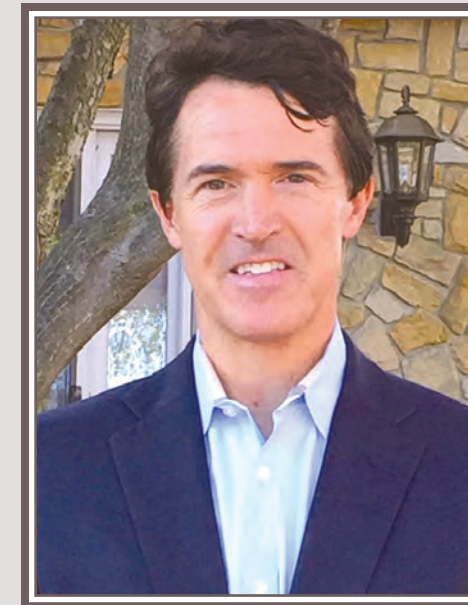


THE BAGPIPER

VOL. 49 | NO. 1 | SPRING 2019



Family Forum

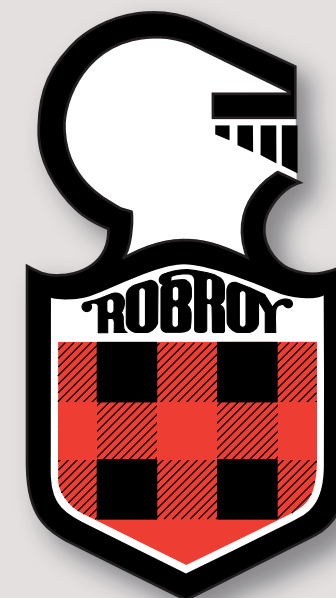
As Robroy heads into the spring season we are positioned well for another growth year. In addition to the recent expansion and strengthening of our sales teams at both Raceways and Enclosures, Robroy will be launching a new product line this summer! There will be more to come on this exciting growth initiative in the near future.

As mentioned in my last *Bagpiper* article, our three core values of Achievement, Balance and Appreciation will serve us well as we take on the challenges of growing our business in a successful and responsible manner. As you may recall, last time I focused on the core principle of Appreciation. Now I would like to talk about the core principle of Achievement. I firmly believe in the saying - "Actions speak louder than words." The origin of this very popular idiom is found in literature dating back to the year 1692! My interpretation of this commonly used phrase is that actions are more revealing of one's true character since it is easy to say things and make promises, but it takes effort to follow through and achieve results.

To further illustrate this point, I would like to share with you one of my recent air travel experiences. When flying on American Airlines my outbound flight from Pittsburgh was delayed 45 minutes due to poor weather conditions. During the flight I casually mentioned to the stranger next to me that I was concerned that I might miss my connecting flight. The flight attendant, who was very friendly and attentive to her passengers throughout the flight, overheard my concern. The flight attendant proceeded to tell me that the pilots and crew would do everything possible to make up for the lost time in Pittsburgh and land the plane safely. These words were comforting but they certainly didn't guarantee that I would make my connecting flight. Needless to say, the flight attendant went above and beyond to assist me. While in flight, she proactively researched my itinerary, checked the status of my connecting flight and provided me with directions to my connecting gate, which was located in a separate terminal. I'm happy to report that I made my connecting flight with a few minutes to spare!

I guess the moral to this very simple story is that actions really do speak louder than words. It's not what we say we are going to do, but what we accomplish that counts. Similar to that friendly flight attendant on American Airlines let's strive to be the best that we can be at our various endeavors at Robroy and in life. This can be accomplished through dedication, effort and a passion for results. I'm proud that Achievement is one of the core principles of the Robroy Corporate Culture.

Wishing everyone all the best and look forward to seeing you again soon.



Jeff McIlroy | Chairman

Robroy Executive Promoted



Jeff Seagle - Vice President of Business Development

On January 1st 2019, Jeff Seagle received a promotion to the senior corporate position of Vice President of Business Development for all of Robroy Industries. In this important new role, Jeff assumes responsibility for identifying, exploring and evaluating growth opportunities that enable the Company to optimize revenue and profits. Jeff will focus on developing strategies and plans intended to convert business potential into viable income streams either through enhancements of existing relationships or via acquisitions that support current activities and product offerings.

Jeff has been an extraordinary contributor to the success of Robroy Industries since 1990, first as Marketing Director for eight years, then as President of Robroy Enclosures since 1998. As a senior manager with vast experience, he is the ideal individual to help position the Company for future growth. His knowledge of both the enclosures and raceway operations enables him to match new opportunities with existing capabilities and to guide enterprise moving forward.

As a key corporate executive, Jeff reports directly to Rob McIlroy, CEO of Robroy Industries. He maintains an office based in Michigan, but will be an active presence in all Robroy locations.



From left to right - Aileen Shaffer, Jean Liberto, Kim Rafaloski, Vijay Kumar, Rob McIlroy, Randy Untalan and Jeff McIlroy.

Thanksgiving Lunch

Chelsea Grille in Oakmont served as the venue for Headquarters Associates' Thanksgiving luncheon on the Wednesday before Thanksgiving. The group prepared for the usual Thanksgiving feasting by enjoying a delicious lunch and good fellowship with their colleagues.



Associates gathered at the Duquesne Club for dinner and distribution of awards.

Bonus Dinner

Headquarters held their Bonus Dinner on February 12th at the Duquesne Club located in downtown Pittsburgh. Associates and their spouses gathered for dinner and the presentation of well-deserved bonuses. A subtle elegance would describe the décor of the Duquesne Club with crystal chandeliers and white linens. However, Aileen Shaffer's husband, Daniel, enhanced the whole scene with one of his works of art.

Continued on page 3



5 Non-technical Ways to Make Your Computer Run Faster

1. Check your hard disk space

A common rule of thumb to keep your computer running fast is to have at least 15% of its hard disk free. If your hard disk is almost full, you need to remove some programs and files to improve your computer's speed.

Also note in an office environment, if you have anything on your local disk that it is not backed up by corporate software, you may lose all the information stored on your computer in case of a disaster.

2. Delete temporary files

Temporary files, like internet history, cookies and cache, take up a lot of space on your hard disk. Deleting these files on a regular basis frees up space on your computer. To delete temporary files on Windows, you can run disk cleanup, which you can access by clicking Start > All Programs > Accessories > System Tools > Disk Cleanup.

3. Shut down or restart your computer at least once a week

When you leave your computer on, background programs and applications keep on running and are utilizing the resources. Also, if automatic windows updates are enabled then patches are being applied to your computer on regular basis. You will notice your computer slowing down over period of time. To avoid this and to make sure all runaway processes have been stopped it is advisable to shut down your computer at least once a week. Make it a habit to restart before you leave on Friday.

4. If you can scramble an egg on your computer, give it a break

A constantly overheated computer will eventually turn into a sluggish computer. If your laptop is hot to touch, it's working too hard and you need to let it cool down. To ventilate your computer, point a fan at it and use it on a flat surface, so air can properly flow underneath it.

5. Empty your PC's recycle bin

We all are aware what a recycle bin does. The files, which we delete, are temporarily stored in a recycle bin and can be restored later when needed. Such files eat up storage space on your PC, resulting in slow speed and poor performance of your computer. Check your recycle bin regularly and delete the files that you think you will not need again. But use this option carefully since deleting files from the recycle bin will remove them permanently and you will not be able to recover them in the future.



Ice sculpture by Daniel Shaffer.

Bonus Dinner (con't.)

You may recall the article about Daniel's talent in the Spring of 2018 *Bagpiper*. Daniel carves ice. On this occasion he carved a knight set upon the Robroy plaid shield. It was truly awesome. Daniel utilizes chisels and a chain saw to sculpt his artwork. This particular piece took him about four hours to create in the freezer room of the company where he works. A mixture of water and sand formed the red and black colors in the plaid of the shield. The piece would last approximately six hours at room temperature before losing its continuity.



Daniel Shaffer and his latest work of art.

New Hires

Eleven new associates have joined the Raceway Division between November of last year and March of 2019. If you have not already met these new associates, please make it a point to introduce yourself and make them feel welcome.



Amber Hogue was born in Houston, but grew up in West Texas. She and her family now reside in East Texas. She and her husband, Jonathan have been married for 22 years and have two children, Tristan (22) and Sandra (16). Tristan serves in the United States Air Force and Sandra is a high school junior. Spending quality time with her family and listening to music are important pastimes for Amber, especially attending concerts.



Amber Hogue - Accounting Support

Amber began her Raceway Division employment on November 27, 2018. Prior to that time, Amber worked for the Nolan County Appraisal District heading their collections department. Her experience will serve her well in her new role, as Accounting Support.

Robroy being a family owned business drew Amber to the Company. She stated that all of the associates are friendly and welcoming. "I felt at home from day one," she remarked.

Jim Walsh found the Robroy Raceway Division an interesting career prospect for several reasons. First, that the Company was a family owned business for more than 100 years. A second



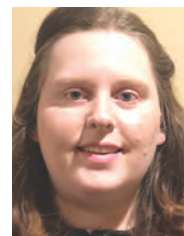
James Walsh - Business Development Manager

reason was that Robroy Industries is a leader in the marketplace and, finally, because the Company still wants to grow, well into the future. Jim accepted the position of Business Development Manager on December 12, 2018.

Jim studied business and criminal justice at Raritan Community College in Branchburg, New Jersey not far from his hometown of Scotch Plains, New Jersey. He brings 31 years of experience in electrical distribution with him to his new position and most recently served as the vice president of Cooper Electric Supply.

Jim and his wife, Elizabeth, have been married for 21 years and have two children, Jimmy (17) and Emily (14). Spending time with his family and friends at the Jersey shore top the list of Jim's favorite things to do. Sports of all kinds also rate high on his list of activities. This includes following his son's volleyball teams and daughter's soccer endeavors. He pays close attention to his nieces' and nephews' high school and college sports teams and, of course, his professional team favorites.

Shelbi Daniel began her Raceway Division career on January 30th of this year. She holds a Bachelor of Business Administration degree from the University of Texas, Tyler. Originally from Gilmer, Texas, she comes to the Raceway Division from two years as



Shelbi Daniel - Marketing Assistant

the marketing coordinator for Sam's Town Hotel and Casino in Shreveport, Louisiana. Before applying for the Marketing Assistant position at the Raceway Division, Shelbi did some research and she really liked that the Company was a family owned business with a rich history.

This young lady focuses her out of work activities around her dog, Olive, and she enjoys the art of cake decorating.

National Honor Society



Kylie Pepper poses for a memorable photo after being inducted into the National Honor Society.

Kylie Pepper, daughter of Michell Pepper (Accounting), was inducted into the National Honor Society on February 24, 2019. Kylie is currently a junior at White Oak High School.



The Team with their coach and advancement certificate

Robotics Competition

Manohar Taware coached two FIRST® LEGO® League (FLL) robotics teams this year. Let's begin by explaining a little about FIRST. The acronym FIRST stands for "For Inspiration and Recognition of Science and Technology" and the organization's purpose is to inspire the science and technology leaders of tomorrow. FIRST LEGO League is an alliance between FIRST and the LEGO Group. There are currently 320,000 participants in the program, consisting of 40,000 teams producing 40,000 robots displayed at 1,450 events in 98 countries across the world.

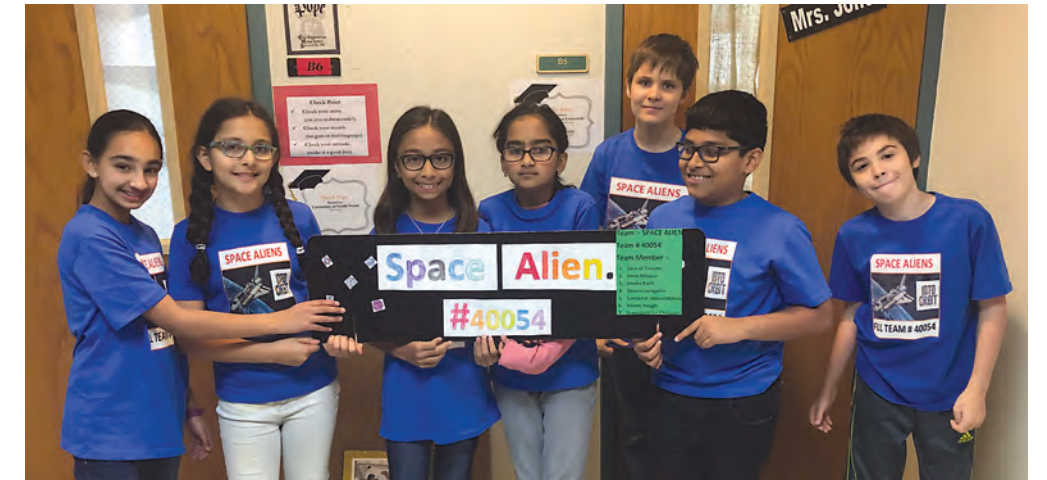
FLL is an international competition organized by FIRST for elementary and middle school students ages 9-14 in the United States and Canada and 9-16 in other countries. Each year in August, FLL introduces a scientific and real-world challenge on which teams can focus and do research. The robotics part of the competition involves designing and



Invitation to the 2nd Round Qualifier



The Team at the competition



Team Space Alien

programming LEGO Mindstorm® robots to complete tasks. The students work out solutions to the various problems they are given and then meet for regional tournaments to share their knowledge, compare ideas and display their robots.

The Robroy Raceway Division sponsored one of Manohar's teams, FLL Team Space Alien, for the "2018 Into Orbit Mission Challenge." During the first round of the challenge, robot performance, held at Vanston Middle School in Mesquite, Texas, Team Space Alien ranked 6th out of 36 participating teams. This qualified the team for the second round held at O.P. Norman Jr. High School in Kaufman, Texas. Team Space Alien

placed 4th place in robot performance, but did not make the regional qualifiers in North Texas due to lesser scores on research and presentation. Their goal this year is to qualify for regionals.



Team Lil Astronauts

Manohar also coached an FFL junior team, Team Lil Astronauts.



A Family Trip

Great Wolf Lodge (GWL) in Grapevine, Texas is one of the largest indoor waterparks in the United States and one of the many GWL facilities in the country. Yes, there is a water park, but so much more and a terrific place for a family vacation. www.greatwolf.com

Patricia Dyar and her family recently took a little vacation to GWL and her children had a ball! Robroy Associates collected donations for this trip and presented them to Patricia, when the adoption of her two little girls, Sahara and Kayleigh, was finalized.



Tanner, Sahara and Kayleigh enjoyed every minute of their visit to Great Wolf Lodge.



Wedding by Proxy

Tristan Meical Hogue and Lydia Jo Chance were married on February 8th, Tristan's 22nd birthday. The wedding participants met at the Denton, Texas Courthouse. The Justice of the Peace, the bride and the groom's mom, Amber Hogue, were all in attendance, but where was the groom?

Tristan was in South Korea serving his country in the United States



Mr. and Mrs. Tristan Hogue



Amber Hogue with her new daughter-in-law, Lydia Chance Hogue.

Air Force, so his mom was his proxy and the marriage was conducted via Facetime. Amber said all of the vows and Tristan repeated them. When Tristan returns from South Korea, the family will have another ceremony with him attending live.

Lydia is currently studying animation at the University of North Texas and an honor student there. Tristan will complete his bachelor's degree in electrical engineering upon his return to the states and possibly go on to earn a master's in that field.

Congratulations Tristan and Lydia. And to all the Robroy moms reading this article, you just never know what role you may have to play in your child's life - right, Amber?

Let's Talk Turkey

When you "talk turkey," you are talking serious business. Making a generous donation to the Upshur County Shares Food Pantry at Thanksgiving is serious business. Many families do not have the opportunity to enjoy a Thanksgiving feast for one reason or another, so the Raceway Division donated 25 gobblers to the local food bank before the holiday, so that some of those families would have a blessed Thanksgiving.



Rhonda Dunn and two food bank employees pose for a photo.



Several Raceway Division Associates attended the Chamber of Commerce Banquet. Pictured are Kristen Edge and her husband, Darryl, Sarah Parlett, Ashley Cullins, Michelle Hector, Shelbi Daniel, Rhonda Dunn and Bryan Wood.

Chamber Banquet

On February 7th the Gilmer Chamber of Commerce and community members gathered for the annual Chamber Banquet. It afforded Gilmer businesses the opportunity to connect and network. The program followed a delicious buffet at which time awards were presented to many Gilmer citizens for the part they played in the community during the previous year.

"Over the years, the chamber has been involved in so many civic and public projects that I can't name them all," Billy Foote, the evenings' emcee, stated. "The bottom line is the chamber has always discovered the needs of our community and found a way to meet them."

Recognition of accomplishments in education, volunteerism and individual impact were noted, including Outstanding Citizen of the Year, Rhett Hill. Chamber Director Linda Koudelka said that 2018 had indeed been a banner year. "There are all these new members this year, a lot of growth," she said. "A lot of people are getting involved in the chamber."

Promotions

In the fall of 2018, Ashley Cullins joined the Raceway Division office staff as an HR Support/ Receptionist, but worked previously at the Company as a temp during one of the Kids' Christmas parties. Ashley's recent promotion affords her the title of Executive Assistant.



Ashley Cullins - Executive Assistant

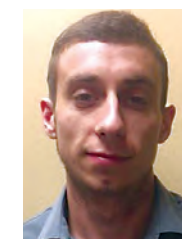


Snehal Patel - Jr. Accountant

Snehal Patel began his Robroy career on May 14, 2014 in the position of Accounting Associate. He came to the Raceway

Division with business management and banking experience. Recently he assumed the responsibilities of the Jr. Accountant position for the Company.

On July 24, 2017, Allen Chandler was hired as a Production Associate at the Gilmer facility. He was almost immediately "caught doing something right" and awarded one of the quarterly awards for his conscientious efforts. Allen has received a promotion to the position of Operator.



Allen Chandler - Operator

Congratulations is extended to each of these Raceway Division Associates for their promotions.

Valentine's Day



Kiss distribution at the Raceway Division.

All associates at the Raceway Division are remembered on Valentine's Day each and every year. Sometimes they receive roses. Sometimes they get a candy bar. This year the associates received a great big kiss - a Hershey's king size kiss that is!



Job Well Done



Brandon Peak, Matthew Shew and Patrick Crikles were awarded gift cards for "a job well done."

The Maintenance Team worked under a tight deadline and completed threading 10 sizes of conduit from 1/2" to 4" in order that a UL listing could be obtained by January 17th. This accomplishment occurred while they continued to perform all of their normal duties throughout the factory. Many thanks go out to these associates for their hard work and dedication to a successful "stainless steel" launch. Job well done!

Flashback to the 1950's Awards Dinner

Again this year, the Awards Dinner centered on a theme. Associates and their spouses dressed the part for a 1950's evening and the band Vinyl Stripes provided the tunes. The crowd assembled at Arabella Manor in Longview, Texas on February 15th for dinner, dancing and, of course, the awards presentation. Attendees also had the opportunity to have their caricature drawn by a very talented artist.



Wearin' that 50's look!



Caricatures were drawn of all the characters who attended.



Love those classic cars.



Dinner without dessert? No way!



...Of course, awards were presented.





The whole crew gathered for a group photo.

KIDS Christmas Party

On Friday, December 15th the break room and large conference room at the Gilmer facility were converted into a big Christmas party with David Duke doing the honors as Santa Claus and Ronda Dunn played the part of Mrs. Claus. There were crafts and coloring stations and snacks, as well.



Santa listened attentively to request after request...



Activities kept little hands very busy.



Santa was accompanied by a group of elves who lead the activities for the Kids' Christmas Party.



Christmas Party

On Saturday December 15th, the doors of the Gilmer Civic Center opened to welcome the Raceway Division Associates and their guests to their annual Christmas Party. The Woodland Hills Baptist Church Bell Choir serenaded the guests as they filed into the venue. Beautifully decorated tables greeted attendees and even sported Robroy plaid table runners. Following dinner it was on to the presentations.



All of the tables were beautifully decorated.



Honored guest Rob McIlroy, Robroy CEO, came from Headquarters to help the Raceway Division celebrate the holiday event.



Felix and Fingers provided the entertainment.

After dinner and presentations, dueling pianos provided the entertainment. Felix and Fingers, an all request show, supplied the music for an evening of singing and dancing



Shelly Smith received a nice donation for CASA from the Raceway Division Associates.

CASA (Court Appointed Special Advocates) received the Christmas donation from the Raceway Division this year. Associates raised \$3,866 for this worthy organization. Shelly Smith attended the event on behalf of her organization and as part of the program Steve Voelke presented the donation to her.



Attendees smiled for the camera capturing the pleasant mood of the evening.

Guests received a musical entry into the Christmas Party.

SHIELD - Robroy Industries Safety Initiative

In November of 2004, Robroy Industries began a journey that engaged associates from all levels of the Company to define and maintain the highest safety standards possible. The SHIELD program did not come from purchasing a vendor's off-the-shelf safety curriculum, but through Robroy Associates for their peers with the tutelage of Bill Murphy from AON Risk Management. This collaborative effort involved teams from all of the Robroy manufacturing facilities, including a few select managers. They met and reached consensus on what needed to be accomplished for their work environment to be safe. The tradition continues today through the identification of root causes of unsafe conditions and the development of tailored solutions through an integrated approach to safety.



SHIELD's core principle centers on individual team members taking ownership of their own safety and the safety of others. Local management and team members define the issues and identify the tactics required to fix those issues. The involvement and support of upper management is critical to ensure follow through of the established strategies.

Today the Raceway Division SHIELD Committee meets twice each month to identify safety issues and to track the progress of improvements in order to maintain the highest standards. Each week SHIELD team members make safety observation tours throughout various parts of the plant ensuring that safety hazards are identified and rectified immediately. The team is also responsible to verify that all areas hold to established standards.

SHIELD is involved in major capital expenditures, such as the new stainless steel processing line. SHIELD committee members verify that high standards are upheld with regard to the installation and operation of the work place changes.

In *The Bagpiper* 2005 Spring issue, Peter McIlroy stated, "We have invested much time, thought and money into this initiative and now we have to see it through to the results...NO ACCIDENTS...EVER!" That mindset holds true today.

—Carol Houghtaling

Promotion

With Jeff Seagle's corporate promotion to Vice President of Business Development, the position of Robroy Enclosures President would be vacant. Effective January 1, 2019, Craig Mitchell received a promotion to fill that position.



Craig Mitchell - Robroy Enclosures President

Craig joined Robroy Enclosures in 2009 as General Manager and became Vice President of Operations and Administration in 2018. Prior to coming to Robroy, he served 15 years as a plant manager for Key Plastics. He holds a bachelor's degree in business administration from Cornerstone University and an associate's degree in automated manufacturing from Grand Rapids Community College.

Rob McIlroy, CEO of Robroy Industry, stated: "Craig has earned our collective respect through his outstanding contributions to the general benefit of our entire company and, more specifically, to the growth of our Stahlin and Attabox electrical enclosure brands. Craig has been at the forefront of an organization that is healthy and profitable and is positioned for even more success in the years to come. Craig's expertise in operations, combined with his dedication to helping build a progressive sales culture within Robroy Enclosures, represents an ideal balance that adds great value for our business and our customers."



Photo taken by Cindy Stowell

Stormy Weather

An ice storm swept through parts of Michigan late on Tuesday, February 5th into Wednesday, February 6th leaving nearly 100,000 homes without power. Belding, Michigan was completely without power with the exception of Robroy Enclosures and a very few other fortunate locations.

Trees were heavy with ice and the already untenable situation was compounded by rain. Branches cracked and broke-off under the weight of the ice taking down power lines and blowing transformers. One Enclosure Division Associate joked that, "We must have our own power grid under the building." Other than a few flickers of momentary power loss, the Enclosure Division didn't miss a beat.

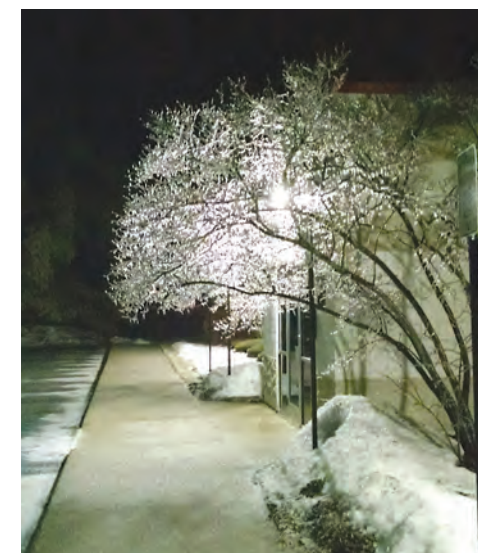


Photo taken by Cindy Stowell

"Will You Marry Me?"

Last October in northern Michigan, Austin Benoit, Applications Engineer, popped THE QUESTION. Colleen Conroy responded affirmatively and became his fiancé. Their wedding will take place in the summer of 2020. These sweethearts have been dating since high school, about seven years. Both Austin and Colleen are excited about their upcoming wedding and the couple will make their home in Grand Rapids after the wedding. Colleen is currently completing her doctorate degree in physical therapy at Grand Valley State University in downtown Grand Rapids.



Austin Benoit and Colleen Conroy



Rob Holmes and Megan Hurst

Rob Holmes, Accountant, and his girlfriend of seven years, Megan Hurst, were engaged last summer. Rob popped THE QUESTION in Red Rock Canyon just outside Las Vegas.

The couple graduated high school together in 2013 and now live in Comstock Park, Michigan. Megan is in her final year of school at Ferris State University where she will earn her PhD in pharmacy. Their wedding is set for July 2019.

Best wishes to each of these newly engaged couples. Robroy Associates look forward to seeing wedding pictures in upcoming issues.

New Hires

Cameron Heldt graduated from Central Michigan University where he studied political science and Spanish. Prior to joining Robroy, he worked in marketing for an online manufacturer directory and an industrial roofing company.



Cameron Heldt - Digital Marketing Coordinator

Born and raised in Grand Rapids, Michigan, Cam enjoys traveling, tennis, sci-fi novels and coffee. He loves learning new things and he thinks that he probably spends too much time researching topics he has no intention of ever following through with.

Dora Marker joined the Robroy team after working in the health care field for the last five years. She earned her bachelor's degree in psychology and communications in 2014 and is currently completing her master's in human resource management.



Dora Marker - Human Resources Generalist

A native of Holland, Michigan, Dora currently lives in Grand Rapids. She enjoys spending free time with her husband, Michael, and one-year old son, Oaks. She is also fond of hiking, traveling and climbing.

Continued on page 16

New Hires

Continued from page 15



Marc Wolverton - Operations Supervisor

Marc Wolverton recently accepted the position of Operations Supervisor for Robroy Enclosures. Marc brings more than 20 years of manufacturing experience with him to his new role. His previous experience included the responsibilities of an operations supervisor, a production scheduler and an ISO-9001 coordinator. For the past seven years Marc worked in the screen and digital printing industry as a quality assurance manager, finishing manager and production scheduler.

Marc lives in Greenville, Michigan and in his spare time enjoys camping, hunting, fishing and spending time with his two children. He coaches his son's basketball and football teams.



Ed Lewis - Operations Supervisor

Ed Lewis brought many years of supervisory experience to his new position. He grew up in Cincinnati, Ohio and earned his Bachelor of Science degree in chemistry from the University of Mount Saint Joseph, Cincinnati.

Ed now resides in Howard City, just northwest of Belding. There he enjoys planting and maintaining their apple and cherry orchard, remodeling their home, raising his daughter, Freyja, and training his dogs for Schuetzen testing. Schutzhund is a German word meaning "protection dog." It refers to a sport that focuses on developing and evaluating those traits in dogs that make them more useful and happier companions to their owners. Schutzhund work

concentrates on three parts. Many are familiar with the obedience work of the American Kennel Club's affiliates and will recognize the first two parts, tracking and obedience. The Schutzhund standards for the third part, protection work, are similar to those for dogs in police work.



Ron Howell - Maintenance Manager

Ron Howell accepted the Maintenance Manager position in August of 2018. He comes with over 20 years of experience in the field of maintenance and operations management.

Much of his success comes from a proven track record of predictive maintenance (PM), as well as a solid PM and equipment parts program. Ron stated that most of his success came from his team members and a professional vendor list that made it all come together.



Michael Mancewicz - Operations Supervisor

Experience from over 40 years in the manufacturing industry accompanies Michael Mancewicz to his new position of Operations Supervisor at Robroy Enclosures. That experience ranges from the shop floor to the front office. He started his career as a production operator and then became a journeyman tool and die maker. Having worked in the plastic, metal and die cast industries affords him a diverse background, as well as working overseas in Japan and other Asian countries. Michael holds a BBA and an associate's degree.

Winter camping, backpacking and kayaking are high on Michael's list of enjoyable activities.

I Do



Mr. and Mrs. Michael Parsells



The first dance



The Parsells honeymooning in Aruba.

Mike Parsell (Scheduler, Buyer, Expediter) and Emily Joseph exchanged vows on October 27, 2018 in Grand Rapids at St. Alphonsus church. Following a beautiful reception, the couple honeymooned in SNOW-FREE Aruba!

Congratulations Mike and Emily!

Proud Grandparents



Sydney Ryann Seagle

Jeff and Debby Seagle welcomed their new granddaughter, Sydney Ryann Seagle, into their growing family on February 24th. Sydney is one of Jon and Erika Seagle's three girls, preceded by Parker and Ava.



Mallory Ann Brown

Mike Hill, Assembly Associate, welcomed his second granddaughter, Mallory Anne Brown, into the world on February 27th, 2019. Mallory weighed in at 8 pounds 10 ounces and stretched 20 inches in length. Brittney, Mike's daughter, and son-law-law, Jacob, were thrilled that big



Blakely and Mallory Brown - Mike Hill's granddaughters.

sister Blakely stepped right in to help mom care for her new baby sister.

Congratulations are extended to these grandparents and their families..

Type 2 Diabetes Prevention



Associates participating in a recent "Snack and Learn."

On February 13th Sue Main*, RN, CDE, OCN and Diabetes Educator with Spectrum Health United Lifestyles, led a "Snack and Learn" session for Robroy Enclosures Associates. Ms Main's primary goal

that day was the continued good health and wellbeing of the associates attending the meeting.

For the past 20 years, Spectrum Health United Lifestyles has been providing health and prevention edu-

cation to Grand Rapids and surrounding communities. They proudly serve in this way and are committed to help residents enjoy optimal health.

The class covered the difference between type 1 and type 2 diabetes, pre-diabetes, health goals to prevent type 2 diabetes, signs of diabetes, factors that make one more susceptible to diabetes and the damage diabetes can do to the body and a person's overall health.

It was a full house and a collaborative session thanks to the participating associates and all the excellent questions posed.

*Sue Main is a registered nurse, certified diabetes educator and oncology certified nurse with Spectrum Health United Lifestyles located in Grand Rapids, Michigan. Sue has been with Spectrum United Hospital for 27 years and enjoys providing diabetes education. She has also worked as an oncology nurse in the Cancer Center for the past 25 year.

Kids' Christmas Party

On December 8th Robroy Enclosures celebrated their annual Kids' Christmas Party with the usual abundance of craft activities and a coloring contest. The age brackets for this year's contest included ages 11 to 13, 7 to 10 and 6 and under.



Lilianna Faasen dressed for the occasion.



Josh Blair and his son, Jackson, enjoyed the party.



Dillon Tissue, Kayli Coon and Lillian McGuire had a group photo taken with Santa.



Dean Brazelle watches as his son, Carter, creates a gingerbread ornament.



Doug Barrigar and his wife, Megan, brought little Harper Grace to sit on Santa's lap for the very first time.



Guy Jeffery's, daughters, Alice and Nicole, also dressed for the Christmas season.

Coloring Contest Winners:



Aubrey Hill, age 11, daughter of Assembly Associate Mike Hill



Kayli Coon, age 9, daughter of Assembly Associate Keisha Coon



Maverik Faasen, age 6, son of Plant Manager Erik Faasen

The Kid's Christmas Party would not have been complete without the tasty lunch prepared by Rudy (Assembly Associate) and Patsy Alvera. The Grinch made his special appearance and Santa greeted each child with a present and was all ears as they made their requests for what he should place under their Christmas trees on December 25th.

Associates Christmas Party

Entrance to the Robroy Enclosures Christmas Party on the evening of December 8th at the Ash Building—Montcalm County Fairgrounds required the donation of an unwrapped toy. The entrance fee resulted in a mountain of great gifts donated to Toys-for-Tots. Doug Fadden was on hand to accept the donations on behalf of the Masons.

At 6:00 PM a fabulous buffet dinner catered by Flo's Pizzeria kicked-off an evening of awards and entertainment. Yes, it was a fabulous buffet and, no, there was no pizza. Once again an Enclosure Division's version of the Christmas Story was recited and punctuated by the introduction of guests, distribution of SHIELD Committee prizes, Service Award recognition and the scholarship presentation.

A PlayStation Pro was the Grand Prize of the evening complete with Red Dead Redemption 2 and move controllers. Monetary gifts were given, as well, compliments of the SHIELD COMMITTEE. Jason Hewlett provided the comedic entertainment. He preformed for the Enclosure Division in 2016 and popular demand brought him back to Michigan for the Christmas Party.



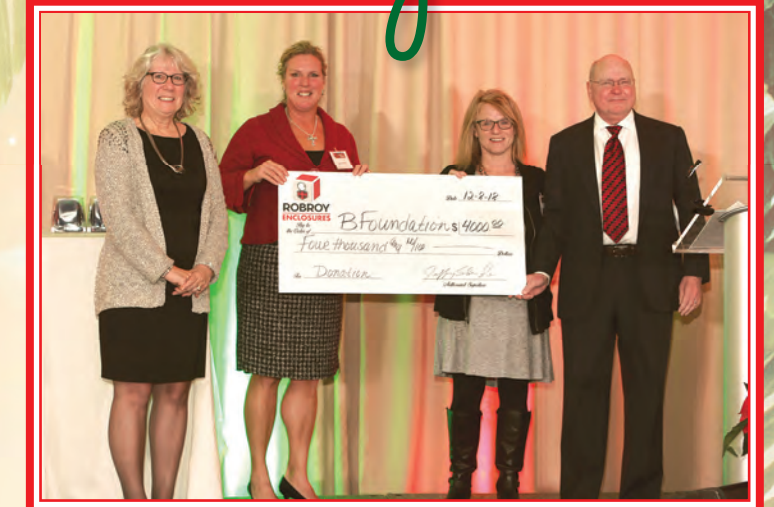
Cody Johnson - Grand Prize winner.



Although not a winner, Buck Moody proceeded to have a little fun during the prize drawing.



Belding Veterans Park donation



B-Foundation donation

A donation of \$4,000 was given to Denny Craycraft from the Belding Veterans Park and an equal sum awarded to Heidi Winkler of the B-Foundation. Year after year Robroy Enclosures increases their charitable giving to these worthy local organizations.

Another honored guest was Jeff McIlroy, Robroy industries Chairman. He wished the gathering a very Merry Christmas from corporate headquarters.



Heather Wiggins - gift card for \$250



Jordan Cliff - gift card for \$250



Kathy Tissue - gift card for \$250



Roger Schroder - gift card for \$250



Cindy Stowell introduced the evening's entertainment, Jason Hewlett.



The 2018 Scholarship winners received recognition and scholarship awards.

- Emily Byrne, Office Intern
- Sydney Gladding, daughter of Shelly Gladding, Inside Sales Associate
- Lyndsey Zoerman, daughter of Angie Zoerman, Customer Service Supervisor
- Thomas Mitchell Jr., son of Thomas Mitchell Sr., CNC Operator
- Abigail and Alison Hall, daughter of Jeff Hall, Plant Engineer
- Payton Haney, daughter of Jenn Ullery, Material & Service Manager



Jeff McIlroy - Chairman

Continued on page 22

Associates Christmas Party

Continued from page 21

We cannot forget the announcement of the ugly sweater competition. Mike Bolen was the recipient of that honor and a lovely trophy.



Mike Bolen - Ugly Sweater Contest Winner



The Ugly Sweater gals.



The Ugly Sweater guys. The winner is the gentleman in the back row on the left. He may have been awarded the prize for just having the guts to wear that pink outfit!



Dean Brazelle



Debbie Sousa

Giving Blood



Cindy Stowell and Guy Jeffrey's wife (RN) at a blood collection drive.

Giving blood is a way to give back to your community. In most cases your blood will be returned to those in your general vicinity who are in need of blood. Donations are ALWAYS needed. When you donate blood it can be used for trauma patients, patients undergoing surgery, cancer patients, patients who have anemia or sickle cell anemia and many other reasons. To follow is some additional information that you may not know about giving blood.

Blood consists of four different parts: plasma, red blood cells, white blood cells and platelets. Each of those four parts can play a key role in saving someone's life. The two most needed types of blood are type O and type B. If you have type O, A- or B- types there is a way you can give double the amount of red blood cells. This process is called Alyx Double Red Apheresis. A machine filters out the red blood cells into a blood bag and then puts the remaining components of the blood back into your body. It takes a little longer than a regular whole blood donation. However, the process uses a smaller needle, which you may find more comfortable and you are losing less fluid.

If you donate via Alyx Double Red Apheresis, males must be at least 130 pounds and 5'1" or taller, while women must be at least 150 pounds and 5'5" or taller. You can donate whole blood every 56 days and Alyx Double Red Apheresis every four months. When you donate blood, you can possibly be paid from \$20 - \$50 per donation. The more blood plasma you donate the more money you can receive. By donating blood, you are potentially saving a life.

Don't forget that when associates donate blood they can earn Wellness Points at the Enclosure Division.

Enclosure Division Basketball Team (Craig's Crushers)

Back in 2014, Craig Mitchell began a new tradition for the Enclosure Division with the organization of the first Robroy Enclosures basketball team. Not only was this extra-curricular activity very enjoyable for the associates who participate, but also a great form of exercise for them.

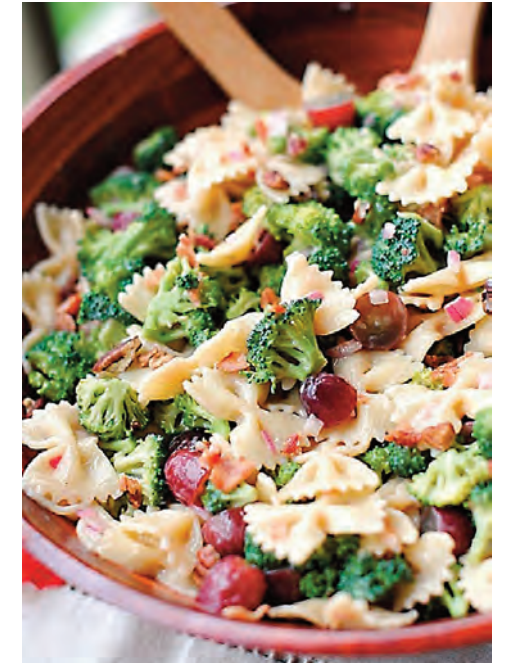
The team has grown and improved over the years since its inception. Craig's Crushers, as it has become known, did not win a single game in its first year participating in a local recreational league. Fast forward to 2019...Craig's Crushers are enjoying a 13 - 2 record.

"Our team's defense is as sturdy as our enclosures! We have really come a long way!" Craig recently stated.

Going forward, the team will be playing for the championship after they successfully qualified for the "Final Four Tournament." If they are able to win both of their games in the tournament, they will be named the winners of the entire league for the first time in the team's history.



Craig's Crushers



Broccoli, Grape and Pasta Salad

Ingredients

- 1 cup chopped pecans
- ½ package of farfalle (bow tie) pasta
- 1 pound fresh broccoli
- 1 cup mayonnaise or Miracle Whip
- ⅓ cup sugar
- ⅓ cup diced red onion
- ⅓ cup red wine vinegar
- 1 tsp. salt
- 2 cups seedless red grapes halved
- 8 slices of cooked bacon crumbled

Instructions

Preheat the oven to 350. Bake pecans in a single layer on a shallow pan for 5 to 7 minutes, stirring halfway through

Prepare pasta according to package directions

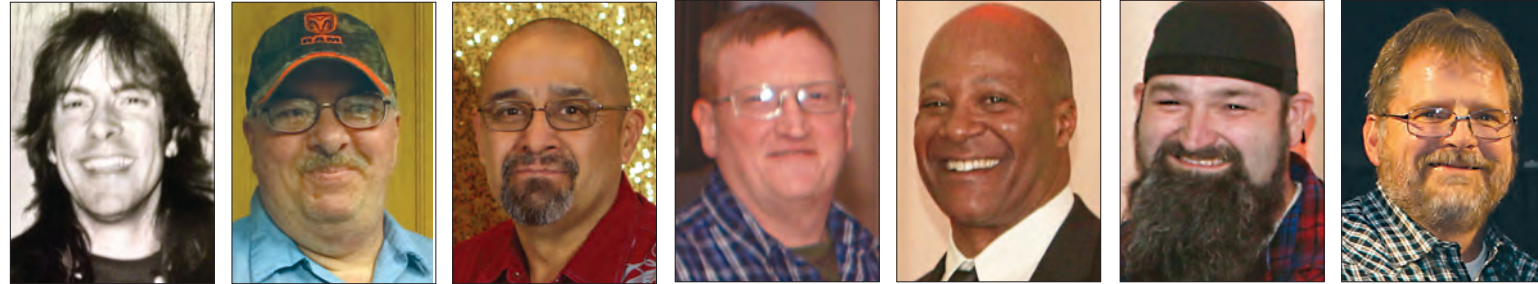
Cut broccoli florets from stems and separate florets into small pieces using the tip of a paring knife. Peel away tough outer layer of stems and finely chop stems.

Whisk together mayo and next four ingredients in a large bowl (you may want to make 1 ½ x the dressing for a more moist salad).

Add broccoli, hot cooked pasta and grapes - stir to coat

Cover and chill for at least three hours
Stir in bacon and pecans just before serving.

SERVICE AWARDS



Pat Kelly

Larry Warner

Rudy Alvera

Dave Jeffers

Craig Mitchell

Doug Barrigar

Lonnie Schrewsbury

Pat, you have not aged in 30 years!

Enclosure Divison

Pat Kelly	30 years
Larry Warner	30 years
Rudy Alvera	15 years
Dave Jeffers	15 years
Craig Mitchell	10 years
Doug Barrigar	5 years

Raceway Division

Lonnie Schrewsbury	30 years
Larry Jordan	25 years
Logan Crenshaw	2 years
Brenda Eidd	2 years
Amanda Kessel	2 years
Justin Pippins	2 years
Nathan Salmon	2 years

BENEFITS BULLETIN BOARD

Life Assistance Program – 24/7 Support is offered by Cigna for eligible associates that are covered by Robroy’s Company Paid Life Insurance.



Life Assistance Program —24/7 support

Phone: 800.538.3543
website: www.cignalap.com

- Call anytime, any day
- Visit a specialist
- Monthly Webinars
- Achieve work/life balance