

December 23, 2025



Made in INDIANA

Supporting the Communities Where We Live & Work

U. S. Steel is proud to partner with communities across the country – including right here in Indiana. 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.

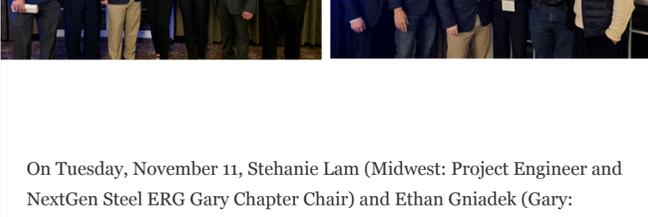
Remember that the legal alcohol concentration limit in all states is 0.08 as research shows that for the majority of drivers, driving performance deteriorates significantly at this level. Being prepared for visits with family and friends can make all the difference. By taking these simple steps you can 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](#)

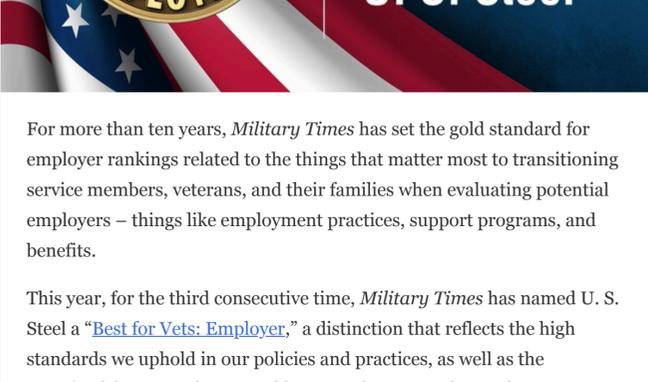
## PROUD PARTNER



On Tuesday, November 11, Stehania Lam (Midwest: Project Engineer and NextGen Steel ERG Gary Chapter Chair) and Ethan Gniadek (Gary: Planning Maintenance Manager) proudly represented the company as panelists at the AIST Midwest Chapter Young Steel Professional dinner meeting. Sharing their perspectives from both the Midwest and Gary Plant, they joined fellow young professionals from across the steel industry to discuss their career paths, lessons learned on the mill floor, and the evolving challenges and opportunities shaping today's steel landscape.

Their insights highlighted the importance of communication, collaboration, and continuous learning. Their participation also reinforced U. S. Steel's commitment to developing emerging talent and strengthening engagement within the broader steelmaking community.

We proudly acknowledge and applaud their leadership, professionalism, and dedication as they continue to represent U. S. Steel and inspire young professionals across the industry.



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.”

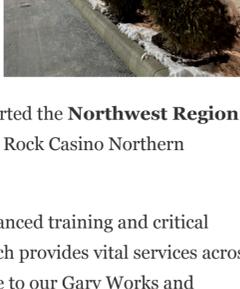
## GOOD NEIGHBOR



The holiday season in Portage shined a little brighter thanks to U. S. Steel's Gary Works and Midwest Plant! We were honored to once again sponsor the City of Portage's **Mistletoe on Main** celebration, held on Saturday, December 6. Our sponsorship covered the city's tree and many of the lights that transformed Main Street into a winter wonderland.

As part of the festivities, we presented a check to **Mayor Sue Bonta**, pictured with **Rick Jaeger**, Plant Manager for Midwest Operations. The event featured a joyful parade and concluded with the lighting of the tree.

U. S. Steel is proud to support the communities where we live and work, helping create memorable experiences for families during this special time of year.

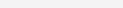
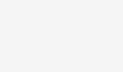
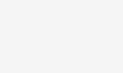
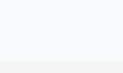


On December 5, U. S. Steel proudly supported the **Northwest Region (NWR) SWAT Fundraiser** at the Hard Rock Casino Northern Indiana.

This important event raised funds for advanced training and critical equipment for the NWR SWAT team, which provides vital services across the Northwest Indiana region that is home to our Gary Works and Midwest Plant facilities and the thousands of U. S. Steel employees and family members living in the area.

Members of **Gary Works' Emergency Services team** attended the event to show our commitment to community safety and collaboration.

Guests enjoyed an evening of entertainment, including a powerful performance by the **Bagpipes and Drums of the Emerald Society Chicago Police Department**.



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