

Management Review Minutes

Date: 11/25/19 Location: Corporate

Attendees: Pete Heinke, Gary Jantonio, Craig Mathiason, Randy Richards (Phone), Robert Heinke, Bryan Schach, Joe Ross Merritt, Rick Rowland.

Inputs	Outputs (Comments, Attachments, Action Items)
Status of Actions from Previous Mgmt Reviews	<p>From 12/17/18 Management Review</p> <ol style="list-style-type: none"> DEC surface issues improvement activities will continue. (F. Sides, R. Rowland → R. Rowland, T. Williams, A. Thomas). Bottom side surface inspection camera project hit difficulties with connectivity and general knowledge about lenses, focal lengths etc. This was finalized in DEC in Q2 2019 and has assisted greatly with a reduction in devaluations and customer returns due to bottom side scratches/gouges/marks. Online gauge calibration system would be a nice to have. (R. Rowland). This project has been re-assigned to Brian Smith to evaluate. Should have a decision by end of 2018. Update: We have implemented gage trake lite at all locations as of Q4 2019. <p>From 8/27/18 Management Review</p> <ol style="list-style-type: none"> FAB OTD. Continue to monitor Fabrication Actions to evaluate effectiveness and make changes/adjust course as necessary. Programmed fabrication jobs and organization (Pete H.) along with a reorganization of finished goods storage (in GAD) has resulted in a very positive trend in FAB OTD starting in July through October (87.3% vs 98.0% Full Company). IATF Mandate for ISO9001:2015 to use registrars on the IATF list. Action was to investigate the cost of registrars that are accredited by accreditation bodies on the IATF list in Q3/Q4 2018. This activity was driven by basically one customer Carlisle Brake & Friction, but we see this as potentially an increasing question with other customers. This was completed in Q3 2018, including a pre-assessment with SRI. Q1 2019 we acquired registration with zero findings with SRI. Cost was in-line, but slightly higher than our previous registrar. Training Software. Assigned to Zach to research and report his findings of different software packages that are available. Zach reported his findings in Q4 2018 of 3 separate software solutions. In Q1 2019, we decided to go with Absorb as our solution. Dayforce payroll integration delayed implementation, until in Q3 2019 it was determined that payroll integration was not going to work for us. In Q4 2019, we moved forward with manual entry of employees with a goal of getting all Safety Training in Absorb by the end of 2019.

Status of Actions from Previous Mgmt Reviews (Continued)	<p>From 8/27/18 Management Review (Continued)</p> <ol style="list-style-type: none"> 4. Training Software. Assigned to Zach to research and report his findings of different software packages that are available. Zach reported his findings in Q4 2018 of 3 separate software solutions. In Q1 2019, we decided to go with Absorb as our solution. Dayforce payroll integration delayed implementation, until in Q3 2019 it was determined that payroll integration was not going to work for us. In Q4 2019, we moved forward with manual entry of employees with a goal of getting all Safety Training in Absorb by the end of 2019. 5. Maintenance Software. Assigned to Zach to research after implementation of training software. This was not completed due to the delays associated with startup of the training software. Also, maintenance tracking (i.e. planned and unplanned downtime reasons) are being programmed into the BEST software solution. PM scheduling will also likely be part of this solution. This portion is now part of the BEST timing.
Changes in External & Internal issues that are relevant to the QMS.	<ul style="list-style-type: none"> • We have transitioned Registrars from Amplus to SRI. Audits of all locations occurred in January 2019. No major findings, no minor findings. Audit details listed later in this review. • Starting up the fabrication facility in Sumter, SC (SM2). Lease start 11/1/19, equipment installation, training, startup in Q4 2019, Q1 2020. • QMS Gage Calibration now utilizes GageTrak software rather than excel based tracking. (Implementation in Q4 2019) • Absorb training software implementation is in progress. Starting with safety.

<p>Customer Satisfaction & Feedback from relevant interested parties</p>	<p>Customer feedback via formal corrective action requests was reviewed, by plant location. 45 requests were made.</p> <p>As of this management review, 9 corrective actions remain open. (See slide 15 for details)</p> <p><u>DPPMs</u> – DPPM performance, Jan-Oct 2019, was reviewed for all branches and total company. The YTD DPPM performance, against the new goal of 3,400 or less goal is as follows and includes pricing errors: (CLV 1,404, DEC 3,230, GAD 5,453, LYN 4,091, SMT 3,122, Total Company 3,377). DPPMs calculated by weight were also reviewed. Craig Mathiason (COO) questioned whether the large June MTD credit should be counted against us as the customer expectation was not clear and their PO didn't reflect the upper gauge range "needed". After much discussion, it was determined to leave the credit in the numbers.</p> <p>Historical DPPM performance was reviewed. 2018 set a new record performance! 2019 isn't shaping up as nicely as 2018, but still is one of our best years even with our growth rate. Increased communication of issues to the plant floor to drive accountability is believed to have contributed to this trend.</p> <p>Pareto analysis of the top rejection causes was reviewed. Surface quality was our #1 cause in 2018 and remained so in 2019. The run rate of 2019 surface quality rejections is approximately 60% of 2018.</p> <p>Surface Inspection System, as part of the BEST/Machine Intelligence project has assisted greatly in DEC surface rejections and devaluations.</p> <p><u>On Time Delivery</u> – On Time Delivery (OTD) performance was reviewed. YTD OTD performance is as follows: (CLV 98.86%, GAD 84.35%, LYN 98.01%, SMT 97.59%, Total Company 92.38%). Gadsden Fab has been the main drag on company OTD performance. GAD Fab OTD has rebounded with the strategic part/job planning efforts, as evidenced in the charts. Pete Heinke also mentioned that Fabrication scheduling, and the added visibility associated with it, is one of the top priorities of the BEST Project.</p>
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Customer Satisfaction & Feedback from relevant interested parties (continued)	<p><u>Devaluations</u> – Devaluation performance was reviewed. YTD Devaluation performance is as follows, against the goal of <0.40% of revenue (2018’s target was <0.50% of revenue): (CLV 0.50%, DEC 0.11%, GAD 0.63%, LYN 0.48%, SMT 0.41%, Total Company 0.39%). Additionally, Operations was at 0.15% of revenue against a goal of <0.15% and sales was at 0.12% of revenue against a goal of <0.10%. The large misses were mostly related to finished goods devaluations related to customer forecast changes (see detail on slide 13). In some cases, we recoup these devaluations through price adjustment agreements with the customer.</p> <p><u>Audit Results (External)</u> – Customer audits and SRI audits were reviewed. SRI results resulted in continued registration in January (LYN, CLV, GAD, BHM). The week of 1/6/20 will be the next SRI surveillance audit at DEC, BHM, & SMT)</p> <p><u>Audit Results (Internal)</u> – 2019 internal audits met the audit plan requirements, except that some of the audits occurred in early Q4 vs Q3 as planned. 2018 process audits met plan except in CLV (we are addressing this issue by having additional operations resources perform process audits. We had 154 YTD process audits and 6 internal audits.</p> <p><u>Performance of External Providers</u> – Supplier ratings, for our top mill suppliers, was reviewed. Nucor Berkeley, Nucor Decatur, Nucor Gallatin, Metal One and NLMK were rated in Q2 2018. All mills scored in the Green, except for NLMK, which scored Yellow. YTD mill claims rate is at 1.35%. The NLMK score was the result of several large HRPO claims and some zinc surface appearance issues. NLMK’s previous 2 quarters both rated 4.0 and were in the green.</p>
Other	<ul style="list-style-type: none"> • Discussed the Punch Combo that was recently installed in LYN for Hill Phoenix business and its impact on the QMS • Discussed the planned startup of SM2, related to the Ingersoll Rand business, and its impact on the QMS. • Pricing errors were reviewed and discussed. The complexity of pricing on our strategic accounts is difficult to manage. The BEST project is taking these things into account so that the new ERP will handle more effectively.
Quality Policy	<p>The quality policy and vision was reviewed and determined to be appropriate and suitable.</p>
Adequacy of Resources	<ul style="list-style-type: none"> • Training Software (Assignment to Zach Delp). This has been a challenge with new equipment and new business startup. We’re making progress, but it’s slower than hoped.

Effectiveness of Actions to Address Risks and Opportunities	<p>Actions to Address Risks/Opportunities (From risk scoring matrix)</p> <ol style="list-style-type: none"> 1. BEST Project/Machine Intelligence/Camera Surface Visualization – Long-term project to address opportunities in Quotation, Award, Contract Management, Production. (P. Heinke + Team [Programming, IT, QA, Technical]) Update: DEC bottom side camera installation completed in Q2 2019. Lays the groundwork for other locations as BEST rolls out to other plants (Q3 2020 and beyond) 2. Training Software – Review of software solutions + planned initial implementation in LYN by end of 2018. To assist in training/competence & tracking of personnel training and tasks. Z. Delp Lead on this project. Update: In process. Safety to be completed by end of 2019, or Jan 2020. 3. Calibration Software – Review of software solutions to assist in control of monitoring and measuring resources. B. Smith lead on this project. Target implementation company-wide (assuming we find a cost-effective alternative) is end of Q1 2019. Update: Gagetrake Lite in use Q4 2019. This reduced likelihood from 2 to 1 in the scoring matrix. <ul style="list-style-type: none"> • Interested Parties Log, JDM-F-100 was reviewed for continuing suitability. No changes needed. • The main method of evaluating business risk is twofold: 1) The model is used for quotation and capability, while 2) Customer contract management reviews are held to assess ongoing business risk. Both of these activities have allowed Jemison to grow profitably over time.
Opportunities for Improvement	<ul style="list-style-type: none"> • Actions highlighted in blue, above, list many of the opportunities for improvement at Jemison. • Jemison is ~12 months into a full ERP re-write that is expected to take 2-3 years. This new ERP system is expected to greatly improve efficiency

JEMISON

METALS

MANAGEMENT REVIEW

11-25-19



Management Review Requirements (ISO 9001)

*“Top management shall review the organization’s quality management system (QMS), at planned intervals, to ensure its continuing suitability, adequacy, effectiveness **and alignment with strategic direction of the organization.**”*

Review Inputs

- a) Status of actions from previous Management Reviews
- b) **Changes in external & Internal issues that are relevant to the QMS**
- c) Information on the performance & effectiveness of the QMS, including trends in:
 - 1) Customer satisfaction & feedback from relevant interested parties
 - 2) **The extent to which quality objectives have been met**
 - 3) Process performance & conformity of products & services
 - 4) Nonconformities & corrective actions
 - 5) **Monitoring & measuring results**
 - 6) Audit results
 - 7) The performance of external providers

- d) The adequacy of resources
- e) **The effectiveness of actions taken to address risks and opportunities**
- f) Opportunities for improvement

Review Outputs: The output from the management review shall include any decisions and actions related to:

- a) Opportunities for improvement
- b) Any need for changes to the quality management system
- c) Resource Needs



STATUS OF ACTIONS FROM PREVIOUS MANAGEMENT REVIEWS

From 12/17/18 Management Review

1. DEC surface issues improvement activities will continue. (F. Sides, R. Rowland → R. Rowland, T. Williams, A. Thomas). [Bottom side surface inspection camera project hit difficulties with connectivity and general knowledge about lenses, focal lengths etc. This was finalized in DEC in Q2 2019 and has assisted greatly with a reduction in devaluations and customer returns due to bottom side scratches/gouges/marks.](#)
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STATUS OF ACTIONS FROM PREVIOUS MANAGEMENT REVIEWS (CONT.)

From 8/27/18 Management Review (Continued)

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ACTIONS TO ADDRESS RISKS/OPPORTUNITIES, OPPORTUNITIES FOR IMPROVEMENT

Actions to Address Risks/Opportunities (From risk scoring matrix)

1. BEST Project/Machine Intelligence/Camera Surface Visualization – Long-term project to address opportunities in Quotation, Award, Contract Management, Production. (P. Heinke + Team [Programming, IT, QA, Technical]) **Update: DEC bottom side camera installation completed in Q2 2019. Lays the groundwork for other locations.**
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Review Interested Parties Log. JDM-F-100. No apparent changes needed?



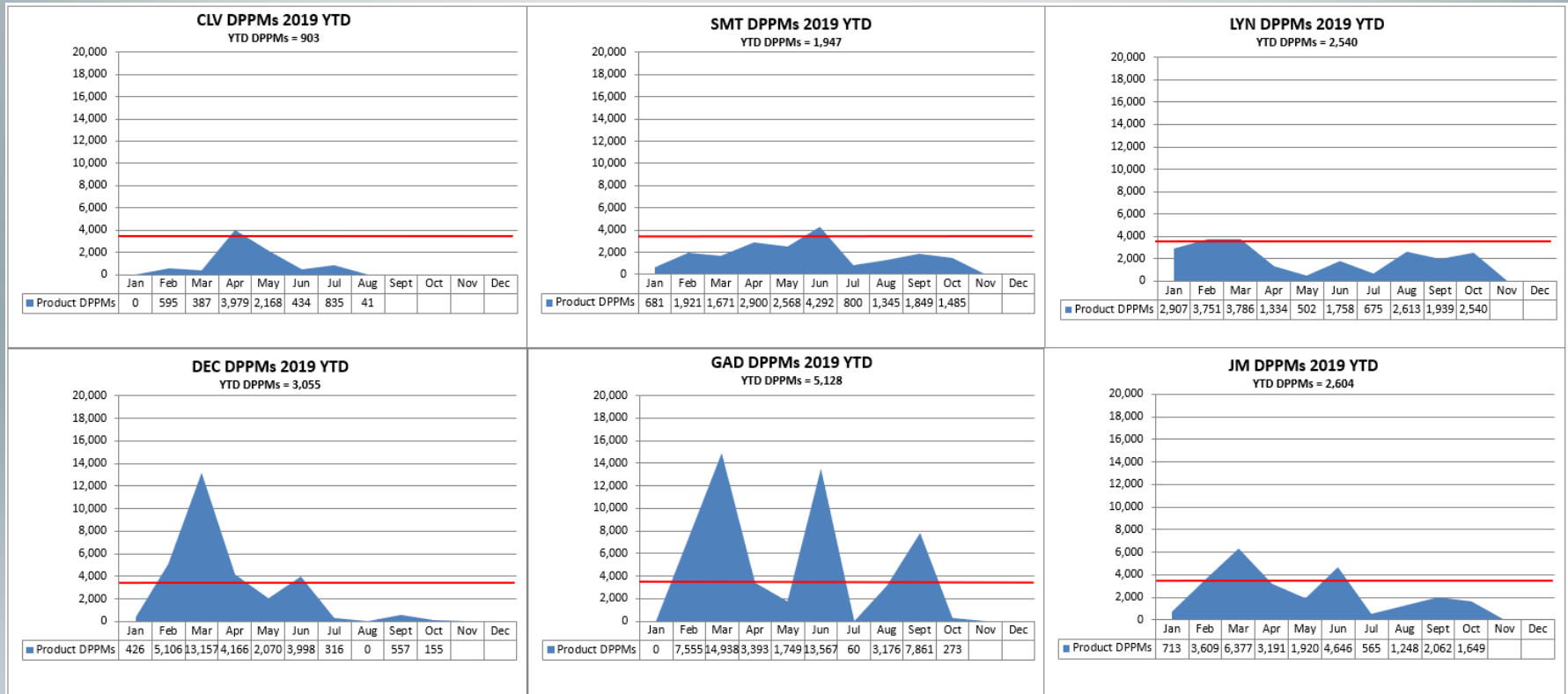
CHANGES IN EXTERNAL & INTERNAL ISSUES THAT ARE RELEVANT TO THE QMS

- We have transitioned Registrars from Amplus to SRI. Audits of all locations occurred in January 2019. No major findings, no minor findings. Audit details listed later in this review.
- Starting up the fabrication facility in Sumter, SC (SM2). Lease start 11/1/19, equipment installation, training, startup in Q4 2019, Q1 2020.
- QMS Gage Calibration now utilizes GageTrak software rather than excel based tracking. (Implementation in Q4 2019)
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Customer Feedback DPPMs

Jan-Oct 2019



	2019 YTD Thru Oct DPPM's						2018 Full Year DPPM's					
	CLV	DEC	GAD	LYN	SMT	Total	CLV	DEC	GAD	LYN	SMT	Total
Goal <3400	1,404	3,230	5,453	4,091	3,122	3,377						
DPPM - Price Errors	903	3,055	5,128	2,540	1,947	2,604	DPPM Goal < 3,900	2,773	1,756	3,237	3,088	2,857
DPPM by Weight	516	1,817	3,769	1,486	1,647	1,679	DPPM by Weight	1,409	1,275	3,014	1,471	1,911
												2,655
												1,656

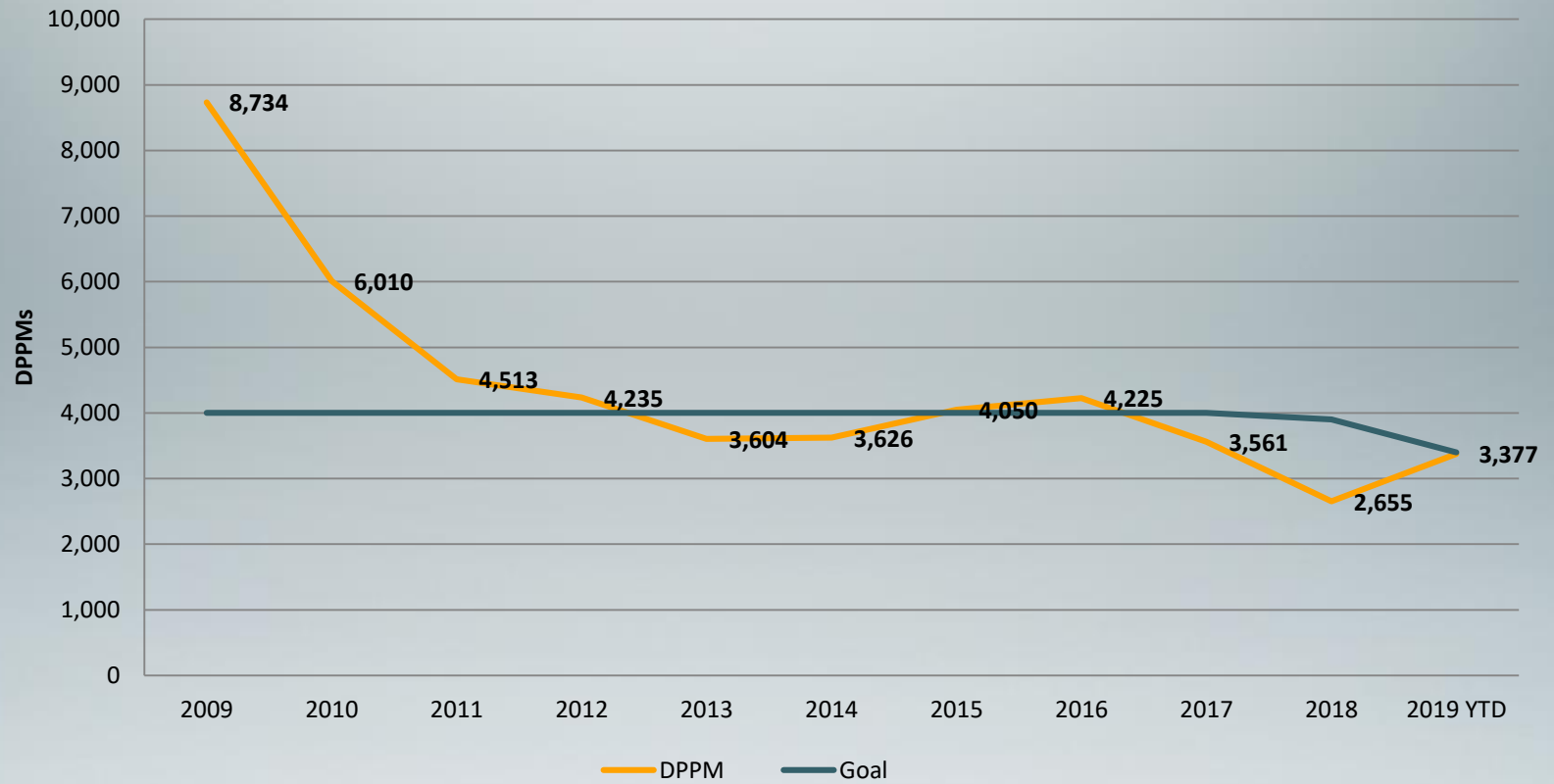
2019 is tracking right at the new goal of <3,400 DPPM with 3,377 DPPM thru October

2018 Finished Strong at 2,655 DPPM vs Goal of <3,900 DPPM

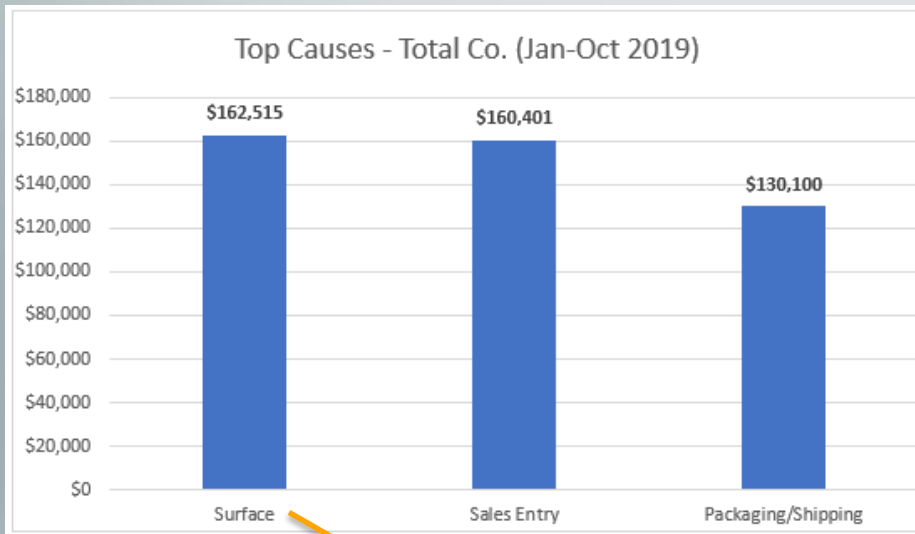


Customer Feedback DPPMs

Historic Jemison Total Co DPPMs



Customer Feedback DPPM Analysis

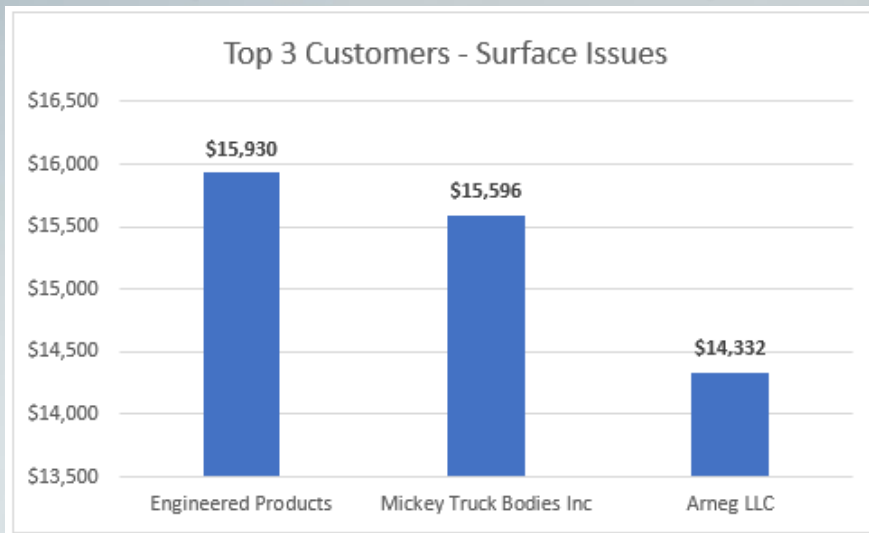


•2018 Data Showed:

- 1) Surface \$218k
- 2) Price Errors \$128k
- 3) Shape 103k

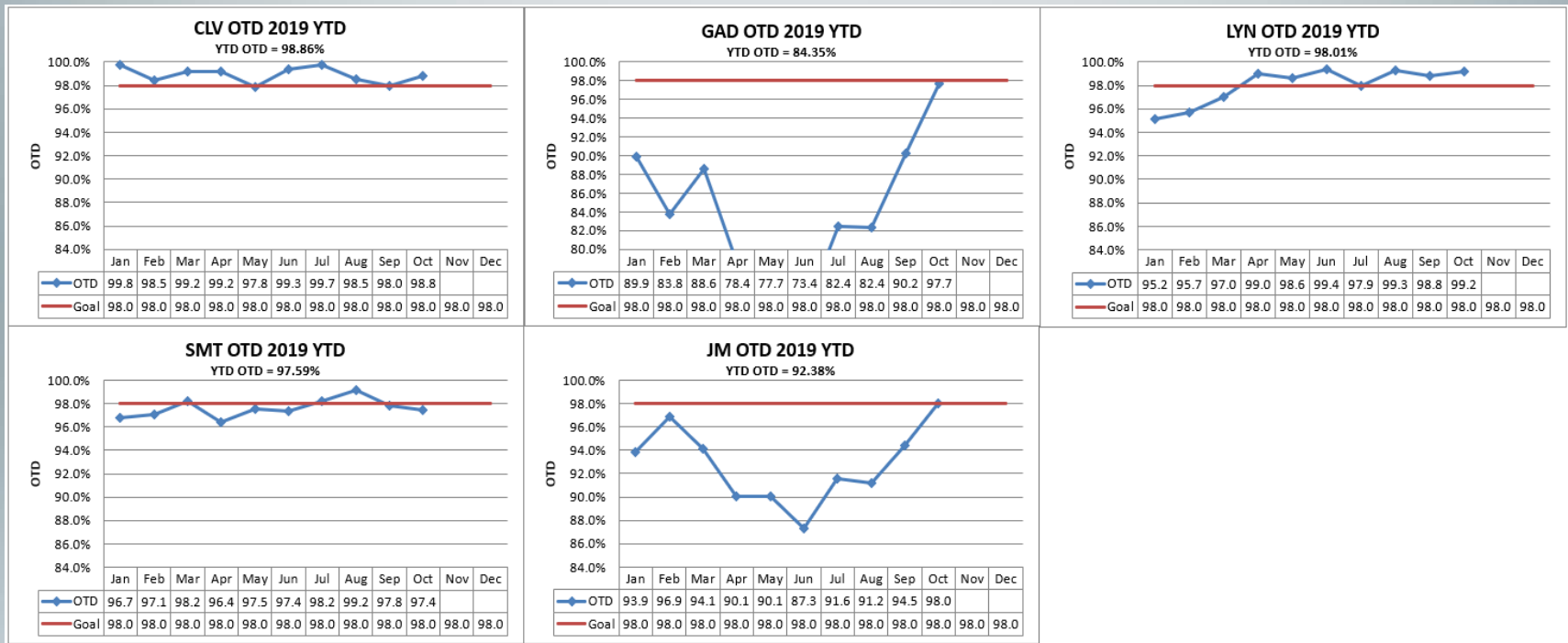
•2019 Data shows Surface as #1, with Engineered Products coating peeling after forming, Mickey Truck Bodies-Treadplate without PVC and Arneg Bright Anneal Stainless surface issues.

2018 Data



Customer Feedback

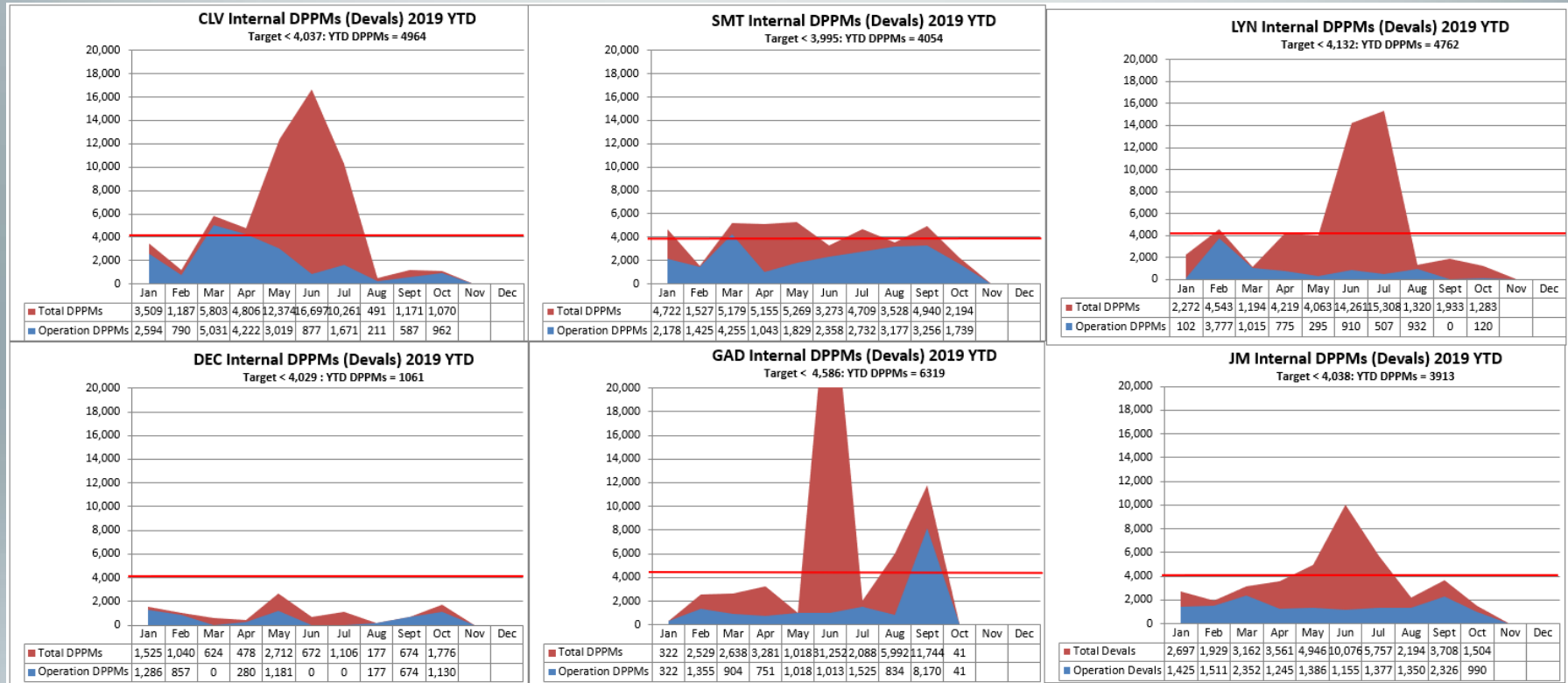
On-Time Delivery (Jan-Oct 2019)



Fabrication OTD delivery has rebounded with the strategic part/job planning efforts. The impact is very apparent in the GAD and Total Co. graphs.



Devaluation Tracking (Jan-Oct 2019)



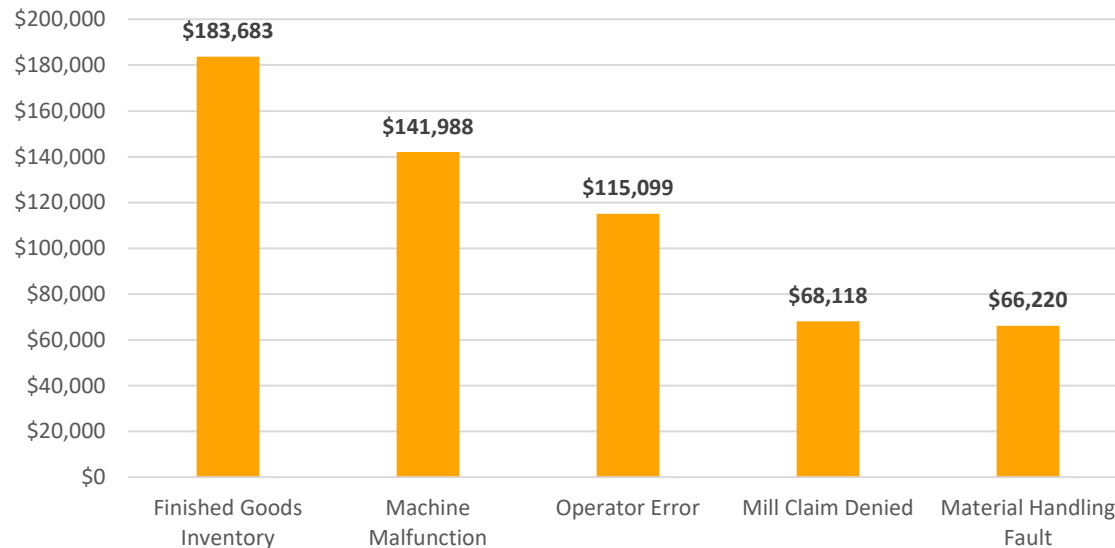
Blue Area = Operational Deval, Red Area = Inventory Related Deval

CLV, LYN, GAD above goal. SMT just above goal. DEC well below goal. Total Company below goal.

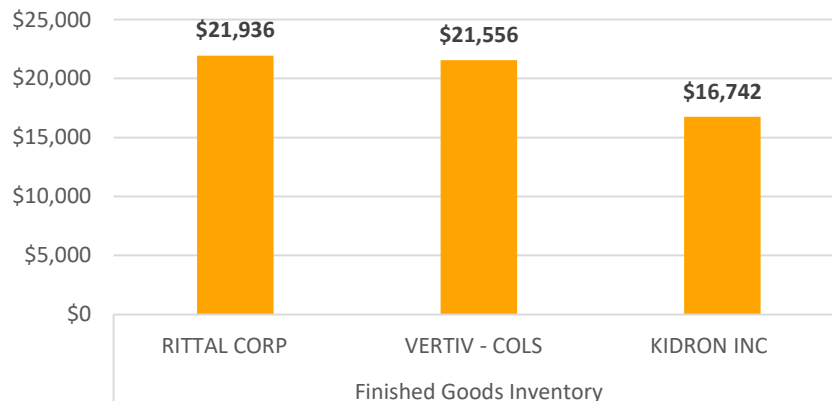


Devaluation Tracking

2019 Devals thru October



Top 3 Customers FGs Devals



2018 Data:

Machine Malfunction was #1 (\$175k). #2 Operator Error & #3 Material Handling Fault

2018 Devals thru 7-31-18



Devaluation Tracking

	YTD Devaluations					
	GAD	DEC	CLV	LYN	SMT	Total
Actual	\$187,810	\$52,322	\$153,436	\$154,303	\$263,464	\$811,335
Goal	\$116,141	\$205,011	\$134,344	\$117,133	\$263,227	\$835,856
% of revenue	0.63%	0.11%	0.50%	0.48%	0.41%	0.39%
% of revenue goal	0.40%	0.40%	0.40%	0.40%	0.40%	0.40%
Operations (Goal <0.15%)	0.14%	0.05%	0.21%	0.08%	0.24%	0.15%
Sales (Goal <0.10%)						0.12%
Deval DPPM	6,319	1,061	4,964	4,762	4,054	3,913
Deval DPPM Goal	4,586	4,029	4,037	4,132	3,995	4,038

GAD at **0.63%** of Revenue. Top Causes 1) FG's Inventory \$61k (TBEI, Freudenberg, Bush Hog) 2) Misapplied Material (GE Lighting over produced at OP) 3) Material Handling Fault (Lost & Damaged Material)

DEC at **0.11%** of Revenue. Top Causes 1) Op. Error \$13k (Tarter, Eaton MX) 2) Machine Malfunction \$12k 3) FGs Inventory \$11k (Taylor, Freightcar Sheet)

CLV at **0.50%** of Revenue. Top Causes 1) FG's Inventory \$71k (Rittal, Vertiv-Columbus, Kidron) 2) Operator Error \$36k 3) Machine Malfunction

LYN at **0.48%** of Revenue. Top Causes 1) Master Coil Inventory \$43k (Innovated, Arneg) 2) Customer Accommodation \$40k Arneg Bright Annealed Stainless 3) Not rejected to vendor in a timely manner \$18k (HPX Fab, HPX, Eaton Fab)

SMT at **0.41%** of Revenue. Top Causes 1) Machine Malfunction \$84k 2) Operator Error \$48k 3) Mill Claim Denied \$41k (Shape within ASTM, outside customer requirement)

Total Co at **0.39%** of Revenue. Top Causes 1) FG's Inventory \$184k (Rittal, Vertiv-Columbus, Kidron) 2) Machine Malfunction \$142k 3) Operator Error \$115k



Customer Feedback via Corrective Action Requests since Last Management Review

45 Formal Corrective Action Requests 8/26/18 to 10/31/19

CLV 2 CA Requests

- 1 Rittal (Blanks too short)
- 1 Stahl (Skids in bad condition)

GAD 25 CA Requests

- 1 BlueBird (1" x 120" strips – width varying)
- 1 GE Lighting MX (Material Rusty, not fully paper wrapped)
- 2 GE Mexico (Broken Pallets, Mis-Tagged Bundle)
- 1 Gorbelt Fab (Hole out of tolerance)
- 5 Heil Fab (5 Bent incorrectly)
- 15 Tarter Fab (3 wrong thickness, 2 Mis-identified, 4 Scratches, 3 Laser Slag, 1 Uneven Stacking, 1 Mis-Cut Parts, 1 Pallet Failure)

SMT 3 CA Requests

- 1 Rocktenn (Camber)
- 1 FHP (Skids under sized)
- 1 Amsted Rail (Tape on steel)

LYN 2 CA Requests

- 1 Daimler (Laser cut blanks, wrong width)
- 1 Munters Fab (Pieces missing from pick and pull kit)

DEC 13 CA Requests

- 3 Eaton MX (Bow, Mis-Tagged Bundles, Edgewave)
- 8 Tarter Sheet (Tags in wrong location, Damaged sheets (3), Bow, No paint, bundle >3.5")
- 1 Eaton Sumter (Rollmarks)
- 1 Daimler (Driver had wrong BOL)



STATUS OF OPEN CORRECTIVE ACTIONS

Case #	Create Date	Branch	Internal / External	Status
17867	11/20/19	DEC	Internal	From internal audit. To be audited in Dec '19 & Jan '20
17567	9/18/19	DEC	External	Daimler. Audited twice, 3 rd targeted for Dec '19
17480	9/4/19	DEC	External	Eaton-SMT. Audited twice, 3 rd targeted for Dec '19
17812	11/8/19	GAD	External	Tarter-Fab. Awaiting next run of part for process audit
17785	10/10/19	GAD	External	Heil-Fab. Audited once, target Dec '19 & Jan '20 process audits
17477	9/13/19	GAD	External	Gorbel-Fab. Audited twice, target Dec '19 for final process audit, depending on when the part runs again
17608	9/25/19	LYN	Internal	From internal audit. 2 months audited, 1 to go.
17543	9/16/19	LYN	Internal	Process audits to be completed in December. AGT verification procedure to be developed Dec '19-Jan'20
16350	1/18/19	LYN	Internal	1 more successful process audit required for closure. Target Dec '19-Jan'20



EXTERNAL AUDIT RESULTS

Since 8/26/18 Management Review

Decatur – None

Lynchburg

- Sept. 2018 – Ingersoll Rand OSA Audit - 4 Observations, closed during audit. Passing score at 80.4%.
- Jan 2019 – SRI Stage 2 Registration Audit – No Findings

Cleveland

- Jan 2019 – SRI Stage 2 Registration Audit – No Findings
- Sep 2019 – Lincoln Electric Full System Audit – No report provided.

Sumter

- Oct 2018 – SRI Pre-Assessment – No Findings
- Aug 2019 – Kysor Warren Audit – No report provided.

Gadsden

- Oct 2018 – SRI Pre-Assessment – No Findings
- Jan 2019 – SRI Stage 2 Registration Audit – No Findings
- Apr 2019 Ingersoll Rand OSA Audit – No Findings. Passing score at 80.4%

Corporate

- Oct 2018 – SRI Pre-Assessment – No Findings
- Jan 2019 – SRI Stage 1 & Stage 2 Registration Audits – No Findings

**Next External Audit (BHM, DEC, SMT) – Wk. of 1/6/19, Surveillance
Audits by SRI**



PROCESS & INTERNAL AUDITS

Process Audits by Location (8/27/18 thru 10/31/19)		
CLV	11	Below Goal of 2/month and Min of 1/month. Improving with Operations assistance.
SMT	35	Met Goal of 2/month and Min of 1/month.
DEC	44	Met Goal of 2/month and Min of 1/month.
GAD	36	Met Goal of 2/month and Min of 1/month.
LYN	28	Met Goal of 2/month and Min of 1/month.
Total	154	All locations met the goal of 2/month, except for CLV. Operations has been on track since July 2019.

Full System Internal Audits (2019)		
CLV	7/17/19 by R. Rowland	2 Minor Findings: HS50 coil with no mechanical properties on tag (CA in process), Annual Crane Inspections not completed (CA complete) 1 Opportunity for Improvement: Calibration Related
SMT	10/24/19 by P. Macias	2 Observations: Loading Order Mis-filed, OJT completed, but not uploaded to OJT folder on public drive.
DEC	9/25/19 by B. Smith	1 Minor Finding: Receiving Procedure not thoroughly followed (CA In process) 1 Observation: Recorded wrong year in PM Schedule for Sept.
GAD	11/15/19 by B. Smith	4 Observations: QA Policy missing in main office, Visual Aid not available on intranet, BOL says "Tarp Material" but Heil doesn't require tarp, PM records were complete but not scanned to public drive.
LYN	8/27/19 by P. Macias	1 Minor Finding: July reason for delay in PM schedule not documented. (CA in process) 2 Observations: Employees could not easily locate electronic procedure, Old calibration sticker on micrometer but it was calibrated per the documentation.
BHM	11/13/19 by P. Macias	1 Observation: Reference to Dayforce should be considered now that new hire check off is obsolete.
Internal Audits were scheduled for Q3, however, SMT, GAD & BHM ran into Q4		



Supplier Scorecards

Mill Source	Quality	Delivery	Service	Overall
Nucor-Berkeley	2.4	0.9	0.4	3.7
Nucor Gallatin	3.0	1.4	0.4	4.8
NLMK	1.2	0.9	0.4	2.5
Metal One America	2.4	1.0	0.3	3.7
Nucor-Decatur	1.8	1.5	0.4	3.7

Final Rating Scale	
3.5-5	Good
2.5-3.4	Marginal
<2.4	Poor

Total (All Groups)				
Vendor	Weight Claimed	Weight Received	Claims %	Top Claim Reasons (in order)
Nucor Decatur	2,217,493	129,605,205	1.71%	BRUISES, PICKLE STAINS, COIL BREAKS
NLMK	657,326	46,486,150	1.41%	SCRATCHES, UNDER GAUGE, ZINC SPOTS, ZINC RUN
NUCOR-BERKELEY	1,199,709	107,563,260	1.12%	CHATTER, BELLED EDGE, LOW GAUGE, UNDER WIDTH
METAL ONE AMERI	411,813	40,628,639	1.01%	RUST, COATING CRACKING, SCRATCHES
Nucor Gallatin	0	9,079,295	0.00%	
Total (All Groups):	4,486,341	333,362,549	1.35%	

2014 = 2.1%

2018 = 0.66%

2015 = 1.3%

2019 Q1-Q3 = 1.35%

2016 = 0.83%

2017 = 1.17%

Supplier Development

New Supplier Evaluation Checklist

Date Initiated _____

Supplier Name/Location _____

Required Items	Required	Date Complete	Completed By
1. Supplier QMS Survey	Y		
2. Capabilities Review	Y		

Optional Items	Required	Date Complete	Completed By
3. Site/Facility Visit			
4. QA Audit - Process Audit			
5. QA Audit - Full System			
6. Material/Process Trial*			

*Material/Process trials may be utilized to assist in determining a new supplier's ability to supply to Jemison. For trials, the supplier will be given conditional approval and entered into the ASL. This form will not show conditional approval as approval on this form is a "final" determination.

Final Approval Status	Comments/Notes	
Unconditional Approval Low Risk		
Conditional Approval Marginal Risk		
Not Approved High Risk		
	Signature	Date
Head of Purchasing		
Head of Quality		

JDM-F-012

8/30/18

Rev. 1

New Supplier Approval Process

QMP 8.4 – New Supplier Evaluation & Approval

Capability Review, Quality Survey, Review of Quality Certification(s), Trial(s)

- Hyundai 2/19/19 Unconditional Approval (All Products)
- JSW 10/14/19 Conditional Approval (HR Black for DEC Only)
- Big River Steel (Trial In Process, Material at DEC)

Resource Needs

- Discussing the possibility of an intern or co-op student to assist with training content development.

Other Business?

