



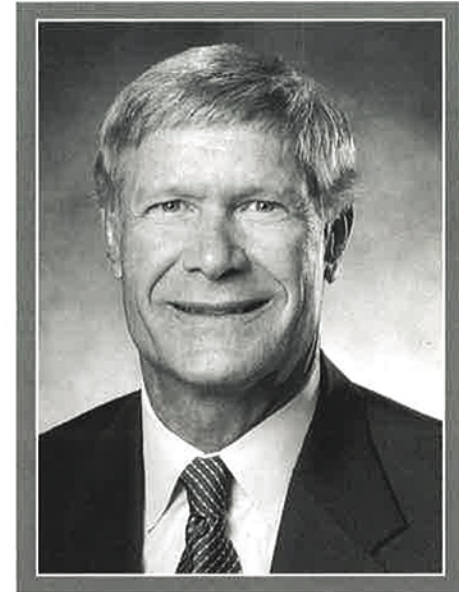
Chairman's Message

Our 100th year has come and gone and it couldn't have been any better! It was a year of reflection and celebration. We reminisced about the friends we worked with in years past and those generations of Robroy people who paved the way for us since 1905. We also celebrated our success in surviving 100 years (only 4% of US businesses make it that long) and the fact that 2005 was the most successful year in our 100-year history.

It was also a year of thanksgiving. We were thankful for our jobs, our safe working environments, our close friendships at work, the team approach to every challenge and the feeling of family in every workplace. The McIlroy family was especially grateful for the perseverance and loyalty of all Robroy teammates both past and present. I expressed our heartfelt gratitude throughout the year at the many Robroy Centennial jubilees.

The celebrations took place throughout the year at six different venues.

February 14th	Officers and Owners	Puerto Vallarta, Mexico
June 3rd	Gilmer and Avinger Teams	Gilmer, Texas
June 18th	Stahlin Team	Belding, Michigan
July 15th	Headquarters Team and Retirees	Verona, Pennsylvania
October 14th	Rice Operating Team	Hobbs, New Mexico
December 3rd	Duoline Technologies Team	Odessa, Texas



Each celebration was unique. They were organized by local Centennial teams. At the plant sites tours were held for family and friends followed by festive lunches or dinners. There was entertainment for the kids and we highlighted our many "give-back" projects such as fund raising and time donations for dozens of favorite charities at each location. We were also joined in celebration with our other teammates, many key customers and suppliers. Virtually every event was a great success in terms of participation, fun and a sense of fellowship.

As we take our first steps into our second century I am filled with hope, enthusiasm and gratitude. We have come together as an uncommonly strong team. We are bound together by a common culture - the Robroy Vision. Our team of managers is extraordinarily talented and dedicated and we have a fourth generation of the founding family being groomed to lead the business forward well into our second century.

In closing, I will say what you have heard me say throughout the year, "Thank you. We owe it all to you!"

■ HEADQUARTERS



Debbie Kennelly being searched by the TSA.

Airport Security

Although she travels more than most and should have known better, Debbie Kennelly packed her driver's license in her suitcase instead of keeping in her purse. The consequence of this action was a foreseeable search of her person. To make matters worse her traveling companions: Peter and Pam McIlroy, Judy Shoemaker, Fran Warren and Kim and Joe Rafaloski were all there to witness and document the humiliation.

Thanks Guys!



Grammy and Poppa Deane are both wearing pink for the occasion!



Baby Julia



Steve, Kathryn and Julia Deane

Hey Poppa

Mike Deane, CFO, is a grandfather and that makes his lovely wife, Becky, a grandmother – how exciting! Their oldest son, Steve, and his wife, Kathryn, welcomed little Julia Rosemary Deane into their lives on Tuesday, January 10th at 1:46 PM. The little peanut weighed 7 pounds 13 ounces, stretching 21.5 inches from head to toe. Her daddy and grandfather say she is a strawberry-blond and that her eyes keep changing color. One thing is for sure...she is a cutie!



The Ostrowskis in Orlando.

Make-A-Wish

Owen Ostroski is three years old. He lives with his mom and dad, Ed and Laurie Ostrowski, and big sister, Grace (age six), in Latrobe, Pennsylvania about an hour's drive from Pittsburgh. Owen has a Wilms' tumor. This is one of the most common tumors of the abdomen in children and the most common type of kidney tumor. The exact cause of tumor formation in most children is unknown. It is associated with certain birth defects including urinary tract abnormalities, absence of the iris (aniridia) and hemihypertrophy (enlargement of one side of the body). It is more common among some siblings and twins, which suggests a possible genetic cause. The tumor may become quite large, but usually remains encapsulated (self-enclosed). It may spread to other body tissues, especially the lungs and the disease is estimated to occur in about 1 out of 200,000 to 250,000 children. The peak time of occurrence is at 3 years of age and Wilms' tumor is rare after the age of 8.

144,000 wishes have been granted to date with over 25,000 volunteers participating to make wishes come true. Robroy had the privilege of helping to grant little Owen's wish to take a trip to Disney World.



On December 6, 2005, Owen began his long awaited journey to Orlando, Florida. "Master Owen to the cockpit, please. Master Owen to the cockpit, please," were the words that resounded over the loud speaker of the airplane. Thus began an exciting adventure for the Ostrowski family and it was first class all the way! Once in Orlando they spent time in the Magic Kingdom, Sea World and Universal Studios. And their favorite was...the Magic Kingdom and all of the characters, especially Buzz Lightyear and, Owen's new favorite, Goofy.

While the Magic Kingdom is always, well, magical – it proved to be even more so during the holiday season. There was the Christmas Party complete with magic snow and front row seats for the Christmas Parade and fireworks. Owen and Grace stayed awake until midnight enjoying every minute of the experience. Everyone at Give Kids the World was so very nice and squeals of delight were heard when Mayor Clayton

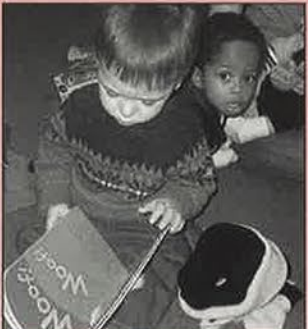
Continued on page 4



Kim Rafaloski, Debbie Kennelly and Rene Howard deliver the gifts.



Santa has arrived.



I love books!



Go Steelers!



ummmm...paper.



More books.



I like the box best.



...gotta read the fine print.



Barbie!

Angel Tree

Each year Headquarters employees buy Christmas gifts for less fortunate children in the area in lieu of a Christmas grab bag for one another. They call the event their Angel Tree. This year they located a local day care facility in the area that cared for several small children. The organization is called Wagner House Center for Children.

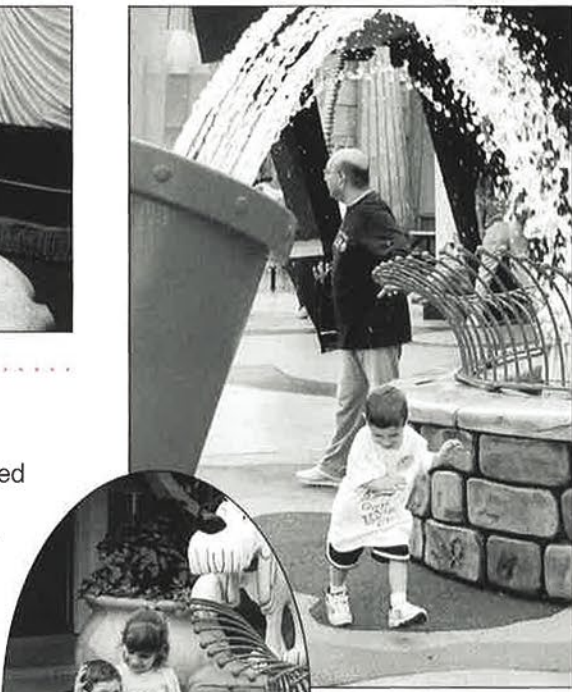
Wagner House is a non-profit early childhood center committed to provid-

ing low-cost, high-quality care to teen and single parents for their children ages six weeks to five years. All activities are based on the principles of developmentally appropriate practice. Their mission is...

To provide daily child care and parent education to teen and/or single parents who are completing their education or returning to the work force. These parents may be otherwise unable to

take advantage of career opportunities necessary to provide a nurturing and functional home for their children. The Wagner Family Charities is a care giving organization through which single parents and their children have a chance to become independent and self-sufficient members of the community.

More information about the organization can be found on their web page www.wagnerhouse.org.



HEADQUARTERS



...at the airport

Make-A-Wish continued

tucked the kids in at bedtime. Owen's mom said, "This trip was more than we expected."

With treatment, a Wilms' tumor has a high cure rate. Children with a localized tumor have a 90% cure rate when treated with surgery and chemotherapy or with surgery, radiation and chemotherapy combined. Keep the Ostrowski family in your

thoughts and prayers for the road to recovery can be long and hard for everyone involved. However, the memories of their trip to Orlando will help to get them through their long ordeal.

Peter McIlroy and Mike Deane presented Make-A-Wish with another check for \$3,400.00 on November 2, 2005 to fund another child's wish.



Becky and Mike Deane along with Peter McIlroy present a check that will fund another wish.

ELECTRICAL PRODUCTS / BELDING

ISO Update

The Stahlin team continues to develop the policies and procedures required for ISO9001:2000 registration that will occur in the summer of 2006. Review teams made up of hourly and salary employees met throughout the fall to review and revise procedures and submit them for final approval. Division-wide access was made available on the Belding Intranet, when the policies, procedures and forms were approved. Many procedures are now ready for implementation including those describing Purchasing, Receiving Inspection, In-process Inspection, Final Inspection and Corrective Action to name just a few. Once the procedures are implemented, the internal audit teams will begin regular audits to assure the new procedures are followed.

Training at Stahlin continued through the fall and winter. A number of training sessions have been held

including Lean Fundamentals, Leading the Lean Transformation and 8 Step Problem Solving. Sara Yob of Grand Rapids Community College conducted the 8 Step Problem Solving classes at Stahlin in December. Chris Clark, Quality Technician, presented the results of her group problem solving exercise during that training.

More sessions are planned for the spring and early summer including Mistake Proofing, 5S Visual Organization and Corrective/Preventive Action.

Partnering for Success

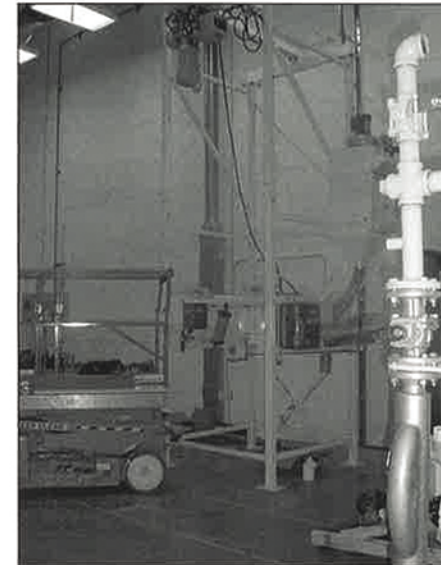
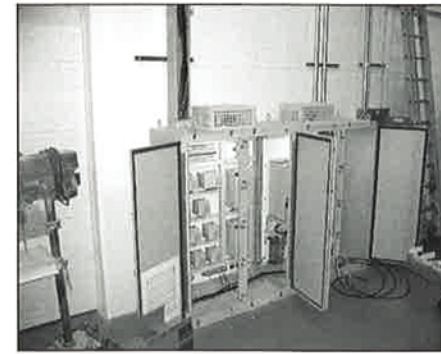
For nearly ten years Stahlin has partnered with Hope Network of West Michigan to assemble Stahlin enclosure hardware kits. Hope Network employs the developmentally disabled and also offers rehabilitation services through their Brain Injury Recovery Unit. Recently Ed Atanasoff, Quality Engineer, visited Hope

Network to perform a supplier quality audit. These audits are being performed in accordance with the ISO9001:2000 Quality System Standard, which requires that suppliers be evaluated and selected on the basis of their ability to supply product in accordance with customer (Stahlin) requirements.

New Stahlin SMC Process Equipment

In May 2005, Stahlin Enclosures embarked on a program to completely upgrade the Sheet Molding Compound (SMC) equipment and material flow. This was a major advancement in technology and required a large capital investment in equipment and facilities.

Previously, Stahlin produced SMC through a very labor intense method. Production operators were required to lift heavy 50-pound bags of powders and fillers that went into the making of SMC paste. Most of the ingredients



Improvements to the SMC Process

were hand weighed before being added to the mix. Once all ingredients were mixed they were moved manually to the compounding machine where the chopped glass was combined and the final sheet formed in preparation for the molding process.

With the approval of capital funds, Stahlin has proceeded to automate the entire process from start to finish. All ingredients will be weighed and added to the mix tank automatically from bulk storage systems. All raw materials and

SMC paste will move automatically using pumps for liquids and blowers/augers for powders. The SMC compounding machine has been significantly upgraded to improve not only speed, but also the overall quality of the SMC itself. A new continuous dynamic mixer has been added, along with a much improved compaction system to further perfect the molding compound and reduce scrap. The automation has created more efficiency and there will be a reduction of scrap in the molding operations along with the capability to formulate new SMC compounds, which was unable to be accomplished using the old process.

As of January 2006, the process is beginning to take shape with installation of the paste mixing equipment and SMC compounding machine. Also used in the process were Stahlin composite enclosures and coated conduit from Conduit Division to showcase the usefulness of the products the Company manufactures. Preliminary machine trials are expected to begin in early February with full production to commence by the end of February or early March.

Shield is Alive and Well in Belding



Larry Warner instructs Stahlin employees in the use of an AED.

The Safety/Sheild Committee will be directing monthly safety meetings throughout 2006 in Belding. The January topic focused on automated external defibrillator (AED) usage and Committee member Larry Warner provided the instruction for this lifesaving piece of equipment.

AEDs are small portable devices that function similarly to the "paddles"

used in an emergency room. They deliver a small electrical shock designed to restore normal heart rhythm during sudden cardiac arrest. Cardiac arrest is a condition that kills up to 220,000 Americans each year and occurs when the heart's normal electrical signals "fibrillate" or become erratic, diminishing the heart's ability to pump blood effectively. The condition requires an immediate response and restoring proper heart rhythm in two to three minutes is crucial. The average survival rate for sudden cardiac arrest is just five percent. However, fast treatment with a defibrillator, along with CPR, greatly improves the chance of survival, according to the American Heart Association.

An AED costs around \$3,000 and is easy to use. Most machines provide visible and voice prompts. A majority of states have passed some type of law or regulation making use of AEDs by laypersons legal and have provided for machines to be available in places frequented by the public. Michigan is one of those states passing legislation to extend the Good Samaritan law in 1999.

Overseas

Stahlin has expanded their sales overseas with the recently signed *Supplier and Promotion Agreement* with Spelsberg els UK Ltd (www.spelsberg.co.uk) Spelsberg is a distributor of a diverse range of electrical enclosures and accessories. The company's reputation is built on the quality of their products and a high level of customer service. Spelsberg els is the UK arm of a successful German company, Gunther Spelsberg GmbH. With over 100 years experience, Spelsberg GmbH is recognized for the design and manufacture of water and dustproof enclosures.

Five members of the Spelsberg sales team visited the Stahlin plant in January for hands on Boot Camp training. Jeff McIlroy, International Business Manager, stated, "We are very excited to be aligned with Spelsberg in the UK and welcome them to the Stahlin team."

Boot Camp



Recruits learn about every facet of the manufacturing process.



Terry Mocker – "Shoot-Out" Champion

Stahlin educates its sales representatives and distributors by inviting them to a day and a half intense training session known as Boot Camp. In 2005 Stahlin held ten such Boot Camp sessions and provided top-notch training to over 100 recruits. The processes as well as the products are thoroughly examined. The training includes: an extensive plant tour demonstrating the complete manufacturing process from start to finish, interesting video segments and the DiamondShield "Shoot Out" where recruits actually participate in the timed assembly of a Stahlin enclosure.

Some 2005 Boot Camp highlights included the return of Edwin Criado, a rep from Texas, who came back to Michigan to defend his title as "Shoot Out" Champion. Many thought that record to be set in stone until Terry Mocker, a distributor from Missouri, beat Edwin's record by a mere one second. With the help of International Business Manager Jeff McIlroy the first international recruits attended

Boot Camp and Stahlin is proud to have their first Canadian alumni. In 2006 recruits from "across the pond" will arrive for training when Stahlin hosts representatives from Spelsberg els UK Ltd.

Building on the momentum of last year, Stahlin has high hopes for the 2006 Boot Camps. A promotion for alumni was launched that included supplying referrals in exchange for a chance to win a trip to Super Bowl XL (Go Steelers!...sorry, this editor is from Pittsburgh). The promotion provided Stahlin with an extensive list of contacts with which to fill their nine classes for 2006. With small improvements in the works for the current program, Stahlin Boot Camp is guaranteed to have another great year and will release even more, well-educated recruits into the industry.

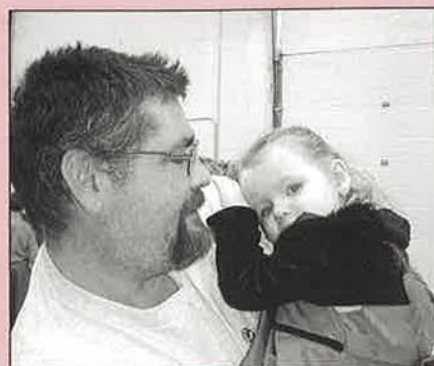
Counting Points



Tom Mitchell and what's left of his deer!

Since deer hunting is so popular in Michigan, Stahlin employees Jeff Bugbee and Pat Kelly spearheaded a friendly hunting competition. The objective was to bag the deer with the largest rack and 17 Stahlin employees chose to participate. Ken Saladin and Jeff McIlroy were assigned the duties of the official measurement team.

Apparently, the doe outnumbered the buck this year in the area surrounding Belding. Tom Mitchell brought in the largest rack and it sported four points. Tom is quick to add, "The rack is small, but it was big bodied!" Tom shot his buck at 9:30 AM on November 15th in Ionia County. Congratulations, Tom.



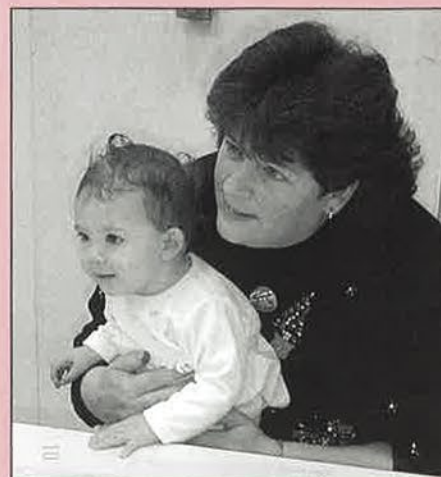
Fun for kids of all ages!

The Stahlin Children's Christmas Party

The Stahlin Children's Christmas Party was held on December 10th and what a party it was – tons of crafts, a fun lunch and, of course, Santa.

The new SMC Room was converted into craft central with stations for making a snowman tic-tac-toe game, reindeer necklaces, Santa napkin holders and pinecone birdfeeders. Decorating Greg Willaman's famous sugar cookies was also on the agenda. Larry Warner, Specials Department, posed as Stahlin's very own Santa with Jessy Kelly and Scotty Foote as his trusty elves. Wishes were recorded and presents given to 83 children who attended the event. Elf Rudy Alvera, Press Operator, and his wife, Patsy, served lunch.

A special thanks is extended to all of the volunteers who helped to make this the most successful Christmas Party ever!

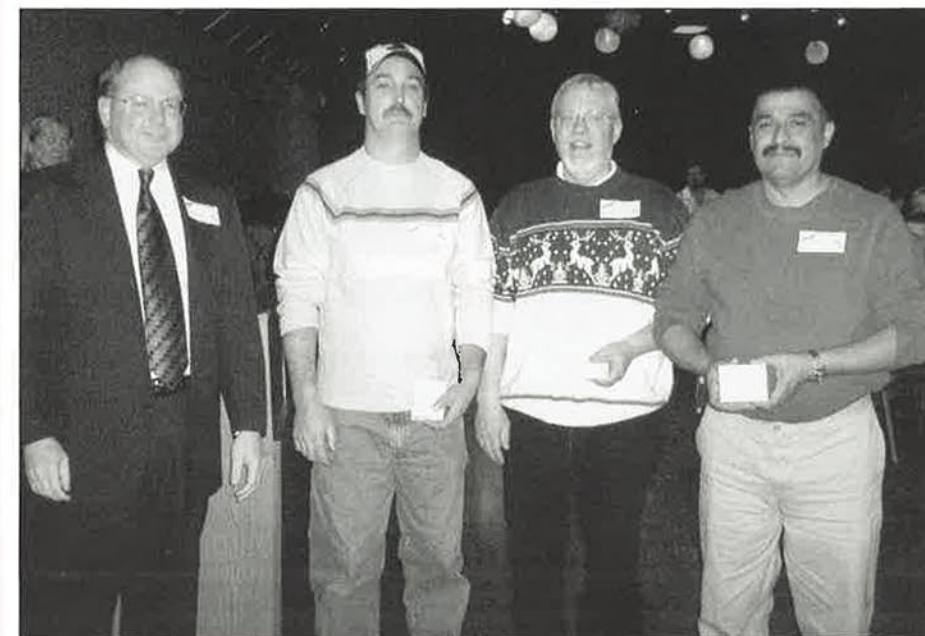


The Stahlin Employee's Christmas Party

After a morning for the kids, an evening for the adults unfolded at JR's Castle in Greenville. The event generated the best turnout ever. After a delicious dinner the entertainment began with Michael Mode from Detroit. Michael, a magician, speaker and creative consultant, has performed his magic and comedy all over the world and has appeared with David Copperfield. He included many of the employees in his act and visited each table during the evening performing as he went.

Jeff Seagle presented the service awards and the 2005 top safety award was announced. This year's prize was a 5-day trip to the Pro-Bowl. Can you say

Continued on page 8



Service Awards

The Stahlin Employee's Christmas Party *continued*

Honolulu? The lucky winner turned out to be Pete Wilson, Shipping Department. The three consolation prizes of \$1000 cash went to Mark Austin, Assembly Department, Mike Carstens from SMC and Debbie Hannah, Cycle Count. It certainly pays to be safe and these four Stahlin employees will attest to that fact!

A big thanks goes to the Entertainment Committee for planning the event including the entertainment and all the great door prizes.



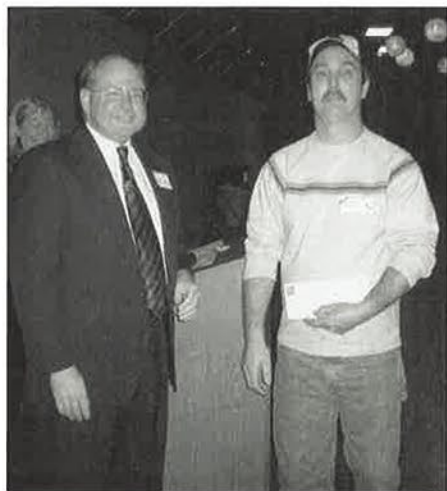
Pete Wilson on his way to Hawaii.



Service Awards



Mike Carstens - \$1,000 Safety Winner



Mark Austin - \$1,000 Safety Winner



Debbie Hannah - \$1,000 Safety Winner

Adopt a Highway



Jerry Davis (kneeling left) poses with his teammates and proudly displays the roadkill he found during the clean up...a garter snake!

As you may recall, the Conduit Division made a commitment to the Adopt-A-Highway Program last spring. A two-mile stretch of Hwy 271 belongs to Robroy employees and those employees do their level best to keep their little piece of Texas shining.

And what a team it is! More than 25 volunteers, including family members, put in a full day of work and THEN hit the road with gloves and their stylish orange vests to clean up the Conduit Division's section of adopted highway.

Thanksgiving Luncheon



The Thanksgiving Feast

Thanksgiving is a time of sharing and giving thanks so the Conduit Division did just that on Friday, November 18th. They gathered for a Thanksgiving feast complete with all of the trimmings and some entertainment, of sorts.

A friendly little snake attached himself to the lid of the ice chest and proceeded to give many of the women and a few of the men a good scare. With all of the snakes cropping up at the Conduit Division, lately, they need to join Texas Snakes & More (www.texasnakes.net) where the critters "get the respect they deserve."

Scholarship Award



Jennifer Jones, first place scholarship recipient poses with her mom, Rosilyn Jones.



Ryan Smith, pictured with his parents Melvin and Paulie Smith, received the second place scholarship.

As part of the 2005 Centennial Celebration, the Conduit Division concluded the year by awarding two scholarships. To qualify for the scholarships the applicants had to be a family member of a Robroy employee and were required to complete a series of short answer questions. The Operations Management Team had the difficult task of selecting the winners from a group of very talented entries. The first place winner, Jennifer Jones, received a \$5,000 scholarship to be used toward books and tuition at the school of her choice. Jennifer will graduate from Gilmer High School in May and is looking forward to a career in law. She is the granddaughter of Billie Jones who is an Operator on the Fittings Line.

The second place winner received a scholarship in the amount of \$2,500. Ryan Smith was that recipient and he is currently enrolled at Trinity Valley Community College where he is pursuing a degree in Sports Medicine. His dad, Melvin Smith, is a Material Handler at the Gilmer facility.

Both of these very talented individuals are to be congratulated and they are wished all the best in their future endeavors. Robroy is proud to have played a small part in helping them achieve their educational goals.



Some of the two year service award recipients include: Garvin Williams, Wylie Hightree, Robert Overstreet, Lance Kelly, Mary Attaway, Bill Tucker and Danny Wright.



David Erb, Linda Shaw, Belinda Rodgers, Celia Smith and Rita Bueheit were presented awards for 10 years of service.



Angela McKinney, Mary Perry, Laura Langford, Genny Garmon and Melanie Johnson received five year service awards.

Christmas Party 2005

On December 10th the Pinecrest Country Club in Longview, Texas was prepped and ready to receive the employees from the Robroy Conduit Division. A wonderful meal awaited the guests who were expected at 6:00 PM. No one needed "The Experimentalist," Mr. Gerard Senehi, to predict that a good time was in store for everyone. However, Mr. Senehi had made a few predictions of his own and forwarded them to Faye Mathis three days before the party in a sealed FedEx envelope. Those predictions included:

1. One table at the party will include attendees wearing hats, black hats, except for one who will wear a white hat (the good guy – not doubt).
2. One of the women attending would do something very unusual during the week preceding the party.
3. A woman in a purple dress with a flower on the left side would read the predictions.

In addition to his predictions, Mr. Senehi dazzled the group with his metal abilities including the bending of objects. His performance was impossible to explain yet thoroughly entertaining. On his web site Mr. Senehi has posted quotes from Robroy administrators:

David Marshall, President
"Your consistency to deliver a first class performance is very much appreciated."

Peter McIlroy, CEO
"I have quite frankly never seen a presentation of this type."



Gerard Senehi receives some help from Lloyd Banks.



Prediction number three!



Pam Elliott, wife of Bill Elliott - Technical Market Manager, conveys a heartfelt thank you on behalf of the Sabine Valley Early Childhood Intervention Program.

By the way, the woman who did something unusual the week prior to the party was none other than Genny Garmon. Genny took her dog to a Christmas Party at a veterinarian clinic. That certainly can be considered out of the ordinary!

One of the other highlights of the evening included the annual presentation of service awards. Employees with service ranging from two years to 45 years were acknowledged. Special recognition was made for Fred Slocum and his 45 years of dedication and loyalty to the Company. He was honored with a special award.

In addition, two scholarships were presented and, since Christmas is a time of giving, gifts and dona-

tions to two charities were handed out. One of the organizations was the Sabine Valley Early Childhood Intervention Program operated through the Texas Department of Health. The government "is charged with identifying and providing needed intervention services to children who have or are at risk of having developmental delays, from ages 0-3 years or until the child is eligible for special education programs for the handicapped. Services provided to eligible children include physical, occupational, speech and language therapy." Intervention services are contracted out to public and private providers.

The other recipient of a charitable donation was the Truman Smith Children Care Center, a long term nursing facility with patients who have tremendous needs ranging in age from infant to 31 years. The Conduit Division supported this worthy agency last year as well.

Music and dancing followed the presentations and the attendees left the event having enjoyed a very satisfying evening.

Layne Robert Warburton



Layne Robert Warburton

Thanksgiving took on a whole new meaning this year as the Warburtons, Tracie and Robert, celebrated the birth of their first child. Layne Robert Warburton was born a few days before Thanksgiving on November 21st at 10:21 PM. He weighed 7 pounds 11 ounces and was 21 1/4 inches long. Tracie

remained at home with Layne until her return to work on January 9th. Her little angel keeps her up at night, as all good newborns have a tendency to do. However, the office staff is glad to have her back, although Tracie would probably prefer to be at home with her baby boy!

Congratulations, Tracie and Robert!

Forty-five years of Dedicated Service and Loyalty



David Marshall congratulates Fred Slocum on 45 years of dedicated service.

Fred Slocum was honored at the Robroy Conduit Division Christmas Party for a whopping 45 years of service. Wow! The senior employee started his Robroy career in Pennsylvania at the plant in Verona and transferred to Texas when the Gilmer facility opened in 1962. "If it goes wrong, Fred is the person we call," David Marshall said at the dedication. "Fred knows every piece of pipe, valve fitting, conveyor, nut and bolt in the factory...he knows it all. For 45 years he has been a wonderful partner." In response, Fred humbly said, "It's been a pleasure. You've got a lot of mighty nice people working for you."

Thank you for your service, Fred. The pleasure belongs to Robroy. You're the best!



Rob McIlroy conducted a plant tour for the Robroy Board of Directors.



October Board Meeting

The quarterly Board Meeting was held in Gilmer, Texas during the festive Yamboree celebration on October 21, 2006.

A Thursday evening reception took place at the home of Peter and Pam McIlroy on Lake Cherokee followed by a boat trip to the Cherokee Club for dinner. The Board was delighted to have former Director Don Williams join the group. Don can claim responsibility for Robroy locating to Gilmer in the early 60's and he served on the Board for many years.

Rob McIlroy conducted a tour of the Gilmer facility the following day and it proved to be one of the highlights of the meeting. The Directors were pleased with the changes that had taken place since their last visit including the cleanliness, efficiency of operations, high moral and smiles on the faces of the employees.



In attendance:

- Mark Bruner, J4 Communications**
- Charles C. Cohen**
- Michael Deane**
- Donald Devine, Devine Group**
- Lucinda M. Higgins**
- David Higgins**
- David Marshall**
- P. Jefferson McIlroy**
- Peter McIlroy II**
- Robert G. McIlroy II**
- Judy Shoemaker**
- John A. Staley, IV**
- Billie Traywick**
- Don W. Williams**
- Theodore C. York**



Ergonomic Improvements

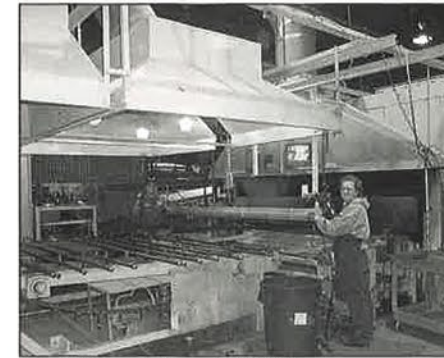
Thanks to ergonomic improvements on the Conduit Line a once gender biased position can now be held by almost anyone. A Gorbell lifting device has been installed and will substantially reduce the potential for injury. As can be seen by the smiles on the faces portrayed in the photos that accompany this article, the new device is greatly appreciated. Additional equipment is scheduled for installation.



Garvin Williams and Daryl Bush



Daryl Roberts and Dale Ussery



David Bramlett and Vicki Dean



David Duke and Andrew Web



Belinda Rogers



Daryl Bush and Garvin Williams

DUOLINE® TECHNOLOGIES, L.P.

New to the Crew



Bryana Ward – Marketing Assistant



Susan Duong – Engineering Tech

The Production Team welcomes two new members to their ranks. Todd Worster and Timothy Alexander recently began their Duoline careers.

Bryana Ward, a 2004 graduate, earned a Bachelor of Fine Arts degree in Visual Communication at the University of Texas of the Permian Basin. This talented young lady brings her expertise to the position of Marketing Assistant for Duoline Technologies. She ably demonstrated her capability in her first assignment, the Centennial Celebration for the Duoline Division.

Duoline Technologies also welcomes Engineering Tech Susan Duong. She joined the Robroy family on January 9th and is a 2005 graduate of New Mexico Tech having received her degree in Chemical Engineering. Susan was born in Roswell, New Mexico and is the first generation in her family to be born in the United States.

Susan's hobbies include spending time with her dog, Meka, hiking and rock climbing. She also fills her spare time reading interesting novels and knitting. As her next project, she would like to learn to crochet.

Promotion



Oscar Zapata – Engineering Manager

Duoline Technologies is proud to announce the recent promotion of Oscar Zapata to Engineering Manager. Oscar earned a Bachelor of Science degree in

Natural Gas and Petroleum Engineering from the New Mexico Institute of Mining and Technology and has prior experience with an oil-field engineering company before joining the Duoline staff. A member of the Society of Petroleum Engineers, Zapata began his Duoline career as a Product Engineer and has since gained valuable experience in manufacturing engineering.

Paul Jay, General Manager of Duoline Technologies, stated, "Oscar offers proven premium connection experience and production engineering expertise. Since joining Duoline Technologies he has also proven his ability to help others, share with others and to energize their collective efforts to be progressive and successful. His engineering excellence and his teamwork will be key to the activities of our company as we pursue ever greater successes in the world's marketplaces."

Oscar and his wife Selina are expecting their first child in February. Double Congratulations, Oscar!

30 Years of Service

The last five years certainly have flown. It seems that just the other day Tien Nguyen celebrated his twenty-five year anniversary and he was featured in a Bagpiper article. Individuals who contribute their talents and efforts tirelessly for 30 years are remarkable people and Tien is truly one of those people. If you are lucky enough to have had the opportunity to work with him, you



Tien Nguyen

know he is a man of integrity and tremendous knowledge. Tien has observed numerous changes throughout his career and not only has he persevered, he

has helped the Company make adjustments and successfully move ahead.

Duoline honored Tien with a rib-eye steak cookout. Tien, you are appreciated and the Company is looking forward to your next thirty years!

Overseas Partners



Presentation of Certificate – from left to right: Tarik Abu Sahaba, GIPDC General Manager; Pankaj Bharambe, GIPDC Business Development Manager; Martin Bremner, Maxtube Limited Technical Support Manager and Lee Parson, Sales Manager – Maxtube Limited.

Duoline Technologies has a valued relationship with registered licensee MaxTube Limited.

They have played a major role in the continued growth of Duoline Technologies in international markets.

Through a joint effort Maxtube and Duoline Technologies conducted a Partner Conference in Dubai in June

2004. At the conference, Duoline Technologies kicked off an incentive program to promote new sales. The Company is pleased to announce the recipient of the \$1,000 reward. Mr. Pankaj Bharambe of Gulf International Projects Development Co. (GIPDC) secured an order with Maersk Oil in Qatar. This certainly confirmed the possibility of future opportunities for all parties.



Patrick Bateman, MaxTube



Birthday Boy, Raymond Watson, makes a wish as he blows out his candles.



Raymond shows off his Texas Longhorn Sweatshirt – "Hook 'em Horns!"

In the current job market many employers are struggling with staffing needs. Wrestling with the constant challenge to recruit and retain quality team members, the Duoline production staff had dropped below ideal levels. MaxTube recently provided a helping hand, or four, at the Odessa Duoline Plant. MaxTube graciously offered the experience of Mr. Raymond Watson, Production Supervisor and Mr. Patrick Bateman, Project Coordinator, to fill in temporarily. Patrick and Raymond are certainly not strangers to the team. Both gentlemen have worked at the plant on previous occasions, as trainees and as trainers. Their assistance was invaluable and provided the additional resources needed to complete the 2005 open order commitments.

While Patrick and Raymond were working in Odessa, a little birdie informed the Duoline staff of the fact that Raymond had a birthday coming soon. The Lining Plant Team planned and carried out a surprise birthday party for him. Everyone enjoyed birthday cake and then Raymond opened his present. He was very proud to receive an official Texas Longhorn sweatshirt.

Fire Safety



Employees listen carefully as the trainer reviews basic fire safety instructions.

Duoline provided annual Fire Safety Training in October during National Fire Prevention Month. This training features actual hands on experience. First the group reviewed basic fire safety information such as: what elements must exist to cause fire, the different classes of fires and which type of fire extinguisher should



Production Worker Tona Martinez had her fire out almost before it started. Good Job!

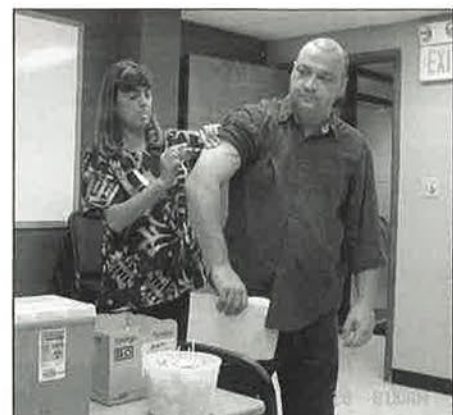


Plant Manager Mark Nease makes his attempt at putting out the fire. He used the PASS technique. P- pull the pin, A- aim the fire extinguisher, S- squeeze the nozzle and S - sweep the fire at the base.

be used in any given situation. Then the fun began. In a well-controlled environment, trainers from Fire Tech start a fire and each employee is given the opportunity to use a fire extinguisher and exhibit the skills he/she has learned. Learning the proper use of a fire extinguisher and getting the feel of how to use it is invaluable training.

Wellness

Folks these days seem more aware than ever about the need for and benefit of wellness training and disease prevention. In keeping with this worthwhile trend, Duoline offered their annual Flu Shot Clinic to employees and their families. The staff of West Loop Family Medicine graciously traveled to the Duoline plant facility to provide a convenient way for Duoline employees to receive their immunization. Forty-three individuals received the influenza vaccine in 2005. Receiving the flu



Terry Crenshaw lines up first to show his son what you have to do to get a lollipop.



Guess Dad knew what he was talking about. Terry Crenshaw, Jr. was a brave little man and said it wasn't too bad.



Betsy Dugger should have received a Smiley Face band-aid to match her own lovely smile.

shot does not totally prevent one from getting the flu, but it can act to reduce its severity. If you did not participate this year, please consider participating next year. You can obtain more information about flu shots at www.webmd.com and many other sites on the Internet.

DON'T MESS WITH TEXAS



Here's a team that paused for a moment for a photo opp. (from left to right) Terry Crenshaw, Jasmine Garcia, Terry Crenshaw Jr., Kala Hardy, Victoria Garcia and Juan Garcia

Duoline Technologies adopted a two-mile section of highway in honor of Robroy's Centennial. Giving back to one's community is an extremely rewarding and much appreciated experience. Saturday, October 8th was designated as the official Don't Mess with Texas Trash-Off event. Communities throughout the Lone Star state join together to cleanup trash along the highways. Duoline employees and their families gathered once again to participate in the experience.

Duoline's illustrious personal chef, Dwane McQuitty, provided his homemade breakfast burritos and salsa to kickoff the day and send the workers on their way fully nourished and ready for a good day's work. The group suited up with the required safety attire and hit the road.

There were some veteran volunteers and some rookies as well as one lucky duck! Plant Manager Mark Nease picked up his first piece of trash and, low and behold, it was a \$10 bill. The Trash-Off concluded with all of the volunteers gathering at the grounds of the University of Texas of the Permian Basin for a free lunch. Many thanks to everyone who participated; the event was much easier the second time around. Mark your calendars as the next cleanup is scheduled for Saturday, April 1st - no fooling!



Mark Nease and Dwane McQuitty. What were they thinking when they put these two characters on the same team!



Ricky Carrillo and Gabriel Salgado of FRP.



The Duoline Technologies Adopt-A-Highway Sign.

Summer Picnic



Dwane McQuitty volunteered to be the designated burger flipper under the careful supervision of Paul Jay. Actually Paul volunteered to be the official taster.



Families snuggled in to make a wind break so they could enjoy their lunch.



This group discovered the warmest place was directly behind the fire in the BBQ Pit.

The annual Summer Picnic had a little different twist this year. It took place in the fall. Typically that would not be a big deal in West Texas, however, they happened to pick the coldest windiest day in October. Employees and their families arrived dressed in coats, gloves and scarves. Duoline's faithful organizer, HR Administrator Lorinda Allen, bravely donned her summer attire for the occasion. Everyone thought she was crazy for wearing shorts, but Lorinda insisted that she was very comfortable and never showed a sign of one goose bump.

This year's family picnic took place at Sherwood Park in Odessa and the cooks fired up the Duoline Barbeque



The horseshoe competition got serious when the boys teamed up against the girls.



Nine-year-old Alexa Nease is showing Kala Hardy what real hula hooping looks like.



Oscar Zapata gave it the old college try, but felt sure his hula-hoop must have been broken because he could never get it to work.

Pit for employees to enjoy all they could eat hamburgers and hotdogs. The afternoon festivities provided lots of fun for children of all ages. Swings, merry-go-rounds and jungle gyms made a great playground for all the little monkeys in attendance, while volleyball, football, horseshoes and a hula-hoop contest rounded out the line up of activities. Many thanks go out to those who helped organize this event. Everyone enjoyed this family time of great fellowship and fun. However, several employees requested that next year the Company actually should have the Summer Picnic in the summertime.

The Centennial Celebration

Saturday, December 3, 2005 will be a day not soon forgotten. Duoline Technologies hosted their Robroy Jubilee event in celebration of Robroy Industries' next 100 years of progress. The day started at 11:00 AM with an Open House and Children's Christmas Party held at the Duoline Facility. Customers, vendors, employees and family members gathered to celebrate and honor the success of Robroy Industries. Numerous activities offered a day of enjoyment and learning complete with plant tours of the FRP, Reclamation and Lining Departments. An employee booth and a guest booth were set up in the warehouse area. Employees received Robroy Industries Centennial wind-breakers while guests were treated to numerous logo items.

The children had lots of fun in the Dora and Superman Blow-Up Jumpers located in the parking lot. And of course no party would be complete without refreshments, which were served in the Training Room. The afternoon wrapped up with a special visitor. Santa Claus arrived with gifts for all the boys and girls.

The Commemorative Air Force Museum Hangar at the Midland International Airport served as the location for the evening celebration. Mr. and Mrs. Peter Mclroy and honored guests took a private tour of the American Heritage Museum prior to the Robroy Centennial Celebration. You may be thinking, "A hangar? A dusty, drafty airplane hangar?" It may not sound like a place with wonderful ambiance for a Jubilee; however, the location lent itself to the patriotic spirit of such a remarkable milestone in Robroy history. It was absolutely perfect.

For all you history buffs, the CAF is home to over 140 restored planes with approximately 100 of them in flying condition. As you walk through the door of the museum hangar, Fifi greets you. Fifi is a beautiful, majestic B-29 Superfortress plane and the only B-29 plane in the world that still flies. For additional information about the CAF Museum please visit their website at www.commemorativeairforce.org.



Dwane McQuitty and his daughter, Chelsi, with Jeff and Rob Mclroy



Peter and Rob Mclroy with Mark Nease and his wife, Catherine



Pam Mclroy and Becky Deane enjoying the sites of the Museum



Peter and Pam Mclroy and Mike Deane are amazed at the amount of historical memorabilia and exhibits displayed in the Museum.



Bryana Ward, David Marshall and Cathy George



Loy and Jan Goodheart with Carolyn Haynes



Plant Manager Mark Nease surprised Patrick Bateman and Raymond Watson of MaxTube with a special recognition and a certificate of appreciation.



Robroy President, David Marshall



Satin Strings Performers strolling among the guests

An evening of elegance and enchantment ensued beginning with a welcome from Duoline Technologies General Manager Paul Jay. Plant Manager Mark Nease gave the invocation preceding an exquisite dinner served by Catering Express. The evening entertainment began as dinner came to a close. The Permian High School Satin Strings entered playing a most amazing selection of classical and patriotic melodies. Satin Strings is a strolling string ensemble made up of high school orchestra students whose performance mesmerizes with their impeccable showmanship and maturity. They stroll among the audience playing their instruments as a group, as individuals serenading to a couple and as entertainers playing their violins behind their back, on the floor and in the air. This distinguished group, under the direction of Mr. David Golden, has performed in Philadelphia for the National Federated Music Clubs; by invitation in Paris, France for the 50th anniversary of the D-Day invasion and the ensemble was honored to play in Washington DC at the Texas and Wyoming Inaugural Ball honoring President George Bush.

The evening continued with the recognition of the SHIELD Council members and the presentation of safety awards. Since its inception, SHIELD has increased the awareness of safety and all Robroy employees know that safety will not be compromised.

Robroy President David Marshall spoke about Duoline today as he reminded everyone what a year of change 2005 was. Mr. Marshall stated that Duoline Technologies has begun the journey to become a world-class operation and offered his appreciation for the accomplishments that could not have been achieved without every

member of the Duoline Team.

General Manager Paul Jay then spoke about Duoline tomorrow. In 2006, the plan for the Company will generate increased sales and profits to record levels. These plans include adding more people, more machines, getting in front of more customers in more parts of the world and several new innovations. It truly is an exciting time to be a part of Duoline Technologies. Paul also highlighted some of the Centennial contributions to the community made throughout the year such as the Adopt-a-Highway Program, donations of five scholarships made to the Odessa College Matching Scholarship Fund, the purchase of 100 teddy bears donated to the Odessa Police Department to give to children in crises and a donation to Rusk Elementary for their Veterans Day celebration where they honor local Veterans at the CAF. Also, as a memento of the evening, guests were presented with commemorative coins to mark the first 100 Years of Robroy Industries.

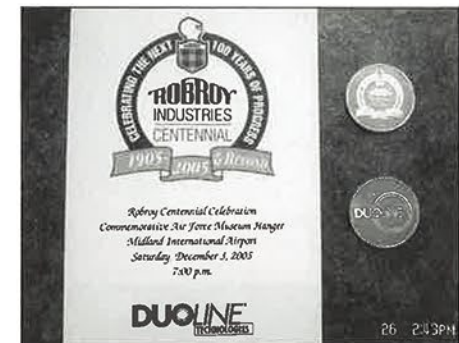
The evening concluded as Mr. Peter McIlroy spoke of The Robroy Tradition. He spoke of the history and success of Robroy and Duoline Technologies and reaffirmed his personal commitment to the Robroy Vision. These Vision Principles will ensure the Company's continued growth and success for the next 100 Years. Peter McIlroy expressed his appreciation by performing "We Owe It All To You." Peter sang as a video portrayed each member of the Duoline Team. The presentation was followed by a standing ovation and an overwhelming sense of pride and honor filled the room. The Centennial Celebration was a magical event that will remain in the hearts of the attendees forever.



The list of volunteers who made the Duoline Centennial Celebration a success is so enormous it would be impossible to list everyone. Instead Duoline Technologies would like to take this opportunity to express sincerest thanks for everyone's personal contribution and to thank all of the special guests who were able to attend this momentous occasion.



Duoline General Manager Paul Jay speaks of the Centennial Coin presented to all guests as a token to remember this evening in Robroy history.



The Centennial Coin developed by Marketing Assistant, Bryana Ward. The commemorative gold coin displayed the Robroy Centennial Logo on one side and the Duoline Logo on the other side.



Mr. Peter McIlroy II performing "We Owe It All To You" as the finale to the evening.

2005 Safety Awards

Employees are recognized and rewarded for the number of years they have worked without an OSHA recordable injury/incident. The SHIELD Council Members helped make the presentation of Safety Awards this year.

- 1 Year – Elton Dos Anjos, Fred Espinoza, Don Jones, Dwane McQuitty, Jackie Miller and John Smith.
- 2 Years – Daniel Luna, Sergio Saenz and Pedro Soto
- 3 Years – Marc Florence, David Galindo, Juan Garcia and Doug Howell
- 4 Years – Hector Garcia, Tona Martinez, Larry Recoy and Roland Vianes
- 5 or More Years – Lorinda Allen, Scotty Coleman, Jon Dickson, Betsy Dugger, Mike Duntz, Leeroy Espinoza, Fidel Fajardo, Tien Nguyen, Pat Parks, Audrey Parrish, Gary Peter, Pete Pfannenstiel, Thomas Smith, Bill Spisak, Doug Thomasson and Ted Valdez.



1 and 2 year Safety Award



3 and 4 year Safety Award



5 or more year Safety Award

Congratulations to all award recipients for their personal commitment to safety.



Rice Operating 2006 Company Photo – Who's the guy in the second row with the orange hat. No hiding allowed!

Say Cheese

Early in October, all of the Rice employees gathered for the first annual group photo. The photo was taken in honor of the 50th Anniversary Celebration. Rice plans to have a photo of this kind taken on an annual basis.

Promotion



Yolanda Alvarado – Senior Administrative Assistant

In June of 2000 Yolanda Alvarado assumed her duties at Rice Operating Company in the position of A/R Administrator. She was promoted to the position of Senior Administrative Assistant on December 15th and she is to be congratulated for all her fine work.

Congratulations, Yolanda, keep up the good work!

New Team Members



Kevin Collins – Environmental Technician

Two new Environmental Technicians were hired in October of last year: Kevin Collins and Jeremy Vaughn. Jeremy was previously a contract hand for ROC.

Kevin and his lovely wife, Dee, have been married for 16 years. Skydiving is his favorite hobby and flying comes in a close second. While Kevin has his head in the clouds, Jeremy can be found under his car, since tinkering on vehicles is how he likes to spend his spare time.



Jeremy Vaughn – Environmental Technician

The ROC team extends a hearty welcome to these new recruits.

Celebrating 50 years of Excellence

The 50th Anniversary Planning Committee hosted a special dinner for all ROC employees and invited guests on Friday, October 14th at Hobbs Country Club. Guests included Mr. Peter McIlroy, Chairman of the Board and CEO of Robroy Industries; Mr. and Mrs. Loy Goodheart, President of ROC; Mr. and Mrs. Paul Jay, General Manager of Duoline Technologies, Rice retirees, special Rice contractors and consultants.

Scott Curtis, Operations Manager, gives the invocation.



The celebration commenced with a cocktail party at 6:00 PM. While everyone mingled, portraits were taken for the 50th Anniversary Scrapbook. Everyone enjoyed pleasant conversation over a fine meal and a fabulous dessert table exhibited five different flavors of cake from which to choose.



Pleasant conversation accompany dinner.



Kelly Maclaskey visits with Mr. Goodheart, Stan Barr and Peter McIlroy.



Scott Curtis mingles with the crowd.

Scott Curtis, Operations Manager, gave the invocation. Carolyn Haynes, Engineering Manager, made the introductions and Mr. Goodheart provided an informative history of Rice Operating Company. Peter McIlroy and Mr. Goodheart conducted the cake cutting ceremony, which was followed by the song "We Owe It All To You" sung by Peter McIlroy. Special party favors were distributed and the event concluded as a wonderful success.

A special thanks goes out to both the set-up and clean-up crews and their significant others for their help: Carolyn Haynes, Kristin and Doug Pope, Begie Sharp and Eric Bonds, Darnell Mitchell, Daniel Armendarez, Israel Juarez and Adriana Perez.



Mr. Goodheart presents the Company history.



The cake is presented.



"Let them eat cake!"



More mingling.

Halloween at Rice Operating

Have you ever seen a cuter bunch of ghosts, goblins, creepy crawlies and other assorted creatures? Halloween 2005 brought these Trick or Treaters out of the woodwork and into the offices of ROC. Children and grandchildren of Company employees made their yearly pilgrimage before setting out on their Halloween rounds.



New this year, Roy Rason's crew, his grandson wears the Scream costume



Israel Juarez's spooky duo, Katrina (nurse) and Leo (under the cover-up) with some scary friends



The Fairy Ianna (granddaughter of Yolanda Alvarado)



Cute little pumpkin Natalie (granddaughter of Yolanda Alvarado)



Nariah as Snow White (granddaughter of Yolanda Alvarado)



Cristopher Sharp is skin and bones



Jazmin as Mulan (granddaughter of Yolanda Alvarado)



Princess Sierra (granddaughter of Yolanda Alvarado)



Giovanni as Batman (grandson of Yolanda Alvarado)



Daniel Armendarez's bunch includes a hula girl (granddaughter Ashlie), a cheerleader and Piglet



John Brooks and his guest pose for the camera.



Lucia and Israel Juarez enjoy the festivities.



Brigette Curtis and Lillian Barr chat over dessert.



Craig and Susan Maxwell are all smiles, but who is that hiding behind his napkin?



Stephanie and Terrell Willis are having a good time.



Daniel Armendarez with his lovely wife, Dolores.



The Andersons, Donnie and Cody.



Begie Sharp and Eric Bonds are soon to be newlyweds.



1st place winner - Kevin Collins



2nd place winner - Stephen Thompson



3rd place winner - Donnie Anderson

Holiday Dinner 2005

Robbs Country Club was filled with ROC employees on Thursday evening, December 8th as they gathered to share the spirit of Christmas at the Annual Holiday Dinner. A week prior to the event, a large candy jar filled with chocolates, sugars and jellies was displayed in Begie Sharp's office. Employees were allowed to look at the jar, pick it up or measure it, but they were not permitted to open it and count the contents. Upon arrival at the dinner each employee received a piece of paper on which to jot down their guess as to just how many pieces of candy were contained in the jar. The three guesses that were closest to the correct total of 606 pieces received their choice of prizes or the infamous candy jar. With a guess of 600, Kevin Collins,

Jan and Loy Goodheart



Environmental Tech, walked off with a surround sound system and ironically he never even went by Begie's office to look at the jar. (Are you psychic, Kevin?) Second place and a TV/DVD/VCR combo was taken by Stephen Thompson, Draftsman, for his guess of 630 and 577 was Donnie Anderson's estimate and bagged him a digital camera. Donnie is the Company's Safety Director.

A good old-fashioned drawing was held for the remaining gifts and the winners included: Stan Barr, Daniel



Sylvia Rampone poses with her husband Jon.

Armendarez, Jon Brooks and Jon Rampone. Who went home with the candy jar? Mr. Goodheart was the recipient of that prize. So that no one would be left out, every employee received a bag of goodies to take home.

Carolyn Haynes and Begie Sharp organized and set-up the Holiday Dinner and special thanks is extended to them for their hard work.

Christmas Luncheon/ Bridal Luncheon



Standing next to the gift table, Bride-To-Be Begie Sharp poses with her cake.

Begie Sharp was assigned the task of preparing the ROC Christmas Luncheon. Behind the scenes Carolyn Haynes and Norma Brady transformed the event into a bridal shower for their unsuspecting co-worker. And showered she was...Begie was presented with a money tree, gift certificate, beautiful cake and a piece of advice from each of her colleagues. A secret gift exchange had also been planned so everyone left the luncheon with a gift. However, the best part of the affair was the surprise. Begie had no clue about the shower.

Begie extends a very special "Thank You" to everyone who contributed to her money tree and gift certificate and to those who planned this very special surprise luncheon.

The Bonds of Marriage



Mr. and Mrs. Eric Bonds

Is it the Bonds of Marriage or the Marriage of the Bonds? Eric Bonds and Begie Sharp were united



The Bonds family: Begie, Eric, Cody and Cris

in marriage on Friday, January 6th. This beautiful union took place on the sandy beach of South Padre Island, Texas. Begie's son Christopher escorted his mom down the aisle and Cody Bonds, the groom's son, served as best man. Begie is the Executive Assistant/HR for Rice Operating.

Congratulations and best wishes, Begie and Eric.

Safety Awards



2005 Safety Awards

Donnie Anderson, Safety Director, had the privilege of handing out the Safety Bonuses to hourly employees once again this year. To qualify for a bonus an employee must work for ROC one full year with NO reportable accidents within that reported year. Those receiving this year's bonuses included: Yolanda Alvarado, John Brooks, Darnell Mitchell and Stephen Thompson.

Congratulations to those receiving 2005 bonuses.

RECIPE

Here is a different twist on the usual recipe - it's for kids! You can find more kids recipes at <http://www.mountain-breeze.com/kitchen/kids-cook/> and many other web sites on the Internet.

Puppy Chow

- 1 cup Chocolate Chips
- 1/2 cup Butter
- 1/2 cup Peanut Butter

- 7 cups of Kelloggs Crispix (chex)
- 2 cups of Powdered Sugar

Melt the Chocolate Chips, Butter and Peanut Butter on the stove or in the Microwave until there are no lumps or bumps.

Add the Crispix and stir.

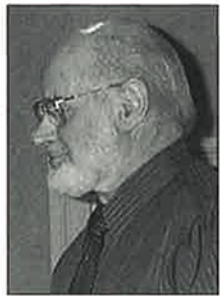
When all stirred together pour the Crispix and the powdered sugar in a large ziploc bag or a plastic bag from the grocery store and shake for about 1 minute.

Then you are done. You don't even have to wait for them to cool. It's ready to eat. YUMMY!

SERVICE AWARDS



Tien Nguyen



Fred Slocum



Linda Shaw



David Erb



Celia Smith



Mary Perry

name years service

Belding

Charlie Bryant	.40
Ron Kenny	.30
Teresa Ramirez	.10
Vic Bookie	.10
Michelle Foote	.5
Marty Myers	.5
Jen Ullery	.5
Kiesha Garcia	.5
Rey Ramirez	.2
Dave Jeffers	.2

Conduit Division

Fred Slocum	.45
Joe Armstrong	.15
Linda Shaw	.10
David Erb	.10
Jesse Walker	.10
Celia Smith	.10
Mary Perry	.5
Don Cox	.5
Garvin Williams	.2
Carl Palmer	.2
Robert Overstreet	.2
Lance Kelley	.2
Bill Tucker	.2
Mary Attaway	.2
Wylie Hightree	.2
Bill Elliott	.2
Danny Wright	.2
Fernando Ruiz	.2

Duoline Technologies

Tien Nguyen	.30
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Vision Principle – Technology

It is important to note that all divisions have a Bagpiper Representative who diligently collects information and photographs for each issue of this publication. They must then forward everything to the Bagpiper Editor, Sue Clark, in Pittsburgh, all in a timely, accurate manner. Email, the usual vehicle of choice, can bog down when hundreds of photos are forwarded even with the help of a DSL connection.

One evening when Sue was walking with Debbie Kennelly from Headquarters, they discussed the Bagpiper information collection method. Debbie came up with a great idea for transmitting information on the Robroy Intranet. With the help of Anil Kewalramani, Scott Stepling and Kim Rafaloski, a system of folders was set-up for the Bagpiper Representatives, which has come to be known as the REPository. It works very well and makes information collection a breeze. Three cheers for technology and Debbie Kennelly!

If you would like to submit information for your division, please contact your Bagpiper Representative. The next deadline for submittal is May 12th. Let's remember our Troops. Please, forward information to your division representative regarding our men and women serving in all branches of the Armed Services.

Conduit Division	Smittee Root
Duoline Technologies	Lorinda Allen
Headquarters	Kim Rafaloski
Rice Operating	Begie Bonds
Stahlin	Cindy Stowell