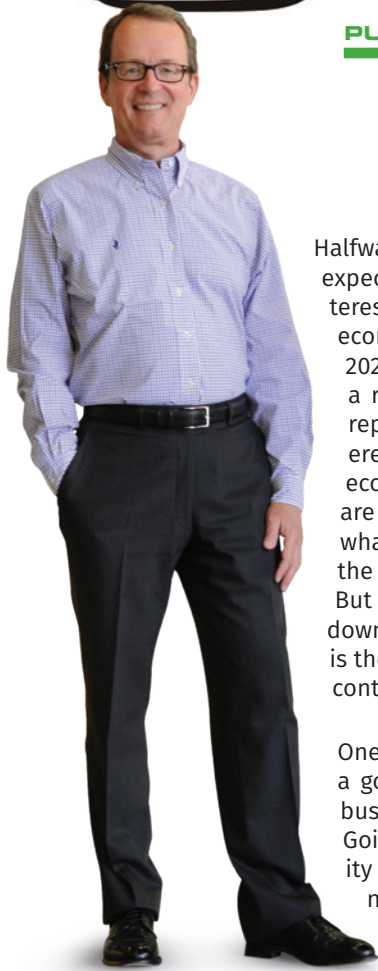




PUBLISHED FOR EMPLOYEES OF SANDMEYER STEEL COMPANY



A MESSAGE from the President

Halfway into the year, we have fared better than we were expecting when we entered 2024. Despite the hikes in interest rates by the Federal Reserve in 2022 and 2023, the economy remains surprisingly resilient and strong in 2024. Worries about the increased rates leading us into a recession and a “hard landing” in 2024 have been replaced with speculation that rates may not be lowered to the extent expected in 2024, if at all, as the economy remains relatively strong. Many economists are even revising their economic forecasts upward. So, what does it all mean for us? Since we have no debt, the higher interest rates have no direct impact on us. But a better-than-expected economy should mean any downturn we feel in 2024 will be manageable. Business is then expected to pick up again heading into 2025 and continue to be strong for several years.

One of our Core Values at Sandmeyer Steel is “Being a good steward of the environment by operating our business in an environmentally responsible manner.” Going green and ensuring the highest sustainability with the world’s energy resources is a growing necessity in the current age of business. Among the most commonly used green raw materials is our product, stainless steel, which is a fantastically green material because it is 100 percent recyclable.

“Being a good steward of the environment by operating our business in an environmentally responsible manner.”

We were recently presented with a Sustainability Award by our supplier, GMA Garnet, for our participation in their garnet return and recycle program, which diverts hundreds of tons of spent garnet generated by our abrasive waterjet machines each year from landfills and public waste sites. Adding to our sustainability efforts this summer will be the installation of solar panels on both of our buildings, saving us costs in the long term while allowing us to generate a portion of our electricity requirements “off the grid” with no gas emissions and a minimal carbon footprint.

Save The Date!

FRIDAY, SEPTEMBER 27, 2024

**Sandmeyer Steel Company
Annual 25-Year
Employee and Retiree
Recognition Dinner**

Held at the Union League Golf Club
at Torresdale, 3801 Grant Avenue,
Philadelphia, PA 19114

Our team and their families spent a wonderful evening together outside of work at the Adventure Aquarium in Camden last month. Petting the stingrays and feeding the hippos were two of the highlights of the night. We all work hard, but we also make sure we find the time to have fun together. Enjoy the pictures of this great evening elsewhere in this newsletter.

The summer season is upon us. Holiday lunches and cookouts on the last day of work before Memorial Day, Juneteenth, July 4th, and Labor Day set the tone for some long holiday summer weekends. If you have vacation time scheduled, enjoy your time away from work this summer and fall.

I remind you again to mark your calendars for September 27th, when we will host our 25-Year Employee and Retiree Recognition Dinner. We moved the date to September to avoid any possible conflict with Phillies post-season play. We did our part, and at least through the first half of the season, the Phils are doing their part as well, leading the NL East with a fantastic start. Go, Phils! ●

Ron Sandmeyer



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WE SALUTE

Employees Celebrating Milestones
(May – August 2024)

40 Years of Service

Robert W. Holloway Abrasive Waterjet Operator

30 Years of Service

Laurel Ann Backert International Inside Sales Representative and Logistics Coordinator

Cherylan Rider Administrative Assistant to the Chairman of the Board

Dmitry Sarazinsky Machine Shop Operator

25 Years of Service

Samuel Q. Polk Machine Shop Operator

20 Years of Service

David R. Brown Maintenance Assistant

5 Years of Service

Richard A. Rivera, Jr. Shipper/Packer

2 Years of Service

Preet K. Mangat Staff Accountant

A WARM WELCOME TO OUR NEW EMPLOYEES

Felix A. Francis Plasma Assistant

Robert R. Minton Shipper/Packer

Peter Bui Junior Software Developer

Nicholas J. Keck Material Handler

WE REGRET

It is with much sadness that we share the news of the death of retiree **Herman Whitaker, Jr.**, on March 4, 2024. Herman began his career in 1973 in the Shipping Department. Later that year, he transitioned to Material Handling. In 1979, Herman switched to the Abrasive Department. In 1989, Herman returned to Material Handling, and then in 1992, he transitioned to the Machine Shop, where he remained until retirement. Herman retired in 2000 after 27 years of dedicated service to Sandmeyer Steel Company. Our deepest condolences to the Whitaker family.

EMPLOYEE PROFILE



Name:
Jenna M. Hinkle

Title:
Senior Marketing Analyst

Length of Service:
3 years

PROMOTIONS

Congratulations to the following employees on their promotions:

Gary D. Renson, who has been promoted to the position of *Director – National Sales*.

Brian J. Probst, who has been promoted to the position of *Manager – National Inside Sales*.

Tristan R. Papile, who has been promoted to the position of *Plasma Machine Operator*.

Suzanne L. Donahue, who has been promoted to the position of *Inside Sales Representative*.

Abigail M. Johnson, who has been promoted to the position of *Office Coordinator*.

We are sorry to share the news of the death of retiree **Howard L. Gore**, who passed away on January 28, 2024. Howard began his career at Sandmeyer in 1966 in the Shipping Department and then moved to the Powder Cutting Department later that year. In 1973 he moved to the Plasma Department and transitioned to Material Handling in 1987 where he stayed until retirement. After 32 years of service, Howard retired in 2000. Our deepest sympathy to Howard's family.

MY FIRST JOB: During my high school summers, I worked as a lifeguard at Torresdale Swim Club.

EDUCATION: I graduated from York College of Pennsylvania with a Bachelor of Arts in Public Relations with minors in Marketing, Advertising, and Speech Communications.

HAPPIEST DAY OR DAYS OF MY LIFE: The happiest days of my life were when my children were born.

HOBBIES: As the mom of two small boys (ages 5 and 3), my hobbies include stepping on Legos, evading flying Nerf darts, and savoring the rare sip of hot coffee.

FAVORITE CHILDHOOD MEMORY: One of my favorite memories was learning to ride a bike – a neon pink and orange banana seat Schwinn (Ohhh, the 80's). My dad and I took it for a spin in the driveway of our Northeast Philly rowhome. I was so caught up in chatting away that I didn't even realize when my Dad let go. By the time I reached the end of the long driveway and turned around, I saw him way back at the start, his face full of pride. The realization that I'd made it on my own was a huge thrill for both of us!

I'M LOOKING FORWARD TO: I'm looking forward to seeing how my children grow and evolve in the coming years - their milestones, their interests, and their development into unique individuals. Professionally, I'm excited about the opportunities to expand my skills and take on new challenges, contributing to our shared success and learning from the talented people around me.

I BELIEVE STRONGLY THAT: Everything happens for a reason.

BEST PART OF MY JOB: I value the creativity my role requires and the chance to work with different departments.

GRADUATING CLASS OF 2024



ZAYD MUJAHID

Son of **LeeVan Hamilton, III**

Graduated from West Deptford High School



SHERMIN MANGAT

Daughter of **Preet K. Mangat**

Graduated from Penn State University

Bachelor of Science in Marketing

ROBERT G. SANDMEYER SCHOLARSHIP RECIPIENT



RYAN BENNETT

Son of **Leroy A. Bennett**

Graduated from George Washington Carver High School of Engineering and Science

Attending Community College of Philadelphia

Wellness Day

On Wednesday, May 15th, we had our annual Wellness Day and offered free biometric screenings and chair massages again.

Kara Bacchia, from our Employee Assistance Program provider, FirstCall, was available to answer any questions and provide information as well as some giveaways. A registered dietician was also on-site around lunch time to provide recipe cards and healthy bite samples.

EDUCATIONAL ASSISTANCE PROGRAM

Sandmeyer Steel Company encourages and supports employee self-development. This program provides financial assistance to eligible employees for courses required to obtain a degree from a Company-approved college, business courses that are specifically job related, or other technical courses that are work related.

Employees are eligible after six months of continuous full-time service. See Human Resources for more information.

Every employee has a direct line to the President and CEO of Sandmeyer Steel Company! And he wants to hear from you!



Sandmeyer employees are invited to fill out a "Tell It to the Prez" form if they have something they would like to tell Ron Sandmeyer, Jr. There is a box in each building with forms and envelopes. Employees have the option of remaining anonymous. Ron's response will then be posted on the bulletin boards unless the employee wishes for it to not be posted.

Sandmeyer employees can use "Tell It to the Prez" to bring concerns, ideas, feedback, or suggestions to Ron's attention.

RETIREE NEWS

After 35 years of loyal and dedicated service, **Audrey T. Mento** retired from full-time status on April 30, 2024.

Audrey started her journey at Sandmeyer Steel Company in 1989 as a part-time Secretary to the Chairman and President, **Ron Sandmeyer, Sr.**, dedicating four years to mastering her role. In 1993, she stepped into a full-time position as the Executive Secretary to **Ron Sandmeyer, Jr.**, then Senior Vice President, quickly proving her indispensable nature.



By 1997, Audrey had risen to the role of Administrative Assistant to the President and CEO, a capacity in which she has excelled while also supporting other Company executives and departments. Her tenure has been marked by loyalty, proficiency, and profound institutional knowledge. *Warmest congratulations on your retirement, Audrey!*

Sam Skymba, Jr., retired on May 3, 2024, after 45 years of dedicated service.

Sam joined the Sandmeyer Team in September 1978. Like many other team members, Sam had a connection to the Company from an early age. His father Sam Sr. was working in our Machine Shop, about 17 years into a 31-year career, when son Sam Jr. came on board. He went on to spend his entire career in our Maintenance Department.

Over his 45-year career, he served as a Maintenance Mechanic, Assistant Maintenance Supervisor, and ultimately Maintenance Supervisor. Most recently, Sam has supervised the night shift maintenance team. *Congratulations and Best Wishes, Sam!*



Sandmeyer's Maintenance Team put together a retirement gift basket for Sam which included fishing gear, games, and snacks. Not pictured: **Dave Zwanetsky**.

SANDMEYER SERVES

Contributed by Laurel Ann Backert and Cherylann Rider

SANDMEYER SERVES was busy in April and May, serving our community:

On Wednesday, April 17, six employee volunteers (pictured to the right, L-R) **Cheri Rider, Norval Robinson, Laurel Backert, Paul Sandmeyer, Donna Martin, and Terrill Bohnsack** returned to the Feast of Justice location on Tyson Avenue for an evening of “serving.”

Although we were small in numbers, in the Sandmeyer tradition we did the work of 12 volunteers. Our team was tasked with the re-stocking of items for distribution like produce, meats, and frozen foods, along with “checking out” or weighing all items in our guests’ carts. At the end of the three hours of volunteering, our group was able to help over 88 families in our community with getting 3,737 pounds of food and supplies for their families. GREAT JOB!



On Saturday, April 20, 2024, five volunteers traveled to Byberry Road in Philadelphia to join The Friends of Poquessing Watershed of Philadelphia and Bucks County to clean up the area around The Friends of Byberry Meeting House.

Our five volunteers included (pictured to the left, L-R) **Donna Martin, Michael Brent (Trish’s husband), Laurel Backert, Jenna Hinkle, and Trish Brent**. It was nice that Michael could join us for another **SANDMEYER SERVES** event.

The day started out with some rain, but by the time we got to work with our trash bags and grabbers, the sun was shining brightly. We walked along the area picking up trash and litter along the way. We collected lots of bags of trash, which included some interesting things — two tires, a fire extinguisher, a flat screen TV, and a floppy disk (hopefully it had not been there since the 1970’s).

On Wednesday, May 8, nine employee volunteers (pictured to the right, L-R) — **Rob Ricketts, Denise Gaffney, Delroy Myrie, Norval Robinson, Tye Chamberlain, Cheri Rider, Laurel Backert, Trish Brent, and Donna Martin** — spent the evening with 42 veterans at the Delaware Valley Veterans Home!

With a full room of veterans, who came ready for ice cream and winning at Bingo, our volunteers called Bingo, prepared the ice cream bowls, and sat with our veterans helping them, getting to know them, hearing their stories, and even being serenaded. Seeing the camaraderie and friendship among our veterans was so heartwarming!

It was a wonderful evening! How great was it that we were able to give our time to help in some small way for all the time our veterans have given for all of us.

Thanks to everyone who volunteered for these three events. We have an outstanding team, and it is always a pleasure spending time together, giving back to our community, and getting to know one another a little more!

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



OUR NEXT BINGO EVENT

If you are interested in volunteering for our next visit to the Delaware Valley Veterans Home “Bingo” event, we have scheduled:

**Wednesday, October 9, 2024,
from 5:30 PM – 7:00 PM.**

Mark your calendar and let either **Laurel Backert** or **Cheri Rider** know you want to attend.

SANDMEYER STEEL COMPANY

ADVENTURE AQUARIUM

On Saturday, June 15, 2024, Sandmeyer Steel Company employees and retirees and their families had an evening of fun at the Adventure Aquarium in Camden, New Jersey. All who attended enjoyed a delicious dinner and checking out more than 50 species of fish, hippos, penguins, and stingrays.





MEMORIAL DAY BBQ

Sandmeyer Steel Company celebrated Memorial Day with another BBQ luncheon on Friday, May 24, 2024. Everyone enjoyed hamburgers, hot dogs, salads, chips, and desserts.



NEW ARRIVAL

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

Jim and **Denise Gaffney** are thrilled to announce the arrival of their grandson, Patrick Michael O'Neill. Sweet little Patrick weighed 8 lbs., 10 oz., and was 21.5" long. Patrick is the son of proud parents Kelli and Tim O'Neill, who are Denise's daughter and son-in-law. Congratulations and best wishes to the O'Neill family!



LOCKER ROOM RENOVATION

At Sandmeyer Steel Company, one of our core values is to create a safe and great place to work for all team members. This commitment is evident in our recent investment of over \$600,000 to completely overhaul and renovate both locker rooms.

The project was initially set to kick off in early 2020 but was postponed due to the pandemic. However, our commitment never wavered, and work began on the PVZ Building locker room in late summer 2022, culminating in the commissioning of the new locker room in February 2023.

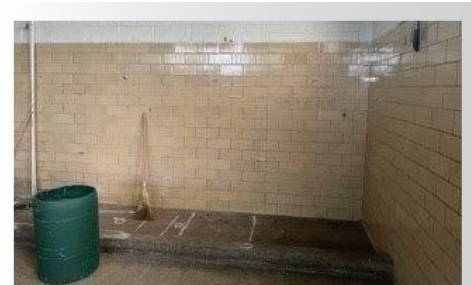
No sooner had we completed the PVZ Building locker room project than we began planning for the Main Building locker room. Demolition started in May 2023 and concluded in October, marking the end of a five-month transformation.



Main Building (Before)



Main Building (Before)



Main Building (Before)

SANDMEYER SOCCER

Contributed by *Darius Basznianin*

The Sandmeyer soccer players are proud to introduce their brand new Sandmeyer Steel Company soccer jerseys! "On behalf of the entire SSC soccer group, comprised of 14 players, we extend our heartfelt thanks to you, Ron, for generously covering the field rental costs for our weekly sessions."



Top Row (L-R): **Delroy Myrie, Mike Myrie, Rodger Campbell, Darius Basznianin**
 Bottom Row (L-R): **Steve Włodarczyk, Jim Terway, Tamali Houston, Ben Damoah**

Contributed by *Terrill H. Bohnsack*

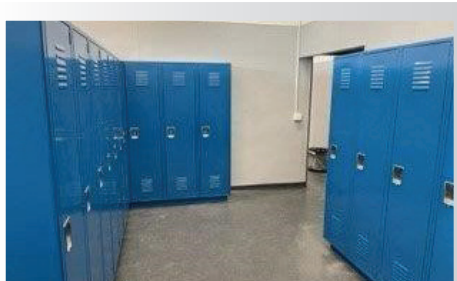
Both buildings underwent significant changes, including the removal and replacement of outdated appliances and the installation of new walls, floors, and spacious lockers. This was the first major renovation done in over 60 years!

Our resident experts – **Chris Duffy** and **Joe Moore** – skillfully handled both projects. They collaborated with multiple contractors during the bidding phase and ultimately chose to work with the McBrick Building Group. Managing a project of this scale is no simple task. Chris and Joe meticulously selected finishes and locker styles and managed on-site contractors, all while securing a full-size mobile restroom trailer to accommodate our team during the renovations.

A big thank you to Chris and Joe for their hard work and dedication in bringing these projects to fruition!



Main Building (After)



PVZ Building (After)

ENGAGED

Gary and **Laurel Backert** are pleased to announce the engagement of their son, Matthew, to Nicolette Murphey. Matthew is a System Engineer at 5-D Systems, Inc., and Nicolette is a recent graduate of the University of Texas Health Houston Graduate School of Biomedical Sciences, where she received her Master's degree. A wedding is planned for Spring 2025 and will be held in Texas. Best wishes to the happy couple.



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Bernadette A. Hughes..... Editor
Audrey T. MentoProofreader