



Anil Kewalramani
25 years



Roger Schroder
10 years



Robert Wells
10 years



Ronald Meyer
5 years



Maria Marrs
5 years

Headquarters

Anil Kewalramani 25 years

Enclosure Divison

Roger Schroder 10 Years

Raceway Divison

Robert Wells 10 years
 Ronald Meyer..... 5 years
 Maria Marrs..... 5 years

RECIPE



Oregon Caviar

a variation of Cowboy Caviar

- 1 16 oz. can Pinto Beans
- 1 16 oz. can Black-eyed Peas
- 1 cup Red Pepper - chopped
- 1 cup Yellow Pepper - chopped
- 1 cup Green Pepper - chopped
- 1 cup Red Onion - chopped
- 1 cup Celery - chopped
- 1 cup Corn (frozen preferred/thawed)
- 1-2 Jalopena Pepper - chopped

- Boil and Cool
- ½ cup Xyla (sweetner)
 - ½ cup cider vinegar
 - ½ cup olive oil

Combine everything and refrigerate - serve next day.

BENEFITS BULLETIN BOARD



Beware of Workplace Germs

Bacteria and viruses survive on hard surfaces such as computers, keyboard, doorknobs and vending machine buttons. Try not to touch your face and mouth. Also, don't bite your nails! We touch many different surfaces during the day which are the same surfaces that many other people have touched. Washing your hands and using hand sanitizer can help kill the germs you pick-up during your workday. Taking the extra step on workplace hygiene can help fight those nasty germs and help you stay well.

THE BAGPIPER

VOL. 50 | NO. 1 SPRING 2020

Family Forum



Balance is an important corporate value at Robroy. One example of balance is having a measured commitment to both short-term and long-term initiatives. In some companies, the pressure to deliver short-term results can lead to the deferral of investments needed for long-term growth. This could mean deferring costs associated with maintenance, equipment, product development, engineering, marketing... Fortunately, Robroy is not in this position. We've spent the last few

years strengthening our foundation. We've made investments to ensure that we have the people and infrastructure needed to support and sustain growth. Recently the Robroy Executive Management team completed a long-term strategic plan. Instead of looking out the traditional 1-3 years, we decided to look out 10 years! We asked the questions...What will Robroy look like in 2030? Who do we want to be? How are we going to get there? To help facilitate the process, we engaged an outside consultant. A team from Capstone Strategic worked with us to develop our plans and build a roadmap. It was a very productive process and we're excited about the outcome. We have ambitious and thoughtful plans for growth both through our existing operations and through business development.

Robroy has great organic growth opportunities at our operations. We're seeing our recent acquisitions of Attabox and Rocket-Rack gain real momentum. We are also launching a new Stainless Steel product line in Raceways this year. These efforts have been supported by an enhanced commitment to product development. We're also continuing to build out our Sales and Marketing teams. These investments will help us expand our reach and improve our customer experience. Finally, we've dedicated full time resources at headquarters to drive business development. The future looks very bright for Robroy! Thanks to all our teammates for your contributions. I look forward to 2020 and beyond.

Rob McIlroy | CEO

HEADQUARTERS

25 Years of Service



Robroy Associates shared lunch with Anil Kewalramani to celebrate his 25th anniversary with Robroy Industries.

Headquarters Associates gathered at the Lot, a local restaurant in nearby Oakmont, Pennsylvania, to celebrate Anil Kewalramani's 25th anniversary at Robroy Industries. Back in 1995 Anil started his Robroy career and has supported the Company's IT efforts for more than two decades.

Peter McIlroy happened to be in town and was invited to the party. At the luncheon Vijay Tahiliani presented Anil with the Bose head phones he chose as his service award.



Vijay Tahiliani presented Anil with his service award.

East End Cooperative Ministry

On Tuesday, November 19th a group of Headquarters Associates and some of their family members volunteered their services at the East End Cooperative Ministry (EECM). They served dinner and provided BINGO, including prizes, for the residents. They served 33 sit-down dinners and prepared 14 additional meals that were delivered to the residents' rooms. Dinner was a HUGE hit. Fried chicken is seldom served at EECM, so everyone enjoyed the meal commenting on the excellent dinner choice and how delicious it tasted.

There was a Pittsburgh Penguin game scheduled that night and many of the residents chose to watch the game after dinner. However, 11 residents stayed to play BINGO. Randy and Josh Untalan, aided by Aileen Shaffer kept some of the game sheets going after one



BINGO!

winner. This enabled every player to win at least once by the end of the evening. Everyone left the game with the minimum of a pair of socks. The two women and nine men who played appreciated all of the prizes.



No meal is complete without dessert!



Robroy Volunteers: Jim & Jean Liberto, Kim Rafaloski, Aileen Shaffer, Josh and Randy Untalan.

Bonus Dinner

The Headquarters Bonus Dinner took place on February 12th at the Shooting Lodge of the Fox Chapel Golf Club. Snow fell throughout the evening creating a beautifully picturesque setting with the log cabin situated on a hill overlooking the golf course. A fire burned brightly in the fireplace making the atmosphere warm, cozy and inviting.

Cocktails and appetizers began the festivities at 5:30 PM followed by a choice of chicken, salmon or filet. Cookies rounded out the meal, as dessert.



Jeff McIlroy and Rob McIlroy made a pleasant discovery at the Shooting Lodge. They found a photo from 1972 of a group of club members among whom they spotted their grandfather, Robert G. McIlroy. Mr. McIlroy was the second-generation leader of Robroy Industries and an avid trap and skeet shooter.

Even with all the snow, the roads were drivable for everyone's safe trip home.



Jeff Seagle (VP, Corporate Business Development), Anil Kewalramani (Director of Information Technology), Vijay Tahiliani (CFO)



Bonus Dinner attendees gathered in front of the fireplace for a group photo.



Geetika Tahiliani and Lizette Untalan



Vijay Tahiliani, Jeff McIlroy (Chairman) and Erica McIlroy



Kim Rafaloski (Corporate Business Administrator), Jean Liberto (Manager of Corporate Risk), Shelley and Rob McIlroy (CEO)



Aileen Shaffer (Corporate Systems Analyst), her husband, Dan, and Jean Liberto's husband, Jim

TIPS FROM I.T.

Protect Yourself from Social Security Scams

Scammers are pretending to be government employees. Scammers will try to scare and trick you into giving them your personal information and money. They may threaten you or your family and may demand immediate payment to avoid arrest or other legal action.

Don't be fooled if you receive a suspicious call:

1. Hang up!
2. DO NOT give them money or personal information!
3. Report the scam at [OIG.SSA.GOV!](http://OIG.SSA.GOV)

Social Security may call you in some situations but will never:

- Threaten you
- Suspend your Social Security number
- Demand immediate payment from you
- Require payment by cash, gift card, pre-paid debit card or wire transfer
- Ask for gift card numbers over the phone or to wire or mail cash

What to look out for:

- The call or email says there is a problem with your Social Security number or account.
- Someone asking you to pay a fine or debt with retail gift cards, wire transfers, pre-paid debit cards, internet currency or by mailing cash.
- Scammers pretend they're from Social Security or another government agency. Caller ID or documents sent by email may look official but they are not.
- Callers threaten you with arrest or other legal action.

Protect yourself, friends, and family!

- If you receive a questionable call, hang up and report it at oig.ssa.gov.
- Don't be embarrassed to report if you shared personal information or suffered a financial loss.
- Learn more at oig.ssa.gov/scam.
- Share this information with others.

Report a Scam

Stay Connected with Social Security: Join the millions and discover your benefits! Open a my Social Security account.

New Hires

The Raceway Division in Gilmer has welcomed four new associates to their ranks. Please make them feel at home in their new roles.



Kenneth Searcy - Gilmer Production Associate - 02/25/20



Amanda Swift - Gilmer Production Associate- 11/26/19

Lyndi Isonhood grew up in Longview, Texas, before moving west where she attended Red Rocks Community College in Lakewood, Colorado. She moved back to Dallas and then found herself in Gilmer. For eight years she worked at Texas Scottish Rite Hospital working with accounts payable/receivable and then three years for the City of Tyler in accounts payable.



Lyndi Isonhood - Accounting Support

Lyndi and her husband, Justin, have one dog - Vader. She likes to read mystery/crime novels and loves to travel. She decided to accept the accounting position at Robroy after working as a temp with the accounting group in Gilmer. "They are helpful and fun. They make it easy to come to work," she stated.

Kelly Thompson was attracted to the Raceway Division of Robroy Industries because of the culture, family-like setting and stability that the Company offers. She brings nine years of accounting experience with a manufacturing background to her new position of Assistant Division Controller and a bachelor's degree in accounting.



Kelly Thompson - Assistant Division Controller

Kelly and her husband have two sons, ages 23 and 21. They are the grandparents of two girls and three boys with another granddaughter on the way. Spending time with her grandchildren ranks high on Kelly's list of interests and she likes cooking, baking and crossword puzzles, as well.

Retirement



Steve Voelzke thanked Joe for his years of service and wished him well.

Joe Mac Howell served Robroy Industries for 27 years. On Joe's last day of work at the Raceway Division his colleagues gave him a party in the breakroom and wished him well, as he began his upcoming retirement years.

Best wishes, Joe. May you enjoy many years of doing whatever it is you want to do, when you want to do it!



Joe Mac Howell shared cake and cupcakes with his colleagues at his retirement party.

A Baby - a Little Bit of Heaven Sent to Earth



Grayson Dean Allen



The Allen Family

Chandler and Cheyanna Allen made an addition to their family on November 20, 2019. At 3:55 PM Grayson Dean arrived at Medical City Children's Hospital in Dallas, Texas. Grayson weighed 5 pounds, 7 ounces and was 19 inches in length.



Marietta Jane Licata with big sister Betty Mae

On January 15th at 7:22 AM, Jack and Catherine King were blessed with the arrival of their second grandchild, Marietta (Etta) Jane Licata. Their first granddaughter is three and now has a baby sister.

Congratulations are extended to the Allen and King families.

Thanksgiving POTLUCK

Thanksgiving is all about giving thanks, of course, AND about food! Gilmer Raceway Associates were asked to bring their favorite side dish or dessert on November 27th and the Company provided turkey and dressing. There was a bounty of good food from which to choose.

The Avinger Associates put a different spin on their Thanksgiving celebration. They served BBQ from River Point in Jefferson, Texas instead for the traditional turkey.



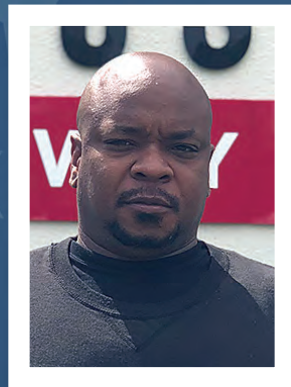
Snehal Patel patiently waited his turn in line at the potluck luncheon.



Veterans Day Recognition

Major hostilities during World War I ended at the 11th hour on the 11th day of the 11th month in 1918. That day was originally known as Armistice Day and now celebrated on November 11th as Veterans Day. It is a day to honor veterans who have served in the United States Armed Forces.

On Veteran's Day the Raceway Division thanks all of the associates and their family members who served and sacrificed for our country.



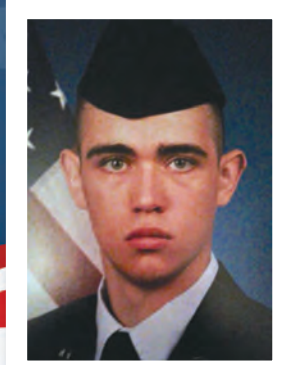
Lee Floyd
Navy
Avinger
Production
Associate



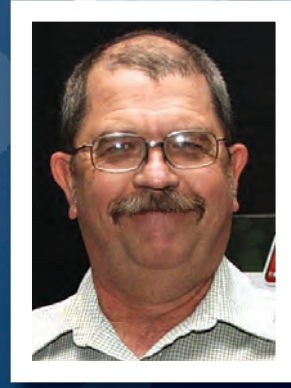
Chris Weishaar
Army
Gilmer Production
Associate



Curtis Weishaar
Army
Gilmer
Production
Associate



Tristan Hogue
Air Force
son of Amber
Hogue,
Accounting
Support



Brian Smith
Navy
Gilmer Production Associate

Charity Donations



East Texas CASA

Just before the annual Christmas celebration, The Raceway Division chooses a charity to which they will contribute the money collected for tickets to the event. Each associate makes a donation to the chosen charity and this is considered their "ticket" to the party. This year they chose East Texas Court Appointed Special Advocates (CASA) again and the organization received \$3,472 in donations from the Robroy Associates.



East Texas Food Bank

East Texas CASA was not the only charity that benefitted from the generosity of Raceway Division Associates. From November 11th

through November 22nd, the associates assisted the East Texas Food Bank by donating 150 pounds of non-perishable food to the organization.



Hope for Pets

From November 4th through the 15th a donation drive was held to collect funds for Hope for Pets. This organization returns lost pets to their owners, finds homes for homeless or mistreated animals, spays and neuters as many pets as possible and educates the community on the proper care of pets. Enough funds were collected to purchase 53 blankets and 90 pounds of dog food.

On Giving Tuesday, the Tuesday after Thanksgiving, the Raceway Division sponsored the remaining 133 wreaths needed to be placed on veterans' graves at Sunset Memorial Park in Gilmer, Texas on Saturday, December 14th. This day in December was designated as National Wreaths Across America Day and Croley Funeral Home organized the event in Gilmer. More than 1,600 locations in the US, at sea and abroad recognize this day in December each year by laying wreaths to celebrate veterans.

Jobs Well Done



Chandler Allen, Ginger Briggs and Justin Davis

Thanks to the hard work of Ginger Briggs and Chandler Allen, the expectations on efficiency and throughput at the Adhesion Enhancement Process (AEP)/Threader are over 90% year to date.



Jesus Martinez and Justin Davis

Jesus is credited with making continuous improvement on the new FlexDrill CNC machine. He is always searching for ways to safely enhance the process.



Matthew Shew

Matthew Shew, Maintenance Technician, developed and documented the procedure for the AEP.



Larry Barnard, Justin Davis, Paul Mapes and Gaylnn Padron

These gentlemen have been recognized for finding ways to improve in all areas of the factory.

Each of these associates received a VISA gift card for a job well done.

The Shipping Department received recognition for getting the Plasti-Bond product line into the hands of customers quickly. It should be noted that 97% of all orders ship within three days. To celebrate their efficiency donuts and kolaches were served one morning.



CHRISTMAS PARTY



The ballroom was elegantly decorated and a miniature Polar Express train circled the Christmas tree

With the evening theme of the Polar Express, the doors opened at the Gilmer Civic Center at 6:00 PM. A wonderful meal was served and the Dallas String Quartet entertained the group again this year. *Continued on page 8*



Lovely gifts awaited each attendee.

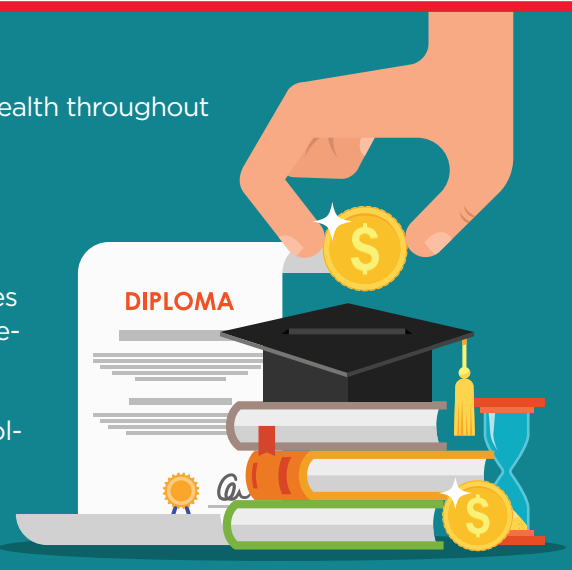
SHIELD Scholarships

Robroy developed the SHIELD program to help maintain safety and health throughout the Company. The five components of the SHIELD safety philosophy are:

- Habits
- Lifestyle
- Interaction
- Diligence
- Education

Annually, the Raceway Division awards SHIELD scholarships to relatives of associates who wish to pursue post-secondary education. Olivia Sipes received the top scholarship this year of \$5,000. Olivia is the niece of Stephanie Ellis, Raceway Division Marketing Manager.

Second place posed a tie, therefore, the Company presented two scholarships. Brandon Deman, the son-in-law of Laura Langford (Production Associate), and Natalie Dunn, daughter of Rhonda Dunn (Project Sales Specialist), each received scholarships for \$2,500.



CHRISTMAS PARTY

Continued from page 7



The Dallas String Quartet entertained the party.



Associates Enjoyed a delightful evening.



Children's Christmas Party

December 13th was a festive date at the Gilmer Raceway Division. Associates donned their ugly Christmas sweaters and Christmas tunes played throughout the facility. Craft stations were set-up for the kids to use their creativity and snacks were served. Santa made the scene and resembled Raceway Associate David Duke. Each child told Santa about his or her Christmas wishes and smiles were plentiful.



The kids posed with Santa for photos.



Santa with his helpers: Melissa Allen, Sherry Beal and Samantha Swift

Steve Voelzke showed up in his finest Christmas attire.

Ugly Christmas Sweaters

The Ugly Sweater Contest took place on December 13th to coincide with the Children's Christmas Party, but originally was scheduled for December 6th. Not everyone got the date change, but it all worked out in the end!

The winners were:
 1st Place Wendy Burks
 2nd Place Bobby Hubbard
 3rd Place Danette Potter



1st
Wendy Burks



2nd
Bobby Hubbard from the back



3rd
Danette Potter



Let's just say that not everyone got the memo regarding the date for Ugly Sweater Day...did they Jeremy Rodgers?



Beunka Harris



Brenda Eidd



Sarah Brooks, Bobby Hubbard and Melissa Noe



Jeremy Rodgers and Kim Gordon



Keerthi Satoor



Kellie Jones



Nathan Salmon



Manohar Taware and Santa



Michelle Hector



Shelbi Daniel



Snehal Patel



Tawny Bewley



Lyndi Isonhood, Amber Hogue and Michelle Hector



Mardi Gras finery was worn by the attendees at the Awards Dinner and many posed for photos to show it off.

Mardi Gras

Awards Dinner

The Longview Museum of Fine Arts served as the venue for the Raceway Division's Awards Dinner. The scene is always set at such functions around a theme. It helps to make the evening very entertaining. The February 8th function took on a New Orleans vibe with green, yellow and purple Mardi Gras colors, masks, hats, boas, lots of beaded necklaces and LaDarius Daniels playing jazz.



(MORE PHOTOS ON PAGE 12)

Mardi Gras

Awards Dinner (CONTINUED FROM PAGE 11)



Steve Voelzke, President of the Raceway Division, handed out the awards with hugs and chuckles.

New Hires

Lee Van Bronkhorst joined Robroy Enclosures as the Operations Manager in December 2019. His job description involves the operational side of the business, including manufacturing, maintenance, quality, customer service and purchasing.



Lee Van Bronkhorst
Operations
Manager

People and improving processes motivate Lee. He enjoys building relationships and is excited to come into a well-established organization. One of the things he is most looking forward to is bringing positive change to the process. His goals include enhancing team member job satisfaction, improving quality, augmenting processes and building additional capacity.

Lee comes to Robroy Enclosures from a recycling company where he was the operations manager. He likes that Robroy is a family owned organization. Part of what attracted him to this position was that the organization presented itself well.

Lee grew up in the greater Grand Rapids area. Able to balance work, being a father, coaching and getting an education all at the same time, he graduated from Western Governors University with a degree in business management.

When it comes to key mentors, Leslie Lynch, the chief administration officer with his previous company, influenced Lee tremendously. He credits her with being able to balance data driven metrics with soft-side people skills, while establishing a high level of accountability at all levels of the organization. He has always wanted to be in business and operations, as he loves to lead teams. Another important part of his development came from learning discipline in the military.

Thank you, Lee, for your service.

Veterans Len Harrington in the Eastern Region and Scott Thompson in the Central Region have been joined by Brian Kopp who recently accepted the position of Business Development Manager (BDM) for the Western Region of the country. As the newest member of the Enclosures Division sales team, Brian brings 30 years of experience selling industrial enclosures in the western US.



Brian Kopp
Business
Development
Manager

Brian stated, "I am looking forward to my new opportunity to help the Robroy/Stahlin/Attabox brand grow in the Western Region. It will be great to reconnect with a lot of my old friends and make a lot of new ones in the coming years!"

"Brian's industry experience, reputation in the field and proven success make him the perfect fit," notes Jon Wagner, V.P. of Sales. "We now have a team in place to achieve exponential growth."

Brian and his wife, Anne, live in Austin, Texas, a place they've called home for the past four years.

Amanda Calvo, joined Robroy Enclosures as the front desk receptionist in February of this year. She has lived in Belding for the last 15 years. She is originally from Sheridan, Michigan and graduated from Central Montcalm High School. Amanda worked for the last nine years at The Daily News as a sales and marketing rep where she gained a wealth of customer service experience.



Amanda Calvo
Front Desk
Receptionist

Amanda's husband, Mike, is from Belding. The couple have two children, Kailee and Talan, who both attend Belding Middle School. She spends a lot of time watching her kids participate in sports, including cross country, golf, basketball, foot-

ball, baseball and track. When the Calvo family is not busy with sports, they enjoy just hanging out with friends and family.

Amanda wanted to work at Robroy because she has friends who work for the Company and they said it was great working for a family-oriented business.



Promotion

Filling out the Enclosure Division's high energy sales team, Carol Houghtaling was recently promoted from Receptionist to Inside Sales Coordinator. In this role, Carol builds on her 16 years of experience in sales. She will qualify sales leads to fill the top of the sales funnel—a skillset that will help the Company reach its top line sales goal and add new customers. In addition, Carol will work closely with Business Development Managers and sales leadership to coordinate sales travel for the team.



Carol Houghtaling
Inside Sales
Coordinator

"By having Carol use tools like Geopointe and Salesforce the Company can be sure that BDMs go to see customers at the right time and schedule as many in person visits as efficiently and effectively as possible," commented Kristie Willis, Inside Sales Supervisor. "We're thrilled to have her on the team."

Carol and her husband, Paul, live in Greenville, Michigan with their two golden retrievers, Geezer and Dock. Carol's stepdaughter, Jona, and her husband, Jeremy, have given her two beautiful grandchildren, Jayce and Jacoby.

Employer of Excellence



Lorriane Medici from Express Employment Professionals presents Craig Mitchell with an award.

Lorriane Medici, Director of Training and Development at Express Employment Professionals, recently awarded Robroy Enclosures President Craig Mitchell with a prestigious award from her company.

Ms Medici commented, "We are excited to honor Craig Mitchell with the Employer of Excellence Award from Express Employment Professionals. We are nominating Craig Mitchell for this award in recognition of going above and beyond in modeling excellence in his leadership, influencing the development of Robroy people and working to build a culture of excellence. These actions create a destination employer and a role model for leadership."

"Since becoming President of Robroy Enclosures, Craig has invested in training, coaching, 360s*, emotional quotient (EQ) assessments and debriefs for his team. He is investing in his team as a way to set the tone for developing people to build a healthy culture. For this we are so pleased to honor Craig with the Employer of Excellence Award."

**A 360-degree feedback (also known as multi-rater feedback, multi-source feedback, or multi-source assessment) is a process through which feedback from an employee's subordinates, colleagues and supervisor(s), as well as a self-evaluation by employees themselves, is gathered.*



Shelley Gladding displays the many awards garnered by the Belding Labor Day Celebration Committee.

Deserving Awards

Shelley Gladding, Inside Sales Coordinator for the Central Region, has served as the Chairman of the Belding Labor Day Celebration for the past eight years. Over the four-day Labor Day weekend there are three separate parades (Twilight Parade, Kiddie Parade and the Labor Day Parade), for which Robroy Enclosures is the title sponsor. To name a few of the other events, the weekend offers a car show (last year with over 110 cars), a fireman's waterball competition, a beer tent, carnival rides, a two-day talent show, a huge community fireworks display, a 5k race and free band entertainment every night on the main stage.

Last year's event went very well and the committee received numerous awards for their efforts. The "Good Neighbor Award" from the Belding City Council and the "Being Belding Award" by the Belding Chamber of Commerce were bestowed on the individuals responsible for planning and executing this event. The group is in the running for two additional community awards from the Daily News: "Best Outdoor Event" for the Belding Labor Day fireworks display and "Best Local Festival" for the entire Belding Labor Day Celebration.

Shelley commented that watching the people of the community having fun and making memories with family and friends constitutes the best part of the weekend.

New Arrival

There is a new arrival at the Barrigar household. You can ask Harper Grace Barrigar all about her new little sister. Hazelee Layne made the scene on January 17th weighing 7 pounds, 5 ounces and she stretched 19.25 inches in length.



Hazelee Layne Barrigar



The Barrigar Family

Congratulations Doug (N-Series Associate) and Megan on the addition to your family.

A Hunting and a Fishing We Will Go



That's a pretty nice rack, too, Lucas (Moody)

The 2019 fishing and hunting seasons proved very successful for the Moody and Jeffery families. Both Buck Moody (Gasket Operator) and Guy Jeffery (Gasket Operator) felt their families had been extremely blessed this year, when it came to their hunting and fishing endeavors. The pictures tell the story.

In Michigan fishing and hunting seasons are not just about the catch or the hunt. It is not only about a day out on the lake or a walk in the woods, but it is about time well spent with family and the bonds that are born and nurtured from those experiences. It is about memories that last forever.



Walleye are delicious and this one is a beauty!



Guy's wife, Brittany, bagged a buck of her own.



Alice Jeffrey proudly poses with her buck.



Brittany and Guy both enjoy fishing for walleye.



Guy Jeffrey's buck awaits a ride home.



There are 10 points on that rack, right, Logan (Moody)?



That looks like a pretty big buck, Mr. Buck Moody!



Ashley Ross, Logan Moody's fiancé, bagged herself a nice 6-point.

Children's Christmas Party

The Children's Christmas Party took place on December 14, 2019. Eighty children with their parents and grandparents enjoyed Santa distributing gifts, all sorts of the arts and crafts, a delicious home cooked breakfast and, of course, the Grinch.

Stephanie Dunham, John Williams and Mike Whorley prepared breakfast and what a spread it was. Many thanks are extended to everyone who helped put this wonderful party together. The delighted looks on the faces of the children confirmed the success of the event for another year.

The photographs tell the story of the Children's Christmas Party.



ASSOCIATE CHRISTMAS

Party

Enclosure Associates and their guests came to the 2019 Christmas Party ready to have a good time.

Several Enclosure Division Christmas parties in the past often came with bad weather, like 8 inches of snow falling during the event making the ride home lots of fun. The 2019 party had no issues with weather. The festivities began with a delicious buffet dinner. Associates with 30 or more years of service went through the line first.



Bill and Katrina McGuire



Heather and Brian Wiggins



Jamie Arnett and Kathy Tissue



Brandon and Glenna Zahn



Erik and Bobbi Faasen



Guy and Brittany Jeffery



Anthony and Loree Allison



Dean and Wendy Childs



Jeremiah Souza, his fiancé, Emily, and his mom, Deb Mills



Allen and Kristi Wizorek

Craig Mitchell, President, opened up the entertainment segment of the evening with his first address as president. His speech centered on the corporate value of "appreciation." "When I was 20, I knew everything there was to know about everything. When I was 30, I realized how much of a moron I was at 20. But again, at 30 I knew everything. When I was 40, I realized how much I didn't know at 30. By now at 40, I realized I know a lot, but in no way do I know everything. When I was 50, once again, I realized all of the things I didn't

Continued on page 18

ASSOCIATE CHRISTMAS Party

Continued from page 17

know at 40. And at 56, I have much to learn," Craig said. He called out several examples of appreciation and his speech contained some heart felt moments. It was a very touching speech and Craig received a standing ovation at its conclusion.

With regard to service awards, first, 19 associates with one-year anniversaries received recognition. Then, two associates, Doug Barrigar and John Williams, were acknowledged for celebrating their 5-year anniversaries. Craig Mictchell was recognized for his 10th anniversary, while Kathy Tissue and Dave Jeffers

had 15 years of service with the Company. Finally, Pat Kelly, Aaron Reeves, Larry Warner and Pete Wilson were applauded for 30 years of service.

The distribution of safety bonuses in the form of VISA gift cards worth \$125 went to associates with more than 90 days of seniority. In addition, six SHIELD scholarships were awarded. Geared toward supporting the goals and aspirations of the relatives of active associates who want to recognize their potential through post-secondary education, these scholarships were presented to:

- Sydney Gladding daughter of Shelley Gladding
- Payton Haney, daughter of Jen Ullery
- Abigail Hall, daughter of Jeff Hall

- Alison Hall, daughter of Jeff Hall
- Elijah Jeffers, son of Dave Jeffers
- Thomas Mitchell, son of Tiny Mitchell

In 2019, 50% of all associates took the initiative to get a wellness physical. VISA gift cards in amounts of \$100 to \$200 were earned by 44 associates. The amount awarded depended on the number of wellness initiative requirements completed.



Yes, Dave, that is one ugly Christmas sweater!

The Ugly Sweater Contest winner for the 2019 Christmas season was David Manley. He was recognized and his ugly sweater was shown on the big screen for all to see. Then came the special Peoples' Choice awards. All of the associates voted on these awards. The winner was announced in each category and appropriate music played in the background as they came forward to be recognized.

The **Happy Camper Award** went to the associate who never fails to have a smile on his face no matter how stressful the day may be. This award went to Austin Benoit, while the song "Happy" by P. Williams played in the background.

The associate who always loses things in their office or workspace received the **Bermuda Triangle Award**. The walk-up music was the X Files theme song for the winner Kris Lanser.

The MacGyver theme song played as the **MacGyver Award** winner was announced and that winner was Pat Kelly, the associate who can fix anything.

Up came the music from *Sandstorm* and the **Techie Award** was announced. Who has more techie stuff than Brian Knoerl - the winner, of course.

Weird Al's "Eat It" began to play. The **Snackmaster Award** went to the associate who can always be counted on for eating snacks and having snacks available. The winner was Josh Blair.

Buck Moody received the **Pitbull Award** as the associate who latches on to a problem and refused to give up until a solution is found. Music from Pitbull's "FireBall" accompanied that award.

The **Deadline Buster Award** went to the associate who encounters impossible situations, conquers the situation, solves it and thrives (music from John Lennon's "Watching The Wheels," the part that says "Well I tell them there's no problem, only solutions, well they shake their heads and they look at me as if I've lost my mind") and the winner - Mark Austin.



Buck Moody joyfully accepted his Great Outdoorsman Award.

The **Great Outdoorsman Award** went to the associate with more dead animal heads and stuffed fish than most people with music by Ted Nugent - "Fred Bear Song." The winner was Buck Moody.



Dave Jeffers accepted his Morning Sunshine Award hoping it included a year's supply of his favorite coffee.

The **Morning Sunshine Award** went to the associate who cannot function or speak nicely to their co-workers without his morning coffee

(music from Kelly Clarkston - "What Doesn't Kill You Makes You Stronger") Dave Jeffers received that one.



Erin Byrne - Bill Olsen Award

The **Bill Olsen Award** went to the associate who always has a great attitude in the face of adversity and the winner - Erin Byrne. Erin accepted the award while "The Rock" played. The award was named in honor of Bill Olsen who worked for

Stahlin for many years and passed away last year from cancer.

Finally, the perfect attendance awards were acknowledged. These associates can always be counted on to be at work every day: Jeremiah Souza, Mike Hill, Mark Austin, Mike Bolen, Keisha Coon, Dave Jeffers, Pat Kelly, Tiny Mitchell and Ken Main. Appropriately, the beginning of "Ironman" was played.

Very nice VISA gift cards were given to all of the Peoples' Choice winners.

The main event for the evening was Rmax Goodwin, a Los Angeles magician and mentalist. Rmax began performing at the Magic Castle in Hollywood when he was 14 years old. He is an expert at sleight-of hand that he combined with witty banter, which kept the crowd mesmerized.



Rmax Goodwin provided the entertainment for the evening.



Guy Jeffrey assisted Rmax Goodwin.



Buck Moody, Keisha Coon and Cameron Heldt also gave the entertainer a hand with his presentation.



Craig Mitchell, President, delivered a moving message and then helped the entertainer in his portion of the evening.



Rob McIlroy, Robroy CEO, attended the Christmas party and addressed the crowd.