

Red Dog - Suvisi

2012, Q1

Message from the General Manager

Mike Bonneau

Congratulations to all Red Dog employees past and present: we achieved another significant milestone in the first quarter when, after 23 years of activity, we removed the last bit of ore out of the main pit. In conjunction with mining Aqqaluk Deposit, our efforts are ongoing with backfilling and reclamation of the main pit to "restore the land to a condition compatible with surrounding land."



Thanks to our employees and their personal commitments, we ended last year with our best safety year ever. We are well into 2012 and I know that you can renew your commitment and efforts to work safely and to "Everyone Going Home Safe and Healthy Every Day."

Regrettably, we say "Farewell" to our friend and colleague, Mike Agg, Teck Resources Senior Vice President - Zinc. Mike is well-liked by our employees and we will miss his visits to Red Dog. We wish him a very happy retirement.

We have another busy year ahead of us. We will continue to focus on our safety leading indicators, continue to develop our workforce through formal training opportunities and identify opportunities for improvement in operational performance within all departments.

Main Pit Closure

Larry Hanna



Mike Berwick, geologist, and Mine Ops crewmembers: Chad Nelson, Wayne Cushingam, Jim Matosich, Tony Adams (Additional photos, page 11)

After 23 years of mining, 24 hours a day, at the Main Deposit, Red Dog Operations pushed the button on the last blast in the main pit on February 18, 2012. We began moving waste rock from Aqqaluk to the main pit on February 26, 2012.

Production in the Main Deposit began in 1989. At the time, we operated with three seven-man crews. These seven operators were responsible for the production haulage, including all of the routine maintenance in the pit. Our drill and blast crew consisted of five crewmembers who were charged with all of the loading and shooting. Today, 23 years later, we operate with three 15-man operating crews and a 16-man drill and blast crew.

Reclamation will be ongoing for the current life of the mine. Work on the existing main waste stockpile is in progress with re-vegetation of a portion of the waste stockpile and the re-sloping of the main waste stockpile.

CONGRATULATIONS!

"February 26, 2012 marks a historic event. The Mine Department removed the last bit of ore out of the main pit this morning and will begin backfilling in the pit today.

This could not have been achieved without the great efforts and assistance of everyone involved.

Thank you Red Dog. We look forward to another safe and productive 20 years."

DID YOU KNOW? Over 23 years, Red Dog Operations went through 21 haul trucks, nine loaders, eight drills and eight production dozers. As of January 1, 2012, we now operate nine CAT 777 100-ton haul trucks.

Teck

Main Pit Reclamation Background

Jeff Clark

The operating agreement between NANA (land owner) and Teck (operator) has eight clauses that relate to environmental protection. The third commitment sums up all of the others: "Reclamation shall be generally designed to mitigate potential long-term danger to human life or the subsistence needs of the Natives of the NANA Region, to mitigate any adverse visual or aesthetic conditions and, to the extent reasonably practicable, restore the land to a condition compatible with surrounding land."

The first reclamation plan for the Red Dog Mine was written prior to mining in 1983 and revised in 1986. Following the beginning of mining in 1989, a new plan was written in 1994. A revised version was issued in 1998 and the most recent plan was issued in 2009 following consultation with local communities of interest.

Before any areas can be reclaimed, the mining activities in that area have to stop. With the completion of the main pit and the end of active dumping on the main waste stockpile, Red Dog can now begin the reclamation activities that we have been planning since before the opening of the mine.

Photos Below: Closure-planning workshop in 2006 with Teck, NANA, subsistence committee, Northwest Arctic Borough, Maniilaq, Noatak and Kivalina, state of Alaska, non-governmental organizations and technical consultants



Main Pit Reclamation Future

Norm Paley

In March 2012, we completed mining the main pit, Red Dog's first open pit.

The excavated main pit will be put to good use as we continue mining the Aqqaluk Deposit and fill the main pit with waste rock from the Aqqaluk Deposit. Eventually, the main pit will be completely refilled with a final height of the replaced rock at the 1235 ft. elevation. The "main pit" will then become the "main mountain."

When dumping is discontinued in the main waste rock dump, the remaining slopes will be bulldozed to flatter slopes. Re-sloping is required to prevent erosion from heavy rains and during spring break-up; it will also make it look more natural.

Once the slopes are bulldozed, the organic, upper layer of soil/shale recovered from the main pit and some recovered from the Aqqaluk Deposit will be placed on top. This will take a couple of years, as some of the shale rock needs to weather to break down into a course soil. It will then be spread, compacted and seeded to let vegetation take hold. This same re-sloping is planned for the rock dump in the main pit.

Wellness – What is it?

Jim Somers

It has been more than a year since WIN Alaska and Chris Newans came to Red Dog to help us with our wellness program. During this time, we have seen an increased use of our fitness facilities and we have added additional fitness resources. Participating employees are exercising, losing weight, toning up, paying attention to their diets, and avoiding smoking and alcohol. Through WIN's programs of Know Your Numbers and the Health Risk Assessments, our people are taking positive steps to improve their physical well-being.

But wellness is much more than just the absence of illness and disease. So really, what is wellness? Living a productive and fulfilling life requires a healthy mind and a healthy body. It is

about quality of life and a sense of well-being, which also includes the emotional, spiritual and financial aspects of life. Everything that you think, feel and believe impacts your state of health. Here at Red Dog, we are equipped to assist employees in all of these aspects. You just need to get involved. Our Employee Assistance Program through Magellan Health Services can provide expert, confidential services at no cost to you. Red Dog employees can enjoy spiritual support through our chapel service and the Recreational Committee offers a financial management course free of charge.

The resources you need to adopt habits and behaviors that will allow you to enjoy better health and an improved quality of life are in place at Red Dog. You just need to get involved.

Give Chris a call today at (907) 426-9831.

New Fitness Center

Steve Craddick



Fitness Center – Robert Hingsbergen

In 2011, after the no-smoking policy went into effect, the question arose about what to do with the old “smoking” recreation room. Our General Manager, Mike Bonneau, envisioned turning it into a fitness room. Chris Graupe, Powerhouse Supervisor, led the project and enlisted the expertise of Chris Newans, Wellness Consultant. They ordered new treadmills, stationary bikes, a functional machine and much more exercise equipment.

Building maintenance completely renovated the room with new flooring, large mirrors and a rehab of the walls and ceiling. The grand opening took place in January 2012 to roll out the new year. The event was a huge success! One hundred

fifty employees checked out the new room and equipment. Everyone enjoyed an amazing spread of healthy snacks prepared by NMS kitchen staff.

A drawing was held for multiple door prizes, which included: pedometers, push-up grips, gym bags, training heart monitors and more. The new exercise room is well-used daily, with many pieces of the new equipment getting lots of attention. Chris Newans has held several station-training exercise nights, averaging about ten participants. More are scheduled and all employees are encouraged to check them out.

The irony of turning a smoking room into a wellness room has not gone unnoticed, and this is just one of the many steps that Red Dog is taking to promote the health and wellness of all our employees. More to come... Stay tuned.



Fitness Center – Jim Somers, Piotr Zielinski and Steve Stewart

Financial Peace

Kevin Lackey

Red Dog completed its first training series for Financial Peace University (FPU) in February of 2012.



FPU's goal is to provide knowledge and skills to our employees to make full use of their income. With that knowledge and those skills, we should be able to eliminate debt, increase our savings and prepare for a prosperous (and possibly early!) retirement. In short, we will be able to live in Financial Peace.

The first series of classes was attended by approximately fifty people and another twenty took kits to study at home over the Internet. The results have been excellent for many of those who attended.

Red Dog employee facilitators trained by the Dave Ramsey Company were Jenny Outwater (Purchasing), Norman Paley (Mine Technical) and Kevin Lackey (Assaying).

Classes are free to employees and contractors of Red Dog. Spouses or partners of employee students can attend the online sessions at no additional cost. Course materials include all of the workbooks and training materials needed, including access to many special features and financial aids on the Dave Ramsey website. Human Resources supported the training and the Red Dog Recreation Committee covered the cost of the classes.

Most folks are understandably shy about sharing personal financial information publicly. However, many have been willing to share their experiences anonymously to let everyone know what a life-changing experience attending FPU can be:

"The Financial Peace program is changing our lives. Since we began in May 2011 we have:

- 1) Set up our \$1000 emergency fund.
- 2) Paid off a total of \$24,619.69 in debt.

Financial Peace University (FPU) has allowed my wife and I to gain financial control of our lives. Before FPU, money came and went without a clear purpose or direction. After starting the program in May 2011, and beginning the debt snowball baby step, my wife and I have paid off \$24,619.69 in debt as of February 2012. We are enjoying, as Dave Ramsey teaches, "living like no one else" so soon my family can "live like no one else!"

"Preparing my taxes has always been expensive. Last year, the cost was over \$3,000. This year, I decided to use one of the "Endorsed Local Providers" listed on the Dave Ramsey website. There was one in Anchorage. She was very professional and my tax preparation took less than two hours. She helped me to save quite a bit on this year's taxes and helped me be prepared to owe no additional taxes next year. In addition, she reviewed my tax forms for the last two years and found quite a few errors made by my previous CPA. When she files the amended forms, I will receive refunds from my 2010 taxes. All this and the total charge was only about \$500.00."

"When I began studying the Financial Peace course material, I had about \$27,000 in personal debt. Now, I have no debt and I've started a savings account for the first time in my life. I have my "Emergency Fund" in place and I'm saving to pay cash for a new home."

"I had no debt other than my mortgage when I began FPU, so I was not sure that there would be any real benefit to me or my family. However, with what I have learned from the class, I am now able to pay double house payments each month and put several hundred dollars in savings monthly as well. I will save about \$45,000 in interest on my home and it will be paid off by the time I retire. In spite of the fast mortgage payoff and increased savings, we have not experienced any decrease in our lifestyle. There is simply no reason to worry about money anymore."

"I liked the financial training program so much that I purchased the online learning program for Christmas for my six children. They were excited about the program and have been meeting to watch the videos together. It must be working, because for the first time in years, not one of the six kids has needed to call and borrow money since Christmas. Win-Win!"

When we asked one of the students if we could use their story anonymously, the response, after "Yes, of course," was "I hope it helps someone else make a better decision."

New classes started in late March. The classes are usually \$199.00 per person, but they are FREE to all Red Dog employees and contractors. Watch for signs and posters for the next series of classes!

Qanaiyaq Deposit



Aerial view of the deposit

Name origin: Originally called "Hilltop." Renamed in 2001 after the late Dwight Qanaiyaq Arnold of Noatak. Dwight was an original member of the Red Dog Subsistence Committee.



Qanaiyaq exploration activity in January

Early drilling history:

- *Two holes drilled in 1981 – First hole had some traces of zinc. Second hole drilled (DDH 20) intersected 113' of high grade (>30% Zn) mineralization*
- *Six holes drilled in 1983*
- *Twelve holes drilled in 1989 – First core-drilling project for the Red Dog geology group. Started infill drilling of Qanaiyaq even before the main pit*

Drilled at irregular intervals:

- *2011-2012 programs will complete infill drilling to a 100' x 100' grid. When completed, there will be over 200 holes defining the Qanaiyaq resource*

Current pit design covers 40 acres:

- *Approximately 1,600 feet north to south and 1,200 feet east to west*
- *Top bench is the 1525 elevation*
- *Bottom bench is the 1100 elevation*
- *Current indicated resource is 5.1 million tonnes at 22.4 % Zn, 6.0% Pb*

Under the current plan, waste-stripping is scheduled to begin in 2014 and ore production in 2015.

Toxics Release Inventory

Wayne Hall

Each year, the Environmental Protection Agency (EPA) releases its annual Toxics Release Inventory (TRI) report. The definition of "release" in the inventory is quite broad and often mischaracterized. I'd like to clarify what the report means for Red Dog and how we fit into it.

Since 1998, Red Dog has been required to report to the EPA the amount of materials moved at the mine site due to the high grades of zinc and lead minerals naturally occurring in the ground. Red Dog's high ranking in the report is a result of the process of mining, moving and storing rock, even though the material never leaves the site.

To put this in context, if you live in Anchorage and dig up 10 wheelbarrow loads of soil from your backyard and move it to your front yard, under the TRI, you would have "released" approximately one third of a pound of zinc and one tenth of a pound of lead based on the average soil mineral concentrations in the Anchorage area. Do this three times and, under the TRI, you have just released one pound of zinc. Yet most people would not view moving material from one part of their yard to the other as a measure of "pollution," as TRI rankings are often mischaracterized.

As a mine, Red Dog is required to move large quantities of material from one part of the mine site to another every year. Like using your wheelbarrow, the simple movement of this material does not automatically constitute "pollution." This movement is strictly regulated and the material is managed in contained storage systems, which have been permitted and bonded under stringent state and federal permits to ensure that the facilities meet high environmental standards. The mineralized materials we handle in the course of mining are naturally occurring and do not change form; they are only moved from one place to another on the mine property. In other words, Red Dog's high TRI ranking is simply a reflection of the quantity of material we move at our operation and not environmental impact.

Red Dog employs over 450 people and generates millions of dollars in investment, wages and tax revenues that pay for important services in the state. All of us who work at Red Dog take our responsibility to protect the environment very seriously and we are proud of the work we do and the high environmental standards we meet.

Previously published in the Arctic Sounder, January 27, 2012

Welcome, Sharon

Jim Somers

Since first beginning my mining career 2000 feet underground back in 1966, I have seen many changes in our industry, largely as a result of science, technology and public policy.

And as I look back on my past 28 years of involvement in the human resources aspects of our business, I am pleased that the objective of this work has remained: helping people and our business to be successful and flourish.

As I prepare to retire and leave Red Dog, I am pleased to welcome Sharon Westlake to our Human Resources team. I am confident that Sharon's professional experience in business and human resources, her education at the post-graduate level and her personable nature will ensure that decisions regarding our people and our business will remain in a positive focus.



Sharon Westlake, Senior Human Resources Coordinator

As our Senior Human Resources Coordinator, Sharon will play a key role in recruitment and development activities that lead to high levels of performance as we face the new challenges ahead. Sharon is originally from Kiana, so in a sense, we are saying, "Welcome home."

Mike Agg Retires

Mike Agg, Teck Resources Senior Vice President – Zinc, has been visiting Red Dog employees for the past three and a half years, a fairly short span of time in his 32-year career with Teck. Mike delivered company news, outlooks and prospects to us in a communication style that was both warm and sincere during a trying time for industry and our business. Mike encouraged employees to stay focused on safety and carry on with a positive attitude.

In early March 2012, Mike made one of his last visits to Red Dog prior to his planned retirement from Teck this summer. We celebrated his upcoming retirement and thanked him for his leadership and the friendship he so easily displayed to everyone he encountered. Gifts of local art and a tasty carrot cake are hardly enough to adequately thank Mike, but the smiles, handshakes and hugs drove home the heartfelt sincerity and great impact Mike Agg brought to so many.

When asked of parting thoughts of Red Dog, Mike said, "Parting words are always difficult. It's been a real pleasure and, indeed, a privilege to have been associated with Red Dog for the past three and a half years. I have enjoyed every minute. There have been occasional challenges, but we have seen many successes, particularly with regard to safety. Great people and a great ore body occasionally combine to make a great mine. Red Dog has been blessed with great people and a great ore body and it has become one of those great mines. And yet, we know that it can be even better. From safety to environmental performance to production, there are still opportunities for improvement and I



Mike Agg holding gift from workers at retirement gathering at Red Dog

know that you are committed to achieving them. I wish you all every success. Thank you for your help, for your support and, most of all, for your friendship."

Happy Retirement, Mike! We will miss you!

Anywhere?

Kate Lafferty



Kate at her CESL work place in Vancouver

I started with Cominco Engineering Services Ltd. (CESL), Teck's hydrometallurgical test facility in Vancouver, Canada, in 2008. My work focused on the refining side of the mining process, producing metal from nickel and copper concentrates.

Early last year, a posting was sent to the engineers in the company stating, "Teck is providing opportunities for early-career employees to participate in rotations. Rotations provide exposure to a variety of technical projects in different work environments. If you apply, we assume you are willing to spend a year anywhere in the Teck organization."

I took a moment to consider the implications: an amazing opportunity to develop skills, meet new people and gain more experience - but anywhere...

I applied apprehensively.

When I heard I would be working at Red Dog, I researched the mine on the Internet: one of the world's largest producers of zinc, located in the remote Arctic, operated in partnership with the indigenous people of the land. I was excited but nervous. What would remote camp life be like? Would people be open to someone from outside the region and the country? Could I handle the cold?!?

From the time I arrived at Red Dog, I knew my fears could be laid to rest. With a strong sense of community, the people here are warm and welcoming. In my first two months, I have learned about grinding, flotation and the implications of working in a remote location. I have experienced shockingly cold weather (minus 45 degrees Fahrenheit), endless nights and witnessed the beauty of the aurora borealis northern lights.

Most important, I have learned about a region and people I may not have otherwise discovered and look forward to exploring more.

Environmental Department Required Reporting

Robert Napier

Red Dog's Environmental Department submits numerous annual reports to multiple government agencies, as required by various permits, regulations, agreements, rules or other requirements.

These reports are required to summarize and evaluate enormous amounts of data and other field-monitoring information from the mine and port facilities. In 2011, laboratory testing of environmental samples generated more than 13,000 analytical results and about 1,300 field-monitoring measurements were collected and recorded.

Mine and port water discharge, National Pollutant Discharge System and Alaska Pollutant Discharge System permits require monthly submittal of discharge-monitoring reports (DMRs). These reports include one month's laboratory and field data compared to discharge permit limits.

Our annual reports require a summary of all data collected during the year, including graphical presentations of upstream and downstream monitoring stations results (to show differences) and comparisons of monitoring results for each station over time (to show trends).

Comprehensive annual reports are required under the mine's waste-management permit, under which all sources reporting to and receiving from the tailings impoundment are monitored throughout the year. Semiannual reports are required under various air permits for the mine and port facilities.

Biennial reports are required under the Environmental Protection Agency's (EPA's) Hazardous Waste Resource Conservation and Recovery Act (RCRA) program and annual reports are required under the EPA's Toxics Release Inventory (TRI). With the exception of the TRI and the RCRA reports, all comprehensive summary reports must be submitted annually, making January and February very busy months for our Environmental staff.

The purpose of these comprehensive reports is to summarize and present pertinent environmental information and data in such a way that the agencies and Teck can recognize and identify trends or potential trends in environmental conditions.



Andy Willman and Darren Jones, Environmental Technicians with Alaska Department of Environmental Conservation and Environmental Protection Agency representatives taking water samples

Our ARCTIC World in 2012

Curtiss Ehram

ARCTIC - Achieving Real Change Through Improved Communication is the process that is helping Red Dog make its contribution to the Teck-wide maintenance vision. In 2011, phase one of ARCTIC improved mill-maintenance-flow communication and planning from a work request to work completed.

ARCTIC is now in phase two, which started in January 2012. The phase-two project scope includes Heavy Equipment and a continuation of the materials-management (MatMan) implementation. Phase two is scheduled for completion in August 2012.



Tobias Couse, MatMan; Mike Stout and Adam Powalski, Maintenance; John Martinka and Joe Bouldin, Celerant and Chuck Barger, Mine Ops at daily meeting with Jeff Dalton, Heavy Equipment Shop Supervisor (not shown)



Jeff Dalton, Heavy Equipment Shop Supervisor, leading team meeting

As in phase one, Celerant consultants will continue to assist in the implementation of phase two. New to Red Dog and ARCTIC are Joe Bouldin and Suresh Kamath. Returning are Alan Padgett, Robbie Garner and John Martinka. The continuous improvements are comprised of maintenance-work identification, work approval, work planning, materials management, scheduling, work execution and closeout.

Upon completion in August, Red Dog will be well into the installation of reliability. The focus will be on all of our stationary and mobile assets and will be driven by operational needs from both the mine and mill. The ARCTIC process has brought many new changes to how we do business and everyone now works with a better understanding of how to change our own behaviors to improve business results.

How Are We Doing in Safety?

Ted Zigarlick

In 2011, Red Dog Operations had its most successful performance in safety since it started operations in 1989. Congratulations for a job well done to all employees who contributed to the 2011 success.



Employees in safety training working together on exercises that help to establish communication and build trust and teamwork

Success does not come without effort. There were many campaign strategies introduced to the workforce that contributed to the improvement, such as continued SafeStart behavior training, Courageous Safety Leadership (CSL) training for new employees, continued Courageous Leadership review training, increased usage of Safety and Environmental Task Analysis (SETA) cards, contractor bi-weekly safety meetings, elevated Visual Felt Leadership (VFL) tours, and improved quality safety meetings, to name a few. There is no one magic

event or single element that has made the difference. Each and every effort contributed to the success.

All of that said, we are still not where we want to be in the field of a great safety culture where incidents are reduced, injuries are few and good practices are part of normal business. The behavior and practices are not yet where they need to be. Continued development through safety training, coaching and mentoring is required.

In 2012, the initiatives to support this are continued training in CSL, SafeStart behavior training, safety-meeting facilitator training, elevated field inspections and the development of taskforce teams within the workforce to elevate and improve our behavior practices and patterns.

We must be the change we want to see. If you are supportive of the change, I look forward to your support in 2012. Remember our vision is "Everyone Going Home Safe and Healthy Every Day." Someone is waiting for you away from work every day who expects you to support the vision and return home safely.

One Small Step

Neil Christensen

Red Dog is always looking for ways to improve processes. Often, this involves departments working with each other to solve issues. Recently, there has been an increase in coupling-element failures in the mill. Couplings transfer power from a motor to a pump, similar to a drive belt on a snow machine transferring power from the motor to the track. Unlike a drive belt, couplings line up directly between the motor shaft and the pump shaft and allow either component to be changed out without disturbing the other. Coupling elements are connected to the components on each end by a flange and hub assembly. When the motor and pump are properly aligned, coupling elements last for two to three years.

In November 2011, engineering team member Randy Lewallen noticed that the replacement rate of sleeves had jumped by 150%. After checking to make sure the motor and pumps were properly aligned, Millwright Steve Cook noticed that some of the hubs had been modified to make them longer. These modified hubs were introducing an imbalance, causing premature failures. Once the issue had been identified, the Materials Management Department arranged to have the correct flanges sent up to the mine to replace the modified hubs. The Mill Maintenance group has put the new hubs into use where they can make the most difference. So far, the longer flanges have performed well. In the long run, this change is one of many small steps toward smoother operations at Red Dog.

Upgrades at Red Dog

After 20 years, the facilities at Red Dog are undergoing upgrades. Renovations are underway for living facilities, restrooms, offices and more.



Men's locker room before



Men's locker room after



Mine Department office before "bullpen"



Mine Department office after renovations

Kivalina's Hard Work Pays Off in Selawik



Kivalina and Selawik boys high school basketball teams ready to tip off at the Selawik Valley Tournament in February

As part of Red Dog's community outreach, we recognized an opportunity to mentor students through coaching high school basketball.

In February of 2012, the Kivalina boys and girls high school basketball teams traveled to Selawik, Alaska, to participate in the Selawik Valley Basketball Tournament with several other teams from our region and one school from the North Slope region.

Both teams competed hard. The girls brought home second place, the academic excellence award for their combined GPA of 3.25, as well as becoming winners of the three-point-shot contest and being selected for the All Tournament Team.

The boys were also selected for the All Tournament Team. Both teams displayed great sportsmanship on and off the court. Kivalina Coaches were approached by members of the community, other coaches, athletic directors and school administrators with praise for their teams' actions displayed throughout the tournament.

The students displayed pride for their community and culture when asked to perform traditional Inupiaq drum and dance for the spectators at the games. The athletes performed twice during the tournament, with both sessions ending in a common dance in which everyone was invited to join them on the floor.

Upon returning to Kivalina, the community celebrated the players' successes with a pep rally at the school. The student

body, teachers, families and community members all cheered for their teams' accomplishments and encouraged them for the upcoming games that weekend. Pictures of the games and events during the tournament were displayed at the celebration as the coaches and principal spoke highly of both the teams' many accomplishments.

Principal Zoe Theoharis congratulated the athletes and reminded them that it isn't always about the wins and losses on the court, but how they conduct themselves during the games, in the classroom and in their community. She congratulated them on all of their accomplishments.



Kivalina girls high school basket team honored at a pep rally at home in Kivalina after participating in the Selawik Valley Tournament in February



*Drill & Blast Crew:
Quinn Schaeffer
Harry Kokeok
Terrance Daly
Don Martin*



*Sonya Adams, Mine
Tech, Geology, and the
Mine Ops Crew:
Robert Sampson
Chad Nelson
Richard Jones
James Booth
Darrell Curtis
Levi Hadley
Stephan Ivanoff
Allen Ticket
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Marvin Jackson
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Suvisi (Sü-vi-see) in the
Iñupiaq language means,
“What are you people doing?”

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