



A MESSAGE from the President

It feels like our world has been turned upside down since my last message. The COVID-19 pandemic, the resulting recession in our economy, and the nationwide protests stemming from the recent tragic killings of Rayshard Brooks, George Floyd, Breonna Taylor, and Ahmaud Arbery have upset our normal way of life in this country.

Responding to COVID-19

COVID-19 has sickened and killed an unimaginable number of people. Our Company was designated a “life-sustaining business,” and we continued operations while many other businesses were forced to shut down. Staying open has only been possible thanks to the willingness of everyone to do what is necessary to maintain a safe workplace. In our wildest dreams, we never imagined a time when we would have a split workforce with “A and B Teams” working three days a week; a time when we would conduct temperature checks at the start of each day; a time when everyone would be wearing masks; a time when many of the team would be working remotely from home; and a time when in-person meetings would be replaced with something called ZOOM, something that many of us had never heard of three months ago. As I have said along the way, there’s no chapter in the manual for this. We are learning as we go, doing the very best we can to protect your health and well-being, to sustain your financial security, and to ensure the long-term viability of the Company.

The economic impact of COVID-19 has been mindboggling. Unemployment has soared to levels not seen in my lifetime. Unlike many others, at Sandmeyer we have been able to continue to work and be paid for a full work week. The stock market, along with our SANDCAP accounts, have taken a major hit. Fortunately, a good portion of those declines have been recovered in recent weeks as I write this. We have experienced a major decline in our business, with new orders booked during April, May, and June revenue is down significantly compared to the corresponding months in 2019. We are in for a challenging remainder of the year.



COVID-19 Practices
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WHAT'S INSIDE THIS ISSUE

We have received a Paycheck Protection Program (“PPP”) loan from the federal government that will help us weather the storm financially. We have made several difficult decisions to streamline our workforce and control our costs as we work through this challenging and uncertain business climate. We are in this together and will get through this together. We will survive.

Black Lives Matter

Since the horrific killings noted above, I have spent a great deal of time thinking about injustice in our society, and what it would have meant for all of us if Black men and women had long ago been truly recognized as equal. It is easy for people to say that we have come a long way over the past few decades. That may be true, but we cannot let the slow progress of the past blind us to the work that remains in front of us. The peaceful protests that have sprung up all over the country in the past few weeks make it clear that more must be done, and quickly, to eradicate racism at all levels—not just the implicit bias that all of us have, but including the structural barriers that still stand in the way of an equal society. On a personal level and on behalf of the Company, I want you to know that we share a common goal to make this happen in our lifetime and not in some distant future that lets us postpone the work it will take to achieve this result. Our prosperity as a country depends on being able to call upon the talents and strengths of all our citizens. Upending systems of bias is also the just thing to do. I look back on the history of our Company and recall the significant contributions of so many Black men. I think of Plump Owens, Mr. Robert Butler, Fred Buttler, Artis Butler, Willie Owens, Ben Thomas, Joe Beard, Luke Wilder, Clarence Stafford, Ed Overton, Howard Gore, Herman Whitaker, and many others. These men helped teach me the business. Without their contributions, we would not be where we are today. Within our own small Sandmeyer community, our goal has always been and remains to create an inclusive environment in which Black employees feel welcome, safe, and equally treated. Simply said, Black lives matter at Sandmeyer Steel Company. I am pleased to announce that starting in 2021 our Company will join the growing list of companies who will observe Juneteenth as a Company-paid holiday, commemorating the end of slavery in the United States. Just as July 4th is observed to commemorate the birth of our country and its stated promise of freedom, we believe Juneteenth should likewise be celebrated as one of the most important moments in which the country acted to fulfill that promise. This is a belated and small step, but a meaningful one as we reflect on American history, on the difficulties of our present times, and on the future as we wish to see it. ◉

Ron Sandmeyer

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WE SALUTE

Employees Celebrating Milestones (May – August 2020)

40 Years of Service

Timothy M. Carroll Manager – Inventory Control

30 Years of Service

Lloyd G. James Laser Operator

20 Years of Service

Nadir Khan Bandsaw Operator

Delroy A. Tracey Bandsaw Operator

Konstantin Basarab Machine Shop Operator

5 Years of Service

Lloyd S. Brisbon Supervisor – PvZ Building

Steven D. Wlodarczyk Bandsaw Operator

William J. Lawlor, III Inside Sales Representative

Edward M. McCrossan CNC Programmer I

2 Years of Service

Suzanne L. Donahue Office Coordinator

Frederick L. Goodman Machine Shop Operator

SPECIAL ACHIEVEMENT

Congratulations to Cody Hewins, son of **Jim Hewins**, on receiving his rank of Eagle Scout on May 3, 2020. Eagle Scout is the highest achievement or rank attainable in the Scouts BSA program of the Boy Scouts of America. Cody chose to do a project for Wilkinson Memorial United Methodist Church in Croydon, Pennsylvania. With the help of fellow Scouts and leaders, it took almost 140 man-hours to complete his project. Cody refurbished the church's garage by removing weeds, an old steel shed, and other debris. His project included power washing and repainting the garage, replacing broken window panes, and installing downspouts and rain gutters. He finished up by painting the lines in the parking lot as well as the handicapped spaces. Job well done, Cody!



EMPLOYEE PROFILE



Name: Christopher Elfo

Title: Senior Accountant

Length of Service: 1 Year

MY FIRST JOB: Accountant at Wilkin and Guttenplan P.C.

EDUCATION: Graduate of Rider University, Class of 2013, with my BS in accounting.

HAPPIEST DAY OR DAYS OF MY LIFE: When I married my wife, Brianne.

HOBBIES: Watching sports, playing video games, golfing, spending time with my family.

FAVORITE CHILDHOOD MEMORY: Attending Mets games with my father.

I'M LOOKING FORWARD TO: Annual family vacation to Wildwood, New Jersey.

I BELIEVE STRONGLY THAT: Teamwork is an essential part of life.

BEST PART OF MY JOB: Being able to interact with all the different departments and learn the importance of each within Sandmeyer Steel.

GRADUATING CLASS 2020



HEATHER E. KOBILNYK

Daughter of **Michael Kobilnyk**

Graduated from
University of South
Carolina

Bachelor of Science
degree in Biochemical
Engineering



MCKAYLA R. BOHNSACK

Daughter of **Terrill H. Bohnsack**

Graduated from Boston
University

Bachelor of Arts degree
in Linguistics and Speech
Language Hearing Science

McKayla will be taking
a sabbatical for a year
before attending Grad
School



CODY HEWINS

Son of **James C. Hewins**

Graduated from Bucks
County Technical High
School; Fairless Hills,
Pennsylvania, where his
Major was Emergency
Management Services

Cody plans on joining the
United States Air Force
in the fall of 2020 as a
Firefighter/EMT



RACHEL A. TESON

Daughter of **John P. Teson**

Graduated from Temple
University

Bachelor of Science
degree in English

Rachel is looking for a
career as a Paralegal



TYLER L. NUSS

Son of **David L. Nuss**

Graduated from Rowan
College at Burlington
County; Mt. Laurel, New
Jersey

Associate's degree in
Media Productions



DIANA C. SANDMEYER

Daughter of **Rodney C. Sandmeyer**

Graduated from New York
University, Grossman
School of Medicine

Doctor of Medicine degree

Diana's Pediatric Residency
Program is at Children's
Hospital at Montefiore,
Bronx, New York

COVID-19 PRACTICES

Our main priority has always been the safety of our employees. The challenge recently has been to navigate the uncharted waters of these unconventional times known as the Coronavirus Pandemic.

In mid-March, Governor Wolf ordered most businesses in the Commonwealth of Pennsylvania closed. However, Sandmeyer Steel Company remained open as a "life-sustaining business" as described in the Governor's order. Since then, we've issued over 25 Coronavirus Updates notifying our team of the full range of our responses to the crisis.

Safety, prevention, and mitigation responses to the crisis will forever be imprinted on all of us! These measures include social distancing, face coverings, cleaning and disinfecting, and, of course, our Plant and Production A-Team and B-Team schedules as well as rotating and/or remote work for some as well as our latest response, temperature screenings, which were implemented on April 23, 2020. All employees and all critical visitors entering both the Main and PVZ Buildings are asked a short five-question biographical questionnaire and then have their temperatures taken by screeners using a non-contact thermometer.

Our outdoor smoking shacks have been repurposed into semi-private scanning booths. **Joe Moore**, Project Manager, designed and oversaw the modification of the booths. **Donovan Kelly** and **Glenford Henry** worked quickly to modify the booths, adding a see-through center partition to protect both the employee and those stationed at the booth. Both screening shacks have been positioned immediately as you enter either building, and the floors have been marked with standing stations 6' apart to keep employees from getting too close while standing in line.



Safety, prevention, and mitigation responses to the crisis will forever be imprinted on all of us!

Members of the Safety Committee, the First Aid Brigade, and a few others have stepped up to perform the scanning from 4:45 am through 8:00 am, Monday through Saturday. A big thank you goes out to temperature screeners **Laurel Backert**, **Tim Carroll**, **Sue Donohue**, **Steve Mellor**, and **Dave Zwanetsky** for starting their days early to contribute to keeping us safe. Appreciation also goes out to **Ray Schott** and his wife, Leslie, for providing Sandmeyer with the face shields used by our temperature screeners—and, of course, to **Chris Duffy** for keeping all of us in face masks, gloves, wipes, sanitizer—whatever he can get his hands on to help clean and disinfect our facilities.

Contributed by Terrill H. Bohnsack



A big thank you goes out to temperature screeners...for starting their days early to contribute to keeping us safe.



SANDMEYER SERVES

SANDMEYER SERVES volunteer opportunities have regrettably been put on hold due to the Coronavirus Pandemic. We are hoping to continue our efforts at the Feast of Justice “Feast Nights” and the Delaware Valley Veterans Home Bingo Night later this year; however, we will continue to monitor the situation before planning any volunteer events for the remainder of 2020.

We would like to thank both **Ron Sandmeyer, Jr.**, and **Rodney Sandmeyer** for hosting a “Thank You for Volunteering” Recognition Luncheon on Tuesday, January 28, 2020, at La Strada Restaurant. Thirty-one employees were invited to share a lunch of appreciation and recognition for their volunteer efforts in 2019. Some of the activities included spending the day at *KleinLife* cooking and serving lunch to the seniors and at *Feast of Justice* in March, June, and September cooking and serving dinner to the community, cleaning up *Pennypack Park*, and playing bingo with the Vets at the *Delaware Valley Veterans Home*.

Laurel Backert	Delroy Myrie
Phinney Beard	Donald Myrie
Terrill Bohnsack	Michael Myrie
Garfield Bowen	Ludin Rattigan
Tim Carroll	Cheri Rider
Sue Donahue	Richard Rivera
Anthony Ellis	Norval Robinson
Tony Encarnacion	Rodney Sandmeyer
Jim Giles	Ron Sandmeyer, Jr.
Judy Grosso	Mark Senior
Jim Hewins	Jesse Slawinski
Bob Holloway	John Teson
Mark Jackson	Sally Wagaman
Donna Martin	Nikki Williams
Steve Mellor	Dave Zwanetsky

It was a great time to share a meal and to reminisce about how we were able to help others during 2019. Thank you again, Ron and Rod, for this special lunch.

Please stay safe, and we look forward to volunteering with you in the future.

“Make significant contributions to the communities in which we work and live.”

Contributed by Laurel Ann Backert and Cheryllann Rider

MEMORIAL DAY LUNCHEON

Our Memorial Day luncheon was not the usual BBQ lunch that we were used to as in prior years, but then again nothing is usual during these coronavirus times.

Sandmeyer Steel Company wanted the employees to celebrate with a special lunch, so with social distancing guidelines being followed, **Rod Sandmeyer, Ed Kicak, and Terrill Bohnsack** personally delivered via a pushcart to each employee throughout both buildings a hoagie, chips, and soda. This was well received and enjoyed by everyone.



**SAVE
THE DATE!**

FRIDAY, OCTOBER 23, 2020

Sandmeyer Steel Company Annual 25-Year Employee and Retiree Recognition Dinner at The Union League Golf Club at Torresdale.

NEW ARRIVALS

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



Elaine and **Ed Kicak** are happy to share the news of the birth of their newest grandson, Joseph Anthony Sandor. Sweet little Joey was born on January 25, 2020, and weighed 4 lbs., 8.8 oz., and was 17" long. Joey's excited and proud parents are Ed's daughter, Jennifer, and son-in-law, Mark. Congratulations to everyone!

Jill and **Gary Renson** are thrilled to introduce their new little princess, Sadie Grace Renson. Sadie was born on April 2, 2020, and weighed 4 lbs., 9 oz., and was 17 1/4" long. Also joining in all the excitement is Gary's uncle, and Sadie's great-uncle, **Tim Carroll**. Congratulations and Best Wishes to all.



Congratulations and Best Wishes to **Dan Grinnan** and his wife, Christine, on the birth of their third daughter, Zoey Gabriella Grinnan. Precious Zoey was born on April 16, 2020, and weighed 7 lbs., and was 19" long. Big sisters Elise and Alexa are excited to welcome their baby sister Zoey home.



WE REGRET

It is with much sadness that we share the news of the death of **John Cameron**. John started at Sandmeyer Steel Company in 1963 and spent most of his career in the Shipping Department. He also worked in Security prior to his retirement in 1990.

SANDMEYER STEEL COMPANY BENEFITS PARADE

HEALTH ADVOCATE EAP

During these stressful and trying times, please take advantage of Sandmeyer Steel Company's Employee Assistance Program (EAP) benefit through **Health Advocate**. Health Advocate gives you access to Licensed Professional Counselors who provide confidential, short-term support with a wide range of personal issues. Your counselor can also refer you for ongoing treatment, if needed. Employees and their spouses, dependent children, parents, and parents-in-law can all take advantage of this valuable service.

YOUR COUNSELOR CAN ADDRESS:

- Stress, depression, anxiety
- Marital relationships, family/parenting issues
 - Work conflicts
 - Anger, grief, and loss
 - Drug and alcohol abuse

WORK/LIFE SPECIALISTS FIND SUPPORTIVE SERVICES TO HELP WITH:

- Childcare, eldercare
- Legal concerns, financial issues
 - Time management
- Parenting, adoption...and more

CONTACTING HEALTH ADVOCATE IS EASY:

24/7 Support by telephone: 877-240-6863

Email: answers@HealthAdvocate.com

Web: www.HealthAdvocate.com/members

Download Smartphone App: App Store/Google Play

Health Advocate keeps your medical and personal information strictly confidential.



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