



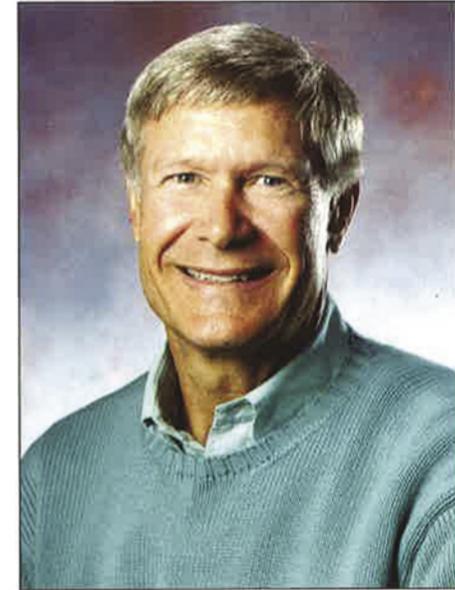
Chairman's Message

Rapidly rising prices of basic commodities are impacting all of us. Robroy teammates are feeling the pinch of record high gas and food prices while our company pays dramatically higher prices for steel and oil based products such as plastics.

As individuals and as a relatively small manufacturing company we cannot change these global economic conditions...but we don't have to be victims of them either! Despite the tough economy we just completed a successful first half of the year 2008. The real tragedy would be for the company to decline to the point that teammates who were already struggling with higher living costs would be laid off and lose their source of income and benefits. We are determined not to let that happen.

The best way to avoid that scenario is to continue finding ways to lower costs to remain competitive in our markets. So far it is working. We have invested in new manufacturing technologies in every plant. We have upgraded our information systems and we have implemented many employee development programs to make each teammate more effective. There's a lot more to do and everyone will play a part in the coming months.

Let's join together to take control of our lives and fight off the negative impacts of a difficult and unpredictable world economy. We can do it!



HEADQUARTERS

Peter Mclroy – New Board Member

Peter Mclroy was nominated to the Board of Directors of the L.B. Foster Company. Like Robroy Industries, L.B. Foster Company has been in business over 100 years and is based in Pittsburgh, Pennsylvania. Since its establishment in 1902, L.B. Foster has delivered products necessary to maintain the nation's infrastructure, through the manufacture, fabrication and distribution of quality products for rail, construction and the utility and energy industries. Listed as one of 2007's 200 Best Small Companies in America, L.B. Foster includes 17 sales offices and 16 plants or warehouses nationwide.

This company's vision reflects several of the principals upon which the Mclroy family built Robroy Industries. "L.B. Foster is committed to providing superior products and services to our customers. This commitment is built on the quality of our work force and their dedication to continuous improve-

ment and customer service." Peter Mclroy makes a great addition to their Board of Directors.

Double Celebration

Brett and Kathleen Liberto are the son and daughter of Jean (Accountant) and Jim Liberto and they are proud to announce the graduation of both of their children, Brett from Riverview High School and Kathleen from the University of Pittsburgh.

Brett graduated on June 5th. He participated in Cross County and Track while at Riverview. In May of

this year, Brett earned a medal at the WPIAL Class AA Track and Field Championship in the 440 relay. Brett will be attending Penn State Erie, Behrend College in the fall where he plans to study engineering.

Kathleen graduated from the University of Pittsburgh April 26th. She received her BA in communication science and disorders and carried a minor in



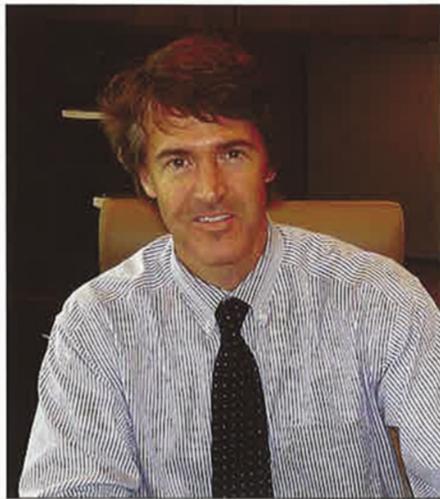
Brett Liberto –
Riverview High School



Kathleen Liberto –
University of Pittsburgh

dance focusing on teaching. She enjoys sharing her passion of dance with children who cannot take dance classes from traditional dance schools. Kathleen taught dance at the Children's Institute of Pittsburgh, a school for special needs students, during her senior year of college. This summer she will be teaching dance to blind/visually-impaired teens at the Blind and Vision Rehabilitation Services of Pittsburgh's summer camp. Kathleen will be returning to the University of Pittsburgh this fall to pursue her MA in communication science and disorders with a concentration in speech language pathology.

Best wishes, Brett and Kathleen on your continuing educations.



Reuniting Complete

With the relocation of Jeff Mcllroy back in Pittsburgh, the Mcllroy family now finds everyone in the family within a few miles of one another. Jeff and his family recently moved from Grand Rapids to Pittsburgh where he will continue to head up the international business development for the Stahlin Division and will assume additional responsibilities at the corporate office.

Jeff stated that it was a smooth transition back to his hometown where he met his wife, Erica, on the University of Pittsburgh campus. The family has grown since then and their three children, Ashley (11), Peter (8) and Brandon(6), are active in soccer and baseball and enjoying being closer to their cousins and grandparents!



Condolences

Sincere condolences are extended to Michael T. Deane, Vice President and CFO, and his family in the death of his father, Richard D. Deane, on May 3, 2008. A memorial mass was celebrated on Saturday, May 10th at St. Bernadette Parish in Monroeville, Pennsylvania.

Another Graduation



*Kurtis A. Szymanski
– Northern Illinois
University School
of Law*

Sue Clark (*Bagpiper* Editor) and her husband, Bob, are proud to announce the graduation of their son, Kurtis Szymanski. Kurt received his juris doctorate degree from the University of Illinois on May 24th. Kurt is now studying for his bar exam, which he will take at the end of July. He plans to practice law with his father in Rockford, Illinois.

*Kevin A. Szymanski
– US Air Force*



Sue's youngest son, Kevin, will be leaving the Air Force in August, where he has served as a captain and engineer for the past six years. After two tours in the Middle East and supervising the construction of a 40 plus million dollar, state-of-the-art airplane hangar in Honolulu, he has decided to go back to school and pursue an MBA in business at the University of Chicago.

Adopt a Highway



You can spot a roadway clean up crew member a mile away!

In 2007, volunteers cleaned 5,800 miles of Michigan roadways yielding about 60,000 bags of trash. Stahlin's Entertainment Committee decided to help with the clean up by adopting a highway. Seventeen volunteers headed out on a gorgeous Sunday morning this spring to clean three miles of roadway west of Belding with their bright yellow safety vests, garbage bags and poker sticks.

A few interesting items popped up during the clean up. Ken Main found someone's drivers license and Dean Childs picked up a pair of new tighty whiteys. Everyone had a good time and took in some exercise as well. Two additional pick-up dates are scheduled for later this year.

The spring clean-up volunteers included: Cynthia Brokaw, Dean and Wendy Childs, Patton Figly, Kiesha Garcia, Cathy and Zak Hintz, Ken Main; Tim Mason, Steve and Julie Petro, Teresa Ramirez, Cindy Stowell, Kathy Tissue, Kristie Walls; Pete Wilson and Tracy Zahm. Stahlin Enclosures and the state of Michigan thank these community minded employees for their time and effort!



The Stahlin stretch of highway.

New Crew Members

Nicole Reeves joined the Stahlin Team in April as an Accounting Associate/HR Assistant. Before coming to Stahlin, Nicole worked at Independent Bank for seven years in the Loan Servicing Department.



*Nicole Reeves –
Accounting
Associate/
HR Assistant*

She and her husband, Eric, are newly weds and recently purchased a home in Ionia County. Nicole keeps busy with her son, Tyler (9), and as a family they enjoy hunting, riding dirt bikes, playing football and baseball and camping on the weekends.

With excellent credentials from his 20 years in the automotive and food processing industries, Craig Husted recently joined the Stahlin Enclosure Team as a Production Supervisor. Craig has worked at all management levels including Ore-Ida Foods Frozen Potato Products as a Packaging Supervisor and Sara Lee Foods Meat Products as a Supervisor. He worked as a Line Manager for Electrolux Products Top Mount/Side-by-Side Refrigerators and as a Project Manager for Diesel Technology Fuel Injection Systems. His experience as Focus Factory Manager at Nabco Industries (remanufacture of starters and alternators) and Plant Manger at Greenville Wire Products Refrigeration Shelving along with his strong background in continuous improvement, lean manufacturing and safety are great assets, which he brings to his new job.



*Craig Husted –
Production
Supervisor*

Craig called Stanton, Michigan home for over 20 years. He and his wife, Beth, raised four children: Sarah 26, Chris 25, Cody 24 and Stephanie 20, and are now enjoying two beautiful



Sooner than expected

Ms. Trinity Dean Marroquin showed up a little earlier than planned. She was born on March 12th at exactly 8:00 AM by c-section. Mom, Laura, recovered well from the delivery and was able to go home on Sunday, March 16th, but Little Trinity had a few issues to deal with and remained in the Neonatal Intensive Care Unit at Presbyterian Hospital in Dallas. Although she weighed 5 pounds and was 17.5 inches long, she needed to develop her breathing and tummy functions before she could be sent home.

The Marroquin family thanks everyone for their prayers and well wishes. Luis Marroquin is the Stahlin Enclosures Market Development Manager.

*Trinity Dean Marroquin –
"If you would quit taking my picture, maybe I would open my eyes."*

grandchildren, Niah 4 and Sophia 9 months. He is an avid outdoorsman who spends as much time as possible fishing and hunting.

"I believe in people, they are your greatest asset. Safety is a number one concern of our business. I am very impressed with our organization at Stahlin/Robroy Belding. Everyone has been just great with the introduction and training. Boot Camp was a great experience in learning about what makes the wheel turn at Stahlin. I am most impressed with the positive and professional attitudes of all the associates at Stahlin. I look forward to all the opportunities and challenges."

Welcome to the team, Nicole and Craig.

Graduates

Mike Carstens, SMC, and Bobbi Brainard are the proud parents of senior Erica Brainard. Erica always took her education seriously and maintained excellent grades throughout high school departing with a 3.85 average.

Erica participated in band three of her four years in high school playing percussion, mainly keyboard instruments such as the xylophone and



Erica Brainard – Belding Senior High School

marimba. Yearly, she participated with the band in Michigan Competing Band Association competitions. During her sophomore and junior year, the band made it to the state competition placing 8th in her sophomore year and fourth in her junior year. She also enjoyed the band's trip to Disney World in her sophomore year.

In the winter of her sophomore year, Erica, along with a small group participated in solo and ensemble festival. They received a first division award (the highest score possible), which qualified them to play at the state level where the group received another first division recognition.

Because English has always interested Erica and reading and writing are

her strong points, she took classes such as Advanced Placement Literature and Composition; Creative Writing; Classical Reading; Debate; Folklore, Myths, and Legends; Survey of American Drama and Survey of European Drama. This year she participated in the Postscripts Literary competition. She entered three poems and received a first and second place in metered poetry and third place in free verse poetry.

Erica, good luck with your future plans.

Diane Gross, Sales Associate, and her husband, Jeff, are proud to announce the graduation of their son, Drew, from Belding Senior High School.

Drew participated in the school's football and wrestling programs for four years. During his senior year he added golf to his list of athletic activities. Drew plans to attend Grand Rapids Community College in the fall where he will pursue a career in physical therapy.

You are wished the best, Drew, in your future endeavors.

Bart and Angie Zoerman are proud to announce the graduation of their son, Cory. Cory is a 2008 graduate of Greenville Senior High School where he participated in their football program for four years. He plans to attend Wesleyan University in the fall majoring in Christian counseling.

Congratulations, Cory. Best of luck at school in the fall.

Angie Zoerman is an Inside Sales Assistant at Stahlin Enclosures.



Drew Gross – Belding Senior High School



Cory Zoerman – Greenville Senior High School

Brad Willaman worked as an intern at the Stahlin facility for the past four summers, before each of his four years in college. You may recall the story of Brad driving a rivet through his finger during his first summer with the Company.

Brad graduated on April 26th earning his bachelor's degree in business administration from the Seidman School of Business at Grand Valley State University in Allendale, Michigan. While he seeks permanent employment, he is working on the implementation of the Plant Work Flow system at Stahlin.

Congratulations, Brad, and thank you for all your fine work at Stahlin Enclosures.

Brad is the son of Purchase Agent Greg Willaman and his wife, Janie.



Brad Willaman – Grand Valley State University



Mike Jackson is in the seventh row, on the aisle, reading the book and not paying attention, again! There were approximately 1300 students graduating that day.

Mike Jackson, Marketing Manager, recently earned his MBA from Davenport University in Grand Rapids, Michigan with a strategic management focus.

Davenport University's Sneden MBA Program offers concentrations in Accounting, Finance, Health Care Management, Human Resources and Strategic Management designed by business and academic professionals to be timely, focused and cross-disciplined. Mike can attest to the fact that a Davenport MBA provides unparalleled leadership skills, helping one to

keep that competitive edge in their profession.

The Strategic Management Concentration focuses on strategic decision-making skills essential to corporate success in both the private and public sectors. Students examine the analysis and implementation of strategy while integrating key leadership characteristics necessary for success as business leaders. This program targets individuals who desire an advanced understanding of and expertise in managing strategic processes while integrating the key leadership strategies necessary for individual and corporate growth and development. These skills are integrated through four interdisciplinary approaches — global, ethical, quality and humanistic — using case analysis and interactive technologies.

Turkey Story



Larry Warner and the turkey. Larry's the one holding the gun!

Larry Warner, Specials Department, bagged this turkey on April 22nd at 9:30 AM in Lake County. The trophy bird weighed 21 pounds and had a whopping 7 1/2" beard with 3/4" spurs. It was a 52-yard shot with a Mossberg 835 Ultra mag and a 3 1/2" turkey load. According to Larry, "It came in strutting from 200 yards out following two hens."

Michigan's Best and Brightest

The "101 Best and Brightest Companies to Work For" is an award presented each year to 101 Michigan companies that recognize employees as their greatest asset. The selection process is three-fold and includes the following steps:

1. Companies are nominated by individuals.
2. The Company's Human Resources Department is contacted to complete and submit an extensive survey along with an employee roster.
3. Company employees are selected to complete an anonymous extensive survey on how they feel about their work environment.

Each application is examined statistically for quantitative data and scoring using a point system. Those receiving the highest points are selected as the winners. Those receiving the highest points in each category are selected as the Elite Winners and the overall winner is awarded the "Best of the Best" honor. The following areas are considered for Elite status:

- "Best of the Best" overall
- Communication



Stahlin Enclosures Representatives (back row left to right) Buck Moody, President's Safety Committee; Jenny Ullery, Entertainment Committee; Cindy Stowell, HR; front row left to right) Ed Atanasoff, Plant Manager; Tim Mason, Safety Committee and Dean Childs, Daily Production.

- Community Initiatives
- Compensation and Benefits
- Diversity and Multi-Culturalism
- Employee Education and Development
- Employee Engagement and Commitment
- Recognition and Retention
- Recruitment and Selection.
- Small Business (new in 2007)
- Work-Life Balance (new in 2007)

There were over 1000 entries and again Stahlin Enclosures was recognized as one of those Best and Brightest companies in the state. The selection, recognition and awarding of the "101 Best and Brightest Companies to Work For" allows businesses to showcase their policies and best practices and demonstrate why each of them is an ideal place for employees to work.



The participants were broken into small groups.

Wellness Pays

Stahlin held their wellness event on April 5th. The day began with a hearty breakfast and the announcement of the 2008 Wellness Hero. Tami Bliss accepted her title and a four-day three-night trip to Cannon Ranch in Tucson, Arizona. Canyon Ranch is the nation's leading life enhancement company and their Tucson location is the original facility founded in 1979. Tami demonstrated a positive change in her life style and received the most votes from her peers.

Ten stations were set up and each one housed a plethora of information on topics such as healthy dieting, proper lifting techniques and risks associated with tobacco use. The 103 participants received their cholesterol scores, blood pressure numbers and the point at which they tipped the scale.

The day was a huge success thanks to the all of the hard working volunteers and United Memorial Hospital.



The topics were diverse and informative.



Professionals shared their knowledge and expertise.



Fingers were pricked and blood was drawn.



Bear hugs were shared. Just kidding – this is a demonstration of the Heimlich maneuver.



Stahlin employees greet the community at the 12th Annual Community Showcase.

Community Showcase

It was reported that on Tuesday night, May 13th, every space was filled in the parking lot of Belding High School. The 12th Annual Community Showcase took place that evening and about 2,000 area residents showed up to view booths that featured 30 area businesses, musical presentations and school projects from elementary to high school levels.

Miss Belding, Tiffany Gibbs, distributed gift bags at the door. Young Miss Belding, Jordan Conroe, also greeted the guests. Stahlin's own Ron Alliance, Press Operator 3rd Shift; Jamie Arnett, Assembly; Dean Childs, Production Supervisor; Tylor Furlong, Press Operator 3rd Shift; Pat Kelly, Maintenance; Bucky Moody, Gasket Operator; Steve Petro, Supervisor and



Aaron Reeves, CNC Operator manned the Stahlin Enclosures booth and passed out Pluggit Mints to the attendees.

Belding Area School Superintendent Chuck Baker presented Gold Star Awards to a Belding business and an individual who had given time and resources to the schools and community as a whole. All members of the community enjoyed the event.





Health Fair

The Conduit Division conducted their Health Fair on March 15th with a terrific turn out. In addition to Company associates and their families, participants included community service groups and health and welfare organizations. The Health Fair incorporated various events, prize giveaways and breakfast all coordinated by Cindy Leonard, Inside Sales Manager, and her Health Team. Cindy's team included Donna Waterstraat, Operations Manager; Sherry Brown, Payroll; Teresa Elson, Receptionist/HR Assistant; Tamy Graham, Methods Analyst and a countless group of helpers.

Cindy and her team organized full health screenings provided by local health care professionals. The screenings included blood workups, mammograms, bone density and blood pressure testing, as well as basic height and weight measurement. These health care analyses go a long way to keep health care premiums from rising by providing free preventative information to associates and their families.

The Conduit Division would like to thank Judy Shoemaker, Executive Secretary from Headquarters, and Cindy Stowell, Stahlin Enclosure Division HR Administrator, for making the trip to Gilmer and taking part in the Health Fair. Their contributions and efforts added to the fun and success of the event.

Lunch is Served

Johnny Carino's Italian Restaurant showed up twice to provide a catered lunch to the associates of both shifts in recognition of a job well done. Because it took a team effort to accomplish, the entire work force at the Gilmer facility received the reward for shipping over budget during the months of March and April this year.

Great job, Conduit Team!

An Anniversary Celebration

Employees gathered around a unique cake in the shape of the number 13 to celebrate David Marshall's 13th anniversary with Robroy Industries. The group reminisced about how the Company grew and changed in those 13 years under Mr. Marshall's leadership.

Moving Up



Tamy Graham – Methods Analyst

Tamy Graham, Engineering Technician, received a well-deserved promotion to Methods Analyst. She joined the Robroy team three years

ago stepping up to the plate with an accounting background. As a true team player, Tamy is an asset to the Company and wished much success in her new position.

Tamy offers a word of advise to all Robroy associates, "If David Marshall asks if you are up for a challenge, find out what it is before agreeing to it!"



Pete Scarborough – Plant Engineer

Effective February 18th of this year, Pete Scarborough assumed the duties of Plant Engineer relinquishing his former position as Senior

Methods Analyst. Pete's experience spans 15 years and multiple divisions including six years as the Plant Manager for the Stahlin Enclosure Division in Belding, Michigan. In 2005 he returned to Texas in the position of Senior Methods Analyst.

Pete already excels as Plant Engineer and the Company looks forward to his continued success in this position.



Starla Bickerstaff – Marketing Manager

In August of this year, Starla Bickerstaff will celebrate her third anniversary with Robroy Industries. Starla's background is in retail manage-

ment and she has served the Company as an Executive Assistant. Recently she received a promotion to the position of Marketing Manager.

Starla looks forward to many more years with the Company and she too offers a piece of advice. The advice originally came from David Marshall who instilled the following thought in her: "Don't blow it!"

New Hires

The Robroy Team added several new members to the roster in the Production Departments at the Gilmer and Avinger facilities. The entire Robroy team wishes each new associate a long productive employment with the Company.

Plant Production - Gilmer

- Charles Beasley
- Colt Bickerdike
- Timothy Boehn
- Eric Drum
- Brandy Finley
- Fred Hayes
- Jules Johnson
- Larry Wade

Plant Production - Avinger

- Christopher Applegate
- Reyha Baig

Jason Vaughan
Justin Wacasey
Grady Whitney



Erica Fisher – Executive Assistant

Erica Fisher recently joined the Robroy Conduit Division in the position of Executive Assistant. In 2005, Erica earned her bachelor's

degree in marketing from Louisiana State University in Shreveport, Louisiana.

Ms. Fischer has a strong business background emphasized by a diverse experience in managing customer and staff relationships. Her valuable skills compliment Robroy's ongoing emphasis on customer service. For the second straight year JD Power and Associates presented Robroy with a certification award for "outstanding customer experience" exemplifying their focus on customer service.



Tammy Love – Human Resources Manager

The office staff also welcomes Tammara (Tammy) Love who begins her Robroy career in the position of Human Resources Manager.

Tammy brings to Robroy more than ten years of progressive Human Resource experience with Fortune 100-500 corporations, often recognized as a top performer and dedicated professional.

Ms. Love gained her bachelor of science in business management from Montana State University in Harvre, Montana and currently pursues a master of business administration and HR specialty. She participated in additional training and earned certification in Six Sigma Training, Green Belt, Train the Trainer, IT Systems, HR Compliance, ADA Certification and HR Diversity Certification.

The Pride Award

Bruce Junior High School in Gilmer, Texas presented Robroy Industries with the school's Pride Award for helping to contribute to the success the school achieved on their TAKS testing this year. TAKS stands for Texas Assessment of Knowledge and Skills, which is a group of tests used in the primary and secondary Texas schools designed to assess the attainment of reading, math, science and social studies skills. Created prior to No Child Left Behind, these tests are required under Texas education standards and comply with that law.

Robroy purchased T-shirts for the seventh graders featuring the saying "212° the Extra Degree." This refers to the 212° book and movie (www.212movie.com), an inspirational short video, about how one degree makes all the difference. It emphasizes how water is hot at 211°, but water boils at 212° and that an extra degree of effort is the difference between good and great. Ninety percent of all seventh graders at the school passed the math section of the TAKS test.

Tammy Love and Starla Bickerstaff attended the Gilmer Independent School District School Board meeting to receive the award.

Proud Parent

Genny Garmon is very proud of her daughter, Becca, and her accomplishments. Becca Steelman, a past Robroy scholarship winner, earned a degree in finance from the University of Texas-Tyler and recently received a promotion to the position of assistant vice-president at First National Bank in Gilmer, Texas. Becca began her employment with the bank five years ago and currently works as a new accounts representative handling checking and savings accounts, certificates of deposit and IRA's.

Congratulations, Becca, on you promotion.

US Citizen



Vijay Kumar is now a US citizen.

- How many changes or amendments are there to the Constitution?
- Who is the Chief Justice of the Supreme Court?
- What is the basic belief of the Declaration of Independence?
- What is the introduction to the Constitution called?
- Name one right guaranteed by the first amendment.

Can you answer the above questions? These are a few of the 100 questions on a typical citizenship test. Generally, naturalization requires the following conditions:

1. Are at least 18 years old and a lawful permanent resident ("green card" holder)
2. Have resided continuously in the United States, having been lawfully admitted for permanent residence, for five years immediately preceding the date you filed your application for naturalization, or
3. Have, after having been removed from conditional permanent resident status, based upon your marriage to a U.S. citizen, having resided in the United States for one year after the date the condition was removed
4. Have resided continuously in the United States at all times after your application to the time and date of your admission for citizenship
5. Have, during all periods of time referred to above, been and still are a person of good moral character

Picnic

The Conduit Division Summer Picnic took place on May 3, 2008 at Stillhouse Creek Ranch. It was a chilly 60° when the day began, but the afternoon warmed up nicely for the day's festivities. The annual Dessert Contest kicked off the activities and the winners out did themselves with their delicious creations.

- First Place:** Kim Slaton – Blueberry Crumble
- Second Place:** Starla Bickerstaff – Banana Split Cake
- Third Place:** Tracie Warburton – Caramel Pecan Chocolate Sheet Cake

The Welcoming Committee met the guests and presented them with a red and white insulated water bottle and a bright red Robroy T-shirt. The Butcher Shop from Longview, Texas filled everyone's tummy with hamburgers, hot dogs, beans, potato salad, cookies and chips. Snow cones, face painting and balloon animals kept most of the kids and a few of the adults busy throughout the day. It was quite blustery; so a few ambitious souls took advantage of the velocity of the breeze and tried to fly kites. Tried is the key word in that scenario. Another year and another successful Company picnic.



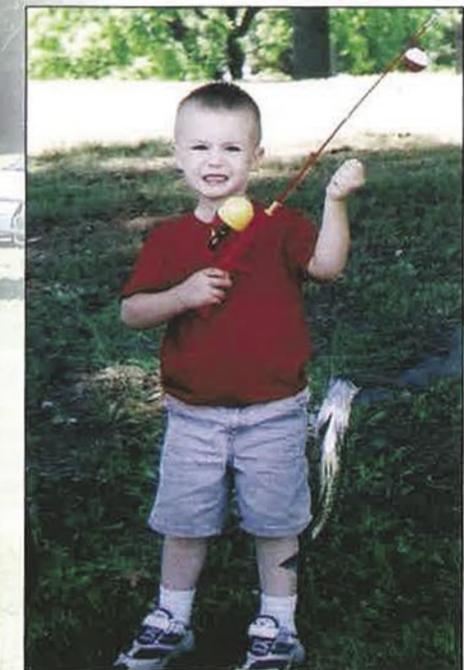
The Dessert Contest winners – (left to right) Tracie Warbuton, Starla Bickerstaff and Kim Slaton.



The Welcoming Committee – Donna Waterstraat, Tammy Love and Carlean Turner



Fun and games all day long.



Trent Nix, Sandy Martinez's 3-year old grandson shows-off his prize from Stillhouse Creek Pond.

(left) The Reistenberg family.

6. Have no outstanding deportation or removal order and no pending deportation or removal proceeding
7. Have the ability to read, write, speak, and understand simple words and phrases in English
8. Have knowledge and understanding of the fundamentals of U.S. history and government
9. Are attached to, and can support, the principles of the U.S. Constitution and can swear allegiance to the United States

At the end of March Vijay Kumar met all requirements for naturalization and took and passed his US citizenship test.

Congratulations, Vijay.

Snow in Texas



March 7, 2008 – Gilmer, Texas



The girls from the Gilmer office pose among the snow flakes.

By the time March rolls around each year, most Yankees are sick to death of cold weather and the white precipitation it brings. Yankees also tend to think that it never snows in Texas (not true), let alone in March. Wrong!

On March 7th Gilmer, Texas received about one inch of snow on that chilly Friday morning. Needless to say, by 1:00 PM the sun shined brightly and all the snow had disappeared. A few kids in the area did manage a little fun with a snowball or two. Corrosion College was being held during the snowstorm and it caught the attendees a little off guard.

Racing Through 2008



Jeff and Rob McIlroy (Robroy VPs) pose for a photo before their race.

In April the Strategy Team from Gilmer, Avinger, Verona and Belding gathered in Texas to follow-up on their October meeting. Their objective was to assess how well goals are being measured and met for 2008.

David Marshall had the following to say, "I am truly pleased with the progress we have collectively made as strategic thinkers. As a team we have become actively focused on envisioning what we want our company to be in the future and on doing what needs to be done today to make our desired tomorrow a reality. I also want to commend the growing level of individual initiative. We seem now to have many associates who believe in the statement: 'If it is to be, it's up to me.' This combination of individual commitment and professional teamwork is something upon which we can build and grow."

The group took a break in the evening to drive some fast cars at Texas Motor Speedway.



Pam and Peter McIlroy under the lights.



Participants anxiously await their turn to race.



Jeff (Conduit Division National Sales Manager) and Amy Reistenburg check-out the souvenirs.



The excitement builds for Carlean Turner (Conduit Division).



Mike Deane (Robroy CFO) is so casual about the whole thing, you would think he does this every day.



The Strategy Team group photo.



Mike Jackson (Stahlin Enclosures) is ready to go!



Teresa Ramirez (Stahlin Enclosures) thinks this is way cool!



Doesn't Pete Scarborough (Conduit Division Plant Engineer) look like he was born to be a race driver?

Wedding Bells



Mr. and Mrs. Kyle Moore



Duoline shared in the celebration of Florence's marriage.

Florence Burk, Human Resource Administrator, and Kyle Moore tied the knot on April 18th in an intimate ceremony in Las Vegas, Nevada. Duoline held a party for the Moore's and since Kyle was unable to attend Jason Thompson served as Florence's proxy husband for the event!

Kyle owns his own body shop in Andrews, Texas where the couple resides with their three sons, Slade, Kade and Zane and their niece Breanna.

Texas Barbeque



Micah Catlin, Material Handler (and critter handler), with the catch of the day.

In Texas barbeque is an art or is it a science? At any rate, it incorporates many different types of meat including snake. Micah Catlin caught a nice size rattlesnake in the yard at Duoline Technologies just in time for barbeque season. That rascal was no cause for alarm. It was pretty small compared to most rattlesnakes in the area!

The question remains "Does rattlesnake really taste like chicken?"

New Employee



Billie Traywick and her new assistant.

Duoline is searching for new employees. Billie Traywick, Controller, brought in man's best friend to help her with the difficult financial decisions she makes on a daily basis. After all "dogs are only people with short legs and fur coats" or so they say!

Meals On Wheels



Tim Stewart, David Galindo, and Christine Biggerstaff were the lucky employees who will attend the Mudbug fundraiser for Meals on Wheels.

The Meals on Wheels Association of America (MOWAA) is the oldest and largest organization in the US representing those who provide services to people in need. MOWAA works for the social, physical, nutritional and economic betterment of vulnerable Americans. The organization provides cash grants to local senior meal programs and its mission statement reads: "The mission of Meals On Wheels Association of America is to provide visionary leadership and professional training and to develop partnerships that will ensure the provision of quality nutrition services."

Duoline contributed to the Meals on Wheels program by collecting donations for the organization. Three lucky employees won tickets to attend the 10th Annual MudBug Fundraiser benefiting Meals on Wheels. The fundraiser includes door prizes, a band and all the boiled shrimp, crawfish and fried catfish you can eat!

Consider donating to Meals on Wheels. You can do so at www.mowaa.org or contact a local provider in your community. You may even want to donate your time and talent to the organization. Donate to Meals On Wheels "so no senior goes hungry!"



Duoline is reminding employees to be safety aware.



Safety Winners

Duoline has been utilizing OSHA's "7 Minute Safety Trainer" program, which includes 50 prewritten safety sessions based on important OSHA topics designed to save time. The program has illustrated reproducible handouts and safety quizzes to insure that workers understand key concepts. It also includes detailed tips for effective trainers and quarterly updates to keep the company aware of newly regulated OSHA topics. Some of the topics include: hazard communication, electrical safety, lockout/tagout and forklifts. The sessions are effective and fast to get employees trained and back on the job.

The Safety Committee rewards employees who can correctly answer questions from the training sessions. Prizes include items like CD cases and Shield caps. Denise Anderson, Alberto Castillo, Jamie Granare, Josh Marquez and Clayton Wadley have all been winners.

Along with the safety questions, a safety slogan gift is distributed to each employee on Fridays to further promote a culture of safety at the Duoline facility.



Barbecued Rattlesnake

1 Rattlesnake, freshly skinned, head removed, 4' or longer
barbecue sauce
salt and pepper to taste

Cut snake into 4-6" sections. Marinate the snake in barbecue sauce several hours. Wrap sections in tinfoil and barbecue over charcoal or 45 minutes. To keep meat from drying out, baste with barbecue sauce every 10 minutes.

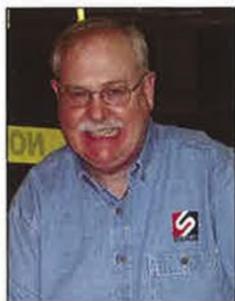
Yield: 6 servings

Woodell Publications Corp. ©1998
For other rattlesnake recipes visit [HYPERLINK "http://www.exoticmeats.com"](http://www.exoticmeats.com) www.exoticmeats.com

SERVICE AWARDS



Pedro Soto



Greg Willaman



Cynthia Brokaw



Dean Childs

NAME	YEARS SERVICE
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Conduit Division/Gilmer

Jerry P Davis	.20
Lonnie Venters	.20
Rochaun Hawkins	.15
Rodney Dinkins	.15
Robert Faggins	.15
Patt Ellison	.10
Carlean Turner	.10
Garvin Williams	.5

Conduit Division/Avinger

Thelbert Taylor	.25
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NAME	YEARS SERVICE
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Duoline

Pedro Soto	.5
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Stahlin

Mike Rial	.35
Greg Willaman	.30
Cynthia Brokaw	.25
Dean Childs	.20
Kristie Walls	.5

Bagpiper – Fall Issue

If you would like to submit information for your division, please contact your Bagpiper Representative. The next deadline for submittal is September 17th. Let's remember our Troops. Please, forward information to your division representative regarding our men and women serving in all branches of the Armed Services.

Conduit	Tammy Love
Duoline Technologies	Florence Moore
Headquarters	Kim Rafaloski
Stahlin Enclosures	Cindy Stowell