



Vale Newfoundland & Labrador
Corporate Social Responsibility
Annual Report 2009

A Message to Stakeholders



Tom Paddon, General Manager
Vale

This has been another milestone year for Vale in Newfoundland and Labrador. In April 2009, we broke earth to begin the construction phase for the Long Harbour Processing Plant.

By the end of the year, more than 800,000 person hours of work had been performed in site clearing and environmental remediation. More importantly, those hours were worked safely, without a single Lost Time Incident. I congratulate everyone at the site on this excellent safety record, especially the Health, Safety and Environment Team, who have made safety training, processes and procedures a top priority.

Construction at Long Harbour is proceeding under the terms of an innovative development agreement, reached between Vale, the trade unions and employers' council at the site, and enshrined as a Special Project order by the provincial government. This agreement will ensure labour stability during construction, while including mechanisms to enhance productivity and increase the participation rate of women in construction trades.

Vale also negotiated changes in 2009 to the Development Agreement in Long Harbour, to acknowledge that the scope of work for the project had changed substantially since 2002, when it was agreed with the province. The completion date was moved

out, from December 2011 to February 2013. However, site clearing and environmental remediation work was initiated before project sanction, to ensure that employment and procurement benefits were not delayed.

We awarded the Engineering, Procurement and Construction Management (EPCM) contract to Fluor, one of the largest project management companies in the world, and quickly formed an integrated team to move this project forward. There are many construction, site services and equipment supply contracts to be let, and these will be awarded by Fluor, with the full involvement of Vale. We remain committed to awarding the supply of goods and services to companies in Newfoundland and Labrador, all other things being equal.

In Labrador, mine and concentrator operations were halted by a labour dispute, which remained unresolved at the end of 2009. Vale remains committed to reaching an agreement with its employees that is fair and equitable to all parties.

The company's environmental performance was strong in 2009, with just one recordable incident at Long Harbour - a fuel spill from a truck that was promptly remediated - and a reduction of incidents in Labrador. Vale has honoured all Habitat Compensation Agreement commitments at the mine site in Labrador, so, in 2009, we took on environmental remediation work at the Lomond River in Western Newfoundland. The Innu and Inuit of Labrador gave their approval to take this work outside of Labrador, since no further remediation work could be identified in or around the mine / concentrator location, and we appreciate their proactive role in this success story.

This has been an eventful year with some significant milestone events. However, much remains to be done. There will be a tremendous amount of activity, including employment and business procurement opportunities, as we ramp up construction in Long Harbour. I thank you for a great year, and encourage you all to continue working in a safe and environmentally responsible manner in the months and years ahead.

A handwritten signature in black ink, appearing to read 'Tom Paddon', written over a horizontal line.

Tom Paddon

Performance Highlights



Demolition work at the Port Site in Long Harbour.



Signing the Collective Agreement between the Long Harbour Project Employers Association and the Resource Development Council.

- Progressive new labour agreement, negotiated with Resource Development Trades Council, is enshrined in law by provincial government.
- Labour agreement includes provisions to hire local tradespeople, measures to enhance productivity, and a progressive gender diversity plan.
- Gender diversity plan includes a Joint Diversity Fund, a first for this province.
- Site clearing and environmental remediation work begins at Long Harbour site.
- Zero lost time incidents (LTI) after 821,000 person-hours of work at Long Harbour, and just one LTI in Labrador, after 947,000 hours of work.
- Just one recordable environmental incident at Long Harbour, and a reduction of incidents in Labrador, from 13 to 11.
- Engineering, Procurement and Project Management (EPCM) contract awarded to Fluor Canada.
- Long Harbour procurement contracts packaged to encourage local companies to participate in bidding process.
- Environmental remediation work carried out on Lomond River.
- Support for research project to compile a dictionary of Inuit sea ice terminology.

Expenditure Summary

2009 Summary of Expenditures Goods and Commercial Services (Cdn \$ Millions)

Location	Subcontracts	Transportation	Services	Fuel	Supplies and Equipment	Other	Taxes	Labour	Subtotal
Labrador	12.1	5.4	1.3	11.4	23.4	26.4	67.9	80.6	\$228.9
Newfoundland	1.3	2.6	3.8	1.0	17.0	23.6	64.9	65.6	\$180.1
Other	0.0	0.1	27.4	0.0	0.1	0.6	5.1	0.0	\$33.4
Total	13.4	8.1	32.5	12.4	40.5	50.6	137.9	146.2	\$442.4

Operations Status

2009 was a challenging year for the Labrador Operations team. Employees worked hard, worked safe and worked smart throughout the year. Even with such performance, we were not immune to the fallout from the economic recession that affected the global economy. We saw some adjustments to our core employee base and to our business processes.

On the production side, Vale had a scheduled operations shut down in July and on August 1st our unionized production and maintenance employees and unionized employees of ASC Security and Labrador Catering went on strike. As a result of this labour disruption, the mine and concentrator were shut down and the site was placed in a care and maintenance mode.

In April 2009, ground was broken to begin construction of the Long Harbour Processing Plant. The plant is the last outstanding piece of infrastructure that, when complete, will result in a fully integrated nickel mining and processing operation in Newfoundland and Labrador.

It was the culmination of years of work, including the two-year hydromet demonstration program in Argentina, which proved

hydromet technology was feasible, created excellent training opportunities and contributed a wealth of information that was incorporated into the design of the commercial plant. People who participated in that program became part of the design team for the processing plant, and will also be involved in the commissioning and training phases there.

The start of construction was marked by a progressive new labour agreement at the project site, negotiated with the Resource Development Trades Council of Newfoundland and Labrador and enshrined in law by the provincial House of Assembly.

The next major milestone was the awarding of the Engineering, Procurement, and Construction Management (EPCM) contract, to Fluor Canada, a subsidiary of Fluor Corporation, one of the largest EPCM and project management companies in the world.

By the end of the year, the physical appearance of the Long Harbour site had changed dramatically. A massive area on the upper tier had been cleared for construction of the processing plant complex, and significant remediation work had taken place at the port site on the lower tier.

Operations Status cont'd



Temporary Power installation at Long Harbour Construction Site.

According to Construction Manager Dan Donnelly, the contract for demolition of old buildings and removal of obsolete equipment from the port area was nearing completion by the end of 2009. "The site has also been decontaminated," he said. "We removed a great deal of hydrocarbon contamination, PCBs, and asbestos-containing materials, which were all transported to approved sites for safe disposal, in a process that was monitored by the provincial Department of Occupational Health and Safety."

The contract for tree cutting at the processing plant site was also complete, Donnelly said. "We are being environmentally responsible in how we clear the land, only cutting those areas where we know we're going to build something. We're being very diligent in leaving tree stands where we can. In fact, we have only cleared 150 of the 1600 hectares of property we own in Long Harbour."

The original implementation plan from 2002 called for mechanical completion of the Long Harbour Processing Plant in December 2011. When it became clear in 2008 that the scope of work for the project had increased substantially over initial expectations, negotiations were undertaken with the provincial government, who acknowledged the need for a schedule revision. The completion date was subsequently moved out, to February 2013. However, to ensure that local procurement and employment benefits began in a timely way, Vale began site clearing and remediation work before the project had received formal board sanction.

The plant is now scheduled to be mechanically complete early in 2013.

Developing Our Workforce



Vale believes that much can be achieved when employers and employees work together, with common goals. This is reflected in a landmark collective agreement, reached in March 2009, that will ensure labour stability and enhance productivity during the construction phase of the Long Harbour Processing Plant.

The agreement, struck between the Long Harbour Employers Association, Resource Development Council (representing 15 building trade unions) and Vale, was enshrined in law by the Government of Newfoundland and Labrador as a special project order.

The agreement ensures labour stability during construction at the Long Harbour site by preventing both strikes and lock-outs. It will expire upon completion of construction.

"This is by no means a first, in terms of special project orders," said Human Resources Manager Wayne Scott. "Previous projects have had special project orders, and we utilized them during construction at Voisey's Bay and Argentia. However, this

agreement does contain progressive measures to further enhance productivity and help achieve gender diversity."

The agreement was negotiated simultaneously with representatives of all the building trades unions, and addresses points that are typical to all labour contracts, including rates of pay, hours of work, overtime, and so on. It was ratified by RDC members in a voting process that concluded March 4, 2009.

"In order to gain employment at the site, all tradespeople will need to be a member in good standing of their respective unions," Scott explained. "In support of this, the member unions of the RDC have agreed to make union membership available to qualified permanent residents of the province."

There is other contract language that allows some degree of flexibility for both employers and union members, in making hiring decisions. But Scott is most excited about the Composite Crew Committee and the Joint Diversity Fund Committee.

Developing Our Workforce cont'd



Emergency Response Team Training for Voisey's Bay.

"The Composite Crew Committee will look for ways to use composite crews, where they make sense," Scott said. "Composite crews could include electricians and carpenters, for example, who work simultaneously - sometimes one assisting the other - without running into jurisdictional issues. This is not quite a first, but it's certainly a progressive approach that will enhance productivity."

Scott applauded the cooperative approach that was demonstrated by all parties to this agreement.

"The RDC and its unions recognized the need for an approach like this, as did the provincial government," Scott said. "I think union and management were totally committed to making this a 'project of choice', and a demonstration of what can be achieved when all parties - unions, workers, owners and contractors - work together. There was joint representation on the negotiating committees, with all parties addressing and resolving issues in a proactive, rather than reactive, way. The result, we think, will be a project that stays on schedule and on budget, with good productivity."



Vale is committed to increasing female participation in construction trades. As part of the collective agreement negotiated with the RDC, a Women's Employment Plan was created and a Diversity Committee formed, for the sole purpose of reviewing, discussing and enhancing gender diversity. A key outcome of this process was the Joint Diversity Fund, a first for this province.

"There are challenges associated with hiring women to non-traditional work roles, though we have had good success recruiting women to the operations side of our business," Scott said. "However, it is even more difficult to recruit women to the construction trades, because there are so few women entering these occupations. The Committee is working jointly with the RDC in administering the Diversity Fund, and investing it strategically to achieve our women's employment targets."

Developing Our Workforce cont'd

For every hour worked during construction at Long Harbour, five cents is deducted from both the worker and the employer. "With work ramping up at Long Harbour, this is already building a substantial pool of funds, to help achieve our women's employment targets for the construction phase at Long Harbour."

Those targets include:

- Three percent female participation of total employment during construction;
- Three percent participation for female apprentices, in those trades that use the apprentice system;
- Ten percent female participation for project design, engineering and other technical roles.

"This is pretty ambitious and we are challenging ourselves with those first two targets," Scott said. "According to the most recent statistics, women comprised just 3.4 percent of membership in the building trades occupations. So there are not many out there. But we have to aim high. We see the greatest opportunity with female apprentices, and this is where we will place considerable focus. We plan to create opportunities for female apprentices to come onto the site, get their hours of work, continue with their training, and ultimately get to journeyman status. This is one way of increasing the supply of women in construction trades."

Hiring decisions are made in compliance with the regulations and bylaws of each union, Scott said. "The RDC has an important say regarding how principles are put into practice. We are working together to deliver on our targets, but there is clearly a tremendous opportunity here to improve gender diversity. We thank the RDC for their commitment, and congratulate them on the vision they have shown in working to make this fund a reality."

The Diversity Committee is partnering with other stakeholder organizations in putting its plans into action, including Women in Resource Development Corporation, the Women's Policy Office and Women in Science and Engineering.

Vale is already a trailblazer in the area of workplace diversity, Scott said. "We had progressive plans in place in Labrador and Argentina, and met or exceeded our targets there. Many of the strategies in our Women's Employment Plan are already in place and working elsewhere. We are not reinventing the wheel here. However, we are moving it forward, and breaking new ground with the Diversity Fund."

Labour dispute in Labrador

Mine and concentrator operations in Labrador were affected by a labour dispute during 2009.

The collective agreement with workers at the site expired in March of 2009. The collective bargaining process - including a round of conciliation - was not successful and, on August 1, workers went on strike, including mine and mill employees and the security and catering contractor. The site was put into a care and maintenance mode, and the labour dispute was unresolved at the conclusion of 2009.

Direct Employment by Category and Work Location

Category	Work Location								
	Labrador			Newfoundland			Other		
	F	M	Total	F	M	Total	F	M	Total
Management	3	27	30	4	48	52	5	43	48
Business, Finance & Admin	19	18	37	47	16	63	34	23	57
Natural and Applied Sciences and Related	7	68	75	21	124	145	72	254	326
Health	1	4	5	0	0	0	0	0	0
Social Science, Education, Government Service and Religion	3	9	12	4	13	17	0	0	0
Art, Culture, Recreation and Sport	0	0	0	0	1	1	0	0	0
Sales and Service	39	31	70	4	17	21	0	0	0
Trades, Transport and Equipment Operators and Related	5	138	143	7	274	281	0	0	0
Unique to Primary Industry	0	4	4	0	0	0	0	0	0
Unique to Processing, Manufacturing and Utilities	5	79	84	1	107	108	0	0	0
TOTAL	82	378	460	88	600	688	111	320	431

Direct Employment by Category and Residence

Category	Residence								
	Labrador			Newfoundland			Other		
	F	M	Total	F	M	Total	F	M	Total
Management	1	14	15	4	40	44	7	64	71
Business, Finance & Admin	15	11	26	46	17	63	39	29	68
Natural and Applied Sciences and Related	4	25	29	22	150	172	74	271	345
Health	1	3	4	0	1	1	0	0	0
Social Science, Education, Government Service and Religion	1	1	2	5	14	19	1	7	8
Art, Culture, Recreation and Sport	0	0	0	0	1	1	0	0	0
Sales and Service	39	28	67	4	20	24	0	0	0
Trades, Transport and Equipment Operators and Related	5	95	100	7	307	314	-	10	10
Unique to Primary Industry	0	1	1	0	2	2	-	1	1
Unique to Processing, Manufacturing and Utilities	5	67	72	1	114	115	-	5	5
TOTAL	71	245	316	89	666	755	121	387	508

Opportunities For Communities and Businesses

Vale's commitment to industrial benefits for local communities is reflected in its approach to procurement of goods and services. The construction of the Long Harbour Processing Plant is a massive undertaking by any measure, creating numerous opportunities for businesses in Newfoundland and Labrador.

Vale is working to ensure that qualified local businesses have access to the full range of opportunities the project presents, in the supply of goods and services.

"Right from the earliest days of this development, our company has delivered on its commitments to deliver optimal industrial benefits to local business," said Rinaldo Stefan, Project Director. "We continue to uphold that commitment with construction of the Long Harbour Processing Plant. Vale is providing full and fair opportunity to qualified provincial suppliers, who are given first consideration to participate in all phases of this project."

During 2009, a number of local businesses benefited from the handful of contracts let at Long Harbour, such as site security, medical services, tree clearing, and port site remediation. There is, however, plenty more to come.

In September 2009, Vale awarded the Engineering, Procurement, and Construction Management (EPCM) contract to Fluor Canada. All subsequent procurement work would be awarded by the EPCM, with Vale playing an oversight role.

"We have been working proactively to maximize benefits for local business," said Miles Lippett, Procurement and Contracts Manager. "We have compiled a database of potential bidders, and included in that database are local companies who we know have the capacity to bid on contracts and deliver the work, safely and competitively. And we made contact with new companies by participating in information sessions out in the community."

Vale has been working with local companies to build a strong local supplier base, Lippett explained. "In addition to identifying provincial supply capabilities, we've been encouraging smaller companies to consider joint venture activities which would enable them to pursue larger contracts," Lippett said. "To that end, we've been making potential bidders aware of all construction, fabrication and assembly services that exist in the province."

Careful consideration has also been invested in the way contracts are packaged, said Rinaldo Stefan.

We have been working proactively to maximize benefits for local business.

"In planning our contracts, we spent a lot of time striking a balance between large contracts and small ones," Stefan said. "On one hand, large contracts are easier to manage and execute, because you are dealing with fewer but larger companies. On the other hand, large contracts can reduce the number of companies who are able to bid on that piece of work, because companies must demonstrate, through past experience, that they can perform a scope of work of this size. When you break the work into smaller pieces, you are able to generate more market interest in it. You are basically opening up those packages to smaller contractors, and giving local businesses a much better opportunity to become competitive. So when we say we are trying to maximize local content, there is more to that than just issuing tenders. You have to make sure the packages of work are appropriately sized to enhance local opportunities."

Safety, Health and Environment



Freshwater Sampling at Long Harbour.

2009 was the 4th successful year for progressive rehabilitation for the Voisey's Bay site. This year's program was to continue hydro seeding.

Safety, Health and Environment continue as core values for Vale, in all areas of its operations, and Long Harbour is no exception.

During 2009, there was a total of 821,077 person-hours worked at Long Harbour, on the site and in the project office. Despite that substantial number of hours, there were zero Lost Time Incidents (LTI) recorded, and zero Restricted Workday Cases (RWC).

"This is a tremendous safety record, and well below the usual incident rate for the construction industry," said Grant Gaudet, Manager of Safety, Health and Environment in Long Harbour.

"This is the result of a coordinated strategy that includes training, safety systems, a strong reporting system, ongoing monitoring and continuous improvement. We will work hard to maintain this excellent safety record as construction activity continues to ramp up at Long Harbour."

There was one reportable environmental incident at Long Harbour during 2009, a fuel release from a truck operating at the site. The spilled fuel was immediately contained and cleaned up with no residual impacts.

The safety record in Labrador continues to be strong, with just one LTI for more than 947,000 person-hours of work. This is consistent with 2008 performance, which saw one LTI for over one million hours worked.

There was a reduction in the number of reportable environmental incidents in Labrador, dropping from 13 in 2008 to 11 in 2009. Of these, six were the result of hydraulic system failures. All releases were confined within the property and were mitigated with no residual effects.

There were five releases resulting from process flows and all were contained and recovered. With hundreds of thousands of litres of process and surface water being pumped each year, through an intricate system of pipelines, tanks and holding ponds, sometimes there is an isolated, accidental release of flow to the environment. It is through diligence in detection and awareness by site personnel that these occurrences are recognized and reported promptly, so that potential effects on the environment are minimized.

Safety, Health and Environment cont'd



Growth of an indigenous seed mixture at a test plot on the overburden stockpile.



Black Spruce seedling.

Progressive Rehabilitation

2009 marked the fourth successful year for progressive rehabilitation at the Voisey's Bay mine site in Labrador. This year's program continued with repeat hydro seeding in key areas throughout the site, maintaining a strategy to build root mat, in turn, promoting ecological succession by native plant species. Repeat areas targeted in 2009 included Headwater Pond Access Road, Eastern Deeps, the mill site and Dump 1. Additional areas included permanent slopes of the construction and demolition landfill and a test plot area of the overburden stockpile.

Finally, black spruce seedlings planted in 2008 were observed to have reasonably good survival despite the harsh winter season and less than favorable soil conditions.

Real-Time Water Quality Monitoring

Since 2003 Vale has been engaged in partnership with the Newfoundland and Labrador Department of Environment - Water Resources Division as a participant in the National Real-Time Water Quality Network. In being the first industry partner in the province to participate in this program, Vale has had the opportunity to establish four real time water quality stations throughout its property for continuous water quality monitoring during ice free condition (June to November of each year).

Water quality data is collected from a submersed multi-parameter probe which has the ability to continuously monitor chemical characteristics such as pH, conductivity, turbidity, dissolved oxygen, temperature, and total dissolved solids. Data collected from these stations are uploaded by satellite to the internet where it can be viewed and used to detect both short term changes in the water quality and



Nunatsiavut Environmental Monitor Tim Pottle records final water quality data of the season during instrument retrieval at Reid Pond with Dennis Martin - Vale Environmental Coordinator.

Safety, Health and Environment cont'd

stored for more in-depth analysis to help detect potential changes over longer periods of time.

During the deployment season, instruments are retrieved on a monthly basis, cleaned and calibrated and placed back into the river system. Each scheduled monthly maintenance period usually takes one day to complete.

Environmental Effects Monitoring

Vale continued with its schedule of environmental effects monitoring for both the marine and freshwater programs. A marine water quality sampling program was completed in the year with samples collected on four different occasions at established locations throughout the marine environment in Edward's Cove and surrounding area.

The freshwater EEM program for 2009 involved four surface and groundwater sampling campaigns throughout the site along with one session of benthic invertebrate collection where special techniques are used to collect living aquatic organisms such as insects and worms. Long term monitoring of these parameters help detect potential changes in the freshwater environment over time.

Incinerator Emission Testing

Waste management is recognized as an essential part of maintaining daily operations at the mine site. Without the ability for adequate and responsible waste disposal, operations could not be sustained. In 2009, Vale installed a new solid



The new incinerator building at the waste transfer station. A new larger solid waste incinerator unit was installed and tested in 2009.

waste incinerator for disposal of food and office waste. After testing was conducted on two older incinerators, and determining that these units were unable to provide adequate performance to meet provincial air emissions standards, a new and much larger unit was installed. This new incinerator, capable of accommodating all of one day's food and office waste in one single burn, has the ability to meet provincial air emissions guidelines. During the end of the year and after commissioning the unit, stack emissions testing was conducted to verify emissions content. Results of this testing will be received in the new year.

Treated Effluent Investigation



The pilot plant, located inside the concentrator building.

In 2009, Vale operated a mini water treatment plant (pilot plant) inside the concentrator as part of an ongoing investigation to determine the potential cause of intermittent lethality in treated effluent. Working with three different specialized laboratories, and a team of people with expertise in the field of chemistry and fish toxicology, Vale has built an extensive database of chemical and biological data on its treated effluent and tailings basin water. This has allowed the Company to take positive steps in eliminating the potential for future occurrences of acute lethality in treated effluent. Toward the end of the year plans were established to integrate a hydrogen peroxide injection system as part of the mill water treatment plant.

Safety, Health and Environment cont'd

Meanwhile, Vale delivered on its commitment to environmental remediation in Labrador, by cleaning up a section of river in Western Newfoundland.

Vale had done as much work as possible to fulfill its Habitat Compensation Agreement at the mine site in Labrador. So, in September of 2009, it performed remediation work on the Lomond River, just outside Gros Morne National Park.

In the early- to mid-1900s, Lomond was a bustling sawmill town, at the top of the East Arm of Bonne Bay, its industry fed by logs floated down the Lomond River, from Bonne Bay Little Pond. However, the logging industry waned and the town died out, its remaining buildings demolished in the 1960s to make way for Gros Morne National Park.

However, traces of the logging industry still remained in the Lomond River, where numerous waterlogged or 'drowned' logs remained on the bottom, scattered or in layers, blocking access to the river bottom and preventing salmon from using the area to spawn.

Vale agreed to undertake a plan to have the logs removed from the river, after it was identified by the Department of Fisheries and Oceans as a suitable restoration project. The Innu and Inuit of Labrador gave their approval to take the work outside of Labrador, since no further remediation work could be identified in or around the mine / concentrator location, or other sites in Labrador.

"In this case, there seems to have been full tree logs as well as pulp wood that had been rafted behind dams," said Bruce Bennett, a scientist with Stantec Limited (formerly Jacques Whitford), who worked with Vale on the project.

Many of those logs became waterlogged and sank, particularly in a segment of the river at the outflow from Bonne Bay Little Pond, Bennett explained.

"We've worked on similar remediation projects in central Newfoundland, where the logs were stacked up like pieces in a Pick Up Sticks game. The logs tend to collect a lot of sediment. Normally, these sediments would be washed downstream during high flow periods. So the result is a lot of silt. And if that's collecting on top of spawning gravels, it removes a spawning opportunity for the fish. It also reduces food availability, by removing little worms, clams, snails and insect larvae that would normally live on the stony bottom."



Wildlife continues to be monitored at Voisey's Bay.

Crews removed the logs by hand, Bennett said. The muds are then washed away over time in the high water flows of spring and fall.

"As long as it isn't a massive plume of sediment, it doesn't harm the system because such bedload movement is normal in river systems. It's how delta areas are formed. And so, as the fine material gets washed away, the gravels are exposed, creating a habitat in which fish can spawn again."

Remediation work will be followed by a five-year monitoring program, to gauge the success of the remediation program by tracking the removal of silt, counting fish that return to spawn, and young fish that are being reared in that part of the river.

Investing in Communities

Vale is developing one of this province's most valuable resources - its people - through the introduction of a new scholarship program at the College of the North Atlantic.

According to Jackie Lamothe, Manager of Human Resources, the scholarship program is investing a total of \$234,000 over four years, from 2009 to 2013.

"The scholarships are intended to increase the availability of skilled labour, during both the construction and operations phases at the Long Harbour Processing Plant," Lamothe said. "We did a similar scholarship program from 2004 to 2008, when we were staffing up at the Hydromet Demonstration Plant, and we were quite successful with that. So we are back with an increased investment in training."

In fact, the combined scholarship investments from 2004 to 2014 will total more than \$344,000, making Vale the largest scholarship donor in the history of the College of the North Atlantic.

During 2009 and 2010, the scholarships will focus on the building and construction trades, Lamothe explained, with individual \$1000 scholarships available in a number of skilled trades.

"We've done research to identify where we'd have the greatest labour demands, and where there were shortages," Lamothe said. "During the building phase at Long Harbour, we know the two trades that will be in greatest demand are pipefitting and electrical. In planning the program, we allocated for more of those, but we've also targeted millwrights, welders, sheet metal workers, boiler makers, iron workers, instrumentation technicians, and carpenters."

The focus in 2011 to 2013 will shift to disciplines required for the plant's operating phase, Lamothe explained, with another round of \$1000 scholarships.

"We will target engineering technology scholarships, also at the College of the North Atlantic, in disciplines like instrumentation, mechanical, electrical, industrial, chemical and process engineering."

In these particular fields, the scholarships will increase to \$2000 in the third year, which is the graduating year. "We will probably link the scholarships to employment at Long Harbour, not as a condition, but more as an incentive to come and join us."



L-R; Michelle Chislet-Lahey, Principal Crescent Collegiate, South Dildo; Barb King, Principal, Fatima Academy, St. Brides; Ford Rice, CEO, Director Education; Bob Marshall, Vale Superintendent Training & Development; Pam Constantine Principal, Laval High School, Placentia.

As was the case at the demonstration plant, Vale is making a concerted effort to enhance diversity and increase the participation of women in non-traditional work roles.

"Of the 230 total scholarships that we award, we want to give as many as we possibly can to women," Lamothe said. "Our ultimate goal is to give at least half of the scholarships to women in fields where they are under-represented. We know that's ambitious, but we also know that you have to aim high if you want to reach the highest possible target. And we don't think we will fall short of that target, because we are seeing more and more women entering these occupations. These scholarships can only encourage those numbers to increase."

In addition to the scholarships outlined above, Vale is sponsoring a high school scholarship program in the Placentia/Long Harbour region.

Investing in Communities cont'd

"We are offering scholarships of \$600 each to high school students who enroll in post-secondary industrial trades and technologies or science and engineering programs. We will give out a total of 24 scholarships, to four students at Fatima Academy, and 10 each at Laval and Crescent Collegiate, which are larger schools. We are hoping to direct some of these students - and as many females as possible - toward occupations that will be in demand at the processing plant."

Vale is committed to strengthening the social fabric in communities where it operates. This support has been expressed in many ways over the years, in projects large and small. During 2009, Vale supported the work of a researcher that, ultimately, will help preserve the Inuit language.

There are more than 100 words describing 'sea ice' in the Labrador dialect of Inuktitut, called Inuttut. And now, for the first time, a local researcher is gathering them together into one comprehensive volume. The work is being done by Paul Pigott, a journalist originally from Ontario and now living in Happy Valley-Goose Bay.

Pigott has long held an interest in linguistics. He took a two-year leave of absence from the Canadian Broadcasting Corporation to work toward his Masters thesis. Pigott is studying the sound structure of the Inuttut in a type of linguistics known as phonology. He volunteers with the

InoKatiget uKausinget INC. language revitalization committee in Happy Valley-Goose Bay, and has compiled in his spare time an Inuttut dictionary containing approximately 6,000 entries.

Some time ago, Pigott met Igor Krupnik, an anthropologist with the Smithsonian Institution, who had compiled a dictionary of Inuit sea ice terminology in northern Alaska.

"Sea ice, of course, is very important to Inuit culture," Pigott said. "Krupnik suggested that I take on a similar project here helped get the ball rolling with some initial funding and a letter of support from the Smithsonian Institution. That enabled me to approach other organizations and obtain the sponsorship I needed for this project."



There are maybe
300 people
who are fluent in the Inuttut dialect.

Pigott was successful in securing support from Vale, Memorial University of Newfoundland, Air Labrador and Nalcor Energy.

Work began with the preparation of a rough working list of sea ice words in Inuttut.

Investing in Communities cont'd



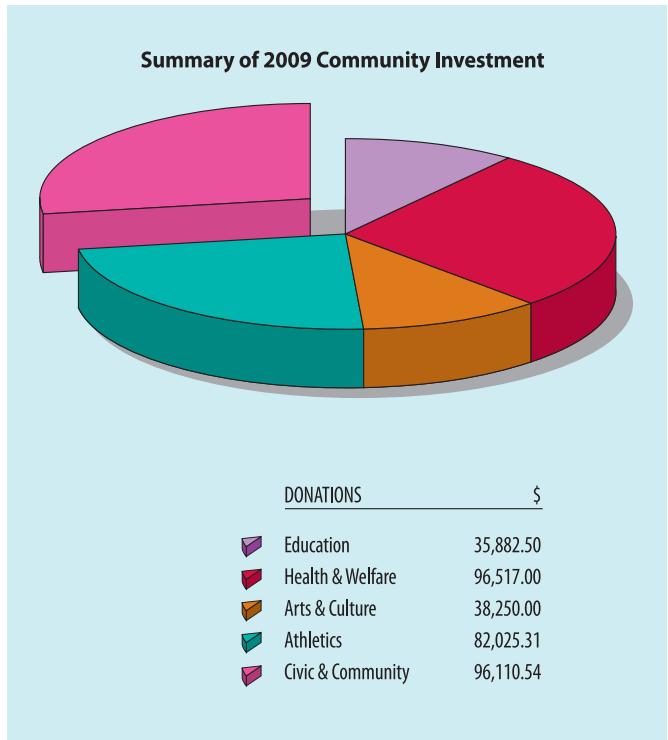
Career trip for Labrador students (sponsored by Vale) to various schools in NL.

“In gathering a list, Pigott started with existing dictionaries and reference works, some dating back to the 19th century. From that, I compiled a working list of about 110 Inuttut dialect words. The next stage was to go out and test them against the knowledge of people in the communities.” Pigott’s research included field work in Rigolet, Makkovik, Nain and Hopedale.

Pigott still has a working list of about 110 words, but some will be removed and new words will be added. “In each community, I found that people had their own names for things,” Pigott said. “So what I’m doing now is going through

the list, listening to the tapes, and trying to figure out what fits where. It’s painstaking work.”

The next steps, Pigott said, were to finish his research, then deliver a paper at the International Polar Year Conference in Oslo, Norway in 2010. Pigott also plans to publish the work, post it online and make it available as an educational resource.





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