



### 2017 Q1 Results

2017 is off to a great start! Both pricing and demand are better than they were a year ago, as seen in our sales and tons sold amounts. These factors, along with our Family of Companies' excellent execution, resulted in record quarterly gross profit dollars. Our higher, sustainable gross profit margin remains intact as a direct result of the investments we are making in value-added processing equipment. This quarter, we also saw our highest earnings per share and net income since the first quarter of 2012.

Our managers in the field exercised disciplined pricing, effective inventory management, and diligent expense control, and we are thankful for their dedication to the company's success.

We are optimistic about increased infrastructure and equipment spending on the horizon. Keep up the good work, everyone. Let's have another great quarter!



\*compared to 2016 Q1



### 2017 Pledge to Safety



In practicing this year's companywide safety theme (SMART Safety Every Day – Making 2017 Our Safest Year Yet!), Reliance Corporate Safety is asking all employees to recommit to safety in a way that is personally meaningful.

Whatever your work setting – office, warehouse, truck, etc.: *Why do you work safely?* Is it for your family? Friends? Personal health? *What can you do to work more safely every day?*

Be on the lookout for a Pledge certificate. You can list actions for yourself and include a picture of your reason(s) for staying safe on the job. Submit your certificate to Reliance Corporate Safety and also keep it front and center as a daily reminder to be safe while working.

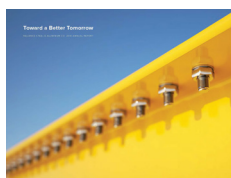
I PLEDGE TO MAKE SAFETY PERSONAL BY:

This is how I will contribute to SMART Safety Every Day—Making 2017 Our Safest Year Yet:

• WHY I WORK SAFELY •

Signature \_\_\_\_\_ Date \_\_\_\_\_

With everyone's active participation, we can reach our goal of reducing recordable incidents by 25% this year.



### 2016 Annual Report

Our annual report is now available on [RELIANCEroots](#). Click on the cover and take a peek today!

### In This Issue

- RELIANCE Rewards – IRS Form 1095-C and EAP Seminars ..... 2
- Introducing *Reliance Cares* ..... 3
- Wellness – Q2 Monthly Themes ..... 4
- Wellness – Stories ..... 5
- Cyber Security – Protecting Your Kids Online ..... 6
- Safety and Fleet – Are You a SMART Driver?..... 7
- Employee Service Awards..... 8

### RELIANCE IS ON SOCIAL MEDIA!



us on Facebook



@Reliance\_RS



Search for:  
Reliance Steel & Aluminum Co.

Connect with us today!



# 2016 Tax Form: IRS Form 1095-C

## Employer-Provided Health Insurance Offer and Coverage

All Reliance Family of Company employees should have received IRS Form 1095-C in the mail.

### Why am I getting Form 1095-C?

You are receiving this tax form because it is required under the national healthcare law, the Affordable Care Act (ACA).

### What is the Purpose of Form 1095-C?

Your employer is required to provide proof of health insurance to you and the IRS. Form 1095-C includes information about health coverage offered to you and a confirmation of which months you and/or your family members had health coverage.

### What do I do with my Form 1095-C?

The 1095-C is NOT to be submitted with your 2016 tax return. You should retain it with your records in the event of an IRS tax audit.

Most people will only have to check a box on their 2016 IRS Form 1040 that states that they (and their dependents, if applicable) were covered by a health plan for the year.

If you have already filed your 2016 return, please make sure the information you reported for the months you had health coverage matches the information provided on the 1095-C Form. If the information matches, you do not need to take any action. Retain the 1095-C Form for your records.

If the information on months of coverage in Part II of Form 1095-C does not match what you reported on your tax return, you may need to amend your tax return. If Part III on Form 1095-C is blank, and you and your family members are enrolled in coverage, you should receive a Form 1095-B from your medical insurance carrier. If you believe the 1095-C form is incorrect, please contact your HR Manager.

## Employee Assistance Program (EAP) Online Seminars



Open to all Reliance employees, EAP is a free, confidential program to help you balance your work, family, and personal life. Take advantage of the webinars available starting on the dates below, and everything else EAP has to offer!

Call toll-free 855-873-4925  
or go to [www.anthemepap.com](http://www.anthemepap.com)  
Login: Reliance Rewards

|  |   |  |
|--|---|--|
| <p><b>APRIL 18</b></p> <p><b>STAYING POWER</b><br/>Resiliency skills for caregivers.</p> | <p><b>MAY 16</b></p> <p><b>#HAPPINESS</b><br/>Creating support environments for children.</p> | <p><b>JUNE 20</b></p> <p><b>GOING THE DISTANCE</b><br/>The path to total well-being.</p> |
| <p><b>Compassion Fatigue: Increasing Resiliency</b></p>                                  | <p><b>Raising Well-Adjusted Kids</b></p>  | <p><b>Emotional Support: Staying Balanced</b></p>  |

**AVAILABLE NOW!**

# INTRODUCING

# Reliance *cares*



Natural disasters are a reminder to us all that we're really not in control. We can try and prepare ourselves, but when Mother Nature strikes, we are often caught unaware. Reliance has been a longtime supporter of aid organizations like the American Red Cross, but we want to do something to directly support our Family of Companies. With this goal in mind, we are pleased to introduce our new company Employee Relief Fund: **Reliance Cares**.



**Reliance Cares** was created to help employees who face financial hardship immediately after a natural disaster.



**Reliance Cares** funding is driven by employee contributions. Make a tax-deductible contribution today! Give online via PayPal or write a check.



All employees of the Reliance Family of Companies are eligible to apply for a **Reliance Cares** grant if they are affected by a natural disaster.

For more information on **Reliance Cares**, please log on to **RELIANCEroots**

# WHO'S YOUR REASON?

Live well for those you love.



 **wellness@reliance**



## May – Stress/Mindfulness

Mindfulness means learning to stay in the present moment. This can be as simple as taking some deep breaths! Practicing mindfulness in your daily life can reduce stress levels while simultaneously improving other areas of your life.

Take a step towards mindfulness by logging on to [wellnessatreliance.com](http://wellnessatreliance.com) and clicking *Self-Directed Coaching* under the *My Activities* tab. You'll earn 5 Wellness Credits while you learn how to practice mindfulness and stress less!

## June is Men's Health Month

Guys, make sure you get your preventive care exams! These include your annual physical, vision test, and colonoscopy. Women should be getting their preventive care exams, too!

Log on to [wellnessatreliance.com](http://wellnessatreliance.com) to see a full list of exams that qualify for 5 Wellness Credits each. While you're there, take a minute to record the exams you've taken so you get your full credits!

Want to sleep better, stress less, or move more? A StayWell® health coach can help you!

Go to [wellnessatreliance.com](http://wellnessatreliance.com) by June 1st to sign up for health coaching!

Earn 15 Wellness Credits after just three phone calls!



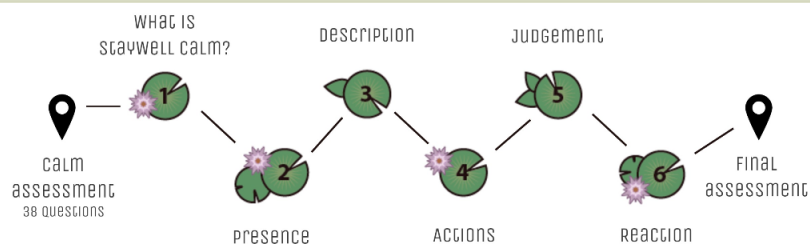
## Get your Zzzzs!

Are you participating in the *Sleep Well Challenge*? Don't forget to complete the Learning & Awareness modules and quiz and at least two of the Z Quest activities each week. Remember to check off your activities and finish the post-assessment by June 30. Build healthy sleep habits *and* earn 10 Wellness Credits!



## Calm Challenge Coming in July!

If you didn't sign up for the Sleep Well challenge, participate in the Calm Challenge from July 10 - August 28 and earn 10 Wellness Credits! Be on the lookout for details.



## Wellness Stories

### CLAYTON METALS

#### Maintain, Don't Gain Challenge

From Cathi Mansbridge, HR Manager at Clayton Metals:

Let's face it: dieting is hard enough most days of the year. But coping with stress and the holidays makes it especially difficult to avoid unwanted pounds. I wanted to bring back Reliance's *Maintain, Don't Gain Challenge* from 2014! The seven-week weight management challenge was designed to encourage healthy choices and physical activity during the holiday season. The goal was to maintain weight within two pounds of the initial weigh-in. In previous years, Clayton Metals did the Biggest Loser contest, but we switched it up to the *Maintain, Don't Gain Challenge*, to give all employees the opportunity to participate.

Twenty employees signed up and an initial weigh-in and weigh-out were mandatory. With a scale in the Human Resources office, participants could weigh in any time to see how they were doing. HR also maintained a chart for participants to see how they were progressing. Seventeen of the 20 completed the challenge, losing 35.2 pounds total!

Truck driver, Tom Guindon, and Traffic Manager, Lee Lasky, tied for first place. Both were given four hours to add to their vacation accrual. Tom said, "The challenge

was a fair and friendly competition for all employees. I needed a push to try and lose some weight. You have to make up your own mind to try." Lee is continuing to try to lose more weight, and he would participate again if the challenge is offered.

Other employees spoke about their experience: Stainless Steel Product Manager, Rob Jaskula, said, "Having the Challenge made me more aware of my eating habits during the holidays."

Debbie Malpede, Shipping/Receiving, who has been with Clayton for over 25 years, stated, "I find that as I am getting older, it is harder to lose weight. That's why this challenge is good for everyone who wants to stay on track." She added, "If it doesn't challenge you, it doesn't change you. You can't finish if you don't start."

Outside Salesman, Mike Lipinski, participated in the challenge because he realized how easy it is to gain unexpected weight during the holidays and thought it would be a good way to maintain. He ended up losing a few pounds! He said he would recommend the challenge and plans on participating again.

As HR Manager, I am always looking to keep our employees engaged and earn their Wellness Credits. The *Maintain, Don't Gain Challenge* was a success at Clayton Metals and is a great addition to our wellness activities. I plan to continue it in future holiday seasons!



#### Northern Illinois Steel Steps Up!

From Katie Worek, Controller at Northern Illinois Steel:

NIS put together a team to participate in the *Hustle Up the Hancock* Stair Climb on February 26, 2017, for the Respiratory Health Association. Our nine-member team, the "NI Steel Beam Climbers," all completed the 94-story climb. It was a great day for a great cause!

This was our first time as a group doing this event for the Respiratory Health Association. Our President, Mike Ruth, got involved in the event a few years ago after his mother passed away from lung cancer. He mentioned that it would be a great team activity for the company.

Our inspiration and motivation for the event were Mike Ruth's mother and Jim Norman, an NIS employee with

over 25 years of service and a lung cancer survivor. Jim was declared cancer-free and officially in remission in December 2016. His wife and children participated in the climb in his honor.

For most climbers, the reaction once reaching the top was "That it was harder than I expected it to be."

Casey Piper, Outside Sales, said that he "enjoyed the camaraderie and team spirit."

Brian Mostyn, Safety Analyst, added, "As challenging as it was, participating in *Hustle Up The Hancock* was an unforgettable experience. The *Hustle* is a wonderful fundraiser for lung disease research, which has either directly or indirectly impacted each member of our team. Struggling up those stairs together was an amazing teambuilding experience, and we all felt a little closer on that 94th floor."

We're already working on getting a bigger group to participate in next year's climb!

Have a Wellness or Community story? Email [CorpComm@rsac.com](mailto:CorpComm@rsac.com) to let us know and be featured in a future newsletter!



# PROTECTING YOUR KIDS ONLINE

The task of protecting our children online is a challenge that grows in complexity every day. As your kids begin to use computers and mobile devices, you'll want to talk to them about cyber safety. But where do you start? The **STOP.THINK.CONNECT** campaign suggests ways to start the conversation.

## What's the best way to protect your kids online?

### Talk to them!

Research suggests that when children want important information, they mostly rely on their parents. Socializing and communicating with friends online can be fun, but it comes with risks, and your kids will be looking to you for guidance. Things to consider:

- **Inappropriate conduct** – The online world can feel anonymous. Kids sometimes forget that they are still accountable for their actions.
- **Inappropriate contact** – Some people online have bad intentions, including bullies, predators, hackers, and scammers.
- **Inappropriate content** – You may be concerned that your kids could find pornography, violence, or hate speech online.

### Start early

Even toddlers see their parents use all kinds of devices. As soon as your child is using a computer, a cell phone, or

any mobile device, it's time to talk to them about online behavior, safety, and security. As a parent, you have the opportunity to talk to your child about what's important before anyone else does.

### Create an honest, open environment

Be supportive and positive. Listening to and taking their feelings into account helps keep the conversation afloat. You may not have all the answers, and being honest about that can go a long way.

### Initiate conversations

Use everyday opportunities to talk to your kids about being online. For instance, a TV program featuring a teen online or using a cell phone can tee up a discussion about what to do – or not do – in similar circumstances. News stories about internet scams or cyberbullying, for example, can also help start a conversation with kids about their experiences and your expectations.

**STOP.THINK.CONNECT** is a global online safety awareness campaign lead by the National Cyber Security Alliance and the Anti-Phishing Working Group in partnership with the U.S. Government and the Department of Homeland Security.

For more tools and information, please visit the **STOP.THINK.CONNECT** website at [stophinkconnect.org](http://stophinkconnect.org) or the Homeland Security website at [dhs.gov/stophinkconnect](http://dhs.gov/stophinkconnect).



 [fleet@reliance](mailto:fleet@reliance) asks:

## Are You a SMART Driver?

Are you a SMART Driver? Are you a defensive driver? According to the American Society of Safety Engineers, defensive driving is “driving to save lives, time, and money, in spite of the conditions around you and the actions of others.”

In 2017, the Fleet Safety Team will be introducing *SMART Driving*, a new defensive driving initiative that applies to anyone who drives – whether it’s trucks, company cars, or personal vehicles!

Be on the lookout for additional information on *SMART Driving*, and don’t forget to complete your Pledge to Safety, noting how you will practice SMART driving. Please share with those you care about and ask, “Are you a SMART Driver?”

### A SMART Driver:

- S** **SCANS** for road, traffic, and weather conditions
- M** **MAKES** good decisions – engaged in driving
- A** **AWARE** of surroundings – all 4 sides
- R** **REACTS** defensively – is a defensive driver
- T** **TAKES** control – drives to prevent crashes




Go to The Safety Dashboard under the *My Spaces* section on [RELIANCEroots](#) to read about each location’s noteworthy safety achievements!



  
January 2017 – Safety  
Metals USA, Randleman, NC

  
February 2017 – Fleet  
Metals USA, Mobile, AL

  
March 2017 – Safety  
GH Metal Solutions, Fort Payne, AL

# Employee Service Awards

Kudos to all employees who celebrated milestone anniversaries in the first quarter of 2017! 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!

## 20 YEARS OF SERVICE

Jason Abbey ..... Hagerty Steel  
Cindy Aldridge ..... Delta Steel  
Jimmy Allday ..... Siskin Steel  
Chuck Allen ..... Central Plains Steel  
Aubrey Ambeau ..... Phoenix Metals  
Tommy Beckler ..... Siskin Steel  
Phil Brazelton ..... Delta Steel  
Jennifer Burrus ..... Liebovich Bros  
Benjamin Cabebe ..... RMC Union City  
Ralph Caiazza ..... Infra-Metals  
Octavio Calderon ..... RSC Los Angeles  
Terrence Callahan ..... EMJ  
Janice Campbell ..... Phoenix Metals  
Marcus Carrizales ..... Delta Steel  
Avon Champion ..... Chatham Steel  
Mike Davis ..... Hagerty Steel  
Wilbert Davis ..... Bralco Metals  
Jerry Delay ..... Chatham Steel  
Timothy Deputy ..... Bralco Metals  
Mark Dietz ..... Fox Metals  
Jennie Docks ..... EMJ  
Christopher Elliott ..... Siskin Steel  
Donald Ferguson ..... GH Metals  
Jose Fernandez ..... PDM Steel  
Christopher Fetzer ..... Yarde Metals  
Pablo Figueroa ..... Bralco Metals  
Sharon Francis ..... Phoenix Metals  
Joseph Gero ..... Chapel Steel  
Joshua Gibson ..... Haskins Steel  
Andrew Gluchowski ..... Diamond Manufacturing  
Hugo Gomez ..... RMC Salt Lake City  
Ricardo Gonzalez ..... MetalCenter  
John Grason ..... Metals USA  
Robert Gromek ..... Sugar Steel  
David Haller ..... Chapel Steel  
John Harry ..... Diamond Manufacturing  
Walter Haskin ..... AMI  
Ronald Heady ..... Metals USA  
Mary Highsmith ..... Continental  
Kathy Humphrey ..... Phoenix Metals  
Scott Jardine ..... SSA  
Rajive John ..... Siskin Steel  
Key Murray ..... RMCL  
Dana Knight ..... EMJ  
Anthony Kosler ..... NSA  
John Kozokas ..... Diamond Manufacturing  
Raymond Kralicek ..... EMJ  
Enrique Lara ..... Smith Pipe  
Lee Lasky ..... Clayton Metals  
Mark Latchford ..... Diamond Manufacturing  
Charles Lyon ..... Metals USA  
Villamor Manaloto ..... Infra-Metals  
Luis Martinez ..... Tube Service Co.  
Evan Merwin ..... Metals USA  
Clifford Miller ..... Yarde Metals  
Joel Moss ..... AMI  
Michael Neubeck ..... Metals USA  
Stephanie Nichols ..... AMI  
Justin Norris ..... PDM Steel  
Eric Offenberger ..... Delta Steel  
Joseph Payne ..... Siskin Steel

Brent Phillips ..... Metals USA  
Karissa Porter ..... Bralco Metals  
Timothy Regan ..... Yarde Metals  
John Rose ..... MetalCenter  
Jeanne Roy ..... EMJ  
Joseph Scaletz ..... Diamond Manufacturing  
Johnny Shoemake ..... Precision Strip  
Brian Skipworth ..... Precision Strip  
Barbara Smith ..... Infra-Metals  
Timothy Smith ..... Liebovich Bros.  
Tracy Sprouse ..... Precision Strip  
Jaerard Stemmons ..... EMJ  
Kevin Stienbarger ..... EMJ  
Jeff Stueve ..... Precision Strip  
Charles Taylor ..... Yarde Metals  
Holly Thompson ..... Metals USA  
Mega Tiong ..... Bralco Metals  
Christopher Vuich ..... Allegheny Steel  
Marie West ..... EMJ  
Kelsey Woolley ..... RMC Salt Lake City  
Norman Young ..... Best Manufacturing

## 25 YEARS OF SERVICE

Michael Allen ..... Ohio River Metals  
Pete Antunez ..... MetalCenter  
David Baltazar ..... Tube Service Co.  
Michael Bills ..... RMC Arlington  
Larry Bracey ..... Infra-Metals  
Melony Brasher ..... Siskin Steel  
Daniel Brewer ..... American Steel  
William Brown ..... Best Manufacturing  
Brian Buhrman ..... Liebovich Steel  
Thomas Cameron ..... EMJ  
Robert Carlton ..... Siskin Steel  
Uriel Cuevas ..... Clayton Metals  
Bonnie Farnsworth ..... EMJ  
Leon Garding ..... Bralco Metals  
Byron Garner ..... Siskin Steel  
Thomas Gavin ..... Central Plains Steel  
Randy Gillespie ..... Phoenix Metals  
Paul Gonzales ..... MetalCenter  
Jesus Haro ..... MetalCenter  
Vonnie Hopkins ..... Siskin Steel  
Dennis Howard ..... Diamond Manufacturing  
Janet Masar ..... Delta Steel  
Jose Muro ..... MetalCenter  
Alan J. Palansky ..... Feralloy  
Edward Patton ..... Siskin Steel  
Montgomery Porterfield ..... NI Steel  
Patrick Rizor ..... Precision Strip  
Ruben Rodriguez ..... RMC Union City  
Sam Sandusky ..... Delta Steel  
Matthew Showalter ..... Infra-Metals  
Sharon Stephens ..... Bralco Metals  
Marty Stickle ..... Pacific Metal  
John Strickland ..... Siskin Steel  
Todd Sweet ..... EMJ  
Ronnie Taylor ..... Chatham Steel  
Derrick Taylor ..... EMJ  
Cheryl Thompson ..... Bralco Metals  
Dominic Vasile ..... American Steel  
Elise Willard ..... Metals USA

Amber Williams ..... Siskin Steel  
Blaine Wride ..... PDM Steel  
Michael Young ..... Chatham Steel  
Rick Zellers ..... Precision Strip

## 30 YEARS OF SERVICE

James Berg ..... Precision Strip  
Jerry Christman ..... Metals USA  
Louis Godlewski ..... EMJ  
Enrique Gomez ..... PDM Steel  
Robert Gusching ..... Precision Strip  
Donald Hulthaus ..... Precision Strip  
Laura Innes ..... RMCL  
Amy Kemper ..... Precision Strip  
Brian Klose ..... EMJ  
Gary Konet ..... EMJ  
Leslie Koontz ..... PDM Steel  
Timothy Kovach ..... EMJ  
Calvin Meyer ..... Liebovich Steel  
J. Peckham ..... Metals USA  
Sharon Regan ..... Yarde  
James Robinson ..... NI Steel  
Ricky Seritt ..... EMJ  
Robert Smith ..... Chatham Steel  
Bruce Thobe ..... Precision Strip  
Derrick Van Emon ..... Metals USA

## 35 YEARS OF SERVICE

Stephen Almond ..... Phoenix Metals  
John Archer ..... American Metals  
Bill Arivett ..... Trident Metals  
Kenneth Campbell ..... Tubular Steel  
Jose Galicia ..... PDM Steel  
Wayne Grant ..... Phoenix Metals  
Carr Griffin ..... Chatham Steel  
David Huwer ..... Precision Strip  
Darren Legrand ..... EMJ  
John Macalla ..... Tubular Steel  
Mark Madlock ..... EMJ  
Sherman Martin ..... Metals USA  
Gregory Molander ..... Liebovich Bros.  
Daniel Owen ..... EMJ  
Mark Peoppelman ..... Precision Strip  
Daniel Roberts ..... Phoenix Metals  
John Weber ..... EMJ  
Gregory Weidner ..... Central Plains Steel

## 40 YEARS OF SERVICE

Janis Drummond ..... Liebovich Bros.  
Larry Lumpkin ..... Infra-Metals  
Byron Hayes ..... EMJ  
Robert Sugar ..... Sugar Steel  
Jean Bippin ..... Tubular Steel

## 45 YEARS OF SERVICE

Thomas Calvanezi ..... Gregor Technologies  
Darcy Guidry ..... Aluminum & Stainless  
Robert Jenerette ..... Chatham Steel  
Michael Reeves ..... Pacific Metal

## 50 YEARS OF SERVICE

Joseph Ansuini ..... EMJ