

TEAM SPORTS

Lab Triumphs in Interdepartmental Domino Competition



The victorious Lab team of **Jermaine Wright** and **Kemoy Brown** (r) show off their winning trophy after defeating the Sports Club team in the interdepartmental Domino Tournament.

The Interdepartmental Domino Competition came to a gripping end as Team Lab made history, seizing their first-ever trophy with a commanding performance over the formidable Sports Club in a dramatic best-of-five series.

Lab's duo, **Jermaine Wright** and **Kemoy Brown**, were determined to prove that they were the best in domino.

On the night of Thursday, July 24, they delivered a stellar performance, defeating Sports Club 10-6 in game three to take a crucial 2-1 lead.

Needing a win to stay in the running, the Sports Club team, comprising Thaddeus Manning and Mallory McLennon, faced intense pressure in game four. But

Jermaine and Kemoy were relentless, securing a decisive 10-5 victory and wrapping up the series 3-1. The win marked a landmark achievement for Lab, who now proudly hold the HR Trophy for the very first time.

Special recognition was also given to **Debbie Chambers**, the tournament's lone female participant. In a male-dominated field, Debbie's commitment

and sportsmanship stood out. She was honoured for her trailblazing role and continued contribution to the game, earning well-deserved praise and applause.

Congratulations to Team Lab, on their outstanding triumph, and to **Debbie Chambers** for her inspiring presence in the sport.



Kemoy Brown (r) presents a plaque to **Debbie Chambers** in recognition of her outstanding performance during the tournament.

EAP CORNER

Behind the Smile: Understanding and Overcoming Depression



Everyone at some time feels down or sad occasionally and it's a natural part of a healthy emotional life. However,

sometimes people have intense feelings of sadness that last for weeks, months or more. If this happens, it is possible that the person will need urgent attention.

Depression is a medical illness that occurs when the chemical in the brain becomes unbalanced and the person continues to feel sad for a long time. This can be as a result of:

- The death/loss of loved one/relationship.
- Divorce or separation.
- Loss of job (retirement, redundancy, fired)
- Genetics or family history
- Physical illness
- Financial upheaval

Symptoms of Depression:

- Feeling sad, fretful and hopeless
- Not doing things that you once enjoyed
- Tearful and crying a great deal.
- Concentration and memory problems or being unable to make up your mind.
- Sleeping too much or too little
- Being restless or feeling slowed down
- Eating too much or too little
- Feeling worthless and guilty
- Having little or no interest in sex
- Thinking of death or suicide
- Physical complaints – multiple aches and pains if you have experienced five (5) or more of these for more than two weeks, you should visit a medical doctor.

In the workplace symptoms of depression can be recognized by:

- Decreased productivity.
- Morale issues
- Lack of cooperation
- Safety risks/accidents
- Absenteeism
- Frequent statements about being tired.
- Complaints of unexplained aches and

pains

- Alcohol and drug abuse

How family/ friends can help

- Show love and offer kind words.
- Help the person to keep active and busy.
- Be patient, don't expect immediate results.
- Don't criticize or blame the person for their behaviour.
- Don't make them feel guilty about not having enough faith or being weak.
- Encourage them to take medication if prescribed.
- Don't ignore any talk about suicide; seek help and take the person to get medical attention.

If you think you or someone you care about maybe depressed, seek help. Remember experiencing depression doesn't mean the person is weak, or a failure, or isn't trying...it means they need treatment/help.

CALL EAP: 876-551-9796

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July 30, 2025

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Employee News



Director of Maintenance, **Joseph Williams** presents a component of the transformation project to team members.

Jamalco has recently announced a comprehensive transformation initiative aimed at enhancing safety, operational efficiency, and innovative practices. The company's vision is centered on unlocking the plant's full potential, maintaining cost competitiveness, and achieving world-class operating standards.

A key element of this strategic shift involves fostering a culture of accountability and individual responsibility among all team members. Recognizing that a change in mindset is essential, Jamalco is committed

Read more on page 5

HSE Review

@July 30, 2025

	Plan	Actual
Recordable Injury	0	0
First Aid Injury	0	0
Non-compliance	0	0
Spills to Soil	0	0

Production Review

@July 30, 2025

	Plan	Actual
Digester	3219	3092
Calciner	3252	3231
Digester Yield	93.7	89.7



Transforming Jamalco for a More Sustainable Future



to cultivating a culture of excellence that permeates every facet of its operations.

To support this ambitious journey, Jamalco has partnered with Hatch, an internationally renowned engineering consulting firm sponsored by Century Aluminum. Hatch is now on-site to assist in driving this cultural and operational transformation. Together, the organizations have developed a structured approach designed to address current challenges and capitalize on new opportunities, with a steadfast focus on delivering profitable results through innovative practices.

This transformation will demand dedication, resilience, and a collective effort from every employee. Despite challenges such as aging infrastructure and market pressures, Jamalco remains resolute in its vision to overcome obstacles through operational excellence, maximize production, and set new industry benchmarks.

With a unified commitment to excellence and sustainable growth, Jamalco aims to restore its former glory and position itself as a leader in the global alumina industry.

Turbine Generator Project Reaches Key Milestones

The Turbine Generator 4 (TG#4) installation Project is progressing steadily, with several major milestones already completed and preparations are now underway for the next critical phase. The project, which is part of Jamalco's broader strategy to enhance operational efficiency and energy resilience, remains on track for its scheduled commissioning in January 2026.

According to High Voltage and Power Distribution Manager, **Mark Peterkin**, to date,



The building which will house TG#4.

all major mechanical components for the critical equipment, including the turbine, generator, and gearbox have arrived safely on site. The foundation work for these components has also been successfully completed, providing a solid base for the next stages of assembly and installation.

The construction of the TG#4 building is actively underway, with structural assembly progressing as planned. In parallel, all required personnel for the mechanical assembly of

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Tips for a Safer, Healthier Workplace

Stay Alert and Aware

- Always be mindful of your surroundings. Look out for hazards like spills, moving equipment, or obstacles in walkways.

Use PPE Correctly

- Wear the right personal protective equipment (PPE) for your task—gloves, helmets, safety glasses, ear protection, etc.—and ensure they are in good condition.

Practice Good Housekeeping



- Keep your work area clean and clutter-free to reduce slips, trips, and falls.

Report Hazards Immediately

- Don't wait—Report unsafe conditions, near misses, or incidents to your supervisor right away.

Lift Safely

- Bend your knees, keep your back straight, and don't try to lift loads that are too heavy—Ask for help or use lifting equipment.

Take Care of Your Health

- Stay hydrated, take regular breaks, and be mindful of mental health. A healthy employee is a safer employee!

Let us all work together to keep safety and health our top priority every day, everywhere!

STAY SAFE!

Jamalco Restores Culvert Damaged by Hurricane Beryl



A section of the recently installed 8-pipe culvert structure.

Jamalco has successfully completed major restoration works on a vital culvert that was severely damaged by Hurricane Beryl in 2024. The project, which involved the removal of a temporary fix and the construction of a more robust and permanent structure, was officially completed on July 3, 2025, ahead of the anticipated rainy season.

Following the extensive damage caused by Hurricane Beryl, a temporary culvert was installed in 2024 to maintain operations and support access to the affected area. However, due to the importance of the infrastructure to Jamaica's rail transport system and the risk posed by future weather events, the decision was made to replace the temporary solution with a permanent and more resilient 8-pipe culvert structure.

The restoration project involved the careful removal of the existing rail tracks by Jamalco's Rail Track Team in a manner that would facilitate easy reinstallation once the new structure was completed. Cousins Construction Services Ltd. (CCSL), the civil contractor for the project, undertook the demolition and removal of the damaged dyke and culvert. The gully, which had accumulated significant debris, was then cleared to prepare the area for construction.

Surveyor, Graeme Miller established the site layout based on the approved design specifications. Eight 12-foot diameter corrugated metal pipes were installed to form the new culvert. New fill material was imported, placed, and compacted around the culverts under

strict quality assurance and quality control protocols. Monitoring and compaction testing were conducted by Jentech Laboratories Ltd. to ensure the integrity of the work. Once the culverts were in place and the area stabilized, the Jamalco Rail Track Team reinstalled the rail tracks, completing the infrastructure works.

The restoration project was a collaborative effort that brought together several key teams and partners. The CapEx Team managed the overall engineering and execution of the project. Cousins Construction Services Ltd. led the civil works, including demolition and site preparation.



The recently installed rail tracks.

This restoration marks a significant enhancement to Jamalco's infrastructure and showcases the company's proactive approach to disaster recovery and sustainable operations.

Turbine Generator Project Reaches Key Milestones

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the turbine are now on-site and preparing to initiate this next phase of the project.

As the mechanical assembly begins and building construction continues, the project remains focused on maintaining timelines, safety standards, and quality benchmarks, with the project well-positioned to support Jamalco's long-term energy goals and deliver increased reliability to its operations.

Celebrating Jamaica's Emancipence



Donnett Bent



Chad Gayle



Team Members from the Accounting Department.

The theme for Jamaica's 2025 Emancipation and Independence celebrations is "Celebrating Jamaica: Steaming Towards the Future, Honing Good Character." While the national celebrations run from July 31 to August 6, Jamalco team members were invited to honour Jamaica's heritage and showcase national pride by wearing the country's colours. **Donnett Bent** from the Planning and Scheduling Department was recognized as the most outstanding female participant, while **Chad Gayle** from the Laboratory took home the award for the most outstanding male. Special recognition was also given to **Sheepa Farquharson** and **Wentworth Williams** from the Procurement and Planning Departments, respectively. Here are some highlights.



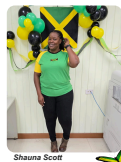
Michael Ashely



Lichelle Wilson



Wentworth Williams



Shauna Scott



Sheepa Farquharson



Michael Mitchell

IN THE COMMUNITY

Environmental Expertise Shared with Mile Gully High School Environmental Club



Members of the Environment Club at Mile Gully High School during an environmental awareness session.

The Environmental Club at Mile Gully High School gained valuable insights into environmental stewardship and

corporate sustainability when members were engaged in an interactive presentation led by representatives from Jamalco.

The session, held with student club members, which focused on Jamalco's environmental operations, emphasizing the company's commitment to legal, safe, sustainable, and responsible practices.

The presentation provided an overview of the company's environmental protocols under its Special Mining Lease (SML) and the critical role of external regulatory bodies such as the Mines and Geology Division, NEPA, SRC, JBI, and the Forestry Department in maintaining compliance and certification.

The team also explained the process of

community engagement and issue resolution, highlighting the collaborative role of Community Relations Officers and the HSE team in responding to and managing community concerns through structured committee reviews.

Guidance Counsellor, Heather Morgan praised the initiative, stating, "the presentation was very informative, and I learned a lot about Jamalco's operations regarding the environment."

The event also served as a valuable learning opportunity for students who gained deeper knowledge of sustainable environmental practices they can apply in their academic pursuits and future careers.

In the Mailbox



Dear Ms. Brooks:

On behalf of the Vere Technical High School, I would like to extend our heartfelt gratitude to you and everyone at Jamalco for your generous support and dedication on Labour Day. Your contributions to the painting of the boys' dorm made a significant impact on our student's environment.

Additionally, we are most grateful for your undertaking of the greenhouse reconstruction.

Your commitment to supporting our school embodies the spirit of community and service we cherish. We are truly thankful for your time, effort and resources which have helped to create a better learning environment for our students.

We look forward to your continued partnership with Vere Technical High School.

Thank you once again for your dedication and support.

Principal,
O'Neil Lewin, B.Sc., Dip., MBA

Jamalco Kicks Off Harmons Football League with Community Support



Community Relations Officer, **Jermaine Foster**, (front 2nd left), takes a photo with community stakeholders at the launch of the Harmons Valley Football League.

The Harmons Community Centre was alive with energy and excitement as the 2025 Jamalco Harmons Cup Football League was officially launched, drawing an enthusiastic crowd of approximately 220 community members, supporters, and players.

Representing Jamalco at the launch was Community Relations Officer, **Jermaine Foster**, who delivered greetings on behalf of the company. In his remarks, he encouraged players to approach the tournament with discipline and good sportsmanship, highlighting that Jamalco's sponsorship aims to support community building and youth engagement through sports. "Jamalco believes in investing in our communities, and the Harmons Cup is a perfect example of how sport can unite and uplift," Mr. Foster shared.

Jamalco's sponsorship includes jerseys for all eight participating teams, along with trophies and cash prizes for the top three finishers. The six-week tournament features spirited competition among community teams such as Juel Patties, Reeveswood, Broadleaf, John Robinson, Top St. Tools, Harmons, Allied Strikers, and Young Strikers. The league is set to conclude on August 31, 2025, with an exciting final match and closing ceremony.

Competition Coordinator, Craig Pitter, and a member of the Harmons Council, expressed his gratitude for Jamalco's continued support. "This competition has been running for over a decade, and having Jamalco as a sponsor is a major plus for our community. Their involvement helps strengthen the bond between the company and the people of Harmons," he noted.

IN THE NEWS

Jamalco Commits Approximately \$25 Million for Back-to-School Assistance



Senior executives of Jamalco share a proud moment with this year's scholarship awardees at the company's Education Assistance Awards Ceremony. Seated centre is Dr. Mark Smith, President of the Jamaica Teachers' Association and guest speaker at the event.

As part of a dedicated effort to uplift the nation's future leaders, some 450 students across Clarendon and Manchester will benefit from Jamalco and Century Aluminum's annual investment in education, amounting to approximately \$25 million. This ongoing initiative, now in its 19th year, continues to transform lives by providing critical scholarships, grants, and support to students at all levels of their academic journey.

From early childhood to tertiary studies, this program exemplifies a steadfast commitment to nurturing talent, fostering resilience, and creating opportunities for Jamaica's young generation to thrive.

The event featured inspiring speeches from key leaders, including Dr. Mark Smith, President of the Jamaica Teachers' Association. Dr. Smith delivered a



Managing Director **Marvin Jackson** presents a scholarship award to Jamalco mentee and student at the University of the West Indies Sybrianne Ellis.

motivational message to the scholarship recipients, emphasizing that challenges are an inevitable part of life's journey.

"Education transforms lives," he declared. "No matter the degree you pursue, the journey builds character. Keep pushing forward, and although doors may close, keep knocking."

His words resonated deeply with the students, many of whom faced personal struggles. One such recipient, Jamella McPherson, a new University of Technology student, shared her story of resilience. After losing her mother to cancer, Jamella vowed to become a nurse, dedicating herself to caring for others. "This support from Jamalco has strengthened my resolve to succeed," she said, her voice filled with hope.

Jamalco's Managing Director, **Marvin Jackson**, underscored the company's long-standing dedication to education. Mr. Jackson revealed that in the past five years, Jamalco has invested approximately \$180 million in educational initiatives. "Our support is not just for individual students; it's an investment in Jamaica's future," Jackson stated. "From early childhood to tertiary education, we are committed to creating opportunities and fostering growth."

Supporting this vision, Vice President of Operations - Americas at Century Aluminum, Levi Chaffin, reaffirmed Century's shared commitment to empowering the next generation. The Century Aluminum High Achievers Award is in its third year. "and we continue to increase our support year after year because we believe in the power of education and the importance of nurturing talent within our communities," Mr. Chaffin said.

Member of Parliament for Clarendon South Eastern, Parnell Charles Jr., also delivered remarks, congratulating the students on

their achievements while encouraging them to continue pursuing their goals with determination and resilience.

In her overview, Corporate Communications and P.R. Manager, **Donna Marie Brooks** says Jamalco invests in the minds and dreams of Jamaica's youth because education is the key to unlocking potential and building a brighter, more resilient nation. She used the opportunity to provide a breakdown of this year's scholarship package. "Six scholarships will be awarded to Jamaica mentees valued at \$1.5 million each, twelve special grants totaling \$2.52 million, and 53 tertiary scholarships worth \$810.6 million—totaling over \$14.6 million in direct support. Additionally, 10 PEP students will each receive bursaries of \$840,000, and approximately 350 students from Jamalco's communities will benefit from book grants totaling \$83 million. Twenty Century scholarships will be awarded, totaling \$7 million."

Since its inception in 2007, Jamalco's education assistance programme has provided consistent support to students throughout their academic journey. Recipients continue to benefit through to the end of their tertiary education, provided they maintain the programme's performance criteria.



Director of Security, HR and Corporate Services, **Christopher Buckmaster** (left) presents an award and plaque to student at the University of the West Indies Open Campus, Cheryl Ross, for achieving the highest GPA of 3.79. Sharing the occasion Guest Speaker and JTA President, Dr. Mark Smith.

TEAMS STARS

Jamalco Joins Ministry of Health's Corporate Wellness Challenge



Team members participating in the aerobics workout session.

Jamalco has officially joined the Ministry of Health's Corporate Wellness Challenge, a national initiative aimed at promoting healthier lifestyles in the workplace. Over the next eight months, employees are encouraged to participate in a series of engaging and transformative wellness activities designed to energize both body and mind.

The Wellness Challenge features a dynamic lineup of activities, including road runs, nature hikes, office workouts, park runs, obstacle courses, health education sessions, nutrition challenges health screenings, and a

corporate wellness quiz. With something for everyone, Jamalco is calling on all employees to get involved and take charge of their personal health and wellness journeys.

Jamalco has already hit the ground running with two of the first activities: an invigorating office workout and a breathtaking Nature Hike held on Saturday, July 26, in the scenic hills of Stony Hill, St. Andrew. Congratulations go out to **Brianna Hanson**, winner of the aerobics workout challenge (female), and **Ackeeem**

Lewis, the male winner. Special commendations to **Shanika Fagan** and **Chad Gayle** for their consistency and dedication.

A six-member Jamalco team proudly represented the company on the hike, tackling both short and long trail options with enthusiasm and team spirit.

Participating organizations can schedule activities at any time during the challenge period, following the Ministry's official guidelines to ensure maximum impact and fairness.

As the challenge continues, Jamalco remains steadfast in its commitment to fostering a culture of wellness, teamwork, and positivity. Employees are encouraged to stay active, support one another, and take full advantage of the opportunities ahead to enhance their health and well-being.



Chad Gayle pause for a photo during the nature hike

Outstanding Employees of the Month



Congratulations to Acting Control Room Technician, **Aaron Graham**, for copping the Powerhouse Employee of the Month award for June 2025!

On June 18, Aaron's swift and decisive response prevented a total boiler outage when the steam control valve for Fuel Oil Heater #2 malfunctioned. His quick thinking and dedication ensured the continued reliability of our operations. The leadership of the Powerhouse commends Aaron for his outstanding performance and unwavering commitment to excellence. Well done, Aaron!

In the photo above, Aaron receives his certificate from Powerhouse Staff Production Engineer, **Natalie Curtis**.



The Calcination Department celebrates **Leighton Watt**, Shift Supervisor of the Quarter for Q1 2025!

Leighton goes above and beyond to ensure every Production Systems Operator on his crew is fully equipped, with the right tools, training, and support to deliver strong results. His leadership has not only elevated team performance but also contributed to excellent safety outcomes throughout the quarter.

Leighton's dedication fosters a capable, confident, and collaborative team culture.

Thank you, Leighton, for your outstanding service and inspiring leadership!

TEAMS STARS

A Life Forged in Excellence, Driven by Service



Jayann Walters

"We make a living by what we get, but we make a life by what we give."

Hailing from Litzitz in St. Elizabeth, Senior Process Control Engineer Jayann Walters discovered her purpose early in life. Raised in a family of high achievers, a love for learning was woven into her upbringing. Her father taught her to read and three older sisters set high standards of excellence. "I always knew I would serve my community," she reflects. "I wasn't sure in what way, but that was my goal from early on."

At Hampton School in Malvern, she shone academically and nurtured her passion for helping others. Even as a child, she was tutoring her peers and younger children, a habit that foreshadowed her lifelong dedication to education and community upliftment.

Jayann's brilliance blazed through her teenage years. At the Caribbean Examination Council (CXC) level, she passed an astounding 19 subjects, earning national CSEC awards in both Agricultural Science and Social Studies and was the top CSEC student between Hampton School and Munro College, earning the coveted Munro and Dickinson Trust Scholarship. Her academic journey continued at the University of Technology, where she graduated with honours in Chemical Engineering. She did not stop there and later topped her cohort in the Master of Science in Engineering Management.

In 2016, Jayann joined Jamalco, stepping into a world where problem-solving and precision were critical. From day one, she approached her work with characteristic zeal and intelligence. Her colleague, JBS Superintendent, **Debbie-Ann Fagan-Warren**, describes her as the engineer who "goes deep in solving problems and always delivering with excellence."

Jayann has played a pivotal role in optimizing systems such as the rodmill, which suffered issues due to high bearing temperatures, fine-tuning interlocks, implementing dynamic alarm suppression and training Control Room Engineers.

Mechanical Reliability Engineer, **Darren Chambers** sums up her influence best: "she's the dependable, credible brain who always has ideas on how to improve aspects of plant operations."

Yet Jayann's impact extends far beyond the industrial landscape. She is founder of the Walk Good Project, a foundation dedicated to advancing educational equity in St. Elizabeth. Through scholarships, STEM support in rural communities, and provision of essential school supplies, Jayann is using her Foundation to transform young lives. Her work has earned her the prestigious Governor General's Award for 2025 for academic achievement, leadership, innovation, and service to the community.



Jayann Walters dialogues with Governor General of Jamaica, Sir Patrick Allen at King's House after collecting the Governor General's Achievement award.

Driven by the belief that "our life is not valuable until we reach out and help others," Jayann has also authored a children's book promoting literacy and empowerment. As a volunteer with the Jamaica Institution of Engineers, she now chairs the Aeronautical, Agricultural Industrial, and Chemical Division, where she has spearheaded initiatives including a



Jayann Walters collects a certificate from trainer Larry Bachus on the completion of pump training.

national high school essay competition, a development forum for women in engineering, and a partnership with the University of Technology to support Engineering Projects.

Above all, Jayann's greatest inspiration comes from her desire to be a positive role model for her children, Summer, Jordi, and Kaleb. "I want them to believe that their work and effort can change the society," she says.

As Jayann forges ahead, tackling challenges at Jamalco and lifting her community higher, her life stands as living proof of Winston Churchill's timeless words: "We make a living by what we get, but we make a life by what we give." **Jayann Walters** is making not just a living, but a magnificent life. And through her service, many others will too.



Jayann's children, Summer, Jordi, and Kaleb.