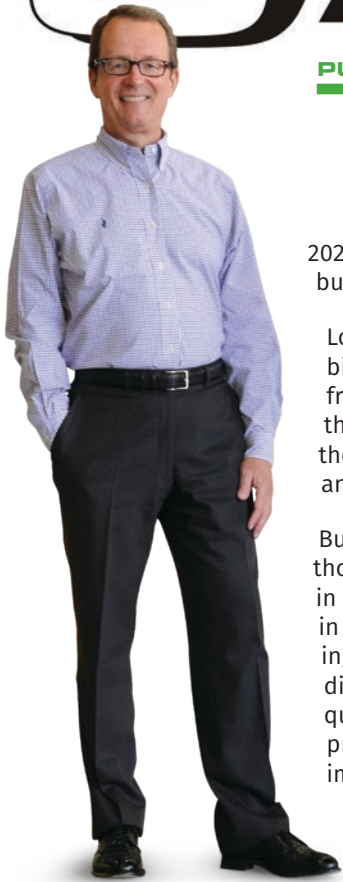




PUBLISHED FOR EMPLOYEES OF SANDMEYER STEEL COMPANY



A MESSAGE from the President

2025 has been a challenge, both personally and business-wise.

Losing two parents within about 30 days has been the biggest challenge. We are doing our best to move on from those losses, as they would want. We are lucky they were with us for so long and that they lived life to the fullest until the very end. For that we are grateful, and from that we find comfort. But the pain endures.

Business-wise, 2025 has not met our expectations. We thought the level of business would gradually accelerate in the second half. To the contrary, things have slowed in the second half. Dealing with the constantly changing rules for steel tariffs and reciprocal tariffs has been difficult, both for us and for our customers. Without question, the tariff uncertainty has resulted in certain projects and spending being put on hold, negatively impacting our customers and us. We believe the trending down of interest rates and the “dust settling” regarding tariffs should be catalysts for business improving in 2026.

On a more positive note, we recently observed Employee Recognition Day, at which we celebrated the careers of 24 members of the Sandmeyer Team who achieved a milestone work anniversary in 2025. A catered luncheon was followed by the presentation of service awards to those being recognized. That evening, 81 guests, including retirees, 25-years-of-service employees, and spouses and guests, continued the celebration at our 32nd gala dinner at The Union League Golf Club at Torredale. First-time attendees at the dinner included two new members of the 25-Year Club, **Delroy Tracey** and **Kevin Wolf**, along with new retiree **Denise Gaffney**, who were presented with commemorative stainless steel plaques. Seven employees were recognized for 30, 35, 40, and 45 years of service and were presented with \$500 cash awards. Enjoy the photos of both fantastic events in this newsletter.

The Sandmeyer Holiday Traditions are right around the corner. Turkey/Ham baskets with all the trimmings will be distributed to all employees at Thanksgiving and Christmas. A catered lunch followed by our famous “Pageant” will take place on Tuesday, December 23rd, our last day of work before Christmas. We will have eight Company-paid holidays this holiday season, including a four-day weekend for Thanksgiving and two long five-day weekends for Christmas and New Year’s Day! Enjoy the time away from work with your family and loved ones. ☺

Ron Sandmeyer

Save The Dates!

TUESDAY, DECEMBER 23, 2025

Christmas Pageant

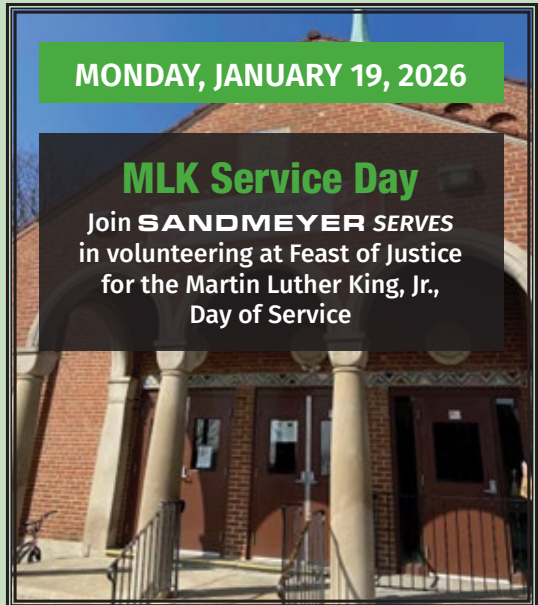
Lunch at noon followed by The Pageant.
All are welcome — employees, retirees, and families.



MONDAY, JANUARY 19, 2026

MLK Service Day

Join **SANDMEYER SERVES** in volunteering at Feast of Justice for the Martin Luther King, Jr., Day of Service



SANDMEYER STEEL COMPANY
Employee Recognition Day

Employee Recognition Day and Dinner
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WE SALUTE

Employees Celebrating Milestones

(September — December 2025)

10 Years of Service

Marcus A. Howard District Sales Manager
— Southwest

15 Years of Service

Thomas J. Tobin District Sales Manager
— Midwest

25 Years of Service

Kevin F. Wolf QA Inspector & Handler
— Raw Material

30 Years of Service

David C. Zwanetsky Senior Maintenance
Technician

45 Years of Service

Ronald P. Sandmeyer, Jr. President
& Chief Executive Officer

A WARM WELCOME TO OUR NEW EMPLOYEES

Samantha J. Geragi Shipper/Packer

Joanne M. Grayo Inside Sales Representative

PROMOTIONS

Congratulations to the following employee on his promotion:

Leroy A. Bennett, who has been promoted to the position of Maintenance Mechanic.

EMPLOYEE PROFILE



Name: Delroy A. Tracey

Title: Bandsaw Operator

Length of Service:
Celebrating 25 years
this year!

MY FIRST JOB: Working at a bowling alley.

EDUCATION: 3 years of high school.

HAPPIEST DAY OR DAYS OF MY LIFE: When my first child was born.

HOBBIES: Playing soccer, basketball, and volleyball.

FAVORITE CHILDHOOD MEMORY: When my mom immigrated to the United States of America from Jamaica. I was 10 years old.

I'M LOOKING FORWARD TO: Retirement!

I BELIEVE STRONGLY THAT: People should live in unity.

BEST PART OF MY JOB: Getting a job done on time and successfully.

SANDMEYER STEEL COMPANY BENEFITS



Audrey Mento and Cheri Rider
feeling refreshed after a class.



A Chair Yoga class in session.

SUMMER FUN

Juneteenth Potluck Luncheon



Paul Sandmeyer and Laurel Backert serve Winston Lewis and Felix Francis jerk chicken, festival, and rice for our Juneteenth Potluck Luncheon.



Steve Wlodarczyk, Rodger Campbell, and Rob Minton.

Independence Day Luncheon



Full house! Jim Terway, Lloyd James, Norval Robinson, Alex Gomez, and David McLaughlin.

Labor Day Luncheon



Nick Keck, Odean Houston, and Mike McDonald wait patiently for the lunch bell to ring.



Lunch served with a side of smiles! Pictured above: Sue Donahue.



Seth Garber and Anthony Moore enjoying lunch.

EFITS PARADE



Deano Thorpe tries a "Green Machine" smoothie, while Bryan Johnson snacks on popcorn.

At Sandmeyer Steel Company, September was Wellness Month, and employees participated in a variety of activities to focus on their health and well-being.

SSC hosted another Wellness Day which was held on Thursday, September 18th. Over 40 employees participated in Chair Yoga classes! Heart-healthy snacks and smoothies were available to those who completed the 30-minute class that centered on stretches, posture, and ergonomics. Working Wellness, the vendor for Wellness Day, raffled off a personal smoothie blender, and the lucky winner was **Delroy Tracey!** FirstCall also joined us to hand out some goodies and answer questions.

WORKPLACE WELLNESS

HEALTHY BINGO

In addition to Wellness Day, we brought back Healthy Bingo for the entire month of September and held a raffle at the 3rd Quarter Plant Meeting. The grand prize winner, **Preet Mangat**, won an Apple Watch and a \$100 Visa Gift Card. The 2nd and 3rd runners-up, **Nick Keck** and **George Owens**, each won a \$25 Visa Gift Card. Congratulations!

FABULOUS VACATION

Mary Osborne recently enjoyed some time away from work this past September at the luxurious Palace Resorts in Cozumel, Mexico, with her husband, Craig; her niece, Laura; and Laura's husband, Levi. The four spent time relaxing at the pool, snorkeling, enjoying nightly entertainment, local shopping, and great food! They also spent a day at Playa del Carmen, a charming coastal resort town also in Mexico.



RETIREE TRAVELS

Retiree **Jim Hewins** recently traveled to Watson Lake, Yukon, Canada, and visited the famous Sign Post Forest. Over 100,000 signs are posted over a two-acre area of Watson Lake, which is located off the Alaska Highway. Now, a sign from Sandmeyer Steel Company joins the rest! Jim retired in 2021 after more than 40 dedicated years of service with Sandmeyer Steel Company.

Thank you, Jim, for adding the Company's name to this one-of-a-kind landmark.



RETIREE NEWS

After 13 years of dedicated service, **Denise J. Gaffney** retired on August 8, 2025, and celebrated with a cake in the plant. Her husband Jim, daughter Kelli, and three grandsons were able to join us. Denise began her career at Sandmeyer Steel Company in 2011 in the Accounting Department and has remained there ever since. As many of you already know, Denise's niece, Nicole, is married to **Mark Senior**.

For over a decade, Denise worked diligently to ensure the Company's vendors were always paid in a timely manner. She is continuing to work on a part-time basis. Congratulations, Denise, and enjoy your retirement!



Pictured (L-R): **Abigail Johnson, Zain Hodges, Cheri Rider, Tom Tomlinson, and Donna Martin.**

SANDMEYER SERVES remains dedicated to serving our community, even on a beautiful summer evening. On Wednesday, August 27, 2025, five volunteers generously gave up their night to help those in need. **Zain Hodges, Abigail Johnson, Donna Martin, Cheri Rider,** and Tom Tomlinson (Cheri's friend) could have been enjoying a summer night outside but decided to come inside and help between 50 and 60 families who came to Feast of Justice for groceries and home needs for their families. With Feast of Justice closed until the following Tuesday due to Labor Day, many families were grateful to be able to feed their families with items including produce, dairy, meat, dry goods, and more. Our work for the evening included taking out the trash, breaking down boxes, restocking areas as needed, and weighing all groceries that left the building.

We are always grateful to everyone who volunteers with **SANDMEYER SERVES**—especially our retirees who choose to continue to help—including **Donna Martin!** We encourage **ALL** to volunteer for a **SANDMEYER SERVES** activity. You might leave a little tired, but you will feel **GREAT** about being able to help those who are in need.

On Wednesday, October 22nd, **SANDMEYER SERVES** returned to the Delaware Valley Veterans Home for our Semi-Annual Bingo and Ice Cream Sundae Night with our Veterans. Our team of 11 volunteers (pictured L-R: **Preet Mangat, Rob Ricketts, Shermin Mangat, Cheri Rider, Laurel Backert, Ray Schott, Anthony Ellis,** retiree **Donna Martin, Brian Probst, Zain Hodges,** and **Tye Chamberlain**) included three first-time participants: **Brian, Preet,** and **Shermin.** This is always a wonderful volunteer opportunity where we sit directly with a veteran, talking with them and helping them to play Bingo. We had 35 veterans join us to play Bingo and enjoy dessert provided by Sandmeyer Steel Company. **Zain** and **Ray** even brought ice cream on a cart to the residents who could not join us to play Bingo. Our volunteers were outstanding with their time and hospitality, and the veterans were so grateful for our being there and asked, "when are you coming back?" We told them we will be back again two times in 2026. Our many thanks go out to everyone who gave up their time Wednesday evening and showed appreciation for those who have served our country.



SANDMEYER SERVES held a three-week In-House Personal Hygiene Donation Drive for Feast of Justice from October 6th–27th. This effort allowed employees who couldn't volunteer in person to contribute by donating much-needed items such as diapers, shampoo, soap, tissues, toothpaste, and toilet paper, some of the most requested essentials at Feast of Justice. Thank you to everyone who supported the drive!

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

SANDMEYER STEEL COMPANY EMPLOYEE RECOGNITION

DAY

On Friday, October 3, 2025, employees of Sandmeyer Steel Company celebrated Employee Recognition Day with a catered lunch from DNH Catering and the presentation of awards to 24 employees — *this year totaling 448 Years of Service.*



Delroy Myrie celebrates 20 years of service.



Tom Tobin celebrates 15 years of service.



Jim Terway shakes hands with **Ron Sandmeyer, Jr.**, after being awarded for 10 years of service.



Steve Wlodarczyk is congratulated for his 10 years of service.



Ed McCrossan celebrates 10 years of service.



Abigail Johnson celebrates 2 years of service.



Ron Sandmeyer, Jr., congratulates **Marcus Howard** on 10 years of service.



Bernadette Irwin is congratulated by **Ron Sandmeyer, Jr.**, for 2 years of service.



David McLaughlin celebrates 2 years of service.



Richard Rivera, Jr., is congratulated for his 5 years of service.



Ron Sandmeyer, Jr., congratulates **Tristan Papile** on 2 years of service.



**WATCH THE VIDEOS
AND SEE THE PICTURES!**

Recognition Day Lunch Video
<https://media.sandmeyersteel.com/mo/sharing/VZ7fpPwdk>
Password: ssc1952ssc

Recognition Dinner Video
<https://media.sandmeyersteel.com/mo/sharing/bBm0nfq9A>
Password: ssc1952ssc

<https://rachelbeckphotography.pixieset.com/sandmeyersteelcompany/>

If you wish to download a photo, it will ask for a PIN. PIN: 6529

NIGHT

On Friday evening, 44 retirees and employees with 25 years or more of service along with their spouses and guests gathered at the Union League Golf Club at Torredale for the 25-Year Employee and Retiree Recognition Dinner.

45 YEARS OF SERVICE



Tim Carroll

40 YEARS OF SERVICE



Ron Sandmeyer, Jr.

35 YEARS OF SERVICE



Lloyd James

30 YEARS OF SERVICE



Dave Zwanetsky

WELCOME TO THE 25-YEAR CLUB

Two employees were honored with a Stainless Steel Plaque.



Delroy Tracey



Kevin Wolf

NEWEST RETIREES



Phinney Beard, Jr.



Denise Gaffney



Mike Geiger



Donna Martin

NEW ARRIVAL

Diane and **Tim Carroll** are happy to announce the birth of their grandson, **Maverick Charles Tamez**, who was born on October 11, 2025, weighing 7 lbs., 2 oz., and was 21 ¼" long. Maverick's proud parents are Nicole, Tim's daughter, and her fiancé, Matt Tamez. Congratulations!



WE REGRET

It is with much sadness that we share the news of the death of retiree **Carl B. Schutz**, on July 5, 2025. Carl began his career at Sandmeyer Steel Company in 1972 as an Inside Sales Correspondent and was promoted to a Field Sales position in 1977, calling on accounts in the Greater Philadelphia area. In 1993, Carl relocated to New Hampshire and assumed the role of District Sales Manager for the New England territory. He served in that role until his retirement in 2014, marking the end of over 40 years of dedicated service.

WEDDING BELLS

Garfield Bowen is thrilled to announce the marriage of his son, **Errol Bowen**, to **Genevie Rivers-Robinson**. Errol and Genevie were married on August 1, 2025, in Lansdowne, Pennsylvania. The lovely couple spent their honeymoon on a cruise to the Bahamas. Errol is joining the Air Force, and Genevie works as a Packer for the Philadelphia Corporation of Aging. Congratulations to you both!



Introducing the new Mr. and Mrs. **Christopher W. Duffy!** Chris and his lovely bride, **Colleen**, were married on July 26, 2025, at The Buck Hotel in Feasterville, Pennsylvania. Chris is Manager—Office and Purchasing here at Sandmeyer, and Colleen is a teaching assistant with the Neshaminy School District. The newlyweds spent their honeymoon in Aruba. We wish you much happiness!



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