



Is this fellow looking for a horse – or simply a pit, peg and a partner? Find out more on page 12.

INCO Triangle

Printed on Recycled Paper

August 1997

Ontario Division

Vol. 56, No.6

Hometown boy heads up Division

Five years after leaving Sudbury to further his career in Manitoba, Ron Aelick returned as the new Ontario Division President this month.

The man chosen to guide the Division into the new Millennium may be a new Division President but he is not an unfamiliar face.



Ron Aelick

Born and educated in Sudbury, Ron spent most of his career in the Ontario Division, starting as a mine planner at Crean Hill in 1974 after graduating with a Bachelor of Science degree in Mining from Queen's University.

He progressed through several positions in the Ontario Division before becoming manager of Mines Research and Copper Cliff North Mine in 1987. He was later named manager of the Creighton Complex, which at that time included Crean Hill and Copper Cliff South Mine, and in 1991 he became manager of Mines Technical Services.

He left the Ontario Division in 1992 to become Vice-President of Mining in the Manitoba Division. He was appointed President of the Manitoba Division in 1995 and held the position until returning to Sudbury.

"I'm happy to be here and I look forward to working with the employees of the Ontario Division," said Ron. "I've only just arrived and I naturally have a pretty hectic schedule

ahead of me but I intend to try and visit each plant and mine over the next three months."

During his time in Manitoba, Ron said he was encouraged by the improvements he saw in the Ontario Division where safety is concerned. He pledged to continue working with Ontario Division employees to make further safety gains.

"There are many challenges confronting us in the nickel business globally and also here in the Ontario Division," said Ron. "Our immediate concerns are improving production, controlling our costs and, most importantly, strengthening our safety."

In coming back to the Ontario Division, Ron replaces Jim Ashcroft who joined the company in 1968 and guided the Ontario Division as President since 1991 before retiring in August.

"It's been an exciting and challenging job being President of the company's largest Division these last six years," said Jim. "It's been a privilege to work with the thousands of people who operate and manage the Division."

Mel Wyshynski replaces Ron as President of the Manitoba Division. Like Ron's, Mel's appointment is a homecoming of sorts. He spent most of his career in Manitoba before moving to P.T. Inco in Indonesia, where his most recent position was that of Senior Vice-President and Chief Operating Officer.



Jim Ashcroft

Oxygen Flash Smelting earns honors



Inco Chairman and Chief Executive Officer Mike Sopko was pleased to accept the 1997 Falconbridge Innovation Award from Warren Holmes, President and General Manager of Falconbridge's Canadian nickel operations, on behalf of the "many hundreds of Inco employees who contributed to the success of the Oxygen Flash Smelting Process." The award, presented during the 36th Conference of Metallurgists and 27th Annual Hydrometallurgical Meeting of CIM in Sudbury in late August, recognizes "the invention, development, commercialization and continuous improvement of the Oxygen Flash Smelting Process for the treatment of nickel and copper sulphidic materials." The Inco Flash Smelting Process is one of the most significant innovations of the Canadian non-ferrous industry in the present century. For the first time, the process introduced the concept of autogenous smelting of sulphide concentrates with tonnage oxygen without the need for fossil fuels. The technology was a cornerstone of Inco's \$600 million Sulphur Dioxide Abatement Project. The Falconbridge Innovation Award recognizes outstanding innovation in the Canadian metallurgical industry, specifically innovations which are implemented and practiced technology and to which a company or group of individuals are the prime contributors. Inco previously won the award in 1990 for its Pressure Carbonyl Process. Read more about the award and the CIM conference in the September edition of the Triangle.

Shutdown projects critical to operations

The Ontario Division enjoyed a smooth return to operations after the July shutdown period – but the road to that return was an imposing one indeed.

From a rebuild and modifications to the uptake at the #1 Flash Furnace in the Smelter to a complete skip hoist upgrade at Copper Cliff South Mine, the

1997 shutdown surpassed any other in recent memory for the sheer number of large maintenance projects critical to the future operations of the Ontario Division, said Jim Tyers, superintendent of Contract Administration.

Crews worked 24 hours a day, seven days a week to ensure all projects were completed

safely, on time and on budget. The work was planned, budgeted and necessary to ensure an orderly start-up, said Jim.

"This year's shutdown was unique in the scope of the work carried out," he said. "There were 202 projects completed, which in itself isn't out of the ordinary. But the number of major jobs was far more than you would

normally see and each was significant to the Division operating efficiently in the future."

Among the major shutdown projects this summer were:

- Structural repairs to the tippie at Clarabelle Mill;
- Anode furnace rebuilds at the Copper Cliff Copper Refinery;
- An upgrade and paving of the access road between

Coleman and Levack Mines;

- Oxygen Plant vibration monitoring;
- Work on the effluent handling systems at the Levack Complex;
- Repairs to the Smelter flue system; and
- Replacement of a chute and vibratory feeder on the 3750 level of Stobie Mine.

6&7

Meet our Inco Scholars

8&9

Taking a new look at nickel

New crane improves production and safety



Industrial mechanics Dennis Niwanski, left, and Dave Ferguson of Inco Construction say jobs are being done faster thanks to the new monorail crane at Clarabelle Mill. "It used to take one week to rebuild the spring cages," Dave said. "Now it takes us a day."

An apple a day keeps the doctor away.

Sure, we've all heard that one.

But have you ever wondered what properties other fruit have?

Industrial mechanic Dennis Niwanski, of Inco Construction, can tell you about at least one - efficiency.

"I was eating a kiwi and I thought, 'Hey, what if we built a monorail crane that sits above the crusher.'"

That straightforward idea to add another crane at Clarabelle Mill has hiked productivity and improved safety - easily covering its \$10,000 cost many times over.

"There was only one crane

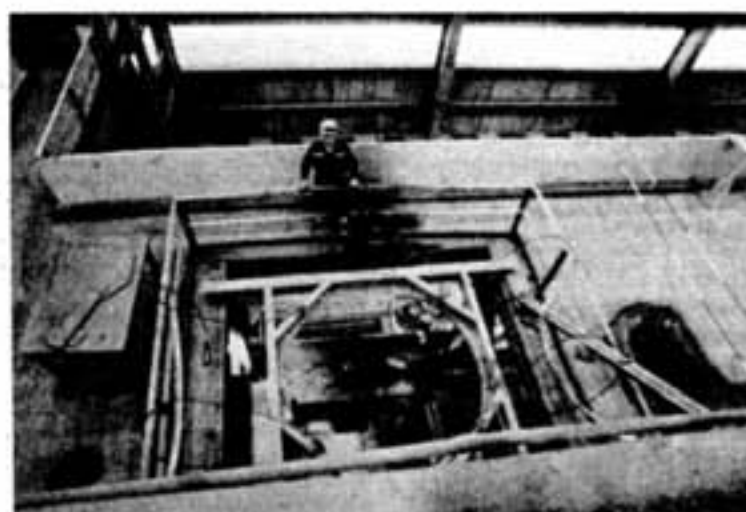
at Clarabelle and it was usually busy in production," said Dave Ferguson, industrial mechanic.

By adding the smaller crane, construction jobs no longer have to compete with production jobs for use of the main crane at Clarabelle.

Dennis, Dave and industrial mechanic Bob Boileau developed the idea of the new monorail crane.

Putting the new crane on the circular monorail has also made it more accessible. It has a 360-degree trolley system with a six-ton lifting capacity.

"It allowed us to increase productivity because there is no downtime (waiting to use the main crane)," Dave said.



You never know when you might have a good idea. "I was eating a kiwi," said Dennis Niwanski. "And I thought, 'Hey, what if we built a monorail crane that sits above the crusher.'"



Dave Ferguson said putting a new crane on a circular monorail at Clarabelle Mill has made it more accessible to construction crews when the mill's main crane is in use. The new crane system has a 360-degree trolley system with a six-ton lifting capacity.

Cranes are used to move oxygen bottles, ore feed boxes, forklifts and many supplies and equipment around the mill.

The new monorail crane has also improved safety.

"It saves your back because a lot of lifting was done by hand. We used to lift 100-pound rails into position to be welded," Dave said. Now the new crane is used for that lifting job. Those rails are used to protect the mill's crushers from the wear and tear of the ore itself.

Dennis said there's another bonus to having the new crane for construction work.

"We've become independent. We don't have to wait anymore."

Dave agreed.

"Time-wise, the jobs are being done faster. It used to take one week to rebuild the spring cages (because of limited access to the main crane), which basically hold the crusher together. Now it takes us a day."

And to think all that improved efficiency started while Dennis was eating a kiwi.

Who knows what they'll think up if they add bananas or pineapple to their diets?

BRIEFS

SAFETY TRAINING KIT RELEASED

It was 1942 when Neil George, general safety engineer at Inco in Sudbury, introduced his 5 Point Safety System to promote safe procedures in underground mines.

Neil later became director of safety with the Western Quebec Mines Accident Prevention Association. His system was adopted by mines throughout Ontario, Quebec and the world, and it remains popular as a practical approach employees and supervisors can take to safety.

Now the Ontario Natural Resources Safety Association (ONRSA) is introducing its new 5 Point Safety System Kit, developed to help trainers conduct a one-hour session about Neil George's popular system. The kit features a video which depicts two miners and their supervisor using the 5 Point Safety System to check workplace conditions and work practices. As they proceed, each step in the system is described and analyzed. The kit also includes a leader's guide, color overheads, samples of 5 Point Safety System daily checklists and participant handouts.

The 5 Point Safety System Kit costs \$65 for ONRSA members, \$200 for non-members and out-of-province buyers. For more information call the ONRSA Resource Centre at (705) 474-7233. To order a copy, use the ONRSA toll-free order fax at 1-800-850-5519. Prepayment is required on all international orders.

PALLIATIVE CARE SEEKS VOLUNTEERS

The Sudbury Palliative Care Association is seeking male volunteers to provide physical, emotional and spiritual support to families of terminally-ill patients. "Many of these patients are Inco employees or family members of Inco employees," said Angela Paquin, an employee of Steelworkers Local 6500 and a Palliative Care volunteer. Training sessions are scheduled for Sept. 12 to 14 and Sept. 19 to 21. For more information or to arrange a presentation in your plant or office, contact Angela at 675-3381.

Aerial seeding takes flight for eighth year

The Ontario Division is continuing its impressive regreening record this month with renewal of the aerial land reclamation program for the eighth straight year.

Another 450 acres are targeted this year, bringing the total acreage treated since the program's start in 1990 to an amazing 2,915 acres.

Planes taking off from the Froot-Stobie airstrip are dropping applications of agricultural limestone, fertilizer and grass seed to the north and south of Highway 17 in the Coniston area adjacent to the Wanapitei River.

In addition, applications of seed and fertilizer are being dropped in the Daisy Lake area near Coniston in continuation of a research project on the Daisy Lake watershed with the Laurentian University Freshwater Cooperative Unit.

"The growth experienced last year, particularly in the Coniston area, has been truly impressive," said Inco environmental analyst Darl Bolton. "The treated areas, once barren, are now carpeted in grass."

Weather permitting, this year's project is expected to take 10 days.

Retirement planning provides early jump

For employees with 25 or more years of service, retirement is beginning to come within reach.

But you shouldn't wait until retirement draws near to start planning the life you will lead after leaving full-time employment.

To help staff employees prepare for retirement, Inco's Benefits counsellors recommend attending the company's pre-retirement planning seminars as early as possible.

"We're attracting some people with just five to 10 years service," said Terry Duncan, supervisor of Employee Benefits.

"But many people still think they have to be near retirement to start planning for it."

Pre-retirement planning seminars for staff employees cover a wide range of issues, starting with psychology.

Getting married people to talk about their expectations for retired life is important, Terry said. Often, people don't talk very much about what they'd like to do once they're retired, he said.

"We're trying to encourage good communication between both partners. We want spouses to talk about what they want before their retirements come up. So when that day comes, one doesn't say 'I want to go to Vancouver to live' and the other says 'I want to stay here.'"

Planning your lifestyle, as well as finances, is important if you want to enjoy retirement, said psychologist Denis Lapalme.

"Think about the dreams you have and share them with your spouse," Mr. Lapalme advised a group of staff employees attending an Inco pre-retirement planning session earlier this year.

"I've been thinking of retirement for a few years," said Steve Lemega, a process foreman at the Nickel Refinery, who attended the last pre-retirement planning seminar.



Psychologist Denis Lapalme explained to staff employees and their spouses that talking to each other about "your dreams" of retirement can prevent a lot of post-retirement conflict.

Steve said he and his wife found the planning session with Mr. Lapalme useful because it reminded them of the importance of communication between spouses.

Mr. Lapalme told the 30 couples gathered at the Copper Cliff Club not to assume they know what each other wants in retirement.

"We've been talking about it for a while," said Steve. "You have to, or you get into trouble."

But other couples at the planning session admitted they hadn't really discussed their plans with each other

yet, even though at least one of them is within a few years of retirement.

Terry pointed out that the series of seminars, which bring in bankers and lawyers as well, don't tell people what to do.

Because everyone has different tastes and lifestyles, there aren't any generic answers to questions such as:

- Should we sell our house when we retire?
- Should we buy a condo or rent?
- Should we move to Florida?
- When should I retire?

Instead, the planning sessions are aimed at helping people ask the right questions of themselves, their spouses, investment experts, estate lawyers and others.

Terry explained: "We try to encourage people to try out their plan, before they commit to it by, say, selling their house and moving to Florida. Before they do any of that we suggest they take a long holiday in Florida, for example."

Some people find that their lives continue very much as they had before retirement, he said.

"When you retire, the things you like don't change."

Spending more time at leisure activities such as skiing or golf, in the same community a person worked, frequently ends up being the right retirement recipe, he said.

"The whole concept of continuity is important in

retirement. When you retire you don't change."

With retirement living starting earlier in the lives



Steve Lemega

of many people, Terry said planning for it even after only a few years in the workforce is more important.

Early retirement is a fairly new concept and people are still adjusting to it compared to only a decade ago when few retired before age 65, he said.

"It's only in the last 10 to 15 years that we've started to consider retirement at age 50 to 55."

At Inco, where many employees with 25-plus years of service started working at age 20 or younger, achieving 30 years of service before 55 years of age isn't uncommon.

Herb Steen, a foreman at Stobie Mine, is already past the 30-year mark at

age 49 and is considering retirement. "I've been underground for 32 years. I'm ready to come out."

And yet he's not quite sure he's ready to retire this year.

Herb said he has been thinking of retirement life for a few years. "I was here (at a retirement session) a few years ago. I thought it was worth coming back."

Even if Herb doesn't retire this year, he'll have spent a few years putting his plans for life as a pensioner in place.



Terry Duncan

Terry said spending time on planning is an investment that pays off.

After all, he said, those retiring in their 50s have a whole new life to consider.

In his closing remarks, Mr. Lapalme told the couples, "There is more to life than Inco. And Inco is paying me to say that."



Herb Steen, a foreman at Stobie Mine, was one of about 60 people who attended an Inco-sponsored pre-retirement planning session this year at the Copper Cliff Club.

Olympiad brings global group to Sudbury



Inco tour guide Bob Zadow, holding a megaphone, had his hands full taking groups of teenagers through Inco operations such as Clarabelle Mill during the Physics Olympiad in July.

How do you impress 300 smart teenagers from 56 countries?

That was the task the Inco-sponsored 28th International Physics Olympiad tackled this summer with much success.

One way to impress the students, who took five-hour physics exams in Sudbury, was to bring in astronaut Julie Payette and physics Nobel Prize winner Bertram Brockhouse to speak to them.

But it wasn't the intellectual celebrities that made the annual international competition impressive, said Payette, a Canadian astronaut training as a mission specialist with NASA.

"I think that what is by far the greatest opportunity for these young people to come here was first that they got to meet one another."

Both Payette and Jim Ashcroft, recently retired President of Inco's Ontario Division, said the students themselves were the most important and impressive part of the week-long event held this July.

"I hope you brought your address books to exchange names and phone numbers. Life is one big network," Jim told the students.

Payette said the students not only got to compete on an international level with the best young minds in physics, but they forged new networks that will be important to their futures and to the future of science.

"It was an extraordinary opportunity at their age to be able to start collaborations," she said.

"Hopefully that will produce even better theories and better work, better research out of these young people."

Payette said she envied the teenagers in the Physics Olympiad.

"Canada didn't partici-

pate until the 1980s, at which point I was at university already."

During the Olympiad's opening ceremony, John Wylie, national director of the Canadian Chemistry and Physics Olympiad, also stressed the importance of



About 300 students from 56 countries kicked off their week in Sudbury watching Canadian musicians perform at Laurentian University during the opening ceremony of the 28th International Physics Olympiad, before getting to the serious matter of their five-hour exams.

the students getting to know each other.

"In 20 years, you may find yourself collaborating on a project with someone you will meet here today."

Xenophon
Christofides, an adult leader for his

ing from small countries like our own, this excites very much their imaginations of what industry really means and I think it's a very useful experience."

Christofides said the students may not have realized it, but they may have been touring the property of their future employer—or, at least, getting a glimpse of the industry they may one day work in.

"Because without knowing what the nickel smelter is, how could you ever expect to work in a smelter? We hope some of them will work eventually in industry."

With today's computer technology, the Physics Olympiad could have been done entirely in cyberspace, with each participant taking tests in their homes or schools.

"It could have been done," said Christofides. "But then they wouldn't have an opportunity to talk to each other. We wanted them to understand each other."

Participant, Alejandro Fuhrmann, 18, of Argentina, said he was glad to meet students from many countries including Colombia and Mexico.

But he admitted he wasn't as interested in meeting more guys in physics.

"I did meet some girls from Sudbury and from Canada."

At 18, girls tend to impress him most, he admitted.

Female participants were in the minority at the event, but it continues to attract more girls each year.

"It's an honor for me, of course," said Fritz Lopez, 16, the only girl on the Philippines team.

"I'm one of those who breaks the trend. It's okay if there are more guys. But I hope there will be more girls that break the trend."

Alan Nursall, chairman of the Olympiad's organizing committee and senior scientist at Science North, said it was the camaraderie of the students that impressed him the most at the event.

Science North and Laurentian University, where the exams were conducted, co-hosted the event.



Inco tour guides Len Hirvela and Hans Bartsch guided students and leaders through the mill giving them a first-hand look at how parts of the mining industry work.



Guest speaker Julie Payette, a Canadian astronaut training as a mission specialist with NASA, remarked that the greatest opportunity for the students was simply to meet one another. Regional chairman Tom Davies said bringing the event here spotlighted Sudbury's growing reputation as a centre for science and technology.

"These kids, many of whom have never traveled great distances before, came to another part of the world and got to meet kids from every other possible part of the world. You could see the bonds forming. They saw that other kids share their passion for science."

The students also got to see and experience the smaller community of Sudbury, unlike the capital cities where previous Olympiads have been held.

"And they got a bit of flavor of what Inco is, beyond just the logo that they saw on their shirts and things like that because Inco is such an integral part of the community," said Nursall. "They, I think, really got to appreciate how Sudbury and its mining heritage with Inco are just inextricably tied together. They got to appreciate why Inco takes leadership in events like this."

Sudbury Regional Chairman Tom Davies said just having the event in Sudbury was most impressive to him.

"We know this event is usually held in national capitals. That it's here shows we're becoming a capital for science and technology, with projects such as the Sudbury Neutrino Observatory (underground at Inco's Creighton Mine) — probably the single most important project in applied physics in the world today."

Olympiad travel co-



"I think that what is by far the greatest opportunity for these young people to come here is first they get to meet one another," said Jim Ashcroft, recently retired President of Inco's Ontario Division.

ordinator Ken Scholey, a process engineer at the Copper Cliff Smelter, said he also liked what the event did for the region.

"It brought to Sudbury tomorrow's engineers, scientists, physicists and other professionals from around the world. I think they saw that Inco encourages them, and young people in general, to continue studying as they decide exactly what they want to pursue."

The Olympiad was also good for business.

Paul Brokenshire, manager of convention and visitor services for the City of Sudbury, said that in pure tourism dollars it drew about \$1 million to Sudbury.

Dear Editor:

The 1997 International Physics Olympiad has come to a close and I am pleased to say that it was a tremendous success. On behalf of the entire Organizing Committee, I want to express our deep appreciation for all the support we received from everyone at Inco. David Brazzau was always there when we needed him. Ken Scholey was an invaluable member of the Organizing Committee. Several Zaslavsky and the rest of the Inco pensioners did an outstanding job coordinating this event, other sponsors were willing to come on board in sponsoring this event, even took the unprecedented step of offering Laurentian University even took the unprecedented step of offering four-year, full tuition scholarships to all medal winners. We were proud to cite Inco as our Principal Sponsor. I received many comments from participants about how impressed they were at Inco's level of involvement in this community. We created a lifetime of memories for 500 people from around the globe and the benefits will accrue to Sudbury for many years to come. Thank you again for all your support.

Yours sincerely,
Alan Nursall
Chairman, 1997 IPhO Organizing Committee

EDUCATION & INCO

Inco helps foster environmental awareness

Inco's Frood Pond is returning to its natural state thanks to the interest shown by about 100 Grade 9 students of Sudbury Secondary School.

"We're just trying to help the earth and we're learning that an area can be rehabilitated," said student Tracy Lavoie, 14.

"We just planted 150 trees (Inco seedlings grown underground at Creighton Mine). The girls planted 50 and the guys planted 100."

Inco is allowing students in Sudbury Secondary School's Frood Village Pond Project frequent access to the property.

It's all part of a five-year learning plan, now in its second year, that will show students practical applications of chemistry, science and other subjects.

In fact, the value of the project goes beyond environmental education.

"My class made a map of Frood Pond and a coordinates system," said Linda Goodale, math teacher, and wife of Inco safety foreman Doug Goodale.

"So there is a math application to this project as well."

The students also learn that they can contribute to improving the community they live in.

The students have taken part in a variety of workshops and activity sessions in school and at the pond.

The pond was damaged by more than 100 years of mining-related operations in the region.

Frood is in line with prevailing winds and sulphur-dioxide emissions, explained Marty Puro, former superintendent of Decommissioning and Reclamation, now retired.

"The water is mildly acidic," Marty said.

The students will also add wildlife habitats to the area to encourage a swifter return of the creatures who live at similar wetlands in other parts of Northern Ontario.

Last year, the school presented Marty with an award thanking Inco for letting the students use the pond site as

their natural environmental lab.

This year, following the students' acidity tests on soil and water, students are applying their knowledge to the site.

"We went to Frood Pond and regreened it with lime," said student Shannon Krumpschmid, 15.

All around, it's been a good learning experience for the students just starting high school, said visual arts teacher Arlene Lalonde.

"My Grade 9 students made a puzzle of the area. To do that they had to cooperate with each other. They learned about the environment and the animals that live at Frood Pond."



"When I was in high school this was called an earth ball and it had drawings of continents and oceans on it," commented physical education teacher Bob Deeth, right. Well now it's pink and part of an exercise component Deeth added to the Frood Village Pond Project at Sudbury Secondary School. With him, from left, throwing the large pink 'earth ball' in the air are students Darryl Mills, 15, Sang Huynn, 13, and Amanda Sasseville, 15.

Jennifer Comacchio, 14, left, and Shannon Krumpschmid, 15, were among the rotating groups of Sudbury Secondary Grade 9 students putting together a puzzle of vegetation and animal wildlife found at Frood Pond. The pond, on Inco property a few kilometres north of the school, is at the centre of an educational project on land rehabilitation.



Inco Awards honor scholastic success

Listed below are the Inco Award recipients for the 1996-97 school year from the Sudbury Board of Education:

Tom Lennox
Capreol High School

Crystal Madore
Karen Banjar
Chelmsford Valley District
Composite School

Jana Hagan
Julie Desjardins
Jana Armstrong
Amber Graham
Andrea Leclair
Confederation Secondary School

Kim Comeau
Angèle Dépatie
Gaëtan Doiron
École Secondaire Hanmer

Jennifer Spielmann
Tashya Salisbury
Alanna Marcuccio
Nelson Eng
Patrick Stanzel
Jeremy Nesseth
Kevin Thomas
Erin Henderson
Lasalle Secondary School

Lelsley Callaghan
Levack District High School

Kim Rauhala
Michael Moorhouse
Lively District Secondary School

Karim Kassam
Lockerby Composite School

Adrienne Wu
Jing Ge
Sara Kirchhefer
Darla Hamilton
Lo-Ellen Park Secondary School

Rémi Charron
École Secondaire MacDonald-
Cartier

Shawn Dixon
Kirk Yeomans
Alisha Pajunen
Wayne Everett
Northeastern Secondary School

Jamie Kirkwood
Collège Rayside-Balfour

Vincent Guérin
French River District
Secondary School

Amy Bryson
Sudbury Secondary School

Listed below are the Inco Award recipients for the 1996-97 school year from the Sudbury District Roman Catholic Separate School Board:

Michel Montpellier
Natalie Lefort
Luc Laframboise
Nadia Malakieh
Julie Lapalme
Collège Notre Dame

Josée Brosseau
Jennifer Balez
Céline Boisvenue
Mathieu Balez
Angèle Brabant
École Secondaire Catholique
Champlain

Stephen Myher
Christine Dubuc
Alain Dubé
Joël Girouard
Julie Nadeau
École Secondaire Catholique
l'Héritage

Céline Kingsley
Jocelyne Gervais
Michelle Bélisle
Julie Paquette
Julie Montpellier
École Secondaire l'Horizon

Sandra Aulenbach
Tracy Dow
Mike Gagné
John Gifford
St. Albert Adult Learning
Centre

Karen Coutu
St. Anne School

Kenzie Bryson
Terri Lynn Marcoux
Amy Houle
St. Benedict Catholic Secondary
School

Lyndsay Botts
St. Charles School

Jennifer O'Link
St. David School

Melanie Buba
St. Francis School

Ian McNamara
Immaculate Conception School

Pamela Gillham
St. John School

Heather Cosh
St. Joseph School

Brock McGillis
St. Mark School

Shannon Austin
St. Mary School

Diane Abrera
Amy Gravelle
Natalie Jones
Hue Linh Mach
Melanie Squarzolo
Marymount College

Kristi Murphy
Our Lady of Fatima School

Cory Laderoute
St. Paul The Apostle School

Matthew Slazyk
Pius XII School

Madonna Campeau
St. Raphael School

Taylor Murphy
St. Thomas School

'Twice is nice' for twin winners



Erik, left, and David Kalviainen are ready to hit the books this fall at Waterloo University with a little help from the Inco Reserved Scholarship Program. The pair were among 15 winners from Northern Ontario, much to the delight of their father, Garson Mine surveyor Esko Kalviainen.

David and Erik Kalviainen have travelled very similar paths in life.

Most twins do — at least during their youth.

But their latest joint accomplishment took a lot of individual hard work, dedication and tenacity. The 18-year-old twin sons of Garson Mine surveyor Esko Kalviainen are among 15 Northern Ontario winners of 1997 Inco Reserved Scholarships awarded to children of Canadian employees and pensioners.

An additional four finalist awards were presented in Northern Ontario, along with three scholarships in southern Ontario and three scholarships and one finalist award in Manitoba.

The coveted scholarships are worth \$2,500 annually or \$10,000 over four years. The finalist awards are valued at \$1,000 for the first year of university only (see 1998 scholarship ad on page 15). Since the program's inception more than four decades ago in 1956, some 600 scholarships have been awarded at a combined value approaching \$6 million.

"The Inco Scholar-

ship is a prestigious award and I'm very happy we won it. When you look at the people who won it last year it's a pretty impressive list. It's something I was striving for," said Erik, enrolled in the co-op Systems Design Engineering program at the University of Waterloo.

"It's pretty rewarding," agreed David. "It makes the effort to get good marks all those years worth it."

Like his brother, David chose Waterloo to pursue his post-secondary education. The choice came down to either Queen's or Waterloo after both teens spoke to several Inco engineers during an informal tour last March. They opted for the latter because of the co-op experience and are even booked into adjoining rooms at the university residence.

The similarities, however, should not obscure their obvious individual characters the twins insist.

For starters, David is pursuing a career in the co-op Geological Engineering program.

"We both enjoy sports and the outdoors but we also tend to do our own thing," explained David. "We're

each stronger in different areas academically and if the need arises we can ask each other

for help."

Erik, admitting a little nervousness, is unsure what university

life will hold but he expects it to be tougher.

"I don't know exactly what to expect,"

he said. "I'm sure I'll have to develop better study habits and the workload coupled with the co-op work term will make it tough to keep up with sports. But the scholarship funds are a nice way to offset some of the cost burden."

Esko and Kimberley Kalviainen are justifiably proud of their sons.

"I'm pretty pleased they both got a scholarship," said Esko, a 16-year Inco veteran. "They worked hard and put a lot of effort into it. We think they deserve it."

— FINALIST AWARDS —



Camie McGraw is the daughter of Suzanne and Don McGraw, Health and Safety Chairman with the United Steelworkers of America, Local 6500. A graduate of Collège Notre Dame, Camie is enrolled in the Civil Engineering program at Laurentian University. "My ultimate career goal is to work as an engineer, probably in industry or local government," she said. Camie's interests away from the classroom range from sports such as basketball and volleyball, to more leisurely pursuits such as reading and music. She has worked through the summer as a custodian at Collège Notre Dame.



Russell Polano is the son of Plant Protection Officer Mary-Lynn Polano and Creighton Mine foreman Robert Polano. A graduate of St. Charles College, Russell will attend the University of Western Ontario in London this fall where he is enrolled in a four-year Kinesiology program. "At this point I'm leaving my career goals open. I'll have a lot of time to decide later as my schooling progresses," he said. Russell spends his spare time exercising at the gym and playing a little bit of golf. He has held a job at a grocery store for two years.



Christine St-Georges is the daughter of Pauline and Clément St-Georges, a miner at Stobie Mine. A graduate of Collège Notre Dame, Christine is enrolled in the French language Commerce program at Laurentian University. "I hope to some day work as a Chartered Accountant or continue on into corporate law," she said. A fan of reading, she says her true passion is music. She plays viola in the Sudbury Symphony Orchestra and also plays violin. She has taught music at Cambrian College and also has work experience includes a job at a convenience store.



Matthew Villeneuve is the son of Liz and Terry Villeneuve, a mines technical specialist with Mines Research in Copper Cliff. A graduate of St. Charles College, Matthew is entering the four-year Business co-op program at the University of Windsor this fall. "I hope to continue on to law school and someday practice corporate law," he said. A fan of golf, hockey and all sports, Matthew has also been active in the students' council, including a term as president. He has held part-time jobs at a video store and a parcel depot for a large department store.

1997 Inco Scholarship Winners



Angela Baggio is the daughter of Judy and Ron Baggio, a maintenance planner/foreman in the Electrical department of the Copper Cliff Smelter. A graduate of Marymount College, Angela will attend the University of Toronto this fall in a General Sciences program. "I'm leaving my career options open but I'm hoping to get into Archaeological Sciences," she said. Angela is starting

university fresh off a two-month tour of the United States with the Kiwanis Cavaliers of Kitchener Drum and Bugle Corps, with whom she plays mellophone. The tour culminated in Florida at the World Drum Corps Championships. Her other interests include soccer and volleyball. Her work experience includes a job at a retail store.



Tara Bailey is the daughter of Beth Kenny-Bailey and Richard Bailey, an instrument technologist in Technical Services at the Port Colborne Refinery. A graduate of E.L. Crossley Secondary School in Fonthill, Tara is enrolled in a Bachelor of Science program at McMaster University in Hamilton and is pursuing a Nursing degree. "Midwifery is something that has always interested me and is a field I will prob-

ably seek a career in when my schooling is over," she said. Tara is very involved in both music and the church. She plays piano, baritone and flute and volunteers her time with the church youth group and the Agape Valley Christian Day Camp. For the past three summers she has worked with a home improvement company.



Jennifer Bradley is the daughter of Olga and Dave Bradley, a benefits counsellor in the Employee Relations department in Copper Cliff. A graduate of Lockerby Composite School, Jennifer will study Engineering at Queen's University in Kingston this fall. "I haven't established a definite career path yet, but engineering opens the door to many different fields," she said. Named the Female Athlete of the Year

at Lockerby and sports editor of the school newspaper, Jennifer has always been involved in team sports such as soccer, basketball, hockey and ringette. She is a published poet and has gained most of her work experience in the hospitality industry, most recently at a resort on Mackinac Island.

EDUCATION & INCO



Lisa Fasan is the daughter of Helen Fasan of Office Services with the Information Systems department and Lou Fasan, a track construction leader with Transportation. A graduate of Marymount College, Lisa is enrolled in a Bachelor of Science program at Laurentian University and hopes to major in chemistry or biochemistry. "I'm considering forensic science or pharmacy as a career. Nothing is definite yet but those are the areas that interest me," she said. Away from the classroom, Lisa enjoys badminton, tennis and other recreational sports. For the last three years she has worked as a cashier.



James Guse is the son of Heather and James Guse (Sr.), a retired chief mine geologist with Mines Exploration at McCree West Mine. A graduate of Chelmsford Valley District Composite School, James will study Natural Sciences at McMaster University in Hamilton this fall with an eye to majoring in biochemistry next year. "I'm hoping for a medical career but at this point it's still early. I'm looking forward to getting into the sciences and going from there," he said. In his spare time, James likes working on computers and working out. He has been employed with a fast food outlet for a year and a half.



Laura Hall is the daughter of Shirley and David Hall, a process engineer with Smelter Technical Services at the Copper Cliff Smelter. A graduate of Lasalle Secondary School, Laura is enrolled in the General Arts program at Carleton University in Ottawa this fall and plans to study law. "My career goal at this point is to one day be a human rights lawyer," she said. Her interests include playing guitar and writing. She was a contributor to the school newsletter and also a member of the Interact Club, which she describes as a student equivalent of the Rotary Club.



Gabriel Hanna is the son of Sihan and Youssef Hanna, a conveyerman at Clarabelle Mill. A graduate of St. Charles College, Gabriel is entering the Biochemistry program at Laurentian University this fall. "Hopefully my studies will lead to a career in medical research," he said. Gabriel's interests include soccer, baseball, biking, camping and navigating the Internet. He was a volunteer guide for the team from Kuwait at this summer's International Physics Olympiad in Sudbury and has volunteered his services at Canada Day festivities through his involvement with the Sudbury Multicultural/Folk Arts Association.



David Kalviainen is the son of Kimberley and Esko Kalviainen, a surveyor with Mines Technical Services at Garson Mine. A graduate of Lo-Ellen Park Secondary School, David is enrolled in the Geological Engineering co-op program at the University of Waterloo. "I like the geological aspect of engineering because it can branch into different areas such as environmental," he said. David enjoys the outdoors and all sports such as soccer, cross-country running, volleyball and track and field. He has travelled to Europe as part of a Sudbury men's all-star soccer team, playing in England, France and Italy. He has worked in landscaping and renovating.



Erik Kalviainen is the son of Kimberley and Esko Kalviainen, a surveyor with Mines Technical Services at Garson Mine. A graduate of Lo-Ellen Park Secondary School, Erik will attend the University of Waterloo this fall to study Systems Design Engineering. "I'd like to work in an engineering-related field and become a professional engineer, maybe even start my own business," he said. Erik is a sports enthusiast participating in soccer, cross-country running, volleyball and track and field. He has travelled to Europe as part of a Sudbury men's all-star soccer team, playing in England, France and Italy. His job experience includes landscaping, renovating and sheet metal work.



Karim Kassam is the son of Tazim and Sadik Kassam, superintendent of projects with General Engineering. A graduate of Lockerby Composite Secondary School, Karim will study Engineering at Queen's University in Kingston and plans to major in either computer or chemical engineering. "I'm leaving all my options open and I will see where my schooling takes me," said Karim, whose older brother Adil won an Inco Scholarship last year. Karim served as student council president in his final year of high school and enjoys tae kwon do, badminton, track and cross-country skiing. He has worked in the restaurant supply business and volunteered at the Cancer Treatment Centre and the community Jamat Khana (mosque).



Jennifer Lee is the daughter of Helena and Stephen Lee, an engineer at Divisional Shops in Copper Cliff. A graduate of Lo-Ellen Park Secondary School, Jennifer will study English at the University of Toronto with a plan to pursue a Bachelor of Humanities and Law degree. "I hope to one day work in international law dealing with contracts and large corporations," she said. Jennifer enjoys playing the piano, cross-country running and reading. She has volunteered her services at the Children's Aid Society and the Laurentian Hospital's geriatric wing. Her work experience includes jobs at a bakery and as a receptionist at a doctor's office.



Edwin Louie is the son of Yoke and Pak Kuen Louie, a senior research technologist in Hydrometallurgy at the J. Roy Gordon Research Laboratory in Mississauga. A graduate of Martingrove Collegiate Institute in Etobicoke, Edwin will attend McMaster University in Hamilton to study Engineering. "I hope to get into computer engineering and management. I want to work as an engineer doing research and contributing in some way to important projects," he said. In his spare time, Edwin teaches swimming, plays the piano and enjoys creating artwork on the computer.



Troy Maki is the son of Carol Clendenning and the late Jerry Maki, former process foreman in the converter aisle at the Copper Cliff Smelter. A graduate of Lively District Secondary School, Troy will attend the University of Waterloo this fall to study Chemical Engineering. "At this point I'd probably like to specialize in the polymer industry although my mind is not totally made up. I'm leaving my options open," he said. Away from the classroom, Troy enjoys basketball, reading and astronomy. He has also gained work experience with a home support organization and as a laborer.



Virginia McFarland is the daughter of Sharon and Philip McFarland, shift foreman in the NRC area of the Copper Cliff Nickel Refinery. A graduate of Lo-Ellen Park Secondary School, Virginia is enrolled in the Anthropology program at Laurentian University. "When my schooling is over I hope to either teach archaeology or work in the field," she said. In her spare time Virginia enjoys leisurely pursuits such as reading and movies. She has volunteered her services as a member of the Social Planning Council working on behalf of disabled persons and has gained work experience from odd jobs in the bookkeeping and receptionist fields.



Mike Moorhouse is the son of Rose and the late Stephen Moorhouse, a former utility man at the Copper Cliff Copper Refinery. A graduate of Lively District Secondary School, Mike is enrolled in a four-year Business Administration program at Sir Wilfrid Laurier University in Kitchener. "As far as a career goes I've thought of perhaps becoming a financial planner," he said. Mike's hobbies include soccer, exercising at the gym and sports of all kinds. He has volunteered his time in the community as umpire-in-chief of Walden Minor Baseball as well as at the Walden Winter Carnival.



Rosalie Pelzer is the daughter of Helen and Adolf Pelzer, a retired process engineer in Precious Metals Refining at the Port Colborne Refinery. A graduate of E.L. Crossley Secondary School in Fonthill, Rosalie is enrolled this fall in a four-year Chemistry program at the University of Guelph. "I'm not exactly sure what my career will ultimately be but something in the chemistry field. I've got a lot of time to decide and I'm leaving all my doors open," she said. Rosalie's hobbies include downhill skiing, rollerblading and reading. She has held down a part-time job for two-and-a-half years at a fast food restaurant.



Katherine Simpson is the daughter of Elaine and Paul Simpson, process leader at the Copper Cliff Nickel Refinery. A graduate of Lo-Ellen Park Secondary School, Katherine will attend the University of Guelph this fall where she is enrolled in the five-year Biological Engineering co-op program. "I'm leaning towards a minor in Food Engineering and could possibly have a career working for a corporation in the food industry," she said. Katherine's non-academic interests include hockey and golf. She was employed this summer as a maintenance worker with the Ministry of Natural Resources at a provincial park.



Julia Van Eyk is the daughter of Joyce and Len Van Eyk, superintendent of Copper Cliff South Mine. A graduate of Chelmsford Valley District Composite School, Julia is enrolled in the Engineering program at Queen's University in Kingston this fall where she hopes to move into Mechanical Engineering next year. "I'd eventually like to work as a mechanical engineer, perhaps designing cars. But I've got a lot of time to make up my mind," she said. The president of the students' council in her final year of high school, Julia loves to be on stage singing and was involved in a number of musical drama productions at school. She worked as a mechanic's assistant for a transport company this summer, servicing and maintaining trailers.

Above the clouds, beneath the sea, o

What do space shuttles, submarines and fighter jets have in common with a pizza hotline in Toronto?

And why do they rely upon underground miners at Inco?

The answer is nickel.

In one form or another nickel has journeyed from beneath the earth to above the clouds, from the seas to the supper table.

It's unique qualities can be found in the aerospace and marine industries, construction, architecture and even the landmark stainless steel phone number adorning the head office of Pizza Pizza Limited in downtown Toronto.



Michael Pearce

In fact, there are 3,000 different nickel alloys and more than 300,000 end-use applications for nickel-containing materials.

But Michael Pearce isn't satisfied.

As president of the Nickel Development Institute (NiDI), Pearce oversees a non-profit organization with eight offices on five continents supported by 15 nickel producers including Inco Limited.

Formed in 1984, after 10 years of zero growth in the industry, NiDI is committed to developing, maintaining and publicizing end-use markets for nickel on a global scale.

"Stainless steel is by far the fastest growing end-use market for nickel," said Pearce from his Toronto office. "Twenty years ago stainless steel accounted for possibly 40 per cent of worldwide nickel consumption and today at least 65 per cent of nickel ends up in stainless steel."

And what does that mean to us?

Well, aside from the fact that it's the backbone of our business here at Inco, consider for a moment a world without nickel.

It's a good bet most of us would be a dam sight hungrier, a bit more irritable and, in many cases, a lot less clean-shaven.

That's because nickel is a part of our lives from the moment we get out of bed to the time we turn in at night – although most of the time it's invisible.

"Every one of us goes down to the morning breakfast table to find cutlery that is typically made of nickel stainless," said Pearce. "We also find the coffee pot, which is often plated with nickel chromium."

"Your electric shaver in the morning uses an electroformed nickel foil. There's the stainless steel sink in your house, the windshield wipers on your car and many, many other traditional uses of nickel which contribute to the standard of living many of us have become accustomed to. There's no doubt

that without nickel the world would be a different place."

It's often said that when stainless steel catches a cold, nickel catches pneumonia, said Pearce, driving home the importance one industry has on the other. In fact, he added, nickel metal is used in its so-called elemental form in only about 10 per cent of end use applications.

The largest application for nickel is as an alloy element in other materials (with stainless steel again topping the list) so it is rarely seen on its own.

Rarely, however, does not mean never.

Pure nickel applications include nickel plating on automobile bumpers (underneath the chrome plating), electroformed nickel on electric shavers, compact discs and permanent filters on electric coffee makers, metal hydride batteries and nickel cadmium batteries.

Whatever the form, whatever the product – nickel is everywhere.

"In our day-to-day lives we also see nickel in the transportation industry," said Pearce. "The railway cars that have crossed Canada carrying passengers for the last 40 to 50 years are still in very good shape and they relied heavily on nickel stainless steel. Beyond that we find nickel in a wide variety of applications in the water industry, all the way from desalination plants that produce high-purity water in arid regions of the Mideast through to the treatment plants found in our modern cities."

"If you want to look at exotic applications of nickel you need look no further than the modern jet engine. Obviously the jet age would not have arrived without nickel and nickel alloys. The nickel alloys can operate at very hot temperatures and there are very few materials that can replace nickel in these types of applications."

Had Pearce wanted to pursue the exotic applications of nickel further he could have mentioned the space shuttle, pushing the frontiers of space travel, or even the famous Chunnel, a 31-mile long undersea conduit beneath the English Channel linking London to Paris and Brussels. Nickel is also a key component in a new medical device that promises to revolutionize hole-in-the-heart surgery.

Indeed, nickel has travelled much further than those of us who mine and refine it can ever hope to. And much of the nickel circling the globe today originated 5,000 feet below the ground in Sudbury.

But what is it that makes nickel an attractive commodity and what does the future hold?

"If you look at nickel as an element, it's corrosion-resistant, it's tough, it has good strength at high and low temperatures, it's catalytic and it has magnetic properties," said Pearce. "There are very few elements that have so many positive advantages going for it."

The most prominent advantage is corrosion resistance and



The X-2000 train uses nickel stainless steel in structural members and exterior sheathing.



Workers struggle with corroding rebar on the Gardiner Expressway in Toronto. Decaying infrastructure represents a potential large opportunity for nickel stainless steel.

it holds the key to potentially large future markets, he said.

"We live in a world where the infrastructure is falling apart around us. We see situations in Toronto, for example, where the Gardiner Expressway is literally falling apart after the first 25 years of use. That's simply because the reinforcing bar was mild carbon steel. If that reinforcing bar had been nickel stainless, a more expensive item initially, we would be looking at possibly 75 to 100 years of life."

In the United States alone, some 600,000 bridges need repair, said Pearce. Some 240,000

of those are due for radical overhauls at an estimated cost of \$200 billion (U.S.) when the original cost was just \$50 billion (U.S.). Had stainless rebar been used in the first place it would have increased costs by about 10 per cent or \$5 billion (U.S.) but the lifespan would have improved to 75 to 100 years – well beyond the 15 to 25-year life experienced now.

"We're finding that engineers worldwide are paying a lot more attention to life-cycle costing," said Pearce. "In other words they're not just looking at the high initial cost of a more expensive construction

material, they're looking at the overall life required by the project – be it a bridge, a dam, whatever."

"And if they take a close look at the total cost and the total life of the product, frequently the nickel-containing materials have some very attractive cost advantages to offer."

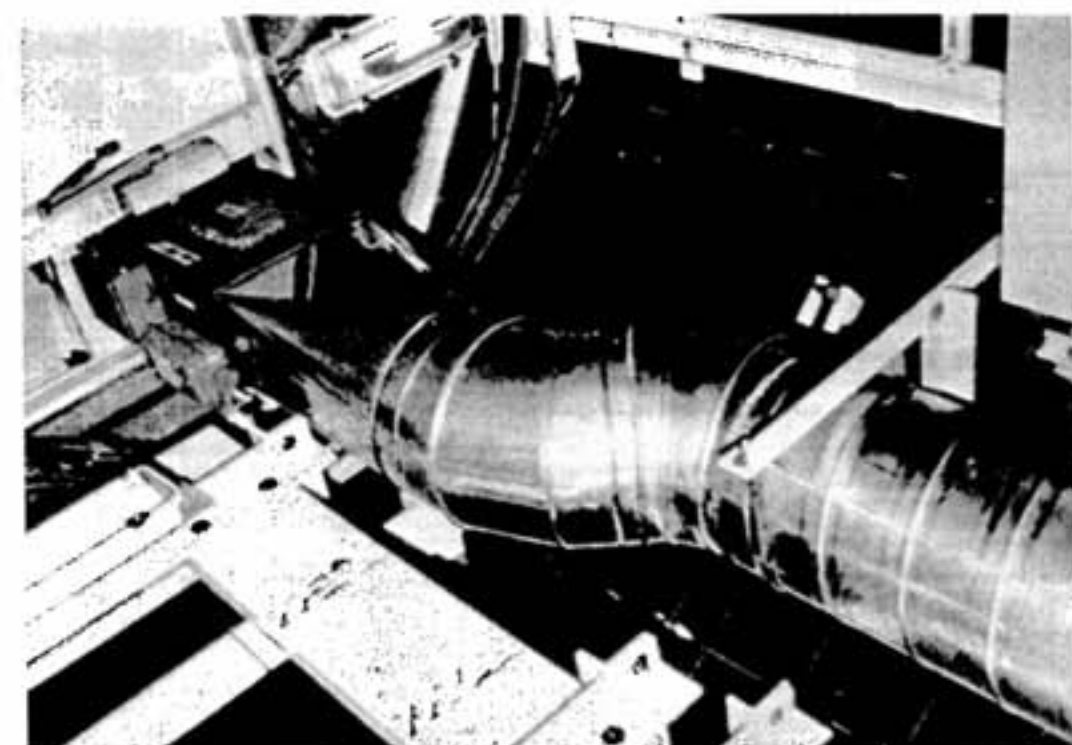
The search for new markets, together with the further development of existing markets, is a critical step in accommodating the significant new production capacity coming along in the nickel world on a widespread geographic basis,

in the kitchen – nickel is everywhere

Good heat conductivity and ease of cleaning make non-reactive nickel stainless steel ideal in domestic and commercial food preparation.



Plated plastics have seen a remarkable resurgence with major applications in radiator grilles and wheel covers. The growing use of nickel-plated plastics has occurred for several reasons. First, plastics offer designers great opportunities for distinctive styling. Second, plastics have been developed with outstanding mechanical properties for automotive use and third, very high quality plated parts can be produced consistently.

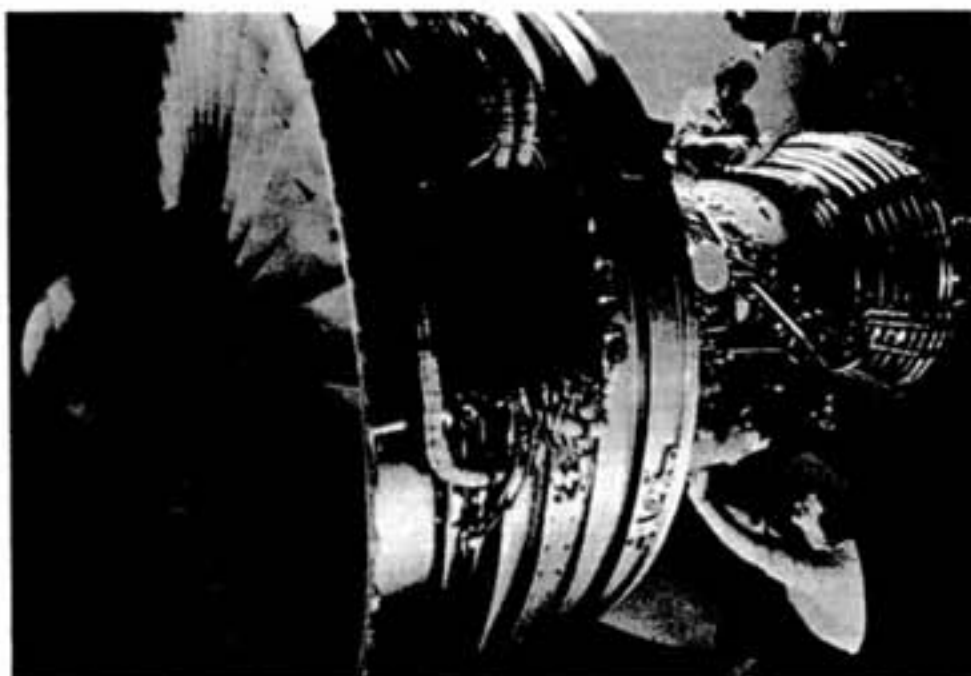


channel tunnel, or Chunnel, connecting the United Kingdom with France relies heavily on nickel-containing stainless steel for flexible piping such as this, but also supports for cable trays, pins, fasteners and even cabinets to protect sophisticated electronic equipment.

The need for high porosity nickel foam in the battery industry has created another interesting growth application.



Pearce. In other words, the industry is going to have to find a place for additional nickel that will be commensurate with the pipeline. If we pull together and effectively develop markets to compete with aluminum, plastic, titanium and other competitive materials, I think we'll be able to fill that void and account for the extra nickel that will be produced in the next few years."



In gas turbines, nickel alloys provide the strength and high-temperature resistance needed to power today's and tomorrow's jet aircraft.

Inco talent shines on Cambrian stage

Dave Lerpiniere is the first to admit systems analysts aren't synonymous with thespians.

"Most people in computer work aren't into stage art," he said.

But they don't all fall into the same category either.

"I like to be rehearsing or performing a play throughout the year," said Dave, who just completed a featured role in the Sudbury Theatre Centre's summer production of *Run For Your Wife*.

"I like to do two plays a year."

Dave also had a major role in Theatre Cambrian's *A Funny Thing Happened On The Way To the Forum*, which was sponsored by Inco.

Both the Sudbury Theatre

Centre and Theatre Cambrian benefit from Inco's corporate sponsorship.

There is a similarity between doing a good job at Inco's Information Systems, where he works, and doing a decent play, he explained.

"A program that runs by itself that no one uses isn't very good. It's like a good play that no one sees."

He plans to get involved in another local play soon.

• • •

Dave wasn't the only Inco connection associated with *A Funny Thing Happened On The Way To the Forum*.

Among those involved in the production, staged at Cambrian College, were:

• **Mark Mannisto**, actor, grandson of Romeo Allard, retired from Copper Cliff and Frood Stobie Mills;

• **Kandyce Kilbey**, actress, daughter of Gordon Kilbey, retired from South Mine;

• **Marc Lariviere**, lead actor, son of Yves Lariviere of Frood-Stobie Mine;

• **Tara Goudreau**, actress, daughter of Cec Goudreau of Industrial Relations;

• **Julienne Gauthier**, actress, granddaughter of Jerry Sikatowsky, retired from the Smelter;

• **Michelle Beausoleil**, actress, step-daughter of Vince Seguin of Creighton Mine;

• **Bill Hallman Jr.**, stage manager, son of Bill Hallman Sr. of South Mine.



Adding to the production in their roles as temptresses were the Geminae - Michelle Beausoleil, left, and Tara Goudreau.



Dave Lerpiniere, right, doesn't get to do a lot of song and dance in Information Systems. But the computer expert puts on a show in theatrical productions in his spare time. Most recently he completed a run in Theatre Cambrian's *A Funny Thing Happened On The Way To The Forum*. With Dave on stage are Rodney Roy and Sarah Craig.



Dave Lerpiniere and his dominating stage wife Kandyce Kilbey, appropriately named Domina, had several comical scenes together.



Marc Lariviere, standing, in the lead role of Pseudolus, devised a complex and ridiculous scheme to attain his freedom from slavery in the Roman-era farce. The love story played by Sarah Craig and Kevin Hakola further endeared the audience to musical-comedy.



Adding those final backstage details before showtime was Tammy Simard-Cirelli, who played a Roman citizen.

BRIEFS

MILLS HOLDS ANNUAL RETIREMENT PARTY

The Central Mills Employees' Association is holding its 14th Annual Retirement Party on October 25, 1997 at Sports North Villa in Sudbury.

Cocktails begin at 5:30 p.m. followed by dinner at 7 p.m. The cost is \$45 per couple.

For more information, contact **Angie Gagnon** at 682-5730, **Ted Wilson** at 682-8633 or **Susan Benoit** at 682-6761 or 522-7806.

Earth Sciences gallery bears Inco name



Inco Chairman and Chief Executive Officer Mike Sopko said the company's contribution to the new Earth Sciences Gallery at the Royal Ontario Museum is an important way for Inco to give something tangible back to the community.

Inco is built upon the riches of the earth – and now it hopes to share those riches with the world.

Two years from now, thanks largely to an Inco contribution, the earth's many treasures will be on display for all to see at the Royal Ontario Museum (ROM) in Toronto.

During Ontario Mining Week this spring, ROM officials paid tribute to the company, whose gift completed a \$4.25 million campaign to create a new earth sciences gallery.

"Inco has been a friend and supporter of the Royal Ontario Museum for a great many years," said Frank Potter, chairman of the ROM Foundation, the museum's fundraising arm. "In recognition of their contribution, the museum will name this gallery the Inco Gallery of Earth Sciences."

Addressing ROM supporters on the company's behalf, Inco Chairman and Chief Executive Officer Mike Sopko expressed delight at the company's role in the campaign but reminded the audience that a great many people contributed to its success.

"Being a principal contributor was important to us," he said. "But I must stress that we are only one of many contribu-

tors and every contributor deserves full recognition for the support they've given this project.

"Inco has always felt that donations such as this one are vitally important. We make profits from the ground in this great province and we have done so for the better part of a century. So it is important that we give something back."

In keeping with Ontario Mining Week and the company's "pride in our great Canadian mining heritage," Mike invited the assembled guests to take home an Inco tree seedling being distributed in the very space the Inco Earth Sciences Gallery will occupy in 1999.

"I would be delighted if you would take home and plant one of our seedlings, grown underground in our venerable Creighton Mine, as part of our greening efforts in Sudbury," he said. "When it grows tall, you can tell your neighbors that your tree came from Inco and started its life almost one mile underground in the Sudbury area."

Don Davis, one of the curators in the museum's earth sciences department, called the Inco Earth Sciences Gallery long overdue.

"To date, some 15 million

people have gone through the ROM and not been exposed to the wonders and majesties of the earth," he said.

With the funding campaign complete, the gallery construction is now in the planning stages with one of the first steps being to create a model of the eventual final gallery. The official opening is slated for the spring of 1999.



Ontario Division grounds supervisor Mike Peters explains the origins of Inco's underground-grown tree seedlings to Susanne Loewen, vice-chair of the ROM Foundation.

George 'starts over again' at 101



Port Colborne Refinery manager Del Fraipont presented a painting of a Canadian loon to pensioner George Williams, who celebrated his 101st birthday this spring. The painting is the work of artist Bill Whittaker of the Copper Cliff Copper Refinery.

By Bill Kantymir

George Williams celebrated his 101st birthday on April 22.

With a twinkle in his eye and an uncanny sense of humor, he claims he's starting all over again as he's only "one year old."

George retired from the Port Colborne Refinery on Jan. 1, 1963, after 35 years service, and returned to his roots on the Six Nations Indian Reservation near Ohsweken, Ontario. Proud of his Tuscarora heritage, he built his own retirement home there where he enjoys two acres full of wildlife. "There's a deer run right beside my porch, but I don't hunt anymore," he said.

Philosophical in his attitude toward living alone, George claims that the downside of his age is having outlived his family and friends – but he still has his dog Blue Boy for company.

George left the reservation to join his brother Jim at International Nickel in Port Colborne on March 3, 1923.

"I've worked in every department," he said.

"I started out breaking heads in No. 1 Building, drawing calcliners in No. 3 Building, pulling buggies in No. 4 Building and was a unitman and hoop erector in No. 5 Building. I finished as a stripper preparing nickel starter sheets," he said.

"I worked in No. 1 Building with (future plant manager)

Pinky Freeman – he slung a bar and sledge with the best of us," George remembers. "The best boss I ever had was Nipper Wilson, my foreman for 13 years. He was also a great goalie."

"The toughest job I ever had was my last week before retiring when I was told to 'take it easy'. That was really hard to do."

George also fondly remembers (former assistant manager) Jim Walter, who remembers George as "a good worker on the best of terms with everyone."

George wishes he had been younger when the call to start up the Thompson Refinery was made. "I would have enjoyed my native status taking advantage of the hunting, fishing and frontier lifestyle," he said.

When asked for the secret of his longevity, George replies "just lucky I guess. Nothing worries me, I rarely see a doctor and if I don't feel good I take a drink of brandy and jump into bed." Good eyesight, a strong heart, a hearty appetite and a grandmother who lived to 110 couldn't hurt either.

At 5'3" and 160 pounds, George is only slightly impaired by a touch of arthritis in his knees.

"The only medication I use (besides the brandy) is for my arthritis," he said. "In my youth I drank in moderation and never got drunk (even though the very best rye was only 25 cents a flask). I don't smoke anymore but I sure enjoyed five-cent cigars and the best burley tobacco in my clay pipe."

A typical day for George

begins at 6 a.m. with a hearty breakfast of bacon, eggs and potatoes, followed by a walk outside. The day ends "when the TV is no good (and) I go to bed," he said.

Of course there are also two acres of grass to cut on his riding lawnmower. Then there is the new, 1997 Chevy Cavalier he recently purchased. "It's got all the pins and whistles," George said. "You push a button and the trunk pops opens."

George still drives locally because "the roads are all paved and in good shape." That's not how it was years ago when he used a horse and buggy or when he purchased a model-T Ford for \$400 to go to work in Port Colborne.

Today, for his 60-mile trips to Port Colborne to visit the plant nurse, George arranges

to be chauffeured.

A great sense of humor and an endless supply of stories have obviously kept George young beyond his years.

George was honored on his most recent trip to Port Colborne by plant manager Del Fraipont who presented him with an original painting of a Canadian loon by artist Bill Whittaker of Technical Services at the Copper Cliff Copper Refinery.

All of Inco wishes George the best of health and continued longevity. We all look forward with him to the year 2000 when he will have visited three centuries.

(Bill Kantymir is an Inco pensioner and former superintendent of Operations at the Port Colborne Refinery)



George Williams, 101, has enjoyed 34 years of retirement on his two-acre property on the Six Nations Reserve near Ohsweken, Ontario.

Pensioner Days becomes family affair

Inco runs in the family of brothers Einar and George Walli.

George and Einar were among 2,731 retirees who enjoyed socializing, bocce, horseshoes and lunch during the week-long Pensioner Days celebration at the Caruso Club earlier this summer.

Einar, 64, was a senior research technologist and one of the initiators of the Inco Nickel Foam process. He retired in 1989 with 37 years service.

George, 58, was a senior analyst with Central Process Technology when he retired in 1992 after 32 years service.

But their family work at Inco doesn't nearly stop there. "Besides us, our father and two of our brothers worked for Inco as well," said Einar.

Their dad, the late George Einar Sr., worked for Inco for 32 years at the Copper Cliff Smelter.

Their brother Arvo worked at Levack Mine and retired after 32 years and their late brother Vilho worked at the Creighton Mill for 25 years until his retirement.

"Jack Walli, our uncle, worked for Inco too. There's a lot of years at Inco. You could say Inco runs in our family," George said.

Their family's Inco connection goes back even prior to the company's official formation 95 years ago.

"Our grandfather John Walli worked for Mond Nickel for a couple of years. And he later worked for Fraser-Brace Construction. They built plants and houses for Inco," Einar recalled. (Mond would later merge with the Canadian Copper Company and others to create the International Nickel Company in 1902.)

The Walli family's Inco connection has been continued by the younger generation. "My two daughters have worked for Inco in summer jobs," Einar said proudly.

He added, "We've been here all our lives pretty well. Inco was good for us. Great benefits. Great pension. It's the greatest company in the world to work for."

Gus Marinier, a miner who retired in 1987 from Garson Mine with 37 years service, said it was good to see his former co-workers and throw some horseshoes with them at Pensioner Days.

The annual event has become a popular tradition for many retirees.

In fact, Cy Varney celebrated a quarter century of attending Pensioner Days this year.

"It's always fun. I see a lot of familiar faces," said Cy, 85, who retired in 1972 from the Medical Department after 41 years service.

Normand Pitre, 63, also enjoyed the horseshoes as a good excuse to chat with old friends. The former Smelter labor boss, retired in 1991 with 36 years service, summed up the feelings of many at the annual event saying, "Retirement is lovely."



Bob Sanders, 68, was one of many bocce enthusiasts at Pensioner Days. Bob retired in 1988 as a mechanic, having worked at Garson Mine and the Smelter for 34 years.



"Retirement is lovely," said retired labor boss Normand Pitre as he examined a horseshoe at the Caruso Club. Normand, who retired in 1991, enjoyed catching up with his friends from the Smelter recounting his 36 years at Inco.



Cy Varney, 85, registered for his lunch ticket for the 25th time in as many years at Inco Pensioner Days. Cy retired in 1972 as a medical department assistant with 41 years service.



Brothers Einar, left, and George Walli said Pensioner Days gave them a chance to reflect on their family's roots with Inco that extend to the company's start at the turn of the century.



Retired safety supervisor Gary Lott, 74, and retired maintenance mechanic Ray Murray, 70, first met in the fall of 1947. "I was in the Merchant Navy. The boat split in half on a reef," recalls Ray, who retired in 1985 with 30 years service. "I was in the Royal Canadian Mounted Police patrol boat. We used to chase rum runners and do search and rescues," said Gary, who retired in 1982 with 34 years service. Gary's RCMP boat crew rescued Ray's Merchant Navy crew. But it wasn't until the mid-1960s when the two men met up again, at Inco in the Converter Building. "I said to him, 'I was in that boat,'" Ray remembers. Since then they and their families have been good friends.



Adam Delfante, 11, was the youngest guest to join the pensioners. He was at the annual event to play some cribbage with his grandfather, Jerry Lafantaisie, 63, retired in 1986 as Transportation foreman with 16 years service.



Health care down under

Creighton Mine played host to two underground tours earlier this year for emergency nurses and physicians from the Sudbury General and Memorial Hospitals. The tours were held to educate health professionals in the community about the mining environment and Inco's injury management initiatives. The Occupational Medicine department has been involved with these tours for a number of years, recognizing that it is important community health professionals see the underground environment and the equipment being used so they can better understand the physical demands of the job. Shown before their departure underground, from left, are Shirley Kuz, Dr. Miriam Mann, Dr. Sam Oommen, Glenda Hicks, Lorrie Holmes, Dr. Mark Troughton, Cathy Harnish, Faye Gee, Roberta Tisdale, Patti Irvine, Laurentian University nursing student Cathy Lacasse, Pat Vildis and Occupational Health nurse Carrie Bois.

In Memoriam

Name	Date of Birth	Date of Death	Years of Service	Name	Date of Birth	Date of Death	Years of Service
George Anderson	03-20-14	07-27-97	34	Gordon McQuarrie	03-23-29	05-27-97	39.5
Armand Audet	06-18-21	05-17-97	27	William Millar	12-16-14	07-19-97	27
David Barnes	03-18-22	05-08-97	37	George Morrison	09-08-22	06-09-97	39
Joseph Bassani	02-25-26	05-23-97	26.5	Joseph Myher	03-11-11	05-04-97	41
John Blackport	09-07-18	07-14-97	30.4	Harry Mymryk	02-07-29	05-14-97	33
Hector Bleau	01-24-11	05-24-97	35.2	Aldo Orasi	06-15-18	06-25-97	42.7
Fernand Bolduc	02-22-22	06-10-97	31	Paul Panas	03-25-22	05-23-97	39
Merlin Briese	01-26-16	05-06-97	36	Michael Pendzinski	11-25-25	05-02-97	15
Robert Brown	12-27-08	07-13-97	33.8	Gabriel Peraud	04-18-27	07-12-97	24.5
Leo Byrne	03-03-16	06-07-97	39.3	George Perzo	03-13-03	05-27-97	34.1
Alfred Carew	01-01-38	06-24-97	25	Milan Petrak	02-15-27	06-12-97	33.5
Clifford Collins	02-05-17	05-09-97	33.5	Vito Pileggi	06-19-32	05-04-97	40.5
Leland Desjardins	12-02-34	05-18-97	35.5	Alcide Piquette	05-24-26	06-13-97	27.5
Romeo Drolet	05-10-19	05-24-97	43	Albert Queffelec	01-31-28	06-06-97	22.6
James Eagles	09-20-15	05-23-97	24	Iziderius Ragauskas	01-25-22	06-17-97	33.5
Robert Furlotte	09-07-16	07-17-97	42	Lionel Renaud	06-22-17	07-06-97	28.5
Thomas Goulter	10-22-17	06-17-97	37	Ronald Riengutte	08-09-29	06-26-97	30.5
Jean Groulx	02-13-19	06-20-97	41.5	Leo Rivest	02-24-11	07-11-97	31.1
Isaac Harnish	06-27-29	07-24-97	31	Gordon Robinson	01-14-17	05-18-97	40
Gerald Humme	09-28-43	05-17-97	30	Arthur Rodin	10-19-26	06-15-97	36.5
Lorne Jewitt	05-05-19	07-11-97	31.5	Albert Rowley	11-04-14	07-01-97	27
Norman Jonasson	09-28-12	05-10-97	23	Alfred Salewski	04-12-22	06-28-97	34.5
Steve Juhasz	02-30-24	05-05-97	19.8	Augustine Saliba	02-10-45	05-03-97	19
Toivo Jussila	05-08-29	07-05-97	35.9	Lewis Scanlon	05-23-15	07-01-97	44.5
Michael Kenny	04-19-44	05-24-97	33	Rene Serre	06-24-50	06-02-97	27.5
Rudolph Kneer	11-30-30	06-01-97	15.8	Joseph Spencer	11-28-19	05-23-97	35
Andrew Kulik	02-08-32	05-19-97	30.5	Wilfred St. Jacques	02-20-20	07-07-97	35
Emirland Lajeunesse	08-20-16	07-05-97	30.5	Stephane St. Marseille	06-18-06	07-26-97	28.6
Joseph Lange	05-14-11	05-28-97	23.5	Alex Timeriski	03-23-19	06-23-97	36.5
James Lee	01-04-30	06-30-97	36.9	Joseph Toth	05-16-06	05-01-97	32.3
Marcel Maillet	12-20-29	05-07-97	26	Albert Tremblay	01-18-49	05-02-97	30
Stanley Mason	05-24-17	07-03-97	42	Gloria Trezise	08-22-26	07-18-97	11.4
Oliver Mattinen	01-20-12	05-04-97	37.5	Paul Vasseur	08-19-47	05-29-97	23.5
Donald Mayhew	02-12-24	07-31-97	30.5	Clarence Young	09-25-08	05-02-97	36.4
Leo McGillis	02-10-07	07-30-97	32	Herman Zanatta	04-03-24	05-29-97	28
Daniel McKerral	03-11-19	05-08-97	37.3	Gaetano Zito	11-15-13	07-11-97	29

BRIEFS

HOUSEKEEPING MORE THAN KEEPING UP APPEARANCES

Good housekeeping is sometimes seen more as a question of appearances than a real safety issue. But two incidents at one mine show it can make a big difference to the safety of workers, reports the Ontario Natural Resources Safety Association.

Within a few months, two workers were injured climbing over a muck pile and around scrap in a previously backfilled cross-cut. One worker slipped and a piece of muck pinned his thumb against an old rail. He lost his thumb nail and needed eight stitches to close the wound. The second worker stepped on a rock and twisted his ankle.

When the incidents were investigated, the company learned the two workers were climbing back to get a cache of tools and equipment they had stored behind the muck pile.

They felt forced to do this because they had no secure place to keep items like saws, clamps and hose mending gear.

An investigation pointed out the importance not just of safe storage, but of the efficient movement and ordering of materials.

Locking tool boxes or storage cabinets would keep the necessary tools and equipment handy, but secure. Tools could be labelled by print or color to indicate which crew they belong to.

A printed list on the door of the tool storage box would help keep track of stock, allowing operators to order items that are missing or running low.

That would eliminate the need to hoard supplies in an unsafe location.

DO THE MATH BEFORE YOU DO THE JOB

A worker in Australia suffered serious injuries after he fell 19 metres through a skylight onto a concrete floor. He broke both his arms and seven ribs, fractured his shoulder and punctured a lung. His spleen and kidney had to be removed. Ironically, the man was wearing a safety harness. But it was connected to three lanyards joined end-to-end for a combined length of 21.8 metres.



INCOME ideas

by Susan LeMay, CMA

Make your mortgage work for you

The mortgage payment is probably the largest monthly obligation most of us face. At one time, mortgages were inflexible and without options. Now, the banks and trust companies advertise that they have a mortgage to suit any and all financial goals. When taking out or renewing a mortgage, all the options should be carefully considered.

Mortgage Options

In the past, a conventional mortgage scheduled to be paid off over 20 to 30 years, had one regular monthly payment, was fixed for some period of time like five years and the borrower was locked in and could not repay the whole amount without a significant penalty. Competition has led financial institutions to offer variety in all aspects of mortgages. Payment options are now weekly, bi-weekly, or semi monthly as well as monthly. Mortgages can be open or closed, so that you can be locked in for a period or you can repay the whole amount at your convenience. Rates can be fixed or variable at your option.

Paying Down the Mortgage

Financial advisers talk constantly about the merits of paying down 'the mortgage'. The benefits of eliminating this significant monthly obligation are obvious. No mortgage payment sure would mean money for other things. Before rushing out to pay it down, I'd like to suggest that it may be a sound source of funds.

Increasing the Amount of your Mortgage

It may sound contrary to all the financial wisdom you've heard to suggest that you might want to increase your mortgage. I know that you pay it with after tax dollars, and that interest doesn't give you anything in return. There are some situations where an increase makes good financial sense. If the rate on the mortgage is the cheapest available and if you are using the funds for something important to your financial plan, or to your lifestyle, then you may consider an increase to meet your goals.

Mortgage Interest Rates

Mortgage rates in August 1997 range from 7 per cent to 5.375 per cent.

These are some of the best rates we've had in decades. As an example let's take a 25-year mortgage of \$100,000 with conventional monthly payments. At 7 per cent the monthly payment would be \$700.42. A 1 per cent reduction in the interest rate to 6 per cent would give a monthly payment of \$639.81. Or, you might stay with the larger payment and you would pay your mortgage in just over 20 years instead of the original 25.

Loan Interest

Loan interest rates are often quoted as being 'prime plus . . .'. The bank adds two or more percentage points to the prime rate for personal loans. Prime is different for different groups. As an example, the Bank of Canada rate is 3.50 per cent. Then the banks list their prime rate as 4.25 per cent - the Bank of Canada rate plus 1 and 1/4 per cent. This is Prime for their best commercial customers. For personal loans Prime may be two percentage points higher than the commercial rate. Then when you or I go to get a loan, we are quoted 'Prime plus 1 or 2' and that would be 6.25 per cent plus one or two percentage points and we are paying 7.25 per cent or 8.25 per cent. This is higher than the mortgage rate, so it would make sense to find some way to increase your mortgage rather than take out a loan. You have the same debt obligation, but at a lower overall interest cost.

Options

There are at least a couple of ways to use your mortgage. If the purchase you are looking at is going to increase the value of your house, wait until your mortgage is coming up for renewal and then negotiate an increase. There may be costs to this for legal fees for rewriting your mortgage, so it isn't wise to do this for small amounts. Financial institutions may also allow you to add a loan to your mortgage and blend the rates of the two. You end up paying a somewhat higher rate, but perhaps not as high as if the loan and mortgage were separate. Sometimes, they also have special promotions where you can increase your mortgage without the legal costs. You do have to ask. Financial institutions may offer some choices only if you have checked out the market and know what is available. Don't be afraid to ask. There are many financial institutions who would like to hold your mortgage and gain the significant portion of your monthly payment that is interest.

LET'S TALK SAFETY

with Ron Rafuse

Safety equipment saves lives

Safety equipment plays a vital part in our lives both on and off the job.

In some instances, it is mandatory and in other cases failure to use proper safety equipment carries a potential high fine. In all cases, it is simply a good thing to do to protect yourself or someone else.

We all know that if you do not wear a seatbelt it can result in a high fine and we also know that seatbelts have saved many lives. You may start to wear a seatbelt out of fear but it soon becomes a way of life every time you are in a vehicle.

How many stories are told of the brain damage saved with hockey and bike helmets? What about safety equipment at work such as safety glasses, respirators, hard hats, lifelines and fall arrest systems? All of these are provided and approved to protect you from injury in the workplace.

Why do people not wear protective equipment? Some of it is part of human nature because people think 'It can't happen to me, only other people get hurt'. Other reasons are that supervisors are not consistent in ensuring the standards are followed for wearing of required personal protective equipment at all times.

A lot of people don't want to look out of place wearing all the protective equipment that is required. Under the Occupational Health and Safety Act of Ontario, wearing the required protective equipment is the law. It states that employers shall provide protective equipment, supervisors shall ensure that it is used and employees shall wear the equipment required by the employer.

How often do you see a person who has had an eye injury because they didn't wear eye protection when it was required? How many other people do we know that are permanently injured by not wearing the proper safety equipment both on and off the job?

People assume that they are the only ones who suffer if they get hurt, but ask anyone you know who has had a serious injury about the effect it has had on their lifestyle, their family, or their relationship with their spouses and loved ones. An injury takes its toll and you are not the only one suffering.

At home would you not take every step possible to protect your

loved ones? When your children are in the car you would not think of them not putting on seatbelts, or letting them play hockey or ride a bicycle without a helmet, would you? Of course not, it would break your heart to see them hurt or afflicted for life by an injury.

So I ask why would you go to work and not wear the equipment supplied to protect you from injury?

Your family and loved ones feel the same pain when you are injured. Think about it - every time you decide not to wear safety equipment or take a shortcut, not only are you affected but all those who care about you are affected as well.

For most of you, summer vacation is over and it's time to return to work and I trust that each of you had a good summer without accident or incident. For those who worked through the summer and the shutdown period and are heading into a fall or winter vacation, remember: 'Safety does not take a vacation, but always take safety on yours.'

School is about ready to start and your children are excited to be going back. Some are returning to grade school or high school and others to colleges and universities for the first time.

Have you taken the time to share with them the importance of keeping themselves from being injured?

For the younger ones it may be the rules of school bus safety or riding bicycles to school. For university students, teaching them to lift properly and carry boxes and furniture may be a benefit as they prepare to move into an apartment or school residence for the year. Back injuries can occur at any age.

Think about this

If you know better and commit an unsafe act it is not an accident. It is now a planned event and you took a chance that you would not get injured or cause someone else to be injured.

Ron Rafuse is Superintendent of Safety in the Ontario Division



FOR YOUR HEALTH

From the Occupational Medicine Dept.

By Norma James

Recently there has been an increase in the popularity of alternative therapies in health care.

As the influences of the world's cultures become more a part of western civilization, the various alternatives to conventional medical care are becoming more commonplace. Therapies like acupuncture, once seen as exotic, are now quite acceptable as standard treatments.

What are alternative therapies? In the conventional approach to health care the basic view is that health is the absence of disease. The main causes of disease are pathogens or chemical imbalances. Scientific tests and measures are used to diagnose diseases. Then, drugs, surgery and radiation are the usual methods of treatment.

Alternative therapies tend to view health as a balance of body systems – mental, physical, emotional and spiritual. The basic concept with these therapies is that all these systems are interrelated. Any disharmony between them is the cause of illness. The goal of therapy is to restore the balance by strengthening the body's defences.

When choosing these alternative therapies, are you a smart consumer? Do you know the good and bad about each therapy?

The following is a brief outline of some of the more commonly sought-after alternative therapies.

Acupuncture

This therapy is based on the traditional Chinese theory of meridians. Meridians are pathways that carry vital forces throughout the body. The flow of this energy is altered by the insertion of thin needles into specific points in the body. It is used for pain control, control of nausea, and has been found to be effective in stroke rehabilitation.

Do your homework on alternative therapies

Accupressure

This therapy is similar to acupuncture but stimulation of the points in the meridians is by pressing with the hands or fingers.

Aromatherapy

This therapy uses extremely concentrated essential oils from a variety of plants. They are massaged into the skin or inhaled. It is believed they have an effect on the brain in the areas of memory, emotion and hormone control.

Body Work

This is an encompassing term for several therapies all of which treat illness through proper body movement and posture, massage or other manipulation of the body. Examples are: therapeutic massage, reflexology, shiatsu (a Japanese technique similar to accupressure), Tai chi and therapeutic touch – a technique where the energy flow of the body is affected when the practitioner performs slow, rhythmic movements over the surface of the body.

Chinese Herbs

Herbs, along with acupuncture and accupressure, are used by trained practitioners. They are prepared and monitored according to complex rules of diagnosis. These treatments have been under rigorous study in recent years. Although some do work, others have proven to be ineffective.

Herbal Therapy

Herbal medicines are prepared from a variety of plant materials, they usually contain biologically active ingredients. Herbal remedies are not regulated and come in unpredictable strengths. Caution must be exercised when using these preparations because some of the ingredients are toxic or carcinogenic. All herbal preparations should be taken under the direction of a health care practitioner familiar with herbal medicine.

Naturopathic Medicine

In this type of therapy, practitioners whose training is similar to conventional doctors use a variety of therapies to treat the whole person – physical, psychological and even spiritual. The body's natural healing processes are enhanced. The root cause of illness, not symptoms, is the focus of interventions. Toxic drugs and surgery are avoided whenever possible.

Homeopathy

In this therapy, symptoms are treated by remedies in very dilute preparations. These preparations in higher doses produce the very symptoms being treated. Usually one preparation is used at a time. If one doesn't work another is tried until symptoms are relieved.

Mind/Body Medicine

Again, this is an umbrella term used that covers a variety of activities that focus on the interrelationship of body and mind. The goal of treatment is to enhance overall health and to address specific illnesses in that context. Activities such as biofeedback, hypnosis, meditation, relaxation, support groups and yoga are all examples of this type of therapy.

When contemplating alternative therapies, you may want to consult your family doctor. Discuss your problems and why you would like to try an alternative therapy.

You should investigate the alternative practitioner thoroughly. Be careful of those who express a negative attitude towards conventional therapies. Also, beware of those claiming grand cures. Get detailed information on what the therapy will consist of and what the practitioner expects from the treatment.

Remember, you are in charge of your own health – including the treatments received.

INCO

Reserved Scholarship Competition for Children of Canadian Employees and Pensioners 1998 Awards

Up to twenty 4-year university admission scholarships will be awarded in the 1998 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 1998.

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, 1998.

APPLICATION

Application forms will be available from September 5, 1997 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 8, 1998

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

September 26, 1997
October 30, 1997
December 19, 1997

TEST DATES

November 1, 1997
December 6, 1997
January 24, 1998

SAT Test material is available at the applicant's school

Female curling pioneers mark 50 years

A handful of women caused quite a stir 50 years ago when they traded in their household brooms to sweep a different surface.

Rather than sweeping dirt out of the house, they tried hard to keep their house full of rocks.

In the late 1940s, curling was traditionally a male-dominated sport and the women of the Copper Cliff Curling Club were entering new territory stepping out onto the ice surface. These founding members of the Ladies' Afternoon Curling Club celebrated its 50 years of existence this spring where it all began—at the Copper Cliff Curling Club.

The club was decorated in



The current president of the Copper Cliff Ladies Curling Club, Lois Walli, prepares to cut the cake commemorating the 50th anniversary of the club with its first president Betty Hazleden.

gold and purple to host the dinner honoring the founding members. Memorabilia on display, consisting of old photographs and newspaper articles, conjured up memories of a past era. The Copper Cliff women's interest in curling captured the attention of the Sudbury Daily Star March 4, 1948 with the headline screaming: "Women enjoying roaring game." The article touched on the interest the sport had spurred in its new female players and how "some of the ancient highlanders who started the sport would turn in their graves if they saw how the game had been adopted by females."

A 1949 photograph shows the smiling faces of young men and women fresh from eight ends. The 'post-it' note aside the photograph reads: "The first year men and women were allowed on the ice at the same time." This photograph marked the beginning of mixed bonspiels.

These enthusiastic women, who loved the game enough to break the conventions of a male-dominated sport, joined each other around a wide circular table to exchange memories. When the ladies first joined forces, none of the team members were quite sure of the sport's logistics—not knowing how to draw or who should skip. Yet the ladies persevered to eventually form an executive in the fall of 1947 with Betty Hazleden as president. The Copper Cliff Ladies Curling Club was officially born.

During its early years, the club was open exclusively to

Inco employees and their families and its founding members closely connected to the company. When the club opened to the public, Inco continued its sponsorship. The continued support of the club was apparent that evening as Dorothy Cayen, manager of Accounting in the Ontario Division, presented the Inco Cup to the team of Kay Kallio, Joyce Stanley, Celia Rodney and Karen Egan. Runners-up were Lois Walli, Edith Thurlow, Marg Park and Rose Poulton. The Inco Cup is awarded annually to the winning team of one out of six in-house competitions.

Curling has changed over the last 50 years for the ladies. Perhaps the most profound change is their acceptance into the sport. For Evelyn Fox, a retired Inco cook (Copper Refinery), her mode of transportation to the games has been her biggest change. As a young woman in her 20s, Evelyn recalls rushing to her mother's house with a young baby in her arms. Following the baby's feeding, Evelyn would shoot out the door and glide down the hill on a piece of cardboard to the old curling club for the afternoon ladies' game.

Prior to construction of the existing facility, the former club hosted a natural rink that caused much havoc for the ladies. "Many ladies broke a few blood vessels trying to get their rocks in the house," Evelyn recalled. The surface was rough and at times flooded, yet the women persisted.

In 1949, when the new



The founding members of the Copper Cliff Ladies Curling Club were honored at a special banquet this spring. The club was formed 50 years ago with a handful of women who either worked or whose husbands were employed at Inco. Standing in the back row, from left, are Fern Gazdic, Betty Hazleden, Eleanor Flowers, Evelyn Fox, Muriel MacLean, Evelyn Pillatzke and Ruth Harkins. Seated in the front row, from left, are Grace MacDonald, Leila Duncan, Bernice Wilson and Elsie Madil, holding the Inco Cup.

club opened its doors, the women had collected 50 members and a small room was built in the basement to house their meetings. Betty remembers many of the first meetings with fondness. The ladies would gather in the room to plan seasonal events, exchange stories and even enjoy a little music.

"We only had eight (members) to start with. When we moved down here we had 50 or so." With such numbers, the women could no longer be ignored and were beginning to be accepted by the male players and accommodated in the new building.

"The women in the area played together in bonspiels and had a great time. There

were a lot of great times," said Betty, whose husband George was employed in the research department at the Copper Cliff Copper Refinery.

Elsie Madil, past-secretary and founding member of the club, also recalled the numerous good times with her fellow female curlers. "It was rough in the beginning getting started, but it was lots of fun too," she said. Elsie's late husband Kenneth, worked as a winder in the Copper Cliff Smelter.

While the founding members are no longer able to curl, they still enjoy and support the sport, and will treasure their fond memories formed within the four walls of their basement meeting room.

Fun and fitness fuel Inco runners



Six Inco runners were among the participants in this year's Sun Run at Laurentian University.

By Cathy Thom

Chilly winds on a sunny Sudbury day didn't keep six Inco runners from stripping down to shorts and T-shirts to compete in the annual Sun Run at Laurentian University this spring.

The Sun Run consists of three separate cross-country races: 5 km, 10 km and 21 km. Frank Lesk, Willy Metson, Vince Perdue, Ron Poirier and Russ Thom competed in the 5 km

run, while Fred Grottoli challenged the 10 km.

All of Inco's 5 km runners finished in the top 16, led by Ron Poirier who finished fourth.

Many of these runners had also competed a few weeks earlier in Cabin Fever in Sault Ste. Marie, Michigan. In this international field, Frank Lesk finished first overall, breaking the existing event record. Again in this race, each Inco run-



Ron Poirier was the top Inco finisher in the 5 km event, placing fourth.

ner placed well.

Several of these competitors have been running for 15 to 20 years. To a runner, they say they appreciate the camaraderie and the fact there is never a shortage of friends to run with on the track.

They said running helps maintain their high levels of fitness and provides a release of stress and tension.

The Inco runners were unanimous in their view that competition is a challenge to be met, a time to gather

with friends and rivals to put all the training to the test—ultimately leading to feelings of triumph or defeat.

Disappointment, they said, serves as an incentive to regain focus and work even harder for the next race.

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The Triangle is published monthly for employees and pensioners of the Ontario Division of Inco Limited. Produced by the Public Affairs Department, members of the International Association of Business Communicators.

Letters and comments are welcomed and should be addressed to the Editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario POM 1N0. Phone 705-682-5429