

THE BAGPIPER

VOL. 53 | NO. 1 SPRING 2023

HEADQUARTERS



Headquarters Associates celebrated the Christmas season by sharing lunch at the Capital Grille.

Christmas Season

Headquarters Associates enjoyed Christmas Lunch on December 19, 2022 at the Capital Grille; an upscale steakhouse in Downtown Pittsburgh.

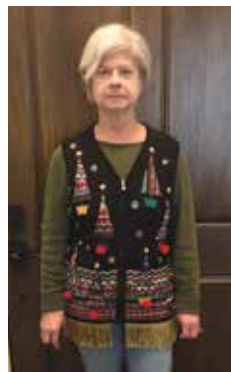
Christmas would just not be Christmas at the office without an ugly Christmas sweater day. Keerthi won the best Ugly Christmas Sweater Award at Headquarters and was entered into the Divisional Ugly Christmas Sweater contest.



With Rudolph's nose so bright, Sai Keerthi Satoor, we could say you glow!



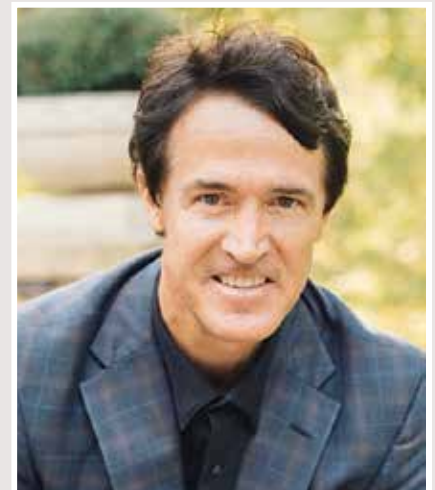
Associates donned their sweaters and took time from their busy day to pose for a snap shot of their selected choices in holiday apparel.



Brenda Eidd modeled her lovely sweater vest covered in assorted Christmas trees.

Family Forum

I'm happy to report that Robroy is off to an excellent start as we wrap up the first quarter of 2023. Coming off a record year in 2022 we are working diligently to build on the momentum and success we have achieved in the electrical marketplace. With that in mind, we have set new goals and objectives at both the Raceway and Enclosure Divisions for 2023. As the old adage says we are **Raising the Bar!**



On the subject of reaching new milestones and raising the bar the following quote by Seth Godin, a successful author and entrepreneur, is quite insightful.

"You can raise the bar or you can wait for others to raise it, but it's getting raised regardless."

The valuable lesson here is that we can never become complacent, rest on our laurels or be satisfied with our past success. It's important that the Robroy team remains vigilant and proactive in the markets we serve. We pride ourselves on being a leader in the electrical industry and we will continue to place emphasis on innovation and delivering superior products and service to our customers. Our collective efforts at Robroy are focused around building a strong foundation for scalability and long term sustainable growth.

As we embark on this journey together let's continue to remain true to our core values of Achievement, Balance and Appreciation. Whether we are launching a new product line, evaluating an acquisition or hiring a new team member our core values will provide us with a sense of purpose and direction each and every day.

Wishing everyone a healthy, happy and prosperous 2023!

Jeff McIlroy | Chairman



Pickleball Champions



Robroy Pickleball Champions, Anil Kewalramani and Jeff McIlroy, show off their trophy.

At a recent strategy review meeting in Fort Worth, Texas, the Pickleball Champions' trophy was presented to Anil Kewalramani. Anil and Jeff McIlroy are the self-proclaimed Robroy Pickleball Champions after winning some spirited games of Pickleball at Headquarters. They play on courts located a very short walking distance from Headquarters in Verona.

Anil and Jeff's Pickleball skills travel well and they intend to take their talent on the road in the near future. Get ready, Gilmer, Avinger and Belding!



Rob McIlroy congratulated Kim Rafaloski for another successful year.



Rafael Llamas flew in from California for the event and is pictured with Rob McIlroy and Jeff McIlroy.

Bonus Dinner

On February 2, 2023, Headquarters Associates gathered at the Fox Chapel Golf Club for the annual Bonus Dinner. Spouses/significant others shared the evening, as colleagues mingled and a delicious meal was served. While everyone enjoyed dessert Vijay Tahiliani and Rob McIlroy awarded bonuses to the Headquarters Associates.



Vijay Tahiliani and Rob McIlroy served as the MCs and distributed the bonus awards to Headquarters Associates.



Headquarters Associates and their guests.



Associates enjoyed casual conversation and hors d'oeuvres before dinner.



Kathrine Kepner and her guest, Dylan Snyder, posed for a photo during the cocktail hour.

thank you!



A New Business Unit President for Raceway

After more than a year of searching, Clinton Gehrman has been appointed as the Robroy Business Unit President for Raceway. His first day on the job was Monday, February 6, 2023.

Prior to coming to the Raceway Division, Clinton served as the president of Instrument Transformer Equipment Corporation in Monroe, North Carolina. He is recognized and appreciated for his exemplary work in growing the business, developing people and for his humble nature. Clinton has worked in various management and leadership positions within electrical equipment companies such as Eaton, Solomon Corporation and Cooper Power Systems resulting in over 25 years of manufacturing excellence.

He holds a bachelor's degree in mechanical engineering from Mississippi State University and a master's degree in business administration from Stephen F. Austin State University.

Steve Voelzke stated, "I am looking forward to Clinton joining the organization and taking on this role. We are excited for him to bring his track record of manufacturing excellence and constant improvement to our organization."



Clinton Gehrman - President

Married for 32 years, Brad has three children and three grandchildren. His interests outside of work include college football/ baseball (most especially the Texas Longhorns), fishing and classic rock music.

Although Lynn Hooser was born in Bakersfield, California, she has lived in Gilmer, Texas for most of her life. She enjoys camping, fishing and walking. Lynn likes to be appreciated and the financial aspect of life is motivational to her.



Lynn Hooser - Production Associate

The ability to grow with the Company was a strong selling point for CJ, when considering to accept his new position. He values financial stability and the ability to balance his work and home life. When not at work, he likes to hunt and fish. Football and baseball score high on his to do list.

A mentor of Daniel Smith's led him to the Raceway Division. He accepted the position knowing that he was joining a great team. Just knowing that the work he would perform will play a part in making the team successful was a great motivator for him.



Daniel Smith - Materials Coordinator

Daniel is from Tyler, Texas and outside of work his interests include sporting events, traveling and walking his dogs.

John Whipkey was born in Charleston, West Virginia and raised in Pittsburgh, Pennsylvania (Yes, Headquarters Associates, Pittsburgh with an "h"). He also resided in Ohio, Michigan and, for the last 25 years, in Lindale, Texas. He and his wife, Kim, have two sons, Brian (27) and Matthew (25). Most of John's interests center around church and family. However, electricity holds a special interest for him as well.



John Whipkey - Plant Engineer

"Robroy is known for their superior quality in the marketplace. I wanted to work with people who hold similar values as myself," John stated. He believes that Robroy management understands that not everyone thinks alike, but their input has value and is to be respected.

Ann Moss comes from Lewisville, Arkansas and she and her husband, Jimmy, are empty nesters - except for an occasional visit from their 13 grandbabies. She likes to travel, cook and read about "herstory" - women in history.



Ann Moss - Supply Chain Manager

Ann is goal oriented and quality focused in every aspect of her life. "Learn from the past, plan for the future and live for today" is a Robroy quotation that she buys into 100 percent.

There is a little town east of Dallas called Forney, Texas, which just happens to be where CJ Oliver is from. Google states that it is one of the best places to live in Texas. CJ is married and his wife's name is Mikaela. They have three children: CJ Jr. (21), Haley (8) and Riley (6).



Charles "CJ" Oliver - Product Specification Specialist

New Hires

The Raceway Division's reputation in the industry, along with the high quality of the Company's products drew Ted Breckenfeld to apply for a position. He also appreciated how the Company was portrayed online and the people who interviewed him. He hails from Carrollton, Texas and his household is made up of him and his wife. Challenging work that results in accomplishment is what Ted appreciates.



Ted Breckenfeld - Engineering Manager

Tennille Duke is from Lone Star, Texas. She and her husband, David, have two children, Justice and David Jr. She is passionate about customer service and she believes to obtain a position in the profession she loves with a stable company, like Robroy, is truly a dream come true. Reading, music and cooking receive top billing on Tennille's to do list, but are all secondary to her family.



Tennille Duke - Customer Service Rep

Because he likes production work, Curtis Fritch felt the Raceway Division would be a good fit for him. He was born and raised in southeast Texas. He is married to his lovely wife, Agnes. Curtis likes to read and tinker around in his workshop. Financial stability is important to him.



Curtis Fritch - CNC Operator

Christina Hall is from Pittsburg - Pittsburg, Texas (not Pittsburgh, Pennsylvania, Headquarters Associates). She is pleased to be working for a reputable company like Robroy and she enjoys traveling in her free time.



Christina Hall - Receptionist

For the past 25 years, Brad Glover lived in Brownsville, Texas and worked at the Kohler Company. He accepted his new position of Manufacturing Engineer with the Raceway Division, because it seemed like a good fit and he liked the culture of the Company. Nothing motivates Brad like technical and quantitative challenges coupled with problem solving and optimization. He also admits vacation days are enticing!



Brad Glover - Manufacturing Engineer

The culture at the Raceway Division attracted Keldreg Bryson to seek a position with the Company. He is from Mt. Pleasant, Texas and he enjoys football, cars and dogs. When asked what motivates him, he replied that it was his family.



Keldreg Bryson - Avinger Production Associate



It is with much sadness that the Raceway Division extends sincere condolences to the family of Canaan Smallwood. Canaan passed away early on the morning of January 17th due to a tragic car accident on his way to work. Canaan leaves behind his wife, Angela, and four children.

Canaan was only with the Company for a short time, but during that tenure he made a huge impression on those with whom he worked. His operations supervisor spoke highly of Canaan's trainability and eagerness to learn the Robroy Way.

Mammography Bus



UT Mobile Mammography Bus

Statistics show that one in every eight women in the United States will develop breast cancer in her lifetime. Next to skin cancer, breast cancer is the most common type of cancer in women. There are several kinds of breast cancer including invasive ductal carcinoma and invasive lobular carcinoma. Breast cancer is curable when detected in the early stages.

UT Health System's mobile mammography bus pulled into the parking lot of the Raceway Division in Gilmer on November 30, 2022. This unit offers 3D mammography screening. Ten of the female Raceway Associates took advantage of this convenience.

Wedding Bells



Mr. and Mrs. Alan Metz

Tawny Bewley (Customer Service Manager) and Alan Metz, her husband to be, traveled to Las Vegas, Nevada where they were married on November 11, 2022.

Congratulations and best wishes, Tawny and Alan.



Mr. and Mrs. Adam King

Jack King (Product Line Manager- Raceway Business Unit) and his wife, Catherine, traveled to Florida for the wedding of their son, Adam, to Savanna McDede. Florida is Savanna's home state and the couple married in a beautiful outdoor ceremony followed by a reception celebration. Jack had the very special honor of serving as his son's best man.

The newlyweds ventured to Tokyo and then on to several islands in the Philippines, including Cebu, Bohol, Borcay and El Nido. Upon



Adam and Savanna King on their honeymoon.

their return, the couple went to their home in San Diego, while Jack and Catherine returned to life in Camillus, New York.

Best wishes are extended to Adam and Savanna for a long and very happy marriage.



Catered Thanksgiving Luncheon

Sharing Thanksgiving

On Tuesday, November 22nd both the Avinger and Gilmer facilities enjoyed catered Thanksgiving luncheons. Riverpoint BBQ (an associate favorite) served lunch at the Avinger facility, while Co & Co Catering filled the plates of those in Gilmer.

In addition to the delicious meals, the Company provided a smoked turkey for each associate from Greenberg Smoked Turkeys, a family owned establishment since 1939 located in Tyler Texas.



A Hunting We Will Go

Mitchell, South Dakota is the destination for the annual Raceway Division pheasant hunt. Each year Steve Voelzke invites distributors and sales reps to accompany him for a time of fellowship, business and pheasant hunting.

The hunt occurs in the cold of November and it is common for the hunters to encounter several hundred pheasants each day. A traditional walk and block style of hunting is utilized and the group visits a different area over a three day period.



Ready for the hunt, Raceway Division sales reps and distributors traveled to South Dakota in November.



Installation of Air Tempering Systems

Air tempering systems are being installed just in time for the Texas heat to return. That's nice, but what does that mean?

Cooling a shop space is a little bit different than cooling a living space. Here's where we find air tempering useful. Air tempering differs from air conditioning in that the system is designed to reduce the temperature inside the facility relative to the outside air temperature. If you're out in baking heat, temperature drop inside feels good!

There are multiple benefits to air tempering. One is equipment sizing - here you can do more with less, as you're not trying to maintain a set temperature, you're only trying to cut the heat a bit.

Further explanation of air tempering can be found on the internet. It should be sufficient to say that there will be a wonderful benefit associated with the installation of these air tempering systems.



Installation underway.



Robroy Angel Tree

During the Christmas season, the Raceway Associates chose one local family and they blessed their socks off for Christmas making sure that family had everything they could possibly need and more to make their holiday special.



Gifts for a needy family from Raceway Associates.



Nathan Salmon wore his best Christmas vest.



Snehal Patel was not naughty this year. He was "nice" and so was his sweater.



Holy Cow, Jeremy Rogers! What a great ugly Christmas sweater.

Christmas at the Raceway Division

The annual Ugly Christmas Sweater contest took place on December 1st; a great way to stir the holiday spirit. Vickie Dean brought home the honors of best ugly Christmas sweater for the Raceway Division and represented them in the corporate contest. The Enclosure Division won the corporate contest with absolutely the ugliest sweater in existence.

The Gilmer Civic Center welcomed the Raceway Division Associates on the evening of December 3rd. The theme for the evening was Robroy Industries' 60th anniversary doing business in Texas. The group enjoyed



A brightly lit sign announced the 60th anniversary of Robroy Industries in Texas.



Steve Voelzke addressed the crowd.



Rob McIlroy, CEO of Robroy Industries, shared some time with Chris Caldwell.



Colleagues, spouses and significant others mingled, chatted and posed for photos

a wonderful dinner followed by the presentation of service awards and SHIELD scholarships.

Wendy Swain-Owens (Director of Organizational Development) and Lonnie Shrewsbury (founding member of the Raceway SHIELD program) presented three scholarship awards at the Christmas party. Jace Stanley, Micah Chapman and Trevor Bolden were in attendance to accept their scholarships.



Scholarship Winner - Jace Stanley, grandson of Jan Jackson



Scholarship Winner - Micah Chapman, son of James Chapman



Scholarship Winner - Trevor Bolden, son of Ronnie Bolden

In 2005 a company-wide development team defined and created SHIELD - Safety, Habits, Interaction, Education, Lifestyle and Diligence. This program is the essence of the Robroy safety initiative. Safety is non-negotiable at Robroy. Team members are responsible for the safety of all team members in addition to their own safety. Associates working as a team, comprise the most important resource necessary for maintaining a safe work environment. The successes that have been achieved through the SHIELD program throughout the Company are outstanding and associates live and work by the motto "If it is to be, it is up to me."

Supporting associates' family members through education has been part of the SHIELD program. In 2009 SHIELD Scholarships began to be awarded and 30 Raceway Division family members have been able to meet their educational goals with aid of these scholarships. Including the 2022 scholarship recipients, the \$100,000 mark has officially been passed. Robroy has had the pleasure to watch associates' family members become nurses, teachers and skilled professionals including: an ICU physicians' assistant, chief of staff for a medical staffing center, a Dallas County fire fighter and an EMT. Hats off to the original committee members whose initiative to keep safety at the forefront of each associate's work ethic has paid off and more.

Christmas at the Raceway Division

Entertainment from the Dallas String Quartet followed the presentations and many of the associates found additional entertainment posing for pictures in the photo booth. Rob McIlroy, Robroy CEO, was an honored guest.



Don't let that old Grinch steal Christmas, Sutton (Stephanie Ellis's son).



Ava and Grandpa share some special time together.

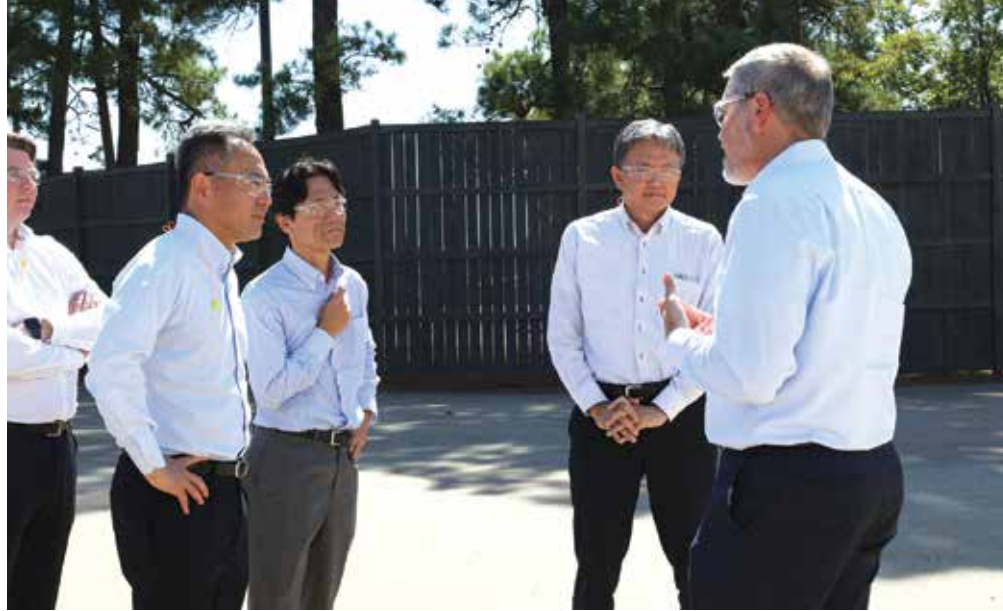
Special holidays like Christmas bring families together creating lots of memories that will last for generations.



Steve Voelzke's granddaughter, Ava, does not know quite what to make of Santa Claus.



Alyssa Jones caught a precious moment in a photograph, as her son, Will, enjoyed some pretty decorations.



A plant tour was conducted by Steve Voelzke.

Nippon - Sumitomo Anniversary

The long standing partnership between Robroy Industries and Sumitomo began 55 years ago. Nippon Steel and Sumitomo Metal Corp. (NSSMC) merged in 2012 and this company has remained a trusted supplier to the Raceway Division with a long history together.

NSSMC sent a delegation of company personnel to meet with Rob McIlroy (CEO), Steve Voelzke (President of the Electrical Division), Vijay Tahaliani (CFO), Kristen Edge (Controller - Raceways Division), Bryan Wood (Plant Manager) and the Doug Stroud (Buyer). Following a plant tour conducted by Steve, a catered dinner was enjoyed at the Gilmer facilities' Retreat and gifts were exchanged.

Sumitomo Metal Corp. included:

- Taku Hattori - General Manager, Western Hemisphere Dept./ Tubular Division (Tokyo, Japan)
- Atsuki Kawakami - SVP and General Manager, SCOA Tubular Products Group and Houston Office (Houston, Texas)
- Ugi Pak - Director, Western Hemisphere Dept./Tubular Division (Tokyo, Japan)
- Paul McClaren - Product Manager, Mid-Downstream Unit, Tubular Products Group (Houston, Texas)

Nippon Steel guests:

- Tetsufumi Yano - General Manager, Head of Energy Tubular Products Marketing Dept. (Tokyo, Japan)
- Takayuki Asano - Manager, OCTG and Line Pipe Products Marketing Dept. (Tokyo, Japan)
- Shinichiro Sakurai - Senior Manager, Marketing Service for Tubular Products, Nippon Steel N America (Houston, Texas)



Gift exchange and dessert!



Sir Condulet of Polyvinylchloride

Eaton Crouse Hinds Anniversary

The partnership of Eaton Crouse Hinds and Robroy Industries goes back 55 years. To celebrate, this valued vendor sent Sir Condulet of Polyvinylchloride to the Raceway Division as a gift. Sir Condulet, who is extremely corrosion resistant, was constructed from Eaton products coated by the Raceway Division. The plaid kilt was an especially nice touch!



Hunter Millican (Pricing Specialist) and his family - true New Diana Football fans.

Super Bowl Champs

The Millican family loves football. This year, Peyton Millican was part of East Texas Super Bowl Champs team.

Outstanding Service



Thomas "Tiny" Mitchell - CNC Operator

In July of 1987, Thomas "Tiny" Mitchell began his Robroy career and last summer reached the 35-year mark with the Company.

Tiny was recently asked about his favorite car. He stated emphatically, "I've never owned a car." That is the truth. Tiny is a truck guy all the way; all the way back to his first 1967 Chevy truck.

Tiny would offer the following advice to new associates:

- Show up EVERYDAY.
- Be on time.
- Do your best with all jobs.

Congratulations to Tiny for 35 years of service at Robroy Enclosures!

Rank Promotion



Lt. Jeffrey Kopp

Brian Kopp's son Jeffrey was recently promoted to the rank of lieutenant in the Round Rock, Texas Police Department, Adams Sector.

Congratulations, Jeffrey. The promotional process is not easy and you did it!

New Hires

Michael Dopkiss joined the Enclosure Division's Engineering Department in August of 2022. He is originally from the Grand Rapids area, but moved to the west coast to attend the University of San Diego where he earned his bachelor's degree in mechanical engineering.

Having grown-up in West Michigan, Michael is grateful to be back in the area and spend time with family and friends. He especially loves to go fishing with his grandfather. His other interests include learning to cook, collecting books and listening to country music. Last winter he learned to snow board and now he is hooked. Michael considers himself a pretty simple human being who enjoys traveling and experiencing new places. He emphasizes that sharing those experiences with others is what is most important.



Michael Dopkiss - Applications Engineer



Karen Greenawalt - Receptionist/ Administrative Assistant

Karen Greenawalt began her Robroy career in January of this year. She brings with her a diverse background including property management and owning her own businesses - consignment stores and a cleaning company.

In 2019, Karen and her husband honeymooned in Jerusalem. Their blended family consists of eight children and nine grandchildren. She enjoys reading, canvas painting and hiking.

The newest member of the Enclosure Division's Accounting Department is Kathy Kinyon. She spent 30 years in finance, which speaks volumes for the experience she brings to her new position.

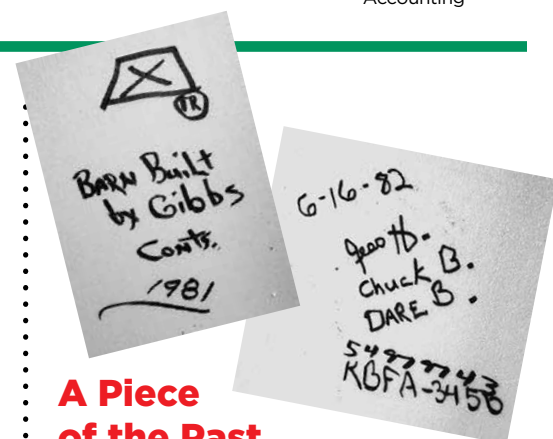
Kathy and her husband love to spend time with their horses and, of course, their three children and 10 grandchildren. She also finds time to read, fish, go camping and take mission trips.



Kathy Kinyon - Accounting

Family Addition

Emma Louise Holmes arrived on February 19th. Congratulations Rob and Megan Holmes on the sweet little addition to your family.



A Piece of the Past

Pat Kelly (Maintenance) was cleaning behind the plant in preparation for receiving spray foam and he made an interesting find. Three former associates had written their names for posterity. The names Jess Harwood, Charlie Bryant and Charlie's dad, Dare Bryant, were found with the date June, 16, 1982. Forty-one years later and the inscription is still quite readable.

THANKSGIVING

This year, the Enclosure Division Associates gave thanks for the fact that they all could gather together for a Thanksgiving meal after two years of not being able to do so. The Company's heated pavilion served as the dining hall and Thanksgiving decorations added to the festive atmosphere. Candlestone Golf and Resort catered a delicious meal. Each associate received a certificate for a turkey at Leppinks. Some of those associates donated their turkeys to local veterans.



Tables were decorated to reflect the Thanksgiving theme.



Old friends (retirees) stopped by making the occasion even more special.



Steve Voelzke, President of Electrical Products, was on hand for the Thanksgiving lunch.



Quite the Thanksgiving spread.

Pumpkin Pie for all!

Happy Retirement Rudy!

Rudy Alvera began his Robroy career on March 3, 2003 working in the Mold Room. Through the years he moved on to SMC and retired on December 29, 2022 from the Assembly Department. Assembly was Rudy's favorite job, because of the people he worked with and the variety of jobs he performed. He enjoyed the Children's Christmas parties with Pat Kelly as the Grinch and he and his wife, Patsy, cooking breakfast for all the kids. He enjoyed everyone he worked with and always appreciated how helpful the office staff was to answer any questions he might have.

His associates were truly thrilled to share Rudy's retirement celebration with him. He was warmly thanked for his friendship and the many contributions he made to the Company. Memories were shared and Rob McIlroy (Chairman) attended remotely sharing some of his own memories of Rudy and his wife. Speaking of Patsy, she was able to attend the event with their grandson, Grayson (7), and granddaughter, Isabel (6).

A mixture of old and new traditions made-up the celebration. Rudy's name and years of his service will be added to the retiree plaque and an enclosure clock with many notes of appreciation was presented to him. Lee Van Bronkhorst (Operations Manager) and Craig Mitchell (President) personally thanked Rudy for his service. Then, the celebration ended with Rudy walking through a tunnel of his team members who cheered as he went, congratulating him on his retirement.

Rudy's story doesn't end there. He has plans for his retirement including traveling south and doing some camping there and camping in Michigan. A trip to Michigan's Upper Peninsula is in the works and also golfing and visiting family and friends.



Rudy's family shared his special day with him.



The presentation of his enclosure clock.



A special remote video with Jeff McIlroy.



Craig Mitchell (President) congratulated Rudy.



The final walk.

Some photos of Rudy with colleagues and from the past.



Deb was the cover story in the "Robroy Times."



Amanda Calvo (HR Specialist) and Keisha Coon (Purchasing Buyer Scheduler) used props to tease Deb.



Deb was congratulated by President Craig Mitchell.



One very happy Deb Mills.

Happy Retirement Deb!



A cake for the occasion.



Lee Van Bronkhorst congratulated Deb and showed her where her name would be placed.



"I will certainly be spending more time with you, little one!"

A month after Rudy Alvera's retirement party another retirement celebration took place on January 23rd. It was Deb Mills' turn to receive the attention, as she finished her last day at the Enclosure Division.

Like Rudy, Deb started in the Mold Room as a press operator after her job at Electrolux ended when the company closed. Deb stayed in the Mold Room for a year and a half, then transferred to CNC where she made more money and she liked the change of pace. Working in CNC provided Deb with the ability to do something different on a daily basis and she liked working with the other CNC operators.

She will miss the people at the Enclosure Division, the golf outings, Christmas parties, Company picnics at Michigan Adventures and, of course, the paychecks. However, she truly looks forward to spending more time with her family.

Deb's name will be engraved on the Company retiree plaque and she received her enclosure clock signed by her colleagues with notes of appreciation. She shared the afternoon with her son, Jeremiah, and his wife, Emily, and her grandson, Warner. Her daughter, Shandra, and her boyfriend, Jason, were in attendance, as well as her son, Alex; mom, Ellen, and sister, Jean. Even a former team member, Tina, showed up to celebrate with her.

President Craig Mitchell presented Deb with a personal thank you and the celebration concluded with Deb walking through a tunnel of team members who cheered her on with heartfelt congratulations.



CHRISTMAS 2022

An Ugly Sweater Contest was held Company-wide and each division submitted an entry for the very ugliest Christmas sweater they could find. Well, the Enclosure Division took top billing. However, it had to have been difficult for them to choose the associate with the ugliest Christmas sweater because there were some really ugly entries. Shane Feazel won the honors for the division and Company-wide, as well. UGLY! Shane used scrap material from his position as Press Operator to design his ugly sweater.



Teresa Clayton (3rd Shift Assembly)



Donald Lane (3rd Shift Assembly Lead)



Allen Wizorek (Scheduler/Buyer/Expediter)



Amanda Calvo (HR Specialist)



Bonnie Mroczek (HR Manager)



Deb Mills (2nd Shift CNC Operator)



George Charles (2nd Shift Press Operator)



Jeremiah Souza (2nd Shift Supervisor)



Josh Blair and Doug Barringar (1st Shift N-Series)



Mike Carstens (Plant Manager)



Rudy Alvera (1st Shift Assembly)



Sandra Hale (3rd Shift Assembly)



Shane Feazel (1st Shift Press Operator)



Stacie Hill (3rd Shift Assembly)



Elijah Jeffers (2nd Shift Press Operator)



ASSOCIATES CHRISTMAS PARTY

The Associates Christmas Party on December 10th climaxed the Christmas Season for the Enclosure Division.

The event took place at the Montcalm 4H Fairground and the Candlestone Golf and Resort catered the dinner. The associates brought donations for the Toys for Tots campaign and a very generous display of toys was collected.

Craig Mitchell greeted all of the guests and gave a summary of the Enclosure Division's successes in 2022. Jeff McIlroy was an honored guest that evening.

A casino theme set the mood. Each attendee received 200 chips to start and had the opportunity to earn additional chips by playing roulette, blackjack and craps. Chips could then be used to enter a drawing for prizes. A photo booth was set-up for a memorable picture from an enjoyable evening.



After much planning and preparation, it was time to start the show.



Many wonderful toys were donated for the Toys for Tots campaign.



Ryan Wetzel (1st Shift Assembly) shared casual conversation with Bonnie Mroczek (HR Manager).



A photo booth provided the opportunity to make a visual memory of the evening.



Shane Feazel, Ugly Christmas Sweater Winner, had his photo taken with Jeff McIlroy (Robroy Chairman).



Enclosure President Craig Mitchell addressed the crowd.

CASINO NIGHT



ROULETTE

CRAPS TABLE

BLACK JACK



2022 Children's Christmas Party

The old gasket area provided a wide-open space for the craft activities.



A delicious breakfast was served in the break room.

The Enclosure Division resumed the ever popular Children's Christmas Party in 2022 after suspending it for several seasons. It was held on December 10th in the wide-open space of the plant that was created when the old gasket area was removed. Many associates volunteered to make the event special and the children truly enjoyed the crafts and a great breakfast. Santa (Jay Nowak), the Grinch (Pat Kelly) and lots of elves made sure that each child had a very enjoyable morning.



Santa took time to visit with everyone from the very young to the very old and every associate's child in between.



The Grinch (Pat Kelly) and a number of Santa's helpers pitched in to make the morning run smoothly.



Associates and their family members ran the craft tables offering a wide variety of activities from cookie decorating to making pinecone birdfeeders and many, many more.

Dean Childs (retired) and his wife, Wendy, supervised one of the craft tables.



The event was a wonderful family gathering.

Clever Packaging and sweet treats

Be My Valentine

For Valentine's Day this year, associates received something a little sweeter. A special note to each associate let them know the Company loves to have them as part of the Robroy team.



Elijah Jeffers (2nd Shift Press Operator)



Kaitlyn Davie (2nd Shift Press Operator)



Stanley Meyers (2nd Shift Press Operator)

BIG Bucks

The Enclosure Division's Shipping Department shipped over \$6,000,000 worth of product in a single month. To celebrate this momentous accomplishment, lunch was served and the break room was decorated for the occasion.



Appreciation goody bags



Appreciation luncheon



Veterans' Freedom Park Dinner

Denny Craycraft had a vision to build a veteran's park in Belding and worked tirelessly to see that vision come to fruition. Denny passed away several years ago, but his vision for Veteran's Freedom Park lives on and Robroy Industries has been a big supporter of those efforts.

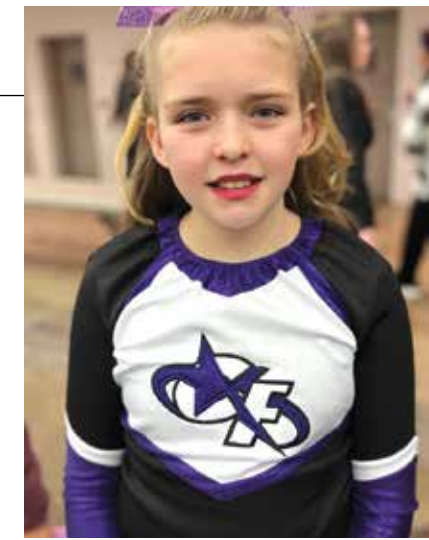
A recent dinner/fundraiser was held at the local American Legion. The proceeds from that event go toward the continuation of the work Denny started. For more information visit <https://beldingveteranspark.net>.



The dinner/fundraiser was well attended.



A little gift was given to each supporter.



Allen Wizorek's Cheerleaders - Kora, Kaylynn and Kenna



Amanda Calvo's son, Talon Calvo (#11), playing JV Basketball at Belding High School.

Family Gallery

"Family is not an important thing. It's everything."
- Michael J. Fox



Aiden Cliff played the part of the little brother, Randy, in Belding High School's performance of the Christmas Story.



Jordan Cliff's (Assembly) children, Davea (5) and Finnigan (9), placed 1st and 2nd respectively, in a recent wrestling tournament.

LET IT SNOW, LET IT SNOW, LET IT SNOW...SOMEWHERE ELSE



Snowy Michigan

Mid-February in Belding typically does not have the greatest weather, but February 22nd was really bad this year. Snow, sleet, freezing rain and strong winds combined to produce hazardous driving. Schools closed and there was significant ice accumulation.

To show the Company's appreciation for those who did venture out in those threatening conditions and made it to work, pizza was ordered and it was truly enjoyed.



Yum, yum pizza!



RECIPE



Pineapple Casserole

- ½ cup butter
- 1 cup sugar
- 4 eggs beaten well
- 1 can crushed unsweetened pineapple (15 ½ oz.) drained
- 5 slices of white bread cubed

- Grease a 1 ½ quart casserole dish
- Cream butter and sugar, then add eggs
- Stir in pineapple and bread cubes
- Pour into casserole dish*
- Bake at 350 for 45 minutes until lightly browned

Can be served hot or cold.

*At this point may be refrigerated for up to 24 hours but allow extra baking time.

BENEFITS BULLETIN BOARD

PAYER MATRIX - Specialty Drug Assistance Program

Effective March 1, 2023, Payer Matrix has partnered with BCBSTX to assist our associates with certain specialty drugs. Robroy put this program in place to help qualifying associates receive their specialty drugs at little cost or no cost. Be on the lookout for communication from your local HR Department.

SERVICE AWARDS



Mark Austin



Jay Anderson



Shelley Gladding



Cody Johnston



Scott Thompson



Grady Whitney

Enclosure Divison

Please note that **Tiny Mitchell** has **35 years** of service with Robroy Industries Enclosure Division. That is truly a remarkable milestone. Congratulations, Tiny, and thank you for your many years of service to the Company.

Mark Austin	20 years
Jay Anderson.	15 years
Shelley Gladding.	5 years
Cody Johnston	5 years
Scott Thompson	5 years
John Cegelis	2 years
Joe Daller	2 years
Patrick Kane	2 years
Erica Reeves	2 years
Linda Wilcox	2 years



Brannon Peek

Raceway Division

Anthony (Bo) Easley	30 years
Larry Wade	15 years
Grady Whitney	15 years
Brannon Peek	5 years