

Record Year For Employees Christmas Fund Drive



Company President Robert M. Wilthew (second from left) presents a trophy to J.J. Pugh and Bob McDonald of the 14-Inch Mill, after the Mill once again earned "Top Donator" honors for the Children's Christmas Fund. The 14-Inch Mill has yet to be dethroned as champion donators for the Fund. At left is Fund organizer Bill Boesen.

The joint effort by Private Payroll and Factory Works Payroll employees this year to provide a special Christmas for needy children resulted in the highest total ever — with a whopping \$4,940 collected and distributed.

Clothes, groceries, and some toys were purchased, wrapped and delivered to 24 families, including 78 children.

The Christmas Fund has become a tradition at Northwestern Steel and Wire Company as employees from the various plants pitch in to raise the needed funds. Last year \$3,664 was collected.

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

Thanks to the 30 volunteer employees and their spouses, who shopped for and delivered the gifts,

and to services provided by the Company the overhead for the Christmas Fund operation remains at zero. Thanks also to the First National Bank of Sterling, who provides a cost-free checking account, including free check books.

Again this year the "Heart and Soul" of the fund drive was the 14-Inch Mill employees. For the fourth year in a row they were the winners of the "Top Donator" traveling trophy, with a donation of \$2,734. Since the inception of the traveling trophy five years ago, 14-Inch Mill employees have earned the right, through their donations, to keep the trophy at their mill.

Second place went to Primary Steel, with a total of \$1,242.

The West Plant Machine Shop won the "Top Donator Per Person" traveling trophy for the second year in a row. This trophy is awarded to the department which has the highest donation per employee, and allows smaller departments a chance at recognition for their generosity.

"I would like to take this opportunity to congratulate the winners and to thank everyone for their generosity and hard work. Thanks and God bless all of you," **Bill Boesen**, brickmason and refractories supervisor, who is the Fund's organizer, said.

Boesen also said he wishes to extend thanks to Porter Blacktop and to the many generous private donations.

In addition to the Christmas Fund Drive, local charities received bulk groceries from money left over from the Annual West Plant Christmas Party.

The party was held December 13 at poolside of the Ramada Inn in Rock Falls. A \$5 donation was received per person attending.

Edward G. Maris Joins NSW As Controller

Northwestern Steel and Wire Company welcomes **Edward G. Maris** as its new Controller, effective January 6.

Mr. Maris, who brings to Sterling 25 years of Metals Industry experience, most recently was Vice President of Finance at Titanium Metals Corp., Pittsburgh, Pa.

His wife, **Madonna**, and daughter, **Meghan Ann**, 11, will be moving to Sterling in the near future. The Maris' also have four sons: **John**, who attends the University of Pennsylvania Medical School; **Tom** and **Michael**, who attend West Virginia University, studying Geology and Biology, respectively; and **Mathew**, who will graduate from high school this spring and has not finalized college plans.

After leaving the service in 1959, Mr. Maris joined the Management Training Program at United States Steel Corp., where he worked until 1964. At that time Mr. Maris joined Titanium Metals

where he worked for the firm or its subsidiaries until joining Northwestern.

While the Maris' will be moving to Sterling from a metropolitan environment, he said he expects that the adjustment will not be very difficult since he has commuted to work from their home, which has always been in a small community atmosphere.



Edward G. Maris

² NSW Is The Place For The Ace Hardware Man

When Ace Hardware Co. buys builders hardware and lawn and garden supplies for its chain of 4,800 hardware stores, it looks to **Ron Willems**, Ace's Department Manager/Buyer — Building Products. When Willems actually gets down to filling those shelves with products, he turns in part to Northwestern Steel and Wire Company.

Willems' responsibility for stocking the 4,800 Ace Hardware stores across the nation and overseas with nails, fencing and other related products puts him in regular contact with Northwestern's **David Oberbillig**, Manager of Sales — Merchant Wire Products.

Having topped \$1 billion in sales in 1985, Ace Hardware, which is characterized as a dealer-owned co-op, is a formidable customer. With 23 buyers purchasing all products for the chain, Ace stocks 40,000 s.k.u.'s (stock keeping units) for each of its 12 regional warehouses nationwide.

Warehouses are located in or near: Atlanta, GA; Benicia, CA; Chicago, IL; Dallas, TX; Tampa, FL; Lincoln, NE; Baltimore, MD; Toledo, OH; Little Rock, AR; Los Angeles, CA; Yakima, WA; and LaCrosse, WI. A 13th distribution center is under construction near Hartford, CT.

Deliveries are made to the stores served by the regional warehouses by the Company's own trucks on a weekly basis, or a twice-weekly basis, as volume warrants.



Corporate headquarters for the Ace Hardware dealer-owned co-op is located in Oak Brook, IL, where about 650 office workers are employed. Ace, which boast of 4,800 stores nationwide and overseas, topped the \$1 billion sales mark in 1985 and is one of Northwestern's top Merchant Wire accounts.

Corporate headquarters is located in Oak Brook, where about 650 office workers are employed. Since Ace and Northwestern began doing business together over 25 years ago the giant hardware retailer has grown to become one of NSW's top Merchant Wire accounts.

That, according to Willems, is no accident. "We feel Northwestern is more progressive than any other steel mill we have dealt with," Willems said. "We like their attitude and aggressive marketing and particularly like their national advertising campaign."

"Northwestern is a leader in the in-

dustry and we feel very comfortable with the job Northwestern has done in taking care of its monetary problems."

Willems said Ace is pleased with Northwestern's products and service, and have been most impressed with the Company's ability to make changes.

"Northwestern experienced some hard times a few years ago and Ace had to make some decisions to diversify its purchases of steel products. We met with Larry (Butch) Viering to tell him what we needed — a change in shipping time frames and pricing structure. It was apparent to us at that time by the way Northwestern answered our needs that they very much wanted our business."

Northwestern Steel participates in Ace's two dealer shows held each year. This year Dallas, TX and Atlanta, GA will each host an Ace show.

Willems said nails is one of the Building Products Department's biggest items in terms of turn-around. "We are looking forward to the introduction of Northwestern's one pound nail cartons sold in 25-pound lots." Northwestern will be switching soon from 50-pound cartons to the new packaging to better serve its customers.

"We feel that Northwestern will remain a leader. I met Mr. Wilthew and I think he is a forthright man, willing to listen to his customers. I think he'll continue to push for more forward thinking at Northwestern as well as the rest of the industry."

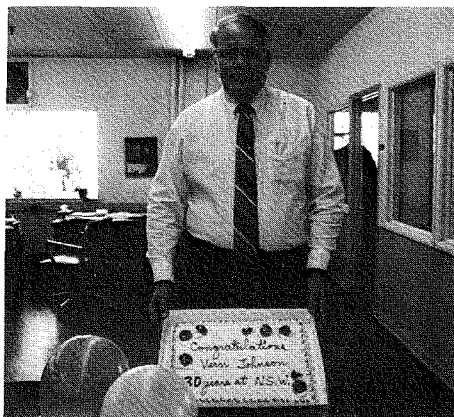


"Northwestern and the Ace Hardware buying staff work extremely well together. One soon learns that Ace Hardware shows true concern for their vendors and treats any problem as 'our problem'...never just 'your problem'...until it is mutually resolved. Due in large part to this attitude, Ron Willems has almost doubled his purchases from NSW over the past two years.

"I feel Ace Hardware has a real growth potential and that their volume of business will continue to increase. We look forward to continuing our excellent relationship with this progressive firm."

David C. Oberbillig
Manager of Sales
Merchant Wire Products

First E.I.T. Presentation Made



Congratulations to Vern Johnson, Northwestern's Manager of Sales — Hot Rolled Products, on his recent 30th Anniversary with the Company.

Vern Johnson Marks 30th Anniversary At NSW

He remembers that first day 30 years ago very clearly. Vern Johnson, now Northwestern Steel's Manager of Sales — Hot Rolled Products, began his first day at 7 a.m. at what was then Parrish-Alford in Rock Falls.

Vern was a member of a group of young prospective managers of Northwestern Steel, who were part of a new management training program. Under the program, Vern said he spent a year working in various departments throughout the mills.

For the remaining 29 years, Vern has worked in the Sales Department, where he has held every position but Vice President of Sales — Hot Rolled Products, held by another NSW veteran, **Chuck Biermann**, who will complete 31 years of service with the Company in 1986.

When he first started at Northwestern Steel, Vern said the biggest product produced here was 3" x 3" angles. Today the Company offers a product line integrating wide flange beams up to 18", channel to 15" and flats up to 2" x 12".

Time Cards Eliminated

Effective December 29, 1985, the non-exempt and part time salaried employees no longer are required to punch time cards.

All overtime and part time hours are now recorded on the Company's new salaried time sheet, while all regular time will continue to be recorded on the monthly attendance sheet.

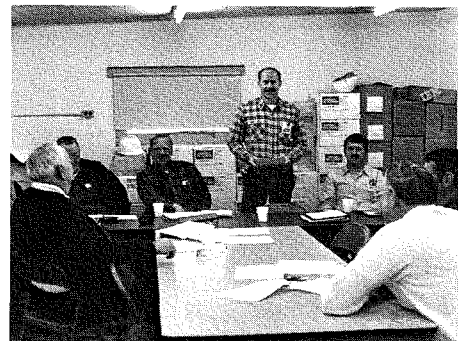
Northwestern's "New Solutions Within" Employee Involvement Team (EIT) will save the Company an estimated \$21,420 per year with its first suggestion to the Steering Committee.

The Team found that by shutting down the nail galvanizer scrubber motor during downtimes, a total of 2,856 running hours could be saved. The Team investigation and data collection revealed that it wasn't necessary for the motor to run during the down periods and calculated that the cost of running the motor was \$7.50 per hour.

The Team's findings illustrate that even the most seemingly minimal inefficiencies can add up to major expenses.

The official presentation was made by team member **Lee Buntjer** to the Steering Committee, consisting of **Ken Haverland** and **Ron Leuschke**.

Members of the Team are: **Buntjer, John Reynolds, Bob Gholson, Bob Sprungman, Clyde Kerber, Jim Bellini, Dale Bopes, Bob Johnson, and Walter Long**.



Lee Buntjer (standing) makes the first Employee Involvement Team (EIT) presentation to the Steering Committee recently. The team found that by shutting down the 300 h.p. motor on the nail galvanizer scrubber during downtimes, an annual savings of \$21,420 could be realized by the Company. Seated, left to right, are: **Wendy Davis** (facilitator), **Bob Gholson, Clyde Kerber, Bob Sprungman, Buntjer, John Reynolds, Ron Leuschke** (Steering Committee member), and **Ken Haverland** (Steering Committee member).

Notice To Salaried & Hourly Employees

There appears to be a misunderstanding regarding the special 70/80 pensions that were granted as a result of the 1982 and 1983 Settlement Agreements with the Steelworkers. These are the pensions that provide the \$400 per month supplement until age 62.

The misunderstanding is that employees that became eligible for those pensions *must* exercise their right to take these pensions prior to the expiration of the current Steelworker Labor Agreements that expires on July 31, 1986, or lose the right to take these pensions.

An agreement was reached with the Steelworkers in 1984 that employees that qualified under those agreements in existence would remain in effect beyond the current Labor Agreement until each of them reaches age 62 or otherwise qualified for social security benefits prior to age 62.

I personally have heard rumors that the Company would attempt to negate that Agreement by negotiating out this 1984 Agreement as a condition for a new Labor Agreement with the Steelworkers.

THIS IS NOT THE CASE. The Company has no intention of making those qualified employee's pension eligibility a subject of the upcoming negotiations. Any salaried or hourly employee who qualified for these special 70/80 pensions as a result of the 1982 and 1983 Agreements will continue to be eligible for those pensions after July 31, 1986.

In other words, those employees do not have to retire prior to July 31, 1986 to remain eligible for the \$400 supplements. The Company will also extend the 5% addition to pension benefit for those employees beyond July 31, 1986.

If anyone has any further questions regarding this subject, please feel free to contact me.

Merlyn G. Bruns, Director
Human Resources

Northwestern Personnel Files

Mary Lou Smeltzer

Mary Lou joins Lois Fulfs as one of the two "voices of Northwestern." Mary Lou replaces Ruth Rogers, who recently resigned her position as Chief Operator.



Telephones are not new to Mary Lou, as she worked as a service representative for Illinois Bell for 16½ years. At Illinois Bell, Mary Lou serviced local residential and business accounts, including Northwestern.

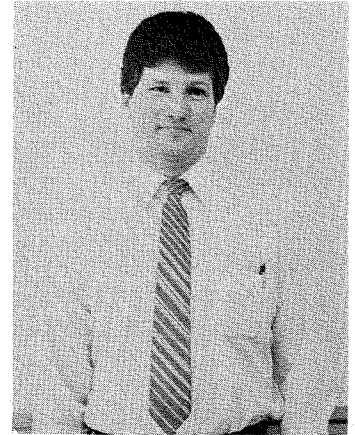
She and her husband, Bob, live in Rock Falls, along with her daughter, Dana, who works at Sunny Travel, in Rock Falls. A son, Kevin, 19, works at Lawrence Brothers, Inc., in Sterling, and her stepdaughter, Dacia, 18, attends Sauk Valley College.

Dave Knutti

Northwestern Steel and Wire Company welcomes Dave Knutti as Credit Coordinator.

Dave, who grew up in the Chadwick, Ill. area, currently resides in Milledgeville with his wife, Kalah and son, Kyle, 17 months.

Dave earned a BA degree in General Business Administration from Western Illinois University. He had been employed at Milledgeville State Bank for the past 5½ years. Dave said he enjoys sports activities, particularly Wallyball, which is played in a racketball court but has rules similar to volleyball.



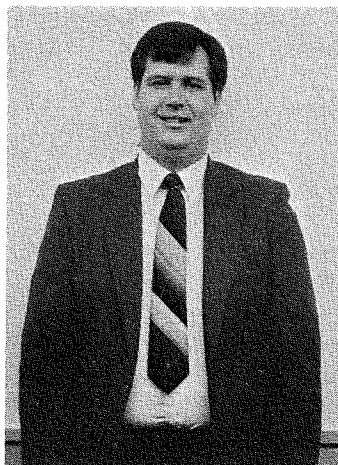
Paul Lester

Paul joins the Northwestern sales team as a Hot Rolled Sales Correspondent and will be responsible for accounts in the New England States.

A graduate of Rock Falls High School, Paul attended Bradley University where he studied construction engineering.

Paul comes to Northwestern after having worked for the Firestone and Good-year companies as a store manager in Springfield, Ill.

He and his wife, Doretta, and their two girls, Hollie, 5, and Heidi, 2, make their home in Rock Falls.



Performance Appraisal Program Begun

Northwestern Steel and Wire Company has recently taken initial steps toward installing a Performance Appraisal Program for all salaried employees.

The first phase of this program is a comprehensive training/orientation session for each of the over 300 employees that will be covered.

Over 20 such sessions will be held, so that every involved employee will fully understand the intent of the Program and how it will work.

As stated by Company President Robert M. Wilthew at the start of each training session, "This is the latest step in Northwestern's continued efforts in the area of participative management."



Company President Robert M. Wilthew addresses a group of NSW management employees at an employee appraisal training session recently. Training sessions were recently conducted for all private payroll employees by Kirkwood Associates.

Action Teams Tackle Productivity/Yields Problems

In the last couple of months, the Action Teams in the West Plants have been working very hard to increase productivity and yields of Primary and Rolling Mill products.

24-Inch Mill

Action Team No. 1

Action Team No. 1 from the 24-Inch Mill made a presentation to the Performance Improvement Council on November 14, 1985, on "How To Improve Crane Service in the 24-Inch Mill." At the present time, it takes No. 26 crane approximately one to four hours a shift to dump scrap pans. Members of the 24-Inch Action Team No. 1 came up with an alternative method to dump the scrap pans which would then make No. 26 crane available for other work in the mill.

The Action Team recommended the installation of a scrap conveyor near the 24-Inch hot saw at a cost of approximately \$60,000. However, it is anticipated that \$93,000 could be saved by not having to wait for No. 26 crane to remove bars from the mill. Moreover, with the installation of the scrap conveyor, No. 26 crane will increase its availability by 31%.

Members of 24-Inch Action Team No. 1 are: **Gary Rude, Ron Spencer, Wilson McCullough, Gary Spencer** (Team Leader), **Dick McKee, Dick Decker, Howard Batten, Bob Nie, Bill Grant, Burl Ward, Don Morgan, and Larry White.**

Action Team No. 2

The problem of getting and holding sections on the 24-Inch Mill was investigated by members of the 24-Inch Action Team No. 2. Their recommendations to the Performance Improvement Council will mean extensive modifications to the finishing stands on the 24-Inch Mill and reducing the gear ratios of the finishing stands. The implementation will cost approximately \$625,000, but should provide a faster and more efficient way to obtain and hold section on the 24-Inch Mill.

The Action Team's recommendations will also improve the quality of water used on the 24-Inch Mill stands, which means there will be less bearing pad wear on the mill stands. These recommendations will save approximately \$400,000 a year.

Members of 24-Inch Action Team

No. 2 are: **Randy Johnson**, (Team Leader), **Howie Ellis, Bob Aldridge, Jay Francque, Jim Naylon, Jim Mangan, Steve Bell, Ronnie Drane, Dick Bittner, Wayne Spencer, Dick Card, Bob Laidig, Brad Lierman, and Eddie Edmonds.**

12-Inch Mill

Action Team No. 1

Members of the 12-Inch Action Team No. 1 made several recommendations to the PIC on December 5, 1985, on how to reduce downtime and increase productivity of the automatic compactor on the 12-Inch Mill. As a result of this Action Team's work, productivity increased to almost 91% (from an average of 77.5%) of the coils being compacted automatically. It is estimated that this Action Team's recommendations will save the Company approximately \$150,000 per year while the team spent a total of only around \$1,750 to implement its recommendations.

The members of the 12-Inch Action Team No. 1 are: **Gary Brown** (Team Leader), **Larry Hubbard, Ed Handel, Noel Gillette, Gary Johnson, Mike Consuelos, "Boots" Bonneville, Roger Larson, Gene Conduff, Jim Browne, Jim Patterson, Gordy Willis, Louis Witzleb, and Bill Abell.**

Action Team No. 2

The problem of unplanned rod inventory on the 12-Inch Mill caused by mangled coils was addressed by the 12-Inch Action Team No. 2. There has already been a significant drop in the amount of unplanned rod inventory as a result of this Action Team's work. The Team's recommen-

dations were implemented at a cost of approximately \$3,750, but it is anticipated the Company will realize a savings of nearly \$82,800 a year.

Team members are: **Bob Apple** (Team Leader), **Andy McConnell, Vern Van Dyke, Carl Huffman, Dick Kness, John Marshall, Kenny Church, Randy Wolber, Doug Keller, Bob Elsasser, Bob Wainwright, Neil Puels, Kim Sefton, and Steve Hart.**

14-Inch Mill

"X" Team

The 14-Inch "X" Team made a presentation to the PIC on December 12, 1985 to update the Performance Improvement Council on the Team's efforts to reduce cobbles on the 14-Inch Mill. The team members implemented six recommendations at a cost of about \$6,000 which will save the Company almost \$400,000 a year, in addition to any savings realized by fewer cobbles occurring on the 14-Inch Mill.

Team members are: **Denny Gipson** (Team Leader), **Arnie Rodriguez, Chuck Murphy, Gary Scott, Paul Westerdale, Ken Ronzone, Lyle Biller, Chuck Rhode, Barney Shockley, Bob Eddinger, Jim Lancaster, Jack Skrogstad, and Jack Cox.**

Quality Assurance

Members of the "Quality Assurance Action Team" made a presentation to the Performance Improvement Council on November 21, 1985. Their presentation dealt with the problem of improving yields by supplying accurate weights of semi-finished prod-

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12-Inch Mill Sets Production Records

Members of the 12-Inch Mill gave themselves a Holiday present, as they smashed several production records around the turn of the new year.

On December 28, the second turn (3-11) "A" Crew set a record for 2x2x¼ angles by rolling 613.2 net tons. The previous record was 597.5 tons, established on October 28, 1985.

The record was short-lived, however, as the same shift came back on December 29 to produce 659.4 net tons.

A 24-hour record was also established on December 28 for 2x2x¼ angles as a total of 1,535 tons were rolled. The old mark had been 1,512 tons, set on February 6, 1985.

A record was broken on January 3, when 474.7 tons of 2x2x3/16 angles were run by the 11-7 shift. On January 4 the 7-3 shift came back to run 541.3 net tons of 2x2x3/16 angles.

A mark of 542.4 net tons of 2x2x3/8 angles was set on January 4 by the 11-7 shift.

Engineers Contemplate Bridge Design For Plant 4 Shipping Project

Work is continuing on the track No. 1 Shipping Project at Plant 4, Rock Falls. As recommended by the S.T.E.P. Labor Management Participation Team, the entire shipping dock area is being redesigned.

When completed, 48-foot long trailers will be permitted to be positioned at a bridge, loaded by the shipping crews, and then driven straight out of the building. Currently, a portion of the trailer must protrude outside the

Best Retirement Wishes

Best wishes for a long and happy retirement are extended to the following employees who have completed their years of service with Northwestern Steel and Wire Company, effective January 1, 1986:

Alfonso Amesquita, 12-Inch Mill Crane Operator, 38 years.

Donald Bohms, Plant 4 Millwright, 31 years.

Reynaldo Diaz, Plant 3 Shipping, 30 years.

Richard Gotzman, East Plant Inspection, 35 years.

John Magon, 20-Inch Mill, 40 years.

Leroy Much, 20-Inch Mill Mechanical, 33 years.

Everett Poff, Plant 2 Electrical, 33 years.

Baudelio Baeza, Plant 3 Pipe Shop, 40 years.

Rodney Cushman, Plant 2 Electrical, 35 years.

James Dillingham, Plant 3 Welder, 30 years.

Robert O. Johnson, West Plant Machine Shop, 31 years.

Joseph McCleary, Drawing Room, 40 years.

Ray Nance, Plant 3 Crane Mechanic, 31 years.

James Quimby, West Plant Cranes, 31 years.

Charles Retherford, 24-Inch Millwright, 31 years.

LeRoy Scott, Scrap Yard, 34 years.

Marvin Tubbs, 24-Inch Mill Crane Operator, 31 years.

Richard Bailey, Caster Department, 24 years.

Raul Rodriguez, Plant 2 Crane Mechanic, 33 years.

Joseph Sprague, East Plant Drawing Department, 37 years.

Paul Wilson, Scrap Yard, 31 years.

building, making it impossible to close the shipping doors.

Presently, the railroad tracks and ties have been removed from the west end of the area and the engineering department is continuing its efforts to design the bridge for the project.

I.D.E.A. Team

The I.D.E.A. Team has selected a problem dealing with propane fuel currently being used in tractors in the wire division. Team members are in the process of collecting the necessary data to determine the number of tanks used annually.

The Team is also considering the possibility of using short plastic strip doors to push finished rolls of remesh through. The plastic doors would eliminate electrically raising and lower-

ing a steel door approximately 100 times per shift.

H.O.P.E. Team

The members of the H.O.P.E. Team are summarizing several months of data collecting in preparation of their second official presentation to the Steering Committee, scheduled for Jan. 28.

R.I.S.E. Team

An update on the insulation of the No. 7 Electro Weld area indicates that the project is about 80% complete. The three ceiling fans have been installed and the crews working on No. 7 machine have indicated that so far this year it has been warmer working on the machine.

The team is continuing to collect data on the air drying system.

Action Teams Tackle Problems

(continued from page 5)

ucts cast on the billet and bloom casting machines.

The Action Team spent several months researching this problem and conducting various field tests in the casting department. As a result of their efforts, the team made several recommendations to the PIC that will enable the casting department to attain a desired weight range of 0 to 80 lbs. on semi-finished products produced on the casting machines.

This is a very crucial part of the steelmaking operations at Northwestern Steel and Wire Company. If semi-finished products do not meet this desired weight range of 0 to 80 lbs., there will either be extra or not enough roll out when the semi-finished products are rolled in the Finishing Mills. This all boils down to steel that must be scrapped, which means lower yields for finished steel products.

There are no projected savings for this Action Team's work, but a reasonable estimate is anywhere from several hundred thousand dollars to about one million dollars a year. Members of the Quality Assurance Team are: **Bob Winn** (Team Leader), **Cliff Wise**, **R.C. Olson**, **Dan Olson**, **Lin Proeger**, **Ray Wisneski**, **Tom Downie**, **Dave Bushman**, **Norm Nelson**, **Dick Schuchard**, **John Wang**, **Keith Padgett**, and **Roy Sheldon**.

Primary Steel

Members of the Primary Action Team No. 2 made recommendations to the Performance Improvement Council on December 19, 1985 that will provide legible identification heat numbers on the billets and blooms produced on the casting machines at a cost of approximately \$6,000. At the present time, only about 60% of the billets and blooms contain legible heat numbers.

This creates many problems for the finishing mills. The recommendations will also free up the utility/stamper in this department so that he can perform other necessary work in the casting department. Members of this action team are: **Curt Rude** (team leader), **Bill Boesen**, **Larry DeWitte**, **Wayne Bergstrom**, **Dennis Staats**, **Al Ernst**, **Jerry Schlegel**, **Bob Pryor**, **Rick Gaskill**, **Bill Forbes**, **Ralph Lamb**, and **Karrol Phillips**.

As shown by the above recommendations, the Management Action Team program is progressing very well. For a relatively small cost to implement the Team's recommendations, the Company can derive substantial savings.

The Action Teams are good examples that through use of the participative management approach (whereby people have direct input) to problem solving, yields and productivity can be increased at Northwestern.

Suggestions By Four Employees Save Plenty ⁷

By using the Company's Suggestion Award System, four NSW employees have received checks totaling \$1,845 and have saved the Company over \$14,500 in estimated first-year savings.

Jerry Fry, Plant II Welder, received a check totaling \$1,050 for his suggestion to redesign the entry box on the number one stand on the 12-Inch Mill roll line.

Jerry suggested that by forming the inside of the box in the shape of a diamond, cobbles can be backed out without breaking the box.

It is estimated that if the new design saves even one box per month the Company will realize an annual savings of approximately \$9,600 in recovered downtime and materials and labor costs.

Under Northwestern's Suggestion Award System employees receive 10% of the Company's estimated first-year's savings. When the savings cannot be accurately estimated or when the suggestion concerns safety, merit or safety awards are presented.

Jerry's award consisted of \$960 based on estimated savings, as well as a merit award of \$87.

Richard McCoy, Plant II Millwright, received awards totaling \$344 for his suggestion to install adjustable chain tighteners on the 12-Inch Mill rod train conveyors. The tightener will keep the rolls from jumping and give longer life to the chain and sprocket.

It was estimated that Richard's suggestion will save the Company \$2,560 in downtime per year. He was awarded \$256 as well as an \$88 merit award.

★ ★ ★ ★ ★



Congratulations to these Plant 1 employees who boast a combined total of 112 years at Northwestern upon their retirement. They are from left to right: Dick Gotzman, Wire Mill Inspection, 35 years; Joe McCleary, Wire Drawer, 40 years; Joe Sprague, Die Reamer, 37 years.

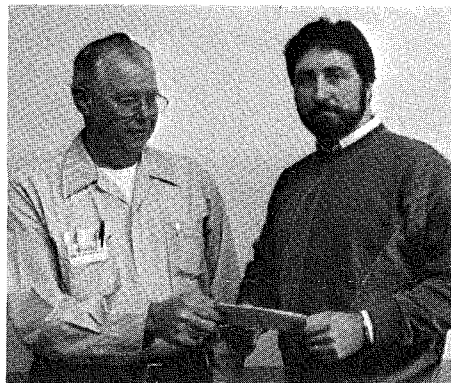
Eugene Grim, Roll Shop, received an award of \$240 for his suggestion to purchase and utilize a radius and angle dresser for the surface grinder, which will allow grinding wheels made out of high speed tool steel to be used for grinding apex and corner tools. Expensive carbide form tools have previously been used for this purpose.

It is believed that the high speed tools will last longer than carbide and will save the Company an estimated \$2,400 per year.

Mike Mason, 12-Inch Finishing Mill, saw two of his suggestions pay off in December. Mike received a \$100 merit and a \$25 safety award for his sugges-



Eugene Grim



Mike Mason



Richard McCoy

tion to install an angle on the south shear exit roll line of the 12-Inch Mill. The angle was placed alongside the rolls to keep the steel on the roll line.

Previously, the cuts of 20-foot material hit the stops and rolled past them because there was nothing to keep them on the roll line, thus causing a great deal of downtime.

Mike also received an \$85 merit award for his suggestion to use reject wire instead of expensive banding to tie unstraightened angles in the cradle at the 12-Inch Mill.



Jerry Fry

Company Suggestion Award System Pays Off

When it comes to financially "turning things around" for a company, every cost savings measure is appreciated.

Perhaps one of Northwestern's best vehicles for saving money is by asking for suggestions from those people directly involved through the use of the Company's Employee Suggestion Award System.

When an employee submits a written suggestion and it is approved by the Suggestion Committee, that employee will receive 10% of the estimated first year's savings to the Company.

If the approved suggestion involves safety or if the savings to the Company can not be adequately measured, a Safety or Merit Award is given.

In 1985 a total of \$11,290 was paid to employees for their suggestions, for an estimated annual savings of \$84,707.92 to the Company. The highest dollar amount awarded in 1985 was \$1,555 and the average payment was \$209.07 per approved suggestion.

Out of 169 suggestions submitted, nearly a third, or 32.1% were approved.

Northwestern's January Anniversaries



Doug Martin (center) accepts a trophy for members of the West Plant Machine Shop for the "Highest Donation Per Employee" to the Children's Christmas Fund. The West Plant Machine Shop once again claimed rights to the traveling trophy, presented by Northwestern President Robert M. Wilthew (left), for their generous contributions. At right is Fund organizer Bill Boesen.

Wendy Davis Celebrates 30 Years With NSW

Wendy Davis has worn many hats in his life.

Before coming to Northwestern Steel, Wendy wore, at one time or another, a hat from the Chicago Cubs, St. Louis Cardinals and Atlanta Braves professional baseball organizations.

As a "AAA Class" baseball player, Wendy had the opportunity to pursue a professional sports career, but instead opted for the stability of a career at Northwestern.

Though Wendy has been with Northwestern for 30 years, having celebrated his anniversary in December, he has "worn many hats" here as well.

When he first joined the Company, Wendy worked as an industrial engineer for eight years before being transferred to industrial relations, where he spent the next 14 years.

Wendy spent a year as administrative assistant to Vice President of Operations Earl Shultz before taking on responsibilities of P.W. Dillon's personal assistant.

Following the death of Mr. Dillon, Wendy worked as administrative assistant to Company Chairman Martin Dillon, and now Company Vice Chairman Peter Dillon. Wendy is currently working as a Facilitator for the Company's Labor/Management Participation Teams at Rock Falls and for the Employee Involvement Teams at Plant 1.

35-Years

Antonio Castillo, 1/20/51, 12-Inch Mill Finishing.

30-Years

Daniel Garza, 1/4/56, Billet Caster Department.

Richard Ortiz, 1/5/56, 20-Inch Mill.

Marvin Eikenberry, 1/9/56, Plant 2 Electrical.

Gerald Grove, 1/9/56, Descaler.

Vern Johnson, 1/9/56, Private Payroll, Manager of Sales — Hot Roll- ed Products.

Justo Sanchez, 1/14/56, Carpenter Shop.

Vernon Johnson, 1/16/56, Plant 2 Electrical.

Gordon Rolofson, 1/10/56, Private Payroll, Superintendent — Plant 4.

Richard Holby, 1/17/56, Plant 2 Welder.

Jerris Cox, 1/21/56, Private Payroll, Superintendent — 24-Inch Mill.

Larry Paxton, 1/21/56, Billet Caster.

Noel Feather, Jr. 1/24/56, Billet Caster.

Carl Stange, 1/26/56, Nail Department.

Alvin Hunsberger, 1/30/56, Nail Department.

Roy Woods, 1/30/56, Private Payroll, Data Processing.

Reynaldo Garza, 1/31/56, 1 & 5 Lb. Packaging.

25-Years

Carl Huffman, 1/24/61, Private Payroll, Foreman, 12-Inch Mill.

20-Years

Gerry Hunsberger, 1/1/66, Private Payroll, Manager of Payroll.

Olin Cummings, 1/20/66, 14-Inch Mill.

15-Years

Alan Beggerow, 1/20/71, 20-24" Shipping & Finishing.

Duane Reecher, 1/28/71, Millwright.



Congratulations to Wendy Davis, Administrative Assistant, upon his 30-year anniversary with the Company.

Terry Willett, 1/28/71, Labor Pool, Plant 4.

5-Years

Ed Matthews, 1/15/81, Private Payroll, Product Manager, Wire and Rod Division.

Tips On Staying Upright On Ice

It's time to remind everyone of the hazards of walking on ice. Every year numerous injuries result from slips and falls on icy sidewalks, parking lots, roads, and other outdoor locations.

Snow removal, frequent use of salt, sand, or cinders can help when total elimination of the hazard is impossible. Here are some areas to watch out for and tips to follow:

- Parking lots can be dangerous because of ice and snow accumulations.
- Six out of ten falls occur in parking lots.
- Always walk in designated walkways; taking shortcuts can be dangerous.
- Horseplay on ice is always dangerous; pay attention!
- Rubber-soled shoes or boots afford maximum protection for winter walking.
- Try to avoid plastic and leather soled shoes — they afford the least protection — proper footwear will *increase* traction on icy surfaces.
- Knock snow off of your shoes and wipe your feet when entering a building. Excessive water inside can lead to falls.

Keep these tips in mind this winter. Remember that when the outdoor temperature is 32-degrees Farenheit, ice will be much more slippery than in colder temperatures. Hopefully the next fall will not be your own.