

Tapping Out



VOLUME 108 | AUGUST 2025

IN FULL COLOR

IN THIS ISSUE



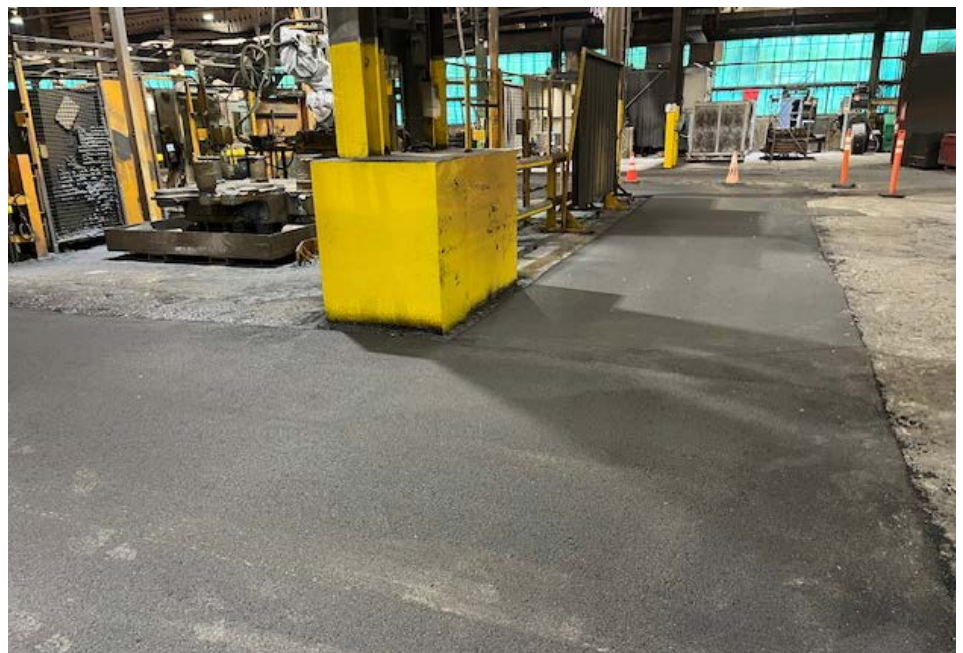
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Shout Outs!

MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	DATE
Harley Tayler	5	7/13/2020
Ryan Savage	5	8/10/2020
Luis Rivera-Torres	5	8/24/2020
Russell Stonebraker	25	8/9/2000
Timothy Hicks	15	9/7/2010
Brian Niccum	30	9/11/1995

NEW BABIES



Daxton Cole Weaver born on 4/30/2025. Weighing 5lbs 6ozs. 18.9 inches

Daxton's parents are Jessica Clevenger (Security/Janitorial) and Cole Weaver (Cleaning Room).



Franco Marin (Cleaning Room) and ex Foundry employee Iliana Soto Lopez (Lily) welcomed a baby girl Hannah Marin into the world.

Hannah weighed 8 pounds and measured 20 inches at birth. Congratulations to both mom and dad.



Congratulations are in order for Sequoya Quillen and her partner Cora Kuntz on the birth of their new baby boy; Tony Quillen. Tony weighed in at 6 pounds 3 ounces and was 18 3/4 inches long. Congratulations!

Foundry



James Russell and Angel Groff

Congratulations are in order for Payton Altum on his recent promotion from Process Engineer for the Foundry to HPS Coordinator.

With the AML schedule typically being completed before the end of the week, many AML employees have been willing to cross train in other areas. A few are not limiting their cross training to the Foundry. They have been willing to go into other areas of the plant to help out where needed. This is greatly appreciated.

Apparently, it was Yellowstone shirt day in the Foundry.

Benefits

WeCare

Carter has returned from Maternity Leave. Welcome Back, Carter! Stacy will be out for a few weeks so we will see some new faces over at WeCare.



Fall is fast approaching – here are some tips for staying healthy this fall. Nourish your body with seasonal produce – apples, pumpkins, squash and leafy greens. Stay active outdoors. Prioritize sleep and social connections. Manage stress and boost your immunity. Stay hydrated and connected.



Tracy Brown will be back in September to meet with us – watch for date so you can sign up. Fill out the Health Risk Assessment (HRA) and receive 10% off your medical premiums.



One Big Beautiful Bill (OBBA)

Overtime – Tax Deduction

Qualified overtime will be deductible for non-exempt (hourly) employees on annual federal tax filings as part of the One Big Beautiful Bill Act (OBBA). The deduction is effective 1/1/2025 – 12/31/2028. Overtime will be illustrated on your W2 utilizing a special code designation. Your paystub illustrates rate premiums paid over your base rate. In some cases, the displayed amount will be a similar amount to what you will be able to deduct on your federal filing for an overtime premium. Be aware that Harrison Steel periodically pays premiums that are not federally required. These unrequired premiums may not be deductible and may create a significant disparity between the illustrated pay stub overtime amount and what can be deducted on your federal filing. We are expecting additional IRS guidance on what overtime is Qualified. Each person's tax situation is different from another. We urge you to consult a tax advisor to better understand the impact of this new tax deduction.



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



Crystal Niccum- EAP Coordinator –

She is here to help our employees navigate life- she has a lot of resources that can help!

niccumcl@hscast.com
Office: 765-762-9037
Mobile: 765-764.2212
located in main office

Engineering/Maintenance

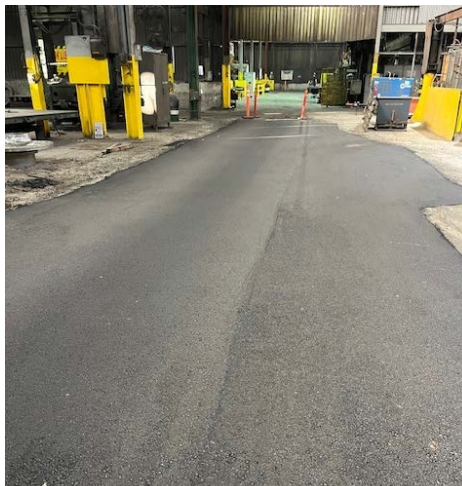
The summer heat finally winding down, and the Engineering and Maintenance Department is also finishing up its summer project season. We've had several projects finish up over the last couple months and we are looking forward to new projects to be completed in the last part of 2025 and 2026.

The last issue of tapping out introduced the Line 3 Room Blast revitalization project during its construction. This blast has now been back up and running for about a month and has been a great help for the Cleaning Room. The blast received all new dust collection, winches, blast pot, lights, siding around the perimeter, and more.



In July, there was a lot of good work completed on plant working surfaces, including large sections of asphalt and concrete replacements. Areas receiving asphalt or concrete include:

- The Robotic Burning area
- Line 1/3 drive
- The Dock (inside and outside)
- Plant 2 south end
- 271 molding area
- North Shakeout
- East Plant Drive
- And several smaller areas including individual workstations.



The Furnace Dept is in the process of receiving two new, large, high-speed overhead doors on the south and east ends of the building.

As we look to the end of this year, we are very excited to be working on some new projects, including a new large Cleaning Room 2 super work station. This new station (W230) will be located between W228 and W229 in Plant 2 and will involve relocating the preheating furnace currently in that location.



Family matters: Dusty Beedle made his dad's retirement plaque in the foundry. The photos to the right show Rick and Trevor with the plaque and Dusty and Rick together.

Last, but certainly not least, we recently got together in the Engineering/Maintenance Dept to celebrate the retirement of Rick Beedle. Rick has worked continuously in our department since hiring on in 1990. Rick was involved in many large projects over the years and was the principal electrician on the #4 electric arc furnace installation in the 90s. Rick has always been a great mechanic and electrician, and later became a supervisor and then a scheduler-planner for the department. During his last few years here, Rick served as the manager of the Truck Garage. We will definitely miss his expertise and hard-work, but wish him the best on his well-earned retirement. Here are some photos from his last day:



Over the past several months, there has been quite a bit of change in Human Resources, as new employees were hired and everyone has been helping out in a variety of roles. During the absence of our HR Recruiter, I want to thank Alanna, HR intern Annabelle, Zuli, and Davaina for stepping up to continue filling the needs of our facility. Anytime you remove a full-time person from the mix, it causes everyone to step up and work together as a team and that's exactly what happened.

- **Annabelle Curtis** = Annabelle worked as the HR Intern this summer and was instrumental in helping us with a variety of things. Her most important attribute was helping us get a large majority of our HR Files digitalized, which makes us more efficient and frees up room from storing paper files. She also scheduled many interviews, took part in interviews, and did anything else around the office that was asked of her. It was a great summer and we thank her for helping us out!
- **Jaye Hueston** was hired in July as our HR / Corporate Trainer and has spent the majority of her time so far in the Foundry, working with Jeff Pycke, Peyton Altum, and John Allen. We as a Management Team understand the need for training and how better prepared we are for new hires, the better orientation goes and this leads to hopefully less safety incidents and frees up more time for front line leaders. Jaye has spent most of her time in the Core Room, dissecting the process and revising many of the Learning Contracts and other training documents. I created a 60 day training plan for her when she started, and she is well past that and already making improvements with training and really has a knack for what is needed and collaborating with Manufacturing leaders. I want to thank the Foundry Leadership team for making her feel welcome and working with her on questions and ideas that can better shape our processes.
- **Kelsey Haley** was hired at the beginning of August as our new HR Recruiter. After her hire, we are now fully staffed for the first time in a long time so hopefully we can better serve the needs of our facility. Kelsey brings a great personality and a lot of contacts to this job, as we are really excited for her to take over the majority of the Hourly Open Positions. For the members of the Management Staff, please begin to work through Kelsey for all of these hourly positions and then work with Alanna and I on Salaried positions, as we will be splitting these up from time to time. Excited to have Kelsey on board and please make her feel welcome!

FOOD TRUCK FRIDAY SUMMER SCHEDULE

We have Food Trucks lined up through most of the fall season. For those of you who wonder or have asked, the trucks typically serve 40-60 employees each day they are here.

2025 FOOD TRUCK FRIDAY SCHEDULE	
Date	FOOD TRUCK(S)
August 29th	Dogg Pound BBQ
September 5th	Rolling Dough
September 12th	Famous Franks
September 19th	Yo Bap Bap
October 3rd	Rural Revival
October 17th	Yurburger

VALUE OF THE PERSON SEMINARS

Over the next 14-16 months, all employees will receive a 1 day training regarding the Value of the Person methodology. This training will take place at the Harrison Hills golf course and food / refreshments will be provided. Stay tuned for dates and an attendee list!



The logo for 'Value of the Person Theory' features a circular arrangement of three blue hexagons. Each hexagon contains one of the core values: 'Love', 'Dignity', and 'Respect'. The words 'Value of the Person' are written in a circular path around the top of the hexagons, and 'Theory' is written at the bottom. A registered trademark symbol (®) is located to the right of the word 'Theory'.

LOVE. DIGNITY. RESPECT.

Three Simple Words Can Transform A Culture

Value of the Person (VOP®) isn't just a program. It's a way of life, a continuous journey of individual and organizational change. Our grassroots approach to work and the workplace puts people first and values people for who they are, touching hearts and encouraging personal change. The goal: to drive transformational change throughout the organization by creating a culture of Love, Dignity, and Respect.

AREA DAYCARE / STEAM ACADEMY OPPORTUNITY

As many of you know, Daycare is one of the hottest topics these days because the lack of licensed providers and the cost of Daycare continuing to climb. We touched on this last year about the possibility and it is now going to happen. Attica is launching a Steam Academy / licensed Daycare at 812 Main Street. This will be opening this fall and I believe has income-based options that may make it more affordable. Below is some information regarding facility and if you have any other questions, please reach out to them and tell them you are an HS Employee. HS is in no way tied to this facility but discounts may be given to employees of large employers in the area.

Why STEAM Academy?

Compelled by Love

We believe every child is created in God's image, uniquely designed with limitless value and potential.

We are compelled by Christ's love to protect, nurture, and guide each child to prosper mentally, physically, socially, emotionally, and spiritually.



Committed to Excellence

- structured activities and play-based learning
- safe, clean facilities
- ongoing professional development for staff
- onsite mental health consultant for staff & children
- strong family partnerships through the Procure app



Frequently Asked Questions

Meals: Our sites provide a nutritious breakfast, lunch, and afternoon snack each day for no additional cost.

Health & Safety: Each of our sites gives utmost priority to the health and safety of your child. As an Indiana Paths to Quality Level 3 facility, our sites undergo routine evaluations and inspections to ensure we maintain a high level of safety and accountability.

Family Connections: Our teachers maintain ongoing communication with parents through our Procure app, with daily updates for meals, bathroom procedures, and occasional photos of activities throughout the day.



mysteamacademy.com

Contact Information

Location

812 East Main Street
Attica, IN 47918

Phone

(765) 414-6108

Email

Zufall@mysteamacademy.com

Schedule your tour TODAY!

mysteamacademy.com



PROGRAMS

Infant

Your peace of mind is our priority as we maintain a safe, clean, and nurturing environment for little hearts, minds, and bodies to grow and develop through the rapidly changing first year of life.

Toddler

Toddlers are innately curious, discovering and learning through play. Our program encourages exploration, sensory play, and problem-solving through age-appropriate science, technology, engineering, and math activities.

Preschool

Imagination, curiosity, and independence abound for children ages 3-4! Our STEAM approach develops critical thinking and problem-solving skills, with increasing emphasis on literacy skills.

Pre-K

Our Pre-K classes are filled with fun, hands-on activities and lessons for your child to develop a more complex understanding of God, themselves, and the world around them. They will experiment, problem-solve, analyze, read, and record as they prepare for a seamless transition to Kindergarten.



where **curiosity**,
creativity,
and **kindness**
thrive

mysteamacademy.com

TUITION

INFANT: \$230

Curriculum Fee: \$25

TODDLER: \$220

Curriculum Fee: \$50

TWO'S: \$210

Curriculum Fee: \$50

30-MONTH: \$200

Curriculum Fee: \$50

PRESCHOOL: \$198

Curriculum Fee: \$75

PRE-K: \$198

Curriculum Fee: \$85

CCDF vouchers are accepted and can help offset the cost of childcare. To apply for CCDF please visit fireflyin.org





Harrison Steel Company Picnic

SATURDAY, OCTOBER 11TH
HARRISON STEEL SAND FARM
GATES WILL OPEN AT 5:00PM

BRING YOUR LAWN CHAIR OR BLANKET
LOTS OF FUN FOR ALL!

KONA ICE
BENJAMIN BOYD'S ICE CREAM TRUCK

BRATS, POLISH SAUSAGES, HOTDOGS,
SIDES, CHIPS, SODA, WATER

LIVE BAND - BEER - FIREWORKS



Sojourn Rocs

TICKET INFORMATION WILL BE COMING SOON



HARRISON STEEL
CASTINGS COMPANY