

## TEAM SPORTS

### Knockout Final Set as Interdepartmental Football Season Heats Up

The 2025/2026 Interdepartmental Football season is building momentum, with the Machine Shop and Instrumentation teams advancing to the highly anticipated Knockout Final. Meanwhile, teams in both zones continue battling fiercely for coveted top-four spots in the League standings.

Instrumentation, coached by **Rhenoval Clarke** and managed by **Clive Lyn**, has been dominant throughout the competition, throughout the competition, dispatching every opponent in commanding fashion. Led on the field by **Rupert Foster**, the team has established itself as the side to beat. Machine Shop, guided by coach **Baddan** and managed by **Hayden Shields**, brings a strong and disciplined lineup to the final. The two teams previously met in the preliminary round,



Photo at left shows members of the Machine Shop team while photo at right shows members of the Instrumentation team with their managers, Clive Lyn and Hayden Shields.

playing to a hard-fought 0-0 draw, setting the stage for what promises to be a thrilling showdown. While Instrumentation enters as favorites, Machine Shop has the depth and determination to produce an upset. In Zone A, Stores is leading confidently with consistent performances, while in Zone B, 1015 FC has rebounded strongly after an opening loss.

Led by Romario "Stull Bull" Cooper and captain Rodrigues Ludford, 1015 FC is emerging as a formidable contender.

Other teams making their mark include Reliability, House United (managed by Keisha Beckford and Randy Rummings), and a steadily improving Precipitation side. Raw Materials continues to show flashes of brilliance amid inconsistent form, while CapEx remains in contention, holding on to hopes of advancing.

With strong contenders, and standout individual performances, this season's competition continues to showcase the talent, camaraderie, and competitive spirit across departments – and the best is yet to come.

## EAP CORNER

### Leave Money Stress Behind

#### MONEY PEACE



Everyone has financial concern, but not everyone handles them the same way. Some people practice good money management. Some rely on loans, which only worsens debt. While some do nothing, hoping the problem will go away or fix itself. If you are experiencing financial pressure, let us consider what may have contributed to the situation:

- How you manage money/ not following a budget.
- Living from paycheck to paycheck.
- Spending when you are emotional (stressed).
- Not prioritizing finances in terms of necessities versus luxuries.

constant worrying, anxiety and tension.

- Short tempered and irritable.
- Physical ailments – headaches and cardiovascular problems.
- Sleepless nights.
- Fear of debt collectors.
- Loss of / increase in appetite
- Fear in family members
- Hampers work performance and affect your organization.
- Poor concentration
- Frequent accidents

**Tips for improving money management:**

- Develop a household budget and stick to it.
- Pay bills on time/ cut back on recurring

charges.

- Pay yourself first – financial experts recommend saving ten percent of pay.
  - Shop wisely – buy what you need, not what you want.
  - Do not rely on overtime pay.
  - Balance your bank accounts.
  - If possible, try to own and not pay rent.
  - Limit use of credit cards.
  - Save up cash to buy or contribute towards big purchases.
  - Explore earning extra income.
- If your financial problems are too big to handle alone, get help. Seek guidance from financial advisors. Note: "the world encourages us to think that every blessing is financial. Do not undertake the gift of life, family, health and peace of mind." Balance is key. LIVE, LAUGH and LOVE!

CALL EAP: 876-551-9796



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# NEWSLINK

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### Employee News



CEO, Century Aluminum, Jesse Gary

Century Aluminium has invested US\$34 million (approximately J\$5.3 billion) in capital upgrades to strengthen energy efficiency and reduce reliance on Jamaica's national power grid following the challenges experienced from Hurricane Melissa.

The majority of this investment was directed toward the construction and installation of Turbine Generator 4 (TG4), a

Digestion Department Supervisor, **Gorton Allen** is a distinguished Jamalco milestone awardee whose 39 years of dedicated service...

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### HSE Review

@February 27, 2026

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

### Production Review

@February 27, 2026

	Plan	Actual
Digester	3000	2488
Calciner	3182	2704
Digester Yield	87.7	78.2

### Energy Efficiency and Reliability to Strengthen Jamalco's Future



new on-site power-generation turbine scheduled to come online in April. Once commissioned, TG4 will enable Jamalco to run the entire refinery on self-generated electricity, significantly reducing the need for costly external power purchases and strengthening operational resilience.

Chief Executive Officer, Century Aluminum, Jesse Gary, described energy self-sufficiency as a key step in positioning Jamalco within the "second quartile of the global cost curve" for alumina refining, an important benchmark for cost competitiveness in the industry.

He commended the Jamalco team for successfully executing precautionary shutdown procedures ahead of Hurricane Melissa, resulting in no significant plant damage and no injuries, while the wider damage to Jamaica's electrical grid created prolonged power instability. This disruption led to higher operating costs and reduced production volumes, with the refinery forced to rely on expensive grid power during parts of the recovery period.

Cont'd. on page 2

### TG#4 Project Commissioning Approaches



The recently constructed TG4 building.

The Turbine Generator 4 (TG#4) Installation Project continues to make steady progress, with significant milestones already achieved as the team moves closer to commissioning.

According to High Voltage & Power Distribution Manager, **Mark Peterkin**, the overall project is now 84% complete, reflecting strong coordination and execution across teams.

Among the major milestones achieved to date are:

- The assembly of the TG#4 building is completed.
- The installation of the new switchgear room for the generator is completed.
- Installation of the turbine's lubrication oil piping is far advanced.

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## Love the Work & Love the Safety



### 1. Love Yourself – Work Safely Every Time

- Wear your PPE properly – every task, every time.
- Don't rush. Shortcuts can lead to long-term consequences.
- Get enough rest before shift, fatigue is a safety risk.

### 2. Love Your Team – Look Out for Each Other

- Speak up if you see an unsafe act or condition.
- Offer help to a coworker who seems overwhelmed.
- Encourage safe behaviours – appreciation builds a safety culture.

### 3. Love Your Equipment – Treat It Right

- Inspect tools and machinery before use.
- Report defects immediately.
- Follow proper operating procedures.

### 4. Love Your Environment – Keep It Clean & Green

- Dispose of waste properly.
- Clean spills immediately.
- Conserve energy and water where possible.

### 5. Love Your Future – Think Before You Act

- Pause and assess risks before starting any task.
- Ask yourself: "Is this the safest way to do this?"

Choose to love safety today so you can enjoy tomorrow.

## Energy Efficiency and Reliability to Strengthen Jamalco's Future

Cont'd. from page 1



An image of Jamalco's Powerhouse

Jamalco recorded US\$10.4 million in storm-related losses, compared to US\$6.9 million following Hurricane Beryl the previous year. Insurance reimbursements for business interruption losses are expected within the next one to two quarters.

The TG4 installation forms part of Jamalco's broader energy strategy and complements the existing 150-megawatt gas-fired co-generation LNG plant, which supplies steam to the refinery and electricity to the national grid.

Despite the challenges, leadership has

confidence in the refinery's outlook. With TG4 expected online soon, the combination of stronger aluminium prices and reduced energy costs could position 2026 as a landmark year for Jamalco.

Importantly, the refinery has since resumed stable operations and is steadily progressing toward full production capacity. This significant investment underscores Jamalco's continued focus on resilience, efficiency, and long-term sustainability for future growth.

## TG#4 Project Commissioning Approaches

Cont'd. from page 1



The new switch gear room for the Generator.

The project remains on track, with completion expected before the end of the first quarter and scheduled commissioning of some electrical components commenced in February.

As part of Jamalco's broader strategy to enhance operational efficiency and project energy resilience, the TG#4 strength is well positioned to support the company's long-term energy goals. Upon commissioning, it is expected to deliver increased reliability and improved performance across operations.

With steady progress and key infrastructure already in place, the TG#4 installation marks another significant step forward in strengthening Jamalco's energy capacity and operational sustainability.

## Jamalco Enhances Road Safety with Intersection Upgrade in Reeveswood/Munro



The rehabilitated road in Reeveswood.

Jamalco has completed significant road improvement works at the intersection in Reeveswood/Munro, adjacent to the company's haul roads, reinforcing its commitment to safety and community infrastructure development.

The project was undertaken to create a safer transition point for Jamalco-approved vehicles and heavy-duty equipment access-

ing the main road from the haul roads. Given the volume of traffic in the area, the upgrade enhances safety for both motorists and pedestrians.

In addition to paving the intersection, the scope of work included the construction of sidewalks and kerb channels. The sidewalks provide a safer, designated walkway for pedestrians, while the kerb channels assist with effective water runoff, reducing the risk of flooding and road deterioration.

This initiative builds on earlier efforts by Jamalco, which began years ago with the paving of approximately five meters of roadway at the location. Over time, the project evolved and expanded in scope to incorporate broader safety and drainage improvements.

Community member, Trabert Hutchinson expressed appreciation for the project, noting that he is pleased with Jamalco's decision to pave the intersection and commended the quality of the work completed.

## Jamalco Supports Porus High School Students with Trauma Coping Session



EAP Counsellor, Michelle Hodges, delivering a presentation to the students at Porus High School. CRO Jermaine Foster (R) looks on.

Community Relations Officer, **Jermaine Foster**, coordinated a timely and impactful presentation at Porus High School focused on overcoming trauma. The session was facilitated by Jamalco's Counsellor, **Michelle Hodges** and targeted Grade 10 and 11 students, many of whom have been experiencing heightened stress following Hurricane Melissa.

Approximately 80 students attended and benefited from the interactive session,

which provided practical strategies for managing stress and navigating traumatic experiences. Among the coping mechanisms high-lighted were regular exercise, incorporating foods rich in omega-3 fatty acids into one's diet, speaking openly with someone trusted, listening to music, expressing love and kindness, smiling, and practicing forgiveness, all proven methods to help improve emotional well-being.

Acting Principal Mrs. Audrey Blake, expressed gratitude for the initiative, noting that several students have been struggling mentally since the hurricane. She shared her optimism that the students will apply the coping techniques learned to help them move forward in a healthier and more resilient way.

## Handful of Love



Members of the Corporate Services team toured potential projects to be undertaken in the Mochi and Mile Gully operating communities in 2026. Here, Corporate Communications and Public Relations Manager, **DonnaMarie Brooks** engages with children at the S.L. Blake Basic School.

## Jamalco Responds to Flooding Crisis at S.L. Blake Basic School

Jamalco has responded swiftly to a call for assistance from S.L. Blake Basic School in Mile Gully, where persistent flooding has severely disrupted school operations.

In recent times, heavy rainfall has posed a major challenge for the institution. Floodwaters frequently inundate the school grounds, forcing classes to be suspended and leaving students and teachers stranded during sudden downpours. Concerned about the safety and well-being of her students, Principal Paulette Rowtham reached out to Community Relations Officer, **Errol Dany**, for urgent support to address the issue.

Answering the school's request, Jamalco funded and coordinated a workday initiative recently, aimed at mitigating the flooding problem. Nineteen volunteers from Jamalco's workforce from Mt. Oliphant, St. Jago, and Greenvale joined forces with school staff and community council representatives to undertake the critical drainage improve-



Photo at left shows a flooded classroom at the S.L. Blake Basic school, while photo at right shows Jamalco's Security Officer, **Van Paul Coley**, removing dirt from the blocked drain around the school.



ment works.

Approximately 60 feet of earth was excavated from the existing drain surrounding the school and replaced with reinforced concrete to facilitate the free flow of water into the soakaway system. The upgraded drainage infrastructure is expected to significantly reduce the risk of flooding on the school compound during periods of heavy rainfall.

Ms. Rowtham expressed heartfelt gratitude for Jamalco's intervention,

noting that the flooding often occurs without warning and poses serious safety risks. She believes the mitigation works could very well prevent injuries or even save lives.

Through this timely intervention, Jamalco has reinforced its ongoing commitment to supporting the education and well-being of students in its operating communities.

## Jamalco Supports Boys' Mentorship Club



Members of the Boys' Mentorship Club at Mitchell Town Primary School, pause for a photo after the launch of the Club.

Jamalco supported the Mitchell Town Primary and Infant School in launching its Boys' Mentorship Club, an initiative aimed at shaping confident, disciplined, and respectful young men.

Representing the company at the launch, Community Relations Officer (CRO), **Antonio James** brought greetings on behalf of Jamalco and reaffirmed the company's full support for the programme. He emphasized Jamalco's dedication to initiatives that foster positive youth development and pledged to assist the club in every possible way.

The Boys' Mentorship Club is designed to strengthen leadership skills while instilling core values that will guide participants academically, socially, and emotionally. Through structured mentorship and positive role modeling, the programme seeks to empower young boys to make constructive choices and build strong character.

The audience was deeply inspired by keynote speaker Rohan Burrell, Assistant Manager at St. Augustine Boys' Home, who delivered a powerful personal testimony of perseverance, transformation and growth. His message underscored the importance of resilience, mentorship and community support in shaping the lives of young men.

The event drew strong participation from parents, community leaders and representatives of the Social Development Commission, reflecting a shared commitment to investing in the future of the boys and ensuring they are equipped to succeed.

## From The Mailbox



I would like to take this opportunity to extend a heartfelt thank you to Jamalco for the invaluable support you provided throughout my academic journey. I am proud to share that I have successfully completed my Bachelor of Education, specialising in Secondary Education (English and Literature), graduating with First Class Honours. Jamalco played a significant role in making this achievement possible, and I am deeply grateful for the impact the company has had on my life and development.

Should there be any opportunity for me to give back, whether through assisting with educational initiatives, participating in outreach activities, or even serving as an MC at an event, I would be more than willing and honoured to contribute in any capacity.

Thank you once again for the outstanding work you continue to do and for the lives you continue to shape positively.

With sincere appreciation,  
Deandra Naketa Carridge

## Coarse Seed Filter Upgraded



A photo of the coarse seed filter.

Jamalco has successfully completed the upgrade of its Coarse Seed Filter (CSF) system, strengthening operational reliability and positioning the refinery for future production growth.

The project replaced an aging, increasingly unmaintainable filter unit with a higher-capacity system designed to better support Precipitation Operations. According to CAPEX Consultant **Andrew Plummer**,

the new CSF provides a reliable, over-capacity unit system enhances operational stability while giving the Maintenance team greater flexibility to perform critical work on other filters without disrupting production.

The scope of work included removal of the old filter and its associated piping, electrical and instrumentation systems. Feed and discharge headers were upgraded to larger sizes to accommodate the new unit's capacity. A new blower and piping were installed to supply additional air to the vacuum circuit, along with the required electrical, instrumentation, and control systems to fully integrate the unit into operations.

Although the project was completed earlier this month, minor issues identified during pre-commissioning were promptly resolved to ensure optimal performance. Slurry feed commenced on February 23, 2026, and the unit is now fully operational.

The successful execution of the upgrade reflects strong collaboration among the CapEx, Technical, Process Control, and Engineering teams, working alongside contractors Quality Plus Construction, Stainless Construction, and PAHK Construction. The upgrade marks another important step in also enhancing the company's efficiency, reliability and long-term production capability.

Nice Work  
Great Job  
Well Done

## Air Compressor Installation Strengthens Refinery Capacity



The new air compressor.

Jamalco has successfully installed a new 3000 CFM air compressor, restoring and strengthening compressed air capacity at the refinery following the loss of Air Compressor #4 in the 2021 Powerhouse fire.

The project included installation of the

compressor, associated air and cooling water piping, full electrical and instrumentation systems, a control module, and construction of a protective building to house the unit.

Beyond replacing lost capacity, the new compressor increases overall air supply and improves air quality across the refinery. According to CAPEX Consultant **Andrew Plummer**, the upgrade will also reduce reliance on rental compressors, driving greater operational efficiency and cost savings.

The project achieved its air-out milestone on February 13, 2026, with construction scheduled for completion on March 13, 2026.

Executed by the CapEx Department, the project was led by Project Manager **Warren Davy**, with engineering oversight from **Kevin Whyte** and construction support from **Clive Wright** and **Richard Wallace** under the leadership of **Omar Whyte**. Contractors Southern Construction and PHAK Electrical partnered in delivering the successful installation.

## Call the Ethics Hotline

**Century** ALUMINUM

**ETHICS HOTLINE**

**CONFIDENTIAL ANONYMOUS SECURE**

**Click!**

You have the right and responsibility to speak up if you encounter a situation that may violate our standards of business conduct.

- Misrepresentation of company information
- Accounting irregularities
- Mismanagement of gifts, entertainment, or travel
- Conflicts of interest
- Bribery
- Unethical communications
- Theft or fraud
- Environmental, health, or safety concerns
- Misconduct abuse
- Harassment or discrimination

The Century Ethics Hotline is anonymous, free and always available. This is operated by Ethical Advocates, a third-party provider.

**INCIDENT REPORTING WEBSITE**

<https://jamalco.ethicsadvice.com>

## TEAMS STARS

### Jamalco's Canteen Came Alive for a Pre-Valentine Lunch Hour Fest



In photos above, EHS Officer Corey Singleton, serenades employees during the lunch hour.

Jamalco's canteen was transformed into a vibrant space of music, poetry and positive energy as team members gathered for the Pre-Valentine Lunch Hour Fest under the theme: "Take a break. Feel the love. Enjoy the vibes."

The event brought together employees from across departments for an uplifting middle celebration that highlighted the incredible talent within the Jamalco family.

Through music, spoken word and Dub poetry, colleagues shared messages of love, a reminder that the workplace is also a space for creativity and connection.

Among the featured performers was the talented **Chevelle Case** of CAPEX, whose spoken word and musical selections captivated the audience. **Corey Singleton** of EHS added his rich vocal presence to the afternoon, delivering love songs that resonated throughout the canteen. There were vibrant contributions from across the company as Nurse **Theresa Hyman** energized the room with a vivacious recital of a Louise Bennett poem, bringing laughter and cultural pride to the celebration. **Nardette Passard** shared an expressive poem that reflected the beauty of connection, while **Nicoma Nembhard** of the Finance Department and **Kerlan Burke** of the Security Department showcased their vocal talent with song performances.

The atmosphere was further enhanced by exciting spot prizes, which added an element of fun and anticipation throughout the event. Jamalco's Canteen team also played their part in spreading the love, supplying specially prepared Valentine's drinks, cookies and muffins that perfectly comple-

-mented the activity. As colleagues paused from their daily responsibilities to celebrate one another, the energy demonstrated that engagement goes beyond tasks, it thrives in moments of shared joy and appreciation.

More than just a lunch-hour event, the Pre-Valentine Love Song & Poetry Fest was a powerful reminder of the strength of community within Jamalco and reinforce the bonds that make our organization stronger.



Manager of Corporate Communications & Public Relations, DonnaMarie Brooks offers a gift to Robert Lewis of the Precipitation Department for answering a question correctly.

### Jamalco Observes Heart Health Month with Screening Initiative

February was observed locally as Heart Health Month, serves as a timely reminder of the ongoing impact of cardiovascular disease, a leading cause of death worldwide. In recognition of this important health awareness period, Jamalco's Medical Department rolled out initiatives designed to increase awareness and encourage proactive action among employees.

Refinery-based employees were invited to Wear Red on Friday, February 6, as a visible show of support for heart health awareness.

The outreach continued across operations, with screening activities conducted for Mines employees at the Jamalco's Harmons Medical Department on February 12, followed by sessions at Greenvale and Mount Oliphant on February 13 and 23, respectively.

Employees were encouraged to visit the Medical Department to complete heart-related screenings, including cholesterol and blood pressure checks, as well as



Photo at left shows Payroll Officer, Yhan White getting his blood pressure checked by EMT Nanina Moving, while photo at right shows Nurse Olivia Booth-Brown discussing how an ECG is done with Security Officer, Owen Cassella.

well as electrocardiograms (ECGs).

The initiative focused on cardiovascular disease prevention and highlighted the importance of sustained lifestyle changes, early detection, and informed health decisions as critical elements of long-term cardiac wellness.

As part of the initiative, employees underwent 12-lead ECG screenings along-

-side blood pressure and cholesterol assessments to evaluate cardiac rhythm and overall circulatory health. According to Nurse Administrator, **Theresa Hyman-Barrett**, employees who presented with abnormal results were promptly referred to their respective physicians for further evaluation and follow-up care.

A review of abnormal ECG findings indicated that most affected individuals had pre-existing conditions, such as, hyperlipidemia, diabetes mellitus, hypertension, and other cardiovascular related disorders. These findings reinforced the importance of routine health monitoring and proactive disease management.

Through this initiative, Jamalco continues to demonstrate its commitment to workplace wellness and preventative healthcare, reaffirming its dedication to safeguarding the health and well-being of its employees.

## TEAMS STARS

### 39 Years of Service, Skill and Steadfast Commitment at Jamalco

#### In the Spotlight with Gorton Allen



Gorton Allen

Digestion Department Supervisor, **Gorton Allen** is a distinguished milestone awardee whose 39 years of dedicated service reflect loyalty, technical excellence, and an unwavering commitment to safety and operational success at Jamalco.

A proud third-generation Jamaican, Gorton's connection to the company runs deep. His grandfather worked in the Mines during the 1950s, while his father devoted 33 years of service to Jamalco. After completing high school, it was only a matter of time before Gorton followed in their footsteps, joining the company in 1986 as a Powerhouse Operator.

Gorton spent over 18 years in the Powerhouse, steadily progressing to Operating Technician. During this period, he received extensive training in emergency response, both locally and overseas, including specialized fire and emergency response training in Texas. Among his most memorable achievements was the synchronization of Turbine Generator #3, where he worked alongside a German technical team and was the only Jamaican on the synchronization team. He also recalls being part of the emergency response team that successfully brought a major fire involving Turbine Generator #2 under control, an experience that reinforced his commitment to safety and preparedness.

In 2003, Gorton transitioned to the Digestion Department, assuming responsibility for Heater Care and Maintenance. Under his leadership, his team earned recognition as the Best Heater



Gorton (l) with his family: wife Joan (2nd right) and daughters, Danique and Daesha-Ari.

Department Supervisor. He believes that while talent is important, attitude, discipline, and respect for company values are essential for success. Passionate about mentorship, he strives to create an environment free from toxicity, one where employees can grow, collaborate, and focus on the job.

Originally from the community of Cornpiece, Gorton is happily married to Joan and is the proud father of two adult daughters. Jamalco has been his only employer since high school, and he has no regrets.

Reflecting on nearly four decades of service, he remains proud of standing by the company through industry challenges and embracing every experience as a learning opportunity.



A younger Gorton at work in the Powerhouse.

Care Team in 2008, a success that led to invitations to support Alcoa plants globally. The heater care model developed by his team continue to serve as a template which is still used today.

One of the most difficult moments in Gorton's career was the tragic death of colleague Wayne Walker in 2005. As part of the emergency response team, Gorton was present during efforts to save his life. This experience led to the development of improved safety processes aimed at preventing similar incidents in the future.

Since joining the Digestion Department, Gorton has served as Day Supervisor, Heater Maintenance Supervisor, and



Gorton and his wife Joan.



A photo of Gorton Allen in earlier years.