



Chairman's Message

Even though Robroy is a relatively small company it is an excellent place to build a career. Since Robroy's founding 109 years ago, hundreds of our associates have risen from entry level positions to the top of their fields. The most outstanding example of that is a young man who started at Robroy as an office clerk and worked his way up to Chief Financial Officer and member of the Board of Directors. He had a 59 year career with Robroy.

While this is an extreme example, our history is filled with similar stories of people who joined Robroy thinking they would stay for just a few years and ending up spending all of their working years with us...often in positions much higher than they ever imagined.

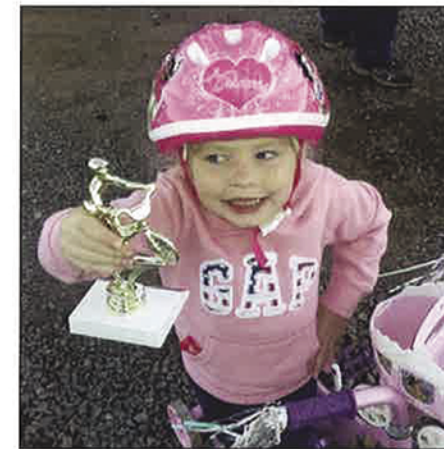
Hard working people often only need an opportunity to show what they can do. We take pride in finding those people and giving them an opportunity to improve their quality of life.

Add to that the fact that Robroy is a highly respected company which offers clean and safe working conditions with programs for continuing education and personal development and you have a great place to build your career.

We are proud of all those past and present who have chosen to make their careers with us. They are the heart and soul of Robroy. I hope that many more will do the same.

HEADQUARTERS

1st Place



Natalie Czegan - 1st place winner

Bike races were held at the Lernerville Speedway in Sarver, Pennsylvania on Saturday, September 7th. Ms. Natalie Czegan, daughter of Headquarters Controller Greg Czegan, participated in the Junior Girls Division of the race and crossed the finish line first, ahead of 15 girls her age who participated in the competition.

Natalie was presented with a trophy, of which she is very proud. The sentiment also extends to her dad!

Debbie Kennelly Retires

Debbie Kennelly began her Robroy career in the office of the Verona Plant on July 15, 1975, as an inventory clerk. She served in that office until 1995 as the Plant Office Manager and then moved to the Headquarters office, when the Verona Plant closed.

Debbie worked in the IT Department for many years and also held the position of Corporate Project Coordinator for many more. Numerous associates from other Robroy divisions received training from Debbie over the years in sales, open enrollment, accounts payable and purchasing. She spent several months training personnel at Rice Operating in Odessa, Texas.

Debbie retired on August 30th. A luncheon with an Italian flavor was held in her honor, which was catered by Veltri's Restaurant. The spread included chicken Parmesan, rigatoni, salad, rolls and the all-important component to any Robroy function - CAKE!

Debbie is wished a very happy retirement.



Debbie Kennelly - 38 Years of Service



Ain't It Nifty, Guess Who's Fifty

On October 29th Anil Kewalramani turned the big 5-0. In honor of this memorable occasion, Headquarters Associates celebrated with a cake and everyone signed a card for the Birthday Boy!

Lest he not be forgotten, Greg Czegan turned 38 on the same day.

Anil Kewalramani – 50 Years Young!

Maggie McIlroy

The game of field hockey finds its origin nearly 4,000 years ago in ancient Egypt. However, modern women's field hockey established its first club in 1887 in Great Britain and was very popular with British Universities and schools. In 1901 Constance Applebee, an English Physical Education teacher, attended a conference at Harvard and taught the game to local women's schools. The International Federation of Women's Hockey Associations (IFWHA), founded in 1927, held tournaments every three years, but these were non-competitive until 1975.

Women's field hockey is VERY competitive at Fox Chapel High School, just outside Pittsburgh, Pennsylvania. Last year, the Fox Chapel Foxes won the 2012 Western Pennsylvania Interscholastic Athletic League (WPIAL) field hockey championship. Maggie McIlroy played on the 2013 team as a sophomore defender. The Foxes lost a heart-wrenching 2-1 battle in the championship game this fall. Although the loss was a great disappointment to Maggie and her teammates, they received very special recognition the day following the loss. It was announced that Maggie and two teammates made the All-Star Selections



Maggie McIlroy – All WPIAL Field Hockey Team

within their WPIAL section. On top of that, Maggie was the only Fox Chapel player chosen as an All-WPIAL Selection, which includes players from all over Western Pennsylvania, as voted by coaches from opposing teams.

Congratulations, Maggie.

Maggie is the oldest daughter of Rob McIlroy, Vice President of Robroy Industries.

Josh Miller



Josh Miller – Sports Figure-Enthusiast and Corporate Accounting Support

Josh Miller attended the University of Arizona and punted in the NFL for the Seattle Seahawks, Pittsburgh Steelers, New England Patriots and Tennessee Titans. Josh currently is a talk show host on 93.7 the Fan in Pittsburgh.



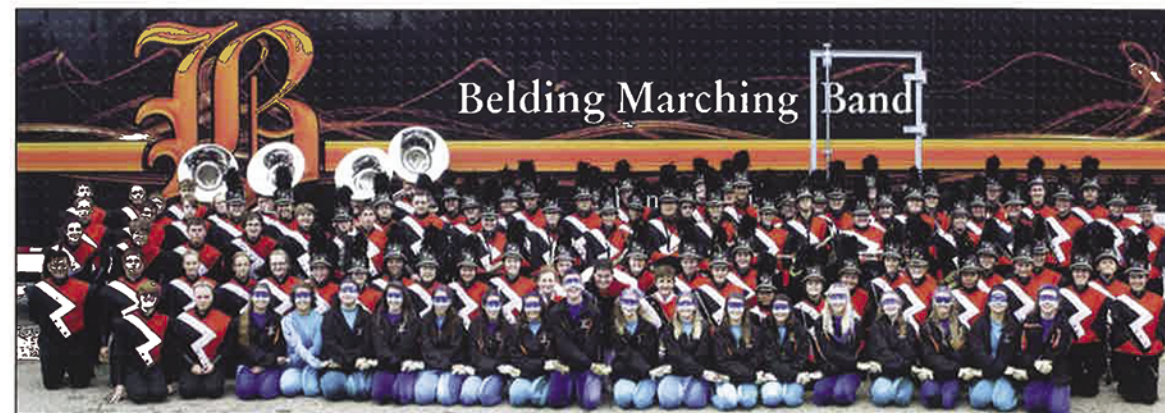
Wait a minute. No, no, no! Wrong Josh Miller. This Josh Miller is a recent graduate of Duquesne University where he earned his degree in finance and accounting. Prior to his Robroy employment, this Josh Miller worked as a financial sales consultant for PNC Bank.

Josh is a diehard sports enthusiast and he roots (doesn't play for) the Pittsburgh Steelers, Pirates and Penguins. He does enjoy participating in a competitive pick-up game of basketball now and then. When the weather is nice, Josh runs trails and does a little kayaking. He loves the outdoors, for sure. In addition to sports, time spent with family and friends rate high on his "to do list."

Welcome to the Headquarters team, Josh, and sorry for the mix-up!

Second Annual Redskin Invitational

Belding High School sponsored their second invitational band competition on October 12th. More than 1,700 students from 17 high schools performed and competed on



Belding High School Marching Band

Rudness Field throughout the day. As the host of the invitational, the Redskins were not eligible to compete, but did receive an exhibition score for their participation. The previous week they scored a disappointing 58.55 at another competition and their outstanding performance on the evening of October 12th showed a "massive improvement" and their score jumped to 67.4.

The improved performance was a direct result of working on the areas where the judges felt the band needed the most improvement. They were performing on their home field and they wanted to do a great job. Their show was entitled "The Bermuda Triangle" and the weather did everything but cooperate. By the time they began the third movement of their show the raindrops were falling and the weather came to a crescendo with a complete downpour by the last note. The band played on through it all and was not phased. The Redskins hope to move on to the state competition at Ford Field in Detroit and will work diligently to maintain or to improve their performance to that end.

Stahlin Enclosures sponsored the invitational and Cindy Stowell, Human Resources Administrator for Stahlin, presented the winning trophy to Rockford High School.

Labor Day in Belding

Belding, Michigan comes alive Labor Day weekend for four days of community fun. The theme for this year's event was "A Blast from the Past" and it truly was a blast for young and old alike. The weather was very pleasant and the threat of an evening thunderstorm on Friday night never materialized.

With a new planning committee in place, they filled the weekend with new activities, as well as the old favorites. From the parades to the carnival midway, tractor pull, car show, kick-ball tournament, longest drive contest, karaoke and fireworks, each day and evening was jam-packed with things to do and see and these were but a few of the many, many activities offered. The "Candlestock" Music Festival and Johnson Feuerstein Arts on the Flat, which was moved to a three-day, outdoor venue this year, gave a special treat to music and art lovers.

Stahlin sponsored the Friday night Twilight Parade and the Labor Day Parade and passed out necklaces at each gathering. The Friday night necklaces, 1,200 of them, glowed in the dark and the 4,000 distributed on Labor Day sported a peace sign. The Stahlin float highlighted the Beatles Abbey Road picture and contained all kinds of 70's memorabilia.



Roger Schroder and his boys enjoyed the "Blast from the Past."



Tiny Mitchell's wife and daughter flash the universal sign for peace at the Twilight Parade on Friday night.



Angie Zoerman and her daughter enjoy the festivities at the Twilight Parade.

Retirement

July 19th was a day that Stahlin Associates celebrated with two of their colleagues. Ed Anthony and Charlie Bryant were about to begin a new chapter in their lives after having served the Company well for 35 and 47 years respectively. What these gentlemen meant to Stahlin Enclosures could not be any better expressed than through the words of Jeff Seagle, Stahlin President. A portion of Jeff's speech at the retirement party follows:

"On a serious note, I've thought long about these two gentlemen and what they represent. Both worked every position in the shop ultimately finding their niche - but both were also willing to do whatever was needed, a common thread of selflessness that benefits the greater cause. Both found time early in their lives to serve their country in military service, giving back once again to a greater cause. And finally both are a true example to all of us, especially to those in their youth, early in their careers. These two gentlemen truly embody the American spirit that has made this country great.

"To live your life and present yourself at work and in the community with honor and integrity, men of their word and dependable, they don't have a business card that gives a fancy title demanding respect, but they have earned it from each of you the old fashioned way. They earned it by simply conducting their affairs in a way that honored who they really were. Hard working, dependable, men of their word, selfless and understanding of things beyond themselves. They worked every day; putting a little away for a day they could call it quits. That day is here and they have met it with



Speeches and gifts highlighted the event.



Special guests shared the moment.



This is one little guy who will benefit from Ed being retired.

honor. They now can retire and enter into their new journey knowing their work here is done and that their retirement is well earned and well respected. And to that, we the Robroy/Stahlin family wish you, Ed and Deloras, Charlie and Janel, God's speed, health,

prosperity and true happiness. A sincere appreciation from all of us on a job well done!"
 Jeff also asked the gathered crowd to turn back the clock of time to 1978 when Ed entered the Stahlin plant for the first time.



One of two retirement cakes!

- In 1978, 27 of 80 Stahlin employees weren't even born!
- The nation had the Vietnam war in its rearview mirror.
- 2nd year of Jimmy Carter's presidency after defeating Michigan's beloved Gerald Ford.
- The minimum wage was \$2.65 and a gallon of gas was \$.63.
- A super bowl ad was only 168k.
- Ben and Jerry opened their first ice cream parlor, as well as Home Depot opening their first store.
- On TV, Laverne and Shirley was the top show and Deer Hunter took home the Oscar.
- It was also about the time Robroy acquired Stahlin, front page on the Wall Street Journal!

The retirement party was a memorable occasion and Stahlin Associates will have trouble filling the void that these two men have left.

Best wishes for years of wonderful retirement, Charlie and Ed.



Charlie and Ed were presented very special clocks.

Flu Shots

Forty-seven Stahlin Associates took advantage of the opportunity to receive a flu shot this fall.

Flu Myths

Have you ever had the flu? If you have, then you know how very sick you can be. Advice from family and friends regarding the avoidance and treatment of the flu can be misleading at best and usually just plain wrong. To follow are ten myths common to the flu.

1. **You can catch the flu from the vaccine.** The vaccine is made from inactivated viruses that can't transmit infection. People who get sick after receiving a flu vaccination were going to get sick anyway. It takes a week or two to get protection from the vaccine.
2. **Healthy people don't need to be vaccinated.** It's true that the flu vaccination is routinely recommended for people who have a chronic illness. Even healthy people benefit from being vaccinated. Current guidelines suggest that children ages 6 months to 19 years old, pregnant women and anyone over 49 be vaccinated each year. In addition, the flu shot is recommended for healthy people who might spread the virus to others who are particularly susceptible. Health

- care workers are routinely advised to get the flu vaccinations to protect their patients.
3. **Getting the flu vaccination is all you need to do to protect yourself from the flu.** Avoid contact with people who have the flu, wash your hands frequently and consider taking anti-viral medications, if you were exposed to the flu before being vaccinated.
4. **The flu is just a bad cold.** Influenza may cause bad cold symptoms, but in the United States alone, 36,000 people die from the flu and its complications every year and more than 200,000 are hospitalized.
5. **You can't spread the flu if you're feeling well.** Actually, 20% to 30% of people carrying the influenza virus have no symptoms.
6. **You don't need to get a flu shot every year.** The influenza virus changes (mutates) each year. Getting vaccinated each year is important to make sure you have immunity to the specific strains most likely to cause an outbreak.
7. **You can catch the flu from going out in cold weather without a coat, with**

- wet hair or by sitting near a drafty window.** The only way to catch the flu is by being exposed to the influenza virus. Because flu season coincides with cold weather, people often associate the flu with a cold, drafty environment. They are not related.
8. **Feed a cold, starve a fever.** If you have the flu (or a cold) and a fever, you need more fluids. Though you may have no appetite, "starving" yourself will accomplish little and poor nutrition will not help you get better.
9. **Chicken soup will speed your recovery from the flu.** Hot liquids can soothe a sore throat and provide much needed fluids. But chicken soup has no other specific qualities that can help fight the flu.
10. **If you have a high fever with the flu that lasts more than a day or two, antibiotics may be necessary.** Antibiotics work well against bacteria, but are not effective for a viral infection like the flu. However, some people develop a bacterial infection as a complication of the flu, so it may be a good idea to see your doctor if your symptoms drag on or worsen.

An Enclosure Application

Check out this Web site <http://www.psychobrewllc.com/>. Please note that the control panel for each of the Psycho Brew micro-brew systems is a Stahlin fiberglass enclosure. These brewing systems are made in Greenville, Michigan only a few miles from Stahlin Enclosures in Belding. The company, now of international renown, manufactures high quality stainless steel brewing systems and each and every one is controlled through a Stahlin enclosure.



Do you recognize the control box on each of these brewing systems? Does that enclosure look familiar?



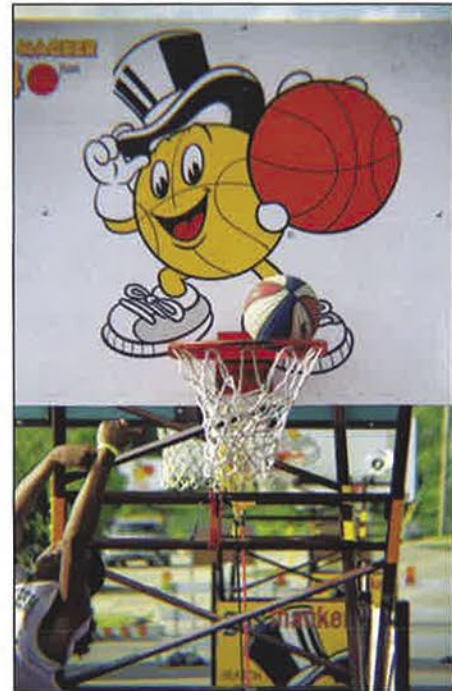
Gus Macker – Slam Dunk Contest

Basketball is a very big deal in Belding, Michigan and so are the Gus Macker tournaments, which originated in West Michigan. These tournaments had their beginning 40 years ago and co-founder Scott McNeal never expected the popularity to grow and grow year after year. There were a total 41 tournaments nationwide in 2013 up from 35 in 2012. The 2013 Belding Gus Macker tournament was held in the streets of the city on August 3rd and August 4th with 370 teams participating on



This cute little guy is Gus Macker.

A college student brought the crowd to their feet with the winning dunk. The young man vaulted over the Macker mascot, spun around and slammed the ball over his head from behind, a truly awesome shot.



30 courts. In addition to the 3 on 3 games, Stahlin sponsored the Gus Macker Slam Dunk Contest. Craig Mitchell, Stahlin General Manager, was one of three officials for the contest. Craig stated that it was one of the greatest basketball experiences he has ever had and it certainly reminded him of years past.



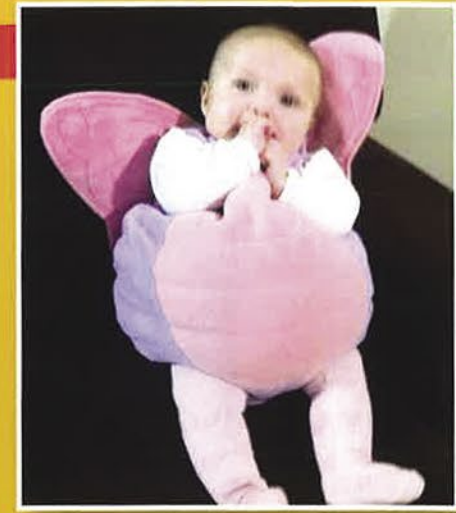
Craig Mitchell poses with the winner of the slam dunk contest.



Ready to roll, Andrea London's kiddos pose for one last photo.



Just back from trick or treating, Andrea's daughter is thinking, "No Mommy, you can't have any of our Halloween loot!"



Rosalee Villareal is a butterfly.

Halloween

Stahlin Associates shared some of their Halloween photos.



Two more of Patsy Root's adorable Halloweeners.



York Hoistingon's pooch commented, "Yes, they dressed me like a hot dog and I had absolutely no say in the matter."



Brandy Villareal with Rosalee, her nephew, Henrik, and her sister. The cousins were a butterfly and an owl for their first Halloween. Family resemblance?



Mike Whorley's daughter, Kairi Lynn, is cute as a bug! Really, cute as a bug!

Can you pick out Patsy Root's granddaughter in this crowd?



New Hire

Following her graduation from high school as class salutatorian, Lorin Roberts earned her Bachelor of Business Administration degree in marketing at the University of Texas at Tyler.



Lorin Roberts – Product Channel Manager

With six years of experience applying marketing plan objectives to drive sales and increase product/promotion awareness across multiple platforms, Lorin brings fundamental marketing, sales and managerial skills to her new position, Product Channel Manager. Her strong customer service background will help to build strong, quality customer relationships that will last.

Lorin and Eric Roberts exchanged marriage vows on April 27th and enjoyed time in Jamaica. The couple lives in Tyler, Texas where Lorin relaxes with a good book, plays basketball or rides her Harley.

Welcome to the Conduit Division, Lorin.

Church Bells



Mr. and Mrs. Eric Roberts

Promotions

David McCellon began his Robroy career in 2002. During those 11 years, he has proved a valuable associate and team leader. David now assumes the duties that go along with the position of Shipping/Receiving and Warehouse Manager.



David McCellon – Shipping/Receiving and Warehouse Manager



Francisco Colon – Accountant

Following the successful completion of his training, Francisco Colon received a promotion from Accountant-in-Training to Accountant.

Recently, Robyn Goodson received a promotion at the Avinger facility. She now assumes the duties of Shipping/Receiving and Warehouse Supervisor. For the past two years Robyn has worked closely with the previous supervisor providing back-up support. During that time she developed the necessary skills to ensure her success in her new role.



Robyn Goodson – Shipping/Receiving and Warehouse Supervisor

Congratulations are extended to each of these associates on their promotions and may they experience much success in their new positions.

Halloween Fun

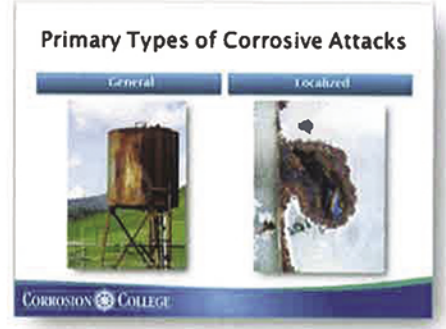
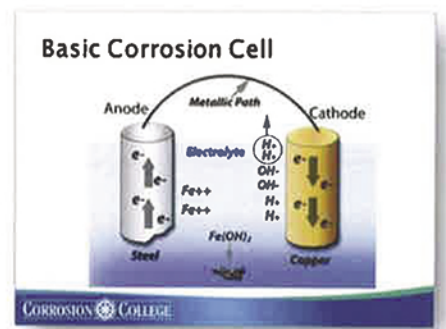


Ironman, alias Joshua Conley.

It seems strange not to have an article about Halloween on the Square in Gilmer in this fall issue. Last year was the last for the event. So it is only fitting that we would at least feature one Halloweener from Texas. Joshua Conley, son of Lauren Conley Director of Human Resources, dressed as Ironman is the happy Halloweener.

Corrosion College Facelift

Every old barn can use a good coat of paint or, in the case of Corrosion College, a new look. Corrosion College Director Stephanie Ellis has been working on an updated look and feel for the 2014 classes, as well as new and updated content. The fresh presentations will appear in conjunction with the celebration of the 200th Corrosion College class scheduled for January 2014. More information and updates on the course are forthcoming in the next issue of the Bagpiper. For now, here are a few slides, as a sneak preview.



Strengthening Partner Ties



The Robroy Industries booth at the Warren Design Fair in San Juan, Puerto Rico.

In August, Conduit Division President Steve Voelzke and Product Channel Manager Lorin Roberts visited the Puerto Rico Design Fair hosted by manufacturer's rep/distributor Warren held in San Juan, Puerto Rico. Warren distributes electrical solutions to end users, engineers, specifiers and contractors and carries the motto: "Warren – the Power Behind Your Success."

The two-day experience allowed Steve and Lorin to learn more about Warren's business and market strategy in addition to giving them access to the design fair. At the fair they hosted a booth along with other industry manufacturers and product specialists showcasing solutions and offering customer interaction. In addition Lorin had the opportunity to deliver the "Product Performance Verification for Corrosion Environments" lunch-and-learn presentation to a group of ten engineers.

The visit and participation in the design fair strengthened the partnership between Robroy and Warren and aligned marketing strategies to the benefit of both companies.



This is a replica of an industrial plant used in training at the Cooper Technology Center in Houston.

On October 11th Steve Voelzke took to the road again, this time with Stephanie Ellis, Corrosion College Director, in tow. They visited the Cooper Technologies Center, a world-class facility "where innovation, expertise and knowledge converge" located just minutes from downtown Houston. Cooper also has centers located in South Korea, Saudi Arabia and Australia all focusing on innovation and applications for the global market.

The new 40,000 square foot facility in Houston features an auditorium, conference room and multiple training rooms. Products from Cooper's seven divisions are displayed throughout the facility and incorporated into the building design. A replica of an industrial plant facilitates the industry-specific, hands-on demonstrations presented as part of the extensive curriculum offered. Each course offered, and there are many, provide Continuing Education Units (CEU) or Professional Development Hours (PDH).



Bradford Morse from Cooper Crouse Hinds in Syracuse, New York was also on the trip. Robroy Industries assists in the manufacturing of a Cooper Crouse Hinds line of products manufactured in Mexico. The Domex Bond Rojo product is featured in the industrial plant replica at the Cooper Technology Center in Houston. During their visit, Steve and Stephanie met with many engineers from Mexico. Stephanie presented the benefits of the ETL labels available for PVC coated conduit in both the US and Mexico.

This trip proved very beneficial as many initiatives involving Cooper Industries are in development.

**Jenny Cummins
Wedding Shower**



Surprise!



Now this is a shower gift that is really useful!



A stay at Los Pinos Vineyard Cottages – nice!

On November 1st, Conduit and Duoline Associates gathered to share lunch and wish Jenny Cummins, HR Generalist/Payroll, many years of happiness on her upcoming marriage. In lieu of a gift, the group took a practical route and provided a money tree with lush green foliage to be spent on the couple's honeymoon. In addition Jenny was presented a romantic stay at Los Pinos Vineyard's Cottages for her wedding night.

Best wishes, Jenny and Chad.



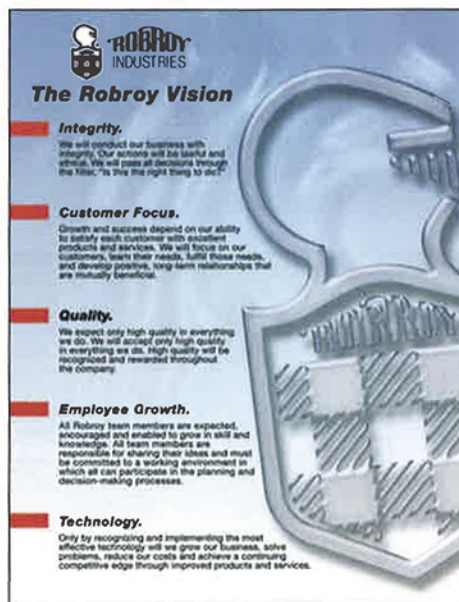
Annual Health Fair

The Annual Health Fair was open to associates and their spouses bright and early on Tuesday October 22nd. "Wellness Jackpot Cards" were presented for each service utilized and included the following opportunities:

- Biometric Data
- General Health and Nutrition Information
- Lab Work (glucose and lipid panel)
- Flu Shots
- Prostate Cancer Screening (PSA) (for males 50+ or who have a family history of prostate cancer)
- Mammograms (for females 35+ or who have a family history of breast cancer)

Prior to the Health Fair, associates had the opportunity to participate in a "Health Risk Assessment" whereby they completed a questionnaire. This is a preventative program aimed at helping associates identify ways to manage their health and potentially reduce future medical bills.

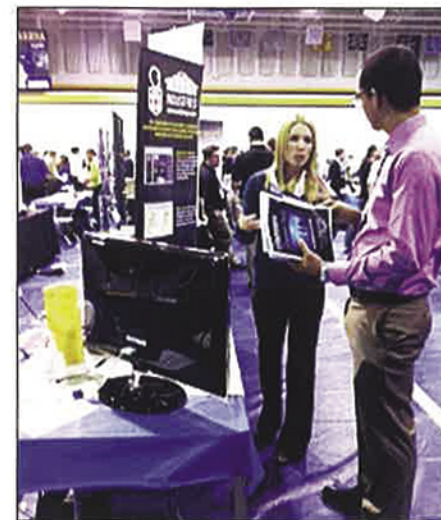
Two options for lab work were made available, fasting and non-fasting blood draw. The fasting draw required the associate to not eat or drink after midnight the evening prior to the test. If the associate chose the non-fasting blood draw, their blood sugar levels were not checked and a detailed cholesterol reading was not possible.



Vision Meetings

Because of Robroy's commitment to building a culture that supports the organization's strategy, vision and non-negotiable rules, Vision meetings have been scheduled in which discussion of vision commitments have been and will be discussed. The exchange of ideas and opinions regarding the Robroy Vision and the answering of any questions that associates may have relating to the Company vision is the purpose of the meetings. The setting for each meeting has been and will be informal and it is hoped that they generate useful ideas on how each associate can take responsibility for improving in their positions.

Recruiting



LeTourneau Career Fair

Recruiting is the name of the game for the Texas Human Resources Team and it has kept them quite busy of late. Their recruiting effort proved evident at the Tyler Junior College Career Fair, LeTourneau University Career Fair, Gilmer High School Career Fair, Texas A&M Career



"Shockoberfest"



Texas A&M Career Fair



Largest orientation to date!

Fair and Shocktoberfest. Shocktoberfest? The first annual Shocktoberfest was held in Tyler, Texas as an entertainment based venue with live music, vendor booths and, of course, plenty of food to consume. Robroy hosted a booth at each of these events and the hard work of the associates truly paid off. The largest orientation (initial welcoming of new employees) to date took place at the end of October for all three Texas divisions and included 12 new associates.

As another form of recruiting, a New Associate Referral Incentive Program involves all associates in the search for qualified employees. The program recognizes active associates who identify and refer quality candidates who are hired by the organization into approved positions.

The program works like this:

Eligibility - To be eligible for the referral incentive the referring associate must be an active associate of Robroy Industries at the time the referral is made and when the incentive is to be awarded. Management and members of the Human Resources Department and other associates who participate in recruiting activities are not eligible to receive rewards through this program.

Referrals - Making a referral is simple. First, a referred candidate must include the name of the referring associate on their application at the time of application submission. Second, the referring associate must complete the "referral form" and return it to the Human Resources Department within four weeks before or after the referred candidate submits their application.

Please note that in order to avoid conflicts of interest, individuals of the same family or those who have a close person-

al relationship with the referring associate are prohibited from employment within the same division. They can however be referred and considered for employment within other divisions e.g.: if the referring associate works for the Conduit Division he may refer a candidate to ECN Korns, Duoline Technologies, Stahlin Enclosures and Headquarters. Also, in the event a candidate is referred by more than one associate, or by an associate and recruitment agency, the date of the receipt of the referral is the deciding factor.

Candidate Criteria - A referred candidate should possess the required skills, experience and qualifications detailed in the description of the job for which he/she is applying. They must demonstrate the ability to pass a skills and behavioral assessment, possess a solid employment record, be able to pass a background check, drug screen and physical examination. Finally, the candidate must have an appreciation of Robroy's business, values, vision and non-negotiable rules.

In addition, the referred candidate must not have been previously employed by the organization, referred through an employment agency or have an application on file for one year prior to the referral.

Recognition - As a token of appreciation for participating in the referral program, upon receipt of the completed referral form, as well as the referred candidate's application, the referring associate will receive a "Caught You Doing Something Right" ticket immediately redeemable for one of the gifts advertised.

Making sure the organization receives high quality candidates is key to the success of the program. Associates who refer candidates who progress past stage one (interview and skills/behavioral assessment) will receive a \$25 gift card regardless of the outcome of stage one.

Associates who refer candidates who are hired will receive a cash referral incentive paid with the first paycheck following completion of ninety (90) days of active employment by the referred candidate. Referral incentive cash rewards shall be taxed based upon Internal Revenue Service requirements and will be awarded as follows:

- If an associate refers a candidate who becomes a Production Associate the reward is \$500.
- If an associate refers a candidate who becomes a Professional Associate the reward is \$1,000.

Questions about this program should be directed to the Human Resources Department.

Sincere Condolences



Don Williams - 1917 - 2013

It is with great sadness that Robroy says good-bye to a very good friend, Mr. Don Williams. Mr. Williams was instrumental in bringing Robroy Industries to Gilmer, Texas in 1960 and served on the Company's Board of Directors for 26 years. He regularly attended the Conduit Division Christmas Parties as an honored guest.

Mr. Williams was a lifelong Texan, born in the Rosewood Community in Upshur County, Texas. He was a graduate of Gilmer High School and earned his college degree at Texas A&M. A veteran of World War II, he served his country in the U.S. Navy where he was a flight instructor. He owned Gilmer Lumber Company and was a member of the Gilmer Church of Christ. To say Mr. Williams was an active member of the Gilmer community is an understatement. He was a member of the Gilmer Rotary Club, past President of the East Texas Yamboree Association, past President of the board of the First National Bank, co-founder of the Gilmer Industrial Foundation, Master Mason of the Bethesda Lodge #142 to name a few places he served.

Robroy Associates who knew Don Williams extend their sympathies to his sons, Steve and Paul Williams, and daughters, Donna Farris and Nancy Sawyer, and their families.

You can find a delightful article written in 2012 about Mr. Williams at http://www.gilmermirror.com/view/full_story/23396977/article-From-June-2012-Don-Williams-honored-for-World-War-II-heroism.

Yamboree All-Service Club Luncheon



The Robroy Entourage

For those non-Texan Robroy Associates who are new and have never thumbed through a fall issue of the *Bagpiper*, here is a description of a very popular fall event that takes place in Gilmer, Texas every year. The East Texas Yamboree draws more than 100,000 attendees each year for the last 76 years and is one of the longest running festivals in Texas. It is a carnival, a coronation with beautiful and talented young women, a livestock show and sale, a barn dance, a parade and it also includes a high school football game, country and gospel music, art and photo exhibits and food, food, food.

Each year Robroy Industries supports the Yamboree by purchasing a table at the Yamboree All-Service Club Luncheon. Austin Bank in Gilmer sponsored this year's luncheon held on October 18th at 11:45 AM. Awards were presented to those who participated in various Yamboree events such as the poetry, essay and photography contests. A buffet style lunch followed the awards with yam pie for dessert, of course. Speaker Lori Aulds of Microsoft gave a presentation on education and the new available technology advances for schools. Closing words came from the 2013 Yam Queen, Karlie Carol White.

The associates who attended the luncheon included: Francisco Colon, Jenny Cummins, Patricia Dyar, Eric Faulkner, David McCellon, Snehal Patel, Lorin Roberts and Manohar Taware.

RECIPE

Apple Dabble Cake

Ingredients:

- 2 cups sugar
- 1 cup vegetable oil
- 3 eggs
- 2 tsp vanilla
- 3 cups flour
- 1 tsp salt
- 1 tsp baking soda
- 2 tsp cinnamon
- 4 cups peeled/cored/chopped raw apples

Mix together by hand (no mixer needed) in the order given. Pour batter (very thick doesn't really pour) into a 13x9 pan sprayed with Pam.

Bake 30-40 min @ 350°

While baking, in a saucepan, combine 1 cup brown sugar, 1/4 cup milk and 1 stick of butter. Bring to a boil and boil for 4 minutes. Pour over warm, baked cake and return to oven for 5 minutes or until caramelized. You can add pecan pieces over the top if desired.

Serve ice cream or whipped cream on the warm cake.



Robroy conduit installation at RT Vanderbilt Chemical.

The series of e-mails below references photographs sent from the RT Vanderbilt Chemical project contracted by Wagner Electric. Two Wagner Electric employees, Tom Payne and Mark Neblett, attended Robroy Corrosion College and recommended that Robroy products be used on the project. Wagner Electric is a customer of Summit Sales and Marketing, a Robroy sales rep organization. Chris Caldwell is the Conduit Division's Quotations Specialist. The photos speak for themselves.

To All:

I received pictures from a project we started servicing in 2011 (Vanderbilt Chemical). The contractor attended CC (Corrosion College) and saw the value using our PVC coated products. As you can see from the pictures Wagner did a great job.

Chris (Caldwell)

Chris,

Can you forward these photos to the marketing folks? Not sure who to send these to. This is the Vanderbilt job that we have been working on for the last year or so through Graybar Louisville. Wagner Electric had sent folks down for Robroy training and they saw the benefits of Robroy and used on this job. They were very impressed by training and product and wanted to share their successes. Thanks to all for all the hard work on this project, we have a customer (Wagner Electric) for life.

THANKS!!

Scott (Scott Montgomery - Summit Sales and Marketing)

Scott,

Could you get these pics over to the marketing people at Robroy. They are for the Vanderbilt job. Wagner electric is the contractor and as you can see, have done an amazing job.

Wagner Electric sent their two key people to Robroy for Corrosion College and saw a great benefit.

Thanks

Mike Wurth (Summit Sales & Marketing)

A Housewarming Party



The Taware family gathered at their new home for a housewarming party.

Friends, family and colleagues gathered at the new home of Manohar and Bhagyashree Taware to share in the couple's joy over their recent purchase. Located in Longview, Texas in the Spring Hill area, the Tawares opened the doors of their new home to share their good fortune. The event began with a ceremony to bless the home and bring good fortune to the Taware family and a grand tour and lunch followed. The meal was served with traditional Indian cuisine and catered by a restaurant located in Dallas. The kids enjoyed playing in the yard while the adults admired the Taware's lovely new abode.

Congratulations to the Taware family on their new digs!



Some of the Robroy family shared in the festivities.

New Duoline Hire

Rehan Baig recent joined the Duoline Technologies team in the position of Manufacturing Technician. Since 2008, Rehan worked for ECN Korns as a Production Associate. In his new role at Duoline, he will be responsible for maintaining and refining routings and material usage; ensuring accuracy, analyzing, recommending and implementing process improvements; field service; cradle management; TG testing; equipment uptime and other duties related to operations.



Rehan Baig – Manufacturing Technician

Welcome to the Duoline team, Rehan. You are going to be one busy man.

Promotion



Tami Leathers – Shipping/Receiving and Warehouse Supervisor

Tami Leathers began her employment at Duoline Technologies in April of 2010. During the ensuing three and half years, Tami has proven to be a valuable member of the leadership

team at Duoline. Because of this, Tami recently received a promotion to the position of Shipping/Receiving and Warehouse Supervisor.

Congratulations Tami, keep up the excellent work.

All American Girl



Laci Leathers poses with her Grand Champion Red Brahman Bull.

Laci Leathers, Tami Leathers' daughter, was no stranger to the winner's circle at the All American Junior Brahman Show in Lufkin, Texas last summer. She was especially proud of being selected Grand Champion of the show with her bull ASL Mr. Gangster. Laci's favorite heifers, ASL Miss Raquel and ASL Miss Lotta, along with her bull, ASL Mr. Gangster, made up her show team. Laci and her team came home with nine belt buckles, five champion banners, three bronze trophies and a champion tooled leather director's chair; certainly wonderful rewards for a very good day's work!

Dressed for the Occasion



The Rucker sisters are ready for Halloween.

You know who that little redhead is, don't you? Why, it's the Little Mermaid from the Disney movie by the same name. But who could

that BEE beside her? Taking a closer look, these are two adorable trick or treaters all dressed up for Halloween. The mermaid is Micah Rucker's five-year old daughter, Jayna, and her bumblebee sidekick is 1-year old Jordyn Rucker.

Great costumes, girls!



The attractive 20' x 20' Duoline/MaxTube booth attracted a lot of interest.

ATCE Show

Duoline Associates David Marshall, Abel Mbeh and Stephanie Ellis along with Neil McIntosh and Gokul Radhakrishnan from MaxTube traveled to New Orleans, Louisiana for the Annual Technical Conference and Exhibition (ATCE). Since its first conference 89 years ago, the Society of Petroleum Engineers' ATCE show attracted over a half million of the exploration and production industry's (E&P) greatest minds from more than 50 countries around the world.

Technical sessions, presented concurrently with the exhibition, focused on all phases of oil and gas exploration and production. Special events allowed E&P professionals to network with colleagues from around the world and celebrate key successes in the industry. The event was held September 30th through October 2nd and during those three days the Duoline and MaxTube personnel spoke to many new customers, as well as connecting with existing clientele. In addition, they visited with potential candidates for internships and employment opportunities.

Location, location, location. Conveniently located next to the SPE "recharge" booth, the Duoline exhibit space enjoyed a good traffic flow. Two flat screen televisions featured a video that offered extensive information on the Duoline product line and product applications. Literature, product samples and displays were also available to booth visitors.



David Marshall greeted show attendees.



MaxTube's Gokul Radhakrishnan helped to man the booth.

SERVICE AWARDS

NAME	YEARS SERVICE
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Headquarters

Greg Czegan.....	2
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Conduit Division

Jerry Davis.....	25
Rodney Dinkins	20
Robert Faggins	20
Carlean Turner	15
Danny Wright	10
Jerry Harris	5
Richard Pilgrim	5
Kathy Johnston.....	5

Duoline Technologies

Eric Nichols.....	5
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Stahlin Division

Kim McElhinny	5
Bob Geiger	5
Pam Burns.....	5



Jerry Davis



Rodney Dinkins



Robert Faggins



Carlean Turner



Danny Wright



Jerry Harris



Richard Pilgrim



Kathy Johnston



Eric Nichols



Kim McElhinny



Bob Geiger



Pam Burns

In the Spring 2012 issue of the *Bagpiper*, the Benefits Bulletin Board highlighted Robroy Industries' free program available to all associates called Help Net and the Work Life Web. To review, this program is designed to help associates with a variety of work and life related topics including legal matters, credit issues, substance abuse, stress management, personal wellness and many other topics of interest to you and your family.

Contact between you and Help Net is strictly confidential and not shared with the Company. To take advantage of this resource call the confidential resource line at 1-800-969-6162 or log on to www.helpneteam.com/work_life_login. The user name is "robroy" and the password is "employee." You will be able to navigate through articles, links and interactive content, self-searches, self-assessments and more.

Check it out!

Benefits
Bulletin
Board