

Tapping Out



HARRISON STEEL
CASTINGS COMPANY

VOLUME 106 | MARCH 2025

IN FULL COLOR

IN THIS ISSUE



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Shout Outs!

MILESTONES THIS ISSUE

| NAME | YEARS OF SERVICE | HIRE DATE |
|--------------------|------------------|-----------|
| Ronette Lape | 5 | 1/5/2020 |
| George Clarkston | 5 | 1/6/2020 |
| Dustin Rosa | 5 | 1/6/2020 |
| Timothy Mullins | 5 | 1/6/2020 |
| Paul Kelsey | 10 | 1/20/2015 |
| Todd Gambrel | 20 | 1/3/2005 |
| Eric Dismore | 30 | 1/2/1995 |
| Rod Garlin | 45 | 1/8/1980 |
| Brian Acord | 5 | 2/3/2020 |
| Jeremy Stonebraker | 5 | 3/2/2020 |
| Brandi Mitton | 5 | 3/10/2020 |
| Rick Beedle | 35 | 3/19/1990 |

QUALITY DEPARTMENT

HS Audit Team; Brad Gayler, Amanda Blondeel, Adam Dennis, and Paul Zeis, would like to thank the following employees for their cooperation during the recent Caterpillar onsite audit that was completed the week of 2-24:

Jacob Melvin | Shawn Martin | Nate Sandlin | Andy Moody | Jerry Howard | Dusty Beedle | Stephan Gosswiller | Mason McCullum | Mike Bossae | Tyler Mix | Greg Odle | Erin Boles | Tony Vanetta | Paul Kelsey | Todd Freeman

2025 MEMBER RATES



HARRISON HILLS

When you think GOLF think **Harrison Hills**:

- Employee Membership Promotions
- Individual & Group Instruction
- Newly Renovated Golf Shop for all your Golfing Needs

Contact: **Timothy Davis, PGA**

P: **765.762.1135**

E: **tdavis@onealgolf.com**

See you at the HILLS!

INDIVIDUAL

\$1,895

AGE 36-54

HS \$950

SENIOR

\$1,695

HS \$850

AGE 55+

YOUNG ADULT

\$1,595

HS \$800

AGE 18-35

ADD SPOUSE

\$475

HS \$250

ADD JUNIOR

\$375

HS \$200

AGE 17 & UNDER

2025 ANNUAL MEMBERSHIP INCLUDES:

UNLIMITED GOLF AND CART - PREFERRED TEE TIME BOOKINGS

HANDICAP FEE

10% OFF PRO SHOP MERCHANDISE (SOFT GOODS)

RANGE BALLS - ACCESS TO POOL



Human Resources

Over the past 6 weeks, Human Resources has become increasingly busy in terms of trying to bring new employees on board. It literally seemed like it happened overnight, as the demand really spiked in a hurry. The staff has been working very hard on getting people in and scheduling interviews and we also have several events over the next 6-8 weeks to hopefully help us add members to our team.

For the HS Job Fair, we will be having it from 9-1 in the basement of the office and will offer on-site interviews and having it on a Tuesday will allow us to hopefully onboard them the following Monday. You will begin seeing and hearing announcements regarding this day on the radio, newspaper, as well as social media.

FOOD TRUCK FRIDAY'S ARE RETURNING!

As you know, we always welcome feedback and many of you provided great information regarding our Food Truck trial run last year. Because of the success and good feedback, we will plan to do this more this year and offer a larger array of vendors. To the right is the schedule through the end of May.

| Dates | Food Truck (s) |
|------------|-------------------------------|
| March 28th | Rollin' Dough |
| April 22nd | Urburger Gordos |
| April 25th | Famous Franks |
| May 9th | Urburger Gordos |
| May 23rd | Famous Franks Rollin' Dough |
| June 13th | Eddie Joe's Icehouse |

DAYCARE COMING TO ATTICA!

HS has been meeting with River City Church in Lafayette over the past year, discussing a possible Daycare in Attica that would help members of the community along with children of HS employees. We toured the Lafayette location and have helped provide feedback on ideas and suggestions and were ecstatic to learn about the press release pictured to the right. More details to come and how many of you may be able to benefit from this in the future.

HARRISON STEEL PARTNERS WITH DEVON THEATRE!

We're thrilled to partner with Attica's historic Devon Theatre! Since 1938, this art deco landmark has created countless memories for our community. Harrison Steel is proud to sponsor the Devon's projection upgrade, helping preserve this cherished venue for future generations and keep the magic of movies alive in downtown Attica.

| Dates | Event | Employees |
|---------------|--------------------------------|----------------|
| February 26th | Indiana State Job Fair | Alanna |
| March 6th | Seeger Job Fair (Summer Help) | Jason / Alanna |
| March 25th | HS Job Fair | All HR |
| April 23rd | Rose Hulman Spring Career Fair | Jason |

HOW MANY HS EMPLOYEES?

Many of you sometimes wonder or ask the question: How many employees do we have here? Below is an illustration of where we are at and where we have been over the last few years.



RELEASE DATE:
Thursday, February 6, 2025

RIVER CITY CHURCH

PRESS RELEASE

STEAM ACADEMY, a ministry of River City Church ANNOUNCES START OF RENOVATIONS FOR NEW CHILDCARE CENTER IN ATTICA, IN

Attica, IN - STEAM Academy is thrilled to announce the commencement of construction for a new childcare center in Attica, situated at 812 E Main St, Attica, IN 47918. This center will offer high-quality early education for families in Attica and the surrounding community. With renovations set to begin in February, we are committed to welcoming the community into our new childcare program, which will offer 107 childcare spaces, aiming to enroll 90 children at the launch of the program. While we have secured the majority of the funds needed to launch, we are still fundraising for a playground.

We want to begin by thanking Early Years Initiative for their generous contribution of \$500,000 with \$440,000 going toward the renovation to create 107 childcare seats in Attica, IN. Without this generous contribution we would not be able to begin this project. We are thankful for their continued support.



Cleaning Room

RETIREMENT

On February 6th, 2025 Bill McMurtrie returned back to HS for a retirement celebration in the line 2 canteen. Bill began working at HS on 10/04/1978, putting him at just over 46 years of service. Bill began his career here as a hand grinder, and in '92 Bill was promoted to a Line Supervisor. Then Bill was brought in to work with Bill Shoaf as an Assistant Superintendent to prepare to move into the Superintendent position upon his retirement. Bill officially became the Cleaning Room Superintendent on 01/01/2002. Bill led the Cleaning Room through many great years of production, that we all are very thankful for! Below are some pictures from Bill's retirement celebration, including Bill receiving a 1950's model Coca-Cola vending machine that the Cleaning Room salary staff purchased for him! We hope this will be a great addition to his man-cave! Once again, Bill we would all like to extend a very grateful thank you for your many years of dedication and service to HS, and wish you a fun and relaxing retirement!



Trevor Curtis & Bill McMurtrie (left to right)

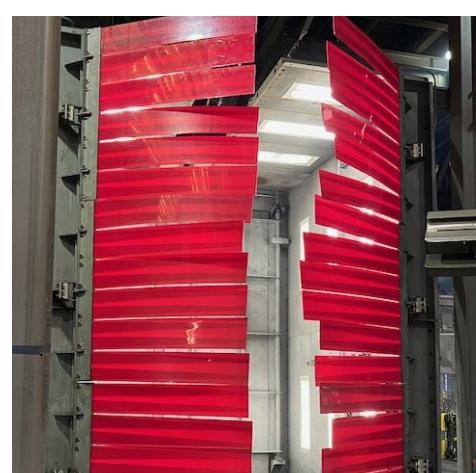


Engineering/Maintenance

We are off and running in 2025. Feels like it has been a long winter already, but we do have a few important happenings in the Engineering/Maintenance Department.

One of the larger projects going on right now is the revitalization of the Line 3 Room Blast. This blast is getting a face-lift including new lights, winches, dust collector, and blast pots. We expect to see this come online in the second quarter of this year.

Over the Christmas/New Year break, there was a LOT of concrete placed in the Cleaning Room. A very large area of concrete at Line 5 Heat Treat was repaired and it looks great. Other smaller areas in the plant also received new concrete including line 1 driveway and several individual workstations in the cleaning room.



A smaller job, but a welcome sight is the new door seals on the Line 7 5-wheel blast. These are a new design to replace the original seals and they look great on the blast.

Finally, on a bittersweet note, we have a couple upcoming retirements in our department to note. The first is Terry Epperson. Terry has retired after 48 years, ALL in the maintenance department in roles as a supervisor, electrician, and mechanic. Thank you, Terry!



Jim Durako is also retiring from third shift maintenance after 25 great years. Jim has spent all of his time at HS in our department as an excellent mechanic and, in recent years, mentor for newer employees. We have been very fortunate in Maintenance to have Jim's help all these years. Thank you, Jim!

Machine Shop

Machine shop employees are skilled at more than just their trade; they also nurture and celebrate love. They work with metal, but their hearts are made of something much softer. Here a sneak peak of some machine shop employees beyond their work. Trevor's got a real thing for good food, and he and Katie love checking out different restaurants on weekends. Steve, while seemingly attentive, took Jessica to a concert but then wandered off to a hardware store, while Jessica enjoys the concert. Jason prioritizes family time during his time off, spending quality moments with his wife, Regina. Pictures from this past Valentine's Day show Trevor and Katie, Steve and Jessica, and Jason and Regina all enjoying each other's company.



Jason and Regina

Trevor and Katie

Steve and Jessica with BIG puppy Ollie

On another topic, we are thrilled to congratulate Mike Bossaer on his well-deserved promotion! He's embarking on an exciting new chapter in his career, moving from maintenance to the machine shop, and now leading all finish operations. Mike will be overseeing both the cleaning room and the machine shop, streamlining the entire finishing process for improved efficiency. We deeply appreciate his dedication and hard work, and we wish him continued success in this new role.

Benefits & Wellness



WeCare App

WECARE – make sure you are downloading the **WeCare elation passport app** so you can view lab work and order scripts when you need to!

This app is only available to Apple users at this time; Android users have access via web.



Wellness Calendar

WeCare has also published a wellness calendar for the year! Mindful March – start your day with a 10-minute stretch routine, unplug from your electronics 30 minutes per day, keep a gratitude journal and list 3 things you're thankful for each day.

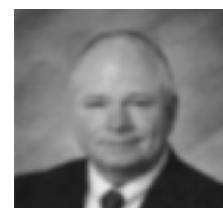
They have started a Wellness Program, scan the code and start your wellness journey! The TVs are highlighting each month the wellness ideas from WeCare.



Vanguard offers tips monthly, the Monthly Beat – Financial Wellness Education, Wellness & Health Education & Benefit Education. Check it out!



Jeff Prince from MJ Retirement is our Retirement Plan Advisor for the Harrison Steel Retirement Plan. Jeff can assist you with



Tracy has stated many times, "Every aspect of life involves coaching. No matter what you do, you are either being coached

or coaching someone else. This coaching experience makes us all better!"

Complete your Health Risk Assessment (HRA), and meet with Tracy to discuss and earn your 10% wellness discount. If you have a spouse on your plan, that will be 5%. Watch TVs and UKG app for when Tracy comes on site. He will be coming every month onsite for employees to meet with him in person.



Transcarent is a partner with our medical insurance- if you need a planned surgery, they can help! Surgery cost are covered at 100%, no deductible or co-insurance. Call their number, 888-387-3909, they will set you up with a care coordinator and walk you thru the process. This is approximately a 6-week process.

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, Jeff is on site every quarter- watch for TV, UKG app announcement to get signed up! He will be here next in May.

Management Corner

I would like to take a moment to thank everyone for their efforts so far this year. Every job plays an important role in helping to provide our customers with the steel castings they need.

As you are all very much aware we have been going through a slower order cycle. However, over the last couple of months we have begun to see the order book tick up. Our expectation is for orders to increase as we move through 2025. We have great news on the new part activity. Caterpillar recently awarded HS 5 new part numbers, 4 flange parts weighing approx. 4,000 lbs. with an annual volume of 100 each. The 5th part is an axle housing, weighing close to 9,000 lbs. with an annual volume of 125. In addition,

there are another 10 to 15 parts that our product engineering group and Caterpillar Engineering have been working to finalize drawings. We will be seeing orders for these new parts in the next few months.

We would like to announce a brand-new customer York Precision Machine. We were awarded a part called a "fixed cone casting". This casting is part of the air make up system and the end user is the US Government. The part weighs 800 lbs. and we are building a 2 on pattern for the Automated Molding Line. Annual production should be around 120 castings.

Lastly, we continue to bring on new parts for Komatsu Joy Global Surface Mining. In addition to the 6 parts brought on in 2024,

we are in the Production Part Approval Process for another 8 parts. We're doing a great job for this group and more opportunities are coming.

Regarding Capital Investments, because of the lighter order book we are minimizing expenditures as much as possible. So far this year we have 3 main projects we are working on. We are doing a rebuild to the Cleaning Room Line 3/4 Room Blast, purchase and installation of a used G&L Horizontal Boring Mill, 271 Sand Silo Repair and purchasing 2 new Doosan Fork Trucks.

Keep up the good work.

Work Safe, Work Smart and God Bless.
Geoffrey H. Curtis

Foundry

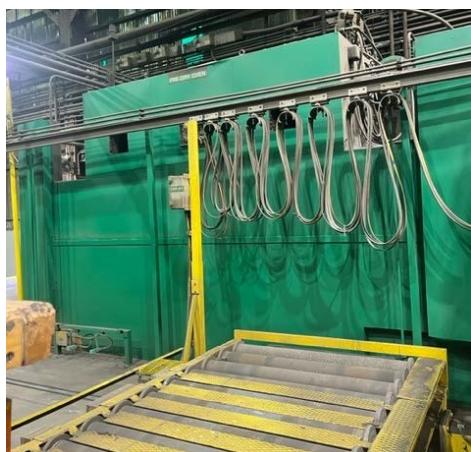
CHILL ROOM NEW ROD BENDER

The new Chill Room Hydraulic Rod Bender has been installed and is now functional. We will be working on training operators to use it in the coming months. Pictured below is Tim Warner and Josh Clevenger beside the new rod bender.



AML PRE-WASH OVEN

Some of the AML employees have used some recent downtime to give the area a facelift. Below is just one picture of some improvements.

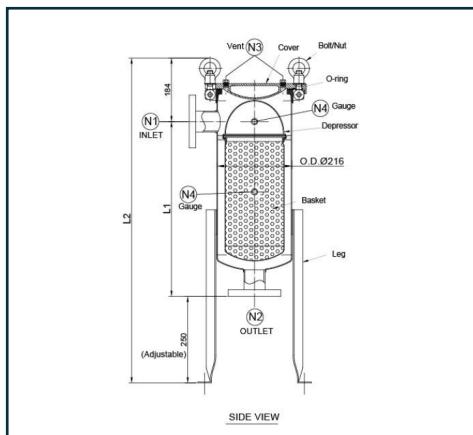


PROCESS IMPROVEMENTS

Process Engineer, Payton Altum has many projects on his plate. Below is just a couple.

To react to wash runs in castings from the AML Wash Station Payton is doing a trial of a barrel heater to try and maintain a constant temperature and a lower viscosity, so far, the molds have been having less runs and look smoother. A waiver will be issued once the bugs have been worked out and we develop a process that reduces or eliminates runs.

In an effort to reduce wash inclusions in castings, Payton is attempting a trial of a filtration system to filter out loose sand in the wash before it gets applied to the molds at the AML wash station. According to a few of our wash suppliers, HS might be the first Foundry to use this technology.



APPRECIATION NOTE FROM TOM ANDERSON:

"The Attica Girls Basketball team surprised me with a breast cancer awareness night during one of our games in support of my sister, Tiffany (Anderson) Wilkins, who was diagnosed with breast cancer in early December. Coaches, players, and others in the Attica community have really shown a lot of support which I am so grateful for. To my coworkers at Harrison Steel... thank you for buying shirts and bracelets in support of my sister. Your thoughts are greatly appreciated."



Dusty Beedle and his son Remy enjoying the Indiana/Michigan game.



Sequoja Quillen and spouse, Cora Kuntz, are blessed with a precious package to be delivered sometime early August of this year. They should know whether it is going to be a boy or girl in March.

35TH ANNUAL HARRISON STEEL GOLF OUTING

All Harrison Steel employee golfers are invited to take part.

The tournament will be 4 person scramble team.

MAY 17, 2025



HARRISON STEEL
CASTINGS COMPANY