

Life Lessons Through Basketball



Boy's All-Tournament team at the SIVU Tournament in Noatak.



Members of the Kivalina High School boys' basketball team in Buckland for the first game of the 2015-2016 season.

Sports are a great way for our youth to learn some of life's most important lessons. Lessons such as hard work, discipline, teamwork, punctuality, perseverance, and so much more. Red Dog Community Relations had the privilege of coaching the Kivalina High School boys' basketball team for the 2015-2016 season. Although the team's win/loss record did not reflect a successful season, there are plenty of accomplishments to be proud of. The team improved tremendously throughout the year in the areas of sportsmanship and fundamentals of the game. This improvement will be the foundation as the program continues to develop in the seasons to come.

One Million Hours of Safety

On April 1, 2016 we achieved one million hours worked with zero lost time incidents (LTI). This is the fourth time in Red Dog history that we have achieved this milestone; we should be proud and celebrate this achievement.

The first time we achieved one million hours LTI-free was September 5, 2008. Achieving this milestone was significant in changing our beliefs that it was achievable, that we could work safe and achieve production goals. Although we have had challenges since, we repeated the accomplishment on June 8, 2011 and again on September 18, 2014.

Our best effort has been 1.3 million hours, equivalent to 318 days worked. This was accomplished from December 11, 2007 through October 23, 2008.

We have demonstrated that we can work without serious injury and great pride should be felt by all, but we must stay vigilant, identify and mitigate those hazards which may cause harm, speak up and watch out for our fellow workers.

The first quarter of 2016 also set new records in terms of mill throughput and metal production, demonstrating once again that when we work safe, production follows. Let's continue our efforts and make this year the safest year on record yet.

Message from the General Manager

By Henri Letient



So far, 2016 has already been an extraordinary year for Red Dog.

On April 1, we achieved one million hours worked without a lost time incident. This is the fourth time in our history that we have achieved this milestone. The first quarter of the year also set a new production record for Red Dog, with the most metal produced in any first quarter!

We continue making great strides on various improvement fronts. The drill and blast crew has been making great progress with a focus on High Energy Blasting which helps greatly with our mill throughput. The implementation of the WENCO system has already shown improved production and availability in mine equipment fleet. I could name many other initiatives which are

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Come Perdition or High Water

By Carter Meng



Life is too short to wait.

Here at Red Dog, we fixate on new methods to improve workplace practices and our safety culture so we can all go home safe and healthy every day. But are we taking the time to improve ourselves as individuals?

We all know the food at Red Dog is fantastic and we have so many choices. We also know what we put into our bodies has an effect on our mood, our work performance, and our self-image.

As humans, we have one shot at life to do well. Sometimes, we are discouraged and may miss an opportunity to become the best version of ourselves. Pleasure can come in small doses — a cigarette, an ice cream, coffee, or a doughnut. Perpetual happiness comes in being comfortable in our own skin. We can ask ourselves the question; am I happy with the person I see in the mirror?

The answer to that question can change your life, if you want and choose to. If you feel you aren't the person you want to be, become the person you want to be. Starting right now! Change how you treat your body. Clean up your diet. Exercise before or after work. And stimulate your mind.

It is easy to fall into a routine of work, eat, and sleep. Attempt to step out of your comfort zone. If you feel you need to make a change. Just do it! You owe it to yourself to be happy! Wake up every morning with the intent to become the best version of you!

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Message from the General Manager

making a difference at Red Dog. Thank you all for your efforts and mostly for keeping safety at the forefront of whatever you do.

The construction season has started and all camps are super busy. There is a beehive of activity in and around the mine site, with construction on the tailings dams, geotechnical and exploration drilling in the pit, construction of pads near the pump barges to relocate some infrastructure and more. Please use caution when travelling around the site and always check first on what activity is taking place along your travel path.

Water management continues to be a top priority for us. I am pleased with the way we started the annual discharge season. Discharge of treated water to Middle Fork Red Dog Creek was initiated on May 1 with well over 600 million gallons of treated water already discharged from the pond, 100% in compliance with regulatory limits. Good communication with Kivalina helped alleviate their concerns. We provided members of the community with overflights of the drainage system both prior to, and following the start of discharge, so they could see for themselves the minimal effect of our discharge on the overall creek flows during the spring freshet.

All of these great achievements and continuous improvements would not be possible without the great team we have at Red Dog. There have also been several initiatives to ensure that we have the right skills for the various tasks at hand. Much training is taking place, with various safety classes, Courageous Safety Leadership sessions and other specific training courses being delivered. The Supervisory Training Program is advancing well. About 20 Supervisors and General Foremen completed the Leadership Challenge in Q1 and 20 more will go through the program in Q3. This program is already improving how we communicate and deal with each other on a day-to-day basis, with the intention of improving team work.

All in all, we are well set up to have a great year. Let's keep that momentum going and keep our focus on safety with everyone going home safe and healthy every day!

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

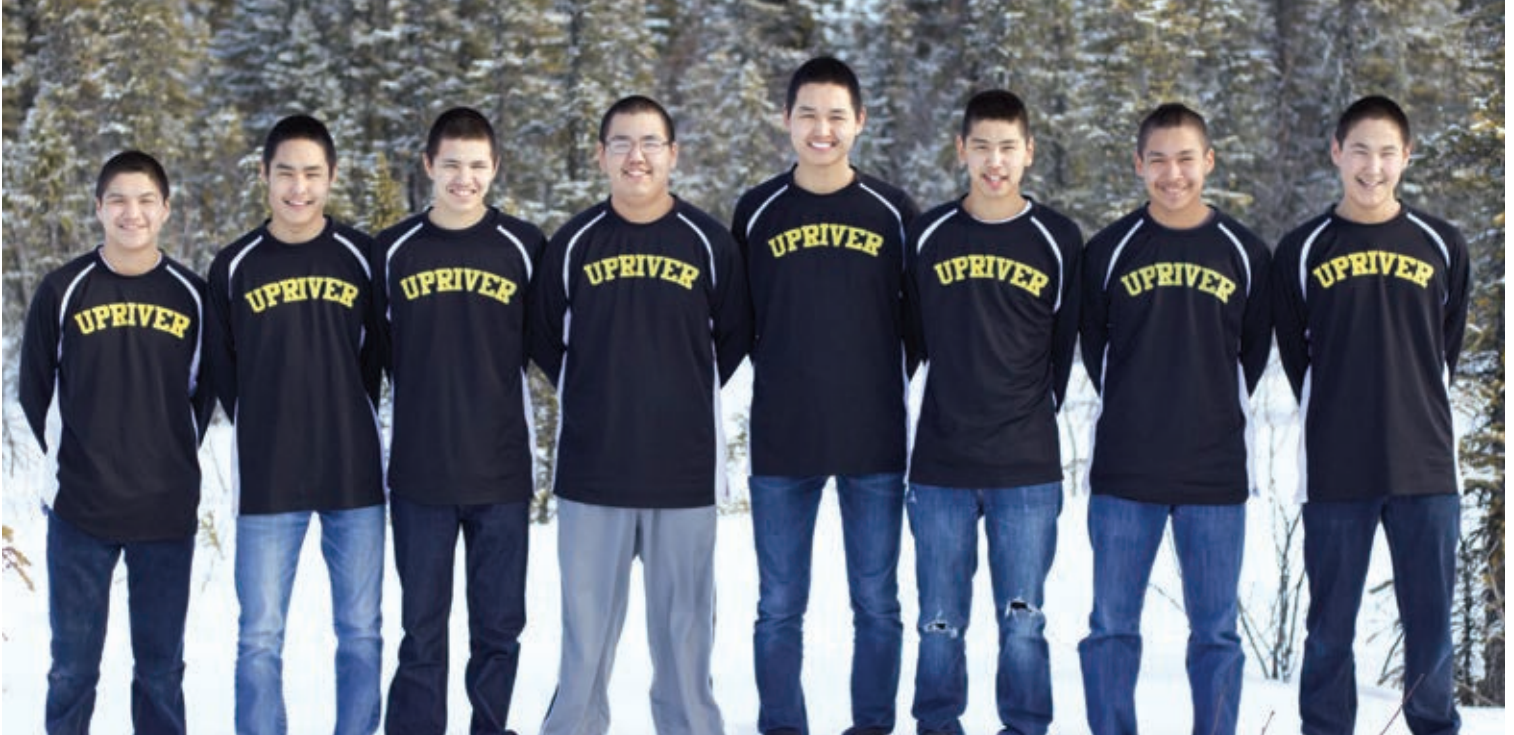
August 31

November 30

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

The Boys of Winter

By Roger R. Franklin



Left to Right-Lloyd Woods, Brennon Sun, Justin Custer, Daniel Custer, Braiden Sun, Edward Douglas, Jeremy Woods, Jack Horner

Editor's Note: Roger Franklin, Principal of Shungnak School believes in his students and his community. Red Dog also strongly believes in them. We work closely with our district's principals and teachers to do our part in supporting our students at various levels. Roger continually reminds us, "It's a 'We' at Shungnak". Everyone in that community and those of us that are involved are not separate from each other. We are "one" and "all" responsible for each other's wellbeing. Thank you, Roger, Boys of Winter, youth and people of Shungnak for sharing your story with us all.

Beneath every dysfunctional stroke there are always individuals that are gravely affected, young and old. Eight brave souls took a silent code of honor to help transform a complex Eskimo village. In return, they experienced nothing for their selfless act. They began the journey with an orange ball, hoping to wake the battered village plagued by the unspoken "social ills" and "injustices" that occur every day, and use them as a platform to begin to change. They put the weight of their village on their shoulders knowing that this was the only way it would work.

While many villages and communities in this obscure place embrace basketball first and education second, these "Boys of Winter" took a stand to reverse this mentality. Their genuine determination to change the darkness in their lives was done so with integrity, humility, character and work ethic. Little did they know they were going to rewrite the injustices for themselves and others — others who haven't had the courage to speak up to loved ones, family members, or friends and tell them to stop the behaviors that bring on the "social ills" that wrap their ugliness in the darkness of this village.

Throughout the madness of the 2015-16 basketball season that brought victories for some and defeat for others, the defeats extenuated the dramatic sick feeling in the pit of most athletes' stomachs.

However, for the Boys of Winter, it was only the beginning of their unspoken agreement. They were becoming more resilient to the cause and focused; they must assist in restructuring a struggling village that is in complete chaos. These boys are protagonists when tragedy arrives at their village doorsteps in the early morning, afternoons and even in the middle of the night.

They began to exude a silent style of ownership and bravery with their leadership skills along the way. Silently and without discussion, each one agreed with a twitch of the eyebrow to take this feat on. If not them, then whom? As the winter days grew colder and darker, the Boys of Winter dug graves in the harsh and unforgiving elements of the rough tundra to ensure a proper place of rest for deceased loved ones. Minus any complaints, they carried stove oil for the members of the community that needed help, hauled water to Elder's and community members when the village pipes froze up, helped siblings prepare for school, chopped wood, shoveled snow from people's homes, called out on the VHF in order to help increase school attendance, asked people to stop ranting on the VHF and quit causing family chaos while under the influence, they even utilized their technology devices to help anyone struggling with suicidal ideation.

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The Boys of Winter

During moments when the tempestuous wake seemed to never cease in their village, they put the weight of the beast on their shoulders knowing this would give their village hope. When people ask “what is hope?”, I turn and point at the Boys of Winter and simply state — right there. That is hope.

These boys have taken everything that is negative in their lives and have found something positive in it. They looked for the normal or the good and have learned that the feeling they experience in giving back to people far outweighs any monetary valuable in terms of respect and honor. Albeit, the Boys of Winter do talk about hope, however, they display it with affection and their gregarious attitude when giving back.

They have never asked for anything in return and are always excited and optimistic about how things will turn out. They play basketball not for winning, but the entertainment for their village. They are overwhelmed with pride from the community support they receive, even as they are defeated on a Friday night and once again on Saturday morning. Nonetheless, their faces light up when the gym is full of spectators on a cold winter day and they can just barely see faint sunbeams dancing into the background of a bitter dark cold night.

They laugh and enjoy the moments on and off the court, however, they find more pleasure and grit in the classroom. Their intellectual world is spanning over depth they thought impossible, for it was unknown terrain for them. It is uncharted territory, nonetheless, they forge ahead full-throttle because the confidence they have acquired tells them they will not fail. They’ve become takers of knowledge and have bought into the ideals of education. Their performance in the classroom — good or bad and on a test or a quiz — has become personal, displaying common sense behaviors to their peers and addressing undesirable behaviors by others in the classrooms, hallways and in common areas has become the norm.

The Boys of Winter don’t dress to impress anyone. They take their assumed roles as leaders in their village, especially in school, seriously. Spending two or three days a week in the elementary wing working out math problems and reading and listening to elementary school students has become customary. Wherever there is a gap in the routine, you will find them filling in, whether as kitchen helpers, janitors, and even as event coordinators setting up for guests and businesses that visits this great upper Kobuk. They express in a delightful way... It’s a “We” — the village mantra, they are most proud of — and they wear it like a badge of honor. It gives them more strength to fight as a team rather than as individuals, the unjust society that is dysfunctional, abnormal and chaotic and that comes with many conflicts.

It will take more than eight brave souls. However, this is a start. They have begun to lay the foundation for those who will follow. They have addressed the many societal issues and have vowed not to become men on welfare or reliant on others. They will continue to build their character, self-worth and determination regardless of the dark and gloomy world they know.

It is not an orange ball that has saved these boys. It’s their ambition, integrity and character. Seeing what they really can accomplish when “education comes first” and when they realize that “education is a job”.

When the phrase, “we don’t care what your first name is, or what your last name is”, means that regardless of who you are, you can still be successful. It’s about education and the hard work that comes with it. While most teams prepare for March Madness in the spring, the Boys of Winter are preparing for economic downfalls, mayhem and social ills because they are the rescue squadron for their village. The Boys of Winter knew they needed to assume responsibility for their culture. Their native values stand tall through whatever adversity is bestowed upon them. Their native values are a safeguard that looks over the valley where the riches aren’t just in its resources; it’s the unknown they wait for, knowing they can conquer anything they set their minds to.

Village of Shungnak

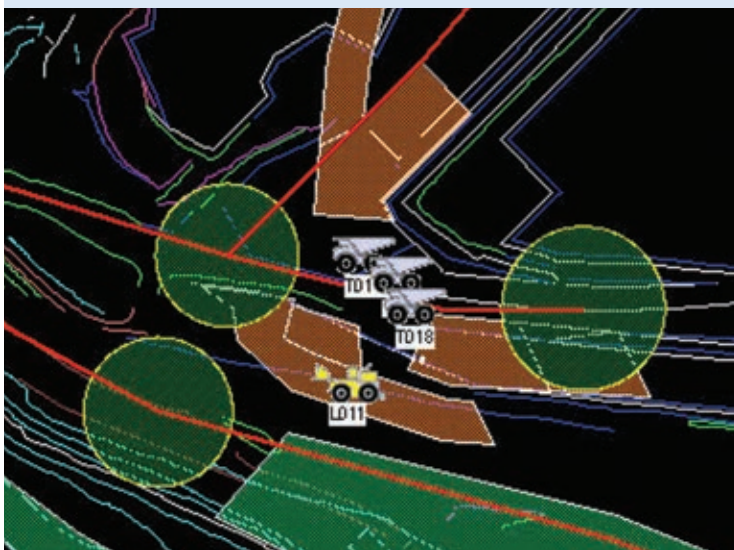


Challenging Work Results in Real-time Tracking with the Wenco Fleet Management System

By Mike Berwick



Greg Conitz, Heavy Equipment Operator in 993 Loader (Wenco system)



MineVison Program – Virtual map of mine and equipment locations



Fleet Control Dispatch Program – Manages truck assignments and load details for optimal production

In February 2015 Red Dog invested in the Wenco Fleet Management System to better control our fleet of six 992 and 993 loaders and ten 777 1-ton haul trucks. The Wenco system is a real-time monitoring system that allows us to see where our equipment is at any given time and determine what material they may be loading, hauling and the tonnes associated with each load. The system gives maps and diagrams on screen in the Geologists, Engineers, Mine Shifters or Foreman's offices that display real-time locations of equipment, dig locations and drill patterns.

The rollout of the system took just over 6 months with many issues needing to be resolved. The rollout was a collaborative effort that impacted many areas of the Mine including Mine Technical, Mine Operations, Communications, Internal Systems and the Heavy Equipment Shop. Many tasks had to be completed to make the system operational, including operator training, software installation, technical staff training, equipment hardware installation and configuration, and acquisition of a new WiFi system.

Once the Wenco Fleet Management System was installed, we began to see immediate benefits. Red Dog has seen improvements in maintenance tracking, haul truck tonnage accuracy, loading location accuracy, loader efficiency, and stockpile tonnes and grade prediction. The Grade Control Geologist now has a much more reliable way of tracking weights of ore and waste material types, origin, and stockpile destinations. Mine Operations can now accurately determine loader operator efficiencies and track equipment utilization. By accurately tracking where our equipment is being used, Mine Shifters can optimize their crew efficiencies. Wenco has also given us a way to accurately track our production fleet down time. The system enables us to track maintenance types and hours spent inoperable, enabling us to better address fleet reliability needs.

Since the system was implemented, Red Dog has realized nearly \$2 million in savings as a result of payload improvements alone. This is a credit to the perseverance of all parties involved.

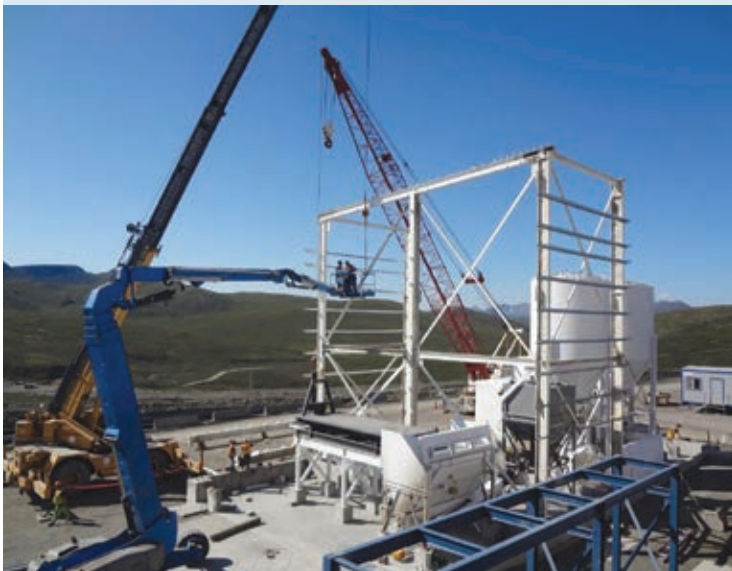
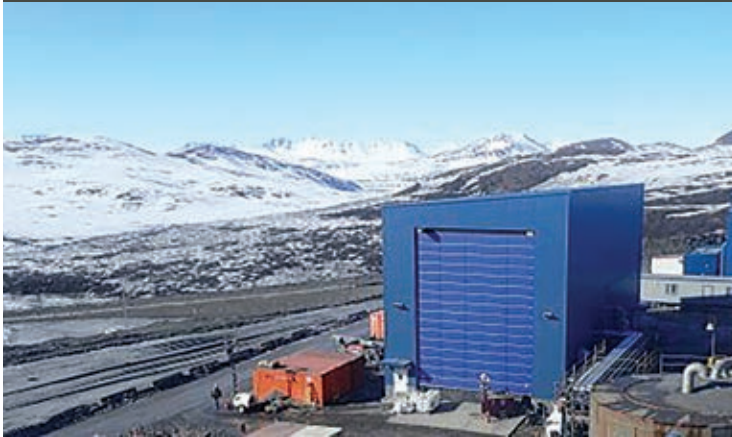
Congratulations to all whom participated in the rollout of the Wenco Fleet Management System.

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

“What are the many people doing?”

New Lime Slaking Facility Improves Safety, Capacity and Water Quality

By Michael Gonzalez



Success! The new Lime Slaking Facility has been commissioned and is being operated by Mill Operations. Many have seen the new Lime Slaking Facility in early May, but most may wonder why it was installed.

Slaking lime is critical to water treatment operations at Red Dog. The system takes quick lime and slakes it into a slurry that can be used in treating reclaimed tailings water (reclaim) and Acid Rock Drainage (ARD) water. The slaked lime is added to the water treatment plants and removes dissolved metals from the water as a solid. These solids are settled out of the water and the clean water from WTP1 and WTP2 (water treatment plants) is able to be discharged to Red Dog Creek after sand filtration.

As Red Dog Operations has improved its water management, the operation has had to make a decision to either treat reclaim water for discharge purposes or to treat ARD for additional metals removal. This was due to limited capacity of the older lime slaking facility. The old facility was manually intensive for operators because it uses 4,500 bags that are handled 3 to 4 times before finally being unloaded into a slaker. An opportunity to increase operator safety, increase capacity, and increase efficiency was identified through installation of a new lime slaker facility.

The new facility uses bulk lime loaded into a connex that is secured on a tipping table. The table lifts the connex which unloads the lime to be stored in silos. The silos feed new lime slaking equipment which provides slaked lime for the water treatment plants. The new system increased our slaking capacity by 160%, is more automated, and safer to operate.

I would like to thank the project team, construction team, commissioning team, and the operations groups for installing the new facility and getting it operational. There were many challenges in the construction and commissioning of the new system and they were overcome with teamwork.

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 or communityrelationsRDOG@teck.com

Rob Scott Retires After 35 Years at Teck



In 2002, Rob Scott came on as the new General Manager of Red Dog Operations. It was a challenging time for zinc mining operations as we were in a period of historically low zinc prices at \$0.35 cents per pound. Rob worked with the Red Dog team to optimize production and realize saving through these tough times. He brought true focus to critical areas of cost reduction and efficiency opportunities.

After leaving Red Dog in 2005, Rob joined Teck's senior management team. After several senior positions over a period of six years, Rob took the role of Senior Vice President of Zinc in 2012. Rob led his teams to achieve production records and deliver strong project execution including Red Dog Operations record throughput and production in 2014. His operational leadership was truly evident during the recent downturn, especially in 2015. Under Rob's guidance both operating costs and cash costs per unit of production were reduced at each of our zinc operations.

Former NANA Regional Corporation (NRC), President, Marie Greene shared, "I want to congratulate Rob Scott for his 35 years of service in the mining industry with Teck. I wish the best for him as he enjoys more time with his family and a life of leisure. I had the pleasure of working with several mine managers during my tenure as the NRC President and CEO, and all of them made significant contributions to the success of Red Dog mine operations as well as growing a sometimes delicate but strong partnership between Teck and NRC. I grew to appreciate Rob and his leadership style,

particularly because he proved himself to be a man of honesty and integrity. He was very frank, but caring. Taikuu, Rob. God bless you."

Red Dog employees are especially grateful for Rob's foresight in starting the Red Dog Employee Recreation Committee, recognizing an opportunity for profit of goods sold at the Commissary to go back to the employees. Today, these funds are used for employee events, fitness and recreation equipment and material that contribute to the wellbeing of employees and more.

When asked of his time spent at Red Dog, Rob reflects,

"The aspects of working at Red Dog that stand out for me are the deep, personal relationships that are formed as a result of the 24x7 (24 hours/day, 7 days a week), work/camp environment. You get to know individuals on a level that is seldom possible in a conventional workplace which enriched my Red Dog experience and strengthened my connection to the site.

The annual village visits were always a highlight. The folks in Kobuk were probably the most enthusiastic, but all the villages provided a warm welcome. Traveling in the region provided the opportunity to meet many relatives and friends of Red Dog employees, further deepening the personal connection to the site.

Experiencing traditional cultures and the natural beauty of the region provided many great memories. The muskox in Deering always seemed to be near the airport to greet arriving planes. The migration of the caribou herd through the region is truly one of nature's remarkable adaptations as well as how the migration sets the subsistence calendar for regional residents.

All in all, my experience at Red Dog has had a lasting impact on the way I think of the north and the remarkable resilience of the people that inhabit that region."

Rob retired in April, 2016. The Red Dog family extends warm wishes and a happy retirement to Rob and his wife Georgette!

Red Dog Apprenticeship Program

By Mike Skeeters



Left to Right-Sam Ballot, Thurston Mitchell (Level V, HE), Mike Curtis

We have twenty apprentices currently in our Maintenance Training Apprenticeship program. Five of these apprentices advanced a level in February 2016. They were Sam Ballot (Level IV, MM), Mike Curtis (Level III, E&I), Thurston Mitchell (Level V, HE), Alvin Morris (Level V, MM), and Skye Karmun (Level IV, MM).

We train apprentices in four different areas. Those are Millwright, Electrician, Heavy Equipment Mechanic, and Powerhouse

Maintenance and Operation. While the training may be different from craft to craft, many of the requirements are the same for each. Our programs are four year programs from start to finish. During these four years the apprentices attend a minimum 144 hours/year of classroom training where they learn the finer points of their craft. A passing grade in class is 80%. Apprentices are required to maintain their daily logbooks in order to track the different areas where they have performed work. Each apprentice must also accumulate 8-10,000 hours of on the job training.

Our apprenticeship is overseen by the US Department of Labor (DOL). Teck has entered into an agreement with the DOL that sets out certain stipulations that both the Company and the apprentices must follow in order for our graduating apprentices to receive a Journeyman certification. Although we hope to keep our apprentices here at Red Dog, it's a big plus on a resumé to have completed a DOL approved apprenticeship program.

Completing an apprenticeship requires dedication and determination. However, it is worth it. Once an individual has attained the level of Journeyman, they are a Journeyman for life. We are fortunate to have this program at Red Dog. It opens doors for those who otherwise may not have the opportunity to learn a craft that they have an interest in.

True or False?

By Ntam Baharanyi



Mario Terrazas next to a feed chute.

Imagine being asleep in the PAC and waking up to the sound of a fire alarm. You know the drill. Do not assume the alarm is not real. Exit your room, with appropriate clothing for current weather conditions, and proceed directly to the gymnasium. A few minutes later, the fire alarm is cleared. It was a false alarm. Most of us feel a little frustrated but are still glad that it was just a false alarm, not an actual fire. How would you feel if you heard the same false alarm and

have to evacuate your room every night? Some people might become complacent and have a hard time assuming that the alarm is real. The alarms become a nuisance and hardly trusted. Some people may not even wake up and respond accordingly.

In a way, that's how Mario Terrazas, former grinding operator, now Mill Trainer, felt about the increase in false plugged chutes on SAG mills 2 & 3 when he was a grinding operator. A plugged chute indicator is a safety device used to detect rock blockage and stop the feed to protect equipment and people working in an area. Feeding stops at a SAG mill belt when the transmitter loses communication with the receiver on the plugged chute indicator. A false plugged chute is like a false fire alarm, when the plugged chute alarm goes off, but there is no blockage. Most of the time, the operator must stop what they were doing, clean the plugged chute indicator and restart the belt. False alerts result in production loss and interruption of other activities.

The BEAR (Building Excellence at Red Dog) business improvement group worked with Mario to reduce the occurrence of false plugged chute alarms. We conducted an idea generation session, identified potential solutions, and implemented a few. Today, we are seeing a 40% reduction in false plugged chute events. We continue to have false alarms but much less than we had in 2014 and 2015. Grinding operators have more time to focus on added value activities. That's what we want!

Should the current false alarm level be acceptable? Probably not. But who knows, one of these days a grinding operators will come up with the perfect idea and take us to zero false plugged chutes!

Red Dog Helps Study of Polar Bears



Polar bears in the Chukchi Sea region, west of Alaska, face conservation challenges including loss of their sea-ice habitat, increased shipping traffic, and the need to ensure that subsistence harvest by Alaskan Natives is sustainable. Until recently, the scientific information necessary to address these challenges was lacking, due in large part to the difficulty of studying animals in this remote part of the Arctic. This all changed in 2008 when the U.S. Fish and Wildlife Service (USFWS) and their partners started a

research program on Chukchi Sea bears, with in-kind logistics support provided by Teck Alaska, Red Dog Operations.

“When we first started we didn’t really know what to expect” said Dr. Eric Regehr, wildlife biologist with USFWS. “Now we’ve collected data from over 400 polar bears. The animals appear to be healthy and having a lot of cubs, which is great, although there are also some signs of stress due to sea-ice loss.”

Chris Eckert, Senior Environmental Coordinator with Red Dog Operations, points to polar bear research as a great example of industry and government working together to learn about Alaska’s natural resources. “The support of Teck — and particularly personnel at the Red Dog Operations port facility — make this project possible,” says Regehr.

Information from the project is being used to improve management of the Chukchi Sea polar bear population under an international treaty between the US and Russia.

Red Dog’s Community Investment Program contributes approximately \$30,000 in-kind annually to the USFW polar bear study which includes support for 5 to 6 USFW team members for lodging, meals, transportation, shipping supplies, logistics and manpower support over a 6 to 7-week period.

Opportunity for Business Women in the Northwest Arctic Region



Early in Q4 2015, Red Dog’s Community Investment Program introduced a unique opportunity for business women of the northwest region. Teck offered a grant valued at \$5,000 CDN to be awarded to a woman entrepreneur from the Red Dog region to participate in a workshop training series put on by the Forum for Women Entrepreneurs (FWE) of Canada to be held in Vancouver, BC in April 2016.

With short notice and a narrow window, Red Dog Community Relations began its outreach in all 11 villages. A KOTZ radio interview of FWE General Manager, Lisa Niemetscheck was aired in January. A local business woman from Kotzebue was selected as the first Alaskan recipient of this workshop. Forty-six participants went through 3 intensive days where the women learned from and supported each

other through this transformative program covering marketing, branding, hiring, terminations, financials, legal aspects, changes, planning and more.

The FWE website states that, “FWE educates, energizes and empowers all women, encouraging them to become wildly successful entrepreneurs. The programs and events at FWE are designed to support and mentor women who are venturing into new business opportunities or ready to ramp up and grow their existing business.”

If you’re interested in potential future opportunities with Teck and the Forum for Women Entrepreneurs for yourself or someone you know, please contact Verna Westlake at verna.westlake@teck.com or 907-754-5189.

Welcome Janine Bedford

**Janine Bedford**

Senior Community Relations
Coordinator

Heritage:

Swampy Cree and Norwegian

Hometown:

Sorrento, BC, Canada

Education:

Bachelor's degree in Anthropology
and Sociology, Masters of Research

Q: What is your role at Red Dog?

A: My role will be to help our Red Dog team manage relationships with the surrounding villages and the people of this region. I will help with the engagement we do in the villages and track the comments, wants and concerns of each village while looking for ways to incorporate those comments into how Red Dog operates. I will also be helping use some social science techniques to gain a better understanding of the communities.

Q: What do you like most about Red Dog?

A: It is a true partnership between NANA and Teck — there is no other mining operation in the world like Red Dog. We also have one of the highest percentages of local Native employees for an operating mine (perhaps the highest in the world). This makes me proud to work here and it is the main reason why I accepted the job.

Q: What surprised you most about Red Dog?

A: How friendly everyone is — including the people in the villages. Everyone has been so nice and welcoming.

Q: You're happiest when?

A: I'm outdoors in the summer and swimming or kayaking.

Q: Any random facts you could share with us?

A: I have a twin brother who is my best friend and I have six younger brothers and sisters. My twin and I were the first to graduate from high school on both sides of our family and then the first to go to university.

Q: Describe what you were like at age 10.

A: I was always shy and quiet with strangers but when I was 19 I started waitressing and that helped with my shyness.

Q: Do you recall any embarrassing moment at work?

A: In my first "professional" job, I was wearing a skirt to a client meeting and the skirt ripped all the way up the back so I had to tie my jacket around my waist for the meeting. It was awkward.

Community Relations and Environmental Departments extend a warm, Red Dog welcome to Janine! Her background in communities and expertise in social sciences, combined with her warm and friendly personality are a wonderful addition to our team.

Red Dog Newsletter

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