



Chairman's Message

In terms of sales, 2014 is off to a slow start for Robroy. Orders for conduit and oilfield products have been fewer than expected. Thankfully Stahlin fared better in the first quarter. We anticipate some improvement throughout the year in all products but it appears that 2014 is going to be a tougher year than the two previous years.

We all have a stake in our profit performance, as it is earnings that allow company contributions into our 401K plans, wage and salary increases and bonuses. In the past, when sales have been slow we have done a great job of controlling costs in all areas of the company. That will be our challenge again in 2014. Our goal will be to increase productivity and lower costs wherever possible. Everyone in the company is capable of making a contribution, large or small, to this effort. If we are successful, and I'm sure we will be, 2014 will be another good year for everyone. Thank you for your help and good luck!

Tips from IT (Security Do's and Don'ts)

Tips from IT is a new feature from IT Director Anil Kewalramani at Headquarters. If you have IT questions, please send them to Anil at akewalra@robroy.com. Be sure to include your name and division with your inquiry.

Confidential Information

Don't be tricked into giving away confidential information. Don't respond to emails or phone calls requesting confidential company information, including employee information, financial results or company secrets. It's easy for an unauthorized person to call us and pretend to be an employee or a business partner. Stay on guard to avoid falling for this scam. Report any suspicious activity to IT. And protect your personal information just as closely.

HEADQUARTERS

Thanksgiving Lunch

Headquarters Associates generally gather in the office for a catered Thanksgiving buffet complete with all of the usual Thanksgiving goodies. They opted for a change of venue this Thanksgiving and on Wednesday, November 20th the group piled into several vehicles and drove to the eclectic Flowers in the Attic restaurant, gift and floral shop in a neighboring town to enjoy a sit-down meal. The restaurant is housed in a beautifully restored turn-of-the-century Dutch Colonial home and specializes in freshly prepared food without the use of excess fat, salt and sugar using fresh herbs to enhance flavor. The owners guarantee to "exceed your expectations" and call their menus guides. It may have been a little too "fufu" for the guys, but the food was excellent and very enjoyable, as a whole.

Celebrating Christmas



Christmas dinner shared at Atria's.

For the second year in a row Headquarters Associates chose to share Christmas dinner at a local restaurant. This year the choice was Atria's, across the Allegheny River and down a few towns from Verona; a quick ten minute drive from the office. That day, Monday, December 16th, the weather cooperated fully, providing safe driving conditions for everyone. Appetizers preceded dinner and good conversation prevailed throughout a very enjoyable evening.



Charitable Giving



Anil Kewalramani and Greg Czegan hand-delivered Headquarters' donation to Make-A-Wish.

Christmas is a time for giving. Robroy Industries in general and Headquarters Associates in particular are very generous during this time of year, in fact many associates elect to set aside money from each paycheck throughout the year to make sizable donations to the Make-A-Wish Foundation in December. Through the combined effort of associates, vendors and Robroy matching contributions, Robroy's Make-A-Wish donation this year totaled \$31,200. This sum of money funded eight wishes for children in Western Pennsylvania with life threatening or terminal illnesses. Anil Kewalramani (Director of Information Technologies) and Greg Czegan (Corporate Controller) presented the check to Make-A-Wish at the Monroeville Mall just before Christmas.

In addition, \$16,000 was donated to the Extra Mile Education Foundation and the Network of Hope received a gift of \$8,000. Headquarters Associates didn't stop with those donations.

Many years ago, Headquarters Associates exchanged names among

themselves to purchase Christmas presents for each other. They came to the wise decision that there were children in the community who need-



Christmas presents awaiting delivery.

ed to be remembered far more than they needed to buy gifts for each other. Since then they have obtained the names of needy kids in Verona and placed their names on an Angel Tree. Around Thanksgiving each associate chooses a name from the tree and purchases Christmas gifts for that child. For many of those years the names were those of children from the Wagner House. This organization closed its doors this year, but Headquarters Associates did not close their hearts or their wallets to the needs of local youth. This year the Verona United Methodist Church supplied the names for Robroy's Angel Tree.

The church was the site for the distribution of 175 bundles of Salvation Army's toys for underprivileged children. Headquarters Associates' gifts supplemented that distribution and even allowed some teens, who did not qualify for the program, to be remembered this Christmas. Robroy received a heartwarming note from the mother of some of the recipients expressing her thanks and the joy that was brought to her family during some very hard times.

Winter in Pennsylvania

Winter in Pennsylvania is nothing compared to the North Pole, Alaska or parts of Canada. However, Pennsylvanians, including Headquarters Associates, had had it with the snow and cold weather by the end of February and the dreary skies, mounds of dirty snow and the threat of more of the same lingered all through the month of March. Oh yes, the skiers and snow boarders thought they died and went to heaven, but they were surely the exception. Below zero temperatures canceled days of school extending the school year and several Verona residents found it difficult to find food. No, not the human residents, but some of the four legged ones like those in the photos that accompany this article.



The frozen Allegheny River right outside Robroy Headquarters.



Headquarters visitors

Several deer found their way to the Robroy Industries campus on the banks of the frozen Allegheny River in search of food. The mortality of deer in the winter will never be eliminated; it's nature's way of making sure that only the strongest survive. If you are tempted to feed deer near your home, please think twice. Take a few minutes to search the Web for articles on supplemental feeding to find out why it is not such a good idea (www.portal.state.pa.us/portal/server.pt/document/.../feeding_deer_pdf). Most states, including Texas and Michigan publish similar articles.

Needless to say, Headquarters Associates are looking forward to the balmy weather of spring.

ELECTRICAL PRODUCTS / STAHLIN

Big Buck Contest

Jay Parker ran the 2013 Big Buck Contest with Dean Childs as the Scoring Official. The contest ran from October 1st through December 31st. The entry fee was \$10.00, winner takes all. The rules of the contest state that scores will be determined by measuring the outside of the deer's rack at its widest point, in inches. Then, the number of tines one inch or longer is combined with those inches.



This deer scored Chuck Korson a winning 26.25 points.

of tines (1" or longer) + the outside measurement (at the widest point) = the score

Of the 14 participants, only three turned in bucks. Chuck Korson bagged the buck with the winning score, 26.25. Chuck's buck had 11 tines and measured 15.25 inches at the outside spread. He shot it at 100 yards with a rifle on November 24th in Montcalm County. Jay Parker took second place and Guy Jeffrey third.

Congratulations, Chuck.



Jay Parker presents Chuck Korson with the \$140.00 1st prize.

children's christmas party

On the morning of Saturday, December 14th the Stahlin Enclosures factory was transformed into a Christmas wonderland full of an assortment of craft stations with an elf (Lyndsey Zoerman), Santa (Larry Warner), Mrs. Claus (Tammy Jahnke) and that old Grinch (Pat Kelly) who would not be stealing Christmas from the boys and girls who came to

have fun and celebrate with Stahlin Associates. After visiting the craft tables, each child sat on Santa's lap and received a gift especially for them. Rudy and Patsy Alvera prepared the meal and lunch was served to one and all.

It is difficult to tell who has more fun at the Children's Christmas Party – the kids or the adults! Let's let the photographs of the event tell the rest of the story.



Caydence, Andrea London's daughter, has no qualms about posing with the Grinch.



Here's a pretty young lady telling Santa what she would like him to bring her for Christmas. Christina Ayer's daughter, Alexis, and Santa make the quintessential Christmas photo.



Adam Korson and his dad, Chuck, listen intently to the instruction on the craft they are about to begin.



Above: Keisha Coons daughter, Kayle, seems mighty pleased with her Christmas gift.

Left: Another perfect Christmas memory.

Right: Jamie and Brandy Villarreal's little Rosalee is not quite sure how to take her first encounter with Santa.



"Okay, Jeff. I'll do everything in my power to fulfill your Christmas list. Now, please get off my lap!"



Above: These young ladies have mixed emotions about having their photograph taken with the Grinch.



Left: Linda McGuire's granddaughter, Kaydince, did an excellent job on her sand art project.

Below: Jen Ullery, don't listen to a thing that old Grinch tells you.



Well, maybe not everyone had a wonderful time at the Children's party. York Hoisington and Santa look like they were enjoying themselves, but York's daughter, Kendall, appears to be less than happy about the whole experience!



Owen Anderson would like to tell his dad, Jay, "Hurry up, please, I just want to eat that cookie."



Joe Michutkas's son, William, is not quite sure what to ask Santa to bring him.



Below: Kathy Tissue, we can read your mind. You are thinking that you are so happy that your boys are making a mess here and not at home! Right?



Associate Christmas Party

Dueling pianos provided the evening's entertainment.

On Saturday, December 14th at 6:00 PM, 165 Stahlin Associates and their guests gathered at the Grand Volute Ballroom in Lowell, Michigan to share an evening of holiday celebration and fun. The theme of this year's party was notes and musical notes and a pair of dueling pianos (Piano Duos) with lots of notes were the featured entertainment for the event.

There were gifts, gifts, gifts and more gifts distributed throughout the evening. Couples posed for photographs and took home those photos in musical note picture frames. Service awards for 25, 10 and 5 years of loyal service were passed out and the Safety gifts were presented to those who earned them. Nearly two-thirds of all employees received wellness gifts for their participation in the Stahlin Wellness Program. Finally, each associate took home the gift of a Stahlin spring jacket and the hope that spring would not delay its arrival in 2014.



Jeff Seagle (Stahlin President) and Cindy Stowell (HR Administrator) presented a check to B-Foundation.

One of the most significant gifts given that evening was a check to Belding's B-Foundation. This group supports families with loved ones affected by cancer. Stahlin invited Mikayla Linebaugh and Heidi Wilker from B-Foundation to the Christmas Celebration and presented a check to them to the tune (remember the musical theme) of \$5,000.



Honored guest, Jeff McIlroy (Robroy Vice President), Roger Schroder (Engineering Manager), Chuck Korson (Plant Engineer) and Guy Jeffreys (Press Operator) all became part of the entertainment - whether they wanted to or not!



Josh Blair (2nd Shift Press Operator), Jay Parker (Press Operator) and Guy Jeffreys pose for a photo.

Craig's Birthday

December 30th is the birthday of many famous people like Titus - 10th Emperor of Rome (39 AD), Rudyard Kipling - author of Jungle Book (1865), Sandy Koufax - Dodger pitcher (1935), Davy Jones - singer with the Monkees (1945) and Tiger Woods - golfer extraordinaire (1975) to name a few. Added to that list is Stahlin's own Craig Mitchell - General Manager of Stahlin Enclosures (1963) who turned 51 last December 30th.



Craig Mitchell - the Birthday Boy behind the balloons.

Stahlin Associates remembered Craig's special day with a bouquet of balloons. Happy belated birthday Craig and you are wished many, many more!

Rowland Adoption

On National Adoption Day, November 23rd, Jason Rowland (press operator) and his wife, Jessica, adopted Layton Jon, now 18 months old. The little guy was born three and a half months premature, but is doing very well in his new home. Big sister Cassidy, who is seven years old, will be a real helper to her mom and dad in caring for her new brother, Layton.



The Rowland Family - Jason, Jessica, Cassidy and Layton Jon

Congratulations on the new addition to the Rowland family.

New Babies at Stahlin



These little cuties weigh in at 30 and 42 pounds.

Now let's get serious!

Originally designed for harsh and aggressive environments Stahlin developed the J Series enclosure line as an electrical junction box for the oil refining and petrochem industries. The line evolved into versatile industrial enclosures available in 16 sizes for use in high-end electronics applications as well as extremely corrosive environments indoors and out. Rugged and

durable J Series enclosures are made to handle tough environments offering complete reliability.

With three new sizes and two configurations, the Stahlin J Series non-metallic enclosures are bigger, better and offer users more space for maximum protection at a competitive price. These new enclosures are in stock and ready to ship. Features on the new enclosures include a hinged lockable pull latch (HPL) or a 3-point latch (3PT).

- Overhang cover on smooth sided base
- Full 180°+ door opening
- Mounting foot gussets for structural integrity and robustness
- Slotted mounting hole ensures flexibility in mounting
- Easy changeability with other commercial options
- Off the shelf hardware for convenience in installation
- All stainless steel latches
- Full length stainless steel piano hinge
- More available space for reliable enclosure protection

- New integrated 3 point single rotating handle system for ease-of-use and assurance of security
- ETL Listed to Type Ratings up to 4X and IEC IP66
- Chemically resistant fiberglass reinforced composite formulation for long product life cycle
- Non-corrosive
- UV resistance featuring patented SolarGuard®, the best available protection against UV degradation
- Resistance to extreme temperatures
- Flame retardant UL94-5V
- Channel captured gasket assures seal integrity
- 1/2" thick integral mounting flange for structural integrity
- Light weight for ease of handling and cost reduction
- Industrially tough, but easily modified

Product literature is available for download at: http://www.stahlin.com/web_size_img/SizeCharts/43_SizeChart.pdf?configsuf=HPL.

New Hires

Megan Cox joined the Stahlin Team in the capacity of Marketing Specialist. Originally from Atlanta, Georgia, she earned her degree in communications from Kennesaw State



Megan Cox – Marketing Specialist

University, also in Georgia. Before coming to Stahlin, Megan worked for International Media Group.

“Megan Cox is the latest professional to join our rapidly-growing internal leadership program,” stated Jeff Seagle, President, Stahlin Non-Metallic Enclosures. “Young emerging leaders, such as Ms. Cox, are critical for our continued growth as the marketplace leader for non-metallic enclosures.”

Megan became engaged last September and she and her fiancé, Michael, are planning a Gatsby themed wedding for October 10, 2015. Dallas and Remy, her two dogs, keep her company and she includes stand-up paddle boarding and kayaking, as well as several other outdoor activities, among her favorite hobbies.

Stahlin Enclosures is pleased to announce the appointment of William (Bill) Dunn as National Sales Manager. Bill brings a 20-year successful career in sales, marketing, management and forecasting to Stahlin. His proven



William (Bill) Dunn – National Sales Manager

track record of growing sales, creating and executing successful market plans, motivating sales teams, increasing market share and meeting budgets will serve him well in his new position.

Jeff Seagle commented, “Bill Dunn is a strong problem-solver and solid sales coach with the ability to develop business. These skills will benefit Stahlin and our customers as we continue on our path for growth.”

Most recently employed with Thomas and Betts Corporation as a

Regional Specification Manager, Bill also held positions as Sales Representative and National Telecom and OEM Manager. He earned his MBA in international business from Cornerstone University located in Grand Rapids, Michigan and his bachelor’s degree in business administration at Adrian College in Adrian, Michigan. Welcome Megan and Bill.

Stahlin Non-Metallic Enclosures Sponsors Belding High School Robotics Team

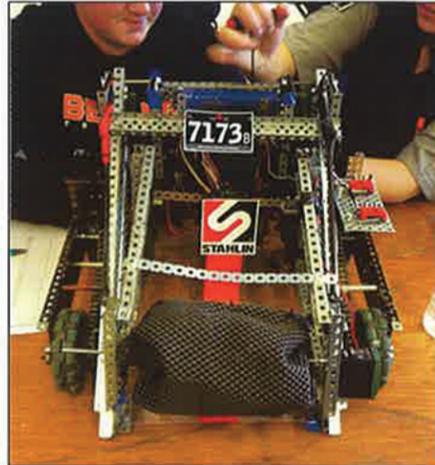
Stahlin Non-Metallic Enclosures sponsored Belding High School’s robotics team at the Belding High School VEX Robotics 2014 Tournament and has been their corporate sponsor for the past seven years. This year, Stahlin was not only a proud sponsor of a team full of bright and engaging students, but had the honor of presenting the Stahlin Safety Award to the team for their display of exceptional safety precautions.



Stahlin’s Mike Hill with the Stahlin Safety Award.

This is Belding High School’s second year hosting this competition, which is a state qualifying event for VEX Robotics. The team entered the competition with the intention to win this home tournament, as they did last year. Unfortunately, the Belding

Redskins didn’t win the tournament, but they did win an education of a lifetime.



Belding Redskins Team 7173B Robot proudly sports the Stahlin logo.

The Belding Redskins entered the competition with three teams consisting of two students and one robot each. There were 29 teams in the competition, each facing a new challenge. This year VEX Robotics introduced their competition game VEX Toss Up. You can view all the rules and details of the game at http://www.vexrobotics.com/wiki/index.php/Toss_Up. According to the VEX Robotics Web site, the object of the game is to attain a higher score than the opposing team. The rules are a bit complicated, but explained on the Web site. Check it out.



The VEX Robotics Arena

The competition was tough. However, two of the Belding Redskins teams had previously qualified for the state competition to be held at Michigan State University later this year. Coach Tom Daller is proud of his team and takes comfort in the fact that his students were able to walk away with more knowledge to prepare for the next tournament.

Training

All associates from the Conduit Division in Avinger and Gilmer, as well as those at Duoline Technologies attended training sessions for the revised Hazard Communications Standard (HCS) at their respective locations on Tuesday, November 12th. OSHA aligned this standard with the United Nation’s Globally Harmonized System of Classification and Label of Chemicals (GHS) in March of 2012 and it contains two significant changes requiring the use of new labeling elements and standardized format for Safety Data Sheets (SDSs). These sheets were formerly known as Material Safety Data Sheets (MSDSs). The new requirements are designed to “improve worker understanding of the hazards associated with chemicals in the workplace.”

The first compliance date fell on December 1, 2013 requiring that associates be trained to understand the new label and SDS formats. Training



John Grubbs conducted the SDS and HCS training sessions.

included how an associate would use the labels in the workplace and information about:

- Product Identifier
- Signal Word
- Pictogram
- Hazard Statement(s)
- Precautionary Statement(s)

- Contact Information of Manufacturer, Distributor or Importer

OSHA requires that information be presented in a manner and language that is easily understandable and must account for any limitations that an employee might possess.

Michael McIntosh Retires

February 28, 2014 proved to be Michael McIntosh’s last day on the job at the Gilmer facility of Robroy Industries. March 1st found him retired and looking forward to doing a lot of fishing and working at his woodworking hobby.

Almost twelve years ago, May 6, 2002, Michael began his Robroy career at the Conduit Division in Gilmer as a Production Associate. He said the he learned early in his Robroy employment that the Company wanted to manufacture top quality products. It was always obvious to him that Robroy used new technology throughout the manufacturing process and took care of customer concerns and problems quickly. The most influential people during his tenure were Jerry Davis and Kelly Jones and the WorkFlow system is something he will always remember. Michael stated, “It eliminated paperwork and made our job faster.”

Michael you are wished a very happy retirement. Catch lots of fish!



A serious “grip ‘n grin” shot of Michael McIntosh and Steve Voelzke.



A more relaxed candid shot of Michael and Steve.



Colleagues gather for one last photograph with the retiring Michael McIntosh.

Family Addition



Olivia Rose Conley



Both big brother and little sister appear to be quite pleased with the new family arrangement!

Congratulations are extended to the Conley family in the arrival of their daughter, Olivia Rose. Lauren (Director of Human Resources) and David Conley were overwhelmed by all the messages, cards and generous gifts that they received when their daughter, Olivia Rose, was born on November 29, 2013. Little Miss Olivia made her arrival on that Friday afternoon at 2:15 at Trinity Mother Frances Hospital in Tyler, Texas. At 6 pounds 15 ounces and 19.5 inches in length, this beautiful little girl was a long awaited addition to the Conley family. Olivia's big brother, Joshua, is delighted with the arrival of his sister and will prove to be a big help to his parents.

At a recent wellness visit, to her pediatrician's surprise, Olivia leaped from the 30th percentile in weight and height to the 93 percentile in just a few short months. This prompted the doctor to have her reweighed and measured. Upon confirmation of Olivia's stats the doctor announced, "She is doing incredibly well."



Little girls are so much fun to dress up.



Thanksgiving Message

David Marshall sent a Thanksgiving greeting to all employees. He reminded the associates of the year full of challenges and successes and reported that their Company was "doing well." In addition to this report Mr. Marshall announced that each employee would receive a "Thanksgiving Turkey Certificate" to be used at the Gilmer Brookshire's Food and Pharmacy compliments of Robroy Industries in appreciation for their dedication and support throughout the year. He ended his note by urging all associates to "be safe during the long holiday weekend and enjoy the time" with their families.

2nd Anniversary



Steve Voelzke was honored on his 2-year anniversary.

In January Steve Voelzke celebrated his second anniversary with the Robroy Industries Conduit Division. The occasion was recognized by the office associates who presented Steve with a delicious cake, which he shared with everyone, and an excellent bottle of Scotch that he did not share!

Congratulations Steve. May you enjoy many more such occasions with the Conduit Division staff.



Mr. and Mrs. Chad Rose – a beautiful bride and a very happy groom!

Cummins-Rose Wedding

Jenny Cummins (HR Generalist/ Payroll) and Chad Rose have been together for more than five years and on November 2, 2013 they tied the knot and became husband and wife. A few of the things that made the day so very special included: Jenny wearing her mother's dress, her Mom as the wedding photographer as well as the mother-of-the-bride, a photo booth and a sand ceremony.

For those not familiar with a unity sand ceremony, it is a symbolic blending of colored sand into a single vessel depicting the joining of two separate lives into one inseparable unit through marriage. Not only is it a unique and significant part of the marriage ceremony, but it gives the couple a meaningful souvenir from their special day.

Following their wedding, Jenny and Chad took a cruise to the Bahamas. Best wishes, Chad and Jenny for a lifetime of memorable moments.



Chad and Jenny take their turn in the photo booth.



The photo booth proved to be a fun part of the Rose wedding for everyone.



David and Lauren (Director of Human Resources) Conley had their photo taken with a Texas flair.

Safety Luncheon

Conduit Division Associates were treated to a free lunch from Jucy's Hamburger Café on February 4th thanks to a perfect safety record of "no time lost injuries" during the final quarter of 2013. Online comments about Jucy's burgers range from awesome to made fresh, generous portions to great hamburgers. Jucy's has been rated the second best out of 181 Longview, Texas restaurants and they were awarded a certificate of excellence in 2013. Nothing but the best for Robroy Associates!

Ongoing safety programs include daily stretches and monthly blood pressure checks.

NAED Manufacturer Excellence in Training Award

On February 3, 2014, Michelle McNamara, Sr. Vice-President of the National Association of Electrical Distributors (NAED) and the Executive Director of Education and Research, contacted Robroy Chairman and CEO Peter McIlroy to inform him that Robroy Industries had been chosen to receive the NAED Manufacturer Excellence in Training Award. This award is given to a company within the organization "that has been exceptionally innovative and active in the area of training and development to improve the electrical distribution channel." The award epitomizes Robroy's dedication to the electrical distribution industry.

Corrosion College, under the direction of Stephanie Ellis, made this award possible and is responsible for the continued success the program enjoys. Robroy Industries will be recognized at the NAED national meeting to be held in San Francisco during the awards dinner on April 28th. More about the award will be presented in the next issue of *the Bagpiper*.

Award Dinner

The annual Award Dinner took place on Friday, February 14th at Arabella Manor in Gilmer. Perfect Catering of Longview provided a delicious meal, again this year. Associates from Duoline Technologies, ECN Korns and the Conduit Division who successfully completed their objectives for the prior year were presented well-deserved incentive bonuses and treated to dinner and some extraordinary entertainment.

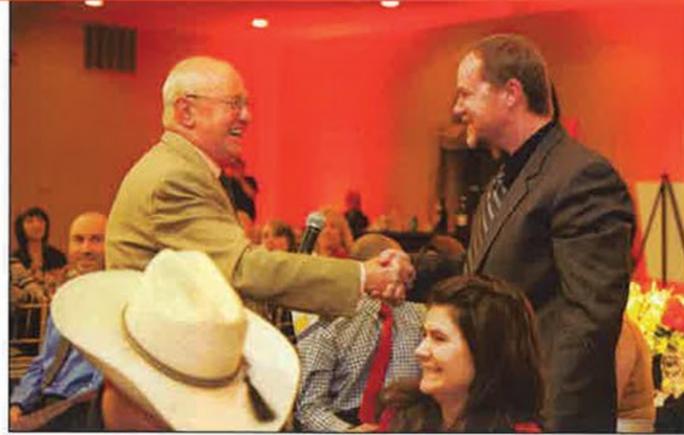


Lauren Conley presented David Marshall and Steve Voelzke with gift certificates for massages at the Four Seasons.

David Marshall and Steve Voelzke also received recognition and gift certificates for massages at the Four Seasons Resort at Las Colinas in Irving, Texas.



Elisabeth Perritte (HR Support/Receptionist) and David Marshall posed for a photo after she received her incentive award.



The evening was enjoyed by one and all, including David Marshall (left) and Chris Caldwell (below).



Mr. Marshall congratulates Casey Hathaway.



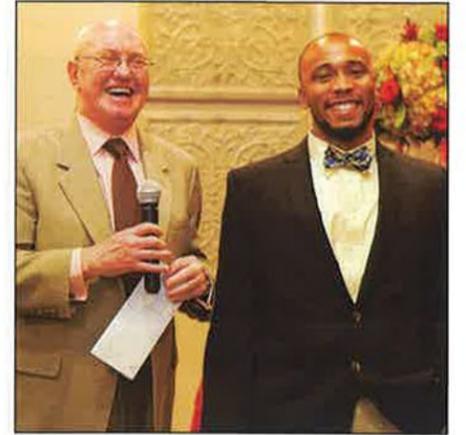
Carlean Turner (Assistant Controller), Jean Marie Heard (guest) and Charlotte Pechiney (Accounts Payable) smile for the photographer.



Judith Espinoza-Perez, Bhagyashree Taware, Carlean Turner and Manohar Taware gather for a photo opp.



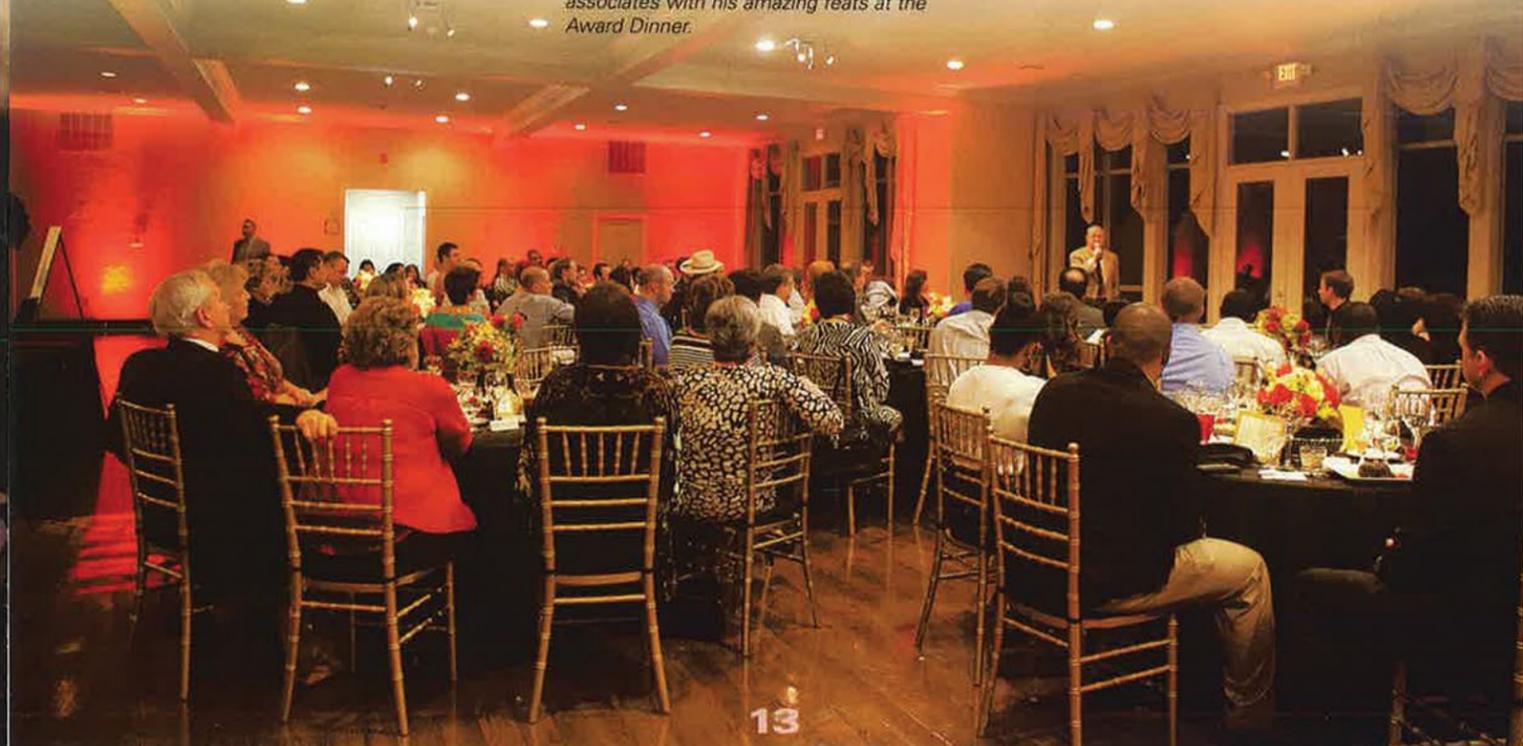
Gerard Senehi, mentalist, entertained associates with his amazing feats at the Award Dinner.



Micah Rucker receives his bonus award.

Gerard Senehi, a world-renowned mentalist and cultural change-agent, amazed the group by drawing an "untraceable line" between reality, sophisticated illusion and paranormal powers. Gerard has entertained world leaders, celebrities and CEOs around the world and in 2008 was honored by his peers with the Psychic Entertainers' Association's highest award, the Dunninger Memorial Award.

It should be noted that the gentleman attending this function with their lovely wives or significant others owe a debt of gratitude to the Company for picking up the Valentine's Day dinner tab!



New Associates



Kathy Johnson won a \$500 award in the Associate Referral Incentive Program.

Robroy and Duoline have placed great emphasis on recruiting quality associates at each Texas facility. A new Associate Referral Incentive Program was implemented and was outlined in the Fall 2013 edition of the Bagpiper. Kathy Johnson was the first associate to win the \$500 award for referring Production Associate Brent Miller. Brent recently completed his 90-day probationary period. Welcome to the Robroy Team, Brent. And thank you, Kathy, for the referral.

Since July of 2013 the Conduit Division has hired eight new associates. Let's get to know them.

New Inside Sales Associate Denise Dieppa began her Robroy career on July 12th of last year. Denise made her way from Caguas, Puerto Rico to Texas due to her father's Air Force duty transfer. She brings 12 years of customer service experience in the telecommunications and healthcare industries to her new position and certification in data entry from Des Moines Area Community College in Des Moines, Iowa.

Spare time finds Denise fishing with her father or riding her Harley.



Denise Dieppa - Inside Sales

Also on July 12, 2013, Francisco Colon joined the staff at the Conduit Division in Gilmer as an Accountant in Training. After earning his BBA in accounting from the Inter American University in Puerto Rico, Francisco obtained two years of experience working in a CPA firm in Puerto Rico where he focused his work on financial audits and corporate tax returns.



Francisco Colon - Accountant in Training

Francisco now calls Mount Pleasant, Texas home, where he resides with his girlfriend and 8-year old stepdaughter. Although a fan of many different sports, his favorite is basketball and he fills his free time watching and playing the sports he loves.

Junkyeong (Jun - pronounced June) Kim was hired on August 29th to the position of Director of Marketing. Following graduation from LeTourneau University, after earning his bachelor's degree in business administration, Jun spent more than 16 years in the positions of marketing administrator, manager, and director. Most recently he worked for Glenmount Global Solutions, Tegron and Automation Systems International (AIS).



Jun Kim - Director of Marketing

Jun and his wife, Krista, have been married for 16 years. They have two children. Their son, Skyelar, is 14 and Samson, their Chihuahua, just thinks he is human. Creative hobbies take up Jun's free time including: drawing, painting, illustrating, cooking and reading, as well as making comic books. He also enjoys football, soccer and martial arts.

ECN/Korns announced the hiring of Samantha Wilbanks on November 1st. She brought 6 1/2 years of accounting and office management experience to her new position. Baseball, reading and outdoor activities draw Samantha's attention, but even more than those activities she enjoys spending time with her son, Peyton.



Samantha Wilbanks - ECN/Korns Inside Sales/Quotations and Receptionist

With experience in shipping and receiving, Tina Soto made a great addition to the Robroy Team as the Shipping/ Receiving and Warehouse Coordinator on November 1st. Although Tina was born in Florida, she grew up in Longview, Texas. Spending time with her two-year old daughter, Stephanie, tops the list of enjoyable activities for Tina. In addition, reading and looking for fun projects on Pinterest are highly ranked on her to do list.



Tina Soto - Shipping/Receiving and Warehouse Coordinator

Amber Tippit earned her bachelor's degree in business administration majoring in human resource management and also holds PHR (Professional in Human Resources) certification. Five years of HR experience and an additional six years in management specializing in resourcing, retention and continuous education provide the background for her new position as Human Resource Specialist, which she accepted on November 11th.



Amber Tippit - Human Resources Specialist

Amber and her husband, Rocky, have a son, Dakota, and two daughters, Madison and Payton. Photography and health and fitness provide enjoyment for Amber in her spare time.

Kyle Gregory was appointed as Plant Manager of the Conduit Division's Gilmer facility on January 9, 2014. Donna Waterstraat, Operations Manager, stated: "Kyle Gregory provides a wealth of experience in maintenance and facilities management that will contribute to our continued growth as the marketplace leader for PVC coated galvanized rigid conduit."



Kyle Gregory - Plant Manager

With more than ten years of operations and plant management experience, Kyle has demonstrated success in the development of new product lines, managed adherence to preventive maintenance programs and supervised a diversity of plant staff. Earning a certificate of Engineering of Lean Concepts from the University of Kentucky, Kyle began his career in the electrical industry while serving in the US Navy. Upon the successful completion of an apprenticeship, he became a qualified electrician and spent 15 years managing electrical maintenance in a manufacturing environment.

The newest Robroy Associate is Brooks Champion, who began his employment with the Company on January 16th as an Accountant in Training. Brooks grew up in Memphis, Tennessee and recently moved to East Texas. He earned his bachelor's degree in business administration/ accounting from the University of Tennessee at Martin. Previously working as a tax intern and cost accountant provided Brooks with experience for his new position.



William (Brooks) Champion - Accountant in Training

Brooks and his wife, Tiffany, live in Longview, Texas and his interests range from basic woodworking to barbecuing with a little reading and camping thrown in for good measure.

A hearty Texas welcome is extended to each of these new associates with wishes for a rewarding and successful Robroy career.

Promotions

On January 27th Patrick Cirkles was promoted to the position of Maintenance Technician from the position of Assistant Maintenance Technician. In 2013 Patrick earned all of the certification required to obtain his promotion, including hydraulic training.

Congratulations, Patrick, on your well-deserved promotion.



Patrick Cirkles - Maintenance Technician

Vision Principle - Education



Patricia Dyar graduated from the American Inter Continental University

Patricia Dyar took advantage of the Robroy Tuition Reimbursement Program and recently graduated from the American Inter Continental University having earned her bachelor's degree in accounting.

SHIELD Scholarships

Two very deserving students received SHIELD Scholarships.

Taylor Langford, son of Laura Langford (Production Associate), and Laci Leathers, daughter of Tami Leathers (Duoline Shipping/Receiving and Warehouse Supervisor), were awarded \$5,000 and \$2,500 scholarships, respectively, to help supplement their continuing education. Each student presented an application to Robroy Industries for

consideration in the Scholarship Program. The parents of these students can truly be proud of their son and daughter's accomplishments.

Taylor Langford will graduate from high school this year and plans to attend Lincoln Tech where he will pursue studies in welding. Welding has been a hobby and a passion for Taylor, as can be seen in the project he submitted at the



First Place SHIELD Scholarship recipient Taylor Langford.

Gilmer Yamboree last fall. His long-term goal is to work in residential welding, but he is fully aware that he will probably start his career in pipe welding. This will involve some travel and that is an appealing prospect to him.

Taylor has a variety of interests including FFA and the raising of chickens and steer, cross country running and he is a volunteer fire fighter. He has overcome many handicaps in his life and attributes that to his family's influence, especially his mom and his sister, Hollie (Summer Intern at Duoline). Reading Taylor's application for the SHIELD scholarship is inspirational!

Laci Leathers has served as a Summer Intern and her successes raising Brahman bulls have been featured in previous Bagpiper publications.



Second Place SHIELD Scholarship recipient Laci Leathers

Her hard work and dedication to everything she sets her hand to will enable her success with her continuing education, as well.

It is a given that we will hear more about these fine young people in years to come. You are wished much success in all of your endeavors, Taylor and Laci.

Christmas Party

The Gilmer Civic Convention Center welcomed the Robroy Industries Conduit Division/Duoline Technologies Christmas Party once again this year on December 14th. The agenda included service awards, the presentation of SHIELD Scholarships and a charity donation presentation. A live band, James Mendiola and the Uprising Band, highlighted the holiday festivities.

The Company matched contributions from associates and guests making the gift to Living Alternatives a grand total of \$3022. Donations of diapers, wipes, baby clothes, toys and maternity clothes were also presented to the organization. You can read more about Living Alternatives on their Web site, www.livalt.org.

A plethora of beautifully wrapped gifts were distributed.



The Conley family with their new addition.



The Christmas party is always a time to recognize associates with service awards.



A band provided the music for the evening.



Jerry Davis mingled among the guests with his festive 12 days of Christmas tie.

Corrosion College

A press release is a significant way to draw attention to a product or an issue and is used consistently in the marketplace to make the public and specific user groups aware of important factors. It is a written communication reporting specific, but brief information about an event, circumstance or other happening typically tied to a business or organization. Stephanie Ellis, Director of Robroy's Corrosion College, recently published a press release on the Consulting Specifying Engineer's Web site titled "Why Independent Conduit Testing is Needed, Performance Requirements for Coated Conduit are Crucial." Stephanie's release appears here.

For years, all available brands of polyvinyl chloride (PVC)-coated galvanized conduit met the same UL 6 standards and carried an identical UL label relating to safety conformance. Yet, it was apparent in the marketplace that not all brands performed the same. With products like coated conduit, adhesion of the coating is crucial. If the coating bond is broken, a void is created and moisture penetrates to the metal substrate and corrosion is actually accelerated.

The lack of performance requirements for coated conduit has been recognized by many companies and is gaining recognition by users. This fact is confirmed by recent discussions with consulting, specifying and maintenance engineers at paper plants, wastewater treatment facilities and other locations.

To confirm the performance of the PVC coating, Intertek evaluated PVC-coated galvanized conduit brands solely for product performance and longevity as tested under conditions consistent with highly corrosive environments. Heat and humidity are recognized corrosion accelerators in corrosion engineering textbooks and technical documents from organizations such as the National Association of Corrosion Engineers (NACE).

The test results provided a quantitative method to compare the relative performance of coated conduit

systems in conditions typical of the corrosive application environments. The results of both tests confirm significant differentiation in adhesion performance of the PVC coated conduit available in the market and why only certain brands carry Intertek's ETL label.

You can also read another of Stephanie's press releases titled

"Avoiding Corrosion in Electrical Systems" at <http://www.csemag.com/single-article/avoiding-corrosion-in-electrical-systems/9851257d2e98564485c6894f634d6ba7.html>, also published on the Consulting Specifying Engineer's Web site or go to corrosioncollege.blogspot.com and you will be able to read the article there.

Customer Corner

Corrosion College Testimonials

The following are letters received from attendees of Corrosion College.

Thank you so much for the fruit basket. I received it yesterday. I was totally surprised. It certainly makes me believe that your company is really interested in the people that attend the "CORROSION COLLEGE," and it's not just a marketing tool.

Although I have "retired" from the State of Vermont - Division of Fire Safety - Electrical Inspector, I am still active in the GREEN MOUNTAIN CHAPTER of the IAEI and intend to maintain my certifications and licenses.

If I can ever be of assistance be sure to call on me. You have my contact information.

Again, thank you.

Richard McGrath

I recently attended a session of Corrosion College conducted by Stephanie Ellis and her staff as part of my continuing education for Professional Engineering requirements in the State of Texas. The corrosion technical training session was held on December 6 and December 7 of 2013.

Upon attending such a technical seminar held over a two-day period, the initial reaction is how to best pass the time while boring technical data is conveyed by the speaker(s). Technical seminars, as such, are typically slow paced without little focus or interaction.

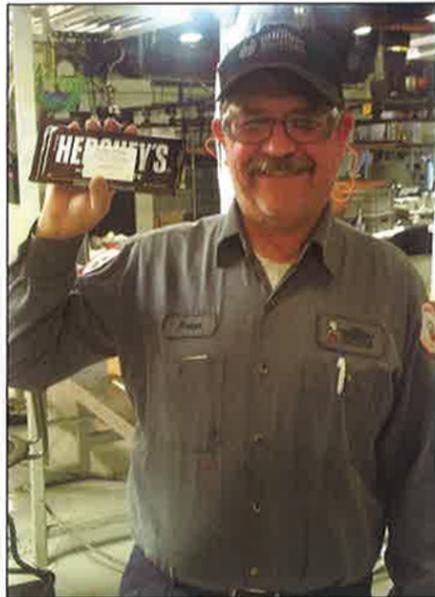
To my surprise, Ms. Ellis and her staff presented all technical information in both an interesting and informative manner making the entire experience educational as well as entertaining. The staff of Corrosion College was extremely knowledgeable about the subject and very thorough in the presentation of corrosion issues and causes. In addition, each person attending Corrosion College was brought into the discussion by staff providing a broad range of experiences and backgrounds to further increase the retention of corrosion prevention techniques.

From the initial introductory dinner through the final exam, Ms. Ellis and her staff were both professional and accommodating with the individual needs and requirements of the attendees. The overall experience and the practical application of corrosion protection techniques conveyed by Ms. Ellis and the Corrosion College staff was first class.

The instructional materials and methods presented by Corrosion College applying a combination of case studies and real world examples for instruction ensured that knowledge was gained by all attendees. Ms. Ellis has assembled an enthusiastic, expert team for the corrosion training program and should be highly commended for her work.

John Winkler, P.E.
Consulting Engineer

Spreading the Love



Brian Smith displays his Valentine treat.

The associates from the Human Resources Department played cupid on Valentine's Day and delivered gifts to all employees from Robroy President/COO David Marshall. Each gentleman in the Company received a nice size Hershey bar and the female contingent was presented a lovely rose.



All the ladies received a rose, just like the one Rita Buchheit is holding.

Promotion

Following the successful completion of his required training, Ramon Hill has been promoted. Ramon is now an Operations Supervisor, a promotion from his former position of Operations Supervisor in Training.

Congratulations, Ramon. Keep up the good work.



Ramon Hill – Operations Supervisor

New Hires

Judith Espinoza-Perez began her Duoline®

Technologies career on September 4th of last year and her expertise and knowledge are already paying off for the Company. Judith earned her BS degree in chemical engineering from the Universidad Autónoma de Coahuila, Saltillo, Coahuila, Mexico. She continued her education earning her master's in biochemical engineering, from Instituto Tecnológico de Veracruz, Veracruz, Mexico and her PhD in agricultural and biosystems engineering from North Dakota State University in Fargo, North Dakota.

During her PhD studies, Judith conducted synthesis and characterization of bio-based polymers for their application in composite materials. She most recently worked with Air Products and Chemicals conducting research to identify and develop solutions for amine/epoxy composite materials, similar to the materials used for Duoline linings. Currently, Judith has a patent application in progress for the synthesis of a toughening agent for epoxy resins.

David A. Marshall, president of Duoline Technologies, stated: "Mrs. Espinoza-Perez's five years of experience in product and applications development with epoxy resins will be a great asset for Duoline Technologies. Her technical research background will



Judith Espinoza-Perez – Product Engineer

aid in the development of new internal corrosion-resistant lining systems and solutions for domestic and international end-users of Duoline. Her extensive knowledge of epoxy resins will also provide our customers with a high level of technical support."

On August 22,

2013, Duoline Technologies announced the appointment of Abel Mbeh as Product Engineer. In his new position Abel will provide professional assistance to domestic and international end-users of Duoline lining systems developed to extend the service life of oilfield steel tubulars. His responsibilities at Duoline will include product design and enhancements, filament winding program development, product quality control and improvements, new technology implementation and application engineering expertise.

Mr. Marshall provided this comment about the value Abel will add to Duoline Technologies, "Abel Mbeh compliments our existing team of experts in the field of protecting oilfield tubulars from corrosion. The depth and diversity of his hands-on knowledge enables us to continue the significant marketplace growth of our Duoline product while ensuring the highest level of engineering support to our customers."

In addition, Abel provides more than a decade of experience in drilling and completions with core competences that include: planning and supervision of onshore and offshore oil and gas wells, drilling operations management, well completion planning/programs, well control techniques, project management, surface/subsurface stack management, technical support and safety.

He holds a MSc in petroleum engineering from the University of Aberdeen, Scotland; and a bachelor's degree in mechanical engineering from the Federal University of Technology, Minna, Nigeria.

Welcome Judith and Abel to Duoline Technologies.



Abel Mbeh – Product Engineer

Birthdays



Duoline Associates surprised Vijay Tahiliani with a cake on his birthday.

On October 15th of last year Vijay Tahiliani was remembered in a special way. He was presented a cake on his birthday, which he shared with the office staff. There were 24 candles on Vijay's cake, but just maybe he is a few years older than those candles represented. Just maybe!

Judith Espinoza-Perez was also treated to a cake on her birthday, January 18th. Her candles spelled out "Happy Birthday." She extinguished them in one puff!

May you both experience many, many happy birthdays during your tenure at Duoline Technologies.



Judith Espinoza-Perez bows out the candles on her birthday cake in one breath!

Holidays at Duoline Technologies

Duoline Associates received Brookshire of Gilmer certificates for Thanksgiving turkeys. These certificates were gifts of appreciation from Robroy Industries for the dedication and support that Duoline Associates exhibited all year long.

Duoline shared an evening of holiday celebration at Christmas with associates from the Gilmer and Avinger facilities of the Robroy Conduit Division. This year the festivities again took place at the Gilmer Civic Convention Center. You can read about the delightful evening on page 16 of this publication.



At the Christmas party David Marshall acknowledged the tremendous effort that Judith Espinoza-Perez (Products Engineer) has put forth for Duoline Technologies in the short time in which she has been employed with the Company.



Kid's Korner Winner Kenedi Pullen

Daddy's Little Sweetheart

Channel 7 KLTV, Tyler, Texas, is sponsoring a "Cute Kids" contest and Kenedi Pullen, daughter of James Pullen (Material Handler), was chosen as the winner for week one of the contest, January 13, 2014. Kenedi was seven months old at that time.

Her daddy stated, "I, as well as, everyone here at Duoline am thankful she at least got her mother's looks." She surely is adorable.

RECIPE

Crockpot Stuffed Pepper Soup

Ingredients:

- 1 pound ground beef
- 1 onion, chopped
- 1 28 oz can diced tomatoes
- 3 green peppers, chopped
- ¼ cup rice (white or brown)
- 1 jar spaghetti sauce
- 2 cups water with beef bullion
- 4 tablespoons brown sugar
- chili powder to your taste

Directions:

Brown meat and sauté chopped onion. Drain and place in Crockpot. Add all other ingredients and stir gently to mix. Cook on low for 8-9 hours. Serves 4-6.



SERVICE AWARDS



David Bramlett



Greg Duncan



Richard Pilgrim



Dean Childs



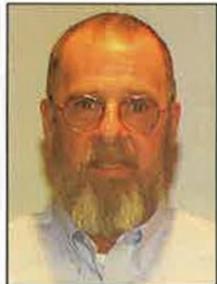
Rudy Alvera



Jay Anderson



Pam Burns



Kim McElhinny



Nicole Reeves

NAME	YEARS SERVICE	NAME	YEARS SERVICE
Conduit Division		Stahlin Division	
David Bramlett.....	30	Dean Childs	25
Larry Jordan.....	20	Rudy Alvera	10
Greg Duncan	5	Jay Anderson.....	5
Richard Pilgrim	5	Pam Burns.....	5
Eric Faulkner.....	2	Kim McElhinny	5
Robyn Goodson.....	2	Nicole Reeves	5
Jenny Rose	2		
Steve Voelzke	2		

Maximizing Retirement Savings in your 401(K)

Fidelity Investments was at each division in February to present a review of the features and benefits of Robroy's 401(k) plan. Since diligent and deliberate retirement savings is critical to help ensure you can retire comfortably, Benefits Bulletin Board wants to remind you of one of the ways that Robroy helps you meet your retirement savings goal.

Robroy matches every dollar you put into your 401(k) with an additional 50 cents. This amounts to essentially a 50% return almost instantly. For associates who have a pension, Robroy will match up to 7.5% of earnings (based upon the IRS limit). For associates that do not have a pension, Robroy will match up to 10% of earnings. If you are not contributing up to your maximum matching deferral, you are leaving money on the table. Consider this example:

John Deere is an associate who earns an annual salary of \$40,000. John is currently contributing 6% to his 401(k), but since John does not have a pension, he is eligible to contribute up to 10% with company match. By not contributing up to the maximum match, how much is John leaving on the table?

Remember that all full time associates are eligible to participate in the 401(k) Plan after completing 90 days of consecutive employment.

Fidelity also discussed some potential pitfalls associated with taking personal loans from your 401(k). Benefits Bulletin Board would also like to highlight some of these risks:

1. The money you borrow isn't invested for retirement. When you take money out of your account, even for a limited amount of time, it simply isn't there to collect potential interest or dividends or to benefit from a rising market. Compounded growth potential, the ability to build potential earnings on top of previous earnings, is a key advantage of your retirement savings plan. By leaving your account untouched, you improve your opportunities for this type of potential growth.
2. If you change jobs, you may need to pay back your loan immediately. If you leave your current employer and don't pay back what you owe by the date specified by your plan, the outstanding amount will default and is considered a distribution. You'll owe ordinary income taxes on the amount you haven't paid back and possibly a 10% early withdrawal penalty, if you're younger than age 59½.
3. You'll pay back your loan with after tax dollars. When you take a loan from your retirement savings plan account, you borrow money that you had put away on a pretax basis. And you pay it back with after-tax dollars, so taxes come into play:
 - Once, when you pay taxes on the portion of your paycheck that goes to repay your loan.
 - Again, when you pay the taxes that come due, when you finally withdraw your money.
4. There may be better places to borrow the money you need. If you qualify, a home equity loan or student loan may be a better deal than borrowing from your retirement plan. Both can offer attractive rates, as well as tax-deductible interest payments. Car loans can offer great rates, especially if you're willing to shop for a lender or if there's a factory incentive involved.

