

Recognizing Excellence at Teck

2019  
Excellence  
Awards  
Recipients



**Teck**



# Recognizing Excellence

Established in 2008, Teck's Excellence Awards program is an important part of how we recognize and celebrate the outstanding achievements, innovations and leadership of employees from across every level and area of our business.

During the 2019 call for nominations, individuals and teams were recognized by their colleagues for bringing breakthrough ideas to life and for finding new ways to build an even stronger Teck for tomorrow.

Following the 2019 Excellence Awards program, we faced a particularly challenging year, due to the global pandemic. But our commitment to celebrating excellence remains as strong as ever—it's among the many things that make this company great.

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## The 2019 Excellence Awards program recognized nominees in six categories:



Health and  
Safety in the  
Workplace



Sustainability



Cost Reduction  
and Productivity



Mentor



Innovation



Unsung Hero

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Within this booklet, you will find a brief description of the many contributions made by each of our 31 Excellence Awards recipients. These employees truly exemplify the spirit of excellence at Teck and are an inspiration to us all.

(Note: Job titles listed in this booklet reflect those for winners and nominators at the time of nomination.)



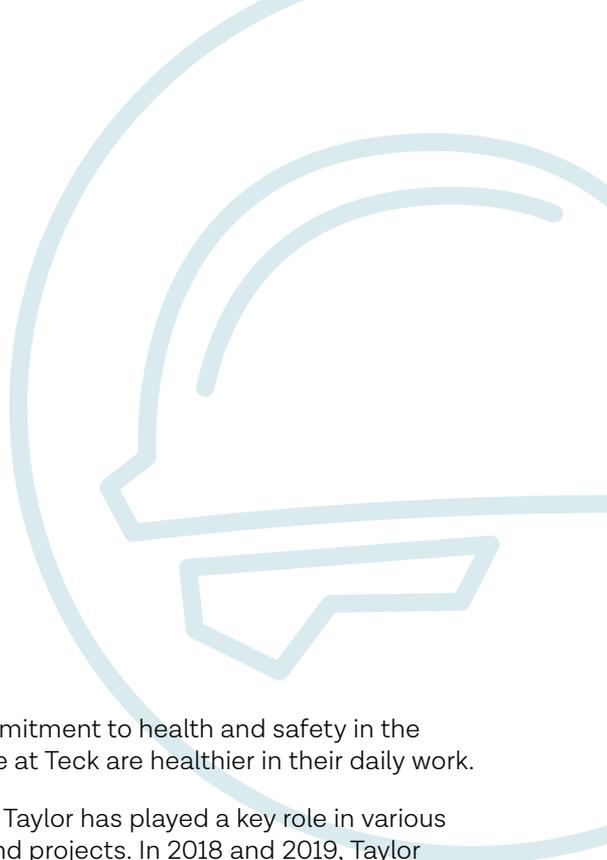
## Health and Safety in the Workplace

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Safety is a core value at Teck. The Health and Safety in the Workplace Excellence Award recognizes those employees who make a significant contribution to health and safety in the workplace by actively and consistently following established best practices. They set a strong example by encouraging colleagues to make health and safety their first priority and, when opportunities arise, they provide input into improving workplace health and safety standards or procedures.

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# Taylor Burgess

Occupational Hygienist  
Sparwood Office

## Health and Safety Champion

Thanks to Taylor Burgess' commitment to health and safety in the workplace, hundreds of people at Teck are healthier in their daily work.

As an Occupational Hygienist, Taylor has played a key role in various health and safety programs and projects. In 2018 and 2019, Taylor coordinated the rollout of a respiratory protection program at Greenhills Operations, which reinforced the importance of using respirators in all high-risk tasks and work areas. Taylor was also instrumental in the successful *Ideas at Work* funding application for Nanozen real-time dust monitoring technology, and in the implementation of 3M Connected Safety technology to elements of occupational health and hygiene, improving the reliability and validity of exposure monitoring results.

Taylor works in the Sparwood office, but her positive impact has been felt across Teck's coal operations as a whole.

"Taylor is a rising star in the health and hygiene area, and more broadly in the coal business unit," said Craig Bishop, General Manager, Greenhills Operations. "She demonstrates a high level of energy, professionalism and dedication in all that she does."

Note: Job titles reflect those at time of nomination.



# Enrique Castro

**General Manager**

**Quebrada Blanca Operations**

## **Raising the Bar**

Enrique Castro is an excellent example of a courageous safety leader—through his own deep commitment to safety, he has strengthened the safety culture at Quebrada Blanca Operations (QB), improving the operation's safety performance along the way. In 2019, they recorded one of their best safety records—a Total Recordable Injury Frequency (TRIF) rate of 0.11—the lowest in recent years, with only one incident of lost time, and no high-potential incidents.

Enrique's leadership style, which is apparent in all his actions, is marked by his vigilance, diligence and a visible commitment to safety. These attributes were demonstrated by his effective management of several incidents in 2019, from weather-related events to pipeline issues to project matters. He has very high standards and is a positive influence on others, consistently elevating expectations and performance. He has an unwavering conviction to doing the right thing in all that he does.

Enrique was also officially recognized by the regional authority for his success in creating a safe workplace, his safety leadership and his contributions to the mining industry.



## Jacqueline Dawes

**Safety Coordinator**  
**Trail Operations**

### **Eliminating Exposure**

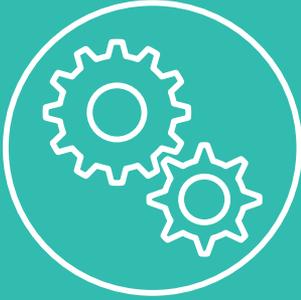
Ask anyone who has worked with Jacqueline Dawes, and they'll agree: her work ethic and commitment to improving the health and safety of her colleagues is commendable and inspiring.

Jacqueline demonstrated this in her work on assessing factors contributing to blood lead levels for workers at the dressing plant at Trail Operations. She played a crucial role in this assessment, and her recommendations will ensure that, by 2022, the plant will meet its goals in lowering blood lead levels. Speaking on Jacqueline's leadership, Chris Pengelly, Superintendent, Health and Safety, noted: "This project, which is extremely important to Trail Operations, would not be where it is at without Jacqueline's tireless efforts and support."

Jacqueline also showed innovation in finding and implementing EVADE software—which bolsters Trail Operations' ability to identify factors leading to elevated exposures that can be targeted for improvement.

Note: Job titles reflect those at time of nomination.





## **Cost Reduction and Productivity**

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The Cost Reduction and Productivity Excellence Award recognizes employees who have contributed significantly to improving workplace productivity and/or cost reduction for the company via new approaches to existing business challenges, or by integrating new technologies into how we do business. Each employee is an efficient and reliable team member whose critical thinking and leadership drives new, value-added solutions in the workplace.

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## Ntam Baharanyi

**Senior Advisor, Business Improvement and Intelligence  
Red Dog Operations**

### **Forward Thinker**

Some people have the foresight to identify a new tool or system long before it is adapted by the wider public. Ntam Baharanyi demonstrated this forward thinking with his implementation and promotion of Power BI, a powerful business analytics tool.

When Ntam noticed that the heavy equipment shop at Red Dog Operations was having difficulty reaching its targets, he searched for a way to improve the shop systems. Although the uptake was slow at first, Ntam recognized Power BI and its ability to allow the team to “see the data”. Under his enthusiastic direction, the Power BI tool has transformed the way Red Dog analyzes its business, and has allowed the heavy equipment shop to meet and exceed its targets.

In addition to his keen observations and insightful suggestions, Ntam is also recognized for his willingness to help, and for his modesty when his innovative thinking brings about major improvements. Ntam consistently shows up to work each day to find new ways to solve problems, and for that the team at Red Dog is immensely grateful.

“Ntam continues to look outside of Red Dog and Teck, seeking those innovative ideas that can help the business change for the better,” said Christopher Van Arsdale, Business Improvement and Intelligence Team Lead.



## Alan “Butch” Cromar

**Plant Control Room Operator  
Elkview Operations**

### Leading the Way

During his tenure as a control room operator at Elkview Operations, Alan “Butch” Cromar has been an inspiring coach and role model to the operators in training, who have benefited from his detailed feedback and adopted his positive attitude to bettering Elkview’s plant performance. With his meticulous shift notes and keen eye for detail, Butch is always providing input to mitigate conditions that could affect the safe and efficient operation of the plant.

In addition to his tremendous mentorship capabilities, Butch strives to maximize product qualities and ensure safe production at every opportunity, which adds great value to the business unit. He is the leader in achieving shift qualities toward the upper control limit for ash and moisture, and he set a record-breaking shift for producing 16,471 metric tonnes of clean coal (MTCC) for the Elkview plant. This surpassed the previous record by roughly 1,000 MTCC, which has an added value per shift of \$130,000.

“Butch truly deserves any accolades that come his way,” shared Kevin Williams, Senior Supervisor, Processing. “He has been a dedicated employee for his entire 46-year career, and he will be missed when he retires.”

Note: Job titles reflect those at time of nomination.



## Sean Gibson

**Technician, Survey  
Line Creek Operations**

### **The Sky's the Limit**

Sean Gibson is changing the future of aerial surveys at Teck by implementing advanced drone technology. Sean's endeavours are on track to replace most traditional LiDAR scans to map active mining areas, which are costly and can take months for the data to become available. Sean's innovative approach is leading to hundreds of thousands of dollars in savings, with data processing taking just a couple of days. His ongoing efforts have led to improvements across many fronts, enhancing the safety, efficiency and accuracy of the systems used at Line Creek Operations.

Sean's accomplishments are not restricted to his work at Line Creek; his efforts to bring drone data solutions to the wider Teck organization have resulted in improvements across multiple sites.

"Not only have his ideas for drone use and data processing software made tasks easier to complete in a more timely fashion, but Sean also has a natural curiosity and the ambition to streamline any process," said Jason Kindrat, Geotechnical Specialist. "If there's a better way to do things, he's committed to figuring it out."

Note: Job titles reflect those at time of nomination.



## Kieron McFadyen

**Senior Vice President, Energy**  
**Calgary Office**

### **Delivering Results**

Kieron has led our energy business unit to achieve unprecedented results in project delivery, operating performance and sustainability.

Under Kieron's leadership, Teck worked closely in cooperation with Suncor to complete and commission the Fort Hills oil sands operation joint venture. Fort Hills was one the most successful examples of major project execution in oil sands history, not only reaching, but exceeding nameplate production capacity in its startup year.

Kieron led the Teck Energy team through the regulatory hearing for the Frontier Project, which resulted in the project being deemed in the public interest by the joint Federal-Provincial review panel. The Frontier team reached participation agreements with all Indigenous groups in the project area – an achievement the Joint Review Panel called “unprecedented” for a major oil sands project and considered an example of leading practice for the industry.

Keiron and the team also worked in partnership with the Mikisew Cree First Nation in Alberta to advance the creation of the Kitaskino Nuwenëné Wildland Provincial Park, helping lead essential engagement with government and industry and relinquishing oil sands leases towards the park area. The resulting provincial park, established in 2019, now represents the largest contiguous protected area of boreal forest in the world.



## Carolina Musalem

**Tax Manager, Latin America  
Santiago Office**

### **Performing Under Pressure**

With numerous complex and competing matters requiring her attention, Carolina Musalem performed exceptionally, going above and beyond to ensure the best possible outcomes were achieved. These matters included managing taxes related to QB2 financing and partner structuring, while also assisting in complying with Chilean tax authorities as they audited several major transactions from previous years.

These projects were high-value and time-sensitive, and although there were conflicting demands on her time, Carolina kept things on track and was quick to raise issues that needed to be addressed—all while maintaining her trademark sense of humour.

“Carolina pursues her work with passion and diligence, extending her expertise and capacity in many forms both inside and outside her area of responsibility,” said Chris Dechert, Vice President, South America (now retired). “She consistently goes above and beyond to support and advance the organization.”

“Her ability to see the importance of human interactions while staying focused on the financial and commercial issues is exceptional,” added Douglas Powrie, Vice President, Tax.



## Deb Peck

**Shovel Operator**  
**Highland Valley Copper Operations**

### Peak Performer

For a number of years, Deb Peck has been recognized consistently as the top shovel operator at Highland Valley Copper Operations—and that’s no small feat. Her tonnes per operating hour are 20.5% above average, first-hour tonnes loaded are 26% above average, last-hour tonnes loaded are 13% above average, and her average truck-spotting time is 30% less than average. The decrease in truck spotting time shows that Deb takes the initiative to safely reduce delays and increase production.

And while her production numbers are incredible, Deb is also known for her strong leadership skills. “Deb is an amazing mentor who self-initiates coaching of new and experienced employees with a patient and respectful approach, helping make Highland Valley Copper more productive and efficient,” said Paul Dixon, former Mine Operations Superintendent. “She voices her opinions on safety concerns in crew meetings and is very adept at hazard recognition.”

While Deb often shies away from recognition and prefers to focus on the job at hand, she is viewed as an expert in her field and is highly respected by her peers.

Note: Job titles reflect those at time of nomination.



## Nick Uzelac

**Senior Corporate Counsel  
Vancouver Office**

### Going Further

Nick Uzelac's expert legal advice, incredible work ethic and team-oriented approach earned him two nominations in Cost Reduction and Productivity, as well as a nomination for Unsung Hero.

Nick's contributions to the acquisition by Sumitomo Metal Mining and Sumitomo Corp of 30% of Teck's QB2 project and the QB2 project financing were outstanding: he played a key role in securing funding for QB2 on very favourable terms, and provided much-needed continuity between these transactions, as well as expert legal support.

"His work ethic is remarkable and his intellectual capacity was demonstrated time and time again throughout highly complex processes and negotiations," commented Andrew Golding, Senior Vice President, Corporate Development (now retired).

Not only did Nick provide expert legal support throughout these transactions—which had significant positive financial implications—his "over and above" level of effort and ability to maintain line of sight on numerous complex matters were also much appreciated.

Note: Job titles reflect those at time of nomination.



## Richard Whittington

**General Manager**

**Fording River Operations**

### **Driving Innovation to Increase Productivity**

Richard Whittington has been at the forefront of driving innovation and technology for the coal business unit since the early days of Teck's broader innovation strategy. He helped develop and roll out the *Ideas at Work* program, which led to successes like the first electric bus in the Elk Valley and the automated train loading system at Fording River Operations.

Richard was also a key contributor to the development of the Automated Haul System (AHS) initiative in Coal, leading the project from the development of a business case up to handover for execution. The AHS strategy is critically important to the future of Teck's coal business, given the dependence on haul truck productivity. Richard also led the Truck of Choice working group, which ultimately led to the fleet recommendation for QB2.

“Since Richard assumed the role of General Manager at Fording River in 2019, he has led a team that brought the operation's truck productivity to record high levels,” said Robin Sheremeta, Senior Vice President, Coal. “Through his leadership and support of RACE21™, Fording River's mining analytics tools have made significant advances and are now being shared with other sites at Teck to further increase productivity across our operations.”



Juan Adriasola



Mike Larkin

## Massive Earthworks Team, Quebrada Blanca Phase 2

### **Juan Adriasola (Team Leader)**

**Manager, Mine Operations**

### **Mike Larkin**

**Superintendent, Initial Works**

### **Aldo López**

**Superintendent, Mine Operations**

### **Wilson Ramos**

**Supervisor, Mine Planning**

### **Moving Mountains**

When the mine operations team from Quebrada Blanca was called upon to tackle the massive earthworks needed at the start of the QB2 project, the team quickly adapted.

Led by Juan Adriasola and reporting to the QB2 Site Manager, the team took on this new work in stride and did so on schedule and incident-free. They adapted quickly to changes in programming, resulting in a cost avoidance of about \$40 million when compared to average contractor rates.

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Note: Job titles reflect those at time of nomination.



Aldo López



Wilson Ramos



The group worked closely with the Quebrada Blanca leadership team and Bechtel, the global construction management company overseeing QB2 construction activities, to achieve the massive earthworks goals while preserving the key elements that make Quebrada Blanca a successful operation.

“The execution of this work by the Quebrada Blanca Mine Fleet and team was outstanding and a key enabler to being able to commence construction on the QB2 project,” noted Karl Hroza, Project Director, QB2. “The team demonstrated excellent planning and a very strong results focus, surpassing project expectations of performance specific to cost, schedule and safety.”



## Innovation

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Part of our commitment to excellence is welcoming innovative ideas and allowing those ideas to flourish. The Innovation Excellence Award recognizes employees who have contributed breakthrough ideas that create innovative advancements in our business. They are innovative thinkers who embrace new ways of doing things and work to implement smart changes that strengthen safety, enhance environmental performance and help grow our business.

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## Yiries Abd El Kader

**Supervisor, Mining Training  
Carmen de Andacollo**

### **Inclusivity in Mining**

Through the leadership of Yiries Abd El Kader, the Training and Development team at Carmen de Andacollo (CDA) launched an innovative project—the Andacollinas Homemakers Program—providing 20 local women in the community of Andacollo with specialized, practical training in operating haul trucks.

Over the course of the eight-month program, while learning the theoretical and applied skills related to this work, the women also strengthened their leadership skills and built confidence and self-esteem, as noted by the participants themselves.

This program extended beyond the traditional paradigm of theory and simulation by providing training on-site at CDA to practise. As a result, the participants received their certification as haul truck drivers, opening up opportunities to work in the Chilean mining industry, either at CDA or elsewhere.

“This important and innovative project helped support the inclusion of Andacollo women in Chile’s mining industry, providing them with the operational tools needed for this work,” said David Novoa, Mine Planning Superintendent.



## Roger Cote

**Specialist, Automation  
Fording River Operations**

### **Relentless Dedication**

Since his early days in the processing plant at Fording River Operations, Roger Cote has worked to continually improve the plant's automation systems. In fact, Roger strives to make Fording River the most advanced plant in automation. To achieve this goal, he identified bottlenecks in the plant's operations and, equipped with solutions for these inefficiencies, applied for funding from *Ideas at Work*.

Roger's ideas were granted an initial \$1 million in funding. He has taken the lead on designing and implementing a new system for creating a more efficient and reliable turnaround for trains loading at the plant. In addition, Roger developed a plan and road map to bring the automation of the Fording River analytics systems forward.

“Roger's dedication to these improvements and the plan is relentless,” said Michael Hardy, Supervisor, Processing. “Between his driving presence in train automation and his support for the implementation of plant analytics, Roger's contributions to innovation are innumerable and immeasurable.”



# Sustainability

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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 Sustainability Excellence Award recognizes employees who have made a significant contribution to enhancing Teck's performance and reputation as a company that is focused on socially and environmentally responsible resource development. Their commitment, contributions and innovation in the area of sustainability help to strengthen the community, the workplace and the environment, and to support Teck's long-term business success.

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## Jeff Hawley

**Senior Engineer Supervisor,  
Business Improvement  
Sparwood Office**

### **Tackling Complex Problems**

Since 2016, Jeff Hawley has led the effort to reduce nitrates entering the environment from blasting. Jeff has made several critical contributions that have reduced the total amount of explosives used, significantly reduced nitrate leaching and lowered operating costs, savings \$4.8 million in 2019 alone.

His innovative methodology to load emulsion-based explosives in a liner has since been implemented at all of the operations in the Elk Valley and is predicted to reduce nitrate addition to the environment by 96%, compared to the 2013 baseline. These results have earned Jeff an additional Excellence Award nomination in the Innovation category, due to the groundbreaking effect his work will have on reducing nitrates across the organization.

“Jeff has the passion and dedication to identify, develop and implement a number of innovative ideas to help solve the nitrate issue,” said Larry Davey, Vice President, Planning and Development. “As far as I know, this is work that is not done to this extent anywhere else in the world.”

Note: Job titles reflect those at time of nomination.



## Dan Myck

**Superintendent, Engineering  
Elkview Operations**

### **Steward of Sustainability**

Dan Myck is the heart and soul of the Building Wild Places initiative—a rethinking of mine reclamation that aims to include end land use considerations in initial mine design work.

Dan has worked tirelessly to research successful reclamation examples and bighorn sheep habitation land features that could be incorporated into Elkview's Cedar North Backfill Spoil design. This type of innovation is critical to Teck achieving a net positive impact and receiving stakeholder support in all of its projects—and Dan's leadership in this area is invaluable.

The Building Wild Places initiative sets a new standard in the way mine design sets up for successful reclamation. Dan's passion for this initiative has resonated throughout the mine engineering group at Elkview Operations, creating progress and momentum towards Teck's sustainability goals.

“Dan views the work of his team through the lens of sustainable mining and his creativity in this area helps advance our business goals,” said Don Sander, former General Manager, Elkview. “His leadership approach is very strategic and pragmatic, and rooted in a dedication to making Teck successful. He is also a humble and well trusted person.”

Note: Job titles reflect those at time of nomination.



## Zafer Polat

**Senior Community Relations Specialist  
Exploration (Turkey)**

### **Passionate About Community**

Zafer Polat started his career at Teck as a field technician, and over the following years, he advanced his skills and transitioned to a role in community relations, where his passion truly bloomed.

Zafer drives many initiatives as an integral part of the community relations team in Turkey. Most notably, he played a key role in establishing the first library in the town of Domanic, Turkey, where Teck has an advanced project underway. In 2018, Zafer worked with the Hayme Ana Business High School on behalf of Teck to create a gathering place and public library in the school. Dubbed *Saklama, Paylas* (“Share, Do Not Keep”), the campaign began small, with Teck employees and friends making contributions. Soon, the momentum gathered and people all over Turkey began to send books for the library. Thanks to Zafer’s hard work, *Saklama, Paylas* became the first public library in Domanic.

“Zafer was born to be a community relations specialist. He is a remarkable person who loves his communities, loves his work, and uses his charisma and people skills to interact in a sincere, open and honest fashion with all walks of people,” said Adrian King, Head of Global Exploration (now retired). “The Domanic library is just one of a series of remarkable, innovative initiatives that Zafer has led.”



## Lisa Risvold Jones

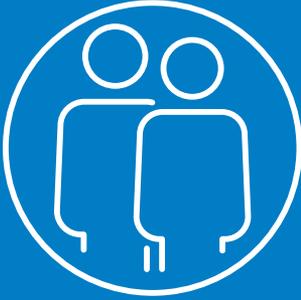
**Senior Coordinator, Social Responsibility  
Cardinal River Operations**

### **Rising to the Occasion**

In 2019, Cardinal River Operations (CRO) faced some significant obstacles when the MacKenzie Redcap Environmental Order was issued. And while Lisa Risvold Jones does not come from a background in environment, she stepped into the role of Acting Environment Superintendent and led the Environment team through the complex regulatory and corporate requirements associated with the Order.

Lisa demonstrated incredible resolve by taking on this challenging role. Despite the uncharted path, Lisa provided clear direction and guidance with her leadership, and the Environment team was able to come up with a plan to demonstrate due diligence that allowed work at the mine to continue while under the Order.

“Lisa really stepped up,” said Robin Sheremeta, Senior Vice President, Coal. “She has had a significant positive impact on Cardinal River Operations.”



## Mentor

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Our people are our greatest strength. The Mentor Excellence Award recognizes those employees who coach, teach and tutor their peers and colleagues. They readily offer guidance, share knowledge and provide training to support their co-workers to bring out the best in individuals or groups, which in turn benefits the company as a whole.

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## Ian Anderson

**General Manager, Coal Logistics  
Calgary Office**

### **Broadening Perspectives**

Ian Anderson's approach to leadership development is embedded in an appreciation for others' perspectives, and he often encourages those around him to truly listen to and learn from each other's experiences to help foster professional and personal growth.

His ability to identify opportunities and provide support to those around him has had a positive impact on many in the coal business unit. This includes helping identify projects or initiatives that can help broaden a leader's skill set while at the same time providing coaching, encouragement and support along the way.

"A good mentor has the disposition and desire to develop others and possesses a willingness to share their own experiences, both the good and the bad," said Bree Parisien, Superintendent, Human Resources, Greenhills Operations. "Ian exemplifies these attributes, and he has had a tremendous impact and positive influence on many across our business."

Note: Job titles reflect those at time of nomination.



## Patrick Doyle

**Human Resources Manager, Exploration,  
Projects and Technical Services  
Vancouver Office**

### Leading the Way

One of the most important qualities of being a leader is the ability to identify and encourage the strengths of your team members—something Patrick Doyle does incredibly well.

Patrick is insightful, observant, analytical and the master of relatable analogies. He uses his outside-the-box thinking and strong communication skills to improve the leadership qualities of those around him.

In his role as an HR advisor, Patrick also helps others select strong candidates who understand projects, project execution and leadership. This adds tremendous value to Teck as a whole and minimizes the bottom-line costs associated with recruitment and retention.

“Patrick effortlessly creates a culture where people feel heard, and where their concerns and ideas are addressed in a fair and timely manner,” said Jelena Puzic, Director, Geoscience Services. “Patrick is generous with his time as a mentor, coach and sounding board, helping all of us be better at what we do at Teck.”

Note: Job titles reflect those at time of nomination.



## Neil Sandstrom

Manager, Environment, Energy  
Calgary Office

### Helping Boost Confidence

Completing and submitting the Environmental Impact Assessment (EIA) for the Frontier project was a major milestone for Teck and it represented a huge body of work. For Neil Sandstrom, that meant providing technical mentorship on environmental impacts and mitigation plans so that the Frontier team felt confident going into the hearing process.

“Neil takes a very proactive, informed and well-balanced approach to working with colleagues,” noted Scott McKenzie, Director, Regulatory and Environment.

In preparing the EIA, Neil also helped his team members gain exposure to new areas of work beyond their backgrounds, which strengthened the team’s responses during the hearing.

“Neil pushed me to learn more about greenhouse gas (GHG) emissions and mentored me to the point where I was leading some of the GHG emissions research for the oil and gas industry,” said Gibran Lopez, Environmental Coordinator. “He has been a great leader and mentor.”

Note: Job titles reflect those at time of nomination.



## John Stevenson

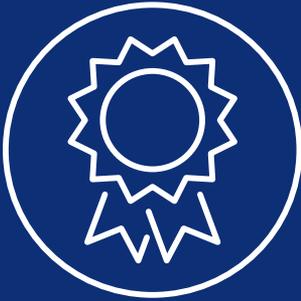
**Chief Engineer**  
**Red Dog Operations**

### **Top-Tier Teacher**

With his approachable demeanour and willingness to help, John Stevenson is known at Red Dog Operations as a go-to person for instruction and expertise well beyond his role of Chief Engineer.

John is never selfish in sharing his knowledge and decades of experience, and has been known to provide guidance and encouragement to many around him. John also leads by example, working diligently and maintaining high spirits every day. “He is a rational optimist, keeping an open mind to new opportunities while maintaining balance through experience and practical know-how,” said Adriaan Huiberts, Team Lead, Asset Integrity and Reliability.

“John is an invaluable part of the Red Dog team—not only is he excellent in his technical field, he is highly respected by all levels at Red Dog,” added Matthew Gee, Superintendent, Maintenance. “He is very approachable and is always willing to stop and help whenever he can.”



## Unsung Hero

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There are people among us who always go above and beyond, with an unwavering positive attitude and the willingness to help make a difference in the lives of everyone around them. The Unsung Hero Excellence Award recognizes those employees, who represent excellence, work hard every day, do their best, support their co-workers and make contributions in their community.

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## Leo Bundschuh

Equipment Operator  
Cardinal River Operations

### The Helping Hand

Anyone who knows Leo Bundschuh knows that his work ethic and dedication are second to none. Over his incredible 41-year tenure at Cardinal River Operations, Leo has reported to work every day with an unwavering positive attitude and a willingness to make the place better than it was when he arrived.

Leo is someone that everyone at Cardinal River can depend on, never hesitating to help with any task that comes his way. He's been counted on numerous times to help Cardinal River through challenging situations, always going the extra mile to make sure things are done right and working smoothly.

“Leo is one of the most dedicated, hard-working individuals that I've worked with during my career at Teck,” said Gary Fitzgerald, Mine Operations Superintendent. “He is definitely an unsung hero.”



## Scott Casey

**Haulage Truck Operator**  
**Highland Valley Copper Operations**

### **Selfless Supporter**

Scott Casey has done exceptional work both on and off the job. At Highland Valley Copper (HVC) Operations, Scott has been a champion for mental health with his work as part of the Mental Health Committee, putting in numerous hours on- and off-site. Scott is also a key member of the guiding coalition for the autonomous haulage initiative at HVC, where he draws on his experience to provide feedback on how the project can be improved.

On top of his involvement with many initiatives at HVC, Scott is highly involved in organizations outside of Teck. As a U.N. Veteran, he established Military Minds, which helps veterans find help for issues such as PTSD, and he is involved with Veterans of Steel, a program within the International United Steelworkers Union.

Geoff Brick, General Manager, HVC (now retired), commented: “It is quite humbling to know Scott’s story and to comprehend his passion and dedication to both improving mental health and the performance of HVC. Scott is a doer; he cannot stand by and let concerns go unresolved.”

“Scott does the things he does in a selfless and sincere manner with complete empathy and a desire to help anyone and everyone he can,” said Jason Arnold, Equipment Operator. “He would never seek any kind of recognition for anything he does, but if anyone is worthy of recognition, it is him.”



## Cory Diederich

Welder

Greenhills Operations

### Unwavering Dedication

In a career that has spanned 30 years, Cory Diederich is known for being highly committed, and for going above and beyond when it comes to the care and maintenance of the Greenhills Operations' dryer, a responsibility that requires a high degree of skill, expertise and experience.

Cory takes great pride in his work, and when the dryer goes down, sometimes in the middle of the night, Cory can be counted on to get it back up and running. And his stalwart commitment to documenting his findings and sharing suggestions with others has led to efficiency improvements by reducing the dryer's downtime.

In addition to his day-to-day maintenance and repair work, Cory has represented Greenhills when discussing dryer design at a business unit level, and he assumes an important leadership role in the dryer deck rebuild during annual shutdowns.

"Cory consistently demonstrates a strong work ethic and a positive attitude, and he is a role model to others," said Ewen Koch, Supervisor, Processing. "I truly value Cory's contributions to our group."



# Sylvie Fontaine

**Executive Assistant**

**Fording River Operations**

## **Going Above and Beyond**

Since joining Fording River Operations in 1999, Sylvie has come to be known for her outstanding work ethic, and as someone that every department at the site can rely on. With a strong sense of initiative, Sylvie handles a wide array of responsibilities, including seamlessly coordinating high-profile site visits, serving as a liaison for Teck Coal housing requirements and handling numerous day-to-day administration needs. For her entire career, she has gone above and beyond what is asked of her—all while making it look easy.

Sylvie's colleagues are grateful for her help, her contagious positivity and the valuable mentorship she provides to the administrative staff at Fording River.

“Fording River would not be able to do what it does without the amazing efforts of Sylvie,” said Richard Whittington, General Manager, Fording River Operations. “Sylvie is truly an ambassador of Teck’s values.”



## Mario Ureta

Payroll Analyst  
Santiago Office

### Most Valuable Player

Through hard work and dedication, Mario Ureta has progressively taken on more responsibility at the Santiago office, first starting as a courier and floating receptionist, then to supporting all accreditation (contracts review and access) for contractors across Chile, to now working as a Payroll Analyst for all of Chile, as well as playing a key role in the setup and design of our new Vista360 Office. But it's not only the success in his day-to-day job for which he is recognized; it's also his significant contributions towards building a positive work culture, and instilling teamwork and a sense of pride.

Mario has taken it upon himself to organize many social events for his colleagues, including Chilean asados (BBQs) and the Santiago office soccer team. The latter has grown to two full rosters that meet weekly, in part thanks to Mario's "all are welcome" approach. These events are more than just fun for everyone involved, they're also great team-building opportunities, helping foster relationships so that complex business issues can be solved more effectively.

"I have very seldom come across such a remarkable individual who contributes value far beyond the scope of their job," said Stephanie Shaw, Director, Human Resources. "Mario is endlessly positive about Teck and a constant cheerleader, even in times of stress and change; his actions and spirit are remarkably selfless."

Note: Job titles reflect those at time of nomination.



## Dean Winsor

**Senior Vice President and Chief Human Resources Officer  
Vancouver Office**

### **An Unwavering Commitment**

Under Dean Winsor's leadership, Teck attracts, develops and engages the very best talent for Teck. By creating a positive culture, advocating for the development of our people, and advancing Teck's Equity, Inclusion and Diversity strategy in his capacity of Committee Chair, Dean has helped create a company that's now recognized in Canada and internationally as an Employer of Choice.

Beyond Teck, Dean is an active and well-respected member of the broader metals and mining community, both as Chair of the Mining Industry Human Resources Council (MiHR) and as a director with the Canadian Mineral Industry Education Foundation.

Throughout 2019, Dean led his team in the launch of a number of important initiatives across Teck, including the HRIS transformation project and QB2 organizational design work. These initiatives reflect the changing landscape of Teck and will be critical as we prepare for the future of mining.

Those who work directly with Dean know first-hand the value he places on relationships, and they know that the heart of his commitment to Teck is ensuring our employees are well-supported. Dean has been, and will continue to be, a true example of excellence at Teck.

