



ArcelorMittal

Purdue University – Krannert  
Global Supply Chain Management Conference  
April 20, 2012

**“THE TOTAL PACKAGE”**

# AGENDA

- Brief History
- WHO Is ArcelorMittal?
- What is the “Total Package”
- Core Competencies
- Succeeding in the Interview
- “Motivational Fit”
- Make your own luck

# Bankruptcies since 1997



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Copperweld Steel

Excaliber Holdings

**Wheeling  Pittsburgh**  
STEEL CORPORATION

Qualitech Steel Corp.



CSC Ltd.

**EFS**  
*an employee owned company*

**J&L STRUCTURAL, INC.**

National Steel



Riverview Steel Corp.



Edgewater Steel

GS Industries, Inc.

WEIRTON



A1 Tech Specialty Steel

**ALGOMA STEEL**

Northwestern Steel & Wire



QS-0000

**Precision Specialty Metals, Inc.**  
*A World Class Conversion Mill  
Specializing In Stainless Steel & High Performance Alloys*

**Huntco Steel, Inc.**

Heartland Steel, Inc.

**LTV** The LTV Corporation

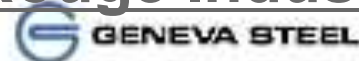
**ACME METALS INCORPORATED**

Great Lakes Metals LLC

**Standard Steel**

Since 1795  
Setting the Standard, Forging the Future

Rouge Industries



Worldclass Processing Inc.

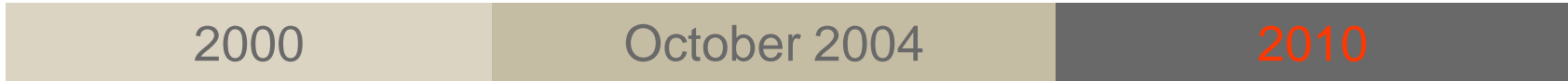


# Legacy Cultures





# Consolidation History



  
**NUCOR**  
 Birmingham Steel  

**DOFASCO**  
  
  
 Inland Steel  
  
 Rouge Industries  




  
**NUCOR**  
  

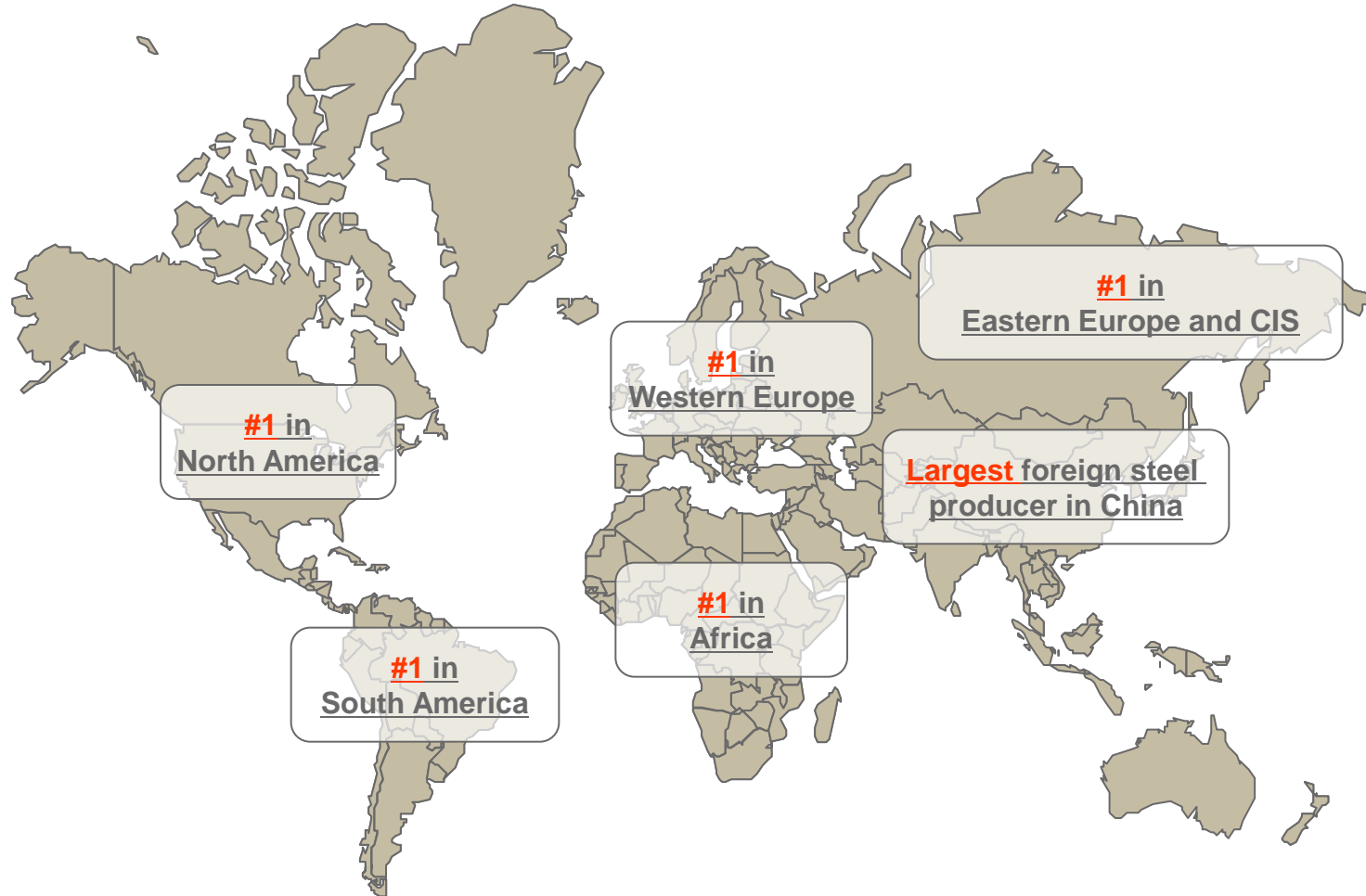
**DOFASCO**  
  
  
 Inland Steel  
  




  
 ArcelorMittal  
**NUCOR**  
  
  
**AK Steel**  
  




# World's #1 Steel Company

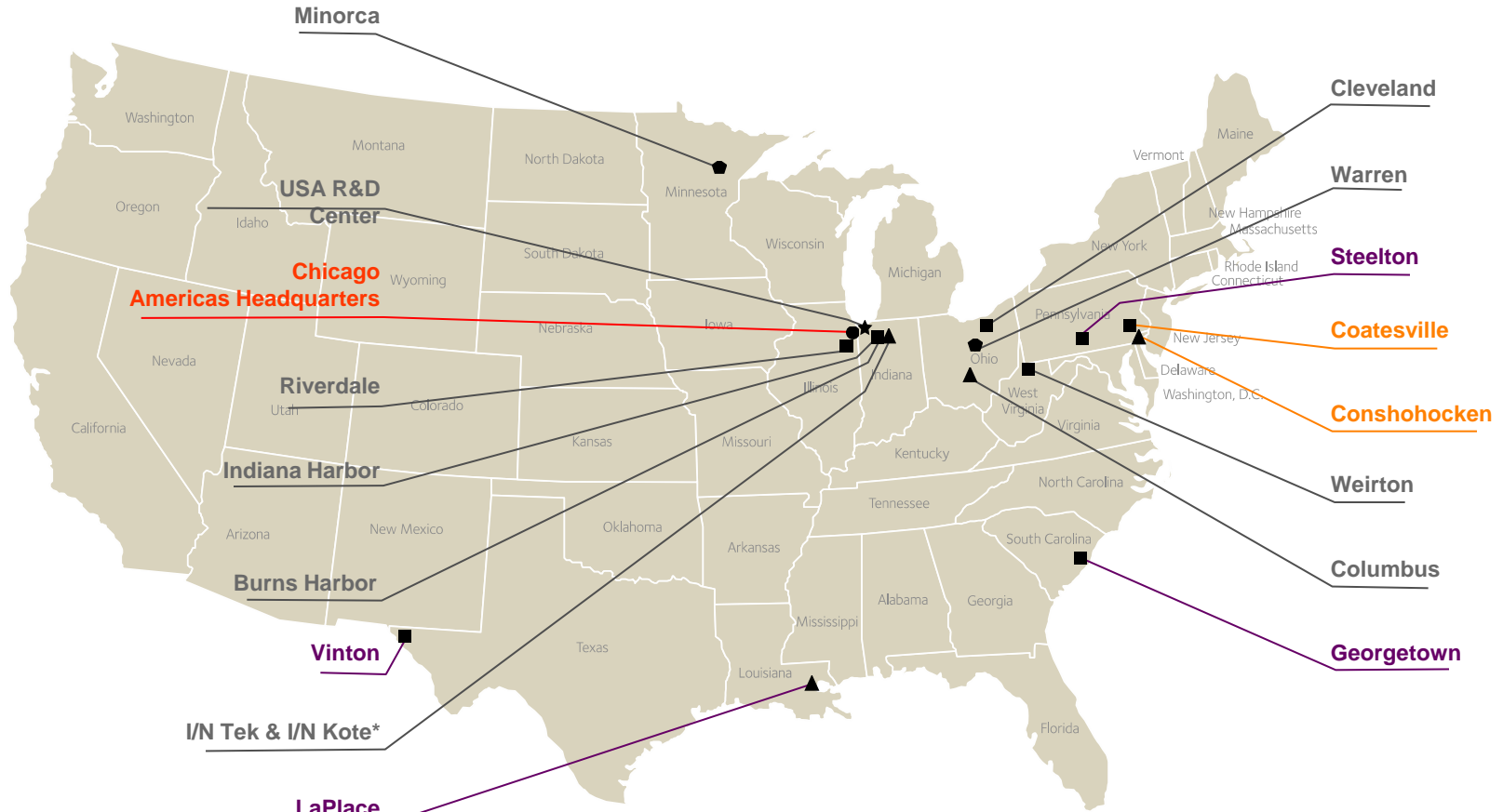


# WHERE Are We Located In The US?



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## U.S. Recruitment Sites



- Corporate Office/District Sales
- Coke production or mining operation
- ▲ Steel making and processing facilities
- ★ Processing facilities
- Research Center

Corporate  
Flat Carbon  
Long Carbon  
Plate

\* Joint Venture

# Light Flat Rolled Customer Base - Automotive







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# Markets





# Enriching our communities



Coatesville, PA  
Students from Caln Elementary School, an ArcelorMittal adopted school, learn about the pond's ecosystem at Brandywine Valley Association.

- \$4.9 million cash grants to USA organizations (Total Corporate Giving, 2010)
- Corporate Giving Focus Areas
  - Health & Safety (e.g. American Red Cross)
  - Environment (e.g. Sustain Our Great Lakes)
  - Education (e.g. Steelworker for the Future)
  - Campus Partnership Program
- \$1.6 million dollars to nonprofits through employee contributions and corporate match (Employee Giving Program, 2010)  
[www.arcelormittalgiveboldly.com](http://www.arcelormittalgiveboldly.com) (visit the FAQ link)

Our presence plays an important role in all the communities where we operate

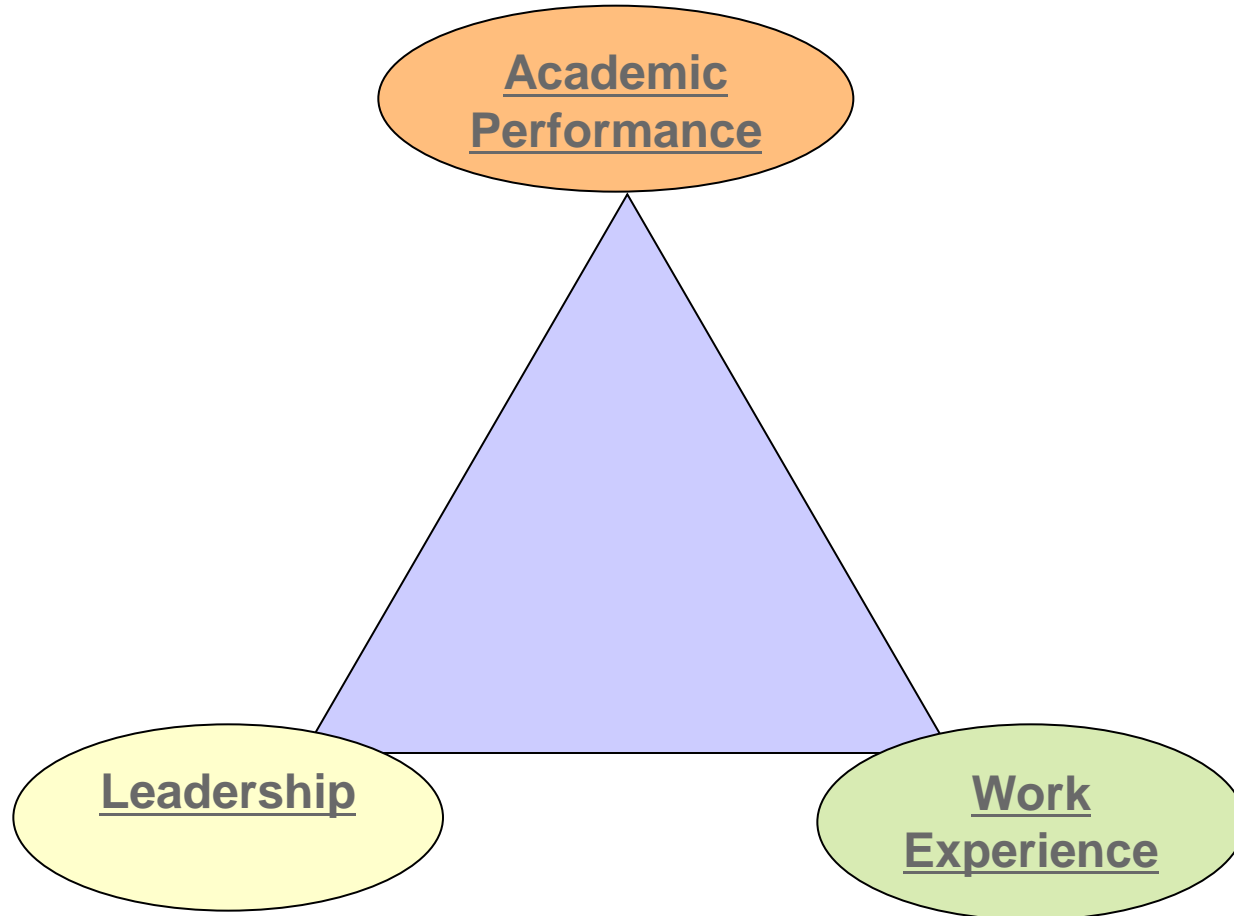


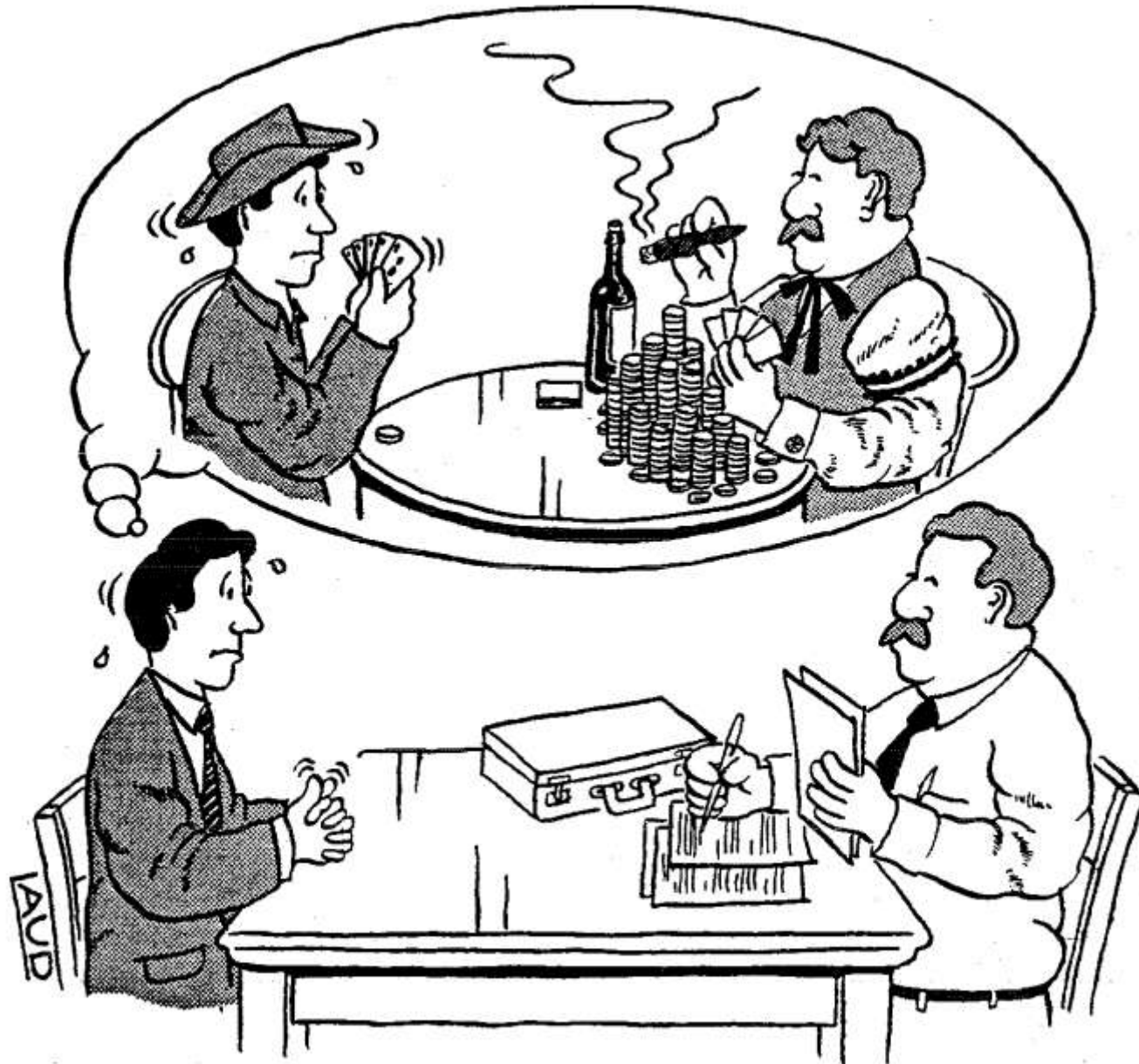
# Workforce Snapshot

- **56%** of those 65 and older work full-time compared to **44%** 13 years ago
- **51%** of U.S. workforce is 40 years or older
- **20%** growth in number of workers 55 years and older by 2020
- **47%** of the workforce will be millennials by 2014



# “THE TOTAL PACKAGE”





"THE INTERVIEW"



# Interviewing for “Stars”

## Obtain S/TARS

- **Situation/Task**
  - What was the situation? The why.
- **Action**
  - What did the person do?
- **Result**
  - What effect(s) did the person's actions have?



Your Goal Is To Obtain Good Examples Of Past Behavior

- Weigh the S/TAR by considering **similarity, impact, and recency.**



# “Behavioral Evidence”

- “Past performance in similar circumstances is the best predictor of future performance.:
- The most important prep work you can do is determine the requirements of the job and then plan how you can prove you meet those requirements by giving examples of your accomplishments.
- “Can you prove it....”

# Humor Resources



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Marc Tyler Nebleman



**“If I had actually done even half the things on my résumé,  
I would have had a pretty impressive and fulfilling life.”**



# Successful Interviews

- Match the dimensions (knowledge/skill, behavioral and motivational) of the applicant to the dimensions needed for job success.
- The quality of information that you provided is determined by the three things:
  - Similarity
  - Recency
  - Impact

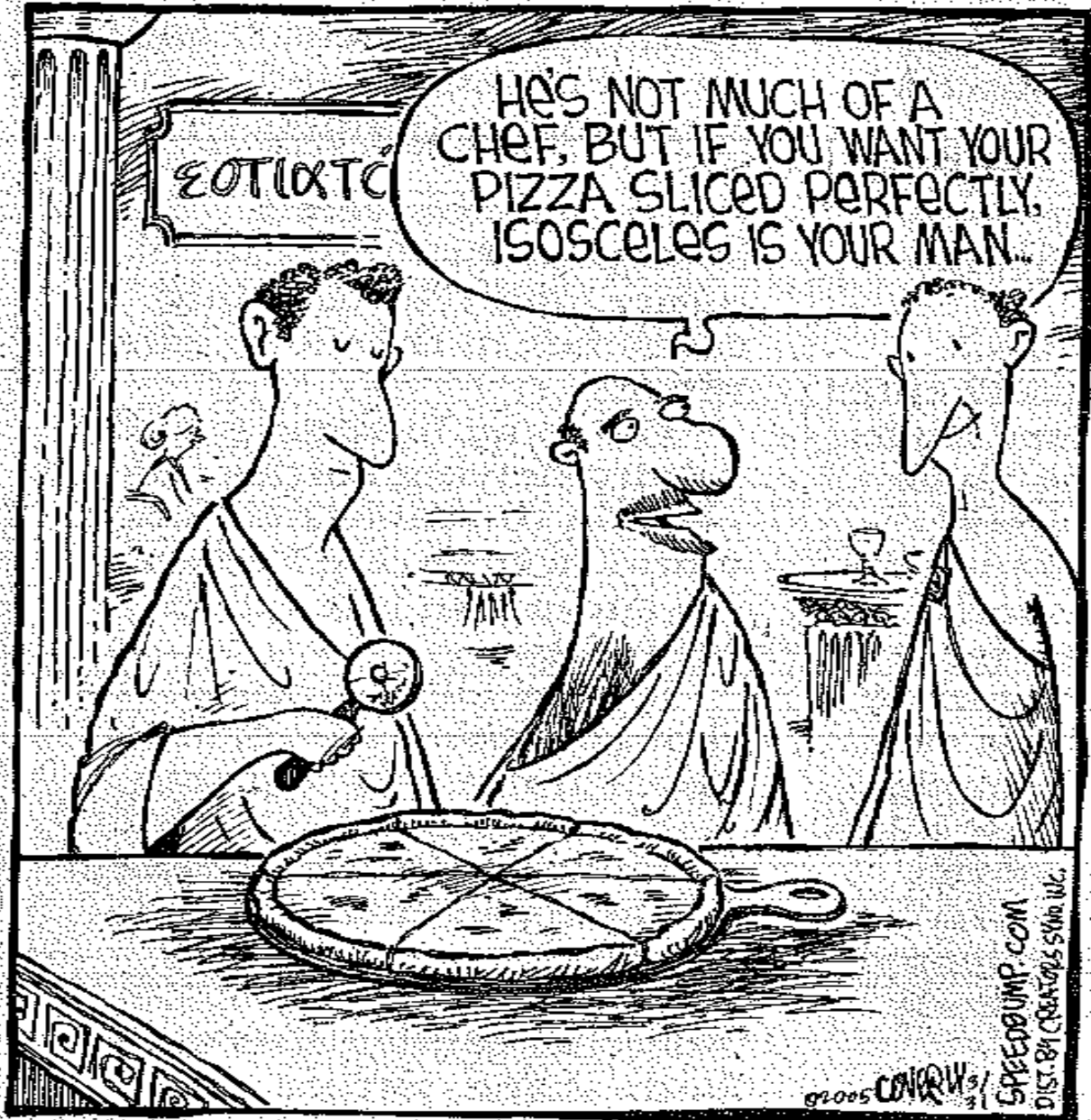
# Beyond “Candlepower”

- The “Want To” – “Motivational Fit”
  - **Location Fit:** Can you relocate, is the job worth leaving...
  - **Organizational Fit:** Does the job fit with you working style, values, desired physical environment...
  - **Job Fit:** You are the expert at what motivates you.

# Speed Bump By Dave Coverly



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# The “Big Five” Behavioral Dimensions

- **Continuous Learning and Growth:** Learning new concepts and tasks quickly; showing eagerness and enthusiasm...
- **Teamwork and Collaboration:** Working effectively with a team to accomplish organization goals.
- **Communication:** Expressing thoughts, feelings and ideas effectively. (Written and verbally)
- **Decision Making:** Identifying and understanding issues and problems; utilizing effective approaches to choosing a course of action.
- **Initiative:** Asserting one’s influence over events to achieve goals; taking action when required.



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**“Good Luck”**

**Preparation**



**Opportunity**



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# Questions

