

ODYSSEY

Olympic Steel Employee Newsletter

Featured News



Expansion and Specialty Metals CTL Line in Schaumburg

You might say that things are bigger and better these days for Olympic Steel in Schaumburg, IL - located just outside of Chicago. That's because, back in October 2018, this location unveiled its 42,000 square foot facility expansion, which included a new specialty metals Cut to Length (CTL) line and new sheet storage racks.

Rick Marabito, Olympic Steel's CEO, says

“We believe the investment, which includes the facility expansion and equipment, was worth every penny and will provide expanded returns to the company and our employees.”

There are many advantages to expanding the location's size and capabilities but the most significant is that it offers the ability to separate white metals from carbon steel. This is important because it eliminates the chance of cross-contamination.

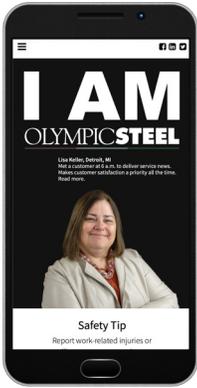
Those who are mechanically minded might like to know about the new equipment's specs. It includes a new Herr Voss Leveling CTL line and new sheet racks:

- 1/4" x 75 Herr Voss Leveling Cut to Length Line – dedicated to stainless steel processing
- Thickness range .018" -.250"
- Width range 18" -72"

And the expansion is kind of a big deal in the industry. It was featured in the July issue of Modern Metals!

<https://www.modernmetals.com/item/15278-master-distributor-and-processor-makes-use-of-each-inch-of-its-facility-from-floor-to-ceiling.html>

Featured News



Communication Tools You Can Really Use

Communication is essential in all relationships, whether business or personal. As a company, intentional communication will help us achieve our overall goals, which includes profitable growth, safety and career development. It ensures we're all focused on the same objectives and gives us opportunities to celebrate our achievements. It also helps you learn more about all the programs and resources available to you and how to use them.

For these reasons, Olympic Steel has renewed our focus on communication, and we're bringing it to you in a variety of ways.

Here's a look at what's available to help you get the company information that's important to you, as an employee, and for you and your family outside of work:

lamOlympicSteel.com

At the end of June, we introduced a new website exclusively for Olympic Steel employees, potential employees and families. You can visit lamOlympicSteel.com from your computer, tablet or cell phone 24/7 from any location for valuable information including:

- Stories about the company and Olympic Steel employees
- News about benefits, employee programs and perks/ discounts
- Safety tips
- Upcoming events and employee anniversaries

You can also link to other resources, such as job postings and press releases on our external website.

This site was built especially for Olympic Steel's employees, and we're consistently adding new content and new information weekly.

OSSIE (Olympic Steel Staff Information Exchange)

For those on the Olympic Steel network, OSSIE is your source for proprietary business information, including the Employee Handbook and other business policies, business data (such as Safety Stats), and company tools and templates.

Log on from any Olympic Steel PC at work for the most up-to-date information about the company.

Olysteel.com

This is our external communication source for investors, customers and vendors, but there's also great information and opportunities to learn about our business for employees. The site is available 24/7 from any device.

Social Media

Be sure to follow Olympic Steel on social media for updates and posts about things happening in the company.

Steel Perks

For those enrolled in Olympic Steel's benefits program, the Steel Perks website www.steelperks.com includes details and information to help you understand and make the best use of your company benefits. For those not enrolled in the Olympic Steel benefits plan, check with HR for access to your specific plan documents and resources.

Want more? Let us know!

We want to hear from you. Share suggestions to enhance our communications platforms, including news and resources you'd like to see. Email your ideas to CompanyCommunications@olysteel.com. Also, watch for quick monthly surveys via email, text and lamOlympicSteel.com beginning in August. Participate and share your feedback anonymously.

Not getting Olympic Steel email updates? Send your email address to CompanyCommunications@olysteel.com. And, be sure to sign up for Olympic Steel text alerts by texting I AM OLYMPIC STEEL to 216.785.2653. Standard text messaging and data plan rates apply. Opt out at any time by replying STOP.

Featured News



Congratulations to Our Sol Siegal Scholarship Winners

Created in 2004 as a part of Olympic Steel's 50th anniversary celebration, the Sol Siegal Scholarship – which honors our company's founder – rewards the hard work of the children and dependents of Olympic Steel employees. Each year, we award up to 10 renewable scholarships in the amount of \$1,500 each to deserving full-time undergraduates attending accredited colleges and universities or vocational/technical institutes. To date, we have had the opportunity through this scholarship program to support the academic achievements of 140 students.

Selection for the Sol Siegal scholarships is based on the following criteria:

- Strong academic performance
- Sustained participation in school/community activities
- Demonstration of leadership skills
- Clear articulation of scholarship qualifications and personal goals
- Complimentary outside appraisals (recommendations)

We are pleased to announce our 2019 scholarship recipients:

- CTI – **Katelyn G. Busse** (parent Peter Busse)
- CTI – **Emma L. Harville** (parent Bob Harville)
- CTI – **Sarah J. Harville** (parent Bob Harville)
- CTI – **Brandt D. Petersen** (parent Douglas Petersen)
- CHAMBERSBURG – **Bryce A. Mayer**
(parent Jeremy Mayer)
- CHAMBERSBURG – **James F. Post**
(parent James D. Post)
- CORPORATE – **Bridget N. DePascale**
(parent Joseph DePascale)
- MT. STERLING – **Erin M. Thiessen**
(parent Jeremy Thiessen)
- SPECIALTY METALS – **Tyler B. Markowitz**
(parent Andy Markowitz)

Scholarship Renewals

To renew their scholarship, a student must continue to be enrolled full time, meet GPA requirements, submit a student essay and their parents must be currently employed with Olympic Steel. The following students had their scholarships renewed for another school year:

- CTI – **Blake M. Desmond** (parent Michael Desmond)
- CTI – **Tess O. Herron** (parent Jane Herron)
- ZEUS – **Dana N. Lettl** (parent Jill Lettl)
- MINNEAPOLIS – **Emily G. Olson** (parent Tom Sacco)
- CTI – **Jesslynn I. Smith** (parent Debra Smith)
- WINDER – **Kendall C. Steel** (parent Robert Steele)
- CORPORATE – **Natalie L. Zito** (parent Scott Zito)
- CLEVELAND – **Yazmin Campos** (parent William Campos)
- CTI – **Cole Davidson** (parent Charles M. Davidson)
- MINNEAPOLIS – **Mikayla Feil** (parent Donna Feil)
- CHICAGO – **Vanessa Fierro** (parent Roberto C. Fierro)
- DETROIT – **Annamaria Fur** (parent Adalbert "Bill" Fur)
- CORPORATE – **Rachel Garrett**
(parent Christopher Garrett)
- CTI – **Elizabeth Lang** (parent Carol Lang)
- GARY – **Hunter Malvick** (parent Sonya Malvick)
- CTI – **Charles B. Davidson** (parent Charles M. Davidson)
- INTEGRITY STAINLESS – **Riley Gideon**
(parent Jerry Gideon)
- CORPORATE – **Emily Hawk** (parent Daniel Hawk)
- CTI – **Anne McCrea** (parent Keith McCrea)

Congratulations to all of these students and their parents!

About the Business



Growing Our Business Strategically

At Olympic Steel, we are focused on profitably growing the business. While we want to continue to win more work from our current customers, another way we're focused on growing is through acquisition – finding businesses that complement what we do and adding them to the Olympic Steel portfolio of brands and businesses.

Zachary Siegal, our Vice President of Strategic Development, is leading the charge to strategically grow our organization. Specifically, he is working to:

- Acquire and operate companies that manufacture branded, metal-intensive products
- Add metals supply chain efficiencies to the existing operations for these businesses
- Use our existing Olympic Steel resources and grow these newly acquired businesses

The objective is to add profitability that will allow us to continue to grow and invest in the business and our employees.

Growth Through Acquisitions

Zach says, “Our goal is always to look for ways to use our existing Olympic Steel strengths – procurement, sheet metal processing, logistics and the fact that we're a large organization – and acquire companies where we can bring those advantages to the table.” We're building onto our end-to-end metals supply chain – from bringing in raw material to building the product that goes to the customer.

Zach explains, “We're looking for businesses that allow us to offer more solutions for customers and do it as efficiently as possible.”

When looking for companies to acquire, we have specific criteria in mind:

- Manufacturers of a metal-intensive end products
- Companies with strong, established brands, since we continue to produce and market the product with their brand
- Well-managed companies with a good reputation in the marketplace
- Companies with values that align with our own Core Values
- Locations that are close to one of our large processing centers

Success with McCullough Industries

A great example is our recent acquisition of McCullough Industries. While we were previously a supplier of sheet metal to McCullough, and they were a successful, profitable manufacturer, now the sum is greater than the individual parts. Today, we:

- Are now the sole supplier of McCullough's steel needs – supplying sheet by using our existing equipment (cut to length line) in Cleveland, Ohio
- Supply laser processing from our Cleveland, OH facility (using our lasers to alleviate a previous bottleneck at McCullough's operations) and freeing up McCullough's lasers to help grow their business

The results? Zach reports that McCullough's sales are up, lead times have shortened, and operations are producing more product in fewer hours, gaining efficiency. He believes McCullough's future is extremely bright.

What This Means for You

Growth is good for everyone. It offers opportunities for our employees and for the communities in which we operate.

This new manufactured products segment will:

- Allow Olympic Steel to employ more people
- Provide new opportunities for career paths within the company
- Facilitate growth for our employees and the employees of the companies we acquire

For example, our very own Joe Casey is now successfully leading McCullough Industries operations as General Manager. He joined Integrity Stainless in 2012 as an Inventory Control Supervisor, and has held many roles during the past seven years – including Inventory Control Supervisor, Production Planning Supervisor, Service & Scheduling Manager, Plant Manager and Purchasing Manager. His growth through all of these opportunities prepared him for the success he's experiencing now, helping to weave together the best of McCullough and Olympic Steel.

We always say it's an exciting time to be at Olympic Steel, and profitable growth is one of the many reasons.

Spotlight on Safety



We Can SLAM Our Way to Manage Safety Risks

Sending every employee home safely at the end of each shift is the most important thing we do each day. And, it's everyone's responsibility. That's why Safety is one of our most important Core Values at Olympic Steel. It's important that all employees proactively identify and eliminate potential hazards and risks. Just remember **SLAM**:

- **Stop** and consider each step involved in the work at hand. Can it be done safely? Do you have the knowledge and skills? Do you need help (if you do, ask!)?
- **Look** for and identify potential hazards before, during and after the task.
- **Analyze** what needs to be done to perform the task safely. Do you have the proper tools and personal protective equipment?
- **Manage** and take action to eliminate or minimize any hazards by developing and implementing controls and procedures.

All employees should:

- Participate in EHS training and meetings
- Know the EHS regulations related to their job functions
- Question unsafe procedures or conditions and report these to safety and division leadership
- Follow division and corporate rules for required use of Personal Protection Equipment
- Take on more responsibility for safety
- Be proactive and watch out for each other

Managers should:

- Prioritize safety over production
- Provide time and resources for safety in work schedules
- Reinforce the message about safety and be a cheerleader
- Be proactive, and fix little things before they become big things

Do what it takes to keep our workforce safe. Everyone wins when safety is our top priority.

Core Values in Action



Keeping Customers Happy by Going the Extra Mile

Lisa Keller, a sales manager in Detroit, knows when she's talking with a customer, they have the influence to give Olympic Steel more work or take work away based on their interaction with her. And that's one of the reasons she sets aside time each week to reach out to her team's customers to get a pulse on how we are doing as a supplier. Then, if a problem arises, the customer already knows who she is, and they're starting the conversation on familiar ground.

Recently, a problem did arise with a customer, and Lisa literally went the extra mile. She took ownership of the situation by driving three hours to Troy, Ohio after her workday ended on a Monday night. She met with the customer at 6:45 a.m. the next day to resolve an issue that threatened to shut down an entire production line. It seems the customer required the heat number to be written on EACH piece in the bundle – a requirement that Lisa's team was not aware of until the material arrived at the customer's location. Because the material is used for a pressure cooker, the customer was unable to certify the material without the heat number documented.

Lisa's fast response in making the trip and resolving the customer's issue prevented having all the material sent back and disrupting the customer's production schedule. Because she already had a great relationship with the client, Lisa managed to resolve the customer's issue, keeping the production line running on schedule. She left a happy client and even fit in two more customer visits on her way back to Detroit. Now that's efficiency!

Lisa is a firm believer in always going the extra mile. She says, "We can strive for flawless execution, but we must be prepared with solutions when that doesn't happen."

Your Benefits



No-Cost, Confidential Solutions to Life's Challenges

Let's face it: life happens. And sometimes we all could use a little – or a lot – of help along the way. That's what is so great about our Employee Assistance Program (EAP). It offers you and everyone living in your household access to support, discounts, resources and information 24-hours a day, seven days a week.

All current employees are eligible to use this service, even if you're not enrolled in any of our benefits plans. Plus, it's available at no cost and is completely confidential – meaning no information about your participation is ever shared with Olympic Steel.

No issue is too big or too small. The EAP can help with:

- **Confidential Emotional Support** – Highly trained clinicians will listen to your concerns and help you/your family members with any issues, including anxiety, depression, anger management, grief, trauma, relationships, parenting, domestic issues and more.
- **Work-Life Solutions** – Get qualified referrals and resources for just about anything on your to-do list, such as finding childcare, elder care, pet care or conflict resolution.
- **Legal Guidance** – Talk with attorneys for practical assistance with your most pressing legal issues including divorce, adoption, wills, trusts and more.
- **Financial Resources** – Financial experts can assist with a wide range of issues. Call the EAP to talk about retirement planning, taxes, insurance, budgeting and credit card debt.
- **Physical Health** – Get advice on fitness and exercise, nutrition, tobacco cessation, sleep and more.

Three Ways to Contact the EAP

- 1 **Call 844.285.1064** (800.697.0353 TDD) to connect with a GuidanceConsultantSM who will answer your questions and, if needed, refer you to additional resources.
- 2 Visit <https://www.guidanceresources.com>. Log in to connect directly with a GuidanceConsultant about your concerns or to access articles, podcasts, videos and other helpful tools. Use web ID: OLYSTEEL
- 3 **Download the GuidanceResources Now App.** Use Web ID: OLYSTEEL

Your Career



On the Fast Track to Growth (with a “Secret Weapon”)

Rob Powers already had a bachelor’s degree in Management from Indiana University when he joined Chicago Tube & Iron (CTI) in 2010 as a Pipe Valve and Fitting (PVF) Specialist in Romeoville, IL. He was happy to be a part of an organization that was committed to adding the right talent and investing in the future with building and equipment.

Rob quickly moved ahead in his career, becoming a PVF Marketing Manager and then, in 2016, becoming Director of Marketing, PVF. He’s most proud of the phenomenal growth that the PVF division has attained since 2017 via the team’s growth strategy.

Of course, during the past decade, Rob worked hard all along the way. But he believes the support from the company has been key. And that’s where Rob’s “secret weapon” came in. With the assistance from CTI’s tuition support program, he was able to earn his MBA with a concentration in Marketing at Northern Illinois University.

Rob encourages any Olympic Steel employees who are interested in furthering their education to check out the tuition discounts available with dozens of educational institutions. He also suggests checking with HR to see if there are other tuition assistance programs available in your area.

Rob wholeheartedly believes it’s important to always keep growing and never stop learning!

Ask Rick



“How do we maintain our position in the marketplace with so much change in the industry?”

In short, by being proactive and smart. We plan today to ensure we strategically focus our spending, efforts and resources in the right areas to strengthen our company; the areas that lead to enhanced safety, exceptional communication and profitable growth.

Recently, we’ve focused our efforts on:

- **Managing Inventory** – We’re proactively managing our inventory position to match current market conditions, near-term shipping expectations and longer-term domestic supply additions. This means our focus today is on moving inventory through our facilities faster. Our divisions have worked hard to strategically and selectively reduce arriving inventory volumes to correctly position ourselves for near-term economic conditions and customer shipping forecasts.
- **Managing Spending** – Growth, while still *positive* for many of our customers, has slowed in several metals end markets from last year. Our divisions continuously manage their spending plans to align expenses with current and near-term shipment volumes. In other words, we aim to match our expenses with shipment levels.
- **Increasing Profitability** – We are adding new revenue streams to our organization and leveraging our existing resources (facilities, equipment and people) to profitably grow our business. McCullough Industries is one great example of this: our Cleveland teams, equipment and inventory support McCullough for improved profitability.

Our business results are achieved through the efforts of our local teams. While we share a common focus and objective, specific plans and actions are unique to each division and its business. Rest assured, these actions collectively move our organization in the right direction for the future. And that, in turn, will mean more jobs, more career opportunities and more stability for all our employees.

Do you have a question for Rick? Email it to CompanyCommunications@olysteel.com with the subject line “Ask Rick,” and you may see the answer in an upcoming issue of the Odyssey.