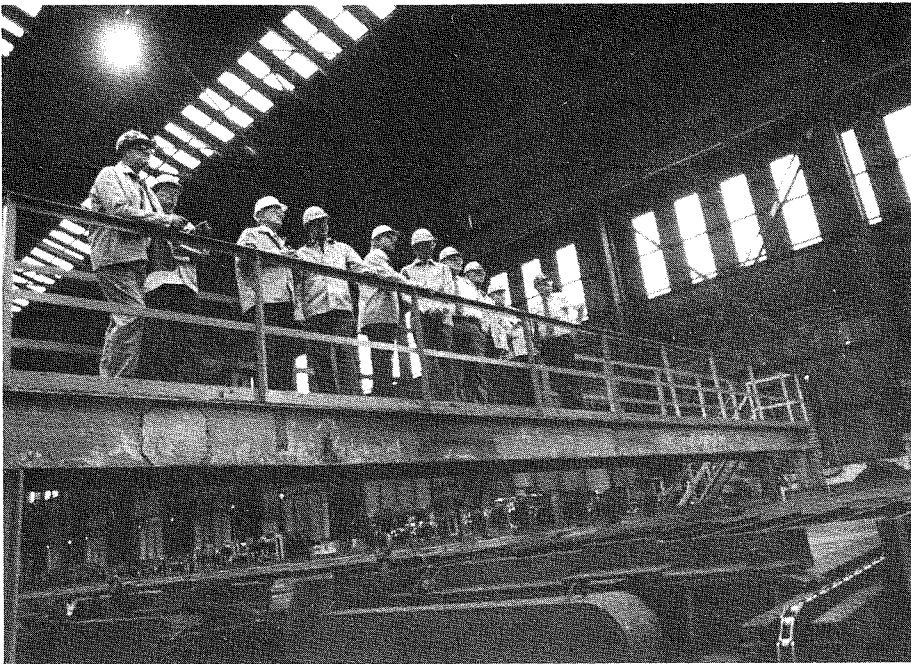


Northwestern
SINCE 1879
Sterling

The Lightning Bolt

NORTHWESTERN STEEL AND WIRE COMPANY · STERLING, ILLINOIS 61081

'Heavy Flats' Give NSW An Edge



Members of the SSCI pause a moment to view Northwestern's 14-Inch Mill Roll Line. The SSCI group, which toured Northwestern's West Plant operations, made favorable comments about Northwestern's facilities and comeback efforts.

2" x 12" 'Heavy Flats' Goal Beats Mini-Mills

Northwestern is targeting a new market with its increase in size range of new heavier and wider plate, or "Heavy Flats" as NSW is calling them.

These new products are the latest in Northwestern's commitment to offering its customers a wider product range and higher quality.

The Company's ultimate goal is to roll 2" x 12" "flats" — something no mini-mill can yet accomplish. And with fewer integrated steelmakers remaining in the "Heavy Flats" market, Northwestern could be positioned to take hold of a good market share in flats.

Currently Northwestern has successfully rolled 2" x 10" "flats" —

quite an accomplishment, when compared to the 1¼" x 8" size the Company was previously limited to rolling. The list of "Heavy Flats" considered "standard" for Northwestern will be as follows: ½ x 9, 10; ¾ x 9, 10; 1 x 9, 10; 1½ x 3, 4, 5, 6, 8; 2 x 4, 5, 6 (with 1½ x 10 and 2 x 10 capabilities).

"Present producers of these sizes are getting out of the business, so our timing appears to be perfect," **Chuck Biermann**, Vice President of Sales - Hot Rolled Products, said. "Heavy Flats are value added products — not produced by most mini-mills and therefore will net us a higher selling price."

(continued on page 7)

SSCI Members Impressed With NSW Efforts

Members of the Steel Service Center Institute (SSCI) Executive Committee who toured Northwestern facilities on September 9 indicated that they were impressed with the Company's efforts at returning to profitability.

The Executive Committee visits up to 15 plants a year and reports back to the total membership on the condition of their suppliers.

In attendance were **Andrew Sharkey**, President, SSCI; **Henry Peterson**, President, U.S. Steel Supply; **John Sennett**, President, Sennett Steel; **Michael Simpson**, Chairman of the Board, A.M. Castle Steel, Inc.; **Don Schlatter**, President, Art Iron, Inc.; and **Dan McCallin**, General Manager, A.M. Castle Steel, Inc.

Northwestern Steel and Wire Company President **Robert M. Wilthew** and NSW Vice President of Sales - Hot Rolled Products **Chuck Biermann** guided the tour through Northwestern's 12-Inch, 14-Inch Mills and the Furnace and Caster Departments.

Following the tour there was a question and answer session with the SSCI group and top NSW management at the Ramada Inn.

"We at Northwestern felt our guests were truly impressed with the physical possibilities, the positive attitudes of the people, and the success of the strategic plans that have been put in place here," Biermann said.

Some of the general comments made by members of the touring SSCI group were: "Northwestern sure looks like a viable supplier for the Service Center Industry."; "Looks like you're here to stay."; "Your mills appear to be very neat and orderly."; "Your personnel exhibit a great deal of pride."

LMPT Teams Tackle Meaty Problems

The four Labor Management Participation Teams (LMPT's) at the Rock Falls Plant are now actively tackling a variety of problems in an ongoing attempt to make the Plant more efficient.

The teams are meeting for one hour each week to discuss and work on problems that have been selected to be resolved.

All solutions to the problems identified by the teams should either reduce costs, improve quality, improve productivity or enhance the working environment of all employees.

The S.T.E.P. team made a successful presentation to the Steering Committee on August 16, 1985. Team members **Larry Fisher, Noel Little and Dale Nehring** did a masterful job of making a very interesting presentation that included colored slides, charts and statistical data in their problem resolution.

The R.I.S.E. team is continuing to work on improving the material handling within the plant. The problem is broken down in segments:

- A. Getting material from the producing machines to the warehouse.
- B. The physical warehousing.
- C. Getting the material from the



warehouse to the shipping areas of the plant.

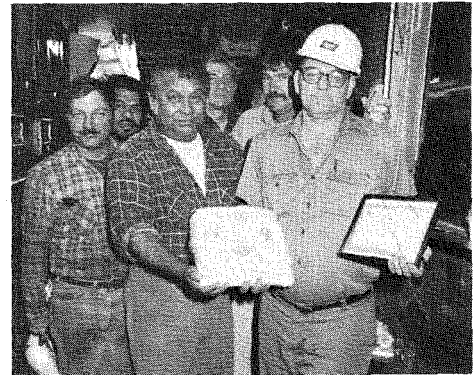
The I.D.E.A. team is continuing its experiment of drawing 7/32-Inch rod into 10 gauge wire. The 7/32-Inch rod has been tried successfully on two occasions. Another trial is going to be made on a production basis to make sure that all the bugs have been worked out. The savings will come in using fewer dies, drums, chain shafts, etc., since 7/32-Inch rod requires only three drafts instead of four drafts, which are required when using 1/4-Inch rod.

The H.O.P.E. team made its first successful presentation to the Steering Committee on August 14. The Team

identified a problem of low head room which it says results in damaged wire, caused by tractors pushing stems of annealed wire into position with the forks.

The proposed solution to the problem, the Team said, will increase the headroom for the tractor drivers, improve production, have less reject wire from fork damage, less downtime, and provide better lighting in the machine area.

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John Devine holds a cake given him by members of the 12-Inch Finishing Department upon his retirement. **John** has completed 15 years of service with Northwestern Steel and Wire Company.

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Softball Team Claims Title

A local softball team, comprised largely of members of Northwestern's 12-Inch and 14-Inch Mills, captured the crown at a Rock Falls Softball Tournament recently.

The team consisted of **Dennis Alexander, Ives Vasquez, Mike Shirley, Terry Tichler, Steve Chapman, Tom Wessels and Jim Shockley**, all Northwestern workers, and several players not employed by the Company.

The "B" Division slo-pitch tournament was held at Centennial Park in Rock Falls and was put on by the Coloma Park District. The team from Northwestern defeated Rock River Cartage 13-7 in the championship game. In earlier contests, Northwestern defeated the International Brethren of Electrical Workers 8-7 and downed Furr Excavating 5-4.

In regular season play, the team from Northwestern finished in sixth



place with an 8-10 record.

Congratulations to the members of Northwestern's 12-Inch and 14-Inch Mills who participated on this championship team.



Members on the tournament champion softball team were: (front row, left to right) **Steve Chapman, Tom Wessels, Dave Highland, Jim Shockley, Juan Hernandez;** (back row) **Ed Dean, Dennis Alexander, Jim Worland, Todd Tichler, Ives Vasquez, Terry Ferris, Jerry Chapman, Mike Shirley and Terry Tichler.**

Home And Family Safety

Pain Plays No Favorites!

Safety at work is only part of the story. Experience and statistics show us that Northwestern employees are more likely to be hurt at home, at play, in traffic, or in public places than at work.

Last year (1984) Northwestern's insurance department paid out over \$7 million in group insurance benefits. This indicates that we have important work to do in protecting ourselves and our families from hazards off-the-job.

Family safety depends on a combination of attitudes and actions. These include:

- * Finding and fixing safety hazards.
- * Being safety conscious at all times.
- * Knowing what to do in an emergency.

Because what you know can help keep your family safe!

The risks are great! Each year, home accidents: *Injure* 25 million people; *Kill* over 20,000 people, more than 3,000 of them children.

The costs are high! Medical expenses and lost wages add up quickly — more than \$6 billion each year. Physical and emotional suffering can not be measured in dollars and cents — but an accident costs a family plenty in pain, uncertainty and grief. Yet home accidents can be prevented by taking the right precautions.

In the following months *The Lightning Bolt* will feature monthly "Safety Tips" that can help you protect your home and family by making safety a family affair!



Scott Price (right) was recipient of the Charles Farnham Scholarship awarded by the Sterling-Rock Falls Chamber of Commerce. Scott, who is the son of Carol Price, of the Employment Department (left), is attending the University of Illinois at Champaign.

Scott Price Receives Farnham Scholarship

Scott Price, son of Carol Price, of the Employment Department, was a winner of the Charles Farnham Scholarship awarded by the Sterling/Rock Falls Chamber of Commerce.

The \$500 scholarship is awarded each year to two local graduating seniors who plan to attend college.

Scott is a graduate of Sterling High School and is currently attending the University of Illinois as a business major.

Another New Nail From Sterling!

Yet another new nail has entered the marketplace under the Sterling brand. Northwestern began marketing its second new entry into the nail market in less than a month, with the introduction of the Hardboard Siding Nail in late August.

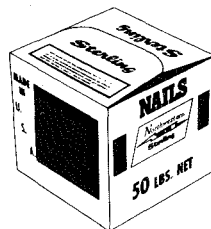
Northwestern had just introduced its new "Hot Dip" galvanized ring shank nail for use with treated lumber applications early in August.

Sterling's Hardboard Siding Nail is furnished with a screw shank for greater holding power. It is galvanized for protection and its stiff stock provides for ease of driving.

The nail is furnished in two sizes: 8d, 11½ gauge with a 15/64-Inch head and is 2½-Inches long; and 10d, 11½ gauge with a 15/64-Inch head and 3-Inches in length.

Produced at Northwestern's Plant 1, the nails are packaged in 50-pound bulk cartons. The introduction of the Hardboard Siding Nail and the "Treated Lumber" nail are helping

Northwestern to continue to meet customer needs by positioning itself as a one-source supplier of nails and other merchant wire products.



Company truck Driver Glenn R. (Pudgie) Norman (left) is congratulated by Chuck Bennett, NSW Supervisor - Leased Fleet, after Pudgie was named Ryder Truck Rental Inc.'s Driver of the Month for March, 1985. Ryder is the Company's Leased Fleet operator.

Lil Tousley Reflects On 45 Years At NSW

The world was in turmoil as America hovered just months away from entering "the war to end all wars." Spirits were high as the nation's economy appeared to be recovering from The Great Depression.

America's steel industry, still in its infancy was enjoying unprecedented growth. As new jobs were constantly being created it was even difficult for employers to find enough help.

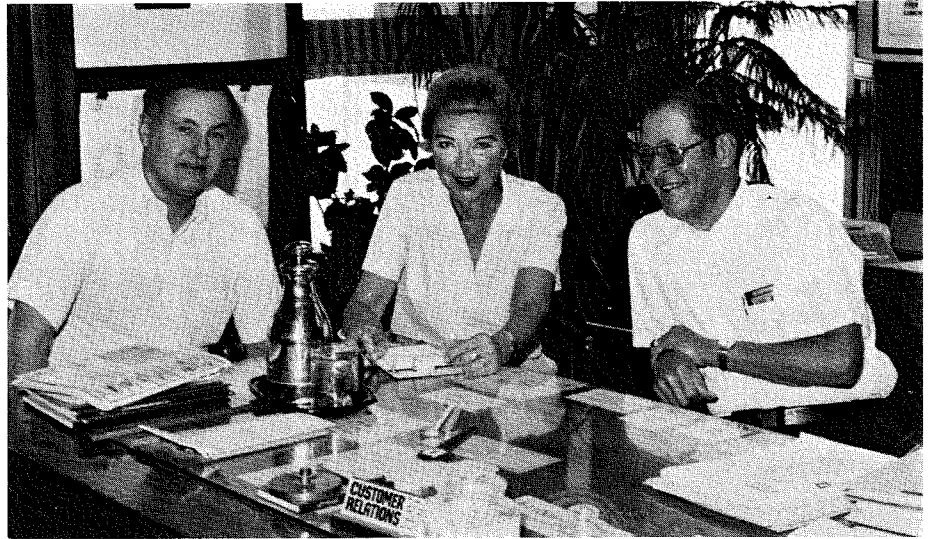
It was under such circumstances that **Lillian Tousley** first took a stenographer's job in Northwestern's Sales Department for \$65 a month. Lil, who spent the majority of her 45 years at Northwestern as personal secretary to P.W. Dillon and Martin Dillon, retired September 1, and joins her husband **Darrell**, who retired August 1, 1984, from his duties as a Manager of Data Processing at Northwestern.

When Lil first came to Northwestern there was only one office building at the time — that which is now known as the main office.

"There was no air conditioning and the only relief from the heat was a fan on the floor at your desk, and the open windows. Needless to say, the cinders from the trains and the dirt from the furnace and mills came in with the breeze and things were quite gritty in the summertime," she explained.

The Company was well into the age of electric furnace steelmaking, as it had just fired up two 50-ton furnaces installed to replace the original 10-ton units four years earlier. The West Plant was not in existence at this time and Northwestern's Melt Shop, Billet Mill and Rod and Wire Mill were all located behind or near the Main Office. Of course, what is now Plant 4 in Rock Falls was known then as Parrish-Alford, an NSW subsidiary.

"One of my duties was to sit downstairs early in the morning and at noon and sell candy bars, which I got from Morgan Jul (father of John Jul) who had a restaurant located at what was until recently the Print Shop. At that time there were no candy or pop or coffee machines," she said. "Mail and copies of articles were always the two most important things to do first. Rush orders were copied and taken to the sales department with orders to "ship



Lil Tousley, Martin Dillon, Company Board Chairman (right), and Peter Dillon, Vice Chairman (left), pause while reflecting on Lil's 45 year history with NSW during her final day of work.

today, if possible" — a routine she followed even through her last active day at Northwestern.

"In the early days we were a family, from the office "boys" or "girls" to the executives. Everyone realized they were important and that the Company could not succeed without the individual people. You were on call, not just 8-5, but any time that they needed you."

She said while working for P.W. she always went to bed with a phone and notebook and pencil close by "because you would never know when P.W. would call and want to 'give you a note', especially if he was going to Chicago on the early train."



Lil Tousley strikes a familiar pose at her desk at NSW's main office. Lil worked as personal secretary to P.W. Dillon and Martin Dillon most of her 45 years of service with the Company.

From the purchase of the 46-Inch Blooming Mill from the Polish government, to strikes and negotiations, to introduction of larger furnaces and renovations, Lil remembers it all. One of her fondest memories, she said, was of the Company's 100th Anniversary in 1979. "I think we were all so proud to be a part of it.

"I think I was most fortunate to have been able to work for three members (generations) of the Dillon family. Each one is different...each one doing what was needed to be done at that particular time — but all great people," she said.

Lil said she and Darrell are looking forward to traveling, especially to visit their daughter and son-in-law, **Janice and Wes McIlwaine**, and grandsons **John and James**.

She said she has confidence in Northwestern's ability to survive during its current economic troubles. "We are going through another period of change. I am sorry that I couldn't be there to follow it through to a conclusion of this phase, but history will repeat itself and we will make it — of that there is no doubt...just different people calling the shots.

"To me the Dillon family and NSW has been the most important thing in my working life...which has spanned a few years, and most certainly I wish them all the luck in the world."

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East Plant Supervisors Begin E.I.T. Program

During the month of October, 39 supervisors from the Wire Products Division will each undergo three days of intensive problem-solving training that will prepare them for a new participation management program called Employee Involvement Training or E.I.T.

Before the 3-day training sessions began, meetings were held for all Plant No. 1 supervisors to explain the new E.I.T. program and to answer any questions. The E.I.T. program has been developed by Kirkwood Associates. The training sessions will be directed by Linda Braun, who provided much of the training for the Action Team Program in the Steel Division and the L.M.P.T. program at Rock Falls.

When the three-day training is completed, each supervisor, who volunteers, will be assigned to an E.I.T. and begin the process of selecting, analyzing and solving problems in the Wire Products Division.

The E.I.T. program will be guided by a Steering Committee composed of Ken Haverland and Ron Leuschke, both of whom have received special training for their new responsibilities. Wendy Davis, who is the facilitator for the L.M.P.T. program at the Rock Falls plant, will be the facilitator for the E.I.T. program.

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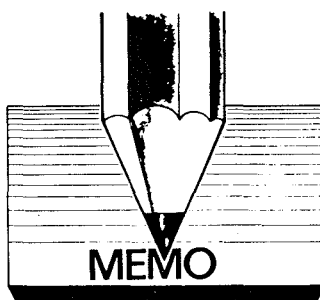
New Assignments

Effective September 1, 1985, the following organizational changes went into effect.

Steve Hart was appointed Wire Mill Supervisor of Production Control/Inventory Control and will work under the direction of **James Galloway**.

Steve's duties will include providing and inventory. Steve can be reached at Ext. 433 or Page No. 160.

NSW Quality Notes



Look Out Defects

Minding their P's and Q's takes on a new meaning for manufacturers as Product Quality becomes a key requirement for competitiveness.

SAVE OUR PRODUCTS

Bill Abell

NSW Plant 2 Inspection Foreman

Accuracy Counts

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.

Jerry Shinville,

NSW Quality Assurance Manager

Northwestern Receives Ryder Safety Citation

Northwestern Steel and Wire Company's drivers have established themselves among the safest leased fleet operators in the nation.

Ryder Truck Rentals, Inc., owner of Northwestern's leased fleet, recently awarded the Company with a special safety citation signifying that Northwestern Steel and Wire Company drivers are in the top 25% of private fleets in the nation in terms of accident rate in relationship to the American Truckers Association statistics.

The Ryder Truck Rental Fleet Safety Award is given to those transportation companies that are high mileage over-the-road operations that obtain a chargeable road type accident rate of less than two accidents per one million miles driven.

In the case of Northwestern Steel and Wire Company, during 1984, the leased fleet traveled a total of 6,037,828 miles and recorded only eight chargeable accidents, for an overall ratio of 1.325 accidents per one million miles driven.

Presenting the award to **Chuck Ben-**

nett, Supervisor - Leased Fleet for Northwestern Steel, and **Bob Martin**, Vice President of Purchasing, were Larry Reding and Tom Kolar of Ryder Truck Rentals, Inc.



Tom Kolar and Larry Reding of Ryder Truck Rentals, Inc. present a safety citation to Chuck Bennett, NSW Supervisor - Leased Fleet, and Vice President of Purchasing Bob Martin after NSW was figured to be in the top 75 percentile for leased fleet operators in the nation.



Willie Peppers stands between Martin Dillon, NSW Chairman of the Board (left), and Vice-Chairman Peter Dillon, as he holds a clock commemorating his 35 years of service with the Company.

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Northwestern employees are shown by a Xerox representative how NSW's new state-of-the-art telecopier performs. The machine permits documents to be transmitted over the telephone lines.

New Telecopier Aids Customer Relations

It does in about 30 seconds what used to take 30 minutes.

Northwestern's new state-of-the-art Xerox Telecopier, located in the Sales Department, is a step toward better customer relations as well as a time saver.

The telecopier permits documents to be transmitted over the telephone lines and is compatible with all other Group 1, 2 or 3 telecopiers.

Customers can send a copy of their orders instantaneously. In the past, such orders had to be transcribed by hand over the telephone, with the potential for error.

The telecopier will receive or transmit characters, diagrams and even photographs, and is accessible to our customers via our WATS lines and an internal extension.

Action Team Solves Mill Stand Problem

Members of the 12-Inch Mill Action Team No. 2 discovered that angles were tipping over at the finishing end of the roll line.

Whenever the angles had tipped over, one or two people would have to go out onto the hot bed and upright the angles, thus making for approximately 1.75 hours of downtime each shift.

The Action Team felt that the Company should explore the possibility of using steel weights similar to those which had been used in the past to slow down the momentum of the angles coming off the brake and slide system.

The Action Team experimented with the use of both cable weights and steel weights and found that downtime was reduced from 1.75 hours to about one hour per shift during the last rolling cycle of angles.

The use of the Action Team's recommendations saved the Company approximately \$33,336 on the last rolling of angles. The Action Team told the PIC that further modifications and monitoring of the problem of angles tipping over on the north hot bed will continue and another report will be submitted.

In a separate recommendation to the Performance Improvement Council, the Action Team reported on the progress made on the installation of nylon inserts on the roughs of the 12-Inch mill stands.

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Bob Lovell, a Buyer in the Northwestern Purchasing Department, holds a cake given him by fellow employees on his retirement. Known by his CB "handle" as "Corncob", Bob completed 34 years with Northwestern.

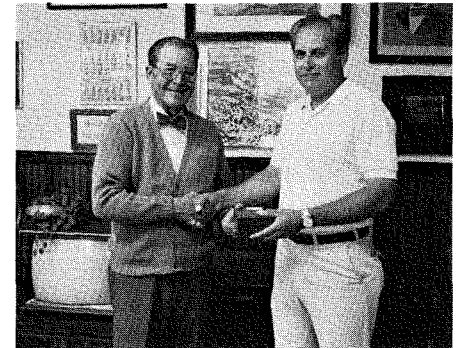


In the past, it took four or five people to pivot the troughs in order to check the entry and delivery sides of the mill stands.

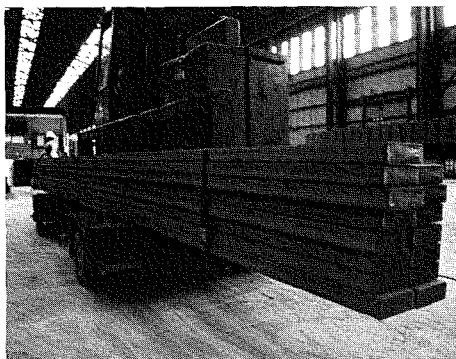
The Action Team previously recommended that nylon inserts be installed and kept lubricated. At the PIC meeting, the Action Team told the Performance Improvement Council that the nylon inserts are working and recommended that four additional inserts be installed. The Performance Improvement Council agreed with the Action Team's recommendation.

This is another example of the Action Teams doing their part to increase productivity and implement cost reducing ideas. Members of the 12-Inch Action Team No. 2 are: **Bob Apple**, team leader; **Andy McConnell**, team recorder, **Randy Wolber**, **Vern VanDyke**, **Carl Huffman**, **Dick Kness**, **Neil Puels**, **John Marshall**, **Kim Sefton**, **Doug Keller**, **Bob Elsasser**, **Bob Wainwright**, and **Kenny Church**.

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Baudelio Baeza (right) shakes NSW Board Chairman Martin Dillon's hand after he was presented with a watch signifying Baudelio's 40 years of service with Northwestern.



Northwestern's 'Heavy Flats'

NSW Sizes Beat Mini-Mills

(continued from page 1)

Only Northwestern offers a product line integrating wide flange beams up to 18" and channel to 15", with a bar products selection of angles and flats. This is a plus for customers who wish to single-order steel purchases.

"The whole success of the project was dependent on the employees at the 14-Inch Mill. We'd like to congratulate them on taking up the challenge and successfully rolling the Heavy Flats," Biermann said.

Pointers For Bright Ideas

Do you have an idea that you are thinking of submitting into the Company Suggestion Program, but you're not quite sure if "it's good enough?"

You can check out your own suggestion by following this 10-point checklist:

- Will it increase production or improve quality?
- Is it a more efficient utilization of people?
- Does it improve operation, maintenance or production?
- Is it an improvement over present tools or equipment?
- Does it improve safety?
- Does it reduce waste?
- Does it eliminate unnecessary work?
- Does it reduce costs?
- Does it improve present plant or office methods?
- Will it improve working conditions?

A good idea doesn't necessarily have to have a "yes" from all 10, but the more "yes" answers you get, the better chance your idea will be a winner.

Beginning with this issue, employee anniversaries with the Company will be a regular feature. We extend our congratulations to all the following employees for their years of service.

September 35-Years

John Conway, 9/18/50, Accounting.

30-Years

Gene Miller, 9/8/55, Plant 2 Welder.

Eugene Grim, 9/14/55, Roll Shop.

James Mandrell, 9/15/55, Roll Shop.

Don Nehr Korn, 9/20/55, Nail Dept.

Billy Young, 9/22/55, Plant 3 Crane Mechanic.

Frank McGrath, 9/26/55, Rock Falls Millwright.

Donald Kramer, 9/28/55, Plant 2 Pipefitter.

Gordon Kendell, 9/29/55, Billet Caster.

Daniel Dir, 9/30/55, Wire Mill electrical.

20-Years

John Armstrong, 9/7/65, Descaler.

Edward Osowski, 9/7/65, Wire Mill Shipping.

Carlton Fisher, 9/30/65, Data Processing.

15-Years

Alan Ernst, 9/1/70, Mechanical.

Raymond Jamieson, 9/2/70, Rock Falls Electrical.

Sherman Guenzler, 9/8/70, Rock Falls Shift Tractor.

Bobby Robbins, 9/8/70, Rock Falls Labor Pool.

Michael Thomas, 9/8/70, 12-Inch Finishing.

Sammy Worrell, 9/8/70, Plastics.

Terry Schueler, 9/14/70, Credit.

Lyle Stern, 9/16/70, Plastics.

October

35-Years

Frederick Sneek, 10/5/50, Plant 2 Machine Shop.

30-Years

James Dillingham, 10/6/55, Plant 3 Welder.

Robert E. Bradley, 10/28/55, Roll Shop.

20-Years

Donald Pfister, 10/18/65, Guard.

15-Years

Charles Wiegand, 10/8/70, Guard.

Hector Benitez, 10/25/70, 24-Inch Shipping & Finishing.

Larry Irwin, 10/26/70, Wire Mill Inspection.

Larry Tichler, 10/27/70, Billet Caster.

Four Plant Records Fall In August

A new spirit of teamwork is blooming at the Northwestern Steel and Wire Plants and nowhere is this in better evidence than on the record books.

Employees of NSW's Melt Shop saw 92,522 tons of steel flow through our two casters in August, topping the old mark by nearly 8,000 tons.

The previous mark had been 84,519 tons, set in October of 1984. The new mark is even more impressive when considering the fact that the Melt Shop switched to a four-letter shift during August, and many employees were performing unfamiliar jobs.

According to **John Waller**, Lead Superintendent of the Electric Furnace Department, the credit goes to the *teamwork* by every member of the Caster and Electric Furnace Departments, including support crews such as Maintenance.

In addition to the mark set in the Melt Shop, two records fell as rod production reached all-time highs over 8-hour shifts on Northwestern's rod

train and the 14-Inch Mill established a new monthly shipping mark in August.

A new mark of 475.9 net tons of 7/32-inch rod was set on Aug. 21. The old record had been 410 tons. On Aug. 31, while running 1/4-inch rod, a new mark of 558 net tons was established. The old record had been 553 tons.

Employees of the 14-Inch Mill Shipping Department combined to establish a monthly shipping record of 27,931 tons. The previous mark of 27,525.4 was set in February.

Best Retirement Wishes

Effective September 1, 1985

Selestino Rodriguez, 20/24-Inch Shipping, 23 years.

Thomas Grell, Private Payroll, Payroll Department, 28 years.

Lillian Tousley, Private Payroll, Administration, 45 years.

Robert Lovell, Private Payroll, Purchasing, 34 years.

Northwestern Welcomes Four Hot Rolled Salesmen

Three new inside sales correspondents and one outside salesman have joined Northwestern's Hot Rolled Sales team.

Welcomed are **Jim Thurwanger**, **Bob Clardie** and **Frank Murphy**, all correspondents, and **Bob Reece**, an outside salesman.

Jim Thurwanger joins Northwestern following two years of employment for a local industrial firm as an inside salesman.

He has a B.A. degree from the American Institute of Commerce, and currently has Iowa, Minnesota, North Dakota, South Dakota and Nebraska as his sales territory.

Jim and his wife, **Janine**, have two children, **Erin**, 6 and **Nicholas**, 4. The Thurwangers make their home in Rock Falls.

Bob Clardie takes over as a Northwestern sales correspondent for Northern Illinois, the greater portion of Wisconsin, and the upper Peninsula of Michigan. He has an associate degree in both marketing and management from Sauk Valley College.

Bob is a Sterling native and worked in the Advertising Department at Northwestern before becoming a sales correspondent. He and his wife, **Pam**, have three children, **Chad**, 12, **Genea**, 10, and **Justin**, 7.

Frank Murphy will be sales correspondent for Delaware, Maryland, New England States, New Jersey, New York, Pennsylvania and West Virginia.

He has worked for Northwestern for nearly eight years in Operations and is a 1978 graduate of Illinois State University in Business Administration.

A Sterling native, Frank and his wife **Linda** have two children, **Karin**, 4, and **Mark**, 2.

Bob Reece joins Northwestern following 11 years in the steel business in both the sales and purchasing functions.

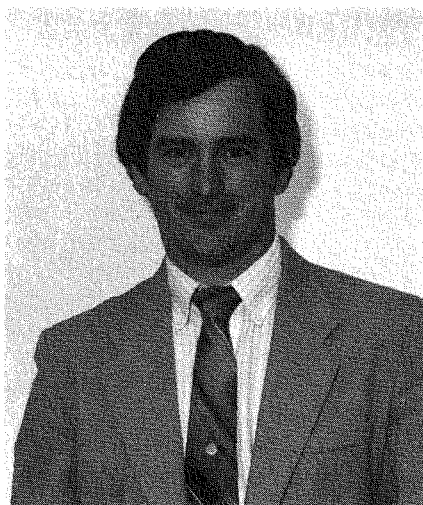
He is a graduate of the American Institute of Commerce and will be servicing the territory previously held by former Northwestern salesman, Mike McBride, who has elected to take employment with another firm.

Bob's territory includes Minnesota, Western Wisconsin, North and South Dakota, Iowa and Nebraska.

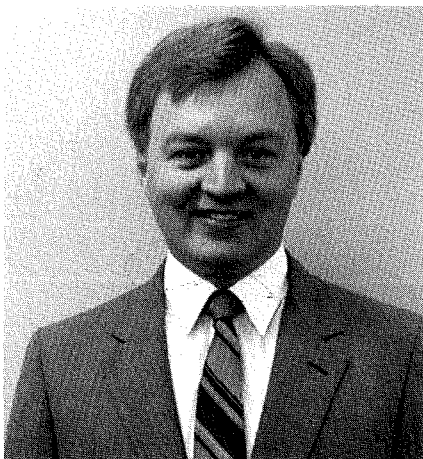
Bob and his wife **Cindi** have two children, **Emile**, 7 and **William**, 9.



Frank Murphy



Bob Clardie



Bob Reece



Jim Thurwanger



NSW Trucker Paints Sign For Display

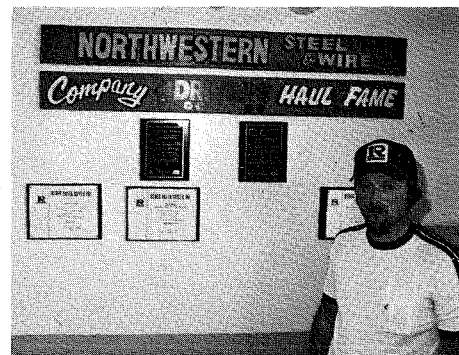
Gary Hague, an NSW Over-The-Road Truck Driver, has put his artistic talents to work for his fellow truck drivers and Northwestern Steel.

Gary has painted a wooden sign which says, "Northwestern Steel & Wire Truck Driver Haul Of Fame", under which all awards received by NSW truckers will be displayed.

The display currently is set up in the hallway at the entrance to the Northwestern Office Annex Building. The NSW Carpenter Shop assisted in the project by cutting and sanding the display boards.

Gary has been a Northwestern Truck Driver since 1971. He said he took his time doing the painting, working on it in his spare time. Gary developed his artistic talent as a hobbyist painter over the past 10 years and said he was happy to donate his time for the project.

Gary said he is developing a lucrative automotive and motorcycle pin stripping business.



Northwestern Steel and Wire Company truck driver, **Gary Hague**, donated his time and artistic talents in painting this sign, under which plaques received by Company drivers will hang. The area is located in the lobby of the Office Annex building.