

Tapping Out

HS HARRISON STEEL
CASTINGS COMPANY

VOLUME 101 | DEC 2023

IN FULL COLOR

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News from HR

Over the last quarter, Human Resources experienced a large hiring push in terms of bringing on new employees and seeing a much better talent pool, which should hopefully pay dividends for us. From August 1st to now, we have hired 111 new employees and of those, 65 are still with us and doing well. Although we continue to strive to improve on this and ultimately want everyone to stay, this is a marked improvement compared to recent memory. Our current headcount is at 484 and now have seen our Open Positions Available List really decrease as positions have been filled. Speaking of Open Positions, we still have jobs open and will gladly take employee referrals. However, please keep in mind that many of our job postings at the moment relate to more specialized jobs such as Iron Workers, Environmental Technician, and other skilled trades.

On September 26th, Harrison Steel hosted our Annual Job Fair and it was well attended, as we had roughly 35 people come through that day. Of those 35 people we hired 17. A big Thank You to the Supervisors and Superintendents who helped out that day which include Jeff Pycke, Bill McMurtrie, Tony Vanetta, Randy Radke, Mike Bossaer, and David Wittenmeyer. We also appreciated RC helping to translate for us and Dawn Hollingsworth helping with the food. We appreciate all of you.

New Hire Safety Sticker Program – In conjunction with Safety, we developed this program for new hires to help amplify safety awareness. All new employee will wear these decals on their helmet until their Benefits Orientation, in which they will be removed. The program has gone well and helps improve communication with new hires who do not know anyone when they start their position.

Sometime after the first of the year, Human Resources is looking into ways to help employees who want to learn English. More details to come on this.

Enterprise was on site on 12/05/2023 to roll out the RideShare program to and from Crawfordsville. There is a huge amount of interest and it's a great way to help out fellow employees, but we need to find a driver. If anyone travels daily from Crawfordsville, please see HR for more details and how it could benefit you.

Harrison Steel Paws 'N' Claws Supply Drive is going on through December 15th. This is an excellent way to give back to our community. The organization provides a lot of help to animals in the area, which in turns helps families who may not be able to afford various types of pet care. Boxes are located in breakrooms and if you can give just one type of pet item, it would be a huge help!

Attica Community Christmas Party is on December 15th. Please see flyers in breakroom for details. This will be a very fun event for all and supports a great cause as they will be collecting toys for needy families.

The HR Team attended several career fairs the last few months. Parke Heritage Schools Job Fair (11/17) – Jason, and College Industry Conference (11/16-11/17) – Anna, Mason McCollum, Drew Sheridan.



Harrison Steel Paws 'N' Claws Supply Drive is going on through December 15th



Attica Community Christmas Party, December 15th



Parke Heritage Schools Job Fair (11/17)



College Industry Conference (11/16-11/17) – Anna, Mason McCollum, Drew Sheridan

EMPLOYEE SUGGESTION BOX

Suggestion Boxes are installed in each breakroom and also the office basement. These will be collected every week or two and I will read and evaluate each one. Responses to the questions will be posted soon after that in each location. We want your feedback. Many of you have years of experience and have valuable insight into how we can make this company one we all enjoy. If you have any questions or concerns and want to speak to me personally, you can call or come up anytime. Please also remember we have our Open HR Forums typically every Wednesday out in the plants. Thanks!

Jason Beck



EMPLOYEE APPRECIATION COOKOUT FROM 10-24-2023



Steel Founders' Society of America

Every 2 years a new President of the Board of the Steel Founders' Society is elected by the directors-at-large. This year was a transition year for the President of the Board. We are proud to announce that the Board of Directors of the SFSA has elected its new president, Robert Harrison, to serve as the president of the SFSA for the next 2 years! Rob has previously been a member of the T&O Committee, and a director-at-large on the SFSA Board. Harrison Steel has been a prominent member of the Steel Founders' Society of America since becoming a member in 1930.

Prior board members from HS include Ed Curtis, Bob Shepherd, and Geoff Curtis. Prior Presidents of the Board from HS include Ed Curtis. SFSA functions with a full-time staff of 6-8 people who manage activities on behalf of steel foundry members. These activities include managing projects for universities across the country that have a direct impact on steel foundries. In order to have the impact they do, a strong Board of Directors comprised of the President and the Directors is needed to help provide the vision for strategic direction, oversight of finances, operations and policies of the SFSA. Congratulations Rob!



**STEEL FOUNDERS' SOCIETY
OF AMERICA**

IUPUI Herron School of Art Visit

Jacob Melvin, Jacob Poore and Jason Beck went to IUPUI Herron School of Art on Wednesday, 11/8/2023, and met with students and staff. Harrison Steel is teaming up with the Herron School of Art and Design to create a Halligan bar for the Steel Founders Society of America (SFSA) Cast in Steel competition. The goal of the competition is to take a normally forged product and improve function and looks used casting methods. Our Halligan bar will be tested against other university/foundry groups Forged in Fire style with Ben Abbott as the head judge.

The students seem very energized about this project and believe this can create a great relationship between the college and Harrison Steel.

The students from the school that are involved with this project are Lilly Tomandl, Taryenna Dickerson, and Cam McGookey.

With assistance from Eric Nordgulen and Garrick Hargrove as the sponsoring university faculty professors.



Example from the SFSA

Attica Turkey Trot



HARRISON STEEL CASTINGS SPONSORED THE ATTICA TURKEY TROT.

There were 209 participants including several Harrison Steel staff.

Attica Christmas Parade

Attica Christmas Parade was on Thursday, 11/30/23. Harrison Steel Casting Company handed out hot chocolate and cookies before the parade. Harrison Steel sponsored the Snail Float for this year's parade. It was a great turnout and looked like fun was had by all.



Travelin' Tom's Coffee Truck

Travelin' Tom's Coffee Truck was at Harrison Steel on Friday, November 10, 2023 from 7:00am - 10:00am.

They had their trucks parked out near the Foundry Breakroom and Cleaning Room (Building 2).

They had coffee, frappés, lattes, and other drinks available for purchase.

All veterans employed at HS received a free drink of their choice.



Quality

The Gamma Ray crew got a new sweeper this month and they couldn't be happier. Those floors are spotless now! Gamma Ray is also running across all three shifts now.



Ella Noggle, granddaughter of Lori & Matt Coats, has only been shooting a bow for a month and a half and was lucky enough to get a "Robin Hood". This is something that many experienced Archer's have never done.



Landon Wilson, grandson of Lori & Matt Coats, was able to shoot his first deer, a nice 8 point buck, on opening day. This was Landon's first year hunting and he was done by 8 a.m. Good job to both of these kiddos!



Amanda Blondeel will be making a trip to Racine Wisconsin this week to qualify Memco machining for the Komatsu Handle Head and Boom Foot machining.



Lori Coats got herself a puppy as a Birthday/Christmas present. Tilly is a Cavapoo, ½ Cavalier King Charles Spaniel and ½ Miniature Poodle. She is the cutest, fluffiest ball of fur and so far, a good puppy!



Pictured is Erin Richard, granddaughter of Frank Vickery (Layout) celebrating Avon High Schools 2023 wins at the Indiana Marching Band State Championships & the Bands of America (Grand National Champs). 90+ bands compete during these championships and this is Erin's senior year at Avon. This is quite the achievement. Congrats to Frank and Erin!

We hope everyone had a good (or at least uneventful) Thanksgiving and we wish you a Merry Christmas.

"Quality in a service or product is not what you put into it. It is what the client or customer gets out of it"

Maintenance/Engineering

The Christmas season and end of the year is coming up quickly and the Maintenance/Engineering Department is busy wrapping up projects for 2023 and looking forward to 2024.

The installation of the new V-140 5-axis Machining Center in the South Finish Machining building is very nearly complete. Technicians from Mazak in Japan have been at HS for the last several weeks putting the machine together and testing its various functions. We are excited to see this project coming to completion by the end of the year. Once the machine is in operation, we will have a few last minute touches such as work platforms and protective fencing to complete.

Our Andromat, large cab controlled grinder, is in the process of being built in Germany. The burning operations have been moved into the SW Shakeout, and concrete is being prepared in plant 2. Over the next month we will start installing the dust collector for this machine outside the plant 2 northwest door. Looking forward to this machine's arrival in the first part of next year.

As far as smaller projects go, we have received two new pieces of rolling stock. The Cleaning Room has a new, 20,000lb Doosan fork truck and the Environmental Department received a brand new Tennant 800 Sweeper. The new sweeper will give us a backup for when a sweeper is out for repair.



New V-140 5-axis Machining Center



New 20,000lb Doosan fork truck



New Tennant 800 Sweeper

Lastly, we had a wonderful surprise this week in the Engineering Office as our old friend, Bill Borst, came by to visit the shop. For anyone who doesn't know, Bill worked for HS for decades, finishing his career as the Maintenance/Engineering Department Head when he retired 10 years ago. We had a nice visit and filled Bill in on the exciting new projects over the past few years. It was great to see him again and catch up.

"If you can't trust ol' Bill, who can you trust?"



Engineering and Maintenance has once again had a busy year in Continuous Improvement. As of December 12th, we have closed 39 cards. To give you an idea of how the Continuous Improvement process is completed; first, an employee fills out a CI card, blue for process improvement and yellow for safety issue. Then the employee puts it in the board to be picked up by the board administrator for that department. Additionally, the administrator reviews the card with the department head. Even if the card is not approved by the department head, it is assigned a number and marked as not approved. This is to help ensure the employee that their ideas are seriously considered. If a card is approved, it is assigned an owner, who then completes the project. Engineering and Maintenance has spent \$46,000 in Continuous Improvement cards in 2023.

Guardrail around exhaust vents to protect fans from damage.



2 new doors in Truck Garage to replace heavy and hard to operate doors.



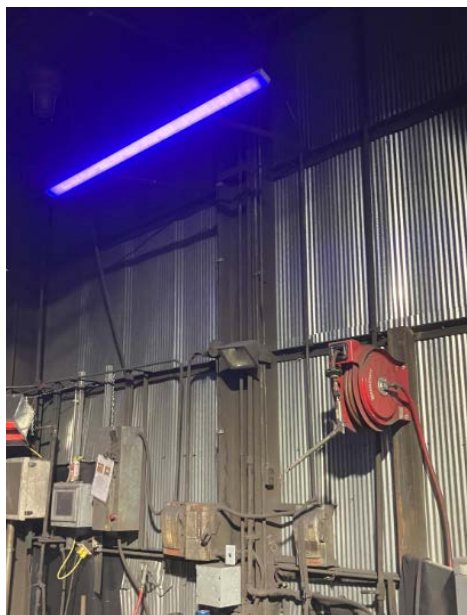
Hardhat lights issued to all Maintenance employees.



Portable hoist to assist with heavy lifting during shaker rebuilding.



Blacklights and hose reels in Wet Magnaflux Inspection Areas to help make a safer work area.



Minisplit heat/AC unit for #4 crane. Allows for climate controlled cab at a much lower operating cost than the old heat/AC units.



Angled gussets on roll-off dump doors to minimize sand leaks to help keep the roads cleaner and reduce sweeping.



Pattern Shop

HS has new opportunities and has taken on new-to-us patterns to introduce to our process. Some of these new castings have made their way to the Cleaning Room and we are looking for feedback to improve the existing designs. So far, we have launched 2 preliminary castings on the floor molding line and are getting ready to make 2 more on the AML the week of 12/4. Our next big project is a collaboration with CAT engineering to produce 2 castings of an assembly on the floor molding line and 1 casting on the Automatic Molding Line. We are building the boards and box and will start CNC work on the pattern soon.

Our newest Methods Engineer, Jacob Poore, joined Harrison Steel in June of this year and along with his training began working on the new 279-2013 pattern and rigging. Jacob graduated from Purdue in May with a degree in Mechanical Engineering Technology. Some interesting facts about Jacob are that he has a Black Belt in Karate, and is an Eagle Scout.

This year, HS has the opportunity to partner with Herron School of Art and Steel Founders Society of America to continue introducing college students to the world of metalworking. Students will design and cast a Halligan Bar, and write a report on their process. The Halligan Bar is a specialty multitool used by many firefighters.

Designs will be evaluated at the American Foundry Society's Metalcasting Congress next April. Harrison has had opportunities to help students design a Viking Axe, Sword, and Spear over the past several years. Information on the competition can be found on the SFSA website:

<https://www.sfsa.org/subject-areas/castinsteel/>

Happy Holidays from the Pattern Shop!



Foundry

5S IN THE FOUNDRY



OH DEER! SOME FOUNDRY EMPLOYEES AND THEIR FALL TROPHIES



Quinton "Lee Bob" Odore (271 Molding)



Robert Stone (Pouring) and step-son



Robert Stone (Pouring)



Robert Stone (Pouring)



Jessica Lomax (Chill Room), first deer ever



Thad Crane (Tom Anderson's step-son)

Nick Cunningham (Process Engineer) recently got engaged to his girlfriend, Skyler Shamp, on their trip to Washington State.



Brenda Mitton has a new lap Dog. Meet Stormy!

SECOND SHIFT UPDATES

- Congrats to Nathan Swanson and Brianna Stevens. Expecting their first baby in July 2024. It's a BOY.
- If you see Dusstain Lynn ask him how many years it took him to learn how to screw in a light bulb on his Front Porch?
- Welcome back Bradley Rapp-Calloway to the second shift pouring crew



HARRISON STEEL
CASTINGS COMPANY

2024 MEMBERSHIP RATES

INDIVIDUAL

\$1,895

AGE 36-54

HS \$950

SENIOR

\$1,695

AGE 55+

HS \$850



YOUNG ADULT

\$1,595

AGE 18-35

HS \$800

ADD SPOUSE

\$475

HS \$250

ADD JUNIOR

\$375

AGE 17 & UNDER

HS \$200

2024 ANNUAL MEMBERSHIP INCLUDES:

UNLIMITED GOLF AND CART - PREFERRED TEE TIME BOOKINGS

HANDICAP FEE

10% OFF PRO SHOP MERCHANDISE (SOFT GOODS)

RANGE BALLS

Cleaning Room

NEW FORK TRUCK

The cleaning room recently received a brand new fork truck for plant 2! It is a Doosan D90S-9 which boasts a 20,000-pound lifting capacity! This truck comes with many safety features such as an operator sensing system that can enable or disable certain features when an operator is present in the seat, and Doosan's Guardian Stability System to prevent tip overs. We are very excited to have this new truck to help fill our needs from larger parts, and are happy to hear that more trucks are coming across the plant!



NEW HIRE

We are very pleased to announce the promotion of long-time employee, Nathan Leonard, as he accepts his new position of Cleaning Room Automation Engineer. Nathan has been a Harrison Steel employee for 18 years and was most recently a Cleaning Room Specialist and has done work as a burner, flame washer, inspector, grinder, painter, fork truck operator, and blast operator. Nathan plans to utilize his vast experience at HS in his new role to further develop current automation systems, as well as find and implement automation in new areas of the plant. Congratulations, Nathan!

Management Corner

Another Holiday season is upon us, Happy Holidays and Merry Christmas. 2023 has been a pretty good year. This year we will ship approximately 11,438 tons or 8,500 castings. We received orders for 18 new part numbers and the reactivation of 2-part numbers. Our current employment is at 443 and we still have open positions. The Production Incentive Bonus Program was paid out 13 times at an average amount of 6.8%. As of early December, we have completed 59 continuous improvement projects for a cost of approximately \$46,000.

We had a very extensive Capital Budget in 2023, which included the new 5 Wheel Blast, Mazak Machining Center and the Andromat Grinding System. Unfortunately, the Andromat delivery has been moved out to April but the area and additional equipment preparations are underway. We added 3 for trucks, 2 Sweepers, Carry Deck Crane and a used 45 Foot Man-Lift to our rolling stock. We have also approved the purchase of 3 more fork trucks that will arrive in 2024.

Going forward our order book has softened but we have set the production rate for 2024 at 47 tons per day. Our quoting backlog remains strong and we are confident we will be able to win new work throughout 2024. Over the next few months, we have an opportunity to fine tune the operation, work on product and process improvement. One really successful improvement project that was undertaken, was to attack burned in/on sand. As our product size has increased, we have experienced an increase in this burned in/on sand defect, especially on Floor (271) Molding product. We decided to run sand trials with a special Facing Sand Formula. The facing sand is what is put directly against the pattern as we fill the mold box with sand. We are basically providing a cleaner facing sand which provides more protection on the mold surface as the metal is introduced to the mold. This project has been a great success and will reduce the work required in the cleaning room to finish the Floor molding product.

This is just one example of the continuous improvement projects that are ongoing at Harrison Steel. Let's not forget, we have competitors. We must work to continually improve across all aspects of operating Harrison Steel.

Lastly, I want to thank everyone for being a part of the Harrison Steel Castings Company. Merry Christmas and Happy New Year.

Work Safe, Work Smart and God Bless.

Geoffrey H. Curtis



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