

Heard in the METALS MARKET

Costs continue to rise mostly to ongoing tight capacity and decent demand

HRC Prices on upward trajectory; spot supply a mystery

CSI open Jan flat-roll order book up \$90-100/t



Quotes heard

"We see a lot of people scrambling for steel," one mill source said. "If they don't take it [at the initially offered price], they come back a few days later and ask if it's still available."

"We have been advised that there is no guarantee of December-ship tons," a steel buyer said.



US HRC nears \$35/cwt

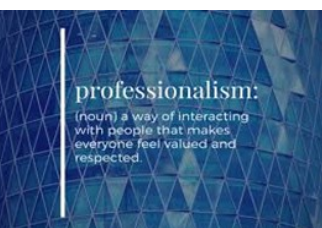
Hot-rolled coil index, fob mill US, was calculated at \$34.82 per cwt (\$696.40 per short ton) on Thursday November 5, up by 1.9% from \$34.16 per cwt on October 29.

US HRC prices now stand at their highest point since reaching \$34.88 per cwt on March 18, 2019.

And there are rumors that mills could open January order books with HRC prices up to \$37-39 per cwt, sources said.

While some mills still have availability in December, others have closed their order books for 2020 - some without taking spot orders in December - and have yet to open them for January, market participants said.

Higher prices are supported by lean inventories, limited spot supplies and strong automotive demand. Also providing support are lingering furnace problems at some integrated mills and longer than expected maintenance outages at electric-arc furnace (EAF) producers - issues that continue to squeeze supplies, some sources said.



How to teach employees professionalism in the workplace

Part III of our III-part series

How to Conduct Yourself on the Job

Let's get straight to the point of our third and final section regarding professionalism in the workplace.

Professionalism is defined as an individual's conduct at work. You may wonder if anyone will even notice if you don't demonstrate professional behavior at work. As long as you do your job well, who cares? It turns out your boss, customers, and co-workers do. They will notice if you lack this quality and it could have severe consequences for your career. To discount the importance of professionalism would be a big mistake. It can affect your chances for advancement or even the ability to keep your people or your job. **(Continued on page 2)**

How can you show your professionalism?
Follow these dos and don'ts:

Make It a Priority to Be on Time

When you arrive late for work or meetings, it gives your boss and co-workers the impression you don't care about your job. Pay attention to the clock. Set alarms if you have to. Show up at least a few minutes before you are supposed to start work and return from your breaks on time.

Don't Be a Grump

Leave your bad mood at the door when you come to work. We all have days when we aren't feeling our best. Remember not to take it out on your boss, your co-workers, and especially your customers. If work is the thing that is causing your bad mood, it may be time to think about changing your job. If that isn't a good option for you right now, find a way to make the best of the situation until it is.

Dress Appropriately

Your appearance should always be neat and clean. Wrinkled pants looks no better than a ripped pair of jeans does. Choose the type of clothing your employer requires. If there isn't a dress code, pick attire that is the norm for your place of employment.

Watch Your Mouth

Swearing, cursing, or cussing—whatever you call it—has no place in most workplaces. Unless you know it is okay in yours, refrain from using foul language, particularly if those who you might offend are present. Here's a good rule of thumb to follow: If you wouldn't say it to your grandmother, don't say it at work.

Offer Assistance to Your Colleagues

A true professional is willing to help their co-workers when they are overburdened or facing a challenge at work. They aren't afraid to share knowledge, opinions, or simply an extra pair of hands. One person's success reflects well on everyone in their workplace.

It is important not to be too pushy, however. If your colleague rejects your offer, don't push it. They may prefer to work alone.

Don't Gossip

While you may be tempted to tell your cubicle neighbors what you heard about Suzy or Sam down in accounting, gossiping makes you look like a middle school student. If you know something you simply must share, tell someone who has nothing to do with your workplace, like your sister, mother, or best friend. Eventually people will know you gossip and it won't help you.

Try to Stay Positive

Negativity is contagious. If you complain incessantly about your workplace, it will bring others down. Your boss certainly will not appreciate a drop in morale among their employees. That does not mean you shouldn't speak up about things you think are wrong. If you see something that should be fixed, give your boss feedback along with a plan for how to make improvements. If you are just complaining for no reason, stop.

Don't Hide From Your Mistakes

As hard as it may be to do, own your mistakes and then do your best to correct them. We all make mistakes, after all, we are human. Make sure you don't make the same one twice. Never blame others for your errors, even if they deserve it. Instead, set an example so that those who share responsibility for the mistake can step forward and admit their part.

Always Fight Fair

You will inevitably have occasional disagreements with your co-workers or even your boss. You may think that something should be done one way while someone else will believe another way is better. Don't let yourself get angry. It doesn't matter how upset you are or how strongly you believe you are right, screaming in the workplace isn't allowed, nor is name-calling or door slamming. Calmly explain your opinion and be ready to walk away if you cannot sway the other person or if they begin to lose control.

Of course, you should always avoid physical contact.

Don't Lie

Dishonesty always makes you look bad, whether it's lying on your resume or calling in sick when you aren't. A true professional is always upfront. If you are unqualified for a job, you have two choices. Don't apply for it at all or submit an application that reflects your real skills. If you choose the second option, explain how your other strengths compensate for the missing requirement. As for lying about being sick, if you need a day off, take a personal or vacation day.

Don't Air Your Dirty Laundry

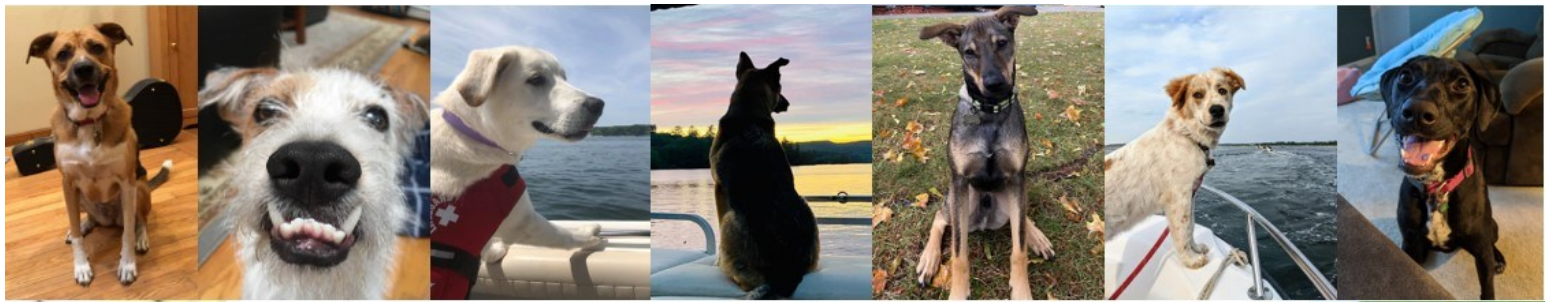
While confiding in a close friend at work is usually okay, sharing too much information with the entire office is not. Be judicious about whom you talk to, particularly when it comes to discussing problems you are having with your spouse or other family members. If you do decide to share something personal with your co-workers, don't do it where customers and clients might overhear you.

Funny Topics to Talk About for Thanksgiving Dinner

Well, the holidays are starting during the first Pandemic in most of our lives. THIS is going to be fun. Everyone wearing masks, sounding muffled, and Grandma and Grandpa always keep asking "What did you say?", everyone trying their best to stay appropriately socially distanced from sed Grandparents and little ones. It's going to be interesting to say the least. Here is a list of 15 funny topics for dinner, or virtual feast, to keep things 'interesting'.

1. Who is the funniest person at the table and why?
2. If you could eat only 3 things for the rest of your life, what would they be?
3. If you were an animal, what would you be?
4. Would you rather not shower for a week or not brush your teeth for a week? (Ick!)
5. Which person at the table would make the best news anchor?
6. What's your favorite "Dad" joke of all time?
7. If you could live in any decade of your life again, which would it be?
8. What is your most bizarre quarantine purchase?
9. What trip are you going to take first once travel restrictions lift?
10. How would you update Pilgrim Chic with some modern flair?
11. What did you do as a kid that no one knows about?
12. Baby Yoda
13. Does anyone still put up wallpaper in their house?
14. Who's going to do the dishes??
15. Apple vs. Pumpkin pie

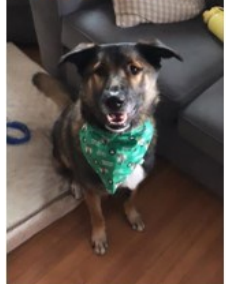




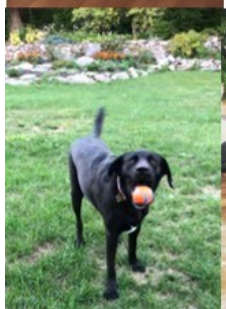
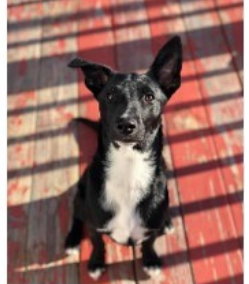
Every summer, our Massachusetts partner, Cape Ann Animal Aid, hosts a Rescue Reunion that brings together adopters and their southern rescue groups. Chances Dog Rescue and Relocation looks forward to it every year. It is always so amazing to get to visit with dogs we have seen in months or years, and to meet their loving families. This year, because of COVID, we could not gather in person, but Cape Ann did host a virtual reunion.



In mid-September, rescues and adopters were able to connect online. Adopters shared photos and stories, and asked questions about how their pup ended up in rescue. Chances was able to connect with over 70 of our alumni and their loving families. Those we only knew as babies, are happy, healthy and adored adults now, and those we sent north as adults seem to have all but forgotten about their struggles in Texas. Littermates reconnected with each other, and quite a few sibling playdates were arranged. There were lots of smiles to be shared, and so many photos of adored and adoring dogs living their best lives.



These cuties are just a small sampling of those we heard from during this year's reunion. These happily ever after stories are possible in part thanks to the support we receive from ACES and our other Chances Dog Rescue & Relocation donors and followers. Check us out on Facebook to donate to our mission, or find out how you can become involved in our efforts!



Barbara Pennington
Senior Account Executive
ACE STEEL SUPPLY
*We can all do something –
Donate / Foster / Sponsor!*

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Rig Count Overview & Summary Count

Area	Last Count	Count	Change from Prior Count	Date of Prior Count	Change from Last Year	Date of Last Year's Count
U.S.	30 Oct 2020	296	+9	23 Oct 2020	-526	1 Nov 2019

Material Costs – November 2020 (PRICING REACHING HIGHER)



Stainless: Pricing flat- surcharges steady



Galvanized sheet: Prices continue to climb



Domestic 60" Galvanized: Prices climbing



Hot Rolled: Prices continue to climb



Cold Rolled: Prices continue to climb



Aluminum: Up 10-11%



Galvanized versus Galvalume - What is the difference? Both are zinc coated, designed for rust and corrosion resistance and passed through a hot dip coating process, however Galvalume steel, appearing duller goes through an additional annealing process, which induces diffusion alloying between the molten zinc coating and the steel. Galvalume accepts paint very readily.