

Tapping Out



VOLUME 99 | JULY 2023

IN FULL COLOR

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“Truth be told, we need to step back and “stand in awe at what people have/are carrying in their lives rather than in judgement of how they have/are carrying it.”

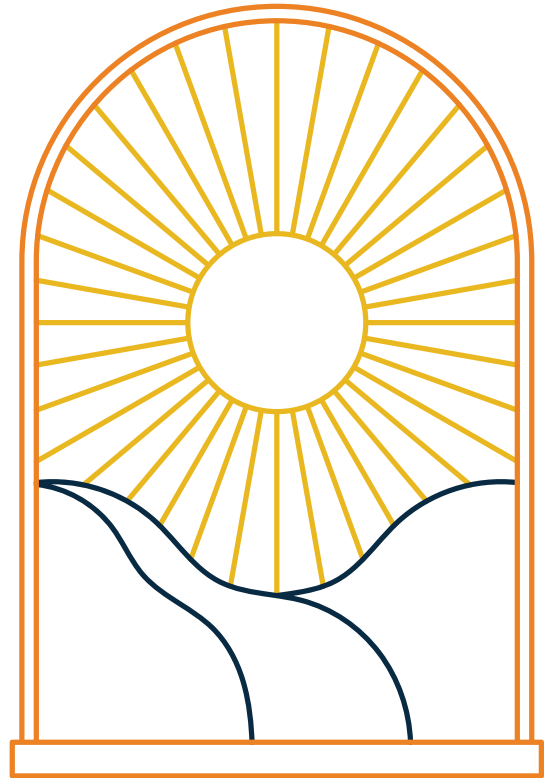
– GREG BOYLE

Thoughts for growth and development, [pg. 4](#)

Shout Outs!

MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	DATE
William Estes	5	8/6/2018
Kellie Howard	5	9/3/2018
Trevor Jordan	5	8/20/2018
Moises Martinez	5	8/20/2018
Rodney Shaw	5	8/20/2018
Brian McGlade	5	8/20/2018
Joshuah Wallace	5	9/17/2018
Todd Stillwell	10	9/16/2013
Mary Brown	20	8/11/2003
Ronald Hanselman	25	9/28/1998
Gregory Odle	30	8/16/1993
Jerald Howard	35	8/23/1988
Ricky Rothrock	35	8/23/1988
Rod Garlin	45	8/8/1978



News from HR

Over the past few months, the Human Resources Department has been busy focusing on hiring new employees and retaining our current staff. In terms of hiring, we have been able to see positive numbers and will continue to work on getting more areas the much needed help they request. Applications are very steady and our Open Interviews on Tuesday have been a success. In terms of retention, Dave Clark has done a good job getting started on training for our management staff and that will begin to pick up steam in the coming months. In conjunction with Accounting and IT, we are in the final phases of moving our Performance Reviews into an electronic format. This will be a huge help for all of us and when combining that with the new Rubric / Evaluation method we are now using, I look for our Performance Review process to become more impactful and rewarding at the same time.

Since early June, we have had our Summer Intern, David, working with us. He has

been helping with translating documents, assisting with new hire orientation, and providing benefits support when employees become eligible. Learning a second language is not easy and having David on board has been a big asset and the plan is for him to still help us out after school starts back up.

One thing that we have seen positive results on is utilizing our Harrison Steel Facebook account to spotlight jobs and departments, which help prospective employees learn about us and the success they can achieve by being a part of our team. Do you have a friend or relative that may want a job? Do not forget our Employee Referral program that can earn you money by referring a friend.

The Harrison Steel Policy Manual has been updated and finalized and will be distributed in the coming weeks. Each employee will receive a new copy and they will also be available in the breakrooms for

reference at anytime.

KEY DATES TO REMEMBER

- August 30th is the Warren County Learning Center Job Fair
- September 16th is the Harrison Steel cookout / family day
- September 26th is the Harrison Steel on-site job fair
- September 27th is the Rose Hulman Career Fair on their campus

Do you have an idea of something that could benefit or improve your HS Experience? Please let me know or set up a meeting because we always want feedback. Our employees are our greatest asset and I know you have many good ideas or things that could make a difference.

Jason Beck

Harrison Steel Production Bonus

Harrison Steel improved the bonus or incentive metric table effective 6/1/2023. We added 2.3% to each Bonus % category in an effort to further incentivize performance.

The company is focused on making this a successful program. We've earned a bonus 31% of the time in 2023 with the highest payout being 15.1%. It is our sincerest desire that you achieve bonuses consistently and at the highest level. Earning a bonus means the company had a good week and you were a part of that achievement. In addition, we are focusing decision making, investment, resources, and research on the most critical aspect of bonus attainment Hours per Ton (HPT). Projects such as the Andromat (large cab grinder), 5 Wheel Blast, 100% Thermal Facing Sand, Casting Samples, and a 6 Sigma Black Belt project should positively contribute toward future HPT reduction and consequently higher more consistent bonuses.

Robert Harrison

BONUS PROGRAM EFFECTIVE JUNE 1, 2023			
BONUS %	HPT (Hourly Production Hours)	T. SCRAP %	ONTIME DELIVERY
15.1%	37.5	2.0%	90.0%
12.8%	40.0	2.4%	85.0%
10.7%	42.5	2.8%	80.0%
8.7%	45.0	3.2%	75.0%
6.8%	47.5	3.6%	70.0%
5.0%	50.0	4.0%	65.0%

Quality



(Left) Bill Fricke's dog, Nicholas on the 4th of July. Nicholas is a rescue and is now 11 years young. Happy 4th of July and Happy Birthday America to all!

(Below) Dalyon and Lindzy Sancho announce the birth of their daughter, Fiyarah Brylee Ann Sancho. She was born on June 29, 2023 and weighed 8lbs 9oz.



Human Castings

THOUGHTS FOR GROWTH AND DEVELOPMENT

Spreading Rumors, Not My Problem, or... Changing the World

When someone has a bad day; when someone does something stupid; when someone is really struggling with life, I really have three choices:

1. Talk about them and spread rumors
2. Stay in my corner and do nothing because it's not my problem
3. Choose to create an environment where this person can flourish & thrive; in effect Change the World

We understand Ventilation here at Harrison Steel. This company has gone the extra mile to ventilate the various areas and jobs in order to provide the best air possible for breathing.

Here's the deal... **WE NEED HUMAN VENTILATORS!** People who understand that when a co-worker is struggling, they don't need rumors spread or people ignoring them. We need people to ventilate with tenderness.

I make the following statement to every person I meet with at Harrison Steel, "My goal is to create an environment where you flourish and thrive." If this is your goal, then join with me in "ventilating our world with tenderness."

Dave Clark

Employee Development & Engagement Specialist



"Only the soul that ventilates the world with tenderness has any chance of changing the world."

– Greg Boyle, founder and director of Homeboy Industries in Los Angeles, the world's largest gang-intervention and rehabilitation program.

"Truth be told, we need to step back and "stand in awe at what people have/are carrying in their lives rather than in judgement of how they have/are carrying it."

– Greg Boyle

HS Sili Cup



Because they are fun, unbreakable, reusable and useful, be sure to take your HS "Sili" cups on all your summer adventures. Take a picture of all the places your HS "Sili" cups go and email those pictures to Crystal at niccumcl@hscast.com to be featured in an upcoming Tapping Out this fall.



ROAD TRIPS | AIRPLANE | BEACH | COUNTY/STATE FAIRS | CAMPING | FISHING/BOATING | GOLFING | SITTING BY THE FIRE | HIKING

Engineering/Maintenance Department



The new BCT blast

With summer in full swing, the Engineering/Maintenance Department is right in the middle of a trio of very large projects for 2023.

The big, new, BCT blast has been in operation for the last month or so. Cleaning Room and Maintenance alike are in the process of getting used to its operation. It is operating at a rate of 30-40 castings per shift now, but we expect to see an increase as some “bugs” get worked out of this new installation.

The foundation work will begin at the end of July for the next big project of 2023, the new V-140 5-axis Machining Center in the South Finish Machining building. This machine will be arriving at HS sometime in late October for a quarter 4 installation. Along with the machine itself, the building will be receiving a new large overhead entrance door on the NE side of the building and some additional air supply louvres.

The third large project of 2023, the Cleaning Room 2 Andromat semi-automated grinding cell, should be arriving very late in the year. However, the prep work for this project will begin in the next couple of months with dust collection, structural work, and concrete.

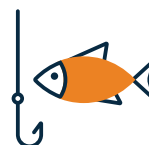
As far as smaller projects go, you have probably noticed the new concrete around the new 5-wheel and Cleaning Room 2 that was installed over July Shutdown. There will be asphalt work coming in the Southwest Shakeout and the main Cleaning Room 2 drive later this summer, but the main employee parking lot got a nice face-lift recently. The parking lot looks great after getting sealed and re-stripped.



The parking lot after being sealed and re-stripped

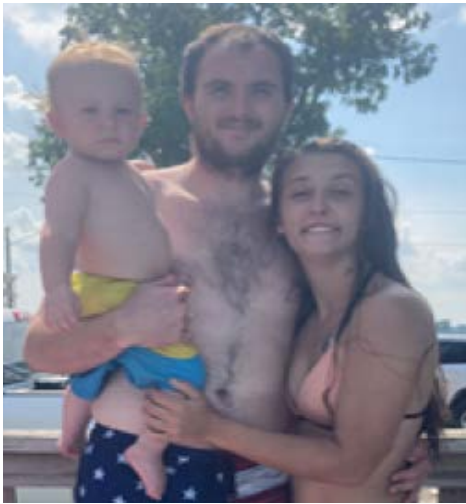
Thanks to everyone for your patience and help with the installation of all of these new projects.

Have a great end to the Summer!



Foundry

SUMMER BREAK FUN



Tyler Wigley and Angel Groff with son Preston, spent their break by the pool side.



Dylan Lynn and his wife Eliza, gave birth to twins on 6/13/2023. The girls are Khloey and Bailey. Grandpa Dusstain Lynn and Uncle Cory Lynn also work in the Foundry.



Sadie Osborn was crowned the Covington 4th of July Queen this year. She has many relatives that work in the Foundry at Harrison Steel; Chris and Tiffany Kirby, Jerrick and Tasha Kirby, Tyler Wigley and Angel Groff.



Ronette Lape and family from their trip to Tennessee



We are happy to welcome Payton Altum to Harrison Steel. Payton interned at HS last summer and is now a full time employee. Payton graduated from Purdue University with a degree in Mechanical Engineering Technology. Some of Payton's hobbies include golf and fishing. Payton is eager to get started with some projects after his training is completed.



Baseball is wrapping up for the summer. At the conclusion of the season, some of the boys attended a Lafayette Aviator's game. Dusty Beedle from the Foundry helped coach his son's All Star Team, and they had some success. After the conclusion of the Attica All Stars, some of the boys played on another All Star Team that combined Attica and Williamsport. Players and coaches are pictured below.



Lafayette Aviator's Game



Attica/Williamsport All Stars



Attica All Star Team Picture

Metlab / Furnace

The year is moving right along and we are already past the halfway point – enjoy the warm and sunny days now because it won't be long until we are starting to wear sweatshirts again. As such, here is how Melting is progressing through the year! We have melted 788 heats at the time of writing. That's 649 heats on furnace 3 and 138 on furnace 4 for a total of **28.8 million pounds of steel!**

The Metlab has been busy breaking bars and performing all kinds of metallurgical testing. Over 600 tensiles and 450 impacts have been broken. That doesn't include all of the micros or chemistry testing for heats and incoming scrap.

Beyond our daily melting and testing processes, both departments have some exciting projects in the works. The melting department has been working with a company to utilize 3D laser scanner to determine buildup/wear within the furnace. The Metlab is working with IT to build a test material tracking software that will also aid in test material scheduling. Hopefully we can have success in our projects to continue to lean out our processes!

Lastly, all of us in the Metlab & Furnace department want to welcome the new faces on our teams, John Brandenburg and Isaac Clyde. John is a member of the melting department as a furnace helper. Isaac is an intern in the Metlab who is going into his senior year at Purdue in their Material Science and Engineering school so wish him luck!

Furnace and Lab

Machine Shop

Greetings from the Machine Shop. The busy days of summer are in full swing. Graduations, county fairs, vacations, ball tournaments and family picnics are just a few of the many activities that we are blessed with throughout the summer, building lasting memories. Speaking of memories, if you should happen to cross paths with Matt Coats or Rex Stone, be sure to ask them if they are enjoying their retirement.

JD Gray recently had the privilege and honor to attend his nephew's graduation at West Point. Drew Sheridan graduated from Purdue University in May, and has taken on the role of Process Engineer. Drew had worked previously as an intern while attending school. Sam Hiller has been working as an intern for the Machine

Shop throughout his senior year of high school. Sam will be leaving at the end of July to attend Purdue University to study Engineering.



Congratulations to everyone that contributed to the successful completion of our first medium/heavy fabrication. Thank you for all the hard work and cooperation in overcoming the many challenges associated with completing new product and processes.



Pair of bald eagles



HARRISON STEEL
CASTINGS COMPANY