



Santa certainly had a good time this holiday season and so did many Inco employees and their families. For Christmas memories from '94 see pages 8 & 9.

Drilling done, tenders out, Victor ramps up

The \$72 million Victor development program is picking up speed with shaft pilot hole drilling completed and site clearance plans ahead of schedule.

Bill Dawson, Victor's project manager, said the Victor team has moved into an "accelerated mode" to retrieve the geological information needed to assess the high grade ore deposit.

"We are keen to get the information from underground drilling as quickly as possible without impacting negatively on our budget," said Dawson, who heads a team unique to Inco, drawing experts from its Ontario and Manitoba Divisions, Toronto corporate headquarters and its highly-regarded exploration and technical services group.

The five-year development program includes drilling a 6,000-foot pilot hole, then sinking a shaft, developing 5,500 feet of exploration drifts and completing 125,000 feet of underground diamond drilling.

Wayne Garland, area geologist with Inco Exploration and Technical Services, said the drilling of the pilot hole was expected to take three months. But the Boart-Longyear drilling crews, working 24 hours a day, seven days a week, finished the job Dec. 20, six weeks from the day they started.

"The drilling did go better than I really planned. The crews were great," he said.

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Say it with flowers



Sandra Hammond of Information Systems was shocked by the colorful thank you delivered to her door last week. To find out who sent it and why see the story on Page 2.

Coleman Mine: how team-building got crews, supers back on track

By Jerry Rogers

Forget your E-mail, voice mail, faxes, computers, Internet.

At Coleman Mine, a black, lined notebook, the kind you can slip easily into the back of your jeans pocket, is the most powerful tool of communication in an underground world of crack de-

velopment trackless miners and some of the most advanced mining technologies around.

The story of the five-and-dime notebook was not an overnight discovery. It is instead a remarkably simple innovation the miners themselves seized upon during an intense series of brainstorming workshops that exemplifies the grassroots best of To-

tal Quality Improvement at Inco.

But to understand how this ordinary notebook has become the daily bible at Coleman, you have to turn the pages back to the days when the mine was reactivated in 1991.

On standby since 1982, Coleman Mine was reopened

to gain access to a deeper, high nickel/copper orebody and to prepare the mine to handle ore from the nearby McCreedy East operation. From the beginning, Coleman was conceived as a high-tech, continuous mining operation. It would be manned by hand-picked development miners. It would, wherever possible, tap into electrically-pow-

ered, and the latest, mining equipment.

Coleman is known as a 'trackless' mine, having no rail or tracks. In a trackless mine, the mobility and the logistics of moving men, material, equipment are better than in a traditional mine. And the results — safety, production

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'I heard it down at . . . The Dry' — new column premieres on page 16

When only flowers can say thank you

Kind words for a job well done are always appreciated.

But nothing could have prepared Sandra Hammond for the colorful thank you she received last week.

The Information Systems administrative clerk was shocked when a beautiful bouquet of flowers was delivered to her door courtesy of the Divisional Maintenance Study Team at Copper Cliff Refining's copper circuit.

For weeks, Sandra had been setting up user identifications and putting in profiles and

applications necessary for the successful implementation of Mincom — a computer software package that provides easy electronic access to key maintenance information. It's an efficiency tool being used in the Division's new maintenance program.

According to Sandra, she was just doing her job. According to Mike Paquette, she was a life saver.

"The Mincom system has been on line at the Copper Refinery since Dec. 12," said Mike, one third of the copper circuit's Divisional Maintenance

Study Team along with Keith Clarke and John Marshall.

"As with any start-up, we encountered problems along the way and Sandra was on the phone with us on a constant basis. She helped us out daily as problems arose over a three to four week period. The service was excellent and she went out of her way to help us.

"The flowers were our way of saying thank you and showing our appreciation."

Ironically, the afternoon the flowers were delivered to Inco, Sandra had left work

early feeling ill. It was a pleasant surprise when they ended up being delivered directly to her home.

"I was shocked because I had just been doing my regular work," she said. "But it feels good to be appreciated and the flowers are certainly beautiful. They're very important to me and they certainly brightened my day when they arrived."

So pleased was Sandra with the gift of gratitude that she brought the bouquet to work the next day to share with co-workers.

"I'm always getting thank yous on E-mail for jobs I've done and I appreciate every one of them," she said. "But this was something special and completely unexpected."

While they certainly hadn't expected to attract so much attention, the copper circuit trio is happy Sandra appreciated the gift they felt she so richly deserved.

"We've got most of the bugs out of the Mincom system now," said Mike. "But we know that if any new ones arise, Sandra is our link to solving them."

Cruisin' to the '96 Olympics in Atlanta



The life of a globe-trotting sailor aiming for the 1996 Olympics in Atlanta is not glamorous, says Sudbury's Susan Banbury. It's tough, demanding, physical and often lonely trekking off to far-flung locations. It's gotten tougher lately as she mounts an aggressive fundraising campaign to make her Olympic dream come true.

Fourth in Canada.
Eighth in North America.

42nd in the world.

When you're 21 and the youngest sailor on Canada's national sailing team, an Olympic berth is tantalizingly within reach.

That's the dream of Susan Banbury, daughter of Safety, Health and Environment's Larry Banbury, as she homes in on a spot on the Canadian team for the '96 Olympics in Atlanta, Ga.

When you're 21, you're not easily discouraged by a world ranking out of the top 10.

Susan, who is in Auckland, New Zealand for the World Sailing Championships for women that winds up Feb. 4, feels the hard work, dedication and fundraising to meet her 1996 goals are starting to show up in performances.

"I was pretty excited when I got the fax from the International Yacht Racing Union. There are 10 regular races on the international circuit. They rank six of your best regattas. I only sailed three in 1994. I thought I'd be in the hundreds in the rankings. I was 42nd. But," she pauses, smiling knowingly, "nobody ahead of me in the rankings had sailed only three regattas. They had all sailed more."

Under the new national sailing coach Mark Lammens, she is banking on his nutritional and physical fitness training techniques to give her the edge it will require to advance in the next two years to

represent Canada in Atlanta. In Auckland, she is one of four Canadian women at the worlds, the most prominent being the country's leading female sailor, Tina Moberg-Parker, formerly of Norway.

Shooting for Olympic gold in an elite sport like sailing doesn't come easily. While she plans to have completed her second year at Laurentian in April, she will take a break from school next year. Interestingly, as she's honing her marketing skills to secure backers for her Olympic bid, she'll take a securities' course by correspondence offered by a sponsor.

Susan, who trained in Florida in early January with the U.S. national team, has no regrets about postponing university plans.

"It's been fun," she says. "I've met a lot of really interesting people. I've learned a lot about life. Maybe more even than if I'd gone to school."

Wherever she goes, she sails with Inco's logo, Inco . . . Stronger For Our Experience, occupying a prominent spot on her sailboat.

"Everybody asks me what does Inco stand for. I tell them it's the International Nickel Corporation. Then they want to know how I got that," she laughs. "Julia Trotman, who won the bronze medal for the United States in the last Olympics, knew what Inco was right away. Her grandfather had been on Inco's board of directors."



With Inco . . . Stronger For Our Experience emblazoned on her sailboat, Sudbury's Olympics-inspired sailor, Susan Banbury, has set sail for the World Sailing Championships in Auckland, N.Z. at the end of the month.

New faces in Public Affairs



Over the next four months don't be surprised to see Cathleen Feeley and Suzy Dobinski around your plant or mine with a notepad, pen and camera. The third year Public Relations students out of Cambrian College are serving a 16-week work placement in Public Affairs, putting their skills to practical use writing for the Triangle, Incontact and Incontact TV. They are also helping organize the 1995 Quarter Century Club celebrations. Cathleen, incidentally, is the daughter of Neil Feeley, former superintendent of Smelter Services.

Inco plays key role in Lively robotics venture

By Cathleen Feeley
and Suzy Dobinski

Lively Secondary School will carry Northern Ontario's hopes into the second annual Canada First robotics competition this winter in Brampton.

Spearheaded by Jason Sanmiya, son of Copper Cliff Refining's Stew Sanmiya, the Lively team will compete for the first time in this innovative sporting event in the field of science and technology.

Assisted financially by Inco and educational sponsor Shad Valley, with Inco employees acting as team mentors, this first Northern Ontario team is considered a coup for Canada First organizers.

Bruce MacMillan, president of Canada First, is thrilled to have a team from Northern Ontario. He sees the partnership with Inco as a positive example to other companies and hopes for continued and increased participation.

This competition will be held February 24 to 26 and will involve 18 teams from St. John's in the east to Vancouver in the west. In this team-based robotics competition, students are paired with professional engineers through corporate sponsors to design and build a remotely-operated mechanical device which competes with other machines

of its type to receive national honors.

The Lively team has strong Inco ties. Team members include Eric Binmore, son of Copper Cliff Refining senior analyst Seija; Dan Cunningham, son of Copper Cliff Refining maintenance foreman Jim; Brad King, son of Smelter electrician Brian; Chris Fosten, son of Inco Construction and Hoisting maintenance foreman Doug; and Jason Sanmiya.

Other members of the team are Brad Hreljac, Jason Rose, Hansel Huang, Laurie and Heather Beynon, Jason Vergunst, James Moorhouse, Franz Kirk, and Dana Andrews.

Mike Sylvestre, Manager of Mines Research, said Inco's support of the students' robotics project is fitting. He sees the students as the future pool of resources from which Canada will draw, adding Inco too, will benefit through the promotion of science and technology in education.

"Mines Research is looking forward to its involvement with these enthusiastic students," said Mike.

MacMillan sees the whole experience as a way to build bridges among mines, technology and the education system. He stresses the importance of team building, deadlines and budgeting to the stu-

dents. "Jason Sanmiya is the reason why Sudbury has a team," said MacMillan.

"I have great admiration for Jason's enthusiasm... for what he has done. It is that kind of entrepreneurship we want to encourage," he said.

Engineers will help with the mentoring element of the event. Inco mentors include electrical technologist Peter Cunningham, mechanical engineer Greg Newson, Automation and Robotics superintendent Greg Baiden, mechanical engineer Al Akerman, and mechanical engineer Don Young, all of Mines Research.

Inco mentors will help guide in the practical design of the robot and see that a reasonable complexity is met. Trueman Hirschfeld, maintenance foreman at Copper Cliff Refining, is the engineer contact person for the robotics team. Trueman will coordinate the mentors and is seeking involvement from other Inco employees. Trueman brings his hydraulics knowledge and expertise in repairing machines to the team.

He sees this as an "excellent hands-on event" and anticipates stiff competition from other team sponsors such as Spar and Xerox.

"We have a good shot at the competition with Inco robotics employees getting involved and also people from Laurentian University," he said. "The project sounds like a lot of fun and it is great to see the kids so anxious to work hard and learn about technology."

Other mentors include Dr. Nick Vagenas of Laurentian's School of Engineering and Physics Professor Ian Robb.

Jason's father, Stew, sees this as "an interesting opportunity for all involved. Inco



Team mentors get caught up in the excitement of the robot design. From left are Lively teacher Ted Beynon, Inco's Trueman Hirschfeld and Stew Sanmiya, and Manitoulin teacher Rob Cassibo.

has the expertise... with the scooptram operations underground, we also have the familiar remote control technology to offer direction for the students. This will be a learning experience for all involved and looks to be a lot of fun," said Stew.

Joan Gawalko, a guidance counsellor at Lively Secondary School, was approached by Jason in the fall to join Canada First. She was interested in the venture and told Jason that if he could get the money the school would back him.

"He has worked extremely hard on this... he made all the sponsor approaches and has kept in close contact with Bruce MacMillan the president of Canada First," she said. "The experience has been super for him. His leadership qualities have really grown."

Last summer Jason attended Shad Valley, a Canadian program offered to gifted high school students in areas of science and technology.

The program at Shad Valley offers students strong in math, science and computers an opportunity to attend lectures and workshops in the summer. It was there that Jason first learned about the robotics competition. Upon completion of the summer program he worked at Inco.

John Dunlop, general manager of the competition, feels this event teaches lifelong learning to the students. "It goes beyond what a textbook or school experience could teach and also excites high school students about science and technology," he said. "The whole country benefits from the event... smarter graduates, smarter and better workers."

"The jobs of the future demand a strong technological base and corporate sponsors like Inco show leadership and commitment in educating young people."

The team commenced work on the robot Jan. 25, giving them five short weeks until the competition.

Student brings team together

A five-week work placement in Inco's Engineering department is playing an instrumental role in Jason Sanmiya's pursuit of science and technology.

Jason, an Ontario Academic Credit (formerly Grade 13) student at Lively District Secondary School and the son of Stew Sanmiya of Copper Cliff Refining, is the driving force behind a Lively team participating in the Canada First robotics competition Feb. 24-26 in Brampton.

In only its second year, Canada For Inspiration and Recognition of Science and Technology is a competition designed to interest and involve high school students in real-life applications of science and technology. There are 18 teams across Canada participating in this year's event.

Jason learned of Canada First at Shad Valley, a one-month summer program held at universities across Canada for top high school students interested in science and technology. Following his stay at Shad Valley he served a five-week work placement at Inco Engineering.

Peaked by the idea of robotics, Jason brought the idea of the Canada First competition to his fellow classmates at Lively High when school began again last September.

The students thought the competition was a great idea

and the Lively team was born.

As the robotics competition needed an \$8,000 sponsorship fee, their first priority was to find sponsors.

Jason approached Inco for sponsorship and was not disappointed. Not only did the Lively team receive assistance from Inco and Shad Valley, it is benefiting from the expertise of Inco engineers who serve as mentors in the robot construction project.

With the help of Jason, other teammates, and engineer and teacher mentors, the Lively team is sleeping, breathing and living around the robot's construction.

"It's good experience talking to all the companies," said Jason. "Trying to get engineer mentors is a lot of work. You learn a lot about talking to people and how to get information and going around to a big corporation like Inco and stuff. You learn to work together as a team, there's a lot of organization."

What does Jason hope to get out of the competition?

"I want to get that little trophy," he said.

With Inco's help and the ingenuity of the students, Jason will have a chance to make his wish come true next month in Brampton.



Jason Sanmiya

Schools battle in 'Robot Wars'

This year's competition, designed to be a spectator event, takes place in Brampton, Feb. 24-26.

The Lively team will compete with 18 other student teams in a form of 'Robot Games'. Other areas represented include Vancouver, Brampton, Ottawa, Montreal, Moncton and St. John's, Nfld.

At exactly 1 p.m. (Eastern Standard Time) Jan. 14, each team across Canada simultaneously watched a 10-minute video about this year's competition and then opened their robot kits for the first time. Each team received the exact same materials at the exact same time.

The challenge facing each squad is to construct a robot, produce a video showing its construction and design, a book on the building, design and pitfalls of the robot's construction.

Teams are broken into groups which work on specific robotic functions, such as lo-

comotion and manipulating limbs. Robots must be no more than 75 cm high and weigh no more than 30 kg, including batteries. Robots must fit into a 90 cm circle before the competition, but may expand to any size after the competition starts.

Robots will compete on a carpeted surface 24 feet square which will be divided into four quadrants, each having its own goal. Quadrants are separated from each other by a rising lip (resembling a speed bump), measuring 16 inches in width and one foot in height.

In the centre of each quadrant are four color-coded groups of four balls. Four teams will compete at a time, each team having its own color. The object of the game is for each team to get all its balls and deposit them into its goal.

Points are allotted for each of its own balls a team has in its goal and in its quadrant. Points

are lost for each ball in another team's goal or quadrant.

Teams may use their robots to temporarily disable another team's robot, but may not permanently disable it.

"The competition can be won by sophisticated or simple machinery. The robot does not have to be sophisticated. Sometimes the simpler ones are better," said Dr. Peter Gregson, the Halifax designer of this year's competition.

He calls the competition "a robust, jostling, shoving, checking contest. The competition encourages the implementation of good ideas."

Mac Hall, the Lively team moderator, said the competition is totally different each year. "Robots must meet different requirements and the game itself requires robots to accomplish different tasks," he said. "This way no one team can learn from past mistakes, improve their existing robot and win the competition the following year."

Victor testing new exploration technologies

It's taking the most advanced exploration technologies to assess the riches of a deposit that's been known for more than 100 years.

The Victor property was first patented in 1890, was mined briefly by Inco in 1960 and will likely come into its spectacular own by 2001.

And it will be largely thanks to new technologies being tested in the Sudbury Basin. Techniques such as cross-hole tomography which sends electronic signals back and forth between two boreholes and innovations such as lowering miniature sensors connected to computers down boreholes.

The Victor project is testament to the years of Inco research and development, says Hannu Virtanen, a senior Inco Exploration and Technical Services geologist.

"I don't think there's any question that just 10 years ago it wouldn't have been possible to sell this program. People would have considered the ore too deep to be economically brought to the surface," said Hannu.

While major development projects like Victor will always involve an element of risk, new high-tech methods and equipment developed, in part, with Inco's help have greatly improved the odds of discovering additional mineral deposits in the Sudbury Basin, according to Hannu.

Perhaps nowhere is this more apparent than improvements in the way Inco explorers look for underground deposits. Extremely expensive... and extensive... drilling was the only way to find out what was underground.

The greater the depth, the greater the chance for inaccuracy because of the increased difficulty of keeping the drilling on course. Relying only on core samples lifted to surface by the drilling could mean spending hundreds or thousands of dollars to drill a borehole that, after passing within a few feet of a potential ore body, would be abandoned.

What Inco geologists can now 'see' underground has taken a quantum leap forward.

The idea of using electronics to find ore has been around for decades. Inco-assisted research has enhanced the procedures to previously unheard of accuracy levels.

It was this type of new technology that alerted Inco geologists to Victor's potential.

"We drilled an 8,000-foot borehole at Victor but did not encounter any significant mineralization," said Bob Martindale, Inco Exploration and Technical Services' manager of exploration for the Sudbury Basin. "But when we went back down the same borehole with the electromagnetic survey instrument we detected significant mineralization approximately 200 feet from the borehole. We then



IETS senior geologist Hannu Virtanen explains the environmental measures built into the Victor project to a curious media group which visited the site this fall. To Hannu's right is Aurel Courville of Public Affairs.

went back and drilled a branch hole to test the readings and that hole became the discovery hole for the Victor Deep copper zone."

"We're partially funding the development of a technique to allow us to see deposits up to 500 feet away or more along with greatly enhanced accuracy that will tell us exactly where the deposit is," said Bob. Coupled with improved drilling equipment and methods, the electromagnetic data will provide all the information required for drillers to hit the target with the next borehole.

Better yet, the probes can revisit old holes in the Sudbury Basin. "Re-examining old holes that were drilled over the past 50 years should reveal deposits previously missed," he said. "I have no doubt that it'll lead us to new deposits."

The Victor exploration has identified two separate mineralized zones located 5,000 feet and 7,000 feet respectively below surface.

Teamwork is seen as a significant factor in the success of the Victor development.

Bill Dawson, senior mining engineer with Inco Exploration and Technical Services and head of the

Victor team, said the unique collaboration of different groups within Inco was a rewarding experience.

The task force, an Inco first in bringing together players from the Ontario and Manitoba Divisions, IETS and corporate Inco, aimed to make Victor an environmental model of its kind. Because Victor is a new mining venture in Ontario, a closure plan accompanied Inco's advanced exploration proposal to the provincial government last spring.

"An integral part of the closure plan is public input. We have to go to the public before any approvals. So the public input stage has to be successfully completed," Bill said.

The program received approval from the Ontario Ministry of Northern Development and Mines following a series of public consultations over the past year.

The Victor site is five kilometres north of the Sudbury Airport and three kilometres west of Lake Wahnapiatae. Access is by West Bay Road or a gravel road near the airport.

Bill said a decision to complete the underground exploration program will enhance accuracy and time leading to production, which could be as

early as 2001. Drilling from surface to define the Victor resource and lay out the stopes and other underground facilities would have demanded a "substantial" number of holes at a cost of about \$275,000 each or more. Inherent inaccuracies in drilling at Victor depths would also hamper results.

The underground exploration program will cost roughly the same as drilling from surface, but will be much more accurate, much faster and will provide a head start for mine development. "This will allow us to go to production that much sooner," said Bill.

To ensure nothing is overlooked environmentally, Inco sought input from its Victor neighbors. The end result, thinks Hannu, who worked on the proposed mine's closure plan, is a project that should become a model for all future developments.

"We'll be out of sight. It won't be noisy. We'll have our compressors housed in a sound-proof building and we'll build sound barriers, if necessary, to ensure there's no disturbance," he said.

Even aerial aesthetics are being considered since the site is near the Sudbury Airport. As little vegetation as possible

will be removed from the site which will cover only three or four hectares of land. The natural topography will be used as much as possible and even the mine's color scheme will be designed to blend in with the natural environment.

The headframe, always the most visible indication of a mine site, will be a special low profile type as well.

Water for drinking and for underground drilling and development will come from nearby Blue Lake. A sediment collection pond will take care of discharge water and site runoff. Topsoil will be stored for reclamation. The closure plan ensures that if the exploration program shows there's not enough tonnage or high enough grades to justify a mine, the site will be returned as near as possible to its pristine state.

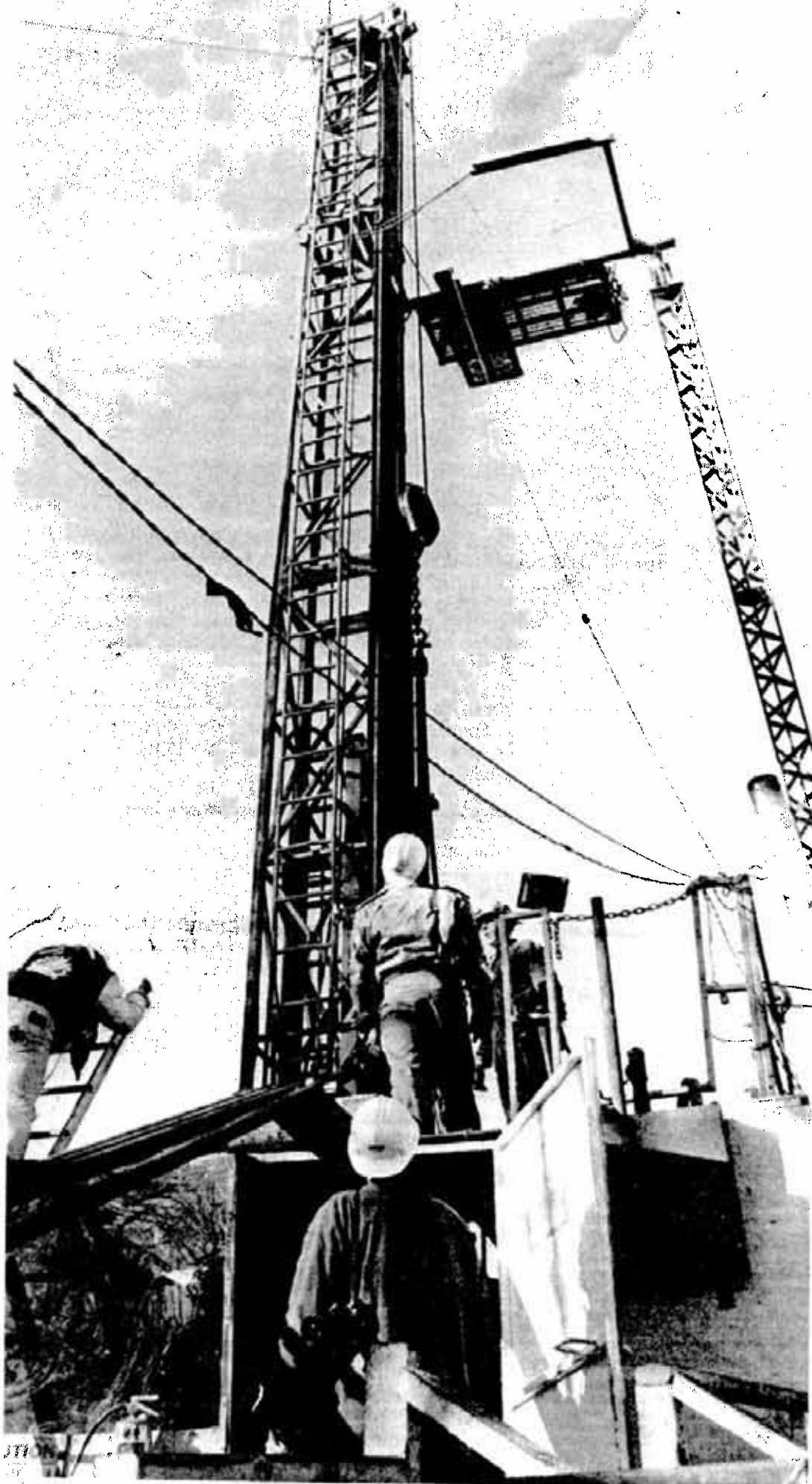
Hannu said Victor, if it becomes a mine, would replace ore from mines such as Frood, Levack, Little Stobie and McCreedy West which are nearing the end of their lifespan. "I think there's an excellent chance that this mine will not only replace what's going off line, but may even exceed it. That depends, of course, on market and other conditions."



With Aurel Courville behind the camera, Public Affairs manager Jerry Rogers interviews Hannu Virtanen for a segment on Incontact TV.



Project manager Bill Dawson stands at the site of the Victor underground exploration project.



Curious media photographers peer skyward at the drilling platform during a tour of the Victor site.

Victor could become gem in Inco's mining future

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"The ground was very good and we got a very straight 6,000-foot hole."

The geophysics probing of the pilot hole finished Jan. 6, drill cores have been studied by companies interested in the shaft sinking and drill results are being analyzed by rock mechanics experts.

The Victor property, on the East Range of the Sudbury Basin near the Sudbury Air-

port, is a vital part of Inco's plans to expand nickel production worldwide in response to strong customer demand, particularly in Europe and in the Pacific Region. It has the potential to become the gem in Inco's mining future in Sudbury as early as the year 2001.

Meanwhile, Bill said the company's calls for tenders on two projects have closed and contracts will be awarded soon for the site levelling and for

what's known as the Engineering Procurement Construction Management of the surface development program.

This program includes such issues as power line and road construction, railway bridge replacement over a private road Inco will use, sediment collection pond and septic system.

Bill said the team's in the final stages of completing the shaft sinking contract and it should go to tender by mid-

February.

The Victor property was first patented in 1890 and, through a series of mergers, passed to Inco. By 1960, Inco had mined 134,000 tons of nickel-copper ore from a near-surface deposit.

Recent exploration had identified two separate mineralized zones — an upper and lower zone, at 5,000 and 7,000 feet below surface. The upper zone is high in nickel and low

in copper and precious metals.

Bob Martindale, Sudbury Basin Exploration Manager for IETS, describes the mineralization in the deep zone as "spectacular," with very high copper and precious metals values.

While definitive answers on Victor's riches will likely be known by 1998, the Victor team already believes the deposit contains a mineral resource of more than 20 million tonnes.

Coleman finds success in teamwork and togetherness



Development miner Marc Romaniuk, scoop operator Mark Campbell, in-the-hole driller Jack Simons and development miner Norm Jones agree that the use of logbooks has been instrumental in improving morale at Coleman Mine.

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and costs should also be markedly better.

That's what everybody thought at first, even the miners themselves.

For the most part, the 34 development miners selected to work the bottom, mid and top sill levels of Coleman had never worked together before. Some came from other Inco mines and bid on the jobs. Some were attracted from other mines in the North when Inco did some limited hiring of miners in the late 1980s. Many signed on when the uranium mines of Elliot Lake started scaling down five years ago.

"Most of us here are from other places. Most of us were new hires starting fresh. The majority came from Elliot Lake. I knew them from before," says Mike Van Der Hooft, a first line supervisor who came to Inco from Denison Mines four years ago. He is a member of the original Coleman Development Team that's changing the way the mine does its business today. "They are very highly-skilled, very well-trained, all able workers. The average age is about 35, 10-15 years' experience in mining, most as bonus miners. They were all very familiar with the mining methods at Coleman, which are very similar to what was going on at Elliot Lake."

Norm Jones was one of eight experienced Inco miners who transferred to Coleman. At 38, he's got 14 years' service with Inco. Like his buddies, he can bolt, screen, blast, muck and scale.

"We're highly skilled development miners alright," Norm agrees. "Every man knows what to do in their job. Most of them you don't have to tell them what to do. They're self-directed. If they need something, they just go get it. Years ago, the development miner depended on a foreman to tell him what to do. Here, at Coleman Mine, the development miner will go and do it himself and I think that's what we want here."

From his earlier days working at new mines — gold at Hemlo, lead-zinc at Polar, south of the magnetic North Pole — he saw Coleman's potential and jumped at the chance to get in early.

"I knew this place would be one of the top mines in Sudbury. Maybe it was my other experience but I could see this was going to be a good place to work in. It would have the newest equipment coming out and the most modern. It's also all ramp mining."

From the start, the innovative Coleman strategy looked like a winner. It had the skilled men, a modern mine with good quality ore and the best automated equipment around.

But it began to falter.

Jack Simons, who's been around Inco for 21 years, put his finger on the problem.

"The morale was poor in the sense there was no communication amongst each crew and this led to dissension among the workforce and the supervisors," says Jack, who's an in-the-hole driller today after coming to Coleman as a development trackless miner. "You wouldn't know what your line-up would be from one day to another. You would be doing all sorts of different jobs that wouldn't necessarily pertain to your own job."

"We had a hard time getting our own equipment. We had to share amongst three

Coleman Mine Statistics			
Item	1992	1993	1994
Lost Time Accident Frequency	4.0	2.8	1.6
Tons Per Day	1,586	2,075	2,217
% Nickel	1.97	1.95	2.00

levels. That would lead to poor equipment availability. Also, we lost lots of production and that would affect our bonus in the long run."

Lost time accident frequency, tons per day, feet of advance, headings bolted, headings ready to be drilled, pounds of nickel per personshift, cost per pound of nickel, equipment utilization . . . by any measure, they weren't doing as well as they could.

"They brought knowledge from other plants, other mining companies and brought their own ideas. We had a whole bunch of people together who were experts in their own way. Everybody, in the end, recognized there was a problem," says Coleman Mine superintendent Glenn Elliott. "We had to become a team. Much like a hockey team, we had to come together and start thinking of the other players on the team."

Jack Simons concurs. "We realized, first of all, that management wasn't letting us in on their decision-

making or planning. So we felt that in order to get control of our work area, we had to be involved in the planning and decision-making and this would lead us to a sense of team ownership."

Jerry Pawlowski of Quality and Human Resource Development appeared in January, 1993 to help bring the miners and supervisors together. He started by observing the midsill miners on the job. They were initially skeptical.

"Certainly, when I got to Coleman, morale was really low. You could tell just from walking into the warm room. There was constant bickering crew to crew, crew to supervisors. That just followed when you went to the headings. Information was sketchy and inaccurate and that led to more frustration and rework," says Jerry, a former front line supervisor at the Copper Refinery who went on to set up Inco's heavy duty equipment mechanic's apprenticeship program before moving into the quality field.

Mark Campbell smiles to-

School's in for Inco employees

Classes were full, pencils were sharpened, as many Inco employees attended professional development workshops in 1994.

The Quality and Human Resource Development department had an excellent response to the training sessions offered last year with 450 employees taking part in workshops during the seven-month period between March and November, said Debi Duval-Rosato with Human Resource Development (HRD).

She is looking forward to the same overwhelming results in 1995.

"The classes are already filling up and some have waiting lists," said Debi.

Some of the popular workshops last year included Practical Loss Control Leadership, Gold of the Desert Kings Simulation, Stress Awareness: Find Your Balance, and Occupational Health and Safety. Debi attributes the success of these courses to employees' interest in the need for a safe workplace.

A course on basic keyboarding skills is being offered again this year. The program is covered by tuition assistance for

all Inco employees and its primary purpose is to teach typing skills and make individuals more comfortable with a keyboard.

Separate sessions will be offered in both winter and spring. Classes will last three hours and will be held once a week for five weeks at St. Albert Adult Learning Centre on Eyre Street. The dates and times are as follows:

1995 Keyboarding
— Five Weeks (15 hours)

First Group
Mondays: Feb. 6 to March 6
6:30 p.m. — 9:30 p.m.
Thursdays: Feb. 9 to March 9
6:30 p.m. — 9:30 p.m.

Second Group
Tuesdays: Mar. 14 to April 11
6:30 p.m. — 9:30 p.m.
Thursdays: Mar. 16 to Apr. 13
6:30 p.m. — 9:30 p.m.

The Learning 1995 Workshops Catalogue is available in all managerial areas or from the Human Resource Development department. Anyone interested in further information can contact Debi at 682-5700.

Calendar of Workshops - 1995						
Workshop	Jan.	Feb.	Mar.	Apr.	May	Jun.
Basics of Project Management		14 - 15		11 - 12		6 - 7
Creative Presentation Techniques			20 - 24			
Creative Training Techniques (Richard Minto)		6 - 7				
Presentation Tips				19 - 20	11 - 12	8 - 9
Gold of the Desert Kings			16			15
Leadership 21 (4 Days)			14 - 15 28 - 29		25 - 26	12 - 13
Managing Performance	19 - 20			24 - 25		
New Role of the Leader		17		7		
ORSA				26		
Practical Loss Control Leadership	24 - 25					
Stress Awareness: Find Your Balance	26	24	31	28	26	
Neutral Facilitation	30 - 31		20 - 21		4 - 5	
Focus on the Customer		8		5		1
Productive Meetings		22			19	
Understanding Preferences Development Series Phase 1	18		8			
ISO 9002 (Standards)		2 - 3		6 - 7		
Redesigning Your Workplace	Contact: Bill Roman 682-6325					
Total Quality Workshop Series	Contact: Bill Dupson 682-6424					
Equal	Contact: Debi Duval-Rosato 682-5700					
Computer Skills	Contact: Debi Duval-Rosato 682-5700					

(Coleman finds success . . . cont.)

day at his first impressions of TQI.

"I was very suspicious. I thought it was just another way to assess the workforce. The way I looked at it, I thought they were assessing our work to drop our bonus," says Mark, a 26-year-old scoop operator who came to Inco almost five years ago after a stint in Elliot Lake. "It turned out to be very beneficial."

At 34, Mark Romaniuk has been a miner for 17 years, 13 of them in Timmins before joining Inco. Impressed with a thoroughness at Inco in training on equipment that he hadn't seen elsewhere, he hadn't heard of TQI. He came away convinced they'd discovered the way to deal with major issues.

How Coleman re-discovered its focus and became a team started with twice-a-month meetings with the seven-man, midshift crew. From that crew, it spread to embrace all the development crews.

"We decided to evaluate what exactly is asked of us as far as our jobs were concerned and define not only what our job is but what it consists of," Simons recalls of those early meetings. "We've seen quite a bit of change. We're learning to work with each other, not against each other. We're treating our job more as a buyer/customer. The communication gap is a lot better. We're actually communicating with our cross-shifts. We know exactly what to expect when we go to our work headings. There is a lot less rework. The production has gone up. Our bonus is a little better

than it was."

And that's where the little black notebook came in.

From those regular crew meetings where they hashed out their concerns evolved a daily logbook that, at the beginning, each crew member carried, listing the piece of equipment, any problems and jobs handled on the shift. He turned it over to his counterpart on the next shift.

Overtime, the logbooks got boiled down into one major logbook, the thin, black notebook that serves, for the designated shift leader, as the major communication tool for each crew per shift.

"That," says Norm Jones, "has improved our communication by 100 per cent."

And the stats again bear it out. Safety, production and costs have dramatically improved since 1992.

Coleman was Jerry Pawlowski's first experience with quality improvement and work groups.

"It was great. Learning from both sides. There was a lot of apprehension from the crews," he says. "My role was to get them to look at the type of work they were doing and get the resources for them to do their job and for them to start to work as a unit so decisions to be made were common to all the crews."

"It just got progressively better. As the crews got accustomed to the process, it started to accelerate. The two turning points were when Jack Simons and Norm Jones were pulled out of a development heading to work with me full-time. So now the men had their own people working with me. The

second was when Glenn Elliott himself had to accept this quality movement. It had to become his. He took over the ownership and I phased out in October (1993)."

Mike Van Der Hooft says Coleman today is a different workplace.

"They're damn good at what they do. To the extreme. But they're even more committed to their position, to their job. I've seen lots of times a scoop operator take an extra 10 minutes to leave the face clean so the next shift coming in would be ready for bolting. You wouldn't have seen that before. They'll take care of each other. They'll plan their day so each person is sharing the load."

To be sure, it's meant a major change in the way the mine is managed.

"Life's easier here by far," says Mike. "It's not as easy as a supervisor doing this kind of thing. It's sharing the power. The majority of my job now is to reaffirm their commitment . . . it's not a clashing all the time. It's a teamwork principle."

Jack Simons and Norm Jones have told the Coleman story throughout Inco.

"At one time, we didn't have any say at all," Jack says. "Now, they'll come to us and ask our opinions and what our ideas are. That gives you more self-confidence and a little more motivation toward your job. Definitely, working together is the only way to go. We just couldn't go back to the old way of doing things. Morale's better today and it's more fun coming to work now."

Mark Campbell echoes those thoughts, saying he now feels part of the ownership of Coleman, rather than being just a worker.

"It's not 9 to 5 anymore. I've got another 26 years with Inco," he says. "And I'd like to make them the best 26 years I can."

The Original Coleman Development Team

Rick Bertrand	Mark Kenny	Jack Pelland
Andy Besserer	Paul Lachapelle	Guy Pichette
Joe Borque	Bob MacKinnon	Michel Rheume
Mark Campbell	Russ Marlow	Roger Ricard
Marcel Demers	Bo Martel	Ron Schilke
Denis Dubois	Joe MacLeod	Jack Simons
Merle Handspiker	Ron Ouimette	Frank Strutt
Norm Jones	Penti Patrakka	Mike Van Der Hooft
		Brian Wright

New members include:

Yvon Barrette	Mitch Henri	Vic Paquette
George Binet	Terry Houle	Mike Prevost
Andy Blackwell	Mitch James	Mark Romaniuk
Murray Cotnam	Lionel Laderoute	Fred Smith
Rene Falardeau	Allain Lapierre	Rick Tessier
Roger Girard	Dan Laporte	Ed Tracey
Andy Giroux	Norm McKay	Gary Trahan
	Reg Michaud	Rick Vachon

The team sponsor was Coleman superintendent Glenn Elliott while Jerry Pawlowski of Quality and Human Resource Development led the team of facilitators of George Robinson and Wayne Cummings.

Sign of the times

We are Looking for Ideas on How to Improve Our Production Drilling, e.g., Data Solo, ITH Drilling and Sandfilling. Can You Help? We are continually trying to improve and your ideas are needed.

- From the notice board at the Coleman Mine warm room.

First aid teams sought for McCrea Competition



Chuck Benedetti braces the leg while Dave Derochie secures the splint around 'accident victim' Alan Pulvermacher. Dave and Chuck are accepting applications at the First Aid Training Centre from employees interested in participating in the 1995 McCrea First Aid Competition.

Fourteen Inco employees will be better trained to assist their co-workers in the near future.

The First Aid Training Centre is seeking a team from the mines and a team from the surface plants to represent Inco at the McCrea First Aid Competition March 30 at the Copper Cliff Club.

After a five year absence, Inco re-entered the competi-

tion last year.

The surface team of Yvan Beauchamp, Neil Pacaud, Gilles Roy, Richard Laurin, Lorne Drisdelle, coach J.P. Coutu and captain Terry Sasseville was Inco's internal winner in 1994.

Chuck Benedetti and Dave Derochie of the First Aid Training Centre are co-ordinating this year's event.

In the past, internal com-

petitions such as this one were the vehicles used to train employees in first aid, said Chuck. The centre took over this responsibility and last year trained approximately 1,400 employees.

"The company firmly believes the McCrea First Aid Competition is a strong and healthy event and people were anxious to get involved in it again," said Chuck. "Partici-

pants worked extremely well together last year. A common bond is developed between the members and they learn not only about first aid, but also how others behave and react to situations. After three weeks, participants receive a great deal of satisfaction from the experience."

The McCrea competition is sponsored and administered by the Mines Accident Prevention Association of Ontario (MAPAO), said Chuck.

A team consists of six members and a coach. No prior first aid experience is required and newcomers are encouraged to try out for the teams.

Anyone interested in competing should complete the application forms available in all mine or plant safety offices or first aid rooms. Teams will be selected by a committee with the focus on fair representation from all departments.

Successful applicants will receive training to become efficient in all areas of first aid, said Dave.

"The intense training will include everything from bandaging broken bones and moving and loading victims, to CPR," he said. "Our Inco team members will be able to put to practice the theory they have

learned here, when they compete."

Five other teams, from Marathon, Kirkland Lake, Timmins, Elliot Lake, and Red Lake, are also taking part in the competition.

Each team will compete at its home site and representatives from the Ontario Natural Resources Safety Association will judge the event. Points will be awarded to teams based on a set criteria.

"The teams will be ready for any type of first aid scenario," said Chuck. "I feel this is a healthy competition and I hope it stirs up people's interest in first aid and safety."

"The effects of the training will reflect back on the workplace," he said. "After the competition 14 individuals will be highly trained and confident in administering first aid on the job."

Notices of application are posted at all plants and mines and interested individuals should apply through their respective safety departments. The deadline for applications is January 31.

Teams will be selected the second week of February and training will begin Feb. 27.

For more information contact Chuck in the First Aid Training Centre at 682-5427.

Santa stays busy at Inco parties

The goodwill and holiday spirit of the 1994 Christmas season didn't end when the Triangle went to press in December.

Close to 180 youngsters turned out at the Sudbury Arena for the Froid-Stobie-Little Stobie-Garson Employees' Association Christmas Party, where they were treated to a performance by the Sudbury Skating Club and took to the ice themselves for a free skate with Santa Claus.

Another 170 children

dropped in on Santa at the Caruso Club during the Copper Cliff Refining copper circuit Christmas Party. Between visiting with Santa and enjoying refreshments, they were able to enjoy an impressive performance of agility by the Sudbury Laurels Gymnastics Club.

And just to be on the safe side, Santa decided to drop by Occupational Medicine at the Copper Cliff Clinic for a check-up before his big trip around the world.

Christmas Memories of '94



Occupational Medicine's Carrie Bois shares a laugh with Santa Claus. Below, she shares her favorite Christmas memory with Triangle readers.

"Three years ago was a very special Christmas. A month prior to Christmas I got engaged and that was very, very special. At the time I was working at the hospital and was working a 12-hour night shift, so when I came home Christmas morning I was quite exhausted. I walked into our apartment and my father had got a special gift for me — it was a hope chest he got made especially for me and my sister. In mine it had special bridal magazines, and it was just a very, very special gift from a father to a daughter. It was very, very touching and very, very special and I'll always remember it."



No one has a heart as big as Santa Claus, but shouldn't Occupational Health nurse Cheryl Emblin be listening for his heart beat on the other side?



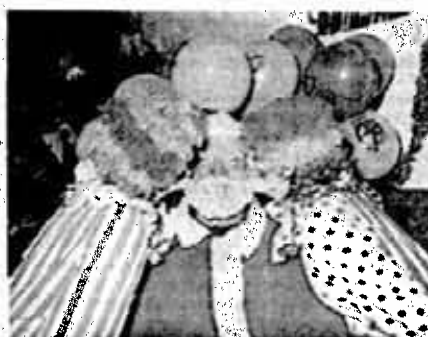
Occupational Health nurse Cheryl Emblin looks on in shock as Santa (Yvan Denis of Safety) tips the scales at Occupational Medicine.



Even a visit from the North Pole's most famous resident at the Sudbury Arena isn't enough to keep this tired youngster awake.



Santa Claus (Stobie Mine's Rodney Campbell) drew quite a crowd when he took to the ice at the Sudbury Arena during the Froid-Stobie-Little Stobie-Garson Employees' Association party.



Even Santa Claus enjoys clowning around a bit, as evidenced by this appreciative smooch from his helpers at the Froid-Stobie-Little Stobie-Garson Employees' Association Christmas party.



Little Stobie track boss Michel Lefrancois and daughter Annie, 14, share a seat with Santa Claus.



Christmas parties tucker out a lot of youngsters, including Sarah Villemere, 7, whose father John Villemere is an operator in the copper circuit electrowinning department.



Keith Clarke is caught in the act at the Copper Cliff Refining copper circuit Christmas Party.



Sharon Taylor, safety foreman, lifts daughter Lori, 3, who is trying to get a better view of Santa at the Copper Cliff Refining copper circuit Christmas party



Decisions, decisions. Louise Arseneault, 10, has a tough choice to make. Her father is copper circuit tankhouse operator Ken Arseneault.



Erica, 5, and Dustin, 1, are no doubt telling Santa what good children they've been. Their father is copper circuit industrial mechanic Mark Imber.



Amanda Dixon, 2, puckers up for Santa at the Copper Cliff Refining copper circuit Christmas party. She's the daughter of Brian Dixon.



Enthralled youngsters look on as members of the Sudbury Laurels Gymnastics Club reach for the sky.

*All the Best
in '95!*

Sports Sports Sports Sports Sports Spo

In its 22nd season Sudbury skiers vying for Inco Cup laurels

Inco kicked off its 22nd annual Inco Cup ski series this month with races at Kamiskotia Ski Resort in Timmins and Mount Antoine in Mattawa.

The Searchmount Ski Runners of Sault Ste. Marie began the season looking to defend the title it has held for three consecutive years.

However, if the first two races of the series are any indication, the North Bay, Timmins and Sudbury teams will all be powerful challengers.

"This is shaping up as the closest season in six years, said Jeff Grieve, senior environmental analyst at Inco and race chairperson. "All competing teams are posting good results."

Close to 80 skiers competed in Timmins and 101 racers took part in the Mattawa event — including a contingent of 16 skiers from the Ottawa area.

This year's Inco Cup series is focusing greater attention on recognizing younger participants, or juveniles, as well as the traditional men's and ladies categories, said Jeff. The juvenile category is open to those 14 years and under.

David Rodney, son of Wayne Rodney of Exploration and Technical Services and his wife Celia who recently retired from Information Systems, took one gold as the top male juvenile in Timmins and four golds as the top male juvenile in North Bay. His medals came in three slalom and two giant slalom races.

Close on David's heels in the male juvenile category was Trevor Tario. He is the son of Pauline Tario in Occupational Medicine and Tom Tario of Maintenance Training. Trevor

captured gold in the slalom at Timmins.

Other race results in Timmins saw Jill Culbert of North Bay and Alyson Bobby of Timmins win double gold as top women and top juveniles in two separate slalom races. Jeff Griffith of the Soo won two golds in the men's category.

In Mattawa, Griffith again won gold in the men's giant slalom along with Scott Moore of Sudbury's Adanac-Lauren-

tian Ski Club. Kyle Kotyk of the Soo and Brian Woltz of North Bay won gold in the two men's slalom races.

Lise-Marie Acton of the Soo and Alyson Bobby of Timmins took home four golds apiece as top women's and juvenile competitors in four races. Acton won her gold in the giant slalom while Bobby won in slalom.

Skiers in all categories race the same course.

"Hill conditions were aver-

age in Timmins," said Jeff. "But the mild weather made the runs faster in Mattawa so the speeds were up and the races were exciting."

Looking to the future, Jeff says there are two Inco Cup veterans who show outstanding potential. Cam Culbert of North Bay now skis on the Ontario team and Lise-Marie Acton, 13, whose parents were both on the national team, consistently beats racers six years older than her.

Although he doesn't want to put a hex on their chances by predicting too much, Jeff did say he expects both skiers will show up in national competitions somewhere.

The Inco Cup series resumes Feb. 8 to 11 at Searchmount in Sault Ste. Marie with two downhill and two slalom races.

The series wraps up in Sudbury Feb. 17 and 18 with slalom and dual slalom races at the Adanac Ski Hill.



Shannon Collins of Timmins flashes downhill enroute to a silver medal finish. (photo courtesy of Timmins Daily Press)



Trevor Tario sails down the hill during the Inco Cup slalom race in North Bay. His parents are Pauline Tario of Occupational Medicine and Tom Tario of Maintenance Training.



David Grieve, son of Inco senior environmental analyst Jeff Grieve, navigates the slalom run at Kamiskotia Ski Resort in Timmins. (photo courtesy of Timmins Daily Press)

Sports Sports Sports Sports Sports Spo



Gold medalist Trevor Tario congratulates bronze medalist Chris Ferron of North Bay after their slalom race in Timmins. At left is silver medalist David Rodney, son of Wayne Rodney in Inco Exploration and Technical Services and Celia Rodney, recently retired from Information Systems.



The 1995 Searchmount Ski Runners of Sault Ste. Marie are defending the title they have held for the past three years.



FOR YOUR HEALTH

From the Occupational Medicine Dept.

Time to get serious about your health

Was one of your New Year's resolutions to lose some weight? If it wasn't, then maybe it should have been. It is estimated that one in three people are overweight. This means that they have enough extra fat for it to be a long-term health hazard. It is often said that being overweight has become an epidemic. Losing weight should not be seen as a matter of looks or fitting into a bathing suit. It is a matter of health, energy, the quality of your life and even life itself. The people who love you, love you fat or thin. The people who don't love you won't love you more if you're thin. Extra weight is related to many illnesses by the time you reach 40. There are many major illnesses that will affect the quality of our life that are fat-related. These include heart disease, high blood pressure, high cholesterol, circulation problems, stroke, diabetes, sleep apnea, immune system disinfection, several types of cancer, gallstones, gout, joint problems with feet, ankles, knees and back which often lead to osteoarthritis (a wearing out of the joint), and lack of energy. Many of the above problems are life threatening. All of them seriously affect the quality of our life. Death is final but it's the "half dying" that can be caused by many of the above that is a major problem for you and others. You may live a long time but what is the quality of your life going to be? The problem is really fat-related rather than actual weight itself. For every pound of fat we have one more mile of blood vessels. Imagine the extra work that this places on our heart and circulation systems. Extra fat in the blood changes many of the chemical reactions in the body which in turn lead to health problems.

How much should you weigh? The issue isn't really weight but extra fat. There are ways to measure percentage of body fat but they are difficult and expensive so we use the scale to give us some idea, even though it isn't very accurate in assessing actual body fat. So when you are using the following guide keep the following things in mind. 1. If you work out regularly keep in mind that muscle weighs more than fat. 2. If you are truly big boned then your bones will weigh more. ("Large boned" is usually assessed by the size of your wrists.) 3. Fat around your waist means you have a greater risk of having health problems because it is associated with having fat around your vital organs rather than on your hips or legs.

The following guide was developed after observing thousands of people over several years. It should give you some idea about how much you should weigh related to health risks.

HEIGHT	HEALTH RISK	30% RISK	80% RISK	230% RISK
5' 2"	115 to 125 lbs	126 to 141	142 to 163	over 164
5' 3"	118 to 129 lbs	130 to 145	146 to 168	over 169
5' 4"	122 to 133 lbs	134 to 150	151 to 173	over 174
5' 5"	126 to 137 lbs	138 to 155	156 to 179	over 180
5' 6"	130 to 141 lbs	142 to 160	161 to 185	over 186
5' 7"	134 to 145 lbs	146 to 165	166 to 190	over 191
5' 8"	138 to 150 lbs	151 to 170	171 to 196	over 197
5' 9"	142 to 154 lbs	155 to 175	176 to 202	over 203
5' 10"	146 to 159 lbs	160 to 180	181 to 206	over 207
5' 11"	150 to 164 lbs	165 to 185	186 to 214	over 215
6' 0"	154 to 168 lbs	169 to 190	191 to 220	over 221

If your weight puts you into one of the risk categories, change your health risk by changing your eating and exercise habits. This is a long term health issue and you need to develop a different lifestyle. It does not mean to go on a diet and starve yourself or go crazy exercising. It does mean to start a new eating plan based on good nutrition and a regular exercise plan that you can continue as a way of life.

HOW? There are many ways to lose weight and you have to sort out the right combination for you but the following are a few guidelines that people generally agree on. 1. Decrease the amount of fat and sugar that you eat. These are also big energy robbers. 2. Increase the amount of fruit, vegetables and whole grains that you eat. These foods have lower calories and lots of vitamins and minerals. They are considered energy enhancers and stress relieving foods that keep our emotions in balance. 3. Drink at least eight glasses of water a day. This improves your ability to burn your food and get rid of the waste products. 4. Always eat breakfast and lunch that has starch, fruit, vegetables and protein. Most of the food that you eat early in the day is used as fuel for our body. 5. Do not have a huge supper or snack after supper. This food is stored as fat. If you are not sure what to eat, see a dietician or go to a weight loss program that is based on a balanced eating plan. 6. Get into a regular exercise routine. Following the above guidelines is the recommended way to eat for a healthy heart, cancer prevention, pain management, improving your immune system's ability to fight germs, fighting depression and increasing your energy — in other words for health and wellness. Keep in mind that you want to develop an eating plan for life, not a starving plan or a diet that will end.

Self talk that will keep us from being successful "I don't have the time." — Make the time by changing your priorities. "I've always been heavy." — This makes it more difficult but not impossible to change our eating habits and lose weight. "I don't eat that much." — If you are overweight you are probably eating too much of the wrong types of food at the wrong times of day. "It's no use. I've lost weight in the past but I always gain it back." — If you lost weight in the past then you can do it again. Figure out how you lost your weight and try it again. Then set up a support system that will help you as soon as you start to gain the weight back again. "I'm big boned." — Some people are bigger boned than others but that isn't why you are fat. "I don't need any help. I already know all about what to eat." — If you are not following it then you need some help from a support program to help you get and stay on track. Talk positively to yourself and get the support that you need to eat properly, lose weight and keep the weight off. Go back for help when you need it after you've lost some weight and are trying to keep it off on your own. If it had been easy to be a healthy weight you wouldn't have had the problem in the first place. Increase your muscle mass and help decrease your fat. Muscles need more fuel than fat so if you increase your muscle mass you will burn up more calories throughout the day. Exercise can include any activity such as walking, riding a stationary bicycle, swimming, floor exercises, aquacises, golf, curling, dancing, recreational sports or gardening and so on. Choose times and locations that suit you and get into a regular routine. Put reminders up in obvious locations. Doing a little bit often is probably best. Do not overdo it. Join a group or a gym if you are having difficulty getting into a routine. Exercise five to seven times a week. Consistency is the key. Keep in mind that it is to make you feel better not to injure yourself or make you exhausted. If you do not have a problem with excess weight then make sure that you are eating for health and wellness. Exercising is very important as we get older as muscle tissue is lost with age unless we keep using it.



by Marty McAllister

A New Year's revolution

(or, What goes around, comes around)

So, how about New Year's Eve? Did you get silly and ride the bus . . . or stay home alone together and watch new cable programs boldly appearing where nothing had been before? Some sat around the chocolate fondue with friends, waiting to see who would be first to forget and bob for apples . . . turning up Billy Ray Cyrus and watching the dog do the butt-scoot out on the new-snowed lawn. Others even played Inco Heritage Trivia, trying to guess the age of the big Copper Cliff Smelter photo in Friday's Toronto Star. Never have there been such choices! Speaking of dogs, Odie was crowded between us on the couch. He complained bitterly when I leaned over to wish Muriel a happy 1995, so we waited an hour until TNN did it all over again, on Central Time. Haven't had so much fun since the last time I waited up for the polls to close in British Columbia.

Promises . . . promises . . .
And what about resolutions? After retiring and throwing away the smokes, there isn't much left to quit. So, I decided this would be my year to concentrate on starting something . . . or, on finishing things already begun . . . or, on explaining how some things already begun began. Like, how did I really end up even working for Inco, let alone be put up with long enough to earn early retirement?
Well, would you believe that Inco and Chrysler fought over me in the mid-'50s, and that Inco won? I didn't think so. Fact is, the automaker had first pick.

Blundergarten
Academic success isn't always what it seems. My only claim to being 'gifted' was that I could make the biggest pot-belly in Clowes public school. So, genius had little to do with my arrival on Oro Township's educational fast track. Actually, it was more a case of one-room logistics and Mrs. McLean's wisdom. After only one year, she promoted her son Billy and me to Grade 3, effective September '45. It had upset her, I think, to strap boys in Grades 1 or 2. But fate intervened and my folks moved to the village of Edgar, letting me escape to P.S. #6. Do you know, when my sister Esther and her husband bought the old Clowes schoolhouse 40 or so years later, poor Billy was still hiding behind a post in the basement? (Just kidding; his mom later became a good friend and taught me how to play my first guitar.) Anyway, by the time I transferred to Creighton in October 1950, in Grade 8, I was an occasionally well-behaved 11. This big, multi-room school was both intimidating and exciting. Back at P.S. #6, my idea of a field trip had been for Louie Cockburn and I to run like blazes and hide in his dad's old abandoned Whippet . . . to get away from his sister Eunie, who loved chasing us, her mitts full of meadow muffins (not kidding).
They never did that at Creighton. Instead, they sold tickets, rented a bus and went to the Soo. But the clock kept ticking and I had only a few months of Creighton culture under my belt when I entered Sudbury Mining and

Technical School. It was 1951 and I was 12. I never questioned and have never regretted choosing a trade over a profession, and made auto mechanics my specialty in the final two years at Sudbury Mining and Technical School. I loved cars. I ate, slept and breathed cars. I recognized all the great marques, early or recent, and my bedroom was a gallery in their honor. I made a little space for Betty what's-her-name, but my favorite pin-up was a beauty named Duesenberg. Trouble was, although I loved the shop classes, I offered less than full throttle in the academic ones (English had its moments) . . . as my graduating grades demonstrated. My ambition of building these magnificent machines, therefore, was cruising for a reality check. And it came, near school's end, in the form of a letter from Windsor, Ontario. My application for the tool-and-die-making program at the Chrysler of Canada trade school had been turned down. If I had been too young to begin high school at 12, at 16 I was even 'too-younger' for the real world. Tears soaked up my modest store of maturity and I threw the crumpled letter away before my folks could even read it. Bert was not impressed.

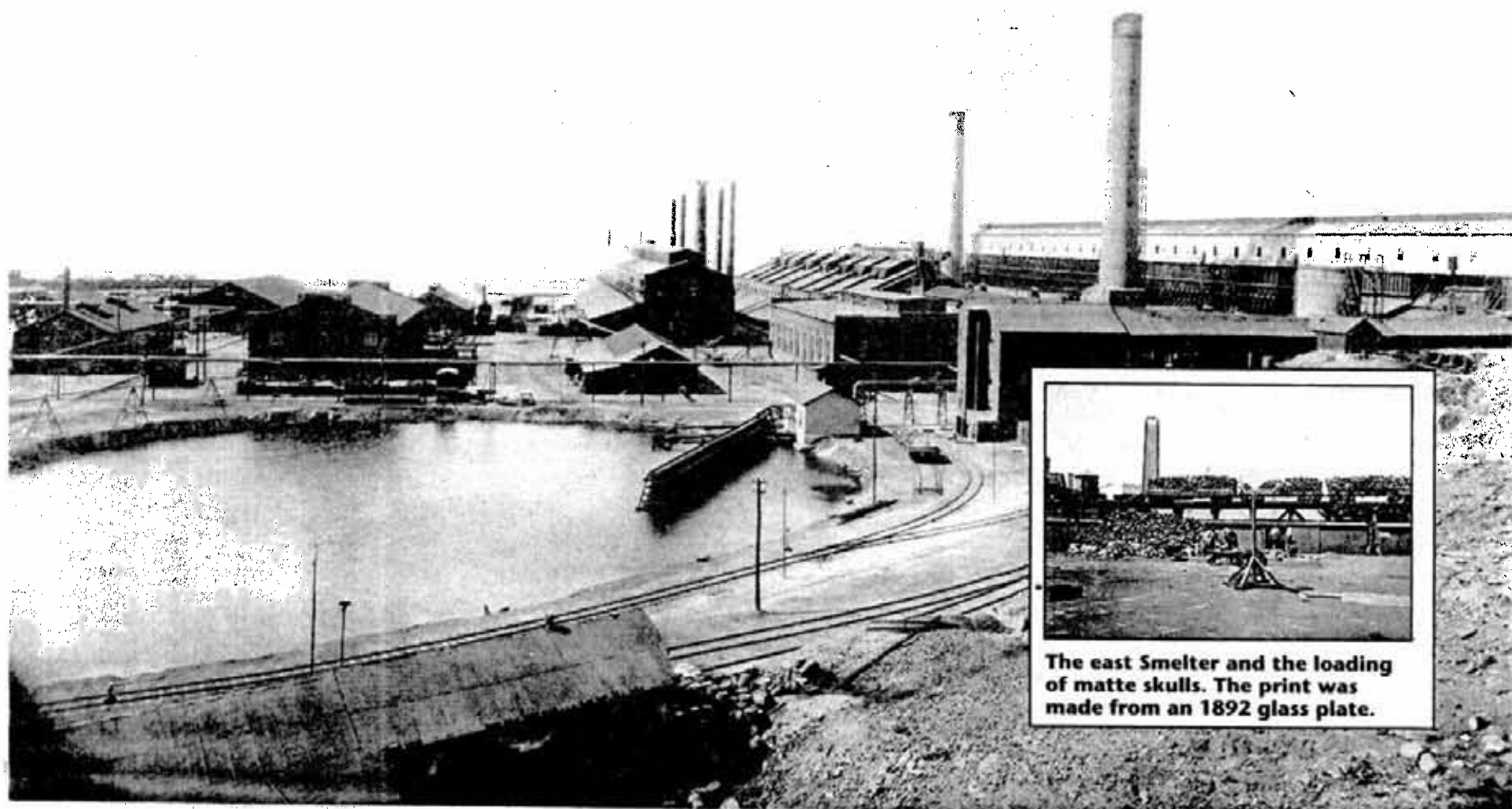
The apprenticeship of Duddy McAllister
But graduate I did, ready or not. It was 1955, the year of the T-Bird. Pumping gas allowed me to buy my first car, a 1930 Model A, for \$75. Not long afterward, displaying a natural talent for buying high and selling low, I sold it for \$50. I then purchased a mint 1940 Plymouth. Maybe I subconsciously believed that Chrysler might reconsider if I made a good crash test dummy, so I totalled it. Next came a chance to take a telecommunications course in Toronto. It wasn't mechanics, but it would be better than the lube rack on a slushy day. Sadly, Radio College turned out to be just another place where my outcomes depended annoyingly on my inputs, so . . . aww, who wanted to be a dumb old radio operator at the North Pole anyway? I had at least managed to make some decent electrical theory marks before my brain had hit neutral again, so there remained one glimmer of hope. Proving that dads just don't quit, mine somehow convinced Tom Starkey he might make an electrician out of me. So, on April 1, 1957, I began my Inco apprenticeship. It's schmaltzy, but that's when my universe resumed unfolding as it should, in an orbit that most times drew out the best in me. Naw, I don't hold a grudge against Chrysler. If they had been crazy enough to hire me in 1955, before I learned at least a little about cause and effect, and about buying low and selling high, they might have needed Lee Iacocca in '59 instead of '79 . . . and there might never have been a Ford Mustang. I wouldn't want to have that on my shoulders. Besides, I'm not a sore winner.

So, to all of you who've had the patience to keep reading this blurb of mine for nearly six years now . . . and to our Mike Sopko and Chrysler's Robert Eaton . . . have a great '95!

In Memoriam

NAME	BORN	DIED	YRS SERVED	NAME	BORN	DIED	YRS SERVED
Beauchamp Alex	08/10/13	12/20/94	21	Lachowskyj Petro	10/07/23	12/07/94	27
Beauchamp Henry	06/07/13	12/17/94	35	Lamontagne Lionel	06/12/22	12/29/94	22
Besserer Norman	03/18/46	12/30/94	27	Landry Treffle	06/21/21	12/24/94	30
Blais Andre	12/02/42	12/11/94	28	Lang Robert	06/09/29	12/14/94	38
Bryson Stanley	03/23/24	12/26/94	34	Lindenbach Richard	10/11/26	12/16/94	33
Charbonneau Phillipe	03/09/33	12/21/94	29	Logan James	12/22/23	12/01/94	29
Chartrand Albini	09/09/06	12/15/94	32	Martin Armand	03/06/29	11/29/94	35
Corazza Giovanni	06/28/26	12/04/94	36	McIntyre Grant	05/07/36	12/17/94	21
Donato Eugenio	11/07/15	12/31/94	25	Michaud Armand	11/02/43	12/08/94	24
Dunsmore Clyde D.	10/10/14	12/22/94	38	Roy Jean-Claude	04/04/49	12/13/94	15
Enright Maurice	04/15/12	12/26/94	35	Saville Edwin	07/30/02	12/14/94	33
Hamilton Preston	03/19/19	12/08/94	28	Saville Harold	09/15/22	12/04/94	33
Harvey Leonard	08/30/53	12/31/94	2.9	Smith James	09/12/00	12/26/94	40
Hobbs Edward	07/27/20	12/06/94	28	Smith Joseph G.	03/28/35	12/27/94	44
Kingston Everette D.	04/19/21	12/23/94	27	Stone Sydney Lewis	11/15/17	12/03/94	44
Kinnunen Reuben	01/23/29	12/15/94	30	Zuliani Pietro	06/29/09	12/19/94	20

Inco photos shine in new book on Sudbury



The east Smelter and the loading of matte skulls. The print was made from an 1892 glass plate.

A 1910 view of the Copper Cliff Smelter.



Ray Thoms at his desk.

"I f I sell all of the books, I might break even." So says Ray Thoms about his 120 page coffee-table book entitled *Sudbury*.

The book covers a fascinating pictorial history from rail town, lumber town, mining town, the First World War years, the Roaring '20s, the Great Depression, the Second World War years and the boom times of the '50s to the continuing development of Sudbury as a vital northern city. That said, it is the black and white photographs collected and researched by Thoms that make it the epitome of excellence, a must-have for any collector of Sudbury memorabilia.

Through friend and Triangle contributor, Marty McAllister, Thoms was able to collaborate with former Inco archivist Ron Orasi. Thoms said Ron was cordial and cooperative. In fact, he "couldn't

have got anywhere without him . . . the book would not have been possible without Ron's help."

Picture clarity is excellent, he said, some photos printed from Inco glass plates up to 102 years old. Thoms, who has been printing photos for more than 15 years, credits the genius of the past and the technology of the present. The excellence of the original photographers was further enhanced by computer scanning.

"I didn't even dent the surface for what I used in this book," said Thoms "Inco has files of negatives there that you could print for a lifetime and never get through. I did all of the photographs and all of the cutlines."

Thoms made every effort when preparing the cutlines (descriptions of the photos) to relate to present day locations. He said one of his major frus-

trations was dealing with a Toronto editor because, to someone from southern Ontario, the North starts at Barrie and if you've seen one headframe you've seen them all. Consequently, a picture of the Creighton headframe made it into the book only at Thom's insistence . . . not so, the Flood.

Thoms said that, overall, it was a good experience and he has no regrets. He said the book ends by design in 1969 with a photograph of Inco as it appeared then. Thoms said 1969 is when he felt there was a great metamorphosis in downtown Sudbury. He hopes to follow up with another book, but that's another story.

The book, *Sudbury*, by Ray Thoms and Kathy Pearsall, is available at Coles, Sudbury Paint & Custom Framing, The Editor Bookshop, Muirheads, or by phoning Thoms himself at 673-1950.



A photograph taken in 1892 of the Copper Cliff Mine.



The laboratory of the Copper Cliff Mine east Smelter, taken in 1892.

Greenhouse sprouts new shoots



Morgan Fraser, a civil engineering co-op student from the University of Waterloo, transfers seeded peat pellets into a tray at the Copper Cliff Greenhouse.

Looking at things from a different perspective has resulted in productivity improvements across the Ontario Division.

And the Copper Cliff Greenhouse is no exception.

"A little different arranging has allowed us to increase our tree seedling production," said Mike Peters, grounds specialist with the Decommissioning and Reclamation section of Safety, Health and Environment, during planting of the winter crop this month.

"We used to be able to fit 72 seedlings into each tray, but now we're putting 84 seed-

lings into trays of identical size," he said. "The trays themselves take no more room but the total number of seedlings we're able to grow has increased."

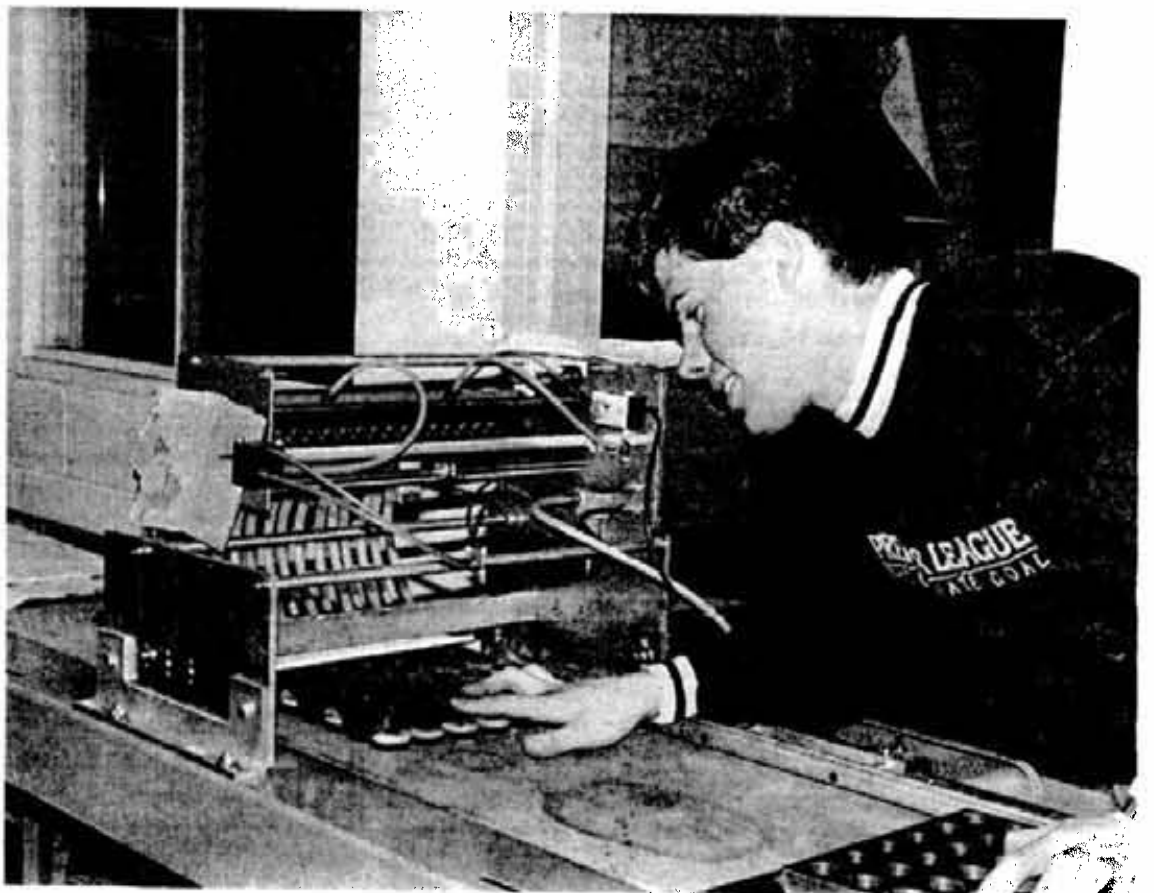
Crop preparation involves the implanting of pine seeds into small, round peat pellets through the use of a mechanized vacuum seeder.

The winter crop consists of 135,000 red and jack pine seedlings, said Mike, a portion of which are destined for the underground nursery at Creighton with the remainder staying at the surface greenhouse in Copper Cliff.

"We grow about 250,000 seedlings per year," said Mike, "which puts us on target to reach two million in another four years."

"The spring crop is currently overwintering outside the Copper Cliff Greenhouse and will be ready for planting in mid-May. I'm hoping for enough snow to properly insulate and protect it."

Inco's tree seedling program reached a milestone last June when Prime Minister Jean Chrétien visited Inco to plant the one millionth tree seedling grown underground at Creighton.



Lewis Oatway pushes a container of peat pellets through the mechanized vacuum seeder which implants pine seeds into each pellet. Lewis is a civil engineering co-op student at the University of Waterloo serving a work term at Inco.



Port Colborne furnace sets longevity record

There was more to celebrate this Christmas than the holidays in Port Colborne. The employees of the UFAP Department set a plant record by producing the 173rd heat on the #5 Utility Nickel Furnace.

Supervisor Dave Stremmlaw credits teamwork for the success of the furnace which operates at 2,900 degrees Fahrenheit and is charged with 500,000 pounds of feed materials per heat.

Dave also cites several design improvements which have taken place over the past few years. The use of a higher alumina content brick and the re-design of the refractory layout, he points out, have helped increase the longevity of the furnace.

The members of the Cobalt Hydrate Action Team also marked a first with their ideas on how to reduce nickel powder dust in the workplace. Historically, fine nickel powder has been used as a reducing agent in the copper removal process. In the past, final product Chemical Grade Nickel Powder was removed from stock and vacuumed into nickel bins. The problem was, however, this required extra manpower, reduced the final product inventory of powder and led to scrap drums. In addition, it was a cumbersome job which could potentially lead to a dusty work area if there was any spillage from the MaxVac equipment. After careful consideration the Cobalt Hydrate Action Team decided to send the nickel bins to Copper Cliff where they have the equipment to fill them in bulk.

The results speak for themselves — the cost of obtaining the nickel is roughly the same and the dust problem has been eliminated ensuring improved environmental conditions in the workplace.

The Cobalt Hydrate Action Team consists of leader Heintz Mantey, Moreno Franciscangeli, Jack Bidgood, Chris Szalkai, Heiko Leers, Marc Banning and Don Peressotti.

In other environmental news, the Port Colborne Refinery is now recycling cardboard. Cardboard recycling bins have been placed in various areas around the plant. These bins will in turn be emptied into a 30 cubic yard container at the west side of #6 building for subsequent collection and recycling.

To date, PCR employees have done an impressive job of recycling and their efforts have reduced domestic garbage pick up from three times per week to once a week.

And don't forget about Santa Claus.

The jolly old elf outdid himself at this year's Children's Christmas Party held at Port Colborne's Guild Hall December 4. Many children turned out to sit on Santa's knee, enjoy their gifts and even take part in some balloon sword fights.

There was also plenty of Christmas cheer for the adults. On December 10 the refinery held its annual Christmas Dance at the Croatian Hall in Welland. There was a good turnout for the event which was enjoyed by all.

Yesterdays todays



Magnetic sensor aids ore discoveries

40 Years Ago

They called it the flying X-ray and it was credited with discovering a rich lead-zinc-copper property at Little River, New Brunswick for the American Metal Company.

Finding ore by measuring the conductivity of the ground, the new electro-magnetic sensor developed by Inco engineering and McPhar Engineering Company, was towed behind an aircraft about 500 feet above the ground at the end of a 500-foot rubber-covered cable.

About six feet long, 10 inches in diameter and shaped much like a bomb, the 60 pound fiberglass-coated electromagnetic sensor picked up a signal sent out by gear in the aircraft. When a strong conductor was beneath the sensor, the signal became stronger, thus pinpointing the presence of a powerful conductor such as sulphides.

Its advantage over the magnetometer was that it did not pick up magnetite formations. Its disadvantage was that it picked up graphite formations, which the magnetometer did not. By flying both instruments in separate flights over the ground, though, both relatively unimportant formations could be eliminated without the expensive time and effort of a ground investigation.

For aerial prospectors looking for sulphide formations it made the finding of valuable ore deposits considerably easier.

Other stories that month were: 'Personal Contact Is New Link Between Men and Supervisor' 'Safety Glasses Save Suffering and Sadness' 'Bowling Dying? Well Not So's You'd Notice It'

25 Years Ago

In January 1970, the spotlight was on replacing 1,100 tons of refractory brick in one of the seven reverberatory furnaces in the Copper Cliff Smelter.

Every two or three years it had to be done and in the two weeks between fire-off and fire-on, 55,000 chrome magnesite bricks were laid to form the walls and 15,500 metal-clad bricks hung from steel beam supports to form the suspended roof.

After the work was completed, the reheating of the 100 foot long by 25 foot wide and eight foot high furnace was handled carefully over a four to five day period, to dry out the mortar, minimize thermal shock and allow expansion stresses to equalize.

"You got used to having warm feet and moist brows working in the furnaces during the overhaul because it never really cooled down completely," said maintenance foreman Andy Morgan.

Little wonder. While it was operating, the furnace smelted 1,500 tons of roasted nickel concentrate and sand flux a day at a temperature of 2,900 degrees Fahrenheit.

Other stories that month were: 'Huge Expansion Seen in World's Nickel Industry' 'New \$84-Million Mill Going up at Copper Cliff'

15 Years Ago

Fifteen years ago this month Central Mines Training was absorbed into a new section of the Training and Development Department called the Audio Visual Group.

"We wanted to ensure that all major audio visual resources were under one umbrella," said Walter Lalonde, supervisor of Staff Training.

It meant combining the graphics section from the Froid-Stobie Complex with the electronics section of Training and Development in the Sudbury offices.

In the previous year the Audio Visual Group had completed 150 projects, including the Canadian Alloys Plant opening and the Manufacturing Opportunity Show.

They also produced a videotape that explained Bill 70, which was shown throughout Inco mines and plants.

But coping with a heavy workload was one of the things the audio visual group was used to, said the Triangle.

Other stories that month were: 'The Seventies Are Now History' 'Interest High as Manufacturing and Mining Companies Meet' 'Winter Driving Is Difficult'



INCOME ideas

by Susan LeMay, CMA

When is it smart to borrow money?

There are times when it makes good financial sense to take out a bank loan. The questions to ask yourself are:

1. Will I make more than the interest charges on the loan from what I do with the money?

2. Is this the least costly of the available alternatives?

RRSP Investment Loans

Already the media is full of advertisements and articles about your 1994-95 RRSP contribution. Everyone is telling you what a good idea it is. It IS a good idea. But what if you don't have the cash to make a contribution? Do you have to put it off and promise yourself that you'll have it for sure next year? No, you don't. You have other options. This is one of the occasions when you are likely to earn more than the interest charges on the loan. Because RRSP contributions are tax deductible, the cost of borrowing is subsidized by the decrease in taxes you owe. There is an added bonus. Many financial institutions offer low interest rate loans

for RRSP contributions. You can borrow for RRSPs at a lower interest rate than you get on any other loan. Most institutions want you to invest the money from the loan in an RRSP option offered by that bank or trust company. All of them offer at least Guaranteed Investment Certificates and most of them also offer Mutual Funds of various types. You get the money to put away for your retirement and a tax deduction for this year, and the bank is satisfied because the money is invested with them and the risk of losing their capital should you not pay off the loan is very small. You file your tax return and when your refund arrives, you use it to pay off part of the loan. You can begin making monthly contributions for next year now and then you won't face the dilemma of not having the cash again.

Investment Opportunities

Investment opportunities won't always wait until you have cash sitting idle in a bank account. In fact, a bank account is a poor place to hold

money for anything but current expenditures. Your money should be working as hard as you do. One way to make sure your money is working for you is to put it to work in advance. It makes good financial sense to borrow money to invest if you can repay the money out of regular earnings over the next year. The investment earns income in the form of interest, dividends or capital gains and you are able to deduct the cost of borrowing the money from your taxable income.

Credit Card Hangovers

Christmas is just over, the credit card bills are coming in and in spite of our best efforts and our promises to ourselves of no New Year's credit card hangover. There it is. Those purchases the week or two before Christmas, which seemed pretty small at the time have put quite a balance on the first bill of 1995. Is this a time to borrow money to pay off the cards? You already owe the money and have to pay it off. You want to do it as cheaply as possible. If you are

planning to put the cards away until the balances are fully paid, then this may be the time to take out a loan to pay them off. The interest rate on bank credit cards such as Visa and Mastercard is about 17 per cent. At the beginning of January, the rate for personal loans was around 10 per cent. What does this mean in interest charges? Suppose you have an outstanding balance on your cards of \$2,100 and you are planning to pay it down over the next six months at the rate of \$350 per month. Your interest charge if you just pay on your bill each month and you do not use the cards until they are paid off will be approximately \$105. If you take out a loan for the \$2,100 at 10 per cent and make the same \$350 monthly payments, the interest is about \$65. The interest on the credit card balance is more than half again as much as the interest on the loan. A saving of \$40 may not seem like a great deal, but this is just one of many savings you can make over the year and it all adds up.

Taking a loan to pay off

credit card balances only makes good financial sense if you do two things:

1. Put the cards away until the balance is paid.

2. Set yourself up a system to ensure that the balances are paid off in full every month so there are no future interest charges.

There are times when it makes good financial sense to borrow money. There are also times when you need to consider your situation very carefully and perhaps make changes to suit the circumstances.

It usually does not make good financial sense to borrow to pay normal, predictable ongoing expenses. Whenever you borrow money, it is important to ensure that you have a manageable pay back schedule. Then, the next time an opportunity to use borrowed money comes along, you'll consider it. A manageable pay back schedule keeps flexibility in your budget and reduces stress and anxiety about meeting the payment obligations. Being sensible on all fronts is the key.

I heard it down at . . .

The Dry



by Jerry Rogers

You won't find the name Roy Aitken among the list of 42 authors who've contributed to a major new scientific book on Sudbury's environmental rebirth.

But the spirit of Inco's late senior executive pervades *Environmental Restoration and Recovery of an Industrial Region*. The book — it will be given a splashy launch in the spring to coincide with the international Sudbury '95 Mining and The Environment conference — culminates several remarkable years of frank discussions among environmental scientists, resource managers and land use planners from government agencies, universities and Sudbury's mining industry.

The inspiration for the candid exchange of scientific information came from Roy Aitken, says editor John Gunn.

Gunn, a research scientist with the provincial Ministry of Natural Resources and the Cooperative Freshwater Ecology Unit, met Aitken, then an Inco Executive Vice-President who was spearheading the \$600 million Sulphur Dioxide Abatement Project, after the first Healthy Places, Healthy People conference in 1990. He came away impressed with Inco's open environmental policy.

"He felt it was time all the guilt and the finger pointing were behind us and there was a common problem that we all needed to work on together," Gunn recalls today as he oversees the book's publication by the prestigious academic publisher, Springer-Verlag. "I was also sitting with a draft of our paper that'd just been accepted by the British Nature Journal. I shared it with Roy and he wrote me back and thanked me, saying he was super pleased that environmental changes were coming along nicely in step with emission controls.

"It was still an unknown how far recovery would follow cleaner air. Our study was the first convincing evidence that there was recovery for damaged lakes."

Out of those chance encounters with Aitken, who died in late 1992, evolved a series of day-and-a-half long workshops from 1990 to 1993. They started as a case history of environmental damages in Sudbury, moved to describe technological development and process changes that have cut atmospheric emissions by nearly 90 per cent and examined how pollution control measures have allowed natural recovery for thousands of hectares of land and acidic lakes.

Of course, the restoration work was recognized by the United Nations at the 1992 Earth Summit in Rio de Janeiro when Sudbury regional chairman Tom Davies accepted the Local Government honors.

All of this is captured in the book, which, at a pre-publication price of \$70, makes it a candidate for universities and libraries.

Inco and Inco people, naturally, have a big role in the book. Safety, Health and Environment's Dan Bouillon and Ellen Heale and former Inco reclamation expert Tom Peters are among the contributors. Marty Puro, superintendent of Reclamation and Decommissioning, served as a technical reviewer of all chapters and helped write the summary chapter. Inco Archives lent many of the book's historic photos. Before and after shots of the Copper Cliff Smelter grace its cover.

A 'plug' for McCreedy West's electricians

If you ever wanted a chore to short-circuit your patience, then changing plugs on jumbo electric drills underground is just the task.

Ever since Inco — and, for that matter, every other mining company — started employing jumbo drills underground, the problem has been around. To connect and disconnect the large, unwieldy, brass-encased plugs can take anywhere from five minutes to two hours. Electricians used everything from pipe wrenches and screwdrivers to the back of an axe head to pry them apart. On top of that, water could leak into the plugs.

At McCreedy West, a Total Quality Improvement and Failsafe team made up of development miner Fabian Arnett, parts co-ordinator Bob Valade, electricians Danny Hull and Baz Sauve, development supervisor Marcel Mallette, maintenance foreman Jim Rousselle, Levack electrical foreman Peter Zieleniewski and Levack electrical wizard Ken Unwin decided to do something about it.

Working with suppliers, they've come up with an all-rubber casing and a more flexible pin in the plug. The retrofit has dramatically simplified the job.

"The manufacturers didn't realize there was a problem. Nobody ever told them," says Marcel, noting that 173 of the \$300 brass plugs were used last year at McCreedy West, Levack, Coleman, Crean Hill, Stobie, Little Stobie and Frood Mines.

It wasn't just the cost of the plugs. It was all the downtime and the lost production waiting for an electrician.

The exciting postscript to the team's success — they're working with the manufacturer and



An assembly line of Inco employees helps ensure that items collected during Edgar Burton's canned food drive will reach the region's needy. Helping load food items from left are Transportation boom truck operator Ron Brouillette, and plate shop plateworkers Ray Roy, Mike Caruso and Don Demore.

In praise of the Sudbury landscape

Purchasing and Warehousing to see how their innovative idea can be implemented throughout Inco.

Final word on Christmas '94

Edgar Burton, Inco's indefatigable machine operator, can rest on his Christmas laurels, knowing that December's Canned Food Drive was the largest in six seasons. Who says so? Capt. Larry Bridger, public relations director for the Salvation Army, says Edgar's campaign at Inco brought in close to three tons of food. Another \$2,500 in donations from Sudbury firms went to buy more food at wholesale prices. Edgar got help loading up two pick-ups lent by Sudbury's Irish Regiment from his transportation buddy, Ron Brouillette, and from plate shop cronies Don Demore, Mike Caruso, and Ray Roy. Goods collected at Christmas are distributed in January and February to needy Sudburians.



Captain Larry Bridger of the Salvation Army and Edgar Burton of the Plate Shop have reason to smile. This year's food drive for the needy brought in more canned goods than ever.

Sudbury photographer/teacher Ray Thoms can now add bestseller to his credits. His first book, *Sudbury*, which is featured on page 13 in this month's Triangle, was Sudbury's best selling book around Christmas. Ray, who is working on a contemporary version of Sudbury for Boston Mills Press, says that at Coles Bookstore he even outsold horror king Stephen King in October, November and December. Photos from Inco Archives figure prominently in the first book.

Whatever happened to . . . ?

Taking life as it goes and enjoying his free time is the pursuit of Felix Langevin, a cottrell operator who retired four years ago after 40 years with the Smelter Complex . . . For Bruce Newell, a locomotive engineer with Transportation for 33 years, retirement last year now means planning life around the thermometer. If it gets too cold, he'll head to Florida. Bruce misses the guys at work but not enough to give up ice fishing, hockey games and time with his wife and grandchildren . . . Leo McIntyre had 23 years with Matte Processing when he took early retirement in 1994. He's been back home to Prince Edward Island visiting his mother and is looking forward to a trip to Windsor where he has race horses . . . Gail Roche is spreading herself over a variety of activities after retiring in 1991 from Information Systems with 30 years' service. She works for various charities, spends time with grandchildren and other pensioners, volunteers with the South End Seniors Group and can be found most mornings walking at the Sudbury Arena . . . Joseph Panzani was an industrial mechanical with 28 years of service in the Smelter Complex when he called it a day in 1991. With time on his hands, he's decided to build a new house. When he isn't on the road to Italy, Florida or New York, he can be found at the gym . . . By day, Alex Fex has been selling Sudbury real estate since retiring in 1994 as a South Mine hoistman with 31 years' service. At night, he's finishing a Bachelor of Arts degree at Laurentian University. Leisure time is for his family and granddaughter.

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