

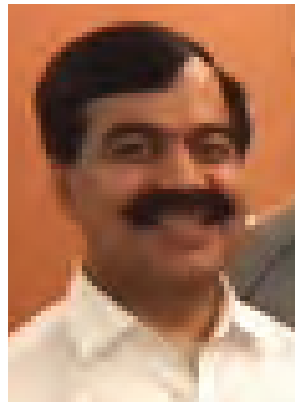
A Health Savings Account (HSA) is the perfect tool to help build your health care expenses safety net. You own your account and it will never expire. At some point you might encounter an unexpected medical expense, so be prepared. If you already have an account, you might want to review it, so you can be better prepared for the future. If you don't have one yet, this is a good time to start planning for unexpected health care expenses.

It should be noted that participation in the program is a pre-tax payroll deduction. The funds contributed to an account are not subject to federal income tax at the time of deposit. HSA offers triple tax advantage: money goes in tax-free, grows with interest tax-free and can be used tax-free for eligible healthcare expenses. The money you accumulate in your HSA must be used for medical expenses only.

Please contact your division HR Department for more information.



SERVICE AWARDS



Vijay Tahiliani



Dean Childs



Harley Brigham



Lonnie Shrewsbury

HDQ

Vijay Tahiliani 20 years

Enclosure Divison

Dean Childs 30 years

Harley Brigham 5 years

Al Calvi 2 years

Raceway Division

Lonnie Shrewsbury 30 years

Lonnie Venters 30 years

Vickie Dean 25 years

Chris Lopez 5 years



Lonnie Venters



Vickie Dean



Chris Lopez

THE BAGPIPER

VOL. 48 | NO. 2 SUMMER 2018

CORPORATE CULTURE VALUES

Achievement: *Actions speak louder than words.* It's not what we say we're going to do, but what we actually accomplish that counts. Robroy is goal oriented and forward thinking. We apply our best efforts to the endeavors in which we participate. This includes business, personal development and relationships with our entire constituency. Our success will be a result of the effort and passion we apply.

Balance: *A stable foundation is the key to long-term success.* We recognize that there will always be diverse choices that influence our actions and decisions. With integrity, we will strive to find a balance that provides the best outcome and preserves the stability of the enterprise. How we manage today will determine our future.

Appreciation: *Gratitude costs nothing and can be worth everything.* We will always be humble and have an equal respect for all individuals and entities that contribute to our lives. We value relationships. We must never lose sight of the fact that we cannot succeed without the support of others. This includes our associates, vendors, customers, partners and communities. We will take the time to recognize and give back to our constituents for their contributions.

Family Forum

As Robroy enters the summer months it is a pleasure to report that sales are trending upward and our overall business is healthy. We have the opportunity, for the first time in several years, to meet our annual plan in both the Raceway and Enclosure divisions.

As I reflect back on the first half of 2018, I can't help but think about Robroy's new Corporate Culture. The 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.

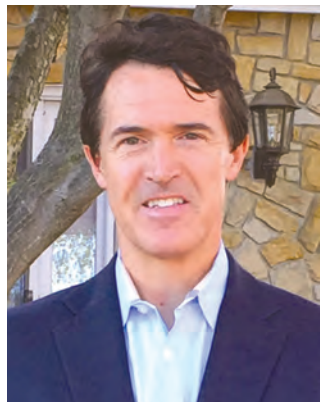
In particular, I would like to talk about the core principle of **Appreciation**. We must never lose sight of the fact that we cannot succeed without the support of others. This includes our fellow Robroy Associates, customers, vendors, partners and the communities that we live in.

It is very humbling and gratifying to see the Robroy family giving back to charitable organizations. Over 10 years ago at an offsite meeting in Verona, members of the Robroy leadership team discussed and articulated a "Charitable Mission Statement." The primary goal of our charitable mission statement is to make a positive difference in the local communities where we live, work and do business. Robroy will support a variety of charitable organizations with special emphasis on the education of children (our future) and with helping people in need.

At Robroy Industries, we believe it's important to give back. Our associates are instrumental in the success of our community outreach program. When looking at the *GIVING BACK* section of the Robroy website www.robroy.com you will see a variety of charitable organizations Robroy supports that are based in Gilmer, Avinger, Belding, Verona and other surrounding towns and neighborhoods. Just a few of the many charitable organizations Robroy associates support with their time, talent and money include the *East End Cooperative Ministry*, *Extra Mile*, *Special Olympics*, *Texas Special Children's Projects*, *Gilmer High School Top 10% Banquet*, *Belding High School SHIELD Scholarship*, *Upshur County Relay for Life*, *Belding Veterans Memorial*, *Tom Landry Classic Scholarship*, *Toys for Tots*, *Riverview Children's Center* and the *Network of Hope*.

I want to express my sincere appreciation and gratitude for everyone's participation in Robroy's community outreach program. Let's continue to give back and look for opportunities to make a positive difference.

Wishing everyone a healthy, happy and terrific summer!



Jeff McIlroy

Jeff McIlroy | Chairman



Headquarters Associates at EECM on May 16th



Busy hands in the kitchen.



Rob McIlroy checked out the gifts before the games commenced.



Associates and their helpers receive instructions.

Helping Hands for EECM

The Headquarters Associates again served dinner to the residents at East End Cooperative Ministry on May 16, 2018. Brandon McIlroy (Jeff McIlroy's son) and Jim Liberto (Jean Liberto's husband) joined Headquarters Associates for this outing. Rousing games of BINGO with some cool prizes followed the meal, which included chicken, pasta, cole slaw, green beans, cupcakes and drinks (water and ice tea).

More than watching the residents enjoy their meal and have fun winning BINGO prizes, the associates have a sense of fulfillment at the end of the day after sharing their time with this community. Vijay Tahiliani commented prior to the start of the experience, "Somehow this EECM activity is different from any other Robroy gift giving activity where EO's usually hand over the check to the beneficiary. In EECM, we give something and at the same time do the work ourselves and participate in the activity."



Let the games begin. Associates mingled with the residents as the numbers were called.



Lots of laughter.



Jeff McIlroy was in charge of passing out the prizes.

There were new residents in attendance since the associates' last visit. Indeed EECM is doing a great job feeding, housing and educating them, so they can go out on their own and find jobs after a few months.



Big Bob, the big winner!

And lastly, who can forget Big Bob, who while playing BINGO is loud and ever engaging, when he is losing. However, he did have a winning a streak.



An anniversary lunch with Headquarters Associates.

20 Years of Service

Vijay Tahiliani celebrated his 20-year Robroy anniversary on May 11, 2018. He chose a professional blender as his service award.

Vijay happened to be at the Headquarters office in Verona the week after his anniversary, so he received his blender during that visit. In addition, he received the honor of ringing the bell for exceptional sales. An article in the last *Bagpiper* issue described this new fixture at Headquarters. Then the Headquarters team took him to lunch at The LOT at Edgewater, a new restaurant in the nearby town of Oakmont.

Here is a little piece of trivia: Rob McIlroy requested the very same blender for his 20-year anniversary. Great minds think alike!



Vijay's chosen service award.



Ring the bell.



The McIlroy family celebrated the graduation of their daughter and sister, Katie. Shelley, Emma, Katie, Maggie and Rob McIlroy.



Graduating senior Peter McIlroy.

Graduations

Katie McIlroy, daughter of Rob McIlroy (CEO), graduated from Fox Chapel Area High School in June of this year. The fall will find her heading to Miami of Ohio University where she joins her sister, Maggie, who will be starting her junior year. Katie has enrolled in the college of Creative Arts.

Jeff (Chairman) and Erica McIlroy's oldest son, Peter McIlroy Jr., recently graduated from Shady Side Academy. Peter is looking forward to attending college at Elon University in North Carolina this fall. His course of study includes a variety of undergraduate classes with a possible major business.

Good luck Katie and Peter with all your future endeavors!

Take Our Daughters and Sons to Work

Rob McIlroy brought his daughter, Emma, to work with him on April 26th. "For nearly 25 years the Take Our Daughters and Sons To Work program has been 'Leading the way...' inspiring young dreamers to dream big. Inspiring them to dream of themselves in boardrooms, city halls, union halls and concert halls. Inspiring them to believe in themselves as much as they believe in their superheroes. Inspiring them to envision a future for themselves in a workplace where everyone is welcomed."

Emma enjoyed interacting with Headquarters Associates throughout the day and got a first hand look at her dad at work.



Emma McIlroy joins Headquarters Associates for a group photo.

Weight Loss Challenge

On January 22nd 14 Raceway Division Associates at the Gilmer facility lined up at the scale in the HR office to weigh-in and register for the Weight Loss Challenge. The Challenge, a voluntary event, took place from January 22nd until March 30th. This was not a Company sponsored event, but merely an opportunity for associates to diligently attempt to drop a few pounds before bathing suit season.



Manohar Taware - The Biggest Loser

As an incentive, participants could pay an optional \$10 that was placed in a "pot" and would be presented to the person losing the largest percent of body weight during the challenge. It turns out that the Biggest Loser was a big winner. Manohar Taware won the challenge with a 4% weight loss and was awarded the cash.

Charitable Donations



The Raceway Division provided funds to Brooke Davis (former intern) and her team for a medical mission trip to Guatemala.



Some of the grateful recipients of care from the mission group.



The NTCC Mission Team

Guatemala Medical Mission Trip

The First Baptist Church of Mt Pleasant sent a medical mission team to Guatemala. The team consisted of eight nursing students and two instructors from Northeast Texas Community College. Over a five-day period a total of 782 clinic patients were seen, 74 surgeries completed and 2717 prescriptions filled in the Guatemalan community they visited.

The Raceway Division donated \$100 to this worthy cause.

Upshur County Community Fund

The Raceway Division continued their support of the Upshur County Community Fund with a \$100 donation. All funds raised from the 2018 campaign benefit various agencies in Upshur County including:

- Upshur County Shares Food Pantry
- The Work
- Meals on Wheels Ministry, Inc.
- Women's Center of East Texas
- East Texas CASA
- Upshur County Literacy Council
- ETCADA
- Real Jobs for You Inc.
- Upshur Benevolent Fund



Charitable Donations continued on page 6

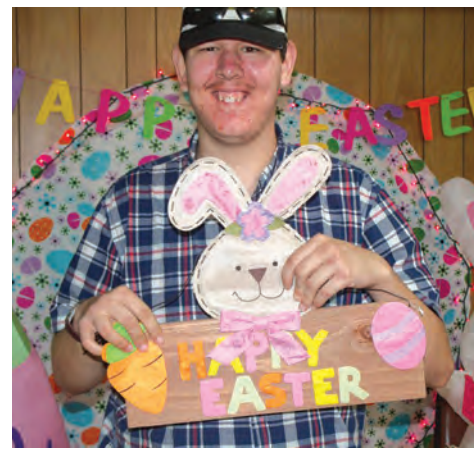
Charitable Donations



Texas Special Children's Projects

Texas Special Children's Projects, Inc. strives "to enrich the lives of handi-capped, disabled and special needs individuals by providing quality recreational, entertainment and activity projects throughout the year." Participants receive these activities at no cost.

The organization sponsors an annual Easter carnival and this year's event took place on Tuesday, March 27th. Easter baskets were distributed to 425 special needs individuals and the atmosphere buzzed with the music of a local D-jay. The guests hunted for over 8,000 Easter eggs and enjoyed cake and cookies (sugar-free was available). Games with prizes highlighted the event. The Raceway Division donated \$100 to this wonderful event.



Upshur County Relay for Life

Robroy Industries sponsored the annual Upshur County Relay for Life held on April 27, 2018 at Gilmer High School. Events with a carnival theme filled the entire evening with fun.

Opening ceremonies began at 6:00 PM followed by the Survivor/Caregiver Walk honoring the strength and courage of those whose lives have been touched by cancer. The Luminary Ceremony followed. "Each light represents a life—a life taken by cancer, a survivor of cancer, or a support for a person still fighting the disease." At the conclusion of the evening, participants received the opportunity to come together to celebrate what was accomplished and take action for the work that can be done in the future.



Upshur County Special Olympics



Gilmer Kiwanis Club together with Upshur County Shared Services held its seventh annual Special Olympics Field Day at Jeff Traylor stadium on March 29, 2018. Athletes from across East Texas traveled to Gilmer to participate, as well as many volunteers from the community.

Athletes and volunteers wear bright colored t-shirts that display the logos of businesses/individuals that have donated time and treasure to make the event a success. In addition, each athlete receives a bronze, silver or gold medal for the event in which they participate. Lunch is served and the Gilmer High School Buckeye Band provides music for the athletes to march into the stadium and to pump up the excitement throughout the day. The athletes compete against students from neighboring schools in the East Texas area in a variety of events.

Robroy Industries Raceway Division donates annually to this event helping each special athlete have his/her opportunity to shine.



Robroy Industries Raceway Division's Lindsey White and GHS student Natalee Dunn (right).

GHS Top 10% Banquet

Gilmer High School held their Top 10% Banquet on May 26th at the Gilmer Civic Center. The Raceway Division had the honor of sponsoring Natalee Dunn this year.

As tradition stands, GHS honors students with a black blanket bearing an orange "G" or a piece of black carry-on luggage with the student's name embroidered in orange. Natalee received a blanket representing her academic achievements. She currently ranks 9th in her class with a 3.9 GPA.



TSF Elite - Brooks 10U Team

TSF Elite Softball Organization

The Texas Strike Force Softball Organization is a 501(c)(3) non-profit organization based out of New Caney, Texas. It currently consists of nine teams of young women with participants ranging in age from under 10 to 18.

"The Texas Strike Force Softball Organization's vision is completely focused on providing a competitive, challenging, yet positive environment that offers the necessary college exposure that allows each student/athlete the ability to grow and to develop into a well balanced and confident player, while preparing them to take the next step towards an enjoyable college softball career.

"As the Texas Strike Force Softball Organization strives to become one of the premier softball organizations in all of Texas, each Strike Force team is completely focused and committed to qualifying and participating in a Premier Girls Fastpitch (PGF) / ASA-USA Junior Olympic Girls Fastpitch National Championship tournament."

The Raceway Division supported the TSF Elite - Brooks 10U team with a \$100 donation. This team is based in Gilmer, Texas. In addition to developing excellent athletes, the coaches encourage each player to be good students, embrace good work habits, maintain a positive attitude and treat everyone with respect.

New Hires



Robert Fisher - Plant Production Associate 03/12/18



Kenneth Saunders - Plant Production Associate 04/30/18



Samantha Gregory - Plant Production Associate 05/07/18



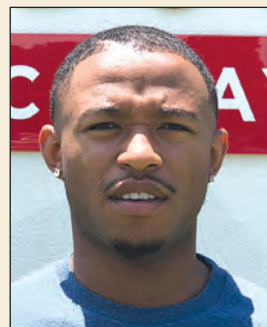
Dallas Rogers - Plant Production Associate 05/07/18



Olivia Sipes - Office Intern 05/30/18



Donovan Teague - Plant Production Associate 06/22/18



David Police Jr. - Material Handler (Avinger) 06/22/18



Tristan Venn - Janitor 06/22/18

The opportunity for growth is what attracted Madesha Stapleton to the Raceway Division. She was impressed with “the organization and the processes of the Company.” Madesha joined the Raceway Division on April 30th in the position of Accountant with a bachelor’s degree in accounting from Liberty University (Lynchburg, Virginia). She plans to have her master’s degree completed from UT Tyler by the time this issue of the Bagpiper is published. Her previous experience was as an office manager for a health clinic.



Madesha Stapleton - Accountant

French Lick, Indiana is Madesha’s hometown and also the hometown of basketball great Larry Bird. Her four children keep her busy with their sports endeavors. She has two sons, Levan and Canaan, and two daughters, Layla

and Sawyer. Canaan and Sawyer are twins.

If and when Madesha finds free time, she enjoys reading and running. She also volunteers in the community, especially for first responders.

Rudolph Bourgeois is originally from New Orleans, Louisiana and recently moved from Hallsville, Texas to Gilmer. He was attracted to the engineering position at the Raceway Division because it gives him the opportunity to apply his education and the Company is located in close proximity to his home.



Rudolph Bourgeois - Plant Engineer

Rudolph began his undergraduate education at Texas State Technical College earning an associates degree in applied science, computer integrated manufacturing technology and computer aided

drafting. He then earned his bachelor’s degree in industrial technology applied engineering at the University of Texas, Tyler. As a maintenance supervisor, he gained valuable experience managing people, equipment and capital.

Drag racing and his family round out Rudolph’s interests. He and his wife, Amber, have a three-year old daughter, Kinsley.

McKenna Wood attends Pittsburg High School and lives in Rocky Branch, Texas with her mom and dad. She just turned 16 in April of this year and her internship with Robroy is her first paying job. In the past she has worked at her family’s businesses.



McKenna Wood - Office Intern

Sports are of special interest to McKenna and that keeps her quite busy along with studying during the school year. She also enjoys just

“hanging out” with her family and friends.

It was a priority for McKenna to obtain a job this summer in order to earn her own money and to gain work experience. Her father works for Robroy and he encouraged McKenna to take the intern position.

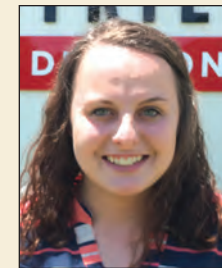
Hylen Jackson is from Marietta, Texas and following his graduation from Paul Pewitt High School went on to college and earned a degree in industrial engineering. He currently pursues his MBA. He stated that his degree pushed him toward the field of manufacturing, but the way Robroy Raceway Division prides itself drove him to pursue a career with the Company.



Hylen Jackson

Hylen and his wife, Haley, have a Great Dane, Lulu. He enjoys fishing, lawn maintenance and watching The Office.

In 2016 Tabitha Cantrell graduated from Gilmer High School. This fall she begins her junior year at Steven F. Austin State University (SFASU) in Nacogdoches, Texas where she majors in mechanical engineering. The Raceway Division’s culture and success drew Tabitha to seek an engineering internship at the Gilmer facility.



Tabitha Cantrell - Engineering Intern

Going to new places and participating as a church leader with youth groups and pre-kindergarten children are high on Tabitha’s list of interests.

Certifications

Wendy Burks has been one busy individual. In addition to her everyday workload at Robroy Industries she has studied, tested and successfully received two purchasing certifications. These certifications include Certified Purchasing Professional (CPP) and Certified Professional Purchasing Manager (CPPM) from the American Purchasing Society, Inc. Her certification letter cited her “fine reputation, years of business experience and years of purchasing responsibility.”

The National Association of Corrosion Engineers (NACE) provides a hands-on technical course covering the practical fundamentals of coating application and inspection, including the basics of performing both destructive and non-destructive coating inspection techniques. The course also provides knowledge on coating application and surface preparation.

Stephanie Ellis received the NACE CIP 1 certification for her successful completion of the course described above.

Congratulations Wendy and Stephanie for achieving these industry certifications. Your knowledge and expertise will go a long way to benefit the Company.



Associates practicing their CPR skills.

CPR was offered at the Gilmer facility on June 23rd. Associates took advantage of the opportunity to acquire or renew their CPR certification. The certification included classroom work and hands-on practice in the administration of CPR provided by Shayne Rust.

Participants included: Lonnie Shrewsbury, Laura Langford, Ashanti Watson, Kellie Jones, Christobal Lopez, Hylen Jackson, Logan Crenshaw, David Duke, Shawn Baird, Carlos Haywood, BJ Smith, Kenneth Downs.

Promotions

Cameron Jaeger joined the Raceway Division on October 10, 2013, as a Production Associate. On April 23rd of this year Cameron was promoted to the position of Operations Supervisor.



Cameron Jaeger - Operations Supervisor



Kellie Jones - HR Specialist

On April 23rd, Kellie Jones was promoted from HR Support/Receptionist to HR Specialist. Kellie began her Robroy career on April 21, 2017.

Cameron and Kellie, you are wished much success in your new positions.



The hosts and hostesses of the 2018 NAED Dessert Reception: Lindsey White, Stephanie Ellis, Debby Seagle, Jeff Seagle, Maggie McIlroy, Shelley McIlroy, Rob McIlroy, Emma McIlroy, Katie McIlroy, Jeff McIlroy, Erica McIlroy, Craig Mitchell, Chris Caldwell, Melissa Voelzke, Steve Voelzke and Jon Wagner.

The National Association of Electrical Distributors (NAED) held their national convention at the Hyatt Regency Hotel in Chicago May 19-22, 2018, at which time, Robroy Industries hosted the Company's annual gourmet dessert reception. This popular event has been presented for many decades as a way for Robroy Industries to demonstrate support and appreciation for its electrical products distributor partners.



Cal Ripken entertained Robroy's guests with interesting stories from his illustrious career as a professional baseball player.



Robroy's guests enjoyed a fine selection of desserts and were afforded the opportunity to mingle with Robroy Industries Raceway Division and Enclosure Division Associates and other industry distributors from around the country.



Jeff Seagle, Steve Voelzke, Cal Ripken Jr., Rob McIlroy and Jeff McIlroy.

No dessert reception would be complete without the appearance of a celebrity to wow the attending guests. This year's special guest was legendary Hall of Fame baseball player Cal "Iron Man" Ripken Jr., an athlete who exemplifies extraordinary excellence and professional dedication. The evening also featured an exclusive preview of

Robroy's new video, *Leading the Way*, a tribute to the Company's rich history of leadership and commitment to the electrical industry. The video can be viewed at <https://robroy.com/about/leading-way>.



Steve Voelzke, Rob McIlroy and Jeff Seagle presented a check to the NAED Education and Research Foundation during the dessert reception.

During this year's dessert reception, Robroy Industries' CEO, Rob McIlroy; Robroy Raceway Division President, Steve Voelzke; and Robroy Enclosures President, Jeff Seagle, presented a check for \$2,500 to the NAED Education and

Research Foundation. David Maxwell, senior VP of Graybar, and Tom Naber, president and CEO of NAED and chairman of NAED Foundation's board of directors, accepted the contribution. Since 2009, Robroy Industries has made significant annual donations to the NAED Education and Research Foundation on behalf of all guests who attend the dessert reception. The NAED Education and Research Foundation was established to further the professional growth and career development of the thousands of persons who work in the electrical products industry.

"At Robroy Industries, we place a high value on education," Rob McIlroy stated. "It is a pleasure to partner with the NAED Education and Research Foundation each year to help further education for our channel partners. Only through ever-increasing knowledge can businesses serving the electrical products industry meet ever-changing marketplace needs."

Calvin Edwin Ripken Jr. (born August 24, 1960), nicknamed "**The Iron Man**," is a former American League baseball shortstop and third baseman who played 21 seasons in Major League Baseball (MLB) for the Baltimore Orioles (1981-2001). Ripken compiled 3,184 hits, 431 home runs, batted-in 1,695 runs during his career and won two Gold Glove Awards for his defense. He was a 19-time All-Star and was twice named the American League's Most Valuable Player (MVP). Ripken holds the record for consecutive games played, 2,632, surpassing Lou Gehrig's streak of 2,130 that stood for 56 years. In 2007, he was elected into the National Baseball Hall of Fame in his first year of eligibility, and currently has the fourth highest voting percentage of all time (98.53%).

Born in Maryland, Ripken grew up traveling around the United States as his father, Cal Sr., was a player and coach in the Orioles' organization. After playing at Aberdeen High School, Ripken Jr. was drafted by the Orioles in the second round of the 1978 MLB draft. He reached the major leagues in 1981 as a third baseman, but the following year, he was shifted to shortstop, his long-time position for Baltimore. That year, Ripken also won the AL Rookie of the Year Award and began his consecutive games played streak.

Ripken is a best-selling author and the President and CEO of Ripken Baseball, Inc., whose goal is to grow the love of baseball from a grassroots level. Since his retirement, he has purchased three minor league baseball teams. He has been active in charity work throughout his career and is still considered an ambassador of the game.

New Borns



Laraine Thrapp

On March 12th, Lonnie Shrewsbury became the proud grandfather of another beautiful granddaughter, Laraine Thrapp. Laraine is the daughter of Jessica and Justen Thrapp and she has a big sister, Haven.



Evie Marie Morgan

Sarah Brooks announced the arrival of her granddaughter, Evie Marie Morgan. Evie was born on April 2nd at 7:52 AM. She weighed 6 pounds 13 ounces and stretched to the length of 20 inches. Evie is the daughter of Alex and Jessica Morgan.



The Jaeger girls

May 25th brought a new bloom to the Jaeger household. Azalea Rose took her place next to her sisters, Violet Grace and Lilac Jane Joyce. She weighed 7 pounds 5 ounces and 19 inches in length, when she arrived at 10:08 PM at Good Shepherd Hospital in Longview, Texas. Her proud parents are Cameron and Amber Jaeger.

Visiting Colorado



Colorado Rockies fans, the Ellises cheered the team on during their July 4th win over the San Francisco Giants.

Stephanie Ellis and her husband, Matt, enjoyed a recent Colorado vacation including taking in a Colorado Rockies game in Denver.

The couple also visited St. Elmo, Colorado, which was founded in 1880. The town is now a ghost town with over 20 buildings still standing.



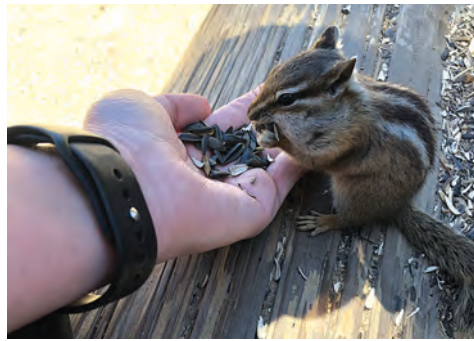
Fireworks at Mile High Stadium.

During the town's peak years there were over 2,000 residents many of whom worked the Murphy Mine where \$60 million dollars of gold was recovered in addition to silver during the mine's operational years. After the mining industry faded in the 1920's, the town faded, as well. The closing of the railroad to the town in 1922 brought about an even more significant decline with the last known resident to pass in 1952.

Legend has it that the postmaster of the town fed the chipmunk population on a daily basis to the point that they became very tame.



St. Elmo ghost town in Colorado.



Stephanie can give a first-hand account of the ability to have chipmunks (called grinnies in Pennsylvania) eat right out of your hand.

Today tourists visiting the area to see the ghost town still feed the chipmunks, so they are well fed and far from shy!

One Busy Intern



Olivia Sipes White Oak Best Preps Track Athlete.

Congratulations are extended to Raceway Division Intern Olivia Sipes for her nomination into the Peters Chevrolet Chrysler Jeep Dodge Ram Fiat/ET Varsity Best Preps Awards Program in track and field. Male and female student athletes from 15 area

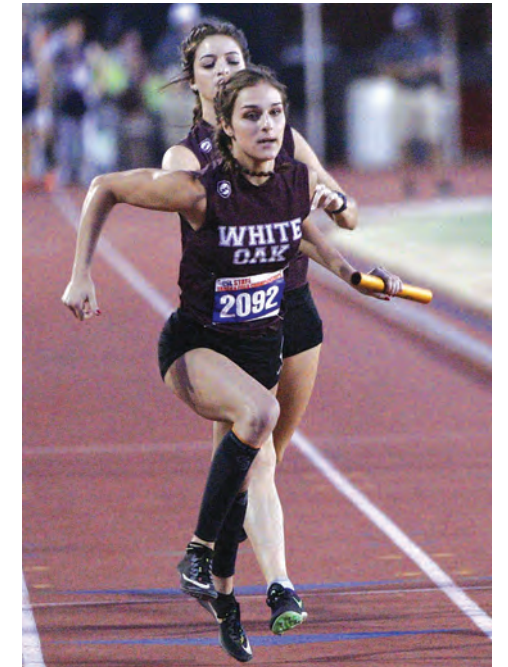
high schools in 13 sports received honors at Maude Cobb Convention Center in Longview, Texas on May 22nd.

Coaches from each of the 15 schools nominated one athlete from each of the 13 sports, which included: baseball, basketball, cheerleading, cross country, football, golf, powerlifting, softball, soccer, swimming, tennis, track and volleyball. Qualifications for the athletes required a 3.0 GPA or higher and at least 10 hours of community service. From the group of nominated athletes, an overall top male and female Best Preps winner was chosen.



The Flash - the trophy is taller than anyone on the team.

May 5th was a busy day for the Sipes family. Preparations for Olivia's Junior Prom were underway and her younger brother Gavin played 7 on 7 football with the White Oak Flash. The Flash are the 7 on 7 East Texas 12U champions and earned a spot to play in the Texas National 7 on 7 tournament in Round Rock, Texas.



Olivia executes a perfect handoff to her teammate in the 1600-meter relay.

Olivia attended the state competition for track and field on May 10th. Her relay team took 6th place in the 1600-meter relay.

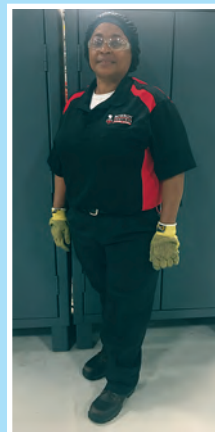


Bond Line members take pride in their work.

Jobs Well Done

The Raceway Division of Robroy Industries makes a special point to recognize and give credit to associates who exceed the requirements of their jobs. Let's look at several associates who deserve credit for going above and beyond what was expected.

The Bond Line team ended the month of April with a 116% efficiency rating. The line produced 496,180 feet of pipe that month. Each and every associate responsible for that phenomenal production takes pride in his/her day-to-day work - and it shows!



Danny Wright is congratulated for his help with a customer's order.

Danny Wright deserves a big thank you for volunteering to work on his day-off to ensure that product was shipped for a "hot" order in a timely fashion.

Avinger Associate Andrew Doll received kudos for completing multiple projects outside his normal scope of work.

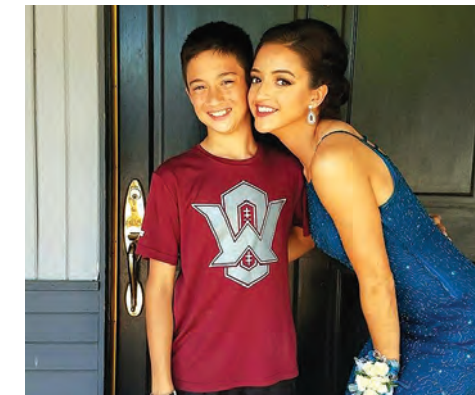
David Duke went "above and beyond" yet again.



Andrew Doll is rewarded for his extra projects.



Micah Rucker awarded David Duke for his work.



Gavin and Olivia Sipes on a special day last May.



A beautiful young lady.



White Oak High School Band

As part of the White Oak High School Band, Olivia traveled to Washington DC and marched in the National Independence Day Parade. Olivia plays the drums for her band. US Representative Louie Gohmert (R-Tyler TX) nominated the White Oak Band to perform in the parade.

Stephanie Ellis, Marketing Manager, is Olivia's very proud aunt.

Picnic at Calie's Acre

The Annual Company Picnic commenced at 10:00 AM on June 2nd at Calie's Acre in Gilmer, when 140 associates and their family members arrived for a day of fun. Calie's Acre has been providing family fun since 2009. The day included:

- Barrel Train Express
- feeding the ducks and other small animals
- face painting
- wheel walk
- dunk booth
- board maze
- shaved ice
- volleyball
- tug of war
- bouncy balls
- Music Garden
- playground
- mining for gem stones



Sarah Brooks took first place in the dessert contest and Donald Hensley came in a close second - YUM YUM!

Look at the photos that were taken at the picnic and judge for yourself how much fun the park generated on that terrific day!





Ashanti Watson (front row left) and Kellie Jones (back row right) participated in the Thomas Falls Mud Run.

Thomas Falls Mud Run

Thomas Falls Outdoor Adventure and Event Center held their annual March Madness Mud Run in Diana, Texas on March 31, 2018. Robroy was proud to sponsored two associates for this competitive event - Ashanti Watson and Kellie Jones.

Both team and individual runners participated in a 5K Mud Run, which encompassed water obstacles, a tire wall, rope course and more. In addition to the mud run, attendees were also given a chance to participate in zip-lining.

Corrosion College

Everything you have heard about Corrosion College is true and then some! Please take a moment to read the letters from attendees that are posted in this issue of the Bagpiper. From extraordinary accommodations to classroom experience second to none, Corrosion College offers the most comprehensive information in an atmosphere that is very conducive to learning.

L.G. Holdings, Inc.
dba GJR Electric
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June 15, 2018

I wanted to take some time to express my thoughts on the experience I had at the Rob Roy Industries Corrosion College. I have never attended a manufacturer multi day training event in the past. I had no idea what to expect.

When I completed the online registration form I was amazed to have someone call me immediately and set up all my travel arrangements. I am not used to working with a company that is as efficient and caring as Rob Roy Industries!

Upon arrival I was overwhelmed with the accommodations at the Rob Roy Retreat. This facility is beautiful! The rooms are spacious and luxurious, the furnishings were plush, and the common area great room is phenomenal! The kitchen and bar are fully stocked and ready for tired travelers.

The welcome dinner in Longview was great! The food was wonderful and the hospitality over the top. It was a little long and late after a full day of travel, but a perfect end to the day. Thursday could not have been planned better. The classroom was spectacular. Very comfortable and welcoming. Catered lunch and the provided snacks and drinks made it even easier. Your manufacturing facility was beautiful! I would have willingly eaten my lunch out there off the floor. Clean, organized and efficient, many companies could learn a great deal about business from visiting your facility.

Having the Dinner at the retreat Thursday night was perfect! Amazing food, great hospitality and conversation. The guest speaker was both unexpected and most enjoyable.

Friday, what do I say about Friday?

Having us split into groups and perform skits was the last thing I thought we would be doing? I love the willingness of all the participants to get involved and make it fun.

You all did an outstanding job of convincing us that the final exam was going to be both difficult and important. Starting the test and letting everyone sweat it out for about 10 minutes was brilliant! I do not believe any of us would have passed that test alone. Splitting us into groups and playing for cash was another unexpected treat. It showed that we really learned a lot about corrosion and general knowledge of your products and manufacturing. Speaking solely for myself, there is no way I could retain all the information you provided in two days of training. Rob Roy Industries paid for everything, travel, lodging, rental car, food, alcohol, did I miss anything? And then sent us all home with money in our pockets, I was a little concerned my wife would not believe that I was at corrosion college when I got home.

Thank you all for an amazing adventure, great education and unbelievable hospitality. If any of you come to Southern California and do not contact me so I can return the favor I will be greatly disappointed!

Your staff is amazing, funny, well educated and most importantly caring and dedicated. I will recommend corrosion college to everyone I think will benefit from it and promise I will not spoil the surprises. Thank you all again! Great job!!

Sincerely,
 Greg Rhodes

P2S ENG

April 23, 2018
 Robroy Industries, Inc.
 Jeff Maitroy
 Chairman
 20 River Road
 Verona, PA 15147

Dear Mr. Maitroy,

I have just returned from attending Corrosion College at your Gilmer, Texas facility and wanted to commend and express my appreciation, not only for the exemplary training, but also for the graciousness and kindness of your staff.

When I was presented with the opportunity to attend Corrosion College, I expressed my eagerness and anticipation to your staff as "this is like candy to an engineer"; I was not disappointed. The information and training provided was exactly right for the two-day course yet left me wanting to learn even more. Your staff was kind enough to anticipate this and included such information as part of the course.

The course covered the what, why, when, where and how of corrosion with enough high-level theory to keep the interest of engineers without losing those lacking engineering backgrounds. The instructors' knowledge about corrosion was impressive and obviously much greater than the level of instruction provided since we found it difficult to produce a question that could stump them. However, when such questions arose, the staff quickly researched and provided the answer -- it appeared as if they had a corrosion engineer on speed dial.

The facilities, both the retreat facility where we stayed and the manufacturing plant, were immaculate. The retreat facility was equivalent to a five-star hotel with refrigerators stocked with every amenity in anticipation of guest's needs. The manufacturing facility was equally impressive, and, as a former journeyman wireman and IBEW instructor, I did notice the facility's excellent safety record.

Finally, I would like to personally extend my gratitude to the Corrosion College coordinators and instructors, Stephanie Ellis and Lindsey White, for their gracious assistance with rearranging my return flight and arranging for an additional night in Dallas that allowed me to visit a close family friend I had not seen in thirty years. They went above and beyond to make my four-day experience the nicest of any conference I have ever attended, not to mention most of my vacations.

Thank you and your Gilmer staff again for offering such an exceptional experience. I will and have recommended Corrosion College to several of my staff as being "like candy for engineers."

Most sincerely and respectfully,

 Wes Smith, P.E.
 Senior Electrical Engineer

2S Inc.
 500 E Spring Street, Ste 800
 San Diego, CA 92112 619.447.2999 P2SINC.COM

Lindsey White adds Corrosion College staff member to her list of duties at the Raceway Division. Lindsey now presents the engineering, theory and application sections of the Corrosion College course. In future classes she will provide instruction on prevention and present the plant tour.



Lindsey White - Corrosion College Coordinator

Lindsey now wears several hats, as Marketing Assistant and Corrosion College Coordinator. She joined the Raceway Division staff in September of 2017.



Fraud Prevention Tips:

Crooks use clever schemes to defraud millions of people every year. They often combine new technology with old tricks to get people to send money or give out personal information. Here are some practical tips to help you stay a step ahead.

Spot imposters.

Scammers often pretend to be someone you trust, like a government official, a family member, a charity, or a company you do business with. Don't send money or give out personal information in response to an unexpected request — whether it comes as a text, a phone call or an email.

Do online searches.

Type a company or product name into your favorite search engine with words like "review," "complaint" or "scam." Or search for a phrase that describes your situation, like "IRS call." You can even search for phone numbers to see if other people have reported them as scams.

Don't believe your caller ID.

Technology makes it easy for scammers to fake caller ID information, so the name and number you see aren't always real. If someone calls asking for money or personal information, hang up. If you think the caller might be telling the truth, call back to a number you know is genuine.

Don't pay upfront for a promise.

Someone might ask you to pay in advance for things like debt relief, credit and loan offers, mortgage assistance or a job. They might even say you've won a prize, but first you have to pay taxes or fees. If you do, they will probably take the money and disappear.

Consider how you pay.

Credit cards have significant fraud protection built in, but some payment methods don't. Wiring money through services like Western Union or MoneyGram is risky because it's nearly impossible to get your money back. That's also true for reloadable cards like MoneyPak, Reloadit or Vanilla. Government offices and honest companies won't require you to use these payment methods.

To be continued in the next Bagpiper issue.

VP News

Craig Mitchell was promoted to the position of Vice President of Operations and Administration in May of this year. Since Craig



Craig Mitchell - Vice President of Operations and Administration

joined Robroy Enclosures in 2009 the operational metrics of the Company have significantly improved under his leadership. He came to the Enclosure Division with 20 years of experience in the automotive industry.

Jon Wagner has been appointed Vice President of Sales and Marketing.



Jon Wagner - Vice President of Sales and Marketing

Jon joins Robroy Enclosures with over 25 years of experience in the electrical industry. His last 20 years were spent at Hubbell Incorporated, where he most recently held the position of VP/general manager of Wiegmann Enclosures.

"The company experienced a healthy growth spurt since adding the AttaBox® Industrial Enclosures brand in 2016. Craig Mitchell has been instrumental in the smooth transition of both enclosures brands into our operations. As we move into the latter half of 2018 and 2019, the wealth of experience Jon Wagner brings to our organization will help us expand our company even further," stated Jeff Seagle, Company President of Robroy Enclosures.

Congratulations, Craig, on your well-deserved promotion and welcome aboard, Jon.



Notice the form on Cody Johnston's swing of the mallet. He must be a golfer.



Dean Brazelle (Inside Sales Supervisor) is poised to give the gong the bang of its life.

Music to the Ears

A new fixture has been installed in the lobby of the Enclosure Division in Belding, Michigan. It is really more than a fixture, in fact the Inside Sales Associates view it as a new member of their team. Craig Mitchell felt that this new addition would bring motivation to the staff.

Since one of the goals for the Enclosure Division's Inside Sales Associates is to generate new business, why not celebrate that new business by striking a gong in the lobby as a symbol of that success. Each time new business is generated, the team will gather in the lobby, strike the gong and word of new business will reverberate throughout the Company. Everyone looks forward to the sound of the gong echoing from the lobby often this year and beyond signaling the accomplishment of the ambitious goals that the Enclosure Division has set.

"Get it on. Bang a Gong. Get it on." —Blondie



Roger Schroder (Business Development Manager) provided a speech before he took his turn with the mallet.



Are those instructions Jalon Ekholm?



Shelley Gladding gives the gong a little love tap!

ADOPT-A-HIGHWAY



The Enclosure Division Associates adopted a highway in Belding, Michigan many years ago, as part of the Adopt-A-Highway program. Over the years very interesting forms of trash have been collected and reported by those volunteering to help keep their community clean.

On Sunday, April 29th, 14 volunteers from the Enclosure Division donned safety vests and set out to give their adopted highway a good cleaning. They even received a Facebook post thanking them for their efforts (see below).

Karen Huhn to Positively Belding May 2 at 9:05pm

Not sure who is responsible, but wanted to give a big thanks to the people responsible for picking up the trash on M44! On my drive to GR, I've noticed how clean it looks in Ionia County - I can tell when I pass the Kent County line. Great job

The Enclosure Division Associates would like to thank the community of Belding for being a wonderful town in which to conduct business. They also want to challenge all Robroy Industries Associates to do their part for the communities where they live.



Middle School Tour

Robroy Enclosures (Stahlin Enclosures) has been a part of the Belding community since 1949. For many years Belding High School juniors and seniors have toured the Robroy facility to observe opportunities for future employment right in their own backyard. This year that opportunity was made possible for a younger age group.

The Belding Middle School 8th grade class was invited to tour the facility. Associates explained and demonstrated what it takes to manufacture quality non-metallic enclosures.



Small groups of middle school students toured the Robroy plant and received information from Enclosure Division Associates at each stop.



The inaugural Greenville Career Fair 2017 attracted 500 attendees. Greenville Daily News photo.

Job Fairs

Robroy Enclosures participated in the Greenville job fair held in the north gymnasium of Greenville High School on April 10, 2018. Last year the fair attracted 500 attendees, 250 adults and 250 students from Greenville. The 2nd annual fair opened the invitation to include students from Belding High School and seven other Montcalm County school districts.

Students attended the event from noon until 2:30 PM and it was opened to the public from 3:00 until 6:00 PM. Each attendee was encouraged to bring resumes, portfolios and samples of work and to dress professionally.

Another job fair found its roots this year at Ionia High School. A total of 41 businesses from Ionia, Kent and Montcalm County were represented on April 19th. West Michigan Works was one of several partners that organized the free event.

Robroy Enclosures participated in this job fair, as well. Both events sought to connect job seekers with area employers and provided the opportunity for area businesses and those looking for employment (students and the general public) to show what they have to offer each other.



No office birthday celebration can be complete without balloons. Cindy Stowell's recent birthday was celebrated with lots and lots of balloons.

Happy birthday, Cindy. You are wished many, many more wonderful birthdays.



Cindy Stowell celebrated her birthday at work amid a passel of colorful balloons.

West Michigan's Best and Brightest Companies to Work For



Award recipients - Robroy Enclosures Representative, Cindy Stowell (7th from the left)

On May 3rd, companies from throughout West Michigan, gathered at the JW Marriott in Grand Rapids to be recognized and honored as the most influential and trend-setting organizations in the area. "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."

Nominated companies are assessed based on categories including communication, work-life balance, employee education, diversity, recognition, retention and more. All participating companies receive a complimentary assessment report and benefits throughout the year.

Robroy Enclosures has been nomination, completed all of the required documentation and received honors as one of West Michigan's Best and Brightest Companies for the 15th year in a row!



B Foundation Gala

The B Foundation holds its annual fundraiser, The B Foundation Gala, the day of the Kentucky Derby. The attire, including hats, bow ties, and rousing cheers for everyone's favorite horse add to the festivities - all with mint julep in hand.

Silent and live auctions are conducted with items donated from companies and individuals throughout the community. Some of those items make their way back to Robroy Enclosures to be used as prizes for the Wellness and Safety BINGO games.

The B Foundation seeks to raise awareness and benefit families in the Belding community touched by cancer. All of the money raised stays in Belding. Robroy Enclosures is honored to have a long history of support for the B Foundation and their assistance to those in the community that have been touched by this devastating disease.



The Robroy Enclosure entourage at the B Foundation Gala.

This years attendees were Jeff and Deb Seagle, Carol and Paul Houghtaling, Darcie Hallock and

guest, Jay Parker, Debbie Hannah and Jeremiah Souza.

New Hires

Adnan Alomerovic became an Enclosure Division Associate on March 26th of this year. He is originally from Bosnia and moved to the United States in 1998. Adnan attended Grand Valley State University from 2002 until 2006 earning his degree in mechanical engineering. Previously, he worked as a manufacturing engineer for Imperial Metals Products, an automotive supply company.



Adnan Alomerovic - Engineer

In his free time, Adnan enjoys building mini CNC machines and 3-D printers.

In May a new accountant began his Robroy Enclosures career. Robert Holmes accepted the position of Accountant. He earned his bachelor's degree in accounting from Alma College where he played baseball and golf for his alma mater (please notice the clever pun).



Robert Holmes - Accountant

Rob grew up in Rockford, Michigan and still calls it his home. He has a variety of hobbies that he enjoys including golf, basketball, fishing and hiking. In addition he makes homemade maple syrup - sweet, indeed!

Originally from Rockford, Michigan, Austin Benoit attended Rockford High School and studied mechanical engineering and entrepreneurship at the University of Michigan. Track and field and cross country kept Austin in shape during his college days.



Austin Benoit - Application Engineer

On June 4th, Austin joined the Enclosure Division Engineering Department. Eager to apply the knowledge he gleaned at U of M, Austin looks forward to contributing to the growing success of the Enclosure Division.

Donna Ragan grew up in Caledonia, Michigan not far from Belding, then moved to Kzoo (Kalamazoo) for 18 years, before returning to her hometown last summer. On May 21st she joined the Enclosure Division Human Resource Department.



Donna Ragan - Human Resources

Donna earned her bachelor's degree in organizational management through Spring Arbor University. She then received her Professional Human Resources certificate (PHR) from HRCI. Her background of 10 years in management and human resources will serve her well in her new position.

The Kalamazoo Animal Rescue program benefited from Donna's focus on rescuing pit bulls and she continues to be an advocate for this breed. She also enjoys camping and kayaking. She's always on the lookout for new kayak friends or groups with whom she can float her boat!

With a vocational degree in travel and tourism, five years experience with Carnival Cruise Lines and 24 years of customer service under her belt, Trisha Wetzel started her new job at the Enclosure Division on June 5th.



Trisha Wetzel - Customer Service Associate

Trisha and her husband live in Belding with their four children - all under the age of 10. She loves spending time with her family and friends, especially watching her two oldest boys play baseball and coaching her daughter's rocket football cheer team. She will also take you on in a game of euchre.

Graduations



Sydney Gladding - Belding High School

Shelley Gladding (Inside Sales Specialist) and her husband, Scott, proudly announced the graduation of their daughter, Sydney, from Belding High School. During her high school career, she participated in 4H and served as a junior director of the Kent County fair board. Sydney played in the band for four years as a section leader and participated in Jazz Band and Leadership Council. In addition she played on the softball team for four years.

A very special highlight for Sydney came in 2017, when she took a trip to Europe with the Michigan Ambassadors of Music. She will be attending Baker College and has enrolled in a two-year veterinarian tech program.



Abigail Hall - Cedar Springs High School

Abigail Hall graduated from Cedar Springs High School where she participated in track, cross country and school musicals. She is spending her summer as a volunteer counselor at Camp Henry. In the fall Abigail heads to Grand Rapids Community College to earn her associates degree and plans to work in the medical field.

Continued on page 22

Graduations *Continued from page 21*

“My favorite part about high school was being able to make lots of friends throughout the best four years yet. I also love how much I have grown into myself from freshman year to senior year. My favorite subject in school was Spanish. It was a class where communicating was a necessity, which is good because I am a talkative person. Spanish also helped me make many friends throughout the four years I took it. I also loved Theater 1 and 2 because, as a freshman, I was quite shy to new people and was afraid of public speaking and embarrassment. Now I am very outspoken and not afraid of getting my opinion out there.”

Abigail is the daughter of Jeff (Plant Engineer) and Buffy Hall.



Elijah Jeffers - Central Montcalm High School

Elijah Jeffers' favorite subjects at Central Montcalm High School were biology and anatomy and, in line with that, plans to become a doctor. He will begin his college endeavors

at Muskegon Community College and earn an associates degree in science and art. In high school he participated in theater and yearbook and his favorite hobby is crochet. Elijah is the son of Dave Jeffers (Press Operator).



Thomas Mitchell - Belding High School

Tiny (CNC Operator) and Tonya Mitchell's son, Thomas, graduated from Belding High School this year. In the fall Thomas will attend the University of Northern Ohio for diesel and auto mechanics. The highlight of his high school years was his diesel tech class and he is spending this summer working on a local farm.

Lucas Moody considers three years of aviation classes to be the brightest spot of his high school



Lucas Moody - Belding High School

years. He is the youngest son of Buck (Gasket Machine Operator) and Amy Moody. Lucas plans to work in HVAC. Currently employed at H2Oasis, he has a strong interest in aviation and continues to be involved with the School of Missionary Aviation (SMAT) in Ionia, Michigan. Fishing and hunting are his favorite things to do in his free time.



Madison Reeves - Successful Virtual Learning Center

Madison Reeves graduated from the Successful Virtual Learning Center. She is the daughter of Aaron (CNC Operator)

and Chris Reeves. Madison plans a career in nursing; specializing in home health care. She is currently working at Jorgi Supermarket.

Belding High School Robotics



The 2017-2018 Outstanding Sponsor Award is proudly displayed in the lobby of Robroy Enclosures.

The Belding FIRST Robotics program began 10 years ago with the average participation of 15 students during the competition season each year. Past accomplishments include tournament championships, State Tournament Champion in 2013-2014 and placement in the top 50 of more than 400 teams at the World Championship in Anaheim, California.

“The team could not have been able to compete at this level without the support of Robroy Enclosures over the past 10 years,” stated William Doty, Belding Robotics Team Coach. “We consider ourselves very lucky to have Robroy Enclosures in our backyard because they are a constant reminder to our kids that there are good jobs available, even in small towns, for those students who push through the challenging STEM (Science, Technology, Engineering and Mathematics) coursework to pursue a degree in engineering.”

“As a manufacturing company dependent on the skills of engineers and technicians we have always financially supported STEM education,” states Jeff Seagle, President of Robroy Enclosures. “It has been extremely gratifying to watch the team grow and progress over 10 years. We look forward to seeing these student return home after graduation in a STEM degree program to help local companies like ourselves grow and keep good jobs in the area.”

FIRST® (For Inspiration and Recognition of Science and Technology) was founded in 1989 to inspire young people's interest and participation in science and technology. Based in Manchester, New Hampshire, the 501(c)(3) not-for-profit public charity designs accessible, innovative programs that motivate young people to pursue education and career opportunities in science, technology, engineering and math, while building self-confidence, knowledge and life skills. To learn more: <https://www.firstinspires.org/>.



Freedom Wall

On Memorial Day, a group of Robroy Enclosure Associates donated their time to raise funds for the Belding Vietnam Freedom Wall. The fundraiser was a 5K run/walk to help support the completion of the wall. To date \$250,000 have been raised and \$35,000 more are required to complete the project.

On the front, the black granite wall will contain the inscription of 2,654 Michigan veterans' names who died in Vietnam. The back of the wall depicts different scenes from Vietnam laser etched into the granite.

It was a beautiful day and a wonderfully appropriate project to support on Memorial Day.



Participating Robroy Associates and their family members who supported the Freedom Wall 5K walk/run.

Quick Summer Salad

Do you need a quick summer salad that will last for days? Read on...

- 1 can black beans (drained)
- 1 can kidney beans (drained)
- 1 can cannellini beans (drained)
- 1 can chick peas frozen peas
- 3 stalks of chopped celery
- 1 can whole kernel corn (drained)
- 1 can of black olives (drained)
- 1 jar green olives (drained)
- 1 cucumber (cut bite size)
- 1 red onion (diced)
- 24 cherry or grape tomatoes (halved)

Choice of salad dressing to taste (balsamic vinaigrette is great)

Toss all ingredients together and refrigerate until ready to serve!

