

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

April, 1987

# The Lightning Bolt

NORTHWESTERN STEEL AND WIRE COMPANY - STERLING, ILLINOIS 61081

## Northwestern Hosts Wire Fabricators

Northwestern Steel and Wire Company took advantage of an opportunity recently to show off its facilities to a group of prospective customers.

The Company hosted the Spring meeting of the Wire Fabricators Association on April 1. The Association consists of 31 wire fabricators from across the country. There were also several prospective Association members who attended the meeting.

"This was a great introduction to Northwestern for a group of wire buyers," **Ed Matthews**, Product Manager, Wire and Rod Division, said. "These companies are interested in a good, solid rod supplier. They were very impressed. Most people don't understand that we have a very large facility. These people don't usually see a company that produces its own steel."

Wire Fabricators from Michigan to California and Illinois to Texas were in attendance at the meeting. The group's business meeting was conducted at the Ramada Inn in Rock Falls at which **Robert M. Wilthew**, Northwestern's President and Chief Executive Officer, and **Mike Mullen**, Vice President of Operations, Wire Products Division, addressed the group.

"We were allotted 45 minutes on the Wire Fabricator's agenda to acquaint them with Northwestern's operation," Matthews said. "Mr. Wilthew explained the Company's turnaround and Mr. Mullen reviewed the Company's \$4 million in improvements in the Wire Products Division."

Following the meeting, members of the Wire Fabricators toured Northwestern's Furnace and Continuous Caster Departments, the 12-Inch Mill, where rod is produced, and the Plant 1 Wire Products Facility.

"What this has done for Northwestern is allow our salesmen an opportunity to call on these people after they have become acquainted with our

Company. They say that a picture is worth a thousand words. That's the way we feel about the opportunity to show off our facility to these people," Matthews said.

At least one truck-load of wire products has been sold to a customer as a direct result of the meeting in Sterling,

Matthews said.

**Bob Bell**, President of Collis Co., Clinton, Ia., and a member of the Wire Fabricators Association, was instrumental in persuading the Association to hold its meeting at Northwestern, Matthews said.



**Mike Mullen (standing) addresses members of the Wire Fabricators Association during the group's recent Spring meeting hosted by Northwestern Steel and Wire Co. By hosting the meeting Northwestern was able to introduce itself to a group of wire buyers from across the country.**

## Sales Up 12% In 3rd Quarter

Net sales for our third fiscal quarter ended April 30, 1987, increased to \$111.9 million from \$100.1 million in the prior year comparable quarter, a continued sales increase of 12%. Pricing has firmed to a moderate degree during the current period, with the average selling price of the products remaining nearly even with the prior year's average.

The quarterly volume of 352,814 net tons is a 13% increase from the 311,973 net tons shipped in the same period a year ago. The current quarter's activity represents the highest quarterly unit volume attained since 1981.

Our quarterly operating profits

before profit sharing reached \$6.8 million compared to the prior year's comparable quarter of \$3.3 million, a 104% increase. The quarterly net income was \$4.9 million or \$.66 per share compared to last year's quarterly results of \$2.6 million or \$.34 per share. The current performance exhibits a nearly twofold profit improvement of 91% over last year's third quarter.

Our fiscal nine month results show net sales of \$289.8 million on shipments of 929,324 net tons. This compares to nine months of fiscal 1986 net sales of \$260.9 million on shipments of 818,817 net tons. The net

(continued on page 3)

## 2 Cummings Advertising: The Creative Voice Of Northwestern

Their work may go largely unnoticed by most employees of Northwestern. But Cummings Advertising, Rockford, IL, is the creative force behind all advertising at Northwestern. They also coordinate the production of all Northwestern trade publication advertising. In addition, they are involved in many related advertising and public relations functions for the Company.

A major portion of Northwestern's advertising budget is spent on trade publication advertising and on direct mail to our customers. While ad proofs and samples of all direct mail pieces are forwarded to interested departments, the average Northwestern employee is never exposed to the publications in which our advertising appears. Included in the Steel Division advertising program are such publications as *Iron Age*, *Metal Center News*, *The Fabricator*, and *Wire Journal International*.

The Wire Products Division this year is utilizing only two publications for their advertising, and they are *Hardware Age* and *Building Supply Home Centers*.

Cummings Advertising was founded in 1907 by Earl Cummings and is one of the oldest advertising agencies in the Midwest. The relationship with Northwestern dates back to 1958, when the agency first published Northwestern's annual report.

Cummings currently has 40 active clients across the nation, as well as in Norway, England and Holland. Included as clients are the Food Ingredients Division of Beatrice; Motorola, and Kelsey-Hayes. They have clients in New York, Florida, Washington, Massachusetts, Texas, Minnesota, and Illinois.

"There are certain industries where we have experience and that has helped us," Larry Schubert, Executive Vice President at Cummings said. "Client referrals, trade shows, and word of mouth have all helped us acquire new clients."

Throughout their many years of existence, Cummings has stuck steadfastly to the "business-to-business" concept of advertising. This means that they direct their energies to reach the business community through trade magazine advertising and advertising literature, rather than through direct consumer advertising such as a chain



**Cummings Advertising, Rockford, IL., which has been associated with Northwestern Steel and Wire Co. since 1958, coordinates the production of all Company trade publication advertising and is involved with public relations functions. The agency operates on an account team basis, to better satisfy customer needs. Shown from left to right are: Steve Thompson, Vice President of Creative Services; Charley Capron, Production Artist; Wally Gibson, Copywriter; Larry Schubert, Executive Vice President; Louise Norlander, Production Manager; Kevin Drohan, Account Executive; and Jennifer Hinken, Media Coordinator.**

or soft drink company might engage in.

"That makes us unique, since we've always operated that way," Schubert said. "Many agencies now are just starting to specialize in the same way.

Attention to each of its clients has paid off through the years for Cummings. "We have relatively little turnover of customers. Most ad agencies see a great deal of client turnover. We are very proud of the fact that we have clients, such as Northwestern, that have been with us 10, 15, 20 years or more."

The agency operates on an account team basis, which Schubert credits with helping to satisfy client needs. "We assign several people to a client so that a number of people are familiar with that client's requirements at any given time," he said.

In addition to Larry Schubert, **Kevin Drohan** is also assigned to Northwestern as an Account Executive. Though the design and creation of an ad or literature requires the expertise of many of Cummings' 21 other staff members, as well as key Northwestern employees, **Steve Thompson**, Vice President of Creative Services, **Wally Gibson**, copywriter, **Charley Capron**, Production artist, **Louise Norlander**, Production Manager, and **Jennifer**

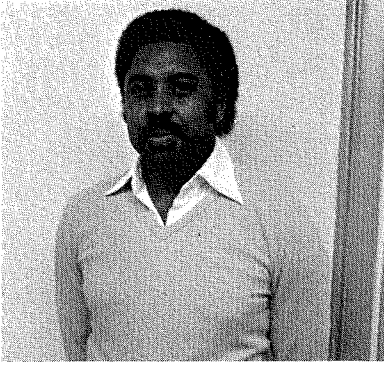
**Hinken**, Media Coordinator, are heavily involved with projects for Northwestern.

Larry Schubert is in daily contact with **Leona Richards**, Northwestern's Manager of Communications Services, and he and Kevin Drohan normally visit Sterling once a week to service our account. During these visits, Larry, Kevin and Leona meet with members of Northwestern's sales departments and/or Company President **Robert M. Wilthew**.

Many of our employees have no doubt observed Larry out in the mills either taking photos himself or assisting a professional photographer.

In commenting on Northwestern's long association with Cummings Advertising, Leona Richards commented, "It has been a pleasure working with Larry and Kevin, and before them, Bill Jones and Roger Porter, who are now retired.

"Cummings Advertising has grown considerably in the last few years and it is now an agency of young, talented, creative individuals, who have helped give Northwestern's advertising a fresh new approach. With this type of talent and leadership, I know they will continue to grow and prosper. I look forward to our continued relationship."



**Cedric Patterson**

### ***Cedric Patterson Named To East Coloma School Bd.***

**Cedric Patterson**, Production Supervisor in the Drawing Room, has been appointed to the East Coloma Elementary School Board.

Patterson will serve the remaining term of **Mike Mason**, 12-Inch Mill Supervisor, who resigned earlier this year.

The term expires in November, 1987, at which time Patterson said he will seek election.

Patterson has been a Northwestern employee for 18 years.

### **Multi-Craft Training Second Phase Begins**

Supervisors and hourly employees enrolled in the second phase of Multi-Craft training at the Whiteside Area Vocational Center (WAVC) began classes in April.

The 16-week welding classes are held Wednesday and Thursday evenings and are taught by Eliah Barton and Gary Ralston, teachers at WAVC.

The purpose of Multi-Craft training is to enable NSW maintenance employees to become craftsmen with higher skills and to utilize their time and energy in a more efficient manner. These employees will now be able to perform their regular jobs without waiting for other skilled craftsmen.

Currently, there are approximately 58 hourly employees and 9 supervisors enrolled in the welding program.

Other courses which have previously been taught as part of the Multi-Craft training are blueprint reading, pneumatics, hydraulics, pipefitting, and industrial electricity.

## **Four Receive Suggestion Awards**

Four employees received suggestion awards in March.

**John Stevens**, Mechanical Department, received a \$600 merit award for a suggestion to move the south headers on the billet caster about 7 inches and to cover pipe fittings with rubber hoses.

After a four month trial on the number one strand it was found that the implementation of this suggestion made it much easier to keep the area around the headers clean. There is also a savings on nozzles and headers.

**Douglas Harms**, Plant II Machine Shop, received a \$75 merit award for his suggestion to move grease buttons on the 12-Inch downender iris pivot arms to the outside of the tub so they can be greased, thus saving wear on bearings.

**Ronald Shook**, Nail Room, received a \$50 merit award for a suggestion submitted in 1985, which was not able to be implemented until just recently. Shook suggested that checkerhead nails be produced two at a time instead of one at a time.

When the suggestion was submitted the existing machinery could not be adequately converted to produce two nails simultaneously. However, with the recent purchase of the more modern N-6 Wafios nail machines, the conversion was possible.

**Robert Daughetee** and **Robert Fauble**, Plant 2 Mechanical, received \$25 each for their joint suggestion to change caster air water hose connectors to allow more water flow to prevent panel burn-ups.

## **Sales Up 12% In 3rd Quarter**

(continued from front page)

sales and unit volume have improved 11% and 13%, respectively, over the prior year to date results.

The fiscal nine month operating profits before profit sharing reached \$12.1 million compared to the prior year's period of \$5.7 million, a 112% increase. The nine month net income increased 128% to \$9.1 million, or \$1.22 per share versus last year's achievement of \$4.0 million, or \$.53 per share.

The strong results reported have not been without continued major problems within our industry. As long as the domestic steel industry continues to possess and maintain excess capacity, severe competitive pricing pressures will be a fact of life in the markets our products serve. Our Company has long recognized this reality. Thus, our ambitious marketing and sales programs combined with our aggressive approach to cost reductions has kept us in the forefront of being one of the industry's lowest cost producers of structural and wire products. These programs are supported by disciplined capital projects that will produce more cost reductions and by our employees being totally involved in working teams throughout our Company. We currently have twenty-four union and management teams involved in problem solv-

ing activities, with yet more voluntary teams waiting to be trained. The continued efforts of our employees allow us to report the seventh consecutive profitable quarter since our turnaround in the first fiscal quarter of 1986.

The outlook for our last fiscal quarter, as reported to you in our previous quarterly report, will see softer markets. But our business backlogs remain high, and we expect to finish the fiscal year with substantial sales, volume and profit performances that will far outshine fiscal 1986.

These demonstrated and increasingly improved performances will continue to enhance the Company's value to our customers, employees and our shareholders.

Robert M. Wilthew  
President And  
Chief Executive Officer

### **Labor Agreement Books Available**

Labor Agreement booklets are now available for hourly paid employees represented by USWA Locals 63 and 3720.

Booklets may be picked up from **Karen Freres** at the Human Resources Department, Office Annex.

# Northwestern Benefit News Update

March 1987 was a good month for Northwestern Steel and Wire, with profits before profit sharing and taxes of over \$2.3 million.

The profit sharing pool likewise increased by about \$575,000. It was not, however, a good month for worker's compensation costs. During March over \$532,000 was charged against the earnings of the various operating departments for worker's compensation. Company profits and the profit sharing pool could have been 23% higher except for injury reserves.

Northwestern is self-insured for worker's compensation. This means that Northwestern Steel and Wire, not an insurance company, pays directly all worker's compensation benefits. Being self-insured, Northwestern must set aside money to pay the current and future expenses associated with each worker's compensation case.

This "reserved" money is charged to the operating expense of the Department where the injured employee works.

Each OSHA recordable accident in a department results in a reserve being set up and the operating cost of that

department being increased and profit being decreased by the same amount. Injury reserves can dictate whether or not a department is profitable.

All new OSHA recordable injuries, including all lost time accidents, are reserved. Existing cases must have their reserves continually adjusted, as unforeseen occurrences make the initial amount inadequate to meet the injury's expense. Such occurrences include excessive time off work, large medical bills, surgery, and exorbitant Illinois industrial commission settlements. These items require more money and therefore additional funds must be set aside with the corresponding increase in departmental operating costs and decrease in profits.

The Safety Department is working jointly with the Steel Division and Wire Products Division managers and the Union Safety Committees to reduce accidents and their resulting costs. Continued cooperation by all employees is necessary to achieve this goal.

When accidents do occur, abuses of the worker's compensation system must be stopped. Prolonged time off work, needless surgery, and cases of

fraudulent injury reporting must stop.

Light duty and restricted work is available for those who need such work during their injury recovery. A second opinion is always an intelligent choice before allowing a surgeon to operate.

Second opinions are covered 100% under workmen's compensation and the medical department can assist in setting up these appointments.

The Company also attempts to make fair offers in cases of disfigurement or permanent partial disability. An employee should check with the Company before spending money on attorney fees and Industrial Commission trial preparation.

By working together, employees have turned Northwestern Steel and Wire into a profitable company once more. By working together we can make Northwestern a safer place to work, and profit personally not only physically by not suffering injuries, but financially by sharing in increased profits resulting from fewer accidents and their resulting costs.

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## Northwestern's Personnel Files

*Jeannie Hall*

Northwestern Steel welcomes Jeannie Hall as Clerk in the Accounting Department.

Prior to joining Northwestern, Jeannie worked as Bookkeeper for Prophet Construction Company in Sterling.

A graduate of the University of Wisconsin at Whitewater, Jeannie has a B.S. degree in Business Administration.

Jeannie and her husband, Phil, who is Golf Course Superintendent at Rock River Country Club, make their home in Sterling.

In her leisure time Jeannie said she enjoys playing golf, swimming and water skiing.



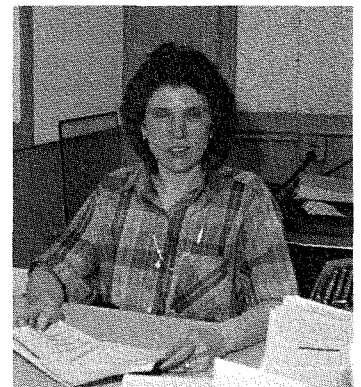
*Terri Hulstrom*

Terri joins Northwestern Steel and Wire Company as Transportation Clerk.

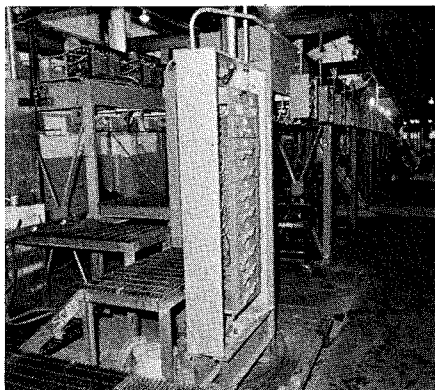
Prior to joining Northwestern, Terri worked for three years in the Loan Department at the First National Bank in Sterling.

She attended Judson College in Elgin, IL and Sauk Valley College in pursuit of an elementary education degree, which she abandoned at the time of her marriage.

Terri and her husband, Michael, who works for the Illinois Department of Transportation, have two children, Erik, 8, and Heather, 4. Her father, Henry Fortner, is a Company pensioner, retired from the 24-Inch Mill following 25 years of service.



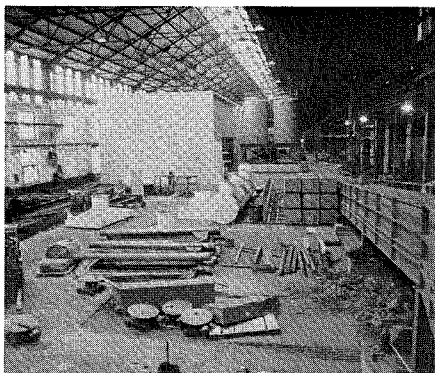
# What's New At NSW



The new bull blocks installed on the Number 3 Galvanizer. These blocks have been commissioned and are producing 20 gauge wire on stems.



Shown is Northwestern's new Drawing Room. Customer demand has been such that the existing bull blocks have not yet been able to be moved to the new facility.



A view of the exterior of the new cleaning house looking west from the top of the Drawing Room ramp. The building is now completed, the acid resistant flooring system is installed and the piping and electrical contractors are working to complete the project by the end of May.

## 12-Inch Mill "C"-Hook Project

The new Acco "C"-Hook project and new automatic compactor is continuing according to schedule. The machinery will be in house by early May and the completion of the project is scheduled for the first week of August.

## 24-Inch Mill Saw Removal

Engineering drawings are completed for the 68" hot saw crop removal. Maintenance personnel are reviewing the design and drawings will be released for machinery fabrication by early May.

## Caster Support Aprons

The Bloom Continuous Casting Machine will have new stainless steel support aprons replaced in July. The Bloom Spray Chamber will be rebuilt with stainless steel during that time as well.

## 14-Inch Mill Speed Control

The ASEA Speed Control will be installed and operational by the second week of August.

## Plant 1 Cleaning House & Drawing Room Project

The building for the new Cleaning House is now completed and the acid resistant flooring system has been installed. Piping and electrical contractors are working feverishly to complete the project by the end of May.

The Drawing Room project is progressing well. Due to customer demand for wire products, the existing bull blocks have not been able to be moved to the new facility. However, the new six-hole MacBee drawing machine has already been on the test floor and is scheduled for arrival in early May with the four-hole machine to follow shortly.

## Dead Blocks Help Productivity In Netting Department

Northwestern is attempting to become a low cost producer of galvanized netting. In order to do so the Company is revamping some of its existing machines to increase productivity and reduce cost.

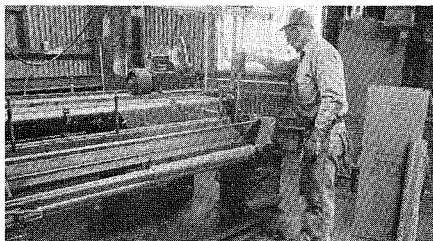
One way this is being accomplished is by drawing directly onto stems. New V-groove take-ups have replaced the old style block take-ups on the pay off end of the No. 3 galvanizer and the No. 1 galvanizer.

The new take-ups are placing the 20 gauge wire directly onto stems for use in the Netting Department.

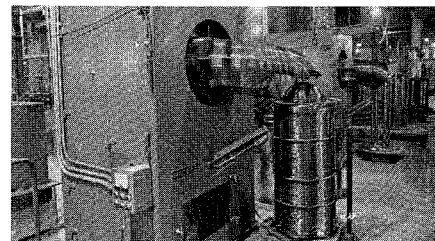
## Roller Entry Boxes On The 14-Inch Mill

Significant improvement in quality and yield are being realized since the installation of the new Roller Entry Boxes on the No. 12 and No. 9 verticals at the 14-Inch Mill.

Hollheck Co. supplied and helped engineer the roller boxes, which are already paying off in better quality to Northwestern's 'Hot Stock' and Merchant Bar customers in flat rolled products.



Northwestern's 25-foot netting re-winder produces shorter rolls of netting with an automatically folded end.



Two of the new dead blocks in operation. Northwestern is currently producing 20 gauge bright wire on stems for the galvanizing department.

## Meet Northwestern's Union/Company Safety Committee

The Northwestern Union/Company Safety Committeemen are responsible for making a safer work place for Union and Company employees alike.

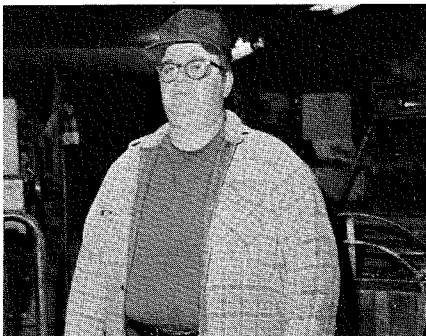
Some of their responsibilities include the monthly Company/Union Safety Meetings. During these meetings the Company Supervisors, Union Committeemen and the Safety Department discuss the previous month's accidents and injuries and discuss any safety items or recommendations that may be brought up by the Union or Company Committeemen.

The Union Committeemen also attend the monthly safety inspections of all areas. The inspection team includes a Union Committeeman, Company Supervisor and the Safety Department. During inspections, matters of concern are brought up by both the Union Safety Committeemen and the Safety Department. (The Safety Department also inspects each area thoroughly.)

The Union Safety Committeemen represent our employees on any complaints on safety that may arise. They investigate employee complaints and work side by side with the Company Supervisors in each of the plants.

The Company/Union Safety Committeemen ensure that all employees — Company and Union — follow the safety rules and regulations which have been established by the Company. The Safety Committeemen also attempt to ensure that the Company is within OSHA regulations.

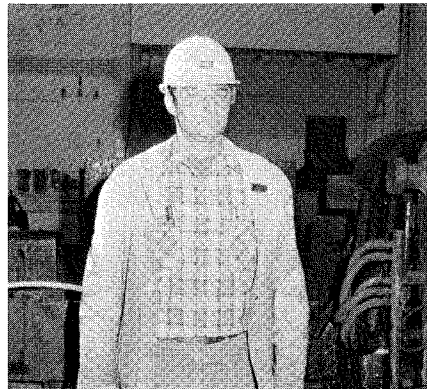
This is a team effort by the Union Safety Committeemen, Company Supervisors and the Safety Department to make the Company safer and more profitable.



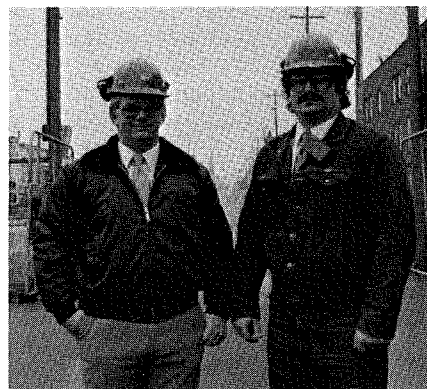
**Donald P. Podkulski:** 20 years with the Company and just about 1 year as a Union Safety Committeeman. Donald is a Nail Machine Operator in Plant No. 1.



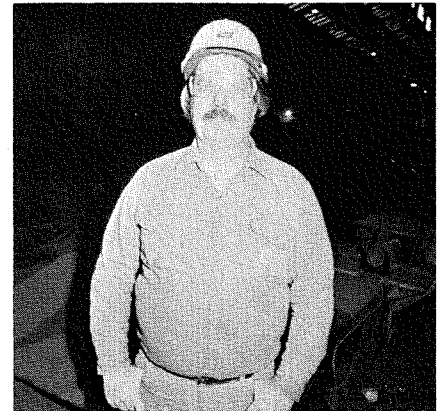
**Don Wiemken:** 31 years with the Company. Don is the Chairman of the Union Safety Committee. He has been a Safety Committeeman for 20 years. Don is a Furnace Repairman in the Primary Metals Department.



**Doug McCulloh:** 26 years with the Company and 4 years as a Union Safety Committeeman. Doug is an Electrician in the 12-Inch Mill.



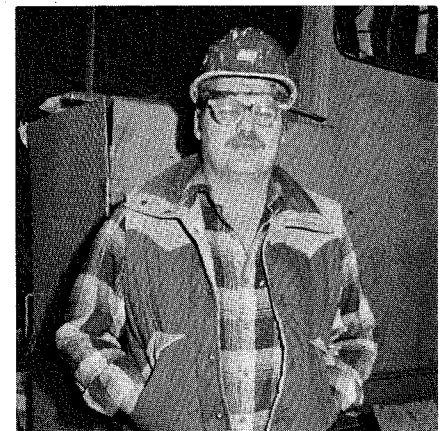
**Rick Balsley (left):** 17 years with the Company and three months as a Company Safety Committeeman. Rick is the Loss Control Engineer in the Safety and Health Department. **Gary Budde:** 1 year with the Company and 1 year as a Company Safety Committeeman. Gary is the Industrial Hygienist/Safety Engineer in the Safety and Health Department.



**Rick Smith:** 22 years with the Company and 2 years as a Union Safety Committeeman. Rick is an Electrician in the 24-Inch Mill.



**Miles E. Wharfield (left):** 18 years with the Company and 14 years as a Union Safety Committeeman. Miles is a Millwright in Plant No. 4. **Rolland Lindsay:** 22 years with the Company. Rolland has been Chairman of the Union Safety Committee for about 5 years. He is a Machinist in Plant No. 4.



**Donald Moore:** 17 years with the Company and 5 years as a Union Safety Committeeman. Donald is a Weigher at the 14-Inch Mill.

## Bauer Comes Home Following 9 Years As Territorial Salesman

When **Ray Bauer** got the opportunity to take over as territorial salesman for Steel Products in the Southern United States back in 1975, he jumped at the chance.

Since moving to Birmingham, AL nine years ago, Bauer has found himself inching back to Sterling. When Northwestern needed a territorial salesman for the Chicago area in 1984, Bauer eagerly moved there.

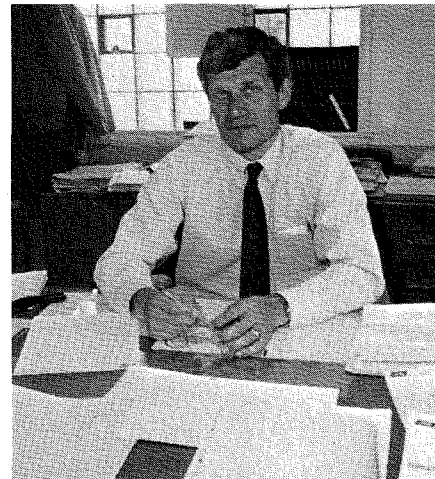
Northwestern's aggressive sales approach in recent years, together with an increase in tonnage of steel products sold, has created a need for an Assistant Manager of Sales in the Steel Division, and again Bauer got the call.

Since April 1, Bauer has been back

in Sterling working in that capacity. He said he is looking forward to working with the inside correspondents and outside salesmen as well.

"I keep track of both domestic and foreign competitive pricing. I also do some traveling with the outside salesmen," Bauer said. Aside from keeping Northwestern's salesmen apprised of the current steel pricing picture, Bauer also oversees Northwestern's inside correspondents for the Steel Division.

Bauer's wife, Marcia, son Matt, 17, and daughter Amy, 14, will be returning to Sterling from Chicago at the completion of the school year.



**Ray Bauer**

## Records Set In Three Departments

A series of records has been set in three departments recently.

A monthly record of 33,725 tons was set at the 12-Inch Rod Mill during March. The old record was 33,082 tons set in March, 1986.

An 8-hour production record of 561.2 tons of 11/32" rod was set on April 23. The old mark had been 512 tons, set on Sept. 19, 1986.

### Northwestern's Wilthew Nominated As SSCI Associate Director

**Robert M. Wilthew**, Northwestern's President and Chief Executive Officer, has been nominated to serve as Associate Director on the Steel Service Center Institute's Board of Directors for a two-year term.

This nomination will be presented and voted upon at the Annual SSCI Business Session on May 17, in Nashville, TN.

Wilthew was recently notified of the nomination by Andrew G. Sharkey, President of the SSCI.

### New Appointments

Effective April 1, 1987, **Louis O. Witzleb** was appointed Roll Design Engineer.

**Ronald H. Bucher** has been appointed Roll Shop Supervisor and has been assigned Page No. 135.

A monthly record of 116,662 tons cast on Northwestern's two continuous casters was set in March. This eclipsed the old record of 115,039 tons set in October of 1985.

A monthly billet machine record was also broken during March. The new record of 55,695 tons surpassed the old mark of 51,386 tons set in October of 1985.

These records were even more impressive because the yield was 1% better and the quality was also improved over previous months.

A monthly furnace record was set on the No. 6 furnace in March. The 76,750 tons melted for the month eclipsed the old mark of 61,327.3 tons set in March, 1981.

A shipping record for ingots was set

### Several Offices Moved

Northwestern's Safety and Security Department and the Mail Room have moved from the Office Annex to the former print shop building.

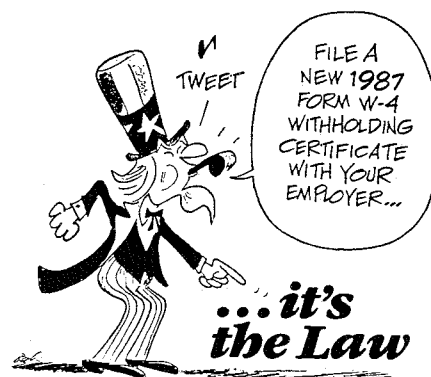
The Industrial Engineering Department has moved to the offices formerly occupied by the Safety and Security Department and Mail Room on the first floor of the Office Annex Building.

**Lanny Munz**, Facilitator/Coordinator — Wire Products Division, has moved to the offices vacated by the Industrial Engineering Department, also on the first floor of the Office Annex.

in March. A total of 18,896 tons bettered the old mark of 18,203.6 tons shipped in April, 1981.

Records like this are made only through the total dedication and commitment of Northwestern's people. Congratulations to all of Northwestern's employees who contributed to these records.

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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.

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## Northwestern Anniversaries

### May Anniversaries

#### 35 Years

**Edward Howerton**, 5/22/52, Salaried, General Operations.

#### 25 Years

**Robert Pryor**, 5/7/62, Salaried, Caster Department.

**Darrell Bellows**, 5/7/62, Nail Department.

**Edward M. Merema**, 5/7/62, 20-24-Inch Shipping and Finishing.

**James L. Harper**, 5/7/62, Plant 3 Electrical.

**James C. Brewer**, 5/8/62, Electric Furnace Department.

**Robert D. Madden**, 5/8/62, 24-Inch Crane Operator.

**Robert W. Dir**, 5/8/62, Descaler.

#### 20-Years

**Ramiro Garcia**, 5/1/67, Die Reaming.

**James H. Stinson**, 5/3/67, Rock Falls Inspection and Salvage.

**Donald J. Bielema**, 5/29/67, Draftsman.

#### 15 Years

**Jeffrey L. Hager**, 5/1/72, Wire Mill Machine Shop.

**Frederick D. Dobbeke**, 5/8/72, 14-Inch Mill Crane Operator.

**Gilbert M. Cortez**, 5/12/72, Descaler.

**Robert Bittner**, Salaried, 5/16/72, Plant 1 Maintenance.

**Albert I. Villa**, 5/16/72, 14-Inch Finishing.

**Edward F. Cook**, 5/16/72, 24-Inch Mill.

**John M. Schutz**, 5/16/72, Wire Mill Shipping.

**Michael W. Fowler**, 5/16/72, Plant 2 Inspection.

**St. John S. Garza**, 5/16/72, Plant 5 Inspection.

**William E. Scott**, 5/16/72, Plant 2 Electrical.

**Rodolfo E. Leal**, 5/21/72, 24-Inch Mill.

**Edward H. Brackemyer**, 5/22/72, 24-Inch Mill.

**Gonzalo R. Lemus**, 5/22/72, 14-Inch Mill.

**Terry W. Dickerson**, 5/23/72, Rock Falls Shipping.

**Carlos O. Chavira**, 5/24/72, 46-Inch Mill.

**Noe T. Ramirez, Jr.**, 5/24/72, Netting.

**Ruben J. Garcia**, 5/26/72, 14-Inch Mill.

**Kevin G. Hanson**, 5/28/72, 24-Inch Mill.

**Lonnie K. Dillow**, 5/28/72, Nail Dept.

**Esequiel Reyes**, 5/29/72, 20-24-Inch Shipping and Finishing.

**Mauro P. Marruffo**, 5/29/72, Electro Weld.

#### 10 Years

**Ronald C. Leffelman**, 5/18/77, Over-the-road truck driver.

#### 5-Years

**Apolinar Jaramillo**, 5/6/82, 20-24-Inch Shipping & Finishing.

**Charles W. Osborn**, 5/10/82, Nail Department.

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Northwestern's Steel Division Sales Department recently held its annual sales meeting in Oak Brook. In attendance were (from left to right): Lee Matera; Steve Yost; Chuck Biermann, Vice President, Sales - Steel Division; Jim Weaver; Mark Vest; Ed Matthews, Product Manager, Wire and Rod Division; Jerry McDonnell; Bill Lucy; Bill Ackert; Vern Johnson, Manager of Sales - Steel Division; Rick Brandt; Warren Mead; Ed Kolinski; Ray Bauer, Assistant Manager of Sales - Steel Division; Mike Foley; Craig Weiss, and Tom Cooney.

## Northwestern Welcomes David M. Koncsics As Manager Of Primary Operations

Joining Northwestern Steel and Wire Company as Manager of Primary Operations in the Steel Division is **David M. Koncsics**, who has 26 years of experience in research, continuous casting, and steelmaking.

Koncsics most recently worked at Great Lakes Steel in Detroit, but has previously worked in research in continuous casting at Bethlehem Steel in Pittsburgh, PA, and in the melt shop of Republican Steel, Canton, OH. He has been instrumental in helping many melt shops reduce costs and work more productively.

He graduated with a bachelor's degree in Metallurgy from Pennsylvania State University and a Master's degree in Material Science from Lehigh University. He is a member of the Electric Metal Maker's Guild and AIME and AISE.

"I am a little intimidated coming to Northwestern," Koncsics said. "Most of my career I have spent assuming responsibility for facilities not doing very well. Therefore, it was relatively easy to make great strides in a short amount of time. Northwestern has a very successful operation and I have asked myself if I really will be able to help. But I am looking forward to the challenge."

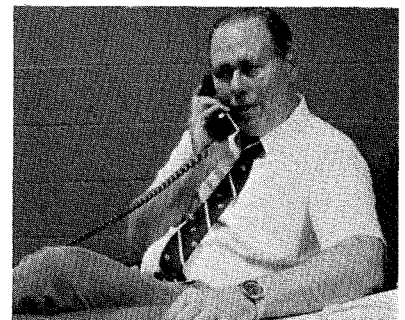
"I think that there is some oppor-

tunity at Northwestern for increased productivity and that the 200 tons per hour goal is attainable."

"From what I have seen so far there are a lot of dedicated people at Northwestern who are very willing to assume responsibility for their job," Koncsics said.

Koncsics said he has been impressed with the QIP program at Northwestern as well. "I've seen similar programs at other facilities. But the QIP program at Northwestern is a far different atmosphere. There seems to be some real cooperation and involvement by a lot of people."

Koncsics and his wife, Jane, and daughter Sharon, 14, will be making their home in Sterling. They have three other children, Debbie, David, and Tami, who live away from home.



**David M. Koncsics**