

## Inside This Issue

### Alro Steel's Growth Influenced By NSW

Alro Steel has made astounding growth in its 40-year history. Read how Northwestern has had a hand in the success of this Company.

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### QIP Team's Plan Improves Housekeeping

The Caster Team Number 2 QIP Team has developed a 7-point plan to remove debris from the ladle aisle.

Read more about this story on page 3.

### Meet Mike O'Malley & Lloyd Rayburn

Northwestern welcomes Mike O'Malley as an Inside Sales Representative in the Steel Division Sales Department and Lloyd Rayburn as an Industrial Engineer.

Read more about these people on page 5.

### Exhaust System Should Dispel Fumes

The Engineering and Support Team No. 1 QIP Team has recommended use of a customized exhaust system to alleviate a fume and smoke problem at the Tractor Repair Shop.

Read more about this on page 7.

## Christmas Fund Administrator Seeks Volunteers To Purchase, Deliver Gifts

Volunteers are needed to shop and make deliveries for this year's Needy Children Christmas Fund.

Also, **Bill Boesen**, Fund Administrator, is asking that donors contribute as early as possible.

"We'd like to have the bulk of the fund drive completed by November 15 so that our volunteers can bargain shop a little more. In the past, when our deadline has been December 1, we have found that it has been hard to get the good buys. Also, many things are picked over," he said.

Boesen said employees should be watching for posted notices concerning the Christmas Fund.

"We'd like all the Departments to collect for the Fund, and would remind them to turn in their money by November 15 if possible. Of course, we will happily accept money anytime, but the money will go further if our shoppers have time to bargain buy."

Volunteer shoppers are assigned a family and allotted money with which to buy food, clothing, etc. The volunteers then wrap and deliver the gifts around Christmas.

The Christmas Fund has grown steadily through the years. The record year was 1987, when \$7,725 was collected. A total of 43 families, including 119 children, were helped through the Fund.

"We're shooting for a minimum of \$8,000 this year, but we really would like to hit the \$10,000 mark," Boesen said.

Primary Steel won the Top Donator trophy in 1987 for the most money collected in a department. The Air Conditioning Department received the Top Donation Per Employee award.

If you wish to volunteer or have any questions please call **Bill Boesen**, Ext. 485 or 626-2081, or **Bev Boesen** at 626-2081.



Noel Reed (left), President of United Steelworkers of America Local 63 and Dick Percycoc, President of the Steelworkers Charities, present a check to Jerry Kelly, President of Winning Wheels, Prophetstown, in the amount of \$1,000. The donation will be used toward the installation of a wheel chair lift for a Winning Wheels Van. A similar donation was made to Sterling's Salvation Army.

## Alro's Growth Linked With Northwestern's Influence

In 1948 **Alvin Glick** founded Alro Steel in Jackson, Mich. He set up his small steel service center in a 3,000 square foot building, performing by himself everything from loading trucks to stocking inventory.

Eventually, as Alro Steel's reputation for conscientious attention to customer needs began to pay off, the Company began to grow. Soon Glick hired a secretary, and in 1952 the Company expanded into a 12,000 square foot warehouse.

By 1976 the Company was blossoming into a major steel service center and constructed a 115,000 square foot warehouse. Today Alro has 26 profit centers, all located east of the Mississippi.

Alro and its 750 employees make up a group of the following Companies: Alro Steel Corporation, Alro Specialty Metals, Alro Industrial Supply, Alro Plastics Division, and Alro Metals Service Center.

Profit centers are located in Illinois, Wisconsin, Michigan, Indiana, Ohio, Kentucky, Tennessee, North Carolina and Florida. A fleet of approximately 100 Company trucks services these centers.

In mid-October the Company announced the acquisition of Peninsular Steel, located in Detroit, MI.

Northwestern Steel has participated in Alro's growth, having been associated with them since 1951. Glick said he particularly is grateful for the assistance given him by **Jim Frasor**, Northwestern's Vice President of Sales-Steel Division, now deceased.

"Jim was of tremendous assistance in our meeting the right people in the steel industry. He acted as a sort of consultant and participated very much in our early growth. The Alro story wouldn't be complete without mentioning Jim, whom I considered the most respected individual in the steel industry."

A close relationship continues between the two companies. **Vern Johnson**, Manager of Steel Division Sales, said Alro Steel has been a long-term customer and he made his first call on Alro in 1956. "I have watched their growth over the years from a single plant operation to their present 26 locations. They are very loyal and an excellent account for Northwestern. We look forward to

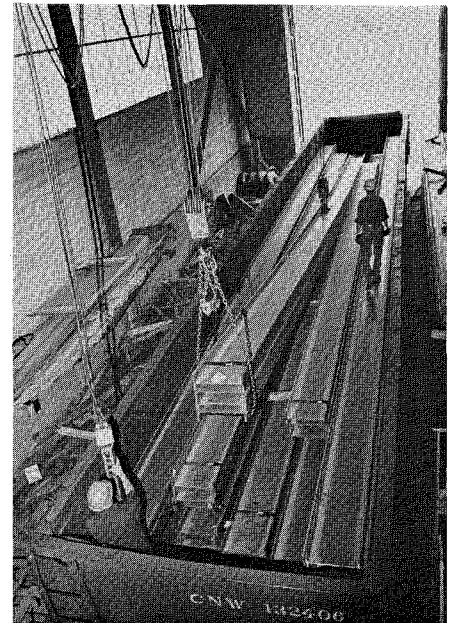
continuing our close relationship," Johnson said.

Calling on Alro as territorial salesman is **Warren Mead**, while the Inside Salesman handling the account is **Todd Weinrich**. Orders from Alro are usually placed by **Richard Dirlam**, Director of Purchasing.

"Our purchasing people have less problems with Northwestern than any other company we deal with. Northwestern does an excellent job with quality and their internal paperwork is as good as any in the industry," Glick said.

Alro has relied on its service to propel it into becoming a major steel service center. Glick said the company concentrates on service, quality, integrity, reliability and sincerity in its dealings with customers. "The important thing is we stress to our employees that they should also display these qualities," Glick said. "We realize that without good direction and good people you can't be successful."

"I think we do as good a job servicing our customers as anyone in the industry. We don't want to win an argument and lose a customer," he said.



Alro Steel maintains a 115,000 square foot warehouse at its Jackson, MI home office. Alro's business relationship with Northwestern dates back to the early days of the Company when Alvin Glick founded Alro.



Alro Steel, Jackson, MI, and its 750 employees make up a group of five companies with facilities in 9 states. The Company maintains a fleet of about 100 trucks to service its 26 profit centers.

## QIP Team Solves Housekeeping Problem

The Caster Team Number 2 QIP Team has developed a 7-point plan, including the recommendation to use a leased fork lift truck to remove debris from the ladle aisle.

The Caster Department Steering Committee presented the Team with the long-standing problem of discarded steel, wood and paper blocking the ladle aisle, hoping the Team's solution would reduce downtime and improve housekeeping and safety.

The Team found that limited crane availability was a major problem making it difficult to remove discarded material on a timely basis.

The Team found that through the use of a leased fork lift to haul the debris away on a timely basis, an estimated \$23,160 in labor costs could be saved, based on elimination of downtime in the department.

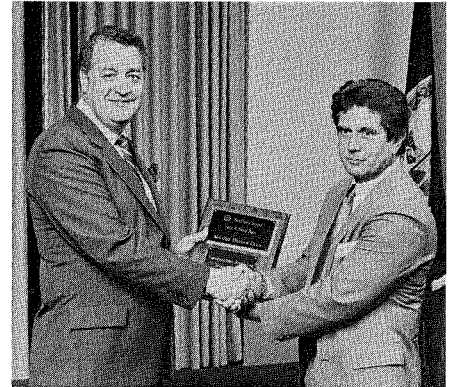
The Team recommended setting up standard operating procedures for all employees in the Caster Department area pertaining to scrap handling and material handling.

Other recommendations made by the Team include: Moving the overflow ladle so that it is located between the

two casters; placing two new scrap chutes on the second and third floor to handle the scrap and excess material; placing two new trash chutes with hoppers at the Northeast corner of the building; replacing the existing trash hopper with a 30-yard hopper; placement of two signs on the wall which read - "Good Housekeeping and Safety Go Hand in Hand - Keep it Clean."

Members of the Team are: Co-Leaders **Brian Wilson** and **Loren McCormick**; Co-Recorders **Jerald Dir** and **Joseph Padilla**; **Glenn Kastner**, **Keneth Farley**, **Harold Grimes**, **Frank Crebo**, **David Jones**, **Michael Oltmans**, **Dale Klemesrud**, **Randy Conkling** and **Ronald Conklen**.

Members of the Caster Steering Committee are: **Norm Woost**, **Jack Buchanan**, **Lyle Meiners**, **Lee Wolfe**, **David Kongsics**, and **Art Gillihan**.



**Jim Lambert**, Manager, Farm & Home Seed, Petroleum and Supply Division of Southern States (left), presents **David Oberbillig**, Northwestern's Vice President of Sales, Wire Products Division, with a plaque during Southern State's \$1,000,000 Appreciation Dinner. The dinner was for the top 23 vendors of the Company, each of which do over \$1 million worth of business in a year with Southern States.

## Multi-Craft Training Courses Now Available

Sauk Valley Community College and the Whiteside Area Vocational Center will be offering Multi-Craft courses starting in January, 1989.

Courses to be offered for all *present* craftspersons are welding, hydraulics, millwrighting, pipefitting, and programmable controllers.

In the past, there has been a concern regarding the number of employees who do *not* complete these courses. According to the instructors, they believe that some of our employees might benefit from refresher courses in math and/or reading comprehension, or English as a second language, before being enrolled in any of the Multi-Craft courses.

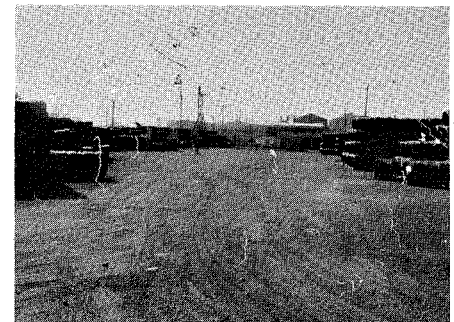
Effective immediately, assessment testing in math and reading comprehension will now be a requirement for anyone taking courses in the Multi-Craft Training Program. If needed, employees will be required to take refresher courses in math and/or reading comprehension, or English as a second language, before being enrolled in any of the Multi-Craft courses.

As with any of the Multi-Craft

courses, any refresher course in math and/or reading comprehension will be provided, at no charge, to NSW employees eligible to take Multi-Craft courses.

These assessment or placement tests will be administered at Sauk Valley Community College during the week of November 28 - December 2, 1988. For further information, or if employees wish to sign up for these tests and courses, contact **Jim Hale** at Ext. 312 no later than November 23, 1988.

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Shown is Northwestern's new Rod Storage Yard located just west of the Carpenter Shop.

## Steelworkers Donate To Two Organizations

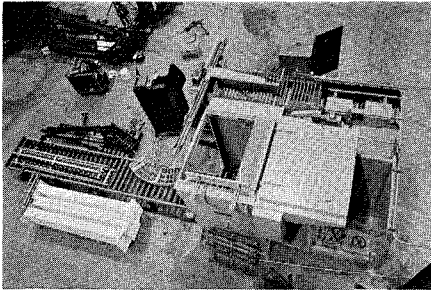
Two local organizations were the beneficiaries of donations from the United Steelworkers of America Locals 63 and 3720.

Winning Wheels, Prophetstown, and the Salvation Army of Sterling, each received a check for \$1,000 from the Steelworkers Charities Fund.

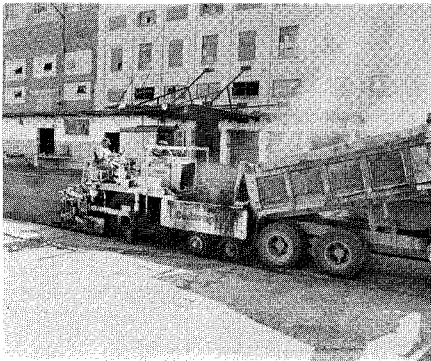
Presenting the awards were **Noel Reed**, President of Local 63, and **Dick Percycoe**, President of the United Steelworkers Charities.

The Salvation Army provides food and shelter to needy families in the area. Winning Wheels President **Jerry Kelly** said the donation would be used toward the purchase of a wheel chair lift for a Winning Wheels van.

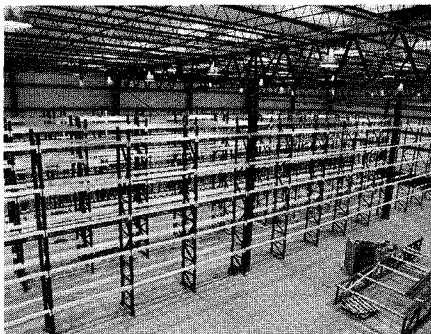
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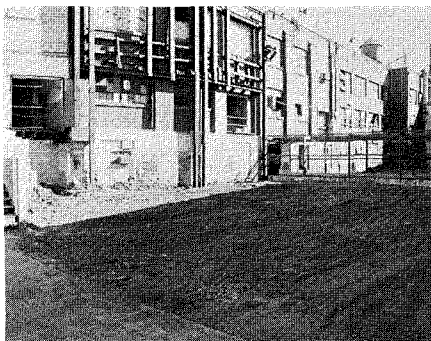
Shown is Northwestern's Westwood Nail Packing Machine during the process of assembly at Northwestern's new Nail Packing Facility.



Wallace Street has taken on a new look after being blacktopped recently.



Storage racks at the new Nail Packing Facility.



A ramp connects the old East Plant facility and the new Nail Packing Facility.

## What's New At Northwestern

### *Nail Packers*

Delivery of a new DSR Nail Packaging Unit from Cincinnati, Ohio is expected in October. The unit is being built specially for Northwestern and will complement the present Westwood Packer which has been relocated in the new facility. The BSR packager will be operational the latter part of this year.

### *Ramp Project*

A new enclosed ramp to link the new Nail Packing Facility with the old East Plant Facility is under construction.

The ramp will allow for the transportation of materials between the two facilities. Some products will be shipped from the new loading docks at the Nail Packing Facility.

### *Rack Storage System*

A rack storage system at the new Nail Packing Facility is now in limited use. The vertical storage racks are in place, though the system will not be fully operational until it can be linked by computer, which is expected to occur in November.

### *New Bundling Department*

The Bundling Department will be moved to the area just west of the Drawing Room.

Bids are now being taken for the foundation.

The new area will allow for storage space for market wire as well as a three-bay shipping dock for the product. The project should be completed during the first half of the fiscal year.

### *New Caster Water Line*

A new caster water line (36" diameter reinforced concrete tile) is being installed to eliminate the caster water line from backing up.

There will be four manholes and 850 feet of tile installed. The caster water to the recirculating pond will be a separate line and will eliminate the flooding problem at the caster.

### *Binns Lathe*

The new Binns Lathe should be completed by mid-November and training of the operators will begin at that time.

This lathe will incorporate an automatic chute for chip removal to a hopper located outside of the Roll Shop.

### *Ladle Met Furnace*

Engineering layouts and specifications for the final design of the new Ladle Met Furnace and Ladle Transfer Cars are being completed.



# Northwestern Personnel Files

*Mike O'Malley*

Mike joins Northwestern Steel as an Inside Sales Representative in the Steel Division Sales Department.

He will be responsible for structural steel accounts along the East Coast and rod and wire accounts in Illinois, Indiana, Ohio and Kentucky.

A graduate of Sterling High School, Mike also has a degree in Corporate Communications from Western Illinois University.

He is very active in local chapters of Ducks Unlimited and Pheasants Forever. The groups take part in biological projects in the Rock River Valley to benefit waterfowl and pheasants.



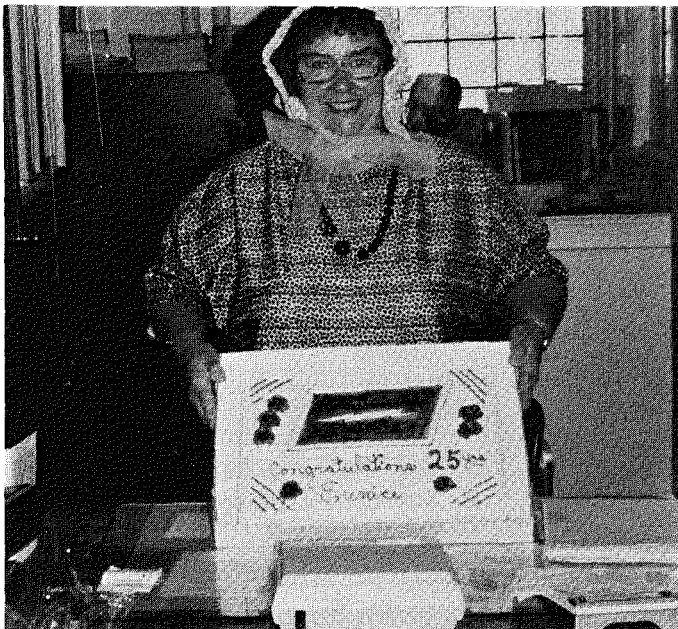
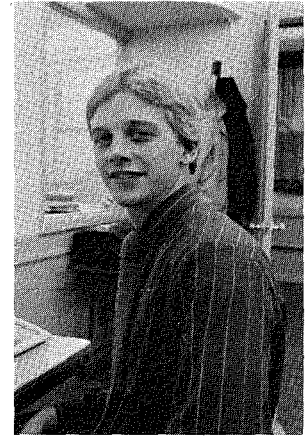
*Lloyd Rayburn*

Lloyd joins Northwestern as an Industrial Engineer.

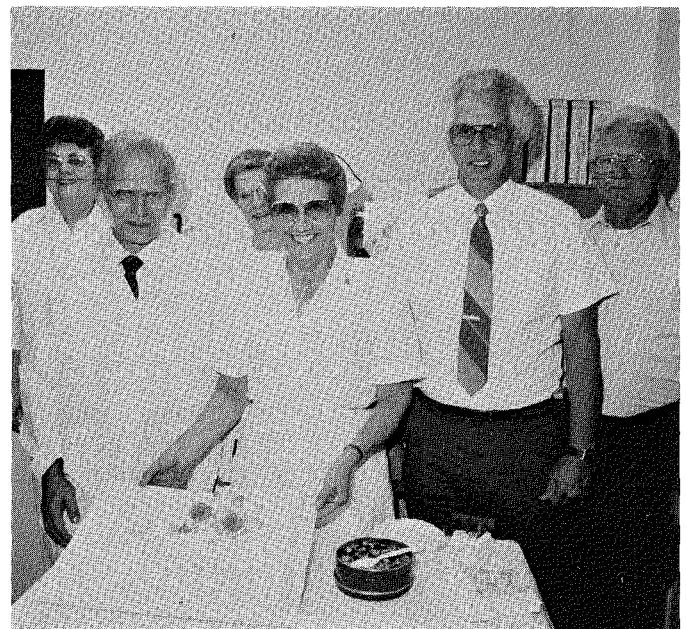
A graduate of the University of Illinois, Lloyd earned a Bachelor of Science degree last spring.

As an Industrial Engineer, Lloyd will be charged with such tasks as figuring incentive rates, justification for capital improvements, and writing job descriptions.

A native of Raleigh, IL, Lloyd now lives in Sterling, and enjoys outdoor activities such as fishing, hunting and skiing.



All hats are off to Eunice Detweiler, Clerk in the Payroll Department, as she celebrated her 25 year anniversary with the Company. Fellow employees helped Eunice celebrate by sporting caps at work that day and presenting her with a cake.



Kathleen Wasson (center) recently retired as a part time nurse for the Company, following 18 years of service. Shown with Kathleen are (from left to right) Marge McDuffy, Dr. Howard Christofersen, Marge Bushman, Denny Fritz, and Paul Johnson.

## Northwestern's November Anniversaries

### 40 Years

**Raul Garza**, 11/9/48, Electric Furnace.

### 35 Years

**Glenn R. Norman**, 11/5/53, Over-The-Road Truck Driver.

### 30 Years

**James R. Galloway**, Salaried, 11/24/58, General Manager, PC/IC.

### 20 Years

**Richard L. Davis**, 11/1/68, Billet Caster.  
**Fred Tintori**, Salaried, 11/4/68, Payroll Dept.

**Ronulfo E. Leal**, 11/5/68, Plant 5 Millwrights.

**James R. Dawson**, 11/12/68, Billet Caster.

**Philip K. Schroeder**, 11/12/68, Plant 5 Millwrights.

**Raymond L. Smith**, 11/12/68, 14-Inch Mill.

**Norman E. Poston**, 11/15/68, Nail Department.

**Michael E. Farmer**, 11/18/68, Plant 5 Millwrights.

**Ronald L. Brown**, 11/18/68, Electric Furnace.

**Stanton E. Wenger**, 11/18/68, Trial Crew West.

**William H. Wyatt Jr.**, 11/18/68, 14-Inch Shipping.

**Max Knowles**, 11/20/68, Salaried, Plant 5 Mechanical.

**Michael L. Francis**, 11/21/68, 14-Inch Mill Crane Operator.

**Elmer P. Monshower**, 11/25/68, Conditioning

**John J. Burgess**, 11/25/68, 14-Inch Mill.

**Michael W. Ely**, 11/25/68, Nail Department.

**Charles L. Deets**, 11/26/68, Trial Crew West.

### 15 Years

**Gary M. Velasquez**, 11/7/73, Nail Department.

**Frederico F. Guerrero**, 11/9/73, 14-Inch Shipping.

**Jesus J. Moreno**, 11/9/73, 12-Inch Finishing.

**Larry J. DeWitte**, Salaried, 11/13/73, Electric Furnace.

**Raymond L. Bustos**, 11/13/73, Wire Mill Shipping.

**David H. Blanton**, 11/14/73, 46-Inch Mill No. 1.

**Randy T. Scott, Sr.** 11/14/73, 24-Inch Mill.

### 10 Years

**Rick C. Sutton**, 11/6/78, Guards.

★★★★★★★★



**Bill Boyer** proudly holds a cake given to him on his retirement by fellow employees in the Wire Mill Shipping Department. Bill served the Company for 29 years.

## Salaried Christmas Party Set For December 9

The Salaried Christmas Party is slated for December 9 at the Brandywine Inn, Dixon.

Cocktails will be served from 6:30-7:30 p.m. with the dinner to follow at 7:30. A DJ will play from 9 p.m. to 1 a.m.

The price is \$27 per couple and \$13.50 for singles.

Any salaried person wishing to attend should contact **Karen Freres**, Human Resources Department.

## QIP & LMPT Teams Now Work Together

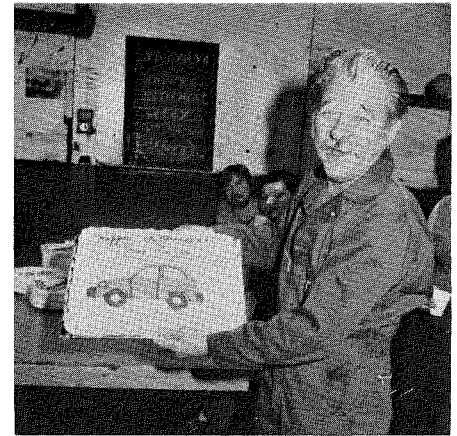
Through the assistance of **Don Nehr Korn**, Leader of the QIP Wire Division Steering Committee and his people, the LMPT RISE Team at Plant No. 4 were able to correct a problem with one of the recommendations that they had presented through problem solving.

The RISE Team manufactured a conveyor system for clippings on No. 7 Electro Weld machine, but they were receiving complaints from the Operators on No. 7 and the General Supervisor of the department.

After talking to **Don and Larry King**, the Team, through **Bob Sisson**, was able to secure a vibrator conveyor system to install on No. 7 to take care of the clippings.

The system worked with success and will be used in other areas at Plant No. 4.

The RISE Team members consist of **Merle Heckman**, Leader; - **Dave Jacobson**, Recorder; and **Rudy McCrady**, **Sam Worrell**, **John Souser**, **Bob Sisson**, **Dave Fitzpatrick**, **Jim Seavey**, and **Harold Wagner**.



**LeRoy Jourdan**, Electro Weld Department, was recently honored with a cake by fellow employees on his last day. LeRoy served the Company for 33 years.



**Jerry Shinville**, Manager of Quality Assurance, recently celebrated his 30th anniversary with the Company. Helping Jerry celebrate were members of the Quality Assurance Department.

## Northwestern Retirements

Northwestern Steel and Wire Company wishes the following employees a long and happy retirement:

### Effective October 1, 1988

**William Boyer**, Wire Mill Shipping, 29 years.

**Salvador Garcia**, Nail Repair, 45 years.

**Edward Howerton**, Salaried, Central Stores, 36 years.

**LeRoy Jourdan**, Electro Weld, 33 years.

**Cecil Monnier**, Electric Furnace, 40 years.

**Merlin Bachman**, 14-Inch Mill Pipe Shop, 23 years.

**Gerald Costliow**, Chief Clerk, 15 years.

**Kathleen Wasson**, First Aid, 18 years.

## *Spahn and Rose Lumber Tours Northwestern*

Representatives of Spahn and Rose Lumber Co., Dubuque, IA, recently toured Northwestern's facilities.

Spahn and Rose Lumber purchases Northwestern's complete line of wire products through a number of Northwestern's distributors located in Northeast Iowa. The Company has 24 stores in Iowa and Illinois.

The Spahn and Rose representatives were on their way to the HWI Hardware Show in Indianapolis, IN when they toured Northwestern's facilities.

Northwestern Inside Salesmen, **Dan Over**, **John Tschosik**, and **Al Lopez**, and Outside Salesman **Ed Sanders** were also in attendance at the HWI Show.



Members of Spahn and Rose Lumber Company recently toured Northwestern's facilities on their way to the annual HWI Hardware Show. Spahn and Rose Lumber Company has 24 stores in Illinois and Iowa and purchases Northwestern's complete line of wire products through a number of Northwestern distributors located in Northeast Iowa.

## **QIP Team Recommends Exhaust System To Solve Tractor Shop Fumes Problem**

The Engineering and Support Team No. 1 QIP Team recommended use of a customized exhaust system to alleviate a fume and smoke problem at the Tractor Repair Shop.

When certain repairs and adjustments are made on fork lift tractors, the engine must be kept running, causing the shop area to be filled with carbon monoxide - a toxic gas.



Cecil Monnier cuts the cake given to him by fellow employees in the Electric Furnace Department. Cecil retired recently after 40 years of service to the Company.

They found while researching a solution to this problem that similar shops vent fumes through a pipe in the floor which runs outside.

The Team felt the expense would be too great to dig up concrete in the shipping floor and too disruptive to normal work flow. The decision was made to build the unit overhead with P.V.C. pipe. Since carbon monoxide is heavier than air, it was determined that a vacuum pump was needed to force the gas outside.

The total cost of the project was estimated to be \$4,853.83.

The Team also recommended more training through departmental safety meetings on the ill effects of carbon monoxide.

Members of the Team are: Co-Leaders **Charles Hendrix** and **Eldon Williams**; Co-Recorders **William Hart** and **Ray Espinoza**; and **Jim Downey**, **Bob Angier**, **Mario Segura**, **Frank Norman**, **Michael Johnson** and **David Hurd**.

Members of the Steering Committee are: **Ken Burnett**, **John Smith**, **Jim Patterson**, **Al Ernst** and **Don Morgan**.

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## *Wire Products Sales Division Receives Customer Vendor Award*

At a recent sales meeting in Minneapolis, MN, Georgia Pacific Corporation presented Northwestern's **Mike Mullen**, Vice President of Operations - Wire Products Division, and **Dave Oberbillig**, Vice President of Wire Products Sales, with a vendor award.

The award was given to Northwestern Steel and Wire Company at the highest possible rating and was evaluated from the service standpoint on shipping reliability, product quality, product acceptance, response to claims, and response to problems. From the sales policy standpoint, Northwestern was evaluated on their overall knowledge or market awareness.

In attendance at the meeting were the five regional buyers of Georgia Pacific representing the northeast, southeast, southwest, midwest and west, as well as **Jeff Wiley**, National Product Manager - Metal Products, and **Ralph Morrell**, also a National Product Manager, both from the corporate offices in Atlanta.

**New Contract  
Agreement Books  
Are Now Available**

**Copies Can Be Obtained  
From Karen Freres  
In Human Resources**

# Thanksgiving



*Thanksgiving -  
The golden time of year  
when we think of our families  
and friends with grateful hearts...  
a time when we especially  
appreciate our many blessings...  
and give thanks.*