

**Northwestern**  
SINCE 1879  
**Sterling**

# The Lightning Bolt

NORTHWESTERN STEEL AND WIRE COMPANY · STERLING, ILLINOIS 61081

## Announcing Sterling's New 'Treated Lumber' Nails!

A new Northwestern Steel and Wire Company product began gracing the building supply and hardware store nail displays in early August.

The addition of the new "Treated Lumber" Nail joins Northwestern Steel and Wire Company's already broad line of nail specifications. Consumers will now be able to purchase this "Hot Dip" galvanized ring shank nail for use with treated lumber applications and feel secure that they are buying the highest quality Sterling brand product.

The extra corrosion resistant "Treated Lumber" Nail is perfect for use with treated lumber in the construction of patios, fences, decks, steps, docks, etc. The ring shank provides greater holding power for these applications.

"This is something that has been available in the industry for awhile, but something we have not offered," **Bob Tousley**, Vice President Sales, Merchant Wire Products, said.

"We feel the demand is becoming greater now with people putting in decks, fencing, etc. We look for demand to grow more and more."

The nail, which is produced at Northwestern Steel's Plant 1, is available in five popular sizes, and is packaged in 50-pound bulk cartons.

This is the first change in Northwestern's Merchant Wire product mix since June, 1984, when it began

packaging one pound cartons of nails in masters of 25 pounds rather than the existing 50 pound master cartons.

Northwestern also announced in

June, 1984, that mini 5-foot rolls of galvanized woven hardware cloth would be available to do-it-yourself customers.



The addition of the new "Treated Lumber" Nail joins Northwestern Steel and Wire Company's already broad line of nail products. Consumers were able to begin buying this "Hot Dip" galvanized ring shank nail for use with treated lumber applications as of August 1.

## Northwestern Takes Strides At Profitability

A hard-nosed inventory reduction program and continued cost reduction programs are making headway in reducing losses at Northwestern Steel and Wire Company.

About 100 private payroll employees were told at a management meeting

recently that austerity actions the Company is taking are beginning to bring Northwestern Steel and Wire Company closer to making a profit.

Major headway has been made in the Company's inventory levels. An inventory reduction program has cut by one-third the June inventory level as compared to the February figure, according to **Louhon Tucker**, Northwestern Steel and Wire Company Controller. Inventories of finished products, semi-finished products and raw materials are all targeted for reduction.

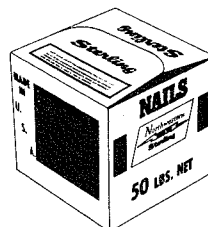
The Company's overall debt has been reduced. Though there are monthly fluctuations, the June debt figure was considerably lower than the April figure, and the general trend is for lowered overall debt. Tucker

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### Sterling's "Treated Lumber" Nail

Available In These Popular Sizes

Size	Length	Gauge	Head
8d	2½"	11	9/32"
10d	3"	10	9/32"
12d	3¼"	10	9/32"
16d	3½"	9	5/16"
20d	4"	7	3/8"



NEW!

Rod manufactured by NSW is headed southward now, for the first time, by barge on the Mississippi River.

In a major contract with Davis/Walker Company, which orders steel out of Houston, Texas, Northwestern Steel and Wire Company began shipping its first barge-load of rod in early July. Davis/Walker is one of the largest rod converters in the United States.

What makes the barge mode of transportation most feasible is the high volume -- 1,350 tons per barge -- that can be carried at one time. With 5,000 to 6,000 tons of wire headed to terminals in Memphis, Tenn. and New Orleans, La., the Mississippi River provides the most economical means of transportation.

Actually, the rod leaves the NSW plant by rail, to the Chicago and

Northwestern Railroad Yards in Clinton, Ia. and then on to Camanche, Ia., where it is loaded onto the barge. At its final destination, at either Mem-



**Workmen load Northwestern Steel and Wire Company rod onto a barge located along the Mississippi River at Camanche, Ia. where it will be headed for either Memphis, Tenn. or New Orleans, La. This is the first-ever outgoing shipment of Northwestern goods to travel by barge.**

phis or New Orleans, the rod is transported via rail to the Davis/Walker facilities.

"We had to make sure that the rod was being handled properly," **Ed Matthews**, Product Manager, Rod and Wire Division, said. "Whenever you handle a product four times in transit there is a higher chance of damage to the product. We had to meet with the Determann (the barge carrier) people to make sure they understood this."

It was Northwestern's name that first attracted Davis/Walker to buying rod here. A representative from the Davis/Walker home office in Los Angeles flew here to see our facilities after reading about Northwestern's new rod-making capabilities. He was impressed and now Davis/Walker has solid rod orders on the NSW books.

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**NSW Quality Notes**

**Save Our Products**

We're realistic. We know how important it is to do our best and deliver error-free work. Careful, accurate work prevents costly mistakes, rejects and waste that affect PRICES and hurt us seriously in today's competitive marketplace.

Doing our individual jobs without error insures smooth work flow. We earn the respect of fellow workers and customers. Our extra care holds down costs and wins consumer approval. Our performance shows that we mean business. It is the best way to protect our security.

**Our future depends on quality today!**

**SAVE OUR PRODUCTS**

I am oft'times unseen but of most importance.

I assure acceptance of your work. I am your responsibility.

I create friendship and goodwill.

I inspire respect and confidence.

Everyone wants me!

I attract buyers.

I build sales.

I cost nothing and should be part of everyone's handiwork.

I provide job security.

I am an integral part of fine craftsmanship.

**I AM QUALITY.**

**SAVE OUR PRODUCTS**

**Lowell Barclay Receives Record Award**

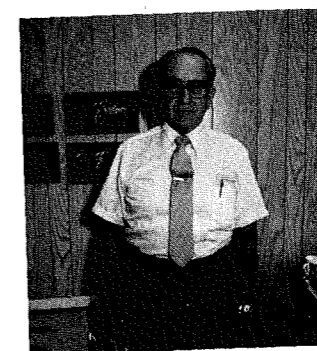
**Lowell Barclay**, a 14-Inch Mill Welder, is \$1,555 richer, thanks to his suggestion to install a photo electric cell at the crop shear between number four edger and number five stand.

Lowell's award gives him the distinction of having received the largest single monetary award for a suggestion in the Company's history.

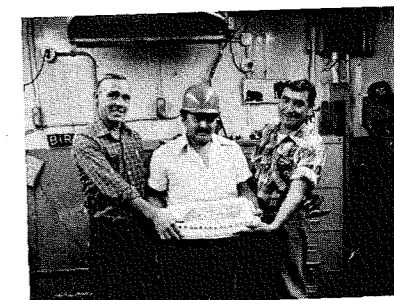
The photo electric cell would make for a uniform crop to be sheared, saving from one to three feet of bar. Because of a variance in perceptive capability of various feeder operators, much waste occurs. The savings for the Company once the photo electric cell is installed is expected to be \$15,534 a year.

Employees receive a monetary award of 10% of the estimated annual savings to the Company as a result of their suggestion.

Lowell has since retired from NSW. Congratulations to Lowell for this cost-saving idea.



**Lowell Barclay**, a 14-Inch Mill Welder, is \$1,555 better off after having received the highest ever suggestion award in Northwestern Steel's history. Lowell, who has since retired, suggested an electric eye mechanism at the crop shear on the 14-Inch Mill roll line.



**Virgil Merced (center)** displays a cake given him upon his retirement at the 14-Inch Mill. Virgil retires after 26 years with Northwestern Steel and Wire Company.

**New Assignments**

Effective June 23, the following organizational changes became effective.

**Dave DeVries** - Caster General Foreman

**Doyle Fullington** - Mechanical General Foreman -Furnace Department.

**George Bilderback** - Caster Foreman

**Denny Staats** - Melter Foreman

**Gary Hinrichs** - Ladle Metallurgy Foreman

**Jack Buchanan** - Ladle Metallurgy Foreman

**Larry DeWitte** - Ladle Metallurgy Foreman

**Bill Stanley** - Raw Material Foreman

**Merlin Rajnowski** - Pollution Foreman

**Rick Gaskill** - Caster Maintenance Foreman

Effective July 1, the following organizational changes became effective.

**Keith Padgett** is appointed Supervisor of Providing and Yield.

**Ken Boesen** is promoted to General Supervisor of Production Planning.

**Al Ernst** has been appointed Maintenance General Foreman.

**Bob Wainwright** has been appointed Crane Mechanic Foreman.

**Larry White** has been appointed Machine Shop Foreman.

**Larry Hubbard** has been appointed Mobile Equipment Foreman.

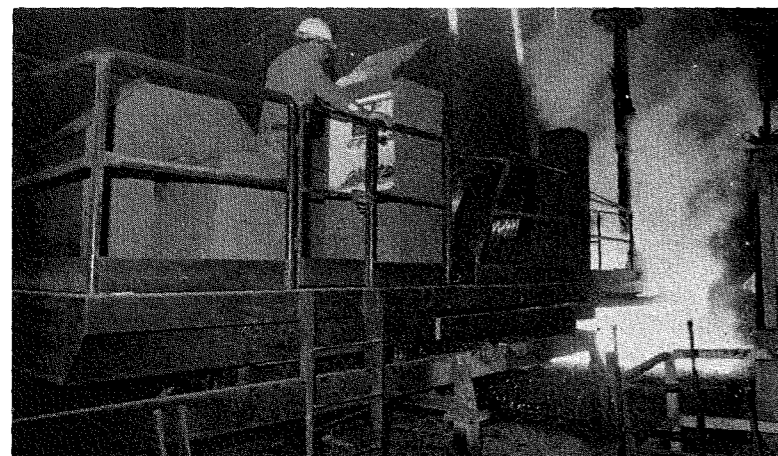
**Ed Howerton** has been appointed Central Stores Manager.

**Andy McConnell** has been appointed Mechanical and Electrical Testing.

**Al Russell** and **Craig Deem** have been appointed Scrap Yard Foremen.

**Roy Sheldon** is appointed Coordinator, Process Control.

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Ladle refining, such as this station at Northwestern Steel and Wire Company's Continuous Caster Department, "fine tunes" the composition of steel right in the ladle for the highest quality Northwestern Steel product. The computer-assisted operation makes for a much purer steel.

**Merchant Wire Division Sales Meeting Held**

Northwestern Steel and Wire Company's Merchant Wire Salesmen were brought up to date on the current existing market for merchant trade at the Company's annual Merchant Wire Division Sales Meeting.

"This was the annual sales meeting where the salesmen were brought up to date on what has transpired over the last several months. President Wilthew discussed the Company's objectives and where we are now, **Bob Tousley**, Vice President Merchant Wire Sales,

said.

Tousley said the agricultural market is down due to the poor farm economy and the immediate outlook in this area is not very promising. However, the construction sector is looking strong and our sales to that market should increase, he said.

"We discussed the accounts that we wish to target in order to increase our tonnage," Tousley said of the organizational efforts at the two-day meeting.



**Armand Audette** displays a cake given him by fellow employees at the Plant 2 Electroweld Department upon his retirement recently. Armand completed 31 years of service with Northwestern Steel. Fellow employees also pictured are (left to right) **Bernie Hicks**, **Jack Jones**, **James Alls** and **Joe Davis**. Absent were **Kenneth Bryant** and **Eugene Rumley**.

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**Just A Reminder**

First Aid handles all regular safety glasses exchanges and repairs, helmet, helmet cold weather inner liners and snoods.

Prescription safety glasses are still handled thru the Employment Dept.



**Lawrence (Butch) Viering (center)** receives his retirement certificate and 35-year service award from Company Chairman of the Board **Martin Dillon (seated)** and Chief Operating Officer **Peter Dillon (left)** recently. Butch has held the position of Manager of Sales - Merchant Wire and has been with Northwestern for 35 years.

# Final Teams Graduate From LMPT Training

Five Labor Management Participation Teams (LMPT's) have graduated from training and are actively solving problems at Northwestern Steel and Wire Company's Plants 4 and 6.

The LMPT teams are voluntary, joint venture teams, whose task it is to solve work-related problems that they have chosen to tackle. The team make-up consists of persons from labor as well as from management.

Currently the LMPT's are in operation at Plants 4 and 6, through the contractual agreement between United Steelworkers of America Local 3720 and Northwestern Steel and Wire Company.

Kirkwood and Associates, a consulting firm from Pennsylvania, has been working closely with Northwestern Steel in forming, organizing and training the LMPT teams.

The following is a brief summary of activities each of the LMPT teams is currently working on:

### S.T.E.P. Team

The STEP Team is actively collecting data to determine the feasibility of utilizing the old track 1 area as a truck loading area.

With trailer lengths of up to 48 feet the present docks would have to be lengthened. Lengthening the present dock facilities will reduce valuable warehouse space.

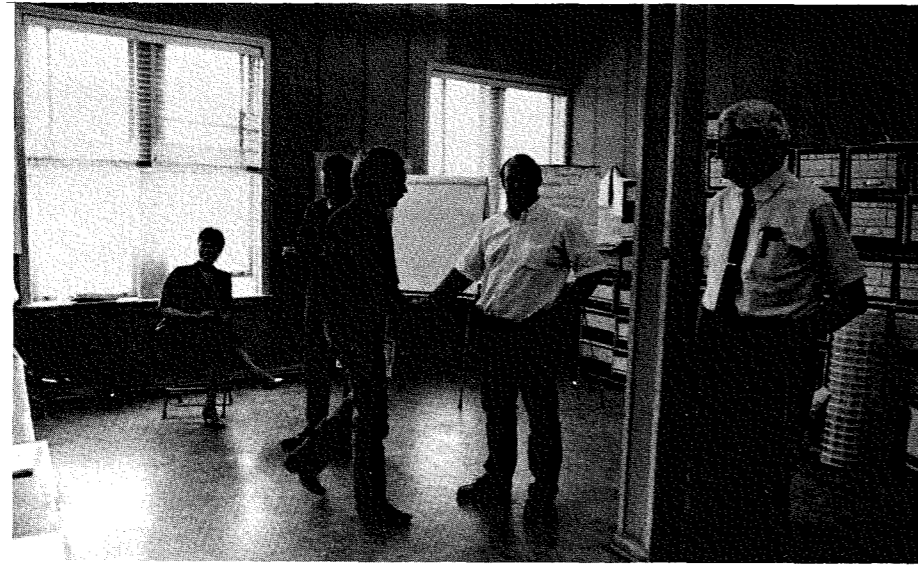
Also by utilizing track 1 area for truck loading, the west outside shipping doors can remain closed during the winter months which also will reduce heating costs.

### R.I.S.E. Team

The RISE team made their second official presentation to the Steering Committee on Aug. 5, 1985. The Steering Committee is the policy-setting body for the LMPT process. The Committee consists of Jim Sanders and Gordon Rolofson (representing management) and Jim Olson and Melvin Berogan (representing the bargaining unit).

The presentation consisted of an explanation of the problem of loss of heat during the winter months in the No. 7 Electroweld area. The team suggested insulating the walls and ceiling in the machine area. It was estimated that insulation would save 25% to 30% in heating costs in that area of the

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# Two Sales Correspondents Join NSW Hot Rolled Team

Northwestern Steel and Wire Company welcomes **Ken Walls** and **John Haglund** as Hot Rolled Sales Correspondents.

Ken and his wife, **Nelda**, have two children, **Kenny** and **Patricia**.

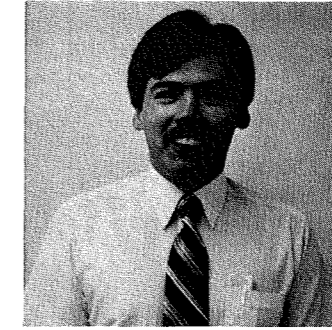
A Public Administration major with a minor in Business, Ken previously worked as a marketing representative for Job Training Participation Act (JTPA). Prior to that, Ken was a representative for Westinghouse Credit Corp.

Ken's sales territory consists of Northern Illinois, Colorado and Utah.

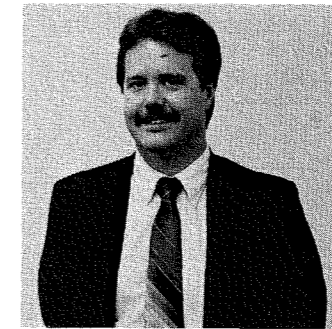
**John** graduated from the University of Illinois in 1981 with a degree in Economics.

Prior to coming to Northwestern Steel and Wire Company, John worked as Sales Manager for Selig Chemical Industries, Dallas, Texas.

John's territory includes Louisiana, Texas and the Southeast portion of the United States. He resides in Sterling.



Ken Walls



John Haglund

## Notice

In order to better serve the work related medical needs of our employees, commencing August 12, 1985, the Company will have a Doctor at Central First Aid between the hours of 1 p.m. to 2 p.m. Monday through Friday.

## Print Shop Closes

As a result of a cost study, Northwestern Steel and Wire Company's Print Shop will no longer print material as of August 1.

All NSW's printing will now be done by outside sources. Those who require printing, such as forms, etc., should contact **Howard Jones**, Coordinator of Printing and Mail Services, at Ext. 314.

When ordering a form to be printed, there is a requirement of a minimum of 7 to 10 business days advance order.

# LMPT Teams Graduate, Begin Solving Problems

(continued from page 4)  
plant. The project was approved by the Steering Committee.

### I.D.E.A. Team

The IDEA team is experimenting using 7/32" rod instead of 1/4" rod in the drawing department. If 7/32" rod can be used in the drawing operation, a 25% reduction in dies and drawing machine drums are possible.

### H.O.P.E. Team

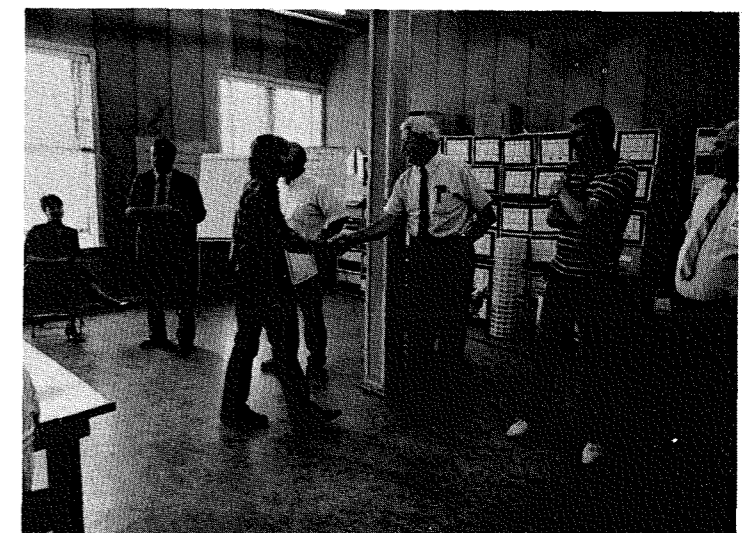
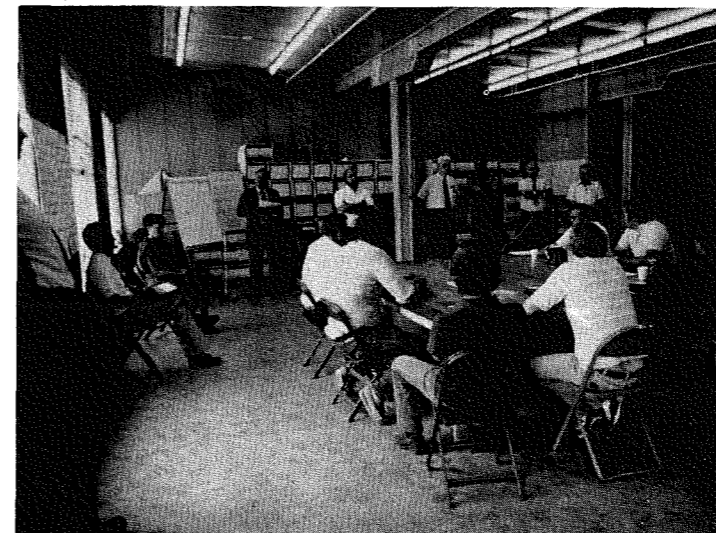
This team is working on a project in the Plastic Fabric Department. The project will improve safety, keep wire from being damaged in handling, and productivity.

### Corner Post Team

The solution to the paint mixing problem is approximately 75% completed. The team is currently ex-

perimenting on methods of descaling the fence posts. Descaling the posts before painting will improve greatly the quality of the paint coverage on the post.

These LMPT teams are diligently working on projects to reduce costs, improve quality, productivity and enhance the working environment of our employees.



## 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 July 1, 1985

**John Andrews**, Private Payroll, Pentagon, 36 years.  
**James Alls**, Plant 4, 32 years.  
**Louis Amesquita**, Private Payroll, 14-Inch Mill Conditioning, 26 years.  
**Sam Amesquita**, Private Payroll, 24-Inch Mill Conditioning, 30 years.  
**Clifford Anderson**, 20-Inch Mill, 24 years.  
**James Arnold**, 20-Inch Mill, 30 years.  
**William Asbury**, Plant 2 Mechanical, 25 years.  
**Armand Audette**, Electroweld, 32 years.  
**John Austin**, 20-Inch Mill, 30 years.  
**Carroll Berg**, 24-Inch Shipping, 36 years.  
**Paul Bragg**, Private Payroll, 24-Inch Shipping, 28 years.  
**L. Brinkmeier**, Private Payroll, Drawing Room, 22 years.  
**Al Brushaber**, Private Payroll, 24-Inch Mill, 25 years.  
**Kenneth Bryant**, Electroweld, 31 years.  
**Lee Bryson**, Private Payroll, Scrap Yard, 20 years.  
**Lloyd Camp**, Plant 2 Electrical, 32 years.  
**William Cowan**, Private Payroll, 12-Inch Mill, 25 years.  
**William Croy**, Private Payroll, Furnace Mechanic, 24 years.  
**Joe Davis**, Private Payroll, Plant 4, 23 years.  
**John Devine**, 12-Inch Finishing, 15 years.  
**Richard DuBois**, Private Payroll, Furnaces, 29 years.  
**Frank Ennis**, Private Payroll, Crane Mechanic, 25 years.  
**James Fitzgerald**, Private Payroll, Caster, 28 years.  
**Bobby Flye**, 20-Inch Mill, 30 years.  
**John Freed**, 24-Inch Welding, 31 years.  
**Jerry Frump**, Private Payroll, Scrap Yard, 26 years.  
**John Gaffey**, East Plant Millwright, 36 years.  
**Russ Gatz**, Private Payroll, Plant 3 Maintenance, 24 years.  
**Manuel Gloria**, 20-Inch Mill, 28 years.  
**Archie Greer**, Private Payroll, Nail

Room, 20 years.

**Marvin Gulbranson**, 24-Inch Mill, 38 years.  
**Kenneth Hall**, 20-Inch Mill, 26 years.  
**Keith Hammett**, West Plant Machine Shop, 21 years.  
**William Hampton**, Scrap Yard, 31 years.  
**Truman Harrell**, Plant 3 Cranes, 35 years.  
**Sabas Hernandez**, Roll Shop, 31 years.  
**Bennie Hicks**, East Plant Weld Shop, 31 years.  
**Jack Hippen**, Private Payroll, Plant 3 Cranes, 23 years.  
**Burnell Howlett**, Private Payroll, Scrap Yard, 28 years.  
**Guillermo Hurches**, East Plant Pipe Shop, 37 years.  
**Don Iler**, Private Payroll, Scrap Yard, 26 years.  
**Stanley Johnson**, Private Payroll, Scrap Yard, 23 years.  
**J.C. Jones**, East Plant Electroweld, 31 years.  
**Donald Lauff**, Private Payroll, 12-Inch Mill, 28 years.  
**Ricardo Martinez**, 20-Inch Mill, 33 years.  
**Robert Martinez**, Private Payroll, Furnaces, 23 years.  
**Donald Matznick**, 20-Inch Mill, 23 years.  
**W.T. McDonald**, Private Payroll, Scrap Yard, 29 years.  
**Virgil Merced**, Private Payroll, 14-Inch Mill, 26 years.  
**Alvin Miller**, Private Payroll, 24-Inch Mill Conditioning, 24 years.  
**Thomas Mullen**, Private Payroll, Operations, 32 years.  
**Joe Novak**, Private Payroll, Furnace Department, 26 years.  
**Richard Parker**, 24-Inch Millwright, 31 years.  
**Raul Pizarro**, Private Payroll, Caster, 22 years.  
**Garnett Price**, Private Payroll, Plant 2 Weld Shop, 25 years.  
**Ron Rubright**, Private Payroll, 12-Inch Mill Shipping, 23 years.  
**Lyman Rumfelt**, 20-Inch Mill, 30 years.  
**Eugene Rumley**, East Plant Weld Shop, 31 years.  
**James G. Sanders**, Private Payroll, Operations, 33 years.  
**Ernest Schultz**, Bale Tie, 35 years.  
**Dave Shearburn**, Private Payroll, Electric Furnace Dept., 25 years.

**Vinson Shinault**, 20-Inch Mill, 25 years.

**Garnett Stevens**, Private Payroll, Scrap Yard, 26 years.  
**William Stewart**, Private Payroll, Plant 2 Mechanical, 29 years.  
**James Tarner**, Private Payroll, Plant 2 Pipe Shop, 21 years.  
**William Tarner**, Private Payroll, 14-Inch Mill, 26 years.  
**Lawrence Viering**, Private Payroll, Merchant Wire Sales, 35 years.  
**Dale Wharfield**, Hardware Cloth, 30 years.  
**Paul Williamson**, 20-Inch Mill, 25 years.  
**Bobby Windham**, Private Payroll, Caster Dept., 22 years.  
**Lyle Winge**, Private Payroll, 46-Inch Mill, 29 years.

The following employees retired effective August 1:

**Ursula Beer**, Private Payroll, Traffic Department, 20 years.  
**John Cole**, Private Payroll, Caster Department, 15 years.  
**Robert Gray**, Plant 4 Rod Crew, 31 years.  
**Henry Hughes**, Nail Room, 31 years.  
**Freeman Keller**, Plant 2 Pipe Shop, 30 years.  
**Homer Mandrell**, Annealer, 31 years.  
**Odell Sharp**, 12-Inch Finishing, 33 years.  
**Jesus Cantu**, 20-Inch Mill, 28 years.  
**Merle Gray**, Plant 4 Tractor, 32 years.  
**Richard Henley**, 20-Inch Mill, 22 years.  
**Gerald Insley**, Furnaces, 33 years.  
**Robert Lindsay**, Bundling Department, 31 years.  
**Daniel Rodriguez**, 10-Inch Mill, 36 years.  
**Leighland Slayton**, Plant 3 Electric, 40 years.  
**Glenn Springman**, Private Payroll, Furnaces, 25 years.  
**Ervin Walter**, Plant 2 Weld Shop, 33 years.  
**Celestino Valdez**, Drawing Room, 30 years.

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## Quick-Thinking Welder Saves A Life

**Martin Wright**, a Northwestern Steel and Wire Company welder at the 14-Inch Mill has a lot to be thankful for.

A near fatal accident while working on the grinder at the weld shop on June 2 sent Martin to St. Anthony's Hospital in Rockford with facial fractures and internal injuries.

But Martin is alive today and making good progress in a vocational rehabilitation program, thanks in large part to the efforts of co-worker **Marvin Spears**, also a welder at the 14-Inch Mill.

Marvin, who is an Emergency Medical Technician, administered First Aid at the scene until Twin City Ambulance personnel arrived.

At about 2 p.m. on Sunday, June 2, Martin went over to the grinder at the weld shop to turn down a burr on a 2" x 3" piece of flat. The small piece of flat caught between the tool rest and the wheel. This caused the 18" diameter wheel to fracture into four pie

shaped pieces.

One of the pieces struck Martin in the face, fracturing his upper and lower jaw. He also suffered internal injuries which may have been caused by another section of the wheel striking his abdomen.

**Ron Harker**, an electrician, walked by the grinder area and noticed Martin lying unconscious on his back in the Weld Shop. He then immediately notified a foreman to call for an ambulance. Thinking quickly, Marvin stepped in at once to administer first aid treatment at the scene until Twin City Ambulance personnel arrived.

Martin was taken to Community General Hospital and later flown by helicopter to St. Anthony's.

Congratulations to Marvin for his quick thinking, life-saving actions.

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## NSW's Fiscal 1986 Business Objectives

Fiscal 1986 business objectives for NSW have been developed by President Wilthew and his staff and the following 11 objectives have been established:

1. Develop a greater market penetration and expansion strategy.
2. Establish a production and inventory control department.
3. Improve productivity.
4. Improve quality and process yields.
5. Develop a labor-management strategy.
6. Improve cost information flow.
7. Improve health care cost containment efforts.
8. Improve spending controls.
9. Reorganize the business manning levels.
10. Improve communications.
11. Reduce energy costs and consumption.

Much has already been done in meeting the above objectives. For instance, NSW has produced the best shipping volumes and backlogs since 1981 by increasing their aggressiveness and competitiveness in the market place.

As a result, past customers are

returning and new customers are being added to our books.

The newly established production and inventory control department has produced over \$20 million in inventory reductions, shorter rolling cycles for the rolling mills, and in turn, quicker inventory turnover.

In the area of improved productivity, nearly 200 management members have been trained to deal with individual participation in daily operating problems and their resolution. Union-management participation teams (LMPT's) have been established in the Rock Falls Plant and they also participate in problem-solving exercises. There are currently five LMPT's in the Rock Falls Plant.

Northwestern's SWAT Teams have begun a systemized search to improve product yields and quality. The members of these teams come from operations, quality control, statistical process control, and inspection. Much success has been realized with the teams' visits to customers to help solve existing problems and to establish product and quality levels of the customer's raw materials.

Another area which has seen success



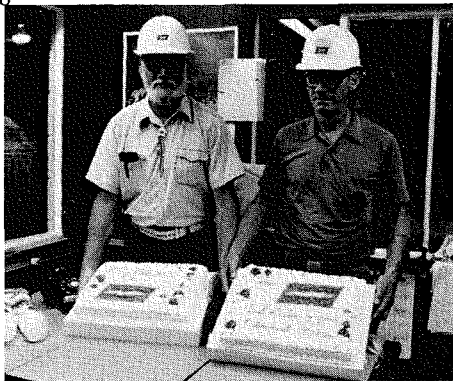
Pictured above with Company Chairman of the Board **Martin Dillon** (far left) and Company Chief Executive Officer **Peter Dillon** (far right) are employees who recently received a 35-year service award. They are: **Rafael Rios**, **Homer Carneal**, **Gerald Delhotal**, **David Loso**, **Rodney Cushman**, **Truman Harrell**, **Dale Conkling** and **Donald Hannon**. Absent from the picture were **Kenneth Kradle**, **Willie Peppers**, **Miguel Espinoza** and **Jesse Estrada**.

is the labor-management participation strategy. There has been a Company-wide effort to establish open communications at all levels of the business, with this effort encompassing management, hourly employees, and our customers.

Health care costs are escalating at an alarming rate. To bring these costs into line with our competition, the Company has established and instituted procedures to accomplish this. A Sentinel Program has been instituted which includes a procedure of pre-certified elective hospital admissions, concurrent utilization review of hospital services, and second surgical opinions on elective surgery cases.

This program is designed to provide the employees with the highest possible quality of care while confined to a hospital, while assuring all concerned that the services being scheduled are necessary and whether the proper charges are being made for the services rendered. The program is not designed to remove any insurance benefits; it is designed to assure that the Company is getting what it is paying for.

In addition, to further improve (continued on page 8)



Retiring recently following 31 years of service were **Bob Lindsay**, from the Bundling Department and **Homer Mandrell**, from the Annealer Department.

## New Assignments

(continued from page 3)

Effective August 1, the following organizational changes are made:

**Pat Howe**, becomes a Steno-Buyer and reports to **W.H. Hartman**.

**Joyce Cantrell** and **Evelyn Anning** become Steno-Buyers and report to **D.P. Simpson**.

**L.J. Munz** becomes a Rate-Analyst and reports to **L.D. Mangan**.

**Leona Richards**, Manager of Communications Services, and **Judith Golden**, clerk-typist, Communications Services have been transferred from the Human Resources Division to the Merchant Trade Sales Division.

**Howard Jones** is appointed Coordinator of Printing and Mail Services.

**Jeanette Udell**, Messenger, Communications Services, will be transferred to the Safety and Security Department, Human Resources.

**Terry Wike** is transferred from the duties of Messenger, Communication Services to clerk-typist Employee Benefits, Human Resources Division.

**Bruce Stevens** is appointed Safety Inspector, Safety/Security Department, Human Resources.

**Ricky Balsley** is appointed security Supervisor, Safety and Security Department, Human Resources.

Effective Monday, August 5, the following organizational changes are made:

**Gerry Hunsberger** has been promoted to Manager of the Payroll Department.

**Jim Boesen**, who has managed the Payroll Department on a temporary basis, will return to the Accounting Department.

## Northwestern's Strides At Profitability

(continued from page 1)

pointed out that this debt reduction is a significant, positive aspect of the inventory reduction plan.

Company Vice President of Sales — Hot Rolled Products, **Chuck Biermann**, said he has targeted for his salesmen, a figure of 71,700 tons of hot rolled products to be sold per month. The 71,700 ton figure, Biermann said, represents the amount of tonnage currently necessary to run our mills on a 15 turn basis.

"June, July and August are traditionally the 'dog days' for selling steel, but our bookings are looking good and it should even improve in the fall," Biermann said.

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## Fiscal 1986 Business Objectives

(continued from page 7)

medical care available to our employees, a doctor will now be available at the Central First Aid on a daily basis. The doctor will hold regular office hours Monday through Friday from 1:00 p.m. to 2:00 p.m. for mill-related cases. It is hoped that this

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### NSW Insurance Notes

Did you know that NSW has a surgical second opinion program? If you or one of your dependents are advised to undergo surgery, NSW provides for the payment of a second opinion from another physician, on eight of the most common types of surgeries.

Did you know that medical bills for accidents require special treatment? You may not have to pay any bills if you are involved in an accident caused by someone else. Our insurance company will recover the cost of your medical bills if you are injured through the negligence of others. If you are involved in an accident, let the Insurance Department know as soon as possible.

Did you know that billing errors account for an average overcharge of about \$1,234 per bill, nationally? Always check your bills for overcharges, unused services, and simple math errors. Doctors' offices can make mistakes!



Northwestern Steel and Wire Company President **Robert Wilthew** answers management employees' questions during an informational meeting recently. Wilthew and various members of his staff made presentations to employees on the status of the Company's come-back effort.

expanded schedule will improve medical care and serve as a convenience for our employees.

The Company will continue to solicit ideas from all employees on ways to reduce health care costs that continue to threaten Company profitability and even survival.

Reorganization of the manning levels has recently been completed on the management side of NSW's business. The entire workforce is continuing to be analyzed in order that the Company may be in a much needed competitive position with other steel companies. We are currently not competitive with manhours per ton with other steel companies.

Reduction of energy costs is being assisted by Commonwealth Edison allowing reduced electrical charges after we have reached and surpassed an average usage based on the Company's usage over the past three years. This will enable us to be a little more competitive with other steel companies outside the Commonwealth Edison area.

By meeting all the objectives listed, it is hoped the Company will become profitable in the not too far distant future. We solicit the help and support of each and every one of our employees, as a joint effort is required to meet the objectives set forth.

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