

## ***Inside This Issue***

### **O'Brien Steel: No Longer A 'Mom & Pop Shop'**

This Peoria-based Steel Distributor began as the classic 'Mom & Pop Shop' with Joseph and Marge O'Brien as the only employees. To see what this company has accomplished in just 12 years, see page 2.

### **How Do You Get Hired At Northwestern?**

This and many other questions are answered in this informative article which describes what steps prospective employees must take before being hired by the Company.

This story appears on page 5.

### **Smile. You May Be On NSW Camera!**

Northwestern has begun making its own videos for the dual purpose of promoting safety as well as offering instruction to employees new to a department.

Read on page 7 just where the Northwestern Camera has been and will be soon.

### **A Fowl Use For Nails**

Wood Ducks across the nation will have warm, dry homes with the help of new nest boxes produced in Clinton, IA. Northwestern has designed a new nail specifically for mounting these nests.

This story appears on page 8.

## **Record Year For Christmas Fund**

Employees of Northwestern Steel and Wire Company collected a record \$7,725 for the Needy Families Christmas Fund in 1987.

The fund has grown steadily each year. In 1984 the fund took in \$3,664 and in 1986, \$7,219 was collected.

The money, donated by hourly and salaried employees of Northwestern Steel, was used to purchase clothing, groceries and toys for 43 families in the Rock River Valley, including 119 children.

Northwestern employees volunteer to purchase, wrap and deliver the presents and food.

A special thanks to **Merrill Johnson** of the Air Conditioning Department for donating his \$527 suggestion award to the Fund. Johnson's contribution helped his department win the "Top Donation Per Employee" trophy, a traveling award given each year to the department which has the highest average contribution rate. This marks the first year the trophy was not awarded to the Plant 2 Machine Shop, who still managed to contribute a record amount for 1987.

For the second year in a row Primary Steel was awarded the "Top Donator"

trophy for the most money contributed.

Special thanks to **George McDuffy** and other members of the General Millwright group for their generous donations from their pop fund; and  
(continued on page 6)



**George McDuffy, General Millwright, holds the traveling award for Top Donator to the Northwestern Employees Needy Families Christmas Fund for 1987. He is flanked by Dave Jones, Caster Maintenance Supervisor (right). Presenting the award is Bill Boesen, Fund Administrator.**

### ***By Narrow Margin***

## **Employees Approve Buyout Plan**

The purchase of Northwestern Steel and Wire Company by a management-employee team came closer to reality in late February when members of United Steelworkers Locals 63 and 3720 voted narrowly to accept the Employee Stock Ownership Plan (ESOP).

Local 63, which represents the bulk of the Company's 2,300 union workers, supported the plan 902-843, while Local 3720 voted 105-87 for the plan.

The new bargaining agreement will extend by five years the union contract,

scheduled to expire in August, 1989.

The action is another step closer to final approval of the leveraged buyout by the Company's shareholders by early May. Proxy material must first be approved by the U.S. Securities and Exchange Commission. The Company's shareholders will then have the opportunity to approve the plan 30 days after the S.E.C. approval.

The ESOP will include both union and salaried employees.

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## From 'Mom & Pop Shop' To Major Service Center

# O'Brien Steel Sees Great Growth In Short History

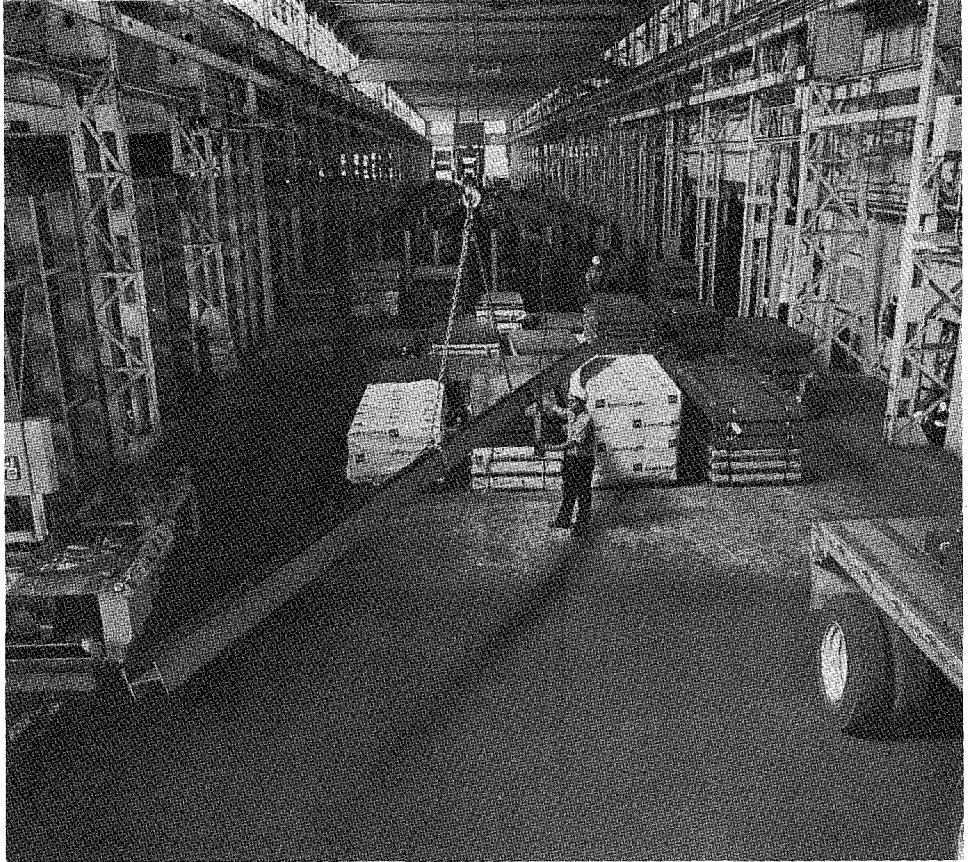
In just 12 years **Joseph O'Brien** and his wife **Marge** have taken a fledgling steel supply business in Peoria, IL and turned it into a major midwestern steel service center.

The O'Brien story is a tale of the classic "Mom & Pop Shop" turned major company. In the beginning it was just the two O'Briens running their shop from a small quanset hut in East Peoria. Three years later, O'Brien Steel moved to their present location at 1800 North East Adams Ave., Peoria. Today they have a payroll of over 100 employees and a customer base exceeding 2,000 in Illinois, Iowa, Wisconsin, Minnesota and Missouri.

O'Brien said he remembers the help he received from Northwestern's **Jim Frasor**, former Vice President of Sales, now deceased.

"We began doing business with Northwestern almost immediately. It must have been just a few months after we started up that we began buying from Northwestern. Jim took a liking to us and really looked out for us. Also, **Clarence Bauer**, who was Credit Manager at the time, was very good to us.

"We were just a fledgling business and needed a little help. We always paid our bills, but Bauer gave us a few breaks. The faith that these gentlemen



**With a payroll of over 100 employees and a customer base exceeding 2,000 in Illinois, Iowa, Wisconsin, Minnesota and Missouri, O'Brien Steel has become a major steel service center in the midwest. O'Brien has the capacity and equipment to handle large orders and production processing as shown in the photo above.**



**O'Brien services its large customer base by performing various first step processing duties such as sawing, burning and cutting pieces for its customers.**

had in us was very important."

That kind of attention is still in evidence today, O'Brien said. "Northwestern continues to treat us really well. We buy all of Northwestern's Steel Division products. Customers are pleased with the quality. We feel that since Northwestern is in our back yard, so to speak, we want to do business here, rather than with someone in Florida, Texas, or Ohio. We hope to maintain a long relationship with Northwestern."

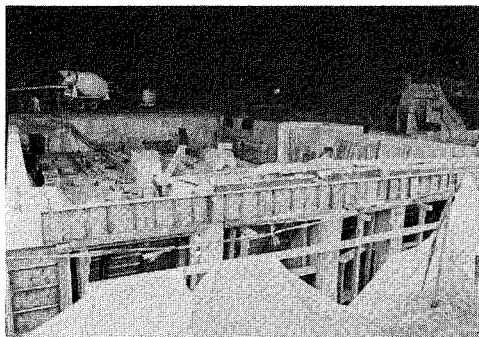
Calling on O'Brien is Northwestern's **Tom Cooney**, while the Inside Salesman is **Jeff Conboy**.

O'Brien services its large customer base by performing various first step processing duties such as sawing, burning and cutting pieces for its customers.

"Good personal attention is important to customers," O'Brien said. "We are similar to Northwestern in that we too have a short line of communication. You have to find out what the customer wants."

O'Brien said the Company's customers range from the small one-person welding shop to major corporations such as John Deere and Caterpillar.

Though Marge is no longer directly involved with the Company, the family still has a major involvement in the operation of the firm through O'Brien's two sons and a son-in-law. O'Brien's oldest son **J.P.** is Vice President and also handles the Purchasing, while **Mike** is a salesman for central Illinois. Son-in-law **Dave Young** is the Company's Traffic Manager.



Construction is complete on the 24-Inch Mill Walking Hearth Furnace as shown in the photo above.

## Ad Campaign Generates Tremendous Response

The latest Northwestern Steel and Wire Company Wire Products farm advertising campaign has generated over 1,000 inquiries from potential customers of the Company's line of wire products.

The slogan "For over 100 years, the brightest ideas in fencing have come from Northwestern" appears with a photo of Northwestern employees in the early 1900's.

Though the photo was originally black and white, a full color replica painting was produced for use in the four-color advertisements.

The identities of most of the employees appearing in the photo are unknown, however, Northwestern Wire Products Territorial Salesman **Dan Kindle's** grandfather appears in the front row.

The ads ran in the November, 1987 and the February, 1988 issues of *Successful Farming*, a nationally distributed magazine.

Readers were offered a free copy of Northwestern's booklet *Sterling Fencing Tips* by writing the Company.

## Northwestern Retirements

Northwestern Steel and Wire Company wishes a long and happy retirement to the following employees who completed their years of service effective March 1, 1988:

**Charles McAnelly**, Plant 2 Pipe Shop, 29 years.

**Webster McGregory**, Caster Department, 34 years.

# What's New At Northwestern

### *New Furnace Progresses On Schedule*

The 24-Inch Walking Hearth Furnace construction is proceeding on schedule. The main furnace basement is complete as well as the discharge table and sluice. The foundation work for the extractor and rework of the two cranes for this bay have also been completed.

Work is currently underway to replace 480 feet of runway girders in the East Conditioning Yard.

### *Billet Machine Goes Down*

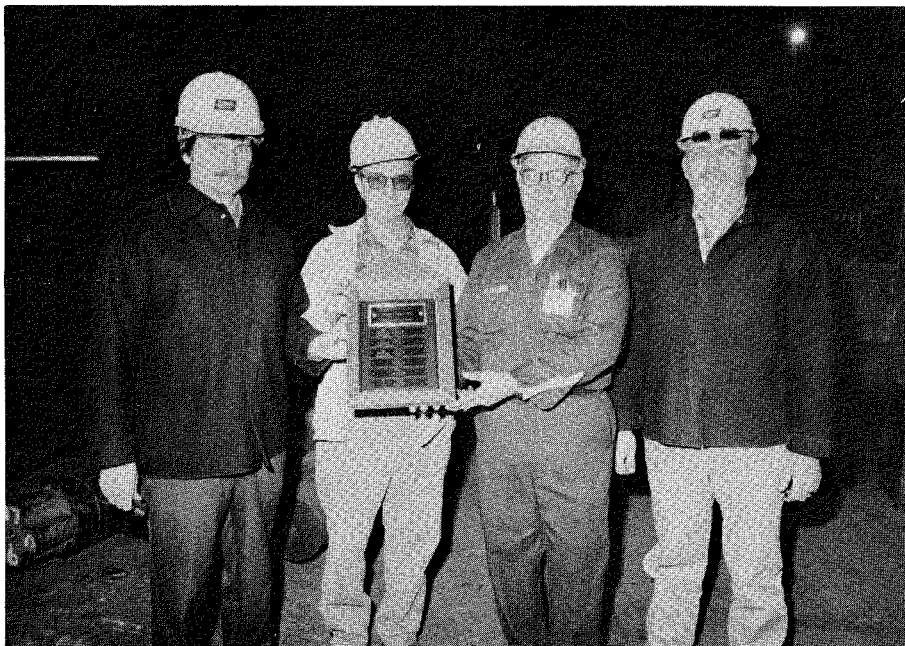
April 4th is the start of the three week outage on the billet continuous casting machine. All eight strands will be worked on and the spray chambers will be rebuilt.

### *Furnace Transformer Spare Installed*

The No. 7 electric furnace transformer failed February 27 and was replaced with a spare on March 1. Electricians are replacing all of the secondary buss which had to be removed before the transformer switch could be made.

### *20-Inch Mill Girders Replaced*

Repair of the three 60-foot span girders in the 20-Inch Mill Shipping Bay is in progress. The top 6" x 6" x 3/8" angles are being replaced.



The Air Conditioning Department becomes the recipient of the Top Donation Per Employee trophy for the Northwestern Employees Needy Families Christmas Fund for 1987. Presenting the award to Steve Bell, Foreman of the Rewind/Air Conditioning Department (left), and Merrill Johnson, was Harold Wolber, Group Leader at the West Plant Machine Shop. This marks the first year that the West Plant Machine Shop has not won the award. Fund Administrator Bill Boesen (far right) looks on.

# Northwestern Personnel Files

*Tammy Wedekind*

Tammy becomes a part time secretary, splitting her duties in the Credit and Payroll departments.

She is a recent graduate of the American Institute of Commerce in the Quad Cities, where she was an Administrative Assistant major.

Tammy is a graduate of Amboy high school. She is single and lives with her parents in Amboy.

Tammy said she likes to read and exercise during her leisure time.



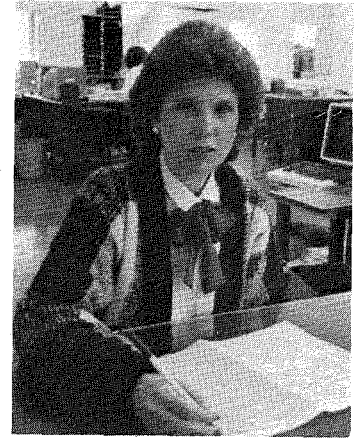
*Terri Hulstrom*

Terri becomes Pricing Clerk in the Data Processing Department.

She has worked in the Traffic Department since she joined Northwestern in April, 1987.

Terri replaces **Anne Hungerford**, who recently became an analyst/programmer.

Terri and her husband, Michael, who works for the Illinois Department of Transportation, have two children, Erik, 9, and Heather, 5. Terri said she has become an avid bowler since the Northwestern Classic Bowling Tournament.



*Andrea DeJarnette*

Northwestern Steel welcomes Andrea as a clerk in the Transportation Department.

Prior to joining the Company, Andrea worked at a local law office.

She is a recent graduate of Harding University in Arkansas, where she earned an accounting degree. Andrea also is a graduate of Sauk Valley College.

As a Transportation clerk, Andrea's primary duty is to mail invoices.

Andrea, who is single, makes her home in Sterling. She said she likes to shop, play tennis, and read a wide variety of books.



## QIP Team Seeks To Raise New Nail Room Employees' Productivity

The Quality Nail Team No. 2 QIP Team has developed a training booklet for use in training new employees of the Nail Room. This training is part of its attempt to raise productivity by new employees, helpers, and operators in the department.

The booklet contains valuable information to new employees in eight major areas of the Nail Room.

The Team also plans to produce video tapes in conjunction with a Safety Department video program. The tapes would be utilized during the training process.

Standard operating procedures for training were outlined by the Team to help standardize the material taught to new employees.

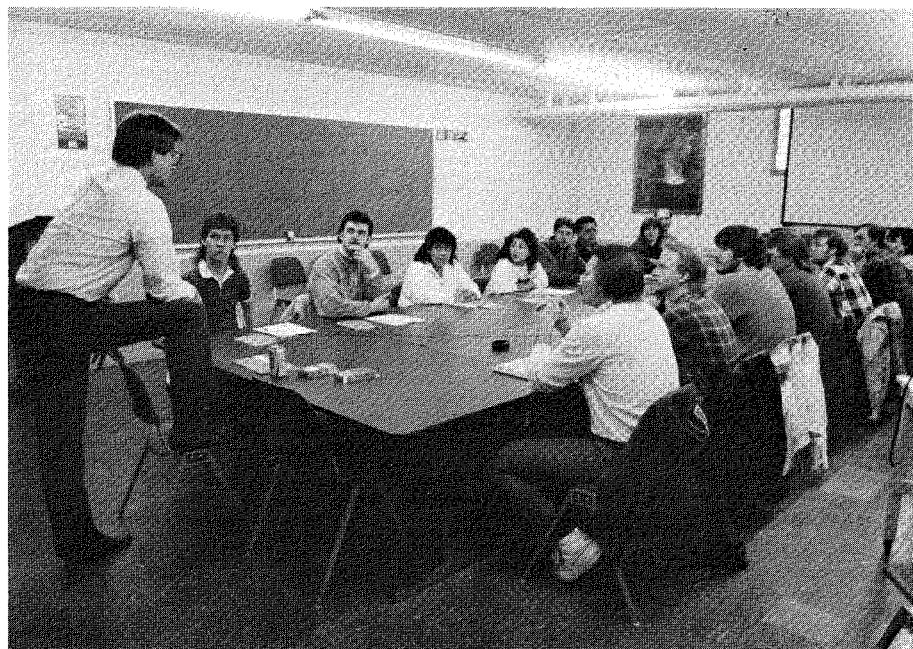
The Team said it expects to see better productivity, less manpower turnover, less maintenance and fewer accidents through implementation of the new training program.

Members of the Team are: **Mike Williams** and **Phil Kent**, Co-Leaders; **Don Law** and **Harold Harrison**, Co-Recorders; **Joe Olalde**, **Harold Van Horn**, **Harry Hermes**, **Ed Cedro**, **Tom Jones**, and **Randy Scott**.



# The ABC's Of "Getting On At NSW"

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Steve Johnson, Employment Supervisor, explains Northwestern procedures at a new employee indoctrination meeting recently. Prospective employees are required to pass an aptitude test and physical before being hired at Northwestern. Overall, about one in five applicants is eventually hired.

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## *Company Hires 80, More Expected In The Future*



Mike Hughes, Electronics Technician (left), receives his diploma signifying completion of a home study course on Instrumentation and Process Control. Presenting the diploma is Jim Patterson.

Northwestern Steel and Wire Company recently received 500 applications for hourly employment, and hired 80. More employees may soon be needed, according to **Jack Fritz**, Employment Manager.

An increase in production in the East Plant Drawing, Galvanizing and Nail Departments and increased production at the 24-Inch Mill have necessitated an increase in the labor force.

Fritz said the Company is also looking ahead to temporarily replacing employees during the summer vacation period.

Most hourly employees will be placed in the Labor Pool where they will work until they are experienced enough to be placed in a production job, Fritz said.

New hires at Northwestern Steel and Wire Company will have gone through a specified and somewhat extensive procedure before being placed on the payroll.

According to **Jack Fritz**, Employment Manager at Northwestern, a prospective employee who submits a job application at the Illinois Job Service has about a one in five chance of being hired.

The Job Service usually receives many more applications than there are openings for work at Northwestern, which makes screening necessary.

Applicants are given an aptitude test at the time of application at Job Service. The General Aptitude Test Battery (GATB) indicates an individual's aptitude for a variety of occupations. Those who have the strongest aptitude for work in the steel industry are selected.

Job Service then ranks remaining candidates by work record - very good, good and poor.

"We look for a good work record," Fritz said. "We send reference letters to previous employers, or to schools if applicants are recent graduates."

A select group are then given physicals - part of which are completed at the Company's First Aid Department by Dr. Christofersen and the nursing staff.

All lab tests, including substance abuse, are performed at the Sterling-Rock Falls Clinic. Candidates who pass all tests are brought for a Pre-Employment Indoctrination Meeting.

The Indoctrination Meeting consists of safety instruction and issuance of appropriate safety gear, as well as a review of the Employee Handbook. All the necessary paperwork is completed at this time and the employee is given a work assignment, which usually is with the labor pool if he/she is an hourly employee.

At this point the employee is placed on a 520 hour probation period before hourly employees become members of the United Steelworkers Union.

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# Northwestern's April Anniversaries

## 45 Years

Salvador Garcia, 4/11/43, Nail Galvanizer.

## 40 Years

Felipe Ranjel, 4/22/48, Wire Mill Drawing.  
Jose Olalde, 4/24/48, Brickmasons.

## 30 Years

Edward Reed, Jr., 4/20/58, Mats.

## 25 Years

Joseph J. Metzen, 4/3/63, Wire Mill Electrical.

Fred W. McCloud, Salaried, 4/5/63, Labor Relations and Employee Benefits.

Daniel McKenzie, 4/6/63, Electric Furnace.

Marshall E. Meier, 4/6/63, Bale Tie.

Kenneth A. Boesen, Salaried, 4/8/63, Production/Inventory control.

John W. Hall, 4/8/63, Electric Furnace.

Edward K. Burress, 4/9/63, Carpenter Shop.

Gary F. Brown, Salaried, 4/9/63, 12-Inch Mill.

Theodore W. Lightcap, Salaried, 4/9/63, Wire Mill Drawing.

Jerry R. McClellan, 4/9/63, 20-24-Inch Shipping and Finishing.

Martin G. Chavez, 4/9/63, Plant 2 Welders.

Robert J. Adams, 4/9/63, Scrap Yard.

Byron H. Grassnickle, 4/11/63, Trial Crew West.

Dennis G. Hammes, 4/15/63, Wire Mill Drawing.

Kenneth R. Thrower, 4/15/63, Electric Furnace.

Leo S. Hammes, Jr., 4/15/63, Trial Crew West.

Segundo J. Chacon, 4/16/63, 12-Inch Mill Crane Operator.

Joseph S. Gassman, 4/19/63, Plant 2 Electrical.

Dale E. Anderson, 4/20/63, Billet Caster.

Russell L. Spencer, 4/20/63, Plant 1 Pipefitters.

Allen L. Harden, 4/22/63, Descaler.

Noel E. Reed, 4/24/63, Plant 5 Pipefitters.

Kenneth R. Kokott, 4/29/63, Rock Falls Shipping.

Ronald K. Munz, 4/29/63, Over-The-Road Truck Driver.

## 20 Years

Harry L. Adams, 4/5/68, Rock Falls Shipping.

Larry R. Meyer, 4/12/68, Scrap Yard.

Rudolph M. Galvan, Jr., 4/14/68, 14-Inch Mill Crane Operator.

Richard L. Card, Salaried, 4/16/68, 24-Inch Mill.

Tony Morales, 4/16/68, Plant 2 Crane Mechanics.

James R. Hale, Salaried, 4/17/68, Employment.

Rosamarie Merced, Salaried, 4/22/68, Data Processing.

Richard A. Manon, 4/22/68, Billet Caster.

Robert Fordham, 4/23/68, Electric Furnace.

Robert E. Sisson, 4/23/68, Rock Falls Millwrights.

Charles W. Reynolds, 4/29/68, Rock Falls Shift Tractors.

Milton E. Wolber, 4/30/68, Rock Falls Shift Tractors.

## 15 Years

Lyle C. Meiners, Salaried, 4/1/73, Caster.

Cecil M. Scanlan, 4/2/73, 46-Inch Mill.

Michael E. Gray, 4/2/73, 12-Inch Mill.

Richard W. Anderson, 4/2/73, 14-Inch Finishing.

Robert C. Adams, 4/2/73, Barb Wire.

Robert L. Lindsay, Jr., 4/2/73, 14-Inch Mill.

Vernal McCowan, 4/2/73, 20-24-Inch Shipping & Finishing.

Arden M. Meyer, 4/4/73, 20-24-Inch Shipping & Finishing.

Franklin Bernal, 4/4/73, 12-Inch Mill.

Gary A. Magill, 4/4/73, Nails.

Gerald T. Costliow, 4/4/73, Clerical.

Guy E. Covell, 4/4/73, 24-Inch Mill.

James W. Measimer, Jr., 4/4/73, Wire Galvanizer.

Larry F. Elgin, 4/4/73, Electro-Weld.

Mark M. Martin, 4/4/73, 24-Inch Mill.

Larry E. Skrogstad, 4/5/73, 20-24-Inch Shipping & Finishing.

Alberto Montiel, Jr., 4/7/73, 20-24-Inch Shipping & Finishing.

Allen D. Reece, 4/7/73, Wire Galvanizer.

Howard J. Finnicum, 4/7/73, Plants 1 & 5 Packaging.

Kenneth W. Braasch, 4/9/73, Wire Mill Millwrights.

Dennis M. Blevins, 4/10/73, 12-Inch Finishing-Bars.

Dwight D. Pearce, 4/10/73, 46-Inch Mill.

John C. Kram, 4/10/73, Nail Department.

Michael C. Beck, 4/10/73, 20-24-Inch Shipping & Finishing.

Ramon B. Bernal, 4/10/73, Nail Dept.

Robert R. Holloway, 4/10/73, Wire Mill Drawing.

Christopher E. Snodgrass, 4/12/73, Netting.

Michael J. Shirley, 4/12/73, 12-Inch Finishing-Bars.

Henry J. Fischbach, 4/15/73, Nail Department.

Lawrence D. White, Sr., Salaried, 4/15/73, Plant 2 Machine Shop.

Randy G. Conkling, 4/15/73, Plant 2 Millwrights.

Thomas R. Meisel, 4/15/73, 14-Inch Mill.

John P. Hurley, 4/16/73, Clerical.

Rodney L. Morris, 4/16/73, 12-Inch Mill.

Larry K. Wyatt, 4/20/73, Bale Tie.

John W. Greaves, 4/23/73, Plant 5 Electrical.

Robert B. Olsen, 4/23/73, Wire Mill Millwrights.

Michael W. Bryan, 4/24/73, Plant 2 Machine Shop.

Dennis W. Eshleman, Salaried, 4/26/73, Nail Department.

## 10 Years

Leonard M. Updike, 4/4/78, Electro Weld.

Frank J. Murphy, Salaried, 4/15/78, Plant 2 Inspection.

Robert L. Eddinger, Salaried, 4/15/78, Plant 5 Mechanical.

Craig E. Wolfe, 4/16/78, Over-The-Road Truck Driver.

Donald H. Schoaf, Salaried, 4/19/78, Caster.

Gerald W. Schlegel, Salaried, 4/19/78, Electric Furnaces.

Dale J. Dace, 4/23/78, Over-The-Road Truck Driver.

Terry R. Hockman, 4/24/78, Over-The-Road

Truck Driver.

Guadalupe F. Martinez, 4/25/78, Nail Department.

Bernard P. Donovan, 4/30/78, Nail Department.

Martin E. Bollman, 4/30/78, 20-24-Inch Shipping & Finishing.

Ronald L. Conklen, 4/30/78, Plant 2 Millwrights.

## 5 Years

Ronald W. Beatty, 4/2/83, Nail Department.

George F. Burks, 4/3/83, Wire Mill Trial Crew.

Michael M. Vasquez, 4/5/83, 46-Inch Mill.

Jesus Valdez, 4/21/83, Bale Tie.

Steven K. Hadaway, 4/21/83, Nail Department.

Michael K. Terveer, 4/28/83, Nail Department.

Dennis A. Beck, 4/29/83, Nail Department.

## Christmas Fund

(continued from page 1)

Dave Jones, Caster Maintenance Supervisor, who is always the front-runner in raffle ticket sales.

Bill Boesen, administrator of the fund, said he would like to especially thank Primary Steel, Air Conditioning/Rewind/Electronics, Plant 2 Machine Shop, Wire Mill, Plant 4, 12-Inch, 14-Inch, and 24-Inch Mills, Dillon Foundation, Roll Shop, Pentagon, Main Office and the Rock River Riders Motorcycle Club.

## Those Christmas Fund Donations Really Do Count

The following thank you letter was received by Bill Boesen, administrator of the Needy Families Christmas Fund:

Dear Special Steel Mill Friends,  
Thank you for the fruit and my toys. Thank you for bringing all the food. The turkey was delicious and the vegetables were delicious too. The toys were too. I play with my car a lot and thank you for the red box of clothes you made us very happy!  
I hope you had a merry Christmas too.  
Your friends  
Jeremy

# Safety Videos Become Popular At Northwestern

It may not have the pizzaz of a Michael Jackson video, but safety videos produced by Northwestern personnel for two East Plant Departments have been popular just the same.

The two safety videos produced to date show the correct and incorrect ways to operate nail machines and wire drawing machines.

"This is one of the best things that Northwestern has done in teaching safety," **Don Podkulski**, Nail Operator and Safety Committeeman said. "What the men like about these videos is that they are made here and deal with the specific problems that people at Northwestern are faced with. Most safety films are very general."

**Rick Balsley**, Loss Control Engineer, got the idea for making in-house safety videos at a safety seminar. "How can you instruct a guy on how to do his job safely when you've never done the job? We learned that the best thing to do is let the guys tell you what is wrong. The video is an ideal method of doing this."

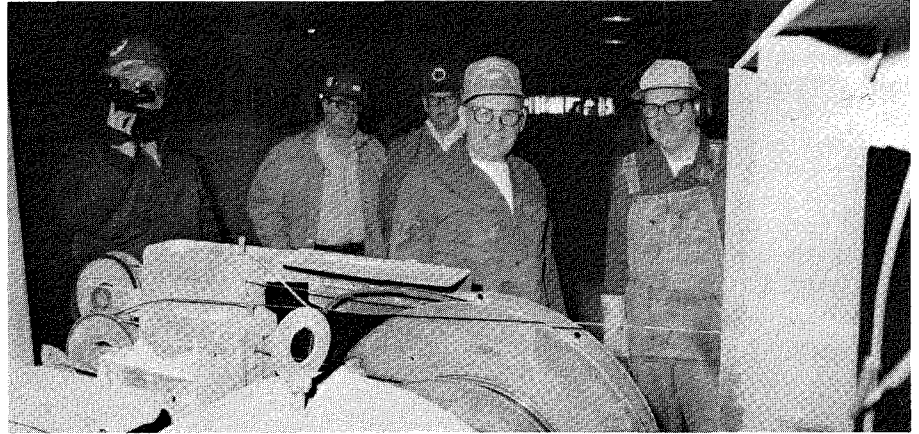
Balsley posed the idea to **Chuck Lancaster**, Manager, Safety Department, who immediately supported the program. "The videos have been very well accepted. It has turned out to be a very positive thing. We hope to have a complete library of these safety films for many departments throughout the mills," Lancaster said.

Balsley worked with senior members of the departments in identifying correct and incorrect procedures for operating the machines. The videos were made showing these procedures and then the whole department was brought in to view the finished product.

"This will be a tremendous help in breaking in new people," Balsley said. "These films can also be used as an instructional tool. This would be particularly helpful for very noisy work areas where communication is difficult. An instructor and a new employee can sit down where it's quiet and go over the correct procedures."

"There was a tremendous amount of cooperation going on between a lot of people. The credit is to be shared equally among everyone involved," Balsley said. Among those involved with the video program was the Quality Nail Team No. 2 QIP Team, which

realized it could work with the Safety Department in conjunction with a problem it had selected to work on involving employee productivity during the break-in period.



**Rick Balsley**, Loss Control Engineer, simulates the making of a safety video in the Drawing Room. The videos are being made to teach workers to work more safely. Shown are **Don Podkulski**, Nail Operator and Safety Committeeman, **Don Nehrkorn**, Manager of the Nail Department, **Carl Fritz**, Nail Room Helper, and **Darryll Kitzmiller**, Nail Room Helper.

## QIP Team Tackles Piler Bottlenecks

Northwestern's 24-Inch Shipping QIP Team presented a series of proposals to the Steering Committee to alleviate piler bottlenecks at the mill.

Whenever heavy sections of wide flange beam and certain sections of channel are run on the 24-Inch Mill, a bottleneck occurs at the piler. This bottleneck results in downtime or reduced productivity for the mill.

The team outlined several proposals which together could save the Company an estimated \$1,593,020 per year. The recommendations include: Installing trolley phones at Bays 94 and 118 and moving an existing trolley phone from inside to outside of the piler shack; installing a computer terminal in the truck dock area; installing a remote control switch for the T-car at the piler; using a hooker to assist in unloading the T-car when the Mill is running heavy sections; installing additional lighting from Bay 69 through Bay 118; changing the packaging patterns of the piler; continuing to load 85% to 90% of steel into the 20-Inch west and south building; installing a third track for outside shipments

and/or stack cars from Bays 96 to 134; installing flappers for No. 13, No. 14, No. 15 Cranes; continuing to load 35', 45' and 55' material into the 20-Inch building in designated areas.

Members of the Team are Co-Leaders **Roy Jones** and "Buzz" **Seeley**; Co-Recorders **Ron Harrison** and **Dick McKee**, and **Gene Everly**, **Dean Munz**, **Mark Reglin**, **Bill Smith**, **Bob Hunter**, **Duane Pinkston**, **David Rodekamp**, and **Chuck Turner**.



**A QIP Team** makes a presentation before the Steering Committee recently.

## Wire Products Division Holds Sales Meeting

Northwestern's Wire Products Sales Division recently held a sales meeting at the Brandywine Lodge, in Dixon.

The two-day meeting for territorial salesmen was beneficial in keeping the Company's sales force up-to-date on market conditions and the business climate, **David Oberbillig**, Vice President of Sales, Wire Products Division, said.

"I was extremely pleased with the results of this meeting. We got an awful lot accomplished," he said.

On the first day of the meeting the salesmen discussed current market conditions, competition, goals, and made recommendations on certain policies.

The second day the group was addressed by **Robert M. Wilthew**, Company President and Chief Executive Officer, on the ESOP plan. **Ed Maris**, Vice President of Finance, discussed the Company's financial state, and **Mike Mullen**, Vice President of Operations, Wire Products Division, discussed recent and planned capital improvements in the division.

"I am reassured in that continuing our high levels of communication and forwarding the team concept of management - we will be able to not only maintain but grow in the market position we enjoy today," Oberbillig said.



Northwestern's Wire Products Salesmen pause for a picture during a recent two-day sales meeting at the Brandywine Lodge in Dixon. Members in attendance were (clockwise) Elden Schalk; Ed Sanders; Gary Maycher; Jim Gebhardt; Denny Redfield, Manager of Sales; Dave Oberbillig, Vice President of Sales; Jim Treacy, Assistant Manager of Sales; Jack Huber; Larry Hurd; Duane Goetsch; John Asumendi, and Dan Kindle.



Chairman of the Board Peter Dillon (left), Don Nehrkorn, Manager of the Nail Department (center), and Mike Mullen, Vice President of Operations, Wire Products Division, are shown with a duck nest which is being produced by a Company in Clinton, IA for Ducks Unlimited. Northwestern has designed a nail specifically for use with the nests.

## A Fowl Use For New Nail Design

### WOOD DUCK BOX ORDER FORM

To order, send \$17 plus \$2.95 Nest Box  
shipping for each box to:  
River Cities Chapter, Ducks Unlimited  
P.O. Box 309  
Fulton, Illinois 61252

Make check or money order payable to Ducks Unlimited. Visa and Mastercard orders, call (815) 589-4230.

Please specify if you would like hardware kit for tree mount or pipe mount. Discounts available to DU committees, governmental and private conservation organizations, and for all orders in quantity of 50 units or more.

☐ TREE MOUNT ☐ PIPE MOUNT

(Please check your method of payment)

☐ Check or money order (U.S. funds) enclosed

☐ MasterCard # \_\_\_\_\_ Exp. Date \_\_\_\_\_

☐ Visa # \_\_\_\_\_ Exp. Date \_\_\_\_\_

☐ Choice # \_\_\_\_\_ Exp. Date \_\_\_\_\_

SHIP TO:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Wood Ducks across the nation will have warm, dry homes with the help of a new nail design by Northwestern.

Northwestern is now producing a 4 x 7 x 7/16" flat head nail made from boron rods, to be used specifically for mounting nest boxes distributed by Ducks Unlimited.

The plastic habitats are produced by Custom-Pak of Clinton, IA and are designed to be nailed to trees or standing pipes from 10 to 25 feet above ground.

The boxes were designed by duck researcher Frank Bellrose as an ideal habitat for the birds. All proceeds from the box sales will further Ducks Unlimited's wetland work across North America.

The nest boxes sell for \$17 plus \$2.95 shipping.

To order a nest box, use the order form on the left.