



## Chairman's Message . . . . .

**T**he year 2010 has been difficult for most companies. It has been a challenging year for all of us at Robroy as well, but as we reach the finish line we find that our hard work has been rewarded. We end the year with good financial results and we have been able to keep all of our operations running without layoffs, wage freezes or reductions in benefits. In fact we are proud that incomes for Robroy employees are on average up substantially compared to the previous year. This has been the result of a team effort with all Robroy associates working together toward the common goal of productivity.

Next year will be similar to 2010 in that the markets that we serve are not expected to improve in the near future. There is no reason to believe, however, that it won't be another good year for Robroy if we keep doing the good things that we did in 2010.

Over the holiday season let's celebrate what we have just accomplished and commit as a team to achieve more of the same in 2011. Thanks to everyone! Have a great Holiday!

## HEADQUARTERS

### Mayday! Mayday! Mayday!

"Can anyone fly this plane?" If you asked that question of the Robroy Associates who attended this year's strategy session in Dallas, Texas, you are sure to get a wide variety of interesting answers. No, they did not have a mishap on an airplane, at least not a real airplane. After the meeting the group gathered at a flight training school near the Dallas Fort Worth Airport for some training and fun.

After brief instruction they were divided into teams, each consisting of a pilot, a co-pilot and a distressed flight attendant. The teams then entered the cockpits of actual flight simulators used by Southwest Airlines. The simulators have all of the controls found in the cockpit of a commercial airliner and they truly replicate the sensation of flying. The experience began on the runway and the mission was to bring the plane safely back to the ground.

All they had to do was engage the thrusters, accelerate to 140 knots, steer with the pedals, pull the yoke, adjust the flaps, raise the landing gear and fly off into the night. This was much easier said than done, but each team managed to get their aircraft off



*Jeff Seagle (Stahlin President), Kevin Lefler, Craig Mitchell (Stahlin Plant Manager) and Peter McIlroy (CEO and Robroy Chairman of the Board) crowd into the cockpit of a flight simulator and try their hands at flying the aircraft.*



Continued from page 1

the ground. Then, they were asked to bank a few turns. Some felt the G-Force, whether they were supposed to remain to be seen (or felt). In case there wasn't enough excitement going on, the flight attendant shrieked "Emergency!" All planes were instructed to turn around and land immediately.

With heightened tension and frayed nerves the newly trained team of pilots bravely faced the challenge. Some banked too hard and lost control of their altitude causing sirens to sound and warning lights to flash. Those planes went into uncontrollable nose-dives and their pilots were unable to pull out. One plane landed a mile short of the runway, several skidded off the runway and a few came to rest just before crashing into the terminal.

Each of these rookie pilots were thankful to walk safely away from the simulators and each one has a great story to tell. It was an exciting evening of camaraderie for the Robroy Team.

Kindness Goes a Long Way

Throughout the year, Headquarters Associates gather for Wellness Breakfasts. At one such breakfast the topics of discussion were Random Acts of Kindness and Making Happiness Happen. It was decided upon to collect donations for the local food bank at the Verona United Methodist Church in time for the holidays. In addition to the non-perishable food that was collected, the Wellness committee opted to match the dollar value of the donation in the form of grocery gift certificates, so that perishable items could be purchased and distributed, as well.

The project was a huge success. The food donations were valued at \$300 and \$300 worth of grocery gift certificates were purchased. The local pantry was very grateful for the donations and Headquarters Associates accomplished their goal of providing a Random Act of Kindness. In addition, each participant felt enormously happy about a job well done!

Sincere Condolences



Howard Clair "Shoes" Shoemaker - July 16, 1922 - August 12, 2010

Sincere condolences are extended to Judy Shoemaker in the passing of her father on August 12, 2010. Mr. Shoemaker, or as he was affectionately known as: Howard, Clair, Shoes or Dad, owned a very special place in the

hearts of many Robroy Associates, not only at the Headquarters office, but throughout the organization. For over 40 years this fine gentleman entertained Robroy Associates with his quit wit and wonderful sense of humor. He was the quintessential friend, mentor and father and will be sorely missed. However, to everyone that had the pleasure of knowing him, he leaves behind great memories and the wonderful example of how life should be lived.

The Wild, Wild West Comes to Belding, Michigan

The town of Belding, Michigan observed their 105th Homecoming and Labor Day Celebration from September 3rd through the 5th and for the fifth year in a row Stahlin was a major sponsor, a Platinum Sponsor. To name just a few of the activities, the weekend included parades, fireworks, a talent show, car shows, a carnival, live music, arts and crafts, a 5K race and food, food and more food. Stahlin Enclosures sponsored the Twilight Parade on the first evening of the weekend and the main stage, where many of the activities were featured.

This year the theme for the weekend was the Wild West. The Stahlin float depicted a covered wagon, which came in quite handy to keep the Stahlin Associates dry, since it rained for much of the parade. Glow bracelets were handed out along the parade route and were a big hit. The float also rode the streets of Belding on Labor Day. Stahlin Associates distributed kid-sized cowboy hats and again the covered wagon saved the participants from the rain.

Rain or shine, the Belding Labor Day festivities are always a ton of fun. Many thanks go out to all of the associates who helped put together the Stahlin covered wagon.



Twilight and Labor Day Parades



Real Boot Camp

The Bagpiper often contains articles about Boot Camp, but those articles refer to the classes that Stahlin Enclosures conducts to educate their representatives and customers on the merits of their products. This article is about Adam Kelly, son of Pat Kelly (Maintenance) and real boot camp - the Army kind of boot camp!

Adam graduated Private First Class from Army boot camp this summer. Following two months of training, he was able to come home for three weeks. While on leave, Adam played catch-up with old friends and spent time with his family. P.F.C Kelly is considering joining the Special Forces in the near future. But for now, Adam is stationed in Ft. Stewart, Georgia working, learning, training and having fun.

Congratulations are extended to Adam and to his proud U.S. Army dad, Pat. Thank you for your service, Adam.

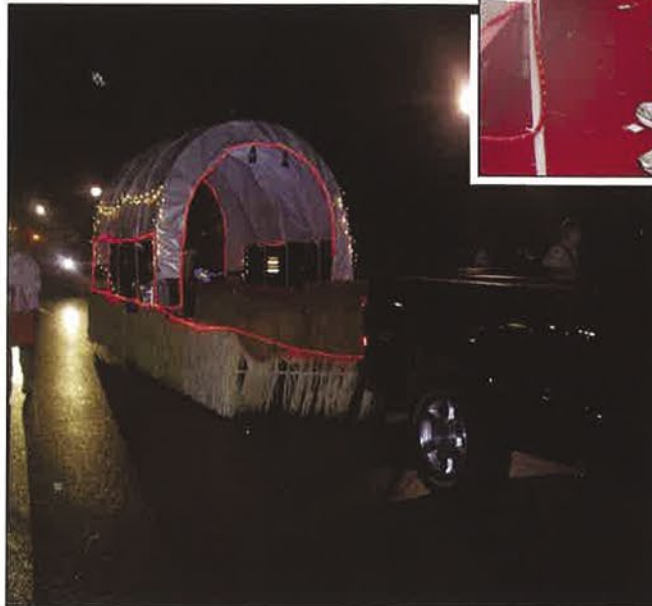


P.F.C Adam Kelly

Flu Shots

As part of the Stahlin Wellness Program, annual flu shots were administered to 35 associates and their spouses on October 22nd. It is the Company's hope that their effort will ward off the flu and its effects this year at the Stahlin facility.

Cheer-up Bill (Bill Olsen). Look at it this way, your shot will save you from the sniffles, cough, aches and pains that come along with the flu!



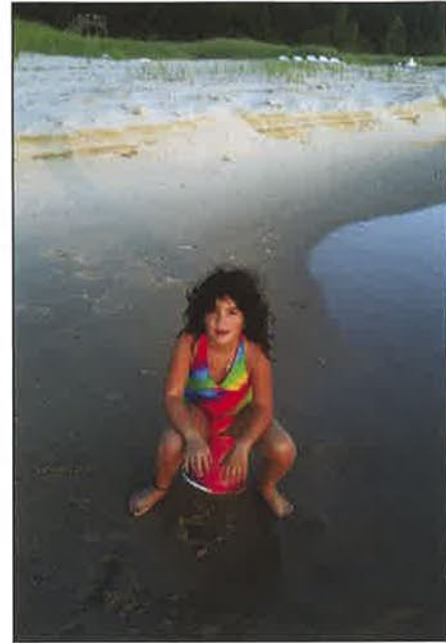




Nicole Reeve's son, Tyler, participated in bow hunting and fishing and won a fishing contest.



Watching the waves on Lake Michigan was high on Tim Mitchell's summer enjoyment list.



Lake Michigan entertained Teresa Ramirez and her family. Sienna, her daughter, played in the sun and sand.



Bill and Cindy Harry familiarized their new son, Billie, with the pleasures of the pool.

**Michiganites Enjoy Summer**

You have probably watched the commercials on TV or heard them on the radio touting the benefits of "Pure Michigan." The state of Michigan Web site, [www.michigan.org](http://www.michigan.org), states: "Welcome to the place where to-do lists and busy schedules stop screaming for our attention. The place where Michigan travel comes first. Here Michigan tourism lets unspoiled nature and authentic character revive our spirits. Welcome to a better state - the State of Michigan."

Stahlin Associates enjoyed the summer of 2010. Some traveled to other states, but most of them enjoyed all that the state of Michigan has to offer, from summer picnics to trips to Lake Michigan, exploring Tahquamenon Falls or just taking in a local baseball game. To follow are some photos that show what summer meant to Stahlin Associates.



Picnics at Ken Saladin's home were great fun.



Cindy Stowell took in a Loon's game and her "girls" relaxed on vacation.



Rudy Alvera and his wife enjoyed spending time with their grandkids.



It's always wonderful to experience a rainbow. Here is a double rainbow over Michigan.



Joe Michtuka introduced his son, William, to Tahquamenon Falls.



Buck Moody enjoyed the scenery of Alaska.



Jen Ullery enjoyed the summer watching her daughter, Payton, participate in her activities. Payton was a flautist in the Greenville Middle School Band and she played volleyball. Payton's grandpa, Bob Higgins, was a referee at her games.



**Early Arrival**

Ed Anthony (Repair) and his wife, Delores, expected the arrival of their first granddaughter on September 16th. The little sweetheart decided to make her arrival a bit early and she showed up on May 31st - 3 1/2 months early. Ed's daughter, Amy, and his son-in-law, Paul, welcomed little Adelaide into their family weighing 1 pound, 3.1 ounces and 11" in length.



Adelaide

Adelaide is home and doing well.



**First Deer**

Ron Allison's son, Anthony, bagged his first deer! Congratulations, Anthony.

**Belding Invitational**



Stahlin Enclosures is a very strong supporter of the Belding community, as has been reported over the years in this publication. This year was no exception. Belding Area Schools hosted the 2010 Michigan Competing Band Association (MCBA) Belding Invitational and Stahlin Enclosures was the show sponsor.

The event took place at Rudness Field on the Belding High School campus on October 16th in front of a packed house. Bands from across Michigan gathered for the competition, 13 in all. The competition was from three different flight groups competing for state points for their performance in musical, marching art, music and general effect. The fans were even able to text in their vote for the "Fan Favorite" band.



# Customer Corner

## Stahlin Enclosures

"Thanks for an excellent Boot Camp experience. From the hotel to the food to the training itself, you made it first class. I look forward to recommending this highly educational and fun Boot Camp to my customers!"

Pam Spellman  
Rapport

## Conduit Division

When asked to comment on the Conduit Division's level of service and quality, the following comments were offered:

How do you feel about our service? "Satisfied." Our quality? "Satisfied and consistent. Shipment quality is great."

Pat Cohen  
District Sales  
Manager  
Reily-Wesco  
Houston, TX

How do you feel about our service? "Satisfied." Our quality? "Satisfied, no issues with shipments. Sales agency, LW French (Bill Holton), does a good job with issues. Said one shipping error, but we fixed quickly."

Andy Cicone  
Director of  
Electrical Sales  
Graybar  
Richmond, VA

How do you feel about our service? "Satisfied. Pipe availability is exceptional. Issue is elbows (larger size). We lose business 3-4 times a month, look elsewhere for elbows - 3", 4", 5". Customer service? "Satisfied. Quotes seem to take a little longer than they should. Cutoff time 3 PM for shipping is too early." Production quality? "Satisfied."

Jason Watts  
Sales Rep  
Elliott Electric  
Abilene, TX

## CONDUIT DIVISION

### Faye Mathis Retires

Faye Mathis decided to retire after 26 years of service at the Robroy plant in Gilmer. Her colleagues threw a going away party in the associate lunchroom. She was given a Wal-Mart gift card and they shared a delicious cake for the occasion. David Marshall knew that Faye always wanted a Cadillac, so he bought her a



car. It may not have been a Cadillac, but a 1965 Shelby Cobra is worth upwards of a million dollars!

Faye plans to do some traveling and spend time with family and friends. Her fellow workers will miss her immensely, but she is wished a long and very happy retirement.

*Faye has always wanted a Cadillac. She is pictured with her "new car."*



(from left to right) front row: Marcella Venters, Faye Mathis and Billie Jones, back row: Vickie Dean and Sarah Brooks.



(from left to right) front row: Danny Wright, Faye Mathis and Anthony Mayhew, back row: Lonnie Venters, Adam Lansdale, Ronnie Montgomery, Donald Hensley, John Cavitt and Tiny Williams.

### Flu Shots

Robroy provided flu shots for associates at all of the Texas locations on October 27th. The participation was good with 49 associates taking advantage of the opportunity to receive immunization against the flu.



### Staying Healthy

The Wellness Committee wants all associates to remember there are many basic things that everyone can do to promote wellness during the cold and flu season.

- get a flu shot
- wash your hands frequently
- wipe down areas that are home to germs
- keep your hands off of your face
- drink plenty of fluids
- exercise to strengthen your immune system
- consider taking probiotics
- use hand sanitizer
- eat a healthy diet
- get plenty of sleep

### Promoting Corrosion College

The Louisiana Municipal Association (LMA) now offers Corrosion College as an accredited course worth 1.5 Continuing Education Units (CEU) or 15 PCU credit hours for professional engineers. This offering began on September 30, 2010 and will continue through October 2, 2019. LMA is very interested in promoting and educating professional engineers on the important topic of corrosion.

Plasti-Bond Representative Craig Schell was responsible for making this accomplishment possible. Thanks, Craig.



From left to right: Drew Weintraut, Purdue Director of Corporate Relations; Vickie Maris, Purdue Director of Engineering Professional Education; Dale Harris, Purdue Executive Director of Engineering Professional Education; Starla Bickerstaff, Corrosion College Director and Stephanie Sipes, Corrosion College Coordinator.

### Purdue Partnership

Starla Bickerstaff, Corrosion College Director, and Stephanie Sipes, Corrosion College Coordinator, visited the campus of Purdue University in early November of this year to further expand the three-year relationship that has been developed with the Purdue University Engineering Professional Education Department. The duo toured several of the engineering and nanotechnology facilities and met with engineering and manufacturing staff members.

In 2008, Robroy's Corrosion College began to offer 1.5 continuing education credits to professional engineers from Purdue and continues this partnership to date. Corrosion College is the first member of Purdue's Partnership of Competitive Advantage within the Engineering Professional Education Department at the university.

While in Indiana, Starla and Stephanie along with two Purdue contacts, Vickie Maris and Marsha Nance, toured the Frito Lay plant in Frankfort, Indiana. With nine chip lines, this plant produces two million bags of chips each day. Prior to the tour the ladies were subject to a scrub process with extra care taken as to not contaminate the manufacturing process during the tour. They were treated to fresh, hot Cheetos and Doritos right off the line. Frito Lay is a Conduit Division customer and representatives from their plant attended Corrosion College about two years ago.



At the Frito Lay plant in Frankfort, Indiana - from left to right: Marsha Nance (Purdue), Starla Bickerstaff, Stephanie Sipes and Vickie Maris (Purdue).





Brady Overton (Applications Engineer – Duoline) and his wife, Sandra, and son, Stephan, visited the Conduit/Duoline booth at Treats on the Square.



Charlee Dunn and Emma Zapata compare costumes.



Florence Moore (HR-Conduit/Duoline) and Stephanie Sipes (Executive Assistant-Conduit) dressed as Little Red Riding Hood and a pirate, respectively.



Manohar Taware (Corporate Control Engineer) and his daughter, Swarali, try their hand at one of the carnival games.



It's tough to scare a pirate, but this character sure gave Stephanie Sipes a surprise!

## Treats on the Square

The Robroy Conduit Division and Duoline Technologies participated in the 10th Annual Treats on the Square on Saturday October 30th sponsored by the Gilmer Police Department. This event is a safe alternative to trick or treating in the Gilmer community and it also promotes local businesses. More than 900 kids attended the Conduit/Duoline booth that centered on a carnival theme. The Gilmer Police Department provides 35 to 40 bags of candy for the event and they encourage area businesses, as well as individuals, to make donations. This year 61 businesses and organizations participated and eight additional businesses made donations. In addition to candy distribution, there was a booth decoration contest, a pumpkin cutting contest (for adults) and a pumpkin-decorating contest (for kids). All activities took place between 5:00 until 8:00 PM on the last Saturday of October.

Many thanks go to the associates who manned the booth and made the event a success again this year. Those associates included: Stephanie Sipes, Jennifer Kramer and Rhonda Dunn from the Conduit Division and Tammy Leathers and Florence Moore (HR both divisions) from Duoline Technologies.



Rhonda Dunn, (Quotations-Conduit) impersonating a hobo, passed out balloons.



Jennifer Kramer (Inside Sales-Conduit) helped to man the fish pond.



Oscar Zapata (Engineering Manager-Duoline), his wife, Selina, and daughters, Lilly and Emma, enjoyed the Treats on the Square experience.



Even after it grew dark the lines were still long at the Conduit/Duoline Carnival.



Pit crew member Tanner Dyar poses with his mom and dad, Patricia (Accounting-Conduit) and Jeremy Dyar.



Kids, kids everywhere. Some on the way, young and old and everyone having a great time.

### Snow Cones in East Texas

The history of shaved ice, snow cones or sno cones, depending on your locality, dates back to the Roman Empire, believe it or not. However, the first snow cone machine came into existence in Dallas, Texas in 1920 and was invented by Samuel Bert.

The associates at the Avinger, Gilmer and Duoline facilities didn't much care when the treat was invented. Each location received a visit from Bubba's Shaved Ice on September 9th as a reward from the Shield Council for No Lost Time Accidents in the second quarter of 2010 and everyone appreciated the gesture.



Paul Herman, Avinger Plant Manager, poses with his treat.



Bubba's Shaved Ice showed up with free snow cones for everyone.



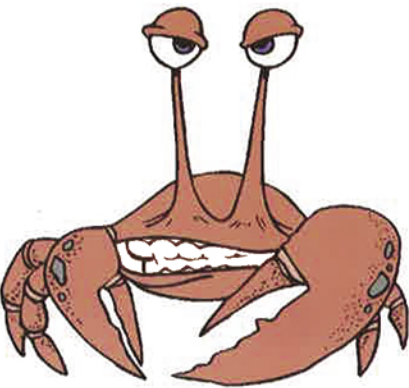
Gilmer's Dixie Youth AAA North Regional Team. David McCellon's (Shipping Coordinator-Conduit) son is the first player in the first row on the left.

### Winners

During the second weekend in July through the following Tuesday, July 13th, the baseball team from Gilmer played in the Dixie Youth AAA North Regional Tournament in Mt. Pleasant, Texas. They beat the team from Idabel, Oklahoma on Saturday with a score of 6 to 4. Sunday's game resulted in a victory over Atlanta, 11-10 and the next Tuesday they were victorious over the Texarkana team that resulted in another win, 6-5 after extra innings.

Congratulations boys, on a terrific season.





## Mini Crab Cakes

- ¼ cup reduced fat mayo
- 1 large egg
- ½ cup finely chopped shallots
- ½ cup finely chopped red pepper
- 2 tbs fresh lemon juice
- 2 tsp finely chopped fresh thyme
- 1 ½ tsp hot pepper sauce
- ½ tsp salt
- 6 slices firm white bread, made into fine crumbs. If you do not have a food processor use store bought plain dry bread crumbs
- 1 lb cooked lump crabmeat, picked over for shells
- 1 ¼ tbs olive or vegetable oil

- Combine mayo, egg, shallots, red pepper, lemon juice, thyme, hot pepper sauce and salt. Stir in ½ cup bread crumbs and crab. Cover and refrigerate for about 2 hours.
- Form the crab mixture into 24 2 inch cakes. Coat with remaining bread crumbs; place on wax paper. Preheat oven to 350 degrees. Spray baking sheet with spray.
- In nonstick skillet over medium-high heat, heat oil (Save some for adding as you heat more cakes). Add 8 cakes and cook until golden, 1½ – 2 minutes on each side. Transfer to sprayed baking sheet. Repeat with remaining cakes. Bake cakes until cooked through, 8-10 minutes.
- You can cool the crab cakes and store them in an airtight container in the refrigerator for up to 24 hours. To reheat, bring the crab cakes to room temperature, then heat in a 350° oven for about 8-10 minutes.

2 cakes 106 calories, 5 grams fat, 6 carbs

### Brochure Award



J4's Max Pfeifer receives an award for his design expertise.

J4 Communications, Inc., a public relations specialist firm, is the company that supports Robroy Industries and Duoline Technologies in their marketing and advertising endeavors. This has been a long and beneficial relationship and has produced many, many successful projects over the years. One such project was the Duoline expansion brochure, designed by Max Pfeifer from J4.

Max recently was recognized for his efforts and received a gold level top design award for his work on the Duoline brochure.

### New Hires



Ashlie Reynolds – Junior Accountant

Ashlie Reynolds is the newest member of the Duoline Team. Ashlie recently accepted the position of Junior Accountant. She earned her BBA in accounting from The University of Texas at Tyler and is currently working towards obtaining her MBA in accounting. Prior to joining Duoline

Technologies she worked at Gollob Morgan Peddy and Co. as a staff accountant and for Big Tex Trailers as their financial officer.

Ashlie is a resident of Omaha, Texas and her parents currently live in Jacksonville, Florida. She enjoys spending her free time with her family and friends and is active in her church.



Brady Overton – Applications Engineer

On August 3rd of this year, Duoline Technologies announced the hiring of Brady Overton as the Company's Application Engineer. Brady is responsible for assisting both domestic and international end-users with regard to the benefits and specifications of internal corrosion-resistant lining systems for oilfield tubular applications. He will also coordinate onsite installation training and inspection and provide overall project support, account development, cost justification and quote follow-ups.

With his 20 years of engineering, sales and project management experience, Brady is well equipped to take on the challenges of his new position. He is a petroleum engineer and most recently worked in sales and project management for Tiorco. He earned his bachelor's degree in petroleum engineering from the University of Kansas.

Brady and his family reside in Longview, Texas. His lovely wife, Sandra, is a stay-at-home-mom and utilizes her beautiful voice in their church choir where she is very involved with Christmas and Easter musical productions. The Overtons have two active sons, Taylor and Stephan, who are avid golfers and noted Wii experts. Their parents are also very proud of their academic achievements.

Welcome to Duoline Ashlie and Brady.

### Degree Achieved

On July 31, 2010, Justin Brookhart, son of Teresa Elson, culminated his undergraduate studies and received his Bachelor of Arts degree from the University of New Orleans. Justin majored in film arts and earned a 3.54 GPA graduating Cum Laude. He is currently serving an internship with a movie production company in Austin, Texas. When he completes his internship, he hopes to land a fulltime position with a production company in the Austin area.

Congratulations, Justin. You are wished much success in your future endeavors and we know how proud you have made your mom!

Justin was a 2008 Robroy scholarship recipient.

### Busy, Busy, Busy

Tami Leathers' daughter, Laci, has had a very busy summer. Beginning in May, no I think you have to go back to Christmas of 2009...Laci and her cousin, Morgan Wilson, each received front row seat tickets for a Taylor Swift concert that was scheduled for May. Let the excitement begin! Finally, as the concert approached the Leathers took a road trip from Gimer to Houston where the concert was to take place. The opening act was Gloriana followed by Kellie Pickler and finally the main event – Taylor Swift. The whole experience was great fun and something the girls will not soon forget.

In June Laci participated in the Texas State Junior Brahman Association State Show held in Tyler, Texas. At the end of July she traveled to Monroe, Texas for the American Junior Brahman Association's "All American." At this show Laci was named Reserve Division Champion for Showmanship, Reserve Calf Champion Red Brahman Bull Bred and Owned and Reserve Calf Champion Red Brahman Bull. All of these awards were the culmination of a lot of hard work and effort. She did a great job as is evidenced by the hardware she brought home.

Laci sends a great big thank you to Duoline and Robroy for sponsoring her in both of the competitions.



Laci Leathers and her cousin, Morgan, at a Taylor Swift concert.



Laci at the Texas State Junior Brahman Association State Show.



Laci and Virgie.



Awards abound from Laci's summer work.



**ISO Audit**

Duoline Technologies successfully completed a recent ISO audit performed by TÜV SÜD America, Inc. It has been certified that Duoline Technologies, in accordance with ISO 9001:2008, has "implemented a quality management system, which includes the manufacture of fiberglass-reinforced plastic liners for oil pipes." This certification took effect on August 17, 2010 and will expire on August 16, 2013.



The Duoline Team proudly displays the new ISO certification. (from left to right) first row: Ashlie Reynolds, Vijay Kumar, Billie Traywick, Oscar Zapata, second row: Eric Nichols, Scott Lundgren and Brady Overton.

**SERVICE AWARDS**



Rita Buchheit



Michael Moody



Barbara Sanders



Celia Smith



Belinda Rogers



Marcella Venters



Melanie Williams



Starla Bickerstaff



Bobby Hubbard



Peter McIlroy

NAME	YEARS SERVICE
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**Conduit Division**

Rita Buchheit	15
Michael Moody	15
Barbara Sanders	15
Celia Smith	15
Belinda Rogers	15
Marcella Venters	10
Melanie Williams	10
Starla Bickerstaff	5
Jerold Holman	5
Bobby Hubbard	5

NAME	YEARS SERVICE
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**Headquarters**

Peter McIlroy	45
Debbie Kennedy	35
Jeff McIlroy	20
Aileen Shaffer	5

**Stahlin**

Dennis Venneman	15
Joshua Havey	10
Tammy Bliss	5