



Chairman's Message

Being passionate about what we do will show through to our customers and we will be rewarded for doing the right thing.

Recently, the Conduit Division received a notification that some interior coating had peeled in a couple of pieces of conduit being installed in Omaha, Nebraska. Within 24 hours, a representative from the factory was on the jobsite inspecting the material and meeting with everyone involved. Replacement product was expedited to the contractor and the problem was resolved. Here is the note we received from the customer.



From: Kevin Lytle
Sent: Thursday, March 01, 2012 9:56 PM
To: Darryl Tyson
Cc: Mike Johnson
Subject: Re: Robroy Industries Site Visit

Darryl,

Yes, we did receive the conduit. Thanks for all of your help. I really appreciate your prompt attention to this matter.

I would really like it if you could let me know what you find out about what happened with the coating in the conduit.

I know I did not say it when you were here, but your company has a great product and hands down the very best customer service that anyone could ask for. Your company far exceeded our expectations for what we thought was a small problem.

Again, I appreciate everything you and your company has done for us to resolve our problem. Have a good evening.

Thanks,

Kevin

Sent from my iPad

Congratulations to the Conduit Division, and I encourage everyone –
Focus on the Customer!

HEADQUARTERS

Stocking the Shelves



The dollar value of donated items was matched in grocery store gift cards.

It was one of the Headquarters Wellness projects this year to collect donations for a local food pantry located at the United Methodist Church in Verona. The Wellness Committee decided to match the dollar value of the food donated in order to purchase grocery store gift cards for perishables that could be bought and distributed in time for the holidays. The project was a huge success and turned out better than expected. Since \$560.00 worth of nonperishable food was donated, the Wellness Committee purchased \$560.00 worth of grocery gift cards to add to the Robroy donation.

Headquarters purchased a new Keurig coffeemaker for the employees, eliminating the need for twelve cans of coffee that would no longer be used. These were also donated to the food pantry. Judy Myers from the UMC food pantry stated that coffee is like gold to food pantry patrons and that the pantry was extremely grateful for Robroy's effort.

The Headquarters Wellness Committee extends a sincere "thank you" to its associates for a job very well done!

The Tradition Continues

Headquarters held its annual Thanksgiving lunch on November 17th. In attendance were some special guests: Keith Nichols, company actuary; Ed Wodarczyk, ERISA attorney; and Brian Sheridan and Laura Vradelis of Fidelity Investments. After the delicious goodies, the Headquarters Associates chose their "angel" from the tree.

The Angel Tree tradition started years ago in lieu of exchanging gifts among associates at Christmastime. Each associate chooses a name and then purchases gifts for a needy child in the area. The Wagner House children have been the recipients of the Headquarters Associates' generosity for many years now.

On December 21st, Kim Rafaloski, Jean Liberto, Aileen Shaffer and Rob McIlroy delivered the gifts to the Wagner House to the delight of the children. Although most of them (adults included) appeared to have colds, just seeing all the gifts generated a lot of excitement and the effort was very appreciated.

Gift delivery at the Wagner House created a lot of excitement.

This haul would make Santa blush!

Christmas Luncheon

"Who made the rule that we can't eat until we have our picture taken?"

No Christmas celebration can be complete without the annual Christmas luncheon, which was held on December 16th in the Verona office. The catered menu included salad, roast beef, pasta and veggies with crème brûlée to top it off. Following the meal, the centerpieces were presented to the ladies in attendance.

Wellness Initiative

Debbie Kennelly presented Jean Liberto with an award for the associate with the most Wellness Points.

On December 28, 2011 a Wellness wrap-up luncheon was held in the lunchroom at Corporate Headquarters in Verona. A local restaurant provided a buffet lunch of soup, sandwiches and dessert.

After everyone finished eating, Debbie Kennelly reviewed some of the wellness programs and topics covered during the year. A highlight of some of the programs and topics include:

- Life Line Screening - March
- Biggest Loser and Health I.Q. - April
- Know your Numbers, St. Margaret's Walk-a-Thon and Money Management - May
- CPR Training and Tips on Purchasing a Car - June
- Health and Financial Power of Attorney and Depression - July
- Solving the Puzzle of Moving More and the Benefit of Strength Training - August
- Exercise Month and Coping with Stress - September
- Flu Shots and Credit Cards - October
- Food Pantry and Performance Foods - November
- Ten-Minute Challenge - December.

Throughout the year every associate received points for their participation in the programs and an award was given for the most points accumulated. Jean Liberto was the award recipient. Sincere thanks are extended to the Wellness Committee, consisting of Debbie Kennelly, Judy Shoemaker and Jeff McIlroy, for all their hard work and helping to make the program a success in 2011.

The Make-A-Wish Foundation

This year, Robroy and associates made contributions totaling \$27,000 (8 wishes) to the Pittsburgh Make-A-Wish Chapter. In October, a matching campaign sponsored by the Pittsburgh Foundation's Day of Giving matched Robroy's \$6,800 (2 wishes) with approximately \$.20 on the dollar. In December, Mike Deane, Anil Kewalramani and Greg Czegan presented a check for the balance to the Make-A-Wish Pittsburgh Chapter at the Monroeville Mall. Of the \$27,000, Robroy Associates donated \$4,800.

Wear Your Hockey Jersey Day

The Pittsburgh Penguins asked fans to wear their favorite Penguins jerseys or youth hockey jerseys to work or school on Friday, February 17th at the start of Hockey Weekend Across America. "Wear Your Hockey Jersey Day" began as a concept to have youth or high school players wear their jerseys to school but the Penguins encouraged all fans to get involved this year as part of USA Hockey's fifth annual "Hockey Weekend" – a three-day celebration of the sport. Fans were directed to the team's official Facebook page to submit photos wearing hockey jerseys at work or school. Three fans were to be chosen at random to receive prizes. Of course, Headquarters Associates were happy to get involved and posed outside on a beautiful day to have their photograph taken. Anil Kewalramani then posted the photo on the Penguins Facebook page. The group is still waiting to see if they were winners!



Pittsburgh isn't just a hockey town – it's a Penguin hockey town!

ELECTRICAL PRODUCTS / STAHLIN

Stahlin 2011 Big Buck Contest



Jay Parker and his winnings from the 2012 Big Buck Contest.

You add up the number of points on the deer's antlers and add that to the distance between the furthest two points to determine a hunter's score. That is how it was calculated that Jay Parker's deer scored 22 ½ points; 6 points plus 16 ½ inches. Jay was the 2011 winner of the Stahlin Big Buck Contest for the deer he bagged during bow season in Montcalm County.

Congratulations Jay.

SHIELD Update

Stahlin Enclosures and the SHIELD Safety Committee created an associate safety incentive program for 2012 in order to promote safety through the use of education, communication and teamwork. Each Stahlin Associate is part of a 20-person team with the goal of no reported incidents for the entire year. The committee developed three incentives:

1. 30-days incident free – a catered meal
2. 60-days incident free – a fire extinguisher for household use
3. 90-days incident free – a carbon monoxide alarm

So far all teams are incident free. Way to be safe, Stahlin!

Our Time Is Now (Stahlin 2012 Rep Meeting)

After a hiatus of several years, in January, Stahlin Enclosures held a set of rep meetings with the theme "Our Time Is Now." Principles from 19 Stahlin rep agencies met in Dallas for two sessions with the purpose of reviewing the reason that Stahlin is ready to move to the next level and receiving an overview of how the Company intends to get there. Expectations were set high and Stahlin challenged the reps to deliver giving them the sales tools to help make this a reality. A full day of intense discussions came to a conclusion at Pat Summerall's home where a fireside chat with Emmitt Smith followed dinner.

Thanks to the hard work of the Stahlin Team, as well as Mark Bruner and Kelly Snell from J4 Communications, the meetings proved very successful and now the execution of plans begins – "Our Time is Now."



Reps posed for a group shot with Emmitt Smith and Pat Summerall.



Each rep received an autographed football.

George Allen "Pat" Summerall

- May 10, 1930
- Played football (and other sports) at the University of Alabama 1949-1951, graduated in 1953
- Defensive-end Tight-end, Place Kicker
- Drafted in the 4th round by Detroit Lions
- Played for Chicago Cardinals and NY Giants
- NFL career – 10 years
- CBS sportscaster 1962, NFL color commentator
- Also covered basketball
- 22 seasons with John Madden
- Known for his voice and minimalist style



Emmitt James Smith III

- May 15, 1969
- Played football at the University of Florida
- 17th draft pick in the first round by Dallas Cowboys
- Played for Arizona Cardinals, but retired a Cowboy
- Played 15 seasons
- 1993 – Super Bowl Champion, NFL MVP, NFL Rushing Crown, Super Bowl MVP
- Hall of Fame 2011
- Involved in real estate



Babies in Belding

Billy Harry has a new little brother. Cyndi Harry (Assembly) and William Harry (CNC Operator) are the proud parents of a second son, Benjamin Ronald Dwayne Harry. Benjamin was born on December 13th and weighed 7 pounds 2 ounces and 20 ¾ inches long. Billy likes being a big brother.



Benjamin Ronald Dwayne Harry



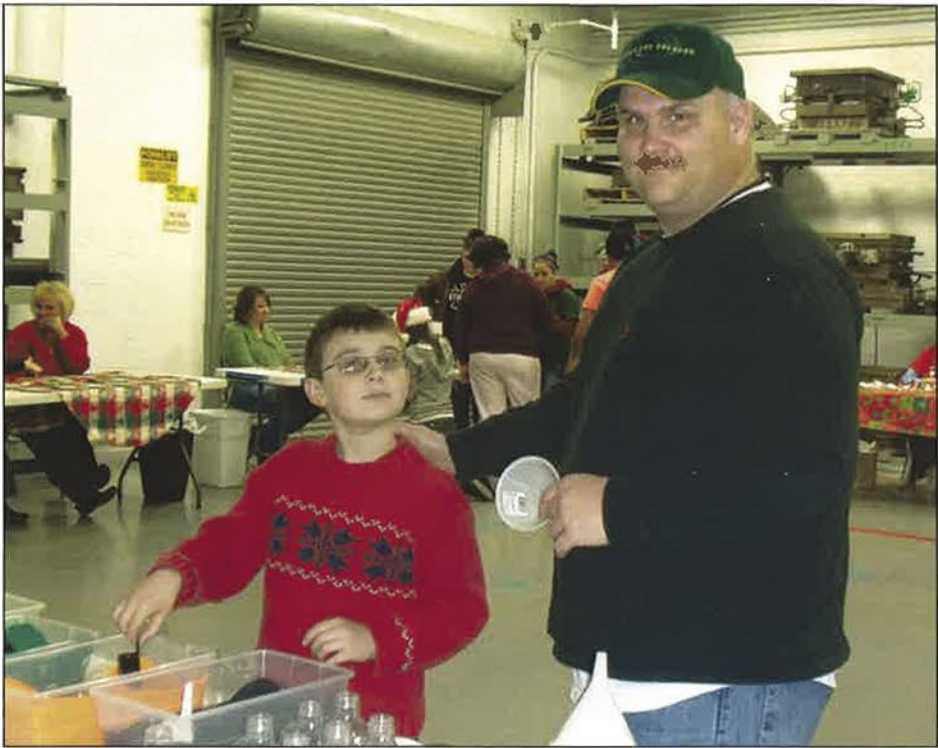
Georgia Ann Lamorey

Market Development Manager Maria Lamorey and her husband, Chris, welcomed Georgia Ann Lamorey into their home on January 9, 2012. Miss Lamorey weighed 6 pounds 11 ounces and measured 19 inches from her pretty head to her little toes. The family is doing very well and Maria reported that Georgia enjoys swinging in her favorite chair and singing.

Other babies born this year and not previously reported include:

- Brett Steinhaus, Press Operator, and Kendra Bouknight are parents of twin boys
- Mike Russell, Press Operator, and his wife, Miranda, had a baby boy.

Congratulations are extended to these families on their new arrivals.



Jeff Hall and his son get crafting.

Stahlin



Miranda Russell was a recipient of a Stahlin SHIELD Scholarship as well as Patsy Alvera.

Christmas Party 2011

The day and evening of Stahlin Christmas parties were very successful and a lot of fun for everyone involved. The day began with the children's party at the factory attended by 65 of the associates' children and grandchildren. Eight tables of arts and crafts required plenty of assistance and many of the associates stepped up to provide that help. A special thanks goes out to Rudy Alvera (SMC Operator) and his wife, Patsy, for the delicious lunch they prepared with help from Tina Taylor's (Assembly) daughter. Santa Claus again resembled Stahlin's very own Larry Warner from Assembly and he passed out gifts to each child and listened to everyone's wish list.

That same evening, associates gathered in the Grand Ballroom at the Grand Volute in Lowell for the best Christmas Party ever! Special guests included: Councilman and retired teacher Roger Wills and his wife; Belding City Manager, Randy DeBruine; Stahlin partners Kevin Leffler from PeopleBest, Bill and Kim Evatt and Mike and Paula Meinscher from Attabox; John Fossler, Company friend and representative from Toys for Tots and Georgia Maxel and her friend, Dolly Millick. The mentalist David Magee entertained the guests and the Belding High School Ensemble, under the direction of Mrs. Hylar, provided music during dinner.

The program for the evening was woven around a variation of the poem "Twas the Night Before Christmas." Each stanza of the poem reflected the life of Stahlin Associates at the Belding facility in 2011. Here is just an excerpt from the poem:

*'Twas the night before Christmas when all through CHESSE
Not a presenter was stirring not even a press.
The orders were all shipped by the associates with care,
In hopes that all enclosures, soon would be there.*

*The orders were coming at the beginning of the year
With vision of record sales – we did not fear
New associates were hired in order to grow
A total of 19 were entered into workflow.*

*When out on the factory floor there arose such a clatter
SHIELD sprang into action to see what was the matter
Investigating, training being proactive like a flash
SHIELD makes us all safe, as safe as cash.*

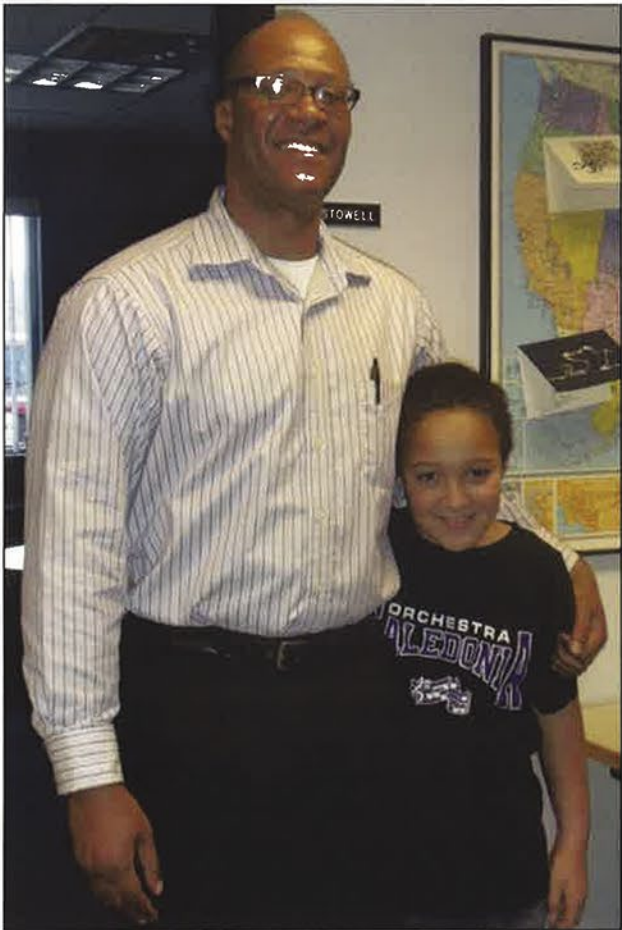
*The moon on the breast of the new-fallen snow
Gave the luster of mid-day to objects below
Then what did my wondering eyes see with such fright
But an Easter party with a big rabbit so white!*

*With an entertainment committee to lively and fun
They hosted events in the shade and the sun
Easter and picnics and parades and more
Family adventure and fun for everyone galore.*

*Now Diamondshield, now Classic, Now N Series and more
On Fatboy, On Duraboxx, on Pluggit and a dead front door?
To the bed of the press to the top of the wall
Now ship away, Ship away, Ship away all!!!*



Patsy Alvera donned her Christmas apron and chef hat for the occasion.



Craig Mitchell and his son TJ enjoyed the festivities.



The Parker family made the scene.



The Steinhaus twins showed up in their "Sunday Best."



Santa chatted with the Tissue boys.

Stahlin Christmas Party 2011

Continued from page 7

Throughout the evening record sales were reviewed, facts including one fourth of the staff having less than one year seniority and 2045 days without lost time injury were mentioned. New associates were introduced and new babies received recognition. Service Awards were presented with special thanks to Ron Kenny for his 35 years of service and Charlie Bryant for 45 years. It was pointed out that when Charlie began his Robroy career in 1966, a gallon of gas cost \$.32 while a gallon of milk went for \$.99 and two-thirds of the staff were born after that date!

Jeff Seagle, President, gave a lovely tribute to John Maxel, who passed earlier in the year. John played an integral part in Stahlin's success over the past 12 years. All in all, everyone thoroughly enjoyed the Christmas celebration. The poem wrapped up the evening with this last verse:

*We will spring to our sleighs and to our team give a whistle
And away they all flew like the down of a thistle
But I heard him exclaim as he drove out of sight
Merry Christmas to all and to all a good night.*

New Hires

Stahlin Enclosures welcomes Wyatt Short as a Production Supervisor. Wyatt served in the U.S. Navy for eight years as an Aviation Electrician specializing in aviation quality assurance. He attended Mesa College in San Diego, California and is currently working toward completing his degree in business management at Grand Valley State University.



Wyatt Short – Production Supervisor

He and his fiancé, Ashley, plan a May 2013 wedding and currently reside with their dogs in the Turk Lake area of Greenville, Michigan.



Darcie Hallock – Receptionist/Administrative Support

Darcie Hallock joined the Stahlin team as the Receptionist and provides administrative support. Montcalm Community College is where she earned her associates degree in business.

Darcie and her husband, Brad, live in Gowen, Michigan with their three children. Morgan is 15, Zachary is 12 and Blake is 3-years old.

Stahlin Associates welcome these new employees and look forward to working together.

Sincere Condolences

Learning of the passing of Cindy Stowell's father, John G. "Big John" Aseltine, on February 13th, saddened Stahlin Associates, as well as Cindy's friends at all Robroy divisions. He was very active in the VFW and Cindy's friends and colleagues made donations to his local post. Mr. Aseltine had three children, including Cindy, eight grandchildren and two great grandchildren. He will be sorely missed.

Striving for Flawless Execution in 2012

Reported by Jeff Seagle, Stahlin President

As part of Stahlin's efforts to better execute their 2012 strategic plans, a highly charged group called Afterburner was engaged to visit the facility on a Saturday in early February. Afterburner is a coalition of retired Air Force Fighter Pilots and Navy SEALs. Through their training and military career, they have honed the skills necessary to execute missions flawlessly. Accordingly they now present and teach FLAWLESS EXECUTION techniques to businesses.

Mark McGinnis, Navy SEAL, shared real life stories of his training and missions to emphasize the importance of the military planning and execution techniques needed for Flawless Execution. Retired Brigadier General Chaz Campbell also shared from his experience as both an F16 pilot and as a leader of missions in the Air Force. The session concluded by having everyone work through a Rapid Planning Session tied to our 2012 objectives. There was a unanimous consent to the valuable experience AfterBurner provided.

To keep the training fresh and alive, each associate was provided an autographed copy of the book "Flawless Execution" in exchange for their commitment to meet their 2012 objectives. This book teaches and outlines the full principles briefly shared in the Saturday session. Every few weeks the Stahlin team will meet throughout the year to discuss chapters in the book and to insure Stahlin's 2012 plan is met!



Navy Seal Mark McGinnis instructs Stahlin Associates during an AfterBurner session in February.



Stahlin Associates are committed to applying their Afterburner experience throughout 2012.



Chaz Campbell shared military experiences as related to meeting objectives.

Expanding Their Global Reach

The world became a little bit smaller for Stahlin Enclosures because the Company recently signed up a new rep agency that officially represents Mexico with the potential to expand into Latin America. Ben Contreras of Latin America Electrical Representatives (LAER) is excited to be Stahlin's Representative for non-metallic enclosures in this territory. Ben brings a significant amount of experience selling industrial enclosures in Mexico and possesses a clear understanding of the value of non-metallic enclosures for a variety of applications. To top it off, even though he is just getting started with Stahlin, he has already booked his first significant order totaling over \$45,000. In addition, he and his team are working to convert several other active quotes to orders.

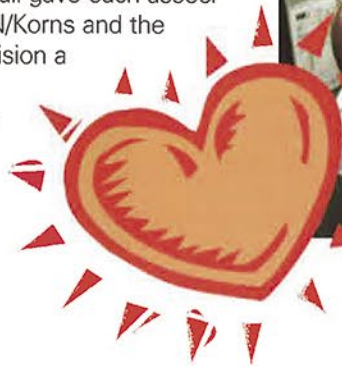
Congratulations Ben, Francisco and the rest of the LAER team on a great start with Stahlin Enclosures. Keep up the great work.



Members of the Stahlin manufacturing team prepare to ship LAER's first order to Mexico.

Valentine's Day

On Valentine's Day every associate received a little love from Cupid. Cupid David Marshall gave each associate at Duoline, ECN/Korns and the Gilmer Conduit Division a Valentine. A lovely long stem red rose was presented to each lady and the men received a chocolate bar.



Kim Slaton is all smiles with her long stem rose.



No roses for the guys. They get the good stuff – chocolate!

Benefits Bulletin Board

HelpNet, the employee assistance program, made additional services available to all Robroy employees effective February 1st. The additional services are called Work Life Web.

To help you make time for what matters most, Work Life Web provides online access to a wide range of resources regarding work and life topics of interest to you and your family—all available on one web site. Some of the services provided by Work Life Web include the following:

- Self-search provider databases for summer camps, education resources, pet sitters, attorneys, financial advisors, volunteer opportunities
- Legal and medical encyclopedias
- Financial and daily living calculators
- Savings Center providing 25 – 70 percent discounts on name brand merchandise
- Spanish – language content

To access Work Life Web, follow the web link on UltiPro's homepage to Help Net. To view the material, simply click on the top corner of the home page called "Work Life Web". The user name is "robroy" and the password is "employee."

Health and Savings Plan

In an effort to give individual associates more control over how they spend their healthcare dollars and combat the ever-increasing cost of healthcare, Robroy introduced the Health and Savings plan as a health care option in 2012. Under this plan employees have higher deductibles but pay lower upfront premiums for the coverage. The plan allows employees to create "health savings accounts" to save for planned and unplanned medical costs both now and in the future. To help kick-off this plan, Robroy contributed approximately \$240,000 to employees' savings accounts in early January. The plan has been an enormous success as evidenced by overall participation levels near 80% for eligible associates. In addition, of the 80% enrolled in the Health and Savings plan, 93% of those associates have also elected to make additional contributions to their personal health savings accounts.

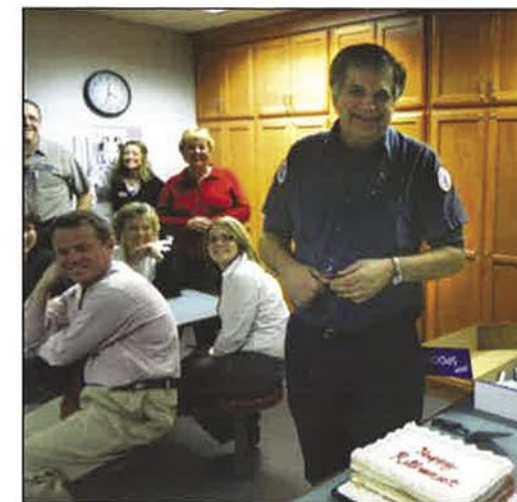
Plans such as these are taking hold across the country at record rates since the idea was created just 11 years ago. One recently published study showed that the average health care consumer slashed their annual health care costs significantly, empowered by the ability to dictate how and when their health care dollars are spent.

Jerold Holman Retirement

Jerold Holman worked at the Conduit facility for six years as a janitor on second shift. He took pride in the appearance of the plant never having to be told what to do. He noticed things that needed attention that others never saw and he just took care of it. He was always asking when the next Corrosion College was so he could make sure everything looked perfect when visitors toured the plant.

At the end of his shift, Jerold could be seen looking back at the floors. If they looked good, he felt a sense of accomplishment. On nights when the scrubber wasn't working quite right, it would upset him having the floors not living up to his high standards.

It was with mixed emotions that fellow associates celebrated Jerold's retirement.



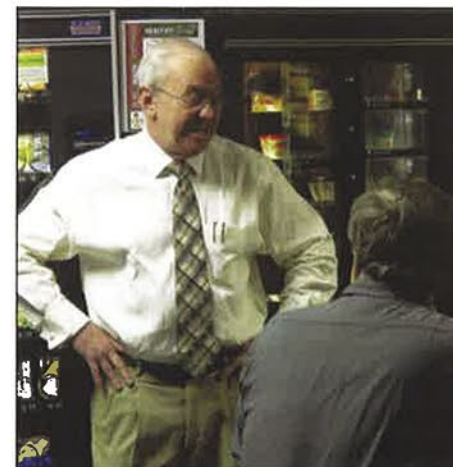
Associates gathered to congratulate Jerold Holman on his retirement.



Fellow workers enjoyed the delicious cake.



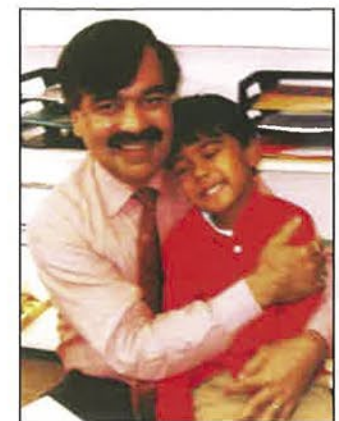
Darryl Tyson, Plant Manager, and Jerry Davis, Production Supervisor, lingered to share a little more time with Jerold.



David Marshall shared a few words with the group.



Final goodbyes were shared.



Anil and Parv Tahiliani share some quality time at Donuts with Dads Day.

Donuts with Dads

Every January the kindergartners at Oak Forrest Montessori School hold their annual "Donuts with Dads" program. Parv Tahiliani is a member of the kindergarten class this year and he shared the breakfast tradition with his dad, Vijay, Robroy Conduit Division Controller. The gathering gives fathers the opportunity to meet their child's teachers and classmates, take a tour of the school grounds and to observe their child in his/her school environment.

Kim Slaton Promotion

Kimberly Slaton received a promotion to the position of Quotation/Inside Sales effective January 1, 2012. Although this position supports the ECN/Korns facility in Avinger, Kim's office remains at the Gilmer facility and as she continues to support the Inside Sales Team.



Kim Slaton promoted to Quotation/Inside Sales ECN/Korns

Kim has been with the Company as an Inside Sales Representative since May of 2007 and consistently demonstrates her ability to contribute to Robroy's success since taking the position. Her high level of intellectual and emotional engagement serves her well in her new role.

Congratulations. Kim. Keep up the good work.



“...hands on the buzzers.”

The annual Christmas party took place at the Summit Club in downtown Longview on December 3rd. The evening was packed with activity beginning with a great buffet and coffee and dessert bar. Associates received recognition for their years of service and the Shield Scholarships were presented. Tamara Ruiz received a \$5,000 scholarship that she plans to use for dental hygienist school and Katie Davis' \$2,500 scholarship will help her secure a degree in elementary education.

Robroy and Duoline Associates supported Living Alternatives again this year with their annual charity contributions raising money, as well as collecting clothing, diapers and various baby items, for the worthy local cause. This organization provides needed services to teens experiencing unplanned pregnancies (www.livalt.org).



“And the winner is...”



Schell Company's Lucas Silvio and his date enjoy the evening.

christmas party



Stephanie Ellis and Donna Waterstraat pose for the cameraman in their holiday best.

The Ultimate Game Show provided the evening's entertainment, including a Christmas picture riddle to solve, centerpieces given away, a game called Fast Fingers and a Pop Culture Quiz Show. To win at Fast Fingers the audience was asked to see how quickly they could produce an item, such as a library card. The first associate to do so won movie theater tickets or an autographed photo of Demarcus Ware, compliments of PPI Marketing. Demarcus is a Dallas Cowboy football player for you uninformed Steeler and Detroit Lions fans up north. The winners of

each round of the quiz show walked away with a \$100 Visa gift card.

Honored guests for this year's festivities included Gerald Miller of Burrus and Matthews and Lucas Silvio from Schell Company. These reps have the longest years of service representing the Plasti-Bond product line. Each gentleman has been selling for Robroy more than 50 years!



David Marshall awarded Shield Scholarships to Tamara Ruiz and Katie Davis.



Oscar Zapata and Eric Nichols prepare to enter the buffet line with their beautiful dates.



Associates put their heads together to solve the Christmas riddle.



Posies, packages and pretty ladies (handsome guys, too) filled the room.



Vijay Tahiliani and his lovely wife chat with VIP guests.



Dinner began with cocktails and hors d'oeuvres in the elegant setting of the Longview Museum of Fine Arts.



Conduit Division Shipping Supervisor David McCellon drew a chuckle from David Marshall as he was presented his bonus.



Associates socialized as dinner was being served.



The presentation of Conduit Division Operations Manager Donna Waterstaat's bonus, makes David Marshall smile.



Although David Marshall wears a look of surprise in this photo, Kim Slaton's award was no surprise at all, but rather very well deserved.

Bonus Dinner

Every year Robroy distributes bonus incentives to associates who successfully complete their objectives from the prior year. On Friday, February 10th these awards were distributed to Conduit Division, ECN Korns and Duoline Technology Associates at a dinner held at the Longview Museum of Fine Arts. Perfect Catering of Longview catered the outstanding meal and Harpist Lydia Covey provided musical entertainment adding sophistication to the ambiance of the setting.

David Marshall, President and COO of Robroy Industries, was presented with a bottle of Macallan, a single malt scotch. Macallan was first distilled in Speyside, Scotland in 1824 and is a favorite of Mr. Marshall.



Charlotte Pechiney became a bit animated at the presentation of her award.



Steve Voelzke enjoyed the evening.



Mr. Marshall says a few words of praise for Duoline Engineering Manager Eric Nichols



To his delight, David Marshall was presented a bottle of Macallan single malt scotch.

New Hires



Eric Faulkner – Industrial Engineer

Eric Faulkner joined the Robroy Team on January 16th as an Industrial Engineer. Eric is a recent University of Texas at Tyler graduate having earned his MS degree in engineering management and a master's degree in business administration. Le Tourneau University in Longview is where Eric received his bachelor's degree in mechanical engineering.

You will find Eric a very busy man. When the weather permits, he spends his leisure time on a lake engaged in all manner of water sports or on the links avoiding the water hazards. In the fall and winter months he heads for the woods to hunt. In addition to all of those activities, he is in the process of obtaining his pilot's license.

Eric is engaged to be married on May 26th in New Orleans. He and his new bride will honeymoon in Europe, spending much of the trip in Ireland. Traveling is yet another of Eric's favorite pastimes whether it be a road trip or travel abroad.



Robyn Goodson – Avinger Inside Sales/ Receptionist

On January 18th of this year Robyn Goodson took over the position of Inside Sales/ Receptionist at ECN Korns in Avinger. Previous to her Robroy employment, Robyn worked in the real estate industry resolving customer loan issues and was also a customer service rep in a bank setting. This experience will enable her to effectively serve the Conduit Division's ECN Korns customers.

Robyn and her husband have a nine-year old son and three-year old son. Since her oldest boy is very interested in baseball, that sport plays a big part in the Goodson family's life. Robyn's other interests include bow hunting, fishing and reading.

Jennifer Cummins began her Robroy career on January 4th, when she came to Robroy as a receptionist and a temporary associate. She now assumes a fulltime position as the Receptionist/ HR Clerk with the Conduit Division. She currently pursues her associate degree at Kilgore College.



Jennifer Cummins – Receptionist/ HR Clerk

When Jennifer is not at work or at school furthering her education, she likes to spend time spoiling Milli and Marley, a canine brother and sister duo that she considers her children. She also has great interest in preventative health, things 100% natural and a green environment.



Emily Rumsey – HR Administrative Support/Payroll

On February 9th, Emily Rumsey took the position of HR Administrative Support/Payroll. With a bachelor degree in human resource development from the University of Texas at Tyler and two years of experience in the HR/payroll field, Emily brings her knowledge and expertise to her new employment.

Married for five years, Emily and her husband, Jason, are the parents of an 11-year old daughter and two-year old son. Emily's stepdaughter plays soccer and she enjoys her role as a soccer mom. Free time finds Emily reading, riding 4-wheelers and bicycling with her family. She is also in training for an upcoming 5K race.



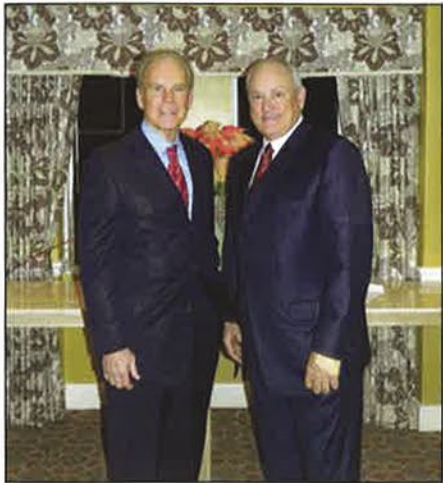
Steve Voelzke – General Manager

Steve Voelzke assumed the duties of his new position, General Manager of the Conduit Division, on January 5th. He brings extensive industrial market experience to Robroy Industries and his core competencies include: strategic planning, financial and operational management, coordination of sales and marketing, human resources, technology development and IT. Prior to joining Robroy, Steve served as Senior Vice President of Automation and Information Systems at Glenmount Global Solutions.

A hearty welcome is extended to all new associates.



Roger Staubach and Nolan Ryan with Group I Reps



Roger Staubach and Nolan Ryan

Rep Meetings

The Conduit Division held two rep meetings in Dallas. There is nothing unusual about that. The unusual part of the meetings was the comingling of the Plasti-Bond reps with the Perma-Cote reps for a little change of pace. The first group met on December 11th through the 13th and the second group gathered from the 13th to the 15th.

Group I

- Chuck Beadle – ESU – Plasti-Bond
- John Defazio – ESU – Plasti-Bond
- Mike Gorin – Gorin, Hopper, McCoy – Plasti-Bond
- Duane Basham – Precision Electrical Sales – Plasti-Bond
- Mike Mulcrone – Mulcrone & Associates – Plasti-Bond
- Tommy Hodges – Hodges Southwest – Perma-Cote

Group II

- John Blust – Riffle & Associates – Perma-Cote
- Tom Cotter – Riffle & Associates – Perma-Cote
- Tom Pierce – Fox, Rownden, McBrayer – Perma-Cote
- Ken McBrayer – Fox, Rownden, McBrayer – Perma-Cote
- Jack Buttery – Fox, Rownden, McBrayer – Perma-Cote
- Brian Chase – Lester Sales Co – Perma-Cote
- John Scott – Lester Sales Co – Perma-Cote
- Galen Hollar – Burrus & Matthews – Plasti-Bond
- Greg Russell – Burrus & Matthews – Plasti-Bond
- Craig Schell – Schell Company – Plasti-Bond



Bill Walton and Jerry West with Group II Reps



Several of the reps discuss Nolan Ryan's career with him.

Both meetings proved very productive. The reps received an introduction to mobile apps. Other topics discussed included trends for the year, REED data and ways to approach getting ETL specs. This year, the reps had the opportunity to dine with sports legends. Group I met Roger Staubach and Nolan Ryan while Group II shared an evening with Jerry West and Bill Walton. Each rep received signed baseballs, footballs and/or basketballs and had their photo taken with the stars.



David Marshall chats with Roger Staubach.

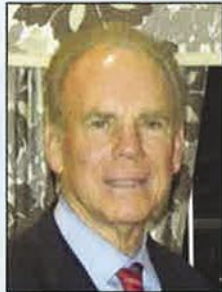


Bill Walton and Jerry West



Roger Thomas Staubach

- February 2, 1942
- "Roger the Dodger"
- "Captain Comeback"
- Quarterback for Naval Academy
- 1963 Heisman Trophy Winner
- College Hall of Fame
- 10th round draft pick of Dallas Cowboys in 1964
- Tour of Duty in Vietnam
- Played for Dallas Cowboys 1969-1979
- Oldest Rookie at age 27
- 9 winning seasons
- Lead Cowboys to 2 Super Bowl victories – Super Bowl VI, XII
- Pro Bowl – 6X
- Hall of Fame 1985
- Owned Stauback Company – multi-billion dollar real estate company (sold 2007)



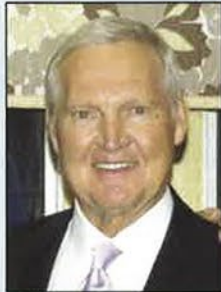
Nolan Ryan

- January 31, 1947
- "The Ryan Express"
- Major League pitcher
- Pitched right handed, regularly 100 mph; after age 40 still 95 mph
- MLB All Star 8 times
- Leads all pitchers with 5,714 strikeouts; 839 more than 2nd best pitcher
- Played 1966, 1968-1993 for NY Mets, CA Angels, Houston Astros, TX Rangers; number retired by 3 teams
- 7 no hitters; 3 more than next best; no perfect games
- 27 year baseball career
- Principal owner and CEO of the Texas Rangers baseball team



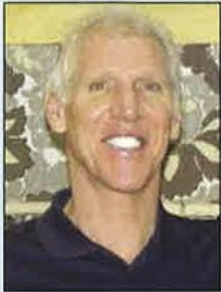
Jerry Alan West

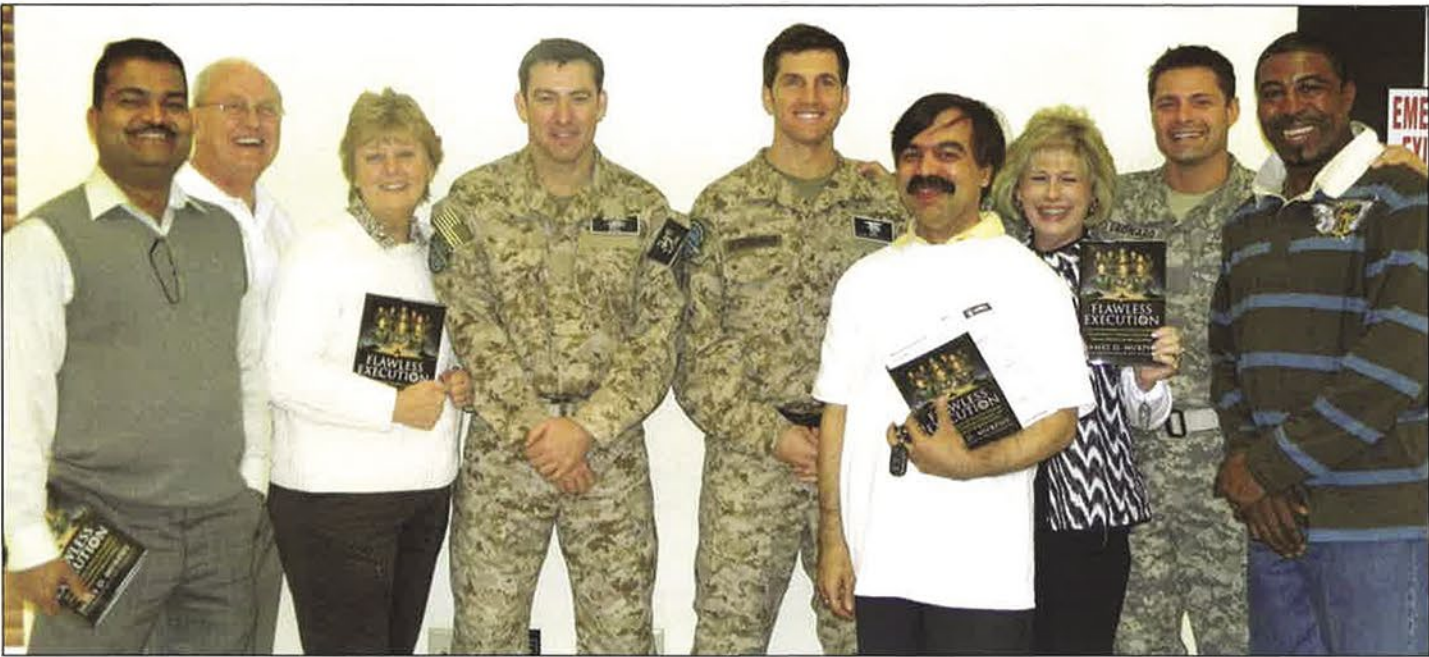
- May 28, 1938
- "Mr. Clutch"
- "The Logo" – his silhouette is in the NBA logo
- "Zeke from Cabin Creek"
- Attended West Virginia University
- MVP of 1959 NCAA championship game even though WVU lost
- 1960 co-captain of US Olympic Gold Team in Rome
- Guard for the LA Lakers for 14 years
- NBA All Star 14 times
- Holds record for highest points per game in a play-off – 46
- Naismith Hall of Fame 1980
- Named one of the 50 greatest players in 1996
- LA Lakers head coach – 3 years
- Scout – 3 years
- LA Lakers and Memphis Grizzlies general manager
- NBA Executive of the Year – 2 times



William Theodore "Bill" Walton

- November 5, 1952
- "Big Red-Head"
- Played for John Wooden's UCLA Bruins
- College Player of the Year – 3 straight years
- Number 1 overall draft pick in 1974 of Portland Trail Blazers
- Hampered by foot injuries
- Naismith Hall of Fame 1993
- Played for Seattle SuperSonics, San Diego Clippers and Boston Celtics
- Holds the record for the most games missed in his career
- Big Grateful Dead fan; inducted into the Grateful Dead Hall of Fame in 2001
- TV sportscaster

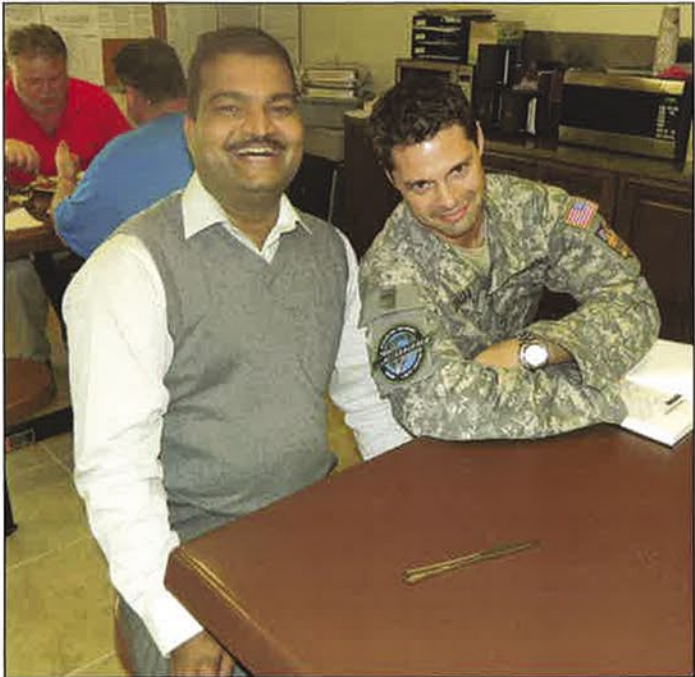




Afterburner personnel and several Robroy participants (Manohar Taware, David Marshall, Donna Waterstraat, Vijay Tahiliani, Billie Traywick, Michael Moody) pose for a parting shot at the end of the session.

Afterburner – Navy SEALs program

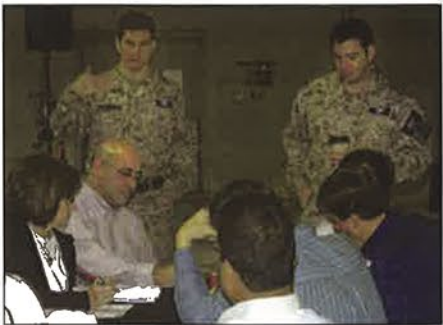
Associates of the Conduit Division, ECN/Korns and Duoline gathered on a Saturday morning for another unique training experience. Afterburner team members Mark McGinnis, Scott Leonard and Scott Taylor returned to present a motivating training session on setting and executing objectives. Attendees discussed useful topics including briefing a debriefing as part of techniques required to complete a successful mission. Each participant received a book from the Afterburner group titled “Flawless Execution.” The Afterburner team graciously signed participants’ books following the session.



Manohar Taware, Corporate Controls Engineer, and Afterburner’s Scott Leonard continued conversation in the lunchroom.



Some unusual training techniques took place in the lunchroom!



Afterburner team members interacted with participants.



Associates concentrated on solving problems and developing strategies for the assignments they received.



A retirement present. What a pretty package!



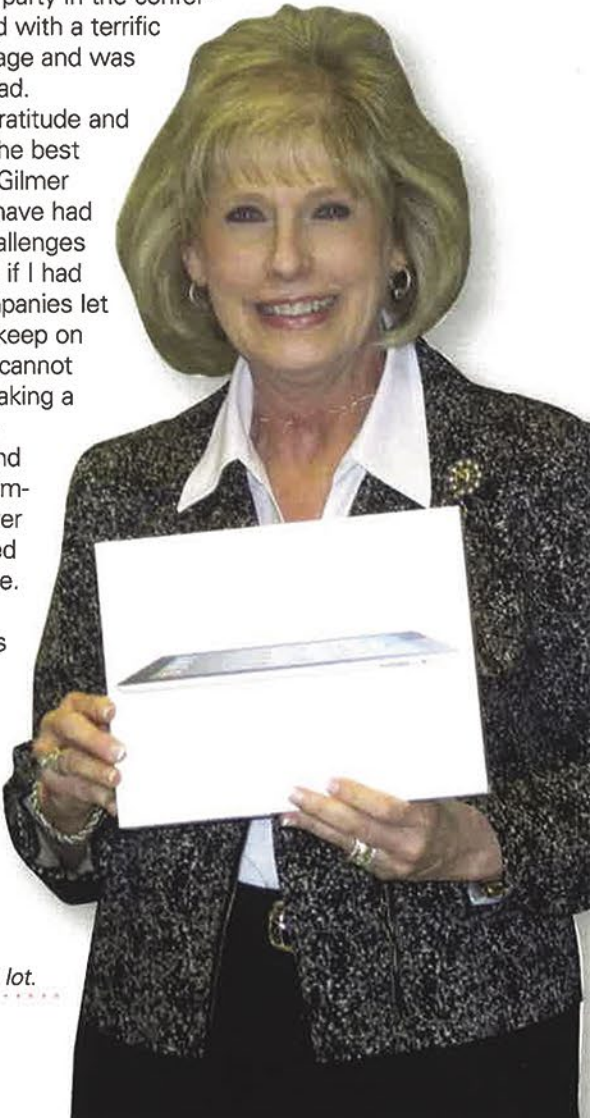
What can it be?

Billie Traywick Retirement

Billie Traywick, Duoline Controller, decided to turn in her spreadsheets and calculator and head for retirement on February 15, 2012. In her honor the Company threw a little retirement party in the conference room and she was presented with a terrific gift. She unwrapped a lovely package and was delighted with its contents – an iPad.

Billie wanted to express her gratitude and passes on the following: “It was the best decision of my career to move to Gilmer and work for Robroy Industries. I have had experiences, opportunities and challenges that I don’t think I would have had if I had stayed in Houston. Not many companies let you retire, change your mind and keep on working from a remote location. I cannot thank David Marshall enough for taking a chance on me 15 years ago, Mike Deane for being a great teacher and friend and all the other Robroy teammates that have influenced me over the years. I have been truly blessed to have had you as a part of my life. Robroy is no doubt an “uncommon” company and one that gives you the opportunity to be a success. Thanks to everyone, keep focused and reaching for the sky as there are no limits.”

Billie, you are wished many happy years of retirement and the very best in your future endeavors.



An iPad! I like this, a lot.

New Hire



Paul Noblit – Production/Maintenance Supervisor

Paul Noblit joined the leadership team at Duoline Technologies in the role of Production/Maintenance Supervisor on February 7th of this year and reports to Eric Nichols. Paul earned his associate degree in avionic systems technology from the Air Force Community College. He brings maintenance and leadership experience extending from his 24 years with the Air Force. His most recent position was quality assurance superintendent. Previous accomplishments, both academic and professional, earned him the

Production/Maintenance Supervisor’s position at Duoline Technology. Paul and his wife, Selena, have five daughters; Megan - 24, Danielle - 20, Christina - 17, Brooke Moore - 14, and Kamryn. Competitive marksmanship, weight lifting and riding his Harley are activities he enjoys. Duoline’s 2012 goals include Paul making a significant contribution. Welcome to the team, Paul.

Miss Kynli Haper Buczkowski



Baby Talk

Duoline Associate Justin Buczkowski and his wife, Melissa, welcomed Kynli Haper Buczkowski into their home and hearts on November 23, 2011. She weighed 6 pounds 2 ounces and had a happy big sister, Zoe, waiting patiently for her arrival.

Congratulations to the Buczkowski family!

SERVICE AWARDS

NAME	YEARS SERVICE
Conduit Division	
Kimberly Shaddix	5
Duoline Technologies	
Teresa Elson.....	5
Stahlin Enclosures	
Greg Molter	5
Angie Zoerman	5



Kimberly Shaddix



Teresa Elson



Angie Zoerman

RECIPE

Mushroom Pie

Sauté 2 medium onions in butter. Sauté 4 small cartons of button mushrooms, a large handful of shitake and crimini mushrooms in a little olive oil. Chop handful of fresh herbs - tarragon, parsley, sage, rosemary and, yes, thyme. De-glaze pan with Marsala wine and whisk in 2 tbs. butter. Pour over mixture, combine and dish into a pie crust. Brush top crust with beaten egg. Bake at 375 until golden.

