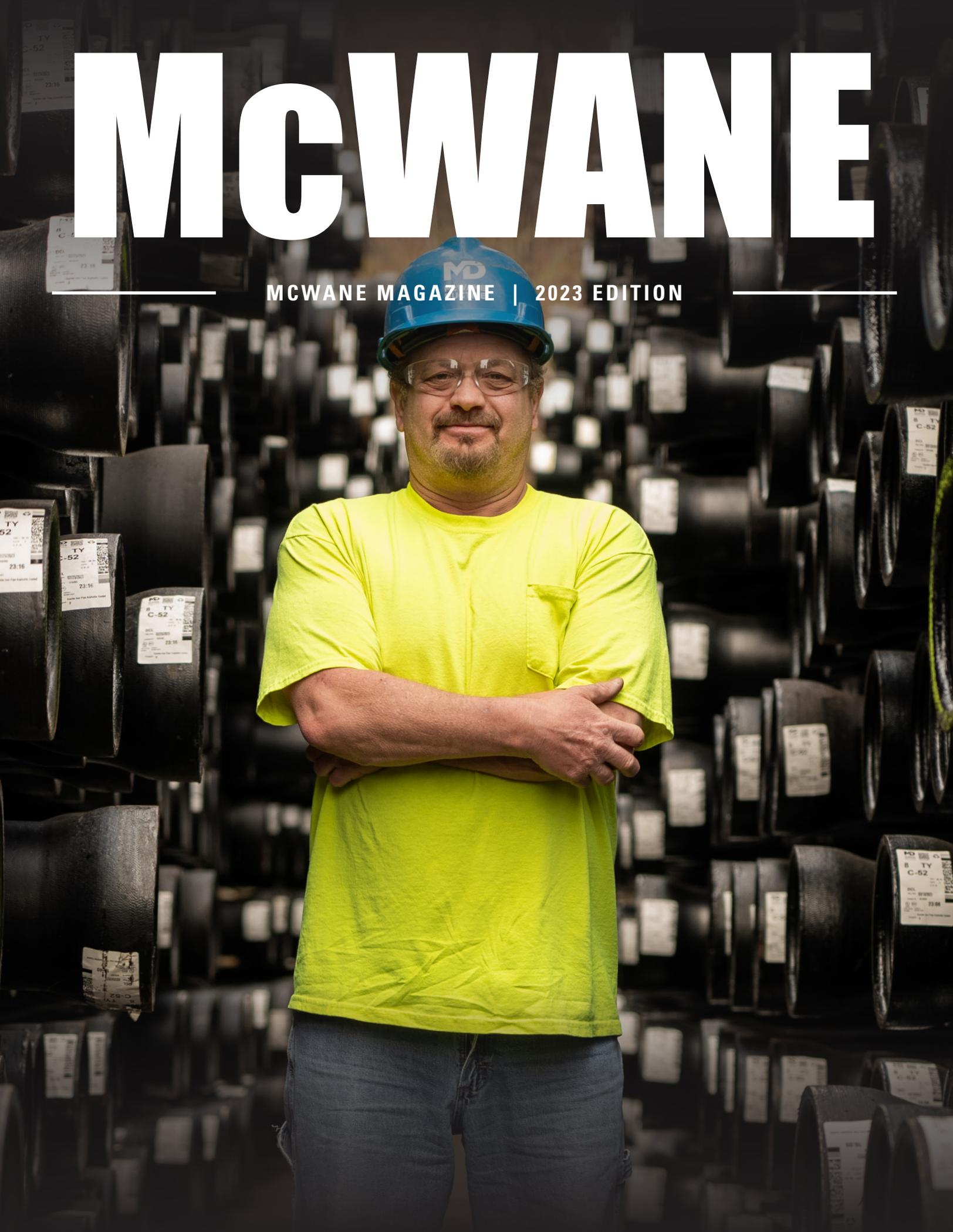


# MCWANE

MCWANE MAGAZINE | 2023 EDITION



# A Message from our Chairman

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C. PHILLIP MCWANE

**Front Cover**  
**Richard Buskirk**  
1st Shift Bundling  
Large Forklift Driver  
McWane Ductile – New Jersey



2023 marked a year of change across the McWane family of companies. It signified our first full year operating without the Technology Group in approximately a decade, which allowed us to enhance our focus on our legacy operations and double down on what we do best – serving our customers and the communities where we operate. Like many companies, we right sized our operations in the wake of softened market conditions. While these business decisions were undoubtedly difficult, ultimately, they help position the company as competitively as possible long term.

While we faced numerous headwinds, slower-than-preferred production provided the opportunity to initiate several large-scale capital projects, such as a \$75 million foundry expansion at Clow Valve and \$24 million melting and molding expansion at Tyler Union, among others. These projects are instrumental for future growth across vital markets.

During a year where change was seemingly inevitable, what did not change was the way we do business. Safety is our top priority and exceeding the expectations of our customers is at our very core. Moreover, The McWane Way remains fundamental in absolutely everything we do, and in 2024 these principles, values and behaviors will continue to be at the forefront as we roll out the next phase in our company culture. I look forward to sharing more with you about this important engagement initiative in the months ahead.

Over the last several months I have had an opportunity to visit a number of our plants and meet with numerous teams and community leaders, and I look forward to visiting with more of you in the new year to express my appreciation firsthand for your continued commitment and support. I am impressed with what our operations have been able to accomplish amid the challenges, and I know tremendous opportunities await in 2024.

We ended 2023 with a solid year and sound financial performance for which we should all be proud. Looking ahead, a challenging marketplace remains. In addition to winning with the right customer base and proving our worth as the manufacturer of choice, we must also leverage our production and supply chain capabilities to help control costs for our products.

Our purpose in 2024 is clear – to enter the new year strong and with great momentum toward delivering results.

A handwritten signature in black ink, appearing to read "J. McWane". The signature is fluid and cursive, with a long horizontal stroke at the end.

# 2024 to mark the next chapter in The McWane Way culture

By Jeet Radia, Senior Vice President, Environmental, Health & Safety

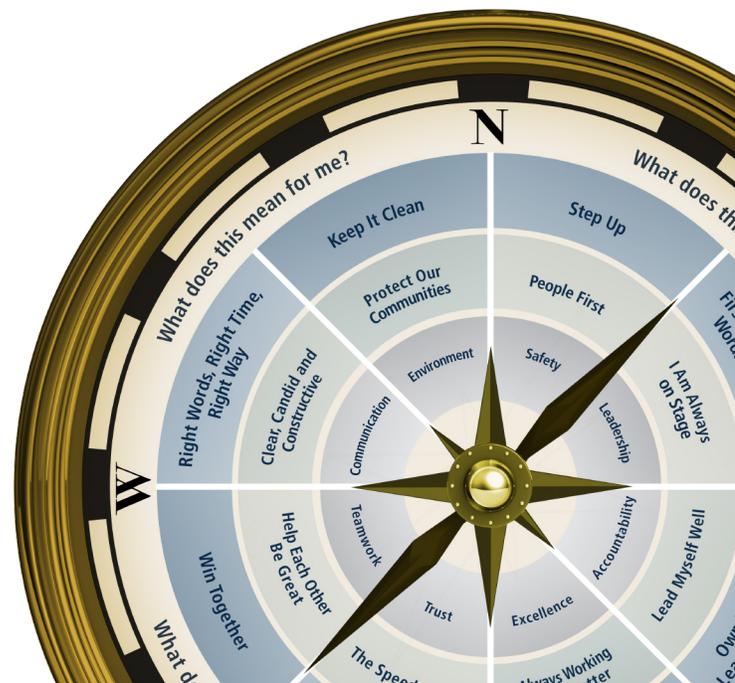
2024 is lining up to be a transformative year for McWane. After significant planning, the next phase in the company's culture of engagement, rooted in The McWane Way, is being finalized for rollout in 2024. This new, three-year strategic plan represents a significant undertaking by members of the Environmental, Health & Safety (EHS) Steering Committee, along with more than 100 team members from a broad cross section of the company. Collectively, this group collaborated on specific elements – benchmarking, training, metrics, evaluation, implementation and communication – to form a comprehensive plan.

At the helm of this ongoing culture transformation is Chairman Phillip McWane. "I am thankful to those who have worked so tirelessly on this initiative and who, like me, believe in the value The McWane Way brings to our organization," he stated. "The roadmap to transforming McWane's culture is not just another project. Rather, it represents the playbook by which we will operate as a singular team to create value for our customers as well as for ourselves."

Phillip's charge for this group was to develop a plan that evolves The McWane Way into a more immersive experience across the whole enterprise – one that drives the way we oper-

ate across every level of the organization. To support his charge, Phillip committed to investing in resources and people over the next several years.

The EHS Steering Committee continues to work closely with executive leadership to finalize the roadmap that will shape the McWane family of companies into a unified culture. Fundamentally, this means The McWane Way principles, values and behaviors will continue to drive our decisions and actions every day. Look for the official launch of the strategic plan in the first half of 2024, which will be supported by a suite of communications materials available in multiple languages.



# Sustaining and advancing Environmental, Health & Safety excellence

By Mickie Coggin, Communications Manager

At McWane, we strive to be a leader in environmental protection and safety. We encourage and empower our team members to work diligently to identify opportunities for continuous improvement in processes and behavior. Never being satisfied, we always seek to enhance our performance.

In 2004, we established the annual Environmental, Health & Safety (EHS) Excellence Award – otherwise known as the Screaming Eagle – to recognize the facility with the overall best EHS performance across the company. Eleven facilities have earned this distinction.



2023 Screaming Eagle Award Winners - M&H Valve

The pursuit of EHS excellence requires tremendous commitment and hard work. Safety and environmental responsibility are that of each team member as we strive to follow The McWane Way guiding principles. Since the award's inception several facilities have fine-tuned their processes to earn consistent rec-

ognition. M&H Valve is the frontrunner, having earned the Screaming Eagle a record four times! McWane Ductile – Utah is a three-time recipient, and Tyler Coupling and Clow Canada are both two-time award recipients.

We must work together daily to build and sustain a culture of safety that incorporates EHS into every facet of the business. Building a strong culture is a journey, not a destination. It requires timely, consistent effort and an unwavering commitment from leadership. As we continue to learn, adapt and grow together, our safety culture will continue to evolve and enhance our EHS performance.

We are confident The McWane Way principle of Excellence will continue to guide our company for generations.



# McWane Ductile – New Jersey takes top honors in McWane’s Keep It Clean Challenge

By Ward Pate, McWane Corporate Environmental Manager



For more than a decade, McWane team members have developed concepts and ideas into actions that reduce pollution and improve energy conservation. Successful projects have reduced waste, conserved raw materials and identified sustainable alternatives and energy savings opportunities.

But this kind of success is not achieved alone. Through The McWane Way principle of Teamwork, we have achieved far more than we could have by working alone. Working together toward a common goal to continuously improve our environmental performance and protect our communities is The McWane Way.

The projects submitted this year once again highlight the ingenuity and innovation of our talented teams and the tangible impact their projects have on the environment.

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

Five teams competed in this year’s competition:

<b>AMEREX</b>	Product Repacking
<b>KENNEDY VALVE</b>	Melt Dust Collector Interlocking
<b>McWANE DUCTILE – NEW JERSEY</b>	Managing Used Oil and Totes
<b>McWANE DUCTILE – OHIO</b>	Scrap Pole Recycling
<b>McWANE DUCTILE – UTAH</b>	Cement Line Water Reuse



**FIRST PLACE:**  
**McWane Ductile – New Jersey**  
**Managing Used Oil and Totes**

*Project:* By restructuring the management of used oil and intermediate bulk containers the facility reduced waste material generated, increased recyclability and developed a sustainable tote management system. The improved system also limits movement of oil containers and creates more care for handling as the totes are now treated as a non-replenishing resource onsite.  
*Team Members pictured L-R:* Steven Hertkorn, Brandon Leidy, Johnny Gilyard, Mike Ryno, Kenny McConnell, Seaford Wilson, Carlos Sanchez and Erick Rios  
*Award:* \$1,500/team member



**SECOND PLACE:**  
**McWane Ductile – Utah**  
**Cement Line Water Reuse**

*Project:* The project improved the flow of cement slurry while reducing culinary water usage through water reuse and minimizing exterior and interior cement water trench overflows that have historically resulted in stormwater system impacts.  
*Team Members pictured L-R:* David Reese, Marcus Morris, Royce Christensen, Luis Lozano, Jon McDonald and (not pictured) Chad Seegmiller  
*Award:* \$750/team member



**THIRD PLACE:**  
**Amerex**  
**Product Repacking**

*Project:* The project reduced cardboard box waste and the use of wood pallets in favor of resin pallets for in house products. The team went from one-time used cartons to multiple use, less cardboard, less labor opening boxes and easier inventory.  
*Team Members pictured L-R:* Anthony Reid, Cliff Tidmore, Deven McIntyre, Diane McGee, Michelle Putnam, Antonio Marshall, Billy Stephenson and Mitchell Vance  
*Award:* \$375/team member

# Clow Valve Metal Casting Facility wins McWane Ergo Cup Competition

By Sarah Cain, Corporate Communications Manager  
and Jared Smith, Corporate IH Manager

Each year the McWane Ergo Cup competition provides an opportunity for our facilities to demonstrate innovative ways they are making McWane a safer place to work. From small changes in processes to full redesign or repurpose of equipment, our teams consistently reach new heights of creativity in ergonomic risk reduction. After eight impressive presentations, the judges for the 2023 McWane Ergo Cup recognized four award recipients.

The Clow Valve Metal Casting Facility (MCF) earned first place with the “Slag Cart Dumper,” which solved several ergonomic risks, including neck, lower back and upper and lower extremity injuries, and reduced safety hazards. The team took the existing manual process of dumping the slag (waste) cart and designed a motorized process utilizing an ATV winch, battery and control system. By



First Place Ergo Cup Team, Clow Valve Metal Casting Facility from left to right: Mitzi Fisch, Matt Koresh, Jeff Beuthien, Jake Van Polen and Abbey Peal

eliminating the manual slag dumping process, the risk of injury was reduced by 92%.

“The old method put a lot of strain on my body. There’s no strain now with the new method. I feel a lot better when I go home each day,” Clow Valve MCF team member Brent Swanson said.

Judges included Andrew Perkins (Alabama Power Company), Josh Bernazzoli (United States Steel Corp.), Steve Gutman (S.H. Gutman Consulting) and Julie Radford (McWane Corporate Assistant Vice President and Senior Risk Manager).

Projects submitted for judging this year included:

<b>AMEREX</b>	Hydrotester Redesign
<b>BIBBY-STE-CROIX</b>	Whellabrator Hooks
<b>CLOW VALVE METAL CASTING FACILITY</b>	Slag Cart Dumper
<b>CLOW VALVE MACHINE SHOP</b>	BTHLD (Undertaker)
<b>MCWANE INDIA SRI CITY</b>	Shot Blasting Plugs
<b>MCWANE PLANT &amp; INDUSTRIAL EXETER</b>	Pipe Saw Bell Conveyor
<b>M&amp;H VALVE</b>	Degate Manipulator



**FIRST PLACE RUNNER-UP:**

**Bibby-Ste-Croix  
Whellabrator Hooks**

*Project:* To drill holes in podotactile plates, the operator balances in an awkward position that put strain on their back. The solution is a set of hooks that allows for better posture while drilling holes and more ease in transferring the plates.  
*Team Members:* Benoit Desjardins, Denis Fournier and André Hébert

*Award:* \$500/team member



**MOST INNOVATIVE:**

**Amerex  
Hydrotester Redesign**

*Project:* The Amerex team is reducing the risk of wrist injuries by eliminating a twisting motion on their shell installation and removal process. The Stainless Steel Hydrotester Redesign is replacing repetitive torquing with a new, safer clamp assembly.

*Team Members:* Christopher Bearden, Randel Cook, Wendall Fitzhugh, Ron Freeman, Roschelle Herrod, Chance Martin and Tim Pitts

*Award:* \$200/team member



**BEST OVERALL RISK REDUCTION:**

**M&H Valve  
Degate Manipulator**

*Project:* Previous degating process caused numerous injuries due to awkward positioning, vibration, pinch points, heat stress, burns and more. The solution is a motorized gate breaking device called the degate manipulator. The operator sits in the cab and uses a one-arm joystick control to operate the articulating arm that breaks the gates.

*Team Members:* AJ Christian, Chris Nissley, Sandy Meadows, Jeff Rasmussen, Mason Screws, Michael Walker and Brayden Wright

*Award:* \$200/team member

# Breaking ground: capital improvements prepare McWane for a productive 2024 and beyond

By Sarah Cain

This year, multiple capital projects continued to drive McWane's goals to maximize efficiencies, increase output, and better protect the environments in our communities. The projects total more than \$162 million, including expanded facilities and upgraded equipment that allow leadership to upskill and reskill our workforce.



## McWANE POLES

In April, McWane Poles celebrated the official opening of its newest ductile iron utility poles operation in Provo, Utah. The new \$18.5 million investment complements McWane's existing presence in the area with its ductile iron pipe operation. It marks the second facility dedicated to poles across the company's growing footprint. The

new 54,000-square-foot facility was constructed over 21 months and produces poles that vary in length between 30 and 110 feet with the goal of a baseline pole cycle time of less than 12 minutes.

"We are thrilled to open our new facility alongside our ductile iron pipe plant, positioning our operation for long-term success while enhancing McWane's impact as an economic engine in the Provo community," McWane Poles Assistant General Manager Chris Hutras said. "We greatly appreciate the support of the County Commission in helping us navigate this process. This multi-year project would not have been possible without the fortitude of many McWane team members in tandem with civic and community leaders."

In June, the Poles team began work on the new Coshocton pipe line, which will reduce labor and costs in transporting and bundling sections as they move from one station to the next. The new line will increase turnaround times from two to four days or longer to 24 to 36 hours. Anticipated reductions include 50-60% in grind time per section and 60% in handling, as well as a 20% improvement in piece rates.



### **McWANE DUCTILE – OHIO**

Announced in 2022, McWane Ductile – Ohio is nearing completion of a \$45 million expansion of its plant in Coshocton. With construction scheduled to conclude in early 2024, the investment includes provisions for renovating and expanding the facility, infrastructure improvements, and a new annealing line. The plant expansion and supplemental job creation aims to retain more than 500 jobs. At the same time, a strategic partnership between JobsOhio and OhioSE will bolster McWane Ductile – Ohio's talent retention and recruitment strategies.

"By tying capital investments to job growth, these incentives strengthen Ohio's market competitiveness while securing our Coshocton workforce to sustain their families and our local economy," McWane Ductile – Ohio General Manager Tom Crawford said.

### **TYLER UNION**

In June, Tyler Union began expanding its melting and molding operation in Anniston, Alabama. The new \$24 million investment will add 54,000 square feet to its existing footprint. The added equipment will enable the facility to cast large-diameter fittings and valves in-house, expand machining capabilities and increase total capacity while reducing lead times.

The increased output will create 15-25 jobs at the facility, which currently employs more than 500 in its workforce. The expansion will take approximately one year, with projected completion in summer 2024.



### **CLOW VALVE**

Clow Valve began construction to expand its iron foundry in August. This \$75 million investment will add 36,000 square feet to its footprint. By replacing manufacturing equipment as old as 45 years, the plant expects to nearly double production output.

A partnership with the Iowa Economic Development Authority High Quality Jobs Program is contributing to the expansion. The program assists qualifying businesses in offsetting some of the costs incurred to locate, expand, or modernize a facility in Iowa.

"The tax credits approved by the Iowa Economic Development Authority toward updating our foundry underscore the future of our operation. We look forward to building upon our legacy of manufacturing high-quality, American-made valves and hydrants," stated Clow Valve Vice President and General Manager, Mark Willett.

# Investment and engagement deepen McWane facility community impact

By Sarah Cain

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In October, Chairman Phillip McWane joined the Coshocton community to celebrate the ribbon cutting of McWane River Walk, a new multi-use path not far from McWane Ductile – Ohio.

"For decades, McWane Ductile has been an important part of this community. We've not only operated here but have grown and thrived along with the families and businesses that call this town their own. It's a relationship we hold dear and it's why we're committed to investing in its future," Phillip said at the ribbon cutting. "Our commitment to this project and the people of this town is a testament to our belief in community — a belief rooted in our history and shared aspirations for a brighter tomorrow."

McWane donated \$500,000 to construct the riverwalk in the previously empty and blighted area that, advances the city's long-term plan to beautify the area while adding much-needed recreational space for Coshocton residents.

The river walk is among the many extraordinary ways our facilities are working hand-in-hand with local stakeholders to improve the communities we call home. This year, our facilities' intentional giving reflects many of the principles that drive The McWane Way.

Beyond monetary donations, with countless hours logged serving at food banks, hosting educational events, participating in city cleanups and more our team members are showing local support with remarkable commitment.

## SUPPORTING EDUCATION

Tyler Union increased access to skilled trades training by expanding its electrician scholarship program at Gadsden State Community College. The facility committed an additional \$16,000 to the Gadsden State Cardinal Foundation for the Tyler Union Workforce Development Scholarship. The added funds benefit eight more students from Alabama's Calhoun County high schools for students pursuing technical degrees in one of six areas of study, including electrical technology, engineering design technology, industrial automation, mechanical design, mechatronics and precision machining. In addition to the funds, Tyler Union makes sure to attend Gadsden State's celebration in the fall, recognizing the scholarship recipients.

"At Gadsden State, we have many first-generation students who are doing their best to work, attend school and support their families," said College President Dr. Kathy L. Murphy. "Often, being awarded a scholarship makes a college education a reality for many students. Having a committed partner like Tyler Union allows our shared vision of infusing a new generation of local talent to advance communities across our service area."

For younger students, helping reduce expenses for local families at the start of the school year offers relief for parents. For the second year, Amerex partnered with St. Clair County schools in Central Alabama to donate 400 backpacks. In Phillipsburg, New Jersey, McWane Ductile spon-

sored the Firth Youth Center's back-to-school event, providing free school supplies, haircuts and community resource information.

### PROTECTING THE ENVIRONMENT

Along Highway 55 near Campbellsville, Kentucky, you'll find a sign honoring Manchester Tank. The facility celebrated Earth Day with the "Adopt a Highway Cleanup." By adopting the two-mile stretch of the highway, Manchester Tank commits to cleaning the area three times a year. The long-term effort not only helps keep roadsides clean and prevents hazards, but also allows the Kentucky Transportation Cabinet to prioritize other tasks for highway safety.

Kennedy Valve team members and their families also took to the community with trash bags and pickers in Elmira, New York, at the Lackawanna Rail Trail. The team has been helping maintain the trail for nearly a decade.

### SAFE SPACES FOR YOUTH

McWane Ductile partnered with the Cal Ripken, Sr. Foundation to build a new state-of-the-art

multi-purpose Youth Development Park in the heart of Phillipsburg, NJ. McWane donated \$1 million toward the project, which broke ground in October, to help create a space for area youth who may not otherwise have access to such community resources.

"We are incredibly proud McWane is making this substantial investment in Phillipsburg, which will enrich the lives of multiple generations," McWane Ductile – New Jersey General Manager Keith Mallett said. "Among our continued investments in addressing critical community needs is positive youth development and education, and this donation further demonstrates our commitment to the future and wellbeing of this community."

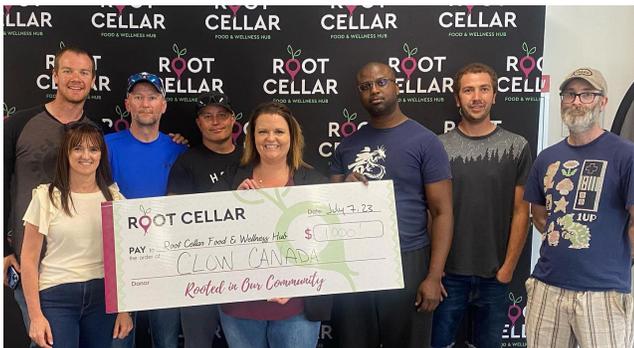
The common thread through all McWane community involvement is commitment. Each facility has team members dedicated to supporting our neighbors year after year and continue to seek more opportunities to help. Giving back to our communities fosters teamwork that mirrors the incredible collaboration happening every day on the job.



Team members from Tyler Coupling participated in the Muddy Princess Mud Run, a women-focused 5k obstacle course supporting the National Breast Cancer Foundation.



The McWane Ductile Foundry in Provo, Utah, raised \$15,000 for three local charities, the Springville Rotary Club, Hope4Utah and Sleep in Heavenly Peace.



Clow Canada donated to the Root Cellar Food and Wellness Hub, a non-profit based in Alberta, Canada, where the team regularly helps serve lunch.



The United Way recognized Kennedy Valve with the Give Award for generosity and commitment to improving the lives of those in the community.

# IT/Finance Conference offers learning, networking and best practice sharing

By Kirk Petty, Sr. Vice President and Chief Financial Officer and Lynn Lovelady, Vice President, Chief Information Officer

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The 2023 IT/Finance Conference brought together 110 IT and Finance professionals from across the company and around the world to share their experiences, knowledge and tools to succeed at their respective facilities.

Hosted in Birmingham, Alabama, the meeting began with a general session featuring keynote presentations by Kirk Petty and Lynn Lovelady. Breakout sessions dedicated to a myriad of priorities relevant to each group played an important part in the scope of the multi-day conference. Among those, cybersecurity was at the forefront for IT with overall fiscal responsibility and a focus on risk manage-

ment taking center stage for Finance. Additionally, Group President McWane Waterworks and Executive Vice President, Manchester Tank & Equipment Co. Kevin Bense provided an update on results of operations and significant initiatives for McWane's waterworks businesses and Manchester Tank.

Dedicated time for networking was described by many as one of the most valuable parts of the meeting. With McWane team members positioned around the globe, several attendees traveled a considerable distance. The conference is always a great opportunity to bridge the distance, develop friendships and discuss industry changes and trends.



Finance Group



IT Group



Lynn Lovelady presenting the IT Excellence Award to Adam Lang

Numerous principles of The McWane Way were engrained in the conference. Among them, Excellence was highlighted with the presentation of the first-ever IT Excellence Award to Clow Canada IT Administrator Adam Lang. Adam was recognized as a key player in the implementation of many new technologies and for his dedication to the Clow Canada team.

In his nomination, it was noted that Adam always goes above and beyond. He was praised for helping his team through many projects, big or small, with professionalism and focus on enhancing Clow Canada's abilities to make projects run smoothly, including thoughtful step-by-step instructions.

The conference culminated with an update from Executive Vice President Will McWane on industry developments, changes within the organization and future plans.

# Where are they now?

By Mickie Coggin

Since 2005, McWane has awarded scholarships annually to 10 deserving students – five to dependents of hourly employees and five to dependents of salaried employees. Over its nearly 20-year history, thanks to McWane’s deep commitment to investing in the future of the next generation, the program has awarded more than \$1 million toward advanced education. This year, we are excited to highlight several past recipients whose futures have been impacted by the program.

## 2021 McWane scholarship recipient saving lives at Children’s of Alabama



Norman, Annie Jo and Gidget

Annie Jo Yeager graduated summa cum laude from Jacksonville State University School of Nursing with a 4.0 GPA. She received achievement awards in Childbearing Families, Adult Health in Community and Secondary Settings, Foundations of Nursing Practice and Nursing to Improve the Health of Humankind.

Annie Jo’s new title is BSN, RN and she works in the Emergency Department at Children’s of Alabama.

Annie Jo is the daughter of Gidget Yeager who will celebrate her 13th anniversary in February at Amerex.

## McWane scholarship program reflects brotherly ties among Lopez family

Brothers Daniel and Miguel Lopez have worked together in the Casting department at McWane Ductile Utah for more than 20 years. During their decades-long tenure, the Lopez family has benefitted from the McWane Dependent Scholarship program, proving hard work and dedication is deeply rooted across the generations.

Daniel is the proud father of Monse Lopez, a 2014 McWane scholarship recipient and graduate of the University of Utah with a degree in health services administration. Monse works as a project coordinator for the Data Coordinating Center at the University of Utah Research Department and is currently pursuing a graduate degree.

“More than anything I wanted to thank you all for such an incredible opportunity,” Monse said. “I am so grateful to McWane for the important role they played in my education. As I reflect on the past few years, I am continually

reminded of the profound impact your company's support has had on my life and the lives of my family. I am proud to have been a recipient of this scholarship, and I am forever thankful for the opportunities it has provided.”

Miguel's children, Esmeralda, Maria and Miguel Jr., his father's namesake, are also McWane scholarship recipients. A 2009 recipient, Maria earned a bachelor's degree in elementary education and is now an elementary school teacher. Esmeralda, a 2012 recipient, earned a bachelor's degree in community health from Utah Valley University and nursing from Ameritech College. She is a registered nurse and specializes in neonatal intensive care. Miguel Jr., a 2017 recipient, earned a bachelor's degree in construction management and works as a corporate budget analyst.

We wish all McWane scholarship recipients the very best and look forward to following their journeys.



Rocio, Monse and Daniel



Maria, Esmeralda, Nora, Miguel and Miguel Jr.

# Adan Escareño: The face of the Tyler Union Millroom

By Mickie Coggin

It takes hard work and dedication to become known as the face of an operation. Since joining Tyler Union, Adan Escareño has achieved just that in only three years as a committed leader in the DISA Millroom. He plays a very important role in training new hires and takes great pride in ensuring they learn the skills to be successful in their new jobs.

Adan credits his father Hector Escareño for his strong work ethic. Growing up, Adan's father worked on the road, but he always made sure that his family was happy and well cared for. "My dad inspires me, and his work ethic made a strong impression on me," he said. "I try to be like my dad on a daily basis and make sure that I treat everyone with the respect that they deserve, the same way my dad does."

Adan is a leader both on and off the job, where he coaches youth soccer. "I have always loved soccer and I wanted to share my knowledge and love for the game with the kids in the community," he said. "One of my proudest seasons was when I had the opportunity to coach my younger sister's team."



Among the sentiments from parents, Adan is touted as a great role model for children and someone who is willing to put in extra time with every kid on the team.

Adan exemplifies The McWane Way principle of Leadership, and we are proud to have him on our team!

# McWane India Sri City's second consecutive SportsFest promotes teamwork and wellness

By Sarah Cain

McWane India Sri City combined wellness and teamwork at the second consecutive SportsFest. The friendly competition was first introduced to help better acquaint team members across departments.

"This sportsfest brought brotherhood and togetherness, which has created harmonious relations amongst employees," Human Resources Assistant Manager Dinesh Thathineni said. "In the end, it is all about fostering teamwork through a culture of collaboration."

With indoor and outdoor games to accommodate all abilities, the facility garnered more than 90% participation. This year's games included cricket, volleyball, chess and kho-kho (a traditional Indian tag), among others, with competitions held at the facility. The planning committee carefully created diverse,



cross-functional teams by ensuring no teams included employees from the same department.

By creating a fun, all-inclusive way to participate, the India Sri City team has seen an improvement in employee engagement and integrated an excellent opportunity to inspire physical fitness.



# 2023: Year in photos

Highlights from across the McWane family of companies





# Meet McWane Ductile – Ohio’s first female electrical apprentice

By Mickie Coggin and  
Jolinda Kistler, McWane Ductile – Ohio Human Resources Manager



As manufacturers seek to fill skilled trade roles, some McWane facilities have found success in apprenticeships to increase exposure and awareness of careers in manufacturing through on-the-job training. McWane Ductile – Ohio (MDO) is using its apprentice program to also help bridge the gender imbalance in manufacturing that exists today.

This year, MDO welcomed their first female electrical apprentice Abby Clark. Abby has been in

the maintenance department at MDO for just over a year.

In late 2021, Abby relocated from Colorado to Ohio and joined MDO. She started in the finishing department as a Pipe Lining Machine Operator until December 2022, when she was promoted to an Electrical Apprentice in the maintenance department.

Her work ethic and skills have solidified her as a valued team member in her short time with the facility. Abby is eager to

learn and continue to develop herself. She feels stronger since starting work at MDO. “I have moved from a “doer” to a “knower,” she said.

In a short time, she has acquired new skills, responded to calls with her trainer and assisted in wiring the fire alarm system.

According to Abby’s supervisor and Plant Engineer Jason Paugh, “Abby is committed to personal success and the success of the company. She is ambitious in her pursuits and takes initiative to get the job done. Her positive attitude is contagious and promotes positive morale within the group. It is apparent when you meet Abby that she holds herself to a high moral standard and makes everyone around her a better person. “

Abby exemplifies The McWane Way principles of Leadership, Accountability and Excellence, and we’re proud to have her as a valued member of the team!

# McWane Dependent Scholarship

Now accepting  
applications



Scan to apply

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 three additional years if 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 at least one year as of January 1 in the year in which the scholarships are awarded
- Have a minimum GPA of 2.0 or greater

**DEADLINE TO APPLY  
FEBRUARY 2, 2024**



McWane is a leader helping to deliver clean, safe drinking water worldwide while focusing on safe, environmentally friendly manufacturing processes. As a global company, we are committed to efficiency and sustainability by manufacturing products made with post-consumer materials that are recyclable at the end of their useful life.

## 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

Clear Water  
Clow Canada  
Clow Valve  
Kennedy Valve  
M&H Valve  
McWane Plant & Industrial

### 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 Co.  
MTE Cemcogas, SA  
McWane India Private Ltd.

### FIRE EXTINGUISHERS & FIRE SUPPRESSION

Amerex



For Generations

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