



Chairman's Message

For many years, we have made the Robroy Vision a part of our daily lives at Robroy. As time has gone by, the Vision has become the underpinning of our Company culture. As much as we try to highlight decisions and actions that are taken as a result of the Vision, there are some "Vision activities" that go under the radar.

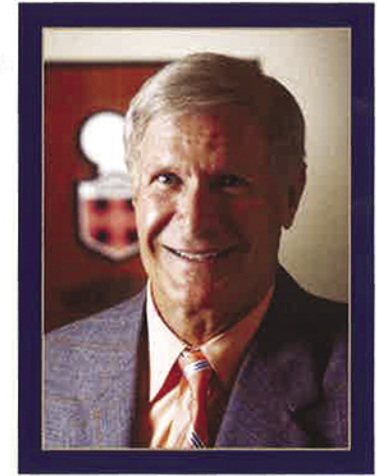
One of those is our self-audit process. For several years, we have sent Robroy Team members from their home offices to other Robroy offices to conduct audits of our accounting, HR and IT activities to assure accuracy, integrity and compliance with our policies and procedures. These internal audits are conducted with the complete support of our external auditing firm, Alpern Rosenthal, and they are used as one component of Alpern's annual audit of the Company. In addition,

the Audit Committee of the Board of Directors reviews these audits as a part of their fiduciary responsibility.

How does this relate to our Vision? First, it supports our number one Vision principle, INTEGRITY. With all of the corporate scandals in recent years, it is nice to know we are going an extra mile to ensure integrity in all of our activities.

The internal audit process is also a great avenue for EMPLOYEE GROWTH. A great deal must be learned before an employee can conduct an audit at another location. Through the process, an employee also becomes familiar with other people and processes throughout the Company – truly a growing experience.

I applaud those of you who have already participated in the internal audit process as we strive for what Mike



Deane, our Corporate CFO, calls "rigorous adherence to Corporate policies and procedures."

All of the above is another win-win situation created by living the Robroy Vision. Hopefully, many more Robroy Teammates will get to participate in the internal audit process as time goes by.

HEADQUARTERS

Debbie's Promotion

Effective August 1, 2006, Debbie Kennelly, IT Department, received a promotion to the newly established position of Business Analyst / IT Administrator. Her experience in data management earned her this position. Debbie's 31 years with Robroy Industries gives her a very good understanding of the manufacturing process at all locations. She was also instrumental in the implementation of Chess throughout the Company.

Now, as IT Administrator, Debbie is responsible for maintaining all HR systems (HRIS, Employeease, etc.). Designing interfaces between the systems will be a part of her new duties, as well as the successful execution of nightly operations and the nightly back-up routine with regard to the Business System (Chess). In addition she will

continue supporting the users in the manufacturing area, understanding their requests from an IT standpoint and providing viable solutions.

Congratulations, Debbie, on your well deserved promotion. Keep up the good work.

Ilan Bender Retires

The Senior Officers and two Directors of Robroy Industries honored Ilan Bender, former owner of Occidental Coatings Co., at a retirement dinner at the Fox Chapel Golf Club in Pittsburgh, Pennsylvania on August 29th.

Mr. Bender was the founder of the company that has been the primary competitor of Robroy's Plasti-Bond coated conduit line for the past 38 years. In the late 90s, Mr. Bender sold his company to a large electrical



Ilan Bender poses with Peter McIlroy at his retirement dinner.

company, Thomas and Betts. Upon being terminated by that company some years later, Ilan joined forces with Robroy on a two-year consulting basis. During that time, he helped convert a substantial amount of coated conduit business from Thomas

and Betts to Robroy. He also made many friends throughout the Robroy organization in the process.

Robroy CEO, Peter McIlroy II, reminisced about the competitive battles they fought over the years and the recent collaboration that helped the Company immensely. He thanked Ilan for his friendship and support and said he was pleased to have him as a member of the Robroy family. Fortunately, arrangements have been made for Mr. Bender to continue working with Robroy in the future.

Shoring-Up Family Relationships



Miss Julia Deane took her first vacation to the beach at Ocean View, Delaware in August of this year. Julia is the number

one granddaughter of Mike Deane, VP-CFO, and his wife, Becky. Her dad and mom, Steve and Kathryn Deane, and her Aunt Aimee and Uncles Tim and Josh were there too, as well as her proud grandparents. This little seven-month-old thoroughly enjoyed swimming, playing in the sand and just being spoiled. The adult constituency enjoyed plenty of golf, cards swimming and biking in addition to the magic of baby watching.

The Deanes will be welcoming their second grandchild this coming February. This time it will be Aimee and Tim's turn to present the newest grandbaby. The whole family is anxious for the cousins to get to know one another and the grandparents eagerly await the arrival of grandchild number two.

Sincere Condolences

Robroy extends sincere condolences to Joe Dodds and his family in the passing of his mother, Beatrice Dodds, on August 29, 2006.



The July Directors Meeting was held at the Stahlin plant in Belding, Michigan.

Directors Meet in Belding

The Directors of Robroy Industries conducted their quarterly Director's Meeting at the Stahlin Division in Belding, Michigan on July 21st. In addition to the meeting, the Directors toured the facilities and learned about the operations from articulate and enthusiastic plant employees serving as tour guides. Robroy CEO, Peter McIlroy II, said, "I've never seen the Belding facilities look this good." Stahlin President and General Manager Jeff Seagle beamed as Company President David Marshall and the Directors received updates at each station throughout the plant. The most exciting feature for the Directors was the new SMC operation – a \$1.3 million capital expenditure that recently came online.

Cole's Catering of Greenville served lunch in the Company's outdoor pavilion. Chairman McIlroy spoke briefly to the group about his conviction to keep manufacturing operations in the United States through a team effort to develop new products and produce them efficiently.

It was an enjoyable as well as an educational experience for the guests who expressed enthusiasm for the great strides made at the Belding facility.

The Directors extend a hearty congratulations to the entire Stahlin Team and a sincere thank you for their hospitality!



A New Little Dude in the Brood



Cole is a Penn State fan for sure!

The Dodds family welcomed a new member on June 23rd of this year. Cole James Dodds is the third son of Joe's son, John, and daughter-in-law, Kim, who reside in Austin, Texas. Will and Luke are Cole's big brothers.

Congratulations, Grandpa Joe.

2006 Stahlin Company Picnic at Michigan Adventure



Michigan Adventure from the top of the Ferris Wheel.



Rey Ramirez, 3rd Shift Press Operator, enjoys the day with an ice cream cone.



Guy Jeffrey, 1st Shift Press Operator, and his wife, Brittany, pose for a caricature of themselves.

The Stahlin Company Picnic took place on July 15th at Michigan Adventure in Muskegon, Michigan. As in years past, the entertainment committee planned ahead for a picture-perfect day with regard to the weather and hit a perfect bulls eye once again. This year 310 employees and members of their families took advantage of the outing, the Company's biggest picnic in Stahlin's history. Everyone thoroughly enjoyed hot dogs and chicken for lunch, a day of amusements, rides and the refreshing water park.

New CNC Machine



What is in that big box?



She is a beauty!

Stahlin acquired a new 5-axis CNC machine, the first of its kind at the Michigan facility. The 5-axis machine was purchased from Belotti SpA in Italy. Until September 1st Stahlin worked with two single axis CNC machines. The new Belotti machine expands Stahlin's capabilities to access all sides of an enclosures without repositioning it to produce the customer specified modifications. The acquisition of the Belotti machine significantly reduces fixturing costs, improves efficiencies, ensures higher quality expectations and it will alleviate capacity constraints. This is an exciting time for Stahlin and they look forward to expanding growth in the market place with the added ability to meet customer demands.

2006 Stahlin Golf Outing



Art Ring, Jr., 1st Shift Assembly, and Bill Olson, Hand Lay-up, wait patiently to tee off.



Mark Wireman, SMC, is thinking about his shots and Mike Brokaw, 2nd Shift Supervisor, is also thinking about Mark's shots.

It just doesn't get any better than this: beautiful weather, raising money for a good cause and playing a round of golf with friends and colleagues. The 2006 Stahlin Golf Outing found 88 duffers doing just that at Candlestone Golf Club in Belding. Approximately \$500 was raised for the Belding Children's Library, which was matched dollar for dollar by the Company. The money is earmarked for the purchase of new books.

Ron Vaughn, Sr. (Ron Jr. is a 1st Shift Bonder) won the traditional Putting Contest. As his prize, Ron won four great seats to a Detroit Tigers game. Let's hope he takes his son who invited him to the outing. Other big winners included:

Closest to the Stahlin Sign:
Mike Brokaw, 2nd Shift Supervisor
Men's Longest Drive:
Brad Buettner, Director of Operations

Closest to the Pin:
Chris DeCraene, 3rd Shift Press Operator
Women's Longest Drive:
Teresa Ramirez, Channel Manager
Closest to the Pin:
Butch DeCraene, 1st Shift Gasket Machine Operator
Women's Closest to the Stahlin Sign:
Michelle Sweet-Foote, 1st Shift Assembly
Longest Putt:
Jeff Bugbee, Maintenance Supervisor

Following 18 holes of golf the group enjoyed a tasty steak dinner and all employees received a Fat-Boy collapsible cooler.

Customer Appreciation – A Reason to Celebrate



Well deserved recognition.

You may have heard that a phoenix can rise from its ashes. This refers to the mythological bird that sets himself on fire and a new phoenix rises from those ashes. Although the situations that are about to be described in this article never actually descend to ashes, you will see how conscientious employees rose to the occasion and circumvented what could have been potential problems. It is not often that the fruits of labor can be enjoyed, but two customers made that possible for three Stahlin employees.

The first customer recognition came on August 16, 2006 from Venture Measurements, a Danaher company, located in Rock Hill, South Carolina. Venture designs and manufacturers premier weight and level measurement solutions for bulk and in-process industries around the world.

Stahlin supplies them with a modified CL1311HW enclosure. Cindy Scherer from Venture contacted Stahlin about receiving some additional covers to replace some they had damaged. She noted issues with fiberglass shavings left in the enclosures. In her correspondence, she specifically referenced one of the 1st Shift Assemblers for her efforts in providing a clean enclosure and wondered if that employee could work on all their products. Keisha Garcia was the employee who was recognized for her attention to detail and for providing the extra touch customers appreciate. Keisha began her Stahlin employment in April of 2001.

The second recognition came from CiDRA Inc, a company located in Wallingford, Connecticut. Founded in 1996, CiDRA is the first company to combine industrial and optical skills to deliver real time process monitoring to multiple industries. Stahlin supplies them with a modified DS121006HW Diamond Shield enclosure. There were some quality issues surrounding the application of the bonded window in their enclosure. They requested a visit to the Stahlin facility during the next production run of their enclosure. Bogdon Karpinski, Quality Manager, and Ed Wojtowicz, Supply Chain Manager, arrived Thursday, August 24th. To follow are the comments Bogdon shared from their visit:

"We were pleasantly amused by your entire team through its professionalism, dedication and enthusiasm regarding Stahlin manufacturing process flow and control. The pride and satisfaction driven from thoroughly performed operations were stemming from every station we had a chance to review. Well-experienced and knowledgeable operators were able to elaborate keenly on every topic we discussed to our complete satisfaction. We are going to share our experience at your facility with other members of CiDRA team involved in SONARtrac project to bring more understanding and appreciation regarding manufacturing process outcomes versus expectations."

They specifically wanted to recognize Aaron Reeves and Mark Austin for their efforts in providing that extra

touch. Aaron is one of the Stahlin CNC Operators and has been a dedicated employee since September 1989. Mark is an Assembler and a devoted employee since February 2003.

Jim McCollum, Stahlin Plant Superintendent, and Jeff McIlroy, Vice President of Robroy, presented a token of appreciation to each of these employees during a Boot Camp lunch on September 8, 2006. It was a nice opportunity to reflect on both team and individual efforts that are ongoing at Stahlin. Such efforts create a unique customer driven culture in all areas of the facility and keep the phoenix rising. Great job Keisha, Aaron and Mark!

1st Place Team



The Stahlin Girl's Softball Team: from left to right, front row: Raven Petrella, Brooke Linebaugh, Krista Hull, Cheyenne Paulson, Myriah Carlson; back row: Gabbie Holyfield, Bre Williams, Hannah Linebaugh, Coach Mikayla Linebaugh, Coach Heidi Wilker, Livy Mason, Coach Tim Mason, Greta Wilker, Ali Auchenbach, Kaitlyn Gibson

Stahlin Enclosures sponsored a wonderful group of 9 and 10 year old young ladies in a fast pitch softball league. There were five teams in the league and the team played a total of 14 games, going undefeated for the season. They also won the year-end tournament consisting of an additional two games.

Congratulations girls on a terrific season!

ISO is coming – stay tuned.

Marriage Announcement



Jill Denman and William Johnson announce wedding plans.

Jill Denman, a graduate of Saranac High, is engaged to be married to William Johnson, a graduate of Gobles High. Ms. Denman, the daughter of Jean Shoen and the late Donald Shoen, is an Assembler at Stahlin Enclosures with her one-year employment anniversary right around the corner. The couple plans an Arctic Cat winter wedding.

New Babies



Priya Anastasia Brooks

Natosha Mason, 2nd Shift Assembler, and Jason Brooks are the proud parents of a baby girl. Priya Anastasia Brooks was born on July 24th at 11:50 PM. She weighed 6 pounds and was 18 1/2 inches long.



What a sweet little baby! Ms. Areianna Delight Hill

Michelle Sweet-Foote, 1st Shift Assembly, welcomed a new grandbaby on September 2, 2006. The little angle weighed a mere 3 pounds and stretched all of 15 inches in length. Her name is Areianna Delight Hill and her proud parents are Jody and Brian Hill.

Congratulations are in order for both of these families.

New Stahlin Sign



The new Stahlin sign was installed this summer.

Who's New?

Leo Battreal – Application Engineer



Stahlin Enclosures hired Leo Battreal in July. He joined the team as an Applications Engineer and he looks forward to meeting new people and learning a different approach with respect to designing modifications and new products in the electrical industry. Leo earned a degree in Mechanical Design graduating during the winter of 2004. Previously, he worked in the automotive industry dealing with plastic injection molding during which time he obtained his mold maker certificate. Specializing in designing with CAD systems, Leo especially enjoys working with 3-D solid modeling. Leo also has experience in CNC set-up and CNC programming.

In August of 2005 Leo married the love of his life, Jennifer. Two additional passions that coincide with his career path are designing and creating through landscaping and construction. His hobbies aren't limited to those areas. He also enjoys golf, fishing, hunting, hiking, skiing and playing with 4-wheelers and dirt bikes. Leo is one busy guy!



Christina Bisanz – Accounting Associate

Christina Bisanz joined the Stahlin team in July as an Accounting

Associate. She graduated from Belding High School in 2001 and attended Houghton College on a volleyball scholarship. She currently lives in Greenville and is in the process of completing her education. Before coming to Stahlin Enclosures, Christina worked at Independent Bank for about three years in Mortgage Servicing.

Christina keeps busy outside of work as a coach for Saranac's JV Girls Volleyball Team and Belding's AAU Volleyball Team. She also enjoys playing beach volleyball during the summer months.

Stahlin extends a hearty welcome to these new hires.

Belding Warehouse Management System

Stahlin Enclosures implemented the AIMS Warehouse Management System in June. This system uses hand-held bar code readers and RF (radio frequency) technology to track inventory movement through the entire facility. It allows Stahlin to minimize data entry errors and track inventory movement in real time. Every employee attended training and information sessions covering the daily operation and requirements of this new system.

Since its June inception, Stahlin Enclosures has utilized the AIMS system and a second physical inventory using this new system successfully took place at the end of September. The guiding principle in this implementation is the technology statement in



Ken Main and Wanda Janos, Material Handlers, use the RF "guns" to track inventory.

the Robroy Vision. It is through the use of this technology that employees strive to operate the Stahlin facility in the most efficient manner possible and to serve customers to the utmost of their ability.

CONDUIT DIVISION

Girls, Girls, Girls



Daddy proudly holds his new daughter, Justice.

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

Louise Jones, Shipping Supervisor at the Avinger plant, is a new Grandma! Brooke Madison Willcox arrived May 24th at 7:10 AM. Her proud parents are David Willcox (Louise's son) and Ashley Dye. This blond haired, blue-eyed cutie has been dubbed the "Beamer" (BMW) by her grandpa.

Congratulations are sent out to each of these families on the new additions to their households!

Accomplishments

Robroy sponsored the Texas Rush Girls Softball Team this year. Inside Sales Representative Laurie Ivy's daughter, Ashley Keen, played on this winning team that advanced to the World Series in the 13-under "A" Division. Ashley had the following to say about the experience:

"I would like to thank Robroy for your sponsorship and helping Texas Rush get to the World Series in Colorado. Texas Rush placed 5th out of 36 teams and was the only Texas team to place in the top five. We worked and played hard to get to Colorado and the team and I appreciate your support. Thanks! From Ashley and the Texas Rush."

Ashley and two other teammates received nominations for the All-Tournament Team. Robroy is proud of you, Ashley, and your entire team! Way to go Texas Rush!

Jace Wood, 7 year-old grandson of Assistant Controller Carlean Turner, recently competed in the 7-8 year old Dixie Baseball State Tournament held in Sulphur Springs, Texas. Jace is an outstanding second baseman. His team lost the state championship in



Pittsburg makes the playoffs.

the Texas State Playoffs by a narrow margin. The Pittsburg team finished second after losing to Sulphur Springs, the defending state champs. Jace's dad, Todd, was his coach.

Jason Thompson, Buyer/Scheduler for the Conduit Division, passed the first module of APICS CPIM - Basics of Supply Chain Management test. The exam was held in Plano, Texas on July 12th.

Mary Attaway, recently completed training and graduated from the Fire Academy.

Kyle Fritsche of Elliott Electric and Tyler Echols, son of Denise Frazier - Collection Specialist in Gilmer, won third place at the Longview Metro Church golf tournament. The Conduit



Second place winners: Kyle Fritsche and Tyler Echols.

Division was one of the tournament sponsors.

Congratulations are extended to each of these individuals on their achievements.

Fun Stuff



Donovan and Yolanda Lewis in Time Square in front of ABC Studios.

Yolanda Lewis, daughter of Yvonne Abron - Mold Operator at the Gilmer plant, recently returned from her second trip to New York City. She accompanied her husband, Donovan, who works for 1310 The Ticket (North Texas' first and only 24-hour sports radio station) and The BaD Show with Bob and Dan (a daily sports radio show). The show broadcasts live for two weeks in Oxnard, California with the Dallas Cowboys during training camp.

The New York excursion was to attend an annual music fest. Donovan did a live broadcast at the AmsterJam

concert which was packed with top talent like Busta Rhymes, LL Cool Jay, Tom Petty and the Heartbreakers and The Foo Fighters just to name a few. The couple stayed at the famous Roosevelt Hotel on 45th and Madison Avenue and enjoyed New York tremendously.



LaToya Lewis - Summer Intern

LaToya Lewis, daughter of Connie Gilstrip, Small Fluid Bed Operator at the Gilmer plant, spent her summer at Robroy working as a Marketing Intern for the Conduit Division. She was a tremendous help with projects such as the preparation and execution of the 100th Corrosion College class. She also devoted a portion of her time to researching new material for Corrosion College and creative new cutting edge communication methods. What did LaToya have to say about her experience?

"As I reminisce on my final day of work at Robroy Industries, I realize what an opportunity and blessing my term of employment here has been. The level of professionalism displayed in this office was astounding. My experiences at Robroy will surely serve me in later situations and other opportunities. This has truly been a blessing and a great learning experience, and I am and will always be truly grateful."

LaToya has started her fall semester at Sooney Purchase in New York. She is a very talented young lady and is already missed - especially by her mom! She is wished the very best in her future endeavors.

Wedding Bells



Mr. and Mrs. Jody Turner

Ron and Carlean Turner attended their son's wedding in Romeo, Michigan on July 15th. Jody and his new bride, Katie, are now at home in Dallas, Texas following their honeymoon in Hawaii.

Corrosion College

It has been an exciting year for Corrosion College. The 100th class passed through the doors of the college on August 18th and 19th. In ten years over 1000 graduates have participated in these informative sessions, which have turned out very knowledgeable reps and customers.

Because of this monumental 100th class, the Conduit Division celebrated with an incentive for sales representatives and customers. How does a chance to win a weekend for two in Las Vegas sound? If the sales rep brought a contractor or end-user to the August class, the customer would be placed into a drawing for the trip. If the customer won, so did the sponsoring sales rep. A customer did win the trip, Matt Kim from Fluor Engineering in Houston. His sponsoring representative was Tara Jones of Burrus and Matthews in Houston, so she won also. Congratulations Matt and Tara.

The attendees went home with an expanded knowledge of corrosion, its causes, the devastation it creates and how to avoid it with the help of products from the Conduit Division of Robroy Industries.

New Hires

Production would like to welcome William Chaney to the work force.



Greg Niehues – Technical Market Manager

Greg Niehues, the newest member of the Duoline Team, brings to Duoline

the energy necessary to help strengthen and improve market positions domestically and worldwide. With his Bachelor of Science degree in chemistry from San Angelo State University and his experience as Project Manager for Johnson and Johnson, Greg has assumed the duties of Technical Market Manager. Duoline customers will benefit from his expertise in the areas of remediation and high-pressure gas and electro-chemical analysis.

Greg is settling in to his new position at Duoline Technologies as he has his wife of three months, Melissa, relocate to Odessa from San Angelo, Texas.

Moving Up



David Galindo – Technical Market Manager

It is always exciting when Duoline staff members show growing potential and are promoted for

their dedication and service. This is definitely the case with two recent promotions at Duoline Technologies.

David Galindo received a promotion to Technical Market Manager from his previously held position of Senior Service Technician for Duoline. David has provided excellent service to the Company since joining Duoline in 1998. Customers are sure to benefit from his hands-on expertise. That expertise includes the offshore installation of Premium connections coupled with his significant experience and practical knowledge in all types of connections, both Premium and API.



Kala Hardy – Accounting Assistant

Kala Hardy began her Duoline career a year and a half ago in the Administrative Department as the Receptionist/HR. She was the friendly person behind the cheerful, pleasant voice that greeted every call to the Duoline office. That is all behind her now as Kala assumes her new duties as Accounting Assistant. With her previous administrative experience and continuing education, Kala is a great asset providing accounting assistance for all Duoline products. Currently a senior at The University of Texas of the Permian Basin, Kala is to graduate in the near future with a Bachelor of Business Administration in Accounting.

Congratulations on your promotions, David and Kala.

Birth Announcement



Travis Don Heard

Duoline Technologies' HR Administrator, Lorinda Allen, is a grandmother. This came about with the arrival of Mr. Travis Don Heard born Monday, August 7, 2006. Travis weighed a very healthy 8 pounds, 10 ounces. The little fella is the pride and joy of his family. Please note that Lorinda, Duoline's Bagpiper Representative, reports this new arrival with absolutely no bias and states that Travis is the most adorable baby boy ever!

Congratulations NaNa! Try not to spoil Travis too much.

Arts and Crafts Competition

The annual Permian Basin Fair and Expo took place at the Ector County Coliseum in Odessa, Texas early in September. For the fourth consecutive year, Duoline Technologies



This centerpiece captures the essence of fall.

employee Betsy Dugger entered the competition with her floral designs and for the fourth consecutive year her entries were winners. Betsy received Second Place ribbons and recognition for her Festive Fall Centerpiece and her Wedding Bouquet entries. Both entries were beautiful down to the tiniest detail.

Congratulations Betsy!

Forklift Safety Training



Material Handler Freddy Espinoza follows the correct safety procedure – always look behind you before moving your equipment.

Duoline Technologies annually provides certified forklift safety training in compliance with OSHA Training requirements. This training consists of a classroom presentation and review followed by each employee demonstrating their ability to safely operate the equipment.

Continuous Employee Growth

Recently, Duoline Technologies offered a Money Management Class to employees through a program called Citibank at Work. A Citibank representative came on-site to conduct this free financial education class. Thirteen participants took part in the first class, Basic Money Management. The presentation provided employees



Duoline employees get some helpful information on budget/saving planning.

with an overview of how to manage their money beginning with a realistic budget that includes some type of savings vehicle. The class was very insightful and provided an extremely valuable tip that Duoline would like to share with everyone:

For a truly FREE no gimmick credit report logon to www.annualcreditreport.com.

Duoline will be scheduling another class before the end of the year. This class will cover identity theft.

Three Decades of Service



First place in line goes to the guest of honor.



Good food and good conversation made for a great luncheon for a great lady!

Audrey Parrish, Inside Sales, has served Duoline Technologies for 30 years. This is an accomplishment to be honored. One would think that in thirty years you could say you've seen and done it-

all. Fortunately, when it comes to Audrey and her employment with Duoline, that's not quite true. Duoline continues to provide opportunities for Audrey to grow and she continues to accept these challenges, persevering with outstanding effort and success. She has been a valuable employee and the Company looks forward to enjoying many more years of her excellent service. Audrey was honored by her teammates on this momentous occasion with a luncheon.

Congratulations Audrey and thank you for your contributions to the success of Duoline and Robroy!

Retirement



Pat Parks – employee extraordinaire.

Retirement means different things to different people; yet most of us long for the day we can retire. That day came for Pat Parks, Duoline's Accounting Assistant, on September 15, 2006. Pat cheerfully accepts her new title and the associated duties of Retiree.

When Pat decided to stop working for her husband, Frank, at their carpet cleaning business ten years ago, she figured it was time to get a real paying job. It was at that time that the team of Duoline and Pat Parks was formed and it marked the beginning of something great. Duoline had no idea they had contracted a package deal - Frank Parks was a bonus.

Over the last ten years, Pat has contributed to Duoline's success through her experience, professionalism and dedication. Never will you find Pat without a happy heart reflected in the perpetual smile on her face. She at some point has taken each member of the staff under her wing and made



David Marshall congratulates Pat on her retirement.



Gifts for Pat.

them better people for it. Anything that needed to be done, Pat and Frank were the first volunteers. These wonderful people have greatly enriched the lives of everyone who has had the privilege of coming in contact with them through their compassion, wisdom and love.

Duoline hosted a dinner in Pat's honor. Special guests David Marshall, Robroy President, and Loy Goodheart, Rice Operating President, joined the celebration. The evening was filled with laughter and a few tears as everyone reminisced about all the great memories Duoline has shared with this lovely lady. The Robroy/Duoline family presented gifts of appreciation and expressed words of thanks to Pat and Frank.

As the couple moves to Granbury, Texas to be closer to their grandchildren, they are wished the very best in the fulfillment of their hopes and dreams for a wonderful future. There were no "good-byes" since everyone plans to keep in touch. However, everyone sorely misses Pat, already!

Celebrating Anniversaries



John Brooks receives an appreciation award for 25 years of service from Roy Rascon.

John Brooks, in addition to being an Environmental Technician for Rice Operating Company, is a music enthusiast. So what could be more fitting than to present him with a Music Gift Basket in recognition of his 25 years of service to the Company? How about a Music Gift Basket, a Wal-Mart gift card AND a luncheon. Well, that's just what happened on June 15th, when John was honored by his fellow employees at an anniversary luncheon hosted by HR. And the icing on the cake, so to speak, was one of those infamous Black Forest confectionaries, which added to the good time enjoyed by everyone.

Thank you John for your 25 years of dedicated service!



Mr. Goodheart presents Donnie Anderson with his appreciation award.

The fun began on July 23, 2001. Right Donnie? And five years later, Donnie Anderson, Project Leader/Safety for ROC, is still going strong. Donnie and his wife, Cody, have two great daughters, Cristin and Kathryn. Cristin served as an intern for ROC last summer.

Thank you for your service, Donnie.

Relay for Life



Chris Bonds proudly holds ROC's Bronze Star award



Luminaries glowed brightly on Saturday night for cancer survivors and victims.

In Hobbs, New Mexico, the 6th Annual Relay for Life was held on June 2nd and 3rd. Relay for Life is a fun-filled overnight event designed to celebrate survivorship and raise money for research and programs of the American Cancer Society. During the event, teams gather at schools, fairgrounds or parks and take turns walking or running laps. Each team tries to keep at least one team member on the track at all times.

Rice Operating enthusiastically participated for the second year raising \$1,400.00 for the event and ROC earned a Bronze Star at the Relay for their exemplary effort.

This year the event was expanded to include an impressive light show made-up of luminaries. The reality of cancer's devastating effect on so many lives was demonstrated by the 400 luminaries lit to honor cancer survivors as well as its victims. The Rice Team members sponsored several of the luminaries honoring:

Cancer Victims

Angela Minjarez – stomach cancer
Mary Bonds – cervical cancer
Frank Bonds – esophageal cancer

Cancer Survivor
Isabela Rascon

Team participation was wonderful this year: Stan Barr, Begie and Christopher Bonds, Scott Curtis, Carolyn Haynes, Jennifer Johnson, Israel and Lucia Juarez, Craig Maxwell, Joe Purvis, Isabela Rascon (Cancer Survivor), Stephanie and Joscelyn Willis. Matt and Cindy Fleharty raised money but were unable to attend.

Special thanks go to Craig Maxwell and Israel Juarez for helping set-up ROC's campsite and to John Moody of Moody Services for the use of his tent. Heartfelt appreciation is extended to all who donated their money and or their time to this great cause!

Employee Appreciation



A choice of two? One of each of course!



Craig Maxwell wants to know, "What quarter is this?"

On Wednesday, July 12, 2006 HR hosted the 2nd Quarter Employee Appreciation Luncheon. The luncheon provided an out-of-the office social function for seasoned employees and newcomers alike and an opportunity for everyone to become more acquainted. It was also a time for the sharing of day-to-day business with one another.

Employees were invited to the Hobbs Country Club and treated to an



Daniel Armendarez and Israel Juarez enjoy the captivating conversations.



Joe Purvis and Noel Carmona enjoy dessert!

extraordinary lunch. Good food and congenial fellowship made the luncheon a huge success and afforded the occasion to recognize birthdays and employment anniversaries that occurred in the second quarter of 2006.

Birthdays

April: John Brooks, Matt Fleharty

May: Melanie Franks

June: Noel Carmona, Jon Rampone

Anniversaries

April: Noel Carmona 14 yrs., Jennifer Johnson 1 yr., Kristin Pope 4 yrs.

May: Ron Anderson 25 yrs.

June: Yolanda Alvarado 6 yrs., Begie Bonds 9 yrs, Norma Brady 1 yr., John Brooks 25 yrs.

ROC presented a special birthday or anniversary gift to each employee recognized. May they enjoy many more birthdays and anniversaries to come.

Addition to the Staff



Kate Childers – Administrative Assistant

Kate Childers joined the Rice Operating Team on August 28, 2006. Kate is the

Company's new Administrative Assistant bringing years of experience and knowledge to her new position. Kate and her husband, Brad, have three boys, Justin - 18, Chipper - 7 and William - 5.

Welcome to the ROC, Kate.

2006 Environmental Merit Award



Ms. Joanna Prukop (left), Cabinet Secretary for the New Mexico Energy, Minerals and Natural Resources Department, congratulates Rice Operating and Whole Earth Environmental, Inc. on their award.

On August 11, 2006 New Mexico Cabinet Secretary Joanna Prukop awarded the New Mexico Oil Conservation Division's 2006 Environmental Merit Award to Rice Operating Company and Whole Earth Environmental, Inc. This award was presented for the innovative application of renewable energy technologies and a portable reverse osmosis filtration system in the groundwater remediation project at the Blinbry-Drinkard Salt Water Disposal System Facility. The award was presented during the 2006 Annual Meeting of the Independent Petroleum Association of New Mexico in Ruidoso, New Mexico.

From Parking Lot to a Lot of Park



Stage One – Up comes the old asphalt.

The future home of Tidwell Park in Hobbs, New Mexico is in the preparation stages. This development is headed by MainStreet Hobbs, Inc. and Rice Operating Company donated time and equipment to help with this community project. On September 13th ROC removed the asphalt from this location for MainStreet.

Stay tuned to future editions of the *Bagpiper* to see the progress of Tidwell Park.

RECIPE

Hot Chicken Dip

This dish is a crowd pleaser during football season.

- 5 cups boiled chicken
- 1 12 ounce bottle of hot sauce
- 2 8 ounce packages of cream cheese (softened)
- 1 cup chopped celery
- 1 cup bottled Ranch dressing
- 1 1/2 cup shredded cheddar cheese

Cut chicken into small pieces place in a skillet with hot sauce and cook 5 minutes.

Add cream cheese, celery and Ranch dressing.

Heat thoroughly and pour into a 9 x 13 pan.

Top with cheddar cheese (mix the cheese into the dip so that as it starts to cool there isn't a layer of hard, cold cheese on top).

Bake 30 minutes at 350°.

SERVICE AWARDS



Audrey Parrish



Pat Parks



Tona Martinez



John Brooks



Donnie Anderson

NAME	YEARS SERVICE
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Duoline Technologies

Audrey Parrish	.30
Pat Parks	.10
Tona Martinez	.5
John Smith	.2
Jackie Miller	.2
Ricky Carrillo	.2

Rice Operating

John Brooks	.25
Donnie Anderson	.5

Stahlin

Charlie Bryant	.40
Ron Kenny	.30
Teresa Ramirez	.10
Vic Bookie	.10
Linda McGuire	.10
Michelle Foote	.5
Marty Myers	.5
Keisha Garcia	.5
Pat Slager	.5
Mike Carstens	.5
Dan Jasso	.5