

Tapping Out



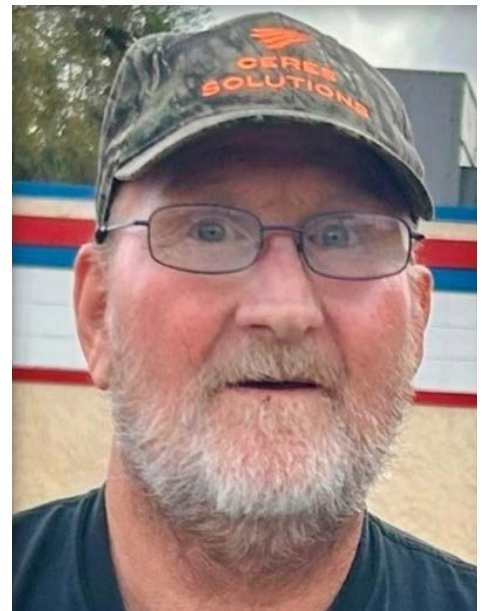
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IN FULL COLOR

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Shout Outs!

MILESTONES THIS ISSUE FOR CONTINUOUS EMPLOYMENT APRIL - JUNE 2026

| NAME | YEARS OF SERVICE | DATE |
|-------------------------|------------------|-----------|
| Anoop Balakrishnan | 15 | 4/25/2011 |
| Lori Price | 20 | 4/3/2006 |
| Tracey Lamie | 35 | 4/29/1991 |
| William (Scott) Talbott | 45 | 4/26/1981 |
| Cody Powell | 5 | 5/24/2021 |
| Juan Rodriguez | 5 | 5/24/2021 |
| Raul Martinez-Gonzalez | 5 | 5/24/2021 |
| Mark Sturgeon | 5 | 5/24/2021 |
| Tony VanEtta | 20 | 5/1/2006 |
| Dustin Beedle | 25 | 5/28/2001 |
| Cralles Borden | 5 | 6/7/2021 |
| Victoria McGlade | 5 | 6/7/2021 |
| Joshua Beedle | 25 | 6/28/2001 |

EMPLOYEE SPOTLIGHTS



Courtney Balber – Courtney was hired on 2/9/2026. Courtney works in the Cleaning Room as a Welder. Courtney’s hobbies are spending time with her kiddos, as they love to make and build things together.



Victoria McGlade – Victoria was hired on 6/7/2021. Victoria works in the Foundry as a Chill Room Laborer. Victoria’s hobbies are fishing with her kids, art and crafts, and watching TV with the family.



Joey Pycke - Joey was hired on 2/5/2018. Joey works in the Machine Shop as a Machine Operator. Joey’s hobbies are live music, table top games and comic/card/gaming conventions.



Harley Taylor - Harley was hired on 7/13/2020. Harley works in the Environmental Dept. as a Landfill Operator. Harley’s hobbies are playing video games and working on his project car.

UKG Upgrade

This May we upgraded and consolidated our Human Resources Information Systems to one HRIS, UKG Ready. Ready offers several advantages over our previous systems. Employees can now, request vacation, view timecards, check accrual balances, and more in the same place they see their payroll and benefits information. Managers have more access to run reports and view more detailed information about their staff. The app gives everyone more flexibility.

This project took the combined efforts of HR, Payroll, and IT. We're still working on improving the system and expect it to continue improving the reliability and efficiency of our timekeeping and payroll processes. Thank you to those who worked hard to make this project happen and the managers who've worked through the changes.

PROJECT MEMBERS:

Jack Seaman: Led the project

Alanna Westjohn: Development and implementation

Paula Cheatham: Development and implementation

Seth Kania: Developed tables, other development

Todd Gambrel: Ready-EPS-M2M interface, other development

Shane Rogers: Timeclocks, network access



Pictured left to right – Alanna Westjohn, Paula Cheatham, Jack Seaman, Seth Kania, and Todd Gambrel.
Not pictured – Shane Rogers

UKG Upgrade

We would like to Congratulate Jimmy Hoskins on an outstanding career at HS! Jimmy has worn many hats during his time here, including his time as a hand grinder, and eventually working his way into a supervisor role for lines 3 and 5 as he retired. Jimmy was a wealth of knowledge when it came to anything cleaning room, and was always willing to help with any problem or question when the need arose. Jimmy's experience, character, knowledge, and most importantly his stories will be greatly missed as we move forward at Harrison Steel.

Thank you, Jimmy!



Benefits



Need help with your budget, needing to build your credit, looking to purchase a car or house in the near future? We have added a great resource to help you. First Financial Bank has a program called WORKLife & Financial Wellness that we are partnering with. Employees can ask questions and/or get help on financial questions/situations. Also, like we have Tracy Brown, they will be coming onsite for you to schedule appointments - watch for information about when and how to sign up. If you want to visit the bank – you can do that as well- they have locations in Williamsport, Crawfordsville, Danville, Cayuga, Rockville to name a few. If you go to a branch you will need to make sure you tell them you work at Harrison Steel so that they give you these perks!



We are very excited about this opportunity/resource for Harrison Steel.



New perk for Harrison Steel - D&O Services (location is the old Alsop building) - \$10 off oil changes & alignments. Tell them you work at Harrison Steel to receive this perk.

Don't forget Valley Insurance for vehicle insurance, home insurance and more- they can help! We also payroll deducted with Valley Insurance.

765-792-3619 or stop in at 302 S Council St.



VANGUARD

Offers tips monthly, the Monthly Beat – Financial Wellness Education, Wellness & Health Education & Benefit Education.

Don't miss out on 401K Company match – dollar for dollar on the first 3% of wages.

This starts 1 year (beginning of following month) after your hire date.

Also, make sure you look online at Vanguard to set up your beneficiary, if you have not. If you need assistance come see benefits and we can walk you thru the process. If you have designated a beneficiary for your life insurance, please note this is NOT the same, it does not carry over to Vanguard. You will need to do this designation on line thru Vanguard.

Foundry

Mark and Brenda Mitton would like to announce the births of our first 2 Great Grandsons.



Johnathon Edgar Woodruff was born on April 25, 2026 weighing in at 8 lbs. 14 oz and 20 ½” long. Proud Parents are Hope Mitton and Zach Woodruff.



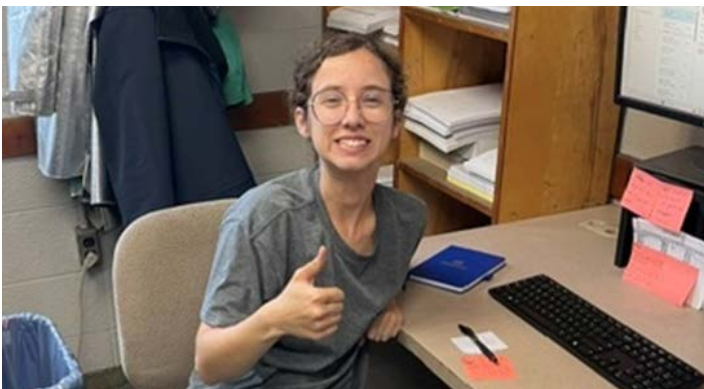
Jovi Ryatt Borden was born on April 13, 2026 weighing in at 6 lbs. 14 oz and 19 ¾” long. Proud Parents are Landon West and Jaylynn Borden.



Joe Kindell preparing to tee off with Captain Altum looking on.



Captain Altum preparing to tee off.



“Hello, my name is Isabelle Harrison and I am majoring in chemistry at Skidmore college! Currently I am working in the foundry but outside work I enjoy playing games and baking.”



“Hi I am Levi Houck. I’m a junior in Industrial Engineering at Purdue. I am spending this summer working in the foundry and focusing on getting the refractory coating to be consistent and prevent more burn-on sand. After work I like to spend my time fishing, working out, and golfing.”

36th Annual HS Golf Outing – 5/16/26



HARRISON STEEL GOLF OUTING RESULTS

1st Place Team – Tony Vanetta/Caleb Askren/Brennen Simonton/Alex Carmean/Alyssa Carmean (-6)

2nd Place Team– Trevor Curtis/Jimmy Pickett/Amanda Blondeel/Jessica Ferguson (-2)

3rd Place Team – Bob Askren/Duck Martin/Dustin McDaniel/Paul Scheurich/Treo DeBarba (-2)

SPECIAL CONTESTS:

#8 Closest to the pin – Chase Black

#12 Closest to the pin – Monty Abernathy

#9 Longest Putt – Travis Hall

#5 Longest Drive – Sony Mascreen

SIGN UP REMINDER

Harrison Steel League | 9 holes

Contact Tony or Anoop to sign up

Quality

Thanks to everyone who was involved in our ISO 9001"2015 recertification the week of April 13th. Great job by all PRI has certified us until June 19 2029.

A BIG WELCOME TO OUR SUMMER INTERNS:

Reece Johnson – Quality intern who is attending Purdue University and his major is Industrial Engineering.

Alex Wick – NDT intern who is attending Ridgewater College and majors in Non-Destructive Testing

Julio Moreno – NDT intern who attends Ridgewater College and his major is Non-Destructive Testing.

Some additions and promotions within our department have taken place since the last tapping out:

- Amanda Blondeel has been promoted to Quality Assurance Manager.
- Also, Renee Stonebraker has joined our Layout team as a Technician and will continue as our Gauge Calibration Technician.
- We would like to welcome Steve Odore to Gamma Ray who started on March 23rd he is currently studying to become a soundness technician.
- Congratulation to the following; Jon Anderson for his re-certification and Bryan Anderson for his certification for Radiation Safety.
- Fork Truck certifications have been completed by the following quality department employees: Bryan Andersony – Gamma Ray, Jesse Spivey – Layout, Jessica Clevenger - Layout



Jessica Clevenger(Layout Technician) really gets into her work.

Foundry 101

Here at Harrison Steel, we host a Foundry 101 seminar for our customers. This is an introductory, educational seminar that teaches the fundamentals of metal casting. It is designed for engineers, purchasing departments, and quality personnel to understand how metal castings are designed and manufactured. The purpose of Foundry 101 is to encourage our customer's engineers to understand more about the casting process. Engaging Harrison Steel during the initial development phase empowers them to better understand the project's scope, navigate challenges, and collaborate effectively.

The curriculum focuses on the practical and technical aspects of:

- **Casting Process** – How molten metal is poured into sand molds to create shapes.
- **Metallurgy Basics** – Understanding the properties of different cast iron or steel families.
- **Design for Manufacturability** – How to design parts that are easier (more cost-effective) to cast.
- **Quality & Defect Analysis** – How to spot manufacturing flaws and understand process control.

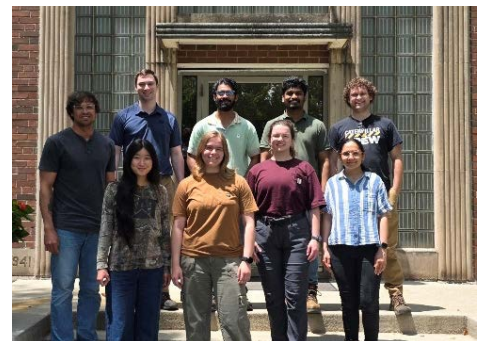
Here are a few of our customers who have recently gone through the HS Foundry 101 course:



Liebherr



Liebherr



CAT

Engineering/Maintenance

We have a few new projects to highlight for the second quarter of 2026 in the Engineering and Maintenance Department.

First up is the 2-Man Blast upgrade in Plant 2. This is currently in a work in progress, but when completed, this blast will be equipped with an entire new cabinet, new floor system, new lights, new winch system, as well as take care a number of lingering maintenance issues. A photo of the progress including new cabinet is below:



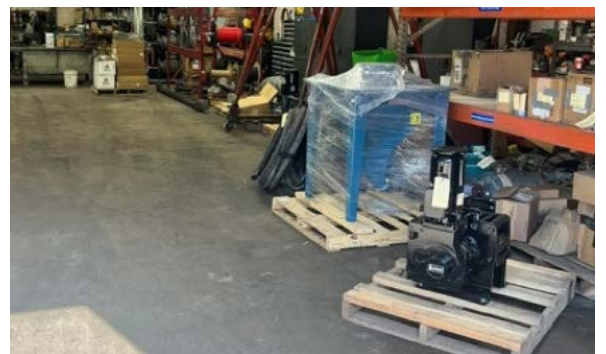
The plant has also received a new floor sweeper. This Tennant 800 with HEPA filtration matches our existing sweeper...just a newer version. The plan is to put both sweepers in a rotation so that we can more easily complete required maintenance without downtime.



The Truck Garage crew (Rod and Austin Cheeseman, Lucas Brown, and Bradley Thompson) has recently completed a project of restoring our International scrap truck back in service after several years. This truck has been out of service for several years while we used other trucks for hauling scrap. The Garage team diagnosed the issues with the truck and made the necessary repairs (and cleaned it up!) to get it back rolling again to help fill a need. We are thrilled with their work on this machine.



Lastly, I'd like to take the opportunity to highlight some of the 5S efforts in the department over the past few months. All areas are making strides, but the Powerhouse and the Maintenance Shop are two areas with particularly impressive improvements. In the Powerhouse, Scott Talbott and Moises Martinez have taken the time to not only clean up our large reciprocating compressors, but to restore them with new paint as well. They look brand new. And Randy Cushman and John Holler have also led some impressive organization and cleaning in the Maintenance Shop with new shelving, hose reel racks, and WIP staging.



Harrison Profit Sharing and Retirement Plan

I am pleased to inform you that Harrison Steel's combined Profit Sharing Plan contributions for 2025 were \$685,526. The \$685,526 resulted from matching contributions made throughout the year. Unfortunately, the company did not earn a financial performance contribution.

2025 was a negative year for Harrison Steel's financial performance. Challenges included decreased production volume of -4.6%, slow customer demand, product mix changes, new product launches, tax law changes, and reduced processing efficiency. The tax law change resulted in a large one-time accounting hit related to R&D expenditures. Capital expenditures totaled \$1.8 million. Lead investments included:

1. CLRM Room Blast #5 Rehabilitation
2. Lincoln Welding Cobot
3. Line 2, Super Station

4. (2) Bobcat, Fork Trucks
5. Shaker Deck
6. HBM G&L #95 – Continued
7. Faro Arm

Our investment focus in 2025 was to provide more support in processing large resource intensive parts. What's not reflected in capital is all the outsourcing we are doing for radiography and machining. We'd like to bring those operations in-house longer term.

Investment portfolios experienced a great year with the stock and bond markets up for the year. The S&P 500 (stock market) was up 17.88% and the Bloomberg US Govt / Credit Intermediate (general bond market) was up 6.97%. A balanced portfolio of stocks and bonds yielded a net increase of 13.82% (DJ Moderate TR USD). 2026 was another banner year for investment portfolios.

2026 is forecast to be a positive year. Demand is picking up and shipments are rising. The Profit Sharing contribution is expected to be significant despite ongoing challenges and rapidly changing customer expectations. Capital expenditures are projected to be \$2.0 million. We are evaluating numerous investment opportunities as well as facility improvements for the coming years.

Thank you for your continuing efforts to improve the business and increase profitability.

Sincerely,

The Harrison Steel Castings Co.
Retirement Plan Advisory Committee
6/10/2026

HR

TRAINING

- In May, we held an Interview Training for all Supervisors to help guide them / refresh them in the interview process. This was much needed, as some interview more than others but it ensures we our streamlined in expectations and that each Supervisor has the tools they need to effectively run an interview.
- Jaye has been incredibly busy with standardizing procedures and SOP's in many of the departments and this work will help our new hire training as well as ensuring that employees are all trained on the same material to ensure efficiency.
- Leadership Development – This training will be a very in-depth training that is put on by the HR Department in the near future. A lot of time, practice, and discussions have taken place regarding this and we hope to roll this out later in the summer.

UKG UPGRADE

- This was a major task and a big thanks goes out to Alanna, Paula and Jack for their time spent making this conversion successful. There are still some kinks to work out, but the time these three have spent on this, having weekly meetings and putting in extra hours when needed... this could not have been achieved without their dedication. Shane Rogers was also a factor in this and appreciate his contribution as well.

**Please be sure that if you are having any issues or need help with how to locate something with the new upgrade, contact Paula, Alanna or Jack.

As most are aware, we are ecstatic to now have 2 HR Translators that can assist any many ways from conversations or document translation. Some of you may have meetings set up with me to discuss how we can be more beneficial to the plant. We want to help and are excited to help, as it is evident from our VOP seminars that the language barrier is always a challenge. If I have not scheduled a meeting with you and you would like to discuss how our Translators Zuly / Tatiana can make more of an impact, please reach out to me. Here is their weekly schedule:

| | Morning | Afternoon |
|-----------|---------|-----------|
| Monday | Tatiana | Tatiana |
| Tuesday | Tatiana | Zuly |
| Wednesday | Tatiana | Zuly |
| Thursday | Tatiana | Zuly |
| Friday | Tatiana | Tatiana |

VALUE OF THE PERSON SEMINARS

June 2nd and 3rd we had another group of 60 employees participate in our training seminar. It went really well and the insight and ideas that are brought forward by attending people is excellent. We have now had roughly 300 employees go through these. If you have not attended, please keep an eye out as we are targeting our next ones to tentatively be in August and October.



LOVE. DIGNITY. RESPECT.

Three Simple Words Can Transform A Culture

Value of the Person (VOP®) isn't a program. It's a way of life, a continuous journey of individual and organizational change. Our grassroots approach to work and the workplace puts people first and values people for who they are, touching hearts and encouraging personal change. The goal: to drive transformational change throughout the organization by creating a culture of Love, Dignity, and Respect.

In March 2026 there were 113 VOP nominations, April 2026 there were 101 VOP nominations and May 2026 there were 167 VOP nominations. Below are the employees who won for each month mentioned above:



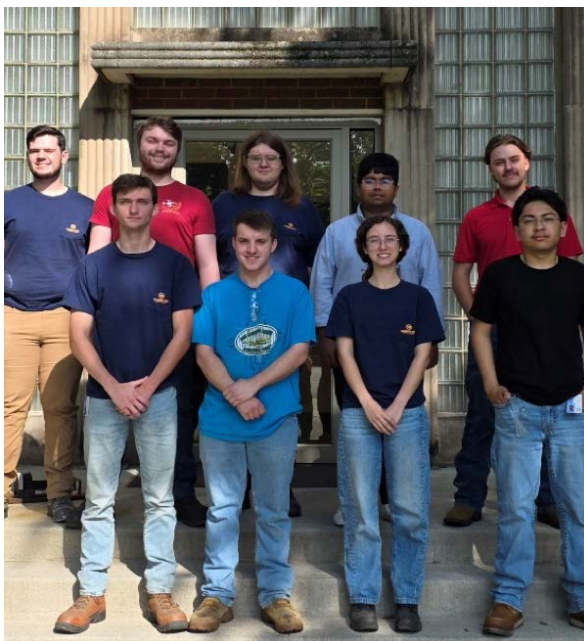
Aaron Boyles (March 2026)



Zach Karpowich (April 2026)



Tom Miller (May 2026)



Back Left to Right – Levi Houck, Eric Sparks, Alex Wick, Nayeem Naimul, & Jacob Bender
 Front Left to Right – Reece Johnson, Hayden Robertson, Isabelle Harrison, & Julio Moreno
 Not pictured – Ryder Aldrich

Levi Houck – Foundry Dept. Intern. Purdue University, major is Industrial Engineer. Levi's hometown is Cedar Lake, Indiana. Levi is looking forward to doing the fork truck certification and seeing how what he changes with the wash affects the castings.

Eric Sparks – Pattern Shop Intern. Rose-Hulman Institute of Technology, major is Mechanical Engineering. Eric's hometown is Libertyville, Illinois. Eric is looking forward to learning more about the casting process and how some of the parts he works with get made.

Alex Wick – Quality Gamma Ray Intern. Ridgewater College, major Nondestructive Testing. Alex's hometown is Silver Lake, Minnesota. Alex is looking forward to know how the more irregular geometries of a casted part change an inspection and the general environment of working in a foundry.

Nayeem Naimul – IT Intern. Rose-Hulman Institute of Technology, major is Computer Science. Nayeem's hometown is Khulna, Bangladesh. Nayeem is looking forward to learning how technology supports the production process and seeing how HS operates day to day.

Jacob Bender – Machine Shop Intern. Rose-Hulman Institute of Technology, major is Mechanical & Aerospace Engineering. Jacob's hometown is Lowell, Indiana. Jacob is looking forward to learning more about steel making & industry hands on related experience.

Reece Johnson – Quality Intern. Purdue University, major is Industrial Engineering. Reece's hometown is Rochester, Indiana. Reece is looking forward to being able to take what he has learned and apply that at Purdue.

Hayden Robertson – Met Lab Intern. Purdue University, major is Mechanical Engineering. Hayden’s hometown is Flora, Indiana. Hayden is looking forward to getting experience in projects and making an impact.

Isabelle Harrison – Met Lab/Sand Lab Intern. Skidmore College, major is Chemistry. Isabelle’s hometown is Attica, Indiana. Isabelle is looking forward to understanding cores more as well as running different tests on the dog bones and patch sand.

Julio Moreno – Quality Gamma Ray Intern. Ridgewater College, major is Non-Destructive Testing. Julio’s hometown is Hutchinson, Minnesota. Julio is looking forward to learning how steel is handled and how to use the various NDT (Non-Destructive Test) methods.

Ryder Aldrich – Cleaning Room Intern. Purdue University, major is Industrial Engineering. Ryder’s hometown is Noblesville, Indiana. Ryder is looking forward to learning about the foundry process since this isn’t a field, I’ve had prior knowledge of.



Lee Roy Bunch

Obituary

Attica - Lee Roy Bunch, 71, Attica, passed away unexpectedly at his home in Attica, on Sunday, May 31, 2026 at 6:30 p.m. from an apparent heart attack.

Lee Roy was born at home in Attica, Indiana on September 9, 1954. He was the son of the late Francis Lowell and Viola Marie (Watkins) Bunch. He was a life resident of Attica and attended Attica High School.

He worked at Harrison Steel Castings Company for 43 years, retiring as a maintenance foreman.

Lee Roy enjoyed riding his Harley-Davidson motorcycles and fishing. He was a simple man, enjoying the time he spent with his family.

July 24, 1977, Lee Roy married Brenda Jane Turner in Mellott, Indiana. Brenda preceded him in death on September 10, 2023.

He leaves behind his three children, Tim (April) Bunch, Lebanon, IN; Tabitha Poll and Adam (Drew Vanetta) Bunch, both of Attica; seven grandchildren, Brianna (Clifford) Shirley, Zackarie Bunch, Jacob Bunch, Elizabeth (Josh) Huffer, Eric Poll, Annabella Poll and McKenzie Bunch; seven great-grandchildren, Parker, Oliver, Lilly, Hazel, Thomas, Mavis and one on the way. He was preceded in death by his grandson, Brian Poll and a brother, Jesse Bunch.

As per Lee Roy’s request, cremation services were accorded him with no service being planned.



HARRISON STEEL
CASTINGS COMPANY