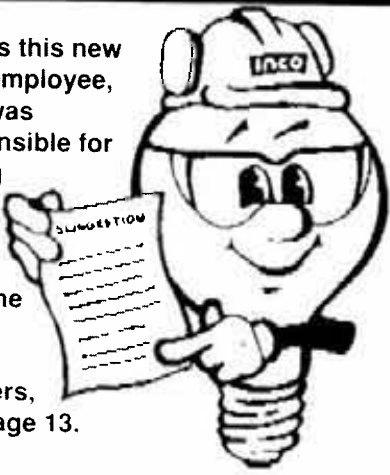


Who is this new Inco employee, who was responsible for hiring him and where does he work? For answers, see Page 13.



INCO Triangle

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1990

Blanco is new vice-president with Paul Parker retirement

Dr. Jose Blanco has been appointed the Ontario Division's new vice-president of Human Resources and Administration.

Jose will replace Paul Parker, who has elected to retire effective Aug. 31 after more than 30 years of dedicated service to the company.

Although Paul's decision to retire is based on his desire to pursue other interests, he has agreed to continue as a consultant to the Division.

Jose is accustomed to the hectic pace the vice-presidency demands. He joined Inco in March of 1968 in



Paul Parker Jose Blanco

the Process Research department in Copper Cliff, has worked in progressively senior positions in research and has extensive experi-

ence in operations.

Jose will turn over the reins as manager of the Copper Cliff Smelter and Matte Processing to Dr. Peter J. Ryan.

Peter leaves his job as manager of the Central Mills Complex to take the new position. He has had extensive experience in Inco's various Canadian research facilities and served as manager of the Process Technology Department, the Nickel Refinery Complex as well as Central Mills.

Peter joined Inco in 1965 after

Continued on Page 15

Parents supply inspiration

Country singer on her way

Most days, Eveline and Glenn Plaunt put in a hard day's work. Eveline as a matte process operator at the smelter and husband Glenn as a North Mine shaft foreman.

At home, the two perform a

function that is now bearing success hardly imaginable just a few years ago.

"I have lots of fans, but mom's the tops there. She's my #1 fan," said 25-year-old daughter Loma

Lyns. "When I release my first album, she'll get the first copy."

Loma's first album, recorded at a Nashville sound studio recently with backing from some of the top musicians in the business, should be out this fall after she competes in the Canadian national talent competitions in Edmonton.

No sooner had she returned from the recording session when she entered and won the Budweiser Canada Talent Search early this year. "I got back from Nashville with two hours to spare before the competition. I almost didn't make it."

The attractive ambulance dispatcher-turned country singer claims her parents are a major reason she's knocking at stardom's door today. "Mom and Dad have always been there to encourage me," she said.

Her parents' role began about 10 years ago when they bought her a guitar, perhaps to back up a habit of singing around the house as her unique way of expressing her moods.

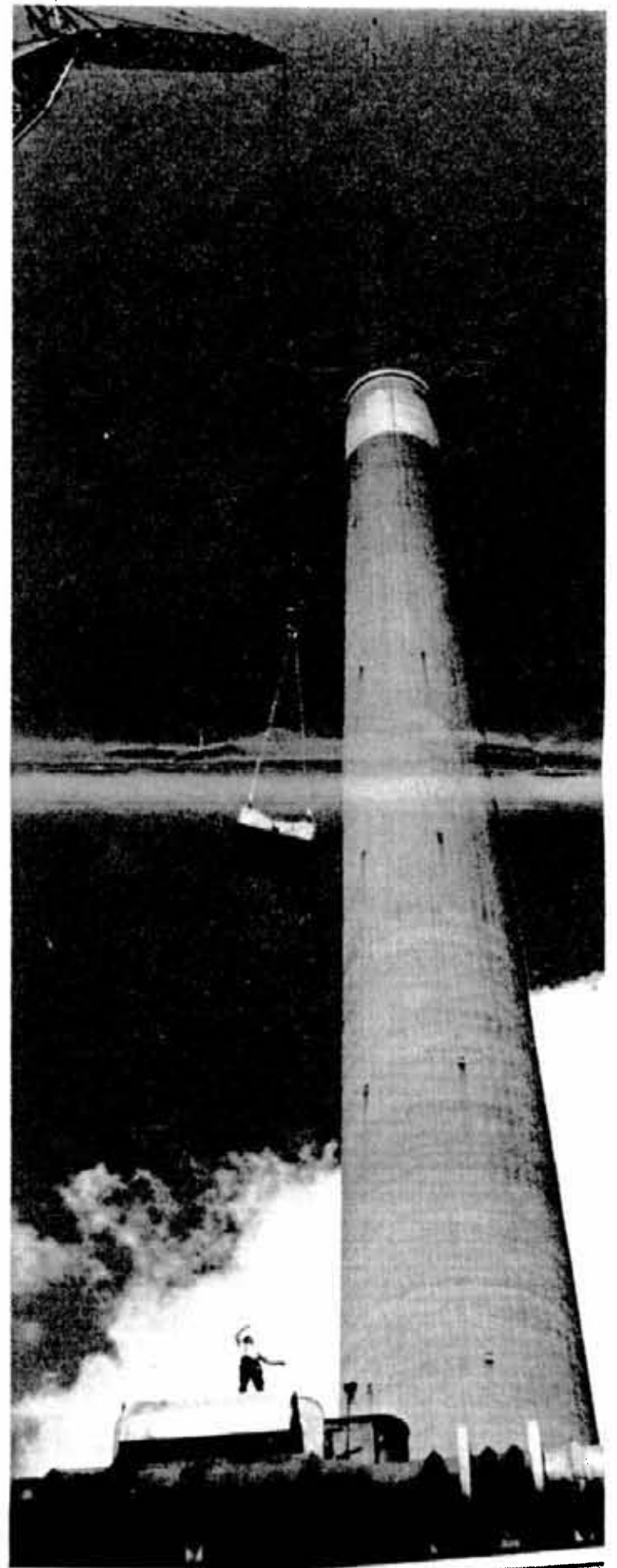
"When she felt sad," recalls Eveline, "she used to sit in her room and sing sad songs. She was always singing around the house. That's how she expresses herself."

Loma remembers singing a song she had written herself at a family Christmas gathering and at a cousin's wedding. "It was a stupid song. . .no, it was kinda nice. . .I guess," she said, displaying a bit of the shyness and self-doubt she insists is underneath the on-stage presence. "It wasn't that the music or words were so great, it was a

Continued on Page 3



Loma Lyns with mom, her biggest fan Eveline Plaunt.



Hey, Down Here!

A Dominion Bridge employee gives hand signals to the crane operator as a huge bucket is lowered to the work site. The job was just one of the many projects carried out at Inco as part of the company's regular maintenance work during the shutdown. The crane was involved in moving parts and equipment for replacing the Number Four Ventilator at the Smelter.

4 Dousing fires
at Port Colborne

8-9 Shutdown goes overtime

15 Getting an education

Timothy returns to his Inco "roots"



Timothy Barnes, 13, and John: Inco roots... of a kind.

It wasn't exactly déjà-vu. Timothy Barnes had never been exactly here, under the Superstack, before.

Yet, there was something that separated the youngster from the rest of the hardhatted students as they bounded from the tour bus at the Copper Cliff Smelter. In a way, Timothy had come home.

Timothy reads about Inco occasionally in the newspaper or sees a television commercial every now and then, but he said it doesn't really "bring anything back."

And that's no wonder. He was born on Inco premises 13 years ago, but "moved out" shortly after.

Timothy was the first Canadian born in the P.T. Inco Clinic in Soroako, Indonesia, in February, 1977, only the fourth expatriate child born on the project.

"The 40-bed hospital was under construction at the time," said father John, who accompanied his son on the Oakville public school field trip this summer. "The clinic at the time was only a bunch of prefabricated buildings linked together, but Timothy was treated great by the local staff. Expatriate babies were something special to the local nursing staff because they hadn't seen them before."

John Barnes, wife Alison and sons Johnathan and Matthew went to Indonesia with some 300 other employees of Bechtel Canada, the project managers during the development of the project. John worked on the operation in the Bechtel

Toronto office for a year before being assigned to the Soroako job site in July of 1976.

Alison was pregnant at the time he was assigned overseas, and one of the things he checked with Inco before leaving was whether the

local medical staff was willing and able to deliver a baby.

John's only daughter, Larona, 12, just missed being born in the Inco hospital by a month. "Alison was eight months pregnant when we left in July of 1978," said John.

The Barnes enjoyed their time in Indonesia. "I enjoyed working with Inco people," said John. "I suppose my wife and I feel kind of special about Inco and Indonesia since one of our children was born there. I know my wife looks on it with fondness."

John's major reason for going on the Sudbury bus tour was the family's Inco connection, but he also wanted to see "the landscape on the way up."

"I've flown up here several times, but I've never driven to Sudbury before," he said. "It was nice to see the scenery."

As for Timothy, having dad along was a special treat. "It wouldn't have been as much fun without dad," he said. "He knows a lot about Inco."

Timothy said he enjoyed the tour. "I think the stack is great," he said. "I'd like to take another tour some time."

He doesn't remember anything about Indonesia, but many of his school chums know that he was born in the company's clinic.

"But I don't think I want to be a miner," he said. "I'd like to be an accountant when I grow up."



Timothy with Indonesian houseboy, Marthen.

What does sustainable development mean to you?



John Rickard, shift foreman, research laboratory at the Port Colborne Refinery: "Sustainable development is not just a flash in the pan. Being in the research lab and seeing all the money the company's spending on sulphur dioxide abatement, I'd say Inco's committed."



Tom Flynn, superintendent, Mines Industrial Engineering: "It's very important to us as individuals and to the company in terms of our survival. I think we are working very hard toward that end and a lot of it is on our own and not just government-prompted."



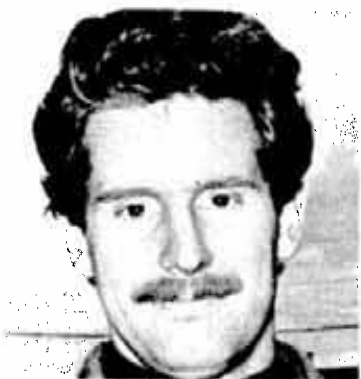
Barbara Dore, summer student, Nickel Refinery: "It looks like Inco is trying to do its best. I noticed over the years that they plant a lot of flowers around. Even small things like that make a difference. It may not make a difference in the global sense, but every bit helps."



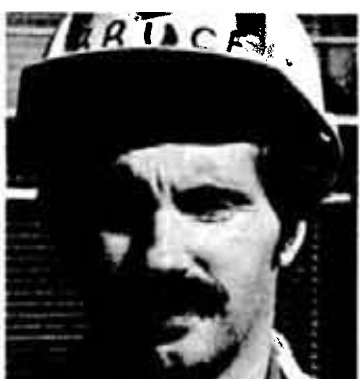
Robert Rutledge, Inco Co-op Program, Transportation: "It's obvious from the change in the landscape around here that we are working at it and that it is working. But people have to realize that there's a bottom line to what the company can do and I'm not sure I'd want to be the one who draws it."



Jim Patrie, computer operator, Occupational Health: "Inco is doing plenty with all the replanting and seeding. It makes the entire area look a lot better than just a few years ago. People can see that from the highway. Local people see that, but I don't know if the message is getting outside the area."



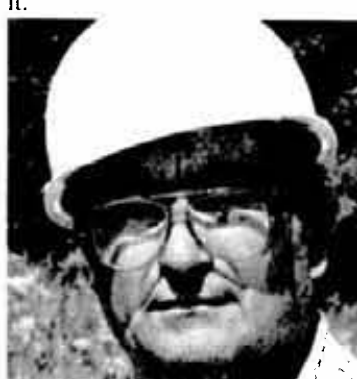
Scott Wolfe, operator at the research station, Port Colborne Refinery: "I'm impressed with what we're doing. What Research Station No. 2 is doing will be the basis of sulphur emission abatement for the next two decades. For me this is an exciting time to come here"



Bruce McLaughlin, miner, Creighton Mine: "Inco's doing their bit. Maybe they could do more, but I think the company wants to clean up out of responsibility and not necessarily government regulations. When we started it was to make a profit, but things have changed."



Larry Young, electrician, Iron Ore Plant: "I'm happy with what they are doing. We are doing our best and have made great strides, but I think the company has been forced to clean up. The company responds to every issue that's on the table."



Vito Pileggi, service boss, Transportation: "I think we improve the environment more than enough. We are doing our best and are starting to get the recognition for it. There has to be a budget concern to all of this and people are beginning to recognize that."



John Taggart, contract administration, General Engineering: "I don't think there's much more we can do. A lot of the work is prompted. It has to be done to meet regulations, but I think the company is showing initiative. We're ahead of the game."

Old friends, good times revisited

Port Pensioners' Day draws over 425

Port Colborne's Pensioners' Day is very important to former Inco refinery employees.

More than 425 retirees attended the festivities for some food, fellowship and fun, proving the ties they developed at work over the years are still binding ones.

Seated at the luncheon, Dick Corkum asked Art Shaubel what he's been doing.

"I play bridge about three days a week. I just wish I could play it every day." They noted that there were more people at the Italian-Canadian Hall than there were working in the plant right at the moment.

In 1984, production of electrolytic nickel was discontinued in Port Colborne.

The pensioners enjoy the annual plant tours. They showed interest in the ways their workplaces have improved and changed since they left their jobs behind.

However, say pensioners, some

things never change.

As Allan Foulis passed by the mechanical shop, he pointed to a massive lathe.

"My father used that same machine when he worked here, and that's a long time ago. I was an electrician here for 37 years," he said proudly, dwelling comfortably on the satisfying years of service put in by him and his father.

People unchanged

There have been many millions of dollars worth of makeovers and technological upgrades, too, but the co-workers remain the same. People are still as friendly as ever.

As they strolled leisurely through the plant, the pensioners joshed and kidded those who are still working about the benefits and idyl life of the Inco pensioner.

Present employees bantered back, retorting that conditions have never been better inside the refin-

ery since their shift mates left.

John "Bubbles" Williston retired from the refinery shop in 1984. Before the dust could settle, he and his wife Coralene packed up and moved to Vancouver Island. But they haven't forgotten Port Colborne. It was here that they raised four sons and a daughter over 30 years.

The couple come back to Southern Ontario every year to reestablish their ties in the hearts of those who stayed behind. Pensioners' Days is a perfect way to see everyone at once and return home to British Columbia with the soul warmed over.

"Hey, what are you doing back here? Have you been shovelling it so much the island sank?" someone asked Williston.

"Yeah. We came back here to give it a chance to come back up to the surface while we're gone," John countered.

Former towmotor driver Burt Huppe ambled happily about the hall, hardly able to take two steps before being accosted by someone who hasn't touched base for some time.

"Where have you been?" he was asked. "I just got back from Texas. I've been there for three months," replied Burt.

Time to enjoy

Bruno Favaro worked in receiving for more than 30 years at the refinery. Now, as business manager for the Italian-Canadian Hall, he made sure his fellow pensioners



John Deluca, Bruno Favaro, and Jack Huffman enjoy getting back together at Pensioner Days in Port Colborne.

were having things their way on their day. After making sure all the details were just right, he, too, sat down for a hearty meal and an equally sustaining chat with some old shiftmates.

Double duty

Other pensioners were also doing double duty. John Sullivan and Violet Crawford welcomed buddies to the hall. John Plese, Frank Brema, Curt Hoffman and others served as guides during plant tours.

Making sure things ran smoothly was organizer Cal Peyton, who still jogs as much as he did before he retired from Inco's security and first aid department.

"At least once a week, we get together at the Port Colborne High School track for training. I've been

doing that for years," he said.

Peyton is an ardent member of the Lakeside Athletic Club and competes in foot races throughout the season.

It seemed as if everyone was talking at once, boasting about their grandchildren, shooting the breeze about every topic under the sun and trading hilarious memories about their days together at the refinery. The atmosphere was charged and the participants showed lots of energy in tackling new and interesting things since they left the lunchpail behind.

But respectful silence settled in when retiree Jim Walter said grace and asked everyone present to take one minute and remember the pensioners who couldn't make it. Everyone realized how lucky they were to be able to enjoy each other's company again.



Ralph Palma, Al Citrigno and Pietro Grano share memories.

"She knows right from wrong"



Glenn Plaunt and daughter Loma Lyns. Dad's fixing up the tour bus that Loma will use on the road to success.

Continued from Page 1
sentimental thing."

Loma's initial intention was to learn to play saxophone. "I actually went into the store to buy a sax, but then I figured I couldn't sing and play it at the same time, so I switched to guitar."

Ironically, she didn't want to take lessons until she knew how to play something. She spent weeks teaching herself a few songs on the guitar, then took a month of lessons.

"I discovered I learned faster on my own, so I quit the lessons," she said. "It's all self-discipline anyway."

Most of her early guitar playing and singing was confined to the house, but when a 15-year-old Loma was coaxed to sing on stage with a friend who was performing in a band, she was amazed that her shyness disappeared and she lost her inhibitions. "It was strange. I'm very inhibited at other times, but when I'm in front of an audience it's like I belong there."

Bitten by a love of performing, she played and sang with her own band before local audiences for about five years while holding down two other jobs as a travel agent and dispatcher. Her mother forced her

to quit the travel agency job when the pressure started taking its toll.

"She's a nighthawk. She doesn't sleep," said Eveline. "I was afraid she'd burn herself out."

Loma and her band performed on weekends and evenings at clubs, jamborees, fairs and special events. "We didn't play just strictly western, but the entire range of music from heavy rock to western."

It was fun and it was a way of gaining experience, but it certainly wasn't lucrative. "You couldn't do it for the money. You'd starve," she said. "But it gave me the experience I needed."

Going professional was only a daydream, something that was possible but hardly likely, she said, until the bookings started improving and she began appearing with big name entertainers.

She made up her mind about a year ago that she would take a shot at going all the way toward a musical career. "I think I'm ready. I'll give it my best shot now, before we start a family."

The other part of the "we" is husband Guy Mathias, who supports Loma's efforts all the way. "He's afraid that if I don't take a shot at it now, I'll regret it later. He knows how much I want this."

She's realistic about herself and her chosen musical career. "I know it will be a lot of hard work and determination ahead of me," she said. "Frankly, I know what's involved in being an entertainer. I don't know if I could handle it if Guy was the entertainer and I had to support him."

Glenn Plaunt said he's been an Inco foreman for about 23 years and doesn't get excited easily, but he's very excited about Loma's success. It was Glenn who went with her for the Nashville recording session. "I'd like to see her do well, to get where she wants to go," he said.

He'll soon be busy weekends and evenings renovating an old bus into a touring vehicle for the family country singer.

He's confident Loma can handle whatever happens. "She gets frustrated sometimes," he said, "but she always bounces back."

Eveline agrees. "She doesn't have her head in the clouds," she said, "and I think she can handle all the pressures of an entertainer. The lifestyle changes, but the person you are doesn't."

"I'm not worried about her. She knows right from wrong."



Al Shaubel, Leo Jacques, Bill Bilodeau and Willi Beifuss pack up after practice.



Leo Jacques, Willi Beifuss and Bill Bilodeau test gear.

Inco volunteers among Port firemen

There's no such thing as an off-duty fireman, especially if he's a volunteer.

Willi Beifuss is an operator with 22 years service at Inco's precious metals refinery in Port Colborne. He's also been a volunteer with the Port Colborne Fire Department for 13 years.

Once that pager is clipped on, he's totally committed to a response. It might signal at any time, anywhere.

"When that pager goes off — and it's quite loud — it gets my

ample, if a similar emergency arose at the refinery.

"Yes, I guess they might turn to us at the plant if there was a need to don breathing apparatus. We're people who can take the heat and keep a cool head during emergencies," declares Randy, 35. He's immediate past president of the volunteer fire company and an operator on Willi's shift with 16 years at Inco.

"As volunteer firemen, we're also required to have valid first aid certificates. It can come in handy

home and fell. He went into shock, but I knew what to do instantly."

This clear thinking is the kind of attitude the fire department needs when a general alarm sounds. Fire chief Doug Lockyer says there are 12 to 13 full-time firemen and 57 volunteers in the city's department. But when a fire is blazing, the distinction between the paid men and the ones who practise hard once or twice a week seems to blur. They are all pulling together, working safely and swiftly to control the situation as a team.

Chief Lockyer says Inco has joined this team when the fire department needs help, whether it's manpower or equipment.

Brian Heaslip left Inco [Port Colborne's number three research station] and is now deputy chief of the department, says Chief Lockyer.

"We've been grateful to Inco over the years for their assistance. We've had many incidents, like the recent fire aboard the ship Griffith, where we filled up our Scott air packs at the refinery's Cascades air system. There were 65 guys fighting that fire and we were constantly running out of air."

The most memorable fire for Leo Jacques was another one on the Welland Canal in the hold of the ship Algosoo. The 43-year-old Inco research technician remembers his foreman granting a number of volunteers plant leave, to tackle a fire that took two days to extinguish.

Fighting a fire on board a vessel is somewhat unique to the Port Colborne area, but the canal provides a ready access to pumps and water hoses can spray up to 1,500 feet.

This close proximity to an unlimited water supply was a blessing during the Robin Hood Flour mill fire of about 12 years ago, says Gus Desjardins, 44, a tradesman in the refinery shop.

"It was a hot one. We spent a day and a half containing the fire to the storage area. We were all whipped by the time it was over."

How did Gus get transformed from a mild-mannered machinist into a tough, durable firefighter

who tames flames for a hobby?

"When I first joined the shop 25 years ago, there were a lot of volunteers there. About 20 through the whole plant. Some of them talked me into joining, too."

He's never looked back and has matched every year at Inco with one in the fire department.

Leo Jacques laughs about his recruitment as a firefighter 20 years ago.

"One of my buddies turned me onto it. Being a volunteer fireman sounded good because I'd be doing a service for the city and meeting a great bunch of guys. Ironically, the first fire I ever responded to was at this guy's house."

But there's more to being a volunteer fireman than battling a real bumer.

Willi Beifuss was Port Colborne's Volunteer Fireman for 1989. His firefighting skills alone didn't win him that honor. The lieutenant's desire and proficiency in organizing community projects convinced others that he deserved the award. He was the chairman and organizer for the department's 50th anniversary banquet, a dance in June and a New Year's Eve

celebration. expected from across Canada for the huge event. Close to \$30,000 in volunteers' funds was raised to purchase 100 tables and 1,000 chairs.

Rather than making this a one time purchase, the volunteers donated the equipment to the city for use in any event, large or small.

Another involved volunteer is Alvin Shaubel. He is both an "oldtimer and a rookie", says Leo Jacques. Alvin, 45, became a volunteer eight years ago, but he's been with Inco almost 26 years.

His enthusiasm has certainly caught fire since he joined. Alvin has been busy since January, working with Randy Agius and others on a 100-page promotional booklet for the upcoming convention.

He's also a proud member of the steamer committee, taking the department's gleaming 1906 antique, horse-drawn steamer to heritage festivals, parades and conventions around Ontario.

"You get a sense of pride giving to the community as a volunteer fireman, but it takes a lot of your time," said Alvin. "When another Inco employee, George Sesto, [now a paid fireman in Gravenhurst, Ontario] asked me to join many

"We're people who can take the heat and keep a cool head during emergencies."

adrenalin flowing and I get excited and pumped up. Then the call comes in and I know exactly what's happening."

There's a fair share of false alarms, he says, but it could be a real emergency. A volunteer fireman must respond quickly, no matter what has caused the beeper to blare.

Six valiant volunteers from the Port Colborne Fire Department earn a living at the Port Colborne Refinery.

Even without their electronic reminders, the volunteer firemen are always on the lookout for a potential problem. Whether it's on the job or enjoying a vacation, their instincts for trouble automatically kick in.

Fellow Inco employees ask the volunteers many questions: Where do I put my smoke alarm? Where should my fire extinguisher be? How can I improve my home's resistance to fire?

If he doesn't know the answer, says Willi, he'll find out from another volunteer or paid fireman.

Would their shift mates look to them for leadership and knowledge in times of a crisis?

Randy Agius thinks so. His frequent use of Scott air packs in oxygen-restricted situations would make him a natural leader by ex-

ample, if a similar emergency arose at the refinery.

They've also taught a few valuable techniques to their co-workers. Willie, 40, holds CPR (cardio-pulmonary resuscitation) classes at Inco on the odd off-shift.

"I've never given CPR, but I've been instructing it for years. I hope I never have to use it, but I take an instructor's course at Niagara college every three years to keep up my certification," Willie said.

Randy, who learned CPR from his shift partner Willi, recalls when he had to put his knowledge to the test.

"I was at Pleasant Beach on Lake Erie, and a doctor had placed a drowning victim on his stomach, restricting his breathing. I came on the scene and turned him on his side. He vomited all over the place, but I didn't care, because it was a sign that he was going to be all right!"

Bill Bilodeau, Precious Metals Refinery operator, has already reached the volunteer firefighter's quarter century mark, but he has another four years to match that milestone at Inco. He also remembers a time when his training came in handy.

"My father had an accident at

"Since I was a little kid, I wanted to be a fireman. But it took me a little while to get in."

celebration.

Along with the other volunteers, paid firefighters and his wife Wanda in the women's auxiliary, he has helped raise money for muscular dystrophy through bingos, book sales and donations. The department also lights up the sky by sponsoring and holding the city's Victoria Day fireworks, which were held at Nickel Beach this year for the first time.

Another successful venture arose out of the department's plans to host an annual Fire Fighters Association of Ontario convention in Port Colborne this August. Chairs and tables were needed to accommodate the 2,000 to 4,000 firemen

years ago. I said I didn't have the time. Now, I wonder why I didn't sign up sooner. But you really have to commit yourself because there's a lot going on, what with practice, raffles and charity drives. And there's nothing worse than a fireman who doesn't show up to fires."

That would never be a problem for Willi Beifuss.

"Since I was a little kid, I wanted to be a fireman, but it took me a little while to get in. Now, the demand for volunteers outweighs the supply. It's funny though. My two sons aren't really interested. They keep hearing the calls and seeing me go, but the job doesn't seem exciting to them."

Hobby is for the birds

Inco birder soars with pigeon fanciers

There are only 11 members in the Sudbury Area Racing Pigeon Club and Angelo Anselmo is one of them.

A mechanic for 15 years in the mechanical department at the Copper Cliff Smelter, he's a 31 year veteran of Inco.

Angelo played soccer for 25 years around Sudbury. He got involved in pigeon racing seven years ago when he decided he needed a less strenuous recreation. "I've always been fascinated by birds," he said. "When I was young I always had some kind of bird in the 'Old Country' — once I even had a trained crow."

With 85 birds, 45 of them racers and 40 of them breeders (racers are not good breeders and breeders are not good racers), he spends about 15 hours a week taking care of them during the off season and about 30 hours a week during the racing season.

"A good racer is about 60 per cent of the ability and time an owner puts into it, and about 40 per cent the bird," he said. "A bird may be good, but you've got to get him ready."

Unlike wild pigeons, Angelo's birds are in excellent condition. Every year they are vaccinated for

a multitude of diseases such as Newcastle disease and one-eye cold disease and strengthened on a diet of corn, wheat, barley, peas, buckwheat and other grains. He feeds them in the morning and in the evening.

"A long distance racer gets an extra portion of corn, a short racer a high protein diet," he said.

There are facts about pigeons that many people don't know. Pigeon racing is the national sport of Belgium. A pigeon can fly over 130 kilometres an hour and the first pigeon race was held in Europe more than 200 years ago.

Racing pigeons usually have a yellow circle around their pupils, while breeders have a blue circle. In Canada, pigeon races can earn the owner of a winning bird up to \$10,000.

In Europe the prize money can be even more.

To get his birds into racing condition takes more than just proper food and making sure they are healthy. They have to be trained, said Angelo.

"You cannot train them for eight hours after an electrical storm or when it is very windy," he said. "Birds need good weather

conditions for good training.

He begins training them before the racing season starts by driving them out of town and releasing them, letting them find their own way home. These exercises are called "drops", and most of the time they're in their pen waiting for him when he gets back.

"I start these drops at no less than 20 kilometers," he said. "And go all the way up to 50 kilometers. When the racing season starts I give them one drop a week on Wednesdays. The races are on the weekends."

Not all birds return, said Angelo. He had one that didn't get back until six months later. "Somebody must have had him," he said, "because he was in good condition and well fed when he got back."

Although Angelo does most of his racing around Sudbury where

only trophies are given as prizes, every year he sends a few birds down south to compete for money.

There have been no big winners for him yet in the money races, but he says that doesn't matter. He just enjoys the sport.

Angelo has bought pairs of birds for as much as \$150 and has had them flown to him from as far away as British Columbia. He says the most expensive part of the hobby is the clock you have to buy to time the birds, which can run up to \$500, and, of course, the pens you have to build to house the birds.



Angelo Anselmo shows off one of his birds.

Blind student aims for pro flautist status

Natalie Dorion is blind, but her vision of the future is perfectly clear.

"I'd like to become a professional flute player performing solos with various orchestras," she said. "I'd also like to teach music and become a chamber musician — perhaps playing cello in a string orchestra."

These lofty career aspirations are more than dreams. They are the disciplined goals of a determined and accomplished young musician.

Natalie, 24, graduated recently from the three-year Music Performance program at Cambrian College where she studied flute with a minor in cello. Her scholastic achievements earned her one of two Inco Ontario Division Open Bursaries worth \$1,200. The bursaries are awarded annually to students who have completed at least one year of post-secondary studies and have demonstrated academic excellence.

"Natalie is very dedicated and works very hard," said her father Paul, an instrumentation technician on the Sulphur Dioxide Abatement Project with Inco. "That's

never been able to see. "My vision is restricted to light and dark perception," she said. "I can see shadows and that's it."

At six, she attended the W. Ross MacDonald School for the Blind in Brantford where she sang in a choir. At nine, she began playing piano, and at 12, the flute.

She graduated from Grade 12 in Brantford in 1986. That fall she returned for a college preparatory year at the Brantford Collegiate Institute. She was also a member of the Brantford Youth Orchestra and the Brantford Memorial Concert Band.

In 1987, she enrolled at Cambrian.

"Being blind doesn't bother me but if I lost my hearing I'd be dev-

for it. It's a gift."

Natalie used the gift, acquiring several awards and accolades.

Among them is the Brantford Music Club Award, The Brantford Music Expositor Trophy and Scholarship and the Cambrian College Award for Outstanding Woodwind Performance, which she captured the last two years.

In 1988 she was selected one of three finalists in the Sudbury

piano accompanist Jennifer Wolf, of the music department at Laurentian University. She received a standing ovation.

Earlier this year she captured a \$450 award at the Kiwanis Music Festival in Sudbury and moved on to compete at the senior provincial competition in Windsor. This was Natalie's first competition at the provincial level and she came away happy with her performance.

The bursary from Inco was Natalie's latest award and one of her most satisfying.

"It means a great deal to me

Her musical idol is Suzanne Shulman, one of Canada's foremost flautists who teaches at McMaster, U of T and the Royal Conservatory of Music in Toronto.

Closer to home, she credits Cambrian wind instrument instructor Brenda Arrowsmith with being her most significant career influence to date. "She's done so much for me it's just unbelievable," she said.

Twenty-four years of blindness have taught Natalie that independence is a cherished commodity. She walks with a white cane

"Depending on others far more than a sighted person has always made me feel guilty."

because it will help pay my tuition for university," she said. "I was really touched when I won the award. It was an honor."

Natalie will continue her Music Performance education at the university level this fall. She's been accepted at Wilfrid Laurier in Waterloo, her preference of the three schools where she applied. She also applied at the University of Toronto and McMaster University in Hamilton.

"You have to audition for university entry," she said. "I'm practicing to learn new material."

Natalie's daily practice schedule reads like an army boot camp — three to five hours on flute, two to three hours on cello, and an hour on violin, an instrument she only began playing this year.

"I slow down a little bit during the summer," she said, flashing a guilty smile. "But not much."

Not surprisingly, Natalie's musical preference is classical, with favorite composers being Angelo Correlli, Franz Joseph Haydn and Wolfgang Amadeus Mozart.

and still relies on "kind souls" to help her across busy intersections, but only Natalie will determine the direction her adult life will take. And now, she's content to follow the tune of the flute.

"Depending on others far more than a sighted person has always made me feel guilty," she said. "But you have to overcome that because it isn't your fault that you're blind."

"If you want something in life you have to grab it. Don't let anything stop you. I'm not letting anything stop me."

"People always underestimate those with a handicap, but that just makes me angry and more determined to get what I want out of life."

"Someday I hope to be known as an outstanding Canadian flute player like Suzanne Shulman. I don't want to be known as an outstanding blind flute player."

"At the same time I want others to know that blind people can do whatever they want. Hopefully I can prove this by becoming a professional flautist."



Paul Dorion listens as daughter Natalie strikes a note.

astated," she said. "I'm fortunate to have perfect pitch. If someone plays a perfect note I can tell them exactly what it is and where it is on each clef."

"Not many people have it and everyone at the college envies me

Symphony Orchestra's Young Performers Concert and appeared as a guest soloist with the symphony onstage at the Grand Theatre. Last February, she was invited to a recital in Brantford where she performed 40 minutes of flute with

the only way she got where she is today."

"When she first took up music I wasn't sure she was going to make it. She was playing the piano and wasn't really enjoying it. But she got over that as soon as she found the flute. She's never let her blindness stop her for a second and she's never got discouraged."

Natalie was born with an under-developed optic nerve and has



As Inco gardener Alex Gray had promised, the flower beds around town bloomed in the nick of time. There, in all the glory of floral sculpture, were giant-sized crests of the Copper Cliff High School Reunion.

Back to school at CCHS as students and staff visit old haunts

At Nickel Park, fences were in place, tents were up, lights had been hung, and the main stage was ready. Throughout the region, and on the roads leading to it, 2,000 hearts had begun to beat in anticipation.

Then Friday morning brought with it a mood of despair. It was pouring. But, by the time registrations opened at the McClelland Arena at four o'clock, things looked much better. Under grey but dry skies, at a pleasant 16 degrees, a renewed optimism, that's when Mother Nature played her next trick.

Beneath the seemingly-beautiful park grass, the morning's rain had left a layer that was just waiting to soak as many feet as it could — and it did a marvellous job. But, the alumni and their friends had the last laugh. It would take a lot more than water to dampen what they had come here to do.

From his verandah directly across School Street, Transportation Manager Ken Johnson watched the transformation of his usually-tranquil, tree-lined avenue. It could've been a scene from *"Close Encounters Of The Third Kind"* — a great alien starship returning the crowds of people it had picked up at assorted times over the last 50 years, now allowing only one stop at the one place they might all call home.

Filing through the school building and then outside again toward the big tents, the returning students felt the trip-hammer effect of recognition triggering memories. For some, it wasn't quite instantaneous. A face might seem vaguely familiar, but it took a quick, subtle glance at the name tag to verify. Then, in a rush, it all came back. In any case, exciting things happened.

The special kinds of affection and love formed in high school, it seems, are tucked away in a private little corner of the mind — behind a door marked: "Open only at reunions." That Friday evening in Copper Cliff, many such doors opened wide.

Amid handshakes, hugs and kisses, nostalgic voices filled the evening air.

Opening Ceremonies

The inscription above the main entrance reads "A.D. 1937."

Built at an initial cost of \$200,000, Copper Cliff High School opened with five rooms and a staff of five. In 1980, its life as a secondary school came to an end, a casualty of big-school economics.

Now, a decade later, host Jack Camilucci introduced the organizing committee and a number of special guests, to begin the reunion's opening ceremonies. Against a growing cacophony of jubilant voices throughout the park, each of the seasoned speakers extended their welcome by sharing a few memories of their own — and by taking playful verbal jabs at each other.

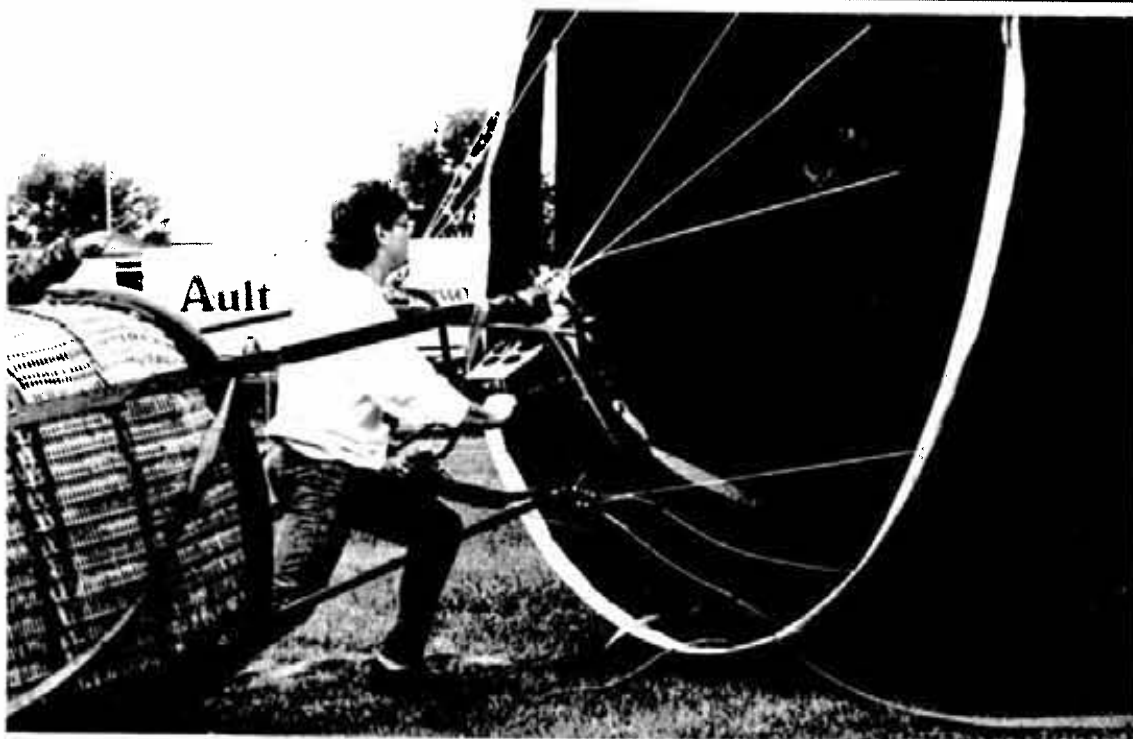
Regional Chairman Tom Davies (class of '51) led off with a roast of the others, followed by Sudbury Mayor Peter Wong, who, although not a CCHS alumnus, was nevertheless "aware of the school's reputation for excellence."

Alderman Peter Dow reminded everyone that the spirit of Copper Cliff was still very much alive and Inco's Ontario Division President Bill Clement (class of '49) spoke warmly of this chance to rekindle "the best years of our lives."

Jim Smith (class of '52), Sudbury School Board's director of education, invited his old friends to "reminisce and tell a few lies." (Riding the



Diane Flynn of Inco's Comptroller's Department (left), provides registration information to Port Colborne Refinery Manager Len Kowal and wife, Chris, a former CCHS student.



Robin Eastwood of Northern Sports Balloons prepares for a bird's eye look at reunion.



The Rowe sisters, daughters of the late Daniel Rowe who worked in the Copper Cliff Carpentry shop. Shirley Hines, Claudice Sintic, Marge VanExan, and Danna Farrows.

Local Lines bus from Creighton to Copper Cliff, Betty Lou LeVigne and Jim cemented a romance that has endured nearly 40 years.)

Lawyer Alan Arkilander explained the structure of the Alumni Association, and said the reunion's proceeds would be used to fund bursaries for higher education.

Appropriately, Bertha Mae (Hackett) Fournier concluded the official opening on behalf of the organizing committee.

Unable to even begin naming everyone who had helped, Bertha Mae gave passionate thanks for their two-year effort. "You know who you are," she said.

Looking out at the sea of happy faces, Bertha Mae seemed to be seeing the days of blue and gold all over again as she recalled: "We were a diversified lot. We came from different backgrounds and maybe even from opposite sides of the tracks, but, when we became members of Copper Cliff High, all that was forgotten."

Listening, Norma (Hashey) Darrach agreed. One of the first 1937 students in a school still buzzing with contractors, Norma said: "'Chico' Graham was the first principal and there was a real cross-section of students. There were several different ethnic groups and religions, but we were just one big family."

And the visiting began

They came from all over.

From just around the corner on Power Street, Wes McNeice talked about leaving CCHS to work at Inco while awaiting his call to the armed forces during World War II.

From Dundas, Ontario, Lia (Flabiano) Talevi was one of those gorgeous Creighton girls who graduated in '59. To many in this crowd she was still pretty special.

John Zurbrigg left the area before he could graduate from CCHS, but travelled up from Toronto anyway — just to see old friends. Also from Inco's head office, Charlie Ferguson quickly showed that the years haven't hardened his easy humor one bit.

Several men from near and far stopped to chat with their beloved old Copper Cliff Highlanders guru, Sam Laderoute. Sightless for about a year, Sam showed that he still has what it takes to pipe in a group of celebrities — and to remember just about everyone he ever knew.

Admitting it's a big challenge to adjust to his changed world, Sam added: "Thank God for my music and my wonderful wife."

Still toting the pipe that had been his trademark in Sudbury, Peter Crossgrove drifted casually from one group to another. Someone asked what he's doing these days, and Peter just replied: "Nothing." Showing their wisdom in wearing matching 'duck boots', Carol and Ron Pagan ignored the soggy ground as they made their way across the decades to greet long-unseen friends. More than once, a burst of laughter was followed by: "Ronnie, you haven't changed a bit!"

Day two

Saturday morning, Mother Nature got up on the wrong

side. It rained with a vengeance for several hours, resulting in the cancellation of children's games and the oldtimers' ball game.

The announcer bravely suggested for a while that the baseball game would be rescheduled to Sunday, but the irrepressible Yacker Flynn chuckled: "It was hard enough to keep all these characters in one place for one day. Two days? Forget it."

Both Yacker and his niece Dianne were kept doubly busy helping run the show and patiently answering concerned queries about Herk, Diane's dad. Scores of friends knew it would take a lot to keep Herk away.

Ignoring the rain, the alumni returned — slowly at first, then in larger groups, unable to resist proving that "old friends are like gold."

Under the big tents, groups were in a state of constant flux.

People would talk, laugh, hug and show pictures in one cluster, and then individuals would move to another group, only to be replaced by new faces. The Newell brothers were as popular as ever, and some guys (who shall remain nameless, of course) were still grateful that Doug Ogston's such a good-natured fellow.

It was as if things had reverted to a gentle version of the high school pecking order. Today's titles and successes graciously deferred to the sheer luxury of memory lane, everyone forgiving a little exaggeration of how good and how exciting things had really been.

Late Saturday afternoon, a burst of applause greeted the first appearance of sunshine and there was a new air of optimism as partygoers prepared for the evening's dances — out in the park and at the Copper Cliff Legion.

And then, adieu.

Bowing to Copper Cliff perseverance, Sunday's weather was sunny and beautiful.

Following the morning breakfast, with hearts and bellies full, the old friends gathered for the reunion blessing — and, reluctantly, for the closing ceremonies.

After so much genuine fun, so much reflection on the enduring values in life, saying farewell had never been harder.



Inco maintenance mechanic Bill Doherty and brother Brian.

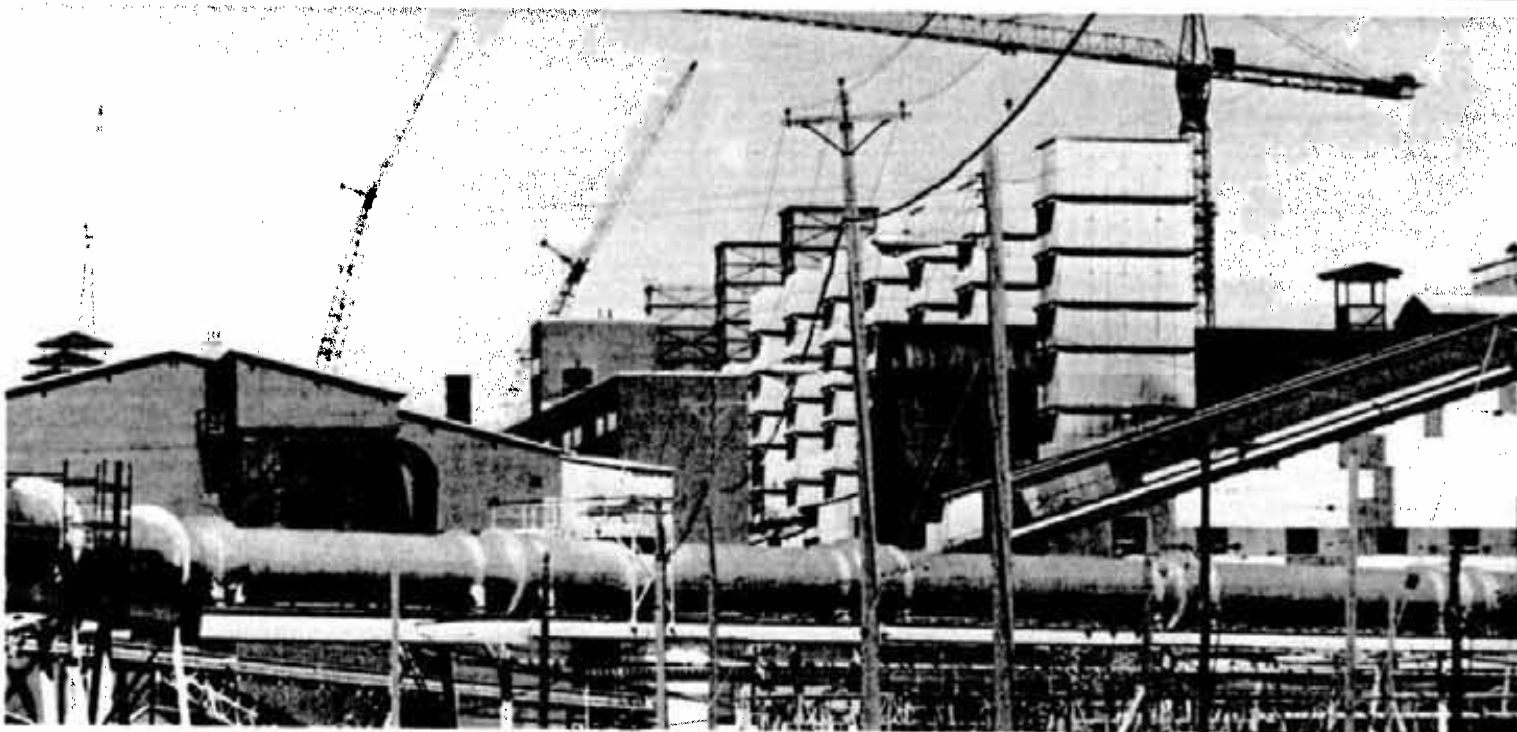


Copper Cliff Dairy
FIRST IN FRESHNESS • LA FRAÎCHEUR D'ABORD

David and Michael Zanetti, grandsons of Mr. and Mrs. Rick (Enrico) Zanetti. Rick retired as a planner at Clarabelle.



George MacKay, retired Sudbury policeman, and retired Inco benefits administrator George MacMaster swap favorite high school stories.



Cranes dot the Inco skyline as the Sulphur Dioxide Abatement project progresses at the Copper Cliff Smelter.



Two huge heat exchangers for



An Inco Transportation crew member puts down new track.

Sulphur Dioxide Abatement project draws praise

Nervous start makes summe

He may have been crossing his fingers under the table, but Victor Englesakis was a picture of confidence as he spread the photographs of the summer's Sulphur Dioxide Abatement project work on his Smelter office desk.

"We completed all of our shutdown work on schedule," he said with only the slightest hint of relief. "There was a fantastic amount of work done and we accomplished all that we had planned as well as a lot of additional work that came up as we went along."

The Project Services superintendent displayed an unruffled nature, handling a deluge of phone

calls and inquiries with unflinching ease.

Things weren't always that calm in the office. There was a time this past summer when things didn't look good at all.

A labour dispute over contract agreements between contractors and their pipefitters and electricians had resulted in a strike by these two trades which meant that some work was already behind when the shutdown began. As the strike continued into the first week of the shutdown, disaster loomed larger and larger on the Inco horizon.

"For a few days there, we were all in a cold sweat around here. Sure, there was contingency planning but all alternatives were costly and disruptive. It was a matter of days before we would have to fall back to one of these unattractive alternatives or else run the risk of missing the deadline on the abatement project."

Extending the shutdown, a second shutdown later in the year and other options were considered.

"Problem was," said Victor, "it was critical that some of this work be finished during the shutdown. We couldn't have done it any other time. This was the only window we had. This is work that ties in with existing facilities and those facilities have to be shut down to do the work. Electrical power ties in by the Utilities Department and railway track relocation and extensions by the Transportation Department are the kinds of things that that could only be done during the shutdown."

Once the dispute was settled, however, work went ahead at a fast pace. "We worked 60-hour weeks. Six days of 10-hour shifts," said Victor.

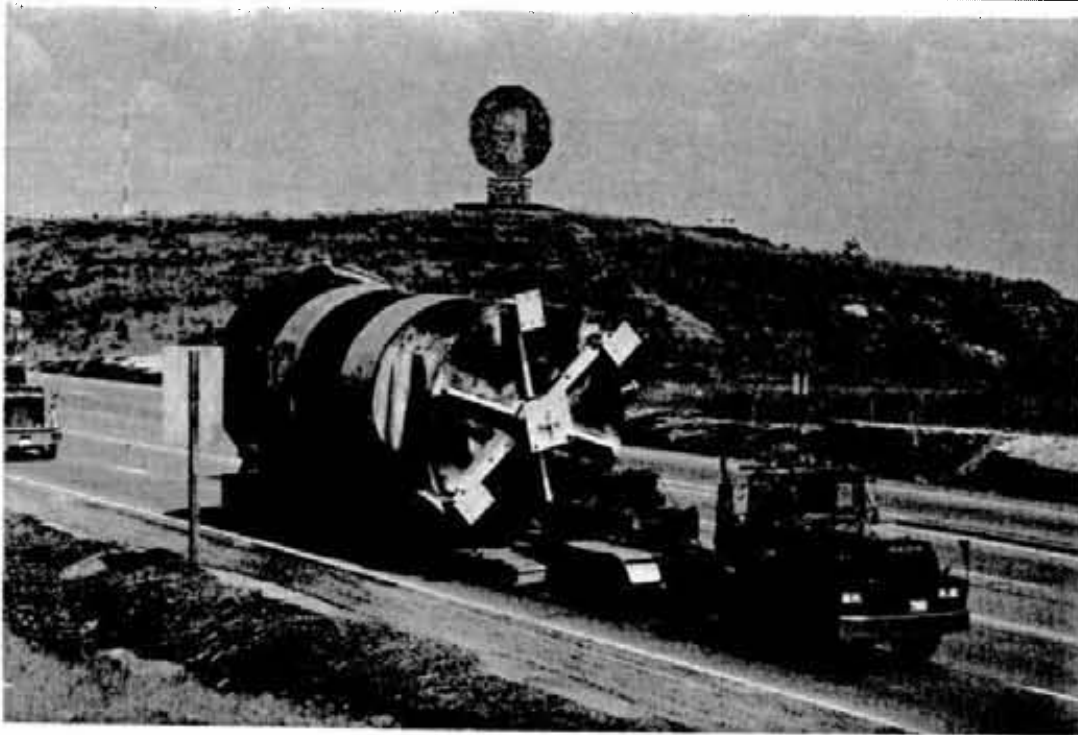
"At the peak, we had about 640 people on the project at the smelter alone, all going full speed ahead. There were no serious mishaps and



A huge oxygen pipe is maneuvered into place for installation at the smelter.



Ray Boucher, Utilities, and Ian Ross of Northland Engineering go over drawings for smelter piping trusses.



oxygen plant arrived from Montreal via truck.



The huge acid storage tanks get a paint job.

project's success sweeter

a lot of extra work was done as the need arose.

"In one case, a 16-inch diameter pipe carrying oxygen to the smelter from the oxygen plant which was to be relocated was found to be corroded and had to be replaced. There was a last-minute scramble to find, deliver, fabricate and install it," he said.

"All that, despite the fact that Inco's regular shutdown maintenance work was going full tilt at the same time. Careful planning and scheduling of all work paid off handsomely. I think we can be proud of what's been accomplished here."

Although the project, as a whole, is still behind in the electrical and pipefitting work because of the eight-week long strike, Victor is confident that the lost time will be recovered.

Engineers for the Sulphur Di-

oxide Abatement work are Davy McKee, while Wright Engineering is responsible for construction and management. Inco's own General Engineering Department, Maintenance, Utilities and Transportation Departments also contributed toward the shutdown work.

Inco people also contributed to the project's success, he said. "Our people did a lot of work as well. Transportation and Utilities were involved in shutdown work. We had to take a rail line to the new load out station at Frood. Overhead power lines had to be installed."

Considering the obstacles Inco has overcome this past summer, he's enjoying the luxury of breathing easy these days.

Smelter Plant Manager Jose Blanco (since appointed Vice-President of Human Resources and Administration), in a letter of

appreciation to all involved, stated that he was "truly impressed not only by the magnitude of the accomplishment, but also by the fact that all obstacles that may have interfered with a smooth start up were removed.

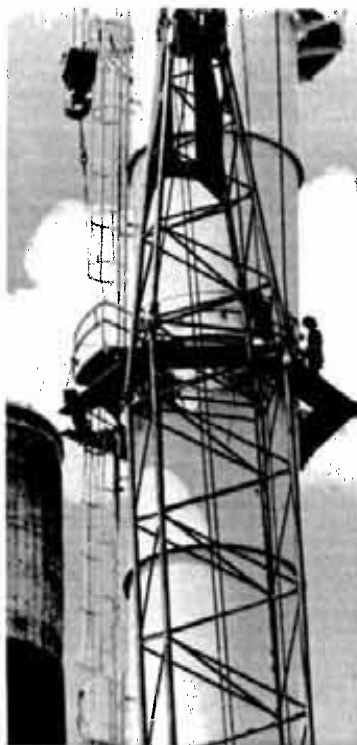
"This cooperative behaviour and teamwork will continue to protect our production and go a long way to assume the successful construction and start up that we all look forward to," the letter state.

There shouldn't be a chance of repeating this year's edgy nerves, thinks Victor, because the first phase of the project is by far the most critical. "Most of the work scheduled for next summer will not demand such a critical window of opportunity," he said. "By next shutdown, the first phase of the program should be completed and the new facilities will be ready to be started up.

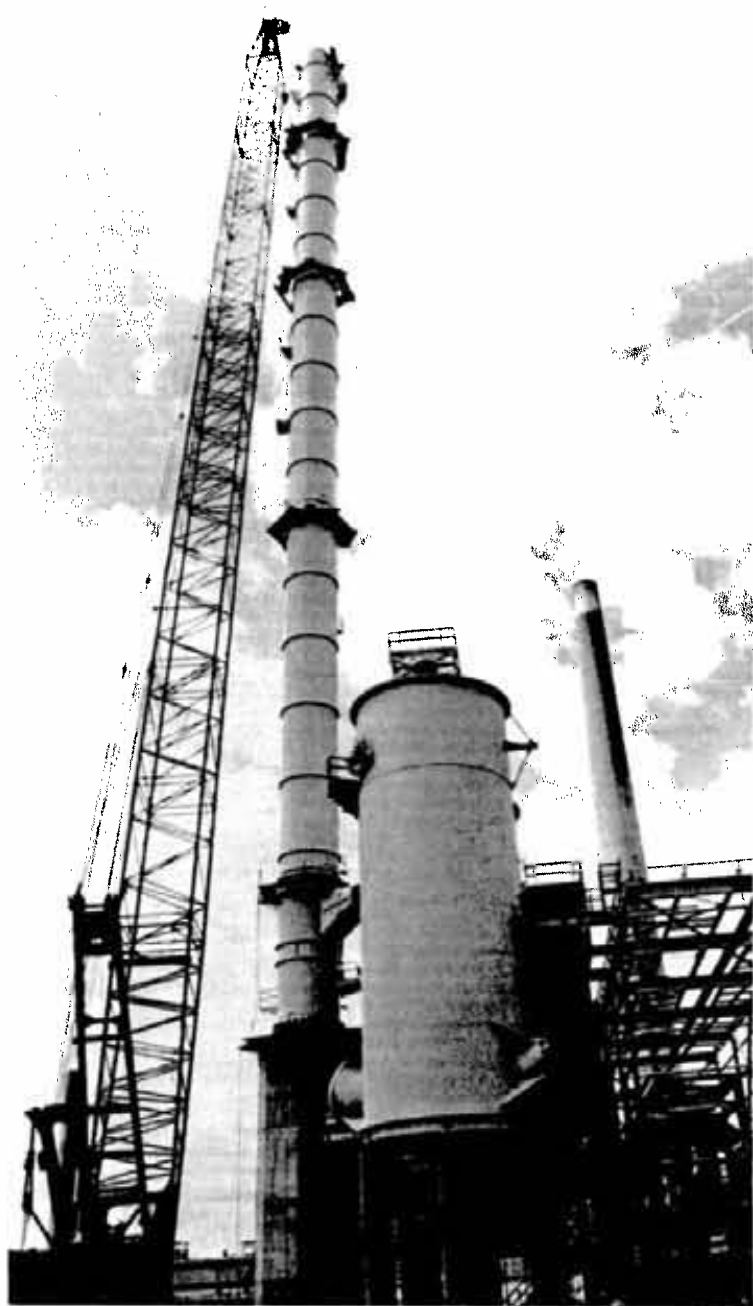
"That," he said, "will present its own challenges."



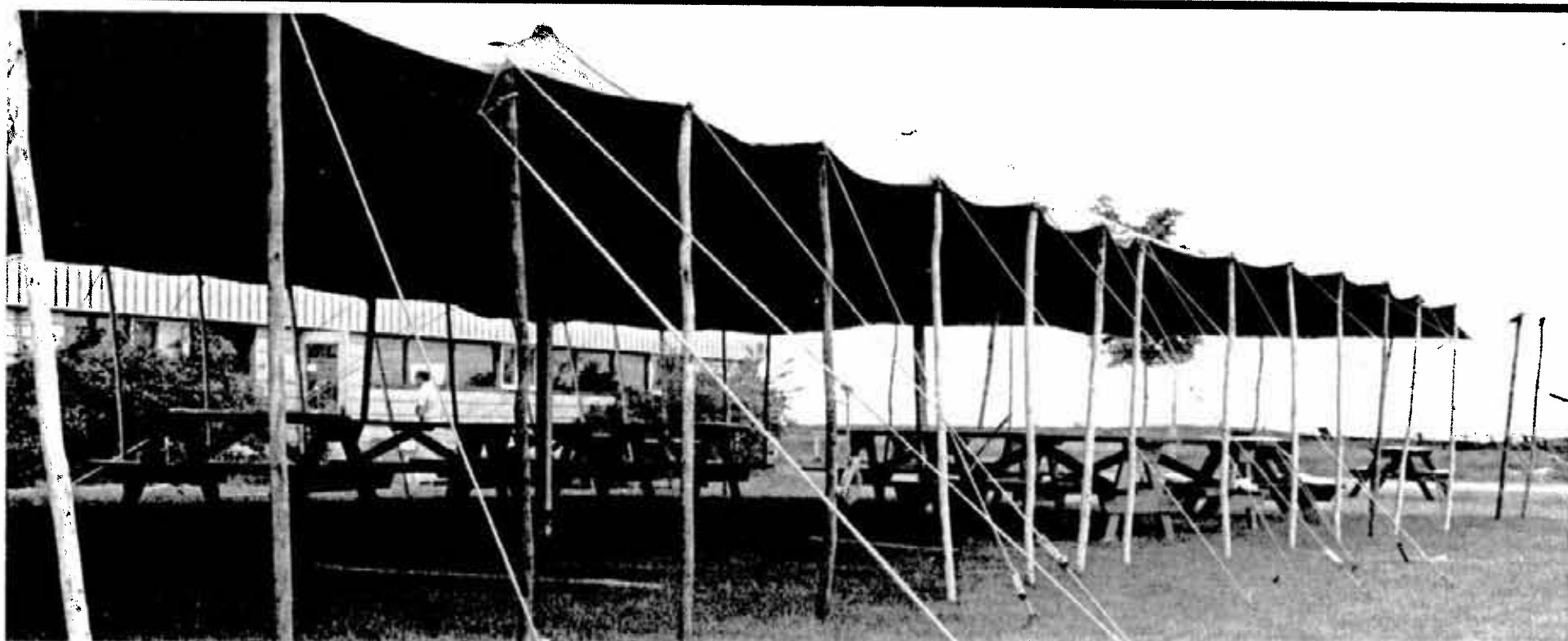
The new acid plant is seen from huge pipe soon to be installed.



A workman toils near top of new Acid Plant stack.



The Sulphuric Acid Plant stack alters the Inco skyline.



Like just about every other Inco barbecue this year, the Divisional Shops event was chased indoors. This tent remained empty.

Nickel Refinery bucks the trend

Barbecues bring good cheer

The Divisional Shops barbecue was another in the long list of washed out affairs this year, but the Nickel Refinery bucked the trend and held theirs under sunny skies.

"The big tent we set up outside ended up being completely useless," said Controller Al Massay, one of the organizers of the first Div Shop barbecue. "It poured and we ended up moving indoors."

Luckily, they had the room. Picnic tables were brought inside and set up in the aisles and in the warehouse, and from the mountains of food that disappeared from plates, everybody had good time.

"We had about 100 people participate," said Al. "We always try to have some kind of event every year, but this is the first time we've held a barbecue."

The folks at Divisional Shops have a more difficult time in organizing such events, since

many of the shops are "scattered" throughout the Sudbury operations.

About 100 people are relatively close by at "Shop's Alley" at the smelter, but another 40 are located at Creighton.

"We had to bus them in for the barbecue," said Al.

While a social function can be more difficult to stage, employees get an extra kick out of it. "Some of these people rarely get to come in here, and many people here don't get out to our area shops," he said. "This gives them a chance to get together."

At the Nickel Refinery

Complex, about 300 people lined up to watch supervisory staff including complex manger Allan Bale dish out the chow.

Like the Div Shops affair, buses were required from the Transportation Department to bus in employees from the far reaches of the massive complex.

Unlike the Div Shops and just about all the other barbecues held this year, it was sunshine and shirtsleeves in the chow line.

"We beat the odds this year," said Richard Sitko, safety supervisor at the complex and one of the organizers of the event.

It was the second annual barbecue for the complex and Richard said that next year the annual Family Safety Day may be combined with the barbecue into one major event.



Lunch among the shelves in the Div Shops warehouse.



General Foreman of Nickel Products Wayne Leavoy, Operations Superintendent Clive Lewis and Process Technology Superintendent George Tyroler are pressed into new service at the Nickel Refinery barbecue.



Centred in the picture, machinist Ron Menard serves Gerry LeFleure the chow.



Financial Analyst John Forsey braves the drizzle.



Revealing a healthy appetite, Alex Miglioranza of Transportation, George Canapini of Capital Accounting and Janie Bozic of Employee Relations gather the goodies.



Patricia Hodden, daughter of Richard Hodden, and Angela Labelle with full hands at CCCR Family Day.



Paul Howard of Computer Services, Personnel Superintendent Vince Orlando, Salary Administration Supervisor Frank Grieve, Computer Operator Patti Larouche and Salary Administrator Brian Bertulli wait to move up the line with plates in hand.

General Offices, Copper Refinery BBQ

Weather can't dampen events

It was another good year for burgers on buns as hundreds turned out for both the General Offices Barbecue and the Copper Cliff Copper Refinery Family Day this year.

Continuing this year's tradition, rain kept celebrants inside at both events.

At the general offices, a drizzle kept most indoors, but over 400 staff and employees demonstrated by the size of their appetites that they work just as hard as any Inco employees anywhere.

According to Safety and Training secretary Laura Dinero, it's only the second time General

Offices has joined the annual barbecue ritual.

It was Laura who was instrumental in setting up the event up in the first place and she's glad she did.

"Everybody enjoys it," she said. "Many people who work here don't get to work out in the field, so they sometimes feel like they are overlooked."

At the Copper Refinery's Family Day, the weatherman sent a steady downpour and more than 1,000 people deserted the tent set up outside for drier climes inside.

"Everybody had a good time regardless," said Copper Refinery

Training Supervisor Gerry Dennie, head of the organizing committee.

"We try to have the event every two years. It's a good way to let employees' families see where mom and dad work."

Many pensioners turned up as well to greet old friends and to see how the workplace has changed.

"The weather was horrible," said Gerry. "Even the tent leaked, but it didn't dampen any spirits."

He said the schedule went as planned and everybody enjoyed themselves. The program included tours, lots of eats and handouts including seedlings supplied by Inco's Agriculture Department.



Marcel and Claudette Castonguay help grandson Max Kent with a gold bar at the CCCR Family Day celebrations. A steady downpour didn't dampen spirits.



In Your Yard... Light Up Your Landscape!

Ellen L. Heale, P.Ag.

Night lighting adds a new dimension to the landscape and can be used to create a very special effect. One reason for lighting is functional, for increased security and safety along paths, steps, around obstacles and on decks and patios. Another reason is decorative, to introduce a dramatic effect with silhouettes and shadows.

When properly installed the new low-voltage lighting systems are safe, easily relocated and produce a high quality light. The basic rule of creating an outdoor lighting design is to create an effect without highlighting the source of light.

Lights may be used in various ways - to highlight an object or direct light, illuminate along walls/fences or paths, underwater or to produce a special twinkle effect or be an attractive source of light (a special fixture). Lights may be placed in the ground shining up into a tree (especially one with a unique trunk or branch shape) or along the base of a wall/fence. They may be shining down to the ground, suspended from within a tree or the top of a wall/fence, behind trees or shrubs or reflecting on or shining up through water. Lights may also be put at a low level along a path.

Installation

Specialty suppliers have all the necessary materials. Basic parts are outlined and several options are available. A transformer is required to reduce a 110-volt household current to the 12-volt current required for the low-wattage lighting systems. Transformers may or may not be rain "tight". Some plug directly into an approved outdoor receptacle while others may be attached directly into the house wiring (an electrician may need to be consulted). Ensure that the length of wire and the number of fixtures are what is recommended and approved for the transformer. Not following specifications may cause dimming of the lights or overloading of the transformer. The transformer should have an on/off safety switch and be properly mounted. A timer or a remote control device are optional. Never use extension cords for operation of the lighting system.

Experiment with the placement of the fixtures prior to burying the

wire (prevent any tripping hazards). At night look at the effect you have created from outside of your property and from inside the house. Fixtures may have quick connect clamps or require individual wiring connections. Bury the wiring five to eight cm in the ground. Leave approximately 30 cm of slack in the cable, per fixture, to allow for future adjusting or movement as requirements change or as plants grow.

Keep in mind that numerous, small lights create a more dramatic effect, compared with fewer, stronger lights. Create depth in the landscape by placing lights beyond a patio or deck. Have separate switches for main outdoor lights so they can be turned off when necessary. Colour filters are not as effective or natural in night lighting. Use only approved submersible fixtures and connections in wet areas or under water.

Leaf "Miners"

Eastern white cedar or *arborvitae* is commonly found throughout the Great Lakes - St. Lawrence Forest Region. Cedar leaves are scale-like, twigs are flat and fan-shaped and cones are oval, woody and one cm in length. White cedar grows best on limestone-based neutral or alkaline, moist soils. (They will not tolerate acidic soils). White cedars are slow growing and will live for hundreds of years.

A common pest of Eastern white cedar is the cedar leafminer. Eggs are laid by adult moths on the green tips of cedar twigs. Larvae hatch and tunnel within the scalelike leaves and feed by mining within the foliage eventually causing the branch tips to turn brown. The dead twigs are easily broken off. Adults are tiny greyish-white moths that emerge in clouds from June until the end of July. Cedar leafminers have only one generation per year.

Eastern white cedars will withstand a lot of leafminer injury before significant damage occurs. Spraying for control is not necessary. Clip off branch tips of infested trees before June and destroy the clippings. Fall cleanup of fallen branch tips is also important.

\$12 M expansion underway at Inco R&D laboratory

Construction began recently on a \$12 million expansion of Inco Limited's main research and development laboratory at Sheridan Park in Mississauga.

Inco's J. Roy Gordon Laboratory, built in 1965, was one of the original participants in the large modern complex west of Toronto that accommodates a score of independent research and development organizations.

Dr. Malcolm Bell, vice-president responsible for research and technology development at Inco, said the first phase of the expansion will involve construction of a new mini-plant that will assist in the development of process improvements at Inco's Canadian and Indonesian nickel-producing operations.

"In addition," said Dr. Bell, "Inco is increasing its research effort directed to the development of new value-added products, including new forms of nickel powders and advanced materials such as nickel-coated fibres and particles."

The laboratory expansion will permit an increase in research programs related to the development of new nickel plating processes as well. Research into new economical methods of extracting nickel from lateritic ores from Indonesia and other parts of the world has been renewed and is escalating.

Inco also maintains research programs aimed at improving productivity and safety, increasing metals recoveries, enhancing workplace conditions and protecting the natural environment at its primary production facilities in Canada, the United Kingdom and Indonesia.

Ag department's flowers brighten Inco's facilities

If summers at Inco seem to be getting a little more pleasant every year, it may not be your imagination.

Inco's Agriculture Department is getting just a little more effective each year with its beautification program.

Inco gardener Alex Gray reports that around 40,000 plants were added to the scenery at plants, mines, office buildings and parks this year.

All flowers were grown in the department's Copper Cliff greenhouse as early as January, and the outside planting began at the end of May by staff and summer students.

Flower beds were not practical in some areas such as the smelter, so department green thumbs used around 200 patio pots to get the effect they wanted.

Alex reports that the flowers will keep blooming until the first frost, which could come as early as mid-September or as late as November.

LETTERS TO THE EDITOR

Dear Sir:

Just want to let you know how I appreciate receiving the Inco Triangle and the In Touch magazines which are of great interest to me.

My late father-in-law, Mr. John W. Gallagher and my late husband John T. Gallagher worked for Inco for years and thought highly of the company.

I am an Inco pensioner and have appreciated how the company has been good to me.

I am,
Marguerete Gall Drehl,
Lloydminster, B.C.

the photographs, especially the coloured ones.

Sincerely,
Mr. and Mrs. Z. Szlagowski

Editor's Note: We regret to say that due to an unpredicted demand, we have no posters left. Thanks for the words of encouragement.

Dear Sir:

Please accept our appreciation for the support that Inco gave to our Midnorthern Mini Course Conference held in Sudbury for 300 students from Northern Ontario.

Dr. Banbury challenged the minds of these young people while educating all of us on acid rain and Inco's role in protecting the environment. It was a particularly appropriate presentation topic that touched on sustainable development, a theme used in a survey of these students; it told students that career aspirations in science can be

fulfilled locally; and it helped the educators to encourage adolescents to channel their interests into science.

I was particularly pleased to see the fine example set by one of the female employees at Inco who asked a tough scientific question. She set a fine example for our female students who were somewhat reticent about speaking up in a large group. I did not get her name but I've enclosed a picture of her for your interest.

Inco has once again demonstrated its corporate citizenship towards the community of Northern Ontario and to the students of the North. I'm enclosing a journal on linking education and employment with the hope that Inco and the school systems might continue to develop meaningful relationships that would benefit both school systems and Inco.

There can be no greater public service than that which develops the minds and spirits of our young people. Inco's contribution to our

Mini Course Conference did just that.

Sincerely,

(Mrs.) Paula M. Barber,
Chair, Midnorthern Region,
Enrichment Co-ordinating
Committee

Dear Sir:

The One-Eleven Seniors enjoy keeping up to date with the many activities of the Inco Co. and pensioners and reading the varied and interesting articles published in the In Touch Magazine.

Thank you for the great donation.

Sincerely,

Colette Lalonde
Information Coordinator

Dear Sir:

We would appreciate receiving a poster of Inco's 1990 environment advertisement as stated in the May edition of Inco Triangle.

We always look forward to receiving the Triangle and we enjoy



Brian Scott, left, seems to be helping Felix Ventresca line up his next shot.

Port golf tourney draws 60

More than 60 pensioners and employees sliced, drove, hacked and chuckled their way through the challenging Riverview Downs golf course recently at the annual Port Colborne Refinery golf tournament in Fenwick.

The weather was perfect, as intermittent clouds kept the sun from sizzling on the greens. A refreshing breeze swept in from the west along the Chippewa Creek, which runs through the club.

Coming in with first low net was Tom Marshall, Pete Labrie finished with first low gross. Second low net and second low gross were earned by Brad Marshall and Bob Czerlani, respectively. Chalking up third low net was Gail DeKoning.

Nick Markovich kept his par down for third low gross. Nearest to the hole winners were tournament chairman Les Leigh and Bill Okanik.

Del Fraipont was in fine form with the tournament's longest drive.

Players enjoyed a steak dinner

and prize presentations after the game, which provided present

employees and pensioners a chance to renew acquaintances and swap humorous golfing lore.



Cathy Tweedy and Gail DeKoning prepare to battle on the green at the Port Colborne Refinery Golf Tournament.



Wayne Raeo: A bear must have stolen the ball.



Richard Staniszewski's mighty swing sends ball... and sand, on its way down the course. ...and into the water.

Ivan Idea to boost Suggestion Plan

It was a world war that first motivated employees to enlist in Inco's suggestion plan. Suggestions increasing productivity were seen as a way to deliver a blow directly at the enemy.

More than 45 years later the plan continues to contribute in a different kind of fight, the continuing battle to capture and hold the high ground in the fierce, competitive battle for a fair share of the market.

Starting in August, there's a new recruit.

"It's the first time we've come up with a logo to go with the program," said Suggestion Plan Supervisor Denis Lepage. "It's an idea that we hope will give a higher profile and a new emphasis on

just how seriously the plan is seen by the company and how much it has helped us



Ivan Idea with Suggestion Plan Supervisor Denis Lepage: A bright idea.

keep the competitive edge."

Denis said he's been toying with the idea of a logo for the plan for

some time, but it wasn't until Jiggs Sauve of the smelter training department came up with a logo idea that the idea was taken seriously.

"He (Jiggs) approached me with a drawing and I figured it fit perfectly," said Denis. "It was an inspiration that's going to work out well."

The logo will be used on all suggestion plan material and paperwork, and Denis hopes that it will eventually become synonymous with the plan.

Stickers have also been created, and they will be distributed to every employee who submits a suggestion.

"I'd like to see the stickers start to appear on lunch pails and bumpers all over the place," he said. "We want the plan to develop an even higher profile than it has today. We want our people to become aware of it and to display the logo with a sense of pride."

Denis figures the increased

visibility will not only give the plan increased recognition, but will be a constant reminder to employees that their ideas are welcome and appreciated. "It should remind people that we are there waiting for their good ideas," he said.

It's not that there's a slump in the plan. It's grown not only in numbers of suggestions submitted, but in quality and scope as well. Company awards have matched employees' enthusiasm as well. The top award of \$1,000 in 1943 when the plan began has grown to \$10,000 today.

"Maybe this logo will help us boost participation even more," said Denis. "We have lots of participation today, but that doesn't mean there can't be more."

A preliminary canvass of employees has already shown enthusiasm for the little guy, affectionately tagged "Ivan Idea."

"Most people like him," said Denis.

Heritage Threads

by Marty McAllister



A smelter tour

Apologies to Dr. Blanco and all those other smart people who actually know something about metallurgy, but I'm going to try giving you a quick tour of a few smelters that have painted their plumes on the Sudbury skyline over the past 102 years.

When that city-sized meteor rearranged our share of the earth's crust about two billion years ago, it forced random molten rivers of mineral treasure to ooze upward — solidifying at various points around what has become the crusty rim of the Sudbury Basin. In the late 19th century, the upper layer of Mother Nature's dowry was relatively easy to find. Getting it out of the ground was something else again. Still worse, separating the treasure from the trash was a . . . mmm . . . very difficult. A lot of people tried, a few succeeded, and still fewer got good at it.

Who was on first?

No doubt about it, the Copper Cliff Smelter was here first, but it was no instant miracle. Since December, 1888 when the first 100-ton Herreshoff furnace was blown in at the East Smelter, the Copper Cliff works have been moved and re-moved, added to and leaned-to, burned down and closed down, upgraded and degraded, raved at and raved about, re-bricked and rebuilt — enough times to make anyone give it all up and run for politics.

Maybe what kept them going was that others were trying too.

In 1889, when Canadian Copper shipped its first matte from Copper Cliff, the Dominion Mineral Company started mining operations at Blezard Mine (about a mile northeast of Stobie), and erected a smelter shortly after. H.H. Vivian & Company were getting underway at Murray and installed a blast furnace in 1890.

The next year, The Drury Nickel Company opened the Chicago Mine and built a smelter there.

By the end of 1897, however, only Canadian Copper was still in the smelting business and kept expanding. In 1899, they built the West Smelter, adjacent to the Number Two, or MacArthur Mine (top of Godfrey Drive), bringing their combined capacity to about 800 tons per day. Their stranglehold didn't last long.

Also in 1899, the Lake Superior Power Corporation, part of Francis Clergue's empire, purchased the Gertrude Mine and made plans for a smelter there. In 1900, the Mond Nickel Company built the Victoria smelter, which commenced production in May of 1901. Both of these facilities, as well as CCCo's Creighton Mine, had been delayed pending extension of the Manitoulin and North Shore Railway. The Great Lakes Copper Company built an experimental smelter at the Mount Nickel Mine, not far from the Blezard, but it soon ended in failure.

Another turn-of-the-century Copper Cliff arrival was the Orford Copper Company's Ontario Smelting Works, built for the purpose of upgrading Canadian Copper's matte before shipping it to their refinery in Constable Hook, New Jersey.

How did they do it?

It's worth pausing at this stage to quote from History of Nickel Extraction By Canadian Companies, an encyclopedic work put together by Inco's Process Engineering people in Toronto: "Typical

metallurgy at this time was: heap roasting of the ore, blast furnace smelting of the roasted ore to a low-grade matte, removal of the iron from the matte either by Bessemerizing or by calcining and smelting, calcining of the high-grade matte in a reverberatory furnace" . . . and several other steps that I can't even copy accurately, let alone understand.

The point I want to make is that everyone (at least, everyone who got anywhere) in those early years was obliged to roast this high-sulphur ore in open beds. Even as late as 1915, Inco's most workable answer to the roast bed problem was to move them out to O'Donnell, west of Creighton.

Getting serious

With the formation of the International Nickel Company in 1902, bringing the Canadian Copper and Orford interests under one umbrella, the smelting of Sudbury ores became much more focused. When the Clergue empire crumbled the next year, there remained only Inco and Mond as serious entries in the field — Inco at Copper Cliff and Mond at Victoria.

That year, Inco commenced building its first modern, largescale smelter. The main blast furnace building was essentially what we now call the old Orford building and it had two 210-foot stacks. Just beyond its north end was the 1,200-horsepower steam powerhouse. The converter building was directly across the road from the furnaces, about where we now find the Smelter Technical Services building. What we call Number One Substation was born at the same time, initially providing air to the furnaces and converters and later acting as the receiving point for the new power line from High Falls, in 1906. If you've ever wondered why that big overhead air line goes so darned far through the smelter yard, from #1 Sub to the converter building — well, the sub was there first.

"Shops Alley" has remained in about the same place, but the buildings have changed a great deal. There was a big pond where today the five converter building sits, east of which they later built the old roaster/reverberatory plant, put into service at the end of 1911.

Before that 1904 construction was finished, however, both the West smelter and the Ontario Smelting Works were badly damaged by fire. Fortunately, although Mond was tough competitor, they were not opportunists, so they contracted to handle varying amounts of Inco ore at the Victoria Smelter until 1908.

In 1907, the Dominion Nickel-Copper Company was organized by the Booth and O'Brien interests. Numerous properties, including the Murray, were acquired in succeeding years, but none reached commercial production — until they were turned over to the British American Nickel Corporation (via a temporary organization called the Canadian Nickel Company) in 1913.

Speaking of 1913, it was in May of that year that Mond opened its new 1,000-ton smelter at Coniston (it closed in April of 1972).

In 1917, British American Nickel broke ground for its new smelter at Murray and its first furnace was blown in on January 17, 1920. A victim of the postwar slump, keen competition from Inco and Mond and of its own financing difficulties, BANC Co went into liquidation in July, 1924.

And then there were two.

In 1928, a new, stubborn kid arrived on the block. The orebody that Thomas Edison had missed and that Longyear had drilled into in 1916, was tackled by a subsidiary of the Ventures group: Falconbridge Nickel Mines Limited.

While Falconbridge got under way, Inco merged with Mond and proceeded through the late '20s and early '30s with an unprecedented program of renewal and expansion. This gave us the giant milling and smelting complex that has remained this area's 'Rock of Gibraltar'.

The story of that new smelter, and its evolution toward the modernization we can see today, is worth at least another column.

New VP

Continued from Page 1
graduating with a Ph.D in Physical Chemistry from the University of Toronto and post-graduate studies in electrochemistry at the University of Cambridge in the United Kingdom.

The position Peter is vacating



Peter Ryan

will be filled by Clarabelle Mill Superintendent Michael A. Throssell. He joined Inco in 1970 in the Process Technology Department of the Frood-Stobie Mill and has extensive experience in Inco's mill operations.

Praise for Inco on environment

Congratulations, Inco Ltd., states the Ontario Mining Association newsletter "Mining Matters."

The congratulations were for Inco's winning of the "Green Star" award.

Inco was one of 16 industries and businesses chosen by the Financial Post as worthy of the award "for its genuine corporate concern for the environment."

Keeping Inco company were Hewlett-Packard, Loblaw's, DuPont Canada, The Body Shop, IBM and Dofasco, to name a few.

Drill hailed

A prototype, cageable mini-jumbo drill now being tested in Thompson Mine is the only one of its kind in the world.

The single boom jumbo drill can be driven onto a cage, driven off at the desired level and then used to drill both lateral holes as well as backholes for rockbolts.



Earth Day's on Inco

Inco donated about 600 seedlings to CJMX Radio for the Earth Day tree planting event recently. At left, Lisa Koski, daughter of Creighton Miner John Koski plants a seedling appropriately beside a burned-out stump with CJMX employee Shirley Harasym.

Inco customers give the goods on Inco quality

The Ontario Division doesn't make widgets, watches, or Ninja Turtles.

In fact, we don't directly make anything that the average employee (or consumer) would find in a store or on a showroom floor. Our products are raw materials — nickel, copper, cobalt, sulphur and a variety of precious metals — packed and sold in large quantity. So, where do all those millions of pounds go?

Regional sales manager in our Pittsburgh office, Dick Billin recently offered the best kind of answer. He had planned a visit to Copper Cliff with senior executives from three different U.S. companies, and was happy to let the Triangle tag along. The visitors were more than willing to help shed some light on the end use of Inco products.

The Ontario Division hosts were Frood-Stobie-Garson Complex Manager Graham Ross and Copper Cliff Nickel Refinery Manager Allan Bale. At a get-together reception, hosts and visitors swung easily between casual and business topics. Of particular interest was Inco progress on safety and the environment — and the kindred spirit that bass fisherman Graham Ross found in Mark Miller.

With tours of Stobie, Frood-Stobie Mill, and the CCNR set for the next day, the evening offered a chance to learn about the three companies.

'Finished' Products

Whether it's a Toro lawnmower handle, a hospital wheelchair, a piece of Steelease office furniture, a magazine rack at the neighbourhood convenience store, not to

mention a well-known Huffy bicycle or a Sears appliance, the chances are very good that the gleaming finish was applied by State Plating, Inc., based in Elwood, Indiana — using Inconickel. And, of course, they even do the plating of fishing tackle.

Mrs. Michelle Heiser, treasurer of the fast-growing company, explained: "We don't manufacture things ourselves. Other companies send us their 'raw' product, and we do the plating."

"State Plating is one of the largest nickel-chrome job shops in the United States," said Mark Miller, vice-president.

How big is that? Without giving away any trade secrets, we can say that the State Plating tanks contain about 150,000 pounds of nickel at any one time.

Covering a market that extends north from Dallas to Omaha, and then all the way to the East Coast, State Plating's 400 employees put out enough plated items to fill 45 semi-trailers every day. They do their own trucking, so they can offer service that complements the quality of their process.

The Heart of Steel Country

The Ellwood Uddeholm Steel Company's melting facility is in New Castle, about 60 miles north of Pittsburgh. It is a classic case of a new operation exceeding its parent company's original expectations. When the Ellwood group bought an old plant and turned it into a state-of-the-art melting operation, the plan was to meet its own need for high-quality, semi-finished alloy steel ingots.

"Today," says Bruce Peterson, vice-president of Purchasing, "our

125 people produce not only our parent's requirement for 50,000 tons per year, but an additional 115,000 tons that we sell to other forging companies."

In turn, the customer companies (including the Ellwood par-

success, Peterson stressed: "Ours is a high-tech shop, and our main niche is producing modern, 'ultra-clean' alloys."

Progress Made

If the name PCC Airfoils, Inc.

on what can be done to improve the rotating parts — the vanes and blades. They have to withstand the most stress, the highest temperatures and the worst of the corrosive elements. The high quality that has to go into them is unbelievable."

PCC Materials Manager Mike Kasberg added: "We're talking about the 'super alloys' here, ones with 60 per cent nickel or 60 per cent cobalt — both of which we buy from Inco. I believe that every jet engine flying in the free world has Inco nickel in it, and it's there because of its quality. That's a real credit to the workmanship of Inco's people."

With 2,000 people at work in their division, supplying such giant customers as General Electric, Pratt and Whitney, and SNECMA in France, Jerse and Kasberg also need reliability of supply and assurance of prompt delivery. For that, they count on Dick Billin and his contacts throughout Inco's distribution network.

Knowledge and Friendship

The visit was a true exchange of knowledge. Our customers got their first look at where our nickel comes from, and we gained new insight into where it goes from here. And, perhaps most satisfying, both groups felt they had made some new friends.

To show the depth of our visitors' interest in the people of the Ontario Division, every one of them has asked to be put on the Triangle's regular mailing list.

But, if these people sound like pussycats, don't kid yourself: they know their business — and can drive a hard bargain.



Inco customers sport happy smiles following underground tour. From left are Mike Kasberg, Bruce Peterson, Michelle Heiser, Dick Billin, Mark Miller, Frood-Stobie-Garson Manager Graham Ross and John Jerse.

ent) forge a pretty impressive variety of parts. For starters, the U.S. aerospace and military industries are big users — in such applications as tanks, submarines, helicopters, and so on. Ellwood Uddeholm steel also goes into power generation equipment of all types, and into the high-strength alloys required by the oil industry.

Giving an example during the underground tour at Stobie, Peterson pointed to a massive raise-borer rod: "There. That's where some of our steel goes."

E-U's bread-and-butter business is right up to its elbows in high-quality product. Justly proud of his company and its hard-earned

brings to mind words like "flight" or "aircraft", John Jerse and Mike Kasberg would say you're in the right ballpark. Based in Minerva, Ohio, PCC is a subsidiary of Precision Cast Parts Corporation of Oregon, which makes structural parts for aircraft engines. PCC Airfoils makes the vanes and blades that go in them.

And, they have to make 'em well. To be a success in that business, there's no other way.

Mr. Jerse is vice president and general manager at PCC, and he wastes no time in emphasizing that their products are the most critical parts in a jet engine. "Advances in engine technology always depend

Earns spot of Dean's list

Hard work, late nights pay off in job promotion

Focused. That's how Norm Kulmala describes his penchant for education at an age when most settle down to a life of Saturday night movies and a case of beer.

"I started university when I got out of high school, but then dropped out," said the 36-year-old senior industrial evaluator. "I guess I wasn't ready for it. I was unfocused, I suppose, you know, interested only in self-gratification, having a good time."

For the past nine years, Norm's focus has sharpened like a hawk's. In evenings and weekends while holding down a full time job and raising a family, he's managed to earn a Bachelor of Science degree in computers at Laurentian University.

"It would have taken only three years to do it as a full-time student," said Norm. "This way, it took a lot of sacrifices and most of my spare time, but in the end it was worth it."

His employers agree. In fact, Inco paid for his tuition under the company's Tuition Assistance Program. "I got a lot of support from the company," he said. "They encouraged it."

Under the plan, he said, he first submitted his educational inten-

tions to the plan to see if Inco would help. With approval in hand, he took the course and submitted the results to the program's committee.

"They reimbursed me for the cost of tuition. It was a big help."

In a brief ceremony recently, Ontario Division President Bill Clement presented Norm with the Association of Laurentian Part

Time Students academic achievement award and his congratulations for a job well done.

The award is given to the part time student with the highest marks above 80 in one of the four faculties. Norm earned it in science.

At the ceremony was Norm's father Tino, 61, who retired as a construction specialist at General Engineering in 1984 after 37 years



Ontario Division President Bill Clement presents academic achievement award to Norm Kulmala. Norm's proud father, Tino, took part in the brief ceremony.

of service with Inco.

Tino is back at Inco, this time under contract as an electrical job consultant with Sulphur Dioxide Abatement program's main contractor Davy McKee.

The late Henry Kulmala, Tino's father and Norm's grandfather worked at the smelter in the converter building until his retirement.

Following family tradition, Norm has his eyes set on the many advances at the company in his chosen profession.

"I guess I had some of the needed skills already through experience," said Norm, "but if a job comes up that requires extra education, this was the only way to get it officially. Besides, there are some things you can't get through experience."

He said Inco not only recognizes employee efforts to increase their skills, it encourages it.

It wasn't easy, he admits, and he often had little spare time between studies and his job as an analyst at Central Process Technology and later as a senior process assistant.

Norm obviously didn't do just enough to get by. His name appears prominently on the university Dean's Honor list.

"It was more than worth it," said Norm. "While I had little spare time left for such things as golf, television or socializing, I tried never to let it encroach on my family life. I figure that if my family had to suffer, it wouldn't be worth it."

Norm's wife, Magdalena supported his efforts, he said. The Kulmalas have two boys, five and 18 months.

Referring to his recent promotion to senior industrial evaluator, Norm insists that his hard-won education wasn't designed for a specific promotion or job.

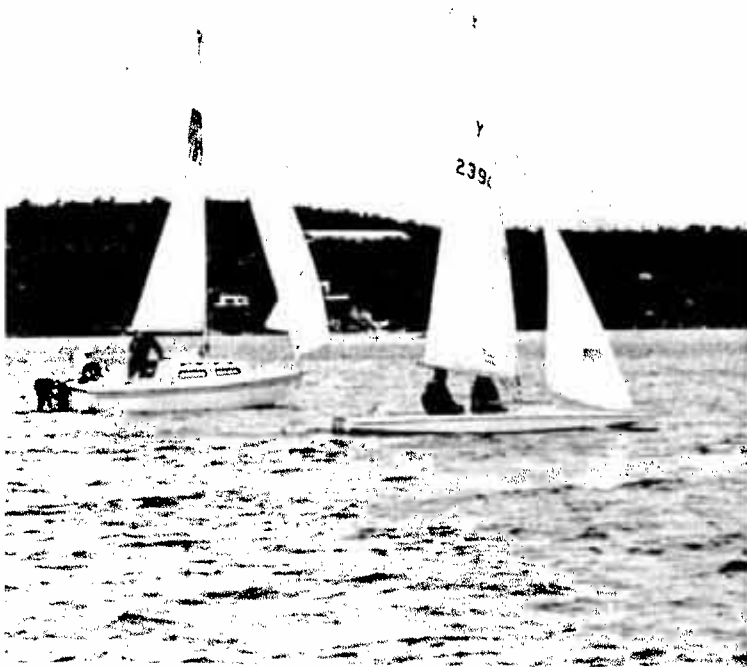
"I want to advance in my chosen field and there's a wide variety of jobs here that I'd like to do."

"I guess I'm a lot more focused now. When you have a goal in mind it's easy to overlook the hard work to get there."

Norm is settling in at his new job and has thrown himself into all the new challenges that job represents.

But down the road, he's already focussing on another challenge. He plans to continue his education again, this time shooting for a professional engineering degree.

And that, he admits, will take another "several years."



Just Sailing in the Rain

Good winds and stiff competition made this year's Inco Regatta a success as more than 40 boats and 60 competitors unfurled sails on Ramsey Lake. Inco provides trophies as well as the inflatable buoys used as turning marks on the course. Inco people were among the competitors and the 20 volunteers who made the event a success.



Support Rewarded

Cambrian Foundation Executive Director Karen Shaw presents Inco's Ontario Division President Bill Clement with a plaque at the launching ceremony of the Investing in Our Northern Heritage campaign. The plaque was awarded to Inco in recognition of the company's record of support to the community, including the recent presentation of \$1 million toward a student residential complex at the college.



No Pipe Dream

The task of keeping miles of Inco piping in good working order is a never-ending job that demands careful monitoring and maintenance. At left, welder Guy Bellerose patches a 20 inch line that carries slurry from the Booster Hill Station to the tailings area. Above, maintenance mechanic Jean Johnson gives Guy a helping hand.

United Way time. . .already!

It's over a month away, but some people are already gearing up for a repeat of the traditional United Way campaign.

"Not yet, but getting close to it," said Bob Todd, co-chairman of the campaign for the past three years.

He's not sure what his involvement will be this year, but he'll be in at least an advisory position when this year's campaign gets off and running in October.

"This annual rite of the fall season has become an important part of our working lives here at Inco," said Bob. "Once a year the employees look a little beyond our own needs to the social and health care needs of our community

through our support for the campaign."

He said that last year, employees achieved a new level of excellence in support for the community.

"We were expecting to raise \$200,000 to surpass the previous year's figure by \$3,000, but much to the surprise of the United Way folks, we raised a total of \$212,000."

On top of that, he said, Inco pensioners added another \$10,300.

He said preparations for this year's October campaign have already begun, with the central coordination for the canvass already underway.

He said individual plants and mines will be building their teams

and strategies in early September.

"The organizational structure and campaigning method will follow the same outline that generated last year's success story," he said. "If it isn't broken, why bother to fix it?"

Last year's campaign marked a major shift in how the in-house campaign was run, moving away from a centrally-organized and operated drive to a more localized campaign that gave the initiative back to the individual plants and mines in the division.

By appealing to both the team spirit at mines and plants as well as friendly competition between them, last year's drive was a resounding success, say organizers.

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