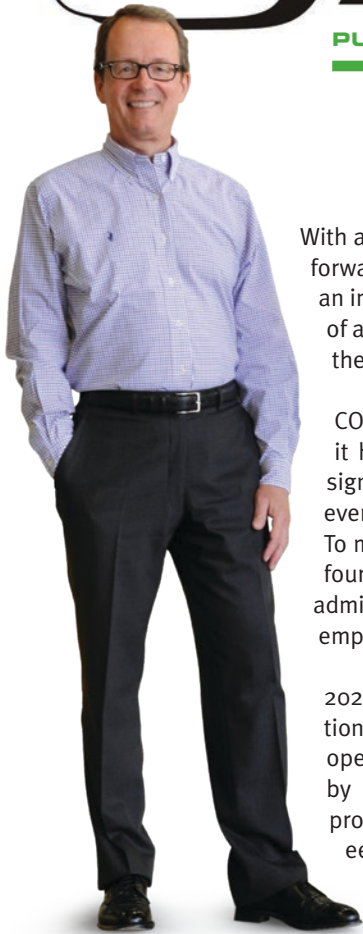




PUBLISHED FOR EMPLOYEES OF SANDMEYER STEEL COMPANY



A MESSAGE from the President

With a tumultuous 2020 now behind us, we can look forward to 2021 with cautious optimism regarding an improving business climate and the expectation of a return to normalcy in all aspects of our lives as the year progresses.

COVID-19 vaccinations are being rolled out. While it has been a sluggish start, it should ramp up significantly in the coming months. We encourage everyone to be vaccinated when you are eligible. To make this an easier process for you, we'll allow four hours of special paid time off this year for the administration of each dose of a vaccination for our employees.

2020 results did not meet our financial expectations. But we still accomplished a lot. We remained open to service our customers and operated safely by implementing a variety of COVID prevention protocols. We are fortunate that all our employees were able to continue working and collecting a paycheck, unlike many of our friends and neighbors who had to deal with furloughs and layoffs.

Looking forward to 2021, January new orders booked were at the highest level that we have seen in many months. I wouldn't be surprised if we take a step back from this level in coming months, but I fully expect things to improve as we progress through the year, especially in the second half. While the trend is positive, even with this improvement, I don't expect we will return to pre-COVID business levels until 2022.

Steve Mellor's December retirement, along with the announced 2021 retirements of **Ed Kicak**, **Jim Hewins**, **Bob Fulton**, and **Bob Elfstrom** are a reminder that we are not getting any younger. We lost a year due to COVID-19, so we need to double down on our succession planning efforts in 2021. We wish our new retirees all the best as they enter this new phase of their lives. And we look forward to working with our younger employees as we build our team for the future.



Holiday Traditions
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Sandmeyer Acquires Additional CNC Capabilities

Sandmeyer Steel's ongoing efforts to develop our CNC strategy took another step forward this past January. Sandmeyer Steel took possession of a 2011 Doosan V550M High Performance Vertical Turning Center. This purchase has both confirmed our commitment to upgrading existing equipment where possible and provided Sandmeyer with a piece of equipment that will expand our machine shop capabilities.

Thanks to **Joe Moore** for keeping an eye out for purchases that blend economics and opportunity. We have a solid machine!

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Another casualty of COVID-19 in 2020 was our annual 25-Year Employee and Retiree Recognition Dinner. Mark your calendar for October 22, 2021, as we fully expect to be able to gather together, vaccinated and safe from COVID-19, to catch up and celebrate two years' worth of milestone anniversaries and new retirements. Thanks to all for your extraordinary efforts to help us survive 2020! Stay safe and get your vaccination when you're eligible. 🍀

Ron Sandmeyer

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WE SALUTE

Employees Celebrating Milestones

(January – April 2021)

45 Years of Service

Shawn F. FenertyDistrict Sales Manager

40 Years of Service

James C. Hewins International Inside Sales Representative

25 Years of Service

Michael Kobilnyk Production Analyst

10 Years of Service

Zain A. Hodges Shipper/Packer

Mary R. OsborneDistrict Sales Manager

5 Years of Service

Melanie MitchellDistrict Sales Manager

2 Years of Service

Tamali Houston Plasma Assistant

Benjamin E. Damoah Plasma Assistant

Kairi D. Mace Material Handler

Christopher C. Elfo Senior Accountant

Marlon T. Goodman Machine Operator Assistant

PROMOTION

Congratulations to the following employee on his promotion:

John P. Gould, who has been promoted to the position of Manager – Quality Assurance and Engineering.

SAVE THE DATE!

Friday, October 22, 2021

Sandmeyer Steel Company **Annual 25-Year Employee and Retiree Recognition Dinner** at *The Union League Golf Club at Torresdale*.

EMPLOYEE PROFILE



Name: Darius Basznianin

Title: Programmer/Analyst

Length of Service: 1 Year, 3 Months

MY FIRST JOB: Pizza Delivery Driver.

EDUCATION: Master of Science, Computer Engineering.

HAPPIEST DAY OR DAYS OF MY LIFE: Hearing my son's first cry.

HOBBIES: Hiking, biking, skiing, and chess.

FAVORITE CHILDHOOD

MEMORY: When I went to the town of Zakopane in Poland to see the mountains and World Cup Ski Jumping.

I AM LOOKING FORWARD TO:

In the short term – the border opening so I can make my next travel dreams come true. In the long term – having my own bee apiary to collect homemade honey.

I BELIEVE STRONGLY THAT:

Positive thinking has great power.

BEST PART OF MY JOB:

The environment. I feel like a human being and part of a bigger team, not just like a corporate resource. Besides that, I am happy to explore the 'magic' of new technology.



DON'T GET CAUGHT IN A PHISHING NET

Many of us depend on email for work and personal correspondence, but dangerous emails are everywhere. Fraudulent attackers use fake emails to try to trick you into providing personal information or downloading harmful software. This is called “phishing.” When you click on a phishing email, it may install malware to attack your computer or trick you into entering confidential information. These emails are designed to deceive you and can be difficult to distinguish from the real thing. Some helpful tips:

Tip 1: Look at the “from” email address.

A common tactic is to display a familiar name as the display name, but the actual email address is not correct. Always check the actual email address by hovering your mouse over the display name without clicking.

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2021 HOLIDAY SCHEDULE

We are pleased to announce the following schedule for our holidays in 2021:

THURSDAY	DECEMBER 31, 2020	FLOATING HOLIDAY #1 2021
FRIDAY	JANUARY 1, 2021	NEW YEAR'S DAY 2021
<i>Monday</i>	<i>January 4, 2021</i>	<i>First Scheduled Workday 2021</i>
MONDAY	MAY 31	MEMORIAL DAY
FRIDAY	JUNE 18	JUNETEENTH (observed)
MONDAY	JULY 5	INDEPENDENCE DAY (observed)
MONDAY	SEPTEMBER 6	LABOR DAY
THURSDAY	NOVEMBER 25	THANKSGIVING DAY
FRIDAY	NOVEMBER 26	DAY AFTER THANKSGIVING
<i>Thursday</i>	<i>December 23</i>	<i>Last Scheduled Workday</i>
FRIDAY	DECEMBER 24	CHRISTMAS EVE
MONDAY	DECEMBER 27	CHRISTMAS DAY (observed)
TUESDAY	DECEMBER 28	FLOATING HOLIDAY #2
WEDNESDAY	DECEMBER 29	FLOATING HOLIDAY #3
THURSDAY	DECEMBER 30	FLOATING HOLIDAY #4
FRIDAY	DECEMBER 31	NEW YEAR'S DAY 2022 (observed)
<i>Monday</i>	<i>January 3, 2022</i>	<i>First Scheduled Workday 2022</i>

In order for us to be shut down completely from Christmas Eve through New Year's Day, for this year only, 2021, we will be **open for business** on April 2, 2021, and use the **Good Friday** holiday as a 4th Floating Holiday. However, you may schedule a Vacation Day or take Good Friday off as an unpaid day off (hourly employees) **without being charged an Occurrence**.

We hope that announcing this schedule in advance will be helpful to many of you in making your vacation and travel plans.



Metals Service Center Institute Scholarship Program

100 YEARS STRONG™

As previously announced, the Metals Service Center Institute (MSCI) has a scholarship award program that is available to the children of employees of MSCI member companies. Sandmeyer Steel Company is a member of MSCI. This year they will be awarding approximately fourteen \$3,000 scholarships, as selected by their scholarship committee.

Any student who has been accepted to or is currently attending a two- or four-year college degree program, a vocational school, or a graduate degree program may apply if they meet the established criteria. Since 2014, five children of Sandmeyer Steel Company employees were awarded scholarships from MSCI.

Please go directly to MSCI's website <http://scholarships.msci.org/> for additional information. Applications should be submitted directly to MSCI through their website. The deadline for applications is May 1, 2021.

Remember that this is open to children of all employees of Sandmeyer Steel Company, even those who are the recipients of one of the Sandmeyer Steel Company Scholarships. Please encourage your eligible children to take the time to apply for this scholarship opportunity! And please be sure to let us know if your child is chosen as a recipient of an MSCI scholarship so we can acknowledge his/her accomplishment!

SANDMEYER STEEL COMPANY HOLIDAY TRADITIONS

Our festivities on December 23, 2020, the last day before the Christmas shut-down, were a lot different this year due to COVID-19 and social distancing. There was not a pageant or choir, and because of the travel restrictions Santa Claus could not drop in for a visit.



Decked out in his festive Christmas attire is our jolly old elf **Chris Elfo**.

Still, we put up the Christmas trees and decorated the offices, everyone received a \$50 gift card, and lunch was provided once again for us. I believe even though things were different this year everyone left filled with holiday cheer.

THANKSGIVING LUNCH

Because of COVID-19, on November 24, 2020, there weren't any long lines at the buffet tables for our Thanksgiving luncheon, but we were grateful for the sandwiches, chips, cookies, and drinks provided to us.



John Guld's choices are Turkey, Tuna, Veggie, or Italian hoagies. I wonder what his choice was.



Brian Probst deciding on which kind of cookies he wants.



Rod Sandmeyer and **Ed Kicak** giving **Sally Wagaman** her \$50 Acme gift card.



Cheri Rider with her blinking Christmas necklace along with **Rod Sandmeyer** and **Ed Kicak**.



Ed Kicak and **Terrill Bohnsack** getting ready to give the shop guys their special Christmas lunch.



Odean Houston and **Ron Sandmeyer, Jr.**, elbow bumping in appreciation of his gift card as **Rod Sandmeyer** watches.



Noel Parkinson gives a thumbs up after he receives his Acme gift card from **Ed Kicak**, **Rod Sandmeyer**, and **Ron Sandmeyer, Jr.**



Ed Kicak and **Rod Sandmeyer** making their way through Sales to present **Jim Cunningham** and **Will Lawlor** with their Acme gift cards.



Ray Schott happily accepts his gift card from the three elves – **Rod Sandmeyer**, **Ron Sandmeyer, Jr.**, and **Ed Kicak**.



Ron Sandmeyer, Jr., and **Rod Sandmeyer** spreading holiday cheer in the plant along with **George Owens**.



So we do not miss anyone, **Rod Sandmeyer** keeps track, and **John Harkins** waits patiently for **Ed Kicak** and **Terrill Bohnsack** to finish setting up lunch.



Richard Rivera saying thank you to our elves for providing a Christmas lunch.



Social distancing as they wait for their lunch are **Donald Myrie**, **Mike McDonald**, **Mike Geiger**, and **Frank Neal**.

SANDMEYER STEEL COMPANY BENEFITS PARADE

HEALTH ADVOCATE

Take advantage of Sandmeyer Steel Company's Employee Assistance Program (EAP) benefit through **Health Advocate** especially during these trying times. Your employee assistance program is designed to help you lead a happier and more productive life at home and at work. Call for *confidential* access to a Licensed Professional Counselor who will help you define the problem clearly and assist you.

Your counselor can also refer you for ongoing treatment, if needed. Employees and their spouses, dependent children, parents, and parents-in-law can all take advantage of this valuable service.

Health Advocate keeps your medical and personal information strictly confidential.

CONTACTING HEALTH ADVOCATE IS EASY:

24/7 Support by telephone: 877-240-6863

EMAIL:

answers@HealthAdvocate.com

WEB:

www.HealthAdvocate.com/members

Download Smartphone App
– App Store/Google Play

BENEFITS OF GETTING A COVID-19 VACCINE



The Center for Disease Control and Prevention (CDC) understands that some people may be concerned about getting vaccinated now that COVID-19 vaccines are available in the United States. While more COVID-19 vaccines are being developed as quickly as possible, routine processes and procedures remain in place to ensure the safety of any vaccine that is authorized or approved for use. Safety is a top priority, and there are many reasons to get vaccinated.

COVID-19 can have serious, life-threatening complications, and there is no way to know how COVID-19 will affect you. And if you get sick, you could spread the disease to friends, family, and others around you.

Wearing masks and social distancing help reduce your chance of being exposed to the virus or spreading it to others, but these measures are not enough. Vaccines will work with your immune system so it will be ready to fight the virus if you are exposed.

Sandmeyer Steel Company strongly encourages everyone to get vaccinated and will be granting special paid time off up to four hours for you to be vaccinated. For vaccinations that require two doses, this up-to-four-hours of special paid time off will be allowed for the administration of each dose. Proof of your vaccination will need to be provided to be eligible for the special paid time off.

RETIREE NEWS



After 22 years of dedicated service, **Bac V. Nguyen** decided to retire on June 30, 2020. In June 1997

Bac started with us as a part-time employee. At that time, he was also working a full-time job at Neptune Pump in Lansdale. In 2011 he became full-time and helped develop our CNC programming processes, starting with the Mazaks and continuing to our lathe machines and software.

Congratulations on your retirement!



Stephen M. Mellor, Manager – Quality Assurance and Engineering, retired from full-time employment on November 30, 2020. In his 44 years at Sandmeyer Steel, Steve has had probably the

most varied and diverse work experience of anyone who has worked at the Company. Steve started here in November 1976 as a Truck Driver for Specialties, then became Shipping Supervisor, Machine Shop Supervisor in both buildings, Inside Sales Representative, Inside Sales Manager, and finally Manager – Quality Assurance and Engineering, just to name a few of his positions. Steve has agreed to stay onboard part-time to train his replacement, **John Guld**, and perform Production Analyst and quality duties as requested.

Wishing you all the best on your retirement!



In 2004, **Gary D. Orr** started with Sandmeyer Steel Company as a Manufacturer's Representative to increase

our Nickel Alloy sales. Gary joined the Sandmeyer Team as a full-time employee in the position of Marketing Manager in 2007. His duties included international market development, telemarketing for prospective new customers, trade show coordination, and other sales and marketing responsibilities, as necessary. In 2017, Gary started working part-time until his retirement on December 31, 2020.

Warmest Congratulations on your retirement!

SANDMEYER SERVES

*“Life’s most
persistent and urgent
question is,*

*What are you doing
for others?”*

Dr. Martin Luther King, Jr.



Feast of Justice is a non-profit organization dedicated to ending poverty in the Philadelphia area as well as offering other services to help the people of our community. Feast of Justice provides assistance to over 600 households annually.

Donation tables were set up in both buildings, and we asked for donations of non-perishable food (peanut butter, juice boxes, canned goods, etc.) and health items (soap, shampoo, etc.).

A big **THANK YOU** to all the Sandmeyer Steel Company employees who brought in and donated items to help those families less fortunate in our community. We are all aware that the coronavirus pandemic has left many in our community without jobs or with reduced hours, and our neighbors are in real need of our donations. We **ALL** made a difference in someone’s life just by taking the time to donate non-perishable food and health items in this contactless environment due to the pandemic.

As we know, **SANDMEYER SERVES** “in-person” volunteer opportunities have regrettably been put on hold due to the coronavirus pandemic. Normally in January, we would have done our “in-person” volunteering at KleinLife Senior Center, but that did not happen.

Although “in-person” volunteering was on hold, **SANDMEYER SERVES** held an “in-house” donation opportunity, in connection with Dr. Martin Luther King Jr. Day, to help those families in need in our community during the week of January 18-22, 2021. All items donated (8 boxes, 8 bags, a case of water, and a case of juice boxes) were delivered to Feast of Justice on Thursday, January 28, 2021, and they were very grateful for our commitment to helping Feast of Justice help our community!

*Please stay safe during this time, and we look forward to “in-person”
volunteering with you in the future and to
“make significant contributions to the communities in
which we work and live.”*

Contributed by Laurel Ann Backert and Cherylann Rider



Sandmeyer Acquires Additional CNC Capabilities

continued from page 1

This Doosan will serve as both a replacement to our aging Mazak fleet and allow us to increase our CNC machining up to roughly a 28" OD, more than double the size that the Mazaks can handle. With bigger motors for the main drive and the live tooling package, additional horsepower will be able to handle just about any machined ring/disc project with drilling. Over the month of February, our Maintenance staff will be in the process of installing the Doosan, while our operators and programmers will begin to familiarize themselves with operating the machine.

One of our Strategic Initiatives is to continue to develop and improve our CNC strategy moving forward, and equipment upgrades such as this absolutely support that initiative.

Contributed by *Terrill H. Bohnsack*



continued from page 3

Tip 2: Be cautious of links.

Hover your mouse over any links embedded in the body of the email without clicking. If the link address looks strange, don't click on it. Instead, use a bookmark you have already established or use google or another search engine to search for the website and access it from there.

Tip 3: Notice spelling errors and bad grammar.

Legitimate emails do not usually have poor grammar and major spelling errors. Be cautious of anything that doesn't look professional.

Tip 4: Don't click on attachments.

Phishing emails may include attachments that contain viruses and malware which can damage files on your computer and steal your passwords. Don't open any email attachments you weren't expecting.

Tip 5: Don't share personal or account information.

Legitimate companies will never ask for personal information or login passwords via email. Don't share this type of information via email or after using an email link to access a webpage.

Tip 6: Beware of a false sense of urgency.

Many phishing emails will try to scare you into acting with urgency. Beware of emails that claim your account is going to be closed or there has been an unauthorized login attempt that needs immediate attention.

If you receive a malicious email, delete it immediately. If you are even a little bit suspicious regarding an email, contact the sender by phone or by starting a new email and using an address you know to be correct. Verify that the sender actually sent the request/attachment/link before proceeding.

**Be a Smart Emailer!
Stop.
Examine.
Proceed with Caution.**

Contributed by *Sally J. Wagaman*



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Judith A. Grosso, Editor

Audrey T. Mento, Proofreader