



PUBLISHED FOR EMPLOYEES OF SANDMEYER STEEL COMPANY



A MESSAGE from the President

We now have 2023 in the rear-view mirror. Looking back, it was a mixed ending to the year. November was much weaker than expected, but December rebounded nicely. Overall, it was another good year for our Company. We continue to be blessed with good fortune. The new year is now upon us, and as I write this message, the rebound we saw in December has continued into 2024. It's still very early, but it's always nice to get a new year off to a good start.

We continue to hear and read about the coming recession. We thought we'd see it in 2023 — we didn't. Our expectations for our business in 2024 are muted because we still hear a downturn in the economy is coming. Will this finally be the year in which the economy slows? Only time will tell. Let's hope not, but we're prepared to meet the challenge if the downturn finally appears.

In addition to our strong financial performance, I am delighted with our team's 2023 safety performance. With only one lost time accident, we attained best-in-class safety performance again in 2023, as in 2022.

Congratulations to all! And a special thank you for making safety paramount in your daily life at Sandmeyer.

Our retirement parade continues to march along. Next month is a big one — with **Shawn Fenerty** retiring on March 15th, exactly 48 years to the day from his date of hire in 1976. Shawn is the epitome of the "local boy makes good" story. Living just blocks away from the plant, Shawn was hired as an office messenger right out of George Washington High School. He quickly moved to our sales team starting as an Inside Sales Correspondent, followed by various roles of increasing responsibility, including Assistant Manager of Inside Sales, District Sales Manager in our Midatlantic East and West territories, and Vice President — National Sales. He's spent the past five years as District Sales Manager in our Southeast territory, relocating there to be closer to his children (and now grandchildren as well). Congratulations, my friend! Be proud of all you have accomplished! Job well done!

Remember to mark your calendars for two big events later this year. June 15th will be Sandmeyer Steel Day at the Adventure Aquarium in Camden. Then on September 27th, we'll host our 25-Year Employee and Retiree Recognition Dinner. Optimistically, we've moved it up to September this year to avoid any conflicts with Phillies playoff or World Series games. ●

Ron Sandmeyer

Save The Dates!

SATURDAY, JUNE 15, 2024

Sandmeyer Steel Company

at the Adventure Aquarium in Camden



FRIDAY, SEPTEMBER 27, 2024

25-Year Employee and Retiree Recognition Dinner

at The Union League Golf Club at Torresdale



Holiday Traditions
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WE SALUTE

Employees Celebrating Milestones
(January – April 2024)

40 Years of Service

Michael F. Geiger.....Supervisor
— Shipping Department

35 Years of Service

Audrey T. MentoAdministrative Assistant
to the President & CEO

15 Years of Service

Harris G. Bowen..... Machine Shop Operator

10 Years of Service

R. Paul Sandmeyer, III..... Executive
Vice President

5 Years of Service

Benjamin E. Damoah..... Production Analyst

Tamali O. Houston.....Plasma Operator

Kairi D. MaceTruck Driver Class B

2 Years of Service

Rodger V. Campbell Plasma Assistant

Ashley E. Dent..... District Sales Manager

Alex V. ThomasManager
— Information Technology

Uriel E. Thorpe Shipper/Packer

COLLECTIVE CUISINE

In December, Sandmeyer employees worked together to host a potluck lunch featuring a variety of dishes.

Employees enjoyed jerk chicken, curry chicken, rice and beans, steamed cabbage, mac n’ cheese, and meatballs. For dessert, there was Jamaican fruit cake and carrot cake.



Delroy Myrie fills up Sean Piscitelli's plate.



Garfield Bowen serves Seth Garber.

EMPLOYEE PROFILE



Name: Preet Mangat

Title: Staff Accountant

Length of Service:
1 year and 9 months

MY FIRST JOB: Cashier at a farmer’s market in junior year of high school.

EDUCATION: BA in Accounting.

HAPPIEST DAY OR DAYS OF MY LIFE: Seeing my daughters evolve every day.

HOBBIES: Watching travel, history, and nature documentaries.

FAVORITE CHILDHOOD MEMORY: Spending time with my grandparents every summer doing joyful activities on the farm.

I’M LOOKING FORWARD TO: Enjoying life with family, friends, and colleagues.

I BELIEVE STRONGLY THAT: To be successful in anything, you have to consistently strive to get better.

BEST PART OF MY JOB: I can be myself at Sandmeyer Steel. I am glad to be around wonderful, happy people. The comfortable work environment at Sandmeyer Steel keeps me enthusiastic and lets me do my job well.

WE REGRET

It is with profound sadness and heavy hearts that we share the news of the passing of **Robert G. Sandmeyer** on January 26th, at the age of 89. Bob was a vital part of our Company’s legacy, being the son of our late founder, Paul C. Sandmeyer.



Bob began his journey with us in July 1952, as one of the first four employees. He played a significant role in our operations, notably as the General Manager of our former Tampa, Florida warehouse between 1966 and 1971, and later serving with commitment in York, Pennsylvania, as a District Sales Manager.

After a remarkable tenure, Bob retired in 2003. His exceptional approach to sales and his ability to genuinely engage with customers and colleagues set him apart. He was not just a representative of our Company — he was a part of its heart and soul.

Bob’s contributions to Sandmeyer Steel Company were immense, reflecting the foundational values of our organization. His presence and impact were significant, and he will be deeply missed by everyone who had the pleasure of working with him.

2024 HOLIDAY SCHEDULE

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

| | | |
|-----------------|------------------------|-------------------------------------|
| MONDAY | JANUARY 1, 2024 | NEW YEAR'S DAY 2024 |
| <i>Tuesday</i> | <i>January 2, 2024</i> | <i>First Scheduled Workday 2024</i> |
| MONDAY | MAY 27 | MEMORIAL DAY |
| WEDNESDAY | JUNE 19 | JUNETEENTH |
| TUESDAY | JULY 4 | INDEPENDENCE DAY |
| FRIDAY | JULY 5 | FLOATING HOLIDAY #1 |
| MONDAY | SEPTEMBER 2 | LABOR DAY |
| THURSDAY | NOVEMBER 28 | THANKSGIVING DAY |
| FRIDAY | NOVEMBER 29 | DAY AFTER THANKSGIVING |
| <i>Monday</i> | <i>December 23</i> | <i>Last Scheduled Workday</i> |
| TUESDAY | DECEMBER 24 | CHRISTMAS EVE |
| WEDNESDAY | DECEMBER 25 | CHRISTMAS DAY |
| THURSDAY | DECEMBER 26 | FLOATING HOLIDAY #2 |
| FRIDAY | DECEMBER 27 | FLOATING HOLIDAY #3 |
| MONDAY | DECEMBER 30 | FLOATING HOLIDAY #4 (Good Friday) |
| TUESDAY | DECEMBER 31 | SHUTDOWN DAY* |
| WEDNESDAY | JANUARY 1 | NEW YEAR'S DAY 2025 |
| <i>Thursday</i> | <i>January 2</i> | <i>First Scheduled Workday 2025</i> |

* We will be closed on Tuesday, December 31, 2024. A Vacation Day will be scheduled for all salaried employees for December 31st. Hourly employees may schedule a Vacation Day or a Personal/Sick Day in advance or take an unpaid day off **without being charged an Occurrence.**

PERFECT ATTENDANCE LUNCHEON

Congratulations to all eligible Sandmeyer Steel Company employees who have achieved Perfect Attendance for 2023. All 35 employees were invited to a catered luncheon in their honor on Tuesday, January 30, 2024, hosted by **Ron Sandmeyer, Jr.**

TWENTY TO THIRTY YEARS

| | |
|--------------------|-------------------|
| Konstantin Basarab | Donald H. Myrie |
| Winston Lewis | Rajani C. Shah |
| Lloyd G. James | Noel L. Parkinson |
| Anthony L. Beard | |

TEN TO NINETEEN YEARS

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

TWO TO NINE YEARS

| | |
|-----------------------|----------------------|
| Tajay T. Charlton | Benjamin E. Damoah |
| Suzanne L. Donahue | Odean S. Houston |
| David J. Jacobs | George W. Owens, II |
| Seth A. Garber | Deano-Mortez Thorpe |
| Samuel Q. Polk | Norval A. Robinson |
| Tyrone A. Chamberlain | Robert A. Tripp, Sr. |
| Francis J. Kelly | |

ONE YEAR

| | |
|--------------------|----------------------|
| Terren B. Aldridge | Leroy A. Bennett |
| Rodger V. Campbell | Tamali O. Houston |
| Kairi D. Mace | Prabhpreet K. Mangat |
| Uriel E. Thorpe | |



SANDMEYER STEEL COMPANY BENEFITS PARADE

Check out the calendar below to find helpful online seminars from our Employee Assistance Program:

| | THEME | ONLINE SEMINAR | DESCRIPTION |
|-----|-------------------------|---|---|
| JAN | Money and Emotion | Money Matters - Navigating Emotions for Financial Wellbeing Available on Demand Starting Jan 16 | Discover how emotions can influence spending, trigger procrastination in challenging decisions, and impact your long-term financial health. |
| FEB | Be an Influencer | Positive Impact - Become the Influence Available on Demand Starting Feb 20 | Learn the art of being a positive influencer and how to inspire those around you, whether at work, at home, or in community. |
| MAR | Bonding with Pets | Best (Furry) Friends Available on Demand Starting Mar 19 | Explore the impact of pets on your life and how the presence of a pet can enhance your mental and emotional wellbeing. |
| APR | Food for Thought | Food for Thought Available on Demand Starting Apr 16 | Explore the connection between your plate and your physical health and how eating mindfully can nurture your mental wellbeing. |
| MAY | Emotional Health | Balancing Act - Strategies for Mental Health Available on Demand Starting May 21 | Explore effective strategies that can help you nurture and enhance your mental health. |
| JUN | Feeling Fulfilled | Living Well 365 - Igniting Motivation for a Fulfilling Life Available on Demand Starting Jun 18 | Explore strategies for self-care to improve physical health, nurture mental wellbeing, foster positive relationships, and adopt healthy habits. |
| JUL | Teenager in the House | Parenting Adolescents: Understanding Gen Z in Your Home Available on Demand Starting Jul 16 | Equip parents and caregivers with insights and practical strategies to navigate the unique challenges and opportunities with teenage children. |
| AUG | Recognition | Harnessing Positive Reinforcement for Success Available on Demand Starting Aug 20 | Discover how recognition can inspire motivation, reinforce desired behaviors, and strengthen bonds in personal and professional spheres. |
| SEP | Getting Creative | Crafting Joy: Finding Fulfillment in Creative Pursuits Available on Demand Starting Sep 17 | Discover the art of trying new things, from exploring uncharted territories to diving into fresh hobbies that ignite your passion. |
| OCT | Aging Parents | Aging Parents, Renewed Connections Available on Demand Starting Oct 15 | Transitions of aging can sometimes be challenging, yet they also offer unique opportunities to deepen our relationships and rekindle connections. |
| NOV | Humor and Relationships | Laughter Helps Available on Demand Starting Nov 19 | Discover how a good laugh can boost your mood, strengthen relationships, and unlock a wealth of other benefits in this session. |
| DEC | Tools for Life | Toolbox Talks Available on Demand Starting Dec 17 | Take inventory of the different tools you have in your figurative toolbox and look at things differently. |

LET US HELP

Always Available | Free | Confidential

TOLL-FREE: 800-382-2377

WEBSITE: www.firstcallep.org

USERNAME: sandmeyer | PASSWORD: firstcall



SANDMEYER SERVES

We want to thank everyone who has donated either their time or items for our activities during 2023.

As part of our collection drive in November 2023, we were able to donate 371 lbs. of dry goods, 36 home essential items (shampoo, etc.), 3 hams, 2 bags of coats, and 3 first aid kits!

In January 2024, we began our “serving” by volunteering at Feast of Justice for MLK Day on Monday, January 15, 2024. Ten volunteers (Pictured L-R: **Marc Flores, Steve Foster, Jamal Stewart, Anthony Ellis, Jenna Hinkle, Paul Sandmeyer, Norval Robinson, Mark Jackson, Alex Thomas, and Cheri Rider**) spent the day at Feast of Justice. Our “serving” included sweeping, mopping, moving boxes, cleaning the refrigerators and freezers, moving food, unpacking food, and spackling, sanding, priming, and painting the walls at their location at 3101 Tyson Avenue. Our volunteering helped Feast of Justice with projects that have been on the back burner for several years! We were happy again to have two new volunteers (**Jamal Stewart** and **Alex Thomas**) and hope we see them at a future volunteer activity.

As a group, we took time out at lunch to have pizza and to center ourselves around the work of Dr. Martin Luther King and his work in poverty and anti-violence.

Feast of Justice currently serves 2,800 households in our community and distributes 20,000 lbs. of food every week to some of these families.

Another great volunteer opportunity and another great **SANDMEYER SERVES** volunteer TEAM! We look forward to continuing giving back in 2024 by activities with Friends of Poquessing Watershed Park, Delaware Valley Veterans Home, and returning several times to Feast of Justice!

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

TO RECAP SANDMEYER SERVES, BELOW ARE OUR 2023 ACTIVITIES:

Feast of Justice In-Person Volunteer Day — MLK Day — January 16, 2023

Friends of Poquessing Watershed Park Cleanup — April 8, 2023

Feast of Justice In-Person Volunteer Distribution Night — May 3, 2023

Feast of Justice In-Person Volunteer Distribution Night — July 19, 2023

Delaware Valley Veterans Home — Bingo Night — October 18, 2023

Fall Decorating of the Front of Sandmeyer Steel Company — October 2023

Feast of Justice — Coat and Home Essentials Drive — November 2023

Holiday Decorating of the Front of Sandmeyer Steel Company — December 2023

Contributed by Laurel Backert and Cherylann Rider



SANDMEYER STEEL COMPANY HOLIDAY TRADITIONS

The Sandmeyer Steel Company Players presented “Ronnie Wonka and the Sweet Sandmeyer Chocolate Factory.”



THE SANDMEYER STEEL COMPANY CHOIR

Many thanks to the Sandmeyer Steel Players: **Chris Duffy, Steve Foster, Jenna Hinkle, Bernadette Hughes, Brian Probst, Gary Renson, Jim Terway, Kyle Urban, and Dave Zwanetsky.**



A special thanks goes to **Alex Thomas**, our photographer for the day!



A word from our sponsor, the *Spirit of Philadelphia*, is presented by **Dave Zwanetsky**.



Santa (**Sonny Brisbon**) has a sweet treat for everyone after the show.



Steve Foster making his grand entrance as John Curley, aka, an Oompa Loompa.



Donald Myrie wows us again with his vocals.



Mark Jackson gives the blessing after The Pageant.



RPS IV takes part in The Pageant fun with Ronnie Wonka’s hat.



Maestro **Lenny Robertson** is dressed for the occasion!

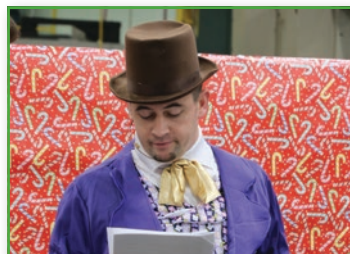
WATCH THE PAGEANT: You can watch The Pageant using the link and password below:

Link: <https://vimeo.com/sandmeyer/christmaspageant-2023-12-22>

Password: jinglebells



Brian Probst holds a Ronnie Wonka Chocolate Bar.



Ronnie Wonka, played by **Gary Renson**, is in search of the perfect cup of hot chocolate.



Terrill Bohnsack, played by **Kyle Urban**, works on a hot chocolate concoction.

THANKSGIVING LUNCH



Leroy Bennett poses for the camera!



Ed McCrossan and Noel Parkinson grab something to eat!

THANKSGIVING BRIGADE



A special thanks to all who participated in our Thanksgiving Basket Brigade (L-R): Garfield Bowen, Tye Chamberlain, Abby Johnson, Cullen Hess, Kairi Mace, Bernadette Hughes, George Owens, and Brian Probst.

CHRISTMAS LUNCH



Enjoying Christmas Lunch (L-R): George Owens, Steve Garrett, Terren Aldridge, and Tristan Papile.

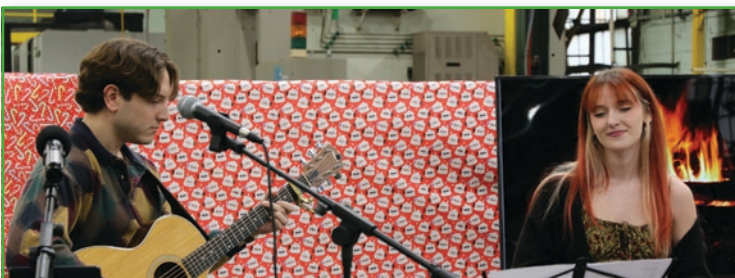


(L-R): Delroy Myrie, Paul Sandmeyer, Laurel Backert, Jenna Hinkle.

CHRISTMAS BRIGADE



Pictured (L-R): Tye Chamberlain, TJ DeShields, Sonny Brisbon, Jamal Stewart, George Owens, Cullen Hess, Garfield Bowen, and Dan Grinnan. Not pictured: Tajay Charlton, Abby Johnson.



We were lucky to have Riley Papile, daughter of Trish Brent, and her accompanist, Sean Gallagher, return to perform classic Christmas songs.



We were treated to a special performance by Chris Duffy and Darius Basznianin.



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. The MSCI Scholarship Program started accepting applications as of **January 15, 2024**.

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 April 1, 2024.

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!

WEDDING BELLS

Alice and **Ron Sandmeyer, Jr.**, are thrilled to announce the marriage of Ron's daughter, Rebecca, to Sheldon Lavis. Rebecca and Sheldon were married on November 11, 2023, in Boulder, Colorado. Congratulations and Best Wishes!



NEW ARRIVAL

A new baby is making life sweeter for a Sandmeyer family...

Peggy and **Shawn Fenerty** are thrilled to announce the arrival of their granddaughter, Isabella Jacquelin Gaiser. Precious little Isabella weighed 7 lbs., 5 oz., and was 20.5" long. Isabella is the daughter of proud parents Kristen and Jake Gaiser, who are Shawn's daughter and son-in-law. Congratulations and best wishes to the Gaiser family!



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Bernadette A. Hughes..... Editor
Audrey T. Mento..... Proofreader