

KITIMAT WORKS 50 YEARS



Ingot

ALCAN PRIMARY METAL BRITISH COLUMBIA

For Alcan employees, retirees and their families



▲ The restless spirit of 35-year Alcan veteran **Maurice Michaud**. Read page 5.

HoT ToPICS



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Alcan, community and MESS history 'mesh' together. **Read our historical series on page 3.**



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Head to Kitimat for the August long weekend to celebrate our 50 years in B.C. **Read pages 6 and 7.**



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Canada's largest freshwater fish - the white sturgeon. **Read page 10.**



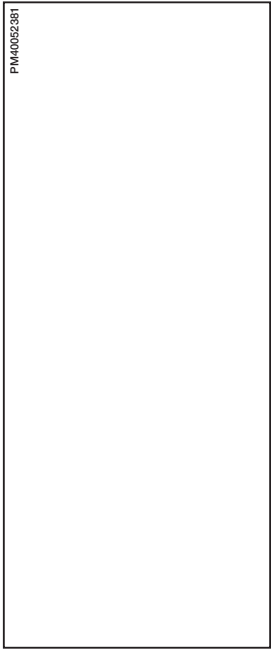
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Paul Henning tours the plant and talks with employees about the future. **Read page 11.**

BUSINESS: New business strategy rolls out

Continuous improvement team accepts challenges

Alcan adds Continuous Improvement (CI) as a tool to help the company reach its goal of doubling shareholder value every five years.



Yvan Morissette hasn't practiced martial arts since he was a young man living in Quebec, but the next time you see his name, you might also see the title Black Belt written beside it. That's because Yvan has accepted the challenge of becoming APM-BC's first black belt under Alcan's Continuous Improvement (CI) Initiative.

Continuous Improvement is the third component in Alcan's integrated management system. The other two components are Maximizing Value and *EHS First*.

Three on the team

In addition to Yvan, process engineer Suzana Clemente and information technology specialist Patrice Cote will also commence training to become black belts in the CI process.



▲ CI black belts, from left, are **Suzana Clemente**, **Yvan Morissette** and **Patrice Cote**.

While the terminology used in CI - black belt, green belt - seems rooted in the martial arts, the concepts are very much business-driven.

For example, Alcan is using Lean Manufacturing and Six Sigma as the two main pillars

Continued on page 2

Alcan is co-sponsoring a conference that will energize you and your work

Transmission and distribution

Alcan and BC Hydro are co-hosting the annual Transmission and Distribution Maintenance Management conference in Vancouver. There's plenty of time to register; the conference is in September.

In Alcan's 50th Anniversary year, corporate affairs manager Colleen Nyce is delighted that Alcan and BC Hydro are co-sponsoring the 29th annual Transmission and Distribution Maintenance Management (T&DMM) conference in Vancouver from September 27th to October 1st, 2004.

Are you interested in learning more about transmission and distribution maintenance management? Are you interested in finding out what the challenges are facing the utility industry? Are you interested in expanding your network of utility colleagues? If so, this conference may be for you.

Alcan's general supervisor power operations maintenance Mike Smith, represents Alcan on the T&DMM steering committee as well as a working committee to deliver the Vancouver conference. He's also assisting in the re-design of the T&DMM web page. Power operations administrative assistant Mary Gunderson also joins the conference working committee.

"Anyone who has planned a conference knows the tremendous amount of work involved," says Mike. "Mary's contributions

have been of great help and we are both pleased to join the seven other hard-working BC Hydro committee members."

The first utility seminar was held in Scottsdale, Arizona in 1976. In 1993, the seminar participants officially formed the T&DMM as an organization and by 1995, as an association. Alcan joined the association in 1998, with Mike's participation on the steering committee.

During last year's conference, Mike led a workshop on safety issues and presented a paper about Alcan's emergency restoration efforts at tower 113 in the remote Kildala Pass. (See Ed's note below.)

Who should attend this conference? Mike says anyone responsible for transmission and distribution, and involved with maintenance management, scheduling, and work methods, safety issues and systems.

While the conference agenda is being fine-tuned and guest speakers arranged and workshops organized, anyone interested in finding out more about the T&DMM conference can contact Mike Smith at Alcan. You can also check out the T&DMM web site at: www.tdmm.com.



▲ Maintenance Management 2004 Steering Committee members posing on the 35th floor of the Sheraton Vancouver Wall Centre in January.

EDITOR'S NOTE:

Here's a bit of *ingot* trivia. Editor Cathie Stevens, as writer/photographer at the time, covered the story on tower 113 and won an Award of Excellence from Communications Concepts APEX award program for her submission - 'Crews Erect a New Tower at the Glacier Creek Bowl', *ingot* February 4, 1994.

BUSINESS

page 1 ... New business strategy rolls out

of its CI initiative. Lean Manufacturing principles look at ways of reducing waste and eliminating steps from the manufacturing process that don't add value, as well as reducing lead time and working capital. Six Sigma, on the other hand, is linked to quality and customer satisfaction. At Alcan, the combined package of tools and related training will be called Lean Six Sigma, or LSS.

Not a new concept

"This concept is not new to Alcan," explains Yvan. "In fact, a number of Alcan business groups were already using some of these tools under the Alcan initiative known as FOCUS. The packaging group used a similar set of tools under the CLEAN program."

In 2003, Alcan integrated all these packages into one global system with the expectation that all Alcan business groups will use this system for their continuous improvement initiatives.

What will you see?

So what will employees see at the local level?

"At the local level, you'll see a group of

employees who are using specific tools and techniques from the Lean Six Sigma system," continues Yvan. "These techniques are spread across five different categories, captured by the acronym DMAIC."

D is for define;
M is for measure;
A is for analyze;
I is for implement/
 improve;
 and
C is for control.

It is a structured, disciplined, fact-based, approach to process improvement.

For employees who are becoming CI green belts, the training process will last two weeks spread across two months. For black belts, the training will last for five weeks spread across five months. In the end, employees who complete the CI training process will have a set of tools available

to them that will help them make better business decisions.

Projects vary

Each green belt and black belt will be expected to complete a CI project as part of their training. For example, a green belt project might be comprised of introducing a 5S project into the department in which they work. For black belts, the projects will be broader in scope.

"Black belts will take on CI projects for which there are currently no known solutions," explains Yvan. Typically, these types of projects will last anywhere from three to six months. As an example, Yvan mentions that his project will be to find a way to reduce pot turnaround time.

Helping Alcan with the CI initiative is the consulting firm, The George Group. This firm was chosen from among 14 companies vying for the contract. "They have the necessary expertise to incorporate Alcan's philosophy into the program, build and support the training packages for an international audience, and roll it out on a global basis," says Yvan.

Taking a stroll down memory lane through back issues of *ingot*

20 years ago in March...

To celebrate Alcan's 50th Anniversary, *ingot* presents its monthly series of looking back at some past articles highlighting activities and events as recorded in *ingot* over the past 50 years. Here is our first installment...

Twenty years ago, five Mount Elizabeth Senior Secondary students, assisted by two teachers, built a three-dimensional scale model of Kitimat as it was in 1954. Inspired by old photographs, maps and pioneer accounts they built and handpainted the model and presented it to the Kitimat Centennial Museum for display.

Over the course of the 20 years, the model was put into storage but was recently pulled out and refurbished by Alcan employee Stewart Young. It's now back on display at the Kitimat Centennial Museum to coincide with Kitimat Works 50th anniversary.

History comes alive through town model

Have you ever wondered what Kitimat looked like in the good old days, 30 years ago? A group of MESS students has provided a look backward in time.

With all that has been said of life in Kitimat in the early days, of the Delta King, Whitehall, and the camps, you may wonder exactly where those things were and how it all looked back then.

In time for National Heritage Week, students from Mount Elizabeth Secondary completed work on a scale model of Kitimat's old townsite that allows everyone a glimpse into the past.

The 4 x 2 1/2 foot, three-dimensional model was displayed during Heritage week, February 20-24, in the office of Archibald, Clarke & Defieux in the lower City Centre mall. In perfect detail, it shows Kitimat as it was in 1954. Handpainted balsa wood structures recreate the old Hudson Bay store, hospital and even the Delta King. The model has now been moved to the Centennial Museum and will be displayed again beginning in mid-March.

Katherine Johnsen, an art instructor at MESS who coordinated the effort, says students were approached by the Heritage Advisory Commission about the project and were immediately inspired by

it. Margaret Stoddart, Mark Doering, Shangro Bopanrai, Jeanette Bill, and Diana Grant, all grade 12 students, began their work February 1. With help from Katherine and social studies teacher Gary Mouland, they were finished in three weeks.

"We worked almost every night," says Katherine. "We were here until midnight on Sunday, to have it ready for Monday morning."

The varnished plywood contour structure was built first, showing the land as it was before construction. Buildings and roads were laid over the base structure.

The students made use of old photographs taken about 1954, and had a map of the townsite as well. James Tirrul-Jones, Centennial Museum Curator and recording secretary for the Heritage Advisory Commission, was their primary reference source. Kitimat pioneer Hilda Stumpf, who works at the highschool, was able to provide constructive criticism as the diorama took shape.



▲ Display of the Delta King

Why not take a stroll down memory lane...

during July 2 to August 7, to tour the Museum and its wealth of Alcan history that will be on display during our 50th Anniversary. The Museum is also launching its tribute with a pictorial web page devoted entirely to the construction of the Kenney Dam, Kemano, the Kitimat smelter and the townsite. Check out the Museum's web site at: <http://www3.telus.net/kitimatmuseum>.

Donation to Museum

This dress was donated to the Museum by ex-Kitimatian Pat Grieves. Several of these dresses were hand-painted by local business woman and artist Heidi Bjorn, incorporating the Dogwood flower of BC into the pattern. The Business and Professional Women's Club of Kitimat wore these colourful dresses to provincial conferences. This group of women were very active in the 1960s and 1970s.



▲ Display of the model now

◀ From top left: Social studies teacher **Gary Mouland**, **Margaret Stoddart**, **Shangro Bopanrai**, art teacher **Katherine Johnsen**, **Jeanette Bill** and **Mark Doering** with the scale model they built of Kitimat's old townsite.

A learning organization needs training and supporting resources

Training plans... by the numbers

Organizational development and plant training delivered over 55,000 training hours through a variety of different training programs last year. What's the plan for this year?

What is the annual training plan for 2004? Plant training and development leader John Bower, says the learning and development network is committed to delivering 60,000 + hours of training this year, to meet the action plan of the 2003 Global Employee Survey as well as specific objectives for 2004.

The primary training objective is to continue facilitating and supporting the Joint Occupational Health and Safety program and aligning it with *EHS First* training programs and initiatives. The expectation is to deliver refresher training in regulatory requirements plus committee member and some 'train the trainer' training.

Another very important objective is to continue developing and posting mobile equipment training packages to the *Integrum* and *PeopleSoft* systems. A tremendous effort is needed from trainers, supervisors and co-workers to continue coaching and training mobile equipment operators to improve competency.

As for computer training, John says there is ongoing training for Maximo, *Integrum* and Lotus



▲ John Bower

Notes R6. New computer programs being introduced later this year are the Kitimat Overtime Equity System (KOTES) and the Plant Information (PI) program, which the network organization is prepared to deliver training as required.

An area in which John would encourage more review and application of is the newly implemented "Systematic Process" to

organizational training. The Learning and Development Policy and Procedures manual, available on *Integrum* and the HR Share drive, was developed and distributed to key personnel.

"This manual is a step by step process to organizational training

and was developed to guide all organizational trainers to apply training consistently and cost effectively," concludes John. If trainers have questions they can call John.

Training stats for 2003

The learning and development network increased training by 63.2 per cent in 2003 compared to 2002. In 2002 we totaled 34,098 training hours. In 2003 we totaled 55,647 training hours. Training hours falls into six categories and were consumed in 2003, as follows:

- | | | |
|--|--|--|
| ■ Environment, health and safety training at 18,948 hours or 33 per cent | ■ Trades training at 10,350 hours or 19 per cent | ■ Technical training at 317 and less than 1.0 per cent |
| ■ Operator training at 11,044 hours or 20 per cent | ■ Management training at 7,705 or 14 per cent | |
| | ■ IT training at 7,283 or 13 per cent | |

Training stats for 2004

The 2004 annual training plan forecasts 42,109 training hours in:

- | | | |
|--|-----------------------|--------------------|
| ■ Environment, health and safety at 14,597 hours | ■ Operator at 11,495 | ■ IT at 800 |
| ■ Trades at 13,256 | ■ Management at 1,753 | ■ Technical at 208 |

CoRPORATE SPoNSORSHIP

Engineers and geoscientists renew acquaintances

Engineering branch meeting

Alcan and Eurocan sponsored the Association of Professional Engineers and Geoscientists of B.C. (APEGBC) branch meeting.

The second annual (APEGBC) branch meeting co-sponsored by Alcan Primary Metal-BC and Eurocan Pulp & Paper Co. was held Friday, March 5th. The 200 member northern branch was inactive for four years until last year's inaugural meeting renewed ties in the engineering and geoscientist community.

The event was held at the Kitimat Rod and Gun club and started at three o'clock. Members discussed upcoming engineering conferences and projects. After the meeting members chose to tour either the Kitimat Works smelter or Eurocan's mill. The majority toured Eurocan, as many had already toured the smelter during last year's meeting.

About 80 people attended the reception and dinner later that evening, including members and guests. Keynote speaker, superintendent of maintenance and project engineering, Mike Long, representing Alcan, thanked members for attending and stated how proud Alcan was to continue sponsoring the event.



▲ Members of the Association of Professional Engineers and Geoscientists pose at the Rod and Gun Club before the annual meeting.

Occupational first aid attendant shares his experiences

Change and happiness in Kitimat

A conversation with a co-worker in Meadow Lake, Saskatchewan, led to a quick decision which steered Maurice Michaud's life in a new direction.

Standing amongst the tools of Meadow Lake's local hardware store, 21-year old, Maurice Michaud heard his co-worker say that her daughter and grandson needed a ride to Kitimat. Where's Kitimat? He thought for an instant. Instead of going to work on a farm as he had planned, Maurice decided to leave Saskatchewan. Soon he was on the road, chauffeuring his co-worker's daughter and son to Kitimat; ready to start a new life.

"I like change," says Maurice when asked about his bold decision to move to Kitimat. Change has been a constant driving force in Maurice's life and is reflected in his career. During the past 35 years he's held eight different jobs at Kitimat Works with his first job in line 1.

After working in line 1 and then the welding shop Maurice transferred to security, now called plant protection. Several courses were offered and he earned his Industrial First Aid ticket. He's retained it every year since. Maurice worked in security for 17 years, including three years in Kemano.

"It was a different life there," says Maurice "everybody knew each other." He enjoyed the



▲ Maurice Michaud

close-knit community. "We bought our first two boats in Kemano and when I returned to Kitimat, I bought a bigger boat and started chartering on days off. That lasted for three years," recalls Maurice.

His chartering experience led him to volunteer with search and rescue. For 15 years he helped in water rescues. A memorable moment as a volunteer was when his group was invited to Ketchikan, Alaska, to a Seafest competition. The weekend event

involved search and rescue teams from various locations participating in mock rescue scenarios.

After 17 years in security, Maurice continued to explore different jobs. He transferred to lines 3 to 5 and worked as a studblast operator for six months and then transferred once again to A-casting. Nine months later Maurice applied for a temporary position in first aid and it became full time and he is still there.

On day shift he answers incoming emergency calls and either his co-worker or himself responds. He also assesses and treats injured workers. As an audio technician he conducts hearing tests. Night shift has the same emergency priorities as day shift but during the quiet hours Maurice enters physician reports into the computer.

Maurice is an avid curler and belongs to the Hirsch Creek Golf and Winter Club. He'd like to spend more time golfing. "You can't get good at any sport if you only go once a week," says Maurice. He explains you need to golf everyday or at least three times a week to improve.

You can tell Maurice has a restless spirit when you talk to him about retirement. He's already started planning activities

ranging from travel to renovations. He plans on developing his property at Lakelse Lake and building his retirement home. He would also like to re-visit Hawaii and to travel to Holland to visit his Dutch relatives.

The most important aspect of Maurice's life is his family. "My wife and kids are my life," he says. Maurice and his wife, Rose, have two children, Jason, who lives in Fort McMurray, and Nicole, who lives in Terrace.

"As long as people are happy, it makes your job nicer. I find life runs a lot smoother when you are happy."

A philosophy that's helped Maurice through life, "As long as people are happy it makes your job a lot nicer. I find life runs a lot smoother when you are happy," he concludes.



Change and variety is the spice of life for **Maurice Michaud**.

From far left, Maurice keys in physician reports, treats a workers injured thumb and completes the forms from an audiometric hearing test.

What are your vacation plans this summer?

Why not celebrate with Alcan during its 50th Anniversary year?

Alcan invites its employees, retirees and the community of Kitimat to join us for our 50th Anniversary celebrations on the August long-weekend. And it's confirmed – Alcan has booked Scottish rock and roll band Nazareth.

It's Alcan Primary Metal – BC's 50th Anniversary of operations in northwest British Columbia. Our celebrations will be observed during the August long-weekend. So, why not make Kitimat your summer destination this year.

Activities and event planning is well underway and as you can readily read by our schedule of events, there will be a lot of

opportunity to reminisce, to visit and to re-acquaint with family and friends throughout the weekend.

Corporate affairs manager and chair of the 50th Anniversary committee Colleen Nyce says, "All of the committee members have been working diligently but we will still have to recruit a few more people to help out. Now that we have confirmed the booking of

the band Nazareth, excitement is building in momentum."

Over the weeks and months to come, *ingot* is committed to getting the word out about the 50th Anniversary events.

What can you expect?

The Riverlodge is our 50th Anniversary party central location and most activities will take place under 'the big tent'. The

theme will be reminiscent of the Delta King days.

The concert and gala dance on Saturday, July 31 will feature classic rockers Nazareth, playing on vocals Dan McCafferty, on bass guitar Pete Agnew, on lead guitar Jimmy Murrison and on drums Lee Agnew.

As activities are confirmed, a final Calendar of Events will be published by *ingot*. Stay tuned!



▲ Rick Hynes



▲ Michel Roy

Committee Members

Elgien Henriksen, reception, meet and greet, invitations

Jim Howie, fireworks and church services

Rick Hynes, fireworks

Doug Linton, KWSA picnic

George Marcial, concerts by local musicians

Pauline Marcial, meet and greet, invitations

Colleen Nyce, opening and closing ceremonies, *ingot* pour, external communication

Marjorie Oleniuk, pancake breakfast and invitations

Ralph Reschke, Web communication

Christine Roberts, Delta King Days, international food booths and tours

Michel Roy, river races

Gerry Skitcko, Alcan half marathon

Mike Stokelenberg, river races and meet and greet

Cathie Stevens, *ingot* communication, special tributes, photo contest

Retiree representatives

Michael Bateman, chess, cribbage and bridge tournaments

Anne Berrisford, historical videos, tours and half-marathon

Dave Rootham, train rides and retirees high-tea

Calendar of Events

Date	Event
July 30	Opening ceremonies, live music, fireworks.
July 31	Pancake breakfast, chess, cribbage and bridge tournaments, river races, soccer tourney, salmon barbecue, Delta King Days, Nazareth concert and gala dance.
August 1	Train rides Terrace/Kitimat, Alcan half marathon, interdenominational church service, KWSA picnic and retiree's high tea.
August 2	Alcan's Day with historical videos, bus guided plant tours, ceremonial <i>ingot</i> pour, while concerts, international food booths and closing ceremonies will be held at Riverlodge.



▲ Elgien Henriksen



▲ Jim Howie



▲ Colleen Nyce



▲ Marjorie Oleniuk



▲ Ralph Reschke



▲ Mike Stokelenberg



▲ Cathie Stevens

Tell us your story or send us an "Alcan" photo

A tribute to 50 years of excellence

Alcan's 50th Anniversary is this year and *ingot* wants to hear from our retirees and employees about their early years working at Kitimat and Kemano. We are organizing a special tribute publication, which will be available later this year. If you are interested in sharing your story with us, we'd love to include it in our tribute. We are especially interested in hearing from Alcan families'... first and second-generation retirees and second and third-generation sons and daughters who work at Alcan. Contact *ingot* editor Cathie Stevens at (250) 639-8519 or email cathie.stevens@alcan.com.



▲ Doug Linton



▲ Pauline Marcial

ingot Photo Contest 2004 to celebrate our 50th Anniversary

Cash prizes will be awarded for the winning entries in our 50th Anniversary *ingot* Photo Contest. This year because we are observing our 50th anniversary of Kitimat Works, *ingot* is reviving its photo contest. All categories are open to retirees as well as employees of Alcan. The categories: **People, Pets, Wildlife, Landscape, Historic/Nostalgic**

The prizes are \$100 for the first-place winner in each category and \$250 for the best photo in the contest. The winners will be published in *ingot* and will also be displayed during our 50th Anniversary weekend gala – from July 30 to August 2.

ingot asks you to send 8x10 photo entries and to ensure that the category you are entering and your name, employee number, plant phone number and home address are recorded on the back of the photo so we can return it to you. The deadline for entries is May 15, 2004. Send entries to *ingot*, mdp 272K, Alcan Primary Metal – BC, 1 Smeltersite Road, PO Box 1800, Kitimat, B.C. V8C 2H2.

KITIMAT WORKS 50 YEARS

Life experiences serve these new employees well

Clever solutions **Bagpipes and hydrogen power — who would have thought the two could mix. But both are combined in Paul Bjorn's life and menagerie of hobbies.**



▲ Paul Bjorn

What's that sound? If you were walking along Victoria, B.C.'s inner harbour when Paul Bjorn was attending university it would have been bagpipes. For several years Paul supplemented his university education as a bagpipe busker. His busking days gave him the opportunity to meet a variety of people and earn extra income for school.

Paul graduated from the University of Victoria with a bachelor of engineering specializing in mechanical. When asked why he chose his current field Paul explains, "One of my biggest kicks in life is coming up with clever

solutions to tough problems."

For the last six years Paul managed his own business, as an independent structural and mechanical consultant. He provided design services as well as construction surveying for a variety of commercial and industrial building projects.

Now a civil engineer, Paul works in maintenance engineering. Structural issues are his main focus and he'll provide support throughout the plant as needed.

Besides playing bagpipes, Paul's diverse hobbies include snowmobiling, inventing, and working on project cars. One of

his invention goals is to create an economical micro-hydro hydrogen generation system to revolutionize the energy market. Another is the search for the elusive inert anode, which he says is the next major change for the aluminum industry.

Paul and his wife Robin, along with their two children Cole and Tyler, moved from Cranbrook, B.C. A welcome change is the time Paul has to enjoy hobbies he was too busy to do while managing his own business. He's glad his new position gives him the opportunity to spend weekends with his family.

Experiencing pockets of Canadian culture

Nick Tremblay transferred to Kitimat for a change, for a challenge and for outdoor enjoyment.



▲ Nick Tremblay

Nick Tremblay, a safety specialist in the safety department, transferred to Kitimat Works from the Shawinigan plant. One of his responsibilities this year is to improve our current investigation process to make one EHS&Q procedure including the root tree analysis. He's responsible for the safety department's *EHS First* implementation. He also acts as a safety coordinator for power operations in Kitimat and works with the training department to support the supervisor's development on safety.

He earned a bachelor and masters degree in psychology, specializing in organizational and industrial psychology. After graduation Nick managed his own business for six years. He consulted on quality assurance, human

resources (training, organizational development and hiring) and safety. After working as a consultant at various Alcan plants he accepted an offer at the Shawinigan plant as a safety specialist.

"As a consultant I worked 50 to 70 hours a week; it's a way of life. You have to adapt yourself to the current contracts and look for new opportunities. It was tough for me at the time because my only objective was work. Now I've changed my point of view and when I chose Alcan the biggest factor in my decision was to change my way of life. You have to work hard but you can manage your time for other leisurely pursuits," says Nick.

"I live in the present moment," says Nick about work and his personal life, "I try to do my best each day." He also believes it's

important to establish strong working relationships.

Nick moved to Kitimat to challenge himself both in personal and professional development. He wants an opportunity to improve his English, meet new people and experience other pockets of Canadian culture. Also the town's reputation for great outdoor recreation interested him. He says, "It's easy to feel like part of the Kitimat community and the people are very welcoming."

Nick exercises four or five times a week at the gym and plays volleyball and hockey on a weekly basis. He also enjoys playing the electric guitar. When he's not pursuing work, sports, music or philosophical discussions, he's open for other entertaining opportunities.

AT-A-GLANCE

Nechako Reservoir Update



▲ Skins Lake Spillway

As of March 12, the reservoir elevation was 2791.50 feet above sea level. The long-term average (LTA) for this time of year is 2792.25 feet above sea level. The inflow into the reservoir during February was 67.7 per cent of the long term average.

The reservoir storage at present is at 90.6 per cent of the long-term average storage. March 1st snow survey shows that the snow water equivalent (SWE) at the three high mountain sites is 73.1 per cent of the long-term average for this time of the year,

with Mount Wells the key indicator showing SWE of 62.3% LTA. Based on this information, the inflow for the April-August period is forecast to be 75% LTA. The inflow forecast will be updated after the next monthly manual snow survey on April 1st.

Spillway discharges are currently set at 32.7 cubic meters per second and will be maintained at this rate until the end of March. The discharges will be adjusted for spring flows in April as soon as the ice cover over the Murray/Cheslatta Lakes is gone.

 Career Edge interns expand knowledge and experience

Connecting with community

Re-connecting with a community of friends Keven made on a previous Alcan work term, is just one of the benefits of a Career Edge internship.

Keven Gagne, a Career Edge intern, is project manager and maintenance engineer in the anode paste plant, coke calciner and wharf areas. His main project right now consists of implementing an advanced control system to increase the coke calciner recovery rate.

Keven grew up in Alma, Quebec. He graduated from École Polytechnique de Montréal with a degree in electrical engineering.

In 2002 he completed a four month co-op term at Kitimat Works giving instrumentation support and working on different issues such as electric arc protective clothing. Returning to Kitimat has allowed Keven to re-connect with friends he established previously.

About his Career Edge internship, Keven says, "It has already gained me a lot of experience." Keven concludes, "At the end of



▲ Keven Gagne

each day, if I feel like I learned something, then I enjoy my job. And that is why I'm happy to be here!"

Following the family footsteps

Valerie Toupin followed in the footsteps of several family members and chose an engineering career, which led her to a Career Edge internship at Kitimat Works.

Valerie Toupin is a process engineer, in reduction operations, hired through the Career Edge program. Since last June, Valerie has been expanding her potroom knowledge, first as support for lines 1 to 8 and now as the process engineer for lines 3 to 5.

One of her main tasks is to track the potroom process parameters to be aware of any trends in the process. If a change occurs in the potroom operation, she investigates the possible reasons and tries to get the process back under control.

Valerie was born in Alma, Quebec. Following in the footsteps of several family members, Valerie decided to become an engineer. She moved to Montreal to attend École Polytechnique and graduated with a bachelor in chemical engineering.



▲ Valerie Toupin

Adapting to life in Kitimat has been easy for Valerie, because of her familiarity with Kitimat on a previous co-op work term.

Alcan curling team wins the Industrial Challenge



Alcan entered three teams into the Industrial Challenge curling tournament. The Scholz team and the Dzuiba team but the MacDonald team took top honours after playing five games during the weekend and defeating the Hirsch Creek Golf and Winter

Club Board team in the finals. Alcan's sponsorship of the second annual event attracted 16 teams. The curling tournament was deemed a great success by all. Organizers hope to expand the tournament next year.

◀ From left, the Alcan team appears with Alcan's director of operations **Paul Henning**, third **Murray McDonald**, skip **Ryan McDonald**, substitute lead **Riley McDonald**, financial controller **Louise Depatie** and second **Ray Foster**. (Photo provided by Iain Illing)



FINANCIAL MATTERS

Keys to wealth

If you are tired of "other people" always being more successful financially than you, check these simple truths.

There is no magic investment or tax strategy. How much you earn is also relatively unimportant. People who earn big money often spend even bigger money.

That leads to the first and probably the underlying guideline: live below your means. You don't have to be a penny pincher but you do have to spend less than you earn so you can invest the difference regularly.

Perhaps you have both a real knack and also enough time for planning your finances. Otherwise, focus on what you do best to earn the money and pay the experts to help you develop and regularly review a plan, to provide tax and investment advice and even management.

Just make sure you invest enough time and energy to find the right advisers.

Get rid of personal debt. If you must borrow, do so to increase your investment in appreciating, not depreciating, assets.

It helps if your children are or will become self-sufficient. But if you have a partner and one of you is a super-spender, your wealth will be in consumer goods, not money.

People can change behaviour patterns. But, and financial advisers will cringe when I say this, if "live for today" is your motto, then enjoy the lifestyle you have chosen without guilt. Just don't complain when tomorrow isn't as good as today.

Define wealth not in dollar terms but in the freedom to do the things you want without having to worry about money.

Estimate how much after-tax, disposable income in terms of today's dollars you will need for the rest of your life, plus perhaps a reserve fund for those "extras". Achieve that objective and join the "wealthy" club.

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Mike Grenby is a speaker, author and independent personal financial adviser. He writes an award-winning "money" column, which appears in newspapers across Canada.

White sturgeon are declining in population

Saving the Nechako River white sturgeon

THIS ARTICLE WAS CONTRIBUTED BY DAN BOUILLON

Sturgeon are in decline in the Nechako River and Alcan is actively involved in an effort to protect and enhance the population.

White sturgeon, Canada's largest freshwater fish, are only found on the West Coast of North America. They can exceed 600 kilograms in weight and 100 years of age. Sturgeon inhabit the Nechako River and 80-year-old specimens measuring up to 2.4 metres in length and weighing 110 kilograms have been caught. Sturgeon don't mature until they are about 30 years of age and then spawn only once every several years.

Scientific research in the past several years have indicated that the sturgeon population in the Nechako River is decreasing. In particular, there appears to be a significant drop in juvenile sturgeon levels (fish that are less than 30 years of age).

Sturgeon stock in jeopardy?

If population estimates are accurate, the current level of juveniles in the Nechako system is not sufficient to replace the population as the older fish die off. Should this trend continue, the Nechako sturgeon stock will be functionally extinct within 25 years.

Dan Bouillon is APM-BC's superintendent of marine and external environmental affairs: "A similar concern exists for sturgeon stocks on other regulated rivers, including the Columbia and Kootenay Rivers. Given the information regarding low numbers of juveniles, quick

action is warranted to better understand the dynamics of these populations and to take appropriate action to protect and enhance them."

1987 agreement defines releases

Most of the theories about the lack of juvenile sturgeon in regulated rivers directly, or indirectly, implicate water flow, timing of releases and volume in particular. Alcan releases water into

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Dan Bouillon

the Nechako River following a schedule defined in the 1987 Settlement Agreement signed by Alcan and the federal and provincial governments.

Alcan's contribution of flow to the Nechako River in May and June at Vanderhoof averages approximately 40 per cent of the total flow in the river at

that point, and increases to about 80 per cent on average in the winter.

In anticipation of federal species at risk legislation passed into law in 2003, and in the interests of protecting Nechako sturgeon, the Ministry of Water, Land and Air Protection (MWLAP) initiated a Recovery Process in 2000 to organize stakeholders and to develop a recovery plan for Nechako sturgeon.

Alcan is part of the process

Alcan was invited to the table from the outset and Dan has been Alcan's representative on the Recovery Team since the inception of the process. The Recovery Team is responsible for the science-based recovery plan. Skins Lake Spillway supervisor Justus Benckhuysen supports Dan on the Recovery Team and is a member of the Action Planning Group responsible for broad stakeholder involvement and public communications.

The Recovery Team is made up of biologists and scientists from the MWLAP, Fisheries and Oceans Canada, First Nations and Alcan. The Action Planning Group is made up of a broad spectrum of interested stakeholders from the Nechako Watershed area.

Dan says "Since its inception, the Recovery Team has assembled and reviewed existing information for Nechako sturgeon, worked

with First Nations groups to build understanding of the sturgeon management issues, developed a draft recovery plan, and initiated research and monitoring projects to fill gaps in understanding."

Team considers all options

"Our primary focus over the short-term will be to locate sturgeon spawning sites, to better understand the contribution of the Stuart and Nautley River sturgeon to the Nechako stock, and to develop and implement a long-term monitoring program to track changes in juvenile levels. Concurrent to those investigations the Recovery Team will consider options for building a sturgeon hatchery," says Dan.

Such a facility would place additional juveniles into the river, allowing researchers to better understand juvenile behaviour and mortality agents. In addition, efforts by the Nechako Watershed Council – an active multi-stakeholder group in the watershed – could eventually lead to the building of a cold water release facility at the Kenney Dam that would allow for the modification of the current flow release schedule.

"We have an ambitious program of activities over the short-term to increase our understanding of the population," says Dan. "It will be a busy time on the Nechako River for the next few years."



◀ **White sturgeon, Canada's largest freshwater fish can exceed 600 kilograms in weight and 100 years of age.**

Creating opportunities to communicate face-to-face

Paul Henning tours the plant

A couple of hours spent in the plant on a rainy Monday morning gave director of operations Paul Henning an opportunity to talk with employees.

Employees were enthusiastic and attentive, as director of operations Paul Henning answered some of their 'burning' questions about operations and work related issues, as he toured DC-1 and 3, ingot finishing and lines 3-5.

A weekly tour of various areas in the plant is allowing Paul the opportunity to get to know the plant and meet with employees on a regular basis. He set out on this weekly tour at DC1 and 3 and ingot finishing and was invited to participate in the crews safety meeting where he asked the employees about issues concerning them.

The safety meeting was perfectly timed as he talked with employees about the co-activity between pedestrians and vehicles, particularly in light of the recent forklift and pedestrian accident that took place north of building 124.

Paul emphasized how important it is that vehicle drivers and pedestrians become more aware of each other and to use extreme caution when approaching and / or crossing designated crosswalk areas in the plant.

"We all must become more vigilant in how we interact – employees and vehicles – and I would welcome any suggestions you may have. As we all know, A-casting is a very congested area in which to work and perhaps with more people

suggesting ideas about where crosswalks should be located would help to reduce the risks for all," he challenged the group.

A general discussion ensued, and one employee recalled a similar experience early in her career, stating how fortunate that no one was injured. She reiterated Paul's point about all employees becoming more aware of the hazards and the risks at all times in the casting area.

Other work related and safety issues were raised by the employees concerning vehicle log books, keys, spools, steam, new plugs being too short, rocks in the tap hole, furnace 5 chain and handle on a railing needing repair. These items were added to the list for repair and / or as explained by billet process coordinator Joe Dias, were in the process of being dealt with.

Paul thanked the group for inviting him to the meeting and then asked if there were any specific questions the employees would like to ask him.

But before we move on to the questions, Paul also toured and talked with employees in line 4 to get their feedback about the new Mobiquip crust-breaker. Their collective opinion was that the new crust-breaker was definitely more comfortable but suggested that perhaps the rack could be switched to the other side of the vehicle.

Questions about the future

The number one question that all employees asked – what is the long-term future of Kitimat Work's?

"I can't promise you anything," he says, "But at this point, I can tell you that options are being discussed and reviewed by a strategic team. Ultimately, our plant is facing its life expectancy and the challenges we face are numerous – environmentally, we are being pressured to reduce emissions thus protecting the health and safety of our employees and the communities in which we operate.

"I'm really encouraged with the technology options we are reviewing. Our goal is to have technology that offers Kitimat a future for the long term – the next 30 to 40 years. Having said that, this is still some time away. So in the meantime, operating the existing plant as well and as safe as we can is best for all of us," Paul says.

When asked about the District of Kitimat lawsuit, Paul admits that this state of affairs is unfortunate and that he would have hoped that by working together through the Kitimat Community Task Force much of the perceived issues could have been discussed. "Ultimately, our future will be a decision based on the fundamentals of the aluminum business," he concludes.

Ever wondered how Alman was created? Here is HEAKs re-digitized 1976 version...



MILESTONES

Employees celebrating anniversaries with Alcan

30 Years



▲ Art Young,
Plant Protection Member



▲ Surjit Singh Bhandar,
Industrial Welder



▲ Carlo Piroso,
Machinist



▲ Dennis La Hue,
EHS Project Training
Coordinator



▲ Michael Espinoza,
Electrical Maintenance
Engineer



▲ Annie Duval,
Environmental Engineer

Fraser Valley Pre-Easter Luncheon

DATE On Wednesday, April 7 at 1:30 p.m.

LOCATION At the Savoy Restaurant,
31549 South Fraser Way, Abbotsford

Enjoy a hearty buffet in a pleasant atmosphere at a reasonable price. Bring your spouse or a friend and exchange the latest about family, health, travel plans, weather, etc. Hope to see you there.

Kitimat - Kemano Vancouver Island Annual Luncheon

DATE On Wednesday, May 12 at 11:30 a.m. happy hour, 12:30 p.m. lunch

LOCATION Coast Westerly - corner of 17th St. and Bridge St., Courtenay, BC

COST \$17 each

Confirm your attendance by April 30th by calling Ruby and Keith Armour at 250-743-7256. If you are unable to attend, after you have confirmed attendance, please call your contact to cancel 48 hours before luncheon date. **NO SHOWS** are responsible for the \$17 cost. Remember, we are a non-profit organization.

Ingot

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Alcan Primary Metal - BC, A Division of Alcan Inc., P.O. Box 1800, Kitimat, B.C. V8C 2H2. You can also visit us at: www.alcaninbc.com.

Please respect *ingot* deadlines for copy, revisions and photographs. The deadline for the next issue is April 12th.

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EDITOR
Cathie Stevens

CONTRIBUTING WRITER
Rachel Stern

**CONTRIBUTING WRITER / INTERNAL
COMMUNICATIONS ADVISOR**
Ralph Reschke

**MANAGER HUMAN RESOURCES - ORGANIZATIONAL
DEVELOPMENT & TRAINING / PUBLISHER**
Michel Roy

Member of International Association of
Business Communicators (IABC)

DESIGN AND PRODUCTION
MPA Communication Design

PRINTING VanPress

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ADDRESSES TO ALCAN PRIMARY METAL - BC
INTERNAL COMMUNICATIONS, 272K
1 SMELTERSITE RD, P.O. BOX 1800
KITIMAT, BC V8C 2H2
Email: cathie.stevens@alcan.com

Alcan Primary Metal - BC 50th Anniversary Fun Hockey Tournament and Dance

Hey hockey fans come out and support Alcan Primary Metal - BC's 50th Anniversary four-division hockey tournament that began on March 27 and concludes on April 10. There's still time to get tickets for the 50th Anniversary dance featuring the music of Semi Chronic on April 10 at the Riverlodge.

Dance tickets are \$10, but going fast. Contact Doug Linton, Gil Levesque or any KWSA member to purchase one.