



# Red Dog Suvisi

## 2025 - Vol. 14, Issue 2

### How Teck's Professional Development Program is growing talent from within

The Professional Development Program (PDP) at Red Dog was created to provide employees with the opportunity to advance their careers by developing their skills and experience while still earning a salary.

PDP participants work in the summer and either go back to school in the fall or work as an intern for Teck or NANA-affiliated companies, while still earning 80% of their Red Dog wages. Participants who choose to go back to school to earn their degrees or certificates are eligible for tuition reimbursement or student loan repayment.

These opportunities allow employees to gain the knowledge, experience and skills necessary to prepare for the next stage of their careers or to explore alternative career tracks at Red Dog, NANA and Teck.



#### PDP Interns

##### Nicole Tisru Naagaayiq Tickett (UAA) Geology

Nicole is from Shungnak and her parents are Crystal Bessie Ticket and the late Stanley Custer, Jr.

Her career began at Red Dog as a Grade Control Technician, where she played a key role in building stockpiles for the mill and teamed up with planners and managers to ensure smart, efficient material management in the Aqqaluk Pit.

This year, she is a junior at University of Alaska Anchorage and working toward a degree in geology.

"Geology is at the core of everything in mining," Nicole says. "It defines where and how we mine. From exploration through production, geology helps identify ore zones, determine zinc grade percentages and understand the structure and behavior of the rock." *(continued on page 3)*

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# Letter from the General Manager



Hello everyone,

As winter approaches and the holidays draw near, I hope each of you can spend time with loved ones and take a moment to reflect on all we accomplished this summer and fall.

The end of September marked the close of a very successful treated water discharge season. Managing the total water volume that accumulates mainly from annual precipitation is critical to keeping our operations running smoothly. I'm very grateful to everyone who contributed to this success, including our operations, maintenance, technical, supply chain, environment, and projects teams.

In October, we wrapped up a safe and busy shipping season with about 1.25 million wet metric tonnes of concentrate shipped. This year also set a record for freight tonnage delivered by seafloat: 96,300 tons, equivalent to 7,705 NAC flights.

Despite this high volume of work and coordination, we had no environmental incidents or significant injuries. That is quite an achievement and we are proud of it. Thank you to our Supply Chain Team, our Port and Operations teams, and our supporting contractors and suppliers, including Foss Maritime, Fed Nav, DeLong Mountain Logistics, Alaska Marine Lines, Ruskin Construction, Foss, and Delta Western. Your teamwork made this season a true success.

In this issue of Suvisi, you'll also find exciting news about Teck's agreement with Anglo American, a merger that will position our combined company as a global leader in critical minerals. We're also pleased to introduce our seasonal and professional development interns. These internships not only help build the next generation of leaders at Red Dog but also bring new perspectives to how our departments operate. We're grateful for their contributions and wish them all the best as they continue their careers and studies.

Best,  
Les



Nicole says if you're thinking about working or interning at Red Dog, don't be intimidated and soak it all in.

"Don't be afraid to ask as many questions as you need," she advises. "I started with no mining experience, and it seemed like I was in over my head. I am thankful for the years I spent working here and the people around who support my development."



### **Dawson Iyagaatchiaq Schaeffer (UAA) Business Management/Supply Chain Management**

Dawson is from Kotzebue and his parents are Sonja and Calvin Schaeffer. His Aana and Tatta on his dad's side are Mary and John Schaeffer and his Aana on his mom's side is Aggie Jack.

In his third summer as a Supply Chain Intern, he's gaining experience across both the Logistics and Purchasing departments. After spending his first two summers focused on logistics, he's now exploring the purchasing side, learning how procurement supports the seamless operation of Red Dog's day-to-day work.

Before his time at Teck, Dawson interned at Kawerak as a Legal Intern and gained experience with Tribal Law. He completed his associate's degree in California and is attending UAA this fall to complete his Bachelor of Business Administration.

"When I 'grow up' I'd like to continue building a career at Teck, where I've enjoyed learning and growing professionally," he reflects. "I'm thankful for the opportunities I've had through this internship and education, and I'm excited for what's ahead."



### **Louis Suggalik Hanna (UAF) Mechanical Engineering**

Louis' parents are Lorraine and Lawrence Hanna. His grandmothers are Ellen Lane and Lena Hanna. Louis was born in Anchorage and lived in Kotzebue and at his family's cabin in Council, just outside of Nome.

This is Louis' third summer as an intern at Red Dog, where he has gained experience in a variety of departments including Mill Technical, Asset Integrity and Reliability and the BEAR Team. This summer, he worked as a Mechanism Engineering Intern, which involves writing detailed scopes of work, creating technical drawings, and coordinating with contractors and vendors to keep projects on track.

His favorite project so far has been helping install a new walkway at the Powerhouse. "It has taught me a lot about structural design and computer aided design," he says. "And gave me confidence in my technical writing."

Louis is studying Mechanical Engineering at the University of Alaska Fairbanks and plans to return to Red Dog as a Mechanical Engineer.

"The mine has always felt like home," he says. "My dad has worked here since 1989 and I've always wanted to follow in his footsteps." *(continued on next page)*

“It’s been a challenging and rewarding experience, that’s pushed me to grow in new ways,” he says. “If you’re thinking about working or interning at Red Dog, do it. You’ll grow, learn and be surrounded by people who genuinely want to see you succeed.”



### **Vernae Uiksraq Niqigruaq Ramoth (UAA) Business Management/Human Resources**

Vernae is Kuuvaniut from Ambler, Alaska. Her grandparents are Isaac and Lydia Douglas and the late Jonas and Martha Ramoth.

Vernae has interned with Red Dog’s Human Resource Department every summer since 2021 and takes on new roles every year, from digitizing documents to shareholder development.

“Returning each year has helped me build new skills,” Vernae says. Vernae is studying Business Management at UAA and wants to explore a career helping others achieve their goals.

“I believe our region holds incredible talent and I hope to nurture that potential,” she says. “Teck’s Professional Development Program continues to support me financially and professionally, whether at school or on site.”

**To learn more about Teck’s student programs, visit [teck.com/careers/students](https://teck.com/careers/students) or call Human Resources at 907-754-5116.**

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## **The future of Red Dog: Meet Teck’s 2025 interns**

This year, Teck hired seven seasonal interns at Red Dog Mine. The interns supported several departments and gained hands-on experience from dedicated colleagues who are committed to their success.

Interns work on real-world projects that make meaningful impacts to gain invaluable career-building skills and experience.



### **Ava Iqagin Ayaqin Jones**

Ava is from Buckland and her parents are Tony Jones Jr. and Donita Jones. Ava’s maternal grandparents are Effie Hadley and Herbert Hadley. Her paternal grandparents are Lila Jones and Tony Jones.

This summer, Ava interned in the Travel Department for the second year, where she was responsible for building and updating manifests, managing travel requests and building passenger reports.

Ava attends school at The Master’s University in Santa Clarita, California, where she will study Entrepreneurship. She hopes to one day return to Buckland and open a café.

When asked what drew Ava to the internship at Red Dog, she said she wanted to be closer to home and her family, while gaining valuable experience and earning good wages. *(continued on next page)*



"I spent the school year in the Lower 48, only seeing my family during the holidays," she said.  
"So last summer, when I was considering working here, one of the factors was it being so close to home."

"What I like about my team is that there are no strangers," Ava says. "At first, it felt intimidating to get to know them but after a few days, and being here for the second time, it has been a blessing to re-join the team and catch up with them. They are all kind and easy-going."



## Cynthia Katuk Rothrock

Originally from Selawik, Cynthia's parents are Joseph McCoy and the late Della Arey. Her paternal grandparents are Lawrence McCoy and Jackolyn Hansen from Ukiah, CA and her maternal grandparents are Jimmy and Lucy Arey from Utqiagvik.

Cynthia worked out of the Teck Anchorage office as an HR Intern Recruiter. She is studying at Bellevue University and working toward her Bachelor of Human Resource Management.

"My career goal is to grow into a leadership role in HR, hopefully with Teck or Arctic Slope Regional Corporation," she says. "This internship is such an exciting step in that direction and I'm soaking up every bit of knowledge and experience I can."

Cynthia enjoys traditional hand sewing and fishing. She feels pride in her roots, but says Teck is quickly becoming a second home.

"I'm proud of where I come from and carry my family's strength and spirit with me wherever I go," Cynthia says. "Being at Teck already feels a little like home – it's the kind of place where people care, and that matters."



## Delani Kiiriq Hadley

Delani is from Buckland and her parents are Gary and Natalie Hadley. Her grandparents are Nathan and Rosaline Hadley and Dora Hadley.

Delani is an HR Intern at Red Dog and is attending University of Alaska Southeast working toward an associate of arts degree. After graduation, Delani wants to be a dental hygienist, but says that working at Red Dog was something she was always interested in.

"I had other plans for another job, but I always wanted to work at Red Dog," she says. "What I like about my department is how everyone is close and how they can be interactive with anyone throughout Red Dog."

When asked what advice she would give to someone interested in an internship at Red Dog, she says to seize the opportunity.

"Take the job and do your best," she says. "Although it may be far from home, it's a great opportunity to learn new things."

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# Teck announces merger with Anglo American: Combining to create a global minerals champion

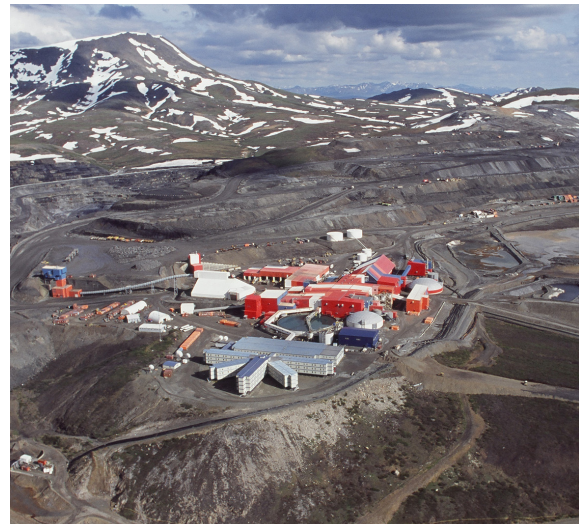


On September 9, Teck announced an agreement with Anglo American to form Anglo Teck – a new Canadian-headquartered global leader in critical minerals and one of the world's top five copper producers.

This merger of equals brings together two companies with complementary strengths and shared values. Anglo Teck will feature a strong portfolio of copper, zinc (including Red Dog), iron ore, and other critical minerals across North America, Latin America, Southern Africa, and Europe.

“It is a natural progression of our strategy and portfolio simplification, which created a platform to enable exactly this sort of transformative transaction,” says Jonathan Price, Teck President and CEO. “Bringing together our world-class copper assets, premium iron ore and zinc operations and an outstanding pipeline of high-quality growth projects provides enormous resiliency and optionality.”

Zinc will remain central to Teck's strategy, as an essential critical mineral and a key component of our long-term growth plans.



Importantly, this merger strengthens our ability to invest in current and future projects, including the Red Dog Mine Life Extension (MLE) project—a priority for the combined company. Red Dog remains one of the world's most significant zinc producers and a cornerstone of our future strategy.

The combined company will bring new capacity and expertise to support the responsible advancement of the Red Dog MLE project towards the goal of continued delivery of substantial social and economic benefits to the region.

Together, the combined company will continue to uphold our collective commitments to sustainable operations and responsible resource development.

“Through this merger we will remain fully committed to our longstanding partnership with NANA and all existing agreements,” says Les Yesnik, Red Dog's General Manager. “We will continue to work closely with our stakeholders including NANA and our supportive communities to build a mutually beneficial future for Red Dog. This includes honoring our past commitments and continuing to prioritize local employment, contracting opportunities, and community investment.”

The merger is expected to be complete in 2026, pending regulatory approvals.

# Teck

Apply today at  
[jobs.teck.com](https://jobs.teck.com) or at  
[nana.com/careers](https://nana.com/careers)



## READY TO START A REWARDING CAREER WITH TECK?

Teck and Red Dog Operations offer a variety of rewarding careers, work-life balance, competitive salaries and great benefits.

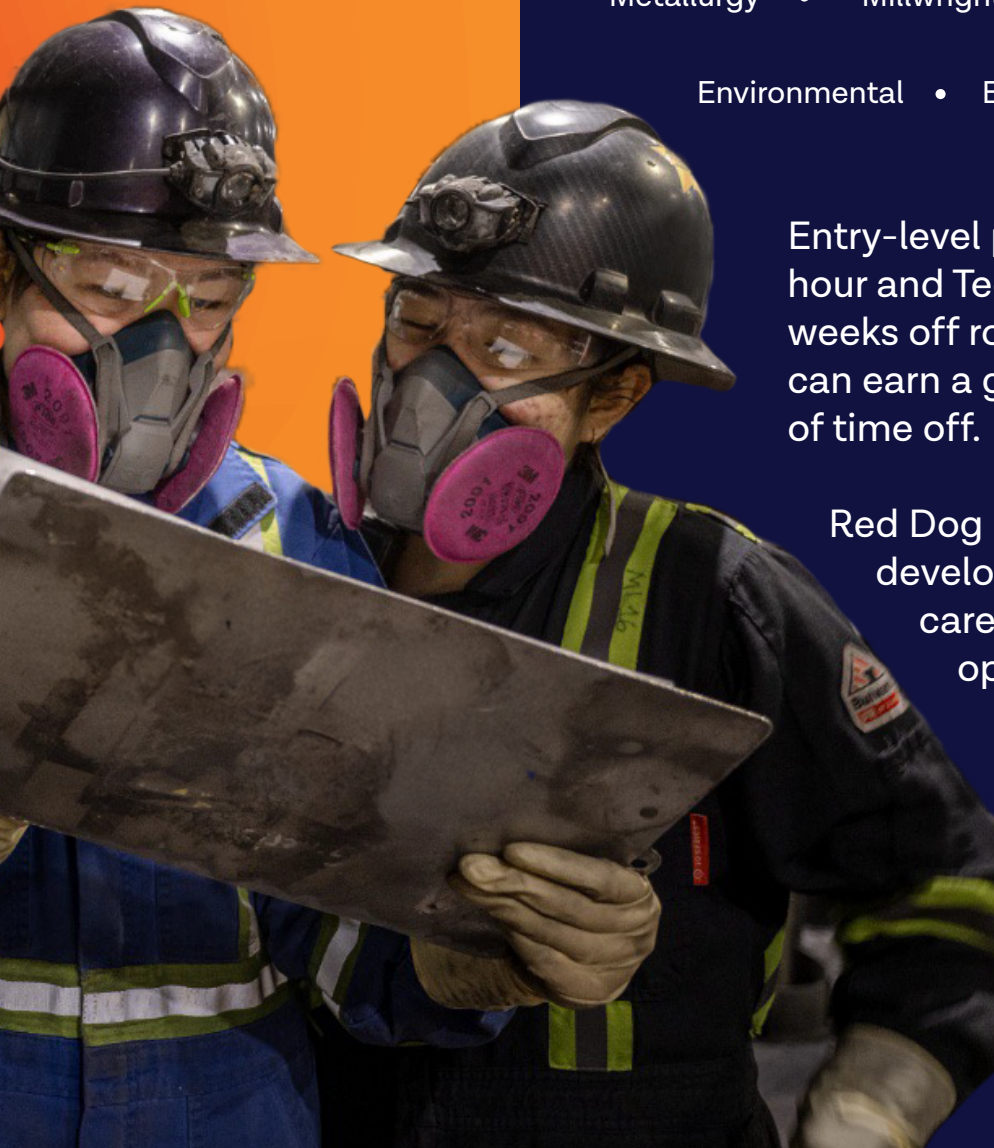
Work with your hands, head and heart in these exciting fields.

Human Resources • Administration • Engineering  
Materials Management • Mine Operations • Geology  
Metallurgy • Millwright & Maintenance • Mill Operations  
Environmental • Electrical • Community Relations

Entry-level positions start at \$26.23 an hour and Teck offers two weeks on, two weeks off rotational schedules so you can earn a great salary and enjoy plenty of time off.

Red Dog Operations also hosts development programs that provide career advancement opportunities for NANA shareholders.

Applicants must be 18 years or older, have a high school diploma or GED, pass a background check and drug and alcohol screenings.




# Teck


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*Red Dog Operations is one of the world's largest zinc mines,  
located about 170 kilometers (105 miles) north of the Arctic Circle  
in northwest Alaska, near Kotzebue.*