



HEADQUARTERS



Judy Ibasan and Peter McIlroy have their picture taken on the dock before boarding. It looks as though striped Polo shirts were the attire of the day!



Jim and Jean Liberto pose for a photo on the boat's upper deck.

Cruising Pittsburgh's Three Rivers

July 30th was a perfect evening for a boat ride. The weather was perfect and Headquarters Associates gathered on the dock at Pittsburgh's Station Square to board one of the riverboats of the Gateway Clipper Fleet for the Captain's Dinner Cruise. The dinner buffet was delicious and the relaxing cruise made for a delightful evening.

The Gateway Clipper Fleet has been cruising the Monongahela, Allegheny and Ohio Rivers for 53 years and is made up of the Majestic, the Empress (formerly the Party Liner), Princess, Duchess and the Countess (at one time called the Good Ship Lollipop). It is believed that the fleet is the largest inland riverboat fleet in the United States and offers day trips, formal dinner cruises and a shuttle service to Pirate, Steeler and Pitt Panther home games on Pittsburgh's North Shore.

Chairman's Message

Another Holiday season is here and we have a lot to celebrate. As you know the world economy and the US economy are not in good shape and yet we at Robroy are just completing another good year.



You could say that we have created our own good fortune by executing the fundamentals of our business day in and day out. We have continued to work as a team to increase productivity in all operations with unfailing commitment to safety and quality.

You can be proud of what has been accomplished. These are good times at Robroy so let's enjoy them to the fullest. On behalf of the McIlroy family I wish you a safe and joyous holiday season. Congratulations and thank you for all you have done!

The Robroy Vision



Jeff and Rob McIlroy - Corporate Vice Presidents

In 2005, during Robroy's Centennial celebrations, Peter McIlroy visited each Robroy location and presented the principles that have helped Robroy endure economic fluctuations, remain strong and grow through the last 100 years. This year, a new generation of McIlroys presented these principles once again to Headquarters Associates.

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The Robroy Vision

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In round table presentations, Jeff and Rob McIlroy emphasized Robroy's commitment to the Robroy Vision by introducing each principle with humorous or thought provoking videos. This created a relaxed atmosphere that encouraged audience participation. Headquarters Associates provided examples of personal experiences both inside and outside of work that dealt with each topic. Jeff and Rob offered examples of how the Company lives each principle. Integrity, customer focus, quality, employee growth and the implementation of the most effective technology available are not just words on paper at Robroy. These principles are the way Robroy and its associates live and do business every day.

New Corporate Controller

On October 10, 2011, Greg Czegan joined the Robroy Team at Headquarters in the position of Corporate Controller. Greg earned an accounting degree from The Pennsylvania State University and an MBA from the University of Pittsburgh. Greg spent 14 years with a metals distribution and manufacturing firm in a variety of corporate and operational accounting roles prior to coming to Robroy.

Greg and his wife, Danielle, were married just over 5 years ago and live in the small town of Sarver, Pennsylvania north of Verona. They just moved into a newly built home a week prior to Greg's Robroy employment. The couple has a daughter, Natalie, who will be turning two in December. This young lady already has her dad firmly wrapped around her little finger. When Greg is not enjoying time with his daughter, he takes pleasure in bow hunting with homemade archery equipment, hand-crafting early Pennsylvania long rifles and fishing.

Ice Cream Social



Anil Kewalramani and Eric Spann dish out treats for Headquarters Associates at an Ice Cream Social held on the patio at Headquarters in Verona.



Headquarters Associates are treated to ice cream after a Robroy Vision presentation.

What better way to wrap up a corporate meeting than with an ice cream social? Following the recent Robroy Vision presentation, Anil Kewalramani and Eric Spann donned aprons and prepared to serve Headquarters Associates two popular flavors of ice cream from the famous Penn State Creamery. Death by Chocolate was the overwhelming favorite. The Creamery makes over 100 flavors of ice cream with Vanilla as its most popular and Carrot Cake the least appealing. It also makes 10 flavors of yogurt and six sherbets. Read more about the Creamery at http://en.wikipedia.org/wiki/Penn_State_University_Creamery

To follow is a description of the favorite ice cream served at the social. Notice that the serving size is one-half cup! Yeah, right!



Death By Chocolate

Chocolate Ice Cream with Chocolate Flakes, Fudge Pieces and Chocolate Swirl

Nutrition Facts	
Serving Size 0.5 cup (66g)	
Servings Per Container 16	
Amount Per Serving	
Calories 170	Calories from Fat 80
% Daily Value *	
Total Fat 8g	12%
Saturated Fat 6g	30%
Trans Fat 0g	
Cholesterol 20mg	7%
Sodium 55mg	2%
Total Carbohydrate 23g	8%
Dietary Fiber 1g	4%
Sugars 20g	
Protein 3g	
Vitamin A	4%
Vitamin C	0%
Calcium	6%
Iron	2%
Vitamin D	0%

* Percent Daily Values are based on a 2,000 calorie diet. Your daily values may be higher or lower depending on your calorie needs.

Ingredients

milk, cream, sugar, cocoa processed with alkali, nonfat dry milk, corn syrup solids, high fructose corn syrup, partially hydrogenated soybean oil, food starch, chocolate liquor, chocolate chips [sugar, coconut oil, cocoa processed with alkali, partially hydrogenated coconut oil, cocoa, salt, soy lecithin, natural flavor], propylene glycol, mono esters, mono and diglycerides, cellulose gum, carrageenan, guar gum, vanilla, citric acid, potassium sorbate

A Sneak Peak of Things to Come?

Have you heard the folklore that you can predict the severity of the winter by observing Woolly Bear caterpillars? The following Web site tells you all about it <http://www.almanac.com/content/predicting-winter-weather-woolly-bear-caterpillars>. Legend has it that if the majority of the caterpillar's 15 segments are black – watch out – it will be a bad winter. There is no scientific evidence to prove that these fuzzy insects have a handle on forecasting the weather or knowing what the coming winter may have in store. However, is an early snowstorm in the Northeast any indication of what kind of winter is expected this year?



The Woolly Bear Caterpillar



Pennsylvania in October

The photo that accompanies this article is a view outside the Deane family home depicting a freak October snowstorm that hit the Northeast on the Saturday before Halloween. The further north and east the storm traveled, the more

severe it became. Mike and Becky Deane's son, Steve, and his family live in Hartford, Connecticut and they were without power for several days. This does not bode well for winter, which is just around the corner.

Protecting Yourself and Your Environment

Flu shots were administered at Corporate Headquarters on October 13th. The shots are relatively painless – just a little pinch and some slight soreness at the site of the injection. This is a small price to pay for protecting Headquarters Associates from the effects of the flu.

Influenza ("flu") is a contagious disease and, if you want to or not, it is easily shared. This disease is caused by the influenza virus and spread by coughing, sneezing or nasal secretions. The flu vaccine can protect you from influenza and may also help to avoid spreading influenza to others.

Influenza viruses are constantly changing, so annual vaccination is recommended. The Center for Disease Control (CDC) recommends a yearly flu vaccine for everyone six months of age and older as the first and most important step in protecting against this serious disease. Each year scientists try to match the vaccine to the viruses most likely to cause flu that year. While there are many different flu viruses, the flu vaccine is designed to protect against the three main flu strains that research indicates will cause the most illness during the flu season. Flu vaccine does not prevent disease from other viruses, including flu viruses not contained in the vaccine. It takes up to two weeks for protection to develop after the shot is administered with protection lasting about a year.

Influenza occurs at any time of the year, but most commonly from October through May. In recent seasons, most infections occurred in January and February, therefore getting vaccinated in December, or even later, is still beneficial in most years.



Jeff McIlroy and his son, Peter Jr., take time for a photo op after Jeff's successful triathlon on Pittsburgh's North Shore.

Pittsburgh Triathlon 2011

Jeff McIlroy, Robroy Vice President, participated in five triathlon races, as has been reported in previous issues of the Bagpiper. After taking a brief respite from the sport, Jeff decided to compete in a shorter distance race and entered the sprint triathlon portion of the Pittsburgh Triathlon and Adventure Race on Sunday, July 30th of the this year.

The sprint triathlon was part of a group of events held at Riverfront Park between PNC Park and Heinz Field on Pittsburgh's North Shore. The three portions of his race included:

- 600 meter (.5 mile) point to point swim downstream in the Allegheny River along the North Shore in open waters
- 20K (12.4 mile) bike race consisting of "one fast loop" around the North Shore area, onto the I279 HOV lanes to Perrysville and back
- 5K (3.1 mile) run along the Allegheny River

Jeff completed the race in 1:23:14 (1 hour, 23 minutes and 14 seconds) placing with a top 10 finish in the Men's 40-44 age group and 81st overall out of 379 participants. What a tremendous showing!

Over 1,000 athletes participated in all aspects of the event and proceeds from the race benefit Friends for the Riverfront. This organization strives to increase awareness of the region's rivers and riverfronts through activities, stewardship and expansion of water and land trails.

Happy Birthday

Some famous people share October 29th birthdays, Richard Dreyfuss, Kate Jackson and Winona Ryder to name a few. Robroy Headquarters boasts a few October 29th birthdays as well. It was recently discovered that Anil Kewalramani, Director of Information Technologies, and the Company's new Corporate Controller, Greg Czegan, share that day as the day of their births. Might we add that the former is a tad older than the latter?

The photo at right captured Greg's reaction when he learned that he had to share his birthday cake with Anil. Knowing that Greg also shares his birthday with his younger brother helps to explain his adverse response to sharing his cake with yet another birthday boy!



Greg Czegan and Anil Kewalramani had to share a birthday cake!

HelpNet provides professional assessment, short-term counseling and referral services. The trained staff will help identify the problem, determine the most appropriate treatment and help in selecting the local agency or specialist when additional assistance is required. **The services provided by HelpNet are at no cost to you.** You will, however, be responsible for costs should the HelpNet counselor recommend an outside referral.

HelpNet also provides legal and financial services for issues such as divorce, custody, real estate, bankruptcy, contract disputes, wills, criminal charges, juvenile matters, traffic tickets, personal injury, budgeting and credit problems, financial advice, mortgages, tax and IRS matters. In these instances, you will be referred to a local professional. **The consultation is free** and can be scheduled either in their office or over the phone. If you choose to retain them for additional services, you will receive a 25% reduction in fees.

All you do is call **1-800-969-6162**. Give your name and tell them that you work for Robroy. HelpNet is available Monday through Friday from 8:00 AM to 5:30 PM (Eastern time) to make convenient appointments that fit your off-work schedule. If you have a crisis and call after hours, advise the answering service and you will be immediately connected to an on-call counselor.

We urge you to take advantage of this Robroy-paid benefit if the need arises.

A Reminder About Robroy's Employee Assistance Program

Robroy offers associates and their family members a confidential, professional counseling service through HelpNet (1-800-969-6162)

The program is designed to help you and your family deal with personal problems or concerns that affect the quality of your lives. If a problem is identified in the early stages, actions to deal with it can be taken before one's family life, health or job performance is affected. HelpNet will assist you with personal problems such as alcohol or drug abuse, childcare issues, family problems, legal difficulties, marital concerns, emotional concerns, financial trouble, children's issues or any other personal problems you may have.



"ET phone home."



The rear view of Stahlin's 2nd Place float.

Something to Phone Home About

The 2011 Belding Labor Day Homecoming Parade theme was "Alien." Stahlin's interpretation of the theme took the form of two letters - ET. Their float was voted most creative in the Twilight Parade on Friday night, September 2nd and 2nd over all in the 106th Grand Parade on Monday. Stuffed ET's were given to the little kids on the float and all along the parade route 1,000 glow-in-the-dark Stahlin bracelets lit up the night. During the Grande Parade, Stahlin Associates passed out 4,000 Halloween size packages of Reese's Pieces; a huge hit with the crowd.

The weather decided to be totally erratic this year with 85° temperatures at 10:00 on Friday night to 55° and very windy on Monday at noon. Such is life in Michigan. Patrons brought their hoodies and blankets and enjoyed the festivities regardless of the temperatures.

Stahlin again sponsored the main stage. A new addition to this year's events was a pet show with a menagerie of animals including a toad and a miniature donkey. Ted the Toad, 4-year old Landon Nummer's pet, took the titles "most unique pet" and "quietest pet."



(Above) The little ones riding on the float held cuddly ET stuffed aliens that they were able to keep.



(Left) Chilly weather meant layers of clothes for the kids to keep warm.



Jennifer Ullery, Inside Sales Supervisor, rode the bike carrying ET on the float.



The dip in temperatures brought out the hoodies and jackets.

The 2011 B Foundation T-Shirt Design.



The coin toss before the football game and everyone was in pink.

A group of Belding community members started an organization to raise awareness and benefit families in Belding touched by cancer. The organization, named The B Foundation, dedicates itself to raising money that stays in the community. The funds are utilized to make life a little easier for cancer patients and their families.

"Every cent we raise will stay in Belding," says founder Mikayla Linebaugh. "Donations will be used for anything from gas costs to travel to-and-from the hospital, to buying books and toys for children suffering from cancer."

To show community pride and spirit, The B Foundation requested Belding residents purchase and wear a "Believe" t-shirt on September 23rd. That day was dubbed A Day to Believe. Events on September 23rd included pep assemblies in schools, a volleyball match, a 5k glow run, a varsity football game against Sparta High School, a blood drive and more.

Stahlin Enclosures proudly became a sponsor of the B Foundation and David Boggiano, Plant Manager, was present on the 50-yard line for the coin toss of the football game. Stahlin also donated pink gloves to all of the band members.



The pink gloves were donated by Stahlin Enclosures.

Healing Field



A snap shot of the Healing Field at Canonsburg Ski Area.

It began as a simple way for one person to visualize and comprehend the sheer enormity of human loss that occurred in the terrorist attacks of September 11, 2001. But, as hundreds of volunteers gathered to help, it soon became evident that something much more was emerging. It became a personal gesture of support, a tangible expression of mourning, and a very real healing experience.

"Today, hundreds of Healing Field and Field of Honor displays are organized throughout the country for a variety of reasons, including tributes of honor, celebration, civic pride and education. Through these programs, communities come together, awareness is generated and funds are raised in support of worthy causes; but most importantly, individual hearts are healed."

The Rockford Area Community Endowment (RACE) organized the Healing Field Memorial at the Canonsburg Ski Area in West Michigan. A display of 3,200 3' x 5' flags standing 8' tall and placed in perfect rows on the hills of the ski slope were displayed from September 9th through the 13th. The flags flew as a temporary patriotic tribute to the strength and unity of Americans and commemorated the 10th year since the tragedy of 9/11. Stahlin purchased flags in the names of Emelda Perry and Montgomery Hord. More information about Healing Field can be found at www.healingfield.org.



Montgomery McCullough Hord was 46 and a partner and a vice president at Cantor Fitzgerald. He and his wife, Lisa, had 3 children – Molly, Sophie and Jackson. He was a fan of the military, and every year on Veterans' Day and Memorial Day would call and thank his father-in-law, Fred Sharp, for his service in the Air Force in World War II.

Emelda H. Perry was 52 and an employee of Washington Group International.

Proceeds from the purchase of the flags benefited local charities.

- 25% - RACE Safety Fund
- 75% - other charities related to 9/11 first responders as approved by RACE

One of the flags was presented to Pat Kelly, Maintenance. His son, Adam, is in the Army and is stationed in Alaska. Adam also worked for Stahlin as a summer intern.

Thank you, Adam, for your service.

New Stahlin Associates

David Slivinski has accepted the position of National Sales Manager for Stahlin Enclosures. He brings to Stahlin more than 20 years of professional sales management experience at Fischer Flack (Kendall Electric) and Rockwell Automation. Most recently he served as Vice President of Worldwide Sales and Marketing for GlobalWatt, a business specializing in solar power applications for specialty markets. His strong leadership and team building skills, achievement in high growth results business development and experience with planned sales strategies and execution for the electrical products industry make David the right fit for this position.



David Slivinski – National Sales Manager

David is a graduate of Michigan Technological University in Houghton, Michigan where he majored in electrical engineering.

"David's extensive experience coupled with his knowledge of strategic planning and meeting corporate goals will be of direct value to our customers," stated Jeffrey Seagle, President of Stahlin.



Chris Wood – Inside Sales

Stahlin Enclosures welcomes Chris Wood to the Stahlin Sales Team in the position of Inside Sales. With several years of industrial sales experience, his core competencies include sales growth, effective customer relations, plus an ability to provide customers with technical product specification and solutions.

Chris earned his bachelor's degree from Grand Valley State University in Allendale, Michigan.

John Maxel, Longtime Stahlin Partner
By Jeffrey Seagle, President Stahlin Enclosures



Georgie and John Maxel

We were saddened to hear of the passing of John Maxel earlier this year. John was an integral part of Stahlin over the past 12 years acting as our Chief Composites Consultant. Amongst other things, he was the intellectual stimulus in 2002 that helped to create SolarGuard Molding Compounds currently used in all Stahlin molded enclosures. John provided both the guidance and the credibility to invest over \$2 million in 2006 for the establishment of our



Georgie would often join her husband, John, on his many trips to the Stahlin facility.



John Maxel Chief Composites Consultant to Stahlin Enclosures for 12 wonderful years.

FormRight SMC labs and production facility. John was later recognized with a patent award for SolarGuard as one of its co-inventors.

In the early years, John was a regular fixture at Stahlin with monthly visits from his Chicago home. As time progressed and his health began to deteriorate, the frequency of his visits diminished and culminated with his last visit in the fall of 2010. In the last few years he lost his ability to drive but so desired to be present that he would have his wife, Georgie, do the honors of driving and accompany him on the visits. Even in his weakened state, John continued to assist and counsel Stahlin in many ways relative to our composites processing.

He was always forthright, telling it like it was, never trying to spin a situation in a way to lessen the truth. Perhaps that is ultimately why I, and many of us, considered him much more than a vendor, but a true partner and ultimately a good friend. John was the ultimate professional; he truly cared and desired the best for us. He remained active in his engagement with us via phone and email but finally succumbed to congestive heart failure at the age of 81. His legacy still stands strong at Stahlin and will for years to come. He will be greatly missed by many here; John was a true friend of Stahlin and all its associates.

SpecTECH

SpecTECH is the only nationally recognized educational program developed specifically to provide a comprehensive understanding of material sciences as it relates to the proper selection of enclosures for diverse applications ranging from electrical connections to protection of sensitive controls and measurement systems. Graduates of SpecTECH will gain a foundation for objective, knowledge-based enclosure selection based on an enhanced awareness of materials and their comparative performance. **SpecTECH is NOT a sales presentation...** it is a unique hands-on, two-day instructional experience designed to give participants an enjoyable but truly useful opportunity to learn about:

- the history of materials in enclosure manufacturing and applications.
- the importance and comparisons of mechanical, thermal, electrical, environmental and chemical properties in the proper selection and application of enclosures.
- enclosure design, materials and their relationship to the standards and regulations of governing bodies.
- live lab demonstrations of material performance.
- enclosure manufacturing processes.

SpecTECH is interactive and focuses on real life applications, case studies, processing tours, multimedia, lab work, materials demonstrations, learning by doing and direct one-on-one time with professionals who are experts in enclosures and materials. SpecTECH is just one more way that Stahlin brings attention to the Vision Principle Customer Focus.

Bill Spanky Gibson, a decorated war hero, brings a real life application to the class and a "wow" factor. As a double amputee, Spanky relies on his prostheses and he relates how the devices are made of different materials and it relates nicely to the information discussion in the course.

Accreditations:

16 PDH's in qualifying states offering Professional Development Hour credits.



Craig Mitchell, Stahlin General Manager, instructs attendees through the use of examples.



Hands-on-training is a part of the SpecTECH experience.



Stahlin Associates proudly display the SpecTECH banner.



Bill Spanky Gibson is a guest speaker at SpecTECH.



Sue Slivinski, wife of National Sales Manager David Slivinski, takes a last minute look with Roger Schroder before dinner is served to attendees.

**Trip to J4**

On September 26th David Marshall and Stephanie (Sipes) Ellis traveled to Medina, Ohio to meet with long time partners Mark Bruner and Kelly Snell of J4 Communications.

Treats on the Square

More than 800 ghouls, goblins, princesses and numerous other characters gather in downtown Gilmer, Texas on Saturday, October 29th for the 12th Annual Treats on the Square event. From 5:00 PM until 8:00 PM local businesses manned booths to offer the community's youth a safe trick or treat alternative. The Gilmer Police Department's Community Policing Project hosts the event each year and in addition to providing a community service to the children it also promotes downtown merchants.

The Robroy Conduit Division and Duoline Technologies again teamed up to provide a booth and treats for the kids. The duo took home 2nd Place in the best booth contest. Many thanks are extended to Jennifer Kramer, Teresa Elson, Tami Leathers and Ty Nguyen for the part that each played in making the evening a big success and all of those who supported this year's Halloween happening.



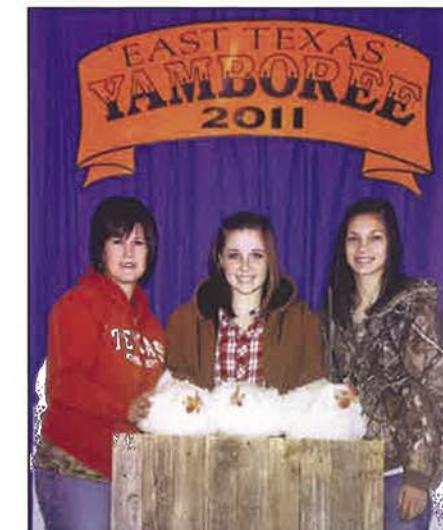
Tami Leathers, Teresa Elson and Jennifer Kramer weren't just clowning around at Treats on the Square.



This display is enough to scare off the masses.



Sponge Bob assisted the associates to help entertain the attendees at their booth.

Yamboree

Lovely queens, cuddly rabbits and happy cluckers were on display at the Yamboree in Gilmer. Brooke Davis, daughter of Jerry Davis Production Supervisor, poses with her mom, Samantha, her sister and her beautiful feathered friends.

If you are going to be in East Texas in the fall, for goodness sake, make it the week of the East Texas Yamboree. Founded in 1935, the Yamboree is one of the oldest continuous running festivals in Texas and was originally planned to run in conjunction with the Texas Centennial Celebration. The name Yamboree was chosen because at the time the yam was a major cash crop in the area. Earlier that decade, growers experienced quarantine on their produce due to weevil infestation and by 1935 the ban had been lifted and yams were once again being shipped. The festival proved so popular that it became a yearly event with only three years in which it did not run during World War II.

More than one hundred thousand visitors attend the Yamboree each year and the 74th East Texas Yamboree held October 19th through the 22nd was no exception. But why is it such a draw, you may ask? Five areas of town, the Courthouse Square downtown, Trinity Street Gym, Gilmer High School, the Civic Center and Yamboree Park become bustling centers of things to do and see. One contest after the other draws

Yamboree

Continued from page 1

participants of all ages with diverse interests ranging from photography to canning, fiddling to livestock husbandry and, of course yam recipe contests. There are barn dances, street dances, a school parade and a Queen's parade, junior and senior art shows, a classic car show, a tator trot, hobby and craft displays, a coronation and a carnival. There is something for everyone. Be sure to add the East Texas Yamboree to your bucket list!

Kendra Slaton Earns New Recognition

Phi Theta Kappa National Honor Society (PTK) inducted Kendra Slaton, daughter of Kim Slaton Inside Sales, into their organization on September 28, 2011. PTK is the official honor society of two-year community colleges. Students around the world are hand selected to join and invited to become active in community service projects sponsored by the organization. PTK has a long history dating back to 1910 on the campus of Stevens College in Columbia, Missouri, a junior college for women. In the early years, membership was conferred to students at the time of their graduation. However, in the 1960's with the explosive growth of community colleges, Phi Theta Kappa expanded its mission and students were inducted as freshman. You can read about the growth of the organization at <http://www.ptk.org/?q=about/history> and the proud heritage which Kendra is now a part. Congratulations Kendra. Keep up the excellent work.



Hodges Southwest Event

Hodges Southwest, a sales rep organization, reached their sales goals early this year. As a reward for their accomplishment, on October 7th a special event was held at the Houston Zoo Aquarium for their organization including distributors Turtle and Hughes. The evening's theme was "Houston Legends" and the group dined with special Houston guests Béla Károlyi, gymnastics coach, Captain Gene Cernan, last man on the moon, and Clyde "the Glide" Dexler, 10 time NBA all star and member of the Basketball Hall of Fame. The evening proved to be a rousing success. But can we ask, was the main course fish?



Laughter and interesting conversation filled the room at the "Houston Legends" event held for Hodges Southwest.

Strategy Session

Associates from each of Robroy's divisions gathered in Gilmer, Texas for a corporate strategy session on Saturday, October 22nd. Before the strategizing commenced, participants took part in team building exercises lead by the Atlanta-based firm Afterburner, Incorporated. Afterburner is a consulting, corporate team building and training firm made up of a group of elite military professionals who instruct corporate leaders in the necessary skills to stay alive and prosper in today's hostile business environment. The company was founded in 1996 by James D. Murphy, a US Air Force fighter pilot, and has since trained over 1.5 million managers and executives through a variety of corporate training workshops and team building events. Participants in the "Black Ops" program conducted in October worked together to solve missions. Afterburner staff members Rob Mott, Scott Leonard and Scott Taylor facilitated the session. The mission was deemed a success, but not without much planning and hard work.



The Strategy Session participants: (kneeling left to right) Rob Mott, Afterburner; Oscar Zapata, Duoline Engineering Manager; Eric Nichols, Duoline Plant Manager; Rob McIlroy, Corporate Vice President; Scott Leonard, Afterburner; (first row left to right) Craig Mitchell, Stahlin General Manager; Kevin Lefler, People Best; Vijay Tahiliani, Conduit Division Controller; Greg Czegan Corporate Controller; Manohar Taware, Corporate Controls Engineer; Billie Traywick, Duoline Controller; Scott Taylor, Afterburner; Carlean Turner, Conduit Division Assistant Controller; Jeff McIlroy, Corporate Vice President; Jeff Seagle, Stahlin President; Donna Waterstraat, Conduit Division Operations Manager; David Marshall, President/COO; (back row left to right) Darryl Tyson, Conduit Division Plant Manager; David Slivinski, Stahlin National Sales Manager; Peter McIlroy, CEO; Mike Deane, CFO; Anil Kewalramani, Corporate Director of IT; Michael O'Bryan, Conduit Division HR Manager (hiding behind David Marshall)



Members of the strategy session worked together in the team building exercises.

Robroy Board of Directors Meeting

The Conduit Division of Robroy Industries, in Gilmer hosted the most recent Board of Directors meeting. Long time friend, partner, former Board member and Gilmer resident, Don Williams stopped by to say hello.

(from left to right) The Robroy Board of Directors: Ted York, John Staley, Peter McIlroy, Don Williams (former Board member), Jeff McIlroy, Rob McIlroy, David Marshall, Mike Deane and Dave Jardini.



New Hires



Michael O'Bryan – Human Resource Manager

Most recently, Michael served as Director of Operations Support in Irving, Texas, where he was directly responsible for the quality assurance, human resources, safety training, process control and cost accounting for a food manufacturing facility. He

Mr. Michael O'Bryan has accepted the position of Human Resource Manager for the Conduit Division and its sister companies, Duoline® Technologies and ECN/KORNS.

earned his degree in business management at Southwest Missouri State University.

"Michael's plant operational experience combined with his knowledge of manufacturing will be of direct value to our employees and customers," stated David Marshall, President and COO, Robroy Industries.

Michael's family is looking forward to leaving the big city and relocating to the Gilmer area in the near future, pending the sale of their Dallas home. His wife, Linda, has recently returned to school and will be graduating from Texas Women's College in December with a degree in education. She has secured a student-teaching position in nearby Tyler, Texas for 2012 where she will finish her requirements and

hopes to work with children with learning disabilities in the future.

Michael and Linda have three children. Hayden is a freshman at North Texas College, Molly is in her junior year at Liberty Christian School in Argyle, Texas and Wil is a freshman at Liberty.



Lacy Merchant – Human Resource Administrative Support

Lacy Merchant joined the Robroy Team in the role of HR Administrative Support. Her administrative and human resources experience from a position she held at Equipment Depot where she handled recruiting, new-hire

orientation, as well as other needed administrative support functions will be a real bonus in her new position. In addition to a working knowledge of payroll and its related activities, Lacy brings needed skills to help advance the work of HR. A critical understanding of the importance of actively engaging associates from the first interview, through orientation and training will enable Lacy to assist associates with their Robroy careers.

Lacy lives in Gilmer with her husband, Adam, who works as a mechanical engineer. The couple has two children, a son, Adam, and a daughter, Lucky.

"Lacy has the necessary leadership, administrative and support skills that are vital to her role in Human Resources," said Michael O'Bryan, Human Resources Manager. "Her previous experience, combined with her natural drive and energy are a great match for Robroy Industries' devotion to excellence in all parts of our business."

Janna Jones is a Star



Janna Jones – a member of the Gilmer High School Stars Drill Team

This year Janna Jones was transformed from a greenhorn freshman at Gilmer High School to a Star. She begins her first year of high school as a member of the school's Buckeye Drill Team, The Stars, and will be performing at all of the school's sporting events and pep rallies. Her proud dad, Kelley Jones, Production Supervisor, said that the tryouts were very intense, but Janna's hard work paid off. What a great way to become acclimated to the life of the school.

Congratulations, Janna. May you shine brightly as a Buckeye Star!



The Retreat has the look of a Mission style bungalow.

The Retreat at Gilmer

The facility is brand spanking new, but the name, The Retreat, is not. For many years the old Retreat served as a gathering place and office space long before the existing Conduit Division office in Gilmer came into existence. In those days guests stayed at a little motel across the street from the Conduit plant. My goodness have things changed.

The new Retreat is 6,305 square feet of beauty, as well as function, and was completed in August of this year. Designed to be utilized by Robroy guests, including vendors, partners, sales reps and Corrosion College attendees, it encompasses first class accommodations to provide an unexpected experience. There is a large common area for hosting guests in an "uncommon" way, a full size kitchen, eight master suites each with its own bathroom, private porches and an outdoor dining and patio area.

Root Construction out of Tyler, Texas built The Retreat. Upon its completion Root Construction owner Brad Root stated, "We were very pleased to have been selected for the project. It was an opportunity to work on a unique custom solution with a first class client."

The following is a warning to visitors from other divisions. Plan a long visit if you are coming to the Conduit Division. Once you settle in at The Retreat you won't want to leave anytime soon!



The grand front entrance welcomes visitors.



A spacious fully equipped kitchen sports beautiful granite counter tops.



This is one of the eight private master suites.



Sipes-Ellis Wedding

An intimate group of family and friends gathered at 5:30 PM Saturday, October 1, 2011 on a beautiful white sand beach in Destin, Florida for the ceremony, which would unite Matt Ellis and Stephanie Sipes as man and wife. The weather was truly perfect at 75° and a cloudless blue sky served as a canopy over the momentous event. Matt's dad, Jimmy Ellis, walked Stephanie down the aisle and her mother, Janice Gray, gave her away. David Miller (Best Man), Kandace Edens (Maid of Honor), Chris Baldrige, Chris Jennings, Jared Ellis, Melissa Pringle and Cara Heger attended the couple.

Guests arrived in Destin the previous day and a rehearsal dinner was held at the ever-popular Crab Trap. Following the wedding, everyone met poolside for a dinner reception and dancing. Honeymoon plans are still up in the air to date, but Stephanie says they will have to wait until after the 4th quarter!

Congratulations Mr. and Mrs. Ellis.

Here's to Your Health

Three Health Fairs were set-up by Good Shepherd Medical Center at the end of September to perform medical screening on Robroy and Duoline Associates and their spouses. The first fair was held at the Duoline facility and 23 participants took advantage of the opportunity. The next fair was conducted at the Conduit Division in Gilmer with 40 production and 10 office associates participating respectively.

Staff members from Good Shepherd Medical Center arrived at the last of those fairs on Thursday, September 29th at 6:15 AM to begin to set-up for the associates in Avinger. By 9:45 AM, the screening was complete for 18 individuals.



Greg Duncan from the Avinger Conduit Division waits patiently as the technician prepares to take his blood pressure.



Rehan Baig obtains his measurements at the height and weight station.



The Conference Room was converted into a clinic of sorts.

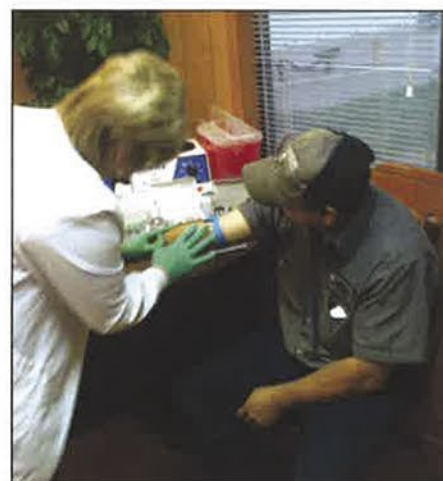
The Company provided flu shots again this year on October 31st, as a preventive measure to ward off the effects of influenza that is so prevalent in the winter months.



At the body mass station Mary Perry receives instruction in how the measurements are taken.



Ryan Reno has his blood drawn for further testing.



Searching for a good vein from which to draw some of Jesus Garcia's blood.



It's a big "Ouch!" for Michael O'Bryan.

Duoline Health Fair

Good Shepherd Medical Center arrived at the Duoline Technologies facility on Tuesday, September 27th at 6:00 AM to set-up for the Duoline Health Fair. This was the first of three health fairs conducted for Robroy and Duoline Associates and their spouses. Twenty-three participants took part in the Duoline portion of this program, which lasted until 8:30 AM that morning.

The following services were among the many provided:

- Health Risk Assessment
- Blood Glucose Screen
- Digital Mobile Mammography for Women
- Height and Weight Measurement
- Body Fat Percentage
- Blood Pressure Check

For first-time participants in the health fair, establishing baseline information is the initial step in evaluating the status of their health. Those who had participated before could measure



Caleb Denton just couldn't look, as his blood was draw.



Scott Graham gives some blood for the cause. His!

the success achieved since their last screening or could see what additional adjustments were required to get back on track to becoming healthier and, ultimately, happier.

Free flu vaccinations for associates and their spouses were made available on October 31st in conjunction with the Robroy health initiative. Healthy employees create a more productive atmosphere and that is a win-win situation for everyone.



Ramon Hill watched attentively as his blood pressure was checked.



Manohar, his wife and daughter along with his parents and in-laws share a meal.

Manohar Taware in India

In August Manohar Taware, Corporate Controlls Engineer, and his family travelled to India for a vacation. It was a great experience visiting parents, relatives and old friends. They were able to participate in a very important Indian festival while they were there.

The Ganapati Festival was celebrated while the Tawares were visiting in India. It is a ten-day festival that takes place in late August and early September. Ganapati, also know as Ganesha, is easily recognized as he has the head of an elephant and is one of the best-known deities in the Hindu pantheon. He is worshiped by almost all castes all over the country of India and is revered as the "Remover of Obstacles" or the "Lord of Beginnings." Gana means group and pati stands for ruler or Lord. The history of this deity is very interesting and stems back to the 4th and 5th centuries. Be sure to ask Manohar about his trip and the festival the next time you see him.



The festival of Ganapati was celebrated while the Tawares were in India.



Upon his return from India, Manohar wondered about the existence of his office or even his job!

First Graduation



Lily Zapata is moving on to higher education.



Lily Zapata and her fellow classmates.

Miss Lily Zapata has achieved the first of what will be many scholastic accomplishments in her educational pursuits. She graduated from her kindergarten class at White Oak Elementary School.

One of a Kind



Jody Wendell holds the part number that you will never see again.

An historical moment was captured on Friday, November 11, 2011. Jody Wendell produced a part on that day with a unique identifying figure. The complete part number was 1111111111. The part was created on 11-11-11 on machine number 1 and the part was 111.

RECIPE

Butternut Squash Bake

You might have a hard time determining whether to serve it as a side dish or a dessert!

Casserole:

- 1/3 cup butter, softened
- 3/4 cup sugar
- 2 eggs
- 1 can evaporated milk (5 oz.)
- 1 tsp. vanilla extract
- 2 cup mashed cooked butternut squash

Topping:

- 1/2 cup crisp rice cereal
- 1/4 cup packed brown sugar
- 1/4 cup chopped pecans
- 2 tbs. butter, melted

Directions:

In a large a bowl, cream butter and sugar until fluffy. Beat in the eggs, milk and vanilla. Stir in squash (mixture will be thin).

Pour into a greased 11 x 7 baking pan. Bake uncovered at 350° for 45 minutes or until almost set.

In a small bowl, combine topping ingredients and sprinkle over casserole. Return to the oven for 5-10 minutes or until bubbly.

Yields 6-8 servings.

SERVICE AWARDS

NAME	YEARS SERVICE
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Conduit Division

Shawn Baird	20
Richard Walsh	10
Jose Barrios	5
James Choate	5
Jesus Garcia	5
Patricia Dyar	2



Shawn Baird



Richard Walsh



Jose Barrios



James Choate

Stahlin Enclosures

Josh Havey	10
Cindy Stowell	10
Buck Moody	5
Luis Marroquin	5
Mike Olmstead	5



Jesus Garcia



Cindy Stowell



Buck Moody



Luis Marroquin