

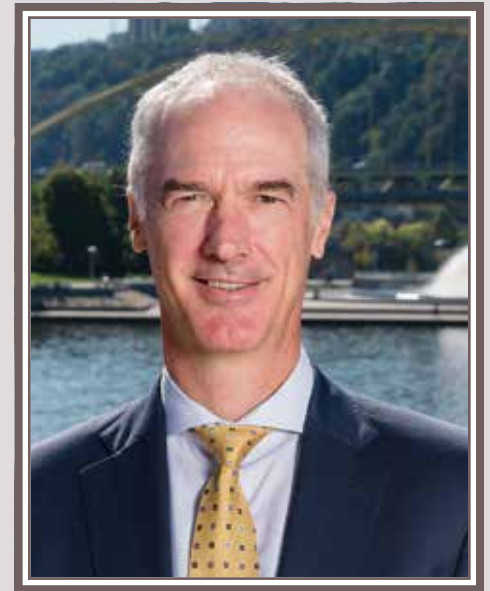
THE BAGPIPER

VOL. 52 | NO. 1 **SPRING 2022**

Family Forum

At Robroy we like to invest in the things we believe in! We strongly believe in our Raceway and Enclosure businesses! I'm excited to say that 2021 was the largest capital investment year in over a decade. If you add the capital that has already been approved for 2022, it will be the largest capital investment period in two decades. We are making major investments in our facilities, equipment and systems. On top of the capital, we've also invested in people. Our headcount is up approximately 10%. The new positions are across the board in areas such as production, accounting, logistics, engineering and marketing. We have also invested in innovation and product development. Our new Robroy Stainless line is taking off with a full head of steam. I would like to personally congratulate the entire Robroy team for a **record** year in 2021! We've entered 2022 with great momentum and a very robust backlog.

At Robroy we strive to find the perfect **Balance** between short-term performance and long-term growth. We're very excited about the opportunities in 2022. We're equally excited by our long-term investments because they're helping scale our businesses for sustainable growth! It's a great journey. Learn from the past, plan for the future, live for the day!



Rob McIlroy | CEO

HEADQUARTERS



Once the parking lot was plowed, snow mounds were piled high everywhere.



LET IT SNOW, LET IT SNOW, LET IT SNOW

It started to snow during the day on Sunday, January 16th of this year and it seemed like it would never stop. By Monday morning the Pittsburgh area had received up to ten inches of snow. This was Pittsburgh's first snowfall for 2022 and the pictures testify to the fact that it was a lot of snow!



Headquarters Associates shared lunch just before Christmas.

Holiday Lunch

Headquarters Associates were treated to lunch at the Fox Chapel Golf Club on December 23, 2021. The gathering celebrated the upcoming holiday season.



Ugly Sweater Day



Katherine Kepner, Rob McIlroy, Randy Untalan and Sai Keerthi Sator proudly wore their finest ugly Christmas sweaters.

The holidays in December are not quite complete without ugly Christmas sweaters making the scene. So, on December 22, 2021, Headquarters Associates were encouraged to don their ugly sweaters and wear them to the office. Four associates accepted the challenge and their sweaters did not disappoint.

Organizational Changes and Promotions

In January, Rob McIlroy, CEO, announced the expansion of leadership roles at Robroy. Rob stated, "The new leadership structure will provide broader influence across all business units in the Electrical Division. Effective immediately, Steve Voelzke is President of Robroy Electrical Products. Both the Raceway and Enclosure business units will report to Steve. To support Steve, two new leadership roles will also have responsibility across the entire Electrical Products Division. Stephanie Ellis will transition from Raceway Marketing Manager and expand her role to Director of Marketing. Wendy Owens will transition from HR Manager in Raceways to Director of Organizational Development. Both changes are effective immediately and will report to Steve.

"Over the past decade Steve's leadership, as President of Robroy Raceways, has propelled this business unit to the next generation. He has demonstrated an ability to provide strategic vision while simultaneously driving improvements in operational performance. He has led growth through innovation, demand creation and strategic acquisitions. Steve also recognizes the importance of culture. He consistently instills the core Robroy values throughout the organization. Steve will bring these valuable leadership skills to his new role as President of Robroy Electrical Products.

"During her tenure of 11 years, Stephanie has been recognized year over year for her dedication, prominent level of performance and relentless project execution in demand creation programs. These attributes have contributed to the success she has achieved in her role as Marketing Manager. As the Director of Marketing, Stephanie will lead the Marketing Shared Services objectives across the enterprise with the same level of energy and intensity as she continues to evolve our marketing efforts by leveraging innovative technologies, expanding our products' reach through demand creation and preserving our reputation as the product leader in the markets we serve. Outside of Product Marketing, all other marketing personnel will report to Stephanie.

"Wendy Swain-Owens has over 25 years of experience providing strategic and managerial leadership to organizations primed for growth through the development of programs focusing on building a strong people development culture that better aligns people with company-wide objectives. She will serve Robroy by creating development programs, initiatives that support employee engagement, strategies for talent management, plans for succession and identifying other areas for improvement. Before working at Robroy, Wendy managed Organizational Development (OD) initiatives for a global oil and gas distribution and manufacturing company with annual revenues of \$500 million for over 7 years. All HR Management will have a dotted line to Wendy and be a big part of building out our OD programs.

"Please join me in giving your support to Steve, Stephanie and Wendy as they take on new responsibilities and utilize their talents to help ensure Robroy continues Leading the Way."

Bianca Llamas

Rafael Llamas, Headquarters Corporate Systems Analyst, based in Southern California, is the proud father of 10-year old swimmer Bianca Llamas. Bianca recently competed in the Commerce Aquatic Meet on January 22-23, 2022 in Commerce, California. This talented young lady placed first in all of the six events in which she competed during the two-day meet.

In March, Bianca will participate in the Spring Junior Olympics. Please wish her well, as she competes against the fastest swimmers in all of Southern California.



Bianca Llamas is pictured here with all of the awards she won at the Commerce Aquatics Meet.



The Bride and Groom



A Beautiful Wedding

Kapil Tahiliani, son of Vijay Tahiliani (CFO), and Trupti Dhamija have known each other since the 8th grade. On December 28, 2021 they were married in Mumbai, India at a beautiful traditional Indian wedding.

An Indian wedding is a joyous three day event. The first day is the ganesh pooja where the couple, bridal party and close relatives gather. The second day is divided into two parts. First, the mehndi ceremony takes place and intricate henna patterns are drawn on the hands and feet of the bride and female friends and family members. Then, in the evening at the sangeet, the couple's families are introduced, there is mingling, a meal and dances or other performances.

Finally, on the third day the wedding ceremony takes place. The couple wears floral garlands around their necks to symbolize their acceptance of each other. A reception follows the ceremony.

Kapil and Trupti are wished a lifetime of happiness.



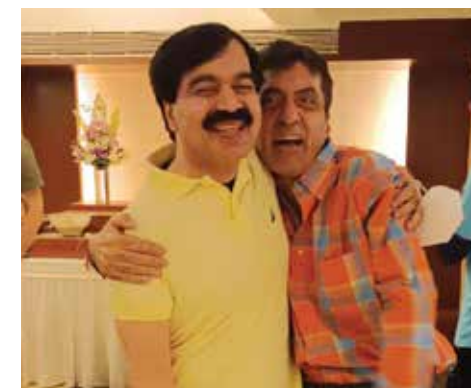
The wedding ceremony



Kapil and Vaibhav, Vijay's sons



The father of the groom, Vijay Tahiliani



Vijay enjoyed time with friends and family.



Trupti, Vijay, Vaibhav and Kapil

Director Rings Bell



Board of Directors member Dave Jardini heralds the accomplishment of another successful day for Robroy Industries.

The most recent Board of Directors meeting took place on January 27th at Headquarters. It just so happened it was a bell ringing day. So, Dave Jardini, one of the Board members, had the honor of ringing the infamous bell to announce the Electrical Division exceeding the company sales plan once again.

Rob McIlroy on Stage



Rob McIlroy performs with fellow musicians.

In February, Rob McIlroy, CEO, took to the stage with several of his musician friends. They performed in a concert venue called Mr. Smalls in Millvale, Pennsylvania. As a hobby, Rob is a songwriter and plays guitar. Over the years Rob has developed friendships and recorded with many musicians and every few years they put on a show with a mix of Rob's original music and some classic covers.



Headquarters Bonus Lunch



Social distancing was practiced.

On February 3rd, Headquarters Associates celebrated receiving their annual bonus with a bonus lunch at Headquarters. This year, due to COVID 19 and conflicting schedules, a lunch just for the Headquarters Associates was arranged. Anil Kewalramani and Rafael Llamas joined the group remotely.

Hoffstot's Café Monaco of Oakmont catered the lunch. After lunch Vijay Tahiliani pointed out each associate's accomplishments from 2021, before handing them an envelope with their bonus pay stub inside. As you can see from the photos, social distancing was observed during the meal.



Newest Headquarters Associate Katherine Kepner was awarded her bonus.



Rafael Llamas joined the gathering remotely.



Randy Untalan was congratulated on his 2021 accomplishments.



Aditya Acharya received his bonus from Vijay Tahiliani.



Rob McIlroy, CEO, and Jeff McIlroy, Chairman, enjoyed the distribution of bonuses to their staff.



Sai Keerthi Satoor accepted her bonus.

IT SECURITY DOS and DON'TS

Don't Give Away Confidential Information

- ❖ Don't respond to emails or phone calls requesting confidential company or user information.
 - Remember bad guys are successful because they are convincing.
 - There are multiple ways they try to convince you. For example, they may pretend to be tech support.

Do Stay Alert to Suspicious Emails and Links

- ❖ Hackers try to steal email lists from companies which allows them to create fake emails from "real people."
 - Always delete suspicious emails from people you don't know and do not click on the links.
 - Opening these emails or clicking the links can compromise your computer.
- ❖ Examples of common or recent attempts
 - Purchasing gift cards for the Company
- ❖ No one will ask you to purchase gift cards for the Company. HR/Accounting handles all gift card requests and purchases.
 - Wiring money
- ❖ C-Plastics was recently hacked. The hacker was able to get into a user's email and request that funds be transferred to a supplier. The clue on this one was the way the request was written (typos). The person was able to be warned about the request.
 - Changing direct deposit/ACH information
- ❖ Vendor changes should be verbally validated (call using numbers from known source documents) Do use hard-to-guess passwords.
 - Grand Rapids Public Schools were defrauded of \$2.8 million when a request was received to change the vendor's banking information. Two employees were unsure and emailed the vendor directly. However, when a second request came through, one of the two individuals figured it was validated and changed the banking account.
- ❖ Employees should change their own information through Ultipro.
 - Christina Ayers (Enclosure Division) received an email stating that an associate wanted to change their banking information. Although it appeared to come from the associate, hovering over the email address showed it was from an external source.
 - Clicking on unverified links
- ❖ An email appeared to come from a new opportunity and came with a link. Always check the email address to verify it is coming from someone you know. If you are unsure in any way, email IT.

Don't Use an Unprotected Computer

- ❖ When you access sensitive information from a non-secure computer you put the information you are viewing at risk.
 - Malicious software exists that allows people to easily snoop on what you're doing when accessing unprotected sites.
- ❖ If you are unsure if the computer you are using is safe, do not use it to access Company data.
- ❖ If remote, always make sure you are logged into the VPN prior to accessing any Company information.
- ❖ All Robroy computers are protected by Sophos.
 - You can find this in the lower right hand corner of your computer. Click the carrot to view.

Don't Leave/Discuss Sensitive Info in Open Areas

- ❖ Don't leave printouts containing private information on your desk.
 - It is very easy for a visitor or employee to glance at your desk and see sensitive documents.
- ❖ Keep your desk tidy and documents locked away or shredded when no longer needed.
- ❖ Don't discuss sensitive or confidential information in open areas.
 - It is very easy for a visitor or employee to overhear all or parts of a confidential conversation.

Do Lock Your Computer and Cell Phone

- ❖ Always lock your computer and cell phone when you are not using them.
 - You work on important things and you must make sure they stay safe and secure.
- ❖ Locking these devices keeps both your personal information and the Company's data and contacts safe from prying eyes.

Don't Plug-In Personal Devices or Send Emails to Personal Addresses

- ❖ Don't plug in personal devices such as USB's, cell phones, etc. without permission from IT.
 - Cell phones should never be plugged into a computer as they can carry viruses.
 - These devices can be compromised with code waiting to launch as soon as you plug it into your computer.
- ❖ Don't send company information to personal email addresses.
 - Emails containing sensitive information should never be sent to your personal email address.

Don't Install Unauthorized Programs

- ❖ Malicious applications often pose as legitimate programs like games, tools or even antivirus software.
- ❖ All downloaded software should be approved by the IT department.
 - If you have a request for new software, please see your Controller
 - There are several software programs now available to Robroy through Office 365.
- ❖ Some of these do require subscription.

Do Use Passwords

- ❖ Do use hard-to-guess passwords.
 - These include a combination of numbers, symbols, upper case and lower-case letters.
 - Make sure to change your password when first assigned a password.
 - The length of your password plus a combination of numbers, symbols and letters will only aide to your protection.
 - Do not use combinations of family member names, birth dates or other information that can be obtained from social media accounts.
- ❖ Do password protect sensitive files and devices.

Report Any Suspicious Activity to IT

- Enclosures - akewalra@robroy.com and cayres@robroy.com
- Raceway - akewalra@robroy.com and kedge@robroy.com
- Headquarters - akewalra@robroy.com

NEW HIRES

There were several new hires at the Raceway Division since the last issue of *The Bagpiper*, especially at the Avenger location of ECN/Korns. As they become acclimated to their new positions and the Robroy culture, help these new associates feel welcome.



Kim Boyd - ECN Korns Material Handler



Tammy Brooks - ECN Korns Production Associate



Jacob Johnston - Production Associate



Randell Godbolt - ECN Korns Production Associate



Robert Moody - ECN Korns Production Associate



James Prince - ECN Korns Production Associate



Alan Beck - Inside Sales Coordinator

Alan Beck was quite familiar with Robroy Industries when he accepted the position of Inside Sales Coordinator. You see, for more than ten years he worked with Robroy while employed with Arcadia Lead Management Services and had extensive knowledge of both the Raceway and Enclosure Divisions. During that time, it was the Company's constant desire to improve that was so evident

to Alan. "The education based approach to spread knowledge about their products was unique and fit my talents," he stated.

Alan lived in the Dayton, Ohio area all of his life and attended Wright State University in Dayton. He also is a graduate of Corrosion College and SpecTech. He is married to his lovely wife, Shelley, and he enjoys preaching, sports, trivia and cruises.



Robin Crossland has lived in East Texas for over 30 years and originally hails from Hallsville, Texas. She and her husband, Jeff, enjoy having their son, Samuel, live close by in a small house behind their own. She also enjoys carpentry and doing yard work in her spare time.

Robin stated that Robroy is the largest company in the area and she sought out employment at the Raceway Division for financial stability.



Robin Crossland - Accounting Support

Kendyl Knight lives in Gilmer with her five-month old son. She was looking for career growth and Robroy provided the opportunity for her. The team environment and great benefits were attractive draws, as well.



Kendyl Knight - Customer Service Associate



Thomas Presley - Scheduler/ Buyer/ Expeditor

Thomas Presley and his wife, Becky, have two daughters. He enjoys painting, drawing and music, especially music involving a guitar. Nacogdoches, Texas is where Thomas is from. He was attracted to the Raceway Division because it was a manufacturing facility not related to the oilfield. Motivation for Thomas centers around financial stability enabling him to care for his family and improve their lives.



Doug Stroud is from Shreveport, Louisiana and strongly believes that it isn't where you are from, but the experiences you accumulate along the way that forms your character. Seeing his work impact for the better and being considered someone who can be counted on motivates Doug.

When asked what attracted him to the Raceway Division, Doug stated, "I really liked how people interacted with one another. There is a team atmosphere here and I wanted to be part of it."

Doug enjoys anything to do with the outdoors, board games and he loves his four dogs!



Doug Stroud - Scheduler/ Buyer/ Expeditor



Aarav Patel - March 16, 2021, son of Snehal Patel (Accountant)



Cyncere Sandy - November 30, 2021, son of Cyrus Sandy (Material Handler)



Samuel Rogers - July 13, 2021, son of Jeremy Rogers (Pricing Specialist)



Oliver Shew - June 17, 2021, son of Matthew Shew (Maintenance Tech)

A Real Baby Boom

Right after WWII there was a spike in new births and those born from 1946 until 1964 were known as Baby Boomers. Well, we are now welcoming the Mini Millennials or Generation Alpha, youngsters born from 2011 until 2025. The Raceway Division certainly embraced the many new members of Generation Alpha who were born to Raceway Associates in 2021; six sons and one granddaughter to be exact.

Congratulations are extended to each of these families on their 2021 arrivals.



Britton Cirkles - April 12, 2021, son of Patrick Cirkles (Maintenance Tech)



Addelyn - 2021, granddaughter of Laura Langford (Production Associate)



Ryker Thrasher - August 11, 2021, son of Brett Thrasher (Supply Chain Manager)

Charitable Giving



Alyssa Jones and Stephanie Ellis represented Robroy's Raceway Division at the Jack Strong Memorial Wine Festival. Snehal Patel and his wife manned their personal vendor booth at the event.

In November, East Texas Alzheimer's Alliance hosted its annual Jack Strong Memorial Wine Festival and the Raceway Division proudly helped to sponsor this event. The event brings together local businesses, wineries and various vendors for a good time and a good cause. All proceeds from this event go to families in the area with loved ones suffering from Alzheimer's.

Robroy Director of Marketing Stephanie Ellis and HR Specialist Alyssa Jones enjoyed the day while supporting a good cause. Raceway Accountant Snehal Patel and his wife hosted their own vendor booth at the festival.

The East Texas Alzheimer's Alliance works to improve the lives of caregivers and patients in East Texas affected by Alzheimer's. They offer support groups, grant respite care funds, host workshops and educate the public regarding the need to eliminate stigmas that surround the disease and so much more.



Gifts for a needy local family filled the area around the Company's Christmas tree provided by the generosity of the Raceway Division Associates.

The Raceway Division extends its generosity to the local community throughout the year and especially during the Christmas season. This year the Gilmer Independent School District reached out to the community with their "Project Santa" initiative. The Raceway Division jumped right in to sponsor a local family going through a difficult time. An Angel Tree was constructed containing items from a list the school provided. The list consisted of the needs and wants of the family's six children.

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The Raceway Associates cleared the tree of all the requests and each need and want was addressed and then some. In addition to caring for these six kids, some special items were given to the parents. The look of surprise on the parents' faces when they saw all of gifts was worth the time, effort and treasure put forth to provide a joyous Christmas for this family.

Graduations



Kendra Lipsky with her parents, Bryan and Kim Slaton.

Kendra Lipsky, daughter of Kim Slaton (ECN Korns Shipping/Receiving Supervisor), recently graduated from Mercer University in Atlanta, Georgia with a Master of Science in nursing and is now a licensed nurse practitioner.



Kendra's new credentials.

Kendra was a recipient of a SHIELD scholarship. It is rewarding to see her accomplish her educational goals.



Kelly Thompson (Assistant Division Controller) earned her MBA.

In September of 2020, Kelly Thompson began working toward receiving her MBA and in February of 2022 she reached her goal. Kelly earned her MBA from the University of Phoenix and graduated with a 4.0 GPA.

Kelly recently stated, "I am very grateful for the opportunity to achieve this goal of receiving my MBA. The support I received from my family, friends and Robroy kept me pushing forward in the journey. I have always been and will remain committed to life-long learning, because knowledge is something no one can take away from you."

Congratulations Kendra and Kelly. You set inspiring examples of achievement.

Promotions

Tawny Bewley received a well deserved promotion on January 3, 2022 from Customer Service Supervisor to Customer Service Manager. She has served the Raceway Division since 2017 and held the position of Customer Service Supervisor since 2018. In that position Tawny made valuable strides to improve the way customers receive service, as well as improving internal efficiencies.



Tawny Bewley - Customer Service Manager

Because Tawny embodies the Company's core values (achievement, balance and appreciation), she is an integral part of the Robroy organization. She always works to find a way to deliver legendary service to customers and is open and transparent with her team, pushing them to "bring it" every day.

The Raceway Division is excited to see the growth and excellence Tawny will bring to her new position, as she helps the Company continue to "Lead the Way."

Nathan Salmon became a part of the Raceway Team in 2016. Since his initial hire he has helped the Company to meet major goals and worked hard to gain respect and invest in relationships with both reps and customers. Nathan strives to consistently gain market intelligence, ensuring that the Company remains competitive within the market on all job bids, current and future.



Nathan Salmon - Pricing Specialist Team Lead

Yes, Nathan is sure to "bring it" every day. Under his leadership, customers will receive the best service possible, which will in turn deny the competition of business.

Danette Potter began her Robroy career three years ago and has proven an invaluable asset to the Company. She works diligently to take care of customers from



Danette Potter - Customer Service Team Lead

the time they place an order until it is shipped out the door. In addition, Danette has become an integral part of the training of new Customer Service Associates and the developing and testing of new processes allowing the Company to consistently improve customer care.

Danette has a work smart attitude. She honors commitments and always finds a way making her a very important part of the customer service team.

In March of 2021 John Brinkley joined the Raceway Division and quickly proved to be an asset to the Company. John invests time in his relationships with his co-workers, supervisors and managers. He also brings a calmness to the Company's commitment to do things right the first time that causes associates to gravitate toward that initiative. Coupled with John's previous experience, his eagerness to get the facts and deliver results will make him an exceptional supervisor.



John Brinkley - Operations Supervisor

ECN/Korns Breaks Another Record

In addition to recently breaking all records for safety, in December the Raceway Division of ECN/ Korns reached a new high sales record. They shipped over one million dollars-worth of product that month. This was the first time in recent history that such a big milestone had been reached for that product line.



Bryan Wood announced the Company's accomplishment.

This accomplishment would not have happened without the help of every associate in that division - sales, production, personnel, shipping. A celebration was certainly in order and a catered BBQ lunch from a local favorite served to mark the occasion. Such a terrific success heralds the first of many more months of growth and a sure sign of what's to come.



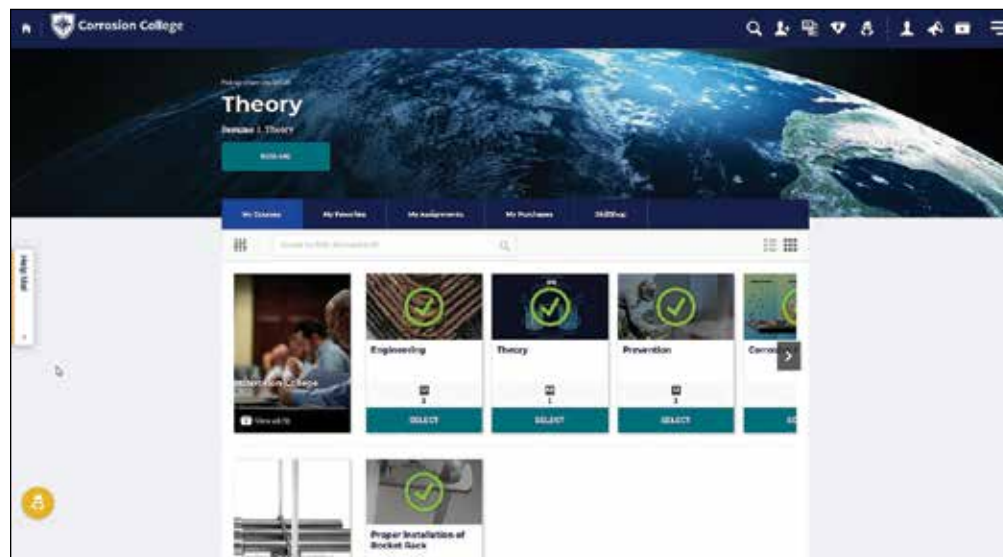
It was such a momentous occasion that Rashas Lynn talked Bryan Wood, Plant Manager, into wearing an Eagles hat to the BBQ!



Corrosion College Returns

Corrosion College made its long-awaited return and is now offered virtually. Realizing the new way of the world, the Corrosion College team now brings the class's content into the home, with many signed up for its debut. With interactive learning and access to the Corrosion College staff for questions, this new format offers the same quality learning experience Corrosion College is known for, plus the convenience of online classes.

The Corrosion College team is excited to be able to reach a wider audience with this new option.



NEMRA

The Raceway Division finally was afforded the opportunity to meet with their sales representatives at the National Electrical Manufacturing Representative Association (NEMRA) Conference this year. NEMRA is the link between the manufacturer and the representative and the conference took place in Dallas from February 2nd through the 4th. Time was spent catching up and planning for the next year. It was described as breath of fresh air to be able to meet face-to-face and the Raceway Division and their hardworking reps look forward to an innovative and successful year.



Mike Overstreet, National Sales Manager, met his twin, Ken Polk - FGR Group, at the conference. Navy blue and white checks and khaki are all the rage this season.



R/B Sales Corporation - Rocket Rack Rep of the Year



Rep of the Year trophies

Awards were handed out at the conference for 2021 accomplishments. To follow is a list of those well-deserved Rep of the Year awards.

- Plasti-Bond PVC Coated Rigid Metal Conduit - ESU Southern California
- Perma-Cote - FGR Group
- ECN Korns - Bell & McCoy Companies South Texas
- Robroy Stainless - Bell & McCoy Companies Arkansas
- Rocket Rack - R/B Sales Corporation
- Largest Overall Conversion - Bell & McCoy Companies North Texas



Bell & McCoy - Largest Overall Conversion



New Board Member

Alyssa Jones (HR Specialist) was recently appointed to the Gilmer Chamber of Commerce Board of Directors. Alyssa will be able to represent Robroy Industries and the Raceway Division, as the Company grows in community involvement and charitable initiatives.

Congratulations, Alyssa. You are wished the best in your new position.

Alyssa Jones - new appointee to the Gilmer Chamber of Commerce Board of Directors



Alyssa and Chamber Executive Director Gloria McCluckie



FGR - Perma Cote Rep of the Year



ESU Southern California - Plasti-Bond Rep of the Year

Christmas 2021 Party



Raceway Division Associates gathered at the Gilmer Civic Center and Perfect Catering perfectly catered the event.

The Raceway Division was excited to finally be able to gather again for Christmas and they had a lot to celebrate. Perfect Catering coordinated another fabulous event at the Gilmer Civic Center. Raceway Associates talked to old friends, enjoyed one another outside of work hours, listened to live music and memorialize the evening with a photograph from a photo booth or with a caricature sketch. A reduced guest list made for a smaller gathering in an attempt to ensure the safest possible evening.

Service award recipients were recognized including Shawn Baird who has served the Company for 30 years.



2-year Service Award recipients were introduced and given Robroy backpacks.



Long-time associates, Michael Moody and Danny Wright, were in the "mood" for a good time and dressed "right" for the occasion.



Nathan Salmon and Logan Crenshaw received accolades for 5 years of service with the Company.



Jason Perry and John Thibodeaux were recognized for 10 years of service.



Steve Voelzke, along with Jeff McIlroy and Rob McIlroy from Headquarters, acknowledged Sarah Brooks for 15 years of service.



Shawn Baird - 30 years of service.



Christmas 2021 Party



A table full of great prizes were awarded to Golden Ticket recipients.

The much-anticipated referral program that was kicked off last year featured Golden Ticket prize winners drawn at the Christmas Party. All the prize winners were both surprised and excited to have won the coveted Golden Ticket prizes. Jesus Rodriguez received the grand prize of \$10,000. Winning \$10,000 was a shock that brought tears to his eyes and he plans to use his prize to help buy a new house for his growing family.

Golden Ticket Winners

- CJ Craver - Gaming Console
- Tony Williams - 70" Smart TV
- Jonathan Mears - \$1,000
- Heather Rodgers - \$2,500
- Jesus Rodriguez - \$10,000



Grand Prize winner, Jesus Rodriguez and the Raceway HR Associates - Sara Goulart, Alyssa Jones and Wendy Swain-Owens.



Notice the look of surprise on Jesus Rodriguez's face when Wendy Swain-Owens announced his \$10,000 grand prize.



All Tony Williams could think about that evening was football, football, football on his new 70" smart TV!



Mason Simmons, Alyssa Jones' cousin, received a \$5,000 SHIELD Scholarship.



Cory Neal's daughter, Jordan, will further her education with a \$2,500 SHIELD Scholarship.



A second \$2,500 SHIELD Scholarship was given to Olivia Sipes, Stephanie Ellis' niece.

Historically, a first place winner and one runner-up are chosen to receive SHIELD Scholarships. However, like so many things in 2021, it was different this year. There was a tie for the second place scholarship.

The first runner-up was Jordan Neal and she received \$2,500 to further her education costs. After graduation, Jordan plans to attend the University of Arkansas with the goal of becoming an attorney. A second runner-up, Olivia Sipes, also received \$2,500 toward furthering her education. Olivia is currently attending Northwestern State University working towards her bachelor's degree in nursing.

The 2021 SHIELD Scholarship winner, Mason Simmons, received a \$5,000 scholarship. Mason is currently enrolled in the Fire In Texas program working towards his EMT certificate, followed by his paramedic certificate and ultimately will become a certified firefighter.



Chris Caldwell (Channel Manager) received a framed copy of his United States Patent.

Steve Voelzke (President) acknowledged and congratulated Chris Caldwell for the patent he earned in 2021 on a sealing lock nut. Innovation is always something to celebrate and the Raceway Division is proud of Chris's fine work.

The 2021 charity of choice was the Ronald McDonald House-Dallas. Ronald McDonald House works to keep families together whose chil-

dren are receiving essential medical care. The Robroy family has one of their own who can attest to the comfort this charity provides during difficult times. While Jan Jackson's granddaughter, Audri, was in the hospital the family's only concern was Audri and where they would lay their heads at night was the last thought on their minds, but the Ronald McDonald House-Dallas handled that need for them.

The Raceway Division made the donation in Audri's honor so that her memory may carry on and other families in need can be blessed. Raceway Associates, along with a matching donation from Robroy, were able to donate \$4,280 to the charity.

Live entertainment was provided by Street Corner Symphony (SCS), an acapella group from Nashville, Tennessee. It was their first live show since the start of the pandemic and they certainly preformed with energy. SCS proved to be an excellent choice for the Christmas party. The group randomly selected someone from the audience to help them with their last number, *Rudolph the Red Nosed Reindeer*. Their selection just happened to be the one and only Rob McIlroy, Robroy CEO. Rob was a great sport and capped off the night with the group.



Street Corner Symphony entertained at the Raceway Christmas Party.



A member of SCS worked to persuade Rob McIlroy to sing the last song with the group.



No stranger to the stage, Rob McIlroy joined SCS for their closing number.

Giving Thanks at Thanksgiving



Amanda Calvo (HR Specialist) and Tulane Woodworth (Front Desk) gave turkeys to B-Foundation from the Enclosure Division.

Robroy Enclosures provides a turkey to each associate at Thanksgiving. Many of those associates in turn choose to donate their turkey to the B-Foundation, a charity that helps families of those in the Belding area suffering from the effects of cancer. This year was no exception.



Thanksgiving lunch is served!

In addition, the Enclosure Division serves up a delicious Thanksgiving lunch to associates on all three shifts just before the holiday. A local restaurant prepared these box lunches and they were delicious – turkey, stuffing, mashed potatoes and gravy, green beans, a roll and pumpkin pie.



Tiny Mitchell with his trophy.

A Hunting We Will Go

The Buck Pole winner at the Enclosure Division for 2021 was Tiny Mitchell. He bagged a 10-point deer with a 17.5 inch spread. All of the Robroy hunters will know exactly what that means. However, for the non-hunter readers of this issue, a 17.5 inch spread means there are 17.5 inches from ear-tip to ear-tip on a buck with ears in the “alert” position. According to Google, you did very well, Tiny!

James Hopkins (1st Shift Mold Lead) – looks like a nice 8-point, James.



Tiny Mitchell with his other trophy!



The Buck Moody family’s latest hunting endeavors – including duck hunting in Arkansas.

An Enclosure Innovation Spotlight



Full Circle Water - HydroClear Pro 95

Robroy’s Enclosure Division leads the industry in areas of non-metallic enclosure product depth, value-add engineering and best-in-class service and delivery. The ModRight™ design engineering program works with customers every day to provide value-add, factory engineering and modification to solve demanding customer application challenges and build long-term customer relationships. The following is an example of how the Enclosure Division’s extraordinary team provided product performance and aesthetic solutions to meet the challenges of a water/wastewater OEM.

Some Background

Full Circle Water® is a family-owned business with locations in St Joseph, Minnesota and Las Vegas, Nevada. For the past 20 years Full Circle Water has designed, manufactured and installed wastewater equipment throughout North America. The company specializes in prepackaged clarifiers, filter presses, chemical feed systems, decanting silos, pump skids and control solutions.

Among the many product offerings of Full Circle Water is their new

HydroClear™ Pro 95, a closed loop recycling system featuring an all-in-one design that saves floor space by eliminating the need for a separate holding tank. Their HydroClear Pro 95 enables users to reduce water consumption by as much as 90% while also being an environmental steward.

The Challenge

- Standout among the competition
- Provide environmental protection
- Aesthetic impact - eye catching visuals
- Components made in the USA

Since this was a new product, it was even more important than ever to Full Circle Water that their system would stand out among competitive options. That included the need for a product which offered environmental protection - with an aesthetic impact. Consequently, one of the criteria for the selection of system components was the desire to incorporate eye-catching visual, digitally printed graphics.

Another requirement was that the components integrated into the HydroClear Pro 95 should be American-made as a contrast to numerous foreign-based competitors in the water/wastewater industry.

Those challenges were at the top of the list when Full Circle Water began a search for a manufacturer of enclosures to provide reliable protection for the sensitive controls of the HydroClear Pro 95.

The Solution

Full Circle Water selected Robroy Enclosures to supply a Stahlin® J2020 fiberglass enclosure to meet the challenges of protecting critical instrumentation and electrical components used to control the HydroClear Pro 95 system.

Joe Meyer, Sales Executive for Full Circle Water, explained why: “Robroy was willing to work with us as a true partner from the very beginning. We appreciated that they were willing to create a sample enclosure for us to ensure that what we ultimately got was what we

really wanted. It was! The J-Series fiberglass enclosure now in use on our HydroClear Pro 95 is digitally printed with a full-color image of the American flag. It is extremely attractive and immediately gets attention. It also underscores the fact that our system is Made-In-The-USA. All of that adds value to our product and its presentation. The responses have been many - and all positive. The quality of Robroy’s Stahlin enclosures is unmatched. They pay attention to all the details, no matter how seemingly small. The result is enclosures that provide the protection they promise, complete with features such as secure latching and well-made, reliable seals.”

Be on the lookout for more examples of innovative applications and product solutions in future editions of *The Bagpiper*.

Thank You, Pat Kelly



Craig Mitchell (President) awarded Pat Kelly a check for \$1,000 for his role in making the new press installation so successful.

Pat Kelly has faithfully served Robroy Enclosures for the past 33 years in the position of Maintenance Mechanic (and the Grinch at the Children’s Christmas parties). His contribution and support during the installation of Press 11 was invaluable and a monetary thank you was presented to him in December of last year.



Here it comes! Trisha Wetzal took a photo of the new press on its way to be delivered.



James Hopkins on the die truck and Buck Moody spotting.



Lowering, lowering, lowering.

New 1,000 Ton Press - Press 11

Robroy Enclosures added a 1,000 ton press to meet the increasing customer need for large size non-metallic enclosures. The new 1,000 ton press is fully operational. Facility modifications to accommodate the new capacity equipment were achieved without any disruptions to existing production or customer deliveries. Installation of the press also took into consideration the potential need for future production enhancements.

"We are fortunate to be experiencing a rapidly growing demand for large size non-metallic electrical and industrial enclosures," explained Craig Mitchell, President of Robroy Enclosures. "This new press gives us the capacity to meet the requirements of our customers and to provide the sizes of product they need, when and where they need those enclosures."

Robroy Enclosures offers the most extensive selection of non-metallic enclosures available for meeting the needs of diverse industries, including interior and exterior applications, appealing aesthetics and physical property performance standards for both NEMA 4X and NEMA 6P integrity.



The gals from the office patiently awaited the drop-in.



It took a large crane to lift the press and put it in place.



The new press fully installed.

The Golden Ticket Referral Program



Bonnie Mroczek donned her special cape, which she always wore to distribute weekly Golden Tickets, then started the celebration with a little confetti.



All participants in the program received a goody bag. Pictured are Gage Shilling (Gasket Operator) and Kaily Zeigler (Assembly).



Because it is important to recruit quality candidates for Robroy employment, the Company put the Golden Ticket Referral Program into effect in April of 2021. Associates were asked to refer people who they believed would make good team members. If that person was hired, the associate who referred him/her would be awarded one ticket for each week the new associate worked a full scheduled shift. Those tickets accumulated until December 11, 2021 and, at a little celebration, five tickets were pulled in a random drawing for some fabulous prizes. Craig Mitchell had photos taken with the prize winners and everyone who participated received a goody bag.

The winners were:

- ◆ Mike Carstens (1st Shift Supervisor) - Grand Prize \$10,000
- ◆ Josh Blair (N-Series) - 2nd Prize \$2,500
- ◆ Trisha Wetzal (Customer Service Associate) - 3rd Prize \$1,000
- ◆ Mark Austin (N-Series) - 4th Prize 4K TV
- ◆ Jeremiah Souza (1st Shift Assembly Lead) - 5th Prize Xbox

The Golden Ticket program has ended, however the referral incentives continue. An associate will earn \$1,000 for each referral who completes 90 days of employment.



Grand Prize winner - Mike Carstens (1st Shift Supervisor)



2nd Prize winner - Josh Blair (N-Series)



4th Prize winner - Mark Austin (N-Series)



5th Prize winner - Jeremiah Souza (Assembly Lead)

The normal Christmas party could not be held this year for the Enclosure Division. There was no party for the children or the associates. Instead, Christmas Spirit was generated by the Company sponsoring a Christmas Week with each day prior to Christmas designated as a day to wear something specific.

- Monday:** Wear Something Red or Green Day
- Tuesday:** Wear Red & White Stripes Day and go to HR for a Candy Cane
- Wednesday:** Wear Christmas Socks Day
- Thursday:** Wear a Santa Hat Day
- Friday:** Ugly Christmas Sweater Day

A DIFFERENT Christmas, INDEED

The week culminated with the annual Ugly Christmas Sweater Contest. This year's winners were Jay Nowak (2nd Shift Press Operator) and Jennifer Towne (3rd Shift Press Operator). Sunglasses and shorts, Jay? Really? It was December and you live in Michigan. And Jennifer, your sweater was kind of cute!



Santa IS coming, Mike Whorley (3rd Shift Supervisor).



Winner in the Ugly Christmas Sweater Contest - Jay Nowak.



Another winner in the same contest - Jennifer Towne.



Kaily Zeigler's (Assembly) sweater was out of this world.



Naughty? Certainly not you, Shelley Gladding (Pricing Specialist).



Tulane Woodworth you are being a little presumptuous, don't you think?



Naughty? Yes, probably so, Allen Wizorek (Purchaser/Buyer/Expeditor).



Cool, Amanda Calvo.



Stylish and color coordinated, Bonnie Mroczek (HR Manager), not ugly.



Doug Barrigar (N-Series), you are as presumptuous as Tulane!



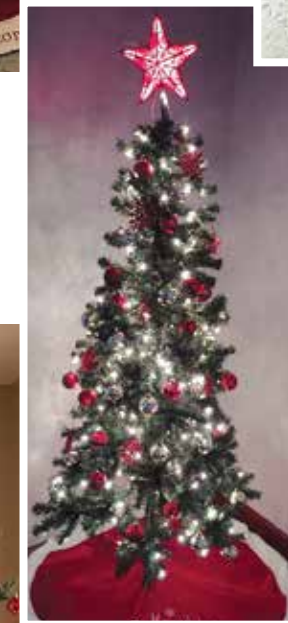
Allen Wizorek - 1st Place Tree



Larry Warner (Assembly) - 2nd Place Tree

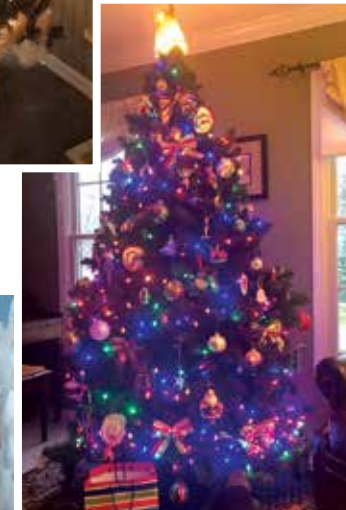


Jay Nowak -3rd Place Tree - Jay plunged right into the Christmas season!



Carol Houghtaling (Pricing Specialist)

Jamie Montero (Press Operator)



Bonnie Mroczek



Rudy Alvera (Assembly)



Jay Nowak



Tulane Woodworth

In addition to Christmas displays of fashion (ugly or not), associates were asked to submit photos of their decorated Christmas trees for the Most Decorated Christmas Tree Contest. The winners were: 1st Place Allen Wizorek, 2nd Place Larry Warner (Assembly) and 3rd Place Jay Nowak.

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Grandkids are the best present. Right, Rudy Alvera?



Bonnie Mroczek and her husband shared Christmas with their granddaughters at church.

A DIFFERENT

Christmas, INDEED

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Finally, associates were encouraged to submit photos of their families sharing Christmas and a boxed Christmas lunch was provided by the Company for associates on all shifts.



Mike Russell (Press Operator) – Who said they wanted a puppy for Christmas?



Amanda Calvo and Tulane Woodworth posed under the tree sharing their holiday with Diesel.



A boxed Christmas lunch for everyone.

family PHOTOS

The Enclosure Division Associates are always busy with their families from new births to engagements and lots and lots of sports - even loveable pets.

These pictures say it all.



Allen Wizorek's best friend, Kane.



Bonnie Mroczek's daughter, Sarah, and grandchildren, Josephine, Clara and Ezrella.



Career Day for Bonnie Mroczek's granddaughter, Ezrella...nurse, tooth fairy and mom.



5 Generations gather - Deb Mills (CNC Operator) - bottom row left to right: Deb Mills with great grandson, Syris, Ellen Warner Deb's mom; top row left to right: Kearsten DeGood-Deb's granddaughter, Chandra DeGood-Deb's daughter



Grandpa James Nowak proudly holds his grandbaby.



The Montero family with their newest additions.



Kayli Coon, daughter of Keisha Coon (Purchaser, Buyer, Expeditor), is a busy young lady between band and basketball.



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familyPHOTOS

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Jen Ullery's daughter, Payton, was engaged in February.



Ella Wetzel, Trisha and Ryan Wetzel's daughter, plays basketball.



Braden's team wore another custom design jersey that was again created by his coach to honor the coach's mom who is fighting melanoma cancer. The team dedicated a game late in the season to her with a special puck drop and they wore the jerseys for the remainder of the season.



Kenowa Hills Knights Hockey goalie, Braden Schroder - son of Roger Schroder. His jersey was designed by his coach to honor veterans.



Braden's team's hockey season was not expected to amount to much this year with the toughest schedule their coach had ever experienced. But they made it to the finals accomplishing more than anyone could have imagined thanks to the boys' hard work and perseverance.



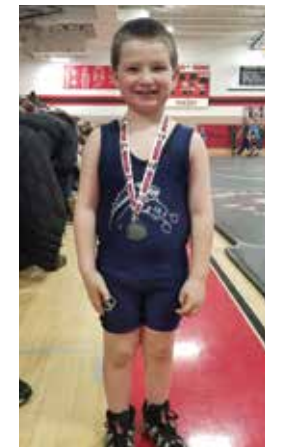
Parker McHale, son of Maddie (Accountant) and Joern (3rd Shift Supervisor) McHale, turned one-year old.



In this photo the McHale's are celebrating. Another little McHale is on the way!



Kailee Calvo is coaching and refereeing 3rd and 4th grade basketball. Kailee was the referee for Trisha Wetzel's daughter's games.



Rudy Alvera's grandson, Grayson Wesseling, is a wrestler with Montabella Mustang Youth Wrestling.



When the Wizorek girls aren't cheering up a storm, some of them are competing in



volleyball. Kaylynn (#38), Kenna (#2), Kinleigh and little Kora are Allen Wizorek's daughters.





Valentine's Day

In order for the Enclosure Associates to feel the love their Company has for each of them, the breakroom was decorated for Valentine's Day. Every associate received a goody bag full of candy and a personalized valentine.



Amanda Calvo handed Mark Austin his candy and card.



The breakroom was decorated for Valentine's Day and personalized valentines were distributed to every associate.



Dave Jeffers (Press Operator) received his special valentine from Bonnie Mroczek.

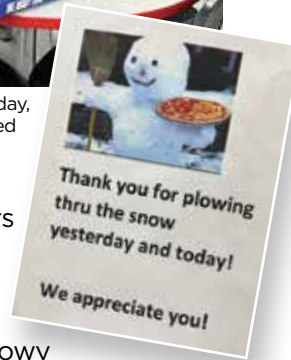


Snow Day Pizza



On an exceptionally snowy day, 2/2/22, the Company showed their appreciation to the associates with pizza for all.

Michigan winters are unpredictable at best. Ground Hog Day was one of those horribly snowy Michigan days. To show appreciation for the associates trekking through all the snow to make sure they made it to work, the Company purchased pizza for all three shifts.



Saying Good-bye to Brian Knoerl



Coworkers gathered in the hallway to wish Brian a fond farewell.

Brian Knoerl (Continuous Improvement Manager) left Robroy Enclosures in February to pursue a new adventure. His coworkers got together with cupcakes thanking him for his 10 years of service to the Company and wished him well.

Promotions

The Enclosure Division recently announce several staffing changes and promotions. Let's take a closer look.



Scott Thompson - National Sales Manager

Prior to accepting a position at Robroy Enclosures in 2017, Scott Thompson worked as an enclosure product line manager in electrical distribution managing and selling of Robroy products. He was very familiar with Robroy enclosures and within a year was promoted to the position of Business Development Manager. Now, four years later, Scott has received yet another promotion and assumes the role of National Sales Manager.

With Scott's leadership, the Company and the Enclosure Division customers will benefit from his expertise and knowledge of the electrical industry in general and Robroy enclosures specifically. In this new role, Dean Brazelle and Brian Kopp will report to Scott.

Dean Brazelle has extensive industry knowledge and sales experience having served the Enclosure Division for the past ten years. In his new role, Channel Manager, he assumes the responsibility for planning, managing and directing sales activity in assigned channels for all Robroy Enclosures' brands.



Dean Brazelle - Channel Manager



Rob Holmes - Senior Accountant

In the financial sector of the Company, Rob Holmes has been promoted to Senior Accountant. Rob joined Robroy in May of 2018. His new responsibilities will include analyzing and preparing journal entries, costing, general ledger and leading account process improvements. Rob has proven his ability to support the Company's standards for world-class financial and fiduciary performance and Rob's expertise and leadership will benefit the entire Company.

Other staffing changes include the engineering team, made up of Adnan Alomerovic and Barry Hartwell. These gentlemen will now report to Roger Schroder, Engineering Manager.



Roger Schroder - Engineering Manager

Pat Kelly and Joel Miller from the maintenance team will report to Jeff Hall, Plant Engineer, until a new maintenance supervisor has been hired. Once the new supervisor is on board, Pat and Joel will report to him and he in turn will report to Jeff.

It will be exciting to see the growth and excellence Scott, Dean, Rob, Roger and Jeff will bring to the organization as they help the Enclosure Division continue to "Lead the Way."

Scholarship Winners

The Enclosure Division awards educational scholarships each year and usually distributes them at the annual Christmas party. There was no party this year, but scholarships were still awarded. The following recipients will be able to use their scholarships to further their educational goals.

- Bobbi Faasen, Erik Faasen's wife, is pursuing a master's degree as a psychiatric mental health nurse practitioner at Spring Arbor College.
- Roger Schroder's son, Nolan, will attend Grand Rapids Community College this fall and work toward earning a degree in anthropology linguistics.
- Jeff Hall's daughter, Allison, attends Grand Valley State University and her scholarship will help her pursue her degree in audiology.
- Luke Meadows, Tulane Woodworth's son, will attend online classes at Davenport University this fall to earn a degree in business or marketing.



Quick Biscuits

Recipe from Fern Walls

Heat oven to 425°
Place two cast iron skillet in heated oven, each pan with a half stick butter

- Combine in a bowl:
- 4 cups self-rising flour
 - 2 cups buttermilk
 - ¼ cup Sprite or 7-Up

Dump mixture onto floured counter

Roll to ¾ inch thick

Cut with round cookie cutter

Place each biscuit into hot butter, flipping to ensuring each biscuit gets butter on both sides

Fill both pans, bake for 20-25 minutes

Honey Butter

Nothing goes better with hot biscuits than honey butter!

- Combine:
- ½ cup of soft butter
 - 4 tbs honey

SERVICE AWARDS



Steve Voelzke



Buck Moody



Kim Slaton



Jan Jackson



Matthew Shew



Broderick Wilson

HEADQUARTERS

Steve Voelzke 15 years

Enclosure Divison

Buck Moody 15 years
Amanda Calvo 2 years
Brian Kopp 2 years
Nelson McQueen 2 years
Kyle Petersen 2 years
Gage Shilling 2 years
Lee Van Bronkhorst 2 years

Raceway Divison

Kim Slaton 15 years
Jan Jackson 15 years
Matthew Shew 5 years
Broderick Wilson 5 years
Lyndi Isonhood 2 years
CJ Craver 2 years
John Linseisen 2 years

BENEFITS BULLETIN BOARD

Benefit Statements

Each year Robroy puts together associate Benefit Statements showing a snapshot of the associate's and Robroy's contributions. It is hoped that this is helpful to see the previous year at a glance. Each division has or will be distributing statements to each associate.

If you have not already received your statement, you can anticipate receiving it in the near future. The Company is pleased to provide statements in this format for easy viewing.

