

## Directors

**Anthony A. Massaro, 55**  
Chairman, President and Chief Executive Officer

**John M. Stropki, 48**  
Executive Vice President  
President, North America

**Ursula M. Burns, 40**  
Vice President, Manufacturing Support,  
Corporate Strategic Services  
Xerox Corporation

**Harry Carlson, 64**  
Former Vice Chairman of the Company

**David H. Gunning, 56**  
Principal of Encinitos Ventures  
Former Chairman, President and  
Chief Executive Officer of Capitol American  
Financial Corp.

**Edward E. Hood Jr., 68**  
Former Vice Chairman of the Board and  
Executive Officer of The General Electric Co.

**Paul E. Lego, 68**  
President of Intelligent Enterprises, Inc.  
Former Chairman of the Board and  
Chief Executive Officer of Westinghouse  
Electric Corporation

**David C. Lincoln, 73**  
President, Arizona Oxides LLC  
Former Chairman of Lincoln Laser Co.

**G. Russell Lincoln, 52**  
President of N.A.S.T. Inc.  
Former Chairman of the Board and  
Chief Executive Officer of Algan, Inc.

**Kathryn Jo Lincoln, 44**  
Chairman of The Lincoln Institute  
of Land Policy and President of  
The Lincoln Foundation, Inc.

**Henry L. Meyer III, 49**  
President and Chief Operating Officer  
of KeyCorp

**Craig R. Smith, 73**  
Former Chairman and Chief Executive Officer  
of Ameritrust Corporation

**Frank L. Steingass, 59**  
Chairman of the Board and President  
of Buehler/Steingass, Inc.

## Officers

**Anthony A. Massaro**  
Chairman, President and Chief Executive Officer

**John M. Stropki**  
Executive Vice President  
President, North America

**H. Jay Elliott**  
Senior Vice President,  
Chief Financial Officer and Treasurer

**Frederick G. Stueber**  
Senior Vice President,  
General Counsel and Secretary

**William J. Twyble**  
Senior Vice President,  
Engineering & Marketing

**James E. Schilling**  
Vice President,  
Corporate Development

**Raymond S. Vogt**  
Vice President,  
Human Resources

**Joseph G. Doria**  
Vice President  
President, Lincoln Electric Europe

**Ralph C. Fernandez**  
Vice President  
President, Lincoln Electric Latin America

**Michael Gillespie**  
Vice President  
President, Lincoln Electric Asia

**John H. Weaver**  
Vice President  
President, Lincoln Russia, Africa & Middle East

**Richard C. Ulstad**  
Senior Vice President, Manufacturing

**George D. Blankenship**  
Vice President, Equipment and Process Development

**Dennis D. Crockett**  
Vice President, Consumable Research and  
Development

**Paul F. Fantelli**  
Vice President, Reliability & Quality

**Charles E. Mehlman**  
Vice President, Information Technology

**Charles H. Murray**  
Vice President, Materials

**Ronald A. Nelson**  
Vice President, Machine Division

**Gary M. Schuster**  
Vice President, Motor Division

**Richard J. Seif**  
Vice President  
President and Chief Executive Officer,  
Lincoln Electric Company of Canada

**S. Peter Ullman**  
Vice President  
President and Chief Executive Officer,  
Harris Calorific, Inc.



A copy of the Form 10-K Annual Report to the Securities and Exchange Commission may be obtained by any shareholder whose proxy has been solicited, upon written request to the Secretary of the Company.

**TRANSFER AGENT AND REGISTRAR**

Inquiries about dividends, shareholder records, share transfers, changes in ownership and address changes should be directed to the Transfer Agent and Registrar:

Harris Trust and Savings Bank  
311 West Monroe Street, 14th Floor  
Chicago, Illinois 60690-9312  
Attn: Shareholder Communication Dept.  
(800) 942-5909

The Annual Meeting of Shareholders is scheduled to be held on Tuesday, May 4, 1999, at 3:00 p.m., at The Wellington Center, 777 Alpha Drive, Highland Heights, Ohio 44143.

For information, contact:

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