



Q1 Financial Results


In April, Reliance announced their Q1 2016 financial results. While sales of \$2.16 billion were down 17.3% from the first quarter of 2015, they were up 6.7% from the fourth quarter of 2015 and the company saw FIFO gross profit margins rise to 29.4%.

On our quarterly earnings call, President and CEO Gregg Mollins announced, “Once again, strong operational execution by our managers in the field contributed to an improved FIFO gross profit margin, marking our fifth consecutive quarter of FIFO gross profit margin expansion. We are very proud of this achievement, particularly considering the challenging metals pricing environment over the past year, coupled with uncertain macroeconomic conditions that have constrained general economic growth.”

He concluded, “We continue to support our growth through both strategic M&A opportunities, with two acquisitions completed so far in 2016 [Tubular Steel and Best Manufacturing], as well as through organic initiatives by continuing to invest in our existing businesses. Our balance sheet remains strong and has enabled us to return capital to our shareholders through quarterly cash dividends which we have paid consistently now for 57 years. In 2016, we will continue our focus on maximizing our gross profit margin to take advantage of the more favorable pricing environment while also diligently managing operating expenses and inventory levels to drive earnings improvement and cash flow.”

Our Q2 2016 earnings conference call is on July 21, 2016. Go to investor.rsac.com to listen to the webcast which is available for 90 days after the call.

Reliance made the Fortune 500 list! Visit fortune.com/fortune500/list to see where we stand!



Welcome
BEST Manufacturing, Inc.
“Why Settle For Less When You Can Have The Best”

to our Family of Companies!

Check out their website at
<http://bestmanufacturinginc.com/>

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It’s official:
Reliance is on social media!



us on Facebook



Our Twitter handle is
@Reliance_RS



Follow us on
LinkedIn

Connect with us today!

Where to Get Care Deciding Where to Go



You need care right away, but it's not an emergency.
Where should you go?

- A **LIVEHEALTH ONLINE*** session with a doctor over the internet using your smartphone, tablet, or computer with webcam.
- A **RETAIL HEALTH CLINIC**, often found in a major pharmacy or retail store.
- A **WALK-IN DOCTOR'S OFFICE** that can see you even if you're not a regular patient or don't have an appointment.
- An **URGENT CARE CENTER** which is staffed with family, pediatric, ER and internal medicine doctors.

Visit www.anthem.com/ca/findurgentcare

TOP 10 REASONS PEOPLE VISIT THE ER THAT ARE USUALLY NOT EMERGENCIES

1. Minor headache
2. Urinary tract infection
3. Flu
4. Common cold
5. Nausea with vomiting
6. Dizziness
7. Migraine
8. Bronchitis
9. Lower back pain
10. Minor head injury

When to use the ER

Always call 911 or go to the ER if you think you could put your health at serious risk by delaying care.

YOUR COSTS

	High PPO	Low PPO
LiveHealth Online*	\$15 copay	
Retail health clinic	\$25 copay	\$40 copay
Walk-in doctor's office	\$25 copay	\$40 copay
Urgent care center	10% coinsurance	20% coinsurance
Emergency Room	\$150 copay	

*LiveHealth Online is not available in TX, AR, and AK.

CONGRATULATIONS TO THE LIVEHEALTH ONLINE RAFFLE WINNERS!

\$100 Gift Card Winners



Ash Botros – Earle M. Jorgensen
 Bob Imrie – Reliance Steel & Aluminum Co.
 Steve Johnston – Delta Steel
 Dawn Schultz – Tubular Steel
 Lorie Powers – Chapel Steel
 Liliana Romano – Earle M. Jorgensen
 Doug Nesbitt – Service Steel Aerospace
 Jackylynn Robles – Reliance Steel & Aluminum Co.

iPad Mini Winners



Randy Hampton – Precision Strip
 Shawn Dell – Yarde Metals
 Adrian Cano – Reliance Steel & Aluminum Co.
 Beth Roth – Tubular Steel



Reliance Rewards is adding a new medical plan option in 2017, the "Reliance Rewards Saver Plan." Be on the lookout for more information in late summer and during Annual Enrollment this fall!

2016 Near Miss-ion Lessons Learned



“Near Miss-ion 2016” is a three month challenge, issued by the Corporate Safety Team to our entire Family of Companies, to collect as many Near Misses from all locations as possible. A Near Miss is an event that did not result in injury or property damage, but had the potential to do so. The objective is to demonstrate the importance of not only recognizing a Near Miss but documenting, investigating, training, and resolving them.

Near Miss-ion 2016 Update

We’re halfway through our challenge, and here are the numbers we have so far:

- 210 locations signed up to participate
- 9,123 employees positively affected by this challenge
- 2,293 total Near Misses that locations have committed to collecting
- 273 Near Misses collected as of June 1, 2016

We are moving in the right direction! Keep submitting your Near Misses, remembering that “Today’s Near Miss can prevent tomorrow’s accident!” The challenge ends August 12.

If you stand in the right place, chances are you won’t get hurt!

Ever held a cup while pouring hot coffee into it? Or held a nail while someone else hammered?

In both instances you are putting yourself in harm’s way. If something goes wrong, you could get injured. PROTECT YOURSELF!

1. Look for hazards before you start a task
2. Eliminate the hazard when possible
3. If you can’t eliminate, look for possible controls
4. Use best practices for minimizing hazards

We do many things in our daily lives that could result in injury, but somehow don’t. So we can become complacent and not even think twice about tasks that we complete on a regular basis. Being in the wrong place in a metals warehouse can lead to trouble, resulting in injuries from minor to severe. Use the four steps above to improve safety in our facilities and in your home!



In April, the Corporate Safety Team launched a monthly award to recognize the safety achievements of our FOC locations. Go to [RELIANCEroots](#) to read about what the winning locations are doing!

APRIL



Minneapolis, Minnesota

MAY



New Boston, Ohio

JUNE



Spokane, Washington

Introducing the Q3 Wellness Theme: **Boost Your Emotional Wellbeing!**



This quarter, wellness@reliance is ready to help you boost your emotional wellbeing and improve your mood. We'll provide you tools and resources to help you identify and manage your stress levels, improve your relationships, and get the most out of rest and relaxation.

A healthy diet and exercise are great for your body, but don't neglect your emotional health and wellbeing. Research shows that individuals who effectively cope with their stress, rest and recharge, and have strong relationships with friends and family are better able to meet the demands of everyday life and focus on important personal priorities. By improving your emotional wellbeing, you could be healthier, happier, and stronger in your work and life.



July 2016 – Positively Stress Less – tips and tricks to tackle stress.

August 2016 – Take the “Stress-Free Relationships” seminar and earn 5 Wellness Credits. Remember to complete all of your wellness activities and earn 50 Wellness Credits by **August 31** to earn your incentive for 2017.

September 2016 – A look back – a recap of our 2016 program year and how we've worked together to improve health and wellness.

What can you do?

Get started now! Go to www.wellnessatreliance.com and browse articles, seminars, and resources dedicated to health and wellness.

Don't forget, time is running out!

How many wellness credits do you have?

The deadline to qualify for the 2017 wellness incentive is fast approaching.

**Complete your wellness activities by
August 31.**

Go to www.wellnessatreliance.com and see where you stand with the program requirements. Check out Additional Activities to find wellness activities to boost your health and earn your 50 Wellness Credits.



Wellness at Work:

Viking – Sandwiches for the Homeless



For years, a number of us at Viking had talked about volunteering together for a cause in our local community of Minneapolis, Minnesota. The challenge of finding the right type of activity and coordinating so many busy schedules, however, always made this “something to do... someday.”

That “someday” finally arrived! On Thursday, April 14, 2016, 36 of us gathered in our lunch room at Viking headquarters, and we made over 600 various sandwiches. The sandwiches were then delivered to Minneapolis Recreation Development, an organization serving the local homeless community. Our company also made a monetary contribution to help with delivery and distribution expenses.

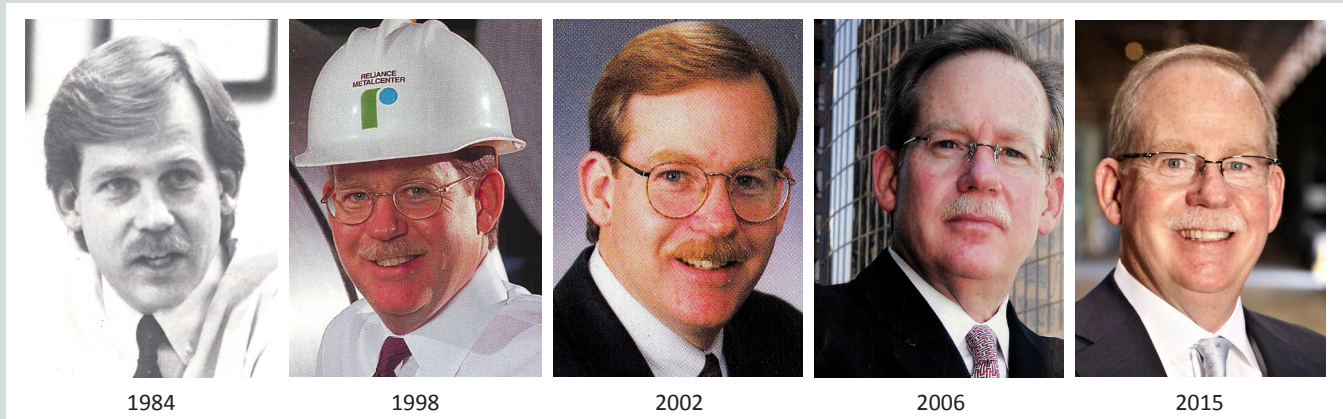
The experience was very positive for everyone involved. The Viking team members who participated not only enjoyed the activity; we also appreciated working for a company that is willing to give back to its own community. This was our first community outreach event, but now that our appetite is whet, it certainly won't be our last!



(Clockwise from bottom): Juan Guzman, Laura Nelson, Don Blaisdell, and Santiago Ruiz form a sandwich-making assembly line – complete with gloves and hard hat for safety!



Farewell to Dave Hannah



When David Hannah came to Reliance as our first CFO in 1981, sales were \$206 million; under his leadership, they topped a record \$10.4 billion in 2014. Over Dave's 35-year career, many other company milestones were achieved: our IPO in 1994; being named a Most Admired Company by *Fortune* magazine and joining the Fortune 500; the completion of over 60 acquisitions, and with that, becoming the metals industry's Acquirer of Choice. Most notably, Dave has been instrumental in ensuring that throughout this significant growth, Reliance maintains the core values that have defined us from the beginning – honesty, integrity, humility, and compassion. As he begins a well-deserved retirement, the Reliance Family wholeheartedly thanks Dave for his amazing leadership by example and wishes him the very best.

Help! I've Been Cyber-Attacked!

Your computer seems to be running a little weird. Your friends say they're getting suspicious emails from you that you know you didn't send. You suspect that your Facebook password, or worse yet, the password for your on-line bank account has been compromised. These are all clues that may indicate you're a victim of a cyber-attack.

Whether you were hacked, phished, or had malware installed on your computer or phone, don't panic! Take action quickly to minimize damage to your computer system, network, and the systems and/or accounts that you have access to. Here are a few good first steps to take if you suspect that your computer or accounts have been compromised:



- **Contact your IT Support Organization** to report any suspicious activity if related to work-issued computers or accounts.
- **Contact your bank** or any other organization where you believe your accounts have been compromised.
- **Change passwords on all of your accounts.** This is especially important if you use the same password for multiple accounts (which is not a good idea!).
 - Don't iterate on old passwords. Instead make long and very difficult passwords. Include different cases, letters, numbers and symbols. Your passwords should not be based on a word in the dictionary.
 - Consider using a password manager such as LastPass, Dashlane, or 1Password. Password managers can generate complex passwords and securely store them for you. They can also be used to fill out log-in forms so that you don't have to do any memorizing.
- Where possible, **implement multi-factor authentication.** Services such as Gmail, Amazon, and LinkedIn all have this capability, which can be turned on for free.
- **If your email account has been compromised, let your contacts know about the attack.** Preferably from a different email account, or via another method such as text message. Cyber criminals will leverage your email account to phish your contacts.
- **Run virus protection software** to search for viruses or malware on your system, then remove or quarantine any that are found.
- **Check your financial accounts regularly and report any unexplained activity.**
- **Stay vigilant.** Educate yourself and family members on how cyber criminals can gain access to your computer and accounts.

And remember...be aware and be cyber safe out there!

Reliance President's Cup Recap

The 62nd Annual Reliance President's Cup Golf Tournament in April was another success! Our total attendance was just over 300 with family members flying in from as far away as Florida and Minnesota! Congratulations to the 2016 winners:

- President's Cup Champion – Joe Tulley of Reliance Metalcenter San Diego, CA
- Ladies Champion – Mary Sinclair of Viking Materials, Minneapolis, MN
- The Reliance Metalcenter San Diego team of John Fiorello, Dan Norburn, Jack Sanders, and Joe Tulley, who took home the Manager's Cup!

Mark your calendars for the 63rd Annual President's Cup the weekend of April 21-23, 2017. See you next year in San Diego!

Log on to [RELIANCEroots](#) to view the full golf results and to see photos and highlights from the weekend.





Employee Discount Programs



Your employee benefits touch home!

Reliance Steel & Aluminum Co. welcomes you to the Hewlett Packard employee benefits program. Are you interested in winning a printer? Read on for further instructions.....



What is the Hewlett Packard (HP) Employee Purchase Program?

It's an online store designed for Reliance Family of Companies employees to make personal purchases of HP products at exclusive discounted prices.



Your employee benefits keep getting better!

Come see what's new at HP. Whether it's gaming, family photos, or that new tablet you've been wanting, HP has the right gadget for you. Come take advantage of your employee discount as well as HP's personalized product recommendations to maximize your shopping experience.



HP CONTEST

We invite you to view the HP employee benefits at [RELIANCEroots](#) under the *My Benefits* tab.

Those who view the page and answer all the contest questions correctly will be entered into a drawing to win one of three HP Office Jet 4650 All-in-One Printers! The contest runs from July 1 through July 31. The three lucky winners will be selected through a random drawing on August 1, 2016. One entry per person.

Let's get started!

1. Sign in to [RELIANCEroots](#) at www.relianceroots.com
2. Click the *My Benefits* tab
3. Click *Employee Discount Programs* from the left navigation menu
4. Click on the *July 2016 HP Contest* link on the right side of the page. Follow the contest instructions and have fun!

2016 Special Olympics Southern California Summer Games

Reliance would like to congratulate all of the athletes on their hard work at this year's Special Olympics Southern California Summer Games, which took place June 11 and 12 at the Cal State Long Beach campus. Reliance as a presenting sponsor at the Games which featured six sports including aquatics, track and field, basketball, bocce, golf, and gymnastics.

Thank you to all of our volunteers!

Go to [RELIANCEroots](#) to read the full story of Reliance's participation in the Special Olympics.



Volunteers from left: Laci Fazio (Tube Service), Lillian Vargas, Kyle Hawkins (Tube Service), Clara Kim (EMJ), and John Southward (Tube Service).

Employee Service Awards

Kudos to the 94 employees who celebrated milestone anniversaries in the second quarter of 2016! Reliance would not be where we are today if it wasn't for you. It never gets old to say that we're the best in the business because we have the best people working for us. Thank you all very much for your decades of dedication – and congratulations!

20 YEARS OF SERVICE

Brian Alter.....Allegheny Steel Distributors	Deborah O'Donnell.....Yarde Metals	Steve Hodges.....Bralco Metals
James Alvis.....Siskin Steel & Supply	William O'Donnell.....Metals USA	Richard Innes.....Earle M. Jorgensen
Ryan Bensman.....Precision Strip	Phillip Ortiz.....Delta Steel	William Johnson.....Metals USA
Jay Bostelman.....Precision Strip	Judith Rhoades.....Earle M. Jorgensen	Harry Launder.....Precision Strip
Nikki Calamia.....Tube Service	Marco Sainz.....American Metals	Charles Loar.....Metals USA
Adolfo Camberos.....Tube Service	Andrew Sanche.....PDM Steel Service Centers	Clifton Love.....Metals USA
Donna Chapman.....Phoenix Metals	Roger Sawyer.....Haskins Steel	Edward Mefford.....Siskin Steel & Supply
Daniel Desautel.....Metals USA	Joseph Shertzer.....Toma Metals	Ellen Moxley.....Metals USA
Brandon Dodds.....Earle M. Jorgensen	Jim Souder.....Liebovich	Leander Quarterman.....Chatham Steel
Georgia Dunavin.....Metals USA	Robert Tignor.....Phoenix Metals	James Ryan.....Phoenix Metals
Jason Dwenger.....Precision Strip	Allan Trelli.....Yarde Metals	Philip Smith.....Precision Strip
Lacie Fazio.....Tube Service	Rodney Tucker.....Siskin Steel & Supply	Kimberly Stanphill.....American Metals
Brad Feltz.....Precision Strip	Eric Vanderhorst.....Precision Strip	Brad Stricker.....Precision Strip
Shawn Finley.....Earle M. Jorgensen	Timothy Vanmersbergen.....Earle M. Jorgensen	Jose Tabarez.....Earle M. Jorgensen
James Flaherty.....Earle M. Jorgensen	Angel Vieites.....Infra-Metals	Laura Thorn.....Tubular Steel
Marlena Freeh.....MetalCenter	Rodrigo Virgo.....Earle M. Jorgensen	Annette Weintz.....PDM Steel Service Centers
Danny Galloway.....Siskin Steel & Supply	Victor Walford.....Earle M. Jorgensen	Paul Winsoc.....Diamond Manufacturing
Susan Garcia.....Earle M. Jorgensen	Regina Webster.....Reliance Steel & Aluminum Co.	Kelly Woodcock.....Liebovich
Ladana Grebel.....Metals USA	James Zimmermann.....Metals USA	Bernard Yates.....Metals USA
Kristina Guest.....Chatham Steel		
Rodolfo Gutierrez.....Earle M. Jorgensen		
Donald Hawkins.....American Metals		
Joshua Homan.....Precision Strip		
Anya Ingram.....Metals USA		
George Jones.....Chapel Steel		
Jason Karasek.....Precision Strip		
Patrick Kohne.....Precision Strip		
Huon Kong.....Service Steel Aerospace		
Javier Lopez.....Earle M. Jorgensen		
Jay Lopin Jr.....Metals USA		
Davinci Mack.....Chatham Steel		
Stephen Mahr.....Earle M. Jorgensen		
Jorge Morales.....Clayton Metals		
Gregory Morr.....Metals USA		
Caron Munsen.....Haskins Steel		

25 YEARS OF SERVICE

Thomas Atherton....Northern Illinois Steel
Steven Castanon.....Bralco Metals
Stephane Chabot.....Reliance Metals Canada Limited
John Clarke.....Earle M. Jorgensen
Elizabeth English.....RMC San Antonio
Frank Fronczek...Diamond Manufacturing
Michael Garland.....Tube Service
Enrique Gomez.....PDM Steel Service Centers
David Goodrich.....Earle M. Jorgensen
Stephen Hedrick.....Delta Steel
Robert Heinz.....Liebovich