

Welcome

On behalf of the Midwest Region and the Leadership Conference Planning Committee, welcome to the **2008 Leadership Conference** in magical Orlando, Florida.

AWMI has expanded its commitment to developing leadership skills and providing education, mentoring, and networking that contribute to successful careers in the metal industries. Our annual Leadership Conference provides members and guests with the opportunity to connect with peers in a relaxed environment and share perspectives. It will also showcase presentations from Ronald Nock, President and CEO, Severstal International and a panel discussion including Robert W. Insetta, Director – Plate Products, ArcelorMittal USA Plate; Mike Eberth, General Manager, Cold Finished Bars, Republic Engineered Products; Donald Commerford, Senior Vice President, Revere Copper Products; and Ray Dee, Chairman, Service Center Metals. We also are featuring Jerry Krivda, Founder, JumpStart Professional Services, with a presentation to inspire our attendees to speak with confidence and motivate others. Not only will you be taking home relevant industry information and forecasts, but further development of your leadership skills.

The Conference begins with the Opening Reception and Dinner on Thursday evening, including Keynote Dinner Speaker Dawne Hickton, CEO and Vice Chair of RTI International Metals. During the dinner, the AWMI “Member of the Year” award will be presented to **Cathy Heberlein, AWMI Central Region Director**, who has excelled in her role as an association leader.

On Friday morning, we are offering special Position Breakouts, which will allow attendees to participate in small groups of their peers for leadership training and networking.

Please enjoy your time at the conference and all that Walt Disney World has to offer.

Terry Miller,
International President

International

EXECUTIVE BOARD

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Member of THE YEAR



Cathy Heberlein
BASIC METALS

AWMI is proud to recognize Cathy Heberlein of the Wisconsin Chapter as the recipient of our 2007 International Member of the Year Award.

Cathy started in the metals industry in 1989 working at Independent Metals, Germantown, Wisconsin, while she completed her degree in Marketing (with a minor in Finance) from the Milwaukee Area Technical College.

During Cathy's nine years at Independent Metals, she held positions in accounting, traffic, and mill claims, ultimately discovering her niche in purchasing. She started purchasing brass and copper, added aluminum, and was promoted to the position of Aluminum Flat Rolled manager after Independent Metals was acquired by Metals USA in 1998. In 2003, Cathy accepted the opportunity to create a new position of Purchasing Manager at Basic Metals, an aluminum service center also in Germantown, Wisconsin.

In 1996, while at Independent Metals, Cathy joined AWMI and soon after accepted a nomination to the chapter board. She held the positions of Marketing and Fundraising for two years before being elected Vice-President and subsequently President of the Wisconsin Chapter. She has also been an enthusiastic and engaging member of multiple International committees - mentoring and programs, to name a few.

Currently, Cathy holds the International Board position of Central Regional Director; unofficially, she is "mentor extraordinaire."

Concurrently during her tenure as an AWMI Board member, Cathy served in every officer's position in Toastmasters, a service association; for several years now, she has volunteered and spoken passionately on behalf of women faced with domestic violence.

Cathy is an avid golfer and joined the Executive Women's Golf Association (EWGA) to help promote

AWMI among local businesses in Southeastern Wisconsin. She is currently a high bowler for her bowling league, the "Mixed Nuts." In earlier times, Cathy played softball with the Women's Semi-Pro travelling league.

When asked why she does what she does, Cathy replied, "It's very simple... I try to always do the best job possible. I like to help women achieve their goals; to help them find the confidence and tools to reach their highest potential. We all have the ability to be successful, but sometimes it takes that one person who believes in you, to believe in yourself."

Cathy credits her late father, William Heberlein, for giving her strong foundations to build success on. She also thanks Judy Bullock and Phil Parsche, Lori Masset and Barb Tucholke for believing in her and helping her along the journey to today.

Cathy lives in Milwaukee, Wisconsin with her beloved cat, Miller Lite, and is looking forward to hitting the greens with the AWMI Wisconsin Golf League, "if the snow ever melts."

The International Member of the Year award is the highest honor awarded by AWMI. Members are nominated and selected by their peers for exemplifying the Association's goals of Education, Mentoring, Networking, and Growth.

Basic Metals
would like to congratulate

Cathy Heberlein

for earning the designation of

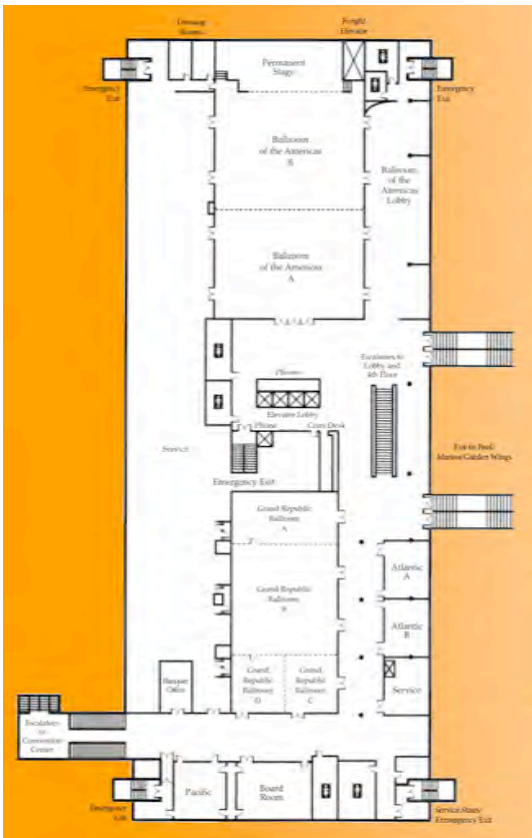
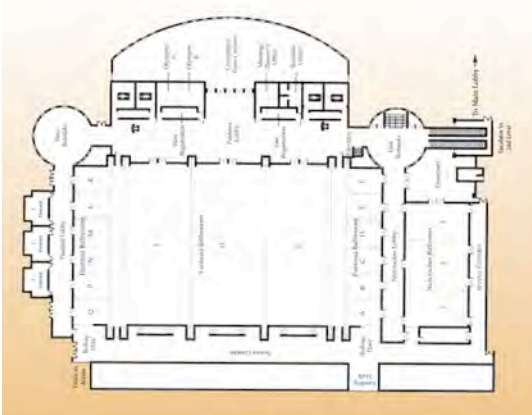
**AWMI Member of
the Year - 2007**

Historical MEMBERS OF THE YEAR

Victoria Zanutto	2006
Lori Masset	2005
Jacque Cech	2004
Pat Cardamone	2003
Loretta Wysocki	2002
Terry Miller	2001
Sandi Jagodzinski	2000
Pam Edmiston	1999
Jody Pitts	1998
Pat McCracken	1997
Gail Heinke	1996

Resort Map

Disney Contemporary Resort
Orlando, Florida



2008 Leadership CONFERENCE SPONSORS

AWMI would like to thank our
2008 Leadership Conference Sponsors:

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AWMI Minnesota Chapter

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AWMI St. Louis Chapter

AWMI Wisconsin Chapter

C O N F E R E N C E

THURSDAY, November 13, 2008

- 10:00AM 5:00PM Registration NUTCRACKER LOBBY
- 8:00AM 10:00AM Executive Committee Meeting BOARDROOM
- 10:00AM 3:00PM Mentoring/
Leadership Session NUTCRACKER 3
LUNCH PROVIDED FOR PRE-REGISTERED ATTENDEES ONLY
- 5:30PM 6:30PM Welcome Reception NUTCRACKER 2 & 3
- 6:30PM 8:30PM Welcome Dinner with
Industry Keynote Session NUTCRACKER 2 & 3
“Titanium: Past, Present and Future”
Dawne Hickton, CEO & Vice Chairman,
RTI International Metals

FRIDAY, November 14, 2008

- 7:00AM 4:00PM Registration NUTCRACKER LOBBY
- 7:30AM 8:30AM Continental Breakfast NUTCRACKER 1
- 8:30AM 10:00AM Industry Panel Session NUTCRACKER 2 & 3
Robert W. Insetta, Director – Plate Products,
ArcelorMittal USA Plate
Mike Eberth, General Manager, Cold Finished
Bars, Republic Engineered Products
Donald Commerford, Senior Vice President,
Revere Copper Products
Ray Dee, Chairman, Service Center Metals
- 10:00AM 10:30AM Networking Break NUTCRACKER LOBBY
- 10:30AM 12:00AM Keynote Session NUTCRACKER 2 & 3
*“Got Vision? How to Inspire
Others to Take Action”*
Jerry Krivda, Founder,
JumpStart Professional Services
- 12:00PM 1:30PM Lunch with Association
Business Meeting NUTCRACKER 1

E P R O G R A M

1:30PM	4:30PM	Regional Meetings	
		Central	FANTASIA E
		Midwest	NUTCRACKER 2 & 3
		Northeast	FANTASIA D
		Southern	BOARDROOM
		Western	FANTASIA F
3:00PM	3:30PM	Networking Break	NUTCRACKER LOBBY
	6:00PM	Dine Around	OFF-SITE

SATURDAY, November 15, 2008

7:30AM	8:30AM	Continental Breakfast	NUTCRACKER LOBBY
8:30AM	10:00AM	Position Breakouts	
		Programs/Marketing/Newsletter	NUTCRACKER 1
		Membership	NUTCRACKER 2
		Treasurer	BOARDROOM
		Secretary	FANTASIA F
10:00AM	10:15AM	Break	NUTCRACKER LOBBY
10:15AM	11:15AM	Keynote Session	FANTASIA G
		<i>“Planning in a World with So Much Information and Volatility”</i>	
		Ronald J. Nock, President and CEO,	
		Severstal International	
11:30AM	4:00PM	International Board of Directors Meeting	NUTCRACKER 3
		LUNCH PROVIDED FOR IBOD MEMBERS ONLY	

Keynote Speakers AND PANELISTS

DAWNE HICKTON, CEO & Vice Chairman RTI International

“Titanium: Past, Present and Future”

Dawne Hickton is Vice Chairman and Chief Executive Officer of RTI International Metals, Inc., one of the world’s largest producers of titanium mill products, and a manufacturer and distributor of fabricated specialty metal components and engineered systems for the aerospace, industrial, defense, and energy markets. Ms. Hickton was named Vice Chairman and CEO in 2007, and has served as a member of RTI’s board since 2007.

Ms. Hickton has over 20 years of diversified metals experience, including more than 10 years in the titanium industry spanning several business cycles. Previously, Ms. Hickton was employed at USX Corporation, where she worked not only with the parent organization but also with its subsidiaries: US Steel, American Bridge Company, and US Steel Mining Company. From 1994 through 1997, she was assistant professor of Clinical Law at the University of Pittsburgh.

Ms. Hickton is also a Director of FNB Corporation, where she serves on the corporate governance and nominating committee. She serves on the advisory board of the University of Pittsburgh Medical Center Institute for Regenerative Medicine and is a member of the University of Pittsburgh’s Board of Trustees. She is a 1979 graduate of the University of Rochester and received her J.D. from the University of Pittsburgh, School of Law in 1983. Hickton resides in Pittsburgh with her husband, David, and their children.

RONALD J. NOCK, President and CEO Severstal International

*“Planning in a World with So Much
Information and Volatility”*

Four years ago, Severstal purchased the assets of Rouge Steel and renamed the company Severstal North America. Since then, additional companies have been added to the family including Sparrows Point, Warren Consolidated and Esmark. Severstal International now ranks as the fourth largest integrated steel company in the United States and is headquartered in Dearborn, Michigan.

Mr. Nock has been President and Chief Executive Officer of the Company since June 2005 and was Chief Executive Officer of the Company from January to June 2005. From January 2004 until January 2005, Mr. Nock was Chief Operating Officer of the Company. Mr. Nock was Senior Vice President, Commercial and Strategic Planning for Rouge Industries, Inc. and Rouge Steel Company from 2000 to 2004, Vice President, Sales and Marketing and Strategic Planning from 1997 to 2000 and Vice President, Sales and Marketing from 1988 to 1997. Mr. Nock held various sales positions with Rouge Steel and has 33 years experience in the steel manufacturing industry. Mr. Nock graduated from the University of Pittsburgh and holds an MBA from the University of Michigan.

DONALD COMMERFORD, Senior VP **Revere Copper Products**

Donald Commerford received a BA in Political Science, Syracuse University and Executive Education from the Fuqua School of Business, Duke University. He joined Revere Copper Products as Sales Trainee in 1967 and has remained his entire career through various sales and marketing positions to his current Senior Vice President. Mr. Commerford is active in a variety of industry associations including, but not limited to: Copper and Brass Service Center Association, International Copper Association, and the Paul Revere House. He is also very involved in his city of Rome, NY Chamber of Commerce, Rome Cemetery Association and First Presbyterian Church.

Revere Copper Products, Inc is one of the oldest manufacturing companies in the United States. Founded in 1801 by Paul Revere, the new company met the young nation's need to establish a strong manufacturing base to preserve and protect its independence. Its business operates in a collegial, team-based structure with a manufacturing center in Rome, New York. Revere's products include copper and copper alloy sheet, copper strip, copper plate, copper bar and extruded copper profiles.

RAY DEE, Chairman **Service Center Metals**

Ray Dee served 4 years in the Army and graduated with a BS in Economics from St. Bonaventure University. He later received a MBA from Loyola University and participated in the Harvard University Executive Management Program. Ray joined Alcoa in 1968 and has worked in Aluminum his

entire 40 year career holding various sales and marketing positions at Alcoa, then Cressona Aluminum, then British Aluminum where he was the Managing Director Extrusion. In 2002, Mr. Dee invested in Service Center Metals and is Chairman of the Board and is also presently Director of Allexin, LLC. Ray has been married for 44 years with 6 children and 13 grandchildren.

Service Center Metals produces over 1,000 different profiles of rod, bar, pipe and tube on the two presses. Because of its service-center focus, the company places a special emphasis on enhanced machine-grade products with improved hardness, straightness, surface conditions and dimensional control.

MIKE EBERTH, General Manager, Cold Finished Bars Republic Engineered Products

Upon graduation from Allegheny College in 1985 Mike joined LTV Steel as a Management Trainee. During the next 18 years Mike held numerous position is Sales and Sales Management for the businesses which ultimately became Republic Engineered Products. These positions included Sales Management for the Hot Rolled Bar, Cold Finished Bar and Specialty Steels Divisions of Republic. In 2003 Mike became Commercial Director for Outokumpu Stainless Bar. Mike returned to his roots in January of this year as General Manager of The Cold Finished Bar Division of Republic Engineered Products.

Republic is North America's leading supplier of Special Bar Quality (SBQ) steel, a highly engineered product used in axles, drive shafts, suspension rods and other critical components of automobiles, off-highway vehicles and industrial equipment. Republic Engineered Products is headquartered in Fairlawn, Ohio.

ROBERT W. INSETTA, Director – Plate Products, ArcelorMittal USA Plate

Robert W. Insetta's steel industry career began in 1979 when he joined Lukens Steel Company. Bob held various positions in field sales and product management with Lukens. When Lukens merged with Bethlehem Steel Corporation in 1998 and Bob became Manager, Specialty Plate Products and Customer Service. In May 2003 International Steel Group acquired Bethlehem Steel and Bob was named Division Manager – Commercial for the Coatesville and Conshohocken facilities. Bob is currently Director, Plate

Products for ArcelorMittal in the U.S. In this capacity Bob is responsible for marketing, customer service, and customer technical support for the U.S. plate mills.

ArcelorMittal is the world's number one steel company and provides the widest range of quality plate products in North America. It has led the consolidation of the world steel industry and today ranks as the only truly global steelmaker. ArcelorMittal is the leader in all major global markets, including automotive, construction, household appliances and packaging. The Group leads in R&D and technology, holds sizeable captive supplies of raw materials and operates extensive distribution networks.

JERRY KRIVDA, Founder JumpStart Professional Services

“Got Vision? How to Inspire Others to Take Action”

Jerry Krivda has been a professional manager, team leader, and trainer since 1986. He has sold, installed, and supported computer solutions in the Telephony, Manufacturing, Warehousing and Steel Industries.

As a certified Dale Carnegie instructor, Jerry has also enjoyed coaching hundreds of students to increased success in their professional and personal lives.

Recognizing that many companies have a need to energize their employees and “jump start” their business, Jerry has created JumpStart Professional Services which provides workshops and presentations that focus on key elements of Service, Teamwork, Communication, and Leadership skills. Jerry delivers his JumpStart programs with professionalism and a high level of energy, guaranteed to kick-start your organization's service, sales, and management teams!

Jerry will present proven techniques that attendees can utilize to speak with confidence and passion, drive home points & ideas, motivate others to take action, and inspire others to reach new goals.

2008

CORPORATE MEMBERS

AWMI would like to recognize our
2008 Corporate Members:

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Nucor Steel – Crawfordsville

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Esmark
Leavitt Tube Company, LLC
Northwest Shippers, Inc.
Ryerson, Inc.
SSAB
United States Steel Corporation

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AM Castle & Company
Leeco Steel, LLC
Main Steel Polishing Company, Inc
ThyssenKrupp Materials NA, Inc.
ThyssenKrupp Steel NA, Inc.
Triple-S Steel Supply Co.

BRONZE MEMBERS

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Excel Mining Systems
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Gerdau Ameristeel Recycling
Heritage Environmental
InfoSight
MacSteel Service Centers
Metal Management, Inc.
Miller Compressing Company
Naylor Pipe Company
Primary Steel, Inc.
Salzgitter Mannesmann International
United Scrap Metal

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Central Region

Cleveland
Columbus
Detroit
Pittsburgh
Toronto

Midwest Region

Chicago
Minnesota
Quad Cities
St. Louis
Wisconsin

Northeast Region

Baltimore
New York
Philadelphia

Southern Region

Birmingham
Carolinas
Florida (provisional)
Tennessee
Texas

Western Region

Los Angeles
Northern California
Portland
Seattle

Antitrust

The Association of Women in the Metal Industries is dedicated to encouraging fair competition and compliance with U.S. federal and state, as well as Canadian, antitrust laws, which were enacted to protect our free economy. It is the obligation of all members of our Association to conduct themselves in a manner consistent with antitrust laws. To assist you in this regard, we have developed specific guidelines. We require all members to familiarize themselves with these guidelines and to carefully follow them. We will ask for the resignation of any member who knowingly violates these guidelines or condones their violation by others.

The activities of trade association and professional organizations are carefully scrutinized because they provide a hospitable forum for communications between competitors. Antitrust laws strictly prohibit any informal or formal understandings, agreements of plans, as well as the disclosure of information between competitors concerning prices, territories, customers, terms of sales, production quotas, or any other competitive information. You should avoid any situation that might lead to discussions concerning these topics. If you question any activity occurring at an AWMI meeting, gathering, or social event, you should immediately consult with an officer of AWMI.

Specific Guidelines

You should not participate in any conversation with a competitor concerning the following:

- Present or future prices of your goods, including formulas for computing prices, discounts, or credit terms
- Bidding information
- Delivery or freight terms
- Nonpublic statistical data
- A joint decision to buy from or sell to another competitor
- Profit margins
- Sales territories
- Marketing policies
- Customer information
- Production quotas
- Cost of your goods

If such a discussion arises during an AWMI meeting, gathering or social event, you should stop the conversation immediately and inform an officer of AWMI. The one exception to this rule is the exchange of price information between competitors in connection with a bona fide sales or purchase transaction.