



Chairman's Message

Robroy is an uncommon company. One reason for our uncommon success is our culture and an important piece of that culture is our team spirit. A stunning example of that team spirit occurred in recent months at our Duoline plant in Odessa, TX where a chronic shortage of available workers due to the oil boom was making it difficult for us to produce our customers' orders on time. In a move seldom seen in other companies, Robroy teammates from Gilmer and Avinger, TX and Belding, MI volunteered to move to Odessa for 90 days to help solve the problem. This was certainly a disruption and a sacrifice for each of those individuals. I would like to acknowledge and thank the following generous teammates:

Gilmer and Avinger Teammates

Shawn Baird
James Choate
David Duke
James Dunaway (supervisor)
Connie Gilstrap
James Hardy
Juan Interiano
Ruff Phelps
Willie Rhymes
Garvin Williams
Bill White (supervisor)
Danny Wright

Belding Teammates

Mike Carstens
Ron Gaines
Bill Harry
Cyndi Harry
Pat Slager
Eric Strum

Thanks everyone. Your sacrifice helped the Duoline team get through a very difficult period. Robroy is truly uncommon and Robroy people make it that way!



HEADQUARTERS



The Spotlight may have been on Peter McIlroy as he received the Ernst & Young Entrepreneur Of The Year Award, but he placed the recognition for the accomplishment on the entire Robroy Team!

Entrepreneur Of The Year

On June 29, 2007, Robroy Chairman and CEO, Peter McIlroy II, was awarded the prestigious Ernst & Young Entrepreneur Of The Year® Award in the category of manufacturing. The Entrepreneur Of The Year awards program was created by professional services firm Ernst & Young LLP. As the first award of its kind, the Ernst & Young Entrepreneur Of The Year Award recognizes outstanding entre-



Several members of Peter McIlroy's family, including his lovely wife, Pam, and her mother, Pat Allen, son Rob, and his wife, Shelley, along with Mike Deane, CFO, and his wife, Becky, celebrated with the 2007 Entrepreneur Of The Year.



preneurs who are building and leading dynamic and growing businesses. The program awards entrepreneurs who demonstrate excellence and extraordinary success in such areas as innovation, financial performance and personal commitment to their businesses and communities.

Mr. McIlroy was honored as the top-manufacturing entrepreneur in the region covering Western Pennsylvania, Northern New York and West Virginia. Over 500 guests gathered for the Ernst & Young Entrepreneur Of The Year gala event at the Hilton Hotel in Downtown Pittsburgh where he received his award. Regional award winners qualify for the Ernst & Young Entrepreneur Of The Year 2007 national program. In Palm Springs, California on November 17, 2007, Ernst & Young will

announce winners in several national categories as well as the overall national Ernst & Young Entrepreneur Of The Year award winner.

Mr. McIlroy accepted his award by giving full credit to the entire Robroy Team with particular thanks to President David Marshall and the Corporate Operating Committee. Mr. McIlroy later said, "I believe our company truly deserves this award based upon all that we accomplished in 2006 but the award should have been called Entrepreneurial Company Of The Year instead of giving all the credit to the CEO. This was the only game in town; however, and I really wanted everyone on the Robroy Team to get some recognition for what we have accomplished. So this is my opportunity to say - Thank you everybody and congratulations!"

Stahlin Strengthens Eastern and Western Marketing Regions



Maria Lamorey - Market Development Manger/Eastern Region

Maria Lamorey recently joined Stahlin as Market Development Manager for the Eastern Region. Maria has 13 years of experience in industrial and consumer sales spending much of her career in the employment of Alcoa as their Eastern Regional Sales Manager. Most recently, Maria served as Key Account Manager for The Pepsi Bottling Group. While working at Alcoa Maria earned her MBA from the University of Pittsburgh Katz Graduate School of Business.

Maria and her husband reside in the North Hills of Pittsburgh with their two kittens. They enjoy cooking, gardening and golf.



Terry Wickstrom - Market Development Manger/Western Region

Also joining the Stahlin Team is Terry Wickstrom as the Market Development Manager for the western region. Terry brings with him over 20 years in the electrical supply industry in sales, management and product support.

Terry and his wife, Karen, make their home in Fort Collins, Colorado. He enjoys fishing from the Arctic Circle to Southern Mexico.



CNC operator Aaron Reeves conducts a training session on routing enclosure windows.

CNC Summit

The Belding CNC operators attended a "CNC Summit" in the plant on June 9th. The four-hour Saturday session included a review of customer concerns, corrective actions, set-up rates and operator efficiencies. The group also viewed several videos recently shot in the CNC area in an effort to identify areas of waste and opportunities for improvement. The summit closed with an overview of lean manufacturing methodology and a brief training session on routing enclosure windows.

Focus On Quality



Chris Cox

In their continuing effort to focus on quality, Stahlin Enclosures welcomes Chris Cox to the operations side of the Company. Chris' new duties involve quality and continuous improvement under the direction of Ed Atanasoff, Plant Manager. Chris brings thirteen years of experience to his new position from the automotive industry where he worked in design engineering and quality control.

He and his wife live in Greenville with their two sons. Chris is involved in coaching his sons in football and wrestling.



Paris and Belle smile for the camera at Disneyland.

First Big Vacation

You may recall from the last issue of the Bagpiper that Paris Wohlgemuth turned three. She is the daughter of Julie Wohlgemuth, Network Administrator at Headquarters. Well, this young lady has become a jet setter. Paris boarded her first airplane to take a whirlwind vacation with stops in Maui, Hawaii; Anaheim, California; Las Vegas, Nevada and Gilmer, Texas.

Her favorite parts of the trip included her uncle's wedding in Maui, meeting Belle at Disneyland and picking strawberries in Gilmer. She still goes on and on about the hula dancers in Hawaii.



Above and Beyond



Ken Main - June winner



Kiesha Garcia - July winner.



Chuck Edmonds - August winner

Customer satisfaction is the name game at Stahlin. Confirmation of that statement came from the J.D. Power and Associates Certification Program in 2006. The program recognized Stahlin Non-Metallic Enclosures as a company that consistently provides the customer with outstanding customer service and satisfaction (Winter *Bagpiper* 2007).

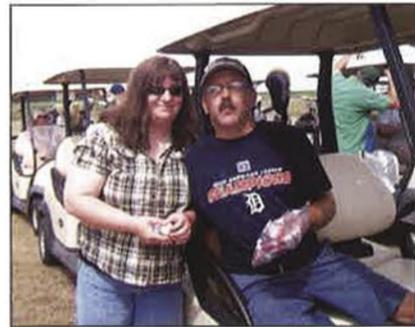
In support of the J.D. Power initiative Stahlin has successfully launched the *Above and Beyond Program* which recognizes and rewards employees who "go the extra mile" to ensure an excellent customer experience. On a monthly basis, their peers nominate employees for the award.

Congratulations to Ken Mains, Kiesha Garcia and Chuck Edmonds for their efforts in providing outstanding customer satisfaction in the months of June, July and August respectively.

FORE!



Cindy Stowell poses with the Putting Contest winner, Ken Saladin.

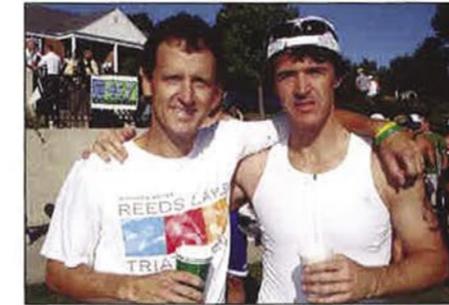


Wow, another great Stahlin Golf Outing. The 2007 event fielded 88 golfers at Candlestone Golf Club in Belding. The group raised almost \$600 for the Belding Children's Library, which the Company matched dollar for dollar.

Ken Saladin, Master Scheduler, won the putting contest and took home \$200 in cash. Following the 18 holes of golf the golfers enjoyed a delicious steak dinner and everyone took home a fold-up chair in a bag complete with a Stahlin logo.



Number 787 - Jeff McIlroy.



Jeff poses with his friend Flip Goodspeed. Flip is a seven-time National Platform Tennis Champion.



Jeff's wheels.



Jeff and some of his biggest fans - his wife, Erica, and sons, Jeff and Rob.

Best Time Ever

Swimming, cycling and running over various distances comprise a triathlon. These events are performed back-to-back and include the time required to transition from one part of the race to the next. Athletes who compete in triathlons not only are proficient in swimming, cycling and running, but also must be able to reserve their energy and endurance to complete successfully throughout the entire race.

The first triathlons took place in France in the 1920's and 1930's, but the modern triathlon began in 1974. The triathlon debuted in the Olympics during the 2000 Sydney Games and its popularity increases every year. There are websites and magazines dedicated to the sport.

Jeff McIlroy, Vice President and Overseas Marketing Manger for Stahlin Enclosures is a triathlon athlete and he recorded his best personal time in a race in Ada, Michigan this summer. He attributes his performance to a harder training schedule. The race included a half-mile swim, 18-mile cycling leg and a five-mile run. There were over 1,000 participants in the race and Jeff improved his time in all three events with an overall improvement of nine minutes. With an average bike speed of a little over 21 MPH, he finished the race strong with 7.37 pace miles.

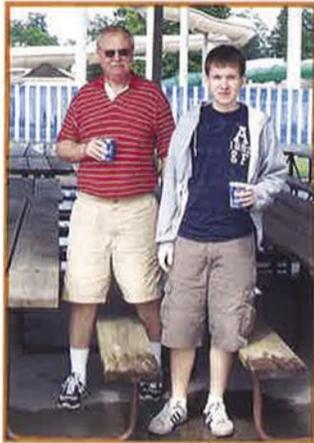
Congratulations, Jeff!



Jeff and a fellow athlete smile for the camera before the race.

Annual Picnic

The 2007 Belding Company Picnic for employees and their families again took place at Michigan's Adventure Amusement Park in Muskegon, Michigan. As in years past, the Company provided a picnic lunch for approximately 240 guests at one of the park's pavilions followed by a day of fun in the park. The morning began overcast and chilly, but proceeded to warm up turning into a pleasant summer day – just right for the Company gathering.



Brad and Greg Willaman grabbed a Pepsi between activities.



Cindy Brokaw's family enjoyed refreshments at the Stahlin pavilion.



Theresa Ramirez's daughter, Sienna, thought the day at Michigan Adventure was just "ducky." She and her dad, Darren Ramirez, enjoyed their ride in one of the park's swan boats.

Whatever Floats your Float

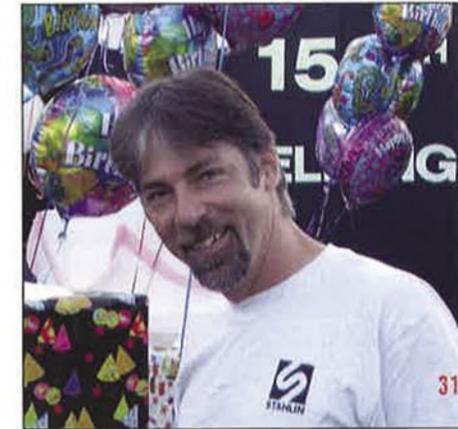
The city of Belding marked the end of summer with their annual Labor Day weekend celebration and the theme "A 150th Birthday Party." Stahlin supported the event for the third straight year through the sponsorship of the entertainment stage and Friday night Twilight Parade.

Jamie Arnett chaired the Stahlin float committee and the crew consisted of Ron Allison, Jack Beltz, Chuck Edmonds, Michelle Foote, Debbie Hannah, Pat Kelly and Tim Mason with assistance provided by family and friends. The Stahlin float proudly lead the Twilight Parade proving that sponsorship has its benefits and Stahlin employees provided glow necklaces to the crowd. The float also participated in the big parade on Labor Day with stress balls handed out along the parade route. Stahlin received first place for float expertise for their efforts. Could the Rose Bowl be next?

It proved to be another fun Stahlin family experience. Great job float committee.



The Stahlin Float



Grandbabies to Spoil

Aubrey Christine Harris has a very proud grandpa, Mike Carstens of the SMC Department. Little Aubrey was born on July 17th at Spectrum Health United Memorial Hospital and weighed 6 pounds, 4 ounces. Her mom and dad are Heather Brainard and Wesley Harris.

Michelle Foote, Assembly, and her husband, Bob, are also new grandparents as of August 7th at 4:44 AM. Natalie Payge weighed 6 pounds, 2.5 ounces and stretched 19" in length. Natalie has a big brother, Parker, to help care for her.

Congratulations are extended to both families!

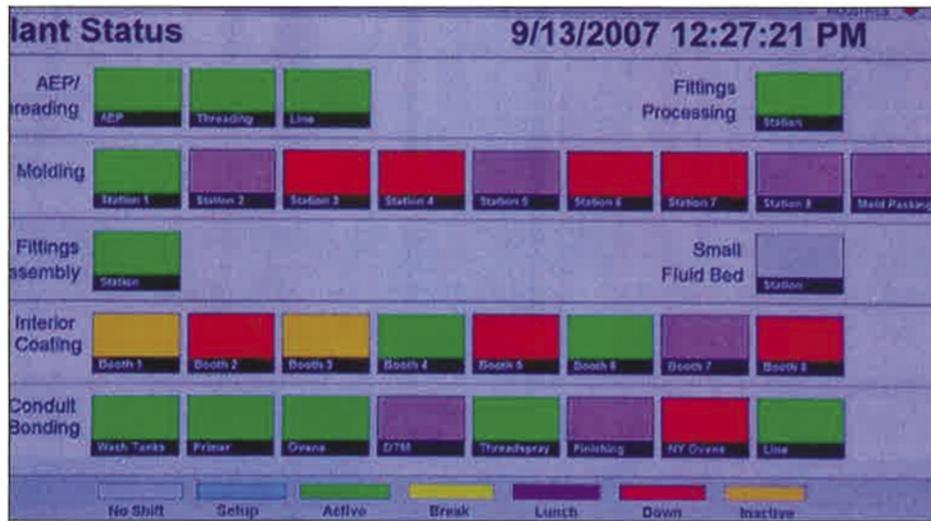


The Best of the Best

The Summer 2007 issue of the *Bagpiper* featured an article entitled "Best Marketing Award." That article highlighted Stahlin's receipt of TED Magazine's Best of the Best Award for their Stahlin Boot Camp marketing efforts, a unique educational program. In the photo, Jeff Seagle received the award at the National Association of Electrical Distributors (NAED) meeting.



Jeff Seagle, President of Stahlin Enclosures, receives the Best of the Best Award from TED Magazine.



The Dashboard system will have high visibility graphics easily understood and recognizable to all Robroy associates and will look similar to the Plant Workflow system.

The Dashboard Project

Robroy Industries currently utilizes a Manufacturing Execution System (MES) called Plant Workflow. This system automates work-order tracking and posting, providing electronic based production forms and key performance indicators on plant performance and quality. An additional proposal is under consideration to provide a highly visible "dashboard" system that displays information prominently within the facility. The dashboard system, with a similar look and feel to the existing Plant Workflow system, can easily be changed and maintained.



The following points illustrate the key benefits of the proposed system:

- High visibility display on plant / area performance
- Plant-wide collaboration on plant performance and goals
- Quick recognition of critical faults and alarms

In the dashboard system, 42" to 50" LCD monitors, tilted toward the plant floor, display information with high visibility graphics easily understood and recognizable to all Robroy associates. Beacons flash indicating critical downtime issues responsible for slowing the progress of work-orders. In addition to fault indicators, key plant efficiency numbers are displayed in a similar fashion to existing metrics displayed on the Plant Workflow system.

Condolences

Royce Davis worked for Robroy from May 15, 1962 until his retirement on June 30, 1999. Royce passed away September 5th. According to his wife, he spoke often of his colleagues and the good times he enjoyed during his 37 year employment with Robroy.

Sincere condolences are extended to the Davis family.

New Hires

The Conduit Division welcomes Kristopher Payne in his new position of Quotations Specialist. Kris is responsible for working directly with key decision-makers to ensure effective pricing for Robroy PVC-coated rigid conduit. Prior to joining Robroy Industries, Kris gained valuable experience as a Management Trainee for Enterprise and as a Customer Service Professional for Citizens Bank. He earned his Bachelors of Science degree in marketing from LeTourneau University in Longview, Texas.



Kris Payne - Quotation Specialist

Robroy recently added Ranita Patel to their marketing team as a Marketing Assistant. Prior to joining the Conduit Division, Ms. Patel was a Media Assistant and Account Coordinator for Edwards & McCaslin a Financial, Realty & Homebuilder Marketing/Advertising Agency in California. She also brings with her experience from Ford Motor Company, Customer Service Division, San Francisco Region where she was a Zone Manager. In addition, during her college years she spent time as a Marketing Intern and Office Assistant at the Red McCombs School of Business, The University of Texas at Austin. Ranita is a graduate of The University of Texas at Austin with a Bachelor of Business Administration in marketing with a minor in MIS and concentration: customer insights.



Ranita Patel - Marketing Assistant

Arrivals and Departures



Jason, Becky and Riley Thompson.

Just arrived...Riley Cooper Thompson was born on September 10th at 12:45 AM. The little peanut weighed 6 pounds 12 ounces and stretched 20" in length. Just a point of clarification: His folks, Jason and Becky Thompson did not name him after Riley Wesco or Cooper Crouse-Hinds!

Congratulations to Jason, Becky and big brother Mason on the new arrival to their family.

Now departing...Jason Thompson has received a well-deserved promotion. However, he will be pulling up roots and taking his family to Odessa, Texas where he will assume his new responsibilities as Sr. Buyer/ Scheduler for the Duoline Division of Robroy Industries. In this function, he will be responsible for all planning, scheduling and implementation in purchasing product and price negotiation at Duoline.

Jason Thompson began his Robroy employment on January 26, 2006 and was acknowledged in the last Bagpiper issue for his completion of four certifications through APICS. In the past 1½ years Jason earned APICS certifications in Supply Chain Management, Master Planning and Resource and Lean Manufacturing.

The Conduit Division's loss is truly Duoline's gain! Jason will be greatly missed in Gilmer and Duoline received a valuable asset to their organization.

Congratulations, Jason!

Just Visiting

Welcome back, Bill!

Bill White volunteered to go to DUOLINE along with several other employees from the Conduit Division. These gentlemen agreed to work in Odessa for three months and ended up staying for six. Bill's sacrifice and commitment to this assignment were greatly appreciated. Everyone, family and friends included, are very glad to have him back.

The other wonderful Gilmer volunteers included: Shawn Baird, James Choate, David Duke, James Dunaway, James Hardy, Ruff Phelps, Willie Rhymes, Garvin Williams and Danny Wright.

Davidson Retires



Johnnie Davidson - Retiree

On June 29, 2007, Johnnie Davidson retired with 32 years of service to Robroy Industries. Johnnie worked as a Maintenance Technician and on his last day of work, the Company gave him a proper send off complete with a cake and gifts. This gentleman is sure to be missed.

Good luck, Johnnie. Have a long happy retirement.

Weight-Loss Contest



Contest participants.

Losing weight can be an arduous undertaking. There are lots of diet plans out there, some work and some don't. Incentive can play a leading role in dropping the pounds and keeping them off. With that in mind, several employees at the Gilmer office got together and started a "Take-off the Weight Contest."

Participants included: Alycia Lumpkin, Kim Slaton, Sherry Brown, Charlotte Pechiney, Rhonda Smith, Tracie Warburton, Cindy Ogg, Angela McKinney and Cindy Leonard as administrator. As a buy-in, everyone had to put in \$20 up front. Weigh-ins occurred every Monday. If you lost weight, you owed nothing that week. If you stayed the same, you contributed another dollar to the pot. If you gained weight you were penalized \$5. At the end of eight weeks the person who lost the highest percentage of their starting weight won it all.

That winner was Sherry Brown. She lost 7.133% of her starting weight. Cindy Ogg was a very close second at 6.342%. Sherry edged Cindy out in the very last week. Her winnings totaled \$237.00.

A side benefit of the contest was that several members not only started eating healthier, but started an exercise program, which they chose to continue.

Congratulations, Sherry. Stick to it everyone; the benefits you glean will be limitless.

NOTHING TASTES AS GOOD AS THIN FEELS!



In 1905 Peter McIlroy, a Scottish immigrant founded Enameled Metals. In 1967, his son Robert renamed the company Robroy; "Rob" from Robert and "Roy" from the family name McIlroy. In 1980, Peter McIlroy II was named President of Robroy Industries, Inc. and continues today as CEO and Chairman of the Board. The fourth generation of the McIlroy family is also now active in the company.

A celebration of a 40-year partnership.

40 Years Together

Robroy Industries Conduit Division and Sumitomo Corporation of America/Sumitomo Metal Industries, LTD. recently celebrated 40 years of their successful business relationship with a dinner at the Summit Club in Longview, Texas. To officially commemorate the milestone, Robroy presented their Sumitomo guests with gifts representing the Scottish heritage of the Company and the McIlroy family, now in its fourth generation.

David Marshall, President and COO of Robroy Industries presented Mr. Ichiro Yasumura, General Manager of the Pipe Department of Sumitomo, with a Scottish Claymore sword. The sword featured the Nigerian proverb inscription: "Hold a True Friend with Both Hands. With Thanks from Your Friends at Robroy Industries." All members of the Sumitomo delegation were presented inscribed pewter quiches, traditional Scottish bowls used to bring welcoming drinks to visitors. The Sumitomo guests in turn presented customary gifts to the Robroy representatives.





Clinton Bell Josh Marquez Chris Flores Albert Castillo Darby Holland Tim Stewart

Welcome to the Team

Duoline Technologies extends a hearty welcome to their most recent employees.

- Clinton Bell – April 9, 2007
- Josh Marquez – April 12, 2007
- Chris Flores – June 20, 2007
- Albert Castillo – August 6, 2007
- Darby Holland – August 13, 2007
- Tim Stewart – September 17, 2007
- James Williams – September 17, 2007
- Jamie Granara – September 20, 2007

One of the new staff members at Duoline Technologies is Nina Naegele. Not only is her smiling face the first one you see when you enter the office, but her friendly voice is the one who greets you when you call. She is the new Duoline Receptionist and HR Assistant. Nina began her Duoline career on May 14th. She earned a B.A. in mass communications at The University of Texas of the Permian Basin and worked for Odessa Regional Hospital as a Medical Records Supervisor before coming to Duoline.



Nina Naegele – Receptionist/HR Assistant

Nina and her husband, David, have been happily married for 21 years and have an eight-year-old son, Matthew. She enjoys reading and gardening and being a soccer mom.

Cheryl Wilkerson attended Victoria High School and began her college education at the University of Houston where she worked toward an associate's degree in business/finance. She earned her bachelor's degree at the Institute for Teaching God's Word, School of Theology in Rockdale, Texas. Before beginning her new duties as an Inside Sales/Quotation Specialist on March 26th, Cheryl was employed by the Wyndham Greenport Hotel (Sunstone Hotel Inc.) in Houston as an Accounts Receivable Specialist.



Cheryl Wilkerson – Inside Sales/Quotation Specialist

A newlywed of eight months, Cheryl enjoys cooking, decorating, reading, exercising, Christian counseling and educa-

tion and spending time with her family. Her son, Dimitri was a summer intern this year in the FRP Department as an Operator Helper. Cheryl is very proud of her son and his academic and athletic accomplishments. Dimitri graduated in the top 10% of his class at Thurgood Marshall High School in Missouri City, Texas and ranked 42nd statewide and 79th nationally earning a football scholarship to Texas Tech University where he majors in international business.

Florence Burk has joined the Duoline Team as its new HR Administrator. Ms. Burk was a former independent consultant for Susan Shultz and Associates Inc. and Corporate Director of Curriculum and Compliance with International Business College Inc. for seven years before assuming her duties at Duoline Technologies. She earned her bachelor's degree in English from Texas Tech University and a master's degree in Adult Education and Distance Learning from the University of Phoenix.



Florence Burk – HR Administrator

Carlos Moreno earned his bachelor's degree in mechanical and electrical engineering from Instituto Tecnológico Y De Estudios Superiores De Monterrey. His professional background includes serving as General Manager at Niples Del Norte S.A. in Monterrey, Mexico for 15 years and from 2003 until 2007 Carlos held the position of Business Unit Manager for Thomas and Betts in Jonesboro, Arkansas. He and his family have relocated to Odessa from Jonesboro.



Carlos Moreno – Engineer



James Williams Jamie Granara

A Recent Graduate



Audrey Parrish

Audrey Parrish graduated summa cum laude on May 11, 2007 from Odessa College with an Associate in Arts degree in general studies.

Congratulations, Audrey!

Double Good News

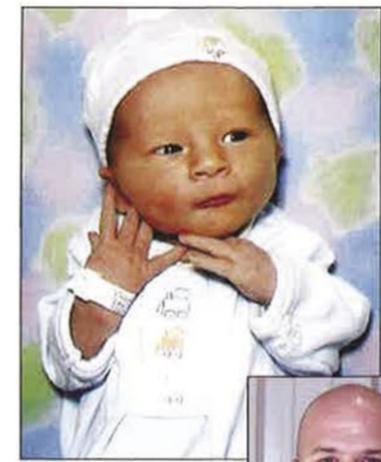


Elliana Faith Galindo

Good news came in twos for David Galindo in 2007. First, he was promoted from Technical Marketing Manager to Technical Field Service Manager in May. Then on June 20th, Elliana Faith Galindo made her appearance weighing 5 pounds 14 ounces. This new little member of the Galindo family stretched 19 inches in length.



David Galindo – Technical Field Service Manager



Riley Cooper Thompson

Jason Thompson also experienced the same double phenomenon with his promotion to Sr. Buyer/Scheduler and the birth of his son Riley who made the scene on September 10th. Jason's bundle of joy weighed 6 pounds 12 ounces and was 20 inches long.

Jason relocated to Odessa from Gilmer to take on his new role. As Sr. Buyer/Scheduler, he will be responsible for all planning, scheduling and implementation in the purchasing of product and price negotiations at Duoline. Jason began his Robroy career a year and a half ago. In that time frame, he received APICS certifications in Supply Chain Management, Master Planning and Resource and Lean Manufacturing. He also completed the Certified in Production and Inventory Management (CPIM) program in August. Since 1973, the CPIM program has educated more than 75,000 manufacturing professionals on essential terminology, concepts and strategies related to demand management, procurement and supplier planning, material requirements planning, capacity requirements planning, sales and operations planning, master scheduling, performance measurements, supplier relationships, quality control and continuous improvement.

Congratulations are extended to David and Jason on their promotions and to them and their families on their recent arrivals.

Rocky Dyer, AKA John Goodman, models the new Duoline foot apparel.



Blue Booties

Duoline has initiated four "Non-Negotiables."

- Safety
- Housekeeping
- Productivity/Quality
- "Leave Your Ego at the Front Door, Bring Your Brains Inside!"

In keeping with the new philosophy, the Company implemented the use of shoe covers as a way to adhere to the Housekeeping Non-Negotiable.

Billie Traywick – Interim Controller

Billie Traywick graciously agreed to take on the role of Interim Controller until the position can be filled. Since March of this year, she assisted Duoline with their Human Resource and Production Departments. Her experience and knowledge have had a positive impact on the Duoline management team.



Billie Traywick – Interim Controller

Duoline personnel would like to thank you Billie for her continued support and expertise.



Mike Carstens - Enclosure Division



Cyndi Harry - Enclosure Division



Bill Harry - Enclosure Division



Ron Gaines - Enclosure Division



Ruff Phelps - Conduit Division



Danny Wright - Conduit Division



Pat Slager - Enclosure Division



Shawn Baird - Conduit Division



Willie Rhymes - Conduit Division



Bill White - Conduit Division



James Hardy - Conduit Division



James Choate - Conduit Division



James Dunaway - Conduit Division



David Duke - Conduit Division



Garvin Williams - Conduit Division



The staff threw an office party for Conduit Division's Bill White in September once his six month stay was complete. He will be greatly missed in Odessa, but not as much as his family missed him back in East Texas!



vol-un-teer

Pronunciation: "vä-l&n-'tir
 Function: noun
 Etymology: obsolete French *voluntaire* (now *volontaire*), from *voluntaire*, adjective, voluntary, from Old French, from Latin *voluntarius*
 1 : a person who voluntarily undertakes or expresses a willingness to undertake a service: as a : one who enters into military service voluntarily b (1) : one who renders a service or takes part in a transaction while having no legal concern or interest (2) : one who receives a conveyance or transfer of property without giving valuable consideration

The Duoline staff would like to extend their sincere thanks and appreciate to those individuals who graciously volunteered to work at the Odessa, Texas facility as transplants from other divisions. Not unlike a heart, liver or kidney transplant, these fine Robroy employees immediately went to work in Odessa and pumped life giving energy into the Duoline plant. The sacrifices that each individual made, both personally and professionally, made a big difference. Each volunteer served as an ambassador from their home division and their fellow employees can take pride in what they accomplished. The hard work exhibited by each employee strengthened Duoline Technologies and went a long way to build the Robroy team as a whole.

The Belding, Michigan constituency was made up of Mike Carstens, Ron Gaines, Bill Harry, Cyndi Harry and Pat Slager. Fellow Texans from East Texas included: Shawn Baird, James Choate, David Duke, James Dunaway, James Hardy, Ruff Phelps, Willie Rhymes, Bill White, Garvin Williams and Danny Wright.

Sharing Employees



Tien Nguyen poses with Willie Rhymes from the Conduit Division in Gilmer and Mike Carstens of Stahlin Enclosures.



Shawn Baird from the Conduit Division's Avinger plant and Cyndi and Bill Harry from the Enclosure Division smile for the camera in their Duoline uniforms.



Stahlin employees Mike Carstens and Pat Slager take a moment from their busy day to let the photographer snap their picture.

Appointments and More Promotions

The following Shield Members were recommended by their supervisors and appointed by the Safety Promo Team:



Larry Recoy



Tom Griffard



Josh Marquez



Florence Burk

In June, Greg Niehues was promoted from the position of Technical Marketing Manager to Domestic Sales Manager.

Congratulations, Greg, on a well deserved promotion.



Greg Niehues - Domestic Sales Manager

Recently Married

Cory and Kelly Rasmussen (Products Engineer) met through the Internet and eHarmony.com. Kelly moved to Odessa to be close to Cory and joined the Duoline Team in December of 2006. After a whirlwind courtship the couple gathered up close family and a few friends and headed for the mountains in Ruidoso, New Mexico where they were married in an intimate wedding ceremony on March 10th. Following the wedding the entourage went to Ski Apache to celebrate with a little skiing.



Cory and Kelly Rasmussen

RECIPE

Honey Lime Chicken

Julie Wohlgemuth - Headquarters

- 4 boneless skinless chicken breasts
- 1/4 cup honey
- 1/4 cup lime juice
- 1 small can of pineapple juice

Combine honey, lime juice and pineapple juice. Taste the marinade. If it's too sweet add lime juice. If it's too sour add honey. When it tastes good to you, pour it into a big zip lock bag and add the chicken breasts. Smoosh around (yes that's a technical term) and place into the refrigerator. The longer you marinate the chicken, the better it tastes. Chicken may be grilled or baked, whichever you prefer.

SERVICE AWARDS



Anthony Mayhew



Deborah Ford



Billie Jones



Pete Scarborough



Michael McIntosh



Richard Park



David Galindo

NAME	YEARS SERVICE
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Conduit Division

Anthony Mayhew	.20
Deborah Ford	.15
Billie Jones	.15
Pete Scarborough	.15
Michael McIntosh	.5
Richard Park	.5
Starla Bickerstaff	.2
Charles Butts	.2
Kethan Cooper	.2
Raymond Harris	.2
Donald Hensley	.2
Cynthia Leonard	.2
Javier Macias	.2
Melissa Noe	.2
Cindy Ogg	.2
Jimmy Page	.2
David Pulvino	.2

Duoline

David Galindo	.5
Tom Griffard	.2
Bryana Ward	.2