

Triangle

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There's a light at the end of every tunnel, and Fred Goulet is heading for it. For story, more pictures see pages 7, 8 and 9.



Greening the tailings

Student Steve Sheehan, 19, plants another seedling at the Tailings area in Copper Cliff. He's part of Inco's ongoing revegetation program that began early May this year and will try to plant around 80,000 seedlings in the tailings area and other Inco properties.

The blood flows next month

The folks at Copper Cliff Mill are lean, mean, and out for blood.

70 pints.

For the price of a drop of blood or two, mill employees are offered coffee, donuts, and maybe even a smile from an attractive nurse when the mill's third annual Blood Donor Clinic gets underway on June 9.

"Last year we had 41 people turn out for a total of 35 units of blood donated," said safety programs co-ordinator Gord Annis.

"This year we want to double it."

By challenging other Inco operations to do better, organizers hope to get the blood running hot in a little friendly in-house competition.

The clinic, to be held in the new conference room at the mill, will be a nine-bed operation. It'll run from 12:30 to 2:30 p.m.

"We've already put up some posters to promote the clinic," said Gord, "and we'll be stepping up our campaign as the time gets closer."

Phillips forecasts good times for Inco in 1989

"A truly remarkable period in your company's history."

That's how Inco Limited Chairman, President and Chief Executive Officer Don Phillips described the last five quarters' consecutive record-breaking earnings to shareholders attending Inco's annual meeting in Toronto last month.

"We have started 1989 with record earnings primarily resulting from record nickel price realizations," he told shareholders. "The price of nickel for the rest of the year will, as always, be determined by the balance between supply and demand. At the present time we see little possibility of any significant increase in the immediate supply of nickel."

Neither is a significant decrease in demand seen, he said, indicating that the remainder of 1989 could continue to be "very rewarding."

Mr. Phillips said slowdowns of economic activity should not adversely affect the company's results to the degree seen in past recessions.

"There has been a fundamental improvement in the

nickel industry generally and in Inco's position within the industry," he said. "We are, therefore, confident of our ability to achieve satisfactory financial results even under the conditions which we would anticipate prevailing in the event of a slowdown in business activity."

But Mr. Phillips didn't see the company's past success as a free ride on an expanding economy. As well as a wide range of developments that have made the company competitive, he credits company employees with helping to reverse the hard times of only a few years ago.

Continued on page 16

Best beach for a buck

Port Colborne's Nickel Beach, leased to the city by Inco for \$1 a year since 1922, has been tagged "Best Beach in Niagara" by What's Up Niagara magazine.

"There are many fine beaches on both Lake Ontario and Lake Erie," states an article in the May issue, "but there's no question in my mind that Nickel Beach in Port Colborne wins hands down as the best beach in Niagara."

The article states that most of the local beaches on Lake Ontario are ruled out because they are usually unsafe for swimming

by the time both the water and air temperatures make them suitable for swimming. Many of the beaches along Lake Erie, the writer states, are too crowded and too expensive during the height of summer.

Nickel Beach is described as relatively secluded, with clean, sandy beaches and beautiful surroundings.

Inco installed the fences, barricades and washrooms, while the city maintains the property.

The Lake Erie beach is located on the east side of the Welland Canal.



Up the mill without a paddle

Copper Cliff Mill Superintendent Marty Puro and electrician Peter Yannacoureas are doing the footwork but not getting anywhere. Peter won the craft in a draw open to all mill employees without a medical aid injury in the First Quarter.



Clinic assistant Celine Rivera checks maintenance mechanic Walter Guthrie's deposit.

Blood clinic a success

It looks like Inco employees are going to keep their record as the largest industrial contributor to the Red Cross Blood Donor program in the area.

Organizers of the recent Nickel Refinery donor clinic saw over 100 employees attend, continuing the regular growth in participation since the clinics began here three years ago.

"The first year we had 75, and last year we were up to 85," said CCNR OSHE representative and clinic organizer Ray Vallee.

"I'm a firm believer in these

clinics," said Ray who has personally donated blood 111 times.

He said the clinic was organized and promoted by OSHE committee members who "spread the word" to employees.

For Red Cross clinic organizer Glenda MacIsaac, the successful clinic is an indication of continuing support from Inco employees.

"We had 454 Inco people attend our clinics last year," she said. "Inco is one of our largest contributors."

Do you look forward to the summer shutdown? What are your plans?



Lenard Punstel, Welder at Creighton: "I'm looking forward to it. I've worked so much overtime here this year that I'm really looking forward to some real quality time with my family. I plan to do some camping in Southern Ontario, the States. Short trips, mainly."



Randy Taylor, apprentice construction mechanic: "I have to work because I've only been with Inco three months. I'd rather be off, and it would be nice if the shutdown was earlier or later. One month either way wouldn't be too bad, but I don't mind. A job's a job."



Bruce Karwaski, apprentice construction mechanic: "I have to work it, I'm new here. But I'm not complaining. I'm glad to have a job. I suppose I'd prefer to have time off, but with only a month at the job, I can't complain."



Mike Macko, Stationary Engineer SPD Powerhouse: "I'm looking forward to going to Calgary in my travel trailer. I've never been there before and I want to check out the scenery. In past years we've done a lot of camping, mostly in this area."

The Great Inco '89 Shutdown

FOR INCO EMPLOYEES

Win \$100, \$50, \$25
in each of 2 categories

PEOPLE: Pictures showing strong action, emotion, human interest

THINGS: Scenery, vacation spots, points of interest

Submit only **COLOR PRINTS**, one in each category per employee, by August 14, 1989 to **Public Affairs** or mail to **Inco Limited**, Public Affairs Department, Copper Cliff, Ontario P0M 1N0

Winning pictures may be used in The Triangle.



Alex Yaw, modified worker, Creighton: "I won't be getting a break, I'll be working on my hobby farm in Massey. My dad still lives on the farm and I help him every summer and on weekends. But then I suppose it's like a holiday if you like the work. I may go away on a weekend trip or two."



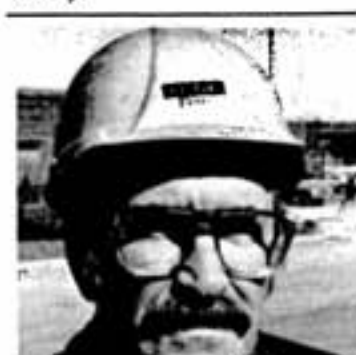
Henry Landry, locomotive engineer at the Port Colborne Refinery: "I don't know. I've got to work the shutdown. My time off here is in October and I go moose hunting up north where I've got a cottage. And I get two weeks at Christmas. That's when I go down to Quebec to see the whole family."



Eldon Munroe, Mine clerk, Creighton: "I plan to do some golfing and fishing, but you know there's always work to do if you own a house. I'm not planning to leave the area. My sons are coming home during the summer and I want to spend some time with them, too."



Geza Szalkai, industrial tradesman at the Port Colborne Refinery: "Always. This is the first year I'm really looking forward to it. It's the first year I'm not working through it. I bought a convertible three years ago. I bought three hats, red, yellow and white. I came home one day with a white convertible, honked the horn and told my wife throw out the white hat. Now we're going to tour all over Ontario."

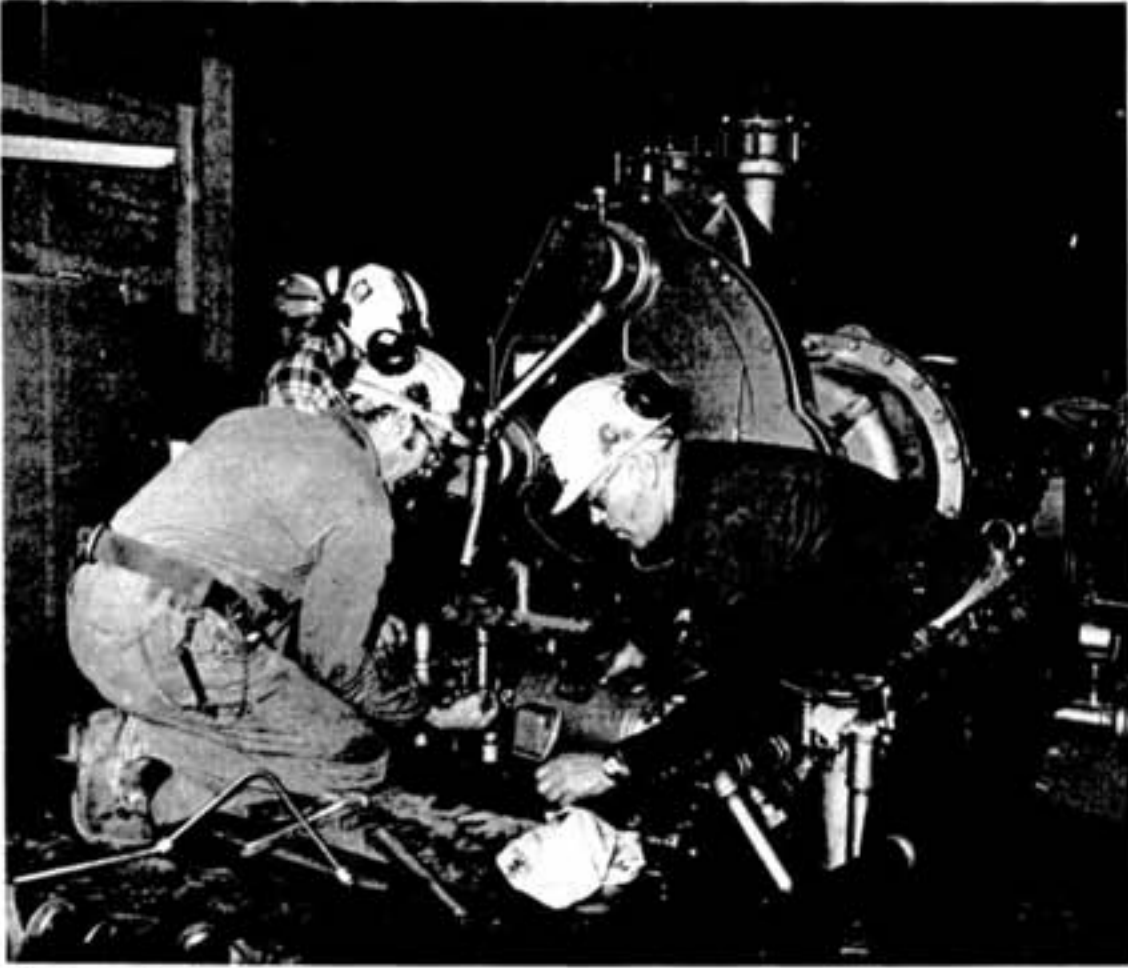


Alf McDougall, process foreman SPD Roaster: "I plan to go to Manitoulin Island and fish, and that's about the size of it. I'll have to come back home every two weeks to clean the weeds out of the garden. Weeds don't take holidays, you know. Last year we took a holiday out west, but this year we're going to take it easy."



Joe Descoteaux, maintenance mechanic SPD Powerhouse: "We're flying from Toronto to Edmonton to visit our son, then we'll rent a car and go through the Rockies to the Banff area and then to Vancouver to visit my brother. It'll be an unusual holiday for my wife and I. We usually stay in the area and do a lot of camping, but two years ago we got a taste of the West and now we want to see more. We plan to take our time."

Compressor, crusher job alter construction role



Jim Gunn of Ingersoll Rand, and Inco Construction mechanics Julien Savage and Mario Ongarato work on compressor at Creighton.



Huge underground cavern houses compressor.

The folks at Inco Construction are getting to the bottom of things.

"Our mandate has changed to mainly underground construction," said Inco Construction Superintendent Stan Snider. "We're no longer a surface construction group."

With some major new underground projects underway and a forecast of much more to come, Inco Construction has become a separate entity. It no longer shares a superintendent under the former Power and Construction Department, and much of the surface work has been dropped to take on the massive underground projects underway and on the drawing boards.

Stan said the more than 100 people in the department ranging from maintenance and construction mechanics, welders and carpenters to secretaries and administrators are tackling some new projects that demand not only construction expertise but innovation as well.

Projects include a huge compressor unit being installed at the 6,000 foot level at Creighton Mine and a massive crusher under construction at No. 7 Shaft at Stobie Mine.

The Creighton project is the first of its kind in North America, according to Stan, and the parameters of the project are impressive.

The compressor facility, to supply compressed air to mining equipment for Creighton's deep mining project, is being built in three underground caverns. Each is approximately the size of two tractor trailers parked end to end, and the entire underground complex will hold not only the compressors but also water cooling pumps and a cooling tower.

Ingenuity demanded

Putting such projects on line demands not only planning and engineering, said Stan, but some

on-the-job adaptation, ingenuity and innovation.

"There is no way all the problems can be anticipated in the engineering stage," he said. "Some snags have to be overcome on the spot."

Cooperation is a must on such projects, he said, not only in overcoming construction problems but also with details as simple as delivering materials underground.

"You have to get huge pieces of equipment underground but there's only a 12 by 8 by 5 foot cage to do it with."

Construction crews had to dismantle much of the equipment on the surface, take it down piece by piece, and assemble it on-site. Even after disassembling, some of the materials didn't fit in the cage and had to be transported underground by slinging it under the cage.

Considering Creighton is a working mine, the operation had to be coordinated with the mine's regular day-to-day traffic.

"That takes a tremendous amount of co-ordination," said Stan.

Initial work on the project began during the 1987 shutdown with the installation of surface electrical supply facilities and cables to the 6,000-foot level to run the compressors.

Summer completion

With excavation and shotcreting (lining rock walls with spray-on cement) completed by late in 1987, underground construction crews began their work early in 1988.

About 45 per cent of the equipment has been installed, and the department is hoping to get the project completed this year.

"But with something as massive as this, you can't rule out unexpected delays," said Stan.



"Carpentry shop" thrives underground.



**"Which way,
Boss?"**

Stormy and Gary, two for the bush

Staring intently at some distant spot in an open field, the man with a whistle jammed between his lips waves his arms like a sailor guiding an aircraft to the carrier deck. A blast of the whistle, then up, down, left, right.

Has Gary Quig been at his Nickel Refinery job too long? Is he hallucinating?

Look a little closer, and the black spot Gary is concentrating on is moving. With every whistle blast, the spot stops. Arm left, the spot moves left. Arm outstretched to the right, the spot bolts to the right.

With the last signal, the black spot speeds toward the signaller, growing larger as it approaches until it turns into a black Labrador retriever that parks itself obediently at Gary's feet.

Time to share a coffee. No, the dog, hasn't learned to make coffee yet. He just likes to drink it.

"Sure, I've taken a few ribbons with Stormy," said the 41-year-old Senior Process Assistant with Process Technology. "But I'm not really the competition type. I just like dogs."

Judging from Stormy's obvious enthusiasm, the love is mutual. No sooner is Stormy unleashed, and he jumps wildly in anticipation of another training session.

"He loves to work," said Gary. "He lives for it. I can tell potential retriever right away. Maybe you can teach any dog to retrieve, but if they don't have that special spark, it'll never be a good one."

Stormy is a good one.

Despite an enthusiasm that sends him gyrating into the air at the sight of the plastic "ducks" used for training, the Lab sits attentively at Gary's side. Only the flexing muscles under the shiny black hair and the wild eyes give away his eagerness. Even when Gary winds up the "duck" and sends it flying into the field, Stormy remains still.

Eager to train

Then, with a hand signal from Gary, the dog bounds away like a runner out of the blocks. The "duck" is found and returned, and the dog returns to his owner's side, eagerly awaiting the next toss.

Sometimes it's harder. Three or four "ducks" are hidden in the tall grass out of sight of the dog and Gary turns him loose.

Stormy bounds in the direction pointed out and searches. A whistle blast, and he sits, waiting for hand-signal instructions from Gary. The dog is guided through the search until all "ducks" are recovered.

At four, Stormy has gone through all stages of training and can take his place with some of the top field dogs in the country.

Stormy's training program began when he was just a pup.

"The first thing they have to learn is the word 'no'. When they're going for a duck they can see and you want them to go for another one that they can't see. 'No' is a very important command to know. That's one of the hardest things to get across."

Retriever training is similar to basic obedience training. In



Stormy jumps at the chance to work . . . literally.

fact, he said, retrievers begin with such basics as how to sit, heel, stay, and how to resist sneaking on to the sofa.

Although Stormy responds

almost instantly to a full sequence of hand signals and other commands, his spirit is hardly broken. He's not beyond trying to get into a little mischief from time to time.

Toeing the line

It's particularly difficult for Stormy to toe the line when the reward for disobedience is getting his ears scratched, his favorite activity.

"He's not allowed in the living room and on the sofa, especially when we have company," said Gary. "But he'll very gradually inch his way into the living room next to somebody until he gets his reward. He doesn't think



Where's the duck?

anybody will notice until it's too late."

Although dogs were part of his life as a young boy, Gary has been working with dogs for about 10 years.

"Dad always had a beagle. When I was a kid, we used to go rabbit hunting with the beagles."

He's not sure youngsters can get all the friendship they need from a dog, but he insists it's one of the best ways to learn responsibility and loyalty. "Man's best friend? Absolutely true," said Gary. "They're always glad to see you, and they don't fake it."

Gary belongs to the Northshore Retriever Club and the Sudbury and District Kennel Club, two organizations that allow him to meet the kind of people he likes and to "tell tall

tales" about dogs.

"I guess I got into it, too, because I like duck hunting, and I never liked to lose a duck."

But his dog is a pet first. "I know that some people see dogs as an investment, a hobby. I guess when you can earn \$1,000 in stud fees for a champion animal, that can easily happen."

"Me, I just want a friend and somebody to hunt with. There's few things I like more than to escape into the bush with my dog."

And then there's sharing a hot cup of coffee in the pre-dawn hours as the mist rises over the marsh just outside the duck blind. Gary will pour it, take a sip, and Stormy gently nudges his arm for his share.

"I don't think he actually likes coffee," mused Gary. "He just drinks it because I do." ■



Get ready . . .



Get set . . .



Go!



Chairman tours Port Colborne

Under the watchful eye of Inco Limited chairman Don Phillips, Bill Jennings, a utility nickel packer at the Port Colborne Refinery, loads a 250-kilo can with nickel product. Mr Phillips toured the refinery operations last month during his one-day appearance in the city to donate \$340,000 to Port Colborne for the new Sugarloaf Harbours recreation complex.

The topic is tailings

Inco's environmental contributions aren't going unnoticed.

Reclamation Newsletter, a monthly bulletin distributed by the Canadian Land Reclamation Association and the American Society for Surface Mining and Reclamation has reprinted a Triangle feature article on the company's efforts to revegetate its tailings.

Called "Tailings site: Transformation from wasteland to parkland," the feature was taken from the October '88 issue of the Triangle. The newsletter is at least the second publication to run the article. Last fall, a Manitoba-based magazine also published the story.

The Guelph, Ontario and Princeton, West Virginia newsletters feature environmental developments from around the world, and Inco shares space with other stories from Britain, Finland, New Guinea, and China as well as Canada and the United States.

Marcel Lemay: a page out of politics

Marcel Lemay wants to be the first member of Parliament to play for the L.A. Kings.

It's not that far-fetched, he'll tell you. He's already playing hockey and by the time summer rolls around, the 14-year-old, Grade 8 student will have a month of politics under his belt.

Son of Andy Lemay of Central Utilities, Marcel was chosen as a Legislative Page at Queen's Park in Toronto during the spring session. He expects the experience will greatly expand his understanding of politics.

"I've seen it on television," said the Felix Ricard Separate School student, "and it looks interesting. Of course, sometimes it can put you to sleep."

Marcel said his interest in

politics has been growing since the last election. His parents discuss politics occasionally but he said they never push their views on him.

According to dad, however, that's not quite as it sounds. "We just get stubborn. Both of us."

Marcel said he likes sports and politics. He has no trouble finding interesting conversations with his peers about last night's hockey game but political discussions are a little more difficult to find.

When he served at Queen's Park from April 24 to May 26, Marcel expected to have all the politics he seeks.

"I won't be missing much school," he said before leaving

for Toronto. "They provide a tutor for the month."

But he expected the days to be long, leaving little time for study. "The sessions run from 8:30 a.m. to 6 p.m. from Monday to Thursday, and 9 a.m. to 6 p.m. on Friday. Sometimes there are evening sessions as well," he said.

Small stipend

He was paid \$14 a day plus a \$1 daily allowance. Meals as well as room and board were provided. Marcel planned to stay with friends in Toronto during the week and return to Sudbury on weekends.

Andy is proud of his son and claims he wouldn't mind a

politician in the family. That's a sentiment echoed by Marcel. "I don't think politicians deserve the heat they get," he said.

The position of Legislative Page at Queen's Park is one of considerable honour and importance. It offers a unique educational experience, especially for the mature, outgoing student.

Pages are required to perform various tasks for MPPs when the Legislature is in session. Some of their duties include delivering messages for MPPs, getting them water, etc.

on request, delivering Parliamentary information and documents both in the Legislative Chamber and to the members' offices and keeping this information updated in the members' desks.

The basic qualifications for becoming a Legislative Page include a minimum scholastic average of 80 per cent and the consent of the applicant's school Principal.

There are more than 800 applications per year for the position.

Hey Kids!

Draw us a picture. Write us a short story. You could win some money!



Inco couldn't get by without the thousands of Moms and Dads who do a lot of important work for the company, and the world couldn't get by without the many things that are made from the materials Inco people supply.

If you are between the ages of four and 12, we're giving you a chance to let us know just what your mom or dad, grandpa or grandma, brother or sister, uncle or aunt, or even a special good friend does for Inco.

We're looking for a brief description in your own writing and a colourful drawing in pencil, crayons, pen or marker of the person at work.

First, second, and third prizes in age categories 4 to 8 and 9 to 12 will receive \$50, \$35, \$20 and all entrants with material published in the Triangle will get a McDonald's certificate.

Send your picture and note complete with your name, age, relation to the Inco employee and his or her name and work location to: Inco Ltd., Public Affairs Department, Copper Cliff, Ontario P0M 1N0



Marcel shows dad, Andy Lemay, his politician's pose.



Team #6 navigates a Little Stobie drift in simulated rescue.

Highly-trained, motivated

Mine Rescue in spotlight for emergencies

The helmet-mounted lights pierced the pitch black of the Little Stobie rockface like search lights in thick, midnight fog. The beam that first dodged across the figure pinned under the debris was immediately joined by others in a flood of concentrated light.

Victim Al Simpson had the easy part. His injuries were as fake as his cries of pain. The "rubble" that was carefully and gently placed over him simulated a rock fall.

For members of the Mines Rescue Team, it was a different story.

Drenched in a sweat underneath their face masks, the five-member crew had hurried along 1400 level to the south end of the drift wearing protective clothing, breathing apparatus

and carrying enough rescue gear to overcome all foreseeable problems. They clambered over rock and even crawled head-first through sections of ventilation pipe to get to the downed "victim."

But the rescue was just beginning.

Under the expert eye of Mines Rescue Officer John Guthrie, who constantly scribbled on a clip board, the team went into co-ordinated high gear. At the same time that initial first aid was administered, other team members deployed equipment to shift the debris off the victim's legs. Others prepared to manoeuvre carefully the stretcher and occupant back through the nearby ventilation pipe at the accident scene.

"We try to make these things



Team assembles on surface. From right, Gerry Clouthier, Andy Scott, Fred Goulet, Bill Gagnon, and Dave Drake.

"I figure these guys are Inco's best insurance policy."

as realistic as possible," said John. "But there is no way that we can train for every conceivable situation. What we are training for is the ability to adapt to anything these guys may run across in an emergency situation."

Training progresses

Inco has 65 well-trained people poised to spring into action. Although underground emergencies are extremely rare, Mine Rescue members must be alert.

"These guys go through in-field training at least five times a year," said Al Simpson who doubled as victim and briefing officer. "There's always ways to do things better. The biggest room in the world is the room for improvement."

"We haven't had to use Mine Rescue teams very often," he said. "But we're ready. I figure these guys are Inco's best insurance policy."

Al will argue about the

Continued on page 8



Andy Scott, Billy Gagnon prepare breathing apparatus.

Continued from page 7

hazards of mining.

"Put the number of Inco's underground employees on the highway, and I'll bet you a lot more would be hurt," he said.

He's not surprised that Mines Rescue teams are composed entirely of volunteers who, by the nature of their work, must go underground at precisely the time when conditions are the riskiest.

"I ask myself what the hell I'm doing here. I like the challenge, I guess."

"We get more volunteers than we can use," said John Guthrie. "There's a waiting list of people who want to get on a team. We get a cross-section of people here, ranging from supervisory people to mechanics, electricians and miners. It's much the same spirit as a volunteer fire department. These guys would move heaven and earth to get to an injured man."

Over 25 years with Mine Rescue, 56-year-old Bob Jagnon admits he sometimes wonders what he's doing undergoing the strenuous training. "I ask myself what the hell I'm doing here," he said. "I like the challenge, I guess, and I now there's somebody else who would do the same thing or me."



Team members test face pieces outside underground refuge station before rescue operation.

Motivation helps

According to program coordinator Tom Gunn of the Safety Department, Inco's mine rescue program consists of highly trained, specialized, and highly motivated people who come from all Inco underground operations.

Requiring more than brute strength, endurance and courage, today's mine rescue volunteers are specialists and generalists.

"Most of the men are

specialized in areas ranging from rappelling to first aid but all are capable of taking over for

anyone else on the team," said Tom.

More than ever, a high level

of continual training is demanded to keep up with new methods and sophisticated equipment.



Vent tubing provides only access to downed miner.



Pace is quick as rescuers move along drift.



Team pauses before final rescue attempt.

"Victi
under

Out h



"Victim" Al Simpson found pinned under debris.



First Aid is applied on the spot.

"They have to know the effects of gases, as well as the equipment that measures gas,"

said Tom. "They have to be able to treat burns, administer artificial respiration as well as be

able to fight underground fires, build barricades and operate rock splitters and other rescue

equipment."

Although popular misconceptions identify "cave-ins" as

the ultimate mine disaster, modern mining techniques have greatly reduced the risks.

More likely, rescue teams are called out to cope with underground fires that can spread gases and smoke concentrated in the confined underground space.

Electrical equipment, rubber tires and conveyor belts and even diesel fuel can create fire hazards in modern mines.

In older mines, like Inco's Frood Mine, oxidation of material used for backfilling a half-century ago also creates problems when today's mining operations uncover "hot spots" that must be eliminated before mining can continue.

The cost of the equipment, training and manpower is borne by the mining company while the government supervises the program.



t the other end.



"Victim" is pulled through vent tubing to safety.



Dirty, hot and tired, the team carries victim to safety.



"Tick . . . Tick . . . Tick . . ."

Time flies when you're working hard

"1964 . . . Those were the days," sighed Mike Sopko. "First job, first car, first home . . ."

The Ontario Division's president didn't have to remind the almost 500 members of "Inco's greatest asset" gathered at the Holiday Inn what it was like back then. Both he and the audience had signed up with Inco at the same time.

"We had our share of set-

backs and disappointments, of course, in those 25 years," he told the 225 new members of the Quarter Century Club and their spouses. "Companies, in that sense, are little different from people."

Mike couldn't help a little nostalgia sneaking in to his welcoming remarks at the 39th annual Inco Quarter Century Club celebrations. He recalled 10-acre parcels of Lake Ramsey

shoreline for as little as \$2,500, all to the tune of a five per cent mortgage.

"Today on Lake Ramsey," he said, "we're seeing Toronto real estate prices."

He reminisced about a different world in 1964. Martin Luther King's civil rights marches, the looming Viet Nam war, and a new Canadian flag.

"But in 1964," he said, "most of us were still young then and our thoughts weren't always on the news of the day."

He remembered the bad times as well.

"In the early 1980's, as many of you know all too well, we endured 13 consecutive quarters of financial losses and came close to collapsing."

He told the group that it was their ideas, energy, and contribution that made it possible for Inco to bounce back and to reestablish the company's eminence as the non-socialist world's leading producer of nickel.

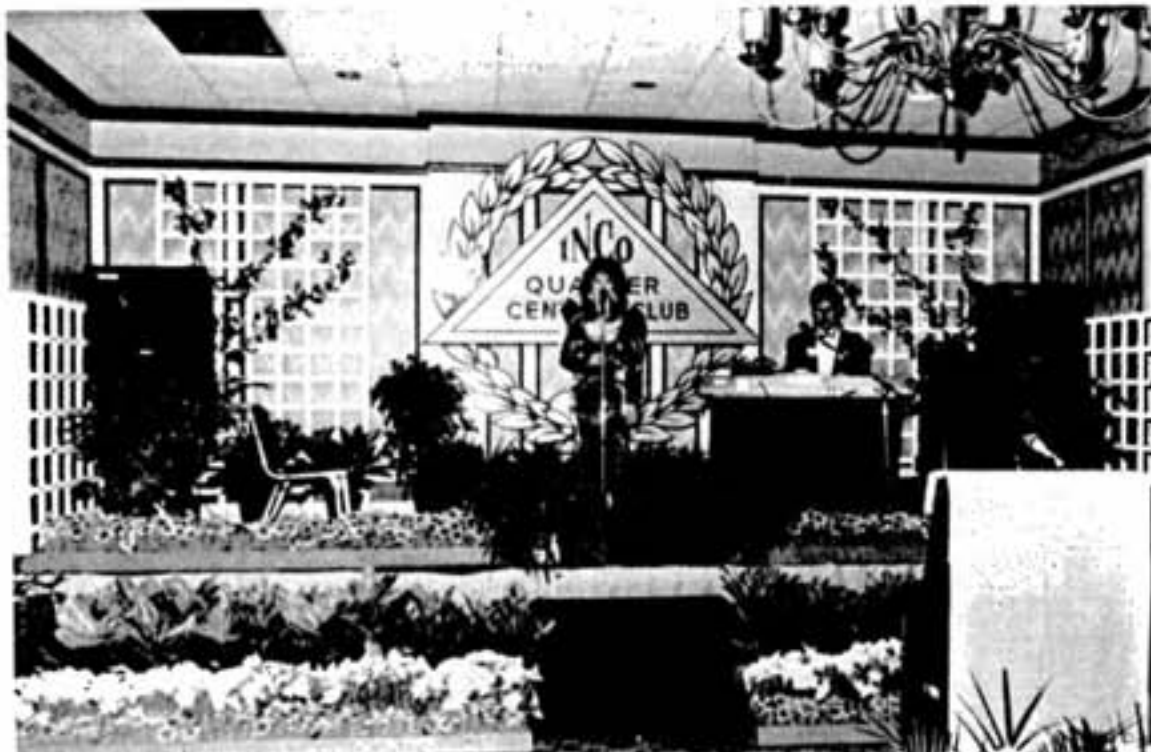
"As I myself leave the Ontario Division for the Toronto corporate life, I carry with me a belief I've long held: That Inco's greatest asset has always been its people. I will miss the people and the many friends I have gained while in Sudbury."

Mike leaves Sudbury this summer to assume the vice presidency of Human

Resources at Inco Limited in Toronto.

Port celebrates

Port Colborne saw five new members inducted into the club with a dinner followed by an outing to the Shaw Festival. They are John Gagnon, Lynn Louks, Bob McGowan, Dan Dobrin and Don Robinson. ■



The stage is set for the celebrations.



Ray Salo gets pinned by Jim Black.



Jack and Mirja Parry admire photography of Sue Chartrand (left)



Lise Philipow directs Gilles Papineau to his seat.



John Tegel does the honors for Norma Morin.



Christine Pauze sings.



Comparing shots are Brenda and Vic Marcoux and Gail Holyman and fiance Russ Emple.



Ellen Heale: a volunteer photographer.



Veselka dancer expresses mood of the event.



Port Colborne's Margaret and Dan Dobrin and Bob and Karen McGowan.



Don Phillips pins corsage for wife Evelyn.



Lorrie Chapados, Carmen and Gerry Lapalme, Coleen and Zvenko Despot.



Port Colborne's celebrants Lynn Louks, Myrna Terrell, Cindy and John Gagnon.

In Your Yard . . .

For the best lawn on the block, start now.



Spring is the time of year to begin your lawn maintenance program.

Fertilizer applications should always be based on a soil test for phosphorus, potassium and lime requirements. Regular fertilizing with recommended types and rates will promote healthy growth and be most economical. Grass begins to grow when the soil temperature is above 0°C and plants require nitrogen.

An early application of ammonium nitrate fertilizer will quickly green up your lawn and produce lush leaf growth. Apply ammonium nitrate carefully, according to the package directions. Too much will burn grass. Do not apply a high nitrogen fertilizer in the summer or fall.

The type of fertilizers, rates and number of applications will depend on your specific soil test recommendations. Use a good quality cyclone-type fertilizer spreader. Fill the spreader carefully, not over the grass and make sure it is adjusted properly. For even coverage make two applications, each using half the recommended amount of fertilizer, at right angles to each other.

Grass clippings do not have to be removed from low-maintenance lawns. However, excessive clippings should be raked up; for example, on lawns that are heavily fertilized and watered. Grass clippings that accumulate faster than they decompose on the soil surface form a layer called thatch. Thatch restricts the movement of water and nutrients to grass roots, harbors insects and disease and causes an unhealthy lawn. If a thatch layer builds up greater than 2.5 centimeter it should be removed. Rent a self-propelled de-thatching machine in the spring or fall when cool weather encourages lawn recovery. After de-thatching, rake and remove all dead grass.

Annual aeration of your lawn is necessary when soil is compacted from heavy traffic or on lawns created on clay soil. With severe soil compaction water and fertilizer does not reach grass roots. A powered aerifier removes plugs of earth which dry, crumble and return to the surface of the soil. The holes created allow oxygen, moisture and nutrients to reach grass roots. Aerate in the spring before a scheduled application of fertilizer.

Watering your lawn

The biggest mistake in watering is to give the surface of the lawn frequent light sprinklings. This only encourages grass roots to grow close to the surface of the soil where they are easily injured by sun and dry weather. Give your lawn a thorough soaking once a week. Water must penetrate the soil to a depth of 15 centimeters. Sprinklers that oscillate are best. Place the oscillating sprinkler in one place for two hours (a coffee can placed underneath will be filled with 10 centimeters of water). Early to mid-morning is the ideal time to water a lawn. You may water at other times during the day as long as the lawn dries out before nightfall. This is especially important during late summer.

The best cutting height is four to five centimeters. Do not let the grass get too high before you make the initial cut. For the majority of residential grasses, low cutting scalps them, removes too much of the leaf surface and makes them more susceptible to damage from heat and drought stress and disease. The amount of leaf blade removed when mowing should not be more than one-third of the total leaf surface. Change the direction of mowing regularly and don't mow wet grass.

A rotary mower can hurl a piece of wood, metal or a stone 25 metres or further, at a speed of at least 200 miles an hour. Before cutting the grass, walk over the entire area and pick up sticks, stones and other debris. A lawn mower also causes more damage to trees and shrubs than any other source. To prevent damage, surround each tree or shrub with a circular bed of earth.

Common sense rules for operating rotary mowers

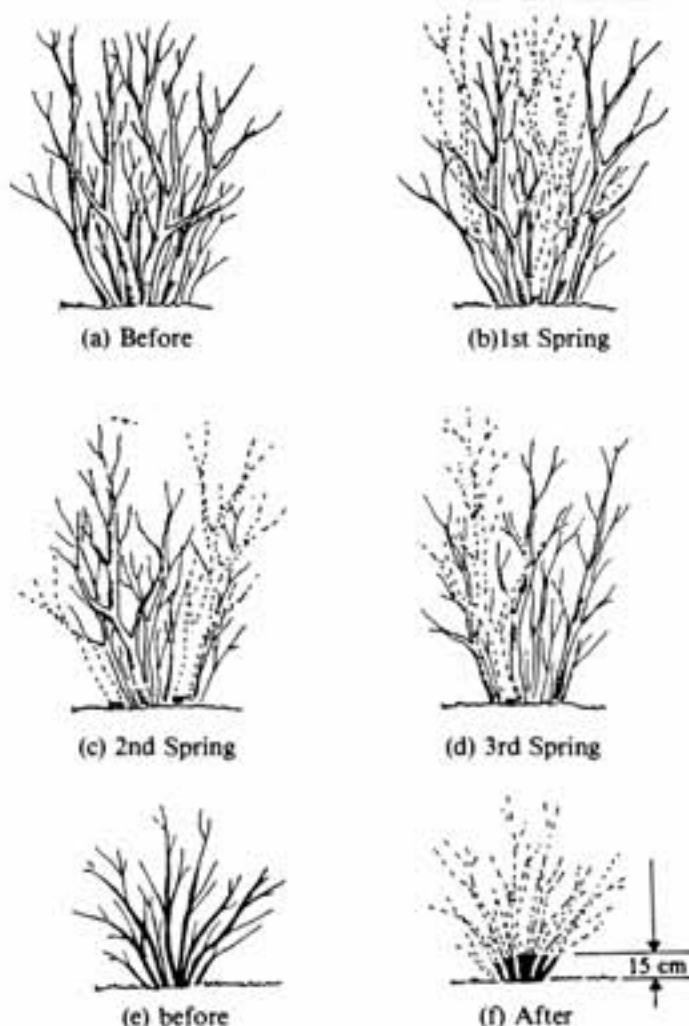
1. Read the instruction manual carefully and know your machine thoroughly.
2. Shut off or disconnect the source of power before attempting to unclog the discharge chute or to adjust the mower from one level to another.
3. Work in daylight hours only.
4. Keep children and other bystanders out of the working area.
5. Push, don't pull the machine.
6. Stop the machine when it is going to be unattended even for a moment.

7. Be certain of your footing and balance, especially when using the machine on a slope.
8. On a steep grade, operate from side to side.
9. Never allow children to operate a power mower.
10. Do not move rotary mowers across gravel driveways or walks while they are running.
11. Always wear proper foot protection, never mow the lawn barefoot.
12. Do not wear loose-fitting clothing.
13. Before cleaning, adjusting or servicing your machine be sure to stop the engine.
14. Never add fuel while the engine is running or is still hot from use.
15. Never use an electrically powered motor if the power cord is not in good condition and correctly grounded.
16. Always store fuel in an approved safety container.
17. Correctly maintain the machine.

Pruning

Pruning is a dwarfing process. It is necessary to promote healthy growth, to alter form or shape and to rejuvenate old shrubs. Always remove wood that is dead, diseased, damaged or broken, also crossing or rubbing limbs and suckers. Prune towards an outside bud, maintain a wide branch angle, not narrow, and cut close to the main branch or stem. Do not leave a stub. Preserve the natural shape of the shrub and use the proper tool for the job. Pruning shears (secateurs) for branches less than one to two centimeter in diameter, loppers for branches up to 5 cm and a pruning saw for larger cuts. Keep the equipment sharp and well maintained.

Remember the best form for a hedge is wider at the bottom than at the top. The hedge will have the best chance of remaining dense, right to the ground, because the lower part gets an equal amount of light. Many reference books on proper pruning techniques are available. For further information, see *Pruning Ornamentals*, Publication 483 from the Ontario Ministry of Agriculture and Food.



Rejuvenation Shrub Pruning

- (a), (b), (c), (d), Three-year rejuvenation.
(e), (f) One year technique.

Kossatz memorial fund created

The Kossatz family has announced the establishment of a memorial fund in the memory of Eric Kossatz, who passed away in Toronto on April 14, 1989. The fund is named the MASON C.F. KOSSATZ MEMORIAL FUND.

Inco Limited is pleased to advise that it will match all employee contributions to the memorial fund with a contribution to Laurentian University under the Company's Matching Gift Program.

Contributions to the fund should be sent to:

M.C.F. Kossatz Memorial Fund
School of Engineering
Laurentian University
Ramsey Lake Road
Sudbury, Ontario
P3E 2C6

Tony Warner named Super

Dr. Tony Warner has been appointed Superintendent of Research and Process Technology, Port Colborne Refinery, effective July 1, 1989.

Tony will report to Len Kowal, Manager, Port Colborne Refinery. With regard to corporate sponsored research programs, Tony will report functionally to Dr. Malcolm C.E. Bell, Vice President, responsible for Primary Metals Technology.

Tony joined Inco in 1970 as a senior project manager at Port Colborne. He became Supervisor, Pyrometallurgy at Inco's Thompson Manitoba Smelter in November 1971. He moved to P.T. Inco, Indonesia in 1975, as Superintendent of Process Technology, and became Superintendent of Smelting and Converting in September 1979.

In September 1981, Tony returned to Copper Cliff in the Ontario Division as Superintendent, Smelter Projects.

Two named to top senior posts

Frank Grieve has been appointed Supervisor, Salary Administration.

Frank joined Inco in 1967 as a Computer Programmer in the Computer Services Department. He has since held a number of positions in the Computer Services Departments of the Ontario Division and P.T. Inco, Indonesia and for a period of time held the position of Salary Administrator. Since 1986, Frank has been Supervisor, Application Support in the Computer Services Department, Ontario Division.

In his new position, he will report to V.E. Orlando, Superintendent, Personnel.

In another appointment, W.J.F. Puersten has taken the position of Superintendent, Engineering Services.

In his new position Wolfgang will also be retaining responsibilities of his current position and continue to report to P.W. Pula, Manager, Engineering.

This appointment will permit the assignment of V.A. Englesakis to the Sulphur Dioxide Abatement Program on a full-time basis.

Wolfgang joined Inco as a draftsman in 1955 and has since held positions of increasing responsibility in the General Engineering Department.

Doug keeps ear out for latest in sound technology

Doug Stickles says he was "bitten by the electronics bug" while still a boy.

Surrounded by wall-to-wall dials, switches, buttons, display screens, monitors and wires in his closet-size Engineering Building office, he looks more devoured than bitten.

"I took a signals course with the Copper Cliff Highlanders army cadets when I was 15 years old," said the Inco communications specialist. "I took Morse code and learned about military communications equipment. I guess I was bitten by the bug."

At 52, Doug has almost 30 years with the company has seen perhaps the most dramatic evolution in communication and electronics since the invention of radio. He got in on the ground floor.

Beginning as a student mechanical laborer in 1957, he was hired on full-time in 1959 as a field exploration trainee in the geophysical research department. It was then that he got involved in the coupling of electronic instrumentation with earth sciences.

While Inco electronic tinkers were perfecting airborne electro-magnetic gear to detect possible mineral deposits, Doug was knee-deep in perfecting radio equipment that would accompany field exploration teams who travelled to remote areas to follow up on the airborne findings.

"I treated the job like lives depend on it," he said. "I still do."

Life-and-death

He treats communications like a life-and-death situation because it is.

"The field radio is often the only way exploration people can get word out," he said. "About 20 years ago we had one of our contract people cut his leg with a chain saw in the backwoods near



Doug Stickles repairs a piece of equipment in his shop.

Timmins. Through the radio link, we had him out of the bush and in the hospital in 20 minutes. I'd hate to think what would have happened had the radio not worked."

He's never been bored in his chosen field, particularly with the changing technology. In fact, the biggest threat from the mushrooming electronic and communications field is to be overwhelmed.

"It's almost impossible to keep up with the rapid change," he said. "The best you can do is to keep in contact with the research and researchers and experts in the different communications fields."

He has watched communications equipment get lighter and

more sophisticated over the years with the growth of solid-state, transistor technology. He points to a long-range field communications radio he's just checked out that weighs 16 pounds.

"Around 30 years ago that equipment would have weighed 150 pounds and not done half of what the new equipment would do."

Perhaps the razor's edge of communications today is in satellite linkage. The system is already under consideration for Inco.

"We'll be soon looking at a piece of equipment that fits into a briefcase and use a satellite link," he said.

Electronic link

In a way, Doug is himself a "link" between the electronic expert and the neophyte who must use the system.

"All my life I've been interested in making the new equipment easily available, effective and above all, simple to use," he said. "What's the point of having sophisticated equipment built by technicians if only they can operate it? The real secret is to design systems so anyone can use them. That's always been my aim."

Since the mid '70s, Doug has taken on the additional job of providing technical support for Public Affairs projects that range from offering systems for

Inco in-house events and news conferences to providing expertise for non-Inco community events.

"I get loaned out a lot," said Doug.

He was "on loan" to last year's World Juniors organizers in Sudbury and helped establish the track and field games communications system. He also assists with annual community events such as local festivals, the Santa Claus Parade and Skate Canada.

He's a resource person to the Inter-hospital Disaster Planning Committee and the Central Ambulance Communications Centre, as well as Inco's in-house Emergency Preparedness system.

Getting on track

Go-Tract, an all-terrain vehicle that rides on caterpillar tracks instead of tires, has joined the fleet of vehicles operated by Inco Power Department crews.

The brand new \$165,000 piece of equipment will allow crews to reach areas inaccessible by wheeled vehicles.

"We've had to rent a vehicle for several years now whenever we had to install a pole in areas we couldn't reach with our other vehicles," said Power Line Supervisor Wally Taylor.

"With the increase in the amount of work being done and the growing concerns, we decided to get our own."

The vehicle is equipped with a boom, winch, bucket, deck for hauling line hardware and bins for secured storage.

"It's much the same as the familiar line vehicle," he said, "only on tracks."



Lineman Glenn Ganton puts fuel in new Go-Tract.

Heritage Threads

by Marty McAllister

Down to Hades on #215



In this moving scene of our frontier movie, we see our John Wayne-hero dismount and kneel reverently in the gossan clearing. His slow smile reveals satisfaction that his practiced eye has caught nature's subtle clue. From his hillside vantage point, amid the sweet smells and reawakened songs of spring, he raises his ruggedly-handsome head and drinks in the freshly-greening, unspoiled beauty. Absorbing the panorama of time-worn cliffs and virgin timber before him, he turns to his respectfully-silent, honey-haired companion and draws huskily: "We'll call it Copper Cliff, ma'am."

Sorry, pilgrim, but that would be stretching poetic licence just a little too far.

The real scene that greeted our pioneers suggested that, as if anticipating their arrival, Mother Nature had long before removed much of her makeup. Late in 1886, Canadian Copper's Cleveland office received the report of consulting engineer W.A. Hooker. His vivid description of the inherited terrain offers a rare glimpse through a long-forgotten window:

"The district under consideration is mainly a wilderness. The topography is marked by a succession of low hills, from 50 feet to 150 feet in height, more or less isolated, and separated by stretches of marshy ground, with depressions often occupied by ponds or lakes. The drainage is to the south into Georgian Bay, but the streams are small and sluggish, impeded by beaver dams and the water rendered impure by decayed vegetation. The timber has been almost entirely destroyed by forest fires, and the charred trunks still standing, tottering, or thrown to the ground, impart a dismal aspect of the scenery and, together with the thick underbrush which prevails, render passage beyond the beaten trails very difficult. There appears to be little land suitable for cultivation. The soil consists of gravel and clay -- the result of the intense glaciation to which the whole country has been subjected. The thin layer of earth covering the hills has likewise in places suffered from the fires, permitting it to be readily washed away and exposing the bare rocks beneath; and this perhaps has been the only good resulting from the fires, since prospecting for valuable minerals has thus been made easier."

Such was the picture that welcomed the bearded, patrician gentleman who walked the Algoma Branch of the CPR on the morning of April 23, 1886. After an all-night ride on a train that had already been two hours late, his first impressions were likely not very flattering as he was given his maiden tour of the Eyre property.

Wrote diary

John Dunlap Evans had a habit. From the time he was 18, until shortly before his death in 1930, he kept a daily diary. Somehow, amid those turbulent years, fate allowed that Evans' jottings for the years 1886 to 1893 (his tenure with Canadian Copper) would survive. Carefully stored and jealously guarded in the Inco archives, the eight tiny, mint-condition volumes have enlightened and entertained scores of researchers.

An engineer and surveyor, Evans was nearly 40 when he went to work for Samuel Ritchie in 1882 at the Central Ontario Railroad. By the time Canadian Copper was formed, there was no doubt in the new President's mind that Evans should be his Chief Engineer in Sudbury.

There was plenty to tax Evans' talent, versatility and energy. There was virtually no aspect of the enterprise that didn't benefit from his expertise. His sterling performance was rewarded in 1890 with his appointment to the General Manager's position. If we ever post an honour roll for this company's greatest pioneers, John D. Evans would certainly be on it. Of course, he didn't single-handedly start this engine of progress; Dr. E.D. Peters was the first manager, Lew Ashman was the mine superintendent, James McArthur became the smelter man, and Francis L. Sperry was the chief chemist.

The first challenge was to develop and gain success to the most promising (and the handiest) of the properties that had been bought the year before:

*** the Eyre -- located south of the Algoma Branch of the C.P.R. -- discovered in 1885 by F.J. Eyre, of Chappleau -- re-named the "Evans", after J.D., by 1888 -- produced 234,428 tons of ore between 1889 and 1899 -- near today's C.C. South Mine.

*** the Butte (or Buttes) -- about a mile northeast of the Eyre -- discovered in 1885 by Thomas Frood -- re-named the "Copper Cliff" by 1887 -- Company's first ore shipped from here in Oct. '86 -- produced 376,739 tons of ore between 1886 and 1905 -- behind today's barber shop (old Municipal Building) on Godfrey Drive -- take note of the modern, high-tech raise boring pro-

ject currently under way just back of this old site, as part of the South Mine's ventilation improvement program.

*** the McAllister -- about a mile and a half west-northwest of the Buttes -- discovered in 1884, likely by Thomas Frood, but patented by J.H. Metcalf and W.B. McAllister -- later known as the number 5 Mine, and re-named the Lady MacDonald -- some 8,000-odd tons were taken from a pit in the early years -- no longer visible, being absorbed by more recent open pit activity.

*** the McConnell -- a half-mile beyond the McAllister, on the north side of Copper Lake (Clara Belle Lake) -- discovered in 1884 by Rinaldo McConnell -- really two locations: the number 4 Mine and the number 6 (the Clara Belle) -- a combined production of about 48,000 tons was obtained by 1900 -- also no longer visible. (Note: Don't confuse this McConnell Mine with the one found later in Denison Township, and which became known as the Victoria.)

*** the Stobie -- in Blezard Township, about four miles directly north of Sudbury -- discovered in 1885 by James Stobie -- the proper spelling, "Stobie", was utilized by mid-1886 -- produced 418,991 tons between 1886 and 1901 -- of course, re-opened later and is still producing.

*** the Six-in-Six -- terminology used only briefly, right at the very beginning -- actually refers to only part of a major deposit that is more than worthy of a column of its own, so I'll keep you in suspense.

That was the active list of properties in 1886. Creighton had been tentatively identified, but no road or trail existed as yet. In our June issue, we'll talk about what happened.

If you're wondering at this stage about the old workings on the right as one drives north out of Copper Cliff, at the top of Godfrey Drive, those are the remnants of the No. 2 Mine, also known as the McArthur. It was apparently another claim of the duo of Metcalf and McAllister that had been previously examined by Thomas Frood. In any case, although discovered in 1884, the McArthur was not worked until 1898, after which it had yielded 719,914 tons by 1916.

But let's go back to the job of John D. Evans. He had to plan the rail line from the Algoma Branch to the Buttes, and then on to the McAllister and the McConnell. For the Stobie, a spur was to go from the C.P.R.'s main line at Sudbury. Wagon roads were cleared; stripping commenced. Then, just when the wildlife thought it was safe to venture back after the C.P.R. construction, in June the blasting started all over again, this time at the Buttes.

Also in June, the first train passed through Sudbury on its way to the Pacific, and Evans joined right in on the excitement of decorating the station. He did a bit of everything: planned the erection of telephone poles (yes, in 1886!), leased that oft-pictured log boarding house to Thomas Johnson, copied maps, ordered stationery, collected bugs (complaining that there weren't many around), and met the Prime Minister.

He even found time to help plan the new Presbyterian church in Sudbury. A staunch Anglican, he of course did likewise for the new Church of England a bit later.

By the summer of 1888, plans were in progress to establish the first roast yard. The chosen site was between the Copper Cliff and the Evans mines, its centre line being a short spur from the Algoma Branch. Engines and rolling stock were brought in from the C.P.R. On Saturday, August 25 of that year, "fire (was) put to (the) first heap of ore for roasting." A little over two weeks later, on Monday, September 10, there was "a strong smell of sulphur in Sudbury in early morning." On Christmas Eve, the first Herreschoff furnace was blown in, with something less than gratifying success. By February, however, regular work was under way.

By spring, the roast yard's notoriety had earned it a nickname, as Evans acknowledged in his entry for March 20, 1889: "Down to Hades on engine (No. 215) . . ."

If there was anything even mildly amusing about roast yards, David H. Browne was the one to find it. Arriving in 1891 to replace Mr. Leonard, the chemist who lasted only a day and a half after Sperry left, Browne would write in 1902: "... somehow by the help of the Providence which watches over children, drunkards and the roast yard gang, the piles get built and fired. Hence this stink."

Quick Facts:

-- Did you know that Stobie Mine once had its own roast yard? It was started in May of 1889, but I frankly haven't a clue when it was shut down. Any ideas?

-- In 1890, John Evans and his party took a Company engine to Webbwood and then a big canoe six miles upstream on the Spanish River to look at a great waterfall. The site? You guessed it: Espanola! Now wouldn't that have given history an interesting twist if they had acquired the water rights there?

-- In 1892, Miss Annie Gordon was hired to teach in the Whitefish school, at a salary of \$300 for the year. What more could they afford, when 15 cords of wood cost \$14.25?

University for youngsters

Laurentian University will once again be conducting its Mini University Program for children ages 10 to 14 this summer. This program was highly successful in 1987 with over 85% of the students indicating they would like to participate again. Unfortunately, due to Laurentian University's commitment to the World Junior Games last summer, Mini University was not held in 1988. The 1989 version of Mini University has been expanded from 180 to 225 students and will include both English and French sessions. The English language modules will be held from July 4 to July 15 and July 31 to August 11 while the French language session will take place July 17 to July 28.

The children will be introduced to University life via hands-on participation in the disciplines of math, law and justice, sociology, philosophy and nursing. Also, there will be supervised physical activities for the students each day. Qualified senior year University students will teach the courses which will be developed with the assistance of full-time Faculty. While stressing a "Fun" approach to learning, Mini University offers the child an opportunity to gain valuable insights into a number of career opportunities and the training required to access them.

For more information concerning the Mini University Program, interested readers can contact the University at 675-1151, ext. 3944.

Six win Inco bursaries

Six students at the Haileybury School of Mines campus of Northern College were recently awarded Inco Engineering Technology bursaries of \$200 each.

Four winners from the Mining Technology program were: Philipp Gauer of Esterhazy, Sask., Heather Lowe of Fergus, Dean Collins of Kippens, Nfld. and Peter Ball of Salmon Arm, B.C.

Also winning Inco Engineering Technology bursaries were Joe LeClerc of Flin Flon, Man., a student in the Instrumentation Engineering Technician program, as well as Terry Killins of Sesequinika, Ontario, from the Mine Maintenance Technology program.

Golfing to golf

Top scorers in the annual Inco Employee and Pensioners Golf Tournament scheduled for June 17 will get another chance to putt their stuff.

The top four low scorers in the event will be awarded spots in the "Chip in for Charity" Golf Tournament at the Idylwyld Golf Course on August 26.

The \$100 spots in the August tournament, held in support of area hospitals, will be presented at the Inco tournament banquet on June 21.

Burgers taste better when the boss is the chef

Fish taste better fresh from the lake, corn is sweeter on the cob, and hotdogs are best over an open fire, but did you ever notice that the burgers, coffee and cake seem to taste better when the boss is serving 'em?

Just ask the folks at the Copper Cliff Mill who lined up one sunny noon hour last month to have an aproned Mill and Tailings Area superintendent Marty Puro load up their plates for some outdoor dining.

It was the Copper Cliff Mill's second annual barbeque held in recognition of the mill's first quarter safety record

Students Karen Koth, Stephanie St. Jean, and Chantal Lavoie take a bite.



Chow line kept getting longer

achievement and to kick off Safety Month in May. The approximately 150 mill workers who turned out proved they could devour mountains of burgers without any on-the-job training.

Trading in their hardhats for chefs' hats and aprons were Marty Puro, Mill Operating General Foreman Brian Lyons, Tailings Area Operating General Foreman Jack Hamill and Maintenance General Foreman Roger Kitching.

Another, unofficial, reason for the barbeque, according to safety programs co-ordinator Gord Annis, is to bring employees together to reinvigorate the common interests, morale and teamwork after a long, hard winter.

Mill electrician Peter Yannacoureas did even better than a free lunch. He won the draw for a paddleboat.

The draw was part of a safety promotions' effort at the mill.



Down the pipe on the pipe



The bosses are serving the goodies



Maintenance mechanic Dale Geib loads up



A banner barbeque



Eight Cambrian College students won Inco scholarships and bursaries at the annual awards presentation at the Cambrian Foundation recently. Two open scholarships are awarded annually to students who have completed their first year of studies in any post-secondary program. This year's recipients were Jennifer Kelly, a second year Chemical Engineering Technology student, and Krystyna Puszkas, a second year Office Systems Administration student. Pictured are (bottom picture) from left, Jennifer Kelly; José Blanco, Manager, Copper Cliff Smelter Complex and Vice-Chairman of Cambrian's Board of Governors; and Krystyna Puszkas. Six Engineering Technology Bursaries in the Engineering Technology went to Daniel Blanchard, second year Technologie en génie électronique; Marc Dionne, third year Technologue en génie chimique; Todd Hall, first year Civil Engineering Technology; and Robert Pecman and Elizabeth Taus, both in third year Chemical Engineering Technology. Participating in the presentation were, from left, Todd Hall, Daniel Blanchard, Marc Dionne, Elizabeth Taus, Robert Pecman, and José Blanco.

Photos courtesy Cambrian College



P.O. BOX 43, LIVELY, ONTARIO P0M 2E0
Creighton Mine Reunion

COME and SHARE the memories and the spirit on, July 14, 15, & 16, 1989.

CONTINUOUS Social & Sporting events for ALL, to be held in Creighton and Lively areas with a Homecoming Dance as the

Grande Finale . . .

"Come share a dream to come
A friend, a face, a smile.
Along life's road, you find them all,
To make your life worthwhile."

Franca.

Those interested in attending and sharing in these good times, please fill in the lower portion and mail to the above address. An information and registration card will be mailed to you upon receipt of your registration fee.

PLEASE DETACH and mail to Reunion, P.O. Box 40, Lively, Ont.
P0M 2E0

NAME _____ MAIDEN NAME _____

ADDRESS (in full) _____

TELEPHONE _____

NUMBER ATTENDING ____ ADULTS _____ CHILDREN _____

PLEASE ENCLOSE \$5 REGISTRATION FEE PER ADULT.
MAKE CHEQUES TO "Creighton Shines in '89"

Continued from page 1

"I would like to thank all employees of the company at every level and at every location. The contributions they have made, not only in 1988 but also in prior years, have turned the fortunes of the company around and hopefully made for a very bright future."

In reviewing the successful year, Mr. Phillips said the record earnings were due to exceptionally high nickel prices combined with the company's long-standing programs to reduce costs and strengthen its market position.

"Supplies of nickel were limited due to the production capacity rationalizations that had occurred in prior years while demand increased due to a boom in the worldwide production and consumption of stainless steel," he said.

He said Inco's average realized price rose to \$4.81 per pound in 1988 up from \$2.18 the year before. "In the first quarter of this year our average realized price increased further to \$6.59 per pound," he said.

He said the company maintained a 34 per cent share of the nickel market, increasing the volume of nickel under long-term contracts with customers and developing new markets in the far east.

Debt declines

He said that at the time of the recapitalization some concerns were expressed about the additional debt burden that the company would take on as a result of paying the special dividend.

Today, I am pleased to advise you that by mid-year we expect our debt to be about 45 per cent of our total capitalization compared to 62 per cent immediately after payment of the special dividend."

Mr. Phillips outlined the \$400 million emissions reductions program in Sudbury and said cost and productivity improvements will be achieved within the program sufficient to yield a positive, albeit a low, rate of return on the investment.

"We continue research and development to define new technologies which would allow even further reductions over time," he said.

Profits shared

He said that the new bonus system initiated in 1987 for some 5,500 non-union employees resulted in profit sharing becoming a feature of benefit programs throughout Inco.

"Our timing could not have been better; in 1988 the high prices realized for our nickel products and the high operating earnings of our primary metals group resulted in very significant quarterly bonuses. Company wide, for the whole year unionized and non-unionized employees earned bonuses totalling more than \$57 million."

"In a cyclical industry such as ours, we will inevitably experience both good and bad times," he said. "We believe that at all times we should pay salaries and wages which are at least equal to the average of the industry and of the areas in which we operate. However, we believe it is better to reward employees through profit sharing when financial results are good rather than through permanent increases in basic rates which could serve to make the company uncompetitive when times are bad.

"We believe that the bonus systems now in place throughout the company have improved morale and provided an incentive to all employees to work "with" the company rather than "for" the company. Moreover an additional major initiative has been taken which we believe will further enhance this identification with the company. Under a share award plan that has just been put in place every Inco employee has been granted shares in the company at least equal in number of his or her years of service plus ten; some 450,000 shares were distributed in February and a further 450,000 shares will be distributed early next year. This program to transfer a part of the ownership of the company to employees has been very well received."



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