

INCO **Triangle**

MARCH/APRIL/MAY 1987





On the cover

The newly reloaded headframe of Crean Hill Mine gleams in the sun. The mine was recently reopened and the first trainload of ore was shipped on May 8 (see photo on this page). This shipment was the first since the mine was closed in 1978 and marks the beginning of production from what is now a state-of-the-art all-electric mine, one of the most technologically sophisticated in Canada. Every piece of equipment used underground will be electrically powered. It will also be computerized, self-monitoring and will automatically adjust itself or shut itself down if there is variance from its established settings. When the mine reaches full production in 1989 it will be capable of producing 3,000 tons of ore per day with a productivity of 25.2 tons per manshift. This more than triples the productivity of the mine when compared with the last year of full production in 1977. At that time the mine was producing 3,300 tons per day with a productivity of 8.1 tons per manshift. For the full story see article beginning on page 10.



A representative group of Crean Hill Mine employees pose in front of the first trainload of ore from the newly reopened Crean Hill Mine. More information on Canada's first all-electric mine can be found in story beginning on page 10.

IN MEMORIAM

Inco officials and shareholders observed a minute of silence at the Company's annual meeting in memory of five Inco employees who tragically lost their lives in two mining accidents since the beginning of the year.

Mr. Charles MacDonald died as a result of an accident at Crean Hill Mine. Four men died at Levack Mine when an uncontrolled flow of crushed ore escaped into the hoisting compartment in which they were working. The Levack miners were: Mr. Rene Bedard, Mr. Wilbrod Gauvin, Mr. Donald Knight and Mr. Germain St. Amour.

Although the Division has achieved a significant improvement in safety performance during recent years, the recent mine fatalities have spurred the Company to further increase its safety efforts. As a result, a new safety initiative, which involves a comprehensive analysis of all operations, has been put in place. Its ultimate goal is to eliminate injury in the workplace.

Inco Chairman and Chief Executive Officer, Charles Baird, outlined the new program at the Company's annual meeting.

"Our objective is to ensure that fail-safe systems are in place, that will assure personal safety, even in the event of equipment or human failure. This analysis will be conducted by risk analysis teams jointly established by the Company and the United Steelworkers of America. The Mining, Health and Safety Branch of the Provincial Ministry of Labour will also add their expertise."

INCO DROPPED FROM DOW

The following article was written by Inco's Public Affairs Department in New York and gives some background information on the recent announcement about Inco being dropped from the Dow Jones Industrial Average on the New York Stock Exchange. We include it here for the interest of our employees and pensioners.

Some of us were shocked, others felt only a twinge of regret or a vague sense of loss, when we learned that Inco would no longer be one of the 30 companies of the widely followed Dow Jones Industrial Average after an association lasting 59 years.

We had never thought much about it before, just sort of took it for granted and used it to impress at luncheons and parties: "We're one of the Dow 30, you know."

How many of us ever stopped to consider what we were part of, how it works and what purpose it serves?

Basically, it is an index of the relative price of securities based on the daily average price of 30 selected stocks, all of which are listed on the New York Stock Exchange. The index is published every trading day in the Wall Street Journal, which is owned by Dow Jones and Company. To arrive at the average you would expect to add up the stock prices and divide by 30. Not so. When the Dow 30 was established in 1928 it was done that way, but today the divisor reflects the numerous stock splits of the component companies over the years, and is now below 0.9.

Investment tools

The investment community follows this index closely because it provides a handy barometer of overall market performance. Related indicators are Dow's 20-stock Transportation Average and 15-stock Utilities Average. Together, the three averages make up the composite index. All valuable tools for the professional investor.

The reason given for removing Inco from the Dow 30 on March 12 of this year was that the replacement companies, Boeing and Coca Cola better represent today's market and long-run changes in the economy. Two replacements were needed because another firm, Owens-Illinois, was also taken off the list due to the fact that it was going private and, therefore, would no longer be traded on the stock exchange.

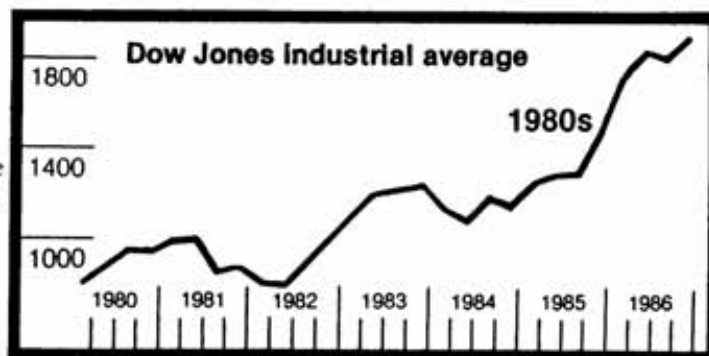
A Wall Street Journal spokesman stressed that the Inco substitution was being made solely to improve the market sector weighting of the index, not because of any change in Inco itself, nor, added a spokesman

for Dow, because of anything to do with Inco's performance.

In any event, professional investors don't buy Inco stock, or any other stock, based on the fact that it is or is not included in the Dow Jones Industrial Average. While the announcement did spark a flurry of unusually active trading in Inco stock, a "sell" mentality was short-lived and the stock quickly rebounded.

Changing market

What, then, were the underlying factors that determined the Inco substitution?



Charted on a quarterly basis, the Dow Jones Industrial Average provides an accurate reflection of the growing strength of the market during the current decade.

One consideration was that both Boeing and Coke stocks are very actively traded and widely held by both individual and institutional investors, whereas Inco stock is less heavily traded and held mainly by institutional investors. In terms of capitalization, or stock price times the number of shares outstanding, both new additions are among the 50 largest companies on the Big Board. Inco is in the top 500.

Mainly, however, Dow was simply recognizing that the economy is moving away from dependence on the heavy industry sector, the so-called smokestack industries, and becoming more and more dominated by high tech and service businesses. While substitutions have been infrequent over the years, the last decade has seen substantial change in the component mix of the Dow 30. The name "Industrials" has only been retained for tradition's sake. The present list includes a greater weighting from such sectors as advanced technology, service and health care.

MATT LANDRY

Courage and determination overcome the odds

Matt Landry has defied the odds, conquered a handicap and has come up smiling. Now, his accomplishments have made him an inspiration as the area "Timmy" representing the Easter Seal Society.

The plucky ten-year-old from Chelmsford refused to be humbled by the birth defect which left his arms half the normal length. Instead, he pursued his love of hockey and now officiates as a linesman with the Sports North squirt hockey league.

And for about five games each week, Matthew's father, Mark, lashes on his son's skates so Matt,

a fifth grade student at Ecole Jacques Cartier in Chelmsford, can don the familiar striped shirt of the referee and take to the ice.

"He's done this on his own," said Mark a blaster foreman at Creighton mine. "He was kind of scared the first couple of times out, but his love of the sport helped him get over it," he added.

"At first the players would look at me a little weird," said Matt. "But now they're used to me and treat me the same way as any other referee."

Not only does Matt referee hockey, but he is an avid road hockey player - "almost every night" - a swimmer, an enthusiastic martial arts student and a cub scout. In school, he



Dillon Kensley, an employee at Copper Cliff South Mine, raised over \$1,300 by participating in the Snowarama which is a fund raising event for the Easter Seals Society. He collected money from The Copper Cliff Lions, Local 6500, the employees at South Mine and also presented a cheque on behalf of Inco. He was joined by his son, Jamie, who at age 12 was the youngest participant in the event. They met up with Matt and Mark Landry at the site of the Snowarama and posed for this photo.

excels in mathematics and studies art as a creative hobby.

During the salmon run, Matt and his father can be found along river banks on Manitoulin Island casting for Chinook salmon.

Matt's career as a hockey official began in November when - as Timmy - he dropped the puck during an Easter Seals ceremony at a Sports North hockey tournament. Now his equipment, which includes a bright hat button stating "Refs Are People Too," is

Matt talks with goalie during a break in the action.



sponsored by First Goal Trophies.

As Timmy, he participated in the annual Easter Seals Snowarama in February where 155 snow machine riders pledged \$20,000 for the society.

As a referee, Matt admits to some initial confusion over where to drop the puck. In the future, he will be given an orange baton to signal icing and offside calls.

Because of his short arms, he has had to work on his balance while skating but appears to have mastered it, his father said.

Overcoming the obstacle of a birth defect has taken both patience and perseverance said Mark, adding the struggle has not always been an easy one.

"It wasn't all hearts and flowers," Mark said. "There's been enough tears shed over the things Matt has tried to do but couldn't ... and all the taunts and teasing at school.

"But I look at it this way. We just take each day as it comes. Naturally, there will be things he can't do but we always support him when he wants to try something new."

Matt also realizes the importance of his accomplishments in providing inspiration for others who face handicaps. "I tell them that if I can do it, they can do it," he said.

"And if they're worried about someone being cruel to them or teasing them, I tell them just to ignore it," he added. "If you want to do it, you've got to do it your way."

Matt's not sure what profession he would like to pursue in the future, but he is sure of one thing; he'll always be an avid sportsman, fisherman and hunter and will never let a handicap stand in his way.



Matt's smile is contagious.



Mark Landry gives son Matt some assistance in suiting up.

MC CREEDY WEST WINS PARKER

The two best first-aid teams in Inco's Ontario Division met in head to head competition at the Cambrian Foundation auditorium in Sudbury to determine which team is the best. McCreedy West

Mine from the Levack Complex defeated the Copper Cliff Smelter Complex in a gruelling time-limited test of first aid skills known as the R.D. Parker First Aid Competition.

The "Parker" is an annual competition which was held for the 49th time this year. It is the culmination of weeks of preliminary first aid competitions which are held at the plant level



Scott Duncan, from the Smelter Complex has to cope with an hysterical husband Chuck Benedetti and his "wife".



Ontario Division President, Mike Sopko presents Parker Shield to McCreedy West team, winner of the 1987 Parker. In photo are, front, from left, Malcolm MacNeil (spare), Craig Coupal (mascot), Bob Coupal; middle row, Claude Frappier, Nick Schatalow (coach). Mike Sopko; back row, Peter Zieleniewski, Clement Belanger and John Boden (captain).

and is named after the late Ralph Douglas Parker, a former senior vice-president of Inco, who started the competition in 1937.

The problem which each team had to deal with in this year's simulation involved treating victims of a mock tornado disaster. Since the teams come from both mining and surface plants the problems in the Parker final are designed so that neither team has an advantage by facing a work related test.

In keeping with past competitions great care was taken to produce a problem that was as realistic as possible in terms of sight and sound. From casualty simulation to sound effects and crowd control, the contestants had to think quickly and make accurate medical diagnoses under the watchful eyes of judges.

The first team on the floor was the McCreedy West squad composed of Claude Frappier, Nick Schatalow, Clement Belanger, Malcom MacNeil, Bob Coupal, John Boden and Peter Zieleniewski. They had 45 minutes in which to handle the situation. After a brief intermission the Smelter Complex took to the floor to test their skills. (They were kept in a separate room while the McCreedy West team was on the floor and had no knowledge of the problem until it was their turn). Team members of the Smelter Complex are Scott Duncan, Neil Pacaud, George Grenier, Marcel Nainee, J.P. Coutu and Larry Beatty.

Mike Sopko, president of Inco's Ontario Division presented the Parker Shield to the winning team but stated in his remarks that "there are no losers in this competition. The Company benefits, the community benefits but most importantly the teams benefit."

The McCreedy West team will now represent Inco in the McCreedy Trophy competition against the best first aid teams from the mining industry in the province.



Dr. Bob Francis, left, Inco's Medical Director, watches McCreedy West team members Claude Frappier, Clement Belanger and Bob Coupal treat patient Jason Tonelli.



Scott Duncan, left, and George Grenier from the Smelter Complex give quick treatment to Todd Marshall under the watchful eye of judge Len Leclair.



John Boden, Peter Zieleniewski and Claude Frappier from McCreedy West, prepare to move victim Jason Tonelli.

Photos of all teams involved in the Mutz and Finlayson competition are on the next two pages.

FINLAYSON COMPETITORS



TRANSPORTATION

Henry Simon, Richard Marois (coach), Ivan Campeau
Roy Levesque, Noel Gaudette (captain), Richard Mongeon



COPPER REFINERY

Denis Herard, Don Ley (coach), Peter Schiewek
Yvan Beauchamp, Cathy Mulroy (captain), Maurice Loiselle



PORT COLBORNE REFINERY

Jack Bidgood, Dan DeLuca (coach), Randy Agius
Jim Haggerty, Willi Beifuss (captain), Cesare Dicarmine



POWER AND CONSTRUCTION

Gerry Chabot, Clem Castonguay (coach), Allan
Wuorinen, Ed Casey (spare)
Carl Murchie, John Smith (captain), Dick Chiasson



CENTRAL MILLS

Ray Gervais, Ted Wilson (coach), Marcel Legault
Steve Campbell, Lee Riehl (captain), Norah Spicer



NICKEL REFINERY COMPLEX

Jack Parry, Stan Ojanpera (coach), Peter Tchorzewski
Paul Hutfels, Don Benoit (captain), Jim Dinwoodie

MUTZ COMPETITORS



SMLTER COMPLEX

Scott Duncan, Neil Pacaud (coach), George Grenier, Marcel Nainez, J.P. Coutu (captain), Larry Beatty



LEVACK COMPLEX (MC CREEDY WEST)

Claude Frappier, Nick Schatalow (coach), Clement Belanger, Malcolm MacNeil (spare), Bob Coupal, John Boden (captain), Peter Zieleniewski



FROOD-STOBIE COMPLEX (FROOD MINE)

Dino Fregonese, Gordon Stewart (coach), Anthony Goguen, Donald Charette, Richard Gour (captain), Bernard Jones



NORTH MINE

Gilles Roy, Jack Filshie (coach), Ernie Chartrand, Reg Chartrand, Lloyd Willoughby (captain), Keith Godin



CREIGHTON COMPLEX (SOUTH MINE)

Tom Saxton, Wayne Kennedy, Ken Silver (spare), Fred Madore, Walter Mariga (captain), Ken Bolton

CREAN HILL

First All-electric mine could herald the beginning of a new electric mining era.

When Crean Hill mine in Inco's Ontario Division was closed in 1978 little did anyone realize that it would be re-opened as the first all-electric mine in North America.

State-of-the-art electric technology will be used in the mining process and all production equipment - from crushers to cages, scooptrams to drills - will be powered by electricity.

The mine was already well-serviced with electrical power so the amount of new wiring to install has been kept to a minimum. The whole concept of an electric mine is based on the fact that the equipment is powered with electric motors instead of the conventional diesel fueled motors. Most of the mobile equipment such as scooptrams will be connected to the electrical source by way of an overhead trolley system, similar to electric trolley cars.

According to Menno Friesen, area manager of the Creighton Complex, which includes Crean Hill mine, electric equipment such as scoops are not new. "We've been using electric scoops at Creighton mine for about 12 years. But the difference is that the

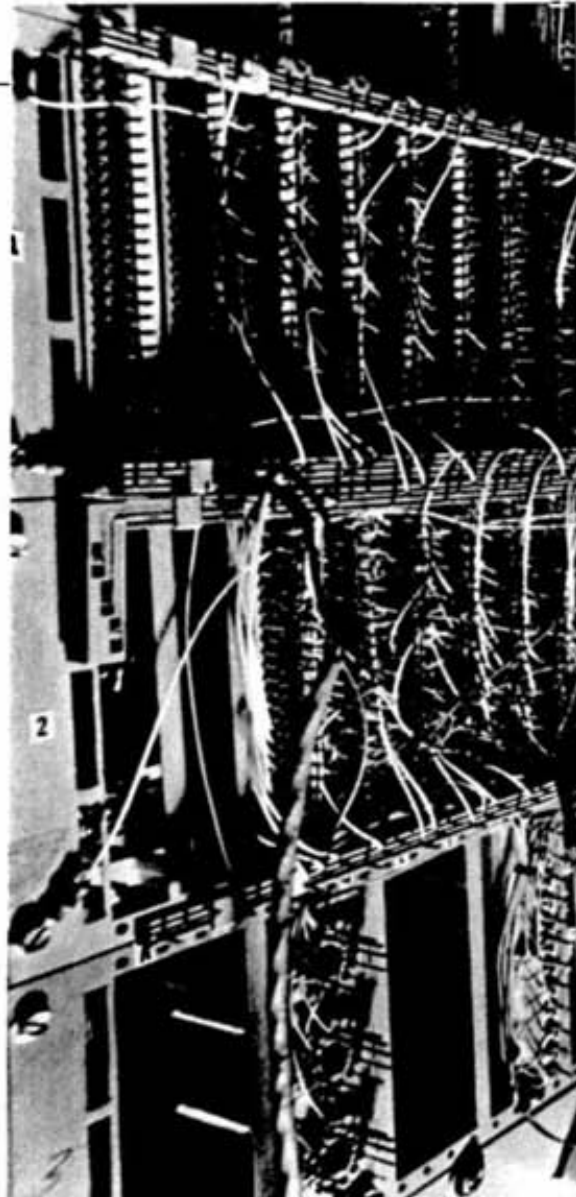
equipment going into Crean Hill is second generation" (equipment).

"The electric motors used are very energy efficient and much more of the energy is converted into work than is the case in diesel equipment. Also the maintenance costs of the electric equipment is less than the diesel equipment. Add these benefits along with improved safety and a better working environment and you can see why this is the way of the future."

The use of electric equipment will provide for a better working environment by eliminating diesel fumes, oil bearing drill exhaust and greatly reducing the noise levels. This also makes it a safer workplace.

Most of the new equipment will be installed by the end of July and at that time the mine will employ about 120 people.

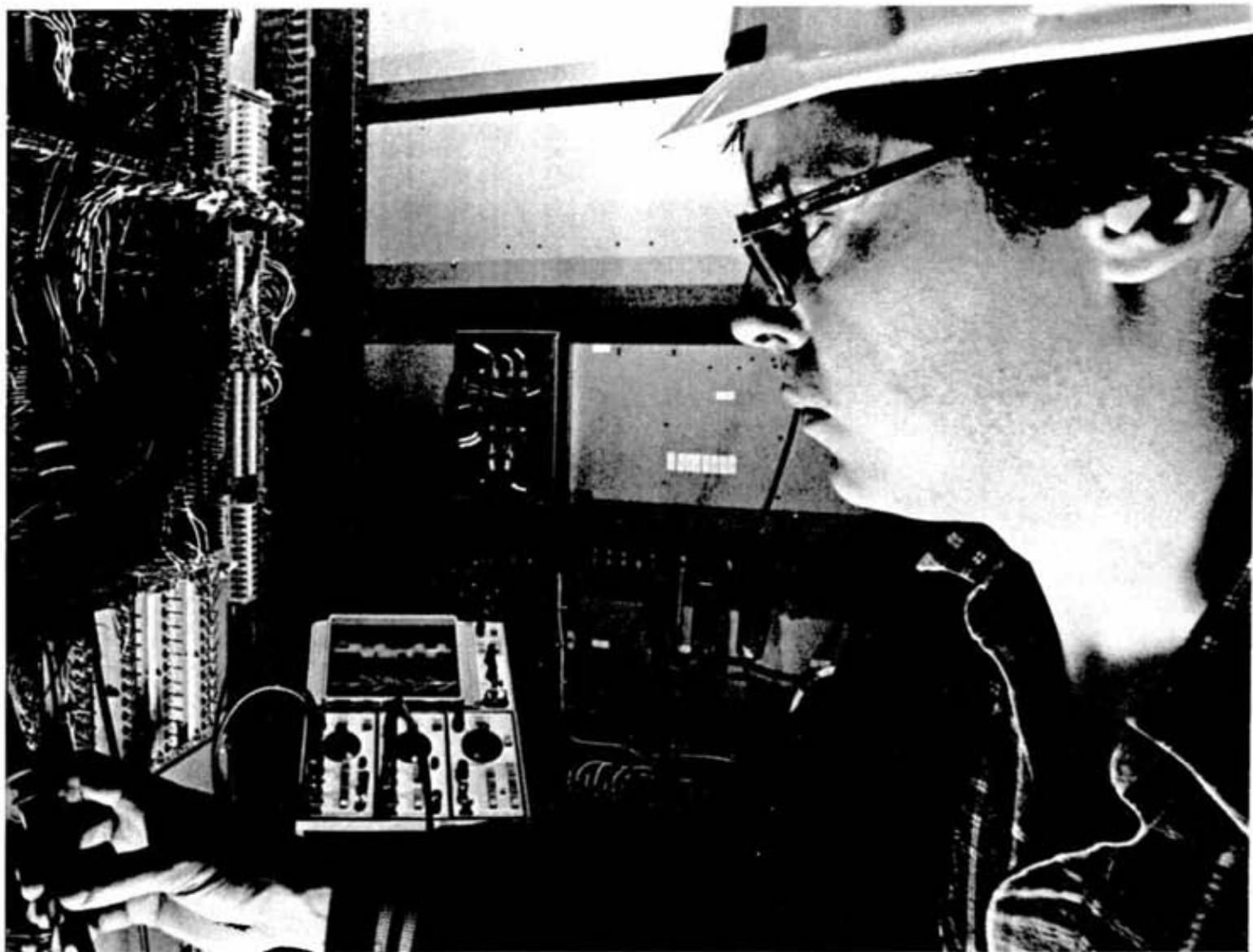
In 1977, the last year of full production, the mine was producing 3,300 tons per day with a productivity of 8.1 tons per manshift. When the mine reaches full production in 1989, it will be capable of extracting 3,000 tons of ore per day with a productivity of 25.2 tons per manshift.



Peter Cunningham, installs programmable logic controllers.



Crean Hill mine headframe.



The mining method will be the proven and safe vertical retreat method using high density backfill. Most of the mine's production will take place on two levels and will be monitored from a control room located on surface.

The Company could have

purchased the required production equipment with conventional diesel motors at a lower price but the benefits gained by going to electric motors tipped the scales in favor of electricity. By creating a better working environment and reducing maintenance costs, the electric

equipment is expected to help increase the productivity rate as well.

"Crean Hill mine has provided a unique opportunity to go all electric because we are basically starting from 'scratch'. As diesel equipment is replaced in other mines, it will be replaced by electric equipment wherever possible", Friesen elaborated.

By the time the mine is renovated and the electric equipment installed, an estimated \$25 million will have been spent. If all goes according to plan the success at Crean Hill could herald the beginning of a new electric mining era.

"Given all the factors in competitive mining today, there's little doubt we have to move in that direction," concluded Crean Hill mine superintendent Bob Russell.



"A RESOURCE MORE VALUABLE THAN THE ORE WE MINE"

It all started back in 1979.

"I was working at the Froid drill shop at the time," said Dick England, superintendent of mines equipment research. "We saw a more versatile use for our ITH machines. (In The Hole drills are used for drilling large diameter holes underground). They just weren't fulfilling our needs. But when we went to the equipment

suppliers to see if the drills could be redesigned to meet our needs we were told that they were making the best equipment that technology would allow. There just wasn't much interest from them to create new designs because of the mining industry's economic condition."

Dick and a few other people thought that they could do better

and came up with a new design of their own. Dick was given the go ahead to take his new drill design to the prototype stage.

"We needed to develop a way to make a drill that would be easily moved underground through small spaces. We wanted the drill to fit through an opening as small as two feet square. So we came up with a modular machine which



Blair Bennett and Georges Langlois complete the installation of hydraulics on a prototype 70-ton underground electric ore haulage truck.

could be dismantled, moved, reassembled and put back to work very quickly," said England.

The prototype machine was built at the Froid raise bore depot and tested on surface. It was then put into a production environment at Levack mine and proved to be so successful that the go ahead was given to build more machines.

At the time that this prototype drill was being developed, Inco was going through one of the most disastrous financial periods in the Company's history. As a result the Sudbury operations were forced to shut down for 10 months. It was during this period that Inco's mines research department became a full-fledged entity and Dick was given the job of heading up the mines equipment research section of the department located at the old Murray mine site in Copper Cliff.

"We took over the old Murray Open Pit garage and one of the first things we did when the shut down ended was to manufacture five of the new drills," stated England.

This drill (which was then known as the Go-60) is called the CD-90 and has evolved into the even more versatile CD-360 drill and is now manufactured in various configurations by Continuous Mining Systems, an Inco subsidiary in Sudbury.

The CD-90 has played an important role in helping Inco to convert more than 80 per cent of the Ontario and Manitoba operations to new bulk mining methods which, in turn, have enabled Inco miners to double productivity per manshift in the last five years while decreasing the lost-time accident rate by two thirds.

The CD-90 marked the beginning of a new era at Inco. The Murray Shop has flourished as a centre of innovation and Dick England and the men he works with have built a fully computerized and automated version of the CD-90 drill which is now being tested underground. They are also developing a 70-ton computer-controlled haulage truck for use underground which is electrically powered and has an on-board guidance system that can be programmed to operate

automatically and remotely.

Once this equipment and other advanced machinery is proven in a work environment, it is turned over to Continuous Mining Systems which markets it worldwide.

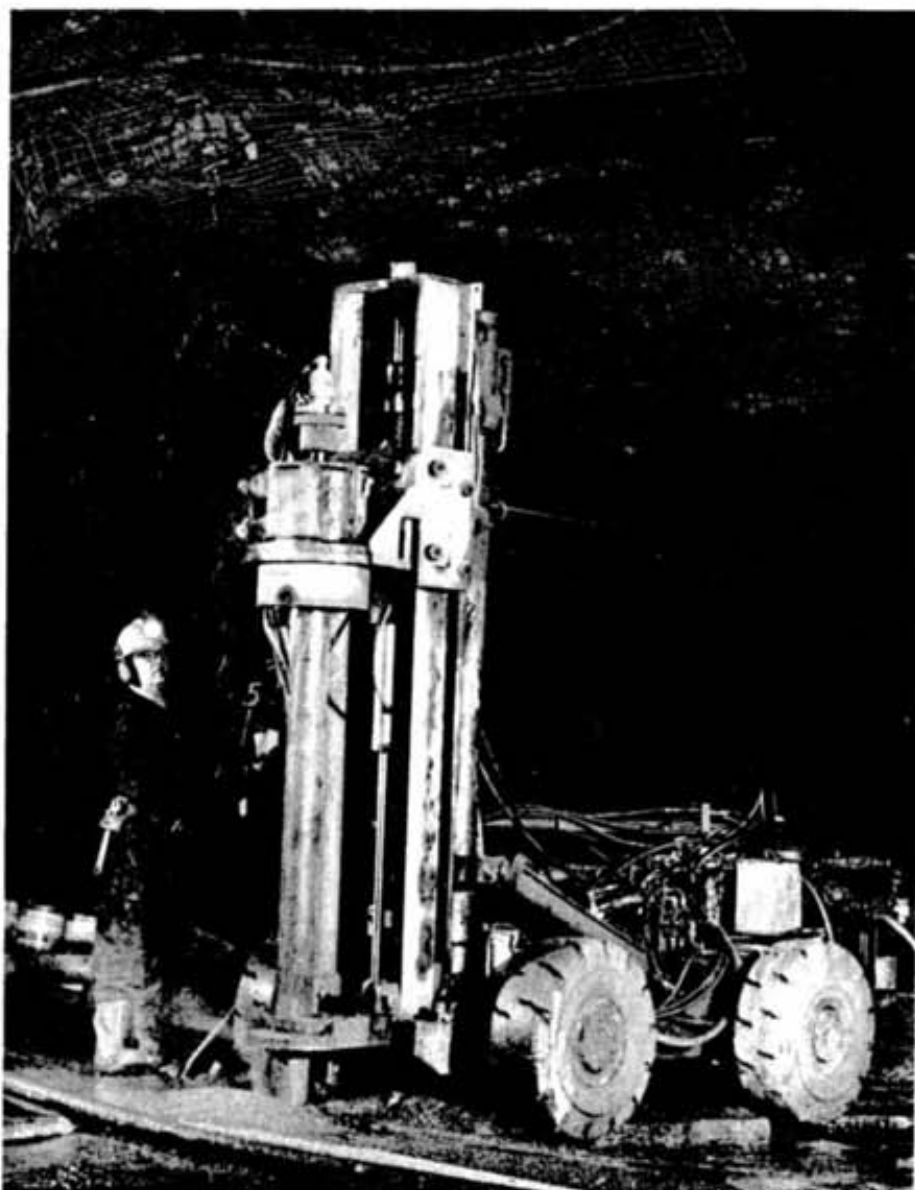
Every project that is thought up by the people at the Murray Shop is refined by way of an informal process that is based on the theory that two heads are better than one. "Nothing proceeds past the idea stage until at least three people have agreed that the idea is feasible," said England. "One person can come up with the idea but unless the idea stands the test of intense scrutiny by others in our Murray team, it won't survive."

The spirit of innovation which is

evident at the Murray Shop is further strengthened by the feeling that everyone is part of a team.

"The person who has the most to do with the design follows it all the way through to production," England stated. "By doing it that way you get the satisfaction of seeing the complete project from the beginning to the end."

In one of Inco's print advertisements, which ran in Canada, a line was used which sums up the spirit evident in the Murray Shop. "At Inco, we've tapped into a resource more valuable than the ores we mine: the ingenuity and drive of our own employees." That resource is alive and well at the Murray Shop.



One of the pieces of equipment that the boys at the Murray Shop helped build and perfect is this CD-90 drill which is used in bulk mining.

PEOPLE

Silver Stick Champs

Congratulations to the Walden N.O.H.A. Atoms for winning the North American Silver Stick Hockey Tournament in Sarnia. Many of the team members are sons of Inco employees and the team is coached by Al Moxam, assisted by Risto Laamanen and managed by Rod MacDonald.



The silver stick champs are: front, from left: Stevie Clarke, Ean Moxam; second row, Dave Dube, Clayton Morrison, Ian McDougall, Kristopher Laamanen, Darryl Moxam, Scott Stanley, Ben Jackson; third row: Ian MacDonald, Chad Rhude, Chris Angus, Jamie Clarke, Stephan St. Aubin, Sean Thompson, Derek Lahnalampi, David Third, Rodney Vildis; last row, Rod MacDonald, Risto Laamanen, Al Moxam.

Trip to Rio

The Copper Cliff Maintenance Pension Club raised money for their annual pensioners' banquet by selling draw tickets on a luxury trip for two to Rio De Janeiro.

The lucky winner was Tom Willgos, an employee at the Creighton Bucket Shop who gets to go on an all expense paid trip to Rio for two. The package includes airfare, accomodation and \$500 spending money.

"I couldn't believe it when they told me," quipped Tom. "It was a thrill I'll always remember."

"We used the money we made on the draw to help pay for our pensioners banquet which was held at the Caruso Club on April 24," said Bill Doherty, president of the pension club. "We've been having these banquets since 1938 and



Tom Willgos, centre, accepts congratulations and tickets to Rio from Bill Doherty, left and Paul Levesque. Paul is the treasurer of the Copper Cliff Maintenance Pension Club and Bill is the president.

the pensioners really look forward to attending. It's a lot of work but we've got a good committee and we couldn't have done it without the help of a lot of people, including our sponsors: Air Ontario, Voyageur Insurance, Marlin Travel and Rastall and Son."

PEOPLE

Family Album

Ed's safety belt

Ed Montreuil, a maintenance mechanic at the Copper Cliff Smelter has always made safety an important part of his job and it has paid off for him. Wearing a proper safety belt and lanyard has saved Ed from serious injury on two occasions during his 18 year career with Inco.

After his second incident, Ed decided to share his experience with his co-workers and conducted a series of presentations as part of the "safety topic of the month" at the smelter.



Ed Montreuil explains the proper use of safety belts to nickel circuit employees at the smelter.



Ivan and Claire Duchesne and their fine children. Ivan, better known as "Sparky", retired from Inco in 1979 with 36 years of service and recently celebrated his 65th birthday. If his health permits, his dream is to fish in Alaska one day. Children are, from left: Michele (Cassidy), Ivan Jr., Charles, Guy and Diane (Giroux).

Three honored

Three Inco employees were recently honored by the Institute of Power Engineers. Jim Howe from the Levack Complex, John Perfetto from Sulphur Products and Don Campbell from the safety Department all received awards for work that they've done over the years for the Sudbury Branch of the Institute.

Jim was presented with a framed certificate for serving as President of the Sudbury Branch and John and Don were named members of the year for their years of dedicated service to the organization.



Award winners John Perfetto (left), Jim Howe (centre) and Don Campbell.



James Bellisle

The milling department and the Clarabelle Mill in particular, have lost one of their valued Maintenance Foremen in the person of Jim Bellisle who has elected to take his pension.

Jim was born in Combermere, Ontario on March 15th, 1933. At 15 Jim thought he "saw the light" and left home. He worked for a couple of years for Ontario Hydro and then as a truck driver in the Hamilton area. In 1951 he came to Sudbury and joined Inco in September of that year.

He was assigned to the Copper Cliff concentrator and spent the first couple of weeks "learning the ropes" under the direction of Freddie Stevens.

During the next couple of years Jim worked for Bert Wood and Happy Clarke and learned most of the work involved in operating the

concentrator. "Shorty" Morrison was another member of supervision at the time and when he was appointed superintendent of Levack mill in 1959 he took Jim with him.

In 1968 Jim became a staff member at Levack mill and remained there until 1976 when he was appointed Safety Engineer for the Levack Complex. A year later he was transferred to the maintenance department and two years later went to work for Inco in Indonesia.

When he returned to Copper Cliff in 1981 he was assigned to the maintenance department at Clarabelle Mill where he remained until his recent retirement.

Jim married Sophia Pawluk in 1952. Their three children are: Raymond, Robbie and Shelley (Mrs. Nick Szumylak) of Toronto.

Jim was well known for his patience with young hockey players in the Levack Minor League, where he served as a manager. Jim is a member of the Levack Elk's Club and is an avid hunter. He is involved in renovating their Burton Avenue home where he put in a garden for Sophia. Jim says, "She's the gardener; I just do the work."

Last summer he and Sophia visited Sophia's mother and sister in Saskatchewan. This year they hope to visit Arizona. They are in good health and are looking forward to many happy years together.

Robert "Bob" Bisallion

Bob Bisallion joined Inco on May 31, 1951 at the Copper Refinery. He



worked there for about eight months before transferring to the copper reverbs at the smelter in Copper Cliff. He worked there for Jack Frost for some years and eventually moved to the slag dump operation. When the responsibility for this function was moved to the transportation department Bob moved too.

Shortly after this move he joined a small group of people known throughout the company as jitney drivers. These are the people responsible for the safe movement of internal mail and small parcels between all of Inco's mines, plants and offices. Bob enjoyed this work and was well-known for his punctuality.

Bob was born in Blezard Valley in 1928 and received his basic education there. Later education came at Bourgeau College, in Rideau, Quebec and was followed

by study at Sacred Heart College in Sudbury. He worked for Canada Post for a few years before joining Inco, perhaps an indication of his days to come.

There are five children in the Bisallion family. They are: Andre, George, Roland, Pete, and Monique all living in the Sudbury area. Five grandchildren round out the family.

Bob has two homes to look after at present, one on Barrydowne Road, in Sudbury and the other in Alban. He enjoys his Alban residence because it's near the French River and allows him to have ready access to good fishing.

Bob concluded by saying: "You know, I don't have the energy to do all the things I used to do, and I certainly don't do as much as I think I will."

Ivan (John) Bobesich

John Bobesich is Croatian by birth. Born in 1925 he was educated there, and in 1940 he started a four-



year apprenticeship course which was ultimately to lead to his spending 30 years with Inco.

After completing his training in the Croatian capital city of Zagreb in 1944, he was immediately conscripted into the Croatian National Army. After training for about six months he was discharged and returned to Zagreb where he found employment, and also attended night school where he received a degree as Master Machinist.

After a further two years in the army he worked as an apprentice

instructor until 1952 when he moved to Hambourg, Germany. In November, 1954, he came to Canada and settled in the Windsor area. He was unable to find a permanent job there so he came to Sudbury and was hired by Fraser-Brace Construction.

John was working as a pipefitter helping build Inco's Iron Ore Recovery Plant. During the construction there was a need for a special pipe reducer but because it was not a standard item it was going to take three months before it could be delivered. John thought he could do better and was able to fabricate the specialized part in just three days.

According to John, Jim Metcalfe, who was the Assistant Superintendent of Maintenance at the time, recognized the skill required to do such a thing and arranged for John to be hired by Inco. That was the beginning of John's 30 year career in the Central Maintenance Department. When he retired he was a first-class machinist.

John and Nada Lucic were married in Croatia in 1946. Their three children are: Zlatko, (Gordon) a Sudbury lawyer; Nadica, married to John Sloan, a Kitchener lawyer and John Jr., a student at Laurentian University.

Now that he's retired, John is looking forward to enjoying spending more time in his two gardens. One at his home and the other at his summer place on the shores of Lake Nepawassi.

John has plans to remodel his summer home and says: "I enjoy that cottage very much, both in summer and winter." All in all he and Nada are enjoying retirement.

Leo "Smiley" Brunet

Leo "Smiley" Brunet was born in Verner, Ontario in 1926 and remembers working on the family farm while he was growing up.

In the blustery days of February, 1951, Leo decided to apply for work with Inco and was able to get on at Stobie Mine as a shoveller. He spent his entire Inco career at the Froid-Stobie complex and worked at Froid and Little Stobie as well as Stobie



mine. He retired with a total of 35 years of service.

Smiley married Marie Piette in Ste. Jean de Baptiste Church in Verner in 1950. Their four children are: Marc in Ottawa, Richard in Val Caron, Ghislaine, Mrs. John Szabo, in Scarborough, and Diane, Mrs. Gerry Myers in Unionville. There are seven grandchildren.

Leo told us that he's always on the go. A large part of his time is spent on pastoral work which includes working in a religious library and visiting patients in nursing homes and hospitals.

Smiley loves to walk in the woods, especially in the spring and fall. He doesn't hunt; just likes to walk. He grows a few flowers in his garden and spends considerable time visiting his children and their families.

"You know, I always got along well with the guys," Smiley said as he was leaving. The guys would probably agree.

Lawrence Cahill

Lawrence Cahill was born in Osciola, Ontario which is between Pembroke and Cobden. He was educated in Cobden and worked on the family farm when he was growing up.

In the winter of 1955 his brother suggested he might want to come to Sudbury. "I came for the winter and stayed for 30 years," said Lawrence jokingly. "I started at the Copper

Refinery but I didn't really like it so I asked for a transfer to Garson."

He got it and spent nine years there at various jobs before he was promoted to Mine Foreman and Safety Supervisor. In 1982 he was assigned to Frood and in 1984 was transferred back to Garson where he completed his employment. Lawrence says: "I bumped into a lot of guys, and most of them were darned good guys."

Lawrence and Noreen McGaghran were married in 1965 in Pius XII Roman Catholic Church. They have



two children, Jim and Carol. Jim is attending Lasalle Secondary School and Carol is a student at the University of Toronto.

The official day for Lawrence's retirement was May 1, 1986 and just to make sure that he didn't have any spare time on his hands he bought a small moving and storage business on that date to keep him occupied. He felt that son Jim might join him when he graduates.

Lawrence summed up his Inco service by concluding: "I like mining. It was good to me, and Inco was good to me, too."

Donald Campbell

Donald Campbell and his buddy Nick Bobbi once held the highest number of welding certificates in the Company's history - a total of 19. Both have now retired.

Donald was born in Kirkland Lake in 1933 but was raised in Sudbury when his family moved there four years later. He attended

Sudbury Mining and Technical School and was accepted into an apprenticeship program as a welder. When he completed this program he joined Inco in 1951.

He was first assigned to Jock Rennie's "missfits" (Miscellaneous Fitters) and after spending about six months there was able to pick up a job posting with Jack Thompson in the Blacksmith Shop which was part of the Welding Shop.

During the next 25 years Don worked on three shifts in the Welding Shop. His work took him to all sections of the Company, a factor which Don says made the job very rewarding and interesting. In March of 1975 Don went on staff and in 1978 he was asked to set up an Apprentice Training Program at Creighton. This was later expanded to include an up-grading program for all welders.

This school was later phased out in 1982 and soon after Don was appointed head day-shift welder foreman at the main welding shop in Copper Cliff, a position he held until his retirement.

Don and Alice Sigouin were married in Sudbury in 1953 and have one son, Ken, who works in



Kitchener. He is married to Mari Lyn Jelly and they have one granddaughter.

Since retiring, Don has built himself a workshop and intends to get more into woodworking. He plans on rebuilding his dock at their summer place on Long Lake and hopes to visit friends and neighbors who live on nearby lakes.

Don concluded by saying, "I loved my trade, I really did. It gave me a thorough education because I moved all over the Company's plants. I talked to lots of different people who explained their work and the various processes."

William "Bill" Carmichael

Bill Carmichael spent 44 years with Inco before retiring from his job as Patrolman and Substation Inspector.



He was born in Pembroke, on September 29, 1923 and attended school there. His father moved the family to the Massey area to open a tourist camp, and obviously Bill spent many hours as a fishing guide and hunting guide.

Bill started with the Copper Cliff copper refinery in August of 1942 when he was given the job as helper in the machine shop. A year later he joined the navy and was based in land-locked Ottawa where he received his basic training. He soon went to the Naval Base HMCS Cornwallis for his advanced training and was assigned to serve on the HMCS Corvette Quesnel which was based in Halifax. He later served on the HMCS Montcalm and when the ship was sent to dry dock in Levis he met Sophie Paradis.

Sophie and Bill were married at Christ the King Church in March 1946 and shortly after their marriage Bill was discharged from the Navy and was able to rejoin his machine shop crew at the copper refinery.

They have a son, John, and two grandchildren all residing in Ottawa.

In 1950 he transferred to the electrical department at the refinery and in 1953 he joined the line gang which later became part of the Power Department.

Bill enjoys the extra time he now has as a pensioner and has used it to become more deeply involved with the Knights of Columbus where he is Master of the 4th degree. He finds involvement with the Knights of Columbus very satisfying and enjoys being able to take Sophie with him as he carries out his various duties.

George Courchesne

For 25 years George and Pauline Courchesne had a special project - helping young children become better citizens. During those 25 years they brought up many foster children. As a result their "family" is wide-spread. Pauline told us there was a lot of pleasure in it, but also a lot of work, and, sometimes, some problems. About a year and a half ago they ended this activity, partly because George would be retiring from his job as crusherman and tippelman at Stobie.

George was born in Verner on November 22, 1931. After school he helped in his father's store in Verner by delivering groceries and cattle feed. Their store is still there, but is now operated by his brother. At 19, George joined Inco and was assigned to the nickel reverbs under John Weir's direction. Nine months later George transferred to Stobie mine



where he worked for the next three years. In 1954 he moved to Frood, working in many functions, before returning to Stobie in 1965. George says: "I worked in the stopes first, then the shaft and then I became a skiptender, and for the last two and a half years I was a crusherman and tippelman."

George and Pauline Lefebvre were married in St. Jean de Brebeuf Church in Sudbury on June 25, 1952. Pauline was brought up in Sturgeon Falls. In addition to their large foster family, they have two children of their own. Mike married Debbie Pringle and now works as a mechanic for the CNR in Capreol. Their son, Patrick, is George's and Pauline's only grandchild. Daughter Joan is now living in South Porcupine where she works at the Resource Centre for the Mentally Retarded Association.

George and Pauline have a camp on the CNR line, north of Capreol, where George fishes a little and hunts a little. George says he keeps busy looking after his home in Val Caron and his camp, and has a small garden in both locations. Pauline says of George: "He's a putterer. He keeps the kids supplied from his garden, but we don't go dancing every night because he has some trouble with his back. George can cook a good steak, much better than I, but, I'll tell you, he says he cooks good soup, and he does, but I think mine is as good, or maybe even better! He really does enjoy cooking, though."

It's probably just as well, as Pauline works part-time at Laurentian Hospital.

George says: "We don't have any great plans for the future; we'll take the odd trip, but otherwise will just relax and enjoy life."

George Joyce

Thirty five years ago George Joyce joined Inco as an apprentice electrician. He recalled such men as Barney Hamilton, Art Prince, George Robb, Bob Bell, Bill Giguere and Cliff Duncan, all former members of the Quarter Century Club.

George was born in Falconbridge in March, 1931 but his parents



moved to Garson soon after that. He was educated in Garson and at Sudbury Secondary School.

Following graduation he worked for Ontario Hydro for two years prior to joining Inco. He completed his apprenticeship training in 1955 and was assigned to Frood mine.

He later worked at the Iron Ore Recovery Plant and in 1968 joined the staff at that plant. He was also a materials clerk with the maintenance department at the Copper Cliff smelter. When he retired with 35 years of service he was Maintenance Services Co-ordinator.

In April 1954, George and Arlene Condie were married in Copper Cliff United Church. Arlene was born and educated in Copper Cliff and worked for a number of years in the Copper Cliff bit shop where Jim Dewey was in charge.

Arlene and George have two children. Son Cameron is in Mississauga and daughter Janice works in Rexdale. There is one grandchild.

George is a member of Branch 76 of the Royal Canadian Legion and the Algonquin Lodge of the Masonic Order. He is a member of the Board of Directors for the Sudbury Regional Credit Union and is also a member of the Ontario Board of Credit Unions. Arlene is a library technician with the Sudbury Public School board.

George and Arlene are looking forward to many years of happy retirement together.

Robert "Bud" Lang

Robert Lang readily admitted that everyone called him Bud, "and some a few other things!" So we asked why "Bud" was selected. It turns out it was in honor of Buddy Rogers.

Bud was born in the Lee Valley area of Ontario, near Espanola, in 1929. He worked for the K.V.P. Company in Espanola for about a year before joining Inco in 1948. His first job was with Alf Digby in the Orford Building. Later he worked at Clarabelle Mill where Bob Robb was the Maintenance Superintendent, but



the majority of his time was spent in the converter building and when he retired in February, 1986, he was a 1st class maintenance mechanic with 38 years of service to his credit.

Bud recalls that when he started in the converters, he worked under Oscar Mallette and remembers Jack "Knobby" Clarke, Murray Prepit and Terry White. Bud says he worked with some good fellows.

Bud's partner in life is Margaret Hilligan who was born in Glasgow, Scotland. She and Bud were married in All People's United Church in Sudbury on August 15th, 1958. They have two children. Son John, who's better known as Ted, works for the Company's Field Exploration Department in Copper Cliff. Daughter Sandra currently attends George Brown College, in Toronto and is working towards a degree in Social Work.

Bud mentioned with pride that he was a Charter Member of the Sudbury Kinsmen Club.

He says: "We sort of live from day-to-day. Our health is reasonably good and we may travel a bit, but I'm not sure where to just yet."

Bud and Margaret enjoy television, and play cards at the Copper Cliff Senior's Club, where they have many friends.

Anthony "Tony" LeBlanc

Tony LeBlanc was born in Coal Branch, New Brunswick on Valentine's Day 1928.

After being educated there he worked for his father in the bush before moving on to work for the New Brunswick Hydro Commission. Moving to Sudbury in 1949 he worked for the CPR as a section hand before joining Inco in August 1950.

At the time he didn't weigh enough to work in a mine so he became a bin blaster at the Coniston Smelter. In 1951 he transferred to Stobie mine and in 1958 he moved to Frood. His Inco career saw him move between these two mines several times. He later went to Little Stobie mine when it first opened and stayed there until his retirement.

Tony and Angela Comeau were married on August 30, 1950 at Ste. Anne's Roman Catholic Church in Sudbury. They are very proud of their children. Son Ernie lives in Vancouver, B.C.; Rachel resides in Peterborough and Donna is at home.

Now that Tony is retired he and Angela plan to do even more travelling than they have in the past. This summer they're off to New



Brunswick, via the New England states, where they have many friends who were former neighbors in New Brunswick.

They would both like to see more of Canada. "We have a trailer just waiting to be used," said Angela. "And there's so much of Canada that we haven't seen yet."

Whatever they plan to do it is clear this couple will enjoy a relaxed life in their retirement years.

Richard Leppinen

A Sudburian by birth, Richard Leppinen will have more time to spend with his twin sons Bruce and David, for he has joined the growing number of Inco pensioners.

Richard was born in Sudbury in 1934 and attended the Sudbury



Mining and Technical School (now Sudbury Secondary School). After graduation he spent two years at the University of Toronto. During the summer months he worked at Garson, and then for the Ontario Department of Mines in Iron Bridge.

Richard joined Inco in May, 1955 and was assigned to Garson. He worked for several months in the square set stopes and then transferred to the Mines Exploration Department. For the past 30 years Richard was a Grade Control Technician in that department.

"I enjoyed working in the mines. I met a lot of people there," Richard stated. "I worked in most of the South Range mines, including Crean Hill and the Clarabelle Open Pit.

Richard and Claire Michel were married in 1964 at Christ the King Church in Sudbury. Claire was born in Matachewan but her parents moved to Hailebury shortly after, and she was educated there, and later attended Teachers' College in Ottawa.

They have four children. Suzanne is studying biochemistry at the University of Ottawa; Carol is a mathematics major at the University of Waterloo. Twins Bruce and David are students at St. Charles College.

The Leppinens expect to spend most of their time at their comfortable home in Sudbury. Their backyard swimming pool provides summer relaxation and Richard spends many hours in his workshop. He enjoys keeping the house and car in top shape.

In summing up his Inco service Richard says: "My job was very interesting and I certainly have no regrets. I found you had to appreciate others problems and I enjoyed it all."



Gerry Marshall

Gerry Marshall was born in Bradford, Pennsylvania in March 1927. When he was four his parents moved to Sudbury where Gerry grew up and graduated from Sudbury Mining and Technical School.

In 1945 he joined Inco and started at the Copper Refinery but he only worked there for a year before leaving for a job as a salesman. He worked throughout Northern Ontario selling cigarettes, candy, and Bick's Pickles. When he decided to

leave his sales job to join the Copper Cliff Police Force, Mr. Bick came to see him personally and tried to persuade him to stay on as a salesman but Gerry's mind was made up.

Gerry joined the Copper Cliff Police when Chief Runciman was running things. "I was well satisfied with my job," said Gerry. When the Regional Municipality of Sudbury was created Gerry had the choice of going with the Sudbury Regional Police Force or remaining with Inco in the Plant Protection Department. He chose to stay with Inco and recently retired from the Plant Protection Department.

Doris Jones and Gerry were married on July 10, 1954 in her hometown of New Liskeard. They raised four children who are: Wayne, in Elliot Lake; Douglas, in Stouffville, Ontario; Bonnie, Mrs. Gordon Helfern, in Sudbury; and Brenda, Mrs. Robert Greenslade, resides in Kentville, Nova Scotia. There are five grandchildren.

Now that Gerry is retired he intends to do a little gardening, golfing and fishing, but not necessarily in that order. "Maybe I'll do a little hunting in the fall," he concluded.

Joseph Shyminsky

"Carol (Kempenski) and I were married in Shortdale, Manitoba in October, 1957 and we visited her brother in Sudbury while on our honeymoon. I was offered a job with the Company, and here I am - still here," said Joe Shyminsky to start off his interview.

He was born in Shortdale, not far from Shoal Lake, Manitoba, in 1922, where his father had a farm. Joe helped his dad, and after his death Joe took over the farm. He gradually expanded the farm and was joined by his brother when he returned from serving in the Armed Forces in 1946.

When Joe joined Inco in 1957 he was assigned to the Copper Cliff mill where he worked for Joe Price. Over the years he was transferred to Garson and later to Levack. He transferred to Froid in 1983 and is now retired from his job as crusherman.



Carol and Joe have three sons. Gary and Gerry reside in Sudbury and Ken is a student at the University of Guelph.

In addition to their home in Val Caron, Joe and Carol have a house trailer based at Vacationland on Lake Nepawassi, just outside Sudbury. Joe said: "When I retired I thought I'd have all kinds of time to fish and hunt, but it's not working out that way." Part of the reason for this is Joe's love of cars. He likes working on them and not only maintains his own, but also those of friends.

He admits to having a small garden and also that both he and Carol cook. Carol wasn't able to join Joe for the interview as her work schedule would not allow it.

Anniversaries

Jack and Verna Sauerbrei

It was at Rhein, Saskatchewan that Jack Sauerbrei and Verna Olson, both natives of that province, were married on October 18, 1936. Jack was born and raised on a farm near Rhein as was his wife. However it wasn't until later that they met at a typical Saturday night dance in the local school.

Jack's first venture from home was to work on the construction of grain elevators at Port Arthur, then in 1942 he came to Sudbury and hired on at Froid mine. He worked there and at Stobie until his retirement in 1975.



Jack and Verna have had a happy life together and are very proud of their family. Darlene, Mrs. Baronette is in St. Catharines; Eric is a doctor in Kingston; Linda, Mrs. Ron Squires is in the Peterborough area, and Pamela is a technician at Laurentian Hospital. There are nine grandchildren and six great-grandchildren.

The children arranged a surprise party which was attended by family and relatives. Many gifts were received, including a very unique picture album of their family. They also received many cards and calls from friends and the customary congratulations from various political figures.

The Sauerbreis have lived in the Minnow Lake area of Sudbury for almost 40 years. They have done their share of travelling, having visited both coasts of Canada. They admit their visit to Newfoundland was one the highlights of their travels. They have also spent several winters in Florida.

Jack enjoys curling, playing cards and visiting the nearby Legion. He and Verna are in good health and are looking forward to many more rewarding years together.

Harold and Laurie Lambert

Laurie Filman and Harold Lambert met in Port Colborne in 1934. She was from Aldershot, Ontario and Harold's hometown was Sault Ste. Marie.

They were married in Hamilton on September 12, 1936 at the First

United Church by the late Rev. Dr. E. Crossley Hunter. Laurie's sister, Hazel was also married at the same time making it a double wedding ceremony.

Laurie and Hazel owned and operated a hairdressing salon in Port Colborne for many years. Harold worked in the machine shop at the Port Colborne Refinery.

They have two children. Daughter Barbara, is married to Dr. David Hoffman an orthopedic surgeon in



Thunder Bay. Son Rick works for the Ministry of Natural Resources in Simcoe. There are six grandchildren.

During the warmer months of the year the Lamberts try and spend as much time as they can at their cottage at Dyers Bay, on the Bruce Peninsula.

The years have been good to them and Laurie and Harold are looking forward to many more happy years together.

Clarence and Doris McDowell

It was on March 31, 1937 that Clarence McDowell and Doris Graf were married in Port Colborne home of her aunt. After 50 years of marriage Clarence and Doris McDowell have found the secret to wedded bliss. Their philosophy is short and simple "... just take it one day at a time," Doris said.

Doris was born and raised in Buffalo, New York. She and Clarence met during a Halloween party at St. Peter's Lutheran Church

in Port Colborne and continued to date for a couple of years after that before they were married. Clarence travelled to and from Doris' Buffalo home by bus during that time period.

Clarence was working at the Port Colborne Refinery and happened to be on the night shift during the week of his marriage. He took only one night off for a short honeymoon trip to Niagara Falls and was back to work the next evening. He didn't want to take too much time off because jobs were hard to come by and in those days no one refused a chance to work.

The McDowells raised three children; Marjorie Stickles, Jack and Roland, (who is now deceased). They have four grandchildren and one great-grandchild.

A golden anniversary party was hosted by the McDowell's children



at the reception hall in the couple's Welland apartment building. More than 100 guests attended the festivities and congratulatory messages were received from various political figures.

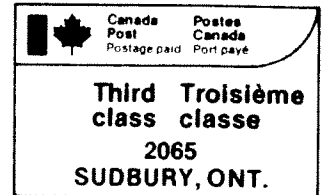
Doris and Clarence have an active and happy life together. Clarence is interested in photography and is chairman of the tenants' association in his building. Doris does a number of handicrafts and both she and her husband are involved in church activities.

They look forward to many more years together.

PENSIONERS' AND EMPLOYEES' IN MEMORIAM

NAME	AGE	DIED	NAME	AGE	DIED
Albert, Aurele	67	Feb 16	Maitland, Arnold H.	75	Mar 6
Aubin, David	81	Apr 19	Martel, Florian	58	Feb 28
Bedard, Rene	40	Apr 14	Martel, James	80	Mar 15
Bourgeon, Wilfred	69	Feb 20	Martel, Louis	63	Apr 7
Brabant, Adelard	81	Apr 10	Massey, J. Archie	77	Mar 24
Breen, Lester F.	75	Apr 18	McKerral, Robert	73	Feb 10
Brosseau, Edward J.	59	Mar 16	Michael, Franklin	66	Feb 3 *
Brown, Ronald M.	60	Feb 10	Morgan, George C.	72	Feb 25
Carr, William	63	Apr 1	Morin, George	83	Apr 2
Chisholm, Donald	81	Mar 26 *	Morin, J. Roland	79	Mar 18
Closs, Norval	72	Mar 4	Natale, Alfredo	73	Mar 25
Corke, Donald	65	Feb 1	Niceforo, Pietro	89	Mar 26
Cresswell, Leslie	75	Apr 14	Olivier, Camille	71	Mar 9
Danyliw, George	55	Feb 8	Ouderkirk, Cecil	66	Feb 3
Dice, Garnett	76	Apr 4	Pendrak, Josef	59	Apr 3
Dureau, Joseph A.	88	Feb 21	Pridham, Samuel	73	Feb 13
Eastwood, Herbert E.	70	Feb 28	Quilty, George	68	Mar 31
Fortin, Desire	84	Mar 2	Raymond, Raoul	56	Feb 5
Gallagher, Richard	69	Mar 21	Regimbal, Camile	77	Apr 1
Gauthier, Adelard C.	79	Mar 22	Ruggier, Emmanuel	75	Jan 30 *
Gauthier, Emanuel	70	Apr 18	Saddington, Robert R.	71	Apr 14
Gauvin, Wilbrod	43	Apr 14	Savignac, Roland	64	Mar 5
Gluchodub, Witold	71	Mar 27	Seale, Raymond	81	Feb 14
Gonko, Mychajlo	61	Feb 15	Sharpe, Murray	66	Mar 9
Guilbeault, Joseph V.	81	Mar 27	Skrevinos, Konstantinos	60	Apr 15
Hamilton, Leo	65	Apr 9	Smith, Edward L.	74	Jan 29 *
Harkin, Hugh	64	Feb 26	Solari, Rex. A.	67	Jan 30
Hervey, Geoffrey	68	Feb 12	Squirell, Michael	45	Mar 22
Hobden, Clarence	75	Mar 26	St. Amour, Germain	37	Apr 14
Karczynski, Victor	65	Feb 9 *	St. Jean, Eugene	67	Mar 15
Kerestes, Joseph	74	Mar 10 *	Stocco, Eros	61	Feb 12 *
Kidd, Zella	92	Feb 24	Sylvester, Eugene	62	Apr 8
Knight, Donald	48	Apr 14	Sylvestre, Lawrence	65	Feb 20
Kopp, Buhumil	56	Mar 28	Talevi, Lolo	75	Feb 25
Kuchinski, Frank	81	Apr 5	Udovicic, Ante	56	Mar 11
Kupchak, Wasyl	62	Feb 26	Vachon, Phillias	57	Mar 9
Kuzniar, George	89	Mar 21	Villeneuve, A. Grant	72	Feb 6
Lang, Bella	61	Mar 11 *	Wajda, Joseph	55	Apr 7 *
Lapointe, Simon	60	Feb 16	Wingrave, Leslie W.	80	Apr 13
Larose, Wilfrid	62	Apr 14	Wright, Albert	78	Feb 23
Lavallee, Lionel	69	Mar 13	Wynnyk, Fred	82	Jan 31
MacDonald, Charles	43	Mar 20	Yuzwak, Mike	76	Feb 6
MacDonnell, Gordon	75	Apr 6			

* former employee of Port Colborne Refinery



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Name _____

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Send your tips to the Public Affairs Dept.

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