

MCWANE

MCWANE MAGAZINE | 2022 EDITION



A Message from our Chairman

C. PHILLIP MCWANE

Front Cover
Zachary Shaw
Production Manager
Tyler Pipe Company



Dear Valued Team Members,

Happy New Year! Let me begin by saying how excited I am to lead our company as we embark upon McWane's 102nd year of operation. The fact that we have been in business for more than a century says a lot about who we are, what we stand for and the enduring value of the products we make. I'm also extremely proud of our more than 7,000 employees around the globe. It's your commitment, hard work and can-do attitude that have made McWane the company we are today.

As we look ahead, the fundamentals that have shaped our success will not change. The eight guiding principles of The McWane Way – safety, leadership, accountability, excellence, trust, teamwork, community and environment – outline the foundation by which we operate and provide direction to foster an aligned workforce. And a continuing focus on people, customers and operational excellence will help us deliver continuous improvement.

As 2022 affirmed, the world around us is constantly changing. We must be agile in adapting and adjusting to meet these changes. We did an exceptional job last year despite continued post-COVID global supply constraints, distressingly high inflation and a stagnant economy. To compete for customers and talented team members that are vital to our growth, we need to look within McWane and determine not only how to improve, but how to do it better than our competitors.

No matter your job, where you are located or how long you have been with the company, you can contribute to our results in meaningful ways by working safely, understanding how your role helps to achieve your team's objectives and doing your personal best every day to help meet and exceed those goals.

With an uncertain global economic environment, let's continue to focus on managing the things we can control and be proud of the improvements we made over the past year and those that I am confident will be made in the year ahead.

The alignment and energy I have witnessed during recent visits and company conferences have been great to see across our facilities and among our teams. Let's push toward a solid first quarter across our McWane family of companies and continue to advance that same level of excitement throughout our businesses the entire year.

Again, thanks for all you do to make McWane the best we can be.

A handwritten signature in black ink, appearing to read "J. McWane". The signature is fluid and cursive, written over a white background.

A focus on capital investments, operational efficiencies amid high-demand market

By Mickie Coggin

Contributors: Kevin Bense, Tom Crawford, Mark Willett, Jon Pollard, Keith Mallett, Michael Lobb and Andy Johnson

IN 2022, McWANE FACED CHALLENGES BROUGHT ON BY CUSTOMER DEMANDS AND A GROWING WORKFORCE. There is no escaping news coverage on the current labor shortage, which McWane has experienced firsthand. Amid these challenges, McWane Waterworks Pipe, and Valve & Hydrant Groups took steps to expand operations, as well as up-skill and reskill their workforce.

Over the past year, the Pipe Group invested millions on expansion projects to improve production flow and meet customer demand. Leading the charge was McWane Ductile Ohio (MDO) with a \$45M investment, including two new casting machines and a new annealing oven. The projected completion date for the expansion is January 2024. The facility also collaborated with JobsOhio, the Ohio Department of Development, Ohio Southeast Economic Development and the Coshocton County Port Authority to hire 85 team members for a new second shift, which will commence in January 2023.

“We are fortunate to be in a business that hasn’t slowed during the downturn,” said Tom Crawford, Vice President and General Manager, MDO. “The team worked extended hours this year to ensure we do our part to support building America and our critical infrastructure.”

McWane Ductile New Jersey (MDJ) replaced one of its oldest casting machines with a new dual-trough, high-speed waterbox casting machine that was custom fabricated by Shanghai Freecon Trading Company of Dalian, China. The new machine will meet the expanded business needs of the foundry for years to come.

“We selected this new machine for its increased performance, new casting technology and the machine’s new capabilities,” said Keith Mallett, Vice President and General Manager, MDJ. “The new machine gives us the

opportunity to run more three- to 12-inch pipe, which is our highest-demand size range. MDJ is committed to investments of this type to surpass the demand for high-quality ductile iron pipe for which McWane Ductile is known.”

And that demand is at an all-time high. “We’re planning for a significant increase to 8,000 tons of three- to four-inch pipe in 2023,” said Keith. “The benefits of the new machine are immense – improved first pass yield for three- and four-inch directly into the oven, improved labor utilization and improved pressure class performance. It’s a win-win.”

“While capable of very high piece rates, the old machine was past its useful life and became unreliable,” said Mark Zaleski, Engineering and Reliability Manager, MDJ. “The new machine shares common critical parts with other casting machines onsite, offers more precise travel time leading to uniformity across pipe sections and improves mold spin reliability and bearing longevity.”

Performance of the new machine will be optimal. “The new casting machine will increase quality performance reliability, piece counts to satisfy customer demand and reduced costs,” said Anthony Browne, Quality Manager, MDJ. “In comparison to the casting machine being replaced, we are anticipating a 70% improvement in weight control, 40% reduction in scrap and 20% increase in pipe production.”

McWane Poles Utah (MPU) experienced a steady increase in demand that outpaced its current ability to deliver. This contributed to 30-plus week lead times that became a logistical challenge and negatively impacted customer needs. To increase production, MPU broke ground on a 140,000-square-foot building and commissioned the design of a one-of-a-kind, fully automated assembly line. This investment will increase production 2.5 times current capacity to meet growing customer demand.



New McWane Poles Utah Building

“The team is excited about this expansion,” said MPU Operations Manager Andy Johnson. “With an end-of-project date scheduled for the second quarter 2023, we have already started training team members so we can hit the ground running once we’re handed the keys.”

The future is bright as this new line ensures a positive outlook for McWane Poles with continued double-digit growth over the next three to five years. In keeping with the spirit of J.R. McWane’s vision, “We know excellence is a journey, not a destination. Continuous improvement is The McWane Way.”

Group President, Waterworks Kevin Bense, added, “We are proud to report we have shipped more than 100,000 ductile iron poles to our valued customers.”

The Valve & Hydrant and Waterworks Groups joined the charge with several expansion projects. Clow Valve focused on automation to streamline and improve operations, and upskilled and retrained its workforce. In 2020, several changes were made related to automation that moved the company away from a cell-focused mindset to a much more systematic approach, which improved throughput, quality and stability while upskilling the workforce. Fast forward to 2022 when Clow rolled out three major projects all focused on creating targeted gains in the machining and powder coat operations on the small valve line. The plant capitalized on proven operational excellence while looking for gains by eliminating busy work. Clow utilized the two machine cells it had in place for automatic gauging, one to move slip sheets between layers of products and the other for the high-dexterity installation of o-rings and Delrin® washers on valve stems.

The new processes require a higher skilled workforce to maintain, program and update the automated cells, so Clow grew the programming team from one salaried and two hourly team members to two salaried and nine hourly team members. Most were promoted with the

priority of maintaining, training and elevating existing staff to meet changing needs and to create a sustainable workforce for the future.

Much like MDO and MPU, Tyler Union was challenged meeting customer demands, but the plant rose to the occasion. Tyler Union initiated work on a significant expansion of the no-bake molding operations. The project will include a 50,000-square-foot building on the north end of the property. The equipment will include a no-bake molding mixer, sand reclamation system, cranes for material handling and a shake out. The building will also have an induction melting furnace, charging system and scrap bay. Future expansion will include 3D sand printing systems for molding and core making. The expansion will enable Tyler Union to increase no-bake capacity by 100% and will add as many as 25 new jobs.

Aligning with the need for expansion, M&H Valve started a \$3.5M project for specialty valves and iHydrant®, including upgrades to the adjacent building located on the east side of the property that will add 28,000 square feet of manufacturing space and frees up floor space for a new cafeteria and locker rooms and future expansion of the existing machine shop. The building will house iHydrant assembly, butterfly valve machining and assembly, check valve machining and assembly, and high-density polyethylene resilient seated gate valve assembly. The project will also increase butterfly valve production capacity from 25 to 75 per day and will free up 13,000 square feet in the machine shop. This expansion will improve workflow, accommodate future equipment expansion and allow for future automation projects. The projected completion date is first quarter 2023.

These expansion projects will benefit team member productivity and improve the work environment while ensuring our team members have the right tools and space to perform their job well.

The changing face of the Plumbing Group

By Tony Orlowski, Executive Vice President, Plumbing Group and Joseph Holzbauer, General Manager, Tyler Pipe

YOU MIGHT NOT HAVE NOTICED, BUT THE FACE OF THE PLUMBING GROUP CHANGED. During 2022, the Group worked hard to move two facilities on the West Coast – Anaco-Husky and AB&I Foundry – and integrated them into their sister operations in Marshfield, Missouri, and Tyler, Texas, respectively.

The teams at both West Coast facilities did a truly outstanding job of safely and professionally concluding operations in the former location and moving to the new site. Several team members accepted offers to transfer with the operation, and we are grateful to continue benefitting from their years of experience and expertise.

In Marshfield, installation of automated clamping and assembly machines is being finalized. These machines, which produce the heavy-duty Husky coupling line, are truly amazing to watch in operation. While more work is needed to get them to the desired uptime and cycle times, the operation is already able to produce more with less work.

Another exciting change in the couplings business is the successful startup of the Sri City, India, Couplings Division. The plant is currently producing a limited line of standard coupling products that will expand into a full line in 2023.

Additionally, after a year and a half of planning and construction, the DISA 270 move from AB&I Foundry to Tyler Pipe was completed Oct. 13, 2022. The same high-quality fittings that were once produced in Oakland, California, are now molded in Tyler, Texas. Tyler Pipe General Manager, Joseph Holzbauer, stated, “With the efficiency and speed of the DISA 270, we will be able to produce a majority of the excellent quality fittings needed to meet AB&I and Tyler Pipe customer demands.”



**UPHOLDING THE
STRONG QUALITY AND
WORK ETHIC STARTED BY
AB&I AND ANACO-HUSKY**



Amplifying our environmental stewardship message

By Laura Clark

McWANE IS COMMITTED TO A CLEAN ENVIRONMENT TODAY AND FOR GENERATIONS TO COME. Over its lifetime, our company has invested hundreds of millions in capital improvements and operations related to environmental protection. These expenditures include projects such as state-of-the-art air pollution control systems, stormwater collection and treatment systems and other equipment upgrades.

Managing nearly 30 manufacturing facilities worldwide in an environmentally sound manner is a highly complex task and one that is accomplished through our robust Environmental Management System (EMS), the play-book by which we operate to meet and exceed compliance with all government regulations and company standards.

Among the eight principles of The McWane Way, a core philosophy of the company first outlined by our founder J.R. McWane more than 100 years ago, is Environment.

Never has our stewardship, our commitment and our role as a corporate citizen and neighbor been more relevant than it is today with the advancement of the environmental justice movement.

Environmental justice as defined by the United States Environmental Protection Agency (EPA) is the fair treatment and meaningful involvement of all people regardless of race, color, national origin or income, with respect to the development, implementation and enforcement of environmental laws, regulations and policies. According to the EPA, this goal will be achieved when everyone enjoys the same degree of protection from environmental and health hazards; and equal access to the decision-making process to have a healthy environment in which to live, learn and work.

Underscoring the seriousness and far-reaching effects of this issue, the current administration established the White House Environmental Justice Advisory Council and signed into law the Inflation Reduction Act, which includes \$60 billion for environmental justice initiatives.

With such an intense spotlight on environmental relations at the community level, it is imperative we recognize the need to amplify McWane's message and take purposeful action to demonstrate our continuing commitment to environmental stewardship. Further engaging our communities to better

understand our operations, including the critical lifeline infrastructure we manufacture, significant infrastructure investments and ongoing advances to protect our planet and safeguard our communities is essential.

Reinvigorating Community Advisory Panels to provide residents with a conduit for giving and receiving feedback, as well as seeking additional opportunities to connect with the public is a priority. Engaging in community activities and events, participating in volunteer opportunities and supporting area schools and non-profits have been foundational to our advocacy for years. Continuing to build and strengthen this outreach is paramount.

By welcoming and considering our neighbors as an extension of our McWane family of companies, we uphold a tremendous responsibility for the wellbeing and future of the communities in which we operate.

As J.R. McWane said, "By working together, it is possible for things to be better today than yesterday and better tomorrow than today, for each day to mark some distinct progress, and everybody to feel that we did it."

We are stewards of the environment. Our responsibility goes beyond producing products of superior quality and earning profits. We are strongly committed to protecting our planet. When we protect our planet, we protect our team members and the common good of our communities. The McWane Way protects the environment for generations. We are good corporate citizens. We are good neighbors in the communities where we live and work.

The McWane Ergo Cup Competition

By Sarah Cain

IN ITS 12TH YEAR, THE McWANE ERGO CUP REPRESENTS AN ENTERPRISE-WIDE DEDICATION TO SAFETY FOR ALL AS MEETING THE DEMANDS OF WORKPLACE SAFETY CONTINUE TO CHALLENGE THE MANUFACTURING INDUSTRY. This year, nine facilities worked on 15 innovative projects designed to improve safety, efficiency and effectiveness, while emphasizing innovation and ergonomic risk reduction.



The Waterman Improvement Team invites the entire plant floor to contribute ideas when working on projects.

This year's top award was presented to Waterman for their Rotary Weld Fixture, a solution designed to reduce back and shoulder pain from the movements required during the welding process for its steel gate product line. The project team, Manufacturing Engineer Jasmin Cisneros, Special Projects Manager Dan Eggleston, Senior Designer Loudvig Berberian, Project Manager David Francis and Lead Machine Operator of Pipe Fab Operation Jacob Gonzales, investigated the welding procedure to identify awkward postures and repetitive motion that could be eliminated with an ergonomic solution. The result not only reduced physical risk of injury by 95%, but also it reduced setup time, weld time and staffing requirements.

“Coaching my kids’ sports is a huge part of my life outside of work, and I am very active during those practices. The strain and wear that this fixture has taken off my body has improved my physical health and has allowed me to give so much more energy and excitement to the kids’ sports and activities outside of work,” David said. “We work to make sure the quality that our customers receive is always improving. But most of all we work hard for our families and to ensure we can give them all the energy and support we can.”

This year's judges included Andrew Perkins (Alabama Power Company), Marc Turina (ErgoSmart Consultants), Lori Choquette (Progressive Health) and McWane Director, Corporate Communications Laura Clark. As the first place winners, each team member received \$1,000 and a trip to the National Ergo Cup Competition if qualified to compete.

“This accomplishment is a testament to the dedication of the Waterman team to provide the safest possible work environment for its employees. In addition to the ergonomic improvements afforded by this initiative, the new table design has yielded production efficiencies,” Kevin Bense, Group President, Waterworks, said. “This project, along with the high-caliber entries the Ergo Cup affords year over year, demonstrates what is possible when engaged employees work together toward a common goal. I am eager to watch the Waterman team continue their quest toward nationals and wish them much success in their journey as they represent the very best of McWane.”

Projects submitted for judging this year included:

AMEREX	PEX Collar Rework
CLOW VALVE FOUNDRY	Pattern Picker
CLOW VALVE MACHINE SHOP	O-ring Insertion Device
KENNEDY VALVE	Hoist Changeout
MANCHESTER TANK QUINCY	Ergonomic Vessel Hanging Device
TYLER PIPE AND COUPLING	Stationary Pipe Machine Bundling Station
WATERMAN	Rotary Weld Fixture

A Tradition of Thought Leadership

The McWane Ergo Cup recognizes viable solutions to ergonomic workplace risk reduction. Projects entered are judged based on innovation, simplicity, cost-savings, ergonomic risk and presentation quality.



FIRST PLACE RUNNER-UP:

Clow Valve – Pattern Picker

Project: Changing patterns for the molding machine required excessive heavy lifting, putting the brass production team at risk of back, neck and other injuries. To solve this, the team engineered the “Pattern Picker,” a motorized tool to pick up patterns from the rack and move them safely to the pattern table without manual lifting. The solution virtually eliminated the ergonomic risk to the upper extremities, lower extremities and back while performing this task.

Team members (L-R): Joe Young (Health and Safety Manager), Richard Thompson (Pattern Maker), Jake VanPolen (Project Engineer), Mitzi Fisch (Nurse Administrator), Jordan Stocker (Occupational Health Nurse), Tony Ingle (MCF Safety Manager), Jeff Beuthien (Brass Finishing Supervisor), Andrew Webber (Maintenance Mechanic)

Award: \$500/team member



BEST OVERALL RISK REDUCTION:

Kennedy Valve – Hoist Changeout

Project: Mechanics replacing or repairing hoists in Kennedy Valve’s cleaning room were at risk of injury from supporting significant weight above shoulder level while working from a ladder. The team was resourceful by modifying existing equipment to create a hoist lift to eliminate manual lifting when replacing hoists. The team’s ingenuity significantly reduced the risk of ladder falls, strain or sprains to the shoulder and back, and equipment dropping that could harm other team members.

Team members (L-R): Matt Hicks (Safety Manager), David Adams (Safety Engineer), Ken Park (Maintenance Technician), John Southard (Maintenance Manager)

Award: \$200/team member



MOST INNOVATIVE:

Amerex – PEX Collar Rework

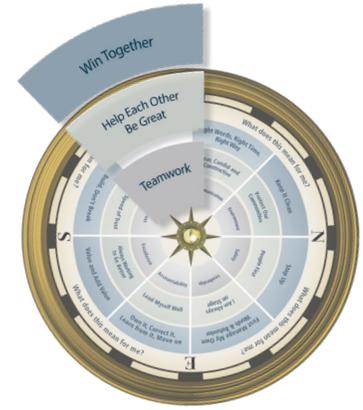
Project: Team members working at Amerex’s PEX collar rework station were at high risk for strain and injury to shoulder, elbow, wrist or back due to the station’s lack of adjustability and repetitive motion. The team removed the manual aspects of the entire workstation to include a modified drill press to execute the repetitive motion and guards to prevent contact with the new moving machine parts.

Team members (L-R): Rob Hicks (Tooling Supervisor), Bebo Odom (Maintenance), Darlene Mitchell (Maintenance Tech Coordinator), Andy Wesson (Maintenance Manager), Jeremy Jerkins (Production Manager), Tim Pitts (Safety Engineer); *not pictured:* Karen Wynn (PEX Coordinator)

Award: \$200/team member

Bibby-Ste-Croix wins 2022 McWane Pollution Prevention Challenge

By Mickie Coggin



THE BEST WAY TO DEAL WITH POLLUTION IS TO PREVENT IT FROM BEING CREATED IN THE FIRST PLACE. This means finding new efficiencies, doing things smarter and valuing every resource. To achieve this, McWane started the Pollution Prevention Challenge (P2C) in 2011. This annual event challenges teams across the company to think of ways they can prevent pollution by eliminating, reducing, recycling or reusing materials and natural resources. Entrants are evaluated across four factors – innovation, simplicity, cost savings and environmental benefit – and by a panel of experts.

The projects entered in this year’s P2C Challenge were impressive and clearly show that our team members exhibit The McWane Way principle of Teamwork. The following projects were completed and reviewed by the judges:

AMEREX	Pallet Recovery
BIBBY-STE-CROIX	Cleaning Technology of Filtration
CLOW VALVE	Wood Pallets/Wood Recycling
CLOW CANADA	Paper Instruction Replacement with QR code
MANCHESTER TANK KENTUCKY	Reuse and Cleaning of Dust Control Filters
MANCHESTER TANK CROSSVILLE	OSB – Wood Spacer Substituted with Cardboard Spacer
McWANE POLES	Acetone Distillation/Reclamation

The judges for this year’s competition were Sarah Burton (Kestrel Management), Kristen Belcredi (Keramida) and Dan Oman (retired industry professional).

Congratulations and special thanks to all 2022 Pollution Prevention Challenge participants!



FIRST PLACE

Bibby-Ste-Croix – Cleaning Technology of Filtration

Project: Revitalized the decantation pond by planting dwarf willows along the shoreline to provide clean filtration and prevent the invasion of alien species that could compromise the design and effectiveness of the pond.

Team members (L-R, standing): Pierre Lelievre (Environmental Technician), David Michaud (Inside Sales Manager), Daniel Garant (Expedition Foreman), Denis Fontaine (Forklift Driver); *(L-R, kneeling):* Jean-Pierre Bergeron (Forklift Driver), Rene Auger (Handyman/Former Production Supervisor), Marieve DeBeaumont (Environmental Specialist)

Award: \$1,500/team member



SECOND PLACE

Manchester Tank Crossville – OSB Replacement

Project: Replaced OSB wood spacers used to palletize cylinders with heavy cardboard spacers that cost less, require less handling, are easier to move and cut down on shipping weight.

Team Members (L-R): Angela Lewis (Environmental Manager), Ray Norrod (Finish Line Group Leader), Scott Graham (Finish Line), Norman Davis III (Material Handling), Vickie Rhea (Purchasing), Steffan Dennis (Purchasing), Richard Mullinax (Maintenance), Lance Parker (Engineering)

Award: \$750/team member



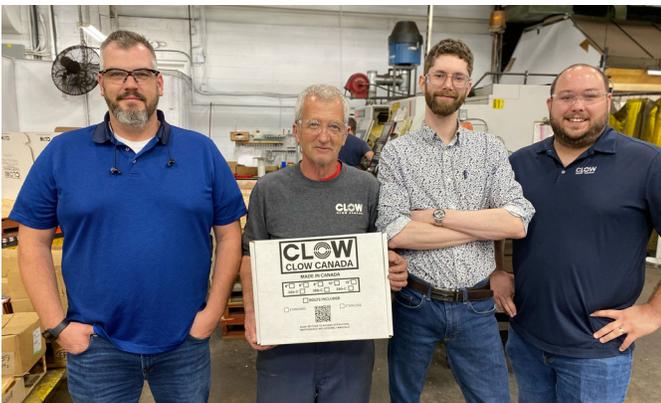
THIRD PLACE

Amerex – Pallet Recovery

Project: Reused wooden pallets received with super sack shipments for international shipments instead of purchasing new pallets, which saved more than 2,066 pallets since July 2021 and 31,000 board feet of lumber.

Team Members (L-R): Billy Stephenson (Team Captain, Stock Coordinator), Alma Stephenson (Bracket Assembly), Cardell Morris (Powder Coordinator), Diane McGee (Stock Supervisor), Russell Chapman (Powder Supervisor), Mitchell Vance (Stock-Material Handler), Cliff Tidmore (Stock Coordinator)

Award: \$375/team member



“Why Didn’t I Think of That?” Award

Clow Canada – Wood Pallet Recycling

Project: Replaced printed restrainer assembly instructions with a QR code that customers can scan and print themselves.

Team Members (L-R): Craig Silliphant (EHS Coordinator), Dan Matthews (CNC Department Lead Hand), Adam Smith (Engineering), Jonathan Rickard (ISO/Projects Coordinator)

Award: \$150/team member

Clow Valve's Rick Thompson receives Health & Safety Contributor Award

By Sarah Cain

In recognition of his passion, dedication and achievement in health and safety, Clow Valve Pattern Maker, Rick Thompson, is the 2022 recipient of the Kent Arnold Significant Health & Safety Contributor Award.

Rick was nominated for the award by Mitzi Fisch, BSN, RN Nurse Administrator. She highlighted his long-term commitment to excellence, including leading Ergo Cup projects and representing Clow Valve in Washington D.C. to advocate for Voluntary Protection Programs (VPP), an OSHA initiative which encourages companies to protect workers by going well beyond minimum safety requirements.

“Rick is always willing to step up and help the team. He is always looking out for his co-workers and peers,” Mitzi said. “Rick takes the opportunity to fix a problem before it becomes an issue for anyone. He is willing to take and receive advice to help drive team success. Rick does not shy away from a challenge, and he is able to rise to the occasion. When he is communicating with others, he speaks with heart and conveys the passion he feels for the safety and well-being of others.”



L-R: Mark Willett, Rick Thompson and Mickey Hannum

“This is overwhelming. It means a lot to me to be recognized by the company. This is a great company, and we have a great team that cares about each other. I do not want anyone to get hurt at work and I try to find ways to make jobs easier.” Rick said.

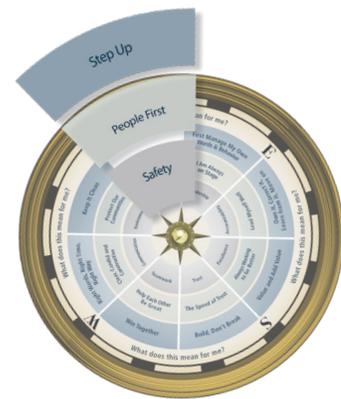
Rick's expertise in ergonomics has been highlighted by his contributions to his team's Ergo Cup projects, which advanced to the national competition. He also previously received the Spa

Award in 2021 and 2022 and the Step-Up Award in 2022.

Mark Willett, Clow Valve General Manager, stated, “Rick is the model team member we look for at Clow Valve. He is engaged and willing to go above and beyond when it comes to all aspects of our business and specifically safety. He has a passion for looking for ways to keep his peers safe on a daily basis and has given countless hours to ensure that these ideas are implemented.”

Shaping a culture grounded in safety

By Mickey Hannum, CSP, CPSA, CPEA
Vice President, Health & Safety



When asked to write a message regarding safety culture, I thought it would be a great opportunity for me to describe my vision for health and safety within McWane.

Each organization has a culture, whether intentional or unintentional. Culture is the unwritten standards and norms that shape mindsets, attitudes and behaviors of team members. At McWane, culture is not just about safety and should not be described as our “safety culture.” Safety leadership is a key component in developing the overall desired culture, but it is not the only component.

McWane team members are fortunate to have a strong and robust compliance program that we build on. Leadership within the organization worked diligently to build the compliance foundation we stand on today. This foundation provides us a unique opportunity to drive operational excellence using The McWane Way as our guiding principles.

The McWane Way helps us understand that a commitment to safety should not be a priority, but a principle that drives our organization’s decision making at all levels. It is critical that we use every situation as a learning

opportunity. Constantly and accurately learning from every situation or challenge we face will help us achieve operational excellence across the organization, which includes continuously improving in safety.

McWane’s robust compliance allows us to have better discussions and improve from near misses, injuries, process upsets, equipment damage and other significant events. The health and safety team is actively using human and organizational performance concepts to leverage learning opportunities. There is a desire to dig deeper on incident investigations to understand how an event occurred. Focusing on what we can learn from an event and how we can share this knowledge across the organization leads to discussing cultural dynamics that may have an impact on an incident. A great question that needs to be asked during the incident investigation is, “Did an unintentional culture creep by our actions or non-actions?” This simple mindset can lead us to a better lesson and understanding of each event.

Health and safety audits are also an opportunity to learn. A large portion of the health and safety audits engage the production floor in conversation. The team

members using equipment daily have a precise understanding of safety vulnerabilities, so it is critical that we learn from them. These conversations on the floor lead to greater understanding of how a team member can be injured, the potential severity, safeguards we have in place, safety gaps and how we can improve our program. This effort is starting to create some impactful added value that will help us improve.

It is important that our actions and discussions complement the intentional or desired culture we want. Otherwise, an unintentional culture may take over and become more dominant than what we have cultivated. This means equipping our team members with ongoing training to encourage engagement and empowerment in safety.

McWane will soon offer coaching on human and organizational performance, and safety leadership, as well as guidance for advanced hazard recognition and mitigation, and enhancement of onboarding and training.

As we advance toward a culture rooted in safety, we look forward to supporting a team committed to shared discovery, problem solving and effective change.

It takes a team to succeed

Amerex VSS App Engineer Robert Ross shares how a customer's successful fire system deployment highlights the impact of each McWane team member

By Robert Ross

When a fire incident is on the news, you only see a small part of what it takes to put out a fire. We see it all the time — a firefighter using a hose to extinguish the flames.

Behind that firefighter are many people contributing to safety. From the dispatcher that takes the call, to the pumper driver supplying the water, to the scene officer directing the operations, the whole team working together makes a successful fire extinguishment.

During a recent training class in California, I was outside going through the fire system on a bus and noticed another bus being towed in. When I asked what was wrong with the bus, I was told the fire system had gone off. "Cause?" I asked. They responded, "The turbo exhaust pipe broke, which melted a hydraulic hose and caused the hydraulic fluids to burn. The fire system discharged, and the damage was minimal." I was elated to hear this. An Amerex vehicle fire system success!

On my flight home, it hit me what an integral role the Amerex team played in the outcome of the bus fire. The work we



From production to distribution, every team member at Amerex plays a role in our lifesaving products.

do at Amerex, and the greater McWane companies, is like that of the fire department. It takes many people for our system to be on the bus. From those who procured the materials to those who built the bottle, filled and charged, labeled, packaged, sold and shipped it. There are those who built the cables, control panel and nozzles. Then there is our customer service, billing, fiscal and HR staff. No single person can take credit for that system being on the bus ready to extinguish the fire. But there is a greater success to be noted — there were no injuries or lives lost and the bus was

saved. True achievement for everyone who produced, sold and distributed this system.

My experience over the last 42 years has taught me that there are far more fire extinguisher and system successes than we know. Our products are putting out countless fires, and saving lives and property that never have to make the evening news.

And for the incidents that do make the evening news, thanks to the McWane teams making the ductile iron pipe, valves, and hydrants that supply water so firefighters can do their jobs!

Persistence pays off: McWane India revels in environmental excellence accolades

By Laura Clark



L-R: Prabhu D, Mukesh Kumar Sharma, Babu PB, Pradeep, Tom Leonard, Lingakumar, Senthil Nathan

Congratulations to the McWane India team for their outstanding achievements in environmental excellence. The International Organization for Standardization (ISO) awarded the team ISO 14001 and ISO 45001 certifications, recognizing the implementation of management systems that demonstrate a commitment to the environment and McWane's team members.

The ISO is a global leader in developing standards across industries to keep products and processes safe, effective and sustainable. Its 14001 certificate recognizes McWane India's environmental management system designed to improve its impact on environmental issues, such as air pollution, water and sewage issues, waste management, soil contamination, climate change

mitigation and adaptation, and resource use and efficiency.

The 45001 certification recognizes the team's occupational health and safety management system to reduce workplace injuries and illnesses and provide a framework for managing health and safety responsibilities.

Certification is a multi-step process the team worked for over two years to achieve, which included an extensive audit of operations.

McWane India Quality Assurance Deputy Manager Babu PB said, "These certifications reaffirm our best practices in managing and minimizing our impact on the environment and our responsibility to protect the health and safety of our team members. It is a tremendous accomplishment and a true testament to the commitment and hard work of our entire team."

"We are pleased to achieve these distinguished certifications, demonstrating our commitment to environmental stewardship and employee well-being," said McWane India EHS Manager Prabhu D.

The McWane Way anchors discussions throughout Biennial EHS-HR Conference

By Sarah Cain

MCWANE HOSTED ITS BIENNIAL EHS-HR CONFERENCE IN BIRMINGHAM, ALABAMA, GATHERING 135 EHS AND HR PROFESSIONALS REPRESENTING ALL THE MCWANE FAMILY OF COMPANIES TO SHARE INDUSTRY DEVELOPMENTS AND RESOURCES.

The first large-scale gathering since COVID connected new and veteran team members to explore everything from employee engagement best practices to environmental justice.

The event kicked off with several big picture interdisciplinary sessions starting with a steering committee update from Senior Vice President and General Counsel Jim Proctor. A special panel on business success featuring Chairman Phillip McWane, Executive Vice President, Plumbing Group Tony Orłowski and Executive Vice President, Fab-

ricated Metals Group Harrison Bishop was moderated by Vice President of Human Resources & Communications Kevin McCarthy. The first day of joint sessions also included a diversity and inclusion discussion by HR Group Director Gretchen Easton and HR Director of Learning and Development Betty Grogan and the latest on environmental justice from Senior Vice President of Environment, Safety and Human Resources Jeet Radia and HR Systems Manager Lisa Chaves.

Throughout the four-day agenda a common thread emerged – The McWane Way. After rededicating The McWane Way in 2017, it's clear its tenets have taken root as many speakers highlighted principles in practice throughout the conference.



Key takeaways included:

ENHANCING WORKPLACE CULTURE TO IMPROVE SAFETY PERFORMANCE: Staffing shortages continue to challenge the industry and impact safety more than ever. The safety team explored how to incorporate safety within existing and developing workplace culture. Managers shared best practices to go beyond protocol and consider factors impacting the whole person, including fatigue, mental health and stress.

COMMUNITY CONVERSATION MATTERS: Teams shared best practices in maintaining community dialogue to strengthen relationships and seek opportunities for involvement.

THE FUTURE OF ENVIRONMENTAL JUSTICE: As community stakeholders seek to hear about environmental justice efforts from business leaders, McWane is dedicated to spotlighting the growth and investment of our Environment, Social, and Governance (ESG) program.

DRIVING PERFORMANCE AND ENGAGEMENT THROUGH EFFECTIVE UTILIZATION OF THE McWANE WAY: As we emerge into the “new normal” of a post-pandemic world and strive to differentiate our business in the recruitment of employees and retention of current members of our team, we must continually hold close the principles, values and behaviors of our culture.

ALIGNING EXTERNAL AND INTERNAL COMMUNICATIONS IS CRUCIAL: Public relations working in tandem with employee communications is the most important tool in strengthening company storytelling and connecting an organization and its key audiences.

In addition to the program of presentations, discussion panels and break-out sessions, the conference included team-building exercises and time for relaxation and connection.



Environment Group



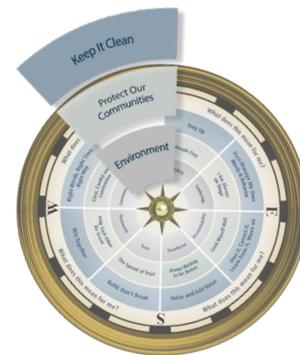
Safety Group



Human Resources Group

“Gathering for this conference always yields insightful observations and solutions our teams can immediately apply to their work,” Kevin McCarthy said. “It was a great week of sharing ideas, networking and having some fun while reinforcing The McWane Way.”

Building communities through service



Kennedy Valve donated to United Way Emergency Response Fund for Elmira, New York



McWane, Tyler Union and M&H Valve sponsored STEM Summer Camp



Canada Pipe participated in Charity Golf Tournament



Manchester Tank Quincy was a sponsor at the 49th Annual Pepsi Little People's Golf Tournament



Tyler Pipe partnered with CISPI to host training for Texas State Technical College Waco students



Manchester Tank raised \$20,000 for Western Kentucky Tornado Relief Fund



Clow Canada donated \$10,000 to sponsor apartments for women experiencing chronic/episodic homelessness

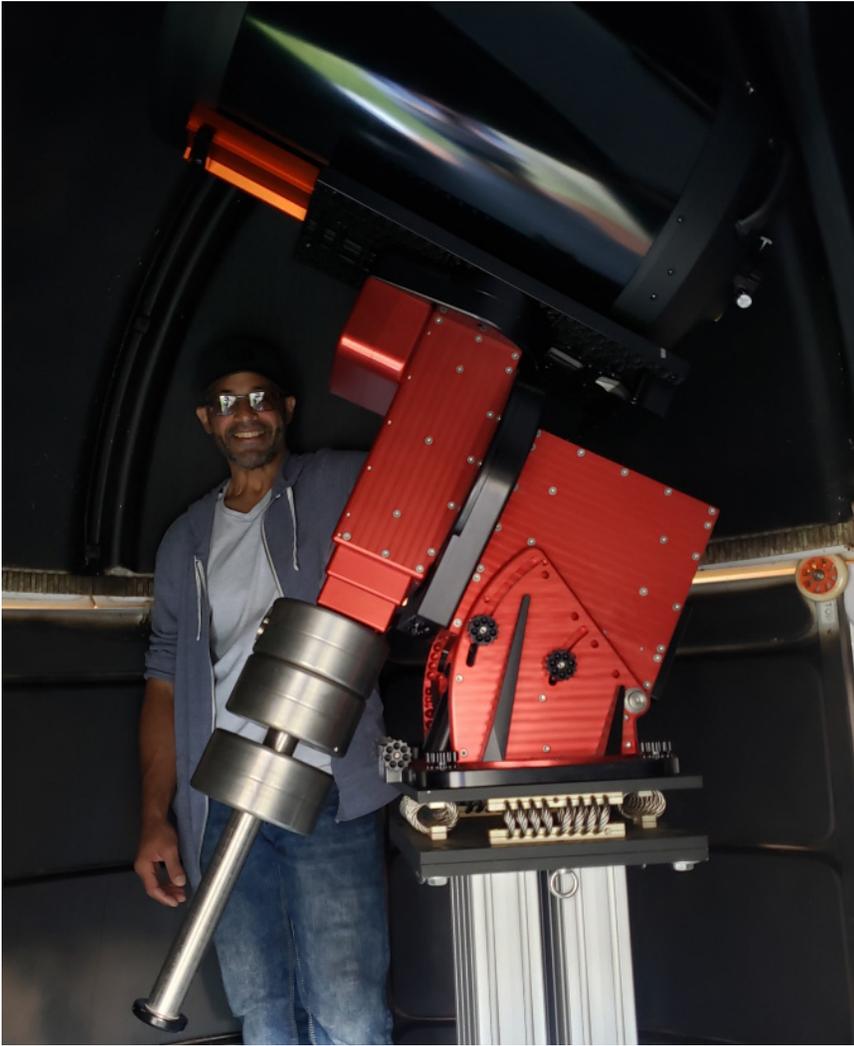


Amerex held Pink Out Day to promote Breast Cancer Awareness Month



McWane India Sri City donated food to local orphanage

Omar Radwan poses inside the observatory he built in his backyard.



Backyard Observatory – The observatory is fully automated to acquire images without the need to manually operate it.



M31 – Andromeda Galaxy - Our nearest large neighboring galaxy is roughly 2.5 million light years from earth. One day in the distant future, the Milky Way and Andromeda galaxies may collide, changing the landscape of our solar system.



NGC 7331 – A spiral galaxy located near the constellation Pegasus, the galaxy is roughly 40 million light years away from earth. One light year is roughly 6 trillion miles. The galaxy was first discovered by William Herschel in 1784.



M42 – Orion Nebula, the nearest star-forming nebula to Earth, is located in the constellation Orion. It is part of a much larger complex called the Orion Molecular Complex. The Maya of Mesoamerica believed it to be the cosmic fire of creation.

DON'T FORGET TO LOOK UP

Senior Systems Engineer Omar Radwan shares how a passion for astronomy and the sky expands his world

By Omar Radwan

As Senior Systems Engineer, I have always enjoyed my job, but my greatest passion is my hobby, astronomy. I was introduced to science, art, literature and mathematics at a very young age. In fact, growing up I received more books than toys, and thanks to my parents, I had already read many books about astronomy, science, the creation of the universe, mathematics, foreign languages, etc. by the time I turned 14.

Seeing that it fascinated me, my parents bought me my first telescope. It was an inexpensive, probably plastic, model that I looked through at night in my backyard where I stared in excitement at the moon and stars. Over the past decade, my passion for exploring the night sky has expanded to growing my collection of different types of telescopes and collaborating with other astronomy experts from several universities in New Jersey. I joined their clubs and participated in outreach events to introduce astronomy to younger children and families by setting up telescopes in fields so they could see the moon, nebula and other

objects that cannot be seen without larger observatory-style equipment.

My desire to see and learn even more pushed me to design and build an observatory in my own backyard. With the new observatory I can look deep into the night sky and see objects that cannot be seen with the naked eye. I take and share pictures of what I see, and while I appreciate the ooh's and ah's, my real goal is not only to show pictures and say, "Look what the night sky has to offer," but to bring an understanding of the science behind it. What is that object? What is that object made of? How far away is that object? How long did that light take to reach us?

I often think, we're so engaged in our lives and what's going on around us, seeing what's in front of us and sometimes to the left or right, we really don't take the time to look up and see everything there is to see out there. With astronomy we are given an opportunity to look at history. These are objects that were created during the expansion of the uni-

verse millions of years ago during the Big Bang when constellations, galaxy clusters and stars expanded outward. Did you know the light that we're seeing today actually took, depending on the object, millions of light years to reach us? So, in essence we're looking back in history. It is an awe-inspiring and humbling experience and makes you realize how small we are in the universe.

While I enjoy viewing wonderful celestial objects in the night sky, my thirst for knowledge is still growing. I don't want to just gather data. I want to present it to others so they too can enjoy and learn from it too. I have been fortunate to work alongside some great astrophysicists and engineers with 30-40 years of professional experience. I'm now moving into areas that are centered around research and spectroscopy, which is the study of stars and the chemical elements that make up the stars and how they change over time. This requires specialized equipment that enables me to measure the heat signature and chemical elements that make up the stars. I can go back to past research studies for some of the stars to compare how the structure of that star has changed over the last 50 to 100 years, as far back as research is available. It is truly exciting to gain a better understanding how our universe is changing around us.

I hope I've piqued your interest. If you share a similar hobby or passion, I would love to hear from you. Who knows, maybe we can form a new community of McWane astronomers? At the very least, I hope I've inspired you to look up from time to time. There's a whole other world out there!

If you have a hobby you would like to share in an upcoming publication, please contact Sarah Cain at sarah.cain@mcwane.com.

McWane Dependent Scholarship

McWane Scholarship for dependent children is now open for applications!



2022 McWane Scholarship recipient Ashley Pitts currently attends Southern Methodist University.



2022 McWane Scholarship recipient Paul Montgomery plans to attend Iowa State University in the fall.

McWane will award 10 \$2,000 scholarships - five for dependents of hourly employees and five for dependents of salaried employees. The awards are renewable for up to four years (initial award plus three renewals) as long as the applicant continues to meet eligibility criteria.

Students can apply online at <https://aim.applyISTS.net/McWane>

1. Log in or click “Don’t have an account? Register” to create an account
2. Click “ADD NEW APPLICATION” on the Welcome page
3. Enter the program key: McWane

To be eligible for the McWane Scholarship, you must:

- Be a high school senior or college freshman, sophomore or junior
- Be a dependent child of an hourly or salaried employee who has been employed for one year as of January 1 in the year in which the scholarships are awarded
- Have a minimum GPA of 2.0 or greater

**THE DEADLINE TO APPLY IS
FEBRUARY 10, 2023**

Cadets making their mark

A check-in with McWane Dependent Scholarship recipients William and Nicholas Pauly

By Sarah Cain

Since 2005, the McWane Scholarship program has awarded more than \$1 million to dependents of team members pursuing college degrees. William and Nicholas Pauly, sons of MPI Regional Sales Manager Sanford Pauly, were awarded scholarships in 2019 and 2022, respectively. While both earned full tuition scholarships as cadets in the National Guard, the McWane Scholarship is critical in assisting with housing and books. McWane catches up with the Paulys to find out what they're studying and how the McWane Scholarship is helping them make their mark.



L-R: Sanford Pauly, William Pauly, Nicholas Pauly and Bridgitt Pauly

Nicholas Pauly

University of Kentucky

“This scholarship has been a huge help in enabling me to live on campus and stay connected with the on-campus environment. The cost of numerous books for classes each semester quickly adds up, and this awesome scholarship has covered books in full so far in my college journey. I am currently pursuing a double major in business marketing and business management. I was also initiated into the Beta Theta Pi fraternity, which has had the highest GPA on campus for the past 10 years! In the next few years, I plan to graduate and finish the remaining four years on my National Guard contract.”

William Pauly

University of Cincinnati

“The McWane Scholarship goes toward my books and my housing costs. The extra help that this scholarship offers me is a lifesaver. I am currently pursuing a bachelor's in criminal justice while also enrolled in ROTC. I have sustained a 3.54 GPA while working a job on the weekends and an internship with the Cincinnati Police Department. The McWane Scholarship helps me to put my full focus on my duties and obligations. In the next few years, I hope to be an active duty Infantry Officer. Finally, I want to thank the McWane Scholarship program for the continuous help that it offered me. I am honored to be awarded this scholarship. Thank you!”



Alfalfa Electric Coop installed McWane poles at Salt Fork River crossing in Oklahoma.

McWane Family of Companies

DUCTILE IRON PIPE

Canada Pipe Company
McWane Ductile - New Jersey
McWane Ductile - Ohio
McWane Ductile - Utah
McWane Poles

WATERWORKS FITTINGS

Tyler Union
Tyler Xianxian

WATERWORKS VALVES & FIRE HYDRANTS

Alabama Dynamics
Clear Water
Clow Canada
Clow Valve
Kennedy Valve
M&H Valve
Waterman

SOIL PIPE, SOIL FITTINGS & COUPLINGS

AB&I Foundry
Anaco-Husky
Bibby-Ste-Croix
Fonderie Laperle
Tyler Pipe
Tyler Coupling

PROPANE & COMPRESSED AIR TANKS

Manchester Tank & Equipment Company
MTE Cemcogas, SA
McWane India Private Ltd.

FIRE EXTINGUISHERS & FIRE SUPPRESSION

Amerex



For Generations

mcwane.com