

VIEW & VISIONS



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Manufacturing a Renaissance in Mason County



John Farris
Nucor Steel West Virginia

John Farris is the Vice President and General Manager of Nucor Steel West Virginia, the largest single capital investment project in Nucor's history. Prior to this, Farris served as Vice President and General Manager of its newly acquired sheet mill in Ghent, Kentucky – Nucor Steel Gallatin LLC. Farris began his career with Nucor in 1992 as electrician for Nucor Steel Arkansas and in 1999 became the maintenance Manager for Nucor Steel Texas. In 2005, he became General Manager of Nucor Steel Marion, Inc. and was appointed Vice President and General Manager in 2006. Farris subsequently served as Vice President and General Manager at Nucor Steel Kankakee, Inc. and Nucor Steel Texas.

Communities across America are living through a manufacturing renaissance, just like we are here in the Ohio River Valley. Record investments have been announced in industries like semiconductors, electric vehicle battery production, clean energy, and the industry I work in – steel. Shovels went into the ground this fall to mark the start of construction on the biggest capital investment project in West Virginia's history – Nucor Corporation's new \$3.1 billion sheet steel mill in Mason County.

Nucor is North America's largest steel producer and recycler and is one of the top five recyclers of any material in the world. We make steel by recycling scrap metal in electric arc furnaces and turning that scrap into new steel products. We do not make the washing machines that you use in your home or the cars and trucks you see driving on our roads, but our steel goes into all of them, including into the buildings you work in, the stadiums where you watch football games, and the roads and

NUCOR®

the world. Our recycling-based production method also makes us one of the cleanest steelmakers in the world, with a greenhouse gas emissions intensity that is at least three times lower than the average blast furnace steel producer. The steel we are making today through recycling is the lowest embodied carbon steel in the world at scale and is 100% recyclable.

When we, at Nucor, look for a location to build a new steel mill, the values of the community and the quality of the labor force are critical. We look for people who find satisfaction in hard work and who value being able to make decisions about how to best do their job. That is what attracted us to West Virginia in the first place. When Nucor starts operations, we will employ at least 800 teammates full-time, and

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bridges that are part of our everyday lives. Each year, our 26 steel mills produce more than one-quarter of all the steel made in America, and we have over 300 locations that produce finished steel products and the raw materials we use to make steel.

Our new Nucor Steel West Virginia mill will have the capacity to produce up to three million tons of steel sheet per year and be one of the most technologically advanced sheet mills in

we have already started to hire members for our West Virginia team. Since we announced the project, we have been reaching out to local schools, community colleges, and universities to let them know about the great opportunities available when you join the Nucor family.

Nucor teammates are the heart and soul of our company. They live out our safety-first culture each and every day. We believe people should be rewarded for a job well done. Our company



Nucor Steel West Virginia site rendering.

uses a production-based pay structure, and last year, our 31,000 Nucor teammates averaged more approximately \$125,000 in total compensation. And that figure doesn't even include our executives – it represents the pay earned by our production teammates working at our facilities in communities like the ones in Mason County.

Our hiring process is rigorous because when we hire someone, we hope they will retire from Nucor. For more than 50 years, it has been our practice to not lay off teammates at any steel mill due to a lack of work. Our company benefits from having a stable, experienced, and well-qualified team. We are proud to have an employee retention rate of more than 90%. Forbes Magazine ranked us the #1 Most Admired Steel Company and #14 on its list of best manufacturing employers in the U.S.

A project of this size has economic impacts beyond the direct jobs we create. Studies have shown that for every direct steel job created at our mills, four to five additional indirect jobs are created in and around our facilities. We have found this is to be true in every community where we operate. Once we are up and running you will likely see companies that provide maintenance contractors, or raw material suppliers, or more of our customers relocate either on the site or nearby. Then there is also the broader economic impact in the community that comes from visitors to the mill staying in local hotels and dining in local restaurants to Nucor teammates eating lunch in town and with their families shopping and spending money in the community.

But we want our impact to go beyond just our business investment. Nucor team members are heavily involved in their communities, volunteering their time at local schools and other nonprofit organizations. And we support those organizations

financially, which we have already done in Mason County, through donations to the school district, local food shelves, and the Sheriff's Department. It is our hope that we have a transformational impact in the communities where we operate.

We appreciate the welcome we have already received, and the incredible support and enthusiasm shown by the Governor's Office, countless state legislators, and local leaders in Mason County and the West Virginia federal delegation. We are thrilled that construction on our mill is underway and that we are part of the manufacturing boom taking place in the Ohio River Valley. ▶

