



HEADQUARTERS

2nd Annual Employee Picnic

Most of you know that Robroy Headquarters is located near Pittsburgh, Pennsylvania. The three rivers that converge at the Point in Pittsburgh geographically define the city. The first Robroy Picnic was held on the banks of the Allegheny River in Oakmont. The venue for this year was the Riverplex at Sandcastle with quiet, picturesque picnic groves situated on the banks of the Monongahela River in Homestead, Pennsylvania.

August 22nd proved to be a beautiful summer day, perfect for a company picnic. The food was really good and consisted of burgers and dogs, fried chicken, hot sausage, rigatoni and salads – potato, tossed and pasta. A “make-your-own” snow cone machine was a big hit along with sand art and games for the kids, as

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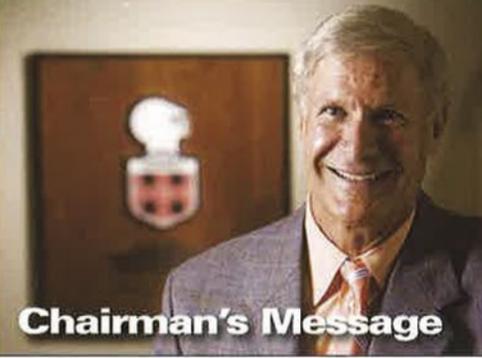
Racing (front view)



Racing (rear view)



The infamous Egg on a Spoon Race.



Chairman's Message

As 2009 winds down we are grateful to have survived the most economically disastrous year since the Great Depression in better shape than might be expected. This is in part due to the extraordinary efforts of Robroy associates throughout the company and in part due to the fact that our markets (industrial, oilfield and municipal) did not begin their steep declines until the middle of the year. Unfortunately, that means that these markets which were late to fall will be late to recover and we are in for an equally challenging 2010...or perhaps worse.

In spite of this gloomy forecast we have great faith in the future of our company. The best example of this confidence is our major investment in a new manufacturing plant in Gilmer, Texas, which will produce fiberglass liners for our oil field tubular lining system. Production began recently in this state-of-the-art facility and is designed to provide consistently high quality products at lower costs.

With investments like this and the continuing commitment and dedication of all Robroy associates we will be able to weather the storm in 2010 and be in a position to once again achieve record results when the economy improves.

The Robroy senior management team and the McIlroy family wish you a safe and joyful holiday season.

Peter McIlroy



Peter McIlroy (CEO)



Rob McIlroy (VP) and Family



Is that Mike Deane (CFO) behind those Foster Grants?



Peter McIlroy and his mom, Erica.



Judy Shoemaker (Corporate HR Administrator and Corporate Secretary) and Fran Warren



Aileen Jabay (Applications Developer) and her fiancé Dan Shaffer



Pam and Rob McIlroy



Now this young lady knows how to relax!

2nd Annual Employee Picnic

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well as horseshoes for the adults. The Egg on a Spoon Race was run again this year with an adult or two trying their hand. Gift bags were handed out to all attendees filled with games and gift cards.

The day was a resounding success and maybe next year's picnic will be held on the shores of the Ohio River!



Debbie Kennelly tries her hand at horseshoes.



Eric Spann (Corporate Accountant) and Nicole Slobodnyak



Time for crafts!

Col. Arvis Laverne "Hoot" Hilpert

Longtime Robroy employees will fondly remember the name Hoot Hilpert and those who were privileged to have known this wonderful man sing his praises.

Hoot was born in Stanford, Illinois on January 14, 1920 and grew up with aspirations of being a pilot. He was a flying member of the Civil Air Patrol (a civilian auxiliary of the United States Air Force) at age 12 and, after spending a short time at Purdue and Stanford Universities; he joined the Air Force during World War II. He received basic training in Texas where, due to his substantial flight experience, he served as a flight instructor. He also served in Europe as a fighter pilot and wing commander against Nazi Germany.

Following the war, Hoot married his wife, Cissy, and they had their only child, Cindy. His career spanned three wars: WWII, the Korean conflict and the Vietnam War. He also served his country at various installations in the states including March Field, California; Fort Sill, Oklahoma; Kelly Field, Texas; the Air War College, Clovis, New Mexico; Langley, Virginia and Goldsboro, North Carolina. He became Deputy Commander at Eglin AFB and Commander of Hurlburt Field upon his return from Vietnam. In 1970 Col. Hilpert retired from the Air Force with numerous medals and citations including the Distinguished Flying Cross, the Air Medal and the Legion of Merit-Legionaire. He was also frequently consulted and published with regard to tactical and strategic air warfare.

Retirement was merely a new beginning for Hoot as he took on the duties of Robroy's pilot and charter boat captain. The boat was docked at the Robroy Lodge and Marina in Destin, Florida and the Robroy airplane carried Robroy employees and their guests to all parts of the US and Canada. When you had the opportunity to fly in the Company plane you felt safe and secure with Hoot in the cockpit. In addition to his air and sea expertise, you would be hard pressed to find a nicer individual anywhere!

Hoot passed away on August 7th of this year at Baptist Memorial Hospital in Pensacola, Florida following a brief illness. Sincere condolences are extended to his family. His memory will live on in the hearts and minds of the Robroy Associates who knew him best.

40 Years of Service



Headquarters Associates gathered to celebrate Judy Shoemaker's 40th anniversary at Robroy with an office pizza party.

In 1969 a young lady fresh out of high school accepted a position in the Robroy Sales Department as a secretary. Little did she know 40 years later she would be an integral part of that same organization coordinating activities for the CEO, CFO, Presidents, Vice Presidents and Board Members, as well as handling HR functions throughout the Company to name a few of her duties. That young lady was Judy Shoemaker. During her employment with Robroy, she has traveled to every division and touched the lives of nearly every Robroy Associate past and present from Pittsburgh to Gilmer, Odessa to Belding and parts in between. She is efficient and thorough, performs her responsibilities in a timely manner and with great accuracy. If you need to know something about the Company – call Judy. She thinks outside the box, inside the box, over and under the box! She is the quintessential employee and has always been a wonderful example to her colleagues, not to mention a valued friend to many. Her loyalty and dedication to the Company are unparalleled. Just ask her boss (bosses)!

"Judy has always been accurate and thorough in everything she does but what means the most to me is her unquestioned loyalty to the Company. People like Judy are the heart and soul of every successful enterprise" said Robroy CEO, Peter McIlroy, who has worked with her for all of those 40 years.

Congratulations, Judy, on 40 years of excellent service! The Company looks forward to many more years of service from you. You are too valuable to EVER be allowed to retire!



The first day of school for Paris Wohlgemuth.



Update

The Wohlgemuth sisters keep their mom, Julie, quite busy documenting the important events in their lives. Recently older sister, Paris, started kindergarten at O'Hara Elementary School. It is reported that Paris loves her teacher, Mrs. Ivins.

The youngest Wohlgemuth sister, Piper, celebrated a first as well. Piper celebrated her first birthday with a picnic for friends and family at North Park, a large public park north of the city of Pittsburgh.



Piper Wohlgemuth turns one.

Baby Talk

It seems like there is a lot of baby talk going on at the Stahlin facility lately and with good reason. Three employees welcomed new babies into their families in the past three or four months and who wouldn't want to talk about their new additions!



Nicole Hunter Jeffrey – a gentle little lamb all decked-out for Halloween!

Guy and Brittany Jeffrey are the proud parents of a sweet little baby girl. Born on July 7th of this year, Nicole Hunter Jeffrey weighed 9 pounds and stretched 21" in length. Guy is a 7-year Stahlin veteran and works as a Pressman for the Company.



Kendal Elizabeth Husted

A few weeks after Ms. Jeffrey made the scene, Craig Husted, Stahlin Production Supervisor, announced the birth of his granddaughter, Kendal Elizabeth Husted. He now has some additional supervisory duties as grandpap. Kendal was born on July 30th and weighed 7 pounds, 14 ounces. She also stretched 21" in length.

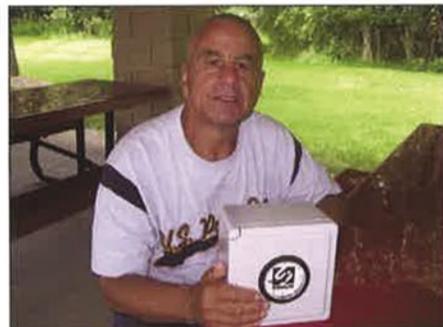


Alexander Souza V

Debra Souza, CNC Operator, is very proud of her new grandson Alexander. Little Alexander is the fifth in a long line of Alexander Sousas. At 7 pounds, 7 ounces when he was born, you guessed it; he too was 21" long.

Keep up that baby talk and bring lots of photos to share!

Mike Rial Retirement



Mike Rial retires after 36 years of service.



After 36 years of employment, August 1st 2009 was the official date of Mike Rial's retirement from Stahlin Enclosures. Mike began his Stahlin career in 1973 and most recently worked as an Assembler. His co-workers honored Mike with a luncheon for his many years of service. Jeff Seagle, president of Stahlin, reminded the gathering that over half of the current Stahlin Associates were not even born when Mike worked his first day on the job!

Congratulations Mike. Enjoy every minute of your well-deserved retirement.

Condolences



(Stahlin 10.jpg) Kevin Jahnke 1965-2009

Stahlin Enclosures and its Associates would like to extend heart-felt condolences to the family of Kevin Jahnke. Kevin worked in the Maintenance Department and passed away unexpectedly on October 26th. A young man of only 44 years, he will be sadly missed by everyone at the Stahlin facility.

2009 Belding Homecoming Parades



Christina and Dan Ayres passed out glow necklaces at the Twilight Parade.



The Stahlin Enclosures float glowed all along the parade route.



Ron Allison, Cindy Stowell and Cathy Hintz pose for a photo at the back of the float.



These Hawaiian beauties were ready for the Labor Day parade.



...another Hawaiian beauty!

When you can't go to the Islands, bring the Islands to you – the Hawaiian Islands that is! And that is just what the residents of Belding, Michigan and the Associates of Stahlin Enclosures did over the Labor Day weekend. Belding's Annual Labor Day and Homecoming Celebration centered on a Hawaiian theme.

On Friday evening, Stahlin again sponsored the Twilight Parade and Associates walked the parade route passing out 3,000 glow necklaces. Tiki torches and lots and lots of lights made the Stahlin float glow as it passed by the crowds. Then came the Labor Day parade and many Associates and their families were again on hand to guide the Company float on its route through town. Many thanks go to all of the Associates who worked on the Company float and participated in the activities.



It was a perfect day for a parade.



Cathy Hintz looks ready for Hawaii with her bronze tan, but Angela Zoerman and Cindy Stowell what's up with the sweat shirts? They must not have ordered Hawaiian temperatures for Belding in September!



Angela Zoerman was ready with a generous supply of glow necklaces.



Ron Allison is ready for the Labor Day parade with arms full of leis and his kids are ready to help pass them out.



Dave Jeffers and his children donned Hawaiian shirts and leis for the Labor Day Parade.



Ken Saladin with the help of his trusty co-pilot drove the Stahlin float through the streets of Belding.

2009 Stahlin Company Picnic

The annual Associates Summer Picnic was exactly the same as last year and the year before and the year before. It took place at the same location – Michigan Adventure in Muskegon. The weather was the same as it always is – beautiful. Same food, same activities – same great amusement rides, the same fun water park. The turn out was the same as usual – more than 250 Stahlin Associates with their families. Everything was the same and just terrific. You know the old saying: “If it ain’t broke, don’t fix it!”

Hopefully, the picnic will be the same next year!



Fun, food and family at Michigan Adventure – same as last year!

Have Your Heard



Craig Mitchell – General Manager

If you google the name Craig Mitchell you will get 4,170,000 hits. But if you narrow your search to “Craig Mitchell Stahlin Enclosures” you will find that all the buzz is about Stahlin’s new General Manager. From The Industrial PR Blog to TED Magazine, everyone is talking about Craig Mitchell joining the Stahlin Team.

Craig comes to Stahlin with 25 years of experience in manufacturing; most recently he was employed by Key Plastics as their Vice President of Operations. He held various other positions including plant manager, director of manufacturing and engineering manager and earned his BBA degree from Cornerstone University in Grand Rapids.

“Craig Mitchell’s manufacturing professionalism combined with his knowledge of quality improvement techniques, methods for reduction of manufacturing cost and proven performance in plant process control, will be of direct value to our customers,” stated Jeff Seagle, Stahlin President.

Welcome Craig. Stahlin Associates look forward to working with you.

ISO9001:2008 Certification

Stahlin Non-Metallic Enclosures are the most frequently specified fiberglass enclosure products in the industry and for that reason the Company is committed to provide their customers with the most value in return for their business. Obtaining ISO9001:2008 certification is part of that commitment.

In order to qualify for ISO 9001:2008 certification an organization must meet specific requirements for a quality management system where the organization:

- “Needs to demonstrate its ability to consistently provide product that meets customer and applicable statutory and regulatory requirements.”
- “Aims to enhance customer satisfaction through the effective use of the system, including processes for continual improvement of the system and the assurance of conformity to customer and applicable statutory and regulatory requirements.”

Manufacturing goals and metrics have been established and are implemented on plant and administrative levels. An example of this is a project to ensure that the needs of customers are met in the renewable energy sector. To measure the effectiveness of this initiative they will monitor an increase in sales to this industry along with measurable customer satisfaction based on product usage.

Customer feedback is welcome and encouraged and Company initiatives have contributed to three consecutive years of achieving JD Power and Associates Call Center Certification. Monthly audits ensure that all customer needs are addressed and met. Finally, monthly reviews of key business indicators and the planning of improvement initiatives are addressed at monthly operational meetings.

Flu Shots at Stahlin



The nurse tells Ron Kenny, Hand Lay-up Department, “You’ll feel a little pinch.”

Flu shots were given this year at Stahlin on October 16th. Sixty-four associates took advantage of the opportunity to receive a flu shot.

Managing Automation Media Announces Winners

Managing Automation Media, a Thomas Publishing Company, LLC publication, announced the winners of its fifth annual Progressive Manufacturing 100 Awards (PM100) and the recipients were honored at the Progressive Manufacturing Awards Gala on June 11, 2009 at the Ritz-Carlton in Sarasota, Florida. The PM100 recognizes 100 projects that achieved distinction in at least one of the eight core disciplines defined by Managing Automation Media as critical to business success. The disciplines include: Business Model Mastery, Customer Mastery, Supply Network Mastery, Data and Integration Mastery, Innovation Mastery, Training and Education Mastery, Leadership and Operational Excellence.

Stahlin Non-Metallic Enclosures counts themselves among those 100 winners. Not only were they selected for this national honor, but they have been recognized on a state level as one of the “101 Best and Brightest Places” to work in Western Michigan three years in a row. They have also received recognition by the J.D. Power and Associates Certified Call Center Program for three consecutive years and recently achieved ISO9001:2008 Certification.

STAHLIN ENCLOSURES

2009 Boot Camp Recruit - Phil Lizee shared during a recent onsite training that he was really impressed with all the Stahlin associates, but especially the engagement of a Gasket Operator. “He (Buck Moody) was engaged with his process and basically was not afraid to take the reins from the tour guide. It really demonstrated to me the commitment to the products and this is who I want to represent.”

Phil Lizee
Motors & Controls Corp.
Washington

2009 Boot Camp recruit – “You guys really are a class act up there...I will refer this program to others whenever I get the opportunity!”

Cindy Moore
Syntech

STAHLIN ENCLOSURES AND CONDUIT DIVISION

“Robroy has the best reps...they truly help manage business. Also Stahlin and Robroy stays flexible and are quick to respond to issues.” He complimented Hodges and Burrus & Matthews-Houston.

Steven Guidry
Reynolds Company

CONDUIT DIVISION

“Great Web site; very useful information.” Comment about www.plastibond.com.

Joe Swope
www.docks-doors.com

“Everything was well covered.” Comment from a customer about www.plastibond.com.

“This is for Robroy ECN. Kimberly Shaddix does a great job. She goes above and beyond her job and is always very easy to work with.”

ECN Sales Rep

Promotions

Florence Moore served as the Human Resource Administrator for Duoline Technologies at the Odessa, Texas facility for the past two years. She recently accepted the position of Human Resource Manager for both the Conduit Division and Duoline Technologies.



Florence Moore – Human Resource Manager / Duoline Technologies and Conduit Division

Prior to her employment at Duoline, Florence worked as an independent consultant for Susan Shultz and Associates, Inc. and held the position of Corporate Director of Curriculum and Compliance with International Business College, Inc. for seven years. 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 and her husband, Kyle, care for her niece, Breanna (13) and his sons: Slade (16), Kade (10) and Zane (8). Relocation to Gilmer is in Florence's near future.

Florence, you are wished much success with your new responsibilities in your new position.

New Hires

Patricia Dyar joins the Gilmer Accounting Team in the position of Accounting Support. Patricia grew up in the Gilmer, Texas area and earned her associate's degree from Kilgore College in accounting. She currently pursues her bachelor's degree in accounting at the same school. Prior to accepting the position at Robroy, Patricia spent several years with Carmela Davis, CPA as a bookkeeper and payroll clerk.



Patricia Dyar – Accounting Support

Patricia is married and has a 14-month old son, Tanner. With her accounting experience, her colleagues feel that Patricia is an excellent addition to the department.

The Conduit Division welcomes Elizabeth Johnston to the Accounting Team as the new Collections Representative. Elizabeth grew up in Gladewater, Texas and graduated from Letourneau University with a bachelor's degree in business. Elizabeth previously worked in Dallas as an accounting assistant for a law firm and as an office manager for a graphic design firm. With her experience in accounting, management and customer service, Elizabeth serves as a valuable asset to the Accounting Team.



Elizabeth Johnston – Collections Representative

HR recently hired Amanda Webster as the newest member of their team. Amanda assumes the duties and responsibilities of HR and Administrative Support. She also administers payroll for three of the Robroy divisions. Returning to East Texas, she calls Pittsburg (Pittsburg, Texas not to be confused with Pittsburgh, Pennsylvania) home, recently completing the construction of a new home. Amanda brings with her a background in hospitality management. She spent several years in a general manager role for La Quinta and most recently spent time in the non-profit sector as a membership specialist for the Girl Scouts of Northeast Texas.



Amanda Webster – HR and Administrative Support

Amanda loves to read and poke fun at her colleagues in the HR Department. Welcome to the Conduit Division, Amanda.

Best Wishes Joe

Joe Wayne has always worked diligently for Robroy Industries at the Conduit Division in Gilmer, Texas. He recently decided that for all of that hard work he deserved some time for relaxation and he retired in July after putting in 29 years of service. An indispensable asset in any area of the plant, Joe was especially valuable in start-ups. To send him on his way, his colleagues gave him a huge card, which they all signed and a Wal-Mart gift certificate. Joe will be missed as a hard worker and a friend, but he is wished a wonderful retirement by all his fellow-workers.

Correction

In the last issue of the *Bagpiper* Tony Williams was recognized for his 10 years of service with Robroy Industries. The problem was that Tiny Williams was pictured in the Service Award section of the publication and not Tony. There was only a vowel difference in the two names, but proper recognition must be made. Congratulations for your 10 years of excellent service, Tony. Please accept our apology for the error and we "vowel" not to let it happen again!



Tony Williams – 10 Years of Service

Condolences

Sincere condolences are extended to an old friend of Robroy, Lucas Silvio in the passing of his wife, Jeanette. Jeanette battled with cancer. Lucas has been a sales representative for Robroy products longer than most of the Robroy Associates can remember. He currently represents Schell Company in Louisiana. Robroy sends Lucas their heart-felt thoughts in his time of grief.

"Pigure" Perfect



Hollie Langford and her prize pig

The Gilmer Harvest Festival took place October 22 – 24, 2009. This livestock and agricultural event has been a Gilmer tradition since 1954. Hollie Langford placed 5th in the Market Swine Class this year with her entry. Hollie is the daughter of Laura Langford Paint Room Operator.

That is one beautiful animal, Hollie.

In Their Genes



Gilmer All-Stars – Derrick McCellon, second from the right, first row.

This past summer was a busy one for the family of David McCellon, Shipping Coordinator. First, his son Derrick played on the eight and under Gilmer All-Star Dixie Team. The team advanced all the way to the Little League World Series in July held in Minden, Louisiana. Derrick hit his first homerun in a state tournament as a member of that team. All of the Dixie League Directors signed the homerun ball and presented it to Derrick.

David McCellon, Jr. played on the ten and under team and their efforts

fell one game short of the State Tournament held in Marshall, Texas last July.

Not to be out done Morgan McCellon helped take her team, the Joker's Wild, to a 4th place victory in the USAF National Tournament for fast-pitch softball held July 22nd in Mesquite, Texas.

Rest up this winter Dad, you are probably in for another busy summer next year with the caliber of athletes you are raising!

Graybar Conference



Starla Bickerstaff (Conduit Division, Marketing Manager), Jennifer Ullery (Stahlin Enclosures, Inside Sales Supervisor) and Jeff Riestenberg (Conduit Division, National Sales Manager) manned the Robroy booth at the Graybar Conference.

Graybar, a Fortune 500 company, specializes in supply chain management services and is a leading North American distributor of high-quality components, equipment and materials for a number of industries. This year the company held its annual training conference in Dallas, Texas. The event included 300 Graybar management personnel and outside salespeople. Jeff Riestenberg and Starla Bickerstaff from the Conduit Division and Jen Ullery from Stahlin Enclosures represented Robroy Industries at the conference. Graybar conducted team corporate Olympics, which enabled the Robroy representatives to meet some interesting Graybar attendees while having a little fun. Graybar also held a scavenger hunt for the attendees in order to encourage everyone to visit all of the booths while solving clues.

MDA Lockup



Teresa Elson locked up for MDA.

The Gilmer Convention Center served as the jailing facility for the Muscular Dystrophy Association (MDA) Lockup event. Local business and community leaders agreed to be "arrested" for having a "big heart." This unique event raises funds for Jerry's kids. Teresa Elson raised \$350 for MDA as a result of her incarceration. Bodacious BBQ catered the affair.

A Special Visit to India



Vijay Kumar's boys - Vaibhav and Kapil

Conduit Division Controller Vijay Kumar Tahiliani traveled to India this year to visit his two sons, Kapil and Vaibhav. The boys are enrolled in the Modern School in Rajasthan, India. Kapil is 14 and in the 9th grade and Vaibhav is 8 and in 3rd grade. Both boys enjoy sports, especially cricket and basketball. Vijay plans to return to India in December or May for another visit.



Behind the Scenes

Customer Paul Reichenburger, an American Airlines Facility Crew Chief, recently attended a Corrosion College session and was so impressed with the course that he extended an invitation to have the college visit and tour behind the scenes at the Dallas Fort Worth International Airport in Irving, Texas. In September, Starla Bickerstaff took Paul up on his invitation and toured the facility. She was able to see the airport from a vantage point few travelers ever experience. She saw the inner workings of baggage claim and explored airplane hangars and maintenance areas. It was an excellent opportunity to discuss related issues with a customer in his work environment.

Starla, while you were touring the baggage claim area, were you able to figure out how the airlines lose so many pieces of luggage?



Starla is dwarfed by the huge machinery and massive facilities at DWF Airport.

Expanding Families



Dorrie Warburton

Tracie (Cash Specialist, Accounting Dept.) and Robert Warburton welcomed their second child on August 20th this past summer. Miss Dorrie showed up at a respectable 5:19 PM and weighed 7 pounds, 12 ounces stretching 21" in length.



Allison Danielle Blume

Tim (Plant Supervisor) and Denise Blume welcomed their first grandchild into their family. Their daughter, Morgan Blume, named her 6 pound, 10 ounce baby girl: Allison Danielle. Little Allison was 19" in length at birth.

Congratulations are extended to the Warburton and Blume families on their new additions.

Wedding Bells

Rhonda McLeroy, Quotations Specialist, and Matthew Dunn married on October 3, 2009. The ceremony took place at Enoch Stomp Winery at 6:00 PM surrounded by friends and family. A beautiful reception followed with lots of good food and music. Jeff Riestenberg, Chris Caldwell, Vijay Kumar and Starla Bickerstaff attended from Robroy Industries to help Rhonda and Matt celebrate their union.



Starla and Rhonda share a special moment.



Starla Bickerstaff, Chris Caldwell, Vijay Kumar and Jeff Riestenberg help the Dunn's celebrate their marriage.

Flu Shots

Like the other divisions of Robroy Industries the Conduit Division takes a proactive approach to the flu season. There were 61 participants who received flu shots at the Gilmer facility and ECN/Korns in Avinger inoculated 16 Associates on October 6th. Longview Occupational Medicine (LOMC) from Longview, Texas administered the shots. Hopefully, the old flu bug will not raise his ugly head anywhere near the Conduit Division this year.

Staying Healthy During Flu Season

While you are healthy and not showing any symptoms of the flu or the H1N1 infection, in order to prevent proliferation, aggravation of symptoms and development of secondary infections, some very simple steps, can be practiced:

Wash your hands frequently.

Use the "hands-off-the-face" approach. Resist all temptations to touch any part of your face.

Gargle twice a day with warm salt water (use Listerine if you don't trust salt). H1N1 takes 2-3 days after initial infection in the throat/nasal cavity to proliferate and show characteristic symptoms. Simple gargling prevents proliferation. In a way, gargling with salt water has the same effect on a healthy individual that Tamiflu has on an infected one. Don't underestimate this simple, inexpensive and powerful preventative method.

Similar to the previous step, clean your nostrils at least once every day with warm salt water. Blowing your nose hard once a day and swabbing both nostrils with cotton buds dipped in warm salt water is very effective in bringing down viral population.

Boost your natural immunity with foods that are rich in Vitamin C.

Drink as much warm liquids (tea, coffee, etc) as you can. Drinking warm liquids has the same effect as gargling, but in the reverse direction. They wash off proliferating viruses from the throat into the stomach where they cannot survive, multiply or do any harm.

Board Meeting

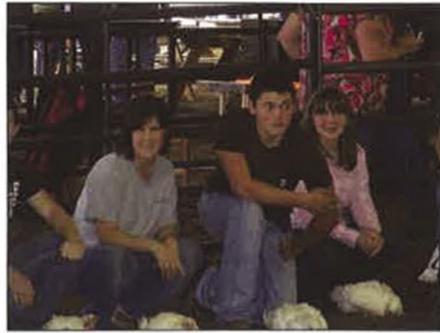


During a plant tour in Gilmer, Board Members took time out for a photo op. From right to left: Jeff McIlroy, Vice President; David Marshall, President, COO; John Staley IV, Board Member; Charles Cohen, Board Member; Mike Deane, CFO; Don Williams, former Board Member; Rob McIlroy, Vice President; Peter McIlroy, CEO; Cindy Higgins, Board Member.

The Robroy Board of Directors gathered in Gilmer, Texas for their most recent meeting in October. What they saw and were briefed on will be unveiled in the next issue of the Bagpiper.

72nd East Texas Yamboree

The East Texas Yamboree is an annual event that began in 1935 and has continued every year except for three years during WWII. Thousands of attendees come to view and participate in the four-day event and this year drew people from as far as Calgary Canada. There is the Queen's pageant, parades, a barn dance, a street dance, livestock shows, a Classic car show, a quilt show and a yam pie contest to name only a few of the schedule activities. Youngsters even participate in transforming yams into works of art in the yaminal competition. It yields such creations as "Darth Tater" and "Cleopatra the Yam Queen of the Nile."



Samantha Davis, Garrett Parrish and Brooke Davis with her prize chickens.

Ashley Keen – Diana High School Duchess



Elected by her peers, Ashley Keen, Laurie Ivy's daughter, represented Diana High School as their Duchess at the Yamboree. She attended the coronation and her school's float, "Claude Monet's Garden," won 1st place in the School Parade.

Jordyn Scarborough, Pete Scarborough's daughter, showed rabbits with the Gilmer FFA for the second year.



Jordyn Scarborough (center) showed her rabbits for the second year.

The rabbits are obtained in September and the contestants are responsible for feeding and grooming them. These rabbits are raised as meat show rabbits. The loins and backs are required to be uniform and the "weight of the pen" (three rabbits) may not exceed five pounds for each rabbit. The rabbits must also be within a couple of ounces of each other. Jordyn showed her rabbits in both the Gilmer Yamboree and the Longview Harvest Festival. She would like to thank Robroy for the support the Company has given her the last two years.

You really must come and experience a Yamboree. You can start making plans now for the 73rd East Texas Yamboree scheduled for October 20-23, 2010.



Yamboree Queen Lindsey Donaho

The 72nd East Texas Yamboree Queen was crowned and Lindsey Donaho rode atop her very own float in the Queen's Parade on Saturday, October 17th. The day was sunny and beautiful after several days of rain. There were floats and bands and Shriners in miniature Ford Mustangs making the parade a real Texas treat. Ms. Donaho is the daughter of Joe Donaho who handles the telephone systems at all of the Robroy Divisions.

Jerry Davis' daughter, Brooke, participated in the Yamboree for the first time this year. Her mother, Samantha, and friend, Garrett Parrish, helped show her chickens and she placed 32nd out of 105 cluckers.



New teachers in the Gilmer Independent School District – Robert Warburton – 4th row, 5th from the left.

New Teachers in Gilmer Schools

Gilmer Independent School District hired many new teachers for the 2009-2010 school year. Among those was Robert Warburton, husband of Conduit Division's Tracie Warburton. Robert always lends a helping hand on Conduit Division functions like Walkathons and highway clean-up days. He will be teaching Integrated Physics and Chemistry at Gilmer High School.

Congratulations, Robert, on your new position.

Treats on the Square

The 10th Annual Treats on the Square event fell right on Halloween this year, October 31st from 5:00 until 8:00 PM. In the nine previous functions, it has been held on the Saturday closest to Halloween, because the participants, businesses and organizations in the Gilmer area, said this is most convenient for them. This year 61 businesses and organizations chose to participate with others making donations. The event is sponsored by the Gilmer Police Department and it originated out of a desire to find a safer alternative to Trick or Treating in the community. Booths were set-up all over the Courthouse Square in downtown Gilmer.

A pumpkin-decorating contest was incorporated into the activities again this year with children drawing on their pumpkins and the adults cutting theirs. Police Chief James Grunden was pleased with the enthusiastic turnout and how many organizations take time to be "quite imaginative" with their booths. He expected turnout this year to exceed 1,000 children. The Police Department pooled their resources and gave out about 35 to 40 bags of candy themselves.



Robroy's booth consisted of assorted ghouls and goblins including a skeletal version of a wedding party. Florence Moore, Rhonda Dunn, Dena Simms and a few dedicated family members worked the Robroy booth this year and passed out oodles of candy to Gilmer kids.

Robroy Industries again helped to make Treats on the Square a howling success!



Appreciation



Avinger employees roll-up their sleeves and get a little dirty at the Duoline plant.

The Administration and plant Associates at Duoline Technologies really appreciated the cooperation they received from Avinger and Gilmer Conduit employees. Kelly Jones, Production Supervisor, and Jason Vaughn and Brian Boyter, Production Associates, lent their time and talents to Duoline in recent weeks.

No Flu Here (Hopefully)

Duoline Associates at two locations lined up to be inoculated against the expected strains of the flu (not including H1N1). A total of 21 Associates took part on September 30th and October 6th.



Less is More

With the new initiative to reduce the amount of paper within departments, increase productivity and cost reduction are being realized through paperless systems.

Look at Bill White's desk.

Wildlife in Odessa



The Duoline Wildlife Preserve

When we say "Wildlife in Odessa," it doesn't refer to the social activities of Duoline Associates. It rather draws attention to the preserve that resides right outside the office windows. You may recall the rattlesnake that was found in the plant yard and discussed a few years back. It prompted a recipe for barbecued rattlesnake. This issue features photos taken by Billie Traywick, Duoline Controller, of a hawk and its prey and a covey of quail. Don't worry – no roasted quail recipes!

Growing Pains at Duoline Technologies

You may think that there isn't much going on at Duoline Technologies from the size of their section in this issue of the *Bagpiper*. Well, that couldn't be further from the truth! There are a few clues in this edition of the publication regarding a BIG announcement that will be forthcoming in the next issue. Did you pick-up on them? Don't miss the 2010 Spring *Bagpiper*.

Duoline Contractors Not Gun Shy

Guns and knowing how to use them safely and properly are important in Texas. Recently, several outside vendors from AG Pipe, Handling Specialty and SNC Lavalin, after working 13 straight days, were treated on a Sunday afternoon to shooting practice with the supervision of another Duoline vendor Ken Senecal from JB Industrial. Ken, from the Dallas Fort Worth area, supplied the guns and the instruction. It amazed the Canucks from Toronto, Canada, Gari Gordon and Paul Laurinec, that US citizens are permitted to own guns like the ones they learned to shoot and to go shooting for fun.

Gari and Paul you should have seen Charlton Heston's gun vault, if you want to be amazed. Mr. Heston's words are exemplary of how many American's feel about their guns "...from my cold dead hands."



Gari Gordon, John Walls and Paul Laurinec (Handling Specialty) are having fun at the range, all wearing ear protection, of course.



Ken Senecal provided excellent instruction.



Gari Gordon (SNC Lavalin Project Manager) checks out a rifle and scope.



Gari Gordon and Tamy Graham (Robroy) grab a bite to eat with Ken Senecal (JB Industrial) and his wife Nikki.



John Walls (AG Pipe) at the range.



Gari and Paul enjoying the day.

SERVICE AWARDS



Connie Gilstrap



Larry Richard



Chris Caldwell



Bill White



Judy Shoemaker



William Harry

NAME	YEARS SERVICE
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Conduit

Connie Gilstrap	10
Larry Richard	10
Chris Caldwell	5
Karen Emes	5
Raquel Moore	2
Trey Preuninger	2
Laurie Ivy	2
Jeff Riestenberg	2
Steve Boyter	2
Tiffany Willis	2
Florence Moore	2

NAME	YEARS SERVICE
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Duoline Technologies

Jon Dickson	35
Bill White	15

Headquarters

Judy Shoemaker	40
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Stahlin

William Harry	10
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RECIPE

Butternut Squash Soup

½ stick butter	12 oz cooked and pureed butternut squash
½ cup diced onions	½ cup brown sugar
24 oz chicken broth	1 tsp. cinnamon
28 oz can pumpkin puree	24 oz heavy cream
28 oz can yams	



Sauté onions in butter. Add all ingredients except cream. Bring to a simmer over medium high heat stirring frequently. Puree with hand blender then add cream.

Several years ago an extensive article ran in the *Bagpiper* with regard to obtaining a flu shot. With all of the talk about the H1N1 strain of the flu, it is a good time to address the subject again. First of all be aware that the flu shot being administered at most of the Robroy divisions is for the regular strain of the flu and won't contain protection against the swine flu virus (H1N1).

The Food and Drug Administration approved the vaccine that is available this fall and it will protect people against several seasonal flu viruses expected to circulate this year. The flu or influenza is a respiratory infection and can cause serious complications especially in children and older adults, the vaccine is available in the form of a shot or nasal spray and offers protection against the infection. An attempt will be made in this article to answer some common questions with regard to the flu. The information was taken from the Web site of the Mayo Clinic (www.mayoclinic.com).

Why do I need to get a flu shot every year?

The influenza virus changes from year to year. The vaccine last year was not designed to fight the virus strain expected to be prevalent this year. The Center for Disease Control and Prevention (CDC) has an advisory committee that meets early in the year to estimate which strains of influenza virus are most likely to be prevalent during the upcoming flu season. The vaccine manufacturers then produce vaccines based on those recommendations.

Who should get a flu shot?

Anyone who wants to reduce the risk of getting influenza should obtain a flu shot. The CDC recommends the following persons should obtain the flu vaccine:

- Children between the ages of 6 months and 19 years
- Pregnant women
- Persons 50 years of age and older
- Persons with chronic medical conditions such as: asthma, diabetes or those with heart, kidney or lung disease
- Persons with weakened immune systems
- Residents of long-term care or nursing home facilities
- Child care workers and health care providers

Who should not get a flu shot?

If any of the following conditions apply to you, you should NOT obtain a flu shot.

- Persons who have had an allergic reaction in the past to the vaccine
- Persons allergic to chicken eggs
- Persons who have developed Guillain-Barre syndrome after receiving the vaccine in the past
- Persons with a fever should wait until the symptoms subside before getting a flu shot

What protection does the flu vaccine offer?

The CDC states that when the match between a flu vaccine and circulating strain of the flu is close, a flu shot is 70 to 90 percent effective in warding off the flu in a healthy person under the age of 65.

Why do children require two doses of flu vaccine?

Children under the age of nine require two doses of vaccine if it is the first time they have been vaccinated for influenza. Children do not develop an adequate antibody level with the first time vaccine. One dose can offer some level of protection.

Are flu shots less effective in adults over the age of 65?

The vaccine does not offer as much protection for older adults because they produce fewer antibodies to fight the virus. However, the vaccine provides more protection than not obtaining it. The vaccine also decreases the risk of flu related complications such as pneumonia, heart attack and stroke to which older adults are more vulnerable.

Whether you choose to obtain a flu shot or not, you can take precautions against the flu and other viruses. Good hygiene is key.

- Wash your hands thoroughly and often with soap and water or an alcohol-based sanitizer containing at least 60 percent alcohol.
- Avoid touching your eyes, nose or mouth whenever possible.
- Avoid crowds when the flu is most prevalent in your area.
- Cover your mouth and nose with a tissue when you cough or sneeze.

For additional information contact your family physician.