

Chairman's Message

In December, our President, David Marshall, sent a letter to all Robroy Associates with a simple but powerful message: 2009 is going to be an extremely challenging year and every member of the Robroy Team is going to have to go above and beyond normal performance in order for us to succeed and preserve our ability to pay the salaries and benefits to which we are accustomed. He challenged every Robroy Associate to take 10% out of our costs across the board and stay focused on the needs of our customers in the process.

Today, I confirm David's message. In fact, the year may be even more difficult than we foresaw two months ago. The good news is that we have a head start on a lot of other companies. We have been improving productivity for some time now and we are small and nimble enough to make more necessary changes. I urge all Robroy Teammates to accept David's challenge and prove that we are truly an "uncommon company".

Good luck.

HEADQUARTERS

Giving Hearts

Recently the Headquarters Associates developed a *Charitable Philosophy Statement* and a *Charitable Policy Statement*, which can be found on the Robroy Intranet. As good stewards of the local community these Associates actively support charitable foundations and causes through both volunteer efforts and financial support.

The mission at Headquarters is to support those charities that have a direct impact on people in need in the Pittsburgh area as opposed to supporting brick and mortar institutions such as museums, libraries and theater. Three charitable organizations were identified to which the majority of time and financial support will be dedicated:

Network of Hope - Promotes lasting change in the lives of families in need www.networkofhope.org

Extra Mile - Development of underprivileged youth through education www.extramilefdn.org

Make a Wish - Supporting families of children that have a life threatening medical condition www.wish.org

Thanks to the generosity of ten of the Company's Associates both here in Verona and at the Conduit Division in



Gifts were piled high waiting to be delivered to the Wagner House in time for Christmas.

Gilmer plus some additional individual contributions, *Make-A-Wish* received two wishes from this group in 2008. With the Company providing matching funds, this doubled the number of wishes to four (each wish is \$3400). Needless to say, the *Make-A-Wish* organization was absolutely elated upon receiving these funds, especially in these financially troubling times.

The generosity of Headquarters Associates spans the entire year, but is even more prevalent during the Christmas holidays. For the third year in a row Headquarters employees

brightened Christmas for the Children of Wagner House (www.wagnerhouse.org). Many years ago Headquarters Associates adopted the practice of choosing names from an Angel Tree in lieu of a grab bag or gift exchanges during the Christmas holiday. Each participating Associate purchases gifts for a child and those presents are delivered to Wagner House just before Christmas. December 23rd was the drop off date this year. This practice is very rewarding for both giver and recipient.

A Very Special Holiday



Arushi and Rishabh Kewalramani light sparklers during their celebration of Diwali Festival.

Arushi and Rishabh, daughter and son of Anil Kewalramani, celebrate Diwali, the Festival of Lights, at their home in the US. Diwali is one of the few Indian festivals celebrated all over India and it is equivalent to Christmas in the US, celebrated with equal enthusiasm and zeal. Diwali is the abbreviation of the Sanskrit word Deepavali, which means rows of lights. One of the major Hindu festivals, it is celebrated to commemorate the return of Rama and Sita to their kingdom Ayodhya after fourteen years of exile in the forest and Rama's victory over the evil demon-king Ravana. Diwali is mainly a five-day festival that takes place between October 13th and November 14th, but people prepare for Diwali weeks in advance by cleaning and decorating their homes.

Diwali is also the beginning of the new financial year for the business community in India. However, the highlight of the festival for the children is the crackers and the fire-works.

Christmas for Stahlin Associates

This Christmas season Stahlin dedicated one of their control tower enclosures as The Stahlin Holiday Tower of Giving. The Company's goal was to fill the Holiday Tower with non-perishable food items to donate to the local food pantry.

The 2008 Stahlin Children's Christmas Party was held the morning of Saturday, December 6th. Each of the 80 children and grandchildren of Stahlin Associates was asked to bring a non-perishable food item to contribute to the Stahlin Tower. Their contributions helped to tip the scales and by the end of the holiday season, Ken Main delivered 538 pounds of food to St Joseph Catholic Church in Belding.



Crafts for everyone.



There was fun for kids of all ages.

In addition to the success of the Holiday Tower, the 2008 Children's Christmas Party was another great success. The kids completed several craft projects, which included the now famous Greg Willaman sugar cookie decorating station and a Santa door hanger project. Several other arts and crafts stations were also available.



Rudy Alvera, Santa's little helper and super caterer!

Following the creative portion of the party, the guests enjoyed a delicious lunch prepared and served by Rudy and Patsy Alvera who were all dolled-up in their elf attire for the occasion.



Do they come any cuter?



And what does Jeff want Santa to bring him for Christmas.



"Let's see, should I ask for a new 120 GB iPod or a Blackberry Curve 8300 Series Smartphone?"



"Get me out of here!"

Santa (Larry Warner, Specials Department) with his trusty helper (Production Supervisor Steve Petro's wife, Julie) arrived with presents for all of the kids and provided an opportunity for everyone to give Santa their Christmas list face to face.

The planning and execution of this event is no small task and could never be carried out without the help of so many of the Stahlin Associates who volunteered their time and talent to a very worthwhile endeavor.

The 2008 Stahlin Associates Christmas Party was held at the Royal Heritage in Ionia, Michigan and 90 brave Associates fought the brutal Michigan winter weather to be in attendance on December 6th. Hugh DeWitt and his saxophone provided soothing Christmas music as a background to a wonderful holiday gathering.

The Stahlin giving spirit was exemplified by the 150 presents that Associates brought to the affair for the Toys for Tots program. Kurt Hoisington from the Belding Masonic Lodge joined the group and accepted their generous donation.

In order to determine who was going to be first in the chow line, trivia questions were asked with correct answers awarded first dibs on the dinner buffet. Questions included "Who won the 2008 World Series?" and "What date is Valentine's Day?" The latter was sure to stump the male segment of the attending population.



Tim Mason (Material Handler) was recognized for 15 years of service.



Ron Allison (Mold Room Lead) was awarded his 20-year Service Award.



Cindy Brokaw (CNC) was congratulated on her 25 years of service to Stahlin Enclosures.



For 30 years Ed Anthony (Repairs) has faithfully performed his duties at Stahlin.



Michael Rial (Assembly) is a real veteran to the Company with 35 years of service.



Safety Award winners Chris Cox (AE) and William Harry (Assembly) pose with Jeff Seagle, President.

With appetites satisfied, the program swung to the 2008 Service and Recognition Awards. First, the Safety Award winners were announced and given \$500 gift certificates to Meijer's with a second \$500 donated to the charity of their choice. Christopher Cox, Applications Engineer, and William Harry, 2nd Shift CNC Operator, were the recipients of these awards.



Jim Wireman (Mold Operator) was the recipient of the Above and Beyond \$1,500 gift certificate.

All of the nominees for the Above and Beyond Program were eligible for a \$1,500 gift certificate to Best Buy. The prize was awarded through a drawing and the luck of the draw went to Jim Wireman, 2nd Shift Press Operator.

The Wellness Program offered two awards, also distributed by means of a drawing. To be included there were several criteria, which included: completing an HRA (Health Research Assessment), participation in the April 2008 Wellness event and attendance at a Lunch-n-Learn session. Forty Associates earned the right to have their names included in the drawing. The first name drawn won a Nintendo Wii and the winner of that prize was Ed Antansoff, Plant Manager. The remaining 39 Associates sat on the edge of their seats as Cindy Stowell from HR announced the second winner who would soon enjoy a Caribbean Cruise over Valentine's Day weekend. That winner was Chris Decreane, 1st Shift Operator.

The evening concluded with the appearance Thom Peterson, a comedic magician. Thom has performed in several countries and is a regular performer at the Magic Castle in Hollywood.

New to the Crew

Jolynn Stalsonburg – Marketing Specialist



Jolynn Stalsonburg (soon to be Jolynn Parrish) began her new role as Marketing Specialist with Stahlin Enclosures on October 23, 2008. A resident of Lowell, Michigan, Jolynn worked as a Marketing Coordinator in plastics distribution before accepting her position with Stahlin.

In 2005, Jolynn earned her degree with a double major in Marketing and Management from Indiana Institute of Technology in Fort Wayne, Indiana where she was actively engaged in volunteer work, played soccer and was captain of the dance team. Since graduation she has remained heavily involved in dance and just completed her first year with the Grand Rapids Rampage "Rage" dance team for the Arena Football League. When she's not out there cutting a rug, she enjoys travel, shopping, playing the violin, speaking French (mais oui!), wine tasting and making people laugh. She hopes to add golf and beach volleyball to the list, but she's waiting for the Michigan snow to melt!

2008 Big Buck Contest



Dennis Venneman (Assembly) holds his \$110 check. Hey, Dennis, we want to see a photo of that 10 point!

It is that time of year when Stahlin Enclosures holds their Big Buck Contest. This year Dennis Venneman bagged the winning deer. It was a 10-point buck that he shot during archery season on October 11th. His winnings totaled \$110. Now there is great return – you turn in a buck and you walk away with 110 bucks. That's a deal!

Good job, Dennis!

Baby Announcements



Tyler Furlong with his new son, Gauge

Gauge Furlong
Parents: Mr. and Mrs. Tyler Furlong (Tyler – Mold Operator)
November 10, 2008
8 pounds 5 ounces; 19"



Kara Kay Havey

Kara Kay Havey
Parents: Josh Havey (Assembly) and Michelle Hannah
Grandmother: Debbie Hannah (Inventory Control)
December 22, 2008
6 pounds 13 ounces; 20"

CAC Attack

Let's see, what could CAC stand for?
Crafty Associates in Charge
Cheerful And Courageous
Caring About Customers



An announcement from the Stahlin office in Belding read as follows:

Forget everything you've ever learned about martial arts. Throw out those action-packed karate flicks you have clogging up your entertainment center. There's a new kid in town. So in case you haven't heard, have no fear...the CAC is here. We've all heard about the new super-power force within the organization and that it's here for one sole purpose, to ensure the voice of the customer is heard loud and clear!

A focus on the customer has always been a part of the Robroy culture as stated in the Company's Vision Principles and seen through the J.D. Power and Associates audits and surveys. However, a new customer emphasis has been developed company-wide and it embraces the results of the most recent J.D. Power and Associates audit and surveys. A new movement is underway that spans the Conduit and Enclosure Divisions. In November the Customer Advocacy Council (CAC) began to take form and in only a few short months teams are implementing objectives aimed at providing outstanding customer service and, ultimately, customer satisfaction.

The above mentioned audits and surveys are valuable resources which help the staff to identify the importance of hearing the voice of the customer and responding to customer thoughts, suggestions, comments and concerns. The Company can further align its efforts to flourish in an economy that has many crippled with fear and anxiety by re-evaluating customer orientation and beginning the process of seeking out customer feedback in each Associate's daily effort. The organization has responded with a round-house kick in the pants formulating working groups, which meet weekly, establish objectives that will positively impact the customer and focus on sound results that can be measured almost immediately. Executing the above mentioned actions with all the finesse of a Bruce Lee classic, of course.

The structure for the groups is simple. one Steering Council from each division oversees the progress of several Advocacy Groups ensuring growth and continual improvement of the teams, as well as establishing weekly objectives designed to positively impact the customer. The Advocacy Groups operate under the same principles and draw from the Steering Council to keep them focused on success.

The groups are structured as follows:

The Steering Council – Stahlin
Steve Petro, Jolynn Stalsonburg, Jen Ullery, Kristie Walls

Advocacy Groups - Stahlin
Vision Opportunity Commitment
– Michelle Foote, Jeff Hall, Ken Main, Buck Moody, Ken Saladin, Cindy Stowell, Kathy Tissue

We Can Do Better – Christina Bisanz, Dean Childs, Chris Cox, Craig Husted, Dave Martin

The Customizers – Leo Battreal, Cindy Brokaw, Pat Kelly, Marty Myers, Teresa Ramirez, Kathy Tissue

The Steering Council - Gilmer
Starla Bickerstaff, Tammy Love, Carlean Turner, Pete Scarborough, Donna Waterstraat

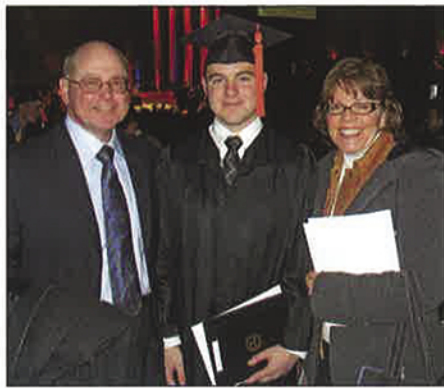
Advocacy Groups - Gilmer
EXCEL (Exceeding Customer Expectations Levels) – Brandi Berryman, Rod Dinkins, Denise Hiron, Tamy Graham, Vijay Kumar, Cindy Leonard

Robroy Rowdies - Rita Buchheit, Chris Caldwell, Teresa Elson, Laurie Ivy, Javier Macias, Kim Shaddix, Tracie Warburton

Fantastic Five (plus one) - Sherry Brown, Jerry Davis, David Duke, Marcus Holloway(Wholesale Electric Little Rock AR), Eric Nichols, Kellie Sawyer

For information on current objectives or to learn how you can earn your black belt in customer satisfaction, please contact Starla Bickerstaff at the Conduit Division or Jolynn Stalsonburg at Stahlin Enclosures. Check out the "Customer Corner" in each edition of the Bagpiper to read positive results and feedback from the groups' activities. A big thank you is extended to all who are actively participating in the groups. Make this a successful year and help the Company shine in 09!

Another Graduation for the Seagle Family



Jeff and Debby Seagle pose with their son, Second Lieutenant Jon Seagle, following commencement exercises at Purdue University on December 21, 2008.



This photo was taken during a tour of Purdue's new Neil Armstrong Building that Jon conducted for his parents and grandparents before graduation in December. Jon worked in this facility on a major project, the airplane he is holding. He, along with several other students, designed and built this remote controlled model.



Mom and dad along with grandma and grandpa pinned Jon's stripes and bars on his hat and uniform during his commissioning ceremony.

Jeff and Debby Seagle are proud to announce the recent college graduation of their youngest son Jonathan D. Seagle from Purdue University, located in West Lafayette, Indiana. During the college's winter commencement ceremony held on December 21, 2008, Jonathan was awarded his Bachelor of Science Degree in Aeronautical and Astronautical Engineering.

While earning his engineering degree at Purdue University, Jonathan served as a cadet in the Air Force Reserve Officer Training Corps (ROTC). After his sophomore year, he attended Field Training at Maxwell-Gunter Air Force Base in Alabama. During his training he received a Distinguished Graduate Award and a Fitness Award. In the summer before his junior year, he was one of the few cadets selected to return to his former Field Training site to be a Cadet Training Assistant (CTA). In the spring of his junior year, he was appointed LEAD Director of Operations. In the fall of his senior year he received the distinct honor of being appointed Wing Commander, overseeing all of his fellow cadets. On December 22, 2008, he was commissioned as a Second Lieutenant in the United States Air Force. He will be stationed at Laughlin Air Force Base in Texas and is scheduled to begin his pilot training in June, 2009.

Jon is a familiar face at the Stahlin facility. He spent the summers before and after his freshman year working for the Enclosure Division. Congratulations Jon, best of luck in Texas and thank you for your service!

Wedding Bells Chime in Michigan



Mr. and Mrs. Jim Wireman

Jim and Nicole Wireman were married on September 13th last year at the Shiloh Church in Orleans, Michigan. A lovely reception followed at the Wireman homestead. Mark Wireman served as the couple's Best Man and the Maid of Honor was Alica Crow. Jim is a Mold Operator for the Company.



Mr. and Mrs. Luke Tissue

Kathy Reed and Luke Tissue were united in Marriage at the Evergreen Methodist Church in Sheridan, Michigan on July 14th, 2007. They held their reception at the Sheridan Community Center. Kathy works for Stahlin as an Assembler and Luke is employed at Graphite Engineering in Greenville, Michigan.



Mr. and Mrs. Brandon Coon

Kiesha Garcia wed Brandon Coon on August 16, 2008 at a very nice outdoor wedding in Stanton, Michigan. A reception immediately followed the ceremony at the Sportsman Club in Stanton. Kiesha is employed by Stahlin Enclosures in Assembly and Brandon works at JCI in Grand Rapids.

Congratulations and best wishes are extended to each of these couples.

STAHLIN

"I hope that this call is being recorded because you have an excellent presentation. We are very selective about who we enter into a partnership with and we absolutely love you guys!"

Jack Small, TOC

"Box came in today - Looks GREAT!! Stahlin really has proved to us that they are a company full of competent employees who really care about their customers."

Tonya Long, TOC

Joe at Horizon called here at 4:00 desperately needing 6 - J806HLL's shipped UPS Red today. Ken Saladin and Josh made it happen. I called Joe to let him know we could get it shipped and he said, "Stahlin is truly awesome" and was very grateful.

Joe, Horizon

CONDUIT DIVISION

This is a direct result of Donna Waterstaat's Customer Service Card included in each shipment. Way to go, Donna!

"Donna,

Just received some items from Robroy and got your card and I wanted to tell you that your commitment to customer service is an inspiration. I myself come from the old school and was raised with the notion that customer service, or should I say good customer service, is what makes a company stand out from others. Needless to say this kind of thinking isn't shared thru out this industry as it once was, so when I hear or see someone with the same values, well like I said it is inspirational to me.

You should go far. Not saying that it matters to the upper level of your company but it should.

Thanks again,

Ann

I will keep you in mind if I need any help."

Ann P. James, Platt Electric

"You guys do a good job and I would rather talk directly to you because I don't always get the right info elsewhere."

Cheryl, HD Supply - Tampa FL

"A good job every time and so far very prompt and helpful."

Ronnie Cox, Longley Supply

"Perma-Cote offered us the best value for servicing this project. Their material cost was extremely competitive. This enabled us to protect our profit margin while converting our customer from the submitted material to Perma-Cote. Two days after our initial order, two full truckloads arrived at our docks. This far exceeded our expectation. While unloading the material, we realized some additional benefits to partnering with Perma-Cote. The packaging and the appearance of the product was significantly better than the competition. Our contractor was impressed and glad we made the change."

Michael Velcer, Crescent Electric - Nashville TN

3C'S Training Class



Communication exercises proved very interesting for the morning session.



The afternoon session proved to be just as interesting.



Two training sessions were conducted at the Gilmer facility on September 18, 2008 centered on a theme of Cooperation, Communication and Commitment. Each session gathered in the large conference room and was lead by Suzi Streit of TurnAround Solutions, which is headquartered in Tyler, Texas. For the past four years TurnAround Solutions has worked with Robroy Associates providing excellent training. The 3 C's class was certainly no exception. The sessions incorporated learning and fun providing the attendees with skills that could be used in their daily jobs.

The morning class consisted of the following attendees: Tamy Graham, Brandi Berryman, Starla Bickerstaff, Sherry Brown, Chris Caldwell, Laurie Ivy, Vijay Kumar, Scott Montgomery, Eric Nichols, Cindy Ogg, Charlotte Pechiney, Bobby Redmond and Rhonda Smith. In this session Vijay found it difficult NOT to practice communication during the class.

Tim Blume, Michelle Crocker, Jerilyn Davis, Teresa Elson, Denise Hirons, Kelly Jones, Cindy Leonard, Tammy Love, Javier Macias, Michael Moody, Pete Scarborough, Kim Shaddix and Kim Slaton participated in the afternoon class.

Customer Service Week

The Inside Sales Department celebrated Customer Service Week the first week of October. Associates were given a puzzle to complete containing "David-isms" related to customer service expectations and David Marshall's Rules of Engagement. Associates completing the puzzle received a fun "Attitude is Everything" fuzzy headed pen, sticky notes and note pads for their efforts.



Cindy Leonard displays her handiwork and Teresa Elson shows off her prize during Customer Service Week.

Treats on the Square



From the scary surroundings



...emerged some of the sweetest Trick or Treaters.



Some Associates had great costumes, while others passed out treats dressed as themselves.

Treats on the Square has become a delightful Halloween tradition for Robroy Industries in the town of Gilmer. Each October a group of Robroy Associates participates in the community event, which is of course designed for the kids. The event took place on October 25th this past year and a few new Associates joined the fun with the old faithful. Sherry Brown, Teresa Elson and Sherry's best friend, Ms. Sherry, were on hand to pass out treats to over 2000 Upshur County children during the three-hour event.

Safety Luncheon



The Safety Shield initiative paid off in Avinger.

2008 was a terrific year for safety at the Conduit Division. In fact, the Avinger facility had "0" lost time days for the entire year and "0" accidents in the third and fourth quarters. Congratulations to each and every one of the Avinger Associates. Their achievement was celebrated with a luncheon and lots of cake!

The Gilmer facility was also celebrating their 2008 record with only three lost time days all year and "0" accidents in the third quarter.



Shawn Baird is ready to cut the cake.



Seaman Preston Graham

Preston Graham

Preston Graham graduated on October 24th from Great Lakes Naval Basic Training in Great Lakes, Illinois, just north of Chicago after completing a 9-week training program. He is now stationed at Groton Submarine School in Groton, Connecticut where he is receiving additional training in a one-year program. His first assignment will be aboard the USGN Georgia off the coast of Kings Bay, Georgia with his big brother, Thomas.

Congratulations Preston and thank you for your service.

KYKX Big BBQ Bonanza

KYKX sponsored their 5th Annual BBQ Bonanza on October 11th at the Yamboree Fairgrounds in Gilmer, Texas. The proceeds from the event benefited the Yamboree General Fund and Scholarship Fund and the BBQ was held a week before the Yamboree. It is really a two-day event; at least it is for the contestants. Their basic entry fee is \$60, plus 20 pounds of brisket, plus 10 pounds of the cook's choice, which is beans, chicken, ribs or yams. Each contestant sets up a "campsite" the day before the event and they have the opportunity to win cash prizes of up to \$1,000. The judging takes place on a double-blind basis and that judging begins at 9:00 AM. The campsites are even judged and the People's Choice Award for the best barbeque wins a trophy.



Robert Crawford is saying to himself, "I don't think I can eat another bite."

For this BBQ Bonanza Tammy Love, Robert Crawford and Starla Bickerstaff participated as BBQ judges. They had a great time and stuffed themselves with some great and not-so-great barbeque, beans, chicken and ribs. Do you think it would be tough to eat all that barbeque for breakfast?



The look on Starla Bickerstaff's face says, "How did I get myself into this?"



Florence and Misty Fuller-Lay pose for a photo at the famous Navy Pier before boarding for their dinner cruise.



Tammy Love, HRM-Gilmer, and Misty take their turn to have their photo taken at the entrance of Navy Pier.

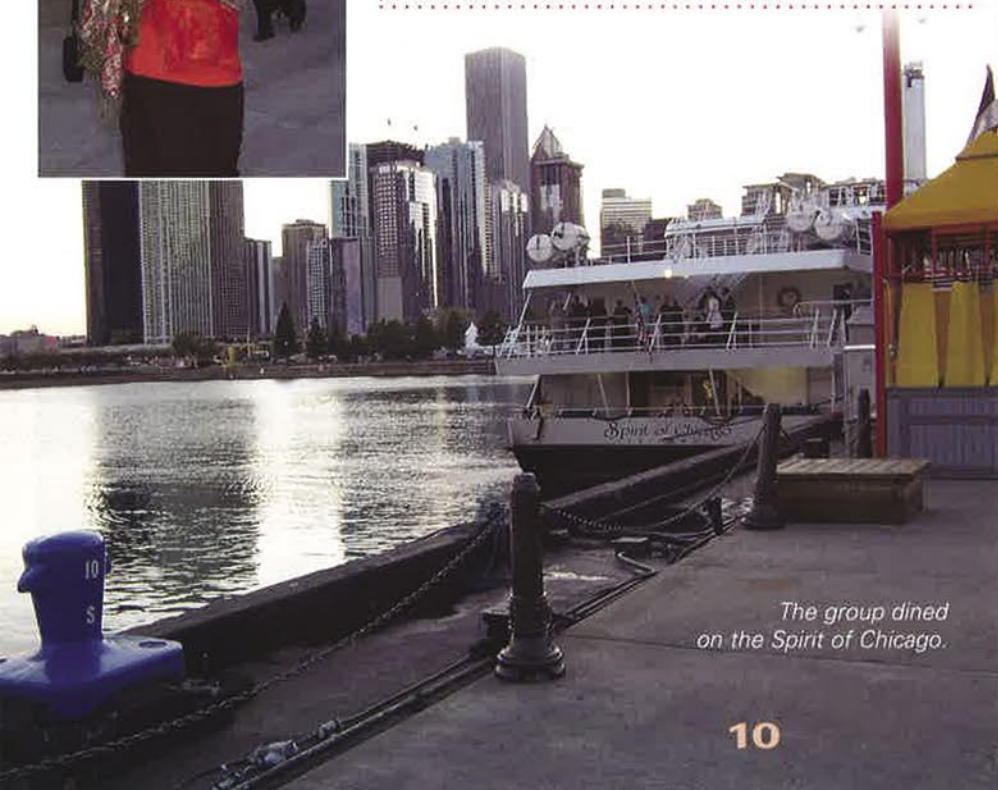
Raffles Risk Management Conference

Raffles Risk Management Conference is held on a bi-annual basis and this year four Robroy Associates packed their bags and headed to the Windy City to attend the 2008 conference in October. Florence Burk, HR-Duoline; Misty Fuller-Lay, Shield Counsel-Gilmer; Tammy Love, HRM-Gilmer and Cindy Stowell, HR-Stahlin, were able to learn about various safety programs and to exchange wellness ideas through the networking opportunities that were presented at the conference.

The Conduit Division has already implemented the Safety Jeopardy and Safety Jackpot Program, which were highly recommended by Raffles members already utilizing the plans. An update on the effects of these programs will be presented in future *Bagpiper* issues.

The ladies were able to squeeze in some fun while they were in Chicago, which included a dinner cruise on the Spirit of Chicago. As the ship glided over the waters of Lake Michigan, the views of the Chicago skyline were amazing.

Florence Burk, Duoline HR, played tourist and took some photos for the folks back home in Texas.



The group dined on the Spirit of Chicago.

Bomber Event



Pete Scarborough looks like he is trying to get himself arrested.



Cindy Leonard would make a good gunner!

On Saturday November 1, 2008 the Flight of the Phoenix was at Gilmer Municipal Airport to honor all uniformed service personnel including: active duty, reserve, retired and veterans, especially WWII Pacific Theater Vets. Several Robroy Associates were able to walk around the grounds and even ride in the B-25 Pacific Prowler. Pete Scarborough and others got to see an original restored motorcycle from a Military WWII Policeman. Brandi Berryman, Inside Sales, had a blast riding in the plane, as well as Cindy Leonard, Inside Sales Supervisor, and her husband, Thom. Chuck Hibner also attended the event and had a great time.



Brandi Berriman is suited up and ready to fly.



The Leonards pose in front of the B-25 Pacific Prowler.



Chuck, you're just a bit too tall to stand up in one of those things!

December Exec. Ops Meeting

Associates from Verona, Belding, Gilmer and Odessa gathered for some evening entertainment at Texas Motor Speedway and to drive some fast Corvettes after the December Executive Ops and Budget meeting. It was cold that night on the track. Everyone stayed safe and thoroughly enjoyed themselves. Billie Traywick had some reservations about driving so fast, but she picked up speed pretty quickly. The personnel from the Texas Driving Experience gave David Marshall a helmet personalized with the Robroy logo just for being such a great customer.

Dinner was served by Chef Patty and was enjoyed by all.



Jeff Seagle, Vijay Kumar and Mike Deane look like they are enjoying themselves, although Jeff looks a little chilly.



David Marshall is presented with his very own helmet!



Ken Gibbon and Larry Segriff patiently waiting their turn.



David Marshall and Billie Traywick are suited up and ready to go.

Thanksgiving Dinner

The Conduit Division hosted a Thanksgiving Dinner for all Gilmer and Avinger Associates this year. Dinner was made up of turkey, dressing and all the trimmings, of course. It was a great way to start the holiday season – great food and great colleagues.



Pete Scarborough and Denise Hiron make their way through the chow line.



The girls from Accounting give the photographer a smile before filling their plates.

Build-A-Bike

"The people at Robroy Industries changed all of our lives with this gesture. It provided one of the happiest moments in my son's life, and it gave my husband and I renewed hope – truly life changing"

— Mrs. Tipper

Nicole Tipper, whose 7-year old son, Nathan, was one of the recipients of the Build-A-Bike Program, gave an emotional thank you to the group. She explained that Nathan had been asking for a bicycle for over a year. They bought one in a garage sale, only to learn the back rim was bent, making it impossible to safely ride the bicycle. Buying a new bicycle was not an option because Nicole's husband was laid-off from his job while she was on maternity leave, and the family was having trouble simply paying bills and buying groceries. Nicole explained how heartbreaking it was to constantly have to tell a 7-year old he could not have a bike like all of the other kids. He had asked again on November 3rd and an hour later a representative from Frisco Family Services Center called asking if they would accept a bicycle from Robroy Industries, as part of the Build-A-Bike program.

On November 7th, select Associates from Robroy Industries took part in a Build-A-Bike Team Building Workshop. The Leaders Institute President and CEO Doug Stanart, who designed the workshop five years earlier, taught the workshop. The Build-A-Bike program is an event that challenges both the minds and bodies of the participants as they attempt to solve the puzzles of teamwork. The Robroy

Associates were divided into four groups, and each group was given the task of solving specific challenges in order to build bicycles for four children. The parts and tools to build the bicycles were obtained each time the groups successfully solved one of the tasks.

After the bicycles were completed, Jill Cumnock – Executive Director of Frisco Family Services Center was on-site to accept the bicycles of behalf of three other families. Frisco family Services Center is a non-profit organization whose mission is to provide social services to individuals and families in need and assist them in becoming productive members of the Frisco, Texas community.



The teamwork.



The result.

An Evening with Mr. Las Vegas



Jeff Riestenberg, National Sales Manager; Plasti-Bond Rep Chuck Beadle; Wayne Newton, Plasti-Bond Rep John DeFazio; Plasti-Bond Rep J.D. DeFazio; David Marshall, President of the Conduit Division, and Jeff Seagle, Enclosure Division President all put on big smiles for the camera.



Plasti-Bond Rep Mike Mulcrone and his wife, Lisa, pose with Wayne Newton and his wife, Kathleen, for a once in a lifetime photo.

Plasti-Bond coated conduit is one of Robroy's exclusive product lines and it calls the Conduit Division in Texas its home. The Company invited a group of Plasti-Bond sales representatives to share a dynamic evening with Wayne Newton in Las Vegas. The evening included a private dinner at SeaBlue, a world renown restaurant on the Las Vegas Strip, followed by VIP seating at Wayne's MGM stage show.

Wayne Newton has performed more than 30,000 shows in Las Vegas over the past 40-plus years, certainly earning him the nickname Mr. Las Vegas. Among his best known songs are "Daddy Don't You Walk So Fast," his biggest hit, peaking at #4 on the Billboard charts in 1972; "Years" (1980) and his signature song, "Danke Schoen" (1963).

Christmas Party

There is no doubt that the Conduit Division knows how to have good time and the 2008 Christmas Party proved that point. The evening was kicked off by Mr. Marshall welcoming everyone and Jerry David saying grace for the great friends, great year and great food. Everyone enjoyed dinner served by The Summit Club and following dessert the festivities began.

Service Awards were given and the Shield Scholarship Winners were announced. James Hardy's daughter, Marilyn Craft, was given a \$5,000 scholarship to the school of her choice. This was the first place award and Marilyn will use the scholarship to help her earn her degree in veterinary medicine. A \$2,500 scholarship was awarded to Justin Brookhart. Justin is Teresa Elson's son and is attending the University of New Orleans where he is pursuing a degree in film. All of the applicants received \$100 scholarships for applying. Those recipients included Becky Campbell, Bryan Carrier, Katie Davis and Landon Rogers.

Money was donated to two different charities chosen by the Christmas Party Committee. The two charities were Living Alternatives, which helps unwed mothers care for their babies and Firehorse Farms, dedicated to helping children and adults with disabilities through equine therapy. Each charity was presented \$1,900 through the generosity of Robroy Associates and the Company.

2 years - Sherry Brown, Ed Young, Kim Shaddix, John Cavitt, Sarah Brooks, Brian Smith, James Hardy, Brandon Keel (Pictured), Jesus Garcia, Jose Barrios, Anderia Despain, Rhonda Smith, James Choate (not pictured)



25 years - David Bramlett and Gene Taylor (not pictured)



20 years - Jerry Davis, Lonnie Shrewsbury, Lonnie Venters (not pictured)



15 years - Vickie Dean (pictured), Rodney Dinkins, Robert Faggins



10 years - Carlean Turner and Vijay Tahiliani



5 years - Fernando Ruiz, Danny Wright, Garvin Williams (not pictured)



Christmas Party

After the service awards and scholarships were given and the charities recognized, the fun began! Sheriff J.B. Smith, who has been the sheriff of Smith County for 32 years, stepped up to the microphone as the MC for the Robroy Associate Talent Show. Five contestants provided five fantastic performances. The judges for the evening were Imogene Jones - Shipping, T.J. Burrows - IBEW rep and Tamy Graham - Methods Analyst.



Scholarship winner Marilyn Craft with her dad, James Hardy, and Teresa Elson, mom of 2nd place winner Justin Brookhart who was unable to attend.



Starla Bickerstaff presents Marilyn Craft her first place scholarship award.



Darlene Marshall presents Robroy's donation to Wanda Dance from Living Alternatives



The Firehorse Farms representative accepted the Robroy donation for his organization and thanked the gathering for their support.



Master of Ceremonies - Sheriff J.B. Smith



The esteemed judges - Imogene Jones, T.J. Burrows and Tamy Graham.

Cliff Harris began the show by singing, "If You're Reading This" by Tim McGraw. He did a great job and received high marks from all three judges.

Second, Connie Gilstrap, Paint Room Operator, and Anthony Mayhew, Bond Line Operator, did their very best impression of Ike and Tina Turner, lip syncing "Rollin' on the River." Connie was a hoot and "busted out" some great dance moves.



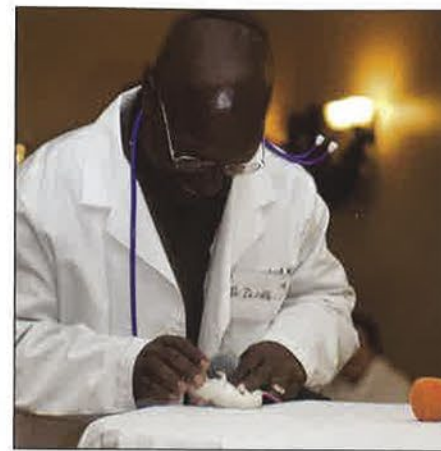
Cliff Harris sang a Tim McGraw song.



Connie Gilstrap and Anthony Mayhew were "Rollin' on the River."



Imogene gave Ike and Tina an enthusiastic 5.



Dr. Dolittle (Melvin Smith) checks out a sick mouse.



David Duke left a good impression with the judges.



The photo says it all!

Next up was Dr. Dolittle listening to some sickly animals and trying to cure their ills. Melvin Smith, Material Handler, as Dr. Dolittle had people rolling in the isles.

Moving right along was David Duke. David Duke, AEP operator, is an impressionist in his own right and kicked off his act with a DEAD-ON impression of David Marshall. This REALLY had Mr. Marshall laughing along with most of the room. David's jokes were hilarious along with his impressions of Steve Irwin, Crocodile Hunter.

The show's final act was the Blonde Bombshell Bobby Hubbard, Material Handler, lip syncing in his white dress, tattoo and cowboy boots to "Don't Cha Wish Your Girlfriend was Hot Like Me" by the Pussycat Dolls. This was so hilarious that everyone's stomach hurt from laughing so hard!

Cliff and Bobby tied for first place and each received \$100. Connie and Anthony, AKA Tina and Ike, got second place with David and Melvin close behind. The acts showcased some real talent and provided excellent entertainment for the evening.



Bill White and Pete Scarborough chit chat. (Do guys chit chat?)



David and Darlene Marshall received gifts from the group.

Following the talent show, the party wound down with some dancing and conversation with friends and vendors. Conclusion - the 2008 Christmas Party was another rousing success!



Blondie Abron and his wife pose for the camera with Deborah Ford.



Jan Jackson, left and Brandi Berryman, right enjoy the evening with a friend.



Another attractive couple - Michael and Estelle Moody



Sherry and Troy Brown have a holiday photo snapped.

New Associates



John Watts – Plant Production/Avinger



Roderick Duffey – Plant Production/Gilmer



Tim Morey – Plant Production/Gilmer



Craigory Attaway – Plant Production/Gilmer



Kathy Johnston – Plant Production/Gilmer



Bobby Cook – Plant Production/Gilmer



Jerry Harris – Plant Production/Gilmer



Otis White – Plant Production/Gilmer

The Conduit Division is pleased to announce the addition of Rhonda McLeroy to the sales team as a Quotations Specialist in Gilmer, Texas. Rhonda brings with her an excellent background in sales and corporate support. Over the past two years, Rhonda has worked for IDEXX Laboratories (Veterinary Diagnostic). Her acquired skills and professionalism will help contribute to Robroy's focus on customer service. Rhonda recently relocated to the Gilmer, Texas area from Maine.



Lori Taylor – Collections Representative

Lori Taylor recently took on the duties of Collections Representative for the Conduit Division in Gilmer. Lori has 13 years of collections and medical billing experience in the Health Care industry. She is originally from the West Texas area and had spent the last several years in Austin. Lori moved to East Texas approximately three years ago and currently resides in Longview.



Rhonda McLeroy – Quotation Specialist

Promotion

Kim Shaddix has been promoted from Avinger Inside Sales to Avinger Shipping Coordinator. Kim has been with ECN/Korns for two years. Her husband is a Sheriff's Deputy for Marion County and they have two sweet little girls. Congratulations, Kim on the new position.



Kim Shaddix – Shipping Coordinator

HR Meeting in Dallas



Cindy Stowell gives total concentration to her role in the team building activity.



Florence Burk looks like she is giving up.



More concentration.

January 2009 brought the HR/Payroll teams from all divisions together for the first time in several years. The HR Strategy Meeting was held in Dallas and began with a team-building activity conducted by Suzi Streit of TurnAround Solutions Group out of Tyler, Texas. Much fun was had as the group faced the challenge of working together to get a washer around a 1/2" piece of Robroy coated conduit and then resting a tennis ball on top of the pipe without knocking it over. It really was not as easy as it sounds. Teamwork and commitment conquers all. The HR/Payroll Group had a great strategy meeting the following day that has given the HR team objectives for meeting the Company's overall mission and strategy for 2009 and beyond.

Special Events for Perma-Cote Representatives



left to right: Bill Kanouse - Kanouse-Harper; David Marshall; LTC (Ret.) P. Crandall and Arlene Crandall; Joe Gately and Tom Sabin - A.A. MacPherson; Jeff Riestenberg

The Conduit Division invited a group of its Perma-Cote sales representatives for an evening at the famed South Fork Ranch to meet Lieutenant Colonel (Ret.) Bruce Crandall. President Bush presented the Medal of Honor to Crandall, on February 26, 2007, in recognition of his actions at Landing Zone X-Ray during the Battle of Ia Drang, Vietnam, in November 1965.

Bruce Crandall is credited with evacuating some 70 wounded comrades with his wingman and fellow Medal of Honor recipient Major Ed Freeman. The two also flew in the ammunition needed for the 7th Cavalry to survive the battle while greatly outnumbered. The craft he was flying was unarmed. Lieutenant Colonel Crandall is a veteran Master Army Aviator in both fixed-wing aircraft and helicopters. He led more than 900 combat missions during two tours in Vietnam.

Bill Kanouse, Perma-Cote Rep with Kanouse-Harper in Arizona, had this to say about the event, "What an enjoyable evening. The chance to share in Bruce's recount of his time and assignments throughout his life in the military was both emotional and inspiring. Having lived through that time in our country's history and having lost friends in Vietnam, I was especially appreciative to have had the honor to meet Bruce."

Top Row, Perma-Cote Rep Ken Bishop, Perma-Cote Rep Tom Cotter, Starla Bickerstaff, Jeff Riestenberg, Jolynn Stalsonburg, David Marshall, Perma-Cote Rep Tom Pierce, Perma-Cote Rep Mark Fink, Johnny Rutherford, Perma-Cote Rep Ken McBrayer



David Marshall, Johnny Rutherford, Starla Bickerstaff and Jeff Riestenberg

Another group of Perma-Cote Reps were invited to the Texas Motor Speedway for the Texas Driving Experience with special guest Johnny Rutherford.

Rutherford is one of eight drivers to win the prestigious Indianapolis 500 mile race at least three times - 1974, 1976 and 1980. Rutherford also won three poles at the 500, in 1973, 1976 and 1980. He retired from racing before the start of the 1994 Indianapolis 500 and now serves as an official with the Indy Racing League (IRL), driving the pace car for all IRL races, except the ceremonial pace car during the start of the Indianapolis 500.

Ken Bishop, a Perma-Cote Representative with Riffle and Associates, said the following, "One of the most exciting evenings of my life. I got to drive as fast as I could and was able to meet a racing legend on the same night. It doesn't get much better than that!"

Tom Cotter, the principal with Riffle and Associates said, "Combining a thrilling activity with good friends is enough enjoyment in and of itself. To have it enhanced by the presence of a racing icon, and the personal stories he related of his career, only magnified it that much more. Not to be trite, but it was the perfect icing on an already very, very good cake."

Safety First

In October, Duoline celebrated three quarters of non-reportable accidents by pulling out the ol' pit and having a BBQ. All employees were treated to hamburgers with all the fixins'.



Oscar Zapata and Nina Naegele take on the role as chief cook and bottle washer. But who is the cook and who is the bottle washer?



Machine Operator Jackie Miller takes a big bite.



From left to right: Howard Lewis, Jackie Miller, Hector Quintela and Ricky Calloway, get full and just relax.

Duoline Halloweeners



Jason, Becky, Mason and Riley Thompson stop by the office to show off the kids cool costumes.



Happy Halloween from Becky and Riley.



"Trick or Treat," says Mason.

Buzz Lightyear and Woody from "Toy Story" fame stopped by the Duoline office on Halloween. Becky Thompson brought the boys by for a little Trick or Treating.

Christmas Celebration

Employees at Duoline celebrated Christmas with a buffet in the Training Room. It was a nice way to get together and celebrate the end of the year. The Duoline receptionist, Megan, dressed as an elf for the occasion.



The lines were worth the wait.



Megan Mulder and Ruff Phelps



Our Columbia colleagues enjoyed themselves.

New Associates

Michael Loney is Duoline's new Engineering Tech. Michael was born in Weslaco, Texas and went to High School in Stephenville. He comes to Duoline from Lubbock, Texas and will be graduating from Lubbock Christian University in May 2009 with a bachelor's degree in mathematics/engineering. Before joining Duoline, Michael worked for D&H Petroleum as a Drafter for TCEQ permit applications and has ample knowledge in AutoCad, Inventor, Land Autodesk and MatLAB software. His hobbies include golf, guitar, board games, hiking and fly fishing. Welcome aboard, Michael.



Michael Loney – Engineering Tech

Everyone at Duoline is excited to have Doug Dunham as a new FRP Supervisor. Doug comes to Duoline from Cincinnati, Ohio where he worked for Formica Inc. for the last 35 years. Doug began his career at Formica as a plant worker and diligently moved his way up through many positions at the same facility. Duoline is fortunate to have someone with Doug's manufacturing and supervisory experience joining the team.



Doug Dunham – FRP Supervisor

Doug and his lovely wife, Debbie, are excited to be in Texas as it puts them closer to their daughter, Brooke, son-in-law, Justin, and grandchildren, Caleb and Kaylee, who reside in Fort Worth. Joining Doug and Debbie in Odessa is their youngest child, Molly, their mixed breed pooch.

Welcome, Doug, to Odessa and the Duoline Family.

Promotions

Duoline would like to announce the transfer and promotion of Bill White from the Robroy Conduit Division to Duoline Technologies as Plant Manager. Bill has been with Robroy for 14 years and during that time has worked in many different areas in the plant. The position that he held prior to his transfer was Supervisor of the Fittings Department. Everyone at Duoline is very excited about all of the experience that Bill brings from the Conduit Division and also as a Navy veteran. The Company is grateful to his wonderful wife, Shelly, and children, Bailey (12), Zachary (14) and Meagan (17), for letting Bill be away from home for awhile.



Bill White – Plant Manager

With Bill's motto of "Open, Honest and Fair" Duoline looks forward to becoming a renewed and more productive team. Thanks Bill for joining the Duoline Team.



Tim Stewart – FRP Supervisor

Duoline is pleased to announce the promotion of Tim Stewart as the new supervisor for FRP. Tim has been with Duoline for a little over a year and has worked as a Material Handler and Engineer Technician. He also brings over 15 years of management experience in retail and warehouse distribution. Tim graduated from Midland Lee High School and attended Tarleton State University for two years before joining the Army where he spent four years with the US Army Infantry. Tim and his son, Corey (15), live in Odessa. Corey is in the 9th grade at Crockett Jr. High.

Duoline is very fortunate to have a team member like Tim, who is willing and eager to take on new challenges wherever needed within the Company.



School Honors



Matthew Naegele - model student.

Matthew Naegele is the 9-year old son of Inside Sales/Quotations employee Nina Naegele and her husband, David. Matthew is in 4th grade at Ireland Elementary School in Odessa, Texas. He maintained the "A" Honor Roll, attained an award for Excellent Citizenship and another award for Perfect Attendance not only for this last nine weeks, but also for the semester. "We are very proud of him and the example he sets for his fellow students," Nina said.

Keep up the good work Matthew; you have much to be proud of.

SERVICE AWARDS



Ron Allison



David Bramlett



Fernando Ruiz



Jon Dickson



Bill White

NAME	YEARS SERVICE
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Stahlin

Ron Allison	.20
John (Buck) Moody	.2

Conduit Division

David Bramlett	.25
Lance Kelley	.5
Fernando Ruiz	.5
Anderia Despain	.2

Duoline Technologies

Jon Dickson	.35
Bill White	.15

RECIPE

Chicken Aloha ...can't go to Hawaii? Bring the islands home.

Combine:

- 1 # can of pineapple juice
- 1 1/4 cup sherry
- 1 cup soy sauce
- 1/4 cup red wine vinegar
- 3/4 cup sugar
- 1/2 tsp, garlic powder

Marinate boneless chicken breasts in the above ingredients for 48 hours (minimum) then grill. Serve with grilled pineapple rings.