



## Chairman's Message

**M**anufacturing jobs are leaving the United States at an unprecedented rate. The costs of manufacturing products in many other countries such as China and India are usually substantially lower than in the United States – particularly when the manufacturing process is labor intensive. Labor rates in many countries can be as much as 80% lower than in the United States.

We at Robroy have to compete in the world market with our high-quality products at competitive prices. To survive in competitive markets, many United States manufacturers have found it necessary to move manufacturing offshore. I don't ever want to have to do that so we are following a few simple principles to keep our plants here at home:

- Manufacture niche products in small markets that do not attract foreign competition.
- Design and build products that are so unique that our customers will prefer them over less expensive alternatives.
- Use technology to automate and lower manufacturing costs in our plants here in the United States.

The principles mentioned above are consistent with several of our Vision principles; i.e., customer focus, quality, technology and employee growth.

We have absolutely no desire to lower wages or salaries. In fact by raising our level of manufacturing technology, we have the opportunity to raise the skill levels of our employees and thus increase our compensation.



All of us at Robroy have a stake in making this work. We will succeed only if we work as a team to design better products and find better ways to make them. It must be a joint effort with shared responsibility, shared effort and shared reward. Let's continue to work together to make high-quality products at lower costs in American plants.

## HEADQUARTERS

### Appointments and Promotions

**T**he following appointments and promotions were announced on February 13, 2006 and were effective immediately:



*David Marshall - appointed to the Board of Directors of Robroy Industries.*



*Jeff Seagle - promoted to President of the Stahlin Division.*



*Jeff McIlroy - appointed to the Board of Directors of Robroy Industries and promoted to Vice President.*

*Rob McIlroy - appointed to the Board of Directors of Robroy Industries and promoted to Vice President.*

In making the announcement, Peter McIlroy stated, "All four have contributed greatly to the success of the Company and have certainly earned their appointments and promotions."

Congratulations are in order as these gentlemen go forward to mold the continued success of the Company.



**Sincere Condolences**

The Company extends condolences to the family of Mrs. Ruth Young who passed away on March 8, 2006 in Coral Springs, Florida. Mrs. Young was the beloved wife of the late James M. Young and mother of James and Thomas Young. Jim Young served as Vice President of Production and Engineering before retiring from the Company in the 1980's.

Mr. Young died February 21, 1988, however, Mrs. Young continued to keep in touch with her friends at Robroy and visited Headquarters when in the area.

**Celebrating 25 Years**

The law firm, Cohen and Grigsby, which Robroy Industries has used as legal counsel for many years, celebrated their 25th year of existence in May. A special event was held at Heinz Hall in downtown Pittsburgh to mark the occasion. The mixture of clients, friends and acquaintances along with sumptuous hors d'oeuvres created an exceptional evening. The Pittsburgh Youth Symphony entertained the guests with a special performance. In addition, Jack Elliott, the firm's President and Chuck Cohen, a founding partner and member of Robroy's Board of Directors since 1991, said a few words to the gathering. Mike Deane represented Robroy and relayed congratulations and best wishes for continued success.



*Peter McIlroy presents Mike Deane with his award for 25 years of service.*

Mike Deane also celebrated his 25 years of service with Robroy Industries this year. Hired in the position of Controller in 1981, Mike now holds the position of CFO for the Company.

**Odyssey of the Mind**



*Odyssey of the Mind teams*

Late last year, Rishabh and Arushi Kewalramani, children of Anil Kewalramani, enrolled in the Odyssey of the Mind Program. Dr. C. Samuel Micklus, Professor Emeritus at Rowan University in New Jersey created the Odyssey of the Mind program in 1978. It is an international educational program that provides creative problem-solving opportunities for students from kindergarten through college. Students learn to work together and develop team-building skills while using their creativity to solve problems that range from building mechanical devices to presenting their own interpretation of

literary classics. The students develop solutions (make artifacts, plays etc.) on their own without the help of parents. Volunteer coaches manage the weekly meetings but all input comes from the kids. Each school district sponsors a number of teams and the teams bring their solutions to competition on the local, state and world level. Thousands of teams from throughout the U.S. and about 25 other countries participate in the program.

Rishabh and Arushi's teams were offered six problems this year. Rishabh's team selected the "ANCIENT EGYPT" project, which included a performance with a scene that takes place in ancient Egypt, while Arushi's team selected the "SPACE TREK" project where the team was to present a performance about traveling through outer space.

In March, after four months of hard work, all of the teams participated at the regional level. Rishabh's team won first place and Arushi's team took third. Rishabh's team then participated at state level in Altoona, Pennsylvania. Overall it was great fun for all the participants working as a team to come up with the best solutions for their project.

For more information about The Odyssey of the Mind program visit [www.odysseyofthemind.com](http://www.odysseyofthemind.com).

**New Hire**

Jim Gebrosky assumed his new duties at Robroy Headquarters on February 20th in charge of maintenance at the Verona office. Jim worked in the Maintenance Department at St. Francis Medical Center for 22 years until the facility was sold to make way for the new Children's Hospital of Pittsburgh. He has been happily married for 39 years and he and his wife have resided at the same address for the last 25 years. With his wife, Jim enjoys spending time at the beach and walking. They walk about three miles at a local park on a daily basis, weather permitting. Yard work and tinkering on old cars consume Jim's spare time.

**Entrepreneurial Fellows Center**

On May 24, 2006, 30 members of The Entrepreneurial Fellows Center visited Headquarters in Verona to hear a presentation from CEO, Peter McIlroy II, entitled "100 Years of Lessons Learned." The Entrepreneurial Fellows Center is an affiliate of the University of Pittsburgh Business School. Participants who are typically owners of businesses in Western Pennsylvania complete a one-year executive business training program. Most of the elements of an MBA program are presented in abbreviated form for these business owners who may not be able to devote the time required for a full MBA degree.

Mr. McIlroy told of the lessons that became apparent as he reviewed the 100-year history of Robroy in preparation for the Centennial programs last year. After 40 years of service at Robroy, he has had a hand in both the successes and the failures that have brought the Company to where it is today. He told them, "I think I have learned more from my mistakes than from my successes. When you boil it all down, the three most important lessons are:

1. Position your company in the right kind of business – a business where all participants typically make good profit margins.
2. Relentlessly pursue operational excellence – set objectives, measure results and hold people accountable. The key word is discipline.
3. Establish a culture for your company (the Robroy Vision) or one may be created for you that you don't like."

The one-hour program was followed by a lively question-and-answer period. Guests then went upstairs to the newly renovated offices and conference room for hors d'oeuvres, refreshments and a lot of animated networking.

Many participants said it was one of the most helpful and enjoyable programs they have attended.

**WMS Update**



*WMS training conducted in preparation for the new inventory system.*

Stahlin, along with the Conduit Division, selected the AIMS System from Minerva and Associates late last year. Employee training for the implementation of the new Warehouse Management System (WMS) began on May 10th. Completion of this system took place earlier this year in Gilmer and the Belding facility plans to have everything up and running by the end of the second quarter of 2006.

Lisa Miner from Minerva is leading the effort and was present in Belding to assist in training the team leaders. Ken Saladin, Master Scheduler, and Tim Mason, Cycle Counter, will be spearheading the training.

The AIMS warehouse management system will use radio frequency technology to allow the material handling personnel to communicate directly with the computer system. This will eliminate the errors and inaccuracy associated with writing and entering inventory tickets manually. Bar codes identify locations and part numbers throughout the system. Stahlin expects new levels of inventory accuracy with WMS allowing the Company to deliver an increasingly high standard of service to Stahlin customers.

**Additional Training**

With the State of Michigan Training Grant Funding set to expire in June, Stahlin has offered a number of continuous improvement classes this spring. Over 60 employees participated in various sessions including Mistake Proofing, 5S Visual Organization, Managing Maintenance, Metrology and Blueprint Reading.

*Troy Walwood of Grand Rapids Community College instructs Stahlin team members on the use of precision measurement tools.*



**Annual Dessert Reception**



*Love that chocolate!*



*Peter McIlroy speaks to the guests in preparation for a drawing.*

Robroy Industries held its annual gourmet dessert reception at the NAED Annual Meeting on April 24th in Florida. The Grand Ballroom 5 and 6 of the Orlando World Center Marriott showcased this year's gala





*Dominique Dawes poses with the winner of the evening's drawing, Clyde Rutkand of Wholesale Electric Supply in Houston, Texas along with Peter and Pam McIlroy.*

event. Along with their Robroy hosts, guests enjoyed cordials, smooth jazz music provided by a local band and an elaborate dessert buffet including ice cream, a unique chocolate fountain and assorted pastries.

Olympic gold medallist Dominique Dawes was present as Robroy's special guest. Dominique signed autographs and chatted with guests. At the end of the evening, Peter McIlroy drew the winning name for an authentic 2006 Winter Olympic jacket.

**ISO Set to Go**

The stage is set for registration to ISO 9001:2000 this summer for the Stahlin Team. The policies and procedures are written with training and implementation underway. Many of the required procedures have now been set in motion and the internal audit teams have begun auditing the quality system for compliance. Several management review meetings (an ISO requirement) were held and the finalization of a date for the registration audit is expected in the next several weeks.

**New Team Member**



*Jim Wright – Applications Engineer*

Stahlin Enclosures welcomes Jim Wright to the engineering staff in the position of Applications Engineer. Jim comes to Stahlin with 36 years of experience in the appliance industry. For 26 of those years he was employed as an engineer.

Jim and his wife, Barbara, reside in Belding and are the proud parents of four children with five grandchildren. When not enjoying his role as dad and granddad, Jim likes to play golf.

Jim joined the Stahlin Team in April and says, "Stahlin is a great place to work. The people are friendly and the job is challenging."

**Promotions**



*Jeff Seagle – President /Stahlin Fiberglass Enclosures*

Jeffrey Seagle received a promotion from General Manager to the position of President of Stahlin

Fiberglass Enclosures in February of this year. He has more than 15 years of experience in the electrical enclosures industry. Prior to this appointment, Jeff led the Company to significant growth through innovative product initiatives and by helping Stahlin move into a leadership position in the non-metallic enclosures market. Also during his role as General Manager, Stahlin was selected by the Michigan Business and Professional Association as one of the "West Michigan's 101 Best and Brightest Companies to

Work For." Jeff earned his BSME from Purdue University and his MBA from Carnegie Mellon University.

Congratulations Jeff.

On March first President Jeff Seagle announced the following organizational changes in support of the Company's "Front End Focus" strategy.



*Mike Jackson – Product Marketing Manager*

Mike Jackson assumed the duties of Product Marketing Manager. Mike's six years experience serving as Engineering Manager provides a tremendous foundation to the new challenges associated with both product and market management. Mike's leadership reinforces these areas as emphasis increases on marketing activities.



*Teresa Rameriz –Channel Manager*

With greater emphasis placed on expanding Stahlin's market penetration through the successful use of both new and existing market channels, Teresa Ramirez begins her new role as Stahlin Channel Manager. Her most recent experience as National Sales Manager will serve her well. Her new duties include managing the intricacies of Stahlin's market channels and the traditional Electrical Distribution Partners.



*John Hoelz – Market Development Manager*

John Hoelz joined the Stahlin organization as Market Development Manager. John

brings a wealth of experience, excitement and knowledge to this newly created position. John will manage Stahlin efforts to develop and build new business in the central region of the United States.



*Ed Atanasoff – Quality Manager*

Ed Atanasoff has been promoted to Quality Manager. Ed joined the Stahlin organization last year as Quality Engineer and has enthusiastically led the efforts in pursuit of ISO registration. Continuous improvement will be the underlying drive in this new management position. Ed will work with others in the organization to improve consistency and help create predictability in all aspects of the operation.

**Retirement**



*Ron Ward – Retiree*



*Art Ring – Retiree*

The time has come for several long-time Stahlin employees to call it quits. Ron Ward and Art Ring have earned the well-deserved status of retirees.

Ron Ward began his career with Stahlin on March 26, 1962 and served as Punch Operator for most of his 44 years of service. He now plans to do some of the things that he never had time to do when he was working.

The majority of Art Ring's Stahlin employment found him working in the Shipping and Receiving Department where he made many friends including the delivery drivers. Art was hired on February 5, 1968 and feels like he "grew up" at the Stahlin facility.

Both of these gentlemen will be missed and they are wished a very happy and healthy retirement.

**Updated Website**



*Sam Layle draws a winner from the hat, rather a Stahlin enclosure.*

With the increased use of the Internet for electronic data and information, Stahlin embarked on a mission to provide Internet users the most advanced interactive site for the gathering of information related to enclosure products and

services in the industry. To celebrate the update Stahlin held a contest for site visitors. Visitors were invited to take a flash animated tour of key sections. Once the visitors completed the tour they could enter a drawing for a 7 Day/6 Night trip to the Pro Bowl in Hawaii. Jerry Birck from AA Electric in Coco Beach, Florida was the lucky winner.

On the updated site visitors can request forms and product specific literature all in an electronic format. The website includes technical information plus detailed support sections focused on enclosure formulations, materials, proper techniques for enclosure installation and modification. Also featured is a special section for Stahlin's Boot Camp, a two-day, hands-on educational program featuring intense instruction specific to enclosure materials and applications.

**West Michigan's 101 Best and Brightest Companies**



*Jeff McIlroy accepted the award on behalf of the Company.*

Stahlin Non-Metallic Enclosures has been chosen as one of "West Michigan's 101 Best and Brightest Companies to Work For" by Michigan's Business





and Professional Association (MBPA) for the third year in a row. The 101 Best and Brightest awards recognize companies for strategies they employ in

the creation of the best human resource practices for their employees.

"Stahlin is proud to have been selected for this honor a third year," states Jeff Seagle, President of Stahlin. "We continue to work hard to make Stahlin an organization that contributes positively to its employees and to the community. I am proud of all of the employees at Stahlin who contribute their working lives in order to help us become one of West Michigan's 101 Best and Brightest Companies to work for."

The process for determining the 101 best is three fold: first, companies are nominated by individuals; second, the human resources manager of each nominated company is contacted and asked to complete an extensive survey; third, the company's employees are randomly selected to complete an extensive survey about their work environment. An independent market research firm employed by the MBPA examines each application statistically for both quantitative and qualitative data, which is then submitted to a panel of judges. The data includes information on the company's achievements in all of these areas: diversity and multi-culturalism, work-life balance, employee communication and recognition, compensation and benefits, employee education and development, recruitment and retention, employee motivation and enthusiasm, community initiatives, strategic planning and integration. Those with the highest points are selected as winners.

**Stahlin's Boot Camp Recruiting Contest Winner Attends 2006 Super Bowl**

**S**tahlin Non-Metallic Enclosures, manufacturer of the world's most frequently specified fiberglass enclosure products, congratulates Boot Camp Recruiting Contest Winner Melvin Spinella, who enjoyed his victory at the 2006 Super Bowl in Detroit, Michigan.

During the fourth quarter 2005 (calendar quarter not football quarter), Stahlin sent a letter to all Boot Camp Alumni notifying them of the possibility of being entered into a drawing for two tickets to the 2006 Super Bowl if they provided Stahlin with a list of new recruits for the program. Melvin Spinella from Bayou Black Electric in Houma, Louisiana was the winner of the drawing.

Stahlin Boot Camp is the only nationally recognized educational program developed specifically to provide a comprehensive understanding of electrical enclosure technologies, enhanced corrosion prevention and give detailed insights into the successful applications of non-metallic enclosures. Boot Camp is available at no cost to qualified recruits and includes the following components:

- Enclosure Basics and History
- Corrosion Cause and Prevention
- Composite Technology/ Leading Edge Materials
- Composite Manufacturing
- Molding Processes
- Product Types and Designs
- Applications of Electrical Enclosures
- Features and Benefits of Non-Metallic Enclosures

The experts who administrate Stahlin Boot Camp provide current, relevant information on the topics listed above and recruits participate in a unique encounter combining practical knowledge and hands on learning experiences.

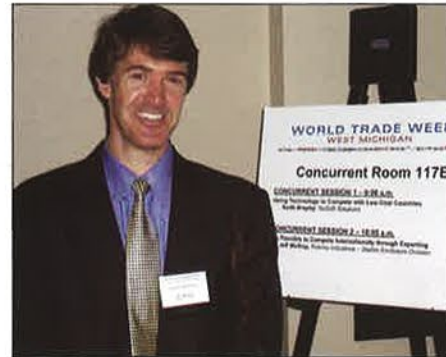
**Speaking Out**



Michael Jackson was a guest speaker at the Plastic Parts Conference in Columbus, Ohio.

**M**ichael Jackson, Product Marketing Manager, was recently a guest

speaker at the Plastic Parts Conference in Columbus, Ohio. His presentation of the technical overview of the new SMC formulation SolarGuard was very well received. In fact, it was so well received that Mike has been extended a special invitation to make the presentation at NPE 2006, International Plastics Showcase, held at the McCormick Place in Chicago June 19th through 23rd. The NPE 2006 is the largest tradeshow dedicated to the plastics industry and is anticipating the attendance of 75,000+ plastics and elastomer processors. SPI (the Society of the Plastics Industry) will provide registrants with a high-technology networking program that will promote this presentation based on their interest, searches, job function and industry sector.



Jeff McIlroy recently spoke at the World Trade Week Conference in Grand Rapids, Michigan.

Jeffrey McIlroy, International Business Manager, recently spoke at the World Trade Week Conference at Grand Valley State University's Pew Campus in Grand Rapids, Michigan.

"Competing with Low-Cost Countries" was the theme for World Trade Week and Jeff's presentation entitled "It Is Possible to Compete Internationally through Exporting" was well received by the conference participants.

**One-Year Perfect Attendance**

**J**ackets were presented to employees with one-year perfect attendance.



Terry Emelander - 3rd Shift Press Operator - 12/16/02

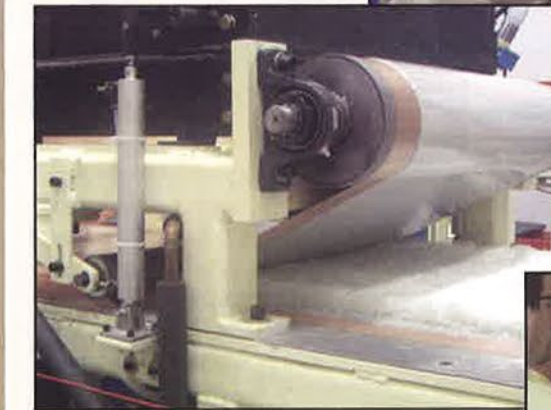


Debbie Hannah - Inventory Control Department - 12/14/87



Butch DeCraene - Gasket Machine - 2/22/94

**SMC Project Up and Running**



**A**fter nearly two years of planning, re-planning and then tweaking the re-planned plan, the new state-of-the-art SMC room has started producing material. While the change from a manual system to a totally automated system was far from painless, everyone agrees that the final result was worth the effort. The mixing process best exemplifies the difference between the old and the new. The old process required two hours and lifting 38,000 pounds to produce what the new process accomplishes in 43 minutes with the push of a few buttons. At this time only Glacier Gray is produced in the new room. The conversion of the other colors to a pumpable pigment will be complete in the near future.



**The Graduating Class of 2006**

Five seniors of proud Stahlin families graduated this year. To follow is some information about these fine students.



*Amber Allison - Belding High School*

Amber Allison is a young lady who sets her goals high and makes every effort to reach those lofty heights. She knew since she was a freshman in high school that she wanted to be a lawyer and has taken classes to move her in the direction of that pursuit. She plans to attend Grand Rapids Community College in the fall and eventually transfer to Grand Valley State University where she will study law. She is currently working two jobs and will be pursuing another one of her dreams this summer, as she will be singing in Nashville. She has already debuted at Tootsies Orchid Lounge in that city.



*Ashley Atanasoff - Greenville High School*

Ed Atanasoff, Quality Manager, and his wife, Diane, are excited to announce the graduation of their daughter, Ashley, from Greenville High School. Ashley maintained a 3.288 grade point average throughout her high school years and graduated with a bronze honor cord.

Ashley was a four-year member of the Greenville High School Drama Club and a three-year member of the

International Thespian Society. She has designed costumes for almost a dozen different plays for both her high school and the community theatre. In keeping with her love of all things creative, Ashley plans a Renaissance themed open house, costumes and all, to celebrate successfully completing this chapter of her life.

Montcalm Community College will be Ashley's destination in the fall, with plans to transfer to Ferris State University's Television and Digital Media program.



*Luke Gross - Belding High School*

Lucas Gross is the son of Diane and Jeff Gross. His high school career was full of both academic and sports accomplishments including Academic Letters for maintaining a 3.9 grade point average his freshman, sophomore and junior years. He earned a Four Point Academic Award his senior year for achieving a 4.0 for three consecutive marking periods. Luke participated in four years of football, three years of basketball and one year of baseball and track. In football he was recognized as a member of the All American Team his senior year and received All State Academic Awards his junior and senior years. Extra curricular activities included coaching for a youth basketball team, umpiring little league baseball and working as a camp counselor. Luke was even the All Star referee in Stahlin's Control Tower video with Artis Gilmore. This fine young man is pursuing a career path as an officer with the United States Air Force.

Diane is the Inside Sales Supervisor at the Stahlin facility.



*Alex Jackson - Belding High School*

Product Marketing Manager Mike Jackson and his wife, Rene, are proud to announce the graduation of their son Alex. Alex leaves high school with a background in music performance and music education, which he intends to pursue at Grand Rapids Community College. He has actively been involved in the music program in the Belding School District since 6th grade and played percussion as a section leader for the BHS Marching Band. Alex won the Top Marcher of the Year Award in the fall of 2005 along with the John Phillips Sousa Award for 2006. In addition to the Marching Band he was a member of the Varsity Concert Band, Pep Band, Jazz Band and participated in Solo Ensemble. The Solo Ensemble received a Division I rating at the state competition in the spring of 2006. Alex was first chair in saxophone, trombone and percussion and enjoys playing other instruments including drums, electric guitar, bass guitar and acoustic guitar. He currently teaches drums and percussion at a local music store and was a student teacher of music for the Freshmen Concert Band during his senior year.



*Jody Underwood and her daughter Emma.*

Jody Underwood is the daughter of Stahlin employee Michelle Foote and her husband, Bob. Jody hopes to pursue a career in the field of corrections as a parole officer. Congratulations seniors!

**March of Dimes**



*The 2006 March of Dimes WalkAmerica Team: first row: Robert, Tracie and Layne Warburton, Starla and Payton Bickerstaff, second row: Twyla Lewis, Jessica Lewis, Angela McKinne, third row: Jessi McKinney and not pictured Cindy Ogg.*

On April 29th, the Conduit Division again participated in The March of Dimes WalkAmerica. This was their 5th year to participate. As in the past, the weather did not cooperate and the walk site was changed at the last minute. Never fear, a safe and dry location was found. Walking didn't actually occur, but all participants enjoyed a good time. There were activities going on all day for the children and some for adults, including the cow-milking contest in which Angela McKinney participated. Even though it wasn't a real cow, she extracted over 2 1/2 cups of milk and would have won had there not been a professional milker among the contestants!

For a small team, the Robroy crew raised over \$3,000 with three Battered Boot Awards given to walkers raising over \$500.

Battered Boot Awards  
Tracie Warburton  
Angela McKinney  
Starla Bickerstaff

For a second year in a row, the team placed 3rd in their division. Thanks are extended to everyone who contributed through donations of money or time and to all those who participated through buying raffle tickets. And an extra big thank you goes to Robroy for sponsoring the team and matching their donations! The total funds raised for the Longview WalkAmerica was over \$155,000.

**Graduates**

It is wonderful to see so many fine young people graduating this spring. To follow are a few graduates who are tied to Robroy Industries Conduit Division.



*Kaila McKinney*

Kaila McKinney, daughter of Shawn and Angela McKinney, graduated from Hallsville High School as a Globe Scholar. She graduates with 15 college credit hours and will begin her undergraduate work as a sophomore. She plans to attend Kilgore Community College to finish her basic classes and complete her studies at LeTourneau University where she will major in education. Kaila was a varsity cheerleader her sophomore through senior years and co-head cheerleader her senior year. She received several honors including National Honor Roll, National Honor Society, TASSEL Scholar (Texas Technical Academic Student Scholar Excelling in Learning), Who's Who Among American High School Students, an Academic Award her freshman through senior years (for earning a 4.0 or higher GPA) and a Mathematics Excellence Award. Kaila received the following scholarships: Lydia Hogan Memorial Scholarship, Hallsville Lions Club Future Educators Scholarship and W.C. Wooldridge Future Teacher Memorial Scholarship.



*Esterika Smith*

Melvin Smith's daughter, Esterika, graduated from Jefferson High School. She plans to attend UT Tyler in the fall and major in Criminal Justice and aspires to pursue a career as a crime scene investigator. Melvin is a Material Handler at the Gilmer facility.



*Whitney Hopkins*

Melanie Johnson-Williams' daughter, Whitney Hopkins, graduated from Union Hill High School with a 3.8 GPA. She plans to attend Kilgore Junior College and major in Nursing. Her goal is to become a Pediatric Nurse. Melanie works on the Fittings Line at the Gilmer facility.



*Jessica Hope Garmon*

Jessica Hope Garmon graduated from Gilmer High School. She plans to attend the University of North Texas in Denton and major in Journalism/Photography. Miss Garmon's ambition in life is to become a magazine editor and eventually to create her own Christian Magazine for teenage girls. Jessica is the daughter of Genny Garmon who works on the Fittings Line at the Gilmer facility.



*Dereck Frost*

Lonnie and Stacy Shrewsbury are proud to announce the graduation of their son, Dereck Frost. Dereck attended Gilmer High School and, although he has not made a decision about where to continue his education, his future plans include getting a degree in Computer Technology, playing basketball and golf. Lonnie is employed in the Shipping Department at the Gilmer facility.





*Tiffany Crain*

Tiffany Crain, daughter of David and Marcella Venters, graduated from Gilmer High School and will be attending Tyler

Junior College in the fall where she plans to major in business with a focus on Accounting. From there she hopes to continue her studies at The University of Texas at Arlington. Tiffany aspires to one day have her own accounting firm. Marcella Venters works on the Fittings Line in Gilmer.

Lana Davidson, granddaughter of Ronnie Davidson, graduated from Gilmer High School. Ronnie works in the Maintenance Department in Gilmer.

Rena Gage also graduated from Gilmer High School and Ashley McConnaughay received her diploma from Pittsburg High School. Rena and Ashley share a proud grandfather – Larry Richards.

Congratulations are extended to each of these students on their accomplishments and best wishes for happy and productive futures.

**A Spring Wedding**



*Mr. and Mrs. Chris Caldwell*

Chris and April Caldwell were married on April 22nd at Los Pinos Ranch and Vineyards in a lovely outdoor ceremony. The couple enjoyed a honeymoon in Cozumel, Mexico before returning home to Longview, Texas. Chris is a Quotations Specialist in Gilmer.



*The Bramletts*

David and Sharon Bramlett were also united in marriage on April 10th.

**New Arrivals for Spring**

The Conduit Division has babies coming out of the woodwork! Several families are celebrating the arrival of new growth to their family trees. Let's meet the little darlings.



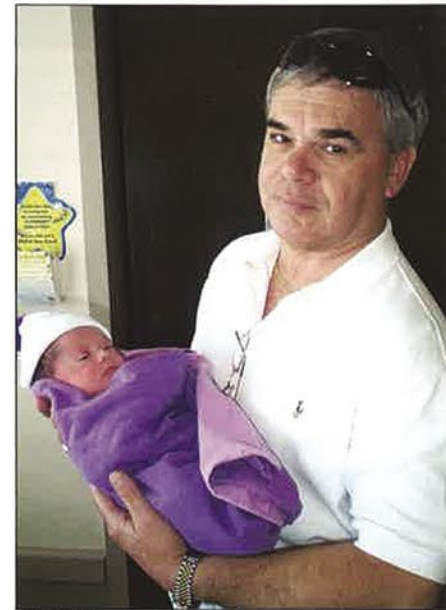
*Trail'sia Shamoneke Williams*

Little Trail'sia Shamoneke Williams was the Kilgore, Texas New Year's baby, born January 6, 2006. She weighed 7 pounds 3 ounces. Her proud parents are Tony and Moneke Williams. Tony works on the Fittings Line at the Gilmer facility.



*The Kumar Family*

Vijay and Geetika Kumar welcomed their son, Parv, into the world on February 16th and Vijay's father, Kanyo, traveled all the way from India to visit his new little Texan grandson. Vijay is such a proud father and he claims that little Parv is already learning to count. Vijay is the Controller for the Conduit Division.



*Ali Elizabeth rests quietly in the arms of her grandfather, Bill Traywick.*

Billie Traywick, VP of Operations, was blessed with her last (or so she says) grandchild. Ali Elizabeth Traywick was born on March 30th. Welcomed by her big sisters, Lauren and Claire, and her proud parents, Brady and Christy Traywick, Ali is number nine grandchild for Billie and her husband, Bill.



*Payton Landry Maze*

Payton Landry Maze was born on April 30th to proud parents Jammie

and Roshonda Maze. Miss Payton will have lots of loving from her big brother, Aiden, and is sure to have her daddy wrapped tightly around her little tiny finger. Jammie is a Quotations Specialist for the Conduit Division.



*Anthony Gabaldon and his three big sisters.*

Paul and Sue Herman are grandparents again! On May 2nd a bouncing baby boy made a great addition to the Gabaldon family. Little Anthony has three sisters with which to contend – Brandee, Toni and Cassi. Paul is the Plant Manager at the Avinger facility.



**Special Recognition**

Ashley Keen, daughter of Laurie Smelley (Inside Sales), was named a United States National Award Winner in History and Government. Ashley, who attends Bruce Junior High in Gilmer, was nominated for this national award by her coach and teacher, Alan Metzler. Her name will appear in the United States Achievement Academy's Official Yearbook, which is published nationally. This award is a prestigious honor presented to a very small percentage of students. In fact, the Academy recognizes fewer than 10% of all American high school students. Congratulations Ashley on your fine achievement.

**The Warehouse Management System**



*Aileen Jabay*



*Rita Bucheit and Anil Kewalramani*



*The WMS Team*

The Conduit Division implemented the Warehouse Management System (WMS) on April 2, 2006 following many long hours of hard work by a very dedicated team. Some of the benefits expected from the new system include a reduction in manual transactions, shipping errors and the cost of physical inventories, eventually eliminating the cost of those inventories. An overall increase productivity is anticipated. Anil Kewalramani and Aileen Jabay from Corporate Headquarters were on site offering their support on the official "go live" date.

**Fred Slocum Retires (finally)**



*Fred Slocum is honored for his 46 years of dedicated service.*

After 46 years of service the Conduit Division honored Fred Slocum with a retirement party. Fred and his family moved to Gilmer to help rebuild the Gilmer plant and have called it home ever since. Fred was honored for his commitment and countless contributions to the Company at a reception on April 20th and a more intimate dinner, which included vendors and community friends, on May 5th at the Gilmer Country Club. Fred will be missed for sure, but he promises to come visit often.

Congratulations on your retirement Fred! You are wished the very best!





...paddleboats



...snow cones - yum!



...face painting



The Dessert Contest Winner - Kathy Rizor



The first fish of the day



Jenny's fish

...more fishing



Fun for kids of all ages



**The Annual Picnic**

May 13th was the day of the Annual Conduit Division Picnic at the Lazy J Ranch. As in years past, everyone enjoyed the day to the point of exhaustion. A hamburger lunch was followed by softball, volleyball, bingo, paddleboats or, for some, a relaxing afternoon of fishing. The children enjoyed balloon animals and having their faces painted and, of course, everyone enjoyed the snow cones! Kathy Rizor was the winner of the annual dessert contest with her Blueberry Banana Cream Cheese Pie. What a great way to get together with families and friends.

**Long May She Wave**

Local Boy Scout Troop 314 in Gilmer, Texas has taken charge of the flag that proudly flies over Robroy Industries and have done so since November of 2005. They lower the flag when necessary and replace the flag with a new one when it shows signs of wear.

Many thanks go to the Troop for the care of the Company's flag.



Troop 314 replaces the American flag in front of Robroy Industries in January of 2006. From right to left: 2nd Class Scout - Donovan Cole, Life Scout - Dan Tuttle and Life Scout - Phillip Scheid.

**New Hires**

Duoline Technologies welcomes five new employees to the production floor. They include: Johnny Alexander, Joe Granado, Mike Nabarrette, Omar Parra and Mark Sanchez. Gentlemen, you are wished a long happy employment at Duoline Technologies.



Daniel O'Shea - Controller

Dan O'Shea ably fills the shoes of Division Controller at Duoline Technologies. He earned an

Accounting B.A. from San Francisco State University and has taken MBA courses at the University of Central Arkansas. Dan spent the largest part of his career, 17 years, with Siemens E&A, Inc. in Little Rock, Arkansas and Grand Prairie, Texas and he and his wife, Joann, have relocated to Odessa from Arlington, Texas.



Westley Bush - Maintenance Supervisor

Duoline Technologies' Maintenance Supervisor, Westley Bush, joined the Duoline

Team in March.

His early experience with electricity and electronics began when he was in the Navy. After leaving the Navy, Westley discovered that he liked working with metal, plastic and wood and this interest steered him into a career as a Machinist. Prior to Duoline, Westley worked at EPAC, Inc in El Paso for over 24 years where he served as the Machine Shop Foreman.

Westley and his beautiful wife, Mary, of 29 years, relocated to Odessa. The Bushes have three children and three grandchildren.

Westley's hobbies include mountain biking (a very difficult sport to do in flat Odessa), weight lifting and working, or is it playing, with radio controlled aircraft.



Rocky Dyer - Production Supervisor

Rocky Dyer accepted the Production Supervisor position with Duoline Technologies in March of this year. Rocky brings a wealth of experience to his new position. His involvement in the oilfield tubular epoxy coating and fiberglass-lining process spans 31 years.

Rocky and his wife, Sharon, have made Midland, Texas their home for over 20 years. They have one son, Chris, and two grandsons, Austin who is 7-years old and three month old Braxton. Rocky and Sharon purchased a little house in Colorado City on the lake 16 years ago and this is where the family enjoys spending their free time. It takes no stretch of the imagination to learn that Rocky's hobbies include boating, swimming and anything to do with his grandsons.



Brandi Carrasco - Production Scheduler/Buyer

The newest member of the Duoline Team began her employment on May 15th in the position of

Production Scheduler/Buyer. Her name is Brandi Carrasco. Brandi is a busy and energetic 29-year old mom with a four-year-old daughter, Brady. She is a companion to James Newton and role model and confidante to 7-year old Jamie Newton. Born and raised in Odessa, she attended Odessa High School and recently completed her Associate in Arts degree at Odessa College.

While attending OC, Brandi was the Chapter President and Regional Vice President for OC's Phi Theta Kappa chapter. During the active pursuit of her education, Brandi was recognized twice in the National Dean's List as well as Whose Who Among American Two Year College Students. She was an All-American Collegiate and recently chosen as a member of the All Texas Academic Team, which led to her nomination to the All USA Academic Team. Her adventures in Phi Theta Kappa provided exceptional growth opportunities both professionally and personally. She is excited to join the Duoline Team and utilize her skills and expertise on the Company's behalf. Brandi embraces and appreciates the Robroy Vision and is genuinely excited to join the Robroy family.

Brandi, a Gemini, loves fishing, boating and camping with her family and enjoys "Texas Country" music.

**Birth Announcement**



Miss Liliana Zapata

Duoline Technologies' Product Engineering Manager, Oscar Zapata, now has a new title: The Proud Papa. Oscar and his wife, Selina, welcomed their first child into the world on February 17th. Miss Liliana Zapata weighed a healthy 7.8 pounds. Congratulations are extended to the Zapata Family.



**Our Community.....Our Future**



*Kayla Pierce, a student and band member at Lee High School, receives a check. Kayla is Plant Manager Mark Nease's stepdaughter.*



*Duoline Technologies General Manager Paul Jay presents a check to a member of the Odessa Permian High School Athletics Booster Club.*

**D**uoline Technologies recently presented checks to local high schools. Duoline was represented in the Spring Concert Program benefiting the Midland Lee High School Band Booster Club. And the Duoline contribution to Permian High School sponsored a student's Fall Sports Poster, which is displayed in local businesses within the community.

**Blood and Bone Marrow Drives**

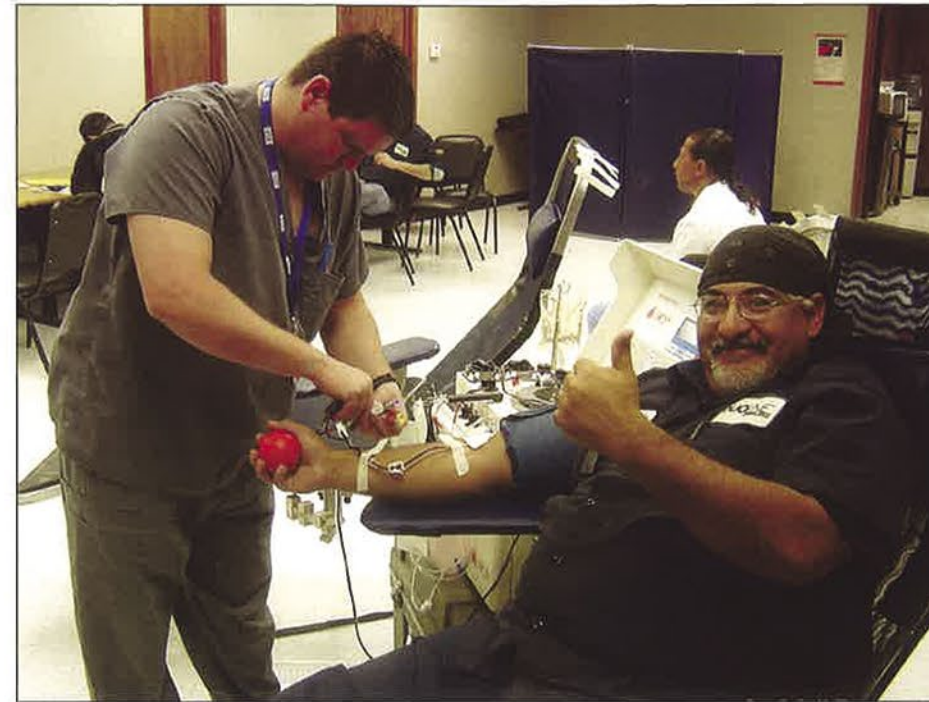


*There was quite a bit of paperwork to be completed before blood could be drawn.*



*It's a party and look who's having fun. Ever Acosta and Larry Recoy from FRP along with Debbie Kennelly from Headquarters.*

**A**drienne Reynolds, 16-year-old daughter of Duoline teammate Juan Garcia, spent several weeks at Dallas' Medical City Children's Hospital in treatment for a blood disease. When Duoline Technologies was informed about her condition, hearts immediately went out to Adrienne and her family. Duoline



*Freddie Espinoza gives a thumbs-up! It was as easy as 1, 2, 3.*

sent a stuffed animal, snacks and balloons to let Adrienne know she was in everyone's thoughts and prayers. Team members also donated novels, magazines and puzzle books to help her through her hospital stay. Adrienne expressed appreciation for the gifts, but the Company wanted to do more.

Adrienne was receiving very costly daily blood transfusions. To help with the cost and show support Duoline Technologies sponsored a blood drive and bone marrow typing event to benefit Ms. Reynolds. The United Blood Services and the National Bone Marrow Society set up a donation center in the Company training room and the donations began rolling in. Duoline teammates and their spouses selflessly lined up to donate blood and have their bone marrow typed. Duoline Technologies generously paid the fees associated with bone marrow typing. The generosity did not stop with Duoline. When the Conduit and Stahlin Divisions heard about Adrienne's plight they jumped on board with their own blood drives. Their team members were very willing to help and all three blood drives proved a huge success. Duoline Technologies and particularly Juan Garcia would like to extend a heart-felt thank you to everyone who donated blood and had their bone marrow typed in an effort to help Adrienne. Robroy Industries has demonstrated that they are more than a company; they are a family.

Adrienne has since come home from the hospital, however, a bone marrow match has not been found to date. Adrienne still needs your prayers. If you would like to send her a card of support her address is: P.O. Box 118, Stanton, Texas 79782.

**Hope for Grieving Families**

**M**ore than 1,200 U.S. kids have lost a parent in Iraq or Afghanistan. During a recent visit to Fort Hood in Killeen, Texas (the nation's largest military base); military families voiced their concern regarding the need for grief counseling to President and Mrs. Bush. As a result, Operation Render Comfort (O.R.C.) was implemented. O.R.C.'s goal is to create a bereavement model for military personnel and their families. Fort Hood was selected as the test site.

One portion of the initiative is a Grief Camp for kids. Debbie Busch, an Army officer's wife, along with Texas hospice workers coordinated this effort. Vicki Jay, wife of Duoline General Manager Paul Jay, volunteered to run Fort Hood's Grief Camp. Vicki, Executive Director of Rays of Hope, a children's grief center in Midland, Texas, has been traveling monthly to Fort Hood to meet with military families who have suffered a loss and help them cope with their situation. The program is already helping children and was recently recognized in Newsweek magazine.

The article featured in Newsweek is available at the following url address: [www.msnbc.msn.com/id/12334539/site/newsweek](http://www.msnbc.msn.com/id/12334539/site/newsweek).



*Bryana Ward rolls up her sleeve with a big smile.*





**New Hires**



Joe Purvis – Environmental Coordinator

On February 22, 2006 Joe Purvis joined the Rice Operating Team as the new Environmental Coordinator. Joe is a native of southeast New Mexico and he and his wife, Jolene, have three wonderful children: Joe Jr., Jennifer and Josh who are grown and on their own. His kids have given him six beautiful grandchildren and a way to spend some of his spare time. In addition to attending ALL of his grandkid's functions, Joe coaches his 4 and 5-year old granddaughters' soccer and T-ball teams. Needless to say he is quite busy with his family. Joe likes golfing, boating, reading and traveling to Las Vegas when he can find the time and he enjoys walking his two Old English Sheep Dogs, Molly and Mogan.

On the subject of working with Rice Operating Company Joe had this to say, "I am happy to be with Rice Operating and look forward to a long relationship."



Matt Fleharty – IT Specialist

Matt Fleharty grew up in Big Spring, Texas, but his travels took him to Lexington, Kentucky. He and his wife, Cindy,

recently moved to New Mexico and he assumed the duties of IT Specialist for Rice Operating Company. He is pleased to be back "home." Matt hit the ground running when he arrived at ROC and has not had a dull day since he started on March 15th. The Team is excited to have Matt on board with the years of experience and the expertise he brings with him.

Welcome to the Rice Operating Team, Joe and Matt.

**New Grandbaby**



Daniel Z. Armendarez, III  
March 25, 2006 6 Lbs. 5.4 Oz.

Daniel Armendarez III

A new addition to the Armendarez family arrived on March 25th. Daniel Armendarez III was born to proud parents DJ and Victoria Armendarez. Grandpa Daniel (Field Foreman for ROC) and Grandma Dolores report that little Daniel III came into the world at 6 pounds, 5.4 ounces and he is already a huge Dallas Cowboy fan. Waiting at home for the new addition was Daniel's big sister Ashlie Renee.

Congratulations to the entire Armendarez family.

**Heading to State**



Cristen Anderson

Cristen Anderson, daughter of Donnie and Cody Anderson, is a Hobbs High School Senior. Thanks to a 109

feet, 9 inches discus throw at the Amarillo Relays, Ms. Anderson took fourth place and qualified for the Five-A State Track Meet held in Albuquerque, New Mexico in mid-May.

Donnie Anderson is ROC's Safety Director.

**Special Appointment**



Kristin Pope appointed Vice Chairman.

Kristin Pope, the Project Scientist for Rice Operating Company, was recently named the Vice

Chairman for Society of Petroleum Engineers Environmental Study Group (SPEESG) 2006-2007. Congratulations, Kristin. Keep up the good work.



**Sincere Sympathy**

The Company extends its deepest sympathy to Begie Bonds and her family. Begie's Aunt, Mary R. Minjarez, passed away May 3, 2006 in Lubbock, Texas. Begie is the Executive Assistant/HR for Rice Operating Company.

**Appearance Upgrade Begins**



Cris Sharp and his green thumb.

Christopher Sharp, son of Begie Bonds, Executive Assistant/HR, had a Holiday from school; however he was busy at the ROC office. The beautification of the front flower planter was his job for the day and he accomplished the feat and then some! Great job, Cris!

Thus begins the "Appearance Upgrade" of the ROC offices. Look for upcoming projects in future editions of *the Bagpiper*.

**National Blood Pressure Awareness Month**

Every day of every month offers something to celebrate. May was National Blood Pressure Awareness Month, so on Friday, May 5, 2006 Human Resources hosted a Wellness Breakfast with that in mind. The topic of the day: Blood Pressure Awareness and Wellness for Life, of course.

Many people have high blood pressure and don't even know it. In fact, it's estimated that 25% of Americans have high blood pressure and one-third of these people are completely unaware of it. Referred to as the Silent Killer, uncontrolled high blood pressure can lead to congestive heart failure, stroke, kidney failure or heart attack. Silent because it rarely causes symptoms and Killer because of the damage it can do. Due to the increasing prevalence and serious health implications of high blood pressure, finding ways to control it are a priority for the medical community. Diet, exercise and medication are among some of the methods used to control high blood pressure and exercise programs have been shown to lower blood pressure. However, convincing adults to engage in daily aerobic exercise can be a challenge. For many, walking may be a more agreeable way to get exercise. Exercise, in the form of daily walking, is highly recommended and positive results from walking can include: reduction in coronary heart disease, decrease in stroke risk, reduction in cardiovascular disease mortality and reduction in death from all causes.

During the Wellness Breakfast, Sarah Yarbrough from American Medical took everyone's blood pressure and HR passed out a pedometer to each employee to track how many steps he/she really takes in a day. Did you know that 2,500 steps equal one mile or that walking nine holes of golf (without the cart) equals 8,000 steps? Make your goal 10,000 steps a day and, if you hope to lose some extra pounds, increase your steps to 20,000 a day.

**More Celebrating at ROC**

Rice Operating Company puts great emphasis on their employees and finds every opportunity to make them feel special. On Wednesday, March 22, 2006 HR hosted the 1st Quarter Employee Appreciation Luncheon. The luncheon provided an out of the office social function for long time employees and newer hires to get acquainted. It was also a time for shoptalk and the sharing of day-to-day company business. Everyone was invited to the Hobbs Country Club and served an extraordinary lunch. Scott Steppling from Headquarters came all the way from Verona to attend. The Employee Appreciation Luncheon was a huge success. As an added reason to celebrate, the folks who had birthdays from January through March were recognized and they included:



January Birthdays:  
Donnie Anderson,  
Stephen Thompson,  
Carolyn Haynes

February Birthdays:  
Daniel Armendarez,  
Darnell Mitchell,  
Scott Curtis,  
Oscar Ojeda

March Birthdays:  
Kristin Pope,  
Mr. Goodheart



# Happy Anniversary!

Also recognized during the luncheon were all employees who had a Rice Operating anniversary from January through March including:

**February Anniversaries:**  
Darnell Mitchell 27 years,  
Jon Rampone 21 years,  
Stan Barr 15 years

**March Anniversaries:**  
Israel Juarez 11 years,  
Oscar Ojeda 4 years

Everyone who was recognized received a special birthday or anniversary gift from the Company and each employee is wished many more happy birthdays and anniversaries in the future.

Let's not forget the celebrating that took place back on Friday, February 3rd when HR hosted a 15th Anniversary Luncheon in honor of Stan Barr. Stan is the Project Leader/Construction for ROC. Special guests included Stan's wife, Lillian, and various contractors with whom Stan has worked. Stan being a golf fanatic was presented with a Golf Gift Basket and a gift card to the Lovington Country Club Pro-Shop. Tres Leaches Cake was served and Scott Curtis, Operations Manager and Stan's Supervisor, provided a good old fashion roasting of Stan. Congratulations Stan on 15 years of Service to ROC.

In the recognition of 50 years of excellence, ROC gathered for another celebration! Wait, isn't the ROC 50th Anniversary over? Yes, it is, but this celebration was in honor of Daniel Armendarez, Field Foreman for ROC,



15th Anniversary Luncheon for Stan Barr.



50-Year-Old Daniel Armendarez



## West Virginia Cake

### CAKE

#### Combine.

- 1 1/3 cup boiling water
- 1 cup oats

#### Cream together.

- 1/2 cup shortening
- 1 cup brown sugar
- 1 cup sugar
- 2 eggs

#### Add.

- 1 1/3 cup of flour
- 1 tsp baking soda
- 1/2 tsp salt
- 1/2 tsp cinnamon

#### Add oats.

#### Bake

- 9 x 13 pan - 375° for 35 minutes.

### TOPPING

Combine and spread over cake then broil until bubbly (few minutes – do not burn).

- 1/2 cup brown sugar
- 6 Tbs of butter
- 1/4 cup of milk
- 1 cup chopped walnuts

turning the big 5-0! On Thursday, February 9th HR surprised Daniel at the weekly Safety Meeting. HR served each ROC employee and several contract hands a healthy breakfast of German Chocolate Cake. You know it isn't every day one turns 50!



25th anniversary luncheon for Ron Anderson.

Yet another party commenced on Friday, April 28th when HR hosted a 25th Anniversary Luncheon for Ron Anderson, Staff Technician. His wife, Judy, and a few folks from the State Land Office made appearances at the affair. Ron had just returned from a week long fishing trip, so he was presented with the ultimate Fishing Gift Basket and a gift card to Wal-Mart so that he might be able to stock-up on any items he would need for his next big fishing foray. A Company favorite, German Chocolate Cake was again served. Word has it, or so the story goes, that Ron's wife was the "fishing expert" on their last trip. Maybe he should share his gift basket with her. Thank you for your fine service Ron.





# RICE OPERATING



Ted Valdez



Larry Recoy



Ron Anderson



Stan Barr



Mike Deane

NAME	YEARS SERVICE
<b>Duoline Technologies</b>	
Ted Valdez . . . . .	.10
Larry Recoy . . . . .	.5
<b>Rice Operating</b>	
Ron Anderson . . . . .	.25
Stan Barr . . . . .	.15
<b>Headquarters</b>	
Mike Deane . . . . .	.25

*"Fundamentally, there are only two ways of coordinating the economic activities of millions. One is central direction involving the use of coercion — the technique of the army and the modern totalitarian state. The other is voluntary cooperation of individuals - the technique of the marketplace."*

—Milton Friedman