

TEAM SPORTS

Rocky Point Triumph in 2025 Interdepartmental T10 Cricket

Rocky Point emerged champions of the 2025 Interdepartmental T10 Cricket Competition after securing a convincing victory over Raw Materials in an exciting final.

For the first time in the history of the competition, the final was contested over two days, allowing both teams to play under favourable light conditions and adding a unique dimension to the showdown.

Raw Materials won the toss and elected to bat but were kept in check by a disciplined and direct Rocky bowling attack. Captain **Omar "Peggy" Morgan** anchored the innings with a composed and well-structured 37 runs off 34 deliveries, remaining unbeaten through the allotted 10 overs. He received solid support from **Ralston Williams**, who contributed 17 runs off 21 balls, helping Raw Materials post a competitive total.



Members of the Rocky Point Cricket Team, champions of the 2025 Interdepartmental T10 cricket competition.

Rocky Point returned on day two with confidence and purpose. **Troy Allen** led the charge with an aggressive 31 runs off 19 deliveries, including three towering sixes that set the tone for the chase. He was well supported by **Kevin Duncan**, the tournament's standout performer, who finished 26 not out. Duncan's innings took his season aggregate to an impressive 389

runs, with a remarkable batting average of 123 and a strike rate of 195.5, underlining his dominance throughout the competition.

At the presentation ceremony, **Donald "Duckie" Bell**, captain of the Rocky Point team, received the HR Champions Trophy along with gold medals for his team. Captain **Omar Morgan**

and the Raw Materials team were presented with the runners-up trophy and silver medals in recognition of their strong performance.

Congratulations to the Rocky Point team on their well-deserved championship victory, and to Raw Materials for an admirable and competitive showing.

EAP CORNER

Tips for a Successful and Contented 2026



2. Set small, achievable goals.

- Focus on daily or weekly wins instead of long-term pressure.
- Completing small tasks successfully builds momentum.
- Prioritize safety.**
 - A safe shift, a job done right, or helping a teammate all count as wins.
 - Do not wait for recognition to feel proud.
- Maintain boundaries.**
 - Take your vacations: acknowledge when you are experiencing fatigue and speak up when you need rest or support.
 - Recovery is essential for focus, safety, and mental health.

- Use your voice.**
 - Raise concerns, near misses, or improvement ideas.
 - Speaking up protects you and your teammate and reinforces your value.
- Support your teammates.**
 - Encouraging others and sharing knowledge strengthens team morale.
 - A dedicated team makes challenging work easier.
- Keep learning.**
 - Take advantage of training, mentoring, or new responsibilities.

- Focus on what you can control.**
 - You may not control decisions or conditions, but you can control your attitude, preparation, and professionalism.
 - Small, consistent actions build confidence and reinforce your own self-worth.

- Skill growth creates confidence and future opportunities.
- Avoid constant negativity.**

- 9. Vent only, when necessary, but do not live in frustration.**
- 10. Choose conversations that help you move forward.**

- 11. Take care of life outside work.**
- 12. Reconnect with purpose.**

- 13. Hobbies, exercise, family, and rest matter.**
- 14. A balanced life supports resilience at work.**

- 15. Remember why your work matters to you, your family, team, the operation, community, organization and your country.**
- 16. Pride in honest work is a powerful motivator.**

- 17. Ask for help when needed.**
- 18. Seeking support is a sign of strength, not weakness.**
- 19. Use available resources, supervisors, or peer support.**

LIVE, LAUGH AND LOVE!

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NEWSLINK

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Employee News



General Manager, Operations, Richard Russell

designed to improve accountability, transparency, and consistency across its operations. These measures are aimed at aligning the company with the objectives set forth in its 2026 business plan.

Vice President of Operations, Americas, at Century, **Levi Chaffin**, said, "Century has taken deliberate steps to improve accountability and execution by realigning Jamalco's leadership model to better integrate site leadership within Century's broader business systems."

According to Levi, "We have been reviewing

reviewing the most effective, long-term organizational structure to lead us forward.

As part of this process, **Richard Russell**, a veteran with 42 years of service at Jamalco who recently retired, has been reinstated and appointed as General Manager for Operations. His role will exclusively focus on the refinery and operational oversight."

The company is emphasizing the importance of strengthening governance frameworks to enhance performance levels, transparency and control. "Our priority is to stabilize operations, restore asset reliability, and ensure we operate safely and responsibly," Levi added. "These initial actions are foundational steps towards stabilizing operations and achieving sustainable improvements."

Jamalco's leadership overhaul marks a pivotal effort in repositioning the organization to meet future challenges and fulfill its strategic growth ambitions of responsibly producing quality tons of alumina the world needs.

Century Provides 12.5M in Support for Employees Impacted by Hurricane Melissa



Employees who received assistance from the impact of Hurricane Melissa pause for a photo with Century and Jamalco executives.

Century and Jamalco, has provided financial support to Jamalco employees or their families severely impacted by Hurricane Melissa. This assistance is intended to ease burden of recovery and rebuilding.

Recognizing the urgent needs of its workforce, Century committed funds to assist employees and their dependents

to employees' homes, categorized as minor, moderate, or severe to ensure that support matches the level of recovery needed.

Speaking at the handing-over ceremony held recently, General Manager, Operations, **Richard Russell**, emphasized that "at Jamalco, our values are the foundation of everything we do. Today, we are living that

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New Year, Healthier You



1. Start Small and Stay Consistent

You don't need drastic changes to improve your health. Simple habits like taking the stairs, stretching during breaks, or walking at lunchtime can make a big difference over time.

2. Prioritise Rest and Sleep

Quality sleep supports focus, mood, and overall productivity. Aim for regular sleep hours and give yourself time to unwind at the end of each day.

3. Fuel Your Body Well

Stay hydrated and try to choose balanced meals that include fruits, vegetables, lean protein, and whole grains. Small, healthy choices help maintain energy throughout the workday.

4. Manage Stress Proactively

The new year can bring new goals and pressures. Take short breaks, practise deep breathing, and don't hesitate to reach out for support when needed.

5. Look After Your Mental Wellbeing

Mental health is just as important as physical health. Stay connected with colleagues, speak openly, and make time for activities that bring you peace and joy.

6. Make Safety a Daily Habit

Whether on-site or in the office, always follow safety procedures, use protective equipment correctly, and look out for one another.

Remember: A healthy workforce is a strong workforce. Let's support one another as we step into the new year with balance, care, and purpose.

Century Provides 12.5M in Support for Employees Impacted by Hurricane Melissa

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Production Engineer, Powerhouse, Natalie Curtis collects her award from Sir. Vice President & Commercial Officer, Agust Halberg

value. Century and Jamalco are standing with our employees and their families to help restore their lives." Approximately \$12.5 million has been committed in financial assistance to employees and their families to assist with their restoration efforts and ease the burden of recovery.

Employees have expressed heartfelt gratitude for the assistance. Staff Engineer at the Powerhouse, Natalie Curtis, said "This

support from the company is well appreciated by my family and me and I thankful. The contribution demonstrates that the company is living its care value."

Similarly, **Shane Francis** of the Lands Department praised the timely help noting that, "The assistance we have received is truly a blessing. With the repairs needed to our home and the loss of essential belongings, Century's intervention comes at a critical moment. It's reassuring to see that the company's commitment not just in words but in meaningful action. This support helps ease the burden and marks a significant step in our recovery."

The partnership between Century and Jamalco reflects a strong, employee-centric approach to disaster response while demonstrating care for employees as they continue to rebuild and restore stability.

New U.S. Aluminum Smelter Signals Major Opportunity for Jamalco Operations

Century Aluminum Company (CENX) has announced a landmark joint development agreement with Emirates Global Aluminium (EGA) to construct the first new primary aluminum production plant in the United States in more than four decades, an initiative that presents significant strategic benefits for Jamalco's operations in Jamaica.

Under the agreement, EGA will hold a 60 percent ownership stake in the joint venture, with Century Aluminum owning the remaining 40 percent. The state-of-the-art smelter, to be built in Inola, Oklahoma, is expected to produce approximately 750,000 tonnes of aluminum annually, more than doubling current U.S. primary aluminum production. Construction is projected to begin by the end of 2026, with production targeted before the end of the decade.

The project is expected to catalyze the creation of a regional aluminum-focused industrial hub, generating additional economic activity across the upstream and downstream aluminum supply chain.

For Jamalco, the project creates a clear and compelling opportunity. Jamalco's refinery is well positioned to serve as a reliable supplier of high-quality alumina to the new Inola smelter. Alumina produced at



Jamalco can be efficiently transported via the Mississippi and Arkansas river system directly to the port facility at Inola strengthening Jamalco's role within Century's global value chain.

Century's Chief Executive Officer, Jesse Gary noted that the partnership aligns with broader efforts to expand domestic aluminum production while supporting key industries such as automotive, aerospace, construction, packaging, and national defense. He also highlighted that the project complements Century's low-carbon aluminum production, including output from its Grundartangi operations, further enhancing the company's Natur-Al low-carbon brand.

The plant's strategic location at the Tulsa Port of Inola, connected to the Mississippi River system, ensures efficient bulk freight movement and reinforces the logistical advantages for alumina supply from Jamalco.

Jamalco Supports UWI Chemistry CAPE Workshop with Alumina Donation

Jamalco demonstrated its commitment to education through its support of the recently concluded UWI-FST Caribbean Advanced Proficiency Examination (CAPE) Chemistry Workshop, by donating calcined alumina for the workshop.

The workshop, hosted by the Department of Chemistry, Faculty of Science and Technology (FST), University of the West Indies was held from January 12 to 14, 2026, and was designed to provide critical instructional support to high school students preparing for the CAPE examination. The programme combined theory reviews with hands-on laboratory activities and facilitated meaningful engagement between secondary school students, their teachers, and UWI faculty, as well as undergraduate and graduate students.

Head of the Department of Chemistry, Dr. Donna Minott-Kates, expressed sincere appreciation for Jamalco's timely contribution, noting that the donation of four kilograms of calcined alumina was instrumental to the success of the laboratory component

of the workshop. She commended Jamalco's willingness to assist, stating that the support exemplifies the company's commitment to building capacity through educational initiatives.

The workshop focused on Module 2 of the CAPE Unit 2 syllabus. These topics are foundational to the practice of chemistry and are widely used throughout chemists' careers. However, due to limited access to laboratory resources in many secondary schools there is a recognised gap in practical exposure for these modules. UWI's annual CAPE workshops continue to play a vital role in bridging this gap.

During the planning phase, the Department encountered challenges in sourcing the stationary phase required for chromatography experiments. Jamalco's donation of calcined alumina ensured that the laboratory exercises could proceed as planned, significantly enhancing the learn-



Students engaged in the UWI-FST CAPE Chemistry Workshop.

-ing experience for participants.

In total, more than 500 students from 29 secondary schools benefited from the workshop. This included students from schools severely impacted by Hurricane Melissa, including Edwin Allen High School, Herbert Morrison Technical High School, Munro College, Hampton School, Brown's Town Community College, and Knox Community College.

Harmons Valley Community Council Outreach



Photos above shows members of the Harmons Valley Community Council during their outreach mission in Highbate, Westmoreland, following the impact of Hurricane Melissa.

On December 17, 2025, Council members travelled to the community of Highbate as part of their charitable

response to families affected by the hurricane as well as the council's deliberate decision to extend its efforts beyond Manchester Recognizing that

Westmoreland suffered significant damage from Hurricane Melissa, the Council sought to provide meaningful support to some of the parish's most vulnerable residents.



During the outreach, the team distributed water, clothing, tarpaulins, toys, care packages, and cases of bottled water, providing much-needed relief to households still recovering from the effects of the storm. Approximately 100 individuals benefited from the initiative.

Jamalco Promotes Earthquake Preparedness in Schools Across Operating Communities

As part of its Jamalco in Schools initiative, Jamalco supported Earthquake Awareness Week by organizing Earthquake Awareness activities across schools in our operating communities. The activities were aimed at equipping students with practical knowledge on preparedness, emergency response, and safety.

The initiative reached students and staff at Hayes, Rest, Gravel Hill, Frankfield, Snowden, Tollgate, St. Jago and Victoria Town Primary and Infant Schools.

At Hayes, Rest, and Gravel Hill Primary Schools, Parish Disaster Coordinator Stacey-Ann Henningham led engaging presentations, guiding students on how to respond effectively in the event of an earthquake. Students were educated on practical safety measures and the importance of remaining calm during an emergency.



Students of the St. Jago Primary School are briefed at their Assembly Point by Jamalco's Security Officer, Van Paul Coley, during an earthquake drill at the institution recently.

high level of knowledge and enthusiasm, actively participating and confidently answering questions. They were guided through key areas, including the history of earthquakes in Jamaica, how to prepare before an earthquake, how to react safely during an earthquake, and the importance of training and evacuating to designated emergency or evacuation points.

At Frankfield Primary and Infant School, the Grade 5 class and all class monitors received targeted training from EHS Officer, **Sophia Gordon-Smith**, on managing potential earthquake-related threats. Topics included preparation, remaining calm in hazardous situations, responding to injuries, and contacting emergency services.



Parish Disaster Coordinator, Clarendon Parish Council, Stacey-Ann Henningham, demonstrates the drop, cover and hold procedure during an earthquake drill at the Hayes Primary and Infant School.

Earthquake Awareness Week activities were further supported at Victoria Town, Snowden, Toll gate and St. Jago Primary Schools by the Mines Security Team, led by Security Officers, **Leford Gordon** and **Van Paul Coley**, who facilitated the sessions and supported student engagement. Students demonstrated a



EHS Officer, **Sophia Gordon-Smith** demonstrates the 'duck, cover and hold' procedure to students of the Frankfield Primary and Junior High School.

ces. The presentation generated a lively and extended question-and-answer session, reflecting the students' strong interest and engagement.

During this session, Community Relations Officer, **Kevin Douglas** also outlined Jamalco's commitment to safe operations, the role of Environment, Health and Safety (EHS), and how Community Relations support disaster preparedness efforts. The sessions were well received, leaving a positive and lasting impression on students regarding safety and emergency readiness.

Through these activities, Jamalco reinforced its ongoing commitment to promoting a culture of safety and preparedness within its operating communities.

Jamalcoan Selected for Inaugural Next Century Leadership Initiative



Precipitation Department Manager, **Alicia Marshalleck-Hendricks**

Precipitation Department Manager, **Alicia Marshalleck-Hendricks**, has been selected to participate in Century Aluminum's newly launched Next Century Leadership Program

(NCLP), a company-wide initiative aimed at developing the next generation of leaders.

Alicia is among the Group One cohort of 14 participants, chosen from Century's operations across multiple locations. The Next Century Leadership Program is a structured, two-year leadership development

experience designed to strengthen leadership development experience designed to strengthen leadership capability across the organization while supporting Century's long-term business sustainability. The programme provides participants with real-world leadership exposure, cross-functional collaboration, and direct engagement with senior leaders as they work to address key business challenges.

Speaking on her selection, Alicia said the opportunity is both affirming and motivating. Alicia added that "I look forward to the exposure the programme will provide, particularly in broadening my leadership perspective beyond my current role, collaborating with peers across functions and geographies, and engaging with senior leaders across the business."

Announcing the initiative, Presidential Chief Executive Officer Jesse Gary, emphasized the importance of investing in leadership as Century continues to grow. He noted that the company's success has been driven by strong leadership, sound judgment, collaboration, and hard work, and that the NCLP represents a deliberate effort to build and sustain these critical capabilities for the future.

The launch of the Next Century Leadership Program underscores Century Aluminum's continued investment in its people and its commitment to developing capable leaders, like Alicia Marshalleck-Hendricks, who will help guide the company into the future.



A4 Conveyor Belt Renewal Strengthens Alumina Storage Capacity



Photo at left shows the conveyor while the photo at right shows a team member conducting repairs on the conveyor belt.

After several months of anticipation, the renewal of the A4 conveyor belt at the Refinery was successfully completed on bringing welcome relief to the Calcination Department and strengthening the refinery's ability to support reliable alumina storage.

The renewal marked the end of a period of concern, as the A4 conveyor belt had significantly deteriorated and was in urgent need of replacement. With the work now complete, Calcination is in a stronger position to ensure the efficient movement and storage of alumina, a critical component in meeting customer demand.

The project required extensive cross-functional collaboration and careful coordination, with approximately 800 feet of conveyor belt renewed. Overall harmonization of refinery resources was coordinated by Calcination Department Field Maintenance Supervisor, **Betmondo Lawrence**, while on-site execution was supervised by **Devon Ennis** and **Lesmond Wagsome**.

In addition to the Calcination Field Mechanics, the Raw Materials and Civil Departments played critical roles in

ensuring the work was completed successfully and without injury. Pre-work activities and execution spanned two days, including nine hours of continuous work on the second day, demonstrating strong teamwork, commitment, and operational discipline. Kudos to the entire cross-functional team for their dedication and professionalism. Their successful execution of this critical task reflects a continued commitment to safety, teamwork, and operational excellence.

TEAMS STARS

Lands Department Team Members Strengthen Fire Safety Skills

As part of Jamalco's ongoing commitment to workplace safety, members of the Lands Department are now better equipped with the knowledge and skills to prevent and respond to fire emergencies. Recently, team members participated in a comprehensive fire safety training session facilitated by Jamalco's Emergency Response Team (JERT).

According to JERT Fire Training Instructor, **Leford Gordon**, the session focused on the proper use of fire extinguishers through theoretical instruction and hands-on practice. The training included an overview of the five classes of fires, the different types of fire extinguishers, and the correct methods and approaches for extinguishing each class.

Land Agent, **Peter Hutchinson**, described the training as an engaging and valuable experience. "It was very



JERT Fire Training Instructor, Van Paul Coley (l), shows Land Agent Peter Hutchinson the correct way to hold and use a fire extinguisher while putting out a fire.

informative and educational. Although it was on-the-job training, the skills I gained can be used in my personal life, and I intend to apply them," he said.

Sharing similar sentiments, Land Agent, **Shane Francis**, expressed appreciation for the practical component of the session. "I am grateful for the training, especially since I had never been exposed to the hands-on aspect before. The practical exercise complemented the presentation very well," he noted.

JERT serves as Jamalco's dedicated Emergency Response Team, providing rapid response to fire, rescue and medical emergencies across the organization. Training initiatives such as this underscore Jamalco's proactive approach to safety and its commitment to empowering employees with life-saving skills.

Employee of the Month



Congratulations to **Elthan Richards** for copying the Powerhouse Employee of the Month Award for December 2025 in recognition of his outstanding performance and commitment to operational excellence.

Elthan has demonstrated exceptional initiative through his Autonomous Maintenance work, particularly in packing leaking valve glands within the department. His efforts have significantly reduced steam loss, minimized safety risks during valve operations, and contributed to improved plant efficiency.

The leadership of the Powerhouse Department commends Elthan for his dedication, professionalism, and high standard of work.

In photo above, **Elthan Richards**, collects a certificate of appreciation from Powerhouse Department Supervisor, **Michael Guthrie**.

Commendations to the Procurement Department



Members of the Procurement team display the gifts they donated to children impacted by Hurricane Melissa. Missing from photo are team members from the Kingston Office and those working on the TG4 project.

Commendations to the Procurement Department for continuously fostering teamwork and departmental cohesiveness while keeping the spirit of Christmas alive. Every Christmas season the team demonstrates what it truly means to give back by identifying a project.

Their standout initiative, this year, was called "The Twelve Days of Christmas," during which each team member donated a gift from December 1-12 for children affected by Hurricane Melissa. When the idea was proposed to shift the focus from personal gift exchanges to supporting children in the hardest-hit communities, the response was unanimous.

Like true Procurement Elves, the team sprang into action, bringing in toys, treats, and essential personal items that quickly filled Santa's gift boxes to overflowing. These gifts were wrapped and later distributed during Jamalco's outreach effort, a three-hour journey to Cave Mountain in Westmoreland. There, the Procurement team joined colleagues in delivering joy and hope to the children, alongside Jamalco's wider donations.

This initiative is a powerful example of teamwork in action, compassion beyond the workplace, and the kind of unity we seek to strengthen across the organization.

TEAMS STARS

Just Start: A Journey from Hesitation to Honour Roll

In the Spotlight with Ackeem Robinson



Ackeem Robinson

Setting a goal and actually achieving it is never easy. For Laboratory Assistant, **Ackeem Robinson**, it took 13 years, since joining Jamalco, to finally take the step to further his education.

After leaving Clarendon College, Ackeem's initial goal was simple: secure a job and continue his studies. However, as the years passed, fear began to take hold. "I was afraid I would be the oldest person in the class, that I wouldn't fit in, and that I wouldn't be successful because of my shift schedule at Jamalco," he shared.

Despite these concerns, the thought of returning to school never left his mind. Working in a department filled with high achievers who consistently pursued personal and professional development only strengthened his desire to do more. Encouraged by his Superintendent, **Denise Dawkins Tomlinson**, Ackeem decided to take the leap. He wanted a deeper understanding of efficiency and decision-making, essential skills in a product-oriented organization like Jamalco.

Ackeem enrolled in the Operations and Production degree programme at the University College of the Caribbean, and today he has no regrets. For the past two years, he has been on the Honour Roll and proudly shares that he has never failed a test or a course. His advice to others who may be hesitating is simple but powerful: "Just start."

Furthering his education was not optional in Ackeem's eyes. The youngest son of Aston and Stacie Robinson, Ackeem grew up in Savannah, Hayes, in a stable and supportive home environment. He was inspired by his older sister,

Kimone, whom he watched pursue higher studies at the University of Technology. "I watched my sister work very hard and even now as a professional at Guardian, I am proud of her attitude to work, and she is a great mentor for me. Ackeem is also inspired by the strong work ethic of his father, Aston Robinson, who dedi-

-cated 37 years of service to Jamalco.

Balancing work, studies, and his passion for sports has not been without challenges. Ackeem plays on his department's football, cricket and domino teams and often finds himself juggling assignments, classes, and shift work. "Sometimes I have to do my assignments during lunchtime, and there are times when I can't play because I have a class or coursework to complete," he explained. Still, he finds joy in the journey and is pleasantly surprised by his interest in subjects such as cost accounting and financial accounting, areas he never thought he would enjoy. "I never considered myself a numbers person," he admitted.



Ackeem Robinson (front) and his family (l-r) sister, Abbey Gaye Robinson, mother, Stacie Robinson, sister, Kimone Robinson and father, Aston Robinson

As the new year begins, Ackeem encourages his fellow employees not to delay their dreams. "If you want to pursue

further studies, do it now," he urges. I have no regret and I believe that I am doing well now because I am more mature and better able to balance work and study." He credits his coworkers for their motivation and constant encouragement while emphasizing that success requires discipline. "You have to know what you want and stick to it, I study late at night, and I always get good results. I give thanks to God for giving me the strength and clarity to keep going, even when it felt overwhelming."



Ackeem at work in the Lab

Reflecting on his journey at Jamalco, Ackeem says he would not change a thing. Entering the organization straight out of high school kept him grounded and instilled discipline. "I've learned a lot, and I'm not afraid to ask for support when I need it," he shared.

His final message to others is clear: stay focused, stay motivated, and just start.



Ackeem Robinson