

THE BAGPIPER

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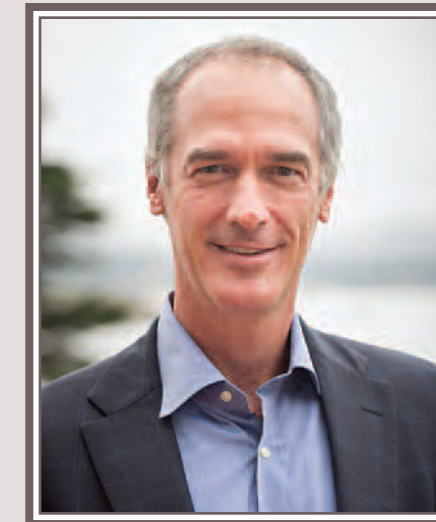
Family Forum

“Lead the Way!” This is Robroy’s mantra and it’s been serving us well. It’s often believed that leadership in business is only about delivering profits. There is much more to it. A leading company creates a vision. It builds, develops and inspires a team. It stays out in front and innovates. It faces adversity, adapts and course corrects when necessary. It effectively communicates, engages and creates positive experiences. It also gives back. We challenge ourselves every day to be a leader in everything that we do.

Whether you’re a teammate, customer, vendor or community member, we want your experience with Robroy to be uniquely different and something special.

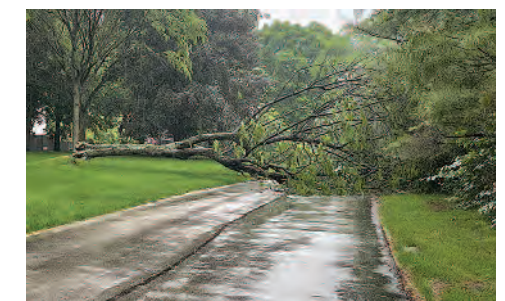
The past year has been a real test for leadership. During the height of the pandemic, safety and business continuity were the primary concerns. Today, the challenges are shifting. At the mid-point of 2021, the economy is rapidly opening back up. This brings on a whole new host of challenges, but it also creates opportunities for leading companies. The biggest challenge we face is in the supply chain. Producers of raw materials are having trouble ramping up production fast enough to keep up with demand. As a result, businesses are facing dramatic material shortages and cost increases. This ultimately affects price and service to the customer. As leaders we need to manage these challenges more effectively than everyone else. This means being quicker and more agile than our competitors. It means communicating better with our partners. It also means finding solutions that address both short-term needs and long-term goals. If we do this well, we’ll grow stronger. If we “Lead the Way,” we’ll turn our challenges into big opportunities.

So far this year we’re off to a great start! All of our operations are achieving significant growth. Our large backlog of quotes and orders provides optimism as we look forward to the balance of the year. We continue to invest in our operations and in innovation. I would like to express my appreciation to our valued partners and teammates. We could not have achieved our results without your contributions. We will continue to challenge ourselves to “Lead the Way.”



Rob McIlroy | CEO

HEADQUARTERS



A large tree blocked the entrance road to Robroy Headquarters. Luckily there was more than one way to get to the office building.



TIMBER!

Many years ago, in the late 1990’s, a microburst blew through Verona, Pennsylvania and the surrounding area causing a massive amount of damage. The Headquarters campus suffered the loss of numerous large trees. Those trees toppled over pulling their roots up with them. On Monday, May 24th another tree at Headquarters toppled over landing across the entrance road, but this time it appears that old age was the culprit.

The tree was cleared, the stump ground, land leveled and grass seed planted. Then, just a few days later, two more trees bit the dust in the back of the building. Headquarters is experiencing a landscape change... planned or not!



Vijay Tahiliani's Toyota Camry



Bye-bye Toyota Camry. Hello special wish!

Charitable Giving

Giving back is at the heart of the Robroy culture. Whether it is going the extra mile in the work place or contributing to the community through charitable giving, you will find Robroy Industries Associates sharing their time, talent and treasure helping others.

It was no surprise that Vijay Tahiliani, CFO, chose to donate his

used vehicle to the Make-A-Wish Foundation. He generously donated his Toyota Camry to the organization.

The mission of the Make-A-Wish Foundation is "Together, we create life-changing wishes for children with critical illnesses." The organization has granted wishes for 40 years. A wish is granted every 34 minutes. Wishes impact "wish kids,"

parents, volunteers, donors, sponsors, medical professionals and communities. A wish can be the spark that helps a child believe that anything is possible and gives that child the strength to fight harder against his illness.

What a wonderful donation, Vijay. Your gift to Make-A-Wish is inspirational.

A Sad Goodbye



Aileen Shaffer was honored at a going away gathering. She is seated at the head of the table.

Aileen Shaffer resigned her position at Headquarters. A surprise lunch was held in her honor at The Lot in nearby Oakmont, Pennsylvania. She has served the company since July 5, 2005 and for several years has held the position of Corporate System Analyst.

Aileen will be missed by all her colleagues and is wished the very best in her future endeavors.



The Taware family, Swarali - daughter, Shubha - son, and Bhagyashree - wife, after Manohar's graduation ceremony.



Manohar and Bhagyashree with neighbors, David and Natasha Duncan.



Graduation

The Taware house recently celebrated a graduation. Actually, they have been celebrating for more than a year, but COVID-19 restrictions prevented the actual convocation ceremony and party from taking place last May.

Manohar Taware began a 30 credit master's degree program in January of 2019. He earned that degree in software engineering management from LeTourneau University in May of 2020 and the graduation ceremony took place on Saturday, May 8, 2021.

Bhagyashree, Manohar's wife, with the help of her neighbors, David and Natasha Duncan, made arrangements for a graduation party and pulled off a great surprise for Manohar.



No celebration is complete without cake!



Manohar, Swarali, Bhagyashree and Shubha



Enough posing for photos already! Let's eat cake.

The following information is from the Federal Trade Commission/Consumer Information.

How To Recognize and Avoid Phishing Scams

Scammers use email or text messages to trick you into giving them your personal information. But there are several things you can do to protect yourself. They may try to steal your passwords, account numbers or Social Security numbers. If they get that information, they could gain access to your email, bank or other accounts. Scammers launch thousands of phishing attacks like these every day — and they're often successful. The FBI's Internet Crime Complaint Center reported that people lost \$57 million to phishing schemes in one year.

Scammers often update their tactics, but there are some signs that will help you recognize a phishing email or text message. **Phishing emails and text messages may look like they're from a company you know or trust.** They may look like they're from a bank, a credit card company, a social networking site, an online payment website or app or an online store. **Phishing emails and text messages often tell a story to trick you into clicking on a link or opening an attachment.** They may:

- say they've noticed some suspicious activity or log-in attempts
- claim there's a problem with your account or your payment information
- say you must confirm some personal information
- include a fake invoice
- want you to click on a link to make a payment
- say you're eligible to register for a government refund
- offer a coupon for free stuff

Here's a real world example of a phishing email:

Imagine you saw this in your inbox. **Do you see any signs that it's a scam?** Let's take a look.

- The email looks like it's from a company you may know and trust: Netflix. It even uses a Netflix logo and header.
- The email says your account is on hold because of a billing problem.
- The email has a generic greeting, "Hi Dear." If you have an account with the business, it probably wouldn't use a generic greeting like this.

- The email invites you to click on a link to update your payment details.
- While, at a glance, this email might look real, it's not. The scammers who send emails like this one do not have anything to do with the companies they pretend to be. Phishing emails can have real consequences for people who give scammers their information. And they can harm the reputation of the companies they're spoofing.

How to Protect Yourself from Phishing Attacks

Your email spam filters may keep many phishing emails out of your inbox. But scammers are always trying to outsmart spam filters, so it's a good idea to add extra layers of protection. Here are four steps you can take today to protect yourself from phishing attacks.

Four Steps to Protect Yourself from Phishing

- 1. Protect your computer by using security software.** Set the software to update automatically so it can deal with any new security threats.
- 2. Protect your mobile phone by setting software to update automatically.** These updates could give you critical protection against security threats.
- 3. Protect your accounts by using multi-factor authentication.** Some accounts offer extra security by requiring two or more credentials to log in to your account. This is called multi-factor authentication. The additional credentials you need to log in to your account fall into two categories:

- Something you have — like a pass-code you get via an authentication app or a security key.
- Something you are — like a scan of your fingerprint, your retina, or your face.

Multi-factor authentication makes it harder for scammers to log in to your accounts if they do get your username and password.

- 4. Protect your data by backing it up.** Back up your data and make sure those backups aren't con-

nected to your home network. You can copy your computer files to an external hard drive or cloud storage. Back up the data on your phone, too.

What To Do if You Suspect a Phishing Attack

If you get an email or a text message that asks you to click on a link or open an attachment, answer this question: **Do I have an account with the company or know the person that contacted me?**

If the answer is "No," it could be a phishing scam. Go back and review the tips in How to recognize phishing and look for signs of a phishing scam. If you see them, report the message and then delete it.

If the answer is "Yes," contact the company using a phone number or website you know is real. Not the information in the email. Attachments and links can install harmful malware.

What to Do if You Responded to a Phishing Email

If you think a scammer has your information, like your Social Security number, credit card or bank account number, go to IdentityTheft.gov. There you'll see the specific steps to take based on the information that you lost.

If you think you clicked on a link or opened an attachment that downloaded harmful software, update your computer's security software. Then run a scan.

How to Report Phishing

If you got a phishing email or text message, report it. The information you give can help fight the scammers.

Step 1. If you got a phishing email, forward it to the Anti-Phishing Working Group at reportphishing@apwg.org. If you got a phishing text message, forward it to SPAM (7726).

Step 2. Report the phishing attack to the FTC at ReportFraud.ftc.gov.

New Hires



Jeremy Bisarra
Production Associate
06/29/21



Rick Boykin
Production Associate
04/01/21



John Brinkley
Production Associate
03/04/21



Monroe Gray
Maintenance Technician
05/11/21



Corey Neal
Production Associate/Avinger
04/01/21



Tywan Scott
Production Associate
06/29/21



Carlos Villamendez
Production Associate
03/11/21



The Raceway Division welcomed several new associates into the ranks this past spring. As they learn the responsibilities of their new position, each new associate is wished a long and successful career with Robroy Industries.

Robert Webb is from the Trans-Pecos area of Texas, specifically Van Horn. Where is that you might ask? The term Trans-Pecos is tantamount with far west Texas and lies west of the Pecos River. It is part of the largest desert in North America, the Chihuahuan Desert.



Robert Webb
Applications Specialist
03/11/21

The School of Hard Knocks and on the job training are where Robert received his education. He spent 30 years in the electrical industry managing projects both large and small. He supervised more than 250 craftsmen and women.

Robert says his wife, Elizabeth, is beautiful and helpful. What a wonderful way to describe one's spouse. Elizabeth raises miniature cattle and Robert enjoys serving his church community, sharing the Gospel, hunting and fishing. The couple have four grown children and three granddaughters.

Robert is very familiar with Robroy products having used them many times during his career. "I have never had a problem with their product," Robert said. "The Robroy name in the industry is near synonymous with integrity."

Brett Thrasher grew up in Mansfield, Texas. However, he is very familiar with East Texas having lived in this part of the state since 2011. He earned his Bachelor of Science degree in management from the University of Phoenix and a lean systems certificate from the University of Kentucky.



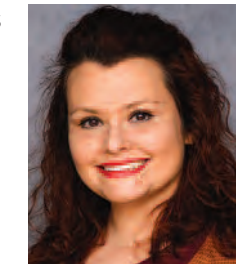
Brett Thrasher
Supply Chain Manager
03/29/21

Brett's prior experience in supply chain management brings a great deal of expertise to his new position - Supply Chain Manager at the Raceway Division. He spent six years with Stemco serving the company in several different positions including: business process excellence manager, advanced manufacturing engineering manager - supply chain and systems, as well as director of supply chain. Most recently he was employed by American Wood Fibers in Marshall, Texas in the position of general manager.

Brett and his wife, Lauren, are expecting their first child in August. As an avid outdoorsman, Brett enjoys camping, hiking, fishing, kayaking, hunting and horses.

The values of Robroy Industry attracted Brett to seek employment with the Company.

Aprill Riley hails from Diana, Texas and earned her Bachelor of Arts degree in English with a minor in speech communication from the University of Texas at Tyler. Her 15 years of teaching experience in debate, speech, professional communication, English and theater will serve her well in the position of Educational Specialist.



Aprill Riley
Educational Specialist
06/07/21

Aprill lives with her husband, Allen - a retired Army combat veteran, and two daughters, Jordan (14) and Matilda (6). Her eldest daughter lives in Gilmer with her family. Aprill's busy life includes raising rabbits, embroidery, reading and puzzles. She enjoys the beach, coffee, wine and chocolate - not necessarily in that order.

"I love teaching and working in communication," Aprill shared when she accepted the Educational Specialist position. "An opportunity to work within marketing is exciting. I am even more excited the more I learn about Robroy."

May each of these new associates find their Robroy experience rewarding.

Yamboree QUEENS

Each Spring seven local civic clubs ask a young lady who resides in Upshur County and is completing her junior year of high school to represent them as an East Texas Yamboree Queen candidate. These young ladies begin their Yamboree responsibilities long before the opening day of the Yamboree on October 20th.

The Queen's Race is a 12-day event (June 21 - July 1) where each candidate along with her club and supporters raise money for the Yamboree by canvassing the community on foot, making phone calls, sending letters and posting on social media and personal websites. The candidate who raises the most money is crowned Yamboree Queen. As queen, her duties begin before the Yamboree and continue after the carnival leaves town on October 23rd. She will be an ambassador to the community until a new queen is crowned in 2022.

This year the candidates raised \$430,577 for the Yamboree festivities. On July 2nd at the First Bank of Texas in Gilmer, the Queen and princesses were announced. Hannah Jean Henson will be the 2021 Yamboree Queen and Emma Warden and Sarah Warden will be the Princesses.



Hannah Henson - 20th Century Club



Holly Bledsoe - Beta Sigma Phi



Addisyn Montgomery - Gilmer Rotary Club



Mia Pool - Kiwanis Club



Karlye Johnston - Lions Club



Emma and Sarah Warden - Bluebonnet Literary Club



Madyson Tate - Garden Club



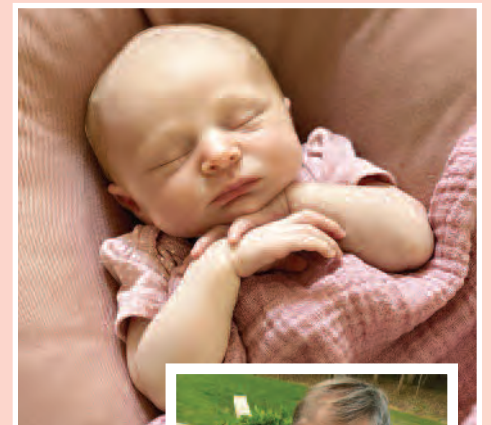
All smiles for the Voelzke/Shaw family!

A Baby in the Voelzke Family

Steve and Melissa Voelzke are elated to announce the arrival of their first grandchild, Ava Rosalind Shaw. Ava's proud parents, Joseph and Savannah Shaw, welcomed their daughter on June 1st. She arrived weighing 8 pounds 2 ounces at a length of 21 inches.



Ava Rosalind Shaw



Spoil her, Grandpa. It will be so easy to do.



Rep Spotlight

In December 2020, the Raceway Division made an agent change in New England, appointing David Role and Company (DR&C) of Woburn, Massachusetts to cover a critical 6-state territory. This agent was chosen primarily because of connections with the channel and contractors in that territory.



Wayne J Griffin Electric of Holliston, Massachusetts is one of the largest installers of PVC-coated products in New England with offices in North Carolina, Georgia and Alabama. A territory visit including a meeting/product presentation with Bill Long, Griffin Electric's director of purchasing/estimating, took place during that visit in June. The Raceway Division provided "How to Schedule Education" brochures to DR&C for Plasti-Bond and Robroy Stainless to be delivered to the contractors visited during the trip. Griffin Electric immediately asked Lindsey White of the marketing team about installer training regarding these products for their installers and estimators. The first training for Plasti-Bond was then scheduled for July 22nd.

Great job on the part of this new agent, DR&C, and the marketing team for "Leading the Way" with a strategic contractor and making education happen.

Product Updates

ROCKET RACK®

"Rocket Rack is designed to provide proven sanitary safety with a flexible system that improves the installation while cutting labor time and costs," reported Steve Voelzke, president of Robroy Raceways. "Our new Rocket Rack catalog is more than a product showcase. It highlights the extensive capability of the platform, details key benefits including our patented slot design that enables fine adjustments and assures perfectly straight conduit or pipe runs anywhere along the slot. Rocket Rack is reusable and sustainable. When re-tooling or reconfiguring a plant layout, lines can quickly and easily be added, and existing racks can be disassembled and re-installed again and again."

Engineered for hygiene and strength and manufactured for durability, Rocket Rack meets the most demanding load requirements for any project where sanitary installation is required. It can be used in any application looking for sanitary design within their support

systems such as food and beverage, pet food, cosmetics and pharmaceutical or even applications where ease of installation and labor savings are key. It can also be used with process piping in mechanical applications.

Rocket Rack provides the following safety benefits:

- Complies with hygienic design principles and meets standards set forth in the 2016 Food Safety Modernization Act. Rocket Rack products have been tested and certified under the Food Safety and Quality Product/System Category to NSF/ANSI/3-A 14159-1 - assurance that Rocket Rack is in compliance with standards evaluated by one of the world's most respected independent certification organizations
- Ensures that no metal filings from rack fabrication will contaminate the customer's product. Production areas are kept neat and clean.
- Patented slot design and custom hardware eliminate harborage points because there are no



Sara Goulart - Promoted from Receptionist/HR Support to HR Specialist.



Bobby Hubbard - Promoted from Material Handler to Shipping and Receiving Team Lead.

Promotions

Several associates at the Gilmer facility recently received promotions. As they assume their new roles, be sure to congratulate them and show them your support.



Ashley Laffey - Promoted from Executive Assistant to HR Specialist.

- recessed spaces or exposed threads.
- Eliminates hand or eye injuries caused by traditional field fabrication methods of cutting, drilling or threading.
 - Provides additional safety by the use of radius corners.
 - The ease of installing prefabricated Rocket Rack results in significant cost savings and enables projects to be completed on or ahead of schedule. Sleek lines, radius corners and a buffed finish create an aesthetically pleasing installation, suitable even for high-end residential or commercial projects featuring an open ceiling design.

ROBROY STAINLESS™

Robroy Stainless provides users of electrical raceways with the first complete electrical infrastructure system featuring stainless steel conduit, fittings and accessories to minimize both corrosion and contamination. Because Robroy Stainless products fight the rising costs of corrosion, perform reliably

in diverse temperature ranges, plus provide environmental protection, mechanical strength and appealing aesthetics, these systems are ideal for applications in wide-ranging markets.

Due to differences within environments, Robroy Stainless offers two innovative stainless steel product families, "Traditional" and "Hygienic," to optimize value by best meeting the conditions of specific applications.

Robroy Stainless Traditional

This product solution is for the highest level of corrosion protection in the harshest environments. The Traditional line is ideal for industries such as wastewater, petrochemical, chemical, nuclear, infrastructure and transportation, power plants and pulp and paper mills.

Among its many benefits:

- An electro-finish polish on conduit bodies improves corrosion resistance, enhances cleanability and provides aesthetically pleasing appearance.
- Center aligned threading of conduit ensures environmental and safety rating conformance of the installed system.
- Oversized stainless steel cover screws are designed to maintain a superior environmental rating and eliminate the hassle associated with screw breakage.
- Conduit bodies include nitrile gaskets rated for protection against dirt, rain, sleet, snow, windblown dust, splashing water and hose-directed water.

Robroy Stainless Hygienic

This product solution is for the highest level of corrosion protection in environments where hygienic (sanitary) performance is critical. The sealed system provides ingress protection against dust and high pressure/high temperature spray for added safety and sanitation within plant operations. Easily identifiable by the Robroy® Hygienic symbol, these products feature a patented hygienic-designed conduit body

and cover to maximize cleanability and minimize buildup of contaminants within the installed system. Conduit body lids come with FDA-compliant blue (non-food color) silicone gaskets and utilize mechanical stops to guarantee optimized compression for environmental ratings. The Hygienic line offers the added benefit of ingress protection and sanitary design making it perfect for food and beverage, pet food, cosmetics and pharmaceutical.

Additional attributes include:

- The use of center aligned threading of conduit and a circular gasket ensures environmental and safety rating conformance of the installed system.
- A specially designed captive screw retention and gasket system eliminates risk of ingress and contamination.

Both Traditional and Hygienic Robroy Stainless products use an oxidative thermo process for marking instead of traditional casting insets, etchings or stampings. This eliminates recesses and niches, preventing opportunities for particle or water retention. The high-contrast marking does not affect product surfaces and remains legible even after numerous cleanings. Additionally, the oxidative thermo process eliminates the risk of a paper label fading or peeling to become foreign matter.

"I am extremely pleased with the feedback on our Stainless offerings," stated Steve Voelzke, President of Robroy Raceways. "There is growing focus and concern for food safety. Preventing both contamination and damage from corrosion in facilities is critical to our customers. Our stainless steel raceway systems were developed, with the guidance of many actual end-users, to fight those specific challenges and reduce the significant risks that can result in fines, fees and products recalls. Our focus is on ensuring the customer

has the best possible installed system and not just individual components. Users of the Robroy Stainless platform of products know that their electrical infrastructure is protected."

Features of Both Lines

- "H" symbol easily identifies products that are hygienic.
- Robroy Stainless is third party certified to industry-recognized standards for sanitation, hygiene, environmental ratings and electrical safety including NSF®, UL and IEC. Robroy Stainless is manufactured by Robroy Industries, an ISO 9001:2015 certified company.



- Free installer certification is available to ensure effective installation through use of proper techniques and tools. Both Rocket Rack and Robroy Stainless systems are cost-effective choices because of ease of installation and reduced labor costs.

A BUSINESS SUCCESS CASE STUDY

Why Ron and Julie Meyer sold Rocket Rack® to Robroy Industries and why they are glad they did!



Ron and Julie Meyer

“Deciding to sell Rocket Rack was a tough decision,” says Ron Meyer, “but I know we did the proper thing and Robroy Industries was the right company to sell to.”

To appreciate Ron’s statement, it’s necessary to understand the history of Rocket Rack.

BEFORE THE DECISION TO SELL

“The ROCKET RACK sanitary support system was born out of both necessity and frustration,” says Ron.

“I was an IBEW electrician working on a particularly difficult installation and needed a better method to securely support the electrical conduit that was suspended overhead. My crew had been fabricating each support rack one at a time on site. That was an inefficient use of time. It was also dirty and dangerous. I knew there was a better way. I had been tinkering around with a new type of support rack—a section of stainless angle with a slot in the center and mounting holes on each end. This new design would allow us to position the conduit much more quickly, safely, and precisely. I had a few made and used them on this fast-track job. The installation was finished in record time and resulted in significant cost savings. My wife, Julie, and I saw this as something to build on.”

And that is how Rocket Rack began in 2008. The business, which was originally housed in a farm shed owned by a friend, was operated efficiently by Julie who also began working on the first of five eventual product patents. Ron continued to work full time as an electrician, but as orders began pouring in, Ron and Julie realized they needed to focus full time on Rocket Rack.

The business became very successful and grew to become a leading choice for food-grade and beverage manufacturing facilities, pharmaceutical and cosmetics plants, plus diverse other operations seeking more sanitary ways of installing process pipe and conduit.

THE BEGINNINGS OF THE DECISION TO SELL

Why did Ron and Julie Meyer come to a decision to sell their thriving company?

“A lot of reasons came into play,” explains Ron. “Julie and I were dedicated to growing Rocket Rack as a brand, but we realized that we couldn’t have done it by ourselves.”

Julie Meyer adds: “To grow beyond where we were, something big would need to be done. We would need to expand our facility. We would need to hire many more people. We were at the point in our lives where the time to sell seemed right. We were both closer to retirement age than we were to the age of being able to run a company that was past its start-up stage and needed to keep growing. It was really a matter of timing and, most importantly, who we were willing to sell to.”

WHY ROBROY INDUSTRIES?

Both Ron and Julie were familiar with Robroy Industries.

“After working in the industry as an electrician for a very long time,” says Ron, “I knew Robroy Industries was a very good company with the best quality electrical products. They have a long-standing reputation as a leader in the PVC-coated conduit and enclosures markets. Of direct importance to us, Robroy launched a full line of stainless steel conduit and was using Rocket Rack as a support system for their systems. That was a huge factor. We began to gradually think that maybe there was a match.”

“It turned out to be a perfect match at just the right time,” agrees Julie. “It has been a great fit. It was like it was meant to be.”

How exactly did this perfect match at just the right time come to be? Julie Meyer explains: “Steve Voelzke, president of Robroy Raceways, reached out to us through LinkedIn, of all things. We had a phone conversation, and one thing led to another, that was late August, 2018, and things proceeded very rapidly. Robroy flew us to their

manufacturing location in Texas and we couldn’t have asked for better people or better communications. We actually began by discussing private labeling but soon decided that an acquisition was best for all. Then, of course, the vetting process began. That can be a daunting task with a huge checklist, but we worked directly and very easily with Robroy’s CFO, Vijay Kumar Tahiliani. Sometimes, I would have to call Vijay many times a day and he was always as nice and helpful as he could be. He made a potentially painful process as painless as it could be. I was so happy with the responsiveness. Vijay did not delegate to others – he answered emails and phone calls promptly. He was Johnny-On-The-Spot at all hours of the day and evening to answer my questions.”

Ron agrees, “We were very happy with the communications and the way we were treated. We were a very small company and we couldn’t provide some of the things Robroy was asking for because those things just didn’t exist. They were very understanding about that as well. All of that was important to us because about a year prior, we actually had entered into negotiations to sell our company to a large multinational company that made a lot of promises that eventually turned out to be fraudulent. In hindsight, I think that happened for a reason. We are so much happier that the earlier deal didn’t go through and that Robroy came along when they did.”

THE IMPORTANCE OF FINANCIAL STABILITY AND EXCELLENT FISCAL MANAGEMENT

What other issues sold the sellers on Robroy Industries? “Robroy Industries is a financially sound company, says Ron. “They’ve been around for more than 115 years. That says a lot right there. Being in the electrical business, I knew that every electrician calls PVC-coated conduit:

“Robroy.” It’s like everyone calls tissue paper “Kleenex.” Robroy is that well known. They’ve stayed on top as that brand name and it’s a huge thing.”

THE IMPORTANCE OF A HEALTHY, BALANCED CULTURE

“Robroy has a strong corporate culture,” adds Julie. “It is a very solid company. For two years from the start of the acquisition process until the end, Ron was employed by Robroy and was impressed by the way management interacted with all employees. Everybody seems to be an integral part of the company. Everybody takes ownership in their work and knows their products inside-and-out. Everybody is very, very committed.”

THE RESULTS OF RON AND JULIE’S DECISION TO SELL TO ROBROY

Today, Ron and Julie Meyer are enjoying Ron’s retirement and have recently celebrated their 25th wedding anniversary. They enjoy their home and property in Missouri and spend time gardening, taking care of family and being involved with their daughter who is about to start graduate college.

Are Ron and Julie Meyer satisfied with their decision to sell Rocket Rack® to Robroy Industries?

“Robroy gave us exactly what they promised. At times, they went above and beyond what they said they would do. I can’t speak highly enough about that. I’ve never sold a business before, so I have nothing to compare it to - but the process was as painless as possible. I really feel, still today, that we made the right decision when we sold to Robroy,” stated Ron.

Julie confirms, “I don’t have any regrets. I don’t have a minute’s worry or rumination. We did the right thing.”

Casa Softball Tournament



Team 1 from left to right, back row – Bryan Wood, Cecil Craver, Lucas Campbell, Ronnie Bolden, Grady Whitney, Carlos Haywood, Laura Medrano; middle row – Heather Hodges; front row – Jason Coulter, McKenna Wood, Snehal Patel, Bailey Bewley

Robroy Industries Raceway Division recruited two teams to participate in the Battle of the Business - Slow Pitch Softball Tournament on June 26th. The event was sponsored by the Gilmer Area Chamber of Commerce and the proceeds benefited East Texas CASA. Raceway associates and their family members had a wonderful time supporting a great cause.

Rumor has it that there were many sore individuals the day after the event!



Team 2 from left to right, back row – Drew Hector, Jason Perry, Bobby Hubbard, Adalyn Davidson, Chandler Allen, Larry Jordan; middle row – Corey Neal, Kristen Edge, Rick Boykin, Michelle Hector; front row – Noel Edge, Mally Davidson, Lee Floyd

Safety



Sarah Brooks - quarterly Safety Jackpot winner!

Safety is the cornerstone of the Raceway work place. Through the SHIELD Program and incentive events, Raceway Associates are encouraged to promote their safety and the safety of their colleagues at all times. The Safety Jackpot chooses a winner quarterly and Sarah Brooks became the most recent recipient. It looks like Sarah intends to stay comfortable this summer. That's cool!

On May 6th, the Raceway Division in Avinger achieved a new milestone. They have accumulated 2,500 days (6.8 years) without a recordable injury. This facility takes safety seriously! Congratulations, well done!

Gilmer All Star Team



Gilmer 10U All Star Team

The Raceway Division sponsored the Gilmer 10 and Under All Star Team. The team finished second in the district and advanced to the regional tournament in Paris, Texas in July.

Retirement

After 33 years of dedicated service, Debbie Hannah decided retirement was her future. She served the Company faithfully as a Material Handling and Shipping Associate proving to be an asset throughout her Robroy career.

On Debbie's last day of employment, her colleagues shared cupcakes with her and presented her with gifts. She is wished the best in her retirement.



Flowers for the retiree-to-be.



An enclosure to always remind Debbie of her employment for the past 33 years.



"What can I say?"



Cards and cupcakes!

Golden Ticket/Raffle Program

The Enclosure Division started a new program for referrals. Each person who refers a person receives a golden ticket for each full week their referral completes. Bonnie Mroczek (HR Manager) delivers the Golden Tickets in her purple cape each week. In mid-December Golden Tickets will be randomly drawn for the chance to win cash and other prizes. To date, a total of 28 Golden Tickets have been distributed.



Purple caped Bonnie Mroczek presented a Golden Ticket to Gage Shilling (1st Shift Gasket).



Golden Ticket recipient Ryan Wetzel (2nd Shift Mold Lead). Ryan is receiving referral cards to recruit more people.

Scholarships

Two students from Belding High School were chosen for the Enclosure Division's yearly scholarship program. Applicants for the scholarships submitted essays based on the following questions:

- How did you decide on a career path to pursue in college?
- Are you considering a career in manufacturing?
- Have you heard of Robroy?

The first was Allyson May who carries a 4.277 GPA. She is the president of the Student Council and Business Professionals of America and vice president of the National Honor Society. This young lady does volunteer work and helped raise funds for the Leukemia and Lymphoma Society. She plans to attend the University of Michigan to earn a degree in chemistry and will pursue a career in pharmaceutical research.



Emily Wardell was awarded a Scholarship from Robroy Enclosures.

The second winner was Emily Wardell with a 3.8 GPA and volunteers at the Belding Library. She is planning to attend Montcalm Community College and then transferring to a 4-year college to obtain a degree in education.



Amanda Calvo presented a scholarship to Allyson May.

Enclosure Division Under Reconstruction



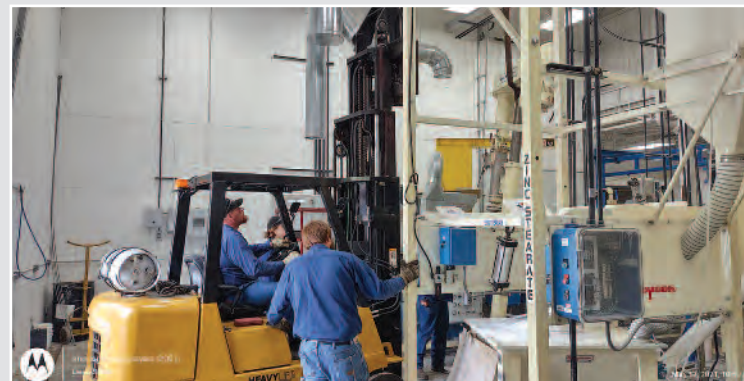
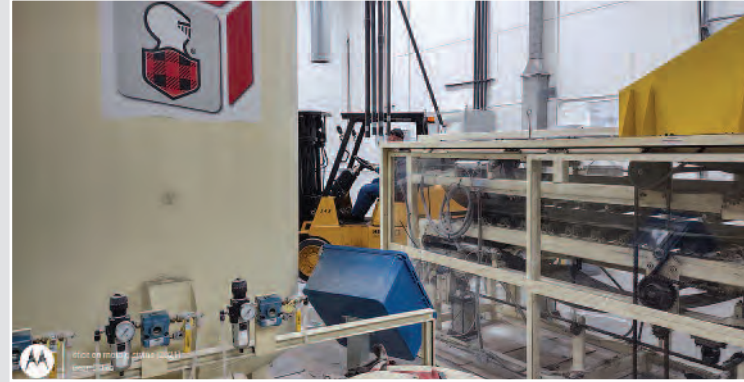
Resin tank removal from the SMC Area.

Renovation is the name of the game at the Enclosure Division these days. Sheet Molding Compound (SMC) is currently being manufactured by IDI rendering the SMC Room unnecessary. This area was cleared to make room for a new press, which will be installed in November of this year.



Louver installation in the Mold Room.

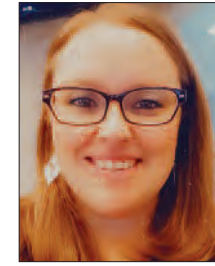
Another project was completed to regulate the temperature of the Mold Room within five degrees of the outside temperature. New louvers were installed to facilitate air flow.



Demolition of the SMC Room.

Welcome TO THE TEAM

New Hire



Melissa Manley - Receptionist

In March, Melissa Manley joined the Enclosure Division as the Front Desk Receptionist. She grew up in Holt, Michigan and graduated from Holt High School. Following nine years as a data analyst with New York Life Insurance Company, Melissa worked from home as a fulltime stay-at-home mom for seven years, prior to joining Robroy.

Melissa's husband, David, also works for Robroy Enclosures. The couple has four children, Codey, Taylor, Lucas and Adalyn. When Melissa is not at work, she spends most of her time cheering on her children in their sports endeavors including track, basketball, wrestling, soccer, baseball and football. David and Melissa volunteer their spare time as the president and secretary of the Belding Youth Football League. When the family is not busy with sports, they enjoy boating, bowling, game nights and spending time with family and friends.

Welcome to the Enclosure Division, Melissa.

Promotions

Most people who follow the Bagpiper know John Moody as Buck Moody the hunting enthusiast. We have followed Buck and his family on their hunting ventures for years. Buck has been an Enclosure Division Associate for 14 years and recently received a promotion from Gasket Operator to Method Analyst.

Buck has always been a great team player and will prove to be strong contributor in the areas of continuous improvement and process efficiencies. His knowledge and expertise will help the Enclosure Division to grow.

Allen Wizorek served as the 3rd Shift Supervisor for the past two years. He accepted a promotion to Scheduler/Buyer/Expeditor. In



Buck Moody - Method Analyst



Allen Wizorek - Scheduler/Buyer/Expeditor

his new position, Allen is expected to be an integral part of the Enclosure Division's purchasing team.

Mike Whorley has served the Company for nine years, most recently as the 1st Shift Mold Lead. Because of his leadership, Mike received a promotion to 3rd Shift Supervisor.

Joe Daller worked as a Press Operator after joining the Enclosure Division six months ago. He has already earned a promotion to 2nd Shift Supervisor.



Mike Whorley - 3rd Shift Supervisor



Joe Daller - 2nd Shift Supervisor

Additional promotions include:



Jeremiah Souza - Assembly Lead



Stephanie Dunham - 1st Shift Material Handler



Ryan Wetzel - 2nd Shift Mold Lead



Mark Griffioen - 2nd Shift Backup Mold Lead



James Hopkins - 1st Shift Mold Lead



Gage Shilling - 1st Shift Gasket

St. Patrick's Day

There are people who refuse to wear green on St. Patrick's Day. Some call them the Orangemen. Originally Orangemen in the late 1700's were supporters of William of Orange, a Protestant political group in Ireland. However, at Robroy Enclosures there truly was the wearing of the green on St. Patrick's Day this year. Some wore a lot of green, others just a little. Every shade of green was represented. Participants were rewarded with a chance to win a pot of gold for wearing green to work that day. Participating associates received a scratch-off lottery ticket.



Buck Moody (Methods Analyst)



Jamie Arnett (Assembly)



Mark Austin (2nd Shift N-Series)



Mike Carstens (1st Shift Supervisor)



Mike Hill (1st Shift Material Handler)



Jason Pawloski (2nd Shift Material Handler)



Joe Daller (2nd Shift Supervisor)



Pat Kelly (Maintenance)



Jeff Hall (Plant Engineer)



Josh Blair (N-Series)



Brendan Zahm (2nd Shift Press Operator)



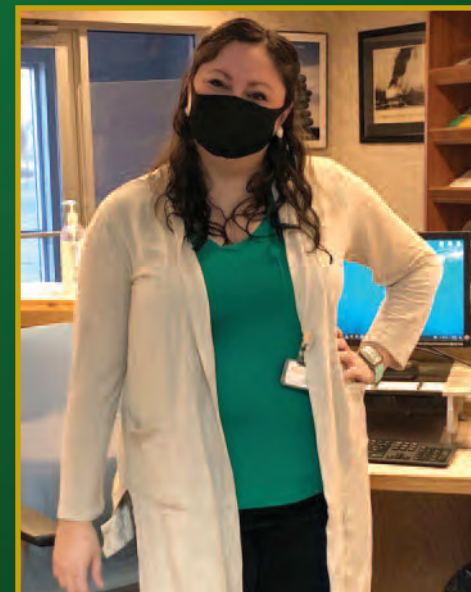
Kiesha Coon (Scheduler/Buyer/Expeditor)



Linda Wilcox (3rd Shift Back-up Mold Lead)



Aaron Reeves (CNC Operator)



Amanda Calvo (HR Assistant)



Dave Manley (3rd Shift Gasket Operator)

St. Patrick's Day



Elizabeth Wiggins (3rd Shift Press Operator)



Erin Byrne (Assembly)



Larry Warner (Assembly)



Rick McQueen (3rd Shift Press Operator)



Ron Mier (Material Handler)



Rudy Alvera (Assembly)



Joern McHale (3rd Shift Mold Lead) and Mike Whorley (3rd Shift Supervisor)



Senora Amanda Calvo (HR Assistant) distributed taco lunches to all associates.

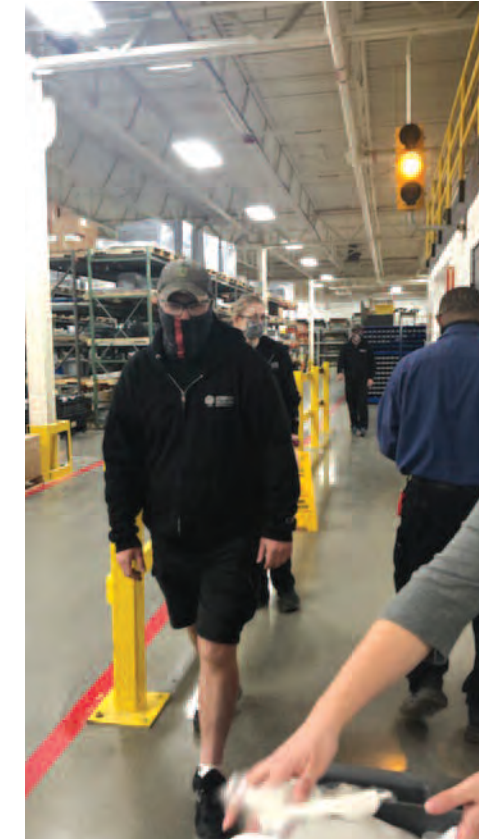


Senor Rudy Alvera (Assembly) received his lunch from Amanda Calvo.

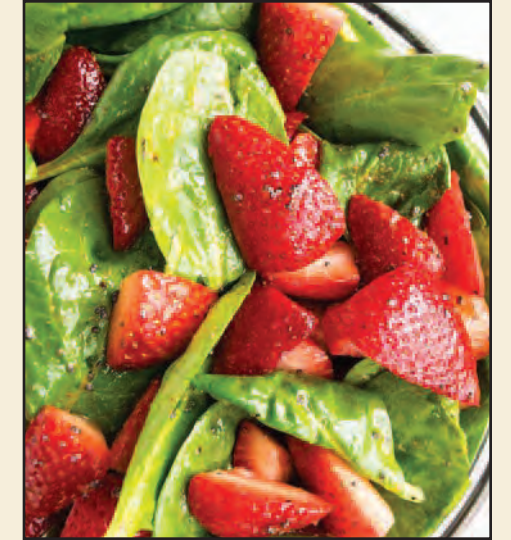


Feliz Cinco de Mayo! Quien quiere tacos?

The Enclosure Division Associates celebrated Cinco de Mayo, May 5th, with a taco lunch. Amanda Calvo (HR Assistant) peddled her taco cart throughout the facility handing out prepackaged taco lunches for each associate to enjoy.



Senor Mike Hill (Material Handler) on route to grabbing his taco lunch.



Strawberry Spinach Salad

From Marie Emanuele - Headquarters Retiree

"Summer is a great time to try new salads. This recipe was given to me more than 25 years ago and I use it over and over again with rave reviews."

—Sue Clark, *Bagpiper* Editor

COMBINE:

- 1 pound fresh baby spinach - stems removed
- 1 pint fresh strawberries - hulled and quartered
- 1 small onion minced

DRESSING

blend for 30 seconds:

- 1/3 cup white vinegar
- 3/4 cup sugar
- 1 tsp dry mustard
- 1 tsp salt
- 1 1/2 tbs minced onion (optional)

add and blend:

- 1 cup vegetable oil
- 1 1/2 tbs poppy seeds

SERVICE AWARDS



Kiesha Coon



Jen Ullery



Deb Mills



Brian Knoerl



Mike Hill



Lorrenda Ellsworth



Shane Feazel



Sarah Brooks



Brandon Keel



Shawn Thibodeaux

Enclosure Divison

Kiesha Coon 20 years
 Jen Ullery 20 years
 Deb Mills 15 years
 Brian Knoerl 10 years
 Mike Hill 10 years
 Lorrenda Ellsworth 10 years

Shane Feazel 5 years
 Allen Wizorek 2 years
 Charles Kenney 2 years
 Tony Brace 2 years

Raceway Divison

Sarah Brooks 15 years
 Brandon Keel 15 years

Shawn Thibodeaux 10 years
 Courtney Colvin 2 years
 Jeremy Rodgers 2 years
 Lee Floyd 2 years
 Tyler Boles 2 years
 George Mize 2 years
 Melissa Allen 2 years

BENEFITS BULLETIN BOARD

It is hard to believe that Open Enrollment will be here before you know it. This is a good time to make sure your information is current. Also start thinking about if you want any changes to your current benefits. Open Enrollment is the time to do this! Below are simple things to make sure your information is current.



Is your address current in our HR Payroll System?



Is your beneficiary information current?



Have you had any changes to your family unit?

Also start thinking about your retirement options. Do you want to make any changes to your current 401k contributions, if applicable? Changes for 401k can be made anytime. What about HSA? What a good option to help with medical expenses. It is always best to plan for the unexpected instead of being caught off guard. You can always contact your local HR Department for any information you might need.