



INTERNATIONAL PUBLICATION OF THE ASSOCIATION OF WOMEN IN THE METAL INDUSTRIES | OCTOBER 2024

GREETINGS FROM YOUR INTERNATIONAL PRESIDENT

***KELLY JONES, AWWMI INTERNATIONAL PRESIDENT (DETROIT CHAPTER),
MILL STEEL***

“The swiftest way to triple your success is to double your investment in personal development.”
- Robin Sharma

AWMI was started on the premise of our four cornerstones: Network, Grow, Educate, and Mentor. The programs AWWMI provides are intended to “enhance members’ skills and experience, address challenges confronting the industry, and promote members’ career growth with the ultimate goal of increasing the number of women employed in the metal industries.”

By design, AWWMI’s structure is comprised of volunteers to organize and manage most of our tasks at the chapter, regional, and international board levels. This allows AWWMI board members the opportunity for personal growth in a safe space. That personal growth might include public speaking, time management skills, marketing tasks, networking, etc. Everyone can work on an area they’d like to improve which, in turn, will help them with their professional development path. This benefit is truly invaluable.

If you are looking to get involved, it starts at the chapter level. If you’re not already on a chapter board and are interested in learning more, reach out to your local Chapter President. She will be able to guide you through the process and advise on what potential roles make the most sense. If you are not ready to fully commit to a board position, you can join a local chapter committee (e.g. golf committee) or reach out to the International Board for additional committee opportunities.

Once you have gained experience at the chapter level, you have the opportunity to join the regional board and/or the international board. If you are interested in moving up AWWMI’s ladder, the first step would be to talk with the person currently in the role you are interested in to learn about the expectations, time commitment, and responsibilities as well as to find out what the prerequisites are for that position. The more you know, the better prepared you will be.

Simone Biles said, “Always work hard and have fun in what you do because I think that’s when you’re more successful. You have to choose to do it.” Being on an AWWMI board is a choice. You are not being paid so the end goal is to have fun while volunteering your time. The more fun we have growing and promoting each other, the more successful we’ll be.

If you would like to learn more about any position throughout the organization, feel free to reach out to me anytime.



EXECUTIVE DIRECTOR'S MESSAGE

HALEY J. BRUST, EXECUTIVE DIRECTOR, TALLEY MANAGEMENT GROUP

In today's whirlwind society we do not get many chances to even think about professional and personal development, but as a member of AWMI you have that at your fingertips. If we don't invest in ourselves now, we will have to pay for it later. So, no matter how busy you are, schedule time to be that constant learner. You don't want to be the person who is passed by because you didn't take the time to develop skills such as leadership, communication, strategic thinking and business management. Where can you learn all this? AWMI. Just look at our mission!



Next, I guess you will ask, "Well ok, but how do I do all this when I am busy, and I can't afford the time from the office or away from home?" You just ask. If you have one of those bosses who is hard to ask, prepare yourself by putting together the facts of why going to the annual conference, educational session/industry dinner will benefit you as an employee, which will then benefit the company. Most of the time, if you have the reasoning behind the question, the answer will be yes. And if the answer is no, well you tried and you keep on trying.

I just recently read an article online entitled, "Why Should I Attend?" It was really geared toward why you, as an individual, should attend meetings. But many of the reasons could be used when preparing those facts for the boss, like:

- I don't want to be left behind in the industry and through active learning and commitment to the profession, I can stay ahead of the curve.
- By being a member of an association, I can save on educational costs.
- Because an association is designed for a specific industry, the program is designed to keep me up-to date on trends so I can help the company operate more effectively and efficiently.
- It is hard to take time away from the office and I know I could learn it by reading about it, but networking is an invaluable tool. I can seek out others that have ideas that would help me grow in my position by hearing their techniques or obtaining their contacts, along with sharing my own. Conversing and making friends of fellow counterparts is what it is really all about

Making time for yourself today will keep you competitive in the future. The best way to do that is by continuing to be a member of AWMI, along with attending the annual conference and going to Chapter events.

Our annual conference is being held in Nashville, TN November 6 – 8. I hope you will join us. By attending you will gain cutting-edge insights from industry leaders, extend your professional network by connecting with like-minded individuals and spark new ideas that can transform you personally and professionally.

See you in Nashville!

MEMBERSHIP MINUTE

BECKY DOLAN, INTERNATIONAL MEMBERSHIP CHAIR (COLUMBUS CHAPTER), INFOSIGHT CORPORATION

Wow! Where has the summer gone? As I always try to remind myself, you cannot blink because time waits for no one. Keep your eyes open all the time to enjoy life and look for opportunities within your AWMI journey. There are so many opportunities for growth and education that are presented to us every day by our chapters and headquarters.

Grow and Educate are two of AWMI's four cornerstones. These two cornerstones are important to our leadership teams and all our members.



Grow: Over my 23 years of being a member of AWMI, I have had lots of opportunities to grow both professionally and personally. When I first joined AWMI, I would go to meetings, and I would just wander the room and not speak to many people. It was extremely hard for me to get outside of my comfort zone. I could NOT get in front of an audience of just a few people let alone a group of 200 to 300 people. After getting the opportunity to speak in front of our members at chapter and board meetings, it has become easier. I am not going to tell you that I still do not have butterflies, but it is much easier especially at an AWMI event as these events will always be a safe place for me. Both personally and professionally, I have been able to ask for help. We do not need to do it all. Being on boards and committees for 22 years, I have been able to learn skills that have not been available to me in my work or personal life. One of the bonuses of growing with AWMI is that you get lifelong friends. You may only see them once or twice a year, but you know they are there for you.

Educate: I have had the honor and privilege to attend so many AWMI events and tours during the past 23 years and learn so much that I do not know where to begin. Steel Making 101, how metal whistles are made, how a port operates, automobiles being manufactured, aluminum cans being produced, how fabricated metal is galvanized and tracked, how joists are made, and so much more. Where else are you going to get the opportunity to personally meet and listen to presentations by Presidents, CEOs, and other employees of steel mills, service centers, galvanizers, suppliers, and other organizations that support the metal industries? It has been a great adventure to listen to our speakers share their journeys on how they traveled through the metal industry to get to where they are today. It has been so encouraging to know that it can be DONE both as a woman and a man.

I encourage all members to continue their journey with AWMI!!! You will not regret it! There are so many opportunities waiting for you just do not blink!!

Our 2024 membership numbers continue to rock!!! As of August 15th, we have 80 corporate members with 12 of them being new to AWMI and 2,000 individual members with 796 being new to AWMI. Our individual membership is up 31% over our 2023 number this time last year. As of August 15th, all chapters (affiliate chapters and provisional chapters) have exceeded their 2024 membership goals. Thanks to all our leaders, corporate members, and individual members in assisting AWMI in meeting these two great milestones.

I am excited to announce the winners of our Membership Campaign:

- Overall winner: Katie Larson, SSAB – Mid-Atlantic Chapter
- Corporate winner: Shaniqua Johnson, Optimus Steel USA – Texas Chapter
- Most Referrals: Julie DeWispelaere, SSAB -- Quad Cities Chapter

MEMBERSHIP MINUTE cont.

A couple membership reminders:

1. How to Reset Your Login: Please put in the subject line of your email: **AWMI Login Reset**. Due to the sensitivity of the information, you should email headquarters directly at awmi@talley.com to reset your login. You need to include your name, current username (if you have it), previous email, and new email (if you have a new one). Headquarters will then send you your username and a temporary password. You will need to reset your password as soon as you login for the first time with your current information. You should update your profile at this time. If you change employers or retire, please make sure you have updated your profile as soon as possible with your new contact information. AWMI uses the information in your profile to contact you. **Please make sure that your email and contact information is always current in your profile so that you do NOT miss any emails from headquarters. When you are doing this, also, please do not forget to update your contact information with your local chapter. If you are on an AWMI board, please make sure that your chapter or regional secretary is sending in an updated roster as soon as possible as this is where headquarters and the IBOD get your contact information for communications with you.**
2. Chapter Transfer: We know that members are always on the move. To transfer from one chapter to another, we request that you login into your account and update your full profile, specifically your chapter. Once you have updated your profile, you should then send an email to headquarters at awmi@talley.com and advise them of your chapter change. Please put in the subject line of your email to headquarters: **AWMI Member Chapter Transfer**. When headquarters sends out their bi-monthly member list to the chapters, you will be transferred to your new chapter. Notifying headquarters will allow them to update the membership goal spreadsheet for our chapter boards.

To continue your AWMI journey with our four cornerstones: Grow, Educate, Network and Mentor, make sure you take the opportunity to attend our annual conference which is being held in Nashville from November 6th – 8th. **REGISTRATION IS NOW OPEN**. Go to www.awmi.org to register to attend and continue your AWMI journey. Carol Chizmar, AWMI's International Conference Chair, and her team have planned an impressive conference with many opportunities: tours; educational presentations; leadership breakouts; and networking events just to name a few. See you there!



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MARKETING NEWS

MARISSA MCMURRAY, INTERNATIONAL MARKETING CHAIR (PITTSBURGH CHAPTER), HATCH

Greetings from the International Marketing Chair!

AWMI is excited to announce that we will be attending one last conference this year: METALCON, taking place from October 30th to November 1st in Atlanta. For over 30 years, METALCON has been the premier annual tradeshow dedicated solely to the use of metal in construction and design. If you're attending, be sure to stop by the **AWMI booth #1903!** For more details, visit the [METALCON 2024 Conference & Expo website](#).



A huge THANK YOU to Becky Dolan, Anna Tompkins, Kelly Jones, Monica Apodaca, Angela DiMasso-Henneman, Cindy DeScenna, Sarah Moran, Chelsea Hunt, Sabrina Schiefelbein, and Tiffany Hutcheson for generously volunteering their time and energy to staff the AWMI booths this year. Your dedication is invaluable to AWMI's growth, and we truly appreciate your efforts!

Don't forget to follow AWMI on social media! We'll be launching exciting social media contests leading up to and during AWMI's Annual Conference in Nashville, so stay tuned for more details!





U. S. Steel and our Women's Inclusion Network (WIN) employee resource group are proud to support our membership with the Association of Women in the Metal Industries (AWMI)

U. S. Steel and WIN are focused on cultivating an inclusive environment that enables women to maximize their professional success through networking, education, recruitment, leadership opportunities and community involvement.



21st METALCON

OCTOBER 30 - NOVEMBER 1
Georgia World Congress Center - Atlanta, Georgia
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"We come to METALCON to learn new ways to do old things. From talking to the people we buy machines from to the awesome education sessions, we always come away with great ideas to improve our business."
J. Waibel, T.T.&L. Sheet Metal

★★★★★



INTERNATIONAL CONFERENCE UPDATE

CAROL CHIZMAR – INTERNATIONAL CONFERENCE CHAIR (MID-ATLANTIC CHAPTER) HYDRO EXTRUSION NORTH AMERICA

AWMI 2024 Conference – November 6-8 The Sheraton Grand-Nashville, TN

It is hard to believe that our AWMi Conference is right around the corner and will be here before you know it. As of early September, we have over 300 participants registered, and that number will continue to grow over the next few weeks; it should be another great event. Your conference committee has worked hard planning all the details including the speakers and topics that will be presented.

Our conference is being hosted by the Southern Region and they are working to ensure that you have a great experience. They have planned for some great entertainment at the Hospitality Suite that will follow our dinner. They are also making sure that we have some exciting raffle prizes, something many of you look forward to; I am sure they will have many popular items that you can take a chance on.

This year you can take advantage of several educational opportunities on Thursday including two exciting tours, our Leadership Breakout Session (covering 11 different topics) and a workshop with Dr. Amber Wright of the Asbury Group, “Leading Wherever You Are”. On Thursday evening, we will officially open the conference with our Welcome Reception and Dinner with Keynote speaker, Kristie Keast, North America President, BlueScope. We are excited to hear about her journey that has led to her prestigious position.

Friday includes Keynote Speakers Diana Perreiah of Arconic (Executive VP & President, Arconic Rolled Products North America) and Tabitha Stine of Nucor Corporation (Corporate General Manager of Construction Solutions Sales & Commercial). With the following three great panels planned:

- Samuel, Moving the Needle with Women in Leadership and is moderated by Colin Osborne, President and CEO of Samuel.
- Economics panel, Tug-of-War: The Economy, Trade Policy, and Metals with Michael Cowden of Steel Market Update and Lisa Reisman of Metal Miner-Flat Rolled and Aluminum. This panel is moderated by Deana Lecy, Director Metals Programs North American Steel Alliance.
- Women in Manufacturing with Monica Apodaca, Senior Category Manager-Steel, Coatings, Specialty Components and Polymers, Trane Technologies; Heidi Ward, Director, Financial Systems & Business Processes-Wabash; and Gia Duke-Director Supply Management Construction, Forestry & John Deere Power Systems-John Deere. Our moderator for this panel is Anna Tompkins, Commercial Director, Sims Metal.

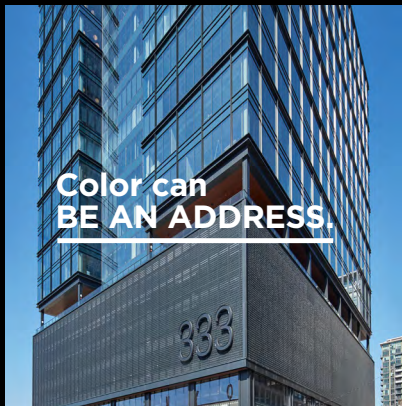
Your committee has worked hard to secure some great tours, speakers, and topics for this event. We have committee members from across North America and they represent 23 companies and have various roles, so we are very diverse. We look forward to you enjoying this year’s conference!



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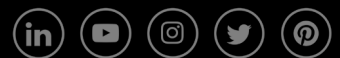
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REGIONAL UPDATES



CENTRAL REGION UPDATE

ANGIE DIMASSO, CENTRAL REGIONAL DIRECTOR (COLUMBUS CHAPTER) COILPLUS



As cooler temperatures arrive, colorful leaves paint the landscape, and the sounds of the high school band and cheering crowds resonate right outside my door from the local Friday Night Lights, it's clear that my favorite season in Ohio has arrived. Autumn in this vibrant state is a celebration of rich traditions, community spirit, and the thrill of sports.

The smells of fall—burning leaves, fresh cider, and pumpkin spice—add to the season's charm, creating a sensory experience that deepens our connection to this time of year. These moments reflect the values of teamwork, perseverance, and unity that are central both to local traditions and to our professional lives.

Yet, this season also ushers in a different kind of excitement—one rooted in growth, education, and professional development. For the members of the AWWMI Central Region, this fall is marked by the anticipation of a pivotal event: the upcoming conference in Nashville.

As we embrace the fall season's festivities, the Association for Women in the Metal Industries (AWMI) Central Region is focused on aligning its efforts with the season's themes of renewal and progress. The upcoming conference in Nashville represents a significant opportunity for professional development and networking.

The AWWMI Central Region is dedicated to providing its members with the tools and knowledge needed to excel in the metal industry. Through educational programs and events, the region fosters growth and innovation, ensuring that its members are well-equipped to navigate the evolving industry landscape.

REGIONAL UPDATES

CLEVELAND CHAPTER

AMBER BONACCI – CLEVELAND CHAPTER PRESIDENT, CHARTER STEEL

2024 has been a fantastic year for the Cleveland Chapter, filled with numerous opportunities to connect, learn, and grow. We've had the pleasure of engaging with both long-term and new members at various events, and we're excited to continue this trend into 2025.

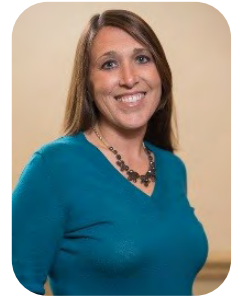
We kicked off the year with our 2nd annual AWWI Cleveland Masters Tournament at X-Golf, which saw even more attendees than last year. Our first educational tour of the year was hosted by Lincoln Electric, where members had the opportunity to learn about both the Welding and Automation divisions, enhancing their industry knowledge.

The Industry Dinner was a highlight, featuring Traci Forrester, Executive VP of Environmental and Sustainability for Cleveland-Cliffs, as our keynote speaker, providing valuable insights into sustainability practices. We were delighted to honor Worthington Samuel Coil Processing as our 2023 Company of the Year and Rick Brintzenhofe of Beaver Steel as our 2023 Cleveland Chapter Member of the Year, recognizing their contributions to metals industry growth and education.

One of the most exciting changes this year was relocating our annual Golf Outing Fundraiser to Westfield Country Club. Held in June, the event saw a record turnout, and any concerns about moving from Firestone were quickly dispelled by the positive feedback from attendees. Most recently, we hosted an intimate gathering where members had the opportunity to meet the Cleveland Chapter Board and learn about board membership. This event fostered personal growth and provided valuable insights into leadership roles within our organization. Both board members and attendees appreciated the meaningful time spent together.

The year isn't over yet though. We will have a Membership Drive on October 17th at Forest City Shuffleboard in Cleveland, and our Annual Holiday Party is returning to Great Lakes Brewery on December 11th.

Throughout all our events, we cherish the opportunity to network with our existing members and share our AWWI experiences with non-members. This year, we've welcomed many new faces and companies, and we're excited to build on this momentum as we head into 2025. Our goal is to foster even greater growth and engagement within our community. If you find yourself in Cleveland, don't miss the chance to join us at an event – we promise it will be a rewarding experience!



REGIONAL UPDATES

COLUMBUS CHAPTER

AMANDA DIMASSO – COLUMBUS CHAPTER PRESIDENT, NORTH STAR BLUESCOPE

Fall greetings from the Columbus Chapter! As we approach the last quarter of the year, I have taken some time to reflect on the successes we've had so far in 2024. For starters, we have gained several new members in our chapter, allowing us to exceed our individual membership goal. Having so many new members in our chapter has given us the opportunity to grow our network and leverage new perspectives within the industry. This makes for more meaningful opportunities for our current and future members. So, thanks to all of you for joining and renewing in 2024!



The Columbus Chapter has gained a few new board members this year too. Art Craig, Membership Chair, Taylor Walter, Treasurer, and Kris Eader, Special Projects Chair. Even with a couple of vacant positions on our board, we are continuing to exceed expectations in our chapter. Operating with our four cornerstones, our board members continue to learn and grow in their respective roles. Each board member has taken on new responsibilities this year. We have all been able to support one another while also pushing each other to reach new levels within the organization.

We started the year with our annual Industry Dinner featuring Tabitha Stine from Nucor. The positive feedback we received from this event was overwhelming. I want to share one thing with you from her presentation; treat each interaction as a job interview. What Tabitha meant by this was take the time to get to know the people in your industry and what they do. There is always something you can learn from each person you meet. These interactions could lead to a sale, a purchase, someone advocating for you, someone offering to help, the list goes on and on. Expand your network and expand your knowledge.

I am happy to share that our Keynote Speaker for our Industry Dinner in 2025 will be Geoff Gilmore from Worthington Steel. Geoff has been a longtime advocate for AWM and for our Columbus Chapter specifically. Be sure to join us on May 1st for this event!

There are only two more Columbus Chapter events before we officially close out our year, our Membership drive on October 17th and our annual Holiday Party in November. We're well on our way to finalizing our events for 2025, and I'm confident next year will be just as successful as this year! It's hard to believe 2024 is almost over. You know what they say, time flies when you're having fun. I hope to see you at the upcoming annual conference!

Sincerely, The Columbus Chapter

REGIONAL UPDATES

DETROIT CHAPTER

GERI FIFER – DETROIT CHAPTER PRESIDENT, TWB COMPANY LLC

Fall is right around the corner! Having spent the majority of my life in Michigan, I look forward to the change of seasons. Fall is one of my favorite times as I look forward to cooler nights, leaves changing color, golf, and College Football.

The Detroit Chapter has had a great start to 2024 with increased numbers at all our events. We kicked off the year with the Detroit Board gathering in January at Mirepoix Cooking School in Royal Oak to celebrate all we accomplished in 2023 and brush up on our cooking skills as we enjoyed an evening of “Feast from the Middle East”. In February, we hosted an Economic Luncheon featuring Paul Lowrey at Andiamo in Livonia. This is always a popular event and sold out before registration was set to close. A dusting of snow that morning caused some not to make it, but those that braved the weather and road conditions were treated to a wonderful lunch and an update on the outlook of the Automotive and Metals Industries. In March, we hosted our annual Industry Dinner at the Colony Club in Detroit. We switched it up this year to a Fireside Chat with Pam Heglund of Mill Steel Company and received a lot of positive feedback on the new format. Detroit also played host to the Central Region in March, hosting board members from Cleveland, Columbus, and Cincinnati/Northern Kentucky. This was a great opportunity to learn from each other as we discussed our Chapter successes and challenges.



Detroit closed out the first half of the year with our Annual Golf Outing at Fox Hills Golf and Banquet Center. We sold out 18 holes in a few weeks and added an additional nine holes to accommodate all those interested in playing. It was a beautiful day and the cooling towels we handed out to all golfers came in handy as temperatures climbed into the 90's throughout the day.

As we head into Fall, the Detroit Chapter is busy finalizing the remainder of the year including our members only tour, a networking opportunity, and our Holiday event. Remember to check out the AWMI calendar for upcoming Detroit event information. I hope to see you at one of our events if you are in our area!

Be safe and Happy Fall!



REGIONAL UPDATES



SOUTHERN REGION UPDATE

MONICA APODACA – SOUTHERN REGIONAL DIRECTOR (CAROLINAS CHAPTER) TRANE TECHNOLOGIES



Warm fall greetings from the Southern Region! Our chapters and regional board have had a very exciting year full of growth and new opportunities. I am extremely pleased we have a full Regional Board and most of our chapters have full and thriving boards. Maureen, Tina, and Angie thank you for supporting our region with your strong leadership!

As you read the chapter updates their personalities and enthusiasm will shine through and hopefully reinforce why we all choose to participate and support AWTI. As manufacturing continues to grow and expand in the South so has our region. The Southern Region is now the 2nd largest in total membership numbers but first overall in exceeding our membership goals for 2024. We continue to receive strong support from our corporate members-thank you!

I would also like to take this opportunity to introduce our Florida Chapter which is currently operating under provisional status. They have had a very successful first provisional year hosting mill tours and networking events. We look forward to the continued success of the Florida provisional chapter and are thankful for the founding board members who have worked tirelessly to propel them forward. As we take advantage of the mild yet warm temperatures in the South we have the Alabama, Carolinas, and Texas golf outings coming up. Additionally, we have Industry Dinners for Carolinas, Tennessee, and Texas as well as the annual PMA event for Tennessee. We hope to see you at one of our upcoming events.

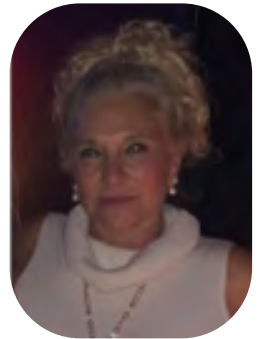
This year has been a success story for the South, and we look forward to continuing that into 2025. We always have opportunities to volunteer and continue to foster the core values of AWTI. Hope to see many of you in November as the Southern Region will be hosting the Hospitality Suite at our Annual Conference in Nashville.

REGIONAL UPDATES

ALABAMA CHAPTER

CINDY DESCENNA – ALABAMA CHAPTER PRESIDENT, KLOECKNER METALS

Besides Alabama football, there are many exciting happenings, expansions and new opportunities occurring in this state. Coming from the Northeastern part of the country, I was very uneducated in all the steel making, automotive, ship building and aerospace production within this region. Moving to AL in 2009 to work for what was then the Thyssen Krupp Carbon facility, we literally watched the mill being built around us as we diligently worked in assembled trailer offices.



Since then, AM/NS Calvert (previously TK Carbon) is expanding to add 150k tons of domestic production of non-grain oriented electrical steel; Austal Ship Building has grown from 100 to 3,000 jobs, with another expansion adding 1,000 jobs that will complete summer of 2026; SSAB Americas moving their head office to downtown Mobile; completion of the AL Steel Terminal; Zekelman Industries investing \$6 million to expand steel tube production; Nucor Steel is planning a \$280 million dollar investment for their Tuscaloosa plant; Novelis building a \$4 billion aluminum mill adding approximately 1,000 jobs by end of 2026; Airbus assembly line which has now made their 500th aircraft in Alabama with another expansion planned to double production by 2027. This is only to name a few. Made in Alabama (AL Dept. of Commerce) has certainly done their job.

What all these sectors have in common is that they support the metal manufacturing industry. 45,000 Alabama residents are employed in the primary and fabricated metal manufacturing industry and 1,100 primary metal manufacturing companies are located within the state (stats from Made in AL). We are now seeing women hold key management positions within these once male dominant industries. It also leads to opportunities to grow the AWMI membership in AL, employment and, the chance to see live production touring these facilities.

With that said, the AWMI AL board members have been diligently working on many exciting events to end the 2024 year as follows: September 10th Babes & Bullets (Birmingham) to learn firearm safety; end of September tour of Airbus assembly plant with Flight Works interactive aerospace exhibition; October 9th Golf Outing at Rock Creek in Fairhope, AL; our membership drive and Christmas party will be at Barber Vintage Motorsports Museum (Leeds, AL). We have also made it one of our 2025 goals to add more events for the Decatur/Huntsville areas where many of our awesome AWMI members work and reside. We look forward to seeing all of you at these events.

REGIONAL UPDATES

ALABAMA CHAPTER

MEGAN RANDALL – CAROLINAS CHAPTER PRESIDENT, PENNSYLVANIA STEEL

Here in the Carolinas, we don't just have "smiling faces and beautiful places," we have strong, intelligent, motivated, experienced women. These women are not just successful in their career but also in their personal lives. Finding likeminded women who know how to juggle, and balance is a circle you need to get in, if you are on the track to success. Luckily for you we are always wanting to show support to women in the metals industry, so if you are looking to subscribe to a network of Baddies the Carolinas is the place to be!



We have such a breadth of knowledge on our Carolinas board and it is exciting to get to collaborate with these all-stars, who are really a dream team.

Being the President of a chapter is a big responsibility but when you have a team of women who are go getters and handle adversity gracefully and eloquently it takes away the pressure. I know we would not be a successful chapter if it wasn't for each and every board member. They lighten the load and take initiative of their position while assisting where help is needed. They are the epitome of what AWMI stands for. Having a strong board has really shaped our 2024 outcome.

My hope for the future of the Carolinas chapter is that each member feels poured into after leaving each event. That our members feel heard and seen with suggestions of what they want to experience in this organization. Stick around for 2025.

2024 Carolinas Chapter Highlights:

February - Networking event at the Great Wagon Distillery in Charlotte, NC. Great evening of meeting the board while sharing a bourbon with members

March - Nucor Tour in Darlington, SC. Toured not only the hot rolled steel mill but also the Cold drawn facility. Nothing better than a Steel School.

April - Spring Industry dinner with speaker Grace Bommarito-May, Director of the Steel and Structural Category Team at Trane Technologies. Such an enlightening and motivational leadership speaker.

July - Thomas Built Bus Tour held in High Point, NC. Touring a highly efficient bus plant where 28 buses are produced a day, while seeing safe work methods and ingenuity at play.

August - Carolina's first annual golf tournament! Starmount Forest Country Club with 72 golfers ready to play. The event was held on August 19th , 2024, held in Greensboro, NC.

October - Fall Industry Dinner with Nucor Business Executive; Shusma Walker President of IT at Nucor. Will be held at Maggiano's South Park Location in Charlotte, NC. Be on the lookout for details!

REGIONAL UPDATES

FLORIDA PROVISIONAL CHAPTER

JULIA GOZMAN – FLORIDA PROVISIONAL CHAPTER PRESIDENT, GERDAU

When I think of the Florida Provisional Chapter and the past year, a quote to comes to mind... “If you build it, they will come!”.

Over the past year, my Board Members and I have had the wonderful opportunity to witness this quote come to life as we have started to build a community for women and men in the metals industry that have wanted this to exist in Florida for quite some time now. We are grateful to have gotten this far and it could not have been done without the support of our Board Members, our companies, and the AWMI organization itself!



Our provisional year started last year in October, and we kicked it off with our Inaugural Event in December at the Gerdau Tampa Headquarters where we hosted a Lunch & Learn on sustainability and the improvements Gerdau has been making to reach B Corp certification. We then took a brief break to focus on filling up our Board and once we found our Membership Chair & Co-chair and firmed up the other positions, we really started moving full steam ahead! In April, we planned our first educational tour at Nucor Frostproof and the amount of support we were met with is something we will never forget, and we were incredibly excited to establish this relationship with their team that we can now begin to build on! Afterwards, in June we held our Public Speaking Workshop paired with a book study where we brought in a speaker to provide a public speaking 101 workshop after some guided discussion questions relating to the book that we had been reading. We got a ton of positive feedback from this event and look forward to offering another opportunity like this to the entire AWMI organization next year. Most recently, in August, we planned another educational tour at Metro Steel USA in Tavares, Florida followed by our chapter's very first Annual Strategic Planning Meeting which turned into an amazing two days filled with team building, goal setting, and planning out the year ahead!

What we are most looking forward to now is becoming an affiliate chapter and completing our next few events to get us there! Throughout September, we will be hosting a few Regional Networking Hours/Membership Drives across the state of Florida. Although we have a large state to cover, we have an advantage that our Board Members are located around some of the major cities in Florida, giving us the opportunity to host a localized event that we hope to reach more people with! Finally, on October 23rd, we will be having our Industry Dinner at a beautiful waterfront venue where our guest speaker will be Angela Villamar, CFO of Kloeckner Metals. Our main goal is to become an affiliate chapter by the Annual Conference which we are looking forward to and being able to celebrate our hard work with the organization and join the growing family of local chapters! After Conference, we plan to close out the year with a nice River Cruise Holiday Party for our members and get a much-deserved break for our Board Members! :) Once we come back for 2025, we will kick the year off with a bang with our very first Golf Outing that we are excited to announce will be held on an active Air Force Base in Tampa, and we hope to see you all there!

FLORIDA PROVISIONAL CHAPTER (CONT.)

Overall, as I reflect on the past year, I am so incredibly proud of the resilience, strength, and determination of our Board as we have navigated all the crazy challenges and hurdles that have been thrown our way. I am confident our chapter will stand strong on its own two feet once we become affiliate, because of all the work that we have put in to get here and the mountains we have figured out how to overcome. To my rockstar Board Members, I hope you are all as proud of yourselves as I am of us all because this year has not been easy, but I could not have asked for a better group to do this with than you all! We have grown together and overcome together, and I know we can handle anything that's thrown our way in 2025! I also wanted to take a moment to thank my company, Gerdau, for taking a chance on me and allowing me to pursue this opportunity wholeheartedly. I am honored to represent our company and hope to make you proud. Finally, thank you to all who have provided us with support whether it be advice, assistance, or even some words of encouragement! We appreciate all those who have gone out of their way to be that supportive community for us.

Although this journey to affiliate has been tough, it has also been incredibly rewarding! We hope to see you all in Nashville and officially celebrate our initiation into the AWMI Family!



REGIONAL UPDATES

TENNESSEE CHAPTER

ASHLIANNA CHESSOR – TENNESSEE CHAPTER VICE-PRESIDENT, TENARIS HICKMAN

Fall is just around the corner. My, has 2024 flown by! The Tennessee chapter is excited to escape the summer heat and welcome the cool fall weather. We can only hope the heat dies down early before winter approaches. It doesn't happen often, but we can hope!

We have had an exciting year so far! As we get closer to the end of the year, we look back at all the amazing things we have done in 2024.

Touring new sites! Tenaris Hickman hosted us for our spring tour. We saw many of their processes including their welding line, threading process, quality lab, and heat treatment facility. This is the first AWMI tour that Tenaris Hickman hosted. We appreciate their hospitality!

A Decade of Golf! We celebrated our 10th annual golf fundraiser in May, held at the Gaylord Springs Golf Links. Over 110 golfers joined us from all over Tennessee, Arkansas, and Mississippi. Thank you to everyone that made it a success!

Play Ball! In July, we hosted a networking event with the Memphis Redbirds. What a great event and great game!

While we reflect on all the fun things we have accomplished, we are excited for our upcoming events. We cannot wait to connect with our members at the PMA Supplier Night in September, at our Industry Dinner in October, and at the PMA Panel in December. Be on the lookout for event highlights on our LinkedIn!

Our events give our members the opportunity to network with each other and give us an outlet to share what we know, who we are, and where we are going. The four cornerstones of AWMI (network, educate, mentor, grow) is what continues to draw in new and returning members. We have surpassed our membership goal once again. We have hit 100 members! In anticipation of the annual conference, we are thrilled to be able to provide two scholarships for the second year in a row! We can't wait to see everyone in our home state. Bring your boots and cowgirl hats and meet us in Nashville!

As Dolly says, "Find out who you are. And do it on purpose."

With love, the Tennessee Chapter



REGIONAL UPDATES

TEXAS CHAPTER

LESLIE EVANS – TEXAS CHAPTER PRESIDENT

Howdy from Texas! The Texas chapter has had a busy year with several events including record attendance at our annual crawfish boil in May. Consider joining us next year and I promise you will not be disappointed. Our mentoring program is still growing, and our metals tour at Gerdau Midlothian was organized by our very own AWMI colleagues from Florida, Texas, and Tennessee. We love the camaraderie of our Southern Region!

Some of the chapter attendees had never been to a steel plant before, so it's always rewarding to present these learning opportunities especially for our up-and-coming ladies. We are stoked to have our second annual golf tournament and an exciting lineup for our industry dinner, which also continues to grow each year. This year will be another worthwhile and fun networking opportunity for all our AWMI members and guests. As the chapter grows and adapts, fresh ideas and a sense of renewal and resiliency come with that growth.

We can't wait to see everyone at the conference in Nashville – hats off to all who are helping make it a highly successful and educational event!



NEW MEMBERS

AWMI WELCOMED 43 NEW MEMBERS FROM JULY 1, 2024, THROUGH AUGUST 31, 2024

MEMBER	COMPANY	CHAPTER
Ailyah Anderson	Fidelity PAC Metals, Ltd.	Toronto Chapter
Lily Averkamp	Nucor Insulated Panel Group - NIPG	California Chapter
Blaire Basham	Nucor	Texas Chapter
Danielle Beebe	Johnson Controls	Florida Chapter
Jennifer S. Betts	Magnar Metals	California Chapter
Shanteria Bond	Herrick	California Chapter
Brandie Boucher	Gerdau	Detroit Chapter
Christina Brooks	Samuel Sons & Co. Ltd.	Toronto Chapter
Elyse Brown	Nucor	Cincinnati/No.KY Chapter
Jodi Bunlong	American Iron & Metal	California Chapter
Darla Cadwalader	REMco	California Chapter
Michael Cowden	Steel Market Update (Part of the CRU group)	Chicago Chapter
Carrie Crouch	Gerdau	Texas Chapter
Kristina Davidson	Worthington Steel	Cleveland Chapter
Leann Depron	REMco	California Chapter
Debbie Diamond	Stelco Inc.	Toronto Chapter
Daniel Drane	The Techs a Division of Steel Dynamics, Inc.	Pittsburgh Chapter
Meaghan Fariello	Fidelity PAC Metals, Ltd.	Toronto Chapter
Brandi Grover	Gerdau	Detroit Chapter
Rachel Hermanson	Fifth Third Bank	Cincinnati/No.KY Chapter
Lauren Hurrell	Laurel Steel (Nucor)	Toronto Chapter
Allison Jackson	Ryerson	Alabama Chapter
Matt Kieffer	Joint Munitions Command	Quad Cities Chapter
Jamie Klingler	Western Steel & Supply Inc.	Seattle Chapter
Rebecca Linde	REMco	California Chapter
Paulette Madson	Russel Metals Inc	Tennessee Chapter
Justin McEleney	Worthington Steel	Columbus Chapter
Courtney McKechine	Fidelity PAC Metals, Ltd.	Toronto Chapter
Colin Newberry	Fidelity PAC Metals, Ltd.	Toronto Chapter
Shandon OConnor	Novelis Inc.	New York Chapter
Stefanny Picanussa	Wallner Expac, Inc.	California Chapter
Titilayo Popoola	Equipment sale	Toronto Chapter
Julia Qiu	Triple M Metal LP	Toronto Chapter
Edward Raisch	American Iron & Metal - California Chapter	California Chapter

NEW MEMBERS (cont.)

MEMBER

Debra Sermeno
Brandy Slonneger
Jessalyn Smith
Sean Smith
Dove Teson
Maricela Vega
Emily Weddle
Julie Wright
Abby Yemm

COMPANY

Rock Engineered Machinery Company, Inc.
Jemison Metals
Nucor
American Iron & Metal - California Chapter
REMco
Nucor Insulated Panel Group - NIPG
Nucor Steel - Utah
Samuel
Ryerson

CHAPTER

California Chapter
Alabama Chapter
Chicago Chapter
California Chapter
California Chapter
Texas Chapter
California Chapter
Tennessee Chapter
St. Louis Chapter

2024 CORPORATE MEMBERS

2024 AWTI CORPORATE MEMBER COMPANIES

AWTI WISHES TO THANK OUR CORPORATE MEMBERS FOR THEIR CONTINUED SUPPORT OF OUR ORGANIZATION. WE VALUE YOUR DEDICATION TO OUR MISSION.

PLATINUM

ArcelorMittal
Cleveland-Cliffs Inc.
Hydro
Nucor Corporation
Phillips Tube Group, Inc.
Reliance Steel & Aluminum Co.
Russel Metals Inc.
Ryerson
Samuel Son, & Co., Limited
Sherwin-Williams
SSAB Americas
Steel Dynamics, Inc.
Stelco Inc.
United States Steel Corporation

GOLD

A.M Castle & Co. – Banner Industries
Kenwal Steel
Kloeckner Metals Corporation
Metallus
North Star BlueScope Steel
Olympic Steel, Inc.
PPG Industries, Inc.
Steelscape, LLC
TMS International
Worthington Steel

SILVER

Alter Trading
Alton Steel Inc.
Arconic
Charter Manufacturing
Commercial Metals Company (CMC Steel)
Gerdau
Heidtman Steel
InfoSight Corporation
Leeco Steel, LLC

Majestic Steel USA, Inc.
McNeilus Steel Inc.
Mill Steel Company
National Material Company
Proler Industries
Quaker Houghton
SMS group
Target Steel
Worthington Enterprises

BRONZE

AA Metals, Inc.
Air Products
Algoma Steel Inc.
Alliance Recycling Group
Andes Coil Processors
Cozzi Recycling LLC
CWB Group – Association
Duluth Steel Trading
Fairway Transit, Inc.
Ferragon Corp./Ferrous Metal Processing Co
Ferrous Processing & Trading Co.
Flat Rock Metal, Inc.
Germantown Iron and Steel Corp.

Hatch Ltd.
Lapham-Hickey Steel
Mainline Metals Inc.
Marubeni-Itochu Steel America Inc.
Metalogics
Midrex Technologies, Inc.
MW Metals Group, LLC.
Naylor Pipe Company
North Shore Steel
Northwest Shippers, Inc.
O'Brien Steel Service Co.
Ohio Star Forge Co.
Optimus Steel, LLC

PGT Trucking, Inc.
PNC Bank
Reliance-Pacific Metal Company
Reliance-Viking Materials, Inc.
Steelspider.com
Three D Metals, Inc.
Triple M Metal
United Scrap Metal, Inc.
Wisconsin Steel & Tube
Zeeco Metals, Inc.



Association of Women
in the Metal Industries

2024 CONFERENCE
**Sheraton
Grand
Nashville
Hotel**

November
6th - 8th,
2024