

Best Retirement Wishes

Our best wishes for a long and happy retirement go out to the following employees who have completed their years of service to Northwestern Steel and Wire Company:

January 1, 1984

Carroll James, Caster Dept., 31 years.
Arne Gronlund, Caster Dept., 33 years.
Felipe Gallegos, 20/24-Inch Mill Cranes, 33 years.
Norman Krabbenhoft, Private Payroll, 10-Inch Mill, 31 years.
Keith Scott, 24-Inch Mill, 31 years.
Robert H. Johnson, 20-Inch Mill, 33 years.
Jose Velasquez, Drawing Room, 35 years.
Clarence Morath, Private Payroll, Insurance Department, 30 years.
Joe Regalado, 20/24-Inch Conditioning Yard, 37 years.
Thomas Rider, Private Payroll, 12-Inch Mill, 33 years.
James Bowen, West Plant Electric, 32 years.
Rogelio Velazquez, Furnace Dept., 32 years.
Alexander Percycocoe, 20/24-Inch Electric, 42 years.
Virgil Jennings, Plant 2 Electric, 31 years.
Gonzalo Mena, Plant 2 Millwright, 34 years.
Gumecindo J. Segura, Private Payroll, Brick Mason, 46 years.
Juan Valadez, Drawing Room, 33 years.
John Berry, Private Payroll, 12-Inch Mill, 31 years.
Jesse Salomon, Furnace Dept., 35 years.
James McGee, Furnace Dept., 34 years.
Jesse Ashford, Drawing Room, 33 years.
Harold Conley, Brick Mason, 34 years.
Lauren Ballard, Galvanizer, 17 years.
Lorenzo Cervantes, Conditioning Yard, 33 years.
Richard Glaser, West Plant Electric, 33 years.
Stanley Miller, 24-Inch Mill, 32 years.
Gerald Leach, Furnace Dept., 33 years.
Harold Bucholz, 12-Inch Mill, 28

years.

Elvin T. Johnson, East Plant Pollution, 31 years.

Charles Planthaber, Private Payroll, Plant 5 Mechanical, 31 years.

Roscoe Jacob, 20-Inch Mill, 34 years.

Robert Hay, West Plant Machine Shop, 10 years.

Lowell Rockwell, Caster Department, 35 years.

Jesse Gonzalez, Caster Department 41 years.

Joseph Dawson, Plant 3 Pipe Shop, 38 years.

Clarence Bauer, Private Payroll, Credit Department, 53 years.

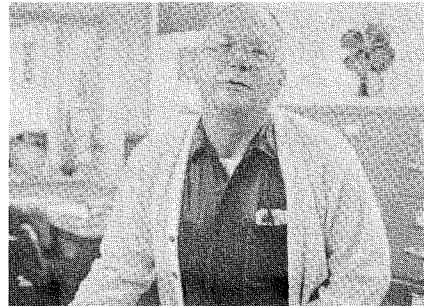
Gregory Vargas, Caster Department, 40 years.

John Mangan, West Plant Welder, 40 years.

Asencion Hernandez, Caster Department, 31 years.

William Call, West Plant Welder, 31 years.

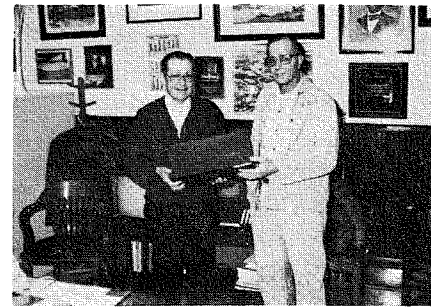
Emil Ross, Caster Department, 28 years.



Harry Nelson, Employment Department, displays a cake recently given him by fellow employees in honor of his 35th Anniversary with NSW.



Harold Conley displays a cake given him in honor of his retirement January 1. Harold completed 34 years of service as an NSW brick mason.



Chairman Martin Dillon (left) presents a 35-year service award to Lowell Rockwell recently.



NSW recently honored employees with 35 years of service. Presenting the awards were Chairman Martin Dillon (far left) and President Peter Dillon (far right). Receiving awards were Dale Ward, Herb Kramer, Joe Velasquez, John Waisner, Ralph Turner, Joe Sprague, Daniel Rodriguez and John Gaffey.



NSW recently was awarded a plaque from Ryder Truck Rental Inc. in honor of our extensive use of their equipment for our leased fleet and for our role as "a prominent corporate member of our community." Shown are (from left to right) Cliff Sorrell, Ryder District Manager; Bob Martin, NSW Vice President — Purchasing; Chuck Bennett, NSW Supervisor — Leased Fleet; Larry Mangan, NSW Manager of Transportation Services; Louhon Tucker, NSW Comptroller, and Dan Truckenmiller, Ruan Manager of Driver Services and Safety.



Japanese Tour Productive For West Plant Supts.

Much of what we have heard about the Japanese and their business practices appears to be true. At least that's the impression of four NSW employees who recently returned from an 18-day Japanese tour of steelmaking plants and related facilities.

The trip was financed by a combination of Mitsui of Chicago, a Japanese refractory-trading company, Northwestern Steel and Wire Company and the superintendents themselves. Making the Japanese trip were General Superintendent - Maintenance Mike Mullen, General Superintendent - Metallurgy Gerry Shinville, Superintendent - Furnace Dept., Don Maycher and Supt. - Casting Dept., Norm Woost.

The men toured six steel mills, ranging in size from mammoth Kawasaki Steel to Kyohei Steel — Japan's newest mini mill. Also visited were four refractory factories and three engineering concerns.

The purpose of the trip was three-fold: 1) to view beam blank casting techniques; 2) view the latest in technology; 3) check out the latest developments in refractory.

With a beam blank caster possibly in NSW's future, perhaps the most useful knowledge gained was that of the beam blank technology. There are currently only seven beam blank casters in operation today -- all of them in Japan.

"Up until now there was just one supplier of beam blank casters (Concast Corp.)," Mullen said. "We found that Mitsubishi now makes them. Now we have competitive pricing. That forces everybody to be honest. That in itself justifies the trip."

Technology has a very high consideration in Japan, the NSW contingent found out. Also, worker loyalty goes unquestioned and quality circles are an integral part of Japanese business — confirming some of the things we have all read about the Japanese.

"They are very gadget-happy," Shinville said. "Where they can, they use equipment (rather than people). They will engineer a project to death. Essentially Japan is a machine."

The machine works because of a delicate blend of competition and cooperation. The marketplace in Japan is tough. They are highly competitive domestically, but they realize that the

rest of the world is their real competition. When it comes to dealing with the government, companies stick together. Yet, the government works with industry in a very favorable climate — one that makes American industry envious.

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Three Production Records Set At 14-Inch; Two Marks Shattered At Plant 4

Employees working the 3-11 shift at the 14-Inch mill set a record December 9 for producing 4-Inch Channel. The workers produced 647.1 tons on that date, but weren't satisfied with that and came back the next day to better their own mark.

The 14-Inch Mill crew clobbered their own mark on December 10 by producing 670.6 tons. Also, the Shipping crew at the 14-Inch Mill went down on the books with a record-breaking performance on the 7-3 shift January 4.

Charles Briggs broke a record in the Plant 4 Drawing Department in early

November with a run of 55,130 pounds of 10 gauge wire off of two machines. The previous record was 52,325 pounds.

The crew consisting of Operator Robert Porter, and Reeler James Olson broke a record by running 49 cuts or 4,900 feet on December 9 on the 3-11 shift.

The old record had been 48 cuts in 1981 on the No. 13 Electro-Weld, running 100-foot - 2 x 4 x 12½.

Northwestern Steel and Wire Company salutes these men and departments on their record breaking performances.

West Plant Employees Make Christmas For Needy Families

A tradition is being started by the West Plant at Northwestern Steel and Wire Company, a tradition that many hope will enlarge into an annual Company-wide neediest families Christmas fund.

This past Christmas, for the second year in a row, employees at the 14-Inch Mill dug deep into their pockets to lead West Plant departments in collections for an informal fund for needy families.

All totaled, this year's donations from NSW workers amounted to just over \$2,000, with \$305 collected by the 14-Inch Mill alone. The money went to buy groceries and clothing for 13 area families, which collectively support 36 children.

The families are recommended by social workers and school nurses. Each year NSW employees and their wives volunteer to buy for a family. They use the money set aside for that family and shop for specific clothes needed by the members of the family.

Heading up the drive was **Bill Boesen** 14-Inch Mill Turn Supt. Others involved were **Bob McDonald**, **Jim Peugh**, **Dick Frasor**, and **Mike Holbrook**.

A traveling plaque, purchased by 14-Inch Mill Employees, was set up for the 1983 drive and will be awarded annually to the department which raises the most money. A plaque will also be awarded to the department which donates the most money per man.

"For this year we'd like a representative from each department to be in charge," Boesen said. The 14-Inch Mill employees are challenging other departments to take away the traveling trophy.

Other departments which raised a lot of money per man were the Scrap Yard Department and Machine Shop, Boesen said.

Boesen said he hopes the East Plant and offices will join the bandwagon and collect even more money for

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New Assignments

William Miller is appointed Roller Foreman at the 12-Inch Mill.

Gary Johnson and **Omar Null** are appointed Mill Foremen at the 12-Inch Mill.

Christmas 1984. "The need is always greater than the funds available."

The General Electric Women's Committee in Morrison raised enough money to provide help for 50 families; however there were a couple of families left over when funds ran dry. The NSW employee's fund was able to provide for those families too, Boesen said.



West Plant Departments pitched in over \$2,000 for a Christmas Fund for needy families. The 14-Inch Mill once again was high collector for the Fund and a traveling plaque (held by President Peter Dillon) was originated this year by West Plant employees. Employees who helped direct the fund were (from left to right) **Bill Boesen**, **Jim Peugh**, **Bob McDonald** and **Dick Frasor**.

West Plant Superintendents Return From Productive Japanese Tour

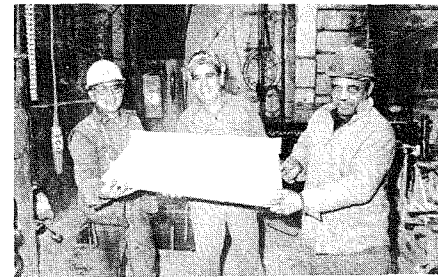
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Some of the technology that was examined were copper water-cooled panels, scrap pre-heaters, ladle furnaces, sliding gate refractories and tundish refractories.

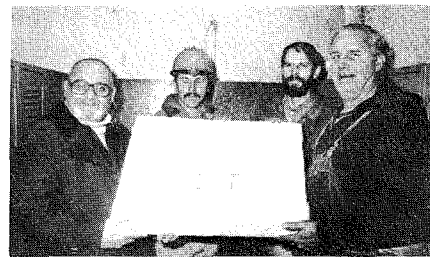
Why allow Americans to snoop around in Japanese plants? Basically the Japanese want to impress their visitors and then make a sale. "They are of the opinion that once you see their operation you will understand it," Shinville said. "You will understand it and like it. They believe that you will buy their "wheel" rather than reinvent it yourself."

Woost added, "They know their own bounds. One trading company honors another's territory. They are a very honorable people."

That spirit of cooperation filters down to the very core of the Japanese



Joe Velasquez, Wire Drawer, **John Valadez**, Wire Drawer, and **Jesse Ashford**, Tractor Operator, display a huge cake they received from fellow Drawing Room employees recently in honor of their retirements on January 1. **John** and **Jesse** each have completed 33 years of service while **Joe** has completed 35 years of service.



Stanley Miller (left) and **Keith Scott** hold up a huge cake given them by fellow 24-Inch Mill employees in honor of their retirement. Stanley retires with 32 years of service and Keith with 31 years. Helping them hold the cake are fellow employees **Tom Rout** and **Rick Smith**.

formula for productivity and quality. Quality Circles, for example, are no lip-service in Japanese industry. The whole concept in Japan is that what is good for the company is good for the employee and vice-versa. Company and worker work together constantly to solve problems.

Employees know they have a job for life and are committed to that one employer. To the Japanese worker, his family still comes first; however, many regard the employer as a part of the family.

One thing that the NSW contingent found out ... that the Northwestern Steel and Wire name carries a lot of clout, even in Japan. "We could tell that they were genuinely honored by our visit," Mullen said.

Eye Spring Completion Date For Rod Train

Northwestern's newest facility, a single line, no-twist rod train, is expected to be completed by early Spring.

The rod block has a capability of running 18,000 to 20,000 feet per minute -- about four times as fast as the 5,700 ft./min. figure our old rod mill is capable of producing -- making our rod block among the fastest in the world.

The \$11-million rod train is located on the south side of the 12-Inch Mill roll line and is about 5/8 completed, according to **Don Morgan**, Project Engineer.

The foundation portion of the project should be completed by the first of February. The massive 10-stand rod block has been set, as well as the

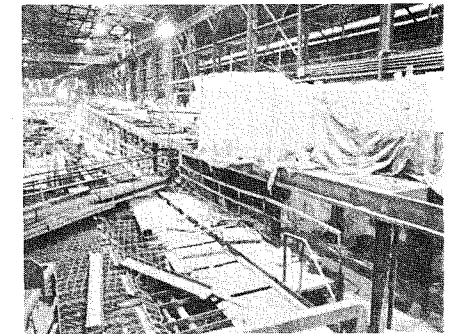
Stelmor Conveyer (used in the cooling process); and, the loop laying head (which spaces out the rod coils for cooling) is now in the process of completion.

Yet to be set is the sail and downender (which coils the rod) and overhead tram rail lift system. We are also waiting for the arrival of a new 10-ton DeMag crane for loading the 3100 lb. coils onto trucks and railcars from the 12-Inch Mill warehouse.

The rod train could run up to 50-tons of 1/4-Inch rod an hour.

Present expectations are to run the rod mill and the 12-Inch Bar Mill on a 50/50 time frame, Morgan said.

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A portion of the new Morgan Rod Train at the 12-Inch Mill is shown with some of the machinery covered by plastic. NSW hopes to have the Rod Train operational by early spring.

Clarence Bauer Retires After 53 Years Of Dedicated Service As Credit Manager

When **Clarence Bauer** walked out the door for the last time as an active NSW employee on October 28, he left behind 53 years of service.

Clarence acted as Credit Manager at NSW for most of those 53 years. For a time he was the Credit Department.

"I took over the Credit Department when I came back from the war. It was just me and one secretary," Clarence recalled. There were only 35 people who worked in the office then and two-thirds of them were women.

At that time there was no West Plant and no furnace. Only the East Plant Wire Mill existed. A sweeper's wage at that time was \$1.75 a day.

"That goes back to ol' P.W. Those days he was the bull of the woods," Clarence reflected. P.W. Dillon was former NSW Chairman of the Board.

"I have great respect for that man. He was a real dynamo of power," Clarence said. In those earlier days of NSW's history there were no computers and even very few cars. "We walked most of the time. They gave us 1 1/4 hours for lunch," Clarence said.

Eventually Clarence bought a car and was one of the few driving to work. The car's cost -- \$500 with a \$175 down payment.

Clarence said bill collecting was harder in those early days because

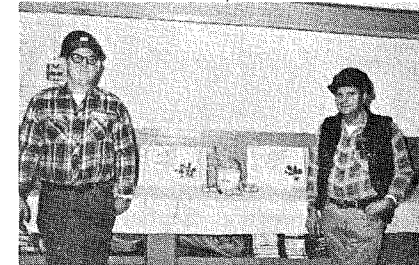


Clarence Bauer Retires After 53 Years

most correspondence was done by mail, since long distance phone calls were very expensive.

"There was an awful lot of paperwork in those days. Collection was mostly letter writing. Today, computers and telephones greatly facilitate bill collection and are even more necessary because of the increase in volume of our business," he said.

What will Clarence do with his free time? He said he plans to travel. At one time or another Clarence said he has been to all 48 states in the continental U.S. and he plans to cover enough ground to visit many of them again.



Tom Rider (left) and **John Berry** display cakes given to them by fellow employees in the 12-Inch Mill recently. Tom retires after 33 years of service while John completed 31 years with NSW.

West Plant Employee's Son Fought In Grenada

Brian Brackemyer, son of Gary, a West Plant Mechanical Supervisor, was recently involved with the U.S. forces which invaded Grenada in October.

Brian, who is now stationed at Fort Bragg, North Carolina, is a combat engineer with the Army's 82nd Airborne Division, the division that invaded the southern tip of the island.

The combat engineers did not parachute into Grenada as had many of their comrades who were in the initial wave. By the time the plane transporting the combat engineers landed at Port Salinas airfield, the airfield had already been "mostly secured."

He returned home safely on November 16.