The Leadership of O’Neal Industries, Inc. (ONI) recognizes that its primary responsibility is to operate the Company profitably. Profits are necessary to meet the needs of customers, employees and shareholders. Profits also enable our family of companies to provide much needed support to the communities in which we live and work. Arts and culture, civic activity, education, health, and the overall welfare of societies are vital in creating a highly desirable quality of life, which in turn makes those communities even better places to live and do business.

There is a direct relationship between the success of our business and the community in which we operate. We are committed to continuously strengthening our society through corporate support of the organizations and institutions that strive to better the quality of life in our communities.
I AM PLEASED TO PRESENT THE O’NEAL INDUSTRIES COMMUNITY INVESTMENT REPORT FOR 2017. Thanks to your contribution to our company’s strong performance in 2017, we were able to, once again, give back to the communities in which we operate in a most generous and meaningful way. My grandfather, Kirkman O’Neal, founded O’Neal on the belief that it was the Company’s responsibility to help improve the quality of life in the local communities in which we operate; in fact, it is still one of our core values today. We continue that foundation laid by our Founder by investing in non-profit organizations that support the many causes which will benefit these communities.

We realize many employees volunteer their time and give financial support to various causes. Because the need is great and we can’t support every request, we’ve set specific criteria for organizations to receive funding. For questions about this, please see the O’Neal Industries website – www.onealind.com/community-investment/.

O’Neal Industries established the O’Neal Employee Disaster Relief Fund in 2013, which is supported by monetary gifts from O’Neal Industries companies and our employees. The goal of the Fund is to provide short-term financial assistance to employees of all O’Neal Industries companies who have been affected by fires, natural disasters or other catastrophic events. When financial hardships arise, the Fund helps ONI affiliate employees, as well as provides a way for co-workers to help one another. Please see information on how to request assistance or contribute to the fund on page 15 of this report.

We are sharing this information to encourage you to look for opportunities to give of your time, talent, and resources to community partners who are doing good work in your local area, and to thank those of you who already support numerous organizations, both by volunteering and giving of your resources.

Thank you for all you do for our company.
We have organized this report to reflect each of these areas of service. This report lists the primary organizations that we supported in 2017, and each section highlights a few examples.

- Education 5-6
- Health 7-8
- Welfare 9-10
- Civic/Arts and Culture 11-12
- United Way 13-14
- O’Neal Employee Disaster Relief Fund 15-16
O’NEAL INDUSTRIES 2017 GIVING BY IMPACT AREAS

- Health: 37%
- Welfare: 26%
- Arts/Culture: 10%
- Civic: 8%
- Education: 19%
A+ Education Foundation
Better Basics
Birmingham Education Foundation
Birmingham-Southern College
Campaign for UAB
Chatfield College
Cornerstone Schools of Alabama
Friends of Monroe Township Library
Holy Family Catholic High School
Jefferson County Public Schools
Junior Achievement of Alabama
Linly Heflin
PreSchool Partners
STAIR
Teach for America
UAB Collat School of Business
TEACH FOR AMERICA’S mission is to “enlist, develop, and mobilize as many as possible of our nation’s most promising future leaders to grow and strengthen the movement for educational equity and excellence.” The organization aims to accomplish this by recruiting and selecting college graduates from top universities around the United States to serve as teachers. The selected members, known as “corps members,” commit to teaching for at least two years in a public or public charter K–12 school in one of the 52 low-income communities that the organization serves. The goal of Teach For America is for its corps members to make both a short-term and long-term impact by leading their students to reach their full potential and becoming lifelong leaders for educational equity.

JUNIOR ACHIEVEMENT’S (JA) purpose is to inspire and prepare young people to succeed in a global economy. JA’s volunteer-delivered, kindergarten – 12th grade programs foster work-readiness, entrepreneurship and financial literacy skills, and use experiential, hands on program designed to inspire students to dream big and reach their potential. JA works with local businesses and organizations to give students real world experiences, helping them gain the knowledge and skills they need to own their economic success, plan for their future, and make smart academic and economic choices.

LINLY HEFLIN was founded in 1919 as a women’s service organization. Since 1923 the major focus of the group has been to further the education of young women in Alabama. 100% of funding goes into awarding scholarships to bright, motivated young women in order to give them the means to pursue their goals. Each year, hundreds of applications are received, and a select number of candidates are interviewed. From this group, scholarship recipients are chosen. Criteria for selection include high G.P.A.s, good ACT or SAT scores, extracurricular activities, proof of need for financial help, recommendation letters, and essays submitted by the applicants.

BETTER BASICS provides literacy intervention and enrichment programs for elementary and middle school students. Programs are designed to help children learn to read, comprehend, retain and, ultimately, learn – increasing confidence levels, infusing literature into children’s homes and exposing kids to multi-cultural arts and enrichment programs as they progress along the learning continuum, from reading to comprehension to retention. As childhood literacy rates increase, future adult illiteracy issues diminish, along with their various side effects, creating innumerable benefits for our community as a whole.
AMERICAN DIABETES ASSOCIATION (ADA) leads the fight against the deadly consequences of diabetes and fights for those affected by diabetes; funding research to prevent, cure and manage diabetes. ADA delivers services to hundreds of communities, providing objective and credible information, and giving voice to those denied their rights because of diabetes. Work includes research, advocacy efforts, professional services, consumer programs and products. Over 30 million Americans have diabetes. The Tour de Cure bicycle race benefits ADA.
AUTISM SPEAKS is dedicated to promoting solutions, across the spectrum and throughout the lifespan, for the needs of individuals with autism and their families through advocacy and support; increasing understanding and acceptance of people with autism spectrum disorder; and advancing research into causes and better interventions for autism spectrum disorder and related conditions. Autism Speaks enhances lives today and is accelerating a spectrum of solutions for tomorrow.

UNITED ABILITY offers a source of hope and support to families with its Ability Clinic, which provides a new level of care to children and adults living with disabilities. Through innovative medical and therapy interventions, their team delivers a family-focused approach that is designed to enhance the caregiving capabilities of families and improve overall health and quality of life for those they love. The Ability Clinic focuses on providing comprehensive and coordinated care that reduces the symptoms experienced by persons with disabilities. Patients are evaluated and afforded a broad range of clinics and services to meet the needs of infants, children, adolescents, and adults with disabilities.

NATIONAL BRAIN TUMOR SOCIETY – RACE FOR HOPE is in the unique position to affect change across the drug development, policy and legislative, research, and clinical trial systems at all levels. The organization doesn’t focus on a single method or approach to defeating brain tumors. They drive a multi-faceted and thoughtful approach to aggressively influence and fund strategic research and discovery, as well as advocate for public policy changes, in order to achieve the greatest impact, results, and progress for brain tumor patients. Money raised by events such as the Race for Hope in Philadelphia has directly funded groundbreaking discoveries, programs, clinical trials and policy initiatives.
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<tr>
<th><strong>WELFARE</strong></th>
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<tr>
<td>Almost Home, Inc.</td>
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<tr>
<td>American Red Cross</td>
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<td>Atlanta Children’s Shelter</td>
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<td>Big Brothers Big Sisters of Butler County</td>
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<td>Boy Scouts of America</td>
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<td>Brighton United Senior Citizen Center</td>
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<td>Building Utah Youth</td>
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<td>Camp Fire USA</td>
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<td>Camp Smile-A-Mile</td>
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<td>Caring Hands Humane Society</td>
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<td>Collat Jewish Family Services</td>
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<td>Embrace Grace</td>
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<td>Exceptional Foundation</td>
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<td>First Light</td>
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<td>Good Samaritan Shelter</td>
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<td>Growing Kings</td>
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<tr>
<td>Habitat for Humanity of Greater Cincinnati</td>
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<td>Hands on Birmingham</td>
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<td>Hispanic Interest Coalition of Alabama</td>
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<td>Human Rights Campaign Foundation</td>
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<td>Impact America/Alabama</td>
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<td>Junior League of Birmingham</td>
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<td>Kansas Food Bank</td>
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<td>Kid One Transport</td>
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<td>New Beginnings Center</td>
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<td>Northeast Houston Community Center</td>
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<td>Nutmeg Big Brothers Big Sisters</td>
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<td>OATH Utah</td>
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<td>Red Barn Foundation</td>
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<td>Ronald McDonald House</td>
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<td>Salvation Army</td>
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<td>Shared Harvest Foodbank</td>
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<td>Sight Savers America</td>
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<td>Soldiers’ Angel</td>
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<td>Stop Hunger Now</td>
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<td>The Mayor’s Fund for Philadelphia</td>
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<td>Trenton Area Soup Kitchen (T.A.S.K.)</td>
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<td>Vet-to-Vet Support Command</td>
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<td>Weber/Morgan Children’s Justice Center</td>
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<td>WellHouse</td>
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<td>Woodlawn Foundation</td>
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<td>YMCA of Birmingham</td>
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<td>Youth Impact</td>
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<td>YouthServe</td>
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<td>YWCA Central Alabama</td>
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ATLANTA CHILDREN’S SHELTER provides free, quality day care, emotional support, an educational curriculum for homeless children, and focused social services for their families. Dedicated to helping families overcome the issues that contribute to homelessness, including domestic violence and job loss, the Atlanta Children’s Shelter focuses on the long term self-sufficiency of the family. Since 1986, the Atlanta Children’s Shelter has cared for almost 8,000 children and provided services for more than 5,000 families by transitioning homeless families into stable housing and sustainable employment.

BOYS & GIRLS CLUB OF DENVER
BOYS & GIRLS CLUB OF CENTRAL ALABAMA
A.G. GASTON BOYS & GIRLS CLUB provide young people with opportunities to engage in programs that help them achieve academic success, take charge of their health by building healthy habits that will stick with them throughout their lives, and foster the skills they need to become leaders in their communities. The Clubs are there for kids when they need it most: after school, all day in the summer, and even during the school day. Membership is open to all youth ages 6-18, and for $2 annually, Club members have access to a wealth of programming that has the power to positively shape and change their lives.

KID ONE’S mission is simple: transport children and expectant mothers to necessary health care services. Their purpose is to bridge the transportation gap that prevents thousands of Alabama’s children and expectant mothers from accessing much needed health care services, thereby ensuring a higher quality of life for each individual and family that is served. Kid One operates a fleet of 21 vehicles serving 43 counties throughout Alabama.

SOLDIERS’ ANGELS provides aid and comfort to the men and women of the United States Army, Marines, Navy, Air Force, Coast Guard, their families, and a growing veteran population. Thousands of Soldiers’ Angels “Angel” volunteers assist veterans, wounded, deployed personnel, and their families in a variety of unique and effective ways including care packages, letters, food assistance, “adopting” families, throwing baby showers and more.
Alabama Ballet
Alabama Symphony
Birmingham Botanical Gardens
Birmingham Museum of Art
Birmingham Zoo
Hope in the Valley Equine Rescue
Junior Women’s Committee of 100
McWane Science Center
Nature Conservancy
Public Affairs Council of Alabama
Railroad Park
Red Mountain Park
REV Birmingham
Rotary Club of Birmingham
Vulcan Park and Museum
RED MOUNTAIN PARK encompasses 1,500 acres of land along the Red Mountain Ridge in central Alabama. The Park is central to Birmingham and its surrounding diverse communities. The Park reminds us of our common past and our common purpose and invites us all to explore who we are. This is the land where the Birmingham Civil Rights Institute can bring high school students to study nonviolent movements, where a women’s cycling team can train for a national competition, where people with disabilities can break in the innovative off-road Nomad wheelchairs, or where a young boy can overcome his fear of heights as he ziplines through the forest.

The BIRMINGHAM MUSEUM OF ART has one of the finest collections in the Southeastern United States, with more than 24,000 paintings, sculptures, prints, drawings, and decorative arts representing a numerous diverse cultures, including Asian, European, American, African, Pre-Columbian, and Native American. Among other highlights, the Museum’s collection of Asian art is considered the finest and most comprehensive in the Southeast, and its Vietnamese ceramics one of the finest in the U.S. Admission is free, and there are many programs offered to teachers and students.

The NATURE CONSERVANCY is the leading conservation organization working around the world to protect ecologically important lands and waters for nature and people. Its mission is to conserve the lands and waters on which all life depends, protecting nature, for people today and future generations by using a non-confrontational, collaborative approach. The Nature Conservancy has done more than anyone else to advance conservation around the world since its founding in 1951.
Cedar Valley, Iowa United Way
Shelby County United Fund, Inc.
United Way of Butler County, Ohio
United Way of Central Alabama
"A partner agency of United Way helped me learn how to read. By reading, I learned you could create value in yourself by using your mind."

Octavia Kuransky
Community Volunteer
O’Neal Industries established the O’NEAL EMPLOYEE DISASTER RELIEF FUND in 2013, which is supported by monetary gifts from O’Neal Industries companies and our employees. The goal of the Fund is to provide short-term financial assistance to employees of all O’Neal Industries companies who have been affected by fires, natural disasters or other catastrophic events. When financial hardships arise, the Fund helps ONI affiliate employees, as well as provides a way for co-workers to help one another. Employees who have been impacted will be contacted by the HR Partners at their companies to ensure that they know about this fund and how to make requests.
QUALIFICATIONS FOR ASSISTANCE

To request assistance, an applicant should contact his or her company’s Employee Disaster Relief Fund Committee Member to receive an application form. Here are company representatives.

<table>
<thead>
<tr>
<th>Name</th>
<th>Company</th>
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<tbody>
<tr>
<td>Mary Latronica</td>
<td>Leeco Steel</td>
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<tr>
<td>Beth Hackenberg</td>
<td>O’Neal Flat Rolled Metals</td>
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<tr>
<td>John Elrod</td>
<td>O’Neal Industries</td>
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<tr>
<td>Amy Gartman</td>
<td>O’Neal Manufacturing Services</td>
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<tr>
<td>Jay Morrow</td>
<td>O’Neal Steel</td>
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<tr>
<td>Melissa Ayers</td>
<td>TW Metals</td>
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<tr>
<td>Jeff Liesch</td>
<td>United Performance Metals</td>
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<tr>
<td>(Chairperson)</td>
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The need for assistance must stem directly from:

- A natural disaster, such as a devastating flood, ice storm, hurricane, tornado or fire
- A short-term personal emergency like a house/apartment fire or flood resulting in a loss of basic needs such as food, clothing or shelter
- A catastrophic event such as the death of an employee or family member or sudden illness or injury that causes an unforeseen financial circumstance

Awards of assistance will be made on the basis of financial need and the severity and impact of the disaster on the named applicant and his or her family. Employees must have minimum of 90 days of service with the company in order to be eligible for assistance. Supporting documentation and signatures will be required.

DONATIONS

This fund is a 501(c)3 organization, and it is supported by monetary gifts from the company and our employees. A critical component of the fund is to be assured that there will always be money available whenever disaster strikes. Employees may make a onetime donation, or we are allowing employee payroll deduction - you may contact Human Resources Partner to sign up for payroll deductions to make contributions each pay period. You may not designate a specific party to be the recipient of the funds that you donate – all distribution decisions are made by the employee committee.

If you would like to make a donation to the fund, you may make checks payable to “O’Neal Employee Disaster Relief Fund” and send them to your company representative, or directly to the Fund Treasurer:

O’Neal Employee Disaster Relief Fund
Attention: Accounting
2311 Highland Avenue South, Suite 200
Birmingham, AL 35205

We hope that this fund will provide assistance when our employees need it most.
Junior Women’s Committee of 100
Juvenile Diabetes Research Foundation
Kansas Food Bank
Kid One Transport
Leukemia & Lymphoma Society
Linly Heflin
Major Hospital Foundation
March of Dimes
McWane Science Center
MSD of Lawrence Township Foundation
Muscular Dystrophy Association
National Multiple Sclerosis Society
Nature Conservancy
NCCJ
New Beginnings Center
Northeast Houston Community Center
Nutmeg Big Brothers Big Sisters
OATH Utah
Platte Valley Medical Center Foundation
PreSchool Partners
Public Affairs Council of Alabama
Railroad Park
Red Barn Foundation
Red Mountain Park
REV Birmingham
Ronald McDonald House
Rotary Club of Birmingham
Salvation Army
Shared Harvest Foodbank
Shelby County United Fund, Inc.
Sight Savers America
Soldiers’ Angel
St. Vincent’s Foundation-Indianapolis
STAIR
Stop Hunger Now
Teach for America
The Mayor’s Fund for Philadelphia
Trenton Area Soup Kitchen (T.A.S.K.)
UAB Collat School of Business
UAB Comprehensive Cancer Center
United Ability
United Way of Butler County Ohio
United Way of Central Alabama
Vet-to-Vet Support Command
Vulcan Park and Museum
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