

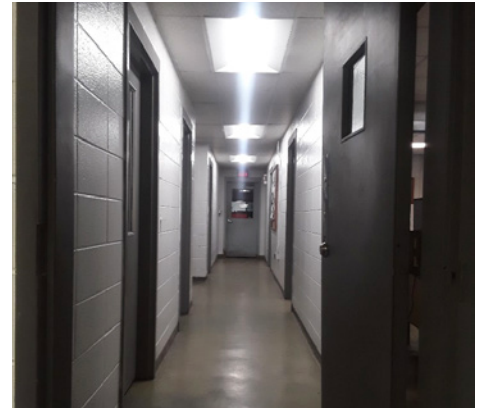
Tapping Out



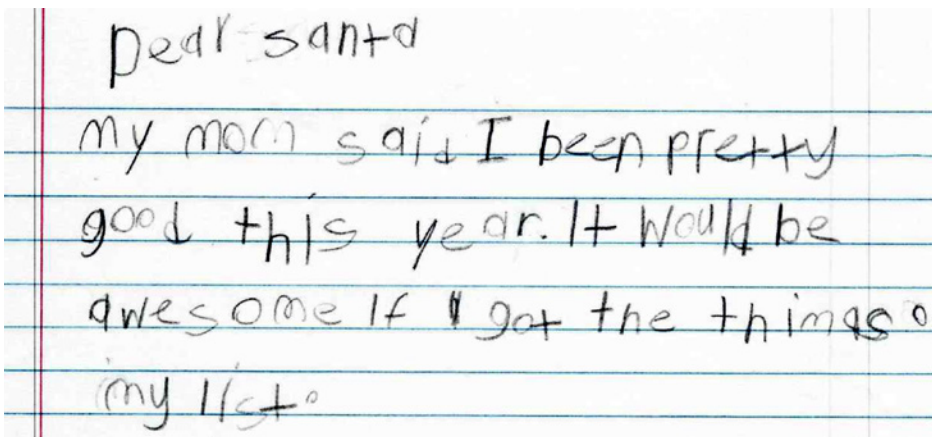
HARRISON STEEL
CASTINGS COMPANY

VOLUME 90 | DECEMBER 2020

IN THIS ISSUE



Newly painted cleaning room, pg. 9



Santa Letters, pg. 6-7



New equipment, pg. 9



New paint added throughout foundry, pg. 8

Harrison Steel Hall of Fame

MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	ANNIVERSARY DATE
Jeff D. Pycke	35	1/6/1986
Ronald P. Beedle	20	1/15/2001

Management Corner

Merry Christmas and Happy Holidays to the entire Harrison Steel Castings Company Family! Thank you for all of your hard work and effort throughout this year. We look forward to 2021 and are hopeful that we will see the demise of COVID-19. As we have just learned, the first vaccine

has been approved and vaccinations have begun. I think it is important that we take a moment and thank our front line healthcare workers for their dedication in taking care of those in need. We all still need to keep our guard up, wear masks, and practice social distancing.

As we celebrate this holiday season, let's remember we are all on this earth together. Share kindness, peace, and good cheer.

Be Safe, Work Smart, and God Bless,
Geoffrey H. Curtis

Metlab/Furnace

In the Metlab/Furnace corner we've been dropping feathers and making soup. Our basic furnace, #4 EAF, has a new lining of brick and our castable arch foam pattern was sized up and looks good. We're hopeful to trial this arch block in #3 EAF on its next campaign.

Fun Foundry Facts YTD:

- 1207 good heats tapped.

- 24,287 tons of steel melted.
- 921 tensile bars pulled.
- 7701 castings poured.

A couple of Christmas jokes:

What goes, "Oh, Oh, Oh?"
Santa walking backwards.

What is the best Christmas present in the

world?

A broken drum, you just can't beat it!

Why is it getting harder to buy Advent calendars?

Their days are numbered.

Have a safe and happy holiday season,
Furnace & Metlab


Quality

Somehow it is time for another edition of Tapping Out to end the year. I'm sure I'm no different than everyone else and can say that I'm ready for 2020 to end and hope that 2021 is a better year. I know we've all complained about COVID-19 and the restrictions we've all had to endure, but hopefully it will all be behind us. With all of the restrictions and closings, it has made shopping for Christmas a little harder for some this year. I used to enjoy going Black Friday shopping with my G'ma (many years ago when my kids were little), but now I do most of my shopping for the grandbabies, kids and husband online. I have found that the older I get, the less I like the crowds and that it is so much easier just sitting on my couch in comfy clothes and making a few clicks of the mouse! We shouldn't forget the real reason for the season though and get caught up in the commercialism of the holiday.

Happy Birthday Jesus!

I would normally talk a little about basketball and football this time of year, but it just isn't the same since most sporting events aren't allowing fans in the stands. Another problem for many of us that have Dish Network, or maybe even Direct TV, is that we no longer have Channel 8 (for over a year now) and have recently lost Channel's 4 (CBS) and 59 (Fox), so that we can't even watch a lot of them on tv anymore. Hopefully they get contracts renewed and settled before the seasons are over.

Lori Coats

Go IU! 



2021 Capital Improvements

We have approved \$1.6 million in capital spending for 2021 so far. The largest improvements are listed below along with an explanation:

Investment	Asset	2021 Cap X
1	Finish Machined Casting Warehouse - 10,000 Square Feet	\$ 519,000.00
2	Used Fork Truck - Kalmar, N. Shakeout	\$ 180,000.00
3	Machining - Lathe	\$ 150,000.00
4	Plant Restroom Upgrades	\$ 133,500.00
5	Abacus and JmatPro Software	\$ 105,695.00
6	G%L Index Table	\$ 100,000.00
7	Server Cluster - Dell	\$ 93,500.00
8	Plant Lighting Upgrades	\$ 75,000.00
9	Main Office - Finish Remodel	\$ 60,000.00
10	Overhead Door - East Furnace Scrap Door	\$ 50,000.00
11	Fork Truck - 12,000 Lbs, Line 5	\$ 50,000.00
Total		\$ 1,516,695.00

1. The 10,000 square foot Finish Machining Casting Warehouse will be built east of the Chemical Storage Warehouse (Flammable liquids). We have selected Titan Construction for this work. Titan built the South Finish Machine Shop. The facility will be dedicated onsite heated storage for finish machined castings. We are excited about the warehouse for several reasons: 1) it will help improve our customer responsiveness, 2) we can offer casting storage as a value added service, and 3) it will improve our machining equipment utilization and scheduling.
2. We need another 36,000 lbs. capacity Kalmar. The current one has been great. It is used to move our largest castings, patterns, and flasks.
3. Machining will be purchasing a lathe to replace some aging equipment. The lathes are used to process spindles.
4. Plant restrooms will be getting an upgrade or refresh. We will be fully renovating the AML restroom and Cleaning Room Line 1 restroom. Several other restrooms will be getting paint, floor work, fixture repair, and other repairs.
5. Abacus is a simulation software used to analyze and predict stresses. We hope to use the software as an aid in casting design, casting processing, and other engineering needs.
6. The G&L index table is for #89 machine tool located in the South Finish Machine Shop.
7. The server cluster project will replace old servers in IT (Information Technology Department).
8. Plant lighting upgrades will be in various areas of the plant. Our largest effort will be the North Foundry Main Bay.
9. The Main Office remodel project will add new lighting, improve the upstairs women's restroom, replace carpet, and repaint interior areas throughout the building.
10. The overhead door for the east furnace scrap door will be replaced. This is the door between EAF 4 (Electric Arc Furnace) and EAF 2 with the steel scrap bins.
11. Cleaning Room Line 5 will be getting a new 12,000 fork truck.

Robert Harrison

Engineering/Maintenance

2020 is rapidly winding down and it has been a very busy year for our department, with work still continuing through the winter months. December, January, and February will see the installation of some new translucent panels for the Furnace Department and the Southwest Shakeout. Much like the translucent panels in the foundry main bay that were installed the last couple years, the goal will be to introduce a lot of natural light into these areas. We hope to have these panels replaced by the end of 2020. The contractor will be working in cold weather so they will not remove any old panels that they cannot replace with new on the same shift.

In addition, the new 10,000 sqft casting storage building will be going up on the east side of the Flammable Liquids Warehouse. We hope to be breaking ground on this project the week of December 14th.

The week of Christmas this year will be an opportunity for our department to get some additional repair work accomplished on equipment that is rarely not in use. In addition, we will be taking down old #17

crane in the north foundry main bay. #17 crane was used for many years in the north foundry but has been dormant for about a decade. We will also be pouring a lot of new concrete in the north foundry and doing some equipment painting. In the next couple of weeks, be on the lookout for new overhead doors in the furnace and north shakeout as well. The new door in the north shakeout will be four (4) feet wider than previously, which should help with transporting some of our larger castings.

Looking ahead to 2021, some new projects are already approved, including: Restroom upgrades and lighting upgrades, another Kalmar large forklift, a line 5 forklift, and new machining equipment among other improvements. We look forward, as always, to getting these implemented next year.

The Maintenance and Engineering Department would like to wish all of you a very happy and healthy holiday season and a Happy New Year!

Also on the agenda for late this year is the installation of new, translucent panels

in the southwest shakeout building and the furnace department. Much like the translucent panels in the foundry main bay that were installed the last couple years, the goal will be to introduce a lot of natural light into these areas. We hope to have these panels replaced by the end of 2020. The contractor will be working in cold weather so they will not remove any old panels that they cannot replace with new on the same shift!

A couple of other items we hope to accomplish by year's end are a good deal of concrete repair in the north foundry/north shakeout and the removal of #17 crane. #17 crane was used for many years in the north foundry but has been dormant for about a decade. In the next couple of weeks, be on the lookout for new overhead doors in the furnace and north shakeout as well. The new door in the north shakeout will be four (4) feet wider than previously, which should help with transporting some of our larger castings.

Positive Review: SHIFT Coaching Program

David Pickett chose to participate in the SHIFT Coaching program and shares his testimonial about the experience with us.

At 57 y/o I wanted to be around for my grandkids and to watch them grow, but in order to do that I knew I needed to make some changes. My blood pressure and blood sugars were elevated and I knew I had to work on getting these back in the normal range. After participating in SHIFT I have discovered that I have a lot more energy, I feel better, and I have even noticed that I am in a better mood on most days, not only at work but at home as well. My SHIFT Coach, Tracy, was amazing. He listened to me and provided advice, but most of all he held me accountable to the goals that I set. He reminded me that it was most important to focus on the small goals and not set goals that were not going to be beneficial to my success. He helped me just focus on one day at a time and not to worry if I had a day where I couldn't do as well as I had the day before—the focus was to just

do something. I was definitely skeptical at first and unsure that I would stick with it. But I have, and I would recommend it to anyone who wants to make a change, even if it is a small change. By participating in SHIFT I was able to improve my blood sugars, blood pressure, and A1c numbers and I have lost about 40 lbs. I walk a mile each night and a little more if I am feeling good that day.

I know I can continue to reach my goals in the future because I can always reach out to my Coach Tracy and just touch base with him. He helps keep me motivated to stay on track. Also, knowing how great I feel now keeps me motivated. I would recommend SHIFT to anyone because it's worth it and it can change your life. It can help you develop a great routine and help you feel better overall. SHIFT is different from other programs that I've tried. I have tried to diet in the past but was never able to stick with it. But my coach helped me create small steps and focus on being successful with

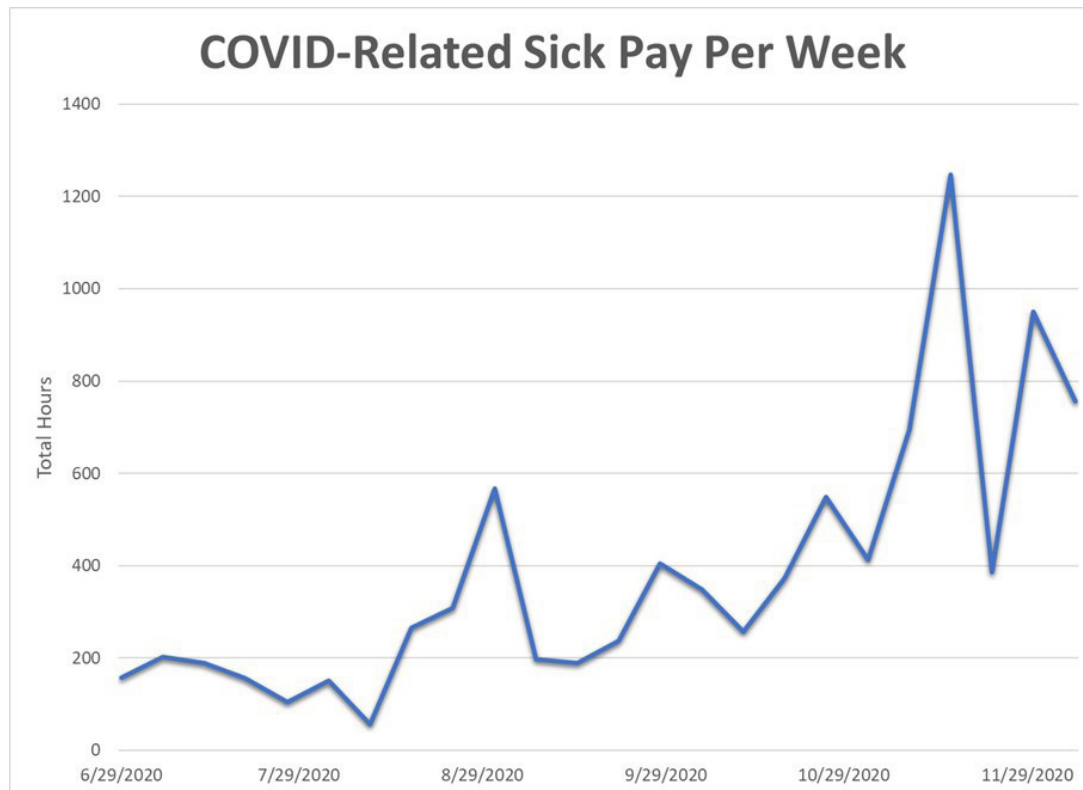
those small steps before making new ones, which kept me successful at reaching my goals finally. The greatest thing about the SHIFT Coaching Program is Tracy! Tracy, my coach, is just amazing! He is so easy to talk to, he is a great listener without judging because he gets it. He understands the struggles. The program has truly helped me be successful in my goals and I am amazed at how great I feel!

David Pickett



COVID Sick Pay Chart

Below you can view HS COVID-related sick pay on a weekly basis.



Machining

Well, another year is almost in the books as our thoughts turn to the holidays and that darn cold weather and snow. It is easy to get caught up in the rush of the season. It seems like more and more people are going the online route when purchasing their Christmas presents. With the virus exploding in our area, people are staying home more and not rushing out to the stores. (Probably a very good idea.) As for the bad weather part of winter, we have been fortunate over the last few years to not have any big amounts of snow or ice. Although some of us like that kind of stuff, there are others who despise it and wish for spring to hurry up. It's only a few months away!

-We have added Jacob Hicks into our Rough Machining Shop. Good luck Jacob, we are expecting a lot out of you!

-Caleb Cushman has a new addition to his family. He and his wife welcomed a

bouncing baby boy to the family. Try to get some sleep, Caleb.

-Aaron Cooper is finishing up some firefighting training this weekend. It is always nice to have extra help in the fire department.

-In addition, we are welcoming Jeff Wood back into employment here at HS. Although he is part time, he is helping out tremendously.

Have a great holiday season. Remember the real reason for the season and stay safe and warm.

Matt Coats



Letters to Santa

The pandemic has caused a lot of changes this year, but it can't stop Santa from making his important deliveries on Christmas Eve! The Harrison Steel family has plenty of little ones who have been busy writing their letters to Santa. Thanks to Taylie, Landon, Huddy, AJ, Kaidance and Ella for letting us take a peek at yours. We hope you get everything on your wish lists!

Dear Santa

My mom said I been pretty good this year. It would be awesome if I got the things on my list.

1 Nintendo switch that doesn't plus in the TV.

2 Pokemon in the trading card game.

3 Air warriors like Neffou.

4 Kids smartwatch.

5 Scaled stuffed animal.

Love, Landon

Love, elves.

Love, reindeer

Landon Wilson

Age 6

12/08/20

Grandson of Matt & Lori Coats

Ella Noggle, Age 5, Grandaughter of Matt & Lori Coats and Paul & Jaci Scheurich

Hudson "Huddy" Mickle

Taylie Wilson, Age 4, Granddaughter of Matt & Lori Coats

Kaidance Lanham (parents Allen & Lyndsay Lanham, gparents Lynne & Jim Lanham)

AJ Mickle (Evan Mickle father, Monte Mickle grandfather)



Cleaning Room

COLOR ME YELLOW

Over the last few weeks our team has been adding the classic Harrison Steel yellow finish to many parts of the foundry in an attempt to bring more positive color onto

the foundry floor. Applying color to certain obstacles around the building improves visibility and depth perception, continuing Harrison Steel's commitment to safety above all else. The color yellow has not only

been a hallmark of Harrison Steel's long and rich history, but is often considered to be the most luminous color on the spectrum and will continue to shine upon all of the Harrison Steel family!



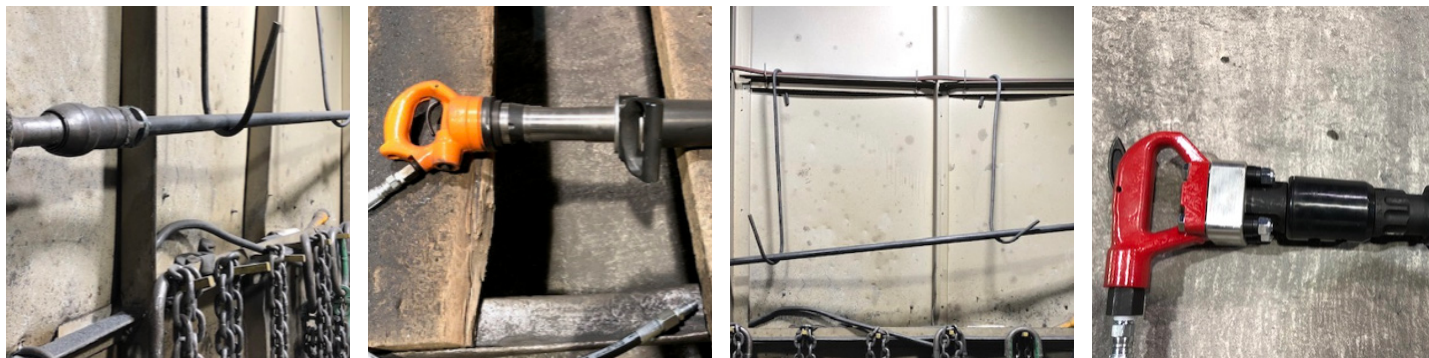
STANDARDIZING PRODUCTIVITY

One of the new projects our grinders have been most excited about is our new chain racks. Each grinding station will be fitted with brand new racks in order to better organize and distribute chains and hooks. This will save a significant amount of time as each grinder will have a standardized quiver of hooks and chains and will no longer have to search for their desired tool. There will also be a community rack where all specialized hooks and chains will be located.



NEW EQUIPMENT ON THE RISE

The cleaning room has been adding some new and exciting equipment to the line-up! The new extended hand-grinder is meant to help our grinders work on those hard-to-reach places on the inside of the casting. This will help to alleviate the amount of bending and leaning over our grinders endure throughout the day. Next, we have added 4 new rivet busters to help tackle burn on sand, like mini handheld jackhammers!



NEW FACES IN TOWN

We are excited to announce that two new faces have joined our cleaning room team: Alec and Max.

Alec Watkins is Harrison Steel's new Cleaning Room Process Engineer. He is originally from West Lafayette, IN and graduated from Purdue University with a B.S. in Agricultural Engineering. Alec is still living in West Lafayette because his wife works at Purdue University, but hopes to move closer to Harrison Steel when he can. In his free time, he likes to lift weights and do other fitness-related activities, shoot guns, and spend time with his wife. He is excited to be a part of Harrison Steel.

Max Curtis is Harrison Steel's new cleaning room intern. He is originally from Lafayette, IN and is currently majoring in Video Production at DePaul University in Chicago. Max is working with us over the holidays to help assist in our new video training project along with other cleaning room projects. In his free time he enjoys working out and competing in various sports with his friends!

Foundry

NEWLY PAINTED FOUNDRY WALLS

Kelly Howard proposed an idea for she and her husband, Coy Howard, to repaint the old, dirty walls of the foundry office during the Thanksgiving and Christmas shutdown. With the help of the new Process Engineer, Landon, they convinced Sony and Jeff to agree to this idea. During the Thanksgiving shutdown the hallway, bathroom, Jerry's office, and Jeff's new office were all freshly painted. The plan for the Christmas shutdown it to paint the rest of the offices.

Here are some photos of the brand new paint job!



The newly painted foundry walls thanks to Kelly and Coy Howard

HAPPY HOLIDAYS

from your **Benefits and Payroll Team**
at



HARRISON STEEL
CASTINGS COMPANY



2021 Voluntary Benefits

ALL EMPLOYEE **Open Enrollment**

*Ends
December 31!*

View our Introduction Video Here

Internal Link

L:\GROUPS\EVERYONE\OE_2020-2021_360p.mp4

External Link

<https://www.wevideo.com/view/1920267829>



If you do not have access to a computer, smartphone or other media player, stations are set up in the Main Office Basement

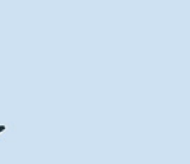
**Enrollment packets have been distributed
to all employees.**

**Packets must be completed
and returned to HR by
December 31**

**One on One help sessions with our
Benefits Team can be scheduled through
December 30**

In the packet:

- Please review, correct, make changes, designate beneficiaries and sign, only our HS Form (with 2 HS logos).
- Find your disability and life insurance pricing on your individual Principal form.
- Keep it and your Principal benefits guide for future reference.



Updates From HR

Please refer to this updated information for COVID-19 and quarantining guidelines.

INFORMATION ABOUT COVID:

- A close contact is defined as someone who was within 6 feet of an infected person for at least 15 minutes or more.
- A person infected with COVID-19 can spread the virus 2 days before any symptoms appear.
- If you have or think you might have COVID-19, it is important to stay home and away from other people.
- People diagnosed with COVID-19 can be around others 10 days after symptoms first appeared, 24 hours with no fever (without the use of medication), and other symptoms of COVID-19 are improving (some symptoms will persist for weeks or months and need not delay the end of isolation).
- Most people do not require testing to decide when they can end their isolation or quarantine, unless instructed to by their healthcare provider

STAY AT HOME AND QUARANTINE IF:

- You
- A member of your household
- Someone you have been in direct physical contact with (hugging, kissing, etc.)
- Someone you shared eating or drinking utensils with

MEETS ANY OF THE FOLLOWING CRITERIA:

- Recommended to take a COVID test
- Awaiting the results of a COVID test
- Diagnosed with COVID
- Instructed to quarantine or isolate from a government-agency or healthcare provider
- Instructed to quarantine with siblings and household members from a school

ADDITIONALLY, STAY AT HOME AND ISOLATE IF YOU:

- Are experiencing unexplained worsening or sustained COVID symptoms (including fever, cough, shortness of breath, fatigue, aches, headache, loss of taste or smell, sore throat, congestion, nausea, diarrhea); or
- Have been identified as a close contact (within 6 feet for 15 minutes or longer) with a person who was diagnosed with the COVID-19 virus within the last 10 days.

TEXT NOTIFICATIONS

Have Harrison Steel weather notices, other emergency information, or last minute schedule changes delivered to your phone. Sign up by texting "HSALERTS" to 41411. Opt out at any time by texting 'stop' to 41411.



Celebrating Milestones

Congratulations to our employees celebrating 20 years or more of service with Harrison Steel.
Thanks for all your hard work and dedication!

George E. Curtis	09/14/1964	Jerald L. Howard	08/23/1988	Brian M. Niccum	09/11/1995
Jimmy Roberts	06/03/1974	Geoffrey H. Curtis	02/13/1989	Anthony S. Gregory	03/04/1996
Willard L. Askren	09/09/1974	Susan M. Anderson	02/27/1989	Ronald L. Walters	05/13/1996
Richard L. Holtkamp	05/28/1975	Todd D. Freeman	03/27/1989	Shane A. Rogers	08/19/1996
Steven W. Swank	09/08/1975	Anthony R. Crane	06/05/1989	Jeremy W. Jessie	09/27/1996
Timothy J. Walters	03/03/1977	Ron E. Lockhart	09/24/1989	Thomas L. Anderson	04/28/1997
Matthew L. Coats	09/15/1977	Brent S. Wallace	02/19/1990	Sandra K. Baldock	04/30/1997
Terry R. Epperson	11/15/1977	Rick R. Beedle	03/19/1990	Ernest E. Wall	10/06/1997
William R. McMurtrie	10/04/1978	Patricia E. Abernathy	05/21/1990	Lori K. Henry	10/24/1997
Monte D. Mickle	05/15/1979	Ann S. Harrison	08/01/1990	Jimmie R. Bryant	02/02/1998
Jimmy D. Pickett	06/06/1979	Jerry D. Gray Jr.	12/17/1990	Michael G. Bossaer	03/16/1998
Rod A. Garlin	01/08/1980	Tracey M. Lamie	04/29/1991	Donald G. Hawn	06/23/1998
Lynne A. Lanham	05/08/1980	Trevor H. Curtis	06/01/1991	Todd A. Hay	08/26/1998
Robert W. Thompson	11/24/1980	Wade C. Harrison III	06/01/1991	Lisa L. Kirby	09/21/1998
Rex K. Stone	03/18/1981	Larry D. Smith	10/11/1991	Ronald R. Hanselman	09/28/1998
William S. Talbott	04/26/1981	Robert S. Harrison	05/26/1992	James A. Halsema	01/11/1999
Charles A. Swanson	05/27/1981	Tami M. Mason	06/01/1992	Burnadette M. Jordan	01/12/1999
Kristi K. Sorters	08/03/1983	Paul E. Scheurich	03/22/1993	Rocky L. Brown	02/09/1999
John D. Allen	05/29/1984	Gregory D. Odle	08/16/1993	James L. Durako	05/01/1999
Jeff D. Pycke	01/06/1986	Benjamin L. Weiss Jr	11/15/1993	Brian A. Cooper	06/14/1999
Timothy M. Hays	08/01/1986	Kirt L. Hubbard	01/24/1994	Jason M. Lacy	04/10/2000
Steven D. Estes	08/18/1986	Ernest E. Black	02/21/1994	Brian K. Stultz	05/24/2000
John W. Foster	02/24/1987	Matthew E. Barton	02/21/1994	Russell E. Stonebraker	08/09/2000
Kerry D. Randles	05/04/1987	Kenna J. Reynolds	06/27/1994	Dwayne A. Horath	10/09/2000
Randy R. Cushman	05/20/1987	Jeremy D. Ray	12/26/1994		
Roger S. Beedle	07/28/1987	Eric W. Dismore	12/31/1994		
Ricky A. Rothrock	08/23/1988	Ricky D. Buck	02/15/1995		



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