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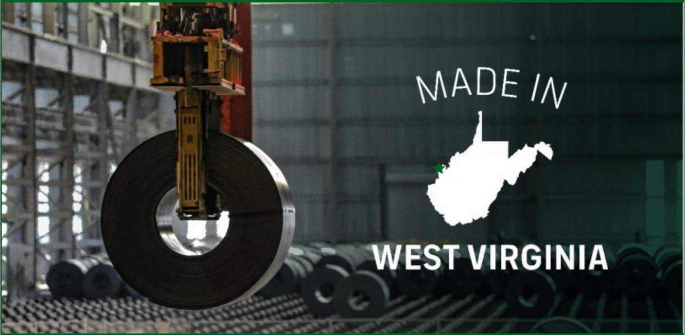
WEST VIRGINIA



AUGUST 2022 NEWSLETTER: EXPANDING THE TEAM

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NUCOR MANAGERS OPTIMISTIC ABOUT FUTURE HIRES

During a recent interview at Nucor Steel West Virginia, two of our managers discussed their optimism for the future location, and an excitement for the potential candidates who will one day become Nucor West Virginia teammates. Maintenance Manager Jeff Jackson, who recently relocated to West Virginia from Tuscaloosa, AL and Melt Shop Manager Scott Shortridge, who comes to us from Crawfordsville, IN, provided their insight.

What is it you look for when you hire a new teammate?

Jeff: Among other things, I look for people who are interested in sharpening the saw. I first heard this quote from Stephen Covey's *7 Habits of Highly Effective People*, and then I added some of my own experience. To me, it simply means never settling for where you are today, but always striving to improve. Some of us might improve by taking a welding, electrical, or other technical class at a local school, and some of us might sharpen the saw by taking an online business class. Both of these are examples of people who never stop learning. I find it to be an easy hiring decision when I see that someone is committed to continuous improvement.

You've been working in steel mills for most of your career, what is it that keeps you excited about this future mill?

Scott: Nucor is a unique place to work because every day is little bit different than the day before. The teammates we hire are just regular people, but overall, they value problem-solving. When you work with a team that comes in every day with a shared set of values including honesty, fairness, and teamwork, and each day the team works together to find new ways to innovate and work together, I'm renewed again and again because it never gets old. Twenty years ago, my first Nucor manager taught me to harness my energy, embrace my optimism, and to never stop creating. That's what keeps me coming back year after year, and I'm looking ahead to building a strong team in West Virginia with the same values.

ENGINEERS NEEDED FOR THE NUCOR STEEL WEST VIRGINIA MILL

What will you do with your engineering degree? How about a job with the most technologically advanced steel manufacturing facility, with one of the lowest carbon footprints of any sheet mill in the world? Are you ready to be on the cutting edge of new steel for electric vehicles and other emerging industries?

Nucor Steel West Virginia has a large demand for engineers to run and optimize our state-of-the-art and highly automated steel sheet mill to be built in Apple Grove, West Virginia, adjacent to the Ohio River. We will hire mechanical, electrical, process, industrial, automation, and metallurgical engineers in 2023 and 2024, with a full group on board by the first half of 2025.

This mill will produce about 3 million tons of sheet steel per year, and while we will produce for existing markets, we will continually experiment in applications that will grow our 21st century economy. To reach this goal, we need technically savvy production and maintenance teammates, but we also need engineers who are eager to innovate and create our future products.

To join our team, apply for available openings at **www.nucor.com/careers**

ADVANCEMENT OPPORTUNITIES WITHIN NUCOR

A recent interview with Chris Backel, Hot Mill Manager for Nucor Steel West Virginia, helped shed light on the promotional opportunities within Nucor. Chris recently transferred from Decatur, AL and is a graduate of West Virginia University.

What advice do you give to new hires, especially those who have never worked in the steel industry before?

Chris: It's my goal to sit down with each new hire during their first couple months of being with Nucor and to have a one-on-one conversation. One piece of advice I always share is to learn as much as you can about your current role and how your work fits in to the entire process, but never let it stop there. At Nucor, we encourage cross-training and job shadowing, but this is at your own pace. If a new teammate chooses to stay in one job for many years, we support that. If a new teammate wishes to learn as much as possible about the process and move to areas of more and more responsibility, we support that too. Your career is in your hands to customize, seek out opportunities, and build a path that fits you.

JOHN FARRIS PARTICIPATES IN A PANEL AT THE MEG SUMMIT

Our Vice President and General Manager of Nucor Steel West Virginia, John Farris, participated in a panel at the West Virginia Manufacturing / Energy / Growth (MEG) Summit this past May. John's comments reinforced the excitement across Nucor for the new mill and answered questions about Nucor's choice of locating the new sheet mill in Mason County. This $2.7 billion project will add 800 jobs to the local economy at one of the world's most technologically advanced sheet manufacturing facilities.

To operate the new facility, Nucor will hire local teammates who are able to learn advanced manufacturing processes. We will have traditional jobs with machine operators, lab technicians, mechanics, and electrical technicians on the manufacturing floor. Much of our work at this new mill will involve computers, robotics, and remote operations, necessitating teammates with various technical backgrounds.

Click here for information about the recent MEG Summit.

Click here to read about John Farris and Nucor West Virginia in the *Summer 2022 West Virginia Chamber of Commerce Magazine*.

US SENATOR SHELLEY MOORE CAPITO VISITS NUCOR STEEL WEST VIRGINIA

In July 2022, Director of the Mason County Development Authority John Musgrave hosted a visit by US Sen. Shelley Moore Capito, WV State Senator Amy Grady, and Marshall University President Brad Smith for a tour of the Nucor Steel West Virginia site. This location will look very different in a few months when construction is well underway! But whether today, covered in soybeans, or tomorrow, filled with the hustle and bustle of construction life, this property, nestled on the beautiful Ohio river among the hills of the Appalachian Mountains, is our future home.

NUCOR IN THE COMMUNITY

Nucor Steel West Virginia Supports Cross Light of Hope Food Pantry

Over the course of June and July 2022, Nucor West Virginia expanded from three teammates to almost 10, and it didn't take long for our newest teammates to become involved in community service. Each month, our team joins together to unload food trucks, stock shelves, and load food boxes into client cars at the Cross Light of Hope, Inc. in Apple Grove.

Marshall University Welcomes Nucor Steel West Virginia

Nucor Steel West Virginia is laying out plans to recruit at all the local schools and universities to help fill the hiring needs we will have after construction of the sheet mill. Construction is expected to last approximately two years and hiring will begin a few months before the mill opens to provide enough time for training the team.

During a recent visit to Marshall University in Huntington, WV, we were surprised to find a warm Nucor welcome on the Marshall scoreboard.

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Toyota Motor Manufacturing in Buffalo, WV Welcomes Nucor

After a farm-to-table lunch provided by the Putnam County Development Authority, the Nucor Steel West Virginia team visited the Toyota Motor Manufacturing plant to learn more about our industrial partners in the area. Toyota has operated in Buffalo, WV for 25 years, and we are pleased to know they are a good partner with a strong workforce in the region.

Nucor Teammates Recruit At the Mason County Fair

Nucor Steel West Virginia's debut recruiting event took place August 8-13, 2022 at the Mason County Fair. We gave spinners and Slinkies to hundreds of kids and shared steelmaking videos, Nucor brochures, and plenty of conversation with the hundreds of adults who visited our booth.

We are excited to be in West Virginia and Mason County. The warm welcome and response we continually receive from the local community helps us look forward to the day we open the new sheet mill with 800 local, well-trained and well-prepared teammates.

Nucor Steel West Virginia participated in the Mason County junior livestock sale and purchased four of the animals. All of the students who showed animals are hardworking and well-deserving, and we appreciate being able to participate in this important event.

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Ravenswood Ohio River Festival in Ravenswood, WV

In August 2022, the Nucor team decked out a pickup truck with Nucor banners and rode as Parade Marshalls in the Ravenswood Ohio River Festival parade. It was a lot of fun to see so many local people in one place, and to see the happy kids' faces as we handed out candy during the event.

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