IRON STRONG INSIGHTS®

A QUARTERLY MAGAZINE FROM MCWANE DUCTILE

FALL 2025

McWANE DUCTILE

BUILDING IRON STRONG UTILITIES FOR GENERATIONS®

Developing an Asset Management Plan for Your Future Utility or Engineering Organization

PG. 4

ALSO IN THIS ISSUE

McWANE DUCTILE

Contact Us: McWaneDuctile.com

Mike Dodge, VP Sales & Marketing
Stuart Liddell, Sales Operations Manager
Andrea Kubik, Marketing Manager

Inside

IRON STRONG INSIGHTS®

McWane Ductile has been an industry leader in the manufacture of water distribution and infrastructure products since 1921. With three U.S. foundries, McWane Ductile offers superior service while supplying Ductile iron pipe across North America and beyond, all while maintaining an unwavering commitment to safety and quality. Through continued innovation, it is our goal to meet the customer needs and industry demands of the future in order to Build Iron Strong Utilities for Generations.

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Developing an Asset Management Plan for Your Future Utility or Engineering Organization

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Welcome to the Fall 2025 Edition of

Iron Strong Insights®

Dear Readers,

There's something special about the fall season — the cooler air, vibrant colors and a renewed sense of energy. In our business, fall also marks the best "pipe-making season," providing relief from the summer heat for our hardworking foundry teams and equipment.

This year, McWane Ductile kicked off a milestone project with the delivery of 30- to 36-inch pipe for Eli Lilly's massive expansion in Indianapolis, Indiana. Both our Ohio and Utah foundries are supplying this project, which stands as the largest ever sold in our Midwest region. It's a proud moment for our company and our people, whose dedication makes achievements like this possible.

Recent investments in our casting and annealing operations continue to pay dividends, allowing us to maintain capacity and remain diverse in producing both pipe and poles that support critical water and electrical infrastructure. Despite tight lead times, all foundries remain busy and on schedule, showcasing our logistical strength and ability to serve customers better than our competition.

Of course, we remain mindful of external challenges, such as tariffs, which are shaping how we approach costs moving forward.

Beyond production, McWane Ductile is equally committed to education. We continue offering free on-site, hands-on job training, as well as virtual and in-person programs like Days of Water and Lunch & Learns. By leveraging expertise across our sister companies, we're delivering even more robust training to support water professionals nationwide.

Wishing you a productive, successful fall season ahead!

Stuart Liddell
Sales Operations Manager
Sales Operations Department

EMPLOYEE SPOTLIGHTS

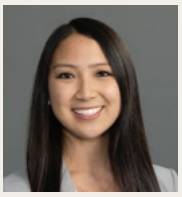
NEW HIRES AND RETIREES

McWane Ductile bids farewell to a longtime and beloved sales representative while welcoming two new hires to the sales staff.

Wyatt Schrock — Sales Representative, Oregon

Wyatt Schrock is our new Sales Representative covering Oregon. New to the industry, Wyatt brings valuable experience from his previous role in B2B sales for a major automation equipment supplier in the same region.

A graduate of Oregon State University with a bachelor's in mechanical engineering, Wyatt is eager to grow within the waterworks industry and is actively involved in local young professionals groups. Outside of work, he leads a tech startup, has contributed to several automation projects and is a National Academy of Sports Medicine-certified personal trainer.



Eden Roth — Sales Representative, North Carolina

Eden Roth recently joined McWane Ductile as Sales Representative for North Carolina, where she is responsible for serving distributors and contractors with Ductile iron pipe solutions and building strong customer relationships.

Before joining McWane Ductile, Eden spent nearly five years as a railroad designer with a transportation design consultant in Raleigh, North Carolina. A graduate of Penn State University — University Park with a bachelor's in civil engineering, she brings technical expertise and a project-focused perspective that help her understand customer needs and provide meaningful solutions. She is driven by purpose and dedicated to making a lasting impact for her customers and community.

Celebrating 45 Years of Service — Congratulations, Carrie!

After an incredible 45-year career with McWane Ductile, Carrie Stephens has retired. From her start in inside sales in 1981 to serving as Outside Sales Representative for Oregon and southwest Washington, Carrie has been a trusted colleague, mentor and friend. Please join us in congratulating her on a well-earned retirement!

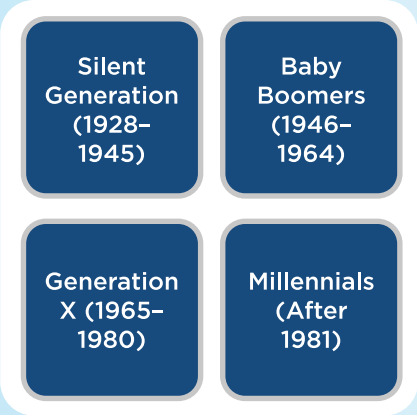
Pictured left to right, current and former McWane Ductile employees: Wyatt Schrock, Nick Koncar, Carrie Stephens, Matt Paulson, Jason Barnes and Kim Christensen.

Developing an Asset Management Plan for Your Future Utility or Engineering Organization

BY ROY MUNDY, P.E., ENV SP, ASSOC. DBIA,
MCWANE DUCTILE SENIOR REGIONAL ENGINEER

RESEARCH BACKGROUND

During 2008, a faculty team at Midway College in Midway, Kentucky, undertook a research project focusing on "Managing Generational Differences in the Workplace." I was privileged to be a member of that research team. This research consisted of interviews and surveys with 1,000 employees from 15 different companies in central Kentucky in 2009, with ongoing research developed over the next four years, focusing specifically on individual organizational lines, including water utility. This research was ultimately published internationally, with several notable Kentucky companies using a portion of the findings. This article will apply the framework of this research, presenting the respective findings in the format of a water utility asset management plan.



***(Note:** Silent Generation deleted from research due to lack of data)*

ASSESSING RISK

When focusing our research on water utility, we first went to a credible source, the American Water Works Association, to identify data that might correlate with our findings.

"Overall, how prepared do you think the water sector is to address issues related to talent attraction and retention in the next five years?"

- Only 1% indicated the water industry was fully prepared to address issues related to talent attraction and retention in the next five years.
- Fifteen percent thought the industry was not at all prepared.
- Thirty-five percent thought it was only slightly prepared.
- Source: 2014 AWWA State of the Water Industry Report (SOTWI).

"Overall, how prepared do you think the water sector is to cope with any expected retirements in the next five years?"

- Only 1% of 2014 SOTWI respondents indicated the water industry was fully prepared to cope with any expected retirements in the next five years.
- Twelve percent thought the industry was not at all prepared.
- Thirty percent thought it was only slightly prepared. (AWWA, 2014)

This survey by AWWA identified a clear risk to water industry organizations more than a decade ago. Institutional knowledge was at risk of being lost,

AWWA SOTWI REPORT	2020	2021	2022	2023
Talent Attraction/Retention	15	14	11	11
Aging Workforce/Retirements	7	8	4	6

and the replacement of that knowledge through the attraction of needed talent was not being planned. How have we progressed since then?

As shown in the chart above, these challenges persist. Therefore, organizations need to formalize the sharing of embedded information through means that have been proven to motivate senior employees by placing them in the role of a teacher.

- Establish consistent training classes as part of your business plan, allowing senior employees to teach well before they submit their retirement request.
- Bring back retired senior employees to teach in areas specific to their institutional knowledge, possibly offering a stipend for their time and effort.

It has been found that elevating senior employees to the role of "professor" enables a seamless flow of knowledge without compromising security.

ENGAGING STAKEHOLDERS

The definition of stakeholders in this discussion encompasses the entire mosaic of employees within the organization, including multiple generations that interact to achieve organizational goals. I'm sure we are all keenly aware that successfully engaging baby boomers, for instance, may require

Motivation

	Baby Boomers	Generation X	Generation Y
Work ethic & values	☐ Workaholics ☐ Working efficiently ☐ Crusading causes ☐ Personal fulfillment ☐ Desire for quality ☐ Questioning authority	☐ Eliminate the task ☐ Self-reliance ☐ Want structure and direction ☐ Skeptical	☐ Asking what is next ☐ Multitasking ☐ Tenacity ☐ Entrepreneurial ☐ Tolerant ☐ Goal orientated
Leadership style	☐ Consensual ☐ Collegial	☐ Believe everyone is the same ☐ Challenging others ☐ Asking why	☐ Will be better determined as this generation gets older
Interactive style	☐ Team player ☐ Loves to have meetings	☐ Entrepreneurial	☐ Participative

a different approach than engaging millennials or Generation Z.

Above are some findings from our research relating to the motivational traits of baby boomers, Generation X and Generation Y, also known as millennials. When engaging these respective stakeholders, organizations need to be cognizant of their unique traits.

Additional findings related to our research on motivational traits are shown above and below. Once again, we should consider these traits when engaging stakeholders within the organization.

Motivation

	Baby Boomers	Generation X	Generation Y
Work and family life	☐ No balance ☐ Work to live	☐ Balance	☐ Balance
Feedback and rewards	☐ Don't appreciate feedback ☐ Money ☐ Title recognition	☐ "Sorry to interrupt, but how am I doing?" ☐ Believes freedom is the best reward	☐ "Whenever I want it, at the push of a button." ☐ Meaningful work
Messages that motivate	☐ "You are valued." ☐ "You are needed."	☐ "Do it your way." ☐ "Forget the rules."	☐ "You will work with other bright, creative people."

ASSETS OVER THEIR LIFE CYCLES

How should we view the life cycle of an employee within an organization?

- Organizations must not assume that newer, younger employees are just "passing through." Instead, they should consider elements such as job security (if applicable), encourage and nurture career advancement while providing resources to support it, and, if possible, establish a program that provides a secure retirement. These areas were identified in our research as relevant to attracting and retaining new, younger employees.

DESIGNING COMPETENCY REQUIREMENTS

The millennial generation, and now even more so Gen Z, are history's first generations of digital natives. Our research has shown that this expertise must be recognized and applied within the organization. One recommendation encompasses the concept of "reciprocal mentorship." This can be accomplished by promoting a bottom-up approach to training, complementing the traditional top-down mentorship model.

CORRECTIVE ACTION AND RISK MITIGATION

Reviewing research on generations in the workplace, Brad Sago (2000) makes five key observations:

- **Generational differences are real.**
- **Generational differences cause misunderstanding.**
- **Generational differences cause strife.**
- **Generational issues impact the workplace.**
- **Generational differences can be minimized.**

The key element from Sago's observations above is that generational differences can be minimized. However, to mitigate the risk of generational conflict, organizations must seek to understand these respective traits, value systems and expectations of the generations within their organizations.

CREATING O&M STRATEGIES FOR MANAGING

Randy Hain (2013), Managing Partner of Bell Oaks Executive Search, says: "Compromise is inevitable as we hire, train, and develop this next generation of leaders." He offers advice to baby boomers, Gen Xers and millennials in the workplace:

For baby boomers and Gen Xers, he suggests:

1. **Start listening and stop assuming.**
2. **Be present on college and high school campuses.**
3. **Start viewing Gen Y [millennials] as a strategic business investment.**
4. **Scrap "do as I say, not as I do."**
5. **Smart organizations will learn to tap into their potential.**

For millennials, he suggests:

1. **Having perspective is important.**
2. **Be patient.**
3. **Look at relationships and communication differently.**
4. **Convey respect while pursuing goals.**
5. **Pursue mentors and advocate.**

Included now is the newest generation, Gen Zers, who now outnumber millennials. Pursuing an asset management plan focused on the human resources of an organization will enhance performance quality by fostering a synergistic, positive culture that recognizes generational differences.

DEAR DITCH DOCTOR,

My jobsite inspector is forbidding me from using the pipe lubricant I have on-site, as he says I should only use the lubricant provided by the manufacturer along with their pipe. Why would he be demanding this, and should I heed his advice?

Sincerely,
Wondering in Wallingford, Connecticut

DEAR WONDERING,

First off, let me say thank you and bravo to your jobsite inspector! Giving you such a polite reminder is great news to my ears! One hundred percent of the time, the only lubricant you should use with Ductile iron pipe (DI pipe) is what comes directly from the manufacturer of that pipe, even if you acquired the pipe from a third-party vendor, such as a waterworks distributor.

There are many reasons for this, but most notably, it is because each manufacturer has tested joint lubricants for several factors, including, but not limited to, the NSF-61 listing, the contents of the lube, serviceability, consistency across various temperatures, solubility and environmental effects. Also, many so-called "general pipe lubricants" contain some level of petroleum products, which are harmful to the rubber compounds of the gaskets themselves. Some lubes are intended just for PVC pipes, as they tend to be more of a "glue" than a friction eliminator. So, yes, use nothing that comes from your garage, boat, tractor or any other source for assembling DI pipes and fittings. They are all bad and can easily cause you assembly and/or disinfection problems.

I know one Ductile iron pipe company, McWane Ductile, that specifies either Black Swan or Phoenix-27-XL as its preferred — and I should say, REQUIRED — lubricants. And no worries, the pipe manufacturers will provide you all the lube you need and more, free of charge!

Sincerely,
The Ditch Doctor

DEAR DITCH DOCTOR,

Here in the Upper Midwest, COLD weather, and I mean REALLY COLD WEATHER, is right around the corner. We have miles of various-sized Ductile iron pipe and fittings here on-site in North Dakota, and I am wondering if any special storage considerations need to be taken for these materials, you know, to preserve their usefulness through what might be two years of seasons by the time this pipeline project is finished.

Sincerely,
Curious in Crosby, North Dakota

DEAR CURIOUS,

"Special considerations?" Truthfully, there are no considerations needed to preserve the usefulness of the pipe, its merchantability, its warrantability, or any other ability of the pipe or fittings. Ductile iron is unbothered by temperature ranges from -40°F through 212°F, and that's only because of limitations of the gasket compounds and the cement linings at temperatures above the boiling point. The paint may fade, the lining may show some superficial surface crazing and you may even notice some of the innate oxidation (natural patina or cinnamon-stripe discoloration to any exposed pipe surfaces), but no worries — that is NOT rust. It's why we paint pipes and fittings in the first place: just to cover this up cosmetically, as it occurs shortly after the pipe leaves the annealing oven in the foundry. So be just like the folks who manufactured your pipe — leave it out in the yard for as long as need be, then right before use, just check and remove any ice or loose debris that may have built up in the bell or barrel. That's it — simple and steady, Ductile iron — for generations!

One caution I must offer though: The rubber gaskets do need to be stored indoors in a temperature-favorable environment (45°F to 90°F) and out of exposure to UV rays (aka from the sun). If working on a bone-cold North Dakota day, keep the gaskets inside the warm cab of a running truck until just before use. This will keep them properly pliable and ready to seal your joints without any difficulties or damage to them. And P.S. "Warming" them with a blowtorch or similar operations is verboten (aka a no-go)!

Best regards,
The Ditch Doctor

Stronger Together, Sharing Gratitude

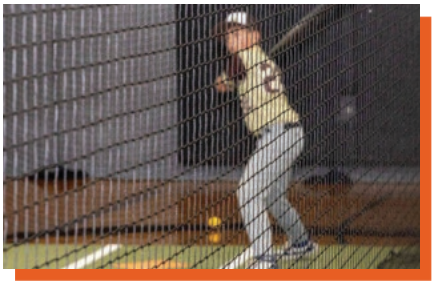
As the leaves turn and we move toward the end of the year, autumn brings more than cooler weather — it reminds us of the power of giving. At McWane Ductile, this season is more than symbolic. It's a time when we reflect on what we've accomplished over the past year and say thanks to the communities that support us every day.

In the first half of 2025 alone, our three McWane Ductile locations — New Jersey, Ohio and Utah — contributed **$254,652 in charitable donations and sponsorships,** supporting dozens of civic, educational, youth, health and cultural organizations.

In Ohio, those contributions reached many corners of the Coshocton community, from the Coshocton Visitors Bureau, Coshocton Hot Air Balloon Festival, Coshocton Baseball and Coshocton Behavioral Health Choices to

school-related groups such as the Coshocton County Career Center, Ridgewood Recreation, River View Music Boosters and various local school districts. McWane Ductile also provided funds toward the construction of the **Don Wells Pavilion**. This new gathering space honors community leadership while creating opportunities for family, cultural and civic events in the heart of Coshocton.

In New Jersey, we were proud to support groups like the Phillipsburg Senior Center, Rotary and Kiwanis clubs, Steele Hill Youth Organization, Relay For Life,



food pantries, youth centers, and scholarship programs.

In Utah, our giving program continued to support youth, schools, health and community wellness causes, including high school sports teams, Building Youth Around the World, children's hospitals, literacy programs and more.

These contributions aren't just numbers. They're our way of investing in places where colleagues, families and neighbors live and work. As we head into the holiday season — a time traditionally devoted to gratitude and generosity — we want to extend our heartfelt thanks to our communities. Every scholarship awarded, every youth program supported and every event sponsored is a way we can give back.

"Their unwavering commitment to fostering local talent and building pathways for long-term careers has had a profound impact on our students and community."

— Matt Colvin, Superintendent of the Coshocton County Career Center

Thank you for letting us be part of your world. We look forward to continuing to serve, support and build #IronStrong communities together in the coming year. For a complete list of donation beneficiaries, visit McWaneDuctile.com/about/charitable-donations.

ROCK-SOLID DURABILITY

McWANE DUCTILE

IRON STRONG

BUILT TO BRAVE THE ELEMENTS. McWane Ductile iron pipe is crafted to handle the most unforgiving environments, delivering rock-solid reliability when it matters most. From rugged ranges to urban landscapes, our pipe is engineered to last, providing communities with strong, sustainable infrastructure they can count on for generations.

McWane Ductile: Building Iron Strong Utilities for Generations.

McWaneDuctile.com

POCKET ENGINEER
Available for iOS + Android or online at pe.mcwane.com

PROJECT PROFILES

West

PROJECT PROFILE

DCS Contracting has once again taken on the installation of a new #IronStrong waterline to supply water to the

northwest area of Peoria, Arizona, a brand-new premier community called Saddleback Heights. This new build-out has expanded to the foothills of Saddleback Mountain and will include over 6,000 new homes. This 24-inch line will provide clean drinking water for the current build and will be able to connect for future building and expansion north of the current layout. Notable employers in the area, such as the TSMC semiconductor plant, have contributed to the booming economic growth of Peoria. For professionals, there is something to

be said about the convenience of living close to work, combined with the serene atmosphere of Saddleback Heights, which offers the best of both worlds.

We were able to meet Oscar and his crew on-site and provide a detailed training on proper installation techniques. The crews used a feeler/gasket gauge to ensure they completed proper gasket installation with each joint. McWane Ductile has made the desert #IronStrong for generations to come.

DCS Contracting has been installing Ductile iron pipe for over 30 years, with hundreds of projects completed throughout Arizona and the Phoenix Valley. It continues to be a proud partner with our distributor and has some of the most skilled pipe-installing crews in the industry. Fun fact: Part of the safety training the crew did on-site was to watch out for rattlesnakes! The project location is in the foothills of an untouched desert, so it was crucial to watch your steps.

Sales Region: West
Sales Representative: Ben Johnson
Project Location: Peoria, AZ
Project Name: Saddleback Mountain
Project Owner/Utility: City of Peoria
Project Engineer: Kimley-Horn
Project Contractor: DCS Contracting
Project Distributor: Core & Main

Types of Ductile iron pipe used on the project:

DIAMETER	JOINT	CLASS	FOOTAGE
16"	Tyton®	250	1,026
16"	TR Flex®	250	576
24"	Tyton®	250	5,364
24"	TR Flex®	250	1,422

Sales Region: Midwest
Sales Representative: Shawn Smith
Project Location: Wausau, WI
Project Name: Wausau A 2025 Project
Project Owner/Utility: Wausau Water Utility
Project Engineer: City of Wausau Engineering
Project Contractor: Haas Sons, Inc.
Project Distributor: Ferguson Appleton

Types of Ductile iron pipe used on the project:

DIAMETER	JOINT	CLASS	FOOTAGE
6″	Tyton®	CL50	292
8″	Tyton®	CL50	3,508
16″	Tyton®	CL50	4,014
24″	Tyton®	CL50	36

This project involves the complete reconstruction and replacement of storm sewers, sanitary sewers, water mains, concrete curbs and pavement. The city of Wausau upgraded its water treatment facility, and the new pipeline was designed to accommodate the higher demand for the new facility.

The contractor is Haas Sons, Inc. The project encompasses areas of Cherry Street, from West Wausau Avenue to Randolph Street, as well as Randolph Street, from Burek Avenue to Merrill Avenue. It consists of three separate phases, all of which are set to be completed by the end of October. This project will enable the city of Wausau to update its water main with a product proven to last over 100 years in Ductile iron pipe.

PROJECT PROFILE

Midwest

Northeast

PROJECT PROFILE

McWane Ductile teamed with Sterling, Virginia-based contractor A&M Concrete Corporation to tackle some 2,500 linear feet of 36-inch pipe, a near-even split of both Tyton® push-on joint and TR Flex® restrained joint pipe. The project, located in historic Manassas, Virginia, will feed some of the many data centers that are popping up around the area, contributing to Northern Virginia becoming known as "Data Center Alley." The pipe will run 10 feet deep through sporadic dirt and rock in the middle of Dean Drive and will help increase safety and improve access to the surrounding industrial properties and public facilities. The project is being coordinated by the city of Manassas roadway improvements and Prince William County roadway improvements. Manassas has long been a proponent of using Ductile iron for its water lines and recently decided to include V-Bio® Enhanced Polyethylene Encasement in its specifications due to corrosive soils in the Dean Drive area.

Sales Region: Northeast
Sales Representative: Todd Soady
Project Location: Manassas, VA
Project Owner/Utility: City of Manassas, VA
Project Engineer: Michael Baker International
Project Contractor: A&M Concrete Corporation

Types of Ductile iron pipe used on the project:

DIAMETER	JOINT	CLASS	FOOTAGE
6"	Tyton®	52	100
8"	Tyton®	52	300
36"	Tyton®	52	1,100
36"	TR Flex®	52	1,450

Sales Region: South
Sales Representative: AJ DeMatteo
Project Location: Maryville, TN
Project Name: Chilhowee View Road Water Main Improvements
Project Owner/Utility: South Blount County Utility District
Project Engineer: Cannon & Cannon, Inc.
Project Contractor: Horizon Underground LLC, Bean Station, TN
Project Distributor: Consolidated Pipe & Supply Co.

Types of Ductile iron pipe used on the project:

DIAMETER	JOINT	CLASS	FOOTAGE
12"	Tyton®	350	10,300

The Chilhowee View Road Water Main Improvements project was completed in 2025. The project's scope of work consisted of the installation and testing of approximately 10,300 feet of 12-inch Pressure Class 350 Tyton® Joint Ductile in Maryville, Tennessee. The main scope of this project had several goals: the first being to replace the aging infrastructure in the area, including two aging 4-inch and 6-inch PVC lines that were ultimately abandoned, as well as valves and fittings. The second was to upgrade the infrastructure to support future growth throughout the area, such as new developments being built. Lastly, another priority of the project was to enhance system resiliency. This project improved network connectivity throughout the South Blount County Utility District service area while also connecting to the Tuckaleechee Utility District. The use of Ductile iron pipe in this project increased the hydraulics in this specific service area and made the system more resilient to failures.

The Chilhowee View Road Water Main Improvements project was engineered by Cannon & Cannon, Inc., based in Knoxville, Tennessee, and founded in 1996. Cannon & Cannon, Inc. provides civil engineering, surveying and consulting services throughout the Southeast, with locations in Knoxville, Memphis and Bowling Green.

The contractor for this project was Tim Smith of Horizon Underground LLC, based in Bean Station, Tennessee.

Tim is no stranger to underground line and utility work, having begun working with his father at a young age doing water extensions for utility districts throughout East Tennessee. He continued in the underground utility business with his brother, Mike, at Mike Smith Pump Service until 2022, when he began Horizon Underground LLC. Tim has been an incredibly loyal McWane Ductile customer for over 25 years throughout East Tennessee.

PROJECT PROFILE

South

MIKE DODGE, VP SALES & MARKETING

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