

Tapping Out



VOLUME 91 | MARCH 2021

IN FULL COLOR

IN THIS ISSUE



Vaccine information, [pg. 7](#)



New Kalmar forklift, [pg. 4](#)



Jack Foster retires, [pg. 3](#)



New letter jackets for Attica High School, [pg. 2](#)

Harrison Steel Hall of Fame

MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	SENIORITY DATE
Rex K. Stone	40	3/18/81
William S. Talbott	40	4/26/81
Tracey M. Lamie	30	4/29/91
Anthony S. Gregory	25	3/4/96
Lori K. Price	15	4/3/06
Brennen P. Simonton	10	3/16/11
Anoop K. Balakrishnan	10	4/25/11

Management Corner

Seems like we have possibly put winter behind us as it is 57 degrees and sunny as I write this update.

We continue to make improvements in cleaning and organizing around our facilities, otherwise known as 5S. You have all seen the impact of the new translucent panels in the South Shakeout Bay and Furnace Department. We have new lighting in various areas, new workstation curtain dividers and work benches on lines 4 and 5. All of this work is important. It's important in how we present ourselves to our customers and our employees.

Current projects:

Clean-up of our "Back Forty"

One of our great business partners, Mervis Industries, has been taking all of the scrap equipment that has accumulated over the years. The clean-up still has a long way to

go, but we are making some really good progress.

Completion of the Main Office Remodel

We started this project a number of years ago, but put it on pause. Soon, we will begin to again host customer visits and it is important to put our best foot forward.

Some other approved projects for 2021 include:

- Finish Machined Casting Warehouse (currently under construction)
- Restroom upgrades
- More lighting improvements
- Outside Line 2 concrete repair
- Translucent panels for Line 5
- New (used) Kalmar for moving large product (Completed)

- Roll bender for the Chill Room
- Additional fork truck for the Line 5

Regarding business, we had a really good performance in January. Low man hours per ton, low scrap level and lower than normal supply usage. These are all very positive signs as we evaluate where we are and how we feel about 2021.

Concerning the order book: Most companies are still struggling from COVID-19. But, we have begun to see a heightened level of activity. Our expectation is that our business level will remain steady throughout this year. As we have mentioned in the past, we feel very fortunate that we have been able to continue working and providing jobs throughout this difficult period.

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

Shout Outs!

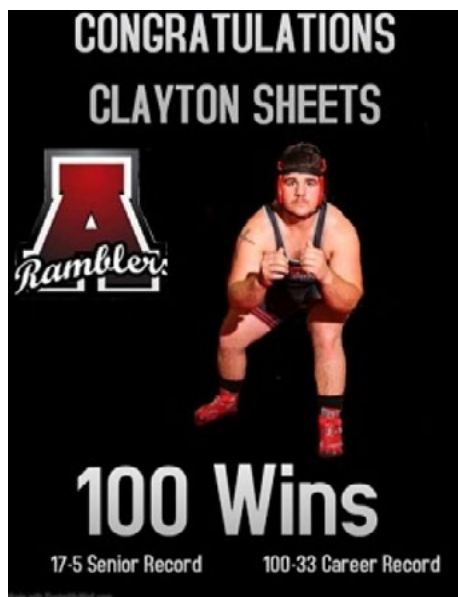


(Above) This is Steven. He is our FedEx overnight delivery driver. He brings our payroll packages. This man is absolutely dedicated. A few months ago, he even delivered to my house on a Saturday so we could distribute as quickly as possible. When our payroll was stuck in Memphis due to a weather emergency, he went out of his way to keep us updated, again stopping on that Saturday to grudgingly tell me they still had not arrived.

Hats off to all you dedicated HS employees and hats off to this guy for helping us get you paid!
Ed

(Below) Congratulations to Clayton Sheets (part-time security). Clayton scored his 100th career win earlier this year! He joins Hayden Estes (son of Steve Estes, Foundry) who attained the honor in 2017.

Go Ramblers!



(Above) Harrison Steel was proud to play a part in helping provide letter jackets this year. Congrats to this great group of students at Attica Junior-Senior High!

Jack Foster receives his Retirement Watch from Rob Harrison, CFO, on February 18, 2021. Jack finished out that day, just a few days shy of 34 years of service in our Cost Department. Also in the picture, from left: Alisson Lamas, Eric Carroll, Paula Cheatham, Lisa Kirby, Tony Crane, Tami Mason, Tammy Gates, Wade Harrison, Patty Abernathy, Rick Holtkamp and Clint Brand. Jack's wit and sunny disposition will be greatly missed here in the office.



Jack Foster receives his Retirement Watch from Rob Harrison

Speaker:

JEFF READY
CEO, Board Member, Co-Founder
at Scale Computing

SHANE ROGERS
Director of IT at
Harrison Steel Castings

Host:

PHILIPPE CASES
Co-Founder and CEO at
Topio Networks

GAVIN WHITECHURCH
Co-founder and EVP at
Topio Networks

SCALE

THURSDAY, MARCH 18TH, 2021
9AM PST | 12PM EST | 6PM CET

MASTERCLASS

**Edge Use Case: IoT
implementations in a
manufacturing environment**

HOSTED BY:
TOPIO

Topio Networks webinar



Next Blood Mobile Visit: May 5, 2021

GET READY TO PULL UP YOUR SLEEVE

21ST CENTURY FOUNDRY – 21ST CENTURY INNOVATION

Shane Rogers (Director of IT) will soon be a featured speaker in a Topio Networks webinar. Harrison Steel was among the earliest to roll out Edge computing for predictive/augmented maintenance in a traditional manufacturing environment. The webinar will showcase how HS achieved a reasonable total cost of ownership, leveraging Scale Computing's HC3 Edge self-healing platform, running on the smallest and most potent edge computing appliances.

The Recent Winter Storm Plant Shutdown

WHAT HAPPENED?

- The severe weather caused Vectren (our gas utility) to issue emergency restrictions throughout Indiana.
- Many gas and electric utilities struggled to keep up with energy demand as a result of the cold weather. Texas was one example. But, other states had serious issues as well.
- The price of natural gas is typically around \$3/dekatherm.
- The price of natural gas rose above \$150/dekatherm for the winter storm week, 2/14-2/21.

- Gas that would normally cost us \$36,750 was now going to be \$973,140.
- It was very possible the gas supply situation could get worse.

We decided to shut the plant down.

This determination was primarily based upon the cost of natural gas. Other considerations for the shutdown included the effect upon employees, emergency warnings from energy suppliers (Duke Energy, Vectren & EDF), the challenges of operating through severe weather, road closings, and the situation in many states

regarding severe weather and energy problems.

Because of the short notice, Harrison Steel quickly instituted an Employee Assistance Loan Program to help employees cope with expected delays in unemployment payments.

Fortunately, the energy complex has now returned to normal. The plant is back to 100% operation. Thank you for your flexibility and support.

Rob Harrison

Engineering/Maintenance

2021 is here and winter is almost over! The Maintenance/Engineering Department has been busy over the past couple months. A project that has hopefully been very noticeable has been the new, translucent panels in the Furnace Department and the Southwest Shakeout. It is a welcome addition to see all the bright light coming in these areas on sunny days!

Another project completed recently is the addition of a new Kalmar forklift (see photo). The Kalmar DCG160 is the largest capacity forklift at Harrison Steel at 36,000lb (equal to the old Kalmar).

The new, 10,000sqft casting storage building is underway, with all of the foundation work completed. Weather issues have slowed construction, but the steel contractor will be on-site the first week of March to commence steel erection.

The rest of 2021 is looking busy as ever with additional equipment, rolling stock, restroom upgrades, concrete replacements, and other improvement projects on the horizon. We very much look forward to the implementation of these projects.



The new Kalmar forklift

Cleaning Room

NEW CLEANING ROOM FORK TRUCKS

We have added two new fork trucks to the Cleaning Room. One is a brand new Caterpillar fork truck used on Line 5 in the Old Cleaning Room. The other is a refurbished high-capacity Kalmar fork truck used on Line 2 in the New Cleaning Room. We are happy to have this new equipment to help us out!



Brand new Caterpillar fork truck



Refurbished high-capacity Kalmar fork truck

MORE NEW EQUIPMENT

We have also gotten 4 new rivet busters. These are pneumatically-operated and are like handheld jackhammers. They help our operators deal with burn-on sand issues that are difficult for regular chisels to handle.



New rivet buster

NEW SIDE-CURTAINS FOR GRINDERS

We have gotten new side-curtains for all of our grinders in the Old Cleaning Room. These side-curtains partition the workspace and give a nice appearance to the working area.



New side-curtains for grinders

Quality

Well, December left a little time to be creative in the Quality Dept., as you can see. This was the 2nd annual Stocking Decorating contest. This year, the winner was Helen Lambka, from Gamma Ray. She actually wrote a little song to the tune of “Dashing through the Snow,” however, she changed it up to pertain to HS! So, instead of reading what her stocking has on it, sing it in your head to this tune. She did great! Good job, Helen! For those who participated, there’s always next year.

As you can see, we also had a Christmas tree, with ornaments made by some hard-working elves (aka Frank Vickery and Brittney Bushman). Frank did a great job with the star on the top of the tree also!



Christmas tree star created by Frank



Ornaments made by Frank and Brittney



Jordan Renee Robinson, Granddaughter of Frank Vickery

Scooping through the snow

In a 1 door Bo-ob Cat,

Reindeer on your shirt

In a welding hat.

There will be time off

Some will get a meal,

What fun it is to be employed

By HA-AR-I-SON STEEL!!

Helen's song written on her decorated stocking



Congrats to Helen Lambka for winning the 2nd Annual Stocking Decorating Contest!

We'd like to wish Jack Foster congratulations on his retirement. Jack worked out here for many years and will be missed!

We finally got some snow, and it was pretty to look at and fun to play in, but the cold that comes with it makes it a little less enjoyable. Bring on spring and warmer temperatures.

Lori Coats

Furnace

In the Metlab/Furnace department things are moving and grooving. We have had 479 good heats since our last bad one (not counting bad heats outside of our control). #3 EAF has recently been rebricked, metal work was cut to a minimum. Great job keeping our tap hole under control! Tap hole movement has been a battle over the years. Our cast arch block is installed and we've seen 4 days of melting on it. It is holding up nicely!

We have 2 announcements to make! We want to congratulate the families of Hadlee Clarkston and Daniel Jacob Henry! Hadlee Clarkston was born on December 12th, 2020 weighing 3lbs. Congratulations to George Clarkston and his family! Daniel was born January 3rd, 2021 at 4:03pm weighing in at 7.4 pounds and 20.5". Daniel was born to Johnathan L. Henry and Barbara E. Christy! Congratulations to both families! As the father of 3, I can say it's an exciting time in your life. Enjoy it, and sneak

in as many naps as you can!

Fun Foundry Facts YTD:

- 204 good heats tapped
- 3,956 tons of steel melted
- 133 tensile bars pulled
- 1292 castings poured

Furnace & Metlab



Daniel Jacob Henry, born to Johnathan Henry and Barbara Christy on January 3rd, 2021 weighing 7.4 lbs and 20.5" long.



Hadlee Clarkston, born 12/10/20 weighing 3lbs.

Machining

Another edition of Tapping Out has arrived. Not a lot to report on in the machine shop this time around. We continue to stay very busy and struggle to keep up with orders but that is a whole lot better than the alternative. We have put a lot of effort into moving parts around to different machines to try to meet the orders. We recently have taken four machines out to the back 40. These were machines that have outlived their usefulness or were just too expensive to repair. We hope to fill in those voids with machines that are big enough and reliable enough to help us stay on top of our orders.

It looks like we are moving towards a lull in our fight against the COVID-19 virus. Make the right choice when deciding to get the vaccine or not, when your time comes to

get it. We in the machine shop have had our fair share of positive cases. We try to do the right thing by wearing our masks and staying sanitary to avoid any more flare-ups. At least, they are planning on holding the NCAA March Madness tournament, so we can binge watch basketball in March.

Unfortunately, we still have a few more weeks before the weather turns. This last snowstorm was one like we have not seen in a long time. Hopefully we will make it through the rest of this winter without any more bad weather. Everyone, I am sure, is looking forward to getting outside and doing the things we enjoy. Turkey season is just around the corner, so we wish our hunters good luck in their quests to put that delicious food in the freezer.

Saurabh Bapat (process engineer) has chosen to move to California, to be closer to his family. Saurabh was a great asset in the machine shop and did an outstanding job managing outsourcing for HS. Stepping in for Saurabh will be Rony Mascreen. We wish both the best of luck.

That's it for this time around. If you have any news or information that you would like to see in the next Tapping Out, make sure to get it to me and we will "get the news out."

Stay safe and healthy!
Matt Coats

Updates From HR

VACCINE INFO

Indiana residents are eligible to receive the COVID-19 vaccine if they meet one of the following criteria:

- 50 years of age or older
- Healthcare workers that have contact or face to face interactions with patients
- Exposure to COVID-19 infectious material in their regular job duties
- First responders
- High Risk (must be certified by your healthcare provider)
- Active dialysis patients
- Sickle cell disease patients
- Down syndrome
- Post-solid organ transplant
- People who are actively in treatment for cancer now or in the last three months



Sign up to receive a vaccine at <http://vaccine.coronavirus.in.gov/> (appointments are required). If you are not able to sign up online, call the Fountain & Warren Health Department at (765) 762-3035. Pharmacies that are part of the federal vaccine program (such as Walmart, Sam's Club, Kroger, and Meijer's) are starting to receive a limited supply of vaccines. Additional information on the vaccine and various other clinics offering the vaccine can be found at <https://ourshot.in.gov>.

Harrison Steel has implemented up to one hour of paid leave per vaccination appointment to remove the financial hurdle of missing work. Additionally, there will be no attendance event associated with the appointment either. You will need to present your vaccination card to Human Resources to be eligible for this benefit. Please provide your supervisor as much of a notice as possible to minimize the impact to operations when getting vaccinated

POLICY

We encourage everyone to continue to follow safety guidance to prevent the spread of the virus. We still have in place the following policy changes which all employees are required to adhere to:

- Masks or face coverings are required when there is potential to be within 6 feet from another employee.
- Social Distancing (maintain 6 feet from others) is required whenever possible
- Stay home or immediately leave work if you become sick
- To return to work after an illness, employees need to pass First Aid's return-to-work process
- No more than 2 people per break table at a time. Plexiglass dividers are provided and need to be kept between individuals.
- Do not share food or drinks. Water fountains are closed, but water bottle fill stations are open. Shared drink coolers are not allowed.
- There are no visitors allowed on property outside of necessary deliveries and contractors.

Due to the high transmission rate between household members, anytime a member of an employee's household is recommended or awaiting the results of a COVID test, we require the employee to quarantine also.

WHAT TO EXPECT AFTER THE VACCINE

Want to know what to expect after getting the COVID-19 vaccine? The COVID-19 vaccination will help protect you from getting COVID-19. You may have some side effects, which are normal signs that your body is building protection. These side effects may affect your ability to do daily activities, but they should go away in a few days. Common side effects include arm pain and swelling, fever, chills, tiredness, and headache. To reduce pain and discomfort where you got the shot, use or exercise your arm and apply a clean, cool, wet washcloth over the area. To reduce discomfort from fever, drink plenty of fluids and dress lightly. Even if you have side effects after the first shot, it is recommended to get the second shot, unless a vaccination provider or your doctor tells you not to get a second shot. It takes time for

your body to build protection after any vaccination. COVID-19 vaccines that require 2 shots may not protect you until a week or two after your second shot. (Information comes from the CDC's website.)

INFO ON FACE MASKS

While cases continue to drop and more people become vaccinated, anyone who has received the COVID-19 vaccine and/or been infected with the virus is still required to correctly wear a face mask when required. Employees are required to wear a mask or face covering when there is potential to be within 6 feet from another person not in your household. Homemade or purchased cloth or disposable face masks are fine. A multi-ply tightly woven cotton cloth or multi-ply disposable face mask is recommended. The face mask must not have an exhalation valve or introduce a hazard in the workplace. Face masks should not be altered in any way that compromises the function of the mask to block aerosol or droplet emission. Single layer neck gaiters or neck fleeces made of synthetic fabrics (for example, polyester/spandex blends) have been shown to be ineffective in stopping aerosol and droplet emissions. Neck gaiters or neck fleeces made of multiple layers of natural fibers such as cotton provide better protection.

Other ways to improve the effectiveness of masks include:

- Wearing two masks
- Adding a filter
- Choosing a better cloth mask
- Making your mask fit tighter
- Use a KN95 or KF94

Read the full article *5 Hacks And Tips To Make Your Face Mask More Protective* on NPR or by scanning the QR code:



HOW TO WEAR A FACE MASK PROPERLY



1. Clean your hands with soap and water or hand sanitizer



2. Hold the mask with the colored side away from you.



3. Hold the mask by the ear loops and place a loop around each ear.



4. Mold the stiff edge to the shape of your nose.



5. Pull the bottom of the mask over your mouth and chin.

PAID SICK LEAVE FOR COVID-RELATED REASONS

The Families First Coronavirus Response Act benefits of paid sick leave is currently set to expire on March 31, 2021. At this time, Congress is still debating on passing a new COVID relief program, but nothing has been finalized. Harrison Steel's Backstop program (which covers 2/3rds pay up to two weeks, in addition to any federal sick pay) has been extended through April 30th, 2021.



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