
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported):
October 1, 2025

RELIANCE, INC.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction of
incorporation)

001-13122
(Commission File Number)

95-1142616
(I.R.S. Employer
Identification Number)

735 N. 19th Avenue
Phoenix, AZ 85009
(Address of principal executive offices)

(480) 564-5700
(Registrant's telephone number, including area code)

Not applicable
(Former name or former address, if changed since last report)

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of each class</u>	<u>Trading Symbol</u>	<u>Name of each exchange on which registered</u>
Common stock, \$0.001 par value	RS	New York Stock Exchange

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On October 1, 2025, Reliance, Inc. (the “Company”) announced that it increased the size of its Board of Directors from eight to nine directors and appointed John G. Szniewajs to serve as an independent director, effective October 1, 2025. Mr. Szniewajs’ term will expire at the Company’s 2026 Annual Meeting of Stockholders.

Mr. Szniewajs, 58, is a partner at Shore Capital, a lower middle-market private equity firm. From 2007 to 2023, Mr. Szniewajs served as the Vice President and Chief Financial Officer of Masco Corporation (NYSE: MAS), a global manufacturer and marketer of branded home improvement and building products and services.

Mr. Szniewajs is also currently a director of CMS Energy Corporation (NYSE: CMS), an energy company operating primarily in Michigan, and serves on its audit, finance, and executive committees. Mr. Szniewajs earned a Bachelor of Arts in economics from Kalamazoo College and a Master of Business Administration degree from The University of Chicago Booth School of Business.

Mr. Szniewajs was also appointed to serve on Reliance’s Audit Committee.

Mr. Szniewajs will participate in the current director compensation arrangements applicable to non-employee directors, which are described under “Director Compensation” in the Company’s definitive proxy statement on Schedule 14A filed with the Securities and Exchange Commission on April 3, 2025.

The Company has entered into an indemnification agreement with Mr. Szniewajs in substantially the form of the Company’s standard form of indemnification agreement. Such form of indemnification agreement was included as [Exhibit 10.1 to the Company’s Current Report on Form 8-K filed on February 18, 2016](#) and is incorporated herein by reference.

There are no arrangements or understandings between Mr. Szniewajs and any other persons pursuant to which he was selected as a director. Additionally, Mr. Szniewajs does not have any direct or indirect material interest in any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K.

Item 7.01. Regulation FD Disclosure.

The Company issued a press release on October 1, 2025, announcing Mr. Szniewajs’ appointment. A copy of the press release is attached as Exhibit 99.1 hereto.

The information in the press release is being furnished, not filed, pursuant to Item 7.01 of Form 8-K. Accordingly, the information in Item 7.01 of this Current Report, including Exhibit 99.1, will not be incorporated by reference into any registration statement filed by the Company under the Securities Act of 1933, as amended, unless specifically identified therein as being incorporated by reference.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

Exhibit No.	Description
99.1	Press Release dated October 1, 2025 (included herewith)
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

RELIANCE, INC.

Dated: October 2, 2025

By: /s/ William A. Smith II

William A. Smith II

Senior Vice President, General Counsel and Corporate Secretary

**RELIANCE, INC. ANNOUNCES APPOINTMENT OF JOHN G. SZNEWAJS TO BOARD OF DIRECTORS**

SCOTTSDALE, AZ— October 1, 2025—Reliance, Inc. (NYSE: RS) today announced the appointment of John G. Sznewajs, 58, as an independent member of the Company’s Board of Directors. Mr. Sznewajs’ term took effect on October 1, 2025 and will expire at the Company’s 2026 Annual Meeting of Stockholders. Following the appointment of Mr. Sznewajs, Reliance’s Board will be comprised of nine members, eight of whom are independent.

"We are thrilled to have John join our Board," said Douglas Stotlar, Chairman of Reliance’s Board of Directors. "He is an exceptional leader with deep financial expertise and understanding of global markets. John’s unique perspective and wealth of experience will be a tremendous asset to Reliance."

Karla Lewis, Reliance’s Chief Executive Officer, added: "I am pleased to welcome John as a new independent director on Reliance’s Board. John is a respected and experienced executive with expertise in corporate strategy, finance and financial markets, multinational industrial business operations, information technology, and corporate and business development."

Mr. Sznewajs is a partner at Shore Capital, a lower middle-market private equity firm. From 2007 to 2023, Mr. Sznewajs served as the Vice President and Chief Financial Officer of Masco Corporation (NYSE: MAS), a global manufacturer and marketer of branded home improvement and building products and services. Mr. Sznewajs also currently serves as a director of CMS Energy Corporation (NYSE: CMS), an energy company operating primarily in Michigan, and serves on its audit, finance, and executive committees. Mr. Sznewajs earned a Bachelor of Arts in economics from Kalamazoo College and a Master of Business Administration degree from The University of Chicago Booth School of Business.

About Reliance, Inc.

Founded in 1939, Reliance, Inc. (NYSE: RS) is a leading global diversified metal solutions provider and the largest metals service center company in North America. Through a network of approximately 320 locations in 41 states and 10 countries outside of the United States, Reliance provides value-added metals processing services and distributes a full-line of over 100,000 metal products to more than 125,000 customers in a broad range of industries. Reliance focuses on small orders with quick turnaround and value-added processing services. In 2024, Reliance's average order size was \$2,980, approximately 50% of orders included value-added processing, and approximately 40% of orders were delivered within 24 hours. Reliance's press releases and additional information are available on the Company's website at [reliance.com](https://www.reliance.com).

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