



Chairman's Message

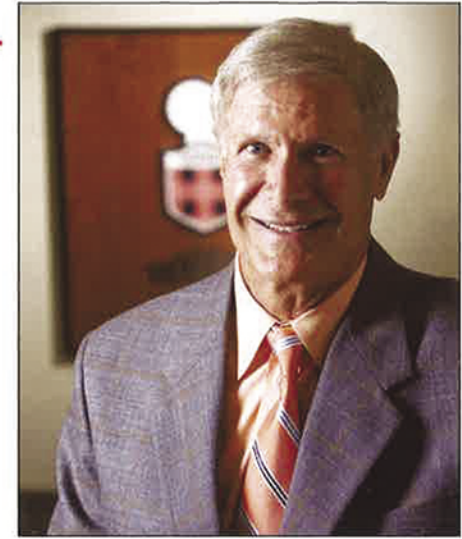
In a weak economy as we have today the number of business opportunities shrinks and we have to fight for a larger share of a smaller pie. To do that we have to ship faster with zero defects and offer more competitive prices for our products and we can do that only by being more productive.

As you know, we are proud of the fact that we do the vast majority of our manufacturing right here in America and pay wages and benefits that are substantially higher than those of our off-shore competitors. That only works if we can keep our total costs lower through automation and the use of numerous cost reducing technologies.

We have invested in those technologies heavily in the past ten years.

Those investments are paying off today but too often we are not utilizing fully the benefits they offer. Systems such as Plant Work Flow and WMS (warehouse management) enable production personnel to manage their own time more efficiently, get to the root cause of scrap production and provide high inventory accuracy. Time and attendance information is also integrated in our systems.

This is a crucial time for all Robroy Associates in our offices and plants who interface with these systems to ask yourselves if you are getting the most out of these tools. If not, work with your associates and supervisors to make whatever changes are necessary. In tough times, success goes to those



who are resourceful and take action. We have a history of success. We are good at this, so let's do it!

HEADQUARTERS



Princess Paris



The Wohlgemuth Family

A Busy Spring

Julie Wohlgemuth's family had a busy spring this year. Paris attended the Royal Ball held by the Gemini Children's Theater, a local Pittsburgh children's theater. Guests dressed up in their finest princess attire and mingled with popular story-book characters. There was dancing, games and great food for all those who attended.

Julie's sister-in-law, Jill, was married to Mark Tarasi on April 10, 2010 at St. Bonaventure Church in Glenshaw, Pennsylvania and Paris served as a flower girl.



Flower Girl Paris

Forever Plaid

You may recall from the last issue of the Bagpiper that February in Pittsburgh was just a tad cold and snowy. However, on one of those cold winter nights in February, Robroy Associates braved the elements to attend Headquarter's Associate Appreciation Night. The group headed to the Pittsburgh CLO's Cabaret Theater where they enjoyed dinner and a fantastic show, Forever Plaid. The story follows a 1960s quartet of close harmony singers who, on their way to their first real gig, are wiped out by a bus full of Catholic schoolgirls (who are, ironically, on their way to see the Beatles). Forty years later, the group is brought back to earth for one night to perform the show they never got a chance to perform in life.

Good food, song and dance helped to dispel the winter blues in Pittsburgh last February for Headquarters Associates.

NAED Dessert Reception in Chicago

In May three generations of McIlroys descended upon Chicago to attend the National Association of Electrical Distributors (NAED) annual meeting. Each year Robroy's Conduit and Enclosure Divisions host a wonderful Dessert Reception at this event. In true Robroy tradition, the evening includes gourmet desserts, tuxedos and surprise guests. As usual, distributor customers came in droves for what has become a highly anticipated evening at the NAED gathering. Mike and Becky Deane came from the corporate office to help support the Robroy Team, which was made up of staff members from Stahlin Enclosures and the Conduit Division.

After a weekend of museums and Chicago cuisine, the McIlroy clan joined the rest of the Robroy team to host the party. This year the youngest generation of McIlroys made their first appearance at the reception. Ashley, Peter, Brandon, Maggie and Katie McIlroy donned their evening wear and came to meet the special guests.

The guests at the reception were treated to four remarkable individuals who achieved the extraordinary through determination, perseverance, positive attitude and an enjoyment of life. These all-star athletes shared stories of their courage and hope for all others who dare to achieve. The four guests included: Daniel Smrokowski, Mark Paternostro, Molly Sosnowski and Mary Lou Retton.

Mark Paternostro - Alsip IL

- 7 Gold Medals In Gymnastics
- 2006 Special Olympics National Games, Ames, Iowa

Molly Sosnowski - Lisle IL

- Silver Medal, Alpine Skiing
- Special Olympics World Winter Games in Nagano, Japan, 2005

Daniel Smrokowski - Westmont IL

- Silver Medal, 4x25 swimming relay, Bronze medal in freestyle; fourth place in backstroke.
- Illinois Special Olympics Summer Games, 2008

Mary Lou Retton

Mary Lou Retton catapulted to international fame by winning the All Around Gold Medal in women's gymnastics at the 1984 Olympic Games in Los Angeles, becoming the first American woman ever to win a gold medal in gymnastics. She also won silver medals for Team and Vault, and bronze medals for Uneven Bars and Floor Exercise. Her five medals were the most won by any athlete at the '84 Olympics. To this day she remains the only American ever to win the Olympic All Around Title. Today, she continues to touch the lives of millions. She participates in numerous civic and charitable activities including Special Olympics.

The first three individuals are Special Olympic medal-winning athletes. These three athletes are true heroes and their stories inspired everyone. Also, the first American woman to win the all around Olympic gold medal in gymnastics, Mary Lou Retton, joined the group. Everyone was thrilled to meet Mary Lou and hear about her extraordinary accomplishments in the '84 Olympics. She signed autographs and had her photo taken with guests.

A special thanks is extended to both divisions for putting on a wonderful reception for Robroy customers. It was a terrific evening.



From left to right, Daniel Smrokowski, Molly Sosnowski, Mary Lou Retton and Mark Paternostro were the special guests for the evening. Daniel, Mark and Molly received a framed picture personally autographed by Mary Lou Retton with each of their photos and Mary Lou's.



Jolynn Stalsonburg and Mary Lou Retton



Robroy Special Guests: Daniel Smrokowski, Mark Paternostro, Molly Sosnowski, Mary Lou Retton and Robroy Industries Staff



Peter McIlroy meets Mary Lou Retton.



The Mitchells and the Deanes



Mark admires his gift.



Molly Sosnowski draws a crowd.



Jeff McIlroy and Craig Mitchell



Craig and Vicki Mitchell

NAED Dessert Reception in Chicago

Continued from page 3



Jeff McIlroy and a very serious conversation with a customer.



David Marshall enjoying himself.



David Marshall greets guests.



Teresa Ramirez chats with a customer.



Jolynn Stalsonburg, Kelly Snell (JA Communications) and Starla Bickerstaff



Mary Lou Retton signs autographs for Shelley, Maggie and Katie McIlroy.



Erica and Peter McIlroy meet Mary Lou Retton.

Odyssey of the Mind World Championships

Celebrations are in order for Arushi Kewalramani, daughter of Anil Kewalramani. Her team, Boyce Middle School of Upper St. Clair, Pennsylvania, came in 3rd place in the Division I *Return to the Gift of Flight* competition at the Odyssey of the Mind Program World Championship. The World Championships were held at Michigan State University on May 26th with 800 teams from 20 states and 25 countries participating. This was an extremely impressive result for their first trip to the World Finals. They moved on to the World Finals after having taken first place at the regional and state levels.

The 2010 problem for Arushi's team was the following:

Problem 2: Return to The Gift of Flight Divisions I, II, & III

Teams will make and operate a series of aircraft that will complete a variety of flight plans. The flight plans include flying straight, making a target spin, traveling slowly, dropping something into a target, touching down and taking off, and a mass launch of multiple aircraft. The aircraft in the solution will be made of a variety of materials and will have a variety of power sources. The testing of the aircraft will be presented in a team-created performance that will include a character that serves as a creative "air traffic controller."

Odyssey of the Mind is an international educational program that provides creative problem-solving opportunities for students from kindergarten through college. Team members apply their creativity to solve problems that range from building mechanical devices to presenting their own interpretation of literary classics. They then bring their solutions to competition on the local, state and world levels. Thousands of teams from throughout the U.S. and from about 25 other countries participate in the program. For more information on the program check out this Web site: www.odysseyofthemind.com.



The Trophy



The Ceremonies



The Team



The Competition



The Medals

New Associates

On May 3, 2010, Judy Ibasan joined the Robroy team at Headquarters in the position of Applications Developer. Judy is from the Philippines where he earned a BS degree in computer science. He has been working in the United States for the past three years most recently in Northern California where his family still resides. As a former Glovia/Chess consultant, Judy worked with clients in Atlanta, Austin and Los Angeles.

Judy and his wife Mary Ann have been married for 11 years and have two sons, Joshua (12) and Micah Jeremy (7). They will soon join him in Pittsburgh. He reports that during his younger years, he loved to play basketball and now loves to watch the NBA (which he can do often since the NBA season lasts forever). Shaquille O'Neal is Judy's favorite player and he roots for Shaq regardless of his team affiliation. Judy thinks that the fact he is not a big football fan may change now that he lives in Steeler Country! Watching movies and playing video games with his boys top Judy's list of activities, though he admits he's not very good at the video games. He is also a big fan of high-tech gadgets and exotic cars, but he says he has none of either one.

Manohar Taware – Corporate Control Engineer

Manohar Taware began his Robroy employment as Corporate Control Engineer (a new position) on April 30th of this year. He reports to Anil Kewalramani at Headquarters, but is physically based in Gilmer working at the new Duoline facility. Manohar is an Instrumentation Engineer with 10 years of diversified experience working with different OEM and consulting industries in material handling, pharmaceutical, oil and gas, instrumentation and controls, and process automation.

Meeting different people and understanding their cultures and life styles are things Manohar enjoys. He and his wife, Bhagyashree, enjoy play-



ing with their 2 1/2 year-old daughter, Swarali, which he believes is his best out of office activity.

Each of these new associates, have a thought he would like to share. Judy truly believes in Thomas Edison's adage "There is no substitute for hard work." And Manohar trusts that success is all about having confidence in your ability and your dreams. When in doubt he likes to read quotes from Bill Cosby. "In order to succeed, your desire for success should be greater than your fear of failure." These two gentlemen have wonderful positive outlooks and they are wished much success at Robroy Industries.

Wedding Bells



Mr. and Mrs. Dan Shaffer

Aileen Jabay, Headquarters Applications Developer, and Dan Shaffer were married on May 23rd at the first United Methodist Church in Manor, Pennsylvania. A lovely reception followed at Stratigos Banquet Hall in Irwin. The couple spent a wonderful honeymoon on the island of Maui in Hawaii.

Condolences

Sincere condolences are extended to Aileen and Dan Shaffer on the passing of Dan's mother, Lucyann Shaffer, on May 29th.

Also, our heartfelt sympathy is extended to Sue Clark and her family on the passing of her son, Kurtis Szymanski, on July 22, 2010. Sue is our *Bagpiper* Editor and former Robroy associate.

Graduations



Kathleen Liberto - University of Pittsburgh

Kathleen Liberto, daughter of Jean (Accountant) and Jim Liberto, graduated from the University of Pittsburgh on May 2, 2010 with her master's degree in speech language pathology. Kathleen is currently looking for a position working with children either in a school district or in a private speech language practice. This summer she is studying for her Praxis exam in Speech Language Pathology for ASHA (American Speech-Language-Hearing Association) certification. In addition to studying you will find Kathleen teaching dance to blind/visually impaired teens at the Blind and Vision Rehabilitation Services of Pittsburgh's summer camp, where she has taught dance for the last three summers.

Congratulations, Kathleen. You are wished much success in your future endeavors.

Kevin Szymanski – University of Chicago

Susan Clark (*Bagpiper* Editor) is proud to announce the graduation of her son Kevin Szymanski from the University of Chicago Booth School of Business having earned his MBA. The graduation ceremonies took place on June 12th. Kevin spent six years in the Air Force reaching the rank of captain and serving as an engineer. He began his employment with McMaster-Carr in Chicago in mid-July following a trip to Europe with his wife, Amanda.



Summer Interns

Summer means fun, sun and summer interns at Stahlin Enclosures. Three such interns recently began their employment working in various parts of the office and plant in Belding.

Jeremiah Souza is the son of Deb Souza, CNC Operator, and he is working as a Material Handler for the summer. In the fall he will return to Grand Rapids Community College to continue his studies. His goal is to become a mathematics teacher.

Dakotah Jones was on the Belding High School Robotics Team for the past three years and worked with Stahlin Associates during that time. Following graduation this past spring, he lends a hand in the office as a summer intern. Ferris State University is Dakotah's fall destination where he plans to major in pharmaceuticals.

Frankie Foote is a familiar and very welcome face in the Stahlin office. This is her second summer as an office intern. Like Jeremiah, she too will return to Grand Rapids Community college where she is majoring in early childhood education. Frankie's mom is Michelle Sweet-Foote in Assembly.

Graduation 2010



Stephanie Becker – Belding High School

Hand Lay-up Lead Mark Becker is celebrating his daughter's graduation from High School. Cheerleading was a big part of Stephanie's high school experience. Fall meant cheerleading at football games and pep rallies and winter and spring found her competing with Belding Competitive cheer. However, this fall will bring a new experience at Grand Rapids Community College where she will study graphic design and photography for the next two years. Ultimately, Stephanie plans to attend Kendall Art School.

New Hire

Mindy Barnes – First-Shift Supervisor



There is a new face on the first shift at Stahlin Enclosures. Melinda (Mindy) Barnes was recently hired in the position of First-Shift Supervisor and she brings with her 15 years of experience in lean manufacturing management. Mindy is a recent graduate of Cornerstone University where she received her bachelor's degree in business management, graduating Magna Cum Laude.

The Barnes family lives in Wyoming, Wyoming, Michigan that is. Mindy, her husband and five children enjoy boating and camping.

Welcome to the Stahlin Team, Mindy.

Making Great Strides or Over Coming Hurdles.



Scotty Foote – Top Male Athlete for 2010

Assembly's Michelle Sweet-Foote's son, Scotty, is a sophomore at Belding High School. He has been jumping hurdles for about three years and made it to the state tournament two out of three of those years. Scotty came in 17th at state this year, one of two sophomores running the 110 high hurdle race against juniors and seniors. Although he did not win at state, he was voted MVP of the track and field season for 2010. He also received recognition as the top male athlete at the Daily News Track and Field Classic this past spring.

Adopt-A-Highway



Cindy Stowell lectures the crew on safety at the latest Stahlin Enclosure trash pick-up adventure.

On April 11, 2010 the Stahlin crew set out to clean their designated portion of highway in Belding. Approximately a dozen or so people showed up to help pick-up trash and treasures along the stretch of highway that Stahlin Enclosures adopted as their very own. Cindy Stowell, HR, gave the group a lecture to ensure the safety of each associate and to emphasize the dos and don'ts of highway trash retrieval. A few of the rules included:

- wear a safety vest
- ALWAYS work in small groups
- be alert for animals and poisonous plants
- NEVER pick-up trash on the road surface
- ONLY pick-up trash that is at least five feet from the pavement edge

A special thanks is extended to everyone who helped on the highway clean up. Associates unable to attend the last pick-up session, please make plans to help on the next round.

Creating Havoc

The Robotics Team

The Belding High School Robotics Team, known as Critical Mass 2188 and sponsored by Stahlin Enclosures, started its 2010 season on January 9th. The team is part of the FIRST (For Inspiration and Recognition of Science and Technology) program founded by inventor Dean Kamen. The program inspires students to pursue careers pertaining to science and technology. At the kick-off of the robotics competition, teams from around the world viewed an animation revealing the challenge. They were then required to build their robot in only six weeks. The challenge was a game called Breakaway, which was much like soccer but with obstacles for robots spanning across the field such as bumps, tunnels and towers.



Belding High School's team spent the next six weeks building the smallest robot in Michigan that they dubbed Havoc. Their robot was capable of maneuvering through tunnels and had a pneumatic powered kicker to score goals. Their first competition was in Traverse City, Michigan. While in Traverse City, havoc fell short of qualifying for the elimination matches, however, the team was awarded the Entrepreneurship Award for having a strong and dependable business plan that will serve to keep the team running for many years to come. The team's second stop was at Grand Valley State University in Allendale, Michigan, where the team finished 31st in a field of 41. For more information about Belding High School's Robotics Team and the FIRST program, visit robotics.bas-k12.org.

Community Showcase



Stahlin Associates man the Stahlin Enclosure booth displaying both products and awards.



Stahlin Enclosures set-up a booth adjacent to the Belding Robotics Team booth for the third year in a row. The public had the opportunity to test the team's robot and learn more about the funding and the mechanics behind their project at the neighboring Stahlin booth. The showcase is an educational and fun event for the entire Belding community.

Bike Rodeo

Teach them safety while they are young.



Every year the Belding Police Reserves host a bike rodeo so that people can learn about bike safety. This year Stahlin Enclosures' donation to the event helped to support the bike rodeo's publicity campaign and provide prizes for the participants. At the rodeo, bicycle riders registered their bikes, took road tests and just had fun. Stahlin would like to thank the Belding Police and Fire Departments for keeping kids safe and for teaching them about bicycle safety.

Larry Warner (Specials) is a volunteer fireman in Belding. Thank you, Larry for your dedication and service to the community.

Dave Wright Retires

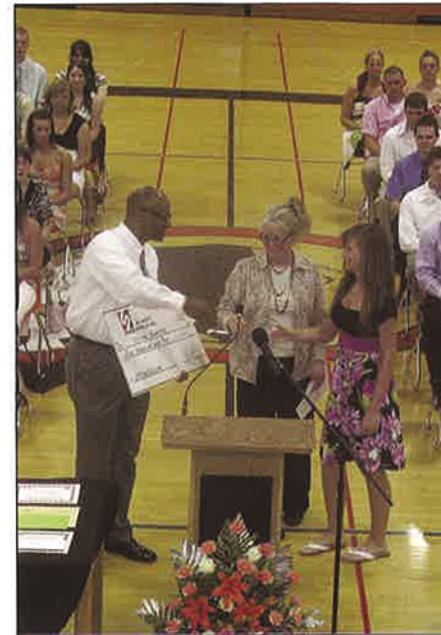


Jeff Seagle and Craig Mitchell present Dave Wright with a retirement enclosure.

On May 26, 1977 George Willig climbed the South tower of the World Trade Center in New York City. That was a very exciting event. However, on the same day in Belding, Michigan Stahlin Enclosures hired David Wright and that was equally, if not more, exciting for the Company. Dave worked most of his career in Hand Lay-up and manufactured millions of enclosures (well maybe not millions, but an awful lot of them). On April 1st of this year, after serving 34 years at Stahlin, Dave retired. He plans to enjoy retirement by fishing, relaxing and sleeping in!

Best wishes, Dave, for a great retirement.

Scholarship Winner



Craig Mitchell, General Manager, and Cindy Stowell, HR Administrator, presented Hannah Humphreys with a \$2,000 scholarship.

Stahlin Enclosures offered a \$2,000 scholarship to the student who best answered the following challenge: "How can Michigan benefit from initiatives aimed at increasing renewable energies and what are the issues that will need to be addressed?" Participants were asked to submit essays focusing on this topic. This was a daunting task, but one essay stood out over all of the many submitted by local area seniors. The scholarship was awarded to Hannah Humphreys for her effort. Michigan State University is where Hannah will utilize her scholarship. She plans to study human biology.

Michigan's future is in good hands thanks to students like Hannah.



101 Best and Brightest



Cindy Stowell, HR, accepted The Best and Brightest Award for Stahlin Enclosures.

The 101 Best and Brightest Companies to Work For is an award presented to companies that recognize their employees as the greatest asset of their businesses. As stated in past issues of the *Bagpiper*, the process for selection is three-fold and includes the following steps:

1. Individuals nominate companies.
2. The company's Human Resource Department is contacted to complete and submit an extensive survey along with an employee roster.
3. Company employees are selected to complete an anonymous survey on how they feel about their work environment.

Each application is examined statistically for quantitative data and the scoring uses a point system. The companies with the highest scores in each category are selected as *Elite Winners* and the overall winner is awarded the *Best of the Best* honor. This is the seventh year in a row that Stahlin Enclosures has been recognized as one of the 101 best companies. With this award businesses are allowed to showcase their best practices and policies and the companies can demonstrate why each of them is an ideal place for people to work. Stahlin Enclosures is proud to say that they are one of the 101 Best and Brightest Companies to Work For in Michigan.

Thank you to Stahlin Associates for all of their wonderful support.

5K for Cathy Hintz

The 33rd Annual Fifth Third River Bank Run in downtown Grand Rapids, Michigan for runners, wheelers and walkers was held on May 8th. It featured the largest 25K road race in the country as well as a 10K and 5K run, a 5K walk and several junior events. Over 18,000 individuals participated during race week and one of those participants was Cathy Hintz from Assembly who was proudly sponsored by Stahlin Enclosures.

Cathy ran in the 10K run along with 3,625 men and women. She was one of 2,201 women of all ages to finish the 10K with a time of 56 minutes and 27 seconds placing her 110th in a field of 403 women in her age bracket.

Congratulations, Cathy, on a great showing and we're sure you are already training for next year's event.



Cathy Hintz - ready to run.



Students from Belding High School's Business Management class toured the Stahlin plant receiving information from many of the Company's associates.

Student Tours

Belding High School afforded their Business Management class the opportunity to witness a thriving business in their own community. The class toured the Stahlin Enclosure facility and experienced all aspects of what it takes for company to be a success. In addition to their plant tour, Jeff Seagle, Stahlin President, addressed the group and each attendee received a Stahlin T-shirt and packet of Stahlin literature.



Jeff Seagle addressed the group in the conference room.



Lots of Babies



Hunter Ray Furlong

T Tyler Furlong, Press Operator, and his family welcomed another little boy into their fold on February 25th. Hunter Ray Furlong weighed 8 pounds and was 21.5 inches long. This is the Furlong's second son. Number one son, Gauge Lee, is 18 months old. Now they have two handsome little guys. The parenting fun is about to begin with two boys so close in age.

Enjoy every minute, because they won't stay little "fur long" (Tyler, you had to know that was coming)!



Jesse Lee Adkinson

Dean (Production Supervisor) and Wendy Childs are proud to announce the arrival of their grandson, Jesse Lee Adkinson. Jesse's parents, Tim and Kristen (Dean's daughter), welcomed him into their family on April 10th. The little bundle of joy weighed 7 pounds, 14 ounces and was 20 inches in length. Jesse has a big brother, Ross, to show him the ropes.

Congratulations to the Furlong, Childs and Ayers families on their new additions.

Customer Corner

"This e-mail is a feedback to you on behalf of Bob McElvain and myself regarding one of the most effective training called "Corrosion College" that we had attended at your company, Robroy Industries, on April 15th to 17th 2010.

Being with the Oil/Gas industries in the last 30 years, both Bob and I had attended numerous technical trainings from many well-known institutions. We have to admit the quality and usefulness of the "Corrosion College" training at your company are perhaps at or near the top training classes that we have attended. All of our classmates, some we knew before, some we just met the first time in class, share the same assessment.

The course materials, the field trainings, the quality of your instructors and the practical exams are blended together so perfectly that we could not find a dull moment. But most of all, the anticipation of the final exam was a thrill and it kept us focused on the subject throughout the class. As you knew, many of us stayed late at the hotel the night before to study for the final exam.

Congratulations to you and your staff on a job well prepared and superbly delivered."

Regards,
Nam P. Dinh P.E., Project Manager
Audubon Engineering Co, LP

RECIPE

Classic Macaroni Salad

- 4 cups uncooked elbow macaroni
- 1 cup mayonnaise
- 1/4 cup distilled white vinegar
- 2/3 cup white sugar
- 2 1/2 tbs. prepared yellow mustard
- 1 1/2 tsp. salt, 1/2 teaspoon ground black pepper
- 1 large onion, chopped
- 2 stalks celery chopped
- 1 green bell pepper, seeded and chopped
- 1/4 cup grated carrot (optional)
- 2 tbs. chopped pimento peppers (optional)

Bring a large pot of lightly salted water to a boil. Add the macaroni, and cook until tender, about 8 minutes. Rinse under cold water and drain. In a large bowl, mix together the mayonnaise, vinegar, sugar, mustard, salt and pepper. Stir in the onion, celery, green pepper, carrot, pimentos and macaroni. Refrigerate for a minimum of 4 hours before serving, but preferably overnight.



Alexis Marie Ayers

Christina (Accounting Associate) and Dan Ayers are the proud parents of sweet little baby girl. Miss Alexis Marie Ayers weighed one ounce less than Jesse Adkinson and stretched and inch longer – 7 pounds, 13 ounces and 21 inches long. She dropped in on April 17th and her presence is a welcome addition to the Ayers household.

It's a Boy



The shower cake is too pretty to cut.

Rhonda poses with her beautiful cake.



Charlee



Rhonda received many special gifts from her colleagues.

On May 12th the Conduit Division's office staff sponsored a baby shower for Rhonda Dunn and her son, Charlee. The affair was well attended by Robroy Associates and Sheriff J. B. Smith was in attendance too. Rhonda received many great gifts in anticipation of Charlee's arrival.



It's Charlee!



Charlee Dunn arrived not long after his mom's shower weighing 6 pounds 12 ounces and 19 inches in length. He arrived in the evening at 6:42 PM via C-section. Baby and mom are doing great.

Congratulations Rhonda and Matt.



ISO Audit

ISO 9001:00 is an internationally recognized standard that defines the minimum requirements for an organization's business and quality management system. It can be used by any organization to establish, document and effectively implement a business management system that ensures customer expectations are identified and met.

An ISO audit is a detailed, on-site audit of the Company's implemented, documented system against the company's working practices and the appropriate ISO 9000 quality standard. Findings of the audit are documented. If there are any areas of concern to the auditors, major or minor non-compliance issues may be raised. Robroy's ISO Audit was renewed for a second year and Robroy's Conduit Division strives for continued improvement and preventive actions based on the audit.

New Contract Signed



TJ Burrows and David Marshall sign the new union contract.



Done Deal!

TJ Burrows, IBEW representative, and David Marshall, President of Robroy Industries met last September to sign the new union contract book.



Chuck's sisters attended his retirement party.



Chuck's gift from his colleagues brought a smile to his face.



Jerry Davis and Pete Scarborough pose with Chuck for a last photo.

33 Years of Robroy Service

Chuck Hibner served Robroy Industries in many capacities throughout his years of service at the Verona facility in Pennsylvania and in Gilmer, Texas, most recently as the Gilmer Production Manager. To celebrate his retirement the Conduit Division Associates threw a soiree on Chuck's behalf on April 1, 2010 (no foolin'). His sisters even attended the momentous occasion. Mona came from Florida and Beverly from Pennsylvania.

Chuck was presented with a cake and several gifts, including a BB gun and BBs for shootin' varmints and a Crappie magazine subscription (that's for folks who like to fish). Stahlin Enclosures sent a very nice jacket with a Stahlin logo. Several people spoke with glowing praise for Chuck and remarked about how he will be missed. Everyone wishes him a well-deserved and enjoyable retirement. He definitely earned it!

Apologies

There appears to be a "Tiny" problem. The Bagpiper editor keeps referring to Tony Williams as Tiny Williams. And although there is a Tiny Williams at the Gilmer plant, Tony Williams has been pictured in recent articles not Tiny. Apologies are extended to both Tony and Tiny for the mix-ups.

It was also reported that Tony Williams attended the Conduit Division Christmas Party with his date. That being true, it should be noted that this date was his lovely wife, Kim.



Tony Williams

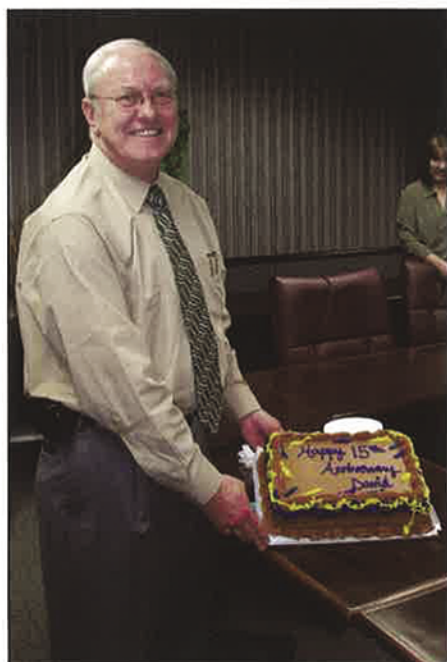


Tony Williams

A Special Anniversary



A little surprise from the Gilmer Associates.



A special cake for the occasion.

At Robroy Industries associates are recognized on their anniversary date for two years of service, five years and every five years following. David Marshall had one of those important anniversaries this year – 15 to be exact. David began his Robroy career at the Gilmer facility in 1995 and under his leadership the Company has prospered and he guided the associates through many changes in the process.

The Gilmer Associates remembered this milestone in David's Robroy career with a cake on May 3rd.

39 Again?



David Marshall poses next to his stash of birthday gifts.

June 4th is a very important date at the Gilmer office. The associates gather to remember David Marshall's birthday and shower him with an assortment of gifts, some quite humorous and others very useful. This year was no exception.

National Jr. Honor Society



Jonathan Morey – National Jr. Honor Society

Jonathan Morey is the son of Tim and April Morey. Tim is a Robroy Associate at the Gilmer facility. Recently the Moreys received a letter informing them that Jonathan had

been chosen by the Bruce Jr. High School Chapter of the National Jr. Honor Society to become a member. Membership is based on scholarship, leadership, service, citizenship and character. The induction ceremony took place on April 22nd and, along with his parents, his brother, Joshua, and sister, Hannah, Jonathan attended the pinning ceremony.

Jonathan we look forward to hearing about your accomplishments throughout your junior and senior high school studies.

Going Green

ChemStation International, Inc. out of Dayton, Ohio recognized Robroy Industries in Gilmer, Texas for the use of their 63000 product. The EPA's *Design for the Environment Program (DfE)* approved this product and Robroy participates in the important national effort to protect the environment and safeguard human health through its use.

Robroy began to focus on lessening the environmental impact of the Company's business five years ago. Commitment to good governance and transparency is exemplified in Robroy's programs and policies, which cover a wide variety of operational elements. Efforts include recycling all sludge, oil and paint waste. In addition, the Company's scrap steel is reused to build mining equipment, all scrap plastics are reground and sold for eventual use in other products and cardboard is sold to companies that produce recycled pulp and paper.

David A. Marshall, President and COO of Robroy Industries states: "We have succeeded in reducing waste, water and energy use, raw material and packaging. We are now sending our waste to recycling facilities instead of landfills, and we are making more recycled commodities available for new products."

In 2009 Robroy began a new partnership with ChemStation



Green recognition.

International. ChemStation offers custom formulated, environmentally friendly industrial cleaning and process chemicals. Their patented refillable container process eliminates Robroy Industries' need for drums and the subsequent expenses related to transporting and labor needed to process discarded drums. Tamy Graham reports that use of this product has added traction to the Company's sustainability efforts. Says Ms. Graham: "We made the switch to ChemStation's 63000 product line because it is in compliance with the Environmental Protection Agency's *Design for the Environment (DfE)* program. This initiative works in partnership with industry, environmental groups and academia to reduce risk to people and the environment by finding ways to prevent pollution."

ChemStation's product number 63000 has passed EPA's stringent process for improved environmental impact and sustainability. The highly concentrated and mildly alkaline product is an effective low-foaming floor and general purpose cleaner. 63000 contains no inorganic phosphates, hazardous solvents or environmentally harmful surfactants and instead uses a proprietary blend of surfactants, solvents, pH adjustors and other ingredients that exhibit more positive environmental and human health characteristics than conventional cleaning formulations.

Sumitomo Visit



Mike Aitkenhead, Koji Noguchi, Scimar Cheema and Tomoyuki Ohashi took a moment from their Gilmer visit to pose for a photo next to the gift Sumitomo presented to Robroy a few years earlier.

Three Sumitomo employees from Houston and one from Japan came to visit the Gilmer, Texas facilities on June 1st. Scimar Cheema, Koji Noguchi, Mike Aitkenhead and Tomoyuki Ohashi toured the new Duloline plant as well as the Conduit facility and met with Donna Waterstraat and David Marshall to discuss continued partnership between the two companies.

Fast Forward Promotional Update



Avinger Associates responsible for making the Fast Forward Promotion fly – Paul Herman, Plant Manager, Kim Shaddix, Shipping Supervisor, Donna Waterstraat, Conduit Operations Manager and Michael Moody, Production Supervisor.

From March 11th through December 31st ECN/Korns is running a fabulous promotion for their sales representatives and distributors. Orders greater than \$2,000 will entitle them to earn extra bonus dollars. In addition, the sales reps have the opportunity to win a Ferrari! More than \$27,000 in incentive dollars have been awarded with 232 opportunities to win the Ferrari and the promotion is still going strong.

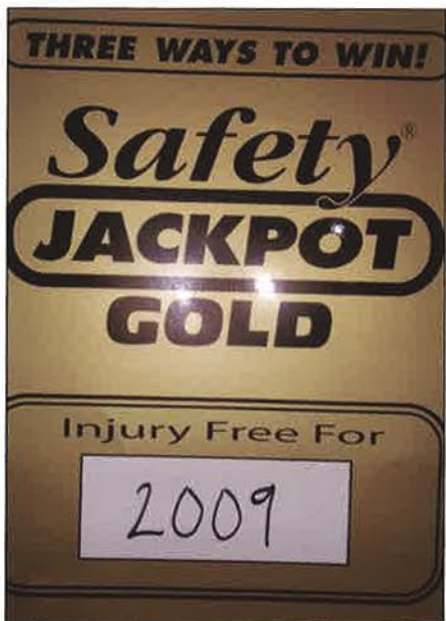
John Schaeffer, a motivated rep from Schaeffer Sales says, "What a cool promo. I love that sound of a strong engine. I think I will record it and play that back every morning when I start out on my first sales call. It gives you a feeling of power and strength. Thanks again."

In just a little more than three months, ECN/Korns sales have risen \$1.5 million.



No Loss Time in 2009

On March 10, 2010 Robroy Associates gathered to enjoy cake in recognition of No Loss Time in 2009. The Safety Jackpot program was upscaled for 2010. Prize values almost doubled on the scratch-off cards and a special monthly Gold Award drawing was made available. Those awards include championship sports experiences like the Super Bowl, Daytona 500 or the NCAA Basketball Tournament to mention a few. Other prizes include a dream vacation, a home remodel package or a flat screen TV. Who wouldn't work hard to stay safe and win such great prizes?



Elizabeth Johnston, Jerilyn Davis, Laurie Ivy and Patricia Dyar posed for a photo behind the dessert table.



Connie Gilstrap enjoys her dessert.



Yum, yum - cake!



This is the real Tiny Williams enjoying the benefits of safety at the Gilmer plant.

New Hires

Tara Blalack was hired on April 19th as the new voice of Robroy at the Gilmer facility. Tara's duties will include clerical work in Human Resources in addition to her receptionist responsibilities. Tara's career history includes the position of Sales Representative for AT&T, Michaels Front-End Supervisor and Office Manager for Ace Glass.

Tara and her husband, Toi, have been married for four years and have a 3-year-old son, Turner. She has a long list of activities that she enjoys with her family including: motorcycle riding, camping, softball and swimming at Lake Cherokee. Reading is also high on her list of things she likes to do.



Tara Blalack - Receptionist/HR Clerk



Jennifer Kramer - Inside Sales

Jennifer Kramer began her Robroy employment on March 8th as an Inside Sales representative. Previously, she held the position of Marketing Coordinator for the University of Phoenix in Dallas, Texas and also served as Maintenance Coordinator for Sanden Vendo America.

Jennifer is a Gilmer native and has three wonderful children: Dalton Jacob (6), Estefana Jane (2) and Cristopher Gabriel (1)

April 27th marked Stephanie Sipes first day as Executive Assistant, also working with Corrosion College. Stephanie earned her bachelor of arts degree in communications from Stephen F. Austin



Stephanie Sipes - Executive Assistant also working with Corrosion College

University. Prior to joining Robroy Industries, she was employed by Orion International as an Internal Recruiter and Production Assistant where she successfully contributed to that company's tactical and strategic goals. As a very detail-oriented individual she will be a tremendous asset in her new position.

Graduations

Laurie Ivy, Buyer at the Gilmer facility, has reason to be proud. Her daughter, Ashley Keen, graduated from Gilmer High School on June 4th in the top 11% of her class, ranked 17 out of 150 students. Her accomplishments were many, both academic and athletic. She was an honor student and a member of the National Honor Society having made honor roll all four years of high school. Ashley served as an officer of the FFA for one year and was a member for four years.

Longview is the birthplace of a unique organization called GLOBE, or the Greater Longview Organization of Business and Education. It was created to encourage students to take a more challenging course of study throughout high school, in order to better prepare them to take their place in the workplace of the future. Students who chose the more rigorous academic courses were designated as GLOBE Scholars and were recognized in the community with a prestigious ceremony. The program was adopted by the state of Texas and came to be known as the Texas Scholars Program. Ashley is a Texas Scholar.

Ashley was District MVP her senior year. Because of her athletic ability, she has earned a softball scholarship to Bossier Parish Community College in Louisiana



Ashley Keen - Gilmer High School

where she plans to earn an associates degree in health science. From there she wants to attend Steven F. Austin State University and work on both her bachelor's and master's degrees in sports medicine.

Another very proud parent is Michael Moody, Avinger Production Supervisor. We learned a little about Michael Jr. in the last edition of the *Bagpiper*. He recently graduated from Karnack High School as a valedictorian. In addition to his academic success, he was the Vice President of Student Council and the Senior Class Treasurer. He was voted the Most Handsome Male in his class with the Best Smile and he was the Class Favorite. Michael was Homecoming King and Prom King and is a member of the Pleasant Hill CME Church.



Michael Moody - Karnack High School



Michael's come a long way since his cowboy days!

Let's not forget Michael's athletic prowess. He competed on the school's football, basketball and track teams making 1st Team All-Offense and 1st Team All-Defense squads for football, as well as All District 1st Team MVP for basketball.

Michael's future plans include Prairie View A&M where he will pursue electronic engineering as his course of study.

Congratulations Ashley and Michael, you both are wished continued success as you further your educations.

A Thank You Note Received

The Conduit Division received a sweet thank you note from Ashleigh Dinkins. Ashleigh was awarded a scholarship from Robroy in December of 2009 that she has put to good use at the University of Texas in San Antonio. She is pursuing a degree in business administration and hopes to continue her education after graduation and earn a master's degree.

Her note said that she only had six more classes to take before graduation in December of this year. Not only did she thank the Company for her scholarship, but also for being a great employer to her dad. She loves to hear his stories about work. She said the stories mean a lot to her.

Best of luck, Ashleigh. Graduation is just around the corner!

Wedding Bells



Mr. and Mrs. Ryan Smith

Melvin Smith, Material Handler, celebrated the marriage of his son, Ryan on May 16th. Ryan and his bride, Britnee, were married in Longview in a small ceremony at the Hampton Inn and Suites. The couple will make their home in Tatum, Texas.

Zapata of Little Feet



Surprise!



Selina received some very nice gifts.

Just before Selina Zapata was due to deliver her second child, Oscar's colleagues threw a surprise baby shower for the couple. Selina certainly was surprised and a bit overwhelmed. Their daughter, Lilly, helped to open all of the presents and everyone enjoyed a delicious cake decorated in honor of the little girl that was soon to arrive.



Emma and her big sister, Lilly.



The Zapatas pose with the shower cake.



Associates from Duoline and the Conduit Division celebrate the upcoming birth of the Zapata's second child.



Miss Emma Zapata

Right on schedule, Emma Zapata arrived shortly after the shower on April 28th at 12:15 PM. She weighed 7 pounds 7 ounces.

Anil Meets Crawfish



Now what am I supposed to do with this?

On his recent trip to Texas, Billie Traywick took Anil Kewalramani to Dudley's, a Cajun seafood place on the loop. He said he had never eaten crawfish, so she ordered some for him. He said he liked them, but didn't eat all of them. Billie said the whole scene was just too funny!



They are kidding me about eating the whole thing. Aren't they?

Duoline Loves Re-Runs



Billie Traywick donned a construction hat and contributed to the success of the operation.



The re-run installation was located in Hainsville, Texas.

Roland Vianes and Charles Tucker were solicited in Hainsville, Texas (27 miles away from the Duoline Gilmer facility) to perform a re-run installation for Energy Production Corporation. This company is currently one of the largest private onshore oil operators in Texas. Duoline Technologies was proud to assist them in the re-run of their 9,600' depth water injection well. The tubing was a 2 7/8" Benoit Premium Gas Tight Connection internally lined with Duoline-20.

Due to the complexity of the application and installation, a controller was required on-site. Billie Traywick, Controller for Duoline Technologies, quickly jumped at the opportunity and contributed to a successful re-run.

Promotion

Scott Lundgren joined the Duoline Team at the new Gilmer facility as a Production Supervisor bringing with him 20 years of supervisory experience from the U.S. Navy. In the Navy he served as a welding supervisor, in Senior Damage Control Program Management and as a training specialist. Scott was recently promoted to the position of Plant Manager. In the few months that Scott has been with Duoline he has learned both the production and business side of the Company. His attitude and perseverance exemplifies a work ethic that will help the Duoline Team attain its goals and objectives and keep the Company on the road to even greater success.



Scott Lundgren - Plant Manager

Scott, his wife, Tracy, and four children live in Longview, Texas. The family stays busy with all of the activities in which the kids participate. Joshua (20) currently attends college. Football keeps Kyle (14) on the go. Emily (17) is a Hallsville Belle and Katie (14) is a gymnast. Scott and Tracy enjoy traveling and spending weekends on little get-aways.

New Hire

About a year ago, Tami and Al Leathers moved to Gilmer with their daughter, Laci. Before joining the Duoline Team, Tami worked at the



Tami Leathers

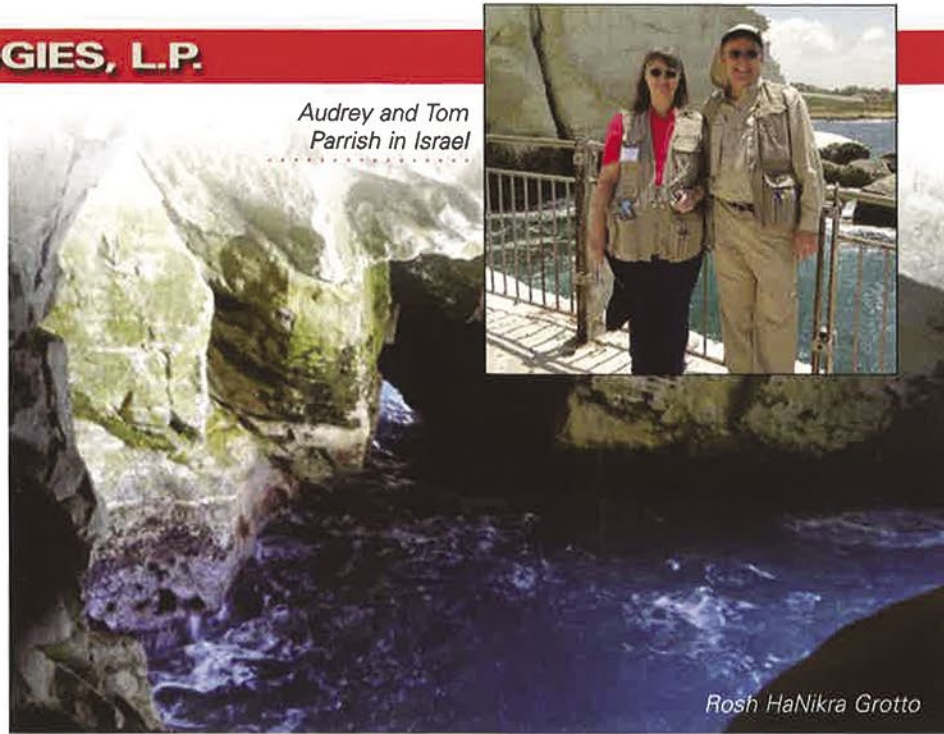
Texas Youth Commission, a juvenile correctional facility in Mart, Texas. She found this work challenging, but really enjoyed it. She also managed two furniture stores and three warehouses in Fort Worth over a span of twelve years. Al manages Bryant Red Brahmans Ranch and Laci is a freshman at New Diana High School where she is involved in basketball,

volleyball and showing Brahman cattle, sheep and goats.

The entire family is involved in showing Brahman cattle and they have their own little herd. Tami enjoys fishing, swimming and cattle shows. She really likes animals. The Leathers have 13 goldfish, three dogs, two steer, two goats, three horses and many Brahman cattle to prove it!

A Trip of a Lifetime

The Bible literally came to life for Audrey and Tom Parrish when they toured Israel with a group of 42 other pilgrims representing God's Learning Channel 2010 Spring Tour on April 29, 2010 through May 12, 2010. They spent time in Tel Aviv on the Mediterranean Sea and en route to Tiberias by the Sea of Galilee they visited ruins in Caesarea including the Roman aqueduct and theater built by Herod the Great in 29 – 22 BC. They stood at the Nazareth Precipice and experienced breathtaking views of Nazareth and the Jezreel Valley.



Audrey and Tom Parrish in Israel

Rosh HaNikra Grotto

Capernaum was on their tour along the Sea of Galilee. They drove to the Lebanon border and took a cable car to Rosh HaNikra Grotto, caves carved by the waves from the Mediterranean Sea. Then it was on to the Syrian border at Mt. Bental. A boat ride across the Sea of Galilee was next on the

agenda as they made their way to Jerusalem.

If you have an opportunity to speak to Audrey about her trip, she can fill you in on all the details and show you the many wonderful photographs that helped her capture the essence of her very memorable trip to Israel.

SERVICE AWARDS



David Marshall



Laura Langford



Donald Hensley



Melissa Noe



Jeff Seagle



Ken Main

NAME	YEARS SERVICE
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Conduit Division

David Marshall	.15
Laura Langford	.10
Mary Perry	.10
Javier Macias	.5
Donald Hensley	.5
Melissa Noe	.5

Stahlin

Tim Mitchell	.35
Jeff Seagle	.20
Ken Main	.15



Dale Clayton



Chris DeCraene



Bill Olsen

Dale Clayton	.5
Chris DeCraene	.5
Bill Olsen	.5