



Robert Esmie and his fellow Olympians received a rousing ovation during a 'Welcome Home' celebration at Science North. See pages 8 and 9 for story and photos.

INCO Triangle

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Mine visit educates urban MPs

John Maloney spent five years working as a summer student at the Port Colborne Refinery.

But until last month, he never truly appreciated the magnitude and importance of Inco's operations.

The federal Member of Parliament for Erie, which includes Port Colborne, Mr. Maloney was one of six Liberal MPs from urban ridings to travel underground at Creighton Mine last month as part of a Keep Mining In Canada initiative to educate politicians on the importance of the mining industry to the Canadian economy.

"Many of them have pick and shovel notions of mining," said Eileen Wykes, project manager for the Keep Mining In Canada campaign. "They have no idea about the use of robotics, satellites or of the environmental protection built right into the mine site."

"Mining people in mining towns know all about the industry, but people from big cities — including politicians — know very little. The more familiar people are with the industry, the more likely they are to work to protect it. You can send people stuff to read until you're blue in the face, but nothing actually beats being on the property."

The visiting MPs appeared to concur. None had been underground and each expressed a deeper understanding and respect for the industry as a result of their experience.

The urbanites were joined at Creighton by Nickel Belt MP Ray Bonin, Sudbury Regional Development Corporation project manager Paul Tosolini and Keep Mining In Canada ambassadors Deborah McCombe and Patricia Dillon.

"After all these years it was quite an experience for me to see how the raw metal is extracted and brought to sur-

Scouts' Honour



An Inco billboard on the Kingsway took on a three-dimensional appearance when a group of employees and Scouting members dropped by to check it out recently. Inco employees from all areas of the company total more than 10 per cent of Scouting volunteers in Sudbury and four billboards currently posted around the city salute their commitment to the community. Each billboard bears the headings 'Scouts' Honour — Inco People, Community Leaders.' From left, in front, are: Trevor Bell, 9, son of Bob Bell in Exploration; Patrick Fleming, 8, son of Rob Fleming of the Copper Cliff Refineries; and Kurt Bouillon, 14, son of Dan Bouillon in Safety, Health and Environment. In the rear from the left are: Roger Spencer of the Copper Refinery; Rob Fleming; Kevin Cheff of Copper Cliff South Mine; Terry Closs of the Nickel Refinery; Darren King, 16, son of Brian King at the Smelter; and Cathy Thom, 18, daughter of Russ Thom in Information Systems. The billboards are located on Lasalle Boulevard at Montrose, Highway 69 North at Turner Street, Lorne Street near Kelly Lake Road, and the Kingsway near Argyle Street.

face," said Mr. Maloney. "I didn't realize the magnitude of the operations in Sudbury. We were at one mine and there are several other mines here and in other parts of the country and overseas. The entire operation is mammoth."

Coming from Port Colborne and having worked at the refinery as a student, Mr. Maloney was not entirely unfamiliar with Inco, saying there have been "a lot of groceries purchased and families raised" on salaries earned over the years from the refinery and other complementary services.

"This visit was a very positive experience and gives me a greater appreciation of the people in the industry and especially those underground," he said. "I have tremendous admiration for

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Employee Support goes far

A few dollars off your pay cheque may not seem like much.

In fact, your United Way contribution is almost invisible because it comes off your take-home pay before you get your pay cheque.

But those few dollars you give add a lot to the community, says Brian King, co-chair of the 1996 Inco/United Steelworkers of America Employees' United Way Campaign with Eric Fenton.

"It's a little bit every pay. But what a big amount it is in the end. Whether people opt for payroll deduction or prefer to make a one-time donation, it's a tremendous show of support from Inco employees,"

he said.

"The United Way counts on us. Just over \$200,000 comes from Inco employees and pensioners — that says it all."

During October, canvassers at all Ontario Division plants and mines will offer employees an opportunity to start or renew their contributions to the United Way.

"We're looking forward to another successful campaign this year and would like to thank all those who contributed in the past," said Eric.

The money employees contribute goes to 18 non-profit organizations in the Sudbury region. They are:

- Big Sisters;
- Canadian Hearing Society;
- Canadian Mental Health Association;
- Canadian National Institute for the Blind;
- Canadian Red Cross Society;
- Elizabeth Fry Society;
- Housing Resource Centre;
- John Howard Society;
- Lakeside Centre;
- Le Carrefour Francophone de Sudbury;
- Pastoral Institute of Northern Ontario;
- St. John Ambulance;
- Scouts Canada;
- Sudbury Family Service;
- Sudbury Family YMCA;
- Sudbury Multicultural Folk Arts Association;
- Victorian Order of Nurses;
- YWCA Geneva House.

Lab changes save time and money



Hilda Gomez, research and development chemist, was part of a team that improved efficiency at the Central Process Technology lab by reducing the number of sulphuric acid samples evaluated each day from 20 to seven.

Recently-improved procedures in Process Technology have saved a lot of time and increased efficiency.

"We changed things without sacrificing quality or efficiency," said Hilda Gomez, research and development chemist at the Copper Cliff lab.

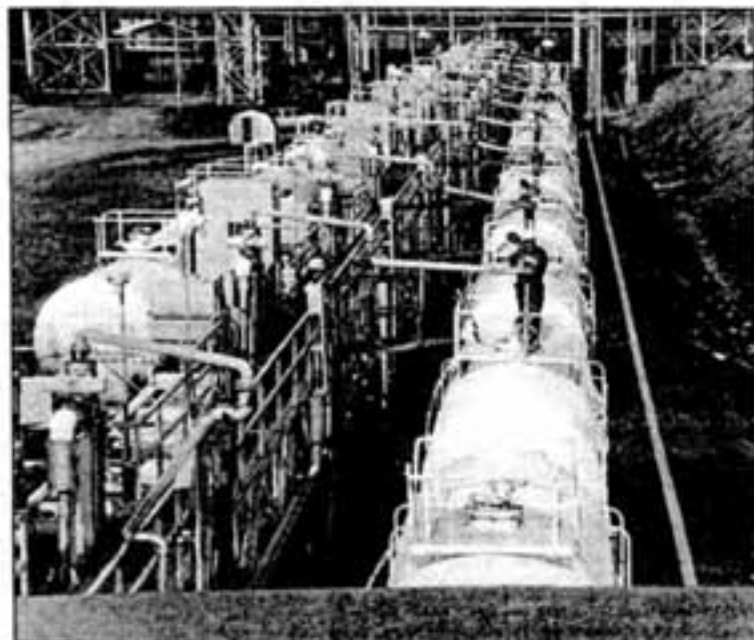
Process Technology, headed by team leaders Dave Maskery and Roger Delvecchio, used to analyze up to 20 samples a day to ensure the strength, nitrous oxide and iron content of sulphuric acid, a by-product of the smelting process.

Hilda said the number of samples was simply much higher than it needed to be. So Process Technology pared the number to seven a day.

"By using a representative sample of a sulphuric acid shipment, we can assess its quality," Hilda said.

"Reducing sampling frequency, introducing more efficient analytical procedures and improving the work area have saved a lot of time, and ultimately, increased productivity," said chief chemist John Bozic.

Process Technology went from two chemists, often working overtime to assess quality, to one — thanks to the improved process. This left the remaining chemist free to take on other tasks.



Acid loader Victor Henderson and acid loading leader Don Primeau load rail cars in Copper Cliff. The sulphuric acid is poured into the cars for shipment to Marsulex Inc. in North York.

As part of the improvements, safety aspects were investigated by a Process Hazard Review team headed by Bill Flora.

Hilda said the new process satisfies the needs of the department's customers.

"We have two customers. Internally, we have the Smelter and externally we have Marsulex," she said.

Marsulex Inc., based in North York, purchases the acid from Inco and ships it by rail to customers.

"The biggest end-user for the acid is the pulp and paper industry," said Don Wood, vice-president of By-product Management with Marsulex Inc.

But there are several other industries which use Inco acid as well, said Marcel Bigras, traffic administrator in Matte Processing at Inco. These uses include gasoline refining, water treatment, chemical plants, battery companies, oil refineries and food products.

CNN news crew reports on Inco's environmental efforts



CNN correspondent Ann Kellan talks with Smelter process engineer Jin Liu while Brian Bell of Environmental Control looks on. In the background, a CNN camera man captures a view of the converter aisle through the control room window.

Seeding, smelting and science were on the agenda for a CNN news team in Sudbury last month.

The Atlanta-based Cable News Network initially came to check out Inco's innovative aerial seeding program.

Since 1990, planes dropping limestone, fertilizer and grass seed have treated larger and less accessible areas of environmentally-stressed land than was previously possible by traditional treatment methods on foot or with all-terrain vehicles.

While in the city, CNN correspondent Ann Kellan added stops at the Copper Cliff Smelter and the Sudbury Neutrino Observatory at Creighton Mine.

It was all part of a CNN report featured on the network's Science and Technology Week program earlier this month.

Her report on mining in Sudbury covered the historical impact on regional lands and how they've 'bounced back' through pollution reduction and greening efforts.

The CNN spotlight is something a little different for Inco and for Sudbury at large. After all, it isn't too often that American TV news comes to Canada, let alone Northern Ontario.

"I've never been in Sudbury before," said Ms. Kellan, adding that her visit to Inco was a very educational one.

After touring Inco, she said she was impressed by the enormous amount of work and technology used to extract and process nickel before it is used in the manufacturing of stainless steel, automobiles, computers and many other products.

From the crude roasting yards at the turn of the century to modern smelting methods and the 2,465 acres of growing grass and trees as a result of aerial seeding, CNN got a broad overview of mining history and Inco's environmental commitment.

The sulphur dioxide abatement program saw Inco's sulphur dioxide emissions reduced from 1,992 kilotonnes a year in 1970, for example, to 236 kilotonnes a year in 1995.

Superintendent of Environmental Control Brian Bell told CNN that Inco never considers its responsibility to the environment as being over.

"Right now we contain 90 per cent of the sulphur in Sudbury ores and we are always looking at ways to improve our performance."

Employee pride impresses visiting MPs

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what they do and how much they contribute.

"I think mining has been historically, is now and will continue to be an important part of our economy. It's important to support research and development, and the future exploration of mining sites because it will propel Canada into the next millennium and keep us at the forefront of the international economy."

For Burlington MP Paddy Torsney, the August visit was her first exposure to Inco as well as her first trip underground.

And how did she enjoy travelling to the bottom of Canada's deepest operating mine?

"Boy, was it far," she said earnestly. "It was really far."

Among the many things that impressed Ms. Torsney was the emphasis on safety, cleanliness and the pride exuded by Creighton employees.

"I sensed it was a good place to work and people weren't putting us on," she said. "The average seniority alone is proof that it's a good place to work and I think Inco employees need to realize that employees in other places don't have that same pride in their work or their company."

Admitting she knew little about mining other than its importance to the country's Gross National Product, Ms. Torsney said the size and diversity of the operation was far larger than she'd imagined.

"The cost of the machinery alone is big dollars and provides evidence of secondary investment in other communities," she said. "The spin-off jobs are incredible."

"This visit provided a huge demonstration that mining is an important part of our economy and we have to continue to support its viability. The Keep Mining In Canada campaign is a very good initiative because it shows allegiance and unity among industry members who would otherwise be competitors."

Fergus Kerr provided the delegation of visiting MPs with an overview of Inco's Sudbury operations prior to escorting them underground.



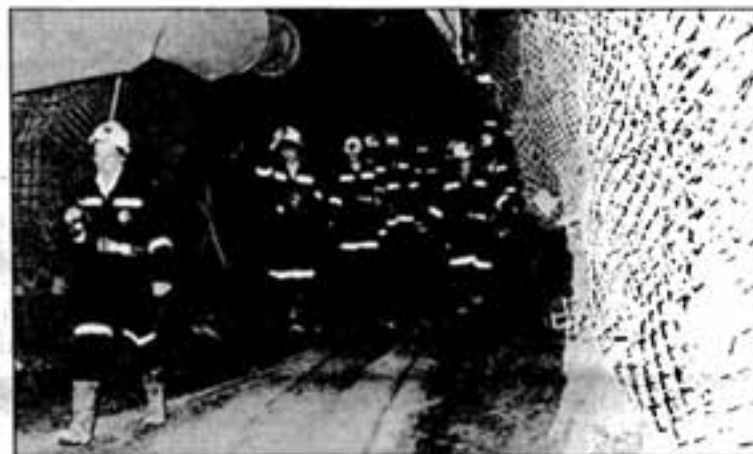
A tired group of Liberal MPs and visitors posed on the Creighton ramp for a commemorative photo of their underground visit. Kneeling from left are John Maloney of Port Colborne, Inco tour guide Harry Knight and Keep Mining In Canada ambassadors Patricia Dillon and Deborah McCombe. Standing from left are Ray Bonin of Nickel Belt, Tom Wappel of Scarborough, Ivan Grose of Oshawa, Paul Tosolini of the Sudbury Regional Development Corporation, Gurbax Malhi of Bramalea, Paddy Torsney of Burlington and Colleen Beaumier of Brampton.

Economic Facts

- The mining industry contributed \$23 billion to the Canadian economy last year.
- More than 340,000 Canadians are directly employed by the mining industry.
- Canada is the world's largest producer of potash, uranium and zinc, the second largest producer of nickel and asbestos, and the third largest producer of copper and aluminum metal. It is fifth in gold and lead production.
- Canada is the world's largest exporter of minerals and mineral products. In 1995 they accounted for approximately 15 per cent of Canada's total exports and contributed almost \$15 billion to the Canadian trade surplus.



Tour guide Harry Knight helps Brampton MP Colleen Beaumier with the strap on her headlamp.



Keep Mining In Canada ambassadors Patricia Dillon and Deborah McCombe lead the procession of MPs down the drift from the Creighton cage.



Creighton Complex manager Fergus Kerr explains the inner workings of a mine to his political visitors.



Creighton's George Janicki listens attentively to a question from Burlington MP Paddy Torsney.

— FEEDBACK —

Following their visit to Creighton Mine, the urban MPs were asked to answer a few questions on their experience. Here is a sampling of responses as provided by Keep Mining In Canada.

Why did you decide to participate in this tour?

- "General interest in mining as an important component of the Canadian economy."
- "I wanted to see a mine operation first-hand so I would have a better appreciation of mining issues."
- "Why not learn more?"

Did you find the tour a valuable experience? Why? Why not?

- "Yes, first-hand exposure to the 'nuts and bolts' of the mining industry at its source — great."
- "Yes. The world of mining is totally foreign to my life experiences. My horizon of knowledge has now broadened."
- "Educational — my opinion and knowledge of mining and mining companies has changed 180 degrees."

Is there anything you would change for future tours? (please specify)

- "We received a taste of the varied operations of Inco — would like a larger bite, perhaps two days."
- "We need more time to view a complete mining operation."
- "There was so much more to see, we could have stayed overnight. But I'm not positive I would have had the time in my schedule."

Additional comments?

- "It was a positive experience. Provided a greater appreciation of the nature and scope of mining. Greater appreciation of environmental impact and regulations faced by the industry. Impressed by remedial/rehabilitation to the environment. Regret not touring the Smelter."
- "A tour is also a good time to lobby on issues, as you have a captive audience. However, this cannot be accomplished if sufficient time has not been allocated for briefing/discussion/lobbying. Because mines are usually not located near large urban centres, perhaps the tour should be two days with an overnight."
- "This is a valuable exercise — we have so many issues coming across our desks we can never begin to understand even half of them. This is a sure way to create an interest in your particular area."

Inco Tour glows and grows in second season

Lively captured its second consecutive team title but it was singles competition that provided the drama during the final stop on the Inco Northern Ontario Junior Golf Tour at the Idylwyde Golf and Country Club last month.

Unfortunately for two young golfers, the drama didn't last long.

In just its second year of existence, the Inco Tour capped a remarkable season of growth with playoffs needed to decide champions in both the bantam and junior boys divisions.

Neither playoff went more than one hole.

In bantam play, Lively's **Ryan Abresch** hit the flag with his third shot and birdied the par-five first hole, leaving **Ken Gilmour** of Sault Ste. Marie in second with par. Cedar Green's **Mike Jakubo** was third.

The junior boys playoff was almost identical, with **Ryan Hagger**'s birdie good enough to give the Blind River golfer a victory over Lively's **Rob Hause**, who bogeyed the hole. **Connor Dunn** of Hollinger placed third.

Kurt Kowaluk of Lively took home the juvenile crown ahead of **Adam Evershed** and **Steve Morris** of the Idylwyde, while **Kathryn Bobbie** of Sault Ste. Marie topped **Jill Evershed** of the Idylwyde and **Bonnie Luttrell** of Lively for the girls' title.

"It was exciting," said bantam champ **Ryan Abresch**, 13, who picked up his first golf club when he was three. "This was my first year on the tour. I'm moving up to juvenile next summer and I hope to be back if I can make the Lively team. It's pretty tough competition."

Competition is what keeps the sport fun for 17-year-old **Ryan Hagger**.

After finishing third last year, he was thrilled to be on top this time around.

"I didn't think it would come down to a playoff but it happened and thankfully it worked out the right way," he said. "The junior golf tour has become a lot better with Inco's sponsorship. Before you went out for fun — now it's competitive and you're playing to win. It helps you improve your skills."

He'll need those skills to defend his crown next year — his last as a junior — against the likes of **Kurt Kowaluk**, 16, the juvenile champion who graduates to the junior ranks in 1997.

"There was good competition this year between **Adam (Evershed)**, **Steve (Morris)** and myself," said **Kowaluk**, a member of the Lively team which finished ahead of the Idylwyde and Sault Ste. Marie. "They're all good shooters. I especially enjoyed the addition of the two-day tournaments this year. At those events you have to shoot well to play with the best foursome. It's a good experience. You have the chance to come back the next day and win even if you're off the first day."

For **Kathryn Bobbie**, 16, winning the Inco Tour girls

title was the highlight of her golfing summer.

"I'm really happy because the season went well for me," she said. "I competed last year and finished second by a point. It felt pretty good to win this time around, especially with the tough competition. I'll be back again next year."

Like **Kowaluk**, **Bobbie** admits a preference for the two-day, 36-hole events introduced in Timmins and the Sault this year. The addition of those two stops is another indication of the soaring popularity the tour experienced in its sophomore season and why it is being hailed by many as a remarkable boon for young, Northern golfers.

"We've made tremendous strides," said **Tony Evershed**, Idylwyde pro and a member of the Inco Northern Ontario Junior Golf committee. "We've increased the number of players on the tour by more than one-third from 60 to 95 and have picked up golfers from most major centres and outlying areas in Northern Ontario."

The level of competition on

the Inco Tour has increased the standard of play in Northern Ontario to the point where the Ontario Golf Association (OGA) now rates Northern juniors against the best in the province based on their Inco Tour results, said **Evershed**. "Prior to this there was no recognition for Northern Ontario kids. This proves the OGA considers the Inco tour very competitive."

In addition to honing the calibre of play, the Inco Tour has also helped propel the North's top juniors to larger competitions.

Hagger, **Hause**, **Kowaluk** and **Adam Evershed** competed in the Canadian Junior Championships in Saskatchewan this year, with **Evershed** also competing in the Ontario and Canadian Amateur Championships.

On the girls' side, four Northern Ontario golfers — **Kelly Walker** of the Idylwyde, **Josée Paradis** of New Liskeard, **Jill Evershed** and **Bonnie Luttrell** — competed in the Ontario Junior Championships.



Blind River's Ryan Hagger, the Junior Boys winner on the Inco Tour, prepares to putt during the Idylwyde Invitational, the last stop on the tour.



The 1996 Inco Tour winners from front to back are bantam champion **Ryan Abresch** of Lively, juvenile champion **Kurt Kowaluk** of Lively, girls champion **Kathryn Bobbie** of Sault Ste. Marie, and junior champion **Ryan Hagger** of Blind River.



Sara Kennedy of the Eagle Lake Golf Course in Sundridge checks the line to the hole before attempting her putt on the 17th green.



Kurt Kowaluk follows through on his drive off the tee at the 14th hole.



Carol Lesar of the Idylwyde totals the golfers' scores outside the clubhouse.

Kris Lefebvre of North Bay marks his score after sinking a putt on the 13th hole.

Automation enhances safety, production



From an office on surface, automatic drill attendant Rick Bertrand operates three drills at the 1,600, 1,700 and 2,000-foot levels of Stobie Mine.

Rick Bertrand drills blasting holes all day at Stobie Mine without wearing his work boots, hearing protection, safety glasses or hard hat.

Yet he's not in violation of any safety regulations.

There's just no need for such safety gear as he sits in a chair in an office on the mine's surface.

That's where he operates joysticks and other remote controls for three drills and corresponding video cameras working on the 1,600, 1,700 and 2,000-foot levels of the mine.

"It's safer and it's cleaner for me," Rick said.

Rick is part of a team helping pioneer Inco's way in robotic mining.

Not that a mine without anyone underground is just around the corner, but that goal, say members of Inco's Automation Implementation Team, is coming within reach.

"A manless mine is our goal in time," said Marc DeCaen, research specialist with the Automation Implementation Team.

All miners of the not-so-distant future will do their work from surface, only going underground for maintenance and repairs to machinery, Marc believes.

For Rick and five other automated drill attendants that future is their current reality.

The six operators work two days on surface and two days underground for maintenance and repairs to the drills.

"So we're aware of all parts of the operation," said Rick, adding that his new job is not as physically tiring as operating a drill underground but requires at least as much concentration.

"It's mentally challenging."

Robotic scooptrams were first used in a mining operation at Inco three years ago by operator Chico Villeneuve at Copper Cliff North Mine.

The roboscops, as they've become known, have since moved to Stobie where the first in-the-hole robodrill started working two years ago. A second robodrill was introduced a year later.

Six months ago the remote-control operation expanded, adding a third robodrill and a second roboscoop.

Not only is automation safer for miners, but produc-

tion is also greatly enhanced.

"Instead of running one drill I'm running three drills," Rick said.

Another operator controls two roboscops. The automation team is looking to add a third roboscoop to be handled by the same operator.

Marc explained the pilot project is aimed at improving efficiency in the global marketplace.

"Inco has to remain competitive. We have to keep our costs down," Marc said.

Peter Golde, supervisor of the Automation Implementation Team, said the working partnerships Inco has forged have allowed the company to keep ahead of the competition in the field of automated mining.

"Nobody else in the world is doing this type of multiple-machine remote operation."

Only 10 years ago, many people considered automated mining more science fiction than a realistic goal, he said.

But Peter and others at Inco could see its practical application and the advantages it offered.

Partnerships with Tamrock, Automated Mining Systems, Inco's own Mines Research and Stobie Mine have made it happen, Peter said.

And the enthusiastic support of Stobie Mine employees has made the pilot program a success so far.

Peter constantly keeps his team moving ahead.

He is now setting his sights for automation just about as far as his imagination will allow.

"It's a multi-year, multi-phase program to make Stobie the showcase, pilot automated mine at Inco."

Not only will other Inco operations follow the lead being developed at Stobie, but Peter said Inco's competitors will have to develop the same technology as well.

Peter's next goal in automated mining is explosives. He plans to have his team develop a system to load explosives by remote control, using wireless detonating caps.

Once that's in place, an automated mine with all employees working from the surface will be much closer to reality.

"We're within a few years of having that."



Up to three Datasolo 1000-600 automated in-the-hole drills are controlled by a single operator on surface at Stobie Mine.



An overhead light track serves as a guidance system for the automated roboscoop while an operator on surface controls its movements.

CUTTING-EDGE CONTROL ROOM MONITORS MINE

Working by remote isn't entirely new to Inco control rooms.

Jerry Cook, senior maintenance technologist at Creighton Mine's No. 9 shaft, monitors several key operations from the control room.



Jerry Cook, senior maintenance technologist at Creighton Mine No. 9 shaft, checks his radio diagnostic system using a portable keyboard. The diagnostic system monitors electrical power flow making sure it is consistent and preventing radio blackouts.

system which takes cool air from the natural ice field and disperses it into the mine.

"The ice never really melts and never completely freezes," Jerry said. "That's what keeps Creighton going. It's always hot down in the mine. Without the ice field it would be 150°F easy."

The control room's monitoring equipment allows for early detection of any air flow problems, preventing sectors from heating up.

If there's a build-up of carbon monoxide, for example, a monitoring screen in the control room flashes a text describing the problem. If that doesn't draw any attention the corresponding buzzer will, Jerry said.

"The control room operator would then warn the foreman and the other people in the area."

The first carbon monoxide monitor was installed at the 5,000-foot level. Six months ago they became pretty much standard equipment at Creighton, with some 70 monitors installed at most levels.

"Now, the computer tells you instantly at the first hint of a carbon monoxide leak," Jerry said.

New technology there is improving the mine's efficiency.

The technology includes:

- Radio diagnostic monitoring, which can prevent power fluctuations and radio breakdowns;
- Air and gas monitoring;
- A fibre-video switching system to monitor what's happening in areas ranging from the mine's lowest levels to the surface sand plant and conveyor.

"We've got 36 cameras," Jerry said. "You can think of this as a giant video game."

Each control room operator has varied responsibilities.

Controlling a magnet at the 6,800-foot level conveyor belt is one of the many ways remote-control work frees up miners for more interesting and diverse jobs.

The magnet removes scrap metal from the conveyor, which transports ore. Without the magnet, an employee has to stay at the belt waiting to remove debris.

Instead, a control room employee can simply watch one of several video screens for pieces of metal debris to remove magnetically. While the control room employee does that, he or she also monitors other sectors of the operation including air exchange — crucial to the day-to-day operation at Creighton.

"We push air from the natural ice field — which formed after runoff water filled the bottom of No. 3 shaft — down No. 9 Shaft for the whole mine," said Jerry. Warm, stale air is exhausted in the process.

"We're exhausting 1.1 million cubic feet per minute," Jerry said. Natural heat from rock in the mine would make it impossible to work without the air ventilation system which takes cool air from the natural ice field and disperses it into the mine.

"The ice never really melts and never completely freezes," Jerry said. "That's what keeps



Creighton control room operator Don Tonery monitors the muck circuit on one of several control room screens.

Three's a charm for 'Bob's bunch'

Good things come in threes for Inco's Bob McFarlane. When daughter Maggie, 19, the youngest of three children, won an Inco Reserved Scholarship this year she followed in the footsteps of older brothers Andrew and Christopher.

And when she began studies in Political Science and Philosophy this month, she became the third member of the McFarlane family to attend Trinity College at the University of Toronto.

"That's three children, three Inco scholarships and three kids attending a college named Trinity," said a beaming Bob, an expediter with Inco Exploration and a 32 year company veteran.

"I'm very proud of the children and very proud to work for a company that offers these scholarships. Having three children in university the costs really add up and the financial support from Inco really helps.

The most recent winner in the family, Maggie is counting on her Inco scholarship to jumpstart a post-secondary education in political science and philosophy that she hopes will eventually lead to law school.

"I was relieved to hear I had won," said Maggie. "I knew the competition was very stiff and even with very high marks I knew the calibre of candidates made winning tough.

"This is quite a prestigious award and it really helps cut some of the university costs which are so expensive now. With residence and tuition, it will cost me about \$10,000 a year, so it's nice to take this chunk out of

my costs."

Maggie's planned career path is similar to that of her oldest brother Andrew, 26, an Inco scholar in 1989.



Andrew, Maggie and Christopher (inset) have all made father Bob proud by winning Inco Reserved Scholarships.

Andrew obtained his Master of Arts degree in political philosophy in 1995 and is set to graduate from law school next June.

"In Sudbury, the Inco scholarship is considered the top honor you can win," said Andrew. "It definitely helped me out a lot during undergraduate school. I've also worked at Inco for several summers, first with Transportation and more recently with the Sudbury Basin Exploration Group, and that has helped out even more."

Christopher, 24, captured his Inco scholarship in 1991 and went on to graduate with a Bachelor of Science degree in geology and astronomy. He spent three summers working at Inco before moving to Calgary to obtain his Master's degree in geology. He spent this summer completing the field portion of his studies.

"The Inco scholarship helped me to get where I am right now and I might not be here without it," said

Christopher, who is planning to pursue his Doctorate at Oxford in England or in Australia.

"I've never heard of any family with three winners before," said Bob, "but it certainly feels good. I'm sure that if you look back at past Inco scholars you'll see some pretty interesting people in interesting careers."

INCO Reserved Scholarship Competition for Children of Canadian Employees and Pensioners 1997 Awards

Up to twenty 4-year university admission scholarships will be awarded in the 1997 competition. The awards are valued at \$10,000 each (\$2,500 annually). Up to five \$1,000 finalist scholarships may also be awarded.

ELIGIBILITY

Children of full-time Canadian employees, pensioners, expatriates from Canadian locations and of deceased employees are eligible to enter the competition. Candidates must have a strong academic record and be enrolled in a secondary school program of studies required for university admission. Award winners are expected to enter university in 1997.

SELECTION

An independent committee of high school principals will select award winners on the basis of the complete academic record, SAT scores and information supplied by the applicant and the high school. Award winners will be announced in mid-August, 1997.

APPLICATION

Application forms will be available from September 4, 1996 at local schools, your place of work, and at:
Office of the Administrator
Inco Limited Scholarship Program
145 King Street West
Suite 1500
Toronto, Ontario M5H 4B7
(416) 361-7844
THE APPLICATION DEADLINE IS APRIL 9, 1997

SAT TEST DEADLINE

APPLICANTS MUST REGISTER FOR AND WRITE THE SCHOLASTIC APTITUDE TEST ADMINISTERED BY UNIVERSITIES AND SCHOOLS ACROSS CANADA. PLEASE NOTE REGISTRATION DEADLINES AND TEST DATES. TEST DATES IN OTHER COUNTRIES MAY VARY.

REGISTRATION DEADLINES	TEST DATES
September 27, 1996	November 2, 1996
November 1, 1996	December 7, 1996
December 20, 1996	January 25, 1997

SAT Test material is available at the applicant's school

Finalist Awards



Brad Amson is the son of Barbara and James Amson, a project engineer in the Copper Cliff Smelter. A graduate of Lo-Ellen Park Secondary School, Brad is enrolled in an Honors Computing and Computer Electronics program at Sir Wilfred Laurier University in Waterloo. "I don't exactly know what my career path will be at this point but I will definitely end up somewhere in the computing field," he said. In addition to computers, Brad's other interests are golf, hockey and badminton. This summer he worked for Auburn Industrial Services.



Nancy Mayhew is the daughter of Yvonne and Mike Mayhew, a production facilitator at Clarabelle Mill. A graduate of Ecole secondaire Hanmer, Nancy is enrolled in a four-year Occupational Therapy program at the University of Ottawa. "When I complete my schooling I would like to work as an occupational therapist in a hospital or clinic," she said. Nancy's hobbies include reading and shopping. She has worked at the Subway shop in Val Caron for three years.



Robert Pilonen is the son of Christine and Karl Pilonen, a senior estimator in the Estimating and Cost Control department of General Engineering. A graduate of Lasalle Secondary School, he will attend Laurentian University where he is enrolled in an Arts program majoring in performance jazz. "I hope to end up as a performing, recording musician and everything that goes with it such as composing and arranging," said Robert, who plays flute and baritone saxophone. Robert worked at Laurentian University this summer helping professors on environmental projects.



Michael Ubriaco is the son of Lina and Ernesto Ubriaco, a retired lift truck operator from the Copper Cliff Nickel Refinery. A graduate of St. Charles College, Michael will attend Laurentian University where he is enrolled in a four-year Applied Physics program. "My career options are open at this point but I'll be working in the field of Physics no matter where I end up," he said. Michael's hobbies include reading and sports of all kinds, particularly soccer and baseball.

EDUCATION & INCO

1996 Inco Scholarship Winners



Andrew Ashcroft is the son of Margaret and Ontario Division President Jim Ashcroft. A graduate of St. Charles College who spent his first four high school years at Collège Notre-Dame, Andrew is enrolled in a concurrent seven year program of Mechanical Engineering and Medicine at the University of Western Ontario in London. "I'll pick my specialty in the fourth year," said Andrew, who listed Ortho-

pedics and Bio-Medical Engineering as career possibilities. A former captain with the Sudbury Cara's Nickel Capitals, he has worked at Sudbury hockey schools in addition to employment with Ethier Sand and Gravel and Auburn Industrial Services. His hobbies include weight training, running, reading and music.



Alison Cornthwaite is the daughter of Mary and David Cornthwaite, a ventilation supervisor with Mines Technical Services at Crean Hill Mine. A graduate of Lo-Ellen Park Secondary School, Alison will attend Trent University in Peterborough this fall where she is enrolled in a concurrent double-degree program of Education and General Sciences. "I hope to eventually become a mathematics

and science teacher for intermediate and senior grades," she said. Alison's interests include the environment, child safety issues and generally doing whatever she can to make a healthier living environment for all. A lifeguard and Girl Guide leader, she has also worked at the Northeastern Ontario Regional Cancer Centre, Science North and Better Beginnings, Better Futures.



Sami Dabliz is the son of Maha and Abdul-Hak Dabliz, a chemical operator in the Electrowinning area of the Copper Cliff Copper Refinery. A graduate of Lasalle Secondary School, Sami will attend Laurentian University this fall to study chemistry or biochemistry. "I eventually hope to go to medical school and perhaps become a general practitioner," he said. Sami's inter-

ests include all sports, particularly soccer and football — both of which he continues to play. He is an employee of Lick's Restaurant on the Kingsway.



Stephanie Giroux is the daughter of Joan and James Giroux, a pumpman at the Copper Cliff Mill. A graduate of Lockerby Composite School, Stephanie is entering the College of Humanities at Carleton University in Ottawa this September. "This is an entirely new program," she said. "It deals heavily with philosophy and languages." Stephanie's career aspirations lie in the field of

international development, although she is also interested in languages and literature. Her hobbies include travel and hiking, passions that have taken her to many different areas of the world.



Craig Harris is the son of Lloyd and Anne Harris, a retired data input supervisor with Computer Services. A graduate of Lo-Ellen Park Secondary School, Craig is enrolled in a four-year Honors Electrical Engineering program at the University of Waterloo. "I'm leaving my career options open but I hope to work in some aspect of the computer or electronics field," he said. Craig's hobbies include

computers, fishing and baseball. He has worked at several odd jobs over the years including employment at the Sudbury Memorial Hospital.



Kaela Jacobs is the daughter of Marianne and Murray Jacobs, a miner at Stobie Mine. A graduate of Marymount College, Kaela will attend Laurentian University this fall where she is enrolled in the four-year Bachelor of Science program, majoring in Biology. "I eventually want to become a marine biologist or work in some field that helps protect the environment," said Kaela,

who owns two acres of rainforest in South America. A musician who plays trumpet and soprano horn with the Kiwanis Kavaliers of Kitchener Drum Corps, Kaela travelled to Florida this summer to compete in the world drum corps championships.



Tyler Johnson is the son of Tony and Thais Johnson, an administrative clerk with Information Systems in Copper Cliff. A graduate of Lo-Ellen Park Secondary School, Tyler is enrolled in the five-year co-operative education Civil Engineering program at the University of Waterloo. He eventually hopes to work in structural engineering, particularly as it applies to the aerospace industry. "My interests include

hydroponics, the stock market, racism in the law and harm reduction strategies as opposed to imprisonment and overcrowding in prisons," he said. Tyler's hobbies include rollerblading, skiing and swimming. His employment history includes work as a baker at Loeb's, computer consulting, tutoring and multimedia programming.



Adil Kassam is the son of Tazim and Sadik Kassam, superintendent of projects with General Engineering. A graduate of Lockerby Composite School, Adil will attend Queen's University in Kingston this fall to study Life Sciences. "I eventually hope to work in the field of medicine and that is where my education will take me," he said. An active individual, Adil spends his spare time cross-

country skiing in winter and playing tennis in summer. His work experience includes a job at Laurentian University doing computer work on the Internet.



Johanna Lovin is the daughter of Annukka and Erik Lovin, an electrician in the maintenance department at the Copper Cliff Copper Refinery. A graduate of Lively District Secondary School, Johanna is enrolled in an Honors Science program with an Administration option at Sir Wilfrid Laurier University in Waterloo. "I eventually hope to work in the field of psychology," she

said. Johanna's hobbies include reading, downhill skiing and sports in general. She has worked at Sue's Smoke Shop in the Southridge Mall and at the Walden Public Library.



Margaret McFarlane is the daughter of Marilyn and Robert McFarlane, an expediter in the Exploration department in Copper Cliff. A graduate of Lockerby Composite School, Margaret will attend the University of Toronto to study Political Science and Philosophy. "I'm planning to eventually enter law school," she said. Margaret's hobbies include reading, writing poetry, hiking and canoeing. She is working this summer at the Children's Aid Society in Sudbury and has also worked in the Ministry of Northern Development and Mine's publications branch.



Jodi Phillips is the daughter of Joan and Bill Phillips, a plate worker in the maintenance department at the Copper Cliff Nickel Refinery. A graduate of Lockerby Composite School, Jodi will attend Queen's University in Kingston where she is enrolled in a four-year Biochemistry program. "I'm definitely leaving my career options open," she said, "but medicine is a possibility." Jodi's interests include camping,

hiking and watersports such as canoeing and kayaking. She is working as a lifeguard at Camp Manitou in Whitefish Falls and has also worked as a summer student in Inco's Process Technology and Environmental Control departments.



Peter Ryan is the son of Elizabeth and Tom Ryan, a design coordinator with General Engineering. A graduate of Lasalle Secondary School, Peter will study Space and Communication Sciences at York University in Toronto. "My career options are wide open," he said, "but I'll likely work in the communications field with satellites or something of that nature." Peter's hobbies include soccer, volleyball and playing guitar. He has also worked two years for Canada Post.



Michael Stanzel is the son of Anne-Marie and Robert Stanzel, an environmental coordinator with Safety, Health and Environment. A graduate of Lasalle Secondary School, Michael will study Electrical Engineering at Queen's University in Kingston. "I haven't made up my mind on a career yet but it will definitely be something to do with electrical engineering," he said. "I took part

in the Engineer for a Day program last year and that helped influenced my choice of study." Michael's hobbies include skiing, swimming and tennis.



Andrea Wenzl is the daughter of Sharon and Bemo Wenzl, superintendent of maintenance at the Copper Cliff Copper Refinery. A graduate of Lockerby Composite School, Andrea will attend Queen's University in Kingston where she is enrolled in a concurrent Education and Sciences program. "When my schooling is finished I hope to teach high school in Northern Ontario," she said. Andrea enjoys cross-country ski racing and playing the piano. For two years she has worked as a lifeguard at Nepahwin Beach and the Gatchell Pool.



Jamie Wighton is the son of Carol and Donald Wighton, a foreman at McCreedy West Mine. A graduate of Lo-Ellen Park Secondary School, Jamie will study Applied Science at Queen's University in Kingston. "I hope to eventually work in electrical or computer engineering," he said. "I really enjoy computers." When he isn't working on his computer, Jamie's other interest is reading. For the past three years he has worked at the Golden Grain Bakery in Sudbury.

Thousands turn out to welcome

It was designed to celebrate the gold.

But red and white ruled as thousands of Sudburians waving and wearing Canadian flags welcomed home their Olympic heroes with a downtown parade and ceremony at Science North last month, hosted by the city of Sudbury and the Sudbury region with Inco as the major sponsor.

On a day when the massive Skydome in Toronto had trouble drawing 3,000 people to its own Olympic celebration, that same number overflowed the small parkette in front of the popular tourist attraction on the shore of Lake Ramsey.

As the athletes and coaches arrived, it was Robert Esmie — gold medal around his neck and relay baton in hand — who sparked the loudest and warmest ovation from the crowd.

But this day was for all of Sudbury's Olympians.

Canadian boxing coach Gord Apolloni, boxer Phil Boudreault, cyclist Eric Wohlberg, women's basketball coach Peter Ennis and Esmie — one after another they took to the stage where politicians and dignitaries feted them with gifts and kind words while an enthusiastic crowd roared its approval.

For young Meghan Williams, 9, the day began long before the Olympians arrived at Science North.

She, along with the rest of Canada, was watching on television when Esmie settled into the starting blocks with his now-famous 'Blast Off' haircut.

"I saw it on his head and I wanted to copy it onto my shirt," said Meghan, who enticed friend Cellagh MacIntyre, 10, to do the same. "I used a T-shirt of my mom's and drew the words in felt marker with a newspaper underneath to stop the marker from going through. It took me about an hour. I really wanted Robert Esmie to see it and as he was walking by he said 'I like your shirt'. He mentioned it again later in his speech."

Meghan was in good company on this day.

Melissa Laporte, 12, had mother Susan paint an Olympic flame across her face — a favor she returned to younger sister Marianne, 8, and friend Heather Marsh, 15. The trio draped themselves in Canadian flags before heading off to welcome home their heroes.

"I watched the Olympics every night while I was at camp," said Melissa. "It might seem like we went to a lot of trouble but we just wanted to thank the athletes and have fun. We thought they deserved it."

Inco thanked the athletes as well, sponsoring four of the five Olympians on their journey to Atlanta, and playing a major role in the welcome home festivities. Inco hats, Inco-produced posters of Robert Esmie and even issues of the Inco Triangle became

sought-after autograph items in the crowd.

In an official acknowledgment, vice-president of Mining John Kelly praised the athletes and coaches for providing Sudbury with some of the most memorable Olympic highlights in our city's history.

"For thousands of young men and women across Canada, pursuit of Olympic glory is the dream that fuels the dedication and the long, lonely hours needed to become a world-class competitor," he said. "The athletes and coaches on this podium are proof that dreams do come true."

Finally, it was the Olympians' turn to thank the crowd.

"It's a great feeling to see everybody here supporting us," said light welterweight Phil Boudreault, who turned in the best boxing performances of his life in Atlanta. "We've been working real hard for the last four years. I've had 85 fights in that time but I'm pretty sure I can go another four and make it to Sydney (site of the 2000 games)."

Just as Phil hinted at returning to the Olympic stage in four years, so too did his coach Gord Apolloni.

"This welcome is just phenomenal," he said. "It's a little anti-climatic when you come back because you accomplished your goals. But this kind of support pushes you toward another four years. I've never been to Australia — maybe in 2000."

Cyclist Eric Wohlberg took the opportunity to thank the many people in Sudbury who helped him develop into a world-class racer and reflected on the cycling performances turned in at the Games.

"Racing against cycling legends like Spain's Miguel Indurain, the North American riders showed the world that we weren't happy just to survive. We were there to ride hard and finish as high as possible. Not just to finish but to give it all we had."

In his usual crowd-pleasing manner, it was Robert Esmie who spoke last. As he did, the sun broke through overcast skies for the first and only time that day.

With the crowd hanging on every word, the animated sprinter spoke of dreams, commitment and a sprinting future he hopes will take him to double gold in Sydney.

He also shared thoughts on things more precious than gold.

"This is the official baton of the relay," he said, holding the black plastic tube aloft. "This is the only one and I have it. To me, winning the gold medal is great but the stick is more brilliant. It's more significant because it signifies teamwork. This baton needs to finish the race, it needs to start the race and without the baton going around safely, there is no victory."

"This baton is worth more than all the gold medals because this is the only one — and it's mine."



Wearing the Canadian team outfits from the Olympic opening ceremonies the athletes and coaches give a congratulatory response from the crowd. From left are Gord Apolloni, Phil Boudreault, and Peter Ennis.



Surrounded by autograph-seeking fans, Robert Esmie signed hundreds of posters provided by Inco.



Hats, flags, posters and copies of the Inco Triangle were among the items pushed in front of cyclist Eric Wohlberg by enthusiastic autograph seekers.



Quinn Corl Llam, 6, holds Canada's flag over their shoulders as they couldn't make it to Atlanta. Quinn Corl Llam, 6, shows in

me home Olympic heroes

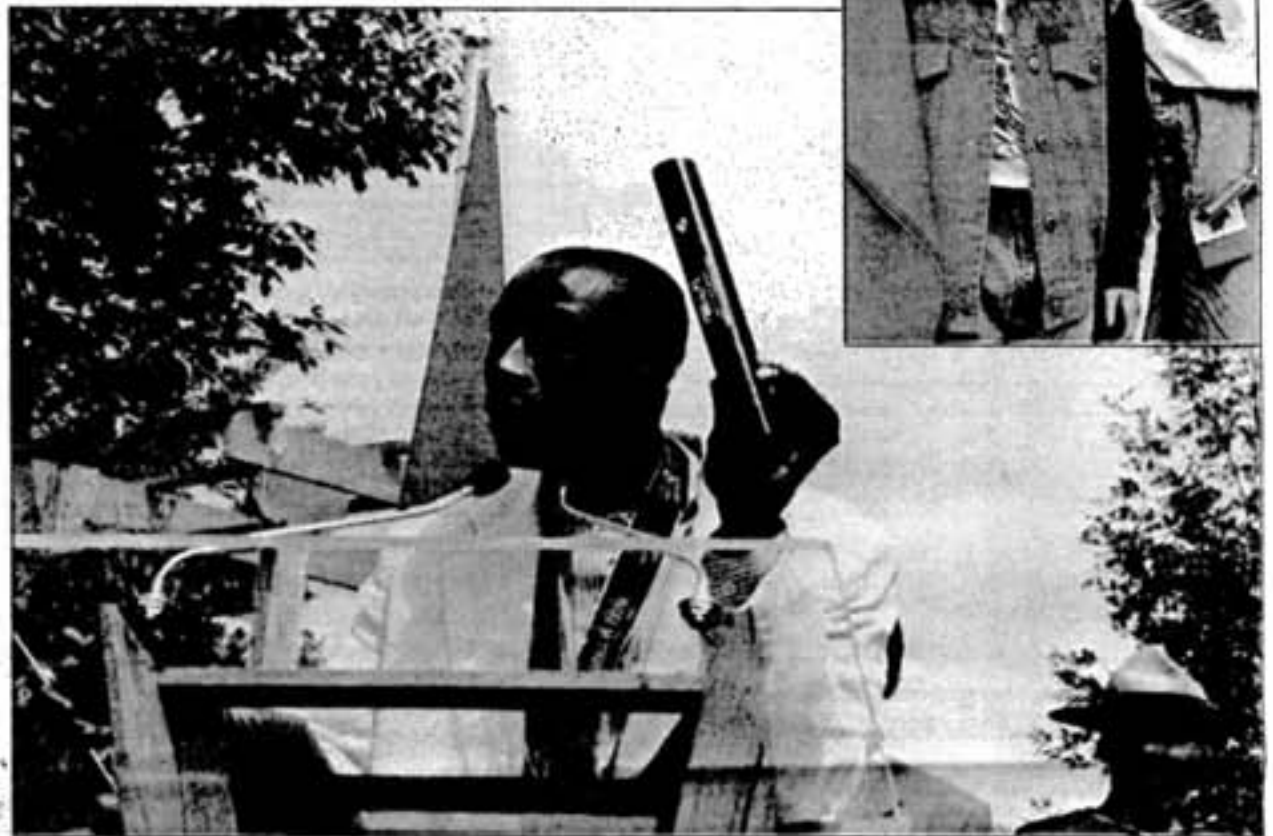


Canadian boxing coach Gord Apolloni waves to anxious onlookers as he and wife Ann arrive at Science North in the classic convertible which took them along the parade route.

The welcome home celebration began early for Melissa Laporte, 12, Heather Marsh, 15, and Marianne Laporte, 8. The patriotic trio spent more than an hour preparing their faces and draping themselves in Canadian flags to show their support.



ches applaud the smile, Eric Wohlberg and



Sprinter Robert Esmie holds aloft the baton used by Canada's gold medal-winning 4x100 relay team. That baton, he said, is more precious than all the gold medals because there is only one — and it's his.

Boxer Phil Boudreault didn't mind the crush of fans during the post-ceremony autograph session, giving a 'thumbs-up' to show his approval.

Gord Apolloni never made it to the official autograph tables but was happy to provide well-wishers with a signature away from the throng.

The shirts say it all! Meghan Williams, 9, and Cellaigh MacIntyre turned out to see their hero Robert Esmie and the Olympian didn't disappoint. He congratulated the pair on their fine taste in clothing.



and brother support for ins painted all the siblings however, on g moment in ose the 4x100 pted for world-record 10-metre finals.



Vice-President of Mining John Kelly shakes hands with Robert Esmie after congratulating all the athletes and coaches for their outstanding efforts in Atlanta.

Aerial efforts ensure 'green' future



From 50 feet above the ground aerial seeding is precise in the land it covers. Last month, 400 acres of stressed land was treated with agricultural limestone, fertilizer and grass seed.



Environmental analyst Darl Bolton surveys the landscape behind the old Coniston Smelter, where 350 acres were treated with aerial applications of limestone, fertilizer and grass seed. Grass will cover the barren rock next year as a result of that treatment.



Pilot Clayton Hutchings has seen the success of his flights and those of other pilots involved in Inco's aerial seeding program. Parked at the Frood-Stoble airstrip, he noted that traces of limestone, fertilizer and grass seed that had fallen during takeoffs over the last six years have even regreened Inco's gravel airstrip.

Pellets smaller than peas cover 350 acres of barren rock behind the old Coniston Smelter.

By September 1997, green grass will cover much of that rock, thanks to those pellets lying dormant until rain dilutes them and they start to do their work.

The 400 tons of agricultural limestone granules are the key ingredient in Inco's innovative aerial land reclamation program.

It took 200 flights to dump the limestone alone, 26 flights to drop 1.5 tons of grass seed, and another seven flights to drop 14 tons of fertilizer.

The pilots are precise in their dispersal of the regreening ingredients.

"We're dumping at 50 feet above the ground," said pilot Clayton Hutchings of Epandair, the company conducting this year's aerial seeding.

By flying along power-line corridors the pilots were able to avoid residential areas in their environmental efforts.

Two pilots treated 400 acres during five days of clear skies in August.

The 350 acres around the old Coniston Smelter looks the same this fall, but in one year's time the change will

be striking, said Inco environmental analyst Darl Bolton. Another 50 acres behind the Copper Cliff Smelter should also be green with new grass next summer as a result of last month's aerial seeding program.

The massive yearly effort is well worth it, said Darl.

Since Inco started its aerial seeding in 1990, more than 2,465 acres have been treated. "We've been averaging 400 acres a year," he said, adding that the aerial program covers many times more land than seeding on foot or on all-terrain vehicles.



The Canada Centre for Remote Sensing has been studying Inco's greenbelts this summer to see how they are read in space by satellites. Federal government employees — using a spectro-radiometer — are, from left, Ottawa University student Annik Dumouchel, geologist Robert McGregor and research scientist Josée Levesque, who entered information on a portable keyboard.

Government researchers study reclaimed lands

We are being watched.

The federal government is monitoring how Inco looks from the sky.

The study being conducted on Inco property is not for any government X-files or extraterrestrials. Its purpose is actually much less covert, but nonetheless fascinating.

The tailings area in Copper Cliff has been closely examined using high-tech equipment for future monitoring by satellite.

The Canada Centre for Remote Sensing studied Inco's regenerated greenbelts in July and August to see how they will be read in space by satellites.

The federal government researchers did their fieldwork using a spectro-radiometer, which measures light and surface colors.

"We want to know which radio wavelengths are useful for differentiating mine sites, tailings, old regrowth and new regrowth," said government research scientist Josée Levesque.

With the readings of the spectro-radiometer, which resembles a home movie projector without the reels, the researchers hope to provide data that will help correctly analyze readings from satellites scanning the landscape.

The information gathered from the ground will be compared with satellite readings of the same terrain. The comparison of the two readings will help discount distortion, created by the earth's atmosphere between the ground and the satellite, to provide a true picture.

"There are no such satellites yet," Ms. Levesque added. The satellites will be launched by the U.S. government over the next few years, she said. Information gathered by the satellites will be used by the Canadian government as well.

Assisting Ms. Levesque were Ottawa University student Annik Dumouchel and geologist Robert McGregor.

Community partnerships 'green' Sudbury



Inco's impressive tree planting program has played a large role in the region's regreening, particularly in the Copper Cliff tailings area where sites treated 20 years ago are now covered by a mix of trees including, pine, spruce, birch, maple, poplar and a variety of shrubs.

Environmentally stressed land is becoming an endangered species of sorts in Sudbury.

That may seem remarkable to long-time area residents — but it's true.

A combination of an ambitious regional government initiative and massive changes by Inco is well on its way to achieving what seemed almost unimaginable only 20 years ago.

Enthusiasts say a good look around is all the evidence one needs to prove that Sudbury is on the green road to environmental rejuvenation.

A planners' conference in the city last month heard how vision and commitment by the community, of which Inco is a part, and all levels of government combined to make it happen.

The planners were told that regreening efforts in the Sudbury region have progressed so far that a few stressed land sites are being left alone so people can see why it was important to return the land to a more natural state in the first place.

"It's hard to find barren land now," said Bill Lautenbach, commissioner of planning and development with the Regional Municipality of Sudbury.

Inco's superintendent of Decommissioning and Reclamation Marty Puro said a 50-hectare site contaminated by acid rain and sulphur dioxide has already been set aside on Inco property near Daisy Lake, about three kilometres from the former Coniston smelting complex.

"It's being left as a comparative site," Marty said.

The Daisy Lake site, dropped from Inco's regreening list a year ago, will serve as the before to the many after regreening sites in the Sudbury region.

Mr. Lautenbach said the "barrens reserve" was needed before it too was regreened in the same fashion as 4,125 hectares of land already reclaimed by the region's Vegetation Enhancement Technical Advisory Committee (VETAC) program.

VETAC is a partnership of federal, provincial and regional governments, Laurentian University, Inco, Falconbridge Ltd. and many other environmental stakeholders.

VETAC regreening is over and above the large amounts of land reclaimed by Inco and Falconbridge.

Marty and Mr. Lautenbach spoke during the annual conference of the Ontario Professional Planners Institute at the Four Points Hotel.

Sudbury has shown how planning in the mid-1970s led to a more natural landscape developing on top of black rock and stressed soil.

Mr. Lautenbach credited the determination of the VETAC partners for the ongoing success of Sudbury's revegetation.

Even to those who started the VETAC program, the fact that stressed land is considered scarce today — let alone worth preserving — seems odd.

"Interesting isn't it?" commented David Pearson, a Laurentian University professor and environmental expert.

In the early 1970s the newly-established regional government, Inco and Laurentian University began experimenting with lime, fertilizer and grass seed on land devastated by clear-cut logging in the 1870s, crude turn-of-the-century roast yards used to smelt nickel from ore and by more than six decades of sulphur-dioxide emissions from smoke stacks.

Smelting in the first few decades following the roast yard era, although not as damaging, continued to harm trees and vegetation.

But it was the roast yards that did the most rapid damage, destroying all vegetation with ground-level emissions billowing from ore roasted on stacks of burning logs. One of the largest such sites was the 2,286-metre long O'Donnell roast yard, which operated from 1916 to 1929 in the west end of Walden between Highway 144 and the Vermilion River.

"It looks like hell doesn't it?" Marty said as he showed a color slide of the fiery roast

yard to delegates at the planners' convention.

"It was hell. We acknowledge that. They did a lot of immediate, low-level damage," he said.

"But this was the accepted technology of the day."

The O'Donnell roast yard operated during a time when forests were still considered virtually infinite and clear-cutting was the only system of forestry employed by logging companies.

Long-term effects on the environment were not considered by industry or the public at large, Marty said.

Beginning the late 1940s, Inco pioneered research that



Tree seedlings grown underground at Creighton Mine and at the Copper Cliff Greenhouse are planted on surface during the reclamation process.

led to greater and greater quantities of sulphur being directed away from the Smelter and the atmosphere. In the 1960s, Inco took additional steps to reduce sulphur dioxide emissions by expanding the Smelter twice.

In 1972, the 381-metre 'superstack' led to dramatic improvements in the quality of Sudbury air and vegetation.

For the last two decades Inco and the region have been repairing the damage done during those less environmentally-enlightened years and from subsequent less severe levels of pollution.

In the 1990s, the realiza-

Marty Puro gave delegates at the Ontario Professional Planners Institute annual conference an historic overview of environmental damage in Sudbury and the remarkable regrowth experienced in the region through revegetation partnerships.



tion of Inco's \$600 million sulphur dioxide abatement program saw emissions reduced to 236 kilotonnes a year in 1995 from 1,992 kilotonnes a year in 1970.

"That will continue to go down as technology improves," Marty said.

Mr. Pearson said the bulk of acid rain-causing pollution in the Sudbury area today is not locally generated.

"Seventy-five per cent of emissions in this area actually come from the northern states," he said.

But when planning for VETAC started 21 years ago, Inco was still putting out high levels of sulphur-dioxide.

In such an environment, few people thought it would be possible to grow grass and trees on top of black rock and gray sand.

But success has been stunning, with vegetation and naturally-occurring 30 to 40-foot birch trees blending with planted 20-foot evergreens and saplings.

In 1994, VETAC celebrated the planting of its two-millionth tree.

VETAC has planted white cedars, spruces, red oaks, maples, white ashes and pines including red, white and jack pine trees.

Birch and poplar trees grew on their own, once lime and fertilizers had been applied.

All that growth is in addition to trees planted by Inco and Falconbridge on old industrial sites.

On June 22, 1994, Inco celebrated the planting of its 1,000,000th tree when Prime Minister Jean Chrétien came to Garson to mark the occasion.

Mr. Lautenbach said that sort of recognition, including an environmental improvement award to regional government from the United Nations a few years ago, has led "to a sense of pride and accomplishment among our residents."

Marty said VETAC fits in with Inco's commitment to returning decommissioned industrial sites and damaged regional lands to their natural states.

"We are strong supporters of the VETAC initiative."

Between 1978, when VETAC started work on regional land, and 1995, Inco has donated more than \$250,000.

That's in addition to the \$5 million Inco spends annually reclaiming its own property.

Since 1978, VETAC has spent \$15.8 million regreening the Sudbury region — with \$7 million of that coming from the federal government. Regional government has spent \$1.4 million, while funds from provincial ministries make up much of the remainder.

Inco continues to contribute to VETAC, which will add a lot more greenery before the end of the millennium.

"We intend to plant another million trees" in the next several years, Mr. Lautenbach said, noting that although the regreening of Sudbury is a success, there is still much to do.

It will take 100 years for trees to mature to the point they were at before the landscape was damaged.

"We're 20 years into that," Mr. Lautenbach said.

Mr. Pearson also noted that regreening is "in its infancy."

But finding a site of hundreds of hectares of barren land is quickly becoming a thing of the past. Even sites only recently treated are dotted, if not covered, by green grass and healthy young saplings.

Marty said that all endeavors so far have made for a good start to returning Sudbury-area land to its natural state.

He closed his presentation to the planning conference delegates with a positive message: "We can do it. We are doing it. It works. And it will continue to work."

Mine closure conference goes 'batty' in effort to protect flying friends

When Lisa Lanteigne joined Inco's Decommissioning and Reclamation department, she probably never imagined herself sitting outside an abandoned mine, opening on a hot, humid summer evening waiting for an onslaught of the mammal most people love to loathe.

But that's exactly where she found herself last month along with 40 other delegates to Canada's first ever Mine Closure and Bats Workshop in Sudbury — waiting outside an adit near Webbwood in anticipation of the late August bat ritual of swarming potential hibernation sites.

Bats are the primary predators of night-flying insects which cost farmers and foresters billions of dollars annually. Abandoned mines are fast becoming the hibernation site of choice for bats who are chased from their natural roosting sites by recreational caving enthusiasts.

The field trip, a highlight of the two-day conference, was intended to show delegates techniques for monitoring bat activity at a mine opening without ever catching or touching a bat. Where bats are detected, mines must be closed in a manner safe for humans while maintaining healthy bat populations.

"Technically, it's not that difficult," said Brian Bell, superintendent of Environmental Control. "A cage or screening can be installed to keep people out but let bats enter and exit. It would require some cooperation and interpretation from the Ministry of Northern Development and Mines to approve whatever design is arrived at and the ministry is open to this. There is a strong possibility of good cooperation to make this a reality."

There are 900 different kinds of bats in the world but just eight species in Ontario. Five of Ontario's eight species use mines or caves for hibernation.

"Bats have been persecuted by recreational caving," said

Dan Taylor of Bat Conservation International in Texas. "As caves are closed for safety reasons or exploited for recreational purposes, traditional roosts disappear and more and more bats use abandoned mines."

"Abandoned mines harbor some of the largest bat populations known. There are examples of mines where bats in excess of 400,000 were hibernating and mines were still being filled in. Putting a cage over the shaft is not only much less costly, but it addresses safety concerns and still allows access for bats."

Keeping vigil outside the Webbwood adit proved an enlightening experience, said Lisa.

"Before dark there were no bats in the tunnel or the opening but there was evidence of guano (bat droppings)," she said. "By 10 p.m. the bats started to come and by 10:30 or 11 p.m. they began arriving in larger numbers — about 60 or so swarming the area."

Conference delegates were able to monitor the bat traffic using bat detectors which pick up the frequency bats emit.

"At times it seemed as though they were heading straight for you and you'd flinch," said Lisa. "But seeing is believing and we were told during the conference that bats swarm at this time of year."

"Bats are seen as an unpleasant creature by most people, but the experience of a conference like this makes them a lot easier to accept."

But will Inco accept bats into their closure plans?

"This is still a fairly new concern everywhere," said Brian. "But we do know that mines provide a suitable environment for hibernating bats. They might not go in any mine you make accessible, but if you have a mine or an abandoned mine which bats populate — don't destroy it."

"I think the conference opened people's eyes to the fact that before we close a mine we should give bats some consideration. Now that we've learned some of the techniques of looking for bats, we'll do that before we close any opening."



Mine Closure and Bats



Brian Bell



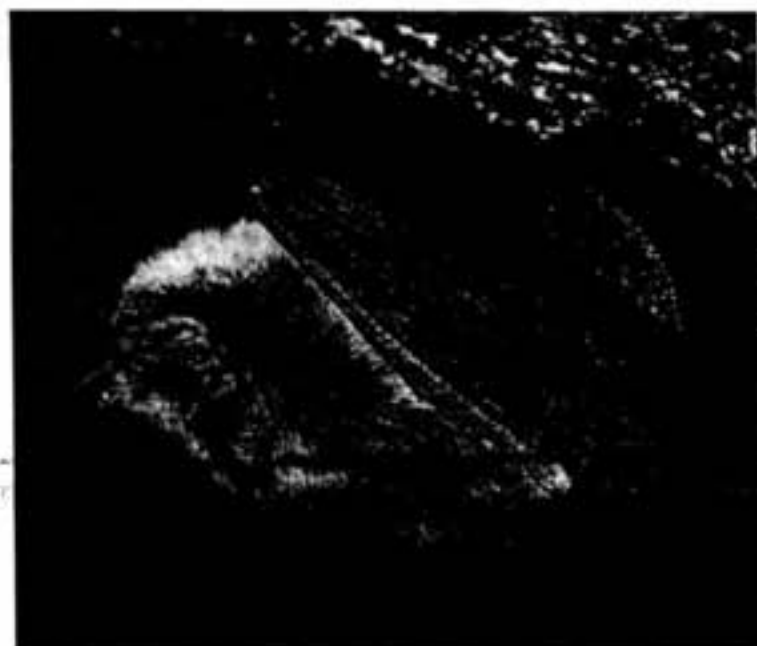
Lisa Lanteigne



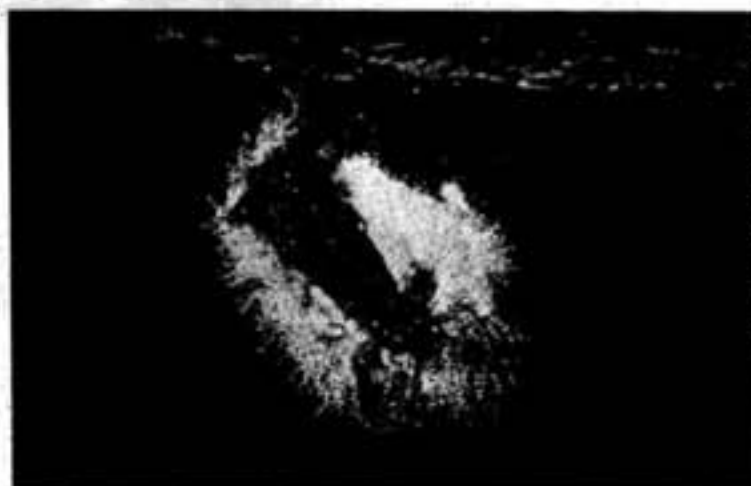
Merlin D. Tuttle, Bat Conservation International

Sudbury is the northern tip of the range in which big brown bats, like this one in flight with a beetle, are found. The big brown bat is widespread in Canada and hibernates in mines and caves.

This little brown bat, shown roosting on a cave ceiling, is the most common bat in this area of the province.



Merlin D. Tuttle, Bat Conservation International



Merlin D. Tuttle, Bat Conservation International

Condensation forms a shiny shroud of moisture droplets around this hibernating Eastern pipistrelle, a type of bat found here in the north.

BAT FACTS

- Bats are not large animals. The largest North American bat weighs in at 30 grams.
- Bats are mammals — they don't lay eggs they give birth. A newborn baby brown bat weighs about 25 per cent of its mother's weight.
- In Canada, as far as is known, bats do not use mines or caves to give birth. They need someplace warm.
- When bats hibernate, their heart rate drops from 300 beats per minutes to five beats per minute, their body temperature drops from 35°C to 2°C and they take one breath an hour.
- Bats live a long time (35 years is the record for a little brown bat) so hibernation sites are important.
- The hibernation site must be warm enough (just above freezing) that the bat doesn't freeze to death and cold enough that the bat doesn't burn off all its body fat before winter's end.

Ron Rinta's rhea ranch roarin'



South American rheas are a common sight on Ron Rinta's nine-acre Walden farm.

Ron Rinta already has his retirement business up and running.

In fact, his business is running all over his backyard.

Ron, 55, and his son Kevin, 27, are raising rheas at Ron's nine-acre farm in Walden.

Prospects for the rhea farm look good, said Ron, an inspector with Divisional Maintenance.

"I don't think we'll have trouble selling this meat."

The ostrich-looking birds, which aren't actually related to the ostrich, are part of a growing market for exotic meat.

Rheas are valued for their multiple end-products such as meat, leather and oil.

"Stir-fry rhea is common in southern Ontario," Ron said.

But has he tasted the South American flightless birds himself?

"You can't tell the difference from beef," he replied matter-of-factly.

Rhea is good for making steaks, tenderloin, ground chuck and pepperettes, he added.

Kevin said raising rheas makes good business sense as well because they are a leaner and lower-cost livestock compared to cattle.

"We're looking for new things that pay higher returns. The cost of feeding cows is unbelievable," Kevin said.

Rheas mature relatively quickly, going from chicks you can hold in your hand to a maximum height of four to six feet and weight of 60 to 100 pounds within two years.

They also reproduce quickly, with a female laying an egg every second day between March and September.

The Rintas have 51 rheas at the farm, which means they can't turn around without seeing one of them.

In fact, turning your back on a male during mating season, March to September, isn't a good idea.

The male rheas are no chickens.

The males are territorial and will attack with their powerful beaks nipping at a person's flesh.

The Rintas have learned that with rheas your best defense is a good offense.

"We grab them under the throat. You've got to be quick on the draw. Then you have to hold them until you're done feeding them," Ron said.

It's not always a struggle just to get in to feed or get near the birds, he added. There's safety in numbers.

Two people entering the males' area will often ward off an attack.

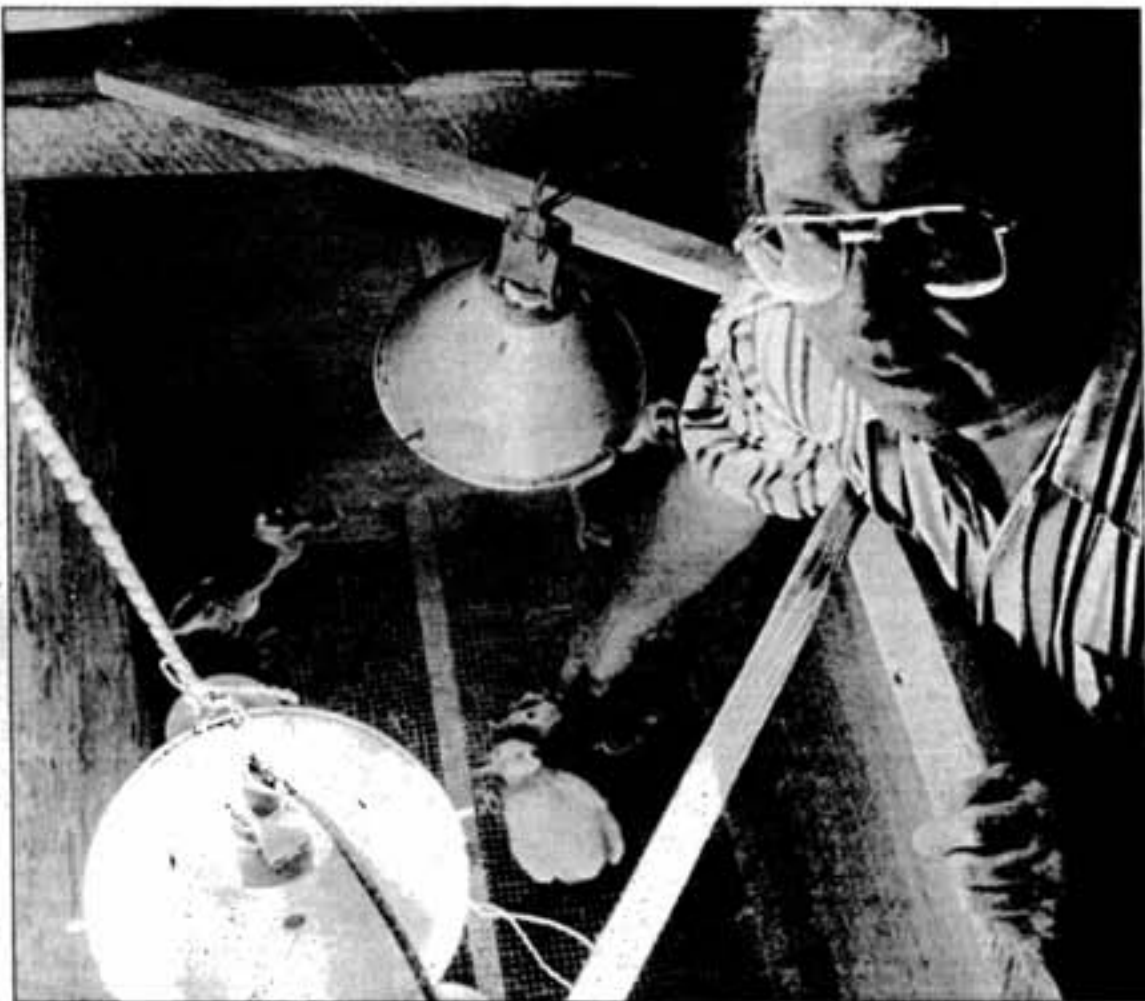
The 51 rheas they currently have, including chicks, should pay back the initial investment in the next year or so, Kevin said.

While they line up buyers for the rhea products, the Rintas also pay the bills with a flock of 30 turkeys and three acres of garlic.

With 29 years service at Inco, Ron said he thinks he's found his next job right in his backyard. But he doesn't plan to be the boss. He readily admits his son is the expert. Ron said he's happy to be Kevin's 'gofer.'

Kevin is the expert and is more involved in the process of raising the birds.

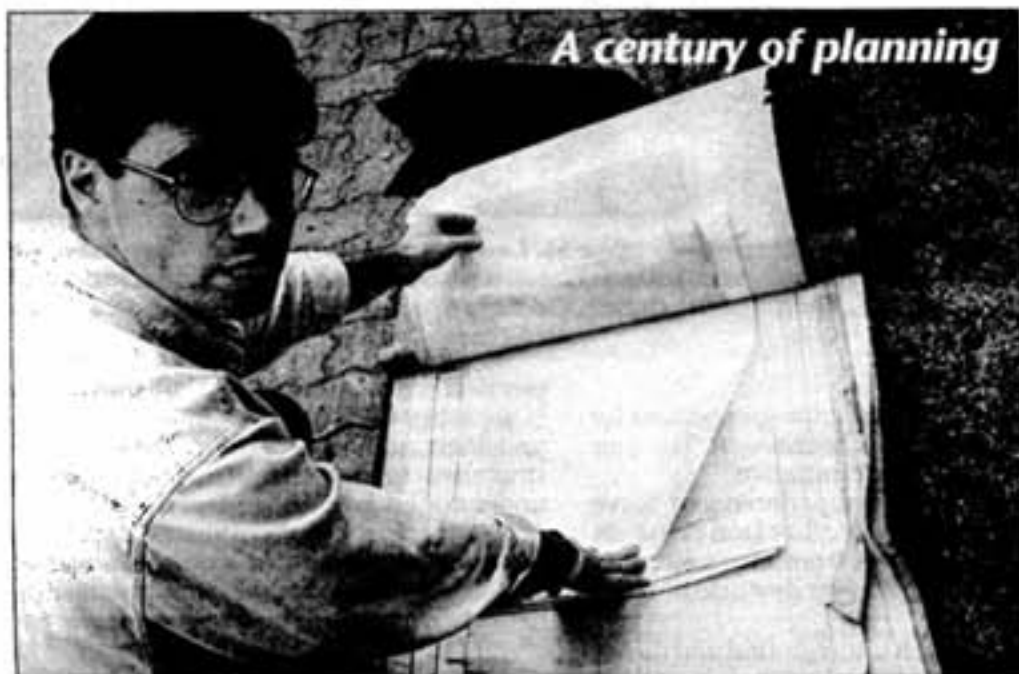
After all, Ron said he doesn't want to work too hard during his retirement.



These chicks won't stay small for long. The rheas reach an adult height of four to six feet and a weight of up to 100 pounds within two years.



Ron and Kevin Rinta operate a three-acre garlic farm in addition to raising exotic birds.



Orvil Dillenbeck, planner at South Mine, looks over a bit of Inco's mining history. He brought the 100-year-old mine plans to Public Affairs in order to have them placed in Inco's Archives for safe keeping. Technologist Stephane Lantaigne was cleaning out a vault at South Mine in mid-July when he came across the plans for Evans Mine and Copper Cliff Mine, dating from 1894 to 1914. "It was no secret that these prints were in the vault," said Orvil. "It was just that no one had decided to get them to the Archives." Orvil said similar old plans from other mines should be placed with Inco's Archives to prevent them from being lost.

EVH

FOR YOUR HEALTH

From the Occupational Medicine Dept.

By Carrie Bois

Several factors can trigger migraines

More than three million Canadians suffer the effects of migraines in varying degrees of seriousness.

Absenteeism in the workplace because of headaches costs the Canadian economy approximately half a billion dollars a year. A migraine is a periodic vascular headache that is usually, but not always, accompanied by nausea and vomiting. Migraines can be divided into two groups:

- **Classical migraine or migraine with warning (aura)** can last from four to 12 hours. There can be visual disturbances, numbness or tingling in various body parts and a sense of coldness, fatigue or drowsiness. All of the five senses are super-sensitive during the attack.

- **Common migraine or migraine without aura** lacks distinct symptoms and is often misdiagnosed.

What sparks an attack for some may have no effect on others. An attack can last from one hour to a matter of days. Common migraine triggers are:

- **Diet** — Foods that contain tyramine such as cheese, wine and cit-

rus fruits can trigger migraines. Other triggers include MSG, chocolate, alcohol and nuts.

- **Emotional/Hormonal** — Excess stress, oral contraception, menstruation and anger can trigger migraines.

- **Lifestyle** — Sleep alterations, smoking and physical exertion can all act as triggers.

- **Environment** — Changes in atmospheric pressure, hot and humid weather, cold and outside glare will also trigger migraine headaches.

Although the ultimate goal may be to control migraines without the use of medication, treatment often involves the safe and sensible use of prescription medication. Some medications stop or reduce pain after the headache begins. Others are prophylactic where regular use can prevent headaches from starting or at least reduce their frequency.

Other complementary therapies include biofeedback, meditation, relaxation tapes and herbal remedies. There is a Local Migraine Information Network that offers support and resource material. For further information please call 675-3887.



Health care visitors introduced to mining



Ready to travel underground are (standing from left) Crean Hill's Mike St. Laurent, physiotherapist Mary Sabo, physiotherapist Monique Andrews, Inco occupational health nurse Carrie Bois, Inco occupational health nurse Melanie Bale, Crean Hill's Mike Dubreuil and Chi Cheung. Seated from left are physiotherapist Sarah Carroll, Christina Stachulak, Dr. Sam Cheung, Cecilia Cheung and Sonia Cheung.

Crean Hill is a small mine with big initiatives.

Late last month the mine provided a surface and underground tour for physiotherapists from Espanola and a Sudbury neurologist. The tour was aimed at assisting the mine's injury management initiative.

Organizing the visit from Crean Hill were mine superintendent Steve Wood, safety foreman Mike Dubreuil, maintenance supervisor Don Peloquin and chief engineer Mike St. Laurent. Representatives from Inco's Occupational Medicine department joined the tour to help answer any questions on injury management.

"Many health care professionals have never been underground and do not understand the mining environment, the physical demands of the jobs and the

physical conditioning required," said occupational health nurse Carrie Bois. "Often they are required to make decisions regarding employees' capabilities and their ability to perform their work. With this in mind the tour was structured to make sure they saw most of the equipment and the jobs underground."

Carrie said the medical visitors appreciated the tour and the opportunity to ask questions relating to injury management.

"They were able to understand our health and safety issues regarding return to work," she said. "The group definitely felt they had a better understanding of mining operations and that this experience would be very helpful in the medical management of Inco employees."

LET'S TALK SAFETY

with Ron Rafuse

At home or work shortcuts spell trouble

Now that summer has drawn to a close and fall is approaching, how many of us can look back and think of someone we have known or heard about who has had a tragedy in their life this summer or an experience that could have led to one?

Such experiences range from people who received crushing injuries due to improperly blocked vehicles that were jacked up for repair to drownings and highway fatalities.

These same events, including lawnmower accidents involving lost fingers and injured feet, go on each summer causing grief to families and loved ones. Many are tragic enough that they lead to loss of income and severe effects on home life.

We sometimes label these as accidents. But most of them are a result of a shortcut, or a chance that was taken from what was the known way to do the task, or rules of the road that were deliberately broken.

These events in industry are known as incidents not causing injury. Some incidents lead to injury and some don't. But they all have potential for injury.

In past articles we discussed why people take chances. In this one we will talk about incidents. At Inco our accident frequency is declining due to education and safety workshops over the past few years that have raised the awareness of safety with many employees.

We also have employees who correct others in the work group who are taking shortcuts. This is caring for each other and it is increasing within the company.

Very shortly, in all areas, there will be another workshop starting up called Getting to Zero. This is the goal of our safety program - to eliminate all injuries in the workplace.

Remember the seven safety principles. Number one is **All injuries can be prevented**. That applies both on and off the job.

To prevent injury we must reduce incidents in the workplace. These are the incidents or near misses that happen due to shortcuts, not following standards or procedures and lack of enforcement of standards.

Why do people take chances? We all know that only so many near misses can occur before an accident with injury and suffering results. In all cases the job always gets done quicker if it is done properly.

Incidents without injury can be a learning experience because we can share the event and others doing the same type of work can learn from it. This is why we have the investigation report and spend time learning what caused the incident. Once this has been identified then measures can be put in place to correct the incident from recurring.

In the workplace, as well as at home, each task must be done the best way we know how. This means that the training, safety equipment rules and procedures that are associated with each task are followed and enforced. To best do that, each incident needs to be reported and properly followed up on.

Much of this month's article will be covered in the fall workshop that each employee will be attending.

Remember, as the seasons change our outdoor activities change. However, the same hazards are there year after year and the same incidents happen year after year.

We need to ask ourselves - 'How do we keep history from repeating itself?'

Ron Rafuse is superintendent of Safety in the Ontario Division



INCOME ideas

by Susan LeMay, CMA

The choices — spending your RRSP

Last month we looked at spending your Registered Retirement Savings Plan (RRSP) savings in general terms.

Timing is important since the government changed the age at which you must start to spend. Equally important is finding a financial professional with whom you are comfortable so that you are getting the best value for your money.

This month we'll look at four options for converting from savings to spending. We'll examine some of the advantages and disadvantages of each, and then you will be better prepared to ask the questions that are specific to your lifestyle, goals and financial needs.

Cash in your plan

This is the easiest option. The major advantage is that it puts you in total control of the assets in your plan. Sound too good to be true? Very often it is. The major disadvantage is the potential for very high taxes. If you cash in your plan, all the funds in it become taxable as ordinary income in the year you cash it in. That could mean losing more than 50 per cent of your savings to taxes. There may be times when cashing the plan is a reasonable option. If it is a small RRSP and your other income is low then the tax implication may be minimal.

There are some people who cash in RRSPs when they need funds for other things. One example I know of is the person who returns to school and has no income for the years in school. RRSPs are used as regular savings and then cashed in when needed. The negative side of this is that once money is withdrawn from an RRSP you lose those funds from your future retirement savings.

Buy a Life Annuity

When RRSPs were first introduced, this was your only option. The life insurance companies were the only ones who could write annuities.

There are a couple of types of annuities. There is a life annuity in which you are paid a set monthly amount until you die and then the company has no further obligation. This can be a joint annuity with your spouse.

There is also a guaranteed term annuity which gives you income for the longer of the rest of your (or your spouse's) life or a specified period of time, usually five to 15 years.

The advantage of a life annuity is the guarantee of a steady income for life. This positive aspect may be very important to you. There are a couple of

disadvantages. You lose control of the funds. The writer of the annuity takes total control.

A second disadvantage is very important for those of us who still remember the early '80s. There is no protection from inflation, so a period of high inflation could leave you with less income than you need to support your lifestyle. Then you end up making adjustments that you had not planned.

Convert to a Retirement Income Fund (RIF)

RIFs are well advertised. They are available from a number of sources. They are basically a controlled cashing of your RRSP. Your assets can remain in the same investments they've been in — the term deposits, mutual fund shares, whatever. Each year you cash in at least a minimum amount and receive it as income.

One advantage of this option is the control of your assets and income that you keep. You choose how your RRSP funds will continue to be invested. You control how much you will include in income each year once you have taken in the minimum required.

This minimum is calculated from the value of the investments in the RIF. It is set to be totally depleted the year you reach the age of 90. There is a second advantage in the protection from inflation. Because your money is still invested, it is still earning the same way it was when it was an RRSP. The disadvantage of this option is the requirement to make a minimum withdrawal.

Convert to a Life Annuity Fund (LIF)

LIFs are the newest option and the rules vary from province to province. Its advantage is primarily for locked-in RRSPs. For these funds, it is like a RIF and offers the same advantages as a RIF for locked-in funds. The disadvantages are a ceiling on the amount you may withdraw and the requirement to convert to an annuity by the end of the year in which you turn 80. You are likely to consider this option only for locked-in funds. Otherwise, if you like the option of controlling the amount taken out each year you would choose a RIF, and if you want the stability of a fixed payment each month you'd choose a life annuity.

There it is, a broad outline of the options and what they offer. Your situation is unique and you can take this information and use it to ask more questions and get answers specific to your life and financial goals.

I heard it down at . . .

The Dry

by Jerry Rogers



In all of his paintings, artist Ray McSwain of Rae-Edzo, NWT includes a drum by his name in honor of Chief Jimmy Bruneau, a great leader of his people. With the help of Inco, Ray's works are featured in a new arts magazine for young Canadians.

wanted to put a painting in it. I wanted people to see my culture."

In the world of high-cost, four-color publishing, our modest donation makes it possible for In 2 Print to spotlight the art of new young Canadian artists in the next few issues. It also has a huge symbolic value for new artists and literary talent, says publisher Jean Baird.

"It means an enormous amount to them," she says from her home which doubles as the editorial office for junior editors after school. "It says to these young people that it's not just me or the magazine or their teachers, it's the broader community out there that believes these are important and valuable skills and that they can have careers in these fields."

As the largest employer in Port Colborne, Inco was interested in the project from day one, says George.

"We're focusing our public affairs efforts in Port locally and on our youth. We feel it's good for Port Colborne and it's aimed at our people who are our leaders of tomorrow," George says of Inco's support of the magazine, the idea of which came to Baird, 39, in 1994.

A one-time English professor at Brock University and former magazine editor, she started the magazine after an extensive survey of magazines worldwide led her to decide there was a real need for a creative outlet for young people.

Now up to a print run of 15,000 and sold in magazine shops coast to coast, In 2 Print comes out four times a year and has been embraced by media mavens such as Chatelaine and Peter Gzowski on Morningside.

It covers a wide range of material with Canadian celebrities, photography and paintings, reviews of dance, theatre and literature as well as original poetry, short stories and plays.

In the first issues, the audience received tips from leading professionals in the country, poets Susan Musgrave and David McFadden, playwright Sharon Pollock and cartoonist Lynn Johnston. With the September issue, there's even an educator's package for school use.

Baird believes the reason for its success is that, unlike its American teen counterparts, In 2 Print doesn't talk down to its audience. It takes their issues and concerns seriously.

"Our advertising support is growing because we've established a reputation as a magazine of quality and opportunity. Everything we touch has to create opportunities for young people. That means we won't accept advertising for something like acne products. The kids resent scare tactics. They find it demeaning. They don't like it and we won't take it."

Already, the magazine is having an impact on young Canadians. Some are even going off to college to study journalism and art on scholarships almost as a consequence of being published in the magazine.

For Ray McSwain, this is the break that he encountered by chance.

"I work with acrylic and pen and ink. I do images of animals within animals and abstracts. I design my own style. Sometimes I travel and I usually take paintings with me. Always people want to buy my work. I want to stay here. Perhaps this will let me do that."

After flip-flopping for years between academic and publishing, Jean Baird has found her niche.

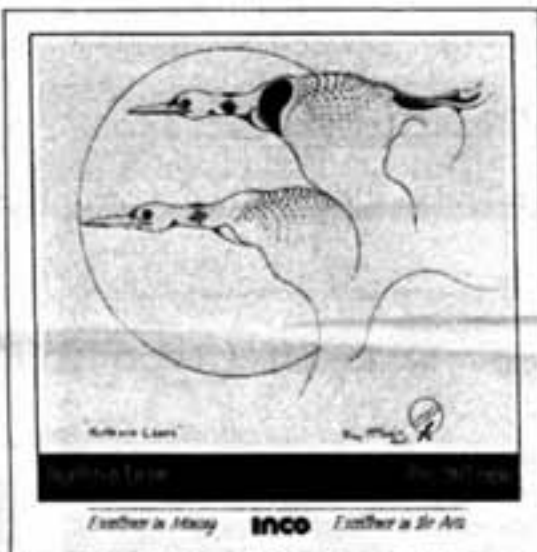
Inco backs budding artist in breaking In 2 Print

"We're proud as punch about this. It's just amazing the impact this magazine has had on young people," she says. "I don't get bad mail. I get the best mail." For more information, write to In 2 Print, P.O. Box 102, Port Colborne, Ont., L3K 5V7, or send a fax to 905-834-1540.

Whatever happened to . . . ?

Alvy Kirkey's daughter likes to joke that her mother and father are joined at the hip. "She's always with me," Alvy says of his wife, Doris, who's at his side in summer while he catches minnows and shares in the chore of cutting and hauling poplar poles for sale to a Sudbury furniture store. In winter, he fur traps. Alvy retired in 1991 with 33 years service, winding up his career as a maintenance mechanic at North Mine. "I can't find any time to have holidays," he laughs. "A friend of mine said, 'I don't know if I'll retire. You're busier than I am and I'm still working' . . . If you're contemplating retirement, plan on keeping yourself busy. That's the advice of Leonard Ethier, who left five years ago as an operating shaft boss at Levack Mine after a 33.5-year career. Leonard spends all his time at his Onaping Lake camp and tends a trapline in winter. "I certainly love retirement. The only thing I wish is they'd give me twice the money — for gas. My camp is 42 miles by water from where I leave my truck. I've been there since '69. My wife puts up with me sometimes," he laughs, "and then sends me to camp. She was up at camp with me this summer for eight weeks" . . . In his first year of retirement in 1991, Eliseo Curridor found he missed his job as a first class mechanic at Clarabelle Mill. "The first year was tough. I missed the job. I missed the guys. I was even dreaming about it. I wasn't going to work for the money. I went to work because I enjoyed the job," he says. Today, he's adjusted to the new life, carries with him fond feelings of his work life and has never been busier. Summers, he goes to camp at Lake Nepewasset and visits his two grown sons living down south. "I was 57 (with 32 years service) but some people say, 'You're too young, you're too young.' But everyone has an individual case. My family was grown up, educated, got jobs. I don't regret anything now" . . . John Malysh offers two tips for a successful retirement: keep active and keep your mind alert. Administrative assistant to the vice-president of Milling, Smelting and Refining when he ended his lengthy Inco career five years ago, John is an Inco regular at the Cambrian Fitness Centre when he and wife, Pat, aren't travelling. In retirement, they've resumed seeing the world by cruise ship, this year trekking to China and next year off to South America. "You've got to keep your mind active and alert, exercise and if you

have any hobbies, follow them," he added . . . "What am I doing now? Enjoying life," Hermann Soltendieck says on the phone. Church work, golf and curling are central in his life after finishing up 32 years in Mines Engineering as an engineer in 1991. "I'm trying to golf as much as I can. We picked it up once we were retired, Bob Corrigan and myself, he was in Mines Engineering and left at the same time. We took a quick and easy lesson from Parks and Rec and went to Pine Grove. We've been hacking away ever since." His best advice on retirement: don't go into it cold. Prepare yourself for the eventual day and then never look back.



Ray McSwain may discover a new audience for his acrylic and black and white paintings of northern animals and native myths. He's the featured artist in the September issue of In 2 Print.



Mano

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