

Tapping Out



VOLUME 89 | OCTOBER 2020

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Harrison Steel Hall of Fame

MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	ANNIVERSARY DATE
Robert Thompson	40	11/24/80
Jerry D. Gray	30	12/17/90

Management Corner

We have some nice news to pass along concerning benefits, but I won't steal HR's thunder. Both Eric Carroll and Ed Bowen have been evaluating our benefits and have come up with some great suggestions.

Our order book continues to be steady. The rise in COVID-19 cases around the country and the election seem to have caused a bit of a lull in new activity and customer decision making. On a positive note, this lull gives us time to focus on processes, procedures, and making sure we are producing our product to our established specifications. The Cleaning room has done a great job updating and developing robust processes and training information. The foundry is now ready and has started to tackle the same issues.

We are pleased to announce that we have approved the purchase of a new 10,000 square foot building for "Finish Machined Product." The building will be located at the south end of the property adjacent to the Sleeve and Tile building. Construction is set to begin soon with a completion date of late February.

Work safe, work smart, God bless and get out and VOTE!

Geoffrey H. Curtis

Gauge Project

NATALIA KNOWLTON'S HALL OF FAME

In the August issue of Tapping Out, we left out kudos for a job well done.

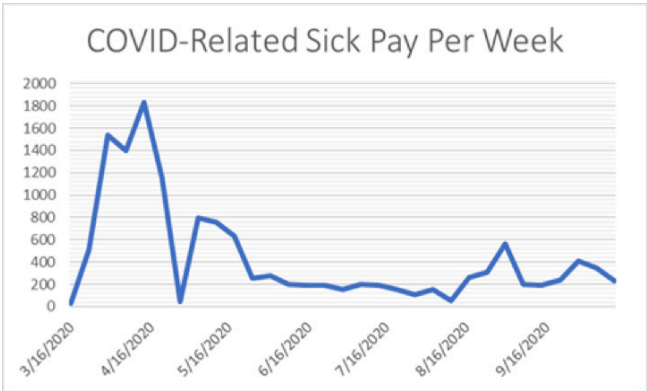
So, here's to you:

Lori Coats	Zach Karpowich	Emerson Doughty	Herd of Inspectors Gaggle of Flame Washers <i>You rock!</i>
Robert May	Braden Howard	Don Hawn	
Conner Parker	Ketan Vuppala	Jimmy Hoskins	
Frank Vickery	Bobby Askren	Walt Black	

COVID Factoids

WHERE WE HAVE BEEN & WHERE WE ARE HEADED

Hours Sick Pay Used



Need to get tested?

Testing Turnaround Times from 9/1

Row Labels	Average of Turnaround (days)
Ascension St. Vincent	0.0 (30 min)
IU Health	1.8
CVS	2.0
LHI/OptumServe	2.0
Fountain & Warren Health Department	2.8

COVID-19 Protocol

If you have been instructed to leave work due to symptoms or being at risk for COVID-19, you should quarantine and contact your primary healthcare professional before returning to work. To return to work, you must meet BOTH of the criteria below:

- A. Free of fever (without the use of medication) for at least 72 hours
- B. Symptoms have improved for at least 72 hours

Additionally, you must meet ONE of the criteria below:

- 1. Healthcare provider's note releasing you back to work or a negative COVID-19 test
- 2. At least 7 days have passed since symptoms first began

Participants of the Harrison Steel Employee Benefit Plan are recommended to contact the WeCare Clinic at Harrison Steel at (765) 762-6789. Located at 101 Suzie Lane, Attica IN 47918, the WeCare Clinic is open Monday through Friday and has both in-person and telehealth visit options.

Employees without medical insurance can also contact the Fountain & Warren Health Department at (765) 762-3035 for COVID-19 advice or to schedule testing. They are located at 113 W. Sycamore Street, Attica IN 47918 and are open Monday through Friday. The Health Department has limited testing and does require a scheduled appointment.

The Indiana State Department of Health's testing group LHI/OptumServe has free walk-in testing Monday through Friday from 8am – 8pm for anyone that lives or works in Indiana. They are located at 1200 N. Salisbury, West Lafayette IN 47906 and can be reached at (888) 634-1116.

If you are unable to use one of these options above, IU Health Virtual Visits is a mobile app that has a COVID-19 screening feature at no cost. To return to work with this method, you will need to present documentation that you are not recommended for testing or to quarantine. Below are the QR codes for the app:



When returning, you **MUST** go to First Aid to get a back-to-work card. If you chose to be medically screened or bring a healthcare provider's note, you must submit that to First Aid when getting your back-to-work card or have previously submitted it to Human Resources. HR's secure fax number is (765) 762-3496.

Paid leave may be available through either the Families First Coronavirus Response Act or the Harrison Steel Backstop program. To claim this benefit, contact Alanna with Harrison Steel Human Resources at (765) 762-9024, westjohna@hscast.com, or fax at (765) 762-3496.

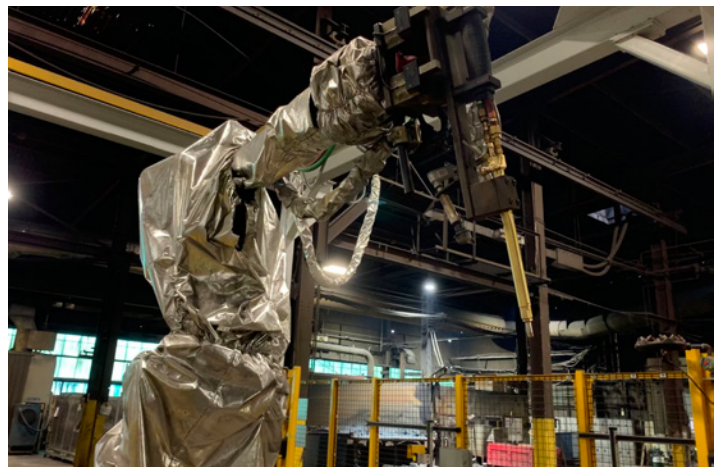
Note: this document is designed to cover most instances but other factors may arise. Contact Human Resources with information on your specific situation.

Robotics

Currently progress on the robot cell is moving forward at a good pace. So far we have successfully added a process to cut the tensile bars which saves time from hand burning and decreases time needed to remove and sort the blocks by hand. We have also added the 8x7756 to the robot as well, and will be ready for production very soon. In the near future we will be adding the 179-0740 spindle as well as the 332 carrier. With the exception of the 332 carrier, all programming will be done in-house for the foreseeable future.

George Krummel

RIGHT: What's 12' tall and wears the latest in NASA garb? Snuffaluffagus, trying to lose weight? Nope. This is our latest venture in robotic burning. That's a flame resistant jacket to protect the robot from the sparks and backslash of the cutting process. And the frame really is 12 feet tall!



Quality Corner

First of all, thanks to Lori Coats and Natalia Knowlton for writing the Quality article for the last two publications of Tapping out. For those of you who may not be aware of it, Lori is a veteran. Natalia took her first attempt at this and did very well.

Customer Quality requirements continue to get more stringent almost every day. With that comes higher demand for quality products from Harrison Steel. This can lead to frustration at times, but it is what our customers are demanding, so it's what we are obligated to ship to them. This in turn requires all of us to re-deploy our "do it right the first time" value in everything we do.

Our training initiative continues. The Foundry, Melting Department, and Cleaning Room have undertaken enormous projects to revamp our training methodologies. The Quality Department ran our first new inspector through this new method and the results were positive. Some of you, I'm sure, have already seen a migration to brief videos in our training programs versus simply paper work Instructions. As a leadership team, we believe that once completed, this will be a much better approach towards "getting it right the first time," especially for our newer team members. There is also a refresher of safety being incorporated in as well. Keep

going!!!

On the New Product Introduction (NPI) side, we remain blessed with new and exciting products to develop for new and existing customers. Weir Gas and Oil has awarded us a casting which is part of their new state-of-the-art fracking pump. Prior to the COVID 19 pandemic, we were slowly ramping up to production levels. Recently, we have received additional demand for these castings, which is a very positive sign. We are also very close to molding/pouring the first samples for a new customer named American Metal Bearing. Our castings will be used in the turbines used to power ships and Navy submarines. Caterpillar has also been keeping us busy with two new patterns which are presently being made in the Pattern Shop.

From a technological perspective, we continue to enhance our knowledge of laser scanning castings instead of the traditional method of laying out one dimension at a time and recording the results on paper. Very recently, we had a demonstration of a unit from a competitor of the company from which we have procured all of our equipment to date. Our data suggests that this arm might be a bit more precise and is faster than the scanning equipment we use today.

This technology seems to be much like computers, where it is going to be difficult to keep up with the advancements being made. At the same time, we have to make sure that the latest and greatest is the best for us. We have found ourselves questioning whether some of this equipment is needlessly powerful for our current castings.

On the lighter side, Natalia harvested (well, Levi harvested for Natalia!) a pumpkin, which weighed over 100 pounds. Pumpkin Pie at the Knowltons!

-Bill Fricke



A 100 lb pumpkin harvested by the Knowltons

Machining

The time has come for yet another edition of Tapping Out. We are here in the machine shop, and have been very busy trying to meet our orders. It seems like every month brings more and more challenges for us to be on time. It seems as if we are constantly moving people and castings around to different machines in order to meet our requirements. Our cross training efforts have made it a lot easier to have the flexibility to machine parts when they arrive.

We recently had a great loss in the machine shop but it was a big gain for the foundry

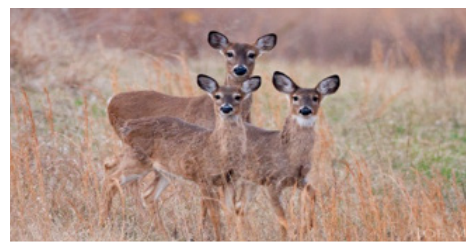
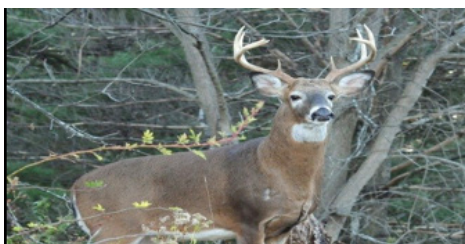
operations. Jeff Pycke has moved to the foundry. You will be greatly missed, Jeff. We welcome Rony Mascaren as Process Engineer. Good luck to both of you in your future endeavors.

The fall hunting seasons have arrived and some of our people are ready to head for the woods to see if they can harvest that record book buck. Most of them are happy with putting meat in the freezer, but if that big one would happen to saunter by, watch the arrows fly! So far, the deer seem to be winning out. No reports of any harvests.

Good luck guys!! Kerry Randles, from the Quality Department, and myself have done our part in trimming down the geese numbers. They seem to be a nuisance, but they sure taste good.

As winter comes toward us, make sure to have your furnaces cleaned and checked out. Look at your vehicle tires and check your batteries. In addition, bundle up to keep the cold away. Summer is only six long months away. Keep warm and safe.

Sincerely,
Matt Coats





CONGRATULATIONS TO JEFF PYCKE

Jeff Pycke has accepted the role of Superintendent in the Foundry. Jeff has been with Harrison Steel since 1986 and has led various roles throughout production and quality. Most recently, he has spent the last 6 years as the Assistant Superintendent in the Machine Shop. He brings a wealth of knowledge of quality and castings to the front-end operations which should help us continue our never-ending drive to satisfy our customers.

In addition, he's been a great advocate for employees and is very supportive in making sure they have the right tools and training to do the job safely and well. We are excited to make this transition and bring another great long-term HS employee to the Foundry. Stop by the Foundry Office and congratulate him!

Cleaning Room

A PLACE FOR EVERYTHING AND EVERYTHING IN ITS PLACE (5S)

Practice plates are a vital part of weld tests conducted by our new welders. Cleaning room and Facilities took up a joint initiative to organize test and practice plates, with designated tubes being built for this purpose. Our Cleaning room team has done a tremendous job of taking up this task at hand, successfully carrying out the project.



Practice plates



360-degree Spray Pattern-Spray Gun extension

NEW EQUIPMENT ON THE RISE

Cleaning room is committed to investing in new equipment requested by our employees to improve the process. One of the latest additions to our arsenal of unique equipment was a 360-degree Spray Pattern-Spray Gun extension purchased to meet our customer requirement. Product procurement and installation was completed on September 17, 2020. Cleaning room will continue to invest in process improvement with an initiative to support our employees.

DEDICATED TO CONTINUOUS IMPROVEMENT

As part of an ongoing commitment to continuous improvement, we have successfully installed safety signs and blind-spot safety mirrors in and around high fork truck and foot traffic areas on production line 5. Initial feedback from the employees and supervisor has been outstanding. Cleaning room will continue to monitor safety concerns near high traffic areas and make necessary upgrades.

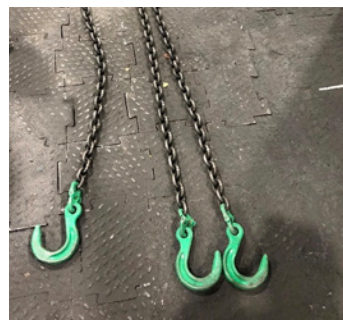
Other areas that have seen some new additions are production line 3 and line 2 workstations. All line 3 workstations are equipped with peerless hooks. Cleaning room implemented the peerless hook as part of an ongoing project to standardize chains and hooks across a production line, with employee feedback surpassing expectations. Similar to peerless hooks, the Triple-foundry-hook has also been implemented upon request for handling our 14000-pound casting.



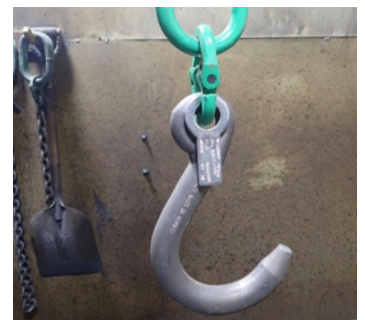
Blind-spot safety mirror



Safety sign



Triple foundry hook



Peerless hooks

EMPLOYEES COME FIRST

Cleaning room understands the need to help our new employees reach their full potential. In recent weeks, Cleaning room has recorded and published manipulation videos for over 94 pattern numbers.

If you are interested in these manipulation videos, please get in contact with your immediate supervisor to set up a viewing session.



Nathan Leonard standing next to a casting



NEW BABY

Derrick Mullins, our Cleaning room team member, has welcomed a new baby boy into his family!

Welcome Alexander Mullins!

Contributed by Ketan Vuppala

Furnace / Metlab

In the Metlab/Furnace corner we've had some changes: new lighting in the alloy area and a portable stair system to help open super sacks of material. Kudos to the garage and engineering for the work on our fork truck and to the department for their patience. Also, roof changes on #3 EAF have been much more pleasant to do since the lifting ears were readjusted (a number of months ago, but it takes months and a few swaps to know how much of an improvement it was.) We've had good luck running on Tap 2 on #3 furnace to reduce tap to tap times. We're excited to have a new high-speed overhead door installed recently.

FUN FOUNDRY FACTS YTD:

- 1051 good heats tapped.

- 21,000 tons of steel melted.
- 816 tensile bars pulled, and
- 6,696 castings poured.

Our paperless pink sheet program is fully implemented and operational. We might be close to eliminating this piece of paper altogether. Thanks to IT and the fantastic charge program they wrote, we are now a greener foundry!

We also have some exciting feedback from our shrouded project. Michigan State University performed a machining study comparing a heat of our shroud-poured steel with gate-and-tile-poured steel, both from the same heat. Their study found that the shroud-poured steel machined 10x the

distance for the same amount of measured tool wear!

A COUPLE OF HALLOWEEN KNEE-SLAPPERS FOR THE ROAD:

What do Italians eat on Halloween?
Fettuccini Afraid-o.

What do you give a pumpkin trying to quit smoking?
A pumpkin patch.

How does the haunted house stay cool in the summer?
It turns on the scare-conditioner.

Have a happy and safe Halloween,

-Furnace & Metlab

Your 401k

Volatility and the vote: Markets tend to ignore elections

Given the horse-race nature of political campaigns, you may think that in the months closest to an election, there is a noticeable uptick in volatility. Think again. In actuality, the opposite has been true. From January 1, 1964, to December 31, 2019, the Standard & Poor's 500 Index's annualized volatility was 13.8% in the 100 days both before and after a presidential election, which was lower than the 15.7% annualized volatility for the full time period.

Annualized S&P 500 Index volatility

Full time period: **15.7%**



Source: Vanguard calculations of S&P 500 Index daily return volatility from January 1, 1964, through December 31, 2019, based on data from Thomson Reuters.

Note: Past performance is no guarantee of future returns. The performance of an index is not an exact representation of any particular investment, as you cannot invest directly in an index.

The bottom line: Elections are another one of those events that generate lots of headlines but that should not sway you from following the financial plan you created. It's understandable to have concerns about the election. But as far as your portfolio and the markets are concerned, history suggests it will be a nonissue.

Part of successful investing is understanding what you can control, and letting your emotions take a backseat to the financial plan you put in place. By maintaining perspective, discipline, and a long-term outlook, you can sustain progress toward your financial goals, despite the short-run uncertainty that events such as elections can create.

Notes:

All investing is subject to risk, including possible loss of principal. Be aware that fluctuations in the financial markets and other factors may cause declines in the value of your account. There is no guarantee that any particular asset allocation or mix of funds will meet your investment objectives or provide you with a given level of income.

Diversification does not ensure a profit or protect against a loss. Investments in bonds are subject to interest rate, credit, and inflation risk.

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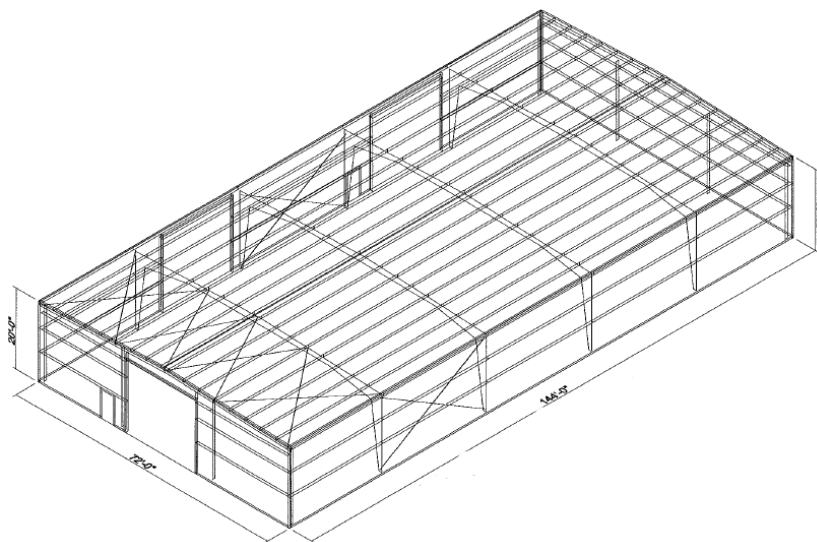
Investment Products: Not a Deposit • Not FDIC Insured • Not Guaranteed by the Bank • May Lose Value • Not Insured by Any Federal Government Agency

Engineering / Maintenance

It has certainly been a busy 2020 so far in the engineering/maintenance department with numerous facility improvements including 271 molding and shakeout upgrades completed in August. We are looking forward to 2021 being similarly busy, but we still have several exciting projects to complete at the end of this year!

Perhaps the largest project we have on the immediate horizon is a new storage building that will be located on the south end of the plant, east of the flammable liquids warehouse. This building will be all steel construction, nearly 150 ft long, and will have three (3) large overhead doors for access. The primary purpose for this building out of the gate is inventory storage. We plan to start breaking ground at the end of November and complete the construction in February.

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!



The new storage building that will break ground end of November

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.

-Derek Hughes

Happy New Year!

Great News is coming for HS Benefits in 2021!

You will be hearing details about these changes over the next few months, but here are the headlines:

SHORT TERM DISABILITY

Starting January 1, 2021, our short term disability benefit will no longer be capped at \$250 per week.

So, when you need it, your plan will pay, direct to you, a full 60% of your base earnings each week, not just \$250. Your payroll deduction (for premiums) will now be based on your income rather than a one-size-fits-all rate.

VOLUNTARY LIFE INSURANCE BUY-UP

Your mandatory term life insurance remains in effect, is still free for hourly employees

and subsidized heavily for salaried employees. Starting January 1, 2021, employees can voluntarily add additional coverage in increments of \$10,000 at great, low group rates. Additionally, you will be able to buy coverage for your spouse and or children. Do so during open enrollment and there will be no health questions or examinations! This is especially good news for anyone who has ongoing health issues that have placed life insurance financially out of reach. It is an excellent opportunity for you to add some security to your family's future!

OPEN ENROLLMENT

Because of these changes and so we can update some very old records, ALL employees must go through open enrollment this December. We are working hard to streamline this process and make it as easy as possible. It's safe to say - We are all looking forward to 2021!



Turn the page for more >

EFFECTIVE NOW!

BEREAVEMENT PAY

Our bereavement pay policy is now more family friendly!

Our benefit is now a three tier plan:

- Tier One – Immediate Family (expanded definition) - Three Day's Pay (24 hours)
*Spouse, Domestic Partner, Parents, Children, Siblings,
Father + Mother-in-Law, Son + Daughter-in-law, Stepparent, Stepchild, Stepsibling,
Grandchildren, Adult who stood in loco parentis to employee*
- Tier Two – Extended Family (All New) – One Day's Pay (8 hours)
*Spouse's Siblings, Sibling's Spouse, Brother + Sister-in-Law, Grandparents,
Spouse's Grandparents, Uncle + Aunt, Spouse's Uncle + Aunt, Niece + Nephew,
1st Cousins*
- Tier Three – Employee – 4 hours
Fellow employee – Known Associate

Employees may take approved, unpaid time off in addition to this paid benefit. Total time off should generally not exceed 1 week. Additional information and guidance will be provided in an official memo announcement.



HARRISON STEEL
CASTINGS COMPANY