



New Year's Message from Gregg Mollins

Happy New Year, everyone! I hope that you enjoyed a wonderful holiday season and received some good stuff under your trees. Most importantly, I hope you had a chance to spend some quality time with your family, friends, and other loved ones. And I hope you took some time for yourself to reflect on the year that has just passed.

Thankfully, I was able to do all of the above. I was blessed to be surrounded by my family over Christmas. I'm especially grateful because it's not easy to get everyone together these days. The best present for me was to catch up over a good meal or by the fireplace.

2016 was not without its challenges, but with our improved efforts in maximizing inventory turn, improving gross profit margins, and continued focus on expense control, we once again outperformed our peer group by a wide margin and ended the year with more than respectful returns. Congratulations to ALL of you for it is truly a team effort!

We continued to pour money back into the company to support plant expansions, new buildings, and equipment that are key to our companies' internal growth initiatives. Our expectations for "return on invested capital" are high, but we are pleased to report we have executed our return strategies very well and continue to improve year over year. It's good to be us!

Our Family of Companies gained four new members last year: Tubular Steel, Inc., Best Manufacturing, Alaska Steel, and T&S Tubing. Reliance is now at over 300 locations, with our US presence rounded to 40 states. Welcome to the family!

To conclude, I would like to say I am excited about the opportunities that lie ahead in 2017. Imports have been declining in almost all our products and as a result, the domestic producers have been raising prices since November of 2016. That is good news for our sales department! Infrastructure and non-residential construction, our largest end use market, is poised for continued improvement throughout the year. Aerospace and auto are doing very well and we expect this trend to continue. Due to our strong financial performance throughout the year, we were able to pay down our debt to a very comfortable level, which makes us all sleep better. Awesome! So we have positive momentum on the pricing side, potential improvement on the demand side, and another years' worth of experience to improve our skill sets – it doesn't get much better than that!

Our executive management team at Reliance Corporate would like to thank ALL of you for the contributions you make personally to the success of Reliance. Without your hard work, extra effort and commitment, we would be just another "run of the mill" service center.

Thank ALL of you & God Bless.



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THE VALUE OF A HACKED PC

You've heard all the advice about using complex passwords, updating anti-virus software, and avoiding suspicious websites to keep yourself cyber-safe...but you're still not convinced that it applies to you. After all, you don't bank online or store any sensitive information on your computer. What would a hacker want from you? Simple answer: *financial gain*. And we're talking about much more than accessing your bank or credit card data.

Whether it's your work PC or your personal mobile device, every asset has value to a cyber-criminal. There are multiple ways a hacker can compromise your system to generate income. Here are a couple of examples.

Once a hacker compromises your computer, they can install software on it or run malicious code and make it behave as they see fit. They can turn it into a "Bot Zombie," part of a huge "Bot Network" of compromised systems that are all controlled by a single hacker. The "Bot Network" can be rented to the highest bidder, who can in turn use it to generate so much traffic to a single website that the site is not able to handle the load and consequently crashes or stops accepting connections from legitimate users (this is known as a DDOS attack

– Distributed Denial Of Service). In this example your system is being used by an attacker to conduct an attack, not only taking away computing power from you, but also making it look like *your system* is conducting the attack – and making *you* look like the attacker.

If financial gain isn't the hacker's primary objective, they might be looking for a place to host a malicious website. A compromised system can come in really useful here! The hacker can direct other victims to a malicious website hosted on your computer, making it look like *you* are the one that is trying to infect other people! If law enforcement authorities become involved in an investigation, they would be led to your system as the source of malware distribution. How would you prove that it wasn't you?

The illustration below lists other possibilities of what a hacker can do with a hacked computer. Remember: the best defense is a good offense. Be proactive and stay alert! Revisit the cyber-security column in past LIFE@reliance newsletters and listen to the advice from the experts – including your IT department – to ensure that you don't become a victim of a cyber-crime.





SMART Safety Every Day

Making 2017 Our Safest Year Yet

The New Year is upon us and our theme is "SMART Safety Every Day – Making 2017 Our Safest Year Yet." As always, the Corporate Safety team is committed to providing support to our locations to achieve this goal. First, let's understand what SMART Safety is and how we can embrace it.

Who should participate in SMART Safety?

The entire Family of Companies has great opportunities to learn from peer-to-peer safety improvement.

Why should I practice SMART Safety?

By focusing on peer-to-peer safety, we are all able to watch out for our entire family. In other words, we are able to "Make Safety Personal."

How can Corporate Safety support your efforts?

Safety leaders have already received a 2017 Safety Training Calendar. It addresses hard-hitting topics with Tool Box/Tailgate Talks that can be accessed on The Safety Dashboard.

For all employees, a 2017 Pledge to Safety campaign is coming! We will work together as a Family of Companies to understand why each individual makes a personal commitment to work safely.

What is SMART Safety?

SMART Safety is a peer-to-peer learning technique to encourage employees to make safety personal and look out for each other.

- S** **STOP** a fellow employee from completing an unsafe act or shortcut.
- M** **MENTION** to the employee why you stopped him or her and why you think it is an unsafe act or shortcut.
- A** **ACT**. If the employee engages in finding another solution, work it out together. Or, ACT by notifying management.
- R** **REVIEW** the unsafe act and the actions that were taken to resolve the situation.
- T** **TRAIN** others in the resolution that was discovered.

Last year, we met our goal of a 25% reduction in accidents! This year, we would like to do the same. It will take dedication from every member of the Reliance Family of Companies to achieve this. The Corporate Safety team is here to support you in the warehouse, office, or on the road. If you have questions, feel free to reach out to us at reliancecorporatesafety@rsac.com. Let's exceed expectations and make it our safest year yet!



That's a wrap! Below are 2016's final Safety Stars awardees. Congratulations! Go to the *Employee News* section of [RELIANCEroots](#) to read about each location's noteworthy safety achievements!

October 2016



EARLE M. JORGENSEN COMPANY

Portland, OR

November 2016



Union City, CA

December 2016



Fort Worth, TX

Introducing the 2017 Wellness Theme: WHO'S YOUR REASON?

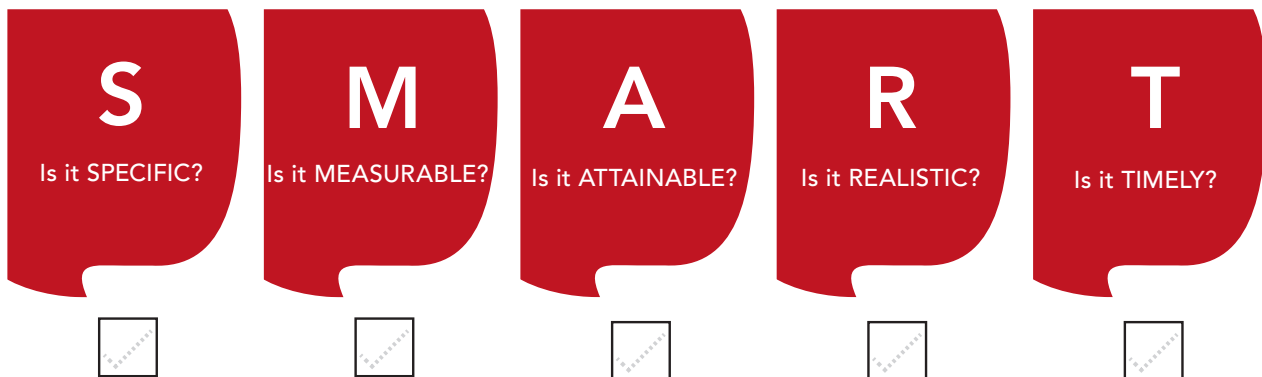


January 2017 – Sticking To Your Goals

Are you ready to make SMART Goals?

Setting SMART goals is one way to achieve success with any change you want to make. Whether the changes are simple or more long term, you need a plan to help you get there. Goals must be self-initiated and can encompass any dimension of wellness such as physical, emotional, financial, and nutritional.

To set a personal goal, use action words such as *direct*, *organize*, *coordinate*, *lead*, *develop*, *plan*, and *build*. Write down why your goal is important and establish a realistic deadline to accomplish it. Ask yourself:



What's coming in February?

StayWell Charge Million Steps Challenge



Lace up your walking shoes to get ready for this fun and exciting challenge beginning in February and continuing through August 31. Reach 85K steps five months out of seven months to earn 20 Wellness Credits.

What's coming in March?

Back Care

At some point in our lives, most of us will suffer from back pain. Learn ways to help reduce your risk for back pain or back injuries.

National Nutrition Month

Explore how to make small adjustments to your meal planning that can make big differences in your health.

Find out more at www.wellnessatreliance.com!

Browse articles, seminars, and other resources.

Find simple tools to help you on your wellness journey.

Log in today!


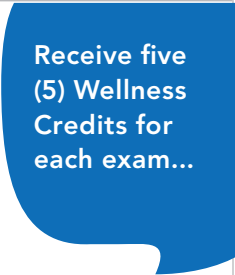







“The new year stands before us, like a chapter in a book, waiting to be written. We can help write that story by setting goals.”

– Melody Beattie

Make 2017 the year you really commit to your health and wellbeing! You can start by completing all your preventive exams.

Schedule them now so they’re on your 2017 calendar, and then show up – it’s just your health we’re talk’n here!

What to Schedule		Covered Under Reliance Rewards?		Wellness Credits?
	Annual Physical	High PPO	In Network - 100%	 <p>Receive five (5) Wellness Credits for each exam...</p>
		Low PPO		
	Saver Plan	Out of Network Deductible + Coinsurance		
	Dental Exam	In Network – 100% Out of Network – 100%		
	Vision Exam	In Network – 100% after \$10 copay Out of Network – \$45 Allowance & \$10 copay		
	Mammogram	In Network – 100% Out of Network – Deductible & Coinsurance		 <p>...if you complete by August 31, 2017!</p>
	Colonoscopy	In Network – 100% Out of Network – Deductible & Coinsurance		

Paul Shaffer of DMC Runs NYC Marathon

Congratulations and a job well done to Paul Shaffer, of Diamond Manufacturing Company, who finished the 2016 New York City Marathon! He exceeded his fundraising goal by over \$1,000, raising nearly \$6,500 for the Allied Services Foundation!

Paul was part of Team Leckey, made up of 48 athletes from Northeastern and Central Pennsylvania, New York, and the Philippines. Each runner ran in honor of a past or current patient or individual served by Allied Services Foundation. Just one week after the race, the team gathered for a live broadcast, on WNEP TV, to announce the total raised by WNEP's Ryan's Run 7. This year, the campaign raised a record-breaking \$502,315!



William Conaboy, President and CEO of Allied Services Integrated Health System commented, "We're fortunate to have the support of so many partners and individuals who are committed to improving the lives of individuals with disabilities and life-changing injuries in our area. On behalf of our patients, I want to thank each and every person who gave of their time, talent and money to support what we do here at Allied Services."



Reliance Corporate Fulfills 41 Children's "Santa Wishes"

Reliance Corporate Los Angeles has participated in Our Lady of the Angels Cathedral's Adopt-a-Family program since 2009, fulfilling wishes for one family each year. Last December, the office decided to spread the love and reach out to multiple families. The goal was to fulfill "Santa Wishes" for 41 children from 16 families. We fulfilled all wishes!

Emma at the Cathedral of Our Lady of the Angels said, "These [gifts] are so awesome! Thank you for all of your help! Your team really made it a magical Christmas for these children."

Donna Newton, Reliance's Vice President of Benefits, said, "We were very pleased with our participation in this year's 'Santa Wishes' gift donation. From bicycles to teddy bears, to *Frozen* dolls to unicorns, the Reliance Corporate group once again pulled together to share Christmas joy with 41 children from the Los Angeles area. All 41 'Santa Wishes' were fulfilled, and with our gifts, our best wishes to these children and their families were sent. It is truly a joy to know that you helped make a child smile on Christmas Day."



ROUND-UP

Infra-Metals' 2nd Annual Bob Walton, Sr. 5K Run for Cancer and Family Fun Day

Infra-Metals Ohio held its 2nd Annual Bob Walton, Sr. 5K for Cancer on Saturday, October 8, 2016. The race honors the memory of the man who was a longtime advocate of community participation. His revitalization efforts led to the rise of the Bob Walton, Sr. Industrial Park – the site of Infra-Metals' newest service center in New Boston, Ohio. Approximately 60 runners participated, and Infra-Metals was able to send \$8,000 to the American Cancer Society – an increase over last year's donation.

Winners in each age category received custom prizes designed and produced by Infra-Metals.

As has now become tradition, the company hosted its annual Infra-Metals Ohio Family Fun Day shortly after the race. Having worked very hard over the past three years to grow their business from literally nothing to what it is now, Infra-Metals saw Family Fun Day as a great opportunity to



meet extended family, show off the facility, and share a meal with co-workers and friends.

Thanks to the entire Infra-Metals family for living out the Reliance value of always improving – our health as well as the communities in which we live and work.



Did you notice? We have a brand new look! Log in to www.relianceroots.com today to read about employee news and events, find important forms, and rediscover the diversity of our Family of Companies!



— Reliance Steel & Aluminum Co. 63rd Annual —

PRESIDENT'S CUP GOLF TOURNAMENT

— San Diego, CA | April 21-23, 2017 —

CHECK YOUR EMAIL AND RELIANCEroots FOR UPDATES!

Employee Service Awards

Kudos to all employees who celebrated milestone anniversaries in the fourth 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!

This list includes service anniversaries which were missed in last year's newsletters. Our apologies and a belated congratulations to these employees (denoted by asterisks)!

20 YEARS OF SERVICE

Hector Aguiar Earle M. Jorgensen
David Barrera PDM Steel
Shane Betancourt Yarde Metals
Jackie Billingsley Siskin Steel
Leona Brown Precision Strip
Jose Burgalin Phoenix Metals
Jeffrey Burrus Liebovich Bros.
Jennifer Cameron Earle M. Jorgensen
Tina Chambers Earle M. Jorgensen
Raymond Costick Yarde Metals
Joseph Cox Precision Strip
Michael Cox Precision Strip
Michael Dearie Diamond Manufacturing
Kathy Deel Precision Strip
William Donisi Precision Strip
Marcus Edwards Precision Strip
Tammy England-Ray Reliance (RTS)
Daniel Fadness Reliance Metalcenter
Robert Funk Reliance Metalcenter
Miguel Garcia PDM Steel
Chad Gasson Precision Strip
Ann Gessner Precision Strip
Ricky Hampton Precision Strip
Jeffrey Haudenschild Precision Strip
Jeff Helmbrecht Viking Materials
Orlando Hernandez American Steel
Matthew Heuker Precision Strip
Geoffrey Howard Precision Strip
Phil Hungate Liebovich Bros.
Scott Javor Feralloy Indiana Pickling
Diana Johnson Encore Metals
Michael Kingery Hagerty Steel
Rick Klauck Metals USA
Brian Larson Earle M. Jorgensen
Joel Larson Earle M. Jorgensen
Paul McAber SSA
Jeffrey D. McClellan ... Feralloy Indiana Pickling
Steven McMillin Precision Strip
Todd Mescher Precision Strip
Deborah Oellrich Metals USA
Thomas Ohlhaber Earle M. Jorgensen
James Pass Precision Strip
James Pendergras Hagerty Steel
Leo Pendergrass Precision Strip
Kevin Perez Infra-Metals
Michael Perez Metals USA
Francesca Petrovich Metals USA
Daniel Plouff Encore Metals
Beverly Quirk Delta Steel
Jeanna Richelson Siskin Steel
James Riggs Tubular Steel
Jerry Rone Precision Strip
Kurt Schirmer Earle M. Jorgensen
Victor Sciarriello Delta Steel
Joseph Seger Precision Strip

Jose Juan Sena Liebovich Bros.
Joe Slone Precision Strip
Nicholas Stabile Yarde Metals
Gavin Strickland Precision Strip
Samuel Torres Central Plains Steel
Gerald Turner Encore Metals
Richard Valencia Earle M. Jorgensen
Luis Villafan Macias PDM Steel
Jason Vorlob Metals USA
Quincy Walker Earle M. Jorgensen
Teresa Weddle Siskin Steel
Adam Young Pacific Metal Company

25 YEARS OF SERVICE

Jeffrey Abbott Yarde Metals
Juan Adames Liebovich Bros.
Randy Anderson Metals USA
Richard Barth Infra-Metals
George Bidanset Yarde Metals
Lynn Buzzell Metals USA
Frank Castillo Reliance Metalcenter
Chuck Cooper Siskin Steel
Ronald Demski Infra-Metals
Fred Finnerty Infra-Metals
Joseph Green Phoenix Metals
Mark Gregg AMI Metals
David Grieshop Precision Strip
Richard Hajko Toma Metals
Robert Hatfield Infra-Metals
Allen Hopper Reliance
Mark Johnson Infra-Metals
John Koerner Reliance Metalcenter
John Lusdyk Infra-Metals
Clinton Lynch Metals USA
Travers Marshall Earle M. Jorgensen
Dorothy Mattox Chatham Steel
Karen Miles Ohio River Metals
Gary Olmstead RMCL
Penelope Ostash Infra-Metals
Larry Park Liebovich Bros.
Douglas Plowman Liebovich Steel
Christopher Polhill Custom Fab
Greg Powell AMI Metals
Catherine Rebstad Yarde Metals
Wayne Shackelford Infra-Metals
Kerri Slover Metals USA
Helen Toohey Earle M. Jorgensen
Charles Underkofler Infra-Metals
Joseph Vojtech Bralco Metals
John Welsh Infra-Metals

30 YEARS OF SERVICE

Henry Bartsch Valex Corp.
Richard Baugh PDM Steel
Debra Booth Best Manufacturing
Joseph Clark SSA

Edward Force Valex Corp.
Troy Hall Metals USA
Lorin Hardman Alaska Steel
Michael Holcomb Diamond Manufacturing
Leroy Hunt Liebovich Bros.
David Igou Bralco Metals
John Johnson Liebovich Bros.
Mary Krasniak Diamond Manufacturing
Steven Lewis Metals USA
Edith Major Bralco Metals
Leslie Mansfield Metals USA
Christopher Matheny Earle M. Jorgensen
Darwin Murph Metals USA
Sergio Pitones Valex Corp.
Garry Powers Trident
Eleanor Priest Chatham Steel
Michael Richardson Phoenix Metals
Frederick Stanton Feralloy Processing
Ronald Timmons Chatham Steel
Robert White Metals USA
Lisa Wieman Earle M. Jorgensen
Joseph Woelfel Metals USA
Lynn Wrather PDM Steel
Brian Yamaguchi Reliance
Paul Zimmerman* Reliance

35 YEARS OF SERVICE

Patricia Foster Earle M. Jorgensen
Mark Holthaus Precision Strip
Michael McGoy Siskin Steel
Laura Mickels American Steel
Allen Moeller Precision Strip
Victoria O'Connor Reliance (RTS)
Edward Tuerpe Reliance Metalcenter
Gene Wong Earle M. Jorgensen

40 YEARS OF SERVICE

Paul Abernethy Feralloy Corporation
Mark Devlin Earle M. Jorgensen
Robert Forshey Metals USA
James Greenshield Trident
Dusty Leamon Reliance Metalcenter
Lourdes Rice* Pacific Metal Company
William Rought Diamond Manufacturing

45 YEARS OF SERVICE

Aldon Gaston Reliance Metalcenter
Gerald Rice Good Metals
Robert Stallworth Earle M. Jorgensen