



HOT TOPICS

2 **Ingot RECOGNITION**
Ingot is showcased, and 50th Anniversary Tribute book wins an Award of Excellence from Ragan.

4 **EHS FIRST**
Spills response and your responsibility to clean-up.



5 **FEATURE**
Paul Henning announces new management team.

10 **RECOGNITION**
Our latest employees are recognized, as they retire.

◀ The Coast Guard's *Sir Wilfrid Laurier* docks at Alcan's wharf to pick up provisions. Next month read our *ingot* employee profile and how the *Laurier* played a role in rescuing the survivors from the sinking *Queen of the North*.



DIRECTOR'S PERFORMANCE REVIEW

Director announces new team leaders at Alcan Primary Metal - BC. Read more on pages 5, 6 and 7.

Talent management

Safety performance

I am concerned about our safety performance. Our gate signs were RED, indicating several high potential incidents have occurred, for the first time in weeks, and a higher frequency of first aid visits and incidents involving equipment.

Please, take a moment to reflect why we were on RED alert. In the last few weeks, while our injury performance has remained good, we have had too many high potential incidents, which could have been catastrophic.

Focus on the task; of course we want you to report minor injuries and of course, get treatment, it's also critical to report near misses and high potentials – but please, focus on the task so these types of incidents don't occur. We are quickly approaching summer and welcoming students to our operations. The students' safety is paramount. If you or any student is in any doubt about the task you have been assigned, please stop and ask for clarification.

Operational performance

The last few weeks has been challenging, hot metal is below plan due to metal

tapping being behind. However, we are delighted that DC-4 is up and running and now needs to perform at its run rate to recover our sheet metal position for the remainder of the year. I was with the Asia Pacific sales team earlier in May, and believe me, they are relieved to see DC-4 running.

The closure of DC-3 is ongoing and people are being redeployed. We will continue to hold DC-3 as our last back up in case we lose the straight line and to cover longer planned outages.

Management team

A new management team is leading Alcan in British Columbia.

We are undergoing a transition of new people at our organization. You know many of them already, yet several new members have joined Kitimat Works in recent months.

This feature presents the management team. These people are my direct reports. The second layer of people, report directly to the management team.

You may be wondering why I am doing this. The strategy is simple. I not only want our employees to visually

recognize the leadership, the faces and our hierarchy structure, I want our corporate and community partners and the public at large to visually recognize the new faces of our management team. Look for upcoming *ingot* profiles for more in depth details about some of our newest members.

This communication effort is particularly timely, as we welcome 88 summer students and four university co-op students to our organization for summer employment. It's vitally important that the students recognize the faces leading the organization where they are working.

You can also read brief biographies about each organizational leader on pages 6 and 7, giving you some insight and perspective of the diversity of this experienced team. Please join me in welcoming our new management team, and in particular the newest members to our team.

Alcan wins Award of Excellence

Alcan's "A Celebration of Pioneering Spirit, A 50th Anniversary Tribute: 1954-2004" wins the prestigious Ragan Recognition Awards of Excellence.



Thanks to a highly competent team of communicators, photographers, design and production teams, Alcan Primary Metal – British Columbia has won an 'Award of Excellence' from Lawrence Ragan Communications, Inc., located in Chicago, Illinois.

The journey from entering to winning began when *ingot* editor and internal communication advisor Cathie Stevens, entertained the idea of entering four writing categories, most notably three in the newsletter category for *ingot* and in the specialty publication category, for the 50th Anniversary Tribute and the Alman, 3rd Edition, to the renowned Ragan Recognition Awards program for communications.

Instantaneous support to enter was confirmed by the manager of corporate affairs and community relations Colleen Nyce, who managed the 50th Anniversary events and sponsored the production of the 50th Anniversary Tribute book.

In early March, Ragan notified Cathie that Alcan had placed in the top five as finalists, and were invited to attend the 'red carpet' Awards night ceremony.

"Intuitively, I knew we had won 'something', because out of the blue, the *ingot* newsletter was showcased in the March 2006, issue of Ragan's *Corporate Writer & Editor* magazine, as 'best in employee publications' one month before the Awards," explained *ingot* editor Cathie Stevens.

Needless to say, Cathie was extremely pleased and honoured with the recognition that *ingot* received and immediately suggested to Colleen that they attend the Ragan Awards Ceremony and at the same time to participate in the four day Corporate Communicator's Conference, also sponsored by Ragan. The two communicators could hardly wait to fly to the windy city of Chicago to confirm the win.

Winning is reality

The awards ceremony and banquet was an opportunity to mix and mingle with five Grand Prize winners and about 60 winners of the Award of Excellence and Honourable Mention categories.

It was also extremely entertaining watching the Award's emcee's Mark Ragan, Jim Ylisela, Steve Crescenzo and Heather Burns in action, presenting the crystal Awards of Excellence and showcasing the winning entries.

"It was an honour for Cathie Stevens and I to receive an award last night at the Ragan Awards Recognition Gala in Chicago on behalf of Alcan Primary Metal-BC for our work in producing the 50th Anniversary Tribute Book," Colleen relayed to Alcan's management team and other colleagues, and to the 50th anniversary committee members on winning the award.

As for Cathie, she said, "It was undeniably an event of a life time for me, but I knew when the Anniversary publication came 'hot off the press' we had produced a remarkable, unique and special tribute about our company, employees and retirees."

Recognition

In recognition of winning the Award of Excellence, Cathie and Colleen thank and greatly appreciate the professionalism of the team of people who contributed to 'A Celebration of Pioneering Spirit', our award winning 50th Anniversary publication.

Contributions

Photography:

Jack Cornelis
Dwight Magee
Ralph Reschke
Rachel Stern
Cathie Stevens
Ernie Urbanowski
Alcan Archives, Montreal, Quebec

Writing:

Our Alcan retirees
Historic Perspective: Optimum Public Relations

Editing:

Cathie Stevens

Creative direction, design and production:

MPA Communication Design Inc.

Printing:

Nathen Printing, B.C.

It starts on page one, with an inspiring note from Director of Operations Paul Henning that thanks employees for decades of dedication ... With each turn of the page ... compelling prose, riveting historic photographs, takes the reader on a journey through time.

Then it gets better. The essays submitted by retirees, framed against beautiful period backdrops and played opposite the photographs of Alcan employees, are wonderfully personal stories.

There is little anyone could have done to make this publication better. Alcan employees can take pride in the fact they work for a growing, dynamic company that has never shied from seemingly insurmountable odds. The tribute is truly a keeper, displayed, shown off and thumbed through for years to come. Excellent work. Congratulations.



Top left and above: Proud of the Showcase piece on *ingot* and winning the Award of Excellence for our 50th Anniversary Tribute publication from Ragan Communications Inc., we share our recognition with employees.

Letter from Ragan Judges

From the moment one picks it up, it's obvious there's something special about the 50th anniversary tribute published by Alcan. Its elegant look and heavy feel pull the reader inside to the fascinating history. Your staff is to be commended for a publication that clearly stands out from the competition.



LME PRICES us\$ for 05/17/2006 [Previous Month]

CASH: ▲ \$2971 [\$2673]

3 MONTH: ▲ \$2994 [\$2693]

CI teams gung ho

Continuous Improvement team has revived the Gung Ho Award to recognize major progress in key areas.

The Gung Ho Award is an award that the Continuous Improvement (CI) team presents to individuals who have made a contribution to the success of a CI project. As the name suggests, the Gung Ho award's focus used to be recognizing employee enthusiasm; however, after a period of inactivity, the awards have been reinstated as a means of celebrating good results in the workplace, recognizing performance.

The first of these revamped Gung Ho awards was presented on April 17. Black Belt Suzana Clemente presided over a luncheon, led discussions on successful projects and handed out caps to award recipients.

"We're [here] to recognize the good work done on three projects very near completion," said Suzana. Those three projects include an improved process for selecting maintenance work; optimizing project work for Alcan crews; and reducing high-cost rebuilds.

Maintenance

The maintenance work selection project is developing a standard process for selecting work done by maintenance crews charged to maintenance accounts. This will result in better investment of maintenance money and a focus on high-

value work. Superintendent of maintenance and engineering Mike Long is project sponsor, Suzana Clemente is Black Belt, and team members include Louis Zabot, Ed Barbosa, Allen Veasey, Kirk Baker and Brett Keohane.

Optimization

The project slated to optimize project work for Alcan crews is designed to improve the use of plant forces to support non-routine expenditure (NRE) projects. This work will be value added to NRE projects and not detrimental to Kitimat business performance. Superintendent of lines 7&8 Mark Annibal is project sponsor, Dennis La Hue is Black Belt, and team members include Bruce Sheedy, Rob Stephen and Mark Gravel.

Rebuilds

The rebuild cost reduction project is geared to reducing the cost of rebuilds while still maintaining or improving equipment reliability. Mark Annibal is project sponsor, Dennis La Hue is Black Belt, and team members include J.P. Mallard, Brad Loran, Ron Breuker, Eduarda Martel, Ron Leibach, Gerald Farina and Tony McDermott.

"We want to recognize the fact that people took time out of their [regular] jobs, anywhere from a week to three weeks, to work on these projects," said Suzana. "It's



Workers participating in the projects receiving the award include **Louis Zabot, Ed Barbosa, Allen Veasey, Kirk Baker, Brett Keohane, Bruce Sheedy, Rob Stephen, Mark Gravel, J.P. Mallard, Brad Loran, Ron Breuker, Eduarda Martel, Ron Leibach, Gerald Farina and Tony McDermott.**

something that hadn't really been done before, and we weren't sure it was going to be successful, but with your help, I think we were very successful... We get projects done much more quickly than before."

"The Blitz approach was the key," said maintenance and engineering superintendent Mike Long, who indicated that budgetary spending is much more under control. "We needed to get something going fairly quick, and this did the trick." Several employees agreed maintenance spending is closer to being within budget than it has been in a long time.

As Dennis La Hue observed in a statement regarding the gathering,

"Dedicated team members and all members of the maintenance organization as well as committed sponsors are what make CI projects a success."

"The Gung Ho Award has had a break for a little while," said Suzana, "and we were waiting for something spectacular to bring it back."



COMMUNICATION LINES 1&2 PROJECT

Visual information system delivers

Communicating visually to lines 1&2 employees made easy.

Special monitor screens have been installed in the cool rooms of lines 1&2 at Kitimat Works. These screens display a continuous sequence of images communicating work-related information, such as health and safety tips; the screens also feature a horizontally-scrolling "ticker-tape" text feed, in the manner of news channels such as CNN, which relays up-to-date plant information supplied by senior personnel.

The new information monitors were the brainchild of reduction manager Tino Pereira, who noticed a continuous-feed news and information presentation in an airport one day and wondered if this approach could be applied to Alcan as a means of improving internal communication.

Charged with making Tino's idea a reality, Jean-Francois Corbeil led a diverse project group consisting of himself, Madeleine Marentette, Pierre Blackburn, Cathie Stevens, Marc Calder, and Glen Bowen. "The team was terrific," said Jean-Francois. "Every time there was a meeting, people arrived with ideas."

Their project began with a survey of employees, asking them what kinds of work-related information they wanted and how they would like to see it delivered.

While plant information is already available via means such as face-to-face pre-start meetings, paper-based communications and electronic mail, these methods



The team who worked on the lines 1&2 communication project are, from left, **Jean-Francois Corbeil, Marc Calder, Cathie Stevens, Madeleine Marentette, Pierre Blackburn, Tino Pereira and Glen Bowen.**

don't always consistently reach every employee every time, so the new cooling room screens were conceived as an ongoing information source constantly available to employees in the heart of their workplace.

The screens provide EHS information, CI information, and people-oriented features and more. The monitors also provide work objectives and performance outcomes for crews in their respective areas, helping employees keep track of the bigger picture.

"It's a matter of cascading information down to the most important level," said Tino, "which is the employee."

Monitor content is changed every day, and supervisors have the ability to alter the scrolling text feed if they need to communicate important information to their crews as quickly as possible.

Madeleine emphasizes that they are still working out the bugs, but the longer-term objective is to perfect the existing information and expand the monitor system to the entire reduction organization by late 2006.

"It's getting better," said Glen of the ongoing revisions to the system. "It's making it more interesting, more visually attractive."

Employees seem to be responding positively to the new monitors, and Alcan's corporate communications has expressed interest in the new communications system. "If Montreal's asking for it," said Tino, "somebody's heard good things."

Spelling out spills

Andrew Rowsell and Luc Lachance on the dos and don'ts of spills management

With the recent adoption of new spills management standards, plant protection employee Andrew Rowsell and environmental engineer Luc Lachance are trying to raise awareness of proper spills response practices among their fellow Kitimat employees. At Kitimat Works, a spill is classified as any process material, liquid, solid or gaseous that is accidentally released from its original or intended container. "And it's every worker's duty," said Luc, "to be prepared to deal with spills as they happen."

Taking responsibility

"The biggest message I'd want to get out," said Andrew, "is that each area is responsible for spills that occur in their own area, or that come from their own equipment." As part of those responsibilities, everyone should know that any spills must be reported to plant protection (8273) and to the area supervisor before or after the spills is cleaned up.

In actuality, each area of the plant is expected to clean up its own spills, barring unique circumstances where an area's employees lack the special skills, doesn't know with confidence which product was spilled or lack of materials to handle a particular spill on its own. In cases where plant protection does become involved in the spill clean up effort, it is expected that representatives from that area remain on-site to help in the clean up as well.

In general, plant employees who notice and report a spill should not assume their own involvement ends there. "Some figure their obligation is finished," Andrew observed, "but if you find a spill in your area, you should do anything you can to clean it up or contain it, as long as it's safe to do so. Any employee is obligated to do that."

Being prepared

Each department should assemble their own spills kit, and each spills kit should be tailored to the spills most likely to happen in their specific area of the plant or involving their equipment. Each area's employees should determine what materials are needed for a spills kit, ensuring that those materials are readily accessible and



Employees geared up and set up for spills training at the Kitimat Valley Institute in April.

that all employees in the area know how to use them. Each crew's supervisor assumes leadership in this regard with support from the EHS organization.

This preparedness is partly a matter of safety and housekeeping, since spills generally make a workplace more dangerous. Employees should consider the potential hazards that spills may pose in their area. Areas requiring particular vigilance given higher spill risks include garages, lube shops and receiving areas. Also, drums, oil sumps, piping and drains and other hazardous liquid containers should be checked and double-checked as their seals have often proven faulty in the past.

First Response to a Spill – Some Hints

Each employee involved in a spill must make sure that the site is safe and that they are familiar with the product spilled.

Safety of all employees is the number one priority. According to Andrew, one of the most common mistakes employees make regarding spills is not stopping a spill in progress. More specifically, employees are sometimes so preoccupied with reporting the spill or containing the spilled materials that they neglect to cut the spill off at its source, allowing it to continue.

Stopping the flow could be as simple as turning off a tap, plugging a leak or righting an overturned container, but it is essential that this be done quickly, before the spill has a chance to expand any further.

In particular, it's important to keep spilled materials from escaping to the larger environment. For instance, spills must be kept away from drains, gravel, grass or soil. If a spill makes contact with those types of areas, cleanup becomes much more difficult, the environmental impact is more profound and lasting, and there is a much higher likelihood of outside regulatory bodies getting involved in the incident.

Progress

Andrew does see positive progress in some aspects of the site's spill management, especially in the area of awareness. He thinks people are reporting spills much more often than they did in years past, and that employees are more aware of the environmental aspects of their workplace. He credits this in part to ongoing training and education programs at the plant.

According to Luc, some areas are already seeing the benefits of increased spills awareness. Employees' commitment to Continuous Improvement and EHS FIRST makes the difference and the practices gradually become part of everyone's day to day work.

He cited the anode paste plant's lube room for instance, maintained by anode paste plant employee Maria McLeod, as an example of a work space that's been made much neater and more secure by the diligent efforts of its crew: "There's a big difference in overall housekeeping, the floors are not getting as slippery, and it looks much better. That's the impact of good storage habits," concluded Luc.



Spill Containment and Countermeasures Tips

- Adequate secondary containment **MUST** be used for larger tanks or multiple container storage.
- Adequate secondary containment must equal, at a minimum, 110 per cent of the volume of the largest tank, drum or intermediate bulk container stored in the containment area.
- Single drums or smaller containers (capacity being less OR equal to 205 litres/45 gallons) may be stored on drip trays capable of containing at least 25 per cent of the volume stored – instead of full size (110 per cent) secondary containment.
- All drums **MUST** be secured and contained when transported.

Spills Trailer

A fully stocked Spills Trailer and emergency response vehicle are available for large spills or spills beyond the scope of a department's capabilities. For spills involving hazardous or dangerous materials, outside resources, such as Provincial Emergency Preparedness (PEP) or specialized contractors, may have to be contacted.

New organizational team

The director of operations Paul Henning, announces a talented team of leaders, heading up APM-BC.



NEW LEADERS: Paul Henning, our Director of Operations for Alcan Primary Metal - BC, announces a new team of talented leaders. They are pictured here as a group and individually, with biographies, on **pages 6 and 7**.

Paul Henning Director of Operations Alcan Primary Metal – British Columbia

Paul Henning was appointed Director of Operations of Alcan Primary Metal – British Columbia, located in Kitimat, B.C., in August 2003. To his credit and that of his management team, Kitimat Works and Kemano Power Operations, maintains its registration to the OHSAS 18001, ISO 9001 and 14001 series, as well as successfully concluding contract labour negotiations with the CAW, Local 2301, without smelter or employment disruption during 2005. Recently, employees celebrated achieving one million people hours without a lost time accident in February 2006.

Paul has an extensive potroom technical, process control and management background with Alcan. He joined the Lynemouth smelter in England, in 1980, as a trainee science technician. His career development as process technician and process engineer, led him to the position of senior process engineer by 1990. In 1993, he was promoted to Reduction Technical Manager to develop and implement new levels of process control.

In 1996, Paul transferred to Alcan's Seabree smelter in Kentucky, USA to take up responsibilities as Reduction Coordinator, to integrate and



Paul Henning

facilitate stronger relationships within the reduction organization.

Returning to the Lochaber smelter in 1998, Paul was promoted to Operations Manager, improving the operating performance in production and on the environmental front. For these achievements, he was appointed Works Manager in 2000. His team achieved certification in EMAS and OHSAS 18001 series and accreditation in the ISO 9001 and 14001 series. Additionally, and to the credit of his team, the smelter achieved four years without a lost time injury.

Paul is an Associate Member of the Institute of Electrical Engineers and has chaired several professional events and activities in the community and business areas, and has served on educational councils in the United Kingdom.

Paul has a B. Eng in Engineering Technology (Thermodynamics) from Newcastle Polytechnic and certification / designation in HNC Manufacturing Techniques from Northumbria College, and ONC Metallurgy and ONC Physical Chemistry from Newcastle C.A.T.

Doug Burton

Doug Burton was appointed Plant Manager of Strathcona Works, 180,000 Mt per year calciner, located in Strathcona County, east of Edmonton, Alberta.

As a graduate Metallurgical Engineer from McMaster University in Hamilton, Ontario, Doug joined Alcan's Kitimat Works in 1974. Starting as a process engineer in Lines 7&8, over the next dozen years Doug worked in nearly every department in the reduction area. This included Lines 1&2 as Process Supervisor; Lines 3-5, as a member of the dry anode conversion team and as Supervisor in potlining and the anode paste plant. Doug returned to the lines as Superintendent of Lines 1&2 in 1987. In 1992, Doug was named Reduction Manager for Kitimat Works and became Assistant Plant Manager in 1998. In 2000, Doug and his family left their many friends for a life in Alberta and the challenges of maintaining Strathcona Works, as a world class calciner.

Mike Long

Mike Long was appointed Maintenance Superintendent in August 2004, responsible for maintenance at APM-BC excluding power.

Mike joined Alcan's Kitimat Works, as a Project Engineer in 1984. By 1995, he was Senior Engineer, involved in the construction of the pyroscrubber at the coke calciner. He was then named Maintenance Engineer for the anode paste plant and coke calciner. In 1997, Mike gained experience in the potrooms as Reduction Maintenance Engineer. In 1998, when he was named Chief Maintenance Engineer, he led a team of technical people, who established standards and processes for reliability centered maintenance and failure analysis. This program is considered a "best practices" standard across APMG. Mike became Maintenance Technical Superintendent in 2001. Mike is a Registered Professional Engineer, in the province of BC, graduating from University of British Columbia in 1979, with a bachelor degree in applied science (mechanical engineering).

Louis Laganier

Louis Laganier was appointed Capital Investment Superintendent in February 2005, responsible for the smelter's non-routine expenditures (NRE).

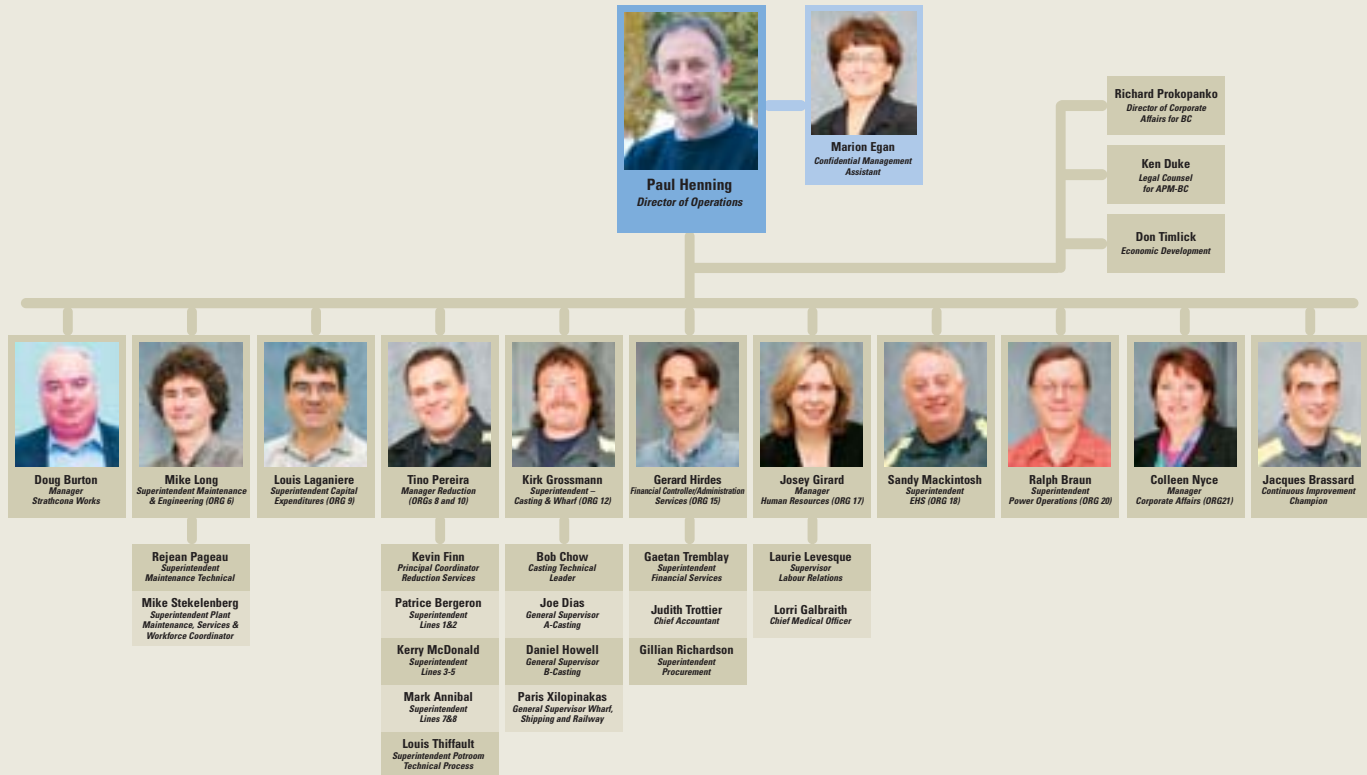
Prior to this assignment, Louis was Superintendent in Lines 3 to 5. Louis career began as a Mechanical Engineer in 1983, at Alcan's Arvida Research and Development Centre and working on the Alcan 275 project and new pots at 275,000 amps. In 1987, he joined Saguenay Works, a rolling mill, producing sheets straight from molten metal. He was Maintenance Coordinator from 1987 to 1994 at Shawinigan Works. Louis was casting's start-up team leader at Alma Works for three years, noting that the team achieved the fastest ramp-up for casting with horizontal caster. The team also broke the record for the longest continuous cast, 240 hours in a row. Louis graduated with a Bachelor of Engineering in Mechanical Engineering from Chicoutimi University. He is a member of the Quebec Engineer Professional Association.

Kirk Grossmann

Kirk Grossmann was appointed Superintendent of Casting, Wharf and Railway Operations in February 2006.

Kirk has an extensive history with APM-BC, in planning and maintenance as well as time spent in labour relations. Kirk's career began at Kitimat Works as a Potman in January 1979. He applied for a millwright apprenticeship and worked as a millwright journeyman with the crane crew. Kirk accepted a staff promotion to Planner in Component Rebuild in 1992, and moved to Potlining in 1994. By 1996, as supervisor of Major Maintenance, he accepted a position with Labour Relations in 1998. He returned to plant life as Chief Planner in 1999, and became Maintenance General Foreman in 2001. Kirk was promoted to Superintendent in 2002 and participated in contract labour negotiations. By 2004, he returned to labour relations as Superintendent. Kirk is proud of the company's negotiating team, which successfully concluded contract labour negotiations with the CAW, Local 2301, during 2005, without labour disruption.

New organizational team



Ralph Braun

Ralph Braun was named Superintendent of Power Operations in Kitimat and Kemano in May 2006.

Ralph was recruited as an engineering summer student in 1974 and joined Alcan in Kemano full time in May 1975, as Electrical Engineer. In January 1979, Ralph transferred to Kitimat's technical group as Electrical Engineer, holding various positions in the organization up to Manager of Technical Services in May 1996. Ralph then took on a production role as Superintendent of anode paste plant, coke calcining and lines 7-8 in April 1998, developing closer links between paste manufacturing and potroom groups. By November 2000, he returned to power operations and utilities as Superintendent. In February 2005, Ralph was named Superintendent of Reduction Services, responsible for pot turnaround, mobile equipment operations and potroom gas collection. Ralph is a Professional Engineer with the Association of Professional Engineers and Geoscientists of B.C. and a Member of the Institute of Electrical and Electronics Engineers.

Colleen Nyce

Colleen Nyce was appointed Manager of Corporate Affairs and Community Relations of Northern B.C. in September 2002.

Colleen is responsible for the corporate affairs offices located in Kitimat, Burns Lake and Vanderhoof. As media spokesperson in northern B.C., Colleen is responsible for communication strategy, community investment and all public relations activity. She liaises with stakeholder groups and organizations, and represents Alcan in its relationships and partnerships with neighbouring First Nation communities. Colleen is proud of a community leadership activity, as President of the 2004 Northern BC Winter Games when Kitimat successfully hosted the Games, which Alcan has proudly sponsored since 1975. Colleen originally joined Alcan's Kemano Power Operations in the 1980s, and specialized in personnel and community services with responsibilities in personnel management, employee training, labour contract interpretation and negotiation support, and salary administration. Colleen graduated with a political science degree in public administration from the University of Windsor in 1988.

Jacques Brassard

Jacques Brassard was appointed Continuous Improvement Champion for APM-BC in July 2005.

Jacques began his career as a Plant Engineer in the steel industry of Sibeac-Desco in Contrecoeur, Quebec. When he left Sibeac in 1994, he opened and managed a small engineering business in Sept-Îles and Montreal in Quebec and Labrador City, in Newfoundland, employing 35 engineers and technicians. Jacques left in 2001, to join Alcan in Kitimat as a Maintenance Engineer assigned to the casting organization. From 2001 to 2004, he was involved in reliability initiatives for casting, and later in reduction maintenance. In February 2004, Jacques was appointed Superintendent Plant Services, responsible for vehicle maintenance, central shops, major maintenance and anode paste plant, coke calcining and wharf operations. Jacques graduated from Ecole Polytechnique de Montreal in 1987 with a bachelor degree in Mechanical Engineering.

Tino Pereira

Tino Pereira was appointed Manager of Reduction in March 2006. Tino has a 23-year work history with APM-BC.

Tino's career began at Kitimat Works as a casting assistant on DC-1 before accepting a staff position as a Metal Inspector. Tino spent two years in the Met Lab as a Metallographer, and following that assignment, two years at DC-3 as a Process Technician. In 1991, he worked with a team on the DC-4 sheet-ing project. He then served four years as a Shift Supervisor at DC-4 and then Day Supervisor. By 2000, he became A-Casting's Master Scheduler. In 2002, he gained broader experience with the Metal Management group. In 2004, Tino accepted a Reduction role, as Superintendent Lines 1-2. For the past three years, Tino has been balancing work with studies and is expected to complete a bachelor degree in Business and Liberal Arts with Simon Fraser University this year.

Gerard Hirdes

Gerard Hirdes, the newest member of the APM-BC management team was appointed Financial Controller / Administrative Services in April 2006.

Gerard's career began with KPMG, a world renowned auditing firm as a trainee, serving a variety of businesses in the Rotterdam (harbour) area. After three years he was promoted to Engagement Leader and two years later as Manager, responsible for managing audit engagement teams as well as client relationships. After graduating from Chartered Accountant and with seven years of auditing, he accepted an opportunity with Alucheimie, a member of the Alcan group and the world's largest stand-alone anode producing plant. At Alucheimie, Gerard was appointed Finance Manager, responsible for finance, procurement and IT. Gerard is a Chartered Accountant and has a masters degree in Management Accounting. In addition, he was a member of the Dutch Alcan pension fund and secretary to the Supervisory Board of Alucheimie. He is a member of the Dutch institute for Chartered Accountants.

Josey Girard

Josey Girard was appointed the Manager of Human Resources at APM-BC in August 2004.

Josey joined Alcan in 1996 at Vaudreuil's Works (Bauxite and Alumina Division) in Quebec and worked in different areas, including Safety Advisor and later as Human Resources Advisor, primarily in labour relations. Six months before maternity leave, she accepted the Safety Coordinator position at the plant. In 2001, she moved to Primary Metal at Laterriere Works, expanding her skill set as human resources professional, coordinating staff relations, plant training and labour relations for staff employees. At the end of 2002, Josey was promoted to Human Resources Superintendent at Shawinigan and shortly thereafter, also managed the human resources function at Baubarnois Works. Josey graduated in 1993 as Chemist from the University of Chicoutimi.

Sandy Mackintosh

Sandy Mackintosh was appointed APM-BC's Superintendent of Environment, Health and Safety (EHS), transferring from Alcan's Lochaber plant in the United Kingdom in June 2005.

As a tradesman on the tools for 20 years and 10 of those years as a safety representative and senior union executive, Sandy's journey to EHS began when he became team leader in carbon operations, specifically cast iron rodding, alumina handling and discharge, and transportation and waste management at the Lochaber plant. Sandy's technical expertise in management systems allowed him to work in China for six months with Alcan's joint venture partners Qingtongxia Aluminum Co. and Ningxia Electric Power Development and Investment Co. in China. He worked at Alcan Ningxia to help implement Alcan's 36 EHS FIRST directives. Sandy's mandate at Kitimat Works is to integrate environment, health and safety.

Welcoming the community

Kitimat Works is running tours again, and the full tour season starts June 1.

Early touring

While the official Kitimat Works tour season does not begin until June 1st, special tours for assorted groups and special guests such as sea cadets, exchange students, school classes and others have already been occurring by special request. Kitimat Works also routinely conducts tours of the plant for new employees as part of the new employee induction process.

The special tours that occur during the off-season, when the official tour guides are not yet working, are conducted by various plant personnel who happily substitute as tour guides. "They're proud of where they're working," said tour organizer Teresa Guest of Alcan corporate affairs. "That's what this is all about."

Tour details

For the second consecutive year, Alcan is partnering with the Kitimat Chamber of Commerce and Visitor Information Centre in providing an enhanced Alcan tour program during the summer touring season. Residents or tourists wanting to tour Kitimat Works can reserve a tour space through the Visitor Information Centre at 2109 Forest Avenue, where tour buses depart daily, at 1 p.m., Monday through Friday during the summer.

Upon arrival at the Alcan tour building, visitors are directed by a tour guide through a plant tour lasting about 1.5 hours. Tours conclude at the plant's tour building, where visitors can sign the guest book and receive complimentary Alcan momentos before returning to the Visitor Information Centre via bus. Kitimat Works receives thousands of touring visitors every year.

Awareness and education

Teresa believes the tours are an invaluable part of raising public awareness of Alcan and its work, a goal Alcan also pursues through trade show appearances and various community projects. The tours in particular help both residents and visitors better understand Alcan's business.

Providing information to visitors about Alcan's operation and business is a valuable education and public relations tool for Alcan. It is also a chance for Alcan to get better acquainted with the community, many of whom have a vested interest in Alcan's business.



Technical students from Mount Elizabeth Secondary School, take time out to pose for *ingot*, after touring the smelter.

Part of the tours' educational value lies in the area of health and safety. It's important for plant visitors and potential future plant employees to have a realistic idea of what the plant environment is like. The tour gives visitors a firsthand look, while keeping them completely safe since they remain aboard the bus during the experience.

With Alcan for 17 years, Teresa is extremely enthusiastic about her current duties, and visibly lights up whenever she interacts with the public. "I absolutely love it," she said. "I love interfacing with the public. It really is the best part of my work and the most gratifying."

Technical students tour plant

One of this year's earliest tours was staged for technical students from Mount Elizabeth Secondary School on the afternoon of April 6. The raucously high-spirited group toured much of the plant by bus, some of them spotting their parents or their parents' vehicles as they drove through.

The group was surprised to hear that the plant dated back to the 1950s, and downright shocked when one of the students said her

parents were living in the area by then. "Oh my god," gasped a classmate, "you've got ancient parents!"

Students showed interest in the plant's on-site locomotive, and also took note of a docked ship at the wharf, the *Belo Oriente*. The plant's small electric Taylor Dunn vehicles were a popular sight with the students, who remarked frequently on how adorably tiny they were.

Also popular were aluminum discs given away as souvenir keepsakes, and a demonstration of the plant's electromagnetic fields during a visit to the potrooms. Paper clips were passed around the bus, adhering to each other and pointing up in the air under the influence of the surrounding magnetism. The tour group seemed to find this particular demonstration very entertaining.

Alcan's tour season runs from June 1 through August 31. Tours can be booked through the Kitimat Chamber of Commerce and Visitor Information Centre at 1-800-664-6554 or 632-6294.

Nechako Reservoir at-a-Glance



Current elevation

As of May 8, the reservoir elevation was 2793.58 feet above sea level.

Long-term average

The long-term average for this time of year is 2791.3 feet above sea level.

Inflows

The inflow into the reservoir during April was 102.3 cubic meters per second. The reservoir storage at present is 154.1 per cent of the long-term average storage.

Spillway discharge

Spillway discharge is currently set at 49 cubic meters per second.

Ergonomics excellence recognized

APM-BC's long-term ergonomics initiatives were rated "best practices" at recent seminars in France.

Kitimat Works has been working to eliminate ergonomics-related injuries for over a decade, and has become a leader in this unique area of health and safety. That leadership was recognized recently during ergonomics seminars hosted by Alcan's St. Jean de-Maurienne facility, where APM-BC's ergonomics programs secured a "best practices" rating.

Alcan's corporate ergonomist Serge Gauthier and Kitimat Works ergonomics resource advisor Sylvie Tremblay were invited to speak on ergonomics and were also in charge of the seminar and to train people over two days. The event also received coverage in *Dauphinée Libérée*, a newspaper distributed in the Rhône-Alpes region of France.

As Kitimat Works ergonomics resource advisor Sylvie Tremblay explained, the "best practices" rating indicates that Kitimat's innovations in the ergonomics field will be used as a benchmark to help shape ergonomics practices such as risk assessment and accident prevention at other Alcan facilities in France and elsewhere.

Last year, *EHS FIRST* introduced new directives for ergonomics. Each plant has its own ergonomics program, and the Kitimat Works version was judged one of the best, a model for other plants to emulate.

APM-BC has been studying and analyzing ergonomics for over a decade, thanks in part to provincial ergonomics regulations unique in North America. "One reason we became a leader is that British Columbia has regulations about ergonomics, so we had to act," said Sylvie. CAW, Local 2301 ergonomics expert Gord Lechner concurs: "B.C. has the first and strongest, most specific ergonomics legislation."

Even before the provincial regulations came into effect, though, ergonomics studies had become an Alcan corporate directive as the company recognized the significance of growing ergonomics-related injury claims.

Gord had already taken an ergonomics course through British Columbia Institute of Technology (BCIT) distance education, and

retired occupational health nurse Mary-Ellen Kallio had begun studying ergonomics by that time as well. They and others helped promote local ergonomics awareness in the 1990s.

Sylvie has also studied ergonomics extensively. Equipped with a university degree in kinesiology and an MBA in health and safety management, she started working specifically in ergonomics six years ago, mostly for Alcan over the past several years. She and Randy Urbanowski are the ergonomics resource advisors for Kitimat Works, and they work with a core committee at the plant to oversee ergonomics issues, in cooperation with CAW officials such as Gord.

"It's a joint program with the CAW," said Sylvie. "The structure of it with the union really works." Ergonomics being a significant concern for the CAW, the union worked with Alcan to establish ergonomics committees in the 1990s, and helped put together training programs as early as 1997. Yearly refresher courses and other initiatives have continued to promote ergonomics awareness since then.

Alcan corporate ergonomists Nathalie Perron and Serge Gauthier have assisted Kitimat's ergonomics committees repeatedly over the years, helping to establish a strong ergonomics tradition in the plant.

Kitimat Works was the first plant in North America with a formalized ergonomics program, and its ergonomics assessment forms are used as a benchmark for other Alcan plants. Ergonomics committees have been trained in each plant area, mandated with analyzing tasks within their organization.

All that work is paying off, too. Statistics show a steady decline in the numbers of ergonomics-related injuries, though as Sylvie said, "Zero is the target. There is still a lot of work to do. The challenge is to maintain our leadership in the field."

Kitimat Works' core committee is trying to be more proactive than reactive, identifying ergonomics issues before they arise. There is

also a growing emphasis on ergonomics in the design stage when new equipment is developed. For instance, considering not just how a person interacts with a machine, but how that machine is going to be maintained. As such, ergonomics concerns are increasingly guiding equipment purchases, facility modifications and more. "Even tools are to be purchased with ergonomics in mind," said Gord.

Serge has helped organize more ergonomics training sessions to be in line with corporate *EHS FIRST* directives, an ongoing process in which Sylvie has participated. "Having these programs in place is good for the workers and for the plants, too," she said. "The corporation had to build a network of systems, and have someone at each facility to share practices." Added Gord, "Our biggest success has been instilling ergonomics awareness with workers, supervisors, managers, engineers, purchasers, everyone."



The Alcan Primary Metal Group (APMG) created a corporate ergonomic program that applies to APMG facilities worldwide. The corporate committee also created the *Guide on Ergonomics* that established standards for equipment, tools and training. Serge Gauthier leads the ergonomic program. Under the program, each facility formed a core ergonomic committee. The Kitimat Works joint core committee is made up of representatives from each organization and reports to the KKOHS&E committee. They work within Alcan's ergonomic guidelines and regulations.

Kitimat core ergonomics members

Committee Member	Function
Sylvie Tremblay (Co-Chair)	EHS Coordinator
Randy Urbanowski (Co-Chair)	Industrial Hygienist
Roy Hartmann	Casting Training
Doug Hughan	Pipefitter, CAW EHS Rep
Gord Lechner	CAW Business Agent
Troy Hansen	Cathode Liner, CAW EHS Rep
Alfie Galamini	Reduction Safety
Gerd Kraft	EHS Coordinator
Bjorn Humle	Systems Operator, CAW EHS Rep
Laura Taylor	Plant Protection

RECOGNITION: RETIREMENTS



Ron Adam

Mechanic **Ronald Adam**, left, retired from the garage after 33 years of service. Hired in 1973, Ron had worked in the garage for his entire Alcan career, maintaining the fleet of Taylor Dunns. A large crowd of family, friends and co-workers assembled in the garage on April 27, to wish Ron well as he received retirement presentations from Alcan and union officials, **Rick Belmont**. Supervisor Ryan MacDonald noted Ron was always a person you could count on.



Paul Quinn

The Building 258 conference rooms were filled to bursting with boisterous, jovial Alcan employees on May 1, as friends, relatives and co-workers gathered to celebrate the retirements of casting millwright **Paul Quinn**, left. Paul was presented with a retirement plaque from **Ken Rutsatz** and other gifts, and a large cake was sliced up and shared with the crowd as they reminisced about working at Alcan. Paul was employed by Alcan for 32 years.



Marg Bowker

After 26 years of service with Alcan anode paste plant operator **Margaret Bowker**, left, retired from the paste plant. Co-workers and friends paid tribute to Marg at a farewell party held in her honour. CAW representatives Rick Belmont and Bill Garvin wished Marg good health and happiness in retirement, as they presented gifts on behalf of the union. Supervisor **David Sivyer** presented the company retirement plaque and a clock and key chain. On behalf of the crew, Leland Harris congratulated Marg, as he presented her a cash gift and gift certificate for a day at the spa.



Peter Campbell

Welder **Peter Campbell**, right, retires from the 226-welding shop after 26 years of service. Peter's wife Maureen and family Madeleine and Doug Marentette were also present for the party held in Peter's honour. Supervisor Ron Perrier led proceedings congratulating and wishing Peter success and happiness. Superintendent **Ralph Braun** presented the company retirement plaque congratulating Peter on his new career in life. CAW representatives Rick Belmont and Bill Garvin wished Peter a happy, healthy retirement, as they presented gifts on behalf of the union. On behalf of the crew, Joe DaCosta presented a framed photo and gift certificate.



Ben Schwarz

The fabrication shop was a busy place on March 30 as the crew hosted the retirement of 36-year Alcan employee, steel fabricator **Ben Schwarz**, center. His wife Donna joined Ben on the occasion. Maintenance superintendent **Mark Annibal**, and **Mike Stekelenberg**, CAW representatives Rick Belmont and Bill Garvin, fabrication and machine shop supervisor Brian Mott and machinist Darrel Johnson made presentations. Ben and his wife Donna will remain in Kitimat.



George LeBleu

It was a full house at the carpenter's shop on March 29 as family and friends of carpenter **George LeBleu**, right, gathered to congratulate him on his retirement from Alcan after 25 years of service. Presentations were made by maintenance superintendent **Mark Annibal**, CAW representatives Rick Belmont and Bill Garvin, carpenter shop supervisor Ron Minaker and fellow carpenter Gord Klassen. George and his wife Jessie will eventually relocate to Chilliwack in the Fraser Valley.



Pat Whittleton

A huge, convivial crowd packed the Building 258 conference rooms on May 1, as co-workers, friends and relatives gathered to celebrate the retirement of casting millwright **Pat Whittleton**, right. Pat received a retirement plaque from **Steven Jeffrey** and other gifts from Alcan and union officials, and shared a big cake with the crowd as they reminisced about working at Alcan. Pat was employed by Alcan for 30 years.



Mike Kupyna

The casting and wharf employees bid adieu to shipper **Mike Kupyna**, right, as he departs for a one-year sabbatical on April 1, before joining the ranks of Alcan retirees. Mike will have 30 years of service when he retires. **Arlene Wintemute** roasted Mike and presented him with several gifts congratulating him on his departure. Paris Xilopinakas and Daniel Howell congratulated Mike wishing him good fortune and on behalf of the crew Joe Carrita presented a golf course gift certificate.

Safety pays all ways

CSSE is hosting health and safety conference in Kitimat.

The Skeena chapter of the Canadian Society of Safety Engineering (CSSE) will stage its 18th annual Health and Safety Conference at the Kitimat Rod & Gun Club on June 8 and 9.

Conference attractions will include displays, exhibits, presentations, speakers, meals, an RCMP police dog demonstration, Canadian Avalanche Rescue Dogs demonstration, an evening of golf, and more.

Exhibitors will include Levitt-Safety, Acklands, Alcoholics Anonymous, Provincial Emergency Program (P.E.P.), Kitimat Valley Institute and others. The event aims to inform and entertain while promoting living safely in all aspects of life, whether at work, at home or at play.

Feature speakers include Cody McNolty relating the story about his father, Dan McNolty, and his death while working in a confined space and Chris Arnold talks about the issue of violence in the workplace.

Emergency room physician Dr. Bruce Campana speaks from firsthand experience regarding the painful and sometimes fatal consequences of reckless activities. Dr. Campana is also scheduled to speak to Mount Elizabeth Secondary School students on June 8.

Other speakers include: Bernie and Sheila Inman talk about the "ripple effects" of injuries and how they can change your life; paramedic and motivational speaker Ted Swan on the dangers of adult peer pressure; Carolyn Brown and Murray Webster of the Northern Health Authority, discussing major disease outbreaks known as pandemics; physiotherapist Lori Janzen on injury prevention and early intervention; and Pacific Northern Gas representatives on the safe use of natural gas.

If you want to pre-register for the CSSE conference, you can contact Bonnie Thomson at 639-8459 or Lorna Lott at 639-8344.

THURSDAY, JUNE 8, 2006 SCHEDULE

- 8 to 8:30 a.m. Registration
- 8:30 to 9 a.m. **Opening Address – Mayor of Kitimat**
- 9 to 10:30 a.m. "In Memory of Dan McNolty"
Speaker – Cody McNolty
- 10:30 to 10:45 a.m. **Coffee**
- 10:45 to 12 noon "When Violence Comes Knocking"
Speaker – Chris Arnold
- 12 to 1 p.m. **Lunch BBQ and Demonstration by RCMP Police Dog**
- 1 to 2 p.m. "Emergency Rooms & Morgues"
Speaker – Dr. Bruce Campana
- 2 to 2:30 p.m. **Coffee**
- 2:30 to 3:30 p.m. "The Ripple Effect"
Speakers – Bernie & Sheila Inman
- Evening of June 8 Golf (contact Jim Robertson at 639-8456 for details)**

FRIDAY, JUNE 9, 2006 SCHEDULE

- 8:30 to 9 a.m. Welcome – opening – TBA
- 9 to 10:30 a.m. **"You Have a Choice" – Ted Swan (Paramedic)**
- 10:30 to 10:45 a.m. **Coffee**
- 10:45 to 12 noon **"Pandemics"**
Speakers - Carolyn Brown and Murray Webster
- 12 to 1 p.m. Lunch – Canadian Avalanche Rescue Dogs presentation
- 1 to 2 p.m. **"Prevention and Early Intervention"**
Speaker – Lori Janzen
- 2 to 2:30 p.m. **Coffee**
- 2:30 – 3:30 p.m. **"Gas Safety" – Pacific Northern Gas**
Speakers – TBA






FUTURE MUST BE BUILT ON FACTS

To be competitive and long lasting, a modern smelter would not employ 1,700-1,800 people, as is being suggested by the District of Kitimat.

The reality is, with today's technology, a 550,000 tpy smelter would employ approximately 1,000 people.

Below are the facts regarding production and employment, as of this date, at various smelters that produce 400,000 or more tonnes of aluminum per year. Kitimat is included for comparison purposes.

	Tonago	Alouette	Alma	Kitimat
Start-up	1962	1992	2000	1954
Technology	AP-22 prebake	AP-30 prebake	AP-30 prebake	VS Söderberg
Capacity/yr	500,000	500,000	400,000	245,000
Jobs	1,050	900	813	1,800




KKOH&E Alert

NO POP CANS are allowed inside the plant gates.

These pop cans were found in the plant, even after the KKOHS&E committee sent campaign letters and fridge magnets to employee's homes, and distributed a gate awareness pamphlet, explaining why pop cans are not allowed in the plant. By this evidence, clearly the message is not getting through, as some employees are still continuing to bring pop cans to work.

NO POP CANS are allowed inside the plant gates.



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

Editor telephone: local 8519 or (250) 639-8519
or by email: cathie.stevens@alcan.com.

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

Please respect **ingot** deadlines for copy, revisions and photographs. **The deadline for the next issue is June 9, 2006.**

PUBLICATIONS MAIL AGREEMENT NO. 40052381
 RETURN UNDELIVERABLE CANADIAN 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

EDITOR / INTERNAL COMMUNICATION ADVISOR
 Cathie Stevens
 Member of International Association of Business Communicators (IABC)

CORPORATE AFFAIRS / PUBLISHER
 Colleen Nyce

DESIGN AND PRODUCTION
 MPA Communication Design

FREELANCE WRITER / PHOTOGRAPHER
 Sean McQuaid

PRINTING VanPress

♻️ Please recycle

KWSA 50TH ANNIVERSARY GOLF TOURNAMENT

Golf

Date Saturday, June 17 notify Team Captain

Where Hirsch Creek Golf and Curling Club

Tee times Donald Pacheco will notify

Team Captains

Cost Golf and Dinner \$45; Golf only \$20; Dinner only \$25

Deadline: Get your entry form sent in by Thursday, June 8, to Donald Pacheco at MDP #89.

Note: No more than six (6) people per team; 200 people maximum for golf.

Dinner and Dance: 300 maximum.

Dinner and Dance

Time Cocktails at 6:30 p.m., Dinner at 7 p.m.
 (Doors open at 6 p.m.)

Dance Luso Canadian Club

Band Excellorators

TEAM CAPTAIN: _____ PHONE: _____ TEAM NAME: _____

TEAM MEMBERS	GOLF ONLY (\$20)	DANCE ONLY (\$25)	BOTH (\$45)
NAMES			