

Tapping Out

HS HARRISON STEEL
CASTINGS COMPANY

VOLUME 112 | SEPTEMBER 2026

IN FULL COLOR

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Shout Outs!

MILESTONES THIS ISSUE FOR CONTINUOUS EMPLOYMENT

NAME	YEARS OF SERVICE	DATE
Ronald Edwards	5	7/12/21
Kent Bolin	15	7/25/11
Kayla Pugh	5	8/2/21
Ron Jernagan	5	8/9/21
Dustin Pairis	5	8/23/21
Refugio Cordero Martinez	5	8/30/21
Seth Kania	5	8/30/21
Mark Mitton	10	8/1/16
Max Jordan	20	8/16/06
Shane Rogers	30	8/19/96
Rolando Gonzalez	5	9/7/21
Terry Freeman	5	9/20/21
Dusstain Lynn	15	9/26/11
Kyle Lansinger	15	9/12/11
Jeremy Jessie	30	9/27/96

VOP

In June 2026 there were 69 VOP nominations. July 2026 there were 89 VOP nominations and August 2026 there were 113 VOP nominations. Below are the employees who won for each month mentioned above:



Larry Wontor (June 2026)



Chris Kirby (July 2026)



Todd Hay (August 2026)

In Memoriam

We honor the memory of former Harrison Steel employees who have recently passed away. Their contributions, friendships, and dedication remain an important part of our company's history and legacy.



Monte Donald Mickle, 67, formerly of Attica and had been residing in Springfield, Illinois, passed away unexpectedly in his home on Thursday, August 6, 2026. Monte was a machinist at Harrison Steel Castings Company in Attica for 44 years until his retirement in February of 2024.



Ernest "Ernie" Wall, 61, of Wallace, passed away Friday, August 7, 2026, at his residence. Ernie worked in the Furnace Dept. at Harrison Steel Castings Company for 28 years.

Quality Dept



Brian Stultz, Julio Moreno (Intern), Alex Wick (Intern), Helen Lambka, Jon Anderson, Bryan Anderson, Tyler Mix



Please join us in congratulating Tyler & Adrienne Mix on the birth of Grayson Leo Mix on 8/11/2026. We wish the entire family happiness and joy as they begin this exciting new chapter together.

Congratulations from your Harrison Steel family!

Congratulation to Bryan Anderson Soundness Technician (Gamma Ray). He became RT II certified on 8-4-2026 and is currently in the process of transitioning to 2nd shift. Brad Gayler and Amanda Blondeel also became VT Level II Certified on 08-31-26.

The Quality Dept. would like to welcome Taya Bolduc to Layout. We'd also like to congratulate Jessica Clevenger for her 1-year Anniversary with Layout!

We'd like to pass along our sympathies to the Mickle family on the passing of Monte.

Congratulations to Jimmy Picket on his recent retirement.

Benefits

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.

BENEFICIARY - Check your **Vanguard**, log in **my.vanguardplan.com/login/participant**

You MUST look online at Vanguard to see your beneficiary.

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 (thru our open enrollment process your beneficiaries are listed on this sheet), 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.



HS partners with First Financial Bank. They are on site every Monday Orientation Day at 11:30 am – anyone can open an account at that time.

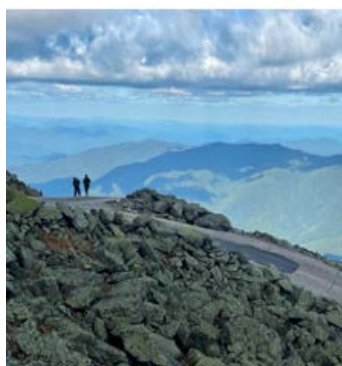
If you miss that time, come see anyone in benefits and we can connect you with the bank to set up an account.



WeCare Clinic – Dr. Barraza is out on maternity leave.

They welcomed a baby boy – Leo Benito Barraza!

Congratulations, Dr. Barraza!



September is Wellness Month Find a place to take some time to do a personal reset- digital detox, relax or take a vacation. Benefits/Payroll team has done this ... from the Caribbeans to Alaska to Vermont!

TRUMP ACCOUNTS

Have you heard about the 530A/Trump Accounts that you can open for your children?

Here are a few guidelines: children under 18 with a valid SSN, only one account per child, these accounts are opened by filing IRS FORM 4547. \$1000 Federal deposit for children born Jan 1, 2025 – Dec 31, 2028.

Contribution rules - up to \$5000 per year from multiple sources- government or charitable contributions do not count toward this limit. Investments must be in low cost US equity index funds or EFTs (S&P 500). No withdrawals allowed before January 1 of the year the child turns 18, except for death, excess contributions corrections, certain rollovers. After age 18, the account becomes a traditional IRA and follows standard IRA rules. These accounts DO NOT replace 529 plans or custodial accounts. See irs.gov for more resources on Trump Accounts.

MEDICAL INSURANCE

When going to a healthcare provider, give them our card and make sure that they verify the address that is on the back of our cards. See card below and the red circled area.

If you do not know what tier your provider is, that is ok, it is fine to say HPI, Health Plans, Inc. Once the billing gets to HPI, they are responsible for putting the provider in the correct tier & billing/invoicing you the patient, appropriately.

BACK OF CARD

Members

Questions, call or visit us online:
hpiTPA.com

Pathways Concierge:
888-811-3419

Remind your provider that failure to precertify could reduce your benefits.

Find a Provider:
Find a provider online or call Pathways Concierge Services.

 **First Health**
Network
COMPLEMENTARY

Providers

To Precertify Services call:
888-811-3419

All other Provider calls, call HPI (M-F):
800-532-7575
hpiTPA.com

Submit Claims to:
Health Plans, Inc. (HPI)
PO Box 730
Arnold, MD 21012
Payor ID: 11752

Below is the provider QR codes if you need to look up a physician.



Engineering/Maintenance

We have a couple projects to highlight for the third quarter of 2026 in the Engineering and Maintenance Department.

First up is the 2-Man Blast upgrade in Plant 2. This project is completed and fully re-integrated into production. This blast is equipped with an entire new cabinet, new floor system, new lights, new winch system, and several other upgrades.

We also took delivery of a Kalmar DCE160, 36,000lb forkltruck. This is our third such truck of similar size, and they are critical for the transport of the larger castings around the plant...and a welcome addition to the fleet for the Cleaning Room and Foundry operations.



2-Man Blast Upgrade



Kalmar DCE160, 36,000lb forkltruck

Lastly, I'd like to take the opportunity to congratulate James Himes on his retirement. James has served as Harrison Steel's Safety Manager for the past five years and we will miss all of his help. James is a lifelong local resident and is active in the community and as a local sports coach. We wish James the very best and look forward to seeing him around town.



Harrison Steel has hired a new Safety Manager, Kevin Reid, who has just started September 8th. Kevin has worked in safety for decades, most recently as a safety manager in the ethanol industry. In addition, Kevin has served in the military and as a firefighter. We welcome Kevin and are thrilled to have him on our team. Kevin will be spending time in each area of the plant for training, but in the meantime, please say "Hello" if you see him out-and-about and introduce yourself.



Foundry 101

Mark and Brenda Mitton would like to introduce two new additions to their family. Meet Lovebug and Chippy. Both are English Staffordshire Bull Terriers.



Rick Rothrock recently retired from Harrison Steel after 38 years of continuous service. Rick made it official on August 28, 2026. Rick walked in the doors at Harrison Steel on August 23rd 1988 as a night shift core finisher. Spending his entire career in the core room. He later transitioned to day shift working at CM7, then moved to DM-1 and then his final stop was core room lead person. Rick will be sorely missed by all in the Foundry. Rick always had a positive demeanor and made everyone he came in contact with smile. In his free time Rick enjoys riding his motorcycle and playing golf with his son. You can also catch Rick playing cards with a group of his friends on Monday evenings. Rick and his wife Betty plan to take a trip to the Grand Canyon and do some remodeling on their home. We would like to wish him and his family all the best in his retirement.



Cleaning Room

KOMATSU VISIT

Komatsu America recently visited Harrison Steel for a plant tour and to express appreciation for the successful relaunch of a product that had not been manufactured at HS since 2021. While the employees pictured right represent members of the Cleaning Room team who played an important role in this achievement, the success of this launch was the result of collaboration across multiple departments throughout Harrison Steel.

Through the hard work, dedication, and commitment to quality demonstrated by departments across the organization, we exceeded customer expectations and strengthened our relationship with Komatsu America. This accomplishment has created opportunities for additional AML orders



Jimmy Pickett retired on August 31, 2026, after an incredible 47 years of continuous service! Jimmy ended his career as MultiEquip Specialization in the Cleaning Room. His decades of experience, dedication, and commitment to excellence have left a remarkable legacy at Harrison Steel.



Arizona Askren (left) and Renlee Stockdale (right)

Bob Askren would like to share that his new granddaughters are ready for IU football.



Walt Black, Derrick Mullins, Vickie Sandlin, Gary Cantrell, Greg Odle, Dallas Otero, & Aaron Boyles. Not pictured – Jeremy Ray & Dale Sizemore



Jason Coleman

Around the HR Corner

Well Fall is just around the corner and if you are like most, there is generally a large excitement for the fall season. Changing of the leaves, lower temperatures, Halloween festivities.....you name it, people love the crisp cooler weather.

Besides the above, fall also brings us the annual Harrison Steel Cookout, which takes places on Saturday October 10th. This is a great event for the employees and this year should be another enjoyable time for food, entertainment, and fireworks. Tickets and invitations will begin going out on September 23rd so stay tuned!



FIREWORKS

SATURDAY, OCTOBER 10TH
HARRISON STEEL SAND FARM
BRING YOUR LAWN CHAIR OR BLANKET
LOTS OF FUN FOR ALL!
THERE WILL BE PUMPKIN DECORATING
BOUNCE HOUSES

Schedule of Festivities:
5:00pm Gates Open for Food & Entertainment
7:30pm Beer and Food End
8:00pm - Band Finishes and Cookout Wraps Up

KONA ICE
J & J ICE CREAM, BIG DADDY'S KETTLE KORN
POLISH SAUSAGES, HOTDOGS, CHIPS,
SODA, and WATER

LIVE BAND & BEER

Sojourn Rocs

**FORMS FOR TICKETS
WILL BE SENT OUT
ON WED. SEPT. 23RD**

Notes Regarding Current and Future Items of Interest

- Family Tours will begin in October so watch for correspondence later in September for Dates and Sign ups
- We have heard you and listened.....Many people over the last 18 months in the VOP Seminars have requested tours be included in New Hire Orientation. We agree and are working to make this happen. The plan is for this to start on October 5th, as this will be the first class to have an entire plant tour included to give them a better feel of what we do and what areas encompass HS.
- HR will be attending Job Fairs this fall and early Winter to begin planning for next year's summer interns. It seems like it has worked really well the earlier we get this planned as it gives everyone more time to prepare. If you have an interest for next summer, please let Sony, Derek, Shane, Jack or I know
- If there is any assistance our translators can provide or do for you and your team, please reach out. Zuly and Tatiana can help with conversations or translating documents. We want them involved, and they want to be involved and are happy to help.
- RideShare to / from Crawfordsville: We have started a night shift ride recently and it is going well. If you know of anyone who lives in Crawfordsville and has trouble with transportation, please have them see myself or Zuly to get more information.
- We have now had over 320 employees go through our VOP Seminars at the golf course. If you have not yet attended, please keep an eye out for the next one which will be scheduled in early December.
- Do you have an idea for us at HS? Remember the Suggestion Boxes are located in each breakroom and those are checked on a regular basis. We want to hear your thoughts. Don't want to write it out? Please reach out to Jason and schedule an appointment to discuss your idea.
- Food Truck Fridays will run this year through the end of October

2026 Food Truck Friday Schedule

Date	Food Truck (s)
9/11/2026	Taco Mastro
9/18/2026	Gordo's
10/2/2026	Fork Truck
10/16/2026	Yurburger
10/23/2026	Yo-Bo Bap

HR TRANSLATOR QUICK CHAT



Need Support? One of our Bi-Lingual HR Translators will be available to assist with any issues.

WE CAN HELP WITH:

- Workplace questions
- Policies & procedures
- Benefits & resources
- Concerns or issues
- And more!



EVERY FRIDAY
11:30 AM - 12:30 PM



LINE 2 BREAKROOM

HOW IT WORKS



Stop by during the scheduled time.



Chat privately with an HR team member and translator.



Get answers, guidance, and support-quickly and confidentially.

HR CHARLA RÁPIDA CON TRADUCTOR



¡Estamos aquí para ayudar! Conéctese con un miembro del equipo de Recursos Humanos con un traductor para conversaciones rápidas y confidenciales sobre sus preguntas o inquietudes laborales.

PODEMOS AYUDAR CON:

- Preguntas sobre el trabajo
- Políticas y procedimientos
- Beneficios y recursos
- Inquietudes o problemas
- ¡Y mucho más!



NO APPOINTMENT NEEDED!

Just stop by during the time that works for you.



WE'RE HERE FOR YOU.

Your voice matters. We're here to listen and support you.



¡NO SE NECESITA CITA!

Solo pase durante el horario que le sea conveniente.



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