



HOT TOPICS

2

ALCAN BRIEFS

Alcan partners and contributes \$500,000 to UNBC to provide medical training for 15 northern B.C. communities.

3

EHS FIRST

Ergonomic initiatives in maintenance areas help employees to stay healthy.



4

FEATURE: Global Survey Update

Listening to the voices of employees, many initiatives have been implemented to improve Global Survey results.

7

RECOGNITION

Three long time service employees head off to enjoy retirement.



DYNAMIC MANEUVERING

A Canadian Helicopter pilot delivers a new insulator to the Alcan and Twin River transmission line crews waiting at the top of the 50-meter tower. You see the old insulator below it. The crews then attach the old insulator to the helicopter line and it's flown back to the yard. **Inset photo:** the crews work on the energized line using 'hot sticks' to change out the insulator.



MAXIMIZING VALUE THROUGH PEOPLE

With a mandate to change 60,000

insulators on Alcan's transmission lines, the line crews has its work strung out for them.

60,000 Insulators

Stationed at Kildala Camp #1, Alcan's transmission line crew and Twin River powerline technicians are advancing Alcan's mandate to change out a total of 60,000 insulators along Alcan's 82-kilometer, 300kV transmission lines from Kitimat to Kemano, over the next five years.

The focus of Alcan's insulator program is to change out the 50-year-old insulators and upgrade the current hardware configuration known as the 'pin, clevis and cotterkey type' to the 'ball and socket' type for future ease of 'live line' maintenance.

The insulator program began in 1998, when Alcan's transmission line crew received 'live line and bare hand' training from BC Hydro trainers, which led to certification of those individuals at that time, and over the course of the summer they changed 900 insulators.

For the crews changing the insulators it means that the 'live line' technique simplifies, streamlines and enhances their skills, knowledge and ability. For Alcan, doing this work 'live line' means a line doesn't have to be taken out of service to do maintenance work. Ultimately, the integrity of smelter operations is maintained, if in the event of possible failures, a trip caused by

outages or a lightning strike while in the single-line configuration.

After a five-year hiatus, the program got back into full swing during the summer of 2004, when line crews received upgrade training in 'live line' and safety techniques from Fred Hogman of BC Hydro. Between Alcan employees and Twin River powerline technicians, 4,000 insulators were changed last year.

This year, 'live line' work began with a focus on pre-job safety orientation, equipment, logistics, tower structure types and access to tower sites for both ground and helicopter procedures.

Alcan's transmission line crewmembers involved are Trevor James, Kevin Gerrard, Jeff Nelson, Ryan Back and Terry Zaporzan, supported by works power millwright Dieter Guldin at the tower sites and at the fly yard, where the insulators are stored.

Twin River powerline technicians are Wade Watson and Dirk Klassen with support from Dwayne Melanson at the fly yard. And, of course, transmission line work couldn't be done without the expertise of Canadian Helicopters pilots Craig Kendall, Darrel Adzik and Ryan Hinz as they airlift the insulators to the line crews stationed on the 40 to 50 meter towers.

The line crews work on the energized conductor using 'hotsticks' (epoxyglass sticks that are insulated working tools), as well as ladders, harnesses and rigging and fall arrest equipment.

"Safety is of the utmost importance while working at heights and close to equipment energized at 300kV," explained energy products superintendent Dave Dhaliwal. "Powerline technicians ensure for their safety through a culture of daily recorded tailboard meetings to identify risks and to ensure appropriate controls are in place."

This year the weather hasn't cooperated as well as it did last year, however the line crews has managed to work with the weather that Mother Nature has thrown at them. As of August 12, the line crews changed 2,944 insulators and expect to change 6,000 this year.

"We are extremely pleased with the number of glass (insulators) that the line crews have changed, with their number one focus of performing this work safely," said project coordinator Andrew Simpson. "The crew continually improves the process of changing the glass too. They have come up with numerous ways to improve the job, speeding up the process dramatically."

Back on Track

With a new contract signed and budgets and plans in full swing, safety performance could still improve.

I'm pleased we successfully renewed our collective labour agreement with the CAW, Local 2301, ahead of contract deadline. I was impressed by the mutual respect between the parties at the table and how employees conducted themselves in an orderly and respectful manner in the final days leading up to reaching agreement.

Post-contract – there is a lot of work ahead – solidifying our relationship with the CAW and working together within the boundaries of the new agreement.

It's time to get back to business, re-focusing our energies to finalizing the potroom and maintenance reorganizations. There was a tremendous amount of work done prior to negotiations to improve our organizational structures and our processes. Ultimately, people's skills will be better utilized, preparing us for the challenges ahead. I look forward to working with the CAW on the reorganizations as well as continuing our efforts to improve safety and the smelter's performance, building a brighter future for Kitimat.

Safety performance

On a positive note, DC-4 employees celebrated 10 years lost time injury free on August 1, 2005 and it's their 15th anniversary year. I congratulate the men and women who achieved this record. In saying that, many non-production areas have also achieved similar safety milestones and I want you to know, we are developing a safety recognition program.

However, safety performance on a daily basis is still an area of concern. While we are reducing our overall record for lost time injuries compared to last year, our people are having too many small injuries resulting in medical treatments or restricted work. I urge everyone to not put yourselves at risk, methodically take the time to do your job safely, focus on your work patterns and your health. And, I remind everyone to drink plenty of water and eat fresh fruits to avoid heat stress.

Business performance

Budgets, plans, targets – this is the planning season for 2006. While not losing sight of achieving



The company negotiating team poses for *ingot*, from left, they are Laurie Levesque, Paul Henning, Frederic Laroche, Kirk Grossmann and Tanya Stevenson. Missing from the photo are Brent Hamilton and Deni Boivin.

our 2005 targets, safety continues to be our number one priority. We do have an opportunity to achieve one million people hours without a lost time injury over the next three months but again, employees must increase awareness to avoid the small injuries, shooting for zero injuries for the remainder of the year.

We are continuing to lay the groundwork for capital expenditure projects for 2006. The amperage project, known as KHALE proceeds as well as preparing DC-4 for expansion in the first quarter of 2006. The insulator change out program while getting a late start is proceeding with the line crews changing 6,000 insulators this year.

As for production performance, hot metal is below plan while casting continues to struggle with orders, in particular billet and a challenging sheet market, but DC-4 value added sheet is close to plan.

Communication

A reminder that my weekly electronic newsletter features a new communication tool for employees who may wish to ask me questions. Click on the hot link: TalktoPaul@alcan.com, if you have questions; please feel free to send me an e-mail.

I was delighted to visit and talk with many of our British Columbia retirees in Abbotsford, Victoria and Nanaimo in August, providing an update on the new retiree's benefits and the state of the aluminum business. It was a very successful tour, with many of our retirees posing well-informed, thoughtful questions.

ALCAN BRIEFS

Alcan partners with UNBC to provide medical training for 15 Northern Communities

On August 5, 2005, Alcan Inc. announced it would contribute \$500,000 over seven years to the University of Northern BC's (UNBC) Northern Medical Programs' Trust.

This contribution is part of a cooperative strategy to recruit physicians by educating them in the north, to ease northern BC's shortage of rural doctors. "Alcan recognizes the importance of the quality of local health care and the Northern Medical Program is a significant, long-term opportunity to

train and keep physicians in northern communities," said Cynthia Carroll, President and CEO of Alcan's Primary Metal Group. "We integrate sustainability into all aspects of our business, and invite other companies to join us in reaching the Program's goal of \$6 million endowment. This long-term

partnership is one more example of Alcan's stakeholder engagement efforts. Our contribution will be allocated to alleviate 15 northern municipalities' financial obligations, from Prince Rupert to Prince George." UNBC's President, Dr. Charles Jago said, "The Northern Medical Program was

developed to respond to the critical need faced by northern communities for appropriate levels of physician care. That goal is shared by the industries in northern BC who rely on healthy and prosperous communities. We are delighted that Alcan shares our vision of what the Northern Medical

Program can contribute to the North." UNBC was established in 1990 to be a university "in the north and for the north". Since starting course offerings in 1992, the University has steadily expanded its degree programs. The student body numbers about 4,000.



LME PRICES AS OF AUGUST 22

CASH: US\$1885

3 MONTH: US\$1903

Ergonomic projects highlighted

Maintenance ergonomic committee work with employees to improve ergonomic issues.

CONTRIBUTED BY RACHEL STERN

Ingot continues its series on ergonomic initiatives. The following two initiatives highlight projects in the maintenance area.

Recovery Vehicle

Imagine driving your car to work in reverse. Now imagine navigating a recovery vehicle in reverse through intersections with pedestrian crosswalks, industrial traffic and railroad crossings. This is the situation vehicle operators are faced with every day at Kitimat Works.

Backaches, neck strain and stiffness takes its toll on the operators. Tow vehicles pick-up mobile equipment needing repair and transport them to the garage. The broken-down mobile equipment is picked up by the front of the vehicle, which obscures vision through part of the front window.

In 2003, the ergonomic assessment was received. There were numerous first aid visits and one lost time accident connected with driving these types of vehicles.

The committee worked closely with operators and the manufacturer to design and purchase a new vehicle to eliminate awkward driving postures and to improve safety. As an interim control measure, the ergonomic committee advised the operators to drive slowly, stop periodically, stretch and take short walks to minimize the risk of injuries.

The new recovery vehicle arrived in October 2003. The steering wheel and pedals are positioned on the front and back and the seat rotates 360 degrees, so the operator can face forward at all times. The new vehicle is safer and ergonomically designed.

Heavy lifting

If you were Superman you might lift a 100-pound seat with ease; for garage mechanics the



Maintenance health and safety coordinator **Sylvie Tremblay** and OHS&E representative machine shop **Russell Gueguen** pose in front of the redesigned recovery vehicle. Mechanic **Rolf Mullens** sits inside in the 360 degree seat, which allows him to face both directions to drive.

task proved more difficult and led to several first aid visits for backaches, neck strain and various other pain and sprain injuries.

To repair bobcat electrical components and hydraulics, a garage mechanic needs to remove the seat from the chassis. The seat is fitted tightly

in the chassis and requires the mechanic to twist and lift it out awkwardly. The stress of lifting the seat is ergonomically incorrect.

As an interim control measure, the maintenance ergonomic committee suggested two employees to lift the seat out. The solution: purchase an overhead lifting crane. The crane rotates and lifts the seat out of the chassis, eliminating manual handling that can cause injuries.

"These projects were successfully completed with invaluable input from employees in the garage," concluded OHS&E representative for the machine shop Russell Gueguen.



Maintenance organization

The maintenance (ORG 6) ergonomic committee members report to the EHS maintenance committee. They are:

- Sylvie Tremblay**
maintenance health and safety coordinator
- Bob Brown**
chief OHS&E representative
- Russell Gueguen**
OHS&E representative machine shop and co-chair
- Steven Jeffrey**
supervisor component rebuild/winding
- Bob Dugdale**
OHS&E representative casting maintenance
- Jim Robertson**
OHS&E representative warehouse
- Brian Mott**
supervisor fabrication and machine shop
- Mark Gravel**
engineering resource

INGOT PROFILE

CONTRIBUTED BY RACHEL STERN

A flair for arithmetic

Calculators and budget sheets are tools of the trade for management accountant Sophia Bouchard.

Sophia Bouchard is replacing management accountant Yvonne Koerner for the next year. She will then transfer to another area. She started in June and jumped right into the nuts and bolts of her job, the 2006 budget and plans.

Sophia has a bachelor of finance, a bachelor of accounting and has received her certified management accounting status.

This is Sophia's first time working in a smelter and she loves the experience. "My job has a lot of diversity, it's not just numbers, we have to find and to create financial solutions," explained Sophia.

Sophia's responsibilities include supporting maintenance and engineering through cost analysis, expense reports and budgeting. She also provides support to the project engineering group by handling capital expenditures.

Sophia joined Alcan in March 2004. She worked in the Saguenay region as an Alcan supplier auditor, ensuring that the suppliers met Alcan standards and practices.

While at Kitimat Works Sophia wants to improve her English skills. She enjoys outdoor activities, hiking and camping and can't wait to explore the Kitimat wilderness.





An update for employees on the action plan from 2004



In February 2005, *ingot* released a special edition reporting the results from the Global Employee Survey 2004, based on employee feedback and an action plan to tackle the issues raised.

To keep employees informed about 'what has been done'; the steering committee presents the following update. The action plan focused on four specific areas where employees voiced their concerns.

First, we review the original 'action plan' and then 'what has been done'?



Health and Safety

The priorities were:

- Identify hotspots of activity between mobile equipment/vehicles and pedestrians and implement separation strategy.
- Senior management involved in daily safety tours.
- Implement Safety Score Card to communicate statistics for all areas in the plant.
- Install safety information / electronic signage at entrance way(s).
- *EHS FIRST* training for supervisors by the end of the year.

What has been done?

- Vehicle / pedestrian separation strategy was implemented across the plant in February 2005, and continues today with all areas identifying and implementing improvements to preserve the safety of all employees. Several *ingot* articles have been published highlighting area accomplishments.
- *EHS FIRST* training sessions for supervisors and occupational health and safety representatives continued throughout the spring and summer with a strategy session to revitalize and reunify a commitment to *EHS FIRST*. What developed was 'leadership in action'.
- *EHS FIRST* leadership in action strategy rolled out to employees in May 2005. Director of operations Paul Henning communicated his vision during quarterly organizational meetings with employees and with the CAV. The vision: 'show that we care for each other'.
- *EHS* Score Card and new Safety Signs have been implemented and are located at each of the plant's gate access points and in Kemano. The safety signs greet and communicate safety information to employees and visitors.
- A safety banner will be hung on the Eurocan overpass.

Steering Committee

Owner: Paul Henning, Director of Operations

Sponsor Operations: Frederic Laroche

Sponsor Human Resources: Josey Girard

Sponsor / External Communication: Colleen Nyce

Ingot / Internal Communication:

Cathie Stevens, Ralph Reschke

Communication and Recognition from Leadership

The priorities were:

- Director of operations to communicate directly to employees publishing a weekly newsletter.
- Senior management to host quarterly organizational information sessions with employees.
- Human resources to implement a strategic communication policy.
- Internal communication to conduct employee focus groups to obtain feedback on what employees believe to be effective communication; analyze and implement.
- *Ingot* to focus on employee / crew recognition and achievements relating to work and volunteerism efforts in the community.
- *Ingot* to publish its mission statement.

What has been done?

- The director of operations began publishing a weekly electronic newsletter, which also allows employees to interact with Paul Henning. If employees have questions they can contact him through a link to: TalktoPaul@alcan.com.
- The director and his management team began face-to-face organizational meetings with employees on a quarterly basis.
- Director of operations is sponsoring a recognition program for APMG Asia Pacific division, which once approved will be rolled out to each primary metal plant in the division including Kitimat.
- A steering committee was formed, consisting of Paul Henning, Nick Tremblay, Yvan Morissette and Dennis Meyer to recognize successes in the area of safety.
- Human resources will communicate a strategic communication policy later this year.
- Internal communication will be conducting employee focus group interviews to obtain feedback on what employees believe to be effective communication. By the end of 2005, *ingot* will report the results in a special feature.
- *Ingot* published its mission statement and editorial policy and at the same time incorporated the Alcan branding standards in April 2005. *Ingot* committed to focus more coverage on employee and crew recognition and achievements relating to work and volunteerism efforts in the community.
- Lines 1&2 is conducting a CI initiative to improve communications with recommendations to area management by October.

Growth / Opportunity for Development

The priorities were:

- Communicate Continuous Improvement (CI) initiatives, recognizing individuals and team member's involvement. Continue black belt and green belt training this year.
- Amperage increase (KHALE project) will require process training in the potrooms.
- Joint labour relations and human rights training will be provided to supervisors and union representatives by the end of the year.
- Advertise apprenticeship opportunities to employees.
- Audit individual performance reviews to ensure compliance, i.e. feedback, recognition and training opportunities provided to employees.

What has been done?

- CI initiatives and recognition for individuals and teams are reported regularly in the *ingot* publication as well as in Alcan World and on Alcan's CI Intranet site. The Hung-Ho Award was implemented and presented to six individuals to recognize contributions to CI initiatives. Three black belts and three green belts also received CI certification.
- Amperage increase (KHALE project) – process training was delivered to the technical support group in June to apply process training to crews. The first package was delivered on metal level control, the second package is on anode operation and the third one is on pot troubleshooting.
- Joint labour relations training on the new Collective Labour Agreement is scheduled to begin in September / October.
- The Joint Human Rights Policy and Alcan's Code of Employee and Business Conduct, explaining the Office of the Ombudsman were highlighted during organizational meetings. Based on a report from corporate auditors, APM-BC's Code of Conduct is classified as a 'benchmark system' within Alcan.
- Human resources manager Josey Girard and the supervisor's network group are piloting a project to implement PDA's (palm pilots). This will be rolled out to all supervisors by October / November.
- Apprenticeship opportunities for electricians and millwrights were advertised in the *ingot* and through internal systems in February. Seven candidates were selected in June 2005 and begin training in September 2005. On the renewal of the CLA, the company has agreed to provide a minimum of eight apprenticeships in 2006, and a minimum of four each in 2007 and in 2008.
- The human resources manager audits individual performance career management (IPCM) data to ensure that objectives and development plans are established with all employees.

Corporate Sustainability – Social / Community

The priorities were:

- Alcan's economic resource officer (ERO) will participate and support economic development initiatives.
- Corporate affairs will provide forum for public understanding and awareness about Alcan's business plans and performance by way of quarterly community update meetings and direct communication to the general public.
- Corporate affairs will support community social initiatives through the corporate investment program.
- Corporate affairs will increase public awareness of Alcan's involvement and commitment to its communities in which it operates through a program of newspaper, radio and other forms of communication initiatives.

What has been done?

- ERO works with the K.T. Industrial Development Society at offices located in Kitimat and Terrace. The group is working on projects that include branding / marketing of Kitimat and Terrace region, port development and general business investment activities.
- A strategic fact base has been compiled and is being utilized as the basis to move business planning and initiatives forward.
- The economic diversification effort has been successful for Alcan in two key areas to date: the agreements with Cascadia Aggregate and land transfers to the Haisla First Nation.
- A relationship protocol signed with the Regional District of Bulkley Nechako in May solidified the commissioning of a joint economic study by Alcan and the Regional District, which will serve to function as an economic 'blueprint' for the Bulkley Nechako region.
- Director of operations and the corporate affairs group continue to deliver key corporate messages and operational information updates to employees, retirees and community businesses in the region. During June and again in August, meetings were held with retirees in Kitimat, the lower mainland and Vancouver Island locations followed by another round of local business updates in September.
- Corporate affairs launched a series of newspaper ads in the local region in May / June to communicate facts about historical operations and important corrections regarding negative messages. Public awareness campaigns are planned to continue through newspaper, radio and other forms of communication initiatives throughout the year.
- A 5S seminar was held for the Child Development Centre to provide support and transfer knowledge and information to interested community businesses.

Communication > Recognition > Integrity > Health & Safety > Environment > Growth / Development > Leadership

Getting it straight

Potroom project takes aim at improving floor conditions cost-efficiently and cost-effectively.

In an effort to correct deteriorating floor conditions in the potrooms, a project known as the Potroom Floor Shimming Project was initiated in 2004. Viking Construction Ltd. was awarded the contract to carry out the potroom floor shimming work. The project objective is to create a reasonably level floor surface that will reduce the risk of musculoskeletal injury to employees and reduce the wear and tear to mobile equipment and concrete slabs that make up the floor.

While it isn't a green belt project, Alcan civil engineer and project manager Paul Bjorn and commercial negotiator Steve Revell did use Continuous Improvement (CI) methodology to find a way to deliver more bang for Alcan's maintenance engineering dollars.

By using the DMAIC (Define, Measure, Analyze, Improve, Control) approach, the two – in conjunction with the contractor – have eliminated steps that weren't adding value to the process and have created significant time and cost savings for the project.

One way they accomplished this was to involve the contractor more directly



Some of the key players in the potroom floor shimming project gather outside of the line 5 centre passageway. The group includes, from left, Alcan commercial negotiator **Steve Revell**, Viking supervisor **Bernie James** and his crew of **Ron Doyle**, **Ken Grant** and **Ivan Mejaski**, and finally civil engineer and project manager **Paul Bjorn**. Viking Construction president **Ron Skuggedal** missing from photo.

in the project. For example, instead of having an external resource manage the contractor, the contractor and crew are now self-managed. In this way, the skills of the contractor employees are utilized to maximize efficiency.

For instance, the contractor will co-ordinate work activities with operations, which minimizes any impacts on production. Paul explained that the contractor still has to meet all components of Alcan's contractor safety



program and the project must satisfy the requirements of the joint contract-out committee.

Upon completion of the work in each potroom section, Paul inspects the worksite to confirm compliance with the specifications.

So where were savings obtained? Using 2004 floor shimming costs as the original benchmark, the project has managed to reduce that amount by 16.5 per cent in the first two buildings (line 7B east & line 8A east). In the third and fourth buildings - line 5B west and line 5A west - the cost was reduced by 25 per cent and in the fifth building - line 5B east - the cost was reduced by 32.1 per cent from the original benchmark.

CONTINUOUS IMPROVEMENT: CERTIFICATION

Employees certified

Kitimat black belts and green belts receive certification in the Continuous Improvement process.

Kitimat Works' Continuous Improvement (CI) process moved to the next level when **Suzana Clemente**, **Dennis Meyer** and **Dennis La Hue** were certified as black belts and **John Rilkoﬀ**, **Madeleine Marentette** and **Andrew Simpson** were certified as green belts in the Lean Six Sigma CI process.

At a special recognition event on July 25 hosted by former CI champion Yvan

Morissette, the individuals received certificates recognizing their achievement. Dennis La Hue was absent.

Yvan reminded the audience that CI is all about managing change and making the best use of available resources. "We're seeing a paradigm shift," he said. "What may have been impossible to do is suddenly possible if you are prepared to make a fundamental

change in the way you look at things."

Power operations superintendent Dave Dhaliwal spoke briefly about the success of his area's green belt projects: "The CI approach opened our eyes to other initiatives that could add value to our operations."

Lines 1 & 2 general supervisor Tino Pereira spoke about the role the black belts and green belts

play in operations. He emphasized how CI can be applied to any project or initiative and that its importance will grow as its use increases.

Director of operations Paul Henning closed the recognition ceremony by reminding those gathered that the CI process at Kitimat Works was in a state of evolution. "We took what was best about the program and set it up

to work in B.C.," Paul said. "I'm certain this program will flourish thanks to the people involved. I hope their success will encourage others to join the process."

On a final note, on August 1, plant services superintendent Jacques Brassard was named Continuous Improvement champion replacing Yvan Morissette.



Bill Taylor and **Dennis Meyer**



Andrew Simpson and **Dave Dhaliwal**



Bill Taylor, **Madeleine Marentette** and **Tino Pereira**



Bill Taylor, **Suzana Clemente** and **Tino Pereira**



John Rilkoﬀ and **Mike Smith**



Charlie Duncan

Charlie Duncan, a 40+ year accident free veteran of line 3, B-shift crew was feted by friends and co-workers at a July 29 retirement party in his honour. Supervisor **Shaun Edwards** welcomed the large gathering, commenting that Charlie is an interesting and hard working individual and that he would be missed. He also chuckled that Charlie's length of service was longer than the age of some of his co-workers, as he wished him a happy retirement and presented the Alcan retirement plaque. Co-worker Tony Readman presented a cash gift on behalf of the crew. CAW president Rick Belmont recalled that Charlie trained him when he joined Alcan, adding that while he doesn't say too much, there was no better worker and kinder individual than Charlie. Rick wished him and his family the very best, as he presented the union's \$200 cheque. CAW vice-president Ross Slezak voiced his praise of Charlie's dedication to the job, laughing that Charlie was the one person that knew Ross does his job too. CAW retiree representative Bill Garvin welcomed Charlie to the ranks of CAW retirees, concluding the ceremonies so that everyone could enjoy the luncheon.



Ernst Schmidtke

After 29 years and eight months of service with Alcan, senior cell operator **Ernst Schmidtke** is trading in his hardhat for a baseball cap and the potlines for a riverbank. An avid fisherman, Ernst was the guest of an honour at a July 20 retirement ceremony held in the conference room of line 4B. Presenters included Ross Slezak on behalf of CAW Local 2301, Bill Garvin on behalf of Local 2301's retirees' association, lines 3 - 5 superintendent **Bill Taylor** who presented the company retirement plaque and Dean Melo, who presented Ernst with a fishing pole and lures on behalf of the crew. Ernst and his wife Regina plan to stay in Kitimat for the time being but hope to relocate to the Okanagan in the future.



Tom Thomopoulos

DC-4 casting operator **Tom Thomopoulos** retired after 39 years and five months of service with Alcan. Tom's son Paul, friends and coworkers jammed packed the B-casting conference room to bid farewell. Principal coordinator Bob Chow welcomed the group as he reviewed Tom's work history, noting that his dedicated work ethic and record with B-casting was outstanding, as the 'backbone of the SLCM', never missing a day of work nor experiencing a lost time injury. Jean-Claude Pomerleau, Tino Pereira, John Kornat and Rick Costain spoke about Tom being a credit to B-casting and as a caring individual in the community, as gifts were presented, and on behalf of the CAW Rick Belmont, presented a cheque for \$200. Congratulatory messages were also passed on from Lindsay Thomson and retiree Bob MacLeod. Director of operations **Paul Henning** presented the company retirement plaque, congratulating Tom, bidding him farewell and success in retirement. Tom thanked everyone for attending his farewell, commenting that he worked with many wonderful people, from co-workers, foremen, general foremen, superintendents and managers and that Alcan was always good to him.

TAKE NOTE:
 Planning a retirement?
 Remember to call
ingot for coverage
 at local 8519.



35 Years



Tom Edwards
Process Technician

25 Years



Harry Eisenberger
Maintenance Planner



George LeBleu
Carpenter Journeyman



Bryan Lundstrom
Power Engineer

20 Years



Russell Gueguen
Machinist Journeyman

10 Years



Darryl Loeppky
Power Systems Operator
Trainee

5 Years

Brian Bliss
Jeffery Burkitt
Deborah Hoffman
Catherine Kutzy
Bradley Toth
Patrick Simpson

10 Years

Sarahanne McLeod
Josey Girard

15 Years

Jose Furtado
Terry Hartman
Bjorn Humle
Arnie Reay
David Skinner

20 Years

Antonio Calado
Simon Camazzola
Victor Lick
Robert Williams

25 Years

R.A. Chase
Jose Mendes
Wilfred Pitt

A.H. Resch
John Rodrigues
Alan Brumwell

30 Years

R.M. Morden

35 Years

Horst Voigt

10 Years



Lee Reichert
Pressure Welder



Jason Vines
Millwright Journeyman



Employees celebrating an anniversary are asked to make an appointment for a photo by calling Cathie Stevens at local 8519.

Nechako Reservoir at-a-Glance



Current elevation

As of August 8, the reservoir elevation was 2798.85 feet above sea level.

Long-term average

The long-term average

for this time of year is 2796.72 feet above sea level.

Inflows

The inflow into the reservoir during July was 73.7 per cent of the long-

term average. The reservoir storage at present is at 118.24 per cent of the long-term average storage.

Based on the data collected throughout the spring and early summer, the inflow volume for the

April-August period is forecasted to be 101 per cent of the long-term average.

Spillway discharge
Spillway discharge is currently set at 170 cubic meters per second. The discharges are adjusted to

meet the requirements of the Summer Temperature Management Program that determines the cooling flow requirements for the migrating sockeye salmon, during the July 11 - August 18 period.

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NOTICE

Santa's coming to Alcan

As always, Alcan children between the ages of newborn to 12-years-old are invited to visit with Santa at the Alcan Christmas parties, which are scheduled this year for December 3 and 4. If your child attended the Alcan Children's Christmas parties in 2004, a registration form will be sent to your home.

If your child did not attend an Alcan Christmas party in 2004, please pick up a registration form from the receptionist at main office or download a copy from the Public Notices bulletin board on Lotus Notes.

Please note that due to declining attendance, only FOUR parties are scheduled this year. On December 3 and 4, parties are scheduled for 10:00 a.m. and 1:00 p.m. only. The 3:30 p.m. party on Saturday has been dropped.

Registration deadline is Friday, October 28. Late registrations will not be accepted. For more information, contact Ralph Reschke at 639-8677 or ralph.reschke@alcan.com.

♻️ Please recycle