

24-Inch Mill QIP Team No. 1 Makes First Presentation

Trial use of a fork lift truck will be implemented at the 24-Inch Mill to facilitate more efficient material movement from one bay to another as the result of a recent QIP (Quality Improvement Program) 24-Inch Mill Team No. 1 presentation to the Steering Committee.

The problem of an inefficient system of intra-mill transporting of materials, particularly mechanical parts, was presented to the QIP Team by the 24-Inch Mill Steering Committee.

It is believed that a significant reduction of downtime on the roll line will be realized with a more efficient method of transporting mechanical parts from the support shop areas to the 24-Inch Mill bay.

Presently, materials are being transported by cranes, 4-wheel carts and inter-plant trucks.

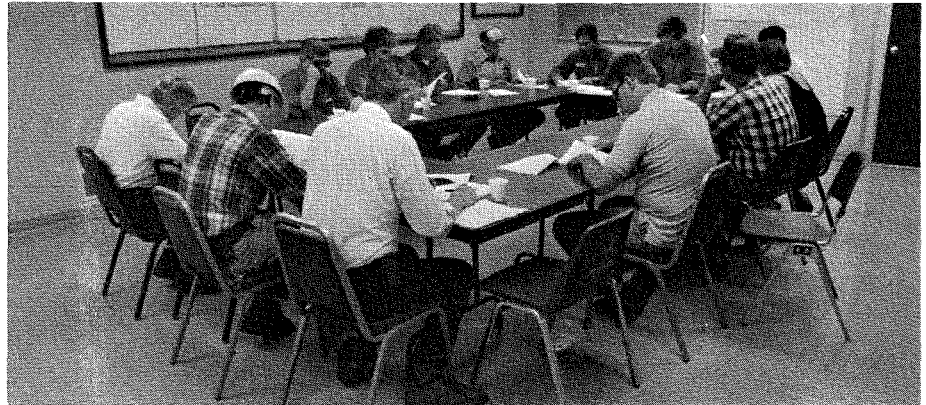
The team estimated that a monthly savings of approximately \$7,625, or a potential annual savings of \$91,500 could be realized through the use of the fork lift truck.

The 8,000-ton fork lift truck will be rented on a trial basis for a 90 day period. If it meets or exceeds expectations, consideration will be given for an allotment in next year's capital expenditure budget.

Following the team's presentation several members expressed support for the QIP program. "We are seeing some good ideas cropping up. Any time you get a combination of salaried and hourly employees together to discuss problems you generate ideas. The concept works," **Alex Rios**, Millwright said.

"We are working good together," **Dean Dace**, welder, said. "We develop a number of ideas and discuss the most feasible way to go. We are a real cohesive group."

One concern that **Bob Knapp**, pipefitter, said he has heard expressed by fellow employees is that the QIP (continued on page 6)



Members of the 24-Inch Mill QIP Team No. 1 make their first presentation to the Steering Committee. The problem of an inefficient system of intra-mill transporting of materials was resolved with the experimental use of an 8,000-ton fork lift truck. It is believed that a significant reduction of downtime on the mill roll line will be realized with a more efficient method of transporting mechanical parts from the support shop areas to the 24-Inch Mill bay. Team members are: "Cork" Goodell, Terry Hambley, Dean Dace, Guy Covell, Willie Reyes, Rick Smith, Sherm Shilling, Bob Knapp, Alex Rios, David Ballard, Dick Card, and Ed Eubanks.

Northwestern Steel Receives Multi-Craft Training Grant

On April 27, 1987, the Illinois Department of Commerce and Community Affairs awarded a training grant in the amount of \$92,820 to Northwestern Steel and Wire Company.

This training grant will be used to train new employees and help defray the costs of the Multi-Craft training program being conducted at the Whiteside Area Vocational Center (WAVC).

To date, 264 employees from NSW have taken Multi-Craft courses at WAVC since November, 1986.

Welding: 185 (156 hourly employees; 29 supervisors).

Blueprint Reading: 55 (40 hourly employees; 15 supervisors).

Hydraulics: 16 (16 hourly employees).

In the future, Industrial Electricity will be taught by **Ken Burnett**, Northwestern's Manager of Engineering and Support Services, to NSW supervisors.

In the fall, Multi-Craft courses will again be offered at WAVC. Tentative plans are for welding, pipefitting, pneumatics, and hydraulics to be available to supervisors and hourly employees who are eligible for Multi-Craft training.

Northwestern Steel and Wire Company is very pleased with the recent grant awarded by the Illinois Department of Commerce and Community Affairs. It is important that our employees receive this training, as it helps the Company to remain competitive and keep pace in a technologically changing industry.

Liebovich Bros. Sells Service First, Steel Second

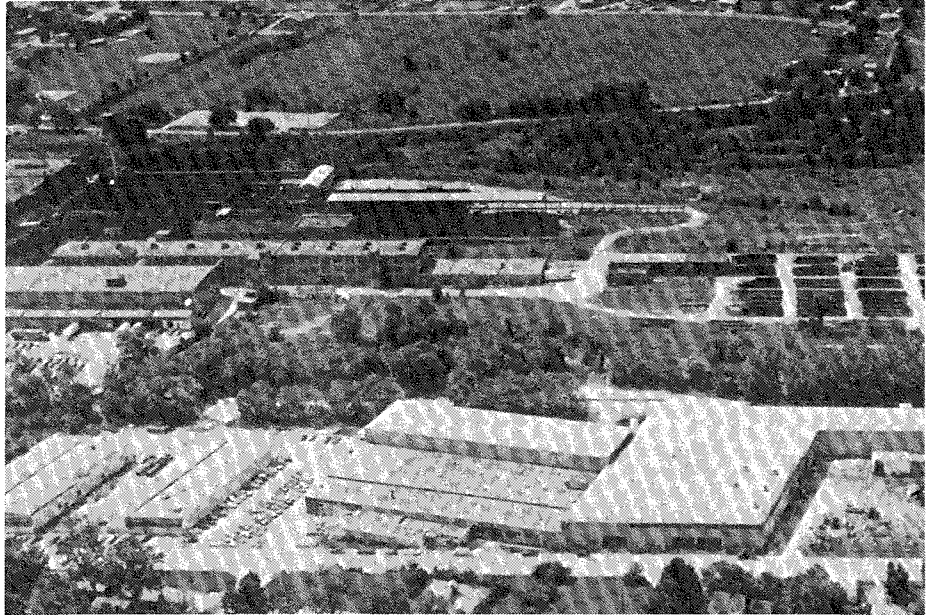
In 1939, Carl and Albert Liebovich started a small scrap metal business in Rockford, IL. When their brother, Joseph, joined the firm in 1947, they formed what is known today as Liebovich Bros., Inc.

As their scrap business grew, they began to add minimal amounts of new steel products. This growth led to the completion in 1952 of a new steel warehouse, permitting them to stock over 3,000 tons of mild steel and cold finish bars.

Since 1939, that small metal scrap business sitting on 5,000 sq. ft. has grown to be the area's largest metal service center, with 300,000 sq. ft. under roof and nestled on 43 acres. Liebovich Bros. is a full service service center, selling alloy, stainless, aluminum, copper, brass and bronze, as well as the standard inventory of plate, hot rolled bar, and cold finish bar.

Today, Liebovich Bros. consists of five divisions: The scrap division; steel service center division; structural fabricating division; machinery division; and the national sales division. The machinery division, which they formed in 1981, sells all types of fabricating machinery and equipment, while the national sales division sells truckloads of material (mostly sheet) all over the country. The five divisions employ a total of about 200 people in Rockford, IL.

In 1981, Carl, Albert, and Joseph turned over senior management of



Liebovich Bros., Inc. sprawls over 43 acres in Rockford, IL, encompassing 300,000 sq. ft. under roof. The largest steel service center in the area, Liebovich Bros., Inc. has about 200 employees. The relationship between Liebovich Bros., Inc. and Northwestern Steel dates back to the 1950's. Today, Northwestern is a major supplier of all of its Steel Division products to Liebovich Bros., Inc.

Liebovich Bros., Inc. to their sons, Sheldon, now Chairman and Chief Financial Officer; Gregg, President; Sam, Vice President and Secretary; and Larry, Executive Vice President.

The goal of Liebovich Bros., Inc., has always been to provide service and quality at a competitive price to its customers, according to Larry Liebovich, Executive Vice President. Liebovich insists that the company's motto of "The Choice Of Quality" is something the company takes very seriously.

"That motto is not just a group of words. We like to say that we are in the service business and not the steel selling business."

Last December, when a huge 80-foot crane collapsed at Northwestern's 24-Inch Mill, Liebovich Bros. was called on to fabricate columns for the erection of the crane.

The 24-Inch Mill roll line was halted only for a matter of days thanks to the quick service provided by area contractors such as Liebovich Bros.

The relationship between Liebovich Bros. and Northwestern dates back to the 1950's when NSW became one of Liebovich's first steel suppliers.

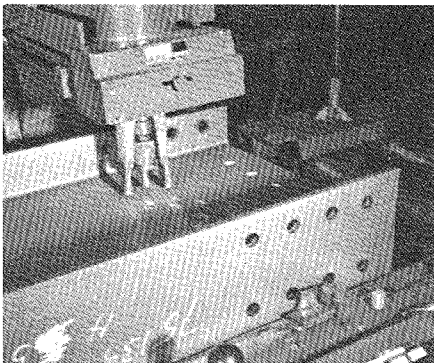
"Northwestern is one of our major suppliers. We buy virtually all types of your steel division products," Larry said.

He praised Northwestern for its timely rolling schedule. "When Northwestern prints a rolling schedule you can pretty much take it to the bank. You know that they are going to be rolling that specification on or about that date. That type of reliability is very important to us," Larry said.

"In order for us to be competitive, we must turn over our inventory with careful planning. A market driven mill such as Northwestern that understands these types of problems is very attractive to us as a supplier."

Servicing the Liebovich Bros. account for Northwestern as territorial salesman is Ed Kolinski and the correspondent handling the account is Tom Sondgeroth.

C.H. Biermann, Vice President of Sales - Steel Division, said, "Liebovich Bros. bought some of their first steel products from Northwestern. L.E. "Butch" Viering, now retired, was the Northwestern salesman who called on Liebovich Bros. at that time."



Liebovich Bros., Inc. fabricates structural steel to customer specifications.

Northwestern June, 1987 Anniversaries

40 Years

Leo Sinderman, 6/7/47, Plant 3 Pipefitter.

30 Years

Richard L. Frasor, 6/10/57, Salaried, 14-Inch Mill.

Robert L. Porter, 6/24/57, Electro-Weld.

25 Years

Clarence O. Sampson, 6/24/62, 12-Inch Mill.

Vernon P. Tichler, 6/24/62, Degreaser.

Albert E. Schick, 6/29/62, General Millwrights.

Ronnie E. Henson, 6/30/62, Scrap Yard.

20 Years

Gail A. Jellerichs, 6/4/67, Laboratory.

John H. Leach, 6/4/67, Plant 2 Millwrights.

Gordon L. Willis, 6/20/67, Salaried, Plant 2 Mechanical.

George H. Dravis, 6/26/67, Over-The-Road Truck Driver.

Leo W. Lewis, 6/27/67, 12-Inch Mill.

15-Years

Dale R. VanDeVelde, 6/1/72, Salaried, Pollution Control.

Wayne D. Spencer, 6/4/72, Salaried, Plant 3 Inspection.

Jerome E. Bauer, 6/4/72, Plant 2 Electrical.

Larry D. Sutton, 6/4/72, Netting.

Thomas D. Cole, 6/4/72, Descaler.

Gary G. Bell, 6/11/72, 14-Inch Mill Finishing.

James D. Lewis, 6/11/72, Plant 5 Millwrights.

Larry C. Boucher, 6/11/72, Scrap yard.

Ray E. Duncan, 6/12/72, Salaried, Plant 5 Inspection.

Joel Canas, Jr., 6/12/72, Billet Caster.

Lorenzo Alvarado, 6/12/72, 12-Inch Mill.

Donald K. Christian, 6/13/72, Wire Mill Shipping.

Gerald W. Bailey, 6/13/72, 20-24-Inch Shipping & Finishing.

Gale R. Bradley, 6/18/72, Plant 2 Machine Shop.

Robert W. Kennard, 6/18/72, 24-Inch Mill Crane Operator.

Carroll E. Whitlock, 6/19/72, Plant 2 Machine Shop.

Dennis L. Rockwell, 6/19/72, 14-Inch Mill Finishing.

Jaime P. Garcia, 6/19/72, Netting.

Larry H. Boostrom, 6/19/72, Billet Caster.

Harold E. Crandall, 6/20/72, Plant 2 Inspection.

Tommy J. Bowser, 6/20/72, 20-24-Inch Shipping & Finishing.

Ray A. Hutchison, 6/21/72, Barb Wire.

James A. Rodriguez, 6/26/72, Bundling.

Edward P. Caudillo, 6/27/72, 20-24-Inch Shipping & Finishing.

10 Years

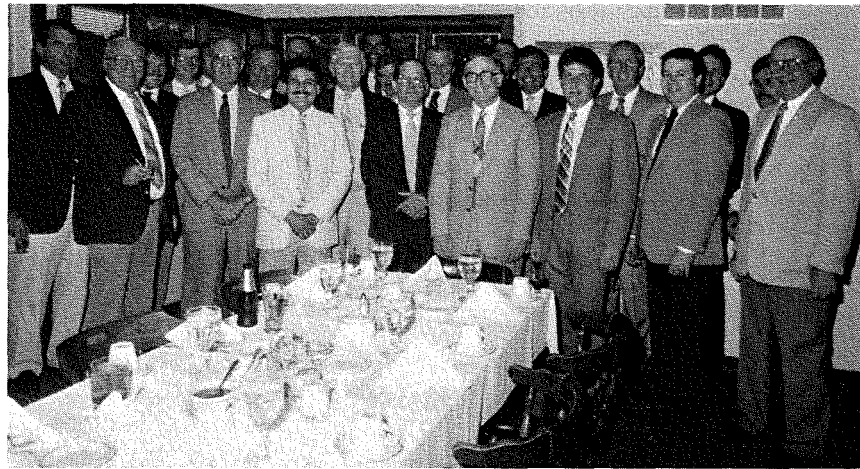
Steven K. Bushman, 6/5/77, Over-The-Road Truck Driver.

Harley D. Bodmer, 6/16/77, Over-The-Road Truck Driver.

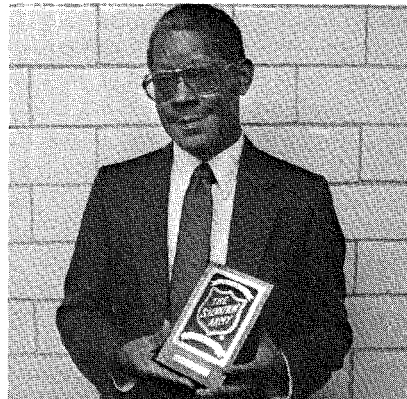
John W. Stiles, 6/20/77, Over-The-Road Truck Driver.

5 Years

Steven K. Jackley, 6/13/82, Nails.



Northwestern's Wire Products Sales Meeting was held recently at Rock River Country Club. In attendance were (left to right): Mike Preston; Jack Huber; John Tschosik; Dan Over; Jim Gebhardt; D.D. (Bob) Tousley, Vice President - Sales, Wire Products Division; Dan Kindle; Duane Goetsch; Al Lopez, Robert M. Wilthew, President and Chief Executive Officer; Lonnie Fisher; Mike Murphy; Gary Maycher; Denny Redfield, Assistant Manager of Sales - Wire Products Division; Roger Wait; Mike Dunn; Mike Mullen, Vice President of Operations - Wire Products Division; David Oberbillig, Manager of Sales - Wire Products Division; Ed Sanders; John Asumendi; Larry Hurd; Jim Treacy; and Elden Schalk.



Jim Hale, Plant Services Supervisor, recently was honored by the Sterling-Rock Falls Salvation Army for his service on the Advisory Board for the past seven years.

50th Wedding Anniversary

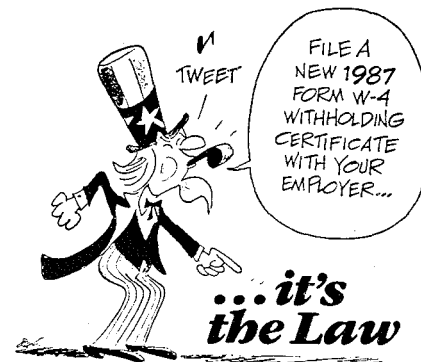
Forrest Chandler, former NSW Over-The-Road Truck Driver, now retired, and his wife, Marian, will be celebrating their 50th wedding anniversary with an open house July 11 from 2-5 p.m. in Dixon.

All relatives and friends are invited; however, omission of gifts is requested. Further information will be communicated in the local media.

Lightning Bolt Is Now Being Mailed

Beginning with the April issue, the *Lightning Bolt* will be mailed to current employees and pensioners.

If your address has changed, please notify the Employment Office.



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.

Heatstroke And Heat Exhaustion: Play It Safe

Heatstroke is caused by exposure to an environment in which the body is unable to cool itself sufficiently, with the result that the body temperature rises rapidly. Heatstroke usually results when the heat-regulating mechanisms of the body break down.

Researchers have found that people who work in excessive heat for a long period of time sweat less and less. They may even stop sweating altogether and their body temperature could rise to dangerous levels.

Heatstroke is a much more serious condition than heat cramps or heat exhaustion. Doctors consider *true heatstroke* to be a *medical emergency* because the high body temperatures may cause brain damage if not treated right away. The body temperature of a victim may reach as high as 112 degrees F. Victims of heatstroke need immediate treatment. Those who are not treated may die.

Heat exhaustion is less severe than heatstroke. It generally occurs in persons who work near boilers or in places with high temperatures and humidity. Victims become weak and pale, with clammy skin and heavy sweating. The victims usually will perspire freely and their temperature drops below normal. Their condition is like that of a person in shock. The person may have a headache and may even vomit.

Here are the most important differences between the signs of heat stroke and heat exhaustion:

Heatstroke - The skin is hot and dry and the body temperature is very high.

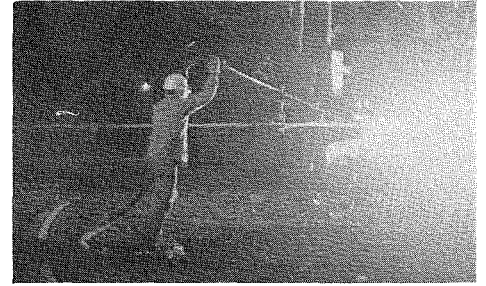
Heat Exhaustion - The skin is cool and wet from sweating and the body

has a normal temperature.

Heatstroke and heat exhaustion can be prevented by putting a little extra salt on your food or adding some to your drinks.

Drink plenty of water. You should have a small drink about every 15 minutes or so. Beware of extra sun exposure during your time off.

When you start feeling the ill effects of either heatstroke or heat exhaustion get out of the sun or the area in which you are exposed to the heat and go to an area where you can cool down.



Some jobs are just plain hotter than others and employees should wear the proper safety equipment at all times and beware of heat stress.

Five Departments Keep Computers Busy

The Human Resources Department has entered the computer age. Two Corona portable desk-top computers are being utilized to make various data available to employees in five departments.

One of the computers is located in Industrial Engineering and the other in Labor Relations. Here is how each department utilizes the computers.

Industrial Engineering. This department utilizes the computer by calculating and tracking rolling mill and primary operations performances. Incentive rates for the various mills are more swiftly calculated now through the use of the computer. Costing out of various projects is facilitated with the computer because several options can be projected ahead, allowing for more informed decision making.

Employment. This department utilizes the computer to process applications. Recently 1,500 people made application for full time employment at Northwestern. Another 300 college students applied for summer employment.

Employee Benefits. This department keeps track of insurance expenditures and workman's compensation. Data derived from the computer allows employees to track trends in these areas and target areas for cost reduction. Monthly reports are also generated with the use of the computer.

Safety. Injuries and OSHA recordable injury rates and trends are tracked through the use of the computer. Monthly reports for this department are also generated through the com-

puter.

Labor Relations. This department keeps track of grievances through the computer and costs out various contract proposals. Meeting agendas are also outlined on the computer.

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Complete Quality Assurance Training

G.T. Shinville, Manager of Quality Assurance, has announced that employees in his department have been taking Quality Control courses at Sauk Valley Community College for the past year.

Thirty Quality Assurance employees have taken at least one course toward a certificate in Quality Control.

Ten employees out of the 30 have completed the course of study and earned a Certificate in Quality Assurance. The course of study requires 15 credit hours made up of Technical Report Writing, Technical Math, Blueprint Reading, and Quality Control I and II.

The employees completing all the required courses and receiving a certificate are:

William E. Abell, Harold E. Crandall, Gail A. Jellerichs, Roger W. Larson, Charles J. O'Brien, Richard A. Schuchard, Roy E. Sheldon, Barney R. Shockley, Frank Yaklich, and Clifton R. Wise.



Employees at Northwestern should watch for signs of heat stress and exhaustion when temperatures soar into the 90's and 100's this summer.