



HEADQUARTERS

A Tribute to a Beautiful Lady

Patricia Fox was born on August 7, 1917 in Cortland, New York, the daughter of Alice and Albert Fox. She grew up in Syracuse, New York, attended Wells College and married Robert G. McIlroy in 1939. The couple moved to Detroit, Michigan where they resided until Robert went to the Navy during WWII. At that time Pat moved to Destin, Florida with her children and lived on Calhoun Street with her parents. When Bob McIlroy visited his family in Destin after the Normandy invasion, the beauty of Destin prompted him to say, "Someday we'll come here to live." And they surely did.

The McIlroys moved to Pittsburgh, Pennsylvania following the war and resided there for the next 36 years, vacationing regularly in Destin. Mrs. McIlroy was always active in civic and charitable causes. Once she and Bob moved to Florida in 1980, she continued to be very active in the Destin community. As a board member of the Destin Library, Mrs. McIlroy followed in the footsteps of her parents who were among the founders of the library.

The McIlroys actively pursued the incorporation of Destin. Mr. McIlroy was elected as the first mayor of Destin and Mrs. McIlroy will always be

remembered as its "First Lady." A fellow councilman said, "Pat's service ran in her blood." Together the McIlroys were members of the Greening of Destin committee and Mrs. McIlroy was a friend and benefactor to Harvest House, the Sacred Heart Hospital of the Emerald Coast, Destin House, the Children's Advocacy Center in Niceville, Florida, the Mattie Kelley Arts Foundation, the McIlroy Gallery at Northwest Florida State College and to Destin Elementary where she supported the Adopt-a-Class Program. She was a member of Destin United Methodist Church and the Living Forever Sunday School Class.

Pat McIlroy passed away on January 6, 2013 leaving a legacy of grace and kindness. Her friends and constituents remember her fondly. They knew she loved Destin and enjoyed playing cards and watching ball games and was interested in everything, especially people. Her demeanor was always cheerful, happy and pleasant and she genuinely cared about others. Her neighbor of 23 years, Carolyn Hill, remembers her as a wonderful storyteller with a great sense of humor. Carolyn stated that she always wore high heels and a smile and she loved people.



Patricia Fox McIlroy and Pierre

Her daughter, Cindy McIlroy Higgins said, "My mother was kind, loving and supportive wife, mother, grandmother and great-grandmother. She personified what it meant to be a lady. She was smart, well read, articulate, sophisticated and a great conversationalist, at ease in any social setting." Her granddaughter, Courtney Higgins, remembers her grandmother this way: "She appreciated beauty, nature, art, sports, travel and family. She was creative and stylish. She sat

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Chairman's Message

There is still a lot of uncertainty about the economy in 2013. Although homes are starting to sell again there has been a slowdown in two of our important markets, industrial projects and municipal projects. We are hopeful that these markets will pick up soon but it's just too early to predict.

In order to have another good year in 2013 we are going to invest substantially in our company in the form of productivity enhancing equipment and extensive training of our workforce. We can't rely on others to make us successful so we just have to make good things happen ourselves.

Be on the lookout for several big projects to start this year. With the company's investment and your continuing increase in productivity our team will come up winners again this year.

A Tribute to a Beautiful Lady

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us down for 'grandmother talks' during which she taught us how to be polite, proper and lady-like and focused on the concept of 'kindness.' She was very generous and gave me so many opportunities. She was the matriarch of a beautiful and successful family. I am proud to have had her as a grandmother." Last August, her entire family met in Destin to celebrate her 95th birthday.

Family and friends gathered at the Destin United Methodist Church to pay their respects and say goodbye to Mrs. McIlroy on Tuesday, January 8th. Pat is preceded in death by her husband, Robert, who passed on in 1993; and by her daughter, Judith, who died in 1947. She is survived by her son, Peter McIlroy II and his wife, Pamela, who reside in Pittsburgh, Pennsylvania; and her daughter, Lucinda McIlroy Higgins and her husband, David, who live in Evergreen, Colorado. Also surviving are five grandchildren and 11 great-grandchildren.

Sincere and heart-felt condolences are extended to the McIlroy family.

Christmas Dinner



Good food mixed with good conversation made for a pleasant holiday celebration with coworkers.

Instead of the usual catered Christmas luncheon, Headquarters Associates gathered at Walnut Grove for a casual holiday meal on December 21st. The eight associates in attendance enjoyed a good meal and even better conversation. The restaurant was located just across the river from Headquarters in a busy shopping area, which made it convenient for the last minute shoppers in the group.

Headquarters' Angel Tree

For more years than anyone can remember, associates decorated what they call an Angel Tree with the names of needy children in the Verona community. The annual Thanksgiving luncheon always marks the day that associates choose a name from the tree and make plans to purchase gifts for the child whose name they picked. After a delicious catered lunch by Hoffstots in Oakmont, everyone chose a name for the 2012 Christmas season.

As Christmas approached wonderful gifts came rolling into Headquarters. This year John Bonaroti, President of Hoffman House, came to Robroy to pick-up the gifts and they were distributed to the children at their Christmas party.



The Robroy Angel Tree



(above) The gifts are wrapped and ready to be delivered.

(left) Mike Deane chooses a name from the Angel Tree.



Mike Deane, Anil Kewalramani and Greg Czegan presented a check to the Make-A-Wish Foundation on December 17, 2012 at a fund raising event at the Monroeville Mall near Verona.

Charitable Giving

Robroy Industries and Headquarters Associates have a long-standing history of donating to charitable causes and 2012 proved to be no exception. Headquarters Associates have the opportunity to elect to set aside money from each paycheck, which will be donated to the Make-A-Wish foundation in December just before Christmas. In addition, Robroy asks key vendors to donate to Make-A-Wish in lieu of holiday gifts sent to the Company. Through the combined effort of associates, vendors and Robroy matching contributions, Robroy's Make-A-Wish donation was \$33,000 this year. This year's donation will help to fund the wishes of eight Western Pennsylvania children with life threatening or terminal illnesses.

In addition, Robroy generously contributes to the Extra Mile Education Foundation and Network of Hope.



Food Bank

For several years Headquarters Associates have generously supported the Verona Food Bank housed in the Verona United Methodist Church. With many people in the Verona area out of work, the food bank serves a very important role in the community. Food Bank Manager Judy Myers told Robroy that the bank is now serving 80 visitors per month, up from 50 visitors earlier in 2012.

Headquarters Associates purchase food for the bank the week prior to Thanksgiving and deliver it in time for the holiday. A list of needed items is posted and associates bring their donations to the office along with their receipts. The receipts are tallied and the Company matches that total with gift cards from Giant Eagle, a local grocery store. The food is then taken to the food bank for distribution and the bank can purchase needed items with the gift cards.

In November of 2012 Robroy Associates donated \$460 in food and an additional \$460 in Giant Eagle gift certificates was furnished by the Company.



The generosity of Headquarters Associates is felt by many.



This is the view from the 124th floor of Buri Khalifa in Dubai.

Traveling through Dubai

In December, Anil Kewalramani and his family traveled to India to visit relatives. On the way the Kewalramanis stopped to vacation in Dubai, United Arab Emirates for a few days. They went to the top of Buri Khalifa, the tallest man-made structure in the world at 2,722 feet. Construction began on the structure in September of 2004 and was completed in October of 2009. The architects and engineers who designed the building were from Chicago and the contractor from South Korea. The total project ran \$1.5 billion. Anil said, "The view from the observation deck on the 124th floor was like looking out of an airplane."

Anil and his family had another unique experience while visiting in Dubai. They went on a desert safari, which is also called sand dune bashing. Four-wheel drive vehicles go up and down sand dunes like roller coasters. You can take a variety of different desert safaris and some include camel rides and overnight stays, while others introduce you to sand skiing, provide delicious meals and entertainment. Advertisements for the Desert Safari Dubai promise a thrilling ride and they do not recommend it for "pregnant women and very elderly people." This



It is a small world. The Kewalramanis ran into Santa Claus in Dubai.

is an activity that should not be missed on a trip to Dubai. Anil's kids participated in some sand surfing, as well.

You will never guess who Anil ran into in Dubai. Since it was Christmas time, his family saw Santa Claus swimming in an aquarium full of many different species of fish.



Anil says that sand bashing is a little scary!



These WERE executive offices on the second floor.



The conference room on the second floor has been gutted!

More than 50 years ago the Robroy Headquarters building was new and quite modern for the time. Over the years various portions of the building have been updated, but as a whole, the building needed a long overdue facelift. Renovations began in February and will be completed in three phases.

The first phase of remodeling incorporates the foyer and the Boardroom. The entrance to the building is to be opened up creating a striking first impression. Improved lighting, a new reception area and overall new décor will welcome both visitors and associates to Robroy Headquarters. The Boardroom will acquire windows, which will provide a view of the Allegheny River and ambient lighting. New furniture and AV equipment are also scheduled to be included.

The upstairs executive office space fits into the second phase of construction. New lighting and a new conference room are on the checklist for this area.

The final phase involves the first floor office space and will include a new and more efficient floor plan and an upgraded lunchroom. New lighting will also be a primary focus in this area of the building.

The project should last four months and be completed by June. One of the Headquarters Associates stated, "We look forward to our new digs!"



"Are you trying to tell me that this was my office?"



This WAS the reception area.



It will be a while before the Board of Directors can meet in this Boardroom.



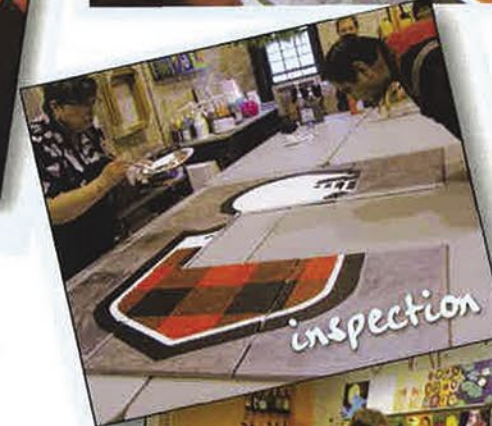
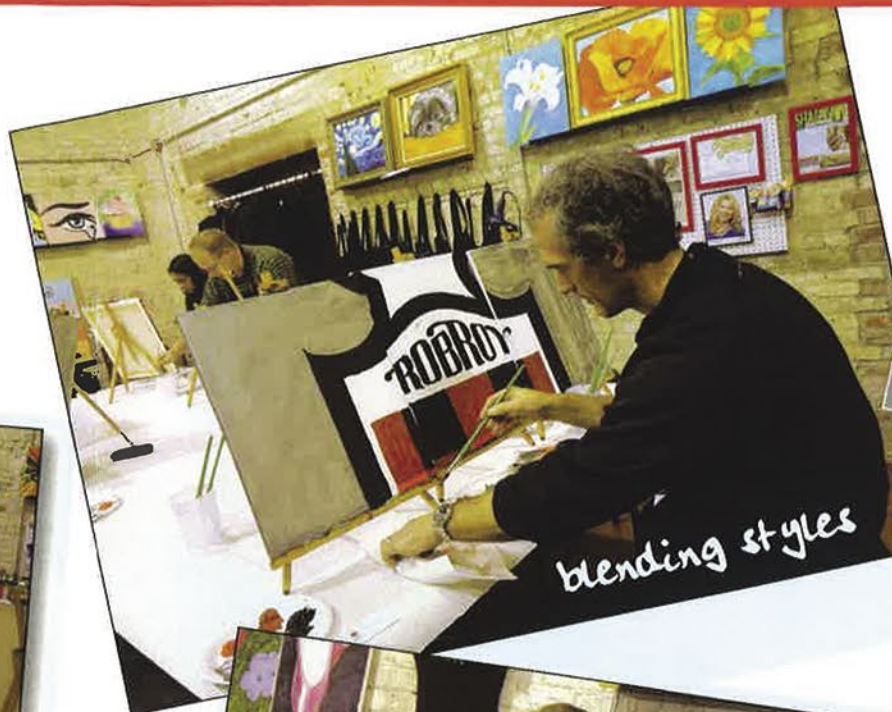
This room will be remarkably transformed by the next issue of the Bagpiper. That's a promise!

The Paint Monkey

Take a company logo and break it into nine equal parts. Gather nine associates and don them with aprons. Give each one a piece of the logo on canvas, an easel, a brush and some paint. This is the making of a great team-building exercise and a nice dose of fun, as well.

Headquarters Associates participated in their first team-building exercise on November 10, 2012 from 10:00 until noon at the Paint Monkey in Lawrenceville, a twenty-minute ride from Verona. Groups from Coca Cola and the Pittsburgh Business Times have utilized the services of the Paint Monkey and sometimes more than once. The Paint Monkey is a studio loft with 30' ceilings and exposed brick walls housed in the century old Ice House. Painting can be intimidating for many who feel that the only thing they can draw is their breath. However, as each member of the group creates his own masterpiece remarkable things happen.

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Two different team-building sessions are offered at the Paint Monkey. One session has all participants painting their own rendition of the same painting and in the other each person in the group works on a part of one large painting. Robroy Associates took advantage of the latter. Halfway through the exercise everyone stopped and was encouraged to take a look at each other's work. At this point participants interacted with coworkers, laughed together, offered suggestions and learned from each other.

The Paint Monkey experience was topped off with the nine artists lunching at a restaurant nearby. The Kaleidoscope Café provided another unique atmosphere and a menu full of delicious choices.

The finished painting, a nine-part Robroy logo, is to be displayed at Headquarters once remodeling is complete.



B Foundation



Amy and Buck Moody, David and Tricia Boggiano and Brandy and Jaime Villarreal represented Stahlin Enclosures at the B Foundation dinner.

B Foundation, a Belding community organization providing fund raising efforts for cancer patients, held their first annual dinner to celebrate 2012 successes and to thank their generous sponsors. Stahlin Enclosures supports this worthy cause and three associates represented the Company at the dinner. David Boggiano (Plant Manager) and his wife, Tricia, Brandy Villarreal (Scheduling/Material Manager) and her husband, Jaime, and Buck (Gasket Machine Operator) and Amy Moody attended the affair.

One Proud Grandpa



"Move over I want in this picture, too!"

Pete Wilson, Assembly, has double the pride and joy of most other grandparents with his adorable grandsons Dyllenger Chase and Ryker Stone. The boys were born on October 23, 2012.



Winter provides some outstanding masterpieces in Michigan, as seen through the camera lens of Cindy Stowell, HR Administrator.

Winter in Michigan



Making a Big Splash

Although only a freshman and in his first year on the Ionia High School Bulldogs Swim and Dive Team, Tyler Reeves experienced quite a year. Over the course of the four-month season, Tyler swam in all 11 events. This young man excels in and out of the water. Tyler was awarded the honor of Academic Scholar for maintaining a 3.5 or higher grade point average (GPA).

Congratulations, Tyler. Keep up the excellent work. We will look forward to reading more about your successes in future editions of the Bagpiper.



Athlete and Scholar – Tyler Reeves



Children's Christmas Party

As part of Stahlin Enclosures' "Give Back" theme for 2012, Stahlin Associates supported the America's Fund. In conjunction with raising money for this fine charity, Stahlin offered associates' kids and grandchildren the opportunity to participate in a coloring contest at Christmas time. Entries were divided into three categories and the winner of each age bracket received a \$50.00 gift certificate for a pizza party and a \$100.00 donation to the America's Fund in their name. Angie Zoerman awarded the prizes at the Children's Christmas Party.

Elves and Santa play an important role in Stahlin's Children's Christmas Party every year. Some how Santa always has a striking resemblance to Larry Warner, Assembly. Lindsey Zoerman and her friend played the part of this year's elves. In addition, a surprise visitor made the scene. The Grinch (Pat Kelly/Maintenance) entertained the kids, but definitely was prevented from stealing Christmas. Angie Zoerman made sure that each attendee had his/her photo taken with Santa.

Approximately 80 children participated in traditional craft projects ranging from pinecone bird feeders to sugar cookie decorating with colored frosting and sprinkles of all sorts. The making of Christmas jewelry, holiday decorations and sand bottles were all a big hit with the crafters, as well.

Dressed for the part, Rudy Alvera and his wife, Patsy, provided lunch for the kiddos and yet another Stahlin Children's Christmas Party proved an overwhelming success.



11-13 Years Old – Keegan McGuire, son of Bill McGuire, Press Operator



6 Years Old and Under – Adam Korson, son of Plant Engineer Chuck Korson



7-10 Years Old – Emma Underwood, granddaughter of Michelle Foote, Assembly



Every child, including Cindy Stowell's grandbaby, had his/her photo taken with Santa...like it or not!



Santa and his elves pose with the Grinch.



This activity was for the birds again this year.



Lots of fun decorating cookies.



So many projects...so little time.



The Alveras

2012 Christmas Party



The Grande Volute Ballroom was star studded.

S

tahlin Associates, their spouses and honored guests packed the Grand Volute Ballroom in Lowell, Michigan on the evening of December 8th - 155 strong. The red, white and blue decorations favored Stahlin's charity the America's Fund in lieu of traditional Christmas ornamentation and associates filled boxes with toys for Toys for Tots. Stahlin Associates have generously supported Toys for Tots for more than 15 years.



Jeff Seagle - Stahlin Enclosures President



Jeff McIlroy - Robroy Vice President

After Jeff Seagle welcomed everyone, Jeff McIlroy, Robroy Vice President from Headquarters, congratulated Stahlin Associates on a great year. Angie Zoerman prayed and blessed the meal, which was delicious. The Belding High School Band Ensemble provided dinner music under the direction of Laura Hyde. Also on the program were Service Award presentations and gifts to all associates for an incident-free record. Just to remind attendees that it was, in fact, winter and to help them get through it, the gifts included a winter safety kit and a Stahlin winter jacket.



Boxes of toys awaited deliver to Toys for Tots.



A mountain of winter safety kits ready for distribution.



Cindy Stowell, HR, displays a Stahlin winter jacket.



Belding High School Band Ensemble



Associates and their guests enjoyed a great dinner and pleasant camaraderie.



20 Year Service Awards - Tom Mitchell (Tiny), CNC, and Deb Hannah, Material Handler



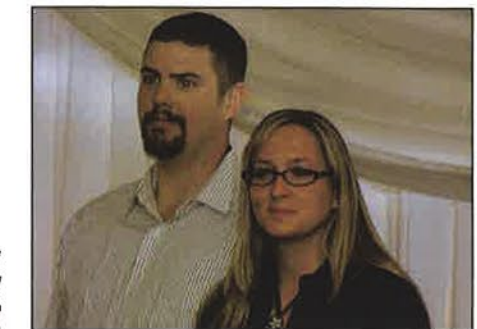
10 Year Service Awards - Guy Jeffrey, Press Operator



5 Year Service Awards - Angie Zoerman, Inside Sales, Jeff Hall, Methods Analyst, Maria Lamorey, MDM, Tina Taylor, Assembly and Greg Molter, Assembly



Scholarship winner Patsy Alvera and her hubby, Rudy



Jay and LeeAnn Anderson accepting LeeAnn's scholarship



The gentleman with the smirk is Buck Moody and it looks like his wife, Amy, a scholarship recipient, will be giving him the "what for" when they get home!

SHIELD Scholarships in the amount of \$1,000 each were awarded. The recipients this year included Patsy Alvera, wife of Rudy Alvera - Press Operator, LeeAnn Anderson, wife of Jay Anderson - Press Operator, and Amy Moody, wife of Buck Moody - Gasket Machine Operator. Each woman was given a \$1,000 education scholarship.



Stahlin likes to write those BIG checks!



Jeff Seagle introduced retired Master Sergeant William "Spanky" Gibson to the group, although for many no introduction was necessary.

Master Sergeant William Spanky Gibson Jr. enlisted in the Marine Corps May 29, 1989 after graduating from Pryor Senior High School in Pryor, Oklahoma. He deployed in Operation Desert Storm/Shield, Operation Sea Angel (Bangladesh) and Operation Restore Hope (Somalia 92-93). On May 16, 2006 while on a foot patrol, Spanky was shot through the left knee during a firefight. His wounds required his left leg to be amputated just above the knee. While rehabilitating at Brook Army Medical Center in San Antonio, he started training and competing in triathlons. From November 2006 to November 2007 he competed in over 12 races including one marathon, two half-ironman races and a three-day adventure race.

In January 2008 Spanky redeployed to Fallujah, Iraq with First Marine Expeditionary Force. This deployment made him the first above the knee amputee to return to a ground combat area of operation. Spanky retired from the Marine Corps on August 5, 2011 at the National Museum of the Marine Corps. He received letters of appreciation from all four living Presidents for whom he served during his 20-year career. In his free time he mentors fellow wounded warriors, raises awareness and funds for not-for-profit organizations and is beginning graduate studies toward a PhD in Clinical Psychology.



Stahlin Non-Metallic Enclosures presented a check for close to \$7,000 to retired Master Sergeant "Spanky" Gibson for America's Fund.

2012 Christmas Party

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At this point in the program, Jeff Seagle introduced William "Spanky" Gibson, a Stahlin favorite at SpecTECH presentations. Spanky is the reason why Stahlin chose America's Fund as their 2012 charity. Giving back is a year-round theme at Stahlin. In addition to other charitable giving, in 2012 the Company created a special promotion to help support the military men and women who have sacrificed themselves for the protection of all US citizens.

In November each associate was invited to contribute to the cause and the Company matched the associates' donations dollar for dollar. A special sales promotion, PrizeFight provided Stahlin representatives and distributors the opportunity to participate, as well. During the promotion period Stahlin matched every dollar award earned through the sale of their enclosures with a donation in the same amount going to America's Fund.

Stahlin Associates' donations totaled \$2,505 to America's Fund in 2012, PrizeFight contributed another \$3,800 and one vendor donated \$100 to the cause. Jeff Seagle presented a check for close to \$7,000 to Spanky for America's Fund.

America's Fund
(http://americasfund.org/)
was created to direct urgently needed resources and financial support to injured and critically ill members of the U.S. Armed Forces and their families. This program is administered by the Semper Fi Fund, an established 501(c)(3) nonprofit with an A+ rating from the American Institute of Philanthropy and a 4-star (highest possible) rating from Charity Navigator.



2012 Wellness Program Winners



Merry Christmas 2012 from Stahlin Enclosures Associates

2012 Christmas Party

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Participation in the 2012 Wellness Program resulted in 2/3 of all Stahlin Associates qualifying for some or all of the \$200 payout. Qualifications included a yearly physical, dental and vision testing, flu shots and community service. Payment was made in the form of VISA gift cards to the tune of a healthy \$7,980.00 payout!

Since most of the associates were already on stage, the remainder of the group was gathered for a group photo wishing everyone a very Merry Christmas.

Belding High Schools Robotics Team

The Belding High School Robotics team continues to battle and win competitions with support from Stahlin Non-Metallic Enclosures. Stahlin provides financial and technical support to the team and has been doing so for the past eight years.

The 2013 season is shaping up to be another good one for the team, as they have already recorded a big win at a recent tournament. This tournament victory allows both the Varsity and JV teams to compete at the 2013 Michigan State University (MSU) Invitational, which is the statewide competition. Eighty-five teams gather to compete and demonstrate their skills. The next qualifier will be the National Competition and then on to the World Competition in Anaheim, California. Leading up to those big events, the Belding High School crew hosted a 26-team tournament of their own.

"As a Michigan based manufacturer we are proud to support this program because it provides students with some real life skills that will help prepare them for a future filled with technology," stated Jeff Seagle, president of Stahlin. "We wish them the best for 2013."



Belding High School Robot Team— Left to Right: Thomas Weeks, Tre Robinson, Garrett Spencer, Lluk Caroner, Taylor Sluiter, Tyler Gasper, Jessie Boyd. Robotics Coach Thomas Daller was the photographer. The team displays their robots with the Stahlin logo.



Avinger Jackpot winner – Grady Whitney
Duoline Jackpot winner – Casey Hathaway

Safety and Wellness

Quarterly drawings are held at each Texas division for associates participating in the Safety and Wellness Jackpot Program, as recognition for commitment to safety. Associates collect points, then select rewards and win prizes for participation. Avinger Jackpot winner, Grady Whitney received a My Weigh “Jennings” Pocket Scale for his participation in the program. Casey Hathaway, Duoline Technologies, took home a Shop-Craft 150-Pc. Master Tool Set.

In addition to the quarterly Jackpot Program, the following meetings and educational sessions are conducted throughout the year:

Daily	Stretching Program
Weekly	Safety Jackpot Quiz
Monthly	7 Minute Toolbox Training and Blood Pressure Monitoring
Bi-Monthly	SHIELD Safety Meeting
Quarterly	Safety and Wellness Education Sessions
Annually	Health Fair and Benefits Open Enrollment

The Robroy Conduit Division and Duoline Technologies Associates are well aware of the benefits of regular stretching. Participation in a 10-minute daily stretching program is part of their wellness routine. Stretching should be a part of every fitness routine. It is instinctive. How often do you find yourself stretching when you get out of bed or after you sit for a long period of time?

You may not think of stretching as exercise. However, because stretching involves elongating a specific muscle or group of muscles to its greatest length, this activity brings with it some great benefits including: flexibility, improved circulation, better balance and coordination, cardiovascular health and less lower back pain.

A lack of flexibility causes movement to become slower and not work as smooth and makes a person susceptible to muscle strains, ligament sprains and damage to soft tissue. What do professional athletes do before any type of competition? They stretch! **Stretching increases flexibility.**

Increased flexibility in turn improves your balance and coordination. **Balance and coordination improves through stretching.**

Increasing blood flow helps to bring nourishment to muscles and then remove waste from those muscles. It also speeds up recovery time from muscle and joint injuries.

Stretching improves circulation. Studies have show that stretching can improve blood pressure and artery function. **Stretching can influence your cardiovascular health.**

Lower back pain can result from tight muscles in the back, legs, hips and buttocks areas. **Stretching can help to alleviate lower back pain.**

Make stretching a part of your everyday routine and fitness program, just like the associates at Robroy and Duoline. Make sure you are well versed on correct stretching techniques before you begin any stretching program.

Promotions

Robroy Industries recently announced the promotion of Steve Voelzke to President of the Robroy Conduit Division, from the position of General Manager. Steve will report directly to David Marshall, President and COO of Robroy Industries.



Steve Voelzke, President of the Robroy Conduit Division, and his family – Melissa, Alex and Savannah.

Mr. Marshall stated, “Steve had been a business partner of the Robroy Conduit Division for more than 17 years prior to joining our organization in 2012. In his former position as Senior Vice President of Automation and Information Systems at Glenmount Global Solutions, he became very knowledgeable about our operation and was therefore able to quickly contribute to our ongoing success as a business. As a truly versatile executive he thoroughly understands our manufacturing processes, as well as the strategy of how we go to market. In short: our entire company is energized by Steve’s proven leadership.”

Previous to his Robroy employment, Steve worked for Tegrion, the company that developed the Plant Workflow system (PWF). The PWF concept was born out of a conversation between Steve and David Marshall over a cup of vending machine coffee.

On a personal note, Steve grew up on a farm in rural South Dakota, met his Seattle, Washington wife, Melissa, in Phoenix, Arizona and they were married and currently reside in Texas. He finds hours of entertainment watching his two gifted athletes in their sporting endeavors claiming that they gained all of their athletic ability from his wonderful wife of 23 years. They also inherited their red hair from Melissa.

The Voelzke’s son, Alex, is a tight end, “redshirt” sophomore for the University of Arkansas Razorbacks. Last football season Alex scored his first touchdown in a game against Ole Miss. In addition to his athletic prowess, this young man is a budding comedian, as can be seen on YouTube in his impersonation of Razorback’s quarterback Tyler Wilson (<http://www.youtube.com/watch?v=xZg4VJXh1xc>)!

Savannah Voelzke, 17, also plans to attend the University of Arkansas beginning this July and will play volleyball for the Razorbacks. As a Spring Hill Lady Panther, she is an All State Player and was voted Best in East Texas. You can view Savannah’s skills on the volleyball court on YouTube (<http://www.youtube.com/watch?v=QgBhb0EoUs0>).

Congratulations, Steve, on your promotion.

Lunch and Learn

Held on the last Tuesday of each month, Lunch and Learn sessions are opportunities for office personnel to learn about the Company in a casual setting where lunch is served with a side order of information. This year the Lunch and Learn theme is “Invest in Talent, Build the Team.”

Manohar Taware offered a Lunch and Learn presentation titled “Plant Workflow for All” on January 29th to the Gilmer office associates regarding Plant Workflow, a system used in production developed to promote efficiency in work-order tracking and posting. The “PWF for All” session was an introduction to the overall system. Manohar explained each PWF module in general terms along with the associate’s role in running the system efficiently.

On Tuesday, February 26th Brady Overton from Duoline shared lunch with the office associates at the Gilmer facility. He presented an in-depth look at Duoline Technologies called “Oilfield Products.”

Curry Chicken and Rice

On February 13th a delicious aroma filled the Conduit Division break room in Gilmer. Manohar Taware, Corporate Controls Engineer, furnished hot curry chicken and rice for Conduit Division Associates. No special occasion prompted such generosity, just the kindness of Manohar’s heart. A similar gesture was afforded Duoline Associates last fall, when Vijay Tahiliani provided a similar meal at that facility.

Good food, good fellowship and really good people!



Jay Hopping from GGS (preformed the Plant Workflow upgrade), Eric Faulkner, Luke Key and Kelly Jones take advantage of a wonderful free lunch.

RECIPE

Chicken Curry (serves 4)

Mrs. Bhagyashree Manohar Taware

Ingredients:

- 1 whole chicken cut into pieces
- 3 large onions sliced
- 1 tbs. red chili powder
- 1 tbs. chicken masala or curry powder (optional)
- 1 tbs. coriander powder
- 1 tbs. cumin powder
- whole garam masala (bay leaf, cloves, cinnamon stick, black peppercorn)
- 2 tbs. grated coconut (or fresh coconut)
- 1 tbs. ginger garlic paste
- 1 chopped tomato (optional)
- 3 tbs. oil
- fresh coriander leaves

Directions to make the chicken curry:

- In a thick bottom pan or pressure cooker heat oil.
- Add the paste, stir for 7 to 10 minutes.
- Add all dry spices (turmeric powder, cumin-coriander powder, red chili powder, chicken masala).
- Add chicken pieces and salt to taste.
- Cook chicken for 5 minutes.
- Add warm water accordingly (how thick or thin desired).
- Now cover the pan and reduce the heat to cook the chicken. It will take around 15 minutes. Check every 5 minutes.
- Add warm water if needed and stir.
- If cooking in pressure cooker, cover the cooker and cook for 5-7 minutes.
- Transfer to serving pan and garnish with fresh coriander leaves.

Directions to make spices:

- Fry dry coconut and set aside.
- Heat oil in a pan and add whole garam masala.
- Add onion, fry till brown and add ginger garlic paste and fry for several minutes.
- In a grinder combine all the ingredients, chopped tomato, coriander leaves and grind into smooth paste.

You can enjoy this mouth watering chicken curry with naan (Indian bread) or rice.

New Hires

Jessica Adair was hired as a Buyer/Scheduler/Expeditor on June 12, 2012. She hails from a small town in West Texas, growing up on a farm and the oldest of three children. Farm life is a 24/7 way of life. Hard



Jessica Adair – Buyer/Scheduler/Expeditor

work on the farm instilled a very good work ethic in Jessica and she brings that mentality to her job at the Conduit Division every day.

Prior to her Robroy employment, Jessica worked as a buyer for LeTourneau Technologies for eight years. When she was pregnant with her daughter, Kinzley Brooke, Jessica ran a home business that she shares with her mom. The time she spent with her mom was very rewarding. It was her goal to be close to her daughter, so an application to nearby Robroy in Gilmer made a lot of sense. Now she is working at Robroy and living in Gilmer with her nine-month old daughter. Jessica is engaged to a wonderful man, Les Tullar. Jessica says, "Life is good!"

Originally from Wisconsin, Jim Berns, like Jessica Adair, grew up working on farms, dairy farms. He also delivered freight for his dad's trucking company, so he was no stranger to hard work. After spend-



Jim Berns – Operations Supervisor

ing 17 plus years in the medical waste business, Jim decided to try his hand in another industry. He had served a medical waste hauling and treatment company in California as their operations manager and was the director of operations for a waste treatment company in Carthage, Texas. During that time, he obtained six patents for inventing methods and systems for converting medical waste into alternative fuel.

July 23, 2012 was the hire date for Jim and he stepped into the position of Operations Supervisor for the Conduit Division in Gilmer bringing with him experience from the medical waste business and two branches of the armed services. In the US Army National Guard, Jim trained as a crane and heavy equipment operator and later, in the US Marine Corps, as an infantry machine gunner. He also earned a degree in business administration from LeTourneau University in Longview, Texas.

His personal life is filled with activities including cooking, barbecuing, fishing, golf, and most important, spending time with his three beautiful daughters. Ashlynd is 16, Isabella 12 and Sophia just 2 years old.

Jim stated, "I started work in July of last year and am very thankful for the opportunity that was afforded me to come and work for such a great organization." The sentiment is mutual, Jim, and thank you for your service to our country.

Lucas Key grew up in Anson, Texas. Anson is a small town in Jones County Texas named after the fourth and final president of the Republic of Texas, Anson Jones. Its claim to fame is the Texas Cowboys' Christmas Ball held annually and was the only night of the year that dancing was allowed in the town until 1987, when the "no dancing" ordinance was lifted...but we digress!



Lucas Key – Operations Supervisor

Lucas earned his bachelor's degree in business administration at Angelo State University, San Angelo, Texas, in 2008. Four years later he tacked on a master's degree to his resume in the same field. During his time in college he played varsity basketball for two years.

Hirschfeld Energy Systems, a wind tower manufacturing company, provided work experience for Lucas. He held several positions within the

company, including process engineer, production engineer and production supervisor. Dr. Bob Turner, President of North American Recruiting and Consulting, contacted Lucas about the position at the Robroy Conduit Division. After much investigation he applied for the position, because he sensed that "this company provided a great work environment." Lucas believes that, "Robroy is stable and a dominant entity within the industry, which was a positive aspect that appealed to me. I felt that the direction the company was going regarding product and process innovation and continuous improvement was on par with how I wanted my career to move."

Lucas and his wife, Ashley, are expecting a baby girl on June 3rd whom they will name Olivia.

Amanda Murrell has lived in Pittsburg, Texas her entire life where she shares her home with her "fantastic" husband, Terry, three "wonderful" children and an "adorable" puppy named Dixie. Her spare time finds her fishing and enjoying drag racing. Amanda is a huge NASCAR fan.



Amanda Murrell – Inside Sales

Amanda holds a degree in criminal justice from NTTC. Her previous experience has proved very beneficial in her new Inside Sales position, which she began on July 10, 2012.

Sumitomo Partnership

Sumitomo Corporation of America (SCOA) has long been a valued partner to Robroy Industries, as was discussed in the supplement to the 2012 Summer Bagpiper. In a recent issue of their publication, "Vision," they reprinted the supplement information for their readers with Robroy permission. The mutual appreciation of each company for one another has helped to keep the working relationship strong for the last 45 years and will continue to bond them in the years to come.



A group of associates (Kelly Jones, Brady Overton, Chris Caldwell and Oscar Zapata) crooned a tune for the gathering in the form of a singing competition.



A chorus line of pretty girls from Robroy - Gilmer: Patricia Dyar, Elisabeth Perritte, Jenny Cummins, Jennifer Kramer and Jessica Adair.

Bonus Dinner

The annual Bonus Dinner was held on February 15th. Invitees arrived at Arabella Manor in Gilmer at 6:30 PM and the festivities concluded around 10:30. Following a delicious meal provided by Perfect Catering, bonus incentive distribution for the Conduit Division and Duoline Technologies was the highlight of the evening and associates from all three Texas facilities were rewarded for successfully completing their objectives from the prior year.



Tami Leathers from Duoline Technologies, Donna Waterstraat (Robroy - Gilmer) and her husband, John, Carlean Turner (Robroy - Gilmer) and her husband, Ron, pose for a group photo after dinner with Manohar Taware and Vijay Talihiliani



David Conley, Steve Voelzke, Lauren Conley and Ashley Cullen, Chris Caldwell's guest, enjoyed the Bonus Dinner celebration.

Avinger Physical Inventory

Both office and plant associates are encouraged to assist in Avinger and Gilmer with the monthly weekend inventory counts. At the Avinger facility a "wall-to-wall" inventory schedule is posted where associates can volunteer to participate. Team lists are then formed from those volunteers. Everyone's support is always appreciated.

Carlean Turner, Assistant Controller, and Rita Buchheit, Senior Buyer/Scheduler/Expeditor, got a real lift helping with the Avinger inventory taken on December 15th of last year.





VIP guest with Steve and Melissa Voelzke.

Much anticipation comes along with the annual Company Christmas party for the Robroy Conduit Division and Duoline Technologies Associates. From game shows to talent shows the party always promises to be a very good time for each and every attendee. The 2012 Christmas celebration proved no exception.

On December 8, 2012 at 6:30 PM the Gilmer Civic Center was transformed into a casino, including a fine meal and a ton of fun. Everyone received Robroy bucks with which to play casino games and the big winners' names were placed in a drawing



The currency of the evening was Robroy bucks.



David Marshall addressed the associates and their guests.



Courtney McCellon was awarded a SHIELD scholarship.



A SHIELD Scholarship was presented to Maddie Mayhew.

for various prizes ranging from gift cards to a pair of binoculars.

In addition to "gambling," the agenda for the evening included the Service Awards presentation for associates with 2 years of service and those with service in five-year increments (5, 10, 15, etc.). Two very deserving young ladies, Maddie Mayhew and Courtney McCellon, received SHIELD Scholarships for their continuing education, as a result of outstanding scholastic achievements.

Many VIP special guests were in attendance and shared in the holiday celebration along side Company associates. The VIP list included the following Robroy/Duoline vendors and their guests:

Jeremy Blake and Lance Mathis - Southeastern Freight
James Carroll and Bud Worthington - Coghlan and Crowson
Kris Cumnock - PPI Marketing
Joe Donaho - TSI
Jerry Gaston - Gaston Custom Painting, Inc

Christmas Party

Jay Hopping - Tegron
Laura Rectenwald - Titanium
Brad and Smittee Root - Brad Root Construction
Phil Smith - Hitex

Distributor representatives and their guests included: Kyle Fritsche, Elliott Electric, and Lucas Silvio, Schell Company. No Christmas gathering would be complete without Wanda Dance from Living Alternatives and Sheriff J.B. Smith. Distinguished former Robroy Board of Directors member Mr. Don Williams and his son, Steve, attended the affair. It was great to see retirees Chuck Hibner and Billie Traywick and to spend some time catching up with them.

Other distinguished guests were:
Richard Stolle
David Magee
Bill Murphy
Terry Henry
Jess and Haydee Youngblood



A little Black Jack anyone?



There are some serious players at this table.

Continued on page 22

Christmas Party

Continued from page 21

Christmas is a time of giving, therefore donations were collected for Living Alternatives, an organization dedicated to the support of teens with unplanned pregnancies (www.livalt.org). The Company matched the contributions of associates and guests. In addition, donations of diapers, wipes, baby clothes, blankets, toys and maternity clothes were accepted.



David Marshall and Stephanie Ellis take a moment from the busy evening to smile for the camera.



Lori, the head chef from Perfect Catering, and David Marshall



And the winners were Prentess Bell (Production), Nichole Faulkner (Eric Faulkner's wife), Tony Williams (Production), Jenny Cummins (HR), Rodney Dinkins (Production), Rita Buchheit (Buyer/Scheduler/Expeditor), Garvin Williams (Production) and Brady Overton (Applications Engineer).



Elisabeth Perritte, Receptionist – HR Clerk, and Jenny Cummins, HR/Payroll Support, are ready to greet Career Fair attendees.



Lauren Conley, HR Manager, addresses a group of Career Fair participants.

Career Fair

With the goal of hiring and retaining highly qualified associates, Robroy Human Resource Department held a Career Fair at the Conduit Division in Gilmer on February 2, 2013 from 9:00 AM until 1:00 PM. The event was one of several efforts the Company is using to recruit skilled candidates for open positions at all of the facilities in Texas. Attendees totaled 45, each of whom placed their name into a drawing for three gift cards in addition to receiving valuable information about Robroy and available positions.



Elisabeth Perritte and the winner of a \$25.00 gift card to Red Lobster.



Jenny Cummins presented a \$50 Applebees gift card.



Lauren Conley awarded the \$100.00 Brookshire gift card.

HR is also utilizing Internet based Web sites to locate persons seeking employment opportunities, including the following:

- Indeed, the number one worldwide job site with over 100 million unique visitors monthly in 50 countries and in 26 languages
- LinkedIn, the world's largest professional network
- Facebook.

Nanette Gregory from J4 Communications conducted training sessions on February 24th and 25th to instruct HR Associates in the use of these highly effective Internet resources.

AIMS Training Upgrade

A group of associates from the Conduit and Enclosure Divisions traveled to Minerva Associates in San Diego for training that took place from December 9th through the 12th. The training involved the development and implementation plan for an upgrade to AIMS, the Company's warehouse management system. The system has been in use for the past seven years. Upgrading to a new version of the system and new equipment improvements were discussed.

Lisa Miner (Owner/President of Minerva), Erik Faasen (Enclosure Division), Rita Buchheit (Conduit Division), Vijay Tahiliani (Conduit Division) and Javier Macias (Conduit Division Shipping/Receiving Coordinator)



APICS Certification



Jessica Adair displays her recent CPIM certificate.

APICS is a world-renowned and respected global leader in management certification. Jessica Adair received an APICS certification for "Operations Management, Basics of Supply Chain Management" in December of 2012. She is now certified in Production and Inventory Management (CPIM).



Snow in Gilmer, Texas

Snow is quite common during the winter months at Headquarters in Verona, Pennsylvania (43"/year) and at the Stahl Enclosure Division in Belding, Michigan (73.2"/year). But it is not so commonplace in Gilmer, Texas (2.6"/year). Gilmer experienced a white Christmas for the first time since 1975.

Racing Around



Lauren and David Conley proudly display their awards for participation in the Chevron Houston Marathon.

The Chevron Houston Marathon* was run on Sunday, January 13, 2013 including a marathon, half marathon, 5K and wheelchair marathons. The event drew nearly a quarter of a million participants, spectators and volunteers to Houston's largest single day sporting event.

Lauren Conley and her husband, David, ran in the marathon this year. This was Lauren's 5th race, including marathons (26.2 miles) and half marathons (13.1 miles). She states emphatically that running a marathon is an amazing experience and claims, "ANYONE can do it, if they set their mind to it!"

* The Chevron Houston marathon is conducted by the Houston Marathon Foundation (HMF) and its mission is to support the advancement of running as an element of a balanced, healthy lifestyle in the Houston community and nationally. The HMF supports people, projects and ideas that promote an understanding of, access to and/or participation in running as part of a physical fitness regimen. The HMF also provides grants for innovative thinking and research in the creation of running-related programs that lead to effective community-based health initiatives.

Dear Stephanie,

I already know that every single member of the group from Hodges Southwest will agree with me when I say that the Corrosion College experience was outstanding and is one that cannot be forgotten. It was top notch from the moment we arrived including the meals, lodging, classes, and plant tours. The Retreat is a beautiful place. You all must be very proud of it!

I must say that I was slightly nervous about going, but I'm so glad that I did. Not one moment while I was there did I feel uncomfortable. Except when some banana went flying...darn Elvis! Corrosion College is a wonderful learning experience. Everyone involved was extremely friendly, helpful, and very knowledgeable. You, Smittee, Chris, and Meghan are fantastic instructors and you all really do a great job. Not only were you totally prepared for all the questions, you made learning about corrosion fun. By the way, the skits that you had us do were hilarious. I hope to see the pictures that were taken. I have some of my own that I would be glad to share if you would like to see.

Thanks for your hospitality and (all of your) wealth of knowledge! You can tell that all of you love your jobs. I will forever look at corrosion in a different light now and learned so much just in that short period of time. Would you please extend our thanks to Smittee, Chris, Meghan, David, and Steve? Looking forward to seeing you all at the end of the month!

Kathi Cole
Hodges Southwest, Inc.

Dear Stephanie,

The Corrosion College experience was one that I will not soon forget. Robroy Industries has made a positive influence on me, and the way I view the organization. I have to admit, I was a little skeptical of the course when I was notified of its existence. As you may have overheard in my conversations with fellow class mates and employees of Robroy, while attending, I enrolled in the course to become a certified instructor in order to acquire the knowledge and skills necessary to train and certify our installation crew(s). However, from the first E-mail I received from you, it was apparent that this was no ordinary training course. I commend Robroy Industries and Corrosion College for its above and beyond Mode of Operation. I felt appreciated and pampered from the time I arrived at the plush hotel accommodation until the course conclusion. After completing the course, I know that I departed with much more. Robroy not only educated me in their product, purpose, unique strategy concerning business, customer service, and general leadership, Robroy illustrated that compromise and conformity is simply not the way to rise above the masses when it comes to industrial manufacturing and business conduct in general. I commend you all for your extraordinary efforts to exceed all expectations of what some might see as "just another training class". Believe me when I say that I will always recommend the product, Corrosion College, and partnership with Robroy industries from this moment forward. Both the people and the products of Robroy are second to none. I look forward to promoting and sharing all of my experiences while at Corrosion College. (Except the FINAL EXAM)

Please share my gratitude with Smittee, Chris, Meagan, Steve V., David Marshall, and last but certainly not least the men and women of the factory(s). I send this with all sincerity. You all are one of a kind.

Very Grateful,
Jake Blount



Duoline associates presented David Marshall with a cap for inspecting pipe in his spare time.

HR Paperless Project



Tablet in action

"Technology. Only by recognizing and implementing the most effective technology will we grow our business, solve problems, reduce our costs and achieve a continuing competitive edge through improved products and services."

Technology is one of the Robroy Vision Principles and the Company is dedicated to using technology to the benefit of the business and its associates whenever possible. In November of 2012 a new project began to take form through Document Logistix (DL). Robroy utilizes DL for their document management system. At this point in the project tablets were ordered.

The tablets arrived in December and process testing began. DL met with developers on December 3rd to pre-populate data, make form fields and download data to the document manager. Project Manager calls commenced on December 5th.

On January 18th DL completed the backend development, including DL drawers, exception reports and Ultipro uploads. Full implementation at all locations took place in January with three live orientations scheduled. DL completed onboarding including all pre-employment paperwork.

February saw front-end process and tablet testing with Headquarters and e-writer and document manager training occurred on February 18th and 19th in Gilmer. The HR paperless resume/application approval process was then implemented and communicated to all locations.

HR now performs all onboarding of documents via tablets electronically. No more paperwork, saving time, reducing paper usage and preventing risk from manual filing.

New Hires

Megan Lima is a California girl. Born and raised in the Bay Area of northern California she worked for the American Swim Academy for 12 years. Her first position was a swim instructor for 6-month old babies, then she moved on to a managerial position with the organization. She served as the Assistant Director of the Newark, California facility for her last four years there, handling everything HR associated including hiring, training, dismissals and customer service. Applying and obtaining a position with Robroy made sense to her as a very good career move. Megan stated, "I really like the values the Company stands for."

Two years ago Megan married Dustin Lima. To date the couple does not have children. Megan likes movies, shooting guns, quad rides and snow boarding, although the latter is tough to enjoy in Texas! She also has an affinity for fast cars.



Megan Lima – Inside Sales/Receptionist

Anthony Lopez now serves as a Production Supervisor for Duoline Technologies. His prior work experience was in the biodiesel field. He worked in Euless, Texas for nine years serving as a plant manager and most recently as a consultant for a firm in Southlake, Texas. Traveling to Mississippi and Missouri, as a consultant, he helped with special projects for improving production and product quality.

Anthony's new position at Duoline brings him closer to home. He resides in Kilgore, Texas, south of Gilmer, with his wife, Karen. The couple has been married for 28 years and they have two children – Adam Christopher - 26 and Jessica Lauren - 20. The Lopez's are grandparents to the daughter of Adam Christopher and his wife, Arabella.

Welcome to Duoline, Megan and Anthony.



Anthony Lopez – Production Supervisor

Promotion

Micah Rucker began his Robroy career during the summer of 2011 as a Class VII Machine Operator. One and a half years later he has been promoted to the position of Operations Supervisor at the Duoline facility.

Micah was born in Enid, Oklahoma, but his family moved to Arlington, Texas in 1999. Following his graduation from high school he moved to Marshall, Texas and attended East Texas Baptist University where he earned a BA degree in psychology. During his junior year, he met Jennifer Jones, the love of his life.

Micah and Jennifer married and have two beautiful daughters, Jayna Christine and Jordyn Danielle.

You are wished much success in your new position, Micah.



Micah Rucker – Operations Supervisor



Christmas Party

Details for the Christmas Party are posted on pages 20-21 of this issue.



Ramon Hill, Machine Operator, left the party with a barbeque grill in hand.



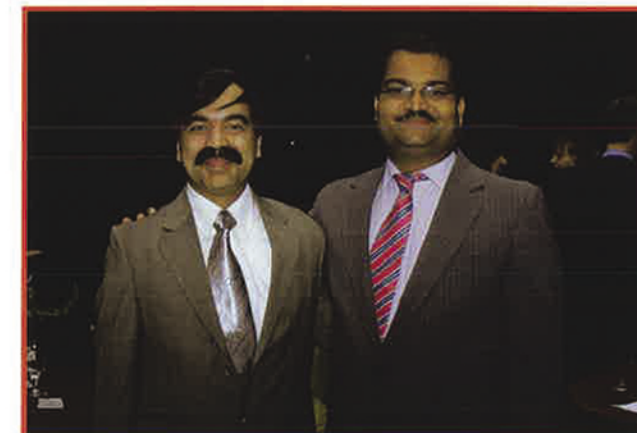
A Sceptre flat screen was James Pullen's (Duoline Material Handler) prize.



Eric Nichols, Duoline Plant Manager, and Brady Overton, Applications Engineer, try their luck.



Micah Rucker and his wife, Jennifer, enjoyed the evening.



Both colleagues and friends, Vijay Tahiliani and Manohar Taware pose for the photographer.





Eric Nichols (Plant Manager) and his wife, Tracy, with Oscar Zapata (Engineer) and his wife, Selena. The Zapatas are expecting their third child in September.



Anthony and Karen Lopez and Micah and Jennifer Rucker patiently await the entertainment portion of the evening.

Bonus Dinner

Duoline shares the Bonus Dinner evening with the Conduit Division and you will find the write-up for this event on page 19 in the Conduit Division section of this publication.



Cocktail hour preceded a great meal. Casey and Christy Hathaway with Brady and Sandra Overton.



Oscar Zapata is the overall winner of the voice competition!

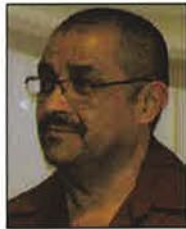
SERVICE AWARDS



Garvin Williams



Grady Whitney



Rudy Alvera



Nicole Reeves



Jay Anderson



Jeff Hall



Maria Lamorey

NAME	YEARS SERVICE
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Conduit Division

Anthony Easley (Gilmer)	20
Garvin Williams (Gilmer)	10
Grady Whitney (Avinger)	5
Larry Wade (Gilmer)	5

NAME	YEARS SERVICE
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Stahlin

Rudy Alvera	10
Mark Austin	10
Nicole Reeves	5
Jay Anderson	5
Jeff Hall	5
Maria Lamorey	5