



For Alcan employees, retirees and families

HOT TOPICS

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Ingot profiles new human resources advisor **Erin Lapointe**.

4 FEATURE: CORPORATE SPONSORSHIP
Alcan's Christmas parties delight the children in all of us.

6 CORPORATE SUSTAINABILITY
Alcan suppliers are key business partners.

 **Visit Kitimat modernization website at:**
www.kitimatworksmmodernization.com

◀ Four year old **Juliet Lukasser** was thrilled to be talking to Santa and passing on her wish list. Juliet's dad is casting employee **Philip Lukasser**.



MANAGING DIRECTOR'S MESSAGE



▲ **Paul Henning** talks with Kitimat Works retirees at the Alcan Update for Retirees and Seasonal Social.

Season's Greetings

Together, we have achieved many APM-BC milestones and successes throughout 2006, and I'm very proud of our employees for their contributions. I will only touch briefly on the two major milestones of the year; our successes of 2006 will be featured in the January issue of *ingot*.

Safety

Your achievement of two million hours without a lost time injury on February 10, followed by three million on September 27, and then one full year on October 19, was an all-time record for Kitimat Works and Kemano employees, and by the time you read this issue of *ingot*, four million hours and more significantly, our first ever full calendar year lost time injury free should only be days away.

Combining those safety milestones, along with 'Leadership in Action' tours, our continuing efforts to reduce the number of injuries and improvements to our overall safety performance, we were recognized by an independent panel of judges in Victoria, BC, on December 8, when we accepted the

Lieutenant Governor's Award for Safety.

I will agree, our overall safety performance has been outstanding; however we are seeing an increasing trend in the number of recordable injuries. Our goal for 2006 was 0.31 per cent or no more than five injuries – although the ultimate goal is 'injury free'. Our target for recordables was 1.24 with the expectation there would be no more than two per month. However, by mid-November we reached 29 recordables. This means too many of our employees are suffering from minor injuries and having to visit first aid for treatment. Let's work on reducing these injury rates for next year.

Modernization

Topping the list of successes, obviously, the announcement of our Kitimat Works modernization project was 'headline news' for Kitimat, the northwest region and the province of British Columbia.

An investment of US\$1.8 billion to modernize our smelter is no small piece of change. The conversation it is generating is to be expected and will continue. Our position, which I have stated clearly and

repeatedly, is for you, our employees to focus on the business at hand. Do not become distracted by the 'chatter'.

Our smelter must run efficiently, optimally and safely, while the modernization project process moves forward.

Let us take care of the chatter. We will continue to keep you informed and in the loop. Modernization details are available in my internal e-newsletter to you and posted in the plant. Updates are featured in the *ingot*. We also now have a website for you, your families, retirees and the 'world at large' to read all about the Kitimat Works Modernization Project at: www.kitimatworksmmodernization.com.

Season's Greetings!

As the year closes, my family and I wish you, your families and our retiree community a joyous, happy, healthy and safe holiday season. I look forward to celebrating many future successes with you in the New Year, as we begin a new chapter in our smelter's history.

Hit the road, jack

Kitimat Works has phased out problematic pot jacks.



Lines 3-5 had a problem. For over 20 years, IECO pot jacks were letting them down – literally.

Designed to keep pots' anode casings suspended at a set level while the anodes consume themselves, the IECO jacks were prone to frequent mechanical problems and sometimes failed altogether. This could result in anodes falling, splashing the surrounding area with bath and molten metal.

Despite years of tinkering and repairing, the IECO jacks remained a safety hazard, a maintenance hog and a potential production impediment.

Tipping point

Long since identified as a problem component, the IECO jacks were being gradually phased out in favour of more reliable Joyce/Dayton jacks – but as of early 2006, 31 IECO jacks remained among the 360 pots of lines 3-5.

When one of those jacks was involved in an incident last April, the plant's engineering group, operations group and trades group joined forces with the union to seek a more immediate solution to the problem.

Shutting down all of the affected pots at once would have impacted production drastically, but the project team found ways to keep the workers safe and fast-track the jack replacements while keeping the pots running.



▲ Kerry McDonald, Ray Downey, Darcey Janes, Tony McHale and Ron Mailloux.

The short-term fix

As project leader, engineer J.P. Mallard teamed with operations and maintenance personnel to design and develop two attachments that would help make the pots safer until the jacks were replaced: protective panels and a wire remote control.

The panels would shield operators from splashing, and the new remote allowed operators to work from a safer distance, just in case.

The long-term solution

Meanwhile, lines 3-5 superintendent Kerry McDonald and operations coordinator Ray Downey assigned a specialized crew to handle rack raisings for the pots with IECO jacks, which were quickly replaced on-site by newer, better jacks.

Maintenance supervisor Glen Sevigny credited crew members George Kastoris and Brad Riley with pitching the idea of changing the jacks on-site, working out the technical details with J.P. and others. "It was time-consuming," recalled Kerry, "but it paid off."

The on-site replacement process or "field conversion" developed by the project team and led by J.P. was tricky, long considered unworkable by many – but as reduction manager Tino Pereira said of the project, "The impossible can actually happen when the right minds, attitudes and energy are focused to solve problems."

Time and money

"The whole crew bought into the concept and flew ahead with it,"

marveled Glen. Project plans began in April, the work started in August, and the entire project was completed in October, a month ahead of schedule and well within budget.

The project cost over \$300,000, but the faulty jacks could have racked up lost production costs of over \$600,000 had they been left alone – and regardless, protecting employees was the paramount concern.

"It's really a safety issue," said J.P.

Credit due

Ray attributed much of the project's success to Glen's reduction maintenance crew. "They did a lot of extra work," Ray commented. "This is the main reason why we finished ahead of schedule."

Lines 3-5 technical support workers Ron Mailloux and Darcey Janes agreed, noting the crew's excellent work and adherence to procedures. Glen, in turn, credited cooperation from potroom operations and gas skirts with speeding things along.

J.P. praised Kerry's team, as well as Brian Mott's fabricators and the many other personnel who assisted during the project. He also noted Sylvie Tremblay advised them regarding EHS and ergonomics.

"It was a joint effort between the union and the staff," J.P. concluded. "The reduction people came up with smart solutions, and the trades group was really helpful. This was a great example of how teamwork is efficient and strong."

ALCAN BRIEFS

For full details on Alcan Press Releases, visit our website



www.alcaninbc.com

The French Academy of Sciences at the Institut de France in Paris has awarded £15,000 (US\$19,415) Alcan Prize for Research to Dr. Hervé Duval, Associate Professor at the Chemical and Material Engineering Laboratory at the engineering school "Ecole Centrale Paris", on November 28. The winner is selected from suggestions put forward by renowned scientists from different academic organizations. The selection panel consists of members from the French Academy of Sciences and the National Academy of Technology of France.

Alcan will invest US\$27.5 million for an expansion project in its Pharma Center in Shelbyville, Kentucky, U.S.A. Alcan Packaging Shelbyville is a leading supplier and the only North American facility in the packaging industry dedicated to pharmaceutical flexible packaging materials. The expansion is expected to be operational by February 2008. The project will create 40-50 new positions in Alcan Packaging Shelbyville's facility when completed. The site presently employs approximately 150 people.

Alcan and the International Business Leaders Forum (IBLF) announced that the winner of the 2006 US\$1 million Alcan Prize for Sustainability is India's Barefoot College. The Alcan Prize annually recognizes not-for-profit (NGOs), and civil society organizations working to build sustainable societies around the world. The Alcan Prize is managed independently by the IBLF. In addition to the Alcan Prize, the Adjudication Panel also awards US\$15,000 Alcan Grants to enable finalist organizations to build capacity in cross-sector partnerships through a program coordinated by Cambridge University in the U.K. The 2006 Alcan Grant winners were: Deutsche

Stiftung Weltbevölkerung (DSW), Germany; Naandi Foundation, India; Sustainable Energy Africa, South Africa; Fundación del Empresariado Chihuahuense, Mexico, and Instituto Terra, Brazil.

Alcan has secured a long-term supply agreement with South-African energy firm, ESKOM Holdings Limited, for the purchase of up to 1355 MVA of electricity for the proposed 720kt greenfield COEGA aluminum smelter project, which will have a total estimated cost of US\$2.7 billion. The agreement provides for a 25-year supply, set to begin in 2010. Subject to successful completion of the project's

next steps and financing arrangements, construction is expected to begin in 2008 and result in first metal production before the end of 2010.

Alcan was awarded the World Environment Center's (WEC) *Gold Medal for International Corporate Achievement in Sustainable Development* for the Company's comprehensive integration of sustainability into its business decision making and operations. Established in 1985, the annual award recognizes pre-eminent industry leadership initiatives and contributions to worldwide environmental excellence and sustainable development.



LME PRICES us\$

as of 12/14/2006

CASH: ▲ \$2827

3 MONTH
▲ \$2809

15 MONTH
▲ \$2594

27 MONTH
▲ \$2399

Coming Home

Kitimat's Erin Lapointe starts a new career in her hometown.

Cheerful, good-natured Erin Lapointe considers herself lucky – and not just because of her new job as a human resources advisor at Kitimat Works. It's a good career move, but it also brings her back to the town where she grew up.

"I'm one of the few who finished my schooling elsewhere and was offered a wonderful opportunity to apply my experience in Kitimat," said Erin. "It feels great."

Living and learning

Growing up in Kitimat, Erin graduated high school in 1995, left Kitimat and did two years of general studies at UBC. She spent the next several years traveling, working in hotels and restaurants, but eventually realized she didn't want to spend her life waiting tables.

Resolved to finish her degree, Erin became interested in human resources, sought advice from HR professionals and researched the HR field. Going back to school, she obtained her Diploma of Technology in Human Resource Management and a Bachelor of Business Administration at BCIT.

She also joined the summer student program at Kitimat Works, first in stud reconditioning and later in the warehouse, where delivering material around the plant helped her to become familiar with the operation as a whole.

Northward bound

After graduation, Erin worked as an airport logistics and customer service rep with Vancouver sport fishing company West Coast Resorts until Alcan informed her of a new human resources opening in Kitimat. She flew up for a job interview in the summer, finished the remainder of her West Coast contract, and started her new Alcan job in October.

"Part of me wanted to be close to my family," she explained, "the other part said it was also a great way to use my degree at the same company that helped support me throughout my education."

New responsibilities

Along with the rest of the human resources team, Erin is involved in recruitment and staffing, talent management (notably progression opportunities for employees) and organizational development such as the supervisor development program.

One of the challenging parts is just keeping up with the scale of interaction in a company so



▲ Erin Lapointe

large – a sea of emails and phone calls in between various meetings.

"It's a balancing act," Erin admitted, "but very exciting. I'm really enjoying it, and the team I'm working with is very supportive."

Staying grounded

At the same time, Erin doesn't forget her summer student roots on the shop floor. Visiting her former in-plant areas feels a little odd sometimes – she thinks her new work boots still look far too conspicuously shiny, for instance – but she doesn't want to lose touch with that side of the plant.

"My summer student days and my more recent tours and inductions as well as talking with the people on the floor," she explained, "helps me to know and understand what happens out there, what the different areas are dealing with. That's

very important in human resources, to stay connected with the people on the shop floor."

Still learning

One of her favourite aspects about Alcan is the opportunity to interact with veteran workers, learning about the business from them. "This is more valuable than any degree, learning from the people who have the experience and absorbing it," Erin said.

Given how much of the plant's workforce will be retiring soon, Erin sees preserving that experience and handing it down to newer employees as one of the key human resources challenges leading up to modernization.

In the meantime, Erin is glad to be one of those newer employees: "I'm excited to be at Alcan and looking forward to the future."

Nechako Reservoir at-a-Glance



Current elevation

On December 13, the reservoir elevation was 2794.14 feet above sea level.

Long-term average

Long-term average for this time of year is 2794.48 feet above sea level.

Inflows

Inflow into the reservoir during November was 121.3 per cent of the long-term average. Reservoir storage at present is at 95 per cent of the long-term average storage.

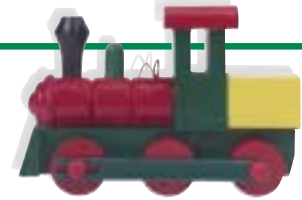
Spillway discharge

Spillway discharge is currently set at 33.2 cubic meters per second.



Christmas for Alcan Kids

If you can't take Kitimat to the North Pole, why not take the North Pole to Kitimat?



▲ The Troy Butler children, Cohen and Cedar, enjoy a moment with Santa.



Story and Photos by Ralph Reschke

That's exactly what happened on December 2 and 3 at the Alcan Children's Christmas Parties at Mount Elizabeth Theatre, when Alcan played host to the jolly old elf himself - Santa Claus - and his retinue of elves and entertainers.

Mrs. Claus, portrayed by Alcan retiree Eleanor Kendell charmed the audience with a

fascinating tale of a little bear cub who couldn't stop dreaming about Christmas.

This year's entertainer came straight from Santa's Workshop. Mikey the Juggling Elf breaks more toys than he builds so instead of being allowed into Santa's workshop, he travels around the province entertaining children and adults at Christmastime. He's played by Vancouver-based performer, Mike Battie.

Of course, you can't have a Christmas show without help from a lot of volunteers. This year's elves were portrayed by Rachel DaCosta, Illana Hamilton, Jamie Hansen, Chelsea and Kaitlyn Hartmann, Katie Lupick, Audriana Monteiro, Kirsten Pereira, Mariens Silveira, and Nicole Thomas. Elf understudy was Jennifer Reschke.

Technical help was provided by MET technical director John Rowe and members of the

MET Tech Club: Chiara Guizzo, Kristie Saunders, Daphne Mott, Amanda Silva and Duane Stewart. Thanks also to MET manager Brenda Feldhoff for her assistance during the weekend.

Finally, a big thanks to Christine Roberts who steps in each year to help welcome guests to the theatre and take care of the paperwork backstage while the gifts are being handed out.



▲ Brent Green's children Aiden and Nathan are big Santa fans.



▲ Kerry McDonald's son Matthew meets the jolly old elf.



▲ Mike Koza's youngsters Keiran and Davyn share Santa's knees.



▲ Peter DeSousa's daughter Annika is all smiles for Santa.



▲ Mikey the Juggling Elf wows the crowd with his fire sticks.



▲ Mrs. Claus collects the candles following the singing of Silent Night.



▲ Chelsea Hartmann, Kirsten Pereira and Rachel DaCosta hang out at the Chocolate Shoppe.

Suppliers – Costs – Values

Alcan's procurement team shares information with over 100 suppliers.

Over 100 suppliers were invited to Alcan's Supplier Day event at the Luso Canadian Club on November 27, to listen to the procurement team's key objectives and strategies for the upcoming year.

Kicking off the event and introducing her team was procurement superintendent Gillian Richardson. Gillian spoke about the importance of suppliers becoming familiar and understanding procurement's vision of Maximizing Value, which is creating and generating value together in the procurement process. She also spoke about the importance of incorporating and adhering to Alcan's *EHS FIRST* standards and practices, as well as becoming familiar with Alcan's Continuous Improvement strategies to help achieve procurements objectives.

Gillian spoke about many topics, some of which highlighted reverse auctions, internal benchmarking and auditing, customer satisfaction surveys, to name a few. She qualified that Alcan needs to understand the suppliers business and strategy as well. Gillian suggested that 'supplier ideas create value at Alcan' and asked suppliers to get involved, offer your ideas to improve the process, by registering your suggestions on Alcan's website: www.ideas.alcan.com.

Other's on the procurement team spoke. Ron Lechner talked about the history of Maximizing Value – an aggressive but achievable target to double shareholder's value. He related that in this equation, suppliers were key to helping Alcan achieve sustainable savings year after year. He also described how it is the 'overarching' strategy of Alcan's four strategic pillars: *EHS FIRST*, Continuous Improvement, Value Based Management and People Advantage.

Donna Gasper spoke about Alcan's and Kitimat's Global Sourcing Strategy and that by working together, combining strengths and opportunities that a sustainable strategy would work to each other's mutual benefit.

Prior to a lunch break, Harold Bruins emceed the first ever 'Supplier Awards', presented to key suppliers who exceeded expectations in Alcan's key strategies of *EHS FIRST*, Continuous Improvement and Maximizing Value.

After a luncheon, the anticipation in the meeting hall was palpable, as the suppliers were anxious to listen to the managing director of Kitimat modernization and operations Paul Henning, talk about the Kitimat Works Modernization Project. Paul spoke avidly and directly about how the project would engage local and regional suppliers. Something they wanted to hear!

Paul's presentation provides background material, project highlights, such as the AP technology and anticipated building structures; health, safety and environmental improvements; employment benefits and economic diversification.

He concluded by asking the suppliers to take a note about the new modernization website, which is devoted to communicating details about the project and explaining that it was an opportunity for two-way communication, interactivity, and that suppliers were able to register their interest with Alcan about modernization opportunities on the website. When the website address came up on the slide, over 100 pens furiously wrote down the address. Check out: www.kitimatworksmmodernization.com.

Paul's final address spoke about the opportunities for economic diversification and how suppliers were a key element to providing added services and creating new employment opportunities during the construction phase. Paul concluded saying the modernization project is an opportunity for Alcan, the community and local businesses to optimize and develop sustainable businesses and job creation during the project.



▲ Barry Nedland of Lander General & Power Equipment Ltd., accepts a Supplier Award for environmental, health and safety performance from Sandy Mackintosh and Steve Revell.



▲ Brian Price of Westlund Industrial Supply Ltd. accepts a Supplier Award for exceptional performance in Maximizing Value from Gerard Hirdes and Harold Bruins.



▲ Tony Brady of A.J. Forsyth accepts a Supplier Award for exceptional performance in Maximizing Value by Ron Lechner and Gerard Hirdes.



▲ Ron Skuggedal and Bernie James of Viking Construction Ltd. accepts a Supplier Award for superior performance in Continuous Improvement from Steve Revell and Dennis La Hue.



▲ John Dalmonte of Dalmonte's Wood-Craft accepted a Supplier Recognition Award for dedicated service to Alcan from Susie Abreu.

We welcome your letters, comments and feedback, and will re-print your *Letter to the Editor* in our monthly column.

Letters may be edited for length, brevity, clarity, grammar, spelling, punctuation, and good taste as well as editorial judgment. Correspondents are asked to include their name, address and telephone number. The opinions expressed in the *Letters to the Editor* are those of the authors and do not necessarily reflect *ingot* or Alcan policy.



Your opinion is important to us

Settling the Valley Exhibit...

On behalf of the Board of Trustees for the Kitimat Centennial Museum Association, I thank Alcan for the generous donation for our new permanent exhibit – *Settling the Valley*. Your continuing support is appreciated.

Louis Avery, Curator

Community Involvement...

Thank you for sponsoring one of our functions at the recent Northern British Columbia Conference and AGM. Eighty registered guests and speakers attended and all complimented us on the amount of community involvement. Thank you for your support.

NBCTA Conference Organizing Committee

Science World Community Celebration success...

I thank everyone for their participation in the Community Science Celebration in Terrace. I know it takes a lot of time and hard work to pull together a booth for the event. We had great feedback from the community. I'm also happy to announce we will host the 3rd Annual Community Science Celebration next fall at NWCC, in partnership with NSIS and NWCC.

Amber Didow, Science World

Kitimat Rockies brought home GOLD...

The Kitimat Midget Boys Fastball Club thanks Alcan for their support of our team. Our trip to Unity, Saskatchewan to participate in the Western Canadian Fastball Championship was a memorable experience. Alcan's support of community events and youth organizations allows our children to enjoy many great opportunities while growing up in Kitimat. Thanks for helping our team bring home the GOLD.

Clint Marshall, Head Coach and Greg Morgan, Manager

2 M Celebration Volunteers write...

The Lusio Canadian Association extends its gratitude and appreciation for our participation in your 2M celebration. It was our pleasure to be a part of Alcan's great event and we hope to celebrate many more events in the future. Thanks for recognizing our group.

Frank Tavares, President Lusio Canadian Club

Seminar success...

On behalf of the Kitimat Hospice Palliative Care Association, I would like to express my sincere thank you Alcan, for your donation toward our seminar expenses.

Lynn Stevens, Coordinator of Volunteer Services

Your letters should be submitted by the 10th working day of each month and mailed to: Cathie Stevens, Editor *ingot*, Alcan Primary Metal – BC, 1 Smeltersite Road, P.O. Box 1800, Kitimat, BC, V8C 2H2 or email: Cathie.stevens@alcan.com.



Don't drink and drive

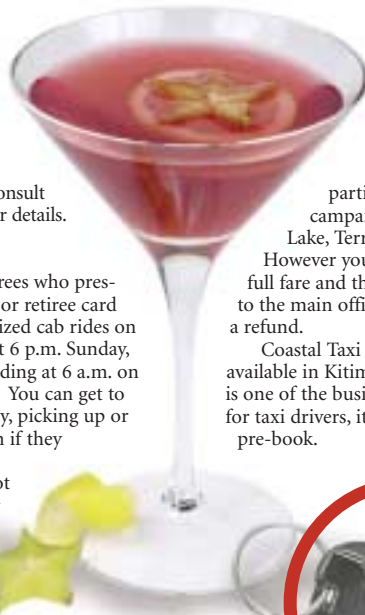
Alcan, Eurocan, Methanex and District of Kitimat offer free bus rides New Year's Eve.

Bus Service

Take a bus on New Year's Eve, starting at 7 p.m. on Sunday, December 31 and concluding at 5 a.m. on Monday, January 1, 2007. Buses will service a Party Loop, leaving every half-hour. Consult the BC Transit schedule for details.

Taxi Service

Alcan employees and retirees who present their Alcan employee or retiree card will receive free or subsidized cab rides on New Year's Eve, starting at 6 p.m. Sunday, December 31, and concluding at 6 a.m. on Monday, January 1, 2007. You can get to and from your party safely, picking up or dropping off friends, even if they are not Alcan employees. However, the service is not extended to sending baby sitters home or for traveling to and from work.



Travelers headed for Cablecar subdivision or Kitimaat Village must pay full fare and retain a receipt less \$3 off the metered amount.

Kalum Kab is participating in this year's campaign between Lakelse Lake, Terrace and Thornhill.

However you will have to pay the full fare and then present your receipts to the main office receptionist for a refund.

Coastal Taxi is the only taxi service available in Kitimat. Since New Year's is one of the busiest nights of the year for taxi drivers, it's advised you pre-book.



Celebrating an anniversary?

Call Cathie Stevens at local 8519 to take your photo.



ingot 

ingot is published on the last business day of the month by Alcan Primary Metal-BC, for employees, retirees and families.

You can also visit us at www.alcaninbc.com/kitimat/index.html

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Please respect **ingot** deadlines for copy, revisions and photographs. The deadline for the next issue is: **January 12, 2007.**

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FREE RIDES NEW YEAR'S EVE

1A Whitesail

	PM	PM	PM	PM	AM	AM	AM
Lv City Centre	7:00	7:30	8:00	8:30	Then	3:30	4:00 4:30
Lv Pine Plaza	7:07	7:37	8:07	8:37	every	3:37	4:07 4:37
Lv Alexander at Lafkas	7:19	7:40	8:10	8:40	30	3:40	4:10 4:40
Lv Golf & Curling Club	7:19	7:40	8:10	8:40	minutes	3:40	4:10 4:40
Lv M.E.S.S.	7:14	7:44	8:14	8:44	until	3:44	4:14 4:44
Lv Dryden at Kingsfisher	7:19	7:40	8:10	8:40		3:40	4:10 4:40
Ar City Centre	7:24	7:54	8:24	8:54		3:54	4:24 4:54

2 Nechako

	PM	PM	PM	PM	AM	AM	AM
Lv City Centre	7:00	7:30	8:00	8:30	Then	3:30	4:00 4:30
Lv Nechako Centre	7:04	7:34	8:04	8:34	every	3:34	4:04 4:34
Lv Nabala at Wren	7:00	7:30	8:00	8:30	30	3:30	4:00 4:30
Lv Altonnas at Kingsfisher	7:11	7:41	8:11	8:41	minutes	3:41	4:11 4:41
Ar City Centre	7:15	7:45	8:15	8:45	until	3:45	4:15 4:45

3 Kildala

	PM	PM	PM	PM	AM	AM	AM
Lv City Centre	7:15	7:45	8:15	8:45	then	3:45	4:15 4:45
Lv Kildala Centre	7:19	7:49	8:19	8:49	every 30	3:49	4:19 4:49
Ar City Centre	7:29	7:59	8:29	8:59	min. until	3:59	4:29 4:59

Party Loop

The party loop is a special bus to party locations from midnight to 4:00am.

Lv City Centre	12:00	12:30	1:00	1:30	2:00	2:30	3:00 3:30
Lv Legion	12:05	12:35	1:05	1:35	2:05	2:35	3:05 3:35
Lv Linn Hall	12:20	12:50	1:20	1:50	2:20	2:50	3:20 3:50
Ar City Centre	12:25	12:55	1:25	1:55	2:25	2:55	3:25 3:55

Buses arriving at City Centre connect to the 1 Whitesail and 2 Nechako routes

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www.busonline.ca
BUSLINE 632-4444

TAKE NOTE

Summer Student Applications

Application forms for summer student employment in 2007 at Alcan's smelter in Kitimat, BC can be picked up at the Kitimat Valley Institute Corporation (KVIC), located at **1352 Alexander Avenue, in Kitimat**. KVIC is open Monday through Friday **between 8 a.m. and 4:30 p.m.** Summer student employment is restricted to Kitimat and Terrace residents. Applications may be picked up by the student or the parent of the student.

The deadline for submitting applications is Wednesday, February 28, 2007.