

The Triangle

APRIL 1977



The Triangle

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On the Cover . . .

At a site on the Spanish River, geophysical operators Paul Charlebois, left, and Roddy MacInnes conduct preliminary surveying prior to seismic investigations. Through use of a shock-wave, geophysicists will determine the depth of bedrock on the shores and under the waters of the Spanish River as part of a \$1.2 million feasibility study toward developing hydro generating facilities.

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Appointments

Michael Alberty, project leader, Copper Cliff nickel refinery.

Lucy Campbell, product costing analyst, Copper Cliff.

Paul Campbell, financial analyst, Copper Cliff.

Gerry Chalk, grade and production co-ordinator, Frood mine.

Ted Chaykowski, maintenance general foreman, Copper Cliff nickel refinery.

Dave Clarke, cost analyst, Copper Cliff.

Barry Cooper, geologist, Copper Cliff North mine.

Wayne Cummings, grade and production co-ordinator, Levack mine.

John Draper, division supervisor, mines engineering, Creighton mine.

Ray Dupuis, maintenance general foreman, Shebandowan mine.

Hans Erl, mine general foreman, Shebandowan mine.

Delwyn Fraipont, industrial evaluator, Port Colborne nickel refinery.

Greg Greenough, geologist, Levack West mine.

Walter Guthrie, maintenance foreman, Copper Cliff nickel refinery.

Don Herrington, financial analyst, Copper Cliff.

Gary Hoffman, mechanical engineer, Port Colborne nickel refinery.

George Janicki, grade and production co-ordinator, Creighton mine.

Carl Jorgensen, supervisor of sales, invoicing and ledger, Copper Cliff.

Jim Keir, geologist, Copper Cliff South mine.

Wayne Manson, senior geologist, field exploration, Copper Cliff.

Carl Maslanka, construction general foreman, maintenance construction, Copper Cliff.

George McDonald, geological-surface drills, mines exploration, Copper Cliff.

Patrick McNamara, senior process assistant, process technology, Copper Cliff.

Jeannine Menard, cost analyst, Copper Cliff.

Cornel Migliloranza, maintenance foreman, Copper Cliff smelter.

Bob O'Hara, accounts payable co-ordinator, equipment rentals, Copper Cliff.

Bob Osborne, grade and production co-ordinator, Copper Cliff North mine.

Gerhard Pflug, geologist, Creighton mine.

Wayne Prowse, cost analyst, Copper Cliff.

Alme Sabourin, materials co-ordinator, smelting and refining, maintenance field force.

Mike Solski, central surplus assets co-ordinator, purchasing-warehousing, Clarabelle mill.

Richard Staniszewski, technical assistant, anode department, Port Colborne nickel refinery.

Ian Thomson, geologist, Frood mine.

Jack Varieur, grade and production co-ordinator, Frood-Stobie mine.

Hannu Virtanen, geologist, Little Stobie mine.

Mary Warriner, senior purchasing clerk, purchasing-warehousing, Copper Cliff.

Garth Wunsch, grade and production co-ordinator, Crean Hill mine.

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Major Organizational Change:

Inco Metals Company To Operate Company's Primary Metals Business

Inco Metals Company, a major new unit of Inco Limited, has been formed to operate Inco's primary metals business, it was announced by L. Edward Grubb, chairman and chief officer. Inco Metals, with headquarters in Toronto, will be responsible for the production and marketing of primary metal products on a worldwide basis, and for related technical and administrative functions. Besides nickel, Inco's primary metal products include copper, the platinum-group metals, iron ore, gold and silver, and cobalt.

At a recent meeting of Inco's board of directors, John McCreedy was elected chairman and chief executive officer of Inco Metals Company. Donald J. Phillips was elected president and chief operating officer. Both appointments are effective April 1. Mr. McCreedy, who continues as a director of Inco Limited, is presently senior vice-president of that company, and Mr. Phillips is presently chairman and chief officer of Inco Europe.

The Inco Metals organization will encompass the Ontario Division and the Manitoba Division in Canada; Inco's two lateritic nickel projects, P. T. International Nickel Indonesia and Exmibal in Guatemala; the Clydach nickel refinery and the Acton precious metals refinery in the United Kingdom; and Inco's primary metals marketing units worldwide. It will also encompass related research facilities and mineral exploration units in a number of countries.

It is expected that Inco Metals Company will be operational by May 1. The election of additional officers will be announced in the near future.

The formation of Inco Metals completes the restructuring of Inco Limited's organization around its principal businesses, primary metals, formed metal products and packaged power. Inco Limited produces formed metal products at its rolling mills and forging plants in the United States and the United Kingdom and markets them in many countries. Through its subsidiary, ESB Incorporated, Inco also produces and markets a variety of batteries and related products throughout the world.

JOHN MCCREEDY

John McCreedy has been a senior vice-president of Inco Limited since March 1973. He has been a director since January 1974.

Mr. McCreedy joined Inco at Copper Cliff, Ontario, in 1949 and held positions of increasing responsibility in the mining operations, becoming superintendent of mines for the Ontario Division in 1962. He was appointed general manager of the Manitoba Division in 1967. In 1969, he became an assistant vice-president of the company and was elected a vice-president the next year. In December 1970, he was appointed general manager of the Ontario Division. He served as president of the Ontario Division from 1972 to 1973.

Before joining Inco, Mr. McCreedy was a professional hockey player with the Toronto Maple Leafs of the National Hockey League. From 1942 to 1945 he served in the Royal Canadian Air Force.

Mr. McCreedy, who was born in Winnipeg in 1917, received a Bachelor of Applied Science degree in mining from the University of Toronto in 1949. He is the author of several published articles and technical papers dealing with mining.

Mr. McCreedy is a director of the St. Lawrence Cement Co., the Centre for Resource Studies at Queen's University, and the Ontario Mining Association, and is a vice-president and director of The Mining Association of Canada.

He is a member of The Association of Professional Engineers of Ontario, The Canadian Institute of Mining and Metallurgy, and the American Institute of Mining, Metallurgical and Petroleum Engineers.



John McCreedy

Donald J. Phillips

DONALD J. PHILLIPS

Donald J. Phillips has been chairman and chief officer of Inco Europe Limited since 1972.

Mr. Phillips joined Inco in London in 1956 as a technical officer and was appointed assistant to the sales director of the United Kingdom subsidiary in 1967, sales manager later that year, and general marketing manager in 1969. He became assistant managing director in 1970. For a year prior to his election as chairman, he was managing director of Inco Europe Limited.

Mr. Phillips was born at Ebbw Vale, Monmouthshire, Wales, in 1930. In 1951, he was awarded a Bachelor of Science degree at the University of Wales, Cardiff, and took the advanced diploma of education the following year.

Following two years of national service as a flying officer in the Royal Air Force, he lectured on chemistry for two years for the Portsmouth Education Authority.

He is a member of council of the Copper Development Association, a trustee of the Copper Development Trust Fund, and a member of council of the Overseas Mining Association. Mr. Phillips is a Fellow of the British Institute of Management and a member of the Canada-U.K. Chamber of Commerce and the American Chamber of Commerce (United Kingdom).

Over \$1-Billion Investment Is Clear Indication Of Inco's Confidence In Long-Term Growth

"Nineteen seventy-six was a year in which progress was made on many fronts . . . We expect 1977 to be better than 1976, and we are confident that we have the capabilities to meet our long-range goals for profitable growth," L. Edward Grubb, chairman and chief officer of Inco Limited, and J. Edwin Carter, president, state in the company's 1976 annual report, which has been mailed to shareholders. In their message to shareholders, Messrs. Grubb and Carter point to the company's more than \$1-billion investment in nickel projects in Indonesia and Guatemala as a clear indication of Inco's confidence in the long-term growth of the nickel market.



L. Edward Grubb



J. Edwin Carter

Messrs. Grubb and Carter note that, while Inco increased its investment in nickel inventories during 1976, the rate of build-up slowed substantially from 1975 as a consequence of 1976 deliveries that were significantly in excess of 1975 deliveries but, nevertheless, below expectations for the year. Inco reports that its nickel inventories at year-end 1976 were equivalent to a five to six months' supply, as compared with a normal level of two to three months' supply.

"Our policy in this regard," they state, "was based, once again, on our faith in the recovery and future growth of the nickel market, and on the need to provide, in a prudent and responsible manner and within the limits of our capability, stable employment in the communities in which we produce."

The report shows that during 1976 the company produced 462 million pounds of finished primary nickel products, compared with 459 million pounds in 1975. Inco's nickel production was adversely affected in 1976 by two work stoppages at Thompson, Manitoba, totalling 14 days. The work stoppages were in protest against the Anti-Inflation Board's rollback of wage increases granted under a collective bargaining agreement signed in February, 1976. Upon appeal to the administrator of the Anti-Inflation Program, the original agreement was substantially restored.

Nickel deliveries showed a quarter-to-quarter improvement during the year, Messrs. Grubb and Carter report. Record nickel sales in December, resulting from price factors, will adversely affect 1977 first-quarter results, they caution, but they expect last year's upward pattern of nickel deliveries to continue in 1977, after an interruption in the first quarter. "A peak demand

for nickel must await the return of strength" to the capital goods market, they note.

Reporting on Inco's diversification program, the company's chairman and president note that Inco "had every reason to be pleased with the performance of its battery business in 1976. ESB had its best year ever, and its contribution to Inco's earnings far exceeded its recession-affected 1975 contribution." Pointing out that Inco's diversification program also encompasses the commercialization of internal developments, Messrs. Grubb and Carter report that a new subsidiary, Inmetco, will bring into production in 1978 an Inco process for converting wastes from specialty steel alloys into commercially useful metallurgical charge material. Inmetco will involve an investment of some \$30 million. Another business was begun during the year based on Inco's development of an alloyed plastic capable of being electroplated directly, thus eliminating several costly processing steps.

Inco Limited made capital expenditures in 1976 of \$459 million, compared with 1975 capital expenditures of \$333 million, the annual report states. More than half of the 1976 expenditures represented continued development of the lateritic nickel projects in Indonesia and Guatemala, while most of the remaining expenditures related to continuing replacement and modernization of the company's Canadian production facilities.

Capital expenditures for 1977 are estimated at \$475 million. More than half of projected 1977 expenditures relate to the completion of the Guatemalan project and Stage I of the Indonesian project and the development of Stage II in Indonesia.



The Company supports a great variety of social programs. These range from the sponsorship of concerts-in-the-park to making matching gifts for universities, from hospital contributions to cultural grants. At left, one of the several shipments of earthquake relief supplies donated by Inco employees and the Company, arriving in Guatemala from Canada.

The first shipments of nickel matte from Indonesia are scheduled for the summer of 1977. Stage II of the project is scheduled to come on stream in 1978, boosting annual production capacity to about 100 million pounds of nickel in matte. Production of nickel matte will begin in Guatemala in the third quarter of 1977 and should reach the planned annual rate of 28 million pounds of nickel matte in early 1978.

Inco's annual report notes that a fluid bed roasting plant and an associated sulphuric acid plant to treat the roaster gas will be built at the company's Clydach, Wales, nickel refinery in 1977-1978. The new facilities will give the refinery the ability to treat nickel matte produced in Guatemala and Indonesia. It will produce both Class I and Class II nickel products from the matte. It is expected that the products will be marketed primarily in Europe.

Exploration expenditures in 1976 amounted to \$36 million, compared with \$30 million in 1975. As in the previous year, about one-third of the total was spent exploring for oil and gas. Inco also reported that its expenditures on metals process and product research and development in 1976 were \$30 million, compared with \$29 million in 1975. In addition, ESB spent \$8.3 million on research.

On December 31, 1976, the report notes, Inco had 38,696 employees in the primary metals, metals forming and related fields, compared with 37,755 at year-end 1975. Of the 1976 total, 23,690 were located in Canada, 7,711 in the United Kingdom, 3,901 in the United States, 2,421 in Indonesia, 680 in Guatemala and 293 in other areas. ESB had 17,071 employees at year-end, compared with 15,760 at year-end 1975.



Inco's concerts-in-the-park are a regular summer attraction in Copper Cliff.



Inco has made substantial contributions toward the training of Canadian amateur athletes.

With Over 900 Entries A Resounding Success:

Photo Contest Judges Had Difficult Time Deciding On Winning Entries

Second place in the color division goes to Erik Lovin, an electrical apprentice with the crane crew in Copper Cliff. Erik used a 35mm camera with a 135mm lens to shoot this view of an old farm window in the Long Lake area of Sudbury. He's been involved in photography for six years and has his own darkroom.



The Triangle Photo Contest is now history. Well over 900 entries were received in both color and black-and-white categories, with color the most popular. The judges had an extremely difficult time deciding between the many excellent entries and were pleasantly surprised by the high quality of work submitted.

Judges for the competition were Gary Carruthers, a freelance photographer and part-time photo instructor at Cambrian College in Sudbury; Jim Duncan, chief photographer for the Sudbury Daily Star; and Mike Piela, a camera salesman and freelance photographer.

Criteria for judging entries involved visual impact, esthetic value and mood. Entries were not judged on technical quality.

The color photos on this page were chosen by the judges as the best in the contest. Black-and-white photos appear in a separate section in this month's Triangle. Both color and black-and-white entries were judged using the same criteria.

It is interesting to note that most of the winners in both categories have been dabbling in photography for two or three years. Some are completely self-taught, while others have taken some form of outside photography training, usually in the form of night courses.

By the time this issue of The Triangle is distributed, most of the photo entries should have been returned. We have tried to handle all photos with the best possible care, however, as sometimes happens, not all entries were properly identified. Consequently, if you're missing any photographs, write us a letter, describing your photos and we'll try and return them. Again, thanks for making this contest such a resounding success.



Third place goes to Jack Fleguel, a hoistman at Shebandowan mine. Jack's shot was taken in the fall of '75 at McVicar's Creek, near Thunder Bay. He used a 35mm camera with a normal lens to catch his two children, Jeremy, 4, and Robin, 6, playing in the leaves. Jack has taken a few introductory courses in photography.

Honorable mention goes to William Hamilton, an intermediate plant operator at No. 3 research station in Port Colborne. William took the photo near Tiverton, Ontario, on the shores of Lake Huron, using a normal lens on a 35mm camera. Photography is just a recent hobby with William, but one he intends to pursue.



This shot, taken by Linda Brema, of Port Colborne, was awarded honorable mention. Linda is the wife of Dante Brema, an iron worker at the Port Colborne nickel refinery. It was taken at Malpeque Bay on Prince Edward Island with a 35mm camera and normal lens.

Honorable mention also goes to Eva Ansons, from Lively. Eva is the wife of Alfred, a fork lift operator at Creighton mine. It was taken at Santala's farm, near Lively, with a 35mm camera and a normal lens. Eva's been interested in photography for two years and has taken several night classes in the subject.



Inco Metals Announces Extensive Feasibility Study On Spanish River

The Ontario Division of Inco Metals Company has announced plans for a study to determine the feasibility of developing further hydro generating facilities on the Spanish River. In making the announcement, Ron Taylor, Ontario Division president, indicated that the Ontario Ministry of the Environment has been asked to place the study under the Environmental Assessment Act, thereby providing an appropriate mechanism for public participation in the study.

The study, part of the company's long-range energy planning, is designed to establish a cost estimate and determine whether environmentally and economically acceptable locations for a hydroelectric plant exist. The study will cost an estimated \$1.2 million.

Inco already has four generating plants and 11 control dams on the Spanish River watershed and has carried out

some preliminary investigations into further development.

"Following this preliminary work, we have engaged Acres Consulting Services of Niagara Falls to carry out an environmental assessment to include site selection, dam structure and generating capacity," Mr. Taylor said.

In a letter to Environment Minister George Kerr, dated February 18, Mr. Taylor indicated that the environmental

assessment would follow guidelines set down by the Ministry. He also formally requested that the project be designated by regulation made under the Environmental Assessment Act.

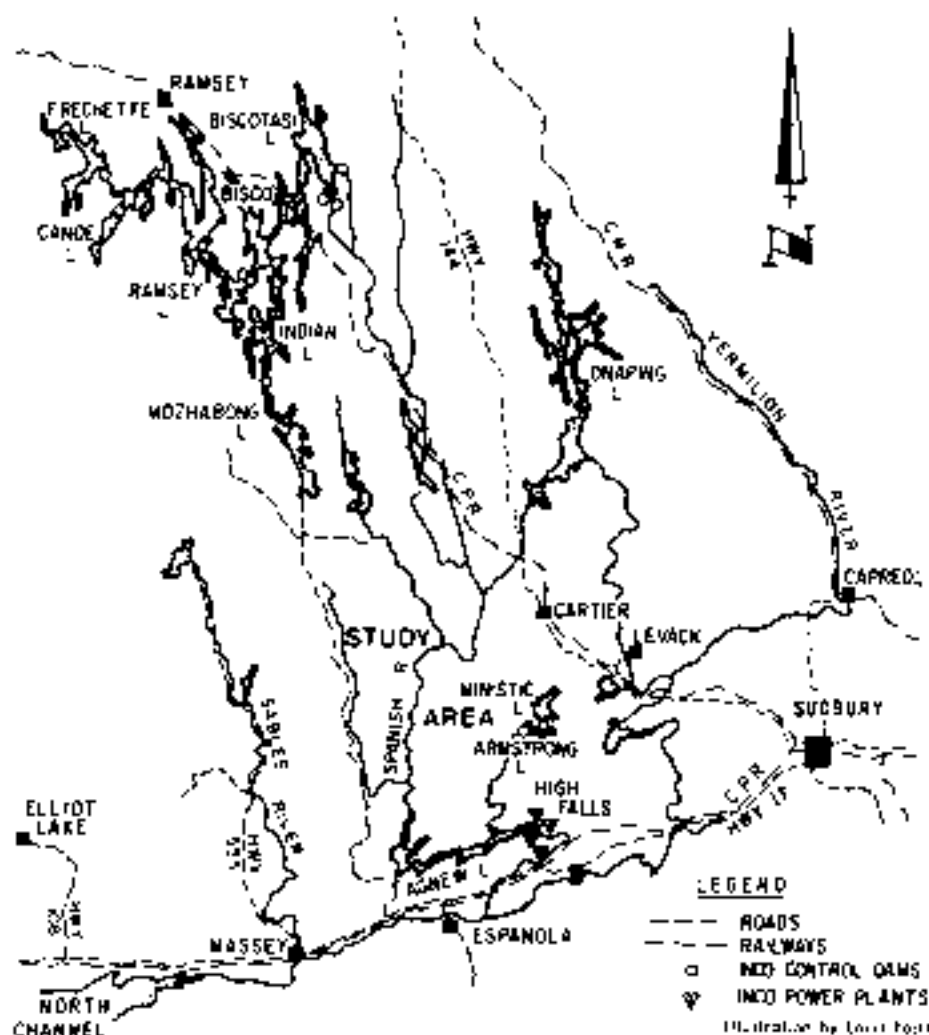
Inco plans a public information program that, along with the environmental study, will ensure that interested parties will have a chance to be heard, Mr. Taylor revealed.

"Over the next few months we intend to inform a variety of audiences, such as the Ontario Federation of Anglers and Hunters and local councils, of the progress of our study and will be seeking briefs and comments. I want to emphasize that we have no firm plans at this stage, and will not entertain any plans for a hydro generating station until our environmental and economic studies are completed."

The decision to investigate development of further energy generating facilities is part of the company's energy management program, one of the ways in which Inco is planning to counteract the impact of possible energy shortages.

"Inco is the largest industrial customer of Ontario Hydro," Mr. Taylor said. "Our annual power consumption is 2.1 billion kilowatt hours, of which we produce only 17 per cent. A new facility on the Spanish River could, depending on the size and location of the dam, permit us to supply up to 36 percent of our needs and would thus increase the amount of power that Ontario Hydro would have available for new demands."

Any future Inco power projects on the Spanish River would be constructed under Ontario Ministry of Natural Resources water power lease agreements already held by the company. Ontario Hydro has indicated to Inco that it has no interest in developing a facility of the size under consideration in this part of the province.



It is Inco's intention to fully respect the public's concern regarding the proposed study. Consequently, Inco will invite submissions and lend an attentive ear to cottagers, lodge owners, trappers, native peoples, anglers, hunters, canoeists and all other interested parties who are familiar with the study area.

While scientists may obtain the facts on the area, the cold calculations and notebook jottings often miss the humanistic aspects of the study project. This is why anyone, from the Sunday angler to the weekend bird watcher, will be welcomed to voice their opinions. Last but not least, municipal, provincial and federal agencies will also be consulted.

Presently, up to 12 people have been involved in setting ground controls in the field for the purpose of mapping the study area. This information will be utilized for the environmental and engineering assessment of the area.

One part of the study will involve the collection of data on plant and wildlife in the area. Also, a socio-economic study will be carried out at the same time. The combined data collected will then be analysed to determine the effects of the proposed hydro-electric development.

Numerous seismic investigations will be undertaken to determine the location of bedrock for all major structures and the availability of material for construction. An extensive drilling program will determine the physical characteristics of the sub-soil. This information will be

used by the consultant to design and estimate the cost of the dams and powerhouse.

Inco presently owns and operates five Hydro-Electric power plants, four of which are located on the Spanish River. In addition, there are eleven control dams on various lakes within the Spanish River

watershed. These are used to store run-off waters for use in the dry season of the year.

At present, Inco generates 17 percent of its total power consumption from the Spanish River. However, there is a potential development of an additional 18 percent in the study area.

This is the Big Eddy Power Plant, one of four on the Spanish River. Built in 1928, it is the largest, with a generating capacity of 24,500 kilowatts.



Levack Mine Sets New Hoisting Record

Crews at Inco's Levack mine recently set a new hoisting record by bringing 12,467 tons of ore to the surface in a 24-hour period. This breaks the previous record of 11,797 tons, set in November, 1976. According to Largo Albert, Inco's hoisting specialist, the key to the hoisting record is "hoist plant efficiency." To achieve this high degree of efficiency, it is necessary to regularly ensure that the hoist is programmed to its ultimate capacity.

The Levack hoist was originally designed to move 468 tons per hour with

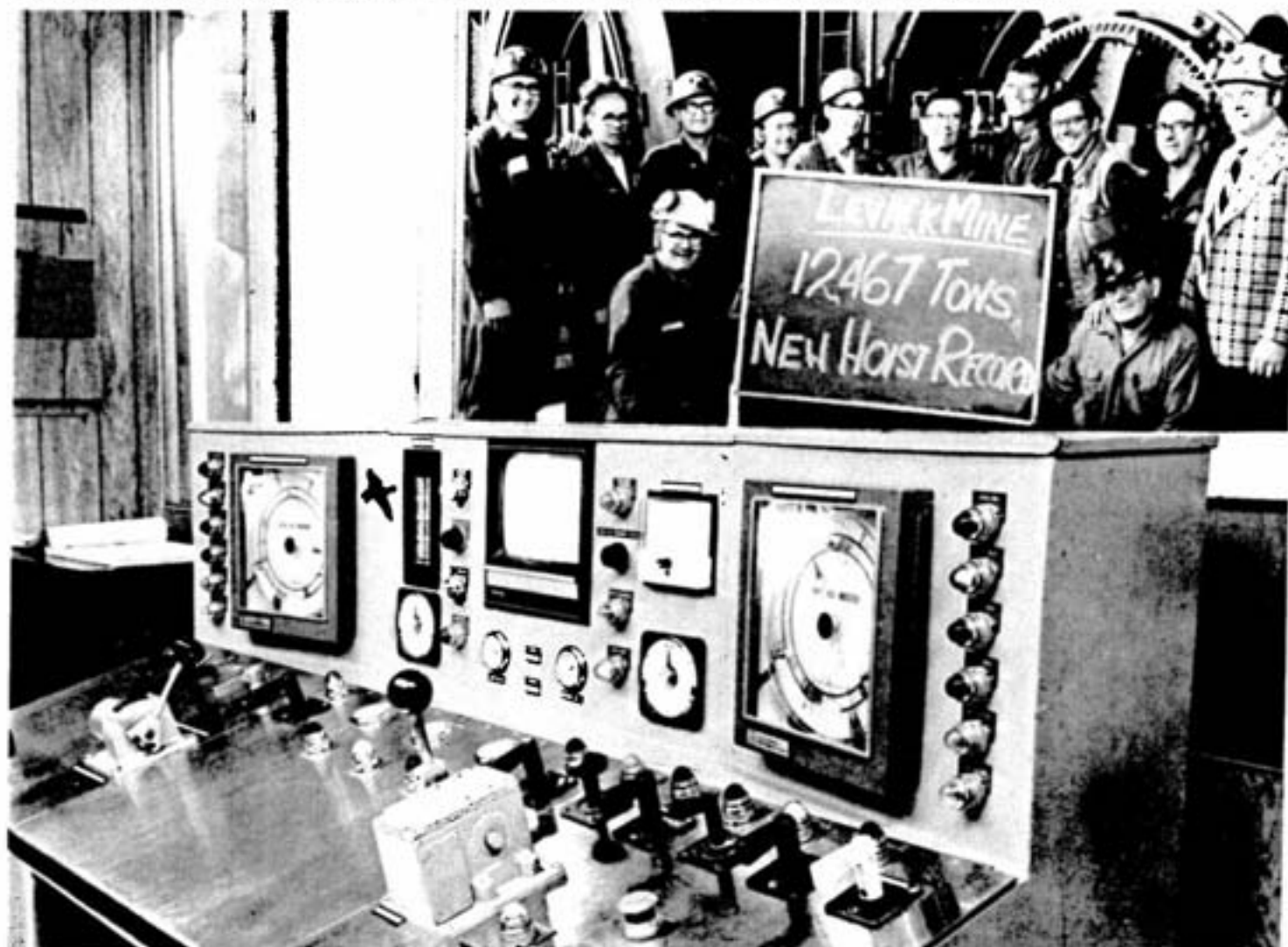
15-ton capacity skips, travelling at 3,000 feet per minute from the 2,650 loading pocket. New equipment was installed that enabled the hoist to produce 573.4 tons per hour, with 18-ton lightweight aluminum skips travelling at only 2,800 feet per minute from the 2,650 loading pocket. Although the hoist speed was decreased by seven percent, the actual production increased by 22½ percent.

The hoist plant efficiency improved greatly because of the installation of a modern static speed control regulator that provides infinite control throughout

the whole speed range of the hoist, with very accurate repeatability. Long creep times into the dump have been eliminated. The objective is to operate the skips at maximum speed for the greatest distance in the shaft before initiating the slowdown and creep speed sequence. Complete safety is assured in view of the limited end zone clearances by the installation of a modern fast-acting breaking system.

To maintain efficiency, constant vigilance and regular tests are performed by the highly skilled maintenance and engineering personnel.

Part of the crew responsible for setting a new hoisting record of 12,467 tons of ore from the 2650 loading pocket proudly display their accomplishment behind the automatic hoist located at the Levack mine. In front are "Lefty" Stelmakowich, left, an electrician, and operating shaft boss John Yanda. Standing, from left, Gerry St. Louis, general mine foreman; Dick Faubert, mine foreman; Pat Kelly, skiptender; Gilles Belanger, skiptender; Don Latendresse, skiptender; Mattie Hawryluk, assistant operating shaft boss; Len Martin, skip hoistman; John MacDonald, skiptender; Roger Joliat, mine foreman, and Dar Anderson, Levack mine superintendent.



Announce Plans To Standardize Training At Ontario Division Plants

The Ontario Division of Inco Metals Company has announced plans to expand its functional training program. Bob Browne, assistant to the vice-president, announced the company's decision at a recent Sudbury press conference. "We are enthusiastic about this decision because we feel it will satisfy the needs of our employees and help them perform their jobs safely and effectively," said Mr. Browne. "The conversion to a modular format and improved training has evolved over a six-year period."

Training at Inco will be broken down into a series of increments or modules, with emphasis placed on the practical, rather than the theoretical. This will standardize the training and allow the employee to learn at his own rate.

The move towards modular training commenced in the late 1960's when the need arose to train a number of instrument maintenance men in a short period of time. In conjunction with a consulting firm, Management Training Systems, a modular training program was developed whereby instrumentmen trainees could be trained from "the ground up" on all pneumatic and electronic instruments in use in the Division.

From the outset, the application of this new training program proved so successful, that it was applied readily for training employees at the Copper Cliff nickel refinery prior to start-up procedures.

According to manager Chris Dunkley, the nickel refinery is an extremely complex and highly technical operation, what with some 13,000 valves, 4,000 instrument loops and a great many unit processes.

"Employees had to be trained to do their job safely and effectively. This was accomplished with the modular training approach", he said. "As a matter of fact, our outstanding safety record over the last year attests to the effectiveness of our training program."

According to Ken Kay, superintendent of training and development, it's an extensive undertaking, requiring the preparation of some 800 to 1,000 different manuals to cover all Inco equipment and processes.

Started last year, the cataloguing of equipment has now been completed, and with the assistance of Management and Training Systems Tectonics, some 30 Inco personnel are currently engaged in

preparing the manuals. It is estimated that this part of the project will require 18 months to complete.

Preparing manuals is no easy undertaking. Consideration must be given to the manufacturer's specifications, the operating conditions and, most importantly, to the actual work procedures followed by the operator.

All manuals are prepared in a uniform format and will be applicable throughout the Ontario Division.

The actual use of training modules will commence as groups of modules for specific plant locations become available.



Ken Kay, superintendent of training and development, explains details of the functional training program to Liz McKee, Northern Life reporter.

Answering questions about the new functional training program are, from left, Wally Gretton, manager of industrial relations; Frank Sorochinsky, manager of personnel; Bob Browne, assistant to the vice-president; Ken Kay, superintendent of training and development; Norm Hillier, manager of safety and plant protection, and Chris Dunkley, manager of the Copper Cliff nickel refinery.



Inco Metals Company Elect Vice-Presidents, Names Six

Walter Curlook, Charles E. O'Neill and Johannes P. Schade have been elected senior vice-presidents of Inco Metals Company, effective May 1. Inco Metals, a major new unit of Inco Limited with headquarters in Toronto, will be responsible for the production and marketing of primary metal products on a worldwide basis, and for related technical and administrative functions.



WALTER CURLOOK

Dr. Curlook, presently a vice-president of Inco Limited, will be responsible for production in the new organization. Dr. O'Neill, presently a vice-president of Inco Limited, will be responsible for technology. Mr. Schade, now regional marketing manager of Inco Europe, will be responsible for marketing. (Kenneth A. DeLonge, who has headed Inco's worldwide marketing operations since 1971, will continue as a director and senior vice-president of Inco Limited and will serve as a consultant on marketing until his retirement at year-end 1977.)

As previously announced, John McCreedy will be chairman and chief executive officer of Inco Metals, and Donald J. Phillips will be president and chief operating officer. The Inco Metals organization will encompass the Ontario Division and the Manitoba Division in Canada; Inco's two lateritic nickel projects, P.T. International Nickel Indonesia and Exmibal in Guatemala; The Clydach nickel refinery and the Acton precious metals refinery in the United Kingdom; and Inco's primary metals marketing units worldwide. It will also encompass related research facilities and mineral exploration units in a number of countries.

Dr. Curlook has been a vice-president of Inco Limited since 1974, with corporate responsibility for long-range planning. Prior to that, he was vice-president, Ontario Division, responsible for administrative and engineering services, for two years.

Dr. Curlook joined Inco in 1954 as a research metallurgist at Copper Cliff, Ontario. In 1959, he was appointed supervisor of the research station that was opened that year at Port Colborne, Ontario. He returned to Copper Cliff as superintendent of research the following year, becoming assistant to the general manager in 1964. Dr. Curlook moved to Paris, France, in 1969 as technical director of Cofimpac, a consortium that included Inco and a number of French companies. In January 1972, he became general manager of International Nickel Oceania S.A., also in Paris.

A graduate of the University of Toronto, Dr. Curlook received a Bachelor of Science degree in metallurgy in 1950 and a Ph.D. degree in 1953. He was awarded a Canadian National Research Council post-doctorate fellowship for special research studies, which he carried out in England at the Nuffield Research Laboratory at the Imperial College of Science and Technology. He has published technical papers and holds patents on process metallurgy.



CHARLES E. O'NEILL

Dr. O'Neill has been a vice-president of Inco Limited since 1972, with corporate responsibility for process research and technology and for product research. He had been assistant vice-president, process research, for three years, and prior to that, he served as director of research at Inco's J. Roy Gordon Research Laboratory, near Toronto, from its opening in 1966 to 1969. Dr. O'Neill joined Inco in 1958 as a metallurgical engineer on the executive staff.

Prior to his association with Inco, Dr. O'Neill was supervisor of research for the Nickel Processing Corporation (Nico Nickel) for four years, directing research on the recovery of nickel from lateritic ores.

Before going into industry, Dr. O'Neill served in various capacities with the School of Mines of Columbia University, advancing from research assistant to a member of the faculty. He conducted a five-year program of fundamental research on carbonyl forming gas-metal reactions at the Schools of Mines' Stanley-Thompson Laboratories. He is the author of a number of technical papers, and holds many patents on the recovery of nickel and associated elements from both lateritic and sulphide ores.

Dr. O'Neill received a Bachelor of Science degree in chemistry from Queen's College in 1948; a Master of Science degree in chemistry from St. John's University in 1950; and a Doctor of Philosophy degree in extractive metallurgy from Columbia University in 1961.

s Three Senior Officers



JOHANNES P. SCHADE

Mr. Schade has been regional marketing manager of Inco Europe Limited, with responsibility for marketing activities in Germany, France, Italy, Switzerland, Austria, Yugoslavia and the Comecon area, since 1976. Mr. Schade joined Inco in 1971 as managing director of International Nickel Deutschland, Dusseldorf.

Prior to his association with Inco, he had been with Union Carbide Europe S.A. from 1961 until the end of 1970. He was successively market development engineer, manager of the metals department and marketing director of metals. Before joining that company, Mr. Schade was assistant manager of the metallurgical department of the Research and Development centre of Rheinstahl AG in West Germany.

Mr. Schade is a graduate of Clausthal University, where he majored in thermodynamics and iron and steel technology. He is a member of the German Iron and Steel Federation, German Foundrymen's Society, Gesellschaft Deutscher Metallhütten und Bergleute, and the Industrie-Club, Dusseldorf.



W. ROY AITKEN

Mr. Aitken is presently a vice-president of Inco Limited, with overall responsibility for the company's engineering activities, a position he has held since 1973. Mr. Aitken joined Inco in Toronto in 1970 as technical assistant to the vice-president and chief engineer. The next year, he was appointed director of projects in central engineering, and later in 1971 he moved to Copper Cliff, where he became vice-president, engineering and maintenance, of the Ontario Division.



WILLIAM A. CORRELL

Mr. Correll is now an assistant vice-president of Inco Limited, with responsibility in the area of employee relations. Before his appointment to that position in 1976, Mr. Correll had been director, industrial relations. Prior to joining Inco in 1971, he held senior industrial relations and personnel positions in government and industry in Canada.



WILLIAM I. GORDON

Mr. Gordon is presently assistant comptroller of Inco Limited. Mr. Gordon joined Inco in Toronto in 1969 as director, services in central engineering. He became assistant comptroller in 1972. Prior to his association with Inco, he had been treasurer of Stone and Webster Canada Limited, Toronto, and manager of finance for Canadian Kellogg Company Limited, Toronto.



DANIEL KELLY

Mr. Kelly is presently director process development for Inco Limited. He joined Inco in Copper Cliff, Ontario, in 1945 as a test engineer in process research. Mr. Kelly held positions of increasing responsibility in the company's research and production facilities in the years that followed, becoming assistant to the vice-president process research, in Toronto in 1966. He assumed his present position in 1970.



PHILIP E. MCCARTHY

Mr. McCarthy is presently general solicitor - international of Inco Limited, a position he has held since 1974. For a year prior to that, he served as chief legal officer and secretary of The International Nickel Company, Inc., a U.S. subsidiary. Mr. McCarthy began his employment with Inco in 1970 as an attorney in the office of the chief legal officer.



TERRENCE PODOLSKY

Mr. Podolsky is presently a vice-president of Inco Limited, with responsibility for directing the company's exploration activities. He joined Inco at Copper Cliff, Ontario, in 1954 as a research geologist. In 1966, he was appointed research assistant to the chief geologist at Inco's J. Roy Gordon Research Laboratory near Toronto. He moved to positions of increasing responsibility in the following years and became director, exploration in the Toronto office in 1973 and vice-president in 1975.

Six officers of Inco Metals Company, a new unit of Inco Limited formed to operate its primary metals business, have been announced. They are: W. Roy Aitken, vice-president, who will be responsible for engineering; William A. Correll, vice-president, responsible for employee relations; William I. Gordon, comptroller; Daniel Kelly, vice-president, responsible for process research and technology; Philip E. McCarthy, chief legal officer; and Terrence Podolsky, vice-president, responsible for exploration and mineral resource development. Election of these officers becomes effective May 1, by which time Inco Metals is expected to be operational. Inco Metals, which will have its headquarters in Toronto, will be responsible for the production and marketing of primary metal products on a worldwide basis, and for related technical and administrative functions.



Bill Kantymir, superintendent of the anode department at the Port Colborne nickel refinery, captured first place in the black-and-white division of the photo contest. The photograph was taken with a twin-lens reflex camera in Toronto, some 18 years ago. Bill entitled his photo, "She's all I've got".



Our second place winner is Jacques Bernier, from Chelmsford, Ontario. Jacques' father, John, is a librarian with the process technology library in Copper Cliff. Jacques has been interested in photography for a number of years. He took this picture of the Brady Street underpass in Sudbury with a 35mm camera.



Third place went to Brian Morris, of Massey, Ontario. Brian is a nipper at Crean Hill mine and took this photo of a grave digger while on vacation in Hope Cove, England. He looked after his own processing and printing, and used a 4x5 view camera to take the original photograph.

Photo Contest Black and White Winners

Our second honorable mention goes to Gil Quesnel, a surveyor at the Frood mine. Gil used a 200mm lens on a 35mm camera to capture this harshly lit night scene of a rain-washed street. It was taken from an apartment building, near Lockerby Composite School.



If the style of this photo looks similar to the one above, it's because they were both taken by Brian Morris. He received an honorable mention for this photograph of a fisherman's church. It was also taken at Hope Cove, England, with a 4x5 view camera, using available light.





That's Adam Maskevich, admiring his prize, a bug destroyer. Said Adam, wearing a wig to cover his receding hairline: "Just what I need!"

Prizes And Fun Galore:

13th Annual Bonspiel The Very Best Ever

When it comes to promoting a first-class curling event, leave it up to the boys from Copper Cliff's general engineering department. This year's 13th Annual Invitational Bonspiel saw a total of 36 rinks entered, and, according to 'spiel chairman Ed Owens, it was the best ever.

The two-day event, held at the Sudbury Curling Club, saw numerous valuable prizes going to the winners. Aside from camping stoves and lanterns, fishing reels, sweaters and electronic calculators, one prize, a bathtub, went to Paul Seilig after its contents, some 600 ounces of "Northern Ontario Punch", had been consumed by the thirsty 'spielers.

Prize committee members were Henry Fiacconi, John Jack and Jack Perron.



Tournament committee members inspecting the many prizes. From left, Henry Fiacconi, Chuck Mossey, Sparky Harry, John Jack, Carl Rollo, Ted Davey, Doug Moxam and Jack Perron.

Accepting the first-prize trophy from Henry Fiacconi, right, are, from left, Ed Scholfield, Jerry Maloney, Steve Cleary and Eric Aikia. They had first choice at selecting their prizes.



The Sudbury Curling Club was humming with activity throughout the two-day event. According to one participant, this year's 'spiel was the best ever, with fun galore for everyone.

That's Pierre MacDonald, left, dressed up in his Charlie Chaplin outfit, and "Reverend" John Newman. Pierre and John came first and second, respectively, in the colorful costume contest.



Copper Cliff Machinists Are Back In Business

Central Shops machine shop crews have taken their relocation in stride. With renovations still taking place, the crews have managed to transfer the scorched hulks of lathes, drills, mills, planers and saws from the ruins of the Copper Cliff machine shop to the shops area of the abandoned Coniston smelter.

Two months ago, the immediate future of the Coniston smelter was undetermined, much of it being turned over to the wrecking crews in order to enhance the area for potential users. The quiet that lingered in the machine shop area has been shattered by the sounds of the jackhammer, digging pits in which to set the bases for the large machinery salvaged from the fire.



During the massive relocation from the fire-ravaged Copper Cliff machine shop to the new central shops machine shop located at Coniston, machinists John Muron and John Bobesich place a grinder with the help of an overhead hoist.



Before returning to active production, this Bertram lathe receives a thorough inspection by machinist Gerald Lafleur, right, and apprentice Dave Roberts. An estimated 16 lathes will be back in production by the start of April at the Coniston machine shop.

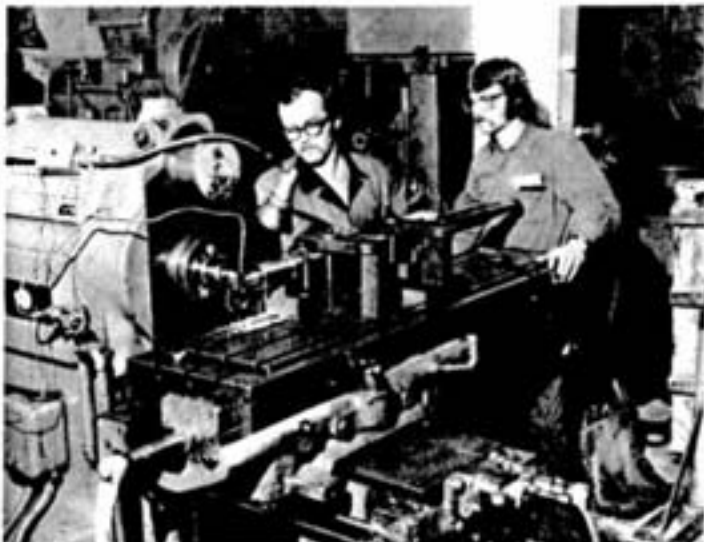


Checking lathe parts prior to assembly, apprentice Gilles Albert follows the expert instruction of machinist Harold Tunney. The central shops machine shop will be located at the Coniston complex until other accommodation is available.

Relocated to the Copper Cliff copper refinery machine shop, machinist Frank Lesk here uses a dial indicator to check this pump shaft, one of many caught in the blaze and restored after being cleaned of debris and tar.



Having been cleaned and checked for concentricity, a keyway is milled into a pump shaft at the Copper Cliff copper refinery. Machinist apprentices Bob Simon, left, and Rolf Seelert conduct the operation at their new location.





Winning most of the gold medals at the Inco Cup competition at Searchmount in Sault Ste. Marie gave Christine Heikkila, of Sudbury, the necessary points to capture the 1977 women's skiing title in the series. Final standings showed Christine with 145 points, the runner-up, Judy Richardson, with 100 points.



Having an off-weekend didn't stop Dave Richardson, of North Bay, from winning the men's overall competition. His best showing over three days of competition was a second in the slalom. Excellent races in Sudbury, Rouyn-Noranda and North Bay gave him the necessary points to win the 1977 title.

Picks Up Most Gold Medals:

Sudbury's Christine Heikkila Wins Women's Skiing Title In Inco Cup



Excellent skiing conditions in North Bay, Rouyn-Noranda and the prior meet at Sudbury's Adenac Ski Hill, above, precluded the windup in Sault Ste. Marie. Subsequent days of warm weather and rain caused parts of the Searchmount course to turn to slush, throwing competition up for grabs.

Top honors in the Inco Cup series went to the North Bay club, collecting 727 points in the four competitions held throughout the winter. Accepting the Inco Cup from Barry Baker, right, president of the Northern Ontario Ski Division, is Pogo Aitford, left, coach of the North Bay team, and Rikki Lewon, an active competitor.



A near sweep of events in the final leg of the Inco Cup series, held at Searchmount, Sault Ste. Marie, earned Christine Heikkila of Sudbury the 1977 women's skiing title. The victory came when Heikkila finished a comfortable seven seconds ahead of Michele Van Dekka, of North Bay, in the slalom event on the final day of competition. Previously, she had finished first in the downhill race, just over a second ahead of Judy Richardson, of North Bay, who also finished second overall in the individual standings. Heikkila had already taken the second spot in the giant slalom on the first day of competition.

Overall, after stops in North Bay, Rouyn-Noranda, Sudbury and Sault Ste. Marie, the final women's standings showed Heikkila first with 145 points,

Richardson second with 100 points and Martha Trussler, of North Bay, third with 67 points.

In the men's competition, Dave Richardson, of North Bay, managed to win the 1977 title in a close three-way battle. Richardson's best showing over the three days was a second in the slalom event, two seconds off the 55.64 pace set by winner, Jeff Armstrong, of the Soo. Richardson didn't place in the top three in either the downhill or giant slalom events but finished with 98 points overall, three more than Armstrong. Dave Taffel, of North Bay, finished third with 90 points.

North Bay won the team title handily, collecting 727 points at the four stops, compared with 495 for runner-up Sudbury and 452 for the Soo. North Bay won the team title last year as well.

...Parents Without Partners...

Children are first concern

According to statistics, almost one out of every three marriages ends in separation or divorce. Seldom are the people directly involved ever really prepared for their single-again status, particularly where children are concerned; one adult now has to fill the roles usually shared by two.

"Parents Without Partners" is a volunteer international organization which attempts to provide a balanced program of family and social activities for single parents who are bringing up children alone . . . the widowed, divorced, separated, never-married, and the non-custodial parent who may have only visitation rights.

The organization, whose Canadian/American membership numbers over 135,000, represents a good cross-section of the millions who have suffered



A Sunday afternoon arts and crafts session held recently for children of members of the local Parents Without Partners organization — from left, Chris Gregory, son of the organization's program director, Judy; Nicole and Monique Morel, daughters of P.W.P. publicity director, Jan.

marriage termination and have children to worry about, while going through a tremendous reorganization of their lives. Founded in 1957, "Parents Without Partners" was created "to develop and provide a broad, comprehensive program for the guidance of single parents and their children, as regards the special problems they encounter and the various readjustments involved".

The Sudbury area chapter was

established in 1972, and is now comprised of 103 members, many of whom are Inco people. General meetings are held every second Wednesday, with guest speakers providing information on topics of concern, such as continuing education, prejudice against the single parent, children's books, adjusting to being single, remarriage, and step-children. Informal discussions are held on alternate weeks, and weekends are geared towards children's activities and social events.

Says Jan Morel, publicity director for P.W.P., "It's like a big family, that's what it's all about. It's great for the kids, 'cause they see other children in the same boat. As a member, you learn to accept what you must, and at the same time, you strive towards a more successful way of life. Activities are geared to spending as little as possible to enjoy as much as possible. Both child and parent grow to a greater mutual appreciation through shared activities like bowling, potluck suppers, swimming, arts and crafts".

Jan, herself a single parent with two daughters, is active in volunteer work and is particularly involved in the growth and expansion of the local Parents Without Partners organization.

Interested? For information, you can contact the Sudbury chapter by writing to P.O. Box 601, Station B, Sudbury — or phone 674-8341.



Planning upcoming activities for P.W.P. members and their children are Vern Roy, left, a first-class maintenance mechanic and Reno De Luca, a carpenter at the Copper Cliff carpenter shop. Both are members of the Sudbury area Parents Without Partners organization.



From Port Colborne we have the John Piese family. John and Dorothy have two children, Linda, 14, and Stephen, 13. John is an electrician at the Port Colborne nickel refinery, and he enjoys golf and travelling in his spare time.

Family Album

Meet the Gerry Charbonneau family from Azilda. Gerry is a construction leader at Copper Cliff South mine and he and wife Ellen are raising three hockey playing sons. They are Danny, 16, Bryan, 14, and Darren, 6.



This is the Marty McAllister family from Lively. Marty and his wife, Muriel, have a son, Greg, 4, and a daughter, Heather, 9. Marty is a senior industrial evaluator with the industrial engineering department in Copper Cliff.

Meet Sakari Ruuskanen and his family, from Willowdale. His wife Shirley is a personnel assistant in the employee relations office in Toronto. Sakari and Shirley enjoy cross-country skiing in winter and spending summers at their cottage in Haliburton with their children, Tim, 8, David, 18, and Sheila, 7.





Representing the Froid-Stobie complex are, front, from left, Mario Leduc, and John McGibbon, captain; back, Gilles Dupuis, Claude Trudel and Gord Stewart.

Levack Mine Captures R. D. Parker Shield



From the Garson complex are, front, from left, Cec Ralph and Ron Taylor, captain; back, Richard Charron, Pierre Giroux and Denis Arseneau.



From the Creighton complex are, front, from left, Robert Boyer, and Perry Kirkbride, captain; back, Maurice Prudhomme, Ken Cummins, and Dave Hunda.



The winning team from the Levack complex. Front, from left, Phil Gaudreault and Guy Filiatrault, captain; back, Germain St. Amour, Bob Rheume and Tim Foucault.



Representing the Copper Cliff mines complex are, front, from left, Brent Palmer, and Glen Vellow, captain; back, Pat McCullagh, John Larabie and Bob Chasse.



The victorious Levack mine team receives the R. D. Parker Shield from Mel Young, assistant to the President, Ontario Division. Team members are, from left, Phil Gaudreault, Roger Brideau, coach, Guy Filiatrault, captain, Bob Rheame, Tim Foucault and Germain St. Amour.



The setting for this year's problem was a "mountain" scene. Spectators had a first-hand view of the entire accident scene and the high degree of first-aid skill demonstrated.



Action on the floor was fast and furious during the competition. Here Levack team captain Guy Filiatrault and team member Germain St. Amour apply dressings to an injured victim.

Two Years In A Row:

Winning Team Displays High Degree Of First Aid Skill

The house was packed to the rafters as spectators arrived early for the 40th running of the R. D. Parker First Aid Finals, held at the Inco Club in Sudbury. This year's event pitted the Copper Cliff nickel refinery against last year's winners from Levack mine.

This year's accident scene was at a new ski resort under development some 20 miles from the nearest town. Workers were engaged in cutting bush and installing tow mechanisms, when a blasting accident occurred which involved three workmen.

Both teams were required to deal with a variety of injuries requiring prompt treatment and a high degree of first aid expertise. To further complicate matters, a surprise blast occurred some 20 minutes into the problem. A garage about three miles down the road had exploded, and a gasoline fire had injured two other victims.

The nickel refinery team won the coin flip and elected to go first. Team members, captained by Everett Hopkin, were allowed 45 minutes to complete the

Hundreds Observe 40th Annual R. D. Parker Competition



"Lost Mountain" ski resort area, "Lost Mountain", accident scene and were extremely appreciative of by both teams.



Representing the Copper Cliff nickel refinery are, front, from left, Claude Belanger, and Everett Hopkin, captain; back, Larry Doner, Roy Hillier, and Serge Conte.



From the central shops are, front, from left, Rick O'Bonsawin, and Lionel Demontigny, captain; back, Peter Dowdall, Roger Chevrier, and Doug Lowry.



Representing the Copper Cliff copper refinery are, front, from left, David Rochon, Donald Ley, captain; back, Shawn Mullen, Alcide Rainville, and Gerald Vaillancourt.

ays Prompt Action, First Aid Expertise

problem, with time warnings issued at the 35 and 40-minute marks. They were followed by the Levack team, captained by Guy Filiatrault. The Levack team had been waiting away from the competition area while the nickel refinery was on the floor.

Mel Young, assistant to the President for Inco's Ontario Division, presented the R. D. Parker Shield to the victorious Levack team and prizes to the runner-up nickel refinery team. He reminded the audience that the teams were the "cream of the crop".

"These are some of the best trained people in industry today," he said.

To reach the Parker Shield Finals, a total of 14 teams worked their way through semi-final competitions for the D. Finlayson and H. J. Mutz trophies. The nine surface plant teams who competed for the Finlayson Trophy are shown on the right, while teams from the five mine areas, who competed for the H. J. Mutz Trophy, are pictured on the left.



From the Port Colborne nickel refinery are, front, from left, Peter Robitaille, and Dave Campbell, captain; back, Mike Mascitelli, Frank Francescangeli, and Al Buzzl.



Representing the transportation department are, front, from left, Robert Ross, and Eugene Kitty captain; back, Ray Sasseville, Robert Paradis, and Richard Marois.



Representing the I.O.R.P. are, front, from left, Rick Currie, and Jim Barclay, captain; back, Denis Lavoie, Don Boyer and Brad Fitzsimmons.



From the Copper Cliff smelter, are, front, from left, Gerard Benedetti, and Reg Gareau, captain; back, Barry Basso, Norm Marcil and Norm Bedard.



From the maintenance field forces are, front, from left, Richard Jacobs, and Robin Erickson, captain; back, Russ McIntyre, Aurele Ducharme, and Aurel Beaudry.



Representing the matte processing complex, are, front, from left, Yvon Sabourin, and Allan Burns, captain; back Gary Muise, Marie Perih and Brian Kassinen.

Miss Teen Canada:

Hundreds Greet Nancy-Jane

Pride and excitement were running high as hundreds of cheering friends welcomed Copper Cliff High School student Nancy-Jane Newburn, Miss Teen Canada of 1977, upon her return from the competition in Toronto.

An official welcome from Sudbury mayor Jim Gordon included the gift of flowers and an honorable escort by the Sudbury and District Pipe Band from the aircraft to the crowded terminal building, where the newly-crowned Miss Teen Canada met with her wellwishers, several of them requesting an autograph from the charming 15-year-old.

Escorted by the Ontario Provincial Police and the Sudbury Regional Police, a lengthy cavalcade of cars accompanied the lady of the day on the ride into the city.

Packed shoulder-to-shoulder in the terminal building of the Sudbury Airport, banner-waving crowds greeted Nancy-Jane, recently crowned Miss Teen Canada of 1977. Displaying one of the many talents that helped her earn the title, Nancy-Jane thanked everyone present and moved in amongst the well-wishers to answer their many questions.



Happy to be home before embarking on the many adventures that await her as Miss Teen Canada, Nancy-Jane Newburn poses with family and friends before being escorted into Sudbury. Nancy-Jane's father is Tom Newburn, assistant comptroller, Ontario Division.



79 Years Young:

Prospector Pete A Real Character

"Prospector Pete", the re-incarnation of the old-time prospector, the sourdough type who paddled his own canoe and wandered the winter snows on snowshoes, was a welcome visitor to Inco's hospitality suite during the recent 45th Annual Convention of Prospectors and Developers, held at the Royal York Hotel in Toronto.

In conversation with Inco personnel attending the convention, the colorful one-time prospector recalled the days when he struggled against dangers and hardships, mosquitos and black flies — and often the apathy of others. Like thousands of other prospectors, he helped open up the country, develop industries, create wealth and opportunity for generations. We like to think he symbolizes courage and enterprise and the restless human spirit.

By the way, if "Prospector Pete" looks familiar, it's because you've seen him in a TV commercial, or on stage in one of dozens of productions, or singing in major grand opera roles.



Dr. Ian Gray, left, Inco Limited's director of field exploration, welcomes "Prospector Pete" (William Sheldon) to Inco's hospitality suite. A man of many talents, "Prospector Pete," 79 years young, is a retired professional engineer, and vividly recalls his many years of prospecting.

Terry Podolsky, centre, Inco Limited vice-president, took time out from his busy schedule to meet many of the visitors. Here Terry chats with Bruce Dunlop, left, of Manitoba, and Karl McIntosh, administrator of property and contracts.



Mrs. Ann Gray, left, and Allen Sheito, Inco's regional manager of exploration, Mexico, meet with Eleanor and Phil McCarthy. Phil is presently general solicitor — international of Inco Limited.



NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



Getting set to activate the switch for a 46,700-ton blast at the Copper Cliff South mine, above, are mine foreman **Fred Nagel**, left, and electrician **Mauri Kankanpaa**. The 810 ore body pillar blast required over 27,000 pounds of explosives. At right are **Jean-Guy Lebel** and **Duncan Broncheski**, wiring one of the 23 6½-inch diameter holes prior to the blast. Each of the holes was loaded alternately with 20 feet of explosives and five feet of sand decking. According to Copper Cliff South mine superintendent Bill Moffatt, the entire blasting operation was a complete success. The blasted pillar was 100 feet in length and 40 feet wide.



To record the vibrations from the blast, **Mike Malkoski**, left, a rock mechanics technician, readies the equipment that will monitor the shock waves. **Bob Lesk**, a planner with the Copper Cliff South mine engineering department, is pictured above at one of the pickup stations for the shock waves.

NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



Springtime at the Copper Cliff Greenhouse calls for plenty of preparations for the planting season ahead. Getting an early start on the season, greenhouse assistant **Debbie Olfert** uses the oldest planting tool in history, the digit, to get the job done.



A realistic circus scene was the setting for the first aid "B" competition for the H. W. Walter and the M. Walker trophies in Port Colborne recently. Above, timer **Ken Anthes**, critic **Bob Lambert** and judge **Jack Corrigan** keep a watchful eye on **Andy Rollin**, left, and **Charles Campbell** as they lift patient **Carmen Belvedere**. Below, **John Koval** applies cold cream to **Don Hurst's** face before applying makeup. Casualty simulation is an important part of a first aid competition as it can give clues to the team members as to the patient's condition. In the background, **Barry Bitner** applies make-up to **Bob Bozzato**.



Before going underground at Creighton No. 9 shaft, many of the boys often stop to say hello and exchange a few comments with lampman **Max Zwierzchowski**, left. Swapping stories are, from left, drillers **Herbert Rueckert**, **Ray Phillips** and **Stan Hryniewicz**.



m (metre)

A door opening is about 2 m high and a door handle is approximately 1 m from the floor.

Canada metric

Metric Conversion

NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



Ray Condie, right, maintenance superintendent of the Creighton complex, points out a muck deflector, an innovation which prevents muck from being trapped between the bucket and the boom of the prototype JarcoScoop, as **Norm Miles**, left, maintenance superintendent, Copper Cliff, receives additional information from **Len Kitchener**. Below, the unit is studied from all angles by **John Brodie**, left, maintenance superintendent of Copper Cliff mines, **Gerold Heinze**, and **Dave Mann**, maintenance general foreman, Copper Cliff North mine. Note the non-slip adhesive which ensures solid footing for anyone working on the unit.



This JS800 prototype JarcoScoop recently was thoroughly tested on the Clarabelle Open Pit test ramp, a challenging 180-foot roadway with a 20% gradient. The load-haul-dump unit, with an eight cubic-yard capacity, underwent extensive operating and emergency brake tests. At the controls **Gerold Heinze**, senior maintenance specialist, tests the scooptram for gradeability and retardation under the watchful eye of **Len Kitchener**, left, mines equipment engineer, and **George Friel**, maintenance specialist. Below, George, left, and Gerold inspect the instrument panel which boasts additional features and an improved operator's cockpit.



Attention Curling Pensioners

The second annual IN Touch curling bonspiel is to be held at the Copper Cliff Curling rink on April 14 and 15. All pensioners are welcome. Registration fee is \$3 and should be sent to John Woznow, 2 Park Street, Copper Cliff, by April 7. Fee includes prizes and lunch. Please bring your own broom.

NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



A steady stream of willing volunteers stood in line to make their donation during the Red Cross Blood Donor Clinic held recently at Inco's general office in Copper Cliff. **John Vanderburg**, left, supervisor of sales tax, registered with Red Cross Corps volunteer **Josephine Head** while other "philanthropists" awaited their turn.



The routine blood test precludes the actual donation, and pretty **Debbie Lewis**, assistant to the administrator of the Sudbury and District Red Cross, made the analysis as painless as possible for **Jean Guy Lance**, of the copper refinery's anode department.



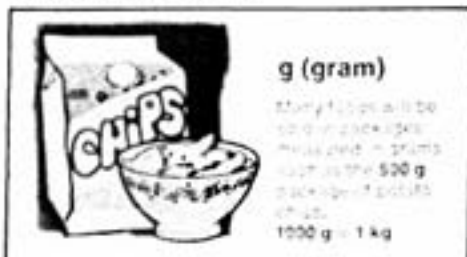
Although the Red Cross have visited many Inco plants in the past, this was the first Blood Donor Clinic held at the general office in Copper Cliff. It proved to be profitable, with 77 units of the valuable fluid donated. Two of the volunteers, **Bernice Larouche**, left, of safety and plant protection, and **Mary Jane MacKinnon**, of the pay office, were guaranteed careful treatment by **Nell Shames**, a volunteer with the Red Cross Corps.



Regular testing of first aid equipment ensures maximum performance, should an emergency situation occur. At Creighton No. 9 shaft, plant protection officers **Jim Chevette**, left, and **Hans Zappel** check the first aid office respirator prior to the start of the shift.



Creighton mine's monthly safety slogan contest put \$25 into the pocket of motorman **James Earley** recently. Mine Superintendent **Ted Flanagan** presented Jim with the cheque and thanked him for his interest in the promotion of safety.



NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



The Belaire Figure Skating Club of Port Colborne has been active since 1955 and currently boasts a membership of over 100. Many of the skaters are children of Inco employees. This is **Nancy Crabbe**, performing a split jump. Her father, **Bill Crabbe**, president of the club, is a first-class machinist and plant fire chief at the Port Colborne nickel refinery. Below, one of the club's two pros, **Sandi Kelly**, shows proper form to **Bessie Padadimitriou**. Her father, **Gus**, is employed at the Port Colborne research complex, and is currently on assignment in Indonesia. Other club members are **Maria Tamburri** and **Anita Petreccia**.



Careful study of ore samples by Creighton mine geologists is a daily occurrence. All ore samples are mapped and recorded, producing a constant guide for efficient ore removal. Above, mine geologist **Earl Hanna**, centre, maps study specimens with stope geologists **Arnie Dowdall**, left, and **Roger Lichty**.



Engineering students **Adrian Sladojevic**, left, and **Colin Flett** took full advantage of the Massage Booth, sponsored and manned by nursing students during the Laurentian University Winter Carnival. Trying hard not to rub the lads the wrong way are, from left, **Diane Meagher**, **Paula Miller**, **Julie Moulton**, **Lella MacLeod**, **Jan Westwall**, **Anna Zuccato** and **Margaret McBay**. Both Adrian and Colin have worked as summer students with Inco. Adrian's father, **Marjan**, is a dryman at Stobie mine. Colin's father, **Colin Sr.**, is a sandfill boss at Froid No. 3 shaft. Below, one of the carnival's action-packed events was the Chocolate Sloss, in which participant **Mike Aspinall**, left, devoured as many chocolate-coated marshmallows as **Debbie Lee** could feed him, under the watchful eye of referee **Judy Cramer**.



NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



Recently relocated to the Sudbury and District Health Unit building on Paris Street, the Miners' Chest Examining Station now has spacious facilities in which to conduct the annual checkups. Above, senior technician **Nikola Tomasevic** prepares **Leo Nadeau**, a driller at Copper Cliff South mine, for his X-ray. Lung function tests are also conducted at the new location, and technician **Marshall Meehan** watches closely as Creighton switchman **Peter Mann** blows directly into the Vitalograph machine, which gives a graphic illustration of the vital capacity of the lungs.



Open up the world of science to a group of talented youngsters and nothing can hold them back, especially if their own interests take them from discoveries in hydroponic growth of plants to testing field conditions for Citizens Band radios. These topics and many others were investigated by students of the grades seven and eight enrichment program, offered at Cyril Varney School in New Sudbury. Above, 12-year-old **Susan Park**, daughter of **Robert Park**, a planner at Levack mine, explains the operation of her self-constructed sextant to teacher **Rosemary Webster**. Below, a steady hand and a probing mind keep **Graham Balson**, left, and **Wayne Dittmar** absorbed in their biology experiment into the comparative anatomy of cats. Graham's father, **Derald**, is a clerk with the Inco maintenance department in Copper Cliff, while Wayne's father, **Hans**, is a first class rigger at Copper Cliff South mine.



NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



A hot lunch is always something to look forward to, and miners have been enjoying their hot lunches ever since warming ovens were first introduced to underground lunchrooms some years ago. Since then, hundreds of warming ovens have been installed, and their pre-fixed temperature of 150 degrees have kept the dinners steaming hot. Here **Gerald Smith** gets ready to enjoy his well-deserved lunch in the 2,250-level lunchroom of the Copper Cliff South mine.



Making life a little brighter for the community was the idea behind the recent Lightbulb Drive by the Waters Township Lions Club. In the process, the Lions raised \$540, and then proceeded to match the money raised with a contribution of their own, all of which was donated to the Canadian National Institute for the Blind. Accepting the \$1,080 cheque was **George Mayor**, right, C.N.I.B. administrator for Northern Ontario. Making the official presentation on behalf of the Waters Township Lions were, from left, **Earl Box**, Governor of District A-5, **Harvey Gere**, general safety foreman at the Copper Cliff nickel refinery, and Waters Lions president **Perry Kirkbride**, a plater at Creighton No. 3 shaft.



The demands of winter have kept everyone moving at a quick pace, including electricians at various Inco operations, who conducted weekly tests of electrical outlets located in the plant parking lots. Here Copper Cliff South mine electrician **Bob Pysker** resets a breaker before testing the many plug-ins.

cm (centimetre)



As you can see, a centimetre is a pretty small measurement. This is just part of a ruler that is 1 cm wide. 100 cm = 1 m



Knox Presbyterian Church in Sudbury recently hosted an entertaining evening of hand-clapping music performed by the Hamilton Family Gospel Singers. The talented family, led by their father, **Glen Sr.**, a garage mechanic at the Froid-Stobie complex, performed a wide variety of music, from traditional hymns to contemporary songs. Members of the family band include, front row, from left, **Sandra Hamilton**, evangelist **Nora Hamilton**, **Glen Jr.**, **Danny** and **Carol**. At rear are **Mike** and **Glen Sr.**

NEWSMAKERS . . . NEWSMAKERS . . . NEWSMAKERS . . .



Five staff members of the Port Colborne research stations recently left for Guatemala to assist in Inco's start-up operations. At a conference held in Port Colborne a few days before leaving are, from left, **John Gagnon**, **Bob McGowan**, **Terry Connaughton**, **John Ruiter** and **Jack Borland**. The five men expect to stay in Guatemala for three months.



Antonio Tamburri, of the Port Colborne nickel refinery, is one to attest to the importance of wearing safety glasses while on the job. Recently Antonio was dumping some scrap pieces into the crusher at the "S" nickel rounds building when a piece of nickel flew back in his direction and struck his glasses. The force broke the right lens and almost certainly prevented a serious injury and probably the loss of his eye.



Bill Prince, staff paymaster in Copper Cliff, and **Cliff 'Nugger' Bennett**, a driller at Stobie mine, were guests of honor at a stag roast recently, as friends gathered to pay a tongue-in-cheek tribute to their many years of dedicated service to organized baseball and fastball in the Sudbury region. Over 200 people packed the basement of the International Hotel in Sudbury to renew acquaintances and relive memories of the golden days of baseball. Both Bill and Nugger are umpires for the Nickel Belt Baseball League. Looking over photos of the good old days are, from left, **Ned Leore**, an Inco pensioner who played outfield for the old Frodo Tigers; **Bill Prince**; **Cliff 'Nugger' Bennett**; and **Unk Longfellow**, also an Inco pensioner who played infield for the old Copper Cliff Redmen.



An important part of the apprenticeship program taken by **Bill Teal** and **Jerry Garbutt**, of the machine shop at the Port Colborne nickel refinery, is their evening studies at the Niagara College of Applied Arts. Here they are in the modern library building at the college, going through some reference books, looking up a point of information to satisfy their curiosity aroused by a class discussion. Many other Inco employees and pensioners take advantage of the courses at Niagara to further their knowledge.

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One sure sign of spring is the increase in numbers of employees riding bicycles to and from work at the Port Colborne nickel refinery. Always a popular mode of transportation in the area, this year, with a growing concern over physical fitness and the increase in the price of gasoline, more bicycles than ever are expected at the refinery.



kg (kilogram)

2 kg is about 4 1/2 lbs.
1 kg is about 2 1/2 lbs.
2 kg is about 4 1/2 lbs.
1 kg is about 2 1/2 lbs.



Quick thinking and quick action by two scooptram operators at Copper Cliff North mine resulted in a letter of recommendation from mine superintendent **Grant Bertram** recently. The incident occurred when scooptram operator **Ray Richer**, centre, was descending the ramp with a full bucket of ore. When flames broke out on the exhaust manifold, he reached for the fire extinguisher, as did scooptram operator **Wayne Glibbery**, who was waiting at the bottom of the ramp. Both operators emptied two twenty-pound extinguishers, putting out the fire quickly and efficiently. Mine foreman **Gerry Lafantaisie**, right, congratulated the men for their prompt and efficient action.



Waiting for the cage is the ideal time to swap a few stones with the boys, and those hard-metal lunchpails double as makeshift chairs for employees at many Inco mines. At the Levack mine, an interesting item catches the eye of, from left, **Rodney Rattu**, **Vincent Morrissey**, **Tony Perry**, **Craig Rutley** and **Brian Livingstone**.

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Many thanks to the judges of the Triangle Photo Contest, whose patience and expert eyes determined the winning photographs displayed in the pages of this issue. Here sorting through the hundreds of entries are, from left, **Jim Duncan**, chief photographer for the Sudbury Daily Star; **Mike Piela**, a freelance photographer, and **Gary Caruthers**, freelance photographer and a photo instructor at Cambrian College.



With their latest achievement posted for all to see, congratulations are extended to these two crews from Crean Hill mine for their excellent safety performance. **John Turpeinen's crew**, above, have gone six months without a medical aid dressing. **Jim Bryant's crew**, below, have gone nine months without a medical aid dressing and six months without a dressing of any kind. "It's co-operation like this that's earned us the All Mines Trophy last year," John Turpeinen and Jim Bryant told The Triangle. "And we aim to keep it this year, too."



Sherri Pevalto, daughter of **Leo Pevalto**, superintendent of safety, was recently awarded the Canada Cord, the highest achievement possible in guides. **Diane Maggs**, left, commissioner of the Wildwood district, presented the cord, which Sherri earned through devoting much of her time to coaching the Walden Figure Skating Club.



The Provincial Age Group Championships attracted young swimmers from across Ontario recently, and the Northern Ontario Aquatic Club sent eight swimmers to Guelph to participate in the events. In the girls' 10 and under 400-metre individual relay competition, these girls picked up the bronze medal, with a time of 5:49.4. The swimmers, who practice at the R. G. Dow Swimming Pool in Copper Cliff, are, from left, **Nicole Mallette**, **Denise Geregthy**, **Rachel Poff** and **Jennifer Campbell**. Denise's father, **Gerald Geregthy**, is with Inco's exploration department. Rachel's mother is **Fay Poff**, secretary to the manager of the Iron Ore Recovery Plant.

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During a recent visit to Sudbury, Provincial Labor Minister **Bette Stevenson** visited Copper Cliff North mine, where she viewed underground workings and equipment common to area mines. Prior to her trip underground, lampman **Eric Backstrom** assisted the distinguished visitor in donning her cap lamp.



Providing an insight into various technical articles published in journals and conference papers, Inco's **Extramet Digest** is published twice monthly and reaches practically all Inco Limited operations. In order to maintain its broad scope of subjects, the Digest staff scans well over 200 technical journals each month from locations all over the world, including Japan, Russia and Australia. Compiling the information is in the capable hands of, from left, **Dr. St. John Blakeley**, manager of research services at the J. Roy Gordon Research laboratory, technical editor **John Glynn**, and assistant **Steve Barringer**. The **Extramet Digest**, with an estimated readership in excess of 1,000, is mailed to interested parties requiring in depth information on many topics. Below, **Nell Hansen**, of the lab's graphic arts department, handles the printing of the magazine.



That's Creighton mine's operating shaft boss **Larry Jones**, right, notifying crews over the intercom system that their cage is ready to leave for underground. Seated behind Larry is cagetender **John Stopciati**, in conversation with a mine foreman at one of the underground stations.



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A recent all-Ontario Badminton Championship held at Laurentian University in Sudbury saw the Creighton-Walden Badminton Club capturing the Northern Ontario title in the under 19 category. Members of the club include, front row, from left, **Kevin Sherbanuk, Nevio Cristante, Dave Dumencu and Kent James.** Standing, from left, coach **Gino Gonella, Mary Pilon, Anne Cormier, Lori Liske, Sue Carbone, Mary Green, Jeanne Cormier and Mary Shannon.** Below, club president **Erminio Cozzarini** discusses game strategy with Anne Cormier and Lori Liske who represented Ontario at the Canadian Badminton Championship in Edmonton. Erminio is employed as a sandfill man at Creighton No. 9 shaft, while coach Gino Gonella is a storeman at the Creighton mine warehouse. Gino is past Northern Ontario singles and doubles champ, who successfully defended his title until his retirement from competition.



While hundreds of Inco employees celebrated St. Patrick's Day with the traditional wearing of the green, few wore it as well as **Mary Saloun**, an architecture student from the University of Waterloo, presently working in the general engineering design section. While black and white film fails to capture the green outfit and Mary's flaming red hair, the photo still captures the spirit of the day. Mary's dad, **Anthony**, is a stope leader at Creighton No. 9 shaft.

Inco Limited has 78,014 shareholders

At year-end, Inco Limited had 78,014 shareholders of record, compared with 84,369 on December 31, 1975. Sixty-five per cent had addresses in Canada, 33 per cent in the United States and 2 per cent elsewhere. Canadian residents of record held 49 per cent of the shares outstanding, United States residents 36 per cent, and residents of record in other countries held 15 per cent.

Would You Like to know more about Your Company?

Copies of the 1976 Annual Report are available. If you'd like one, mail your request to:

**Public Affairs Department,
Inco Limited,
Copper Cliff, Ontario, P0M 1N0**

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Tucked away in a corner of Inco's massive smelter complex is the Copper Cliff sample house, a small but integral part of operations designed to prepare samples of plant inputs and products for control and accounting purposes. Above, **Syl Leclair**, a sampler at the Copper Cliff sample house, crushes reverb matte samples in a small laboratory sized crusher as part of a process of preparation for analysis. Below, sample house foreman **Jim MacDonald**, left, discusses a sample compositing procedure with **Bob Allan**, chief sampler.



mm (millimetre)



The thickness of a dime is about 1 mm and 10 mm or 1 cm is equal to a stack of 10 dimes.



Installing wall bolts and wire screen for ground support is all part of a day's work for **Dale Ventress** and **Ed McCann**. Here Dale, left, is torquing a wall bolt while Ed is holding down a section of the screen. The photograph was taken in 816 stope, 2,250 level, at the Copper Cliff South mine.



Despite a temporary delay caused by February's machine shop fire in Copper Cliff, these punch bars for the converter building were rethreaded on the threading machine at its new location at the Coniston smelter. Threading machine operator **Carlo Falcioni**, left, confers with shop co-ordinator **Allyn Butler** while making the necessary repairs.

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Directing a fleet of trucks is no small undertaking, but staying in touch with a fleet as large as Inco's involves a co-ordinated effort at the truck dispatcher stand and weigh scales, located on shops alley in Copper Cliff. Comparing their records with scale clerk **Florian Martel**, centre, are truck dispatchers **John Sartori**, left, and **Cec Giroux**.



Wearing safety glasses on the job can save a lot of anguish, as shoveller **Louis Malette** found out recently when a piece of rock chipped off the wall he was scaling at the Levack mine 3200 level and struck the lens of his safety glasses. Levack mine safety foreman **Jeff Beland**, left, inspected the shattered glasses that helped Louis see the advantage of wearing them at all times.



A four-hour written examination by the Ministry of Consumer and Commercial Relations didn't faze any of the 40 lift-truck operators from Inco's transportation department. All employees passed the examination and were presented with their hoisting engineer's certificate for lift trucks. Two of the successful operators are **Gino Battalon**, left, and **Ken Rose**.



At Crean Hill mine, **Brian Volckmann** is training to be a driller and has just completed his driller's exam under the watchful eyes of **Pete Boyer**, left, test examiner, and **Leo Viljanmaa**, school stope instructor. We are pleased to report that Brian passed with 'flying colors'.

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Getting the message across clearly is one thing, but when the message must be clear, clean, neat and in the proper colors, the assignments in the Creighton mine area usually go to the sign shop. Its crew produces the many messages found throughout the mines and surface plants, from safety slogans to the congratulatory messages found on the cribbage boards, presented to retiring employees. Sign painters **Morley Reilly**, right, and **Peter MacLeod** produce an average of 100 signs each day, along with other items that include drinking glasses, complete with the Inco logo, to be awarded to Creighton mine employees as safety and good housekeeping awards. Below, Peter silk-screens a requested sign.



The Copper Cliff copper refinery athletic association's annual curling bonspiel was held recently at the Copper Cliff Curling Club, bringing 34 rinks into competition. Winning the grand aggregate event were **Bill Brown**, left, **Gloria Valley**, **Sil Merla** and **Bert Duckett** who proudly displayed the President's Trophy.



Sponsored by the Lively-Creighton Lions Club, the annual Effective Speaking Contest was recently held at the George Vanier Public School in Lively. Four students of the Lively High School shared \$200 in prizes, with first prize winner **Craig Davies** advancing to the district final competition in Sudbury. Examining the text of a speech are, from left, participants **Connie Cashmore**, **Mary Ellen Hickey**, **Craig Davies** and **Ellen Golden**.



That's **Bordon Dowdall**, second from right, grade control technologist at Crean Hill mine, discussing control pulling procedures with foreman **Al Everett**, left, **Ron Bilton**, chute blaster, **Richard Bouchard**, driller, **Gary McKinley**, motorman, and **Mike Desroches**, scooptram operator. The area being discussed is the main ore body on the 1800-foot level, where a recent pillar blast produced 480,000 tons of ore.



Albert Gagnebin, former Chairman of the Board and presently a Director of Inco Limited, received the AIME **Charles F. Rand Memorial Gold Medal** during the 106th Annual Convention of the American Institute of Mining, Metallurgical and Petroleum Engineers, held recently in Atlanta, Georgia. Mr. Gagnebin received the coveted award "in recognition of more than four decades of innovative ferrous metals research, inspired leadership, and dedication to technology and the society which it serves." The Charles F. Rand Memorial Gold Medal was established in 1932 and is awarded for distinguished achievement in mining administration, including metallurgy and petroleum.

Bright Ideas Mean Extra Money

With the warm weather approaching and many of our employees dusting off their camping equipment, an added income always comes in handy. We are pleased to report that numerous employees again walked away with valuable suggestion plan awards.

Top award for the month, \$150, was shared by the team of **Gerry Montpelier** and **Stan Picard** of Coleman mine, for their recommendation to slope ore and rockpass dump walls and reinforce them with rails.

Suggesting improvements to the brick crusher at the Port Colborne nickel refinery resulted in an \$85 award for **Elesio Passero**.

There were three winners in the \$75 category. **John Bellerose**, of the Copper Cliff smelter, came up with a suggestion to design a support for pneumatic drilling machines used to drill out copper converter tuyers. He won \$75 for his effort. At Levack mine, **Douglas Breathal** picked up the second award for recommending construction of a ladder to repair spray lines in the sand plant. Taking the third \$75 award was **Rudolf Wolf**, of the Copper Cliff smelter, for his improved method of cleaning 4B punching machine valve bodies.



Gerry Montpelier



Stan Picard

Three awards were presented in the \$50 category. **Dieter Blaffert** and **Joe Johnson**, of the Copper Cliff smelter, came up with a winner by suggesting replacing two splitter boxes with one splitter box of superior design. **Juergen Henning**, of the Iron Ore Recovery Plant, suggested relocating amperometers for the second stage dryers and placing filters on the manual switch panel. At the Copper Cliff smelter, **Andy Sagie** and **Nicola Polifroni** suggested installing skirting between the nickel reverb roof and the bottom of the lunchroom.



Copper Cliff general engineering's **Pierre MacDonald** cut a neat figure during the recent 13th Annual Invitational Bonspiel, held at the Sudbury Curling Club. Decked out in his Charlie Chaplin outfit, Pierre is getting ready to deliver his "home-made" rock.



Logo Writer – Miss Teen Canada

This young lady, Nancy-Jane Newburn, has graced the pages of newspapers across the country recently, but she seems to mean more to the people of Sudbury, particularly to students of the Copper Cliff High School, who first nominated her for the Miss Teen Sudbury contest that opened the door to Miss Teen Canada. Matched with the fact that she's very easy to look at, qualified her as Logo writer for the April edition of The Triangle.

"It was an honor to be nominated by the kids at school," said Nancy-Jane, a 15-year-old Copper Cliff native, and

daughter of Tom and Barbara Newburn. Tom is an assistant comptroller with Inco's accounting department in Copper Cliff.

After winning the Miss Teen Sudbury contest, Nancy-Jane travelled to Toronto to represent the city in the Miss Teen Canada Pageant, and the broadcast on national television over the CTV network told the rest.

"We arrived in Toronto about a week before the contest to meet the other girls and rehearse some of the production numbers," Nancy-Jane says, "and I was having so much fun with the other

contestants that I wasn't even thinking of winning. I had no idea."

Nancy-Jane Newburn will be a very busy girl this summer, criss-crossing the country to attend the hundreds of events that have requested the Miss Teen Canada winner to attend.

"I'll be doing a lot of travelling across the country, but most of it will be during the summer, so being Miss Teen Canada won't interfere with my schoolwork."

International travel is also on the agenda, starting with a week-long trip to London, England, slated for the summer months.

