



Chairman's Message

We were hopeful that we were at the bottom of this economic cycle but it now appears certain that 2010 will be a more difficult year for our company than 2009. Our markets were the last to go down and they will be the last to come back up.

With less business to go around, we will be challenged to please our customers with better products at competitive prices. We can only do that by continuing to improve productivity. This will be a challenge for all

Robroy associates ...in our offices, in our plants and in our engineering departments.

We have had considerable success in recent years with our technologies increasing productivity through automation. We will be continuing this effort in 2010 and the results will be critical to satisfying our customers.

Change can be difficult but it is often necessary in order for an enterprise to succeed. I am asking all

Robroy associates to support and embrace the changes we will be making in 2010 to improve productivity. They will enable us to survive and thrive in this difficult time. If we do it right, we will come out of the recession a better company than when we went in.

We are a strong team and I am certain we will succeed. "Thank you" to all Robroy associates who continue to work so hard and put the team first during these challenging times.

HEADQUARTERS

The Bernard H. Falk Award

In November of last year, Peter McIlroy, Robroy Chairman of the Board and CEO, received the National Electrical Manufacturer Association's (NEMA) top honor, the 2009 Bernard H. Falk Award. This award recognizes outstanding achievement in the electrical industry.

Peter attended his first NEMA meeting in 1959 as a guest of his father, Bob McIlroy, then president of Robroy Industries, and made a big impression on the group at the young age of 17. "...a simple act of a young guest pouring a glass of water concluded with a flood that sent seasoned members scurrying to save papers." Since that memorable event, Peter has dedicated fifty years of stewardship to NEMA and during this period served three terms for a total of 20 years on the Board of Governors and one term as chairman of the board. He also served as chairman of the Steel Rigid Conduit Section and the Building Equipment Division. He has always been willing to serve on a special task force or committee to help resolve important issues.

"I have always felt that NEMA benefits from the same principles that comprise the Robroy Vision. That includes uncompromising integrity, focus on our customers, an expectation of quality, the opportunity for professional growth and the recognition of how technology can best serve our industry."



The Falk Award Presentation in Scottsdale, Arizona.



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The Bernard H. Falk Award

Continued from page 1



Family and Robroy Associates attended the presentation.

To share in this special recognition, his family and several Robroy Associates joined him. His wife, Pam, and his two sons, Jeff and Rob Mclroy (Robroy vice-presidents), along with Judy Shoemaker (Corporate HR Administrator and Corporate Secretary), Jeff Seagle (President of Stahlin Fiberglass Enclosures) and his wife, Debbie attended the event. Following a beautiful reception at the Westin Resort in Scottsdale, Arizona, Peter capped-off the evening with a gracious acceptance speech. He shared his insights on the electrical industry and highlighted some of the great NEMA accomplishments over the years. His speech culminated with a standing ovation from his electrical industry colleagues and peers.

Receiving the Bernard H. Falk Award is an outstanding accomplishment. This award puts both Peter Mclroy and Robroy Industries in the spotlight with an elite group of past recipients. Previous winners include industry giants: Emerson Electric, General Electric, Schneider Electric and Cooper Industries, to name a few. Astronaut Neil Armstrong is also a past Falk Award winner.

Congratulations, Peter, for earning this tremendous, well deserved recognition.



**Let It Snow,
Let It Snow,
Let It Snow — SOMEWHERE
ELSE!**

Headquarters was blanketed in snow throughout February and the cold temperatures showed no signs of permitting it to melt.

The Pittsburgh area usually has a moderate amount of snowfall and somewhat bearable winter temperatures. This was not the case in February 2010. At the mid-way point in February the area had accumulated a record breaking 40" of the white stuff with more promised for the last week of the month. For those who didn't lose their electricity for hours and even days, the snow was very pretty - at least at first. Digging and digging became old very fast and everyone longed for hot muggy summer days.

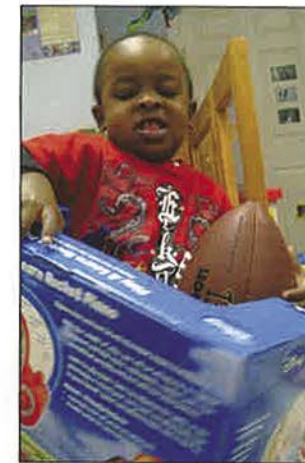


Associates: Aileen Jabay, Jean Liberto, Eric Spann, Kim Rafaloski, Jim Gebrosky and Jeff Mclroy delivered presents to Wagner House just before Christmas.

Christmas Angel Tree

Headquarters Associates participate in the usual holiday activities like luncheons and decorating the office. Included in the festivities is something that has become a Robroy tradition. For many years now, before the Christmas season begins, Robroy Associates choose names from an Angel Tree in lieu of exchanging gifts with fellow employees. The names represent the children of Wagner House, a non-profit early childhood center committed to providing low-cost, high-quality care to teen and single parents for their children ages six weeks to five years. This year was no exception. All of the associates participated and a few days before Christmas a group of associates delivered the gifts to the children.

As you can imagine the kids were very excited, but instead of everyone opening presents at once, each child watched as their playmates opened their gifts. It was a blessing to watch how happy the boys and girls were for each other. Jaeden, who is three, struck a deal with Rio. They each received footballs, but Jaeden preferred the color of Rio's ball and Rio preferred the color of Jaeden's, so they traded. Colleen Coates, a Wagner House caregiver, wrote to thank the Robroy Associates for the wonderful gifts and to say thank you from all the children to their "Big Friends."



The children of Wagner House show-off their marvelous Christmas presents.

Stahlin Appoints New Engineering Manager

Stahlin recently added another important player to their associate roster. Roger Schroder accepted the position of Engineering Manager bringing with him more than 18 years of manufacturing experience, most recently as Program Manager for Key Plastics, Michigan. He also has diverse experience as a plant manager and manufacturing engineering manager. Mr. Schroder earned his MBA from Indiana Wesleyan University and his bachelor's degree in mechanical engineering technology at Lake Superior State University.



Roger Schroder - Engineering Manager

"Roger Schroder's manufacturing expertise combined with his knowledge of methods for continuous improvement and problem solving techniques will be of direct value to our customers," stated Stahlin President Jeff Seagle.

2009 Big Buck Contest



By the look on the deer's face you can tell it was no match for hunter Tim Mason.

Tim Mason bagged the lucky buck this year or should we say unlucky buck. According to the Stahlin Scoring System, his deer scored 26 1/2 points. This measurement includes the number of points on the deer's antlers and its outside spread. Tim's deer was an 8-point with an outside spread of 18 1/2". There were 18 Stahlin Associates competing for the top prize.

Everyone will be gunning for Tim next year, figuratively speaking, of course!

This Will Bowl You Over



Stahlin bowlers extraordinaire: front row - Ken Main and Dave Wright, second row - Mike Carstens and Pat Slager.

You have probably heard of the 700 Club, but what about the 300 Club? Four Stahlin Associates have joined the ranks of successful, truly skilled bowlers by scoring perfect games of 300 or 800 series. The United States Bowling Congress (USBC) recognizes such accomplishments in league and tournament play in a number of ways, one of which is by awarding rings to members who reached 300 games and 800 series.

Who are these outstanding bowlers?

Dave Wright bowled his first 300 game in 1994.

Mike Carstens bowled his first 300 game in October of 2009 and his second 300 game in February of 2010.

Ken Main bowled his first 300 game in February of 2010. He also received USBC recognition with an honor score of two 800 series.

Pat Slager bowled his first 300 game in December of 2008 and a second 300 game a few weeks later in January of 2009

Congratulations on your remarkable accomplishments, gentlemen. Where most of us excel at splits and gutter balls you far outshine even the best of us.



Pinecone bird feeder production was taken very seriously.



Greg Willaman offered plenty of decorating options at his cookie station.



Intense concentration could be viewed at the sand art station.

The 2009 Stahlin Christmas Parties

The 2009 Stahlin Christmas parties for associates and their children were unimpaired by Mother Nature this year. December 14th was a day of festivities starting with a large gathering of happy faces at the Stahlin plant facility. Stations were set-up all through the plant to accommodate fun activities including sand art manufacturing, pinecone bird feeder production and jewelry fabrication. Back by popular demand was the Greg Willaman cookie-decorating assembly line. A Rudy Alvera special luncheon and a visit from Santa followed the kid's creative work and there were gifts for every one.

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Jewelry making was really cool!



Santa arrived with some pretty snazzy looking elves!



Yet another busy station.



The Children's Christmas party hosted kids of all ages.



Is Rudy Alvera sporting a "Bah Humbug" face or just an "I told you not to take my picture" look?



Stahlin Enclosures now provides the Sun-Up-To-Sun-Down 10-Year product warranty. Longest warranty in the industry!

The 2009 Stahlin Christmas Parties Continued from page 5



Jeff Seagle reviewed the year.

The Associate Christmas Party was again held at the Royal Heritage Conference Center in Ionia, Michigan. A plated dinner of beef and chicken was served as music from Hugh DeWitt's saxophone added to the holiday atmosphere. Following dinner the usual list of activities commenced with President Jeff Seagle reviewing the 2009-year, including joyous arrivals of babies to several Stahlin families and the sorrowful departure of a valued associate with the passing of Kevin Jahnke. Kevin's wife, Tammy, and his daughter attended the event. Jeff highlighted the retirement of 36-year Stahlin veteran Mike Rial and the beginning of General Manager Craig Mitchell's Stahlin career. He also talked about 50 new customers in 2009, reduction of inventory and another safe year with 160,000 man-hours of work and only two recordable injuries, neither of which were serious. This marks 3 1/2 years since the Company's last lost time injury.

The Entertainment Committee was introduced and included the following members: Dean Childs, Kiesha Coon, Michelle Foote, Tim Mason, Steve Petro, Teresa Ramirez, Cindy Stowell, Kathy Tissues and Jen Ullery. Recognition was then made of those who made the Children's Party a resounding success again in 2009. Rudy and Patsy Alvera, Christina and Dan Ayres, Laisha Moody, Steve Petro, Teresa Ramirez, Nicole Reeves and her son, Tylor, Deb Seagle, Jen Ullery and her daughter, Payton, Karen Wickstrom, Greg and Janie Willaman and Santa, Larry Warner received a round of applause for their hard work.



Buck Moody – CAC Member of the Year

Next, the Customer Advocacy Council members were introduced: Kristie Walls, Jeff Hall, Ken Main, Buck Moody, Michelle Foote, Teresa Ramirez, Cindy Stowell, Ken Saladin, Christina Bisanz, Kathy Tissue, Steve Petro, Chris Cox, Leo Battreal, Jen Ullery, Dean Childs, Craig Mitchell, and Jolynn Stalsonburg. This year all Stahlin Associates voted for a CAC Member of the Year, the person who showed an outstanding commitment to the mission of CAC. John "Buck" Moody was voted as the CAC Member of the Year. After enduring all of the nice comments from Jeff Seagle and other CAC members, John humbly accepted some very nice congratulatory gifts, including a Sony flat screen television. Buck certainly made the CAC group proud.



10 years, Bill Harry and Jack Gachter (not pictured)

Anniversaries for the year were reviewed with congratulations given especially for those having reached the 20, 10 and 5-year plateaus.



Stacy Schram served as the Mistress of Ceremonies for the Family Feud.

Once all of the recognition was handled, the evening was turned over to Stahlin Boot Camp's Sergeant Stacy Schram who became the Mistress of Ceremonies for the final event of



20 years, Pete Wilson, Aaron Reeves, Larry Warner and Pat Kelly (not pictured)



5 years, Tim Brown, Ron Vaughn, Kathy Tissue, Dave Jeffers, Ron Gaines and Rey Ramirez.



Team deliberation.



The winning team was the loser?



Each round began with a friendly handshake.

the evening – The Family Feud. Each team played for a charity. Do to a mix-up at the end of the game, the second best team won. There were no hard feelings. Just ask Craig Mitchell.

It was a terrific party and all of the associates look forward to great 2010..



Jeff and Deb Seagle enjoyed the entertainment.



Everyone had a great time.

Little Bill

Bill and Cyndi Harry are Stahlin Associates who work as a Press Operator and in Assembly, respectively. On January 6th in the wee hours of the morning (12:58 AM) they welcomed William Franklin Harry II into their family. Little Bill weighed 5 pounds, 8 ounces and was 19 1/2" in length.



William Franklin Harry II

Slager Wedding

Pat Slager, Press Room Lead, and Bev Gee were married on January 16, 2010.

Customer Corner

STAHLIN ENCLOSURES

"Chuck Hilt is a gem to work with. He has been my primary contact and I never worry about be taking care of. If Chuck promises a date, he meets the date."

Brian Magnuson – President
LAST MILE GEAR

CONDUIT DIVISION

"I would like to thank you for the opportunity to attend Corrosion College and the generous hospitality you had to offer. The vast amount of information your team provided was on a much larger scale than I intentionally anticipated. It was not just another sells pitch, rather a great amount of knowledge and expertise regarding corrosion that your instructors passed along. It has really given me an opportunity to pass this information along and implement it into our design. It especially will provide an increased amount of knowledge in our commissioning activities, not only bringing additional knowledge to a project, but experience that can be passed along to our peers and more importantly, building owners associated with many different industries.

Sincerely,

Todd A. Watson
HEIDEMAN | ASSOCIATES, INC.

RECIPE

Apricot Apple Cider Sipper

Yield: Makes 21 cups

- 1 gallon apple cider
- 1 (11.5-ounce) can apricot nectar
- 2 cups sugar
- 2 cups orange juice
- 3/4 cup lemon juice
- 4 (3-inch) cinnamon sticks
- 2 teaspoons ground allspice
- 1 teaspoon ground cloves
- 1/2 teaspoon ground nutmeg

Bring all ingredients to a boil in a Dutch oven; reduce heat, and simmer 10 minutes. Remove cinnamon sticks. Serve hot.

Apple Cider Sipper: Omit nectar
Makes 19 cups

CONDUIT DIVISION

Snow in East Texas



Javier Macias' Robroy snowman.

A significant dose of the white stuff hammered East Texas on February 13th. A record snowfall of five to six inches closed businesses and schools and sent kids into their neighborhoods throwing snowballs and building snowmen. Downed trees and power lines were reported on county roads and cars skidded off many of the highways. Upshur Rural Electric Cooperative, which serves parts of 10 East Texas counties, reported outages that affected about 20 percent of its customers. SWEPCO serves the city of Gilmer and some of their customers, totaling 3,236, went without electricity for a time. Some nursing homes and the hospital in Gilmer had to resort to emergency generator power during the outage.

Javier Macias, Shipping and Receiving Supervisor, spent part of his day off work erecting his very own Robroy snowman.

Even though the amount of snowfall was unusual and put a wrench in the daily workings of the average East Texan, your Pennsylvania colleagues would trade your five or six inches for the 40 plus inches that they experienced in February any day of the week!

Love was in the Air

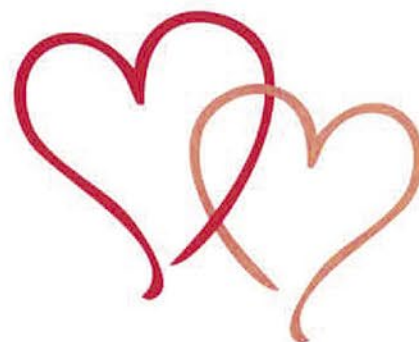


Racquel Moore received a beautiful red rose on Valentines Day.



Chris Caldwell was pleased to receive his valentine gift.

Mr. David Marshall certainly showed his romantic side on Valentines Day this year. All Robroy Associates received a heartfelt gift. There were roses for the female associates and chocolate if you happened to be male. Amanda Webster played cupid and delivered the Hershey bars. The lovely gesture was appreciated by one and all.



Partners in Business

Kris Cumnock, Vice President of Creative Services and Event Marketing for PPI Marketing has been at the center of every successful event for the Conduit Division's associates, reps and customers over the past 11 years. His recommendations from Kris Korn the "Magician" to Gerrard the "Experimentalist" have hit the mark every single time. Thanks to Kris and his expertise, Robroy functions are always unique and entertaining.

Co-founded by NFL Hall of Famer Roger Staubach and Roz Cole in 1993, PPI Marketing has built a reputation for professionalism, integrity and attention to detail. Originally founded as a speakers' bureau, PPI quickly established itself as a leader in the industry, providing speakers and entertainers for a variety of corporate events worldwide.



Kris Cumnock, PPI Marketing and David Marshall, President and COO of Robroy Industries.

In the spirit of partnership and because of his deep belief in teamwork, Kris sponsored a luncheon on February 23rd for the Conduit Division Associates. There were drawings during the luncheon and several lucky associates took home prizes.

Thanks Kris. Your generosity was greatly appreciated.



Associate luncheon.



Danny Wright was a drawing winner and took home a nice thermos mug.



With a Vanna White flare, Celia Smith shows off the grand prize that she won at the luncheon.

2009 CHRISTMAS PARTY

The 2009 Associate Christmas Party took place on December 5th at the Summit Club in downtown Longview. Honored guests included: Bob and Marion Blair from Blair Associates, Peter McIlroy CEO of Robroy Industries and longtime Robroy friend and former board member Don Williams who attended with his son Steve. Mr. McIlroy was presented a Kindle wireless reading device as a gift of appreciation from the Conduit Division Associates.

Living Alternatives was the honored charity and the Conduit Division presented a check to their Longview Director, Wanda Dance. Since 1985 the all-volunteer organization helped over 20,000 women in distress and saved 3,000 babies through Christian counseling and support. Associates contributed \$1100 and the Company matched their contribution.



Starla Bickerstaff, Carlean Turner, Kim Shaddix, Florence Moore, Amanda Webster and Kathy McGuire



Don and Steve Williams



Tiny Williams and his date



Rahan and Huma Baig



Wanda Dance and her husband from Living Alternatives.



Tiffany and Billy Willis

The food was great, the fellowship was super, but the entertainment was exceptional. Laurie Ivy sang a lovely solo, which was followed by a duet sung by Rhonda Dunn and Starla Bickerstaff. The duo sang Deanna Carter song –

"Did I Shave My Legs for This?":

*I bought these new heels, did my nails
Had my hair done just right
I thought this new dress was a sure bet
For romance tonight
Well it's perfectly clear, between the TV and beer
I won't get so much as a kiss
As I head for the door I turn around to be sure
Did I shave my legs for this*

Carlean Turner and Kathy McGuire preformed "I Want a

Cowboy" and Connie Gilstrap gave her rendition of James Brown's "I Got a Feeling." The 2009 winner of the Christmas Talent Show was none other than Bobby Hubbard with his performance of "Single Ladies" by Beyonce. All that can be said is "Oh, Oh, Oh!"



Carlean Turner and JB Smith



Bobby Hubbard – really!



Peter McIlroy enjoys the evening with Don and Steve Williams



Bob and Marion Blair from Blair Associates

New Sales Manager



Bill Fisher – National Sales Manager

In January of this year, Bill Fisher accepted the position of National Sales Manager for the Robroy Conduit Division. Prior to joining Robroy, Bill held several positions with United Copper Industries (UCI), a manufacturer of copper building wire in Denton, Texas. Those positions included Vice President Sales-East, Eastern Sales Manager and Southeast Regional Sales Manager. Bill's expertise lies in the success he enjoyed at UCI in building customer relationships and the strength he showed in providing ongoing account management. He significantly grew business volume and market share. Robroy looks forward to Bill employing those skills in the electrical marketplace.

"Bill Fisher's professionalism combined with his knowledge of building relationships and proven performance in sales will be of direct value to our customers," stated David Marshall, President and COO.

Bill earned his Bachelor of Science degree from Texas Tech University in Lubbock. He and his lovely wife, Tracy, have been married for 22 years. The Fishers have four wonderful children: Maddie (16), Christopher (14), Zachary (11) and Grace (7).

Welcome to Robroy, Bill. The Company looks forward to even greater success with your experience and expertise.

Promotion



Tim Blume – Production Manager

Tim Blume received a promotion to the position of Production Manager for the Robroy Conduit Division in Gilmer. Tim came to the Gilmer facility a little more than a year ago and began his Robroy career as a Production Supervisor. With 26 years of production supervisory experience, Tim has exhibited excellence in planning, organizational development as well as general and administrative management. In his new position, his fresh vision and commitment to customer satisfaction continue to contribute to the Company's focus on a successful future.

Important Day

December 7th is a day that is important in US history. On that day in 1941 Pearl Harbor was bombed and the United States entered WWII. Well, December 7, 2009 is an important day for Jules Johnson, Production Associate, and his family. On that day at 12:51 PM his son Zaylen Deion Johnson arrived weighing 6 pounds 12 ounces and stretching 20 inches in length.

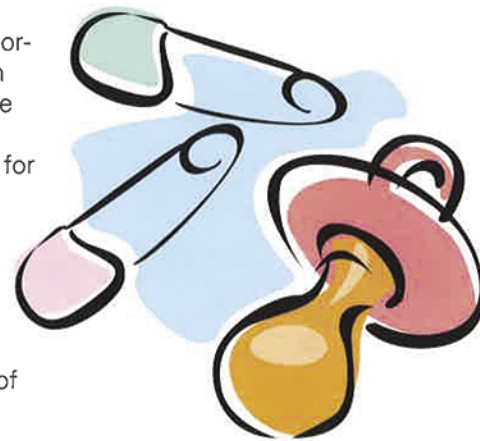
Congratulations Jules on the birth of your son.

Graduation Day



Tim Morey - Kilgore College graduate.

On Friday, December 11, 2009, Tim Morey earned his Associate of Applied Science in Management degree from Kilgore College located in Kilgore and Longview, Texas. Tim along with 282 graduate applicants received his diploma at Dodson Auditorium. Congratulations, Tim. All of your hard work paid off.



Ronnie Bockman retires after 26 years of service.



Gene Taylor retires after 19 years of service.

Avinger Retirees

Gene Taylor and Ronnie Bockman from the Avinger facility have joined the ranks of the retired. Gene gave the Company 19 years of his service while Ronnie dedicated 26 years. A retirement party was thrown for these Avinger veterans and it is a fact that they will be missed around the plant for a long time to come.

Good luck Gene and Ronnie. Keep in touch and let us know what we all have to look forward to in our retirement years.



Nice cake!

Striving for Excellence

Michael Moody, Avinger Production Supervisor, is very proud of his son, Michael Jr. and well he should be. This young man is an outstanding athlete, excels academically, has an excellent work ethic and juggles school sports and a part time job with ease.

Michael is a senior at Karnack High School where he stars on the school's basketball team as a point guard and runs the 4-by-100 relay and 200 meter run for his track team. Training is a big part of Michael's schedule. During basketball season he works out in 20 minute morning sessions and two hour long afternoon sessions. Michael works part-time at David Beard's Catfish Village, which usually includes late evening shifts on weekends.

Michael earns A's and B's and has been a consistent honor roll student since he was a youngster. His future plans will include enlisting in the US Navy or attending college near home. He is considering Stephen F. Austin State University, Tyler Junior College or East Texas Baptist University. Since he has earned the reputation around school as the go to guy for fixing electronic devices, he plans to study computer science and eventually design computers and other electronic devices.

"I really do like the pressure. I'm used to it," Michael stated in a recent interview after a close basketball game where he sunk the winning basket in the last four seconds of the game. "I don't like losing. I strive for excellence."

Michael Sr., keep us posted on Michael's progress. This is a young man who is going places!



Michael Moody Jr.

Rising Basketball Star



The Union Hill Bull Dogs – Karnack Tournament Champions - #1



Juwon Hughes and Austin Elson display their all-tournament honors.

The Union Hill Junior High Boys Basketball Team won the Karnack tournament, held on Saturday, January 16. Union Hill advanced past Karnack and Bloomburg on the way to defeating Waskom in the tournament final. Austin Elson, Teresa Elson's son, scored 16 points in the first game and 8 in the final game against Waskom, along with 8 rebounds to earn him all-tournament honors along with his teammate Juwon Hughes.

Teresa, keep us posted on your rising star.

High Honors

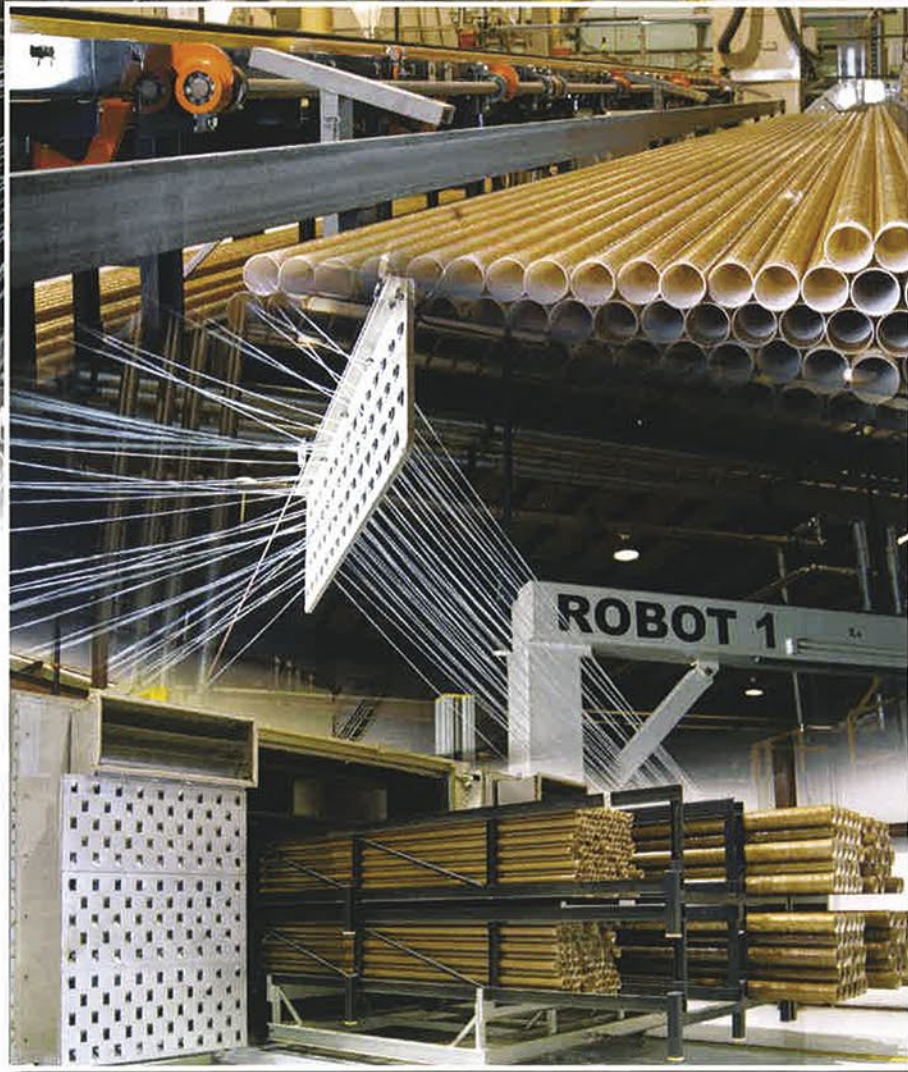
Justin Brookhart, son of Joe and Teresa Elson, was named to the Dean's List at University of New Orleans for the 2009 Fall Semester with a GPA of 3.8. Justin was a 2008 Robroy Scholarship recipient, and will graduate in the fall of 2010 with a bachelor's degree in liberal arts.

Congratulations, Justin.



Justin Brookhart former Robroy scholarship recipient.

Duoline's Expansion Project



He also said, "I feel at home here. Robroy feels at home here."
 Glass reinforced epoxy (GRE) liners used to create a corrosion barrier in oil field pipe will be manufactured and installed at the new plant. Customers ship pipe to Duoline where the pipe is lined and then returned to the customer and primarily used in onshore and offshore drilling for oil and natural gas. Where in the past only high cost corrosion resistant alloy metals such as titanium and stainless steel could be used in high temperature downhole applications, now Duoline liners are utilized with effective results. Product will be produced in 16 standard sizes and custom sizes will be available upon request.

Duoline also exports liners, which are installed on-site in various parts of the world. The Port of Houston lies only four hours south of the new plant making Gilmer an ideal location. David Marshall explained to the Gilmer Rotarians about eight months ago that the Duoline product has a high economic value.

The plant is now complete and operational thanks to workmen putting in seven-day weeks and over 49,000 man-hours. It houses four fully integrated work cells using new competitive technologies such as robotic arms to do the heavy lifting in a safe productive environment. The facility is clean and generally noise-free, with no noise level rising higher than 85 decibels. The building's sturdy construction can withstand 100 mile per hour winds with two-hour firewalls separating the manufacturing area from the offices. Concrete paving was laid in all external storage areas and special attention was paid to exceed OSHA and other regulatory standards.

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The foundation slabs were poured...



the framing of the buildings began...



the sheeting of the exterior went up...



the interior began to take shape...

Peter McIlroy, Robroy Chairman and CEO, and David Marshall, President of Robroy Industries' Conduit Division, formally announced the Duoline Technologies expansion project at a banquet held in the Gilmer Civic Center honoring Don Williams in 2008. Since that Tuesday evening much has transpired to create the new 136,000 square-foot Duoline plant and 10,000 square-foot office facility located on a 25.6-acre plot at the corner of US Highway 271 and Bluebird Lane in Gilmer, Texas. Robroy first located a plant in Gilmer in 1961. Mr. McIlroy stated, "This is more than a business decision. This has been a personal relationship."

Duoline's Expansion Project

Continued from page 15

The new Duoline plant passed its fire safety inspection with flying colors. Built in features assure safety by triggering audio and visual fire alarms dramatically lowering the risks of catastrophic loss by fire. Arrangements were also made for members of the local fire department to tour the facility and become familiar with it.

Duoline experienced record sales years in 2007 and 2008. Current economic conditions point to major oil companies contracting their investments. However, state-run companies such as those in Brazil stick to their budgets, reported David Marshall. "We may not get the growth we would like, but we'll still do all right," he stated.

As Duoline's high-quality manufacturing operation continues to employ new associates and brings its production up to capacity, you will see the Company's progress reported in upcoming issues of the *Bagpiper*.



and the new Duoline facility was completed.

SERVICE AWARDS

NAME	YEARS SERVICE
Conduit Division	
Mary Perry	10 years
Kenneth Neyhart	5 years
Charles Beasley	2 years
Jules Johnson	2 years
Jason Vaughn	2 years
Larry Wade	2 years
Grady Whitney	2 years
Duoline	
Fidel Fajardo	10 years
Oscar Zapata	5 years
Stahlin	
Jamie Arnett	10 years
Jeff Bugbee	10 years
Cyndi Harry	5 years
Carl King	5 years
Dave Martin	5 years
James Wireman	5 years



Fidel Fajardo



Oscar Zapata