

THE BAGPIPER

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SPRING 2024

Family Forum

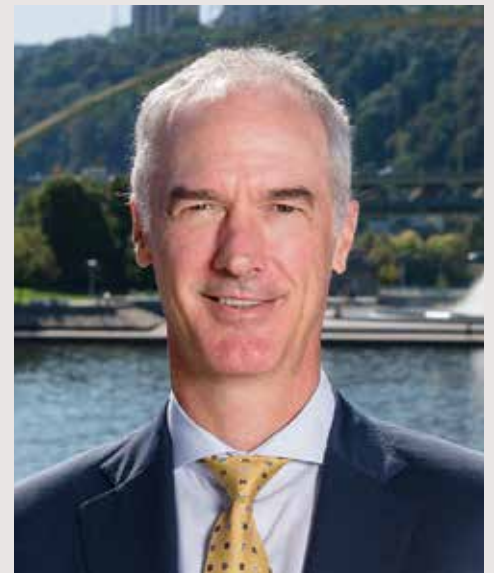
2023 was another record year for the Robroy! A Big Thanks to all of our teammates for their exceptional performance. 2024 looks to be another exciting year. As we plan for the future, we continue to grow our team and embark on initiatives to support our growth. These include new hires, improved business planning, continual Organizational Development and large capital investments.

In 2024 we're starting a journey to implement a new Enterprise Resource Planning (ERP) system. This will be a multi-year initiative which we're calling Project MAX. MAX will be a "single source of truth" that dramatically simplifies what is currently being managed through a multitude of systems. The benefits of MAX include improved user efficiency, a reduction of manual work, real time analytics, enhanced customer experience, adaptability to integrate new technologies and scalability for growth. MAX is a very exciting initiative that will support our growth plans well into the future.

On a personal note, I would like to thank the whole Robroy team for supporting our core values and making them a part of our everyday life. I'm continually moved by the examples of our teammates supporting one another both inside and outside of work. Over the past year there have been countless examples of teammates, customers and communities who have been impacted by the support of our team. Many heartfelt expressions of appreciation come back to Robroy. I want to express my sincere appreciation to the entire Robroy team for being there for one another. It is these types of actions that will help set us apart and Lead the Way. In 2024 we will continue to focus on culture. It's a never-ending process. There is always opportunity to enhance our collaboration and support our core values of achievement, balance and appreciation.

Have great 2024!

Rob McIlroy
CEO



HEADQUARTERS

Renovation

Construction began early last December to renovate Headquarters' first floor. The project's completion is expected by mid-March. In addition to a bright and modern aesthetic throughout, some of the features of the renovation include a new meeting space called "the Collaboration Room," a seating area, additional windows, a photo mural from the Robroy archives and floor to ceiling glass front offices with improved sound masking.



Above: Construction underway.

Left: Preparing for construction – offices had to be emptied.

Appreciation Dinner

On January 30, 2024, Headquarters Associates and guests gathered at the Duquesne Club in downtown Pittsburgh for the annual Appreciation Dinner. Associates enjoyed an evening of fellowship over cocktails, dinner and dessert, which included the Duquesne Club's famous macaroons! At the conclusion of the meal, Vijay Tahiliani reflected on the year's successes for Robroy as a whole and for individual associates as he shared words of appreciation.



Headquarters Associates and their guests – a dignified gathering.



Geetika Tahiliani, Sai Keerthi Satoor (Software Engineer) and Lizette Untalan chat before dinner.



Headquarters Associates and their guests – a fun bunch!



Anil Kewalramani (Director of Information Technology) received accolades from Vijay Tahiliani (CFO).



Jeff McIlroy (Chairman of the Board) and Vijay exchange kind words.



Vijay congratulated Paul Holenik (Business Application Manager) on a job well done.

Sunset at Headquarters

Even in the dead of winter on a cold January evening, sunset at Headquarters is beautiful.



SHIELD Scholarships

To help fulfill the Company's commitment to Safety, in 2005 a company-wide development team defined and created the essence of Robroy's safety initiative. SHIELD - Safety, Habits, Interaction, Education, Lifestyle and Diligence defines safety for Robroy Industries.

SHIELD Scholarships began to be awarded in 2009 and have helped 33 Raceway Division family members with their educational goals. Many associates' family members work hard to make their educational and professional dreams come true and it has been an honor to be a small part of that.



Micah Chapman – former SHIELD scholarship recipient.

Micah Chapman, former scholarship recipient, was on hand at the Raceway Division Christmas celebration and shared how his scholarship aided him in reaching his educational goals. Micah is the son of Raceway Associate, James Chapman.

The decisions made for the 2023 scholarship recipients proved to be very difficult, since the applicants were all very qualified. Four scholarship winners were chosen and received SHIELD Scholarships.

Josh Thompson, son of Ray Thompson (Campaign Coordinator) received a \$1,250 scholarship. Josh is currently a music student at Stephan F. Austin State University in Nacogdoches and studying to become a music teacher.

Another winner of a \$1,250 scholarship was Jada Boyd, daughter of LaToya Smith. Jada has been accepted into a dental assistant program and began her studies in January of this year. She is a working single mom with a dream of an ideal career.

Winning a \$2,500 scholarship is Madalyn Maddox, daughter of Nathan Salmon. As a freshman at Texas State University, Madalyn's studies focus on broadcast journalism.



Jada Boyd - \$1,250 scholarship winner.



Jace Stanley - \$5,000 scholarship recipient and his grandmother, Jan Jackson.

The \$5,000 scholarship winner, Jace Stanley, is the grandson of Jan Jackson. He is in his second year at University of Texas at Tyler studying construction engineering.

The Raceway Division looks forward to hearing more about these fine young people and their future accomplishments.

Tanner Dyar



Tanner Dyar – New Diana High School

Patricia Dyar's son, Tanner, recently participated in a robotics competition through his school. The Raceway Division supported Tanner's efforts by making a financial contribution.

Tanner is in the 10th grade at New Diana High School.

Winning Her Battle



Kelly Hargis (Assistant Division Controller) announces the completion of her cancer treatment.

Following her diagnosis of breast cancer in the fall of 2023, Kelly Hargis has undergone multiple rounds of chemotherapy. On November 17th she stepped up to the bell at the cancer center and gave it a hardy ring to announce the completion of her cancer treatment. Her fellow associates are so proud of how far she has come and they wish her continued success in her battle against cancer.

NEW HIRES

NEW HIRES * NEW HIRES

Newly hired associates complete a form that gives the Company a little information about them. They are asked where they are from, a little about their family, hobbies and interests, what attracted them to the Raceway Division and what motivates them. From this information the following bios were written. As you work and interact with these new associates you will know a little bit about them, but don't stop there. Make it a point to introduce yourself and make them feel welcome.

Max Bingaman hails from the northwest of Oregon and now resides in Texas with his wife, Sarah, and two sons, William and Max. He enjoys outdoor activities including riding ATVs, shooting, fishing and clearing overgrown land. He accepted his new position because it was similar to what he had been doing for the past few years.



Max Bingaman –
Production Associate

Family is a motivational factor for Tre Brookins. He enjoys spending time with his wife and daughter and also likes to play video games. He was attracted to his new position due to the work environment and employees at the Raceway Division.



Tre Brookins –
Production Associate

Codi Davis was born in West Virginia, but now calls Gladewater, Texas his home. Gladewater is about 14 miles south of Gilmer where Codi lives with his wife, dog and four felines. He was impressed with the Company's reputation and the relationship the Company has with its employees. It attracted him to seek a position with the Company. When asked what motivates him, Codi listed: appreciation, respect, recognition and duty. The Robroy culture should fit him just fine.



Codi Davis –
Production Associate



Terry Floyd-Johnston –
Production Associate

Scott Ginter says he is from Pittsburg, Texas by way of Temecula, California. He is married to his wife, Michelle, and they have two sons, Jacob (27) and Joshua (18). Several things drew Scott to the Raceway Division of Robroy Industries. First, Robroy is a family owned business. Sure, financial stability is a factor, but long term employment, being close to his home and aligned values were the real drawing cards.



Scott Ginter –
Operations Supervisor

Scott's favorite activities all take place outdoors and they include: kayaking, fishing, motocross, mountain biking, hiking, shooting and Jeep 4x4-ing.

Drive about nine miles northwest of Avinger, Texas and you will arrive at Hughes Springs where Britney Hanks calls home. Her family of five is made up of her husband, Rowdy, her son (17) and two daughters (14 and 9).



Britney Hanks – Avinger
Production Associate

In her spare time she enjoys painting and gardening, but, if truth be told, she loves fishing. The location of the Avinger Raceway Division and all of the good things she had heard about the Company brought her to seek a position with Robroy. Her God and her children are her motivation in life.

East Texas is where JaMarcus Johnson, his wife and three children call home. He has two boys and a girl and they are what truly matter in his life. Basketball is also high on his interest list. JaMarcus has heard



JaMarcus Johnson –
Avinger Production
Associate

nothing but great things about the Company, which is what led him to pursue a position with the Avinger Raceway Division.

Matthew Krupinski says he has managed to live "all over" Texas. However, he currently lives in Harmony (we all should live in harmony) – Harmony, Texas that is. His interests relate to the 2nd amendment and he also enjoys gaming. To Matthew "financial stability is huge and appreciation is nice." The Raceway Division was attractive to him because of consistent pay and a good work environment.



Matthew Krupinski –
Production Associate

Grayson Lawrence is from Hallsville, Texas. The Raceway Division attracted him to accept the position of Pricing Specialist because of the corporate culture and atmosphere. He is engaged to be married and inspired by being able to provide for his future family. Outside of work, Grayson enjoys watching and playing sports.



Grayson Lawrence –
Pricing Specialist

Michael Lovell is originally from Louisiana, but most recently resided in Missouri. His wife, Alison, and two daughters, Maddie and Ellie make up the Lovell household. Michael has a wide range of interests and hobbies including writing, graphic arts, 3D printing, the gym and preaching where he can. He sees a sincere and honest desire within the Company to do better. Overcoming challenges motivates Michael, as well as the ability to provide for his girls.



Michael Lovell –
Senior Buyer

ES * NEW HIRES * NEW HIRES * NEW HIRES

Just like Britney Hanks, Charles McCord is from Hughes Springs, Texas. His hobby is firearms. He was drawn to the Raceway Division in Avinger because of the pay and the location. He likes to have a balance between his work and his life outside of work and financial stability is important to him.



Charles McCord –
Avinger Material
Handler

Ray McHugh will be the very best kind of manager for the Company. He cares about his customers and the challenges they face and being able to help them with valuable solutions. He knows that Robroy's stainless steel and Rocket Rack products are the best that money can buy and he states, "I look forward to evangelizing our quality and value message to end users and contractors."



Ray McHugh – Business
Development Manager

Ray is from Wilmington Delaware. His family includes his beautiful wife, Pam, and two fine young adult sons, Antonio and Lucas. His hobbies and interests include: biking, camping, traveling and United States history.

Brandi McMurrey is from Houston, Texas. Her household consists of herself and two guys. The little guy is Miles and she refers to the other guy, Marc, as her husband and the maid! Brandi enjoys working out, hiking and reading in her spare time. She views her new position as an adventure and she looks forward to building employee relations.



Brandi McMurrey –
HR Manager

About 15 miles northwest of Avinger and not far from Hughes Springs lies the town of Daingerfield and where Antwain Minter calls home. He has two daughters,

Miracle and Paislee. This gentleman likes to fish, swim and play video games. Antwain was introduced to the Raceway Division in Avinger through a temp service. Financial stability for his family motivates him.



Antwain Minter –
Avinger Production
Associate

Leslie Nealy is from the Longview/Diana area of Texas. She and her husband, Fred, have four children – Laurie (16), Brayden (16), Payton (15) and Blakeley (10). Leslie loves sports, especially when it involves family and supporting her children in their sporting endeavors. She also listed "Fightin' Texas Aggies" as one of her interests. This means that the Fightin' Texas Aggies are her team of choice and not that she likes fightin' Texas Aggies, in case you were confused.



Leslie Nealy – Planner

Hearing that Robroy Industries was a great company to work for attracted Leslie to seek employment with the organization. Like many of the new associates, she values being appreciated and financial stability.

Kelly Owens is from Kilgore, Texas. She and her husband have three children. Doing projects and reading are her favorite past times. Being appreciated is her motivation.



Kelly Owens –
Accountant

Laura Peek comes from West, Texas, not west Texas. In fact the town of West is in central Texas in McLennan County. The town was named after Thomas West, the town's first postmaster. Laura now resides in Pittsburg, Texas with her husband, Chris. They have



Laura Peek –
Material Coordinator

two adult sons ages 31 and 21. Laura's interests include fishing and gardening. The environment at the Raceway Division attracted her and she knew some of the associates. The possibility of advancement and being appreciated are motivational to Laura.

Curtis Ross says his household is just him and he is from Longview, Texas. He enjoys gaming in his spare time. He was lead to take the position of Production Associate because of the good pay and because it was near his home.

Marque Waters likes to bowl. His ability to provide for his loved ones and family is very important to him.



Curtis Ross, Jr. –
Production Associate



Marque Waters –
Material Handler

Reese Wise is originally from Ft Worth, Texas and lives with his fiancé and her parents. His interests relate to auto repair and auto performance. Accepting his position at the Raceway Division had a lot to do with job security and the fact that he could work close to home. The ability to keep a roof over his family's head and food on the table are what motivate Reese.



Reese Wise –
Production Associate

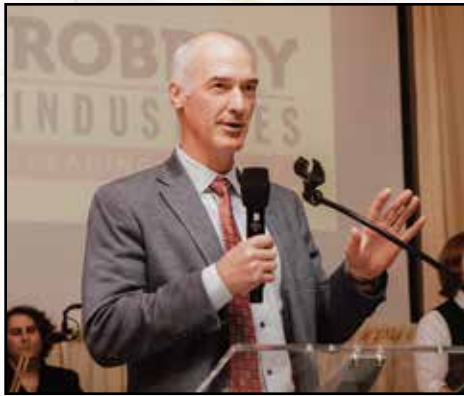
Shammion Young comes to the Raceway Division ready and willing to learn about her new position and learn more about herself in the process. She wants more out of life and her daughters inspire her in that direction. Shammion is a Texan, born and raised in Texas. She thoroughly enjoys going to social events.



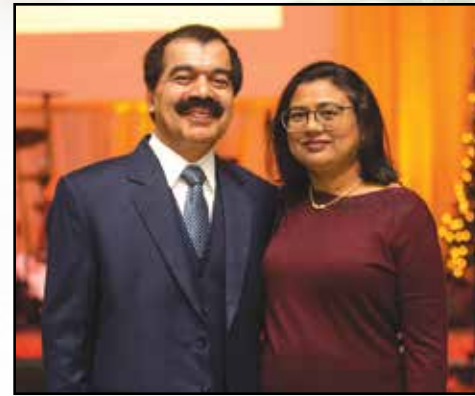
Shammion Young –
Production Associate



Steve Voelzke (Robroy President)



Rob McIlroy (Robroy CEO)



Vijay (Robroy CFO) and Geetika Tahiliani

Annual Christmas Party

On December 2nd the Raceway Division gathered for their annual Christmas celebration at the Gilmer Civic Center. Perfect Catering handled everything from dinner to coordinating the lighting, decorations, vendors and rentals.

The charity chosen for 2023 was Young Survivor's Coalition (YSC). This organization supports young women with breast cancer by addressing unique needs and improving their quality of life on the local, national and international level. The Raceway Division has breast cancer survivors in their ranks and the Company understands the benefits YSC can provide. Individual associates donated to this cause and the Company matched their contributions.

The evening included the distribution of Shield Scholarships, Service Award recognition, guest speaker Rob McIlroy and entertainment throughout the evening by Nashville based SongDivision. This company specializes in providing unforgettable experiences. They acted as the MC for the evening playing walk-up music for each speaker based on information they received prior to the event. Songs were personalized for many of the attendees and the evening included music trivia with winners receiving \$100 gift cards.

The highlight of the evening arrived when SongDivision debuted a special song that they wrote for Robroy incorporating the Company's legacy, brands and goals – a theme song. When the speakers had finished and the song debuted, SongDivision kept the party rocking and the dance floor filled.



Robin and Jeffrey Crossland



Courtney and Mason Colvin



Danny Wright and guest



Alyssa and Sam Jones



Clinton Gehrman and Lonnie Schrewsbury (35 years of service)



Larry Wade, Kathy Johnston and Clinton Gehrman (15 years of service)



Clinton Gehrman and Vickie Dean (30 years of service)



Dan Ellis, Clinton Gehrman, Jack King, Bo Peek and Dannette Potter (5 years of service)



Randell Godbolt, Blaine Kegarlis, Monroe Gray, Steven Jordan-Bates, Clinton Gehrman, John Brinkley, Alan Beck, Wendy Swain-Owens and Kyndel Knight (2 years of service)

Christmas Party



Allen Barnard and guest



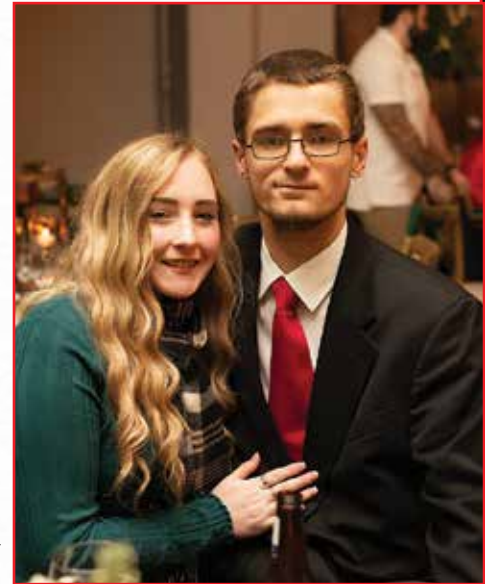
Randell Godbolt and guest



Staci McNew and Shawn Cross



Dale Wardlaw and guest



Joe Hutton and guest



Tyler and Tabitha Stricklin with Wendy Swain-Owens



John Brinkley



Sarah Brooks and guest



Blaine and Tammy Kegarise



Snehal and Dhruvi Patel



Steve and Kacy Jordan-Bates



Melanie Williams and guest



*Shawn and
Bobbie Baird*



*Shana Bullock
and guest*



Wendy and Michael Swain-Owens



Elizabeth and Brandon Ross



The gentlemen responsible for the fix of the threader line.

Unacceptable Delays

Multiple miscellaneous delays on the AED Threader Line started adding up over the course of a 24 hour period. The maintenance team became involved and began scheduling down the work-cell for maintenance purposes. This occurred one day per week and the reliability of the equipment improved. Once the delays began to decrease, the team (operators, maintenance techs and supervisors) started their investigation at the beginning of the line and worked their way to the end.

First, it was observed that the conduit loading lacked consistency, so the kick-over arms were fine-tuned to allow additional settling time into the conveyor. Once the conduit loaded onto the conveyor, the hold down arms did not engage soon enough causing a feed delay into the grinder cabinet. The timing was adjusted. Next, the team found 17 seconds lost between cuts inside the saw cabinet, starving the threader. The time was decreased and now the threader never waits for product. Done!

Not so fast. The exit table, which holds the threaded conduit, filled to capacity stopping the processing of additional pipe. This resulted because the pipe still contained threader coolant inside the conduit. A single blower could not remove the coolant quickly enough. The addition of two blowers alleviated the bottleneck.

A combined effort identified the problems and the team worked together to make the necessary adjustments. The AED Treader Line now works very efficiently.



Discussing the plan.



The Advancing Prefabrication Summit 2024

The Advancing Prefabrication Summit 2024 is North America's definitive, end-to-end conference dedicated to building faster, more safely and to a higher quality through prefab and modular. The summit took place this year in Denver, Colorado on February 26th through the 29th.

In 2024 the most cutting-edge prefab applications were showcased, supporting the optimization of every project phase from project setup through manufacturing to installation. Attendees joined the who's who of the prefab and modular industry and left with connections needed to develop prefabrication capabilities within their own organization.

Across the four days of workshops, presentations, panel discussions and audience roundtables, Chris Henley, Steve Voelzke and Tabitha Stricklin from the Raceway Division experienced unparalleled learning and networking opportunities.



The Raceway Division booth showcased the Rocket Rack product line.



Antwain Minter and JaMarcus Johnson



Dan Ellis



James Nelson

Avinger Recognition

These photos show some Avinger Raceway Associates doing their jobs on a typical work day. They are recognized every day for doing their jobs very well!



Jason Perry



Kim Boyd



LaKendrick Linwood



Michael Moody



Shawn Baird



Toby Byrd



Chris Caldwell's 2023 Christmas present.

Chris' Corner

Chris Caldwell is the Quotations Manager for the Raceway Division. In addition, he serves as the Lead Instructor of the Certified Installer Training Program through the Company's Corrosion College. Chris writes the blog "Chris' Corner," which can be found on the Raceway Division's websites at <https://rocket-rack.com/blog-categories/chris-corner> and <https://plastibond.com/chris-corner>.

For Christmas, Chris' team bought him a shirt. Not just any shirt. It had his very own logo embroidered on it.



Jack King – Retiree

Retirement

On March 1st, Jack King joined the ranks of the retired. Jack served the Company for the past five years as the Product Line Manager.

Best wishes, Jack, for a wonderful and well deserved retirement.

National Employee Appreciation Day



Just look at the dessert!



One of the Willis brothers chatted with John Brinkley.



Another one of the Willis brothers poses for a photo with Alyssa Jones.

A catered BBQ heralded National Employee Appreciation Day on March 1st of this year. The Willis brothers' Racks BBQ from Pittsburg, Texas arrived at the Raceway facility to treat the associates by "Cooking that Slow Smokin' Magic" with their signature seasoning and BBQ sauce. In addition to lunch, a decadent dessert was served. Hourly giveaways highlighted the day.

In addition to National Employee Appreciation Day, it was also a very special anniversary for Lonnie Venters. He celebrated his 36th year of service to Robroy Industries.



Brian Wood, Kristen Edge, Lonnie Venters and Clinton Gehrman

New Hires

Alex Erwin has a strong background in the electrical industry and most recently worked for Illsco. Many of you may remember a gentleman whose name was Alex Erwin who worked for Gorin, a former rep for the Enclosure Division. Yes, the new BDM is one in the same and very familiar with the Company's products. Alex has a passion for the industry, new customers and finding the right solutions. He lives in beautiful Birmingham, Alabama with his wife, Judy.



Alex Erwin – Business Development Manager Central Region

Skyleigh Moore graduated from Grand Valley State University having earned a Bachelor of Business Administration, Human Resources Management degree. She currently pursues her MBA with a focus in human resources management at Capalla University. Living in Grand Rapids, Skyleigh is working to train her new Shiba Inu puppy. In her spare time, she likes reading fantasy fiction, bike riding and hiking.



Skyleigh Moore – Human Resources Specialist



James Hall – Applications Engineer

A Texas native, James Hall currently lives in Clarksville with his wife, Danielle, and 4-year-old daughter, Ava. Prior to accepting the Applications Engineer position at the Enclosure Division, he worked from home as an engineer and an independent contractor. In his spare time, he enjoys playing video games, fishing and woodworking. He is a history buff when it comes to steam engines, war ships and military tanks.



Jacob Waller – 2nd Shift Press Operator

The Enclosure Division's newest 2nd shift press operator is Jacob Waller. He currently lives with his family in Greenville and would like to one day become a building contractor. He attended Cedar Springs High School. In his free time, Jacob likes to run. Not just running but competing in triathlons. When asked about his favorite car, he smiled and responded, "Lamborghini."



Amanda Calvo – Organizational Development Coordinator



Chad Barker – 3rd Shift Operations Supervisor



Jamie Montero – 3rd Shift Mold Lead



Erik Shaffer – 2nd Shift Mold Lead

Promotions

- Amanda Calvo received a promotion to the position of Organizational Development Coordinator for the Enclosure Division's business unit.
- Chad Barker who has been promoted from 3rd Shift Shipping to the position of 3rd Shift Operations Supervisor.
- Sean Clark's promotion is from 1st Shift Press Operator to 1st Shift Maintenance Mechanic.
- Jamie Montero has been promoted to 3rd Shift Mold Lead from 3rd Shift Press Operator.
- Erik Shaffer is now the 2nd Shift Mold Lead, promoted from 3rd Shift Press Operator.

As the Company's business and leadership needs continue to grow, new opportunities have been filled by Enclosure Division Associates. Congratulations to all of the associates who have received promotions. They are wished much success in their new positions.

Giving Back (Packs) in Style

Robroy Enclosures donated 58 Carhartt backpacks to the Belding Middle School. The faculty and staff of the school were thrilled to receive this generous donation and will use the backpacks to reward positive behaviors, recognize individual achievement and provide for students in need.



Dan Underhill (Belding Middle School Assistant Principal), Amanda Calvo and Stephanie Rudlaff (Belding Middle School Staff Member)

THANKSGIVING DINNER 2023

On November 14th, the entire Robroy Enclosure team shared a wonderful Thanksgiving dinner. Employees from two distributorships, McNeill & Company and Levine Lectronics and Lectric (L-3), were onsite for training that day and invited to join the celebration. In addition, several retirees came to visit making it a very joyous occasion.

McNeill & Company

Chris Rand
Stacey Kuhn
L-3
Rich Lussier
Carlin Boswell
Kris Vance
Scott Benson

Keeping with tradition, each associate received a heartfelt letter from Craig Mitchell with a coupon for a free turkey from the local Leppinks Food Center.

Jeff Hall (Plant Manager), Cody Johnston, Bonnie Mroczek (HR Manager) and Craig Mitchell (President) patiently wait their turn in the chow line.



Karen Greenawalt (Receptionist/Administrative Assistant) and Trisha Wetzel (Customer Service) pose for a photo on a chilly November day.



Retirees are always welcome at the Enclosure Division. Jamie Arnett (1st Shift Assembly) and Mike Olmstead (Material Handler) with retiree Rudy Alvera.



2nd Shift Associates enjoyed their meal.



This Thanksgiving turkey wanted associates to start with dessert and leave him alone!



Life is short; why not eat dessert first?



2023 Children's

Fun was in full swing on December 9th as the Candlestone Golf and Resort's lower level banquet room was transformed into the Enclosure Division's Annual Children's Christmas Party. Kids of all ages had the opportunity to meet Santa (Jay Nowak) and each child received a gift.



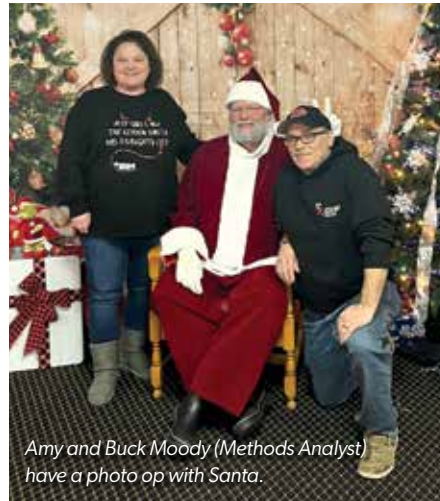
Just who would Santa be without his Mrs. Claus?



Dave and Bonnie Mroczek take the opportunity to get their photo taken with Santa.



Heather Rydahl (Shipping) and Santa.



Amy and Buck Moody (Methods Analyst) have a photo op with Santa.



Evan and Ella Wetzel with Santa.



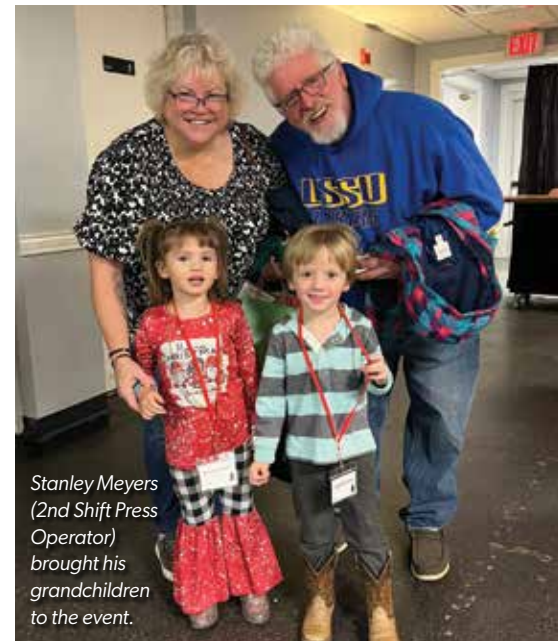
George Charles (2nd Shift Press Operator) and his family.



James Hopkins (1st Shift Mold Lead) and his children.



Kathy and Scott Kinyon enjoyed the party with their grandchildren.



Stanley Meyers (2nd Shift Press Operator) brought his grandchildren to the event.

Christmas Party

Multiple craft stations included bird seed pinecones, cookie decorating and sand art. Breakfast pizza was also enjoyed by all.

Many thanks to all the associates and their loved ones for volunteering their time, energy and creativity to help make this event wonderful.



Pinecone bird feeders are fun to make, but just a little messy – peanut butter and bird seed.



Sand in every color makes sand art a great craft project.



Cookie Decorating is always a big hit at the Children's Party.



Elves are essential at a Christmas party.



These are the associates who made the Children's Christmas Party happen.

Christmas Party



Craig Mitchell addressed the crowd welcoming them to the Annual Christmas Party.

The Robroy Enclosures Christmas Party took place at the Montcalm 4H Fairgrounds on December 9th. Associates brought very generous donations for Toys for Tots, which is traditionally an important part of the event. Craig Mitchell and Rob McIlroy (Robroy Industries CEO) shared inspirational words and thanked the team for a great year.



Allen (Buyer) and Kristi Wizorek and Mike Carstens (Plant Superintendent) and his fiancé, Julie Hetherington, find a minute to chat.

Buck and Amy Moody were magically transformed into royalty in the photo booth.



Aaron Reeves (1st Shift CNC) and his wife, Amy.



The Montcalm 4H Fairgrounds venue was beautifully decorated.



Brian Kopp (BDM), Cody Johnston and Josh Blair (1st Shift N-Series) looked pretty serious at the poker table.

A casino experience followed dinner and included blackjack, poker, craps, roulette and a money wheel. Wheels spun, dice rolled and cards were played. The photo booth provided another opportunity to just have some fun. Casino prizes included golf packages, camping gear, hockey tickets, weekend get-away excursions and drag car racing experiences.



Kathy (Accountant) and Scott Kinyon agree that Christmas is a wonderful time of the year.



It is tough to tell for sure, but it looks like Julie Hetherington and Mike Carstens behind those Foster Grants.



Jason Pawloski (3rd Shift Material Handler) appeared to be a little tense at the blackjack table.



A Toys for Tots representative was on hand to accept the many gifts the Enclosure Division Associates brought to the event.



The casino prize table...

National

FUN AT WORK DAY



1st Shift Associates awaiting instructions for the Penny Stack game.



2nd Shift Associates eager to start stacking pennies.



3rd Shift Associates as cookie monsters.

In recognition of National Fun at Work Day on January 27th, associates participated in two games lasting one minute each. The first game, Penny Stack, consisted of taking pennies and stacking them on top of each other. The associate stacking the most pennies in a minute was the winner. Melinda Ralph (2nd Shift Press Operator) stacked 35 pennies within the allotted time.

The second game was called Cookie Monster. Each associate began the game by placing a cookie on their forehead then attempted to get the cookie to their mouth without the use of their hands within one minute. The very talented Jay Nowak accomplished the task in 12 seconds. Game winners from each shift were awarded Wesco gift cards.



Tricia Wetzel (Customer Service) is determined to get that cookie from her forehead to her mouth.



Mike Olmstead obviously not a Cookie Monster winner.



The clock was ticking for Chad Hinton (2nd Shift Press Operator), Nate Bliss (2nd Shift N-Series) and Stan Meyers of 2nd Shift.



Get ready, get set, go – Jay Nowak and Shane Feasel (1st Shift Press Operator).



Gage Shilling showed extreme concentration as his cookie rested on his forehead.



3rd Shift winners – Jamie Montero (Mold Lead 3rd Shift) and Tammy Middleton (3rd Shift Press Operator).



Big winner of both games for his shift, Jay Nowak (1st Shift Press Operator) shows his prizes.



Eric Shaffer (Mold Lead 2nd Shift) won the Cookie Monster game for 1st Shift.



Shelley Gladding (Pricing Specialist) was a Penny Stacking winner.



Go Lions!

Since the Detroit Lions were very close to becoming Super Bowl participants in 2024, Enclosure Associates donned their team apparel on National Fun Day, as well. Better luck next year Lions fans. At least the Lions won a playoff game for the first time in 32 years.



Detroit Lions Super Bowl possibility cupcakes.



Melinda Ralph 2nd Shift Penny Stacker champ.



James Hall, Barry Hartwell (Engineering), Gage Shilling (Gasket Operator) and Ron Meir (1st Shift Material Handler), along with all of the Enclosure Division Associates, enjoyed pizza on National Pizza Day.

NATIONAL PIZZA DAY



Ya Gotta Love Michigan

In addition to the first snow fall of the season not arriving until January 10th, on February 27th, temperatures reached a record 73 degrees in Michigan. The balmy weather was welcome, but highly unusual for February. The very next day the temperature dropped to a chilling 22 degrees, the largest 24-hour drop on record.

Did you know there is a national day for almost anything you can think of and several on every single day of the year? So naturally there would be a National Pizza Day and what better way to show appreciation for associates than to celebrate the day with delicious pizza for everyone!

On February 9th, pizza was ordered from Candlestone Golf and Resort for Enclosure Division Associates to enjoy. A total of 26 pizzas arrived at the Belding facility and, according to Dawn Norton the Candlestone catering guru, each pizza was unique and a work of art.

Out of 1000 people surveyed, research shows only 2% do not like pizza. The top ten pizza toppings in order of preference are: cheese, pepperoni, sausage, mushrooms, bacon, onions, green peppers, black olives, Canadian bacon and pineapple. No anchovies? Pizza Hut is the most popular brand of pizza. Pizza is loved by 53% of those surveyed. Restaurant pizza is preferred over frozen pizza. Pizza is eaten at least once a week by 30% of Americans. Can you eat a whole pizza yourself? According to research, 22% of those surveyed say they can and 19% state that their beverage of choice with pizza is beer.

This photo depicts the first snow fall of the winter in the Belding, Michigan area on January 10th.

Wallstreet Journal Recognition – February 12th Edition

The Best and Brightest Companies to Work For® competition identifies and honors organizations that display a commitment to excellence in their human resource practices and employee enrichment. Organizations are assessed based on categories such as communication, work-life balance, employee education, diversity, recognition, retention and more.

Robroy Enclosures has participated in the West Michigan competition for the past 20 years receiving recognition year after year. Recently, the Company participated in a national competition and was recognized and awarded as a National Best and Brightest Employer to Work For in the U.S. The Robroy award appeared in the February 12th edition of the Wall Street Journal.

Thank you to all Robroy Enclosure Associates for their diligent hard work and focus on excellence.



Valentine's Day

Valentine's Day was celebrated at the Enclosure Division with "Chip Chip Hooray" cookie bags and candy for everyone. Enclosure Associates are loved and appreciated for all they do, not just on Valentine's Day, but every day!



Dakota Enbody (3rd Shift Press Operator) returns a smile of appreciation for his Valentine treat.



Tammy Middleton poses with her Valentine chocolate chip cookie.



Bonnie Mroczek played cupid on Valentine's Day distributing treats to everyone and is pictured here giving James Hopkins his gift of sweets.



Mark Austin (1st Shift N-Series) takes a minute from his busy day to receive his Valentine surprise.

RECIPES



Uncle Bob's Chili

Ruth Forester's husband's recipe

Ingredients

- 2.5 lbs. coarse ground beef or
- 1 lbs. each of venison, elk and antelope
- 2 bell peppers diced
- 1 large onion diced
- 1 15 oz. can black beans drained and rinsed
- 1 15 oz. can red beans drained and rinsed
- 1 15 oz. can diced tomatoes
- ½ cup chili powder
- 1 tbs. garlic powder
- 1 tbs. black pepper
- 1 tbs. cayenne pepper more or less to taste
- 1 tsp. salt

Combine ingredients and pour evenly over stuffing. Then layer the other half of the stuffing over turkey mixture.

Spread a can of cream of chicken soup over the stuffing, evenly. Bake for 35 minutes at 325°. Remove from oven and add grated cheddar cheese on top of the casserole (enough to make a thin layer). Return to the oven for an additional 10 minutes, then serve.

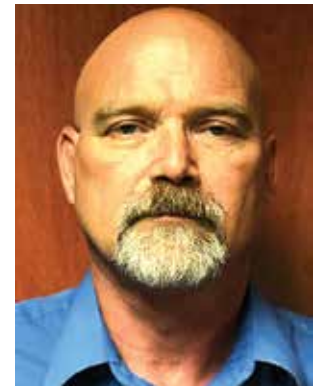
SERVICE AWARDS



Larry Jordan



Larry Barnard



Curtis Weishaar



Larry Warner



Doug Barrigar

ENCLOSURE DIVISION

Larry Warner	.....	35 years
Doug Barrigar	.....	10 years
Sam Campbell	.....	2 years
Nate Bliss	.....	2 years

RACEWAY DIVISION

Larry Jordan	.....	30 years
Larry Barnard	.....	5 years
Curtis Weishaar	.....	5 years

BENEFITS BULLETIN BOARD

HSA – Important Information for HSA Account Holders

You will be receiving a letter from Robroy concerning BenefitWallet transitioning to HealthEquity the week of March 15th. BenefitWallet and Bank of New York Mellon will be sending you a letter on this transition March 27th.

Please log onto your HSA account in BenefitWallet and make sure your address is correct. It is important that you do this before March 27th to make sure all correspondence is sent to the correct address.

