

# The Lightning Bolt

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

## A Look Inside

### Working in Unison to Fight Foreign Steel Imports

Read about ongoing efforts to fight illegal dumping. We still need your help!

See Page 3

### Highlights on the Family Health Center

Learn more about the staff at YOUR Family Health Center.

See inside insert

### Partnership Team Tackles Prescription Drugs

Prescription drug costs are increasing at a rate of 15% (or \$600,000) per year. What can you do to help?

See Page 16

## 2 New Faces in Executive Ranks

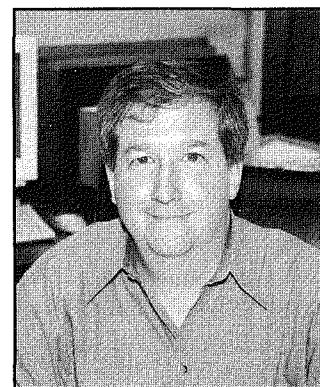
### *Daniel Brisson*

#### Vice President of Quality and Development

Daniel Brisson has joined Northwestern as Vice President of Quality and Development, reporting directly to Frederick J. Rocchio, Jr., President and Chief Executive Officer. He will be responsible for the Total Quality Management System, strategic and business planning, product development and quality standards, customer technical service, and Partnership management.

Dan brings to Northwestern nineteen years of experience in the steel industry. He comes to us most recently from Birmingham Steel Corporation where he was Divisional Quality Manager: SBQ Bar, Rod and Wire Division. He also held management positions at Inland Steel Company.

Dan holds a B.S. degree in Materials Science from Michigan State University, and a M.S.



degree in Metallurgical Engineering from Illinois Institute of Technology.

He and his wife, Janet, have two children, Justin and Andrew.

### *Louis Pisani*

#### Vice President of Engineering and Maintenance



Louis Pisani has joined Northwestern as Vice President of Engineering and Maintenance. He will be responsible for plant engineering, environmental management, project management of all capital, and Heckett and CSI contract management.

Lou comes to us from Inland Steel Company, where he had twenty-four years of experience in operations and project management. During his tenure at Inland he held various management positions, including Vice President and General Manager, Inland Rust Maintenance and Construction.

Lou holds an M.B.A. degree in Finance and Accounting from University of Chicago, a B.S. degree in Structural Engineering from University of Illinois, and an A.A.S. degree in Design Technology from Ivey Tech College.

He and his wife, Ann, have two children, Corri and Paul.

## The President's Corner

Fiscal 1999 is coming to a close, and in looking back, we faced some difficult times. The dramatic influx of imports dropped our shipping rate to 60% of our peak 1998 level and forced our steel prices down as much as \$90 per ton. On a year-to-year basis, structural steel imports jumped from 360,000 tons to 1,325,000 tons - a 370% increase! We firmly believe that much of this increase in imported steel is being traded unfairly. We have filed a wire rod trade case with six other steel companies and are in the process of filing a structural steel trade case.

We do believe that the worst is behind us. We are seeing an increase in our shipments and in our order book, and we anticipate a return to a more normal market situation in shipping rates during the first quarter of FY 2000.

In the seven months that I have been a part of the Northwestern Steel and Wire Company team, we have organized ourselves to become fully competitive in our

chosen markets. Management has implemented focus areas in safety/housekeeping, customer satisfaction/image, Total Quality Management/continuous improvement, and strategic development and implementation. These four focus areas represent the core of our business strategy. Within these four areas, we have commissioned many activities that contribute to the attainment of the Company's strategic goals. These activities are highlighted below.

I have found that the employees of Northwestern are dedicated to insuring the long term viability of Northwestern. With your help and continued support, we can return to our position as a highly successful company and continue to build on our roots as "The Original Mini-Mill."

Frederick J. Rocchio, Jr.  
President and C.E.O.

## Four Focus Areas that Represent the Core of Northwestern's Business Strategy and the Progress Made in Each

Management has identified four focus areas that represent the core of Northwestern's business strategy. We have been extremely busy implementing many initiatives within these groups to help us meet our goals. The following progress has been made.

### *Safety and Housekeeping*

- A Union/Management commitment and dedication to Safety is our #1 priority.
- We have established housekeeping standards and plans in each of our departments.
- We revised our safety program to meet our goal to be in the top quartile of AISI companies.
- Safety engineers and safety committeemen have been assigned to each of the operating areas to aid in the implementation of our safety program.

### *Customer Satisfaction and Image*

- We have commissioned a customer survey to understand our strengths and weaknesses

from our customers' viewpoints.

- A team was established to reduce our customer complaints by 50% in one year's time.
- We continued our recently retired Chairman's plan to strengthen our ties and communication links within our community.
- Signs were placed in strategic locations around our community to confirm our presence as a 120-year member of the community and to proudly proclaim that we are "The Original Mini-Mill."

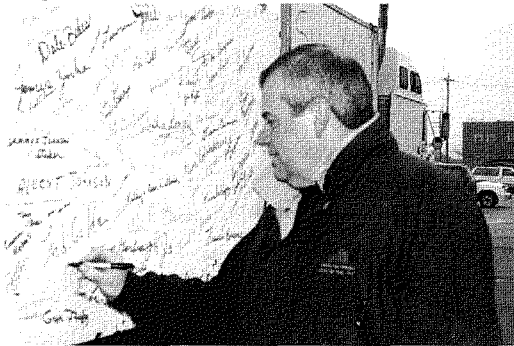
### *Total Quality and Continuous Improvement*

- Union and Management have agreed to install a Best in Class Maintenance System.
- We are utilizing Key Performance Indicators to focus our efforts in all facets of our business.
- We have commissioned teams to improve our operations utilizing the Total Quality tools taught by our Partnership facilitators - capturing the big nuggets of improvement.

### *Strategic Direction*

- We completed our strategic plan and presented it to the Board of Directors.
- We reached a critical Agreement with the USWA that provides the tools to implement our strategic plan - safety, work rules, health care, maintenance, staffing and rewards.
- We have commissioned two market studies for structural and wire/rod products.
- We defined the capital costs and benefits for a single arc furnace operation.
- A single line rolling mill was designed to replace our 14" and 24" mills. We also defined the market, capital costs, and benefits.
- We established a cost reduction focus that includes our operations, all our business transactions, and our health care system.
- We agreed on the salaried organization to support the strategic plan and identified critical recruiting needs.
- Training and education needs were identified to insure that our people can support the strategic plan.

## Strength in Numbers



Fred Rocchio, President and CEO, adds his signature to many others as part of a petition to the American government to protect America's steel jobs.

In July, it will be two years since the steel industry started experiencing an illegal dumping "crisis." Like most American steelmakers, Northwestern continues to lose sales to low-priced imports pouring in from cash-short steel producers in Asia and the former Soviet Union. What are we doing about it? United in their efforts, the United Steelworkers of America (USWA) and Northwestern Steel and Wire Company, along with various other steel industry leaders, have teamed up to fight illegal dumping through the *Stand Up For Steel Campaign* (a national drive by a coalition of leading domestic steel producers and the United Steelworkers of America), along with other labor-led rallies and campaigns. These efforts have gained the steel industry national press coverage and a nation-wide awareness of the steel industry crisis.

### Local Efforts

Northwestern Steel and Wire Company and USWA, Local 63, held their own *Stand Up For Steel Campaign* in February, whereby hundreds of employees and members of the community joined Fred Rocchio, Northwestern's President and CEO, and Art Gillihan, USWA, Local 63 President, by adding their names to sheets of steel as a symbolic petition to the American government to protect America's steel jobs. The steel petitions were later "dumped" in Washington to underscore the urgent need to end illegal dumping of steel in the U.S. market by overseas manufacturers. Tom McCormick and Ken Knox, USWA, Local 63, accompanied the *Stand Up For Steel* truck to Washington to hand deliver the sheets of steel petition. They later joined Virgil Taylor, East Plant Shipping, among others, for a rally on the White House lawn. Virgil participated in a thirteen-week internship that gave him insight into lobbying techniques and the workings of the legislature. Taylor said, "Our biggest focus, of course, was foreign steel dumping. Two days after I arrived at Washington, Peter Visclosky introduced his bill to stop illegal dumping. The interns actually lobbied for support of that bill."

Local efforts also included a letter-writing and phone campaign to Senators Durbin and Fitzgerald led by Randy Cunningham, a member of the Rapid Response Team. Art Gillihan said approximately eight hundred letters were mailed to Washington protesting illegal dumping of foreign steel. He encourages employees, retirees, and members of the community to continue in their efforts to fight illegal dumping. "We don't want Washington to think we had one big orchestrated event and that the storm blew over. We all need to be concerned. The reality is, our futures are on the line. As voters, we gave them (Senators Durbin and Fitzgerald) their jobs. Now it's their turn to support our jobs, not Russia. We need to keep calling and writing."

### International Efforts

At the International level, USWA President George Becker, Chief Economist Ron Bloom, USWA District 7 Director Jack Parton, and several of the CEOs in the *Stand Up For Steel Campaign* actually met with President Clinton and his Administration to pressure them for relief. They also made appeals to several Congressmen, one of them being Congressman Peter Visclosky, who led the efforts to put together a bill that would ensure that the volume of steel imports does not exceed the average monthly volume of such imports during the 36-month period preceding July 1997. Congressman Visclosky and more than 120 co-sponsors of both parties introduced the Stop Illegal Trade Act of 1999 in the House of Representatives in February. Parton said, "Nobody would have ever dreamed that we would have enough clout in influencing the Congress to get that bill passed, but it passed overwhelmingly in the House of Representatives. We started campaigning now in the Senate and we have a lot of bi-partisan support in trying to get this same bill passed in the Senate." Parton stressed the importance of pushing to get the bill passed through the Senate, and he, too, encourages all of us to continue in our efforts to call and write to Senators Durbin and Fitzgerald to support and sponsor SB-395. (Currently, Senators Durbin and Fitzgerald are not co-sponsoring SB-395.) In addition, Parton extended his thanks to everyone for supporting the combined efforts of the company and union to stop illegal dumping.

It's a proven fact that there's strength in numbers. A quote from *New Steel Magazine's* December 1998, *Outlook on Washington* recognized that, "the President understands this issue has tremendous grassroots support." It's important that we don't let go of this now - call or write today!

Please call your Illinois Senators or write to President Clinton.

Ask them to stand up for American jobs and support SB-395.

Senators not currently co-sponsoring SB-395

Senator Dick Durbin (D):

Chicago: 312/353-4952

Springfield: 217/492-4062

Senator Peter Fitzgerald (R):

Chicago: 312/886-3506

Springfield: 217/492-5089

The Honorable William Jefferson Clinton

President of the United States

1600 Pennsylvania Avenue, NW

Washington, DC 20500

Contact USWA, Local 63 Union office at 625-3465 or Karen Freres at 625-2500, ext. 2275, for a copy of a form letter addressed to President Clinton.

## **Tom Vercillo appointed V.P. of Finance and C.F.O.**



The Board of Directors elected Thomas Vercillo to the position of Vice President of Finance and Chief Financial Officer. He will be responsible for all finance, investor relations, and management information systems activities.

Tom joined Northwestern Steel and Wire Company in 1985 as Financial Analyst. Most recently he served as Corporate Controller and acting Chief Financial Officer. He holds a B.S. degree in Accounting from University of Illinois at Urbana/Champaign.

Tom and his wife, Paula, have 4 children, Jenna, Michael, Matthew and Catherine.

## **Salesperson Profile - Highlighting Bill Ackert**

### **Learned Business From Ground Up**

Familiarity with the product you are selling is the key to a successful sales career. Bill Ackert, a territorial salesperson for Northwestern Steel and Wire Company, has worked in many aspects of the steel industry - a definite advantage when he began his sales career in 1984.

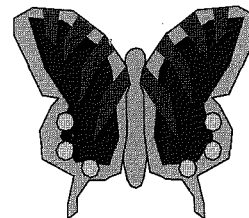
He began his career at Northwestern while working summers during his college years. Bill's first job was at Parrish Alford. In 1973, he started full-time as a laborer in the 12-Inch Mill. Until 1978, Bill performed various jobs throughout the West Plant, including clerical in the 12-Inch Mill. Then in 1978, he was made a turn foreman on the 25-Inch Billet Yard. His sales career began in 1984 when Bill became an inside sales representative. Two years later he became a territorial salesperson and moved to Colorado.

The Sterling native, who is now based in Littleton, Colorado, has customers all over the West Coast, including Colorado, Wyoming, Montana, Idaho, New Mexico, Utah, Nevada, California, Oregon, and Washington. He works with the West Region Team of inside sales representatives. They include Denise Potts, Sunday Bryant, and Jo Fisher.

From a sales standpoint, Bill emphasizes the importance of knowing how a product is made and the various steps that are involved in getting that finished product to the customer. The biggest change he has noted in sales is the dimension of the competition. "The product is as good if not better than it has always been," he said. However, the glut of foreign steel imports has had a large impact on his business in the last year and a half.

During a typical work week, Bill travels an average of four days a week. When he isn't traveling he enjoys golf, fishing, and gardening. He and his wife, Mary Ann, occasionally ski in the winter. They have three grown children.

Bill gets back to the Midwest about two to three times a year. Does he miss anything about the Midwest? "Occasionally a good ripe tomato and fresh sweet corn," he laughed.



## **Needy Children Fundraiser**



Jeri Froeliger of Lundstrom's Florist (pictured on right) donates a basket of 16 beanie babies for a needy children's raffle. The raffle raised nearly \$1,000 for the needy children. Jeri is pictured with Carol Siefken, President of the Needy Children's Committee.

## New Employees



### Howard Baxter

Howard Baxter has joined Northwestern as Purchasing Manager, reporting directly to William Ruffner, Director of Purchasing.

Howard has over thirty years of experience in purchasing utilities and other commodities in the steel industry. He comes to us most recently from Glunt Industries, Inc., where he was Manager of Purchasing and Raw Materials. He also held purchasing management positions at Commercial Chemical Service Company in Niles, Ohio, and L.T.V. Steel/Youngstown Sheet and Tube Company in Youngstown, Ohio. He is a Certified Purchasing Manager, and an instructor at Youngstown State University.



### Gary Cvitkovich

Gary Cvitkovich has joined Northwestern as Manager, Furnace Technology, reporting directly to Birchel Brown, Senior Vice President of Operations. He will be responsible for the single furnace project, the environmental project in the furnace area, and electric furnace technology changes.

Gary comes to us most recently from Birmingham Steel in Memphis, TN and previously from Inland Harbor Works. He holds a B.S. degree in Biology, and a Certificate in Chemistry.

Gary and his wife, Julie, have one child, Alyssa.



### Erik Young

Erik Young has joined Northwestern as PC Technical Specialist. He will be responsible for the hardware and software maintenance of PC's in the offices.

Erik comes to us from Essex computers where he was a Field Technician for three years. Prior to that he was a System Security Officer/Computer Operator for the USAF at the Space Defense Computer Operations Center in Cheyenne Mtn. AFS, NORAD/US Space Command.



### Thomas Murphy

Thomas Murphy has joined Northwestern as Manager of Quality Assurance, reporting directly to Daniel Brisson, Vice President of Quality and Development. He will be responsible for customer interface, product development, and quality assurance.

Thomas has thirty years of experience in steel bar products with particular expertise in standards (domestic and international), quality systems, and customer relations. He comes to us most recently from ISPAT Inland Steel Company, Bar Division, where he was Staff Metallurgist, Technical Service.

Thomas holds a B.S. degree in Metallurgical Engineering from Lehigh University in Bethlehem, Pennsylvania.

He and his wife, JoAnn, have two grown children, Steven and Sharon.



### Paulette Mueller

Paulette Mueller has joined Northwestern as Manager of Training and Development. She will be responsible for organizing and coordinating training programs for all levels of the Company, in addition to coordinating the Company's efforts to obtain training grants.

Paulette comes to us most recently from Hamilton Technical College where she was Graduate Services Director. She holds a Master of Science in Training and Development from Drake University in Des Moines, Iowa, and a B.S. degree in Human Resource Development, Specialization: Training and Development from Oakland University in Rochester Hills, Michigan.

Paulette and her husband, Henry, reside in East Moline.

## Attention Retirees

Northwestern Steel and Wire Private Payroll (Office and Plant) retirees meet for breakfast on the first Friday of each month. Meetings are held at the Red Apple Restaurant, 2004 1<sup>st</sup> Avenue in Rock Falls at 8:30 a.m.

Plant 4 (Parrish-Alford) retirees and union employees meet for breakfast on the second Wednesday of each month. They meet at the Red Apple Restaurant in Rock Falls at 8:45 a.m.

If you find you have those mornings open, feel free to join the retirees to renew old acquaintances. If you have any questions, please contact John Ordean at 625-7971.

# 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 40 Years

James Boesen, 1/19/59, Audit & Compliance  
Ronald Hussung, 1/19/59, Plant 2 Crane  
Mechanics  
Peter Razo, 1/26/59, Scrap Yard

## 30 Years

Floyd Royer, 1/9/69, 14" Shipping  
William Abell, 1/9/69, Plant 2 Inspection  
Donald Olson, 1/15/69, Revenue &  
Disbursements

Carl Paxton, 1/30/69, Plant 1 Mechanical  
Elwyn Mc Kenna, 1/9/69, Electric Furnace  
Ray Calloway, 1/14/69, Billet Caster  
David Miller, 1/23/69, Plant 2 Crane Mechanics  
Mervin Deets, 1/23/69, 14" Finishing

## 25 Years

Barry Johnson, 1/7/74, Engineers  
Richard Schuchard, 1/21/74, 12" Mill  
Wayne Lapp, 1/21/74, Plant 2 Machine Shop  
Roger Pettorini, 1/28/74, Plant 2 Machine Shop  
Vernon Jaquet, 1/28/74, Roll Shop

## 15 Years

Lane Fellows, 1/24/84, Plant 2 Millwrights  
Michael Kinnaman, 1/25/84, WM Millwrights

## FEBRUARY 40 Years

Robert Elsasser, Sr., 2/11/59, 12" Shipping

## 30 Years

Wesley Crow, 2/11/69, 14" Mill  
Merlin Rajnowski, 2/20/69, Caster  
Thomas Maxwell, 2/3/69, WM Electrical  
Eddie Clevenger, 2/12/69, 14" Mill  
Geronimo Rodriguez, 2/26/69, Furnace Cranes  
Richard Hoff, 2/27/69, Plant 2 Millwrights

## 25 Years

Howard Jones, 2/1/74, Human Resources  
George Ransom, Jr., 2/11/74, Plant 2 Crane  
Mechanics  
Thomas Johnson, 2/11/74, Furnace Cranes  
Gerald Foskitt, 2/12/74, WM Electrical  
Richard Slater, 2/12/74, Plant 3 Electrical  
John Rogers III, 2/14/74, Furnace Cranes

David Willis, 2/18/74, Plant 5 Electrical  
Kim Schaefer, 2/18/74, Scrap Yard  
Terry Walker, 2/18/74, Plant 2 Machine Shop  
Rodney Tichler, 2/21/74, Billet Caster  
Frank Vock, 2/22/74, 14" Finishing  
Francis De May, 2/26/74, Plant 5 Welders

## 20 Years

William Grant, 2/1/79, Electric Furnace

## 15 Years

Ricky Ballard, 2/3/84, 14" Mill

## 10 Years

Gary Rosenow, 2/20/89, Houston

## MARCH 35 Years

Jack Roberts, 3/24/64, Electric Furnace  
Ronnie Vaughn, 3/24/64, Plant 2 Welders

## 30 Years

J. Arnold Rodriguez, 3/31/69, 14" Mill  
James Finn, Jr., 3/24/69, Billet Caster  
James Moorehead, Jr., 3/24/69, Billet Caster  
Ralph Leal, 3/24/69, Plant 2 Crane Mechanics  
Ronald Ruble, 3/28/69, WM Drawing

## 25 Years

Frank Garza, 3/4/74, 24" Mill  
Harold Zaagman, 3/5/74, 24" Mill  
Richard Skibbe, 3/6/74, 14" Finishing  
Timothy Wallace, 3/6/74, Electronics  
Dewey Pence, 3/7/74, Plant 2 Electrical  
Roy Burgess, 3/7/74, Plant 3 Welders  
Arny Johnson, 3/12/74, Billet Caster  
Gary Cunningham, 3/12/74, Furnace Cranes  
Walter Rippey, 3/12/74, 24" Mill  
Robert Stewart, 3/15/74, 24" Mill  
Le Vern Howell, 3/18/74, Plant 3 Millwrights  
Juan Valdivia, 3/19/74, Billet Caster  
Richard Nelson, 3/19/74, WM Shipping  
Andres Quintana, 3/20/74, WM Millwrights  
Terry Boyer, 3/28/74, 14" Mill  
Roberto Martinez, 3/29/74, Billet Caster

## 20 Years

Deborah Cushman, 3/1/79, Revenue &  
Disbursements  
Andrew Moore, 3/13/79, Human Resources

## 10 Years

Robert Stringer, 3/13/89, 14" Shipping  
Clarence Hylton, Jr., 3/12/89, WM Trial Crew

Robert Mc Evoy, 3/12/89, Plant 2 Millwrights  
Kent Knaple, 3/13/89, WM Electrical  
Larry Dassing, 3/13/89, 14" Finishing  
Mike Packer, 3/13/89, Electric Furnace  
Santos Chavez, Jr., 3/13/89, 24" Mill  
Terry Adams, 3/13/89, Trucks  
Thomas Gordon, 3/13/89, 12" Finishing-Bars  
Cory Stanfield, 3/19/89, 24" Mill  
David Bowman, 3/19/89, Plant 2 Millwrights  
Jeff Ellis, 3/21/89, Plant 2 Electrical  
John Anzelmo, 3/26/89, 24" Mill  
Kevin Maxey, 3/26/89, 14" Finishing  
Daniel Loos, 3/29/89, 24" Mill  
Denise Moser, 3/29/89, Cleaning & Coating  
Derrick Lamb, 3/29/89, Plant 2 Electrical  
John Gonzalez, 3/29/89, 24" Mill  
Leo Wilson, 3/29/89, 12" Mill  
Shawn Wharff, 3/29/89, Plant 3 Millwrights  
Thomas Kyger, 3/29/89, Plant 2 Electrical

## APRIL 35 Years

John Smith, 4/14/64, Scrap Yard  
Charles Jenning, 4/12/64, Brickmasons

## 30 Years

Douglas Knox, 4/30/69, 12" Mill  
John Hall, 4/7/69, Plant 2 Welders  
Robert Mc Alonan, 4/8/69, Billet Caster  
Earl Rhodes, 4/14/69, Brickmasons  
Paul Moreno, 4/14/69, 12" Mill  
Richard Gapinski, 4/14/69, Billet Caster  
Ruben Alba, 4/14/69, Billet Caster  
Anthony Cervantes, 4/17/69, 14" Mill  
David Manon, 4/21/69, 24" Shipping  
& Finishing  
Jerry Echebarria, 4/21/69, 24" Shipping  
& Finishing  
James Downey, 4/22/69, Trial Crew West  
Dennis Anderson, 4/24/69, Brickmasons  
Charles Renner, 4/27/69, Furnace Cranes  
Bobby Knox, 4/29/69, Trial Crew West  
Ernesto Gomez, 4/29/69, Billet Caster

## 25 Years

Gary Hinrichs, 4/23/74, Electric Furnace  
Dennis Alexander, 4/1/74, 12" Mill  
Larry Schulte, 4/1/74, 24" Shipping  
& Finishing  
Dean Book, 4/4/74, Billet Caster  
Richard Kicksey, 4/8/74, Furnace Cranes  
Daniel Nuttall, 4/9/74, Mobile Mechanics  
Jerry Leech, 4/15/74, 14" Mill

# Northwestern Employee Anniversaries

John Jimenez, 4/15/74, Billet Caster  
 Darrell Bousman, 4/16/74, Billet Caster  
 Ronald Bruder, 4/16/74, Plant 2 Machine Shop  
 Eugene Ketchum, 4/18/74, Plant 3 Welders

## 20 Years

Carlos Campos, 4/30/79, 12" Finishing-Bars

## 15 Years

Dennis Huizenga, 4/9/84, Plant 2 Millwrights  
 Lonnie Imel, 4/27/84, Plant 2 Millwrights

## 10 Years

Gary Holcomb, Jr., 4/16/89, Electric Furnace  
 Timothy Berogan, 4/2/89, Clerical  
 Brent Porter, 4/3/89, Plant 3 Welders  
 Robin Dibble, 4/3/89, Clerical  
 James Dissinger, 4/10/89, 14" Finishing  
 Dane Ruth, 4/16/89, Plant 2 Millwrights  
 Michael Smith, 4/16/89, 14" Finishing  
 Wesley Anderson, 4/16/89, Trial Crew West  
 Albert Benson, 4/17/89, Plant 5 Crane Mechanics  
 Brett Martin, 4/17/89, 12" Finishing-Bars  
 Larry Kness, 4/17/89, Electric Furnace  
 Oliver Chase, 4/17/89, WM Drawing  
 Scott Griffis, 4/17/89, 14" Shipping  
 Bryan Veatch, 4/18/89, 24" Mill  
 Clifford Hansen, 4/18/89, Bale Tie  
 John Ward, 4/18/89, Electric Furnace  
 Martin Hadley, 4/18/89, Electric Furnace  
 Randy Dugger, 4/18/89, 24" Shipping & Finishing  
 Tim Barger, 4/18/89, 14" Finishing  
 Steven Vermillion, 4/23/89, 24" Mill  
 Fernando Sandoval, 4/25/89, WM Drawing  
 James Bellini, 4/26/89, Plant 2 Machine Shop

## MAY

### 40 Years

Keith Pulford, 5/13/59, Scrap Yard

### 35 Years

Larry Hemminger, 5/16/64, Brickmasons  
 Franklin Bright, 5/20/64, Plant 2 Welders

### 30 Years

Edward Handel, 5/5/69, 12" Mill  
 T. James Mangan, 5/12/69, 24" Mill  
 James Pugh, 5/16/69, 14" Mill  
 Steven Bierman, 5/26/69, 24" Mill  
 Richard Floto, 5/14/69, Trial Crew West  
 Marvin Near, 5/20/69, Furnace Cranes

## 25 Years

Mark Babin, 5/19/74, Scrap Yard  
 Howard Shaw, 5/1/74, 20-24" Shipping & Finishing  
 Joseph Ryan, 5/6/74, 14" Shipping  
 David Kulas, 5/7/74, 14" Shipping  
 Dwight Burgess, 5/13/74, 14" Shipping  
 Leonard Amesquita, 5/13/74, Plant 5 Electrical  
 Raymond Schutt, 5/13/74, Plant 3 Welders  
 Richard Koenig, 5/13/74, 14" Shipping  
 Richard Vaughn, 5/16/74, Plant 5 Pipefitters  
 Steven Rick, 5/20/74, 24" Mill  
 Rodney Gruenwald, 5/21/74, Plant 2 Electrical  
 Patrick Donovan, 5/29/74, Plant 2 Millwrights

## 20 Years

Donald Wypasek, 5/23/79, Plant 2 Millwrights  
 Kim Bennett, 5/28/79, Trucks

## 15 Years

Russell Kraus, 5/17/84, WM Drawing  
 Luis Serrano, 5/25/84, 24" Mill

## 10 Years

Kevin Kenady, 5/8/89, WM General Works  
 Bruce Sanders, 5/7/89, WM Millwrights  
 David Seidel, 5/7/89, 12" Finishing-Bars  
 Guadalupe Cantu, Jr., 5/7/89, 14" Shipping  
 Dale Mennenga, 5/8/89, 12" Finishing-Bars  
 Gary Haverland, 5/8/89, WM Millwrights  
 Jimmy Eller, 5/8/89, 20-24" Shipping & Finishing  
 Kenneth Harmon, 5/8/89, Nails  
 Kenneth Thrower, Jr., 5/8/89, 12" Finishing-Bars  
 Mark Ellis, Jr., 5/8/89, 24" Mill  
 Mark Ellis, 5/8/89, Plant 2 Electrical  
 Monte Yarbrough, 5/8/89, 12" Finishing-Bars  
 Wayne Eikenberry, 5/8/89, 24" Mill  
 Jose Balderas, 5/9/89, Plant 5 Electrical  
 Miguel Montoto III, 5/17/89, 24" Mill  
 Kenneth Clark II, 5/22/89, 14" Finishing  
 Randy Stricklin, 5/29/89, Stores

## JUNE

### 35 Years

Isidro Castillo, 6/8/64, Furnace Cranes  
 Dale Lockner, 6/10/64, General Millwrights  
 Ronald Troxtell, 6/30/64, Plant 5 Millwrights

### 30 Years

Sandra Kay Miller, 6/23/69, Transportation  
 Lonnie Robinett, Jr., 6/2/69, Billet Caster

Max Alvarez, Jr., 6/3/69, 12" Mill  
 William Madding, 6/3/69, Billet Caster  
 Gerald Johnson, Jr., 6/5/69, Electric Furnace  
 Marvin Heppler, 6/6/69, Conditioning  
 Guadalupe Miniell, 6/8/69, Furnace Cranes  
 James Olson, 6/9/69, Plant 3 Millwrights  
 Michael Dennis, 6/9/69, Electric Furnace  
 Steve Snitchler, 6/9/69, 14" Mill  
 Timothy Ricketts, 6/10/69, Electric Furnace  
 Kevin Van Zuiden, 6/26/69, Furnace Cranes  
 Angel Montanez, 6/30/69, Roll Shop  
 James Halsne, 6/30/69, Plant 2 Electrical  
 Jerald Dir, 6/30/69, Electric Furnace  
 Leopoldo Cuevas, 6/30/69, Plant 2 Machine Shop  
 Rojerio Cantu, 6/30/69, Packaging (1&5)

## 25 Years

Marlon Adams, 6/4/74, Electric Furnace  
 James Werland, 6/18/74, Electric Furnace  
 Steven Peska, 6/25/74, 14" Mill  
 Daniel Dugal Sr., 6/3/74, Billet Caster  
 Evan Diedrich, 6/3/74, Furnace Cranes  
 Ronald Hulteen, 6/3/74, Plant 2 Machine Shop  
 Edward Milligan, 6/4/74, Plant 2 Millwrights  
 Gary Warner, 6/10/74, Roll Shop  
 Dennis Vancil, 6/12/74, Trucks  
 Dale Howard, 6/17/74, Plant 2 Machine Shop  
 Vernon Myers, 6/17/74, Billet Caster  
 Charles Devers, 6/18/74, Plant 3 Millwrights  
 John Lewis, 6/20/74, 24" Mill  
 Rudolph Hahn, 6/24/74, Trucks  
 Pete Dunn, 6/25/74, Roll Shop

## 20 Years

Daniel Miles, 6/1/79, Electric Furnace  
 Anne Hungerford, 6/11/79, Revenue & Disbursements  
 Richard Burkholder, 6/18/79, Trucks

## 15 Years

Don Ziegler, 6/14/84, 24" Shipping & Finishing

## 10 Years

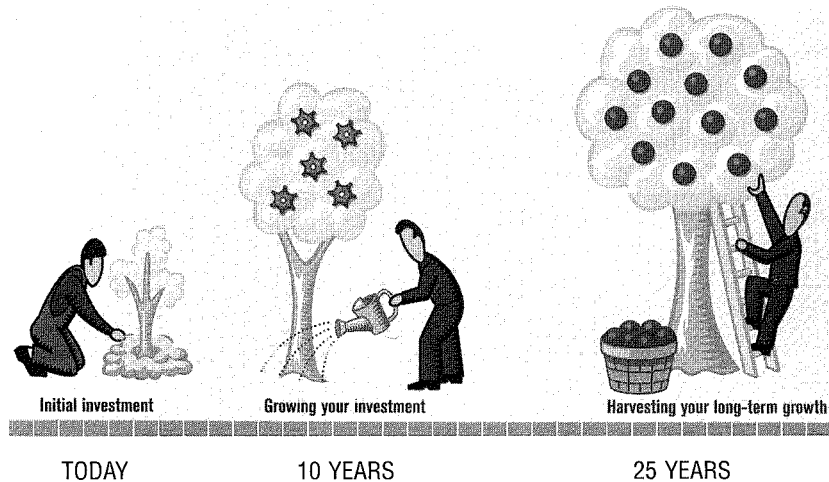
Michael Rude, 6/5/89, Electric Furnace  
 Donald Zink, 6/4/89, 14" Shipping  
 David Shearer, 6/5/89, 24" Shipping & Finishing  
 William Graves, 6/5/89, WM Drawing  
 Michael Molitor, 6/12/89, 14" Mill  
 Michael Hunt, 6/25/89, 14" Finishing  
 Joseph Van Loo, 6/26/89, Electric Furnace  
 Stacey Fischback, 6/26/89, 12" Finishing-Bars

## Are Your 401(k) Strategies Working for You?

You've made it through another tax filing season. Now might be a good time to review your 401(k) investments. Look at the types of investments you have and ask yourself the following questions:

- *How are my investments doing?*
- *Is my 401(k) pre-tax contribution enough to meet my future financial goals?*
- *Is it time to change my investments to reflect changes in my financial strategy or goals?*

Remember that over time, your overall portfolio mix changes because your various investments have different rates of return. You should review your investment mix at least once a year to make sure you're maintaining a balance between risk and return that you feel comfortable with.



### Tracking the Performance of Your Account

401(k) statements are mailed to participants quarterly. You can also check your account balance, track performance, and reallocate your existing balances at any time by calling the toll free OmniVoice In-Touch Number (1-800-824-6756).

## Kudos to Graduates!

Congratulations to all graduates pictured below for their recent graduation from the Multi-Craft Training Program offered at Sauk Valley College.

### Multi-Craft Graduates



Pictured front row L to R are: Gregory Shipman, Thomas Jones, Duane Cordes, and Lane Fellows. Back row: Merle Heckman (Training Coordinator), Walter Barger, Millard Mandrell, Marty McCarty, Lazaro Sifuentes, and Jerry Frana (Instructor)



Pictured front row L to R are: Robert Knapp, Carl Craig, Albert Benson, Barry Cochran, and Dan Nuttal. Back row: Merle Heckman (Training Coordinator), Trent Druce, William Cardwell, Mike McDuffy, Dexter Manning, and Jerry Frana (Instructor)



# **NORTHWESTERN**<sup>TM</sup>

**STEEL AND WIRE COMPANY**

## **FAMILY HEALTH CENTER**



**15 West Third Street • Sterling, IL 61081 • Phone 626-2170**

**Monday/Wednesday**  
7:00 a.m. - 7:00 p.m.

**Tuesday/Thursday**  
8:00 a.m. - 6:00 p.m.

**Friday**  
7:00 a.m. - 5:00 p.m.

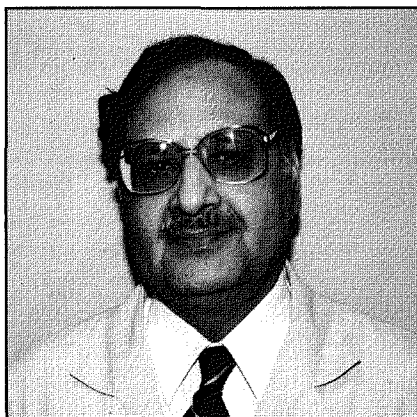
**Saturday**  
8:00 a.m. - 12:00 noon



**FOR AN APPOINTMENT  
626-2248**

**YOUR Family Health Center**  
***NOW MANAGED BY SWEDISHAMERICAN HEALTH SYSTEMS***

## STAFF PHYSICIANS



**Dr. Muhammad  
Salahuddin**

Dr. Muhammad Salahuddin is a doctor of Internal Medicine. He received his education from King Edward Medical College, Lahore, Pakistan, and did his internship at Mayo Hospital in that city. After coming to this country in 1986, Dr. Salahuddin served a Residency at Edgewater Medical Center in Chicago, where he was involved in the care of patients at acute, intermediate, and general levels. While at Edgewater, he was involved in teaching and the supervision of junior residents. His clinical experience includes serving as staff physician at Wabash Valley Correctional Facility in Carlisle, Indiana. He was also a house staff physician at Thorek Hospital and Medical Center in Chicago, and an attending physician at Oak Forest Hospital in Oak Forest.

Dr. Salahuddin is a member of the following professional societies: Associate member of the American College of Physicians, Chicago Medical Society, Illinois State Medical Society, and the American Medical Association.



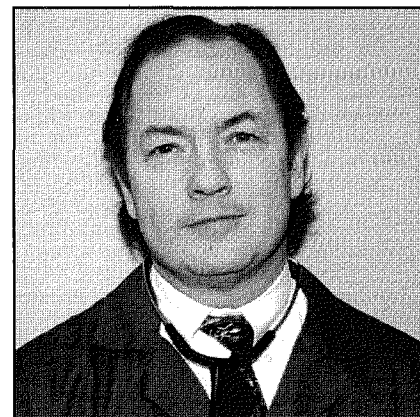
**Dr. Vijaya Sayana**

Dr. Vijaya A. Sayana has been with the Family Health Center since February of 1997 as Consultant Pediatrician. She fulfilled her childhood dream of being a doctor in 1972 in India, and completed her Residency and Fellowship in Pediatrics at Washington, D.C. and Chicago.

Dr. Sayana is Board Certified in Pediatrics and is a member of the American Academy of Pediatrics. She describes herself as the "child advocate" and works in close relationship with the parent for the "child as a whole," integrating physical, mental, social, and developmental issues.

Dr. Sayana moved into the Dixon area in 1985, and has an established Solo Pediatric Practice in Dixon, Illinois and is on Active Staff at KSB Hospital in Dixon.

Her hobbies include gourmet cooking, traveling, gardening, painting, stained glass creations, and embroidery.

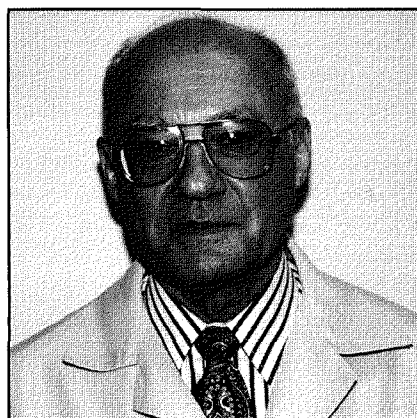


**Dr. James Martin**

Dr. James Martin completed his Residency at Mt. Sinai Medical Center in Chicago and has practiced Emergency Medicine since that time. He also completed a mini Residency in Occupational Medicine at University of Cincinnati. He is Board Certified in Emergency Medicine and is a Fellow of the American College of Emergency Physicians and the American Academy of Emergency Medicine. He is a former member of the National Faculty of the American Heart Association (A.H.A.) and a contributor to the A.H.A. textbook on cardiac care. In 1982, he was recipient of the A.H.A. Paul Dudley White Award.

Dr. Martin was named Attendee of the Year for the University of Illinois College of Medicine in Rockford because of his teaching activities with the residents. He is currently a grant holder for research for the National Institute of Health for administration of medications to the elderly and children, and is active in diabetes research in conjunction with Boston University.

## MEDICAL DIRECTOR



**Dr. Roger Hill**

Roger C. Hill, M.D., has been the Medical Director at the Family Health Center since 1995. Dr. Hill is Board Certified in Internal Medicine and has a special interest in Gastroenterology. He is on the Courtesy Staff at CGH Medical Center and KSB Hospital. He is a Fellow of the American College of

Physicians and American Society of Internal Medicine, and a member of the American Society of Gastrointestinal Endoscopy.

His hobbies include flying, farming, and fly fishing when spare time permits.

Dr. Hill has enjoyed his association with the staff at the Family Health Center for the past four and one-half years and he looks forward to continuing his practice at the Center until retirement in the distant future.

## FACILITY FACTS

### FACILITY MANAGEMENT

The Family Health Center is operated by SwedishAmerican Health Systems of Rockford, Illinois.

SwedishAmerican Health Systems is responsible for hiring the center director, nurses, and the staff, and for the general operation of the clinic. Martin Medical Group is responsible for hiring all physicians. Jointly, they are responsible for providing quality care, as well as to assure confidentiality of medical records.

SwedishAmerican Health Systems will continually measure patient satisfaction with comment cards and periodic patient surveys. They have hired Bill Albright as Center Director. His primary responsibility is to insure patients are completely satisfied with the care they receive at the Family Health Center.

### ELIGIBILITY

The Family Health Center offers patient responsive, quality health care at an affordable price. Only Northwestern employees, retirees, and covered dependents are eligible to use the Family Health Center. Participation is strictly voluntary. Eligibility is the same as for the current Program of Insurance Benefits. Retirees must be paying for Optional Major Medical Coverage to use the Family Health Center.

### CHARGES

Prices at the Family Health Center are hard to beat! Active employees and retirees not on Medicare are charged a \$10.00 co-pay, due at time of service. Every service administered the day of the visit is included in the \$10.00 fee, regardless of the number of services performed that day. If the patient needs lab work, mammography, and minor surgery all in one day, the fee is only \$10.00. The only exception to that is adult physicals which require extra time and testing, and therefore require a \$20.00 co-pay. Retirees will be charged what is left after Medicare and CoreStar process the claim, but no more than

\$5.00. Family members with other insurance coverage will be charged what is left after their primary insurance pays and CoreStar processes the claim, but no more than \$10.00. A \$5.00 co-pay is required for immunizations and allergy shots without a doctor visit, and a \$10.00 co-pay for x-rays and lab ordered from outside the Family Health Center, but performed at the Center. There is no paperwork for employees and retirees without other insurance, and limited paperwork for Medicare patients. Co-payments are applied toward deductibles.

### ADMISSIONS / SPECIALTY CARE REFERRALS

NWSW Family Health Center physicians will, when needed care cannot be accommodated at the Family Health Center, provide inpatient hospital care in cooperation with specialists. Family Health Center physicians will make referrals to specialists when medically appropriate.

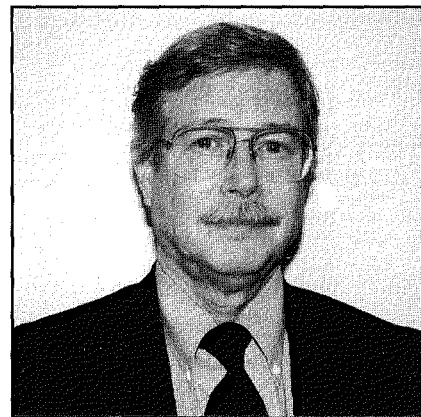
Computerized medical records will make referrals and transfer of records easier and will assist in monitoring specialist effectiveness and outcomes.

### SERVICES PROVIDED

- Care provided by appointment.
- Walk-ins accepted between noon & 1:00 p.m., Monday-Friday and Saturday mornings.
- One-stop primary medical services.
- On site laboratory, x-ray, and minor surgery.
- Mammography.
- Periodic Physicals.
- Broad scope of services for:
  - Pediatrics
  - Adolescents
  - Adults
  - Acute Care
  - Chronic Care
  - GYN
- Physician on call 24 hours a day.
- Computerized medical records.

**For appointments call:  
626-2248**

## FAMILY HEALTH CENTER DIRECTOR

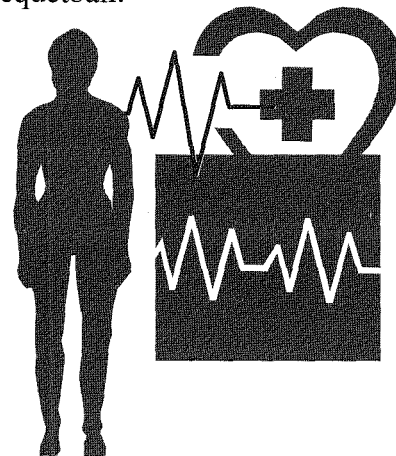


**Bill Albright**

Although a relatively new employee of SwedishAmerican Health Systems, Bill brings over 24 years of experience in medical group and clinic management to his position as your Family Health Center Director. He holds a Masters Degree in Health Care Administration from Redlands University in California.

Bill's interest in health care management began as a Peace Corps Volunteer, and later as Associate P.C. Director with the program in Korea. Since then he has worked with the Kaiser Permanente Medical Group as an independent consultant for health care systems in many developing countries, and with numerous medical groups from Alaska to North Carolina.

Bill is also a student pilot, and enjoys bluegrass music, biking, and racquetball.



# *THE FAMILY HEALTH CENTER OFFERS A FRIENDLY ATMOSPHERE*



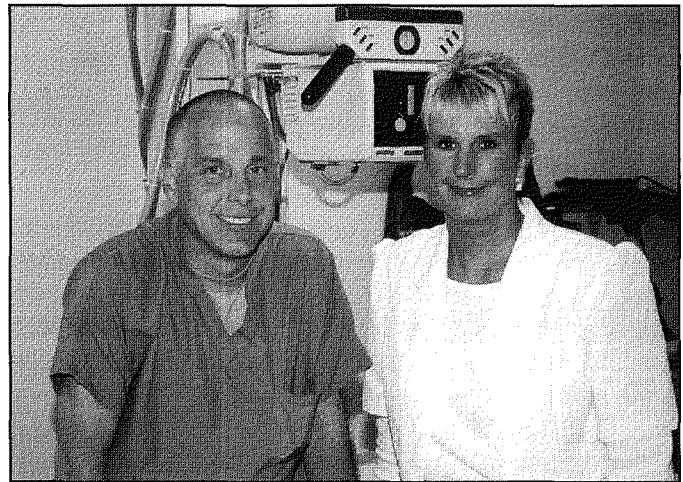
One-year-old Jacob Johnson, son of Ross (Electric Furnace Dept.) and Melissa Johnson, lets Dr. Sayana take a peek in his ear, while brother Brandon (and Godzilla) offer encouraging words.

## *LAB*



Pictured L to R are Joan Saunders, Sandy Hicks, and Sabrina Rodriguez.

## *X-RAY*



Pictured L to R are Jim Zennie and Laurie Heckman.

## *RECEPTION/CLERICAL STAFF*



Pictured front row L to R are Joan McDonnell, Tori Eads, and Lori DeGroot. Back row L to R are Karen Garza, Dawn Graham, Kerri Stover, and Vicki Velasquez.

## *NURSES*



Pictured front row L to R are Cathleen Vegter, Cheryl Ackert, Kay Razo, and Michelle Gillihan. Back row L to R are Diane Ager, Dawn Mitchell, and Linda Rhodes.

**PURPOSE STATEMENT:** *To provide quality, cost effective, primary health care services to eligible Northwestern Steel and Wire employees, retirees, and their families.*

## Exploring Your Child Care Options

Northwestern Steel and Wire Company recently sent Diane Last, Industrial Engineer, to represent Northwestern at the Whiteside Community Child Care Forum. This was the first in a series of meetings focusing on child care issues in our community. Representatives attended from many of our local employers, as well as agencies that provide child care. While the group still has a lot of work to do, we felt it would be beneficial to let you know about a resource that is available to help you find child care options. The Community Coordinated Child Care Group (referred to as 4-C's) is a non-profit agency which promotes the cooperation, coordination, and sharing of resources to achieve quality child care. The toll free number is 1-800-848-8727. This resource and referral service is free to income eligible families; otherwise a modest fee will be assessed.

### CHILD CARE...

DO YOU NEED IT?

CAN YOU PROVIDE IT?



CAN LEND A HELPING HAND

### 4-C Services

- Advocacy for Children
- Child Care Food Program
- Child Care Resource & Referral
- Financial Assistance for Child Care
- Nursing Services
- Parent Education Classes
- Resource Lending Library
- Social Work Services
- Technical Assistance for Child Care Providers
- Technical Assistance for Employers
- Workshops and Training's for Parents and Providers

## Six Flags & Great America Discount Tickets

V.I.P. discount tickets are now available for Six Flags in St. Louis, Missouri, and Great America in Gurnee, Illinois. The coupons offer the following discounts:



### Six Flags

With discount ticket, adult admissions are \$21.18, a savings of nearly \$13.00 off the regular gate price. Guests three years and under are admitted free every scheduled operating day.

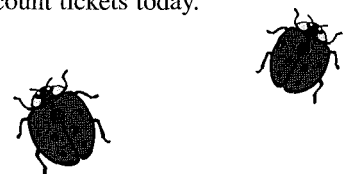
This year only, guests will receive free admission to the new Hurricane Harbor Water Park. Experience the drenching fun of high speed body slides, an interactive family fun zone, three to four foot waves in the wave pool, and more! It's 12 acres of Caribbean water adventure – free!

### Great America

- With ticket, receive \$10.00 off an individual or family season pass, or
- \$7.00 off each one-day full price adult ticket on the following days: April 25 – July 4, September 9 – September 19, October 9 – October 31, or
- Best buy – Any two days for the price of a one-day full price adult ticket on the following days: April 25 – September 18, or
- \$6.00 off each one-day full price adult ticket on the following days: July 5 – August 29.

New this season – Raging Bull, the world's first steel "hypertwister" roller coaster.

Contact Karen Freres in Human Resources at 815/625-2500, extension 2275, to obtain your discount tickets today.



## New Appointments

### Howard Jones

Effective March 8, 1999, Howard Jones has been appointed to Labor Relations Assistant, reporting directly to Andy Moore, Vice President of Human Resources. He will be responsible for investigating grievances, administering the Company's discipline policies, and assisting Operations in the administration of the labor agreement.

Howard has been with Northwestern 25 years, working in the Industrial Engineering Department prior to accepting his new position as Labor Relations Assistant. Previous to that he worked as printing/ mailing services coordinator.

### Karen Freres

Effective July 1, 1999, Karen Freres will be assigned to the position of Administrative Assistant to the CEO/ President, replacing Ellen Conner, who has elected to retire July 1. Karen will also continue her current Communications/ Public Relations responsibilities.

Karen has been with Northwestern nearly 23 years. She currently works as Executive Secretary to the Vice President of Human Resources. Prior to that she worked in Transportation, Insurance, and Employment.

Karen and her husband, Bill, have two children, Bryan and William.

### Mark Babin

Effective April 5, 1999, Mark Babin has been appointed to Manager of Scrap Yard and Mobile Equipment to succeed John Smith, who has announced his intent to retire in the not too distant future.

Mark has been with Northwestern for 25 years, working as Manager of Furnaces prior to accepting his new position.

Mark and his wife, Michelle, have three children, Jason, Brent, and Beth.



### John Smith

Effective April 5, 1999, John Smith, who has announced his intent to retire in the not too distant future, will be working closely with Mark Babin as he hands off to Mark the duties of Manager of Scrap Yard and Mobile Equipment.

As Mark gains experience in his new position, John will be put on special assignment, reporting directly to Birchel Brown, Sr. Vice President of Operations. John will be responsible for developing the methods and systems for efficiently transferring finished goods from the new mill to the new shipping facility, as well as other special projects.

### Anne Hungerford

Anne Hungerford has been appointed Manager of Revenue and Disbursements. In that capacity she will report to Tom Vercillo, Vice President of Finance and Chief Financial Officer. She will be responsible for accounts payable, distribution services, claims, invoices, pricing, data entry, and accounts receivables.

Anne has been with Northwestern since 1979, and during that tenure has held various positions in the MIS department, the most recent being Supervisor of Clerical and Computer Operations.

Anne and her husband, Craig, have two children, Mitchell and Ali.

### Rich Koch

Rich Koch has been appointed Network Administrator within the MIS department, reporting directly to Mike Fritz, Supervisor of Technical Support. Rich will be responsible for Northwestern's website and will handle the internal infrastructure for Northwestern's network.

Rich has been with Northwestern for one year and was Technical Support Specialist previous to his new appointment.

Rich and his wife, Tami, have two children, Maxx and Jade.

### Terri McCormick

Terri McCormick has been appointed Financial Analyst within the Finance Division, reporting directly to Kermit Reins, Manager of Financial Planning. She will be responsible for forecasting and analytical variance analysis.

Terri has been with Northwestern for three years, working as Payroll Control Clerk in the Payroll Department prior to her new assignment.

In her spare time, Terri enjoys playing sports. She is an assistant girls basketball coach at Sauk Valley College, and was recently inducted into the Sterling High School Hall of Fame.

### Lori Carbaugh

Lori has been appointed Junior Accountant within the Finance Division, reporting directly to David Knutti, Manager of Accounting. She is responsible for general accounting and analysis, and reconciliation of payroll and commercial bank accounts. She also helps prepare cost reports.

Lori has been with Northwestern for 12 years, working as Payroll Control Clerk in the Payroll Department prior to her new assignment.

Lori and her husband, Bobby (of the 14-Inch Mill Shipping Department) have three children, Melissa, Elizabeth, and Matthew.



## Let's Talk Environmental

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

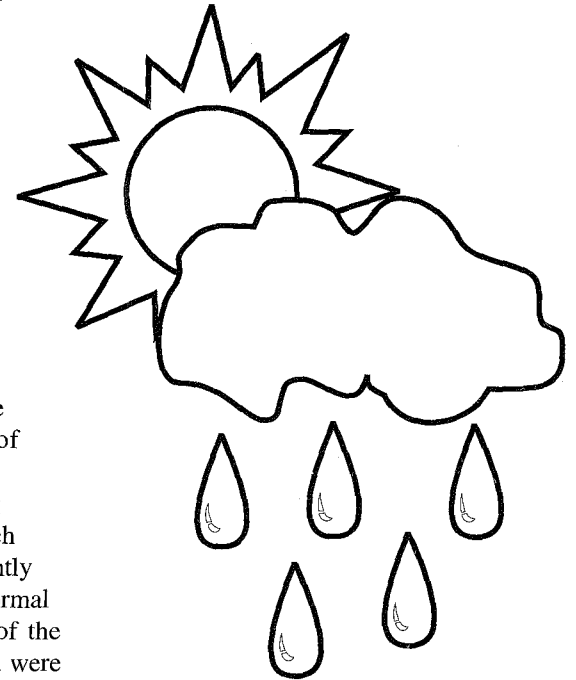
Radiation is a word that often scares people. However, as we all know, many people suffering from different types of cancer have been successfully treated with radiation therapy. And though it may be good for cancer treatment and killing bacteria in food, radiation is not something that we want to have in our raw materials or finished steel products. To prevent radioactive materials from entering our plant, NWSW has installed radiation detectors (portal detectors) at our main truck scales and the Yard 5 rail scales. These detectors are not radioactive themselves - they just scan vehicles looking for radiation. Raw materials, like refractory brick and some alloys, contain low levels of naturally occurring radiation. These low levels of radiation pose no threat to people. However, radiation is not expected in scrap steel, and if it is detected, the source of the radiation must be determined. Environmental Department personnel will get help from our scrap yard cranes to isolate the radioactive pieces. Once found, the pieces are stored for disposal. Sometimes, when a particularly unusual or highly radioactive piece is found, the Illinois Department of Nuclear Services is notified.

Scrap steel comes from many sources, and radioactive materials may find their way into the scrap from demolition of equipment

containing radioactive devices, or radioactive scale from oil- or water-drilling pipes may be in the scrap. Other steel companies worldwide and here in the United States have melted radioactive sources which resulted in contamination of their melt shops and clean-up costs of \$5-\$15 million dollars. The portal detectors are designed to prevent such radioactive sources from entering the plant.

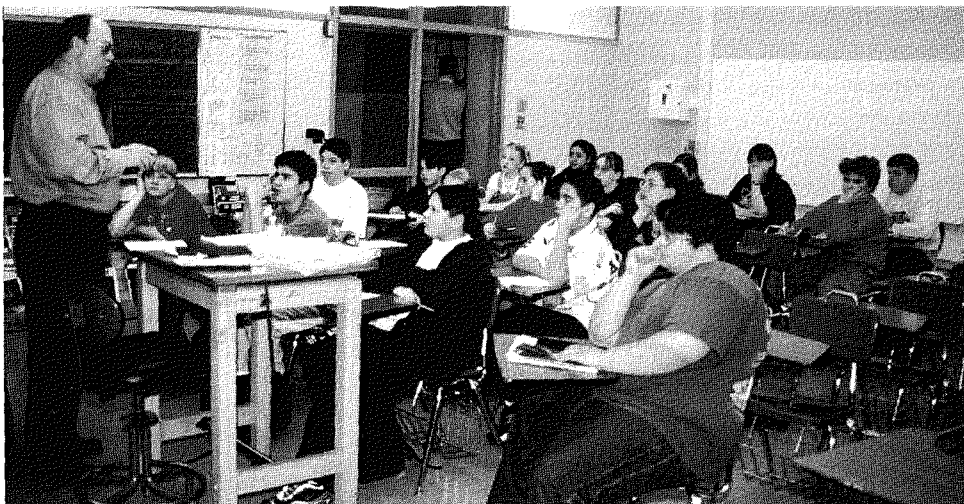
The radiation detectors located at truck scales and rail scales will increase our capability to detect sources of radiation materials coming to our plants. We presently detect something radioactive in scrap once or twice each month. Most of these items are only slightly radioactive - usually just above the normal background radiation. In fact, some of the highest radiation levels we have found were from truck drivers who had undergone recent radiation therapy. Occasionally, however, we have discovered items in trucks or rail cars that could have caused real problems by exposing our workers to radiation or by contaminating our steel or equipment.

The weighmasters at both the truck and rail

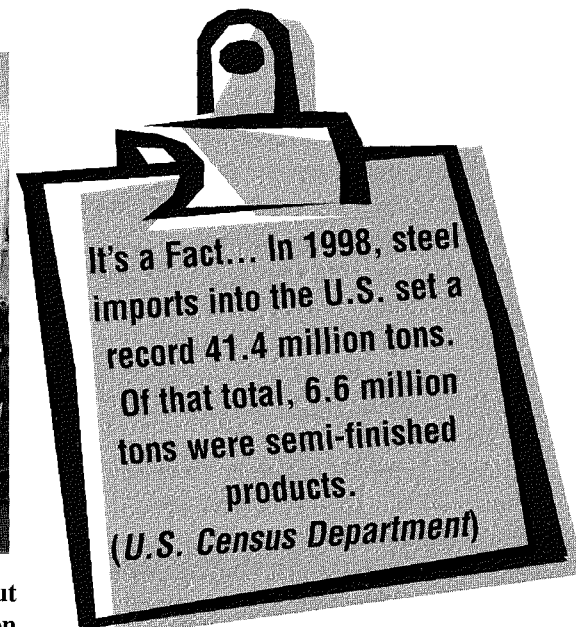


scales have been doing a good job in notifying the Environmental Department whenever the radiation detection system alarms. Only by continuing to be alert will we ensure that our people remain safe and our company free from radiation accidents.

## Pondering a Career



Merle Heckman talks to a group of seventh graders at Challand Middle School about the importance of education and how it impacts future career choices. Merle and Karen Freres addressed two groups of students during Challand's Career Day. Several of the students who attended have relatives who work at Northwestern.



# Congratulations Extended to

The following employees have announced their retirements. The *Lightning Bolt* congratulates those employees listed below for their years of service to the Company.

## JANUARY

Glenn Landherr, Field Fence, 32 years.  
 Jack Leaf, Inspection, 29 years.  
 Robert Lehman, Nail Packing, 25 years.  
 Jubencio Manzano, Drawing Room, 27 years.  
 Ed Martinez, Caster, 28 years.  
 Denny McCallister, Nail Repair, 28 years.  
 Duane McCune, Stretch Wrap, 33 years.  
 Lauren McCune, Plant 2 Mechanical, 37 years.  
 Richard Mocklin, Electro Weld, 33 years.  
 Jack Morgan, Galvanizer Clerk, 28 years.  
 Kim Nguyen, Nail Room, 18 years.  
 Robert Olson, Plant 1 Millwright, 25 years.  
 Randall Partridge, Nail Packing, 27 years.  
 Gilbert Phillips, Cleaning House, 26 years.  
 Clarence Porter, Painter, 26 years.  
 Norman Poston, Nail Room, 30 years.  
 Mark Pyron, Plant 4 Shipping, 23 years.  
 Keith Rahn, Nail Galvanizer, 33 years.  
 Louis J. Ramirez, Nail Machine Shop, 39 years.  
 Louis A. Ramirez, Jr., Electric Furnace, 34 years.  
 Ronald Reglin, Plant 4 Shipping, 23 years.  
 Bobby Robbins, Bale Tie Coilers, 26 years.  
 Jim Rumley, Electro Weld, 27 years.  
 Daniel Russell, Carpenter Shop, 34 years.  
 Donald Sawyer, Machine Shop, 36 years.  
 Mel Schappert, Plant 1 Inspection, 30 years.  
 Robert Schmidt, Field Fence, 15 years.  
 Philip Schroeder, Carpenter Shop, 30 years.  
 Michael Seidel, Plant 1 Millwright, 30 years.  
 Ron Shook, Nail Room, 32 years.  
 Robert Sisson, Plant 1 Millwright, 29 years.  
 Kenneth Smith, 14 Inch Mill, 37 years.  
 Chris Snodgrass, Netting, 25 years.  
 Christa Snyder, Roll Thread, 24 years.  
 Gordon Spencer, Plant 3 Mechanical, 32 years.  
 George Stange, EP Millwright, 28 years.  
 Vernon Tichler, Nail Packing, 36 years.  
 Barry Tillman, Plant 4 Mechanical, 29 years.  
 Danny Todhunter, Electric Furnace, 36 years.  
 James Tomasek, Nail Cutting, 24 years.  
 Darrow Turner, Mats, 23 years.  
 Joseph Valdivia, Plant 2 Cranes, 32 years.

John Bonnell, Nail Machine Shop, 35 years.  
 Keith Boyer, Plant 1 Millwright, 25 years.  
 Mark Brown, Nail Cutting, 29 years.  
 Curtis Burgess, Caster, 33 years.  
 Arlyn Cain, Bale Tie, 36 years.  
 Ramiro Canas, Nail Galvanizer, 25 years.  
 Edward Cedro, Nail Machine Shop, 34 years.  
 Roger Chriest, Plant 1 Millwright, 34 years.  
 Marvin Clardie, Plant 4 Tractor, 26 years.  
 Barry Collinson, Field Fence, 26 years.  
 Bob Collinson, Nail Galvanizer, 27 years.  
 Dean Dace, Plant 3 Weld Shop, 37 years.  
 Lyle Davis, Plant 1 Millwright, 25 years.  
 Ronald Davis, Plant 1 Tractor Shop, 25 years.  
 Alexander Delgado, Brickmason, 37 years.  
 Richard Devers, Plant 4 Inspection, 28 years.  
 Rolando, Ducoing, Nail Cutting, 26 years.  
 David Duncan, Plant 4 Tractor Shop, 23 years.  
 Arlyn Dykhuizen, Nail Packing, 29 years.  
 John Echebarria, 1&5 Packing, 24 years.  
 Larry Elgin, Plant 4 Inspection, 24 years.  
 Darrell Erickson, Stretch Wrap, 29 years.  
 Richard Foltzler, General Millwright, 35 years.  
 Robert Gallentine, Nail Die Room, 35 years.  
 Alan George, Plant 4 Millwright, 28 years.  
 Charles Gilkey, Plant 1 Shipping, 28 years.  
 Daniel Glick, Stretch Wrap, 28 years.  
 Andrew Hampton, Drawing Room, 24 years.  
 Dennis Handel, Nail Cutting, 28 years.  
 Clarence Hartman, Drawing Room, 20 years.  
 Terrance Henson, Nail Cutting, 26 years.  
 Ted Holmquist, Plant 4 Tractor Shop, 23 years.  
 David Hoover, Nail Repair, 36 years.  
 Wes Hughes, Drawing Room, 20 years.  
 Mike Hurley, Electro Weld, 25 years.  
 Larry Irwin, EP Inspection, 28 years.  
 Randy Jacobs, Netting, 25 years.  
 Larry Johnson, Electro Weld, 20 years.  
 Roger Johnson, Plant 4 Tractor Shop, 32 years.  
 Dorothy Kimbler, Nail Clerk, 28 years.  
 Larry Knutson, Electro Weld, 32 years.  
 Phil Gerbitz, Cleaning House, 28 years.  
 Richard Kradle, Caster, 30 years.  
 Tom Baker, Plant 4, 37 years.  
 James Bellini, Plant 4 Maintenance, 28 years.  
 Lee Buntjer, EP Electrical, 28 years.  
 Gary Dunaven, Wire Galvanizer, 26 years.  
 Rudy Edge, Plant 4, 26 years.  
 David Erby, Drawing Room, 39 years.  
 Les Funderberg, EP Maintenance, 28 years.  
 Jim Gebhardt, Sales, 28 years.  
 Phil Gerbitz, Cleaning House, 28 years.  
 Robert Gholson, EP Inspection, 29 years.  
 Duane Goetsch, Sales, 34 years.  
 Jim Hoagland, 12 Inch Finishing, 30 years.  
 Leroy Holloway, Plant 4, 40 years.  
 John Huber, Sales, 31 years.  
 Dan Kindle, Sales, 32 years.  
 Don LaFavre, EP Maintenance, 36 years.  
 Roger Lubbs, Nail Room, 27 years.  
 Mike Mason, Nail Room, 28 years.  
 Gary Maycher, Sales, 26 years.  
 Jackie McGee, Drawing Room, 30 years.  
 Richard McKee, Drawing Room, 39 years.  
 Barry Montague, Plant 4, 33 years.  
 Carol Price, Purchasing, 24 years.  
 Ken Ronzone, Partnership, 22 years.  
 Larry Rosenberg, Galvanizer, 29 years.  
 Ed Sanders, Sales, 33 years.  
 Pete Shore, Wire Galvanizer, 25 years.  
 Ken Smith, Nail Room, 27 years.  
 Jim Treacy, Sales, 28 years.  
 Marc Wilson, Galvanizer, 35 years.  
 Milt Wolber, Plant 4, 30 years.  
 Roy Abell, Electro Weld, 26 years.  
 Robert Adams, Barb Wire, 25 years.  
 Anthony Amesquita, Plastics, 28 years.  
 Rudy Attebury, Plant 4 Maintenance, 23 years.  
 DeWayne Aude, Nail Packing, 29 years.  
 Gary Bauer, EP Millwright, 35 years.  
 Gary Bender, Electro Weld, 25 years.  
 Don Bielema, PCIC, 31 years.  
 Tom Biller, Barb Wire, 25 years.  
 William Blevins, Nail Cutting, 37 years.  
 Harold Van Horn, Nail Room, 24 years.  
 Robert VanKampen, Nail Cutting, 24 years.  
 Bobby Wagner, Nail Die Room, 29 years.  
 Richard Wagner, Nail Die Room, 28 years.  
 Jimmie Weeks, Bale Tie Coilers, 25 years.  
 Stanton Wenger, Mobile Equipment, 30 yrs.  
 Edwin West, Caster, 35 years.  
 Miles Wharfield, Plant 4 Millwright, 29 years.  
 John Wheat, Netting, 28 years.  
 Gerald Wiebenga, Nail Cutting, 37 years.  
 Noel Winfield, Roll Thread, 29 years.



# Many on Retirement

Larry Wyatt, Machine Shop, 25 years.  
 William Wyatt, 14 Inch Shipping, 30 years.  
 Arthur Zinke, Drawing Die Room, 37 years.  
 Dave Zuidema, Nail Packing, 35 years.

## FEBRUARY

Terry Batten, Wire Mill Shipping, 25 years.  
 Kenneth Burnett, Houston, 35 years.  
 Mike Dunn, Wire Sales, 26 years.  
 Bruce Elder, EP Shipping, 25 years  
 Donald Hunter, Wire Mill Inspection, 26 years.

Linda LaFavre, MIS, 11 years.  
 Duane Link, Cleaning House, 25 years.  
 William McConnell, Roll Shop, 24 years.  
 Marvin Miller, Wire Mill Shipping, 29 years.  
 Ralph Norris, Plant 2 Machine Shop, 35 years.  
 Billy Murray, Wire Mill Shipping, 26 years.  
 Douglas Podkulski, Wire Mill Millwrights, 32 years.  
 John Reynolds, Wire Mill Shipping, 27 years.  
 Douglas Riggins, Field Fence, 26 years.  
 John Snodgrass, Wire Mill Shipping, 25 years.  
 James Stinson, Plant 4 Inspection, 31 years.  
 Agustin Villa, Weld Shop, 32 years.

## MARCH

John Asumendi, Wire Sales, 20 years.  
 Charles Lancaster, Security, 31 years.  
 Bobby Clapp, Metallurgy, 24 years.  
 Alvin Eikenberry, Plant 4 Shipping, 32 years.  
 Elmer Monshower, Conditioning Yard, 30 years.  
 Thomas Mauldin, Caster, 30 years.  
 George Carey, Plant 4 Inspection, 20 years.  
 Melvin Johnson, Nail Galvanizer, 26 years.

## APRIL

Allen Arnold, 24 Inch Millwright, 37 years.  
 Kenneth Asbury, East Plant Pipefitters, 32 years.  
 John Bertolozzi, Nail Room, 17 years.  
 Raymond Espinoza, Plant 2 Tractor Shop, 36 years.  
 James Finn, Billet Caster, 30 years.  
 Mark Fowler, Electro Weld, 20 years.  
 Ervin Goodell, 24 Inch Mill, 35 years.  
 Denise Hager, Wire Mill Administrative, 26 years.  
 Joseph Hodge, Wire Mill Shipping, 34 years.  
 Mike Johnson, Tractor Shop, 34 years.  
 Steve Knaple, Wire Mill Electrical, 24 years.

Clyde Long, 1&5 Packing, 26 years.  
 Jerry Mapson, Scrap Yard, 30 years.  
 Dionicio Olalde, Nail Room, 27 years.  
 Terry Partington, Wire Mill Electrical, 25 yrs.

## MAY

Peter Barajas, Billet Caster, 33 years.  
 George Canales, Brickmasons, 31 years.  
 Richard Coffey, Plant 4 Tractor Driver, 28 years.  
 Frank Delgado, Plant 2 Electrical, 35 years.  
 David Douglas, Plant 3 Crane Operator, 40 years.  
 Charles Dublo, Billet Caster, 30 years.  
 Walter Dyche, Plant 3 Millwright, 38 years.  
 Ezequiel Gallegos, Cleaning House, 30 years.  
 Richard Gapinski, Caster, 36 years.  
 Steve Grobe, Plant 4 Electrical, 27 years.  
 Merle Heckman, Training, 25 years.  
 John Hess, 12 Inch Mill, 30 years.  
 Bruce Jackson, Plant 4 Millwright, 26 years.  
 Don Jones, Plant 2 Machine Shop, 34 years.  
 Ben Martin, Plant 2 Pipefitters, 32 years.  
 David Martinez, Primary, 28 years.  
 Frank Martinez, 14 Inch Crane Mechanic, 31 years.  
 Dieter Meinen, Plant 4 Shipping, 36 years.  
 Douglas Morthland, 24 Inch Inspection, 37 years.  
 Anthony Ortiz, 14 Inch Crane Mechanic, 33 years.  
 Roland Pineda, Plant 2 Welders, 34 years.  
 Larry Rieck, Plant 2 Pipefitters, 30 years.  
 David Sproul, 24 Inch Inspection, 39 years.  
 Larry Stevens, Nail Repair, 30 years.  
 Mel Strock, Audit, 33 years.  
 Russ Thompson, Plant 4 Shipping, 31 years.  
 Paul Timmons, 14 Inch Pipefitters, 18 years.  
 Harold Wagner, Wire Mill Inspection, 28 years.  
 Paul Walls, Nail Galvanizer, 25 years.  
 James Zinke, Wire Mill Shipping, 30 years.

Harley Bodmer retired as a Truck Driver with 21 years and was inadvertently missed in the last newsletter. Congratulations, Harley!

## UPCOMING EVENTS

United Way Community Kickoff  
 August 29, 1999  
 Rock Falls Middle School

5K Run/Walk - The Jim Delange  
 Memorial Race  
 Volleyball Tournament  
 Chili Cook-off  
 A day of fun for the entire family!

\*\*\*\*\*

NWSW Needy Children's Softball  
 Tournament/Walk-a-thon  
 September 11, 1999  
 Centennial Park in Rock Falls

New this year! -  
 Family members (16 & over)  
 are invited to participate on  
 the softball teams.

Each team will be required to  
 provide a walker for the Needy  
 Children's Walk-a-thon.

\*\*\*\*\*

Retiree Dinner  
 September 1999  
 Latin American Social Center  
 in Sterling

All Northwestern retirees,  
 spouses, and active employees  
 are invited to attend.

TO PARTICIPATE IN ANY OF  
 THE EVENTS,  
 CONTACT KAREN FRERES  
 AT 625-2500, EXT. 2275

Watch for further details on  
 these upcoming events.  
 Mark your calendars now!

## A Reason to Relay

### Don't Take Life for Granted!

*Within a single moment,  
your life may be altered  
forever.*



My name is Emily Geil and I know all too well what it means to have my life altered in a single moment.

Having just gone to prom, and approaching my final 3 weeks of my senior year at Sterling High School, I was looking forward to graduation. I was also preparing to be a Rotary Exchange Student to Norway for one year. These plans soon were replaced with surgery, and six chemotherapy treatments following a diagnosis of stage III ovarian cancer.

Through my battle with cancer, I have realized the importance of life and each of our duties to shield others from disease. The American Cancer Society will be hosting a local *Relay for Life* on June 5<sup>th</sup> to combat disease through raising money for research and education. I ask each of you reading this to take an active role in the fight against cancer. Being a survivor for nearly 5 years, I would like to tell everyone who participates how much your efforts are appreciated. Without the help of the community, the drugs used to treat my cancer would not have been discovered and tested. Therefore, I would not be writing to each of you today.

I thank each of you for making research efforts possible and for helping individuals like me reach their goals.

## A Celebration of Life!

### Relay for Life

**JUNE 5, 1999**

**2:00 p.m. - 10:00 p.m.**

**Rock Falls Middle School**

## WHAT IS RELAY FOR LIFE?

The Relay for Life is a celebration - a unique, challenging, and fun way to raise money for the American Cancer Society and to raise the awareness of cancer in the community. The Relay for Life is now the national signature event for the American Cancer Society and is happening in communities all across the country. More than just a fundraiser, this event brings together families and friends of cancer patients to celebrate those who have survived cancer and to remember those who have not.

## HOW DOES IT WORK?

Relay for Life is a team event in which teams of walkers/runners compete against each other to raise the most money for the American Cancer Society. One member of the team is on the track at all times. Teams consist of 10-12 people representing various groups in the country. Each team member is asked to raise money before the event through personal contributions and/or by asking friends and co-workers to contribute toward this most worthy event. Incentive prizes are offered to those raising more money. While the Relay for Life is in progress, a party atmosphere is created by team members camping out and enjoying entertainment, food, games, and fun.

## HIGHLIGHTS OF THE EVENT

### Opening Ceremonies

The event opens with the singing of the National Anthem and an opening devotion. The opening ceremonies also include the Victory Lap - the first lap walked by cancer survivors.

### Luminary Ceremony

The Luminary Ceremony takes place at dusk (approximately 9:15 p.m.) Hundreds of luminaries light up the track in honor of cancer survivors and in remembrance of those who have lost the battle to cancer. Dedication names are read to conclude the ceremony. Luminaries are \$5.00 each and may be purchased that night or in advance by contacting Karen Freres at 815/625-2500, extension 2275.

**"It's about a community taking up a fight...  
JOIN THE FIGHT!"**

**You are invited to join Northwestern walkers  
on June 5th.**



## Congratulations!

**TOM VERCILLO** was elected Sterling Park Board Commissioner on April 13, 1999, and was subsequently sworn into office on April 19. Tom is Vice President of Finance and Chief Financial Officer. Congratulations, Tom!

**DENISE HAGER**, recently retired as Wire Division Executive Secretary, was given the honor of being named Honorary Ambassador for the Sterling Area Chamber of Commerce for the outstanding service she has given during the past 10 years as Ambassador. Congratulations, Denise!



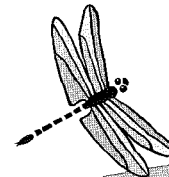
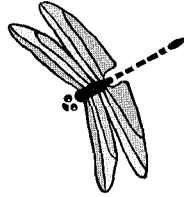
Terri is congratulated by her family after she received the Highest Award for Achievement in her Dale Carnegie course.

**TERRI HULSTROM**, Steel Division Sales, was recently given the "Highest Award for Achievement" at the conclusion of a 12 week Dale Carnegie course that was held at the Rock Falls Holiday Inn. The course is designed to help students build greater self confidence, improve communication skills, develop better people skills/human relation skills, improve leadership skills, and to control excess worry and stress. The award is presented to the one person who, in the opinion of the class, best exemplifies the standards, qualities and principles on which the training is based. Sales management strongly supports and encourages training and further education for their sales team, and congratulates Terri on her achievement. Congratulations, Terri!

**TERI McCORMICK**, Financial Analyst, was inducted into the Sterling High School Hall of Fame. This honor is dedicated to the outstanding athletes and coaches who through their athletic and coaching achievements have brought honor to themselves, their school, and the community. Teri won numerous awards in high school in basketball, volleyball, and track. She also won awards in basketball and volleyball while attending college. Congratulations, Teri!

## We'd like to know...

The Company would like to recognize the accomplishments of its employees/retirees. If you or someone you know have been appointed to a committee or board, or if you have recently received an award...We'd like to know! Please contact Karen Freres at 815/625-2500, extension 2275.



### Health Notes

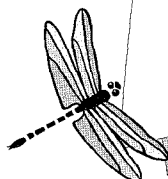
## Family Health Center Health Notes

### School Physicals

Although school will end for summer vacation shortly, it will begin again all too soon. NOW is the time to think about **SCHOOL PHYSICALS** for the 1999-2000 school year. Physicals are required for children going into kindergarten, fifth grade, and ninth grade. Physicals are also required for some preschools (check with your individual preschool).

School physicals are now being done at the Family Health Center on Tuesday and Thursday mornings by Dr. Sayana, and Tuesday and Thursday afternoons by Dr. Martin. If these times do not work with your family's schedule, the Health Center can find a time that is suitable for you and your child. They recommend that all school physicals be scheduled by July 31<sup>st</sup>. Sports physicals can be completed at the same time. Please call NOW for an appointment.

**REMINDER!!** You must bring the immunization card with you to your child's physical. It is necessary to have the card in order to complete the physical. If for some reason you do not have your immunization card on hand, you should be able to obtain a copy from your school nurse.



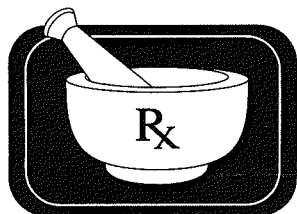
# PRESCRIPTION DRUGS – AWARENESS IS THE ANSWER

Do you know what prescription drugs are costing Northwestern, its employees, retirees, and dependents?

The answer is over \$4,000,000, and it's increasing at a rate of 15% (or \$600,000) per year!

Company/Union Partnership Team #10 made their presentation on April 14, 1999, after doing months of research regarding the increasing costs of prescription drugs. Part of the team's solution was to promote awareness and educate covered members, physicians and pharmacists on how they can help keep prescription drug costs down.

The team is currently holding educational meetings with employees throughout the plants. In the near future, they will be meeting with area physicians and pharmacists to discuss their impact on prescription drug costs.



## WHAT CAN YOU DO TO HELP?

One of the easiest methods of cost containment is through the use of generic drugs. In order for a generic drug to be on the market, it must be bioequivalent, or have the exact same chemical makeup as the brand name drug. For example, the brand name drug Lopid costs \$1.45 per pill, and the generic equivalent Gemfibrozil costs \$.44 per pill. If you have a question concerning the use of generic drugs, please discuss this with your doctor or pharmacist.

The team found an alarming number of cases of multiple prescriptions from different doctors. It is imperative for your safety that you make your doctor aware of all medications that you are taking. Any Walgreen's pharmacy can provide you with a printout showing all of the medications that you are currently obtaining at Walgreen's. Ask them today! This is a great resource for you to take with you to your next doctor's appointment.

### The Lightning Bolt

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

We encourage your comments and suggestions. All comments and suggestions should be directed to the Managing Editor.

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