

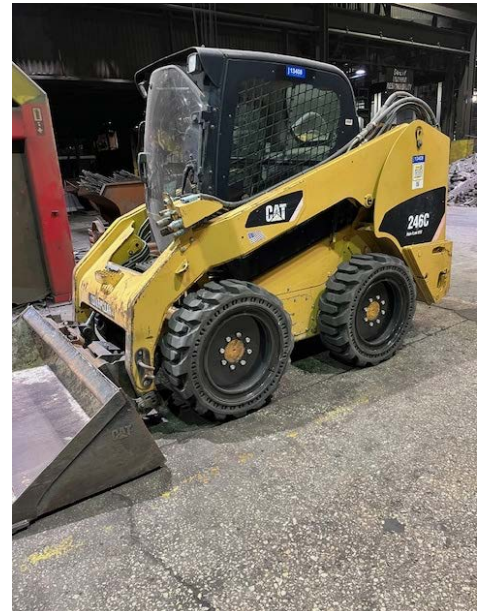
# Tapping Out



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IN FULL COLOR

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# Shout Outs!

## CURRENT EMPLOYEES WITH 20 OR MORE YEARS OF CONTINUOUS SERVICE

(Note: Service lists are as accurate as possible)

NAME	DATE	NAME	DATE	NAME	DATE
George Curtis	09/14/1964	Robert Harrison	07/05/1990	Dwayne Horath	10/09/2000
Richard Holtkamp	06/05/1973	Ann Harrison	08/01/1990	Joshua Beedle	06/28/2001
Kristi Sorters	09/27/1977	Tracey Lamie	04/29/1991	Bradley Gayler	01/28/2002
Rod Garlin	08/08/1978	Tami Mason	05/28/1991	Mary Brown	08/11/2003
Jimmy Pickett	06/06/1979	Wade Harrison III	06/01/1991	Derek Hughes	11/10/2003
Russell Stonebraker	09/17/1980	Paul Scheurich	03/22/1993	Tirso Hernandez Santiago	01/29/2004
Brian Cooper	02/20/1984	Gregory Odle	08/16/1993	Robert Stone	04/05/2004
Geoffrey Curtis	05/07/1984	Benjamin Weiss Jr	11/15/1993	Tracy Harrison	05/01/2004
John Allen	05/29/1984	Ernest Black	02/21/1994	James Hoskins	06/01/2004
Jeff Pycke	01/06/1986	Angela Curtis	08/01/1994	Sony Mascreeen	08/02/2004
Trevor Curtis	06/12/1986	Jeremy Ray	12/26/1994	Gary Cantrell	12/28/2004
Randy Cushman	05/20/1987	Eric Dismore	01/02/1995	Todd Gambrel	01/03/2005
Roger Beedle	07/28/1987	Todd Hay	09/06/1995	Nathan Leonard	04/11/2005
Michael Bossaer	07/26/1988	Brian Niccum	09/11/1995	Kyle Haley	04/24/2005
Ricky Rothrock	08/23/1988	Shane Rogers	08/19/1996	James Scroggins	06/01/2005
Jerald Howard	08/23/1988	Jeremy Jessie	09/27/1996	Jill Curtis	06/01/2005
Todd Freeman	03/27/1989	Thomas Anderson	04/28/1997	Emily Harrison	06/16/2005
Kirt Hubbard	08/28/1989	Ronald Hanselman	09/28/1998	Tammy Gates	06/28/2005
Ron Lockhart	09/24/1989	Burnadette Jordan	01/12/1999	Helen Lambka	10/17/2005
Brian Stultz	05/14/1990	Amy Curtis	08/16/1999		
Jerry Gray Jr.	05/29/1990	Jason Lacy	04/10/2000		

## MILESTONES THIS ISSUE FOR CONTINUOUS EMPLOYMENT

NAME	YEARS OF SERVICE	DATE
Helen Lambka	20	10/17/2005
Timothy (Tim) Howard Sr.	5	11/2/2020
Brianna Stevens	5	11/16/2020
Cameron Collison	5	12/7/2020
Jerry D (JD) Gray	35	12/17/1990

## NEW PRODUCT INTRODUCTIONS AT HARRISON STEEL FOR KOMATSU MINING

Harrison Steel Castings is pleased to announce several new product introductions supporting Komatsu Mining's next-generation electric rope shovels. These large, safety-critical, structural castings—some fully finish-machined—represent significant additions to our casting portfolio and reflect our continued growth in complex, high-performance steel casting components.

Each casting was developed and launched through close collaboration with Komatsu's engineering and quality teams to meet demanding load, durability, and safety requirements. From metallurgy and simulation through tooling, production, and machining, these NPIs have showcased the strength of our cross-functional processes and the capabilities of our people. One of these new castings exceeds 20,000 lbs. and is the critical structural component that functions as the main pivot point, allowing the upper, revolving frame (superstructure) to rotate.

As these new components transition into production, they underscore Harrison Steel's continued commitment to advancing our technical capabilities and supporting leading OEMs in the mining industry. We look forward to continued growth with Komatsu Mining as we deliver reliable, high-quality castings for their electric rope shovel platforms.



## Furnace/Lab Depts

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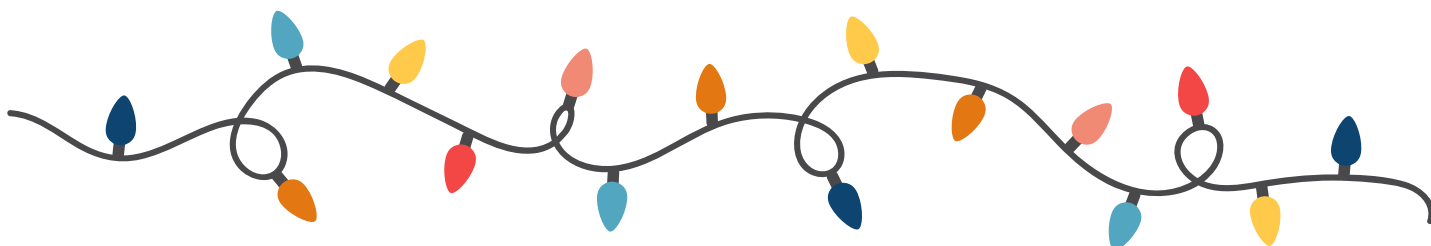
We have a few new employees in the furnace and lab since the last issue. Ethan Francoeur, Windy Holtkamp, and Ryan Zinc have joined the lab. Ethan has also been spending time in the furnace area learning our process. Royce Drake and Damian Martin have joined the furnace. All five are great additions to the Lab/Furnace team. We would also like to welcome back Jacob Johns. Jacob started in the furnace, went to the lab, then to security, and is now back at his original home in the furnace dept. Jacob is the day shift supervisor and has big a big help to us. Maintenance and Engineering did a great job in replacing EAF #3's ram in a short week. They also replaced the ground cable on #3, hoping that will help with some of the electrical issues we have seen on #3. I would also like to give a big shout out to John Brandenburg, John Henry, and Cadence Hanshew, they worked really short-handed and still made good quality heats out of EAF #4. I would like to thank Davaina Himes for helping Windy as she learns to put heats into the system. In the last month Joann Hawn has re-retired from her position as lab clerk. We wish her the best of luck in the next chapter in her life. Thanksgiving is here which means Christmas and New Years are right around the corner where did the year go?

### FURNACE STATS:

**Total heats tap YTD: 1,163**

**Total Tons melted YTD: 22,944.3**

Congratulations going out to Hanna Blake and Bryson Duff, both have earned a \$2,000 Schumo Foundation Scholarship for their papers that they had wrote. Hanna's paper, "*Standardized Coatings*" and Bryson's paper, "*Evaluating The Effect of Hardenability by Quenching from Higher Austenization Temperatures*".





# Company Picnic 10/11/25

\*Pictures were taken by Ashlynn Owens Simonton who works out in the Pattern Shop.



Those watching the IU football game



# Community Care Announcement

**We are pleased to announce Community Care.** Community Care is an option for the public to utilize WeCare services by becoming a member. We are including the WeCare Community Care flyer in Tapping Out as this option may suit Harrison Steel retirees. Harrison Steel Medical Plan members have access to WeCare at no cost as always.

## CommunityCare

**Good news! WeCare tlc has opened up access to comprehensive primary care in your community.**

### What is CommunityCare?

End your search for the health services you and your family need! As a direct primary care membership program, CommunityCare offers members convenient, affordable access to advanced primary care.

### The benefits

- Affordable access to quality primary care, without the hassles of billing insurance plans
- Same-day or next-day appointments with direct access to a physician regardless of insurance, preexisting conditions, age, or illness
- No co-pays and no deductibles: the fixed monthly fee covers 100% of primary care services
- Conveniently located health and wellness center with operating hours to suit your schedule
- Unlimited virtual access to health resources
- Continuity of care

As a leader in onsite and near-site advanced primary care healthcare centers for employers, WeCare tlc is on a mission to change how healthcare is delivered in the United States.

101 Suzie Lane  
Attica, IN  
47918  
**(765) 762-6789**

### Direct primary care that puts your health first

**As a CommunityCare member, you'll have access to:**

- Acute Care & Episodic Services
- Chronic Disease Management
- Onsite Prescription Drug Dispensary (billed at a discount rate) where available
- Wellness/Prevention Services
- Health and Wellness Education & Counseling
- Integrated/Collaborative Care with Referral Management
- Virtual Visits & Online Patient Portal Access
- Non-emergent and Routine Tests & Labs (billed at a discount rate)
- Injections (with patient supplying medication)
- Select Pediatric Services

**Learn More**



**WeCare tlc®**  
Healthcare At Work

### How much does CommunityCare cost?

CommunityCare provides affordable access to quality primary care for you and your family. Membership is based on a simple, fixed monthly fee.\*

WeCare tlc  
Harrison Steel Collaborative  
Health Center

Individual  
Membership

\$102.00 /adult/month

\*Fees may vary depending on your health & wellness center location. Onsite prescription drug dispensary and non-emergent and routine tests & labs are not included in the monthly fee, but are billed at the health center's discounted rate.

# Medical Plan 2026

## HARRISON STEEL CASTINGS COMPANY EMPLOYEE BENEFIT PLAN

### Attention: Medical Plan Members and Prospective Members

Open Enrollment for Benefits is December 1st – December 31st. We are making significant changes to the plan’s administration for 2026. Anthem will no longer be Harrison Steel’s Third Party Administrator (Bill payor) and network provider. HPI will be our new Third Party Administrator with Indiana Elite Care and First Health as our plan networks. The plan itself will remain unchanged in terms of coinsurance, copays, deductibles, and out of pocket limits. You will have the ability to significantly lower your deductible and individual coinsurance payments and copays by utilizing the Indiana Elite Care Network. Stated another way, the 2026 plan is the same; but, you can save significant money by utilizing the Indiana Elite Care Network where possible. The Indiana Elite Care Network includes the Franciscan Health System, Ortho Indy, and Unity Healthcare and Surgery Center. The Franciscan group provides care in Lafayette, Crawfordsville, Indianapolis, Carmel, and other locations.

### BELOW ARE A FEW EXAMPLES OF THE CARE INCENTIVE:

	Current / First Health Network 2026	Indiana Elite Care 2026
Co Insurance	80% Harrison Steel   20% Employee	0% Harrison Steel   10% Employee
Deductible	Single \$1,000   Family \$2,000	Single \$500   Family \$1,000
Out of Pocket Limit	Single \$4,000   Family \$8,000	Single \$2000   Family \$4,000

	Copays	
Primary	\$30	\$10
Specialist	\$30	\$10
Urgent Care	\$30	\$10
Emergency	\$150 + 20%	\$150 + 20%

You do not need to specifically select the First Health Network or Indiana Elite Care Network to participate. You simply need to utilize the care provider network to take advantage of the incentivized insurance.

Plan members will receive new insurance cards for 2026 towards the end of this year. We believe First Health Network includes most everyone’s medical care provider.

## WHY THE CHANGE?

Medical costs are out of control. The plan has incurred sharply escalating costs in recent years and future year forecasts suggest more of the same. Harrison Steel's goal is to provide a medical plan that meets the most needs at the most affordable price. We have successfully kept medical plan cost increases, with your help, at a modest level through the introduction of WeCare, TrueRx, and Sharx. While Anthem is the "Big Dog" for Indiana medical networks, we've seen significant deterioration in Anthem's administration of our plan. The move to HPI and First Health Network will give us a better administrator while maintaining provider access and plan design. The addition of the Indiana Elite Care Network enables our plan members and Harrison Steel to save money while still receiving and providing great care.

There is much work to be done by Harrison Steel's Benefits Team to make these changes. Please be aware that we are not perfect and will work to resolve issues as they are identified in a timely manner.



## Engineering/Maintenance

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It has been a bit of a quieter time for the Engineering/Maintenance Dept in the past few months in terms of new projects, but we do have a couple exciting developments to report on.

The first is a new 10-ton workstation in Plant 2 which we are calling W230. This new workstation will be nearly identical to its neighbors W228 and W229 with its own overhead crane system and welding equipment and a large, 22ft x 20ft work area.

At the time of this writing, the crane system has been installed as well as the exhaust fan and ductwork. We look forward to bringing this weld station fully online in the next few weeks.



Another new addition to Harrison Steel is the purchase of a CAT 246C skid steer for the southwest shakeout building. This 246C will primarily work at the AML shakeout, but will supplement the other skid steers in production.

At the end of the year in December, we will be targeting a few maintenance projects to help HS bring in 2026. Among them will be upgrades to a couple overhead cranes, some repairs at the shakeouts, and concrete work in various places throughout the facility. Thanks everyone for a great 2025 and we look forward to another one in 2026.





# Benefits



**WeCare** – Visit WeCare (if you elect our medical plan) for your healthcare needs! Dr. Barraza, Karter, Chelsea and Stacy are here to help us be the healthiest people we can be!

With winter here, seasonal affective disorder (SAD) can affect your mental health. The Holidays can be stressful and full of anxiety too- the clinic can help us with these issues.

**Medical premium reduction of up to 30%, do the following 3 items.**

1. Make an appointment with WeCare to have biometrics done and attend follow up with doctor one week later – 10% (5%, if covering a spouse)
2. Tobacco free – 10% (5%, if covering a spouse)
3. Meet with Tracy (see below) – 10% (5%, if covering a spouse)  
(Reference your printed wallet size card that has your expiration dates)



**Tracy Brown** will be back January 14th to meet with us – sign up and receive your medical premium discount! Fill out the Health Risk Assessment (HRA) and receive 10% off your medical premiums.

You can save \$692.64(EE only) to \$1,820.52(family) ANNUALLY by doing these three things. ONLY 35% of employees are taking advantage of any/all of the savings.

**Remember - WeCare offers prescriptions at no cost to members on our medical plan.**

**WeCare hours are: 765-762-6789**

Monday	10am – 6pm
Tuesday	6am – 6pm
Wednesday	10am – 6pm
Thursday	11am – 6pm
Friday	6am – 1pm



**OPEN ENROLLMENT** is here! The month of December- you can elect benefits/change benefits. MORE to come – watch for information on TVs & your UKG App. Use this time to check your beneficiaries as well- with your life insurance and your 401K.



**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.

**Jeff Prince** will be back onsite February 23rd, if you wish to speak to him concerning retirement, contact Benefits.



## Quality Dept.

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The month of November was pretty busy for Quality.

Cole and Zach (Layout) were able to attend a Polyworks conference in Ohio where they learned about some new features available in Polyworks. Thanks to the guys for participating in the conference and for teaching the rest of us which of these features would really benefit HS.

Brad, Amanda and Adam (Sales) went to Progress Rail to evaluate some dimensional issues with the 4795997\_R. Progress Rail was quite happy with our improvements processing these and getting them back to print. Progress also highly complimented our Sales Team on their responsiveness and attention to detail. Shoutout to Susie for keeping Elaina on her toes!

Quality also wants to welcome Bryan Anderson to our Gamma Ray team. He's already well on his way toward certification. Jessica Clevenger also joined our Layout Team and now we have The Jessicas in our Cleaning Room Layout area! AKA New Jessica and OG Jessica. – We'll have to figure out a nickname for Bryan now that we have 3 in the department.

We've also got a few other reasons to celebrate this month –



Lori's granddaughter Ella Noggle got her first deer on 11/21/25! Way to go Ella

Renee and Jeremy Stonebraker also welcomed a new grandbaby! Russell Stonebraker (Great grandpa)



Emery Sage was born to Kadence (Jeremy's oldest) on 9-24-25



Amanda totally got to see the coolest Mothman statue ever.



Helen Lambka in Gamma Ray being silly for the camera.



## FROM THE HR DESK – JASON BECK

Crazy to think as I type this we are roughly only 30 days away from Christmas, with the end of year approaching very quickly. Last newsletter I discussed of how we had some new faces in Human Resources and with this update, I can happily say we are at full staff and everyone is doing excellent at their jobs.

### Recruiting

- Kelsey Haley has been very active in recruiting, as she works with many of you on a daily basis and handles the majority of all of our hourly new hires. Over the last month, we made a change to the interview process that we think will be very beneficial in helping place the right people in the right jobs. The thing we will be pushing now is including Supervisors more in the interview process along with doing our best to ensure each perspective hire sees the area they will work in to better understand the job function. Department leaders will meet with candidates and then depending on how it goes, they can help us decide what area may be a good fit and then incorporate their line Supervisors into the process.
- Since September, HR has been busy with Career and Job Fairs and we appreciate all the help that was given by many departments to help make our trips much more successful.

Date	Place	Company Representatives
9/8/2025	Purdue	Alanna W. / Drew S. / Payton A.
9/17/2025	Indiana State	Alanna / Drew S.
9/23/2025-9/25/2025	Ridgewater College (NDT)	Jason B.
10/1/2025	Rose Hulman	Alanna W. / Mason M.
11/7/2025	Parke Heritage Job Fair	Davaina H. / Kelsey H.
11/13/2025	Vincennes	Jason B.
11/20-11/21	CIC Career Fair	Alanna W. / Alisson A. / Peyton A.

## VALUE OF THE PERSON SEMINARS

As referenced in the previous newsletter, all employees will be assigned to attend a 1 day Value of the Person workshop, held at Harrison Hills Country Club. To date, roughly 125 employees have attended and our next workshops are scheduled December 2nd and 3rd. The plan is to have these every other month throughout 2026 and the day consists of food, training, feedback opportunities, and general team building.

### 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.



## PLANT TOURS

- As you know, Plant Tours are something we have really tried to spend more focus on the last year or two. Visitors love seeing what we do and our employees really seem to enjoy showing off what their job function is or explaining why they do what they do. We primarily have focused on two types of tours: Family Tours and School / College / Instructional Tours.
- Just in the last 18 months, we have had over 30 family members of employees come through to see our facility and over 100 students representing the following schools: Fountain Central, Attica, Covington, North Vermillion, McCutcheon, Harrison, Lafayette Jeff, and Seeger along with Rose Hulman college students. We feel this is a huge opportunity to introduce them to what we do and let them know how many good opportunities exist in our facility.

## VOCATIONAL HIGH SCHOOL STUDENTS

In case you have heard about us forming partnerships with area high schools, we are heavily involved in their Trade Programs. Many of the area schools are starting to see the incredible value that vocational programs provide to not only their students, but industries in the area. These programs include welding and machining, which we have a need for here at HS and by working with the schools, we hope to create a pipeline for some students as well as get good work in return. Currently, we have 2 Machine Trades students working here and 4 Welding students working here. This would not be possible without the efforts of Department Leaders in those areas being flexible and nurturing to the students, all while seeing the value they can bring us. Your help has been greatly appreciated in this endeavor and we are now at a point where we have more kids interested than we can accommodate, which is a great position for us. Hopefully soon we can accommodate more of these kids and in the future expand this to possibly Construction Trades (pattern shop) or even Maintenance / Engineering.

## SUMMER INTERNS

After the holidays and New Year, we will begin trying to fill our Intern Openings for the summer and attending some more college related fairs. The goal is to have Interns slotted by April 1st, and if you have an interest in an Intern, please get with Sony or Derek for approval then reach out to Alanna or myself. Our Internships can have a huge impact on both our business and the future.

## TRAINING

Our training program has really kicked into high gear now that Jaye is settled into her role nicely. She has worked with Department Leaders in the Foundry and Machine Shop to prepare a variety of trainings, and also has been involved with Safety and the Cleaning Room to help streamline certain functions. I want to give a big thanks to many of the Department Leaders, Supervisors, and Engineers as this training would not be effective and as efficient without the expertise and assistance you all have provided. It truly takes a team to make training effective and I am confident we are starting to turn a corner in many of these areas. In January / February, we will be scheduling Supervisor / Front Line Leader training so please be on the lookout for more details.

**Hope everyone has a great Holiday Season!**







**HARRISON STEEL**  
CASTINGS COMPANY