

A MESSAGE from the President

The older I get, the more it feels like the years just keep going by faster and faster. Here we are in 2025 already, looking back at 2024. The past three years – 2022, 2023, and 2024 – will be remembered as the years during which we waited for the predicted recession that never came. While 2024 was our “weakest” year of the past three, it was still pretty good, as we achieved 100% of our profit target and paid out nice profit sharing as a result. As we end 2024 and begin 2025, we believe we are at the trough of the current business cycle. We expect activity to increase as we progress through 2025 and to continue the upward trend through at least 2026. One wild card is looming out there – tariffs. As I write this, there is a lot of uncertainty as to what President Trump might do and what the impact might be on our business. Stay tuned!

I’m delighted to report that our safety performance was outstanding again in 2024. We had no lost time accidents! Congratulations to all for this third consecutive year of best-in-class safety performance! In recognition of this achievement, we hosted a “Safety First” Lunch for all employees this month.

By the time you read this, Phillies spring training will be underway, and we’ll be looking forward to an exciting new season. Mark your calendars for Saturday afternoon, May 31st, which will be Sandmeyer Steel Company Day at Citizens Bank Park. Join us with your family to see the Phils take on the NL Central Division champion Milwaukee Brewers.

We are a Company of families. The family names Maloney, Beard, and Geiger have resonated here for over half a century! **Mark Maloney’s** retirement in 2023 ended the Maloney era, and we did not have an employee named Maloney working here for the first time in 57 years, since before **John F. Maloney** was hired in 1966. 2025 will mark the end of the Beard name and Geiger name at Sandmeyer, as **Tony Beard**, **Phinney Beard**, and **Mike Geiger** retire in the upcoming months. There will be no one named Beard working here for the first time in 64 years, since before **Joe Beard** was hired in 1961. There will be no one named Geiger working here for the first time in 65 years, since

before **Frank Geiger** was hired in 1960. Congratulations and best wishes to Tony, Phinney, and Mike as they begin their retirements. And thank you to the entire Maloney Family, the entire Beard Family, the entire Geiger Family, and the many other families who have given so much to make our Company successful through the decades! 🍀

Ron Sandmeyer

Save The Dates!

SATURDAY, MAY 31, 2025

**Sandmeyer
Steel
Company Day
at Citizens
Bank Park**



**Philadelphia Phillies versus the
2024 NL Central Division champion
Milwaukee Brewers**

**Tent Opens at 2:35 pm
First Pitch at 4:05 pm**

FRIDAY, OCTOBER 3, 2025

**25-Year Employee
and Retiree
Recognition Dinner**

**at The Union League
Golf Club at Torresdale**



**Holiday Traditions
Pages 7–9**

WHAT’S INSIDE THIS ISSUE

President’s Message	1	2025 Holiday Schedule	3	Holiday Traditions	7-9
Save the Dates	1	Perfect Attendance	3	Wedding Bells	10
We Salute	2	Benefits Parade	4	Scholarship Reminder	10
A Warm Welcome	2	Sandmeyer Serves	5	We Regret	10
Promotions	2	Employee Potluck	6		
Employee Profile	2	Installation Project	6		

WE SALUTE

Employees Celebrating Milestones
(January – April 2025)

40 Years of Service

John M. Curley, III.....Vice President – Sales & Marketing

35 Years of Service

Robert A. Tripp, Sr.....Abrasive Waterjet Operator
Rajani C. ShahAbrasive Waterjet Operator

20 Years of Service

Delroy Myrie.....Senior Maintenance Assistant

15 Years of Service

Norval A. Robinson.....Custodian

10 Years of Service

James M. TerwayManager – Accounting
Deano-Mortez Thorpe.....Plasma Operator
Francis J. KellySecurity Guard

2 Years of Service

Bernadette A. Irwin.....Human Resources Assistant

A WARM WELCOME TO OUR NEW EMPLOYEES

Bryan C. Johnson.....Senior Accountant
R. Jarrett Donahue.....District Sales Manager – Southeast
Robert E. SmithDistrict Sales Manager – Midwest
Shermin K. Mangat.....Inside Sales Representative

PROMOTIONS

Congratulations to the following employees on their promotions:

Robert R. Minton, who has been promoted to the position of *Machine Shop Operator – Day Shift*.
Tyrone A. Chamberlain, who has been promoted to the position of *Supervisor – Shipping*.

EMPLOYEE PROFILE



Name: Mary R. Osborne

Title: District Sales
Manager – West

Length of Service:
I am celebrating
14 years on February
28, 2025!

MY FIRST JOB: My first job was when I was 16 years old, and I worked at Kentucky Fried Chicken for six months. I left KFC to work at Liberty House Department Store as a Sales Associate while attending college.

EDUCATION: Associate in Arts degree, Chabot College.

HAPPIEST DAY OR DAYS OF MY LIFE: Meeting my husband, Craig; our wedding day; and being a mom to our son, Chris.

HOBBIES: Baking, cake decorating, crossword puzzles, any kind of crafting, watching home renovation shows, listening to live music, and stage plays.

FAVORITE CHILDHOOD MEMORY: Family vacations to Michigan visiting relatives and family parties in my grandfather's basement.

I'M LOOKING FORWARD TO: Moving into our new home and decorating it.

I BELIEVE STRONGLY THAT: Kindness makes the world a better place and that we are so fortunate and blessed in America.

BEST PART OF MY JOB: Traveling to different places and meeting so many nice people.

2025 HOLIDAY SCHEDULE

We are pleased to announce the following schedule for our holidays in 2025. We hope that announcing this schedule in advance will be helpful to many of you in making your vacation and travel plans.

WEDNESDAY	JANUARY 1	NEW YEAR'S DAY 2025
Thursday	January 2, 2025	First Scheduled Workday 2025
Friday	January 3, 2025	Scheduled Workday
FRIDAY	APRIL 18	GOOD FRIDAY
MONDAY	MAY 26	MEMORIAL DAY
THURSDAY	JUNE 19	JUNETEENTH
FRIDAY	JULY 4	INDEPENDENCE DAY
MONDAY	SEPTEMBER 1	LABOR DAY
THURSDAY	NOVEMBER 27	THANKSGIVING DAY
FRIDAY	NOVEMBER 28	DAY AFTER THANKSGIVING
Monday	December 22	Scheduled Workday
Tuesday	December 23	Pageant Workday
WEDNESDAY	DECEMBER 24	CHRISTMAS EVE
THURSDAY	DECEMBER 25	CHRISTMAS DAY
FRIDAY	DECEMBER 26	FLOATING HOLIDAY #1
Monday	December 29	Scheduled Workday
Tuesday	December 30	Scheduled Workday
WEDNESDAY	DECEMBER 31	FLOATING HOLIDAY #2
THURSDAY	JANUARY 1, 2026	NEW YEAR'S DAY 2026
FRIDAY	JANUARY 2, 2026	FLOATING HOLIDAY #3
Monday	January 5, 2026	First Scheduled Workday 2026

PERFECT ATTENDANCE LUNCHEON

Congratulations to all eligible Sandmeyer Steel Company employees who have achieved Perfect Attendance for 2024! All 26 employees were invited to a catered luncheon in their honor on Tuesday, January 28, 2025, hosted by **Ron Sandmeyer, Jr.**, and **Paul Sandmeyer**.

TWENTY TO THIRTY YEARS

Konstantin Basarab

Winston Lewis

Noel L. Parkinson

Donald H. Myrie

Rajani C. Shah

Anthony L. Beard

TEN TO NINETEEN YEARS

Denise J. Gaffney

Frank E. Neal

Delroy A. Tracey

David R. Brown

Kevin F. Wolf

Donovan A. Kelly

David C. Zwanetsky

TWO TO NINE YEARS

Leroy A. Bennett

Prabhpreet K. Mangat

Odean S. Houston

Seth A. Garber

Francis J. Kelly

Rodger V. Campbell

Robert Ricketts

George W. Owens, II

Tyrone A. Chamberlain

ONE YEAR

Anthony M. Ellis

David A. McLaughlin

Abigail M. Johnson

Tristan R. Papile



In early 2024, Sandmeyer Steel Company introduced a new employee benefit – Paid Parental Leave. This policy demonstrates the Company's commitment to supporting a positive work-life balance by providing two weeks of paid leave at 100% of regular weekly pay for an eligible employee to assist with family care in the event of the birth or adoption of a child. An employed mother giving birth will receive two weeks of Paid Parental Leave in addition to the six to eight weeks of paid medical disability under Short-Term Disability. Employees must have completed one year of continuous service to be eligible. See Human Resources for more information.



2025 CALENDAR

FIRST CALL

LET US HELP: 800-382-2377

website: www.firstcalleap.org

	THEME	ONLINE SEMINAR	DESCRIPTION Seminars can be found on your home page, or you can search for them by title.
JAN	Shine Your Light	Shine Your Light: Finding Your Inner Glow Available on Demand Starting Jan 21	Identify your positive traits and learn how to highlight them in everyday life, resulting in a more genuine and confident self-presentation.
FEB	One Step Closer	Stride Forward Available on Demand Starting Feb 18	Learn to confidently achieve goals, including setting attainable objectives, initiating change, and breaking down goals into manageable milestones.
MAR	Body to Brain	Harmony in Motion Available on Demand Starting Mar 18	Learn how physical activity is a key tool for mental health, sharing strategies to incorporate exercise into daily life for balance and harmony.
APR	Organization	Clutter to Clarity: Organizational Skills for Better Living Available on Demand Starting Apr 15	Explore how mastering organizational skills can transform your daily life by boosting efficiency, reducing stress, and creating more mental space.
MAY	Unanswered Anxiety	Anxiety Unmasked Available on Demand Starting May 20	Explore the nuances of anxiety, teaching participants to identify their triggers for more effective management and calmer navigation through life's uncertainties.
JUN	Healthy Aging	Thriving at Any Age: A Guide to Healthy Aging Available on Demand Starting Jun 17	Learn practical ways to integrate physical activity, nutrition, sleep, and regular doctor check-ups into your daily routine for improved wellbeing as you age.
JUL	Resilience and Adaptability	The Power of Resilience Available on Demand Starting Jul 15	Build mental and emotional resilience in a dynamic world. Learn practical strategies for enhancing wellbeing and confidently navigating change.
AUG	Community and Social Connections	Connectedness: Cultivating Meaningful Social Connections Available on Demand Starting Aug 19	Explore the impact of strong social ties, community engagement, and volunteering on wellbeing. Learn how to deepen connections for a more fulfilling life.
SEP	Social Media - Digital Health	Navigating Social Media for Mental Wellness Available on Demand Starting Sep 16	Explore the dual impact of social media on mental health. Learn to leverage its benefits and mitigate drawbacks through a digital health lens.
OCT	Enlightened Workplace - Be Yourself	Authenticity at Work Available on Demand Starting Oct 21	Handle health challenges, prevent burnout, support diverse needs from neurodivergence to chronic conditions. Create a healthier, authentic workplace.
NOV	Sleep	Sweet Dreams: Strategy for Better Sleep and Better Health Available on Demand Starting Nov 18	Learn practical strategies to improve your sleep patterns and sleep quality; understand how pre-sleep technology use affects your rest.
DEC	Proactive Wellbeing	Taking Charge Available on Demand Starting Dec 16	Proactively boost your health and mental wellbeing. Establish healthy habits early, prevent crises, and take control of your wellness journey.

We want to thank everyone who has donated either their time or items for our activities during 2024.

2025 will also be a big year for SANDMEYER SERVES as we celebrate our 10th Anniversary of volunteering and “serving” our community.

For our first event of 2025 on Monday, January 20th, we began with Martin Luther King Day by returning to Feast of Justice. Our 12 volunteers (Laurel Backert, Garfield Bowen, Tye Chamberlain, Anthony Ellis, Jenna Hinkle, Abigail Johnson, Nick Keck, Delroy Myrie, George Owens, Norval Robinson, Alex Thomas, and Rich Watkins) worked hard from cleaning and unloading deliveries to organizing donations and stocking shelves. We were honored to support Feast of Justice’s vital work, making a local impact serving the community through their efforts towards food justice.

Dr. King’s legacy reminds us that service has the power to bring communities together and spark meaningful change. We are proud to partner with Feast of Justice as they address hunger, meet essential needs, and inspire hope for a brighter future.

Feast of Justice currently serves 4,097 households in our community and distributes 35,000 lbs. of food every week to these families.

Keep your eyes out for our 2025 volunteering activities again with a Poquessing Watershed Cleanup, two visits to the Delaware Valley Veterans Home – with Ice Cream and Bingo – and additional visits to Feast of Justice.

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



SANDMEYER
SERVES
had a busy
year in 2024:

- Feast of Justice
In-Person
Volunteer Day –
MLK Day
January 15, 2024
- Feast of Justice
In-Person
Volunteer Night
April 17, 2024
- Friends of Poquessing
Watershed Cleanup
April 20, 2024
- Delaware Valley
Veterans Home
Bingo Volunteer Night
May 8, 2024
- Feast of Justice
In-Person
Volunteer Night
August 14, 2024
- Feast of Justice
In-House
Donation Drive
September 4 – 25, 2024
- Fall Decorating of
the Front of
Sandmeyer Steel
Company
October 2024
- Delaware Valley
Veterans Home
Bingo Volunteer Night
October 9, 2024
- Holiday Decorating
of the Front of
Sandmeyer Steel
Company
December 2024

PVZ BUILDING SOLAR PANEL INSTALLATION PROJECT

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

In today’s environmentally conscious world, many businesses are increasingly looking for ways to reduce their environmental impact while lowering their operational costs. Sandmeyer Steel Company has recently committed to this goal with an exciting plan to install solar panels on the PVZ Building roof. The project officially kicked off last summer with the removal of the existing roof and the installation of a new roofing system capable of supporting over 700 solar panels and all the associated racks, hardware, and electrical components. The new roof installation was completed in October of last year, and the solar panel portion of the project is expected to begin in early 2025.

WHY GO SOLAR?

Solar energy is a renewable and sustainable source of power that can offer significant benefits to our Company. The most immediate benefit of installing solar panels will be the reduction of our electricity costs. By generating a portion of our own electricity, we will be able to reduce our reliance on utility companies while becoming less vulnerable to price fluctuations. As energy prices continue to rise, securing a reliable and cost-effective energy source through solar panels is a smart business strategy that is sure to offer long-term cost savings.

And although our new solar panel system is not designed to provide for all our electrical consumption, the manufacturer estimates that it will account for almost 25% of our electrical needs. A significant savings to be sure!

Also, solar energy is a clean, renewable source that does not contribute to air pollution or greenhouse gas emissions. By supplementing our electrical needs with renewable solar energy, we will be able to reduce our carbon footprint while also demonstrating our commitment to environmental sustainability. Truly a win-win for our Company and for our community.

WHAT’S NEXT?

Our solar panel contractor, Lucent Energy Management, will be working at the PVZ Building over the next several months to complete the installation. Once complete, we will spend some time evaluating the new system and taking a close look at our energy use and savings. And if all goes well, we may install a similar system at our Main Building later in the year offering even greater opportunities for cost savings and environmental sustainability.

Contributed by Christopher W. Duffy



EMPLOYEE POTLUCK LUNCHEON

In December last year, employees at Sandmeyer Steel Company worked together to create another potluck luncheon for all. The menu featured rice, chicken curry, meatballs, macaroni and cheese, mixed vegetables, and more. The buffet was topped off with a variety of desserts, including chocolate chip cookies, banana pudding, and cakes.



(L-R): Tye Chamberlain, Laurel Backert, Garfield Bowen, and Ray Schott.

THANKSGIVING **BASKET BRIGADE**

For the Thanksgiving and Christmas holidays, once again Sandmeyer distributed baskets with either a turkey or a ham, dinner rolls, pies, yams, green beans, corn, cranberry sauce, stuffing cubes, coffee, and sugar.



Thank you to our Thanksgiving Basket Brigade volunteers (L-R): **Tye Chamberlain, Rich Gardner, Rich Watkins, Kairi Mace, Nick Keck, and George Owens** (sitting).

THANKSGIVING **LUNCH**



(L-R): **Donovan Kelly, Donald Myrie, David Brown.**



(Pictured above): **Delroy Tracey and Rob Ricketts.**

CHRISTMAS **BASKET BRIGADE**



Thank you to our Christmas Basket Brigade volunteers, pictured above; front row (L-R): **Rich Gardner, Garfield Bowen, George Owens, Nick Keck, Robert Minton, and Rich Watkins.** Back row (L-R): **Tye Chamberlain and Kairi Mace.**

CHRISTMAS **LUNCH**



(L-R): **Sally Wagaman, Donna Martin, Preet Mangat, Shermin Mangat, John Curley, and Helen Adams.**



Laurel Backert and Jim Terway share a smile.

SANDMEYER STEEL COMPANY HOLIDAY TRADITIONS

Many thanks to the Sandmeyer Steel Players for another memorable Pageant: **Chris Duffy, Jenna Hinkle, Jim Terway, Alex Thomas, and Dave Zwanetsky**. Thank you also to those from the crowd who participated.



THE SANDMEYER STEEL COMPANY CHOIR. Employees' families were able to join in for the last few songs.



The Sandmeyer Steel Company Players presented "Sandmeyer Feud."



Dave Zwanetsky shares a word from our sponsor – *Burnt Toast* – also known as **Cheri Rider**!



Does **Brian Probst** have the right answer?



WATCH THE PAGEANT:
You can watch the 2024 Pageant using the link and password below:

Link: <https://vimeo.com/sandmeyer/pageant2024>

Password: Rudolph



(L-R): **Marc Flores, Fred Goodman, Alex Gomez, Rob Ricketts, and Garfield Bowen** having a good laugh together.



Maestro **Lenny Robertson** joins us again and is escorted by **Laurel Backert** and **Donna Martin**.



Retiree **Desmond Anson** was able to catch up with friends. (Pictured with **Dave Nuss** and **Konstantin Basarab**).



Rich Watkins' family was able to join us for the show!



Joe Moore, **Seth Garber**, **Anthony Moore**, Joe's daughter **Iris**, and **Nick Keck** pose for a family photo.



Gary Renson and his family wait for Santa Claus to make an appearance!



(L-R): **Winston Lewis**, **Delroy Myrie**, **Mike McDonald**, and **TJ DeShields**. Mike has the best seat in the house!



PRESENTING THE STEEL-TONES! Featuring **Chris Duffy**, **Darius Basznianin**, **Alex Thomas**, and **Peter Bui**.

WEDDING BELLS

Susie and **Terrill Bohnsack** are thrilled to announce the marriage of their son, Aidan, to Lauren Watson. Aidan and Lauren were married on October 12, 2024, in Elijay, Georgia. The newlyweds honeymooned in Honolulu, Hawaii.

Congratulations and Best Wishes!



SSC SCHOLARSHIPS REMINDER



Once again, the SSC Scholarship Program will be awarding three scholarships for the 2025–2026 academic school year. However, this year each scholarship amount has been increased from \$1,000 to \$2,000! All three scholarships are open to both dependent children and grandchildren of full-time employees. See Human Resources to grab a scholarship application for your eligible child or grandchild. The deadline for completed applications is *February 28, 2025*.

WE REGRET

We are sorry to share the news of the death of retiree **Joe Pembroke** on December 2, 2024. Joe spent his entire career at Sandmeyer Steel Company as a Security Guard. He began his career at Sandmeyer in 1985 and retired after 22 years of service. Our deepest condolences to Joe's family.



It is with much sadness that we share the news of the death of retiree **John M. Maloney** on January 5, 2025. John gave 48 years of unwavering service to Sandmeyer Steel Company before retiring in early 2023. He spent most of his career on our Sales Team. After his hiring in 1974 and a brief stint in the Shipping Department, John moved to Inside Sales in 1977. He was then promoted to Assistant Manager of Inside Sales in 1988. When the opportunity for an Outside Sales position presented itself in 1994, John was promoted to District Sales Manager – Mideast Territory and relocated to Cincinnati, Ohio, where he and his family have spent the last 30 years. John was loved by customers and by his Sandmeyer colleagues. John's career at Sandmeyer Steel Company was one in a long line of the Maloney family, starting with his father, **John F. Maloney**, in 1966 and brothers **Tom** and **Mark** thereafter. Our deepest sympathy to the Maloney family.



Sandmeyer Steeline is published periodically by and for the employees of Sandmeyer Steel Company, One Sandmeyer Lane, Philadelphia, PA 19116-3598. All rights reserved.

No part of this publication may be reproduced in any form, in all or in part whatsoever, without written permission from the publisher, Sandmeyer Steel Company.

Bernadette A. IrwinEditor
Audrey T. MentoProofreader