

Farewell to Winter

March/April 1998

Northwestern
SINCE 1879
Sterling

The Lightning Bolt

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

A Look Inside

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The first new products to be rolled on the 24 Inch Mill in more than two decades.

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Annual Meeting of Shareholders

The Northwestern Steel and Wire Company Annual Meeting of Shareholders was held on December 17, 1997, for the purpose of electing five Directors to hold office for two-year terms. Chairing the meeting was Thomas A. Gildehaus, Chairman of the Board of Directors and Chief Executive Officer.

The notice of the meeting and proxies were mailed to all shareholders on or about November 17, 1997, with the results of the election announced at the Annual Meeting.

The five candidates who were nominated and subsequently elected to the Board of Directors are as follows: Marion H. Antonini (Kohlberg & Co.), Warner C. Frazier (Simplicity Manufacturing), James A. Kohlberg (Kohlberg & Co.), Christopher Lacovara (Kohlberg & Co.) and George W. Peck IV (Kohlberg & Co.).

Following the formal meeting, Mr. Gildehaus detailed the conditions of the fiscal year 1997, as well as the first quarter of fiscal year 1998. The Company had a significant drop in orders for the first 3 quarters of fiscal year 1997, in part due to customer concerns of a work stoppage. Through the hard work and effort of the Company and Union, a work stoppage did not occur, and backlogs were rebuilt, ending up with a profitable fourth quarter of \$1.5 million, or \$.06 per share, excluding the Houston closure costs. The Company announced the closure of the Houston mill in June, and in connection with the closure,

successfully renegotiated its bank credit agreement.

For fiscal year 1997, revenues totalled \$641.0 million compared to \$661.1 million in the prior year. The Company incurred a net loss for the year of \$63.1 million, or \$2.54 per share, including the Houston closure costs, compared to net earnings in the prior year of \$20.07 million, or \$.83 per share, which included tax benefits associated with the recognition of deferred tax assets.

For the first 1998 fiscal quarter, the Company reported a net income of \$7.8 million, or \$.32 per share, its highest first quarter earnings since becoming a public company in June of 1993.

Mr. Gildehaus told of strategic challenges that we face in the very near future, such as the announcements by other steel companies to build new facilities. He also discussed the steps we are taking to prepare for the changing environment, including: 1) The Partnership Program, 2) Upgrades to operations in Sterling, 3) Enhanced sales and marketing capabilities, including expanding Vendor Managed Inventories, and 4) An extensive review of the Wire Operations.

Mr. Gildehaus closed the meeting by thanking those in attendance for their continued support. Referencing some major challenges behind us, he added, "We must now fully focus on our Sterling Operations and truly build a 'Fortress Sterling.'"

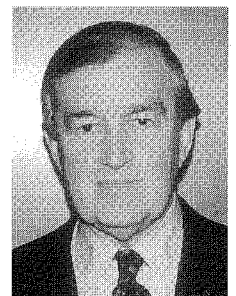
Shareholders Elect New Member to the Board, Marion H. Antonini

Mr. Antonini joined Kohlberg & Co. on March 1, 1998, as Principal. Prior to joining the firm, he served as Chairman of the Board at Welbilt Corporation, a manufacturer of foodservice equipment, since July 1990, and Chief Executive Officer of that Company since September 1990.

Mr. Antonini was with KD Equities & Co.,

New York, New York (a merchant banking firm) from 1986 to 1990 as Managing Director. He was named Chairman and Managing Director of KD Equities in 1990, and served in that capacity until he joined Welbilt in the latter part of 1990.

He was with Xerox Corporation from 1975



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The Chairman's Office

Tom Gildehaus, Chairman and CEO
Richard Way, President and COO

Dear Fellow Employees,

Our Company has signed a letter of intent to merge with Bayou Steel Corporation of LaPlace, Louisiana. While a definitive agreement still needs to be negotiated and approved by our Board of Directors, we believe such a merger might well represent an opportunity for Northwestern to enhance its competitive position in the marketplace. We believe Bayou studied our business carefully before approaching us and sees the same promise in our Company that we do. Bayou has indicated that it is as interested in building a new structural products mill as we are. If the merger proceeds, our combined companies should be stronger and more effective in serving our customers with a broader range of products.

Together over the past year, we have taken many steps to improve our Company. We have closed the money losing Houston operations and improved efficiencies at Sterling. Your extra effort during this period of time is paying off in improved profitability and customer satisfaction. Under our Partnership Program, we have been conducting

a careful review of the wire business. While no decisions have yet been made, we face formidable challenges. As many of you know, we have also been considering the construction of a new structural products mill. However, this new mill, should it be built, will not solve all of our cost problems. We face further challenges to become more cost competitive across all product lines.

We operate in a highly competitive environment today and we face increasing pressures over the next two years as competitors bring state-of-the-art steel mills on line. Industry consolidation, especially in the steel business, is occurring due to competitive forces and customer demands. Change is inevitable, whether we go it alone or combine with another company.

In the coming weeks, we will be reviewing, analyzing and negotiating the possible merger. During that period, I am counting on everyone to stay focused on their jobs and to service our customers with exceptional effort. We will keep you informed on things as they progress. Thank you for your contributions to Northwestern's past successes and I look forward to reporting to you on an even healthier Company in the months ahead.

Sincerely,
Thomas A. Gildehaus
Chairman and Chief Executive Officer

Marion H. Antonini

(continued from page 1)

to 1986. From 1975 to 1980, he was a corporate Vice President and President of the Latin American Group. He became President, International Operations in June 1980 and was named Group Vice President, Worldwide Operations (domestic and international) in March 1982.

Prior to joining Xerox, Mr. Antonini was with Eltra Corporation from 1967 to 1975. He was President of Eltra International Company and a Group Vice President of Eltra Corporation from 1973 to 1975. He was

President of Prestolite International Company and a Group Vice President of Eltra from 1967 to 1973. Previously, he was Vice President and Managing Director of Kaiser Jeep International Corporation.

Mr. Antonini earned a Bachelor of Science degree in Mechanical Engineering from the University of Toledo in Ohio. He is fluent in Italian, Spanish and Portuguese, as well as his native English. The Toledo Junior Chamber of Commerce named him Toledo's outstanding young man in 1965, one

of Ohio's five outstanding young men that same year, and in 1966, the National Junior Chamber of Commerce named him one of America's outstanding young men.

He is a member of the Board of Directors of Engelhard Corporation, Scientific Atlanta, Inc., Vulcan Materials Company and Berisford, plc London. He is past president of the University of Toledo's Alumni Association.

Mr. Antonini and his wife, Penny, have two children and reside in New Canaan, Connecticut.

NWSW, WAVC Have Close Relationships

Northwestern Steel and Wire and the Whiteside Area Vocational Center (WAVC) have developed a close relationship that benefits both the business and educational communities.

Since the early 1990's, WAVC has administered 981 written tests and 472 shop tests to employees of Northwestern who have participated in the Multi-Craft Training in welding at the Sterling facility. The tie between the two began in the 1980's when WAVC offered classes in welding, blueprint reading, and electronics. Classes were followed by testing to determine if employees were qualified to move up a grade to fill a position at the mill.

Today basic welding courses are offered through Sauk Valley College, who partners with WAVC. Because of this partnership, employees are able to take advantage of college credits.

In the past year, forty Northwestern employees have been through the welding classes with ten trained each time. This group also is taking electricity, blueprint reading and other Multi-Craft training at Sauk.

In turn, Northwestern has helped the Vocational Center with donations. For Building Trades, Northwestern has donated \$200 for student incentives, all nails for the project house, and all reinforcing wire for the concrete. For welding, the mill has

contributed steel in different lengths and widths and pipe.

The Vocational Center, which serves 21 schools, is led by Bob Grisolano, Director. While speaking about the relationship between Northwestern and the WAVC, he stated, "We are preparing young people in our classes that might become future employees of the mill. They need the young people for future employees. It is a win-win situation."

Alluding to the materials donated, he continued, "There is a definite cost savings derived by us. This is an excellent example of business and education working together for economic development."

Successful Run of New Products

A successful shutdown of the 14 Inch Mill, which allowed for three major projects to be completed, has been followed by production of new products that have been well accepted in the marketplace.

The shutdown began on November 16, with an original start up goal of December 1. But thanks to hard working employees, the first run of 12 inch wide flat products was able to begin on November 30. During the outage, the cooling bed was revamped, the furnace floor was rebuilt, and general mill work was

performed. Revamping of the cooling bed, which had been in the works for nearly two years, was a \$2.5 million project.

These upgrades have allowed for a wider range of products. Since 12 inch wide products are offered by only a few companies, they have been well accepted in the marketplace. The four different thicknesses of the 12 inch flat being run are 5/8 inch, 3/4 inch, 1/2 inch, and 1 inch.

Randy Wolber, Manager of the 14 Inch Mill, says, "It (project upgrades) was a major

undertaking, and to pull off this many projects was phenomenal. Our 14 Inch and Production people really worked on it."

Wolber explained that the Maintenance employees did a lot of the work rebuilding some of the equipment, while the Engineering Department was very active in the cooling bed project. Other employees of the 14 Inch Mill painted, cleaned up, and worked on the furnace.

All three major projects came in ahead of time and were under budget.

New Products for 24 Inch Mill

The first new products to be rolled on the 24 Inch Mill in more than two decades have created a lot of excitement. Production of S18, S12, S12A and S15 beams has meant improved tonnages and margins for Northwestern.

These sections had previously been rolled in the Houston facility, but when it shut down, there were no more domestic facilities producing these specialty products vital to crane girders and shipbuilding. Recognizing there was

already an established market, the decision was made to transfer the capability to Sterling. The transition went as planned, without major expense to the Company.

Starting one section at a time, S18 was the first section rolled last July, followed by S12 in August, S15 in October, and S12A in December. Jack Cox of Sterling, a retired Roll Designer, came out of retirement to help the Roll Shop with the development of these new products for the 24 Inch Mill. He was instrumental in the successful rolling of S15

beams. In addition, employees volunteered to help the first time an S beam was rolled. It took the input of many employees, from Roll Shop people to 24 Inch Mill employees, including Shipping and Maintenance, to make the expansion within the domestic structural market successful.

Management would like to thank everyone involved for their efforts. Hats that say, "S beams, 24 Inch Mill" were bought for all employees to celebrate this tremendous accomplishment.

24 Inch Mill Sets Record

October was a record month on the 24 Inch Mill when 42,774 tons of quality products were produced. This broke the old record of 38,872 tons, which was established in June, 1986.

This accomplishment was possible due to a number of things, including minimizing delays and maximizing productivity and improving the work ethics

and morale. With 250 employees, including Shipping, the record setting production was a joint effort by everyone involved from Maintenance to Shipping.

The 11-year-old record was broken by a substantial margin despite the fact that the 24 Inch Mill lost two and a half shifts during October when a generator broke down. Since the number one cause of down

time is breakdown of equipment and roll changes, it took a concentrated effort on everyone's part to keep production up.

To show appreciation and celebrate this accomplishment, 24 Inch Mill employees were treated to a pizza party.

Endeavoring to maintain the course and minimizing down time to turn out a quality product will continue.

Hickman Update

Four new employees joined the Hickman ranks since our last Hickman Update. Welcome Greg Warren, Andy Pruett, and Chuck Jobe (all Wire Rollers), and Jeff Richee (Maintenance).

Happy anniversary to Brent Baird, Jason Gibbs, Jeff Johnson, Terry Neill, J.C. Robinson, Duane Smith, Kelly Atwill, Todd Major, Johnna Atwill, David Greathouse, Gary McClure, Tony Owens, Charyl Craddock, Greg Cole, Sam Hartman, and

Tony Powell, who are all celebrating their two-year anniversary. Also Happy anniversary to Coney Kinney and Cygen Weatherby who are celebrating one year with Northwestern.

Congratulations to Kelly Atwill for working two full years without any time off, except for his vacation (which he used to fill his quota of deer). Also congratulations to Greg Cole who has a perfect two year attendance record, with the exception of

having to serve two days of jury duty.

Congratulations are also extended to Randy Davis from the Welding Department on his marriage to Judy, and also to Cygen and Jerri Weatherby on the arrival of their son, Cade Alton Weatherby. Cade was born on Thursday, March 12, 1998, at 11:35 p.m. and weighed 7 lbs. and 6 oz.

Tom Reddington
General Manager

Partnership Update

Prior issues of *The Lightning Bolt* have explained what the Partnership process involves and how teams are trained. This issue will highlight a couple of team presentations and give you an update on the number of presentations made to date.

Team 14, Wire Division

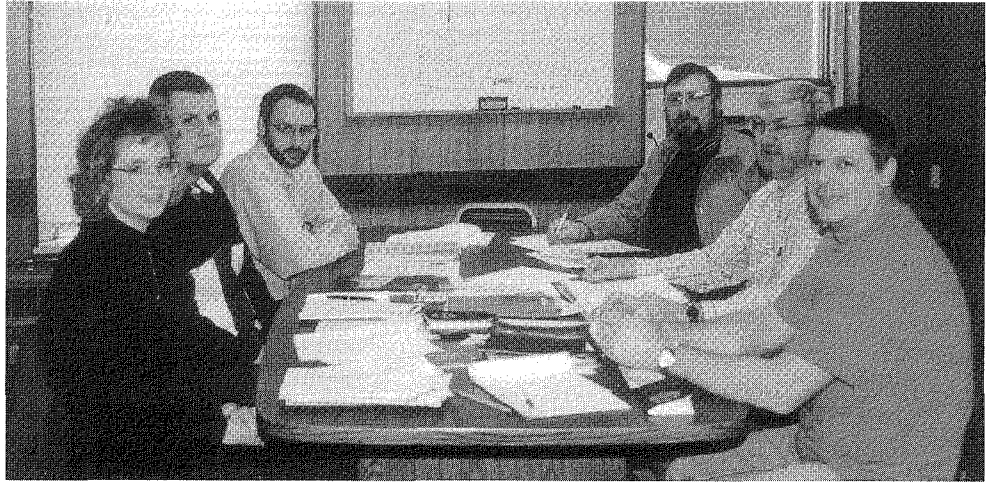
A great example of the Partnership efforts put forth is Team 14 from the Wire Division. They made their presentation on December 12, 1997. This was the largest team to date with 12 members, including, DeWayne Cardwell and Dick Coffey (co-leaders), Larry Bell, Earl Santee, Sam Worrell, Noel Leal, Terry Deskeere, Roger Johnson, Ron Reglin, Rudy Attebury, Al Turner, and Jason VanMeter. All are Plant 4 employees.

Their problem statement was, "How Can We Reduce Costs and Improve Productivity in Remesh?" The team refined the problem statement into three separate problem areas: 1) Chemistry of rod furnished to Plant 4; 2) Operation and maintenance of the remesh machines; and 3) Procedures during unitizing of rolls.

The team outlined 16 proposals to reduce costs and improve productivity, along with an implemented Action Plan and the projected cost to complete each proposal. A summary of the proposals include establishing Standard Operating Procedures to insure the chemistry of the rod delivered to Plant 4 is consistent; reestablish departmental meetings; steam clean machines; install air manifold systems on machines; install an automatic oiling system on the shuttle assembly; install an improved water drip system on the machines; repair/replace straightener rollers and related parts. Also, install a "hard piped" air line to each machine; repair/replace worn assemblies and shunts on the machines; install an improved intercom system; install machine/line stops; install machine stops in the reel area; purchase/install counter balanced electric cutters on machines; purchase hog ringers for each machine; change procedures for "unitizing" rolls of mesh; and do not run smaller foot rolls on bigger machines. Several of these items have already been implemented. If all proposals are put into place, the Company will realize savings of \$158,000 through improved productivity and cost reductions.

Teams 5 & 7, NWSW Web Site

Another excellent example of the process at work are the combined efforts of Team 5 and Team 7. Respectively, their mission was to investigate the feasibility of a Northwestern web site, and to later design the web site and seek out a service provider. Team 5 members



Members of Team 7 work to develop a web site for Northwestern. Pictured above on left are Tammy Cedro, Kevin McKinley, and Mike Fritz. On right are Owen Harrell, Gerry Hunsberger, and Richard Hassell-Bennett.

were Owen Harrell, 24-Inch Mill; Tim Wallace, Electronics; Mike Fritz, MIS; and Tom Sondgeroth, formerly of our Sales Department. Team 5's mission statement was to "Investigate the feasibility of a Northwestern Web Site." Their goals and objectives were to determine what is required to set up a web site and the costs involved, along with the benefits derived. The team surveyed internet service providers for cost estimates, investigated available domain names, studied competitor web sites and developed a mock site for bid purposes, and sought out Midwestern companies that develop web sites to request rough cost estimates to build and maintain the site. Sixty-two Midwestern firms were contacted for a "ballpark" estimate based on the team's rough outline. Of that number, 37 firms responded to the request, and 35 firms of those responding offered total cost numbers.

Team 5 made their presentation to the Department Board and JAC on August 29, 1997, after much research. Their recommendations were to go ahead and develop a web site, which would give the Company worldwide exposure and provide up-to-date information on Northwestern Steel and Wire in a user-friendly format. In addition, the team established a budget for the site, and made a recommendation that an Internet Coordinator be appointed to oversee the web site. Board approval was given for a Northwestern web site, and shortly thereafter the Internet Coordinator position was created and the equipment purchased for that position. In addition, a new team (Team 7) was formed to pick up where Team 5 left off. Tammy Cedro, the new Internet Coordinator, will be working with members of the new Team 7 to

develop the web site and seek out an internet service provider. She will later be in charge of keeping the web site up-to-date. Members of Team 7 are Owen Harrell, 24 Inch Mill; Gerry Hunsberger, Payroll; Richard Hassell-Bennett, Engineering; Kevin McKinley, Accounting; Mike Fritz, Data Processing; and Tammy Cedro, Human Resources.

It is hopeful that upon completion, the web site's introduction page will include images of the Company logo and also an electric furnace, links to five main pages, and an update frequency. A few of the items being looked at as highlights on the Company's web site are: (1) NWSW History; (2) Partnership; (3) Sales information; (4) A message from the CEO; (5) E-Mail capabilities; (6) Employment openings; (7) Company news; (8) Rolling schedules; (9) Information on various divisions of the Company; (10) Product information, and much more.

There are many benefits in placing the Company on a web site. Having a web site would not only get our good news out and be international dynamic advertising, it would also increase Northwestern's image and instill pride in the workforce.

Summary

The Partnership process continues to grow and develop into the fullness of all that it was meant to be. To date, 67 teams have been formed and trained, and 43 of these teams have made presentations to their respective Department Boards. The potential benefits from all the teams that have presented are in excess of \$3,800,000. Actual savings realized for the first six months of fiscal year 1998 are approximately \$1,375,000. A breakdown of other teams and their respective areas are as follows: Wire Division-29 teams,

Partnership Update

(Continued from page 4)

12 Inch Mill-5 teams, 14 Inch Mill-6 teams, 24 Inch Mill-6 teams, Office Staff-7 teams, Primary-8 teams, Safety Department-1 team, Support Shops-3 teams, and Scrap/Yard Mobile Equipment-2 teams.

Teams usually average four to five members each, and take roughly four to six weeks to work up to their presentation. Approximately 400 people are actively involved on the various Partnership Teams.

In addition, nearly 1,700 Northwestern employees have gone through the Heart of Steel program, which was completed March 13. The program was a one time multi-media presentation that covered the beginning of the steel industry and unions, and worked through the present day, highlighting significant events leading up to Partnerships, specifically the Partnership between Local 63 and Northwestern.

The Idea Hotline at extension 4747 allows for input of floor level generated items for future Partnership teams. Please feel free to call the hotline, or look for idea forms located throughout different areas of the plants. If you have questions, feel free to contact Rich Nolan at extension 2868, or Ken Ronzone at extension 2867 - your Partnership Coordinators. With your help, the Partnership process will continue to grow.

Partnership In Primary

The employees of the Primary Department take their jobs seriously, and Partnership, being a component of each job, doesn't fall short. To date, the Primary Partnership Business Plan goal of a \$1.00 savings per ton for 1998 is over \$.75! The Primary Department Board members would like to thank all people who participated on Partnership teams for the ideas you shared, the efforts you put forth, and the contributions each of you have made towards reaching that goal. The Primary Department Board members include Jim Boyer, Mark Babin, Wayne

Jones, Mike Sherman, John Blum, Max Knowles, and Tim Hodgson.

The Primary team invites you to participate in their process. Submit your ideas by filling out an idea form or by calling the Idea Hotline, extension 4747. You are also invited to attend the Primary Department Board meetings every Tuesday morning at 7:00 a.m. in the Caster Conference Room. All ideas submitted are reviewed, and everyone who submits an idea is contacted by a member of the Primary Department Board. You can help them reach their goal by submitting ideas

or by participating on a team.

The Primary Board Members are proud of their people and the contributions they have made to the Partnership process. Their department is a prime example of how well the process works when everyone pulls together - the savings per ton proves that. They know that without everyone working together, it just can't be done. They encourage you to work together, not only in the Primary Department, but also throughout the plants, to reach department goals and insure your future.

Lock Out /Tag Out Saves Lives

The Lock Out / Tag Out Program is a Federal OSHA requirement, but more importantly, IT SAVES LIVES! The Program was put in effect several years ago for safety purposes to insure that all machinery and equipment is isolated from all potentially hazardous energy. Locking out and tagging out the equipment before employees perform any servicing or maintenance activities prevents the unexpected energization, start up or release of stored energy that could cause energy.

Appropriate employees are instructed in the safety significance of the lock out / tag out procedure by the Safety Department. This includes all electrical, mechanical, and maintenance employees, or any employee whose work operations are or may be in an area where energy control procedures are utilized. In addition, all new employees learn of the procedure through the New Employee Orientation.

The Safety Department is responsible for the development of suitable training materials and for assisting the first line supervisor in the employee training. Each employee trained

receives two picture lock out / tag out identification tags, a multi clip, a padlock, and two keys. One key is given to the supervisor and one key is kept by the employee. A record of the padlock key numbers is kept in the Safety Department. An annual review of the Hazardous Energy Control Procedure for all affected employees is done thereafter.

A general overview of the Lock Out Procedure would be as follows:

1) Notify all affected employees that a lock out / tag out system is going to be utilized and the reason.

2) If the machinery or equipment is operating, shut it down by the normal stopping procedure.

3) Operate the switch, valve or other energy isolating device(s) so that the equipment is isolated from its energy source.

4) Lock out and/or tag out the energy isolating devices with assigned individual locks or tags. If more than one individual is required to lock out or tag out equipment, each

shall place his/her own personal lock out / tag out device on the energy isolating devices.

5) After insuring that no personnel are exposed, and as a check on having disconnected the energy sources, operate the push button or other normal operating controls to make certain the equipment will not operate. Return the operating controls to the "neutral" or "off" position after the test.

6) The equipment is now locked out or tagged out.

7) After maintenance, restore equipment to normal production operations.

It is imperative for your safety and the safety of others that all employees understand the Lock Out / Tag Out Program. If you are not fully aware of the procedures in your particular area, contact your supervisor or Bill McCann, Manager of Safety, at extension 2982. There is a written Standard Operating Procedure on all equipment at Northwestern that will guide you to do a proper lock out / tag out procedure. **DON'T BE A STATISTIC!** Follow the proper procedure.

New Employees



Barbara Krebs

Barbara Krebs has joined Northwestern as a Buyer in our Purchasing Department. In this position she is responsible for purchasing chemicals, castings and lubricants, among other things.

Barbara brings to Northwestern over 15 years experience in material management, production and inventory control, and project and operation management. She comes to us most recently from Grinell Products of Iowa, where she was employed as a Purchasing Agent.

Barbara resides in Clinton, Iowa.



Kevin Mullen

Kevin Mullen has joined Northwestern accepting the position of Ladle Met Supervisor. He reports to Mark Babin, Manager of Electric Arc Furnaces. Kevin comes to Northwestern most recently from IPSCO Steel in Muscatine, Iowa, where he held various positions on the melting and ladle furnaces. He also worked at Austeel Lemont Company in Lemont, Illinois, assigned in the melt shop/refractory department working on tundishes, ladles and furnaces.

Kevin has a B.S. degree in General Engineering from the University of Illinois at Champaign-Urbana.

Kevin succeeds his father (Michael) and uncle (Tom) who together had a total of 56 years at Northwestern. He and his wife, Laura, reside in Sterling.



Kimberly Neal

Kimberly Neal has joined Northwestern as EDI Coordinator in the MIS Department, reporting directly to Larry See, Manager of Information Services. In this position, she will be responsible for all Electronic Data Interchange (EDI) activities, including the O'Neal Steel Vendor Managed Inventory Program. Among other duties, Kim will also work very closely with Northwestern's customers on the "ANSWERS" Program.

Kim previously worked for three years in EDI/EC Technical Support for Wahl Clipper Corporation. Residing in Rock Falls, she and her husband, Walter, have three sons, Chris, Jacob and Shawon.



Julie Sutton

Julie Sutton has joined Northwestern as a Customer Service Clerk in Wire Mesh Sales. She will work with Frank Delgado, Inside Wire Sales Correspondent.

Julie previously worked as Switchboard Operator, and in the Purchasing, Credit and Employment Departments. Prior to coming to Northwestern, she worked for the City of Rock Falls for nine years.

Julie and her husband, Neal, live in Rock Falls and have two children and one grandchild. Their oldest daughter, Piper, is married and has one child, Tyler, age seven. Nicole attends Arizona State University in Tempe, Arizona.

New Employees



Jim Goldbach

James Goldbach has joined Northwestern as Manager, Roll Shop, reporting directly to Birch Brown, Vice President, Steel Operations.

Jim has over thirty years experience in the steel industry, with extensive knowledge in Roll Shop operations and roll design. He comes to us most recently from "J" Pitt Steel in Johnstown, Pennsylvania where he worked as Consultant Engineer. Other companies Jim has worked for include Blaw-Knox Corporation in Wheeling, West Virginia; West Homestead Engineering & Machine Company (Whemco) in West Homestead, Pennsylvania; Mackintosh Hemphill in Pittsburgh, Pennsylvania; and USX Corporation in Homestead, Pennsylvania.

Jim holds an Associate Degree in Engineering from Penn State University, and is a Pennsylvania Registered Professional Engineer.

He and his wife, Sheila, have two children, James and Lindsay.



Rich Koch

Richard (Rich) Koch has joined Northwestern as Technical Support Specialist in the MIS Department. He will report directly to Mike Fritz, Systems Programmer.

Rich comes to us from Wahl Clipper Corporation where he spent the past few years maintaining a 250 user novell system and all associated personal computers and peripherals.

Rich is a lifelong resident of the Sterling/Rock Falls area. He and his wife, Tami, have two children, Maxx and Jade.



Bill McCann

Bill McCann has joined Northwestern as Manager of Safety, reporting directly to Andrew Moore, Vice President, Human Resources.

Bill comes to us from Auburn Foundry in Auburn, Indiana where he held the position of Manager of Safety and Health for the past seven years. He worked in various safety and industrial hygiene positions prior to that.

Bill holds a B.S. degree in Administrative Occupational Health and Safety Management from Slippery Rock University in Pennsylvania, and is a Certified Safety Professional. He is currently working towards a Masters degree in Safety Management. Bill was also very active in the Fort Wayne, Indiana Chapter of the American Society of Safety Engineers, serving as Chapter President in 1995-96.

He and his wife, Amber, have three children, Amanda, Evan and Ryan.



Gary Woody

Gary Woody has joined Northwestern as Supervisor, Caster Operations. He will report directly to Mike Sherman, Manager of Caster.

Gary brings over 26 years of steel making and casting experience to Northwestern. He comes to us most recently from SMI Steel in Cayce, South Carolina, where he held the position of Casting Supervisor. Other companies Gary has worked at include Bar Technologies in Johnstown, Pennsylvania; North Star Steel in Beaumont, Texas; and Steel of West Virginia in Huntington, West Virginia.

Gary is very knowledgeable in the continuous casting process and works well with people.

Work Safe Reco

Congratulations to the following employees who were winners in the Work Safe Recognition Drawing. We commend everyone who came to work every day, worked safely and therefore qualified for the program.

AUGUST 97

Drawing Room: Herman Warren
Dave Sweigert
Fernando Sandoval
Edward Troye

Galvanizer/Agri: Carlos Campos
Randy Jacobs
James Shover
Paul Seidel

Plt. 1 Maintenance: Mike Seidel
Jerry Desch
Tony Drane
Roger Chriest

Nail Room: Rolando Ducoing
Mark Brown
Marvin Nutt
Michael Dugger

Plt. 1 Shipping: Jeff Tiesman
Virgil Taylor
Charlie Gilkey
Thomas Jones

Plant 4: Richard Mocklin
Dave Burnstine
Jeff Spotts
Ted Holmquist

Support Shops: Larry Rieck
Eddie Morse
Kenny Trobaugh
Charles Davis
Roger Pettorini
Raymond Espinoza

12 Inch Mill: Dennis Huizenga
Ed Handel

14 Inch Mill: Tom Meisel
Bill Blair
Dale Chandler
Gene Young
Joseph Porter

24 Inch Mill: Ron Spencer
Mike Balsley

24 Inch Shipping: Floyd Matera
Maurice Rhodes

Primary: Jerry Fichtenmueller
Eric Vargas
Tracy Russell
Joseph Wainscott
Ronald Sharp
Gonzalo Lemus
Darwin Austin
Chris Feldthouse
Wayne Bergstrom
Danny Todhunter
Juan Valdivia
Juan Gomez
Charles Devers
George Crabb
John Gonzalez
Martin Chavez

Scrap/Mobile Eq.:

Raymond Torres
Mike Coppotelli
Ricky Ricketts
John Eirschele
Robert Meinsma
George Cheshier
Jim Anselmo

SEPTEMBER 97

Drawing Room: Paula Baldwin
James Rodriguez
Mike Love
Robert Livingston

Galvanizer/Agri: Leroy Smith
Douglas Riggins
Robert Cain
Steve Porter

Plt. 1 Maintenance: Frank Yaklich
Richard Slater
Todd Swanson
Steve Rosenow
Lawrence Frederick
Clark Bushar
Kim Schaefer
Dennis Thomas

Plt. 1 Shipping: Tom Staples
John Snodgrass
Mike Persinger
Frank Lilly
James Rumley
Bruce Terveer
William Manon
Louis Pennell

Support Shops: Henry Heckman
James Seavey
Philip Schroeder
Steve Porter
Stan Franks
Dave Bushman

12 Inch Mill: Ron Hanabarger
Wayne Russell

14 Inch Mill: Dennis Rockwell
Wayne McKenna
Charles Lancaster
Kevin Maxey
Mike Lewis

24 Inch Mill: Greg Sheffler
Mike Balsley

24 Inch Shipping: Jeff Bass
Jay Francque
Robert Fielding
Tom Beggerow
Ricky Stange
John Espinoza
Chad Peppers
Terry Luther
John Masini
Dennis Anderson
Lanny Mills
Jerry Turner
Richard Gapinski
Peter Barajas

Scrap/Mobile Eq.:

Chuck Parker
Tony Cook (caster)
Dewey Pence
James Finn
Joe Garza
Tony Cook (cranes)
Bill Grant
Dwight Pearce
Keith Pulford
Ralph Lamb
Bob Knox

OCTOBER 97

Drawing Room: Benito Garcia
Mike Love
Joe Garcia
Carlos Lemus

Galvanizer/Agri: John Lewis
Jaime Garcia
Barry Montague
Garnett Stevens, Jr.

Plt. 1 Maintenance: Terry Partington
Arlyn Madsen
John Krug
Todd Beck

Nail Room: Donald Berkeley
William Burall
Stan Fischbach
James Tomasek

Plt. 1 Shipping: Terry Steder
Lorene Winfield
Dennis Magill
Marc Wilson

Plant 4: Russell Egan
Marvin Clardie
David Hernandez
Roger Johnson
Timothy Wallace
Michael Hughes
Charles Hendrix
Nicholas Cruz
Charles Abell
Pete Dunn
Gail Jellerichs
Robert Walker
Dave Sweigart
Wayne Russell

12 Inch Mill: Bill Ekquist
Frank Lopez
Arnold Rodriguez
Paul Timmons, Jr.
Ivan Glenn
Jon Cooper
Dan Cox

24 Inch Shipping: Jerry Echebarria
Abraham Estrada
Merlin Rajnowski
Jeff Vincent
Randy Conkling
Mitchell Foreman
Larry Hemminger
Ronald Conklen
Donald Topp

gnition Program

Primary (cont.): Eric Rubright
 Rogelio Cavazos
 David Attig
 William Eberly
 Warren Tervelt
 Joe Martinez
 Ray Claxton
 William Bruns
 Mike Fowler
 Richard Kicksey
 Tony Cook (caster)
 David Delapo
 Robert McKenna
 Scrap/Mobile Eq.: Dick Crawford
 Don Eakle
 Ralph Lamb

Primary: Bob Rus
 Jeff Bass
 Tom Johnson
 Dennis Staats
 Joe VanLoo
 Joel Canas
 William Bardo
 Fidencio Campos
 Stanley Loechel
 John Masini
 Alex Magana
 Lonnie Robinett
 Ron Conklen
 Richard Guerrero
 Nathan Bauer
 Anthony Davis
 Charles McKenna
 Tom Kyger
 Steve Chapman
 Raymond Torres
 Vern Smoot
 Mike Smith
 Scrap/Mobile Eq.: Dennis Demmig
 Don Zinke
 Daniel Nuttal

Leonard Amesquita
 James Ordean
 Dennis Gipson (donated to Needy Children)
 24 Inch Mill: Elbert Shaw
 Kenneth Green
 Alex Rios
 Guillermo Sifuentes
 24 Inch Shipping: Jesus Valdez
 LaVerne Bennett
 Bob Rus
 Larry Schulte
 Primary: Robert Bertolozzi
 Robert Campbell
 Dave Jones
 Patrick Cooney
 Harold Packer
 Dale Laws
 Dave Fitzpatrick
 Kenneth Shawver
 Richard Gapinski
 Dwight Pearce
 Steve Clark
 Chad Peppers
 Cecil Ward
 Ruben Alba
 Jim Cook
 Arnulfo Lerma
 Richard Leal
 Jerry Turner
 James Kenney
 Ralph Leal
 Scrap/Mobil Eq: Robert Angier
 Ralph Phillips
 Earl Cook

NOVEMBER 97

Drawing Room: Thomas Rodriguez
 Stephen Kelly
 Rodney Jacobs
 Oliver Chase
 Galvanizer/Agri: Robert Lynn
 Barry Collinson
 Pete Shore
 John Fry
 Plt. 1 Maintenance: Gary Haverland
 Greg Brooks
 Louie Frieberg
 Mark Druien
 Nail Room: David Hoover
 Thomas Molitor
 William Cardwell
 Harold Harrison
 Plt. 1 Shipping: Virgil Taylor
 Desi Rodriguez
 Loy Clevenger
 Marvin Miller
 Plant 4: Rudy Attebury
 John Thayer
 Sam Worrell
 George Carey
 Support Shops: Michael Hughes
 Kenny Trobaugh
 Raymond Espinoza
 Thomas Duffy
 James Reinhold
 William McConnell
 Jack Leaf
 David Bushman
 12 Inch Mill: Lyle Roberts
 Gene Conduff
 14 Inch Mill: Tom Terry
 John Johnson
 Kevin Maxey
 Raymond Pitts
 Ron Troxtell (donated to Needy Children)
 24 Inch Mill: Randy Johnson
 Dan Menchaca
 Apolinar Jaramillo
 Bob Wilkey
 24 Inch Shipping: Ed Merema
 Ron Harrison

Drawing Room: Paul Jaquet
 Dick McKee
 Ron Ruble
 Gary Hahn
 Galvanizer/Agri: Jimmy Weeks
 Shane Bryant
 Noe Ramirez
 Kazimir Lewandowski
 Plt. 1 Maintenance: John Bonnell
 Philip Tichler
 Lloyd Fulkerson
 Donald Kuehl
 Nail Room: Christa Snyder
 Dan Ramirez
 Larry Stevens
 Robert VanKampen
 Plt. 1 Shipping: Marvin Miller
 Gregory Shipman
 Dale Bales
 Regina Sikora
 Plant 4: Donald Reed
 Dwayne Cardwell
 Leroy Holloway
 Anthony Amesquita
 Support Shops: Wayne McKenna
 Eldon Williams (donated to Needy Children)
 Thomas Myers
 Michael Kyarsgaard
 Bradley Kruse
 Gale Moore
 Donald Hunter
 Stanley Frank
 12 Inch Mill: Dennis Alexander
 Ed Handel
 14 Inch Mill: Jose Rodriguez
 Thomas Browning

The Lightning Bolt

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

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Karen Freres, Ext. 2275

Associate Editor
Janet Arnold

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 Sterling, IL 61081-0618
 Phone: (815) 625-2500

Retiree Helps Habitat

Retiree Lowell Barclay always had an interest in helping people, so when he moved to North Carolina, he was able to use the extra time he had to put that belief into practice.

Formerly of Rock Falls and a resident of Sylva, North Carolina since 1993, Barclay read an announcement in *The Sylva Herald* that Habitat for Humanity was to begin construction of their first home in Jackson County, North Carolina. The former 14 Inch Mill maintenance welder, who retired in 1985, decided he wanted to become involved in the construction of that home. Barclay contacted the persons who had been selected to lead and plan the construction.

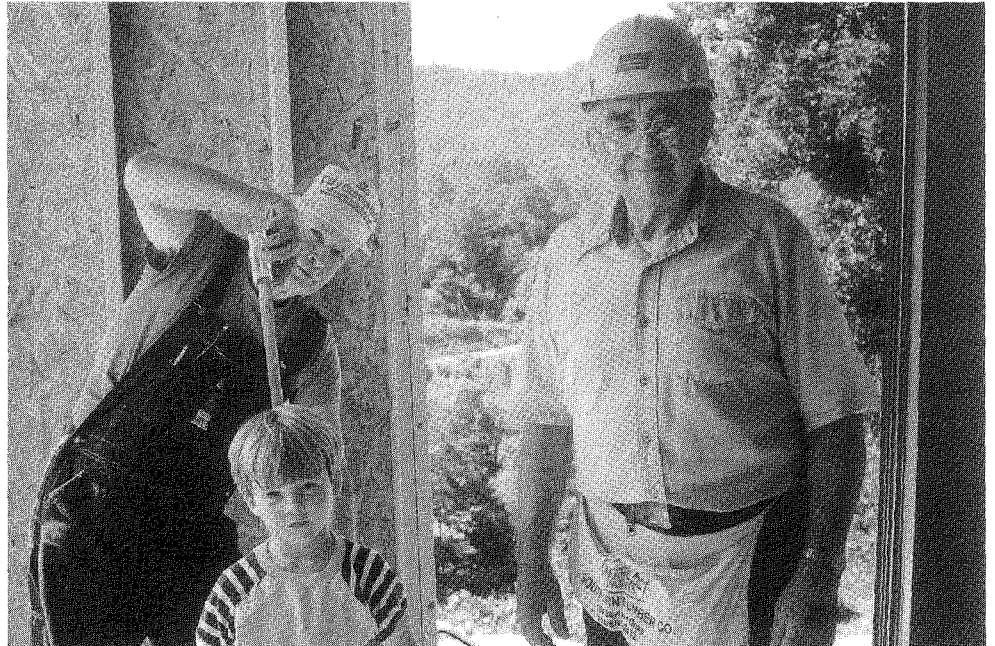
Barclay had not been on the job site very long before he noticed a 50-pound box of nails with Northwestern's logo. He said this gave him a warm, homey feeling. Although he was unable to find the donor, the nails served the purpose.

Barclay says the new home sits high overlooking the green mountains that surround the town of Sylva and adorn the Blue Ridge Parkway. Although a health problem has prevented him from constructing any more homes, Barclay hopes that he will soon be able to assist in more construction.

While at Northwestern, Barclay also spent nearly three years doing commentary on WSDR Radio. He said officials of the station went to the Union seeking someone to represent the ideas and beliefs of the people of Northwestern Steel and Wire and how it affected the community.

The staff of *The Lightning Bolt* would like to feature more stories about retirees and their activities. If you are

a retiree who is involved in some activity you would like others to know about, or if you know a retiree who you feel should be featured in the newsletter, please contact Karen Freres, Managing Editor, at 815/625-2500, Ext. 2275, or send correspondence to her attention at Northwestern Steel and Wire Company, 121 Wallace Street, P.O. Box 618, Sterling, IL 61081-0618.



Lowell Barclay (far right) has Mr. Barnhart measure up Josiah to see if he will fit into his new home. Barclay was a former 14 inch Maintenance Welder at NWSW. He retired in 1985.

Lowest Injury Rate in Primary Department

"Safety is Designed With You in Mind." That is the safety slogan for the Primary Operations Department at Northwestern. More safety awareness programs have brought that message to the 370 plus employees in this department, and it has paid off.

In November and December, 1997, the Primary Department recorded its lowest injury rate ever in the history of

Northwestern Steel and Wire Company. A department scoreboard shows the following tallies for those two months. In November, there were only 20 injuries, and December's total was 18. These numbers were down considerably from August, which showed 46 injuries, September had 44, and October had 28.

These numbers were released by Jim Boyer, Manager of Primary Operations,

who said, "We are really proud of our safety record."

He also cited safety audit programs and the safety incentive drawing, plus the housekeeping program as contributing factors for the low injury rates.

Let's Talk Environmental

(An ongoing section highlighting the Environmental Department and environmental issues.)

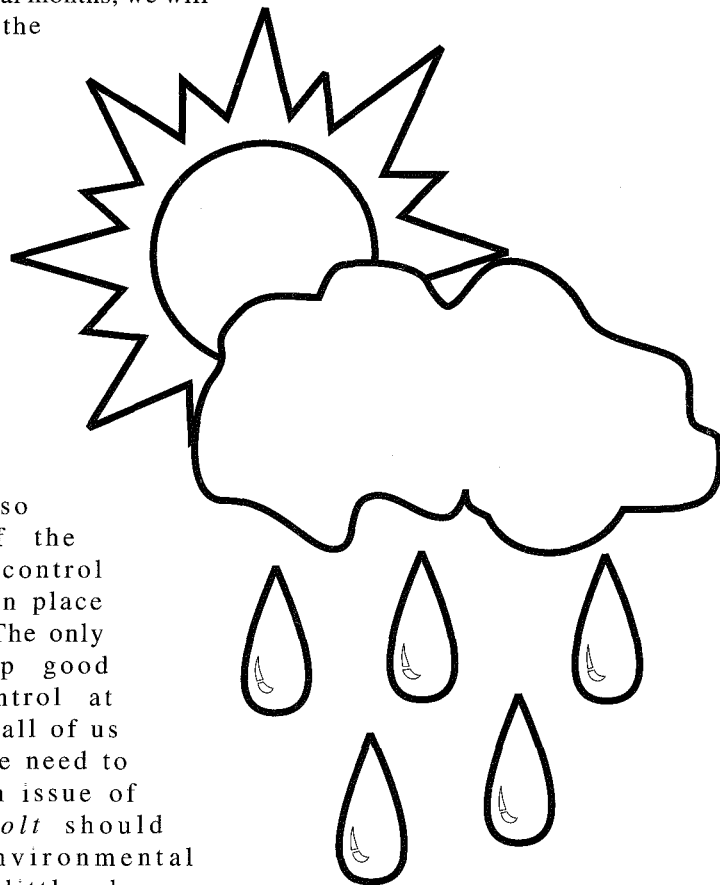
Greetings to the Northwestern family from the Environmental Department! We are pleased to be able to have our own portion of *The Lightning Bolt* in every issue to inform you about our activities and important environmental topics.

Northwestern has an Environmental Policy which dictates how we respond to environmental issues. The Northwestern Environmental Policy states: "It is the policy of Northwestern Steel and Wire Company to comply with all environmental laws and regulations. The Company is committed to fulfilling its environmental responsibilities as an industrial leader and corporate citizen to contribute to the preservation and enhancement of the environment."

The Environmental Department is primarily concerned with water discharges, air emissions, and solid waste disposal. All three areas are equally important and require much time and effort to control. The department is composed of a Manager (Dave Long, extension 2451), an Engineer (Evan Buskohl, extension 2523), and an Environmental Supervisor (Karrol Phillips, extension 2738). However, keeping our plants in compliance with state and federal regulations is a job too big for only three people. We need the help that each and every one of you can give to keep the air and water clean.

Over the next several months, we will explain some of the environmental regulations with which Northwestern has to comply. We will also describe some of the environmental improvements that have been made to our operations recently, and some of the changes yet to come. We will also describe some of the environmental control systems presently in place and what they do. The only way we can keep good environmental control at Northwestern is if all of us understand what we need to do and why. Each issue of *The Lightning Bolt* should make our environmental responsibilities a little clearer. We invite your questions or suggestions for topics for future issues.

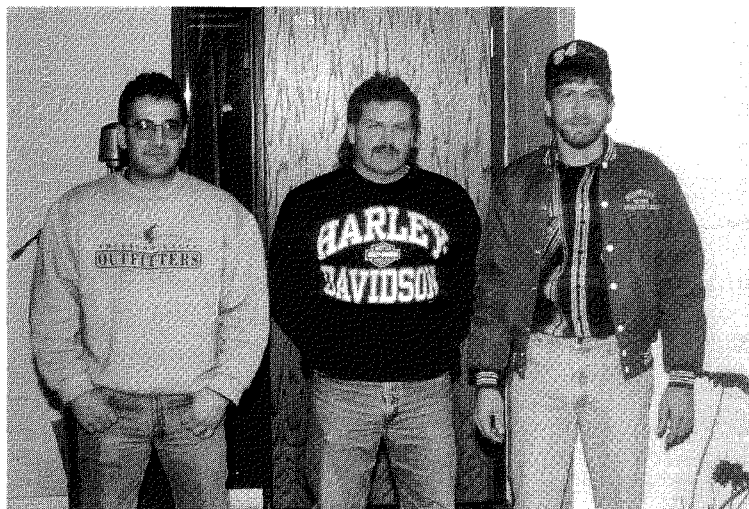
If you have questions, or suggestions for future environmental topics, please contact one of the following people:



Dave Long, Environmental Manager, extension 2451

Evan Buskohl, Environmental Engineer, extension 2523.

Karrol Phillips, Environmental Supervisor, extension 2738.



Multicraft Graduates

On December 5, 1997, four employees graduated from the Multi-Craft Training Program held at Sauk Valley College. The program runs for 26 weeks. Pictured at left, left to right, are Wayne McKenna and Dave Jones (both Plant #5 Millwrights), and Dave Blanton (Furnace Repairman). Absent from the picture is Matt Baker (Plant #3 Pipefitter). Northwestern congratulates these men on a job well done!

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.

JANUARY 98

35 Years

David DeVries, 1/27/63, Electric Furnace.
Kenneth Burnett, 1/28/63, Administrative.
Dieter Meinen, 1/30/63, RF Shipping.
Robert Morden, 1/29/63, WM Millwrights.
Wilber Schwindenhammer, 1/30/63, Plant 5 Pipefitters.
Frank Miller, 1/31/63, Electric Furnace.
Gary Bauer, 1/31/63, WM Millwrights.
Marion Nerstheimer, 1/31/63, General Millwrights.
Praxedis Garcia, 1/31/63, Billet Caster.

30 Years

Ronald Carroll, 1/29/63, Plant 5 Millwrights.

25 Years

Dorman Lamb, 1/5/73, Scrap Yard.
Charles Turner, 1/7/73, Plant 3 Crane Mechs.
Clarence Porter, 1/9/73, Carpenter Shop.
Bill Murray, 1/14/73, WM Shipping.
Dale Chandler, 1/14/73, 14 Inch Mill.
Donald Hunter, 1/14/73, WM Inspection.
Robert Cantu, 1/14/73, 24 Inch Shipping & Finishing.
Roy Jones, 1/14/73, 24 Inch Shipping & Finishing.
Samuel Rodriguez, 1/14/73, Netting.
Rolando Ducoing, 1/15/73, Nails.
James Ordean, 1/16/73, Plant 5 Electrical.
Raymond McCarty, 1/16/73, 24 Inch Mill.
John Loechel, 1/21/73, 14 Inch Finishing.
Kenneth Mitchem, 1/21/73, 24 Inch Shipping & Finishing.
Marvin Nutt, 1/21/73, Nails.
William Flynn, 1/22/73, 14 Inch Finishing.
Daniel Hermes, 1/23/73, 24 Inch Finishing.
Jerry Schriber, 1/25/73, Plant 3 Electrical.
John Reifsteck, 1/25/73, Electric Furnace.
Lawrence Sandretto, 1/25/73, Plant 5 Welders.
Randy Jacobs, 1/28/73, Field Fence.

20 Years

Ross Ferger, 1/17/78, Trucks.
Anthony Fiorini, 1/19/78, Laboratory.
John Deets, 1/19/78, Plant 3 Millwrights.

Relton Sharp, 1/19/78, 12 Inch Finishing.
James Winn, 1/20/78, 12 Inch Mill.
Michael Sanders, 1/20/78, 12 Inch Finishing.
Richard Lancaster, 1/20/78, 12 Inch Finishing.
Estel Keefer, 1/23/78, Plant 2 Electrical.
John Law, 1/23/78, WM Drawing.
Kris Wolf, 1/23/78, 24 Inch Shipping & Finishing.
Myron Kramer, 1/23/78, Plant 2 Electrical.
Robert Knapp, 1/23/78, 24 Inch Shipping & Finishing.
William Smith, 1/23/78, 24 Inch Shipping & Finishing.
Art Ruiz, 1/24/78, 24 Inch Shipping & Finishing.
Bradley Kruse, 1/25/78, Mobile Mechanics.
DuWayne Doane, 1/25/78, 24 Inch Shipping & Finishing.
Ray Pope, 1/25/78, Plant 2 Millwrights.
Robert Abell, 1/25/78, 14 Inch Finishing.
Vernon Ellis II, 1/25/78, WM Drawing.
Ronald Terrock, 1/26/78, 12 Inch Finishing.
Alan Royer, 1/29/78, Wire Mill Drawing.
Gary Gray, 1/29/78, Furnace Cranes.
James Shover, 1/29/78, Barb Wire.
Steven Denning, 1/29/78, WM Shipping.
Lyle Freas, 1/30/78, Trucks.
Jose Herrera, 1/31/78, 24 Inch Shipping & Finishing.
Newell Cook, 1/31/78, 24 Inch Mill.

15 Years

William Doering Jr., 1/6/83, Plant 2 Millwrights.
Mark Spangler, 1/13/83, Plant 2 Pipefitters.
Allen Rosenow, 1/23/83, 24 Inch Mill.

10 Years

Douglas Courter, 1/31/88, 14 Inch Shipping.
Mark Druien, 1/31/88, WM Millwrights.
Robert Eddinger, 1/31/88, 24 Inch Shipping & Finishing.
Timothy Brockman, 1/31/88, 14 Inch Mill.

5 Years

William Hillpot, 1/1/93, Administrative.

FEBRUARY 98

35 Years

Richard Fotzler, 2/4/63, General Millwright.
Joseph Ramirez, 2/12/63, Electric Furnace.
Julio Garcia, 2/18/63, Cleaning & Coating.

30 Years

Jerry Steele Sr., 2/6/68, Brickmason.
Patricia Jones, 2/13/68, Bookkeeping.
David Attig, 2/19/68, Brickmason.
Michael Kinmon, 2/23/68, WM Electrical.
Blaine Riesselman, 2/27/68, Electric Furnace.

25 Years

John Krug, 2/6/73, WM Millwrights.
William Schwab, 2/6/73, WM Machine Shop.
Israel Rodriguez, 2/8/73, 12 Inch Mill.
Duane Pinkston, 2/9/73, 24 Inch Shipping.
Wayne Russell, 2/9/73, Plant 2 Electrical.
John Kustes Jr., 2/13/73, 14 Inch Mill.
Terry Burdick, 2/13/73, Nails.
Marion Fortune, 2/14/73, 24 Inch Shipping & Finishing.
Gary Bender, 2/15/73, Electro Weld.
David Fitzpatrick, 2/16/73, Caster.
Jeffrey Lengfelder, 2/19/73, Scrap Yard.
Lyle Eichelberger, 2/19/73, Wire Galvanizer.
Wallace Hartman Jr., 2/20/73, Electro Weld.
Brad Lierman, 2/26/73, Plant 3 Mechanical.
Edward Eubanks, 2/27/73, Plant 3 Mechanical.
Bruce Elder, 2/27/73, WM Shipping.
Gary Clevenger, 2/27/73, Plant 5 Millwrights.
Reynaldo Garza Jr., 2/27/73, 24 Inch Mill.

20 Years

James Browne, 2/1/78, Electric Furnace.
Richard Sandoval, 2/5/78, Nails.
Henry Richmond, 2/6/78, Plant 2 Crane Mechanics.
Terry Luther, 2/6/78, Plant 2 Crane Mechanics.
David Billings, 2/7/78, Furnace Cranes.
Chester Winfield, 2/14/78, 12 Inch Finishing.
Lorene Winfield, 2/14/78, 14 Inch Mill.
Dexter Manning, 2/18/78, 12 Inch Finishing.
Steve Young, 2/18/78, 14 Inch Mill.
William Burall, 2/18/78, Nails.
Clarence Hartman, 2/20/78, WM Drawing.
Timothy McCoy, 2/21/78, Guards.
John Howard, 2/22/78, 24 Inch Shipping.
Patrick Dorathy, 2/25/78, 12 Inch Finishing.
James Coers, 2/27/78, Plant 2 Millwrights.
Randy Hussung, 2/27/78, Scrap Yard.
Ronnie Hughes, 2/27/78, Plant 5 Inspection.
Vernon Gould, 2/27/78, Drawing Room St. & Cut.
John Anning, 2/28/78, 14 Inch Finishing.
Kevin Judas, 2/28/78, Furnace Cranes.

Northwestern Employee Anniversaries

15 Years

Louis Gonzalez, 2/17/83, Plant 3 Electrical.
Douglas Richards, 2/26/83, Furnace Cranes.

10 Years

Dana Fellows, 2/5/88, Plant 2 Millwright.
David Tabor, 2/5/88, Electronics.
Felimon Sandoval, 2/5/88, WM Drawing.
Rodney Mills, 2/5/88, Electric Furnace.
Roger Maxwell, 2/5/88, Plant 2 Millwrights.
Kenneth Knox, 2/7/88, 12 Inch Mill.
Leland Downs, 2/7/88, Plant 2 Millwrights.
Jeffrey Bruns, 2/9/88, 24 Inch Mill.
Julie Montanez, 2/9/88, Nails.
Matthew Webb, 2/9/88, Nails.
Melvin Long, 2/9/88, 24 Inch Mill.
Patrick Balsley, 2/9/88, Plant 3 Pipefitters.
Thomas McCormick, 2/9/88, 12 Inch Mill.
Brad Pollock, 2/14/88, Wire Galvanizer.
John Abbas, 2/14/88, Billet Caster.
Mark LeFevre, 2/14/88, Plant 2 Crane Mechs.
Matthew Sunday, 2/14/88, 14 Inch Finishing.
Richard Finnicum II, 2/14/88, Billet Caster.
Richard Hurless, 2/14/88, Electric Furnace.
Dan Nelson, 2/15/88, 1 & 5 Packaging.
Kurk Jonaway, 2/16/88, Plant 5 Welders.
Richard Dean, 2/16/88, Plant 2 Machine Shop.
Terry Deskeere, 2/16/88, Plastics.
Harold Packer Jr., 2/26/88, Electric Furnace.
Barry Jones, 2/28/88, Plant 2 Electrical.
Carl Craig, 2/28/88, 14 Inch Finishing.
Darrel Angier, 2/28/88, Plant 5 Millwrights.
Jerry Desch, 2/28/88, WM Millwrights.
Kenneth McCallister, 2/28/88, 24 Inch Shipping & Finishing.
Michael Ackland, 2/28/88, 24 Inch Shipping & Finishing.
Robert Campbell II, 2/29/88, Plant 2 Electrical.

MARCH 98

35 Years

Marc Wilson, 3/4/63, Wire Galvanizer.
John Rubright, 3/4/63, WM Millwrights.
Richard McCoy, 3/4/63, Plant 2 Millwrights.
John Tarner, 3/5/63, 24 Inch Mill.
Dennis Dimmig, 3/6/63, Scrap Yard.
Edwin West, 3/10/63, Trial Crew West.
Arthur Gillihan, 3/11/63, Carpenter Shop.
Harlen Meinsma, 3/11/63, Plant 2 Millwrights.

Clare Peska, 3/12/63, Billet Caster.
Donald Reglin, 3/12/63, Roll Shop.
David Zuidema, 3/13/63, Degreaser.
Robert Wolfe, 3/13/63, 12 Inch Mill.
Frank Dubiel, 3/25/63, WM Shipping.
Ralph Morris, 3/26/63, Plant 2 Machine Shop.

30 Years

David Allen, 3/3/68, Brickmason.
John Guerrero, 3/7/68, Brickmason.
Dale Bopes, 3/12/68, WM Shipping.
Agustin Villa, 3/17/68, Plant 2 Welders.
Jerry Mapson, 3/18/68, Scrap Yard.
Raymond Albus, 3/18/68, Brickmasons.
Stanley Hodge, 3/19/68, Plant 2 Machine Shop.
Donald Richards, 3/25/68, RF Millwright.
David Burnstine, 3/30/68, RF Shift Tractor.

25 Years

John Atilano, 3/5/73, Plastics.
Robert Lehman, 3/5/73, Degreaser.
Curry Hicks, 3/6/73, Degreaser.
Darwin Austin, 3/6/73, Plant 2 Millwrights.
Philip Kent, 3/6/73, Millwright.
Ronald L. Davis, 3/6/73, WM Machine Shop.
Lyle Davis, 3/12/73, WM Millwright.
Michael Andrews, 3/12/73, 14 Inch Finishing.
John Snodgrass, 3/13/73, WM Shipping.
Kenneth Green, 3/13/73, Plant 3 Electrical.
Jimmy Weeks, 3/15/73, Bale Tie.
Ronald Gonzales, 3/15/73, 24 Inch Shipping & Finishing.
Joe Donna Jr., 3/19/73, 12 Inch Finishing.
Robert Jones, 3/19/73, Degreaser.
Michael Hurley, 3/22/73, Electro Weld.
Karrol Phillips, 3/24/73, Environmental.
Clyde Long, 3/24/73, 1 & 5 Packaging.
Duane Link, 3/24/73, 14 Inch Finishing.
Michael Williams, 3/24/73, Plant 5 Electrical.
Ralph Cisketti Jr., 3/24/73, Billet Caster.
Richard Dykstra, 3/24/73, 24 Inch Shipping & Finishing.
Wayne Buckingham, 3/24/73, 14 Inch Mill.
Charles Manon, 3/27/73, Plant 2 Machine Shop.
Ronnie Hanabarger, 3/27/73, 12 Inch Finishing.
Terry Smith, 3/27/73, 12 Inch Finishing.
Jerry Dittmar, 3/28/73, Nails.
Philip Dorsey, 3/28/73, Nails.
Ramiro Escobedo, 3/28/73, Billet Caster.
Rick Mathes, 3/28/73, 14 Inch Finishing.

Daniel Ramirez, 3/31/73, Nail Galvanizer.

20 Years

Ynes Vasquez, 3/23/78, 14 Inch Finishing.

15 Years

Paul Timmons Jr., 3/8/83, Plant 5 Pipefitters.
Charles Insko, 3/21/83, Plant 3 Electrical.
Michael Brady, 3/25/83, Plant 5 Electrical.
Robert Rus, 3/29/83, 24 Inch Mill.
Eugene Korf, 3/30/83, 14 Inch Finishing.

10 Years

Desiderio Rodriguez, 3/6/88, WM Waste & Reclamation.
Mark Gragert, 3/6/88, Electric Furnace.
David Stull, 3/7/88, Wire Galvanizer.
Gene Hartman, 3/7/88, Plant 2 Millwrights.
Jared Zinke, 3/7/88, Plant 3 Electrical.
David Valdez, 3/8/88, 14 Inch Finishing.
Richard Williams, 3/8/88, Plant 2 Electrical.
Steven Alexander, 3/8/88, 24 Inch Shipping & Finishing.
Marty Cooper, 3/20/88, Plant 2 Electrical.
Regina Sikora, 3/20/88, WM Shipping.
Todd Beck, 3/20/88, WM Millwright.
Bernard Higley Jr., 3/21/88, Plant 2 Electrical.
Larry Bell, 3/21/88, Electro Weld.
Todd Swanson, 3/21/88, WM Electrical.
John Ortiz, 3/22/88, 14 Inch Finishing.
Kevin Newburgh, 3/22/88, 1 & 5 Packaging.
John Fry, 3/27/88, Wire Galvanizer.

New Appointments

Tammy Cedro

Effective January 2, 1998, Tammy Cedro has transferred from Target 65 to Human Resources as the Internet Coordinator. She reports to Dan Whichard, Manager Personnel and Labor Relations.

Tammy has been with Northwestern ten years. Prior to Target 65 she was employed as the Finance Department Executive Secretary for six years. Previous to that she worked in Accounting, Payroll and Credit.

Tammy and her husband, Jeff, have two children.

Tony Clark

Effective March 15, 1998, Tony Clark accepted the position of Manager, 24 Inch Mill, reporting directly to Birchel Brown, Vice President, Steel Division.

Prior to his new assignment, Tony worked as General Supervisor, Mill Operations, at the 14 Inch Mill. Previous to that he worked in Houston as the 48 Inch Mill Manager.

Tony and his wife, Betty, have two children, Kris and Tony, and one grandchild, Bailey.

Merlin Rajnowski

Effective December 1, 1997, Merlin Rajnowski accepted the position of Caster Maintenance Planner, reporting directly to Michael Sherman, Manager of Caster.

Merlin has been with Northwestern 28 years, working as Caster Maintenance Supervisor prior to accepting his new position of Caster Maintenance Planner.

Barney Shockley

Effective December 3, 1997, Barney Shockley was appointed to Operations Supervisor, 14 Inch Mill, reporting directly to Randy Wolber, Manager, 14 Inch Mill.

Barney has 28 years experience with Northwestern and most recently spent the last five years at the Houston facility.

Barney and wife, Peggy, have two children, Brenda and Barney Jr., and four grandchildren, Ashley, Joshua, Annie, and Jonathon.

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!

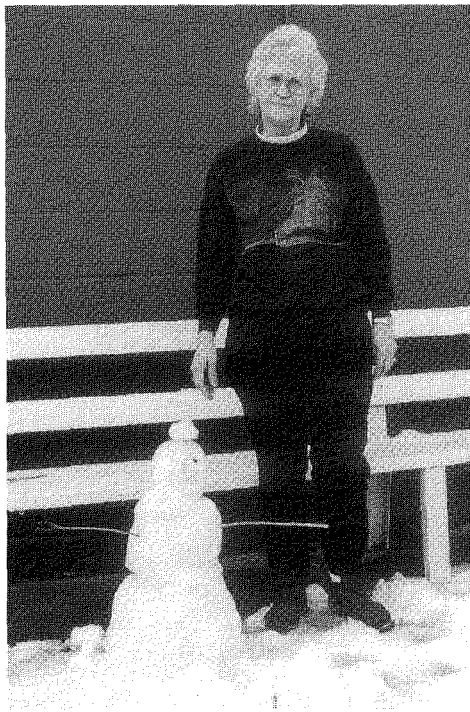
Plant 1 -Field Fence (#1 Machine)
51 rolls -February 10, 1998 (7-3)
John Lewis
Old Record -48 rolls, July 19, 1993

Plant 1 -Drawing Room(29MacBee)
19890# -March 1, 1998 (7-3)
Eric Schier
Old Record -19,220#, Dec. 11, 1996

Plant 1 - Straight & Cut (All Machs.)
52,955# -March 13, 1998 (3-11)
Vernon Gould
Robert Livingston
Established New Record

Plant 1 -Straight & Cut (All Machs.)
51.5 ton (24 hrs.) -March 13, 1998 (all shifts)
Vernon Gould
Robert Livingston
Richard Nelson
Walter Miller
Old Record -44.5 ton, Aug. 25, 1992

Plant 1 -Drawing Room (28 MacBee)
29,960# -March 5, 1998 (7-3)
Eric Schier
Old Record -28,760#, June 19, 1997




Jan Udell, Coordinator of Printing and Mailing Services, stands next to a snowman created by an anonymous girl who, while waiting for her father to get off work, built a snowman in front of the Print Shop to pass time. Many of the employees enjoyed her creativity and thank her for her efforts.

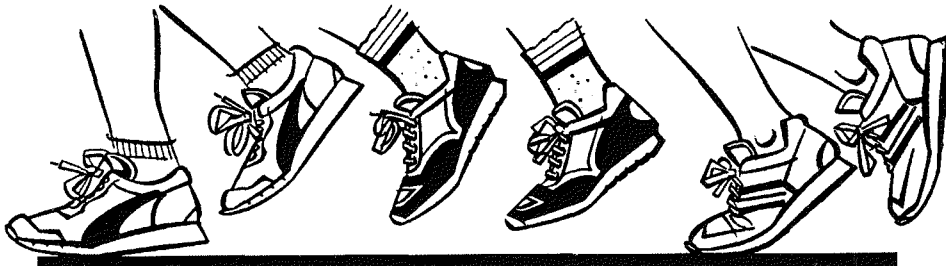
Oops . . . Corrections . . .

Race results for Rich Steder were accidentally omitted from the last newsletter. Rich ran the DeLange Memorial 5K in a time of 20:06, coming in 14th place out of 154. Rich works in the Caster Department.

Great job Rich!

United Way of Sterling-Rock Falls 

WALK-A-THON



Saturday, May 9, 1998

Starting and Ending
Rock Falls Middle School
1701 12th Avenue
Rock Falls

Registration begins at 7:30 a.m.
Walk-A-Thon starts at 8:00 a.m.

Pledge forms can be picked up
from Karen Freres in Human
Resources, Ext. 2275

Retirements

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

DECEMBER 97

Glenn Reynolds, Plant 2 Weld, 32 years.

JANUARY 98

Jack Carroll, MIS, 31 years.
Nicholas Cruz, Plant 2 Tractor Shop, 40 years.
Charles Deets, Mobile Equipment, 29 years.
Juan DeLaFuente, Electric Furnace, 36 years.
Donald Devers, Caster Millwright, 28 years.
Stanley Fischbach, Nail Machine Shop, 38 years.
Thomas Hager, Plant 1 Millwright, 34 years.
Gerald Heather, 14 Inch Clerical, 34 years.
Glenn Keime, Plant 2 Electrical, 38 years.
Gary Miller, WP Mobile Equipment, 36 years.
Clifford Ortiz, Roll Shop, 33 years.
Alvin Russell, Scrap Yard, 31 years.
Javier Saucedo, Nail Packaging, 28 years.
James Taets, Plant 2 Weld, 36 years.
John Taets, Plant 2 Electrical, 36 years.
Robert Wadsworth, Drafting, 32 years.
Ray Wolf, Field Fence, 19 years.

FEBRUARY 98

Douglas Kested, 12 Inch Finishing, 26 years.
Tommy Miller, Plant 3 Weld, 35 years.
Lyle Roberts, 12 Inch Mill, 30 years.
John Engelkens, Construction, 35 years.
Paul Brunk, WM Drawing Room, 34 years.

MARCH 98

John Manzano, Nail Machinist, 35 years.
Charles Rhode, 14 Inch Mill, 42 years.
Gary Schueler, 24 Inch Inspection, 32 years.
Richard Larkins, WP Machine Shop, 31 years.
James Page, EP Millwright, 30 years.
Minnie Hale, Clerical, 28 years.
Billy Ricks, 14 Inch Millwright, 28 years.
Wilbur Schwinderhammer, 14 Inch Pipe Shop, 35 years.
Vernon Royer, WP Machine Shop, 22 years.
Walter Barger Sr., Plant 4 Shipping, 30 years.
Joe Ramirez, Electric Furnace Cranes, 41 years.

Northwestern Employees Make Children Smile Once Again

Once again Northwestern employees echoed what the holiday spirit truly represents by spreading cheer to those less fortunate. Gifts and groceries were delivered in December to 57 families with a total of 176 children - 18 children over last year's total, setting a new record high! This total included two homeless families, a family housed at COVE, and a fire victim.

Year round employee efforts to raise money for the children benefited families from Sterling, Rock Falls, Dixon, Morrison, Tampico and Milledgeville. Employees raised money throughout the year through fundraisers such as raffles, bucket brigades, poinsettia sales and the aluminum can drive - our largest fundraiser. In addition, this year

nearly \$2,000 was raised at the Softball/Walk-a-thon held in September. This was the first year for the two committees to combine forces, hosting one large event, in an effort to raise additional funds.

The Committee would like to thank all Northwestern employees for their efforts. Whether you saved aluminum cans, worked a fundraiser, played on a softball team in the tournament, purchased a raffle ticket, made a donation, or shopped for the children, please remember that no contribution is considered insignificant

Please take a few minutes to read a couple of the thank-you letters received this year that are printed in this edition of the newsletter. These expressions of gratitude

exemplify what Northwestern employees are all about - we touch the lives of others. As we begin 1998 and start a new year of fundraisers, let the memory of our Christmas giving inspire you to help make this year even bigger and even better. Remember, Northwestern employees are known for being humane - characterized by their kindness and concern for others - but we can't spell humane without "u." The Committee extends an invitation to you to help them in their efforts to reach out to more families.

The Needy Children's Organization needs your help to gather cans in your area. Contact Deb Decker at extension 2248 or Karen Freres at extension 2275.

Expressions of Gratitude

(Letter received from the Crisis Services Coordinator, COVE Domestic Violence Dept.)

Dear Employees of Northwestern Steel and Wire:

Thank you for your recent donation of clothing, food boxes, personal care items, and laundry soap to the COVE Domestic Violence Department for your chosen family.

During the past fiscal year, the COVE Department of the YWCA of the Sauk Valley met with 579 women, children and men, providing 6,933 plus hours of service. We provided 2,514 nights of shelter to women and their children. This represents nearly seven clients per night. We took 1,527 calls to our 24-hour hotline, and assisted clients in obtaining 183 Orders of Protection. However, statistics are just numbers. Each victim is different, but all have one thing in common - they have been abused by a loved one. No greater pain exists than to live in fear and isolation, subject to beatings, threats of death and terror in one's own home. Last year the ACT Program, which is our abusers' educational 26-week program, worked with 30 people and challenged both belief systems and violent behaviors.

As we continue to provide comprehensive services, including safe shelter, we realize "we" cannot do this work alone. The support of those in the community is especially needed, and greatly

appreciated by staff and the victims of violence we are able to assist.

We wish to thank you, on behalf of the family that you helped through the COVE Department. Your gifts were greatly appreciated.

(The following thank-you letters are from anonymous families who received help from the employees of Northwestern Steel and Wire at Christmas.)

Dear Employees of Northwestern Steel and Wire Company:

Our family was blessed to be the recipient of your generosity this Christmas and we wanted to write and say, "thank you."

The coats and tops for the children were very much appreciated, and the groceries were especially timely, as we were going through a difficult time financially. It's like the Lord personally selected the purchases. Thank you again, and may God bless you all for your caring and generosity.

Dear Employees of Northwestern Steel and Wire Company:

Thank you for all the stuff from Santa Claus. My older son really loves his coat, and my younger son his toy. He said of his toy, "I love this set from Santa. Santa's a nice man." The clothes are lovely also. Thanks for everything. They were what they had under the tree. The chickens were baked and delicious.

Northwestern Steel and Wire Company
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