

November 2011
BC Operations
Primary Metal

Ingot

Rio Tinto Alcan

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Deck covers are placed on generator 7 as the Kemano team ready it for a startup.

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For Rio Tinto Alcan media releases, visit www.riotintoalcan.com
For LME updates visit www.lme.co.uk/aluminium.asp

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Briefs

2012 Rio Tinto Alcan Summer Student Program

An information session for post secondary students will be held at Kitimat Valley Institute on Tuesday, 20 December at 1:00 p.m. Human Resource representatives will be available for the following:

- Outlining the summer student application process
- Handing out applications
- Answering questions

The program is open to post secondary students who are residents of Kitimat, Kitimaat Village and Terrace, BC or students who have graduated from secondary schools in either Kitimat or Terrace, BC.

Applications will be available starting 19 December 2011 at the following locations:

Rio Tinto Alcan Modernization Office
Upper City Center Mall, Kitimat
Monday to Friday between 10:00 a.m. and 3:00 p.m.

Kitimat Valley Institute
1352 Alexander, Kitimat
Monday to Friday between 8:00 and 4:30 p.m.

Deadline for submitting applications is Monday, 27 February 2012.



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Briefs



Protecting our hearing

McGill University Co-op student, Erin Guy, is working with the Industrial Hygiene Department in studying hearing protection at BC Operations' Kitimat Smelter. "We custom fit breathing protection," notes Erin, "but seldom stop to consider our hearing." According to Erin, all hearing protection is

categorized by its average ability to protect the user. This measure is found on the ear bud packaging as a Noise Reduction Rating (NRR). However, each of us is unique, and what works well for one individual's physiology may not work with another. Erin uses a specialized testing device that analyzes how well an individual's preferred piece of hearing protection works for them and then provides the individual with a personalized NRR.

The test is simple, quick, and painless. Erin asks her client to insert special ear buds of the model they typically use, attaches one of two microphones to a bud, and plays two tones through a loudspeaker.

The device measures the difference in sound levels outside and inside one's ears. Finally, Erin provides a short refresher on how to use the hearing protection, and retests to ensure her client is properly inserting the ear buds. "It's important to make sure hearing is properly protected," emphasizes Erin, "too much protection and you may not hear critical warnings, too little and you may damage your hearing."

A personal NRR will allow employees to determine just how well their chosen protection works, and to make adjustments if necessary. If a chosen bud does not work, Erin can help employees find a more suitable replacement. Erin's work is another example of how Industrial Hygiene is working to improve health and safety in the work environment.



Kitimat Valley Institute (KVI) held a very successful open house on 4 November 2011 hosting a full house of guests and dignitaries. The Spirit of the Kitlope Dance Group performed a number of pieces that included the debut of Shelley Bolton's Prayer Song, and culminated with a Friendship Dance that united dancers and guests in celebration. Following the dancing, Institution

Manager Kelley Williams welcomed the guests to the event, and introduced several speakers. Board Chairperson Margaret Sanou commented on KVI's status as a non-profit organization and it's growing educational component, training opportunities and partnerships. Paul Henning, Rio Tinto Alcan Vice president British Columbia Operations and Strategic Projects Western Canada, offered

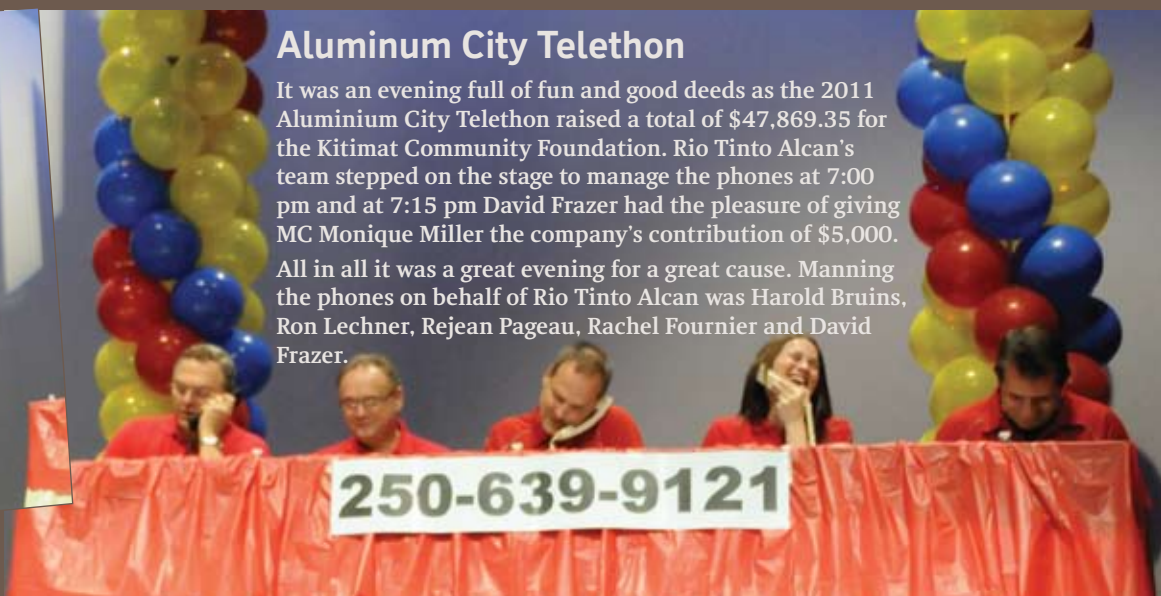
extemporaneous congratulations to the institute staff, noting the pleasure he has had watching it grow and "come into its own." Haisla Chief Councillor Ellis Ross also shared congratulations and commented on how KVI has developed into a healthy, independent entity. Kelley Williams was pleased with the success of the event which all in all was a fitting bookmark to the end of KVI's first year as a non-profit organization.



Aluminum City Telethon

It was an evening full of fun and good deeds as the 2011 Aluminium City Telethon raised a total of \$47,869.35 for the Kitimat Community Foundation. Rio Tinto Alcan's team stepped on the stage to manage the phones at 7:00 pm and at 7:15 pm David Frazer had the pleasure of giving MC Monique Miller the company's contribution of \$5,000.

All in all it was a great evening for a great cause. Manning the phones on behalf of Rio Tinto Alcan was Harold Bruins, Ron Lechner, Rejean Pageau, Rachel Fournier and David Frazer.



Briefs

Remembering our fallen

For the first time in many years, the weather cooperated as residents of Kitimat paid homage to Canada's fallen soldiers on Remembrance Day.

Organized by the Royal Canadian Legion, a gathering of approximately 300 people young and old alike gathered at the Cenotaph.

The annual event recognizes the memory of our men and women who paid the ultimate price during two great conflicts and numerous peace keeping missions around the world.

Corporate Affairs advisor Dwight Magee laid the wreath on behalf of Rio Tinto Alcan.



Our newest bricklayer

"I strongly encourage anyone to enter into an apprenticeship training program," says newly certified bricklayer Adam Oke. "It is a way to improve oneself and to develop a sense of self-accomplishment".

Adam comes from a family of construction trades workers in Ontario. He moved to Kitimat from London, Ontario in 2004, and worked a typical variety of jobs until he wrote an application for trades in 2008.

"The tests are not easy," he notes, "but I encourage people to try. There's nothing to lose, and if you

don't pass the test first time around, you know what to expect for another try."

All in all, Adam sees trades training as a 'no brainer'.

"The shop is tight," he says, "and I received a lot of help and encouragement from everyone."

An enthusiastic learner, Adam is excited about the new and interesting experiences that are coming with the new plant.

We applaud Adam for his hard work, dedication and commitment to learning.



And we have a new electrician

Phil Lucasser joined with colleagues on 1 Nov 2011 to acknowledge his Journeyman certification as an electrician.

Phil actually completed his apprenticeship on 1 September 2011 when he and his twin sister, Lynda, simultaneously finished their training. It was a first in BC.

Phil heartily encourages his fellow workers to follow the journeyman route. "It is interesting, and leads to real job satisfaction," says Phil, "I love seeing the results of my work, and I'm pleased to do it."

He also recognizes that his journeyman status gives him both job security and flexibility. While the years of training did cost him some overtime, he feels it was well worth the sacrifice.

St. Paul's Hospital Lights of Hope campaign continues to shine brightly

The St. Paul's Hospital annual Lights of Hope Appeal is their largest annual fundraising event and for a good many years now BC Operations and employees from the Fabrication shop have chosen to help a special cause.

The fabrication shop was a hive of activity throughout October as three Rio Tinto Alcan steel fabricators from Kitimat volunteered their time after hours to construct several giant stars for the St. Paul's Hospital Foundation campaign called the Lights of Hope.

The foundation raises funds to help St. Paul's Hospital provide compassionate care to more than 380,000 patients per year and develop research and teaching initiatives that advance health care treatment and prevention locally and around the world.

Every year, the foundation's Lights of Hope campaign illuminates St. Paul's Hospital with a spectacular display of holiday lights to invite the community to give generously to the hospital's greatest needs.

Prominent elements of the display supplied by Rio Tinto Alcan include the Lights of Hope sign at the top of the hospital's façade and the 15-foot stars recognizing Platinum Donors to the campaign – elements that will be seen by hundreds of thousands of visitors to downtown Vancouver over the course of the campaign.

Officials from St. Paul's Hospital foundation say the work done by BC Operations' employees is a critical link for the organization and by donating their time and skills, the signage inspires the greater community to donate to St. Paul's as well.

Rio Tinto Alcan employees from BC Operations have been a part of this special

project for more than a decade and when the call for support comes, they are more than happy to roll up their sleeves and get busy.

This year, Dennis Skender, Jim Ferguson and Leonard Nunes all gave freely of their time to contribute to this worthy cause.

"It's a really good cause," says Dennis, adding he's worked on the project in the past because it is a worthy cause and he feels good giving back.

Leonard first became involved in the project more than 10 years ago. He says the foundation does is important for purchasing equipment. He's also cognizant of the fact that many people from Kitimat benefit from the services provided at St. Paul's Hospital, so it makes sense to support the Lights of Hope campaign.

With help from the BC Operations' Community Investment Fund to pay for materials, the volunteer work of the employees and transportation provided by Bandstra Transportation, the precious cargo made its way down south to be added to the existing display, which was lit up 24 November.

As a way of saying thanks for their commitment, the Lights of Hope Foundation was able to secure a night's accommodation in addition to return-trip flights courtesy of the northwest's own Hawkair so that two of the volunteers and their spouses could attend the special 24 November lighting ceremony in Vancouver.

It's a unique opportunity for the guys to see first hand the fruits of their labours.

Since 1998, the Lights of Hope and donors such as Rio Tinto Alcan have helped encourage the greater community to give more than \$16 million to St. Paul's. This year, the campaign has a goal to raise \$1.9 million.

Learn more at www.lightsofhope.com.

Leonard Nunes, Jim Ferguson and Dennis Skender



Winter driving safety



Partnering for safety awareness

Members of the RCMP and Commercial Vehicle Inspection Unit hand out Rio Tinto Alcan ice scrapers.

Statistics show that one of the leading factors in winter vehicle crashes in our region is the absence of proper winter tires. This year Rio Tinto Alcan joins a partnership which brings awareness to the driving public.

When it comes to traveling our roads in the north, not only is it critical that winter tires are used to maximize traction and improve winter driving safety, it's also the law. To that end, Rio Tinto Alcan representatives took part in two unique highway check stops in November aimed at educating the travelling public about the importance of using dedicated winter tires during the winter.

Four years ago the area road maintenance contractor, Nechako Northcoast Construction, along with representatives from ICBC, the Ministry of Transportation, the Commercial Vehicle Inspection Authority and the Terrace-Kitimat RCMP highway patrol partnered together to host educational traffic check stops in an effort to educate highway drivers about the importance of using winter rated tires.

With the increase of traffic on the highway stemming from the work being done on the Kitimat Modernization Project, Rio Tinto Alcan accepted the invitation to join those partners and participate in the road blocks. Two Rio Tinto Alcan volunteers took to the highway 17 November to assist in spreading the word about road safety.

"Safety is a core value to each and every one of us at

Rio Tinto Alcan and we felt it important to participate in a public safety initiative such as this one," says vice president BC Operations and Strategic Projects Western Canada, Paul Henning. "We live in a challenging winter environment and it's important that we all do our part to stay safe while driving."

The initiative was originally developed in response to an increasing number of winter traffic incidents along Highway 37 and 16. Lack of properly rated winter tires has been identified as a common contributing factor to many of those accidents.

But the message being sent at the road checks wasn't just about winter tires. It was a chance to remind motorists to always drive to road conditions, slow down during adverse weather, always carry an emergency kit and know the conditions before you go out on the highway.

The Ministry of Transportation and Infrastructure encourages the driving public to use its www.drivebc.ca web site where current road conditions are listed, as well as images from highway cameras located at Oolichan Road at Cablecar, Onion Lake and at the intersection of Highway 16 and 37. And new this year are two electronic signboards advising motorists about conditions on Highway 37. Those are located at Oolichan Road near Kitimat and Krumm Road near Terrace.

More than 200 motorists passed through the check stop – each received a gift bag with winter driving tips, highway maintenance contractor contact information and a red Rio Tinto Alcan ice scraper.



A member of the RCMP checks for winter tires.

Using teamwork to solve a longstanding problem

Reducing coactivity between overhead crane operations and workers on the floor has long been a safety priority here at BC Operations. A recent Kaizen has successfully reduced interaction between the two competing forces, making the job much more safe.



A focused team from Reduction Services completed a very effective Kaizen on 28 October 2011. "This Kaizen had a very narrow focus," said Jonathan Unrau, HSE Advisor for Reduction Services, "and that allowed us to zero in on specific strategies for managing risk when removing and installing goosenecks and tips."

A Kaizen is a short-term project that seeks to make improvements to day-to-day processes and procedures with the intent of improving safety, ergonomics, and overall efficiency.

In this case the team's mandate was to reduce the risk of changing the goosenecks and tips that are installed on the crucibles and are used to siphon molten aluminium from the pots into them.

Foremost in the team members' minds was to conduct a project that would have worker 'buy-in'. "There are well-found procedures out there that have been used for 55-60 years," said Anode Operator, Richard Primmosch, "making changes is challenging." Senior Cell Operator, Scott Mcginlay echoed Richard's observation adding that, "the process needs to be open and transparent." The team approached the issue of buy-in by focusing on communication strategies. "Nobody was forced to provide input," says Jean-François Vézina, "we were highly visible on the floor, we fully answered all questions, and we always asked for input."

A second focus of the teams was to devise strategies that would be effective, but would also make life easier for the employees on the floor. They found three simple changes to equipment, and some equally simple changes to Standard Operating Procedures (SOPs) that fulfilled that requirement.

The first solution the team developed was the addition of a "Fall Protection Bar" to the crucible. This is a simple steel bar that the team had welded to the crucible that effectively reduces the fall zone when workers are aligning the tip to the gooseneck. "Aligning the tip is more difficult than it looks," said Scott, "because magnetism can make the alignment a struggle." Should the cast iron tip fall, the bar will catch it before it hits the worker." A modified crucible was taken through its journey from reduction to casting and finally to cleaning to ensure that the modification would not cause problems in other work areas. Modifications were made as needed and the bar is now in place. It is a simple item that reduces risk, but unless it is pointed out, the average worker may not even notice it.

A second solution was the design of a new tip and

gooseneck stand. The new stand holds the tips and goosenecks further off the ground to improve ergonomics. It is made from stainless steel to reduce the effects of magnetism, has hooks to hold tools, and it is painted red and blue to identify hot and cold goosenecks and tips. Finally, instead of straight slots that support the goosenecks and tips, the new slots are flared to funnel the hot tips and goosenecks into the stand. It gives the crane operator a bigger target to hit and will reduce interactions between the worker and the hot item.

The third device is a stainless steel shepherd's hook that removes the worker from the fall zone while allowing secure manipulation of the hot item. While it is not passive, its design is simple and effective.

The team also examined the Standard Operating Procedures (SOPs) to make some simple changes that will help to protect workers. They broke down and analyzed the workflow and made basic changes that kept workers out of the 'line of fire' of the suspended or moving goosenecks and tips.

Finally, they made recommendations regarding taping or painting of the fall zones, and redid a core training video, all in one week.

"So far buy-in is good," adds Scott. The team is happy with their work and feel good about the week, however, they also emphasize that they could not have accomplished the job without the help of Jim Ferguson, steel fabricator, Cameron John, welder, and Kaizen coaches Nathalie Jorimann and Dennis Lahue.



A Kaizen is a short-term project that seeks to make improvements to day-to-day processes and procedures with the intent of improving safety, ergonomics, and overall efficiency.

Celebrating dedication and creativity

Each year BC Operations employees are recognized for their dedication and creativity. The 2011 BRAVO! Award Ceremony was held at the Rod and Gun Club on 27 September. We proudly share their accomplishments below.



Above, Alfie Galamini and Diane Tremblay. Below Allen Hoover and Jean-Francois Leblanc.



A major power failure occurred at BC Operations on 11 July. Just prior to the failure, the scrubber control system was hit with a major power spike which effectively raised the voltage from 600 volts to an estimated 1000 volts which destroyed some 60 variable frequency drive (VFD) units throughout the plant. Ten of these VFDs ran the critical dry scrubber systems. Guy Simard and Ian Parkes dedicated their efforts to finding VFDs from around the plant and in some instances had to cannibalize existing non priority systems and install them in the dry scrubber system. The long hours of dedicated work prevented a potential shutdown of the pot rooms which rely on the dry scrubber systems in order to operate.

Earlier this year pot 109 in Line 2 suffered a burst failure. The bath and metal that poured out of the pot cut through the bussbar i2109 resulting in a complete failure of pot power to the pot line. Years of extensive experience for Allen Hoover kicked in and paid off as he worked side by side with members of the engineering group to design and install a temporary jumper system

which ultimately saved the pot line from a complete shut down.

Alfie Galamini in recognizing that safe work practices should start early in life approached teachers from Mount Elizabeth High School with a proposal to promote safe working habits for students taking Industrial Education classes at the high school. The proposal calls for students to learn important concepts in risk awareness, equipment inspection and Take 5 training.

While driving by the Mobile Ambient Air Monitoring Lab stationed at the former hospital site in Kitimat, Kevin Howell noticed a ministry employee working at a height above ten feet. Kevin stopped his car and held a discussion with an employee pointing out safety concerns and offering solutions to the problem. The thankful employee accepted Kevin's advice and took immediate corrective action to install a guard rail.

At DC1 in the Casting Centre, long was the practice for workers to manually verify that the casting table was in place prior to each



Photo on left, Ian Berrisford, Gary Charneski, Jonathon Bouchard, Ralph Lopes and Ken Gardner. Photo on right, Harry Mummery and Kirk Grossmann.



cast pour to prevent the possibility of explosion if cooling water was to come in contact with molten metal.

Casting operators Gary Charneski and Ralph Lopes, along with supervisor Ken Gardner had a side discussion with millwright Ian Berrisford who came up with a solution to modify the PLC program code that controls the process. The PLC code now checks the oil pressure of the mould carrier cart which can automatically determine if the cart is in the locked position thus preventing water from contacting the molten metal and eliminating a potential explosion.

Long time Rio Tinto Alcan employee Allen Veasey was recognized for his dedication to work and efforts in being the point man between BC Operations and the KMP team to ensure a smooth transition between construction and operation processes. Allen conducts himself in a calm, level headed and reassuring manner such that he has become recognized by his superiors and peers as reliable

and steady in the midst of tremendous change and complexity.

Although well supported by his peers, Harry Mummery played a lead role in executing the job to retrofit and install burner controls from furnaces 5 and 6 to furnaces 22 and 23.

As a result, the furnaces are now operating in a more stable manner and gas consumption has reduced significantly (by an estimated \$300K per year). Most importantly, this initiative has resulted in a reduction of green house gas emissions from BC Operations. Better energy control will also increase the life expectancy of the structure and refractory of the furnaces. On behalf of the Rail Crew, Joe Carrita accepted the award recognizing the leadership shown by the crew in embracing the Take 5 process and in so doing, their demonstrated dedication to safety. Winning the award with Joe is Bernie Koppers, Dan Ward, John Rinquinha and Ed Cordeiro.



Kirk Grossmann and Joe Carrita.



Above, Kevin Howell and Diane Tremblay. Below Allen Veasey and Kirk Grossmann.



Photo on right, Rejean Pageau, Guy Simard, Ian Parkes, Tanya Meyer and Patrice Bergeron.



Retirees

Ron Jardine

Ron Jardine's co-workers from Pot lines 1 and 2 joined him in celebrating his retirement on 28 May 2011.

Ron was hired at Rio Tinto Alcan in 1985 where he found a home in Pot lines 1 and 2. He spent four years in Conveyors, but then returned to Pot lines 1 and 2 where he remained until his retirement.

Ron will keep a home base in Kitimat. He and his wife Lori, however, also plan to spend six months of the year at their second home in Costa Rica.

Their home away from home is close to the beach, has a swimming pool, and is rain free for five months of the year. Ron says their time there is "the pure life" – slow and relaxing.

During his months in Kitimat, Ron has plenty of tasks to keep him busy, not the least of which is the restoration of two cars and a motorcycle.



John Mejaski

His wife, Theresa and colleagues at Mobile Equipment joined John Mejaski on May 6, 2011 to celebrate his retirement. John's long and successful career began in 1973.

He spent the first year and a half of his Rio Tinto Alcan career in "A" Casting, followed by 14 years in the Lube Shop and Garage. He then moved to the Labour Pool for two years before becoming a mobile equipment operator.

John and Theresa have no plans to leave Kitimat. John's immediate plans are to "sit back, kick back, and enjoy life. He is passionate about fishing and hunting, and resigned to completing Theresa's lengthy list of "must do" items.

Tom Hall

Laughs were the order of the day on 27 May 2011 when Tom Hall joined colleagues and friends to celebrate his retirement. Tom began his career with Rio Tinto Alcan in Gas Skirts in 1995. The next 15 years 6 months saw Tom move to Pot lines 1 and 2, Janitorial, and finally to Mobile Equipment.

Tom's immediate plans are to load up his Harley Road King motorcycle and move to Hamilton where he has a son and daughter. He hopes to do some heavy equipment work with his son for six months of the year and then to spend the remaining six months in the Philippines where his girlfriend owns beachfront property. He loves scuba diving and is determined to master the art of surfboarding in the warm waters of the Philippines. While he says he will miss the mountains, he feels the beach will prove a satisfactory substitute. It sounds like Tom has his retirement well in hand.





Maurice Richard

Management and union members met with Maurice Richard at the CAW union hall on 17 June 2011 to salute his retirement. Maurice came to Rio Tinto Alcan from Cassiar mines in 1981 and was employed in the Paint Shop where he spent all but 5 years of his career. During his 5 year sojourn from painting he worked in Ingot Finishing.

Maurice isn't sure about his next steps in retirement, but will take some time to explore his options. He has a daughter, Michelle in Alberta, and another daughter, Lisa, in Abbotsford, BC. His cabin at Waterlily Bay is a refuge where he can relax. "Oddly," says Maurice, "I wouldn't mind getting a job in a commercial kitchen, not cooking, but preparing and cleaning. It's work that I enjoy."

Ross Louttit

An enthusiastic crowd gathered in Building 130 on 10 March 2011 to wish Ross Louttit a relaxing long, healthy retirement.

Ross began his relationship with Rio Tinto Alcan in December 1977 when he began work in Pot line 1. Ross stayed in the Pot lines until he received his millwright apprenticeship. He then worked in Major Maintenance, Scrubbers, Installations, and Crane Repair.

Ross has no big plans for his retirement. His wife Rosemary, works for the District of Kitimat, and Ross says the family likes Kitimat and has no immediate intention to move. He simply plans to take life "as it comes" to do some fishing and to play endless rounds of golf.

Ross and Rosemary have three sons who are well settled in life. Kevin, the eldest, is an electrician and lives in Medicine Hat, Mark is an electrical engineer working for the BC Ministry of Transportation, and Gary is a computer technician working for Parks Canada.

Rosemary also has plans for Ross. Her desire is to put many miles on their 5th wheel recreational vehicle, hopefully recreating and extending a 1999 cross Canada tour the



couple made with Ross's parents. All in all it sounds like retirement will suit the Louttits very well.



Don Lester

With the i's dotted and the t's crossed on Don Lester's retirement, his colleagues gathered in the building 122 lunchroom to acknowledge his contributions.

Don laughs when asked what brought him to Kitimat, and responds, "Work!" He spent over 25 years working as a millwright in mines in the Similkameen area. When the mines closed he was indeed looking for work and found himself employed by Rio Tinto Alcan and working in Kemano. Don spent ten years as a millwright in Kemano before he moved to casting where he remained until his retirement.

Don and his wife Linda will be moving to Merritt where his son Michael and Linda's family reside. Don and Linda have no big plans in the future. They will do some camping, fishing, and hunting, but for the most part, says Don, "We'll just take pleasure in doing what we want."

Supporting our community



Mary-Ann Baumbach

Mary-Ann Baumbach loves animals and devotes her attention and passion to the care and attention of those animals that society has abandoned. “Fortunately we get a great deal of support from community members and local businesses,” says Mary-Ann. She is especially happy about the new shelter into which they have recently moved. “It is so much better,” she exclaims, “both for the animals and staff.”

The new shelter is a vast improvement from their old location. We kept the old shelter scrupulously clean, but regardless, the smell was appalling. That location was never meant to be a shelter, and no matter how often we cleaned, the smells permeated the gyprock and floors. Neither was there proper ventilation in the building. “The new building,” says Mary-Ann, “has special panelling in the cat rooms, sealed and painted block walls in the dog kennels, proper ventilation and excellent exercise areas. It’s also in a better location, all of which combine to reduce the stress levels of the animals, and the staff.”

The building is also very well designed. The cats live in three communal areas: one for males, a second for neutered males and females, and a third for nursing females and kittens. Each area has a large outdoor area accessed by patio doors. The dog kennels are large and clean. Most dogs double bunk and have access to an outdoor kennel. There is a small meeting area used for meetings with prospective pet owners, a medical room, a supply area, and a laundry. The kennels have a tiled shower and examination tables.

“The facility wouldn’t have been possible without the generous support of the municipality and so very many people and businesses, who gave their time, materials, and money,” Mary-Ann repeats. She adds that since their move to the new facility, their traffic has increased exponentially. “It is simply a much more welcoming location,” she points out.

This shelter is designated as a “Maximum Adoption Facility”. They are very serious about their adoptions and are part of a network of shelters that have very rigorous adoption standards. “We have adopted pets to Alberta, Vancouver, Prince George, and many to Prince Rupert,” she explains, ‘but never without proper background checks.” The only animals euthanized by the shelter are those that are chronically ill or too traumatized and frightened to recover.

The community can be thankful to Mary-Ann, her staff, and the many volunteers who care about animals and devote time to caring. She directed special thanks to Rio Tinto Alcan for the company’s generous contribution of \$10,000 that will go a long way in taking care of those who can’t speak for themselves.



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