

Chairman's Message

In 2006 and 2007 we invested heavily in our business...in our manufacturing equipment and in new technologies. That investment allowed us to get through the recent economic slowdown in reasonably good shape. We continue to invest in our business but the future will depend largely upon individual commitment and performance.

As we move forward into an uncertain 2008, it is going to be very important that every Robroy associate focuses outward on the customer. We have to ensure that we consistently deliver a quality product...on time, at a great value, EVERYTIME. Self-managed performance is an initiative that will take on greater importance and will sustain us through tough times. If it is going to be tough, let it be tough on the other guy!

Let's move forward together in 2008 as a high performance team. There will be a lot of training and individuals will be held accountable for supporting the team. It may be a tough year but with commitment by each individual it will be a great year for the team.

Thanks for the fine efforts in 2007 and good luck as we meet the challenges of 2008!

HEADQUARTERS

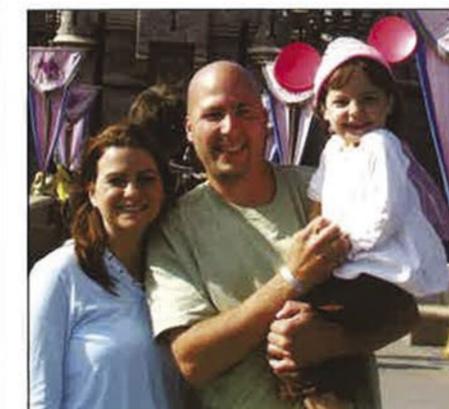


Dressed for the Holidays.

Festive Colors

You would have thought that there was a memo stating that everyone must wear black and red on December 21st, the last day of work before the Christmas holiday. There really was no such memo, but Peter McIlroy thought it would be appropriate to photograph those dressed alike for the coming holiday!

Big Sister Announced



The Wohlgemuth Family

Paris Wohlgemuth has been informed that she will be a big sister within the next seven or eight months. This announcement comes on the heels of Julie Wohlgemuth, Network Administrator, becoming pregnant with her second child. The whole family is excited about the upcoming event, especially three-year old Paris who is making plans to step into her new big sister role. It has been reported that she wants a little sister, but Daddy Donny is working to change her mind on that matter!

HEADQUARTERS

Back to the Burgh

Rob McIlroy recently moved back to his hometown, Pittsburgh, and joined the Corporate Headquarters team. Rob spent many months traveling back and forth from the Gilmer facility but now works full-time at Headquarters in Verona. In his new position, he supports each of the divisions and is currently honing his accounting skills by working with CFO Mike Deane. He is also enrolled in some executive education programs.

His wife, Shelley, and their three daughters, Maggie, Katie and Emma, moved to Pittsburgh in the summer in preparation for the new school year. Rob reports that they are doing great and working at acclimating to the colder northern climate from the warmer temperatures of Texas. He and his family anxiously await the completion of their new home, which is undergoing a major remodel.

Rob's arrival back in Pittsburgh coincided with the Pittsburgh Steeler playoff game and he agonized over their crushing loss to the Jacksonville Jaguars. He has a funny feeling that many of his Texas cohorts did not share his disappointment over that loss!



Baskets in tow, Judy Shoemaker, Larry Segriff and Julie Wohlegmuth collect donations from holiday shoppers.

Make-A-Wish

The Headquarters' staff volunteered in full force at this year's Make-A-Wish Foundation fund drive at the Monroeville Mall on December 17th and 18th. Colleagues helped charm donations out of holiday shoppers as they assisted in manning the Make-a-Wish booth.

Every year Robroy sponsors one wish. However, this year Headquarters' 14 employees donated enough funds to sponsor a second wish. This was a truly remarkable and self-sacrificing feat. What a great way to celebrate the Christmas Spirit.

Six-year old Simon from North Versailles, Pennsylvania will be the recipient of one of the Robroy donations. Simon is still contemplating his wish, but it just might be a pool table since he enjoys playing pool on the one at Children's Hospital. Although he would really like to meet the cast of the TV show Extreme



Robroy employees staffed the Make-A-Wish booth at the Monroeville Mall

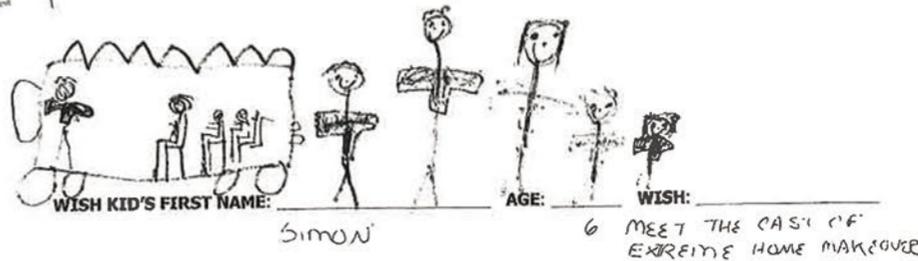
Makeover, so that may become his wish, instead.

The second wish should come to fruition this summer. Look out Disney World! A six-year-old young lady from Crafton, Pennsylvania will travel with her family to Orlando and stay at a special resort built for kids like her. She will meet the Disney characters in the Magic Kingdom, see all that Sea World has to offer and learn about the wild animals at Animal World.

To learn more about the Make-A-Wish Foundation visit their Web site at www.wish.org.



Simon's Wish



HEADQUARTERS

More Christmas Cheer

The Angel Tree has taken the place of a company grab bag for more years than anyone at Headquarters can remember with far greater rewards for everyone involved. As in the past few years, the recipient of the staff's generosity was the Wagner House. The Wagner House is a non-profit early childhood center committed to providing low-cost, high-quality care to teen and single parents for their children ages six weeks to five years.



Santa arrives at Wagner House.



Angel tree gifts for community children.

So as not to overwhelm the children at Wagner House, the presenting team was limited to four members: Jim Gebrosky, Aileen Jabay, Debbie Kennelly and Larry Segriff. Presents were delivered on December 20th to a group of smiling faces and the presenters left with smiles of their own!

ELECTRICAL PRODUCTS / STAHLIN

Celebrating Christmas and 2007 Accomplishments



Guests take time out to pose for a photo.

On the very snowy mid-Michigan evening of December 15th, approximately 100 brave employees battled the elements to attend the 2007 Stahlin Associate Christmas Party held at the Anna Behrens Camp. This camp is a 468 acre Girl Scout Camp in Greenville, just north of the Stahlin facility. The venue, Sherwood Lodge, was a tastefully decorated "green" log cabin equipped with a wonderful fireplace – a very lovely Christmas setting, especially with all the snow. Huckleberry Catering furnished the meal and Don Hooker, a classical guitarist, added to the ambience by providing the dinner music.

Stahlin employees once again stepped up to the donation plate and contributed more than 200 gifts to Toys for Tots. John Fossler and Kurt Hosington from the Belding Masonic Lodge joined Stahlin for dinner and were overwhelmed by the generosity of the Stahlin work force.

The evening's program included the 2007 Service Awards and a special recognition went to Mark Becker for his commitment to product safety.

30 Years: Ken Saladin and Dave Wright



20 Years: Debbie Hannah, Mark Becker, and Tom Mitchell

Celebrating Christmas and 2007 Accomplishments



15 Years: Ron Mier



2 Years: Ed Atanasoff, Tammy Bliss, David Bradley, Dale Clayton, Chris DeCraene, Cyndi Harry, Carl King, Dave Martin, Bill Olsen, Brad Willaman, Jim Wireman and Mike Wright



5 Years: Guy Jeffrey, Terry Emelander and Chuck Hilt (not pictured)



1 Year: Christina Bisanz, Leo Battreall, Mike Cahill, Tylor Furlong, Cathy Hintz, Jill Johnson, Tom Lowery, Luis Marroquin, Natosha Mason, Joe Michutka, John Moody, Mike Olmstead, Deb Souza, Erik Sturm and Mike VanHeck.



The Safety Award Winners

Those who remained committed to the 2007 Wellness Program netted \$25.00 Meijer Department Store gift cards for completing all of the steps in the program. Forty-two health-minded individuals were members of that group and each received a chance to win a ProForm Elliptical in addition to their gift card. Christina Bisanz, Accounting Associate, took home the elliptical. Congratulations, Christina!

This year the safety awards were multi-faceted. Each of six qualified associates received a gift, a donation to the charity of their choice and a gift for the Company. Their gift was a \$1000 gift card to Meijer Department Stores. Their favorite charity received a \$500 donation in their name and finally they each were given \$500 to



Above and Beyond Winner – Keisha Garcia

be spent on improving safety at the Stahlin facility. The winners included: Cindy Brokaw, 2nd Shift CNC; Dale Clayton, 2nd Shift Gasket Machine; Dave Jeffers, 3rd Shift Press Operator; Natosha Mason, 2nd Shift Assembly; John Moody, 1st Shift Gasket Machine and Jennifer Ullery, Inside Sales. These six individuals will serve on a President's Safety Council to determine how their safety dollars will be spent. Keep up the good work, team!

A grand finale brought the 2007 Above and Beyond Program to its conclusion. The monthly Above and Beyond winners received eligibility for a grand prize drawing and that prize was won by Keisha Garcia. Keisha's name was drawn and she attended the Pro Bowl 2008 in Honolulu, Hawaii. Congratulations to the monthly Above and Beyond winners for going above and beyond to service Stahlin customers. Each winner exemplifies what Stahlin is all about.

The evening concluded with the appearance of T.P. Mulroony, a comedian who has appeared on HBO, Showtime and Comedy Central, back by popular demand.

Stahlin Children's Christmas Party



Kids of all ages sat on Santa's lap.

The 2007 Stahlin Children's Christmas party on Saturday, December 15th was another huge success this year. There were 79 children and grandchildren of Stahlin employees who visited with Santa, completed several arts and crafts projects and enjoyed lunch at the place where Mom and Dad or their grandparents work each day. Sand art, the famous Greg Willaman (Stahlin Purchasing



The craft tables were buzzing all morning.

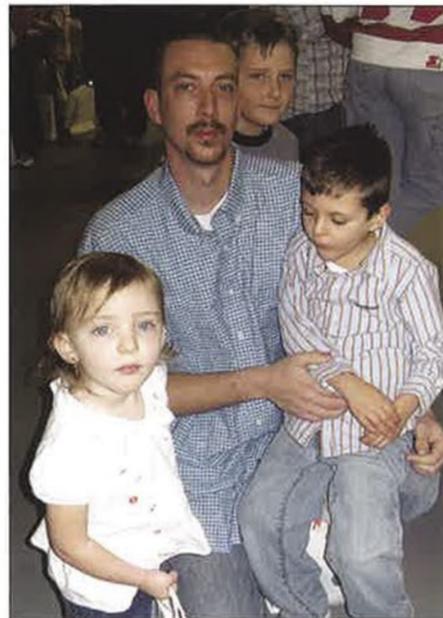
Stahlin Children's Christmas Party

Agent) sugar cookie decorating station and other miscellaneous arts and crafts tables were all a big hit. The pinecones rolled in peanut butter and birdseed proved to be one big mess of fun, truly enjoyed by the participants and sure to be enjoyed by their feathered friends. Santa, Larry Warner – Specials Department, provided gifts and lots of smiles for all the kids. Santa was assisted by his little elf Jessie Kelly. Jessie is the daughter Pat Kelly from Maintenance. Rudy Alvera, 1st Shift Press Operator, and his lovely wife, Patsy, prepared the scrumptious lunch and were all decked out in the Santa's elves costumes for the occasion.

The planning and execution of this event is no small task each year. However, the payoff is tremendous and well worth the concentrated effort.



There were several elves on hand to help out.



...bet those blue eyes came from their dad!



Stahlin parents lent a helping hand.

It's a Boy!



Ron and Trisha Vaughn and new baby Chase.

Early on the morning of November 29th, after Thanksgiving leftovers were just about gone, Chase Andrew Vaughn arrived on the scene. The little scrapper weighed 8 pounds, 2 ounces and measured 18 1/2" inches head to toe. His proud parents are Ron and Trisha Vaughn. Chase inherited two terrific older siblings to help with his care: six-year old Blake and seven-year old Sierra. Ron is a member of the Specials Department.

Congratulations to the entire Vaughn family.

Wedding



Mr. and Mrs. Joseph Michutka

Joe Michutka, Third Shift Press Operator, and Jamie Lynn Johnson exchanged wedding vows on Saturday, October 13, 2007 at the Clarksville Bible Church. A lovely reception followed the service.

Best wishes are extended to the happy couple.

Stahlin Associates Support Belding Food Drive



Tom Mitchell presents Stahlin donation.

Tom Mitchell, CNC Operator, led the Belding Associates in a food drive to support those who are less fortunate in the Belding area. Several boxes of food were collected and presented to the staff at St. Joseph Catholic Church in Belding to be distributed to Belding families. The Company looks forward to increasing their efforts in 2008.

Supervisor

The Stahlin Team would like to welcome Steve Petro as a new supervisor on the plant floor. Steve brings 32 years of manufacturing experience from the automotive industry where he served as a Plant Superintendent.



Steve Petro – Plant Floor Supervisor

Steve and his wife, Julie, reside in Mt. Pleasant, Michigan where they both enjoy cooking, gardening and making game calls in their spare time. By the way, if you are not sure what making game calls is all about, try googling those three words. You will find about 11,300,000 references. Apparently, quite a lot of people know all about game calls, right Steve?

Big Buck Contest



Tim Mason receives big bucks for his big buck.

The Big Buck Contest was the biggest to date with a record number of participants both voluntary (the hunters) and involuntary (the deer). Each buck season contestants enter their trophies to see who can accumulate the most points to win the grand prize and the title Biggest Buck of the Year. This year an unlucky nine-point buck with a 19 1/2" spread brought the award to Tim Mason, Inventory Controller. Tim received 28 1/2" points for his effort and took home 190 "bucks."

Icy Training

"Icy Training" was the headline in the newspaper over a photo of two firefighters. Mike Bunce, 2nd Shift Press Operator, was helping fellow firefighter Brian Blomstrom out of an icy hole in Greenville's Baldwin Lake during a training exercise. During that session Greenville's Department of Public Safety Officers learned to execute a proper water rescue through the ice.

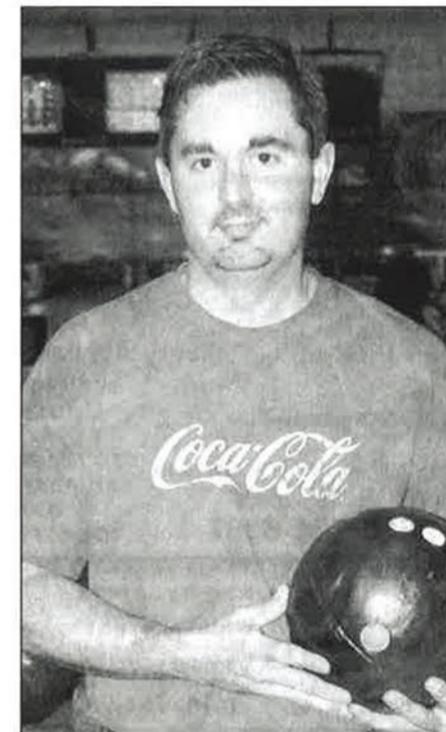
It is comforting to know that there are fine public servants like Mike who are dedicated to honing their skills for the good of the community. Thanks Mike, your service is greatly appreciated.

Two Lousy Pins

It is well know that Ken Main is a pretty darn good bowler. He truly proved the fact recently, when he bowled a 298 game in the Tuesday Night Men's League at Hillcrest Lanes in Belding. It was disappointing that he missed that perfect game by two pins, but the big news is what happened in the next two games. Ken went on to score his first 800 series with 245 and 257 games. His highest series to that point had been 744.

"That's such a hard score to get. But I wasn't thinking about that my second and third games. I just wanted a good score," Ken said. "When I threw my last ball, I knew I had to get the two pins still standing to get the 800."

Ken has been bowling for 20 years and he can surely be proud of the 800 series. The 300 game still remains to be conquered.



Ken Mains bowls an 800 series and a 298 game.

Condolences

Sincere condolences are extended to the family of Chuck Hibner, Plant Production Manager, in the passing of his wife, Fran. She died on December 14th after a long illness. The Hibners were originally from the Pittsburgh area and moved to Texas in 1995. Fran was laid to rest in Verona, Pennsylvania. Between them, Chuck and Fran had seven children and 18 grandchildren.

Fran was a lovely woman and she will be sorely missed.

Making Gilmer Glisten



Front row left to right: Starla Bickerstaff, Angela McKinney, Ranita Patel; Back row left to right: Preston Graham (Tamy's son), Marc Jones (Corrosion College attendee), Matt Brabender (Corrosion College attendee), Tamy Graham, Jeff Riestenberg, Rhonda Smith, Tracie Warburton, Teresa Elson, and Charlotte Pechiney

December 8th marked the fourth and final trash pick-up of 2007 for the Conduit Division. They were able to recruit a little extra help from a couple of college students – Corrosion College that is. Marc Jones and Matt Brabender pitched in while waiting for their ride to the airport. The other Conduit Division Associates appreciated the help and the group finished the job in nothing flat! The weather cooperated with the exception of a little bit of wind. Weather permitting, trash pick-up will occur four times in 2008. The consolidated effort helps to keep this part of Texas nice and clean!

Family Additions



Yash Tahiliani

On October 15, 2007 Vijay and Geetika Tahiliani made an addition to their family. A bouncing baby boy weighing 6 pounds, 15 ounces and reaching 19 inches in length was welcomed into the Tahiliani home. Big brother Parv is sure to be a helper to his mom and dad and he is looking forward to having Yash as a playmate.



Blayne Allen McCrary

Blayne Allen McCrary was born at 7:20 PM on January 23rd to the proud parents of Blake McCrary and Kaila McKinney at Good Shepherd Medical Center in Longview, Texas. He weighed 9 pounds, 8 ounces and started life at 22 inches in length. Blayne's grandparents are Shawn and Angela McKinney and Bill and Sandy McCrary.



Larsen Beau Daniel

Cindy Ogg, Accounting Support, has a new grandson born on January 28th. Little 8 pound, 8 ounce Larsen Beau Daniel reached 20 1/2 inches from stem to stern.

Personnel Changes

In 1988 Jerry Davis began his Robroy career working on the Shop Floor. He was promoted to Shop Floor Lead Man and promoted again to the position of Production Supervisor since that time. Jerry



Jerry Davis – Shipping/Receiving Supervisor

was recently selected to receive yet another promotion. Shipping/Receiving Supervisor is his new title and his primary responsibility is to ensure that customer orders are consistently shipped from inventory in accordance with the Company's goals and policies. Incoming materials require his inspection to confirm that orders meet specifications and are free of defects. He will liaison with other departments ensuring timely responses to events effecting the shipment of product. Finally, economical and efficient transportation services, including negotiation of rates and the routing of out-

bound shipments fall under his jurisdiction. It appears that the new Shipping/Receiving Supervisor is going to be a busy man. Past performance proved that Jerry Davis is certainly up for the challenge.

Congratulations Jerry, keep up the good work.

Now to the new kids on the block

Denise Hirons has assumed the duties of Scheduler/Buyer/ Expeditor for the Conduit Division working directly with vendors in the negotiating, pricing and delivery of Robroy PVC-coated rigid conduit. Her prior experience in customer relations, sales and auditing is an important asset that Ms. Hirons brings to her new position. Denise's background affords her a valuable perspective for satisfying the requirements of Robroy customers and helps her establish the most efficient and effective procurement and material management for all three conduit product lines.



Denise Hirons – Scheduler/Buyer/ Expeditor

Denise has relocated from Brentwood, Tennessee to Gilmer.

The Conduit Division would also like to welcome Jeff Riestenberg to its staff as National Sales Manager. Jeff will be responsible for planning, managing and directing the sales activity for Robroy's PVC-coated conduit product lines. Other duties will include overseeing the activities of all sales rep agencies, Technical Marketing



Jeff Riestenberg – National Sales Manager

Managers and Quotations Specialists in their interaction with distributors and end-users.

The electrical product industry is very familiar to Jeff. He spent more than twenty-five years building a solid record of results in business development, relationship management, training and client service within the design/build community. Jeff earned a bachelors degree in marketing from Ohio University, Athens. Relocating from St. Louis, Missouri, Jeff now makes East Texas his new home.

David Marshall, President of Robroy Industries, stated: "Jeff's experience in the industry will be an asset as we continue to pursue our plans for growth. We look forward to him creating additional strong partnerships and alliances with the electrical community based on his value-added knowledge, follow-through performance, integrity and trust he has displayed in his career prior to joining Robroy Industries."

Laurie Ivy is no stranger to Robroy Industries. In fact, the Company employed her for two and one half years, before she left the Gilmer area. Fortunately she has returned to Gilmer resuming her employment and will help contribute to the Company's expansion efforts.



Laurie Ivy – Inside Sales Associate

Laurie's primary responsibility consists of interfacing between customers and internal departments. In addition, enhancing sales through product knowledge and delivery capabilities, entering quotations and sales orders and being aware of product stock levels to ensure delivery dates meet customer expectations all fall within her expertise.

Welcome aboard Denise and Jeff and welcome back Laurie.

Halloween in Gilmer



Halloween can be scary...



...but mostly it's just fun!

The Conduit Division participated in Treats On The Square sponsored by the Gilmer Police Department again this year. They passed out over 1200 bags of candy and 800 helium balloons. It was a spooky, scary, fun for all night and the costumes were terrific!



Teresa Elson, Cindy Ogg and Sherry Brown pause for a moment to smile for the camera.



That's no devil, it's Ranita Patel hiding behind those Foster Grants!



The J.D. Power and Associates Certified Call Center Award.

Quality Customer Service

For a second consecutive year, Robroy Industries Coated Conduit Division was recognized for call center operation customer satisfaction excellence. This distinction acknowledges a strong commitment by the Conduit Division's call center operations to provide "An Outstanding Customer Service Experience."

"Customer ratings for call center representatives at Robroy Industries Coated Conduit Division are particularly high, which indicates the organization does well in equipping their representatives with the knowledge and skills necessary to efficiently handle customer inquiries," said Jonathan Brookner, director of the call center certification program at J.D. Power and Associates. "In particular, customers give the Robroy Industries Coated Conduit Division call center high ratings in the courtesy they extend to callers and the knowledge they bring when interacting with customers."

The Conduit Division's call center operations in Gilmer, Texas, handle nearly 50,000 telephone, e-mail and fax inquiries with customers per year.

To become certified, the call center operation successfully passed a detailed audit of their recruiting, training, employee incentives, management roles and responsibilities and quality assurance capabilities. As part of its evaluation, J.D. Power and Associates conducted a random survey of their customers who recently contacted its call centers.

For certification status, a call center must also perform within the top 20 percent of customer service scores, which is based on benchmarks established in J.D. Power and Associates' cross-industry customer satisfaction research. The criteria used include evaluation of: courtesy; knowledge; concern for the customer; usefulness of the information provided; convenience of operating hours; ease of reaching a representative and timely resolution.

"Our PVC-coated galvanized rigid conduit brands are now the first products of their type to have achieved the J.D. Power and Associates certification for customer service for a second year in a row," said David Marshall, president of Robroy Industries Conduit Division. "This is yet another way we have demonstrated to users of Plasti-Bond, Perma-Cote and KorKap that our world-class product quality is backed, at no additional cost, by comparable quality in service to our customers."

The Call Center Certification Program was launched by J.D. Power and Associates in 2004 to evaluate overall customer satisfaction with call centers and to help call centers in various industries increase their efficiency and effectiveness by establishing best practices for handling service calls.

There are more than 75,000 call centers in North America and an estimated 125,000 worldwide that help customers with product and service questions across a multitude of industries, ranging from credit cards, financial services, investment services, utilities, service warranty and insurance to telecommunications, healthcare and office products.

Long May She Wave



Boy Scout Troop 311 handles the care and proper handling of the flag at the office in Gilmer. Otto Raemhilde - Caller, left to right: Cody Stansbury, Josh Griffen, Hayden Stanbury and Branden Clark

Do you know anything about the proper care and handling of our American flag? Well, the young men from Boy Scout Troop 311 East Texas Area Council in Gilmer sure know all about it. The troop has been caring for Robroy's American flag for more than a year and a half. Troop 311 replaces worn flags and disposes of them in a proper patriotic manner. They also take care of lowering the flag to half-mast when necessary. It is a pleasure to watch them ceremoniously handle this function.

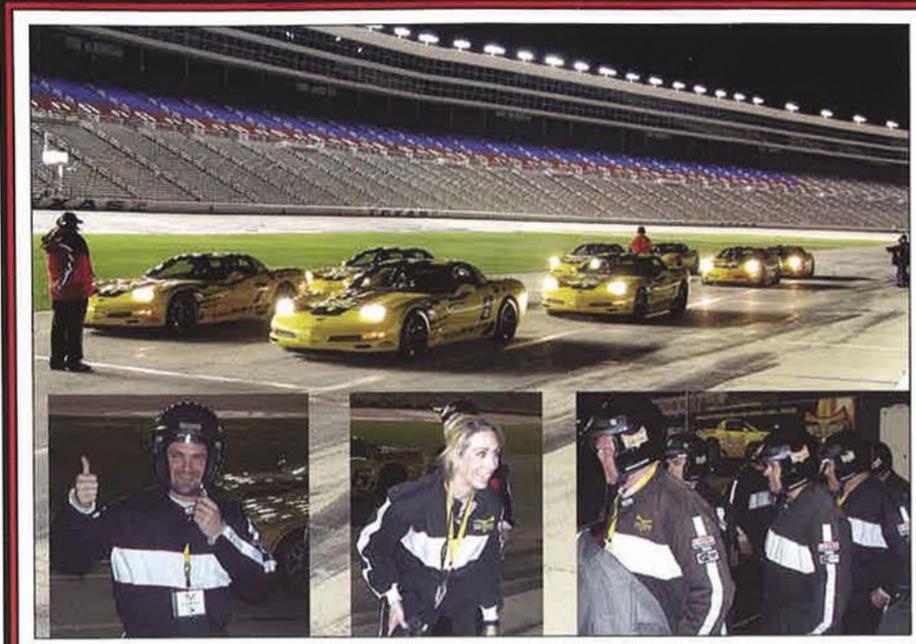
Thank you Troop 311, your dedication is appreciated.



Otto Raemhilde, Jacob Tarrant, Tristan McLeroy and Benjamin Proffer



The Scouts prepare to raise a new flag over the Conduit Division office.



Love those Corvettes

Plasti-Bond and Perma-Cote Reps Enjoy High Performance Driving

Plasti-Bond and Perma-Cote independent sales representatives recently joined the Company's manufacturing team for a night of fun at the Texas Motor Speedway in Fort Worth, Texas. The Texas Driving Experience is a high-performance drive/ride adventure specializing in corporate events utilizing their fleet of millennium yellow Corvettes. Each group had great fun driving Corvettes around the track.

In addition to implementing the 2008 activities, the group met to celebrate the Company's sixth consecutive record setting business year.

New Highway Patrol Office in Gilmer

Genny Garmon's son-in-law, Russell Steeman, recently graduated from the Texas Department of Public Safety's 132nd Training Academy and will be assigned to the Texas Highway Patrol in Gilmer. The 28-week school is the longest continuous training academy offered by any law enforcement agency in Texas and one of the longest in the nation.

It would be a pleasure to meet this fine young man, but obey the law so that it is not in a professional setting!



Christmas Party 2007

The Conduit Division Christmas Party was a festive celebration, as usual. Awards were presented, gifts were distributed and recognition was bestowed on one and all. All of the 2007 Service Awards were acknowledged and they included the following:



20 Year Service Awards: Kelly Jones and Anthony Mayhew.



25 Year Service Awards: Imogene Jones.

Two \$5,000 Shield Scholarships were awarded to Jessica Fierro and Jessica Garmon. Jessica Garmon attends University of North Texas in Denton and plans to graduate in the spring of 2010 with a bachelors degree in photographic journalism. Jessica Fierro attends Texas A&M – Texarkana. Jessica's future plans include beginning her elementary teaching career in the fall of 2009 in Pittsburg School District (That is Pittsburg, Texas not Pittsburgh, Pennsylvania for the Headquarters folks). Congratulations ladies, keep up the good work.



Jessica Fierro and Jessica Garmon received Shield Scholarships.



Don Williams and his son Steve Williams.

Don Williams was honored as a special guest for the evening. Mr. Williams served on the Robroy Board of Directors for 26 years. He was recently awarded the Air Metal and the Distinguished Flying Cross for a mission he led to protect sailors on a downed aircraft carrier during WWII. This fine gentleman has been a big part of Robroy Industries for many, many years and it was a pleasure honoring him at the Christmas Party.

The generosity of the Conduit Division associates is exemplified during the holidays and this year was no exception. Two East Texas charities were the recipients of this generosity in 2007. The East Texas Angel Network enhances the lives of families in East Texas whose child or children may be suffering from a serious of life-threatening illness or disease. The purpose of establishing the network was to make funds readily available to families who experience financial difficulties due to the expenses incurred as a result of the child's illness. The second charity was Early Childhood Intervention, which is a statewide system of services for families of children, birth to three, with disabilities or delays. ECI helps families learn ways to promote development and use intervention activities in their daily lives.

The guest speaker for the evening was Gunnery Sergeant William "Spanky" Gibson. Spanky was deployed to Iraq in January of 2006 as a Joint Terminal Aircraft Controller. From a forward position, he coordinated, integrated and directed the actions of combat aircraft engaged in Close Air Support (CAS) and other offensive air operations. On May 16, 2006, Spanky was injured while conducting a foot patrol in



Gunnery Sergeant William "Spanky" Gibson

Ramadi. He was attached to the 1st Iraqi Army Brigade, 1st BN, when he was shot by a sniper in the left knee cap. His wounds resulted in the loss of his left leg, just above the knee.

Spanky spent 11 months rehabilitating at Brook Army Medical Center in San Antonio, Texas. He then transferred to Marine Detachment, Ft Sill, Oklahoma in May 2007, to become the chief instructor for the Marine Artillery Scout Observer/Chiefs Course. His check-in date was May 15th, one day short of a year from the date of his injury. He is very proud of this, as he had told everyone that he would return to work in a year. His goal is to stay in the Marine Corps and retire with more than 20 years of service.

During his free time and to get back in shape, Spanky trained for the 2006 Marine Corps Marathon. He competed in the hand cycle division as a way to support the Injured Marine Semper Fi Fund. He stated, "my family received numerous levels of support from the IMSFF and I felt obligated to show my appreciation. I never knew about the IMSFF and now that I do, I want to share the information with all Marines"

When IMSFF started Team Semper Fi, Spanky was one of the first to sign up. Because of his love of sports, his can-do attitude and his infectious personality, IMSFF hired Spanky to work part-time as a coach and the Assistant Program Manager for the team. He brings a first hand understanding of the challenges facing those who have lost a leg to his role as mentor and coach. His goal is to help speed the recovery of others who are injured by encouraging them to become a part of Team Semper Fi and motivating them to push their limits.



Denise Anderson



Jessica Chavez



Jacob Padilla



Michael Padilla



Elizabeth Porras



Roberto Hernandez



Clayton Wadley



Luis Sanchez



Melissa Cunningham



Alfredo Esparza

Welcome Aboard

With Midland/Odessa having the lowest unemployment statistics in the state of Texas, Duoline Technologies had to recruit new employees in El Paso and New Mexico. Duoline has seven new associates who have joined the Duoline Technologies production team since the last issue of the *Bagpiper*. The Company welcomes these new employees to the Duoline facility.

Another new addition to the Duoline team is Michaela Wallace. Michaela joined Duoline Technologies as the new cost accountant. She has a BBA with a business concentration in accounting from Sam Houston State University. Michaela resides in Odessa, Texas with her husband, Stanley, and two children, Journey and Jayce. Michaela enjoys fine art, especially dance, as well as sports.



Michaela Wallace – Cost Accountant

A Well Deserved Promotions

Tim Stewart – Engineer Technician



Tim Stewart was promoted to Engineer Technician. Tim has been with Duoline as a material handler since September 17, 2007. He quickly illustrated his talents and eagerness to learn all about the Company and its products, so it was no surprise when he caught the eye of the Engineering Department. His commitment to the Company and the Duoline team is greatly appreciated.

Rocky Dyer – General Service Manager



Rocky Dyer took over the duties of Production Supervisor in March of 2006. Rocky recently received a promotion to the position of General Service Manager. His 33 years of experience with the oilfield tubular epoxy coating and fiberglass lining process make him a valuable asset to the Company. Congratulations Rocky on a well deserved promotion!

An Artist on the Team



SAFETY IS NO BULL...
... HERE'S TO YOUR HEALTH

Holstein

DEEPWATER DEVELOPMENT

Safety is No Bull – artwork by Tom Giffard.

Last year, Tom Giffard made his first offshore trip to the BP Holstein platform. Before Tom arrived a safety contest had taken place on the platform in search of a slogan for the Holstein rig. Since a Holstein is a cow, "Safety is No Bull" is the slogan that won. Tom wanted to add a cartoon to the slogan. He used the Holstein sticker, which was cow print lettering and added a cartoon element. His embellishment was plastered all over the BP Holstein rig.

On another note, you could say that Tom's artwork is out of this world. Well, sort of...

Recently, Tom and Albert Castillo ventured into new territory as Duoline installed its first tube on Shell's Monster Platform – MARS TLP (Tension Leg Platform), which stands in 2000+ feet of water, 80 miles south of New Orleans. The job went well.



Tom at hard at work.

Shell was very pleased and Duoline is looking to a bright future doing subsequent work with Shell. Shell joins contracts already in hand with another giant, BP.

While on the platform, Tom made good use of his downtime and did a favor for the company. During a safety meeting the Rig Manager mentioned he needed a rig site and well destination sign. Helicopter pilots to ensure that they are reaching the correct rig use this sign. During the meeting the manager said, "Gee I wish we had an artist." Later Tom volunteered for the job. When the sign was complete it was posted on the north face of the platform for all pilots to use.



Tom Giffard – Duoline's resident artist.



The plaque on the left is Tom's contribution to the Dressing the Bit monument.

The Ector County Commissioners unanimously passed a motion to allow the Heritage Foundation of Odessa to erect a 9' bronze statue at the entrance of the Coliseum in Odessa, Texas. The statue would be a permanent tribute to oilfield workers. The Coliseum is a 42 acre complex and home of the Odessa Jackalopes Hockey Team, the Odessa Roughnecks and the Permian Basin International Oil Show once every two years. It also houses other venues such as concerts, conventions, rodeos, trade shows, motor sports and Broadway shows to name a few.

You'd think with an effort that stretches back 15 years that all the hurdles would have been successfully jumped. With only three weeks before the dedication of "Dressing the Bit," one of the portraits of the six principal oil men whose visage adorns the sculpture's pediment remained unfinished or more correctly, not satisfactorily finished. The San Antonio artist who had crafted the other five bas relief portraits was having a very hard time with the portrait of William Noel. The family and close associates of the deceased Mr. Noel vetoed the first three renditions.

The Odessa Heritage Foundation acting on tips from within academia and the artist community at large asked Duoline's Field Service Tech, and sculptor, Tom Griffard to come to the rescue. The roughly 18" X 24" bronze plaque with the bas relief portrait was yet to be cast. The portrait was to be redone from scratch. Over one long frantic weekend and two private chartered flights to San Antonio, Tom saved the day. The monument was unveiled on October 24 2007.

Flu Shots

In an attempt to keep all Duoline employees healthy this winter the Company offered free flu shots in October. Twenty-five employees and their families cashed in on the offer.



Tien Nguyen takes getting a flu shot seriously.



Cyndi Harry from the Enclosure Division took the Company up on their offer.



A band-aid for Shawn Baird.

James Dunaway – Farewell Party



"I worked at Duoline and all I got was this lousy T-shirt." Oh, and a party and made lots of friends and received a ton of appreciation!

Duoline bid James Dunaway a sad goodbye in October. He transferred his time and his skills from the Conduit Division in Gilmer to Duoline Technologies for the greater part of last year. His help was greatly appreciated and he is sorely missed.

Let it Snow



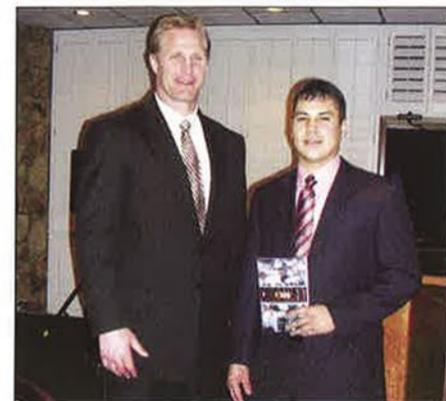
Billie Traywick – "What's up with this?"

Odessa gets some pretty wild weather – tornados, wind, rain...but snow? In Odessa the word snow belongs to a foreign language. However, this winter the town has experienced two good snowstorms in a row.

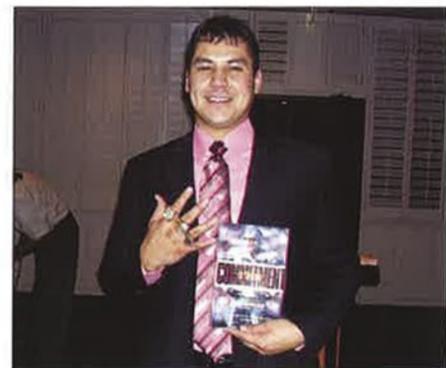
David Galindo's List

David Galindo has a list of things he would like to accomplish and who doesn't? The following are a few items he can check-off of his list.

- Wine and dine with a Dallas Cowboy.
- Wear Super Bowl Rings.
- Take Dad and father-in-law to a Cowboy game.



David poses with former Cowboy Chad Hennings.



David wearing three Super Bowl Rings.



David with his dad and father-in-law at Texas Stadium.

RECIPE

Special Occasion Lasagna

Make this dish ahead, cover and refrigerate, or freeze after you've spread the final layer of marinara sauce. Serve with a salad and breadsticks to round out the meal.

- 1 (8-oz.) package uncooked lasagna noodles (about 9 noodles)
- 1 1/3 c. (6 oz.) fat-free cottage cheese
- 3/4 c. (6 oz.) 1/3-less-fat cream cheese, softened
- 2/3 c. (6 oz.) part-skim ricotta cheese
- 1/4 c. (1 oz.) grated fresh Parmesan cheese
- 2 tbs. minced fresh chives
- 1 tsp. Dijon mustard
- 1/2 tsp. salt
- 1/2 tsp. dry mustard
- 1/2 tsp. freshly ground black pepper
- 4 garlic cloves, minced
- 2 large egg whites, lightly beaten
- 1 large egg, lightly beaten
- 1 (26-oz.) jar fat-free pasta sauce, divided
- Cooking spray
- 1/4 c. (1 oz.) shredded part-skim mozzarella cheese

Preheat oven to 350°.

Cook noodles according to package directions, omitting salt and fat.

Combine cottage cheese, cream cheese and ricotta cheese in a large bowl; stir to blend well.

Stir in Parmesan and next 8 ingredients (through egg).

Spread 1/2 cup pasta sauce in the bottom of a 13 x 9-inch baking dish coated with cooking spray.

Arrange 3 noodles over pasta sauce.

Top with half of cheese mixture and one third of remaining pasta sauce.

Repeat layers once, ending with noodles.

Spread remaining pasta sauce over noodles.

Bake at 350° for 20 minutes.

Sprinkle with mozzarella.

Bake an additional 20 minutes or until cheese is melted.

Remove from oven; let stand 10 minutes before serving.

Yield: 8 servings

CALORIES 284 (28% from fat); FAT 8.8g (sat 5.2g,mono 2.5g,poly 0.4g); PROTEIN 15.7g; CHOLESTEROL 53mg; CALCIUM 179mg; SODIUM 657mg; FIBER 3.3g; IRON 0.9mg; CARBOHYDRATE 34.2g

SERVICE AWARDS



Joe Mac Howell Leeroy Espinoza Mark Becker Tom Mitchell Debbie Hannah Ron Mier Terry Emelander Guy Jeffrey

NAME	YEARS SERVICE	NAME	YEARS SERVICE
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Conduit Division

Joe Mac Howell	15
Anthony Easley	15
Cliff Harris	2
Jerold Holman	2

Duoline

Leeroy Espinoza	10
Jason Thompson	2
Rocky Dyer	2

Stahlin

Dave Wright	30
Ken Saladin	30
Mark Becker	20
Tom Mitchell	20
Debbie Hannah	20

Stahlin (cont.)

Ron Mier	15
Terry Emelander	5
Guy Jeffrey	5
Chuck Hilt	5
Ed Atanasoff	2
Dave Martin	2
Carl King	2
Mike Wright	2
Brad Willaman	2
Cyndi Harry	2
Jim Wireman	2
Dale Clayton	2
Chris DeCraene	2
Bill Olsen	2
Tammy Bliss	2
David Bradley	2