

Receive Suggestion Awards

Five NSW employees have received a total of \$1,900 in suggestion awards in February.

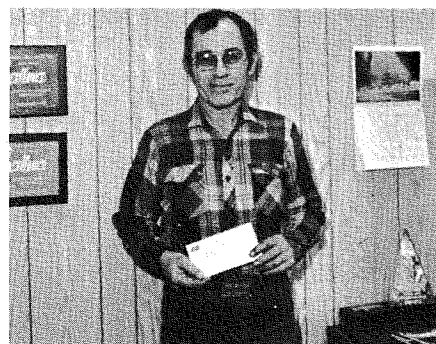
The largest award, totaling \$1,300, went to **Ronald Sanders** and **Floyd (Ray) Boyer**, for their suggestion of a safety plug for repacking and restarting shrouds on both the bloom and billet casting machines.

Each man received a check for \$650. Estimated savings for the Company over a one year period is \$13,000.

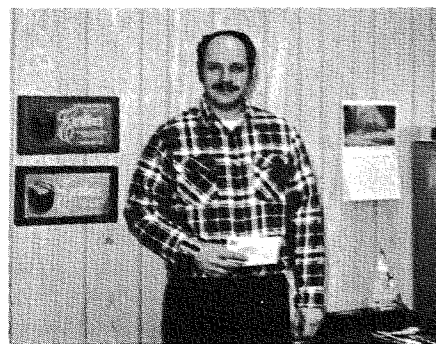
Robert Rubright received a \$300 check for his idea to use a bolt, rod and chain to make sure shrouds stay properly aligned before casting begins on the bloom caster. The device should increase the chances that the shrouds will remain intact for the entire cast, increasing quality and preventing the loss of shrouds due to the shrouds falling into the mold.

Richard Barnum and **Jim Meyer** each received a check for \$150 for their suggestion to replace the area of all nail degreasers and the still with stainless steel. Mild steel is presently used in this area.

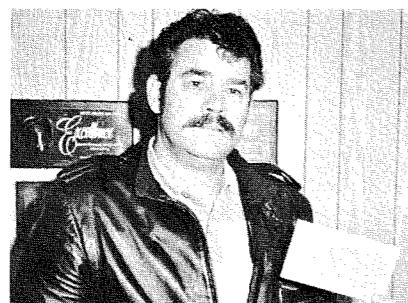
Northwestern Steel and Wire Company encourages employees to turn in suggestions, and if the suggestions are proven to save the Company money, 10% of one year's estimated savings from the idea goes to the employee.



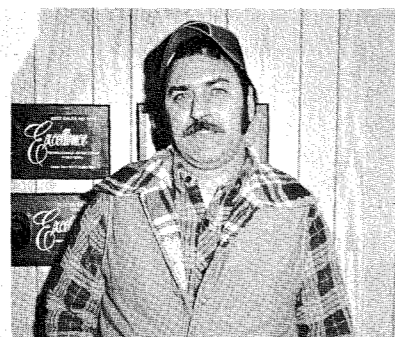
Richard Barnum



Jim Meyer



Floyd Boyer



Ronald Sanders



Robert Rubright

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New Assignments

Effective February 4, **Raymond G. Wisneski** is appointed Shift Metallurgist with the additional responsibility for metallurgical assistance in the Bloomer and 24-Inch Mills.

Effective February 16, **Michael Con-suelos** has been appointed Roller Foreman on the 12-Inch Mill.

Effective March 1, **Kenneth Burnett** has been appointed Maintenance Manager—Hot Rolled Division and **Andrew McConnell** has been appointed Maintenance Manager—Rolling Mills.

Best Retirement Wishes

Northwestern Steel and Wire Company wishes a long and happy retirement to the following employees who have completed their years of service with our Company.

Effective January 1

Noe Ramirez, 12-Inch Mill Finishing, 33 years.

Joseph Ostrander, Private Payroll, Employment, 24 years.

Donna Orłowski, Private Payroll, Accounting, 34 years.

Philip Winge, Plant 2 Weld Shop, 28 years.

Gonzalo Reyes, Plant 2 Electrician, 33 years.

Joel Canas, Galvanizer, 33 years.

Leonard Prew, Private Payroll, Accounting, 34 years.

Thomas Eaglin, Mobile Equipment, 34 years.

Clarence Franks, 10-Inch Mill, 22 years.

LeRoy Henson, Bale Tie, 42 years.

Rosario Rocha, Caster, 29 years.

Lawrence Roebuck, 12-Inch Mill, 25 years.

Erachio Valdivia, 24-Inch Shipping, 39 years.

George Tomlinson, Lab, 42 years.

Effective February 1

Federico Ramos, Nail Department, 33 years.

Eva Beard, Private Payroll, Data Processing, 24 years.

Olive Schulz, Private Payroll, Employment, 34 years.

Herminio De La Fuente, Plant 2 Millwright, 25 years.

Daniel Casillas, Drawing Room, 37 years.

Raymond Pitts, West Plant Welder, 34 years.

John Ordean, Private Payroll, Credit, 32 years.

William Vos, Private Payroll, 14-Inch Mill, 30 years.

Effective March 1

Arturs Grabeklis, Plant 4 Drawing Room, 34 years.

Lee Prew, West Plant Cranes, 31 years.

Clarence Shumaker, East Plant Machine Shop, 24 years.

Howard Clayton, West Plant Machine Shop, 34 years.

Zenophile Proulx, Plant 2 Electrician, 30 years.

Ray Reynolds, West Plant Mechanical, 30 years.

Lee Sell, Private Payroll, Maintenance, 20 years.

William Drury, 12-Inch Mill, 22 years.



W. Martin Dillon Retires, New President Named

Northwestern has embarked upon a new era. W. Martin Dillon, Chairman and Chief Executive Officer will retire on his 75th birthday, March 19. He will continue as Chairman of the Board.

Effective Feb. 18, Peter W. Dillon, formerly President, has been promoted to Vice Chairman and will become Chief Executive Officer on March 19.

Effective Feb. 18, Robert M. Wilthew has been elected President and Chief Operating Officer and a member of the Board of Directors. Wilthew had formerly been with Copperweld Steel Co., Warren, Ohio, a subsidiary of Copperweld Corporation, of Pittsburgh, Penn.

As Vice President and General Manager for Copperweld Steel Co. in Warren, Ohio, Wilthew was greatly responsible for boosting company profits from \$2 million to \$35 million in just 5½ years, he said. He also developed a labor-management participation program.

As subchairman of an American Iron and Steel Institute committee, he studied the relationship between labor and management in the USA industry, including the Japanese "quality circle" concept.

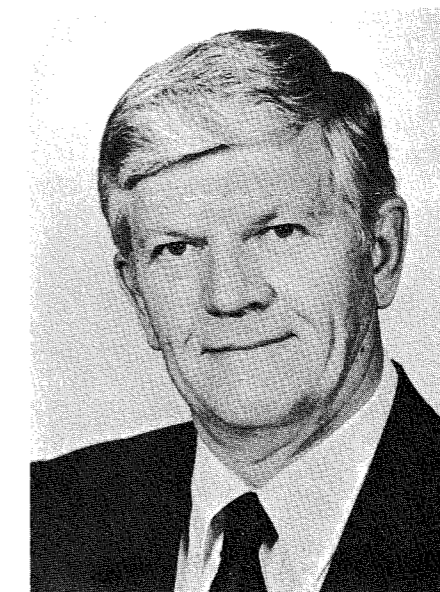
Wilthew outlined a four-point plan that he said would be essential to a better bottom line and Northwestern's future.

Those points are:

1. Market penetration and expansion
2. Improvements in quality and process yields.
3. Inventory and production control
4. Better production efficiency and manhour control.

One of Wilthew's biggest strengths is his knowledge of employee participation programs. He was instrumental in instituting the Copperweld program in 1979.

"We need to pay attention to human resources. No-one in this business should be unaware of its status," Wilthew said. "Our losses have to become the focus for all employees.



Robert M. Wilthew joins Northwestern Steel and Wire Company as President and Chief Operating Officer. He is the sixth person in the Company's history and only the second non-Dillon family member to hold the position of President.

That is the challenge. We must develop a strategic plan so we know where we are going over the long haul."

At Copperweld, monthly meetings between union and management representatives created a cooperative attitude, Wilthew said. "I fully believe both worker and management have to be involved to be successful."

Wilthew began his steel career at Youngstown Sheet and Tube Co., Youngstown, Ohio, where he was a card-carrying member of the United Steel Workers of America.

"Altogether, I've been in every phase of the steel business," he notes, "in all forms of products, hot and cold."

Wilthew is the sixth person in the Company's history and only the second non-Dillon family member to hold the position of president.

Wilthew and his wife, Vilma, have three children, Robert, 30, an electronics engineer for General Electric; Melissa, 21, a Journalism student at Youngstown State University, and Scott, 19, also a student at that university.

NSW Initiates Rolling Mills Performance Improvement Program

Kirkwood Consulting Associates are currently working with Northwestern Steel and Wire Company to reduce mill delays and improve our yield in the three rolling mills. This program will be a 17-week effort, with planned completion at the end of May, 1985.

A Joint Task Force has been formed, consisting of three salaried employees: **Ed Howerton**, **Keith Padgett**, and **Frank Rausa**, and three Kirkwood consultants -- **Jim Ozimek**, **Ted Collins**, and **Linda Braun**.

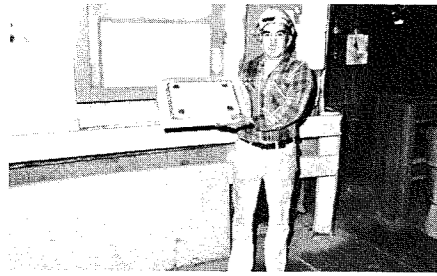
The program will focus on management development, group problem

solving, and planning and coordination of production efforts.

This is a timely opportunity to improve our operations and to move us toward a better competitive position. The success of this important project is dependent upon our commitment and involvement in working with the joint Northwestern Steel and Wire/Kirkwood Consulting Associates Task Force.

The initial approach of the program will follow the 'management cycle' — planning, executing and reviewing. The (continued on page 2)

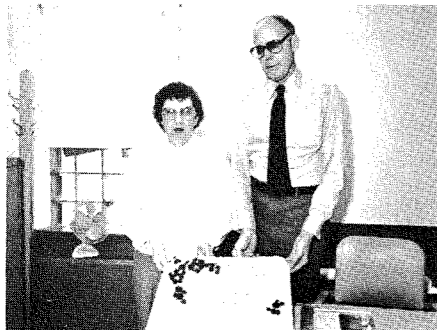
Performance Improvement Program



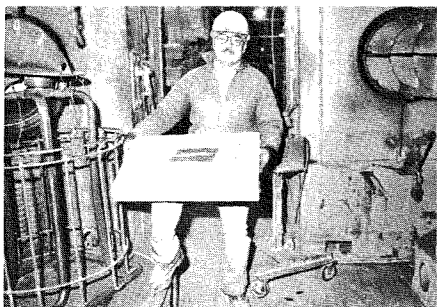
Joe Canas, Wire Galvanizing Department, displays a cake given him by fellow employees on his retirement after 33 years with our Company.



Olive Schulz, Employment Department recently retired from Northwestern Steel and Wire Company after completing 34 years of employment.



Donna Orlowski and Leonard Prew, display a cake they received from fellow members of the Accounting Department. Both Donna and Leonard completed 34 years with our Company.



Daniel Casillas, Drawing Room, displays a cake he received from fellow employees on his 37-year retirement.

(continued from page 1)

first phase of the program is the data collection of our current systems at NSW, defining how we plan our production and yields, execute to these plans and review these plans for adjustment in the future.

The conclusion of this phase will allow NSW management to review the complete system, focusing on opportunities to strengthen our production capabilities and improve our yields in the 14-Inch, 12-Inch and 24-Inch Mills.

Another integral part of the program is the Management Development phase. During this phase managers will be exposed to a series of training modules consisting of management development, team building, communication skills, role definition, and the problem solving process.

The structured problem solving training will become the vehicle by

Communications Services

Effective Feb. 11, 1985, the Advertising Department became a part of the Human Resources Department and is now known as Communications Services.

Communications Services is still located on the second floor of the Main Office and utilizes extension phone numbers 211 and 413.

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NOTICE

In a continuing effort to reduce costs, beginning with the next issue, *The Lightning Bolt* will be distributed in-plant. The only exception will be pensioners, and they will continue to receive the *Lightning Bolt* by mail.

The hourly employees will find a supply of the current issue next to the time clocks, while distribution to salaried employees will be made in the same manner as the *Wallace Street Journal* is distributed.

We will also discontinue mailing *The Lightning Bolt* to employees on layoff. If a copy is desired, a supply will be available in the Human Resources Department next to the window where you sign up for SUB.

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which management will take full advantage of the opportunities in the first phase of system strengthening. Consulting in industry has provided us with the experience to know that the achievement of Company objectives is accomplished through the involvement and commitment of people. This approach will involve all of the rolling mills' management, permitting each to take an active part in the program and the subsequent steps to make improvements to our mills' performance.

D.D. 'Bob' Tousley Named Vice President

The Board of Directors of Northwestern Steel and Wire Company have announced the election of Donnell D. (Bob) Tousley as Vice President, Sales — Merchant Wire Products.

Mr. Tousley has been with the Company for 27 years and had previously been serving as Director of Sales — Merchant Wire Products.



D.D. 'Bob' Tousley

Records Set At 14-Inch Mill

A pair of records was set in January at Northwestern's 14-Inch Mill.

A mill production record of 32,645.0 tons was established for the month. The old record had been 31,308.6 tons.

A monthly shipping record of 26,789.6 tons was set in January. The old shipping record of 26,146 tons was set in October, 1984.

Congratulations to the workers of the 14-Inch Mill for their record-breaking efforts.

21 Families Have Good Christmas, Thanks To NSW Employees

This year's Christmas Fund for needy children proved to be the most successful ever as a total of \$3,664 was raised.

Volunteer mill employees and their families were able to stretch those dollars to purchase gifts for 68 children and groceries for 21 families. The volunteers also wrapped and delivered all of the gifts.

The Christmas Fund has become a tradition at Northwestern Steel as employees from the various plants pitch in to raise the needed funds. Last year, just over \$2,000 was collected.

Names of children and families are obtained from social workers, school nurses, and NSW employees.

This year's "Top Donator Trophy" again goes to the employees of the 14-Inch Mill, who raised \$1,342, \$1,000 more than they collected last year. The 14-Inch Mill employees have retained the trophy since the fund's inception two years ago. Employees of the 14-Inch Mill who were instrumental in the drive were **Steve Snitchler, Mike Holbrook, Ed Tutterrow, Gerald Anderson, John Slonneger, Chuck Rhode, and J.J. Pugh.**

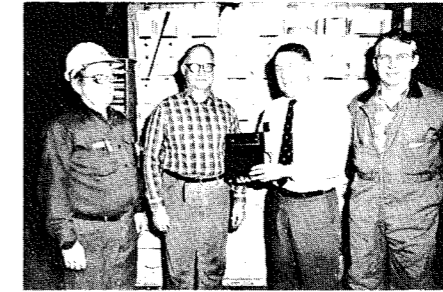
Second place went to the Electric Furnace/Casters with a total of \$736 collected.

The greatest improvement over previous years in enthusiasm and fund raising goes to Plant 3, according to **Bill Boesen**, Brickmason and refractories supervisor.

Beginning with 1984, a traveling trophy for "Top Donation Per Person" was awarded. The Plant 2 Machine Shop was winner of this award, which goes to the department with the highest average donation per



Leroy Henson recently retired from the Bale Tie Department following 43 years with Northwestern Steel and Wire Company.



The Top Donation Per Person award for the annual Christmas Fund went to the Plant 2 Machine Shop. Presenting the award is NSW President Peter Dillon. Receiving the plaque are Bill Boesen (right) and Harold Wolber and John Pearce. (Absent when the photo was taken was Doug Martin).

employee. This trophy gives the smaller departments throughout the plant something to aim at, Boesen said.

Boesen said a special thanks should be made to all those who donated, including Luigi's Pizza, Porter Bros.

Savings Bonds Offer Higher Interest Rate

Today savings bonds are becoming increasingly more attractive as the interest rate continues to soar.

The November-April interest rate for Series EE Savings Bonds is 10.94%, up .99% from the 9.95% rate for the previous semiannual interest period.

Bonds offer an easy, convenient method of saving regularly that offers tax advantages and near-market interest on small sums of money, through the payroll savings program.

When you join the plan you select an amount to be set aside from each paycheck to buy bonds. The rest is automatic. You save payday after payday, without interruption.

Bonds held at least five years earn 85% of the average return on five-year Treasury securities. If five-year marketable rates are 10%, for example, Savings Bonds earn 8.5% interest. If market rates are higher, bonds earn more. Should market rates drop sharply, bonds held at least five years cannot earn less than 7.5%. That's guaranteed.



The 14-Inch Mill, for the third consecutive year, has won the Top Donator Award for the annual Christmas Fund. The 14-Inch Mill employees collected \$1,342. NSW President Peter Dillon is shown presenting the award to Jim Pugh (left), Bob McDonald and Bill Boesen (right).

Blacktop, and the Sterling Kiwanis Club.

"This year we intend to incorporate as a non-profit organization and hope to expand to a plant-wide involvement," Boesen said.

There are other attractive benefits: exemption from state and local income taxes, federal tax deferral, and free replacement of bonds that are lost, stolen or destroyed.

Series EE Bonds are still sold at half their denomination and guaranteed to reach face value at maturity. Bonds will reach face value before maturity if the market-based rate is higher than the guaranteed minimum rate.

Anyone interested in participating should contact Northwestern Steel and Wire's Employment Office.



William Vos, 14-Inch Mill, poses with fellow employees upon his 30-year retirement from our Company.