

SANDMEYER STEELINE



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PUBLISHED FOR EMPLOYEES OF SANDMEYER STEEL COMPANY

A MESSAGE from the President

2022 was a fantastic year, but it's now behind us, and we are directing our energy to the challenges which 2023 may bring. There is more than the usual amount of uncertainty on the horizon as we enter the new year. Talk of the coming recession is everywhere. Two questions come to mind – will it happen and, if it does, how significant of an impact will it have on our business? I don't have those answers, but we will be prepared should our business be impacted.

In addition to our financial performance, I am delighted about our team's 2022 safety performance. With zero OSHA recordable incidents and zero

lost time accidents, we attained best-in-class safety performance. Congratulations to all! And a special thank you for making safety paramount in your daily life at Sandmeyer.

One thing we do know for sure about 2023 is that the first quarter will bring with it four key retirements – **Rod Sandmeyer, Mark Maloney, John Maloney, and Berney Bowen.** Collectively, this amounts to 155 years of experience leaving the active team. For the first time since 1966, there will no members of the Maloney Family on the active Sandmeyer team. However, I'm sure the Maloney legacy will live on at Sandmeyer.

We will have a lot more to say about each of our retiring team members as we reach their actual retirement dates. But I think it is appropriate for me

PERFECT ATTENDANCE LUNCHEON



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Save the Date!

GALA RETIREMENT DINNER: Friday, March 24, 2023

We'll be celebrating the careers of retired executive Management Team members **Rod Sandmeyer, Ed Kicak, Sally Wagaman, and Steve Mellor** on Friday evening, March 24, 2023!

to recognize Rod in this newsletter message. For 38 years, especially the past 25 years, he has been my right-hand man, overseeing the operation, human resources, and a lot of other "stuff." Outsiders tell me that in other companies, the "brother-thing" rarely works as well as it has here for nearly four decades. It's worked here in large part due to Rod's unselfishness. Thanks to Rod, I could visit with customers and suppliers around the globe without having to worry about what was going on back at the plant. It is easy in any relationship to take things for granted. You sometimes do not realize everything someone contributes until that person is no longer around. As Rod's retirement quickly approaches, I am realizing all the contributions he has made, all the things which, for so many years, I have taken for granted. Most of all, I will miss the comfort of knowing I could always stroll two doors down the hall to talk about anything or to just vent some frustrations. Words are not adequate to express my appreciation to Rod, so I say simply, "Thank you, Brother! As you move on, I hope you look back with pride on all you and our Company have accomplished during your 38 years! Job well done!" ●

Rod Sandmeyer



Holiday Traditions (PAGES 4 – 5)

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WE SALUTE

Employees Celebrating Milestones (January – April 2023)

45 Years of Service

Phinezy Beard, Jr. Supervisor
– Main Building (Day)

James R. Giles Supervisor
– Machine Shop

35 Years of Service

Michael D. McDonald Plasma Operator

30 Years of Service

Noel L. Parkinson Plasma Operator

25 Years of Service

Terrill H. Bohnsack Vice President
– Operations and Manufacturing

10 Years of Service

Tyrone A. Chamberlain Truck Driver
– Class A

5 Years of Service

Braheem M. Hinton Formed Products
Processor and Welder

A WARM WELCOME TO OUR NEW EMPLOYEE

Bernadette A. Hughes Human Resources Assistant

PROMOTIONS

Congratulations to the following employees on their promotions:

William J. Lawlor, III, who has been promoted to the position of *District Sales Manager – Northeast Territory*.

Michael F. Geiger, who has been promoted to the position of *Supervisor – Shipping*.

EMPLOYEE PROFILE



Name:
Marc Flores
Title:
CNC Operator
Length of Service:
3 years and 2 months

MY FIRST JOB: Was a summer job picking blueberries with my church.

EDUCATION: Graduated from Thomas Alva Edison High School. I learned about Machine Shop there!

HAPPIEST DAY OR DAYS OF MY LIFE: Becoming a Dad!

HOBBIES: Working on my car, camping, and fishing.

FAVORITE CHILDHOOD MEMORY: Spending time with my grandad on the farm.

I'M LOOKING FORWARD TO: Retirement.

I BELIEVE STRONGLY THAT: There is no limit to anything in life.

BEST PART OF MY JOB: How you turn rusty metal into a shiny beautiful piece of art.

FEBRUARY IS AMERICAN HEART MONTH

Cardiovascular disease impacts nearly half of American adults these days. Unfortunately, heart disease impacts much of the working population. Research found it's also responsible for more health care costs than any other injuries or diseases.

Luckily, heart disease prevention is possible. Making healthier lifestyle choices — like quitting smoking — can reduce the chance of someone developing heart disease. Helping employees understand the risks of heart disease and the symptoms of a heart attack may ultimately save their lives.



PERFECT ATTENDANCE LUNCHEON

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Congratulations to all Sandmeyer Steel Company employees who achieved Perfect Attendance for 2022. All 27 eligible employees were invited to attend a catered luncheon in their honor on Tuesday, January 24, 2023, hosted by **Ron Sandmeyer, Jr.**

TWENTY TO TWENTY-NINE YEARS

Michael F. Geiger	Donald Myrie
Winston Lewis	Rajani C. Shah
Lloyd G. James	Noel L. Parkinson
Anthony L. Beard	

TEN TO NINETEEN YEARS

Denise J. Gaffney	Frank E. Neal
Donovan A. Kelly	Delroy Tracey
David C. Zwanetsky	David R. Brown
Michael D. McDonald	

TWO TO NINE YEARS

Frederick L. Goodman	Suzanne L. Donahue
Odean S. Houston	Deano-Mortez Thorpe
Samuel Q. Polk	Norval A. Robinson
Tyrone A. Chamberlain	Francis J. Kelly

ONE YEAR

Tajay T. Charlton	Benjamin E. Damoah
Steven B. Garrett	Robert Ricketts
Richard A. Rivera, Jr.	

2023 HOLIDAY SCHEDULE

We are pleased to announce the following schedule for our holidays in 2023:

<i>Monday</i>	<i>January 2, 2023</i>	<i>First Scheduled Workday 2023</i>
FRIDAY	APRIL 7	GOOD FRIDAY
MONDAY	MAY 29	MEMORIAL DAY
MONDAY	JUNE 19	JUNETEENTH
MONDAY	JULY 3	NEW YEAR'S DAY 2023 (observed)
TUESDAY	JULY 4	INDEPENDENCE DAY
MONDAY	SEPTEMBER 4	LABOR DAY
THURSDAY	NOVEMBER 23	THANKSGIVING DAY
FRIDAY	NOVEMBER 24	DAY AFTER THANKSGIVING
<i>Friday</i>	<i>December 22</i>	<i>Last Scheduled Workday</i>
MONDAY	DECEMBER 25	CHRISTMAS DAY
TUESDAY	DECEMBER 26	CHRISTMAS EVE (observed)
WEDNESDAY	DECEMBER 27	FLOATING HOLIDAY #1
THURSDAY	DECEMBER 28	FLOATING HOLIDAY #2
FRIDAY	DECEMBER 29	FLOATING HOLIDAY #3
MONDAY	JANUARY 1, 2024	NEW YEAR'S DAY 2024
<i>Tuesday</i>	<i>January 2, 2024</i>	<i>First Scheduled Workday 2024</i>

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. The MSCI Scholarship Program started accepting applications as of February 1, 2023.

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 are available now and should be submitted directly to MSCI through their website. The deadline for applications is May 1, 2023.

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



2022

saw the return of the Sandmeyer Steel Company Christmas Pageant. Many thanks to the Sandmeyer Steel Players: **Terren Aldridge, Chris Duffy, Steve Foster, Judy Grosso, Jenna Hinkle, Sean Piscitelli, Jim Terway, Kyle Urban, Sally Wagaman, and Dave Zwanetsky.**



Alex Thomas, Anthony Ellis, and Steve Wlodarczyk are all decked out!



THE SANDMEYER STEEL COMPANY CHOIR

CHRISTMAS LUNCH



Enjoying Christmas Lunch (clockwise from bottom left): Alex Gomez, TJ DeShields, Marc Flores, and Zain Hodges.



Mike Geiger, Norval Robinson, Sam Skymba, Seth Garber, Jamil Robinson, and TJ DeShields wait patiently in line for their Christmas lunch.

THANKSGIVING AND CHRISTMAS BASKET BRIGADES



Many thanks to our Basket Brigades (l-r): TJ DeShields, TJ Charlton, Steve Garrett, Steve Terry, Andrew Stead, Lee Hamilton, Sean Piscitelli, Mark Jackson, Kyle Urban, Tye Chamberlain. Not pictured: Konstantin Basarab, Leroy Bennett, Sonny Brisbon, Marlon Goodman, Braheem Hinton, Jamal Stewart.



Maestro **Lenny Robertson** accompanied by **Sue Donahue** and **Donna Martin**



Santa, aka **Andrew Stead**, gives out candy canes with Elf **Cullen Hess**.



Trish Brent, played by **Jenna Hinkle**, takes a much-needed "break" from work!



Our very own angel, **Judy Grosso**, rescues Human Resources and receives her morning assignments!



What's in a name? John Curley, played by **Terren Aldridge**, has questions about his promotion.



Terrill Bohnsack, played by **Kyle Urban**, is hoping he won't get caught on our security camera vandalizing Rodney's parking space!



Riley Papile, daughter of **Trish Brent**, and her accompanist, **Sean Gallagher**, treating us to some favorite Christmas music and an original song!



Dave Zwanetsky shares a word from our Pageant sponsor, *Game of Thrones*!



Donald Myrie serenades us with Christmas carols!



Will HR be able to fulfill the demand of **Ron Sandmeyer, Jr.**, played by **Sean Piscitelli**, for ice bucket accessories?



Chris Duffy hopes Human Resources can answer the Maloneys' question!



Rod Sandmeyer, played by **Steve Foster**, won't have a place to park his bike unless whoever vandalized his parking spot is caught!



RPS IV gets the order!

SANDMEYER STEEL COMPANY BENEFITS PARADE

MATCHING GIFT PROGRAM

It has been 17 years since Sandmeyer Steel Company established the Matching Gift Program. The Matching Gift Program provides every employee and retiree with an opportunity to participate in deciding which public charities the Company supports. Approximately 230 organizations that you have contributed to have benefited from the Company's Matching Gift Program, totaling over \$745,000.

• Participant Eligibility

Both those who are employees of Sandmeyer Steel Company on the date of a gift and persons who have retired directly from the Company are eligible to participate.

• Eligible Recipient Organizations

The Internal Revenue Service has specific rules defining tax-exempt public charities. To receive a gift match from the program, an organization must certify that it meets these IRS definitions. Additionally, certain organizations, such as religious, political, and some other organizations, are not eligible.

• Eligible Gifts

The minimum employee or retiree contribution to any one organization that will be matched is \$50. Contributions must be in \$50 increments. Gifts must be made by check or credit card, not merely pledged.

Please consider sharing some of your good fortune with one of your favorite charities.

You can obtain Matching Gift forms from the Human Resources Department or from **Audrey Mento**. You can also download a copy from our website: www.SandmeyerSteel.com. Click *About/History* at top right and then *About/Sandmeyer Serves* in left column. That will take you to the button that says "Download the Matching Gift Application Form (PDF)."

Once you complete Part A of the form, please submit a copy to **Audrey** before sending it to the charitable organization so she can follow up and make sure we receive the form back from the charity.

EMPLOYEE ASSISTANCE PROGRAM



FirstCall Employee Assistance Program (EAP) is available to all employees as of January 1, 2023. Your EAP is a free and confidential benefit which provides assistance with your mental health and wellness needs.

As employees, you are eligible for up to 5 FREE counseling sessions with a licensed therapist. Your household members can access these services as well. If you need support beyond your free sessions, FirstCall can help you and your family with referrals to long-term mental health providers who are covered under your insurance. In addition, EAP offers free 30-minute consultations with attorneys and financial advisors. EAP consultants are available who can assist in locating resources related to childcare, eldercare, pet care, career advancement, relocating, adoption, college planning, and so much more.

For more information you can call 800-382-2377 or you can visit www.FirstCallEAP.org.

RETIREMENTS

The first quarter will see a great migration from the working world to retirement. No less than four employees (two of whom are Maloneys) will be retiring from Sandmeyer Steel Company.

After 48 years of unwavering service, JOHN MALONEY has decided to retire on January 31, 2023. John has spent the majority of his career in the Sales Department. After his hiring in 1974 and a brief stint in the Shipping Department, John moved to Inside Sales in 1977. He was then promoted to Assistant to the Manager – Inside Sales in 1988. When the opportunity for an Outside Sales position presented itself in 1994, John was promoted to District Sales Manager – Mideast Territory and relocated to Cincinnati, Ohio, where he has spent the last 28 years of his career.

Also retiring on January 31st is BERNEY BOWEN. Berney joined Sandmeyer Steel Company in April 1999 and spent his entire 23-year career in Material Handling. Congratulations, Berney, as you start this new chapter of your life.

MARK MALONEY, Supervisor – Shipping and Band Saw, joined Sandmeyer Steel Company in 1976, and since then has held many roles. From running abrasive saws to plasma machines, Mark eventually found his way into the Shipping Department. In addition to Shipping Supervisor, Mark was later assigned the duties and responsibilities of overseeing the Bandsaw Department. Mark's retirement will be on March 31, 2023, and we wish him all the best. His career at Sandmeyer Steel Company is one in a long line of Maloneys, starting with his father, John F. Maloney, in 1966 and brothers John and Tom thereafter.

And, last but not least, ROD SANDMEYER will retire from Sandmeyer Steel Company on March 31, 2023, after 38 years of service. Rod began his career as Manager – Inside Sales and was then promoted to Vice President – Operations and, finally, Executive Vice President. Rod plans to spend time enjoying his children and grandchildren as well as traveling, biking, and hiking. We wish you and Tracey all the best!

To recap 2022, below are a list of activities for **SANDMEYER SERVES**, as we returned to In-Person Volunteering in July 2022.

- **Ukrainian American Relief Collection** – March 7 – 11, 2022
- **Feast of Justice Collection** at the SSC 70th Anniversary Celebration – June 4, 2022
- **Feast of Justice In-Person Volunteer Distribution Night** – July 14, 2022
- **Fall Decorating** of the Front Entrance of Sandmeyer Steel Company – October 2022
- **Feast of Justice In-Person Volunteer Distribution Night** – October 13, 2022
- **Feast of Justice** – Coat and Home Essentials Drive – October 27 – November 11, 2022
- **Holiday Decorating** of the Front Entrance of Sandmeyer Steel Company – December 2022
- **Aluminum Can Tabs:** Ongoing

We want to thank everyone who has donated either their time or donated items for our collections during 2022. Feast of Justice is grateful that we have resumed our In-Person Volunteering and for the time we have spent at their Distribution Nights, helping with guests coming into the facility to shop for perishable and non-perishable food items for their families.

With the two Distribution Nights that we did in 2022, we helped over 70 families in our community; and with all the donated items given at the 70th Anniversary Celebration and for the Coat and Home Essentials Drive, we have given back to our community and helped many, many more families.

We returned to In-Person Volunteering for Martin Luther King Day of Service on Monday, January 16, 2023, when nine volunteers (**Terren Aldridge; Laurel Backert; Ryan Backert, son of Laurel Backert; Darius Basznianin; Tye Chamberlain; Cheri Rider; Norval Robinson; Paul Sandmeyer; and Rodney Sandmeyer**) traveled to Feast of Justice’s second location (which is under construction). We were happy to have two new employee volunteers (**Terren and Darius**) and also Ryan Backert join us. Our volunteer work included a variety of tasks to help Feast of Justice get closer to moving into their new

location on Castor Avenue, which will be the Northeast Services Hub. This location will not only house Feast of Justice but also Philadelphia Family Promise, Nationalities Center, Jewish Family and Children Services, Mural Arts, and other community partners. We were busy doing a variety of work including caulking, spackling, and sanding of offices and hallways; sweeping and cleaning of upstairs offices, including the removal of desks and debris; stripping wallpaper; removal of the “sticky” outdoor signs from the windows; and picking up trash outside and on the grounds of Feast of Justice. It was a busy and labor-intensive day of volunteering, but the compliments once again poured into our volunteers when Reverend Patricia Neale, Director of Feast of Justice, commented, “What a great group and what great help you provided! I just cannot believe how much we got done!” Once again, Sandmeyer Steel Company and **SANDMEYER SERVES** made a definite impact in our community! Thanks to all who volunteered.

We are also happy to announce that the Delaware Valley Veterans Home has resumed In-Person volunteers for the veterans. We are planning to return to do our Bingo/Ice Cream Social to help those who have given so much for our great country. So, stay tuned for information on volunteering for our veterans.



MLK Day of Service (l to r): **Tye Chamberlain, Norval Robinson, Terren Aldridge, Rod Sandmeyer, Darius Basznianin, Cheri Rider, Paul Sandmeyer, Ryan Backert, and Laurel Backert**

“Making significant contributions, through philanthropy and volunteerism, to the communities in which we work and live.”

FABULOUS VACATION

Contributed by *Jose Govinden*

Mauritius is an island known for its beaches, turquoise waters, and mountains. Among the at least two dozen peaks and ridges, LeMorne is a big rock measuring 1,824 feet that projects from the main coast in the extreme southwest. Back in the day, it was an area restricted by an egotistical owner, so the public could not climb it. However, today it is a protected inheritance by UNESCO.

During my school years on Mauritius, my friends and I had two passions: biking and mountain climbing. We climbed all the mountains (the highest being 2,711 feet high), except LeMorne, which was still on our Bucket List.

It was on LeMorne that runaway slaves hid on the summit and in its caves. The story goes that in the days after the liberation of slavery, some slaves who were in hiding saw people approaching who were actually on their way to tell them they were now free. Fearing that they were to be taken back as slaves, they jumped off the cliffs and committed suicide. LeMorne became a UNESCO World Heritage Site as a symbol of this resistance, and that is how two of my friends and I were able to check this last mountain off our Bucket List this summer.

It took Donald, JeanMax, and me two hours to climb to the cross summit and just under two hours to climb down. Of course, we had a dip in the turquoise waters after our efforts. Among the three of us there are a total of 219 years of age.



It’s amazing to see dozens of locals and tourists now climbing daily. LeMorne has become as popular as Kilimanjaro in Kenya! Due to its favored position and extreme natural beauty, it is perhaps equally known as one of the island’s best beach destinations.

NEW ARRIVALS

New babies are making life sweeter for a few Sandmeyer families...



Congratulations to Alice and **Ron Sandmeyer** on the birth of their granddaughter, Nina Jeanne Carr, on March 8, 2022. Little Nina weighed 6 lbs., 10 oz., and was 19 inches long when she was born. Her proud parents are Alice and Ron's son James Carr and his wife Brenda Ni.



Congratulations to Tracey and **Rod Sandmeyer** on the birth of their second grandchild, Owen Rodney Stauffer, on November 30, 2022. Owen weighed in at 7 lbs., 6 oz., and was 19 inches long. His happy parents are Rod's daughter and son-in-law, Lindsay and Kevin Stauffer.



Alice and **Ron Sandmeyer** are also excited to share the news of the birth of Frances Jeanne Carr Miller on June 25, 2022. Her excited parents are Alice and Ron's daughter Kathleen Carr and her husband Aaron Miller. Frances weighed 7 lbs., 1 oz., and was 19 inches long.



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