

Position held	Name	Previous position	Permanence	Contract	Equivalent
Consulting engineer	Windsor Richards, ing.	Managing di.r Bolckow-Vaughn	1883 – 1900	Constr. £ 300.- Consult £ 250.- p.a.	Pts. 7,674
Constructing engineer	Jenkin Lewis	n.a.	1883 – 06/1886	n.a.	n.a.
Director of mill	Louis Morris, ing	n.a.	n.a. – 03/1883	Pts 14,000 p.m. [one month]	Pts. 168,000
Director of mill	Alexandre Pourcel, ing.	Terre Noire director	05/1883 – 01/1887	FF 24,000 + 6,000 bonus p.m. [1 yr]	Pts. 360,000
Director of mill	Enrique Disdier, ing	director Bessemer	01/1887 – 05/1901	Pts 10,000 p.a. 05/1888 Pts. 12,000	Pts. 12,000
Director puddling/old mill	Benigno Arnaud	n.a.	n.a - 07/1887	Pts 10,000 p.a.	Pts. 10,000
Director puddling/old mill	Otto de Mayenberg	CH mech. eng. Franco-Belga	07/1887 – 10/1888	Pts 6,000 LLH	Pts. 6,000
Director blast furnaces	Charles Jennings	GB Recommended by Richards	05/1883 – 03/1887	Pts 400.- p.m. LLH . Prev. £ 21 p.m.	Pts. 4,800
Director blast furnaces	José Sinisterra	Subdirector	03/1887 – 06/1893	Pts 3,000 p.a.	Pts. 3,000
Director blast furnace	Norton	Recommended by Richards	02/1898 – 02/1901	£ 400.- p. a.	Pts. 15,696
Subdirector blast furnaces	José Sinisterra	n.a.	n.a. – 03/1887	Pts. 2,400 p.a.	Pts. 2,400
Director Bessemer	Enrique Disdier, ing.	n.a.	06/85 – 01/1887	Pts 6,000 p.a.	Pts. 6,000
Director Bessemer	Antonio Sempan	mining engineer	01/1887 – n.a.	Pts 3,000 p.a.	Pts. 3,000
Subdirector Bessemer	Antonio Sempan	mining engineer	12/1885 – 01/1887	Pts 2,400 p.a.	Pts. 2,400
Bessemer master	Evans	master Bessemer shop Eston	3 months 1886	n.a.	n.a.
Director new rolling mill	Albert Robert	n.a.	11/1885 – 06/1887	Pts 400.- p.m. + 0,08 Pts. /t sold	Pts. 4,800
Director new rolling mill	Ignacio Marinello	Industrial engineer	06/1887	Pts. 3,000 p.a.	Pts. 3,000
Subdirector new rolling mill	Ignacio Marinello	Industrial engineer	12/1885 – 06/1887	Pts. 2,400 p.a.	Pts. 2,400
Cogging mill master	n.a.	Recommended by Richards	3 months 1886		n.a.
Director foundry	Ahlemeyer	Chemnitz, D ??	01/1885 – n.a.	Pts 8,000 p.a. Kudlier	Pts. 8,000
Foundry master	Paul Winkelmann	n.a. pipes	12/1885 – 09/1886	Pts 250.- p.m.	Pts. 3,000
Foundry master	Karl Reinke	n.a.	09/1886 – n.a.	n.a.	n.a.
Siemens foreman	James Thomas	Recommended by Richards	04/1888 3 months	£ 5-10-0 p.w. later £ 7 p.w.	Pts. 9,326
Plate rolling foreman	n.a.	Recommended by Richards	4 weeks 05/1888	£ 10 p. w.	Pts. 13,332
Chemist	H. Keisser	Germany	04/1888 – n.a.	Pts 3,000 p.a. + T 03/1890 Pts. 3,900	Pts. 3,000
Steam shop engineer	Nicolas Tous	n.a.	Fall 1889	n.a.	n.a.
Basic Siemens foreman	Gilbert Filliâtre	n.a.	05/1898 – 11/1898	FF 15.- p.d. L + T [FF 300.-]	Pts. 7,215
Basic Siemens foreman	Filbert Lambert	n.a.	11/1898 – n.a.	FF 350.- p.m.	Pts. 6,475
Director raw materials	Jenkin Lewis	Former construction eng.	02/1899 – n.a.	£ 350.- p.a.	n.a.
Lathe operator	Edmond Linard	Belgium	03/1890 – n.a.	Pts. 400.-	n.a.

Sources: Actas del Consejo de Administración, Altos Hornos de Bilbao: Vol. I, pp. 11-17, 27, 31-33, 129, 148-9, 152, 170, 174, 176, 198; Vol. II, pp. 34-5, 45, 58, 101, 117, 119; Vol III, pp. 42-43, 59, 70, 72-3, 111, 140; Vol. IV, pp. 83, 160, 169; Vol. V, pp. 11-12, Vol. VI, pp. 55, 60, 85, 150, 175, 228.