aramid Paper honey-comb core materials (Nomex,) and flame retardant, corrosion resistant resins. This material was chosen for its extreme lightweight properties, yet is stronger and more durable than common glass fiber reinforced polyester fiberglass. Through Stahlin's ModRight program, Stahlin's design team was able to create several custom enclosures to the exact size and performance specifications required by the U of M team, while still meeting the weight requirements. The custom made enclosures worked just as the U of M engineers desired, and they were confident that they could easily switch out the circuits because of Stahlin Enclosures' tough reputation and design flexibility built right into the product.

The University of Michigan team now plans to compete in the World Solar Challenge in Australia in September where they hope to achieve similar results and come back a winner.

For additional information on Stahlin Non-Metallic Enclosures or any of their products contact, Sam Layle, 500 Maple Street, Belding, Michigan 48809. Phone 616-794-0700, fax: 616-794-3378. E-Mail: slayle@robroy.com Worldwide web: www.stahlin.com.

**Let's Celebrate**



*Everyone signed the guest book.*



*The Plant Tour.*



*Jenny Ullery and Tonya German setting up for Centennial.*



*Everyone helped in the Centennial preparation - even David Marshall, Robroy President.*



*A couple of VIPs.*



*Jamie Arnett and Becki Schultz enjoying themselves.*



*Jack Beltz, Pat Kelly (Maintenance) and Craig McCreery (Assembly) enjoy lunch.*

**S**tahlin Enclosures celebrated the Robroy Centennial with a huge party. The festivities began at 10:00 AM on June 18th with an industrial open house and tour. Stahlin employees assumed the role of tour guide and lead folks throughout the plant stopping at five designated stations, one for each area of operation. Each station had a continuous feed DVD playing that depicted the operation of that particular department. The departments were:

SMC/Pre-molding: Stahlin engineers formulate, mix and manufacture the fiberglass molding material. This mix is known as SMC or sheet molding compound. In this area various ingredients are mixed and rolled into

sheets by a specialized machine. The mixture is then required to set and age for approximately three days prior to molding.

**Molding:** Stahlin operates eight compression molding presses ranging from 100 to 1,000 ton capacity. In this operation the SMC is cut off of the roll to a specific shape and weight, this is known as the charge. The charge is then placed in a mold heated to 300 degrees and the press is closed. The material then reacts with the heat and pressure and flows to fill the mold. The press remains closed until the material cures and hardens. The part is then removed from the press, the flash is removed and secondary operations such as drilling and tapping are completed.

**Post Molding and Assembly:** After molding, parts are forwarded to Assembly or to other stations such as gasket, CNC or punch. Once complete, all of the parts required to make a finished enclosure are gathered in Assembly where operators use various tools to attach the door to the enclosure and install the specified latching mechanisms and hinges. The finished enclosure is then packed and shipped or placed into storage in the warehouse.

**Special Capabilities:** Stahlin's Hand Lay-up facility fabricates custom enclosures of all shapes and sizes to meet exact customer requirements. This process involves constructing a mold and then hand-laying fiberglass sprayed with resin. Once the material is dry the mold is removed and the box finished and sent to assembly.

**Customer Service:** Stahlin utilizes many advance testing and quality control methods to ensure that all products meet the customers' requirements. This rigorous testing guarantees that Stahlin enclosures meet the highest quality standards.

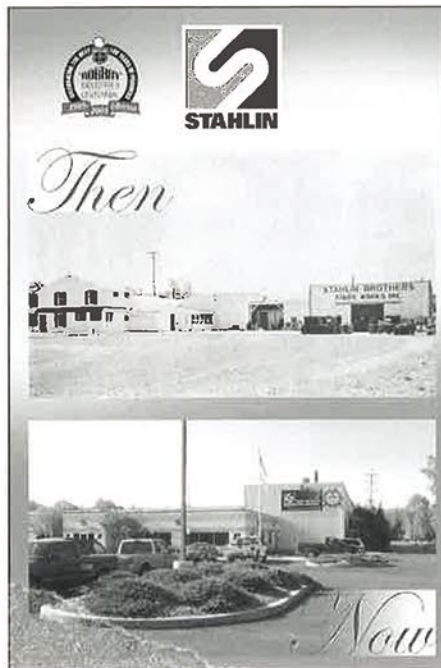
During the open house a coaster was actually molded and distributed as a "giveaway" to each guest. The coasters were manufactured in red, black and glacier gray and were a big hit with the visitors. The coasters went a long way to define the manufacturing process for the guests.



Jeff Seagle - General Manager



Congressman Ehlers and Representative Emmons



Stahlin then and now!

The main event started promptly at noon with opening remarks from Stahlin's General Manager, Jeff Seagle. Jeff spoke about Robroy Industries as an American success story and defined Stahlin's history after the Robroy acquisition. Distinguished governmental guests were introduced who included U.S. Congressman Vern Ehlers of the 3rd District, State Representative Judy Emmons of the 70th District, Tom Durkee from the Michigan Economic Development Corporation and Shane Husted, Mayor of Belding. Each official was afforded the opportunity to speak and many of them presented Robroy with governmental honors.

Jeff then introduced Peter Mclroy and explained how Peter challenges everyone to reach for the stars. To make sure that Peter never loses sight of that, as a Centennial gift from his friends at Stahlin, he was presented with an electronically controlled telescope to view the Robroy Centennial Star. Next as a tribute to the founder of Robroy, a special American flag was presented to Peter in his grandfather's honor. The flag flew over the US Capitol on February 22, 2005, which was the birthday of Robroy Industries' founder, the first Peter Mclroy. Through three generations Robroy's American success story has continued with the fourth generation actively involved in the Company business.

Peter Mclroy then spoke to the audience regarding the success of Robroy and Stahlin and finished the program with a tribute to all employees. He sang the song "We Owe It All To You" while a DVD played featuring all of Stahlin's employees. It was a very moving tribute that was appreciated by all.



The cakes were beautiful.



Lots of cotton candy to go around.



Cotton candy and snow cones for everyone.



Love those snow cones.



The moon walk.



The Grand Rapids Pipe Band.



Employees enjoying a beautiful day.

A catered family picnic followed for all of the guests with additional outdoor activities including slides and moon walks for the kids. A face painter, dunk tank, cotton candy and snow cone machines were also among the attractions, while the Grand Rapids Pipe Band, a local bagpiper band, serenaded the gathering.



Miss Lynea Bach wins a scholarship.

The Centennial Celebration has been much more than just a single event - it has been a yearlong celebration. Earlier in the year the Company took several initiatives to local schools. First, each Belding elementary student was asked to participate in a coloring contest utilizing Robroy Centennial Pictures. Also, Belding High School Seniors were challenged to write a history of Stahlin Enclosures with an opportunity to receive a \$3000 scholarship. Several submissions were received and the winner was Lynea Bach. Lynea was the valedictorian of the class of 2005 and was very involved in academic and community activities. She was president of National Honor Society, played softball and was a member of the jazz band. Lynea will be attending The University of Michigan and congratulations are extended to this fine young lady.

Special thanks must be expressed to the Centennial Committee who worked many hours in the preparation of the celebration: Jamie Arnett, Brad Buettner, Mike Carstens, Dean Childs, Butch DeCraene, Tonya German, Debbie Hannah, Sam Layle, Judy Powell, Aaron Reeves, Debby Seagle, Jeff Seagle, Cindy Stowell, Michelle Sweet-Foote, Jenny Ullery and Larry Warner. All Stahlin employees who helped with so many other things to make this celebration such a huge success are also acknowledged for their time and effort.



Let the parade begin.

## ELECTRICAL PRODUCTS / BELDING

To continue the Centennial Celebration, Stahlin participated in several local parades with their very own Stahlin float. The events included the Ionia Free Fair Parade, the Greenville Danish Parade and the Belding Homecoming Parade. Stahlin also sponsored the Twilight Parade at the Belding Labor Days celebration.

### ISO

The Quality Program at the Belding division has been in high gear lately as they implement the procedures and policies required for ISO9001:2000 registration. Using State of Michigan training grant funding, all employees attended ISO overview sessions on July 18th presented by Dan Keyes from Grand Rapids Community College.

The internal audit team of Mike Brokaw, Mike Carstens, Dean Childs, Tim Mason, Pat Slager and Jennifer Ullery received Internal Auditor training on August 15th, 17th and 18th. The intense three-day course covered all aspects of auditing including procedure review, auditing techniques, audit ethics, checklist development and corrective actions. The effectiveness of the training was tested on the last day of class when the audit team used



All employees attended ISO overview sessions conducted by Dan Keyes of Grand Rapids Community College.



Dan Keyes conducted training of the Stahlin internal audit team members. Shown left to right are Tim Mason, Pat Slager, Mike Carstens and Dan Keyes.

what they had learned to conduct spot audits in the Stahlin plant.

Procedure review teams have also been formed and they began meeting on September 14th to review the ISO policies and procedures before they are implemented. Formal ISO9001:2000 certification is expected

in the summer of 2006. Watch for future updates.

### Another Hole-In-One!

Yes, Judy Powell aced another one. This time it was on the 104 yard 9th hole at Ridgeview Golf Club. Judy with her foursome (Cindy Smith, Cindy Stowell and Ruth Wanink) was playing the course with the Wednesday Night Women's League. None of the four actually saw the ball go in the hole, in fact they said the sun was in their eyes and although they knew it hit the green, they couldn't find it. Finally, one of the women suggested that they look in the hole and sure enough, that's where it was.

That is not the first time that Judy scored a hole-in-one. The first time was in 1976 and Judy recalls that the drive was longer and that she used a 5-iron. She didn't see that one go in either. A group of golfers ahead of her saw it, but she did not. Almost takes the fun out of feat, almost!

Congratulations Judy on some very fine golfing.

## CONDUIT DIVISION

### Aren't Grandmas Wonderful



Jackson James Russell Brock

The Avinger office is buzzing with the news of Beverly Brock's new grandson. Jackson James Russell Brock was born on August 3rd to his proud parents: Joe and Tori Brock of Trinity, Texas. Grandma Brock reported that Jackson weighed 7 pounds 6 ounces with a stretch of 20". Beverly's granddaughter, Shelby, is sure to be a big help in caring for her new little brother.

Ethan Cook ranks fourth in the line of grandchildren for Kathy Rizer, Buyer/Planner. Not in terms of endearment (she loves them all), but in chronological order. On September 6th, Kevin and Angie Rizer welcomed their first child. Ethan's birth weight was 6 pounds 14 ounces.

Congratulations are extended to both families. Spoil away, grandmas!

### Customer Service Initiative



Avinger slogan contest winner - Beverly Brock.



Gilmer slogan contest winner - Ruff Phelps.

The Conduit Division employees at both the Gilmer and Avinger facilities were given the opportunity to come up with a new customer service slogan that could be used on various

forms of Company communications, such as fax cover sheets and memos. Gilmer had 19 participants and a total of 39 slogans were received, while the Avinger participants totaled six with 17 slogans submitted. The winner at Avinger was Beverly Brock for her slogan "Customer Satisfaction - First Time - Every Time." Gilmer's Ruff Phelps won with his slogan "Our finest action is customer satisfaction." Congratulations are extended to Beverly and Ruff on their creative prowess.

### Health Fair 2005

On July 27th and 28th the Conduit Division in both Gilmer and Avinger hosted their annual Health Fair. The Health Fair was conducted in-house providing employees with the opportunity to have their blood pressure taken and a full lipid panel performed. For female employees, mammograms and bone density tests were also offered. This benefit was extended to spouses at no charge. The Company is proud to announce a 97% participation rate for the Health Fair proving that employees are concerned about their health and appreciate the feedback they receive and are able to share with their health care provider.

## CONDUIT DIVISION



Mr. and Mrs. Dennis L. Leahy

### Do Alligators Like Sweet Potatoes?

A friend and coworker once suggested to Dennis Leahy that he consider getting to know Debra Owens a little better. Dennis replied, "I don't date people who work for me!" Several months after he moved from Texas (and much to his dismay), he discovered that he had left something very important behind - a piece of his heart. But, much to his chagrin, the task of obtaining that missing piece was not that easy. "We're too different! We're too far apart - you're in Georgia and I'm in Texas where I intend to stay. I've never lived more than 10 miles from where I was born. All I know and love is right here

in East Texas. I've just built a new house. I'm not looking for a husband. I'm perfectly happy right here." So to sum it all up:

He suggested.  
She protested.  
He persisted.  
She resisted.  
Then, cupid hit his mark.

On Friday evening, July 8, 2005, Dennis L. Leahy and Debra Owens were married at her new home in Kelsey among friends, family and coworkers. And yes, this Florida Gator got his East Texas Sweet Tater!

### The Conduit Division is Safety Driven

Pizza all around was the reward for the year's second quarter with zero loss time accidents. The Company treated all employees to pizza AND ice cream for their tremendous effort. It was not just any ice cream it was a delicious variety of flavors with multiple toppings and "add-ins" from the Marble Slab Creamery. Um, um what a delicious way to say thank you for a great job.

### Pittsburg All-Stars

Again the Pennsylvania contingent of the Robroy workforce will feel misled by the title of this article. Especially because, their Pittsburgh Pirates are really not all-stars this year - AGAIN! However, Jace Wood, Carlean Turner's (Assistant Controller) grandson, is an All-Star. Jace played for the Pittsburg All-Stars T-Ball team and he and his 5 and 6-year old teammates placed third in a recent competition. Jace covers first base for his team. Robroy played an integral part in the team's success by supplying their uniforms.



Jace Wood, first row - second from the right, played first base for the Pittsburg T-Ball All Stars

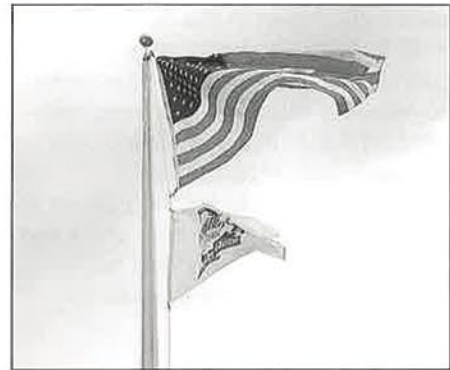
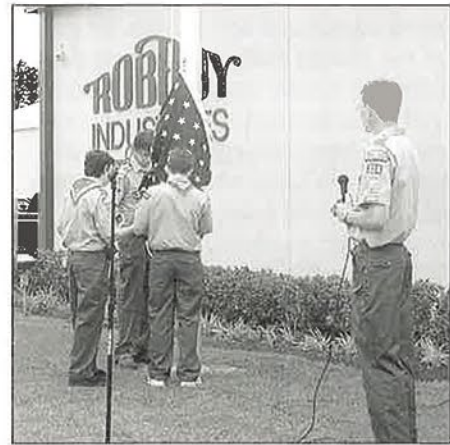


*Day-long festivities at the Gilmer facility.*

# Centennial Jubilee

On June 3rd 2005 Robroy Conduit Division hosted its Centennial Jubilee celebrating Robroy's 100-year milestone by stopping production for one day and opening the doors to the public. Each employee was delegated a specific duty for the special day by either hosting a plant tour for the public, greeting guests, handing out gifts, speaking about their specific job or passing out refreshments. Even the kids were remembered with a face painter, a clown and snow cones.

The plant tours began at 1:00 PM and ended at 5:00 PM. Mr. Peter McIlroy personally thanked the public for their support over the last 100 years and in Mr. David Marshall's concluding remarks he expressed thanks to the employees for a job well done. The local Boy Scout troop raised the American Flag along with the Company Centennial Flag while Dakota Fugate sang the National Anthem.



After the plant tours concluded, all Conduit Division employees and their spouses were treated to an evening of celebration at the Gilmer Civic Center where dinner was catered by Johnny Carinos. The night was filled with special guest speakers including East Texas' own congressman Brian Hughes. Other special guests were David Thompson from Crouse Hinds and Atsushshu Nakamura, President of Sumitomo from Japan. Peter McIlroy received a standing ovation after he sang "We Owe It All to You" dedicating the song to the Conduit Division in Gilmer and Avinger. A video of Gilmer and Avinger employees was displayed on a big screen for all to enjoy.

As the night came to an end, employees received gifts: a DVD containing the video, the Robroy Cookbook and a windbreaker from supplier Crouse Hinds. It was a fitting conclusion to wonderful celebration.



*The day concluded with a gathering at the Gilmer Civic Center.*



*Everyone received gifts commemorating the occasion.*



## ETL-Verified Mark



### All Three Robroy Conduit Brands ETL Verified 07/06/2005

Gilmer, TX- Plasti-Bond, Perma-Cote and KorKap, PVC coated galvanized rigid conduit brands produced by Robroy Industries, have all been ETL Verified following testing regimens conducted by Intertek ETL SEMKO, a global, independent third-party testing lab and certification agency. As evidence of compliance to High Temperature H<sub>2</sub>O PVC Coating Adhesion Test Procedures all three Robroy conduit brands will bear Intertek's proprietary and universally accepted ETL Verified Mark. Specific certification reads: ETL Verified PVC-001. The PVC coating adhesion performance of this product has been ETL verified to the Intertek ETL SEMKO High Temperature H<sub>2</sub>O PVC Coating Adhesion Test Procedure for 200 hours. David Marshall, President Robroy Industries, states: "Our PVC coated galvanized rigid conduit brands are now the only products of their type authorized to carry both UL Listed and ETL Verified labels. ETL verification is based on performance standards which, as independently proven, show that Plasti-Bond, Perma-Cote and KorKap deliver up to ten times more corrosion protection through reliable bonding of the protective PVC coating...and, it's important to add...at no additional cost."



Francis Tubb from Burrus and Matthews has his eye on the dessert.

"Demand that your supplier of PVC-coated galvanized rigid conduit prove it to you...with the ETL-verified label performance." That statement appears in a new Plasti-Bond ETL brochure. And what does it mean? It means that Robroy has submitted its coated conduit line to ETL product performance evaluations and the product has consistently, and with superiority, outperformed its competitors while meeting the standards necessary for ETL verification. Well, that's nice, but what is the significance to those of us that are not familiar with such standards? Let's take a look.

ETL is a testing bureau that was set up by Thomas Edison in 1896 and was originally called the Lamp Testing Bureau of Edison Electric Illuminating Company. In 1904 Edison renamed the Lamp Testing Bureau, Electrical Testing Laboratories, due to the growth in testing of a broader range of electrical products. Through the years, growth and technology provided many changes for ETL including changes in ownership in 1988 to London-based Inchcape and OSHA's recognition of ETL as a Nationally Recognized Testing Laboratory (NRTL) for product safety and certification in 1989. Intek Testing Services, Ltd., a global investment company, purchased Inchcape Testing Services in 1996 and renamed the company Intertek Testing Services, Ltd. On May 23, 2005 Robroy Conduit Division received certification of compliance through Intertek ETL and their product now proudly bears the ETL label.



Motivational speaker Waldo Waldman poses for a photograph with David Marshall.



Waldo gets the participants involved.

With that bit of information you can see the significance of promoting the importance of the certification through the Company's representative base. The new ETL standards were introduced to the reps for each of the coated conduit brands during a series of seven meetings held from mid June through mid July. The principal of each rep agency along with key outside sales reps attended one of the daylong meetings, which began with a catered lunch at the Gilmer Airport Terminal building followed by a special motivational presentation from Waldo Waldman. Waldo through his experiences as a fighter pilot helped encourage the sales teams to "Push It Up" and he set the tone for the remainder of the meeting. "Never in the history of the PVC Coated Conduit market have we had such a tremendous opportunity to separate ourselves from the competition," said National Sales Manager Rob McIlroy.

The day concluded with dinner at Pine Crest Country Club where a special incentive was launched to encourage the teams to write the

new standard into specifications in their territories. Finally, everyone was treated to the special magical talents of Chris Korn.

For information about ETL visit [www.intertek-etlsemko.com](http://www.intertek-etlsemko.com).

### New Team Members



Jerry Creswell, Melissa Noe, Cliff Harris, Mark Adcock and Donald Hensley.



Jimmy Page, Joe Werthen



Thomas Holley, Steredrick Goodjoint, Frank Hartwell

The Gilmer Plant Production Team has added a few new players to their ranks.



Javier Macias



Keion Carter, Kethan Cooper, Jimmy Harrison, Carl Barron, Isiah Taylor, Matt Coleman and Donny Raney

Seven new employees have been added to the Avinger Production staff

There are several new faces in and around the Gilmer and Avinger offices in addition to the new production personnel. Let's get to know them.



Starla Bickerstaff - Executive Assistant

Starla Bickerstaff is a native Texan, born and raised in Carthage, Texas. After earning a Bachelors of Business Administration in Management degree from the University of Texas at Tyler, Starla worked at Target in Tyler for three years as Assistant Manager over Guest Services. She then transferred to the Longview Target store for six months before accepting her new position at Robroy.

Starla was married in 2001 and her first child, Payton, will be one-year-old in November. Starla enjoys four-wheeling, camping, movies, reading and playing with her daughter. She says "I am enjoying my job tremendously with Robroy and look forward to many years here."



Charles Butts - Shipping Supervisor

Charles Butts has called East Texas home for approximately 25 years and is a graduate of the University of Texas at Tyler with a Bachelor of Science degree in

Industry Technology. He and wife, Deborah, have one daughter, Nicole, and one granddaughter. Eleven-month old Kerrin is the apple of her granddad's eye and he spends all his spare time with her. Woodworking and construction projects are also pastimes that Charles enjoys.



Alicia Dougan - Inside Sales Representative

Alicia Dougan joins Robroy as the new Inside Sales Representative. She and her husband, Kyle, have a beautiful three-year-old daughter, Kylie, and they reside in Gladewater.



Cindy Leonard - Inside Sales Manager

Cindy Leonard has accepted the position of Inside Sales Manager in the Gilmer office. Cindy and her husband live in Pittsburg. The Pennsylvanians reading this article will have two thoughts about Cindy's place of residence: one - the editor spelled Pittsburg without and "h" at the end and two - Cindy must have a long commute! Wrong on both accounts. It is Pittsburg, Texas, not Pittsburg, Pennsylvania.

Her extensive background in sales makes Cindy a real asset to the organization.



Cindy Ogg - Accounting Support

Another native Texan, Cindy Ogg was born and raised in Houston, Texas, but lived in Texarkana, Texas from 1991 to September 2004. After the closure of the State Farm Claims office in Texarkana, where she was employed for 11 1/2 years, she moved to Gilmer to spend time

with and to be closer to her parents. Cindy says she did not feel totally at home in Gilmer until she started working at Robroy. "Everyone in the company felt like family from day one." She is really excited about being part of the Robroy Team.

Cindy enjoys many hobbies including: crafts, scrapbooking, photography, fishing, bow fishing and hunting.

Kathy Rizor comes to Robroy with 20+ years of experience working in various positions in the manufacturing environment including four years as a Planner/Buyer. She is the mother of three grown children, Kelly, Kevin and Chad, and the proud grandmother of four. Her grandchildren range in age from newborn to five: Alexia - 5, Robert - 3, Katie - 1 and Ethan - newborn. In her spare time she enjoys sewing and smocking baby clothes. Kathy also likes riding with her husband, Chuck, on their Harley Davidson motorcycle.



*Kathy Rizor – Planner/Buyer*



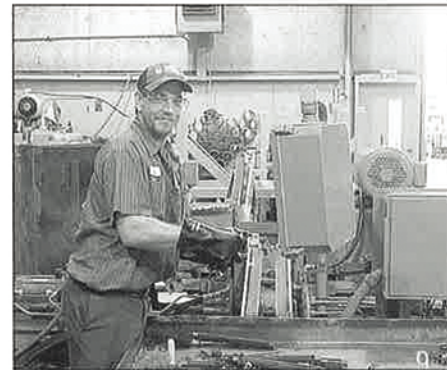
*Kathy Weathermon – Administrative Assistant*

There is also a new face in the Avinger office. Kathy Weathermon joins the Conduit Division in Avinger as an Administrative Assistant. Kathy has lived in Avinger for the past three years on Johnson Creek at Lake O' the Pines. She has three children and two beautiful grandchildren. Traveling, gardening, camping and fishing take up her spare time as well as cooking, which is one of her specialties.

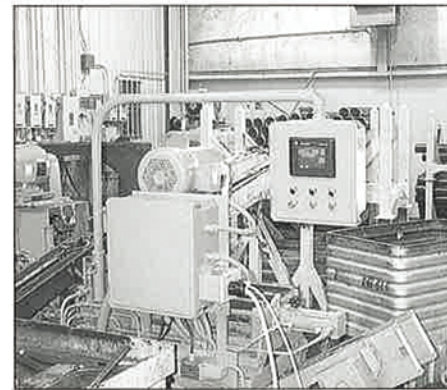
A hearty welcome is extended to all of these new employees and they are wished much success in their new positions.

**Avinger Updates:**

In a previous issue of *The Bagpiper* the Conduit Division proudly announced upgrades made to the Avinger facility and those improvements continue. Ongoing enhancements have included adding a new racking system to improve inventory accuracy supporting the "one part - one location" philosophy. With the installation of this system, the objective included suspending product shipments one Friday while the racking system was put in place and resuming shipping operations the following Monday. Not only was this accomplished, but also a record shipping day was achieved on that Monday.



*Steve Mabry shows off the new theader.*



The 1963 threader machine had proven to be in dire need of replacement. A new automatic double-end nipple threader capable of faster production rates, quicker changeovers and improved operator interface replaced the 42-year old piece of equipment.

**New Plant Manager**

It is so very interesting to page through *The Bagpiper* archives and observe how the Company has grown. A company matures as its employees develop. Some stay for only a few short years while others for decades leaving their indelible stamp on the Company. *The Bagpiper* has been there through it all to witness and to narrate the history of Robroy Industries and its people.



*Paul Herman – Avinger Plant Manager*

Through the voice of *The Bagpiper*, Paul Herman's Robroy career has been documented from new hire in Verona, Pennsylvania, 1974, through his numerous promotions in Gilmer, Texas. Paul took a position at the Gilmer facility in the mid 90's where he worked his way up the ladder to Plant Supervisor and on to Method Analyst. Not only has *The Bagpiper* reported on Paul's success at work, but has noted monumental events in his life such as the birth of his son in 1979 and the birth of his son's son in 2004.

It is with pleasure and pride that *The Bagpiper* now announces Paul's latest promotion to Avinger Plant Manager. Congratulations, Paul, you are wished much success in your new role!

**Glory Days Ahead**

Since September 2, 1987, Larry Christian has worked in Plant Production at the Conduit Division in Gilmer. After 18 years of service Larry has decided it was high time to begin a new chapter in his life, one titled retirement!

Over those years Larry has developed many friendships that he will carry with him. He will be sorely missed by his coworkers, but is wished well by all. Good luck, Larry, in all your future endeavors.

**New Hires**

A hearty welcome is extended to the new employees on the Duoline Team.

- Ever Acosta
- Tom Griffard
- Robert Gonzales
- Teresa Ray
- Michael Younke
- Shawn Stafford

The Duoline Team is pleased to announce its newest member: General Manager, Paul Jay. Paul comes to Duoline Technologies from Baker-Hughes Centrilift in Midland, Texas.



*Paul Jay – General Manager*

He has also served as Region Manager for Wood Group ESP and worked in international sales for TRW Reda Pump Company. Paul brings 30 years of downhole petroleum service and manufacturing experience with him.

A 1977 graduate from Texas Tech University, Paul continues to live in Midland with his wife of 29 years, Vicki. They have two children, Julie and Brooks, who both currently attend Texas Tech.

"We have a great team assembled which is a combination of experience and energy," Paul said, "and I expect you will see Duoline continuing to improve its processes and profitability."

**Certified Service Technician**

As the oilfield industry continues to rampantly expand, Duoline Technologies recognized the need to expand their field technical support services. After listening to customers' needs a training program has been created to independently certify individuals for the installation of Duoline products. Field Service Technicians travel to customer locations and pro-

*Darin Riley – Certified Service Technician*



*Val Cantwell, Jr. – Certified Service Technician*

vide trouble shooting and technical support during the downhole installation of Duoline. In a joint venture, Duoline customer Venture Pipe and Supply has agreed that this was an innovative solution and signed up two employees to complete the program.

The training is a thorough hands-on program in which individuals initially train at the Duoline facility learning about the manufacturing of the Duoline Products. Once they have completed the classroom time and bookwork, the hands-on training begins in the field.

Duoline Technologies is pleased to announce the appointment of Darin Riley and Val Cantwell, Jr. as Service Technicians. Darin and Val will aid the Company on an as needed basis in Oklahoma, Kansas and Texas. A commitment to servicing Duoline customers is a priority and will continue to drive the Company as they search for opportunities that will open the doors for future growth. These additional resources will assist Duoline in continuing to provide the world-class service their customers have come to expect.

**Permian Basin Fair and Exposition**

Again this year, Betsy Dugger entered her handy work in the Permian Basin Fair and Expo. Betsy's three beautiful entries all received ribbons from the judges. She placed 3rd in the Floral Arrangements Division and in the Textile Crafts – Crochet Division her blue angel placed 2nd while her cross with flowers placed



*Betsy Dugger's award winning crafts.*

3rd. The exquisite detail on her crocheted entries was absolutely remarkable exemplifying Betsy's talent. Everyone looks forward to what she has in store for next year.

Congratulations, Betsy.

**The FRP Renovation Project**

In the last issue of *The Bagpiper*, Duoline featured an article titled Renovations and Improvements that detailed the Training Room and Warehouse Project. The last sentence concluded with "Wait until you see what is being done in FRP." Well, the wait is over.

The FRP Renovation consisted of three phases to include Ventilation, Oil Lines and Building Clean Up. Duoline Technologies was extremely fortunate to retain the services of an amazing Project Manager, Mr. Bill Traywick, You may recognize this gentlemen's name; after all, rumor has it he is quite sought after by many (particularly his wife, Billie Traywick, Conduit Vice President) to spearhead projects.

**Phase I – Ventilation**

Improved ventilation was the first task at hand. In order to improve the air systems in FRP several challenges were identified and had to be addressed including: capturing the oil vapors, reducing the heat temperature inside the building, eliminating the odor, preventing outdoor contaminants such as bugs and dusts from affecting the quality of the liners and improvement of the overall cleanliness of the work place.



*Before – how gloomy, dark and dreary!*



*Before - the installation of hoods are just being completed.*



*Before - all of the oil lines are almost pulled.*



*Before - this gunk was restricting the oil flow.*



*Before - this junk gets thrown away, right? Wrong!*



*Before - this oil line has very little flow capacity*

To capture the oil vapors concentrated ventilation enclosures were installed at each of the curing tables to direct the vapors to a large filtration system, which was located outdoors. Capture hoods with vinyl strip panels were designed to suit each machine providing maximum confinement of pollutants prior to evacuation from the hood through duct connections and swamp cooler discharge

ducts creating the desired air flow for odor elimination. To address the quality issues created by dust and insects inside the building it was determined that the building doors would need to remain closed year round. Air louvers were installed in the building walls with bug screens and polyester media grids. In conclusion, the combination of source-capture and general ventilation have effectively eliminated airborne pollutants, made-air

free of insects and dust and the comfort and safety for employees has dramatically improved. One phase down and two to go.

**Phase II – Oil Lines**

Over time deposits build up inside the oil lines ultimately reducing flow capacity. It was determined that the oil lines would be cleaned during the renovation project. These oil lines are an underground maze leading up to all seven Entec Winding Machines inside the FRP Building. It was agreed upon that the best approach to this part of the project would be to "RotoRooter." However, the best-laid plans often experience a few snags. The oil lines range from 3" to 4" in diameter and it was discovered that the deposit build up was so thick that the lines were receiving a 1" diameter flow to the machines. It became painfully obvious that Plan A was no longer an option and Plan B would have to be implemented. The entire system had to be disassembled and cleaned piece by piece. The lines were pulled one by one, cleaned and then reassembled. None of the renovation project was an easy-do or a quick fix and the oil line cleaning was not an exception. All FRP employees spent an entire week on this portion of the project. During this downtime, maintenance and repairs were made to each winding machine. Phase II – complete. Another one bites the dust!

**Phase III – Clean Up**

With the systematic improvements to the FRP Facility complete it came time to focus on the necessary Spring Cleaning. Every piece of equipment in the FRP building was thoroughly cleaned, which was no small task. The build up of crud and gunk on the machines and equipment was unbelievable. Once that chore was accomplished the task at hand was to paint all of the equipment and the floors were refurbished, as well. The office, break room and restrooms were gutted and remodeled. New fixtures, new lockers, new flooring, new everything was installed. Mission Accomplished!

Although this project started out as the FRP Renovation, upon completion it is has come to be known as the FRP Transformation. The change is absolutely remarkable and is literally as different as night and day. Many thanks are extended to everyone who contributed to the success of this project.

A special note of thanks goes to Bill Traywick. Duoline Technologies appreciates his perseverance and

commitment to seeing this project through to its entirety. The Company considers it an honor to have worked with a man who exhibits such ownership and integrity.

The FRP Facility is the heart of the Duoline operation and these improvements have added value to the product and comfort and safety to the Duoline Team.



*After - the pipes are cleaned, who wants to figure out how to put them back together?*



*After – looking better every day.*



*After - you can see your reflection in the floor!*



*After – what a difference!*



*After – the new FRP facility!*



Michael Reagan signs a copy of his book "Twice Adopted" for Paul Jay, Duoline General Manager and his wife, Vicki.

**An Evening with Michael Reagan**

Michael Reagan, syndicated talk show host, came to Midland on August 15th to have dinner and speak to 600 residents of the Permian Basin. He spent time shaking hands, signing copies of his book "Twice Adopted" and posing for photographs before the annual Centers for Children and Families fundraiser dinner.

In an interview preceding the fundraiser, Regan said he felt that he had a unique perspective on life because he was adopted. Reagan said he's a firm believer in adoption. "Adoption is the closest thing to abortion there is," he said. "I ask every adoptee if they'd rather have been aborted. Not one has said yes. My survey says adoption is a better option."

"Mike Reagan was an adopted child — adopted by Jane Wyman and Ronald Reagan," said Megan Dorfner, Centers for Children and Families Marketing and Developing Director. "Here, at Centers, we do support adoption. And Mike Reagan aligns well with our mission." She also stated that many people in the area were familiar with Michael and would be interested in coming to hear him speak.

Michael Reagan is the group's fourth keynote speaker. Other speakers have included Lisa Whelchel from "The Facts of Life" TV show, Henry "The Fonz" Winkler and last year, the Centers brought in Melissa Gilbert, of "Little House on the Prairie" fame to the event. The event seems to get more popular each year and over \$100,000 was expected to be generated for the group this year.

Mr. Reagan praised the Centers for Children and Families and concluded with the remarks that follow. "I have a heart for kids," he said. "You say, 'kids,' and I'm there. It's wonderful that there's an organization like this that focuses on children and their families. They didn't have anything like this when I was a kid," he said. "An organization that really, really helps children is important."

Paul Jay and his wife, Vicki, were photographed during the book signing before the Center for Children and Families dinner. Their photograph appeared on the front page of the Odessa American newspaper in August.

**Safety Light**



Shield Safety Light

Duoline received their Safety Light this quarter. Because the Duoline facility is not one central building it was determined the signal should be mounted outside so that all employees could see the light as they come to work each morning. This was a great idea and looked quite attractive once mounted on the building; however within the first week the Safety Light began to cause problems. When the light was green, truck drivers bringing pipe into the yard thought the light was for them and just drove right on in to the yard before their load was "Normed" (checked for Naturally Occurring Radioactive Material). And when the light went yellow it caused traffic jams, as people were not sure what the yellow light meant.

The Shield Council responded quickly by ordering a sign. This has seemed to solve the little challenge and has prevented the need to hire a crossing guard!

**Promotion**



Craig Maxwell – Senior Field Foreman

Craig Maxwell has been promoted to Senior Field Foreman effective June 1, 2005. Craig began his career at ROC in October 2001 as the Project Leader/Special Projects.

Israel Juarez, received yet another promotion on June 1, 2005 to Project Leader. This promotion moved Israel from the Environmental side of the Company into Operations.



Israel Juarez – Project Leader

Congratulations gentleman. Keep up the good work.

**New Team Members**



Brad Wootton, IT Specialist, hard at work

On May 16, 2005 Brad Wootton joined the Rice Operating Team as the Company's IT Specialist. Brad comes to ROC loaded for bear with computer knowledge and experience. Welcome to the Rice Operating Team, Brad.

The newest Field Technician at Rice Operating is Norma Brady. Norma previously worked for the Seminole School System and was looking for a change. And a change she got when she joined the ROC Team.



Norma Brady – Field Technician

Norma and her husband Ron live in Seminole, Texas and have two lovely daughters: Melissa and Monica. Melissa and her husband, Joe Silva, have blessed Norma and Ron with two grandkids, Brendan age three and Madison who is one. When Norma isn't at ROC you can find her spending quality time with her Brendan and Madison. She also enjoys bowling, golfing and baking.

On August 22nd Melanie Franks joined the Rice Operating Team in the position of Environmental Technician. Melanie and her husband, Chancy, live in Eunice, New Mexico and have four wonderful children. Their three daughters are Blake, nine years old; Berklee, six years old and Kayleigh, three. Their fourth child is their son, Korbin, who is 7 years old.



Melanie Franks – Environmental Technician

**American Cancer Society - Relay for Life**

The 5th Annual Relay for Life was held at Harry McAdams Park in Hobbs, New Mexico on June 3rd and 4th. This event is held throughout the country and is designed to raise money for the American Cancer Society. The Hobbs race set a goal of 30 teams raising \$50,000, which they exceeded by two teams and \$22,000. This was the first year for Rice Operating to enter a team, which raised \$1,400 for the event and earned the team a Silver Star. The ROC team was lead by Captain Begie Sharp, ROC Executive Assistant/HR.

On Friday around 12:30 PM part of the ROC crew went to the park to set-up camp. John Moody, owner of Moody's Services, supplied Team Rice with a very nice, spacious tent to "hang out" in between laps. The set-up crew consisted of Craig Maxwell, Project Leader/Special Projects, Daniel Armendarez, Field Foreman, and the new kid on the block, Brad Wootton, IT Specialist.



The Set-Up Crew erects the tent.



Several participants pose in front of the Rice Operating banner.

The event got underway at 6:00 PM on Friday and continued throughout the night wrapping up at 8:00 AM Saturday morning. At the Opening Ceremony the ROC team members that were at the camp participated in the "Team Rice" walk around the track. During the evening hours, as more team members arrived, Brad Wootton cooked up fajitas and at 11:00 PM an American Idol contest



Cristopher Sharp croons a tune.

## RICE OPERATING

was held. Begie's son Cristopher participated and sang "When the Sun Goes Down" by Kenny Chesney doing an excellent rendition! Each hour brought different competitions, such as a three-legged race, diving for apples and a stupid joke contest to name a few. The Closing Ceremonies were held at 7:45 AM and the victory lap was completed.

Many thanks go out to everyone who participated on Team Rice. Team Members included: Darnell Mitchell, Stephanie and Terrell Willis, Daniel Armendarez, Lucia and Israel Juarez, Krystle Haynes, Stephanie Hicks, Brad Wootton, Craig Maxwell, Begie Sharp and the youngest member of the team Cristopher Sharp.

### Wedding Bells



Mr. and Mrs. Loy Goodheart

Loy and Jan Goodheart were joined in marriage on Saturday, May 28, 2005. This beautiful union took place at the Grace Lutheran Church in Midland, Texas with family and friends in attendance.

Best wishes, Loy and Jan.

### Time Flies When You're Havin' Fun

June 1, 2005 marked Yolanda Alvarado's 5-year anniversary. Yolanda is the A/R Administrator Assistant for Rice Operating Company. Congratulations on five years of service to Rice Operating and here's to many more. Keep up the good work, Yolanda!

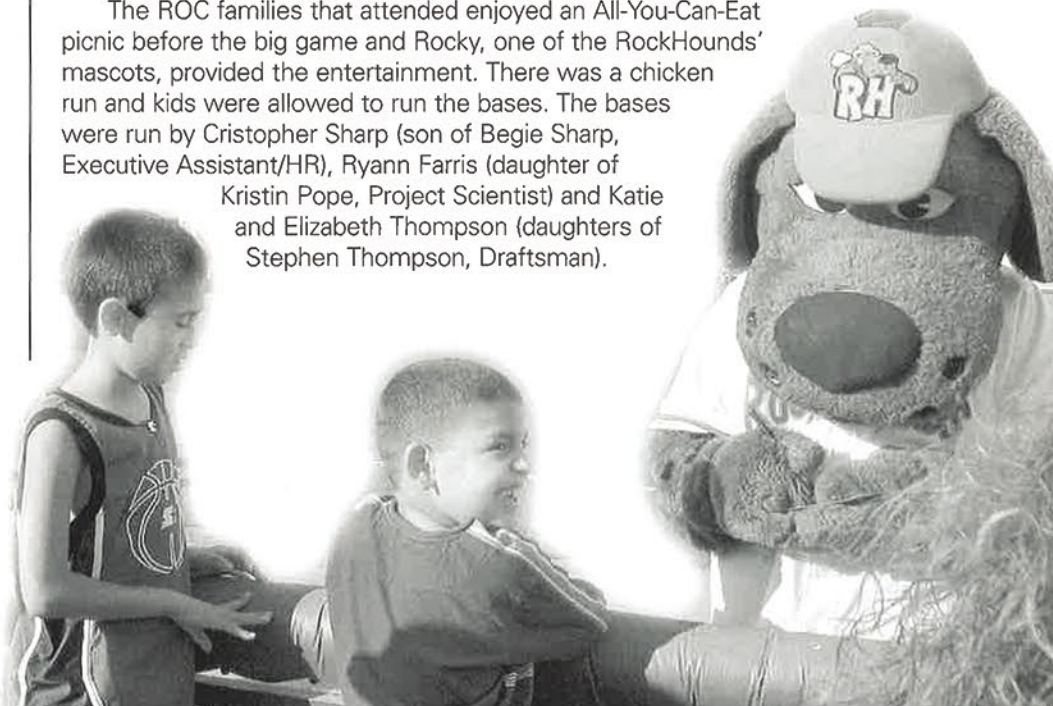


Rice employees and their families enjoy a RockHounds Baseball game.

## Celebrating 50 years of Excellence with Baseball

The Planning Committee decided to kick off the ROC 50th Anniversary Celebration by inviting all of the employees and their families to a baseball outing. On July 23rd a group of baseball enthusiasts from ROC headed to Midland, Texas to watch the Midland RockHounds go down in defeat to the Corpus Christi Hooks. An RBI double by RockHounds' Jeremy Brown and a run-scoring single by RockHounds' Vasili Spanos in the bottom of the ninth forced extra innings. However, it was Corpus Christi's JR Phillip's two-run homer in the 11th inning that powered Corpus Christi to a 7-5 victory over Midland.

The ROC families that attended enjoyed an All-You-Can-Eat picnic before the big game and Rocky, one of the RockHounds' mascots, provided the entertainment. There was a chicken run and kids were allowed to run the bases. The bases were run by Cristopher Sharp (son of Begie Sharp, Executive Assistant/HR), Ryann Farris (daughter of Kristin Pope, Project Scientist) and Katie and Elizabeth Thompson (daughters of Stephen Thompson, Draftsman).



# RICE OPERATING

## 50th Anniversary Picnic - Wet and Wonderful

A spectacular picnic was planned and carried out for all Rice Operating employees and their families by the 50th Anniversary Planning Committee. The Committee also extended the invitation to all ROC contract employees. The event was set for Saturday, August 13th at Hobbs Del Norte Pool. The facility was reserved from 6:00 PM until 10:00 PM and a list of competitive events awaited the attendees. Those events included a dunking booth especially designed for Scott Curtis, Operations Manager.

The first event was the Adult Watermelon Eating Contest. Contestants found a spot at the designated tables and were served five pounds of watermelon to consume. The rules were simple: the first contestant to finish wins! Once the judges said, "Go" the feeding frenzy began. Some contestants just laughed, others threw watermelon at other contestants, but the serious participants just ate. It was rumored that Brad Wootton can wolf a burger in less than two minutes, so he was being watched for a spectacular performance. The winner was 16-year old Cody Bonds, guest of Begie Sharp. Cody went home with a VHS camcorder for his efforts. The



The adult contestants take their places for the Watermelon Eating Contest.



Scott Curtis sends out a call for Brad Wootton to get to the table!



Concentrate guys, concentrate!



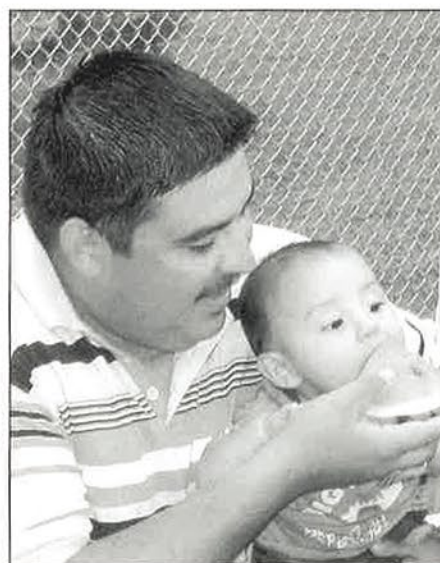
"I cannot eat another bite!"



Quit laughin' and start eatin'!



Food fight!



Do you really think he can eat three pounds of watermelon?



The food was delicious for those that were not full of watermelon!



...some serious competitors



Now what is so funny?



Do you think they are going to make it?

second place winner was one of the lifeguards at the event and he won a \$25.00 gift certificate to Chili's.

The next event was the Kids' Watermelon Eating Contest. All the kids lined up and had the same rules as the adults: three pounds of watermelon and first to finish wins. The kids took their work more seriously and most of them just ate, although a few of them giggled throughout the ordeal. The winner was 10-year old Ryann Farris and she acquired a portable DVD player and a very full tummy. The second place winner was one of the Ortega boys. He won a \$20.00 gift certificate to Hastings.

Much to the dismay of the Watermelon Contest winners, the next event was dinner! A storm was developing and the lifeguards discontinued any thoughts of swimming, so everyone moved under the pavilion and enjoyed a wonderful meal catered by L&C Catering of Hobbs. No sooner than the last bite was consumed, the rain came down in torrents and was not about to let up, so most everyone scattered while a few stayed to help clean-up.

A special thanks goes out to Israel Juarez, Carolyn Haynes, Begie Sharp, Eric and Cody Bonds and April and Mark Ortega for enduring the pouring rain and helping load up the remains of the picnic.

# SERVICE AWARDS

name ..... years service

## Belding

Tim Mitchell	.....30
Jeff McIlroy	.....15
Jeff Seagle	.....15
Ken Main	.....10
Jamie Arnett	.....5
Joe Dolley	.....5
Josh Havey	.....5
Kristie Walls	.....2

## Duoline Technologies

Don Jones	.....10
Roland Vianes	.....10
Daniel Luna	.....2
Sergio Saenz	.....2

## Conduit Division

Ronald Bockmon	.....15
Rita Buchheit	.....10
Michael Moody	.....10
Belinda Rodgers	.....10
Barbara Sanders	.....10
Melanie Johnson	.....5
Marcella Venters	.....5
Ron Coker	.....5
Angela McKinney	.....5

## Headquarters

Peter McIlroy	.....40
Debbie Kennelly	.....30

## Rice Operating

Yolanda Alvarado	.....5
Roy Rascon	.....2
Stephanie Willis	.....2



Jeff McIlroy



Jeff Seagle



Jamie Arnett



Don Jones



Roland Vianes



Rita Buchheit



Michael Moody



Belinda Rodgers



Barbara Sanders



Melanie Johnson



Marcella Venters



Ron Coker



Angela McKinney



Peter McIlroy

# RECIPE

## Etooufee

Submitted by Dwane McQuitty, Duoline Sales

4 to 5 ribs of Celery, chopped  
 1 lg. Onion (yellow), finely chopped  
 2 lg. Jalapenos, chopped  
 1 sm. Bell Pepper, chopped  
 1 stick of Butter  
 1 lb. Of Crawfish Tails (I use Shrimp, works just as well)

1 can cream of Mushroom Soup  
 1 can chopped Rotel  
 1 sm. Lemon  
 Black Pepper  
 Tabasco  
 White Wine (use only to thin, if necessary). *I like it better without*

**Sauté** celery, onion, jalapeno, bell pepper in butter until soft, add cream of mushroom soup and Rotel. Add lemon juice, pepper and Tabasco. Simmer on low for at least an hour.

**Add** crawfish tails 30 minutes before serving (no longer). Serve over Rice.