

mine@port

LUCE MINE A PROJECT FOR OUR BUSINESS AND THE COMMUNITY

INSIDE

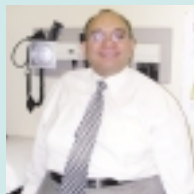
2
President's
message



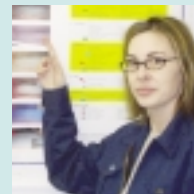
4
Luce Pit
development



7
The doctor
is in



8
Producing
quality pellets



11
On line
recruiting



Message from the President



Terry F. Bowles

We want to know what you think about the Mine-to-Port magazine. We also want to hear from you on people, projects and initiatives that would make an interesting article for our next edition. Please contact any of the people on the Mine-to-Port team:

Labrador City

PATSY RALPH, Communications,
ralphp@ironore.ca (709) 944-8462

SEAN HISCOCK, Concentrator,
hiscocks@ironore.ca (709) 944-8382

ROWENA PINSENT, Pellet Plant,
pinsentr@ironore.ca (709) 944-8453

SHELAGH THOMSON –
Mine Maintenance Facility,
thomsons@ironore.ca
(709) 944-8573

PAULA COISH – Central Services,
coishp@ironore.ca (709) 944-8614

LINDA WILSON-HARE – ESH,
wilsonhl@ironore.ca (709) 944-4567

WILMA ROGERS – Human Resources,
rogersw@ironore.ca (709) 944-4563

Sept-iles

ARLENE BEAUDIN, Communications,
beaudina@ironore.ca (418) 968-7655

HUGUES LAPIERRE, Dock Terminal,
lapierrh@ironore.ca (418) 968-7712

ROBIN OUELLET, Shops,
ouelletr@ironore.ca (418) 968-7075

ÉRIC LABRIE, Mainline,
labrie@ironore.ca (418) 968-7197

JUDITH LECLERC, Renewal,
leclercj@ironore.ca (418) 968-7709

“WE NEED EVERY SINGLE QUALITY TONNE THAT WE CAN PRODUCE”

We need to put our house in order!

As in past years, it was extremely interesting for me to meet so many employees over a period of two weeks in February. I hope that my presentations explained why it is so important for us to work together to make IOC into the successful company that it can be, both in financial terms, and as a world class safety leader. Simply put our performance of the last three years cannot continue.

We must put our house in order!

Our situation is very serious. The market continues to be strong and we can sell everything that we can produce. We need every single tonne that can be extracted from the mine, concentrated and made into high-quality pellets. We need every one of those tonnes moved down to the port and loaded onto vessels for our customers. Above all, we need them safely and we need them now!

Too many employees are getting hurt and we must correct that and do it quickly, it's urgent! Letters have gone out to all employees asking everyone to use tools such as TAKE 5, SMATs and to follow our standards. This is the only way that we can turn around our unacceptable start to the year.

We can put our house in order!

Negotiations aimed at reviewing our labour con-

tracts began in January and will be very important to our future. We must come up with an agreement that allows IOC to be competitive in the new environment faced by steel companies and iron ore suppliers in North America. Recent events such as the bankruptcy of STELCO and the restructuring of QCM bring home the necessity for change.

As I met with people I saw strong attachments to our company and a healthy blend of experience and youth. These factors, combined with our willingness to do what has to be done in the weeks and months ahead, make me hopeful that we can and will make progress.

Thanks for taking the time to meet with me, to listen to the challenges that we face, and to share your ideas and feelings with me. It is only through sharing, understanding and working together with dedication that we will be able to “put our house in order”.

I will make sure that we keep you informed of our progress throughout the year. Please Take 5, and work safely all of the time.

Terry F. Bowles

President's Safety Award



Employees from the Pellet Plant and Load-out group with Terry F. Bowles, President CEO and Ivan Mullany, G-M Product Manufacturing.



The President's safety Award Trophy.

The **President's Safety Award**, which recognizes excellence in safety performance at IOC from mine to port, has been awarded to the **Pellet Plant and Load-Out Group** in Labrador City. The final choice was a difficult one, with Central Services and Technical Services coming in at close second and third, respectively. Terry Bowles, Presi-

dent and CEO, presented the award to the winning team during an informal ceremony on December 18, 2003.

“Leadership and pride in safety is essential for the long-term benefit of our people and our business,” said Terry Bowles.

Employee information sessions

PUTTING OUR HOUSE IN ORDER

Here is a wrap-up of the 2004 Employee information sessions given by Terry Bowles on February 9-13 in Labrador City and on February 18-20 in Sept-Iles.

LOCATION	NUMBER OF SESSIONS	NUMBER OF EMPLOYEE IN ATTENDANCE
Labrador City	21	1045
Sept-Iles	9	315
TOTAL	30	1360

Terry did a review of 2003 and presented our plan for 2004 for each area. The key messages were:

TOPICS	FOCUS
Safety	Safety Performance is still unacceptable. We must stop people from getting hurt.
Financials	We are spending more than we earn. We must improve production and costs.
Market	We must focus on producing quality tonnes. Customers want every tonne we can produce.
Mining	Production must increase and stabilise. We have done it before, we can do it every day.
Manufacturing	Maintenance and operating times are key. We need to fix root causes of unreliable production.
Railway	Cycle time must be reduced. Planning and maintenance are key.
Port	Rock bottom inventory levels will challenge coordination and planning.
Costs	Just do what we have planned together under Renewal.
People	Reducing labor cost per tonne is an essential part of Renewal.
Capital	We want to invest to stay in business and improve.

There were good discussions in all areas and a report of the issues raised was distributed to the people concerned.



Terry Bowles, President and CEO of IOC did a review of 2003 and presented our plan for 2004 for each area.



EVEN IF HAKIM LAKE DISAPPEARS, THE TROUT POPULATION IS HAPPY

In order to successfully develop the pit, Hakim Lake would have to be removed to not only mine the ore contained underneath it but to mine other areas around the pit.

The development of the deposit into a "superpit" depended on developing four mining areas over a 10-year period, which would eventually join together into one large pit. Due to its central location, Hakim Lake was the keystone in the entire development.

In 1996, the Iron Ore Company of Canada wanted to develop a new ore body as the main ore source for Carol Project for the next 25 years and beyond. Unlike other developments, this work would be under the watchful eye of the Department of the Environment and the Department of Fisheries and Oceans to ensure that the development met environmental rules and regulations brought into effect in the 1990s. For the first time in IOC's history, the development of an ore deposit depended not only on where it was but also on how to get to it while preserving the environment in and around the deposit. This required extensive work with environmental groups and legislative bodies to develop a suitable compensation plan to reclaim the habitat that was to be removed.

The Luce Lake deposit is located south of the Smallwood Pit, IOC's first commercial operation at Carol, and has an active ecosystem directly in the middle.

First : obtain approval

IOC started negotiations with the Federal and Provincial Governments in 1997 to obtain approval to drain the lake and complete the mine development in 2003. Working with the Department of Fisheries and Oceans, a compensation plan was developed that would see the

creation of fish habitat to replace the loss of Hakim Lake. For this requirement, IOC found a unique solution. Instead of creating a pond, IOC proposed transplanting fish from Hakim to White Lake, three times the size of Hakim Lake and devoid of fish. Before approval was granted, studies by two environmental consulting firms were completed to confirm White Lake was without fish and that its habitat was suitable for Hakim Lake trout.

Water flowing into Luce Lake could not be stopped as a result of mining, which meant creating a diversion channel to capture water from the White Lake outflow (White Creek) and from Magy Lake, both of which fed into Luce. To achieve this, a channel 2.1 km long was constructed starting from near the southern end of Luce, across a haulage road and into Luce Lake. In 2002, the first major part of the work was completed and included building an earth dam for the first half of the channel, blasting a channel through 1 km of rock, constructing the channel walls along the entire length and installing a



Trout Being Pit Tagged.

(S. Flynn)

culvert underneath a major haul road. This work was completed by August 2002.

The latest stage of the Development, a \$1.7 million project, was completed in 2003. It consisted of five activities – dressing up the diversion channel, construction of a sedimentation pond, clearing trees around Hakim Lake, transfer of fish from Hakim Lake, and draining Hakim Lake. The responsibility of executing this work was handed to the Carol Engineering Group. The project team was a multi-disciplinary team from several departments from across Carol Project – Peter Elms (Financial Services), Rae Labour (Safety), Raymond Morin (Construction

Management, BPR-Bechtel), Paula Pieroway (Procurement), and Lee Preziosi (Environment and Construction Management Fish Relocation). Tayfun Eldem (General Manager, Technical Services), Greg Sinclair (General Manager, Environment, Safety and Health) and Greg Lilleyman (General Manager, Primary Ore) co-sponsored the project.

Drain Hakim-Lake

The most labour intensive parts of the project were the construction of the sedimentation pond and the dressing up of the diversion channel. The sedimentation pond is used to settle out soil carried by the stream before the water enters Luce Lake, preventing discoloration and contamination of the water in Luce. The pond is designed to handle peak amounts of water from the channel that may occur once every one hundred years.



Aerial View of Luce Development.

As a result, it is the size of a football field and about 6 meters deep. Dressing up the diversion channel involved reshaping over 2 km of channel, installing geo-textile to prevent soil erosion, placing of rip-rap to protect the geo-textile, and building two stilling ponds – one at White Creek and one at Magy Creek. The project started in August with the first construction activities beginning in September. By the end of October, all construction activities were finished and Magy and White Creeks had been diverted into the new channel – all within a six week period. Approval to drain Hakim Lake was received in mid-October. In early November, when pumping stopped, 72 million gallons of water had been drained from the lake.

The fish were captured using nets and transferred in an oxygenated tank to

White Lake, where they were measured, weighed and tagged. Before they could be released, the fish were allowed to acclimatise to the water in White Lake using a submerged holding tank. The tagging was done to help the Environment Department in tracking and for future monitoring of survival rates, lake productivity and fish reproduction (to measure the success of the program). During construction, about 50 trout found their way from White Lake back to the temporary diversion channel over rather rough terrain and had to be transferred back to White Lake. The streams around Hakim Lake were also fished out using a method called electro-fishing to ensure that as many trout as possible were recovered and relocated to White Lake. In total, over 2,100 Brook Trout and Lake Chub were transferred in September and October.

Timing a big concern

One of the biggest concerns was timing. Late August is not typically an ideal time to start any construction project in Labrador and the unseasonably warm weather in September contributed to the success of construction. There were other timing issues that had to be worked around – for example, the dewatering in Hakim Lake could not start until the water from White and Magy were diverted into the new channel. Approval was received from the government and a large part of the fish transfer had been completed. By the time the de-watering of Hakim was complete in November, a nine inch layer of ice had formed across the lake.

It was not a complex project but did require a significant effort at the beginning to bring the group together, define the goals and deliverables of the project and to execute it within a short time frame. In addition to defining the work, the design of the channel had to be finalised plus there were legislative requirements and limitations on the construction that had to be met. The successful completion of the project, depended very much on engineering, construction, procurement,



Decant Weir.

environment and safety teams working together as a single unit.

A billion tonne pit

At final assessment, the project had been delivered on budget, on time, to quality, with excellent safety records. As a result, IOC can move forward with plans to strip and mine the remaining sections of the Luce deposit in 2004 and 2005. In order to meet the commitments agreed to in the compensation plan, additional work has to be completed in 2004, such as reseeded the

channel banks and the construction of fish habitat at Tinto Brook. Upon completion of these jobs, IOC will have invested seven years and tens of millions of dollars developing the Luce deposit, a billion tonne pit, that will be the mainstay of crude ore for IOC's future.

Unlike previous new developments, several millions of dollars will have been invested in environmental projects highlighting the need to develop and grow as a company while also co-existing with nature.



Sedimentation Pond.

(S. Laing)

THE DOCTOR IS IN

Dr. Mohamed Hassan Youssef, M.D., looking for a positive working and living environment, began searching for work in Canada. At this time, IOC began recruiting for a Physician in Labrador City and Dr. Youssef was the ideal candidate.

Dr. Mohamed Hassan Youssef, received his medical degree in Cairo, Egypt in December of 1985. His career includes working in Saudi Arabia before moving to the United States. Living in Chicago, Dr. Youssef studied in anesthesia then broadened his practice by achieving a postgraduate degree and working as a Specialist in Rehabilitation and Physical Medicine including Pain Management and Occupational Medicine.

Dr. Youssef will also be running clinics periodically at the Labrador Health Corporation in Labrador City and Goose Bay. This will allow the community to access his specialized skills.

Lynda Wilson-Hare, the department superintendent, feels we are very lucky to have someone of Dr. Youssef's calibre. « There is only one other Specialist in Pain Management and Rehabilitation in the province and he works out of St. John's ».

Since his commencement in late October 2003, Dr. Youssef has treated over 363 employees.

To access his services, employees can call Occupational Health 8353 to set up an appointment. To have a family member treated, contact your Primary Care Provider (Family Physician) and ask for a referral to Dr. Youssef at the Hospital.

Welcome to IOC Dr. Youssef. We hope you'll enjoy working at IOC and living in your new community, Labrador City.



Dr Mohamed Hassan Youssef, M.D.

ADVICE TO EMPLOYEES

1. Health is a combination of physical, mental and social well being. You need to take care of all the important dimensions of your life.
2. Physical is good nutrition, fitness, regular exercise, safety, self care. Social is relationships, communication, conflict resolution, support system, belonging and friends. Mental is self-esteem, adaptability, value / spirituality, contentment and coping.
3. Personal wellness and good health are largely the result of choices you make.

Safety Spot Award

On February 10, 2004, the technicians of the Sept-Iles laboratory were presented a Safety Spot Award for their personal involvement and their continuous effort to improve health and safety in the lab with their ideas, suggestions and participation. A great team effort.



From left to right : Tayfun Eldem, Rosaire Gravel, Wolfgang Vielhaber, Luc Turner and Stéphane Blier. Absent : Claude Gagnon, Eddy Wright, André Zokrezwski.

Quality

EMPLOYEE CREATES **MANUAL** TO HELP PRODUCE QUALITY PELLETS

It describes in detail the characteristics of poor-quality pellets and what causes this problem and how it can be corrected.

Kyla Valdron Clark, Process Engineer, Technical Services in the Pellet Plant, had an idea in 2000 and pursued it despite a number of obstacles. The end result was in November of 2003, her book, "An Induration Perspective - Key Indicators for the Identification of Problematic Conditions in Pelletizing", was presented to Operation and Maintenance employees.

A visual descriptive tool

The manual is at the core of Induration Troubleshooting Workshops presently being offered to selected employees in the Pellet Plant. The workshop is being put on as part of a joint effort between Technical Services, Pellet Plant Operations and the Training Department.



Kyla with the posters.

Kyla said participants take an active role in the workshops and brainstorm each section of the manual. Each category of pellet abnormality, whether it is slag, brown pellet, popcorn pellet or loss of hearth/side layer or another concern, is accompanied by colored pictures for

easy identification. Kyla said where possible, actual pellet samples were collected and used to demonstrate the phenomena in the troubleshooting workshop, giving participants a hands-on perspective.

What do we think of the manual?

To test the validity of the book and workshops, in early January she unsuspectingly gave a 20 question pop quiz to several employees who had taken part in one of the first work shops. They included Roy Drover, Tony Byrne, Corey Drover, Wade Windsor and George Vardy. The lowest score for these five people was 90 per cent. And what did they think of the manual, workshop and pop quiz?

"Everybody should be aware of what they are looking for. Before when we were on shift, we would not think of looking down to see if someone was hosing down an area and the water could get on the pellet feed and impact the quality. Now we know the problems it could cause."

"I know that without this training there is a lot of stuff I would not look for, but now when I see it, I am more aware and the problem stands out. You can see bad grate bars and know the problem they can create."

"Before, when I saw something it didn't dawn on me it was a problem. Now I know it is a problem and report it."

All of them felt the manual combined with the workshops helped create a team approach in the pellet plant and strengthened their understanding

of how their individual roles play into making a quality product.

Continuous improvement

Not only has Kyla's manual and workshops met with employee approval, it was also given praise during an internal ISO audit last December. Bob Hall, Senior Process Technologist who audited the pellet plant, said for quality awareness the manual is a very powerful tool.

"The visual aid lets people know they have quality issues and not only does it show them they have a problem but tells them how to correct it. We are looking for continuous improvement in our operation and the induration booklet definitely shows this," he said.

The learning does not end there. At the end of each workshop, participants are encouraged to help develop posters which will summarize the contents of the manual for quick problem identification and troubleshooting. The descriptive posters will be located at the discharge of the Induration furnaces, in the process labs and in common areas of the Pellet Plant. The posters will give employees who have not participated in the workshops an opportunity to help in speedy problem resolution with respect to pellet quality. The workshops concluded at the end of February and the posters will be in place by April of this year.

Kyla said she feels the manual, workshops and posters demonstrate a positive message to IOC's customers telling them the company takes its pellet quality seriously and this extends to all employees of IOC.

DELIVERING OUR PRODUCTS TO A CUSTOMER – IN 10 STEPS

Have you ever wondered about the process involved in delivering a product to a customer while meeting desired quality and schedule? Here are the 10 steps for delivering a product to a client.

The process begins when our customer sends us their planned shipment schedule. Based on their shipment plan (product type, tonnage and dates) and our current inventory situation for these products, the dock terminal operation together with the technical services group in Labrador City will review and if required, modify the production schedule to meet these shipment requirements. Different IOC maintenance and operating areas participate in this scheduling exercise.

Product is loaded onto trains in Labrador City; the composition of the train (number of cars of each product) and the quality parameters for each are passed on to the dock terminal operations group.

The dock terminal operations group will construct one or more stockpiles for each of our different products. The same product from different trains (of differing quality) are blended into one or more stockpiles. The objective is to finish the construction of each stockpile such that product quality is in line with customer expectations.

When the vessel arrives at our loading dock, the dock terminal operations group will prepare a loading blend for each of the products to be loaded on the vessel. This may involve loading a product from one stockpile or blending in the same product from multiple stockpiles to achieve the customer's desired quality.

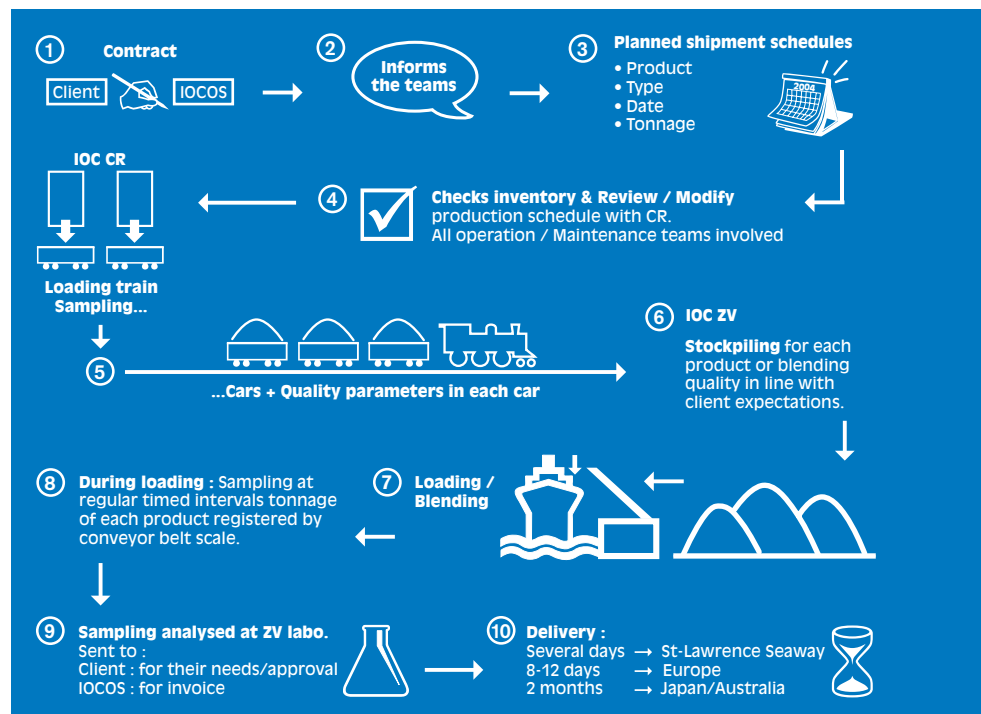
At regularly timed intervals an ore sample is collected by an automated sampling

station and stored in a sampling tub. This process is repeated for each of the products being loaded. To control dust during both the loading and the unloading of the vessel at destination, water is sprayed on the pellets as required. The tonnage of each product is registered by a conveyor belt scale during the loading.

When loading of the vessel is completed, the sampling tub is brought to our laboratory in Sept Iles for analysis. The results of this analysis are sent to our customers and the Montreal sales office. The customer will use this information to decide how to handle the product when received; their process is analogous to

our blending process. In many cases the analytical results are also used by our contracts administrator in Montreal to prepare the invoices that are sent to our customer for the shipment.

We sell our product throughout the world. In some cases the vessel will take several days to arrive at its unloading port. This is the case for AK Steel where the vessel travels through the St. Lawrence Seaway to Toledo on Lake Erie. Vessels sailing to Europe will take eight to twelve days. In the case of Japan or Australia, it will take the vessel two months to make the voyage.



Maintenance

CENTRAL SERVICES TOP 29 INITIATIVES TO SAVE \$8.5M

The Central Services TOP team has just completed their activities of evaluating work practices and identifying opportunities to improve overall efficiency. This was a joint effort from the actual team, many representatives from Central Services (both hourly and staff), the Procurement Optimization team and the Procurement people.

A global diagnostic savings target of \$120 million was set early in 2002 for all of IOC with Central Services' portion set at \$5 million. After four months of work, all parties mentioned above are now jointly responsible for identifying savings opportunities of \$8.5 million.

Idea phase

A total of 29 initiatives were generated to attain these savings. Examples of these initiatives include supplying the proper tools and streamlining the efficiency of Power Distribution. Many of the energy savings ideas came from the Heat, Steam and Air section. Another savings area includes the assessment of opportunities within our light vehicle fleet.

Realignment of some services to other departments will be completed with a view to increasing the performance of those functions. Increasing the level of customer service from other areas was the main priority.

Implementation phase

We now move from the idea phase to the most difficult job of implementation. This will be where the rubber will hit the road and we will start to see the very critical savings that we desperately need as a company.

Here are a few of the ideas that are currently being worked on as a result of the Central Services TOP :

- Installation of a higher capacity electric steam generating boiler. This will allow full utilization of lower cost electricity versus very expensive Bunker C oil. There will be an environmental benefit from this initiative as well. Anticipated savings will be approximately \$760K per year.
- Rationalization and replacement of the light vehicle fleet. Several options are being explored to save more than \$680K annually and greatly increase the availability and reliability of the fleet, thereby assisting all areas as they complete their daily tasks.
- The present use of line trucks within the Power Distribution group has been evaluated. One goal is to ensure that these people have the right amount of reliable equipment and that this equipment is used to its maximum capacity in the right manner. These initiatives should yield over \$300K in annual savings.
- Several initiatives have been lumped together to improve the efficiency of the Ore Car Shop. These include discontinuing the annual services and including it with the regular maintenance schedule; adjusting the train maintenance schedule times; purchasing an air compressor to help reduce service times; and conducting a « preventive maintenance optimization » on the electrical tasks in order to increase efficiency and effectiveness. These initiatives are expected to reap over \$400K in annual savings. During work in the Ore Car Shop, some major improvements on the structure of the ore cars were identified. A plan is being put in place, in conjunction with the Ore Car Shop team, to develop an overhaul program. A minimal investment will extend the life of the ore cars significantly.

These are only a few of the ideas that were explored during a comprehensive evaluation of Central Services. This evaluation included improving the tools and the performance of the employees, reducing waste and evaluating the lowest cost method of acquiring equipment without jeopardizing productivity, quality or safety.

In Memoriam

- Mr. Harry O'Brien (active employee) passed away on February 14, 2003, at the age of 57.
- Mr. Charles Collier (retiree) passed away on March 15, 2003, at the age of 70.
- Mr. Alvin Parrill (active employee) passed away on May 4, 2003, at the age of 49.
- Mr. Rayfield Cooper (retiree) passed away on May 12, 2003, at the age of 65.
- Mr. Richard Boulianne (retiree) passed away on May 22, 2003, at the age of 69.
- Mr. Augustine St-Croix (retiree) passed away on June 4, 2003, at the age of 71.
- Mr. John Griffiths (retiree) passed away on June 11 2003, at the age of 65.
- Mr. Charles Banfield (retiree) passed away on July 16 2003, at the age of 70.
- Mr. Allison Leroux (active employee) passed away on July 18, 2003, at the age of 56.
- Mr. John Dohey (retiree) passed away on August 15, 2003, at the age of 70.
- Mr. Vernon Haddow (retiree) passed away on August 21, 2003, at the age of 81.
- Mr. Charles McInnis (retiree) passed away on September 14, 2003, at the age of 79.
- Mr. Mario Conedera (retiree) passed away on September 25, 2003, at the age of 74.
- Mr. Hector Richard (retiree) passed away on October 3, 2003, at the age of 76.
- Mr. André Grégoire (retiree) passed away on October 10, 2003, at the age of 84.
- Mr. Paul Proulx (retiree) passed away on October 11, 2003, at the age of 67.
- Mr. Réal Godin (retiree) passed away on October 28, 2003, at the age of 73.
- Mr. Raymond Ménard (retiree) passed away on October 29, 2003, at the age of 73.
- Mr. Roger Côté (retiree) passed away on November 6, 2003, at the age of 60.
- Mr. William Power (retiree) passed away on November 7, 2003, at the age of 73.
- Mr. Philip Delaney (retiree) passed away on November 9, 2003, at the age of 59.
- Mr. Patrick Hammond (retiree) passed away on November 11, 2003, at the age of 67.
- Mr. Ernest Lebrasseur (retiree) passed away on November 14, 2003, at the age of 75.
- Mr. Philippe Thomas (retiree) passed away on November 28, 2003, at the age of 90.
- Mr. William Soper (retiree) passed away on December 1, 2003, at the age of 87.
- Mr. David Miller (retiree) passed away on December 11, 2003, at the age of 88.
- Mr. Frederick Laite (retiree) passed away on December 12, 2003, at the age of 77.
- Mr. Frederick Thomas Dow (retiree) passed away on December 16, 2003, at the age of 75.
- Mr. Conrad Lacombe (retiree) passed away on December 29, 2003, at the age of 77.
- Mr. Marius Joseph Bouchard (retiree) passed away on January 8, 2004, at the age of 76.
- Mr. John McCormick (retiree) passed away on January 9, 2004, at the age of 92.
- Mr. Gilbert Landry (retiree) passed away on January 13, 2004, at the age of 65.
- Mr. Léopold Bernier (retiree) passed away on January 28, 2004, at the age of 78.

In the last edition of the Mine-to-Port, we should have read :

Mr. Aubrey Pike (retiree) passed away on December 2002, at the age of 63.
We are sorry for this mistake.

Apply for a job at IOC

Please note that IOC will only accept curriculum vitae sent via www.ironore.ca web site. All resumé's must be accompanied with the required documents. This applies for permanent, casual or temporary and students summer jobs.

For more details, click the **Employment** or **Students** sections of : www.ironore.ca



Visitors

February 24-26, 2004

Hangzhou Iron and Steel, Fuchuen Orient Co. Ltd, and Zhejiang Sonew Group Co. Ltd.



We received a visit from Mr. Tong Yun Fang, President, Mr. Li Guo Tao, Manager-Material Side and Mr. Feng Gan De, Manager-Production Dept. of Hangzhou Iron & Steel Group Co., Mr. Chen Guo Wei, General-Manager and Mr. Cheung Sui Sing, Assistant General Manager of Shejiang Fuchuen Co. Ltd, and also Mr. Chen Jing Dong, General-Manager of Fuchuen (USA) inc. They were accompanied by Mr. George Chung, Manager Sales & Marketing Technical, Mr. Serge Girardin, Planning & Control, Sales & Marketing and Mr. Sooi P. Chong, Consultant for IOC. We took a photo of the group at the Sept-Iles terminal.

Welcome to our new colleagues

LABRADOR CITY

Mohamed Hassan Youssef
Doctor – Health & Hygiene

Jason Callan
Electrical engineer – Engineering

Thomas J. Martinovic
Team Leader – Mobile equipment

Dennis R. Foote
Team Leader – Mobile equipment

Clifford Raymond Hand
Team Leader - Mine

Daniel Cornel Pop
Sr. Mining engineer - Mine

Paul Warren Lee
Technician - Engineering

Bradley S. Anderson
Engineer - engineering

MONTREAL

Alan Murray Smith
Vice-President – Sales & Marketing

Takanori Matsuoka
Advisor – Strategic planning

SEPT-ILES

Marc E. Lévesque
Draftperson – Engineering

Claire Truchon
Advisor –
Organizational development

Hugues Chabot
Operator – Terminal

Luc Côté
Electrician – Transport

Kenneth Lindstrom
Sr. buyer – Purchasing

Philippe Bélanger
Welder – Maintenance terminal

Bernard Pelletier
Operator Mtce of way – Transport

Stéphane Cormier
Operator Mtce of way – Transport

Réal Marion
Operator Mtce of way – Transport

Éric Zavada
Electrician – Terminal

Pascal Dion
Operator Mtce of way – Transport

Janick Delarosbil
Operator Mtce of way – Transport

Karl Deraps
Mechanic – Transport

Marc Claveau
Mechanic – Transport

Hugo Perron
Electrician – Terminal

Marco Fournier
Electrician – Terminal

Dany Villeneuve
Accountant – Financial services

Congratulations !

Congratulations to Dave Pinksen on receiving his Mobile Crane Operator Inter-provincial Certification.



Dave Pinksen

Dave has been an employee of IOCC since September 1969, having first been employed as a Truck Driver. He later progressed to Service Truck Driver and a Journey-person Field Mechanic.

Dave, started as a Mobile Crane Learner in 1989 and obtained Mobile Crane Operator status as per IOCC qualifying standards. In pursuing further development within this occupation, Dave has written, and successfully passed his Mobile Crane Operator Inter-provincial Certification on December 9, 2003.

Dave is the first Mobile Operator with IOCC to achieve this distinction.

Centraide



Once again, the generosity of IOC and all Sept-Iles' employees was significant for Centraide as we donated a total of \$13,289.92. On the photo, some members of the 2003 committee (from left to right): Sharon Béliveau, Danielle Paquet, Jean Guéroult, Suzie Robichaud, Lise Chénard and Monia Marcoux, accompanied by Sophie Roy, manager of Centraide Duplessis). Absent: Alain Vaillancourt, Annie Bérubé, Denis Paradis, Wolfgang Vielhaber and Arlene Beaudin.