

Northwestern
SINCE 1879
Sterling

March, 1987

The Lightning Bolt

NORTHWESTERN STEEL AND WIRE COMPANY · STERLING, ILLINOIS 61081

Bob Rubright Receives Largest Suggestion Award

The largest monetary award ever given out to a single employee under Northwestern's Suggestion Program was recently made to **Robert Rubright** of the Caster Department in the amount of \$2,588.

It is expected that the Company will save \$25,882 the first year by eliminating the use of Thermium spray and Nalcosil spray in ingots.

Rubright suggested that the sprays were unneeded since the Caster Department has begun using wing pads, which helps to more easily remove the steel from the ingots.

Northwestern employees receive suggestion awards based on 10% of the estimated one year's savings. Awards are also given for merit and safety suggestions.

Merrill Johnson, Air Conditioning Department, received \$527 for a suggestion to use 30-lb. throw-away freon drums as opposed to the larger drums.

Savings would be realized in the transfer and large drum deposit. Savings are expected to be \$4,770 the first year.

Charles Deyo and **Lewis Battles**, Plant 4 Millwrights, split a \$186 savings award for a suggestion to use Dec-tron II oil instead of grease in stay wire feed clutches on remesh machines.

Wilhelm Gassner, 12-Inch Mill, received a \$150 Merit Award for a suggestion to re-machine 12-Inch Mill spacer rings so they can be reused four or five times.

Donald Winkler, **William Baughman**, and **Michael Goessman**, Plant 2 Millwrights, split the award money derived from two approved suggestions. One suggestion, paying \$150, was to move the hydraulic cylinder from under the 12-Inch Mill peel bar truck to keep it out of scale and water.

A second suggestion to modify the 12-Inch Mill peel bar head to eliminate
(continued on page 7)



Carl Calvert (left), from Northwestern's Industrial Engineering Department, presents a suggestion award check for \$2,588 to **Robert Rubright** of the Caster Department. It is expected the Company will save \$25,882 the first year by eliminating the use of Thermium and Nalcosil spray in ingots as Rubright suggested. This constitutes the largest suggestion award ever given out to a single employee under the Company Suggestion Program.

R.M. Wilthew Addresses California SSCI Chapter

R.M. Wilthew, Northwestern's President and Chief Executive Officer, addressed a meeting of the San Francisco Chapter of the Steel Service Center Institute (SSCI) on February 25.

In explaining Northwestern's turnaround attempts, Wilthew stressed the importance of "people value"...the cooperative efforts of its employees. Following are excerpts of the speech.

"What went wrong? And more importantly, how did we fix it? We fixed it through planned concentration on our people, our employees, *both union and management*, coming together and being genuinely involved in themselves, their co-worker, their department, and

their company.

That's easy to say but by what process was all of this brought together?

The process begins with some simple understanding of the principles of human interaction, such as:

- All people exist as the center of their own world and *react* to the reality that they *perceive* and *experience*.
- People will only *change* to *gain* increased *satisfaction*.
- Peoples' *feelings* and *emotions* are far more compelling than intellect.
- People will *cooperate* only if an "*influencing system*" is in play.
- People's attitudes and feelings *change* very *slowly*, but will change if
(continued on page 7)

Disaster Proves Beneficial For Sterling Hardware Store

After the fire that gutted **Lowell Grummert's** Coast to Coast Hardware store in downtown Sterling on September 10, 1986, few of his employees could have foreseen a happy spring.

But thanks to the determination of Grummert, his employees, and the conscientious efforts of area contractors, a brand new hardware store under the True Value franchise is ready to open April 22 — just over 7 months from the date of the fire.

The store sprawls over 14,000 sq. feet, well above the average 8,000 sq. feet for most True Value stores, and 16,000 items will be stocked and on display on opening day.

The True Value stores, owned by Cotter & Co., make up the largest franchised retail hardware chain in the country, with over 7,000 stores nationwide.

With a greatly expanded selection of items, Grummert said the store would begin offering a bridal registry.

Grummert is proud of the fact that the Sterling store is the first True Value franchise to be built entirely by company guidelines as a "Store of First Choice," — True Value's version of the ideal hardware store.

"This store will utilize the latest in merchandising techniques," Grummert said. "The aisles are laid out in a kind of a wagon wheel around a central race track configuration aisle structure. Also, everything — even down to the grout in the floor tiles — is color coordinated. We were going to build 12-foot ceilings but True Value said the store would look better esthetically if we had 14-foot ceilings, so that's why we have a nice tall ceiling."

"True Value designed the inside of the store and we built the building around their specifications."

For the convenience of his patrons Grummert has leased from the city 19 spaces in the parking lot at the rear of his store.

Grummert is no stranger to the hardware business. He first opened up a small 2,500-sq. ft. Coast To Coast Store 17 years ago, directly across from what is now his new store. He moved to his present location in 1977. Also in 1977 he opened a second Coast-To-Coast franchise in Rock Falls — a 12,000-sq.ft. store that he still owns to-



Lowell Grummert (left), owner of the new Sterling True Value Hardware Store, and Denny Redfield, Northwestern's Assistant Manager of Sales - Wire Products Division, are shown standing in front of the Northwestern fencing display at the Sterling store.

day.

It was at the Rock Falls store and the Schwinn Bicycle Shop in downtown Sterling that Grummert found temporary work for his employees, refusing to lay them off, even in the difficult times of rebuilding from the fire.

Having purchased Northwestern wire products for the past 10 years, Grummert said he has planned a much larger display for his new store. Patrons of the store will find a complete line of Northwestern products — from nails to fencing products.

"We are going to be kind of a model store for Northwestern's products," Grummert said. "Northwestern asked if they could show our display to potential customers. I think that is a great idea and I'm looking forward to it."

D.D. (Bob) Tousley, Northwestern's Vice President of Sales — Wire Products Division, said he was eager to set up a new display at the Sterling store. "When I first learned that Lowell was going to rebuild his store under the True Value concept, I made a point of contacting him and letting him know that we wanted to discuss the possibility of stocking his new store with Sterling nails and wire products," Tousley said.

"Until five years ago, Cotter & Co. was one of the Wire Products Division's top 10 accounts. Due to circumstances beyond our control, Northwestern was taken out of their computer as a viable vendor. Cotter & Co., however, is still on our customer list, as our sales force sells truckloads of wire products and nails to some of the Cotter members. We have been do-

ing this for a number of years and these Cotter members have stayed with Northwestern because of our quality and service."

Grummert said he is proud to display Northwestern's products in his store. "We like Northwestern's products because our customers like the quality and because of the good service that we receive. We have sold Northwestern's nails exclusively at the Rock Falls store for years."

"Not only is Northwestern's line made locally, it obviously is an American-made product, which is important to a lot of people. I like the Northwestern red, white and blue nail packaging. It really stands out on the shelf, Grummert said."

In addition to Northwestern's products, Grummert said he will also display products from other local industry, such as Lawrence Brothers, National Manufacturing, Frantz Manufacturing Company, Wahl Clipper Corporation, and the Dumarco Corporation.

Grummert said he will be dealing directly with Tousley and **Denny Redfield** - Assistant Manager of Sales -Wire Products Division.

"Lowell has gone out of his way to work with us. Not only does he want to service his former customers, he also wants to increase his farm trade, lawn and garden trade, and the large do-it-yourself market. We feel we can help him with the addition of our complete product line," Tousley said. "We are excited about having the first True Value "Store of First Choice" in Sterling and look forward to working with Lowell in stocking his store."

NSW Advertising Wins Silver Award

The Northwestern Quality Commitment

As an enterprise and a member of the business community, Northwestern is guided by these fundamental commitments:

To Our Customers

A dedication to provide quality service and reliable products of the highest competitive quality, recognizing customer needs as paramount in importance.

To Our Shareholders

A dedication to responsible, quality management to ensure profits, competitive return on investments and increased earnings per share. A business character of vitality, growth and impeccable ethics.

To Employees

Respect for the quality and dignity of the individual, equal opportunities for advancement, open communication and a quality of work life based on a foundation of involvement, commitment and teamwork.

To the Community

A pledge of good citizenship that includes preservation of the environment and active participation in community affairs and public service.

Northwestern Steel and Wire Company
Sterling, Illinois

Northwestern's Wire Products advertising campaign has received the silver award in the *Building Supply Home Centers Magazine Drummer Award Competition* for the category of Best Overall Sales Aids.

Three full page advertisements which have appeared in *Building Supply Home Centers Magazine* and which bore the theme "Proven Commitment, Proven Profits;" and a wire products mini-catalog, were submitted for judging.

Judges for the competition were "Retailers of the Year" as named by *Building Supply Home Centers Magazine*.

In explaining the focus of Northwestern's advertising, Cummings Advertising, Rockford, submitted a written statement with the entries. "The creative tack was to demonstrate the fact that Northwestern is basic in

steel, from raw scrap to finished products and that they had invested in the production technologies that would keep them competitive...now and in the future. At the same time, we wished to communicate the Northwestern product line, and specific competitive advantages of those products."

The annual awards competition, known as the Drummer Awards, was derived from the Early American "Drummers" who would traverse the countryside with wagons brimming with merchandise. It was up to them to "drum up" business with a minimum of display space.

The Drummer Award program was created to recognize the outstanding work of modern day "Drummers", to reward their efforts and to help establish a strong tradition of excellence among them.

Northwestern's Quality Commitment Message

The above statement is being mailed in the form of a frameable certificate to all Steel Division and Wire Products Division customers, as well as all Northwestern employees.

We thought it appropriate to send it at this time of year as we prepare to celebrate our country's independence.

It encompasses for our customers, the business values that we have spent many years developing.

And, it is a tribute to our employees because it is their hard work and dedication that has returned the Company to profitability.

Music While You Wait

All incoming calls to Northwestern are now being treated to local radio programming while waiting to be routed.

Also, any time a call is placed on hold the programming will automatically be activated, according to **Mary Lou Smeltzer**, Chief Switchboard Operator.

Editorial:

High Unemployment Insurance Costs Jobs

Illinois has paid a high toll for having one of the highest cost unemployment insurance programs in the nation. It has hurt every worker, business, and governmental unit in the state.

An estimated 500,000 jobs were lost in Illinois between 1975 and 1985 because of excessive benefit unemployment insurance levels.

Of those, more than 185,000 were manufacturing jobs, each of which now supports more than three other jobs in the state.

These are some of the conclusions in a recent study on *Unemployment Insurance and the Illinois Economy* made by Dr. A. James Heins, Professor of Economics at the University of Illinois.

The study was commissioned by The Illinois Alliance for Economic Initiatives to determine the effect of the state's unemployment insurance system on its economic growth both in the past and projected future.

The study was done in anticipation of Illinois businesses paying off the nearly \$2.6 billion UI debt to the federal government sometime in 1987.

"The decisions made by the Legislature when the state Unemployment Insurance Fund reaches solvency will be important to the economic well-being of Illinois workers and businesses to the turn of the next century," Heins warns.

The study projects that if other states hold the line on benefits, and Illinois approved an increase of 10%, Illinois would lose 35,000 jobs and \$1.4 billion in personal income per year by 1993.

By the year 2000, an estimated 88,000 jobs would be lost as well as \$5.1 billion annually in lost income.

"Should Illinois decide to increase benefits in any substantial measure, either in levels or coverage, all of us will pay a serious price," the study concludes.

"By any test of economic growth, total income or jobs, Illinois ranks in the bottom five states in job creation for the past 10 years.

"We can be sure that if the Legislature increases UI benefits in any major way, we will stay there."

Northwestern Benefit News Update

Since 1983 prescription drug prices nationwide have increased an average of 9.7% annually, almost three times greater than the 3.4% average increase in inflation according to the Bureau of Labor Statistics.

So far this fiscal year prescription drug claims submitted to Northwestern have increased 12.6% over the same period last year. Over \$700,000 in claims have been submitted, with the employee portion of this bill, due to deductibles and co-payments, equaling nearly \$210,000.

Prescription drugs dispensed by a licensed pharmacist are covered under the Major Medical section of Northwestern's Program of Insurance Benefits. Presently the employee pays the pharmacist the total price of the drug and later submits a list of prescriptions and charges to the Insurance Department.

The employee is then reimbursed 80% of the eligible charge after the major medical deduction is met. With the

increasing price of drugs, this process can create a financial burden for many families, especially those on a fixed income.

One way to save money is through the use of generic drugs. When a drug is first developed the company introducing that drug has exclusive manufacturing rights for 17 years. After this period others can make and sell the drug, usually under its common or generic name. This competition results in generics costing less than half the price of the corresponding name-brand drug.

Both generic and name-brand drugs must be manufactured to the same strict government standards. The quality of the medication, i.e. taste, texture, etc., depends on the drug manufacturer.

A reliable pharmacist can provide quality generics that match the name-brands in everything but price by buying generics from quality drug manufacturers.

The Company-Union Health Care Cost Containment Committee, realizing the increasing cost of drugs to employee and Company alike, has been exploring various ways to reduce this cost. After extensive research with various pharmacies and drug suppliers, a program has been developed that will do much to stop the cost inflation of the past few years.

With this program, the employee will pay the pharmacist a fixed co-payment fee, the amount depending on whether generic or name-brand is used. The pharmacist will bill Northwestern for the remainder of the prescription cost. The drug cost will be negotiated by the Company with the pharmacy based on wholesale vs. retail price. Both the Company and employee will save money especially when generics are used.

It is anticipated that the Committee will announce the new Prescription Drug Program in the near future.

Northwestern's Personnel Files

John Tschosik

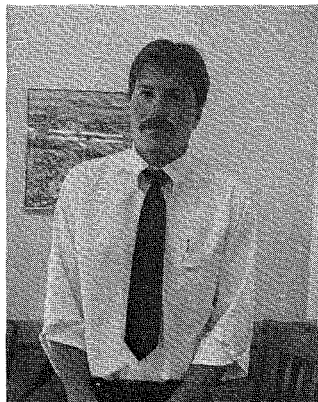
Northwestern welcomes John as a Wire Products Correspondent.

John will be working with **Dan Over** in handling the Eastern and Southern portions of the United States.

A Sterling native, John is a graduate of Newman High School. He received a B.S. in Business Administration from Illinois State University.

John, who is single and resides in Sterling, joins Northwestern following employment as district sales agent for Prudential Insurance in Sterling.

In his leisure, John said he enjoys sporting activities, such as basketball and softball.



Fonda Miller

Fonda joins Northwestern as a part time secretary. Her job will be to fill in for executive secretaries when needed.

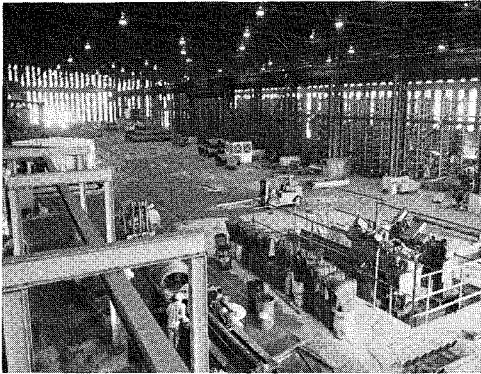
Graduating from Sterling High School, Fonda is now attending general education classes at Sauk Valley College.

She and her husband Dennis make their home in Sterling with their two children - Rachel, 5, and Brandon, 2. Dennis works as a Manufacturing Engineer for the Edelman Co., Dixon.

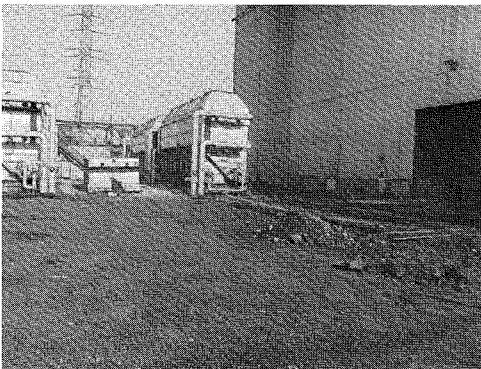
Prior to coming to Northwestern Fonda worked in the office at Lawrence Brothers in Sterling.

She enjoys time with her family, as well as bicycling and playing tennis and golf.

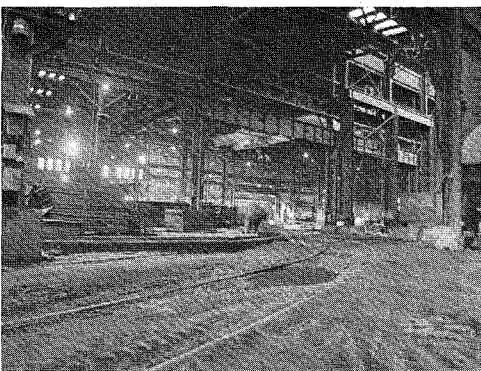




Progress continues on the second coil compactor at the 12-Inch Mill.



The excavation site (foreground right) for the new Baltimore air cooler. This unit will provide an additional 2400 g.p.m. cooling capacity for existing caster mold water. Similar units are shown standing in the background.



The Demag rotating trolley crane (upper middle portion of picture) has been moved from the 12-Inch Mill shipping bay to the 46-Inch Mill bay to load coils into railroad cars. New railroad tracks (foreground) have been installed to tie into future railroad car shipment of coils to the East Plant.

What's New At Northwestern

12-Inch Mill "C-Hook" Project

New railroad tracks have been installed to tie into future railroad car shipment of coils to the East Plant. The outside railroad car shipments will also be loaded on these tracks.

The Demag rotating trolley crane has been moved from the 12-Inch Mill shipping bay to the 46-Inch Mill bay to load coils into railroad cars.

Excavation for the 120-foot coil conveyor which will carry compacted coils into the 12-Inch Mill and 46-Inch Mill bay for storage and shipping has begun.

The "C-Hook" project will keep the mill rolling at an efficient level and will facilitate materials handling both intra-plant and between the 12-Inch Mill and the East Plant.

Air Cooler To Be Installed At Caster Department

The foundation has been excavated for the new Baltimore Air Cooler. This cooling unit will provide an additional 2400 g.p.m. cooling capacity for existing caster mold water.

Presently there are four such cooling units in operation; however, there have been times when there has been a shortage of re-cooled water for use in the casters.

Phase I Begun In Road Blacktop Project

Blacktopping in Phase I from Ave. K to the Pentagon began in late May. Involved in this first phase of blacktopping are First Aid, the Caster and Pentagon parking lots and roadways. The project will cost approximately \$65,000.

Phase II of the paving project will incorporate road paving around the truck scales and 14-Inch Mill area. Work on Phase II is expected to begin in August.

Phase III will include paving of the road next to the river near the 12-Inch Mill, 20/24-Inch Mills and the roadway extending to the truck scales and is expected to begin in 1988.

Phase IV plans call for paving of the road north of the pond at the 20/24-Inch Mills and extending to the caster area and is expected to begin in 1989.



Workmen install electrical equipment in the computer room of the new ASEA speed control system at the 14-Inch Mill.



Excavation for the 120-foot coil conveyor which will carry compacted coils into the 12-Inch Mill and 46-Inch Mill bay for storage and shipping is shown above.

NSW Adds Three New Wire Products

Three new products are now available to Wire Products customers.

Econo-Fence is an economical, light-duty, general purpose fencing that features 16 gauge galvanized wire welded into a versatile 3" x 2" mesh.

Available in three heights, Econo-Fence can be used for dozens of lawn and garden applications.

Extra-Line Netting is now available in 25-foot rolls. This product is designed for the Do-It-Yourselfer who doesn't need long lengths of fence.

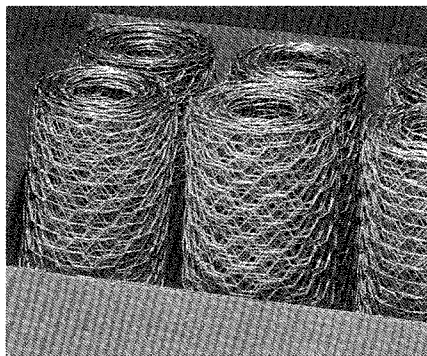
Extra-Line Netting in 25-foot rolls is packaged in self-service shipper/display cartons containing 6 or 12 rolls.

The wire is used in various household applications, including pet hutches and floral arranging.

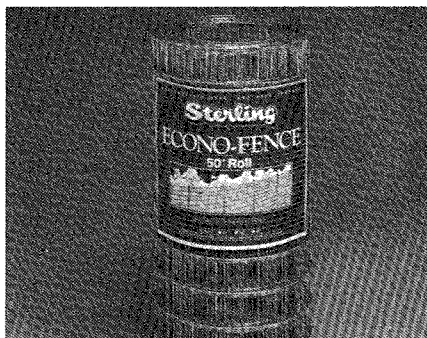
The new *Galvanized Nor-Twist Nail* is ideal for use with treated lumber applications, such as decks, fences, and other outside construction.

The Nor-Twist Nail has a squared shaft, spiral twisted for more holding power. Since Nor-Twist nails have a smaller diameter than comparable common nails, they require less driving force.

This new nail has a flat countersunk head and is available in five popular sizes.



Extra-Line Netting



Econo-Fence



Nor-Twist Nail



Workmen lay blacktop at the First Aid parking lot recently. First phase of the blacktopping project, which began in late May, also involved roadways and parking lots around the Caster and Pentagon. Phase II paving, which will begin in August, will entail the area around the 14-Inch Mill and truck scales area.

Northwestern Salaried Golf Outing Slated

Northwestern's annual golf outing for salaried personnel will be held at 1:00 p.m. Saturday, August 29, at Lake View Country Club.

Entry fee for the event will be \$5 (plus green fees for non-members). A steak dinner at a cost of \$8.00 per person will be available, but reservations for this must be made by August 15.

Those who wish to rent golf carts should contact the country club directly (626-2886).

Cash prizes will be awarded for the following categories: Low Score (partners); High Score (partners); Average of Both Partners; Longest Drive; Longest Putt; Closest to the Pin.

For more information or to sign up contact one of the following: **Harold Parks, Don LaFavre, Ollie Schulz, Lanny Munz, Vella Simpson, Tom Vercillo, or Jack Cox.**

★ ★ ★ ★ ★

QIP Team Makes First Presentation

(continued from page 1)

program would mean impending elimination of jobs. "That is a misconception. We are just trying to help people do their jobs safer and more efficiently — and to save some money. As soon as we get into an area where there is a possibility of eliminating jobs we immediately stop and look for another solution that would not mean a loss of jobs."

★ ★ ★ ★ ★

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 May 1, 1987

Robert Simpkins, Nail Cutting, 33 years.

James Mandrell, Roll Shop, 31 years.

Northwestern Customer Wins Stock Car Race

Ralph Jones, owner of Jones Farm & Supply Co., Upton, KY, an HWI member and customer of Northwestern's Wire Products Division, does more than sell lumber and wire products.

He drives race cars. Jones recently won his first major stock car race, the ARCA 200, at Daytona Beach, FL.

Jones, who started 10th in the 40-car field, didn't lead until lap 72, and then was passed immediately by a car driven by Bobby Jacks. The race remained with Jones on Jacks' tail until the Jacks car ran out of gas with two laps remaining, leaving Jones with an easy sprint to victory.



Arden Weaver (center) is congratulated by fellow employees on his last day of work at Northwestern Steel. Arden recently retired as a tractor driver at Plant 4. Fellow employees shown are (from left to right) George Keesee, Bob Robbins, Weaver, Roger Johnson and Milt Wolber.

Receives Largest Suggestion Award

(continued from front page)

the weak spring loaded head paid \$75.

Filemon Sandoval, Wire Mill Drawing Room, received a \$100 merit award for a suggestion to make bull block die boxes tilt so wire can be drawn without a helix.

John Kelly, Carpenter Shop, received a \$50 merit award for a suggestion to use Telfite in floor cracks where side loaders operate.

Arnold Myers, Machine Shop, received a \$50 merit award for a suggestion to make a fixture for machinists to locate internal keyways in eccentrics.

Richard Davis, Caster Department, suggested welding angles to sides of

caster roll lines to keep bars from coming up and out. He was awarded \$25 for the suggestion.

Suggestion System At A Glance

A total of five suggestions were approved in January out of a total of 20 submitted. There were eight suggestions approved in February out of a total of 25 submitted.

At the end of February there were a total of 80 suggestions still under consideration.

Wilthew Addresses SSCI

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they are convinced there are personal advantages to do so.

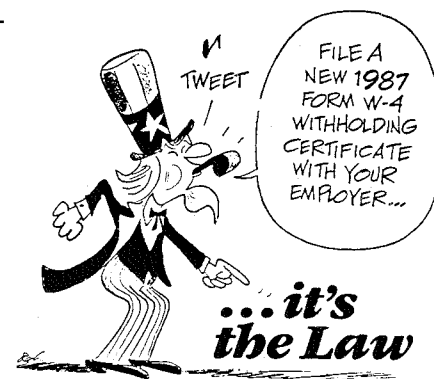
Please remember that these interactive elements pertain to all levels of the business: officer, foreman, secretary, laborer, union and management.

Through the use of professional consultants, Northwestern embarked upon establishing involvement teams throughout all levels of employment.

What are involvement teams involved in? They are involved in the act of problem solving as it relates to people, the process and the products of our business. These small groups (8-12 members) inter-relate to initiate problem selection, problem brainstorming and solution seeking activities to bring about resolution. For example:

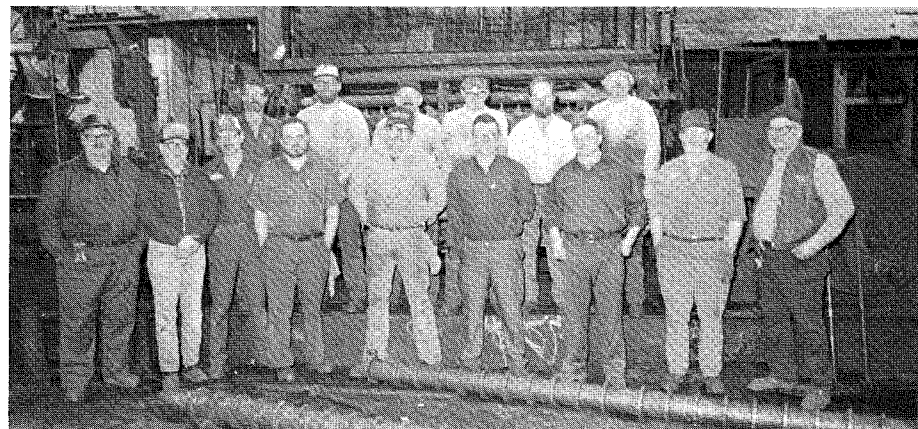
Our volume of products shipped reached 1.1 million tons in fiscal 1986 (ended July 31, 1986) compared to 750,000 tons shipped the prior year. In our first six months of fiscal 1987 we are shipping at a 1.2 million ton rate, a 60% increase over 1985.

Northwestern is making tremendous progress through the design of sound methods and means by which the proper application of influence, people influencing people, is vividly being accomplished. That accomplishment has resulted in the "People Value" within Northwestern taking on new meaning and relevance."



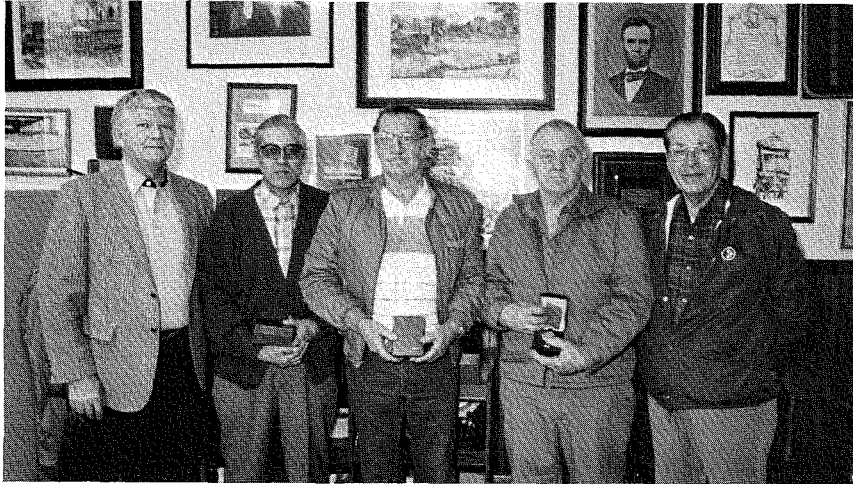
Give your employer a new W-4 form AS SOON AS POSSIBLE so that your 1987 withholding can closely match your 1987 taxes. If you don't give your employer a new W-4 form before October 1, 1987, your employer may have to withhold more tax than necessary, which would lower your take home pay. You can get a W-4 form from your employer. These W-4 forms are for Federal Withholding only.

W-4 forms are available from the Employment or Payroll Departments, or ask your supervisor.



When the maintenance crew at Plant 4 were recently told to overhaul the No. 16 electroweld machine, they jumped on the task and had the machine in operation again in a matter of days. Members of the Maintenance Department are: Lewis Battles, Curt Tillman, Delvin Rajnowski, Ray Jamieson, Bob Sisson, Al George, Barry Tillman, Ron Bruder, Buford Linn, Stan Calsyn, Russell Egan, Odis Hudson, Ron O'Brien, Larry Fisher, Charlie Deyo, Dale Nehring, and Earl Santee.

Northwestern Anniversaries



Receiving 40-year service awards were John Atilano (second from left) plant 2 Crane Mechanic, Robert Fortney, Wire Mill Machine Shop, and Everett Yates, Electric Furnace Department. Presenting the awards were R.M. Wilthew, President and Chief Executive Officer (left), and W. Martin Dillon, Chairman Emeritus.

Northwestern Benefit News

Last year Northwestern spent \$519,364 on Sickness and Accident Benefits provided under the program of Insurance Benefits. This benefit is available to those employees totally disabled as a result of sickness or accident which prevents them from performing the duties of their job.

In Fiscal 1986, an average of 43 employees each week were receiving these benefits. So far this year an average of 41 employees per week have received "S&A" benefits.

In addition to the half million dollars in benefit payments that these absences cost NSW, the expense of replacing those absent with new hires, transfers, or overtime adds another 1 to 1½ million dollars from Company profits and therefore \$500,000 less is put into the profit sharing pool.

The Sickness and Accident Benefits are available for those who need it. Close examination of the reasons employees miss work and need to apply for S&A Benefits, however, shows that many of these absences could be avoided by preventing accidents and disease.

Just like safety in the workplace, safety must be a priority in the home. Safe lifting techniques, safe tool handling, as well as safe driving habits (in-

cluding seat belt usage) would nearly eliminate lost time accidents.

Early detection and treatment of diseases and/or physical disorders would keep most of these problems from becoming serious enough to result in absence from work. The proper taking of prescribed medication for heart, blood pressure, or diabetic problems is essential to leading a normal life when one has these health problems.

The Company-Union Health Care Cost Containment Committee is continuing to look into ways to reduce the burden of high health care costs for both Northwestern and its employees. Some specific proposals are expected to be made in the very near future. Your input and suggestion of ways to reduce health care costs would be appreciated by the Committee.

Feel free to contact either the Union or the Company Representatives of this Committee with your ideas. Union representatives include **John Tomczak** of Local No. 3720, and **Gene Baker**, **Art Gillihan** and **Larry Miller** of Local No. 63. Company Representatives include **Annette Thompson**, **Dennis Fritz**, and **Andy Moore**.

40 Years

Michael Regalado, 4/15/47, Brickmasons.
William Ramirez, 4/22/47, Brickmasons.
Inocencio Saucedo, 4/23/47, 20-Inch Mill.

35 Years

Stan Stefanich, 4/23/52, Rock Falls Inspection & Salvage.

30 Years

Thomas Hand, 4/17/57, Laboratory.

20 Years

Walter Barger, 4/4/67, Rock Falls Shipping.
Howard Clark, 4/10/67, Electro-Weld.
Luis Silva, 4/14/67, 20-24-Inch Shipping and Finishing.
Fernando Reyes, 4/15/67, 46-Inch Mill.
Paz Martinez, 4/28/67, Nail Room.
Richard Barnes, 4/29/67, Wire Mill Shipping.
Jesus Gutierrez, 4/30/67, Billet Caster.

15-Years

Danny Phillips, 4/2/72, Descaler.
John Snyder, 4/2/72, 14-Inch Mill
Maurice Rhodes, 4/2/72, 1 lb. and 5 lb. Packaging.
Russell Francis, 4/2/72, 14-Inch Finishing.
Alex Ramirez, 4/3/72, 14-Inch Mill.
Dionicio Olalde, 4/3/72, Nail Room.
Eddie Tutterrow, 4/3/72, Plant 5 Inspection.
Fidencio Campos, Jr., 4/3/72, 46-Inch Mill.
Gilbert Phillips, 4/3/72, Descaler.
Joseph Lopez, 4/3/72, 46-Inch Mill.
Raymond Poffenberger, 4/4/72, 12-Inch Mill Finishing.
Salvador Velazquez, 4/4/72, 14-Inch Finishing.
Chris Feldthouse, 4/10/72, 12-Inch Mill.
Richard Spotts, 4/10/72, Electro-Weld.
Thomas Terry, 4/13/72, 14-Inch Finishing.
David Gallardo, 4/16/72, 14-Inch Finishing.
James Lathrop, Sr., 4/16/72, 24-Inch Cranes.
Richard Leal, 4/16/72, 46-Inch Mill.
Michael Mullen, 4/17/72, Salaried, Vice President of Operations - Wire Products Division.
Alex Magana, 4/17/72, 14-Inch Mill.
Alvin Cover, Sr., 4/17/72, 14-Inch Finishing.
Barry Cochran, 4/17/72, 14-Inch Finishing.
Cliserio Moreno, Jr., 4/17/72, 24-Inch Mill.
Danny Heller, 4/17/72, Truck Scales.
Duane Lou, 4/17/72, Plant 5 Welder.
Michael Amesquita, Sr., 4/17/72, 24-Inch Mill.
Roy Abell, 4/17/72, Electro Weld
Douglas Sisson, 4/18/72, Scrap Yard.
Ray Gonzalez, 4/18/72, 46-Inch Mill.
Warren Tervelt, 4/18/72, Wire Mill Shipping.
Douglas Stern, 4/23/72, Scrap Yard.
Clyde Wentling, 4/24/72, Plant 2 Machine Shop.
Gerald O'Brien, 4/24/72, Scrap Yard.
Melvin Johnson, 4/24/72, Nail Room.
Michael Hurd, 4/24/72, 14-Inch Mill Welder.
George Matthews, 4/29/72, Nail Dept.
Howland Ellis, 4/29/72, Providing Clerk.
Larry Peppers, 4/29/72, 14-Inch Finishing.
Patrick O'Brien, 4/30/72, 12-Inch Mill.

10 Years

Steven Austin, 4/2/77, Nail Room.