

THE BAGPIPER

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Family Forum

If you were to ask anyone outside the Company to say a few words about Robroy, they would likely reference the *Bagpiper*! Hardly a week goes by where someone doesn't say "I really enjoyed reading your newsletter." Getting consistent compliments like this is a real achievement! There's a reason for these compliments and we should not take them for granted. So, what is it about the *Bagpiper* that makes it so relatable and enjoyable to the reader?

The *Bagpiper* is a reflection of the people that make up our Company. It does a great job personalizing our Robroy story and it provides a unique insight to who we are. Our values are brought to life by the stories we share. Family stands out as we celebrate engagements, weddings, newborns, graduations and other personal accomplishments. Community is on display. We share our involvement in local charities. We recognize the successes of the youth sports teams we sponsor. We build floats and participate in local parades. We celebrate our personal successes. We also wear some of the ugliest Christmas sweaters and craziest Halloween costumes ever seen! We have fun!

The *Bagpiper* is read by our associates and their families, retirees, customers, vendors, partners and potential Robroy candidates. It is on display in our lobbies and can be found on our website. It has a relatively modest distribution list, but a very large and positive impact on those it touches. The consistency and quality of our newsletter is a great example of Robroy "Leading the Way." I would like to share my appreciation to all the Robroy associates who contribute to the *Bagpiper*. It is your story that makes us who we are. I would also like to give special recognition to Sue Clark who has been publishing this wonderful newsletter for as long as I can remember! Sue tells our story so well. Everything is first class and we're grateful for all that she does.

Thanks to all for a great first half of the year!

Sincerely,
Rob McIlroy



HEADQUARTERS

Kim Rafaloski Retires

Kim Rafaloski began her Robroy career on January 22, 1979 and has served the Company for over forty years as a dedicated, loyal and knowledgeable Robroy Associate. Kim has earned numerous promotions over those years with the majority of her focus and concentration in Robroy's accounting and human resources departments. At the time of her retirement in May, she served as the Headquarters HR Administrator, which included performing HR and benefit maintenance in the HR and payroll systems.



Headquarters Associates celebrated with Kim Rafaloski at the Lot in nearby Oakmont with a retirement luncheon.

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Kim Rafaloski Retires

In addition to performing orientation and exit interviews at Headquarters, Kim participated in internal audits, processed vendor certificate of insurance documents and conducted accounts payable processing. She also carried out the responsibilities of the lead administrator for the Headquarters Wellness Program.

Kim may very well be the only Headquarters Associate who worked for three generations of McIlroys: Robert G. McIlroy, Peter McIlroy and Jeff and Rob McIlroy.

Headquarters Associates celebrated Kim's retirement with her in May at the Lot restaurant. She and her husband, Joe, plan to spend time with their family, especially Wyatt and Nora, their grandchildren.

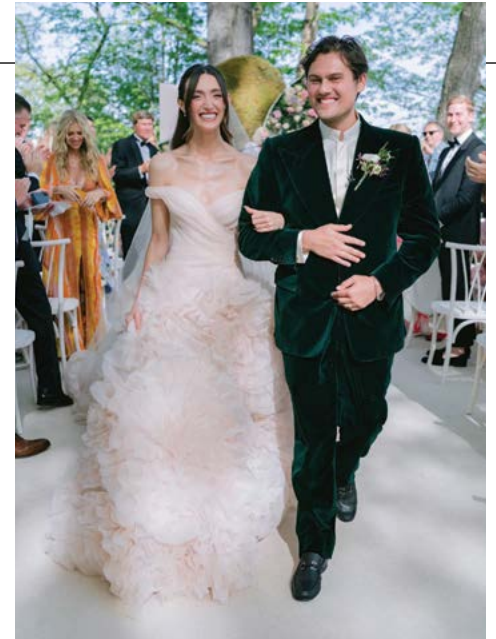
Best wishes, Kim, for a wonderful retirement. You deserve it!

A Lovely May Wedding

Jeff McIlroy (Chairman of Robroy Industries) and his wife, Erica, hosted the wedding of their daughter, Ashley, to Brady Dowad at their home in Fox Chapel, Pennsylvania. The wedding ceremony took place on a beautiful, sunny May afternoon outdoors followed by a reception celebration under the stars. The newlyweds will be venturing on a much anticipated African safari in the fall.

Ashley and Brady reside in Los Angeles, California, where they will begin their married life together with their golden retriever, Lenny.

Best wishes are extended to Ashley and Brady for a very happy and fulfilling marriage.



Mr. & Mrs. Brady Dowad



The bride with her proud father, Jeff McIlroy.



Ashley's handsome brothers, Peter and Brandon, accompany their very happy mom, Erica.



Ashley McIlroy - a beautiful bride in a stunningly gorgeous wedding gown.



Left: Rob McIlroy, Jeff McIlroy, Anil Kewalramani and Vijay Tahiliani stand in the "kitchen" for a group photo.



Left: The Headquarters defending Pickleball Champions in action.

Below: The challengers anticipating a return volley.



Jeff McIlroy and Anil Kewalramani continue to retain possession of the Robroy Pickleball Cup (featured in a previous *Bagpiper*). These gentlemen were victorious again over Vijay Tahiliani and Rob McIlroy.

According to a report from CNN, pickleball has exploded on the scene since the start of the pandemic. According to Sports and Fitness Industry Association, pickleball has grown from 3.5 million players in 2019 to 8.9 million in 2022. The number of players is expected to jump to 22 million in 2023.

Along with the number of players, the number of injuries has also increased. It is estimated that 67,000 emergency room visits will occur this year with 366,000 outpatient visits and 9,000 surgeries for over \$377 million in health care costs. Injuries occur most frequently

to older players with 86% of emergency room visits due to pickleball injuries from players over 60 years of age.

It is a great sport. But to get the most enjoyment from pickleball and avoid injuries you should consider the following:

- Take time to warm up before you play.
- Choose the right equipment, including the correct shoes.
- Don't play on a wet court.
- Work on your balance and strengthen your muscles.
- Avoid backpedaling when playing.
- Know your limitations.

All that said, let it be known that the challenge still stands: Jeff and Anil are willing to travel to Texas and Michigan to take on all comers to defend their title.



Vijay Tahiliani - CFO

25th Anniversary

Robroy's esteemed CFO, Vijay Tahiliani, celebrated his 25th anniversary with the Company in May of this year. Vijay's contribution to the organization has been invaluable. His journey over those 25 years serves as a great example of growth and accomplishment at Robroy.

Vijay started his career in the IT department at Headquarters in May of 1998 as a Program Analyst. Within six months a promotion made him the Manager of Financial Systems. In 2004 he surprised everyone by announcing that he had earned his CPA license. He accomplished this on his own time (acquiring the needed education and experience and successfully completing the examination) and without telling anyone.

Soon after that announcement, Vijay was promoted to Controller of the Raceway business unit and he relocated to East Texas. In 2012 he expanded his responsibilities by assuming the Controller role for the Duoline business unit as well. Another promotion in 2016 made Vijay the Corporate Controller. Shortly thereafter, in 2018, Vijay was promoted to CFO of Robroy Industries and he moved back to Verona, Pennsylvania.

An interesting note, in 2021 Vijay received the CFO of the Year Award for Manufacturing Businesses in the



Luncheon celebration with Headquarters Associates.

Midwest Region, an award sponsored by the Pittsburgh Business Times. "Vijay has been a foundation for our company's success for many years," said Rob McIlroy, CEO of Robroy Industries. "We have been in business since 1905 but our financial expertise has never been better, thanks in large measure to the professional skills of Vijay Tahiliani. He has created a remarkably excellent system for management of financial

resources, metrics, budgeting and overall accountability. Consequently, with his guidance, we have grown both organically and by acquisition and have achieved a level of efficiency necessary for us to lead the way in the electrical products industry. We are proud of Vijay."

Vijay's dedication to Robroy is unparalleled. He is a valued partner and wished sincere congratulations for 25 exceptional years.



The participants...Vijay Tahiliani, Jeff McIlroy, Anil Kewalramani, Kim Rafaloski, Katherine Kepner, Keerthi Satore, Raffy Llamas (not pictured) and the WINNER - Randy Untalan.

March Madness at Headquarters

Employees at Headquarters completed brackets and participated in a March Madness competition. Numerous upsets throughout the tournament impacted every bracket and resulted in a close match. After the Sweet 16 round Katherine Kepner led with a score of 52, but Randy Untalan jumped ahead earning 8 points for a correct pick in the Elite 8 round and ultimately won the competition with a score of 53.

Randy was awarded a \$50 gift card and a giant chocolate chip cookie for his vast knowledge, betting prowess and astute predictions of the NCAA basketball tournament.

Congratulations, Randy.

Overall Standings											Total Brackets: 8
RANK	CHAMPION#	BRACKET NAME	PTS#	MAX#	CPK#	R01	R02	S16	E8	FF	NCG
1	155	Randy Untalan	53	53	32	21	16	8	8	0	0
2	146	Katherine Kepner	52	52	34	22	18	12	0	0	0
3	5	Anil Kewalramani	51	51	34	23	16	12	0	0	0
4	159	Jeff McIlroy	48	48	34	22	22	4	0	0	0
5	(-)	Kim Rafaloski	47	47	35	25	18	4	0	0	0
6	10	Keerthi Sa	45	45	34	25	16	4	0	0	0
7	156	Vijay Kumar	41	41	31	23	14	4	0	0	0
8	168	Raffy Llamas	35	35	27	21	10	4	0	0	0

The results...Randy Untalan-Winner.

New Hires

The Raceway Division added many new associates to their ranks since the last issue of *the Bagpiper* in the spring. When you meet them around the office or in the factory, greet them and make them feel welcome.



Toby Byrd -
Production Associate



Alesia Hernandez -
Production Associate



Terrance Linwood -
Production Associate



Anthony Ray -
Production Associate



Llolanda Rodriguez -
Production Associate



Mary Smith -
Production Associate



David Sanchez -
Production Associate



JP Williams -
Maintenance
Technician



Ryan Foreman -
Production Associate



Luis Martinez -
Production Associate



Samantha Wallace -
Production Associate



Johnie Hurndon -
Production Associate

Tre Washington held the position of warehouse manager for Skeeter Boats prior to accepting the Warehouse Manager's position at the Raceway Division on March 20th. He has worked in management roles for the past five years of his career. He earned his bachelor's degree in economics from Southern Methodist University where he also played football.



Tre Washington -
Warehouse Manager

Originally from Dallas, Tre attended high school in Gilmer. He wanted to be close to his two children, Aspen (3) and Kasen (2), so the position at the Raceway Division just felt right. He enjoys football, gaming and traveling in his spare time.

If you travel east from Gilmer on Texas Rt 154 for about 12 miles you will come to Diana, Texas. This is where Mary Conway calls home. Mary is the new Production Scheduler/Planner at the Raceway Division and she lives in Diana with her husband, Kam, two dogs, Maverick and Millie, and her

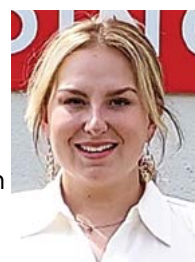
cat, Binx. She enjoys spending time with friends and family and helping her husband with their business.

Mary heard great things about Robroy, especially how they take care of their employees and offer opportunities to grow. This encouraged her to seek employment with the Company. Robroy is Mary's first manufacturing work experience and she has jumped right in and shown an eagerness to learn and grow in her position since she was hired on March 30th. She is motivated when someone commends her for her work ethic.



Mary Conway -
Production
Scheduler/Planner

Houston, Texas is where Jessica Gleason is from. She earned her bachelor's degree from the University of Houston and she brings with her extensive knowledge and experience from the oil and gas industry. The Robroy



Jessica Gleason -
Buyer

Industries' Raceway Division aligned with what Jessica was looking for - a career that allows for growth and would fit her plans and goals. Setting goals and then achieving them are inspirational to her. She began her Robroy career on May 9th as a Buyer.

Jessica and her husband, Brandon, have five children, Hunter, Blake, Tyson, Hudson and Aubrey. Her kids' activities keep her busy, but she also enjoys working out and traveling, when she can fit it into her schedule.

Agnes Fritch is originally from Hungry and schooled in Hungry, Greece and the United States. She earned an associate's degree in electrical engineering, instrumentation and electronic technology and holds an OSHA 30 certificate. This certificate is achieved after taking a 30-hour online training course for construction and general industry preparing supervisors and workers



Agnes Fritch -
Customer Service

with the knowledge to avoid workplace safety and health risks. The training includes general worksite safety, avoiding common hazards and understanding workers' rights and employer responsibilities.

Agnes brings five years of manufacturing experience to her new position at Robroy, which she began on April 3rd. However, her new position is quite different from her previous work experience.

She continues her cultural traditions by having three generations living in her home and enjoys foreign movies and reading nonfiction. Her husband, Chris, also works for the Raceway Division as a CNC Operator.

Cameron Wilson joined the Robroy Raceway Division in the position of Division Controller on April 18th. He hails from Lindale, Texas, a little northwest of Tyler, Texas. He was drawn to seek employment at the Raceway Division by the culture of the Company and its rich history.



Cameron Wilson -
Division Controller

Stephen F. Austin University is where Cameron earned his bachelor's and master's degrees in accounting. Prior to coming to the Raceway Division, he was employed by Wayne Sanderson Farms since 2014 where he held several accounting roles continually increasing his responsibilities.

Cameron is inspired by his family and financial stability is a motivational factor for him as well. Hanging out with his family, including Rachael, his wife, and two children, Addilyn and Chandler, is what he likes to do. He also enjoys golf and going to hockey games to watch the Dallas Stars.

On May 9th, Brittany Drummond began her new position, Accounting Support, in the Accounting Department. Specifically, her focus will be on the much needed accounts receivable deductions. She sought employment at the Raceway Division because she had always heard good

things about Robroy and she was ready for a career change.

Brittany is originally from Hallsville, Texas. She is a single mom and has two sons, kind of. She says her human son is Gavin and she has a "furry son," Maks. She truly enjoys being a mom and likes crafting, cooking and all kinds of outdoor "stuff."



Brittany Drummond -
Accounting Support

Promotions

Kristen Edge took the position as Division Controller in 2017 to begin her Robroy career. Since that time, she has continually added value across the entire Raceway Division and Robroy Industries as a whole. On April 10th it was announced that Kristen would assume the responsibilities of Operations Manager organizing and coordinating all manufacturing activities at the Raceway locations in Gilmer and Avinger, Texas. These responsibilities include setting priorities for materials, production and customer service.



Kristen Edge -
Operations Manager

Kristen has proven to be an effective leader willing to gather facts, solve problems and promote continuous improvement. These skills are increasingly important in her new role as she works to ensure customer needs are met in the most efficient and timely manner possible.

Danette Potter began her career with Robroy Industries in 2018 as a Customer Service Representative. In January 2022, she received a promotion to Customer Service Team Lead and continued to show her commitment to the "Walk in our Customer's Shoes" initiative. On June 5th, Danette was



Danette Potter -
Customer Service Supervisor

once again promoted, this time to the position of Customer Service Supervisor.

The supervision of all customer service activities now falls within Danette's responsibilities. She has been an integral part of training new hires, developing and testing new processes and advocating for Raceway customers. The knowledge and skills she developed during her tenure with Robroy will serve her well as she moves into this leadership position.

Back on January 3, 2022, Tawny Metz received a promotion to the position of Customer Service Manager. Since she began her Robroy career in 2017 she has made a real difference in the way



Tawny Metz -
Business Process Improvement Analyst

customers receive service from the Raceway Division, not to mention how she has improved internal efficiencies. It is no surprise that once again on June 5th Tawny was promoted. As Business Process Improvement Analyst, she assumes the responsibility to provide a comprehensive approach to analyze and improve organizational processes focusing on the commercial and customer interaction areas of business.

Steve Voelzke (President of Robroy Electrical Products) said this regarding Tawny, "I'm looking forward to working with Tawny and happy she is playing such a critical role in the future of our organization."

Tawny will work closely with various teams to ensure processes align with Enterprise Resource Planning (ERP). She will be involved in employee training and share best practices ensuring everyone is up to speed on the latest process improvements. She will also assist in monitoring compliance with process standards helping to guarantee those processes are consistent and scalable.

Congratulations are extended to each of these associates on their recent promotions.

Newest Arrivals



The Ellis family - Matt, Stephanie, Sutton and Beckett

There is a brand new Ellis on the block and his name is Beckett Lane Ellis. His brother Sutton (4) was so very eager for his little brother to arrive. Stephanie Ellis and her husband, Matt, welcomed the new addition to their family on March 9th. Upon arrival Beckett weighed 6 pounds 14 ounces.



Chandler Wilson



The Wilson family - Cameron, Rachael, Addilyn and Chandler

Cameron and Rachael Wilson welcomed Chandler to their family on June 1st. Chandler weighed 9 pounds 4 ounces when he was born.

Congratulations are extended to the Ellis and Wilson families on the new members to their families.



Vickie Dean, her husband and grandsons enjoyed BBQ at its best.

Risk It for the Brisket

Gilmer's annual BBQ contest, "Risk It for the Brisket," was held in May of this year. Vickie Dean, her husband and grandsons represented Robroy and they were able to get sample bites of all the professionals' and amateurs' offerings. The Deans enjoyed the best BBQ that Gilmer has to offer.

Retirement

Rod Dinkins hung up his fork lift keys on May 24th. A long time material handler, Rod gave the Company 29 years of exemplary service and looks forward to a quieter life on his farm. Current and past associates gathered for the celebration in the break room to share some cake and lots of good memories.

Congratulations on your retirement, Rod. May your retirement years bring you much happiness.



A big retirement cake for Rod Dinkins.

Great Texas Balloon Race



The Raceway Division sponsored a hot air balloon in the GTBR in memory of Larry Aldridge.*

In 1978, the Great Texas Balloon Race (GTBR) was born from an agreement between Dr. Bill Bussey, D.D.S., a world-record holding hot air balloon pilot, Frankie Parson Riggins and Mary LeTourneau, Longview Mall managers. The agreement was an attempt to advertise the mall's opening. Dr. Bussey draped a Longview Mall banner on his hot air balloon and flew over the city of Longview.

Two years later, Bill Stoudt and the Stroh Brewery Company joined forces with the Longview Mall and the first-ever Balloon Glow was held on the mall's south parking lot. Along with other pilots, Dr. Bussey created an evening attraction designed to delight the crowds. Tethered balloons were illuminated setting off a spectacular display of light. The first-ever Balloon Glow became an instant success and is held annually on both Friday and Saturday evenings of the GTBR. Whatever modifications have been made at balloon events around the world, know that this crowd-pleasing event began in Longview, Texas.

In 1985, due to ever-increasing attendance, the launch site was moved to the Stroh Brewery complex. From 1987-1989, the race was not held. But when it returned in 1990, with the support of Gordon Lively of Lively Oldsmobile-Cadillac-GMC, the race was moved to the East Texas Regional Airport south of Longview and is still home of the race today.

The most exciting race is known by pilots as the Controlled Navigational Trajectory Event (CNTE). For years the "Ring Toss" was the GTBR's CNTE. Each pilot had only one chance in each race to steer their balloon toward a 12-inch ring atop a 20-foot pole. In 2012, the pole was successfully ringed nine times by competitors. The "Ring Toss" has been replaced by "Ducks on a Pond," in which the pilots pass over a boat in the target field and toss a rubber ducky into the boat.

The GTBR is a Balloon Federation of America event and was hosted by the United States National Championship competition from 2012-2015. For these four years, the national competition brought an additional three days of competition flights to the East Texas area. Outside of national competition years, the GTBR invites 50 sport and special-shaped hot air balloons. The pilots compete for the Texas State Championship.

Robroy sponsored a hot air balloon and pilot at this year's GTBR, June 12th - 18th. The event drew competitors from around the world to Longview, Texas, the balloon capital of Texas. The beauty and elegance of these balloons is just amazing.

*Larry Aldridge passed away on June 1, 2023. He was involved with the GTBR for decades as the Operations Director.

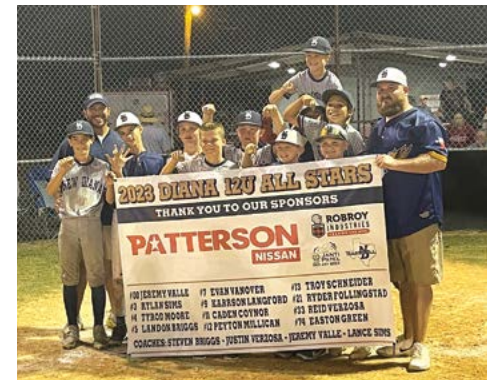
ATD Conference



Alyssa Jones and Wendy Swain-Owens attended the ATD Conference in San Diego.

Wendy Swain-Owens and Alyssa Jones attended this year's International Association for Talent Development Conference (ATD) in San Diego, California. ATD is a professional membership organization supporting those who develop the knowledge and skills of employees in organizations around the world. Wendy and Alyssa joined 9,500 professionals from 80+ countries to learn about trends and best practices and to discover new tools and solutions for training in the development of professionals.

This 5-day event was comprised of classes, a product expo and networking events for learning and development from experts around the world. Wendy and Alyssa brought back tools and many ideas that can be implemented in all three divisions.



The New Diana 12U All Stars

Baseball Team

The Raceway Division helped to sponsor the New Diana 12U All Stars baseball team this year. Hunter Millican's son, Peyton, is a member of that team. The team was victorious and took home whopper sized rings for their efforts, as shown in the photo above.



From left to right standing: Dean Brazelle (Enclosure Channel Manager), Steve Voelzke (President of Electrical Products), Melissa Voelzke, Patrick Kane (Enclosure Division Product Line Manager), Jack King (Product Line Manager Raceway Division), Catherine King, Jeff McIlroy (Chairman of Robroy Industries), Erica McIlroy, Vijay Tahiliani (CFO of Robroy Industries), Stephanie Ellis (Director of Marketing), Sonya Gehrmann, Clinton Gehrmann (President of the Raceway Division), Mike Overstreet (National Sales Manager of the Raceway Division), seated: Craig Mitchell (President of Robroy Enclosures), Shelley McIlroy, Rob McIlroy (CEO of Robroy Industries), Chris Caldwell (Raceway Channel Manager)

The National Association of Electrical Distributors (NAED) held their annual meeting at the JW Marriott Marco Island Beach Resort in Florida May 23rd through May 25th. Robroy Industries presented their traditional gourmet dessert reception for all of the attending distributors and invited Archie Manning as their featured guest.

Jeff McIlroy, Rob McIlroy and Steve Voelzke presented the organization with a check for \$2,500 for the NAED Education and Research Foundation. Decadent desserts were in abundance and guests had the opportunity to speak with Archie Manning throughout the evening.

For those who may not be football enthusiasts, Elisha Archibald Manning is in the College Football Hall of Fame and was the second overall pick of the New Orleans Saints in the 1971 draft. He played the position of quarterback for 13 seasons, most of which were with the Saints. Although the Saints did not have a very good record during his tenure with the team, Archie led the league in passing yards one year. Archie has two famous quarterback sons, Peyton and Eli Manning. His oldest son, Cooper, was a quarterback in high school until his senior year when he developed spinal



A check for \$2,500 was presented to the NAED Education and Research Foundation from Robroy Industries at the function.



Steve and Melissa Voelzke spend time with special guest Archie Manning.



Jack King and Archie Manning chat during the event.

stenosis, which ended his football career. Cooper's son is a top rated high school quarterback in 2023.

Archie is well known for his football camps instructing 8th through

12th graders. He was also awarded the Silver Buffalo award in 2007 from the Boy Scouts of America for his service to youth on a national basis.



Raceway Associates exhibit a positive attitude despite the soaring Texas temperatures.



**DON'T
SWEAT
IT.**

WE CON-DU-IT



BEATING THE HEAT

It has been excruciatingly hot in North Texas and a weather phenomenon called a heat dome is to blame. A heat dome has hovered over a massive part of the country creating dangerous temperatures in Texas, Oklahoma and Louisiana and is expanding as far as Arkansas, Kansas, Missouri, Mississippi and Florida.

This heat dome is trapped over the state by two low-pressure systems on either side, preventing cooler air from moving into the region. The unusually warm Gulf of Mexico also contributes to this effect.

Raceway Division Associates are making every attempt to beat the heat that Texas has experienced and keeping their spirits high in the process. Refrigerators are stocked with Gatorade, electrolyte pops and plenty of water. The thumbs up you see in the photos show the positive attitude associates are exhibiting in the face of the extreme heat they are experiencing.

100% Efficiency for an Entire Shift



The break room was filled with the aroma of a great meal.

The 3rd Shift Associates celebrated a big accomplishment on June 13th by receiving a dinner from Candlestone Restaurant. Back on June 7th, the entire shift was 100% efficient for their entire shift. Way to go 3rd Shift!

Enclosures Innovation Spotlight

Robroy continues to lead the way by developing new products with their most recent product line PolySlim Shallow Depth Enclosures.

PolySlim enclosures are scheduled to launch this summer as an exciting line of shallow depth polycarbonate enclosures targeting electrical control, 5G and wireless communication market segments.

These tough, durable enclosures will be available in sizes from 10" x 8" x 3" up to 24" x 24" x 6" and provide OEM customers with all the mounting space they need without the added depth. They will prove excellent for flush low-profile mounting on building exteriors and in areas with tight spacing requirements. PolySlim offers the ultimate low-profile solution for equipment protection while maintaining a traditional footprint.

Watch for more examples of innovative Robroy Enclosure solutions in future editions of the *Bagpiper*.



The Stahlin PolySlim™ Shallow Depth Enclosure

Onsite Safety Glasses



Personalized service came to the Enclosure Division facility.



In order to provide a safe working environment, safety glasses are essential. On April 26th, Eye Care One set-up shop in the break room and associates were able to select safety glasses onsite.

Bonnie Mroczek (HR Manager) and her husband, Dave, had their photos taken on the stretch of road they had just cleaned-up. Just beautiful.



Adopt-A-Highway - April 2023

Robroy Enclosure Associates took to their assigned road in April for the Adopt-A-Highway Program (AAH). This initiative fosters community involvement to keep Michigan's well-traveled roads looking top notch. Since 1990, AAH local groups have collected over a million bags of trash. Currently 2,900 groups are participating in the program and have adopted over 6,000 miles of Michigan highways. Some very unusual finds have been reported in previous *Bagpiper* articles making the job always interesting.



Jay Nowak handled the area near Ashley Baptist Church to clean-up that part of the highway assigned to Robroy Enclosures to maintain.

Cinco de Mayo

Robroy Enclosures celebrated Cinco de Mayo in style with a taco bar and music on May 5, 2023. The local Candlestone Restaurant catered the event and the break room was decorated with bright colored table cloths.

Some fun facts surrounding Cinco de Mayo:

- Minor holiday in Mexico outside of the state of Puebla.
- 80+ million pounds of avocados are consumed on this day.
- Tacos are a staple at any Cinco de Mayo party in the US, but in Mexico there's one national dish that stands above the rest - mole poblano, a dish made with dozens of ingredients including chili peppers, a boatload of spices and chocolate. This dish originated in Puebla, Mexico.
- 600+ million dollars spent on beer.
- Americans drink more tequila than any other country, according to the analysis firm IWSR. However, Mexico still drinks more tequila per capita - 50 shots/year per adult.
- Other events that occurred on May 5th - the opening of Carnegie Music Hall and the first manned space flight.



Cinco de Mayo was celebrated in the break room.



Roger Schroder took advantage of the delicious meal.



Buck Moody - 3rd baseman



Josh Blair - catcher and outfielder



Lucas Moody 2nd baseman

Robroy Enclosures Softball

You can find these three guys, Buck Moody (Methods Analyst), Josh Blair (Assembly) and Lucas Moody, Buck's son, playing softball in Greenville every Thursday night in the Greenville Recreation Summer Softball League. Their team, Robroy Enclosures, is sponsored by Robroy Enclosures, of course. This is the first year these gentlemen have played together and they've won 3 games, as of the first week of July. We will report the season record in the fall *Bagpiper*.

Best of luck guys!

Robroy truly “leads the way” and the Enclosure Division recently received recognition again this year as a great place to work. This is the 20th year that the Company has won the West Michigan Best and Brightest award and the 2nd year they have won the National Best and Brightest place to work award.

A huge thank you is extended to everyone for making this happen. To be considered for the award, you must be nominated and then complete information regarding benefits offered, turnover rate and many other practices. The Best and Brightest Companies to Work For[®] competition identifies and honors companies that deliver exceptional human resource practices and an impressive commitment to



Bonnie Mroczek helps to raise the “winners” banner.

West Michigan’s Best and Brightest Companies To Work

their employees. Organizations are assessed based on categories such as communication, work-life balance, employee education, diversity, recognition, retention and more.

Bonnie Mroczek and Amanda Calvo (HR Specialist) attended the awards presentation and a Company-wide celebration was then held at the Belding location. A celebration of sparkling juice, Michigan strawberries and shortcake was enjoyed by all. Let’s just say, if you have never tasted a Michigan strawberry, you don’t know what a great strawberry tastes like!



Jordan Cliff enjoyed the strawberry shortcake.



Yummy, right Ron Mier?



The celebration of this award called for strawberry shortcake and champagne (sparkling juice) for the entire division.



You never have to invite 1st Shift twice for goodies. They are there after the first call.



Bonnie Mroczek and Amanda Calvo represented Robroy Enclosures at West Michigan's Best and Brightest Companies to Work For event.



Lee Van Bronkhorst (Operations Manager) was looking forward to some bubbly.

Employee Appreciation

Two major breakdowns occurred back-to-back at the Enclosure Division, CNC and Press #3. Associates were scheduled to have the weekend off, but everyone came together to get back on track and worked not only Saturday, but Sunday as well to meet production needs.

Candlestone catered a pasta bar for all three shifts starting on Thursday, April 27th at 11:00 PM. The other two shifts were served on April 28th at noon and 8:00 PM.



Charles Kenney, Ryan Wetzel and Heather Rydahl were among the 1st Shift Associates who enjoyed the pasta bar.

Work For and National Best and Brightest



Tammy Middleton, Heather Rydahl and Austin Moore claimed their treats.



Jay Nowak, Dave Jeffers and Montique Cooley enjoyed the pasta bar, as well.

Jamie Arnett, Jennifer Towne and Dawn from Candlestone pose with their strawberry shortcake desserts.



Shane Feazel helped himself to the salad and garlic bread.

ROBROY ENCLOSURES



Ella Gould - 2023 Belding High School Graduate



Ella Gould - 2023 Robroy Enclosures Summer Intern

From Scholarship Recipient to Summer Intern

Robroy Enclosures proudly selected Ella Gould as this year's recipient for the Robroy Enclosures \$3,000 scholarship. Ella graduated from Belding High School on May 17, 2023 with plans to major in mechanical engineering at Central Michigan University in the fall. Her ultimate goal is to become a Disney Imagineer.

The following was captured from her essay submission for the scholarship: "To become a Disney Imagineer, you have to be selected. It is not a simple process. Engineering is not either. I considered these things as I was choosing my career path. However, I believe quite firmly in hard work. I have had to work my entire life. I have worked hard to overcome the social difficulties and isolation associated with autism. I worked hard to get and maintain a 4.1 GPA. I am working hard to pay for college with a part-time job and scholarships. In the future, I am going to work hard to be a Disney Imagineer. I've never let difficult things intimidate me."

Additionally, Ella has been chosen to take part in the Robroy Enclosures part-time summer intern program.

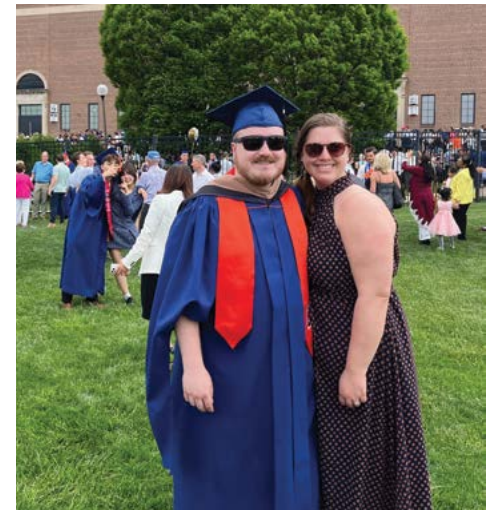
Bonnie Mroczek was in attendance at Belding High School to present Ella with the Robroy Enclosures Scholarship.



Belding High School graduate Kaidan Fuller - Niece of Staci Hill (Assembler)



Preschool graduate Kora Wizorek, St. Peter and Paul Catholic School - Daughter of Allen Wizorek (Buyer)



MBA from the University of Illinois, Sam Yoder, Son-in-law of Bonnie Mroczek (HR Manager)



5th grade graduate Braiden McGrath, Walnut Hills Elementary - Son of Amy McGrath (Material Handler)



Greenville High School graduate Justin Taylor, son of Robert Taylor (Press Operator). Justin earned his associate's degree from Montcalm Community College with dual enrollment. He will start earning his bachelor's degree in the fall at Central Michigan University.



New gasket machine.

New Gasket Machine

Associates have been working hard to fine tune the new gasket machine. This new piece of equipment will go a long way to support current and future customer needs.



Gage Shilling hard at work on the new gasket machine.



Amanda Calvo - winner

Wellness BINGO

Wellness BINGO serves as a reminder to Enclosure Associates to think and do things that will promote healthy habits. Daily, a PowerPoint slide is posted and associates match the healthy tip from the slide to their BINGO playing card, e.g.: “be flexible” or “limit ice cream.” So far in this round of games, the winners have been Pat Kelly, Amanda Calvo and Joshua Blair.



Joshua Blair - winner

New Hire

Sean Dyer comes to Robroy Enclosures with more than 25 years of sales knowledge and experience. He is very excited to join the Robroy sales team and help to grow the enclosure business in the eastern United States.

Sean lived all of his life on the east coast and now resides one block from the beach in Long Island Beach, New York. He has a grown son and daughter and a beloved grandson who is 2 ½ years old. He also LOVES fishing and has traveled to Brazil three times and Canada too many times to count to simply just fish. He was co-owner of a lodge in Manitoba, Canada for 11 years.

For 28 years in New Jersey, Sean enjoyed volunteering as a football coach for 7th and 8th graders. His name can be found in the New Jersey Football Coaches Hall of Fame.

Welcome aboard, Sean, and be sure to take in some fishing on the beautiful lakes sprinkled throughout Michigan. The Enclosure Division has many avid fishermen who can help you find just the right fishing hole!



Sean Dyer - Business Development Manager for Eastern US



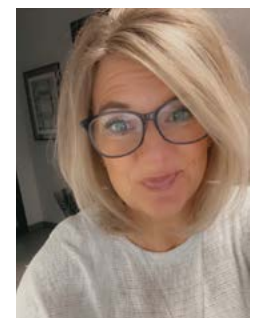
Dalton Keech - Material Handler, Back-up CNC Operator



Erica Reeves - Mold Lead



Erik Shaffer - Back-up Mold Lead



Tulane Woodworth - Pricing Specialist

Promotions

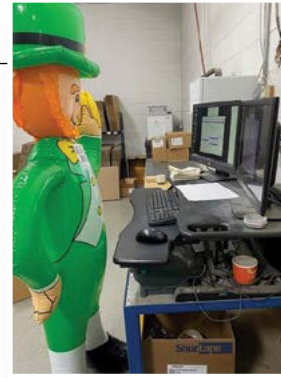
It is the goal of each associate to continue to learn and develop. When this development occurs, associates are promoted and take on new responsibilities within the Company. The following associates have recently been promoted.

- Dalton Keech to Back-up Material Handler and Back-up CNC Operator from 3rd Shift Press Operator
- Erica Reeves to Mold Lead from 1st Shift Mold Lead
- Erik Shaffer to Back-up Mold Lead from 3rd Shift Press Operator
- Tulane Woodworth to Pricing Specialist from Receptionist/Administrative Assistant

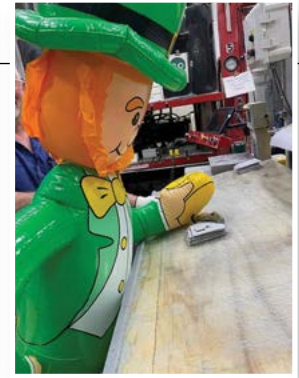
Robroy Enclosures celebrated St. Patrick's Day on March 17th with a leprechaun named "Lucky." Lucky felt honored to work in each of the production areas throughout the day. Associates shared green and white cupcakes and dressed in green hoping that the luck 'o the Irish might just rub off on them. Each associate wearing green that day received a lottery ticket. Michigan State fans pulled out their hats and sweatshirts for the occasion.



Lucky as a Supervisor.



Lucky in the Shipping Department.



Lucky as a Press Operator.

St. Patrick's

Lucky Associates Who Wore Green



Amanda Calvo - HR Specialist, Ryan Wetzell - Assembly



James Hopkins - Mold Lead - and, James, a green wrist band?



Jay Nowak - 1st Shift Press Operator



Doug Barrigar - 1st Shift Assembly



Guy Jeffrey - 1st Shift Press Operator



Jamie Arnett - 1st Shift Assembly



Kirk Miller - 3rd Shift Press Operator



Gage Shilling - Gasket Machine



Mike Russell - 1st Shift Press Operator



Ken Main - 1st Shift Shipping



Josh Blair - 1st Shift Assembly



Kathy Kinyon - Accounting - dark sage green is still green



Michelle Rogalski-Ehlers and Pete Wilson - Assembly



Mike Hill - 1st Shift Material Handler



Lucky in N-Series.



Lucky as a Mold Lead.



Lucky as a Material Handler.



Lucky in Maintenance.



Lucky working in the Gasket Department.

Day Celebration



Associates Who Did Not Wear Green



Heather Rydahl - 1st Shift Material Handler - really, Heather, green ink on a piece of tape?



Charles Kenney - 1st Shift Press Operator



Jamie Montero and Jeremiah Souza - 2nd Shift



Jennifer Towne - 1st Shift Assembly



Bob Geiger - 1st Shift Press Operator



Craig Mitchell - President



Erik Fassen - Plant Manager



Jeff Hall - Plant Engineer



Jordan Cliff - 1st Shift Assembly



McKenzie Shattuck - 2nd Shift Press Operator



Shane Feazel - 1st Shift Press Operator

Family Gallery

Family continues to mean everything to Robroy Enclosures Associates and sports is very high on the list of activities for many of those families.



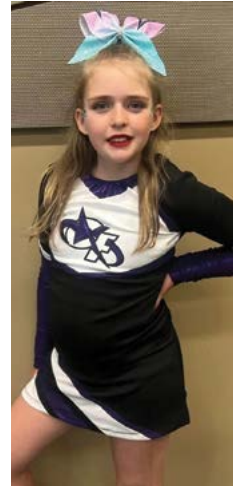
Carsen Woodworth, son of Tulane Woodworth (Pricing Specialist) plays baseball and his position is catcher.



Like her sisters, Kenleigh Wizorek (8-years old) played spring softball and her team took 3rd place in a cheer competition.



Kenna Wizorek (11-years old) participated in spring softball and cheered.



Carsen Woodworth and Luke Meadows, sons of Tulane Woodworth, play golf together.



Kaylynn Wizorek (14-years old), Allen Wizorek's (Purchaser) oldest daughter, participated in spring softball.



Not to be left out, Kora Wizorek (5-years old) played spring softball and her team took 4th place in a cheer competition.



B-Foundation Fundraiser

The *Bagpiper* annually reports on B-Foundation activities and actively supports this fine organization. The B- Foundation, established in 2011

by Mikayla Linesbaugh, is committed to raising awareness and educating youth about cancer and raising funds to help people in the community of



Hats and roses, chandeliers and beautiful table settings set the mood for a successful evening.

Everyone Loves Donuts

Donuts are divine. You can never run out of choices - cake, glazed, filled with all kinds of stuff. It is natural to eat donuts any time of the day or night - breakfast, a late night snack, even a hearty dinner. You can pair a donut with anything from coffee to wine. Donuts are packed with carbs to give you instant energy and the sugar in this treat makes you feel refreshed and energized.

Ok, yes we are kidding about all of the above, but each month the Enclosure Division celebrates birthdays and anniversaries with donuts. A new donut shop opened in nearby Ada, Michigan, Sprinkles Donut Shop, and Mike Russell suggested to give it a try. Great choice, Mike. Everyone loved the selections from this shop.



A plain old cake donut for you, Stanley Meyers. Still delectable.



Is there cream filling under that chocolate glaze, Ron Mier? Looks scrumptious!



Jay Nowak, it looks like you go for the donuts with cinnamon. Yum, yum!



Pete Wilson...just take one!



Cream filled, drizzled with chocolate donuts are the best, right, Mike Olmstead? Delicious!



Lovely Bonnie Mroczek and her husband, Dave, represented Robroy Enclosures at the event.

Belding who are struggling with the effects of cancer.

Belding's B-Foundation chose the Kentucky Derby as the theme for a fundraiser again this year and it was held on Derby Day - May 6th. There was great food, entertainment and live and silent auctions. In addition to being a gala event with exactly what you would expect at a Kentucky Derby party - gorgeous hats, roses and elegant table settings - it successfully raised money to help the organization meet its goals.

Bonnie Mroczek donned her best Derby hat and she and her husband, Dave, represented Robroy Enclosures along with Roger Schroder and his wife.

BENEFITS BULLETIN BOARD

Robroy continues to evaluate associates' needs and as a result have added a new benefit.

Margy Calabrese is HUB's Claim Advocate. If assistance is needed to get a medical, dental or vision claim resolved, contact Margy for help. She can be reached at 412-992-2803 or margy.calabrese@hubinternational.com.

Robroy wants associates to have all the tools they need to have the best benefit experience possible. It is exciting to be able to have Margy Calabrese help with any claim issues associates might have.

After having received assistance from Margy, please let local HR teams know how it went. Feedback is valuable.



Broccoli, Grape and Pasta Salad

If you are a broccoli fan, you'll love the combination of these colorful ingredients. Cook the pasta al dente so it's firm enough to hold its own when tossed with the tangy-sweet dressing.

- 1 cup chopped pecans
- ½ of a 16oz package of farfalle (bowtie) pasta
- 1 lb fresh broccoli
- 1 cup mayonnaise or Miracle Whip
- ⅓ cup sugar
- ⅓ cup diced red onion
- ⅓ cup red wine vinegar
- 1 tsp salt
- 2 cups seedless red grapes - halved
- 8 slices cooked bacon - crumbled

Preheat oven to 350. Bake pecans in a single layer in a shallow pan 5 to 7 minutes or until lightly toasted and fragrant, stirring halfway through.

Prepare pasta according to package directions.

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

Whisk together mayonnaise and next 4 ingredients in a large bowl; add broccoli, hot cooked pasta and grapes, then stir to coat.

Cover and chill for 3 hours.

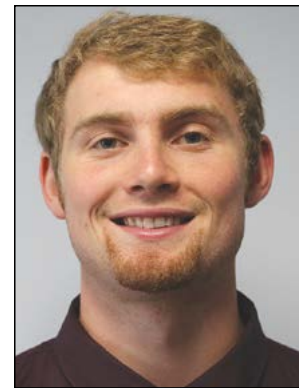
Stir bacon and pecans into the salad just before serving.



Adnan Alomerovic



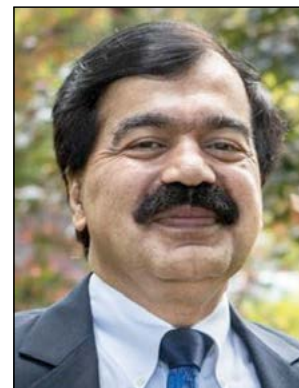
Erin Byrne



Rob Holmes



Trisha Wetzel



Vijay Tahiliani



Lonnie Shrewsbury



Lonnie Venters



Vickie Dean



Tabitha Stricklin

ENCLOSURE DIVISION

- Harley Brigham 10 years
- Adnan Alomerovic 5 years
- Erin Byrne 5 years
- Rob Holmes 5 years
- Trisha Wetzel 5 years
- Stan Cook III 2 years
- Chad Hinton 2 years
- Amy McGrath 2 years
- Jay Nowak 2 years
- Aaron Seelhoff 2 years
- Kaily Zeigler 2 years

HEADQUARTERS

- Vijay Tahiliani 25 years

RACEWAY DIVISION

- Lonnie Shrewsbury 35 years
- Lonnie Venters 35 years
- Vickie Dean 30 years
- Tabitha Stricklin 5 years
- John Brinkley 2 years
- Monroe Gray 2 years
- Carlos Villamendez 2 years