

## Native Seed Collection Brings Reclamation to Mine Site



In the reclamation of mines, it has long been known that seeds locally-sourced from the area perform better than seeds from plants that evolved hundreds of miles away from the mine in different climates and growing conditions. Early in the mine's development, Red Dog worked with the Alaska Plant Center to identify grass seeds to use for the reclamation of the mine and other arctic projects. We identified several grass species that could be developed and grown commercially.

However, a diverse reclamation seed mix requires more than just grass seeds to become a sustainable vegetative cover. Red Dog's revegetation seed mix contains 8 types of grasses that are commercially available and 9 other plants that are not easily obtained on the current commercial market or are not fully adapted for the site's climate.

In 2014, our Community Relations Department implemented the Noatak Seed Harvest Pilot Study to investigate revegetation opportunities for mine reclamation projects. The goal was to find local seed sources that could be used to restore areas disturbed by mining operations. The area around Noatak was identified to have many of these species close to the village and in the same climate zone as the mine.

Darren Jones of Red Dog Environmental, Alison Kelley of Fuse and Traverse, and Peter Johnson from the Alaska Plant Materials Center, worked together to train Noatak community members

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## Message from the General Manager

*By Henri Letient*



2016 has been a very successful year for Red Dog, with much to be proud of and to recognize! We continued our Courageous Safety Leadership journey and I am proud of the good efforts made by all on several fronts. We've embedded the concepts of High Potential Risk Controls and Work Team Risk Assessment. We've also made great progress on our four focus areas — Confined Space, Logout-Tagout-Tryout, Workplace Inspection and Working from Heights. Over 500 safety team ideas were completed. We had far fewer safety related incidents this year than previous years and we also reached a million hours worked without a lost time incident.

Despite a few challenges, we exceeded production goals, coming very close to breaking previous production records set in 2014. We've continued to lower production unit costs, thereby improving profitability. With a total of 1.43 million wmt concentrate loaded on 26 ships, 2016 was the second highest year in terms of volume of concentrate shipped from Red Dog. Water discharge went extremely well with 100% compliance with all discharge limits. All this requires good team work and contribution by all. Well done!

We placed much emphasis on personal development in 2016. Leading for the Future, the Leadership Challenge and the Supervisor Training programs are assisting our frontline supervisors in dealing more professionally and effectively with day-to-day challenges. The implementation of an approved, certified Mill Operator apprenticeship program — a first in the industry — will also greatly benefit operators. We facilitated, coordinated and offered training and information sessions on Magellan Employee and Family Assistance Program, Merrill Lynch Retirement, BWSP, and other programs that assist employees in many ways. All that to make sure Red Dog continues to be a great place to work!

Engagement with local communities continues to be an essential part of what we do. The Teck NBA Student Incentive program, the Forum for Women Entrepreneurs, Teck scholarships through the Aqqaluk Trust, the Noatak Seed Harvest, and the Biochar Pilot Project in Kivalina are just a few examples of ongoing programs.

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## Noatak Seed Harvest



on local indigenous seed identification, harvest, cleaning, and storage techniques. The pilot study is designed to provide a cost per pound for the various local seeds and supply pickers with a sufficient income to justify the labor involved with collecting the seeds while still providing value to Red Dog.

In 2015, the study team, with community involvement, continued training local members to identify targets such as seed identification and a flowering calendar.

In 2016, the study team came together again with residents of Noatak for a much more successful year than previously. Four pounds of the hard to find plant seeds were harvested. This may not sound like a lot of seeds; however, we don't need a large quantity of the hard-to-get local plants. As an example, the 1.7 pounds of fireweed seed collected in 2016 is enough for the revegetation of over 40 acres of land. The combination of the commercially available grass seed and the locally harvested species will provide a diverse seed mix which will develop into a healthy long term vegetative cover.

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## Message from the General Manager

Fifteen students from the Alaska Technical Center spent time at Red Dog as part of a Job Shadow program to learn about the specific career paths in their programs. We hosted three school visits to provide high school students from local communities with exposure to work at Red Dog. We made a voluntary contribution of \$11.2 million to the Northwest Arctic Borough, including \$2.4 million to the School District to ensure they had adequate funding to serve the region while the legality of the Severance Tax imposed on Red Dog by the Borough is being debated in Court. As many of you live in our surrounding communities within the NANA region, you know how important it is to have Red Dog as an economic driver in the region.

All in all, 2016 was a great year for Red Dog. Thank you! Let's keep that momentum going and have a great 2017 with everyone going home safe and healthy every day!

## Rodeo Road Trip

By Fritz Westlake



The roar and thrust of a Boeing 737 starting its take-off from the Kotzebue airport put a huge smile on the face of one of the students from the Red Dog region chosen for the 2016 Teck NBA Program. It was his first time on a jet, so he was thrilled to be starting the trip of a lifetime to the state of Texas.

In April of 2016, nine students from villages in the Red Dog region, traveled to San Antonio and Dallas. They represented their villages in Teck's student incentive program and were able to visit Texas and attend National Basketball Association (NBA) games as a reward for outstanding performance in school and in their communities.

The students had an opportunity to visit Baylor University and the University of Texas at Austin along with experiencing some of the San Antonio area's most popular attractions such as the Alamo and famed Riverwalk. For the first time in the programs five-year history, the group attended two NBA basketball games; one in San Antonio with the local Spurs taking on the Oklahoma City Thunder and another the next night in Dallas with the Dallas Mavericks battling the San Antonio Spurs.

The students also had the privilege of hearing from several guest speakers during the week-long trip, including Robbie Kirk from Noatak who encouraged the young and impressionable students to not be afraid to express their dreams to those around them. He told the students, "If you want to do something or go somewhere, or achieve a goal, make sure to say it out loud and let others know. Saying it out loud confirms your desire to achieve a goal."

# Job Shadowing

By Travis Anderson



*Left to Right: Elmer Jones, Ronald Mitchell, Perry Snider, Jaycee Beecroft, Tommy Ballot, Scotty Evans (Instructor), Daniel Ramoth, Seth Morris, Donel O'Hara, Jesse Karmun, (bottom row), Robert Walker, Bobbi Newlin*

In late November 2016, Red Dog Mine had fifteen students and two instructors from Alaska Technical (ATC) in Kotzebue visit our mine to participate in a six day "Job Shadow" experience.

Job shadowing is a means by which students gain insight into what it is like to work at an actual job site. The students had been enrolled in the ATC maintenance program, and once on site,

teamed up with various trades and operating employees, to watch and ask questions about the tasks being performed. Students were also given the opportunity to ride along with our haul truck drivers to expand their knowledge of this facet of the operation. Also, several students did their job shadowing on night shift to get a feel for what it is like to work in a continuous operation. Overall, this was a successful venture, with the students being very excited about possible roles that may be available to them in the future.

Teck is very committed to assisting the development of people in our region, and we look forward to their success.

# Safety & Health

By Scott Leighton

I want to take this opportunity to share my reflection on safety at Red Dog Operations in 2016. We started the year off on a roll with 128 days without a lost time incident, which was a great improvement over previous years. We had struggled in 2014 and 2015 to achieve 100 days without a lost time incident, but in 2016 we broke the "100 day" barrier and went on to achieve 287 days and over one million hours worked without lost time, until June 8 when a lost time incident occurred which was the first of three in 2016. This is only the fourth time in Red Dog's history that we have achieved this accomplishment!

We continued to focus on identifying and assessing our high potential risks. We assessed thirteen activities that have the potential of causing significant or fatal injury. Actions were developed to control those hazards and reduce our exposures when performing those tasks. Additionally, we implemented improved Work at Heights; Lock Out, Tag Out, Try Out (LOTOTO); Confined Space Entry and; Flagging and Barricading requirements. However, along the way we had nine High Potential Incidents, five Level 3 and four Level 4. Fortunately, we did not have any Level 5 incidents, which we call Potential Fatal Occurrences.

There were lots of improvements implemented during the year, over 600 Safety Team ideas were submitted with over 500 those

ideas completed! We had a refocus on Courageous Safety Leadership with 23 sessions and attendance of over 330 participants!

Overall, we made several safety improvements, experienced improvement in our safety culture and with all that focus on safety, we still had a successful production year! It only goes to show, that we can have "Safe Production". Our challenge will be to remain vigilant, speak up when needed and not accept anything less than what we accomplished in 2016. I thank you all for your efforts and look forward to an even more successful 2017 season!

# Grant available for a female business owner to attend 3-day business education program



## **E-Series (April 19-21, 2017)**

is a transformative program for women entrepreneurs that provides classroom style sessions on topics such as sales, marketing, branding and HR. For continued support after the program, all participants are paired with a dedicated Mentor for 14 months of continuous 1:1 support to ensure they have the insight and feedback they need.

“I loved the support and encouragement everyone received. It was a tremendous learning experience that not only pushed us out of our comfort zones, but also provided invaluable information... [E-Series] was a big confidence booster.”

— Megan Armstrong  
*Dogma Training & Pet Services Inc. (E-Series 2016 Grad)*



**One (1) grant is available** for a woman from the Red Dog Mine region to cover roundtrip travel to Vancouver, tuition and mentorship. Applications open until February 28, 2017. \*Applicant must have a valid US passport for April 2017 travel.

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**Teck**



## **CONNECT**

Please contact Verna Westlake, Community Relations at 907-754-5189 or email [verna.westlake@teck.com](mailto:verna.westlake@teck.com) for details about how to apply for the Teck grant.



Or, for specific program enquiries, please contact Michelle Cheong, FWE Program Manager, at [michelle@fwe.caor](mailto:michelle@fwe.caor) by phone at 604-682-8115.

# Let's Keep the Lights On

By Jose Pepe Rios



Our newest apprentice, Aydin Erlich was promoted to Level III in November. He has been working very hard with senior powerhouse mechanics. One-on-one experience is required to gain the knowledge he needs to become a Powerhouse Operator-Mechanic. Thanks to Mike Skeeters and Travis Andersen, all our apprentices are doing very well. When needed, Aydin also assists the Mill Maintenance group with operating the Gyro/Jaw Crusher.

Otto Okpealuk recently completed his apprenticeship program and was promoted to a Level VI. Otto's expertise and dedication is another asset to our Powerhouse crew. His completion opens the door for a future apprentice.

Not everything in the powerhouse is about engines. The power plant has many auxiliary systems related to how the engines operate. Did you know that the powerhouse provides heat for water and air to the Crusher Building, Mill Operations Plant, Service Complex and the PAC? The boilers in the PAC are for backup while the powerhouse is the main source.

The powerhouse has diverse crew with roots from various backgrounds and locations:

Peter Neuburg from Oregon, retired in May, 2016. He is now a fulltime Harley Davidson rider, enjoying life and spending time with his wife.

Mike Bruner from Michigan, is the longest and most experienced member of the group. If you know Mike, you understand why he is our "gun activist".

Charlie Randall — though his wife is from Kotzebue — currently resides in Oklahoma. Charlie is our "machine gun" and projects specialist. He likes to do things "the OKI way". When discussions start going overboard, he breaks it up by saying "banana" like the "Minions" movie. Very "family oriented" like many of us, Charlie likes to help people.

Rob Corley is from Louisiana; Bill Collins from the Philippines; Tom Naranjo is from New Mexico and his wife is from Shishmaref; Jeff O'Hara is from Kotzebue with Inupiaq and Irish roots and; Andzej Gryczan is Polish.

Jared Richards, Otto Okpealuk and Aydin Erlich are all from the region and are our young "next crew" generation that will continue the hard work. One of them will be the future Powerhouse Supervisor.

Brent Hewlett aka "Valantino", is from Idaho. We are glad to see him happy because his old nickname was "Grumpy". Curt Berriochoa from Utah, joined the crew two years ago to help the Powerhouse crew with millwright work. Both Brent and Curt form our Compressor Crew.

Our Powerhouse crew wants to thank everyone that has supported our group, for once again, a successful 2016 ended by being Loss Time Incident free.

## Community Connections

By D'Anne Hamilton

The distance between the Red Dog Mine and the community of Ambler, AK is under 150 miles. But for those residents looking to get a job here, accessing the people who do hiring at the mine can make it feel much further and much more challenging.

Residents of Ambler recently had an opportunity to connect with Red Dog employers. Senior Human Resources Coordinator Cole Schaeffer was in the Northwest Alaskan community November 14th and 15th, 2016 to perform 10-minute interviews to get to know community members and explain the process of applying for jobs at Red Dog.

"We have had over 8 thousand applications for two hundred jobs this year at Red Dog. That is a huge number of applicants. Responding to individual inquiries about the status of the jobs can be more than our two recruiters can do during their time on site," said Cole. "The next best thing is letting the candidates know about the process. It helps." While in Ambler, Human Resource staff also discussed the types of jobs available at Red Dog and the importance of attendance to success at the mine.

NANA Regional Corporation's Shareholder Relations Coordinators serve as a valuable role, bringing potential candidates in for interviews and presentations so important to successful recruiting. Community Recruitment meetings have also been held in Kivalina, Deering, Kiana and Noatak, AK this year. "We don't get the chance to get out to the communities as often as we'd like, so to be able to meet with people face-to-face, to see their enthusiasm as they hear about the skills they could bring to a job — you can't get that over the phone," said Cole.

Red Dog staff also visited schools in many of the communities to tell 5th through 12th grade students the importance of math and science education needed to secure future engineering, geological and other professional positions at Red Dog Mine.

To view and apply for jobs available at Teck, visit [www.nana.com/employment](http://www.nana.com/employment) or [www.teck.com/careers](http://www.teck.com/careers).

# Thanks to the Supply Chain Group

By David Reardon



Have you ever wondered what it takes to move materials into Red Dog — all those parts, equipment, project materials and most importantly FOOD? How does that tasty rib-eye or soft serve ice-cream make it up here? The dedicated men and women that make up the Supply Chain group are to thank for that.

During 2016, the Supply Chain group, safely and without major incident, procured, managed and arranged for the delivery of roughly;

- 18.4 million gallons of fuel
- 41,000 tons of containerized and deck freight
- 2.5 million pounds of air-freight

So the next time you're enjoying pizza night, think of the group that made all of that possible. My special thanks to the whole Supply Chain team for a successful and safe 2016.

David Reardon  
*Superintendent Materials Mngmt*

# Honoring Qipqina John Schaeffer, Jr.



*John Schaeffer, Jr. (left), NANA President in the 1980's with Robert Newlin at Red Dog as the site was being surveyed.*

It's a privilege to honor the late Qipqina John Schaeffer, Jr. in our Red Dog Suvisi Newsletter.

John is remembered as a strong leader and loyal friend. His wife Mary and their 11 children were most important to him. His dedication was proven in his passion for the land and traditional Inupiaq way of life; his care and concern for the future and well-being of his people and; through his commitment in his many roles as a leader of people.

John's achievements were many. He was NANA's first President, the northwest Arctic regional corporation formed under the Alaska Native Claims Settlement Act; the first Mayor of the Northwest Arctic Borough and; the first Inupiaq 2-Star Major General in the Army National Guard.

John worked diligently to establish Red Dog Mine, with an agreement reached to build the mine in 1982.

We're thankful to John and Mary and their family for their contribution to our people and our region.

*From the Red Dog Family*

# Strengthening Our Communities

**Red Dog Community Investment receives and reviews donation request applications quarterly. Successful awards will be made in the last month of each quarter.**

## Quarter

- Q1
- Q2
- Q3
- Q4

## Deadline

- February 29
- May 31
- August 31
- November 30

For all donation and sponsorship requests, please apply online at: <https://communityinvestment.teck.com>

# Sustainable Materials Management at Red Dog

By Johanna Salatas



Jolene Newlin, Warehouse Floorperson in Materials Management

Our goal at Red Dog is to promote effective and efficient recycling of materials. Teck's sustainability mandate is to extend the useful life of metals and materials by actively promoting recycling within our company and our industry. This involves a shared responsibility across the supply chain for the sustainable production, use, reuse, recycling and end-of-life management of minerals and metals.

Recycling is defined as the recovery of useful materials (such as paper, glass, plastic, metals) along with transformation of material to make new products to reduce the amount of virgin raw materials needed to meet consumer demands.

Recycling has environmental benefits at every stage in the life cycles of a consumer product. Utilizing used, unwanted, or obsolete materials as industrial feedstocks, or for making new materials or products, not only reduces greenhouse gas emissions

(related to global warming), but also provides significant economic and job creation impacts.

Recycling in the Lower 48 is a much easier task than at a remote Arctic location like Red Dog. It takes dedication and cooperation from multiple departments to make recycling a possibility on site. The key players that orchestrate recycling at Red Dog are the Materials Management group.

Every recycled piece of material goes through the warehouse, where it is catalogued and prepared for summer shipping to Seattle. The result of these efforts is that Red Dog is transitioning to sustainable materials management — the use and reuse of materials in the most productive and sustainable way across their entire life cycle. In 2016, the warehouse shipped out a grand total of 1,208 tonnes of material for recycling (see chart, below).

NANA Management Services has also been instrumental in making recycling easy at Red Dog. For example, in the PAC, our living accommodations, there are multiple bins on each floor where paper (magazines, newspaper, paper), batteries, and electronic waste (such as TVs, monitors, cords, old cell phones) can be discarded. The NMS staff then picks up those items from the PAC and has them delivered to the warehouse.

The heavy equipment shop is a department that effectively collects not only used oil, but also automotive lead acid batteries for

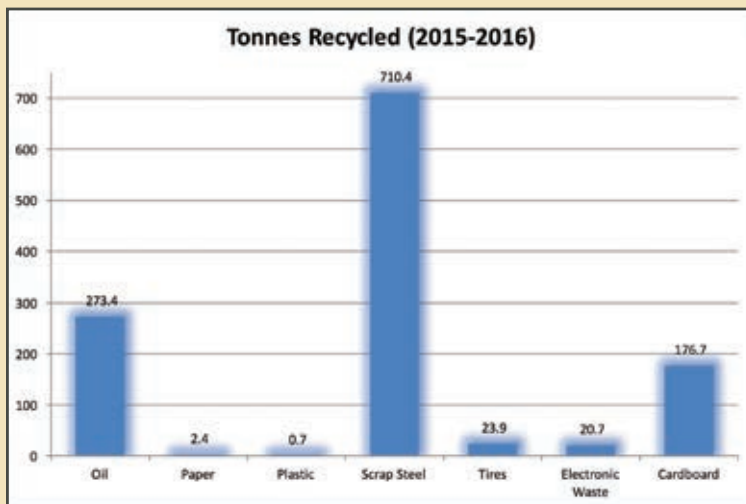
recycling. Batteries have been banned from landfills and incinerators in every state due to their toxicity.

Red Dog recycling has even extended recycling help to other businesses. For example, stacks of empty pallets are shipped to Anchorage for re-use by Northern Air Cargo (NAC). According to Benjamin Ampacker at NAC, "This is a huge win-win. Teck is pushing to be more environmentally conscious, and removing unnecessary pallet waste from the mine is a great idea. Equally so, we [NAC] always need pallets!" As a result of this partnership, Red Dog ships used pallets as frequently as possible without impacting the northbound flight loads. Also, there is no charge for backhaul of the pallets, since this is mutually beneficial arrangement for NAC.

Other key players for recycling at Red Dog include each one of us. A lot of items sold in plastic bottles in our commissary can be recycled. These include #1 and #2 plastic bottles (see the bottom of the container for the number). Typically, this includes Gatorade, water and shampoo bottles. The plastics get distributed to recycling companies that pull, stretch and meld the shredded plastics into fiber for new bottles, providing up to 86% energy savings over manufacturing new plastic.

In 2017, more recycling and sustainable materials will be implemented at Red Dog. According to EPA, there is growing demand for recycled plastic, and the aluminum industry is eager for more aluminum cans. The forecast is for demand to increase in the next decade. Currently, recycling capacity exceeds supply.

Is your department currently recycling everything it can recycle? For example, are pallets being thrown in the trash instead of being stockpiled? Are empty boxes labeled for paper recycling? Are toner cartridges collected? Plastic bottles? It's as simple as collecting the recyclables, labeling the



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## Sustainable Materials Management at Red Dog

bag or box as “Recycle item name” and either delivering it to the warehouse yourself, or filling out a TPV for pickup.

Together, we can promote the efficient use of energy and resources in all aspects of all our lives. It’s something we CAN do, and thanks to our warehouse, it’s not difficult. As eloquently stated by Bert Adams, “I’ve been working with MatMan since 1994, I’ve seen a lot of improvements since I started here. We recycle, not because there’s a return involved; we recycle because it’s the right thing to do.”

When you’re home on R&R, don’t forget that broken and outdated electronics, and overused clothing with tears and stains can also be recycled. Take items to the local Goodwill because they have a program to divert textiles and electronics from landfills. They do all the sorting for you.

NMS staff has a lot of work to do, so please make their lives easier — **DO NOT THROW TRASH IN THE RECYCLING BUCKETS in the PAC** — use the trash cans instead!

## Our Red Dog People

### Daniel Dodson—Culinary Artist



*Daniel Dodson, NMS, went above and beyond his normal scope of work to help enhance the Halloween holiday here at the PAC, by creating this incredible pumpkin carving featuring the Red Dog logo.*



### People Who Make a Difference!



### Jenny Outwater

Jenny Outwater has a caring and compassionate heart — especially for children. She volunteers unsolicited to do fundraising amongst Red Dog employees. She has reignited her efforts to support our region’s Putyuk Children’s Home.

Red Dog employees are caring as well, and always willing to support such efforts. During the holiday season, \$1,133 was raised for the children. Thank you, Jenny and Ethel Lestenkof for your kindness and thank you Red Dog for giving!



## Our Red Dog People



### Powerhouse Apprenticeship

By Otto Okpealuk

Growing up in Kotzebue, my Dad and I had a thing for working on small engines. While in the 11th grade, I asked him if I could attend vocational school in Kotzebue so that I could work at Red Dog. He didn't hesitate to support my choice. In 2010, I attended the Alaska Technical Center Millwright Program and graduated at the top of my class. I then did six weeks of pipefitting training at Northern Industrial Training in Palmer, AK.

I was a temporary summer hire working the sand filters when I was approached by a trainer here at Red Dog who mentioned that there was an apprenticeship open in the powerhouse. I declined. I wanted to be a millwright. But, at the request of the trainer, I went on a tour of the powerhouse. At first glance at the engines, I wanted the job and I got it.

I'm thankful to have had the opportunity to be in the apprenticeship program. I enjoy what I do for a living. I'm always ready to come back to work at the end of my R&R. It makes me happy to support my parents and my family, especially to spoil my nieces. I appreciate the support of management and the how they show an interest and track my development in this trade.

You can say I grew up as a person while working here. I started at the age of 19 and was stubborn in those early years, thinking I didn't need advice. I wanted to learn by myself. Well,

my co-workers and the people that I looked up to while growing up here, helped me to be more humble. And, I'm still working on that.

After a little more than five years of working at Red Dog, I've learned a ton and I'll continue to learn. I'm lucky to have the crew I work with. I have learned from many of them: from Pete Neuberg, about working on the heads; Mike Bruner, about the heating system; Charlie Randall, about being an all-around mechanic; Jared Richards taught me how to be a better person; and Andre Gryczan showed me how to do things to our engines that I've never done before.

My older brother went to the Air Force and got into an aerospace ground equipment apprenticeship. When I read that, I wanted to be in apprenticeship and follow through with it, like my brother did.



### Matt Rice — A Champion Amongst Us

Inspired by Matt Rice's quickly achieved 2016 championship in auto racing at Alaska Raceway Park, Matt's coworkers nominated his story of respect for family, hard work, commitment and safety. Matt speaks with great pride about family togetherness, support and the enjoyment of working closely with his Dad and his own young son when rebuilding cars.

In Matt's nomination statement, Herb Adams shared, "We have a champion among us and want to celebrate Matt's achievement in being new to the sport. Any kind of racing requires a lot of time spent in safety of your equipment. I would like to think that some of the safety training he received here at Red Dog helped him prepare for his races."



### Advancing Apprentices

Pictured are three Apprentices who recently advanced a level in their training. They are (left to right) Quinn Schaeffer, Gabe Lie-Schaeffer, and Mike Curtis. Quinn and Mike are Electrical Apprentices and Gabe is an HE Apprentice. Quinn advanced to Level V, Mike advance to Level IV, and Gabe advanced to Level III.

### Teck Excellence Awards at the Red Dog Mine

Forty-eight Red Dog Mine hourly and salaried employees were recognized for outstanding achievement, leadership and innovation by receiving Excellence Awards in presentations October 9th and 23rd, 2016. There were nominations in Safety in the Workplace; Environment and Sustainability; Cost Reduction, Productivity and Innovation; Mentor; and Unsung Hero categories. Mine Shift Supervisor, Chuck Barger Jr. won the Mentor category in the company wide event and Construction Coordinator, Ben Jones won for Safety in the Workplace. Ben has been an employee at Red Dog for 1 ½ years and there is a good chance he will continue to work here for the foreseeable future.

#### Excellence Award Nominees

Zack Pickett  
Laura Lupardus  
Brent Greer  
Robert Green  
Doug Graham  
Eli Reintsma  
Emery Johnson  
Justin Griest  
Robert Hadley  
Wesley Sommers  
Bob Chandler  
Cody Quinn  
Darren Jones  
Jeffrey Casteel  
Chris Ryan  
Nancy Tracy  
Mark Smith  
Gerardo Arvayo  
Nicole Shellabarger  
Sherrell Jackson  
Jason Baca  
Kevin Lackey  
Stacey Phillips  
Saul Arevalo

Curt Wladyka  
Evan Wlach  
Tim Shull  
Mike Newlin  
Jeremy Jensen  
Alta Horst  
Felix Strzelewicz III  
Fritz Westlake  
Camille Adams  
Joe Diehl  
Peter McNeil  
Brian Hall  
Chuck Barger  
Tessie Snyder  
Shawn Norton  
Chasity Gregg  
Ned Arey  
Brendan Vermeulen  
Matt Line  
Joshua Petersen  
Sheila King  
Vicki Garoutte  
Ted Zigarlick  
Ben Jones



*Teck Excellence Award Winner Chuck Barger Jr. and his wife Michelle in Rio de Janeiro, Brazil for the Summer Olympic Games in August 2016.*

### Chuck Barger Jr.: An Example of Excellence

Red Dog Mine Crew Supervisor Chuck Barger Jr. is the kind of mentor everyone wishes they had. His crew wanted everyone to know that, so a member of Chuck's A Crew nominated him for a Teck Excellence Award in the Mentor category this year. It was one of multiple nominations Chuck received, including one submitted by the entire crew.

"Throughout his career, Chuck has used his passion for improvement, positive attitude, experience and selfless leadership," a fellow crew member extolled in his nomination submission. In Chuck's fourteen years of combined service at Red Dog, the NANA Shareholder has developed from an entry-level mine operator to a shift supervisor who has not only matured, but excelled in his abilities to lead, coach and mentor. "He is just a genuine person, honest, smart, upfront, easy to talk to, humble and has nothing bad to say of anyone. He is always supportive and I and everyone in the mine crew look up to him with much respect. He is a master of his trade and has shared his abilities with me and many more to become effective and efficient operators," said the nominator, who wished to remain anonymous.

The Excellence Awards Committee at Red Dog agreed with that assessment and enthusiastically supported Chuck's nomination, designating him to the corporate office in Vancouver as their first pick for the award.

This past summer, Chuck was recognized company wide, winning the Mentor Award. He was selected to attend the Summer Olympic Games in Rio de Janeiro, Brazil, along with 37 other Teck employees. Chuck shared, "The Olympic Games were a memorable experience that I will never forget. But just as important is the idea that the crew thought enough of me to submit me for the award. That means a lot."

## Our Red Dog People



### Q&A with Brigitte Lacouture

**Q: What is your role at Red Dog?**

A: I have recently taken on the role of Operating Superintendent, Concentrator. The essence of this position is to support the operating and technical groups to ensure the safe production of quality lead and zinc concentrates.

**Q: What do you like most about Red Dog?**

A: Like many of my colleagues have previously stated, Red Dog has a friendly atmosphere which makes it a good place to work. When problems arise, we spend time together trying to address the problem as opposed to finding someone to blame. Also, unlike some other concentrators, we are willing to adopt new processes and new technologies. For example, over the years we have adopted the Jameson cell, the IsaMill, the Microcel sparger system, and just recently Cav-tubes, the ProFlote magnets, the Froth camera system, and

the Courier 8i. This certainly makes it interesting for a metallurgical engineer as there are always new challenges and interesting things to learn. I am always very proud to represent Red Dog at conferences and with other mining people. As a site, we have accomplished quite a lot. I often hear from external visitors that we are on the leading edge.

**Q: You're happiest when?**

A: I am happiest when sharing a good moment with family or friends. That moment can happen either at home or at work. It is very rewarding to mentor young operators and engineers, seeing them grow from their first job to become either a relief supervisor or a superintendent. Outside of work, my husband Norman and I enjoy travelling. We have been to more countries than we are years old. Some of the highlights include spending a couple of hours a few feet away from Mountain Gorillas in their habitat in Rwanda, hiking the Inca Trail and seeing the fog rise over Machu Pichu in Peru and getting a private tour of an ancient Hopi site called Keet Seel within the Navajo National Monument.

**Q: Describe what you were like growing up?**

A: I was quite the studious kid who enjoyed math and science. I also did sports during my summer holidays; in particular, I rowed in a lightweight-8 (the largest crew boat) for many years. Rowing is very much a team sport since the boat will only win if everyone pulls hard and evenly.

**Q: Do you recall any embarrassing moment at work?**

A: There must have been a few, but honestly I can't recall. Maybe someone will need to share them in the next issue!



### NMS once again provides a grand Christmas dinner for those who are away from home for the Holidays



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(Paper applications or letters of interest are no longer accepted.)



Fritz Westlake, Teck Alaska, Red Dog Community Relations and Robbie Kirk of Noatak representing the Red Dog Subsistence Committee present at the Alaska Mining Association 2016 Annual Trade Show and Convention on the partnership with NANA, the history and evolution of the Subsistence Committee, best practices and keys to success as well as the benefits for all in working together.



**Verna Westlake**  
*Managing Editor*

Red Dog Suvisi is authored by Red Dog employees. Without you, we would not have a story to tell. Quyaana, thank you for sharing your 2016 stories. I look forward to sharing the many yet untold stories in 2017! Happy New Year!

**Quyaana**

*Thank you to all who contributed to our newsletter.*

To submit topic ideas or an article about your work, a coworker spotlight, a special project or life at Red Dog, contact Managing Editor, Verna Westlake at [verna.westlake@teck.com](mailto:verna.westlake@teck.com) or [communityrelationsRDOG@teck.com](mailto:communityrelationsRDOG@teck.com)

**Suvisi (Sü-vĩ-see) in the Iñupiaq language means:**

**“What are the many people doing?”**