

Chairman's Message



Like many Americans I was surprised and saddened to learn that the city of Detroit had filed for bankruptcy. The curtailment of vital city services is bad enough but the probable loss of pension benefits to thousands of city employees is unthinkable.

I rejoice to think that Robroy Associates can sleep well at night knowing that their benefits are safe. They are safe because the company is successful. After 108 years in business Robroy is the strongest financially today that it has ever been. That success means that we can fully fund pension plans, hire the best organizations to manage our 401K savings funds, provide strong medical insurance plans at very reasonable costs and maintain clean and safe working environments.

It all starts with being successful. Every Robroy Associate plays a part in achieving that success and every Robroy Associate receives the benefits in the form of good wages, performance bonuses, good secure benefits and safe working conditions. That's good! That is the way it is supposed to work...the wonderful win-win situation.

If only Detroit and many other American cities had run their businesses better!

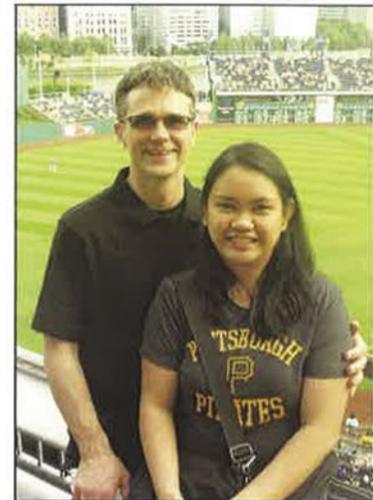
HEADQUARTERS

Headquarters Health Fair

On June 19th Headquarters held their annual Health Fair. This year, having UPMC Work Partners conduct the Health Fair expanded the event. All participating associates received a biometric screening with a personal review of those results and a fitness test, which consisted of a step test and a strength and stretching evaluation. A consultant conducted a personal review to go over the areas where the associates desired improvement, i.e.: weight, cholesterol and blood pressure.

Let's Go Bucs

In late June the Pittsburgh Pirates had the best record in baseball and were in 1st place in their division, quite a turnaround from the previous 20 years. In order to cheer on the Bucs, Robroy's Headquarters Associates accompanied by family and friends took in a Pirates baseball game on July 13, 2013 at PNC Park. The team beat the New York Mets that night 4 to 2, with an exciting final inning. With great weather, pierogie races and the best ballpark venue in the country the attendees, of course, had a great time. At the conclusion of the game, a Zambelli fireworks show lit-up the Pittsburgh skyline.



Dan and Aileen (Headquarters Applications Developer) Shaffer pose with the great PNC Park and city of Pittsburgh as a backdrop.



Zambelli fireworks - "ooh, aah!"



Rob McIlroy attended the baseball game with his three pretty daughters and their friends.



The Mclroys

African Family Safari

Jeff Mclroy, his wife, Erica, and their three children, Ashley 16, Peter 13 and Brandon 11, recently returned from a very interesting family vacation. The family, accompanied by Peter and Pam Mclroy, experienced all of the sights, sounds and thrills of an African safari.

The Mclroys visited the Sabi Sabi Private Game Reserve located in the Mpumalanga province of South Africa. Sabi Sabi was named after the Sabie and Sand Rivers that flow through the reserve and is the oldest of all the private reserves in Africa. Kruger National Park flanks Sabi Sabi and the animals pass unhindered between the reserve and the park. The landscape is extensive and varied and known as Big Game Country. The area provides natural habitat for the famous Big Five Game – lion, leopard, rhinoseros, Cape buffalo and elephant. In addition there are 200 other indigenous wildlife species, 350 species of bird and even some endangered species.



"Mom can we keep it?"



These are not stock photographs. They were taken up close and personal!



Lions enjoying their catch.



The safari guides and trackers.



Range Rover, the vehicle of choice in the African bush.

The Mclroy family experienced a HIGH adrenalin safari that included close encounters with all of the big five. They traveled with an experienced guide and tracker who carried a high caliber rifle at all times. The mode of transportation through the African bush was a Range Rover without windows or a solid roof! In many instances the guide and tracker would position the vehicle within 10 feet of large animals such as elephants, rhinoceroses and lions.

Each day on the Sabi Sabi Game Reserve there was a morning game drive from 7:00 AM to 11:00 AM and a night game drive from 5:00 PM to 9:00 PM. It was quickly learned that big game, especially the lions, prefer to hunt at night. Jeff and Peter on their first night game drive witnessed the very rare event of a pride of lions hunting a herd of Cape buffalo. At one time a lion inadvertently brushed up against the side of the Range Rover! With front row seats, they experienced a chilling and graphic attack by nine lions against one Cape buffalo that became separated from the protection of the herd.

Overall, the safari was amazing and provided a greater appreciation and respect for the beautiful animals that roam free and live in the natural habitat of Sabi Sabi.

Journey to the World



Team members included: Chase Banton, Liam Carse, Tyler Clark, Arushi Kewalramani, Allie Ryave, CJ Stott and Vicki Wang with Coach Debbie Carse.

For many years Arushi Kewalramani has participated in the Odyssey of the Mind program. This school year, she and her friends selected

"The E-mail Must Go Through" for their long-term problem.

Description of Problem 2: The E-mail Must Go Through Divisions I, II, III, & IV The team's problem is to create and present an original performance that includes a technical representation of messages being sent by e-mail. A sender character will send three e-mails: one that requires a return receipt, one with a work of art as an attachment and one that goes through a spam filter. Two of the e-mails will go to a receiver character and another will go to an offbeat location. Each e-mail will pass through a central server before reaching its final destination. Team members are not allowed to touch the e-mails while the server is processing the messages.

The process started in October when the team members began meeting regularly to discuss different ways to present their idea for solving the problem. Their first hurdle was the regional championship that took place in Pittsburgh. In this competition the team came in first securing a place in state finals. Those finals were held in Nemaocolin, Pennsylvania, not far from Pittsburgh. At the state level the team took second place qualifying them to participate in the World Finals at the University of Michigan.

Before the World Finals, the team went back to the drawing board to improve upon their props and their act, so that they could truly compete with the teams from all other states and other countries. At the World Level the competition was against 53 other teams and they placed 4th (Honorable Mention).

Try to wrap your head around the team's solution to the problem that included: CD shards in a beard, a staff, a clock, watches, a cloak, muslin bark on a tree costume, a hand-made headdress, a WWW guy costume with a key board, a "Chrome Brain" and face painted circuit board, hand carved 3D blue print cubes placed in a computer projection device, an Internet server with a trap door mailbox leading to a series of tubes, a weight-dependent spam filter activating a lever to divert an e-mail, viruses that moved and squirted and e-mails converted to ASCII on ping-pong balls and then converted back to e-mail.

Congratulations, Arushi. You and your team are truly creative.

101 Best and Brightest

On Thursday, May 2, 2013 at the Pinnacle Center in Hudsonville, Michigan, 101 Michigan companies were applauded as West Michigan's 101 Best and Brightest Companies to Work for. Once again Stahlin Enclosures was included with those that received this dignified award.

The selection criteria for this prestigious award includes the following:

- Communication and Shared Vision - the effective exchange of information
- Community Initiatives - commitment to improving the local community
- Compensation, Benefits and Employee Solutions - competitiveness of compensation and the ability to provide solutions to employees
- Diversity and Inclusion - extent to which organization is open and inclusive
- Employee Achievement and Recognition - recognizes and rewards individual employee achievements
- Employee Education and Development - organization encourages, supports and creates a learning environment
- Employee Enrichment, Engagement and Retention - employees meaningfully and personally connected to their work
- Recruitment, Selection and Orientation - employees recruited with multiple methods
- Strategic Company Performance - human resources team drives company performance in a proactive and meaningful way
- Work-Life Balance - recognize the need for personal balance as an employee

Stahlin Enclosures has been able to count themselves among the 101 Best ten years in a row, the second longest streak for these awards.



Another Award for Stahlin.

Paying Respect in Boston



Craig Mitchell at a memorial site in Boston.

The Annual NAED Dessert Reception, which you can read more about in the Conduit section of this publication, took place in the beautiful city of Boston in May of this year. Only weeks prior to the reception, several bombs were detonated at the Boston Marathon with three casualties and injury to more than 280 others. Many memorials had been set-up around Boston and Craig Mitchell, Stahlin Enclosures General Manager, visited one of those sites to pay his respects.

2013 Summer Interns



Will Yardley, Sam McNeil and Alex Koetsier serve as summer interns for Stahlin Enclosures.

Stahlin had the privilege of employing three summer interns this year. Each of these interns has plans for very ambitious college experiences in preparation for the career goals they have set for themselves.

Will Yardley graduated from East Grand Rapids High School this year and his fall destination is Purdue University where he plans to pursue a degree in mechanical engineering. It is only fitting that his internship finds him in the Stahlin Engineering Department this summer.

Also interning in the Engineering Department is Alex Koetsier. Alex graduated from Thornapple Kellogg High School in 2012 and will begin his sophomore year at Ferris State University this fall. He is earning his degree in mechanical engineering.

Rockford High School graduate Sam McNeil heads to Northern Michigan University in the fall to study pre-med and earn a degree in forensic biochemistry. She sets her sights on becoming a missionary doctor, but for now is assisting Stahlin as an administrative intern.

New Hires

Dan Stockton accepted the position of Master Scheduler/Senior Buyer for Stahlin. Dan graduated from Wabash College in Crawfordsville, Indiana with a degree in biology and chemistry. He previously worked for Heartland Automotive, a



Dan Stockton - Master Scheduler/Senior Buyer

Tier 1 Automotive Supplier, as the Production Control Manager for six years.

This year Dan and his wife, Jodi, celebrated their one-year anniversary. Dan has three children: Ashley, Cameron and Katie. He is also the proud grandfather to two boys, ages 5 and 2.

Dan is a musical theater and opera performer who plays the trumpet, as well. He enjoys riding his motorcycle and golfing and, interestingly enough, he ran for Congress in 2010.



Brian Knoerl - Industrial Engineer

Brian Knoerl recently assumed his new responsibilities at Stahlin Enclosures as an Industrial Engineer. During two summers, while earning his degree in industrial and operational engineering at the University of Michigan, Brian worked as an intern at Stahlin giving him great familiarity with the Company's products.

Brian is engaged and he and his fiancé, Karen, plan to marry in May of 2014. He enjoys golfing and an assortment of water sports in his time outside of work.

Stahlin Enclosures hired a new Applications Engineer, Doug Hill. Doug graduated from Grand Valley State University with a degree in mechanical engineering. He previously worked as a manufacturing engineer for a defense and aerospace company that manufactured circuit boards.

Doug and his wife, Dana, have been married for a year and a half and they have a dog, Chester. Free time for Doug means playing golfing, working around the house and working out.



Doug Hill - Applications Engineer

Population Explosion in Michigan

The joy in Michigan has multiplied fivefold with the welcome arrival of some newborns to Stahlin families. Let's introduce them.

On April 11th Ms. Ella Rose Wetzel made her debut at 8 pounds, 3 ounces. Every one of her 20.5 inches is a welcome addition to Ryan (Press Operator) and Trisha Wetzel's family. Ella Rose has two older brothers, Tyler and Mason, to love, guide and tease her as she grows.



Carter James Brazelle

At 12:52 in the afternoon on May 1st, Carter James joined the Brazelle family. Carter is Dean (Quotations Specialist) and Lori Brazelle's second child. He is fortunate to have 3-year old Mallory to help mom and dad with his care. Carter weighed 7 pounds, 7 ounces and stretched 21 inches in length at birth.



Abigail Aleese Loper

Waiting until the wee hours of the morning on June 29th, 1:36 AM to be exact, sweet little Abigail Aleese made Dayton (Press Operator) and Amy Loper the proud parents of their first child. Weighing in at 8 pounds, 7 ounces, Ms. Abigail measured 20.5 inches in length.

Sincere congratulations are extended to these families and we look forward to hearing more about these kiddos as they grow.



Joel Clark Palmer IV

Buck Moody (Gasket Machine Operator) received a promotion to the position of Chief Spoiler on June 30th of this year, when he became the grandfather of Joel Clark Parker IV. Little Joel is Buck's first grandchild and Joel showed up very early that morning, 12:04 AM, for his proud parents, Joel and Laisha (Buck's daughter) Parker. Joel weighed 7 pounds, 11 ounces and was 19.5 inches in length.



Rosalee Anne Villarreal

This year celebrating continued in the Villarreal home the day after the 4th of July. At 9:08 AM on July 5th Rosalee Anne arrived weighing 6 pounds, 15 ounces. She is the beautiful baby girl of Brandy (Scheduling/Purchasing) and Jaime Villarreal.

Graduation Day

Greenville High School held graduation ceremonies for the Class of 2013 on Sunday June 2nd. Lyndsey Zoerman, daughter of Bart and Angie Zoerman (Inside Sales Associate), was a proud member of that class. Lyndsey participated with the school's dance team for two years and was very involved with 4-H and the Diversity Club. Her favorite high school class was Mr. O'Brien's Government class.

In the fall, Lyndsey heads to Ferris State University in Big Rapids, Michigan where she will pursue a degree in nursing.

Lyndsey, may you achieve much success in your future endeavors.

Belding Community Showcase



The 17th Annual Belding Community Showcase

Atornado watch postponed the 17th Annual Belding Community Showcase from April 18th until April 30th, but certainly did not put a damper on the event. More than 2,500 attendees came to view and interact with the 37 businesses and 53 community groups who participated. This event presented yet another opportunity for Stahlin Enclosures to display what they have to offer their fine city.

Renovations to Belding High School's facility provided more than adequate space in the Redskin Arena Gymnasium, Performing Arts Auditorium and cafeteria. From 5:00 PM until 8:00 PM, demonstrations took place, games were played, choirs sang and goody bags were dispensed. Belding High School Principal Brett Zurer passed out Gold Star Awards and information flowed freely.

2013 Belding High School Scholarships

Stahlin Enclosures presented their annual scholarships to two deserving seniors from Belding High School. Each scholarship applicant submitted an essay on the importance of safety in the workplace. Thomas Weeks and Emily Sluiter were chosen as the winners of the essay contest and each received \$3,000 scholarship checks to be utilized on their continuing education.

Thomas participated in the Robotics Club throughout high school and plans to pursue a degree in mechanical engineering at Lawrence Tech. Emily took part in drama related activities and was a member of the National Honor Society. Her plans include obtaining a doctorate degree at the University of Michigan and utilizing that degree as a medical missionary.

Congratulations, Thomas and Emily.



Stahlin Enclosures' scholarship recipients - Thomas Weeks and Emily Sluiter.

Freedom Wall

In 1942 the city of Belding erected a Freedom Wall at the corner of Bridge Street and Main Street and used it as a "service board." It was updated with the names of the men in the area who served their country overseas during World War II. The wall was decommissioned and torn down on November 11, 1948 in order to make room for the Gibson factory expansion.

On the morning of Sunday, November 11th 2012, Veterans Day, more than 250 Belding residents gathered on Depot Street, as a piece of Belding's history was resurrected. Area veterans had been working for several years collecting funds to make a new Freedom Wall a reality, which is nearly identical to the original and contains 726 stars. It is dedicated to those who fought in World War II. The remaining portion of the memorial will require approximately another \$7,000 to complete. Bricks with names of veterans from all wars are being sold for \$50 each.

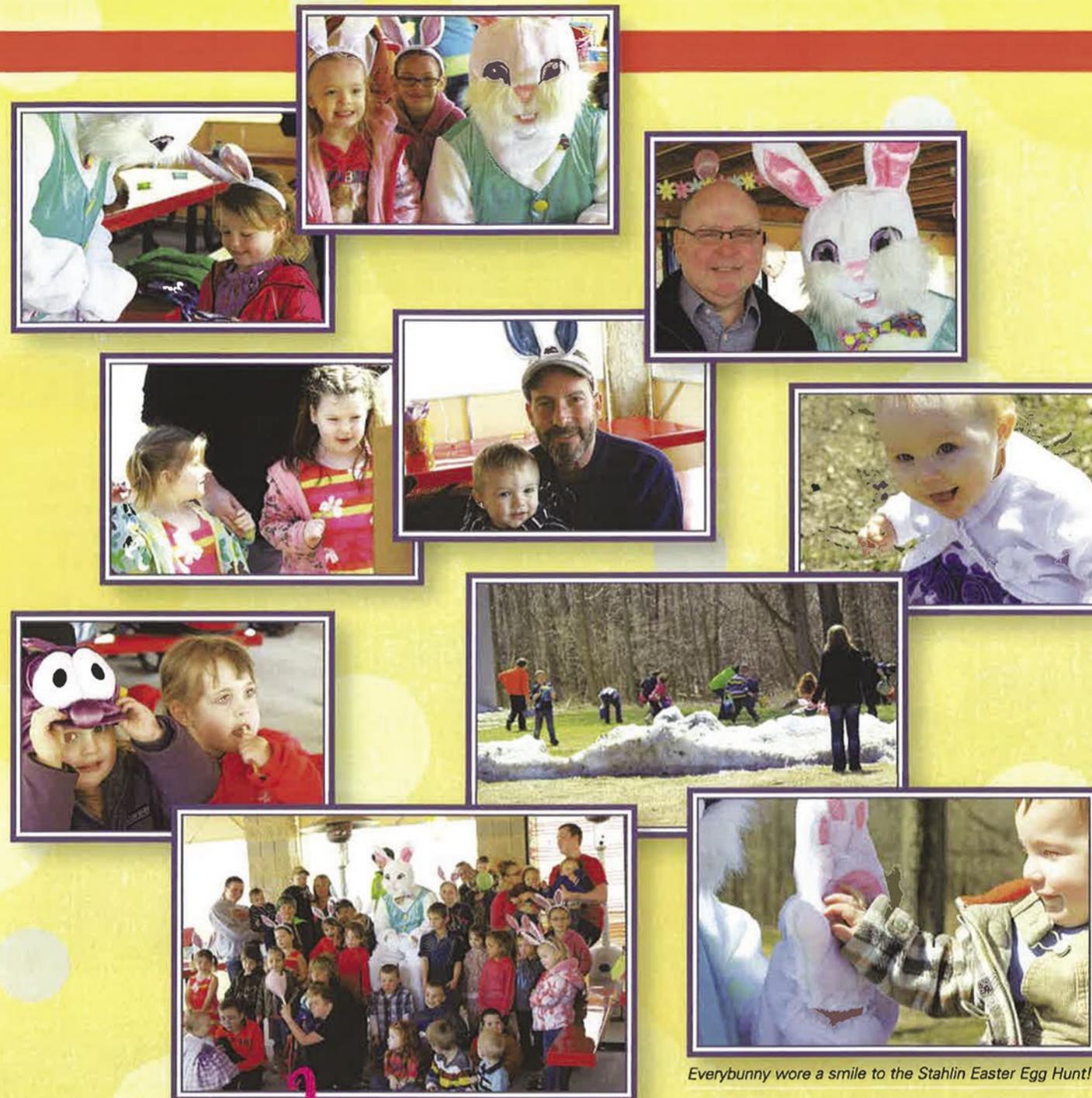
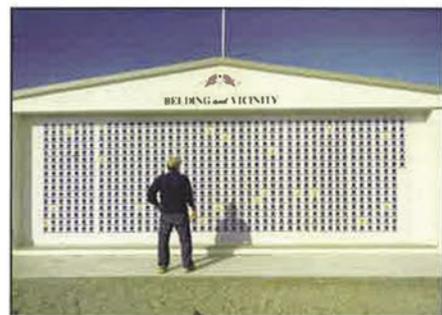
Charlie Bryant (Tool Maker) attended the dedication. Charlie served in the Army from 1968 to 1970. Thank you for your service, Charlie, and a heartfelt thank you to all Robroy Associates who have served in the United States Armed Forces.



Belding Michigan's Freedom Wall 1942-1948



Charlie Bryant at Belding Michigan's Freedom Wall 2013



Easter 2013
at Stahlin Enclosures

The day dawned bright but chilly the morning of Stahlin Enclosures' Annual Easter Egg Hunt. The children were undisturbed by the temperature and searched enthusiastically for their treasures. Over 30 kids and their families attended the event, which included lots of fun in the form of a game and a basket filled with goodies for each child. Jeremiah Souza (Material Handler) played the part of the Easter Bunny who said watching how excited the kids were to see him constituted his favorite part of that role.

Everybunny wore a smile to the Stahlin Easter Egg Hunt!



...almost everybunny!



Cindy Stowell's daughter and her grandson take a ride on the slide!



Although working for Stahlin Enclosures is an adventure in Michigan, Michigan's Adventure was the destination for the Stahlin summer picnic again this year. The weather was absolutely perfect – sunny and in the 80's. One hundred and ninety-five Stahlin Associates, family members and friends made the hour and a half trip from Belding to Muskegon for a day of fun in the amusement and water park. The variety that the park offers appeals to young and old and a great time was enjoyed by one and all.



It's Darcy Halace's daughter, Morgan, and friend behind those shades.



Pat Kelly's tribe.



Kim McIhenn's granddaughter must be thinking, "What are you feeding me?"



Carrie Mellinger and friends



Jason Rowland and family – there is good time written all over his daughter's smiling face!



Joe Michutka's crew takes time for some refreshments.



Bill McGuire and his brood pose for a group photo and a few of his courageous kids ride the Rip Cord.



The Sweet-Foote girls



Back Row L-R: Stephanie Ellis - Robroy Industries, David Marshall - Robroy Industries, Bill Elliott - Elliott Electric, Cal Ripken Jr., Kareem Abdul-Jabbar, Steve Voelzke - Robroy Industries, John Hardy - Capital Tristate. Front Row: L-R: Wyndell Westmoreland - Guest of Elliott Electric, John Spoor - State Electric, Walt Reynolds - Reynolds Electric, David Cooper - Cooper Electric, Tim Cantwell - IMR, Inc., Vic Jury - Summit Electric.

Representative and Distributor Meetings

The Conduit Division hosted a special event for distributor partners Elliott Electric, Reynolds Electric, State Electric, Cooper Electric, Capital Tristate and Summit Electric April 1st in Dallas, Texas. As an added treat the distributors shared dinner and a pleasant evening with two sports legends: Kareem Abul-Jabbar and Cal Ripken, Jr. Each gentleman shared many stories with the group making for a very entertaining evening.

Kareem Abdul-Jabbar, retired American professional basketball player, is the NBA's all-time leading scorer with 38,387 points. During his career with the NBA's Milwaukee Bucks and Los Angeles Lakers, Kareem won six NBA championships and a record six regular season MVP Awards. In 2012 he was selected as a U.S. cultural ambassador.

Cal Ripken is baseball's all-time Iron Man. He retired from baseball in October 2001 after 21 seasons with the Baltimore Orioles. His name appears in the record books repeatedly, most notably as one of only eight players in history to achieve 400 home runs and 3,000 hits. On July 29, 2007 he was inducted into the National Baseball Hall of Fame. Cal received the

3rd highest percentage of votes in history, collecting the highest vote total ever by the Baseball Writer's Association of America (BBWAA).

Several electrical representative firms were invited to Dallas on April 3rd and 4th for the annual business review meeting. Those firms included Gorin, Hopper, McCoy, Lester Sales,



Back Row L-R: David Marshall - Robroy Industries, Tom Gorin- (Founder) Gorin, Hopper, McCoy, Patricia Gorin- Gorin, Hopper, McCoy, Marilyn Lovell - wife of Jim Lovell, Jim Lovell - Apollo 13, Yami Arvelo- Guest of ElectroRep, Amy Gorin - Gorin, Hopper, McCoy, Kelly Boyd- ElectroRep. Front Row L-R: Tommy Hodges - Hodges Southwest, Carolyn Hodges- Hodges Southwest, Tim Cantwell -IMR, Inc.

Pro-Lines Sales, Riffle and Associates, ElectroRep and Hodges Southwest. The group enjoyed dinner on one evening with former NASA astronaut James "Jim" Lovell, Jr. and his lovely wife, Marilyn. The company of the special guests was a surprise for the valued Robroy business partners and each attendee received the 30th anniversary commemorative edition of the book "Apollo 13." The evening spent with the Lovells was a once in a lifetime experience for all and one not soon to be forgotten.

James "Jim" Arthur Lovell, Jr., a former NASA astronaut and a retired captain in the United States Navy, is most remembered as the commander of the Apollo 13 mission. Apollo 13 suffered a critical failure in route to the moon but was brought back safely to Earth by the efforts of the crew and mission control. Lovell was also the command module pilot of Apollo 8, the first Apollo mission to enter lunar orbit. He is one of only 24 people to have flown to the moon, the first of only three people to fly to the moon twice, and the only one to have flown there twice without making a landing. Lovell was also the first person to fly in space four times.

Training Feedback



The Conduit Division strives to make necessary improvements by utilizing both positive and negative feedback accumulated through the evaluation of all aspects of the Company's daily functions. Through evaluation it is possible to measure the success and viability of projects. Because of this philosophy, the recent paperless HR project DLX training received valuable information to better facilitate and strengthen future training sessions.

Suggestions ranged from providing a structured agenda with a timeline to keep the training on track to the development of an updated user guide and the need for a separate question and answer session.

Wellness Initiative

The Conduit Division is fully committed to the health, safety and wellness of each and every associate. The following list of activities demonstrates the seriousness of that commitment.

Ongoing

- Caught Ya Doing Something Right!

Daily

- Stretches

Weekly

- Wellness and Safety Jackpot Scratch-offs (four ways to win)



Monthly

- 7-Minute Toolbox Training
- Blood Pressure Monitoring
- Drug and Alcohol Testing
- Gym Reimbursement

Bi-Monthly

- "SHIELD" Safety Meetings

Quarterly

- Safety and Wellness Educational Sessions

Annually

- Health Fair (biometric data, health and nutritional info, lab work, flu shots, prostate and mammogram screening)
- Health Risk Assessments
- Health Savings Account Discretionary Company Contribution
- Benefits Open Enrollment
- Hearing Test
- Fire Evacuation Training/Drill
- Severe Weather Training/Drill
- CPR, First Aid and Blood Borne Pathogens Training

A New Addition



The Snell Family

Kelly Snell from J4

Communications, a long-time Robroy partner handling marketing and advertising needs, received a welcome addition to her family. Little Riley Jakob was born on February 26th and weighed 7.5 pounds, stretching 20 inches in length. Riley was welcomed home by his big brother, Roy.



New Hires

Elisabeth Perritte began her Robroy career as the HR Support/ Receptionist on November 7, 2012. She earned her bachelor of science degree in psychology from Stephen

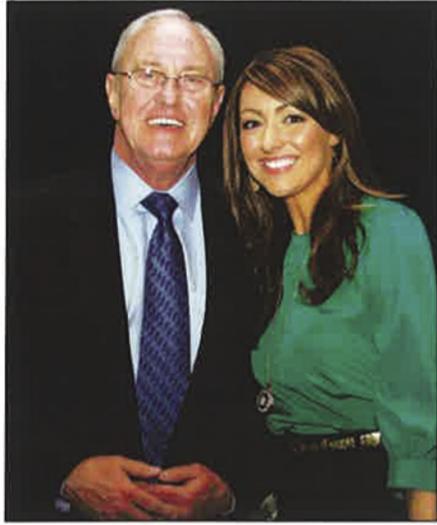


Elisabeth Perritte - HR Support/ Receptionist

F. Austin State University and brings six years of administrative and clerical experience to her new position. Prior to her Robroy employment, Elisabeth was working as a realtor.

Elisabeth spends her spare time renovating her 100-year old home, enjoys woodworking and caring for her 5-year old son, Grant. While mom is busy remodeling their house, Grant likes building houses too. He likes knocking them down, as much as building them.

David's Assistant, Stephanie



David Marshall with Stephanie Ellis, Executive Assistant.

Stephanie Ellis has worked for David Marshall as his executive assistant for three years. Recently, Donna Waterstraat jokingly commented that it was a Robroy record. However, when you take into consideration Stephanie's work ethic and accomplishments in those three years, you can be pretty sure that she will remain securely in that position for years to come.



Most recently, Stephanie was selected by tED magazine (The Electrical Distributor) as one of this year's "30 Under 35." The "30 Under 35" competition was created to recognize the rising stars of the electrical industry who are 35 years old or



This year's tED magazine "30 Under 35" winners.

younger (as of April 5, 2013). Each nominee received his/her nomination from someone close to them in the industry. From all of the selections submitted tED's editorial team choose the final 30.

According to Misty Byers, tED Magazine editor: "The response to this competition—our second annual—was



Stephanie Ellis and Steve Voelzke

even greater than last year. Young professionals from all areas of the electrical industry were nominated, and it was my pleasure to review each one and learn firsthand just how many valued young professionals there are in the industry. Narrowing the field to just 30 was difficult, but the result is a group of individuals who the editors of tED feel are most deserving of this recognition."

As one of tED magazine's "30 Under 35," Stephanie received a certificate signed by the president and CEO of NAED; she was recognized in the July issue of tED magazine; and she was eligible for free registration at NAED's LEAD Conference, where all members of the 2013 "30 Under 35" class were recognized in a special presentation.

Mark Brunner from J4 Communications stated, "This is a personal and professional achievement for Stephanie and will create a significant amount of very positive visibility for Corrosion College."

Way to go Stephanie!

Summer Interns



Brooke Davis - Accounting



Laci Leathers - Inside Sales

Two soon-to-be high school seniors have spent the greater part of their summer lending a hand in the offices of Robroy's Conduit Division. Laci Leathers is helping in the Inside Sales Department by scanning documents, checking orders and other little tasks as they come up. Brooke Davis is working in the Accounting Department sending invoices, processing the mail, entering claim backs, keeping up with off-site storage and occasionally answering phones.

August 25th marks Laci's 18th birthday. She attends New Diana High School and is a member of the Lady Eagles Varsity Basketball Team. Much of her spare time is dedicated to her year-round livestock projects. You may recall reading about her Brahma bulls in past issues of the Bagpiper.

While Laci's livestock projects revolve around a very large member of the livestock family, Brooke's interests center on a feathered variety. She said this would be her last year working with her prize chickens. She attends Gilmer High School and is very active in theater groups at school. She is also very involved with Core, a leadership group at her church. Brooke is quite passionate about family gatherings.

Both of these young ladies will be missed when they head back to school later this summer.

NAED Dessert Reception



David Marshall and Donna Waterstraat await the arrival of their guests at the NAED Dessert Reception.



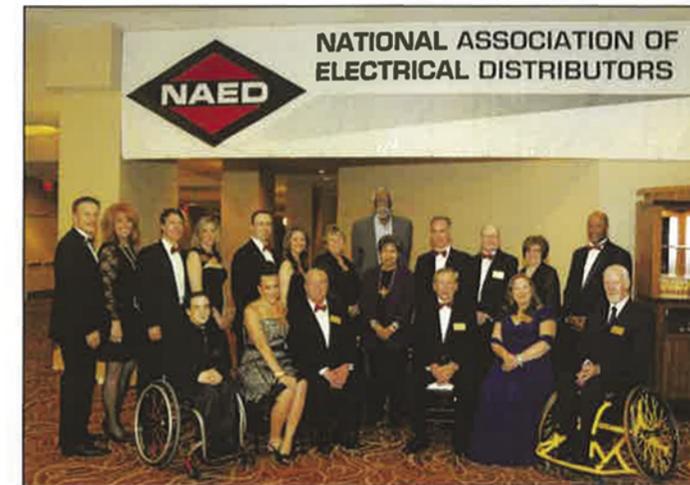
David Marshall greets George Norton from NEPVA Celtics Wheelchair Basketball.

Year after year Robroy Industries Conduit Division and Stahlin Enclosures host their Annual Dessert Reception at the national NAED (National Association of Electrical Distributors) meeting. This year the meeting was held in Boston, Massachusetts on May 5th and the special guests included Bill Russell, a former award winning Boston Celtic basketball player; George Norton, from the NEPVA (New England Paralyzed Veterans Association) Celtics Wheelchair Basketball Team; and Martial Rainey, a representative from the Massachusetts Hospital School Chariots Wheelchair Basketball Team.

During Bill Russell's basketball career for the Boston Celtics, he won 11 championship rings, more than any other professional in the history of the game. While at the University of San Francisco he led his team to two NCAA championships and was a gold medal winner at the 1956 Olympics. He was named NBA MVP five times and an NBA All-Star 12 times. In 2009 the NBA finals MVP trophy was named in his honor. These are but a few of Russell's accomplishments.

A gunshot wound in Vietnam took George Norton's leg and he attributes wheelchair basketball for turning his life around. They call him "the old guy," but he still loves to play the game. At 65 years old, he says he now lives to mentor younger veterans.

Attendees had the opportunity to speak with each of these guests and were also given a free chance in a raffle for an autographed Bill Russell jersey. Bill Elliot, from Elliot Electric Supply in Arlington, Texas was the winner of the jersey that was nicely framed and a very rare collectors item. As a thank you to Mr. Russell, Robroy contributed to The Bill Russell Mentoring Grant Program. This is a nonprofit organization established to award grants to nonprofits whose focus is to expand the reach and resources for quality youth mentoring in the city of Boston. In addition, the Company made a generous contribution to the NAED Education Foundation.



Robroy Conduit Division Associates, Stahlin Associates and special guests Bill Russell, George Norton and Martial Rainey.

Wedding Bells



Mr. and Mrs. Chuck Hibner

Chuck Hibner, retired Conduit Division Plant Manager, and Laretta Wimberly were married on June 1st. Congratulations and best wishes are extended to the Hibners.

Birthdays and an Anniversary



Steve Voelzke celebrated his birthday with a cake from the staff.

The Gilmer office staff gathered in the conference room several times in the last few months to belt out the melodious strains of "Happy



The office staff loves to celebrate!



David Marshall's birthday cake!

Birthday" to two well deserving associates. David Marshall and Steve Voelzke turned another year older and in honor of their birthdays cakes were served and gifts presented.

Happy belated birthday, David and Steve. 39 again? You know what Kenny Chesney says "Too old to be wild and free, still too young to be over the hill." You are wished many, many more happy ones!

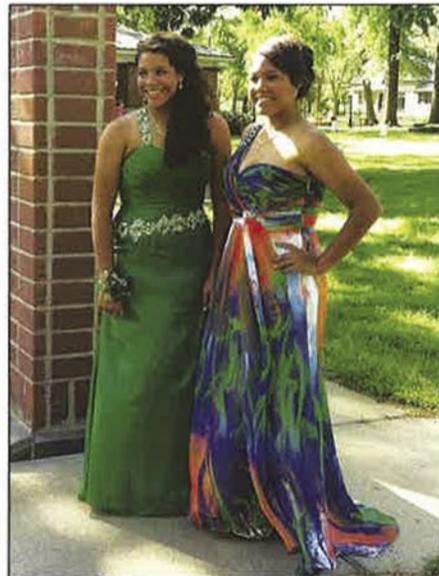


David Marshall celebrated his 18th anniversary with Robroy Industries this year with cuff links and cake.



The office staff needs no reason to celebrate with cake, but they did have a great one in May of this year and every May, for that matter. David Marshall celebrates the anniversary of his Robroy career in May. He began his Robroy tenure in May of 1995.

Prom



Kaycee and Kaylee Willis ready for their Junior Prom.

Tiffany Willis (Avinger Production Associate) shared a very special April with her daughters this spring. Kaycee and Kaylee turned 17 on April 1st, no foolin'. And then these lovely ladies spent the next several weeks preparing for their Junior Prom, which took place on April 20th.

Mexico City Meeting



L-R Fernando Villanueva, Jesus Urdaneta, Steve Voelzke - Robroy, Roberto Vazquez, David Marshall - Robroy, Bradford Morse - Cooper Industries, Isaac Rivera, Rogelio Espinosa

David Marshall and Steve Voelzke traveled to Mexico City to meet with representatives from Crouse Hinds.

Stahlin Visit

Jenny Cummins (HR Generalist/Payroll) and Lauren Conley (Director of Human Resources) traveled to Stahlin Enclosures in Belding, Michigan on March 10th through the 12th for payroll processing training. Stahlin Associate Nicole Reeves processed payroll at the Stahlin facility prior to the visit. The goal of the training was to have Texas take over the duties of all salary non-exempt and hourly associates for all Texas locations and Stahlin. Cindy Stowell (Stahlin HR Administrator) helped to facilitate the training. This transition allowed Headquarters to assume the coverage of all salaried exempt associates.



Nicole Reeves, Jenny Cummins, Lauren Conley and Cindy Stowell pose for a team photo at a March training session in Michigan.

Condolences

It is with great sadness that we report the passing of Lucas Silvio. Lucas was a manufacturer's representative for many, many years working for a number of Robroy reps, most recently Schell Company out of Baton Rouge, Louisiana.



*Lucas Silvio
October 30, 1927 -
April 26, 2013*

Lucas served his country, his family and his community. He was a devoted husband, father, grandfather and great-grandfather. He and his wife, Jeannette, who preceded him in death, were married 60 years and they raise two children Carolyn and Carlin. Lucas had five grandchildren and two great-grandchildren. As a US Navy veteran he fought in WWII and was a member and chaplain of St. Louis King of France Catholic Church and a member of the St. Louis King of France Knights of Columbus. Lucas officiated high school football games for more than 40 years.

On March 23rd of this year Lucas participated in the 25th Annual Providence Day Corporate Cup, a 5K race for walkers, joggers and runners from companies throughout the Baton Rouge area. Lucas was honored as the oldest participant and awarded the "Oldie But Goodie" award following the race.

Probably no other sales rep knew the Robroy product line better than Lucas. The many Robroy Associates who called him friend will miss his wonderful sense of humor. Sincere condolences are extended to his family.

Lunch and Learn

Lunch and Learn sessions are conducted by Company personnel who take a lunch hour to inform associates on various topics of interest. In the past several months topics such as Accounting, Inside Sales and Safety have been reviewed and participants took tests to evaluate their knowledge of the information presented.



Associates enjoyed lunch while being informed about the workings of the Inside Sales Dept..



A final exam helps the presenters evaluate how well they conveyed their subject matter to their audience.

On March 26th Amanda Murrell and Kim Slaton from the Inside Sales Department conducted a Lunch and Learn session in which they presented basic information concerning their department. They stressed that order entry accuracy must be at 100% to be acceptable and stated that one out of every five orders is audited for accuracy. The Inside Sales Department works together with the Accounting Department to make sure that deductions are processed within five days of their receipt. It was discussed how all paperwork from quotes to e-mail is scanned into the Document Manager and common terms used in the department, like RGA (returned goods authorization), were explained.

The final question on the exam following the instruction asked: "At the end of the day we want to be _____ and _____." Four choices were provided, some wishful thinking others humorous. The answer was "happy" and "satisfied," which is the goal of the Inside Sales Department with regard to their customers.



Patricia Dyar and Charlotte Pechiney gave a detailed "account" of the Accounting Department.

Lunch and Learn for April centered on what happens in the Accounting Department. This session was lead by Patricia Dyar (Accountant) and Charlotte Pechiney (Accounts Payable) with the aid of a humorous, yet informative PowerPoint presentation. They introduced the team members of their group including Vijay Kumar and Carlean Turner in addition to themselves, then defined the role of Accounts Receivable (AR) from customer set-up to the application of cash to proper accounts; AR aging reports to invoices and statements; collection calls to open deductions. Before leaving AR they discussed the reasons why customers deduct including "any reason they don't want to pay!"

The next topic focused on Accounts Payable (AP). AP is much more than just getting the bills paid. Central payables, new vendor set-up, insurance, freight and sales tax reports were all mentioned.

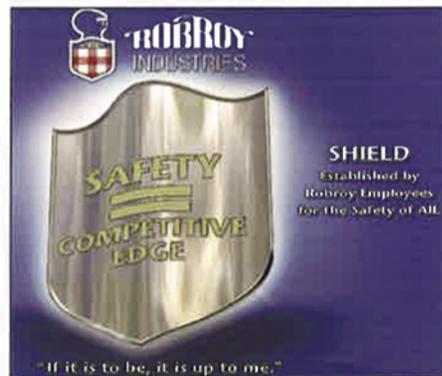
Finally a formula was given and an exam:

$$\text{Net Sales} - \text{Cost of Goods Sold (COGS)} = \text{Gross Profit} - \text{Operating Expenses} = \text{Operating Profit}$$

How does operating profit affect each associate? It gives incentive!



Elisabeth Perritte (HR Support/Receptionist) presented a comprehensive Lunch and Learn session entitled "Safety First."



SHIELD

Elisabeth Perritte presented a thorough explanation of what safety incorporates at the Conduit and Duoline Divisions of Robroy Industries. Safety is an integral part of the Robroy culture and over the years programs have been set in place to get the point across in an effective and memorable way.

Elisabeth began her presentation by explaining the ongoing SHIELD program. She broke the program down into its component parts and gave a detailed explanation of each one. She discussed the importance

of maintaining SAFETY and health standards in the work environment to achieve set business goals, keep a competitive edge, protect the associates (Robroy/Duoline family) and promote a safe team effort.

She discussed the effect of good or bad HABITS, how either one is hard to break and that safe work habits have a tendency to be contagious. It was pointed out that good housekeeping is fundamental to a safe place to work, a wonderful habit to establish.

It was noted that INTERACTION is essential when you want to know what is going on around you and you must take responsibility for ensuring that team members are informed and prepared. In addition, Elisabeth stressed the reporting of all safety related incidents and injuries, no matter how small.

She continued with the role of EDUCATION and LIFESTYLE and concluded the SHIELD discussion with several points referring to DILEGENCE:

- Work safely not quickly.
- Speak-up about unsafe situations.
- Make sure outside vendors and contractors follow all safety rules onsite.
- Follow ALL Company and governmental guidelines.

Before moving on to the wellness and safety incentives, Elisabeth presented observations in the form of spreadsheets and graphs.

From the "Caught You Doing Something Right" gifts to the Jackpot scratch-offs, Robroy provides numerous ways to remind associates to be safe, promote safety and stay healthy. Each of these was explained in the session and the need for good training was discussed. The final reminder before the ten-question exam was "If it is to be, it is up to me."

Quarterly Soft Skills Training – Accountability



Class members pose with John Grubbs for a group shot: back row L-R John Grubbs, Manohar Taware, Jim Berns, Javier Macias, Tami Leathers. front row L-R Michael Moody, Eric Faulkner. Patricia Dyar.

The office personnel at Robroy and Duoline were divided into three groups to attend accountability training held on three Saturdays in March. Mr. John Grubbs, principal consultant and owner of GCI, a high impact training and consulting firm in Texas, conducted the meetings. John has 16 years of leadership experience, published several books and articles and works with leaders at all corporate levels.

The class explored what factors influence accountability in the work place and how leaders can institute authority while still empowering their workforce. Some of the topics covered included: reinforcement, team measurement, follow through and feedback. John urged the participants to use the advice they received in the 7-8 hour Saturday sessions at least three times within 72 hours of completing



Accountability Training lead by John Grubbs.

the class to insure that they would retain the skills for life.

The sessions proved very motivational and concluded with a "Course Mastery Assessment" – a test!

Customer Corner

Kim,

I just sent the customer tracking info on this order! Thank you so much for getting this order entered, picked and scheduled for pick-up by R & L in basically 4 hours. Customer was thoroughly impressed and we appreciate the effort! We have stiff competition with OCAL on this job and every little thing we can do makes them realize that Robroy has no competition in service, etc. Thanks again, I have known I can count on you all for all six years I have worked with Summit. Please let anyone else know that their efforts do not go unnoticed.

THANKS!!

Scott Montgomery
Summit Sales and Marketing

Promotions

Ramon Hill began his Duoline career as a Production Associate in the fall of 2010. He was promoted to Class VII Machine Operator a year later. On June 17th of this year Ramon assumed the duties of Operations Supervisor for Duoline Technologies.



Ramon Hill – Operations Supervisor

Born in Odessa, Texas, Ramon moved to East Texas in 2001. He's been married for 10 years and he and his wife have three children, a 9-year old son and 6-year old twin daughters. He enjoys spending his free time with his family including fishing and camping.

Congratulations, Ramon, on your promotion!

Summer Interns

Three college students have spent the summer of 2013 at the Duoline Technology facility lending a hand in various capacities.

Courtney Blair helped in Administration/ Reception. She will be entering her sophomore year in the fall at Texas Tech University in Lubbock. This young woman is on a quick track with regard to her college career due in part to the dual credits she earned in high school.



Courtney Blair – Administrative Reception

The Engineering Department at Duoline welcomed Tim Dash to their ranks for three months this summer. Tim enters his senior year at Texas A&M University in the fall where he will



Tim Dash – Engineering

complete his bachelor's degree in petroleum engineering.

Plant production enjoyed Hollie Langford's aid from May 20th through most of August. This is Hollie's second summer as a Duoline intern. She is studying nursing at Kilgore College and will begin her junior year in the fall. Hollie was named to the President's list at Kilgore in the 2013.



Hollie Langford – Plant Production

Lunch and Learn

On June 4th Eric Nichols, Duoline Plant Manager, met with the office associates at the Conduit Division for a very informative Lunch and Learn session. He explained the Duoline-20 liner manufacturing process through a series of PowerPoint slides and tested the participants on the information they retained. To follow is a summary of Eric's discussion for all Robroy and Stahl Associates to grasp the unique and highly efficient process of creating a fiberglass liner.



Eric Nichols came prepared to teach his Lunch and Learn session. Eric, is that a prop or a motivational tool?

Duoline Technologies is a leader in providing fiberglass lining systems with more than one million feet installed worldwide. Duoline utilizes robotic technology and automation to produce a consistent finished product. The raw materials required to manufacture Duoline FRP (fiberglass reinforced plastic) include resin, fiberglass and a catalyst or hardener.

There are six critical components to the manufacturing process. The work cell consists of the winder, a cure station, a robot, a boiler to produce steam, a saw and an extractor. Traceability is key. Each liner receives a reference label, which identifies the raw material batch, the operator on the job at the time of production, the exact machine used in production and the date.

Critical elements in the process include:

- The winding angle of the fiberglass
- Number of circuits
- Number of fiberglass ends
- Resin/glass saturation
- Resin VS catalyst ratio
- Temperature of the resin and mandrel
- Liner wall body and liner length



The Conduit Division office associates received detailed information about the manufacturing process for Duoline pipe liners.

The process begins with fiberglass strands traveling from the shelf through a bath where they are saturated with a resin epoxy mix. From the bath the strands travel to a steel mandrel, which acts as a mold forming the liner. Upon completion of the winding process the winder comes to a complete stop and an operator releases the mandrel for robotic collection followed by a short trip to a curing station.

At the curing station, mandrels with wet resin are heated to 300° F for a period of 10 minutes. The heat accelerates the reaction of the resin and the catalyst resulting in solidification, but not a full cure of the liner. After this curing process the mandrels are robotically collected, placed in a staging area and allowed to cool to 150° F. At this point the mandrels are taken to the extractor.

Prior to the liner being removed from the mandrel, a holiday test is performed. This test detects pinholes or flaws in the solid substrate and is accomplished by a coating or thin film of insulating material applied along the entire length and circumference of the liner. Liners with questionable results are removed to a quarantined cradle for further inspection.

The liners must be 100% drifted to verify that the OD (outside diameter) of the liner is not over the maximum allowed thickness of the Duoline specification. By drifting every liner, it assures that each one will slide into

the steel pipe without interference. It also allows room between the liner and the steel pipe for grout insertion and proper bonding between the liner and the pipe.

The extracted liners are stacked in cradles and once a cradle is full it is taken to an oven for final curing. The industry term for this process is annealing. Post oven quality testing consists of a burnout test measuring the percentage of resin to fiberglass ratio and a TG test that determines at what temperature the resin transitions from a solid to a liquid state.

The final result is a holiday-free rigid fiberglass liner with great mechanical properties and superior chemical resistance.

Are you ready to take Eric's exam?

RECIPE

Key Lime Pound Cake with Raspberry Sauce
The best cake you will ever eat!

Ingredients:

- 3 ¼ cup cake flour
- ¼ tsp baking soda
- ¼ tsp salt
- 18 T unsalted butter (2 ½ sticks works)
- 8 oz cream cheese
- 3 cups sugar
- 6 eggs
- 1 tsp vanilla
- 3 T fresh key lime juice (about 15 limes total for the juice and zest...that should cover the glaze too)
- 2 tsp lime zest

Have all of the ingredients at room temperature before you begin. Position rack on lower third of oven. Preheat to 325 degrees F. Thoroughly grease and flour a 10 cup Bundt pan. Sift together flour, soda and salt. Set aside. In the bowl of an electric mixer, with flat beater, beat butter and cream cheese until creamy and smooth-30 to 40 seconds. Gradually add the sugar and continue beating, occasionally scraping down the sides of the bowl until light and fluffy-about 5 minutes. Increase the speed to medium-high and add the eggs, one at a time, beating well after each addition and scraping down the sides of the bowl. Beat in the vanilla and lime juice. Reduce the speed to low and fold in the dry ingredients in three additions, blending each addition until just incorporated and stopping the mixer occasionally to scrape down the bowl. Using rubber spatula, fold in the lime zest. Spoon batter into pan, making sides about one inch higher than center. Bake until golden and tester comes out clean, about 1 hour and 15 minutes. Let cool on wire rack in pan for 10 minutes. Remove from pan and glaze.

Glaze (one of the best things about the cake...)

- ¼ cup fresh lime juice
- ¾ cup granulated sugar

Whisk together and generously brush surface of warm cake with glaze. Let cool completely before serving. Drizzle with raspberry sauce.

Raspberry Sauce

- 1 pint fresh or 12 oz frozen (thawed) raspberries
- 3 T granulated sugar
- 2 tsp fresh lemon juice

Puree in blender. Press through fine sieve to remove seeds.

SERVICE AWARDS

NAME	YEARS SERVICE
Conduit Division	
Lonnie Shrewsbury	25
Lonnie Venters	25
Vickie Dean	20
Vijay Tahiliani	15
Sean Thibodeaux	2
Duoline Technologies	
Jesus Beltran	2
Stahlin Division	
Dean Childs	25



Lonnie Shrewsbury



Vickie Dean



Vijay Tahiliani



Dean Childs

Robroy Industries has teamed up with Fidelity to offer a new service through your workplace 401(k) savings plan called Fidelity® Portfolio Advisory Service at Work. It's a new way to help get and keep you on course toward your retirement goals and will be available to you starting September 3rd, 2013.

With Fidelity Portfolio Advisory Service at Work, you get active 401(k) management. That means Fidelity's team of investment professionals first get to know you and your personal situation. Then, they invest, monitor and rebalance your model portfolio to reflect changes in the market or your life.

To find out if this service is right for you and how Fidelity can help you with your 401(k), their team of dedicated guidance professionals is just a phone call away: 800.234.3338. They are available to answer any questions.

