



**PACESETTER**  
OUR PEOPLE, YOUR ADVANTAGE

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# YOUR TALENT ADVANTAGE

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PACESETTER 2016

# PACESETTER Contributor

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YOUR TALENT ADVANTAGE | 4.5.2016 - 4.11.2016

Internships can be beneficial for any size organization. Aside from having an extra set of hands on your team to complete tasks, and students' receiving academic credit, internships can provide a valuable exchange of resources, time, skills, and experiences for both students and organizations.

Partnering with a local college or university to find interns can be beneficial in several ways.

**Gain a fresh perspective.** Just as professors tell students to have another pair of eyes proof-read a paper before turning it in, having an outsider's view on projects and tasks that you and your associates work on every day can also be helpful. Interns can look at material objectively to find areas of improvement, provide additional ideas, and bring attention to overlooked possibilities.

**Sample the talent.** Internships allow organizations to observe an intern's interpersonal skills, technical abilities, work ethic, creativity and adaptability without having to commit to hiring a full time associate. They are also an opportunity to examine how well an intern fits into your workplace culture. Seeing all of these characteristics first hand allows you to gauge an intern's potential to become part of your team at some point in the future.

**Recruit others.** Hiring an intern can give your organization more visibility among other potential job recruits. If the intern has a positive experience working with the organization, they are likely to share those

experiences with his or her peers. In this way, interns can indirectly promote your organization.

**Give back to the community.** Hiring a local intern is a great way to give back to the community. You will not only create partnerships with local colleges and universities, but you also play a part in stimulating the local workforce and supporting a student at the beginning of his or her career.

For students, internships serve as an ideal way to transition into the workforce after graduation. Internships strengthen a resume and compliment the hard work that was put into earning a degree.

The insight and exposure I have gained in just four short months at Pacesetter is beyond anything I could have imagined.

I've been able to increase my confidence level, network with professionals in the field, explore a potential career avenue, develop new skills and refine those that I already have.

Throughout the semester I have been able to apply what I have learned from my college courses to my experiences interning with Pacesetter.

Having the ability to do this has helped me excel in my courses and has given me a broader understanding of how I can apply my education to a future career.



## STEEL | 4.5.2016 - 4.11.2016

+ Scrap continues to be on the rise, with most sellers reporting increases of \$45 - \$50 per gross ton.

- No. 1 heavy melting scrap is trending towards \$220 per gross ton, with plate and structural near \$225 per gross ton, No. 1 busheling attracting \$245 per gross ton and shredded hitting right around \$250 per gross ton.

- Many believe we may see scrap settle over the next few weeks but only time will tell.

- Final anti-dumping and countervailing margins are expected to be announced later in 2016 and many experts believe the preliminary margins could be revised even higher.

+ The Institute for Supply Management's (ISM) Purchasing Manager Index was published at 51.8% in March, which is up 2.3% from February. This is the first expansion of the Purchasing Manager Index since August 2015.

+ Readings above 50.0% indicate the manufacturing economy is in expansion.

- ISM's Employment Index dropped to 48.1% in March. This is down .40% from the previous month.

+ ISM's New Orders Index increased to 58.3%, which is up 6.8% from February. This is a positive indicator for future freight growth six to nine months from now.

+ ISM's Production Index moved up to 55.3%, equating to a 2.5% increase from the previous month.

- Mills are operating at an average capacity utilization rate of 70.6%, which is down a couple percentage points from this time last year.

## STEEL | 4.5.2016 - 4.11.2016

- US Steel Corporation announced it is planning to cut 25% of its non-unionized work force in North America during 2016.
- US Steel cited the downturn in the oil and gas industry, depressed steel prices and unfairly traded imports are the reasons why the layoffs are taking place.
- The layoffs, which began April 6th, will be in effect at both the corporate headquarters in Pittsburgh, as well as at each plant.

- Continuing with US Steel, they announced the No. 8 furnace at Gary Works will be taken down for scheduled maintenance beginning Friday, April 8th.

The outage is expected to last between 30 – 45 days and will pull approximately 3,000 tons per day of available capacity out of the market.



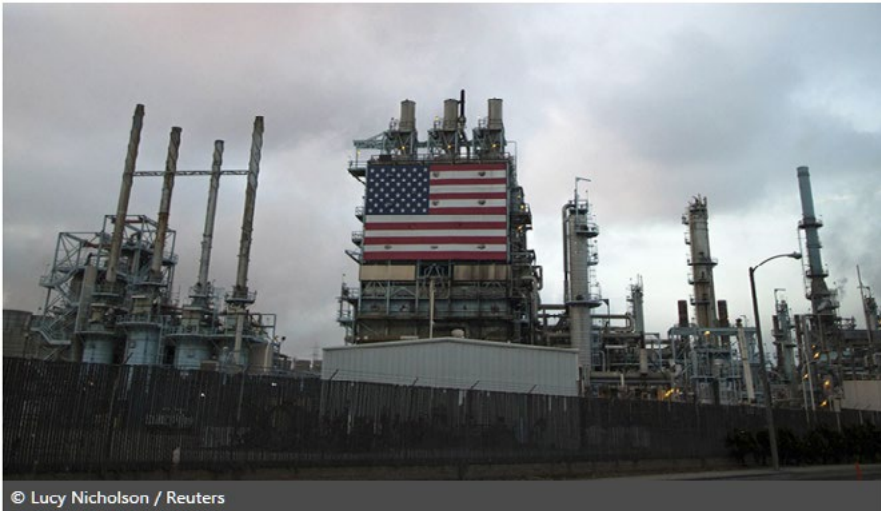
PHOTO: Times File [www.nwitimes.com](http://www.nwitimes.com)



## GENERAL | 4.5.2016 - 4.11.2016

- Drilling activity in the U.S. and Canada continues to fall, as the U.S. placed another 14 rigs on idle and Canada reduced their rig count by six.
- This brings the active U.S. rig count to 450, with Canada now down to 49.
- This time last year the U.S. had 1,028 active rigs with Canada running 100.

- Ford Motor Company announced earlier this week they will be investing \$1.6 billion to build a new compact car assembly line in San Luis Potosi, Mexico.
- Construction is slated to begin late summer 2016, with Ford projecting to start producing compact cars in 2018.



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'TIL NEXT TIME | 4.19.2016



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