



Chairman's Message

Every Robroy Associate knows that safety is a high-priority issue for all of us. For several years, we have had the SHIELD program in place and accidents have been greatly reduced throughout the Company.

That's great - but success sometimes leads to complacency and we can't allow that to happen. Here are some thoughts that might help us stay on the safe path.

Safety is an "everyone issue" not a "management issue."

We are not just responsible for our own safety - we are also responsible for the safety of those around us.

Safety is a lifestyle - not just an on-the-job issue.

We are in those hot summer months when it is wise to drink lots of water - hydrating will keep you healthy and alert.

Safety can never be compromised. We must keep it on the top of our list of priorities.

Have a great summer!

HEADQUARTERS



Did you know that Pittsburgh teams won TWO national championships this year? Of course, you know that. Pittsburghers love their sports teams, especially the Steelers and Penguins.

Pittsburgh kids are indoctrinated young - The Terrible Towel, Perogie Races and Igloo White-outs. Peter McIlroy and his grandson Peter Jefferson McIlroy Jr. were all geared up for the Super Bowl last February and you can be sure they are ready for the upcoming football season. Go Steelers!

Corporate Employee Appreciation Night

The Corporate Division had its 1st Annual Associate Appreciation Night on Feb. 22nd. Associates and their spouses started the evening with a Trolley ride to Mellon Arena in downtown Pittsburgh. Not only was it a fun and an unusual way to get to a Penguin game, it also saved the hassle of parking for everyone.

Awards were presented to Associates for their individual contributions during the year. Everyone then cheered on the Pens while snacking on nachos and other goodies.

Wishes Fulfilled

In the last edition of the Bagpiper, Headquarters reported that Robroy Associates (from Headquarters and the Conduit Division) contributed to the fulfillment of four wishes for children with life threatening conditions through the Make-A-Wish Foundation. The four wishes that Headquarters Associates granted included the following:

- A trip to Disney World became a reality for a three-year old, Dora the Explorer lover and her family from Carrolltown, Pennsylvania.
- Disney World was also the dream of a four-year old little girl from Verona, Pennsylvania. This young lady adores Hannah Montana and Sponge Bob Square Pants. Thanks to Robroy generosity she and her family were able to enjoy an exciting trip to Orlando, Florida.
- What seven-year old doesn't love to play outside? A seven-year old from Pittsburgh chose a beach vacation for his entire family as his wish, which they completed in May 2009. The trip exceeded all expectations. The family stayed at a wonderful resort and the fun activities included building sandcastles on the beach.
- A 15 year-old young man from Pittsburgh, who suffers from a traumatic brain injury, wished for an X-Box and iPod. Part of the Robroy donation to Make-A-Wish granted his wish and he was thrilled.

The personalization of wishes motivates Robroy Associates to continue their support of the Make-A-Wish organization in any way they can. Helping children with life threatening illnesses is the mission of the Make-A-Wish Foundation and the reason why Robroy Associates are compelled to be a part of making many more wishes come true.



Paris shared cupcakes with her classmates on her birthday.



Anticipation...



Class of 2022



Paris – the graduate.



The graduation procession.



Paris poses with her little sister, Piper.



The Wohlgermuth sisters are ready for summer.

A Wohlgermuth Update

Ms. Paris Wohlgermuth, daughter of Julie and Don Wohlgermuth, turned 5 years old on April 7th. The Birthday Girl celebrated by throwing a pajama party at her school. Her little sister, Piper, even joined in the festivities. All the kids had a great time making crafts and eating birthday cake.

It is that time of year when students don their caps and gowns, proud parents take zillions of photos and parties abound. However, please remember that graduations are not just for Seniors. Paris Wohlgermuth graduated from preschool at Aspinwall Learning Center on May 29th. She is very excited about starting Kindergarten at O'Hara Elementary in the fall.

Hello, World!

On June 27th, 2009, Tristan James Dunphy became the first grandson of Mike and Becky Deane. Although he surprised everyone by being a couple of days early, he was certainly ready to enter the world at 9 pounds 3 ounces! Tristan's proud parents are Tim and Aimee Dunphy. His big sister, 2 ½ - year old Kyla, is very excited to have another playmate. Rounding out the Deane's growing brood of grandchildren is Kyla and Tristan's cousin, Julia Deane (now 3 ½), daughter of Steve and Kathryn Deane. Mike, Becky and the children's uncle, Josh, cannot wait for future summer vacations and holidays to fulfill their role as spoilers. An extra-added bonus to Tristan's early arrival was that he shares his birthday with Mike's late father, Richard. The entire family was thrilled with that fortunate coincidence.



Tristan James Dunphy

Dancing with Stars moved to Grand Rapids, MI



Rising dance star – Siena Ramirez

In September of 2008, Siena Ramirez, with her parents by her side, started an unknown trek into the world of dance. Nine months later, on Saturday June 6, 2009 she debuted in her first dance recital at Northview High School in Grand Rapids, Michigan. What a pure joy that experience was for her parents and the vast audience who gathered in the school's auditorium.

The anxious class, made up of nine little three and four-year old dancers, included eight girls and one boy. The group performed to "I'm a Believer", the version from the movie Shrek. Needless to say, they stole the show in their formal dresses and tuxedo. Darren and Teresa Ramirez were so proud of their daughter and they eagerly look forward to next year's recital.

Cutest Dog

Everyone thinks their pooch is the cutest on the block. Right? Well, Supervisor Steve Petro entered his dog, Odhinn, into a Cutest Dog Contest in May of this year and 4,280 viewers shared Steve's sentiments. Odhinn is a beautiful 2 ½-year old Pomeranian and, out of 130 canines, the little rascal came in third. Better luck next time Odhinn. Who knows what stardom the future holds for you?



Odhinn, 3rd Cutest Dog in the World

Steve and Odhinn would like to thank all of the Stahlin Associates for their votes!



Pictured in front of Belding High School's Tribute Tree are, from left to right: Jolynn Stalsonburg – Stahlin Marketing Specialist, Roger Wills - Robotics Advisor; Jeff Seagle – President of Stahlin Enclosures, Cindy Stowell – Stahlin HR Administrator, Jeff Hall - Stahlin Applications Engineer and Aaron West – Belding High School Principal.

Community Support

Community involvement remains an important aspect of doing business for Stahlin Enclosures in Belding, Michigan. Belding High School recently recognized the Company for its donations to the Robotics Club and multiple sports programs by placing a leaf on the school's Tribute Tree bearing the Stahlin Enclosures name.

New Employees

Brenda Brom, Stahlin's new Cost Accountant, has spent over 20 years in the field of accounting, including five years in cost accounting. The Stahlin Accounting Department welcomes her and her expertise to Stahlin Enclosures.



Brenda Brom – Cost Accountant

Brenda lives near Greenville, Michigan with her husband John and two children, Dana (15) and Brandon (13). Her two labs are also part of her family. The Broms enjoy traveling, boating, shopping, working in the yard and participating in the kids' activities. Brenda is active in the Greenville Public Schools where her kids are quite involved in sports and academic activities.

Ingrid Humphreys is a resident of the Belding community and is thrilled to be a part of the Stahlin team as an Inside Sales Associate. She has three daughters (17, 14 and 12) and a husband of 20-years who keep her busy. Volunteering for the county/state 4-H program brings her much enjoyment where she is involved in every aspect of horses - riding, showing, caring and just plain loving the beautiful animals. Ingrid also likes traveling and reading, when time allows.



Ingrid Humphreys – Inside Sales Associate

After witnessing Stahlin's commitment to the Belding community, Ingrid says she is very proud to be part of such a top-notch organization.

Spotlight on Sports



Pat Slager bowls two perfect games

Bowling is a big part of what Pat Slager does when he is not working for Stahlin Enclosures. In his ninth bowling season, on December 15th of last year, Pat bowled a 300 game followed by games of 220 and 206 for a 726 series. He followed up that performance on January 26th by bowling a 252, a 247 and another 300 game for a total of 799! Although these were Pat's first 300 games, he said, "I have had a good handful of 279's. But I don't know exactly how many."

Congratulations Pat, most of us would just like to break 150. You are an inspiration.



Jeremiah Souza – the Beast of Belding

Deb Souza, CNC Operator, has raised quite an athlete. Her son, Jeremiah – or JJ, bowls, plays football, participates in track events and works with weights that most of us could never imagine lifting. His teammates call him a beast and he was inter-

viewed for the Sentinel-Standard newspaper recently, as their Ionia County Athlete of the Week.

JJ comes from a family of bowlers; in fact he started bowling in a youth bowling league at just four-years of age. Bowling is his favorite sport, so it is no surprise that, as a senior, he was the runner-up in the Singles Division in the Michigan High School Double A (MHSAA) finals keeping Belding High School and his Redskins team front and center.

Although bowling is his favorite, it is far from the only sport in which JJ excels. It was his high school goal to break a school record and get his name placed on the school's record wall. During his last high school Lift-A-Thon, the record he sought after was broken. He benched a whopping 320 pounds and accomplished his goal. In addition, this year he earned the Most Improved Award in track for discus and shot put performance.

Congratulations, JJ.



Hannah Humphreys and Slick

Hannah Humphreys handily handles horses. Sorry for the alliteration, but it is so very true. Ingrid Humphreys' (Inside Sales) daughter, Hannah, has been riding horses since she was barely five-years old. She was recently awarded the Ionia County 4-H Horse Award for her project work. The project involved her work with her gelding, Intimidating Higgins, affectionately known as "Slick." Hannah has lived in Belding for the past 13 years, however, following her upcoming

senior year, she plans to attend Michigan State University to study in the area of animal science/pre-vet.

Keep up the great work, Hannah! Be sure your mom keeps everyone posted on your future accomplishments.

Michelle Sweet-Foote from Assembly has a son, Scotty, who was thought to be the fastest kid to run hurdles for his middle school last year. During the summer, while practicing with the high school athletes, Scotty cleared a hurdle and landed in such a way that he broke his ankle. Surgery and multiple screws failed to slow this young man down. As a freshman this year, Scotty won 17 medals during track season. Can you imagine the accomplishments he will have to his credit by the time he is a senior!

Wellness Trip



The DeCranes pose for a photo with a friend they met during their Bahama Cruise.

1st Shift Press Operator Chris DeCrane won the Bahamas cruise at the Christmas Party this past winter. The cruise was a Valentine getaway for two and the result of participating in all of the Wellness initiatives at Stahlin in 2008. Chris and his wife, Sarah, were first time cruisers and have decided that they will certainly cruise again. Enjoying the hot weather and open water while everyone in Belding was stuck in the cold snowy weather was not a bad way to "be well."

Changing Spaces

This spring Stahlin Enclosures decided to rearrange the office a little bit. The switch up was used to emphasize and reinforce the Company's front-end focused business. The Sales Associates and Applications Engineers traded places with the Accounting Associates. Everyone was moved to a new location; whether it be to a different office or a new cubical. The goal of the move is better efficiency and productivity from everyone by creating a quieter and more focused atmosphere.

The turnaround did not take up a lot of time; utilization of items on hand was key. Using less paper was also a main focus. Computer storage helps the office use less paper causing the downsizing of filing cabinets. The Company donated excess office supplies to the local high school.

If you plan to visit the Stahlin office in the near future, do not be surprised if you are issued a map so that you can find the location of the Associate you seek!

Graduate Spotlights



Alyssia and Christina Andres – Belding High School

In 2005 Alyssia and Christina Andres arrived in Belding from Russia with no knowledge of the culture of the United States or the English language. These young ladies are the adopted daughters of Dean Childs. They have since adapted quite well to life in the states and graduated on May 21st from Belding High School.

Alyssia enjoyed playing the French horn in the high school band and played with the Belding High School Marching Redskins who took 1st place

in four out of five marching competitions leading up to the state competition. At state they took 2nd, which is the best placement in a state band competition in the high school's history. Alyssia also was part of the cast in two plays presented by the Belding High School Drama Department. She participated in High School Musical in the spring of her junior year and The Legend of Sleepy Hollow in the fall of her senior year. Alyssia is planning to get a job this summer and is in the process of deciding between attending Montcalm Community College or joining the Air Force. Her ultimate goal is to work in the medical field.

Christina is a high honors graduate and a very active member of the National Honors Society. She was on Belding High School's first girl's soccer team and spent a lot of time on art. She was a member of the Art Club and took several art classes. Christina is an accomplished artist with some of her work displayed at the Gerald R. Ford Museum. She also has art displayed along the river walk at Riverside Park in Belding. She plans to attend Western Michigan University in the fall.

Frankie Foote – Belding High School

Frankie Foote, daughter of Michelle Sweet-Foote (Assembly), graduated with high honors from Belding High School. Frankie was very involved with multiple organizations and clubs within the school during her high school career. She was Secretary of the Drama Club for a year and a half, Senior Class Vice President of Student Council, Co-Editor of the Yearbook for two years and participated in the Youth Advisory Committee all four years of high school. During her senior year she fell in love with the idea of teaching pre-school and will be attending Western Michigan University in the fall

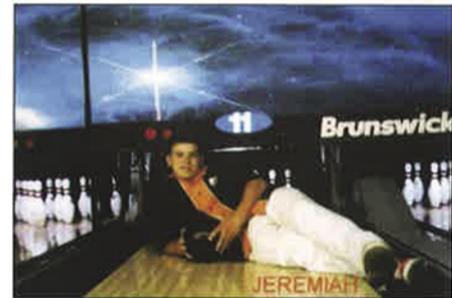


to fulfill that dream. Working and saving money are her goals for the summer in order to facilitate her big move in the fall.



Lacie Kelly – Belding High School

Pat Kelly's daughter, Lacie, graduated from Belding High School on May 21st, the day before her 18th birthday. She participated in track and field, but mainly focused on her love for cheer-leading during her high school career. Lacie has her sights set on the nursing field and plans to attend Montcalm Community College in the fall. Pat works in the Stahlin Maintenance Department.



Jeremiah Souza – Belding High School

JJ Souza, son of Deb Souza (CNC Operator), graduated this spring with high honors from Belding High School. While in high school he played football, competed in track and field and bowling. JJ has also been a dedicated weightlifter in high school and recently discovered how exciting being on the stage is through the Drama Club. He won many athletic awards as well as a few awards for participating in a Drama Production. JJ plans to continue his education at Grand Rapids Community College and work toward a career in his long time passion, the culinary arts.

Graduate Spotlights

Continued from page 5



Danielle Weaver – Belding Alternative Education

Danielle Weaver is the daughter of Tina Taylor (Press Operator) and a graduate of Belding Alternative Education. During her time in high school, Danielle participated in band and volunteered at the Special Olympics, which she loved. Although she is undecided as to where she will be attending college in the fall, Danielle hopes to pursue a career as a massage therapist.

- News Crew – announces the current events, weather and hot topics every morning to the entire school
- Presidential Award – maintained A's & B's
- Perfect Attendance – enough said – she takes after her mother
- MEAP – recognized for exceptional scores in reading, math, science and language arts.



Cody Reed – Kindergarten Sheridan Elementary School



Payton Haney – promoted to Greenville Middle School

Payton Haney, daughter of Jennifer Ullery (Inside Sales Supervisor), recently received several awards and graduated from elementary school to Greenville Middle School. Her awards included:

- Safety Patrol – helping younger kids to cross the street safely



Cody and his T-Ball coaches, Luke and Cathy Tissue.

Cody Reed, son of Cathy Tissue (Assembly), graduated from kindergarten at Sheridan Elementary. Cody plays T-ball when he is not attending school.

Adopt-a-Hwy



What a beautiful road to adopt! And come to think of it, Dean Childs looks kind of pretty too with that Queen Anne's Lace over his ear!

Around 12 volunteers gathered at a local bank to gear up for a cold rainy Adopt-A-Hwy clean-up session. The volunteers split up Stahlin's three miles of highway; two volunteers to each side of the road heading opposite directions so that their bright green safety vests were visible to oncoming traffic. Along with the many bags of trash, the group uncovered a few treasures. Frankie Foote and her father found a check that dated back to November of 1989 and a couple of aged photos popped up. There was nothing nearly as exciting as the whitey tighties that Dean Childs, Supervisor, found a few clean-ups ago. The day ended well, but wet. Stahlin Enclosures and the state of Michigan thank every Associate for their time and effort on the first cleaning of 2009.

Many Thanks

Frankie Foote, Summer Intern, really helped out with the Stahlin articles for this issue of the Bagpiper. Her time and effort were truly appreciated.

Robotics



The Belding High School Robotics Team



The New Robotic Team Trailer



Stahlin Enclosures is the proud sponsor of the Belding High School Robotics Team. They have worked with the group since its inception offering financial assistance, technical expertise through their engineers and logistic solutions by donating a trailer for transportation. There are eight high school students on the team and more than 16 mentors from the community.

This year's challenge was for the team to build a robot that could compete in a game that FIRST (For Inspiration and Recognition of Science and Technology) created. The group did a great job using teamwork and dedication to build their robot and it placed 2nd out of 46 teams at the Grand Traverse Regionals in Traverse City, Michigan. It took 9th out of 68 teams in the State Championship at Eastern Michigan University. The Robotics Team was also invited to compete in the FIRST National Championship in Atlanta, Georgia, but unfortunately had to decline the invitation due to cost. In 2009 Michigan became the first state to have a state championship tournament for Robotics teams. The team did a great job and is wished much success for years to come.

Annie



Michelle Sweet-Foote, Frankie Foote, JJ Souza and Deb Souza, pose for a photo after one of the Annie performances at Belding High School.

Other hand, participated in drama since her freshman year. For this production she was cast as a chorus/dancer. This was no small part since there is a lot of dancing in this musical.

The show sold out two of the four shows and garnered three standing ovations. Annie was both JJ's and Frankie's final high school production. Great job!

Community Showcase



The Stahlin table at the Community Showcase.



Jeff Seagle, President, was having a great time at the Showcase event.

The 13th Annual Community Showcase was held at Belding High School on April 23rd and, as has been the case in past years, the place was packed! Over 2,000 residents showed up to view the various booths set-up by area businesses, listen to musical presentations and view clever school projects from elementary school through high school. Miss Belding, Kate McKenna, greeted everyone.

This year, Stahlin Enclosures partnered with the Robotics Team. The school blocked off an entire area in the gym balcony for community members to try out or just watch what the new robot was capable of doing. The robot, built by Stahlin Associates and the Robotics Team, can pickup Styrofoam balls and shoot them in an attempt to make a basket. You might call it robot basketball. This year the Stahlin booth was manned by Pat Kelly - Maintenance, Ron Allison - Press Operator, Dean Childs - Supervisor, Chris DeCrane and Aaron Reeves.



Does anyone want to have a crucial conversation? These guys and gals are ready!

Crucial Conversations

Crucial conversations are discussions between two people where the stakes are high, opinions vary and emotions are strong. These are day-to-day occurrences that affect everyone's life. In many cases, these are pivotal conversations with extremely significant results. By dealing with even one conversation in a particular way, you determine a pattern of behavior that shows up in subsequent conversations. That's what a session of Crucial Conversations can do for you.

All of the salaried Associates at Stahlin Enclosures took part in a class on Crucial Conversations. Suzy Streit from Turnaround Solutions conducted the class and participants met every Thursday for eight weeks this past winter. During the class, Associates learned exactly how to get to the point of a conversation, give meaningful constructive criticism and how to hold a conversation confidently. Upon completion, everyone graduated with a new level of confidence in how to conduct crucial conversations.

STAHLIN

"Hello! I just wanted to say thanks for the fun and educational time that I had. I must say you guys put on a class act! You're more than generous with your resources when most companies have pulled in the reins. Again, kudos to you guys."

Tom Fricke
Westside Electric

CONDUIT DIVISION

"Sent an email thanking Chris Caldwell for his help in getting an order from Hagemeyer."

Kathy Lafferty
Brazill Brothers

Six Time Winner



Cindy Stowell accepts Stahlin's award at the Best and Brightest Awards Presentation.

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. As stated in prior years, 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 the scoring uses a point system. Those receiving the highest points are selected as winners. Those receiving the highest points in each category are selected as Elite Winners and the overall winner is awarded the "Best of the Best" honor. This is the sixth year in a row that Stahlin Enclosures was recognized as one of the 101 Best and Brightest. 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. There were many, many applications and only 101 companies win. Stahlin Enclosures is proud to say that they are one of the "101 Best and Brightest Companies to Work For" in Michigan.

Investing in the Community



Community Investment Award presentation

The city of Belding presented their 2009 Community Investment Award this past March to Stahlin Enclosures. Steve Petro, Plant Superintendent, nominated the Company for the award. Roger Wills, the advisor for the Robotics Team at Belding High School presented the award to Jolynn Stalsonburg, Marketing Specialist, and Cindy Stowell, HR Administrator.

Stahlin received this honor for their extensive involvement within the community of Belding. Some things that Stahlin is often involved with include: Toys for Tots, Boy Scouts, the Alvah N. Belding Memorial Library, the Ionia County Economic Alliance, the Drama Department and Robotics Team at Belding High School and a variety of sports programs. Stahlin's commitment to Belding can be seen and felt throughout the community.

It's a Girl



Kayli Shawn Coon



Mom and baby are doing well!

Brandon and Keisha Coon (Assembly) welcomed their first child into their home on June 4th at 6:30 AM. Kayli Shawn Coon weighed in at 9 pounds, 14 ounces and was 21 inches long.

"Sent an email to Rep Del at Hodges thanking PermaCote for their help in getting some IS-500's out before our committed date."

Dena McElveen
Hill Country

"The ACH transfer on commissions is GREAT. Thanks so much for implementing that."

Stuart
KMS—Kirk, Meeks, Smith

Brandi got kudos for her detailed follow-up for Sam/Speedy's.

Sam Lee
Speedy's in California

"We really like the ACH on commissions—much better."

Shirley Henderson
C&O Sales, KS

"Love the commission reports and the ACH—Thanks so very much for that."

Cindy
Hodges Southwest, Houston

Corrosion College really made an impression with him and he will never buy the competition. He said we have a great facility and great people and looks forward to a long-term future relationship.

Randy Cox
Colburn Electric

New Hires

The Conduit Division welcomed Jesse Fowler as Production Supervisor in January of this year. Jesse brings over six years of plant supervision experience to the division.



Jesse Fowler – Production Supervisor

His knowledge of lean manufacturing techniques, such as value stream mapping, and 20 years experience at an Eaton/Aeroquip tube bending unit will be valuable assets to the Company as it continues to grow and provide its' customers with a quality product. Jesse earned a Bachelor of Business Leadership from Baker College in Jackson, Michigan.

In March, Kathy Richardson accepted the post of Executive Assistant for Robroy Industries reporting to David Marshall, COO. Kathy brings to Robroy extensive experience in administrative support, as well as other strong troubleshooting and problem solving attributes. Kathy has an associate's degree from Kilgore Jr. College and a bachelor's degree through UT Tyler where she received specialized training in supervision/management, industrial maintenance and communications.



Kathy Richardson – Executive Assistant

Promotions Abound

In January of this year, Javier Macias accepted the position of Shipping and Receiving Supervisor for the Conduit Division. His Robroy career began in May of 2005 in plant production and by March of the follow-



Javier Macias – Shipping and Receiving Supervisor

ing year he received a promotion to the position of Shipping/Receiving Coordinator. Javier has made a tremendous impact on overall inventory accuracy for the Gilmer facility. Dedication, focus and commitment to excellence exemplify his work ethic. The Company confidently anticipates Javier to drive further improvements throughout the organization in his new role as supervisor.

Congratulations to Laurie Ivy on accepting a new post within the Conduit Division, as a member of the Purchasing Group. Effective April 20th, Laurie moved into the Scheduler/Buyer/Expeditor role where she assisted for several weeks before her promotion. Laurie brings to the team her experience as a Shipping Coordinator and Inside Sales Representative and her focus on customer service along with her positive, can-do attitude and willingness to learn new responsibilities. All of these factors will help her succeed in her new role.



Laurie Ivy

In December 2006, ECN/Korns hired Kimberly Shaddix to work as an Inside Sales Representative. She quickly moved on to do an excellent job as the Shipping Coordinator proving her commitment and dedication to the ECN/Korns team. Robroy is so very pleased to announce yet another promotion for Kimberly to the position of Shipping-Receiving Supervisor.



Kimberly Shaddix – Shipping-Receiving Supervisor

Since she was hired in September of 2005 as an Inside Sales Supervisor, Cindy Leonard has proved her commitment to growth and development by consistently learning and mastering new functions. Cindy earned the

expansion of her role on the Operations team and, as of January 25th, has lived up to the challenges of the newly created position of Materials and Service Supervisor.



Cindy Leonard – Materials and Service Supervisor

On January 19, 2009 Paul Herman transitioned once again from his duties as a Methods Analyst/Special Projects in Gilmer to the position of Plant Manager at the Avinger facility. Paul has always been a team player through all of his years with Robroy Industries. It is truly hard to summarize Paul's 35-year career with Robroy, however, suffice it to say, Paul has done just about everything and anything asked of him within Plant Production. Everyone is very excited to have Paul back in his role as Plant Manager and trust that he will continue to make a difference.



Paul Herman – Avinger Plant Manager

David McCellon accepted a promotion and has become the Conduit Division Shipping Coordinator at the Gilmer facility. He assumed his new role effective March 1, 2009 from his previous position as Material Handler. David began his career with Robroy Industries April 1, 2002 as a Production Associate and moved to Material Handler in May 2004. David was an integral member of the Conduit team during the installation and set-up of the Warehouse Management Systems currently in use today.



David McCellon – Shipping Coordinator



Jerilyn Davis receives hands-on training through Habitat for Humanity.

Habitat for Humanity Tyler, Texas

When University of Texas at Tyler Construction Management students partnered with Habitat for Humanity of Smith County last fall, they joined a long tradition of helping people realize the American dream. Habitat for Humanity started in 1976 when Millard and Linda Fuller collected funds from their local church in Americus, Georgia to build a home for a neighbor in need. Since then, Habitat has helped to provide housing to low-income families in the US, Canada and over 100 other countries. In fact, 279,732 housing needs have been met since 1976.

Jerilyn Davis, currently a sophomore at UT-Tyler and former Gilmer High School Valedictorian, said she was enrolled in another university when she found out about the new construction management program at UT Tyler. "I transferred to join the program," she said. "I wanted to do something different, something out of the office. I'm planning on going into residential construction management. I think having a home means a lot for a family. To help people get in their own home would be rewarding. Building for Habitat for Humanity is a very hands-on way to understand what we learn in class. We are learning about estimating, scheduling, foundations, structure. Everything at the Habitat home goes hand in hand with what we are learning."

Jerilyn is the daughter of Jerry (Production Supervisor) and Samantha Davis and she works part-time at the Conduit Division.

A Boy and 2 Girls – All Firsts



Rex Robert Buchheit

Rex Robert dropped in on the Buchheit family on January 25th at Good Shepherd Hospital at a hefty 8 pounds, 9 ounces, 21 1/2 inches. His parents are Matt and Codie Buchheit and his proud grandmother is Rita Buchheit. Matt is Rita's youngest son and little Rex is her very first grandchild.



Addyson West



Addyson and mom, Nikita Love-West

Miss Addyson Jayda West made the scene on March 10th. Addyson is Tammy Love's first grandchild and weighed in at 7 pounds, 13 ounces.



Tracy Bree Preuninger

On March 21st, Trey and Lacy Preuninger were blessed with a little girl, their first. Tracy Bree Preuninger weighed 7 pounds, 14 ounces. Tracy was 19 inches long.

Congratulations are extended to each of these parents and to the first-time grandparents, as well!

Wellness Update



David Marshall presented Blondie Abron with a certificate verifying her cruise to Cozumel.

A three-day, all-inclusive cruise for two to Cozumel, Mexico – that was the prize for the lucky winner of the Wellness Initiative offered to Associates who completed all five Be-Well requirements for 2008. Thirty-five Conduit Division Associates earned \$25.00 gift certificates to Academy Sports and Outdoor for completing the requirements and became eligible for the cruise to Cozumel. At the Plant Meeting, Yvonne (Blondie) Abron was the lucky Associate who won the drawing and will be traveling in December.

"Blondie, take me with you," is the cry from her fellow Associates! Enjoy, Blondie, have a glorious trip!

Graduations and Other Special Recognition



Whitney Hopkins – Kilgore College

Whitney Hopkins graduated from Kilgore College Friday, May 8, 2009 with an Associates of Arts degree. Whitney will continue her studies at Stephen F. Austin in Nacogdoches, Texas to become a Registered Nurse and earn her Bachelors of Science in nursing. Whitney would like to thank Robroy for the scholarship the Company awarded her in 2007. That scholarship has gone a long way to help her with her education this far.



LaToya Lewis – Purchase College

It seems like only yesterday that LaToya Lewis, daughter of Production Associate Connie Gilstrap, interned in the Gilmer office assisting with marketing and accounting functions. That was the summer of 2006. On May 15, 2009, LaToya, graduated from Purchase College in New York with a Bachelor of Arts degree in theatre and art. Connie, her son, Prince, and friend, Nancy, attended the ceremony. LaToya's sponsor, Judy Mitchell, also

attended the graduation ceremony. Connie, LaToya and Prince visited some famous New York sites while there.



Katie Leigh Davis – Gilmer High School

Katie Leigh Davis is the daughter of Jerry and Samantha Davis and sister of Jerilyn, (Intern) and Brooke. Katie is a member of the graduating class of 2009 at Gilmer High School. She is involved in FBC Youth Group and was a member of Stars Drill Team, GHS Band and GHS Drama Club. She plans to major in the occupational therapy program through Panola Junior College and Belmont University in Nashville.



Ashley Keen – Senior 2010 Gilmer High School

Ashley Keen is Laurie Ivy's (Purchasing) daughter and an up and coming senior for 2010. She has a list of high school accomplishments a mile long. Her softball awards started in her freshman year and have continued as a varsity player including: All-Star Conference and Offensive Player of the Year (Oklahoma), Newcomer of the Year, 1st Team All District Pitcher, 1st Team All East Texas Utility Player and All District Defensive Player of the Year for Gilmer High School. Ashley has been an FFA member for three years and was elected an FFA officer (Sentinel) for 2008-

2009. Her GPA is 3.50 and she has remained on the honor roll throughout her high school career enabling her to be inducted into the National Honor Society.

Selected by her peers, Ashley will represent Gilmer High School as a Yamboree Duchess her senior year. Ashley's future sees her attending a Division I college where she will play softball and study to become a sports trainer and coach.

Chloe Beard, a freshman at Union Hill High School, received a plaque for lettering in basketball and track this year. She will also receive certificates for her participation in volleyball, basketball and track. She was a freshman cheerleader for the 2008-2009 school year, as well.

Melanie Williams is the proud mom of Whitney Hopkins and Chloe Beard.



Kimberly Lyn O'Neal – James Poole Elementary School

Kimberly Lyn O'Neal, age 6, graduated from kindergarten on June 2, 2009. She attends James Poole Elementary School in Harmony, Texas and is the daughter of Sarah Brooks.

Congratulations to a group of fine young students. You are wished the best for a very bright future.

More Value to Customers



Several of the many Associates who helped Robroy earn their ISO 9001:2000 certification pose with the actual certificate. From left to right: Larry Jordan, Danny Wright, Billie Jones, Joe Mac Howell, Wilma Mathis, Tiny Williams...



Conduit Division Associates proudly announce the new ISO certification. From left to right: Jesse Fowler, Cindy Leonard, Teresa Elson, Tracie Warburton, Sherry Brown, Jerry Davis, Rita Buchheit, Carlean Turner, Eric Nichols and Starla Bickerstaff.

Robroy has earned a place in the rigid conduit market place as a leader in the manufacture and sale of PVC-coated galvanized rigid conduit. The Company recently reached another milestone in its quest to increase value for its customers. The milestone itself came in the form of ISO9001:2000 Certification. However, the value to customers was reflected in a wide range of accomplishments documented as reasons why Robroy was able to attain ISO certification. Specific reasons for this include: continued improvement in productivity, a scrap rate maintained at 1/10th of 1% and a 48-hour product on-time delivery rate of 94%.

"We are proud of the effort made by all our Associates during this certification process, especially the fact they were able to achieve this in five months - an extraordinary sequence of planning and execution!" stated David A. Marshall, COO Robroy Industries.

Tamy Graham, Methods Analyst, was instrumental in this process and acted as Head Coordinator. Thanks to Tamy and her extraordinary effort, the goal was achieved in record time.

To gain ISO certification, Robroy successfully met the criteria of a detailed, stringent documentation process and audit that encompassed a set of procedures evaluating all key processes in the business. Included were the monitoring of processes to ensure effectiveness, maintaining accurate records, checking output for defects with appropriate and corrective action where necessary and regularly reviewing individual processes within the quality system for effectiveness and ongoing improvement.

Safety and Wellness Jackpot Program

The Conduit Division Shield Counsel kicked off the Safety Jackpot Program in January and Wellness Jackpot in March. The Associates earn jackpot scratch-off tickets by participating in pre-selected events and objectives. The office and plant Associates at both the Gilmer and Avinger facilities are divided into teams to promote communication and awareness on a continuous basis and to add an element of competition. Each team must complete each of the objectives as a team to earn points and receive scratch-off tickets redeemable for gifts valued at different point levels. Not only is the Jackpot Program designed to promote safety and wellness throughout the plant and office facilities, but also perfect attendance is included as a way to earn bonus jackpot tickets.

Avinger participates in the program at 100% every month and Gilmer has averaged 91% for the first half of the year. This signals real success.

Marketing Across Divisions



Josh Srnka, Smittee Root, Jolynn Stalsonburg, Starla Bickerstaff, Mark Bruner and Ron Srnka.

At the division level, Marketing Specialists coordinate all marketing efforts for the Company. Starla Bickerstaff manages the Conduit Division, Jolynn Stalsonburg handles the marketing needs at Stalin Enclosures and Smittee Root is responsible for marketing initiatives at Duoline Technologies. Each division in turn utilizes the marketing expertise of Mark Bruner and his staff at J4 Communications out of Medina, Ohio.

In late May, all of the Robroy marketing team gathered in Medina for a synergistic meeting of the minds at J4 headquarters. This meeting was the first of many designed to join forces across divisions ensuring the efficient execution of projects and effective utilization of resources. This particular meeting zeroed in on several projects. The group focused on bringing the pieces of these plans together to accomplish their goals and guarantee things were getting done. Topics of discussion included data management and generation of expected sales for each organization.

2009 NAED Dessert Reception

There are a score of names given to the generations of Americans since the late 1880's starting with the Lost Generation. This generation included individuals from 1880 and those who fought in World War I. The Greatest Generation, a term coined by Tom Brokaw, describes Americans

who grew up through the Great Depression and fought in WW II. The Silent Generation was too young to join the service in WWII and had fathers who probably served their country in WWI. Then came the Baby Boomers whose generation was characterized by an increased birthrate worldwide. Generation X (also called the Reagan Generation, the 13th Generation and Baby Busters) is made up of those born from the late 70's to 1981. The generation born from 1982 and spanning until the last of them graduated high school in the early 2000's is referred to as Generation Y. These Americans have no clue of what life was like before the digital age. Squeezed in between the X and Y Generations is the MTV Generation, born on the cusp of X and Y.



Peter Mcllroy and Katie Stagliano chat with reception guests.

Previous generations have sported the "me, me, me" mentality. However, a new generation is emerging with "individuals who share, give, engage, create and collaborate in large numbers." This generation is Generation G. Robroy Industries, hosted three unique individuals from Generation G at their annual NAED Dessert Reception in Hollywood, Florida in May of this year. These lovely young ladies wowed the Robroy guests and hosts alike.

In just a few short years, Talia Leman (age 14), Kennedy Jet Kulish (age 12) and Katie Stagliano (age 10) have raised an astounding amount of money and have energized a small army of volunteers, to help countless persons through disaster relief, the fight against disease and the battle against hunger. They have done so by setting selfless examples of caring and compassion, combined with a keen business sense that has enable each to create organizational structures capable of delivering assistance to those in need. Each of these girls has spectacular accomplishments under their belt and made a huge impression with Robroy customers at the NAED function. The Associates enjoyed spending time with them and wish them the best in all their future endeavors.



Robroy donated to the NAED Education and Research Foundation in the name of their Dessert Reception Guests.



Peter and Rob Mcllroy are photographed with their honored guests: Talia Leman, Katie Stagliano and Kennedy Kulish.



Jolynn Stalsonburg gathers Talia, Kennedy and Katie for a quick snapshot.

Starla and Jolynn pose with LA Lakers star Dennis Rodman.



Jeff Riestenberg, Donna Waterstraat and Teresa Ramirez enjoy dinner with Talia and Katie and their families.

The girls, their families and staff who attended this year's NAED function received a treat Sunday night, when Dennis Rodman, former LA Lakers basketball player and most recently seen on *Celebrity Apprentice*, walked into Nikki Marina where they were having dinner. He was very nice and allowed the group to take pictures and get autographs.



J4 Communications' Mark Bruner takes time from a busy evening to have his photo taken with Nanette Gregory (J4 Communications) and Conduit Division's Donna Waterstraat.

Robroy Associates who attended the 2009 NAED function included: Peter Mcllroy, Rob Mcllroy, Jeff Riestenberg, Donna Waterstraat, Starla Bickerstaff, Teresa Ramirez and Jolynn Stalsonburg. Partners who attended were Mark Bruner and Nanette Gregory with J4 Communications.

Talia Leman and her mom, Dana Leman.



Talia Leman
Age 14
Waukee, Iowa
CEO of RandomKids
First National Youth Ambassador for UNICEF
2008 - America's Top 10 Youth Volunteers

"I have learned that anyone is someone. I allow myself to think big, and then I take all the small steps to get there, one after the other, never stopping. When I hit an obstacle, I see it as a wrong-way sign and head a new way."

At age 11, Talia started TLC (Trick or Treat for the Levee Catastrophe), a national movement founded to help victims of hurricane Katrina. She rallied kids to ask for donations rather than candy and raised \$226,000 herself. In 2005, Talia, working with kids nationwide, raised \$10 million for hurricane relief.

Talia is the CEO of RandomKid (www.randomkid.org), a national task force to rebuild the Gulf, whose mission is to "take the goodness of a child and turn it into goodness for the world." She has expanded her project to include the homeless, AIDS and cancer patients, those who do not have access to education, American Soldiers overseas and persons who live with the absence of clean water.

She has started a campaign for schools across the nation to develop, label and market their own bottled water products in order to raise money for technologies to bring sanitary water to deprived areas around the world. Schools from three states are currently

involved in Talia's efforts and she is looking for more to join in the near future.

Talia simply wants to continue what she is doing, helping children help those in need and to get more schools involved in the collective effort, enabling young individuals to realize their capabilities and worth.

Kennedy Jet Kulish and her mom, Cammy Joy Kulish.



Kennedy Jet Kulish
Age 12
Lancaster, Pennsylvania
Founder of Kisses for Kaedon
3 President's Gold Volunteer Service Awards
Pre-Teen of Pennsylvania Jr. 2006-07

"Just because you are young doesn't mean you cannot do something. You can help in so many ways. If you get an idea, just do it. Ask your family and your friends for help. If you really want to make a difference and help someone then do it because YOU CAN!!!!!!!!!!!!!!!!!!!!!!"

When Kennedy's baby brother, Kaedon, had three open heart surgeries before his 1st birthday, six year-old Kennedy was very moved to plan a special birthday party for him asking everyone to bring donations instead of presents. She received donations of food, drinks and other items from stores in her community for the party and she raised \$2,000, which was donated to the Penn State Children's Hospital to help children who needed similar treatment to her brother's.

"It was a lot of work getting everything ready for Kaedon's birthday party but it was so cool when I gave the money we raised to help others like him" says Kennedy.

Encouraged by her success, she started a nonprofit called Kisses for Kaedon. Since then she, along with her Kisses helpers aged 7 - 14, have had several fundraisers like lemonade

stands, bake sales and Chinese auctions along with monthly teddy bear collections. She has collected more than \$52,000 for the American Heart Association, Children's Miracle Network and Make a Wish Foundation.

She has received awards for her dedication to community service and has paged for State Senator Noah Wenger on two occasions. With over 2100 documented service hours between the Presidential Council, Points of Light Foundation and United Way Organization, Kennedy still finds time for Girl Scouts, orchestra, chorus, cheerleading, basketball, softball, dance and maintains honor roll status in school. She has even thrown out the first pitch at a Lancaster Barnstormers game and served as ball girl for the Harlem Globetrotters.

She is hoping to be a Jr. volunteer firefighter when she is 14 and someday wants to be a great cake decorator with her own business called "Kennedy's Kisses & Kakes."



Katie Stagliano and her parents, Stacy and John Stagliano.

Katie Stagliano
Age 10
Summerville, South Carolina

"I think it is important to have something to strive for. By planting a garden or just some seeds in a pot you can make a difference. My cabbage alone fed 275 people. If more kids did the same, we all could be helping to make a long time dream of no hungry people possible."

When ten-year old Katie Stagliano learned about hungry children and about hungry children right in her own community, she decided to do her part. "I think it's important to help stop world hunger," she notes.

So when a cabbage seedling she planted in her backyard grew to an amazing 40-pound size, she decided

to donate it to the Fields to Families program, which brings fresh produce to the needy. Her cabbage was ultimately utilized by Tricounty Families Ministry in North Charleston, South Carolina to feed nearly 300 people. Inspired by her experience with Fields to Families, Katie decided to do more. She wanted to help teach other children about how they, too, can make a difference.

She entered the first-ever Amazing Kids "Launch My Dream" T-Shirt Design Contest to get help in launching her dream of no hungry children and she won. Katie's winning t-shirt design was based on her mission to fight world hunger. The front of the t-shirt states: "My Dream...No Hungry Children," and on the back, it says: "It Will Only Take a Seedling." 10% of the t-shirt proceeds will be given to Katie in support of launching her dream of "No Hungry Children." Katie plans to donate her share to hunger causes, including a local Charleston area soup kitchen. The remaining 10% of proceeds will go to Amazing Kids in support of the Launch My Dream! Initiative to help even more kids like Katie launch their amazing dreams.

To support Katie's dream, you can purchase a shirt or hoodie by visiting the verymeri.com Web site at: <http://verymeri.com/collections/fundraising/products/amazing-kids-no-hungry-children>

Lunch & Learns

The Conduit Division hosted four Wellness "Lunch and Learns" from April through June. The sessions consisted of healthy lunches and information regarding weight management without dieting, smart exercise, balanced nutrition and stress management. Attendance to each meeting earned an Associate two Wellness Jackpot scratch-off tickets with the potential to earn ten additional tickets if they attended all four meetings. Attendance was high with 75% of Gilmer Associates participating and 100% of Associates in Avinger in attendance!

A Marshall Update

David Marshall has had quite a busy year in 2009. He welcomed a new grandson, Jude Andrew Marshall, into the family on February 16, 2009. Jude is the son of Andrew and Lacey Marshall and the little fella weighed 7 pounds, 4 ounces and was 20 inches long. Mr. Marshall celebrated his 14th Robroy anniversary on May 1st followed by his 29th Birthday on June 4th. He also looks forward to a first granddaughter by his son Anthony and Lindsey Marshall sometime in July!



David celebrating his new grandson, Jude, with the help of his son, Andrew, his granddaughter, Shana, and daughter-in-law, Lacey.



Donna Waterstraat helping to celebrate David's anniversary by passing out chocolate cake.



Celebrating David Marshall's 14th Robroy anniversary.



Celebrating David's 14th anniversary with the help of chocolate cake!



David celebrating his 29th birthday with the help of, ah yes, W. C. Fields.



Marcella Venters and her husband, David, take time out the busy evening to pose for the cameraman.



The winner of the Silver Lap was Garrett Brown.

American Cancer Society - Relay for Life

The Relay for Life sponsored by the American Cancer Society was held at Gilmer High School on April 18 and 19th. The Conduit Division sent the team of: Sherry Jones; Jerilyn Davis; Rhonda McLeroy; Teresa and Austin Elson; Marcella and David Venters; Sherry, Troy and Garrett Brown; David, Courtney, Morgan and Derrick McCellon. And what a team it was!

The event was a great success even though the weather failed to cooperate resulting with the activities moving from the football stadium to the gym. The group enjoyed a lot of fun through the evening and the wee hours of the morning. Twenty teams started out and by 4:00 AM the participants dwindled to four teams. The Robroy runners held out until 4:45 AM, when everyone just ran out of steam.

Robroy raised a total of \$1,600.00 for this great cause with the entire event amassing \$28,300.00. David McCellon entered the Ms. Relay pageant for the team. Robroy won first place in the crazy hat lap and the silver lap for which you

had to wrap someone up like a mummy in tin foil. It was a night of fun and celebration and it generated many memories, a tradition that the Company plans to continue next year.



Troy Brown, Teresa Elson, David McCellon, Sherry Brown, Sherry Jones, Garrett Brown and Jerilyn Davis.



David McCellon must have borrowed his outfit from Bobby Hubbard!



David McCellon and his troopers: Courtney, Morgan and Derrick.



These participants are tired, but happy: Teresa Elson, Sherry Jones and Jerilyn Davis.

Correction: In the Winter 2009 Bagpiper on page 15, the caption beneath the first photo in the right-hand column should have read: "Blondie Abron and her husband pose for the camera with Deborah Ford."



Duoline Teams up with the Astros

Billie Traywick sponsored her grandson's baseball team, the Astros, in the name of Duoline this year. It wasn't the Houston Astros, but it was a great Texas baseball team in Spring, Texas where they live. Billie Traywick's grandson, Ryan Isbell, played several positions including: pitcher, outfielder and catcher of which he enjoyed the most.

Way to go Astros!

Talent Abounds

There are some very talented individuals at Duoline! One such individual is quilter extraordinaire Audrey Parrish who began to quilt when she was very young (not that you are old now, Audrey). She recently created a baby quilt for her great nephew, Bryson James Cross, who was born in May of this year. This very unique project took Audrey one week to complete. There is no doubt that this creation will be passed down from generation to generation.



Audrey Parrish poses with her latest masterpiece.

We All Scream for Ice Cream

Most of us remember the ding-ding-ding of the bell on the ice cream truck, which prompted us to run to buy ice cream from the Goody Bar Man. Did you know that, now famous, Michael Keaton drove an ice cream truck in Pittsburgh when he was a young man? Now-a-days there are many different companies that still send trucks filled with ice cream into our neighborhoods on hot summer days and kids swarm around the vehicles waiting their turn to purchase their favorite treat. Some trucks still have that old familiar ding-ding-ding and others crank a calliope tune that stays the same day after day and can drive you nuts!

Such was the scene in the Duoline parking lot in May, when the Blue Bunny truck arrived as a thank you to the Duoline employees for all of their hard work and the effort they showed in production and continued safety at the Odessa facility.



It looks like Carl King chose a Big Mississippi Mud® Ice Cream Sandwich for his treat.



They used to be called Push-Ups and now they are known as Cool Tube® Orange Sherbert. Whatever the name, Dale Clayton is enjoying his selection.



The Ice Cream Man (boy) takes an order for a Crunch Bar. Do they let him drive the truck? His foot would never reach the gas pedal!



Mark Robinson also chose a Big Mississippi Mud Ice Cream Sandwich. Give the man another one. He's so hungry he's eating the wrapper.



Looks like it's a Big Vanilla® Ice Cream Sandwich for Victor Gonzelez.



It's Screammers® Cookies n Cream Ice Cream Cup for Fidel Fajardo. Bill White poses with Fidel, as he decides what he will choose.



Tom Griffard chose a Champ Cone. What flavor, Tom? We used to call those Nutty Buddies.



What will it be for these employees?

Graduation



Meagan Renée White – Gilmer High School

Bill (Plant Manager) and Shelly White are quite proud of their daughter, graduating senior Meagan Renée White. Meagan, a 2009 graduate of Gilmer High School, excelled in school, as honor roll student and Texas Globe Scholar. She is listed in Who's Who Among American High School Students and was a four-year member of the Gilmer Stars Drill Team, serving as an officer for the team for one year. Her dance honors include Star's Kick Champion for two years, Stars Drill Team Sweetheart and she earned All American Honorable Mention in Dance at Officer Camp.

Meagan plans to attend Tyler Junior College and earn a degree in Automotive Technologies.

Congratulations and best of luck, Meagan.



Soldiers put on a reenactment at Fort Davis.



Matthew poses with the rugged countryside all around him.

As Seen in the Movies

You never know what you are going to find in your own backyard or at least near it! Duoline Inside Sales/Quotations employee Nina Naegle, along with her brother, Wesley, from Anchorage, Alaska and her son, Matthew, explored the Big Bend Area of Texas recently. The trio visited Alpine, Marfa, Fort Davis, Terlingua and Lajitas and spent time outside Fort Davis at the McDonald Observatory.

The Big Bend is the colloquial name of the region north of the prominent northward bend in the Rio Grande as it passes through the gap between the Chisos Mountains in Texas and the Sierra Madre Oriental in Mexico. This area is sparsely populated, arid and rugged, containing the Chisos and the Davis Mountain ranges. Big Bend National Park and Big Bend Ranch State Park are located here. Hollywood often utilizes the Big Bend region. Some movies that were filmed there include: *Giant*, *No Country for Old Men* and *There Will Be Blood*, to name a few.

Nina stated that, "I have lived in West Texas for 25 years and have never gone to this area of Texas before. It was beautiful and only 2 ½ hours away. We will definitely be visiting again."

Welcome to A Familiar Face



Smittee Root – Marketing Manager

Duoline Technologies is delighted to announce the appointment of Smittee Root as Marketing Manager. Smittee has more than seven years experience in manufacturing and over ten in Marketing.

She graduated from the University of Texas at Tyler earning a BBA with an emphasis in marketing. Smittee worked for the Robroy Conduit Division as their Marketing Manager, took an early retirement to stay at home with her children and worked with her husband in his business, Root Construction, for the last two years. She currently serves on the Board of Leadership Tyler, a Leadership Development organization.

Smittee and her husband have four children, Braden 15, Emma 13, Grant 9 and Carlin 6. The Root family moved from Tyler to Lindale, Texas about a year ago. They love their new home. Smittee's hobbies revolve around her children and their activities and she loves to read, when time permits.

Smittee is very excited about joining the Duoline team and looks forward to taking part in growing the Company. The whole team is as excited and they anticipate an excellent job on her part.

SERVICE AWARDS

NAME YEARS SERVICE

Conduit

Yvonne Abron	.35
Paul Herman	.35
Wilma Mathis	.25
Larry Jordan	.15
Tony Williams	.10
Tracie Warburton	.10
David Duke	.5
Melvin Smith	.5
Adam Lansdale	.5
Eliazar Reyna	.5
Taylor, Deborah	.2
Wade, Larry	.2
Brooks, Sarah	.2
Lynn, Arayas	.2
Slaton, Kimberly	.2
Jackson, Jan	.2
Elson, Teresa	.2



Yvonne Abron



Paul Herman



Wilma Mathis



Larry Jordan



Tony Williams



Tracie Warburton



David Duke



Melvin Smith

Stahlin

Larry Warner	.20
Pat Kelly	.20
Pete Wilson	.20
Aaron Reeves	.20
Jack Gachter	.10
Rey Ramirez	.5
Dave Jeffers	.5
Ron Vaughn	.5
Kathy Tissue	.5
Tim Brown	.5
Ron Gaines	.5



Pat Kelly



Pete Wilson



Aaron Reeves



Jack Gachter



Rey Ramirez



Dave Jeffers



Ron Vaughn



Kathy Tissue



Tim Brown



Ron Gaines

RECIPE

Armadillos (appetizers)

jalapeño peppers
cream cheese
shrimp
peppered bacon (thin)

Note: quantity is determined by the number of appetizers you choose to make.

Halve and clean the peppers. De-vein and clean shrimp. Fill each pepper half with cream cheese; do not overfill. Place the shrimp on top of the cream cheese, tail up at the wide end of the pepper. Wrap the pepper and shrimp completely with bacon strip and secure with a toothpick. Grill and enjoy!