

Tapping Out



HARRISON STEEL
CASTINGS COMPANY

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IN FULL COLOR

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Management Corner

Merry Christmas and Happy Holidays to all of our Harrison Steel employees and your families!

It has been an interesting year. We are all more than aware of the challenges of finding new employees but thankfully we have all of YOU! The order book has remained steady and overall heavier than what we are currently able to produce. But we've had good performance this year and that's something to build on. I am reminded on a daily basis what good people we have working here. Thoughtful, conscientious and hard working. So, thank you for a job well done.

A few notable highlights this year: We introduced 10 new patterns this year and there are more to come in 2023. Reinvestment in Harrison Steel this year was 4.2 million and we completed 106 Continuous Improvement Projects (CI Cards). Overall this year, we will have

shipped approximately 10,330 tons of finished product to our customers.

Regarding the reinvestment back into the facilities, the main high dollar items were the new 500 Ton Microdyne Press, Quench Crane, Used G&L Horizontal Boring Mill and a lot of smaller projects to support our operations and keep this place humming. 2023 will be a big year for HS in terms of new equipment and the shifting of product flow. First, we have purchased a new 5 Wheel Primary Blast. This piece of equipment will be replacing the 4 Wheel Blast on Line 5. The capacity of the new blast will be 12.5 tons or 25,000 pounds. This blast will be able to run all the castings at HS. In addition, we will move the Line 2 burning operations to the Southwest Shakeout area. To improve product flow, we will also be moving the knocking area south of plant 2 to the area south of the engineering and maintenance facilities. One of the first activities of this project was

to remove one of the oldest pieces of equipment we have at Harrison Steel which was the primary blast on Line 4. This blast was nicknamed Nellie Belle was put into operation in 1955. The new blast project and all its pieces are scheduled to be completed by the end of May 2023. This will be a big project year and there will be challenges as we make these changes.

2023 is forecasted to be another strong year. The Floor molding line production will continue strong and we are beginning to see a production build up on the Automated Molding Line. So far for 2023, we have another 8 new part numbers to introduce, and from the quoting activity we have seen, we will be winning a lot more work.

Thank you for all of your efforts this year.

Work Safe, Work Smart, and God Bless,
Geoff Curtis

Engineering/Maintenance Department

The last couple months of the year has the Engineering/Maintenance Department finishing up a few final projects for 2022 and looking forward to big things coming in 2023!

If you've walked down line 3 in the cleaning room lately and looked up, you may have noticed the newest set of translucent panels going in at the roofline. These panels are really brightening up this area and are replacing some very old windows which were dark and prone to breaking. We can't wait to see these finished up in the next few weeks!

The biggest news at this time for 2023 is the installation of a new primary blast in Cleaning Room 1! This new spinner hanger blast will take the place of the existing 4 Wheel Blast sometime in May of next year. It will be, by far, the largest blast at Harrison Steel, with a 12.5 ton lifting capacity and a 16' x 12' opening. There will be a lot of construction in this area in the next six months as driveways are installed and burning stations are added, as well. We are really looking forward to this project.

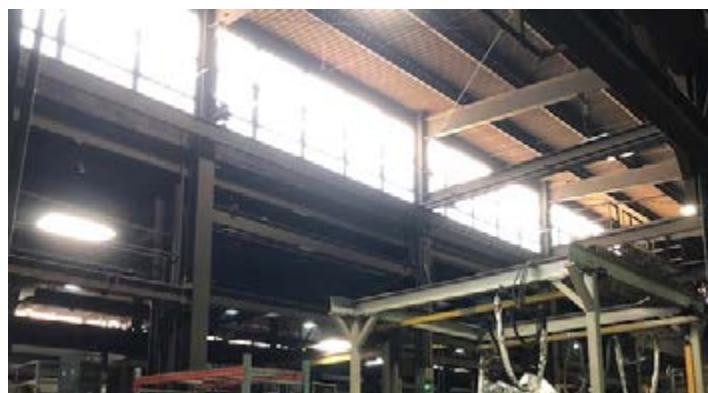
A few more things to look forward to in 2023: HS has placed an order for three new Doosan forklifts. HS has purchased

a 22,000 lb truck, a 12,000 lb truck, and a 7000 lb truck. Look for these trucks to start showing up in the second quarter next year!

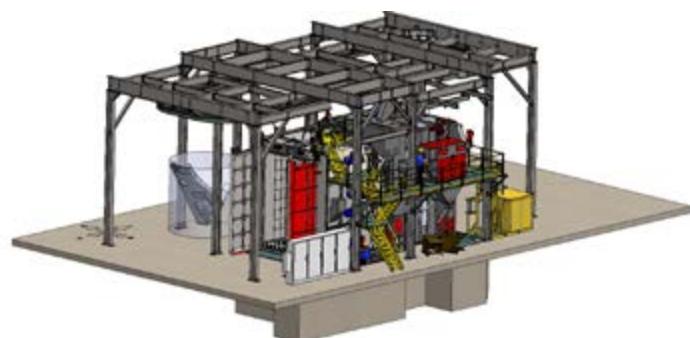
Other than that, we have a lot of smaller projects and work orders finishing up this month. Looks like more than 80 Continuous Improvement projects will be completed by the end of the year. Glad to see so many good ideas put into practice directly from the suggestions of HS employees.

Thanks everyone for another great year. Merry Christmas and Happy New Year!

Derek Hughes



Translucent panels going up in the cleaning room



Rendering of new primary blast in Cleaning Room 1 (coming 2023)

Shoutouts!

BABIES



Brittany and Cole Stalter are happy to announce the arrival of their daughter, **Cecilia "Cece" Alexis Stalter**. She came into the world on September 16th at 10:59am weighing 8 lbs 6 oz, measuring 20.5 inches long. She is adored by her big sister, Cleo!



Ruby Rose Lowery born to Jason & Regina Lowery on 5/24/2022. Joins siblings, Cade & Zoey.

NEW EMPLOYEE



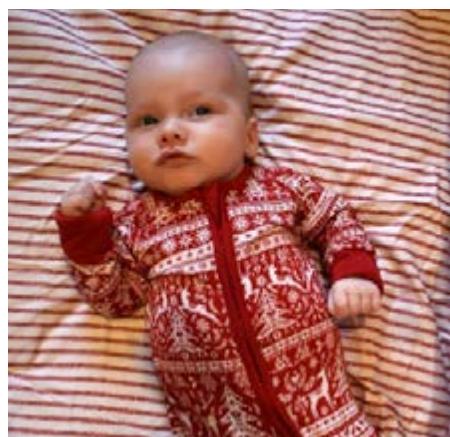
Meet Frosty T. Snowman, our new part time driver.

Frosty helped serve hot chocolate and cookies to over 300 people during Attica Main Street's Christmas Parade.

Well, mostly, he just sat in the truck.

But his heart was in it!

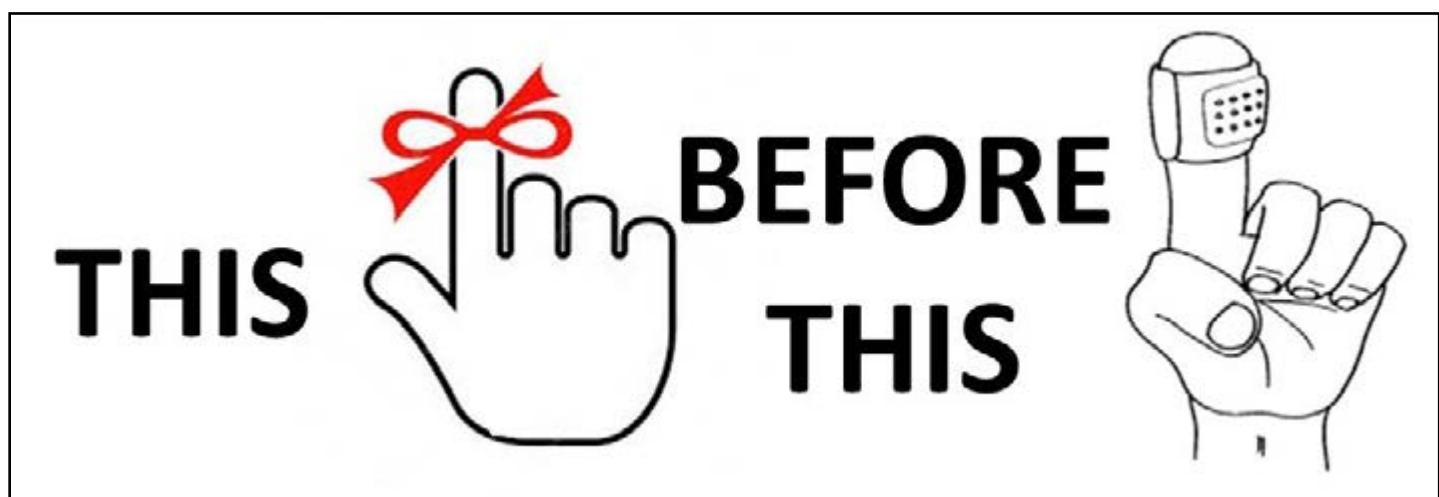
Hats off to our other volunteers who helped, as well!



John Thomas Seaman V

Jack and Cassie Seaman

Born 09/19/2022 at 6:02am. 6lbs and 20"



OPEN ENROLLMENT ENDS DECEMBER 31

Foundry

PEOPLE

Pictured below is Coach Dusty Beedle, Nataleigh and Lucas Knapp. Dusty volunteers with youth sports in his spare time and it appears that some of the kids enjoy his coaching style.



Meet Lucky! Lucky was adopted by Mark and Brenda Mitton this past Fall from Paws N Claws. I would say that Lucky is an appropriate name for this cute boy. Lucky is living his best life with Mark and Brenda.



Please congratulate Robert Stone on his recent promotion to Pouring/Shakeout Manager. Robert started his career with Harrison Steel back on 4/5/2004. Prior to taking the position of Pouring/Shakeout Manager he spent 16 years in the pouring department learning all the necessary tasks to become a valuable employee for the department, working his way up to Pouring Lead. In that role, he took on additional responsibilities of Shakeout, embracing this role he made several significant improvements.

Here is a summary of Robert through the eyes of Dave Clark:

It takes a special kind of "crazy" to be a person who likes getting up every morning and hanging out around and under ladles filled with 40,000 pounds of melted steel heated to a temperature around 3,000 degrees Fahrenheit. And then there is the man who leads this team, teaches and trains them, can do all their jobs, and strives with his entire being for a "defect free" culture for pouring steel. At Harrison Steel, this man is Robert Stone.

Anyone who has worked alongside Robert or watched him work knows that Robert knows his stuff! He is focused on details and quality, all for the safety of his team

and the perfection of the steel. Yes, Robert can be a "little rough around the edges" (his words). Still there is no denying that he cares deeply about the people he works with and word is, if you cut him, he bleeds Harrison steel.

Thank you, Robert, for your commitment to Harrison Steel, to Quality, to your Team, and to creating a "Defect Free" Culture in your department. Employees like you are foundational for Harrison Steel!!

PROJECTS

In our effort to "satisfy our customer" the Foundry is taking an even closer look at quality. We are attempting to document more of the quality issues we experience on a daily basis. Our goal is to document every problem, fix or scrap that problem product and track it downstream. If we decide to scrap the quality issue, we then attempt to go back and see why the product failed. If we decide to fix the quality issue, we document with pictures, the repair process and record with production comments. With these production comments, we hope to get feedback and verify if the repair process worked. With everyone's help, we hope to reduce problems for our main internal customer; the Cleaning Room.

With that being said, we are blessed with a group of employees; hourly and salary, that continue to do everything in their reach to complete each job assigned to them to the best of their ability. Below is a statement from a group of employees from North Core Finishing that summarizes how they feel about their responsibilities here at Harrison Steel:

"We're not here for a competition, we're all here on the same mission, to work together, to get the job done. We are North Core Finishing and we still have fun."

Finally – For the First Time!

I got to see it! I got to see a heat being tapped out!!

Last Tapping I wrote about my opportunity to tour the plant. I am at home on a Saturday morning writing this so that I don't forget all that I saw on Friday and oh my, the things that I was able to see.

Nick Cunningham invited me to watch a heat being tapped out. Troy Routzahn explained what he would be doing, as the crane operator, through this process. The activity around the furnace is constant as I see Jonathan Henry in and out of the control room that I was able to tour the week before. They are testing, raising electrodes, lowering electrodes, adding alloys (with help from the crane) and finally after constant monitoring of temperature the top of the furnace raises and the tapping process begins. The ladle is in place and the whole furnace starts to move. I was only expecting this because someone earlier told me to watch for it. It is massive. Nate Sandlin is trying to tap into it. I am told that they don't like to use oxygen to get through but he had to do it this time. Soon, with the use of those special little clip

on optical shields, I see this river of yellow running into the ladle. They time this! I didn't know it made a difference how long it takes to empty the furnace. Troy has moved the ladle on a trolley. I think at this point the furnace is done with this heat. Marvin Wood and Nate are on the back side shoveling sand in the furnace where it is needed to protect the lining. More scrap is brought in and dumped into the furnace before we even walked away from this area. A new heat begins.

FOLLOWING THE HEAT

More activity as bags are thrown in the ladle. More things are added into the mix. Not much is needed because the furnace department did so well with the addition of alloys while melting that this step is at a minimum. Now I am in the company of the pouring crew. It is moved by the trolley into the pouring bay where the ladle is prepared for pouring. Nick is guiding his crew who obviously were very efficient and ready to do their tasks. Javier Gonzalez and Austin Blankenship attach the shroud to the ladle and very soon crane operator Brent Wallace picks up the ladle and is guided by Steven

Beedle to the molds that are ready to go. The precision in this is mind boggling. It is like threading a needle using a pair of kitchen tongs to hold the thread.

All the while Robert Smart is explaining to me what they are doing. He tells me that not often but on occasion the shroud can break. After a couple of the molds are poured the shroud breaks. I hear people and see movement. This is not chaos. It is a group of people working together to get done what needs to be done. They are moving and moving very fast but it is going very smoothly. Again, I am so impressed by the knowledge of the crew. They finish the pour and empty the slag into the slag containers. I watched just a little longer while they were cleaning out the ladle. When I realized there was nothing else I could help them with I decided it was time for me to go.

A big thank you to Nick Cunningham, the furnace crew and the pouring crew. Another great day for me at Harrison Steel.

Lynn Lanham

Quality

It's almost that time of year again! I see what my grandparents meant when they used to say that the older we get, the faster time goes. They certainly were right!

First of all, I'd like to thank everyone for their support and prayers for Luke. He hopefully will be receiving his last round of chemo this week. It was originally supposed to be last week (12/07, 12/08, & 12/09), however, his counts were too low, so they pushed it back. Unfortunately, his adrenal tumor and liver haven't shrunk at all, and

there are still several spots on his liver. The last scan did not show all of his lungs, so they still aren't sure about all of the lung nodules. On a positive note, some of the subcutaneous nodules have shrunk and some have even disappeared!! As of right now, no plan has been made once this round of chemo is finished. They will do scans every 3 months and see if the tumors are shrinking or hopefully going away. If you ever see pictures of Luke, you would never know that battles he is going through; he is such a happy baby otherwise.



Luke enjoying some tummy time



Lane, Landon, Taylie, and Ella posing in front of the HS Firetruck

I hope Attica continues to have the Shirley's Custom Lighted Floats come for the parade. Thanks to all of the businesses who sponsored floats and to everyone behind the scenes who helped make it all come together. Thanks also to HS for the hot chocolate, cookies and for the photo opportunity with the HS Firetruck (Left to right: Lane Noggle, Landon & Taylie Wilson, and Ella Noggle). It seems like everyone was having a wonderful time.

Production Incentive Bonus Program

At the beginning of 2022, Harrison Steel introduced a weekly incentive bonus program. The goal of the program is to reward employees when the company as a whole is successful in achieving its production goals. Within the first six months of the program implementation, we achieved an average bonus of 1.7%. Summer has been a little bit of a challenge, but during the last full week of August, a 2.7% bonus was obtained. We are hoping to keep this momentum going through the end of the year! If you are interested in cross-training for volunteer work in the cleaning room, please talk to your supervisor. Thank you to those of you who have already stepped up where needed – your hard work does not go unnoticed!



Bonus progression is posted to HSTV throughout the week and communicated in morning meetings. After payroll for the week has been posted, an email is sent out to the entire company to communicate the results. If you have thoughts or suggestions on how the weekly bonus progression can be better communicated to the company, please contact Brittany Stalter at stalterb@hscast.com or **762-9020**.

Brittany Stalter

Human Castings

THOUGHTS FOR GROWTH & DEVELOPMENT

Creating an Environment Where We All Flourish & Thrive

“The goal is to create an environment where you flourish, where you thrive.” This is the statement I make to every person I meet with here at Harrison Steel. And in turn I challenge every person I meet with to do their part to create an environment where their co-workers flourish and thrive.

Sometimes this calls us to go ‘above and beyond’ in order to assist a co-worker who is experiencing a life-changing crisis. Standing with someone through crisis is something we all can do by giving of our Time, Talent, and Treasure. We can listen, empathize, and encourage. We can respond by offering our expertise and skill, a connection or resource. And sometimes, we might need to give money.

Something special happens when we give of our Time, Talent, and Treasure by participating in Serendipitous Acts of Kindness and Generosity. We actually participate in creating an environment where our neighbor / co-worker flourishes!

This year (2022), many of YOU, our COMPANY (Harrison Steel), and a few community folks partnered together and were able to provide over \$20,000 in financial support to some of our co-workers experiencing a life-changing crisis. THANK YOU to our COMPANY and to all of YOU who participated in these opportunities to provide tangible support!

My goal for 2023 is that all of us here at Harrison Steel will embrace the challenge of doing our part to create an environment where our co-workers flourish and thrive.

Merry Christmas and Happy New Year

Dave Clark

WALL OF APPRECIATION – 15+ YEARS OF SERVICE

George E. Curtis	9/14/1964	Kirt L. Hubbard	1/24/1994	Derek Gordon Hughes	11/10/2003
Willard L. Askren	9/9/1974	Ernest E. Black	2/21/1994	Tirso Hernandez Santiago	1/29/2004
Richard L. Holtkamp	5/28/1975	Matthew E. Barton	2/21/1994	Robert A. Stone	4/5/2004
Timothy J. Walters	3/3/1977	Kenna J. Reynolds	6/27/1994	Kevin Lee Bulington	5/17/2004
Terry R. Epperson	11/15/1977	Jeremy D. Ray	12/26/1994	James E. Hoskins	6/1/2004
William R. McMurtrie	10/4/1978	Eric W. Dismore	12/31/1994	Sony Antoney Mascreen	8/2/2004
Monte D. Mickle	5/15/1979	Ricky D. Buck	2/15/1995	Warren F. Wilson	8/30/2004
Jimmy D. Pickett	6/6/1979	Brian M. Niccum	9/11/1995	Walter M. Black Jr.	10/10/2004
Rod A. Garlin	1/8/1980	Ronald L. Walters	5/13/1996	Ilario Salazar	11/22/2004
Lynne A. Lanham	5/8/1980	Shane A. Rogers	8/19/1996	Gary W. Cantrell	12/28/2004
William S. Talbott	4/26/1981	Jeremy W. Jessie	9/27/1996	Todd I. Gambrel	1/3/2005
Kristi K. Sorters	8/3/1983	Thomas L. Anderson	4/28/1997	Nathan Leonard	4/11/2005
John D. Allen	5/29/1984	Sandra K. Baldock	4/30/1997	Kyle Scott Haley	4/24/2005
Jeff D. Pycke	1/6/1986	Ernest E. Wall	10/6/1997	James T. Scroggins	6/1/2005
Steven D. Estes	8/18/1986	Michael G. Bossaer	3/16/1998	Tammy Lynn Gates	6/28/2005
Randy R. Cushman	5/20/1987	Donald G. Hawn	6/23/1998	Keith Charles Smith	9/19/2005
Roger S. Beedle	7/28/1987	Todd A. Hay	8/26/1998	Helen M. Lambka	10/17/2005
Jerald L. Howard	8/23/1988	Lisa L. Kirby	9/21/1998	Lori K. Price	4/3/2006
Ricky A. Rothrock	8/23/1988	Ronald R. Hanselman	9/28/1998	Anthony Chase VanEtta	5/1/2006
Geoffrey H. Curtis	2/13/1989	James A. Halsema	1/11/1999	Mario A. Santiago	7/31/2006
Todd D. Freeman	3/27/1989	Burnadette M. Jordan	1/12/1999	Max L. Jordan	8/16/2006
Anthony R. Crane	6/5/1989	Rocky L. Brown	2/9/1999	Percie O. Sandlin Jr.	9/25/2006
Ron E. Lockhart	9/24/1989	James L. Durako	5/1/1999	John T. Holler	10/1/2006
Brent S. Wallace	2/19/1990	Brian A. Cooper	6/14/1999	David A. Wittenmyer	10/16/2006
Rick R. Beedle	3/19/1990	Jason M. Lacy	4/10/2000	Jody B. Alenduff	11/8/2006
Patricia E. Abernathy	5/21/1990	Brian K. Stultz	5/24/2000	Charles Trafford	7/1/2007
Ann S. Harrison	8/1/1990	Russell E. Stonebraker	8/9/2000	Quintin L. Odore	7/3/2007
Jerry D. Gray Jr.	12/17/1990	Dwayne A. Horath	10/9/2000	Nathan J. Sandlin	9/10/2007
Tracey M. Lamie	4/29/1991	Ronald P. Beedle	1/15/2001	Troy J. Routhahn	10/29/2007
Trevor H. Curtis	6/1/1991	Dustin R. Beedle	5/28/2001	Charles P. Pilecki	11/12/2007
Wade C. Harrison III	6/1/1991	Joshua L. Beedle	6/28/2001		
Larry D. Smith	10/11/1991	Frank A. Vickery	10/22/2001		
Robert S. Harrison	5/26/1992	Bradley A. Gayler	1/28/2002		
Tami M. Mason	6/1/1992	Christopher A. Lynn	7/24/2002		
Paul E. Scheurich	3/22/1993	Carl C. Bender	4/21/2003		
Gregory D. Odle	8/16/1993	Mary P. Brown	8/11/2003		
Benjamin L. Weiss Jr	11/15/1993	Diane M. Gregory	10/20/2003		



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