

# Tapping Out



**HARRISON STEEL**  
CASTINGS COMPANY

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IN FULL COLOR

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## Management Corner

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2023 is off to a good start. Overall our production performance continues to improve each week. This week (week of 2/20/2023) we achieved a production bonus of 6.4%. We ended up at 44.7 Hours per ton, 2.7% scrap rate and 84.7% on time delivery. Very nice job.

The order book remains strong and our quoting activity is high. We are also seeing “new” potential customer inquiries along with inquiries from our existing customer base. In this *Tapping Out*, Business Development Manager, Kevin Cherry has written a brief introduction about one of our newest customers, Komatsu Mining in Milwaukee. Three new parts for the AML and very excited to have them on board.

Human Resources has had a busy start to the year and have been successful in bringing in new staff for positions across the organization. Welcome to all of you who have recently joined Harrison Steel.

We have started the preparations for the New 5 Wheel Spinner Blast, which will replace the existing 4 Wheel Blast on Line 7. A concrete driveway has been poured in the Southwest Shake Out Bay, one of the new concrete foundations for a Burning Process hoist is now in place, and this weekend the electrical wiring was pulled in. For you electrical geeks, the wiring is for a 600 amp feed and is 425 feet long. The tentative last day for the 4 Wheel Blast is March 24th.

If that wasn't enough for engineering and maintenance this year, we're excited to announce the purchase of a new Andromat Manipulator AMX40. We first eyed this piece of equipment in Europe about 10 years ago. With the restructuring of the facility brought on by the 5 Wheel Spinner Blast and moving Line 2 Burning to the Southwest Shakeout, these facility changes will allow us to install the Andromat in the Line 2 Burning Bay. Derek Hughes,

our Director of Engineering, will further introduce this equipment in this issue.

Lastly, I want to bring up safety and how important it is. Safety is the #1 responsibility of every employee at Harrison Steel. There is no compromise; the safe way is the right way.

Sincerely,  
*Geoffrey H. Curtis*

Work Safe, Work Smart, and God Bless



## Earl Givens Visit

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Earl Givens came back to HS for a visit on 1/4/2023 to watch a heat pour in the Foundry. Earl retired from HS back in July 2006. Below are a few pictures from that day.



Earl Givens & Robert Stone



Tom Anderson, Earl Givens, & Dusty Beedle



Earl Givens & Brent Wallace



## Shout Outs!

### MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	DATE
Reggie Meador	5	1/8/18
Mathew Pierce	5	1/26/18
Joseph Pycke	5	2/5/18
Beau Arnold	5	2/5/18
Jason Lowery	5	2/19/18
Nathan Wright	5	3/5/18
Holly Kerst	5	3/19/18
Ramon Morales	5	3/19/18
Javier Gonzalez	5	4/2/18
Tiffany Kirby	5	4/2/18
Gene Wolanin	5	4/2/18
Jack Tanner	5	4/16/18
Stephan Gosswiller	5	5/14/18
Nathan Jordan	5	5/29/18
Kellie Howard	5	4/30/18
Ricardo Ramos	10	1/13/13
Robert Stonebraker	15	2/18/08
John Pattengale	15	2/23/08
Carl Bender	20	4/21/03
Michael Bossaer	25	3/16/98
Paul Scheurich	30	3/22/93

### RETIREES

NAME	YEARS	RETIREMENT DATE
Kenna Reynolds <i>Store Room Manager</i>	28	2/7/23
Larry Askren <i>Dock Supervisor</i>	49	2/28/2023
Ed Bowen <i>Benefits/Payroll Manager</i>	36	2/28/2023
Lynne Lanham <i>HR Clerk</i>	42	3/3/2023
Lisa Kirby <i>Accounts Payable Clerk</i>	24	3/3/2023

That is a combined 179 years of HS stories & experiences! Good luck to all in your well-earned retirement years!

# Happy Retirement

### Larry Askren



Larry Askren



Larry Askren receiving his watch from Wade Harrison

## Ed Bowen



Ed Bowen & Robert Harrison



Ed Bowen cracking himself up

With a wife, two little kids, a mortgage, a car payment and the end of my time in retailing, I gratefully joined the ranks at Harrison Steel. My first set of job responsibilities had me driving, delivering company mail, and checking hours on timecards. Over time, I gradually grew a ground level position in the cost department. Then, through some pretty remarkable situations and events, I learned to write scripts in Paradox and took the lead in implementation of Made2Manage and Abra. My path continued to meander through maintaining the price file, government surveys, capital assets, payroll, and manning a sales tax audit. After more than 29 years, I left for a position at DePauw University. I had to go out with a bang, so I “streaked” the office in nothing but shiny shorts and running shoes on my “last day” at HS! Three years and four months later, I was invited back to HS as Payroll and Benefits Manager. Ask me about “Never say never.” Upon my return, I was tasked with helping HS evolve a competitive benefits program befitting a 21st-century, world-class foundry. I am proud to say we have been doing (and continue to do) great things! The new EAP Program is our most recent addition, and I am truly excited to see it coming online. Altogether, I’ve spent just more than 33 and a half years at HS. I really don’t know where else I might have had the opportunities I have had here. Back in 1986, Clyde Norton advised me to “learn everything you can.” I took that to heart and it’s been a wild, crazy ride! Thanks for the memories.

Ed Bowen

## Lynne Lanham

In 1980 I found myself newly single and unable to make it solely on the wages I was making as the caregiver of an individual in their home. I went to work for Harrison Steel in the Housing department on a part-time basis. As my person became unable to stay in her home, Housing became my new career.

Oh, the things I learned in Housing. I did plumbing, a little carpentry, mowing, but mostly painting and wallpapering. These were valuable things I have used throughout my life. Housing gets the opportunity to help in a lot of Harrison Steel functions. One in particular I can think of is company picnics. I enjoyed that because I got to see and visit with so many employees.

Harrison Steel had a company driver at that time named Betty Holloway. On occasion it was necessary for her to be gone and they needed some help when she was away. I was asked if I would be her back up and I was glad to be able to do that, and I did for several years as needed. Betty decided to retire and I asked for her job. I was told that they were going to try to fill in with the office employees. It was only a couple of weeks before I got a call that the fill in idea was not working out as planned. I then became a part of the HR Department. I worked with lots of really good people, but got a lot of training from Sue Ward. She gave me some HR duties and then some more until I felt I could really help out with paperwork when I was not driving.

Driving has been a real experience as well. I did not know my way around Indianapolis at all. With the help of Avis Hansley, I learned. He could give the best directions. I drove trucks to Indianapolis regularly for parts for the Garage and Maintenance departments. On occasion we had trips where we needed to be in Chicago or Florence, Kentucky, by 9:00 am to pick up something that had to be back ASAP. I remember one trip I had to take a part for repair to Cincinnati, stay overnight, and wait until they had it fixed before heading back immediately. Some of these industrial parks and repair shops are in pretty interesting parts of town.

Then of course there were Workman’s Comp appointments that we would transport people to. Being in a car with a person for 2 1/2 hours in a day allows you to get to know that person. I have developed some great relationships with these folks.

I have seen many changes, ups and downs in the almost 43 years I have been with HS. I can’t say I enjoyed the downs, but the up times have been pretty amazing. If you know me at all you know that this retirement decision was not an easy one for me to make. I have had a few weeks off now and I have learned to sleep in for an extra 1/2 hour. I keep busy but I do miss the daily activity of the plant.

Thank you Harrison Steel for the ride. I enjoyed it!

Lynne Lanham



Wade Harrison & Lynne Lanham

## Lisa Kirby



Lisa Kirby & Lynne Lanham



Robert Harrison & Lisa Kirby

My “someday” has arrived.

I began my career at HS in Sept. 1998 in what we then called the Auditing Department. Now more than 24 years later it is time to say goodbye to HS and the same department (now called the Accounting Department). I’ve seen many changes—from fountain pens and ledgers to computers! Many good co-workers came and went, leaving pieces of knowledge along the way!

So goodbye and thank you to HS for the opportunities provided. Thank you to all my co-workers, especially those that have become my extended family. I appreciate you all so very much!

I look forward to my life ahead— time to spend with my husband, family and friends, a quiet and slower-paced time, and not-so-quiet times with my wonderful grandkids!

## INTRODUCING NEW EMPLOYEES



### Crystal Niccum

Hi, my name is Crystal Niccum. As I start my role as Employee Assistance Program (EAP) Coordinator with HS, I would like to introduce myself to everyone.

A little about me: Before joining Harrison Steel, I worked for State of Indiana as a State Eligibility Consultant for 23 years. During that time, I was able to help individuals and families apply for food assistance and insurance. I feel that this gave me the experience of working with people, communication skills and plenty of resources that will be beneficial for HS employees, as I enjoy helping others. I am married to my husband, Brian, and we have one son, Brice. When not working I enjoy traveling and playing pickleball.

Let me know if I can help you with any resources. Please don’t feel hesitant to stop by or call, I’m located in the main office in Benefits; however, I can come out and meet with employees in the plant. My extension is 9037.



### Melissa May

Hi, my name is Melissa May. Everyone calls me Missy. I started working here at Harrison Steel in the Accounting Department on 12-19-22.

Just a few things I can tell you about myself. I am a mother of two children. My daughter is Heather and her husband is Doug. They are the parents to my one and only grandchild, Kenlee. My son’s name is Blake. I have been married to my husband Robert for 30 years. Since our children are grown and out of the house we got two cats last year. Their names are Parker and Charlie. We love them as if they were our children. LOL... but it is true. I love spending time with family and having them all come over for cookouts and swimming.

I am excited to be here at Harrison Steel and look forward to many years to come.



### Lisa Hollis

Hello! My name is Lisa Hollis and I am super excited to join the Harrison Steel team as the Payroll and Benefits Administrator (the “new” Paula, as she is the “new” Ed). This is about my fifth career (you are never too old to reinvent yourself!). In previous lives, I was a Dental Assistant, Social Worker/ Program Manager, Specialist with Workforce Development and just prior to coming to Harrison Steel, I was a Training Specialist/Manager with Valley Oaks Health (previously Wabash Valley Alliance).

I live north of Attica with my hubby, Harold, and our furbaby, Mia. I have three beautiful daughters and three wonderful sons-in-law and five precious grand-kiddos (and one grand-dog). Two of those grandbabies are in St. Louis and my grand-dog is in Madison, Wisconsin, so we do travel in one of those directions about once a month or so!

I am a very proud Purdue alum and love Purdue basketball! I also enjoy hiking/walking with my dog, reading, and playing solitaire on my iPad (I know, a very “old lady” thing to do, but hey, if the shoe fits).

Right now, I am busy learning the ropes, but hopefully soon, I will be the “go-to” for employees with anything payroll/benefits related. My door is open and you can also reach me by calling 9038.



## Announcing EAP

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Harrison Steel is pleased to announce Crystal Niccum as the Employee Assistance Program (EAP) Coordinator, which is a newly created position. HS EAP, Crystal, is here to help employees balance work, home and life. EAP is a benefit to all employees. EAP is a voluntary, work-based program that offers free and confidential information, assessment, and referral to community resources to address a broad range of needs. Crystal has many resources and contacts with which she can help you. A few examples include, but are not limited to, housing, child care, food assistance and budgeting just to mention a few. Other areas may be:

<b>Child Care</b>	<b>Housing Options</b>	<b>Elder Care</b>
<b>Food Assistance</b>	<b>Wellness Programs</b>	<b>Stress</b>
<b>Plumbers</b>	<b>Electricians</b>	<b>Contractors</b>
<b>Health Ins. Questions</b>	<b>Exercise Facilities</b>	<b>Relationship Issues</b>
<b>Alcohol, Tobacco, Drug</b>	<b>Mental Health</b>	<b>Gambling Concerns</b>
<b>Work Issues</b>	<b>Financial or Legal Concerns</b>	<b>Grief, Loss</b>
<b>Parenting/Family Problems</b>	<b>Physical/Emotional Issues</b>	<b>Teen/Adolescent Issues</b>

HS hopes that the above is just a starting point to better serve our employees. Please feel free to contact the EAP with any issue or concerns you may be having. EAP, Crystal Niccum, is located in the main office in Benefits; however, she can be available to meet an employee out in the plant.

### **Crystal Niccum – EAP Coordinator**

O: 765-762-9037

M: 765-764-2212

[niccumcl@hscast.com](mailto:niccumcl@hscast.com)

## Komatsu Mining

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Harrison Steel Castings is pleased to introduce our newest customer, Komatsu Mining. Many of you are aware of the long-term relationship Harrison Steel Castings has shared with Komatsu America, based out of Peoria, Illinois. In 2017 Komatsu acquired Joy Global Inc. and changed the trade name to Komatsu Mining, which is headquartered in Milwaukee, Wisconsin. Harrison Steel just successfully and simultaneously launched our first three projects with Komatsu Mining. Komatsu Mining is depending on Harrison Steel to improve delivery performance and quality for all three of these casting part numbers that support the Komatsu Mining Electric Mining Shovel product line. Beginning at the initial quote phase, Harrison Steel, Komatsu Mining Engineering and the finish machine shop collaborated on material grades, technical requirements and casting design in order to provide castings that would meet the needs of Komatsu Mining and their end customers. As a result, Harrison Steel went to work to build three brand new patterns that would be used to produce castings on our automated molding line. The first article castings are currently headed to finish machining and our entire team is anxious for the feedback. Ultimately, these castings will end up in Mesa, Arizona to be assembled in the Komatsu Mining manufacturing facility. Thank you to the entire HS Team for a job well done!

*Geoff Curtis*

## Foundry

Starting February 6th, we switched the facing sand at the 271 molding line from the mechanical/thermal blend, to 100% thermal. We have been able to continuously run the thermal reclaimer throughout that time period with only a few hiccups, and we would like to thank the Engineering/Maintenance staff for their efforts in increasing the output of the thermal reclaimer by close to 100%. The thermally reclaimed sand will undergo far less expansion when exposed to the metal than a blend would, which should decrease opportunities for burnt-on sand to occur. This change also resulted in an increase in the tensile strength in the facing sand, allowing for possible flexibility in binder usage down the road.



Tom Anderson a long time HS Foundry employee donates much of his time after work and on the weekends to help young children develop their basketball and life skills. Tom has completed his 11th season of helping in some form of coaching. He is currently completed his 3rd year at Attica at the junior varsity level, helping the varsity win six more games than they have the previous two years total. His team (junior varsity) finished this season with a 7-8 record.

John and Joanna Allen's family is continuing to grow. They will become grandparents for the 6th time this year. This bundle of joy will be Jordan and Karlie Capps' first child. The baby is due in mid-April.

(left) Tom & Audree Britt (Dusty Beedle's step-daughter).

## Pattern Shop

We have been pretty busy with new patterns and casting improvements in the Pattern Shop. Last year, 14 new patterns were introduced. Currently we are working on new patterns for some existing parts to help with pattern wear and plan on making some rigging improvements. 311 samples were made last year, including several casting improvement projects. So far we have converted over legacy parts to shroud risers, altered rigging to uncover locators or gauged surfaces, modified cores to make molding easier, etc.

Amir's past work with vibration and compaction has led us to change the facing sand on 271. Starting February 6, facing sand was 100% new/thermal sand. This project should help reduce or eliminate some of the burn-on sand.



Blend Sand (old)



New/Thermal Sand

## MetLab Furnace

The weather feels like spring.. and then it snows. The squirrels and the trees won't know what to do if this keeps up. Feels like spring in the furnace department, new furnace brick, new tap hole jig, new cables on the charge tub, thanks Troy. Can't have nice stuff I guess.

As the most festive office space here at HS, we invite you to swing on through a few days after each holiday passes to see what we've got in store for the next holiday we decorate for. Come see our St. Patrick's Day decorations! Thanks Davaina!

A few mentionable improvements in the area are a pre-cast delta in the bricked roof. This delta has allowed us to increase the number of heats before we change a roof from 130 to 230! We've also implemented a tap hole jig designed by Nick to help us check where the tap hole location should be.

In 2022 we melted 1348 heats or 53 million pounds!! Quality heats were at 98.2%!

Year-to-date, we've melted 203 heats, pulled 136 tensile bars, and broke over 161 charpy bars.

On the Lighter Side:

I caught my youngest son chewing on an extension cord... I told him he had to be grounded.

He's current-ly doing much better.

If you spell the words, "Absolutely Nothing" backwards, you get "Gnihton Yletulosba," which ironically means..

Absolutely nothing.

Stay safe,  
*Furnace and Lab*

# Quality

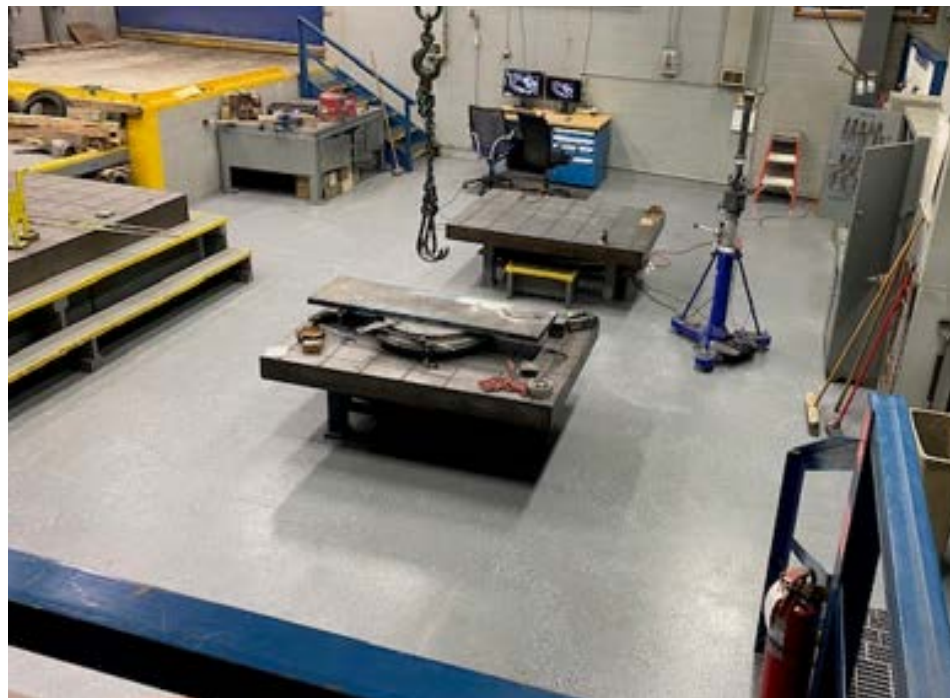
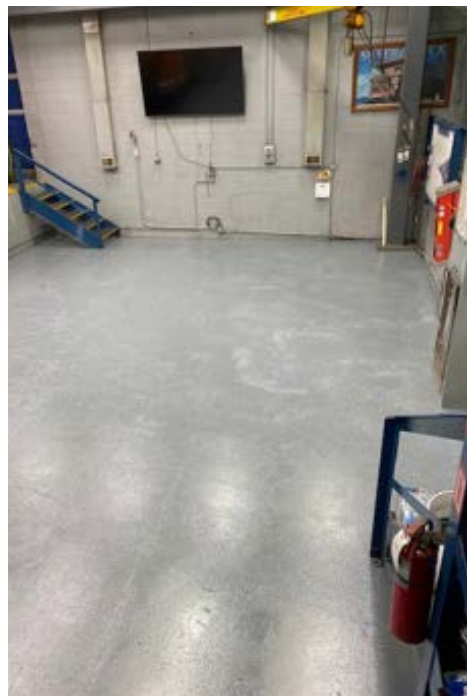
Congratulations to Brian Niccum on being promoted to Layout Supervisor. He has many years of experience at HS, so he is bringing some knowledge with him.

Over the Christmas shutdown Layout and the Saw Room was cleaned up, moved around, 5S'ed and got a coat of epoxy on the floor. It looks so much cleaner and brighter. They also had a large TV screen mounted to ease the process of scanning and reviewing the castings. It is much easier to see on the big screen instead of the small computer monitor. In going along with cleaning, the Quality Office also received a new coat of paint, making it brighter and nicer looking.

## LAYOUT BEFORE

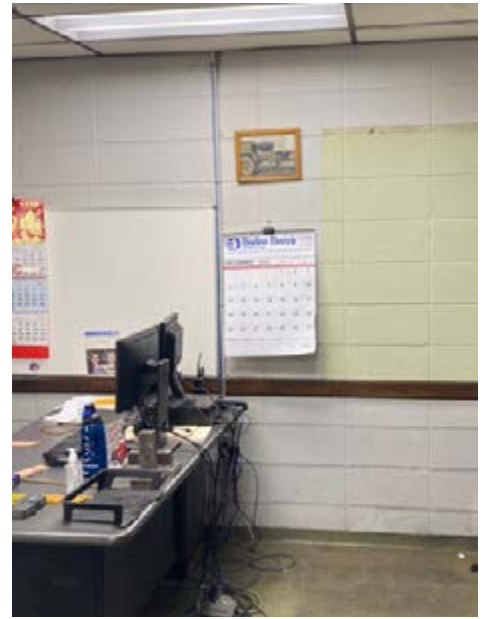
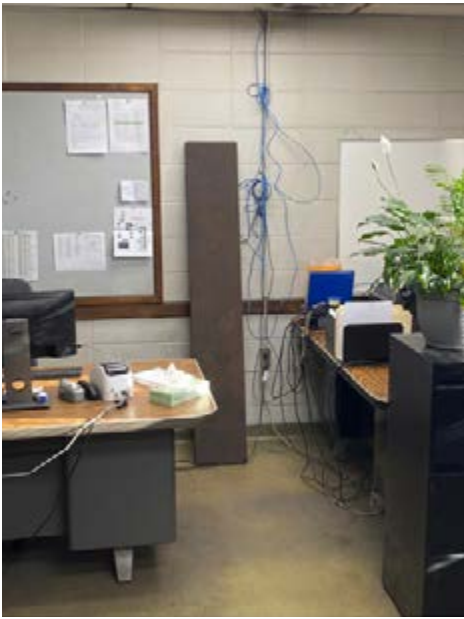


## LAYOUT AFTER





## QUALITY OFFICE BEFORE



## QUALITY OFFICE AFTER



Just in case no one has been watching basketball lately, I'm proud to say the IU had a clean sweep over PU in both men and women's basketball this year!!

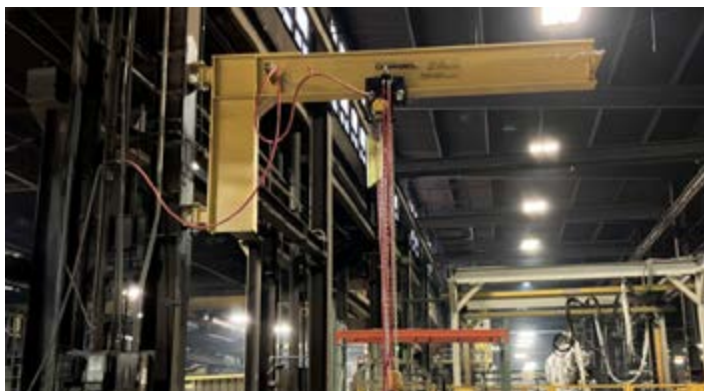
*Lori Coats*

# Engineering & Maintenance

It is shaping up to be a very busy and exciting year for projects in the Maintenance/Engineering Department! In this article, I am just going to highlight a few major improvement projects in the works at this time.

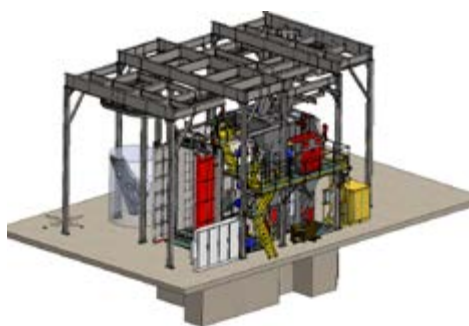
Preparations for the new primary blast in Cleaning Room 1 are well underway. Here is a list of some of the tasks that have already taken place:

- The Nellie Bell blast has been removed
- 72 cubic yards of concrete were placed for a new drive to access the blast from the west (see photo)
- The first new burning station is being installed in the southwest shakeout with a long, 14-ft. reach
- A new 2-ton column-mounted jib crane has been installed for the BUG-O burning operation
- A 425-ft. long power feed has been run for the new blast



In other exciting news, Cleaning Room 2 is getting an all-new semi-automated grinding cell. Late in 2023, Harrison Steel will be installing an Andromat Grinding Manipulator. This new technology allows an operator to control a high-powered grinding head from inside a cab enclosure. The Andromat is capable of removing hundreds of pounds of material in an hour with no strain on the operator. The goal is to help with the amount of flamewashing and grinding required on some castings. The new Andromat will be located in the current Line 2 burning area.

This new 12.5-ton capacity spinner hanger blast will take the place of the existing 4wheel blast sometime in the second quarter of this year. Construction of the blast itself will begin in April.



Also as a reminder, we are still looking forward to the delivery of 3 new Doosan forklifts in the middle part of the year. HS has purchased a 22,000lb truck, a 12,000lb truck, and a 7000lb truck.

We have dozens of other, smaller projects to look forward to as well. Plant-wide, more than 100 Continuous Improvement projects were completed in 2022, and we have several additional projects already finished in 2023. With Spring comes a lot of rain, and there will be roof leaks. We are going to address as many of these as we can, starting with the line 1 driveway. There will be a roofing project to replace the old, leaky skylights over this drive coming very soon.

Thanks to everyone for your patience and help with the installation of all of these new projects. Have a great Spring!

*Derek Hughes*



# Cleaning Room



## NEW CLEANING ROOM KIOSKS

The cleaning room has many new and exciting improvements coming this spring and throughout the rest of 2023! One of these is the recent install of 42" Kiosk screens at all inspection stations in the plant. These large kiosks will be able to provide employees with a much larger and clearer image of the PSI. This will be very beneficial in helping a new inspector see the critical areas of a casting from the casting while they're working it and prevent them from making excessive trips to the kiosk. Likewise, this will benefit a veteran employee in the same way while inspecting a new part. Now, the next step is getting all PSIs updated with a new template that will have all sheets the same size, and all of the correct information! See the Engineering and Maintenance section for even more improvements coming soon to the cleaning room!

## SPRING INTO GIRL SCOUTS!

Vanessa Cintron, cleaning room clerk, has chosen to serve the community by becoming a Girl Scout troop leader. She is the Daisy troop leader which leads girls from kindergarten through first grade. The community hasn't had a Daisy leader for about three years. Vanessa has taken on the role of showing these girls good ethics and the importance of serving the community. At the moment the girls are working on earning their cookie badges. We are in full swing of cookie season. We will be selling cookies until March 12th. The girls will be learning how to become entrepreneurs by running their cookie business. They will learn how to speak to customers, money management, inventory, and planning future projects using their cookie money. They have learned the Girl Scout Promise, how to be a good friend and neighbor, what they can do to help in their community, and so much more. Vanessa is always recruiting and if you are interested in getting your girl into Girl Scouts, please don't hesitate to get in contact with her. She will walk you through the process of getting your girl registered.



Arianna Mullins & Grace Pattengale



Arianna Mullins & Harper Cotten

## FAREWELL MESSAGE



Larry Askren with his first boss Ed Blankenship

The cleaning room would like to take the time to congratulate and thank Larry (Willard) Askren for his more than 48 years of service here at Harrison Steel! Larry was hired on September 9, 1974, as a core room cleaner. He has moved to several different positions since, including working the jolt machine on nights, the cleaning room as an expeditor, then a fork truck driver, a line 5 foreman, line 1 foreman, line 2 foreman, shipping dock supervisor, then to line 3, line 2, back to line 3, then finally the dock from where he is now retiring. Larry's favorite thing about working at HS was being a line foreman and getting quality product sold. His final day was February 28, 2023. Thank you, Larry, for your time and dedication to Harrison Steel, and we wish you a happy and healthy retirement!

## NEW BABY!



We'd like to welcome Zoe Sue Black into the world! Zoe is the granddaughter of Line 2 foreman Walt Black, and daughter of Zack and Renae Black. She was born on February 24th and weighed 6lb and 7 oz. Congratulations!





**HARRISON STEEL**  
CASTINGS COMPANY