

Tapping Out

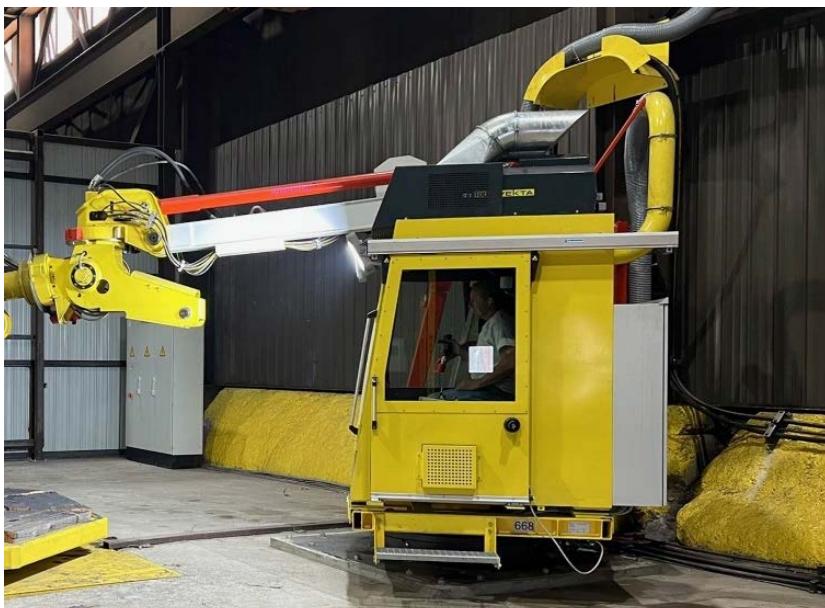


HARRISON STEEL
CASTINGS COMPANY

VOLUME 103 | JUNE 2024

IN FULL COLOR

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News from HR

STAFFING

With Sarah Seaman departing the company for other opportunities, Davaina Himes has transferred from the Met-Lab and is now the new HR Clerk. She is catching on very quickly and doing a great job and the transition to our team has been seamless. Also on the staffing side, we have a new part-time HR Translator in Jared Saenz. Jared will work Mondays and Wednesday and will assist HR and Benefits in a variety of things from New Hire Orientation to Benefits Enrollment and then just general employee assistance. Please welcome Jared and Davaina in their new roles when you see them!



RIDE-SHARE PROGRAM THROUGH ENTERPRISE

For over a year, we have worked on a transportation assistance program for people who live in Crawfordsville. This would be a program paid for by the employees who use it but yet help them greatly in ensuring they can get to work in reliable transportation. It was slated to begin in June, but due to a few things out of our control, we will now revisit this after Summer schedule in September. If you are someone who would be interested in using this service, please see Jason.

FOOD TRUCK FRIDAY

This was a success. Both vendors stated it went very well and I appreciate all of you for spreading the word. There was a few kinks that we worked out, and we will be planning for have more days this summer. I will try to involve some other vendors as well and if you have one that you suggest, please let me know. Thanks again!



Wade Harrison – Skidmore College, Conlan Moore – Rose Hulman, Jonathan Thomson – Missouri S&T, Joey Meccia – University of Dayton, Sam Hiller – Purdue, Jack Mullins - Baylor University

SUMMER COLLEGE INTERNS

We are very excited to have 6 college students doing summer internships here at Harrison Steel. Finding more ways to get youth involved has been a focal point and we are excited to have them aboard. Welcome them when you see them!

SUGGESTION BOXES

Questions / Answers were updated in the month of May. Please check breakrooms for posting.

Human Resources has been working on a Supervisor Training Program / Booklet that will be done in-house and is near completion. More details to come in the following month or so...

Harrison Steel Company Cookout is scheduled for October 5th



Shout Outs!

MILESTONES THIS ISSUE FOR CONTINUOUS EMPLOYMENT – APRIL 2024 - JUNE 2024

Name	Date Hired	Milestones (years)
Laura Brown	4/1/2019	5
David Pickett	4/15/2019	5
Marvin Wood	4/29/2019	5
Robert Stone	4/5/2004	20
Jacob Melvin	5/6/2019	5
Erin Boles	5/20/2019	5
Alexander Reynaud	5/20/2019	5
Derrick Mullins	5/28/2019	5
Kevin Bulington	5/17/2004	20
James Durako	5/1/1999	25
John Allen	5/29/1984	40
James Russell	6/3/2019	5
Johnathan Henry	6/17/2019	5
Jacob Johns	6/17/2019	5
Robert Rutiaga	6/9/2014	10
James Hoskins	6/1/2004	20
Brian Cooper	6/14/1999	25
Jimmy Pickett	6/6/1979	45

TONY CRANE'S RETIREMENT PARTY 5/2/2024



Harrison Steel Golf Outing

5/18/24



RESULTS



1st Place Team

Todd Stillwell/Kyle Haley/William Wood/Cliff Wilderman (-7)



2nd Place Team

Sony Mascreen/Jim Young/Art Fletcher/Nathan Wright (-6)



3rd Place Team

Trevor Curtis/Jacob Poore/Mike Wraphouse/Randy Jones (-5)

SPECIAL CONTESTS

#8 Closest to the pin – Steve Estes



#12 Closest to the pin – Erin Boles

(Photo Right)

#9 Longest Putt – Caleb Askren



#5 Longest Drive – Tony Vanetta

Sign Up Reminder

Harrison Steel League—9 holes: Contact Tony or Anoop to sign-up

HS Employee's receive a 50% Discount on ANY membership type to Harrison Hills.

4/8/2024 Eclipse



Crystal Niccum, Lisa Hollis, & Paula Cheatham viewing the eclipse



Office staff during the eclipse.

Quality

Brad Gayler and Amanda Blondeel would like to acknowledge the efforts of Lori Coats. This year alone Lori has continued her ISO education (PRI Internal Auditing Training) and has contributed positive changes to the continued success of the HS QMS including: PSI Auditing & group document review. Lori now also owns the management of the HS CAR system.

Frank Vickery went to CAT - Decatur with Brad Gayler on 2/14/24 to help fix/verify a thin wall condition on the 398-5469s. Brad was able to capture the picture below of Frank on their way out to help commemorate the trip.

Quality would like to welcome our newest employees to the department; Jessica Ferguson and Roger White are both Layout Technicians. Cody Peters is our new part-time Gage Calibration Technician. Jack Mullins is the summer intern for Quality.

Dylan Bottorff (Gamma Ray) has completed his Radiation Safety class. Dylan passed his exam and received his Radiation Safety and completed his RT license on 5/21/24.



Frank Vickery visiting CAT - Decatur



Pictured left to right: Jessica Ferguson, Cody Peters, Jack Mullins, & Roger White



What's in the bag Brad?

Benefits & Wellness

Your wellness is important - If you have our insurance - make an appointment at WeCare to do your Biometrics, if you have not, for 10% off the premiums you pay. (5% if you are on an EE + Spouse or Family Plan), 10% for being tobacco free, & 10% for coaching. Sign up for tobacco cessation in order to receive that 10% discount, if you test positive for tobacco.

Wellness cards went out in April so you can see which discounts you have and when they expire.

If you have our insurance, but have a primary physician somewhere other than at WeCare, you can still take advantage of the discounts, come see Benefits to receive the form to take to your physician.

Additional Discounts at LifeMart (thru Principal- if you take Short-Term or Long-Term Disability) - Travel, Hotels, Car Rentals, Flights, Auto, Home, and more! Pick up a flyer on how to access these discounts - out at the bulletin boards, HR, or Benefits.



Jeff Prince from MJ Retirement is our Retirement Plan Advisor for the Harrison Steel Retirement Plan. Jeff can assist you with questions you have around your retirement plan, including your investment elections, managing your retirement funds, preparing for retirement, etc. If you are planning on retiring soon or have questions- please reach out to speak with Jeff Prince, 317-708-4154.

If you are interested in speaking with him concerning your 401K plan in person, let Benefits know and we can make appointments.

June is National Migraine & Headache Awareness Month. Tension headaches are the most common type of headache. Stress, anxiety and/or depression are the main causes of tension headaches. They can be triggered by alcohol, caffeine or caffeine withdrawal, dental problems, eyestrain, not getting enough sleep, or keeping your head in one position too long. Migraines can be triggered by the same as previously mentioned as well as dehydration, hormone changes, loud noises, skipping meals, strong scents, too much physical activity (overexertion). Certain foods can also trigger migraines- like aged cheeses, alcohol, certain fruits, chocolate, MSGs, pickled foods, and processed foods. Medicines are available to help relieve symptoms of migraines. If you suffer from tension headaches, migraines, or cluster headaches, please make an appointment to see Dr. Barraza or Carter, PA at the clinic to help increase your quality of life.



Reminders:

Life events allow you to add/remove family members on your insurance. You have 30 days from the life event to obtain coverage at HS.

Life events- loss of previous coverage, marriage, divorce, birth/adoption, death, turning 26 and losing coverage thru parent.



Crystal Niccum- EAP Coordinator- is here to help our employees navigate life- she has a lot of resources that can help, please scan the QR code to contact Crystal.

See Benefits for any questions! Live Healthy!

Foundry

Long time employee Mario Santiago recently turned in his time at Harrison Steel. Mario was the Mixer Operator on the AML. He strived for quality and velocity during the time he ran the mixer. Mario will be missed greatly and very difficult to replace.



Jerry Howard (L) Mario Santiago (R)



Jerry Howard (L) Mario Santiago (R)



Dusty Beedle is donating more of his time for youth sports here in Attica. Dusty is always looking to help the youth get better at their desired sport and have fun doing it.

Tyler Wigley and Angel Groff had their second child just prior to this article being submitted. Phoenix Alan Sid Wigley was born at 9:54 pm on 6/9/2024 (6lbs. 7oz.). Phoenix will be welcomed home by his big brother Preston.



The Foundry would like to welcome Wade Harrison IV as a summer intern. Wade's projects are listed below.

- Foundry Training
 - Acquiring and assembling Job instruction booklets
 - Next Step, test run with select new hires
- Ongoing projects
 - Core Scrap Evaluation
 - Focus Core - 398-5471&2
 - Next Step, finish compiling solutions to issues pertaining to transportation, and dumping
- Understanding functions in AML, Ladle and Furnace Dept.

Machine Shop

Graduations have passed and springtime is quickly approaching its end. Congratulations to all our area graduates and their families. Summer is a mere week away. The cookouts, fishing tournaments, baseball, softball, and 4-H activities are in full swing. We'd like to wish all HS family good luck, and much success in whatever summer activities they participate in. Please share pictures and stories so we may get them published in a later issue of Tapping Out.

The Machine Shop has a few new faces that have joined HS since the last issue. Jenifer Lewis, Cyrus Leonard, Cody Harris, and Caden Brant. Joseph Meccia has joined us to intern for the summer. Welcome everyone to Machining.

The machine shop personnel are putting the finishing touches on the installation of the G&L #93. Test cutting should be able to begin around July 1st. This installation has been quite challenging since its arrival at HS. We have had to overcome contractor delays, mechanical, and electrical issues. Thank you for all those that have worked on this project.

Remember to share those summer stories and pictures.



Mary Acord(L), Robert Tucker(C), and Brian Acord(R) celebrating graduation



Pictured left to right: Cyrus Leonard, Cody Harris, Joe Meccia, & Jenifer Lewis.

Scale Computing Platform

This year's awards introduced a new category, the "Customer Heroes Advocating Market Performance" CHAMP Award. Scale Computing CHAMP advocates leverage their collaboration with Scale Computing and its innovative technology to achieve results and lead their organization to success by guaranteeing their IT infrastructure is highly reliable and available. CHAMPS have partnered with Scale Computing to share their SC//Platform use cases and success stories with the market at large.

2024 winners include:

- Anthony Horzempa, Senior Project Analyst, Syracuse University
- Shane Rogers, IT Director, The Harrison Steel Castings Co.
- Tim Bramham, Director of Technology, Kingston Police
- Wally Wheadon, Director, IT Infrastructure, Ventura Foods
- Kevin Moreland, Department of Information Technology, Summit County Board of Elections
- John Stuplich, System Admin, Kolbe Windows & Doors



Engineering/Maintenance

Summer is just around the corner and we are excited about several projects recently completed in the plant. Our Andromat, large cab-controlled grinder, is installed and running in Plant 2!

The large project for the last couple months was the Andromat, but we also received three (3) new Doosan fork trucks during this time. The core room received a 7000lb truck, Line 5 received a 12,000lb truck, and Plant 2 received another 20,000lb Doosan. These trucks look great! As far as other small projects go, we have received and installed three (3) new ACCO 5-ton hoists for the cleaning room. These hoists are similar to the Harrington hoists that we have used for years, but have internal load limiting capability.

Lastly, we had a chance last month to celebrate the re-retirement of George Vredenburgh. Of course, George served in the foundry for many years in sand lab management and retired several years ago. But George came out of retirement in 2021 to help us out in the Environmental and Safety Department. George did great work in our department and we will certainly miss his experience and reliability.



Andromat, Large Cab-Controlled Grinder in Plant 2



Celebrating George Vredenburgh's Re-Retirement



Three New Doosan Fork Trucks

Cleaning Room

ANDROMAT IMPLEMENTATION

On May 10th, 2024, the new Andromat grinder ran its first production piece. This machine has proven itself in terms of material removal rate, but has shown quite a learning curve from the operating side. We are very excited to get this machine up to full operation and see what it can do!



GRANDBABIES!

Jeremy and Renee Stonebraker would like to announce the birth of their first 2 grandbabies. Wrenleigh Renea Stewart was born November 2nd 2023 weighing 7lbs 11oz 21" and Abrielle Brook-Lynn Alexis Carnaghi was born May 14th 2024 weighing 6lbs 19 1/2". Wrenleigh is the daughter of Logan Stewart and Hali Schuman and Abrielle is the daughter of Madison Lofgren and Dustin Carnaghi. Congrats!

SILI CUP

Bobby and Beth Askren took their HS SILI Cup on an adventure to the Indy 500!



GET WELL SOON

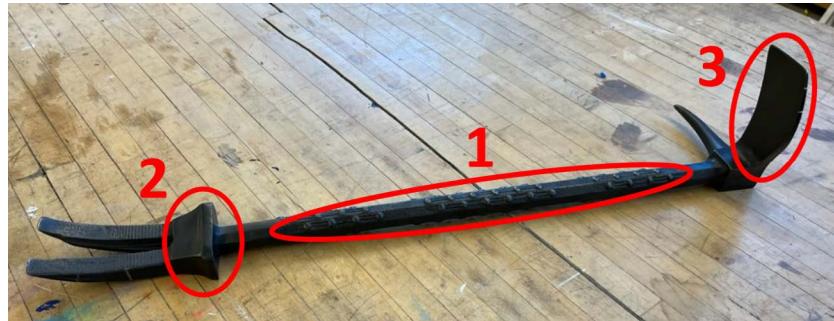
The entire cleaning room staff would like to extend well wishes to Walt Black, the line 2 supervisor. Hope you are feeling better and wish you a speedy recovery!

Cast in Steel

Harrison Steel partnered with IUPUI's Herron School of Art and Design for Fall 2023/Spring 2024 to compete in the Steel Founders Society of America (SFSA) Cast in Steel competition. The concept for the competition is to take a predominantly forged tool/weapon and enhance it through casting technology. This year's competition focused on the Halligan bar; a tool used by fire fighters for forced entry. The competition tested 36 university teams' Halligan bars for breaching an outward opening door, inward open door, puncturing 14-gauge sheet metal, and opening a bolted door.

Jacob Melvin and Jacob Poore led the team and helped guide them through the casting process. The Herron team developed new features for our Halligan bar. The features are as follows:

1. Protrusions on the surface of the handle to enhance the operator's ability to grip the bar
 - The protrusions on the handle are the chemical formula for Dicyanoacetylene, the hottest oxygen-burning compound. The details of the feature turned out well!
 - The protrusions are not present on the sides of the handle that lead to the prybar so operators may drive an axe along the handle
2. The prybar has an expanded contact point on either side to give the operator a larger contact surface to drive an axe against
3. The axe part of the tool was reshaped to give the operator additional leverage



Jacob Poore developed the rigging as an innovative 3-on design intended for 3D printing. The 3-on pattern gave us the opportunity to fill three Halligan bars in different orientations at one time. This is the largest 3D printed mold HS has poured to date! It had several small vents and plenty of complexity. This project gave us an opportunity to learn about 3D printed molds and the extent of their capabilities. The mold yielded decent results – we got one good Halligan bar from the three and learned some dos and don'ts!

We received a lot of help during the project from Nick Cunningham, Tony VanEtta, John Allen, Rocky Brown, Todd Hay, the pouring crew, and many others. It's safe to say this was a team effort between Harrison Steel and Herron! The Herron-Harrison bar made the cut to a final 9 where it underwent further testing. The bar finished 3rd based on testing and judging by an expert panel of Forged in Fire judges!



Ben Abbott of Forged in Fire tests the puncturing capability of the pike.



Jacob Melvin & Jacob Poore testing Herron's Halligan Bar using a Fireman's Door Test

Harrison Profit Sharing and Retirement Plan

I am pleased to inform you that Harrison Steel's combined Profit Sharing Plan contributions for 2023 were \$1,119,450. The \$1,119,450 results from \$627,158 in matching contributions made throughout the year and an additional \$492,292 from the company's 2023 performance. The final 2023 profit sharing plan contribution will be distributed to participant accounts by 6/7/2024.

2023 was a positive year for Harrison Steel financial performance. We benefited from higher production volumes and slowing inflation. Financial performance was lower than last year owed to the offsetting effects of heavy reinvestment in the company. Capital expenditures topped \$8.9 million. Lead investments included the new 5 wheel blast, Mazak V140, and Andromat. We believe these investments will yield many years of increased future profitability.

Investment portfolios experienced a great year with the stock and bond markets up for the year. The S&P 500 (stock market) was up 26.29% and the Barclays US Govt/Credit Intermediate TR US (general bond market) was up 5.24%. A balanced portfolio of stocks and bonds yielded a net increase of 12.70% (DJ Moderate TR USD). In short, 2023 was a banner year for investment portfolios.

2024 is forecast to be another profitable year for Harrison Steel. We have set production at 47 tons per day which is roughly equivalent to 2023. 2024 is our opportunity to focus upon safety, training, and process improvements in preparation for future growth. In terms of growth, we have a heavy new product launch schedule between Caterpillar and Komatsu Mining. We are delighted to have been selected for these projects.

In closing, thank you for your continuing efforts to improve the business and increase profitability. We are working on final individual contribution calculations and the result will be deposited into your account soon.

Sincerely,



The Harrison Steel Castings Co. Retirement Plan Advisory Committee | 5/29/2024