

# ODYSSEY

## Olympic Steel Employee Newsletter

### Featured News



### Olympic Steel Acquires McCullough Industries

You've likely heard the big news by now: Olympic Steel has acquired McCullough Industries. Located in Kenton, Ohio, McCullough manufactures and sells branded self-dumping hoppers used in a variety of industrial applications.

#### What's a Hopper?

A hopper is an industrial storage bin. With over 30 models to choose from, including mainstream and low profile, McCullough and Wright branded hoppers are recognized nationally for their durability and performance and sold through major catalogs, like Grainger, MSC, McMaster-Carr and Global Industrial. Constructed from carbon and stainless steel, the hoppers are produced in a variety of configurations. Easily transported, they are used for storing, handling, recycling and transporting materials used in construction, food service and landscaping applications. The self-dumping hoppers can also be fitted with feeding devices and integrated into manufacturing processes and assembly lines for scrap and liquid waste collection.

#### Why McCullough?

As part of our strategy, Olympic Steel seeks to acquire manufacturers of branded metal products to add to the growth of our existing business units. The McCullough acquisition is our first entry into this new area of our business. It opens up a new distribution channel - catalog sales.

#### What This Means for You

As Olympic Steel continues to grow in both size and diversity of products, you will have opportunities for career and professional development. In addition, increased profitability provides resources to reinvest in Olympic Steel and enhance our work environment.

#### What's Next for McCullough

The products continue to be manufactured in Kenton, Ohio. Olympic Steel Cleveland supplies the metal, and the existing McCullough workforce continues to produce the hoppers — a win-win for everyone involved. Olympic Steel veteran Joseph Casey has been named General Manager – McCullough Industries. Joe started his career at Olympic Steel with the Integrity Stainless division as an Inventory Control Supervisor in 2012 and has since served as Service and Scheduling Manager, Plant/Production Manager and Purchasing Manager before his promotion to General Manager in October. He is a Lean Six Sigma Black Belt and an active member of the Metals Service Center Institute and Material Handling Equipment Distributors Association.

## Featured News

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### Sonya Malvick Elected International President of AWWMI

Sonya Malvick, an outside sales representative covering parts of Wisconsin, has been named international president of the Association of Women in the Metal Industries (AWMI) for 2019 through 2020.

A 25-year veteran of the steel industry, Sonya began her career by following in her father's footsteps. During high school and summers in college, she helped out at the steel fabricator where her father worked before moving into the steel service center industry where she continues to grow in her career.

"I am thrilled to be moving into the role of international president working alongside some great leaders as we look to make change during my upcoming term," Sonya said. "In this ever-changing industry, succession planning, communication, leadership training and technology will be big parts of our goals for this next term... I can't wait to see what's in store for me and this organization."

AWMI is a volunteer-run organization dedicated to promoting and supporting the advancement of women in the metal industries. While the organization was founded to empower women, many men currently serve in board positions and attend AWWMI meetings and events.

"Being a woman on the road in outside sales and a woman manager didn't come without challenges, and AWWMI was key to my early success," explains Sonya.

"I was given support from women and men to strive for the impossible and push hard for what I wanted, and I felt empowered knowing that I had not only the skills I needed, but also the support of a strong business association."

Olympic Steel has been a strong supporter of AWWMI over the years and is a Gold Corporate Member. As a result, all Olympic Steel employees have access to reduced membership rates. Visit the AWWMI website, [www.awmi.org](http://www.awmi.org), to learn more and find events in your area.

## About the Business

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### Rick Marabito Shares His Vision for the Future

The future is bright at Olympic Steel. With a successful leadership transition and a plan for long-term growth, 2019 marks the start of a new legacy with opportunities for career development as Olympic Steel continues to grow.

#### Get to Know Rick Marabito

Rick joined Olympic Steel in 1994 as Corporate Controller and served as Chief Financial Officer from March 2000 through 2018. He also served as Olympic's Treasurer from 1994 through 2002 and again from 2010 through 2012. Rick received his bachelor's degree in accounting from the University of Mount Union and worked for a wholesale distribution company and a national accounting firm before joining Olympic Steel. He and his wife, Polly, live in Gates Mills, Ohio, and have two adult children.

#### A Vision for Success

When asked what's next for Olympic Steel, Rick is quick to respond, "Our future is bright because our foundation is strong." Owing greatly to the leadership of Michael Siegal's 34 year term as CEO, Olympic Steel has grown from a single location to over 30 locations with more than 1,700 employees.

According to Rick, this is only the beginning. "We have a real opportunity to grow our business and increase our market valuation, says Rick. He details how in his Five-Year Strategic Plan.

In addition to growing revenue and increasing profitability, the plan includes adding new products and intensifying our focus on safety, inventory turnover, and operational efficiency. "As the company grows and becomes more profitable, new career opportunities will arise for our employees," Rick said.

#### Attitude Is Everything

Achieving these new milestones won't be without challenges, but Rick is confident we can get there. In addition to mapping out goals for each product

segment, Rick has devoted time and planning to how our leadership and culture will support these efforts. Here's a preview:

- **"Attitude of an Olympian"** — an attitude Rick wants all Olympic employees to share — an attitude of believing we at Olympic Steel can do what others cannot. Rick firmly believes that these attributes, including a relentless dedication to safety, having a positive attitude, hard work, accountability, being a continuous learner, a focus on winning, and an unselfish approach, along with a commitment to our Core Values are the ingredients to succeed at Olympic Steel.
- **Renewed focus on education** — continuous learning and tailored experiences to help you progress in your career, plus opportunities to expand your learning outside the company through industry events and tuition reimbursement.
- **More frequent communication** — keeping you informed through new communication tools, including an employee website, quick updates via text and tools for managers to use when communicating with their teams.

#### What This Means for You

It's an exciting time to be at Olympic Steel. We have a clear vision for the future, and you are an important part of it! We are committed to providing a safe workplace and helping you build a successful career in which you can make an impact — in our company, in the community and in the world. Learn more and explore benefits, resources and new opportunities at [IamOlympicSteel.com](http://IamOlympicSteel.com).

## Spotlight on Safety



### New Director of Occupational Health and Safety Brings His Passion to Olympic

Tony Dominic might be the “new safety leader” at Olympic Steel, but he’s not new to safety — or manufacturing. From taking soil samples for the EPA to leading environmental health and safety for Whirlpool’s largest plant in North America, Tony’s passion for safety runs deep. As Director of Occupational Health and Safety, Tony will be working with the Chief Operating Officer, Andrew Greiff, and the Executive team to reduce occupational injuries and illnesses and keep all employees safe on the job each day. He’ll also ensure Olympic Steel meets all regulations when it comes to environmental health and safety.

Tony holds a Bachelor of Science degree in chemistry from the University of Illinois, and he’s also a Certified Director of Safety (CDS) and Certified Occupational Safety Specialist (COSS). He began his career working as a contractor for the U.S. Environmental Protection Agency in Chicago where he performed evaluations to determine which sites needed to be cleaned up under the CERCLA Superfund Act. “It was really interesting work, and that’s where I learned to take soil, water and air samples,” said Tony.

The transition to safety came later, around 1996, when Tony first entered the manufacturing environment. “I loved it from day one!” Tony says. “I think manufacturing has to be in your blood, and I credit my grandfather for that passion.” Tony’s grandfather was a screw lathe operator at the Elgin Watch Factory.

When asked what fuels his passion for safety, Tony explains: “Safety is personal to me. I want my teams to have the courage to start a conversation about safety with another employee. If we can’t talk about it, we can’t fix it.”

In his spare time, Tony enjoys cooking, coffee roasting, motorcycle riding, gaming and spending time with his three dogs. He also loves watching “Star Wars,” “Star Trek,” “Harry Potter,” “Game of Thrones” and “Big Bang Theory.” Tony and his wife, Tami, reside in Mentor, Ohio.

## Core Values in Action



### Going the Extra Mile to Help a Coworker Get Treatment

Matt Worthington learned that a co-worker was planning to take a 21-day trip away from home – but it wasn’t for a vacation. This co-worker needed to travel to receive a unique medical treatment that wasn’t available close to home. And he had decided he wouldn’t go due to the travel expense.

That’s when Matt sprang into action, resolving to do what he could to raise the funds needed to cover his co-worker’s flight. In just a few hours, Matt was able to accumulate more than enough to pay for the ticket, and his co-worker was able to make the trip to begin his treatment.

“Matt’s leadership and unselfish act to help a fellow employee are incredibly admirable and a perfect example of our Core Values,” said Joe Casey, General Manager at Olympic’s new McCullough Industries (MCI) facility. “What’s been so amazing about joining this team is that they’ve been living Olympic Steel’s Core Values without even knowing what they were. I’m so proud to work side-by-side with the people in this division.”

This is not Matt’s first demonstration of generosity and support for his team. Last year, Matt’s efforts helped another co-worker who lost a family member and didn’t have the money to cover funeral expenses.

Matt joined MCI 5 years ago. He is a skilled welder in the special build area, which produces low profile and stainless hoppers and lids.

## **Save Money by Making Wise Health Care Decisions**

Let's be honest: no one enjoys spending their hard-earned money on health care, and those costs can really add up! But with a few smart decisions, you can reduce your costs and keep some of that money in your wallet.

### **The Right Place at the Right Time**

One way to save money (and time) is choosing the right place to receive care. For example, let's say you sprained your ankle during your daily workout. You could go to the emergency room, wait the average of three hours and pay an average of \$150 - \$200 for the visit. Or, a better choice might be to visit an urgent care facility, with an average wait time of one hour and pay an average of \$25 - \$70. You'd save time and \$100. Even better, you could log on to [livehealthonline.com](http://livehealthonline.com) to use LiveHealth Online's telemedicine services, wait an average of 15 minutes, never leave your home, and pay less than \$50.

Of course, in a true emergency (like a broken bone, chest pain or other life-threatening injury or illness), it's always best to go to the emergency room. But when your condition isn't quite as serious, choosing an urgent care or telemedicine visit can save you both time and money.

### **Preventive Versus Diagnostic Care**

What's the difference? Preventive care helps protect you from getting sick. Diagnostic care is used to find the cause of existing illnesses. For example, say your doctor suggests you have a colonoscopy because of your age when you have no symptoms. That's preventive care. On the other hand, say you DO have symptoms and your doctor suggests a colonoscopy to see what's causing them. That's diagnostic care.

### **Preventive Care for Children**

Screening tests include:

- Blood pressure
- Type 2 diabetes screening
- Hearing screening
- Development & behavior screening
- Immunizations
- Influenza (flu)
- Diphtheria, tetanus and pertussis (whooping cough)
- Measles, mumps and rubella (MMR)
- Pneumococcal (pneumonia)

### **Preventive Care for Women**

- Well-woman visits
- Breast cancer, including exam, mammogram, and including genetic testing for BRCA 1 and BRCA 2 when certain criteria are met
- Screening and counseling for interpersonal and domestic violence

### **Preventive Care for Adults**

Screening tests include:

- Alcohol misuse: related screening & behavioral counseling
- Height, weight, BMI
- Bone density test to screen for osteoporosis
- Depression screening
- Immunizations:
  - Diphtheria, tetanus and pertussis (whooping cough)
  - Hepatitis A and Hepatitis B
  - Meningococcal (meningitis)
  - Influenza (flu)

## Your Career

### **MSCI Scholarship Pays Off for Integrity Stainless Employee Eric Effinger**

Eric Effinger leads a very full life. In addition to his full-time job at Integrity Stainless Streetsboro, he's a father to five children, ages 2 through 16. Plus, for the past 10 years, Eric has been working toward his bachelor's in mechanical engineering technology at Cleveland State University — a pursuit made possible through the Metals Service Center Institute (MSCI) scholarship.

Last year, Eric received \$2,500 from MSCI, which helped cover half of his tuition costs. He's already submitted his application for next year and will be notified soon if he'll receive a scholarship for the 2019-2020 school year. "The application process is easy," says Eric, "and I encourage everyone who is working on their education to go for it."

His hard work is paying off. Completing two or three courses every semester during evenings after work and the occasional online course, Eric has distinguished himself as one of the top students in his class. He was awarded the Outstanding Academic Achievement Award as the junior with the top grades in the Engineering Technology Department. While Eric hasn't used Olympic Steel's tuition reimbursement benefit yet, he's considering it to help fund his final year of studies.

Eric joined Olympic Steel in 2015 as a production planner. His duties and responsibilities have evolved, and he now works as the primary interface between sales and production. Upon his planned graduation in 2020, he plans to use the technical expertise he has acquired during his formal education to support and advise others.

"It's not always easy to juggle work with being a student, but my trick is perseverance," explains Eric. "Also, it takes some diligent scheduling to balance my time for school, work and family."

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## Ask Rick



### **"What is the Attitude of an Olympian?"**

Rick: I firmly believe in the power of a positive attitude and that behaviors drive success. People who succeed at Olympic Steel have this attitude and share some common attributes — ingredients for their success. They are...

- Relentlessly dedicated to safety
- Hard working
- Positive thinkers
- Accountable
- Continuous learners
- Committed to winning
- Unselfish

We have a strong set of Core Values that guide us in our everyday behaviors — like Customer Satisfaction, Quality and Teamwork. In addition to these Core Values, I want every Olympic employee to have an attitude of success and to believe that we can do what others cannot. It's that spirit, that belief and confidence in our success, that will help us reach our goals, no matter how challenging they may be.

*Do you have a question for Rick? Email it to [CompanyCommunications@olysteel.com](mailto:CompanyCommunications@olysteel.com) with the subject line "Ask Rick," and you may see the answer in an upcoming issue of the Odyssey.*