



Information Systems manager Armand Chartrand winds up to the admiration of his leggy teammates. More on page 13.

INCO Triangle

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Is this man (a) making a fashion statement (b) expecting rain (c) seeking protection from the sun (d) exposed to the sun too long? Port Colborne's Ralph Williams battled the ozone and a sweltering heat wave with a little help from his umbrella and a strategically placed towel while participating in the annual Port Colborne Refinery Golf Tournament. For more pictures and story see page 13.

Inco's United Way drive gears up

Once again during the month of October, the employees of Inco's Ontario Division will be called upon to make our investment into helping solve some of the major social issues of our Sudbury community.

Each contribution, no matter how modest it seems, helps a lot as shown by last year's Sudbury District United Way campaign that netted \$1 million.

Because Inco represents the community's largest em-

ployer, the company's in-house employee campaign coupled with the corporate donation provides over 30 per cent of the total funds each year. This is by far the single largest contribution to the community total. Last year, the combination of employee, pensioner and corporate donations provided more than \$311,000.

In preparation for this year's October campaign, a team of staff and union employees met to discuss con-

cerns and strategies. Once again Brian King has volunteered to be the main coordinator and will assume the duty

on a full-time basis starting in September. He will be assisted by Bryan Obonsawin of Central Utilities who is also co-

chair of the Sudbury-wide campaign and Al McDougall of Creighton Mine. Other

continued on page 2

Inco scholar goes to Africa

Despite his blindness, Aaron Marsaw has developed a lifestyle of keeping active, keeping interested and helping others.

Winning an Inco scholarship back in 1992 has helped

ease the financial pressure on Aaron Marsaw, giving him the opportunity to follow other interests.

And there's no end to Aaron's other activities.

The latest in a long line of

interests has taken the Laurentian University political science and philosophy student to Benin in West Africa for a six-week seminar as part of a World University Service

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4 A crush on Clarabelle

5 Cooling Coleman

7 80 and flyin' high



Niagara South MPP Shirley Coppen and Erie MP John Maloney, seen here beside the rock sample and plaque, were among those who attended the official opening of the Sugarloaf Harbour footbridge.

Many people attended the official opening of a footbridge built with a \$340,000 Inco donation. In the foreground is a huge ore sample from Inco's Sudbury operations.



A monument of nickel-copper ore from Inco's Sudbury mines will grace Port Colborne's Sugarloaf Harbor to commemorate the company's contribution to the popular waterfront park. Taking in the unveiling ceremonies this summer were Joe Church, a former director of Inco's Field Exploration—Canada, Bill Kantymir, former superintendent of operations of the Port Colborne Refinery, and Trevor Fregren, a former manager of the refinery and the Ontario Division's purchasing and warehousing department.

Inco funds help build Port harbour bridge

The City of Port Colborne and Inco Limited officially opened the majestic footbridge which joins the new Sugarloaf Harbour Marina with neighboring H.H. Knoll Park.

"This is an historic afternoon for Port Colborne," said Mayor Bob Saracino in his opening remarks. "It cements a long-standing relationship between Inco and the people of Port Colborne. This bridge is something we all will enjoy."

The story of the bridge began in the late 1980s when Inco donated \$340,000 to the city of Port Colborne to use in building a footbridge for their

planned marina centre. Today, just over five years later, it arches majestically across the water by the road entrance to the centre and is the first noticeable feature drivers see when approaching the centre.

In the shallow bay it crosses, area residents can rent pedal boats and canoes, completing the perfect restful recreational touch the centre aims to provide.

"We're absolutely delighted with it," said Bradd Wilson, manager of Sugarloaf Harbour Marina. "It's a physical and symbolic link between the boaters and nonboaters in our community."

Erie M.P. John Maloney, who attended the official opening, agreed, adding the bridge will serve as a destination for many residents who enjoy taking long walks.

"It's a welcome addition and a destination," he said. "We are very grateful to Inco for this donation."

For Niagara South MPP Shirley Coppen who was also in attendance, the day had a personal meaning. Her grandfather, Paul Ruzyski, once worked at Inco and she explained that she herself felt a long standing history with the plant.

"I'm really impressed with this bridge," she said. "It's ter-

rific. This marina is going to be a busy place. Everyone can utilize this marina."

At the base of the bridge a large piece of nickel-copper ore from Inco's Sudbury mines with an inscribed plaque marks the official donation.

The event was well attended by area residents, local politicians, Inco employees and retirees and everyone there gave the new bridge the thumbs up.

Retired Inco employee Bill Kantymir said it was the perfect touch for finishing off the Harbour and former Inco Port Colborne Refinery and Ontario Division purchasing and warehousing manager Trevor

Fregren agreed, saying it ties everything together with a touch of class.

The bridge donation, described by several people as a catalyst in helping convert the dream of a marina centre into a reality, is also described as a symbol of confidence for the people of Port Colborne.

"We are deeply grateful to Inco for having the confidence and foresight in us to come through with this donation," said Saracino.

"This is a dream that has been fulfilled."

It's true - Port Colborne is the place where business and lifestyles are a perfect match."

MAKING Change

Teamwork solves a crushing Clarabelle problem

It was one of Clarabelle's most . . . er . . . crushing problems.

No . . . the mill's eight most crushing problems.

A real choker.

"It was a pain in the neck," said maintenance mechanic Rick Gagnon. "The breakdowns were frequent, at least one a week. Replacement parts are very expensive and lead time for getting them was excessive. And the repair and maintenance work was labor intensive and the repair work was dirty, difficult, hard and potentially hazardous."

It was Rick's idea, fine-tuned with the suggestions of his Clarabelle workmates, that has virtually eliminated the dirty work, freed at least one employee for more interesting work and saved millions by reducing stoppages of the mill's eight huge crushers to a fraction of what they were before.

The problem was in the eight air-operated hydraulic console units used to adjust the crushers to regulate the size of the ore to be crushed. If there's too much ore or foreign material such as steel being fed into the crusher, the console stops the crusher.

When the console breaks down, the muck or foreign material can bring the crusher to a dead stop. To free up the works takes a crew of at least two men. The massive crusher is first jacked up and adjustments made in a difficult and dirty operation that can take up to two hours. The work has resulted in some minor injuries as well.

Like many of the best ideas, the solution proved simple and effective. You might say Rick picked the idea out of thin air . . . dirty air would be more appropriate.

"The hydraulic consoles were operated by air and the air in industrial buildings like this one isn't exactly sterile. Dirt and hydraulics don't mix."

The answer was replacing air with electricity to operate the console. "It's safer, it worked great and it was cost-effective. The replacement of a single control valve in the old system cost more than the total cost of the new system," he said.

Before, it was a full-time job just to keep the consoles operating.

Rick said the initial idea of going to electric was only a start. It was the help and co-operation of workmates that brought the idea to fruition.

Before sitting down with the equipment suppliers to work out a design for the new console, Rick picked the brains of workmates.

"I talked to most of the guys to see what they were concerned about, what they'd like to see changed with the system. I got some good ideas."

"They came up with simple, common suggestions that made all the difference, like moving the gauges on the console away from where they could be damaged by rock. I think this idea is the success it is because of the teamwork around here."



Rick Gagnon works on one of the new electrically-operated crusher consoles at Clarabelle Mill.

First prize for Inco team



The development of a new pyrrhotite depressant by an Inco team has won first prize at the International Conference on Innovations in Mineral Processing held at Laurentian University earlier this year.

"A well-deserved win and an example of the advantages of teamwork," is how Central Mills manager Mick Throssell described the win by Antonieta Marticorena, Andrew Kerr, Dietrich Liechti and Daniel Pelland. A fifth member of the team, Gregg Hill, is no longer with Inco.

"The work which they provided leadership for, to assist in improving our metallurgical process through the selective depression of high sulphur pyrrhotite, has been a major benefit to Inco's operations," said Mick. "It is fitting that the work has been recognized by the awarding of the first prize at the conference."

"Well done," he concluded.

Crew's safety record inspires poetry

It was caution, full attention and a healthy respect for safe working practices that earned this group of Creighton miners an enviable record of three years without a lost time accident.

"Luck has nothing to do with it," said mine foreman Reid Treasure. "You don't get this kind of record by relying on luck."

The Beat 16 crew who work levels 5,000 - 5,400 reached the milestone earlier this year and crewmate Pete Pelow wrote this column in honor of the event:

And the beat goes on . . .

On Beat 16 at Creighton Mine
The Men Work Safely All The Time

Reid Treasure is the Foreman There
The Grim Faced Man Who Treats You Fair
For The Following Names the Record Soared
They've Worked Three Years For This Reward

Hibbs & Adams, McIntyre & Gauthier
Farmer, Bushy, Drouin & Carrier
Musseau, Migwans, Migwans & Boucher
Whitehead, Burns, & then there is Hannaby
McDonnell, Larocque, and lastly McKenzie

No Accidents Reported, No Injuries to Show
These Men Work Safely Because They Know
To Follow Procedures Will Make Them Safe

And Keep Them All In The Human Race
The Division That Works Down in the Deep
Will Find This Record Hard to Beat
Though They'll Deny That This is True
Again They Were Beat By Division Two

All Laughter Aside, I'd Like to Say
Congratulations to This Beat Today
The Record You've Set is Quite A Pleasure
For All of You, And Yes Reid Treasure
Stanford Likes it, and Bernie Too
But it Only Happened Because of You

And the beat goes on . . .



Three years of injury-free mining was celebrated by this Creighton crew. From left (rear) are mine foreman Reid Treasure, mechanic Yves Lahale, scoop operator Kenny Migwans, pumpman Rene Gauthier, conveyorman Rick Boucher, in-hole driller Leo Larocque; (middle row) scoop operator Ray Drouin, construction leader Dave Bouche, driller Rob McIntyre, development miner Carl Adams and Mel Hibbs, general foreman Bernie Hillon; (front row) Driller Pat Carrier, tram crewman Jim McKenzie, in-hole driller John Whitehead, driller Brian Musseru and scoop operator Alex Migwans.

MAKING *Change*

Coleman miners keep it cool down below



Front to back are John Trepanier, foreman Lawrence Dagenals, Russ Marlow, John Galarneau, Grant Rochon, Sylvain Mathiev, Don Sicard, Terry Smith.

If you can't take the heat, get out of the mine. Or drive a ventilation drift. Which is exactly what Coleman miners did in near-record time, without incident and under some difficult conditions.

"It was kinda hot down there so we wanted to get the job done as quick as possible and get the blazes out of there," said Coleman miner Russell Marlow.

Representing the miner's general tendency to understate, his "getting the job done" meant driving 5,500 feet of McCreedy East access

drift through solid rock from Coleman Mine to McCreedy East No. 1 shaft.

Coleman miners began driving the drift in August, 1992 and Coleman miners broke through the first weekend in June this year.

"It was done in excellent time," said general foreman John Draper. "It was the priority drift at the mine and it had to be driven quickly to provide needed ventilation to enhance production at Coleman as well as provide access to the McCreedy East ore body."

"Our people here knew that it was critical that this drift go

on and everybody worked together to get the job done. The men on the four crews were instrumental in achieving excellent development rates over a long period of time on one single heading, but it was a mine-wide effort. It was everybody working as a team that made it possible."

So important was the drift that development rock took priority over production ore, demanding fine-tuned scheduling and careful coordination to avoid affecting production figures.

Four crews of three men took turns doing the excava-



Mark Plante, Guy Pichette, Denis Dubois, foreman Jim Spicer



Mark Landry, Marcel Blais and Marcel Selinas

tion, with crews working around the clock, seven days a week.

"It was," said John, "something of a milestone."

Conditions were uncomfortably warm, with heat created by five booster fans required for ventilation. Every other attempt was made to reduce heat. Although it meant some restrictions, electric scooptams were used because they run cooler than diesel machines.

Before the breakthrough to the McCreedy drift, miners worked in temperatures of about 86 degrees (Fahrenheit). In just a few minutes, the natural flow of air created by the breakthrough dropped the temperature almost 20 degrees.

It was a project that development miner Grant Rochon says needed a cooperative approach. "Everybody was involved in planning. We were given a deadline and we knew it had to be done. I figure

everybody gave it their best."

Don Sicard agreed. "Because we were involved in the planning right from the start, we knew exactly what was needed. A lot of decisions have to be made as you go and there's no time to wait for word from above. This way, when you know the overall plan, you can make the needed decision on the spot."

Advance rates averaged more than 10.4 feet a day over the duration of the project and drift size was 20 feet wide by 13 feet high for the first 2,000 feet and was increased to 20 feet wide by 16 feet high for the remainder of the drive. Crews successfully utilized a two-pass bolting system to maximize advance rates.

As well as Grant, Don and Russ, other crew members were Denis Dubois, Marc Plante, Guy Pichette, Andy Giroux, Maurice Gelinas, Marcel Blais, Mark Landry, John Trepanier, Sylvain Mathieu and Terry Smith.

MAKING Change

Clarabelle teamwork saves money . . . and tastes great

Teamwork has been so much a part of the success story at Clarabelle Mill this year that a special Team Appreciation Barbecue was held for mill employees.

A summary of the teamwork that has been going on over the past year at Clarabelle Mill would have to list almost all of the people at Clarabelle, since the mill's smooth operation demands full cooperation from everyone. Nevertheless, a detailed account of some of the success stories and the people involved has been attempted. Our apologies for anyone who has been inadvertently left out. Over the next two issues, we will carry a list of many of the people involved in the significant strides made at Clarabelle.

The most successful team was probably the "Mill Recovery Team". It consisted of employees of our JRGL Research Lab and the following Clarabelle Team members: Jeff McLaughlin, Dave Wylie, Ron Ducharme, Cleo Roy, Jim Truskoski, Richard Gouin, Rob Robison, Jim Illnitsky, Gaston Daoust, Wolfgang Foehr and Mike Watters. Thanks to their efforts we are now recovering more nickel from the ore, 1.5 million pounds/year more than before. Congratulations to a major success.

Almost equally successful was the introduction of the Inco patented reagent DETA in April 1994. This reagent, which costs about \$500,000 each year, permits us to produce a high grade concentrate. This allows our customer, the Smelter, to produce more metal each day! I'm particularly proud of the thorough job that the Deta Failsafe Team did.

The most original team effort was led by Bob ("the Engineer") Legault. With the help of Paul Lebeau, John Champagne, Harry Patey, Rock Romain, Gil Gaudette, Ray Leblanc, Rusty Van Exan, Don Levac and several others, he constructed the "Bob Legault Ski Jump". This simple idea safely sorts the steel balls out of the SAG mill scrap steel. These balls can now be reused in the ball mills and annual savings could be as high as \$242,000!

The Bullgang is well known for their team efforts. Just recently Ray Leblanc and his team found a way to pull rod scrap out of the ore spillage using a magnet that they salvaged from Frood-Stobie Mill. Not only can we now sell the rod scrap to NIM, but the ore spillage can be recirculated to the tippie.

Over the past year, a Division wide team, which involved many Clarabelle Mill employees, has been studying



It was well worth the wait for the sausages and burgers at the Clarabelle Mill Teamwork Appreciation Barbecue. Serving Transportation's Jack Deshaies are Bill Foreman, Nick Ferrucci and Don Levac.

how maintenance could be done better. Now we have assembled a large team to implement the recommendations of the study and to introduce a world-class computerized system called "MINCOM". The biggest team at Clarabelle Mill is now the Divisional Maintenance Implementation Team, consisting of sixteen members: Jim Wilson, Allan Cecchetto, Ted Wilson, Cleo Roy, Richard Rochon, Alain Arsenault, Neil Gobbo, Dave Flake, Art McDonald, Dave Liefso, Bruce Hoover, Richard Charron, Paul Koth, Ron Garbutt, Fred Boyer and Steve Cote. Without team work a large project like this could not be successful.

Mev Aho is environmentally friendly. As a member of the Waste Management Team he is educating us all in how we can reduce, reuse and recycle.

Do you know how many wastes we reuse or recycle?

- Worn SAG liners
- Used oil
- Worn mill liners
- Laser printer cartridges
- Worn crusher liners
- Newspaper
- Worn metal pumps
- Finepaper
- Scrap rods
- Cans
- Scrap SAG balls
- Used lead slugs
- SAG scrap steel
- Some wood
- Tramp steel removed from ore

- Some scrap steel

Even the Team Appreciation BBQ was organized by the team: Angie Gagnon, Don Levac, Terry McKenzie and Wolfgang (Wolfie) Foehr.

Probably the most difficult task is to carry out well organized team projects on 12 hour shift. The Semi-Wet Crushing Team consisting of operators from each shift was able to bridge this problem.

Barry Steinke, Don Tessier, Derek Polmateer, Con Bouwmeester, Henry Bielanski, Terry McKenzie, Rick Gagnon, Albert Vitone, Elton Creighton, Dan Canapini and Mike Mayhew have already successfully tested a method to eliminate the primary fines system! This large project will save us about one million dollars each year once it is implemented.

However the most successful way to do projects on 12 hour shifts is for a small group of people who work together to take the initiative to tackle a small project. We call this a "Natural Team". There are some excellent examples of "Natural Teams". For instance Gary Marin, Eldon Leslie, Dana Singer and Ray Baghrath revamped the Process Water Line behind #1- 5 mills with the help of Frank Boyd and Ron Vaillancourt. Now clean-up is much faster with good water pressure on all hoses.

Another "Natural Team" Rick Voz and Rick (Birdman) Racicot identified a safety problem with the existing Do-

all saw. They searched for the best cost effective alternative and prepared a proposal for the purchase of a safe and time saving do-all saw. The saw was purchased immediately. Thanks for your initiative!

"Natural Teams" come in all sizes. Len Belanger, Gary Marin, Howard Ryan and Roger Vachon help each other clean up a spillage indication that team spirit and friendship is alive and well in Clarabelle Mill. The same is happening in most areas!

When George Talbot teams up with "Dirty" Ernie Rocheleau and many others to organize our spare parts storage things happen. George is Putting parts back into the Warehouse and has everyone use up stored parts instead of buying new ones. By now he has put \$600,000 worth of parts back into stock and he keeps everybody on their toes.

Energy is a major cost at Clarabelle Mill 14 million dollars each year. We have several teams who work to reduce this cost.

Lawrence Landriault and Jim Truskoski teamed up to reduce the Natural Gas consumption by eliminating waste. Lawrence enclosed all thermostats in a secure box and manages the heating system for annual savings of 25 per cent or \$170,000!

Another long term team was formed to reduce the power consumption of our big GIW pumps. The High Efficiency Pump Team of Paul Koth, Dave Liefso, Dale Geib,

Bert Tremblay, Herb Fines and Tom McDonald have tested several high efficiency pumps and pump impellers. As soon as the old pump parts are used up, we will save about \$10 000 per year in power on each pump for savings of at least 250 000 \$/year at Clarabelle Mill!

We also have one member on the Divisional Peak Power Team, which controls the peak power draw for the whole division for massive savings each year.

Murray Jewitt teamed up with several employees to implement his power saving idea to run tippie baghouses only if the tippie is running. He also collected \$2,245 for his idea!

There are many teams that co-ordinate the activities across several plants to establish good supplier-customer relations and work towards a common goal.

Ed Lew is our full time member of the Division Ore Flow Team. Their main focus in all mines is to use careful mining methods to avoid dilution of the valuable ore with backfill sand or barren rock.

Jeff McLaughlin is the Clarabelle Mill member of the Mills/Smelter Team. This team co-ordinates all Smelter feed issues, such as the Clarabelle Bulk Concentrate Quality.

Mike Mayhew is part of the Water Management Team which manages the waste water issues of all plants to protect the environment, provide a reliable source of process water and minimize cost.

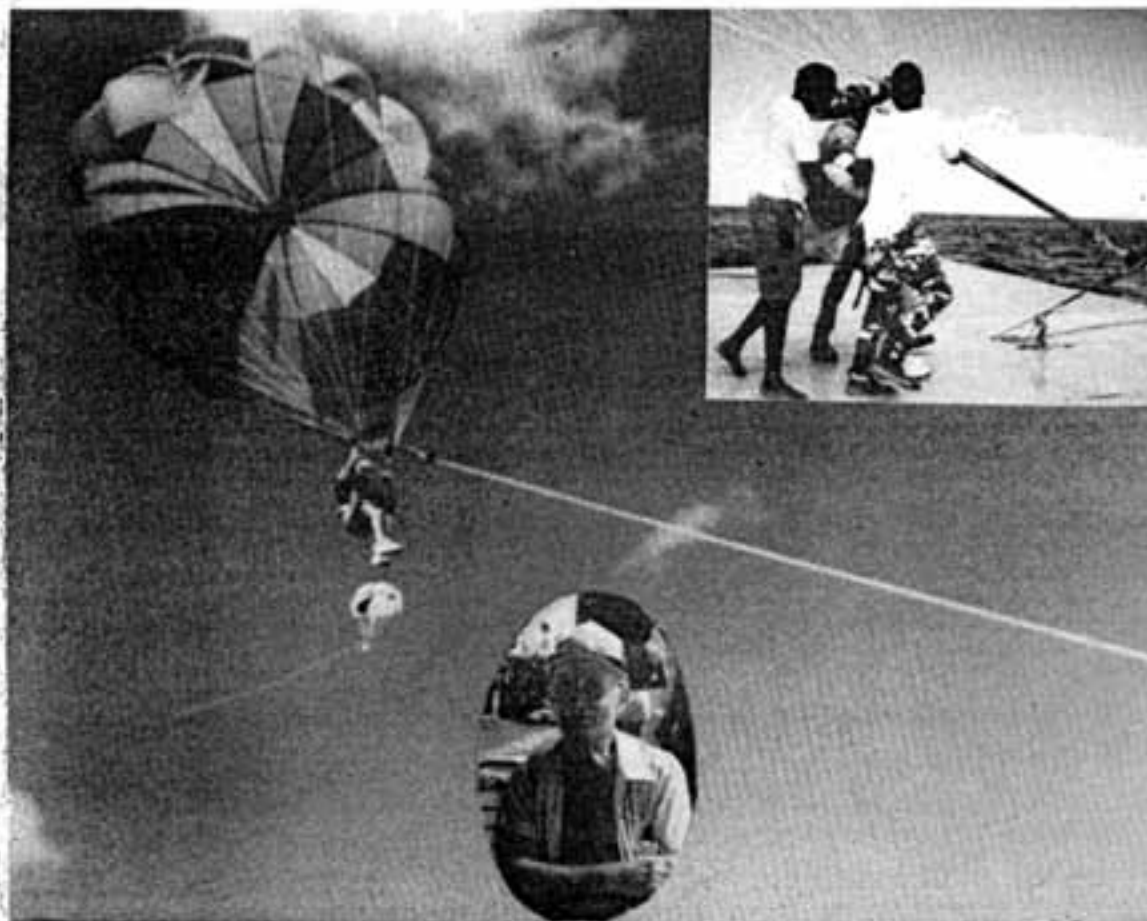
AUGUST 1994

in touch

At 80, Armando is still on top of things

It's a bird, it's a plane . . .
no, it's . . .
an Inco pensioner . . .
an 80-year-old Inco pensioner.

Eighty-year old Armando Gasparri may have proved once and for all that retirement is something to get high on, that keeping both feet planted firmly on terra firma



Armando Gasparri takes to the air with the greatest of ease. The inset at top, right, shows Armando getting help getting into the harness for launch.

the sunny beaches of the Bahamas when he decided to take to the sky.

"All the young people were having a great time, so I decided to try it out!" he says.

Armando admits his heart was in his mouth when, after watching men 60 years younger than himself hanging beneath the parachute, he was taken by boat to the 20 by 20-foot platform in the ocean.

Onlookers swore Armando turned pale with anticipation, but he proved once again that courage isn't an absence of fear, but overcoming fear.

Once in the air, Armando was all grins, waves and shouts. Once on the ground, he was greeted with a great round of applause from a group of young men waiting their turn.

For the rest of the day, he walked around the resort proudly wearing a T-shirt that read "I did it! I flew over Paradise."

ain't no fun, that ambitions can balloon even after 65, and that old age is a matter of your point of view.

The former Port Colborne blacksmith who retired from Port Colborne Refinery in 1973 after 33 years with Inco soared

to new heights recently when he para-sailing for the first time.

Armando and other resi-

dents of The Loyalist Retirement Residence in St. Catharines were enjoying their organized getaway on

Retirement

Almost 30 new members will be inducted at the 11th annual Central Mills Retirement Party to be held on October 29 at the Sports North Villa.

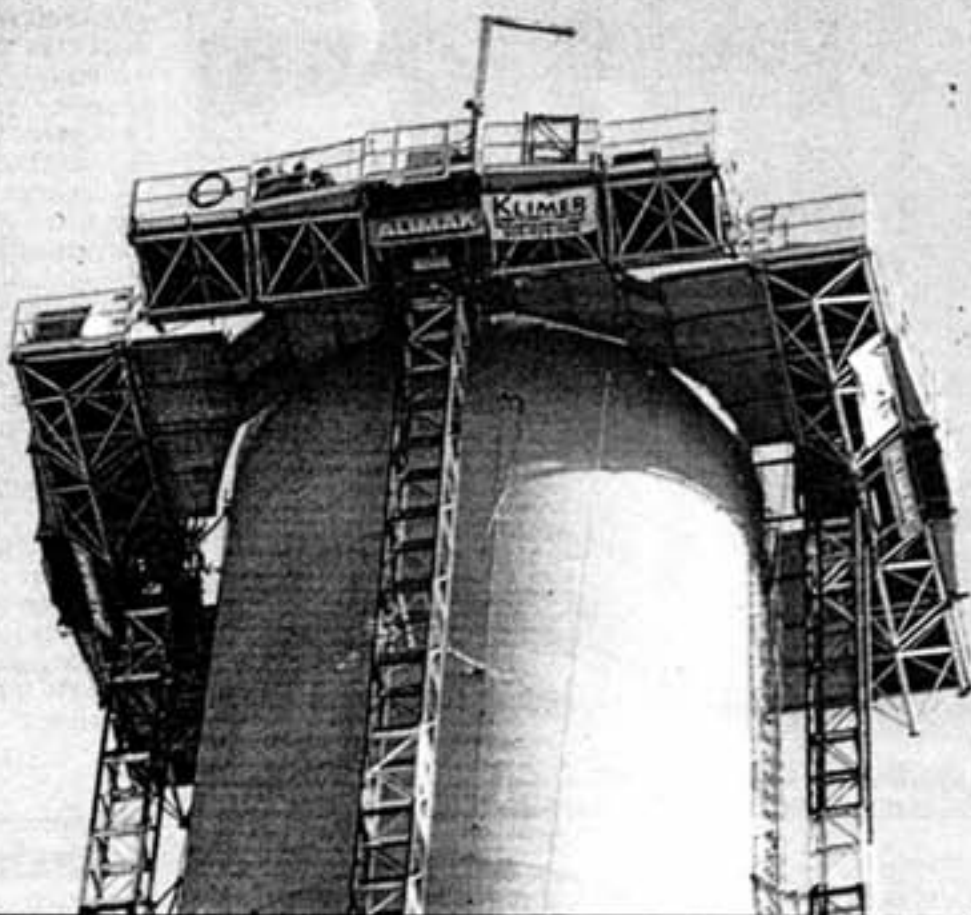
For information, call Angie Gagnon at 682-5730 or Susan Benoit, 682-8805.

In Memoriam

NAME		BORN	DIED	YRS SERVICE
Alexis	Roy	06/01/17	06/28/94	39
Andrews	Orest W.	04/25/22	06/07/94	33
Arsenault	Joseph	07/25/14	07/01/94	20
Asselin	Jean	07/24/23	07/26/94	22
Barbe	Ernest	10/26/28	06/16/94	40
Beland	Benoit	03/06/16	06/10/94	39
Bertrand	Fred	06/26/20	06/13/94	32
Blaffert	Martin	11/01/20	07/26/94	19
Bobbie	Nicholas	12/30/28	06/09/94	34
Bodnarchuk	Peter	10/12/09	08/11/94	28
Boyd	Arnold	05/11/14	06/16/94	38
Brault	Omer	01/27/27	06/10/94	15
Brown	Duncan	04/26/11	05/30/94	25
Brown	Stanley	06/10/17	06/24/94	41
Cooper	Fred	08/24/11	07/11/94	41
Crowder	Nelson	05/28/19	08/18/94	38
Culpeper	Bernard	07/20/28	08/05/94	18
Davis	John	10/09/14	07/01/94	29
Davis	Patrick	06/10/25	07/26/94	31
Dajczal	Karol	08/08/15	05/29/94	15
Duffin	John K.	06/26/16	08/06/94	37
Laframboise	Florent	05/13/24	08/11/94	29
Ferguson	Alexander	04/15/30	07/11/94	29
Fragomeni	Vincenzo	04/03/13	07/29/94	27
Frame	George	08/04/11	07/07/94	40
Hourtovenko	Daniel	06/04/15	07/02/94	29
Juhas	John Sr.	06/03/04	07/31/94	33
Kauppinen	Edwin	09/20/20	07/03/94	39
Krabbi	Endel	01/18/24	07/12/94	32
Labelle	Albert	11/07/19	07/03/94	42
Lubine	Bernard	03/24/40	06/24/94	30
Lafreniere	Jean	05/17/35	06/09/94	27
Lajambe	Wilfred	12/03/13	06/26/94	32
Lawrence	Richard	02/06/20	06/14/94	34

NAME		BORN	DIED	YRS SERVICE
Lazarowycz	Mychajlo	01/25/19	06/09/94	28
Luciw	Mike	11/11/27	07/22/94	35
MacLean	Harvey	08/15/31	06/21/94	31
MacTaggart	Lloyd	04/08/31	06/27/94	35
Martinsen	Charles	08/02/19	08/01/94	25
Maenpaa	Leonard	12/24/24	07/27/94	31
McCormick	William	07/30/09	08/17/94	28
McDonald	Russell	06/04/19	07/03/94	40
McKerral	Vincent	05/27/35	06/12/94	27
McParland	Kenneth	07/29/22	06/13/94	29
Morin	Albert	08/15/11	07/01/94	44
Mottonen	Vilho	08/05/21	07/07/94	30
Murphy	Thomas	08/02/41	08/14/94	25
Nicholas	Phillip	08/09/31	07/04/94	21
Pellizzari	Cornelio	06/01/14	07/14/94	34
Pickering	Cecil	02/22/03	07/18/94	31
Predon	Fred	08/05/17	06/21/94	45
Proulx	Leopold	04/15/23	06/19/94	37
Puszkas	Wladyslaw	02/14/14	06/11/94	29
Rinaldi	Orlando	04/27/10	06/07/94	36
Rochette	J. Ovide	11/16/20	07/22/94	31
Ruff	William	09/04/00	06/20/94	32
Salewski	Walter	03/30/21	07/08/94	40
Shaw	Stephen	11/24/52	08/10/94	12
Shryko	Henry	03/12/22	07/16/94	28
Smith	Robert	08/02/44	06/13/94	29
Sten	Arnold	07/21/33	07/06/94	38
Tanajiczuk	Alex	12/05/01	06/02/94	32
Tehan	Michael	01/21/22	06/01/94	40
Tokarek	Michael	08/15/13	06/13/94	29
Walter	George	10/09/29	06/11/94	35
White	Donald	07/07/27	07/19/94	39
Wotton	Robert	01/15/16	07/09/94	31
Yakiwchuk	Mike	08/18/04	06/05/94	39

Sailors will have to find new skyline changes with the



Work platforms can be seen at the top of the stack.

For over half a century Inco's 500-foot stack dominated the Port Colborne skyline and was an important landmark for sailors and area dwellers.

But it's coming down.

Due to weathering, the 57-year old concrete sentinel is showing signs of wear. Repeated freezing and thawing cycles made it possible for moisture to penetrate the concrete which eventually opened cracks and exposed the interior, reinforcing steel to corrosion. Last used in 1986, the stack, with its 48-foot diameter base and 18-foot diam-

eter top, was deemed by experts to be a potential safety hazard if not removed or repaired. In 1992, a study conducted on the future of the stack led to the conclusion it was time for the 6,000-ton structure to come down.

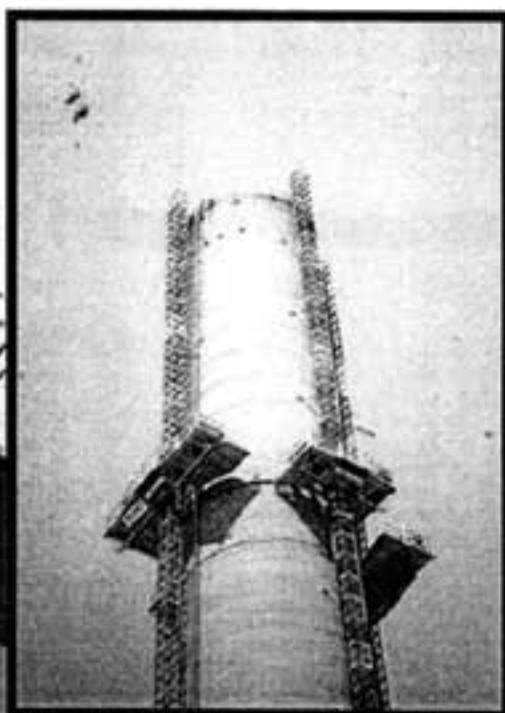
Gary Hurst, a site representative for the removal of the stack, says demolition of the stack began in early June and crews removed more than 15 feet of the structure the first week.

"This is a real challenge because it (the stack) is so tall and in a confined area," he says. "We have to make sure

the rubble doesn't damage our equipment."

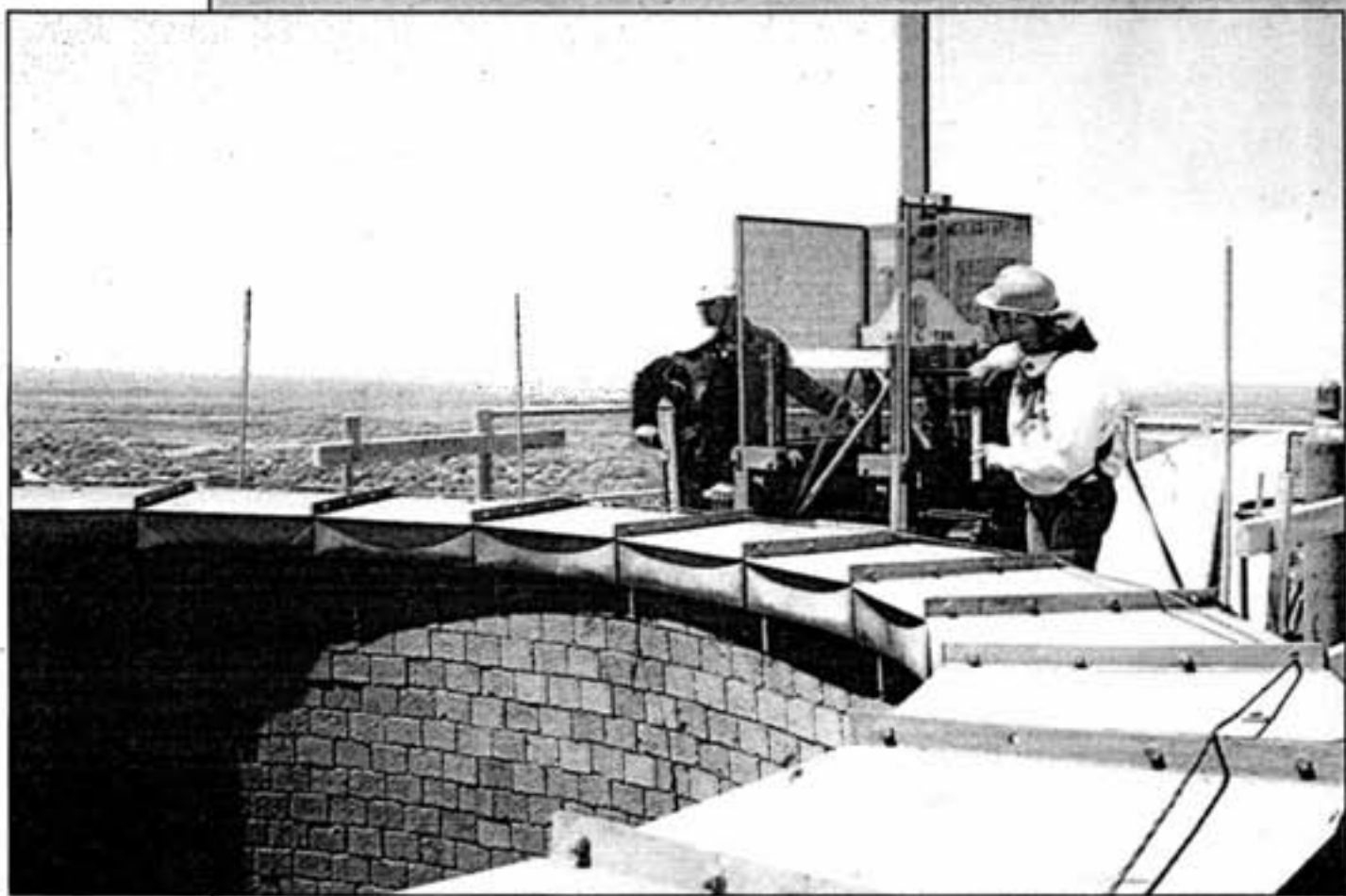
Engineering department representative Steve Clazynski agrees, adding every safety precaution has been carefully planned.

The crew of 10 men, nine on the top and one on the ground, underwent extensive interviews and a medical exam and were observed for any possible fear of heights. Starting at 7 a.m. and coming down at 8 p.m., the crew takes all their breaks and meals at the top of the stack. There are even sanitary facilities provided on the work platforms.



Workmen are taken to the stop of the stack via work platforms, seen here ascending the stack.

landmark as Port Colborne's dismantling of Inco's stack



Raised to the top of the stack by four work platforms, workmen begin the dismantling process. Each piece is knocked to the inside of the stack and removed via an opening cut into the bottom of the stack.

The four carefully-designed, elevated work platforms, which run up and down each side of the stack, are working out well.

"These platforms are even smoother than elevators," says Steve.

Before beginning the project, a number of demolition experts were contacted and several ideas were put forward including toppling the stack in one piece. This idea, however, was dismissed because of the confined area.

Both Gary and Steve explain the crew is removing the stack piece by piece and as

each chunk is removed it is knocked inside the stack.

"There is an opening cut into the bottom where we can remove the materials," explains Gary.

Once removed, all the materials used in the stack will be recycled. The old concrete will be broken up and used in constructing roads, the brick lining will be re-used in a screening berm and even the steel reinforcing rods will be recycled.

Prior to removal, the stack contained 2,400 cubic yards of concrete and 600 cubic yards of acid resistant brick

lining.

The stack was originally built to handle off-gases from nickel calcining operations. It also served a number of other processes within the plant including the Sinter Plant, the Sulfide Anode Furnace and the Precious Metal Calciner.

Gary and Steve both say the work on the stack is progressing on schedule and estimate crews will become even more efficient as they become accustomed to the best methods and angles for the removal of materials.

"We're planning to have it down by winter," says Steve.

Inco sons, daughters earn scholarships

Fifteen Sudbury area students, all sons and daughters of Inco employees, are this year's winners of Inco Reserve Scholarships. They are the latest beneficiaries of a company program that has contributed more than \$5 million toward the education of 500 students since the program was launched in 1956.

Earlier this year, the Sudbury Board of Education

honored Inco for its "outstanding contribution to education through its scholarship program."

An independent, experienced scholarship selection committee selected 20 winners from 104 applicants.

The winners included 15 young scholars from the Sudbury region, three from Manitoba two from southern Ontario and the rest of Canada and those

working in other countries.

To be eligible, applicants must be the son or daughter of an Inco employee and the scholarship distributions are based on the number of employees in each area.

The selection committee's four members jointly account for 25 years of experience on the committee. They are Michael K. Lawson, retired Principal, Lockerby Composite School, Sudbury; Thomas

J. Bertrim, Principal, Lively District Secondary School, Sudbury; Herb M. Petras, Principal St. Charles College, Sudbury and Hugh Fraser, Principal, R.D. Parker Collegiate, Thompson.

Full scholarships are valued at \$2,500 annually and are renewable for a possible further three years.

Four Finalist Award winners were also selected, one from southern Ontario and

three from Sudbury. The Finalist Awards are valued at \$1,000 and are awarded for the first year of university only. They are intended to reward an applicant who has achieved a level of academic excellence which merits a full scholarship, but who is excluded from winning because the standard of applications is very high.

This was the case again this year.

Northern Ontario - Fifteen Scholarships



Valerie Bell, Lockerby Composite School, daughter of Christopher Bell, Mining Engineer, Mines Technical Services, Copper Cliff. "Winning this scholarship certainly helps because it means I'll have to worry less about earning money for school. It required an effort while at high school and it's paying off now. I'm still undecided about my future, although I will go for my Bachelor of Science degree first and then perhaps law school. I'm enrolled at York University. I'm interested in photography, the environment and film."



Filippo Biondi, Lockerby Composite School, son of the late Tarcisio Biondi, Maintenance Mechanic, Copper Cliff Smelter. "The scholarship will help me pay for my education in the engineering field where tuition and books are particularly high. I would eventually like to become an aerospace engineer at SPAR in Montreal or NASA." Filippo enjoys model building, playing hockey, soccer and baseball. He also enjoys reading.



Jack Ceaser, Levack District High School, son of Hartley Ceaser, Storeman, Purchasing and Warehousing, Levack. "The scholarship has boosted my confidence, considering the competition. The money will help relieve the burden on both my parents and myself. I plan to go into sports medicine." Jack will go to Dalhousie University in Halifax for his Bachelor of Science degree and then begin his studies in medicine. Jack is interested in most sports, including hockey, swimming, cross country running and skiing. He was president of the Boys Athletic Association and treasurer of his high school's concert band.



Jean-Pierre Duchesne, Levack District High School, son of Ronald Duchesne, Development Miner Trackless Mining, Crean Hill Mine. "This scholarship removes a great burden. I can now concentrate on my studies rather than worry about where the money is coming from. I want to be a doctor specializing in psychiatry. I understand that I will have to make many sacrifices socially to get the high academic standing that are required." He is a wide reader and enjoys sports, particularly basketball.



Mark Ermenc, St. Charles College, son of Rajko Ermenc, Maintenance Mechanic, Copper Cliff Mill. "This scholarship makes a large difference. Thanks to Inco, I need not acquire any part-time work while at university and that will seriously improve my prospects by freeing up a large amount of time for study. I am interested in aerospace engineering and university will be only the first step in a very long road working (hopefully) for diverse corporations in the field. I enjoy reading, aikido and role-playing games. I am equally at home on the swim team as I am on the debating club."



Natalie Huffels, Lockerby Composite School, daughter of Paul Huffels, Instrument Electrical Foreman, Maintenance, CCNR Complex. "The Inco scholarship is going to pay for my tuition at Laurentian, allowing me to use other funds I've saved to travel to Europe next summer." Natalie is enrolling in the Social Sciences program and wants to major in English and History. She then plans a masters degree in journalism and will seek a career in print or electronic media. She's an avid reader and writer and belongs to the Red Cross Youth Council. She loves to travel.



Mark Kleniewski, Levack District High School, son of Jacob Kleniewski, a retired Miner-Trammer, Mining, Levack. "Winning this scholarship is a big relief. With the cost of education these days, it means a lot to have some support. I'm enrolled in the Queen's University commerce program which I hope will ultimately lead to a career as an attorney. I love music, movies, sports and collecting things."



Justin Lee, Lo-Ellen Park Secondary School, son of Louis Lee, Power Engineer, Power Department, Copper Cliff.

Justin will study electrical engineering at McMaster University. He wants to eventually specialize in power engineering and telecommunications. "The scholarship helps very much. It's a morale boost to have achieved the scholarship." His interests are mainly athletic, ranging from football and tennis to basketball. He also served on student council.



Michael McDonald, Lockerby Composite School, son of Robert McDonald, Superintendent Projects, General Engineering, Copper Cliff. "The scholarship gives me a sense of confidence, particularly since the selection included academic as well as accomplishments and involvement in other activities. I hope to study medicine and will be entering my first year in Life Sciences at Queen's University. I enjoy most sports including hockey, soccer, track and field, skiing and other water sports. I have worked as a playground supervisor in the summer."

Northern Ontario - Fifteen Scholarships cont'd



John Roberts, Levack District High School, son of Clyde Roberts, Mine Design Technologist, Mines Engineering, Levack. "The scholarship is not only a financial help, but it will help me in finding co-op work placements in my program. I feel that I will be considered more suitable to more employers with this prestigious award backing me up. I am seeking a career in either computer or electrical engineering and am currently enrolled in the University of Waterloo's electrical engineering program. My interests are computers, electronics, reading, writing, music, cycling, hiking, hunting, fishing, coin collecting and pewter figure collecting."



Sam Stedman, Lockerby Composite School, son of Curry Stedman, Process Foreman, Central Mills, Copper Cliff. Sam jokes that winning the scholarship means he gets to eat while in residence. "It's a major financial boost, and since it must be renewed each year, I will be inspired to work harder in order to keep it. Sam's burning ambition is to be famous, and he has little doubt he'll make it in theatre music or "who knows what else." He'll get his degree in theatre from York University, then Toronto and "then the world."



Sue Wickenden, Lo-Ellen Park Secondary School, daughter of Bill Wickenden, Instrument man, Utilities Department, Copper Cliff Smelter. "It is an honor to be recognized for my hard work. It takes a financial burden off my parents and we won't have to pay back loans. I am thrilled that my grandparents told me that they are proud of me." Sue wants to help create products and processes that are less harmful to the environment. She will begin her education at Guelph University because of the excellent environmental programs there. She enjoys swimming, hiking rollerblading, aerobics and reading. "But my most exciting hobby was my experience with skydiving," she said.



Patrick McDonald, LaSalle Secondary School, son of Arthur McDonald, Maintenance Planner, Maintenance, Copper Cliff Mill. "The scholarship has made a big difference. The cost of books, residence and tuition have gone through the roof. The thing that keeps people from a good education is marks and money. I am thankful that Inco is willing to help students realize their academic dreams. My goal is medicine or medical research. A degree in biology or biochemistry will have to come first." Patrick is a competitive cross country and track runner and lifeguard. He enjoys acting as well.



Mitch Malkoski, Lo-Ellen Park Secondary School, son of Michael Malkoski, Mines Research, Copper Cliff (retired). "The Inco scholarship allows me to attend the university of my choice, regardless of its location. I plan on being an independent engineering consultant and plan to get my masters degree in System Design Engineering at the University of Waterloo and then work for a large company." He likes entertaining, computers and cycling.



Lisa Nadjwion, Sudbury Secondary School, daughter of Nancy Nadjwion, Mobile Monitor, Environmental Control, General Engineering, Copper Cliff. "The scholarship takes a load off my mind because I won't need to get a job while I'm going to school. I'm not sure what I will do with a degree in Environmental Science. My options are wide open because helping revitalize our natural environment is finally being recognized as being important. I enjoy both listening to and playing music and have sung in choirs and played in bands. I like to read and friends say I have an annoying memory about movies and stupid trivia."

Northern Ontario - Finalist Awards



Jennifer Cornthwaite, Lo-Ellen Park Secondary School, daughter of David Cornthwaite, Ventilation Supervisor, Mines Engineering, Crean Hill Mine. "Winning the scholarship takes pressure off me so I can focus more on my education than on the money to pay for it. With three younger siblings behind me, it's less stressful for my family as well. I'm enrolled in the Trent/Queen's concurrent education program so after five years I will be a math, science and visual arts secondary school teacher. I enjoy swimming, baseball, reading, waterskiing, drawing, painting, sketching tutoring children and adults."



Michael Giroux, Lockerby Composite School, son of James Giroux, Pump man - Hill Station, Copper Cliff Mill. "I think the scholarship will ... has already ... contributed a great deal to my future education. I hope to travel as much as I can in my youth, so the scholarship will contribute to my available funds. I hope to become a doctor which means I'll have to work myself to the ground for the next few years. As a doctor I would perhaps like to work with a non-governmental organization in some horrible and violent trouble spot." Michael likes reading, travelling and bike-riding.



Derek Sweezey, Levack District High School, son of Bernice Sweezey, Senior Accounts Payable Clerk, Comptrollers, General Office Copper Cliff. "This scholarship, combined with others and bursaries I have won, gives me enough to pay for my entire first year at Laurentian where I hope to obtain an honors degree in computer sciences. I want to get my foot into a major company like Inco. Derek likes drama, music, computers ... and Star Trek."

Southern Ontario - Two Scholarships



Greg Harju, St. Martin's Secondary School, son of Hendric Harju, Director Exploration - Australasia, Inco Exploration and Technical Services, Toronto.



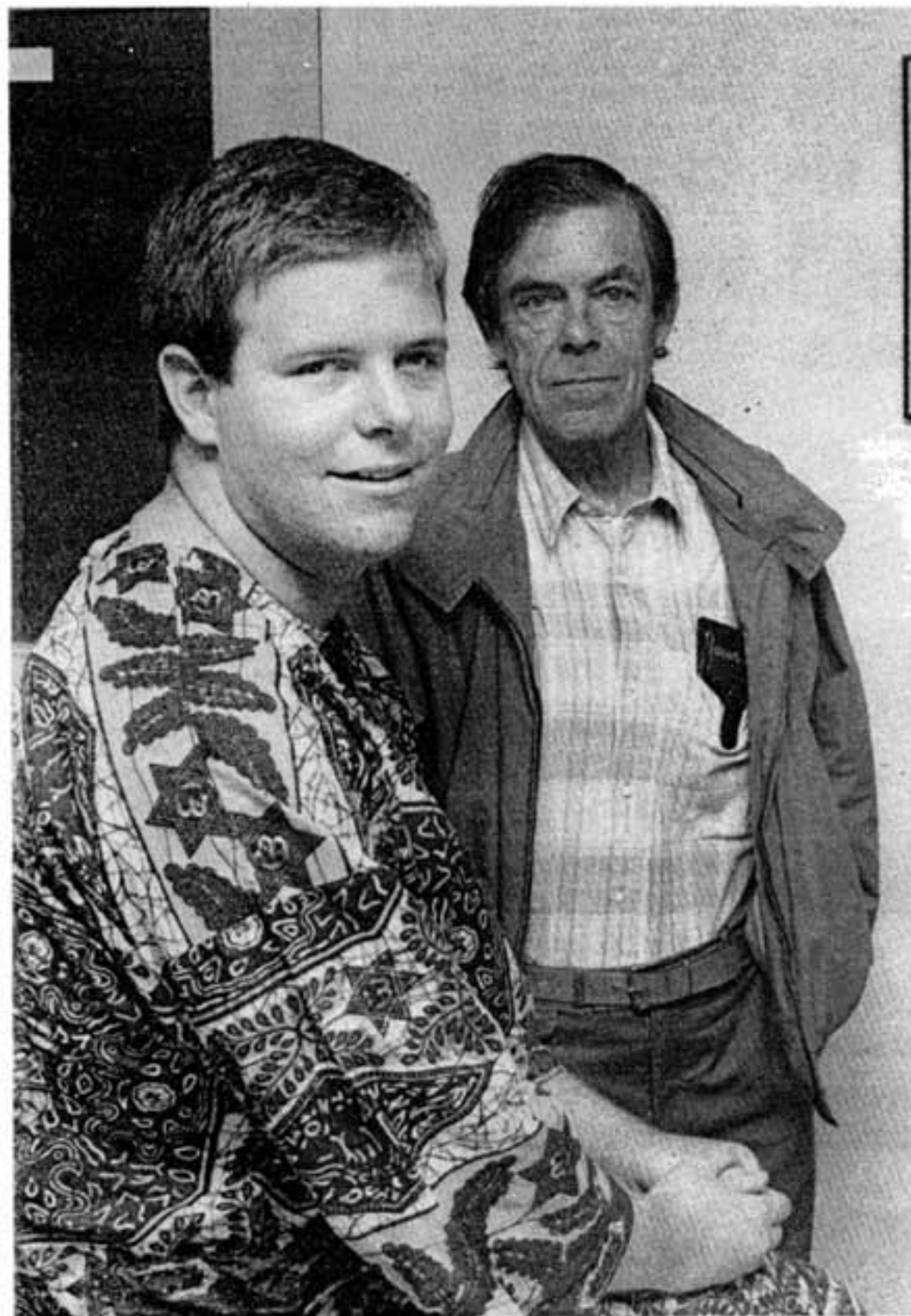
Jennifer Stremshaw, E.L. Crossley Secondary School, daughter of David Stremshaw, Supervisor, Utility and Foundry Additive Department, Port Colborne Nickel Refinery.



Lia Barsotti, Etobicoke School of the Arts, daughter of Claudio Barsotti, Executive Vice-President, Inco Limited, Toronto.

S. Ont. - Finalist Award

Aaron mixes education with contribution



Aaron and Wes Marsaw.

continued from page 1
of Canada program.

But studying foreign cultures is only a tip of the iceberg. The son of Inco Exploration and Technical Service's Wes Marsaw, he's packed more living in his short 20 years than many people manage in a lifetime. He's a camp counsellor, a volunteer with the Canadian National Institute for the Blind, a volunteer entertainer for cancer patients, a university debating club organizer and holder of a bronze medallion in lifesaving. He's interested in international law and business and wants to contribute to Third World development.

He's also blind.

"I try not to be defeatist," said Aaron with the broadest of grins. "I like to get involved."

His burning curiosity, commitment to others and enthusiasm have earned him other recognitions as well, including a Terry Fox Humanitarian scholarship, an Aird Scholarship, a University of Sudbury scholarship for two years in a row and a Canadian Youth Award.

Aaron's sight was damaged when he developed a brain tumour and cysts at the age of 12. Luckily, a subsequent successful operation to remove the growths revealed no cancer but was able to save only two per cent of his eyesight.

He volunteers with CNIB programs, including camp counselling. He regularly plays guitar for cancer patients and is generally active in the community. He credits the support of parents, friends and the community in general for his triumph over his disability. "I had support from a lot of people," he explained.

Aaron rarely gives in and often discovers adequate compensations. The Lifesaving

course is a good example. "Although I can see a little bit, I rely on sound," he said. "But if the rescue is underwater, I'm equal to anyone else. It's mostly by touch since visibility is usually poor underwater anyways."

Much of Aaron's volunteering is done at the same time as heavy university study demands. "He's a good organizer," his father said. "He has a way of organizing his time that allows him to do everything he wants to do. I know he didn't get it from me. We gave up putting a job sheet for me on the fridge a long time ago."

The recent Africa visit proved educational, he said. He not only learned about a totally new culture from his own but also from the realization that all people struggle with many of the same things.

Examining how the West African country dealt with their blind citizens, Aaron discovered that the country "did pretty well" despite the lack of funds. "They have four schools for the blind and they teach braille. I don't think they are doing too badly." He also got to know a visually impaired girl, a member of his host family while in Benin.

The adventure wasn't without its hardships, surprises and scares. Once, a snake, wriggling under the chair where he sat, had to be chased off by locals. Another time, he swallowed hard and dug in after being served wild rat.

"Some of the food was . . . different, but I considered it all part of the experience and I didn't want to be impolite, so I just dug in."

Perhaps what surprised him the most was the warmth and kindness of the people. "Despite their poverty, they seemed very happy and very friendly."

INCO

Reserved Scholarship Competition for Children of Canadian Employees and Pensioners 1995 Awards

Up to twenty 4-year university admission scholarships will be awarded in the 1995 competition. The awards are valued at \$10,000 each (\$2,500 annually). Up to five \$1,000 finalist scholarships may also be awarded.

ELIGIBILITY

Children of full-time Canadian employees, pensioners, expatriates from Canadian locations and of deceased employees are eligible to enter the competition. Candidates must have a strong academic record and be enrolled in a secondary school program of studies required for university admission. Award winners are expected to enter university in 1995.

SELECTION

An independent committee of high school principals will select award winners on the basis of the complete academic record, SAT scores and information supplied by the applicant and the high school. Award winners will be announced in mid-August, 1995.

APPLICATION

Application forms will be available from September 1, 1994 at local schools, your place of work, and at:

Office of the Administrator
Inco Limited Scholarship Program
Box 44, Royal Trust Tower
Toronto-Dominion Centre
Toronto, Ontario M5K 1N4
(416) 361-7644

THE APPLICATION DEADLINE IS APRIL 10, 1995

SAT TEST DEADLINE

APPLICANTS MUST REGISTER FOR AND WRITE THE SCHOLASTIC APTITUDE TEST ADMINISTERED BY UNIVERSITIES AND SCHOOLS ACROSS CANADA. PLEASE NOTE REGISTRATION DEADLINES AND TEST DATES. TEST DATES IN OTHER COUNTRIES MAY VARY.

REGISTRATION DEADLINES

September 30, 1994
October 28, 1994
December 22, 1994

TEST DATES

November 5, 1994
December 3, 1994
January 28, 1995

SAT Test material is available at the applicant's school

Inco golf tourney attendance down

The sun shone, the greens were cut to perfection and no carts went into the pond.

That's how pensioner Jim Black summed up the annual Inco Golf Tournament. "You couldn't have asked for a better day." Though Jim couldn't take credit for the day's weather, the recently-retired employee can look back on running his 15th tournament without a hitch.

About 102 players turned out to play the course at Idylwyde Golf and Country Club, a turnout Jim admitted was down from past years when the event attracted close to 300 people and some on the waiting list. He hopes the low turnout is just temporary and the annual golf tournament will continue to be an Inco tradition.

It's taken 40 years to make the tournament an Inco family affair and it's survived many changes over the years. Jim said it used to be organized on a plant versus plant and mine versus mine competitive basis. "That's gradually changed. Golf tends to be more of an individual game rather than a team sport."

The event traditionally stresses good times rather than serious competition, and the

good-natured wisecracks usually reflect that fact. Golfers who insisted that a bad day at golf was better than a good day at work went on to prove it by whacking golf balls into sandtraps, ponds and mosquito-infested woods.

Most emerged from the thickets sporting broad grins despite wagers on the side and tournament prizes. There seemed little problem in keeping the match in the spirit it was intended. "The idea was to enjoy yourself," said Jim, "and everybody seemed to have no trouble doing that. Everybody had a good time, and that was the main thing."

A chance to see old friends from all over Inco was the main attraction for many, while the quality Idylwyde course was a treat for many others. "It's the best course around," said Jim.

Top winners included Lloyd Willoughby who shot 79, Brian Crowder and Keith Rogerson both with 82 and Rollie Wing ended up with 83 after 18 holes.

The eight low net scores from one through eight were set by Sid Segsworth, Wayne Rodney, Mike Fogarty, Bruce Brydges, Pauline Henry, Don Stone, Bob MacKinnon and Scott McDonald.



Fraser MacLeod of South Mine takes a break on one of the benches during his game.



Accountant Bill Stevens and pensioner Jim Black: Modelling the latest in golfing attire?



Industrial Relations representative Brian Crowder studies his shot on the 12th hole.



Human Resources super-intendent Scott McDonald strikes a threatening pose as Information Systems manager Armand Chartrand stands clear.

Port golfers brave heatwave to compete

Golfers at the annual Port Colborne Golf Tournament battled both the terrain and a 100 degree Fahrenheit heat wave at the Welland Golf Club, vying for the honor of winning the Elaine Arnold Memorial Trophy.

Despite the searing heat, the event was a success. By the

time the blazing sun set, plant technologist Doug Schweyer emerged the low net victor and took home the trophy. Low gross honors went to electrocobalt operator Gil Gagnon.

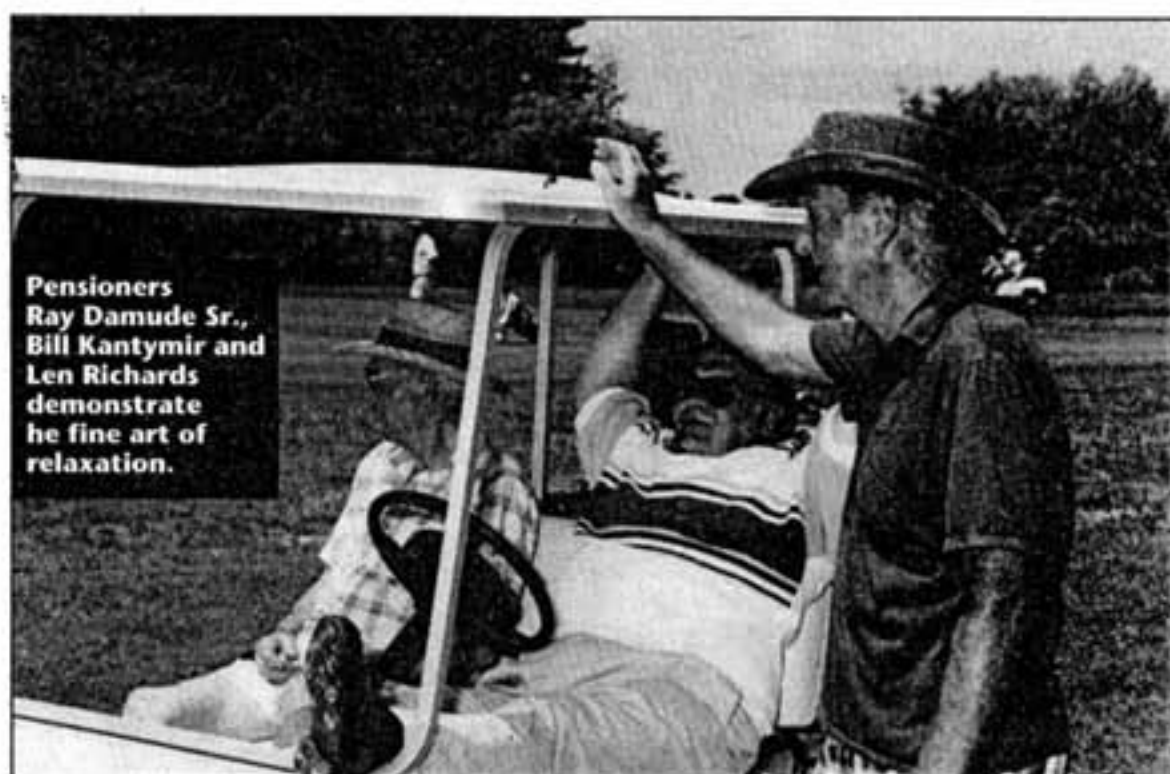
Leading the way for the pensioners was Tom Christoff with the low net and Bill Kantymir with the low gross.



Pre-tee off portrait: Moreno Francescangeli, low gross winner Gil Gagnon, Dick Lambert and Terry St. Louis. All are from the electrocobalt department.



Pensioner putters pose: Ray Leslie, John Sullivan, (pensioner low net winner) Tom Christoff and Jack Grace.



Pensioners Ray Damude Sr., Bill Kantymir and Len Richards demonstrate the fine art of relaxation.



Port Colborne's Mary Anne Kantymir in full concentration for a long putt.



Doug Schweyer, left, is presented with the Elaine Arnold Memorial Trophy for low net by Jim Arnold, husband of the late Elaine Arnold.



HERITAGE THREADS

by Marty McAllister

I guess, when the front-page crew was on summer holidays, a sportswriter had to compose the headline: INCO DROPS \$67 MILLION IN FIRST HALF!

The accompanying story failed to explain what happened next: did the opposing team intercept? ... was the drop out-of-bounds? ... did our team recover?

Football's not my game, so I'll quit while I'm ahead, but I do have to wonder where we might 'drop' that much money. More to the point, how might we go about finding it? Well, if you believe in legends and good omens and such, maybe this will help.

Our Own Omen

Last Sunday evening, you may recall, the rain stopped.

Hardly unusual at a weekend's end, but this was wonderfully, dramatically different. We were twenty minutes south of Sudbury, motoring peacefully homeward in the overcast semi-dusk, when Mother Nature chose her moment.

She didn't just disperse the still-soggy clouds; she rearranged them — into a misty, grey-black projection screen that filled the entire eastern sky. And she commanded the sun, then hovering about eighteen inches above the western horizon, to unleash the blazing power it had been hoarding all weekend.

The breathtaking result was the most complete and perfect rainbow I have ever seen. Its arch was total, with Sudbury at one end and the rest of the world at the other. And, incredibly, its colours were so brilliant and sharply-defined that it caused a parallel reflection of itself. A double rainbow!

Craning my neck to see, at ninety-four kilometres per hour, I exclaimed: "There must be a pot of gold at the end of that one!"

Equally amazed, but still in touch with reality, my wife quipped: "There'll be a pile of junk, if you don't watch where you're going!"

I stopped the car.

In a matter of seconds, however, just as quickly as it had appeared, the rainbow faded and vanished. All that remained, as I resumed driving, was a feeling of awe, and a boyish fantasy about the pot of gold. There would, of course, be no great old iron cauldron with \$67 million in it, but ... riches, perhaps, as yet unfound or unfashioned, in this very region?

And the sun, decidedly impressed with its own performance, took a blinding curtain call at the crest of the Richard Lake hill — and melted into the Precambrian Shield.

But Canadian miners aren't big on omens.

Somewhere, Over The Rainbow

Other Signs, Other Times

In 1990, Canadian mining engineer Jean-Paul Drolet wrote and published a delightful little book entitled "Sancta Barbara: Patron Saint of Miners."

Generously complemented by sketches and art reproductions, the book describes the role of myth and legend in mining history. It tells, for example: "The search for the earth's treasures in the mysterious underground world was one of the favourite themes of the inexhaustible folklore passed down to us from the Middle Ages, if not earlier — the first prospectors for gold and other precious metals placed their faith much more in some 'spirit of the mine' than in the knowledge of rock formations and geological phenomena."

One of the legends related by Drolet tells of a miner named Daniel Knapp, in 15th-century Austria. "... while (Knapp) was perched in a tree, an angel brought him a message from God that he should dig at the root of the tree. He did so, and found traces of silver."

And there were visions of golden animals, "... of a hen and a goose living near a river and whose stomachs contained small golden nuggets," and stories of competition from extraterrestrial beings who made off with bags of gold-bearing sand.

Prospectors and wizards used divining rods, rings, mirrors and crystals in their search for mineral deposits.

And, in working mines, the faithful have sought protection from danger by erecting crosses and/or statuary at the main entrance. These rituals have not been confined to Christian countries. "In some mines in China, for instance, a drum roll was traditionally played at the entrance to the main gallery before miners ventured inside."

Filling a Void

Interestingly, Drolet points out, "While such fables abound in ancient literature, there are few legends in Canada relating to the development of our mineral resources, just as there is no particular devotion to patron saints or rites to drive off evil spirits ..."

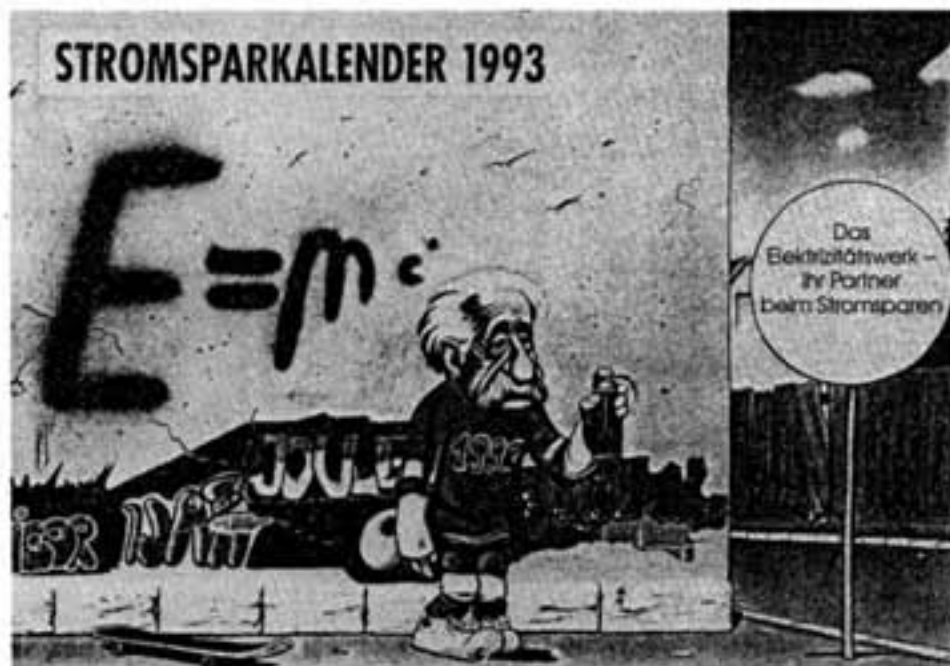
This scarcity of Canadian mining legends gives food for thought. Considering that we could use a little good luck, the double-rainbow omen may be just what the alchemist ordered.

Pshaw and fiddlesticks, you say?

Maybe ... maybe not. If a beautiful natural event can inspire and re-energize folks ... well, isn't that what good omens do best?

Just watch what happens in the next six months, and remember ... you heard it here first.

Energy



The cover of a Swiss utility company's energy conservation calendar. The calendar was sent by a Swiss student who heard about Inco's program.

Inco program gets world-wide attention

Ellewood, Pennsylvania?

If you answered the Energy Awareness Program ... you are right! The success of our program in increasing awareness of energy waste and the continual reduction of our energy consumption has prompted many companies and organizations to take notice and reduce their energy waste and costs.

The towns mentioned are just some of the addresses of more recent letters and inquiries received on our program and for copies of our energy efficiency materials. Thus far, we have distributed to our people and their families, the various plants and some to the general public, 8,000 home energy kits, 125 copies of the video, "Who Left The Lights On", 20,000 Activity Books, 25,000 Less Watt stickers, 160 truck decals and 2,000 posters. Countless newsletters and articles appeared in the local newspapers, the Globe and Mail and our Triangle, Incontact, and Inco Annual Report.

The success of our Energy Awareness Program reflects the commitment and participation of everyone. At the core of our program is listening, using the ideas, suggestions, and recognizing the efforts of all our people and their plants.

We are planning a regular column on energy for the Triangle and need to hear from you. Send us any ideas, suggestions, tips, stories or what you do to save energy at work or at home. Do you have any questions? We can use this newspaper to answer and inform the others at the same time.

Please contact

The Energy Team
(Andy Lemay)
Copper Cliff General Office
Room 253
Telephone: (705) 682-8993
FAX: (705) 682-5312
EMAIL: Andy.Lemay

What program did Inco people and their many partners develop, a program requested by many other companies and public organizations such as Dupont Canada, Algoma Steel, Rio Algom, Noranda, Falconbridge Nickel, Inmetco, E.B. Eddy,

Laurentian University, Laurentian Hospital, Region and City of Sudbury, Public and Separate School Boards of Sudbury just to name a few, to provide guidelines to develop their own program?

Need another clue?

What do the Ontario towns of

St. Catharines, St. Thomas, Barrie, Mississauga, Perth, Bracebridge, Princeton, Kitchener, Port Colborne, Welland, Elliot Lake, Timmins, Kirkland Lake, Kapuskasing Sault Ste.-Marie and Sudbury have in common with Moriken, Switzerland, Temicamingue, Quebec and

Port Colborne

Of big bite murals, sharky T-shirts and a boom in mascots

History is being made this summer at Port Colborne. The 460-foot stack is coming down (story on Page 8 and 9).

At #6 building, the men of the YSSS 'Shear Perfection' team have been making their mark. After team member Fior DeBartolomeo picked the name 'Shear Perfection', fellow team member Larry Slow came up with the idea of having a shark as a mascot.

The team then found a local artist to paint a mural for them featuring a large shark chomping into a cathode.

The team is even thinking of getting T-shirts with their logo on it.

Interest in the logo is spurring other teams to come up with unique ideas as well. The next few months promise to be quite interesting!

On a more serious note, the men of Shear Perfection say they are enjoying their new work group which allows them to make up their own schedules, do their own weight reports and ordering. They have also modified their shipping boxes for greater efficiency.

Team members further point out that the opportunity to master each function within their classification including weigher, forklift operator packer, cutter and sweeper is another big plus. They now not only appreciate the variety, they say it also allows them to be more efficient because each member can now fill any position.

This year's Fitness Week covered a range of activities including walking, biking, pre-work stretches, swimming, bowling, baseball and golf. According to Occupational

Health Nurse Sheila Orlando, the baseball, golf and walking events were the biggest hits. She was also pleased to see more employees showing and getting involved in doing pre-work stretches.

As part of the Fitness Week activities, participants were eligible for a daily draw for a free sweat shirt. This year's winners were Richard Buchholz, YSSS, Rob Cerenzia, YSSS, Bob Reyburn, Administration, John Agnew, Maintenance and Ray Damude Jr., UFAP.

On June 18, in blistering

HOT weather conditions, 100 employees and pensioners turned out for the annual Golf Tournament at the Welland Golf Club.

This year's low net winner of the Elaine Arnold Memorial Trophy was Doug Schwyer (UFAP Pro Tech) and Low Gross honors went to Gil Gagnon (ECR).

Tom Christoff snagged the Low Net for pensioners and Bill Kantymir received Low Gross.

Inco Port Colborne congratulates everyone who took part.

EVH

FOR YOUR HEALTH

From the Occupational Medicine Dept.

If your mother told you to eat your veggies, she knew something that scientists are only now discovering.

Almost every magazine you look at has an article about how what you eat and when you eat can make you healthier, smarter, younger, in a better mood and more energetic.

Some claim that by eating certain foods you can cure cancer, heart disease, arthritis, depression, decrease stress and so on.

To discuss all of these would take several articles. This article will only talk about some vitamins and the importance of eating vegetables and fruit for good health which is only one part of the whole eating picture.

Your brain is a mini-pharmacy. Are you feeding it right to have enough chemicals for health and wellness?

Your brain produces over 200 chemicals that, in turn, are responsible for over 2000 chemical interactions in the body. To produce these chemicals in the right amounts your brain needs the right nutrients, oxygen and water.

There are 13 vitamins that are very important nutrients that are essential for good health and getting well when you are sick. They are vitamin A, C, D, E, K, and eight B vitamins. Vitamin C and E are found in vegetables and fruit and vitamin A is made from Beta-Carotene. The B vitamins are found in wheats, grains and A is found in meat.

Vitamins are required to help regulate functions within each cell in the body. They affect all functions of the body. They are important for promoting good vision, forming normal red blood cells, creating strong bones and teeth and for the functioning of the heart and nervous system.

In addition to providing the right nutrients for health and for the disease fighting immune system, fruits and vegetables also provide a very important pollution cleaning service by acting as antioxidants.

ANTIOXIDANTS is a word that comes up often in magazine articles. Oxygen, which is essential to health cells all over the body, is metabolized or burned up. This produces waste products or oxidants. Some of the oxidants are "free radicals" which are toxic. If there are enough of them, they cause cells to change from healthy to unhealthy which, over time, results in sickness. These free radicals are blamed for cancer, and other major health problems. Too many free radicals also overwhelm the natural defenses in your immune system that fight oxygen damage and lead to disease and some effects of aging. Airborne pollutants and tobacco smoke increase the number of free radicals in the body. So if you smoke or live or work in a polluted environment, it is even more important that you eat your veggies.

Foods that contain antioxidants vacuum up these cell-damaging free radicals, decrease the chances of disease and often help you to get better when you are sick.

Vitamin C and Beta Carotene are very important antioxidants. The foods that are rich in these vitamins are listed below.

THE IMMUNE SYSTEM is the army system of the body to fight off invaders. It is made up of white blood cells and antibodies that normally fight off disease. Without the proper vitamins, this system will not be as effective and you will get more colds and flus and may even get chronic diseases. Eating vegetables and fruit helps rev up your immune system so

Mother knows best (about veggies, anyways)

you do not get sick from any of the thousands of germs that you come in contact with every day.

Eat three to five vegetables and two to four fruit daily so your body has the required amount of vitamins to keep you healthy and energetic.

This shouldn't be hard because there are hundreds of them, in many different colours. Some, such as potatoes, cabbage and carrots, are available fresh all year and cost very little. They are usually low in calories and fat so they fit into most types of diets. They are easy to prepare as most of them can be eaten raw or cooked. In addition, there are many that are not expensive for the amount of nutrients that they contain.

Most vegetables and fruit contain some of the important vitamins but some contain a lot more.

The key ingredients in fruit and vegetables are Betacarotene, Vitamin A, C, and E.

BETA-CAROTENE is an important antioxidant nutrient that may help protect us from cancer. It is also converted into vitamin A, necessary for maintaining healthy skin, teeth, mucous membranes, and skeletal and soft tissue, and for promoting good vision. Vitamin A is toxic in high doses and is not an antioxidant. When the body produces it only what is required is produced so vitamin A from natural sources is not a problem.

Some foods rich in beta carotene are: carrots, sweet potato, cantaloupe, spinach, apricots.

VITAMIN A promotes good vision, healthy skin, teeth, mucous membranes and membranes. It is found mainly in animal products but the body can make vitamin A from apples, oranges, tomatoes and carrots.

Vitamin A can be toxic if taken in supplements but not when the body manufactures it.

VITAMIN C speeds healing, helps ward off the damaging effects of stress and protects your eyesight and skin. Vitamin C's antioxidant properties may be useful in protecting against cancer and cataracts. In addition it aids in iron absorption. Some foods rich in vitamin C are: sweet red and green peppers, oranges, strawberries, Brussels sprouts. Vitamin C robbers are pollution, tobacco smoke and stress.

VITAMIN E boosts the immune system, wards off heart disease, and cancer and protects our complexion. It decreases stiffness and inflammation from exercises, especially if taken for a few weeks before starting and exercise program. Tomatoes are the vegetable that is very rich in vitamin E. It is also contained in sunflower seeds, nuts, and wheat germ.

Super healing fruits and vegetables that lower blood pressure, cholesterol and help prevent cancer are carrots, broccoli, brussels sprouts, cabbage, cauliflower, kale, potatoes, chili peppers, garlic, onions, sweet peppers, romaine lettuce, spinach, sweet potato, tomatoes, peas, oranges, grapefruit, apples, bananas, cantaloupe, berries and cherries.

All fruits and vegetables contain important vitamins but the above list contains fruits and vegetables that are packed with nutrients.

VITAMIN THERAPY is using large doses of one vitamin to help an illness. This is really using vitamins as a drug and should only be done under the direction of a doctor or a qualified nutritionist as an overdose of some vitamins can be toxic.

The best source of vitamins is through a balanced way of eating.

Yesterdays todays



To Stobie by canoe

40 Years Ago

"No hardship daunted him," said Dr. George Stobie, son of James Stobie, when he visited Sudbury to see the sight of his famous father's most important mining discovery—the Frood-Stobie mine.

To get to Sudbury in 1883, James Stobie had paddled a birch bark canoe from Bruce Mines to Algoma Mills and used shoe leather to get the rest of the way. But this was probably one of his lesser physical feats.

Once he snowshoed in the dead of winter from Sault Ste. Marie to Port Arthur while working as a returning officer in the 1878 election. And often he would be out in the bush for months on end with little more than a slab of salt pork, a bag of flour, a can of tea and some sugar.

Besides the Stobie mine, which he discovered with Rinaldo McConnel in 1885, he discovered the Mount Royal deposit in Blezard Township, a lead-zinc find in Balfour Township and staked many claims along the west end of the Sudbury Basin, which proved that he, along with other prospectors of the time, understood the relationship of the ore bodies with the norite contact.

Without benefit of airplanes, magnetometers or geological maps, but with dogged determination and "a nose for ore", they managed to find most of the presently known major deposits in the Sudbury district from 1884 to 1890. Other stories that month: "Scale and Scope of Surface Mine Absorbing Sight" "Murray Mine's 1500 Level Has Special Traffic Controls" "Levack Gets a Skating rink"

24 Years Ago

At Shebandowan, the development of underground workings was about ready to proceed. The No. 3 shaft would reach its planned depth of 2,395 feet very soon, while the No. 1 exploration shaft a mile away had already been completed to 1,132 feet.

Full production was expected to begin in about two years.

The intent was to have a mine with a minimum of environmental dislocation. Surface buildings were to be attractively designed and the concrete headframe, which was to be constructed the following spring, would have a clean, uncluttered appearance.

An inclined underground tunnel and conveyor belt, to move the ore from the shaft to the surface would run between the mine and the mill, so nothing on the surface was necessary to move the ore. Water quality in Lake Shebandowan was also being monitored to detect the

slightest change in the aquatic environment and reactive capacity was in place to make protective changes if necessary.

At the completion of the program, the company would have 19 mines in operation in Canada's two central provinces, 15 in Ontario and four in Manitoba.

Other stories that month:

"200 Children Participating in Copper Cliff's Youth Club"

"The Lovely, Tranquil Manitoulin"

"High Pressure Water Jet Reduces Maintenance Costs Underground"

14 Years Ago

Proving there is a little frontier mania in all of us, the quiet farming community of Chelmsford went western for two days in the summer of 1980, with the Northern Ontario Quarter Horse Show, sponsored, in part, by Inco Metals Company.

A special favourite in Northern Ontario, the quarter horse is the most popular breed in the world, with 800,000 animals registered worldwide. Bred from European stock and the small, hardy Indian horses of the plains, the broad-chested quarter horse, with its slightly arched neck and muscular hind quarters, is noted for its calm disposition, strength and versatility.

And it was these qualities the horses were required to exhibit in the obedience trials, racing and obstacle courses of the show, with Inco employees and their families winning a fair share of ribbons.

George Quecke, from McCreedy West mine, dominated the obedience trials on his two year-old stallion. In seven previous shows the horse had won 35 first place finish ribbons, so maybe it was not so surprising.

Herb Sapia, a retiree from Frood-Stobie mine, netted a first, two seconds and a third on an eleven year-old horse named Amigo Panol Leo in the trail class.

And fourteen year-old Kathy Keown, daughter of Barry Keown, a garage mechanic with Inco, picked up a second place ribbon on her horse, Miss Kitty Dee, in the English Pleasure event.

The show drew spectators from all over Ontario, including many cowboy-living fanciers from Inco.

Other stories that month:

"X-Ray Equipment to St. Lucia" "New Divisional Shops Complex, One of Most Modern Anywhere" "Underground Oasis at Creighton Mine"

INCOME ideas

by Susan LeMay, CMA

Over the past several months, the Business sections of the national newspapers have carried a number of articles on mutual funds. These articles raise concerns about everything from whether or not investors know what they are buying to how funds report their values. Mutual funds have become a huge business, and reviewing a few of the basic considerations in buying, selling and holding them is worthwhile.

Reasons for investing

More Canadians have money to invest than ever before, and we are concerned about getting the most out of our investments. We also realize that we lack the experience and expertise to guarantee that we can achieve these goals. As a result, there has been an unparalleled increase in the number of investors buying mutual funds. Many of them, overwhelmed by the choices and advertised growth claims, are investing on recommendations of friends or co-workers, or because the particular mutual fund has done well in the past. Investors show a lot of confidence in mutual funds. They often believe they can't lose for two reasons. First, the funds are managed by professionals who know what they are doing. Second, because the funds can choose so many more investments with the investor's money, the risk of one bad investment wiping out all the capital invested is smaller. These are good points, but they do not provide any guarantee. The first criteria for investing should always be: is this investment likely to meet my long-term goals?

Origins of mutual funds

Mutual funds originally allowed investors who were not very knowledgeable about stocks and bonds to have their funds invested and managed by an individual who spent all his time investigating options and who had substantial amounts of his own money invested in the funds he was managing. Investors chose the fund managed by the person whose goals most closely matched their own. One of the best examples of the original style mutual funds is the Templeton Funds. These funds were all managed at the beginning by Sir John Templeton who directed every investment. Now such attention from one individual is almost impossible. One Templeton Fund alone, Templeton Growth, holds shares worth \$2.4 billion - a number I cannot

even begin to imagine! One person can set out the strategy and philosophy for such a fund, but couldn't possibly be knowledgeable about every company in such a huge portfolio.

Basis of choosing funds

In 1994, there are literally thousands of mutual funds available in Canada for investors to choose from. The basic question that needs to be asked is:

What do I want my investments to do for me?

It is necessary to understand that mutual funds are designed to be part of a long-term investment plan. Their appeal is in their growth over time. This is the reason monthly or quarterly fund surveys include statistics on the growth rates over five and 10 years.

Classifying of funds

Keeping in mind the question "What do I want?", one way to categorize funds is by type of investment. The three basic categories are Money Market Funds, Income Funds and Equity Funds.

Money Market Funds are invested in short-term interest generating items such as Government of Canada Treasury Bills which have terms of from 30 days to a year. Performance here is totally determined by short-term interest rates so the investments are quite secure.

Income Funds are invested primarily in mortgages or bonds. The interest rate is set when the mortgage or bond is first issued, but because they can be out in the market for 25 years, they are bought and sold on the Bond Markets just like shares are bought and sold on the Stock Markets. The trading price depends on the difference between the interest rate stated on the bond or mortgage and current interest rates. If current interest rates are lower, the trading price will be higher than the issuing price. Gains and losses in Income Funds are determined by their success in anticipating interest rate changes.

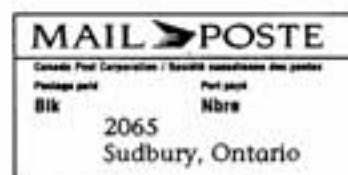
Equity Funds invest in stocks just as an individual might. The advantage of an equity Mutual Fund is that it can invest in many more different stocks than the average investor can, and so there is less risk of one bad investment wiping out all the gains. There are risks associated with investments in Equity Funds which parallel the risks of investing independently.

Mutual funds, mutual interest

Sometimes these funds lose value.

These three classifications are listed in order of increasing risk. Each meets different investment goals. The issues are security of the money invested and the potential for growth. The safer the capital, the lower the potential for capital growth.

No investment is worth sleepless nights. You decide what you want your investments to do for you and how much uncertainty you are comfortable with and these preferences direct you to the category of Mutual Fund for your investment. After choosing the category, then comes the choosing of the actual specific fund. More about that next time.



Manager Public Affairs
Jerry Rogers

Publications Editor
John Gast

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Letters and comments are welcomed and should be addressed to the editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario POM 1N0. Phone 705-682-5428