

Was last year tough? 1996 promises to be better for this fellow. For some '95 memories, see pages 10-12.

# INCO Triangle

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## Inco safety aims demonstrated by Creighton crew

Going to the doctor with an injury is wise. Avoiding the injury in the first place is even wiser.

That's the attitude of the 26 members in Ed Gravelle's underground crew at Creighton Mine who reached an enviable safety milestone of two years without a medical aid injury late last year. That means two full years with no crew member requiring a doctor's care for any injury incurred on the job and no lost time due to injury.

It's also the attitude that the company is taking, according to Ontario Division Safety superintendent Ron Rafuse. He'll tell you the Division, with full cooperation from its employees, has managed to reduce disabling injuries by about 16 per cent in 1995 over the previous year and is fully expecting to reduce the number of disabling injuries by half in 1996.

"This is the kind of thing we'll see a lot more of this year," said Ron confidently. "What the Creighton crew has done is what we're all working towards... reducing injuries to zero is our overall aim."

The Creighton crew's record continues to grow.

"It's quite an accomplishment and something we are all very proud of," said Ed. "The key is teamwork and as a foreman I have to practice what I preach. Safety is number one in my books and everyone seems to know that. We have safety talks daily and safety meetings monthly. When a crew member spots a hazard, it is reported and corrected immediately."

The 26-member crew operates between the 4350 and 5400 levels of Creighton's Number 9 shaft in all phases of vertical retreat mining. Crew members include in-the-hole drillers, scoop operators, blasters, development miners, trammers and others who perform miscellaneous duties.

Scoop operator Ray Charrette, with just five years at Inco under his belt, credits the combination of experience and teamwork with providing the perfect recipe for safety.

"There is a lot of experience

on this crew and a lot of teamwork as well," said Ray. "We have a good foreman and we work really well together. The whole crew gets along and that's a big plus."

"Safety, as it should be, is emphasized and practiced every day by the crew," he said. "Nobody wants to get hurt and everyone wants to go home in one piece."

"As a crew, this milestone proves we are capable of doing the job safely and productively at the same time. We take a lot of pride in that."

Development miner Marcel Côté has 26 years at Inco, ranking him among the more experienced members on the crew.

He concurs with Ray's assessment of the crew's keys to success, but adds that knowledge of each other's actions is another key ingredient.

"We always know what each other is doing and we always keep the workplace safe - whether it be where supplies are placed or how the area is bolted," said Marcel.

"Safety has to be a constant consideration. This crew and this foreman work well together and safety is always stressed."

According to Ron, there have been major improvements already. Divisional Shops and Little Stobie and Levack mines had no disabling



Estaire Bindaire, the legendary and laugh-a-minute miner from Levack, had Inco chairman Dr. Mike Sopko and a crowd of 200 in stitches recently in Copper Cliff. Estaire, who is also known as Gaston Binette of the Copper Cliff Smelter, highlighted a night of highlights as Mike was honored with the Paul Harris Fellow Award by the Rotary Club of Sudbury Sunrises. For more, see I heard it down at The Dry column on Page 16.

injuries last year and Construction registered its fourth straight year without an injury in 1995. The Smelter has also made major improvements in last year's safety statistics.

"In 1995 we set out the groundwork by applying some ideas from industries that have the top safety statistics in industry," said Ron. "We developed the principles and then

trained all our supervision, from senior management to worker representatives. Managers developed their own comprehensive safety and action

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## Curlook given Order of Canada honors

For more than half a century in the mining industry, Walter Curlook has been regarded as one of its luminaries.

In retirement, he has 'made the grade' in the eyes of fellow Canadians.

Dr. Curlook, a Coniston native who rose to become Vice-Chairman of Inco Limited, is one of 68 Canadians awarded Order of Canada honors earlier this month.

Dr. Curlook, who spent his entire professional career at Inco, was named a member of the prestigious body for his contributions to engineering.

"I'm honored, of course. I'm very proud of this, being a

Canadian," he said from Toronto on a year-end visit from his current position as President and Director General of Goro Nickel S.A., an affiliate of Inco developing a major nickel deposit in New Caledonia. "Just about two days before Christmas, someone from the Governor-General's office phoned and asked would I accept. So I said sure. It surprised me. I often wondered what it took to make the grade so I was pleasantly surprised."

In company with other prominent Canadians in such fields of endeavor as mass media, philanthropy, law, business, performing arts, social sciences, politics, educa-

tion and film, Dr. Curlook said he is not surprised by the accomplishments of Canadians.

"I've travelled all around the world. I've lived in five countries and seen a lot of different cultures but I must say Canadians are very intelligent and well-educated. We have all the skills and resources and we're a hardworking and productive people at all levels and by any international standards."

He cited Prime Minister Jean Chretien's recent trade mission to Asia as an exciting venture that could translate into new job opportunities for Canadians.

It's no surprise to him that

Canada has been recognized by the United Nations recently as one of the best countries in which to live. "Canadians deserve the credit for developing their talents properly," he said.

Dr. Curlook started his Inco career in the smelters and refineries as a part-time student employee in 1944 and became a permanent employee in 1954 after earning his Ph.D. in metallurgy from the University of Toronto. Over the years, he was deeply involved with the innovation and development of a number of new process technologies at Inco that have improved the workplace environment and increased productivity.

# New manuals entertain while you train

It's called computer-based training (CBT) and it could revolutionize, economize, reorganize, modernize and even individualize the way Inco people keep up with the necessary skills for today's continuously-changing high-tech workplace.

Sponsored by Quality and Human Resource Development, the project is designed to transform thousands of pages of dull, training manuals into entertaining and attention-grabbing interactive computer programs incorporating print, audio, photographs, graphics, simulations and even video to help the trainee grasp the theory... and vastly increase retention.

"The need for better, cheaper, faster, more effective and easily-upgradeable training programs has never been greater," says supervisor **Karen DeBenedet**. "Not only does the rapid introduction of high technology demand continuous learning on the job but we are also approaching a particularly critical stage with about 2,300 members of our aging workforce reaching retirement age in the next five years."

Karen said the expected rapid influx of many relatively inexperienced employees could overwhelm Inco's training programs.

With fewer people to do the work and employees expected to be increasingly mobile within Inco, training demands will swell. CBT promises to make training quicker and more solid, reduce extensive and time-consuming classroom training, provide training when the employee needs it and provide access to reviews 'on demand' by the individual.

"The new employees we are expecting are computer literate so that will help us out," said Karen, adding that statistics show a 90 per cent retention record promised by interactive computer training programs.

"What we'll get will be safe, competent, qualified employees in the least amount of time with the optimum capability. We'll also get employees who will accept a changing workplace as a way of life."

Since computers cannot provide hands-on training, trainers will be as important as ever. According to training project specialist **Stan Pasierowski**, computer programs will be used as training aids to help trainers pass on more academic information to their students.

"Hands-on training will still encompass the majority of the training time and only people can do that."

To say the project is ambitious is an understatement.

"When we started to look at our technical training manuals alone, there were



**Al Chevrier and Art Lebel study some information for their new computerized manual.**

1,900 of them," said Stan. "And at least 85 per cent required extensive updating."

"After careful scrutiny, we reduced the number of active manuals in the Division to about 700. These manuals have to be converted from the written page to computer, but more importantly have to be technically brought up to date which is a major job requiring dedicated resources and equipment."

In deciding which manuals would be suitable for CBT format, a criteria was developed highlighting those manuals having a high frequency of use, a possible impact on safety and the potential to increase productivity.

"That doesn't mean that eventually all our manuals couldn't be converted to the new format," said Karen. "We just identified those first that were the most crucial."

Since August, a pilot project has taken four manuals through the newly-designed process, from updating the hard copy to the final product on the computer screen.

"With these we will create a standard for all future training manuals across the Division," said Karen. "When we complete the manuals we will assess what we have learned, our equipment needs and evaluate the product's effectiveness. We will then move into the next stage and begin training our people to produce their own manuals. We will produce at least 15 additional manuals in this next phase of the project."

A n outside



**"THE BEGINNING OF A NEW ERA!"**

graphics company is providing the technical assistance to get the first manuals off the ground. Plans are to do more of the work in-house as experience allows.

As one of those on the pilot project, All Mines Training instructor/writer **Roy Robillard** is nearing completion of a scissor lift truck

manual. He is creating a 'storyboard', a list of items needed for each screen of the manual. He's excited about what the new concept could do for people in his line of work.

"About all our manuals here require upgrading," he said. "There's hard copies all over the place and making sure they're all updated is nearly impossible. This way, the updating is done right on the computer and anyone with a computer can access it. It provides 100 per cent control while providing 100 per cent access for those who need it, when they need it."

"The experience is challenging and enjoyable," he said. "For example, we'll have a graphic of a scissor truck that lifts

when a correct answer is entered and descends when a wrong answer is given."

While Roy readies the storyboard, fellow trainer **Dave Rawlyk** is busy at the next desk, upgrading an in-the-hole drill manual. "We get everybody together in order to get it all straight, in-

cluding the manufacturer," said Dave. "This manual will be the next one put on the computer if the pilot project is successful."

Nickel Refinery training instructor **Al Chevrier** and part-time trainer **Art Lebel** have been working on a purge philosophy manual since August. As well as giving them a chance to learn some new skills, they feel the work is important.

"We conduct more than 30,000 purges (removal of contaminants to ensure the equipment is safe to clean or enter) here every year," said Al, "and purging is a very critical function of our operation here."

He said updating was a painstaking process that would have been impossible without the cooperation of the operators. "We sat down and went through the manual line by line, section by section."

The biggest change, he said, will be the expanded detail and scope that the electronic manual will provide. "It will be a lot more thorough and comprehensive," said Al, "and at the same time much easier to grasp and retain."

The Nickel Refinery team included operators **Ken Coon**, **Clint Reed** and **Vital Rainville**.

Art said he used to write the "old version" training manuals. "There's no question that the computer programs will be much more effective."

Smelter training instructor **Dave Bryant** says he has 110 per cent confidence in the CBT project. He's been working on a bulk converting CBT manual. "The first one was hard to prepare, but I figure the process should quicken as people here gain some experience. I guess we're kind of pioneering this thing in the mining industry."

"The old one was hardly usable," he added. "We virtually had to start from scratch. I think CBT is critical because there are a lot of very experienced people due for retirement soon and much of what they know is in their heads. If they were to leave we would be hard-pressed to get that kind of experience replaced."

The in-the-hole drill manual assigned to trainer **Bob Huzij** was expected to be completed by mid-December and Bob was eager to see the final result.

"One of the reasons we're first out of the blocks with the manual is because it required virtually no updating. The hard copy was only produced about a year ago."

He said that since all manuals in the Heavy Duty Equipment Mechanics Training area are relatively new, updating does not present the same kind of problems as elsewhere.

"The best part of this is that it's one-on-one. It's you and the computer screen. It's



not listening to one instructor with 40 other students in the classroom. You can go at your own pace, review or repeat until you understand," said Bob. "At today's high-tech level, it's impossible for most people to keep all the data and information in their heads. With these programs, people near a computer can get information they need instantly."

"But it's only a good training aid," he said. "About 70 per cent of our training here will continue to be hands-on."

According to Karen, CBT enhances the hands-on portion and potentially reduces the overall training time. It can also eliminate problems associated with learning in the traditional classroom setting – the stress of keeping up with others, shyness and intimidation.

"CBT is our future," she said. "If something is missed in the classroom, it's gone. On the computer, it's a matter of turning it back on and getting the very same message every time."



**Bob Huzij stands next to some of the manuals used to train heavy equipment mechanics.**



**Roy Robillard and Dave Rawlyk work together on the CBT version of the scissor lift truck manual.**



**Smelter training instructor Dave Bryant greets the arrival of new machinery used to chip scrap build-up off the converters. CBT manuals will make future training on such equipment much easier.**



# Inco, employees partners in safety

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plans to be applied at their plants and mines.

"There were workshops for employees held by superintendents at every operation in the Division during the last four months last year and then we did some audits on safety attitudes of employees that will be used as a comparison for future audits. That should tell us how we're doing."

Most of the 16 per cent improvement last year was achieved in the last five months of the year and Ron thinks it's no coincidence that the time frame coincides with the redoubled safety efforts.

For Ron, the most encouraging thing about last year's figure is that it proves employees are willing to get on board. "We can't do it without them," he said. "It takes both management and employees working together."



This 26-member Creighton crew reached a safety milestone of two years without a medical aid injury.

## From Inco scholarship to Rhodes scholar

Inco scholar Aaron Marsaw held Christmas knowing his education had taken an almost unbelievable new direction.

The son of Wes Marsaw of Inco's field exploration group, Aaron was notified early last month that he was one of only two Ontario students awarded the prestigious Rhodes scholarship at Oxford University in Cambridge, England.

"It began as kind of a joke," said Aaron, who has managed exceptional educational achievements despite losing 98 per cent of his eyesight at age 12. "Dad said that as long as I had nothing better to do, why don't I try it?"

Aaron won an Inco scholarship in 1992 and since then has managed an 83 per cent average in his Laurentian University political science and philosophy studies. He becomes the first person in the university's 31-year history to win one of the world's most prestigious awards.

Aaron estimates that if he and his family had to pay for the two-year Oxford stay complete with tuition, room and board, food, spending money and even travel costs, it would cost more than \$50,000. "That would have been impossible," he said. "This is an opportunity of a lifetime."

The application process was grueling. Once the written application was submitted, Aaron was interviewed by a group of seven Rhodes scholars.

"The questions were rapid-fire and it lasted 45 minutes," said the 22-year-old, "but I thought I did all right. I was a little nervous before, but I had some good advice from others like philosophy professor Brian Donahue. He's given me good, sound academic advice all the way through university," said Aaron.

The Rhodes scholarships are named after the 19th century British empire builder Cecil Rhodes, the South African politician and industrialist for whom Rhodesia – now Zimbabwe – was named. Former Ontario Premier Bob Rae and U.S. President Bill Clinton were Rhodes scholars.

The scholarship demands excellence in leadership qualities, community service, athletics and extra-curricular school activities.

Aaron is founder of the Laurentian University debating club, a fundraiser in a number of charitable organizations and a volunteer with the Canadian National Institute for the Blind. He's also a strong swimmer and has played classical guitars since he was eight.

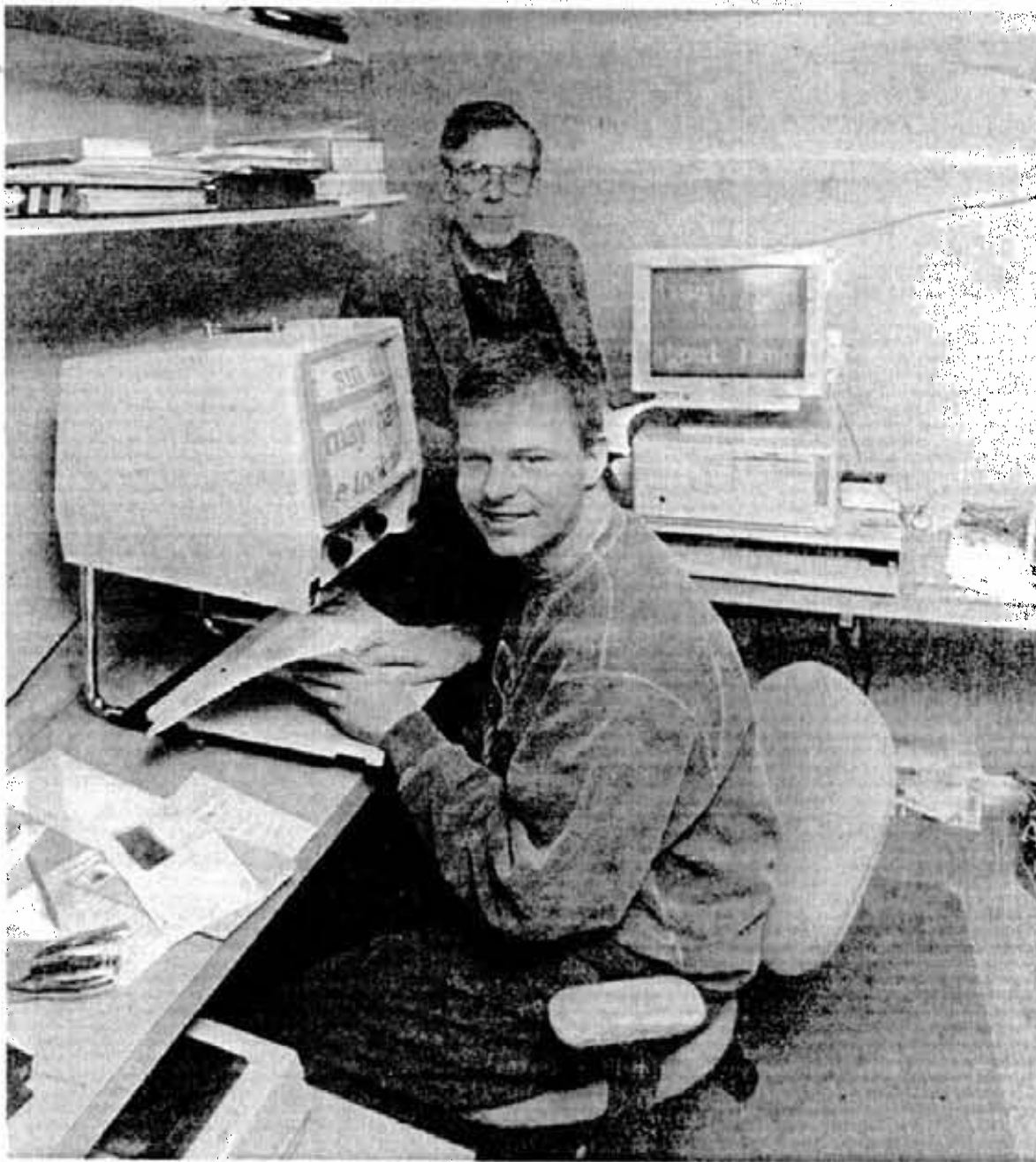
He was also elected to the board of directors of the World University Services of Canada. The organization helps develop educational projects for Third World countries.

After Oxford, he'll pursue a legal career with the aim of going into international law.

"It covers a wide range of things, from human rights to trade and international public law," he said. "I could end up with a career at the United Nations, the foreign service or an international development agency. I guess my workplace is the world."

Aaron's 'world soul' got a boost of confidence while on a World University Services of Canada six-week seminar in Benin in West Africa in 1994 (for story, see Triangle, August 1994, page 1).

"If it wasn't for the African experience I would be very hesitant now to go outside the country for my education," said Aaron. "I know I can't be afraid to ask for help for directions or maybe to get the right bus. But I'm fairly confident that I can handle it."



Rhodes scholar Aaron Marsaw sits at his specialized computer equipment that enlarges type to compensate for the loss of most of his vision. Looking on is his father Wes Marsaw of Inco's field exploration group.

Aaron has nothing but praise for Laurentian. "It provides a good, solid academic education, as good as anywhere else," he said. "One of the good things is that it is a mix of all kinds of students and not just the 'elite' found in some uni-

versities. It's a small university where you get to know a lot of the students. You're not lost in the numbers."

He's had a lot of support from family and friends. "Do you remember, Dad, the time we stayed up all night trying to

fix the printer problem?" Aaron asked as he smiled at Wes.

"Dad's been a big help with my education," he said. "Even now he goes over my stuff and edits, looks for missing commas. My entire family has been supportive."



# Port teens visit parents at Inco workplace



Armando Canaria and son Erik.

**W**hen you were a kid, did you ever wonder just exactly what it was your parents did at work all day?

Thanks to a program initiated by Ontario high schools, seven Grade 9 students were given an opportunity to spend an entire day with their parents at the Port Colborne Refinery.

The program, titled *Take a Kid to Work*, was a great success.

The students, from schools throughout the Niagara Peninsula, began their day with an orientation and safety meeting at 8 a.m. Half an hour later the young people followed their father or mother into the workplace. A special lunch was held at noon followed by a question and answer period for parents and students. Students then returned together

to the workplace for the afternoon.

The reactions of the parents and students to the day's events were positive. Almost all of the students said they enjoyed meeting the people their parents work with.

When it came to touring the plant, the Precious Metals Refinery was the big winner.

All agreed it was much more than a day away from the classroom.

"I never had an opportunity to see anything my dad did before," said **Vanessa DeLuca**, a student at Lakeshore Catholic High School in Port Colborne. "It's nice of the company to give us this opportunity."

Her father **Dan**, the plant worker safety representative, hoped this would show her that it takes a good education to get today's jobs.

"It shows students the importance of staying in school," said Dan.

For **Anne Meginnis**, a student at Confederation High School in Welland, the experience helped answer questions regarding a possible future career in a business environment. Not only did she watch her mother **Celine** in action, she got to work herself.

"I really enjoyed answering the phone and it's really nice to be able to talk with everyone," said Anne.

Her mother, who works in accounting, shares her enthusiasm.

"This has given her an idea of what 'hands-on' really is," said Celine. "It also teaches her priorities and what goes on in a day."

Lakeshore Catholic student **Cassandra Dick**, daughter of Maintenance employee **Ian Dick**, said one of the more interesting parts of the day was seeing the Cobalt Hydrate department in action. She was also interested in the details of the packing line. But when asked to describe the plant, she had a few key words.

"It's bigger than I thought," said Cassandra.

For **Stacey Hili**, another Lakeshore student, the day was as enjoyable as it was educational.

"I really liked the Precious Metals Refinery," she said. "This has been a lot of fun."

Her father **Mike**, who works in Cobalt Refining, was pleased to see her show such interest in the workplace environment. "It's important for kids to know what their parents do on a daily basis," he said.

The Powerhouse's **Dave Wyatt** agrees. "I think this is such an excellent opportunity for the kids. When I look back on myself in Grade 9, I had no real idea what people did at work all day long. I hope this gives them a better appreciation of what we do all day and everything that goes into a full day's work."

Dave's son **Brian**, who also attends Lakeshore Catholic High School, did admit he was surprised at everything his father was responsible for and added that the day was a lot more interesting than he expected it to be.

The same was true for **Erik Canaria**, whose father **Armando** works in the Engineering department. Erik, a student at St. Francis in St. Catharines, is considering a career in computers and thoroughly enjoyed spending the day watching his father in action and trying his hand at computer aided drafting himself.

"This has been great," said Erik.

**Heinz Mantej** of Cobalt Refining says he feels the opportunity is a lesson in realism, particularly after his daughter **Christine**, a Port Colborne High School student, expressed some concern about the routine of life in the workplace.

"This is good for them. It tells the kids to stay in school and get a good job," said Heinz.

"This is the real world."



Dan DeLuca and daughter Vanessa.



Ian Dick and daughter Cassandra.



Dave Wyatt and son Brian.



Heinz Mantej and daughter Christine.



Celine Meginnis and daughter Anne.



Mike Hili and daughter Stacey.



# A clean sweep in McCreedy's future?

Some forecasts suggest mining at McCreedy West won't be economical by the end of 1996, so how come some drift sweepings here are worth an astounding \$300 a ton?

Miners are carefully and meticulously sweeping up as part of an innovative McCreedy West narrow vein mining experiment that literally chases the mine's many copper veins.

Sweepings from the experimental project show a value roughly four times that of the normal bulk mining method and almost twice that of the narrow vein mining that produces them.

Sitting behind the controls of a mini-jumbo drill, **Ron Hanlon** says his latest job as driller on the experiment is a little like chasing a dog's tail.

"It's very challenging. Rather than follow a general heading into the ore body, I follow the vein," said the jumbo driller. "The smaller drill gives you much more manoeuvrability so you can follow the twists and turns of the vein. It's like chasing a dog's tail."

But what's even more exciting about the McCreedy project is the possibility of extending the life of the mine at least three years past its expected 1996 closing.

"I'd rather stay here and mine. I like it here," said Ron. "The longer we can keep this mine going the better it is for all of us."

Bulk mining – drilling and blasting huge sections of the ore body – is expected to end by early to mid-'97 as the mine runs out of ore needed to make bulk mining possible.

Now, attention is shifting to the unusually high number of 'stringers' of copper that have been exposed during past bulk mining.

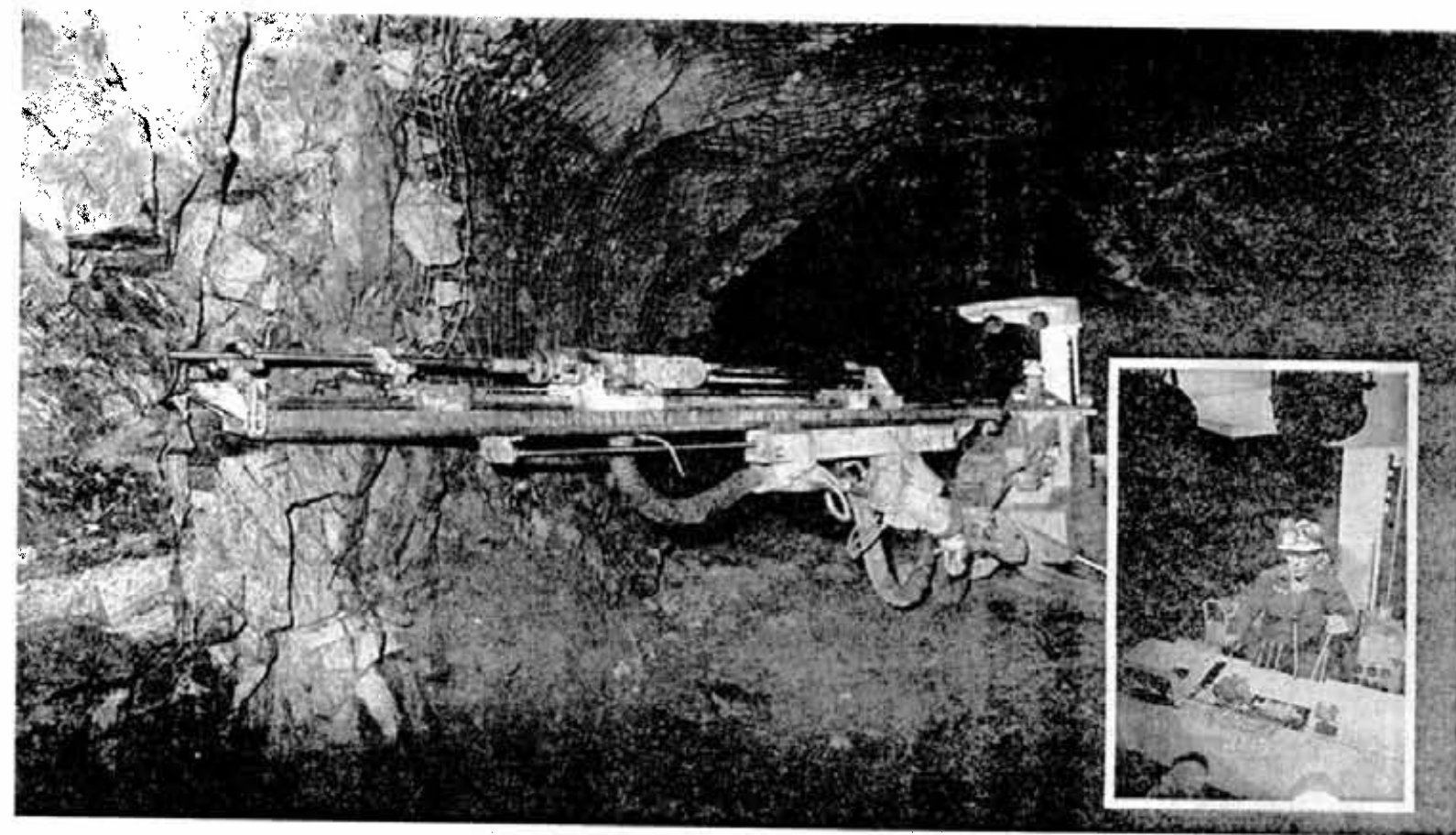
Stringers are narrow veins of ore, generally from eight inches to 24 inches wide, that are so high-grade that they are easily recognizable on the rock face.

Unlike nickel, however, the copper veins are typically very irregular and are located along cracks and other structures that twist and turn in all directions. According to McCreedy chief mine geologist **Chris Davis**, the more mobile copper moved outward and away from the basin along cracks and structures when the basin was formed millions of years ago.

Bulk mining is not cost-effective with the erratic distribution and directional changes of the veins. Rather than finding the ore where they drill in the general ore body, the McCreedy crew is drilling exactly where the vein moves.

"It's called narrow vein mining and it's used extensively in mining gold," said chief mining engineer **Glenn Lyle**. "We're borrowing a lot from gold mining technology and know-how."

The economics are simple. Miners must become more like surgeons than construction



Following copper 'stringers' or veins is like chasing a dog's tail, says development miner **Ron Hanlon** (inset) as he manoeuvres his pint-size jumbo drill into position.

crews as they follow the vein as closely as possible, removing as little waste rock as possible. Bulk mining drifts average about 16 feet by 14 feet. Every pound of rock removed from these huge drifts must be lifted to surface and put through the ore separation process. The narrow vein method will produce drifts about six feet by eight feet. Already a crew working on the project for the past nine months has narrowed drifts to seven feet by nine feet.

Chasing veins demands much smaller drills and scoops that allow miners to get into the smaller drifts and manoeuvre enough to follow the twisting and turning veins.

"It's (the equipment) much smaller for everything but the price," said McCreedy superintendent **George Aniol**. "It costs the same as the big stuff used in bulk mining."

Although the tonnage of ore brought to surface per miner in narrow vein mining is lower than that in bulk mining, the actual metal per miner is significantly increased. Add on major decreases in the cost of bringing waste rock to surface and in processing the high-grade copper ore and the McCreedy experiment has many McCreedy miners thinking positive.

"I've been bulk mining for 30 years," said development miner **Charlie Annett**, "but I find this new way very interesting and challenging. It's a new concept for us but I know we can make it work. We'll be able to recover a lot more ore this way."

"And who knows, if we can do this thing, maybe our sons and daughters will have a chance to work here?"

It's been estimated that about 300,000 tons of the high-grade copper ore is available to narrow-vein mining. "There's veins all over the place, in places previously mined out and we're finding



Development miner **Charlie Annett** bolts and screens a narrow vein heading. The vein can be seen clearly over his head.

new ones in new areas," said Glenn.

He feels that the proof that narrow vein mining can work will have to be provided now. "Once this place is shut down, it'll be much too expensive to open it up again," he said. "We're still learning as we go, but if anybody can make it work, our people will. We have a lot of good, experienced and motivated employees."

"What will make it work more than new technology is teamwork," said George. "We got this far by everybody working together. We've brought everybody in on this thing from miners to management and we've had a lot of good ideas from the discussions."

"Our people are interested in making this thing work," said Chris. "This is a mine where everybody knows everybody. It's a close-knit group, like a family. To take this kind of change in direction and make it work, that's exactly what is needed."



Development miners **Charlie Annett** and **Ron Hanlon** stand in the bucket of a two-yard scooptram that looks like a toy compared to Inco's huge scoops used for bulk mining.



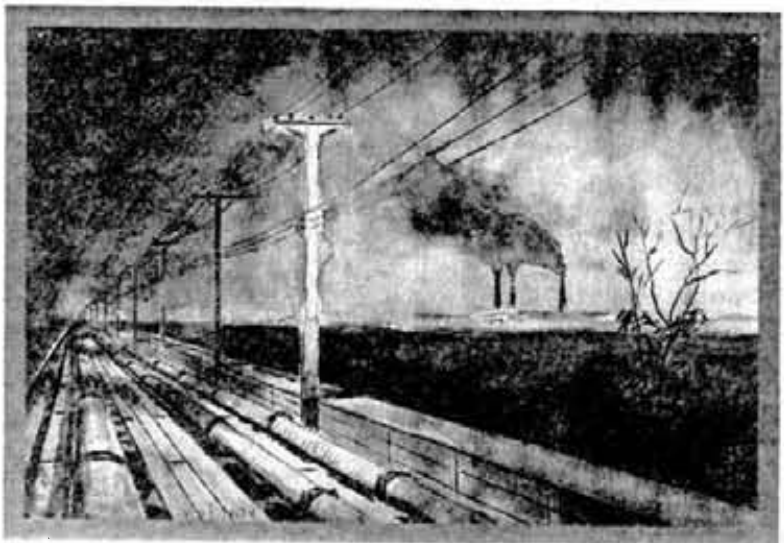
Looking like a mini-version of Inco's bulk mining drifts, this small drift is a good example of narrow vein mining. Inset shows McCreedy chief mine geologist **Chris Davis** beside the vein running vertically to the left of his hand.



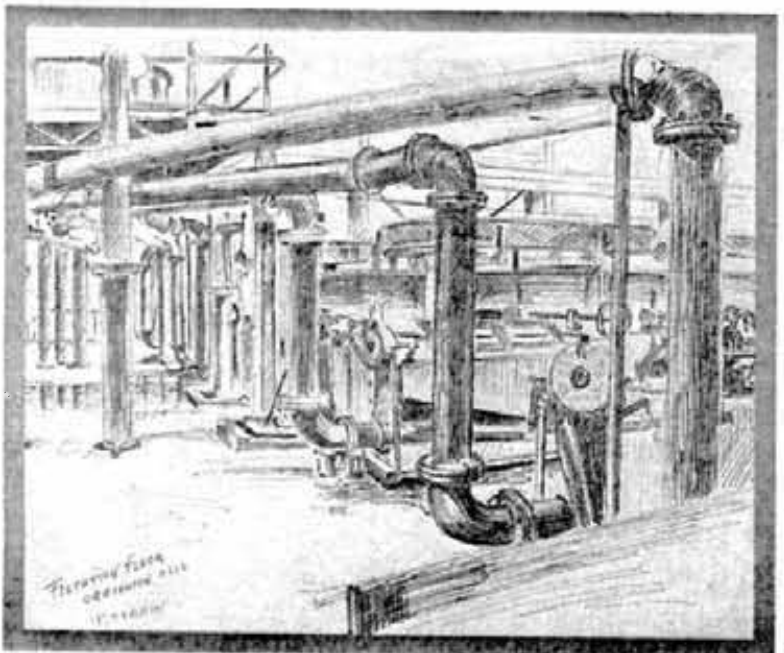
# Only pension, gym bag for world traveller



Philip Deakin can hardly find a place on the map he hasn't been. He'll travel until he drops, he'll tell you.



As a maintenance mechanic whose job was to walk the miles of Inco pipeline looking for leaks, Philip Deakin recorded his lonely scenery with pencil and brush.



One of Philip Deakin's drawings from the 1950s of the flotation floor at what was once the Creighton Mill.

The solitary wanderlust that's taken Philip Deakin to 110 countries probably began 45 years ago while walking miles of Inco pipeline looking for leaks.

"It was a lonely job. You spent a lot of time just observing your surroundings," said the 71-year-old retired maintenance mechanic. "But you began seeing beauty where others only saw moonscapes."

Interested in art all his life, Philip took up pad, pencil and paints and recorded what he saw. His interest soon spread from desolate landscapes to other plant and mine operations.

But local scenery soon became too limiting. He began squeezing every possible hour into his vacations and heading for overseas destinations.

"I pushed the envelope," he said. "Every year I'd take my two weeks' vacation and add the two weeks without pay you were allowed without losing your job and travel. The rest of the time I did my job and never missed a day. I saved every cent I could for the next travel adventure."

His first major trip was to

Mexico in 1956, followed by trips to other Central American countries. In 1964 he took advantage of a cheap air fare to Europe. Until the 1970s, when South America became the focus, he covered most places on the European continent.

He visited most countries in South America. On one extended trip alone, he travelled through Colombia, Brazil, Bolivia, Peru and Argentina.

He retired from Inco in 1980 after 29 years with "a bit of money saved," a regular pension and a plan that would keep him traveling indefinitely.

He doesn't smoke or drink, and has no telephone. He moved to Eganville near Ottawa because of the low cost of living.

"There's tennis courts and nice roads for cycling," he said. "It's cold in the winter but who cares? I'm not there in the winter."

Fine restaurants are out of the question as are most frills. An avid reader, he makes best use of the community's library. "It's free," he added.

"I did Mexico, Europe and Guatemala last year and I still banked some of my pension money."

He was already a pro at traveling on a shoestring before retiring. He never took a plane when he could take a train and only took the train when it was cheaper than the bus. Even bus fare was pocketed whenever he found a free ride on the back of a truck.

Luggage? He uses only a gym bag.

He's slept in some very rustic surroundings, he'll tell you, including a couple of nights under the stars. "If you want to live in luxury, forget it. I want to go where most tourists don't go. The closer you get to tourists, the more you spend. I don't want to hang around with people I deal with every day at home. I want to meet the local people."

His preference for traveling alone also saves him money. "I'm a bachelor," he said with a wink, "so I don't have to make compromises."

Only in China did he travel as part of a group. "The Chinese demanded it," he said.

One trip by truck began in Belgium and ended five months later on the southern tip of the African continent. "I camped all the way," he said. Once leaving the truck behind, he spent another few months in Kenya, Ghana, Zimbabwe and other places before turning home.

He's been in most places in Asia, Australia and New Zealand. In Europe, he's missed only Switzerland and Albania.

"People dream about doing what I do but I never understood why they just don't go ahead and do it. All that's needed is a bit of an adventurous spirit and a willingness to do without some of the conveniences that you're used to."

He's made hundreds of friends all over the world. So many that he couldn't possibly keep in touch with them all. "A few I've seen twice. There's a Falconbridge pensioner in Guatemala and a Levack miner who moved to Mexico City after retirement.

He's only been a victim of crime once when he was assaulted in broad daylight and pulled to the ground.

That was in London, England.

The attacker hit his own head in the scuffle and ran away.

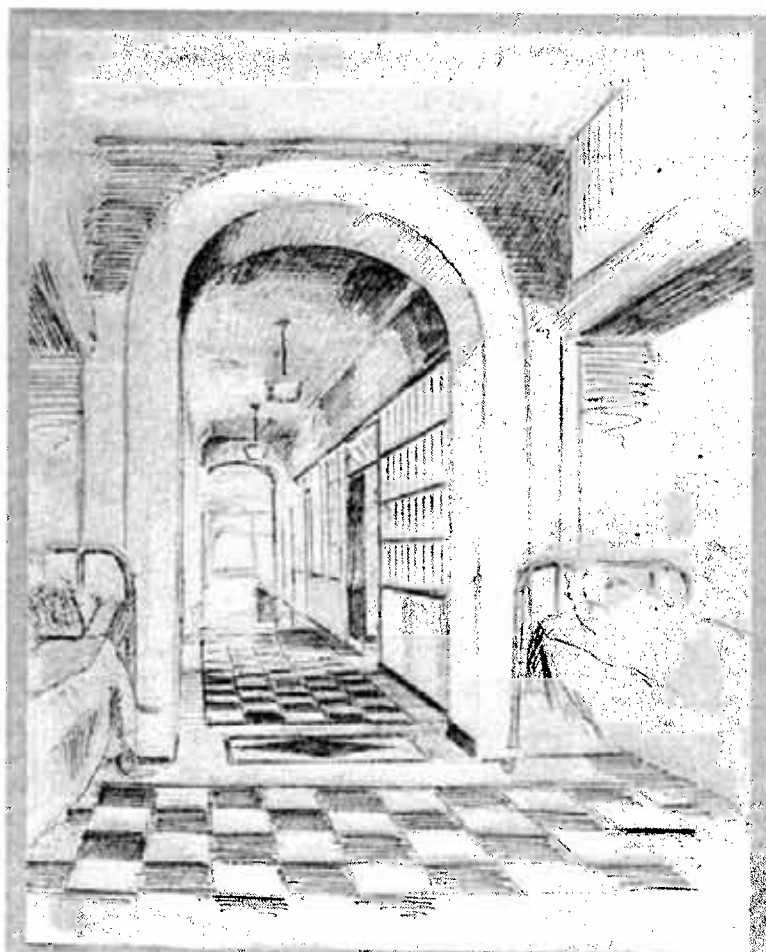
He was in the African country of Cameroon during a military coup but that meant only two or three days of restrictions on his movements.

He was even expelled from another African country. "But I guess that was my fault. I suppose I should've had a visa..."

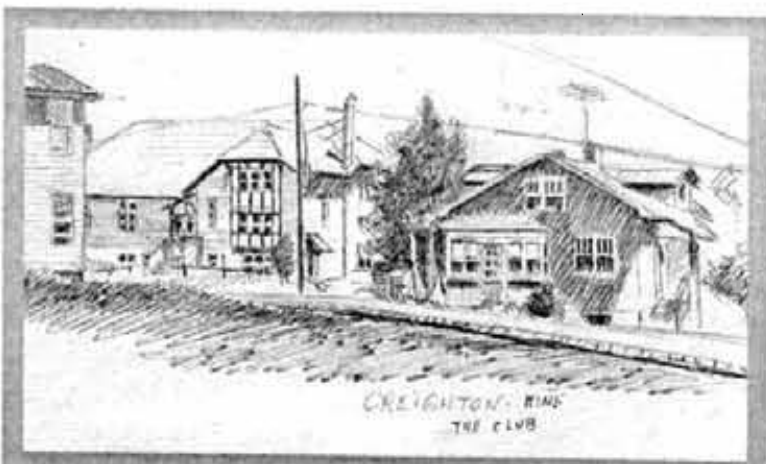
What's next?

He's taken a nine-day trip up the Amazon River and wants to complete the trip all the way to Peru.

He's made no plans to settle down. "I'll travel until I physically can't anymore," he said.



A patient in the former Inco medical clinic while recovering from a car accident, Philip Deakin took the opportunity to record his surroundings.



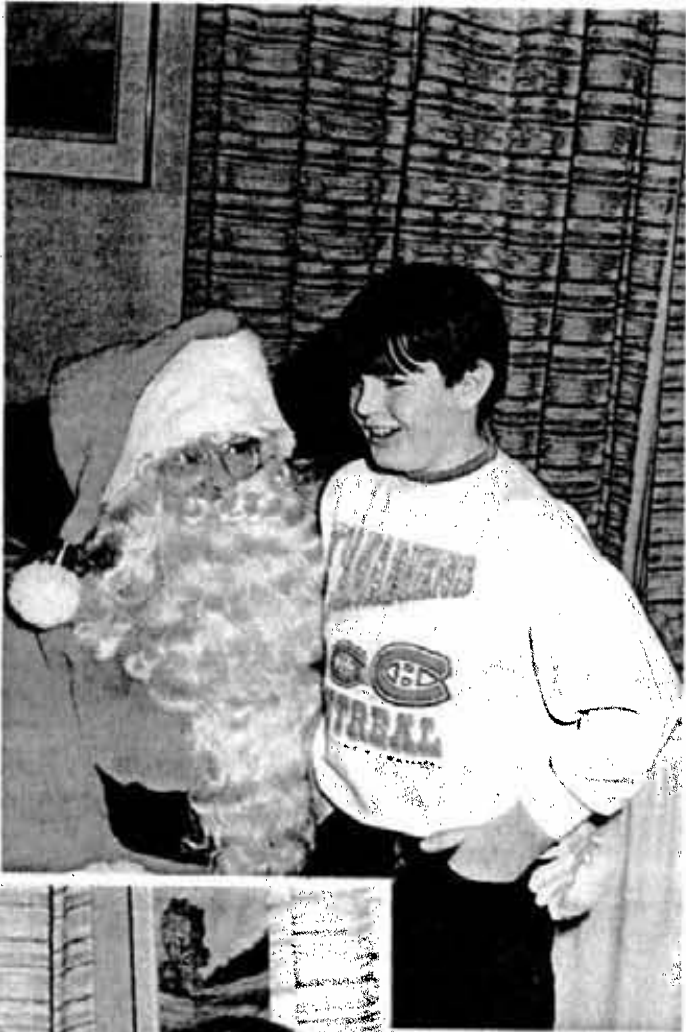
A former resident of Creighton's now-defunct townsite, Philip creates drawings are steeped in nostalgia



# General Office Christmas a smash



Maintenance coordinator Claude Kerr and grandson Ryan Mitchell, 2, sit down for a few minutes.



Paul Barrette, 11, son of Audio Visual technologist Mike Barrette, has a word with Santa.



It was a hectic day for the volunteers who organized and staffed the General Office Christmas party. From left are Jan Rickaby of the mailroom, Nicole Lavigne of Internal Audit and Coreen Kenyon of Addcounting. Not available for the photo were volunteers Sharon Marois of Accounts Payable, Janice Matichuck of Purchasing and PT Inco's Helene Solski.



Kristen Merla, 7, examines her present with dad, Ken Merla of Accounting.



Jeannine Menard of Accounts Payable, grandson Marc Paradis, 5, and son-in-law Denis Paradis take a break from all the action at the General Office Christmas party.





**Chuck Roberts signs an autograph for Ryan Moxam, 10, grandson of Maintenance manager Brian McQueen. Chuck played his guitar and sang children's songs for the youngsters.**



**Senior auditor Tom Newburn and grandson Michael Gatiens, 5, watch as Michael's Polaroid picture with Santa turns out. Just to make sure, Tom took his own picture (inset).**



**le Beaulne, 2, daughter of ation System's Marc Beaulne, shine to the teddy bear she the General Office Christmas**

**Public Affairs' Cory McPhee has some personal communications with the powers that be.**



**Information System's Monique Belanger and son, Scott Johnson, are engrossed in the fine but frustrating art of assembling Christmas gifts.**



**Susan Dagostino of Central Process Technology gives advice as her boys Trevor, 6, and Troy, 4, play with a new toy. Dad, Sav Dagostino, is a process foreman at Clarabelle Mill.**



# Images of 'the year that was' reveal prog



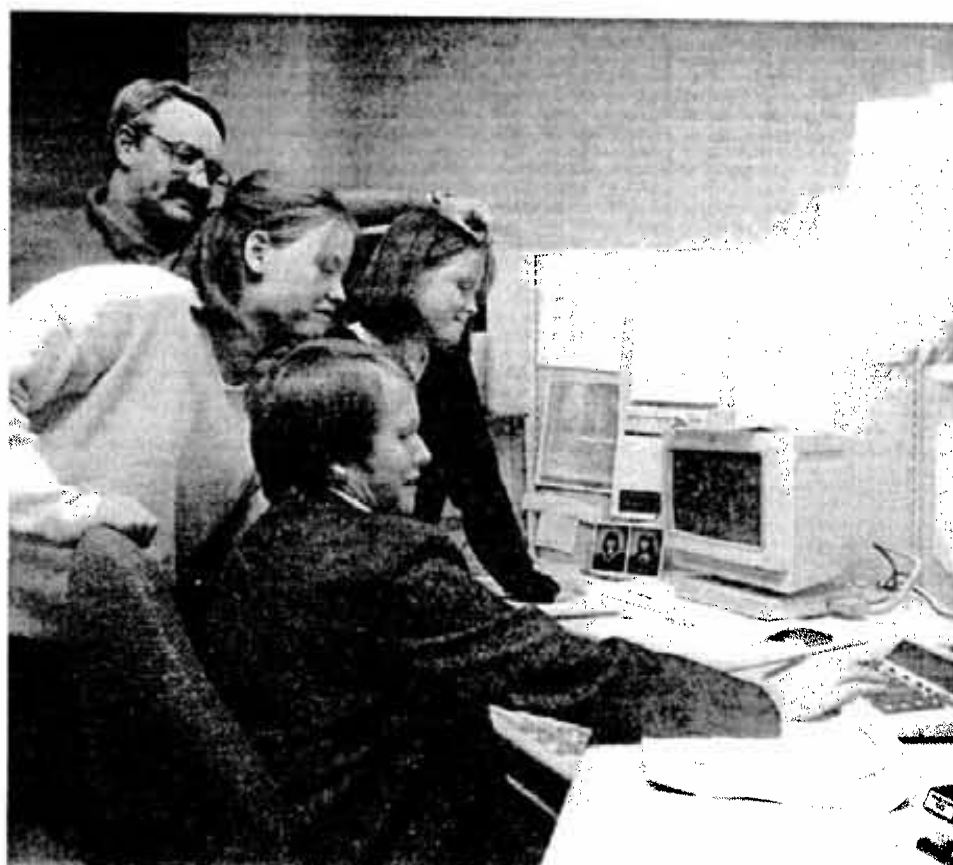
**Now that was enthusiasm!**

One of our favorites of the year and one we couldn't resist using again was this picture of **Louise Duke** as she reacts to the shot that won her the high single at the Central Mills Bowling Tournament last spring. She's the wife of Clarabelle Mill's **Scott Duke**.



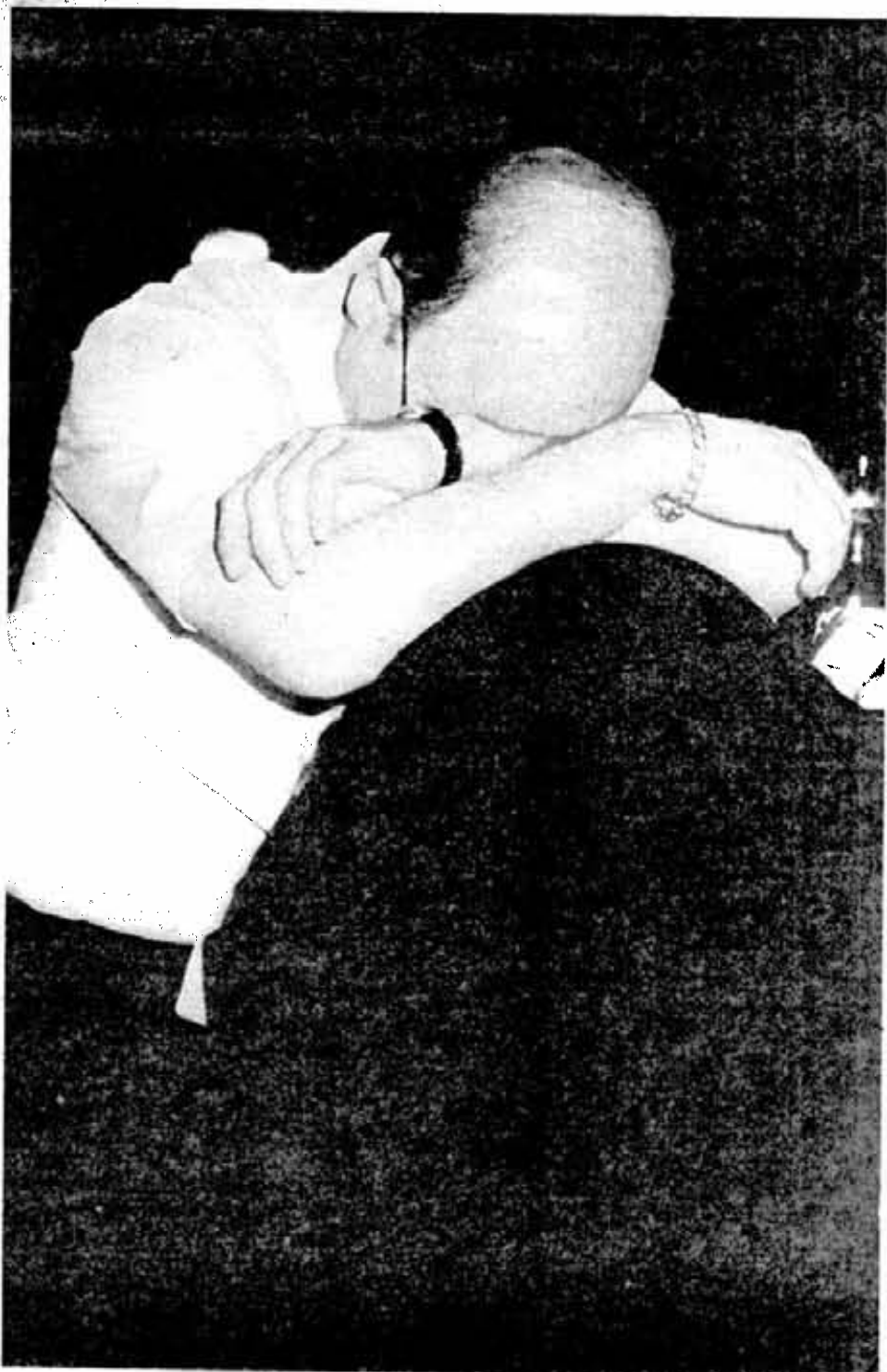
**Scoring big in '95**

1995 was a good year for people reaching their 15 minutes of fame. Just a few days before retiring on June 30, **Bill Luciw** swung his golf club and heard the 'click' as the ball hit the pin and dropped into the hole to earn him his first hole-in-one. Just a couple of months later, 12-year-old **Lucas McConnell** got his first hole-in-one at the first Inco Northern Ontario Junior Golf Tour. We've heard that Inco pensioner **Vic Venecek** also managed a hole-in-one last year, but we haven't been able to reach Vic for comment. He's probably gone south . . . golfing.



**Mom, dad & Inco**

Inco participated in a province-wide 'Take Our Kids to Work' program late last year and one of the families that took part was General Office's **Jim** and **Sandy Robinson**. Their twin daughters, **Kim** and **Heather**, 14, watch as Sandy, an Accounts Payable expeditor, does her job. They also visited with their father, a Metals Accounting specialist (top left).



**Too pooped to party**

Still unidentified is this party animal, a celebrant at last year's Quarter Century Club event who apparently couldn't take any more of the bright lights and entertainment on stage. The photographer was too kind-hearted to disturb him. Either he was exhausted or he was thinking about all the work he had to do tomorrow morning in the morning.

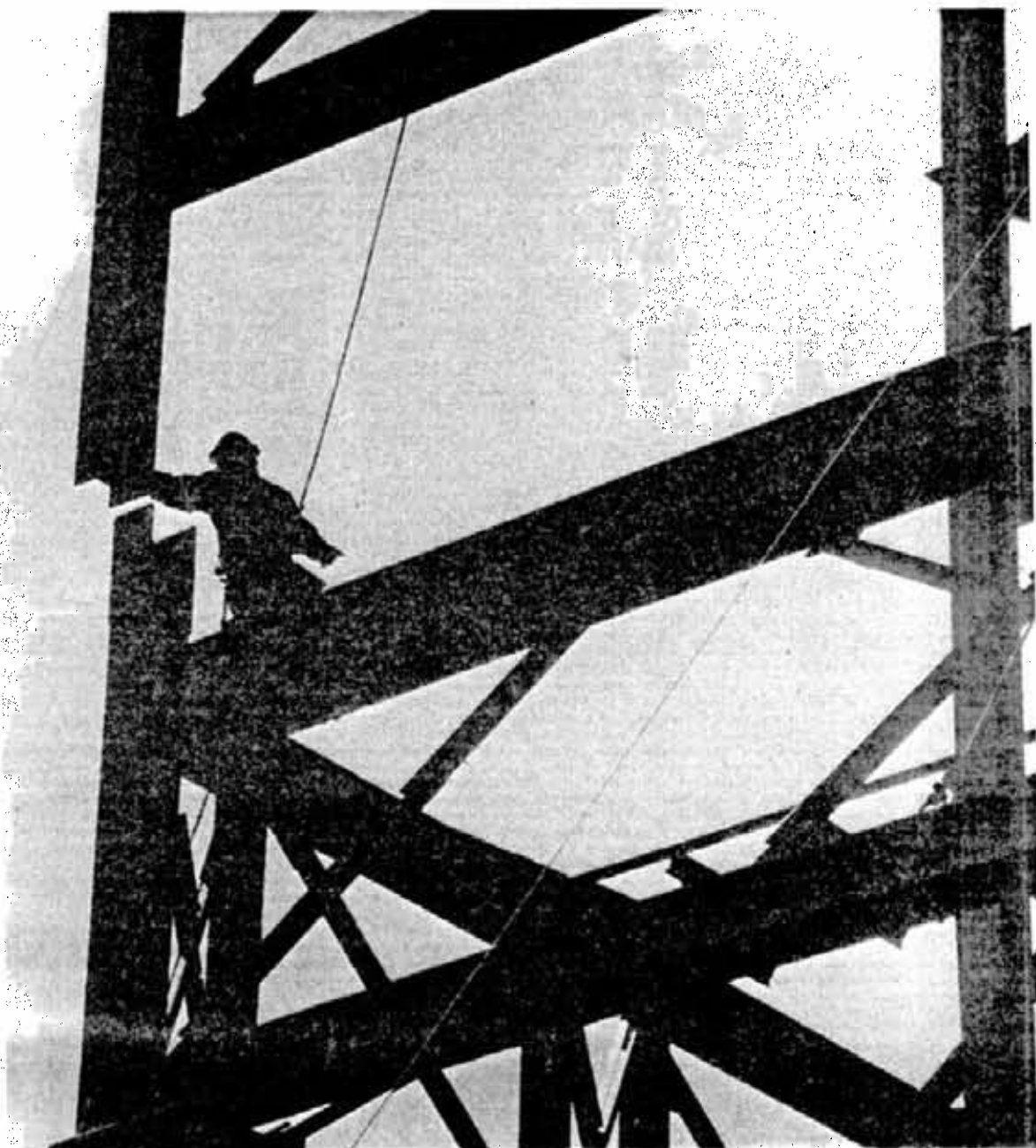


# ss coupled with spirit and fun



## Exploring a good time

The people at Inco's Exploration Department like to have a good time. That's why their annual Halloween dress-up is becoming something of a tradition, complete with a spaghetti lunch and best costume contests. From left are; clerk **Leanne White**, 3rd place winner; secretary and top prize winner **Angie Lowery**; geologist **Scott Jeffrey** and second place winner **Shelley Patterson**, a programmer.



## Nudging tons of steel . . . by inches

A color photofeature of the Victor Advanced Exploration Project in the October 1995 Triangle did not allow for the use of this black and white photo showing the delicate manoeuvring demanded between man and machine to bring things together for a good fit. Here a workman signals to the unseen crane operator in an effort to fit another huge steel section of the headframe into place.



## Inco's gone to (aerial) seed

This picture, published in the Feb. 1989 Triangle, is the way the regreening of stressed land was done before Inco's aerial seeding program began in 1990. Inco's 'aggies' worked hard but were fortunate to cover 20 or 30 acres of Inco property every year with hand-loaded hoppers on all-terrain vehicles. This year's aerial seeding (inset) pushed to more than 2,000 the number of acres treated in the first six years of the program.





### Tying up Sudbury's future

There were many visitors as Inco's Victor Advanced Exploration Project began picking up speed. Few were more pleased to see the company's investment in the Region's future than Regional chairman **Tom Davies**, particularly after he was presented with a pair of steel-toed running shoes by Ontario Division President **Jim Ashcroft** when regional council visited Victor in the fall.



### The Chemistry's right

Smelter Complex analytical supervisor **John Breau** did double duty at Laurentian University last year, representing himself and his employer when both became patrons of the Department of Chemistry for donating more than \$1,000 to the Chemistry Affects Fund. Inco, through its matching gift program, contributed an equal amount. "I graduated with a Masters in chemistry at the university in 1981," said John, "and I wanted to give something back." John (left) is seen here with Laurentian chemistry department chairman **Richard Gidye**.



### Bowled over

Smelter Complex administrative assistant **George Middleton** has bowled 10-pin for over 30 years, the last four years with his 23-year-old son, David. George has come tantalizingly close to a perfect score many times, but it apparently took the friendly father-son rivalry to reach that pinnacle last April. Alas, George bathed in the limelight for only a brief time. David bowled his perfect game in Nov. "He didn't give me bragging rights for very long," sighed Dad.



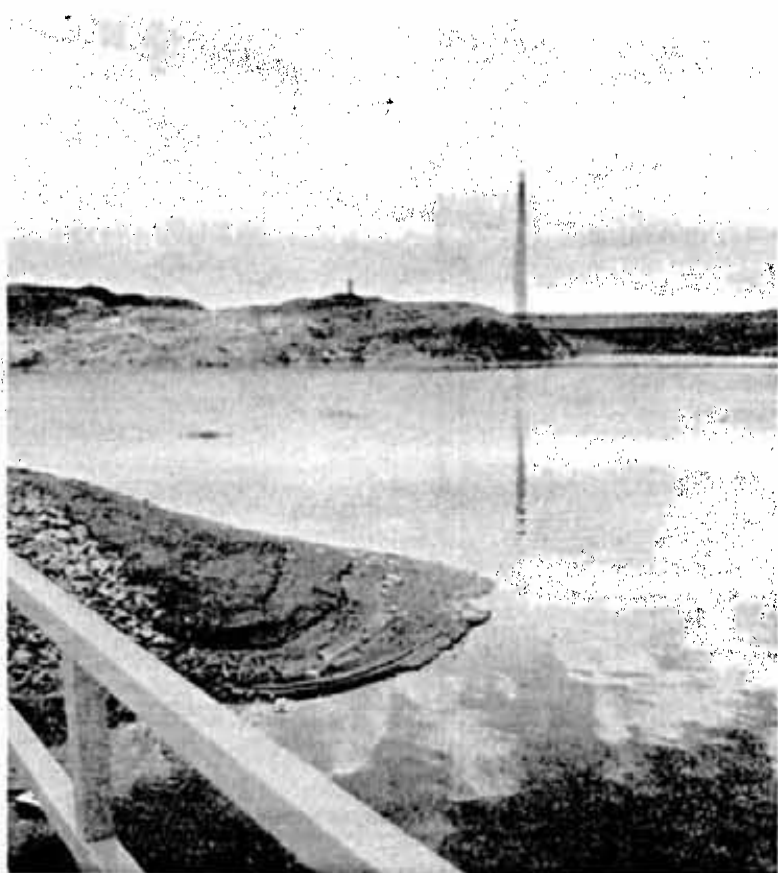
### Big wheels keep on rollin'

One of several new trucks delivered to Inco mines last year, this huge Crean Hill Mine machine was on display at a local shop before the scheduled delivery to Crean Hill Mine.



### Still Contributing

A donation of \$750,000, the largest ever to an Ontario medical facility, was presented by Inco in 1995 to the Sudbury General Hospital for its \$9.4 million trauma critical care centre fund-raising campaign. Inco pensioner and former vice-president **Bob Brown** (above) addressed the cheque presentation ceremony (See June 1995 Triangle, Page 2). Bob's the chairman of the Emergency Trauma campaign, proving that retirement can be not only active, but rewarding and meaningful.



### No more holes in the dyke

In the June 1995 Triangle, a two-page story and color pictures outlined a new 21-million gallon water storage reservoir (above) created by Inco to help control flow rates at the downstream Nolin Waste Water Treatment Plant. The project aims to avoid untreated water bypassing the plant during heavy rainfall or spring run-offs. The signs are good... in fact, so far the signs are perfect. By the end of last year, not a single environmental spill occurred at the site, a direct result of the reservoir.



### Newfoundland premier here

Last November, Newfoundland Premier **Clyde Wells** took time out from a Sudbury conference to tour the Copper Cliff Smelter and Nickel Refinery. Here, Nickel Refinery's **Clive Lewis** explains the workings of the refinery control room.



# Santa visits Port Christmas Party



Jeremy Nickolas Rae, son of Wayne Rae Sr. of Cobalt Refining and Andrea Meginnis, daughter of Celine



"That do you want more?" thinks Santa as Cory Della Ventura and dad, Evan Della Ventura of Cobalt Refining knock on his door.



James Hoffman, son of Gary Hoffman, superintendent of Operations and Maintenance, reviews what looks like a Christmas list with Santa.



Joanna Marie Cioffi, daughter of John Cioffi of Plant Services, cuddles with Santa.



All the world's a stage Dylan's just an actor looking for presents. That's Dylan Niece, son of Howard Niece of Cobalt Refining.



Erik Leers, son of Helko Leers of Process Engineering, carries away some inflated treasure.



Marc, Alex and Eric Labrie, sons of the Cobalt Refinery's Peter Labrie, pile up on Santa.



LESS WATT

Energy

## Everyone plays part in saving energy

Over the past several years we have been successful in, becoming more energy-efficient. Energy is consumed by everyone as part of daily activities at work and at home. A major effort in reducing energy waste to integrate energy efficiency into all our daily activities. Two key elements for success are an energy awareness program to increase the visibility of energy and a strategy to spur action in reducing energy consumption.

An energy awareness program must inform, educate and reinforce positive behavior to initiate change. Essentially, many opportunities present themselves, but are overlooked because of previous learned behavior. There must be a cultural or behavioral change. Place energy in the forefront of everyone's mind to increase their sensitivity to energy waste and instill change. Energy efficiency becomes the norm, a positive behavioral change. Old habits are changed and energy waste becomes immediately noticeable and intolerable.

Once the value for energy efficiency is recognized, then a strategy for

action is required.

**Turn it off, turn it down, use high-efficiency equipment**

This strategy targets areas offering the greatest potential for improvement with the lowest implementation costs, thus addressing the needs of becoming energy-efficient. Equipment is not left running needlessly. Air, water and steam leaks are reduced and energy-efficient equipment and designs are incorporated into projects. A simple yet very effective strategy.

The energy awareness program and the action strategy would not be successful without commitment. Energy efficiency requires visible commitment and support from everyone at all levels. Everyone consumes energy; therefore, it is everyone's responsibility to be energy-efficient. Energy efficiency is a good and responsible business and environmental practice. Your continued support and commitment are required on the continuing road of energy efficiency.





## FOR YOUR HEALTH

From the Occupational Medicine Dept.

by Jano Robinson

Soon Inco will be bundling up, battening down, zipping shut, bringing in, shoveling out and freezing tight.

So what's all this talk about sunshine?

Many Inco trades and occupations involve a lot of outside work. Yet few people realize that sun-borne ultra-violet radiation can present a problem to our health on three feet of snow just as it does on surf and sand.

Snow blindness, for example, can result from ultra-violet radiation. Snow blindness is a sunburn of the outer layer of the cornea of the eye. It can impair your vision which, under certain circumstances, can be extremely dangerous, not to mention painful. It feels like sand in your eyes.

The snow on a bright, sunny winter's day contributes to the danger by doubling the exposure - once from the sun, then again from the reflection off the snow.

But there are also other reasons why UV radiation is a concern in the winter months. Many people go south in the winter where the danger is even worse than summers at home. Others go skiing on higher elevations and mountains where the sun is much brighter. Tanning booths are busier in winter.

With skin cancer on the rise, prevention should be always on our minds.

### What is ultra-violet radiation?

It's those rays of sunshine just outside the visible range. The energy they emit can be dangerous. UV-A rays cause suntanning and most are filtered out by the ozone layer. UV-B rays cause sunburn and can be reflected by sand, snow and water, while UV-C rays are filtered out by the atmosphere.

### Factors that increase the risk of exposure:

- Distance from the sun: the closer to the earth's equator, the closer to the sun, the more exposure.
- Foods: parsnips, figs and limes make you more sensitive to UV.
- Medication: antibiotics, birth control pills, fluid pills, some arthritis pills, cold medicine, tranquilizers and mood elevators may increase sensitivity to UV;
- Diseases: Lupus, Raynaud's disease.

### How does UV harm you?

The radiation causes chemical changes that can create scales and/or cancer on the skin. Eye damage can be of the cornea or outer area of the eye. The lens may also develop cataracts. The back inside layer of the eye (retina) may become damaged as well, causing blindness.

## Some sunny snow sensitivities

### Protection

The body produces melanin that makes us tan. Squinting and shielding our eyes to bright sun also provides some natural protection. A suntan lotion with a sun protection factor of 15 or more is recommended. PABA only protects against UV-B (sunburn) and PARSOL 1789 only protects against UV-A (cancer, wrinkles, aging.)

Wear a hat. It cuts your exposure in half.

For the eyes, sunglasses with UV blocking cuts out 95 per cent of UV-A and 60 per cent of UV-B. Even cheap sunglasses probably provide 70 per cent UV blocking. Color is not related to the amount of protection but dark gray and green are best for seeing. Polarized lens reflect glare from snow, sand, pavement and water.

Photochromic lens darken in 30 seconds but take five minutes to lighten.

### Tanning Booths

They can be more dangerous than sunlight, research shows. Calibration of booths can vary. The UV-A they produce penetrates deeper and causes, among other things, premature aging. They can also add to the risk of cancer and cataracts (closing the eyes does not provide adequate protection).

### Worst scenario - Cancer (Malignant Melanoma)

It starts on the skin, then rapidly spreads throughout the body. Do a monthly inspection of your skin, looking for changes in moles or freckles. Note the number, size and shapes and report changes in appearance, oozing, scaliness or bleeding.

### The A, B, C and D of Malignant Melanomas

- A - Asymmetry. One half doesn't match the other.
- B - Border irregularity, scalloped or poorly-marked edges.
- C - Color varies from one part to the other.
- D - Diameter larger than 6 millimeters or 1/4 inch.

### Tidbits of Information

One theory links blistering sunburn with a higher risk of melanomas later in life. The hole in the ozone layer which filters out UV rays is twice as large as it was a year ago. It is predicted that one in 150 Canadians will develop malignant melanoma by the time he/she is 70.

# Port Colborne

## 1995 ends on active note at Port Colborne

1995 was an interesting year for the young and the young at heart at Port Colborne.

The year came to a close with an interesting twist when seven employees brought their children to the plant for *Take-a-Kid to Work Day*. This event, sponsored by school boards throughout Ontario, was a big hit with both the students and their parents.

The rest of the employees enjoyed talking with the eager Grade 9 students as well.

Participants in the event included Armando Canaria (Engineering) and his son Erik; Dan DeLuca (Worker Representative) and daughter Vanessa; Ian Dick (Cobalt Refining) and daughter Cassandra; Mike Hili (Cobalt Refining) and daughter Stacey; Celine Meginnis (Administration) and daughter Anne; Dave Wyatt (Powerhouse) and son Brian; and Heinz Mantej (Cobalt Refining) and daughter Christine.

Approximately 450 pensioners turned out for the 1995 Pensioners' Day. About half of them boarded buses and toured the plant. Many noted the changes and said they were pleased to be able to tour the Precious Metals Refinery. Following the tours everyone met back at the Italian Hall for lunch, socializing and reminiscing.

In other news, employees Sam Bahnuk, Gerard Martin, Paul Conn, Maurice Labbe, Bob Czerlau and Peter Labrie were highlighted in the plant

newsletter for their quick action in preventing what could have been two serious injuries. Sam Bahnuk helped free an employee's leg which had been trapped by a pneumatic arm. Sam tripped a release switch. The others lifted a rack half full of cathode blanks which had tipped onto another employee.

Employees are also preparing for their ISO 9002 audit update scheduled to take place early in January. Efforts are being coordinated by Gary Hoffman, quality assurance manager; Maria Bellantino, quality assurance facilitator; Larry Foster, Cobalt Refining Supervisor; Ray Alexander, Cobalt Refining ISO coordinator; Mark Pataran, Plant Services supervisor; and Lynda Turton, Plant Services ISO Coordinator. Everyone involved is working on updating the procedures and manuals resulting from the changes which have taken place in the plant over the last year.

Earlier this fall, Inco received a warm thank-you from the Niagara Peninsula Conservation Foundation for donating 350 mine-grown red pine seedlings. The trees were used as decorations and then favors during the group's annual Gala Art Auction and Dinner.

On December 9, everyone turned festive at the annual Christmas Dinner Dance which was held at the Croatian Hall in Welland.

But that's not all.

On Sunday December 10, employees brought their children to see Santa Claus at Port Colborne's Guild Hall for an afternoon of fun and treats.



# LET'S TALK SAFETY

with Ron Rafuse

The Christmas season has passed with all the festivities and good family times. I sincerely hope that each of us has made our resolutions for 1996 and that safety, both on and off the job, was on top of the list.

Inco is looking forward to having a record safe year which can only be accomplished through the involvement of all employees.

This month, we'll talk about the fourth of our safety principles: **Working safely is a condition of employment.**

The Occupational Health and Safety Act of Ontario makes it very clear that each person must work in compliance with the provisions of the act and the regulations.

All accidents and incidents as well as any injury must be reported immediately. It is the responsibility of the employer to ensure that the act is complied with. This is why we have the fourth principle.

To put it very simply, unacceptable safety behavior can't be tolerated. Most of our employees are to be commended on their safe work practices. As we have seen in our safety workshop sessions, we can, and we should, correct co-workers when we see them about to do something that could affect their safety or the safety of others.

To arrive at the prevention of all injuries, employee involvement is essential and becomes the key to success in safety.

We are now full into the winter with a different type of outdoor activity based around cold and snow. This brings new dangers associated with cold and darkness. Every year people lose their lives in snowmobile accidents. Machines go into the open water or through the ice. I am sure each of us knows of someone who has had a tragedy with this type of winter sport.

Winter can be very enjoyable if common sense is used and laws followed. Here are a few simple guidelines to follow:

- Don't drink and drive.
- Don't outdrive your headlight vision.
- Stay off ice that you are not sure is safe.
- Slow down at night.

## Management's role in injury prevention

- Travel with another snowmobiler at night
- Remember that if your machine breaks down or you get wet, hypothermia can be a quick and silent killer.
- Always tell someone who is responsible what your travel plan is and when to expect you back.
- Snowblowers are a great back-saver with the amount of snow this year, but they can turn into a disaster by not following a few simple rules.
- Stop the machine before clearing the discharge chute if it is plugged.
- Don't refuel a hot engine and make sure the discharge chute is blowing as it can hurl with killing force objects picked up in the snow.

All of the tools and sporting equipment used in winter can give great fun but if misused can cause so much grief in life. Be sure you know and follow the rules at play the same safe way you do at work. We owe it to our family and friends.

Next month we will look at principle five: **All operating exposures can be safeguarded.**

Why this safety article? To protect the marvel that is you.

### The Marvel That is You

Your Heart - No pump is as perfect if you treat it right.

Your Eyes - No camera can touch it for efficiency.

Your Nervous System - There is no telegraph system equal to it.

Your Voice and Ears - They are better than any radio or TV built.

Your Nose, Lungs and Skin - There is no ventilation plant as wonderful and efficient.

Your Spinal Cord - It is superior to the most complete switchboard for giving instantaneous warnings and reactions.

Such a marvelous, complicated mechanism as YOU is worth your highest respect and best care. Use your personal protective equipment at home and in the plants and mines. Protect yourself always.

Ron Rafuse is superintendent of Safety for the Ontario Division.



## INCOME ideas

by Susan LeMay, CMA

### Retirement planning

December 1995 has been the kind of month that starts you thinking about doing different things. If you are a winter enthusiast, you'd like to have the time to enjoy the skiing and snowmobiling. If winter is not your season, we've already had too much of it and you're thinking of what you might do if you could be somewhere warm. Retirement is the ticket. How do you ensure that you can pay for it?

Retirement used to be a preset pattern. You worked until you reached age 65, and then you retired; not any more. There are people retiring in their mid-fifties and earlier. It is a great idea if you are able to afford to retire. How do you do that?

### The three sources of retirement income

Retirement planning wisdom used to say that you should plan that one third of your income would come from government pensions, one third from company pensions and one third from your savings.

### Government pensions

The reality of the 1990s is that the government pensions are not available. People are retiring before age 65, and don't receive these resources until after they are 65. Governments are seeing a 'new reality' with the aging population.

Old Age Security is now available only to those whose other sources of income are limited. There has been talk of capping Canada Pension benefits, or clawing them back. How can you afford to retire??

### Company pension plans savings

Inco employees have a pension plan that leads the industry, and is the envy of many others. This takes care of the second source of retirement income.

The source of retirement income that is going to play an ever increasing role in your plans is your personal savings. This is becoming crucial for ensuring that retirement will mean enjoying the winter, or escaping from it depending on your preference.

### Choices

You have to make your own retirement lifestyle choices. Do you want to

## Planning for your retirement

travel? Do you have hobbies that keep you amused at home? Are you hoping to involve yourself in the community with the volunteer work that you didn't have time for when you were working? Whatever your choice, you are the one who will set your own retirement plans. As you think about the lifestyle you'd like, you also need to consider the lifestyle you can afford, or to turn the whole idea around, how to afford the lifestyle you want.

### Long-term retirement planning

How do you save for retirement? There are several ways to do this. The first and most commonly discussed is using Registered Retirement Savings Plans. We are coming up to the season for making RRSP contributions. If you can, make the maximum contribution. If you are young, make the contributions now, and then watch the money grow tax free. There are those who have said that if you make your maximum contribution every year until you are 30, then when you are 65, you will have all the income you can possibly use. The flaw in this theory is that if you retire earlier than age 65, you may need additional funds.

How else can you save for retirement? Many of us are saving for retirement on a monthly basis. We are paying down a mortgage. At the end of the mortgage period we will have a piece of real estate that is all ours. In retirement, we will have no mortgage payment to make, AND we will have an asset that can be borrowed against, or sold.

You can also save cash for retirement outside of RRSPs. You can invest extra cash in safe, interest bearing certificates, or in blue chip stocks, or in whatever you want to invest it in. Once you move from guaranteed investment certificates, you have to recognize the risks of investing and make intelligent choices.

### Immediate retirement planning

If you are thinking of retiring in the next five years, what goals might you set for yourself?

Of course, you need to establish a budget. How much money will you need to live your life the way you imagine it after you are retired?

Deciding how much money you need and what you want to use it for are big decisions. Once these are done, however, the rest is much easier.

Next month I'd like to look at the specific things you can do to ensure a retirement that makes all those years of work worthwhile.



I heard it down at . . .

# The Dry



by Jerry Rogers



And a grand night was had by all. Inco Chairman and Chief Executive Officer Dr. Mike Sopko was the toast of the Rotary Club of Sudbury Sunrises as their 1995 recipient of the Paul Harris Fellow Award for outstanding contributions to the Sudbury community and to the business world. Praised as "a great Canadian success story," Mike took a break from the award ceremony to share a lighter moment with the men who spoke on his behalf. They were Sudbury Regional Chair Tom Davies, left, golfing buddy Connie Houle, President of Tracks and Wheels Equipment Brokers, Ontario Division President Jim Ashcroft, Laurentian University Board Chairman Jamie Wallace and master of ceremony Gerry Loughheed, Jr.

Mike Sopko and Paul Harris.

Paul Harris and Mike Sopko.

The one, the son of Czechoslovakian immigrants who has gone on to become a major force in the international nickel world. The other, a Chicago lawyer who got together some business cronies to create the first Rotary Club on Feb. 23, 1905.

One is still going strong as the Chairman and Chief Executive Officer of Inco Limited. The other, dead since 1947, lives on in the worldwide Rotary movement.

They are linked across the generations through their substantial, individual contributions to community, humanitarian and educational causes. And in late November, the two were symbolically united when Mike Sopko was awarded the Paul Harris Fellow by the Rotary Club of Sudbury Sunrises.

Although the award is prestigious, the night in Mike's honor at Bryston's On The Park in Copper Cliff was anything but stuffy. The crowd of more than 200 business, community, hospital and academic leaders and plain old friends of Mike and his wife, Mary, came to praise Mike and they did it with lusty good humor.

Sudbury Regional Chair Tom Davies hailed Mike as "a truly exceptional person in a very competitive world."

Tom, who 'favored' the audience with his stirring Creighton National Anthem, set the tone for the evening, lauding Mike and Inco for environmental and mining leadership and for outstanding work in the Sudbury region.

"I'm not a mathematician," he said, "but I would suggest that Mike has discovered a formula that works that is based on human interests, community interests, business and financial interests and he seems to always find that balance point where none are compromised to the advantage of the other. It's what I would call 'human business policy'."

Connie Houle, a golfing buddy and owner of Tracks and Wheels Equipment Brokers, and Jamie Wallace, President of Pioneer Construction and Laurentian University board chairman, offered different takes on Mike.

Flashing seldom seen Sopko family photos, Connie proved forever that while Mike's a dedicated family man, golf is his handicap.

In one breath, Jamie called Mike "the Great Canadian Success Story . . . the story of a young boy from Montreal who grew up to live the Canadian Dream." In another, he enlisted the TV services of MCTV's Don Mark and CTV's Tom Clark and Mike Duffy to debunk the Sopko myth. He even got Premier Mike Harris to throw a rare hosanna Mike's way.

Ontario Division President Jim Ashcroft was well on his way to praising Mike for "his superb intellect and down-to-earth management style" when Levack miner Estaire Bindair broke up the affair.

Within seconds, Estaire, aka Gaston Binette of the Copper Cliff Smelter, had the crowd laughing at his one-liners aimed at community and business leaders in the audience.

Then, finally, it was Mike's turn.

He started out gently, taking a moment to praise his wife, Mary, as an equal partner in his success and to speak about the profound influence Sudbury, its people and Inco have had on his life and his career.

He picked up momentum with a few, well-turned replies to his presenters. One story even had Tom Davies rolling with laughter.

## Mike Sopko: Inco's man with a mission

Listening to Tom, Mike said, reminded him of another equally gifted and enthusiastic politician, Mitch Hepburn who was Ontario's premier in the 1930s. One fall, he was campaigning in southwestern Ontario and wanted to make a speech to some farmers at a county fair. But they didn't have a platform for the premier of the province.

So he stood on the back of a manure spreader.

Hepburn, a Liberal, started by telling his audience: "I've never had a chance to stand on a Progressive Conservative platform before."

With that, a farmer in the crowd called out: "Turn her on, Mitch, and let'er rip. She'll never have a bigger load."

From there, he spoke about Sudbury as one of the most caring communities in Canada and how seriously Inco and its employees take their responsibilities to the community.

Counting himself lucky to be in the right place at the right time at Inco, Mike said he has been guided in life by lessons learned from his parents. Penniless and uneducated when they emigrated to Canada, they were working people all their lives. His father travelled across the country in the Depression, looking for a job. Inco turned him down because he was too small. His father later worked in a Montreal foundry while his mother toiled as a seamstress.

"Yet, they taught my two brothers and myself there were two qualities in life we should never lose—the desire to attain our full potential and the need to care for people," Mike told the audience. "I hope I have not disappointed them."

With that, he sat down amid a standing ovation.

It was a night to remember.

### Whatever happened to . . . ?

On retirement, Harley Moulton has gone back to college. Sort of. The former Power Department operations foreman went on retirement in 1993 but, with wife Marlene still working, he took on a part-time job. Working 25 hours a week as maintenance supervisor at Thornloe University, he professes to be satisfied with part-time work and part-time retirement. "It still gives me lots of free time. And I get to mix with the students who are just the greatest you'd want to meet. Treat them on par and they just treat you excellent as well," Harley reports. . . . Christmas wedding bells rang out for Robert Sanders and his new bride, Eva Bertrand. Bob, who retired in 1988 after 34.5 years with Inco, serving in the Smelter, Central Process Technology and at Garson Mine, decided to tie the knot Dec. 27. Living on his own at 67 in a big house now that his kids were gone, he feels lucky to have found Eva who's "pretty special" . . . Winter or summer, you'll likely find former Stobie operating shaft boss Ray Pauze fishing weekends from his trailer at Nepawassi Lake. When he retired in late 1991 at the age of 52 with 32 years in, his wife thought he was kind of young for retirement. "I want to see a life," he says today, describing retirement as "just great. I love it." The secret, though, is regular exercise. "During the day, I take my walk. You've got to stay out of the house. Couch potato. You've got to keep moving." . . . Mel Seherak logged 30 years of service as a senior design engineer with General Engineering before retiring from Inco in 1994. But he's moving gracefully into retirement years. Only 55, he's taken on a consulting engineer's job with a Sudbury firm that's "not really 100 per cent full-time." He enjoyed his Inco years and misses his old colleagues . . . Antonio and Salvatore Lamarca each had 32 years' of service with the company when they took early retirement from the Smelter in 1991. Salvatore, a skimmer, has since moved to Toronto where he has family while Antonio, a utility man in the casting building, has stayed on in Sudbury. Summers, Antonio travels . . . Phil Defouglies was a scooptram operator at Stobie Mine for 24 years, before going on disability pension in 1991. "I'm enjoying myself. I spend my time well," says Phil, who keeps busy driving his son to hockey games where he's a referee and linesman.

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