

Tapping Out



VOLUME 102 | MARCH 2024

IN FULL COLOR

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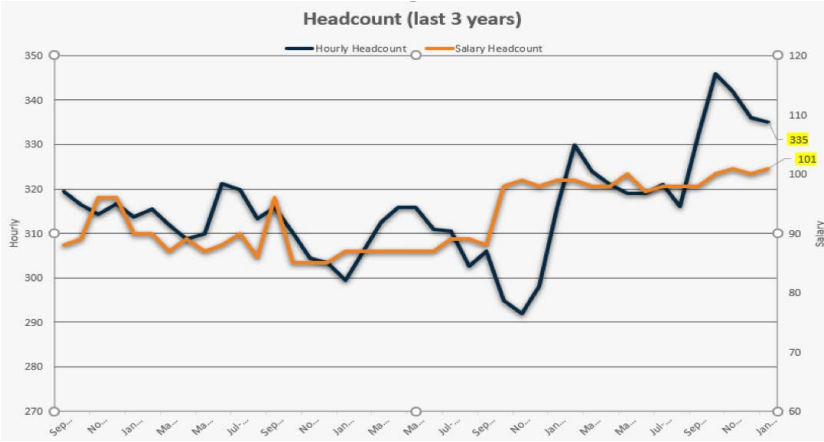
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News from HR

Over the last several months, employment levels have been steady and it appears that some of our Retention efforts may be working. Our headcount is solidly around 450 and with the stability we are seeing, many advertising efforts have been put on hold and we placed a pause on our Open Interviews which typically occurred every Tuesday.



SUGGESTION BOXES (IN BREAKROOMS)

To date, we have had 32 suggestions put in the boxes located in the breakrooms. Some of these have been duplicates, but many of these suggestions are very well thought out and changes have been made because of these. Regardless of whether an idea is used or not, comments are posted for each suggestion and are visible for everyone to view. Below is an example:

Suggestion: Can we get a new food vendor? Often the coolers aren't stocked or have food that is not quality and/or overpriced.

Answer: Yes, this is a great point. We are currently in discussions with vendors to provide healthier and more extensive options as well as keeping the machines stocked.

SOCIAL MEDIA PRESENCE

Recently, we have placed and effort on promoting happenings in and around Harrison Steel and also trying to celebrate our great group of employees. We have accounts with Facebook, Twitter, and LinkedIn, as well as try to be active with putting information on our website, www.hscast.com. Just a few of the things we have done over the last few months:

- Harrison Steel Milestones
- Employee Recognition Spotlights

HARRISON STEEL MILESTONES

FEBRUARY 2024

In 2024, we're celebrating Harrison Steel crew members with 5+ years of continuous service.

STEVEN HOWARD 5 YEARS
Hired 2/26/2019
Congratulations Steven on 5 years of continuous employment at Harrison Steel!

ROCKY BROWN 25 YEARS
Hired 2/9/1999
Congratulations Rocky on 25 years of continuous employment at Harrison Steel!

X-RAYS

As many of you may know, we had to pause our X-rays due to a malfunction in the machine. This took some time to get fixed, but it is now up and running and we will complete testing this week. As long as everything checks out, we hope to resume X-rays next week.

UPCOMING EVENTS FOR HUMAN RESOURCES		
Date	Place – Event	Notes
March 27	Harrison Steel	Hosting a tour for 20 local high school students from Lafayette area
April 3	Ivy Tech Microsoft Excel Training	Gabe Anno, Renee Stonebraker, Chris Lynn, Dusty Beedle
April 11	Attica High School	Covington / Attica Dual Career Fair
April 22 - 24	Milwaukee	American Founders Society / SFSA Conference and Career Table
April 24	Vermillion Advantage Career Expo	Tentatively may attend this in Danville
April or May	Purdue TAP 40 Supervisor Training	Free through state grant. will get 4-5 supervisors for this training

NEW RETIREMENT PLAQUES

Beginning this year, we have created new Retirement Plaques to celebrate employee careers

Jason Beck



MILESTONES THIS ISSUE FOR CONTINUOUS EMPLOYMENT – JAN 2024 THRU MARCH 2024

Name	Date Hired	Milestones (years)
John Anderson	1/21/2019	5
William DeMumbrum	1/21/2019	5
Steven Howard	2/26/2019	5
Steven Price	3/18/2019	5
James (Jim) Blankenship	3/18/2019	5
Richard McArtor Jr.	3/18/2019	5
Rodney Cheesman	3/18/2019	5
Tirso Santiago Hernandez	1/29/2004	20
Burnadette (Bunny) Jordan	1/12/1999	25
Rocky Brown	2/9/1999	25
Kirt Hubbard	1/24/1994	30
Ernest (Ernie) Black	2/21/1994	30
Matthew (Matt) Barton	2/21/1994	30
Geoffrey (Geoff) Curtis	2/13/1989	35
Todd Freeman	3/27/1989	35

HS Retirements

Monte Mickle's retirement party on 2/6/2024. Monte has worked at Harrison Steel for 44 consecutive years. Congratulations, Monte! We hope you enjoy retirement!



Matthew (Matt) Barton retired on February 22nd after 30 consecutive years. Matt led by example in his quiet way. He worked hard, demanded that things were done right, and never complained. Congratulations, Matt, on your retirement! We hope you enjoy it!

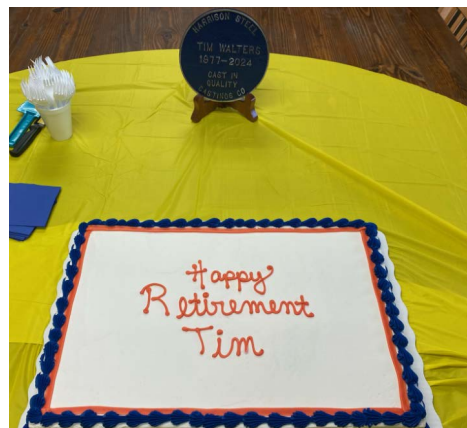


Patricia (Patty) Abernathy's retirement party on 2/29/2024. Patty has worked at Harrison Steel for 33 consecutive years. Congratulations, Patty! We hope you enjoy retirement!



Timothy (Tim) Walters retirement party on 3/4/2024. Tim has worked at Harrison Steel for 47 consecutive years.

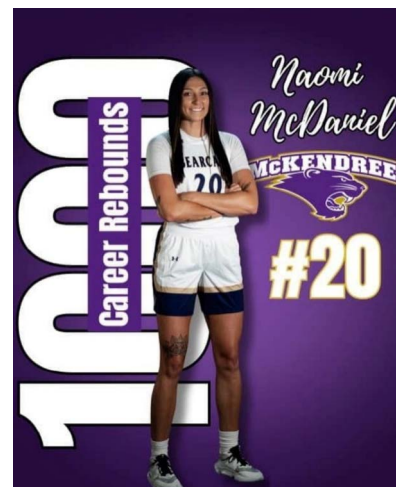
Congratulations, Tim! We hope you enjoy retirement!



James (Jim) Blankenship's retirement party on 3/5/2024. Jim started work at HS in 1976. He started work in the Foundry at the jolt machines and soon moved on to Maintenance where he trained and worked as an electrician. Jim eventually left HS and spent the bulk of his career working for the Attica School Corporation, but returned five years ago to work with us again in Maintenance until his retirement. Congratulations, Jim! We hope you enjoy retirement!

Housing

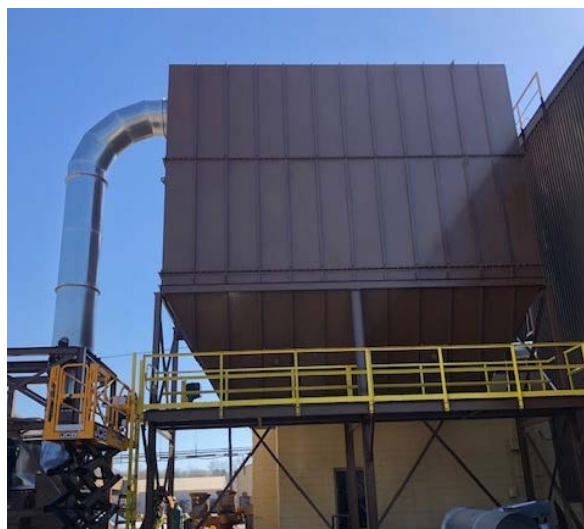
Naomi McDaniel, the granddaughter of Jack & Kris Sorter, has become one of the first-ever Great Lakes Valley Conference (GLVC) major award winners for the McKendree University women's basketball team. McDaniel was voted to the All-GLVC First Team and achieved an impressive milestone of 1,000 career rebounds. Congratulations to Naomi on her outstanding accomplishments!



Maintenance/Engineering

Spring is here and we are gearing up for some improvements throughout the facility during this season.

Our Andromat, large cab-controlled grinder, has been built in Germany. As I write this, Mason and Levi are across the pond checking it out before it is shipped out to HS. We expect to see it sometime in April. In the meantime, the dust collector, drop-out box, and some of the interior concrete has been completed. Look for new foundations and an interior wall to be installed in the northwest corner of Plant 2 as we approach April.



With March comes daylight savings time. Plant 2 is saving a little daylight of their own with new translucent panels around the entire building. These panels were installed in January and let in a lot of light!

As far as smaller projects go, we are planning to replace some concrete around the 5-wheel blast in plant 2 at the same time the machine is getting some needed maintenance over the March shutdown week. There are also several individual workstations that are receiving fresh concrete. And also look for the arrival of a couple new Doosan fork-trucks over the next couple months.



PROCESS IMPROVEMENT UPDATE

PAYTON ALTUM

- Core traceability and standard metrics for core processing
- Assisting with switching heat entry from a delayed pencil and paper, then entering it into the computer to live digital entry with an iPad on the pouring floor
- Blue book and M2M audits to ensure all is accurate with what is actually required for quality castings. This is a collaboration with the Foundry and Foundry Engineering
- Chill Room improvements
 - Justifying a purchase of a new rod bender
 - Possibilities of robotic chill grinding
 - Digital scheduler
- Isomol Baume trials
 - Lowering Baume targets to reduce burnt on/in sand
- Foundry requisition forms to increase accuracy of store room supplies
- Orange Peel Reduction on cores

ORANGE PEEL TESTING

“Orange peel” is a phenomenon that has been observed in the foundry department for a long time. It is when the top layer of sand and wash begins to fall off of a core or mold. Historically it occurs during the winter and fall months, and this past October instances of orange peel were so severe that cores were being scrapped. Some small experiments were conducted in the foundry to find the root cause and potential solutions. These experiments aimed to find what variables present during the core making process could replicate what we were seeing on these cores. The factors tested were various combinations of parting agent, moisture, core box temperature, and vibration. At the conclusion of these experiments, it was found that a core box that is substantially colder than the sand if vibrated will replicate the orange peel effect. The geometry of the core box has also been observed as a contributing factor as cores tend to orange peel in the same locations each time. The temporary solution to this problem was to move the core boxes of problem jobs like 398-5472 and 468-5501 from the unheated E building to the D building which has heaters. After this change had been made, we saw a drop from 37% of these cores experiencing orange peel down to 14%. Data is continuing to be collected as we look for a more permanent solution.



Lab created orange peel



Orange peel as seen on the floor

STEPHAN GOSSWILLER

- 271 Slow Catalyst
 - Implement a slower catalyst at the 271 Mixer for 2 reasons: (1) Allow boxes to be completely filled and still vibrate within worktime (2) Give a wider range of usable catalyst flowrates during hot weather.
- Black Iron Oxide from Alternate Location
- Digital Wash Data Entry

Foundry employees Jessica Lomax and Robert Stone are the proud parents of twin girls. Jessica works in the Chill Room and Robert is our Pouring Lead on day shift. Eileen and Lynn Stone were born on February 5th. Mom and girls are doing well. Eileen had to stay a little longer in the hospital, until she gained enough weight to be released. She is home now with her twin sister and big brother Zayden.



Ben Barnett's family grew by one in February also. Gwynevere Karlalanda Barnett was born on February 7th of this year. Gwynevere was greeted by her four siblings upon arrival at home.



Machine Shop

ABOVE AND BEYOND



(Above) Eric Dismore has been working extremely hard to get the New V140 fully efficient, programmed, and production ready. Soon he will be responsible for training operators to effectively operate the machine.



(Above) John Pattengale & Jeremy Jesse have worked together altering their shifts to keep the machining of the cases on track.

(Below) Rusty Stonebraker and Todd Hay receiving training in repair of finished machined castings. Todd and Rusty have volunteered from the Cleaning Room.



(Above) Brian Accord (left) has put forth extra effort to cover for a fellow employee that has experienced some short-term medical complications. Scott Milburg is training on the V140 to fill an important production role.

34th Annual Harrison Steel Golf Outing 5/18/2024

ALL Harrison Steel employees are invited to take part in the annual Harrison Steel golf outing on Saturday, 5/18/2024. Anyone interested will need to sign-up no later than Monday, 5/13/2024. There will be sign-up sheets located throughout the plant.

All participants must check on day of tournament from **12:00pm to 12:40pm. Tee off time is at 1:00pm.**

Food and beverages will be served | Prizes to be determined |
We will be playing bogey is your friend.



Employee Meetings

JANUARY 30 -31, 2024

Geoff Curtis and Robert Harrison conducted meetings with all Harrison Steel employees. Topics included the Quality Policy, 2023 performance in People Quality Velocity Cost, performance bonus results, business outlook for 2024, capital expenditures, new product launches, major projects, and our 2024 strategic focus upon improving Safety, Training and Retention, Quality, and Organization (5S). A lot of ground was covered. Additionally, we had several questions. Some we were able to answer and others required some research and determination.



1. **Concrete replacement around the heat treatment area.** We plan to address this in 2024. The area will have to be shutdown to do the repairs so scheduling will put this later in the year.
2. **Plant tours to see the entire plant and how the processes come together.** Plant tours will become part of the new hire process. We will create timeslots for current employees to tour as well.
3. **Quality policy card refresh.** We are distributing a laminated version of the cards to all employees. Additionally, the summary policy has been added to the Employee ID cards, and we are researching a more robust card to issue in the future.
4. **Safety, training, and quality focus.** It starts with a common goal. Departments have been directed to facilitate and report out on accident investigations, safety improvement opportunities, process reviews, process monitoring, and process improvements. Senior management is coordinating a review and improvement to how training is done, the frequency of training, and what training is done.
5. **Overtime – 1st Shift versus 2nd Shift.** Overtime availability is similar for 1st and 2nd shift; but, it is need dependent. We are restricting overtime more than prior years. Priority goes to jobs needing to be done, skillset required, and employee performance. Highest skills in demand for overtime currently are welding, flamewashing, and blow blast. If you want more overtime, cross train to learn these skills.
6. **797 4 Bar manipulation in the burning bay.** The 797 4 Bars must be turned over by a fork truck outside. Do not use a mag crane.
7. **Hyster truck is awful in foundry.** Hyster truck is in good shape other than being old. No operational issues have been reported to garage. Jeff Pycke, Foundry Superintendent, has been consulted and at this time we aren't finding an issue. There is a new Doosan headed to the N. Core room by May with a taller mast. Hopefully, that will help with availability of a high masted new truck.
8. **401k rollover help.** Please contact Paula Cheatham, Benefit & Payroll Manager, for additional help with rolling over a 401k. Paula may be reached at ext. 9140 or in the Main Office. Alternatively, you may contact HR and they will direct you to Paula.
9. **New work from competitor foundry closings.** We are getting work from competing foundries closing. We'd certainly rather get work based upon our superior quality and delivery.
10. **Attendance bonus.** We are not actively looking at bringing back the attendance bonus. If it did return, it would be different than the old methodology.
11. **Furnace Department equipment and tool refresh.** Shawn Martin, Melting Operations Manager, interviewed both furnace shifts to review equipment and tool complaints along with any wish list items. 39 opportunities were identified for review and determination. 7 CI cards have been submitted for improvement along with 1 Work Order, year to date. More to come.

Robert Harrison

Benefits & Payroll

WeCare NEWS

Dr. Bundy has officially retired. We celebrated with her on March 8th! Enjoy Retirement Dr. Bundy! Thank you for all your years of dedication to our employees.



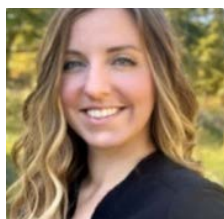
HS WELLNESS

Your wellness is important- If you have our insurance - make an appointment at WeCare to do your Biometrics, if you have not. You can receive 10% off the premiums you pay. (5% if you are on an EE + Spouse or Family Plan), 10% for being tobacco free, & 10% for coaching. Sign up for tobacco cessation in order to receive that 10% discount, if you test positive for tobacco.

We have 277 employees, including spouses, doing the 10% for biometrics. 173 employees, including spouses receiving the discount for being tobacco free. Only 64 employees and spouses have done the coaching with Tracy Brown.



Dr. Barraza will be joining us next month (April)! We are looking forward to this next chapter. She will be doing a site visit with us so that she can see what jobs we have; which will help her better serve our employees when they arrive at the clinic. WELCOME, DR. BARRAZA



Meet Carter McGowan, she is our new Physician's Assistant at the clinic. She is very excited to be at the clinic helping our employees with their healthcare needs.



March is **Workplace Eye Wellness month**- if you have tired, burning or itching eyes, dry eyes, blurred vision and/or headache – these are symptoms of digital eye strain or computer vision syndrome. Here are some tips to help: Computer glasses with yellow-tinted lenses that block blue light can help ease digital eye strain by increasing contrast. Take frequent breaks by using the “20-20-20” rule: every 20 minutes look away from your screen and look at an object 20 feet away for at least 20 seconds. This gives your eyes a chance to reset and replenish themselves. How much screen time do you have?



EVANS,
TAYLOR
& FINNEY

We partner with Evans & Taylor (Finney left the practice) for our eye care needs. We can payroll deduct for their services if you are in good standing. This is for ALL of their office locations. If you need a form to take with you to your appointment, stop by benefits.

Reminders: Make sure you sign up for E-delivery with Vanguard! Ask benefits how to sign up!

Check out the Indianapolis Zoo - the Chimpanzee Complex is here!!! **HS receives over a 45% discount to the Zoo.** Pick up a card in breakrooms to scan the QR code to take you to our discounts. Information is also on TVs. We partner with Evans & Taylor (Finney left the practice) for our eye care needs. We can payroll deduct for their services if you are in good standing. This is for ALL of their office locations. If you need a form to take with you to your appointment, stop by benefits.



Crystal Niccum, Employee Assistance Program Coordinator, has been here 1 year now. Remember - she has lots of resources to help you with any assistance you might be needing. Crystal has helped 309 employees this past year! Crystal continues to gain resources and take trainings to expand her knowledge to help our employees – You!

Crystal is located in the main office, her number is 765-764-2212, or 9037. **WORK | LIFE | BALANCE**



HARRISON STEEL
CASTINGS COMPANY