



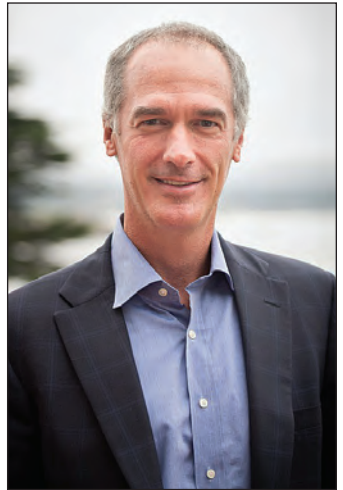
## Family Forum

This Spring Robroy completed the sale of Duoline to our long-time partner, Maxtube Group Limited. Maxtube has been a valued partner for more than 20 years. Not only has Maxtube been Duoline's largest customer, they have also been our global licensee partner. This long-standing relationship provides tremendous continuity for Duoline. Our organizations share common values and vision. Maxtube's commitment to the oilfield tubular business provides an exciting opportunity for Duoline. Maxtube has the necessary experience and resources to maximize Duoline's market potential both in the US and around the world. Robroy has always appreciated its relationship with Maxtube and will continue to support the successful integration of the two companies.

Robroy is now focused on our electrical products businesses. Both the Conduit and Enclosure divisions have had very active first halves of the year. We will see continued product innovation, product launches and sales organization enhancements throughout the year. We will also continue to engage our customer, supplier and consulting partners with the common goal of growing our businesses together.

One of the key components to Robroy's success over the years is our commitment to partnerships. It's important we never lose site of the fact that we do not achieve our goals alone. As partners, we face challenges together and we find ways to succeed that mutually benefit one another. With common goals, our relationships add tremendous value and tend to endure. In this regard, Robroy has partnerships that have flourished for 20, 30, 40 and even 50 years. We are very proud of these partnerships and will always recognize them for their contributions. In May, we were honored to celebrate two fifty-year anniversaries with key suppliers. Sumitomo Corporation and Nippon Steel and Sumitomo Metals Corporation have been supplying steel tubulars to our conduit operations for five decades. Likewise, Crouse-Hinds has been supplying conduit fittings for the same period. We value these relationships and are proud to be associated with the highest quality suppliers and market leaders in their respective industries.

Robroy looks forward to the balance of the year. Our brands and our operations are leading the way to successful growth. We appreciate the support and contributions from all of our teammates and partners.



*Rob McIlroy*



Jeff McIlroy, Anil Kewalramani, Jean Liberto and Shelley and Rob McIlroy at the East End Cooperative Ministry.

## HEADQUARTERS

### EECM

Headquarters Associates have been looking for a new local charity to get behind and support both financially and through volunteer work. They have found the perfect match with the East End Cooperative Ministry (EECM), a non-profit organization serving adults and children in the Pittsburgh area.

EECM is located approximately five miles from the Verona office and gives back heavily to the local community. The organization provides one of the largest food pantries in the Pittsburgh area serving over 62,000 hot meals every year. EECM also has an emergency shelter for the homeless and makes available over 4,000 shelter bed nights on an annual basis. In addition to food and shelter, EECM has developed a very successful workforce program called IMPACTS. The acronym stands for Individuals Making Progress and Changes Towards Self-Sufficiency. The goal of this program is to create an environment where one can learn important business skills and move toward the ultimate goal of self-sufficiency.

Future articles will outline Headquarters' involvement with this fine organization.

[www.eecm.org](http://www.eecm.org)

# A Texas Size Surprise!

A retirement party was arranged for Mike Deane at the Four Seasons Resort and Club in Dallas at Las Colinas to celebrate his very successful career at Robroy Industries. Headquarters Associates worked behind the scenes with Becky Deane, his wife, to pull off the surprise party for Mike and what a surprise it was.

Mike's children and grandchildren flew to Dallas to join in the festivities. The pretense of a casual board dinner prior to the Robroy board meeting scheduled to take place at the facility the following morning lured Mike to the event. When Mike and Becky entered the ballroom at the hotel, his face lit up at the sight of his grandchildren, a sure sign of a successful surprise.

The overall theme of the party revolved around the Beatles, including the song *In My Life*, Mike's favorite. The music served as a bed for an outstanding video that featured a large selection of personal and professional photos of Mike, his family and his days with Robroy. A talented Beatles cover band, A Hard Night's Day, serenaded the gathering throughout the evening.



Mike's family and colleagues gathered to honor him.



Memories were shared.



Mike addressed the group.

In keeping with the Beatles theme, Mike received a copy of the *Revolver* album's music book, which contains all the sheet music from that album, including *In My Life*. The autographs of all four Beatles graced the front cover.

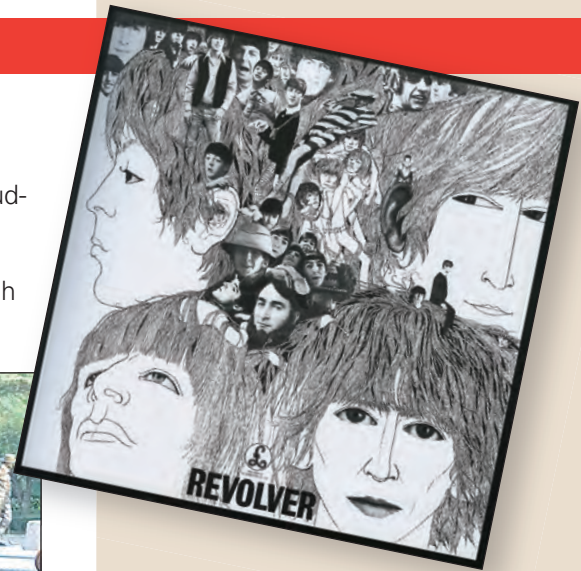
The evening served as a fitting tribute to nearly 36-years of service and dedication to the Company (date of hire May 4, 1981, date of retirement March 31, 2017). Congratulations, Mike, and best wishes for a wonderful retirement.



Mike posed with the band, A Hard Night's Day.



Rob McIlroy proposed a toast.



## "In My Life"

There are places I remember  
All my life though some have changed  
Some forever not for better  
Some have gone and some remain  
All these places have their moments  
With lovers and friends I still can recall  
Some are dead and some are living  
In my life I've loved them all

But of all these friends and lovers  
There is no one compares with you  
And these memories lose their meaning  
When I think of love as something new  
Though I know I'll never lose affection  
For people and things that went before  
I know I'll often stop and think about them  
In my life I love you more

Though I know I'll never lose affection  
For people and things that went before  
I know I'll often stop and think about them  
In my life I love you more

In my life I love you more

**Mike Deane's Headquarters Retirement Lunch**



Mike was very surprised and at a loss for words.



Conversations were shared and best wishes exchanged.



A pleasant meal was enjoyed in a casual atmosphere.

**A** two-day controller's conference took place at Headquarters on March 27th and 28th. In light of Mike Deane's upcoming retirement, the conference included a surprise luncheon planned in Mike's honor. A favorite local caterer, Hoffstot's, provided the food for the event.

Headquarters Associates and division associates: Christina Ayres, Vijay Kumar, Carolyn Rominger and Brenda Eidd attended the affair. In addition, some of Mike's longtime working partners received invitations, including Maureen Londino, Jerry Raabe, Larry Barger, Ed Wodarczyk, Keith Nichols and Sean Brennan.

Mike was truly surprised.

**Robotics in Belding Schools**



Robotics competition

**R**obroy Enclosures sponsored the Belding Middle School and High School Robotics Teams again for the 2016 - 2017 school year. There are 12 teams made up of young men and women who work together and individually in the program.

Each robot created is as unique as the individual who assembled it. The Robotics program fosters teamwork, friendship, safety and sportsmanship in addition to providing the necessary guidance for the students to learn and develop skills in the field of robotics.

The Belding teams sponsored the 4th Annual Vex Robotics Tournament on February 4th in Redskins Arena. Students from 50 school districts in Michigan participated. The theme was Starstruck and teams competed with student-built robots. The Belding teams included four middle school teams and eight teams from the high school.

"The commitment Stahlin Enclosures has made financially and



the supportive role they've played for that program has been fantastic and we appreciate it," said Belding High School Principal Michael Ostrander. "You never want to count on someone in the community stepping up because you never know what year to year is going to bring for them but with Stahlin it seems like anytime we've asked for anything within our schools they've been more than willing to help."

Tom Daller is the founder of the club and a teacher at the high school. He said that participation at state finals and the prospect of going to the world competition has sparked interest in the program over the years.

A 2013 graduate of Belding High School, Thomas Weeks, is on track to graduate from Lawrence Technological University in Southfield, Michigan with a degree in robotics engineering. This is but one example of the exceptional value of this robotics program.

**Aww...**

Ms. Vayda Rai Jensen was born on June 25, 2017 at 3:49 AM. The special little darlin' is truly extra special, as she is Darcie Hallock's first grandchild. Vayda Rai weighed 6 pounds 3 ounces at birth and stretched 19 1/2 inches in length.

Darcie is an Customer Service Rep for Robroy Enclosures.



Babies are so sweet...



...and sweetest when they are sleeping!



Mike Deane appeared on the score board at PNC Park.



The 2017 Fantasy Team

**Fantasy Team Tribute**

The *Bagpiper* editor happened to be visiting the home of the Pittsburgh Pirates, PNC Park, on May 27th of this year and made a few observations. The Pirates honored the 2017 Fantasy Camp participants on that beautiful Memorial Day weekend including the three Deanes: Mike, Steve and Josh.

The team lined-up on the right field warning track beneath the Clemente Wall and the announcer called out the names of each participant to the cheers of the fans. Candid photos from that memorable week in January streamed across the scoreboard and an image of Mike was captured and pictured above.

The event added to Fantasy Camp memories for the team and the Deane family.



**Management Communications Class**

**L**orraine Medici conducted "Purpose-Driven Leadership Training Classes" for the OPS Team in Belding, providing instruction that kept the group fully engaged and on task throughout the study. She taught five-hour sessions at the Robroy Enclosures facility and found commanding the group's attention presented a challenge, which she embraced enthusiastically and effectively.

The group learned about trust and leadership essentials of trust. Masterful communication enabled the group to speak and then listen to understand. Emotional intelligence headlined the next session instructing the participants to understand personal triggers, emotions and values. Finally, situational leadership was explained including the concepts of "one style does NOT fit all" and "situational leadership isn't something you do TO people; it's something you do WITH people."

Learning about oneself through a DISC personality style assessment will help to unlock the participants' potential as leaders.



Participants in the class included: (back row) Jeff Seagle, Cindy Stowell, Lorraine Medici (facilitator), Christina Ayers, Craig Mitchell, (first row) Roger Schroeder, Jennifer Ullery Erik Faasen.



Erik Faasen provided instruction during the Van Meter plant tour.



Van Meter representatives posed for a group photo with the infamous "Flux Capacitor."

## Stahlin Bootcamp

**S**tahlin Non-Metallic Enclosures and Van Meter, Inc. have worked as business partners for more than a decade. Both companies place a high value on education, so it was fitting for ten Van Meter employees to travel from Iowa to Belding, Michigan to participate in a STAHLIN BOOTCAMP last April.

"Because so many companies today operate their businesses leanly, it is often difficult for a company to send its staff to train. We were very pleased Van Meter shared our commitment to effective training and education, and enabled so many of its employees to attend STAHLIN BOOTCAMP," stated Jeff Seagle, President of Robroy Enclosures.

"We have found that educating the electrical industry on proper material specification on projects keeps customers satisfied by helping to ensure that products ultimately perform as promised."

In 1928, R. L. Van Meter and R. W. Lemley founded Van Meter in a 3,200 square foot facility. On January 1, 2005, Van Meter became 100 percent employee-owned. Since then, Van Meter has expanded to 14



The crew prepared to get on board for a fun-filled afternoon of fishing.

facilities and 400 employee-owners within the state of Iowa.

On May 18th at 6:30 PM, another STAHLIN BOOTCAMP commenced with a welcome reception. A group of 15 sales representatives and electrical products distributors gathered for this educational training program. For a day and a half the attendees received instruction about enclosure materials and how they should be specified in a variety of different environments. They were also taught how Stahlin's manufacturing process ensures success in the field.

At the conclusion of the course work, all attendees participated in a game of BOOTCAMP Jeopardy. The game is fun, but it also ensures that everyone walks away with the education necessary to help guide customers in choosing the best enclosure material for a specific environment.

BOOTCAMP didn't end there. On the afternoon of May 20th, attendees embarked on a fishing trip. A great meal followed their adventure on the high seas. The Old Boys BrewHouse

cooked the crews' catch and presented it as a wonderful dinner to conclude their BOOTCAMP experience.

"We make sure our STAHLIN BOOTCAMP program is educational and fun. We believe this combination makes our attendees much more capable of helping customers make better decisions on the best material and products for the environment," stated Jeff Seagle, president Robroy Enclosures. "We also know it is tough for many people to take time out of their busy lives to attend training. As our way of saying 'thank you' we offered everyone in this class the opportunity to go on a fishing charter tour where more fun and memories were made."



Fresh caught fish!



Might those be Coho salmon, gentlemen?



## 2017 SHIELD Scholarship



Jeff Seagle, Robroy Enclosures President, presented the annual SHIELD scholarship award to Belding High School graduate Summer Eubank.

**R**obroy Enclosures has a long-standing reputation for supporting the Belding community, especially, in areas of education.

"During Robroy Industries' 2005 Centennial Celebration, we began the tradition of recognizing a student in the Belding graduating class," stated Jeff Seagle. "Our associates look for individuals that have excelled in all areas of life, especially those who are driven to succeed and be of service and support to those around them, representing core values we employ every day."

Scholarship, applicants write a short essay on a specified subject, typically related to safety and the well being of Company associates. This year, essays were to expound on the dangers of texting while driving. Once submitted, Robroy Enclosures Associates review the entries and choose the winner of the scholarship.

Summer Eubank received the Robroy Enclosures 2017 SHIELD scholarship. Summer plans to enter the medical field and will be attending the University of Michigan in the fall. She is a member of the National Honor Society, Senior Class President and participates in basketball, volleyball and track. As one of her supporters noted, "These amazing achievements paint a small part of her overall portrait. She is one of the kindest and most considerate students I have encountered. She is a leader, a thinker and always brings positive energy to every situation."

Congratulations, Summer. You are wished much success in your future academic endeavors.

Just the scenery would have made for a wonderful voyage to and on Lake Michigan.



Cindy Stowell (HR) literally took center stage in this photo to accept the Best and Brightest award.

**Best & Brightest Companies to Work For®**

For the 14th year in a row, Robroy Enclosures received West Michigan’s “Best and Brightest Companies to Work For” award by consistently meeting the prescribed criteria. This awards competition “provides the business community with the opportunity to gain recognition, showcase their best practices and demonstrate why each of them would be an ideal place for employees to work.”

The entire process is designed and audited by the Illinois Institute of Technology’s market research division and all surveys are scored by an outside independent market research firm, Inquisium. The submittal process is three-fold and includes the following:

1. Companies are nominated.
2. Employee rosters are requested.
3. Employee survey data and employee surveys are scored, weighted and ranked.

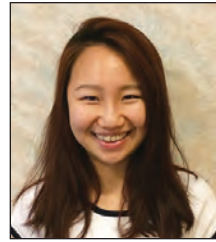
Criteria for selection include ten categories:

- Communication and Shared Vision
- Community Initiatives
- Compensation, Benefits and Employee Solutions
- Diversity and Inclusion
- Employee Achievement and Recognition
- Employee Education and Development
- Employee Enrichment, Engagement and Retention
- Recruitment, Selection and Orientation
- Strategic Company Performance
- Work-Life Balance

The ceremony’s keynote speaker was Dick DeVos, President of Windquest Group. Dick was formerly affiliated with Amway and the NBA’s Orlando Magic organizations. A fireside chat and discussion with the Elite winners preceded the awards and the award announcers were Juliet Dragos, WZZM 13 News, and Steve Kelly, News Radio WOOD.

**New Hires**

Hanfei Niu joined Robroy Enclosures as an Application Engineer in April this year. Originally from China, Hanfei came to the United States as a foreign exchange student seven years ago. She earned her bachelor’s degree in mechanical engineering from Calvin College in May of 2016.



Hanfei Niu - Applications Engineer

Hanfei spends most of her spare time in the gym or dance studio, since she is a fitness enthusiast. She would be happy to share tips on either, if you would like to ask.

Jim McDonagh recently accepted a position with Robroy Enclosures as an Operations Supervisor. He earned his degree in business administration and economics from Aquinas College in Grand Rapids, Michigan. He brings valuable experience to his new job from a previous employment with the Michigan Department of Corrections in the prison supply industry where he served as an operations manager for prison commissary.



Jim McDonagh - Operations Supervisor

Jim is a native of Battle Creek, Michigan and now lives in Grand Rapids. He enjoys playing ice hockey, mountain biking and his golden retrievers.

Welcome to Robroy Enclosures Hanfei and Jim.



Austin Hodges and Josh Lee joined Doug Hill on an afternoon tour of the Stahlin facility.

**Job Shadows**

Every year, Doug Hill, Sr. Applications Engineer, runs a Job Shadows program for one of his former high school instructors to benefit students from Kent County Technical Center (KCTC) in Grand Rapids. Four KCTC students participated for one hour in the morning and two students took part in the afternoon session, both of which included Stahlin/Robroy history; information and application, as it applies to non-metallic electrical enclosures, and a plant tour for each group. This program is part of a course offered by KCTC called Engineering and Architectural Design taught by Larry Ridley.



Larry Ridley - KCTC instructor

Larry Ridley served as a great mentor and teacher for Doug, when he attended the Capital Area Career Center (CACC) in Mason, Michigan. Doug took Mr. Ridley’s course in 2004 and still feels that this gentleman’s professionalism and perfectionism helped him learn and grow and he continues to do the same for his students today. Attention to detail is something that Mr. Ridley instills in each of his students.

This is a great way to “pay it forward,” Doug!

**Fill-R-Up**

The new ELKAY bottle filling station delivers a clean, quick water bottle fill and enhances sustainability by minimizing dependency on disposable plastic bottles. It features a sanitary no-touch sensor activation with automatic 20-second shut-off timer and the Green Ticker™ counts the quantity of bottles saved from waste.



The filling process takes seconds.

The new bottle filling station/drinking fountain is a huge hit with associates.

“I think it’s great! I drink 4-5 bottles of water a day when at work and the new fountain allows me to refill a



In the first two days, 126 bottles of water were saved.



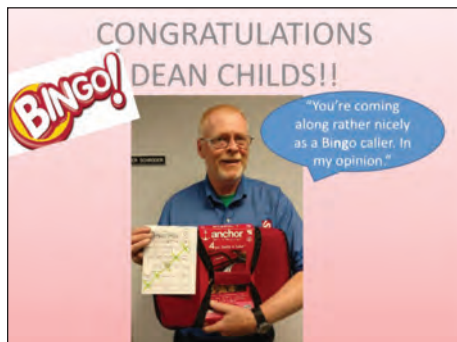
The filter simply attaches to a water fountain.

water bottle with filtered water saving hundreds of bottles being thrown out,” stated Angie Zoerman

Jason Anderson commented, “Best thing since sliced bread!”



Into the 4th week, a savings of 1,500 bottles had occurred.



Dean Childs complemented Carol Houghtaling’s growing skills as the BINGO caller after he yelled BINGO and became a winner.



Robroy Enclosures conducts at least two BINGO games annually, one for wellness and one for safety. These fun activities help to keep everyday safety (at home and at work) and a healthy lifestyle in the forefront of all associates’ minds.



Debbie Hanna won the first round of the latest BINGO game.



Hannah Krick - Belding High School

**Graduation**

**M**att (Press Operator) and Heather Jackson proudly announced the graduation of their daughter Hannah Krick from Belding High School. Hannah plans to attend Ball State in the fall majoring in social work. She looks forward to joining several clubs during her college career and participate in the school's Cardinal Leadership Program.

Best wishes are extended to you, Hannah, as you pursue the next chapter in your continuing education.



**B Gala**

**M**any Kentucky Derby fans say, "Horseracing makes life worth living." That may be true for some people, but in Belding, Michigan it meant so much more this year to families struggling with cancer. On May 6th, Robroy Enclosures Associates attended the Kentucky Derby themed annual B-Foundation dinner to raise money for local families dealing with the financial hardship cancer brings. They donned their best Derby duds to support the cause. Attendees placed their bets for charity and enjoyed great food and pleasant company.

Thank you to all the associates who came out to support this very worthwhile event.



Debbie Hannah, Wendy and Dean Childs, Heather and Matt Jackson, Joe Michutka and guest



Bart and Angie Zoerman



Paul and Carol Houghtaling



Jeff and Debby Seagle

**CONDUIT DIVISION**

**Alyssa Jones - Customer Service Associate**  
*email in regard to her excellent customer service.*

I just wanted to take a moment to tell you how much a pleasure it is working with Alyssa Jones. I can't remember the last time we had a customer service person as helpful and cheerful as Alyssa. She always gets back to us with answers quickly and always with a smile.

She is very special and glad she is on our team.

Regards, Jeff Seltzer

**Alyssa Jones - Customer Service Associate**  
*email in regard to her excellent customer service.*

Steve,

Just a quick note to tell you everyone in our organization think Alyssa is the best ever we have had the opportunity to work with at Robroy!!! You have always had a great staff, however she is very upbeat, responsive and customer service focused and that, my friend, is what we all need more of.

Great job finding her and placing her in this position.

Thank you.  
Don Squires-Resource Group

**Berenice Schuler- Educational Specialist**  
*email from an electrical engineer, Jon Andrews of CTDOT Facilities Design.*

Good Afternoon Stephanie,  
I would like to pass along the appreciation from the Connecticut Department of Transportation (CTDOT) for the PVC-coated conduit presentation that was provided by Berenice Schuler on April 12th. The presentation was very informative and specific to the design needs of each of the CTDOT Electrical Engineering design units that attended the presentation.

Berenice went above and beyond what we typically experience from the various manufacturer representatives

who have requested similar opportunities to present information to CTDOT engineers in the past. Berenice's presentation covered all of the most important aspects related to current state of PVC Coated Conduit standards without going beyond what we needed to know. She was prepared when she arrived by having already gone through copies of our existing PVC coated conduit specifications and having provided the additional specification language that was required to assist our engineers in updating and improving our standard PVC-coated conduit specifications to the standard we strive to achieve. The CTDOT engineers who attended the presentation are now much more knowledgeable and prepared to specify PVC-coated conduit, of the standard we require, due to the knowledge gained by attending the subject presentation.

Thank you for the presentation.

**Berenice Schuler- Educational Specialist**  
*email from and electrical engineer, Raymond Genato*

Kim,

Just wanted to give you some feedback. The team and I absolutely enjoyed Bernice's presentation. At first, I was skeptical and resistant because we get vendors all the time, and they end up giving us a 1 hour presentation about why, "...theirs is better than the rest" However, Bernice's presentation was impartial and highly informative. She was very knowledgeable about the subject and engaged all of us. I was happy to see that even the "new" guys (less than two years with the company) felt comfortable to ask questions.

Thanks again for the opportunity of having Bernice speak to us.

Raymond Genato,  
Electrical Engineer

**Corrosion College**

Dear Director Stephanie,  
Such an impressive title!  
Let me apologize for my tardy response but at this age a 5-week-old,

a root canal and working weekends have diminished my recovery time.

May I second the comment of my fellow Corrosion College attendee Melanie and just say that yours was the best class I've ever been a part of.

I have little doubt that my time there will be in the highlights of my Port of Houston Authority tenure. Not at all what I was expecting as I was driving to Gilmer but what would life be without some pleasant surprises?

It's my belief that your leadership style and personality were key in making this the wonderful experience it was. In word, you were/are AMAZING! As I sit here wearing my Sheriff Smith gifted cowboy hat and holding my challenge coin which makes typing a challenge for sure, I'm overcome by the thought that environment for learning is almost as important as the content itself.

This certainly doesn't diminish the key parts of Berenice, Chris, Nathan and others played in the implementation and dissemination of the curriculum we enjoyed and were enlightened by. Or that their efforts are being overlooked or minimized in any way because they are not.

Being on the maintenance end of the equation there's little doubt in my mind that an ounce of prevention is worth a whole lot of cure. Robroy is taking the lead in making the case that the expense saving tactic of selecting inappropriate materials for installation is not only a recipe for potential disaster it is in fact a foreboding of future expense that would outweigh any short term cost benefit.

So now I go forth armed with the knowledge to battle corrosion. Emboldened by the fact that I am part of a team with a clear and concise mission shall fear corrosion no more.

Corrosion College has so armed me and you Stephanie have been at the helm. Thank you ever so much!

Please extend my respect and gratitude to the production personnel who were professional to say the least and whose excellence was in full display as we toured the facility.

Respectfully Yours,  
Joseph Lester  
POHA Maintenance Member

**New Hires**

**C**ody Smith stepped into the role of ECN Korn's General Manager at Robroy's Avinger location on April 21st. Cody's broad background in the manufacturing industry includes 17 years of experience in facility management and marketing, as well as, in sales and account management. Welcome to Robroy, Cody.

The Conduit Division wants to welcome several additional newcomers to the Company. The following new associates have been hired and are already contributing. As they settle into their new positions, make them feel at home and help them become familiar with the Robroy culture, including the Vision Principles that serve as a guide.



*Cody Smith (Avinger)  
General Manager 04/21/17*



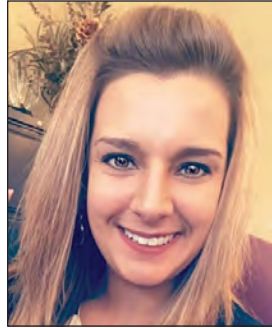
*Jeffery Fredenburg (Gilmer)  
Maintenance 04/11/17*



*Angel Guerrero (Gilmer)  
Production 05/09/17*



*Cynthia Hicks (Gilmer)  
Customer Service 07/05/17*



*Kellie Jones (Gilmer)  
HR 04/21/17*



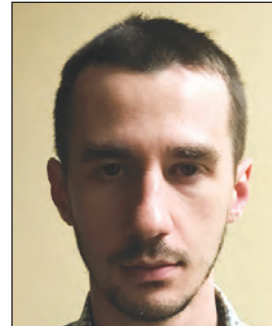
*Caleb Knight (Gilmer)  
Production 04/17/17*



*Alyssa Nicholson (Avinger)  
03/17/17*



*Michell Peppers (Gilmer)  
Accounting 06/06/17*



*Mathew Shew (Gilmer)  
Production 02/21/17*



*Broderick Wilson (Avinger)  
02/15/17*

**New Arrival**



*Jameson Lee Fredenburg*

**J**effery and Bailey Fredenburg welcomed a son into their family on June 28th. Jameson Lee weighed 8 pounds 15 ounces at birth. He was also warmly greeted by big sister Lillie.

Congratulations are extended to the Fredenburg family on their new addition.

**SHRM Conference**

**A**manda Saenz attended the 2017 Annual Society of Human Resources Management (SHRM) Conference and Exposition in New Orleans, Louisiana from June 16th through the 21st. The purpose of the conference is to hear from the experts, to learn new skills, stay up to date, earn credits toward recertification, meet new vendors and suppliers and have a little fun with peers.

Next year the conference will be held in Chicago.

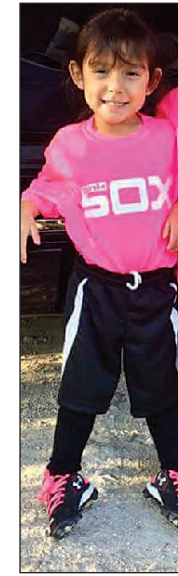


*Amanda Saenz in New Orleans*



*Thomas Surlles (Gilmer) -  
Production 05/25/17*

**The Dyar's in The News**



*Sahara Dyar*

**T**wo of Patricia Dyar's (Accounting Associate) children, Tanner and Sahara, play baseball. Both kids played as rookies this year.

At one of Tanner's games, with two strikes in the bottom of the last inning and his team down by one run with two runners on base, Tanner connected with a bomb to center field for a walk-off single to win the game! It doesn't get much better than that.



*Tanner (Rafael Palmeiro) Dyar*



*Tanner's coaches went nuts over his game winning hit!*



*The Dyar Family on Adoption Day!*

There's additional, even more exciting news from the Dyar household. The adoption of Sahara Lynn and Kayleigh Jane became final on Wednesday, July 5th. Patricia and Jeremy Dyar and their son Tanner waited two and half years for this news after beginning the adoption process in November of 2014.

Congratulations!

**50-Year Anniversary**



*Robroy and NSSMC executives met in Toyko for the 50th anniversary of their business partnership.*



**R**ob McIlroy, Robroy Industries CEO; Steve Voelzke, President of Conduit Division and Vijay Kumar, Robroy Industries Corporate Controller, traveled to Tokyo, Japan in May to celebrate the 50th anniversary of the business partnership between Robroy Industries and Nippon Steel and Sumitomo Metal Corporation (NSSMC) at a ceremony at NSSMC's head office. Twenty-five people attended the ceremony.

In the past 50 years NSSMC has shipped approximately 250,000 tons of tubing to Robroy Industries in the United States. The equivalent of this would wrap the world 1.2 times. This continued success is due in part to the high quality evaluation of NSSMC's small diameter cladding tubes.

During the ceremony Rob McIlroy stated, "We believe Robroy's core products, PVC coated electric welded tubes, have penetrated well in the U.S. market due to their high quality, which we have been emphasizing all the time. We owe a lot to NSSMC. NSSMC has supplied high-quality tubes to us for many years. Thank you very much. During 50 years of business partnership, we have faced various challenges, but we have jointly overcome them, based on our relationships of trust. Having reaffirmed such relationship at the 50-year ceremony, I sincerely hope that our great relationship will continue and expand over the next 10, 20 and 50 years."



*Steve, Rob and Vijay enjoyed a little sightseeing while visiting in Japan.*

During their visit, Robroy executives also took part in a plant tour and presented a shield to the mill as a gift. They presented a full suit of armor to NSSMC Headquarters along with a book featuring photos taken throughout the 50-year Robroy partnership. The executive leadership of NSSMC was presented cufflinks.

NSSMC and Sumitomo Corp. are committed to continue to enhance the quality of steel tube products that they manufacture and to conduct reliable delivery management in order to ensure a further long-term and even stronger relationship with Robroy. Robroy is just as committed to the relationship, as stated by Rob McIlroy in the opening statement of this newsletter.



The slide was great fun!



## company picnic

**O**n June 3rd approximately 200 attendees, associates and their families, arrived at Maude Cobb Convention and Activity Center for a picnic where modern amenities met old school games for a fun-filled day of play and picnic fare.

Bounce houses and blown-up slides captured the attention of young and old, as well as three legged races, sack races and games of tug of war. Volleyball secured some of the attendees interests, while expert face painters covered little faces with amazing artwork.



Face painting extraordinaire!



Old fashion races of all kinds.



Kids tug-of-war.



Volleyball skills were on display.



Adults tug-of-war.



# NAED *Dessert Reception*

Robroy Industries sponsored a dessert reception at the National Association of Electrical Distributors (NAED) annual meeting every year for nearly three decades. In the early years of the event, guests left the ballroom with a nice package that contained a pen or an ice cream scoop and sundae topping. Now distributors leave the reception with wonderful memories of chatting with celebrities, famous athletes, astronauts and Olympic gymnasts to name a few.



NAED Education and Research Foundation Chair and Executive Vice President, Business Development of Sonepar, John Hardy, accepted Robroy's donation on the foundation's behalf.



Notice the snazzy plaid cummerbund and bow tie with classic tuxedo. These have been worn by the stylish Robroy execs for nearly three decades. A signature-look for the event.

The 2017 NAED Dessert Reception took place in Boston on May 4th. Guests enjoyed live music, outstanding desserts, fresh fruit, an ice cream sundae bar and cordials. Mike Ditka mingled with guests providing the celebrity touch to this year's event.

For those of you who are not football aficionados, Mike "Da Coach" Ditka is a legendary professional football player, coach, television commentator and restaurant entrepreneur. Headquarters Associates may be interested to know that Mike's hometown is Aliquippa,

Pennsylvania where he played three sports. He attended the University of Pittsburgh from 1958 - 1960 on an athletic scholarship and had plans to become a dentist. He played first string in three sports at Pitt: football, basketball and baseball. As the leading receiver for three football seasons at Pitt, he also served as the team's punter.

Ditka is one of only two people to win an NFL title as a player, an assistant coach and a head coach. He is a member of the Pro Football Hall of Fame and the College Hall of Fame. "Iron Mike" is also an NFL champion with the 1963 Bears and a three-time Super Bowl champion, playing on the Cowboys Super Bowl VI team, as well as winning as an assistant coach for the Cowboys in Super Bowl XII and coaching the Bears to victory in Super Bowl XX.

Mike Ditka is a consistent winner who has empowered those around him to also achieve extraordinary success based on motivation that comes from within, belief in one's self and an unwavering conviction to winning.

An important part of the NAED organization is its Education and Research Foundation, which seeks to further the professional growth and career development of thousands of people who work in the electrical industry. Since 2009, Robroy has supported the NAED Education and Research Foundation by providing an annual donation. This year, Robroy once again made a donation in support of the organization.



The hosts and hostesses of the 2017 NAED Dessert Reception.



Here's an antique! This is an ice cream spade that "served" as a gift to attendees of a Robroy Dessert Reception in the early 1990's.

Robroy personnel along with their guests pose for a photo with Mike Ditka.

## Graduates

Conduit Division Associates take education very seriously. This year several associates furthered their education and earned degrees that will help them excel in their chosen fields.



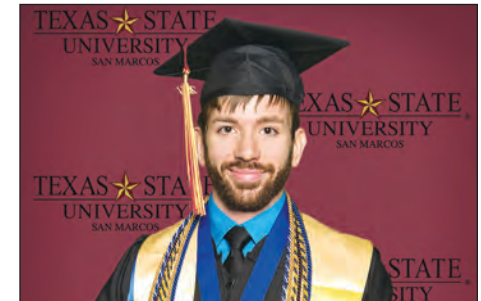
Kellie Jones graduates from Kilgore College.

Kellie Jones earned an associate's degree in associates of arts from Kilgore College and plans to begin work on her bachelor's degree in human resources.



Amanda and Roy Saenz graduated together from Park University.

in business management. Their degrees were earned from Park University



Colton Morace - Texas State University

In addition to associate graduations, Wendy Burk's son, Colton Morace, graduated summa cum laude with highest honors from Texas State University in San Marcos, Texas. Colton earned his Bachelor of Science degree in nutrition and maintained a 4.0 GPA throughout his college career. He also published several of his medical article reviews for a scientific research magazine for the university.

Colton intends to further his education and earn a doctorate degree/PHD in molecular nutrition with emphasis on cancer molecular research and nutritional effects from Cornell University in Ithaca, New York. He has received a five-year scholarship. He will be working for Cornell University through teaching assignments as well as publishing papers and articles pertaining to various research projects, analysis and testing results performed through the Molecular Nutrition Department at the University. He begins this new chapter in his education the second week of August.

Best wishes, Colton. We look forward to hearing more about your graduate work successes.



Micah Rucker earns his degree from Kaplan University.

Micah Rucker earned his master's degree from Kaplan University through Robroy's Tuition Reimbursement Program. He specialized in organizational design and development.

Amanda Saenz received her Bachelor of Science in human resource management along with her husband, Roy, who earned his bachelor's degree

**Recent Promotions**

**M**icah Rucker received a well-deserved promotion from Operations Supervisor to Plant Manager at the Gilmer facility in June of this year.



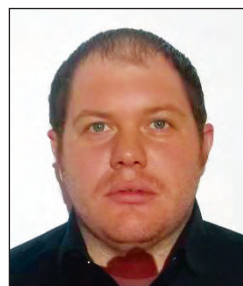
*Micah Rucker - Gilmer Conduit Division Plant Manager*

Micah began his career with the Company as a Production Associate, a Class VII Machine Operator, in July of 2011 at Duoline Technologies. In less than two years he became an Operations Supervisor with Duoline and in June of 2015 he transferred to the Conduit Division in Gilmer in the same capacity. The fast track that Micah has taken reflects his exceptional drive and dedication to his job.

Micah received his undergraduate degree from Texas Baptist University and, as is reported in this issue of the Bagpiper, he earned his master's from Kaplan University. Micah and his wife, Jennifer, have two daughters, Jayna Christine and Jordyn Danielle.

Micah, you are wished much success in your new position.

Brian Irwin served the Company in several positions since his hire in June of 2012 as a Production Associate. In March of 2016 he assumed the duties of the Shipping/Receiving/Warehouse Coordinator admirably providing support to the Company in that capacity until this past June. At that time he received a promotion to the position of Operations Supervisor and took over the responsibilities previously performed by Micah Rucker.

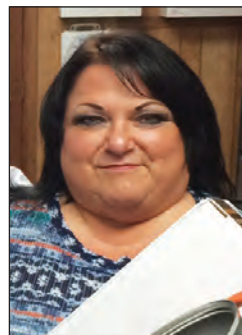


*Brian Irwin - Operations Supervisor*

Brian, working shoulder to shoulder with Micah, you are also wished a

great deal of success, as you lead the Gilmer Associates in their every day work flow.

Kimberly Slaton, another hard working, loyal Robroy Industries Associate, received a promotion for her efforts. She has deservedly been promoted several times during her Robroy career.



*Kimberly Slaton - Avinger Shipping/Receiving/Warehouse Supervisor*

Hired on May 30, 2007 in the position of Inside Sales Rep in Gilmer, she transferred to the Avinger facility, ECN Korns, in 2015. In May of this year, 10 years to the month of her hire date, Kimberly took over the responsibilities of the Shipping/Receiving/Warehouse Supervisor at that location.

Congratulations, Kimberly. Keep up the excellent work!

**Charitable Giving**

**T**hroughout Robroy Industries charitable giving is encouraged and practiced on a regular basis. The Conduit Division showed the generosity of the Company and their associates in a number of ways this year.

Josh Altman's (Production Associate) parents were severely



*Eric Greear and Sarah Brooks presented Josh Altman a check to help his parents.*

injured by a wedge tornado that swept through Canton, Texas in late April. It was reported that five persons lost their lives and 54 others were injured in the storm. A fellow associate, Sarah Brooks, started a collection for the family at the Gilmer facility, both plant and office, to help Josh assist his parents in this difficult time. Robroy matched the donation of the associates and the funds were given to Josh to aid his folks.



*Kellie Jones presented the Conduit Division's Firepup donation to Fire Chief Jerry Taylor.*

The National Fire Safety Council started the Firepup program in 1986 to educate children about fire safety. Recently the Conduit Division sponsored 40 children to receive this fire safety education through the Firepup program and the Gilmer Volunteer Fire Department. The donation covered the class and materials used to drive home the message.

On May 2nd Robroy donated 17 pair of glasses to the Lion's Club in Longview. For many years the Longview Lions Club has raised funds through various charitable events to provide eye exams and eyeglasses for under privileged children in that city. Recently, the Club has been awarded funds from the Gregg County Tobacco Grant to use to provide eye

exams and eyeglasses for additional children and adults in Gregg County who qualify, based on need.



*Misty Amaya accepted the donation of two Echo dots.*

Robroy Industries supported East Texas CASA's annual "Blue Jeans and Ball Gowns" event by donating two Echo Dots for the event's silent auction. The East Texas CASA is the Court Appointed Special Advocates for children out of Longview, Texas.



*Great burgers were donated by the Conduit Division to Hiway 80 Rescue Mission.*

Following the Company picnic on June 3rd Robroy donated all of the left over, untouched food to Hiway 80 Rescue Mission.

**Weight Loss Challenge**



*Weight Loss Challenge Winner - Latoya Rudd*

**A**ll associates of the Texas divisions were invited to participate in a weight loss challenge that began on February 1st. Twenty participants worked their butts off (pardon the pun) to be the one person to lose the most weight by March 31st. Latoya Rudd dwindled the most pounds off and was named the winner for her fine effort.

**Caught Doing Something Right**



*Celeste Green is rewarded for going one step further.*



Benefits Bulletin Board

**BLUE CROSS BLUE SHIELD MEMBER SERVICES**

You may not be aware of this helpful tool. Create an account with BCBSTX by accessing [www.bcbstx.com](http://www.bcbstx.com). Under Member Services click Log In to register by selecting Register Now. You will need your ID and group number to register, found on your insurance card. It will also ask for your home zip code and email address. If you can't locate your card, please contact your local Human Resource Department.

Once registered you can:

- Request an ID Card
- Change your primary care physician
- Find out the cost of your treatment or prescription
- Review your balance, claims status and other plan details

Don't forget to view all the Quick Links!

# RECIPE



## Lettuce Wraps

- 1 pound ground chicken or turkey
- 2 green onions chopped fine
- 1 Tbs sesame oil
- ¼ tsp sesame seeds
- 4 Tbs rice wine vinegar
- 3 Tbs hoisin sauce
- 1 ½ tsp soy sauce
- ¼ cup almonds chopped fine
- lettuce leaves of choice

In a small bowl whisk together rice wine vinegar, hoisin sauce and soy sauce.

Heat sesame oil until hot, then brown meat and onions.

Add sesame seeds.

Pour sauce over meat mixture.

Scoop mixture onto lettuce leaves and sprinkle with almonds.

*Variations include: adding peanut butter and replacing almonds with crushed peanuts; adding hot sauce, garlic and/or honey.*

# SERVICE AWARDS



Kelly Jones



Jan Jackson



Kim Slaton



Patrick Cirkles



Celeste Green



Tom (Tiny) Mitchell



Jeff Hall



Angie Zoerman



Dean Brazelle



Erik Faasen

NAME YEARS SERVICE

### Conduit Division

Kelly Jones .....	30 years
Jan Jackson .....	10 years
Kim Slaton .....	10 years
Patrick Cirkles .....	5 years
Celeste Green .....	5 Years

NAME YEARS SERVICE

### Enclosure Division

Tom (Tiny) Mitchell .....	30 Years
Jeff Hall .....	10 Years
Angie Zoerman .....	10 Years
Dean Brazelle .....	5 Years
Erik Faasen .....	5 Years
Bill McGuire .....	5 Years
Ray Kolenda .....	2 Years
Kris Lanser .....	2 Years
Nick Roberts .....	2 Years
Ray Koelenda .....	2 Years



Bill McGuire