



## Chairman's Message

**A**nother year is behind us and it was a pretty good year for Robroy! That is surprising when you consider the state of the economy in 2010 but we have been bucking the national trends for the past two years.

This strong performance did not happen by accident. With a lot of hard work at our Stahlin Enclosure Division we turned a corner in terms of productivity. At our new Duoline plant in Gilmer, Texas we brought our state-of-the-art fiberglass tube winding equipment up to full productivity in just one year and at our conduit plants in Gilmer and Avinger, Texas our sales and profits per employee are at record levels. Our headquarters team in Verona, Pennsylvania has provided the information technology tools to operate efficiently at all locations.

All in all it was a great team effort in 2010. This kind of performance in clean and safe manufacturing environments is one of the reasons that Robroy continues to be an "uncommon" company. And, of course, everyone benefits when our team wins. The good results in 2010 meant that real income for Robroy Associates increased despite the bad economy and the company was able to make a substantial contribution to the 401K fund for those individuals who are not in a defined benefit plan.

Thanks to all the Robroy team players who made 2010 another good year and good luck in 2011!

## HEADQUARTERS

### Charitable Endeavors

**T**he Robroy corporate office actively supports charitable foundations and causes through both financial support and volunteer efforts by company associates. Their objective is to support those charities that have a direct impact on people living in the local community. It is their mission to make a positive difference in the lives of their neighbors and provide hope and opportunity for a brighter future.

With the onset of the Christmas season, Headquarters brings out their Angel Tree and decorates its branches with the names of children in the local area. Associates choose a name and purchase Christmas gifts. Just before Christmas a group of associates deliver those gifts to the Wagner House, a non-profit early childhood center committed to providing low-cost, high-quality care to teen and single parents for their children ages six weeks to five years. Support of the Wagner House is only one way that the Headquarters Associates show good stewardship in the local community.

The primary charity that Headquarters supports is the Make-A-Wish Foundation. The Make-A-Wish Foundation has a mission to enrich the lives of children with life-threatening medical conditions through its wish-granting network. The cost to finance an individual wish is \$3,400.

*Beautifully wrapped gifts await delivery to the Wagner House.*



*The Make-A-Wish-Foundation enriches the lives of children with life-threatening medical conditions.*

Headquarters' 2010 Make-A-Wish support was record breaking. Through a combination of personal donations by the Headquarters Associates and donations from Robroy six wishes were granted to boys and girls living in the Pittsburgh area.

One of the recipients of those six wishes is a local 16-year old boy with a life threatening illness who has a tremendous passion and appreciation of music, especially Blues music. This young man and his family will be flying to New Orleans this spring to experience the culture, energy and, of course, fabulous Blues music of this part of the country.

Headquarters began actively supporting Make-A-Wish in 2004 and during this time period funded a total of 23 wishes!

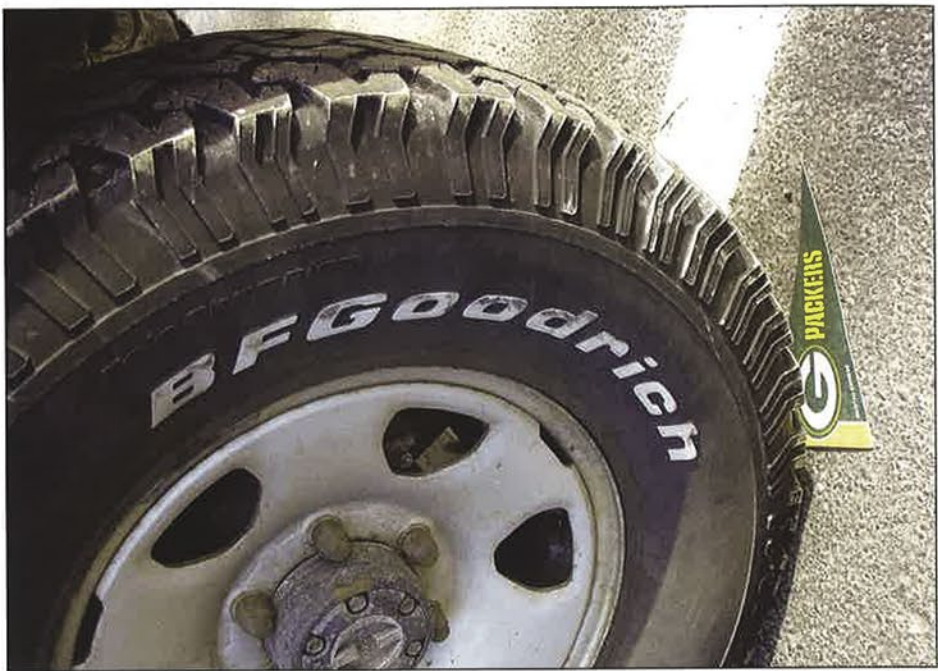
**Service Award**

The Headquarters' Accounting Department always stays busy in the winter. The winter of 2010-2011 certainly proved no exception. Auditors worked on site for several weeks, completing their audit procedures by the end of February. The department works diligently ensuring accuracy of the Company's tax returns completed in a timely manner. This season of the year is one that only an accountant would appreciate.



Eric Spann received his 2-year service award pin.

During this hectic time, January 21st to be exact, Eric Spann, Assistant Corporate Controller, celebrated his two-year Robroy anniversary. His anniversary fell the day before the auditors made their annual pilgrimage to Headquarters. In the photo Eric hands Mike Deane, Robroy VP-CFO, a draft copy of the Company's 2010 financial statements for his review. In return, Mike presents Eric with his two-year service award. Although the IRS might not call this a "like-kind exchange," Mike and Eric considered it a pretty fair trade! We are told a lunch was also included in the trade.



Here's what Pittsburgh Steeler fans think of the Green Bay Packers!

**Go Steelers (next year)**

Headquarters had much to cheer about this football season. After a rocky preseason that resulted in their star quarterback being suspended for the first four games, the "Picksburgh Stillers" (to quote a colloquial pronunciation) made it to the playoffs and on to the Super Bowl – AGAIN! The office celebrated "Black and Gold Fridays" all through the playoffs and associates dressed in their finest Steeler gear to show-off their support for the team.

An employee from Stahlin Enclosures in Michigan (not to mention any names – Christina Ayers, Stahlin Accountant and Green Bay Packers Fan) had the gall to send a Green Bay Packers pennant to the Robroy Headquarters office in Verona, Pennsylvania before the Super Bowl in February of this year. Since Verona is located in "Steeler Country," Eric Spann and Anil Kewalramani took matters into their own hands and proceeded to run over the pennant with Eric's truck. That may not have been such a great idea, considering how the Super Bowl played out. Goodness knows, history can point to what happened



Jeff and Deb Seagle prepare for their trip to the Super Bowl.

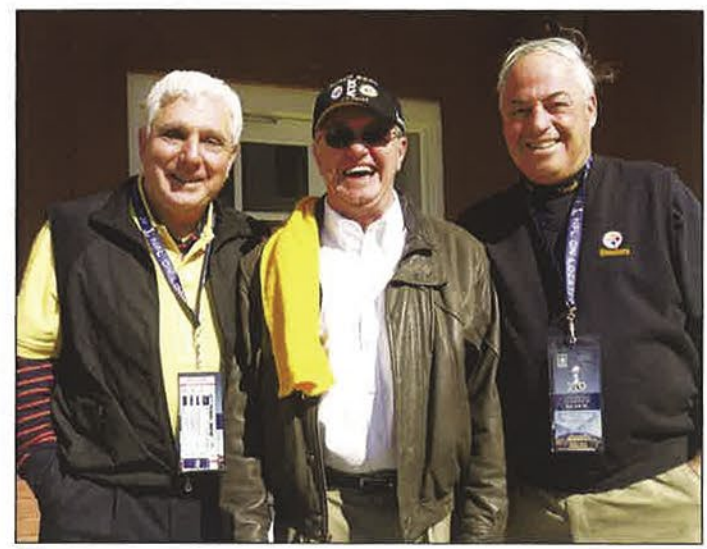
to the Tennessee Titans and the Cincinnati-Bungles-Bengals, when they dissed the Steeler's sacred Terrible Towel.

All things considered, Headquarters knows that there are still loyal Steeler fans in Belding, Michigan and Gilmer,



Mike and Becky Deane at Cowboys Stadium.

Texas. Even a few avid Browns fans (yes, they do exist) jumped on the Steeler bandwagon and got decked out for the Super Bowl in black and gold. Jeff Seagle (President-Stahlin Enclosures) may have succumbed to pressure from his wife, Deb, regarding



John Staley, David Marshall and Ted York were looking for a Steeler win.

his attire in the accompanying photo and after the Steeler loss in Dallas said attire probably made it to the ash heap.

There was a representative group of Robroy/Stahlin Steeler fans at the Super Bowl in Dallas and, all in all,

the rivalry leading up to the big game and the actual Super Bowl were great fun. Fans everywhere look forward to another round of football next year, if the lockout can be prevented! Until then – Headquarters puts up a cry of "Go Pens!"



The Robroy/Stahlin contingency at the Super Bowl: first row right to left Peter and Pam McIlroy, Vijay Kumar and Rob McIlroy; second row Donna Barger, Deb Seagle, Jeff and Erica McIlroy and John Staley; third row - Larry Barger, Anil Kewalramani, Mike Deane, Jeff Seagle, Shelley McIlroy and Patti Staley; way back in the last row – the top of Becky Deane's head and Ted York.

# Tickled Pink



Aileen Shaffer is tickled pink about having a baby!



Headquarters Associates threw a beautiful baby shower for Aileen Shaffer in the company lunchroom on February 22nd. Hoffstot's, a local restaurant in the Verona area, catered the affair and the menu included salad, sandwiches, grilled vegetables and wonton soup. Even the male contingency of the office attended - probably for the food, but to support their colleague as well. A very pretty pink cake provided dessert for the party.

All the Headquarters Associates pitched in to purchase a Pack 'n Play from Aileen's gift registry at Babies R Us. The Conduit Division Associates sent gifts including a portable swing and pink receiving blankets.

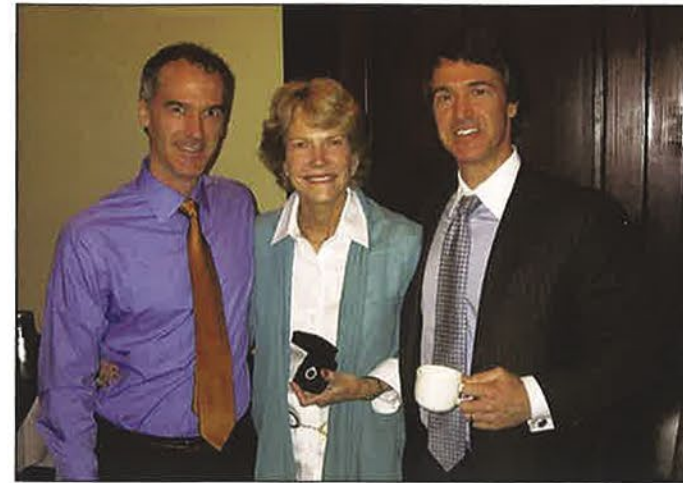
If you got the feeling from reading this report of Aileen's shower that the Shaffers are expecting a little girl, you would be entirely correct. Although Aileen's due date was March 20th, the new addition to the Shaffer household chose to arrive a bit early on March 9th via c-section. Both Mom and baby are doing well. Little Allison was born at 6:07 AM and weighed 8 pounds, 7 ounces and measured 19 1/2 inches in length.

Aileen's friends at Stahlin sent a lovely gift basket to the hospital to celebrate Allison's arrival.

Congratulations Aileen and Dan.



Dan Shaffer and his newborn baby girl, Allison.



Rob McIlroy, Cindy Higgins and Jeff McIlroy



The Robroy Board of Directors

## Cindy Higgins Retires from the Board of Directors

Cindy Higgins, sister of CEO Peter McIlroy II, resigned from the Robroy Board of Directors after serving for 20 years. She has been very instrumental in overseeing the growth and success of the Company during that period. Her service was celebrated at the recent Board meeting in Dallas, Texas at which time she received a parting gift of appreciation from the Company. She will be greatly missed by all Robroy Board Members.



Mike Deane, Cindy Higgins and Peter McIlroy



John Staley, Cindy Higgins and Ted York



Brother and sister - Cindy Higgins and Peter McIlroy

## The Wellness Program

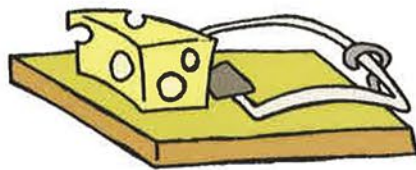
To determine risk factors for common diseases including stroke, heart disease, diabetes and peripheral arterial disease, Headquarters Associates received free of charge screening as part of the Robroy Wellness Program. The confidential screenings alert a participant of unrecognized health problems and encourage them to seek follow-up care with their personal physician. Life Line Screening, a leading provider of community-based preventive health screenings in the United States, conducted the screenings. Life Line Screening uses advanced ultrasound equipment, the same equipment found in hospitals. Highly trained healthcare professionals performed the screenings and board-certified physicians reviewed the findings to ensure that the highest standards were met. Through this experience, serious health issues are often identified and have helped save thousands of lives. All participants agreed the screenings were painless, administered quickly and efficiently and were well worth the 45 minutes it took to complete them.

## Sincere Condolences

Robroy Industries would like to express their heart-felt sympathy to Karen DeTurck in the passing of her father, Joseph Lukitsh, on February 21st. As the *Bagpiper* designer and layout artist, Karen has been instrumental in putting together the *Bagpiper* for many, many years. Sincere condolences are extended to her and her family during this time of loss.

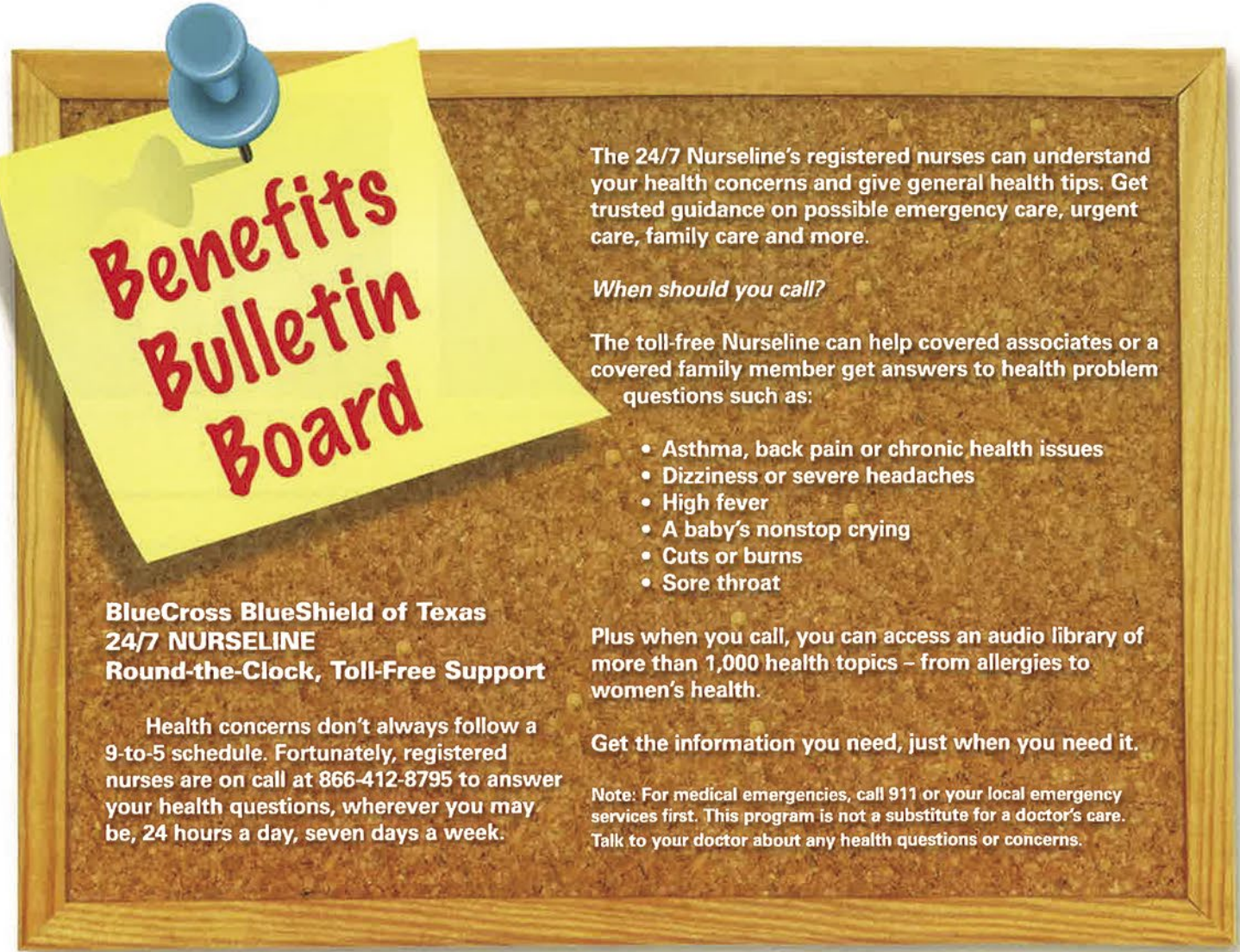
**SW PA Odyssey of the Mind Regional FINALS**

**A**rushi Kewalramani's team has done it again this year. In the SW Pennsylvania regional finals for Odyssey of the Mind her team participated in three problems out of six. Most teams normally select only one problem. They placed first in two of the three problems. They now move on to the state level, which will be held on April 9th. Here is brief description of the two problems that they aced.



<p><b>Problem 1: Extreme Mousemobiles Divisions I, II, III and IV</b> - This problem required teams to design, build and run vehicles that use mousetraps as their only source of energy. The Mousemobiles traveled a course that had segments with different challenges. The team choose from assorted tasks such as driving through a tunnel, raising a flag, hitting a target, changing direction, making a delivery and also performed two team-created challenges. The running of the Mousemobiles was presented in a performance with a team-created theme. Cost limit: \$145 USD.</p>	<p><b>Problem 2: As Good as Gold...berg Divisions I, II and III</b> - Teams presented an uncomplicated existing item that was used in a simple and effective way to complete a real life task. The teams also created their own solution, a device made out of an unnecessarily complex series of components that performed the same task as the existing item. The performance included an inventor character and a marketing plan/sales pitch for its creation. Cost limit: \$145 USD.</p>
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Arushi, your team is wished all the best in your next competition.



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Note: For medical emergencies, call 911 or your local emergency services first. This program is not a substitute for a doctor's care. Talk to your doctor about any health questions or concerns.

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**Early Spring - No Way**

**O**n Ground Hog Day the sky opened up and dumped 17 inches of snow on the Belding, Michigan area in a 12-hour period of time. Then, eight days later another 10 inches fell on top of it. The Stahlin Associates yelled "ENOUGH!! We give!" In the month of February 2011 the official snowfall in Michigan was 38.2 inches and that was only the second highest ever recorded. Over in Western Pennsylvania Punxsutawney Phil may have predicted an early spring on February 2nd, but Michiganites had a lot of trouble believing it this year.



**Bucks for a Buck**



Ron Mier wins the Big Buck Contest for 2010.

**R**on Mier, SMC Guru, won the Stahlin Enclosures 2010 Big Buck Contest. Ron bagged an 8-point deer and took home the pot of \$150.00. Each of 15 Stahlin Associates entered the contest at \$10.00 each and four of those hunters happily bagged bucks with Ron getting the biggest buck.

**Tracy Kroft**



Tracy Kroft - Production Supervisor

**S**tahlin Enclosures would like to welcome Tracy Kroft as a Production Supervisor. Tracy previously worked at Steelcase for 25 years as a supervisor/continuous improvement facilitator.

Tracy and his wife, Marlene, live in the Alto area with their dog and two cats. He's an avid golfer (watch out Stahlin golfers next summer at the Stahlin Golf Outing). Originally from the Pittsburgh, Pennsylvania area, Tracy is a displaced Pittsburgh Steelers fan. He looks forward to the opportunities and challenges that Stahlin brings.

**Division Controller Announced**

**S**tahlin Non-Metallic Enclosures recently announced that it appointed Thomas Gambon as Division Controller. Thomas brings to Stahlin more than nine years of experience as a CFO in a manufacturing environment where he was responsible for all financial reporting both internal and external plus taxation and treasury functions, corporate insurance programs and employee benefit plans. He also directed the activities of the finance, human resources and information systems departments. In addition, as a member of the executive team he participated in the development and execution of strategic plans. Thomas provides more than 20 years of experience as a controller, financial systems analyst and financial internal auditor.



*Thomas Gambon – Division Controller*

Thomas earned his B.S. degree from Northern Illinois University, with a major in finance, and a concentration in accounting. He belongs to the American Institute of Certified Public Accountants and the Financial Executive Institute.

"Thomas Gambon's CFO expertise combined with his knowledge of strategic planning and meeting corporate goals will be of direct value to our customers," stated Jeff Seagle.

**Addition to the Tissue Household**

Kathy Tissue, Assembly, and her husband, Luke, welcomed their son, Dillon Hunter Tissue, on November 9th, 2010. He weighed 9 pounds 8 ounces and stretched 21 inches in length. Dillon's big brother Cody really loves having a little brother.



*Cody and Dillon Tissue*

**Christmas Parties**

**T**he 2010 Christmas parties were a success again this year! December 11th was the date of the annual events starting with a morning gathering of Stahlin Associates and their families for the children's party. The traditional variety of stations were set-up throughout the plant ranging from the infamous cookie-decorating table to jewelry making. Instead of the usual photos with Santa, a backdrop and ornament photo-frames were utilized for individual pictures. Chef Rudy Alvera provided a great lunch while children worked on their crafts. Everyone had a great time along with receiving some pretty special gifts from Santa. Unfortunately, there are no photos of the event to share this year.



*Michelle and Bob Foote pose for the cameraman.*



*Hugh Dewitt provided the background music for dinner.*



*Jeff and Deb Seagle mingle among the attendees.*



*A capacity crowd gathered again this year.*



*Ken Mains and Tammy Ingersoll relax at their table after a delicious dinner.*



*Teresa and Darren Ramirez and Luis and Laura Marroquin enjoy the festive evening.*



*Thomas and Debbie Gambon and Roger and Shannon Schroder take a moment to have their photo taken.*

"What a difference a year makes from the 2009 contraction to the 2010 expansion." Those were Stahlin President Jeff Seagle's opening words for the 2010 Christmas party. The Associate Christmas Party was held at the Grand Volute Ballroom in Lowell, Michigan. Attendees enjoyed a plated dinner of steak or chicken while Hugh DeWitt played Christmas tunes on his saxophone. Following dinner Jeff Seagle presented 2010-A Year in Review with special emphasis on safety and the state of the business for Stahlin. Several associates were honored with service awards including:



*10 year Service Awards – (left to right) Josh Havey and Jeff Bugbee*

Tim Mitchell	.....35 years
Jeff Seagle	.....20 years
Ken Main	.....15 years
Dennis Venneman	.....15 years
Jamie Arnett	.....10 years
Jeff Bugbee	.....10 years
Josh Havey	.....10 years
Tammy Bliss	.....5 years
Dale Clayton	.....5 years
Chris Decraene	.....5 years
Cyndi Harry	.....5 years
Carl King	.....5 years
Bill Olsen	.....5 years
Jim Wireman	.....5 years



*5 year Service Awards – Tammy Bliss, Bill Olsen and Chris Decraene*

Special guests this year included Bob Blair, an outside consultant, and the mayor of Belding, Roger Wills and his wife, Nancy. Following the party Roger sent a gracious thank you note commending the company on a successful year that did not happen "accidentally" and for Stahlin's continued support of the Belding community.

With an entrance fee requirement of a toy for Toys for Tots, Stahlin Enclosures successfully donated more than 200 toys to local families in need. John Fossler, Past Worshipful Master of the Belding Masonic Lodge, and Paul Neal, the current Worshipful Master, expressed their gratefulness for the generosity of the Stahlin Associates.

The evening concluded with a Jeopardy game. The lucky winners for the evening were: Kathy and Luke Tissue, Keisha Coon and her husband, Brandon, Buck and Amy Moody and Jay and LeeAnn Anderson. They donated their prizes, totaling \$1,000 to Helen DeVos Children's Hospital. What a wonderful way to start the Christmas season!

Every year the Michigan weather fails to cooperate with the Stahlin Christmas party and this year was certainly no exception. All of the attendees were treated to a ride home in a rainy-icy-snowy mix. Many associates would say, "Par for the course."



*20 year Service Award – Jeff Seagle*

### Conduit Division

The Building Officials Association of Louisiana would like to extend our gratitude for allowing our members to attend Corrosion College. It is rare to find such an informative two-day seminar. The material was presented in a very learning retentive environment. Your staff delivered the material as if one instructor was teaching at all times. It is a tribute to Mr. Marshall and all of you for your cohesive work ethic. You can tell you share a very rare and special working bond between you. Please extend our sincere thanks to Mr. Marshall for his unbelievable hospitality and great food. We all agreed this is one of the best seminars we have ever attended. We highly recommend this seminar to engineers, inspectors, maintenance personnel or anyone who deals with corrosive atmospheres. I know I will send more of my staff to this fantastic experience.

Sincerely  
Mark Joiner  
Building Official, City of Ruston



*Tiny Williams browses the literature table presented by Good Shepherd Medical Center. And we are sure that this gentleman is Tiny not Tony!*



*Jason Vaughan, Avinger Production Associate, supplies the answers to Good Shepherd's Tameka Jeter's questions about his health.*



*David Bramlett has his blood pressure checked.*



*A nurse draws blood from Richard Pilgrim, Production Associate.*

### Health and Wellness Fairs

Late last fall the Conduit Division and ECN/Korns in conjunction with Duoline Technologies held Health and Wellness Fairs for their associates. Good Shepherd Medical Center partnered with the Companies to draw blood, monitor blood pressure, check BMI ratings and measure height and weight. At similar events Good Shepherd sees only a 50% participation rate. The Robroy/Duoline fairs realized an 84% rate with 95 associates taking part. The group as a whole scored a 63% wellness score indicating that the associates rated on the higher end of the scale of 0-100 with a higher score relating to a higher wellness rating.

### A Special Surprise



*Hand in hand Kimberly and Toby Shaddix renew their wedding vows.*

Avinger Shipping Supervisor Kimberly Shaddix and her husband, Toby, took their wedding vows eight years ago. However, on a recent trip to Hot Springs, Arkansas, Kimberly planned a very special surprise for her husband. She arranged a wedding vow renewal at the Williams House Bed and Breakfast. And what a surprise it was for Toby. Amanda Webster, co-worker and friend, attended the event as a witness. The couple celebrated with a small cake, sparkling cider and a Mexican dinner with friends.

### More Snow in East Texas



*No, Patricia Dyar (Accounting) and her son, Tanner, did not take a winter vacation in the cold north. This photo was taken in East Texas!*



*Robert Warburton, husband of Tracie Warburton, and his daughter, Dorrie, venture out into the winter wonderland that was East Texas in February of 2011. Do they sell snow shovels in Texas?*

### A Very Busy Senior Year

Kendra Slaton, daughter of Kim Slaton, Conduit Division Inside Sales, is having a very exciting senior year. Included with her many activities, Kendra recently competed in the New Diana High School Beauty and Beau Pageant. Her duties as a Varsity Cheerleader keep her busy and she served as a Homecoming Queen Nominee and qualified on the state level for power lifting. In addition to her extracurricular activities, her academic prowess has earned her a Robroy SHIELD Committee Scholarship. Congratulations Kendra on your success this year.



*Kendra Slaton*

### ECN/Korns Promotions

No one won the Ferrari in the FastForward promotion that ended in December 2010. But sales reps and distributors brought in over \$3 million in sales on the promotion and pocketed \$100,000 for themselves! Way to go. Now that is a successful promotion!

A New ECN/Korns promotion for 2011, called the Million Dollar ShootOut, is underway. For every \$2,000 in sales, each contractor, distributor and sales rep associated with the order gets a chance to shoot for ONE MILLION DOLLARS! So for a \$6,000 order, the contractor, distributor AND Sales rep get three chances to shoot out for a million dollars. In the first month of the promotion, the Million Dollar ShootOut brought in \$150,000 in sales for 30 orders. Those who play earn a prize with every "bullet." If they don't win the million dollars, they can choose to keep their prize or donate to the American Cancer Society or Wounded Warriors Foundation. Everyone involved in the new promotion is wished good luck!

### A June Wedding

Robroy Associates extend best wishes to Conduit Scheduler/Buyer Laurie Ivy on her recent engagement to Stoney Robinson. Stoney popped the question on August 25th after almost three years of dating. The knot will be tied on June 4th of this year at Walker Manor in Gladewater, Texas. Following the wedding, the couple plans a weeklong honeymoon in Riviera Maya Cancun.

*Laurie Ivy and Stoney Robinson, engaged to be married.*



### SHIELD Council Scholarships

As has been the tradition for many years, the Conduit Division awarded academic scholarships to several deserving students at the Company Christmas Party in December. David Marshall, President and COO, and Misty Fuller-Lay, SHIELD Council Member, had the honor of awarding this year's scholarships.

Hollie Langford, daughter of Laura Langford (Conduit Division Production Associate), received a \$5,000 scholarship. Hollie plans to utilize her scholarship at East Texas Baptist University. Two additional scholarships were awarded in the amount of \$2,500 each. Kendra Slaton, daughter of Kim Slaton (Conduit Division Inside Sales), received one of those scholarships and she aspires to become a registered nurse. Her scholarship will go toward making her goal a reality. The final scholarship was awarded to Ashley Keen who is attending Bossier Parris Community College. Laurie Ivy (Conduit Division Scheduler/Buyer) is Ashley's proud mom.

Congratulations Hollie, Kendra and Ashley. You are wished much success in your academic endeavors.



*(above) Hollie Langford accepts her scholarship from Misty Fuller-Lay and David Marshall.*

*Kendra Slaton (left) and Ashley Keen (right) receive \$2,500 scholarships.*

**Sincere Condolences**

**P**aul Herman served Robroy Industries for almost 37 years and was an exemplary employee starting from his first day on February 20, 1974. Paul passed away on February 18, 2011, after a long battle with cancer. He was a very strong person and worked everyday, smiling, up to and including Monday, February 14th when he was hospitalized. With heavy hearts his family, friends and colleagues said goodbye to him. Paul was loved and will be dearly missed by all who were blessed to have known him.

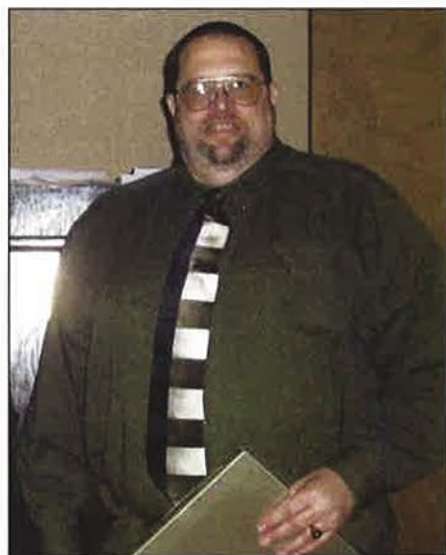
Paul is survived by his wife, Sue, daughter Heather, and sons, Scott and Jacob. Paul also had seven grandchildren: Cassi, Brandee, Toni, AJ, Hayley, Tyler and Rylee.



Paul when he first came to Texas from Verona



Paul, his wife, Sue, and their son, Scott



Paul Herman – Avinger Plant Manager



Paul and Michael Moody

The following tributes came from colleagues and acquaintances through work.

*“Paul went through all of my trainings and I was always impressed with his commitment level and how hard he worked to implement what he learned. He told me that the Crucial Conversations training had the most meaningful impact on him personally and I asked why. He said it was because as he made changes he saw how it improved his relationships with others. He said that, especially with his family, strengthening and improving relationships was his top priority. From that day on, and as I remember him now, Paul was a man that put a higher value on the people in his life than anything else.”* — SUZI STREIT, A TRAINER FOR TRUNAROUND SOLUTIONS

*“Paul liked anything from Louisiana. I’m from Louisiana. Paul was my boss, my friend. He made me laugh. I miss him. I’ll have to go bug Sue now.”* — KAREN EMES

*“I started out on nights when I first got hired and there was a guy who was very easily scared, so we had told him the plant was haunted. Paul heard what we were doing and got on the intercom and changed his voice and started calling his name. This guy was so scared he nearly peed his pants.”*

*“I was called into the office in early February and I thought ‘What did I do now!’ Paul just wanted to know if my grandson was playing on the Little Dribblers! Miss the big guy!!!”* — MARY PERRY



Lonnie Strewsbury, Vickie Dean, Blondie Abron and Paul Herman

*“Paul - ‘Hey Michael’ (Standing with one leg out to the side, one hand in one pocket and the other jingling his keys).*

*“Paul - ‘How’s it going? Michael, there’s a big ole rat in that corner over there!!’ (Gets up and runs out of the room).*

*“Michael - ‘What?’ (now realizes why Paul got up and ran out of the room) ‘Oh my gosh!!! Paul, that was wrong!!!’*

*“Michael could do the best impressions of Paul Herman you have ever seen. He could do the giggle very well. He keeps us going with those impressions these days – keeps us laughing when we want to cry. Michael and Paul worked together for many years, both in Gilmer and in Avinger. And between Chuck, Paul and Michael, there were quite a few ‘Henry’s’ that were walked through for plant tours.”* — (WRITTEN FOR MICHAEL MOODY)

*“Oh, what can I say about Paul Herman? He was a one of a kind. I will never forget the stories about ‘hamburgs’ or ‘rolley coasters.’ There are so many memories and stories that I could tell, but they all come down to one thing. Paul was a good man He was a great man. I am a better person for knowing him and working with him. I still see funny e-mails or jokes and think, I need to tell Paul that. Or start talking over my shoulder to him, before I remember he’s not there. There will just never be another like him. R.I.P. dear friend, as we miss your presence daily, I know you have a peace now that you have never known before.”* — KIMBERLY SHADDIX

*“Remembering when Paul had lost his voice and used narration on the computer to talk to us over the radio! Had us puzzled to whom it could be.”* — SHAWN BAIRD

*“I enjoyed working with Paul each day. He was always in a good mood. If I had known him longer, I’m sure we would have been friends outside of work. I miss him here at Robroy.”* — GREG DUNCAN

**T**he Conduit Division lost a very dear co-worker and friend on February 13, 2011. Misty Fuller-Lay died tragically in a motorcycle accident. She began her Robroy employment in March of 2002 and served as a member of the SHIELD Council and as a Union Steward.

Misty was born on July 22, 1976 and graduated from Gilmer High School. Her son, Jonathan, and daughter, Mary, her parents, Douglas and Jhovette Hightree, and brother, Wylie Hightree, and his wife, Emily, survive her. Services were held on February 16th at Croley Chapel in Gilmer and attended by many of her Robroy friends and associates. Misty’s smile, laughter and her zest for life will be greatly missed.



Laura Langford, Misty and Connie Gilstrap



Misty Fuller-Lay



Laura Langford and Misty chat over snow cones



Misty helped to handout scholarships for the SHIELD Council.

*Robroy extends sincere condolences to Paul Herman’s and Misty Fuller-Lay’s families in the passing of their loved ones.*

# 2010 Christmas Party

The Summit Club in Longview, Texas opened its doors on December 4th to Robroy Industries and Duoline Technologies Associates and their guests. Admission this year was a baby item or clothing up to size 2T or a monetary donation of \$10.00. Associates contributed generously and the Company matched the cash donations. All of the baby items and cash went to Living Alternatives, an all-volunteer organization dedicated to help women in distress. Since opening in 1985, over 20,000 women have visited the facility at least once and over 3,000 babies that would have been aborted have been saved through Christian counseling and support. The services that Living Alternatives provides at absolutely no charge include pregnancy testing, counseling and clothing distribution for mothers-to-be, babies and young children. Because there is no charge for any of the services provided by Living Alternatives, they rely entirely on donations to operate.

Continued on page 16



The Summit was packed!



Imogene Jones, Connie Gilstrap, Kimberly Shaddix and Tami Leathers man the check-in table.



Katie Ebaugh, Amanda Webster and Stephanie Sipes smile for the camera.



Stephanie Graham and Carlean Turner find time to chat.



Melanie Williams and Monica Moore



Oscar and Selena Zapata



Ramon and Jessica Hill from Duoline enjoy the evening.



Robert Wells, Conduit Maintenance Supervisor, and his wife, Beverly, enjoy their evening with colleagues.



# 2010 Christmas Party

Continued from page 14



The winning team!



Preston Campbell won a Cowboys' autographed photo of #34 – now is that Deon Anderson or Herschel Walker?



Another gentleman with quick fingers was Robert Warburton.

The main event at the party was a game called Total Play Trivia. All attendees were given a wireless game controller and trivia questions were presented to the group. Each table was considered a team and individuals competed against each other as well. The winning team was made up of Carlean Turner (Assistant Controller) and her husband Ron, Paul Faucher (with Advantage Partners and helps the Company with Infonic) and his wife, Tim Blume and his wife and Joe and Shawn Donahoe (TSI Telephone). The top individual point winner was Bud Worthington (an attorney who provides legal services for both the Conduit and Duoline divisions) and he walked away with a 26" flat screen TV. The fastest fingers in the room belonged to Robert Warburton, Preston Campbell and Oscar Zapata. Other prizes included money, gift cards and autographed memorabilia from the Dallas Cowboys and Bruce Jenner. The evening was a lot of fun!



Casey Hathaway trying to be first on the buzzer.

## US Citizenship



Rehan Baig earns his US Citizenship

**R**obroy Associate (Avinger) Rehan Baig recently earned his US citizenship, for which he can be very proud. He had to meet all of the requirements for citizenship, which is no easy task. The naturalization process requires that the applicant:

- At least 18 years of age
- A legal permanent resident for at least 5 years, less 90 days (some exceptions apply)
- A person of good moral character
- Pass a test on US history and government
- Have a working knowledge of English

Congratulations, Rehan.

## A Heavenly Addition



Leilani I Ku'u Pu'u Wai Hubbard

**O**n March 5th there was an addition made to the Hubbard home. Bobby and Lisa Hubbard welcomed Leilani I Ku'u Pu'u Wai weighing 6 pounds 10 ounces, 19 1/4 inches in length. Her name means heavenly Lei of my heart.

Congratulations to the Hubbards on the arrival of their daughter.



Perma-Cote Reps

## Perma-Cote Rep Meeting

**T**he Perma-Cote Rep meeting was held March 8th through March 10th in Dallas, Texas. On the first night, the group enjoyed dinner at Chamberlin's Chophouse. David Magee provided the entertainment through sleight-of-hand tricks. He kept the gathering laughing with his quick wit and humor. After a successful meeting the following morning, the group traveled to Higher Power Aviation to fly simulators. Tom Pierce from Fox-Rowden-McBrayer out of Charlotte, North Carolina showed himself to be the best pilot. The worst pilot was Craig Schell from Schell Company out of St. Rose, Louisiana. You would serve yourself well to stay out of his aircraft!

After the simulators the group enjoyed dinner at Ferrari's and guest speaker Captain Gene Cernan joined them. Captain Cernan spoke of his involvement with the space program, as well as his missions on Gemini IX, Apollo X and Apollo XVII. Overall the meeting was a great success and the reps enjoyed their time in Dallas.



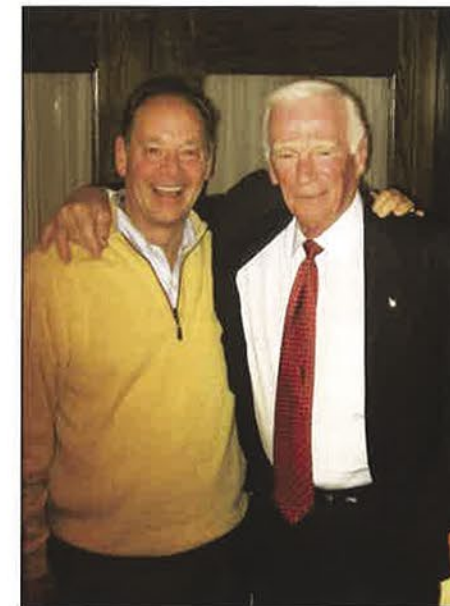
Craig Schell, Schell Company (Louisiana), won the Worst Pilot award and poses with Kris Cumnock of PPI



John Blust, President of Riffle and Associates (Ohio), with Captain Gene Cernan



Kelly Boyd, ElectroRep (California), and Captain Cernan



Tom Pierce, President of Fox-Rowden-McBrayer (North Carolina), was the recipient of the Best Pilot award.

**Duoline Kids in Sports**



The Union Hill JV Bulldogs – Austin Elson is number 50 in the back row on the far right.

**A**ustin Elson, son of Joe and Teresa Elson (Operational Support), played basketball for the Union Hill Bulldogs this year. The team made it to the first round of district playoffs for the second year in a row. Austin, a freshman at Union Hill, served as the starting post for the JV Team. When needed he stepped in as post on Varsity Team. We want to congratulate the Bulldogs on a great basketball season and look forward to hearing more about their success in the future.



back row from left to right: Khesleigh Posey, Ashley Brown, Hannah Post, Laci Leathers, Hannah Pope, MacKenze Manes, Courtney Rogers, Jessica Hampton, Kimmy Hendricks, August McBride; front row from left to right: Sara Smith, Shelby Francis (not pictured Lauren McCallum) Head Coach Rosann Newsom and Assistant Coach Megan Hunt.

Tami Leather's (Duoline Operations Support) daughter, Laci, is a member of the New Diana Lady Eagles Softball Team. This team has started their season placing in the top three teams in three tournaments.

Longview, Texas Tournament	2nd place
Pittsburg, Texas Tournament	3rd place
Springhill/White Oak, Texas Tournament	3rd place

Talent abounds on the team and they expect to do well in district play. Go Lady Eagles!

**Promotions**

**E**ric Nichols transferred from the Robroy Conduit Division to Duoline Technologies when the new plant opened in 2009. His transfer was designed to help facilitate the start up of the new Duoline plant. He took the time and initiative to learn all aspects of the Duoline product and the new plant where he worked. Because of his dedication and the abilities he exhibits, he has been promoted to the position of Plant Manager.



Eric Nichols - Plant Manager



Casey Hathaway - Production Supervisor

Duoline Technologies is proud to announce the promotion of Casey Hathaway to Production Supervisor. The Robroy Conduit Division will serve as the training center for his new position.

Casey excelled in his current position at Duoline Technologies as a positive and effective teammate and team leader. Excelling is something for which Casey always strives. During his ten years in the United States Navy, Casey was recognized for the following awards:

- Seaman of the Year for the USS John F. Kennedy's Combat Systems Department, 2000
- Two Navy Good Conduct Medals
- Awarded the U.S. Navy and Marine Corp Accommodation Medal for meritorious service, outstanding work and dedication to duty, 2008

- Two Letters of Commendation for outstanding service to fellow service members in the position of Transition Coordinator and for working at the Fleet and Family Service Center.

Casey continues to demonstrate his personal drive for success in all tasks and duties that he takes on in his life. In conjunction with that drive he also developed many skills essential to his new position as Production Supervisor.

Casey lives in Gilmer with his wife, Christy, and their five children who keep them very busy.

Congratulations are extended to both Eric and Casey and they are wished much success as they meet the daily challenges of the new Duoline facility.

**Snow!**



Snow in Gilmer

**E**ast Texas sees a few snowflakes every so often, but this winter brought several inches to the Gilmer area. Although the white stuff didn't close down the town completely, it posed more than a little inconvenience to the Duoline Associates and made the going a little tough! Kids in Gilmer and surrounding Upshur County were happy with the fact that schools closed for a day and it was fun to play in it. Temperatures were below freezing and there were numerous minor accidents due to the road conditions.



Casey Hathaway receives instructions as he enters the Heath Fair.

**Duoline Health and Wellness Fair**

The Duoline Health Fair last fall was conducted in the same manner as the fairs at the Conduit Division. Good Shepherd Medical Center ran the screening and the participation from Duoline Associates was very good. Associates were weighed, measured, had blood drawn and blood pressure taken all conveniently done at their place of work.



James Pullen, Machine Operator, has measurements taken at the Health Fair.



Teresa Elson waits patiently for her blood pressure to be taken.



The nurse adjusts the blood pressure cuff on Jody Wittworth's arm in order to get an accurate reading.



Is that a nervous smile on James Pullen's face as the nurse prepares to stick him and draw blood?

## SERVICE AWARDS



James Hardy



John Cavitt



Charles Bryant



Ron Kenny



Michelle Sweet  
Foote



Joshua Havey

NAME	YEARS SERVICE
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### Conduit Division

James Hardy.....	5
John Cavitt.....	5

### Headquarters

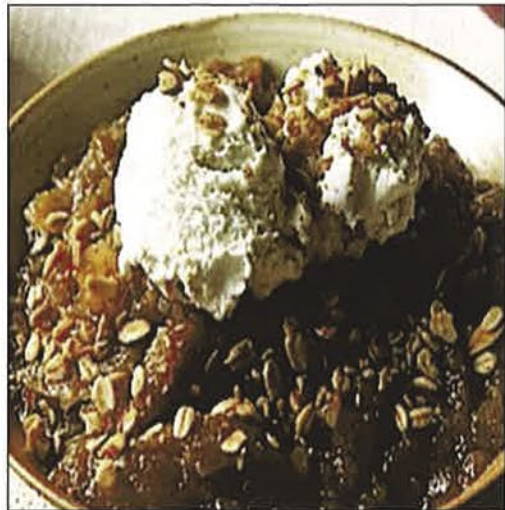
Eric Spann.....	2
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NAME	YEARS SERVICE
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### Conduit Division

Charles Bryant .....	45
Ron Kenny .....	35
Michelle Sweet Foote .....	10
Joshua Havey .....	10

## RECIPE



### Chunky Applesauce

- 7 or 8 Michigan grown apples
- 1 tablespoon lemon zest
- ½ cup maple syrup
- ¼ cup brown sugar
- 1 tablespoon ground cinnamon
- ¼ teaspoon ground cloves
- ¼ teaspoon ground ginger
- ¼ teaspoon nutmeg
- ½ cup of chopped walnuts, optional

Place cored, peeled and chunked apples in a heavy pot and just cover with water. Add lemon zest and spices. Bring to a boil, then simmer uncovered until apples are very mushy—about an hour—stirring occasionally. Add more water if you need to. Turn off heat and break up chunks by stirring until the sauce is the consistency you desire.