

Nucor Steel - Arkansas

NUCOR



Nucor Yamato Steel

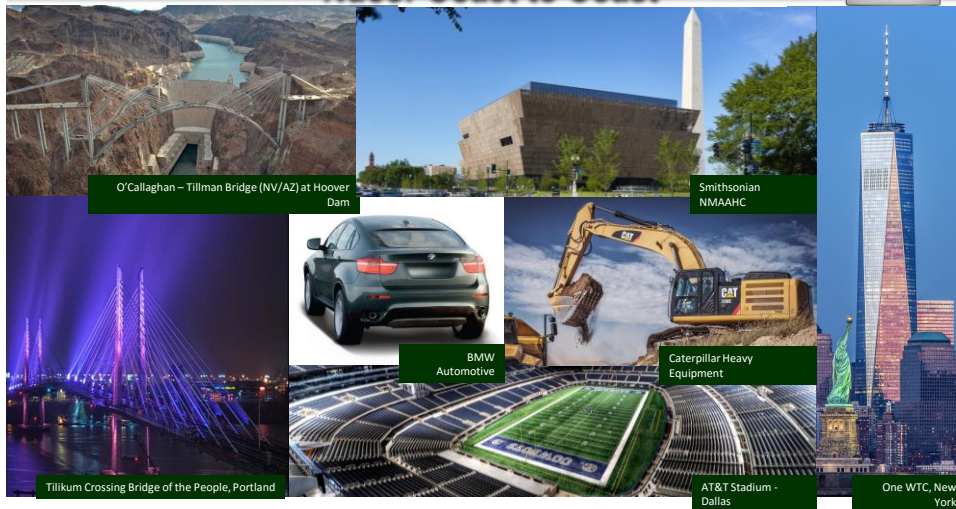
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End products



Nucor Coast to Coast



Nucor Today

NUCOR

Largest Steel Producer in the U.S.

Capable of producing almost
27 million tons per year

North America's Largest Recycler

Recycled 18,800,000 tons
of scrap metal in 2017

Over \$20.2 Billion in Sales in 2017

#169 in Fortune 500

More than **25,000 Teammates** at
over 200 facilities in North America

Nucor has **NEVER** laid off a single
teammate at one of our steel mills
due to a lack of work



Nucor Footprint

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- 1800 directly employed by Nucor, Castrip and NYS.
- Mills support over 13,000 workers in AR.
- Nucor operations account for over 2% of AR gross state output.
- Mississippi County is the 2nd largest steel producing county in the nation.
- Steel Cluster in NE AR brings new companies, many of these produce on our Nucor Arkansas campus.

Steel of Yesterday

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Steel of Today

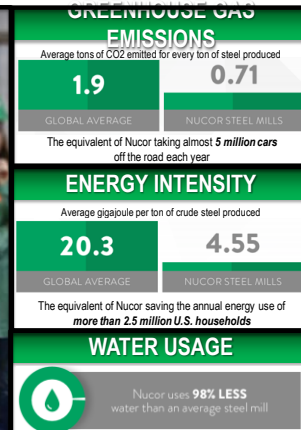
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Global Leader in Steelmaking Sustainability

"We continue to be encouraged when looking at the incredible work our customers are doing with our products, the vitality of the communities we are invested in, and the positive impact we are having on the sustainability of our industry.

Yet, we know that sustainability is not a destination. Rather, it is an ongoing journey. And I can assure you, our



Raw Material with VP of Nucor Arkansas.



Low Unemployment - A good problem, but still a problem



- ***Arkansas Workforce Statistics***

- Total Arkansas's labor force: 1,364,533
- Total employed: 1,318,145
- Unemployed: 46,388

3.4%

- Workforce participation 58.7%

Specialty Cold Mill Complex – Entry Level



- Investment of \$500 million
- Hiring over 200 teammates
- Needs for entry level team, questions:
 - Have you ever fixed something
 - Skills that might benefit production
 - Describe learning a new skill

The STEM Challenge

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- Nucor continuously searches for technical talent with strong math and science skills to fill our needs across the country.
- Common needs include electrical engineers, metallurgists, process engineers, computer scientists mechanical engineers, technical sales and others.
- Nucor has a significant internship and coop program for university and technical school students.
- Nucor and manufacturing overall is experiencing a significant shortage of technical talent including **electricians** and mechanics.

THE NUCOR WAY

HONESTY/INTEGRITY
TEAMWORK
OPTIMISM
TREAT PEOPLE THE RIGHT WAY
OPEN COMMUNICATION
PRIDE
CAN-DO ATTITUDE
PERSONAL RESPONSIBILITY
WORK ETHIC
INNOVATIVE/WILLING TO CHANGE

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Starting early with education dream



- Great River Promise of College Education
 - Nucor pays for ANC Associates degree
 - All Mississippi County
- High School
 - Visit High Schools (dollars and tons)
 - Be Pro Be Proud portable unit

Looking for Talent in Arkansas



- Arkansas Northeastern (ANC) Interns
 - Two years work /study programs
 - Production, adding electricians and IT
- Arkansas State University (ASU)
 - attraction – retention within 200 miles
- University of Arkansas Pine Bluff
- Early stages at UA Fayetteville
- Financial supporter of all the above and Arkansas Independent Colleges.

Searching Outside Arkansas



- Metallurgy endowments (Rolla, MI Tech).
- Tech Schools (Rankin St. Louis).
- Military (electrical).
- Core Nucor Schools – interns and coops.
- Tech School Work programs (Alabama).

Developing from within Nucor



- Mechanical apprentice.
- Paid education for teammate and family.
- Flex schedule with ANC.
- Continuous education on site.

The Current State



- How can we attract candidates and communicate to on line applicants?
 - Newspaper ads
 - Radio ads
 - Careerbuilder.com
 - Company website
 - Word of mouth
 - Billboards

The Key to Nucor's Success



OUR PEOPLE ARE OUR GREATEST ASSET. IF WE GIVE THEM
THE TOOLS THEY NEED TO SUCCEED AND GET OUT OF THEIR WAY,
THERE IS NOTHING THEY CAN'T ACCOMPLISH.

