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SMELTER PERFORMANCE

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EHS FIRST

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Ingot PROFILES

Our newest management team members Gerard Hirdes and Patrice Bergeron.

◀ BRAVO!

Paul Henning, Marco Palmieri, Cynthia Carroll and Josey Girard congratulate the first team ever to receive a BRAVO Award in the Asia, Pacific and Africa Division for developing the new Supervisory Development Program. They are Daniel Howell, Steven Jeffrey, Sonya Dhami, Kevin Finn and Mark Annibal. Andrew Simpson and Christa Brais were absent.



SUSTAINABILITY: EHS FIRST



▲ Hereditary chief and Kitamaat Village councillor **Rod Bolton** and Fisheries and Oceans community advisor **Rob Dams** cut the ribbon on a Pine Creek Trail bridge, during a celebration of the new covenant on June 30.

Alcan protects local trail

Alcan, the Haisla and DFO forge an environmental covenant.

Alcan, the Haisla Nation and the Department of Fisheries and Oceans (DFO) have joined forces to establish an environmental covenant which will protect a local hiking trail and its watercourse.

Located on Minette Bay Lands and accessible via the gravel road that leads to the Minette Bay Lodge, the Pine Creek Trail is a wooded hiking trail, less than half an hour's hike from beginning to end. The trail area is also a fish and wildlife habitat, notable for the salmon which inhabit its stream.

Wilderness school

The trail dates back to 1994; that's when local high school teacher Gary Moulard (now vice principal of Mount Elizabeth Secondary School) and his students made a school project out of upgrading the trail for hiking purposes. Later aided by corporate and community donations, they helped establish steps and bridges, cleared brush, shored up embankments and more, making the

trail safer and more easily passable.

The trail area became a classroom of sorts for Gary, who created an ongoing fish and wildlife course based around his students' upkeep of the trail. This course was eventually approved for province-wide use, though it is not currently taught in Kitimat. The trail has remained popular with local hikers.

Conservation covenant

In recent times, DFO encouraged Alcan and the Haisla Nation to create an environmental covenant which would preserve the trail for future generations regardless of the land's ownership. Alcan and Kitamaat Village Council embraced this recommendation as one of the terms of Alcan's transfer of certain Minette Bay lands to the Haisla Nation.

Registered with the land title office, conservation covenants are voluntary legal agreements allowing preservation of specific environmental features in perpetuity. Once registered, the covenant "runs with the land" so that future land owners are required to abide by its terms.

In this case, the covenant protects the Pine Creek Trail and its surrounding foliage and wildlife in perpetuity – preserving the trail, the creek and a 60-meter corridor on each side of the creek.

Pristine old growth

"It's a wonderful example of an old growth ecosystem and salmon stream," said Kitimat Works superintendent of marine and external environmental affairs Dan Bouillon. Alcan property administrator Yvonne Lee agreed, describing the trail area as more of a genuine rain forest than any other land in the area. DFO has recognized the trail's land as "ecologically significant."

Dan and Yvonne were excited when DFO first proposed the covenant, and they are grateful for everything that the Haisla Nation, the DFO and Gary Moulard's past classes have done to create and protect the Pine Creek Trail. "This is consistent with Alcan's principles," Dan observed. "We want to create positive environmental legacies for the future."

Passion drives excellence

Cynthia Carroll and Marco Palmieri toured and talked candidly with employees, the union, the economic development group — KTIDS and the District of Kitimat.

It was an auspicious day on July 5, for the APM-BC management team, employees, CAW, Local 2301 and community leaders. Our Director of Operations Paul Henning hosted a smelter performance tour for Alcan's Senior Vice President, President and CEO Cynthia Carroll, President, Primary Metal, Asia, Pacific and Africa Marco Palmieri, and Vice President Corporate Affairs and Communications Erik Ryan.

"This was an important visit for us and the key messages we delivered to all of the people we met with is that Alcan is committed to its employees and the community; working with local and regional stakeholders to facilitate economic diversification and more importantly, working cooperatively and respectfully with the union and the District of Kitimat for a viable modernization plan for our smelter," Paul explained.

The VIPs had a busy agenda but were excited to tour the wharf; APP and the lube shop; lines 1&2 and stud blast; garage; power operations; lines 7&8, and DC-4 casting center. Paul, Cynthia and Marco talked candidly with employees and were impressed with the efficiency and cohesiveness of operations, the cleanliness, housekeeping and 5S initiatives and the excellent safety performance of Kitimat Works achieving two million people hours without a recordable lost time accident.

From the employees' perspective they wanted one answer to their question: "What is the future of the smelter?"

Ms Carroll and Mr. Palmieri spoke frankly about the efforts of many people, including the Board of Directors and Paul Henning, who were working towards achieving a viable modernization plan. One employee expressed his opinion: that even if the workforce totaled 1,000 jobs; this would still mean security for the future of the employees, the smelter and the community.

Tour debrief

"Your team effort to improve the smelters' performance in safety and production is remarkable. You accepted and exceeded the challenges with passion. Passion drives excellence – you obviously



▲ Cynthia Carroll and Marco Palmieri chat with Patrice Bergeron and Tino Pereira.

are passionate and love what you do and have delivered outstanding results," Marco stated.

"When I first accepted the role as president, we met and we agreed there were problems with safety," Marco recalled. "Your response was to improve and this is fantastic. I congratulate you for your effort, your commitment. I'm proud to be associated with you and look forward to our future success."

Cynthia added, "Congratulations again on achieving two million; you deserve tremendous credit. It takes effort by everyone day in, day out. On touring the plant, the changes are absolutely phenomenal in safety,



▲ Cynthia Carroll, Paul Henning and Marco Palmieri confer on the improvements at the anode paste plant.

housekeeping, smelter performance, the cast house and the quality of the metal, and morale couldn't be better. We felt the leadership, the support, the engagement, the commitment

"There are not many to have achieved the level of performance or leadership that Kitimat Works has in the form of recognition. I congratulate all of you for your leadership in promoting and developing your people. This is precious to us for the future success of our company and Kitimat."

~ Cynthia Carroll

and the dedication by you to do the right thing for the future of Kitimat. This says volumes about the leadership of Paul Henning; people are proud to be associated with him."

BRAVO Awards Night

Kitimat Works hosted the first ever BRAVO Award ceremony for the Asia Pacific, Africa division after a hectic day.

"The BRAVO Award is a key performance indicator, benchmarking our people and our smelter, demonstrating what Kitimat is all about, today and in the future – the development of people – talent management – which is our newest fourth pillar of AIMS. I congratulate you on achieving this level of excellence," Paul said.

Paul passed the proceedings over to Marco who was delighted to present the BRAVO Awards. "The most important responsibility of a manager is developing your people. I'm extremely happy that this year's BRAVO Award recognizes this vision and I congratulate you on your team achievement," he said.

Cynthia added, "The BRAVO award recognizes outstanding achievement and the Board of Directors and Alcan globally recognizes this as the benchmark in the APMG system. There are not many to have achieved the level of performance or leadership that Kitimat Works has in the form of recognition. I congratulate all of you for your leadership in promoting and developing your people. This is precious to us for the future success of our company and Kitimat."

Marco, Cynthia and Paul and the entire management team proudly recognized and honoured a group



▲ Garage supervisor Danny Baker, far left, relates the type of paint used on the shop floor, while Cynthia Carroll, Paul Henning, maintenance technical superintendent Rejean Pageau, and Marco Palmieri look on.

of dedicated, enthusiastic individuals for their creativity, passion, commitment, leadership and team effort for developing the new Supervisory Development Program.

The recipients (our cover photo) included: Sonya Dhami, Mark Annibal, Daniel Howell, Steven Jeffrey, Kevin Finn; Andrew Simpson and Christa Brais were unable to attend the ceremony.



▲ Marco Palmieri talks with garage mechanic Gary Warren.



LME PRICES us\$ for 07/20/2006 [Previous Month]

CASH: ▲ \$2530 [\$2397]

3 MONTH: ▲ \$2575 [\$2437]



New recycling center opens

Recycling used to be a patchwork affair at Kitimat Works, with material collection sites scattered throughout the plant; however, that changed as of July 3, when a new recycling center opened on the east side of line 7's center passageway.

Plant salvage and recycling coordinator Dan Siepmann has spearheaded the creation of the new center, which was built and assembled by employees from the major maintenance, cladders and mobile equipment departments. "This area was constructed by Alcan employees," Dan emphasized. "With their effort, a job well done."

Stalls and bins at the site have been clearly marked for the collection of specific materials, and instructions have been posted to ensure proper segregation and placement of the various types of recyclables. "It's one-stop shopping for plant recycling collection," said Dan. Paper and cardboard collected at the center will be donated to Kitimat Understanding The Environment (KUTE) for community recycling.

An Alcan employee will serve as the new recycling center's watchperson, monitoring and recording the site's recycling activity. Dan feels this will help provide encouragement and incentive for recycling among plant personnel, if employees feel their recycling efforts are being noticed.

As Dan explained, recyclable materials of one kind or another are produced in every area of the plant every day, so it remains vital to promote increased participation in the plant's recycling program. "Alcan is a very big place," he remarked, "so it produces a significant amount of recyclable materials."

Overall, Dan is very pleased with the outcome of this project. "It helps the environment, and it shows we've moved forward in the recycling effort."



▲ Kitimat Works employees involved in the creation of the recycling center includes, from left, mobile equipment supervisor **Mike Steponavicius**; cladders **Dennis Bannister**, **Godfrey Grant**, and **Rod Smith**; plant salvage and recycling coordinator **Dan Siepmann**; major maintenance employees – millwright **Brian Dueck**, welder **Eric McMann**, supervisor **Scott Blackman**, and material handler **Rupi Mittal**. Missing was building trades supervisor **Ron Minaker**.

Materials collected at the new recycling center:

- Pallet Board
- Wood Waste
- Industrial Waste
- Paper
- Cardboard
- Aluminum
- Aluminum Cladding
- Electrical Wire
- Stainless Steel
- Copper
- Brass



Questions or concerns regarding the new recycling facility?

Contact the salvage and recycling department or the environmental services department.

COMMUNICATION: EXCELLENCE

ingot wins Grand Award!

ingot wins a Grand Award from APEX, in the 18th annual awards for publication excellence.

The APEX Awards are based on excellence in graphic design, editorial content and the ability to achieve overall communications excellence. The Grand Awards honour outstanding work in 11 main categories; *ingot* won the Grand Award in the Magapapers and Newspapers division.

According to the editor and publisher of 'Writing that Works' and one of four APEX 2006 panel judges John De Lellis, there were 4,756 entries; 105 were awarded the Grand Award for outstanding work, while 1,434 received an Award of Excellence to recognize exceptional work in 102 subcategories.

Judges comments (*ingot's* entries submitted were for March and April 2005)

ingot – Cathie Stevens, Alcan Primary Metal BC, Kitimat, BC ...

Striking redesign, improved content emphasis based on employee feedback, effective photo grids and interesting, engaging copy make this an exceptional staff publication.

On receiving notification about winning the award, *ingot* editor and internal communication advisor Cathie Stevens said, "ingot has won the APEX 'Award of Excellence' many times over the years, so it was wonderful news to be elevated to the next level – the Grand Award. It's awesome recognition for our team of professionals who have contributed to the success of publishing *ingot*."





The kids loved the sack races at the picnic.



Kids, mom's and dad's decorated the float for the Canada Day parade.



Henning's Heroes took first place in the first annual Kitimat Dragon Boat Regatta.

KWSA Summer fun!

KWSA celebrates 50th anniversary full of fun for employees, retirees and their families.



The Kitimat Works Social Association (KWSA) is celebrating its 50th Anniversary this year, hosting or participating in a wide array of summertime events, as part of an ongoing celebration. These activities included golf and soccer events, and entering a KWSA rowing team, the "Aluminators," in the annual Dragon Boat Regatta, which also featured an Alcan management team, "Henning's Heroes." Despite blazing heat, a huge and enthusiastic crowd turned out to watch the latter event on July 2. Henning's Heroes placed first in the "A" division, and the Aluminators placed second in the "B" division.

That same weekend, the KWSA entered a balloon-festooned float in the local Canada Day parade, adding a colourful and enthusiastic presence to the proceedings.

On a more serious note, KWSA helped raise money for a worthy cause on June 12 by entering the annual Big Bike Ride to raise money for the Heart & Stroke Foundation of British Columbia, driving the foundation's eight-foot-wide, thirty-foot-long "Big Bike" through town for charity. The 25-member KWSA team had the fastest time in Kitimat at around 16 minutes, and raised \$3,129.84 in pledges.

It wouldn't be summer without the KWSA picnic. On-and-off rainfall failed to dampen spirits on June 3 when Alcan employees, retirees and their families assembled at the Rod & Gun Club for this annual summer event. Volunteers served ice cream, drinks and countless hot dogs while children played and adults chatted. A face-painting booth was popular, as was a series of races and athletic competitions for the youngsters, pitting kids against each other in everything from sack races to tug-of-war challenges.



KWSA raised \$3,000+ in pledges for Heart & Stroke Foundation.



Painted, smiling, happy faces during the picnic.



Kids tug it out during the tug-of-war challenge.

Renewed commitment

Gerard Hirdes

Gerard Hirdes is Kitimat's new financial controller.



Appointed as financial controller/administrative services this past April, Gerard is one of the newer additions to the Alcan management team; he is also new to Canada, having spent practically his entire life in his native Netherlands before moving to Kitimat to assume his current position.

By the numbers

Gerard started his career as a trainee with a major auditing firm KPMG, servicing a wide variety of businesses in the Rotterdam area. "I started my studies in marketing," he recalled, "but it was vague for me. I needed something more concrete."

Becoming a manager and an auditor, he accumulated years of

auditing experience before becoming a finance manager at a major anode producer, Aluchemie, an Alcan company. "Auditing suited me very well," said Gerard, "and I'm comfortable in finance, having the opportunity to make things happen."

At Aluchemie, Gerard handled finance, procurement and IT, helped establish the Alcan Integrated Management System, and sponsored various projects as a certified Green Belt.

Big machines, little town

"After almost seven years in auditing I really wanted to gain experience as a financial controller," Gerard recalled, "and I got that opportunity with Alcan." He also enjoys the sort of industrial setting Alcan can provide. "It's good to be around big machines. It's kind of old economy, but it has a charm for me."

Kitimat has also had its charms for Gerard and his family – wife Lonneke, son Coen and daughter Julie. They find the town to be welcoming, and the natural beauty is impressive. "Things are very spacious," observed Gerard, "more trees than people. I like that very much. And of course, there are the mountains. It's very different from home, but still appealing."

Gerard finds the plant appealing, too. "The people I work with are positive, cooperative, friendly, and welcoming to new people and new ideas."

Adding things up

As financial controller, Gerard and his team are responsible for accurate, complete and timely financial reporting, cost control and supporting the management decision making process. In addition, he is also responsible for effective internal controls over financial reporting.

Currently, the team of management accountants are involved in a CI project to better understand the financial information needs of the supervisors and superintendents. This will undoubtedly change the role of the management accountants and support the objectives stated before.

One of his primary objectives is to create more "ownership" of budgets among both employees and management, by giving people a clearer understanding of what drives costs in their work. This makes budgeting less abstract and remote for employees. "They're more involved that way, and able to manage their costs effectively," he explained. "Without that involvement, it's just cost-cutting."

Patrice Bergeron

Superintendent Patrice Bergeron feels right at home at Kitimat Works.



Recently transferred to Kitimat Works Patrice Bergeron is currently serving as superintendent of lines 1 & 2, the pot start-up crew and the gas collection crew. As such, he supervises all the operational aspects of those areas.

Patrice comes from Baie-Comeau, a small city close to the St. Lawrence River in Quebec. He started his career there as a summer student with the Reynolds Aluminum Company. Studying chemical engineering at Université Laval, he moved to the Saguenay and was first hired by Alcan in 1995. He went on to serve as a process engineer in an aluminum refinery and became a Black Belt in Continuous Improvement.

Coming to Kitimat

He did well in Quebec, but even before he transferred, Patrice was hearing good things about Kitimat. "A lot of people I knew said working in Kitimat was the best assignment they ever had," he recalled. "Everyone I knew who worked here told me I would enjoy it."

Part of Kitimat's allure for Patrice was the wilderness and the waterways, he being something of an outdoorsman. "It's very nice," he remarked. "I'm a hunter and a salmon fisher, so I'm in paradise in Kitimat."

A world of difference

For Patrice, living in a smallish community close to the water is pleasantly reminiscent of his original home, Baie-Comeau. At the same time, some of the things he likes best about Kitimat are very different from his home province. He loves BC's mountains, and he doesn't miss Quebec's more aggressive motorists.

He also doesn't miss living in bigger towns or cities, saying he finds small-town life much more tranquil. "It's relaxed. I hate big cities, so we're happy to be living in a small community where everybody helps each other. Me, I'm missing nothing."

Cultural exchange

Patrice is fascinated by the multicultural nature of Kitimat. "I like that there are a lot of different nationalities. It's pretty interesting." He also appreciates the opportunity that he and his family have gained to improve their English.

Given the differences in language and culture, Patrice and his wife Valerie were a little worried that their young son Antoine might have trouble fitting in, but he has settled in quickly, making friends, playing outside with other children and picking up the language.

As much as he likes the wider community, Patrice is also impressed with Kitimat Works, and he hopes to stay for as long as there are good opportunities. "People respect each other," he said, "and I really enjoy it. It's a culture of hard workers and good work practices."

Nechako Reservoir at-a-Glance



Current elevation

As of July 10, the reservoir elevation was 2797.77 feet above sea level.

Long-term average

The long-term average for this time of year is 2796.84 feet above sea level.

Inflows

The inflow into the reservoir during June was 413.8 cubic meters per second. The reservoir storage at present is at 109.6 per cent of the long-term average storage.

Spillway discharge

Spillway discharge is currently set at 51 cubic meters per second.

Working safe, living safe

Safety professionals gather for the 18th annual health and safety conference in Kitimat.

The Skeena Chapter of the Canadian Society of Safety Engineering (CSSE) hosted their 18th annual health and safety conference in Kitimat, June 8 and 9 at the Kitimat Rod & Gun Club. In addition to a stellar line-up of speakers and an evening of golf, the event featured demonstrations, displays and exhibits, all revolving around the CSSE's promotion of safety in every aspect of workers' lives.

CSSE regional vice president Jim Hopkins assisted local conference organizers such as Alcan's Reg Roy, Bonnie Thomson and overall conference coordinator Jim Robertson, plus a veritable army of volunteers and attendees from Kitimat Works. Attendance was significantly up this year, and post-conference feedback was very positive. "I think it was an overwhelming success," said coordinator of WCB claims management Bonnie Thomson.



▲ CSSE organizers and volunteers pose for the *ingot* camera.



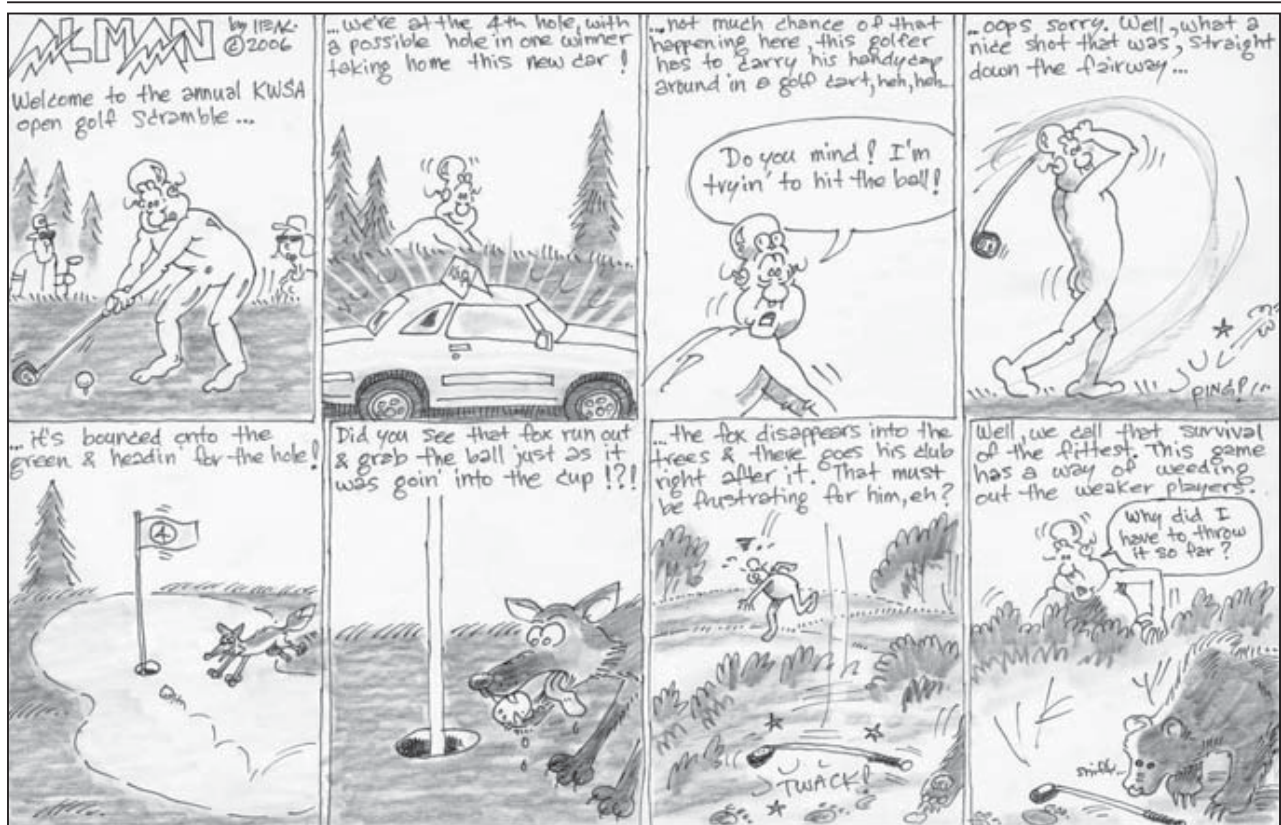
Speakers

Cody McNolty made a moving presentation regarding the work-related accident that killed his father Dan and nearly claimed Cody himself. Similarly personal, injured worker Bernie Inman and his wife Sheila revealed the "ripple effects" of crippling injuries, how thoroughly they alter people's lives.

Consultant Chris Arnold spoke about workplace violence, paramedic Ted Swan warned of the dangers of peer pressure, Northern Health Authority's Carolyn Brown and Murray Webster analyzed pandemics, physiotherapist Lori Janzen discussed recovering from workplace injuries, and Pacific Northern Gas made a presentation regarding safe use of natural gas.

A particular favourite of the attendees was emergency room physician Dr. Bruce Campana, who gave a hard-hitting speech about the gruesome consequences of accidents. Sardonic, self-effacing, polished and engaging, Bruce used shocking photographs to illustrate his grim tales. As he told local high school students in a follow-up presentation later that same day, Bruce tries to hurt his audiences a little for their own good.

Alcan's director of operations Paul Henning praised the conference volunteers and congratulated Kitimat Works employees on reaching their two millionth hour without a lost-time injury. "EHS is our first priority," he said. "It's purely about people. I don't want anyone going home injured." The CSSE shares that sentiment, and plans are already underway for next year's conference.



5 Years



Olivier Rival
Paste Manufacturing Coordinator



Kevin Sullivan
Power Engineer Second Class

10 Years



Shawn Dimitrov
IT Analyst

20 Years



Lucy Miani
Benefits and Pension Administrator

30 Years



Ron Lechner
Buyer

KWSA Fun Slopitch Tournament



The annual KWSA Fun Slopitch Tournament held at the Riverlodge Ball Fields is on August 25 to 27. Entry fee is \$100 per team and you must have seven men and three women on the field. Pick up an entry form from a KWSA member or Bill Pacheco at the steam plant. Bill requires the team name, rep name, home and work phone, MDP #, team shift schedule and the list of names of all team members.

If you have questions contact Bill at 8417 or 250-632-7355.

Send your team roster to Bill at MDP # 57 by the deadline date of August 17, 2006.



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Apprenticeship Openings at Alcan Primary Metal - BC

The company is inviting applications from permanent employees for the following apprenticeship openings in 2006.

Three (3) Electricians One (1) Instrument Mechanic

Applicants for the above positions MUST have Grade 12 graduation with the following courses: Math 11 or Algebra 11 or Applied Math 12 or Principles of Math 11 or CCP Math 0401/0402, Physics 11 or CCP Physics 040, and English 12 or equivalent. Where equivalent status is claimed, acceptable documentation must be provided by the applicant that will show equivalency of courses taken. Candidates will be required to establish their proficiency in Math, Science, Physics and Algebra through written examinations.

Four (4) Millwrights

Applicants for the above positions MUST have a minimum education level of Grade 10 with the following courses: Science 10 or CCP Science 10, Math 10 or Applied Math 10 or Principles of Math 10 or CCP Math 0301/0302 and English 10 or CCP English 030 or equivalent. Where equivalent status is claimed, acceptable documentation must be provided by the applicant that will show equivalency of courses taken. Candidates will be required to establish their proficiency in Math and Science through written examinations.

Industry Training Authority (ITA)

Industry Training Authority recommends Grade 12 graduation, with appropriate Math, Physics and English, as prerequisites for entry into all apprenticeships. Visit the ITA website at www.itabc.ca for more information regarding apprenticeship.

To Apply

If you qualify and wish to apply, please contact Christa Brais at the Learning and Development Center, Building 158, office 204, between the hours of 8:30 a.m. to 12 noon and 1 p.m. to 3:30 p.m., Monday to Friday, for an application form. All completed application forms are to be submitted personally on or before September 15, 2006, 3 p.m., to Christa Brais. Applications not completely filled out will be considered invalid and returned to the applicant.

Candidates will be selected based on the merit of results from testing and an interview. Proof of educational standards (supporting documents) must be supplied by the deadline date. Non-Canadian transcripts or diplomas must be taken to the B.C. Ministry of Education for a Canadian equivalency rating prior to the closing date.

Those employees wishing to upgrade for these and/or future apprenticeship openings should contact the Kitimat or Terrace Campus of Northwest Community College, Kitimat - 250-632-4766, Terrace - 250-635-6511 about Alcan Apprenticeship Upgrading. Further information may be obtained by contacting Mike Stekelenburg at 250-639-8556 or local 8556.

Alcan Community Investments April, May & June 2006 Total Donations: \$53,644

Canadian Parents for French-Concours d'art Ortaire
Concerts in the Park, Riverboat Days
Terrace Little Theatre
KAFY Gala
North Pacific Music Festival
Terrace and District Community Services Society
CSSE Conference
Nechako School Playground Equipment
Kitlope Project 2006
Kitamaat Village School
KCH Graduation
Canada Day Booth
Dragon Boat Fest, Kitimat
Gingolx / Kincolith Crab Fest

Kiwanis Seniors Village
Rehab Medical KGH
Navy League Cadet Corp
Senior's anniversary celebration
Kitimat City High
Centennial Christian School
Kitamaat Basketball tournament
Psychoholic Productions
Kitimat Dynamics Gymnastics Club
Adventure Challenge Terrace
Pacific North Coaster Tri Club
Heart & Stroke Big Bike Ride
Kitimat Boxing Club
Envision Jr. Triathlon

