

# ODYSSEY

Olympic Steel Employee Newsletter

NOVEMBER / DECEMBER 2025

## CORE VALUE OF THE MONTH: *Teamwork*

*We value and reward both individual and team achievements. We encourage employees to cross organizational boundaries in order to advance the interest of customers and shareholders.*



### PRODUCT SPOTLIGHT: CARBON IN CONTEXT

Carbon steel, one of the most widely used metals in the world, has been part of our story since day one. It's the metal behind the cars we drive, the buildings we enter and the Company we are today.



### A MESSAGE FROM OUR PAYROLL TEAM

Reminders for 2025 tax prep, updates and new UKG resources that streamline processes and increase UKG training accessibility.



### OPEN ENROLLMENT FOR 2026 COVERAGE

Open Enrollment is from November 3 through November 14. In order to have benefit coverage in 2026, you must complete the Open Enrollment process in UKG, even if you don't have any changes.



### WHAT IS ERGONOMICS?

Tips for sitting and standing, at home or at work, that can have a big impact on your overall well-being.



### CHRIS FARMER

Operations Manager  
Action Stainless, Carrollton, TX

*Enthusiastic and encouraging leader. Develops accountability through collaboration. Prioritizes Safety and teamwork.*



## MARK YOUR CALENDAR

Monday 11.03.25	Open Enrollment Begins
Friday 11.07.25	Last day to enter the Poka Yoke Contest
Tuesday 11.11.25	Happy Veterans Day
Thurs/Fri 11.27.25 11.28.25	Thanksgiving Day and the day after (Olympic Steel CLOSED)
Sunday 12.14.25	Hanukkah Begins
Friday 12.19.25	Last Day to Submit a 2025 Fe Nomination
Thurs/Fri 12.24.25 12.25.25	Christmas Eve and Christmas Day (Olympic Steel CLOSED)

## CORE VALUES IN ACTION



### UNDERSTANDING DIABETES

November is Diabetes Awareness Month, a time to bring awareness to a chronic disorder that affects millions across the globe.



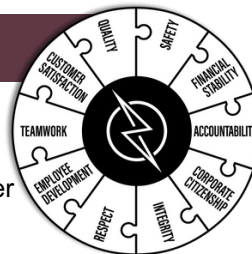
### MORE THAN A CHECKUP: WHAT MEN'S HEALTH MONTH IS REALLY ABOUT

Men's Health Month encourages men to take charge of their physical and mental well-being through preventive care, open conversations and healthy lifestyle choices.



### RESOURCES AVAILABLE THROUGH OUR EMPLOYEE ASSISTANCE PROGRAM

Our Employee Assistance Program (EAP) offers a whole-person approach to help you manage your life. Take a look at all Health Advocate has to offer, including many no-cost resources.



Find full articles on  
[lamOlympicSteel.com](http://lamOlympicSteel.com)





The ONE OLYMPIC page on lamOlympicSteel.com includes content related to the work of the Team, featuring Member Spotlights, educational videos and articles that share the history behind holidays and other celebrations.

## NATIVE AMERICAN HERITAGE MONTH

Native American Heritage Month is an opportunity for indigenous peoples to share their stories, art, music and perspectives while also raising awareness about the complex history and ongoing challenges faced by Native American communities.

## THE STORY AND SPIRIT OF CHRISTMAS

Celebrated on December 25, Christmas began as a Christian holiday marking the birth of Jesus Christ and has grown into a global celebration of love, generosity and togetherness.

## CELEBRATING HANUKKAH - THE FESTIVAL OF LIGHTS

Hanukkah, or the "Festival of Lights", is an eight-day Jewish holiday that falls sometime between November and December each year.

## HAPPY KWANZAA (DECEMBER 26 - JANUARY 1)

Take a moment to learn more about this cultural celebration, emphasizing family, community and cultural pride.

## ONE OLYMPIC Member Spotlight



### CASSY POWERS

Vice President - Human Resources  
Olympic Steel, Corporate

Meet Cassy Powers, VP-HR  
and a mentor for our ONE  
OLYMPIC Recruiting &  
Selection Subcommittee.



## EMPLOYEE REFERRAL PROGRAM: REAL STORIES, REAL IMPACT.

Great people know great people! We see it every day in the friendships, teamwork and trust across Olympic Steel. That same connection inspires our Employee Referral Program, and Lea & Faith's story highlights what can happen when a door opens and someone walks through it ready to learn, grow and make their mark.

Annual Performance Reviews for Administrative and Sales Employees will be available in UKG on Monday, 11/17. Log in to UKG to update your goals before then.

After 11/17, you will only be able to update goal percentages and notes. If you have any questions, please reach out to your Regional HR Manager.

**\*\*Annual Reviews are due January 31, 2026**

# REMINDER



On 10/28, Ryerson and Olympic Steel announced a merger agreement. Scan the code to read the news release.



Wishing you a happy holiday season filled with laughter and love.

Thanksgiving gift cards will be distributed the week of November 17. Look for details locally.

