



Why is this man so happy to locate this fitting so easily? Find the answer on page 4.

INCO Triangle

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Ontario Division

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Inco tops in First Aid

They started last and finished first.

Inco's Ontario Division First Aid team, the last to compete in the province, is the winner of the prestigious provincial McCrea First Aid Competition against eight other mining companies.

"We worked hard for this. And in the end our training at Inco really paid off," said team captain **Bob Stacknik** upon hearing of the victory.

The winning team consists of: **Bob**, a five-year employee working as a support miner at Stobie Mine; **Scott Stewart**, a nine-year employee working as an electrician at Creighton Mine; **Gilles Roy**, a 22-year employee working as an industrial mechanic at North Mine; **Normand Marcil**, a 23-year employee working as a heavy duty equipment mechanic at South Mine; **Dermott Kinsella**, a 26-year employee working as an electrician at Coleman Mine, and **Richard Chamberland**, a 13-year employee working as an electrician at North Mine. The team is coached by **J.P. Coutu** of the Copper Cliff Smelter.

"I've been in this since 1981 (with his previous employer in Elliot Lake). But I've never had a coach that involved. He taught us what to do," Bob said.

The team members were judged for their assessment and response to a mock emergency scenario.

"Nobody panicked. Nobody froze. Everybody knew what to do. They did what they were supposed to do and they did it well," said the proud team captain.

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The winning Inco team at the McCrea First Aid Competition consisted of (front from left) Gilles Roy, coach J.P. Coutu, Scott Stewart, (rear from left) Richard Chamberland, Bob Stacknik, Norm Marcil and Dermott Kinsella. The team defeated eight other mining companies to win the provincial title.

Teamwork maximizes mining

The mining of Stope #3483 wasn't all that unique.

But that's what makes this regular accomplishment on the 3,600-foot level of Stobie Mine all the more significant in the future of Inco's Ontario Division, says **Dan Cooper**, senior geologist at Stobie.

"It started with the geol-

ogy and engineering team conceptualizing how this particular panel could be mined safely and profitably."

What made that ordinary task difficult, in terms of cost-effectiveness, was a large rock inclusion in the orebody, which gave it an hourglass shape.

"In this case there was a

large boulder right in the middle of the ore zone," Dan explained.

That meant using the conventional Vertical Retreat Mining (VRM) method - in which drilling is done from the top, followed by blasting in horizontal layers from the bottom and retreating upward - for the

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WANTED: TOUR GUIDES

The Public Affairs Department is looking to the talent and experience of our pensioners to bolster the ranks of our Ontario Division tour guides.

In 1996, the Division played host to more than 125 tour groups with some 1,050 visitors.

Our tour guides are among the company's best ambassadors as they travel with visitors on tours of our plants and mines.

Successful applicants will have a solid understanding of operations (surface or underground) and must undergo one day of safety training and indoctrination.

Interested individuals can contact Ontario Division tour coordinator **Diane Flynn** at 682-5425.

2 Power exercising

5 Workplace wellness

12 Clowning around

Morning exercises improve safety



"It's nothing strenuous. It just limbers you up," says lineman Marty Makela, who does stretches and other light exercises every morning at work with his colleagues in the Power department.

A little exercise can go a long way. That's what employees in the Power department are finding.

After two years of stretching and light exercises every morning, the employees are experiencing fewer injuries, pulled muscles and aches and pains.

"In doing the exercises you can feel your muscles loosen up," said Arvo Liinamaa, communication serviceman.

"It certainly helps because we sometimes have physically demanding tasks that use a number of different muscle groups," added lineman John Cowx. "It helps to use each of them in the morning because we don't have time to exercise and stretch right before a job. It also helps that our foreman does it with us. It's a motivating factor."

Foreman Claude Mailloux said the exercising has provided a double benefit for his crew.

"The guys seem to be more positive and our safety record has improved dramatically," he said. "Any exercise is positive. It makes you more alert."

Claude credits the employees for maintaining the initiative and making it popular among themselves.



Frank Shieman, left, of the Power department's protection and control crew, leads a group of colleagues through the morning exercise routine. In this crew the employees, including Ritchie Miglioranza, centre, and Steve Williamson, take turns leading the exercise drill.

"This all started because guys were getting strains and sprains," he said. "So we thought we'd do something about it. I thought what can I do to change this? So I went to Heather Wallingford (in Occupational Medicine) and she gave us a 10-minute exercise program."

The most important thing now is that the employees are the ones keeping it going, he added.

"The guys love it. I get 100 per cent cooperation," said Jean-Marc Ethier, supervisor-planner for protection, control and communication. "The boys take the initiative and they call the exercises in my crew. It helps keep us a bit

more limber. Hockey players stretch before they play a game. Why not us?"

Protection and control serviceman Rick Dubreuil said, "I think the exercises are great. They keep you loose. The guys like to bug each other when they're exercising. You know, joking. We laugh. It maintains good morale."

Even for those in the department with less physical jobs, the exercises serve their purpose, said John Allan, electrical specialist.

"I work at a desk in the office and I join the crew daily for exercise because I need it even more than they do," said John, who used to get neck pain.

"I haven't put my neck out since starting the exercises."



No, lineman John Cowx doesn't have a sore shoulder. He's just stretching his right arm.

Learning the ropes

Jack Ruggieri, machinist at the Copper Refinery, showed son Chris, 12, how to safely operate an overhead lifting crane and harness during Job Shadowing Day at the Division's Sudbury operations. "I like using the equipment my Dad uses," said Chris. "It's an interesting job."



Teamwork separates rock from ore

continued from page 1
entire ore zone would have diluted the ore to the point of making it unprofitable.

"Our goal in every case is to recover as much ore as possible while at the same time minimizing rock and sandfill dilution," said Dan.

Another alternative was to leave a large amount of ore behind, above the boulder.

Neither prospect appealed to the Stobie team of geologists, engineers and mine foremen.

The final strategy for mining this stope meant using three different mining methods:

- Bringing up a narrow raise or shaft through the boulder.

- VRM over the top of the boulder, the ore being blasted, then kicked into the raise and mucked by remote-controlled scooptrams on the bottom.

- Upper Retreat Mining, using a series of four-inch diameter drilled holes from the bottom, carving out the final bit of ore below the boulder.

From November to March, the stope was successfully mined out.

"We made layouts of what we wanted blasted according to what Dan and the geologists said was ore and what was rock," said Stobie planner Frank Cooke.

"The rock would have made it uneconomical if we

had brought it to surface. We could have stopped right there and left that ore with the rock in it. But once we had done that we could never have gone back to get it because of backfilling (done after mining is complete in an area.)"

Stobie planner Bob Lesk described the situation this way: "You only get one chance. Once you leave it, it's lost forever. You make the most money by recovering 100 per cent of the ore. If you don't recover all the ore, it's money lost."

The latest technology such as three-dimensional orebody modeling software called Datamine and ore detection electronics called the Inco-1 drill hole probe made it easier to differentiate the rock from the ore. From the use of that technology, geologists were able to calculate the most profitable stope configuration.

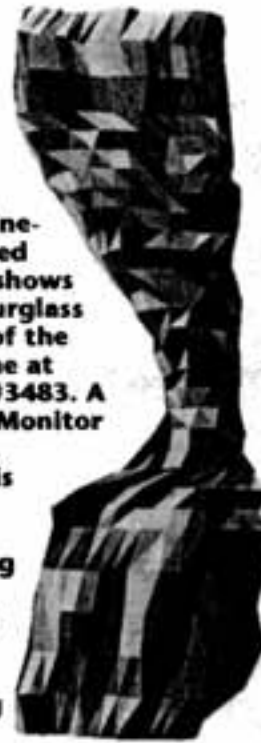
The 1,500 tons of rock were removed and used as fill in an adjacent mined-out VRM panel.

All that work resulted in 90 per cent of the ore being mucked.

Efficient mining of the orebody was successful because of the planning work right through to the mucking stage, said production foreman Jim Sasseville.

"Our scoop operators know what's ore and what's rock," he said.

This Datamine-produced image shows the hourglass shape of the ore zone at Stope #3483. A Cavity Monitor Survey, which is new laser surveying technology used for creating three-dimensional outlines, measured the volume of ore.



"It took a lot of planning to get everything organized. But it was worth it. It was a lot of teamwork. It was typical of the kind of work we do every day with geology and engineering. We all seem to get along very well and that's a plus."



VRM blaster boss Dick Breton measures drill holes as part of his regular work at Stobie. He is one of the regular players who make up cooperative mining teams at Inco operations.

— SOLVING THE STOBIE STOPE —

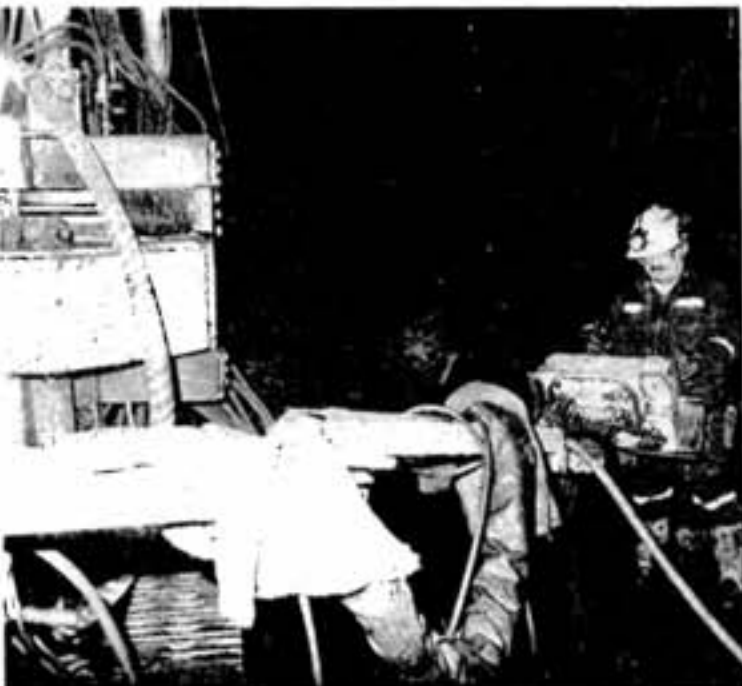
MINING SUCCESSFULLY CAN BE A BIT OF A NUMBERS GAME TO MAKE SURE AN OREBODY IS WORTH THE EXTENSIVE PLANNING AND WORK IT TAKES TO BRING IT TO SURFACE FOR MILLING, SMELTING AND REFINING. HERE ARE SOME FIGURES RELATED TO STOPE # 3483 AT STOBIE MINE'S 3,600-FOOT LEVEL:

- 1.4 MILLION POUNDS OF COPPER AND NICKEL WERE MINED.
- 13 PER CENT WAS ROCK DILUTION.
- 9,000 TONS WAS THE WEIGHT OF THE ROCK THAT WAS NOT TAKEN TO SURFACE.
- THE ROCK WOULD HAVE IMPACTED ON THE ORE ZONE BY CAUSING 40 PER CENT DILUTION.

THE ROCK WOULD HAVE MADE THE ORE ZONE UNECONOMICAL TO MINE IF NOT FOR THE CREATIVE TEAMWORK THAT INCO EMPLOYEES APPLIED.



Scooptram operator Bill Zinger talks with geologist Dan Cooper about the quality of stope #3483 and how different mining techniques were needed to make it profitable to muck.



In-the-hole drill operator Rusty Anger is another important part of the team at Stobie that has managed to make stopes like #3483 profitable when a large piece of rock threatened to dilute it beyond any economic value.



Geologist Dan Cooper and production foreman Jim Sasseville cite the mining of stope #3483 at Stobie Mine as an example of how experienced employees can make money for Inco in difficult ore formations.

Housekeeping improves safety, efficiency

A place for everything and everything in its place. Know that saying?

Well, they sure do at Clarabelle Mill's crushing plant.

Their new system of storing and labelling tools and equipment is already winning praise among fellow employees.

"We work with a lot of heavy material here. So knowing how much crusher parts weigh and exactly where they are stored will save time and money and make things even more safe," said Rick Gagnon, maintenance leader at the plant.

"The new housekeeping system is faster and easier," said John Jetty, industrial maintenance mechanic. "Before we used to keep all the bolts downstairs. Now we keep them upstairs in a bin so we don't have to walk down all the time. It saves us time."

It's not that anything was broken, or not working right.

Another saying comes into play here - *If it ain't broke don't fix it.*

Now there's some sense to that, of course.

But even if it ain't broke, there's nothing wrong with improving it - if you ask the people at the crushing plant.

It became clear to the employees that time spent on organizing tools and equipment in separate, well-posted areas would improve safety by reducing tripping hazards and improve efficiency because no time would be wasted simply looking for something.

First, they identified the basic problem.

"Housekeeping was a problem," said Bob Bouchard, maintenance supervisor at the mill's crushing plant. "Stuff was scattered all over the place. We didn't know everything we had."

Operating foreman Ron Bailey agreed with Bob, saying he and his crew are identifying spillage problems and cleaning them up.

Once the housekeeping problem was identified, a decision to commit time and people to solving the problem was made.

"Fred Stanford (superintendent of Clarabelle Mill) came through and gave us the green light to put some people on housekeeping to get things going," Bob said.

"There were hoses and piping on the floor. So we found simple solutions to those sorts of problems. We had new water lines installed and cleaned up the old hoses. John (Jetty) was given that task."

John said the entire housekeeping system was a team effort.

Indeed, a quick walk on the second floor shows evidence of the enthusiasm the new program has generated among employees such as Rick, John and mechanics Claude Lavigne and Guy LaQuerre.

"Before we would leave things around and get on with production. Now we're setting

up lock boxes for our primary screens (which size the ore at the plant), tools, safety equipment, major bolts and nuts," John said.

As for production, employees are confident the ongoing housekeeping measures will lead to greater efficiency there as well.

"We don't have to chase around for ladders anymore, for example," said Rick. "The housekeeping system makes working more pleasant because you don't have to go all over the place to find something. We know where everything is."

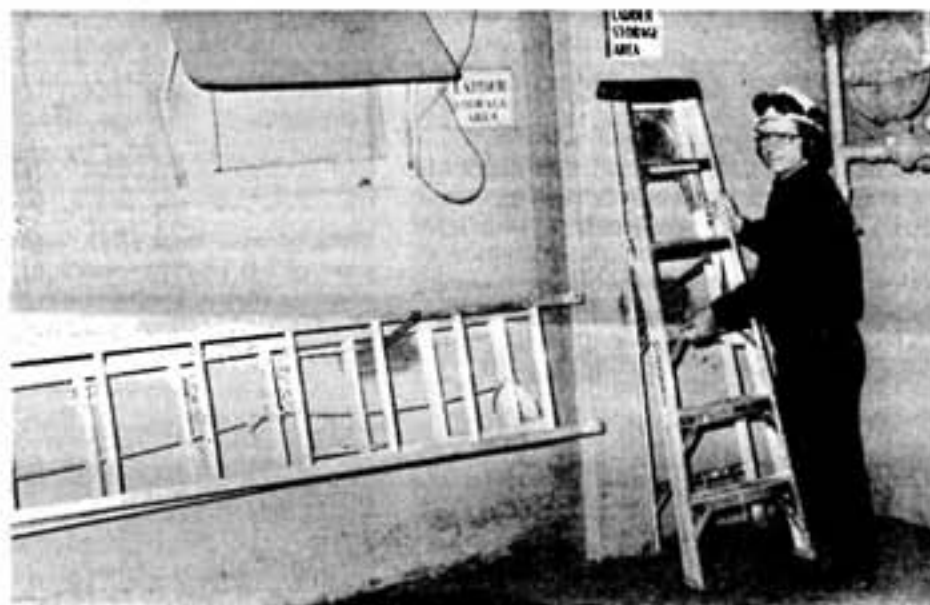
The new housekeeping program will be fully implemented throughout the crushing plant in about six months.

Rick said the new initiative simply makes good sense.

"It's just a more efficient way to work."



Maintenance leader Rick Gagnon knows exactly where to find a Victaulic fitting thanks to a new housekeeping system designed by employees at the Clarabelle Mill crushing plant.



Clarabelle industrial maintenance mechanic John Jetty said by finding one well-marked place for ladders and many other tools and gear, employees have managed to save time and improve efficiency and safety. It's all part of their housekeeping initiative.



John Jetty noted that finding permanent parking space for the IC-20 yard runner lift when it's not in use lets everyone know where it is - without having to scour the plant to find it.



Maintenance mechanic Claude Lavigne is one of many Clarabelle Mill employees to enjoy the benefits of better housekeeping at the crushing plant.

SAFETY BRIEFS

Think safety on every job

A Thunder Bay pulp and paper company has seen dramatic improvements in safety thanks to a proactive effort by the company, reports John Shelekey, who contributes to the Copper Cliff Refineries' Daily Safety Bulletin on Inco's E-mail system.

"The development of a program emphasizing ongoing training and education has

helped them achieve one million hours worked without a Lost Time Accident. For our refineries that would be about two years," said John, a safety foreman at the Copper Refinery.

One of the key elements of this program are nine questions employees are reminded to ask themselves each time they approach a job.

"You and your co-workers

may benefit by asking yourselves the same questions," John added. "My personal favorites are numbers 4 and 8."

- 1) Is it safe for me to do?
- 2) Is the equipment properly locked?
- 3) Do I have all the necessary personal protective equipment?
- 4) Can I handle the job myself or should I get help?

- 5) What if?
- 6) Do I place myself or anyone else at risk?
- 7) Do I have all the information required to proceed safely?
- 8) Have I made my intentions known to others before proceeding?
- 9) Do I have the proper tools and are they in good condition?

Nurses bring 'wellness' to the workplace



Brenda Bresnahan takes a blood pressure reading from Gilles Proulx, industrial mechanic at the Copper Refinery, during the first stop on the Occupational Medicine department's Workplace Wellness tour. "I think it's a good idea," said Gilles. "It lets you know if you're healthy and what you should do if you're not as healthy as you could be."

Doctors may not make house calls anymore, but Occupational Medicine still does.

The nurses from Occupational Medicine are dropping by plants and mines over the next several months as part of the department's new Inco Wellness Program.

"We're going to catch people at shift change and offer them the opportunity to have their blood pressure taken," said Brenda Bresnahan, rehabilitation nurse.

"Only 25 per cent of people who have high blood pressure are aware they have it," Brenda said.

"Our purpose is to identify risk factors," explained Jean Robinson, also a rehabilitation nurse.

"If their blood pressure is up, we will provide information and advise them to see their doctor. Identifying a problem and providing solutions puts the person in control of their health," said Jean.

For those who want information on what they can do to improve their health, Occupational Medicine has a few tips.

"We want to make them aware of what they can do to address their risk factors," said Brenda.

"Diet and exercise will make up most of our health tips to employees," added Jean. "It's good for the company in the long run. But each employee stands to gain the most by improving their diet and exercise routines."

A slightly more active lifestyle can also provide the benefit of lifting a person's spirits,

said Jean.

"Exercise releases chemicals in the brain that make you feel good."

The nurses are initiating the program — under the direction of Dr. Greg Garrioch, medical director for the Ontario Division — to be proactive, rather than simply reacting after employees have had heart attacks or other health problems.

"That's what Occupational Medicine is all about," Jean said.

"Our goal is prevention. It's the same as safety. Why wait for something to happen when you can prevent it instead?"

Dr. Garrioch added, "Our purpose is to raise the health consciousness of employees and their families, helping them to achieve a wellness-oriented lifestyle."

The visits to plants and mines, which began this month at the Copper Refinery, entail three main things for employees who volunteer to learn something about their

health and how to improve it. They are:

Blood pressure readings.
Cholesterol ratings.
Weight and height measurements.

Brenda, Jean and the other nurses in Occupational Medicine invite all employees spotting them in the workplace to drop by and discover how personal health habits can be improved.



Jean Robinson



Occupational Health nurse Cheryl Emblin performs a blood test on Copper Refinery millwright Adrien Soucy to test, among other things, his cholesterol level.

— FACTS ON HEALTH —

Here are some warning signs of heart attack, as provided by the Heart and Stroke Foundation:

- Heaviness, pressure, squeezing, fullness, burning, tightness, discomfort or pain in the centre of the chest.
- Shortness of breath.
- Nausea, vomiting and/or indigestion.
- Sweating and cool, pale, clammy skin.
- Fear, anxiety and denial.
- Women may also feel light-headed and have persistent chest discomfort, vague chest discomfort or sharp chest pain.

Here are some warning signs of stroke, as provided by the Heart and Stroke Foundation:

- Sudden weakness, numbness and/or tingling of the face, arm or leg.
- Temporary difficulty speaking, loss of speech or trouble understanding speech.
- Sudden loss of vision, particularly in one eye, or double vision.
- Dizziness, unsteadiness or sudden falls, especially with any of the above.

Here are 10 ways to lower your risk of heart attack and stroke and live a healthier life.

1. Identify your risk factors.
2. Quit smoking and avoid exposure to second-hand smoke.
3. Eat healthy foods: less fat and more fresh fruits and vegetables, complex carbohydrates, such as pasta and rice.
4. Get active — do something physical that you enjoy, such as walking, running, cycling and swimming.
5. Maintain a healthy blood pressure.
6. Maintain healthy blood sugar levels if you have diabetes.
7. Lose weight if you are overweight.
8. Identify negative stress factors and identify positive coping strategies.
9. Reduce or eliminate alcohol intake.
10. Take medications exactly as prescribed by your doctor.

SAFETY BRIEFS

99.9% won't do

If you got 99.9 per cent on an exam you'd consider you aced it, right?

But when it comes to safety, 99.9 per cent is just not good enough.

Let's look at some examples of what life would be like if things were done right 99.9 per cent of the time.

American figures provide good examples of why near

perfect just doesn't cut it.

At 99.9 per cent safety, people in the U.S. would have to accept:

- One hour of unsafe drinking water every month.
- Two unsafe plane landings per day at O'Hare Airport in Chicago.
- 16,000 pieces of mail lost by the U.S. Postal Service every hour.

- 10,000 incorrect drug prescriptions per year.

- 500 incorrect surgical operations each week.

- 50 newborn babies dropped at birth by doctors every day.

- 22,000 cheques deducted from the wrong bank accounts each hour.

- 32,000 missed heartbeats per person per year.

Given those stats the quest for 100 per cent safety, or Getting to Zero as Inco employees call it, makes a lot of sense.

Here's one more statistic to consider. At Inco's Ontario Division, based on 1996 stats, a 99.9 per cent reduction in accidents means three people would still be injured.

Suppliers learn the ropes at Stobie

Twenty-five employees of Wire Rope Industries witnessed first hand the stability of their product while being lowered 2,200 feet underground at Stobie Mine last month.

In fact, the employees were quite relieved the cage descended and ascended successfully, supported by their product. For the majority of them, it was their first time underground and many were unsure what to expect.

They were paying a reciprocal visit to Inco employees who travelled to their Pointe Claire plant in Montreal last October. The team, consisting of operators and management, saw their product in action for the first time at the hoisting plants at Stobie #7, 8 and 9 shaft and the hoists at Creighton #9 shaft. The hoist sites were chosen for their good selection of the mine hoist ropes manufactured by Wire Rope Industries.

The tour was organized by Ontario Division hoisting specialist Dick McIvor with a goal of explaining the mechanics of the mine and how Wire Rope Industries fits into the overall operation.

"Most of the people here from Wire Rope Industries have never been underground," said Dick. "We took a group of our employees to their laboratory in October. This was a good opportunity for their employees to come here. Most of the people on the tour operate the machines that produce the ropes."

Through witnessing first hand the logistics of the mining industry, Dick said the Wire Rope employees will now be able to visualize the use of their product.

"They will have a better understanding of what their customer does and a sense of pride in seeing the product and how it is involved in a working mine," Dick added.

In addition, seeing their product in use will increase the industry's knowledge when refinements to the product are necessary. It was with this in mind that Inco began planning the tour two months ago. "We wanted to give them the experience of being in the mine," said Dick.

The tour began at the 2,200-foot level of Stobie. The visitors were impressed with the strength of the wire cable which lowered them in the cage deep into the mine. They were equally impressed with the strength of the crusher underground. After viewing samples of ore, the group returned to the surface.

"This is great," said Gilles Blanchette, a machine operator for Wire Rope Industries. "A lot of the guys were asking how things work with the cables. It allows us to put a face and place on the cables. They can be proud at the end of the day."

Many visitors were busy taking pictures of their product to share with other employees. Blanchette took it one step further and brought his



Twenty-five employees of Wire Rope Industries in Pointe Claire, Quebec toured Stobie Mine recently to see the mine hoist ropes they manufacture in use. The first stop on the tour was 2,200 feet underground at the crushing station.



Gilles Blanchette and Alain St. Pierre, operators from Wire Rope Industries, view their cable wire with pride. The visitors were thrilled to see their products in action, describing the feeling as "amazing" and "exciting."

Camcorder along, filming his company's product in action.

While some employees were taking photographs and filming, others pointed to their product with obvious pride. "Amazing," was how operator Andre Lefebvre described seeing the wire he produced in action.

"Look over here," he said, beckoning his co-workers to the cable at the hoisting shaft in Stobie #8. "I made that."

After the initial excitement, Lefebvre explained his reaction. "It feels good to see how the cable operates. I didn't think it was going that fast. I feel really proud."

Many employees echoed his sentiments, including operator Langis Pelletier. "It's very interesting to see how the wire is being used," he said. "It's also a rare occasion to visit with the managers, with the managers on the side

of the employee. It's been a lot of fun and it's a good thing for everyone. We've gotten to know each other better."

Gilles Lamothe, a foreman with Wire Rope Industries, was also impressed with the tour. His first time underground, Lamothe was enlightened by the and will be able to apply his new-found knowledge of the mining industry when he returns to the Pointe Claire plant. "This is the first time I've seen the use of the ropes. I never knew exactly what they (Inco) did with it. As the principle producer, it's interesting for us to come down here."

Lamothe said he felt the tour would improve future production. "Now we know of the potential dangers that surround it. They tell us, but now we will have a better image."

Production Foreman



Inco hoist specialist Jim McLean explains the logistics of the cage hoist at Stobie to the visitors from Wire Rope Industries.

Francois Belanger agreed. "We made the rope and didn't know what it was for... we're really impressed with the speed with which the cables are winding. We realize now why it doesn't last."

Belanger also believes the tour will improve production at the Pointe Claire plant. "This knowledge will help us

do a better job. We saw the importance of the amount of grease on the rope. During fabrication, if the grease pump stops for five or six feet, they (employees) may think it's not important, when that's not the case at all. And we saw that here today. Now we know the importance."

Class of '97

Editor's Note: On May 14 and 15, the Inco Quarter Century Club marks its 47th year with the induction of 250 new members. Together, their contributions to the company represent more than 6,000 years of excellence, dedication and hard work. On this page we salute the Class of 1997.

Safety, Health & Environment

Del Bertrim
Real Gaudet
Marty Gavan
Ron Gilchrist
Ron Girard
Clyde Greene
Tom Gunn
John Landry
Roman Osinkowski
Jim Patrie
Chris Ranger
John Riipinen
Tom Tario
Claude Trudel

Dave Rogers
Dave Rosien
Randy Stach
Don Stone
Peter Tanguay
Ron True
Djuro Vojnovic

Matte Processing

Rick Desmarais
Joe Garreffa
Petar Rakaric
Avtar Sandhu
Denis Santerre
Paul Vaillancourt

Oxygen Plant

Gord Roberts

Copper Cliff Copper Refinery

Ekrem Abdullah
Robert Aubin
Marcel Beauparlant
Ray Brule
Ron Budgell
Dennis Campeau
Dan Charette
Tom Chellew
John Clarke
Marty Cole
Denis Coutu
Carlos Da Silva
Abdul Dabliz
Al Dean
Ray Dumais
Steve Garrett
Phil Lachance
Eddy Langlois
Lionel Langlois
George Lewis
Denis Longarini
Dave MacIsaac
Bruce McKeigan
Gord McLean
Elsie Moxam
Harold Nahwegahbow
Mike Paquette
Fern Paquin
Harvey Richer
Mike Rubic
Hector Savage
George Velcich

Copper Cliff Nickel Refinery

Bob Brunelle
Dan Cashmore
Rick Cayen
Arie Diethelm
Basudev Dutta
Norm Gauthier
Roger Morissette
Del Thompson
Romeo Tiangco
Humberto Villanueva
Don Wilson
Peter Woods

Construction

Dan Carrol
Charlie Hebert
Adrien Savoie

Power

Ron Badgerow

Mike Chorkawy
Dale Hodgins
Andy Lemay
Conrad Roy
Antti Tuoreslampi

Divisional Shops

Wayne Bampton
Tom Burton
Don Chartier
Denis Clement
Paul Di Fant
Pete Dowdall
George Moncion
Lloyd Olson
Len Venedam
Ray Vincent
Ed Wolski

Process Technology & Production Planning

Andy Kerr
Jack Kenny
Brian Oster

Copper Cliff North

Dennis Abrahams
Jules Beaudoin
Marcel Beausoleil
Brian Boulrice
Charlie Campeau
Ron Debray
Lorne Chisholm
Bob Drolet
Roger Edwardson
Ray Foucault
Howard Illsley
Guy Lafrance
Bob Laforest
Rick Landry
Gilles Lavigne
Brian Leach
Mike Lecompte
Rick Lortie
Gerry McGregor
Bill McNab
Cliff Meawasige
Marc Miron
Charlie Mulvihill
Gary Munroe
Paul Poitras
Jack Rivet
Bob Ross
Gerry Savard
Denis St. Martin
Mike Swiatek
Norm Viau

Copper Cliff South

Doug Chmielak
Roger Crockford
Julien Dionne
Greg Nault
Bill Weiler

Creighton

Dave Biederman
Max Blanchard
Wayne Buckingham
Byron Byrnes
Chris Cayen
Alex Csensky
William Cottrell
Ron Deighton
Herb Farmer
Val Francis
Jim Fraser
Mel Hibbs

Jack Kuipers
Don MacKenzie
Earl O'Brien
Felix Santagapita
Yvon St. Jean
Glenworth Wright

McCreedy East

Bob Neveu
Claude Robillard

McCreedy West

Andy Besserer
Andy Carriere
Mike Gillis
Don Green
Bruce McKee
Moe Phillion
Barry Warren
Bob Wood
Pete Zieleniewski

Crean Hill

Gerry Brazeau
Raymond Lees
Leo Plouffe

Coleman

Mike Bolduc
Robert Carriere
Andre Denomme
Joe MacLeod
Ron Schilkie
Jack Vaz

Stobie

Jim Beauchamp
Armand Blanchette
Jack Brisson
Ron Caverly
Don Chevrier
Dan Colard
Murray Dodge
Larry Dupuis
Mike Dupuis
Gloria Feltrin
Ed Fortin
Rick Gauvin
Kim Jariett

Ian Laing
Rick Mayotte
Curt Osborne
Bob Renaud
Alex Rouleau
Hubert Suchit
Cliff Van Den Broek
Brian Wright

Garson

Brian Daurie
Bill Horner
Gerry Leduc
Steve Santerre
Jim Shaver

Frood

Alex Ogilvy
Harvey Parsons
Dan Therrien

Little Stobie

Luc Coutu

Mines Research

Al Drover
Bob McKerral
Gerry Montpellier
Don Pepin

Mines Technical Services

Choon Park
Sue Stos
Brian Thompson

Inco Exploration

Barry Satchelle

* Deceased



Quarter Century Club

Inco First Aid team prepares to chall

continued from page 1

"Excellence is something we strive for in all areas of the company," said Ontario Division President Jim Ashcroft. "But this team's demonstrated excellence in safety and first aid is something we can all take pride in. It bodes well for our daily emphasis on safety at work and at home."

Inco's training and the commitment of the team showed in the competition, said Don Gadd, chief judge of the McCrea event, which is presented by the Ontario Natural Resources Safety Association (ONRSA).

"They deserved it. They did very well, especially considering they had some very tough competition," said Gadd, adding that winning the event is a significant accomplishment.

"We made the competition tough because everyone who competes is so well trained. The Inco team did a very efficient job. They've steadily improved in the last several years that they've competed," said Gadd.

The victory has been the source of some pride around Inco operations in Sudbury.

"We're ecstatic. It's the first time we've won since 1982," said Inco First Aid trainer David Derochie, whose department helped train the team extensively for a month.

The Inco team beat out eight others: two from Placer Dome in Red Lake, another from Placer Dome in Timmins, Battle Mountain Canada in Hemlo, Williams Operating Corporation in Hemlo, Teck Corona Corporation in Hemlo, Royal Oak Mines in Timmins and Unimin Canada in Peterborough.

Like all nine of the teams judged, Inco's crew didn't know the emergency scenario awaiting them until they arrived to compete.

It was a mock hit and run. The team had 20 minutes to treat two casualties: a bicyclist struck by a car on a highway and, to make it interesting, a team member injured as he prematurely unbuckled his seatbelt throwing his arm through a window.

"We were stunned in the beginning," said Bob. "Having one of our guys injured was different. But with the training at Inco, you learn to adapt and react."

Team member Scott Stewart credits "a lot of good training" for the team's success. "You just follow your ABCs," he said. "A is *airway*—make sure the airway is clear. B is *breathing*—make sure he's breathing. C is *circulation*—check cuts and injuries for bleeding."

In an emergency, a cool head and solid training can save lives, Scott said.

"We have to thank our managers for committing so much time for our extensive training. We practiced for a month, three times a day."

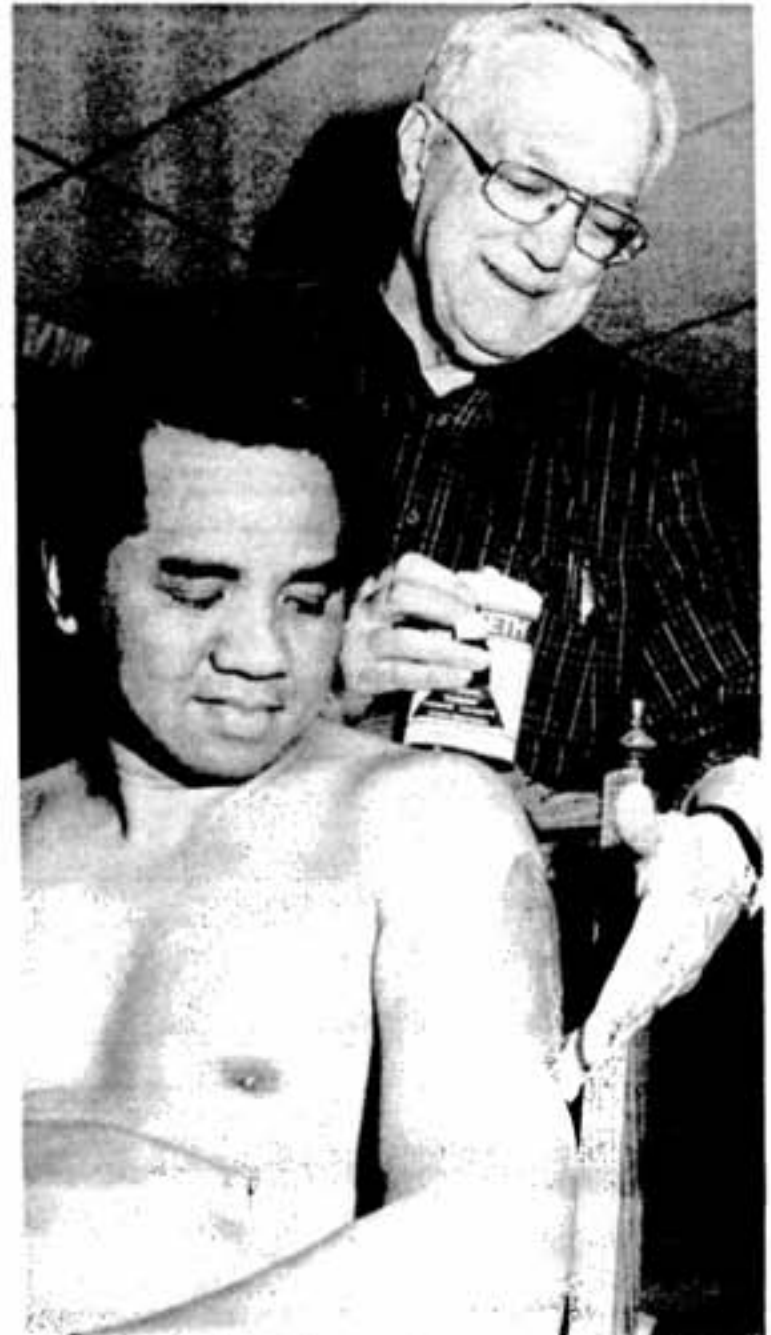
He said the bonus for team members, and anyone trained in safety or first aid at



Team members (from left) Norm Marcil, Bob Stacknik, Gilles Roy and Scott Stewart compare notes as the competition begins.



Norm Marcil checks the pulse on an injured Bayni Maristela.



Judge Don Gadd's skill at applying make-up makes a realistic-looking arm wound on Bayni Maristela.



Bob Stacknik and Scott Stewart administer first aid to hit and run 'victim' Max Bourgois under the watchful eye of Judge Don Gadd from the Ontario Natural Resources Safety Association.

Inco, is that what is learned at work applies outside the workplace as well.

"You take that training home with you."

The Inco team will attend

the McCrea award presentation in Toronto on May 28. After that the team will prepare to compete in the fall at a provincial first aid competition open to all industries.

The McCrea First Aid Competition was first held in 1929. It was named after a Minister of Mines of the time, Charles McCrea.

This most recent victory

continues Inco's legacy in the event.

The first time Inco won the McCrea was in 1931, when a Frodo Mine team was victorious.

ige other Ontario industries this fall



Inco first aid team members Bob Stacknik and Scott Stewart apply dressings to an 'injured' Max Bourgois during the McCrea First Aid Competition at the Copper Cliff Club.



The sense of touch, in this case the body temperature of the patient, plays an important role in first aid - both in determining injuries and planning appropriate treatment.



Make-up in place to make him look sufficiently injured, Max Bourgois awaits the arrival of Inco's McCrea First Aid Team.



Team member Norm Marcil makes sure to record all pertinent information regarding the condition and vital signs of the patient. That information is crucial to proper treatment.

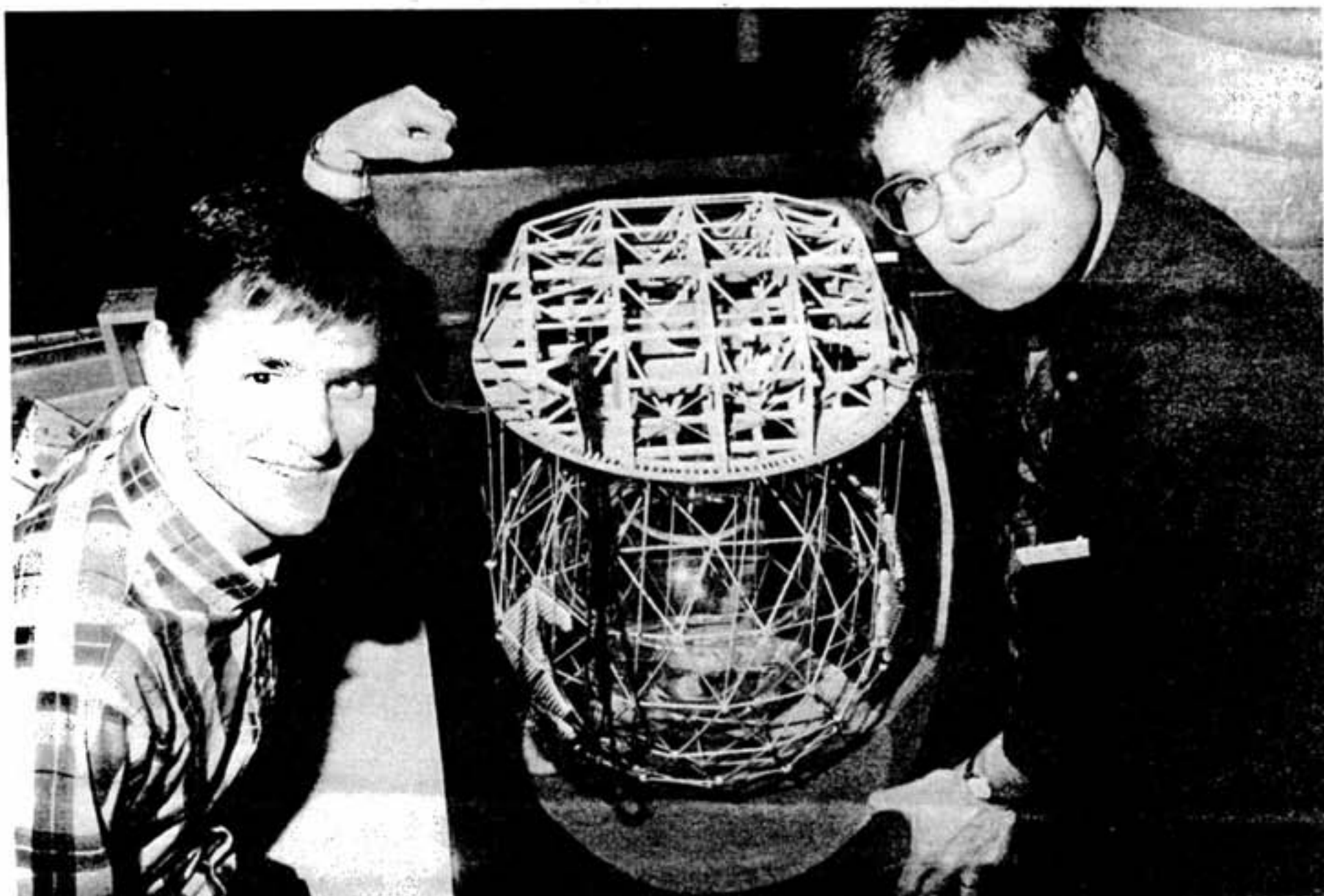


Don Gadd of the Ontario Natural Resources Safety Association positions the 'accident victims' properly just prior to the mock first aid scenario beginning.



Judge Don Wolt of the Ontario Natural Resources Safety Association watches carefully with clipboard in hand as Norm Marcil and Gilles Roy tend to Bayni Maristela.

Inco sponsors international physics event



Inco process engineer Ken Scholey, left, and Science North senior scientist Alan Nursali have been organizing events for the International Physics Olympiad taking place in Sudbury July 13 to 21. The Inco-sponsored event unites 300 senior high school students from 60 countries to test their skills in physics. Nursali and Scholey met recently at the science center's model of the Sudbury Neutrino Observatory's (SNO) neutrino detector. The real detector, located in the SNO lab underground at Inco's Creighton Mine, involves some rather in-depth physics computations itself. The model provided an inspiring setting to plan the 28th annual International Physics Olympiad, being held in Canada for the very first time. Laurentian University and Science North are co-hosting the event.

Some of the brightest young minds in the world are coming to Sudbury thanks to Inco.

In keeping with Inco's support of education and community involvement, the company is the proud sponsor of the 28th International Physics Olympiad, from July 13 to 21.

"Education has been an issue Inco has supported extensively for many years. In fact, more than 800 students from elementary school to university pass through our doors every year. So sponsoring the International Physics Olympiad seemed a natural fit," said Jim Ashcroft, president of Inco's Ontario Division.

This competition, testing the physics understanding of 300 high school students from 60 countries, will be hosted by Laurentian University and Science North. Students will be housed at the university's residence complex, where student examinations will take place, while some 200 officials, guides and visitors will stay at hotels in Sudbury. Sightseeing and visits to Science North will be part of the event.

The Physics Olympiad extends Inco's promotion and support of education to a broader base of people.

The Physics Olympiad will highlight some of the sharpest young minds in Canada and

around the world while drawing positive attention to the Nickel City.

The event not only tests the skills of the students, but it also serves as a promotion of higher learning in general, Jim said.

"Through our donations and employee participation as tutors and students at Sudbury's Laurentian University and Cambrian College, we want to encourage the idea that education is a lifelong process."

Indeed, Inco's \$5 million donation to help construct Science North in the early 1980s – recently recognized with the naming of the Inco Cavern – was an example of the company's desire to bring education to the general public and not only to students enrolled at schools, colleges and universities.

"By sponsoring the Physics Olympiad, we are enhancing our efforts to encourage higher education among young people. And that is to

our advantage as a progressive company. We would hope that these students will become our future academics and scientific leaders," Jim said.

"Some of these students in the Physics Olympiad could one day work with us at Inco around the world, or in industries and learning institutes allied with mining and mineral products."

Olympiad organizing committee volunteer Ken Scholey, of Inco's Smelter

Technical Services, said he likes what the event does for Sudbury.

"The Physics Olympiad brings to Sudbury tomorrow's engineers, scientists, physicists and other professionals from around the world," Ken said.

"We'd like them to know that Inco encourages them to continue studying as they decide which areas of expertise they want to pursue. We also want them to see what a friendly community we live and work in."

SAFETY BRIEFS

– Poor lockout process leads to injury –

Proper lockout procedures and labelling could have prevented a pulp and paper employee from suffering a broken leg and severe cuts, the Ontario Natural Resources Safety Association (ONRSA) reports.

Maintenance crews had been working on a series of locked out (or turned off) screw conveyors during a regular maintenance shutdown recently at a plant in Ontario.

Each of three conveyors had been locked out by one member of its crew.

But when an employee turned on what he thought was the No. 3 conveyor, where no one was working, he soon learned he was wrong. Immediately upon hearing screaming he turned off the conveyor.

Prompt first aid attention prevented injuries from being worse.

Later it was learned that the No. 1 conveyor had mistakenly been turned on, where a maintenance crew was still working.

Investigation into the accident revealed several problems, including:

- Two conveyors were locked out incorrectly. The crew from No. 1 conveyor had their lock on the No. 3 conveyor and vice-versa.
- One lock was used to cover three employees, instead of all three installing their own locks.
- There was confusion as to the labelling of the power sources in the Motor Control Centre and on the equipment. Because both conveyors were locked out when power was tested before the work began, this problem was not immediately evident.

The ONRSA, an organization of employees and management in natural resource industries, made the following recommendations to prevent similar accidents from occurring:

- Post a clearly labelled flowchart in each Motor Control Centre room and label all pieces of equipment in the plant.
- Review lockout procedures and include a permit system as a double-check. The procedure might include provisions for sequential testing of power when more than one piece of equipment is locked out.
- Train all employees in lockout procedures.
- Enforce lockout procedures more closely.

Singing pensioners strike the right chord

Retirement has been filled with the sound of music for two Inco retirees.

Tom Large and Tom Winter are members of Northern Echoes, a senior citizens singing group in Sudbury.

The two Toms joined to keep busy during their retirement and to spark interest in songs of yesteryear.



Tom Winter

Tom, Large that is, said that retirement doesn't mean spending your time in a rocking chair.

"You only live once, so get the best you can out of life—something to keep your body and mind active," said the Large Tom, who retired in 1989 from Transportation.



Tom Large

I seem to be more busy now than when I was working."

Aside from public performances and weekly rehearsals with the 65-member group, Tom Large has begun researching his family's genea-



Tom Large, left, and Tom Winter keep their vocal chords busy in retirement as part of the Northern Echoes choir.

logical background and meeting new relatives.

"It's important to have interests, whether it be singing or an art class—do it. We always say we'd like to do this or that. And when you're retired you can always find the time."

This past fall saw Tom

Winter join the Echoes after the break-up of a barber-shop quartet he was a member of.

Winter, 56, retired from Garson Mine in 1994 as a result of Guillaine Barre Syndrome, a mysterious illness that numbed the feeling in most of his body.

"When I think about how I couldn't even whistle for about a year, doing something like this makes me really happy," he said.

His condition has improved and hasn't kept him in a rocking chair either.

Among his hobbies are downhill skiing, sailing,

leatherwork, gardening, photography, bowfishing, hunting, archery and woodwork.

Singing is the finishing touch to his life of leisure.

The musical stylings of the Northern Echoes include classics by Vera Lynn, Cole Porter, and the Gershwins.

Pensioners find happiness in retirement

continued from page 16
him for life after retirement. And what a time it's been. Last summer, to help out his wife's Cousin, he tore down a sawmill and helped move it to the cousin's Manitoulin Island farm where they'll get it ready to work this summer. Beyond that, he's refurbished a garage and built playhouses for his grandchildren and workshops for his sons. "You have to plan for retirement," he advises the group looking at retirement today. "And when you do reach it, enjoy it like I am." ... For years when they were working, June and George Stelmack opened their downtown Sudbury home to nine young Sudbury Wolves' players. They became surrogate parents to the hockey players and now, in retirement, he from teaching and June from more than 31 years with Inco Accounting as secretary to the assistant comptroller, they keep in touch with their former charges. Three of them have made it to the NHL. Zednek Nedved has been back and forth between the Toronto

Maple Leafs and their St. John's, Nfld. farm team while Jason Bonsignore is with the Edmonton Oilers. Jay McKee, now with the Buffalo Sabres, also stayed with them. "Z was kind of special to us," June says. "He couldn't speak English when he came over and we taught him. We still see him, the last time a couple of weeks ago. He still calls us his

"We should be careful to get out of an experience only the wisdom that is in it—and stop there; lest we be like the cat that sits down on a hot stove lid. She will never sit down on a hot stove lid again—and that is well; but also she will never sit down on a cold one anymore."

— Mark Twain

Canadian parents." June and George, a former high school teacher in the city, are happiest "just relaxing" and traveling. "We were kind of unique because we got on so well and always had a good time together and still enjoy doing a lot of the same things," she says, adding that retirement is great because you can come

and go as you please. "The money is coming in all the time and your time is your own." ... Given another chance at a work career, Ray Absalom would choose Inco all over again. "They were good to me. I figure lots of people do a lot of crying but Inco looks after you. I had my first heart attack when I was 39 but they gave me a job," says Ray, who retired in

1991 as a cleaner at Central Utilities with 36 1/2 years of service. "I still earned my way there. I went in with the attitude I would do my share." He walks to keep in shape, owns two small apartment buildings to augment his pension and summers at his camp at Naraka Lake off Highway 69 South. "I just love retirement,"

he says. "You don't have to get up in the morning, I've got a good pension check coming in and I figure I put enough years in at work." ... If he didn't have two children left in school, Antonio Limarilli probably would be a bit more adventurous in retirement. Still, after 34 years with Inco, retiring in 1991 as a tripperman at the Smelter, he's content to stay around home, doing a little walking, maintaining the house and just plain surviving a winter that he has found "too much snow, too cold, you name it." He retired at the age of 58 which he figures is a good age to go out. "I started in Coniston in 1956 and then got transferred to the Smelter in 1972 so I have a lot of good memories at work." ...

Leo Foisy was one of the 'Copper Cliff gang' of students that worked summers for Inco back in the late '40s. He eventually logged more than 41 years with the company, retiring as a maintenance mechanic at Stobie in 1991. "I still miss the place sometimes, especially the men. We can all cry and

bitch when we were there but we had good jobs and had lots of laughs. There was a lot of deer meat and fish taken out of there if you believed all the stories," he laughs now. Leo and his wife, Lorraine, are inveterate travellers, spending their summers in retirement exploring three or four American states at a time. Woodworking, furniture making, ice fishing and playing with the grandchildren make retirement worthwhile. His best advice: "Stay busy and enjoy your life because it won't always be there and remember the good times." ... William Turpeinen has his own book of memories from Inco days. A mine foreman at Crean Hill with 35 1/2 years' service, he has no hesitation about mining as a career. "I'd do it again. Anytime. The whole aspect of it was a challenge, especially if you were organized," he says. At home today, he's 'the doer', a little carpentry, a little gardening, a little this. "Retirement? There's nothing wrong with it. But if you like your work and your health is good, I say stay with it."

Clowning around suits 'Big Billy' fine

Won't You Come Home Bill Bailey was a popular song while Sudbury's Bill Bayley was growing up. But, unlike his infamous namesake who did not return home, Bill has returned - to a home where the clowns roam.

Bill, a retired Nickel Refinery employee, chuckles as he refers to himself as a "cheap imitation" of the Bill Bailey over whom so many past singers crooned. But there is nothing cheap in his latest imitation - that of a clown. When Bill slips on his polka-dot clown costume and multi-colored wig he is instantly transformed into Big Billy, a juggling, party-going, noise-making trickster. Bill wasn't always comfortable in the public eye. In fact, he describes himself as an introvert. So how does a rather quiet, retired man in his late 50s become a clown?

After retiring from Inco two-and-a-half years ago, Bill invested in a few magic and juggling books. He began performing magic tricks for close friends. His clown costume was designed with Halloween in mind but was quickly transformed into a working outfit. It was the encouragement of friends urging him to expand his newly-found talent that led Bill to approach Klutzy the Clown to join his local clown troupe.

"I approached Klutzy last September to be a clown. I became Big Billy, and he (Klutzy) taught me how to be a clown. I was able to use my juggling skills and was taught how to make balloon animals for kids," Bill recalled.

Some Inco employees may have caught Bill's act at various company functions, including last year's Christmas party.

"I enjoy working with Klutzy. He's a fun sort of guy. He has high standards."

What Bill enjoys most about his new career is interacting with the children. Bill admits he does not venture into the public eye too often and clowning has given him an opportunity to socialize on a more regular basis.

"I like to be with the children and see the look in their eyes when they see a good trick."

And Bill is in no short supply of good tricks. On many occasions, Bill can be found dragging his "Phun Waggin" behind, and if the children are very lucky, he will pull out a few magic tricks, noise makers and juggling devices. Perhaps Bill's specialty, aside



Known as Big Billy when he dons his clown costume, Bill Bayley returned to entertain some familiar faces at last year's Copper Cliff Refining Family Safety Day.

from magic tricks, is his ability to manoeuvre 'devil sticks' - a juggling device in which two sticks are used to juggle a third.

In addition to attending various Inco functions, Big Billy has also made appearances at the Terry Fox Run, Valley East Days, and public-

ity functions for local malls and stores.

So what is the secret to being a successful clown? "You need to develop a rapport with the children. I find you need to let them come to you. I will stand there and do my tricks and they will come to me."

At one fundraising event,

Big Billy's rapport with the children led one youngster to donate funds to have the clown thrown in jail for 20 minutes. This is now one of Bill's fondest memories in his young career as a clown.

Klutzy describes Big Billy as a "diamond in the rough." Bill is one of eight clowns work-

ing for Klutzy part-time. Klutzy said he is pleased with the progress of all his clowns and will continue to "polish" his latest acquisition.

Bill's family was extremely supportive of his latest venture. "My mother always thought I should go to clown school," said a smiling Bill. His 23-year-old daughter is just as pleased.

It probably came as no surprise to his family that Bill was not content to retire quietly. His interests are quite diversified and he appears ready to try any new adventure. When he's not clowning around, Bill is heavily into researching various topics of interest including speed reading, Spanish, stress reduction through bio-feedback and the Hindu religion.

Bill came to work for Inco in 1967, following 10 years of travelling and working abroad, and three years in the Canadian Armed Forces. He began in the tankhouse and worked underground for a few years before the opening of the Nickel Refinery in 1973. During his last 15 years with the company, Bill worked in the sampling room as a process sampler. In 1990, he graduated with a degree in Economics from Laurentian University.



Bill Bayley retired from the Nickel Refinery two-and-a-half years ago and embraced his retirement by returning to school - clown school.

BRIEFS

How to Avoid Data Loss

Statistics show that 32 per cent of all data loss can be traced to human error. To help prevent data loss from occurring, here are some user-friendly guidelines to follow:

- Be Careful and Aware - Everyone makes the oc-

casional mistake and to prevent data loss you should back-up your data on a regular basis, either via a tape back-up system or other storage mechanisms. All files saved on the network are automatically backed up every night.

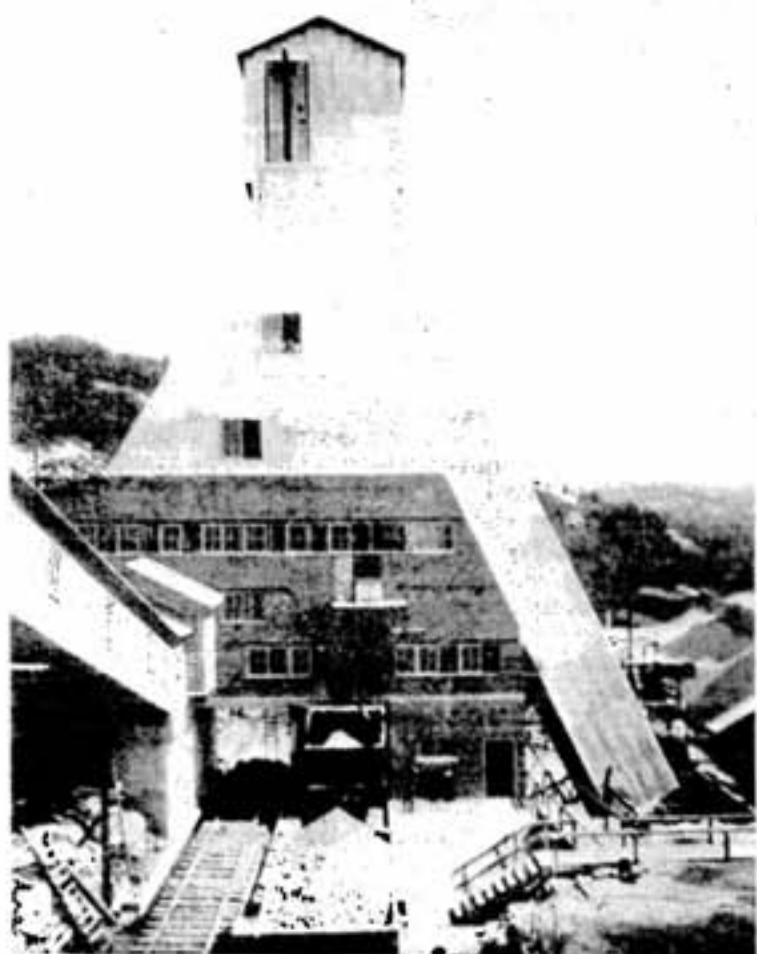
- Provide Proper Storage - Another important factor in data loss prevention is a properly set up area for your computer and software. You should have a power bar that will protect against power surges. To prevent overheating your terminal should

also be placed in a well-ventilated area, not in a closed cabinet. Finally, users should carefully store their floppy disks away from any magnetic objects.

- Floppy Disk Calibration - Floppy disks are ideal for bringing work home, how-

ever, the floppy drive on a home PC may be calibrated slightly differently than the one at work. Be sure to confirm that both work and home PCs can read each other's files before exchanging disks and saving important data.

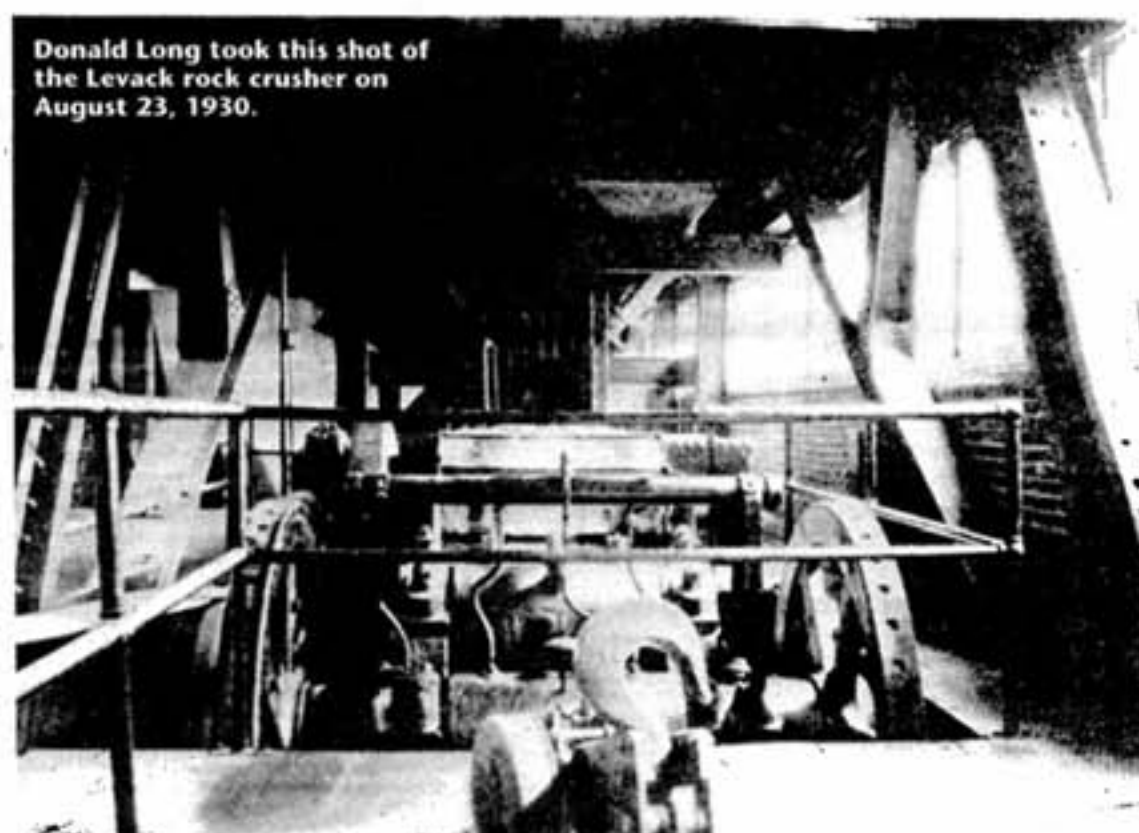
Photos rekindle memories of yesteryear



This is the Levack Mine headframe as it appeared looking north from the rockhouse on August 23, 1930.



This photo of the Levack machine shop was taken on May 18, 1930.



Donald Long took this shot of the Levack rock crusher on August 23, 1930.



The Levack clubhouse was captured on film by Donald Long in May of 1930.



This scenic shot of Levack High Falls was taken on June 29, 1930.



This recently rediscovered photograph shows the Copper Cliff General Office and the Smelter Complex as they appeared on April 28, 1930.

By Andrea Martin

The talent and hobby of an Inco summer employment student has reappeared 67 years later.

In early 1995, Hetty Mogford came across old photographs taken by her first husband, Donald Long, in the summer of 1930.

Mr. Long had finished his first year of mechanical engineering at the University

of Toronto and was working at Inco in Sudbury as a summer student. His job involved assisting in shaft maintenance in the mines.

Mrs. Mogford described Mr. Long as an avid photographer who had accumulated masses of photographs.

"I keep finding pictures he's taken," she said. "I've found photos from around the world."

In his Inco collection, Mr.

Long included photos of the Levack Mine headframe, rockhouse, rockcrusher, machine shop, the Inco General Office, High Falls and Windy Lake.

"Don loved Windy Lake," said Mrs. Mogford. "We took the family camping there ages ago and Sudbury really was like the moon - it was terrible but it was fascinating to look at."

"I passed through Sudbury a few years ago and

could not believe the difference. The city has changed so much. It looked so green."

When Mrs. Mogford came across the photos of Inco taken in 1930, she recognized their historical value and wanted to maintain her first husband's interest in preserving history.

A month-long investigation ensued following the discovery of the old photos. A local library suggested

Inco might appreciate seeing the photos and Mrs. Mogford wrote the company asking if they would be interested in having them. After Inco acknowledged its interest and appreciation, Mrs. Mogford donated the snapshots to the company.

In total, the Long collection included 31 photographs of the Sudbury area both at work and at play during the summer of 1930.



INCOME

ideas

by Susan LeMay, CMA

Investing principles for everyone

As small investors, we often feel we are at a disadvantage because our capital resources are modest. We may have more limited resources, but the same rules that the big players use are available to us.

Compound Interest

Compound interest applies to investments like bonds, GICs and Canada Savings Bonds. The interest you earn then earns interest itself over the life of your investment. As soon as interest is paid, it is available to earn interest. Consequently, the more frequently interest is paid on an investment, the more you will have at the end of the term.

Take the following example: An investment of \$1,000 earning five per cent for 10 years with simple, not compound interest will earn \$500 over its life. If it is compound interest, compounded annually, then it will earn \$628 over the 10-year term. If the compound interest, still at five per cent per year, is compounded semi-annually, then the investment will earn \$639.

The other aspect of compound interest is that the longer you leave the funds invested the greater your increase. The interest on the investment above, compounded annually, grew to \$1,628 in 10 years. In 20 years it would be \$2,652. The younger you are when you invest, the harder your money works for you.

The messages are clear. Look for compound interest that compounds as often as possible. Invest as early as possible and leave the funds working for you for as long as possible.

What are the pitfalls of compound interest? It must have some since there is no such thing as a free lunch; right? Not really. There aren't any in the investment. The pitfalls may lie in choosing an interest-earning investment rather than one with capital gain potential when interest rates are very low. They are two different types of investments for different goals and risk profiles.

Dollar Cost Averaging

This technique applies to stock and mutual fund investments. The investor, you, purchases shares of a particular stock, or units of a mutual fund at various times over perhaps a year at different prices. This fits very well into the strategies

of the small investor with limited funds and a regular investment pattern.

An investor makes a decision that an investment fits into his or her strategy and then proceeds to make purchases over time. Some of these purchases will be at a higher price and so fewer shares or units will be purchased. Some will be at lower prices and more will be purchased. The overall price of all the shares will be averaged. The investor will not have left money idle waiting for the 'right' price and will have minimized the risk of paying too much.

This is a technique for someone who is investing for the long term. It is not for those seeking a quick profit. The 'buy low and sell high' group have no interest in dollar cost averaging. They are always seeking a 'great deal'. They take bigger risks and if they win they win big.

Pitfalls of Dollar Cost Averaging

What are the pitfalls of dollar cost averaging? Changes in the price of stocks may be caused by fundamental changes in the company which issued the shares. Then the investor has to evaluate whether the stock continues to fit into his or her strategy. There are times when an investor may want to abandon an investment. Permanent changes may indicate that it is time to sell and cut losses. If you have a high tolerance for risk and expect that the investment may recover you may want to purchase at the new lower price in the hopes of a large capital gain. This strategy is recommended for those who can tolerate the loss of their investment capital.

Diversification

Diversification, a third investment principle, seems at first to be beyond the reach of the small investor. It means following the old adage of not putting all your eggs in one basket. Over time, you build a portfolio of a variety of investments. It then is quite unlikely that they will all decline in value at the same time, so you minimize your risk. On the other side, there is a greater opportunity of a large gain in at least one of your investments if you have diversified.

Using these principles will enhance your ability to build an investment pyramid and reach your short and long term financial goals.

LET'S TALK SAFETY

with Ron Rafuse

All injuries can be prevented

As the end of another school year draws closer, most students have either found a job for the summer or are desperately searching for one. Not all summer jobs provide the pre-work training and job indoctrination that is provided by companies like Inco Limited. Even seemingly straightforward jobs like lawn care require safety training and safety equipment. Don't assume anything. Make sure your teen is protected.

An unfamiliar workplace, new tasks, different tools and equipment – that's what is involved when your son or daughter starts a new job. All this unfamiliarity can translate into some safety risks. As new workers, it is important they learn the hazards of the job and how to protect themselves. They should keep asking questions until they understand. Some of the questions your son or daughter should ask include the following: What are the particular hazards of the workplace – such as machinery or chemical? Where can they obtain instructions or training? Who do they report problems or concerns to? What protective equipment is needed for the job? What are the security procedures? Is there a lock-out procedure to prevent machinery from accidentally starting up? What are the chemicals used in the workplace and where are the Material Safety Data Sheets (MSDS)?

As parents we want to ensure that our teens' summer jobs are safe jobs. So talk to your son or daughter and find out more about what they will be doing. You may want to visit the workplace and find out what safety training your teen will receive. Will they be alerted to chemical hazards? Will personal protective equipment be issued? How is the security in the work area – are they safe from robbery and assault? Listen to your teen and encourage them to talk to you freely about concerns. Remember, we all want our children to have good work experiences and learn safe work habits. This education in

summer work will set the standards and work habits for permanent jobs later in life. We as parents can play a part in shaping the future of our sons and daughters in the workplace.

To ensure that we look after our children's safety in the workplace, we must lead by example and work safely ourselves. In a past article I said, "The workplace itself is unsafe. It is the people in the workplace that make it safe."

At Inco, we process millions of tons of ore from underground to finished products each year. This requires the use of large machinery, chemicals, blasting agents, large rotating equipment and furnaces. Each of these have hazards associated with them. We have developed procedures, protective devices and best practices to avoid injury in the workplace. Training has been developed for each process and machine that is used. It is clearly understood that everyone in the workplace will not use equipment that is defective and will not use equipment they have not been qualified or authorized to use. These are the ways the workplace is made safe. It takes every person working in the workplace to do their part to make it safe.

As we discussed in the first part of this article, each of us can do our part to be sure that our children are safe at their summer job and can return to school without injury. Your children also need you as part of their lives, so each of us must put safety first in the workplace so we can be part of their lives.

Remember and practice the first of our Seven Safety Principles and teach it to your teen about the workplace – "All Injuries Can Be Prevented."

Ron Rafuse is superintendent of Safety in the Ontario Division



FOR YOUR HEALTH

From the Occupational Medicine Dept.

All of us want the best for our families and what could be better for them than a happier, healthier way of life?

To help your family get the most out of life, help them get fit. Family fitness - it's fun for all and all have fun.

Set An Example

We all learn by example. Whether you're a parent, child, aunt, uncle or perhaps a family friend, you can be the person who motivates your loved ones to become more fit. If you spend your evening in front of the TV, you won't inspire other family members to be more active. Set an example by making fitness a priority in your life.

Sneak In Activity

If your family is suspicious of the whole fitness idea, you may have to sneak fitness into their lifestyles. When buying toys for children, select ones that require active participation - bikes, push toys, climbing structures for toddlers, sports equipment, roller blades, jump ropes for older children. Leisure-time events can also be planned around active recreation - a backpacking trip, a day-hike at a local park or perhaps a bicycle or walking tour of your neighborhood. Your family will have so much fun they probably won't even realize that they're getting fit.

Ageless Activity

It isn't easy to find an activity that appeals to youths, adults and seniors alike. But it is possible. Walking, for instance, in addition to being an excellent aerobic activity can be done by practically anyone regardless of age or fitness level. Even a baby in a carriage can learn to appreciate the joys of being in motion. Family walks help keep you fit while providing time for conversation and relaxation with those you love most.

Make Fitness Fun

One reason people fail to exercise regularly is boredom. Children are very prone to boredom, so if you've chosen walking as a regular family activity turn your family walk into an adventure. Try a treasure hunt. List five to 10 items for each child to look for on their walk - a leaf, a twig or a bottle cap - and provide a paper bag to hold the loot. At the end of the walk, the child with the most items selects a theme for your next adventure walk. It could be a recycling race to see who can collect the most discarded cans, or a road rally (counting how many types of vehicles you see) and so on.

Make fitness a family affair

Make Fitness A Family Legacy

Just like a cherished photo, a valued heirloom, or a family tradition, a love for fitness can be the treasure that you pass from one generation to the next. The gift of physical health and vitality is a priceless one that you and your entire family will value for life.

When you exercise - act your age!



When You exercise - Act Your Age!

- 1) Begin slowly. You're not 17 anymore.
- 2) Be capable of talking while you exercise.
- 3) If you're wheezing, you're going too hard.
- 4) Get the right footwear for your chosen activity.
- 5) Remember, weather affects your ability. Avoid noonday sun in summer.
- 6) Don't feel you have to compete.
- 7) If you choose a bone-jarring activity such as basketball, tennis or squash, do something less vigorous on alternate days.
- 8) Do something active every day. Make it a habit.

Before You Begin

Never undertake an exercise program without asking yourself the following questions:

- 1) Do you often feel faint or have spells of severe dizziness?
- 2) Do you frequently have pains in your heart and chest?
- 3) Has your doctor ever said you have heart trouble?
- 4) Has your doctor ever said your blood pressure is too high?
- 5) Has your doctor ever told you that you have a bone or joint problem such as arthritis that has been aggravated by exercise, or that might be made worse with exercise?
- 6) Is there any other good physical reason why you should not follow an activity program even if you want to?
- 7) Are you more than 65 years old and not accustomed to vigorous exercise?

If you answered 'yes' to any of these questions, you should have a thorough physical examination and receive your doctor's approval before beginning an exercise program.

Source: Ministry of Tourism and Recreation, © Queen's Printer for Ontario, 1985. Reproduced with permission.

In Memoriam

| Name | Date of Birth | Date of Death | Years of Service | Name | Date of Birth | Date of Death | Years of Service |
|-----------------------|---------------|---------------|------------------|--------------------|---------------|---------------|------------------|
| Walter Adair | 05-15-17 | 03-21-97 | 42 | Mychaljo Jakowyna | 07-08-13 | 03-02-97 | 23 |
| Gilles G. Albert | 06-14-54 | 03-14-97 | 13.5 | Edward Johnston | 03-28-12 | 03-13-97 | 34.7 |
| Bertrand Benard | 10-10-03 | 03-09-97 | 33.6 | Francois Ladouceur | 07-07-17 | 03-11-97 | 25 |
| Gaston Boudreau | 03-22-30 | 03-02-97 | 36.5 | Magloire Lavallee | 09-30-24 | 03-03-97 | 23.3 |
| Clayton R. Bradley | 05-18-36 | 03-10-97 | 31.5 | Alex Lavictoire | 05-25-10 | 03-27-97 | 28 |
| Alexandre R. Brosseau | 12-17-32 | 03-06-97 | 23 | David J. MacIsaac | 03-12-42 | 03-10-97 | 26 |
| Leo P. Collin | 09-07-23 | 03-19-97 | 26 | Aimo A. Maki | 10-09-22 | 03-01-97 | 35.5 |
| Orland Conquergood | 05-04-17 | 03-07-97 | 30.5 | Lyall A. McInn | 10-23-27 | 03-05-97 | 37.9 |
| Charles Dagenais | 07-13-18 | 12-03-96 | 39 | Raymond C. Murray | 04-04-13 | 03-14-97 | 34.5 |
| Mike Dolhan | 09-28-02 | 03-04-97 | 35.6 | Giovanni Palazzi | 02-25-22 | 01-28-97 | 30.5 |
| Michael Fillimchuk | 05-15-25 | 03-08-97 | 30.8 | Esmond J. Porter | 04-28-13 | 03-22-97 | 37.3 |
| Adolfo P. Flora | 04-14-09 | 03-26-97 | 41.6 | Peter Rewega | 07-09-28 | 03-07-97 | 38 |
| Alphonse Frenette | 01-21-16 | 03-17-97 | 31.5 | Marcel J. Rivet | 02-19-28 | 03-01-97 | 31 |
| Alcime Gravelle | 01-12-19 | 03-28-97 | 32 | Edward Schroeder | 10-24-19 | 03-02-97 | 40 |
| Nicholas Haggerty | 08-10-09 | 03-30-97 | 38.2 | Wilfred Shaubel | 11-28-13 | 03-06-97 | 38.5 |
| Seward Hart | 04-01-21 | 03-20-97 | 31.5 | Helmo Sikala | 10-13-34 | 03-31-97 | 26 |
| Lloyd Huffman | 12-30-14 | 03-01-97 | 35.5 | Neil D. White | 10-14-10 | 03-20-97 | 33.5 |
| William J. Hyytiainen | 04-27-37 | 03-18-97 | 36 | Leonard Boileau | 08-20-35 | 02-08-97 | 30 |

I heard it down at . . .

The Dry

by Jerry Rogers

682-5204

The Royal Ontario Museum (ROM) will soon get a taste of Inco's "branch plant" regreening story during the Ontario Mining Week campaign in Toronto in May.

Paul Yearwood and Mike Peters will set up shop at the cultural landmark to tell southern Ontarians how Inco people and expertise are helping transform the Sudbury landscape. And it's a dramatically telling story, rich with details of our pioneering work with the tailings, aggressive decommissioning and reclaiming of abandoned properties, annual aerial seeding of barren lands and tree planting with red pine seedlings grown underground at the 4,600 level at Creighton Mine.

The target audience for the ROM's activities highlighting the mining industry will be school groups. Paul and Mike, our agriculture specialist who's carrying on the restoration work started by his father Tom Peters and continued with Ellen Heale, will be aided by a multi-media presentation.

Many of the southern Ontario school classes will have studied the "Mining Matters" teaching kit during the year and are making the special trip to learn more about earth science, minerals and mining. The ROM has earmarked Saturday, May 10 as Family Day, which is looked upon as the best day since the museum will be filled with people who genuinely want to be there.

Clearly, a highlight of the week will be the Inco seedlings. That doesn't surprise Paul, who's in charge of decommissioning. For several years, Inco seedlings have been the hit of regreening and arbor days for a number of Sudbury groups, including the Sudbury region's annual regreening program, Scouts Canada, the Big Nickel Mine and Mining Week in Sudbury and Toronto.

Only last week, a large contingent of St. John's, Nfld. and Labrador business and community leaders flew home bearing a souvenir seedling.

As you read this, the first of this year's two crops of 260,000 seedlings are close to their six to eight-inch planting height. The current crop brings to 1.75 million the number of seedlings raised at the historic mine since 1986.

The tree planting is paying off in a more aesthetically pleasing landscape, says Paul, noting that after two years of study on stressed lands behind Clarabelle Mill, 99 per cent of the seedlings are flourishing.

Talkin' the talk

Every profession creates its own buzzwords and sayings as a secret, short-hand language to deal with common or difficult issues. Nearly all of them that I've been gathering over the years here have a humorous, sardonic edge to them that speaks volumes to others in the know. They differ from slang because they're not intended to work their way into ordinary conversation where they quickly gain the status of cliché. In their own peculiar way, they are oddly familiar, definitely funny and decidedly unique to our environment. There are some idiosyncrasies among them that are neither slang nor buzzwords but struck me as funny.

I'm talking in nuts. We don't understand each other.

In deep yogurt. A real mess.

It's good eats. Good food.

Jackpot. A real mess.

Jeepers H. cryin' out loud. Take the Lord's name in vain.

Joe Bloggs. John Doe.

Kibosh to it (put the). Drop it.

Kit and caboodle. Everything.

Knuckle draggers. Mine managers.

Land of the gods. Dreaming, as in, he lives in the land of the gods.

Last Chance U. Laurentian University.

Lid's off the cookie jar. The truth is out.

Lots of jam. Lots of energy.

Low forehead. Not very bright.

Man who wires the shot fires the shot. Blaster's common saying.

Metal bangers. Stainless steel manufacturers.

Regreening story turns new chapter in Toronto

Moby Dick was a minnow (since). Old, as in, long in the tooth.

Moon howler. He's not all there.

Nabes (the). The neighbors

Never missed a beat. Smooth talkin'.

Nogoodniks. Bad actors.

Nummy nums. Treats.

OBE. Overcome by events.

Older the fiddle, the better the tune. Like wine, getting better with age.

On the bones of my arse. I'm broke.

On time. How most of us buy things.

Pasture pool. Golf.

Pity city. Place you can visit but you can't live there.

Pitter patter, let's get at 'er. Rallying cry for the mine rescue boys.

Poorer than church mice. The financial state of Sudbury artists.

Pond (the). Hockey arena.

Q. Q-Radio.

Quarl. An argument.

Razorback. Backstabber.

Rearview mirror. Looking to the past.

Right out of 'er. Very drunk.

Road pizza. Road kill on Highway 17. Road pizza with the works is road kill on 69 South.

Rock doctors. Rock mechanics.

Rock jockeys. Geologists.

Room full of braid. Senior management.

Rowboat manager. The guy who's always looking backward.

Runnin' around like a blue-tailed fly. Same as fart on a griddle; disorganized.

Whatever happened to . . . ?

In 30 years in mining, 26 of them as a super, James Zinger can honestly say today he never had a dull moment. But out of that long career that ended as a mine foreman at Stobie in 1994, the best memory was the time he and his guys installed ventilation fans on Stobie's 2340 Level in 1990. "I guess putting those fans in - 600 horsepower motors, two of them to develop half a million cubic feet of air per minute - was the highlight. The size of the job, taking all the parts from surface to the underground location, all had to be laid out in sequence. It was the first job that size my guys had done. It took a year. Field construction had done the 1400 level return and it took them two years," he recalls. Spending 20 years in construction and sandfill work prepared

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Early Hoisting



The first whims operated by having the horse pull forward to hoist the bucket and back up to lower it. Later units employed a bull gear, pinion and shaft. This shaft was built into the single drum hoist. The horse circled one direction to hoist, then reversed his position to lower. A hand brake controlled by the top man was an added safety feature.

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