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◀ **THE HMCS ALGONQUIN (inset)**, a destroyer and Canada's Pacific Coast Fleet flagship arrived at Alcan's wharf on the evening of October 15. The Kitimat Sea Cadets boarded the destroyer earlier in the day at Prince Rupert to learn and tour the destroyer and enjoy the coast scenery. Some Alcan employees were involved either as escorts of their children, as was the case for labour relations representative Dwight Magee (who took this photo for *ingot*); chief security officer Jim Howie, in his capacity as Alcan's emergency preparedness coordinator and representing Alcan was lines 3 to 5 superintendent Kerry McDonald. Pictured here are Alcan employee and Kitimat Sea Cadet Acting Sub-Lieutenant Scott Cook with Lieutenant Wick from the Prince Rupert Corp.

TALENT MANAGEMENT: STUDENT WORKFORCE



Summer students take stock

Alcan collects feedback from student employees.

▲ Alcan's summer students pose for a photo at the tour building.

Kitimat Works held a focus group for its summer student workers on August 17, at the plant's tour building. With senior staff in attendance as speakers on various subjects, roughly half of the plant's summer students assembled to discuss their work experience—asking questions, sharing opinions and making suggestions.

Voice of experience

Reduction manager Tino Pereira opened the event, thanking the students for their work. Sonya Dhami of human resources recounted her own early work experiences, having joined Alcan as a summer student. She also explained how Alcan recruits new employees, what internships entail, and which sorts of skills the company is seeking in its new hires.

Occupational safety specialist Art Emmerson and ergonomics expert Sylvie Tremblay discussed safety issues. While the student workforce has performed well overall, there were unsafe practices observed on occasion. These did not result in significant accidents, but Art stressed how serious the consequences might have been, and how important it is for young workers to understand

safety issues. "You're the future of our workers," he told them.

Closing speaker Kevin Finn commented on how important it is for employees to work together in building a safer workplace. "Common sense and courtesy will take you a long way," he advised.

Hearing from youth

Students asked questions of the presenters, and afterwards the floor was opened up entirely to their comments and concerns. Training issues were discussed, such as a suggestion of students taking bus tours of the plant before their induction sessions so that they have a firsthand visual frame of reference for the things they learn about through induction. Other topics ranged from the nature of student employees' work attire to questions about future job opportunities.

Recruitment assistant Joanne Hauki recorded and compiled the discussions, and human resources will combine those notes with findings from student surveys to help plan future summer student programs. "The survey feedback was actually really good," said Joanne, "It will help us improve for next season."

The path to modernization

The path to modernization means continuing to concentrate on our existing operations and delivering on our performance targets for budget, production and safety.

Announcement

Paul Henning, Director of APM-BC Operations, was appointed Managing Director, Kitimat Project and Operations by Marco Palmieri, President of Primary Metal – Asia, Pacific and Africa on October 12.

“My family and I couldn’t be more delighted about our longer-term commitment to the community of Kitimat,” Paul said. “And, from a professional perspective, this is an exciting time for me, our employees, our plant and our community. I’m honoured to be a part of a project team working for you to achieve modernization.”

Paul’s responsibilities and key objectives are to coordinate between existing operations and connecting it to the modernization project, leading the project management team.

Expanding responsibilities, Paul likens it to working ‘inside the fence’, ensuring the safe progression of operations, compliance within Alcan’s EHS FIRST objectives and hosting information sessions for employees on the status of the modernization project.

Paul will also be directly involved during contract talks with the CAW to negotiate a Collective Labour Agreement to cover the life of the modernization project. The company negotiating team will be named soon.

“Continuity, consistency and efficiency of the existing operations is a major priority for us,” Paul revealed, “So a new works manager will be appointed to focus on the day to day operations of the existing plant; a project director will be appointed to focus on the modernization, and the key to the success means locating the modernization team here in Kitimat.”

Community relations

Paul’s ‘outside the fence’ activities will enhance communication about the modernization project, promoting and developing closer relationships with the community and Alcan’s stakeholders in its operating areas of British Columbia.

“It’s vitally important that we communicate our direction and our vision of what the modernized plant will look like,” Paul explained. “We are responsible for the sustainability of our operations, and the modernization project extends our commitment for the next 35+ years. The community needs to prepare for the influx of construction workers, employment opportunities and economic diversification associated with an increasing population during the life of construction and beyond.”

Modernization on track

Preliminary planning is on track. “It would be nice for our employees to visually see more action, however, the action is behind the scenes at this point,” Paul explained.

Resources are reviewing the set-up of lines 1A and 1B; removing cathodes to fast track getting pots back into operation, and at the same time, reviewing what types of engineering changes might be necessary.

Preliminary designs have also been put to paper to move the 226 operations to 1A or 1B. “The environmental assessment review is proceeding, as is our submission to the BCUC, and we have begun preliminary talks with the CAW,” Paul noted.



If you have questions about modernization, you can contact Paul by sending him an e-mail:

TalktoPaul@alcan.com

Safety performance

Kitimat Works and Kemano employees achieved three million hours without a lost time injury on September 27. But another record was also established – on October 19 employees achieved one full year without a lost time injury. “This speaks volumes about our employees, their commitment and contribution to an excellent safety performance,” Paul stated.

Paul is concerned about 22 recordables, where employees have been injured. “Our hope was to be less than 20 for the year however we are significantly lower than in any other previous year’s record. The aim is to be recordable free for the remainder of the year – then, we’ll be on plan, achieving the best ever safety performance in our plant’s history,” Paul commented.

Production performance

Raw material changes saw environmental issues and tough process conditions for the employees in lines 3 to 5, but to their credit they worked extremely hard, concentrating on procedures and practices to improve productivity and hot metal performance.

“Credit goes to the employees who work in lines 3 to 5, they turned it around and continue to make steady improvements daily,” Paul complimented. “Credit also goes to the many employees who resolved the IECO pot casing jacks issue –

this has been a significant problem for years. Hearing this issue was resolved, it was exciting news. Job well done,” Paul said.

Unfortunately, these problems had a ripple effect, increasing emissions and less than adequate product quality for our customers. “Emissions are back within our permissible targets and casting sales, logistics and metal management folks did a fantastic job to minimize the ‘off-spec’ metal on the floor and resolving customer issues by changing orders, changing customers, changing supply and moving as much metal as possible,” Paul said.

Key message

In light of APM-BCs overwhelming 2006 performance, Paul spoke to the Alcan Board EHS Council in France during October to explain the EHS sustainability benefits of the modernization project.

“We have a great story,” Paul said, “I intend to tell our story – the first chapter begins with our 2006 performance. New chapters will be written as we continue operating our existing operations to the best of our ability. Continuing chapters relate our story of how we went about building our modernized plant – the final chapter has yet to be written – there is no ‘The End,’” Paul theorized.

The core message for employees, focus on the ‘here and now’; don’t worry about the future. “We need a concentrated effort by everyone to maintain our current operations, stay within budget, meet our production targets and continue to strive for excellent safety performance. Don’t be distracted from your job by worrying about the path to modernization,” Paul concluded.

Modernization presentations

Paul is available every Wednesday to present an overview of the modernization project to employees. Make arrangements for a session date with your supervisor. If you have questions about modernization, you can also contact Paul by sending him an e-mail: TalktoPaul@alcan.com.

The *Long* and the short of it

Mike Long outlines the early stages of modernization.

Superintendent of Kitimat's modernization and expansion project, Mike Long has been involved with the modernization project since 2004. Now that the modernization plan is public, Mike is the project's point man in Kitimat.

Mike is fully assigned and focused on the project 100 per cent of the time. "The modernization team will continue to grow," Mike said. "Our management team has been meeting for months, already, and new people are coming on board for specific areas like EHS. My role is to coordinate operations and maintenance of the current smelter with the design and construction of the new facilities."

Organization and information

"The big job right now is organization and getting information out," explained Mike. For instance, he is sharing information with engineering firms, suppliers and others with a vested interest in the plant's modernization plans.

This includes Engineering Procurement and Construction Management (EPCM), a consulting company which deals with procurement and construction as well as design. "They can take a project from start to finish," noted Mike. "With them on board, that's when the engineering will really take off."

Managing director of the Kitimat project and operations Paul Henning, Mike and others will continue to stage information sessions for Kitimat Works employees, ensuring the plant's personnel are kept in the loop.

Location, location, location

Much of the early work on the project itself should be underway by the end of the year, including engineering and design work and relocation of existing facilities so that new facilities can be built in their place.

For instance, building 226's anode and cathode repair operations will have to move elsewhere

so construction of new potrooms can begin at that location.

"The key is site preparation," noted Mike. "Everything will still be operating while we're building inside and around the plant."

Seals of approval

The project needs to secure a power supply contract with BC Hydro, obtain the necessary environmental permits, and negotiate a Collective Labour Agreement covering the life of the project with the CAW. Once all three conditions have been met, we will seek final approval from Alcan's board of directors.

Mike is confident that everything is moving forward in a positive manner and by preparing now, we will move quickly once final approval is granted.

Déjà vu

Helping things along is the fact that many of the technologies and techniques key to the modernization project have already been successfully deployed elsewhere within Alcan.

The modern AP smelter technology coming to Kitimat, for instance, is already in use at other Alcan sites – the basic design and development work is done, and is simply being replicated at Kitimat.

For construction techniques, Kitimat's modernization team can look to Alcan's Gove Peninsula refinery in Australia, another remote location attached to a small community.

You want what when?

Like Gove's construction, Kitimat's modernization will rely heavily on preassembled and pre-fabricated materials, such as pre-cast concrete



▲ MIKE LONG on the job.

and pre-engineered or "modular" buildings. "Just in time" delivery schedules will ensure supplies and components arrive at the site just as the construction crews are ready to use them.

More complicated and time-consuming than the new construction will be the retrofitting and modification of existing facilities, such as the paste plant or casting, in addition to miscellaneous improvements.

"We will need to upgrade some of our existing assets," Mike concluded. "Now that we know what our future is, we can make investments and prepare for 2011. We have the time to get organized, to make the transitions, and that preparation starts today."

ALCAN BRIEFS

For full details on Alcan Press releases, visit our website



www.alcaninbc.com

Alcan highlighted its efforts to prevent and combat HIV/AIDS in Africa during the First European CEO Summit on Business and HIV/AIDS, organized by the Global Business Coalition on HIV/AIDS. The company presented positive results of its HIV/AIDS program at its Alucam smelter in Cameroon during a roundtable discussion on the potential partnerships between governments and companies. Alcan has begun to extend the HIV/AIDS programs to other facilities around the world with the hope that other companies will benefit from Alcan's experiences in preventing and combating HIV/AIDS in developing countries. More than 150 business leaders met at the International Conference Center in Paris to discuss the issue. The Summit's objective is to expand the involvement of global business in preventing HIV/AIDS through an open exchange of ideas between 40 of Europe's leading CEOs.

Alcan Rolled Products in Ravenswood West Virginia, signed an agreement with Bombardier Aerospace to supply the aircraft manufacturer advanced lightweight aluminum products. The supply agreement will support Bombardier's major aerospace programs including the CRJ* Series and Q-Series* regional aircraft, and Learjet* family of business jets. This agreement demonstrates Alcan's commitment to a long-term cooperation with Bombardier Aerospace. It also represents a significant milestone in expanding Ravenswood's strong and diversified supply position into the regional and business aircraft segment."

Alcan Inc. has published its 2006 Corporate Sustainability Report, providing discussion and examples of tangible value resulting from its company-wide commitment to sustainability. It's available in HTML and PDF format at www.alcan.com/SR06. The fifth annual report builds on the eight key sustainability focus areas. "At Alcan, sustainability is evolving as we refine our goals and establish metrics to effectively measure the impacts of our actions," said Dick Evans, President and Chief Executive Officer. "Alcan employees are recognizing the tangible and broader value-creation that results from embedding sustainability criteria directly into Alcan's decision-making processes."



Alcan Inc. will build a US\$180 million aluminum spent pot lining recycling plant in Quebec's Saguenay-Lac-Saint-Jean region. This unique industrial-scale pilot plant will employ 50 people and has a capacity of approximately 80,000 tonnes to recycle spent pot lining using Alcan's proprietary technology. Spent pot lining is the residual material generated in the de-lining of pots following the aluminum smelting electrolysis process. Spent pot lining is composed of carbon and various inert elements and is typically pre-treated and land-filled under strict precautions. Through this new process, all of the spent pot lining will be recyclable, providing the global aluminum industry a sustainable re-usable solution for spent pot lining's by-products.

Helping hands for human rights

The Alcan-CAW joint human rights committee is ready to help.

When employees have difficulty resolving their differences in a human rights context, APM-BC's joint human rights committee can assess the situation and seek a solution.

As a joint company and union body, the committee includes company representatives Rick Costain, Stephanie Jeffrey, Gillian Richardson and Bonnie Thomson, and CAW representatives Ali Ismail, Karen Jonkman, Raymond Raj and Rupri Mittal.

The committee meets monthly, but its members are available for consultation on an ongoing basis and will assist employees as needed, either individually or as a group. Between scheduled meetings, the members confer regarding various issues.

Ongoing education

To better serve the APM-BC community, the committee undertakes studies regarding the latest developments in human rights law and procedural techniques.

For instance, committee members recently attended a human rights and accommodation conference in Vancouver where APM-BC's corporate definition of harassment was singled out for praise.

Workshops, classes and other forms of ongoing professional development are necessary since standards, practices and regulations in the human rights field are constantly evolving. "What's okay this year might not be next year," said Rick.

"Human rights law is forever changing," Karen concurred. "It's like a living thing."

Complaint department

A big part of the committee's job is hearing complaints from employees. The committee tries to resolve these complaints informally whenever possible, and most cases are settled without pursuing any official action. Often it's as simple as two employees talking things out and making apologies.

If formal action is required as a last resort, the official complaint needs to identify both a complainant and a respondent. Employees are sometimes reluctant to go on record as a complainant for fear of retaliation, but the complaint cannot be formally pursued without this record.

"We don't force it," explained Stephanie, "We try to explain why we need a formal complaint to take formal action."

Mountains and molehills

Personal harassment is the most common type of complaint, usually verbal harassment of some sort. According to Raymond, many such complaints arise from small misunderstandings where one employee might not even realize the other is feeling harassed. "It could be something as innocent as an unwanted nickname," added Rick.

Early action on the harassed employee's part is essential. Too often, employees delay addressing



or reporting whatever might be bothering them in the workplace, and minor irritation gradually escalates into resentment, frustration and mutual animosity. The sooner a problem is addressed, whether formally or informally, the better.

Ali noted that people can approach individual committee members with complaints or concerns anytime, regardless of whether formal action is necessary, and any such communications are confidential.

Changing behaviour

Ultimately, human rights initiatives in the workplace aim to evolve people's attitudes and actions for the better. "It's all about changing behaviour," said Karen. Ali agreed, and said he has seen workplace behaviour improving over time as employees become increasingly conscious of human rights concerns.

"The plant is like a big family," Ali opined. "At least one member of almost every Kitimat family works here, and we should treat each other with respect like family."

"We are here to educate the employees regarding human rights and to raise awareness," added Raymond. "We are not here to punish anybody. Nobody's going to hang anybody for a little mistake. That's not what we're all about."

"It's about respect," Karen concluded, "and about having a harassment-free workplace to which we're entitled. We're here to help."

▲ **ALCAN-CAW JOINT HUMAN RIGHTS COMMITTEE** is ready to help.



Do you have human rights questions or concerns?

CAW Committee Phone

Ali Ismail	8723
Karen Jonkman	8453
Rupi Mittal	8581
Raymond Raj	8176

Company Committee

Rick Costain	8591
Stephanie Jeffrey	8402
Gillian Richardson	8480
Bonnie Thomson	8459

Worldwide Code of Employee and Business Conduct

Telephone:	(514) 848-8000
E-mail:	ombudsman@alcan.com
Web:	web.alcan.com

Keeping Kitimat Works safe

Daniel Poitras is the new safety leader at Kitimat Works.

Daniel Poitras: Newly transferred to Kitimat Works, safety leader Daniel Poitras has an extensive background as a safety professional. After studying physical education, ergonomics and health and safety, he began working as a safety consultant for various clients, later going back to school for a Masters in Industrial Relations. The Saguenay-born Daniel got his start at the Saguenay Works plant. First affiliated with Alcan as a freelance consultant, he joined the company in 1997 and made the move from Quebec to Kitimat this summer.

Living the language

Daniel wanted the chance to hone his English skills, and welcomed the challenge of working in an English environment. By contrast, the language would be a comfortable fit for his wife Manon Desbiens, who worked as an English teacher in Quebec.

Daniel and Manon saw a Kitimat transfer as a valuable opportunity for their eight-year-old daughter Marjorie to become bilingual, and to have the chance to experience a different culture, to get a different perspective on things.

The youngster even has a rather English-sounding name. "It was her destiny to be here," joked Daniel.

Information gathering

The Poitras family did some research first. Before transferring, Daniel learned whatever he could about the plant – its size (bigger than his past workplace), its technology, and its labour relations. He felt it sounded like "a good fit" in terms of what he could bring to the plant and what would be expected of him.

Throughout his inquiries, he heard very positive things from colleagues who had been stationed at Kitimat Works. "All of the people who've been here seem to have had a good experience," he recalled.

Heading west

The Poitras clan visited Kitimat earlier this summer to be sure they liked the community, and they do. "It's a very little city," Daniel observed, "and I like that lifestyle – I'm not very attracted to big city life. We prefer a smoother rhythm."

Daniel enjoys the more laid-back small town lifestyle, the limited motor traffic, and the opportunities for outdoor activities such as walking, hiking and fishing. "I love fishing," he explained, "I've fished for trout, never for salmon. I'm looking forward to catching my first salmon."

Safety plans

Daniel looks forward to his work at the plant. "I'm here to make a good contribution to increasing the safety culture," he said. He feels that safety culture should be the concern of the whole plant, not just the safety department, and that each individual employee has to embrace that mindset.

An important part of that, he explained, is cooperation – employees not just looking out for their own safety, but striving to keep their co-workers safe, too. He sees this as key to eliminating accidents.

If someone needs convincing regarding safety practices, Daniel likes to ask them if a particular action is safe enough that they would let their child do it – that tends to put things into perspective. "Safety is a question of heart," he concluded.



▲ Daniel Poitras

"I'm here to make a good contribution to increasing the safety culture," said Daniel. He feels that safety culture should be the concern of the whole plant, not just the safety department, and that each individual employee has to embrace that mindset.

Nechako Reservoir at-a-Glance



Current elevation

As of October 10, the reservoir elevation was 2794.1 feet above sea level.

Long-term average

The long-term average for this time of year is 2795.26 feet above sea level.

Inflows

The inflow into the reservoir during September was 45 per cent of the long-term average. The reservoir storage at present is at 84.7 per cent of the long-term average storage.

Spillway discharge

Spillway discharge is currently set at 32.3 cubic meters per second.

The hills are alive with the sound of gadgets

Kemano is adopting new tools, technologies and techniques.



▲ Perry Minaker
▶ Egil Ingvaldsen



As the Kemano Asset Improvement Program (KAIP) launched in 2000 winds down, the Kemano facility continues to make significant upgrades and additions. Notable among these are the gradual roll-out of new digital control units and high current SF6 breakers for generators, automatic voltage regulator (AVR) improvements, communications upgrades, increased efficiency of runners, easier shutdowns, and new environmentally friendly power cables as opposed to the older oil-filled models.

The powerhouse's electrical equipment in general is being upgraded, in part because the facility's earliest technology is slowly approaching the end of its life, with replacement parts gradually becoming unavailable.

"We're upgrading everything to today's technology," said senior project technologist Eric Halland. "It cuts down on our troubleshooting and maintenance costs, and helps us prepare for greater generation capacity. There are more improvements in the past six or seven years than there was in the past 50 years." Meanwhile, smaller-scale innovations are popping up all over Kemano...



▲ Larry Scott
◀ The new 10T hoist.



▲ Peter Cotter

Tired of the same old thing

Mechanic Perry Minaker has worked at Kemano for about 10 years, during which he has changed plenty of tires on the site's vehicles.

Mounting and demounting tires is a time-consuming task, more awkward and physically demanding than it looks, especially when handling the oversized tires of larger industrial vehicles.

Demounting often entails a lengthy struggle with a tire iron, during which the mechanic sometimes has to stand on the tire or the iron or both in order to exert enough pressure to pry the rubber off the metal.

As Perry points out, this poses certain dangers; you could fall off the tire, the tire iron could slip and go flying, and so on.

The new TNT tools are changing all that. The TNT-100-1 demount tool, for instance, is a handheld shaft tipped with a triple-pronged configuration of small rollers that clamp onto the tire, slip underneath the rim and pry off the tire with relative ease.

Similarly, the new TNT-200M Super mounting tool makes it much easier to install a tire, which previously required an awkward struggle with a couple of pry bars or tire irons. The result is less time consumed, less chance of injury, less physical tension and exertion. "It's made my job a whole lot easier and safer," said Perry.

Locks no longer lacking

Similarly, in the powerhouse, maintenance electrician Egil Ingvaldsen has helped make the lockout procedures for generators faster, easier and safer.

When Egil first transferred to Kemano two years ago,

locking out the generators required lugging around 30-pound bags of locks from a central location to each generator some distance away.

Due to the comparative moisture of the generator chamber, locks were not kept near the generators since they tended to seize up if stored in that area.

With the input and approval of the safety committee and supervisor Peter Cotter, Egil did some research and found an aluminum/stainless steel lock that was moisture resistant. These new locks have since been purchased and are stored on convenient racks next to the generators, so no more lugging.

"It shaved at least half an hour off the lockout process," Egil calculated, "plus better ergonomics and safety. It makes a big difference, and the rest of the guys seem pretty happy with it."

Hot new photography

Elsewhere, power plant operator Larry Scott is showing off the powerhouse's new Thermacam P65 complete with 7-degree lens attachment, a sophisticated infrared camera system manufactured by FLIR Systems.

Infrared cameras detect infrared energy (heat), display it as thermal images on a video monitor and perform temperature calculations. A good infrared camera provides precise, pinpoint measurements of the location and intensity of a given heat source, enabling users to detect and analyze temperature-related problems in their facilities and equipment before those problems become severe.

As part of their preventive maintenance routine, powerhouse operators use their infrared camera to examine the generators and other machinery, scanning for hot spots and other potential heat-related malfunctions.

The cameras are jaw-droppingly expensive, but worth it. "The first infrared camera we bought paid for itself within the first week," Larry recalled. It pinpointed a hot spot so they could defuse it before any damage was done – saving hundreds of thousands, perhaps millions of dollars in repair costs and lost power generation time.

Lifting hatches and spirits

Maintenance engineer Michael Kant helped Larry arrange the purchase of the latest camera, and was also involved in recent modifications to a hoist within the powerhouse.

"We had a safety issue regarding manipulation of floor hatches," Michael recalled. The previous hoist arrangement couldn't pull the hatches straight up or down, requiring them to be swung or pushed into place, a potential hazard.

Michael's inquiries and requests on the subject were heard, and a CRS Crane Systems specialist came in to do some measurements and to design the necessary modifications.

The chief modification was the addition of a third, higher-speed, lower-capacity 10-ton hook to the hoist, which already had larger 25-ton and 225-ton hooks. The 10T hoist can raise and lower its loads much more quickly than the other two hoists, slightly increasing productivity – especially since most powerhouse loads weigh much less than 10 tons. The floor hatches, for instance, can be manipulated more quickly and easily now.

"It was very convenient once it was installed, and the operators seem quite happy with it. It's a nice change," said Michael with a chuckle. "Usually I only hear about this sort of thing when stuff doesn't work."



▲ Michael Kant



Learning the ropes

APM-BC teams have completed a new round of high angle rescue courses.

Kitimat Works plant protection employees and Kemano emergency response team volunteers participated in a series of high angle rescue exercises from September 16 to 18. The three-day course was designed to increase employees' proficiency in rescue techniques at high elevations, generally using ropes to suspend both rescuer and victim during the rescues.

Crane threshold

Plant protection A-shift supervisor Laura Taylor helped instructors preside over the training on the morning of September 18, when designated "victim" Brian Kutzy was placed inside the arm of a very tall crane in the plant's wharf area, posing as a fallen worker.

Led by Dave Melanson as incident commander with Raymond Stohl taking point as the mainline operator, the students scaled the crane, assessed the situation and lowered Kutzy safely to the ground, all within roughly one half-hour. Instructors were pleased with the results.

Brushing up

Some of the participants, such as Laura, have taken high angle courses before – but they try to return to their exercises at least once every year or two, to keep skills honed and to learn new techniques and new information.

This year, for instance, the students learned a counterbalance technique better suited to the experienced high angle workers among them.

EHS power operations coordinator Don McAndrew said keeping the rescue skills sharp is especially important at the Kemano site, where the remote location forces employees to be more self-sufficient in a crisis.

Different backgrounds

Kemano's Syed Ali is new to the high angle training, but accumulated a great deal of related experience when he worked on large ocean vessels in his pre-Alcan days overseas.

He recalled those workplaces as being relatively indifferent to safety – accidents were common. By contrast, he hasn't seen much action since joining Alcan, with its vigorous safety culture.

Watch that first step

Plant protection's Troy Mallette took a high angle course two years ago. He said the latest course is more advanced – greater heights, more scenarios, new techniques.

"Some folks get a little queasy," said Troy of working the greater heights, "but they get used to it. The hardest part is forcing yourself to take that first step over a railing or a ledge into space. Once you're past that, the rest of it isn't so bad."



High angle rope rescue course participants included: Syed Ali, Evan Baruta, Michael Kant, Garry Kirkpatrick, George Lebleu, Brian Kutzy, Marty Lalonde, Troy Mallette, Don McAndrew, Dave Melanson, Chris Richter, Raymond Stohl, Laura Taylor and Paul White.

EHS FIRST: SUSTAINABILITY & THE COMMUNITY



A bridge to the community

Alcan has rebuilt the Goose Creek Bridge. Condemned by an inspector who judged it unsafe for vehicular traffic, the Goose Creek Bridge seemed to be a dead duck – but Alcan has replaced the original structure, and the bridge is open for business again.

Built in the 1970s to accommodate logging truck traffic, Goose Creek Bridge deteriorated with lack of maintenance after being used regularly; however, it remained a popular transit point for local hunters, fishers, hikers and campers. "That's part of why people live in Kitimat," said project engineer Jon Barclay. "for the outdoor recreation. So a lot of people were interested in this bridge."

Remove, repair, replace?

As owner of the land, Alcan inherited the decaying bridge and identified two options: either remove the bridge crossing altogether, or replace the old structure with a new one. While the bridge has no practical value for Alcan's business operations, its community significance moved the company to replace the bridge rather than simply close it.

Building a better goose

Upon completion of environmental tests, project approvals were secured from the Ministries of Fisheries and Environment. Kalum Construction started work on the project in mid-July.

The old structure was demolished, new steel support columns were pile-driven into the ground, and a pre-engineered, pre-fabricated bridge structure manufactured by Rapid-Span was installed atop the new foundation, welded and bolted into place.

After site cleanup and the necessary grading of the ground leading up to the new structure, the new and improved Goose Creek Bridge opened in August.

A worthwhile expense

The project cost about two hundred thousand dollars, fifty thousand of which was covered by British Columbia Transmission Corporation, which donated funds to ensure the bridge had a load bearing capacity of L75 sufficient to transport rip rap for emergency work on B.C. transmission's lines in the area.

"If you want to call it a gift to the community," said Alcan's senior project engineer Gary Martin, "it's a fairly substantial one. The project went really well, and I hope the general public enjoys the new bridge for a long time to come."

A televised Thanksgiving

Employees and their families star in new Alcan commercials.

Alcan Linked to the Community – Linked to BC – Linked to the Planet is APM-BC's upcoming television advertisement theme. Production and filming took place right here in Kitimat Works on Thanksgiving Day 2006, and Alcan employees played key roles in the production.

Nearly 50 APM-BC employees and their families participated in a series of film shoots, staged at the Kitimat Works plant and in several scenic Kitimat locations over the course of the holiday.

Hands-on filmmaking

It was still dark outside when employees and the professional film crew from Vancouver and Montreal assembled at the plant's tour building to prepare for 'roll, shoot, cut and take' activities.

While the production team did hair and make-up, Alcan volunteers completed paperwork granting them temporary membership in the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA).

As the sun began to rise, a pair of buses escorted performers and crew first to the plant's casting facility and later to the wharf, filming a series of inspirational sequences lining up Alcan employees in rows, hand in hand.

The social awkwardness of that particular image prompted much laughter and joking – "Oh yeah," quipped one worker, "we hold hands all the time at Alcan" – but the amateur actors persevered, and the lengthy initial shoot ended in time for a late lunch at the Luso hall.

Hurry up and wait

Some of the Alcan performers were surprised at how much of an actor's time is spent "waiting around," as maintenance supervisor and volunteer actor Scott Blackman put it; a few moments of filming here and there, separated by long intervals of preparation and discussion.

Ironically, more than one performer said it reminded them of a typical work day, in terms of the long, painstaking preparation for tasks and the frequent lulls in the action.

Playing tourist

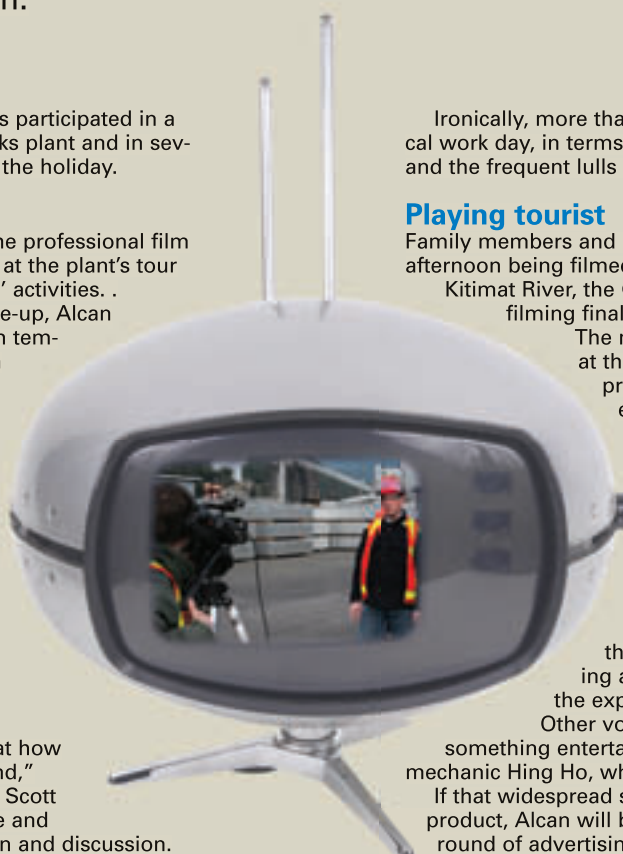
Family members and some Alcan employees spent the rest of the afternoon being filmed at notable outdoor locations such as the Kitimat River, the Giant Spruce and Lookout Viewpoint, where filming finally wrapped for the day as the sun began to set. The makeshift touring company soon reassembled at the Luso hall, where managing director, Kitimat project and operations Paul Henning welcomed everyone to a sumptuous turkey dinner with all the trimmings.

Taking stock

The meal was part of the appeal for volunteer performers such as DC4 employee Tim Rice, who figured his family would appreciate a ready-made Thanksgiving lunch and dinner.

The warehouse's Paul Chhina jokingly noted that he signed up in part because he was expecting a rainy day unsuitable for golf, but he enjoyed the experience regardless.

Other volunteers emphasized the opportunity to do something entertainingly different, like veteran instrument mechanic Hing Ho, who signed up "just for fun." If that widespread sense of fun carries over to the filmic finished product, Alcan will be showing the world a happy face in its next round of advertising.



The commercials air on various networks between October 23 and December 11.





Annual Community BBQ held at Skins Lake Spillway

A perfect day describes the barbecue at the Skins Lake Spillway campground on September 8, where more than 300 neighbours and friends enjoyed an outdoor dinner, courtesy of Alcan. Each year for as long as anyone can remember, Alcan has hosted a barbecue for reservoir residents. It is one of the area's most popular social events. Catering was again provided by the Southside Economic Development Association with help from the Hospital Point Community Association; the barbecue is a

fundraising event for both groups. Alcan's coordinator maintenance and operations John Rilkoff, supervisor environment and corporate affairs Justus Benckhuysen, and superintendent marine and external environmental affairs Daniel Bouillon pose with the group of volunteer cooks. The Spillway campground and picnic area, which are maintained by spillway attendants Kathie and Allan Grier (Ross Steels Ltd.), were in superb condition and provided a spectacular setting to share a meal with Alcan's neighbours and friends.

NOTICES

Alcan Pension Plan Update

Alcan management approved a 1.24 per cent augmentation of pensions, effective October 1, 2006. The augmentation covers 50 per cent of inflation over the last 12 months. The augmentation percentage will be lower for those who retired less than 12 months ago. By now, retirees should have received a personalized statement and a letter providing details of the adjustment to APP from Adminco. This augmentation is in keeping with Alcan's policy on the use of the APP surplus, as explained in a brochure published in 2005.

+1.24%

Flu shots soon available

Alcan is once again sponsoring a free influenza vaccine injection for employees to help combat this year's flu season. The occupational health department will announce dates and times for the free on-site Alcan employee flu vaccine clinic.

Dates: TBA (four separate clinic days in November)
Times: 6:30 a.m. to 2:00 p.m.
Where: Medical Building #176
Questions: Kathie Bock at 8489 or Fiona Lindsay at 8629
Cost: Free

An appointment isn't necessary, but once you get the injection, you must remain in the medical building reception area for 15 minutes following the injection.

PEOPLE



Garry Gutknecht

Casting employees and other well-wishers assembled in the A-casting lunchroom on September 8 to share donuts and muffins and celebrate Garry Gutknecht's 40th anniversary as an Alcan employee. Paul Henning presented Garry with an aluminum fox sculpture and praised his lengthy service, noting that it was especially impressive given Garry's excellent safety performance and attendance record – traits shared by Garry's younger brother, B-casting mainstay Ed Gutknecht. An incredulous Paul also remarked that he himself was three years old when Garry started working for Alcan, and that he probably wasn't even thinking about casting back then. Roy Hartmann presented Garry with a gift from his fellow casting workers, and operator Joe Dos Santos praised Garry's careful attention to safety and his pleasant personality. Overcome with emotion, Garry thanked everyone in attendance. "It's very nice," he said. "I didn't expect it, but I appreciate it."



Rick Palmer

The line 8B training room was jam-packed last month when employees assembled to celebrate the retirement of operator Rick Palmer after 27+ years of service. As noted in a presentation by lines 7 and 8 supervisor Jim Fisk, Rick joined Alcan in late 1979 and spent his entire career in the potrooms, mostly in lines 1 and 2 until he switched to lines 7 and 8 in 2001. CAW president Rick Belmont offered congratulations from the CAW, and fellow operator Olaf Westphal presented a gift on behalf of their co-workers. Rick plans to fill his post-Alcan years with "a lot of golf, lots of exercise and a bit of travel," and is moving back to his home province of New Brunswick, where he first answered Alcan's employment advertisement. "I enjoyed it," said Rick of his Alcan stint. "Lots of good times, the work wasn't too hard, and I met lots of nice people."

We welcome your letters, comments and feedback, and will re-print your Letter to the Editor in our monthly column. Letters may be edited for length, brevity, clarity, grammar, spelling, punctuation, and good taste as well as editorial judgment. Correspondents are asked to include their name, address and telephone number. The opinions expressed in the *Letters to the Editor* are those of the authors and do not necessarily reflect *ingot* or Alcan policy.



Your important opinion...

Marilyn Furlan acknowledges...

I would like to acknowledge and thank Alcan for their involvement to replace the Goose Creek Bridge. I keep the campsites clean and that really shortens the travel time. Job well done!

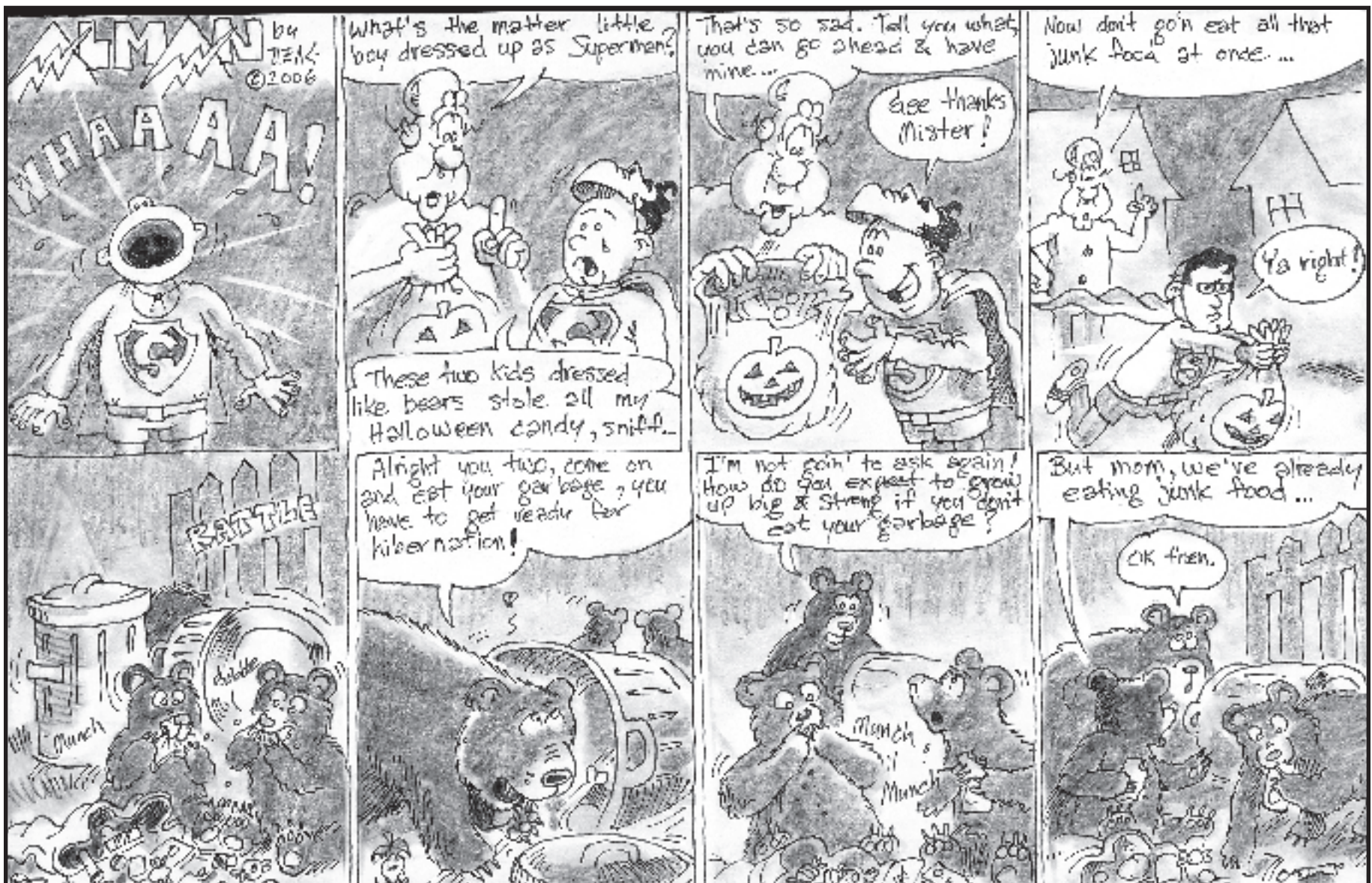
Nechako School kids appreciate equipment...

On behalf of the staff and students at Nechako School we thank Alcan for its generous donation towards our playground equipment. It will be enjoyed by students and neighbourhood children year round.
Ed Note: the letter was personally signed by a large group of children from the School.

Employee Heather Nagel praises...

I would like to take a minute to thank everyone involved organizing the 2M festivities. My family attended on Friday night and we thoroughly enjoyed the music, food, friends and the fireworks. I know a lot of work, organization and money went into putting on this event and I just want you to know that I greatly appreciate all the effort. With the announcement of the expansion and the accomplishments made over the past year, I feel the future looks very positive and I feel excited about what lays ahead. I feel very proud, and fortunate to be a part of all of this. Again, thank you for a job well done!

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



ALCAN ANNIVERSARIES

10 Years



Tim Baker,
Senior Cell Operator



Dan Bouillon, Superintendent
Marine/Environment External

20 Years



Karina Dziuba,
Supervisor Laboratory

25 Years



Kirk Godard
Supervisor Plant Protection



Lorna Lott
Administrative Support

25 Years



Kenneth Petley
Operator Anode Paste Plant



Keith Way
Operator Anode Paste Plant

30 Years



Dhanwant Dhillon
Industrial Welder



Celebrating an anniversary?

Call Cathie Stevens at local 8519 to take your photo.



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

ingot Editor:

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email: cathie.stevens@alcan.com.

Please respect *ingot* deadlines for copy, revisions and photographs. **The deadline for the next issue is: November 13, 2006.**

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Sean McQuaid

PRINTING VanPress

Please recycle

YOUR FEEDBACK CORNER

❄ *ingot* Snowflake Contest ❄

Old Man Winter will soon wake from a deep sleep and snow will be falling. Guess the date of Kitimat's first measurable snowfall (at the plant site) and you will receive a \$100 cheque from *ingot*, for a dinner for two at a restaurant of your choice!

The *ingot* snowflake contest rules are as follows:

1. The contest is open to APM-BC employees only.
2. Each employee may submit one guess only.
3. Measurable snowfall, at the plant site, will be determined by Alcan's plant protection data. Their opinion will be final.
4. In the event that more than one employee guesses the first snowfall date, a winner will be chosen by luck of the draw.
5. Telephone entries will not be accepted. However, *ingot* will accept an e-mail or a faxed entry form to local 8127 or 250-639-8127.
6. Your entry must reach *ingot's* office at least three days before the first snowfall. Each entry will be dated as it arrives so that this establishes the closing date of the contest.

In the event that more than one employee guesses the correct date, a winner will be chosen by luck of the draw.

My snowflake guess:

Name: _____

Employee number: _____

Work local: _____

Home phone: _____

Date of first snowfall: _____

Clip out and mail entry to *ingot* at mail drop point 272K or fax to local 8127 or 250-639-8127.



We want your feedback & suggestions about *ingot*.

Please let us know what we can do to improve our coverage, delivery of *ingot*. We'll reprint this form over the next few issues, review your feedback and suggestions and let you know the results in an upcoming issue.

Has reading *ingot* helped you:

- | | YES | NO |
|--|--------------------------|--------------------------|
| 1. To understand our business, objectives, goals and mission? | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. To understand Alcan's Integrated Management System (AIMS). The Four Pillars: | | |
| • EHS FIRST; | <input type="checkbox"/> | <input type="checkbox"/> |
| • Continuous Improvement; | <input type="checkbox"/> | <input type="checkbox"/> |
| • Value Based Management; | <input type="checkbox"/> | <input type="checkbox"/> |
| • Talent Management / People Advantage. | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. To understand more about APM-BC and its activities? | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. To discuss our business with other employees or people outside of our business? | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. To do your job more effectively, more creatively, more safely? | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. We're curious about how you would like to receive/read <i>ingot</i> : | <input type="checkbox"/> | <input type="checkbox"/> |
| a. Would you like to continue to receive <i>ingot</i> at your home address? | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Would you like to receive <i>ingot</i> to your plant e-mail address, as a PDF? | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Would you like to receive <i>ingot</i> to your home e-mail address, as a PDF? | <input type="checkbox"/> | <input type="checkbox"/> |
| d. What is your email address: _____ | | |
| e. Would you rather read <i>ingot</i> from our web site address? | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Are we covering the stories you are interested in reading? | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. What other types of stories would you like to read? _____ | | |

Your additional feedback and suggestions:

Return your feedback/suggestion form to Cathie Stevens, *ingot* Editor, Internal Communication Advisor, Alcan Primary Metal - BC, 1 Smeltersite Road, P.O. Box 1800, Kitimat, B.C., V8C 2H2.