

Tapping Out



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IN FULL COLOR

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News from HR

This summer the HR Department has been focusing heavily on recruiting new employees to fill many of the openings that we have, spanning from the office to the production areas. We have had good success in our Tuesday Open Interviews, where we have had as many as 20 people stop in on those days and inquire about our openings. The group has attended several Career Fairs that were held at Purdue, Warren County Learning Center, and the Colorado School of Mines and we will be hosting our Annual Job Fair here at Harrison Steel on Tuesday, September 26th. Looking at some numbers, our headcount has increased from roughly 385 total employees in November of 2022 to now roughly 425 employees. We have been advertising heavily, with billboards in Lafayette, Crawfordsville, and now in Danville and airing ads about our Job Fair on local radio stations and even You Tube. All of you should be receiving a Referral Paper in the mail, just reminding you of the benefits of referring someone to work here. It's a win-win for the company and you, as often are our best new hires come from current employees discussing through word of mouth. We appreciate the help!

Over the next several months, some of the focus here in HR will be shifting to Training and Retention. We will be creating a team comprised of some members of management and some production employees, to brainstorm and see how we can better suit the needs of our employees. It's often times difficult when someone wears a Trainer hat along with a Production hat and balancing department needs, so we want to pool our thoughts together to understand these challenges and try to improve the employee onboarding experience.

We recently implemented a new FMLA process effective 09/01, and we all feel this will be more efficient for the employees and provide more accurate availability and tracking for this benefit when circumstances arise. If you have a need or have questions regarding FMLA, please contact HR for more details.

Our Policy Manual is now available in English and Spanish. If you need a copy of the Spanish version and have not received one, please see us for details. Also, if there are documents, flyers, or posters out in the plant that would be helpful to be translated into Spanish, please let me know.

The HR Department is ecstatic to welcome back Lynne Lanham! Lynne is back with us on a part-time basis and we cannot put a value on many attributes and assistance she brings to our team.

Our Bi-Lingual Intern David will still be continuing employment with us through the school year so we are lucky to have him a few days a week.

Big Thanks to any employee who had a hand in helping to make our Annual Cookout a success. It seemed like it was a great turnout and families and employees had a good time.

Some key upcoming things to be on the lookout for:

- Harrison Steel Job Fair September 26th
- Rose Hulman Career Fair September 27th (HS will attend)
- Harrison Steel Fall Grill Out is on October 25th. Burgers and hot dogs will be served.
- Supervisor Training will resume in the next few weeks
- We are doing research on an Employee Rideshare Program from Crawfordsville. More to come.



Anna Kauffman & Alanna Westjohn attended HR SHRM Conference in Indianapolis.

Shout Outs!

MILESTONES THIS ISSUE

NAME	YEARS OF SERVICE	DATE
Zachary Karpowich	5	10/29/2018
Rodney Scott	5	10/29/2018
Lycinda Turpin	5	10/22/2018
Matthew Clinton	5	11/26/2018
Lori Coats	5	11/26/2018
Rodney Scott	5	10/29/2018
Derek Hughes	20	11/10/2003
Terry Epperson	46	11/15/1977

HS RECEIVES A RECOGNITION AWARD

On August 23rd and 24th, representatives of Harrison Steel and Bradken met with Caterpillar Engineering at their Decatur, Illinois Facility for Casting Summit #2. The summit was exceptionally well received by Caterpillar's Executive Leadership as a "monumental" accomplishment. Never before did Caterpillar have two suppliers of the same casting in a conference room for two days collaborating on Casting Design, Material, Specifications and applications. The summit has been titled a Huge success by Caterpillar.



Brad Gayler receives recognition award from Rick Morrell (Structures Engineering Manager) on behalf of all HS employees.



Owen Alexander Peterson born 8/13/2023. Being held by Big Brother, Wyatt. Helen Lambka's grandchildren

Congratulations to our machine operator Evan Mickle and girlfriend, Brittany Wood. This is baby Luna, she was born on 07/17/2023. Luna is a very healthy happy baby. Welcome to the world Baby Luna.



Annabelle Curtis graduated from Culver Girls Academy and has started her freshman year at IU majoring in Criminal Justice.



SAFETY

Eight Harrison Steel employees were recognized recently for going the extra mile in Safety. Blaine Gretencord, John Holler, Jeremy Stonebreaker, Greg Odle, Jack Tanner, Monty Bender, Walt Black, and Gary Cantrell received a certificate for outstanding safety performance. We are all thankful for their efforts.

Sili Cup Adventures



Brian & Crystal Niccum—Hot Air Balloon Ride at HSC Company Picnic



Brian & Crystal Niccum—Sitting By the Fire



Paula Cheatham & Crystal Niccum—Wellness Summit in Indianapolis



View of Downtown Indianapolis



Paula Cheatham—Shopping at IKEA



Kirt Hubbard—Anniversary Cruise in Mexico



Mike Bossaer—Buena Vista State Forest (Minnesota)



Lisa Hollis Shucking Corn



George Vredenburg II - Toledo Mud Hens



George Vredenburg II - Cooperstown Hall of Fame



George Vredenburg II - Danville Dans



George Vredenburg II - Little League World Series in Williamsport, PA



George Vredenburg II - Abner Doubleday Field in Cooperstown, NY



George Vredenburg II - Canadian Side of Niagara Falls



Dustain Lynn from Foundry—Lake Waveland

Crystal Niccum took her Sili cup on a cruise to the Bahamas for an adventure.



Sili cup packed and ready to go



On the plane



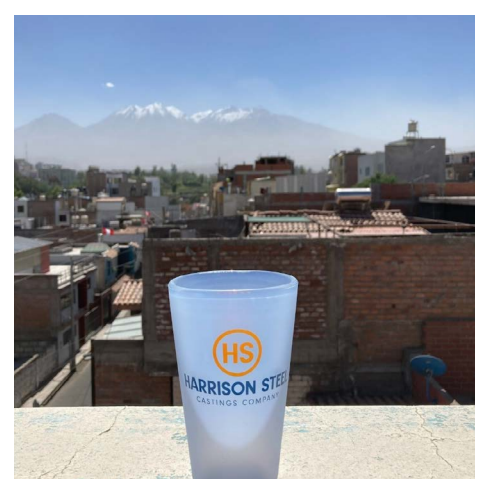
With a friendly towel animal



Selfie with the cruise ship at Half Moon Cay



Taking a dip in the ocean



David Cronin's Sili cup in Peru, South America

Human Castings

THOUGHTS FOR GROWTH AND DEVELOPMENT

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

When someone around you is having a bad day; when someone you work with does something that hurts the team; when someone is really struggling with life, which of the following do you do?

1. Talk about them and spread rumors
2. Stay in your little corner and do nothing because it's not your problem
3. Create an environment – a positive space – by demonstrating grace and kindness, where this person can flourish and thrive

If you selected #3, you are correct! And you are a person making a positive impact by “ventilating our world with tenderness”.

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

-Greg Boyle



Engineering/Maintenance Department

Coming into the beginning of Fall, the Engineering/Maintenance Department is seeing the new Line 7 5-Wheel Blast project in the rear-view mirror, but looking at two other large projects right away.

The foundation work is pretty much wrapped up for the new V-140 5-axis Machining Center in the South Finish Machining building. This machine will be arriving at HS in mid-October for a quarter 4 installation. The building has also received a new large overhead entrance door on the NE side to allow for access to the new machine. The building will also receive some additional air supply louvers in the next couple months.

Our Andromat, large cab-controlled grinder, is progressing along well. As a lot of you have probably noticed, burning operations have been moved out of Plant 2 into the AML shakeout bay. With the old burning bay freed up we will be starting in on prep work for this new piece of equipment. Over the next month we will start pouring concrete in this bay followed by the dust collector and ductwork install starting in November. After that is completed we will start building a wall around the cell where this machine is going to go. Our goal is to have all supporting equipment ready to go for when it arrives early next year!

As far as smaller projects go, we are expecting the delivery of two more fork trucks in quarter 4. We expect a 12,000lb truck and a 20,000lb truck to arrive in October and December, respectively. There will be asphalt work coming in the Southwest Shakeout and the main Cleaning Room 2 drive very soon as well.

The Maintenance Department is very happy to have received a new (to us) mobile carry-deck crane. The new crane is a Broderick IC-250 with an 80ft reach and 18-ton capacity. The maintenance department has been using it every week since it arrived.

Thanks to everyone for your patience and help with the installation of all of these new projects. Have a great Fall!



the foundation of the new machine just before the concrete pour.



The new Broderick IC-250 crane

Machine Shop

Summer has officially come to an end. The chilly mornings, warm afternoons, festivals, and the changing of nature's colors have all begun to usher in the Autumn season. The trees will soon be barren of leaves, grass will slow down and stop growing, and the birds will begin migrating all to prepare for the winter months. Take time to enjoy the majesty of the little things the changing of the seasons has to offer.

The Machine Shop has a few new employees since the last Tapping Out. Elizabeth Lynn is currently training at the North Machine Shop on a CNC Boring Mill. Shawn Harden will be training in Finish Machining. Tony Badger has joined HS and taken on the role as Machining Supervisor. Welcome to Harrison Steel.

Many of the Machine Shop staff were very busy this summer with various activities. Brian Acord and his father, Tracy, had a chance to visit Louisiana to hunt alligators. Both of them were successful with alligators with one slightly under ten feet and one slightly over ten feet.

Congratulations to both on a successful trip.

Tim Hicks an avid fisherman has competed in multiple crappie fishing tournaments throughout the summer. Win or lose it's always fun to catch fish and enjoy the day out on the water.

Congratulations to Grace and Ava Bender, daughters of Greg Bender Finish Machining, for having a successful 4-H fair this summer. Grace received a blue ribbon for her Holland Lop rabbit. Ava received multiple ribbons for first, second, and third placings with her horse and pony project, champion with her mini Rex rabbit, champion with her Pug Hazel in dog obedience, and won intermediate showmanship with her rabbits. Congratulations are also in order for Henry Bender for being selected to the Attica All Star baseball team. The team photo was featured in the July 2023 tapping out.

Congratulations to Alec Bossaer for his Reserve Grand Champion placing

in the 1/16th scale Tractor pull project at the county fair. This project consists of modifying a die cast tractor to meet technical specs in length, width, and weight distribution without changing the core design of the tractor. A 12 Volt electric motor and gear box is added for self-propulsion. Competitors then compete by pulling a sled in different weight classes. All entries are judged on design and application.

Congratulations to Drew Sheridan, Process Engineer, and his fiancée, Taylor Koch. They are busy planning a wedding for September 30, 2023. Good luck and we wish you many years of love and happiness.

The foundation for the V140 should be complete this week. The machine is set to arrive in Norfolk, Virginia on September 24th then on to Harrison Steel October 2nd. The machine is packaged in twenty-four crates with a gross weight of 175.64 Tons. Read more about this project in Engineering/Maintenance section.



Brian with His Father, Tracy



Ava with Her Horse at the Fair



Drew with His Fiancée, Taylor



Tim at the Indiana Slab Masters Tournament



Alec with His Project

HS Company Picnic

The Harrison Steel Company Picnic on Saturday, September 16, featured food trucks, fun activities for the kids, a tethered hot air balloon ride, and a live band. The night ended with a spectacular fireworks display. Employees, family, & friends sure seemed to have a lot of fun!



Gate Welcome Committee



Food Trucks



Play Area for Kids



Tammy Gates's Grandchildren Enjoying Their Mary Lou Donuts



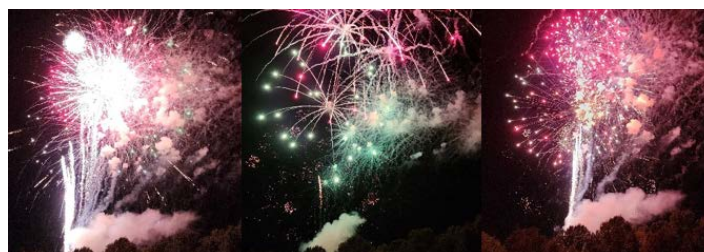
Live Band



Tethered Hot Air Balloon Ride



Aerial view from hot air balloon



A few photos of the fireworks...just because.



Night Glow of the Hot Air Balloon