

THE TURRET CONNECTION

2008 Winter Holiday Edition

HOLIDAY MESSAGE FROM WAYNE:

Thank you once again to each of you who took the time and effort to think about and send me your nomination for Employee of the Year. As always, we had huge participation and the nominees proved, yet again, what a terrific group of people that we have in our corporate family! As in the past, each of you made your nomination based on your own criteria. Any employee is eligible as long as you have a good reason. What this exercise illustrates is that so many of you have the respect, appreciation and admiration of your co-workers. If the person that you nominated did not win, please feel free to let them know in your own way that you appreciate them. Each winner below will receive a financial award from the company.

EMPLOYEE OF THE YEAR WINNERS

Turret Steel

LINDA GRAY: "Always happy and cheerful and always has a nice thing to say"... "always in a pleasant mood"... "helps out in any way she can" ... "always willing to help and happy to do it"

WENDELL MACDONALD "Shows complete professionalism" ... "takes time to listen and helps teach" ... "leads by example" ... "has made me a better sales person and also a better person" (This is really a joint Turret and Sunbelt-Turret award).

Sunbelt-Turret

RHONDA HANEY: "It is a pleasure working with her" ... "impresses me with her professionalism and team attitude"... "very positive attitude and great team player" "helps everyone, in any way she can"

LISA DAVIS

"very upbeat, positive, helpful and thorough"... "has always been very patient and knowledgeable" ... "she is always such a pleasant help"... "always in a cheerful mood" ... "a team player"

ROOKIE OF THE YEAR

KATINA KHAN-WATKINS: Has taken on a difficult combined role as both HR as well as marketing/promotions and has blazed new trails for us. She rarely lets anything ruffle her, treats everyone with patience and respect, and has helped our companies receive terrific and positive publicity during challenging times.

Congratulations to Lisa, Rhonda, Wendell, Linda and Katina! Your great attitude and hard work and dedication have not gone unnoticed by your co-workers or me. Thanks for everything! We all look forward to working with you for years to come.

Warmly,

Wayne



We respect the celebrations of all of our employees, during this Holiday Season. If your religion is not listed, please notify HR immediately, so we may include it in next year's holiday newsletter.



December 15, 2008

To thank you for your support of the US automotive industry, Chrysler LLC is pleased to offer Chrysler Employee Pricing to all employees of Turret Steel Industries and Sunbelt-Turret Steel Inc., as well as their immediate family members living in the same household.

Chrysler Employee Pricing offers you a discounted price that is approximately 3 to 4% below dealer invoice price. Additionally, all consumer incentives can be combined with this discounted price toward the purchase of a Chrysler, Jeep or Dodge vehicle. This offer is valid through March 31, 2009.

Simply visit your local Chrysler, Jeep or Dodge dealership, select your vehicle, negotiate your trade-in (if any) and identify yourself as an employee of Turret Steel or Sunbelt-Turret Steel to receive the Chrysler Employee Price and all available consumer incentives.

Example Savings:

2009 Chrysler 300 Touring Sedan

MSRP: \$28,005

Dealer Invoice: \$26,792

Your Price: \$25,894 (Employee Price + \$200 admin Fee)

Employee Discount Savings: \$2,111

Consumer Incentive \$2,000

Total Savings: \$4,111

Once again, Chrysler thanks you for your support of the US automotive industry.

Handwritten signature of Michael Keegan in black ink.

Michael Keegan
Vice President
Sales Operations and Volume Planning

Handwritten signature of Steve Beahm in black ink.

Steve Beahm
Executive Director
Field Operations

Frequently Asked Questions:

Eligibility and Process:

1. Who is eligible for the discount price?

All employees of Turret Steel Industries, Inc. and Sunbelt-Turret Steel, Inc. and immediate family members living in the same household are eligible to get this discount.

2. What products are covered under this offer?

All Chrysler, Jeep or Dodge vehicles are eligible for this discount with the exception of Dodge Viper, Sprinter and SRT models.

3. When will this offer expire?

This offer is valid from December 19, 2008 through March 31, 2009.

4. How do I get this discount? Is there a coupon or a preferred customer code?

Simply visit your local Chrysler, Jeep or Dodge dealer, negotiate your trade-in (if any) and identify yourself as an employee of your company to get the Chrysler Employee Price. The dealer simply needs a copy of your employee badge, a paycheck stub or an employment letter to verify you are an employee of Turret Steel Industries, Inc. or Sunbelt-Turret Steel, Inc.

Pricing:

5. What is the discount price? Can I verify it on the dealer invoice?

The discount price is the "EP price" listed on the vehicle invoice (plus a \$200 admin fee). The EP price can be verified on the vehicle invoice at the dealership.

6. I may already be eligible for Supplier Pricing through a family member... is the Chrysler Employee Price a better deal?

The Employee Price is significantly lower than the Supplier Price.

7. Can I also get the current consumer incentives?

Yes, all consumer incentives are additive to the Chrysler Employee Price.

8. Why is there a \$200 administrative fee?

The administrative fee helps us administer this program, and applies to all purchases under our employee pricing program.

	Chrysler 300 Touring	Jeep Patriot	Dodge Avenger	<u>ALL NEW DODGE RAM</u>
MSRP (Sticker Price)	\$28,005	\$17,370	\$20,730	\$34,215
Dealer Invoice Price	\$26,792	\$16,903	\$19,859	\$31,148
Employee Price + \$200 program fee	\$25,894	\$16,319	\$19,177	\$30,068
<hr/>				
Saving from Invoice Price	\$898	\$584	\$682	\$1,080
Saving from MSRP	\$2,111	\$1,021	\$1,553	\$4,147
+				
All Current Incentives Offered to Customers				

Working beyond our walls



Turret employees pictured above with other volunteers: Jay (right, back row) and his fiancée Tina (in black jacket). Erin seated at the registration table.



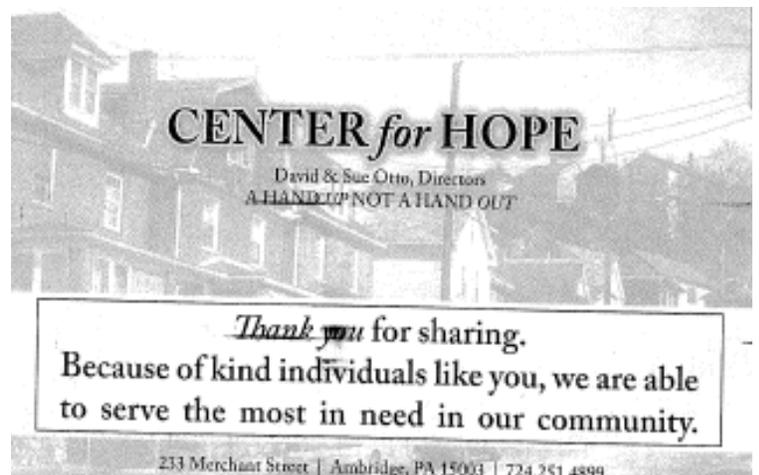
Thank you for participating in our kick-off “Working Beyond Our Walls” Project.

GROUP EMPLOYEE SPOTLIGHT

LEETSDALE: CENTER FOR HOPE (Ambridge, PA) Leetsdale Employees donated several boxes of can goods to the center.

CHARLOTTE: CRISIS ASSISTANCE MINISTRY (Charlotte, NC) Charlotte Employees donated clothing and home goods to the center.

WARREN: AMERICAN DIABETES ASSOCIATION (Youngstown, OH) Warren Employees volunteered by registering walkers for an annual walk-a-thon. (photos above)



Thank you for identifying these community outreaches and for your time and resources. In turn, a monetary contribution has been made on your behalf by Turret and Sunbelt-Turret.

From the Quality Department

I would like to thank all of you for your continued help and support with the SRI audits that have been going on this month. Overall we had a great year with only a few minor problems needing corrections. Keep up the good work!

The upcoming 2009 year will bring more challenges with the addition of two (2) new locations and new employees. The Quality Department will be there to help make sure that these transitions take place without waiver.

In the upcoming issues of The Turret Connection, we will be featuring important ISO and Quality information, so stay tuned.....

Phillip B. Holmes
CFO

W-2 forms

**will be sent to each location no later than
January 31, 2009**

Next Cruise Payment due

January 14, 2009

\$775 Spouse/Guest Final Payment

\$150 Single Cabin Supplement

UPCOMING COMPANY OBSERVED HOLIDAYS



NEW YEAR'S DAY AND DAY AFTER

Thursday and Friday,
January 1 & 2, 2009

GOOD FRIDAY

Friday, April 10, 2009

MEMORIAL DAY

Monday, May 25, 2009

INDEPENDENCE DAY WEEKEND

Friday, July 3, 2009

LABOR DAY

Monday, September 7, 2009

THANKSGIVING DAY AND DAY AFTER

Thursday and Friday,
November 26 & 27, 2009

CHRISTMAS DAY

Friday, December 25, 2009

NEW YEAR'S DAY

Friday, January 1, 2010

LEARN MORE ABOUT OUR 2009 CRUISE GUEST SPEAKER



**Phil Samuels, President
Performance Mastery Institute**

MINI BIOGRAPHY

Phil Samuels has been making people think, learn and laugh since 1974 when he performed his first stand-up comedy routine to help him get over his shyness. He spent 9 years attending college and graduate school, to understand the theories of management, psychology and organizational behavior, before landing his first job, as the Director of Corporate Training and Development, at a large financial institution.

Twenty three years ago, Phil founded the Performance Mastery Institute, to develop practical applications for the theories he studied. His unique teaching methods – combining easy-to-apply techniques with humor have earned him a national reputation. Phil typically travels approximately 150 days a year to bring his programs to organizations throughout the USA.

A native of New York City, Phil currently resides in western New York, where he also owns a company that designs and sells computers and networks, to occupy his “spare” time when he isn’t traveling, for Performance Mastery Institute.

His current consulting clients include: several large mortgage banking companies, financial institutions, retail organizations and government agencies. Phil custom-designs his programs to offer a fun and humorous touch to the serious business of managing people and making businesses more effective.



**Royal Caribbean,
Majesty of the Seas**

**WITHOUT GIVING
AWAY TOO MUCH
OF THE PROGRAM,
IT'S FAIR TO SAY
THAT IF YOU
WORRY THAT SOME
PEOPLE HAVE “BAD
ATTITUDES” OR ARE
“LAZY” AND
“UNMOTIVATED,”
YOU'RE IN FOR A
REAL TREAT.
(PHIL SAMUELS)**



Where we've come from and where we're going...

During trying times like this, it is good to reflect on where our company began not all that long ago. From a simple one-room office over a Long Island appliance store in 1970 to the 6 warehouses, separate headquarters, as well as remote sales offices of today, our growth has been remarkable. None of this happened by accident! We have consistently hired and trained or acquired some of the top people in our industry. For over 38 years, we have followed a pattern of hiring and retaining very good people, purchasing conservatively (whether it be inventory, equipment, new locations, etc.), trying to anticipate our customers'

needs and providing the very best service to them that we could and building valuable vendor relationships. All of these things got us to where we are today and it will be all of these things that will allow us to weather the economic storm that has come.

We will continue to succeed and prosper because we have great people who really care about our customers and our vendors and also, as illustrated on page 3 of this "Connection", we have people who care about people. I am proud of the three company locations whose staff gave their own time, money and effort to select and support local charities. I hope that this activity continues and grows. As it says on that page, the company has made a contribution to each of these charities in honor of our employees.

We have gotten some terrific press recently from many sources, which have recognized our growth. This has been exciting and encouraging. Our Dos Palos, CA facility has all new lighting, rebuilt offices, new phones and computers, two saws with brand new tables (thanks Jay!) are already in place with more on the way, and the new crane will be up and running by the time you read this (see photo below). Jake has done a great job and we will start moving steel to DP and be up and running any day. We have also completed our inspections and finalized our plans to move to South Windsor, CT and will be closing on that transaction in early February. We already have 3 saws acquired and, as that building is already fully craned, Neil will not need much time to begin operations. 2009 is shaping up as a banner year for us.

Trying times? Absolutely, but we are ready to face all challenges!

Thanks to each of you who, without whom none of this would be possible. Very best wishes for a happy, healthy New Year to you and yours from Amy, our entire family and me.

Happy holidays,

Wayne

