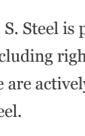


December 23, 2025



Made in **ARKANSAS**

Supporting the Communities Where We Live & Work

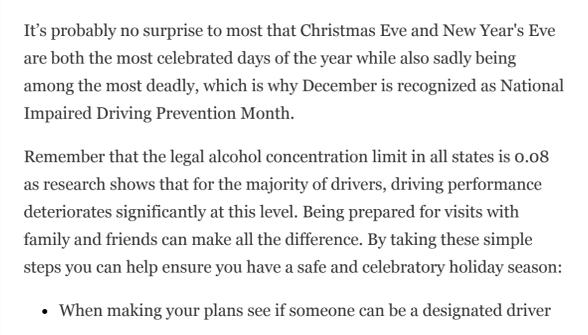
U. S. Steel is proud to partner with communities across the country – including right here in Arkansas. We believe our business thrives when we are actively engaged and involved in the communities where we make steel.

Across our state, we are committed to positively impacting the communities that we call home, to enhancing and improving quality of life in those communities, and to supporting projects and opportunities that advance safety, education and environmental stewardship.

[CLICK HERE](#) to watch how U. S. Steel is building the future of steel right here.

**We wouldn't be U. S. Steel without you.**

## SAFETY FIRST



It's probably no surprise to most that Christmas Eve and New Year's Eve are both the most celebrated days of the year while also sadly being among the most deadly, which is why December is recognized as National Impaired Driving Prevention Month.

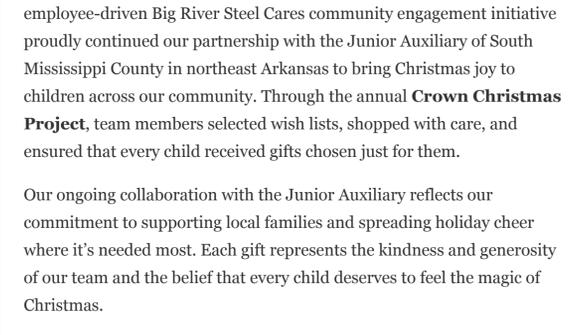
Remember that the legal alcohol concentration limit in all states is 0.08 as research shows that for the majority of drivers, driving performance deteriorates significantly at this level. Being prepared for visits with family and friends can make all the difference. By taking these simple steps you can help ensure you have a safe and celebratory holiday season:

- When making your plans see if someone can be a designated driver
- If that's not an option, look into how to get a taxi or use a ride share such as Uber or Lyft
- Or figure out if an overnight stay is the best choice for that celebratory evening.

Beyond alcohol and drugs, remember that impairment can come in many forms such as fatigue and stress, which can cause a decline in motor skills and ability to make good judgement calls so it's always a good idea to consider your options to get home safe.

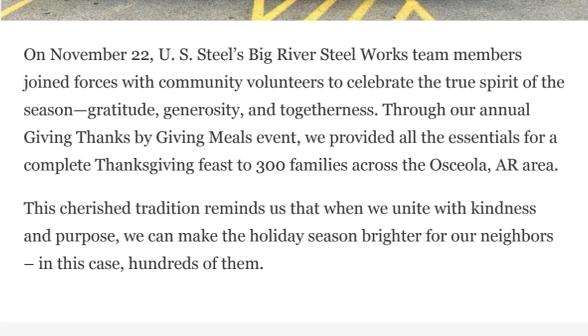
\*Source: [National Safety Council](#)

## GOOD NEIGHBOR



This holiday season, U. S. Steel's Big River Steel Works team through its employee-driven Big River Steel Cares community engagement initiative proudly continued our partnership with the Junior Auxiliary of South Mississippi County in northeast Arkansas to bring Christmas joy to children across our community. Through the annual **Crown Christmas Project**, team members selected wish lists, shopped with care, and ensured that every child received gifts chosen just for them.

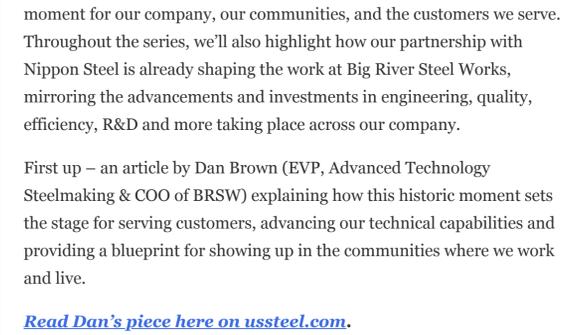
Our ongoing collaboration with the Junior Auxiliary reflects our commitment to supporting local families and spreading holiday cheer where it's needed most. Each gift represents the kindness and generosity of our team and the belief that every child deserves to feel the magic of Christmas.



On November 22, U. S. Steel's Big River Steel Works team members joined forces with community volunteers to celebrate the true spirit of the season—gratitude, generosity, and togetherness. Through our annual Giving Thanks by Giving Meals event, we provided all the essentials for a complete Thanksgiving feast to 300 families across the Osceola, AR area.

This cherished tradition reminds us that when we unite with kindness and purpose, we can make the holiday season brighter for our neighbors – in this case, hundreds of them.

## PROUD PARTNER



We're kicking off something **BIG**.

We launched a new social media series that will give followers an inside look at Big River Steel Works – the most complete and state-of-the-art mill in North America – and the BR2 expansion.

Our goal is to bring all our followers closer to the technology, teamwork, and real-world impact that make these investments such a defining moment for our company, our communities, and the customers we serve. Throughout the series, we'll also highlight how our partnership with Nippon Steel is already shaping the work at Big River Steel Works, mirroring the advancements and investments in engineering, quality, efficiency, R&D and more taking place across our company.

First up – an article by Dan Brown (EVP, Advanced Technology Steelmaking & COO of BRSW) explaining how this historic moment sets the stage for serving customers, advancing our technical capabilities and providing a blueprint for showing up in the communities where we work and live.

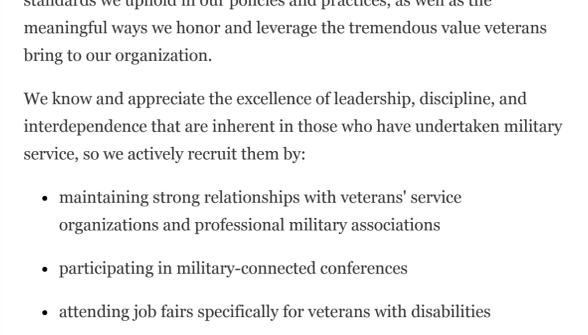
[Read Dan's piece here on ussteel.com.](#)

In addition, this [linked video](#) features comments by Dan as well as:

- **Cody Brown:** Director, Shipping & Logistics
- **Jason Oness:** Director, Production Planning & Profit Optimization
- **Mark Orvis:** Director, Quality & Technical Service
- **Ray Tarnow:** Senior Department Manager, Health & Safety
- **Lenore Trammell:** Chief Compliance Officer & General Counsel

Join us to keep up with this **BIG** series! **Subscribe, follow, like, and share** across every channel where you get your U. S. Steel updates:

- **LinkedIn:** <https://www.linkedin.com/company/u-s-steel>
- **Facebook:** <https://www.facebook.com/unitedstatessteel/>
- **Instagram:** <https://www.instagram.com/ussteelcorp/>
- **X (Twitter):** [https://twitter.com/u\\_s\\_steel/](https://twitter.com/u_s_steel/)
- **YouTube:** <http://www.youtube.com/@USSteelCorp>



For more than ten years, *Military Times* has set the gold standard for employer rankings related to the things that matter most to transitioning service members, veterans, and their families when evaluating potential employers – things like employment practices, support programs, and benefits.

This year, for the third consecutive time, *Military Times* has named U. S. Steel a "[Best for Vets: Employer](#)," a distinction that reflects the high standards we uphold in our policies and practices, as well as the meaningful ways we honor and leverage the tremendous value veterans bring to our organization.

We know and appreciate the excellence of leadership, discipline, and interdependence that are inherent in those who have undertaken military service, so we actively recruit them by:

- maintaining strong relationships with veterans' service organizations and professional military associations
- participating in military-connected conferences
- attending job fairs specifically for veterans with disabilities
- posting job openings on military-specific job boards
- reaching out through social media and veteran employee referral programs
- and featuring a dedicated military recruitment and employment page on our website.

Once hired, we then offer retention support programs, including those designed specifically for employees who are active members of the National Guard or Reserves, women veterans, and minority veterans.

In addition, both within and beyond our facilities we support veterans with [corporate sponsorship](#) and through the tremendous outreach provided by our SERVE ERG. This honor would not have been possible without the ongoing assistance their leaders and members provide to former and current service members and their families through programs like [Wreaths Across America](#), [Disabled American Veteran assistance](#) and through their volunteer efforts in our local communities.

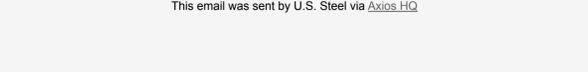
We join SERVE leader Dylan Hart in saying, "Veterans bring a perspective on resilience and a work ethic that uplifts everyone at U. S. Steel. To each veteran, thank you for your service."



More than 1,700 individuals are employed at Big River Steel, and many of them live in and around our operating facilities in Arkansas.

At U. S. Steel, we firmly believe that we are only as strong as the communities that we live and work in, and we deeply value our relationship with Arkansas.

[Click to learn more](#) about what we are doing in Arkansas.



Was this edition useful?



[Leave feedback](#)

Your responses are anonymous

*This message is sent to you because your email address is on our subscribers list. If you are not interested in receiving more emails like this one, just hit the unsubscribe button above.*

[Unsubscribe](#)

This email was sent by U.S. Steel via [Axios HQ](#)