



RED DOG-SUVISI

2021 – Vol. 12, Issue 2

What are the many people doing?

Good Neighbors: Selawik Emergency Oil Spill Response

In November 2020, the community of Selawik experienced a spill during a fuel tank transfer at the village’s water treatment plant that drastically contaminated the surrounding area’s snow. The community had to act quickly, spring was coming which meant warmer weather and melting snow. Rough estimates showed anywhere between 4,500 to 25,000 gallons of contaminated snow needed to be removed and contained. Teck responded to Selawik’s request for support to ensure the contaminated snow was removed safely to avoid potentially contaminating the Selawik River that was located just 600 feet from the spill site.

The project was broken up and completed in three phases to meet the fast-approaching April deadline. Teck donated 40 hazmat absorbent pads, 50 oil absorbent pads, 50 tyre covers, seven 55-gallon drums, one electric pump, five 50-foot extension cords, six scoop fiberglass shovels, \$2,067 in fuel and \$1,700 in freight charges to transport tanks (provided by the Department of Environmental Conservation (DEC)) from Anchorage to Selawik. In total, Teck was able to contribute \$15,787 to the clean-up efforts.

For phase one, with the support of the United States Coast Guard, local

SEE SELAWIK, PAGE 6

IN THIS ISSUE

2021 Red Dog Village Fuel Program	3
Contractor Corner: Paa River Construction.....	4
2020 ALDP Cohort 1.....	5
Department Spotlight: Tailings & Water.....	8

PHOTO (Above) A Coast Guard Sector Anchorage Incident Management Division pollution response team was on the scene to conduct an investigation of the incident. Photo courtesy of the U.S. Coast Guard.



Les Yesnik, Red Dog Operations General Manager.

Message from the GM

Hello Red Dog! Another Alaskan summer has passed and I hope everyone was able to reconnect with family and friends. My oldest daughter was married this past June, and the newlyweds were able to spend a month with my family here in Anchorage, enjoying this incredible State.

In this edition of Suvisi, there are many interesting stories, including introducing the Red Dog employees who recently completed the first Accelerated Leadership Development Program. This program was created at Red Dog to fill the need to prepare NANA shareholders for leadership roles. We are very proud of this first cohort! We also introduce our new assistant controller, Samantha Ruppert, and profiles of our summer interns are included.

One of the most important aspects of our operation is water volume management. You will find information on water treatment and our Tailings and Water department. This summer, we saw record rainfall in the months of June and July. Over these two months, over 700 million gallons of water were collected across the entire site. That is equivalent to the volume of water in over 1000 Olympic-sized swimming pools. All of this water must be treated to meet water quality requirements in our discharge permit before it is released to the environment. A tremendous amount of work is closely coordinated to achieve this, including advancing projects to improve water volume management.

We have successfully navigated through the COVID-19 pandemic over the past year and a half. With strong compliance to site safety protocols combined with availability for testing the workforce at least twice weekly, we were able to return to regular work rotations. We implemented new protocols to re-open the exercise facilities, cafeteria, and social gathering rooms in stages. With the new threat of the Delta variant, which spreads even faster, the possibility exists that we may need to pivot back to more restrictions if community spread on-site occurs. Let's all continue to work safely and follow protocols put in place faithfully. Vaccinations are readily available, and the recent FDA approval of the Pfizer vaccine hopefully helps many individuals to take the step to protect themselves and family members from a more severe illness.

This year has been very challenging so far, with more significant injuries occurring at site compared to past years. While our safety program has all the tools to work safely, additional commitment from personnel is necessary to ensure all high potential risks are mitigated on every job. Please take the time to implement controls to prevent injuries and workplace hazards. We know that our safest months are our most productive months. Thank you very much to all Red Dog personnel for your ongoing support in our collective goal of "Everyone going home safe and healthy every day."

RED DOG-SUVISI

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2021 Red Dog Village Fuel Program

The COVID-19 pandemic changed how we have done the Red Dog Community Fuel Program from the past. With Red Dog's efforts to keep employees and community residents safe, the 2020 fuel program came to an abrupt stop in March of last year, two months earlier than usual. Typically beginning in December and ending in May, the fuel program has successfully offset the cost of heating fuel for many residents in Noatak since it began 12 years ago. Knowing how vital this program is to residents of Noatak, the team at Red Dog was determined to ensure that the 2021 season happened.

Conversations of how Red Dog could safely provide access to heating fuel at cost started at the community level. In August of 2020, Teck reached out to Noatak resident and Red Dog Subsistence Committee Member Robbie Kirk to begin discussions on the upcoming 2021 season. With

safety as the most important factor, considering the state of the pandemic and vaccine availability at the time, a plan began to come together. Collaboratively, Robbie worked with Red Dog to generate several ideas on how the community of Noatak and Red Dog could work together to ensure contactless transactions. These ideas included wearing personal protection equipment, utilizing the fuel tanker's ability to stretch its hose out 10-feet to maintain social distancing standards, and a negative COVID-19 test the day before each run from the Red Dog personnel hosting the exchange. Once these ideas were approved and supported by Red Dog management, the plan was put into action.

Several departments at site worked tirelessly to ensure the success of the 2021 season, but it is not without recognition to the personnel at the Red Dog Port. They were the



Tanya Kirk shares a snapshot of December 2020 fuel prices in Noatak.

hands-on employees that truly made this happen. The 2021 season successfully and safely transferred 14,850 gallons, roughly 354 barrels of heating fuel to Noatak residents, with zero safety incidents or COVID-19 community spread. ■



Residents of Noatak pull fuel barrels on sleds behind snowmachines, roughly 44 miles round trip, to have access to heating fuel at more than half the price of purchasing it in Noatak.

Contractor Corner

Paa River Construction, LLC

Paa River engages in civil construction, aggregate production, and mining support services. The company owns a fleet of equipment and has primarily focused on business opportunities at the Red Dog Mine. Paa River is owned jointly by NANA (51%) and Alaska Frontier Constructors, Inc. (49%). Paa River hires 50+ laborer, operator, driver, mechanic, oiler, and fueler positions each season. To apply, email your resume to jobs@paariver.com. ■



Shareholder Employee Spotlight

Samantha “Sam” Quyanak Ruppert joined the Anchorage finance team this June as the new Assistant Controller. Her primary duties are to assist Red Dog with month-end close and audit improvement. Sam is the granddaughter of Edna and Harry Cross with ties to Kotzebue and Deering, Alaska.

Raised in Raleigh, North Carolina, Sam holds a Bachelor of Science in Business Administration, a Master of Science in Accounting, and is a Certified Public Accountant. During college, Samantha interned multiple summers at Akima, a subsidiary of NANA, located in Virginia. “During my multiple internships, I was able to make lasting connections with other shareholder interns from Alaska and learn more about my heritage,” said Sam. She shared that during these internships, she learned the necessary business etiquette and skills that have helped in her professional career.

Prior to working at Teck, Sam was the senior audit associate at KPMG, leading teams and organizing financial statement audits across Alaska and the Pacific Northwest. “I was looking for a company that was connected to and encompassed my Native culture and values. Red Dog drew me in with how well they treat their employees and their partnership with NANA,” she said. Sam is looking forward to visiting the mine and working with the many different people at Teck worldwide. ■

Meet Red Dog’s 2021 Summer Interns

Teck was excited to welcome back our interns for the summer after not having the 2020 intern program due to the pandemic.

Teck Red Dog internships are available to NANA shareholders who are attending higher education classes, and provide shareholders the opportunity to expand their mining knowledge and receive tangible work experience while making money over their summer break.

This year, the program featured positions in several disciplines; electrical engineering in the reliability department, human resources, information systems, geology, and the mine department.

Meet Red Dog’s summer interns!



Thomas Tummitchailuk Bernhardt
Electrical Engineering Intern - Reliability Department

Where are you from?

My family and I are from Kobuk, Alaska.

What are you studying, and how does this internship apply to your studies?

I am pursuing a Bachelor of Science in Electrical Engineering. This summer, we are gathering data on the 480-volt circuits throughout the property, such as wire size, wire length, motor horsepower, etc. This data is used to update “one-line

diagrams” and will also be used to assess the arc flash potential of each circuit. This work pertains to the power generation field of engineering.

What are you looking forward to/hoping to learn from your internship?

I hope to gain experience in discovering problems and coming up with efficient long-term solutions for them.

What is one piece of advice you’d like to give to younger shareholders?

Find people that are striving for the same goals as you, a sense of camaraderie helps. It’s essential to have support when things get difficult. Meaningful goals in life are rarely done alone.



Catherine Sattu Dunleavy
Mine Department Intern

Where are you from?

Noorvik, Alaska.

What are you studying, and how does this internship apply to your studies?

Bachelor of Science in mining engineering at UAF. This internship should continue to expand my knowledge and understanding of ethical and productive mining.

What are you looking forward to/hoping to learn from your internship?

I will be happy to learn anything and do at least one project. I look forward to gaining more experience.

SEE **INTERNS**, PAGE 6

The First Accelerated Leadership Development Program Cohort

In 2020, Red Dog rolled out the first Accelerated Leadership Development Program (ALDP) with 12 shareholder participants. In 1982, Cominco (now Teck) and NANA signed the Development and Operating Agreement which has a section on Training and Employment that focuses on the details of Shareholder development.

One of the largest areas for improving Shareholder hire was in leadership roles. To honor the agreement, Teck partnered with The Coaching Studio in 2019 to develop a leadership program.

The program is designed to focus on values centered leadership development, building practical leadership tools, and creating a connected cohort of high potential shareholder leaders.

There are four multi-day workshops each focusing on a different leadership topic. Each participant has a coach from the Teck Senior Management team or NANA and participants are matched after taking a Prevue Personality Assessment. This assessment examines personality traits that identify someone’s preferred way of acting and thinking.

Cohorts were also paired with another cohort as a learning partner and encouraged to connect with each other throughout the program to discuss what they learned in the workshops and what leadership looks like to them. This blended learning approach has helped make this program successful.

Cohort 2 began in July 2021.

2020 ALDP Cohort 1



Nicole Nusrain Shellabarger
Acting Advisor Training & Development

Where are you from?

Selawik, Alaska.

How long have you worked at Red Dog?

11 years.

What are your career aspirations?

I hope to be able to be in a position where helping my coworkers and others is the main priority.

Biggest lesson learned from the ALDP?

The ALDP made me realize how many young leaders that we have at Red Dog, who are shareholders. Although we may be in different areas and departments, we have more similarities than differences in our triumphs and struggles.

Any advice you have for someone interested in ALDP?

Believe in yourself. Show up and with a good attitude, with good intention and hard work, we can make it here too.

SEE **ALDP COHORT**, PAGE 7



Workers are all smiles after weeks of hard work and a successful clean up!

SELAWIK

(CONTINUED FROM FRONT PAGE)

workers dug a tarped holding area outside of the community. The contaminated snow from the spill site was transported in large tanks and stored in fenced portable containment berms until it could be processed. Following phases two and three; which involved monitoring the spill site for any potential missed areas, treatment of melting snow, incineration of waste, and decontamination of equipment, the clean-up was completed following spring break-up.

Initially, the DEC expected there to be about 44 super sacks [roughly 8,200 gallons] of contaminated snow that would need to be transported out of the storage area, placed into portable tanks to be melted, then filtered to capture all remnants of the diesel fuel. However, final numbers were

significantly higher than anyone expected, with 203 total super sacks [roughly 38,000 gallons] of contaminated snow being removed, melted, and filtered.

Thank you to Red Dog’s health and safety team, materials management department, and logistics group, who assisted in the procurement of materials for the clean-up efforts.

Teck is committed to the longevity of healthy and thriving communities and takes pride in being a good neighbor. Thank you to everyone involved in this project. By working together, we were able to ensure that this spill was contained and that everyone went home safe and healthy at the end of the day. As quoted by the Selawik City Administrator, “We would not have been able to do this if it weren’t for the donated materials from Red Dog.” ■

INTERNS

(CONTINUED FROM PAGE 5, CATHERINE SATTU DUNLEAVY)

What is one piece of advice you’d like to give to younger shareholders?

Really consider all your options and do what makes you the happiest.



Miya Aluniq Page
Human Resource Intern

Where are you from?

Nuataamiunuruᅇ. Iᅇupiaᅇuruᅇ a suli taaqsipauruᅇ. Aakaga Amisimaaq. Aapaga Saigu. Aakaᅇma aᅇayuqaaka Kalik suli Maasak. Aapaᅇma aᅇayuqaaka Dorothy suli Jonah. Aakaga Nuataagmiunuruq. Aapaga Memphis-miunuruq. My mother Wanda’s parents are Kalik (Barbara) and Maasak (Floyd Wesley). My father Tee’s parents are Dorothy and Jonah Page. My mother is from Noatak, and my father is from Memphis, Tennessee.

What are you studying, and how does this internship apply to your studies?

This upcoming fall, I am going into my junior year of college, majoring in Rural Development at the University of Alaska Fairbanks. By working with HR, I am learning how to help and assist the people who work at Red Dog. I am also learning some of the key aspects that are taught in my degree, such as community leadership, business, and economic development plans, project management, and computer business applications.

What are you looking forward to/hoping to learn from your internship?

While working here at Red Dog, I hope to gain experience in working with a collaborative team like HR and improve my social and networking skills.

What is one piece of advice you'd like to give to younger shareholders?

I have had the opportunity to meet many great individuals working here at Teck. My advice to any young shareholders wanting to work at Red Dog or do any internships is to first do good in school and not give up. Take as many opportunities as you can to learn, grow, and be successful. Second, don't be afraid to put yourself out there. Go after that position or opportunity, and do not doubt yourself. You are our future!



Vernae Ramoth
Human Resources Intern

Where are you from?

My parents are John Sr. and Mary Ramoth. I am from Ambler, Alaska.

What are you studying, and how does this internship apply to your studies?

I am currently majoring in Elementary Education with hopes of returning back to Ambler and teaching there.

What are you looking forward to/hoping to learn from your internship?

This internship applies to my studies in two major ways. First, it

SEE **INTERNS**, PAGE 10

ALDP COHORT

(CONTINUED FROM PAGE 5)



Ben Supliq Foxglove III
Senior Advisor of Shareholder Development

Where are you from?

Selawik, Alaska.

How long have you worked at Red Dog?

Over 10 years.

What are your career aspirations?

I am going to become the first General Manager that is a NANA Shareholder.

Biggest lesson learned from the ALDP?

Growing up I was taught to avoid conflict, and I always thought that it was a bad thing. Conflict in business is inevitable. It can be positive if you're willing to work towards a solution, and the ALDP helped me view conflict from a different perspective.

Any advice you have for someone interested in ALDP?

We need more shareholders willing to step up and take on the responsibility that comes with being a leader. There are so many people that would be fantastic, but they're too humble or quiet to put themselves into the spotlight. If you've ever considered being a leader, now is your time to shine!



Alta Avuuraq Horst
Mine Shift Supervisor

Where are you from?

Kotzebue, Alaska.

How long have you worked at Red Dog?

14 Years.

What are your career aspirations?

Strive to strengthen my leadership here at Red Dog.

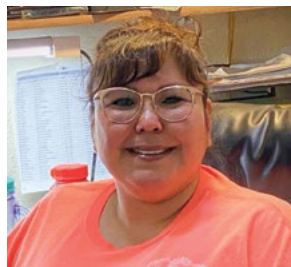
Biggest lesson learned from the ALDP?

I knew a lot more then I was giving myself credit for. We are all in this together, with the tools built into me anything is possible.

Any advice you have for someone interested in ALDP?

Do it afraid, don't let yourself be what holds you back.

Free yourself to the universe and it will respond.



Lois Manuluk Steele
Facilities Maintenance Supervisor

Where are you from?

Noorvik, Alaska.

How long have you worked at Red Dog?

24 years.

What are your career aspirations?

My career aspiration is to continue to grow as a leader within our company and to take on more responsibility.

SEE **ALDP COHORT**, PAGE 10

Department Spotlight

Tailings & Water

With a strong foundation in Tailings Storage Facility Management, including dam design, construction, and governance, the Red Dog Tailings & Water Department (T&W) manages Red Dog's tailings and water obligations in a safe, opportunity driven, cost efficient, and sustainable manner. T&W implements operational improvements to manage any future commitments in alignment with the Red Dog Closure Plan.

This summer has been very wet!

June recorded 7.35 inches of rain, 5.8 inches more than average. Every inch of rain that falls translates to a total of approximately 70,000,000 gallons of water. Rainfall is collected and then processed and discharged during the summer months.

A relatively new department, T&W was formed in 2012 and expanded in 2016 to the department it is today. Led by Superintendent of Tailings, Water & Environment, Michael Gonzales, there are 12 people on the team with skills ranging from engineering, Geographic Information Systems (GIS), and mill mechanics.

T&W is located at Red Dog

Operations in the service complex offices and is a 365-day service to the mine. Services include overseeing the safe operation of the tailings storage facility, dam construction and maintenance at RDO, maintain the water balance, geochemistry programs, water quality predictions, and hydrogeology investigations at site. T&W also supports other departments with water management needs such as pit dewatering, drainage systems, water treatment and discharge, and permitting.

In the summer months, T&W is busy with dam construction to ensure that there is enough storage capacity at site, water treatment and discharge, and field programs for hydrogeological investigations, water treatment studies and environmental characterization programs. ■

MINING DEFINITIONS

Tailings Storage Facility

A specially-designed impoundment for the storage of mine tailings.

Tailings Dam

An earth-filled embankment and retaining structure that is used to store the tailings in the tailings storage facility.

Geochemistry

The study of the chemical composition of the earth, rocks and minerals. The T&W team executes geochemistry programs to understand the chemistry of the waste rock and tailings.

Hydrogeology

The branch of geology concerned with groundwater. The T&W team executes hydrogeology programs to ensure groundwater at RDO is managed responsibly.

Closure Plan

A plan for the post-mining landscape for Red Dog Operations, including all activities required before, during and after mine operations.



The tailings impoundment dam construction occurs during the summer months.

Water Management and Treatment at Red Dog

Teck Red Dog spends up to \$6 million every year on water treatment and management efforts to make sure that every drop of water that Red Dog Operations uses and oversees for our mining operations is completely clean and healthy when it is returned to the environment.

Red Dog has a system for safely collecting, storing, and using water for our operations. As rain and snow fall on and around the mine, it dissolves some of the natural minerals in the rocks, resulting in higher levels of dissolved metals, or Total Dissolved Solids (TDS) in the runoff water.

What Does Red Dog Do with Its Extra Water?

Red Dog Mine carefully collects all of this water into a specially engineered and constructed tailings impoundment or “tailings pond” – either through natural drainage or by collecting and pumping it into the pond. This water treatment process begins by pumping water from the pond to our water treatment plant.

In the water treatment plant, lime, a calcium-containing mineral derived from limestone, is added to the water.

This is basically the same lime people use to treat their lawns in the spring. Lime initiates a chemical reaction that turns the dissolved metals in the water into tiny metal particles and gypsum. Gypsum, also known as calcium sulfate hydrate, is a naturally occurring mineral found in layers of sedimentary rock all over the world. Because of its binding abilities, gypsum is a primary ingredient in some toothpastes and is also used as an additive in many foods, like canned vegetables, ice cream, and tofu. You can also find it in chalk or in the drywall of your home.

Next, a compound called flocculent is added, which causes these microscopic metal particles to clump together into bigger chunks and sink to the bottom of the water treatment plant, leaving the clean, treated water on top. Flocculents are used frequently in water treatment.

Lastly, the treated water is pumped out of the tank through a final sand filter to clean out any remaining particles and discharge the clean treated filtered water into Red Dog Creek during calculated times during the spring and summer months.

The Changing Environment

In recent years, Ikalukrok Creek and surrounding areas have been experiencing naturally elevated TDS prior to any water being discharged from Red Dog. This caused Red Dog to suspend discharging of treated water in 2019 and 2020 per the permitting requirements.

In response to the changing environment, Red Dog built a reverse osmosis water treatment plant that was completed in 2020. The reverse osmosis water treatment process creates drinking water quality treated waste water which can be discharged to Red Dog Creek without raising the current TDS.

Water stored at site is initially pre-treated through the water treatment plant to remove suspended solids that would clog the membranes of the reverse osmosis process. Following the pre-treatment, the water is fed to the reverse osmosis membranes, where the water is pumped through the membranes at high pressure, while dissolved solids are too large to pass through the membrane. The reverse osmosis plant can filter 2,880,000 gallons of water a day. ■



The reverse osmosis plant was built in 2019 and can filter up to 2.8 million gallons of water a day.

ALDP COHORT

(CONTINUED FROM PAGE 7, LOIS MANULUK STEELE)

Biggest lesson learned from the ALDP?

ALDP helped me get out of my comfort zone in certain situations. This program helped me gain more confidence in myself and experience so much in such a short period of time.

Any advice you have for someone interested in ALDP?

ALDP challenges a person while performing our normal duties, time management is key.



Nicole Qipuuqqaaluk Akłaitchiaq Ella Quinn
Materials Management Coordinator

Where are you from?

Wasilla, Alaska.

How long have you worked at Red Dog?

9 years.

What are your career aspirations?

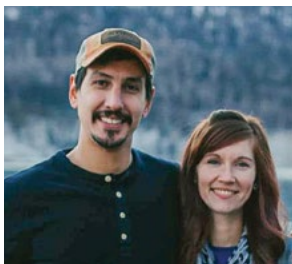
I recently moved from logistics into warehousing and inventory. Currently, I am working on learning everything I can so I can easily work between groups within the Materials Management department. I am excited to be working with this new team on improvements that will benefit us and the property. In the future I hope to coordinate Logistics again, and I aspire to obtain the Port Coordinator position, back to my original passion.

Biggest lesson learned from the ALDP?

Everyone can help you learn something. People have different interpretations and experiences, whether you speak to a superintendent who has a lot of leadership experience or a laborer who has been led by multiple people, it's all invaluable information and perspectives that helps evolve leadership.

Any advice you have for someone interested in ALDP?

Personally, I have always told myself that I don't need a leadership title to be a leader for my peers. To propel yourself in your career and to get into the ALDP I say: keep working hard even when it feels like you're the only one who cares, because people notice that. Step up and volunteer when people are needed. When you see an opportunity to improve something in your work area, take the initiative to make it happen. If you want training or want to participate in something to gain experience let your supervisors know, be relentless. Most importantly, have compassion for those around you, be the reason someone smiles, be that person your peers know they can talk to about life and about work. Be helpful when you can, even if it's not in your job description.



Travis Avungaqtaq James Clark
Powerhouse Supervisor

Where are you from?

Wasilla, Alaska.

How long have you worked at Red Dog?

10 years.

INTERNS

(CONTINUED FROM PAGE 7,
VERNAE RAMOTH)

allows me to develop my social skills through forming relationships and interacting with others. It also strengthens my work skills in general. These skills are vital for an educator to attain because children need that interaction. As an educator, I need to be able to work efficiently to teach.

What is one piece of advice you'd like to give to younger shareholders?

I would like to tell the younger shareholders to take advantage of the opportunities presented to you and follow through with them. During my early high school years, I hadn't familiarized myself with what tools there were to help me through my post-secondary journey. Saying that, it is hard to navigate through such things "blindly," which is why I am grateful to have the opportunity to work here. Qu yana!



Jada Naulik Sheldon
Systems Technician Intern in Digital Systems

Where are you from?

I grew up in Anchorage, and my family is from Ambler.

What are you studying, and how does this internship apply to your studies?

I am currently studying computer science and computer systems, and networking technology.

SEE ALDP COHORT, PAGE 11

What are you looking forward to/hoping to learn from your internship?

This is not my first internship at Red Dog. I am hoping to gain more experience working in a business setting as an IT tech. I also want to gain a better understanding of networking.

What is one piece of advice you'd like to give to younger shareholders?

My advice for getting into IT is to gain experience whenever you can. IT is a broad field that can bring different options to the table. Do not be afraid to ask questions. It is a good idea to start looking for resources towards your career goals. Look into different certificates that can give you the upper hand in the business world. Of course, it is a good idea to look into secondary education too.



Nicole Tisru
Tickett
Geology Intern

Where are you from?
Shungnak, Alaska.

What are you studying, and how does this internship apply to your studies?

For the last three years, I've been attending the University of Alaska Anchorage pursuing a degree in geology.

What are you looking forward to/hoping to learn from your internship?

This internship has brought professional experience dealing with mine production in a high-

SEE **INTERNS**, BACK PAGE

ALDP COHORT

(CONTINUED FROM PAGE 10, TRAVIS AVUNGAQTAQ JAMES CLARK)

What are your career aspirations?

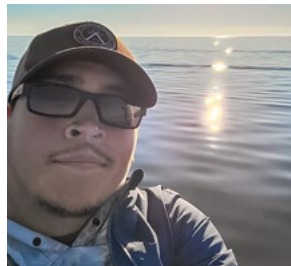
To advance in the company, to be a leader to develop the workforce to be successful, for me to work for someone I had the opportunity to mentor.

Biggest lesson learned from the ALDP?

Leadership is a journey, it is even better when you can share that journey. Cohort 1 was amazing and the relationships we developed as a group will help Red Dog in the future.

Any advice you have for someone interested in ALDP?

The ALDP is a program that gives you a group of people who will help you when you need it, to support you in difficult leadership situations and get you to see how to manage situations as a leader.



Thurston Jan Qiliqmiaq Nanaqtouq Mitchell
Acting Supervisor HE Shop

Where are you from?

Noatak, Alaska.

How long have you worked at Red Dog?

9 years.

What are your career aspirations?

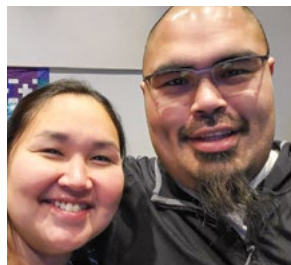
To keep moving up the ladder in my mining career, I do not see my new position as my stopping point but another steppingstone.

Biggest lesson learned from the ALDP?

It is not only my struggles or the shop struggles, other supervisors maneuver through the same struggles throughout their career and tasks that are similar to what we run into here in the shop.

Any advice you have for someone interested in ALDP?

Go for it and never turn down opportunities of this extent to improve yourself and your career in mining.



William Saqaapak John Bieseimeier
Mill Operations Supervisor

Where are you from?

Kotzebue, Alaska.

How long have you worked at Red Dog?

13.5 years.

What are your career aspirations?

To continue my growth as a leader.

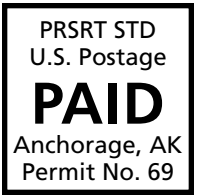
Biggest lesson learned from the ALDP?

Learning from others experiences and coaching sessions.

Any advice you have for someone interested in ALDP?

Leadership is a daily development. Discouragement is easy, but do not let it stop you from achieving your goals.

Other cohort 1 participants not interviewed: Sam Towarak, Wesley Sommers, Nolan Schaeffer, and John Ballot. ■



INTERNS

(CONTINUED FROM PAGE 11,
NICOLE TISRU TICKETT)

stress environment and enabled me to practice knowledge learned from school like plate tectonics and geomorphology. Interacting with seasoned geologists 11 hours a day built lasting relationships and guidance while completing my education. The opportunity to be at Red Dog feeds my ambition and has provided stepping stones to where my dreams live.

What is one piece of advice you'd like to give to younger shareholders?

One piece of advice I leave for those who are curious is to never be afraid to fail because it's the best way to learn! Aarigaa taikuu.



Aaron Towarak
*Engineer Intern,
Engineering
& Reliability*

Where are you from?

I grew up in Unalakleet, where my dad is from, and my mom is from Noorvik, Alaska.

What are you studying, and how does this internship apply to your studies?

Electrical engineering. We are data gathering for our arc flash hazard study and updating our AutoCAD drawings.

What are you looking forward to/hoping to learn from your internship?

Each summer I am here I learn more and more about our Electrical system. Although, each summer, I also learn just as much about developing professional relationships and harboring personal growth.

What is one piece of advice you'd like to give to younger shareholders?

Find what interests you and take classes in high school that help develop those interests. Mathematics could be interesting if you find out real-life applications and realize that it is helpful in way more ways than engineering. ■