



Smelter Manager – Warren Sharp



Where do you start with the foreword for a project like this? This book was put together in the most difficult of circumstances to commemorate the operations of Alcoa's Point Henry Aluminium Smelter, an operation that lasted more than 51 years.

The 'most difficult of circumstances' of course refers to the fact that on February 18, 2014 it was announced that the smelter operations would cease, effective August 1, 2014.

Where do I start? I start by saying that I'm incredibly proud of our past, and our people.

In 1961 a new company, Alcoa of Australia, was formed. Its first project was the construction and commissioning of the Point Henry smelter in Geelong. Our first molten aluminium was poured on April 17, 1963, sadly our last was on July 31, 2014 after more than 51 years of operations. It was a sad day for us all, and I know it was sad for the

many that we have touched, over what has been a fantastic journey.

Like most of the team, when I heard the words around the closure announcement it probably was not a complete surprise. After all, the smelter operations had been under a formal business review since early 2012 and there were many opinions about what the future held. However it was still a massive shock both personally and professionally to hear those words.

The quality of our people shone through immediately with everyone buckling down, despite the challenge, to do what had to be done with five and a half months of operations still remaining at the time. Unloading ships, making green anodes, baking anodes, rodding them, setting in the pots, tapping the metal, and of course doing these without compromising our safety or the environment.

That's just what we did at Point Henry, and it's what we had done at levels close to the best in the world for 51 years.

We also needed to start planning for the shutdown of the operations.

All of the closure activities were critical but there was no doubt that looking after our people was everyone's first concern and that this experience meant many different things to everyone. The concern for one another amongst the teams,

between people, and for each other, manifested itself in the shoulder of support, the ear to listen; and between all levels of the business. It was something heart warming to be a part of at that difficult time.

The concern for people and the quick response to our largest challenge, represented what the team at Point Henry had always done, and I'd like to take the opportunity to thank each and every person there (and in the past) for caring, for doing your best, and for being part of the team.

Since the announcement, finding the time to actually sit back and reflect on what the final smelter team had achieved, on what we helped achieve over the lifetime of the Point Henry smelter operation, was a challenge. When I did, I couldn't help but be proud both of what we did and also what we were part of.

I have had the opportunity to meet many Alcoa retirees and ex Alcoans that came to have one last look at the operation.

Some of them were actually there when we poured the first metal, which I thought was amazing. While we shared different stories and compared the 'good old days' to 'today', it was clear that both Point Henry and the closure meant as much to them as it does to the team there at the end.

We had tremendous support from Geelong, from the community, and

from the many organisations that we had the good fortune to work with, some of them from the very beginning. The offers of support that followed from these groups after the closure announcement and over the last few years, both for the people in our teams and also for Alcoa, was nothing short of humbling. We have been fortunate to have such a wonderful relationship with Geelong. I know that the support and our reputation is built on our people, and what they have all done across the 51-year journey, not just its end.

As a business we contributed billions of dollars to the local, state, and national economies. We provided support to the community. We worked to improve our safety every year. We set and held our environmental goals at the highest standard. We employed thousands of people; and families; and generations within families. We survived many difficult challenges in the past.

When Alan Cransberg made the closure announcement, he very specifically said it was nothing to do with the effort of the people, and in fact praised the entire team for their hard work and commitment. Alan was absolutely right about this.

For my part as the smelter manager over the last few years, in reality only a brief (but eventful) period in Point Henry's collective history, it was nothing short of an absolute honour and privilege to have been part of

such a great organisation and to lead a team that I hold in the highest esteem for everything we achieved.

To the Point Henry team, past and present, I wish you only the very best for the future and as always stay safe, look after yourselves and look after your families. We have every right to hold our heads high.

How do you finish a foreword like this? As it turns out, after you look back on what we have done both at the end of our journey and over the entire 51 years that we were in business, I finish the same way I started, by being incredibly proud of our past and our people.

Warren Sharp
Point Henry Smelter Manager

General Manager Victorian Operations – John Osborne



This book sets out to recognise the contributions and the journey travelled by many hundreds of Point Henry employees and local contractors. The people who assisted in translating the vision and a green field site in 1963 into the successful manufacturing operation which was a strong contributor to both the Geelong region and the wider Victorian economy for more than half a century.

Our presence in Geelong and our place in the community was always a focus and a priority and in return we always received strong community support and acknowledgement as a cornerstone of the Geelong industrial landscape.

Over the years it was the employees as a collective that helped to adapt and overcome the business challenges presented, with their focus, dedication, loyalty and teamwork. People were the ones who “made it happen”.

From a personal perspective, in January 1979 I joined Alcoa in my first job as a graduate mechanical engineer in the Point Henry rodding room. Like so many others, my life and career were shaped by my time spent in the smelter and for that I will always feel grateful. My story within Alcoa however is neither unique nor exceptional. The employee turnover at Point Henry was been incredibly low, which speaks highly of both the organisation and, more

importantly, the people who made up this workforce. I feel incredibly proud and privileged to have been a part of the journey so many others have experienced. Point Henry and its people have been a major part of my life and I would like to thank so many employees for their friendship, assistance and hard work over so many years.

We need to celebrate and appreciate what we achieved at Point Henry over its 51 years. Employees across the entire time should take great pride in reflecting that our collective achievements in health and safety, environment, employee engagement and manufacturing/technical performance ranked us with the best in the world.

We faced the constant challenges of rising costs and falling commodity markets in a global environment many times and still continued to fight another day. Ultimately though, the challenge of age, technology, commodity prices and foreign exchange created an environment in which collectively we could no longer compete.

Change and continuous improvement had become a way of life and we finished the marathon strongly and with our place in the record books secured for the future.

My sincere thanks to everyone for their individual and collective efforts, particularly over the final 12

months of operations, which was an exceptionally difficult time for all.

I wish you and your families well in your future endeavours. We should all be proud to have worked and been part of the history at Point Henry and our place in Geelong’s industrial history.

John Osborne
General Manager
Victorian Operations
Alcoa of Australia Limited

Chairman and Managing Director – Alan Cransberg



It's hard to know what to say about the shutting of a major manufacturing facility like Point Henry as this has never happened before in Alcoa's history in Australia.

In unprecedented times it is hard to find the words to express what it means to our people, our business, the local community and me personally. While this was a very difficult time for people involved, I am extremely proud of the way people faced the challenges of winding down such a major operation.

Point Henry was a terrific business over its 51 years. But it was more than a smelter or a business to many people – it was a place people worked; forged lifelong friendships; shared memorable moments and experiences; and learned skills they could use at Alcoa or elsewhere. It was a place thousands of families built their lives around.

On one hand, I reflect warmly on the 51-year contribution this plant and its many employees made to the broader Geelong community. We, and more importantly, you, were an integral part of a community that embraced Alcoa and its people and all that it brought to the community.

On the other hand, this was a tremendously difficult time for many loyal Alcoans and their families who I sincerely wish well as they pursue future endeavours.

Finally, let me reinforce my gratitude for the huge contribution all employees made to the company and local community – you showed your care for both and I am proud to be associated with this plant and its people.

Hopefully, you leave Point Henry with the same pride and take fond memories of a place that was an important part of our lives.

Alan Cransberg
Chairman and Managing Director
Alcoa of Australia Limited



Point Henry – The Early Days

Point Henry is an elevated peninsula extending out into Corio Bay to the east of Geelong. It was originally inhabited by the Bengalat balug (clan) of the Wathaurong Tribe and was an important place to gather food.

By the early 1800s European explorers spotted Point Henry from the You Yangs and it was soon established as a shipping port and recreation area.

Point Henry was the place where many of the early European settlers landed when coming to Geelong. The shallow waters and sandbar made it difficult for larger vessels to enter Corio Bay, so Point Henry became the closest landing base.

Dr Alexander Thompson, who became a prominent Geelong settler, shipped his sheep from Launceston to Point Henry in May, 1836.

John Sinclair, a member of the Port Phillip Association, was the first to own land in the area. He arrived on the brig 'Henry' in February, 1837, but did not seem to have taken up his allotted land after his two companions, Gellibrand and Hesse, went missing on an overland trek to Melbourne.

In March 1840 the first shipment of wool left from Point Henry, bound for London.

From 1849 there were perhaps 20 families living in the area and two schools were built – one for the Church of England and the other a Catholic school. By 1851 there were 56 students at the two schools.

Point Henry became immensely popular and by the middle of the century tea gardens were established. The point became the region's first tourist resort with paddle steamers bringing thousands of people from Melbourne and surrounds for a lovely day by the seaside.

The California Tea Gardens operated from 1849 and later the Victoria Tea Gardens included shady trees, a luncheon room, picnic areas, a rotunda for dancing and a wine shop.

By the 1850s Point Henry was

welcoming ship after ship of gold diggers who made the slow exodus through Geelong to the goldfields of Ballarat, Clunes and Bendigo.

Cobb & Co horse coaches were the principle means of transport across land from the 1950s. Coaches would transport passengers through Geelong via Point Henry, to and from the goldfields. They traveled across the sandbar north to Melbourne and returned via the same route.

The stop at Point Henry was the perfect place for a change of horses and perhaps the coach,

before embarking on the next leg of the journey. This continued until the railway line from Melbourne to Geelong was built in 1857.

The journalist, printer and inventor of modern day mechanical refrigeration, James Harrison, spent his last years (1892-3) at his home at Point Henry.

Point Henry remained a popular port until the Hopetoun Channel was constructed in the Geelong harbour in the 1890s.

BELOW: A family enjoys a picnic at Point Henry. Source unknown.



Alcoa of Australia was officially born in June 1961, when an Australian mining group headed by Western Mining formally joined forces with US metals giant Aluminium Company of America (ALCOA). Point Henry was a critical link in the establishment of an integrated aluminium industry in Australia.

Across five decades Alcoa of Australia rose to become one of the world's biggest alumina producers. Today aluminium is used in almost every Australian home, office and industry – in products ranging from mobile phones to building materials; bottle tops to buses and aeroplanes. To understand the role of Point Henry in this revolution, we must take a brief journey back in time...

1900-1950 - the industry's early years

By the early 1900s aluminium was gaining favour overseas, mainly because of its unique qualities of strength and lightness. It was fast replacing copper, bronze and brass in a multitude of products; from pots and pans, to trains and planes.

The Darling Range south of Perth in Western Australia was known to contain bauxite, which was rich in alumina (the raw material used to make aluminium). However the market in Australia, along with a cost-effective method of exporting the material, were yet to be established. This natural resource would remain untapped for decades to come.

In the 1930s the Aluminium Company of Canada (Alcan) began exploring the Australian market and by

1944 planning had begun for the first smelter in Tasmania, chosen because of its hydroelectricity.

In 1944 the first ingots of aluminium were produced in Tasmania, using raw material from Malay (Malaysia).

By the 1950s, the extensive deposits of bauxite in the Darling Range were attracting attention.

In 1953 gold mining company Western Mining, keen to expand its interests, turned its attention to bauxite. The company's chairman Sir Lindesay Clark believed times had changed and wanted to explore this untapped resource.

Western Mining began investigations in 1957, uncovering vast deposits of bauxite stretching for several hundreds of kilometres along the range. The company opened its first laboratory in a former cold-storage shed at Kalamunda near Perth for testing of the bauxite.

Western Mining teamed up with two of Broken Hill's oldest mining companies to create a new company, Western Aluminium, and continued exploring the range.

However the company needed huge resources of money and technological support to develop the bauxite, so it began discussions with the Aluminium Company of America (ALCOA) – the largest aluminium producer in the world.

Meanwhile, the Japanese were becoming increasingly interested in Australian bauxite and in July 1960 a shipment of bauxite was sent from Fremantle to Japan for testing.

As Japan was without a source of cost effective power, the idea of selling treated alumina instead of raw bauxite became apparent. Setting up a smelter to upgrade the material seemed a logical extension

and would help meet demand both domestically and overseas.

To do this would require construction of a smelter, a fabricating plant and a power plant to supply

the huge amounts of electricity required to process alumina.

BELOW: Point Henry 17 April, 1962. Photo by Robert Pockley.



1960s

The sixties were a time of great change in Australia. American culture was dominating film and music and air travel was opening up the world. In Geelong, new industries were emerging. It was in this era of excitement and advancement that Alcoa of Australia was officially born.

Western Mining chairman Lindesay Clark and his wife Jane traveled to the head office of the Aluminium Company of America (ALCOA) in Pittsburgh, United States, to discuss ambitious plans for an Australian aluminium industry.

Negotiations took place in the company's "all aluminium" corporate building – a monument to the uses of this lightweight metal boasting aluminium elevators, aluminium windows, aluminium water pipes and an outer skin of aluminium.

The visit was a success and in June 1961, Aluminium Company of America agreed to bankroll the birth of an integrated aluminium industry in Australia.

Alcoa of Australia is born

In Australia it was announced that a new company, Alcoa of Australia, would be formed to operate a bauxite mine and refinery in Western Australia and smelting operations in Victoria.

The American partner held 51 per cent of shares in the company and Australian mining companies were shareholders in the remaining 49 per cent. Lindesay Clark was appointed the first chairman of Alcoa of Australia Pty Ltd.

Alcoa of Australia secured the rights to mine the extensive reserves of bauxite in the Darling Range.

The next step was to build a refinery to process the bauxite into alumina, then a smelter to turn alumina into aluminium. Despite its distance from Perth, the advantages of setting



up a smelter in Victoria became apparent. Victoria could supply cost effective and reliable power – it had huge deposits of brown coal and a hydroelectricity scheme.

Before Alcoa of Australia was even formed, Fred Morgan from Western Mining had identified several potential sites for a smelter.

The site at Point Henry, near Geelong, was his preferred option, as a shipping channel could be

dredged from the harbour almost to the shore. Surrounded by sea on three sides, it was relatively isolated from residents yet close to the coal supply at Anglesea.

Morgan began to purchase land at Point Henry through estate agents. He spent 23,000 pounds on the first 34 hectares – about the price of two houses in one of the fashionable Melbourne suburbs. By January 1961 he had acquired 60 hectares, despite having no assurances yet that the

company would build a smelter.

Alcoa purchased a large privately owned coal mine at Anglesea in eastern Victoria from the Roche Brothers, who had supplied coal to a powerhouse in North Geelong.

ABOVE: Breaking ground for the Point Henry smelter on December 14, 1961, Victorian Premier Sir Henry Bolte and official party including first Alcoa chairman Sir Lindesay Clark. Photo credit: White Gold, Geoffrey Blainey.

In November 1961 the Victorian Government signed a contract allowing Alcoa of Australia to mine and explore for brown coal in a mining lease area at Anglesea.

The building of the smelter at Point Henry and the power station at Anglesea combined to become one of the biggest industrial projects in Victoria.

- Ground was officially broken for construction of the smelter on December 14, 1961. Victorian Premier Sir Henry Bolte and Alcoa of Australia chairman, Sir Lindesay Clark, attended.

The Point Henry smelter was designed in the US using Aluminium Company of America's vast experience and constructed by Cavalier Construction Company.

Pending building of the power station at Anglesea, electricity to operate the Point Henry smelter was purchased from the State Electricity Commission of Victoria.

- In 1963 the Point Henry smelter began operations, using alumina from Alabama (as the Kwinana refinery had not yet opened). Alumina arrived by ship in Geelong and was transported through Geelong to Point Henry.

Meanwhile in WA, the mine and a refinery were being developed. The Kwinana refinery, 24km south of Fremantle, and the first mine site at Jarrahdale were officially declared

open in July 1963. The former cycling champion Sir Hubert Opperman, then Federal Minister for Shipping and Transport, opened both sites.

Alcoa of Australia's original corporate office was located in Melbourne, on the corner of Bourke and William Streets (the AMP Tower Building). It employed 160 people and was the nerve centre of Alcoa's nation-wide activities.

Building a workforce

- On March 17, 1963 three experienced smelting foremen arrived from Tennessee to assist the local crews in starting up the Point Henry plant.

On April 4, two rooms of 52 pots were ready and the power was switched on to potline one. The first alumina was added to the pots of line one and a week later, on April 17, 1963, the first molten metal was poured.

Editors of financial pages of newspapers from around the country arrived to report on the plant's first smelting operations.

Customers were lining up even before the first ingots were produced. The first delivery of metal was to the Australian Aluminium Company in Granville, NSW in May 1963.

One of the early challenges was providing adequate skilled labour for the plant, so the Housing

Commission agreed to build houses to attract workers. Alcoa made cash loans, free of interest, to enable employees to move to Geelong.

- In 1964 Alcoa engaged AV Jennings to build houses in Newcomb. These were sold or rented to selected employees on easy terms with a low down payment. Many of the homes were clad with aluminium on side walls, although these were later removed.

In July 1964 Point Henry exported its first aluminium overseas, 500 tonnes of ingots bound for South East Asia.

Alcoa on a roll...

The logical next step for Alcoa was to construct a rolling mill. This was built next to the smelter and utilised mostly second hand equipment from Aluminium Company of America's plants in the US.

- Alcoa began rolling aluminium at Point Henry on April 14, 1965. Over the next six years a variety of new processes and machines were added, including the light gauge sheet mill, foil mill, direct chill casting unit and coil preparation line.

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Manifest No. 0001.
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FAR LEFT: Construction offices, March 15, 1962. Photo by Robert Pockley.

LEFT: View south-east from water tank. Tank 140A in right centre. Building 050 in lower left, September 12, 1962. Photo by Robert Pockley.



FAR LEFT: Rock and piling for alumina unloading pier, November 11, 1964. Photo by Robert Pockley.

LEFT: Aerial view of the first stage of Alcoa's aluminium works at Point Henry, 1964, H2002.99/243, Pictures Collection, State Library of Victoria. Photo by Wolfgang Sievers.



- By the end 1965 Alcoa had dredged the channel and built its own pier at Point Henry.
 - Victorian Premier Sir Henry Bolte returned to Point Henry on April 13, 1966 to officially open the pier.
- Also that year, the first soil was turned marking the commencement of construction of the power station at Anglesea.

Financially, Alcoa operated at a loss from 1963 through to 1966. However production at the smelter increased over time as operating issues were resolved.

- The goal was to produce aluminium of the highest level of purity and on December 29, 1966 there was cause for celebration when purity of metal in the ingot reached 99.843 per cent.

Appetite for aluminium

Australia's appetite for aluminium was voracious. The flip-top can was being introduced to Australia. It was a steel drink can with an aluminium top with a tab, which was lifted and pulled to open the can (without the need for a can opener). This was revolutionary stuff.

- The first tops were imported from America but in 1967 the Point Henry mill began to roll aluminium can sheets for Containers Limited. The Footscray-based company made Australia's first cans with an aluminium end and flip-top opener.

- In March 1969 the Anglesea power station came on line supplying approximately 70 per cent of the smelter's energy needs for two potlines and the rolling mills.

Sir Henry Bolte again did the honours, pushing a button to start the coal conveyor belt, signifying the plant coming on line, in front of a crowd of 200 guests.

- Point Henry's second potline was officially opened on November 13, 1969, lifting capacity from 40,000 tonnes to 90,000 tonnes a year. The ingot mill capacity also increased with the addition of new facilities.

TOP LEFT: Fume Collection System and Tank, 1969. Photo by K.L. Cecil.

TOP RIGHT: Line one construction, 1962. Photo by Robert Pockley.



1970s

The Geelong region was changing. Traditional textiles and wool industries were disappearing while new businesses were opening, including the Target head office in North Geelong. Deakin University also opened its doors at Waurn Ponds.



Melting and holding furnaces 5, 6, 7 and 8, Building 810. Photo by K.L. & M. Cecil.

- By the 1970s aluminium packaging was widely used, with over half of all beer and soft drink in all-aluminium cans.

After those first difficult years resulting in financial losses, Alcoa was now earning a high return for shareholders and becoming a producer of world importance.

- Alcoa's Apprentice Training Centre opened in 1971. The ingot mill was expanded and coil preparation line commissioned.

Alcoa was exporting heavily to east Asia and its milled products were gaining a higher share of the booming market.

The power station in Anglesea was setting Australian standards for efficiency and availability in converting brown coal into electricity.

While things were hotting up for Alcoa in Victoria, there was plenty of action over in the West through the 1970s.

- Kwinana had grown faster than predicted. It had reached its capacity and expansion was impossible. A new refinery at Pinjarra was officially opened in 1972.

- The company bought its first ship in 1973, the SS Wollongong, which it renamed the Myarra.

A new alumina refinery was commissioned at Pinjarra, 64km south of Kwinana, and bauxite mining began at the Huntly mine.



Construction of the Wagerup alumina refinery (Alcoa's third refinery) would also begin by the end of the decade, costing a reported \$666 million.

Alcoa of Australia was overtaking North America as the world's biggest producer of alumina.

- Alcoa began to collect discarded aluminium cans in 1977, paying 30 cents for each kilogram of cans.

- Technology and automation at Point Henry were changing processes. The first Programmable Logic Controller (PLC) was installed

on the Vibrator in the Green Mill in 1977 by electrical engineer Don "double dump" Smith. The second PLC was installed on furnace nine in the ingot mill and later expanded to cover all the DC2 furnaces and pit operations.



The original IBM 1800 process computer that controlled the first two potlines and performed payroll and other administrative functions was replaced by the high speed dual redundant Modcomp computer, bought for the line three expansion in 1983. By this time the administrative functions had long moved across to the corporate computing systems.

- Sir Arvi Parbo was appointed chairman of Alcoa of Australia in 1978, replacing Sir James Forrest. In the same year a new CEO was appointed – George Haymaker Jr from Pittsburg, replaced Waldo Porter.

The change coincided with unprecedented growth in the industry. The key to producing aluminium was cost effective electricity for the smelter and energy-rich Australia was well placed.

Point Henry expands to meet demand

- In 1978 the Point Henry expansion was announced to include a third potline, increasing its capacity significantly to meet demand from east Asia.

The 138-pot potline was constructed for \$100 million dollars and was completed on time and on budget. David Judd was the construction manager and Wayne Osborn was one of the construction electrical engineers.

Sadly, Point Henry's only fatality occurred during construction of the new potline, when a mobile scaffold was pushed into an overhead powerline north of the ingot mill. This led to a program over the next three years to remove all non-insulated overhead 22kV distribution lines except those on the plant boundary.

A larger and faster ship was required to carry alumina from the West. The company bought the Iron Gerringong from BHP and she was renamed the Gerringong. The Gerringong was one of the four "Gong" ships built by the BHP Whyalla shipyards. She carried a crew of 43 and completed a round trip from the West to Point Henry every 16 days.

Meanwhile rolling stoppages were becoming a regular occurrence as industrial unrest developed among workers. During the strikes the potlines were manned by staff, including some bussed down to Point Henry from the Melbourne office.

LEFT: A rodding crew celebrates a production milestone in March 1970.

'77

'77

'78

'78

1980s

Retail was king in the eighties. Market Square became Geelong's first enclosed shopping centre in 1985 and Westfield Shopping Centre, then known as Bay City Plaza, opened just three years later.

In 1980 Australia mined 35 per cent of the world's bauxite and produced 26 per cent of the world's alumina, making it a world leader in both areas.

Recycling was becoming an important part of the business in Australia where more than half of the cans sold were being collected and re-melted (higher than any other nation).

Point Henry acquired more specialist equipment to turn aluminium into different shapes, however it remained more a producer of materials rather than finished products. The plant made and rolled the aluminium that was made into cans and other products.

- Potline three was longer than originally planned and the two 220kV transmission lines from Geelong terminal station and Anglesea power station were not capable of supporting the plant load in summer. A third circuit was added at a cost of \$2.7 million, to extend the Anglesea line from the "tee" connection at Coppards Road into the Point Henry switchyard. After the construction of the transmission line the current in all potlines could be increased and hence more metal produced.

Additional smelting facilities were required to keep up with demand. Provisions were made in the Anglesea power station transmission line and land was purchased at Point

Henry south to build a larger potline.

However after analysis of the options, the Portland smelter in the far southwest was chosen as the site for a new smelter.

The path to expansion at Portland was not an easy one due to the depressed market.

Electricity prices had risen, wage costs were increasing and unions were showing their muscle.

- Despite the advanced stages of construction, the company felt it was better to stop work rather than continue and run the plant at significant losses. Alcoa made the difficult decision to stop work on the new Portland smelter in May 1982.

Victoria had been hit hard by the recession and the Victorian Government, led by then premier John Cain, was keen to see the Portland smelter resume. The Government agreed to become a shareholder in the project and work resumed in 1984.

Long term power agreements were established for both Portland and Point Henry around this time.

Meanwhile in the West, Alcoa's Wagerup alumina refinery was commissioned and bauxite mining began at Willowdale.

- In 1984 Alcoa of Australia bought its first purpose-built alumina ship, from South Korea. Named

the MV Lindesay Clark in honour of the company's first chairman, she was launched in 1985.

Another new ship, The Pathfinder II, was bought to carry petroleum coke to Point Henry, caustic soda to West Australian ports and alumina to smelters in the United States. The Pathfinder II also made her maiden voyage to Point Henry in 1985.

By this time, market conditions were more conducive: world prices for alumina were improving and the decline of the Australian dollar was making the export market more attractive.

- In 1985 Point Henry pioneered the use of optical fibre in process control. It commissioned its preferred process control computer supplier to develop a method of splitting the field connections into the computer away from the main computers (by approximately 400 metres, although the design allowed for up to 1000 metres). This was performed on the reversing and hot continuous rolling mills.

- In 1986 the Portland smelter was completed and the first ingots were cast.

The Portland smelter soon became profitable and its capacity was increased to an impressive 300,000 tonnes annually, compared to Point Henry's 180,000 tonnes.

- In 1988 the Point Henry site became the first non-government site outside a major city to be connected to the telephone network with optical fibre. Eventually this became the main system for all types of communications in and out of the site.

By the late 1980s, Point Henry had begun retreating from producing aluminium products and in 1989, ceased producing aluminium foil altogether. The production of rigid can sheets for drink cans remained the only fabricating activity at Point Henry by the end of the decade.

'80

'82

'84

'85

'86

'88

1990s

The decade began with the devastating collapse of the Pyramid Building Society, leaving debts of \$1.3 billion to over 200,000 depositors, and causing the Geelong economy to stagnate. Geelong's smaller municipalities were merged in 1993 to become the City of Greater Geelong and redevelopment of the city's waterfront began in 1994.

FAR RIGHT: Alcoa's alumina vessel MV Lindesay Clark made her maiden voyage to Point Henry pier in August 1985. Photo by George Stawicki.

During the nineties Alcoa of Australia cemented its position as an environmental leader. Point Henry was active in environmental initiatives and Portland became known as the "smelter in the park".

- Alcoa became the first mining company in the world to receive a United Nations Award for Environmental Excellence. Presented on World Environment Day 1990, the award was in recognition of the company's work to rehabilitate bauxite mines and recreate jarrah forests in WA.

The company was gaining a reputation around the world for its conservation work across its mines, refineries and smelters.

Workplace health and safety was also becoming more important at Alcoa operations around Australia, including the Point Henry smelter.

Campaigns were initiated to decrease workplace accidents, with exceptional results. The injury rate fell from 6.7 to 2.6 injuries for each 200,000 hours of work. This equated to less than three accidents a week across Australia.

- In 1993 the Anglesea power station became the first in Australia to be operated solely by a touch screen-based computer system. The \$6.8 million project required three years of engineering.

More than 25,000 wiring terminations

were made and quality checked. The training and eventual cut over to the new operating paradigm was so successful that there were neither false starts recorded, nor emergency stops. It was recognised by the Institution of Engineers Australia as a highly commendable project – second only to the building of the Toyota plant in Altona.

A major workplace restructuring activity occurred at Point Henry in 1990. The process saw the development of self-directed teams, fewer layers of supervision and area-based mechanical tradesmen. This was in response to improving productivity for the smelter.

- In July 1995 a milestone was noted when Alcoa shipped its 100 millionth tonne of alumina from Western Australia.

Roger Vines became the first Australian chairman of Alcoa in 1996. Vines had been involved in the growth of Alcoa of Australia from its earliest years, having joined the company as a production engineer at the Point Henry plant in 1963.

- In December 1996 Alcoa Kaal Australia was formed (now known as Alcoa Australia Rolled Products) – a joint venture between Kobe of Japan and Alcoa. Kaal operated aluminium rolling mills at Yennora, Western Sydney as well as at Point Henry.

Alcoa's head office moved from the

AMP building to the Stock Exchange building on the corner of King and Collins Streets in Melbourne in 1991. It was relocated from Melbourne to Perth in 1996, recognising the fact that the bulk of Alcoa employees were located in Western Australia and the bulk of Alcoa's profits were also generated there.

- On Friday September 25, 1998 a brittle fracture in the exchanger occurred at the Longford gas plant and a huge fire resulted, killing two people. As a consequence the gas to Point Henry was shut off that evening and would remain off for nearly three weeks. To avoid a shutdown of potlines a small team of engineers and tradesmen developed a trail

burner system, using diesel, avoiding the need to shutdown any pots.

As the system was very manual, production workers from rolled products helped run the bakes fires. The system maintained the fires until gas returned on October 14. It was a huge team effort that kept Point Henry going against all odds.

Good planning and supervision limited the only injury to a minor burn.

- The Aluminum Company of America was renamed Alcoa Inc. from January 1, 1999, reflecting the global scope of Alcoa. Alcoa Inc was operating at 250 locations in 30 countries around the world, including Australia.



2000s and beyond

Geelong was experiencing growth in population and infrastructure. Avalon Airport was upgraded to accommodate interstate travel, providing a base for low-cost airline Jetstar to operate. The Geelong Ring Road from Corio to Waurn Ponds was constructed and the major suburban development known as Armstrong Creek was announced.

By the 2000s, the Point Henry aluminium smelter and rolling mills had become one of Victoria's biggest export companies and a major contributor to the wealth of the region.

Alcoa employed over 1000 people at its Point Henry smelter and rolling mills.

- Wayne Osborn, who began his career at Point Henry in 1979 as an engineer on the line three expansion, was appointed managing director of Alcoa of Australia Limited in 2001.

- During 2007 Alcoa completed an \$89 million rebuild of the Carbon Bake Furnace and Fume Scrubber, a large project that was delivered safely, on time and on budget. The project also included the rehabilitation of the wetlands east of the Bakes at Point Henry.

- By 2010, Alcoa of Australia mined around 33 million tonnes of bauxite, produced 9 million tonnes of alumina, and 490,000 tonnes of aluminium. It produced almost 45 per cent of Australia's alumina and over 25 per cent of Australia's aluminium.

Alcoa Australia Rolled Products produced rolled aluminium products for beverage cans, wine screw tops, pharmaceutical packaging, building materials, road signs and boats.

Alcoa Australia Rolled Products was the only manufacturer of aluminium rolled products in

Australia and the largest recycler of aluminium in the country.

The 2000s would prove a turbulent decade, the global economic downturn resulting in rising fuel costs and instability within the metal markets. Closer to home, uncertainty over carbon pricing, a resources tax and a high Australian dollar were having an ongoing impact.

- In 2012 Alcoa Inc announced a review of the Point Henry operations as it confronted "challenging market conditions".

- In 2013, Alcoa celebrated 50 years of operation at Point Henry.

That year Point Henry exported \$188 million worth of aluminium ingot and \$160 million worth of rolled aluminium.

In 2013 Alcoa also reported its "safest, most environmentally efficient year on record", with a 30 per cent reduction in workplace injury, and a huge reduction in greenhouse gas emissions.

However these achievements were not enough to save the ageing smelter.



RIGHT: The Bakes rebuild was completed in 2007. Photo by George Stawicki.

● In February 2014 the company announced it would permanently close the Point Henry smelter and two rolling mills at Point Henry and Yennora.

A review had found that the 50-year-old smelter had no prospect of becoming financially viable. The two rolling mills served the domestic and Asian can sheet markets, which had been impacted by excess capacity.

Alcoa also announced it would actively seek a buyer for the Anglesea coal mine and power station.

The Portland aluminum smelter in Victoria would continue normal operations, as would Alcoa of Australia's bauxite mining and alumina refining operations in Western Australia.

In May 2014 Alcoa announced a \$10 million contribution to the Geelong and Yennora communities to help stimulate new jobs and fund training programs in the region.



TOP LEFT: The MV Lindesay Clark departed Point Henry Pier for the final time on September 11, 2013 after 28 years and 511 voyages between WA and Point Henry. Alcoans and the crew recognised the occasion with a morning tea onboard.



TOP RIGHT: Employees celebrate Point Henry's 50th birthday on April 17, 2014. From left: Warren Sharp, Tony Cust, Colin Patterson, Werner Jensen, Charlie Adornetto, Wayne Pavletich, Mike Allden, John Osborne and Glen Pasque.



RIGHT: Alcoans were asked to stamp their thumb print on a special 50 year celebration artwork. From left: Nicci Marris, Jill Delany, Ely Earle and Cath McMahon.

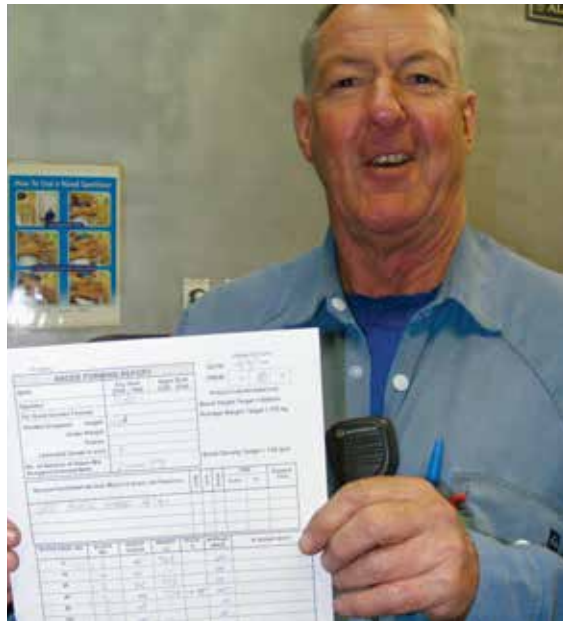
The end of an era

Soon after Alcoa made the closure announcement on February 18, 2014, the task of implementing a plan to shut down operations began. The focus was on closing down the plant safely and efficiently, with the aim of continuing production of aluminium until July 31, 2014.

The shutdown was a significant, well-planned process and for many long-term employees, it was also an emotional time as key milestones were reached. The smelter's 500 employees displayed unwavering commitment and pride in their work throughout the process of shutting

BELOW: Peter Butcher with the last good green anode paperwork.

BELOW RIGHT: Rodding A crew marks 10,000 rodded anodes to go.



down operations at Point Henry.

Their achievements and the following milestones are now a proud part of the Point Henry smelter's history.

The last good green anode

It was a poignant moment in the electrode department when the last "good green anode" was made on June 16, 2014.

The green mill was shut down over the following two days in readiness for purging activities.

The green mill manufactured approximately 144,000 anodes per year to supply the smelter. The work was done by a core group of eight employees over a two-shift panel, supported by process engineers, engineers and maintenance personnel.

Final shipment unloaded

The last shipment departed from the Point Henry pier on June 16, 2014. The CS Star delivered 28,200 tonnes of alumina to cover the final weeks of production at the smelter.

The ship unloader crew, made up of eight men, cleaned the pier and were redeployed in other areas of the plant until the end of July.

Over the years, more than 14 million tonnes of alumina has been delivered

via the pier, along with more than 3.5 million tonnes of coke and more than 126,000 tonnes of fluoride.

10,000 rodded anodes to go

Rodding crews were counting down the rodded anodes and on Saturday, June 21, 2014 they hit a major milestone – 10,000 rodded anodes to go.

The smelting process consumed approximately 430 rodded anodes each day.

With the rest of the electrode area slowly closing down, causing changes to normal supply and

recycling routes, rodding crews had to keep pace with potrooms' demands until the last required rodded anode.

The area included two dedicated rodding crews, each with nine members, plus a nightshift crew of three and an anode bar repair workshop. Following the rodding of the final anode on July 22, 2014 the mission for the final days, switched from production to material recovery.

Fires out in bakes

The smelter operated four fires on the baking furnace, producing around 144,000 baked anodes each year.



Shutdown milestones

Feb 18
Shutdown announcement

Apr 7
Last coke shipment

Jun 16
Last green anode
Last alumina ship

Jun 21
10,000 rodded anodes to go



On June 30, 2014 the three remaining fires were extinguished, marking another significant milestone for the electrode department.

The current generation furnace was seven years old and over the final 18 months there had been significant improvement in refractory condition and sealing.

The smelter achieved certification for Firing and Sealing Best Practice in March 2014.

Bakes comprised four production crews, each with six members, as well as a refractory maintenance crew of seven.

After the fires were extinguished, the team managed the transfer of 1300 tonnes of packing coke material from the furnace to the bulk storage tanks.

Pots taken offline

June 30, 2014 marked the official beginning of the potroom shutdown,

with the first six smelting pots on line one taken out of service. The potrooms' four crews of 46 operators began the process of shutting down the three potlines – a total of 368 pots.

Cutout plates were inserted on each individual pot to stop the power. Once half the pots were cut off, the power to the entire line was switched off and remaining pots were tapped (the remaining metal was siphoned out).



Potline one was taken out of service on July 8, 2014 after 51 years of operation. Potline two closed on July 21, 2014 after 45 years and the third and final line was switched off on July 31, 2014 after 34 years.

Lights out

Over five decades the Point Henry smelter produced more than 7.3 million tonnes of aluminium.

As Point Henry's lights are dimmed and the Geelong community forges ahead into a future without Alcoa, this commemorative book pays tribute to its many achievements and the people who made them happen.



TOP LEFT: The anode baking equipment being removed from the bakes.

TOP RIGHT AND ABOVE: The shutdown begins on potline one.

Photos by Alan Barber.



Bake furnace shutdown
Potrooms shutdown commences



Potline one shutdown



Potline two shutdown



Last rodded anode



Potline three shutdown



Last day of operations

Plant managers



Warren Sharp
2012 – 2014



Roger Turney
1998 – 2000



David Schaeffer
1982 – 1986

F.O. Shepherd
1967 – 1971



Stewart Esdale
2007 – 2012



David Willett
1995 – 1998



Charlie Fletcher
1980 – 1982

F.E. Tyrrell
1966 – 1967



Jenny Purdie
2005 – 2007



Les Davey
1988 – 1995



Dick Ray
1976 – 1980



R.C. Blasingame
1961 – 1966



John Osborne
2000 – 2005



Lew Opie
1986 – 1988



Jack Lang
1971 – 1976

40 year employees

Twenty-one employees at the Point Henry smelter reached the milestone of 40 years of service. These dates mark that anniversary for those people.

Hendrik Egberts	6 May 2003	Barry Wilson	14 January 2010
Neville Stallio	30 September 2003	David Peek	27 January 2010
Morgan Quick	26 November 2003	Dahrol Fowkes	3 June 2010
Robert Paulden	12 December 2003	Anthony (Tony) Cust	11 January 2011
Michael Alden	26 January 2005	Charlie Adornetto	18 January 2011
Kay Eckersley	22 February 2005	Harry Stendt	17 February 2011
Geoffrey Witney	15 March 2006	Werner Jensen	17 January 2012
Robert Kamp	17 March 2006	Laurence (Laurie) Curtis	14 January 2014
David Clutterbuck	12 March 2008	Robert (Bob) Murdoch	14 January 2014
David W. Smith	12 November 2008	Charles (Charlie) Bowers	31 January 2014
Bryan Southall	28 April 2009		

Mike Allden

“The football matches played between Point Henry and our Melbourne office were pretty memorable. I remember in one match the Melbourne office had Gareth Andrews playing in their team, who was centre half-back for Geelong at the time. Surprisingly we gave the Melbourne office a good hiding that day – which was very satisfying!”

In 2013 Point Henry's longest serving employee Mike Allden farewelled his co-workers over a morning tea, officially bringing his 48-year career with Alcoa to a close after retiring in late 2012.

Mike saw plenty of changes at Alcoa since he signed on as an apprentice fitter and turner in 1965 at the age of 17.

“At the time I applied for the apprenticeship I didn't really know what a fitter and turner did, but I knew I didn't want to work behind a desk and wanted a job where I could use my hands,” says Mike. “Alcoa had a good reputation and I was quite chuffed really when I found out I had been successful.”

The following year Mike happily gave away his weekly paper round and began working at Alcoa alongside three other apprentices. At the time most apprenticeships were five years long, however Mike finished his in four years and became Point Henry's first ever graduating apprentice.

“In my graduating year I was surprised to be called into the personnel department. I knew apprentices weren't automatically kept on so when they said they had a job for me and asked what area I would prefer to work in I was pretty happy.”

In 1969 Mike took a job in the 044 workshop as a first class machinist. He stayed in this area, with several short stints in planning and leading hand duties, until 1988 when he was asked to begin training the first year electrical apprentices in hand skills. In 1997 Mike moved to the Anglesea

power station and joined the project group as a draftsman before returning to Point Henry's project group in September 2009 where he stayed until he retired.

“One of the most memorable moments in my career was during my apprenticeship when my supervisor asked me to make a pair of scissors out of aluminium for the ceremony to officially open Point Henry's alumina unloading pier in 1966.

“My supervisor was quite happy with the end product and polished the scissors so they came up like chrome. I was given time off to go down to the pier and watch the opening from the sidelines. It was exciting to see the high profile guests arrive by boat for the ceremony. Lady Bolte (Premier Sir Henry Bolte's wife) used the scissors I made to cut the ribbon and officially open the pier.”

Mike saw plenty of changes at Point Henry. “Some of the biggest changes were when they ceased the extrusion press and separated fabrication. Prior to then, when I was in the 044 workshop, we would often slip over to fabricating to buy extrusion scrap for projects we were working on. We loved sifting through any returned products – faulty saucepans were always a good find and useful in the workshop for storing nuts and bolts.”

“I stayed with Alcoa because I always enjoyed the work and was more than satisfied with the people and conditions. Alcoa has been a great place to work and I am extremely thankful.”

RIGHT: Mike signing his apprenticeship papers in 1965 alongside his parents and supervisor Clive Notley.

BELOW: Mike (centre) alongside his colleagues at his farewell morning tea.

BOTTOM: Mike cutting the 50th birthday cake with Geelong mayor Keith Fagg and Alan Cransberg.



Tony Cust

“When I was at high school I remember the seemingly endless parade of Johns & Waygood trucks carting the structural steel for Point Henry’s buildings going past. The smelter started operating before the pier and unloading facilities were completed so initially Trans West would also cart alumina past our house in bins fitted onto tipper trays. The heavy trucks would break the water mains in Ryrrie Street quite regularly”

As a curious school boy, Tony Cust and his friends would often ride their bikes out to Point Henry and watch the smelter excavation works in the early 1960s. Little did he know that he would spend 30-odd years watching earthworks in a professional capacity for the same company.

On January 11, 1971, fresh out of his geology studies at the School of Mines in Ballarat, Tony Cust began his “first and only full time employment” with Alcoa at the Anglesea mine.

He would have notched up even more time with the company had he not delayed his start date so he could organise some wheels to get to work.

“Getting down to Anglesea posed a few problems,” says Tony. “I was in the process of putting a car together at the time so I delayed my start date for a month and had to borrow a little Fiat 500. The only problem then was that the car didn’t have a starter motor, so for my first few weeks of work my mum had to push start me every morning down the back streets. I also had to ask a few favours at the other end in Anglesea just to get me home of an evening! I remember absolutely racing down the hill at Bellbrae just to get enough speed to get up the other side and make it to work.”

Tony’s first role with Alcoa was as a survey assistant, a job that involved pegging out where the digs would happen in the mining pit and controlling excavation. As his skill set increased he took up planning work and gradually became the resident expert on water bores, volume

calculations and planning. In the early 1980s he became a mine surveyor.

With the exception of a short stint at Point Henry during a potroom strike in the 1970s, Tony spent 38 years working at Anglesea. In 2009 he moved to Point Henry full time as a storeman where he enjoyed finishing out his working days.

“Alcoa has enabled me to bring up six children on one income the way I wanted to and I am very grateful for the lifestyle my family and I have been able to have. The longstanding friendships I made at Anglesea, and the newer ones I have made at Point Henry, are an added bonus.”



ABOVE: Tony (left) receiving a certificate to mark 10 years of service in 1981.



LEFT: Thirty years later, Tony (left) receives a certificate to mark 40 years of service from maintenance/stores supervisor Mark Dahlhaus.

Charlie Adornetto

With just over 43 years of service under his belt Charlie Adornetto saw plenty of ups and downs at Point Henry throughout his career. Charlie worked across most areas of the smelter.

Charlie first clocked on with Alcoa on January 18, 1971 as an apprentice fitter and turner.

looking after the ship unloader and fume system. In 1998 Charlie became the bakes area supervisor and 2001 saw him become potroom area supervisor. In 2005 Charlie took on the role of maintenance manager and then became the smelter's potroom manager from 2009.

"Point Henry has always been a location that has responded well

people over the years. It is rare nowadays, but you do also develop a sense of loyalty with a company you've worked so long with.

"In my view a turning point for the smelter was during the 1990s when the plant's productivity wasn't going too well. We had an overtime environment where employees were paid hourly and were heavily supervised. So we looked at what was working and what wasn't and spoke to nearly every operator on site.

"The result was a complete overhaul of work practices and the introduction of self-directed teams. Employees switched to a wage and a lot of supervision was removed."

“ *An armoured van used to drive around site on pay day and you could go up to the window and cash in your paycheque. I remember my first pay packet was \$14.75. I gave \$5 to my mother for rent and put half of the remainder in my pocket and headed out to a pub in town (The Eureka, which still stands today) to celebrate with a group of apprentices. It was an absolutely huge night and I came home with change in my pocket* **”**



"In those days apprenticeships were much easier to come by. I applied with Shell, Ford and Alcoa, who had a good reputation and were the preferred employers at the time."

After completing his apprenticeship Charlie worked night shift in rodding as a stand-by fitter before joining the day/afternoon shift. In 1983 he was offered a staff role as maintenance planner, an area he worked in until the early 1990s when he began

to adversity," Charlie says. "We've always managed to overcome serious situations and just get on with it. Sometimes we're not great with the mundane, but gee we are good in a crisis!"

Charlie says he stayed at Alcoa for 43 years because there were plenty of opportunities to move around, and also because of the people he worked with.

"I have worked with some fantastic



ABOVE: Charlie on his first day of work at Alcoa Point Henry in 1971.

FAR LEFT: Charlie celebrating 40 years of service in 2011 with smelter operations manager Stewart Esdale.

LEFT: Charlie volunteering his services as part of Alcoa's Making the Link program.

Charlie Bowers

“In the early days in the potroom everyone was pretty social. They would play cards in meal breaks and go around to each other’s houses on a Friday night after afternoon shift for a few drinks and a game of cards. I’ve met a few people who I’ve kept in touch with. Most people I’ve worked with have been very pleasant, friendly and helpful”

Charlie Bowers started work as a pot liner at Alcoa, aged 17 years. Despite his tender age, it wasn’t his first job. Charlie had worked in the gold mines in Western Australia before returning to Geelong for what turned out to be a very long career at Alcoa.

Charlie recalls his first days at Alcoa: “It was after rolling strikes and there were a lot of pots out and lots of work going on. There was a lot of spent carbon lying around so we had to get that all cleaned up. In the early days I spent a lot of time outside cleaning carbon, breaking up blocks with jackhammers. In the early days of potlining everything was so manual – now they have an excavator to do the pot digging and cleaning.”

When Charlie started in January 1974, he had no intention of staying for long, but ended up working in the pot rooms for 13 years where he progressed to leading hand.

After 13 years in the pot rooms, it was time for a change. “I’d seen how the maintenance area worked – they had riggers and scaffolders, and I thought that was the sort of role for me. I approached the supervisor about transferring over and he advised me to apply for a job. I had to start as a serviceman at first, then I was trained as a rigger and scaffolder.”

As the plant went through good times and bad, there were redundancies followed by periods of hiring.

“One of the fellas from our group of riggers suggested training some of us up as fitters. Our supervisor thought that sounded reasonable and offered us adult apprenticeships.

Four of the group completed the adult apprenticeship as fitter and turner. We got some recognition of prior learning but still had to do three years of school and complete all the modules. After three years we were given our papers and I’ve stayed in that role until today.”

Charlie says one of his proudest moments was achieving his trade qualification. Changes at the plant kept work interesting and he was happy to stay with the company for 40 years, as the pay and benefits were good. But mostly, he says, it was the people that made Alcoa a great place to work.

Charlie also enjoyed the extra-curricular sporting activities with his Alcoa workmates, such as the Around the Bay in a Day bike ride and corporate days.



TOP LEFT: Charlie controlling the rammer tamping the mix between cathode blocks.

TOP RIGHT: Charlie celebrating 25 years of service.

RIGHT: Charlie receives his 10-year certificate from smelter manager David Schaeffer.

Laurie Curtis

“ I got to go to Perth about six times, as we had to make sure all the plants were doing the same thing, keeping all the data to a consistent standard. It was good to get out and see what others were doing ”

Laurie Curtis came to Alcoa Point Henry in January 1974 as a quiet 16-year-old from a Wallington dairy farm. The “country kid” was suddenly working in a very adult environment.

“The production areas were busy places with people of many different nationalities. A lot of coarse language was used, even the women swore. So I suppose it was a bit of an eye opener,” he recalls.

Laurie celebrated 40 years of service in January 2014 and saw many changes during his time at Alcoa.

As an apprentice boilermaker, Laurie earned \$1 per hour, and out of that had to pay a 12 cent fee for the laundering of his uniform. He also had to give \$20 each week to his mother for board.

“When I started the canteen was open 24 hours a day and there were three hot meals to choose from on day shift. We got paid by cheque and there was an ANZ bank branch in the foyer where you could get your pay cheque cashed. Wednesday was pay day and there would be a big queue out the front door of the canteen as everyone was cashed up.

“They also had tablecloths on the tables in those days. There was one table at the back with no tablecloth on it – that was for the apprentices. They were a bit grubby I suppose.”

Like most apprentices, Laurie had opportunities to experience different areas of the business, including a four-month placement at Anglesea. He was encouraged by his supervisor to save any pay increases, putting the difference into the credit co-op

located at the plant. This helped him eventually save enough money to buy a block of land.

After completing his apprenticeship Laurie worked on day/afternoon shift in the O44 maintenance workshop where he stayed until 1980. He moved into the area 137 maintenance workshop until 1992, then moved into the potlining department as an area tradesman until 2004. After that he moved onto staff in his most recent role as maintenance scheduler.

Laurie says one of the main highlights was working on the transition to Oracle software in 2005-07. “I got to go to Perth about six times, as we had to make sure all the plants were doing the same thing, keeping all the data to a consistent standard. It was good to get out and see what others were doing.”

Laurie recalls the workplace being far more segregated in the early years. “Wages, people and staff were quite separate, the staff would even have their own toilets and tea rooms.”



TOP: Laurie Curtis (third from left) and Bob Murdoch (third from right) with the planning group.

ABOVE: Laurie marks 10 years of service.

RIGHT: Laurie marks 40 years of service.

Bob Murdoch

“One of my career highlights was being part of the team that installed the dense phase system – I’ve still got the t-shirt! Introducing this system removed a lot of manual work by automating the pot feeder system. Before then the top of the pots were left open and alumina was poured in using buckets. The dense phase system removed all this manual handling and helped improve working conditions in the potrooms”

Bob Murdoch started work at Alcoa in January 1974 as an apprentice fitter and turner. The 16-year-old was one of 24 apprentices taken on that year. Bob and two others from that intake were among the final employees to join the “40 year club” before clocking off at Point Henry for the last time.

Bob vividly recalls his first day: “We spent a couple hours in room 001 being given safety information and background on Alcoa then we took a walk down to the stores where we were issued with overalls, workboots, hard hats – all the safety gear – then we marched up to the apprentice training centre where we spent our first year. We spent all day filling blocks of steel.

“All the fitters had to file a block of steel, taking care to get it parallel and square. It took us quite a few days actually. To give us a break from filing, we used to have to mark out a piece of steel and use a hack-saw to cut down in between two spot marks. That’s what we did – file and hack-saw – for the first few months, then we moved onto lathes and other machinery.”

Bob is grateful for the skills and work ethic he gained from his early years. “It taught you to persist until you got it right, to do it right the first time so you didn’t have to do it over and over again.”

“Safety has always been strong at Point Henry. We have always had a major safety program running in one form or another.”

After completing his apprenticeship, Bob moved into the electrode area

working on one of the maintenance work crews where he was rotated between day and afternoon shifts. He worked as a leading hand, a maintenance planner and worked on the tools in the electrode area and pot rooms.

“In 1985 I was asked if I would be a standby fitter in the fume system area, which I gladly took because it was a daytime role and this was just before the birth of my first child.” During his time in the fume system area, Bob helped to develop the standby role into what became known as area work execution co-ordinator.

In 2002, he took a staff position as the fume system technician.

He then had a short stint back in maintenance before returning to the fume system co-ordination.

Bob says the early days were the most enjoyable. “We made a lot of close friends and worked closely together. I made some long term friendships over the time.”



TOP (L-R): Laurie Curtis, Brian McCarthy and Bob Murdoch representing the class of '74 apprentices.

ABOVE: Bob marks 10 years of service.

RIGHT: Bob marks 40 years of service.

Werner Jensen

“It was dirty and hard work in the carbon plant, but we had a good time. There were a lot of characters and morale was always high. There wasn't a day when we didn't walk out of our shift black as the ace of spades. Comparing the carbon plant then to today is like comparing chalk and cheese”

During his induction to Alcoa in 1972, Werner Jensen remembers being handed a superannuation form to fill in. “One of the questions asked was if I planned on being with Alcoa for more than 20 years,” says Werner. “I remember thinking, 20 years? You've gotta be joking! At the time 20 years felt like an eternity. I never dreamt I'd still be with the same company 40 years later!”

Back then Werner was just 17 and had been offered an apprenticeship as a fitter and turner at Alcoa Point Henry.

“After the initial interview we were given a tour of the facilities. We spent time at the Apprentice Training Centre and talked to the apprentices already working for the company. I had applied for an apprenticeship everywhere in Geelong, but by the end of that tour I decided that out of all the places I'd like to work for Alcoa the most. It was such a big organisation with so many different areas to work in and the people seemed nice.”

One of Werner's favourite memories of working at Alcoa came just four years later when he was awarded the Graduating Apprentice of the Year for 1975. As a result, he had the opportunity to take part in a four week leadership course in Canberra called Outward Bound.

“It was a fantastic experience. We did a bit of everything: boot camp, orienteering, white water rafting and even a four day stint in solitude where we couldn't talk to anyone or leave our camp area. The only communication we had was to write

letters. Without any communication or a watch some of the guys completely lost track of time and one even started preparing his dinner at 10am thinking it was the evening!”

After completing his apprenticeship Werner did two years of shift work in the potrooms. From there he spent three years in the carbon plant, including a year as leading hand. Then an opportunity came up to

work with the ship unloader work execution crew and he stayed in the area for the remainder of his career.

Werner relished his role as equipment manager with the ship unloader crew, a role he shared with Daryl Costa.

“I've seen interesting things out there: some big sharks and huge schools of dolphins. For a few years we had a resident seal that would often sleep on a timber ledge under the pier.”

Werner recalls one of his most memorable times working on the ship unloader was in 2002 when the crane was hit by lightning.

“It didn't even seem to be a particularly stormy day. We saw just one big cloud drifting over to Point Henry from Shell. A boilermaker and I had been working on the structure and Bert had only just stepped off the ladder onto the pier when we heard an almighty bang. He came running around the corner and said ‘Holy smoke, did you see that?’

“Once the cloud had passed we went up to inspect the damage and a large chunk of wiring that ran down the outside of the crane had blown. Of course a ship was about to turn up so we madly worked to install new cabling and lightning protection on the crane to get it back up and running.”

Werner says, “Alcoa has been a good place to work and I have thoroughly enjoyed the roles I have had. I think that if you can go to work with a smile on your face then that's half the battle.”



TOP: Werner (front far left) and the 1972 intake of apprentices sign their papers to commence work for Alcoa.

LEFT: Werner (far left) with the ship unloader crew celebrating the Lindesay Clark's 500th voyage in 2012.

Una Wright

“One of the more challenging moments of my career was in 1977 when I was put in the temporary role of work and planning supervisor in sheet finishing. I was the first female to ever be put into a supervisory role on the ‘shop floor’ at Point Henry and found it to be a very steep learning curve”

When Una Wright was offered a position at Alcoa as a junior typist/ clerk in the traffic department 44 years ago, she thought she had hit the jackpot. She was offered a salary of \$24 a week, payable fortnightly. Back in 1970 a weekly salary of \$24 was considered a good wicket for anyone – let alone a 15-year-old!

“I completed work experience at Alcoa as a typist while I was at Geelong High,” says Una. “Back then we didn’t have a phone on at home so Alcoa rang the school and offered me a job. No one actually asked how old I was until after I started! I believe I was one of the youngest people to ever be employed here.

“At the time I only had my school uniform and one other dress, so I spent my first paycheque on buying some new work clothes. There were a lot more females on site then and we never wore safety gear. I remember us all walking over the rolling mill bridge wearing six-inch platform shoes and mini-skirts.”

Back then the traffic department was an arm of the sales department and also produced semi-fabricated items such as windows, yacht masts, pots and pans made by the site’s extrusion and blanking presses. Those were the days when communication was often via telex, printing was done by hand using a carbon roll; and electrical typewriters were cutting edge technology.

Una stayed in the rolled products area until 1978 when she left to have her first child. Eleven years and three children later, Una returned to Alcoa in 1989 working in several temporary

roles around the site until 1997 when she took on an administration role at the smelter.

Una can recall many memorable moments throughout her time with Alcoa such as the ethnic extravaganza lunches in the pot rooms; the smell of the 1998 staff Christmas party in a shearing shed after one of the hottest days in 140 years; getting bogged in her waders while conducting bore dips in the wetlands; and nearly burning down the 104F conference room with birthday cake candles – that’s just to name a few.

“Watching the younger folk around me develop and earn their place within the company has been a highlight,” she says.

“I’ve always admired people with ambition who work their way up with such devotion and loyalty.”

Alcoa has been something of a family affair for Una. Her father-in-law Jack Wright worked at the smelter in the mid 1960s-1970s and her daughter Anne began her career as an electrical engineer at Point Henry. Anne has since moved to Western Australia as a high voltage engineer at Alcoa’s Pinjarra plant. Also, for a short time, both Una’s sons, Chris and Mark, were part of the Alcoa Vocational Trainee Scheme (AVTS) based at Point Henry.

Una gained great satisfaction from the job, particularly setting up procedures and sharing knowledge and processes as the company evolved. She views her Alcoa workmates as extended family and is certain the bonds will endure well beyond the smelter’s closure.

BOTTOM LEFT: Una with her daughter Anne and Glenn Stapleton.

BOTTOM RIGHT: Una with plant manager Dick Ray in 1977.

BELOW: Competing in the 2006 Barwon Banks Fun Run.



Safety spotlight

Safety has always been Alcoa's number-one priority and the company's goal was to reduce the occurrence of injuries at Point Henry, with zero being the ultimate goal.

The smelter's safety programs were highly regarded throughout industry, and despite its challenging work environment, the rate of injuries was reduced significantly over time.

Serious injuries at the smelter dropped an impressive 97 per cent after 1985, due to health and safety being integrated into business planning and implemented in day-to-day operations.

It was widely acknowledged that Point Henry's strong safety culture was achieved through its engaged workforce. The culture was encouraged through training and recognition of safety achievements and milestones; however the ultimate reward for employees was their own safety.

Health and safety measures at the smelter have been guided by the Occupational Health and Safety Team, which first came together following the introduction of the Health and Safety Act in 1985. The team's role evolved over the years, but its main purpose has always been to lead and support health and safety initiatives identified in the smelter's safety management plan.

The team included the health and safety manager; the occupational health and safety co-ordinators; and medical, emergency response and security team; an occupational hygienist; occupational hygiene technician; and a Return to Work

co-ordinator. The location also has a history of strong employee health and safety representation.

Part of the team's role over the years was to ensure Point Henry's compliance with the Health and Safety Act, as well as various regulations, codes of practice, guidelines and other legislative and Alcoa-mandated requirements.

Alcoa has a long history of achievement in the area of workplace health and safety. It was the first company in Australia to embed a behavioural safety program in the workplace. The B Safe program was introduced in the early 1990s and was designed to educate and engage employees by providing positive feedback on safe behaviours, encouraging employees to make good choices around safety.

Alcoa's Point Henry smelter was one of the first workplaces to implement high-visibility clothing as part of its Personal Protective Equipment. The location also developed and deployed fire resistant clothing and was at the cutting edge in the design and testing of smelter safety boots.

The smelter introduced an in-house medical centre including emergency response officers, nursing staff and a physician. Over the years the centre was also supported by optometry, occupational therapy and dietician consultants.

Health and wellness initiatives were integrated into the safety program at Alcoa over the years, with initiatives including gym and exercise programs, such as the Global Corporate Challenge and summer safety campaigns focusing

on nutrition, hydration and preparing for work aimed primarily at shift workers. Other initiatives to keep employees in top physical condition included influenza vaccinations and health awareness training as part of the smelter's ongoing safety education program.

Point Henry held a track record for responding to a crisis, and on many occasions employees pulled together to overcome issues and maintain the safety of themselves and their fellow workers.

One of the smelter's most recent milestones was reached in 2014 when it achieved Best Practice in Mobile Equipment Operations, providing global recognition of work undertaken at the site.



FAR RIGHT: From 2006 to 2009, for every week the Point Henry site was total recordable injury free, \$1500 was donated to the KIDS Foundation.

RIGHT: Neale Frisch wearing the first fluoride removing respiratory protection, used at Point Henry in late 1970s and early 1980s.

BELOW: The 2014 Point Henry smelter Health and Safety representatives.

OPPOSITE: Potrooms C shift celebrates 100,000 hours injury free on October 12, 1977.



Wetlands and wildlife

Alcoa's land at Point Henry spans more than 570 hectares, with around 50 hectares of fenced production area. The rest is a diverse environment that includes farmland and woodland, salt marsh and sand dune, coastal salt water wetlands, modified fresh water wetlands and process process/fresh water wetlands.

More than 70 per cent of Point Henry is under water or low lying and subject to tidal or seasonal inundation.

The Point Henry Wetlands are home to hundreds of species of birds, including the rare and threatened Latham's Snipe Bird. Others of state,

national or international importance include Little Terns, Curlew Sandpipers and Red-necked Stints.

The wetlands form a significant chain of habitat for international migratory birds and create a transition from modified ecosystems to areas of remnant saltmarsh. The fresh and saltwater habitats cater for a diverse range of plant and animal life. Part of the wetland area is also classified as a wildlife sanctuary.

Interpretive signage throughout the wetlands tells the story of the various bird and frog species that call Point Henry home.



Environmental achievements

Alcoa has much to be proud of when it comes to environmental management.

Since the beginnings of the Point Henry plant, the company has achieved significant environmental improvements.

As a global company Alcoa has long been recognised for its environmental leadership.

In 1990, in recognition of its mine rehabilitation work in Western Australia, Alcoa became the first mining company in the world to receive a United Nations Award for Environmental Excellence.

The company continues to lead the way in environmental responsibility and sustainability, through projects including 'Ten Million Trees', which aims to plant 10 million new trees by 2020.

The company has also taken a voluntary leadership position on addressing climate change and reducing greenhouse emissions. Part of this was the introduction of Environmental Improvement Plans (EIPs).

Alcoa has worked closely with stakeholders in the Geelong community through the Community Advisory Board (CAB) to achieve sustainability goals, meet challenges and review progress reports.

Alcoa has worked hard to reduce greenhouse gas emissions through energy efficiency, productivity improvements and new technology.

Improvements have included a

14 per cent reduction in total greenhouse gas emissions since 1990 (despite production increases).

Many initiatives have moved out of Alcoa and into the community to make long-term changes. The award-winning 'Moolapio' project and 'Making the Link' are outstanding examples of the company's initiatives that extend well beyond Alcoa boundaries.

Water management

Since 2004, Alcoa spent more than \$1 million on water saving initiatives at Point Henry and Anglesea.

Within five years, water use was reduced by 11 per cent at the Point Henry smelter and by 60 per cent at the Anglesea power station. Savings were achieved by undertaking water audits, and implementing initiatives such as online water metering, low flow shower heads, waterless urinals, and education programs.

'Make an Impact' was founded by the Alcoa Foundation and Greening Australia in 2006 to help Alcoans and their families reduce their personal greenhouse footprint.

Barwon Water became involved in helping spread the program to the Geelong community.

Make an Impact provided access to an online energy use calculator and customised action plans to reduce water and energy use. The project also included regular workshops and take-home toolkits to get the kids involved.

Air quality

Alcoa made significant changes to reduce emissions to air including fluoride, dust and particulate; greenhouse gases and sulphur dioxide.

Point Henry's \$89 million carbon bake upgrade was commissioned in late 2007.

The project marked a key milestone for sustainability of Alcoa's Point Henry operations and was one of the most significant investments by the company in Victoria for over 15 years.

The upgrade of the smelter's Greenmill Fume System was commissioned in September 2011 to further improve Alcoa's environmental performance. The \$16 million system was designed to collect all the emissions from the Green Mill process, filtering them, before returning the material back into the process.

Other improvements included further blending raw materials to minimise the environmental footprint.

Since 2002 fluoride emissions were reduced by more than per cent at Point Henry, through improved operational practices such as pot coverage and draft optimisation to ensure fluoride was extracted effectively to the fume scrubbing system.

Land management

The company has continually sought to minimise the impact of operations through an effective land

management program. Alcoa has worked closely with the Geelong community to manage its wetland environment. The company's Environmental Improvement Plan helped to achieve this.

The Moolapio project has been a key achievement resulting in re-established vegetation and reduction in vermin as well as building community partnerships and providing educational opportunities.

One highlight was the involvement of residents from Bupa Bellarine, a residential aged care facility in Geelong, working with Greening Australia staff to propagate plants for Point Henry.

The project also engaged schools, community groups and Alcoa staff, family and friends in a range of activities to protect, preserve and restore the wetlands.

Waste management

For many years, Alcoa has been dedicated to reduce, recycle, or reuse all waste generated from its operations through effective waste management programs.

The Point Henry smelter was widely recognised as an industry leader in waste management initiatives. In 1991, Point Henry was sending thousands of tonnes of general waste to landfill. By employing waste minimisation practices, the figure was reduced to around 250 tonnes within a decade.

Alcoa in the community

Alcoa has a proud history of consulting and partnering with Geelong residents and organisations to build capacity within its Point Henry operations and create a strong and sustainable community. Over its 51 years, Alcoa demonstrated unwavering commitment to working with local communities to bring about economic, social and environmental benefits for all.

Community Advisory Board

Established in 2001, the Community Advisory Board (CAB) included representatives from Alcoa, the local community, industry, neighbours, environment groups and the Environment Protection Authority (EPA).

This consultative group provided a forum for two-way communication between Alcoa and the broader community regarding issues of relevance to both the plant and to Geelong. The group played an instrumental role in the development of the operations' Environmental Improvement Plans.

Alcoa is indebted to the members of the CAB, who have contributed considerable time, expertise and passion.

Tours and open days

Alcoa's Point Henry smelter and rolling mill have attracted thousands of visitors from schools, universities, industry groups, and community organisations from across Geelong and Victoria over the past 51 years.

For many years the public relations

department co-ordinated regular walking and bus tours of the operations to interested people and groups. Open days were hosted regularly in the 1990s and 2000s for the community, and families of employees.

Partnerships

Through its 'Partnering Stronger Communities' program, Alcoa teamed up with community organisations that shared a vision to strengthen the local community. Partnerships were forged with hundreds of community groups, organisations, sporting clubs, schools and kindergartens, with

Alcoa providing financial grants and in-kind support including volunteering and material donations.

Several of Alcoa's significant long-term partnerships with local organisations are highlighted on the following pages.

Volunteering

Since its beginning in 1963, Alcoa has fostered community spirit and a culture of volunteerism, and Point Henry employees have relished the opportunity to support community projects.

Alcoa's lifelong approach to volunteering is demonstrated

through programs designed to encourage participation both during work hours and in personal time.

Each year employees received one paid day off to volunteer with a community organisation. Additionally, through the Alcoa Foundation's 'Bravo!' program, employees who volunteered more than 50 hours in a year with a community organisation in their own time, were eligible for a \$250 grant for that organisation.

Alcoa employees made a significant difference in the community through countless hours of volunteering for worthy local events and organisations.



community engagement



OPPOSITE (L-R): Tony Woolford, Joan Lindros, Harold Waldron, Greg Postuma and John Wilson, members of the Point Henry Community Advisory Board, help Alcoa celebrate 50 years.

FAR LEFT: One of the many Alcoa teams participating in the Corporate Head of the River.

LEFT: Alcoans participating in the annual tree planting event at Buckley Falls alongside Friends of Buckley Falls volunteers.

BELOW LEFT: One of many Rotary groups visiting Point Henry with Alcoa tour guide Judy Hase (far right).

BELOW: Alcoans installing a new playground at Nelson Park School in 2004.



Economic contribution

Since 1963 Alcoa has contributed more than \$10 billion to the local, state and national economies through royalty and tax payments, employee and contractor wages, purchasing and investment in the community.

Alcoa has been a major long-term employer in the Geelong region, providing skills, training, income and support for thousands of local workers and their families. It has also supported thousands more indirectly, through the purchase of local goods and services.

It is estimated that Alcoa has injected

\$800 million into the Victorian economy each year and spent \$100 million-plus in employee wages, contractors, and purchases of goods and services in Geelong.

For more than five decades, Alcoa has invested thousands of hours of people time and in-kind support in the local Geelong community through a variety of programs in areas such as the arts, education, environment, health and disability support.

The company has contributed more than \$4 million in local partnerships in the last 10 years

alone, supporting dozens of local organisations and groups.

In addition, it is estimated, in 2014 dollar value, that Alcoa employees have personally contributed more than \$2.2 million to the Geelong community through Alcoa's 51-year partnership with Give Where You Live, as well as other charitable causes.

Here are some more Alcoa facts:

- During its 51 years, Alcoa's Point Henry smelter produced more than 7 million tonnes of aluminium – that's enough to make

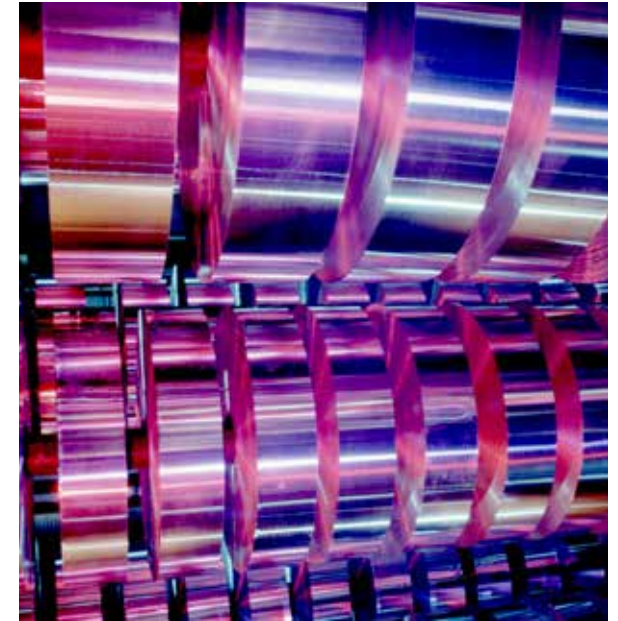
more than 490 billion aluminium cans, or 93,000 jumbo jets!

- In 2013 Alcoa spent more than \$150 million with more than 2,000 suppliers in Victoria.
- In 2013 the Point Henry smelter and rolling mill contributed more than \$360 million to Australia's export income, and Alcoa was Victoria's single largest exporter.



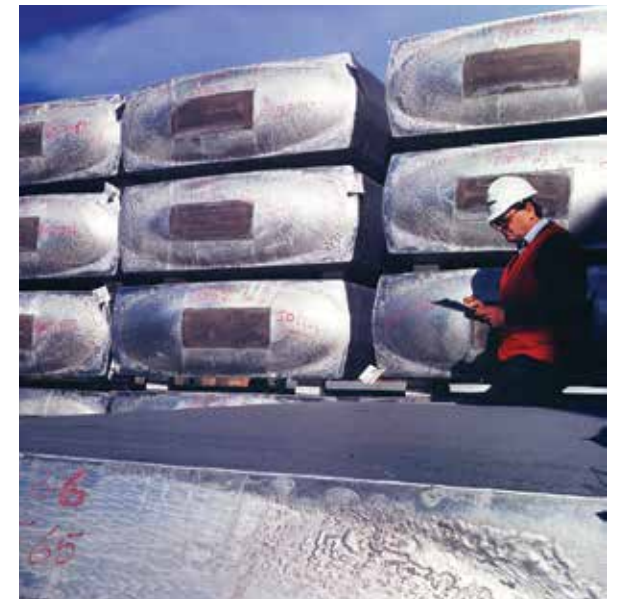
Photo by Alan Barber.

RIGHT: Around 50 per cent of the smelter's production made 300kg ingots for export.



TOP RIGHT: Coloured coils were made to customer specifications and then produced into can pull-tabs by the customer. Photo by Peter Garside.

RIGHT: Around 50 per cent of the smelter's metal was sold to AARP and cast into slab and then rolled to customer specification. Photo by Peter Garside.



Partnering Geelong's community

Before Alcoa's Point Henry smelter had even turned a profit, being an active member of the community was high on the agenda.

In fact many of the partnerships established by the smelter in its early days have continued until the plant's final year.

One shining example is Alcoa's 51-year partnership with Give Where You Live, which is highlighted further on page 40.

Alcoa has played an important role in supporting the Geelong region through its contributions to community groups.

From workplace giving and Employee Suggestion Scheme donations, to Bravo! cheques and ACTION grants, Alcoa employees have supported a range of initiatives to benefit the Geelong community.

Alcoa's Point Henry smelter has forged long-term partnerships with Geelong organisations that are all committed to enhancing the sustainability of our local community.

These partnerships have resulted not just in financial benefits for hundreds of organisations, but importantly they have provided opportunities for Alcoa employees to support the Geelong community as volunteers.



ABOVE: For many years Point Henry employees supported the KIDS Foundation including Camp Phoenix – the camp for burns survivors.



FAR LEFT: Alcoa's Barry Knight, Darrel Linke and Steve Di Sciascio presented a \$30,000 cheque to the Andrew Love Cancer Centre in 2012. The money was donated from the Employee Suggestion Scheme and purchased a Chemidoc for the cancer treatment centre.



LEFT (L-R): John O'Connor, Ive Morris, Susie Thatcher, Glenn Read and Buster Herman volunteer for the Glastonbury vegetable garden project.



FAR LEFT: Alcoa was a long term supporter of the Geelong Food Relief Centre. From left Alcoa's Paul Hurkmans, Mark Dahlhaus, Edward Kelly, Brett "Jabba" Noonan.



LEFT: An Alcoa crew powers away at the 2008 Alcoa Australian Corporate Head of the River.

Give Where You Live

“There has been no greater example of the strengths of our connections than the partnership Give Where You Live has created with Alcoa. The partnership has resulted in extraordinary contributions from Point Henry employees to our Workplace Giving program and Alcoa has supported Give Where You Live through volunteering, corporate donations and fundraising”

Bill Mithen, CEO,
Give Where You Live

The partnership between Give Where You Live Geelong, Alcoa and its employees stretches back to 1963 when the smelter began operating.

The partnership evolved and flourished across more than half a century due to the visions of both partners to improve the lives of people in the Geelong region.

Give Where You Live raises money and allocates it via an annual grant allocation process to more than 70 health and human care agencies in the Geelong region. Tens of thousands of people benefit from a Give Where You Live annual grant, including children, youth, the elderly, families, people with disabilities and people in crisis.



Give Where You Live operates an annual Loaned Executive Program across Geelong, raising awareness of the organisation and its work; and encouraging Workplace Giving. Employees from Geelong businesses are 'loaned' to Give Where You Live for three months. During this time they visit workplaces encouraging contributions, thanking existing contributors and explaining how donations benefit the community.

In 2014, Give Where You Live celebrates 60 years of service to the Geelong community. It was formed in 1954 as the Geelong and District Community Chest and then in 1983 became known as United Way Geelong.

In 2010 the organisation disaffiliated with United Way Australia and changed its name to Give Where You Live Geelong, a completely autonomous Geelong organisation.

An enduring partnership

When Give Where You Live's Loaned Executive Program was launched in 1966, Alcoa's Dougal Weaver became the first to come on board. Since then, 78 Alcoa employees have participated in the program.

Support from Alcoa's Point Henry smelter has also included an annual corporate donation and naming rights sponsorship of the Alcoa Australian Corporate Head of the River for seven years from 2006 to 2012.

Alcoa employees have personally supported the Give Where You

Live Workplace Giving Program through personal payroll donations contributing an estimated total of \$2.3 million in donations over the years. Alcoans have also proudly participated in a range of fundraising events for Give Where You Live, including the Barwon Banks Fun Run and Corporate Triathlon.

The partnership has helped Give Where You Live raise close to \$60 million in its 60th year of operations; and supported hundreds of community partners, enabling them to address issues including homelessness, addiction, supporting the aged and people with a disability; as well as helping young people gain access to education.

LEFT: An Alcoa staff member in the 1977 United Way Fun Run.



ABOVE: Alcoa's Point Henry smelter Loaned Executives reunite in July 2014. (Back): Phil Smith (LEX 1996), Richard Pierce (LEX 2008), Charlie Adornetto (LEX 1995), Bill Guinane (LEX 2004). (Front): John O'Neil (LEX 2012), Steve Di Sciascio (2013).

LEFT: Ray Baxter signing up for workplace giving.

Geelong Performing Arts Centre

“Alcoa’s support across an impressive 30 years has enabled GPAC to provide people of all ages and backgrounds with opportunities to become involved in the arts. The impact of those opportunities will have lasting affects on our community”

Jill Smith,
General Manager,
GPAC

Geelong Performing Arts Centre (GPAC) opened its doors in 1981, following a public fundraising appeal that raised over \$800,000 from individuals and businesses. One of those visionary businesses with the foresight to see the value in supporting the region’s cultural and artistic development was Alcoa, which became the naming rights sponsor of GPAC’s dance studios and courtyard.

Thirty-three years on, GPAC is more than a performing arts centre. It is a leading arts and cultural organisation operating in one of the fastest growing regions in Australia.

Its leadership role is recognised by peers and evidenced by its distinctive artistic footprint and the sheer number of activities and audiences. In any one year, more than 1600 performances and events are presented to almost 235,000 people in The Playhouse, Drama Theatre, Deakin’s Costa Hall, three dance studios and the foyer.

Alcoa and GPAC came together through a shared vision of performing arts playing a vital role in the life of the community.

Award-winning partnership

Across three decades, Alcoa became one of GPAC’s strongest corporate allies, providing significant financial investment as well as hands-on support through its volunteer program.

The partnership was recognised with

a prestigious statewide arts award in 2011 – the Bytecraft Entertainment Commitment Award presented by the Australian Business Arts Foundation.

The partnership also became a case study globally for Alcoa’s ‘Arts for Everyone’ philosophy, providing great insights into the benefits of supporting the arts in regional cities and setting an example of how a long term arts-business partnership can offer real value to the organisation, employees and the community.

Alcoa’s support for GPAC expanded in the 1990s when it became sponsor of the Education Program, providing hands-on performing arts experiences for 12,000 children annually.

In 2006 Alcoa became the naming rights sponsor of GPAC’s annual Theatre Season while continuing to support the Education Program.

The company’s support extended beyond just the financial to real hands-on help. Alcoa volunteers assisted with long-running GPAC events such as the Poppykettle Children’s Festival and Geelong Schools Music and Movement Festival.

In 2011 the 30-year partnership was celebrated at the launch of the Alcoa Theatre Season, where 800 guests marked the occasion.

The value of Alcoa’s contribution to GPAC and the wider community through support for its arts programs cannot be underestimated. It has provided a model for arts-business partnerships around Australia.





TOP: Front cover of the Geelong Performing Arts Centre 2010 Theatre Season brochure.

LEFT: Alcoa staff photograph for national arts sponsorship promotion. Photo by Ferne Millen.

OPPOSITE: Alcoa sponsored the Poppykettle Festival for many years. Photo by Ferne Millen.

Greening Australia

“ Our partnership enabled world-class activities in land management, grassland restoration and community engagement to positively impact our local region ”

Lyn Wilcock,
Greening Australia,
Moolapio

Greening Australia and Alcoa have worked together on environmental management campaigns across Australia for more than 30 years.

Greening Australia started restoring and conserving Australia's landscapes in 1982 and hasn't stopped since.

The partnership with Alcoa also began in 1982 with a number of small projects around the country. From these early beginnings a strong partnership has grown with passionate people from both organisations working on ambitious environmental and community projects around the country.

In 2003, the unique partnership was acknowledged with a Prime Minister's Community Business Partnerships Award for Longevity – celebrating then 21 years of working together.

Making a difference at Point Henry

Alcoa's Point Henry smelter and Greening Australia teamed up locally on the Moolapio Project in 2006.

Moolapio, from the Wathaurong language, is specifically dedicated to conserving, enhancing and restoring the flora and fauna of Point Henry.

Moolapio was a ground-breaking initiative focused on 500 hectares of Alcoa's land in the Point Henry region, incorporating a variety of different strategies for improving existing land management practices, restoring the local ecology and providing environmental learning opportunities for the community.

The Moolapio project has been an outstanding success winning or being a finalist in six national and international awards.

The Moolapio project provided opportunities for schools, community groups, neighbouring businesses and the wider community to play an active role in the management of Point Henry, as well as sharing

knowledge and scientific research.

It is estimated that more than 5,000 people have participated in Moolapio events.

Alcoa staff, friends and family have always been a priority of the project and over the years more than 30 events were conducted specifically for staff, including planting days, educational events and annual

Clean Up Australia day activities.

The project also worked closely with the Wathaurong Co-operative, with members involved in community events and training of local indigenous students in conservation and land management.

A key feature of the program was the establishment of large-scale grassland restoration.



ABOVE (L-R): Michael Crutchfield MP, Alcoa Victorian Operations Manager Arnaud Soirat and Greening Australia's Carl Carthy officially launched Moolapio in June 2008.



ABOVE: Alcoans propagating native shrubs to later plant around the Signal Station.



ABOVE: Regular planting activities were undertaken around the Point Henry site by Alcoa and community volunteers.



LEFT: Annually a Grasslands Discovery Day was hosted by Greening Australia to showcase the Moolapio grasslands.

GRVEC

“Alcoa’s support has been invaluable in helping young people, our next generation of employees, achieve a successful transition from school to further education, training or sustainable employment. Their commitment to enriching the experiences of students means these young people stand as a lasting testament to the benefits Alcoa has brought to this community.”

Lynne Clarke,
Executive Officer,
GRVEC

Geelong Regional Vocational Education Council (GRVEC) and Alcoa’s 15-year partnership has enriched the lives of young people in school and given parents and teachers insights into the breadth of career possibilities in the Geelong region.

GRVEC is a not-for-profit organisation that assists education providers in delivering quality workplace learning experiences for young people.

The organisation supports 27 schools and education providers in the Geelong region as well as businesses. It helps give young people the skills and experience they need to make a successful transition through school and onwards to further education, training and employment.

Alcoa’s Point Henry smelter and GRVEC formed a partnership in 1999 to provide local students interested in the manufacturing industry with training, scholarships and work placement opportunities. Together they have worked to equip and inspire the next generation of industry leaders.

Supporting future industry leaders

Alcoa has provided significant financial and personnel support to GRVEC, focused on two important programs for young people.

The first program allowed GRVEC to source work placements for students from years 10 to 12 so they could gain firsthand experience of Geelong workplaces, develop their

employability skills and understand career pathway opportunities. Students were able to engage in a wide range of on-the-job training placements as a component of their studies with the potential to become eligible for an apprenticeship with a manufacturing firm.

The other area of support was for the Alcoa Future Leaders of Industry (AFLOI) program. Launched in 2006, the program’s aim was to inform students of the myriad career opportunities in engineering, science and technology, not only in the region, but also globally. Students visited Geelong manufacturing

workplaces, Deakin University and Gordon TAFE to undertake activities designed to engage them in maths and sciences and encourage them to pursue tertiary studies relevant to the advanced manufacturing sector.

The AFLOI program challenged students’ often narrow understanding of industry, thereby encouraging both girls and boys to consider a career in this sector.

Over the nine years that AFLOI operated to 2014, 152 students from years 9 and 10 from 20 schools participated and the experience has had a significant

impact on their post-school career preferences and opportunities.

Many participants also received a scholarship towards the costs of their further school studies.

Alcoa has also hosted student tours, provided work placements and enabled employees to talk to young people about their own career journey.

Darrel Linke, electrode manager at Alcoa’s Point Henry smelter, chaired the GRVEC board for eight years, tirelessly providing many hours of advice and steady stewardship of the organisation.





ABOVE: A 'Future Leader of Industry' participates in an industry 'Buddy Day'.

TOP LEFT: The 2010 Alcoa Future Leaders of Industry scholarship recipients.

LEFT: The 2014 Alcoa Future Leaders of Industry participants with GRVEC, Deakin and Alcoa representatives

FAR LEFT: The participants take part in an industry tour, wearing personal protective equipment supplied by Alcoa as part of their scholarship.



Baclinks

“Alcoa partnered with Karingal Baclinks 13 years ago, which paved the way for workplace volunteering and a number of sponsorships that assisted us to provide opportunities for people with a disability. Alcoa’s support for Karingal for over 20 years has been truly significant”

Daryl Starkey,
CEO, Karingal

From simple beginnings, Baclinks (Business and Community Links service) has grown to become a critical link between business and community groups in the Geelong region, and Alcoa was a proud partner right from the start.

Baclinks encourages businesses and agencies to work together to make a difference in the community. It does this by identifying community needs and matching these with business partners who are able to provide employee volunteers, donations of goods and services, or resources and knowledge.

Since Baclinks launched in 2002, Alcoa has proudly been a premier partner, and throughout that time Baclinks has co-ordinated Alcoa’s employee volunteer program, ‘Making the Link’, with Alcoa’s collectively volunteering more than 5,325 hours of their time at Baclinks’ events.

It started with a big idea

Baclinks started with seed funding from Karingal and a generous donation from actor Guy Pearce. The original idea was to provide a social activity for people with disabilities, tapping into volunteers from businesses.

A steering group was formed which included representatives of Alcoa and before long the Workplace Big Day Out was born. The first event was held at Adventure Park in December 2002, involving 65 employee volunteers from Alcoa and other local businesses.



ABOVE (L-R): Charlie Adornetto, Brian Anthony, Andrew Scott, Paul Roper and Rob Friend participate in a fishing activity with community members.

Fast forward to 2014 and Baclinks co-ordinates a number of sponsored annual events and one-off projects that are individually tailored to meet specific community needs and also assist businesses to meet their strategic community involvement goals.

Baclinks has progressively built up a solid membership base of 60, including premier partner, Alcoa.

Making the link at Point Henry

Baclinks proved to be a perfect fit with Alcoa's 'Making the Link' employee volunteer program, designed to encourage a volunteering conscience and contribute to the community.

Across 13 years, Alcoa provided an excellent volunteer resource for Baclinks events. The Workplace Big Day Out remains Baclinks' signature

event and a great way for businesses to be introduced to employee volunteering. Alcoa sponsored the Summer Workplace Big Day Out since its inception.

Alcoa's Point Henry smelter and Baclinks have actively worked together to make the Geelong community a stronger and more positive place for all its people.

The thousands of hours spent at 'Making the Link' events saw hundreds of Alcoans undertake myriad activities. They have planted, cleaned, painted, played, fished, chopped, raked, served, laughed, surfed, packed, and most importantly, shared, with some of the most deserving members of the Geelong community.

Organisations that have hosted Alcoa volunteers include: Andrew Love Cancer Centre, Ashley Manor, Barwon Paediatric Bereavement

Program, Bethany, BUPA Aged Care, Christ Church Geelong, Concert of the Decade, Corio Bay Senior College, Diversitat, Do Care, East Geelong Primary School, Friends of Buckley Falls, Geelong Animal Welfare Society, Geelong Christmas Day Lunch, Geelong Food Relief Centre, Geelong Performing Arts Centre, Glastonbury, Headspace Barwon, Jirrahlinga Wildlife, Karalee, Karingal, Leisure Networks, Leopold Animal Shelter, Leukaemia Foundation, Lifeline, Marine Discovery Centre, Narana Creations, Nelson Park School, Portarlington Primary School, Rainbow Riders, Rosewall Neighbourhood House, Salvation Army Northside, Second Bite, St Augustine's School, St Laurence, Uniting Care, Whittington Community Renewal, Whittington Community Men's Shed, Whittington Flamefest, Whittington Primary School.



ABOVE: Silvana Montagnese with a Karalee resident on their day out to the National Wool Museum.



FAR LEFT (L-R): Bill Van Berkel, Terry Jubb, Paul Carrol, Shayne Grace and Paul Rabbis participate in the 2011 Workplace Big Day Out.



LEFT: Alcoans laid a new concrete driveway at Noah's Ark.

Kommercial

Geelong organisation Kommercial and Alcoa joined forces in 1994 with the goal of promoting workplace diversity at the Point Henry smelter.

At the time, the concept of enclaves of employees with disabilities within an industrial site was considered revolutionary. The practice has since been replicated around Australia.

As a division of Karingal, Kommercial has provided employment for people with a disability for over half a century. Kommercial is a social enterprise committed to providing a supportive work environment while operating to the highest commercial standards.

Diversity in action at the smelter

The partnership between Kommercial and Alcoa started with providing a primary mail service to Alcoa Point Henry, then grew to include land care, administrative support and the day-to-day running of all the site's food service requirements.

Kommercial Café was launched in February 2007 and represented a significant milestone in the Alcoa - Kommercial partnership.

Kommercial had more than 30 people with disabilities working on-site at Alcoa across three worksites – the enclave, the café and the land care teams.

The supported employees were inducted to the site like any other worker; they even wore the full Alcoa uniform just like every other worker on site.

The partnership provided supported employees with a great sense of pride in being associated with Alcoa, which was reflected in the low attrition rate.

The long-term relationship was recognised when Alcoa won the 2011 National Disability Awards - Business Award.

Karingal CEO Daryl Starkey says the partnership represented an evolution in the process to create employment opportunities in an industrial manufacturing setting.

"Karingal's Kommercial branch worked with Alcoa to improve access to meaningful work and training for people with a disability."

BELOW: The Kommercial Café team at Point Henry's 50 year celebrations. From left Carmel Rennie, Corey Perkins, Ann Caddy, Liam Jobson, Win Moore, Kristin White, Paul Hosie, Emma Reeves, Darron Gower, Phillip Feduniw and Ivan Kovacev.

“Our partnership provides social outcomes and inclusion for Karingal and Alcoa employees. For our supported employees, to be able to work at Alcoa allows them to achieve the social and economic benefits of participating in the workforce, and they are performing work which is valued and which they love doing.”

Daryl Starkey,
CEO, Karingal





ABOVE (L-R): Celebrity chef Tobie Puttock, Warren Sharp, Kommercial's Melissa, Minister for Community Services Senator Nigel Scullion, Maree, Liza, Barry and Annie from Kommercial at the Kommercial Café launch.

TOP LEFT: Stephen Casey co-ordinating Point Henry's mail distribution.



FAR LEFT: The Kommercial Landcare and Enclave teams in 2013. From left: Geoff Gollightly, Mark Jacobs, Andrew Lincoln, Tim Collyer, Justin Tingiri, Dean Northfield, Scott Dowell, Stephen Casey, Steve Notting, Dale Stevens, Luke Hanson, Ashley McDowell, Polly Holohan, Aaron Borracci, Vanessa Fantela, Luke Hanson, Lisa Silk, Sue Threlfall, Paul Smigowski and Ashley McDonald.

LEFT: Point Henry smelter operations manager Stewart Esdale celebrates the National Disability Award with Kommercial Café's Kristin White, Sarah Foley, Karen Gorman and Karingal CEO Daryl Starkey.



Maintenance Crew C & 24hr shift & A Crew 7/12

Back L-R: Robin Burns, David Emmerson, Russell Grinter, Gerry Juros, Matt Stewart, Steve Hillam, Paul Smelter.

Front L-R: Brandon Jones, Brad Dines, Pedro Lopez, Andrew Campbell, Greg Seear, Steve Shackley.



Maintenance A

L-R: Paul Grant, Dean McDonald, Michael Trotto, Robert Schmidt, Steve Keown, Steve Hillam, Nick Jenkins, Brett Diamond.



Maintenance B

*L-R: Lewis Seiffert, Curtis Massey, Max Santini, Mark Pedretti, Bill Strachan, Lance Robinson, Daniel Smith, Luke Argento, Adam Carson, Dave Menzel.
ABSENT: Nigel Bate, Brad Hamblet and Mark Schreuder.*



Maintenance D

L-R: Nick Majetic, Shayne Firms, Brett Bridges, Wayne Janson, Gary Clutterbuck, Justin Latter.



Workshop and Garage

Back row L-R: Daryl Coulter, Lyle Larcombe, Dave Baxter, Steve Rose, Steve Cassar, Rowan Baran, Ross Chapman, Wayne Wurfel, Rob Cuttler, Wayne Cominie, Justin White, Mark Dahlhaus.

Front row L-R: Adam Carson, Alfonso Rowe, Tom Larkins, Kieran Anderson, Dylan Aisbett, Zane Patten, Paul Voss, Mitch Warren, Gary James, Bev Lancaster.

ABSENT: Noel Richards and Stephen Kingsbury.



Lubrication

L-R: Bruce Sandford, Jason Davie, Dave Lauva.



Planning and Management

Back L-R: Anthony Crust, Andrew Campbell, Nick McAteer, Steve Keown, Paul Anderson, Laurie Curtis, Wayne Gibson, Bill Strachan.

Front L-R: Andrew Smitten, Simone Davis, Ivan Morris, Mike Radman, Bill Guinane, Bob Murdoch.

ABSENT: Frank Klein and Peter Fitzgerald.



Apprentices

Back L-R: Tom Harper, Anthony Chapman, Jacob Esler, Zane Patten, Paul Voss, Adam Carson, Jarryd Smith, Tom Larkins, Clint Reynolds.

Front L-R: Michael Trotto, Ely Earle, Alfonso Rowe, Rob Cuttler, Dylan Aisbett.

ABSENT: Brendan Wemyss.



Electrical Work Crew

L-R: Daniel Hawkins, Bruce Bubb, John Morton, Adrian Kelly, Ray Baxter, Leigh Kiddle, David Flanagan, Matt Fisher, Rory Flanagan, Jarrod Lee.

ABSENT: John O'Connor.



Electrode/Potroom WECS/ Reliability

Back L-R: Rowan Stewart, Jason Tournier, Steve Lange, David Wurfel, Tony Nouwen, Gavin Ingwersen, Jyo Kannampuzha.

Front L-R: Shane Trevena, Brad Dines, Jim Harvey, Matt Kemerer, Rod Kenny, Mark Turnley, Paul Anderson.

ABSENT: Trevor Clutterbuck and Maurie Ladgrove.



General Plant Services

L-R: Werner Jensen, Stan Jakubowski, Damian Luppino, Daryl Costa, Geoff Maurer, Stevern Ward.



Mechanical Work Crew

*FAR LEFT L-R: Anthony Warner, Mark Stephenson.
LEFT L-R: Charlie Bowers, Shane Walters, Rob Vucicevic, Dave Smith.
ABSENT: Peter Cahir, Michael Kenwright and Robert Schwuch.*



Potrooms Management Team

Back L-R: Frank Rath, Frank Jacobs, Paul Roper, Darren Santospirito, Charlie Adornetto, John Chapman, Craig Cook, John Hill.

Front L-R: Paul Caine, Alan Fisher, Steve Di Sciascio, Shayne Chappell, Stacey Ross, Steve Hubers, Terry Doyle, Robert Murdoch.

ABSENT: Greg Price, Barry Knight and Brian Anthony.



Burn off Crew

Back L-R: Noal Smith, Paul Caine, Wade Keys.

Front L-R: Gavin Nicholson, Paul Pedretti, Victor Smith.



Potroom Process Group

L-R: Glenn Reed, Paul Caine, Jarrod Bell, Tom Wilton, Alan Fisher.



Stores

L-R: Theresa O'Connor, Bob Cuddy, Tony Cust, David Blyth, Mark Dahlhaus (supervisor).



Potrooms A

Back L-R: Mitch Grozdanovski, Jimmy O'Shannessy, Brendan Thomas, Dion Sexton (Shift Supervisor), Peter Morris, Sean McGrath, Gavin Pavey, Richard Blyth, Terry Lubcke, Julian Harris.

Middle L-R: Dan Morter, Chris Libbis, Danny Engel, Trevor Frost, Noel Smith, Chris Timonowicz, Jason Grace (S&B), Angelo Natoli, Gordon Collins.

Front L-R: Colin Robson, Tim O'Brien, Andrew Tasker (S&B), Lesley Pope (Shift Supervisor), Melissa Carmody (Shift Supervisor), Michael Sellars, Peter Watts, Des Harris, Evan Llewellyn, Edward Sorensen.

ABSENT: Corey Young, Anthony Gruca, Stephen Kelly, Damian Young, Ross Crichton, David Macauley, Sean Braniff, Corey Manton, Adam Cruickshank, Lenny Tanner, Aaron Youd, Craig Willie, Ian Thomason (S&B), James Hartels (S&B), Noel Evans, Karl Ammon, Dan Driscoll, Karl Sopronick, Michael Doroschuk, Tony Harris, Luke Fisher, Mark Farnsworth and Stephen Bishop.



Potrooms B

Back L-R: Michael Jennings (S&B), Wayne Palmer, James Walker, Brett Slabik, Tim Ramm, Alister Tournier, James Fatone, Mitch Williamson.

2nd L-R: Craig Gouldson, Paul Pedretti, Eugene Westaway, Milan Paroski, Noel Smith, Gavin Nicholson, Laurie Tahapehi, Brandon Boyles.

3rd L-R: Richard Holt, Ciaran Donohue, Garry Shanks, Russell Coles, Debbie Baillie, Rick Veenstra, Jason Smith, Aaron Mark, Rick Butterworth.

Front L-R: Ian Cockerell, Joel Higgins, Steven Palmer, Alan Bell, Richard Meadows, Victor Smith, Craig Cogger, Dale Zurawel, Terry Lewis, Terry Finning (Shift Supervisor).

ABSENT: Ben Middelkoop, Fred Larkins, Gunter Scholz, Chris Benson, Chris Marles, Darren Paton, Stephen Beasley, Addy Fonseca, Ron Irons, Murray Smith, Marty Pedersen, Garry McMahon, Ken Spillard, Bill Thompson, Peter Marshall, Brendan Williams.



Potrooms C

Back L-R: Tim Bodrogkozy, Duane Nelis, Brett Webb, John Harding, Elton Cox, Alan McPherson, Simon Beach, Rowan Heinrich (Shift Supervisor), Mick Sommerville, Jason Tate, Leigh McNair, Paul Welsh.

2nd L-R: David Dorsey (Shift Supervisor), Steve Finning, Adrian Peters, Craig Armstrong, Steven Anderson, Neil Beardmore, Noal Smith, Luke Nyko, Ian Heinrich, Shane Finning, Mick Muston.

Front L-R: Stuart McGovern, Anthony Wangman, Michael Beasley, Corey Ritchie, Will Driscoll (S&B), Josh Warren, Harry Rogerson, Matthew Wilton, Victor Smith, Joe VanDerWel, Sarah Aherne (S&B).

ABSENT: Ricky Hoskin, Paul Reid, Daniel Reid, Greg Holahan, Peter Loader, Andrew Thomas, David Kirk, Craig Hallam, Nathan Emanuele, Carl Phillips, Joshua MacPherson, Dean Lowday, Barry Knight, Scott Muston, Herb Watson.



Potrooms D

Back L-R: Michael Wood, Peter Curypko, Reece Cameron (S&B), Jarrod Kunjka (S&B), Aaron Vella, Jai Stonehouse, Ben Greene (S&B), Noal Smith.

Front L-R: Ronald Wagener (Shift Supervisor), Jarrod Bell (Shift Supervisor), Tim Gaynor, Mal Stewart, Max Jardine.

ABSENT: Ron Lancaster, Peter Bacely, Greg Fish, Paul Newling, Mario Randone, Peter Guthridge, Kevin Evans, Steve Kelly, Tony Cassar, Brad Stapleton, Brendon Gill, Daniel Clapinski, Michael Archer, Steve Vozlic, Brett Dale, Robert Parker, Glenn Smith, Neil Cockson, Brett Mielczarek, Glen Beard, Steve Blackney, Mick Binder, Gary Tate, Damien Stephens, Stanley Dragojovic, Nick Doslakoski, Luke Foley, Brian Harty, Jason Bifano, Ian Wilson, Millar Irvine, Todd Foley.



Potlining A

Back L-R: Paul Roper, Paul Verner, Brett Mouat, Steven McKinlay, Neil Hardcastle, Greg Herbert, Edward Kelly, Charlie Adornetto.

Front L-R: John Gates, Theo Rain, Wade Keys, David Ferguson (S&B), Rowan Heinrich.



Potlining B

Back L-R: Paul Roper, Charlie Adornetto, Steven Down, Wayne Causon, Tristan Williams, Paul Verner.

Front L-R: Troy Dunn, Kevin Kinsey, Peter Rodgers, Steve Gouge, Paul Potter.

Absent: Paul Pedretti, Paul Tucker.



**Respiratory Centre & Potrooms
Day Crew**

*L-R: Brad Evans, Brian Maloney, Keith Zinn, Trevor Williamson,
Brett Noonan.*



Switchyard

*L-R: Clint Tamblyn, Scott Filby, Jim Cuthill, Dean Galle,
Wayne Flintoff, Tom Harper.*



Rodding A

Back L-R: Mark Coulton, Brad Bitton, Jayke Mawson, Peter Hughes, Peter Baumgartner.

Front L-R: Daryl Tournier, Ricky Clarke, Kevin Willmott, John Edge (Supervisor).

ABSENT: Paul Volodka and Chris Wain.



Greenmill A

Back L-R: Neale Cox, Garry Hardiman.

Front L-R: Graeme Hewitt, John Shell.

Absent: John Edge (Supervisor).



Rodding B

L-R: Rod McKinnis, Graeme Allan, Liam Guilfoyle, Mark Laupert, Sandy Bell, Julian Kirk, Dion Sexton, Mick Atkins, Ray O'Toole, Peter Butcher (Supervisor).



Greenmill B

L-R: Rob Loats, Ray Boyd, Geoff Gigger, Peter Butcher (Supervisor), Andy Vose.



Bakes A

*L-R: Norm Leeson, Eugene Jakupsek, Robert Price, Carrie Turnbull (Supervisor), Chris Davis, Peter Harrison, Brian Church (S&B).
ABSENT: James Ford.*



Bakes B

L-R: Peter Beaton, Bill Mitchell, Adam Palermo, Brian McTigue, Paul Harris, Kevin Donnelly.



Bakes C

L-R: Kai McLean, Bill McGraw, Trevor Oxley, Patrick Phillips, Gerry Breese, Terry Jubb, Carrie Turnbull (Supervisor).



Bakes D

Back L-R: Wayne Lansbury, Jason Oliver, Wayne Kenshole, Adam Oates.

Front L-R: Sharon McHutchison, John Stavenuiter.

Absent: Tony Bifano (Supervisor).



Rodding C (Nights)

L-R: John Trenorden, Steve Andrews, Peter Butcher (Supervisor), Paul O'Brien, Brian Conn.



Refractory

L-R: Tony Bifano (Supervisor), Ashley Connoley, Shaunn Rock, Owen Farrar, Garry Leonard, Craig Adam, Tony Palermo, John Whittington.



Ship Unloaders

L-R: Terry Polwarth, Murray Matthews, Mark Quagliaro, Peter O'Brien, Robert Walton, Rick Jenkins, Alan Phillips, Steve Pinsent.



Electrode Administration

L-R: Bryce Greene (Rockwell), Tony Bifano, Steve Wilkinson, Darrel Linke, Mitchell Moore, Karen Wekwerth, Robert Hoskin, Chris Eastmure, Peter Butcher, Catherine McMahon, Michael LeLievre, Jyo Kannampuzha, Ian Lawrence (Hatch), Michael Hosking, Richard Pierce, Melissa Nicholson.



Lead Team

L-R: Kate Betts, Una Wright, Barry Knight, David LeLievre, Warren Sharp, David Monahan, Darrel Linke, Bill Guinane, Nicci Marris, Charlie Adornetto, Kate Mein, Fleur Batties.



Area Supervisors

L-R: Michael Radman, John O'Neil, Robert Hoskin, Ive Morris, Paul Roper, Darren Santospirito.



Engineering

Back L-R: Francis Houtsma, Adrian Robertson, Michael LeLievre, David LeLievre, Mitchell Moore.

Front L-R : Anthony Crust, Clint Tamblyn, Craig Cook, Stacey Ross, Richard Pierce, Jyothi Kannampuzha, John Hill.

Absent : Michael Johnson



Technical Group

Back L-R: Steve Di Sciascio, Flavio Giurco, Steve Wilkinson, Terry Fogg, Anthony Luscombe, Steve Hubers, Kate Mein.

Front L-R: Greg Chapman, Rebecca Forster-Knight, Catherine McMahon, Michael Hosking, Barry Knight, Glenn Reed, Shayne Chappell, John Chapman.



Environment and Hygiene

Back L-R: Anne Fisk, Adrian Cooper, Robert Friend.
Front L-R: Jenny Watson, Nicci Marris.
ABSENT: Neale Frisch.



Occupational Health and Safety Team

Back L-R: John O'Neil, Phil Smith, David Bell, Nick McAteer.
Front L-R: Anne Fisk, Nicci Marris, Kylie-Anne Clayton.



Medical Centre and ERO D

*Back L-R: Paul Terry, Josh Macpherson, John Brady, Dr. Jurie Snyman.
Front L-R: John O'Neil, Marlise McCoy, Kirsten Keast.*



ERO B

*Peter Crosbie.
Absent: Dean Hardiman.*



ERO A

L-R: David Tilley, John Kluppels.



ERO C

L-R: Dave Secan, Julian Beasley, Heinz Gallina.



Human Resources

L-R: Ron Wimmer, Kim Tompkins, David Monahan, Natalie Trigg, Maria Smith, Jill Delany, Janelle Fribence, Sally Maes, Jann Kinsela.



Finance

L-R: Chris Welsh, Fleur Batties, Neil Tompkins, Julia Peraic.



Community Relations

L-R: Kate Betts and Kate Martin.



Administration

Back L-R: Ron Wimmer, Tony Thaus, Kim Tompkins, Sean Barry, Neil Tompkins, Una Wright, Frances Houtsma, Jann Kinsela, Maria Smith, Janelle Fribence, Julia Peraic, Kate Martin, Kate Betts.

Front L-R: David Monahan, Warren Sharp, Jill Delany, Sally Maes, Natalie Trigg.



IT

Back L-R: Amaresh Roul, Rohan Islam, John Powell, Sam Elliot, David Low, Nick Wood, Alan Munro.

Front L-R: Martin Dillon, Steve Sowden, Karen Wekwerth, Chinmoy Bera, David Rhodes.

ABSENT: Gregg Sinnamon, Greg Chapman and Anthony Luscombe.



Procurement

Back L-R: Garry Wemyss, Simon Nelis, Simon Gandolfo, Russell Read, Ross Hobbs.

Front L-R: Melinda Stephenson, Silvana Montagnese, Tatiana Atkinson, Natalie Ramuta.

Point Henry Smelter Lead Team 2014

Smelter Manager
Warren Sharp
Potrooms Manager
Charlie Adornetto
Electrode Manager
Darrel Linke
Maintenance Manager
Bill Guinane
Environment & Technical Manager
Kate Mein
Acting Potrooms Manager
Barry Knight
Health & Safety Manager
Nicci Marris
HR Business Partner
David Monahan
Financial Controller
Fleur Batties /
Tony Thaus
Engineering Manager
David LeLievre
Community Relations Officer
Kate Betts
Smelter Administrator
Una Wright

Employees and onsite support, 2014

Adam, Craig
Adornetto, Chalie
Aisbett, Dylan
Allan, Graeme
Ammon, Karl
Anderson, Kieran
Anderson, Paul
Anderson, Stephen
Andrews, Steven
Anthony, Brian
Archer, Archie
Argento, Luke
Armstrong, Craig
Atkins, Michael
Atkinson, Tatiana
Bacely, Peter
Baillie, Debbie
Baran, Rowan
Barry, Sean
Bate, Nigel

Batties, Fleur
Baumgartner, Peter
Baxter, David
Baxter, Ray
Beach, Simon
Beard, Glenn
Beardmore, Neil
Beasley, Julian
Beasley, Mick
Beasley, Stephen
Beaton, Peter
Bell, Alan
Bell, Sandy
Bell, Jarrod
Benson, Chris
Betts, Kate
Bifano, Tony
Bifano, Jason
Binder, Michael
Bishop, Stephen
Bitton, Bradley
Blackney, Steven
Blyth, David
Blyth, Richard
Bodrogkozy, Tim
Bowers, Douglas
Boyd, Ray
Boyles, Brandon
Brady, John
Braniff, Sean
Breese, Gerry
Bridges, Brett
Brown, Leon
Bubb, Bruce
Burns, Robin
Butcher, Peter
Butterworth, Rick
Cahir, Peter
Caine, Paul
Campbell, Andrew
Carmody, Melissa
Carson, Adam
Cassar, Anthony
Cassar, Steven
Causon, Wayne
Chapman, Anthony
Chapman, John
Chapman, Ross
Chappell, Shayne
Clapinski, Danny
Clarke, Rick
Clayton, Kylie
Clutterbuck, Gary
Clutterbuck, Trevor
Cockerell, Ian
Cockson, Neil

Cogger, Craig
Coles, Russell
Collins, Gordon
James
Cominie, Wayne
Conn, Brian
Connoley, Ashley
Cook, Craig
Cooper, Adrian
Costa, Darryl
Coulter, Darryl
Coulton, Mark
Cox, Elton
Cox, Neale
Crichton, Ross
Crosbie, Peter
Cruickshank, Adam
Crust, Anthony
Cuddy, Bob
Curtis, Laurie
Curypko, Peter
Cust, Tony
Cuthill, Jim
Cuttler, Rob
Dahlhaus, Mark
Dale, Brett
Davie, Jason
Davis, Chris
Davis, Simone
Dearnley, Darryl
Delany, Jill
Di Sciascio, Steve
Diamond, Brett
Dillon, Martin
Dines, Brad
Donnelly, Kevin
Donohoe, Ciaran
Doroschuk, Michael
Dorsey, David
Doslakoski, Nicholas
Down, Steven
Doyle, Terry
Dragojlovic, Stanko
Driscoll, Daniel
Dunn, Troy
Earl, Elly
Eastmure, Chris
Edge, John
Emanuele, Nathan
Emmerson, David
Engel, Danny
Esler, Jacob
Evans, Bradley
Evans, Kevin
Evans, Noel
Farnsworth, Mark

Farrar, Owen
Fatone, Jimmy
Fehér, Adrian
Frost, Trevor
Filby, Scott
Finning, Shane
Finning, Steven
Finning, Terry
Firns, Shayne
Fish, Greg
Fisher, Alan
Fisher, Luke
Fisher, Matt
Fisk, Anne
Fitzgerald, Peter
Flanagan, David
Flanagan, Rory
Flintoff, Wayne
Fogg, Terence
Foley, Luke
Foley, Todd
Fonseca, Addy
Ford, James
Forster-Knight, Rebecca
Friend, Robert
Frisch, Neale
Galle, Dean
Gallina, Heinz
Gandolfo, Simon
Gates, John
Gaynor, Timothy
Gibson, Wayne
Gill, Brendon
Giurco, Flavio
Gouge, Stephen
Gouldson, Craig
Grant, Paul
Grinter, Russell
Groten, Paul
Grozdanovski, Mitch
Gruca, Anthony
Gugger, Geoff
Guilfoyle, Liam
Guinane, Bill
Guthridge, Peter
Hallam, Craig
Hamblet, Brad
Hardcastle, Neil
Hardiman, Dean
Hardiman, Garry
Harding, John
Harper, Tom
Harris, Tony
Harris, Des
Harris, Julian

Harris, Paul
Harrison, Peter
Harty, Brian
Harvey, James
Hawkins, Daniel
Heinrich, Ian
Heinrich, Rowan
Herbert, Greg
Hewitt, Graeme
Higgins, Joel
Hill, John
Hillam, Steven
Hobbs, Ross
Holahan, Greg
Holt, Richard
Hoskin, Ricky
Hoskin, Robert
Hosking, Michael
Houtsma, Francis
Hubers Van Assenraad, Steve
Hughes, Peter
Ingwersen, Gavin
Irons, Ron
Irvine, Millar
Jacobs, Frank
Jakubowski, Stan
Jakupek, Eugene
James, Gary
Janson, Wayne
Jardine, Max
Jenkins, Nick
Jenkins, Ricky
Jensen, Werner
Jess, Louise
Johnson, Michael
Jones, Brandon
Jubb, Terry
Juros, Jerry
Kannampuzha, Jyo
Keast, Kirsten
Kelly, Adrian
Kelly, Ned
Kelly, Stephen
Kelly, Steve
Kemerer, Mathew
Kenny, Rod
Kenshole, Wayne
Kenwright, Michael
Keown, Steve
Keys, Wade
Kiddle, Leigh
Kingsbury, Stephen
Kinsela, Jann
Kinsey, Kevin
Kirk, Dave

Kirk, Julian
Klein, Frank
Kluppels, John
Knight, Barry
Knight, Barry
Kulawiec, Inna
Ladgrove, Maurie
Lancaster, Ron
Lancaster, Bev
Lange, Steve
Lansbury, Wayne
Larcombe, Lyle
Larkins, Fred
Larkins, Thomas
Latter, Justin
Laupert, Mark
Lauva, David
Lee, Jarrod
Leeson, Norm
LeLievre, David
LeLievre, Michael
Leonard, Garry
Lewis, Terry
Libbis, Chris
Linke, Darrel
Livingston, Peter
Llewellyn, Evan
Loader, Peter
Loats, Rob
Lopez, Pedro
Low, David
Lowday, Dean
Lubcke, Terry
Luppino, Damian
Macauley, David
Macpherson, Shack
Maes, Sally
Majetic, Nick
Maloney, Brian
Manton, Corey
Mark, Aaron
Mark, David
Marles, Chris
Marris, Nicci
Marshall, Peter
Martin, Kate
Massey, Curtis
Matthews, Murray
Maurer, Geoff
McAteer, Nick
McCoy, Marlise
McDonald, Dean
McGovern, Stuart
McGrath, Sean
McGraw, Bill

McGregor, Jay
McHutchison, Sharon
McKinlay, Steve
McKinnis, Rod
McLean, Benjamin
McMahon, Garry
McMahon, Michael
McMahon, Catherine
McNair, Leigh
McTigue, Brian
Meadows, Richard
Mein, Kate
Menzel, David
Middelkoop, Ben
Mielczarek, Brett
Mitchell, Bill
Monahan, David
Montagnese, Silvana
Moore, Mitchell
Morris, Ivo
Morris, Peter
Morter, Dan
Morton, John
Mouat, Brett
Munro, Allan
Murdoch, Bob
Muston, Michael
Muston, Scott
Natoli, Angelo
Nelis, Duane
Nelis, Simon
Newling, Paul
Nicholson, Gavin
Nicholson, Melissa
Noonan, Jabba
Nouwen, Tony
Nyko, Luke
Oates, Adam
O'Brien, Paul
O'Brien, Peter
O'Brien, Tim
O'Connor, John
O'Connor, Theresa
Oliver, Jason
O'Neil, John
Osborne, John
O'Shannessy, Jim
Otimi, Martin
O'Toole, Ray
Oxley, Trevor
Palermo, Adam
Palermo, Anthony
Palmer, Stephen
Palmer, Wayne
Parker, Robert
Paroski, Milan

Paton, Darren
Patten, Zane
Pavey, Gavin
Pedersen, Marty
Pedretti, Mark
Pedretti, Paul
Peraic, Julia
Peters, Adrian
Phillips, Alan
Phillips, Carl
Phillips, Patrick
Pierce, Richard
Pinsent, Steve
Polwarth, Terry
Pope, Les
Potter, Paul
Powell, John
Price, Greg
Price, Robert
Quagliaro, Mark
Radman, Michael
Rain, Theo
Ramm, Tim
Ramuta, Natalie
Randone, Mario
Rath, Frank
Read, Russell
Reed, Glenn
Reid, Daniel
Reid, Paul
Reynolds, Clint
Rhodes, David
Richards, Noel
Ritchie, Corey
Robertson, Adrian
Robinson, Lance
Robson, Colin
Rock, Shaunn
Rodgers, Peter
Rogerson, Harry
Roper, Paul
Rose, Stephen
Ross, Stacey
Rowe, Alphonsus
Ryan, Noel
Sandford, Bruce
Santini, Max
Santospirito, Darren
Schmidt, Robert
Scholz, Gunter
Schreuder, Mark
Schwuch, Robert
Scott, Andrew
Secen, David
Seear, Gregory
Seiffert, Lewis

Sellars, Michael
Sexton, Dion
Shackley, Stephen
Shanks, Garry
Sharp, Warren
Shell, John
Sinnamon, Gregg
Slabik, Brett
Smelter, Paul
Smith, Dan
Smith, David
Smith, Glenn
Smith, Jason
Smith, Murray
Smith, Noel
Smith, Phillip
Smith, Victor
Smith, Maria
Smitten, Andrew
Snyman, Julie
Sommerville, Michael
Sopronick, Karl
Sorensen, Eddie
Sowden, Steven
Spillard, Ken
Stapleton, Bradley
Stavenuiter, John
Stephens, Damian
Stephenson, Mark
Stephenson, Melinda
Stewart, Malcolm
Stewart, Matthew
Stewart, Rowan
Stonehouse, Jai
Strachan, William
Tahapehi, Laurie
Tamblyn, Clinton
Tanner, Lenny
Tate, Gary
Tate, Jason
Terry, Paul
Thaus, Anthony
Thomas, Andrew
Thomas, Brendan
Thompson, Ken
Thompson, William
Tilley, David
Timonowicz, Chris
Tompkins, Neil
Tompkins, Kim
Tournier, Alistar
Tournier, Daryl
Tournier, Jason
Trenorden, John
Trevena, Shane
Trigg, Nataliea

Trotto, Michael
Tucker, Paul
Turnbull, Carrie
Turnley, Mark
Van Der Wel, Joseph
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The Alcoa Public Relations and Point Henry Community Relations team over 51 years.