

Tapping Out



VOLUME 105 | DECEMBER 2024

IN FULL COLOR

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New fork trucks, [pg. 9](#)



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Shout Outs!

MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	HIRE DATE
George Krummel	5	10/14/2019
Paula Cheatham	5	10/14/2019
Alanna Westjohn	5	10/21/2019
Nicholas Weaver	5	10/21/2019
Walter Black Jr.	20	10/10/2004
John (Andy) Moody	5	11/4/2019
Susan Britt	5	11/4/2019
Crystal Halsema	10	11/13/2014
Sherri Waters	5	12/9/2019
Juan Romero	5	12/9/2019
Gary Cantrell	20	12/28/2004
Jeremy Ray	30	12/26/1994

HS FLOAT

HS Housing Dept. did a fantastic job decorating the float that is on display over at the Williamsport Lights in The Park. If you get a chance take a drive over with the family and view all of the holiday lights and displays. What a great way to get into the holiday spirit.



SFSA



Harrison Steel hosted **Steel Founders' Society of America's Future Leaders and Next Generation Manufacturing Conference**, November 6 – 7. The conference was attended by roughly 36 individuals from 12 different foundries. Outside of the normal Future Leaders several "Grey Beards" attended just for the opportunity to see Harrison Steel. The conference began at Harrison Hills with Paul Kelsey, Robert Harrison, and Shawn Martin as featured speakers. Paul Kelsey presented on the subject of rigging objectives and a few tricks we've learned over the years to achieve buy in from the operators that make things happen every day. Robert Harrison presented on product costing and capital decision making. Shawn Martin presented on the topic of defect analysis and shrouding.



Pictured above: Paul Kelsey presenting at Harrison Hills



Pictured above: Shane Rogers (right) presenting at Purdue University

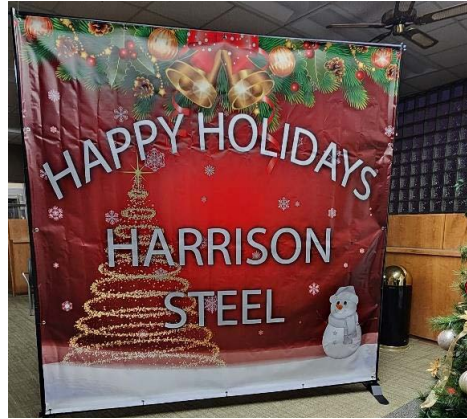
Upon the conclusion of presentations, we conducted a tour of the facility. Many were amazed at the speed of throughput we achieve on massive castings. The adjourned and reconvened at Purdue University on the 7th. The day began with presentations from several of Purdue's faculty: Dr. Athinarayanan on *Foundry 4.0 and creating a digital twin*, Dr. Nanda on *Vision System* for foundry safety, and Dr. Lee on *Wearable sensors for detection of worker's fatigue and /or overall condition*. A tour was provided of Purdue's foundry of the future and factory of the future. Next, Shane Rogers spoke on edge data collection and IT / OT security. George Krummel then presented on our robotic burner development. The day concluded with remarks from Dave Poweleit, SFSA.

Attica's Magical Christmas Parade

Attica's Magical Christmas Parade was on Thursday, Dec 6th at 6pm. Before the parade Harrison Steel was handing out free hot chocolate and cookies to those that came downtown before the festivities.



Harrison Steel Firetruck decorated downtown



Robert Harrison & Alanna Westjohn handing out hot chocolate and cookies.



Sony Mascreen & Ann Harrison



Lynn Lanham, Alanna Westjohn, Alisson Lamas, & Tony Vanetta.

A FEW PICTURES FROM THE PARADE



Benefits & Wellness

OPEN ENROLLMENT – December 1 – December 31! You should all have your packets. **Forms do not have to be turned in this year.** If you need to make a change, we need to have the form. If you do not turn in the form, you will have the same elections you had this year in 2025. Please reach out to Benefits if you have any questions – Crystal 9037, Lisa 9038, Paula 9140 or email benefits@hscast.com

Review your short term (STD) and long term (LTD) disability options. These are options that pay you 60% of your base wage if you need to be off work for an illness or injury (not work related). There are two coverage levels for LTD; \$1500 cap or a \$5000 cap. Benefits can tell you how much these options will cost you per pay.

MEDICAL OFFSET, January - Remember being tobacco free is 10% & biometrics is 10% (5% if you are EE + Spouse or family plan). You only need to fill out the Health Risk Assessment (HRA) and meet with Tracy Brown to go over the HRA. **More to come on this as Tracy will be coming onsite.**

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.



With the Holidays & winter weather coming, here are some tips to stay healthy!

Drink at least 8 cups of water per day, stress less, sleep enough, dress warmly, limit time in the cold, exercise, keep germs away - wash hands, and try something new - writing, crafting or a new holiday recipe.

VACATION PAYOUT – DECEMBER 20

DECEMBER REMINDERS:

Review your beneficiaries - Vanguard needs you to log in and enter this information. Pick up a flyer in HR or Benefits or see the bulletin boards. Your Life insurance beneficiaries are on the open enrollment forms.

If you have **moved** this year, make sure your tax forms are up to date. This is especially important if you have moved from one county to another.

See Benefits for any questions! Live Healthy!

Company Picnic

HS Company Picnic was held on 10/5/24. This event is for employees, employee families and retirees from HS. It was a Great fun Day with food, music, and ended with fireworks.



Lynn Lanham – Taking the tickets at the gate for the event.



Human Resources

As 2024 comes to a close, I want to take some time to reflect on some items that HR has been involved in this past year. Before mentioning these, I want to thank employees who have shared ideas in person or through our Suggestion Boxes, as Human Resources is here for you and we want to make the environment here productive and rewarding. Besides all of the feedback, I want to thank the entire HR and Benefits Team for their help and assistance in spearheading many things that are handled on a daily basis here in the front office. We have a great staff to assist employees! Alanna, Anna, Bill, Jared, Davaina, Crystal, Tammy, Lisa, and Paula..... these are the people that make it happen!

- Food Truck Fridays – From roughly May to September, we had several food trucks on site for lunches to give employees a different option than what they usually have
- RideShare Program – This commuter van runs daily from Harrison Steel to Crawfordsville and back to shuttle employees and provide them a low-

cost option of carpooling.

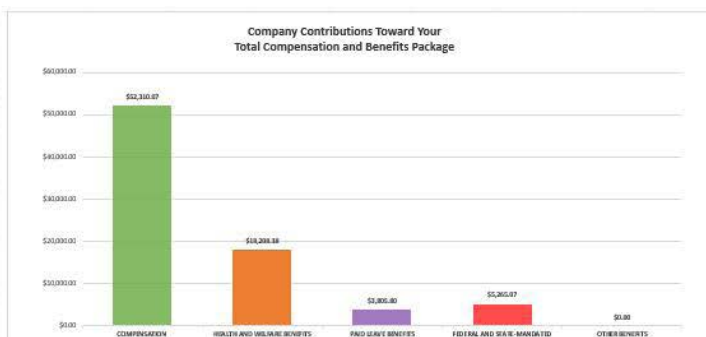
- Suggestion Boxes – these are in all breakrooms and is an anonymous way to provide feedback and or ideas
- Open HR Forums – these take place on Wednesdays in various breakrooms and is just a way for you to connect with a member of HR if you have any issues or questions
- Company Surveys – These surveys were done earlier in the year and gave employees another tool to identify strengths and weaknesses here at Harrison Steel
- Social Media Department Spotlights – These started in mid-Summer and have been a huge success. Thanks to Crystal Niccum and Supervisors in getting HR information. Employees current and past really appreciate these along with their families and friends.
- Supervisor / Leadership Development Training – 10 members of Management participated in various training throughout 2024

- Microsoft Excel Training – 5 employees benefitted from this training in 2024
- Retirement Plaques – Beginning this year, we made castings from all 30+ year employees who retired. Big thanks to the Pattern Shop and Tony Vanetta for assisting with this.
- Hired a part-time HR Translator to assist with a variety of employee situations
- Got off to a good start of taking X-Rays for all employees and this will continue in 2025.

Do you have other ideas for us to try or things you would like to see different? Some ideas we have contemplated from time to time is a “Celebration Committee” where a group of employees would be in charge of having themed carry-ins once a month or every 2 months. Would you like to see a member of HR spend time one day every month or two helping out one of your processes in the Foundry, Pattern Shop, or other departments? Other ideas? See a member of HR or myself and please share.

2024 BENEFITS STATEMENT

Compensation and Benefits Statement		
Average Annualized Benefit for \$22.50 per hour Employee		
As an employee of Harrison Steel, you receive regular pay for the services you provide. The other part of your total compensation is the value of the benefits that Harrison Steel makes available to you and, if applicable, your family. The value of these benefits is your “hidden paycheck.” This benefits statement describes your hidden paycheck and is intended to give you a summary and the average value of the benefits should you elect them. If you have any questions about this statement, please contact Human Resources.		
	Employee Annualized Contribution	Company Annualized Cost/Contribution
COMPENSATION		
Annualized salary or hourly pay	N/A	\$46,800.00
Annual bonus (estimated based upon Sum of Weekly Bonuses)	N/A	\$830.07
Shift Differential (if working nights)	N/A	\$4,680.00
TOTAL COMPENSATION		\$52,310.07
HEALTH AND WELFARE BENEFITS		
Medical	N/A	\$14,289.00
Dental	N/A	Employee Elect
Vision	N/A	Employee Elect
Short-term disability	N/A	Employee Elect
Safety Glass Program - Annual Rebate	N/A	\$76.00
Life insurance (company paid \$10,000)	N/A	\$31.08
Employee assistance program (EAP)	N/A	\$100.00
401(k) plan (100% Match up to 3%)	N/A	\$1,589.30
401(k) plan (Profit Share Contribution)	N/A	\$2,142.40
TOTAL HEALTH AND WELFARE BENEFITS		\$18,208.38
PAID LEAVE BENEFITS		
Vacation Leave (13 days)	N/A	\$2,340.00
Holidays (8 days)	N/A	\$1,440.00
FMLA Administration Leave (Principal)	N/A	\$26.90
TOTAL PAID LEAVE BENEFITS		\$3,806.90
FEDERAL AND STATE-MANDATED BENEFITS		
Social Security		\$3,243.22
Medicare		\$758.50
Unemployment insurance (federal)	N/A	\$420.00
Unemployment insurance (state)	N/A	\$47.50
Worker's compensation	N/A	\$796.85
TOTAL FEDERAL AND STATE-MANDATED BENEFITS		\$5,265.07
OTHER BENEFITS		
TOTAL OTHER BENEFITS		\$0.00
TOTAL VALUE OF EMPLOYER-PROVIDED BENEFITS	N/A	\$27,275.25
TOTAL COMPENSATION AND BENEFITS		\$79,589.32



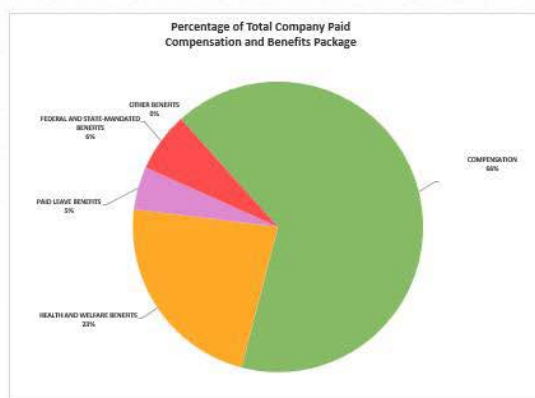
These charts represent the amount of your total compensation package.

The green is the average base pay of \$46,800 plus bonus and a shift differential(if applicable)

The orange is all the benefits that we just went over

The purple is the vacation/holiday/FMLA that we covered

The red are taxes that the company pays on your wages



PEOPLE | QUALITY | VELOCITY | COST



FOCAL POINTS FOR HR IN 2025

- Increase Safety and Security through various trainings, employee identification, and building relationships with local law enforcement / first responders
- Training of departments and employees of all levels – We will be hiring a Corporate HR Trainer who will exclusively focus on providing attention to training and ensuring departments are streamlined in some

of their processes. We need to focus on identifying what trainings need done by everyone and what frequency they should be continued to achieve results. More to come on this but this will be a huge focus.....training our staff and helping retain them.

- Increase the relationship with local vocational schools to provide a more seamless pathway for high school seniors to the HS workforce

- Continue paying attention to new hires through our New Hire Follow Up system so we can identify early in the process if things are not going well

Hopefully you all have had a great 2024 and everyone has a safe holiday season. Thank you for all you have done this past year!

Jason Beck
Director of HR

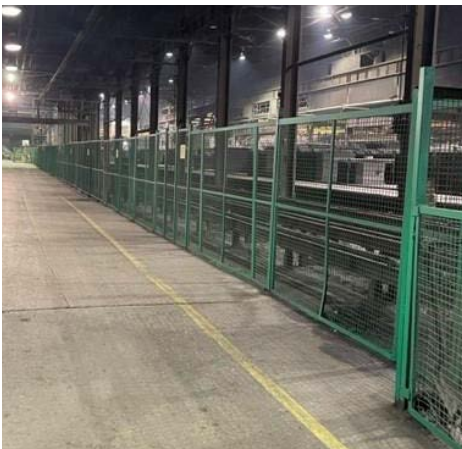
Foundry

FOUNDRY NEWS

Jerry Howard wants to express his heartfelt gratitude for all the love, prayers and support he received during his recent loss.

FOUNDRY IMPROVEMENTS

We recently had an opportunity to use some light duty folks and a planned shutdown to make some improvements to the Foundry.



AML FENCE



OUTSIDE THE CHILL ROOM



AML Northeast Wall



271 Molding Outside the Bathroom & Breakroom

Machine Shop

The leaves may be falling, marking the end of another year, but here at Harrison Steel, we're celebrating a season of change and growth.

We bid a fond farewell to two incredible employees, Rocky Brown and Kevin Bulington, who are embarking on a well-deserved retirement. Your dedication and hard work have been the bedrock of our machine shop, and you will be deeply missed. We wish you both joy and fulfillment in this new chapter of life.

As winter sets in, we eagerly anticipate the spring that will bring new life and fresh talent to our team. We're excited to welcome the following individuals who are ready to blossom and grow with Harrison Steel:

- **Todd Hays and Cody Powell:** Stepping into Rocky's shoes, bringing their skills and enthusiasm to the machine shop.
- **Dontae Taylor:** A rising star joining us as a machinist, ready to make his mark.
- **Michael Moody:** Our casting maestro, ensuring a smooth flow of materials with his expert forklift driving.
- **Tyler Kalweit:** Mastering the Mazak V140 in the finishing machine shop.
- **Chris Beedle:** Embracing the challenge of training on the new V140.

Congratulations to all our new employees! We're thrilled to have you join the Harrison Steel family. We wish you long, successful, and happy careers with us.

Here's to a season of change, growth, and continued success at Harrison Steel!

And as the snow begins to fall and the holidays draw near, we wish everyone in the Harrison Steel family a joyous Christmas season and a Happy New Year!



Kevin Bulington with Trevor Curtis



Wade Harrison III with Rocky Brown

Engineering/Maintenance

2024 has been a good year for projects and new equipment at HS. The largest project in the first half of the year was the new Andromat grinding operation in Plant 2. This project is an exciting step forward in automation for HS and the cell has been in successful operation for the entire second half of 2024.

For smaller-scale projects, we completed many facility upgrades this year including large areas of floor repair in the Foundry and Plant 2, new road access at the landfill, the removal of old equipment (to prepare for new), lighting upgrades, and new rolling stock. We are particularly excited about the new Doosan fork trucks purchased in 2024, shown in the photo, below.



As far as the most recent projects completed, we have recently taken delivery of a new (to us) utility truck for the Facilities group and new 2-stage blast pots have been installed at the Plant 2 south room blast to help improve productivity in that area.



A new chiller for the AML thermal reclamation system was installed over Thanksgiving week also. The unit was installed as a team effort between electricians, plumbers, and engineering staff.



We have several projects planned for this last month of 2024. We have a very large concrete repair project going on in the Heat Treat area of line 5. In addition, the foundation will be poured for #95 G&L Machine in the north machine shop. The prep work is underway for this foundation as I write this article.



Looking forward to 2025, we are already planning a few major projects including bringing the Line 3 room blast back online complete with a new winch, blast pot, and dust collection system. HS is also planning on additional Doosan fork truck purchases (20,000lb and 12,000lb), a large silo revitalization project at the north end, and the installation of #95 G&L Machine.

From all of us in the Maintenance Department, Merry Christmas and Happy New Year!

Quality

Quality wants to welcome our newest Layout Technician Darrin Garrison.

Darrin is a recent transfer from Security who has been with HS for four years.

Darrin also has a coding background which should be beneficial during his training within the department.

We're excited to have him on board.

We also want to thank everyone for their help during the recent Wabtec audit where HS scored a respectable 86%.

During November we also assisted with the onboarding audit at Magnum Induction for addition to the ASL and we look forward to working with them in the future as they provide Induction Heat Treat for some of our newest patterns.

We would like to wish everyone at Harrison Steel a joyous holiday season and a Happy New Year!



HAPPY HOLIDAYS





HARRISON STEEL
CASTINGS COMPANY