

**Headquarters**

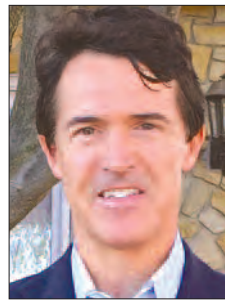
Jeff McIlroy ..... 30 years

**Enclosure Divison**

Ken Main ..... 25 years  
 Josh Blair ..... 10 years  
 Jordan Cliff ..... 5 years  
 Cameron Heldt ..... 2 years  
 James Hopkins ..... 2 years  
 Ron Howell ..... 2 years  
 Anthony Loree ..... 2 years

**Raceway Divison**

Michael Moody ..... 25 years  
 Belinda Rodgers ..... 25 years  
 Melanie Williams ..... 20 years  
 Bobby Hubbard ..... 15 years



Jeff McIlroy  
30 years



Ken Main  
25 years



Michael Moody  
25 years



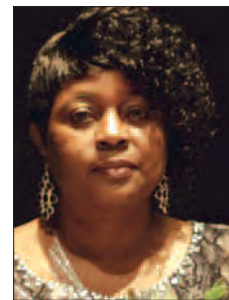
Belinda Rodgers  
25 years



Josh Blair  
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Melanie Williams  
20 years

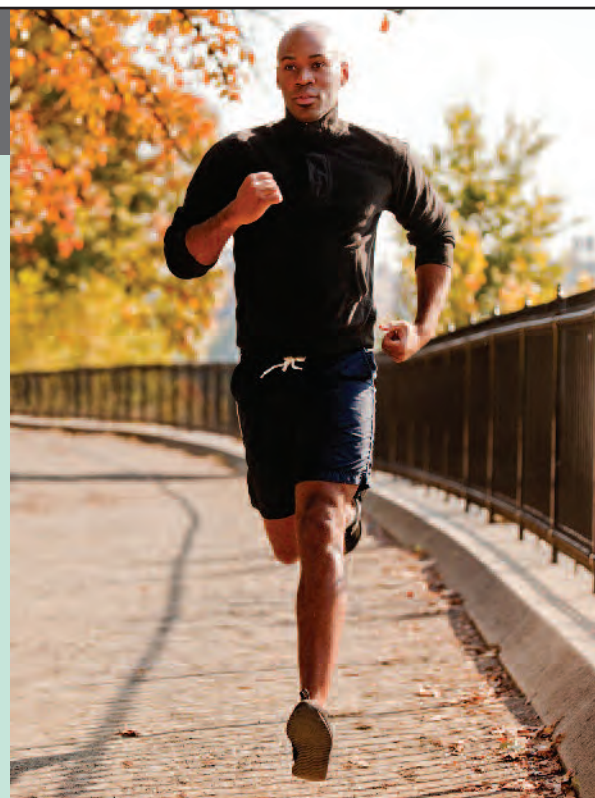


Bobby Hubbard  
15 years

**BENEFITS BULLETIN BOARD**

If you are a BCBSTX member, you have access to a wellness program called *Well on Target*. Robroy will be providing more information and encouragement to take advantage of the program in 2021. You can explore now by logging into your Blue Access account or registering.

- Go to **Blue Access for Members - BCBSTX.com**
- New users - click **Register Now**
- Registered users - enter **User Name** and **Password**
- Locate **Well on Target** under **Quick Links** or the **My Health** tab



ACHIEVEMENT

BALANCE

APPRECIATION

# THE BAGPIPER

VOL. 50 | NO. 3 FALL 2020

**HEADQUARTERS**

**Retirement**

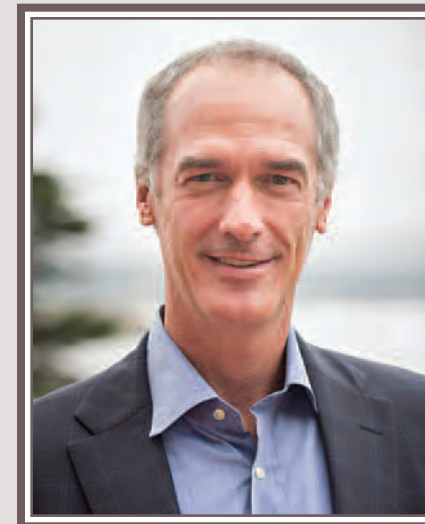
In a joint announcement, Robroy Industries and Jeffrey Seagle announced his retirement effective September 24, 2020.

Jeff Seagle has been an integral and important team member of Robroy Industries since 1990, when he joined the Company at Headquarters as Market Development and Marketing Director following 11 years with General Motors. He holds a Bachelor of Science degree in mechanical engineering from Purdue University and a Master of Science in industrial administration from Carnegie Mellon University.

In 1995 Jeff Seagle was promoted to Director of Sales and Marketing for Robroy Industries' enclosures business headquartered in Belding, Michigan. In 1998 he became General Manager of that operation, followed by a promotion to President of Robroy Enclosures in 2006. In 2019 he was promoted back to corporate responsibilities as Robroy Industries' Vice President of Corporate Business Development.

"On behalf of all of Robroy Industries, and each of us who has been fortunate to work with Jeff Seagle over 30 very successful years, a heartfelt thank you," says Rob McIlroy, CEO of Robroy Industries. "Jeff's contributions to our organization have been extraordinary. In his tenure with Robroy Enclosures his

**Family Forum**



Every Fall at Robroy we work on business plans, strategy plans and budgets for the upcoming year. It is an exciting time! We recommit to our mantra of "Leading the Way." This means we challenge ourselves to innovate and differentiate. It also means we stay out in front of changes in technology so we can provide the best service to our constituents in a rapidly changing marketplace. Although 2020 has been a challenging and unpredictable year for everyone, I'm glad to report that Robroy is strong and well prepared to implement our growth plans for 2021.

How important are corporate values during a global pandemic? Hopefully this is a question we don't have to ask often! This year we've leaned heavily on our values to guide us. For Achievement... "it's not what we say we're going to do, but what we actually accomplish that counts." First and foremost, our top priority has been safety. With an uncompromised spirit and adaptability from our entire team, we've maintained a safe work environment for all. In doing so, we've been able to protect everyone's employment throughout the entire pandemic. For Balance... "how we manage today will determine the future." This means we need to carefully balance the short-term needs of cost management with the long-term needs of investment. I'm glad to report, even with a partial shutdown of the economy, we've maintained a healthy operating performance throughout the entire year. At the same time, we've invested in innovation, hired new associates, continued our capital investments and launched a new product line. Robroy continues to be forward thinking and we're well positioned for growth. For Appreciation... "we never lose sight of the fact that we cannot succeed without the support of others." This includes our associates, outside partners, suppliers, customers and communities. This year has really shown the strength and resilience of our relationships. Together we've faced an unprecedented challenge, supported one another, adapted and remained healthy. I would like to personally thank everyone who is part of the Robroy team. We couldn't have done it without you!

"Learn for the past, plan for the future and live for today." I'm sure we'll look back on this year with plenty of distress for all the challenges the pandemic created. We'll evaluate and take away many lessons learned. That said, we'll also continue to look forward and plan for future opportunities. Thanks to all. Be safe and remain vigilant. I wish everyone a wonderful Fall and Winter season.

**Rob McIlroy**

*Continued on page 2*



**Retirement** Continued

leadership grew the business by a remarkable 400%. He increased product offerings from five product lines to 15 product lines including the development and launch of many new non-metallic enclosures such as DiamondShield™, NewSentry™, Duraboxx™, ControlTower™, Classic™, expanded and larger J series and others. He also oversaw the development of patented SolarGuard®, an industry-leading UV protection in fiberglass material produced by a \$2 million automation compounding technology housed at the Belding location. Those are outstanding achievements that have contributed greatly to the health of Robroy Industries and have left a legacy of peak professional performance and commitment to the highest quality products.”

For his part, Jeff summarizes his many years as an executive-level manager as follows: “The rewards of working with and leading so many great team members through the years, both in the plant and office, are uncountable and unmeasurable in terms of the satisfaction those results have brought to my life. In good times and during times of challenge we accomplished so much together as a team, no one of us could have done it on his or her own. My true gratitude also extends to the many customers, suppliers, consultants, Robroy corporate colleagues and sales partners established through the years who shared with me a passion to do things the right way with integrity, loyalty and commitment to one another. Years ago, we developed a mission statement based on delivering: ‘The Right Product, at the Right Price, Right Now!’ That statement, and the achievement it made possible, sums up the purpose and privilege I have felt in being part of Robroy Industries and the electrical products marketplace.”

Among his other notable accomplishments and “firsts” with Robroy Industries: Jeff was one of the executive sponsors of an employee-led SHIELD safety performance program that resulted in an amazing 13 consecutive years with only a single recordable injury. He led efforts, at



Jeff Seagle retires after 30 years of service.

Robroy Enclosures, to achieve ISO 9001 accreditation. His innovative guidance led to the National Association of Electrical Distributors presenting his organization with the NAED “Best of the Best” award in recognition of world-class marketing. He established a student intern program, a customer/channel training initiative and helped Robroy Enclosures to be ranked, for 16 consecutive years, as one of “West Michigan’s Best and Brightest Companies to Work For.” As corporate V.P. of Business Development, Mr. Seagle coordinated the successful acquisitions of AttaBox® Enclosures in 2016 and RocketRack in 2019 while also formalizing the company’s business development process and building a groundwork for future successes by Robroy Industries.

Jeff’s good works extend beyond the office and factory walls and into the community where he guided numerous philanthropic activities including: charter sponsorship support for the B Foundation (Belding, Michigan cancer support), charter sponsorship support of the Belding Veterans Wall Foundation, ongoing support of Belding local schools, including charter support for FIRST Robotics at Belding High School, establishment of the Robroy Centennial Scholarship awarded annually as the largest Belding High School scholarship - plus many other initiatives in support of civic and charitable causes.

Jeff and his wife, Debby, continue to make their home in western Michigan where they are active in their church, a wide variety of community activities and with their sons: Joseph, Timothy and Jonathan - as well as their grandchildren.

**Pickleball at Headquarters**

Jeff McIlroy and Anil Kewalramani teamed up against Vijay Kumar and Rob McIlroy in a friendly game of pickleball one evening after work. Pickleball courts are conveniently located within walking distance of the corporate office.

So, what is pickleball, you may ask? Although the game is currently catching on like wildfire in North America, it has been around since 1965. On Bainbridge Island, Washington, Joel Prichard, Barney McCallum and Bill Bell invented the game one afternoon after they returned from playing golf to find their families bored with nothing to do. They found an abandoned badminton court on Joel’s property, but only had ping-pong paddles to play with. From there the badminton net was lowered and a plastic ball was used when no shuttlecocks could be found. That was the beginning and from there paddles were designed (first in Prichard’s basement), rules developed and a whole new industry took form.



Playing pickleball.

And what about the strange name? One source reported that the name was derived from the Prichard’s family dog, however the dog didn’t appear on the scene until two years after the game. So, in fact, the dog was named after the game. Joan Prichard said the game reminded her of a crew Pickle Boat

where the oarsmen were chosen from the leftovers of other boats, thus Pickle Ball (pickleball) - a game of leftover equipment and rules from other games.

Pickleball is a combination of badminton, table tennis (ping-pong) and tennis. There are national and international associations and the game is played everywhere by players of all ages and skill levels.

So, what was the result of the friendly game of pickleball in Verona? The guys had lot of fun and received some good exercise.

**New Hire**

Aditya Acharya began his Robroy career in November of 2020 in the position of Corporate Business Development Manager. In his new position he will facilitate the acquisition process of new companies.



Aditya Acharya - Corporate Business Development Manager

Aditya graduated from Carnegie Mellon University in the spring of 2018 having earned his degree in mechanical engineering. Following a year of working as a lead mechanical engineer for a tier-one automotive supplier, he changed his focus to finance. He was employed by a private equity firm in Pittsburgh for a year as an analyst, before accepting a position with Robroy Industries.

To Aditya, Robroy’s brand and product quality are undeniable and he is excited to begin working for the Company. It is his goal to help Robroy grow by discovering additional companies that fit Robroy’s culture and traditions.

Free time for Aditya includes being physically active, as well as reading about a wide variety of subjects including finance, neuropsychology, philosophy and science. He is a lifelong Pittsburgh Steeler fan.



Rob McIlroy presented his colleague and brother with his 30 year service award.

**30 Years of Service**

Jeff McIlroy began his Robroy career on August 27, 1990 as an Inside Sales Associate for the Plasti-Bond product line working out of the Verona office. Over the years Jeff has served in many capacities for the Company and moved his family multiple times while working in different divisions. Jeff lived in Las Vegas, Nevada; Colorado Springs, Colorado; Longview, Texas and Grand Rapids, Michigan before returning home to Pittsburgh in 2008.

Jeff chose a globe for his service award and proudly displays it in his office at corporate headquarters in Verona.



The sales bell continues to chime at Headquarters announcing the success of all Robroy divisions.





Many cyber security breaches are the result of weaknesses found on the inside. The actual weak link maybe you! Cyber criminals often obtain access to a company's system due to negligence, error or ignorance on the part of an employee.

Protection must begin with employee education and training. The following tips will add to the protection that Robroy has already built into their systems.

**1. ALWAYS UPDATE SOFTWARE AND APPS.**

Updates can be annoying and you may have a tendency to put off performing them. However, they are necessary and help to maintain maximum protection against potential threats. A good practice is to turn on automatic updates for all devices you use at work, including personal devices.

**2. AVOID UNSECURE WI-FI NETWORKS**

Many associates work remotely - from home or on the go. If you work outside the office AVOID connecting to an unsecure public Wi-Fi hotspot. It is relatively easy for someone to capture sensitive information including emails, passwords and encrypted messages from an unsecured network. If you have no other option, it is recommended you use a virtual private network (VPN).

**3. NEVER REUSE PERSONAL PASSWORDS AT WORK**

Passwords can be the source of major headaches. Some people avoid remembering complex passwords by using the password across multiple accounts. Once one account is compromised, every account using that password is at risk. This is a well-documented fact in the business world causing widespread damage.

Every account should use a different password. At one time it was recommended that a password contain uppercase, lowercase, numbers and special characters. Remembering complex passwords for many accounts can be difficult to remember. It is now recommended to use a string of words, even unrelated words, creating a passphrase, such as "roadeggghouse." This can be more memorable and harder for a computer to crack. If remembering multiple passwords remains an issue for you, it may be worth looking into a password manager.

**4. KNOW A PHISHING SCAM WHEN YOU SEE ONE**

Emails are the biggest culprit for attacking business and personal systems. You must be cautious and diligent with all email correspondence. NEVER reply to, follow links or open attachments from unexpected or suspicious emails, even when the sender appears to be legitimate.

Check the source. Look at the full email address next to the sender's name. Hackers go to great lengths to design their messages, even using company logos. Go the extra mile and verify that an email is genuine.

**Charity Donations**



Super Heroes Kellie Jones and Sara Goulart

Every year in August, local Superheroes assemble to fight child abuse and neglect at the CASA (Court Appointed Special Advocate) Superhero Run. This annual 5k and 1-mile walk/run helps nearly 400 children across Gregg, Rusk and Upshur Counties. Robroy Industries Raceway Division proudly sponsors and participates in this event each year.

East Texas CASA provides trained volunteer advocates to be the voice for abused or neglected children who have been removed from their homes. CASA ensures that each child receives physical and mental healthcare services, advocates for the child's educational needs, evaluates the level of care the child is receiving with regard to any potential temporary or permanent placement and continues to advocate for the child until their case is closed and the child is no longer in the custody of the State.

Robroy thanks CASA for their commitment to the children in the community and for making this year's "virtual event" so much fun!



**Stork Arrives at the Campbell Residence**



Freya Campbell

Miss Freya Campbell was born on October 22, 2020. Her proud parents are Lucas (Operations Supervisor) and Mariah Campbell.



It doesn't hurt if you don't look. Right, gentlemen?

**Flu Shots**

Healthcare Express administered flu shots to all Raceway Associates on September 29th. A little discomfort in the area where the shot is administered is a small price to pay in order to avoid the repercussions of the flu.



Human Resources entry - Beetlejuice



The Witch's Cauldron by Janet Mackey, Melissa Allen and Angela Wetzel

**Pumpkin Contest**

Raceway Division pumpkins are a far cry from the normal jack-o-lanterns you find around Halloween. Each of the entries into the 2020 Pumpkin Contest showed tons of creativity and represented much time and effort on the part of the participants.

- 1st Place - The Witches Cauldron
- 2nd Place - The Colonoscopy Guy
- 3rd Place - Beetlejuice, Beetlejuice, Beetlejuice



Coronavirus - Marketing Department



The Colonoscopy Guy by Rhonda Dunn



**New Hires**

There are many new faces at the Raceway Division of Robroy Industries. Each new hire is wished the very best as they learn about their new position and begin to contribute to the success of the Company.



Justin Barnett - Plant Production Associate - 08/14/20



Rodgerick Bell - Plant Production Associate - 07/28/20



Ronnie Bolden - Plant Production Associate - 09/16/20



Joseph Collins - Plant Production Associate - 09/08/20



Deryian George - Plant Production Associate - 09/16/20



Rodrick Greer - Plant Production Associate - 08/14/20



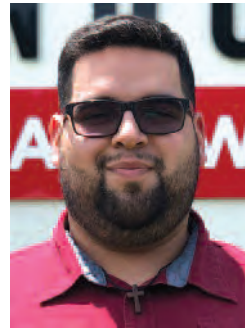
Edwin Kerbow - Plant Production Associate - 08/29/20



Eric Loveless - Plant Production Associate - 07/17/20



Jonathan Mears - Plant Production Associate - 09/22/20



Luis Medrano - Plant Production Associate - 07/28/20



Alberto Molina - Material Handler - 08/04/20



Arturo Oliva - Plant Production Associate - 09/29/20



Marvin Hall - Avinger Plant Production Associate - 06/29/20



Heather Hodges - Plant Production Associate - 10/06/20



Brandon Jackson - Maintenance Technician - 10/22/20



Jermaine Jenkins - Plant Production Associate - 10/22/20



Aries Johnson - Plant Production Associate - 07/01/20



Javaris Jordan - Plant Production Associate - 08/04/20



Jesus Rodriguez - Plant Production Associate - 10/06/20



Christy Rosborough - Plant Production Associate - 07/01/20



Andrew Smith - Plant Production Associate - 09/01/20



Christopher Starkey - Plant Production Associate - 09/22/20



Angela Wetzel - Plant Production Associate - 08/18/20

Todd Zulliger has been working in manufacturing environments for 26 years. His roles included operations analyst, cost coordinator and project analyst, finance and logistics manager, operations asset leader, products supply manager and operations manager with Kimberly Clark from 1994 to 2008. Past roles also include senior production and quality manager that further enhanced his operational knowledge. In East Texas he's held a plant manager role at Trinity and at MAXAM, as well as his most recent role as plant manager with Crosby Lebus. His financial acumen and operational background played a large role in successfully facilitating new plant startups in two of his past roles, as well as transforming operations to high output and high quality standards.



Todd Zulliger - VP of Operations - 09/08/20

Todd was born in Wisconsin and attended the University of Wisconsin in Oshkosh where he earned his Bachelors in Business Administration with a finance major. He and his wife, Heidi, relocated with their three children from Wisconsin to the Arkansas in 2008 and to East Texas in 2013. His hobbies include exercising, hunting and attending his kids' many athletic events.

Todd was drawn to Robroy because he saw the opportunity to join an established, well-controlled company focused on innovation and growth while ensuring ongoing discipline in day-to-day management.

Martyn Smith joined the Robroy Industries team at the Raceway Division on August 24th of this year. He earned a Bachelor of Business degree from Pfeiffer University and a Masters of Business Administration degree with a focus on leadership. He brings with him a background in mechanical and industrial engineering, specifically providing solutions for the process industry with regard to capital equipment.



Todd Zulliger - VP of Operations - 09/08/20

In 1997, Martyn came to the United States from Leicester, England where he grew up. He lived in Charlotte, North Carolina for 13 years and Raleigh prior to that. Spending time with his family ranks high on his priority list. Holly, his wife, is a medical social worker and his daughter, Riley, is 10 years old and just started 4th grade. As an avid sports fan, soccer and hockey are Martyn's favorite sports and he also enjoys running.

Conversations with the leadership of the Raceway Division ener-

gized Martyn to seek employment with Robroy Industries. The direction and ambition they showed coupled with the people he met in the Company solidified his desire to join a great team with a close-knit family working environment.

Brittany Humphrey was born in Linden, Texas, but lived in Kansas until she turned 13. She graduated from high school at Unadilla Valley Central School in New Berlin, New York located in upstate New York. East Texas drew her back to her roots in 2007 and she lives with her fiancé, Billie Murphy, her daughter, Makenna (8 years old), and son, Elijah (9 months old).



Brittany Humphrey - Customer Service Associate - 09/08/20

Brittany worked as the inventory manager for the Home and Garden Center prior to accepting the position of Customer Service Associate on September 8, 2020. She handled the orders at that company. Landscape design and flower arranging in pottery are her hobbies. She also does epoxy resin work.

The family culture of the Raceway Division and the opportunities afforded associates to grow made Brittany's decision to accept her new position a very easy one.

# HALLOWEEN COSTUMES



A gathering of costumes in front of the office building.

The Fall *Bagpiper* always features Raceway Associates dressed to the hilt for Halloween and 2020 proved to be no exception. Associates work in teams or individually to try to outdo one another with their creativity.



# HALLOWEEN COSTUMES

Continued from page 7

Costumes were judged and awards presented. The winners for 2020 are listed below by category:

- Funniest Costume(s) - Shelbi Daniel, Stephanie Ellis, Stephen Latham and Lindsey White - Tiger King
- Scariest Costume - Beunka Harris - a devil
- Best Group Costumes - Ashley Laffey, Sara Goulart and Kellie Jones - Beetlejuice
- Most Creative Costume - Melissa Allen - Zipper Face
- Best Solo Costume - Jeremy Rodgers - Spider Man



Beetlejuice characters were well portrayed by Kellie Jones, Sara Goulart and Ashley Laffey.



This hunter is Justin Barnett.



Halloween brings out the devil in Beunka Harris.



Jeremy Rodgers makes a realistic Spiderman.



Melissa Allen wore her zipper face.



Manohar Taware in his Star Wars garb posed with Miss Argentina (Sara Goulart).



The Marketing Department depicted the Tiger King complete with murder, mayhem and madness.



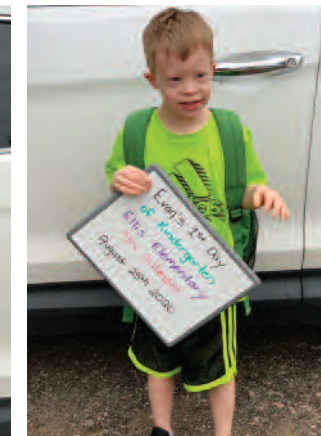
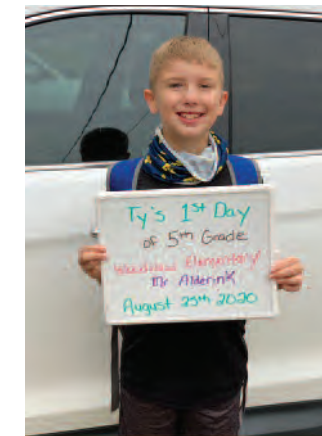
Wendy Burks dressed as a pirate/witch.



It is none other than Sherry Beal in that leopard suit.



The Ayres girls are ready for school, as this photo announces. Alexis is now a 5th grader and Alyssa is in 1st grade.



Kailee and Talan Calvo are two grades apart, 9th grade and 7th grade respectively.

The Wetzels have children in three different schools. Mason is a 6th grader, Ty is in 5th, Ella in 2nd and Evan in kindergarten.

## Back to School

School remains a different experience for kids again this school year. Some students attend class online, others attend in person and still others do both. Many school activities have been curtailed or canceled all together. Students and parents are learning to adapt, be resourceful and stay safe.

Friends of Kailee Calvo opted to have their own homecoming event at the home of one of her friends. The students dressed-up and had dinner in a small gathering.

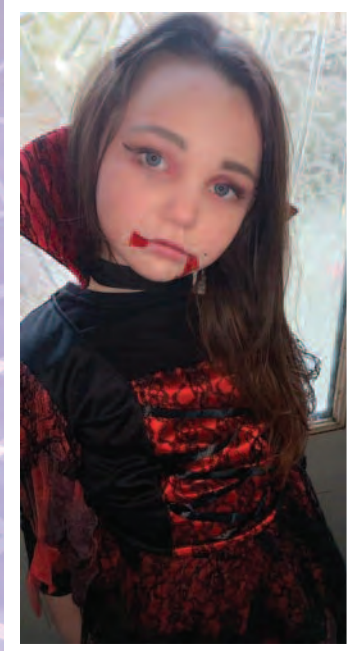


A modified homecoming. Kailee Calvo on the right in the first row.









What a sad little vampire, granddaughter of Buck Moody (Gasket Operator).



This young man came straight from the trauma unit of a nearby hospital, Buck Moody's grandson.



The McHale kids, Jaylynn, Kennedy and Skyler, are dressed and ready for their Halloween trick or treating.

# Halloween



A vampire, a lovely witch and a total mess. It looks like the Moody grandchildren enjoyed Halloween.



Dean Child's (SMC Operator) grandson, Wyatt, made a great Hulk - just incredible!



Stephanie Dunham (Shipping Department) provided photos of her grandchildren, Aiden, Alex, Brooklyn and Callie, some dressed like royalty and others bones and big eyes.



A Pink Lady (Sandy from Grease) for Jaycie and a pilot (Maverick from Top Gun) for Jacoby were the choices Carol Houghtaling's (Inside Sales Associate) grandchildren made for their costumes.

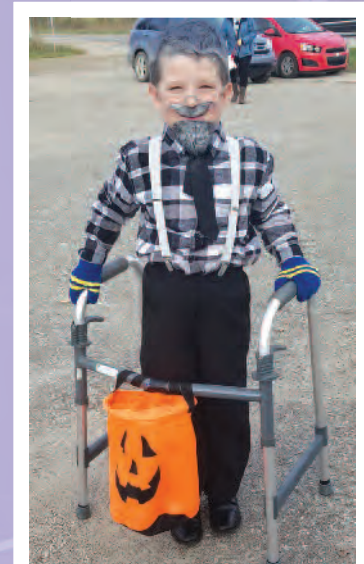
Amanda Calvo (Receptionist) greeted fellow associates and visitors to the Enclosure Division dressed as Marty McFly from Back to the Future.



Cindy Stowell's (HR Assistant) granddaughter, Cora, is one cute little witch.



A daisy between two princesses...Bonnie Mroczek (HR Manager) shared a photo of her grandchildren - Ezraella, Josephine and Clara.



Rudy Alvera's (SMC Operator) grandson, Grayson, appears to have shuffled right out of a senior citizen center.





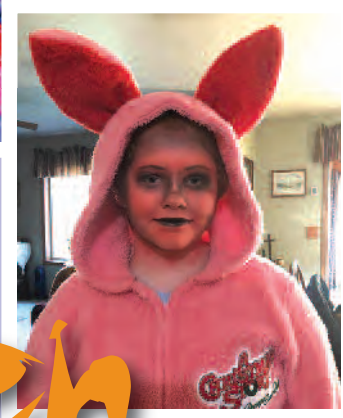
Cindy Stowell's other grandchildren, Charlie and Kenzie, dressed as Minnie Mouse and a handsome cowboy.



Josh Blair's (N-Series Associate) son, Jaxon, is prepared to bring home a large haul of candy dressed as Gekko.



Darcie Hallock's grandchildren - so adorable (Zoey) and so very unadorable (Blake)!



Willow, Dean Child's granddaughter, looks just like Ralphie did in the Christmas Story.

# Halloween



This Super Woman belongs to Darcie Hallock (Customer Service Associate) - her granddaughter, Vayda.



Kiesha Coon's (Scheduler/Purchaser) daughter and nephew enjoyed Halloween. It was Kyzer's first year to go trick or treating and Kayli made a very cute Care Bear.



Christina Ayers' (Controller) daughters, Alyssa and Alexis, posed with furry friends for their Halloween photo.



Dennis Venneman - Retiree

## Retirement

After 25 years of Service to the Enclosure Division, Dennis Venneman (Assembly Associate) joined the ranks of the retired. September 30th was Dennis' last day on the job. Enjoy your retirement Dennis.

## Graduation

Jennifer Ullery's (Materials and Service Manager) daughter, Payton Haney, completed the law enforcement program at Grand Rapids Community College and graduated on August 13th of this year. The program is a pre-service police academy program that prepares students to become a licensed police officer in Michigan. Michigan police agencies require recruits to attend a police academy program and receive an associate degree or higher.

Payton now works full time along the shoreline of Lake Michigan. She loves serving her community and mentoring in local schools. Her next career step is detective.



Officer Payton Haney



Michigan State fans all the way!

## Michigan VS Michigan State

The University of Michigan Wolverines and Michigan State Spartans have had a football rivalry since 1898 and have met on the field 113 times. Since 1953, the winner of each year's game is presented the Paul Bunyan - Governor of Michigan Trophy - a four-foot wooden statue of a lumberjack. The trophy commemorates the year Michigan State became a member of the Big Ten Conference.

As you might image, the Enclosure Division is made up of associates who root for one team or the other. This year associates posted guesses in the office regarding the outcome of the 2020 game. Many had Michigan over State, because of their loss to Rutgers the prior week. Bonnie Mroczek and Amanda Calvo predicted the outcome, a Michigan State victory 27-24.



Do you think this associate is a Michigan State fan?



### Belding Labor Day Celebration

The 115th annual Belding Labor Day Celebration took place this year, but without the Twilight Light and Labor Day parades. There was no midway with carnival rides, no fireworks, talent or car show and the 5K and Fitness Run were virtual. Yes, things were quite different, but the weekend was certainly not canceled.

The city of Belding, Robroy Enclosures and Spectrum Health sponsored this year's event. The theme for 2020 was red, white and blue with a little green thrown in to honor 2020 Grand Marshall James Miller who passed away in April after succumbing to cancer. Green was his favorite color. A porch parade took the place of the usual parades and Belding residents were encouraged to decorate their porches for passersby to enjoy. Prizes were awarded. All events were family-friendly and adhered to the governor's guidelines and mandates for COVID-19.

A Road Rally was designed for teams of four to compete at various stations where they collected clues that enabled them to move to the next stop in the rally. Robroy Enclosures provided a hopscotch game and small bike course manned by Amanda Calvo and Trish Wetzel. A Food Truck Rally was also provided during the weekend.



Amanda Calvo and Trish Wetzel manned the Robroy Enclosure Road Rally station.



The Robroy Enclosures Road Rally station.



### Hunting Season

You have probably heard the term "motley crew," which is usually used disparagingly and is uninspiring. However, the Moody Crew, Buck Moody's family, is quite the opposite. They are skilled hunters and fishermen and their endeavors are quite inspiring. As long as there is a season, the Moody Crew will be hunting or fishing.



Logan shot his best ever - an 11 point "Swamp Donkey" with a score of 143 inches.



Ashley Ross, Logan Moody's fiancé, shot a 290 pound black bear in the upper peninsula of Michigan on September 28th.



These photos are from early goose season.



Ashley Ross bagged an 8 point buck.



Dean Childs brought his wife, Wendy, along.

### Highway Clean-up

Enclosure Division Associates chose a beautiful day to work on their designated stretch of highway with the help of some of their spouses. Not only is this clean-up a wonderful service to the community, but it also affords associates wellness points in the Company's Wellness Program.



Bonnie Mroczek and her husband, Dave, joined the crew for the clean-up.



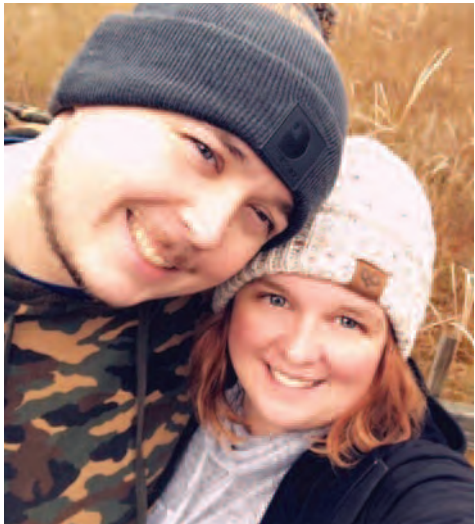
# The Beauty of Michigan



October 1st offered a lovely double rainbow to brighten everyone's day after a gloomy morning rain.



Fall in Michigan can be breathtaking. Some of the trees appear to catch fire with brilliant color. This photo was taken by Carol Houghtaling.



Allen Wizorek (3rd Shift Operations Supervisor) enjoys taking fall walks in the country with his wife, Kristi, and daughters.



The McHales enjoy fall family outings, including hay rides, pumpkin patches and doughnuts!



## Shepherd's Pie

*This recipe can be modified to fit personal tastes - e.g.: more onion, less mushrooms, no carrot, etc.*

The amount of each of these items is up to you...chop and sauté in olive oil until tender

- diced onion
- baby bella mushrooms
- finely sliced carrot
- finely sliced celery
- minced clove of garlic

Brown ground beef and add sautéed veggies, tomato paste, herbs and wine. Stir in flour with bullion to create a thin gravy.

- 1# lean ground beef
- 1 tbs tomato paste
- 3 tbs of flour
- splash of wine (optional)
- 1 cup of beef bullion
- fresh thyme or rosemary (optional)

Spread meat/veggie mixture on the bottom of a casserole dish. Add a layer of corn and a layer of peas.

- frozen or can of creamed corn
- frozen peas

Top with mashed potatoes and cover the cassarole dish with foil. Mashed potatoes are even better made with equal parts of cream cheese and butter.

Baked at 400° for 30 minutes.