

The Bolt is Back!

September - October 1997

Northwestern
SINCE 1879
Sterling

The Lightning Bolt

A Publication for Employees and Retirees of Northwestern Steel and Wire Company

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THE LIGHTNING BOLT RETURNS

With this issue of the Northwestern Steel and Wire newsletter, the Lightning Bolt has returned to the masthead. Known as the Owners Manual since January, 1989, the Lightning Bolt was brought back because it symbolizes the energy and pride of Northwestern employees over the years. The Lightning Bolt has always been seen on various items connected with our Company – from note pads to hard hats, and, of course, on the Company trucks that transport our products throughout the Midwest.

Although the Lightning Bolt was not used as a corporate logo when Northwestern Barb Wire Company was incorporated on February 28, 1879, it has an interesting history. Jim Boesen, Manager of Audit and Compliance, an employee for nearly 38 years, believes the symbol was developed soon after electric furnaces were first installed in Sterling.

According to a history published commemorating our 100th anniversary in 1979, the Company decided to make its own raw material around 1936. This was during the Depression and there was a freeze on building new open-hearth furnaces. Paul Dillon became a pioneer in making low carbon steel with electric furnaces. He lead Northwestern to become a steel

producer, as well as a wire mill. The company continues to this day to be at the forefront of electric furnace technology. It is believed that the Lightning Bolt became a symbol because of these new furnaces.

On May 10, 1938, the firm's name was changed from Northwestern Barb Wire Company to Northwestern Steel and Wire Company. An ad from the "Hardware Retailer," dated July, 1938, announced that change. In the ad, the Bolt was seen overlaying an oval with words declaring, "Northwestern Steel & Wire Co. – QUALITY – Sterling, Illinois." This announcement also stated, "With the recent installation of modern steel-making facilities and rolling mills, the Company now stands as a fully integrated unit, and in order to more appropriately express the broadened scope of its activities, the long established name has been changed to Northwestern Steel & Wire Company."

The Lightning Bolt symbol is a part of the history of our Company. We can be proud of our Company's history and of the many people that have made and are making Northwestern a leading quality producer of steel and wire products.

The Bolt is really back!



Northwestern Barb Wire Logo
(as appeared in an August, 1935 ad)



1938 Logo with Lightning Bolt
(as appeared in July, 1938 ad
announcing change of name
to Northwestern Steel & Wire Co.)

Symbolizes Northwestern Barb Wire Co.

1938 - New Name / New Image

The Chairman's Office

Tom Gildehaus, Chairman and CEO

DEAR FELLOW EMPLOYEES,

After 120 days on the job, I can say that I am still happy to have joined Northwestern. While we have some very serious challenges facing us now and in the future, I'm firmly convinced we have the capabilities and the will within our Company to meet those challenges and continue to build on our long 119-year history of continuous operations here in Sterling and Rock Falls.

While I have tried to meet as many of you as possible over the last few months, this is my first opportunity to communicate with all of you, and I thought it appropriate to share with you what I see as our principal challenges over the next several years. In the broadest terms, they are to:

- 1) Assure our long-term survival,
- 2) Return to prosperity, and
- 3) Grow.

Currently, our long-term survival is at risk because we are neither prosperous nor growing—prosperity and growth being two prerequisites for long-term survival. Thus, our first step must be directed to a return to profitability, for without profits, we will surely fail.

Our current business as a supplier of steel and wire products to the U.S. market is a tough one. We are a relatively high-cost producer of essentially undifferentiated products to a relatively small customer base with a cyclical demand pattern. We have fierce and aggressive competition, many of whom have lower costs than we. Our profitability has been declining over the last several years resulting in a substantial loss for 1997, a year near or at the top of a business cycle.

What should we do within this environment and under these conditions to assure our long-term survival? As I see it, we must build a "Fortress Sterling"—a business that is so strong, so

productive, so efficient and so profitable we cannot be threatened!

How are we to do that—how do we build a "Fortress Sterling?"

First and foremost, we must work together remembering that the threat does not lie within our Company, but outside—our competition. Our Partnership Program is a key element of working together, but the concept must extend beyond the formal program. Working together with trust and good will must become a way of life.

Second, we must vigorously, and with a strong sense of urgency, increase our productivity and reduce our costs by working smarter and, yes, in some cases even harder. We need to continually examine the way we do things and find better and more productive ways to do them. "Continuous improvement" needs to become a way of life.

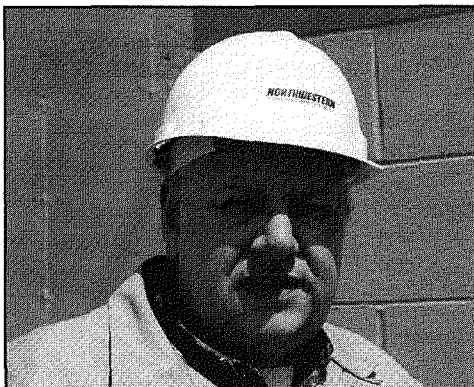
Third, we must have a fierce dedication to our customers. They deserve it, and this is an area where we can differentiate ourselves. Meeting customer needs and expectations better than our competitors will gain us more of their business and in some cases at better prices.

Fourth, we need to focus on the present and the future, not on the past. What has happened in the past is over. We need to commit to do the right things now and do them right—the first time. We cannot afford any more big mistakes. We must not fear change, for change is both necessary and inevitable if we are to survive, prosper and grow.

Fifth, we must conduct all our affairs with the highest degree of integrity. For without integrity, trust cannot be generated. And without trust, all our other tasks, especially that of working together, become almost impossible.

If we adhere to these five concepts, we can return our Company to profitability and prosperity and begin to grow again. I look forward to being a member of a 2,000 plus team of people who will get these jobs done.

Sincerely,
Tom Gildehaus,
Chairman and CEO



Birchel Brown

Brown Takes Post of V.P. Sterling Steel Operations

Birchel Brown has joined Northwestern as Vice President, Sterling Steel Operations reporting directly to Dick Way, President and Chief Operating Officer. He is responsible for all production and maintenance activities from the Scrap Yard through shipment of cast and rolled products.

Brown brings 31 years of experience in the steel industry to Northwestern. He has been responsible for bar and structural mills and melt shops at Inland Steel, Ameristeel (formerly Florida Steel), and Bar Technologies. Prior to coming to Northwestern he was Senior Vice President,

Operations/Quality at Bar Technologies in Johnstown, Pennsylvania.

He holds a BS degree in Electrical Engineering and Industrial Management from Purdue University, and an MBA degree from the University of Chicago.

Birch and his wife, Linda, have 2 children - a daughter in Denver, Colorado and a son in Tampa, Florida. Birch and Linda are from the Chicago area and, "are very happy to be back home."

We welcome Birch and Linda to the Northwestern family.

THE NORTHWESTERN WIRE BUSINESS - CRISIS and CHALLENGE

We are in the "Wire Business" at Northwestern. The Wire Business includes the Sterling and Rock Falls Wire Operations and the Wire Products Sales, as well as those parts of the Company supplying and supporting them. This includes the Melt Shop, 12" Mill, Finance, Purchasing, Distribution and Human Resources. As the Wire Business helps to fund the Pension plan and pay for our medical benefits, every employee and retiree needs this business to succeed. Unfortunately, the Wire Business is in CRISIS. Profits have declined every year since 1992. In 1996, the Wire Business lost money. In 1997, those losses grew to the point where they exceeded the losses sustained by the Texas plant in 1996. The Company is unable to carry losing operations, and the Wire Business must be turned around.

The Wire Business is a COMPLEX business, more so than any other area of the Company. Many different people touch the steel between the time it comes in as scrap, goes through the Melt Shop and the 12 Inch Mill, and is drawn, galvanized, cut, welded, threaded, or packed and finally delivered to the customer. Sales personnel deal with numerous customers, thousands of different product specifications, and very precise customer requirements in both product quality and delivery timing.

CUSTOMERS are key to any business. Our customers and their requirements have changed. The superstores and the giant home building supply chains are pushing out the

small hardware stores. They do this on the basis of price and availability. That means all our customers are going for the lowest price possible, quality, and the fastest just-in-time service. Look around our town. Where do you buy your nails and fencing now?

Look at our products in the local stores. Look at competing products. Most likely these products have a tag that says, "Made in one of the following countries..." and then lists 8 or more countries. This is our COMPETITION. This is where our customer is finding the lowest price. The big steel companies were unable to compete and left this business years ago. Very few steel companies still make wire products. CF&I in Colorado, a steel producer, recently sold their wire division. We must learn how to compete globally.

We made good money in Wire as recently as five years ago. What happened? COSTS simply have increased over three times the amount that we were able to raise prices. Scrap prices have increased, supplies have increased in cost, and labor costs, wages and benefits, have increased. In 1992, the Labor Agreement had a bold experiment. The Company paid wage increases in return for reduced manning. The wages were paid and the manning was reduced; however, the efficiencies and productivity improvements that were to allow employees to make more product with less people did not happen. Manhours per ton are about the same as in 1992, but the cost for each of those hours is much greater. Wire products

costs have risen, but our customers will not support price increases to cover the added costs.

The CHALLENGE is to develop and implement a plan to return the Wire Business to a level of profitability that will support long term investment in the business and pay its fair share of the Company pension, retirement, medical and loan payments. This must be done very quickly.

The way we intend to meet the CHALLENGE is through COOPERATION. The Joint Advisory Committee of the Partnership has joined with other key members of the Wire Business, both Company and Union, to develop the Plan. The COMMITMENT is there from both the Company and Union to make the CHANGES necessary to return the Wire Business to acceptable levels of profitability.

The ideas for CHANGE must come from each and every employee at Northwestern. The JAC needs your ideas. There are already 12 Partnership teams in the Wire Division working on solving problems of quality, safety, customer service and cost. Already some great ideas have been implemented. We need many more good ideas. Everyone is urged to turn in an idea either on the forms in your department or talk to your Supervisor, Manager, or Department Co-Chair. The CONSEQUENCE of not meeting the challenge is to put five hundred jobs of our friends, family and co-workers at risk. Failure is unacceptable.

NEWS FROM HICKMAN

We have just completed our first full fiscal year of operations. We are up to 34 employees, and during fiscal 1997, we have produced and shipped over 33,000 tons of product.

Some highlights from fiscal 1997 were shipping over 4,500 tons and producing over 3,400 tons in the month of March.

Other records set this past year were:

- 10 gauge wire drawn/day – 121.6 tons.
- 10 gauge wire drawn/shift – 50.3 tons (Rob Hitesman, Robbie Dodd).
- Tons shipped in one day – 308 tons (Greg Cole, Matt Gardner, Cygen Weatherby).

- 10 gauge rolls/day – 1,287 rolls.
- 10 gauge rolls made/shift – 520 rolls (Todd Major, Steve Allen, Matt Gardner).
- 6 gauge rolls/shift – 404 rolls (Tony Owens, Terry Neill, Resa Henderson).
- 10 gauge sheets/shift – 31.6 tons (Todd Major, Steve Allen).
- 8 gauge sheets/shift – 50.4 tons (Terry Neill, Gary McClure).
- 4 x 4 sheets/shift – 73 tons (Tony Owens, Randy Davis).

We also welcomed a new member to Scott and Erin Webb's family – Kaylee was born in

June. Scott works in the Shipping Department.

Belated congratulations to Jeff Johnson, Production Supervisor, who was married in the Fall. Also belated congratulations to Charyl Craddock, Quality Control Manager, who had a Winter wedding.

We're looking forward to 1998! Thanks to everyone for all your support!

From Kentucky, "Have a Good One!"

Tom Reddington, General Manager

PARTNERSHIP GAINS MOMENTUM

Partnership is gaining momentum at Northwestern, and as a result of problem solving teams presenting their solutions and proposals to Department Boards, the potential benefits to the Company are over \$2 million a year.

Partnership, a commitment to working together, both Company and Union, allows everyone in the Company an opportunity to participate in the day-to-day operations of Northwestern. To date, we have 35 teams, and 24 teams have made presentations and/or implementations. Partnership is driven by a shared vision of the needs for continuous improvement in joint problem-solving, decision making processes, employee participation, the Company/Union relationship, and all aspects of the business. It will promote trust, mutual respect and pride in Northwestern.

The process begins with the Department Board. There is a Department Board for each operating division. When a Department Board determines there is a problem and they develop a problem statement, they begin the process of forming a team. This is done by members of the Department Board going into the departments to solicit volunteers for both team members and resources.

When a team is formed, they begin their new process by going through eight hours of training. Typically, it takes four to five hours for the training, and then the teams get into their actual problem-solving statement. Once a team is trained, members will work together for an average of 40 to 48 hours before making a presentation. Start to finish, from the identification of the problem to the presentation of the solution, it could take a month to six weeks. Unlike similar processes that have been utilized in the past, Partnership is much more concentrated. Teams tend to be small and they work quickly to identify the problem, solution, and cost.

Several successful presentations have been made as a result of this process. An

example of a successful presentation came when the 12 Inch Mill Team 3 made their presentation on June 20. Their problem statement was, "To reduce downtime costs from the Rod Mill to the Downender." This team was trained on a Monday and made their presentation on Friday of the same week. The team came up with eight ideas, along with implementation plans for each of them, which could potentially save the Mill almost \$145,000 per year in down time. They also suggested other potential cost-saving ideas for future study. Team members included Bill Bryant, Mike Johnson, Gary Brown, Shawn Porter, Curtis Deets, Mike Jacobson, Todd Bass, Mark Ellis, and Randy Terrock.

Rich Nolan and Ken Ronzone, Partnership Coordinators, feel the biggest challenge thus far with training the teams is to communicate that Partnership is not only new, but something different. The Partnership process is fully supported by both the Company and the Union. The renewal and resurgence of Northwestern and the Union working together in Partnership is a tremendous benefit to the program – it's what the program is all about – working together!

The initial Partnership goal, "training for all," began at the Joint Advisory Committee (J.A.C.) level. The Joint Advisory Committee oversees the Partnership Program. This committee consists of Art Gillihan, President of the United Steelworkers of America (USWA), Local 63, and Dick Way, President and Chief Operating Officer at Northwestern, as Co-Chairmen; Ed Bell, Area Supervisor – USWA; Jim Gallentine, Manager of EAP and Partnership; Bill Hillpot, Vice President of Wire Operations and Materials Management; Birch Brown, Vice President – Sterling Steel Operations; Andy Moore, Vice President of Human Resources; Dick Percycoc, Chairman of the Contracting Out Committee; Russ Lovell, Grievance Committeeman; and Jim Meyer, Financial Secretary. Nommos Consulting was hired to do the training.

"Nommos" is a Greek word meaning community. The purpose of this training is to educate employees about industry and Union awareness, current conditions, partnership in historic perspective, motivation for involvement, and sharing partnership goals and processes. To date, over 500 employees have participated in the "Heart of Steel" training. Nommos will continue to work with the Company and the Union until all training is completed.

Yes, Partnership is gaining momentum at Northwestern. We can all do our part to keep that momentum going, whether that be through participation on a team, submitting cost-saving ideas, or just supporting the process itself. Look for the Partnership bulletin boards in your area for team updates, minutes from meetings, idea forms, etc. If you have questions, please feel free to call the Partnership Coordinators, Rich Nolan at extension 2868 or Ken Ronzone at extension 2867. Partnership is the foundation on which we will build a better, stronger Company. Let's all do our part!

Partnership Mission Statement

Our Mission is to work together through Joint Partnership to serve the needs of all stakeholders of Northwestern Steel & Wire and United Steelworkers of America, Local 63.

Through Partnership, we will involve all employees by sharing information and encouraging joint problem solving at all levels of the organization.

The Partnership will promote trust, mutual respect, and pride in Northwestern Steel & Wire Company.

This process will result in a safe and secure work environment, superior customer service, and quality products produced competitively.

RETIREE DINNER SLATED FOR SEPTEMBER 19

All Northwestern Steel and Wire Company retirees, spouses and interested active employees are invited to attend the annual retiree dinner and reunion on Friday, September 19, at the Latin American Social Club, 3614 East Lincolnway, Sterling.

Following the 5 p.m. social hour, a buffet dinner will be served by the Latin American Ladies Auxiliary. Great home cooking and an opportunity to renew old acquaintances combine to make this a don't miss occasion.

Advance tickets are recommended and can

be purchased from the following: Steelworkers Union Hall 625-3465, Karen Freres 625-2500, ext. 2275, Earl Stevens 625-6084, Don Wiemken 625-6437, Dick Williams 626-6107, Charlie Pratt 622-0529, Don Noon 626-3006.

SANDOVAL – NO WIRE DIVISION ROOKIE

Filemon Sandoval is clearly no rookie to the Wire Division. Sandoval celebrated his 45th year with Northwestern on August 28, 1997. When he started working here at age 16, he was in the labor pool for a year and a half, and has been in the Drawing Room of the Wire Division ever since.

As a Wire Drawer, he has seen several changes in the Mill throughout the years. When he began his employment, the furnaces were by the Wire Division. "We had little furnaces," explained Sandoval. "Then they changed them and moved them, and I think they went to 150 tons (apiece). Now we have 400 ton furnaces."

He further recalls that the 10 Inch Mill was what they now call the 12 Inch Mill. "When I started here, there were 500 pound bundles of rod, then they changed it to 1,000 pound bundles, and about 14 to 15 years ago to 3,000 pound bundles," Sandoval said.

A native of the Rio Grande Valley in Texas, Sandoval wants to visit his hometown again after he retires in the beginning of 1998.

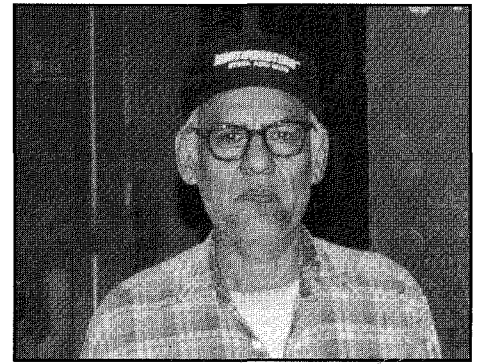
Sandoval says that working at Northwestern allowed him to take his family out of the classification of migrant workers into the middle class. He came to Sterling

out of necessity in 1951. As a migrant worker, his family, which included 12 children, and his mother and father, would go to Lubbock, Texas each year to pick cotton. "We would work there six or seven months of the year and then go back to where I was born. At the end of 1951, we didn't have any money and the cotton wasn't that good, so we were stuck in Lubbock," Sandoval said.

Sandoval had a brother in Sterling, and his dad asked his Sterling son to loan the family \$100. "That went pretty far when gas was so cheap," Sandoval said. "We got here and lived with him a couple of months."

Sandoval says he loves to work at the Mill, and as far as he's concerned, "he couldn't find a better job than what he has now."

Three of Sandoval's sons work at Northwestern, and all are a part of the Wire Division. His son, Arthur, is a Salesman in the Wire Division at Northwestern. Two other sons, Filemon Jr. and Fernando, also work in the Drawing Room. Arthur said, "Both my brothers draw wire that I sell to Amana Refrigeration, which is a 16 gauge wire." He chuckled, "If there's ever a complaint, I'll know where to go." But



Filemon Sandoval

Arthur feels confident in knowing that his father is watching the machines very closely to make sure they run smoothly. Another son, Paul, worked at the Mill several months before studying to become an accountant. Sandoval is very proud of his family. "I taught them everything they know," joked the elder Sandoval.

"Working at the Mill has allowed me to educate my kids, but they really educate themselves," he concluded.

Sandoval and his wife, Mary Ruth, have seven children and six grandchildren. Recently Mrs. Sandoval was honored by being named 1997 Dona for the Sterling/Rock Falls area. Dona is a distinct honor recognized throughout the world-especially in Spanish speaking countries where it's a title of respect. The honor is based on service contributions to the community.

Softball Tournament & Walk-a-thon Combine Efforts To Raise Money For The Kids

There is still time to register for the Slow Pitch Softball Tournament and the Needy Children's Walk-a-thon scheduled for Saturday, September 27th, at Centennial Park in Rock Falls (the Softball Tournament will also run on Sunday, September 28th). Opening ceremonies will begin at 8:00 a.m. on Saturday, with Tom Gildehaus, CEO and Chairman of the Board, throwing the first pitch to Art Gillihan, President of the United Steelworkers of America, Local 63. The first game will begin immediately after. The Walk-a-thon will commence at 8:30 a.m.

Deadline for rosters in the double elimination tournament is September 10. Those entering must include their name and clock number in the roster. There is a \$100

entry fee per team. Each game will go seven innings.

If your department does not have a team, you may play for another team. Each team will be required to provide a walker for the Needy Children's Walk-a-thon. This person does not need to be a Northwestern employee, but can be a family member or friend, as long as they obtain their own sponsors.

First prize for the tournament is \$300 and a trophy, second place - \$200 and a trophy, and third place - \$100 and a trophy. There will also be a trophy for the department getting the most donations for the Walk-a-thon, based on a 10-team entry.

The walk will begin at 8:30 a.m., with each participant choosing a three or seven mile

walk (or set your own). Juice and fruit will be available for all walkers. Walkers with \$50 or more in pledges will receive a free T-shirt. Pledge forms can be obtained from any member of the Committee: Jim Boesen, Debbie Decker, Chris Edmondson, Bill and Laurie Free, Karen Freres, Rhonda Gaumer, Dale Haberer, Cindy Jones, or Carol Siefken.

Hot dogs, brats, pop, and chips will be available on Saturday, September 27th from 11:00 a.m. until all food is gone. There will also be balloons and face painting for the kids. Bring the family for a weekend of fun!

Those wishing more information may contact Chris Edmondson, 626-9496; Dale Haberer, 336-2320; or Karen Freres, 625-2500, extension 2275.

SAFETY IS #1 PRIORITY

You may be surprised to learn, the number one cause of injuries is not machine guarding or handrails, but burns, sprains and strains. Andy Moore, Vice President of Human Resources, feels sprains and strains are the worst type of injuries. "Not only do they take longer to heal, it takes longer for the employee to get back to work and there are more limitations following the healing process," Moore explained.

While most injuries at Northwestern are not life threatening, employees face a broad range of serious injuries because they work daily with heavy equipment, fast moving machines, molten steel or very hot metal. Serious injuries seem to occur more frequently in the steel making operation where accidents can happen very quickly, according to Dick Way, President and Chief Operating Officer.

Presently, 7% of all injuries end up as lost time accidents, with the average absence for a lost time injury being three weeks.

Though much has been done to improve plant safety over the past several years, there is still much more to be done. Recently, a complete safety program was developed, including a manual. Each department has developed an annual safety improvement plan. "We know which injuries are the most prevalent in each department, and working with the people on the floor, we come up with ideas and ways in which we can reduce those accidents," stated Way.

While safety manuals are generally in the hands of supervisors and management, and management is responsible for safety, Moore and Way feel it is also the employees' responsibility to be concerned about their safety and that of their co-workers. They emphasize that if an employee sees something not right or out of place, they should not walk by it. The employee should fix the problem or contact someone who can fix it. An example would involve the simple act of good housekeeping by picking up an item found in a walkway.



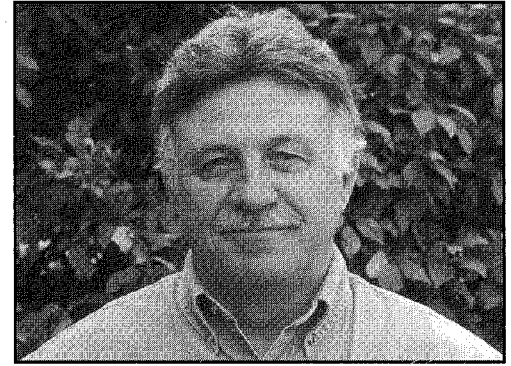
The Partnership Program, a commitment to working together, both Company and Union, has made safety a priority. "We are applying the Partnership Agreement to safety," Way said. "We have worked on safety improvements through our Partnership teams. The whole cooperative Partnership mentality is critical to correcting safety problems."

Moore feels that tackling safety problems through Partnership is really a continuation of the Company- Union Safety Committee and the work they have done jointly over the years. Committee members, appointed by the Union and trained by the Company, are trained at the National OSHA Institute on hazard awareness, accident prevention, and the various rules and regulations of OSHA. They conduct monthly inspections throughout the plants, identify hazards, and work to eliminate them.

While Northwestern's safety efforts as measured by OSHA rates have improved, there is still a long way to go. Northwestern's rates are 50% higher than other steel companies their size, with workers' compensation expenses twice as high as similar steel companies.

As committee members continue to work to improve the safety record, the past few years have also seen a greater emphasis toward safety and commitment to a safe workplace from the top of the organization. That commitment, in turn, is changing priorities down the line to make safety the number one priority.

Though safety is management's responsibility, it is also each individual worker's responsibility to do their job in a safe manner. Making this commitment means that the employee is not only looking out for himself, but also his co-worker. Performing this task daily will mean a decrease in accidents, less injured employees, and an improved safety record for this new fiscal year.



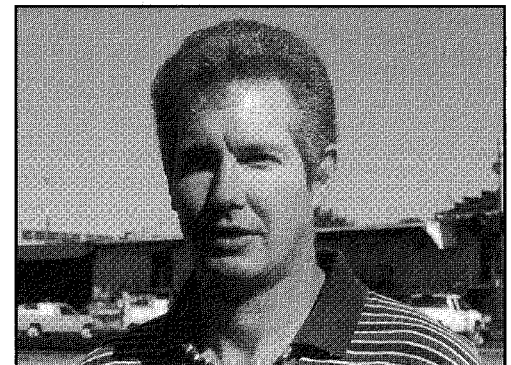
Jim Boyer

Jim Boyer has joined Northwestern Steel and Wire as Manager, Primary Department, reporting to Birch Brown, Vice President, Sterling Steel Operations.

Reporting to Jim will be Mark Babin, Manager, Electric Furnaces and Mike Sherman, Manager, Casters.

Jim brings to Northwestern extensive experience in melting and casting management in the steel industry. Most recently, he was Melt Shop Superintendent as CSC, Ltd. He held prior positions as Manager, Primary Operations at Bar Technologies, Melt Shop Superintendent at Tennessee Valley Steel, and General Supervisor Melting and Casting at the Iron and Steel Company of Trinidad and Tobago.

Jim and his wife, Annie, have a daughter, Mandi. We welcome Jim, his wife and daughter to the Northwestern family.



Michael J. Sherman

Michael Sherman has joined Northwestern Steel and Wire Company as Manager of Caster, reporting to Jim Boyer, Manager of the Primary Department. In this capacity, he will be responsible for all Caster Operations.

Michael brings 19 years experience in the steel industry to Northwestern. Most recently, he was Casting Supervisor at Bar Technologies where he was hired to assist in the start-up and training of a new workforce for a new state-of-the-art billet and bloom caster. Prior experience includes General Supervisor, Continuous Casting at New Jersey Steel. He also worked for North Star Steel in their Caster and Rolling Mill.

Mike and his wife, Pam, have two boys. We welcome Mike and his wife and family to the Northwestern family.

UNITED WAY WEEK AT NORTHWESTERN

September 7th marks the official kick-off of the United Way 52nd annual fund raising campaign. The United Way Community Kick-off, which this year replaced the Corporate Olympics, will consist of a 5K Run/Walk, a Volleyball Tournament, and a Chili Cook-off. According to Russ Siefken, United Way Executive Director, it was decided this year to have a Community Kick-off because it would be closer to the official beginning of the campaign. Siefken said there are people who don't like sports, but everyone likes to eat, so the Chili Cook-off seemed a natural. For those who do like sports, they offer the 5K Run/Walk and the Volleyball Tournament.

Following the Community Kick-off, Northwestern will have a kick-off of their own. September 22nd has been designated United Way Week at Northwestern. During this week, United Way Representatives, Management and Union Leaders will attend various Company meetings to familiarize employees about the United Way Program. A posted "thermometer" will track the Company's internal goal. Volunteers are needed to help with the United Way Week at Northwestern. Those wishing to volunteer

should contact Ellen Conner at 625-2500, ext. 2246 or Karen Freres at 625-2500, ext. 2275.

The United Way has set a goal of their own. This year's United Way of Sterling-Rock Falls goal is \$685,000, which is up 2% from last year. According to Siefken, the goal was \$672,000 and they raised \$673,000. Some donations received come from "fair share givers." A fair share gift is one hour of pay per month, or 1% of one's salary. However, any and all donations are accepted and greatly appreciated.

United Way represents the following local, not-for-profit agencies: The American Red Cross, Boy Scouts - Blackhawk Area Council, Catholic Charities - Sterling Office, Girl Scouts - Green Hills Council, Sterling-Rock Falls Child Care Center, T.C.O.C. Homemaker Program, Lutheran Social Services, Rock Falls Civic Fund, Salvation Army, Whiteside CASA, Whiteside County Senior Center, Y.M.C.A. / Y.W.C.A. of Sauk Valley.

Siefken emphasized that the agencies are not just given the money. Instead, the United Way does program funding. Each agency

director must show how many people they have served. Forty-seven programs within the local agencies are funded.

Each agency goes through an allocation process and, in turn, the United Way Board sits down with agency directors. "We want to make sure there is a need and no duplication," Siefken said. Agency needs continue year round. Currently, twenty children are waiting in the Big Brother/Big Sister Program. CASA also has a waiting list.

United Way also sponsors a program in the schools called, "Pulling Together with Pennies." While United Ways in other communities might help the Little League or the Pom Pon Squad, the United Way of Sterling-Rock Falls assists human services and health agencies.

Watch for details on Northwestern's upcoming United Way Week and the unveiling of our goal. We need your help to reach our goal. You have the power to help change the world around you, and together, we can make a difference!

Northwestern Record Breakers

Records continue to fall as individuals, departments, and in some cases entire plants combine their efforts to reach these new marks. Congratulations to all these hard working individuals!

Plant 1 -Drawing Rm (28 MacBee)
29,390 lbs. -November 12, 1996 (11-7)
David Shearer
Old Record -25,430 lbs., Oct. 19, 1993

Plant 1 -Drawing Rm (28 MacBee)
19,220 lbs. -December 11, 1996 (7-3)
William Graves
Old Record -18,940 lbs., May 26, 1993

Plant 1 -Drawing Rm (28 MacBee)
24,170 lbs. -November 23, 1996 (3-11)
Michael Molitor
Old Record -23,420 lbs., Aug. 7, 1994

Plant 1 -Drawing Rm (28 MacBee)
27,600 lbs. -February 2, 1997 (7-3)
David Shearer
Old Record -24,170 lbs., Nov. 23, 1996

Plant 1 -Drawing Rm (43 Bullblock)
39,395 lbs. -January 30, 1997 (7-3)
Marty Cooper
Old Record -34,080 lbs., Aug. 3, 1992

Plant 1 -Drawing Rm (29 MacBee)
25,400 lbs. -March 17, 1997 (11-7)
Paul Pack
Established New Record

Plant 2 -Primary
181,871 tons -March, 1997 (for the month)
(523 Heats/16.9 Heats per day)
Whole Department
Broke Old Record by 10,000 Tons!

Plant 1 -Field Fence (#10 Machine)
70 rolls -March 26, 1997 (7-3)
John Lewis
Old Record -68 rolls, Dec. 13, 1990

Plant 1 -Drawing Rm (44 Bullblock)
25,100 lbs. -June 10, 1997 (7-3)
Marty Cooper
Established New Record

Plant 1 -Drawing Rm (45 Bullblock)
41,400 lbs. -January 1, 1997 (7-3)
Marty Cooper
Old Record -25,610 lbs., Oct. 4, 1991

Plant 1 -Drawing Rm (43 Bullblock)
33,330 lbs. -June 23, 1997 (7-3)
Marty Cooper
Old Record -29,740 lbs., Jan. 12, 1991

Plant 1 -Drawing Rm (11 Wire Lay.)
20,030 lbs. -June 26, 1997
Leo Rodriguez
Old Record -18,410 lbs., Aug. 4, 1994

Plant 1 -Drawing Rm (60 Wire Lay.)
16,250 lbs. -August 13, 1997 (3-11)
Stony Funderberg
Old Record 15,040 lbs., Sept. 1, 1992

Plant 1 -Drawing Rm (28 MacBee)
28,760 lbs. -June 19, 1997 (3-11)
Eric Schier
Old Record -22,900 lbs., April 16, 1991

Plant 1 -Drawing Rm (41 Bullblock)
34,290 lbs. -August 19, 1997 (7-3)
Paul Brunk
Old Record -32,990 lbs., Sept. 2, 1994

TRADE AND CRAFT TRAINING PROGRAM A PLUS FOR NORTHWESTERN



Recent graduates of the Trade & Craft Training Program proudly display their certificates.

Several employees of Northwestern Steel and Wire have graduated from the first classes implemented under the unique Trade and Craft Training Program. The purpose of the program is to provide qualified, well-trained trade and craft people so the Company can reduce excessive overtime, equipment downtime, and contracting out while maintaining, improving and installing equipment.

The Revitalization of Trade and Craft Committee was formed as a result of the 1996 Labor Agreement. Members of the Committee are Dan Potts and Dick Percycoe, (Co-Chairmen), Merle Heckman, Gary Ege, Carl Paxton, Russ Lovell, and Larry Stevens. Al Ernst and Ron Leuschke (both retired) and Jim Gallentine also assisted the Committee. According to Dan Potts, the purpose of the Committee was to determine a future plan for maintenance. Part of this plan was to determine manning levels for the different maintenance groups, based on the future plans of the Company. Another part was to specify exactly how new maintenance employees would be trained. To assist with this, the Revitalization of Trade and Craft Committee set up a sub-committee called the Training Committee.

The Training Committee recommends what material the courses will cover and helps set up rules and requirements for the courses.

Members of the Training Committee are Larry Hubbard, Don LaFavre, Gordon Millerschone, Tim Sheeley, and Merle Heckman. Rich Nolan and Jim Gallentine also assisted the Committee. To date, the Training Committee has set up the curriculum for many areas including Electricians, Millwrights, Furnace Repairmen, Air Conditioning Repairmen, Welders, Pipefitters, Crane Mechanics, Mobile Mechanics, Carpenters and Machinists. The Committee continues to refine these courses as suggestions are made by supervisors, trainees, and qualified people.

The most recent graduates of the Multi-Craft Training Classes at Sauk Valley Community College were Millwrights, Furnace Repairmen and Welders. They include: Todd Beck, LaVerne Howell, Dan Deets, Mike Kinnaman, Dan Romero, Tracy Russell, Kevin Workman, Hector Rodriguez, Robert McEvoy, Shawn Wharff, Alvin Russell, Larry Kness, David Stickel, Thomas Browning, Tim Kophamer, Rodney Harrington, and Gary Magill. The group began their training January 21st and graduated July 8th. Birch Brown, Vice President – Sterling Steel Operations, and Jim Gallentine, Manager – EAP and Partnership, were present to congratulate the graduates and hand out their certificates, along with their instructors.

Gallentine said, "This is the first time in the 25 years that I've been here that something like this has been done. You should feel good about what you've accomplished."

Brown stressed the importance of always looking for ways to improve. "When you make your repairs, always look for ways to improve – always ask yourself, 'could I have done it better?'"

Four Carpenters who graduated from training classes at Sauk Valley College before the July 8th ceremony were Bill Free, Jim Reinhold, Tom Duffy, and John L. Thompson. In addition, Ira Greenwalt, a Mobile Mechanic, rapidly qualified. A trainee that rapidly qualifies is one with previous experience or one who demonstrates thorough knowledge of the trade who wishes to become an entry level tradesperson in less than one year. In order for a trainee to rapidly qualify, they must pass a comprehensive test that covers all of the course work for the entire training period.

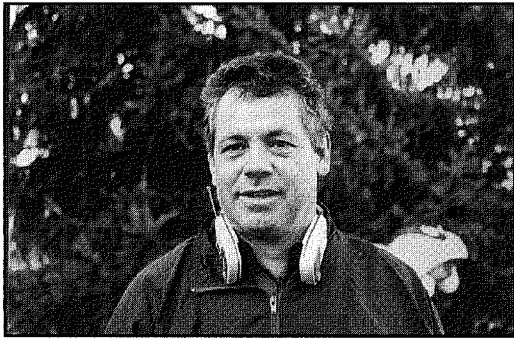
Currently there are approximately 45 other employees going through the Trade and Craft Training Program.

Instructors assisting with the Program are Jerry Frana, Pat Land, and Ron Happach, all of Sauk Valley College, and Mike McCaffrey, a Northwestern employee. Through the cooperative efforts of Sauk Valley College, the Whiteside Area Vocational Center, and Northwestern Steel and Wire, the training program will be ongoing.

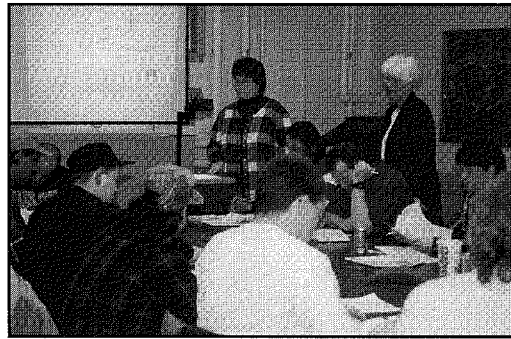
The Trade and Craft Training Program is fully supported by both Company and Union. Art Gillihan, President of the United Steelworkers of America, Local 63, feels the program is an excellent program because it "gives the people on the floor the opportunity to get into the trades and crafts, and gives them an option they didn't have before."

The training program requires a lot of commitment on the part of the employee, including reading and studying for tests. Often this is very difficult for someone working a full-time job and raising a family. Congratulations to all the employees who have put forth the time and effort to better themselves. We all look forward to improved maintenance of equipment throughout the plant through their improved skills.

FISCAL '97 HIGHLIGHTS



Steve Bierman, 24 Inch Mill, raised nearly \$800.00 for the needy children in last year's Walk-a-thon. Great job, Steve!



Mary Kay McCue and Kelly McDuffy conduct new employee orientation. Since January, 158 full time and 41 summer employees were hired.



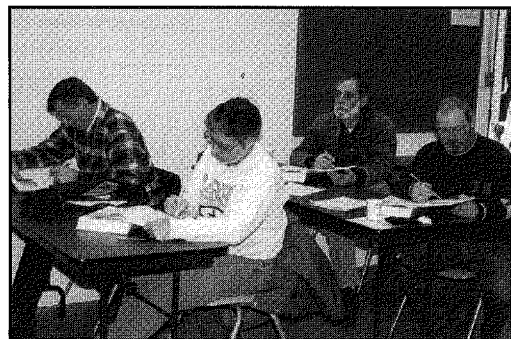
Dr. Susan Gould, Company Physician, holds up a NSW t-shirt at the top of Mt. Kilimanjaro in Africa. The summit is 19,340 ft. Susan & her husband, Mark went through 2 years of aerobic training to prepare for the adventure made in January.



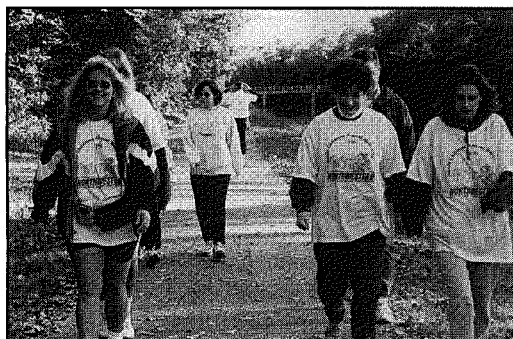
Jerry Mitchell, State Representative, recently toured the Family Health Center. Pictured left to right are Tom McCormick, Gene Baker, Annette Hall, Matt Yuknis, Representative Mitchell, Dr. Roger Hill, and Andy Moore.



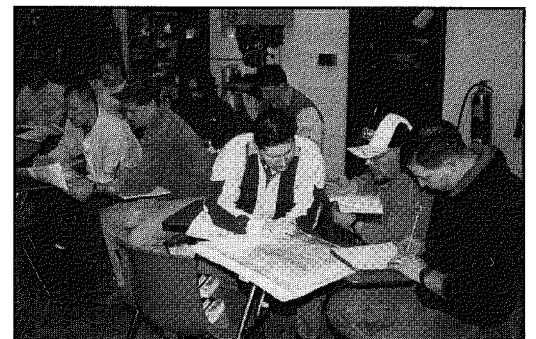
A few of the walkers from the '96 Walk-a-thon.



A studious group of Carpenters also take advantage of the Trade & Craft Training Program.



Northwestern employees and friends had a beautiful day for their '96 Walk-a-thon. The walkers raised a total of \$1,781.00 for the needy children.



Northwestern employees work together in the Trade & Craft Training Program at Sauk Valley College to sharpen their skills.

Northwestern Employee Anniversaries

Many employees will be celebrating anniversaries with Northwestern. The *Lightning Bolt* congratulates those employees listed below for their years of service to the Company.

NOVEMBER 96

35 Years

Alexander Delgado, 11/20/61, Brickmasons.
James Rosenow, 11/20/61, Plant 2 Electrical.
Gary Smith, 11/25/61, 12 Inch Finishing.

10 Years

David Rippy, 11/16/86, Plant 5 Welders.
Michael Lubbs, 11/24/86, Electronics.

DECEMBER 96

35 Years

John Bonneville, 12/21/61, 12 Inch Shipping.
Keith Cook, 12/17/61, 24 Inch Mill.
Dean Dace, 12/18/61, Plant 3 Welders.
John Taets, 12/18/61, Plant 2 Electrical.
James McKenna, 12/31/61, Plant 3 Welders.

30 Years

Gene DeJarnette, 12/26/66, Electric Furnace.

25 Years

Randy Johnson, 12/4/71, 24 Inch Mill.
Charles Hall, 12/4/71, 12 Inch Finishing Bars.
David Rodekamp, 12/4/71, 24 Inch Shipping.
Jerry Gibson, 12/4/71, Conditioning.
John Masini, 12/4/71, Plant 2 Pipefitting.
Keith Dravis, 12/12/71, Plant 5 Millwrights.

15 Years

Charles Krabbenhoeff, 12/7/81, Plant 2 Millwrights.
George Carey, 12/26/81, Rock Falls Inspection.

10 Years

Bryan Calkins, 12/15/86, Data Processing.

JANUARY

40 Years

Charles Rhode, 1/19/57, 14 Inch Mill.

35 Years

William Blevins, 1/4/62, Nails.
Juan DeLaFuente, 1/6/62, Electric Furnace.
Arnold Allen, 1/15/62, Plant 3 Millwrights.
Gerald Wiebenga, 1/15/62, Nails.
John Henson, 1/15/62, Clerical.
Arlyn Cain, 1/18/62, Bale Tie.
Allen Carr, 1/23/62, Furnace Cranes.
Jesse Lopez, 1/30/62, General Millwright.

30 Years

Kenneth Tabor, 1/1/67, Billet Caster.
Robert Delgado, 1/17/67, Plant 5 Crane Mechanics.
Douglas Harms, 1/30/67, Millwright.
Richard Larkins, 1/30/67, Plant 2 Pipefitters.
William McDonald, 1/16/67, 14 Inch Mill.

JANUARY (cont.)

25 Years

Jose Martinez, 1/6/72, Billet Caster.
Paul Shenefeld, 1/6/72, Machine Shop.
Dean Reul, 1/9/72, Electric Furnace.
John Thompson, 1/11/72, 14 Inch Finishing.
Joseph Mathews, 1/12/72, 24 inch Mill.
Michael Smith, 1/12/72, 14 Inch Mill.
Jesus Rascon, 1/14/72, Guards.
Dale Turney, 1/19/72, 14 Inch Finishing.
David Herbon, 1/19/72, Billet Caster.
Barry Collinson, 1/24/72, Field Fence.
Lloyd Fulkerson, Jr., 1/24/72, Wire Mill Electrical.
Owen Harrell, 1/26/72, 24 Inch Mill.
Ronald Reglin, 1/27/72, RF General Works.
Steven Grobe, 1/27/72, Plant 2 Electrical.
Michael Fortney, 1/30/72, Electric Furnace.
Gene Unger, 1/31/72, Billet Caster.
James Mallicoat II, 1/12/72, Plant 3 Mech.
John Reynolds Jr., 1/19/72, Plant 1 Shipping.
Gary Maycher, 1/22/72, Sales.

10 Years

Edward Spotts, 1/7/87, Plant 2 Electrical.
Dale Lippens, 1/12/87, Wire Mill Electrical.
Craig Kilberg, 1/22/87, Trucks.
Gary Pistole, 1/22/87, Trucks.
Mark Hermes, 1/28/87, Wire Galvanizer.
Richard Johnson, 1/28/87, 24 Inch Shipping.
Leon Gillihan, 1/29/87, 14 Inch Welder.
Douglas Grobe, 1/6/87, 12 Inch Mill.
Connie Helms, 1/19/87, Payroll.

FEBRUARY

35 Years

Douglas Morthland, 2/1/62, Plant 3 Inspection.
Michael Knapp, 2/22/62, Furnace Cranes.
James Nelson, 2/23/62, Carpenter Shop.

30 Years

Kent DeMay, 2/10/67, 14 Inch Finishing.
Dale Laws, 2/13/67, Billet Caster.
Alberto Castaneda, 2/16/67, Mats.
Charles Briggs, 2/24/67, RF Shift Tractor.

25 Years

James Gallentine, 2/4/72, EAP.
Brian Hurd, 2/1/72, 14 Inch Mill.
Clyde Cardwell, 2/2/72, WP Trial Crew.
Manuel Rascon, 2/3/72, Electric Furnace.
Frank Lilly, 2/4/72, WM Shipping.
Larry Rippy, 2/4/72, Millwrights.
Tony Cook, 2/4/72, Furnace Cranes.
Reginaldo Gomez, 2/6/72, 14 Inch Mill.
Richard Bechdolt, 2/6/72, 14 Inch Mill.
Mario Montanez, 2/7/72, Degreaser.
Ricky Stange, 2/23/72, Plant 2 Machine Shop.

FEBRUARY (cont.)

25 Years

Robert Bertolozzi Jr., 2/23/72, Billet Caster.
Guillermo Sifuentes, 2/24/72, 24 Inch Mill.
David Kendrick, 2/28/72, Plant 5 Electrical.

10 Years

Tim Nehr Korn, 2/1/87, WM Drawing.
David DeVenney, 2/1/87, 12 Inch Mill.
Wayne McKenna Jr., 2/1/87, 14 Inch Finishing.
Jeff Vincent, 2/2/87, Plant 2 Millwrights.
Waldon Gibbs, 2/2/87, Plant 2 Electrical.
Gregory Quick, 2/3/87, Plant 2 Electrical.
James Edwards, 2/3/87, 12 Inch Mill.
Jamie Oberle, 2/3/87, Bale Tie.
Jeffrey Phillips, 2/3/87, 12 Inch Finishing Bars.
John Hibbard, 2/3/87, 12 Inch Finishing Bars.
Keith Workman, 2/3/87, 1 & 5 Packaging.
Noel Leal, 2/4/87, Electro-Weld.
Randy DeJonge, 2/4/87, Plant 2 Millwrights.
Bradley Wagner, 2/6/87, Electric Furnace.
Eric Langley, 2/6/87, 24 Inch Mill.
Hector Rodriguez, 2/6/87, 12 Inch Finishing Bars.

Jerry Fichtenmueller, 2/6/87, Plant 2 Crane Mechanics.

Michael McCowan, 2/6/87, Plant 2 Electrical.
Robert Cain, 2/6/87, Wire Galvanizer.
William Bennett, 2/6/87, Plant 3 Millwrights.
David Fredericks, 2/10/87, 14 Inch Finishing.
Rogelio Cavazos, 2/10/87, 12 Inch Finishing Bars.

Terry Jones, 2/10/87, Plant 2 Welders.

Charles Abell, 2/16/87, Mobile Mechanics.
David Blanton, 2/16/87, Wire Galvanizer.
James Lewis Jr., 2/16/87, Plant 5 Millwrights.
Jon Stanley, 2/16/87, Plant 2 Millwrights.
Michael Johannsen, 2/16/87, 24 Inch Shipping and Finishing.

Paul Gilbert, 2/16/87, Wire Galvanizer.
Timothy Mewhirter, 2/16/87, Electro-Weld.
Arturo Pena, 2/23/87, 24 Inch Shipping and Finishing.

Jackie Abell, 2/23/87, Wire Mill Drawing.
Kazimir Lewandowski, 2/23/87, Wire Galvanizer.
Mark Heeren, 2/23/87, Wire Mill Drawing.
Manuel Rodriguez, 2/25/87, Mats.
Michael Gragert Jr., 2/25/87, Plant 2 Electrical.
Raul Molina, 2/25/87, Electro-Weld.
Robert Lafferty, 2/25/87, Wire Galvanizer.
Eric Russell, 2/26/87, Electro-Weld.
Juan Valdez, 2/26/87, Wire Galvanizer.
Patrick Cooney, 2/26/87, Wire Mill Drawing.
Sherry Wilkens, 2/26/87, Wire Mill Drawing.
Stephen Hart, 2/26/87, Mats.
Ronald Erickson, 2/23/87, Plant 2 Electrical.
Scott Lawson, 2/23/87, Nails.

MARCH

35 Years

Donald LaFavre, 3/7/62, WM Millwright.
 Roger Larson, 3/29/62, Plant 2 Inspection.
 Donald Sawyer, 3/9/62, Wire Mill Machine Shop.
 Henry Heckman, 3/9/62, Carpenter Shop.
 John Engelkens Jr., 3/11/62, Construction.
 Philip Wilkins, 3/22/62, 24 Inch Shipping & Finishing.
 James Seavey, 3/23/62, Ornamental Fence.
 Robert Daughetee, 3/26/62, Billet Caster.

30 Years

Jerry Dunning, 3/15/67, Billet Caster.
 Kenneth Zemke Jr., 3/15/67, 1 & 5 Packaging.
 Richard Percycoe, 3/15/67, Plant 2 Pipefitters.
 Donald Reed, 3/21/67, RF Shipping.

15 Years

Juan Reyes Jr., 3/4/82, 12 Inch Finishing Bars.
 Michael St. Pier, 3/15/82, Plant 2 Crane Mechanic.
 Rick Osborn, 3/27/82, 12 Inch Finishing Bars.

10 Years

Ronald Rodriguez, 3/2/87, Plastics.
 Jeffrey Burgess, 3/4/87, Electric Furnace.
 Darin Heffelfinger, 3/5/87, Wire Mill Drawing.
 David Janssen, 3/5/87, 24 Inch Shipping & Finishing.
 Jerry Kuehl, 3/5/87, 24 Inch Shipping.
 Kerry Church, 3/5/87, 24 Inch Shipping.
 Wayne Larson, 3/5/87, 12 Inch Finishing Bars.
 Duane Bennett, 3/7/87, Plastics.
 Edward Culjan, 3/7/87, 24 Inch Shipping & Finishing.
 Jeffrey Spotts, 3/7/87, Mats.
 Stephen Ashford, 3/7/87, Wire Mill Drawing.
 Paula Baldwin, 3/9/87, Wire Mill Drawing.
 Randy Betts, 3/9/87, 24 Inch Shipping & Finishing.
 Jeffrey Shaw, 3/13/87, 24 Inch Shipping & Finishing.
 Louis Pennell, 3/13/87, Plastics.
 Ricky Anspach, 3/13/87, Electro-Weld.
 Deron Hughes, 3/16/87, Wire Galvanizer.
 Rickey White, 3/16/87, Wire Mill Drawing.
 William Brown, 3/16/87, 24 Inch Finishing & Shipping.
 Alva Edmondson, 3/20/87, Wire Galvanizer.
 Kevin Vandeveld, 3/20/87, Electro-Weld.
 Michael Cady, 3/20/87, Electric Furnace.
 Jeffrey Richards, 3/21/87, Electro-Weld.
 Marty McCarty, 3/23/87, Billet Caster.
 Clark Bushar, 3/28/87, Nails.
 Joseph Sheley, 3/28/87, Wire Mill Trial Crew.
 Dale Haberer, 3/30/87, Netting.
 Martin Newman, 3/30/87, Nails.
 Linda LaFavre, 3/16/87, MIS.

APRIL

30 Years

Walter Barger, 4/4/67, Wire Drawing.
 Howard Clark, 4/10/67, RF Millwrights.
 Fernando Reyes, 4/15/67, Furnace Cranes.

25 Years

Denise Hager, 4/27/72, WM Gen. Works Office.
 Danny Phillips, 4/2/72, Cleaning and Coating.
 John Snyder, 4/2/72, 14 Inch Mill.
 Maurice Rhodes, 4/2/72, 24 Inch Shipping & Finishing.

Russell Francis, 4/2/72, 14 Inch Finishing.
 Alex Ramirez, 4/3/72, 14 Inch Mill.
 Dionicio Olalde, 4/3/72, Degreaser.
 Eddie Tutterrow, 4/3/72, 14 Inch Mill.
 Fidencio Campos, Jr., 4/3/72, Billet Caster.
 Gilbert Phillips, 4/3/72, Cleaning and Coating.
 Raymond Poffenberger, 4/4/72, Electric Furnace.

Salvador Velazquez, 4/4/72, 14 Inch Finishing.
 Chris Feldthouse, 4/10/72, 12 Inch Mill.
 Richard Spotts, 4/10/72, Electro-Weld.
 Thomas Terry, 4/13/72, 14 Inch Finishing.
 David Gallardo, 4/16/72, Furnace Cranes.
 Richard Leal, 4/16/72, Billet Caster.
 Alex Magana, 4/17/72, Electric Furnace.
 Alvin Cover Sr., 4/17/72, Plant 3 Pipefitters.
 Barry Cochran, 4/17/72, 14 Inch Finishing.
 Cliserio Moreno Jr., 4/17/72, Plant 3 Inspection.
 Duane Lou, 4/17/72, Plant 5 Welders.
 Michael Amesquita Sr., 4/17/72, Furnace Cranes.

Roy Abell, 4/17/72, Electro-Weld.
 Douglas Sisson, 4/18/72, Scrap Yard.
 Ray Gonzalez, 4/18/72, Billet Caster.
 Warren Tervelt, 4/18/72, Conditioning.
 Douglas Stern, 4/23/72, Scrap Yard.
 Clyde Wentling, 4/24/72, Plant 2 Machine Shop.
 Melvin Johnson, 4/24/72, Nail Galvanizer.
 Michael Hurd, 4/24/72, Plant 5 Welders.
 George Matthews, 4/29/72, Nails.
 Howland Ellis, 4/29/72, Clerical.
 Larry Peppers, 4/29/72, 14 Inch Finishing.
 Patrick O'Brien, 4/30/72, 14 Inch Mill.

20 Years

Steven Austin, 4/2/77, Nails.

15 Years

Hollie Eaglin, 4/16/82, 24 Inch Mill.

10 Years

Gene Young, 4/7/87, 14 Inch Shipping.
 Darrin Eubanks, 4/13/87, Plant 3 Electrical.
 Jeanmarie Hall, 4/6/87, Labor Relations.
 Teresa Hulstrom, 4/6/87, HR Sales.

MAY

35 Years

Edward Merema, 5/7/62, 24 Inch Shipping.
 Robert Dir, 5/8/62, Cleaning and Coating.

MAY (cont.)

30 Years

Ramiro Garcia, 5/1/67, Die Reaming.
 James Stinson, 5/3/67, RF Inspection and Salvage.
 Donald Bielema, 5/29/67, Facilitators.

25 Years

Jeffrey Hager, 5/1/72, WM Machine Shop.
 Albert Villa, 5/16/72, 14 Inch Finishing.
 Edward Cook, 5/16/72, 24 Inch Mill.
 Michael Fowler, 5/16/72, Electric Furnace.
 St. John Garza, 5/16/72, Electric Furnace.
 William Scott, 5/16/72, Plant 2 Electrical.
 Gonzalo Lemus, 5/22/72, Furnace Cranes.
 Carlos Chavira, 5/24/72, Furnace Cranes.
 Noe Ramirez Jr., 5/24/72, Field Fence.
 Ruben Garcia, 5/26/72, 14 Inch Mill.
 Kevin Hanson, 5/28/72, 24 Inch Mill.
 Lonnie Dillow, 5/28/72, 24 Inch Mill.
 Esequiel Reyes, 5/29/72, 24 Inch Mill Shipping.
 Mauro Marruffo, 5/29/72, 1 and 5 Packaging.

20 Years

Ronald Leffelman, 5/18/77, Trucks.

15 Years

Apolinar Jaramillo, 5/6/82, 24 Inch Mill.
 Cruz Martinez, 5/20/82, 12 Inch Finishing Bars.

10 Years

Ken Asbury Jr., 5/31/87, Plant 2 Electrical.
 Ty Duncan, 5/31/87, 14 Inch Shipping.

JUNE

35 Years

Vernon Tichler, 6/24/62, Degreaser.

30 Years

Leo Lewis, 6/27/67, 12 Inch Mill.
 Gail Jellerichs, 6/4/67, Laboratory.
 John Leach, 6/4/67, Plant 2 Millwrights.

25 Years

Wayne Spencer, 6/4/72, Plant 3 Inspection.
 Jerome Bauer, 6/4/72, Plant 2 Electrical.
 Larry Sutton, 6/4/72, Netting.
 Gary Bell, 6/11/72, Plant 2 Pipefitters.
 James Lewis, 6/11/72, Plant 5 Millwrights.
 Larry Boucher, 6/11/72, Scrap Yard.
 Joel Canas Jr., 6/12/72, Billet Caster.
 Donald Christian, 6/13/72, Wire Mill Shipping.
 Gerald Bailey, 6/13/72, West Plant Trial Crew.
 Gale Bradley, 6/18/72, Wire Mill Machine Shop.
 Robert Kennard, 6/18/72, Furnace Cranes.
 Carroll Whitlock, 6/19/72, Plant 2 Machine Shop.
 Dennis Rockwell, 6/19/72, 14 Inch Shipping.
 Jaime Garcia, 6/19/72, Field Fence.
 Larry Boostrom, 6/19/72, Billet Caster.
 Harold Crandall, 6/20/72, Plant 2 Millwrights.
 Tommy Bowser, 6/20/72, 12 Inch Mill.
 Ray Hutchison, 6/21/72, Barb Wire.
 James Rodriguez, 6/26/72, Drawing Room Straight and Cut.
 Edward Caudillo, 6/27/72, 24 Inch Shipping & Finishing.

JUNE ANNIVERSARIES CONTINUED**20 Years**

Steven Bushman, 6/5/77, Trucks.
Harley Bodmer, 6/16/77, Trucks.
John Stiles, 6/20/77, Trucks.

15 Years

Steven Jackley, 6/13/82, 14 Inch Finishing.
Douglas Todd, 6/18/82, 14 Inch Mill.

10 Years

Mary D. Last, 6/29/87, Industrial Engineering.
Anthony Davis, 6/8/87, Plant 2 Electrical.
Danny Ivey, 6/8/87, Plant 2 Millwright.
Donald Schoaf, 6/8/87, Plastics.
Jeff Trancoso, 6/9/87, 1 and 5 Packaging.
Andrew Trancoso, 6/15/87, Bale Tie.

JULY**35 Years**

Danny Todhunter, 7/9/62, 12 Inch Mill.

25 Years

Garry Scott, 7/2/72, Plant 5 Inspection.
Gary Dunaven, 7/2/72, Wire Galvanizer.
David Cummings, 7/2/72, Cleaning and Coating.
Don Salazar Jr., 7/2/72, Plant 2 Electrical.
Anthony Magana, 7/3/72, Electric Furnace.
Billy Bryant, 7/3/72, 12 Inch Mill.
Douglas Albert, 7/3/72, Guards.
Virgil Taylor, 7/3/72, Wire Mill Shipping.
Robert Rank, 7/4/72, 12 Inch Mill.
Larry Cervantes, 7/5/72, Scrap Yard.
Mark Reglin, 7/5/72, 24 Inch Shipping.
Michael Miller, 7/7/72, Plant 5 Electrical.
William Hale, 7/11/72, 24 Inch Mill.
Terry Steder, 7/11/72, Wire Mill Shipping.
Robert Jacobs, 7/15/72, Plant 2 Millwright.
Fred Knebel, 7/17/72, Wire Mill Drawing.

10 Years

Beth Dettman, 7/13/87, Metallurgy.
Marianne Johnson, 7/27/87, Safety.
Leo Rodriguez, 7/19/87, Wire Mill Drawing.
Timothy Stickel, 7/19/87, 24 Inch Shipping.
Robert Garza, 7/21/87, Wire Mill Drawing.

AUGUST**45 Years**

Filemon Sandoval, 8/28/52, Wire Mill Drawing.

35 Years

John Manzano, 8/20/62, Nails.
Raymond Espinoza, 8/24/62, Mobile Mech.
Richard Guerrero, 8/24/62, Plant 2 Electrical.

30 Years

Charles Lancaster, 8/17/67, Safety.
Jimmy Mitchem, 8/20/67, Billet Caster.
Henry Weeks, 8/21/67, Trial Crew West.
Larry Berard, 8/21/67, Nails.
Ronald Paschal, 8/21/67, Trial Crew West.
George Crabb, 8/26/67, Electric Furnace.
Martin Leal, 8/26/67, Plant 5 Electrical.
Carl Donovan, 8/30/67, Plant 2 Pipefitter.
James Page, 8/30/67, Wire Mill Millwrights.

AUGUST (cont.)**25 Years**

Eugene Richardson, 8/19/72, Guards.
Eric Vargas, 8/22/72, Billet Caster.
Douglas Riggins, 8/23/72, Field Fence.
Harry Vroman, 8/23/72, 24 Inch Mill.
Joe Sibley, 8/23/72, 24 Inch Mill.
John Johnson, 8/28/72, 14 Inch Mill.

20 Years

Thomas Cooney, 8/15/77, HR Sales.

15 Years

Peter Estrada, 8/21/82, Plant 2 Electrical.
Richard Moeller, 8/30/82, 24 Inch Mill.

SEPTEMBER**40 Years**

Marilyn Lowder, 9/3/57, Accounting.

35 Years

James Naylon, 9/24/62, 24 Inch Shipping.
Ronald Davis, 9/24/62, MIS.
David Hoover, 9/2/62, Nails.
John Gonzalez, 9/2/62, Plant 2 Crane Mechanics.
Clifford Golden, 9/6/62, Billet Caster.
Herman Rodriguez, 9/17/62, Plant 2 Crane Mechanics.

30 Years

John Huber Jr., 9/1/67, Sales.
James Meyer, 9/3/67, Nails.
Gerald Patten, 9/5/67, Nails.
Charles O'Brien, 9/15/67, Laboratory.
Russell Thompson, 9/23/67, 24 Inch Shipping.
George Canales Jr., 9/26/67, Brickmasons.
Lyle Roberts, 9/26/67, 12 Inch Mill.

25 Years

Dennis Fritz, 9/8/72, Medical.
Allan Millerschoen, 9/5/72, 14 Inch Shipping.
Louis DeMay Jr., 9/5/72, Plant 2 Machine Shop.
William Eberly, 9/5/72, Plant 2 Machine Shop.
John Echebarria, 9/19/72, 1 & 5 Packaging.

20 Years

Kermit Reins, 9/15/77, Operations Mgmt.
Annette Hall, 9/16/77, Insurance.

15 Years

Robert Bopes, 9/3/82, Wire Mill Shipping.
Patrick DeMay, 9/5/82, 24 Inch Shipping & Finishing.
Cary Robbins, 9/16/82, Nails.
Robert Wise, 9/22/82, 24 Inch Shipping & Finishing.
Kim Nguyen, 9/26/82, Roll Thread.

10 Years

Alfred Daniel, 9/1/87, MT Sales.
David Long, 9/1/87, Environmental.

OCTOBER**30 Years**

Richard Zinke, 10/6/67, Trial Crew West.
Walter Denning, 10/6/67, Millwright.
Frank Martinez, 10/28/67, Plant 5 Crane Mechanics.

OCTOBER (cont.)**25 Years**

Bernard Higley, 10/2/72, RF Shipping.
Rudy Edge, 10/2/72, RF General.
Douglas Brotheridge, 10/15/72, 12 Inch Mill.
Arthur Johnson, 10/16/72, Plant 2 Electrical.
Randy Wolber, 10/22/72, 14 Inch Mill.
Larry Criss, 10/5/72, 12 Inch Mill.
Dean Munz, 10/15/72, Plant 3 Crane Mechanics.
Floyd Matera, 10/15/72, 24 Inch Shipping & Finishing.
Gerald Marweg, 10/15/72, 14 Inch Finishing.
Irwin Farrington, 10/15/72, Plant 2 Electrical.
Keith Boyer, 10/15/72, Wire Mill Millwrights.
Lawrence Hohn Jr., 10/15/72, Mobile Mechanics.

Loren Steder, 10/15/72, 12 Inch Mill.
Ramiro Sandoval, 10/15/72, Plant 3 Inspection.
Michael McKenna, 10/16/72, Trial Crew West.
Ramon Guerrero, 10/16/72, Furnace Cranes.
Thomas Staples Sr., 10/16/72, Wire Mill Shipping.
Thomas Cornwell, 10/16/72, Plant 5 Millwrights.
Thomas Gallardo, 10/16/72, Wire Mill Electrical.
Ventura Morales, 10/16/72, Cleaning & Coating.
David Ballard, 10/17/72, 24 Inch Mill.
William Bruns, 10/17/72, Electric Furnaces.
Pascual Garcia Jr., 10/18/72, Plant 2 Pipefitter.
Clayton Carlson, 10/24/72, Stores.
Gary Campbell, 10/24/72, Furnace Cranes.
Terrance Henson, 10/24/72, Nails.

15 Years

Charles Parker Jr., 10/20/82, Plant 2 Pipefitter.

The Lightning Bolt

The Lightning Bolt is published as a source of information for employees of Northwestern Steel and Wire Company.

Managing Editor
Karen Freres, Ext. 2275

Associate Editor
Janet Arnold

Northwestern Steel and Wire
Company
121 Wallace Street
P.O. Box 618
Sterling, IL 61081-0618
Phone: (815) 625-2500

Retirements

Best wishes for a happy retirement to the following employees who recently completed their employment with Northwestern Steel and Wire Company.

OCTOBER 96

Lee Hasbrouck, Plant 2 Millwrights, 31 years.

NOVEMBER 96

Zacarias Lopez, 14 Inch Mill, 26 years.

Robert Lauritzen, Galvanizer, 33 years.

Michael Ely, Nail Room, 27 years.

DECEMBER 96

Rodolfo Leal, 24 Inch Mill, 31 years.

JANUARY

Robert L. Porter, Electro-Weld, 39 years.

Gregorio Garcia, WM Drawing Room, 41 years.

James M. Law, Brickmasons, 34 years.

Michael Cady, Brickmasons, 30 years.

Richard Finnicum, Plant 4 Shipping, 37 years.

Raymond Bass, Carpenter Shop, 35 years.

Daniel Keefer, Mobile Equipment, 37 years.

Orville Hatten, EP Shipping, 33 years.

Richard Lopez, 24 Inch Ship. Cranes, 30 years.

Thomas Hodgson, Bale Tie, 31 years.

Cloyd Kendell Jr, Plant 2 Millwright, 30 years.

Walter Creekpau, WM Drawing Rm., 33 years.

Faustino Baeza, Plant 3 Shipping, 34 years.

Vella Simpson, HR Sales, 34 years.

Jerry Downey, Plant 3 Electrical, 33 years.

Bobbie R. Lathrop, Caster, 41 years.

Lewis W. Rhea, 12 Inch Mill, 29 years.

James McKenna, Plant 3 Weld, 35 years.

Oliver Warren, Nail Packaging, 37 years.

Dale Cohenour, Plant 4 Mach. Shop, 31 years.

Benjamin Marquez, Caster, 27 years.

Richard L. Davis, Caster, 28 years.

Harry Hermes, Nail Cutting, 32 years.

Robert Schwindenhammer, Brickmason, 33 yrs.

Ronald Hay, Brickmason, 37 years.

Tom Razo, Electric Furnace Cranes, 33 years.

Lyle Hoyle, Plant 2 General Millwrights, 33 yrs.

Louis Turner, Plant 4 Inspection, 37 years.

Croft Tucker, Electro-Weld, 23 years.

Larry McClintock, 12 Inch Mill, 31 years.

Larry Ege, Plant 2 Weld, 33 years.

Sherman Shilling, 24 Inch Electrical, 30 years.

Alfonso Cantu, 24 Inch Shipping, 33 years.

Ronald Sanders, Electric Furnace, 32 years.

Pedro Herrera, 24 Inch Condit. Yard, 34 years.

Michael Flynn, Electric Furnace, 37 years.

Dennis J. O'Brien, Nail Repair, 30 years.

Jack Dohse, Truck Scales, 34 years.

Arthur Wright, Carpenter Shop, 35 years.

Larry Onken, General Millwrights, 36 years.

Earl Brninger, Plant 2 Weld, 30 years.

Bob Stangeland, Electric Furnace, 37 years.

Lewis Battles, Plant 4 Millwright, 38 years.

Al Tschosik, Plant 2 Mechanical, 36 years.

Allen Shipman, Plant 2 Weld, 33 years.

Dick Frasor, Houston, 39 years.

JANUARY (cont.)

Ray Green, Brickmasons, 30 years.

Ron Tompkins, EP Shipping, 33 years.

FEBRUARY

Cecil R. Seeley, Roll Shop, 35 years.

Gerald Hartman, 24 Inch Mill, 34 years.

Vern Johnson, Sales, 41 years.

Paz Martinez, Nail Packaging, 29 years.

Ed Matthews, Wire Sales, 16 years.

Gary E. Smith, 12 Inch Finishing, 35 years.

Ricky C. Smith, Plant 3 Electrical, 32 years.

Jim S. Estes, Plant 2 Weld, 37 years.

Marvin Juarez, 24 Inch Mill, 31 years.

Robert J. Adams, Scrap Yard, 33 years.

Robert V. Martin, Plant 3 Electrical, 34 years.

Doug Carruthers, Plant 3 Shipping, 38 years.

William Sivits, WM Drawing Room, 35 years.

Ramon Castro Sr., 12 Inch Mill, 30 years.

Alvin Hunsberger, Nail Machine Shop, 41 years.

Jerry Bellini, EP Inspection, 35 years.

John Armstrong, Drawing Room Cleaning

House, 31 years.

MARCH

Fred Hutchinson, 12 Inch Finishing, 32 years.

John Marshall, Quality Assurance, 30 years.

Lester Pratt, Nail Repair, 30 years.

Robert Wright, 24 Inch Mill, 38 years.

William J. Allen, Plant 2 Machine Shop, 35 years.

Jerry L. Sanders, Caster, 30 years.

Harry L. Adams, Plant 4 Shipping, 28 years.

Richard Aggen, Electric Furnace, 37 years.

Joseph Metzger, EP Electrical, 33 years.

Herbert Drane, 24 Inch Shipping, 30 years.

William Wulf, Guards, 31 years.

Allan B. Morthland, Galvanizer, 30 years.

APRIL

Billy Slade, 24 Inch Shipping, 35 years.

James E. Lathrop Sr., 24 Inch Mill, 24 years.

Lloyd Gallentine Jr., Nail Cutting, 30 years.

Hesiquio Moreno, Brickmasons, 32 years.

John Souser, 14 Inch Millwright, 33 years.

Jerry Nichols, Plant 4 Shipping, 30 years.

Richard Kimpel, Plant 2 Pipe Shop, 34 years.

Jerome Fullmer, EP Pipe Shop, 35 years.

Sam Hess, EP Machine Shop, 30 years.

Larry Hansen, Construction, 35 years.

Raymond Trujillo, Caster, 32 years.

Rudy McCrady, Rock Falls Plant, 34 years.

Richard Whaley, Carpenter Shop, 32 years.

Edward Burress, Carpenter Shop, 33 years.

MAY

Jimmie Brooks, Electric Furnace, 31 years.

Majorie Bushman, Medical, 16 years.

Louis Cady, Plant 2 Electrical, 31 years.

MAY (cont.)

Stanley Calsyn, Plant 4 Millwright, 33 years.

Ralph E. Charleston, Carpenter Shop, 31 yrs.

Leslie Claxton, Metallurgy, 9 years.

Edward Crump, Bale Tie Coilers, 33 years.

Jose Garcia, Brickmason, 31 years.

Joel Gerdes, Scale House, 31 years.

Noel Gillette, 14 Inch Mill, 36 years.

David Hendrix, 24 Inch Mill, 31 years.

James E. Henry, Plant 3 Shipping, 33 years.

Odis Hudson, Plant 4 Millwright, 34 years.

Jerry McClellan Sr., Plant 3 Shipping, 34 years.

Delvin Rajnowski, Plant 4 Millwright, 33 years.

Donald Schaver, 12 Inch Mechanical, 34 years.

James Stickel, Field Fence, 27 years.

Edward Tschosik, Plant 2 Electrical, 36 years.

JUNE

Gerald Anderson, Roll Shop, 31 years.

Frank Maurer, Plant 4 Shipping, 33 years.

Alan Ernst, Plant 2 Mechanical, 26 years.

Melvin Hohn, Electric Furnace, 32 years.

Richard Keefer, 14 Inch Mill, 30 years.

Patrick McCoy, EF Crane Operator, 28 years.

Lyle Meiners, Primary, 24 years.

Richard Castro, Elec. Fce. Repair, 34 years.

Curtis Tillman, Plant 4 Millwright, 34 years.

Clarence Wilkinson, Caster Maintenance, 33 yrs.

Thomas Koch, Wire Mill Electrical, 34 years.

Sergio Vivarelli, Sc. Yd. Switch Crew, 30 years.

Ivie Barton, Plant 2 Receiving, 36 years.

Lawrence Slifer, Draw. Rm. Die Rm., 34 years.

Jesus Gutierrez, Caster, 30 years.

George St. James, 14 Inch Millwright, 33 years.

JULY

William Yarbrough, Field Fence, 31 years.

Irene McDuffy, Medical, 26 years.

Bob Aldridge, Plant 3 Electrical, 31 years.

H.S. Skinner, EF Cranes, 30 years.

Edmond Downey, Scrap Yard, 38 years.

William L. Helms, WM Millwright, 36 years.

James Rosenow, Plant 2 Electrical, 35 years.

Gordon Willis, Plant 2 Pipe Shop, 30 years.

Patrick McCoy, EF Cranes, 28 years.

Mont Cessna, 24 Inch Mill, 28 years.

Jess P. Lopez, Plant 2 Gen. Millw., 35 years.

Phillip Wilkins, 24 Inch Shipping, 35 years.

AUGUST

Lawrence Swords, 24 Inch Mech., 34 years.

Ron Leuschke, WM Maint., 31 years.

Jerry Earl, Electric Furnace, 35 years.

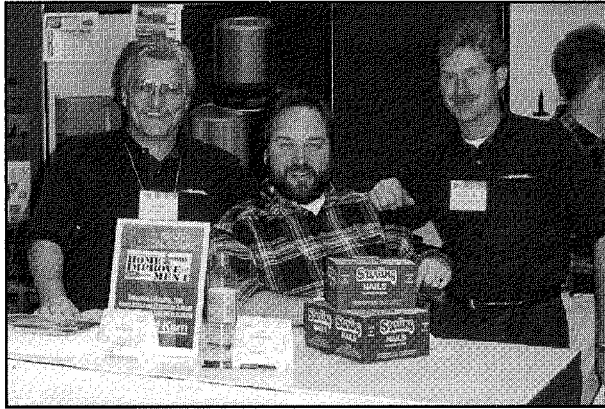
Terry Adamson, WM Inspection, 27 years.

Robert Dir, Cleaning House, 35 years.

Ignacio Rodriguez, WP Electrical, 36 years.

Sterling Nails Used for "Home Improvement"

Richard Karn (Al Borland), co-star of TV's Home Improvement, talked shop with Northwestern's Jim Treacy, Sales Manager, and Mike Murphy, Reinforcing Mesh Product Manager, at the H.W.I. June Convention in Ft. Wayne, Indiana. Mr. Karn, known for endorsing American-made products, was impressed with the "Made in U.S.A." emphasis used in marketing Northwestern's Packaged Nails. He agreed to use the nails on the set of the show. Joe Olalde, Nail Room Supervisor, arranged for shipment of a Sterling nail display from the 1 & 5 Packaging Dept. to Studio City, California, where the set designer incorporated the products into the "Hardware Store" on the set. The nails will appear on various episodes of TV's "Home



Jim Treacy (left) and Mike Murphy (right) pose with celebrity Richard Karn (center).

Improvement."

Ed Sanders is Northwestern's Territorial Sales Representative for the H.W.I. account.

Mike Murphy states, "Mr. Karn is down-to-earth and friendly, not at all what you'd expect from a big television star."



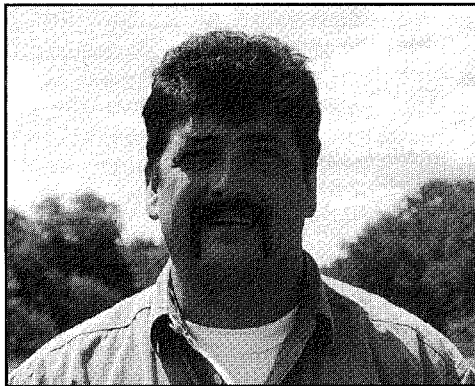
Janet Arnold joins Northwestern

Janet Arnold has joined Northwestern as a freelance writer for *The Lightning Bolt*. She will be assisting Karen Freres in producing the newsletter.

Janet brings nearly 25 years of varied writing experience to the Bolt. After 12 years of full-time writing, she has spent the remainder of her career freelancing for several publications. She also works as a substitute teacher for Sterling Community Unit School District No. 5.

Janet graduated from Western Illinois University, Macomb, with a Bachelor of Arts Degree in English in 1972. As a newspaper reporter, she has worked for the Macomb Daily Journal, the Rock Island Argus and the Daily Gazette. She is married with one daughter.

The aluminum can collection for the NWSW Needy Children's Fund has reached a total of \$1,600.00. We still need \$1,400.00 in aluminum to meet our goal of \$3,000.00. We can do it!



Clark Joins Sterling Team

Tony Clark has joined the Sterling team as General Supervisor, Mill Operations, reporting directly to Randy Wolber, Manager, 14 Inch Mill.

Tony joined Northwestern in 1993 at the Houston plant as a roller, and most recently held the position of Production Manager. Previously, he was with Chaparral Steel for 15 years, serving as a Production Operator in their bar mill, and as Production Supervisor in their medium and large section mills.

We welcome Tony, his wife Betty, and their family to the Sterling area.

Northwestern Steel and Wire Company
121 Wallace Street, P.O. Box 618
Sterling, Illinois 61081-0618

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