
Recognizing Excellence



Teck

A winter scene in South Korea. Excellence Award winners and their guest will participate in a week-long trip to PyeongChang, South Korea to experience the XXIII Olympic Winter Games.



Recognizing Excellence

The commitment to excellence—achieved through teamwork, diligence and innovation—is among the many things that make this company great.

Established in 2008, Teck's Excellence Awards program recognizes the outstanding achievements and leadership of our employees across Teck.

The Excellence Awards also support our One Teck vision and provide an important opportunity to share ideas across our company.

The 2017 Excellence Awards program recognizes nominees in five categories:

- Safety in the Workplace
- Environment and Sustainability
- Cost Reduction, Productivity and Innovation
- Unsung Hero
- Mentor

Within this booklet, you will find a brief description of the many contributions made by each of our 30 Excellence Awards recipients. Selected from more than 700 nominations from across every level and area of our business, these employees truly exemplify the spirit of excellence at Teck.



Safety in the Workplace

Safety is a core value at Teck. The Safety in the Workplace Excellence Award recognizes those employees who have made a significant contribution to health and safety and who have led by example to help build our culture of health and safety at Teck. When opportunities arise, they work to improve workplace health and safety standards and procedures to help achieve our vision of everyone going home safe and healthy every day.



B. OREGON

B. CREAR

S. BARRIE

V. MILLER

FIRE RESCUE

FIRE RESCUE

FIRE RESCUE





Andrew Bidwell

Senior Engineer Supervisor, Geotechnical Engineering
Calgary office

Supporting Safe Production

Safe production was at the heart of the work undertaken in 2017 to access a coal seam discovery located in a hazardous area of the pit at Cardinal River. And Andrew Bidwell had a big part to play in achieving it.

Andrew's geotechnical expertise and the various criteria he helped establish were instrumental to the Cardinal River team as they worked to implement new monitoring equipment and processes that would allow safe access to the coal located beneath a massive overhanging fault slab.

Thanks to Andrew's support and unwavering commitment to safety, the coal—valued in the 10s of millions of dollars—was recovered safely with zero injuries and no equipment damage.

"Andrew's geotechnical support and the work he does to ensure our pits are safe instills tremendous confidence," says Eric Jensen, Director, Engineering. "When he's helping manage the geotechnical challenges we face, we know we're mining our pits as safely as possible."



Geoff Brick

**General Manager
Greenhills Operations***

Above and Beyond in Safety

“Geoff takes safety above and beyond at Greenhills,” says Mike Casault, Supervisor, Health and Safety. “His passion radiates through the mine, and the operation’s productivity is better for it.”

Under Geoff Brick’s guidance, Greenhills’ safety performance has been exceptional, winning title to six major safety awards, including safest coal mine in Canada, safest mine in British Columbia, triple “A” status on health and safety protocols, the Chief Inspector’s Recognition Award, as well as two regional mine rescue championships.

Geoff’s personal commitment to the safety of his employees can easily be seen in his calendar: he provides regular updates at up to 16 safety meetings per month for maintenance, plant and operations teams, attends nearly every Courageous Safety Leadership 4 session taking place on site, and holds regular one-on-one meetings with supervisors in each department. Geoff’s passion for safety and the impact it has had on Greenhills’ safety performance is an important reminder that building a strong culture of safety is not about one big push—it’s about steady effort and a commitment to getting it right by every employee every day.

*Geoff Brick is now General Manager, Highland Valley Copper.



Jim Thurow

**Senior Process Operator
Fording River Operations**

Speaking Up for Safety

When it comes to safety, 14-year employee Jim Thurow understands the importance of having a voice advocating for positive change. He makes an effort to build relationships with everyone from new employees to senior management, which has been invaluable when setting out to create and implement workplans across Fording River.

As a member of the occupational health and safety committee and a union safety representative, Jim is uniquely positioned to speak up about safety and to help drive positive change when the opportunity presents itself. Whether it's through job safety analysis, Take 5s, or simply looking out for his co-workers, Jim truly represents what it means to be a courageous safety leader.

"Jim always comes to work with a great attitude towards safety," says Michael Hardy, Supervisor, Processing. "He genuinely cares for the people around him and is committed to ensuring everyone is going home safe and healthy every day."



Cristian Soto Araneda

**Head of Occupational Health
Quebrada Blanca Operations**

Connecting Safety and Sleep

Cristian Soto Araneda spends his waking hours thinking about sleep. Recognizing the critical role sleep plays in the health and safety of employees at the operation and the impact working at elevation can have on quality of sleep, Cristian set out to make a difference.

In 2015, he developed the Chronic Intermittent Hypobarism program, a program that helps identify when employees may be experiencing sleep challenges, such as apnea, snoring and oxygen saturation, and then connects them with a neurologist who determines appropriate interventions.

All employees at QB have since participated in the program, and 80% are now receiving some form of treatment and reporting a better quality of life as a result.

But completion of the program doesn't mean the end of Cristian's work. He personally follows up with each participant to understand their progress and ensure they continue to have the necessary supports in place.

"Cristian has gone above and beyond to improve the quality of life of our workforce," says Juan Carlos Astorga, Superintendent, Mine Operations. "His work is having a tremendously positive impact on the lives of employees and their families at work and at home."



Chris Kormendy



Russ Cooper

#3 Slag Fuming Furnace Burning Reduction Initiative

Chris Kormendy

Superintendent, Production, Lead Operations

Russ Cooper

Operator Instructor, Furnace/Boiler Relief Process Control Operator

Dallas Cain

Superintendent, Health and Safety

Trail Operations

Relearning Through Replay

Our safety vision is everyone going home safe and healthy every day, and finding new ways to help get us closer to that vision sometimes takes teamwork.

It was teamwork that brought together Trail Operations' Chris Kormendy, Russ Cooper and Dallas Cain, who wanted to find a way to improve the health and safety of those working at the #3 Lead Smelting Furnace, particularly around the prevention of burns.



Dallas Cain

To do so, they used some creative tools, including sports-replay technology, to understand how employees worked in and around the smelter. By capturing the employees' movements on video and then later reviewing the footage with a trainer, actions that commonly led to burns were reviewed and adjusted accordingly.

The initiative, with the addition of new custom personal protective equipment (PPE) and updates to emergency preparedness, has seen the operation experience two and a half years without a single employee suffering a burn.

"The team did excellent work," says Gerrit Van Tonder, Operating Manager, Lead Operations. "The change in behaviour has been truly remarkable and sets a new standard of excellence in health and safety that we all should strive to achieve."





Environment and Sustainability

Our success depends on our ability to build collaborative relationships with stakeholders, and to protect and enhance the environment in the areas where we operate. The Environment and Sustainability Excellence Award recognizes employees who have made a significant contribution to their community, enhancing Teck's reputation as a community-minded and sustainability-driven company. Their commitment to peer leadership and volunteerism has strengthened both the community and the workplace, and contributed to sustainability as it relates to the environment.





Herman Urrejola

**Social Responsibility Manager
Santiago office**

Mining Values

Maintaining good relationships with the communities surrounding our operations is essential to Teck's continued success. Herman Urrejola opens every negotiation with that in mind, with a sincere desire to find mutual interests between our company and our communities of interest.

Since joining Teck in 2012, Herman has been dedicated to establishing collaborative relationships with communities of interest for our existing operations in Chile, as well as building the foundation for those around Quebrada Blanca Phase 2. His leadership and professional, empathetic manner were key to the success of Indigenous consultations at Quebrada Blanca and in reaching an agreement with a group of fishermen's unions in the coastal zone of Tarapacá, Chile.

"Through his leadership, respect for values, and appreciation of the culture and history of these communities, Herman was able to create inroads in an environment of high expectations," says Chris Dechert, Vice President, Copper Operations, Chile. "He is personally invested in ensuring that both Teck and the communities of interest reap the benefits from trust-based, socially responsible agreements."





Cost Reduction, Productivity and Innovation

The Cost Reduction, Productivity and Innovation Excellence Award recognizes those employees who have helped to achieve a more productive and/or cost-reduced way to create our products by developing innovative approaches to existing business challenges, or by integrating new technologies into how we do business. These team members are efficient and reliable, and their critical thinking and leadership drive new, value-added solutions in the workplace.



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Matthew Armenti

Project Geophysicist, Exploration
Santiago office

Top-to-Bottom Knowledge

Geophysicists in mining are always looking for more innovative ways to communicate the conditions below ground to those working above. This, in part, involves scrupulous attention to detail in modelling, finding practical ways to interpret data, and teamwork—things Matthew Armenti is highly skilled at.

During 2016 and 2017, Matthew significantly enhanced the survey design, data acquisition, data interpretation and integration of the various geophysical surveys at our Quebrada Blanca operation in Chile, contributing to cost reductions and risk mitigation on the Secondary Leaching Industrial Pilot.

“Matthew’s leadership, collaborative approach and focus on results were instrumental in the novel application of geophysics at the operation,” says Martin LaPointe, Director, Exploration, South America.





Cindy Bohmer

Plant Operator
Elkview Operations

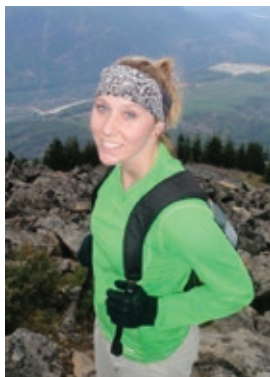
Inspiring Improvement

Cindy Bohmer's personal drive for improvement is on full display every single day. And not only does she make tremendous effort to fulfill her own responsibilities, she is also widely known for boosting morale and inspiring excellence in everyone around her.

"Cindy has a natural ease and ability to train people," says Kevin Williams, Senior Supervisor, Processing. "She is never shy about voicing her opinion in order to make things better for those around her."

Never satisfied with the *status quo*, Cindy has continuously looked for ways to load trains more efficiently. Since joining the plant operators' crew four years ago, she has helped to increase average train weights from 15,500 metric tonnes to 16,000 metric tonnes, and decrease production costs by about \$1 per tonne, saving Teck approximately \$6.5 million annually.

"Cindy always strives to beat her own records," adds Arran McAllister, Engineer, Processing. "Her drive for excellence is truly contagious."



Erin Lee Buck

Metallurgical Engineer-in-Training
Pend Oreille Mine

Backlog Crusher

In 2016, an exploration drilling program to extend the life of the mine at Pend Oreille produced a volume of samples well beyond what the operation's small lab had been designed to handle. Managing the backlog would have required the services of an external lab—and sample testing conducted externally would cost nearly four times as much as that performed in the mine's own facility.

Enter Erin Lee Buck, lab manager and still fairly new employee at the time, who set out to find a way to clear the backlog—at a fraction of the cost.

She started by making some important changes to the lab's workflow and then trained additional employees on how to conduct the sample testing.

Together, Erin and her team were able to clear the backlog and increase the capacity of the operation's lab for the future while also achieving nearly \$60,000 per month in savings.

“Erin is a highly motivated problem-solver who strives to improve accuracy while controlling costs,” says Dawn Pumnea, Mill Superintendent. “Her positive attitude has earned the respect of her team and her peers.”



Rob Chenuz

**Reliability Specialist
Highland Valley Copper**

Speedy Savings

Rob Chenuz uses his previous experience as a heavy duty mechanic to improve ordinary tasks in extraordinary ways—and finding an innovative way to refuel haul and tanker trucks is just one example.

Normally, a haul truck takes 12 minutes to refuel. But Rob thought it could be done faster so took it upon himself to work with a vendor on a mechanism to speed up the process. The result: the time to refuel a haul truck was reduced to just 3 minutes. And a similar fix to tanker trucks brought that refueling time down from 45 minutes to just 15. Along with reduced fuelling times, operators can now refuel trucks in-pit and during breaks, increasing productivity by almost 5,000 hours per year.

Rob also worked with technicians and vendors to reduce truck idling, helping to implement a new system that allows cooling, heating and electronics to function in cabs while engines are off. This change was a big hit with operators, prompting comments over the radio, like ‘I want to hug whoever put this on my truck’.

“The benefits of the new system added up in so many great ways,” says Dave Adema, Superintendent, Mine Maintenance. “In addition to being popular with operators, Rob’s work led to a savings of 805,000 litres of diesel annually and a 2.16 kilotonne reduction in GHG emissions.”



Alex Christopher

Senior Vice President, Exploration, Projects and Technical Services
Vancouver office

Delivering Value

Alex Christopher is focused on delivering value to Teck—and that's exactly what he does.

As Senior Vice President, Exploration, Projects and Technical Services, Alex leads a global team that is continually looking for—and, more often than not, finding—new opportunities to bring benefit to Teck.

And it's not hard to find examples. In Exploration, modifications to business structure and approach realized significant value through asset management, saving more than \$10 million annually since 2014, and generated more than \$250 million in revenue over the past three years through asset sales. Another example is a joint effort between Exploration and Technical Services—and in collaboration with the business units and operations—that is creating value for our sites and advanced projects through the application of geoscience and metallurgy to our ore deposits.

Teck's projects are also greatly benefiting from Alex's leadership. As a key figure in the successful renegotiation of the engineering, procurement and construction management contract for Quebrada Blanca Phase 2, Alex's good guidance has been critical to reducing costs, better allocating project risk, aligning our contract partner with Teck's business goals, and further positioning the project for success.



Brian Hall

Geologist
Red Dog Operations

Mastering the Blast

Having spent six years in the field as an ore controller, Brian Hall was motivated to find a more predictable method for locating valuable ore amid the rubble following a high-energy blast.

Brian brought that predictability to Red Dog by introducing Blast Movement Monitoring (BMM). BMM involves dropping sensors into blast holes around the site. Following the blast, the located sensors provide important data that helps more accurately map the displacement of material. This, in turn, helps locate and prevent the loss of valuable ore.

To date, this system has proven so effective that prevented losses are believed to be in the range of \$16 million.

“It’s hard to overstate the significance of this innovation,” says Todd Smith, Operating Superintendent, Mining and Port. “We have so much more confidence in flagging ore and waste now that we use BMM. Brian was one of the key drivers in bringing the BMM trial to Red Dog, and his enthusiasm for the technology kept the effort on track right through to implementation.”



Adil Jawaid

Manager, Copper Marketing
Toronto office

Seeing Opportunities

Sales growth is never far from any marketer's mind, and when Adil Jawaid took a closer look at how the industry handles different grades of copper product, he saw an opportunity for Teck.

There was a time when spot market customers were primarily aware of our Highland Valley Copper concentrate, which was considered to be a superior product that, in turn, commanded a high value in the marketplace. Meanwhile various concentrate qualities produced at Antamina in Peru were all considered to be standard products which received industry standard pricing. Adil saw an opportunity to differentiate Antamina products and leverage the different qualities to capture additional value from the marketplace. For concentrate from Highland Valley Copper, he further enhanced its brand by positioning the product as premium quality by highlighting its value to smelters under long term contracts. For the Antamina concentrate, he built a brand for the products to help create awareness, drive demand, and increase its market price.

And it worked. Today, products from both mines achieve premium pricing in the marketplace, which ultimately has resulted in significant increased value to Teck. This additional value creation is due in large part to Adil's vision.

"Adil is highly respected within the copper concentrate commercial world," says Andrew Stonkus, Senior Vice President, Marketing and Logistics. "His relationships and communication skills are allowing our copper business unit to maximize commercial returns."



Dustin Murray

**Supervisor, Maintenance Shop
Fording River Operations**

Efficiency Champion

“Dustin has the uncanny ability to solicit feedback and engage with the team on the floor in a collaborative, constructive manner,” says Blaine Beranek, Superintendent, Maintenance.

This special ability to encourage cooperation helped Dustin Murray make the Accelerated Maintenance Program a huge success at Fording River, rewarding the operation with \$3.1 million in annual and ongoing savings.

To do this, Dustin and his team looked at ways to better organize tools and communicate with colleagues, so that more time could be spent on maintaining machinery, and less on locating tools and parts, or waiting for one task to finish before the next could be started. He also implemented performance management standards that allowed all supervisors to better monitor progress with impressive results: in spring of 2016, wrench time for heavy-duty mechanics was at 31%; by May of the following year, it was up to world-class performance at 44%.

“Dustin epitomizes excellence,” adds Supervisor Jim Savoy. “He’s a leader and tireless problem-solver, who holds people accountable and understands the big picture.”



Peter Neben

Superintendent Maintenance
Line Creek Operations

Motivating a New Mindset

“We can make the difference.” That was Maintenance Superintendent Peter Neben’s attitude when the Accelerated Maintenance Program was brought to Line Creek and put to work on improving the performance of the 793F truck fleet.

“Peter’s attitude helped change his team’s mindset,” says Ed Morash, Line Creek General Manager. “His positivity and ‘we can do this’ approach were what made that change possible.”

A big part of this shift in thinking was the work Peter did outwardly to encourage his team to look for incremental changes, knowing that these would eventually add up to some of the bigger changes the company was looking for. Inwardly, Peter made a few shifts of his own: he adapted his management style to reflect the same calm, steady approach he knew his team would need to use in the face of challenges that would come their way.

And it paid off. The team’s efforts led to fleet availability—a key operating performance metric—increasing from 74% to 82%.

Peter’s work and the success his team achieved is an important reminder that the right mindset makes all the difference.



Carlos Opazo

Director, Construction Management
Calgary office*

Man with a Plan

In 2013, Carlos Opazo was seconded as Construction Director to develop and deliver on an execution plan to build the primary extraction plant at the Fort Hills oil sands mining and processing operation—a project of massive proportions even for the most seasoned of construction directors.

Carlos brought to his new role more than 30 years of experience in project execution and knew that the more detailed and realistic his execution plan, the more likely it was to come in on time and on budget.

On time and on budget; Carlos was determined to make it happen.

The result: Carlos' plan met important milestones, and even with significant obstacles—such as the wildfires that evacuated Fort McMurray residents to the site's workforce camps for six weeks—construction crews were able to make up time to finish on his schedule.

And the project was not only completed on time, it was also delivered \$135 million under budget.

“Carlos' leadership, diligence and attention to detail were demonstrated in a construction plan that could be executed without significant changes, but also adapted as challenges arose,” said Brad Strueby, Director, Operations. “The plan's quality also attracted very competitive bids from experienced construction contractors, which benefited the project's bottom line.”

*Carlos Opazo is now Area Manager, Concentrator, Quebrada Blanca Phase 2.



Kal Ruberg

Vice President, Teck Digital Systems and Chief Information Officer
Vancouver office

Architect of Change

Kal Ruberg is an architect, on paper and in practice. While the framed degrees on his office wall point to his academic past and the study of science and architecture, the bank of monitors that line his desk and the sketches and notes that fill his whiteboard tell the story of his present—as the architect of the digital systems that power our company.

The transformation of Teck's digital systems since Kal joined the company in 2006 has been dramatic. Today, thanks in large part to the work of Kal and his team and their drive for change, there is now a single One Teck environment of digital systems, integrated information systems and operations technology, and a company-wide information systems and technology governance structure.

"Kal's leadership and vision have transformed how we use technology at Teck," says Ron Millos, Senior Vice President, Finance and Chief Financial Officer. "Teck Digital Systems and the work that takes place across his whole team are absolutely critical to our safety, sustainability, cost reduction and productivity efforts."



Andrew Stonkus

Senior Vice President, Marketing and Logistics
Vancouver office

Game Changer

With more than 30 years' experience, Andrew Stonkus knows marketing and logistics. Inside and out.

From the inside, Andrew understands that the benefits of a One Teck approach can mean big things for our company and that led him to consolidate marketing and logistics initiatives and strategy to maximize commercial outcome from our activities.

An experienced negotiator, he also led the strategy to eliminate a fundamental element of contract terms associated with the sale of zinc concentrate to our customers. In doing so, Andrew put in place a 'game changer' at a time of extreme market volatility and further strengthened Teck's reputation as a leader in zinc concentrate negotiations across our industry.

First oil at Fort Hills has been a much-anticipated milestone for Teck's energy business unit, and the months and years leading up to it have been busy for Andrew and his team. The advancement of the marketing and logistics strategy to support first oil as well as the collaborative efforts with Suncor and Total to manage the completion of a third-party regional pipeline and terminal infrastructure development have been a shining example of excellence at work and will be integral to the success of our energy business.



Phillippe Thenoux

Mechanic
Carmen de Andacollo Operations

Innovation in Action

Typically, mechanics at Carmen de Andacollo practise diagnosing problems on a working haul truck that has been temporarily disabled for training purposes, which leaves the fleet short one truck and results in a loss of productivity for the operation.

While this training is necessary and important, Phillippe Thenoux wondered: Was there a way around this? What about a discarded truck cabin, designated for scrap? Could it be repurposed?

With some creative thinking and a small project investment, Phillippe was able to turn the discarded truck cabin of a 789C into a working simulator, which included energizing the cabin and enabling different systems to simulate failures for the mechanics to detect.

And it's working. To date, some 20 maintenance personnel have tested their diagnostic competencies on the simulator, without having to pull a haulage unit away from active duty.

"Phillippe is always searching for better ways to work," says Manuel Novoa, General Manager, Carmen de Andacollo. "This project was a visible demonstration of innovation in action and excellence at Teck."



Dale Webb

**General Manager, Operational Readiness
Quebrada Blanca Phase 2**

No Stone Unturned

While work continues to prepare Quebrada Blanca Phase 2 (QB2) for possible sanction, another critical area of focus is ensuring the existing operation can continue to operate for as long as possible—for the benefit of our employees and the community, and as an important bridge for transitioning to QB2.

To help bring focus to the task, Dale Webb set out with a can-do attitude that motivated his team to examine each and every cost driver and production opportunity. And to leave no stone unturned...

“Nothing was sacred,” explains Chris Dechert, Vice President, Copper Operations, Chile. “All costs were challenged and every possible solution examined.”

By facilitating collaboration between the Quebrada Blanca team, Santiago and Vancouver corporate support teams, as well as Applied Research and Technology (ART) in Trail, Dale contributed to the application of an innovative secondary-leaching process that generates additional copper cathode from material previously treated. This low-cost, novel application, in combination with cost-reduction initiatives, will extend processing operations at Quebrada Blanca until at least 2020.

“Dale has a strong, open-minded management style and keen eye for innovation,” adds Chris. “The current operation, the development project and all of Teck are better for his work.”



Unsung Hero

There are people among us who always go above and beyond, and whose positive attitude and willingness to help make a difference in the lives of everyone around them is unwavering. The Unsung Hero Excellence Award recognizes those employees who give their best every day, support their co-workers in any way they can, and contribute to their community for the benefit of their friends and neighbours.





Andrew Buddle

Corporate Counsel
Vancouver office

A Trusted Advisor

Andrew Buddle is someone people turn to for advice—and not just because he’s a lawyer, but because he approaches every question with thoughtfulness and pragmatism, delivering sound judgments the people around him have come to trust.

And that trust translates into important outcomes for Teck. In recent years, Andrew has been a key figure in a lengthy list of successes, including the implementation of master services agreements for engineering vendors, implementing pipeline and sales contracts for our energy business unit, advising and facilitating dispute resolution across a number of complex contracts, and leading the legal team during the highly successful renegotiation of the master engineering and construction contract for Quebrada Blanca Phase 2, a priority project for Teck.

“Andrew always understands the lawyer’s role in achieving the broader objectives of the project team,” says Peter Rozee, Senior Vice President, Commercial and Legal Affairs, “and he takes real pride in the success of every project.”



Michael Heximer

Senior Process Engineer
Trail Operations

Go-To Guy

After 28 years with Teck, there's very little Michael Heximer doesn't know about base metals—and what he doesn't know, he quickly learns.

"Michael is incredibly deserving of this recognition," says Dave Reynolds, Operating Manager, Metallurgy. "He is the 'go-to guy' for any technical question and has in-depth knowledge of all of the 23 plants on-site from his almost three decades' worth of experience."

Trail Operations' overall performance has benefited many times over from Michael's experience and input. A great example is the assistance he provided to debottleneck the zinc pressure leach, which allowed for an increase to rates of 19 tonnes per hour. Another is his work on gypsum removal and purification stability in the sulphide leach plant, which was key to the operation achieving production records in 2015 and 2016.

"Trail is fortunate to have an employee so dedicated to the operation's success," adds Dave. "Michael is someone who never hesitates to offer assistance without seeking recognition in return."



Dale Konowalchuk

Mill Operator
Highland Valley Copper

Calm Commitment

Dale Konowalchuk is a mine rescue captain and fierce competitor. Over the course of his nearly 30 years with Teck, Dale's leadership in the emergency response program has helped bring to Highland Valley Copper 12 first-place finishes at the provincial level, four at western regional competitions, three for the first aid team and five for best overall captain.

But winning isn't everything. For Dale, the most important thing is that every member of the team understands how to complete each task safely, and he attends B.C. mine rescue certification courses on his own time to help ensure his teams receive the best training possible.

"Dale is true leader," says Ryan Scott, General Supervisor, Mill Production. "His calm, professional manner, his commitment to finding solutions to safety risk, and his tireless work to ensure everyone is going home safe and healthy every day have earned him respect and support across the operation."



Andrea Leroux

**Manager, Contracts and Procurement, Project Development Group
Vancouver office**

The Real Deal

Andrea is the consummate professional, establishing a corporate resource of contract and procurement practices that has raised the bar for the Project Development Group performance and for Teck.

Three years ago, at a time of significant change, Andrea stepped up to lead the contract and procurement group. And under her leadership, the group developed a new set of contract management tools that deliver value through strategic contract planning, robust proposal evaluation processes, and planned and specific negotiation processes while maintaining the highest ethical standards.

Since then, just a few examples of the successful results stemming from the new system include a reduction in contract prices on the West Line Creek restart project, and a reassessment of the Quebrada Blanca Phase 2 engineering, procurement and construction agreements.

“Andrea is highly regarded by her peers as a strong leader and a commercial expert,” says Tony Jervis, Director, Project Services. “She has taken great care to select a team that can perform to her high expectations, and she continues to develop junior staff who are now also taking on greater responsibilities.”



Michael Lukach

**Senior Technician, Mining
Coal Mountain Operations**

Most Valuable Player

Open and always willing to help out. That's the reputation Michael Lukach has earned in his 10 years at Coal Mountain Operations (CMO) and the reason his skill set today goes well beyond his job title.

And Michael's skills have been invaluable to a team that is gradually transitioning to other areas and sites as CMO prepares for closure.

But CMO is not the only site to benefit from his commitment to his co-workers. Michael left a real impression on Highland Valley Copper (HVC) when, after much rearranging of personal commitments, he travelled to the site on very short notice to assist with critical night-shift surveillance of the Mamit Lake Dam during the 2017 freset. At the end of his assignment, the HVC team was sad to see him go—many of those he had worked with asked him to stay a little longer—but his heart is in the Elk Valley and the CMO team was very pleased to welcome him home.

"There is much more to Michael than being committed—he genuinely cares," says Laura Ingram, Acting Superintendent, Engineering. "He cares about setting an example for other team members, about the team being successful and about the people he works with."



Kris McCaig

**Manager, Environment and Public Affairs
Spokane office**

Calm in the Face of Complexity

When Kris McCaig speaks she makes a big impression, and for a decade, she has expertly represented Teck in discussions with federal, state and tribal authorities.

While the negotiations can be tense at times, Kris exhibits a consistently calm, professional demeanour, whether speaking in court, meeting with community stakeholders, or discussing policy with the Environmental Protection Agency (EPA).

“Our relations with the EPA have never been better,” says Peter Rozee, Senior Vice President, Commercial and Legal Affairs. “Kris does not hesitate to second-guess counsel on tactical issues, and has been an extremely effective negotiator on Teck’s behalf.”

“Her inclusive approach has improved relationships with government officials, regulators and consultants,” adds Michael Davies, Senior Advisor, Tailings and Mine Waste Management. “The overall file has increased in complexity over the past three years, but Teck’s stewardship has improved under her management.”



Mentor

Our people are our greatest strength. The Mentor Excellence Award recognizes those employees who coach, teach and tutor their peers and colleagues. In any situation, they readily offer guidance, share knowledge and provide training to support their co-workers. They offer encouragement, and help others develop their skills, knowledge and abilities.





Bob Lukkar

**Heavy Duty Mechanic
Greenhills Operations**

Rescue Gets Real

Bob Lukkar lives and breathes mine rescue. And for 12 years, in his roles as a competitor, as a coach and as a mentor, he has pushed the Greenhills team to excel. And that push has paid off: the team won the provincial mine rescue championships in 2015 and 2016, and Bob's F Shift team won in-house competitions nine times.

But mine rescue competitions are about more than winning. They're an important opportunity for teams to train and test emergency response and rescue skills. And this is where Bob shines, both in practice and when duty calls.

"In addition to his outstanding dedication to mine rescue, Bob and his wife, Spring Bolton, are the driving force behind advancing youth first aid skills in the Elk Valley," says Geoff Brick, former General Manager, Greenhills. "It's just another example of his commitment to safety at our operation and in our community."





Shane Taylor

**Equipment Operator
Cardinal River Operations**

Keeping the Team Pumped Up

Cardinal River's first-place aggregate victory at the Alberta Provincial Mine Rescue Competition in 2017 brought much praise to team captain Shane Taylor, but it's the safety example he sets day after day that earns him recognition as a mentor.

Shane's natural mentorship was on display when, in June of last year, heavy rains created precarious conditions in and around the operation. In addition to his own tireless efforts as Relief Supervisor—consistent and careful maintenance of the operation's pumps that helped ensure work at the site was able to continue—Shane also made it a priority to reach out to each person on his team and encourage use of the Employee and Family Assistance Program, recognizing the potential toll the stress and strenuous effort could have on individuals.

"The fact that Shane took the time to understand and get to know his peers was a great display of courageous safety leadership," says Shauna Harnish, Safety Compliance Supervisor. "His caring and genuine concern helped his crew get home safe and healthy during a stressful time for everyone."

