Rio Tinto

Spring 2010
www.ironore.ca

# Mine to Port

**Mine to Port is published for the employees, retirees and partners of IOC.**

# A message from Zoë Yujnovich

**The terrible events of March 18th are still fresh in my mind and, I suspect, in yours as well. On that day we lost a respected co-worker, Eldon Perry, who fell from a work platform at our Labrador City mine. The loss to his wife Edna, to his son Steve, who is also an IOC employee — and indeed to his entire family and many friends — is unimaginably greater. Our hearts, our prayers and our continued support go out to the Perry family.**

A second colleague, Joshua Hayse, also fell from the platform, and we are thankful his injuries were not life threatening. This at least brings us some measure of comfort. We wish him all the strength for a speedy recovery as he comes to terms with the tragic incident, we remain by his side and are looking forward to supporting his return to work when he is ready.

Now that the initial shock has passed, we're all looking on IOC's safety programs with a renewed sense of urgency. If there is one message we can take from this tragedy, it's a deeper appreciation for Take 5, Safety Interactions and general awareness of the importance of maintaining a safe workplace for all. These programs are in place for a good reason. They support our often-repeated commitment that every member of the IOC team return to his or her family at the end of the day safe and sound. Life is too short and families too precious to have accidents occur.

As you know, following the standard protocol in the event of a fatality, three independent investigations are underway, by the Royal Newfoundland Constabulary, the Newfoundland and Labrador Occupational Health and Safety Branch, and by an in IOC/Rio Tinto team. I would like to remind you that we should let the investigators finish their jobs and not get caught up in speculation. We will certainly be looking to apply any lessons drawn from the conclusion of these investigations that could contribute to a safer and better workplace.

## IOC's reputation is truly its people

I've been at IOC barely three months. I have much to learn and many people still to meet. But I have to say that the recent tragedy confirmed my first impressions about the people of IOC.

Our pride, personal engagement and sense of family have been bruised but they come through stronger than ever. I am proud of how we rallied support for the families and our co-workers. I feel the strength of the IOC community as we struggle to move on.

And, I remain confident about our future success together. I have been impressed with the innovative ideas I've heard to enhance our work through continuous improvement and LEAN processes. I have witnessed incredible drive and commitment.

Beyond technology, beyond equipment and resources, it's the quality of the people that determine whether a company grows and prospers. At IOC, we are blessed with all these assets — and especially with people.

## Three overarching ideas

As this is my first message in Mine to Port, let me take this opportunity to share what I stand for.

**First**, Health & Safety trumps every other concern. More than ever before, our "zero harm" way of thinking and acting must become a daily part of our jobs. There is no greater priority.

**Second**, we are a people company. We demonstrate IOC values in our relationships — how we work as a team, trust, engage and communicate transparently with one another.

**Third**, we're building a sustainable business that we can hand off to the next generation. This means respecting each other, the environment and our communities.

## FIVE PRIORITIES FOR THE YEAR AHEAD

**01 Strengthen our relationships with stakeholders**, including unions, business partners, communities and governments, through respect, dignity, transparent communication and cooperation.

**02 Develop a capable and engaged workforce** by strengthening our people's skills through coaching and training, and by setting expectations that recognise potential.

**03 Maximise quality output** by returning reliability to our assets. This will enable us to deliver on our plan and, whenever possible in today's improved market, capture new opportunities.

**04 Grow the business** by approaching each task with a determination to improve how we do things, and by pursuing our expansion project.

**05 Continue to deliver strong financial returns** by maintaining the discipline we built through 2009 in capital expenditures and operating costs. We must spend wisely, and only where it strengthens our ability to deliver on plan.

**I am confident that by focusing on these priorities, our team will enhance its engagement, agility, velocity and discipline. In addition, by also creating an even safer workplace, we will have honoured the memory of Eldon Perry.**

# Safety Interactions: More than a checklist

**As we continue to drive the business towards a zero harm culture, we must challenge ourselves to take safety to the next level. Safety Interactions should be more than the routine checklist. They should show active leadership and meaningful interaction.**

The purpose of our enhanced focus on safety and "quality" safety interactions is to communicate and engage with employees about health and safety, with the objective to eliminate injuries and achieve a zero harm workplace. Safety interactions are a normal part of everybody's work and the interaction process should be a positive, energizing process.

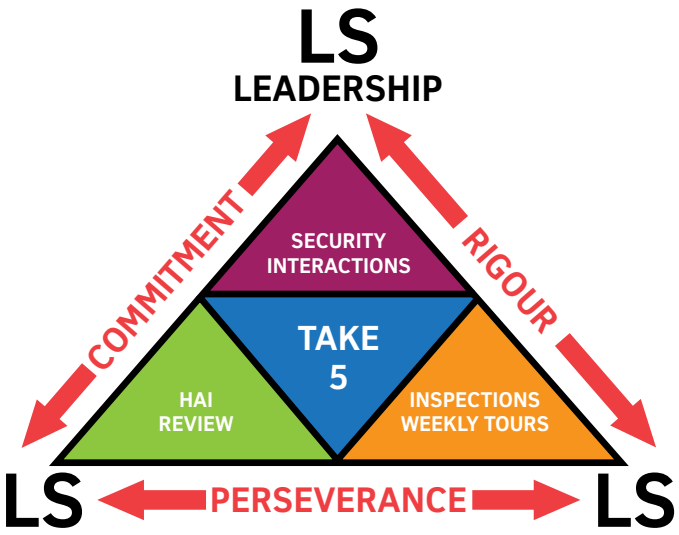
Any interaction should prompt thinking about ways to perform work safely by assessing risks, promoting the use of Take 5s, reinforcing safe behaviours, correcting unsafe behaviours and demonstrating leadership and caring.

Challenge yourself to take safety leadership to the next level by:

- DEVELOPING A PERSONAL SAFETY PLAN
- IMPROVING THE QUALITY OF INCIDENT INVESTIGATIONS
- DEVELOPING "PROCESS" SAFETY KNOWLEDGE AMOUNGST TEAMS

New safety interaction targets have been set for all Leaders. Use these interactions to engage with each other and identify safety concerns. Together we must ensure that each and every employee returns home safely at the end of the work day.

**Remember all of your safety tools:**




## MESSAGE FROM USWA 5795

**On behalf of USW 5795, I would like to take advantage of this forum, Mine to Port, to address you with a very important message.**

The past couple of weeks have been very difficult for everyone with the tragic death of our co-worker Brother Eldon Perry and the serious injury to Brother Joshua Hayse from an accident in #2 pocket in the mine.

We offer our deepest condolences to the Perry family and wish Joshua a speedy recovery. I would also like to thank our members and the Company for their support to the families during this difficult situation.

Such a tragedy changes lives forever and leaves a void that can never be replaced. The United Steelworkers want everyone to go to work and return home safe at the end of the day, so it is important that we look out for each other in the workplace.

If you see an unsafe situation, report it immediately and don't forget your right to refuse under the Collective Agreement and Government Legislation.

The Union and Company are working together to ensure that we have a Healthy & Safe workplace.

**Safety isn't expensive, it's priceless.**

*George Kean*

President

# Safety learning enhanced online

**With the recent launch of Rio Tinto's Safety Leadership Development Programme, IOC is taking another step into the realm of e-learning. The advantages? By taking training out of the classroom and putting it online, you're able to learn when it's convenient and at your own pace.**

"The SLDP is all about safety, because that's a core value for IOC and Rio Tinto," said Blair Kettle, Senior Advisor, Performance Support and Organizational Effectiveness.

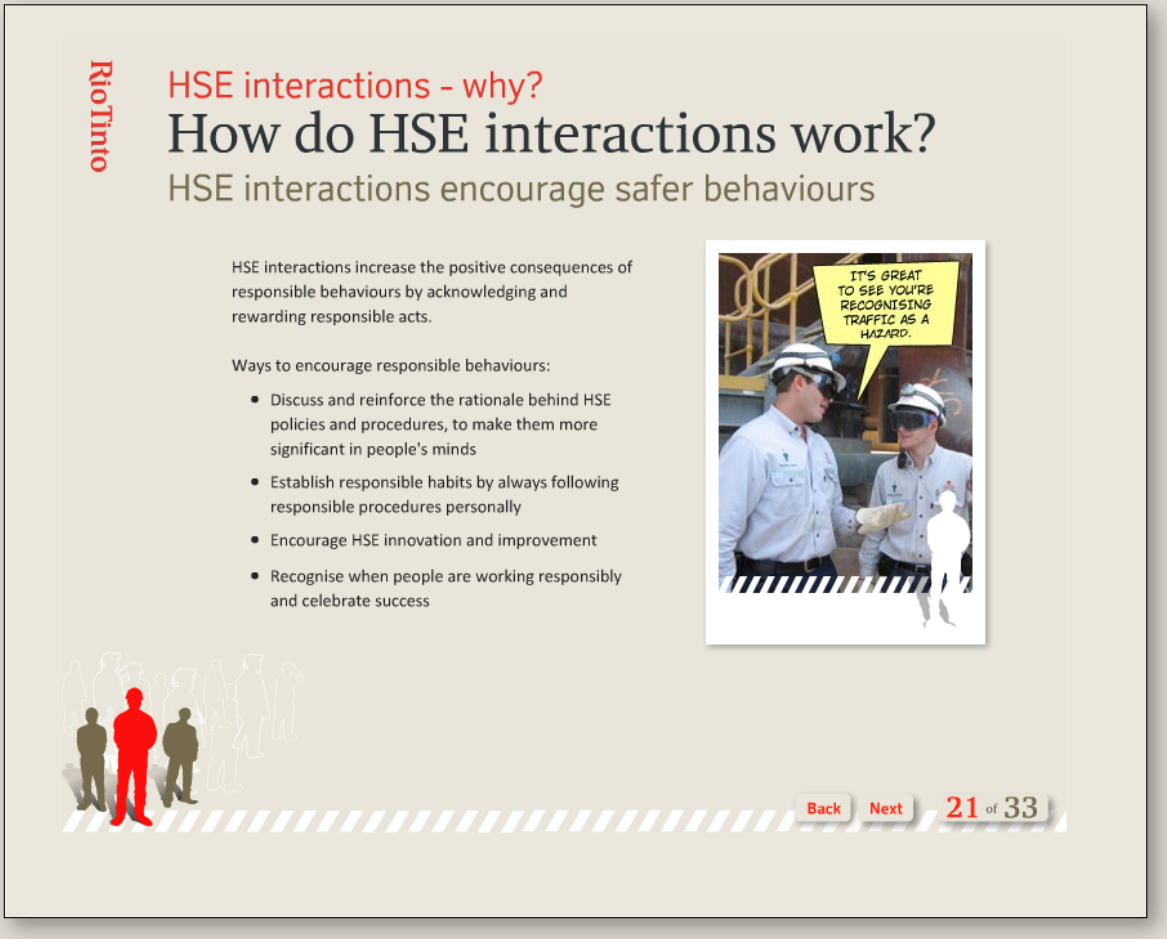
Every staff member is expected to begin by taking the self-assessment module, which produces a report that points out safety knowledge gaps. The staff member then meets with his or her leader to discuss which modules to take next (you probably don't need to take all 17!) and to develop an action plan for improving safety knowledge.

So far, SLDP is enjoying strong buy-in. Nearly 400 staff members, out of some 500, have completed at least the self-assessment.

"This is leaders coaching leaders," observed Blair. "SLDP starts at the top and cascades down, asking staff to drive the programme and lead by example."

As for e-learning at IOC, Blair sees SLDP as just the first step. A solid e-learning programme has so many benefits that we can expect more offerings in the future. For example, as much as 80% of IOC's one-week orientation could be redeployed online. And, as someone with expertise in learning, Blair is keen to contribute to its fast-growing development at Rio Tinto and IOC.

**Leaders are taking the training to continuously improve their ability to coach their crews so that all IOC employees are as well prepared as possible.**



# Haul Truck Wheel Motor Flashover Project Wins Award

**Solving a mystery is easy, when you have the right team of detectives sitting at the table. Take the phenomenon of a haul truck wheel motor flashover. Every time this occurred on one of our 830E DC Komatsu trucks, the average repair cost was $80,000 – up to $100,000 when the entire motor had to be replaced – and stranded the truck for one to three days.**

Multiply that by 25 incidents in the first five months of 2008, add 2,784 hours of lost production due to repair downtime, and that's a pretty hefty bill for operating IOC's Komatsu 830E DC drive trucks.

In fact, wheel motor flashovers ranked as the number one cause of truck downtime, so the issue definitely had management's attention...but why was it happening?

## People, process and rigour

Over the years we have tried solving the mystery several times. On this occasion, however, not only did our team of detectives come up with a solution, they won the 2009 Chairman's Award for the best Komatsu/Rio Tinto Improvement Project. Members of the project team have already fielded several calls from Rio Tinto mines in Australia asking for more information, so it looks like this homegrown "best practice" will have global impact.

So what's the biggest difference between previous attempts and this one? People, process and rigour, according to Matt Simpson, General Manager- Primary Ore. A cross-functional Defect Elimination Team was set-up, led by Jeff Hynes- Senior Reliability Engineer and Jennifer Brown- Manager Equipment Monitoring Komatsu, using Six Sigma tools to get at the root causes of wheel motor flashover.

"Basically, all you have to do is get the right people around the table (electricians, truck operators, engineers, statisticians) with a solid analytical process, then lock the door for a week and not let anyone out until you have the right answers," Simpson joked.

Komatsu's Jennifer Brown agrees: "Matt understood the value of using a data centric approach. It was successful because he involved members from Operations and Maintenance. This was truly a team effort and would not have been successful without the passion and commitment of the IOC team."

**Members of the Defect Elimination Team:**
**Corey Chatman**- Team Leader, **Bill George**- Senior Advisor- Reliability, **Ivan Wheaton**- Maintainer Operator 2- Electrical, **Adrian Grobler**- SMS Project Manager, **Byron Payne**- Maintainer Operator 2- Mechanical, **Jeff Hynes**- Senior Engineer- Reliability, **Calvin Greene**- Maintainer Operator.
Missing from photo : **Graham Taylor**- Senior Team Leader- Mobile, **Bob King**- Planner- Mobile

## Crunching the numbers

According to Corey Chatman, Electrical Team Leader, damaging flashovers occur when "ionized air is ignited from excessive brush arcing, commonly referred to as 'tracking'." But why?

The team conducted statistical analysis on 30 documented failures – where, when and under what conditions flashovers occurred – and considered 16 potential causes, from humidity and road conditions to how trucks are washed.

Analyzing 155 parameters for each incident, they eventually zeroed in on three suspects: overspeed, slope and stalls. Their final recommendation: reduce truck speed to a maximum of 24 mph, especially going downhill when loaded; blow out carbon from the motors on a regular basis; and put a dedicated road crew in place. Apart from lowering motor rpm, the slower speed also reduces road vibration. Ivan Wheaton – Electrician, explained that "the haul pattern had to change; the trucks had to be operated within the parameters of the pit."

"IOC drove this process and we learned a lot," said Hynes. "The biggest lesson is about the motor's physical limitations, given how we use these trucks."

The team's goal was to reduce motor flashover by 50%. In fact, they've done much better. Slowing down the trucks has reduced flashovers by 80%, and the number one cause of failure downtime is now number ten. "This project has already saved IOC millions of dollars," said Hynes.

What else did we learn? Take a cross-functional team, empower them with a rigorous process, lock the door and... mystery solved!

# A Safety Practice to Share

**How do you take a risky job involving the change-out of a hanging 70 tonne piece of equipment and virtually eliminate and reduce all safety risks associated with replacing its 'shell'? The employees in the crusher can tell you- with the right combination of ingenuity, technology and teamwork.**

**Ron Fitzgerald;** Maintainer Operator Mechanical 2, conducting the installation of the mantle using the new camera system


**Mike Greene**- Superintendent Concentrator Maintenance, **Bob Foster**- Maintainer Operator Mechanical 2, **Devon Penney**- Maintainer Operator Mechanical 2, **Ben Kean**- Technical Support, **Shane Williams**- Planner, **Ron Fitzgerald**- Maintainer Operator Mechanical 2, **Ed Krats**- Team Leader, **Kerry Fry**- Maintainer Operator Mechanical 2, **Arnold Peddle**- Maintainer Operator Mechanical 2, **Glenn King**- Maintainer Operator Mechanical 2 and **Dave Combden**- Senior Planner

## What's involved?

The crusher team is involved in a mantle change process every four to five months. This is a fundamental maintenance requirement for all crusher facilities at mine sites, and not unique to IOC.

To put this process into perspective, Edward Krats, Team Leader in the Crusher explains, "When we're working on the crusher, it's like a funnel. In the middle of the funnel is a giant mortar which grinds the stones, called the mantle. The mantle is used to crush the raw ore and sits in a cylindrical tube called the 'well' or 'hydroset'." He continues to explain that, "All mantles have a liner which we call a 'shell'. When the shell is worn out the mantle must be lifted out of the Crusher and replaced with the extra mantle that has a new shell. This is a very delicate process. The piece weighs about 60-70 tonnes and when changed there is less than ½ inch clearance as it is lowered into the well."

That doesn't sound so bad right? Well, past practice has required that an Operator or 'Guide' be stationed below the mantle- in very close proximity, while the mantle is being lowered by a crane overhead. Using only verbal directions between the crane operator and guide, the mantle is lowered down for change-out. "A very risky job" according to Krats.

## The Improvement

The crusher team knew they had a high risk job on their hands and brainstormed on ways to improve it. It was suggested by the team to attempt camera use whereby the angles would be covered and an operator could be stationed at a safe distance from the mantle. The group called in the assistance of IOC retiree and technological guru, Ben Kean. In a relatively short amount of time Ben was able to develop a camera system that would appear to do the trick. Kean commented that, "We were able to move from 'concept to completion' in such a short time frame because everyone, Management and maintenance crews, saw the potential right away."

Ben sourced wireless cameras that are magnetically mounted and positioned in key viewing points. A viewing station has been set-up at the highest point in the crusher where Operators not only receive the video feed but can easily view the mantle position from above, offering the best vantage point.

Shane Williams, Maintenance Planner, is involved in the change-out process and knew all to well the high risks involved prior to the new innovation. Williams pointed out that, "You are no longer in a situation where you have to trust the capability of the equipment holding the mantle above you. We have removed so many risks associated with this activity- I feel a lot safer".

Krats pointed out that, "We continue to improve the process. We have added lighting and are looking at adding cameras to another 90-tonne piece of equipment called the Spider, which sits at the top of the mantle".

## A Best Practice to share

This new process will change the way the project is done at any mine site. The crusher team have contacted Metso, the Original Equipment Manufacturer (OEM) for the crusher, and have encouraged them to share this as a best practice with their other customers. Other regional Mines such as Wabush Mines and ArecelorMittal have been invited onsite to view the process improvements.

General Manager of Product Manufacturing, Brian Penney, is delighted this new practice is being shared, "The level of third party interest in benchmarking this initiative reinforces our success in significantly reducing the risks associated with performing this task; not simply for our employees but for any employee doing this work."

The process has been placed on the Rio Tinto Collaborative forum and is available for all Mines operating within Rio Tinto to adopt. Krats points out that, "It's about safety- something that you want to share. Hopefully it can be applied and made safer at other places as well."

# Bravo and thank you to the employees who participated in this project:

**Yan Leblanc**, Planner – Loco Shop; **Dave McMullen**, Electrical Technician, Loco Shop; **Luc Masse**, Senior Engineer; **Mathieu Willett**, Superintendent – Loco Shop; **Keven Rodgers**, Maintainer Operator Mechanical 2; **Frédéric Lesage**, Team Leader – Loco Shop; **Jacques Rioux**, Technical Advisor.
Missing from the picture : **Denis Dionne**, **Nick Trépanier** et **Gaston Boudreault**, Managers – Transport; **Geneau Gagnon**, Senior Analyst – IT; **Gary Joseph**, Locomotive Engineer; **Sylvain Lavoie**, Technical Consultant – IT; **Harold Lebrun**, IOC retiree; **Sylvain Lemay**, Superintendent – Rio Tinto Procurement; **Benoit Méthot**, Superintendent – Equipment Maintenance; **José Riopel**, Chief Engineer.

# Locomotives "Made in Canada"

**Jacques Rioux, Technical Advisor, Luc Masse, Chief Engineer, and Dave McMullen, Maintainer Operator-Electrical 2, were particularly happy to see our seven new locomotives arrive on January 11th. That day marked the culmination of two years of hard work and dedication.**

The project started with the identification of the models which were able to meet our transportation requirements. There are only two North American manufacturers that make locomotives suitable for our type of transportation: GE and EMD. The following three models were selected for evaluation:

**1 – GE-AC4400**
**2 – GE-EVO4400**
**3 – EMD-SD70ACe**

## Making the right choice

The previous 12 locomotives purchased by IOC in 2005 were GE-AC4400s. At first, this choice seemed the most logical and the simplest as far as development was concerned. However, the option to buy this model was rejected because of its less advanced technology, making it very difficult to integrate new electronic equipment.

The evaluation team made their selection based on benchmarking that was carried out at five railroads currently operating the two latest models of the locomotives. "The track tests we conducted ourselves at BNSF in Nebraska—in conditions relatively similar to our own— helped us to make our decision to choose SD-70ACe. Employees in Hauling also preferred the way it handled and the comfort of this model," Jacques added.

## A long process

Following the selection of the locomotive, all the technical work began in order to develop the specifications that would meet operational requirements. "Everything had to be considered. We couldn't miss anything since a single error on our part might be very costly to fix," Dave pointed out.

All of their efforts have finally paid off. Positive comments have been pouring in from the employees who have received training on the new engines. Up to this point, 71 employees have received what amounts to 1400 hours of mechanical, electrical and familiarization training.

"The decision to go with another manufacturer after 15 years of collaboration with GE might seem somewhat daring, but we are confident that we have chosen the best product available on the market to meet our requirements and improving the comfort and security of our people," Luc concluded.

**Our seven new locomotives offer numerous advantages and leading-edge technology, including:**

| KEY FEATURES | |
|---|---|
| 432,000 lbs | Our heaviest locomotives up until now. Thanks to their weight, these engines will have better adhesion, improving overall traction. |
| 4000 hp | These locomotives can get up to 4300 hp; however, we have had the power of the diesel engine reduced in order to get the benefit of greater reliability from it and increase the time interval between engine overhauls. |
| Remote support from the manufacturer | EMD technicians have access to our locomotives via a cellular network, making it easier to diagnose any problems. |
| A cab that is comfortable and more secure | The construction of the cab complies with the new security standards in the event of impact, thereby ensuring increased occupant protection. The cab is also mounted on shock absorbers and is completely isolated from the platform, thus providing more comfort for the locomotive engineers, who will also benefit from a microwave, a convection oven with a hotplate, a toilet and a David Clark integrated headset. |
| Remote Slow speed control system | This system will soon be integrated with the Locotrol system for the loading and unloading of trains. We are currently developing specifications with the supplier, and the implementation is planned for the end of 2010. This new system will then be installed on the existing GE loco fleet. This will allow IOC to eliminate an old "homemade" system. |

# Training goes high tech

**Don't let the arcade-game looks fool you. IOC's new training simulators are high-tech pieces of equipment designed to accelerate learning, hone skills and reduce the time and costs of getting new operators up to speed. The mine has already purchased a Caterpillar simulator for its four 16M Caterpillar graders, while Sept-Îles is leasing a TDS-5000 simulator from New York Air Brake to train locomotive drivers.**

## Caterpillar simulator makes the grade

In operation only since December 2009, the Caterpillar simulator is still a pilot project whose outcome will determine whether more simulators are purchased to support training on loaders, excavators and trucks. According to Wayne Kean, Senior Advisor, the pilot is definitely a success, and he estimates the $26,000 simulator has already paid for itself.

The simulator is equipped with standard joystick controls and pedals, along with a 40" HD screen and high-resolution graphics. "The feel is exactly what you'd get on the grader," said Wayne. "Plus, we can program the simulator to run various scenarios under different conditions. At the end of each session, the simulator generates a printed summary, along with a score."

Operating an articulated piece of machinery, where each joystick has 12 functions, can be tricky at first. However, the simulator's controlled environment completely eliminates risk. It increases safety by mitigating risks, enhances training and reduces costs because the equipment doesn't have to be sidelined from production. Typically, a trainee spends four hours on the simulator before being introduced to the grader, and then a period on the job being monitored by the trainer. Veteran Operator Maintainer Allister Letto, who's operated equipment since 1981, took the simulator for a "spin" and dubbed it a wonderful piece of equipment. "After a while of doing the same thing," he said, "complacency can creep in. With the simulator, you encounter situations you don't normally see, that could cause damage in the real world."

As for Trainer-Assessors such as Reuben Gaulton, Dennis Drover and Woodrow Sturge, the time-saving advantages are compelling. In cases where equipment lacks a "buddy chair" in the cab, they pointed out, the trainer has to explain the controls, then retreat to a safe distance while trainees go through their paces. The trainer then climbs back on board to correct or add more instruction. It's time consuming and takes a valuable piece of equipment out of production for extended periods.

**Reuben Gaulton**- Advisor Training Assessor, **Wayne Kean**- Senior Advisor
**Dennis Drover**- Advisor Training Assessor and **Woodrow Sturge**- Advisor Training Assessor

## Simulator on track at Sept-Îles

Training operations at Sept-Îles are also going high-tech, with the delivery of a simulator for training a recent influx of enginemen — 11 currently, another 7 in June and more next year. Leased for seven years from New York Air Brake, the simulator is equipped with controls and screens, but a cab will be added later to enhance its realism. Road Foreman of Engineers Nick Trepanier said the simulator is not yet operational, as he's busy building training scenarios.

"We'll start with easy ones," said Nick, "and make them harder as we go along." Nick has to consider multiple factors, including approaching and descending grades at full load, mastering signals, pulling into sidings and dealing with storms. Training is rigorous and takes about a year, but Nick expects to dramatically reduce the time required.

He's careful to point out that his simulator is much more than a trainer. Every locomotive carries a "black box," similar to an aircraft's that records data from every trip. By hooking up the black box to the simulator, Nick will be able to reconstruct each trip, extracting valuable performance data. His team will then work on making trips safer, extending equipment life, and reducing fuel consumption.

# BRAVO!, CONGRATULATIONS!

## To our employees who received their Professional Engineer license (P.Eng) since December 1, 2009

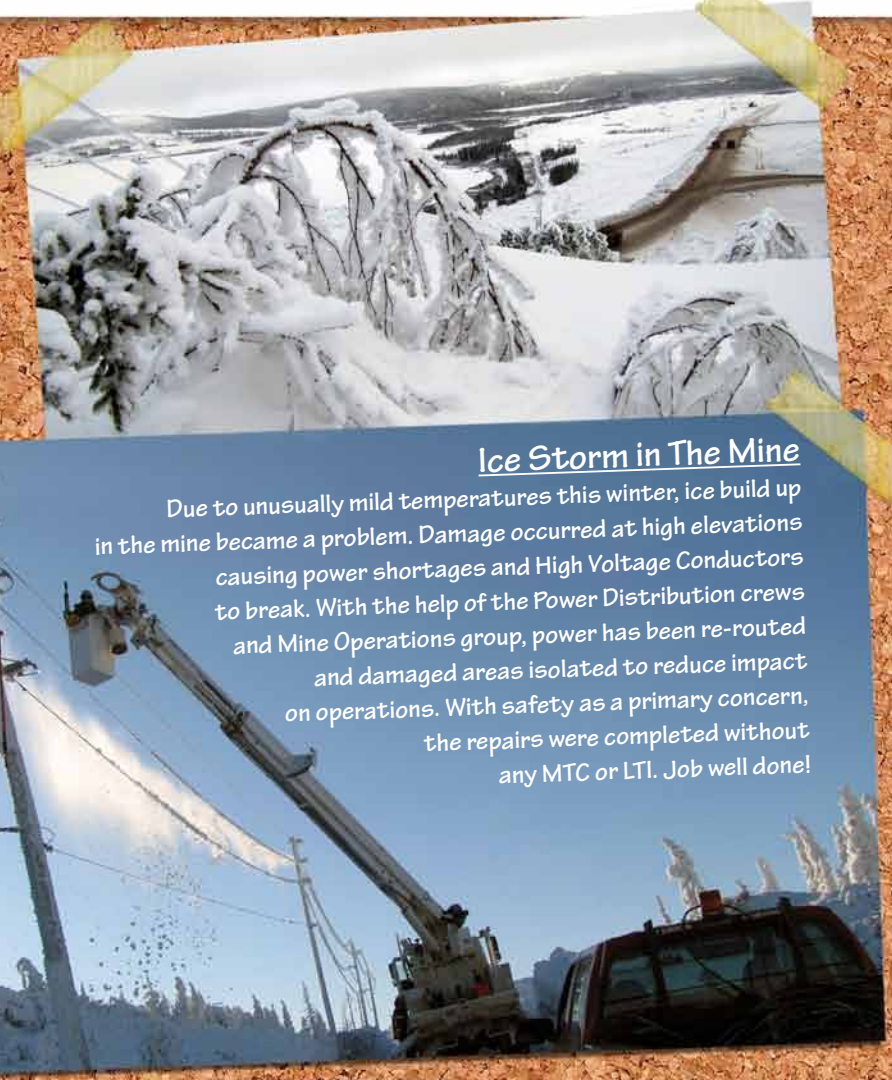
**Jonathan A. Jessau and Reyna Paisley**

## To our employees who recently achieved Inter-Provincial "Red Seal" Certification

**Richard Fahey**

We would like to congratulate **Debbie Samson** on being named a **Master Facilitator** by the founders of the Virtues Project. In 1995 Debbie became a Virtues Project Leader and has since used her skills to empower others in our workplace and communities to live their lives following the practice of the Virtues. The Mission of *The Virtues Project™* is to provide empowering strategies that inspire the practice of virtues in everyday life.

We would also like to congratulate **Tracy Dumaresque** on her outstanding performance on the National Professional Practice Assessment (NPPA). Tracy achieved the highest score out of her session and was honoured with the Award for Human Resources Excellence.



### Ice Storm in The Mine

Due to unusually mild temperatures this winter, ice build up in the mine became a problem. Damage occurred at high elevations causing power shortages and High Voltage Conductors to break. With the help of the Power Distribution crews and Mine Operations group, power has been re-routed and damaged areas isolated to reduce impact on operations. With safety as a primary concern, the repairs were completed without any MTC or LTI. Job well done!

### Labrador City Family Day

When: Saturday, June 26th, 2010

Where: Labrador City Soccer Field Area

Time: 11:00 a.m. - 3:00 p.m.

**Activities...**
- Deal or No Deal
- Spin & Win
- Paintball
- Mine Tours (including a visit to the Tailings)

**And more...**
- A chance to win an Xbox 360 or a Wii console
- Lunch

* Activities are subject to change

Securing Our Future Together

IOC

RioTinto

PRESS RELEASE For immediate release

Iron Ore Company of Canada

IOC

### IOC employees donate $5,400 for Haïti

(Canada) Montréal, Sept-Îles, Labrador City, February 12, 2010

One month after the tragic events in Haïti, IOC employees in Labrador City, Sept-Iles and Montreal have collected the sum of $5,400 in aid of the victims.


### THE REBRANDING CONTINUES AT IOC

36 vehicles have been updated in Labrador City and the entire vehicle fleet is scheduled for completion by the end of May- a total of 178 vehicles!

# Welcome to our new colleagues

BUILDING MAINTENANCE
**Colleen Critch**, Labourer
**David Foley**, Operator Maintainer Mechanical 1

CENTRAL SERVICES FABRICATION
**Yannick Sergerie**, Operator Maintainer Mechanical 2

COMMUNICATIONS & EXTERNAL RELATIONS
**Krista Norman**, Communications Advisor

CONCENTRATOR
**Mitchell Hicks**, Operator Maintainer Mechanical 2
**Tylor Stoodley**, Operator Maintainer Mechanical 2
**Coady Hedderson**, Operator Maintainer
**Kent Smith**, Operator Maintainer

CRUSHER MAINTENANCE
**Scott Forward**, Operator Maintainer Mechanical 2
**Mitchell Roberts**, Operator Maintainer Mechanical 2

ENVIRONMENT SAFETY & HEALTH
**Damian D'Aguair**, General Manager Environment
**Guy Moores**, General Manager Health & Safety
**Philippe Thériault**, Environment Safety & Health

FEED PREPARATION- MAINTENANCE
**David Gill**, Operator Maintainer Mechanical 2
**Eugene Hynes**, Operator Maintainer Mechanical 2

HEALTH & HYGIENE
**Kelly-Ann Young**, Nursing Assistant

HUMAN RESOURCES ZV
**Caroline Fournier**, Administrator Benefits

MAINTENANCE & ENGINEERING
**Kayla Edwards**, SAP Administrative Support

MAJOR PROJECTS EXPANSION
**Jeffrey Wells**, Engineer in Training
**Patti Lynn Walsh**, Engineer in Training

MINE MAINTENANCE FIELD
**Darrell Dorey**, Planner

PRESIDENT'S OFFICE
**Zoë Yujnovich**, President & CEO

PRIMARY ORE
**Jodie Peckham**, Administrative Assistant

PRIMARY ORE SERVICES
**Sarah Butt**, Geotechnical Engineer in Training

PROCESS MAINTENANCE
**Andrew Dewland**, Operator Maintainer Mechanical 2

PRODUCT DELIVERY
**Tyler Kean**, Operator Maintainer Mechanical 2

RESOURCE DEVELOPMENT
**Coreen Paul**, Technician

WAREHOUSE
**James Parsons**, Storeperson

# Eldon Perry IOC Employee for 39 years

*We honour Eldon Perry, beloved husband, father, friend and colleague, who passed away on March 19, 2010, following an accident in Labrador City.*

*We extend our heartfelt sympathies to Eldon Perry's family and to his friends and colleagues.*

*Eldon Perry's untimely passing in the line of duty reaffirms the importance of safety in the workplace. In his memory, let us do all we can to protect each other and our families from harm.*

# In memoriam We extend our deepest sympathy to the families of

**Hood Appleby,** November 14, 2009
**Gordon Howe,** November 16, 2009
**Wilfred Laing,** November 29, 2009
**Camille Coulombe,** December 2, 2009
**James Wall,** December 10, 2009
**Jean Nil Roy,** December 19, 2009
**Gilles Gagnon,** December 21, 2009
**John Dalton,** December 22, 2009
**Lawrence Barteaux,** December 24, 2009
**Henrie Maltais,** December 30, 2009
**Pierre Michel,** December 30, 2009
**Antonio Tartaglia,** December 31, 2009
**Ivan Young,** December 31, 2009
**Russel Macfarlane,** January 2, 2010
**Mary Leitch,** January 9, 2010
**Guy Lebel,** January 12, 2010
**Guy Frechette,** January 15, 2010
**Michael Tobin,** January 19, 2010
**Jean Noel Hudon,** January 21, 2010
**Eneas Anderson,** January 24, 2010
**David Quigley,** February 2, 2010
**Daniel Maurice,** February 3. 2010
**Antoine Bujold,** February 6, 2010
**Robert Monet,** February 8, 2010
**Rodney Taylor,** February 12, 2010
**Cecile Collins,** February 16, 2010
**Marc André Roy,** February 17, 2010
**Eldon Perry,** March 19, 2010


**Mine to Port** The team :

**Sarah Budgell,** Comm. & Ext. Relations
**Darlene Collins,** Product Manufacturing
**Pascale Gauthier,** Sust. Deve. & Environ
**Barry Hillier,** Engineering
**Sean Hiscock,** Health and Safety
**Eric Labrie,** Transport and Shops
**Judith Leclerc,** Lean
**Connie Lane,** Primary Ore
**Hughes Lapierre,** Terminal
**Nicolas Mercier,** IPT
**Krista Norman,** Comm. & Ext. Relations
**Randy Philpott,** Central Services
**Carl Poirier,** Shops
**Natalie Rouleau,** Comm. & Ext. Relations
**Stephanie Ste. Marie,** Lean/Human Res.
**Chantil Strangemore,** IT&S
**Jacqui Winter,** Comm. & Ext. Relations

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