



PACESETTER
OUR PEOPLE, YOUR ADVANTAGE

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YOUR **DEVELOPMENT** ADVANTAGE

OUR PEOPLE, YOUR ADVANTAGE



PACESETTER 2016

It is THE PACESETTER WAY to Commit to Personal Development:

Challenge yourself to be better. Never be satisfied with the status quo. Ask for feedback regularly and welcome it. Treat mistakes as learning opportunities. Assume your knowledge and skills will not always be sufficient for tomorrow's challenges. Demonstrate a commitment to lifelong learning.

Our People are Your Advantage because they Commit to Personal Development.

We know that the more we learn from others, internal and external, the better an organization we will be. So, we will be integrating Your Development Advantage regularly, and sharing some non Pacesetter authored articles selected by our associates because they have found them valuable in their own growth.

YOUR DEVELOPMENT ADVANTAGE | 7.12.2016 - 7.18.2016



Featured Contributor

Michael Hyatt

Source: michaelhyatt.com

What to Do When You Don't Know What to Do

3 Steps to Follow When You're Tired of Feeling Uncertain

Early in my career, I was the marketing director for a book publishing company. Because of my workload and the ongoing pressure to produce results, I felt overwhelmed. I figured it was only a matter of time before my boss discovered I was in over my head. This produced uncertainty. I was paralyzed and afraid to act.

3 Steps to Follow

1. Forget about the ultimate outcome.

The truth is that I probably have less control over the outcome than I think. I can undoubtedly influence it, but I can't control it.

Besides, before I ever get to the final destination, many projects and deals have a way of unfolding over time. There will be problems- and resources- I can't see now. Instead...

2. Focus on the next right action.

Since worrying about the outcome is unproductive, I try to think about the next actions that will move the project forward. This is far more accessible than something in the distant future.

For example, as an author, I can worry about whether or not my next book will become a bestseller or I can make sure that my marketing plan is complete and I am fully prepped for my upcoming interviews. And...

3. Do something now!

This is key. Something is better than nothing. Too often, we think that we have to have clarity about how it will all turn out. In my experience, I rarely have this.

Clarity involves knowing and doing. When you can't read a sign you can: Think more about what the sign might say; scrunch up your eyes to change your focus; buy high-powered glasses; or ask a friend to read it to you.

But the best and easiest way to get more clarity is just move closer to the sign. Clarity comes when I move toward my destination, making course corrections along the way.

So if you are in a situation where you feel overwhelmed and don't know what course to take, just follow these three steps and do the next right thing.

View the Original Article Here: michaelhyatt.com/what-to-do-when-you-dont-know-what-to-do.html

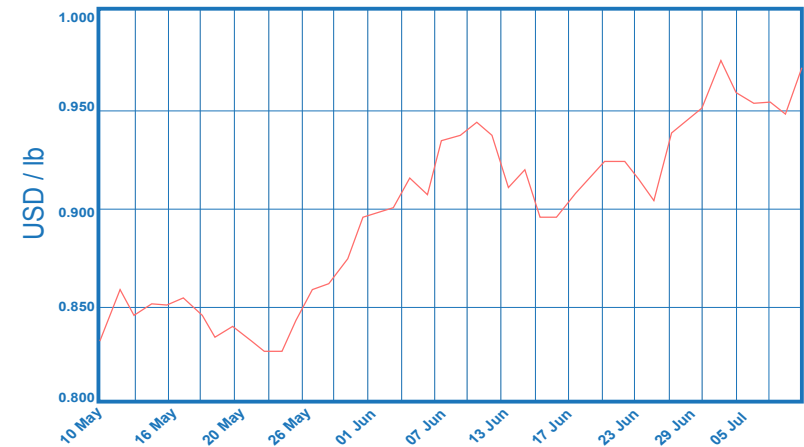


STEEL | 7.12.2016 - 7.18.2016

- #1 heavy melt scrap is steady at \$218 per ton and #1 busheling scrap is the same at \$275 per ton.
- + Raw steel production slowed to 74.3% of capacity.
- + Domestic lead times for galvanized, on average, have pulled back under 7 weeks.
- Iron ore FOB Chinese ports is up to \$53 per dry metric ton.
- Zinc prices are trending up.

60 Day Zinc Spot

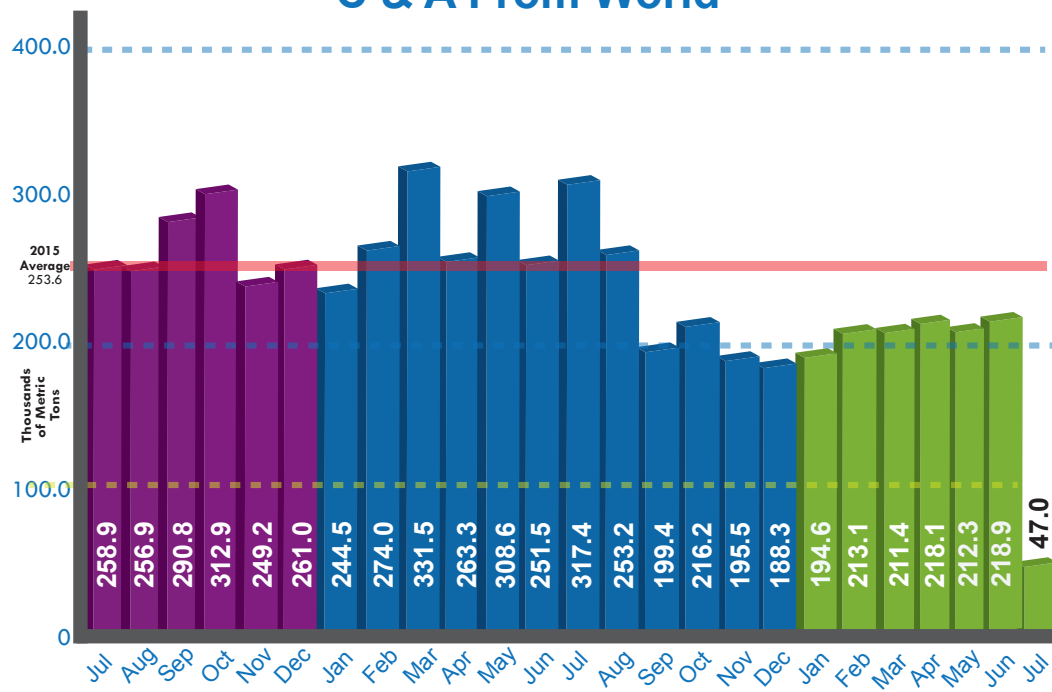
Source: www.kitco.com



STEEL | 7.12.2016 - 7.18.2016

+ Galvanized imports in June shows a continued uptick in demand for off-shore sourcing. July is starting off pretty well too.

U.S. Imports of Sheets & Strip Galv Hot Dipped C & A From World



Source: US Department of Commerce, Enforcement and Compliance | Graph last modified on: July 6, 2016
 with Licensing Data collected through July 6, 2016. Commerce license data use for the last month appears in a different color
 Data extracted from the import licenses are not official Census data



AUTOMOTIVE | 7.12.2016 - 7.18.2016

+ June automobile sales numbers are in and it looks like another good month. Ford sales gained 6.4% and Chrysler gained 6.5%, while GM fell 1.6%. Nissan led the way with the Asian Big Three with a 13.1% jump followed by Honda with a 3.2% gain and Toyota fell 5.6%.

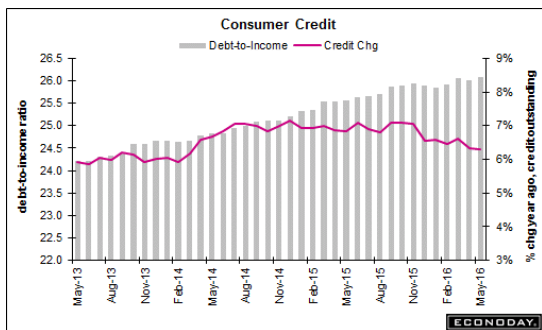
- Self driving cars are going to be a hot topic for the foreseeable future. BMW and software specialist Mobileye are teaming up to launch an autonomous car project. Daimler and Volkswagen are also interested. Google and Apple are well on their way. Intel, the computer chip maker axed 12,000 jobs in April as the market for personal computers has declined, but they are looking for the next big thing and autonomous driving systems could be it. The battle for the “connected car” has begun whether we need it or not.

GENERAL | 7.12.2016 - 7.18.2016

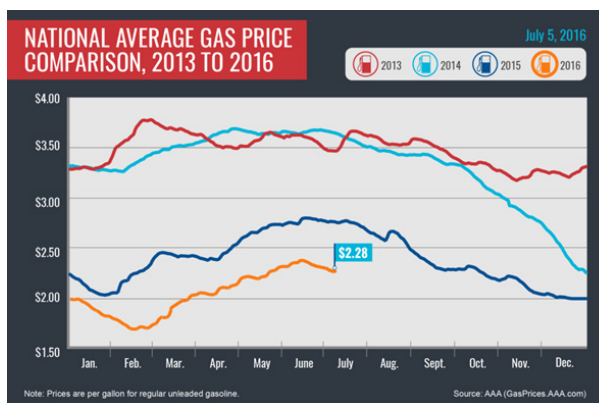
+ The ISM Non-Manufacturing Index rose to a reading of 56.5 in June, driven higher by new orders and employment gains. Deliveries are slowing too, which is a good sign that companies are busy.

- Factory Orders fell 1% in May as new orders for capital goods slowed as well as demand for durable goods.

- Consumers piled on more debt in May. \$18.6 billion more. Most of it was centered on automobile loans and student loans. This graph shows the debt to income ratio steadily growing.



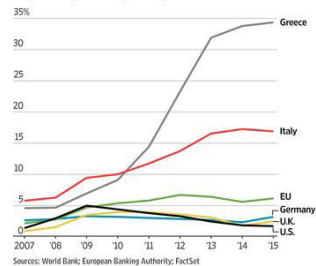
+ Gasoline prices continue to fall. Crude oil inventory remains high at 524 million barrels and refineries are operating at a brisk 92.5% of capacity.



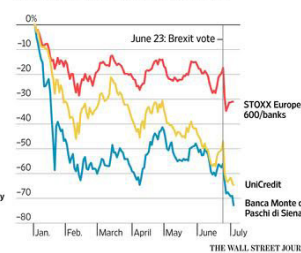
- There is still quite a bit of economic trouble brewing in the EU. Greece continues to be out of control and it looks like Italy, with almost 17% of total bank loans insolvent, is also in danger of defaulting or needing a bailout. To put it in perspective, US banks were dealing with 5% bad loans at the depths of the recession in 2009.

Struggles of European Banks

Nonperforming loans as a percentage of total loans



Performance of an index of European bank stocks and of two large Italian banks; Brexit was June 23.





BILL'S ROUND-UP | 7.12.2016 - 7.18.2016

The service industry in the US is doing well, but factory orders are slowing. Consumer debt is piling up, which isn't good. Gasoline prices are trending down, which will help the consumer. Economic pain seems to be the norm around the world. Europe continues to show signs of weakness. Steelmakers in the US seem to be getting caught up and lead times continue to pull in. Prices are still high, but are expected to be on a gentle trend lower through the end of the year. Steel imports are gaining volume slowly. June automobile and light truck sales were good, but not for GM and Toyota. Could we be witnessing the peak of the cycle in the auto industry?

PARTING SHOT:

+ The only thing that overcomes hard luck is hard work.
- Harry Golden (1902 to 1981)



Bill Feier, World Sourcing Manager



'TIL NEXT TIME | 7.19.2016



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