



PACESETTER
OUR PEOPLE, YOUR ADVANTAGE

8.2.2016 Vol. 2 Issue 31

YOUR **MANAGEMENT** ADVANTAGE

OUR PEOPLE, YOUR ADVANTAGE



PACESETTER 2016

PACESETTER Contributor

Stephanie Clark, Associate Manager of I-Reps

YOUR MANAGEMENT ADVANTAGE | 8.2.2016 - 8.8.2016

If you are a new manager like me, you've probably had your fair share of good and bad days. You've experienced the victorious days when you meet all of your deadlines and feel like the world is your oyster. On the flip side, you've probably also had the days that were so rough that when you got home you calculated whether or not your current savings would be enough to pack up and open a juice bar on some lovely Hawaiian beach. I had been at Pacesetter for about three years when I moved into an exciting (yet daunting) management position this past January. I am still learning new things daily, but so far, there are a few lessons that stick out to me:

1. Believe in yourself

As cliché as it sounds, whenever I tell myself that I CAN do it, I am much more likely to be positive and look for the opportunity to grow in challenging circumstances. Even when I fail or make a mistake, I've learned the best thing I can do is admit I'm not perfect, but I also need to pick myself up and keep trying.

2. Don't be afraid to ask for help

In a new management position, it can be tempting to pretend like you have it all together while internally you're trying to figure out how in the world you'll make it through one day. While it's not always fun to admit that you need guidance, I am always glad I did. Asking your manager for help does not show weakness; it shows a willingness to learn and openness for change.

3. Treat others as you want to be treated

Yes, the golden rule, but think about how it applies to leadership. I cannot expect my area to arrive on time if I cruise in whenever I feel like it. I cannot ask them to help each other if I do not demonstrate teamwork. I cannot look to my team to be professional if they see me trying to cut corners. I cannot ask them to do anything I am not willing to do myself.

4. Keep your cool

Probably one of the most valuable lessons I've learned from my manager is to keep calm. No matter what the crazy situation was, I remember thinking "my manager is calm; therefore I can be calm too." Even if the circumstances seemed impossible, just knowing that my manager was calm, I was reassured that everything would be okay and I could make it through the day. So now when a crazy day comes my way, I do my best to take deep breaths and show my team that the world will keep on spinning.

5. It's OK to say no

You don't have to say yes to everything. It's great to have a can-do, fighting spirit that is ready to conquer the world, but you also have to watch out and protect yourself from getting buried and overwhelmed. When this has happened to me, I've noticed that my productivity decreases significantly and I tend to withdraw from others and start dreaming about my juice bar on the beach. Speak up for yourself and give people realistic deadlines if you are unable to meet their expectations.

Remember... you're only one person. Tomorrow is a new day.



STEEL | 8.2.2016 - 8.8.2016

+ #1 heavy melt scrap is steady at \$206 per ton and #1 busheling scrap is the same at \$274 per ton.

- Raw steel production fell to 72.8% of capacity.

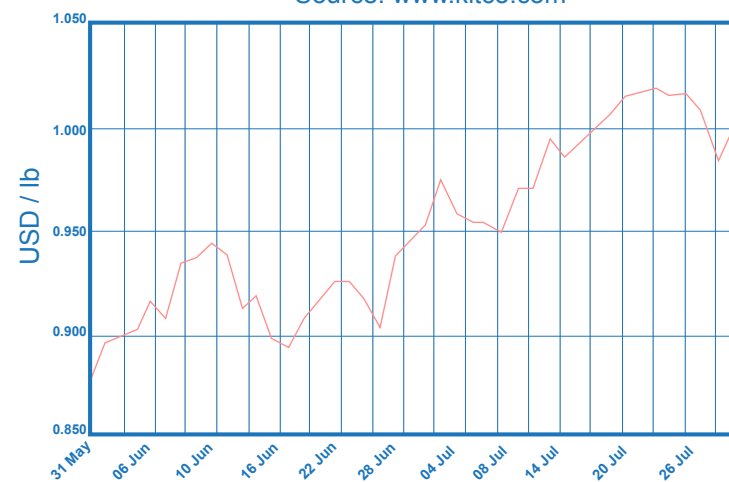
+ Domestic mill lead times have pulled back to 7 weeks on average for galvanized.

- Iron ore FOB Chinese ports is up to \$56 per dry metric ton.

- Zinc prices are still trending up.

60 Day Zinc Spot

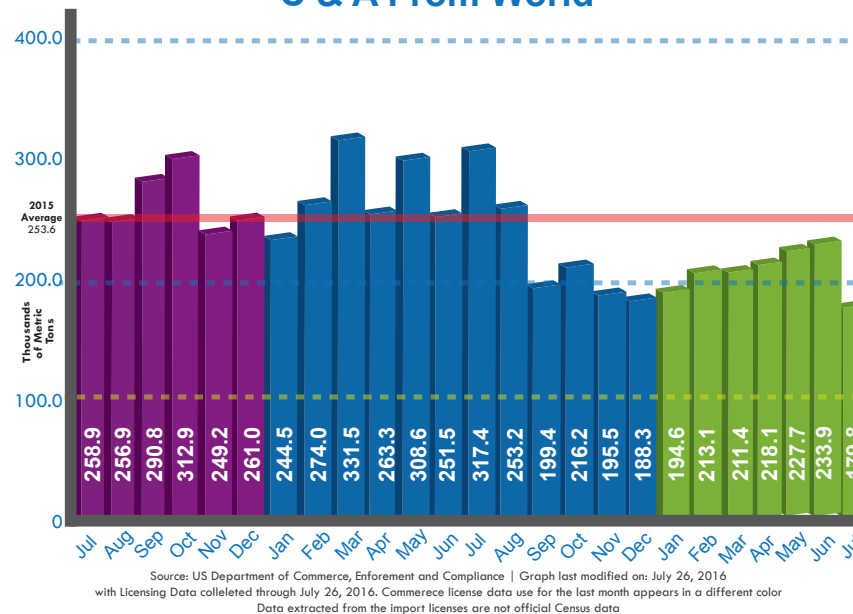
Source: www.kitco.com



STEEL | 8.2.2016 - 8.8.2016

+ Galvanized imports for July will probably end up at June levels.

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





STEEL | 8.2.2016 - 8.8.2016

- + AK Steel posted a net profit of 17.3 million for Q2 versus a \$64 million loss a year ago. Net sales in Q2 were down 11.7% to \$1.49 billion and steel shipments were down 14.1% to 1.56 million tons.
- US Steel posted a Q2 loss of \$46 million, its 5th straight quarterly loss. Net sales were down 10.9% to \$2.58 billion and steel shipments were down slightly to 2.69 million tons.
- + ArcelorMittal posted a Q2 net profit of \$1.1 billion, their best quarter in 5 years on net sales of \$14.7 billion, up 8.8% from last year. Steel shipments globally were 22.1 million tons, the same as a year ago.
- Whirlpool won an anti-dumping case this week against Samsung and LG regarding clothes washers sold in the US market. Back in 2013, Samsung and LG were hit with dumping duties for their washers made in Mexico and Korea, so they moved production to China. Now they are hit with dumping again. Was Samsung and LG actually dumping, or were they merely competing? Why would they want to stay in a market where they made low or no profit (assuming they were dumping)?



AUTOMOTIVE | 8.2.2016 - 8.8.2016

- Around 40% of all car and pickup truck safety recalls between 2013 and 2015 have not been completed. This adds up to 45 million vehicles driving around with known safety issues bad enough to force modification by recall. Consider this when buying a used car. This statistic just covers vehicles in that 3 year time span. There are others.

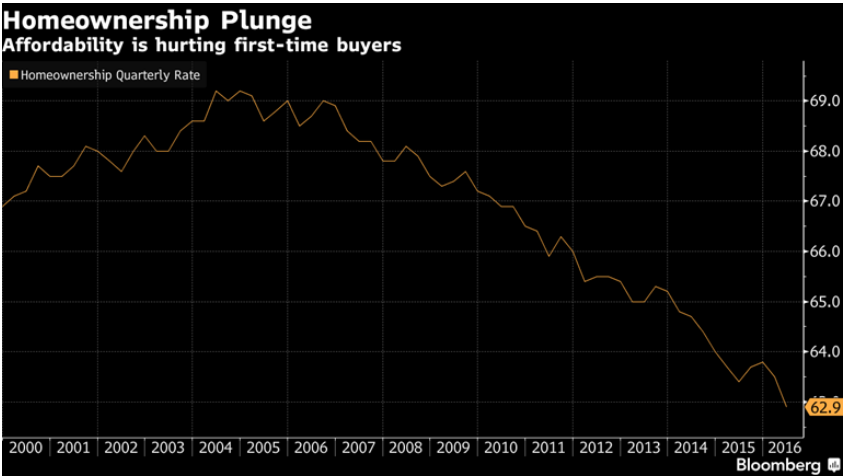
- By next year, Fiat Chrysler Automobiles will make no mass market cars in the USA anymore. They will continue to make Jeeps, SUV's and Pickup trucks in the US. Profit margins for automobiles are too small so FCA is shifting production out of our country to regions where they can be made cheaper. The low volume Dodge Viper will be the last American made FCA automobile and they will cease production of it in 2017. It's too bad that this car making giant can't work out a plan for operations and a labor arrangement with the union to keep more Americans working. The money spent on building new assembly lines off shore is apparently cheaper than trying to figure out how to use what they already have here in the US. Gainful employment is going off shore and that is fundamentally wrong.

+ Despite their ongoing emissions debacle, Volkswagen, through the first 6 months of 2016 has surpassed Toyota as the largest auto maker in the world. Toyota totaled 4.992 million vehicles to Volkswagens 5.116 million. GM is in third place with 4.76 million vehicles delivered in the first half of 2016.

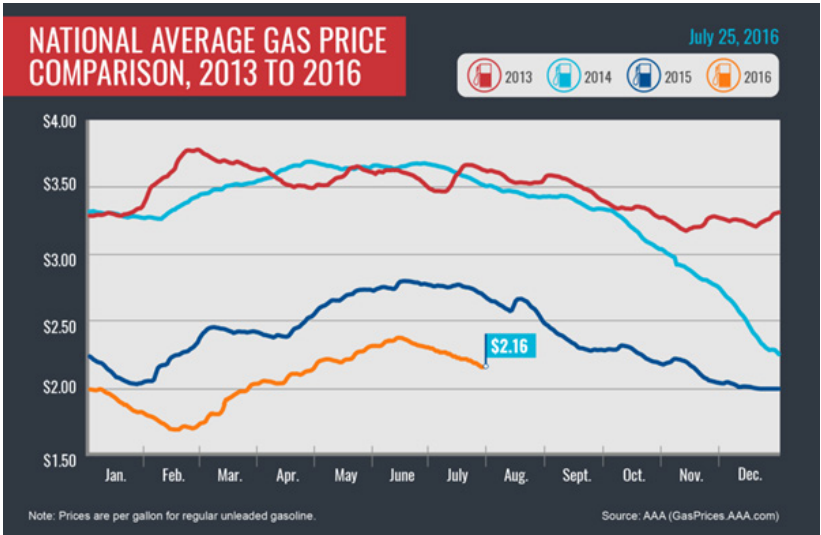


GENERAL | 8.2.2016 - 8.8.2016

- Durable Goods Orders dropped 4% in June, pulled down by a huge drop in civilian aircraft orders and declines in computers and communications equipment. The transportation segment was up 2.6%.
- Even though the Fed mentioned the US labor market is strengthening, they are keeping interest rates the same at .25% to .5%. There was much speculation that they would raise rates, but didn't. This is confirmation of our fragile economy.
- + New Home Sales rose 3.4% in June, but the rate of sales is 25% higher than a year ago. The average price of a new home rose to \$306,700. Due to slow home construction, the supply of homes fell to 4.9 months' worth.
- Homeownership in the US has dropped to the lowest level since 1965. Homeownership has dropped to 62.9%. For the age group of 18 to 34 year olds, homeownership fell to 34.1%.



- + Gasoline prices continue to fall. Crude oil inventory is still at record levels and refineries are operating at a brisk 92.4% of capacity.





BILL'S ROUND-UP | 8.2.2016 - 8.8.2016

The US economy continues to plod along at a slow pace. New home sales are a bright spot, but our population doesn't seem to be as interested in home ownership as it used to be. Gasoline prices are still falling, which is good for consumers. Steel mill output is slowing and spot prices are softening up a little. Imports are picking up speed, slowly. Steel mill profits for Q2 will be a mixed bag. Due to labor costs, there will be dramatically less automobiles produced in the USA starting as early as next year.



PARTING SHOT:

+ Associate yourself with people of good quality, for it is better to be alone than in bad company.

- Booker T. Washington (1856 to 1915)

Bill Feier, World Sourcing Manager



'TIL NEXT TIME | 8.9.2016



www.teampacesetter.com

SEND US FEEDBACK

Help us deliver what helps you thrive

Was Your Advantage forwarded to you? Make it permanent

SUBSCRIBE

This newsletter and the content and opinions contained herein are for information purposes only. Pacesetter Steel Service, Inc. makes no representations as to accuracy, completeness, currentness, suitability or validity of any information, data, opinions or forecasts in this newsletter and will not be liable for any errors or omissions in this information or any losses or damages arising from its use. All information is provided on an as-is basis.

©2016 PACESETTER STEEL SERVICE, INC.