

## TEAM SPORTS

### New Champions to Be Crowned as Reliability and Precipitation Book Final Spots



The Precipitation team

The Interdepartmental Football Competition is set for an exciting conclusion, with Reliability and Precipitation advancing to the final. With last year's champions eliminated, a new titleholder will be crowned.

The final quarterfinal delivered high

drama as Precipitation faced Instrumentation for the last remaining spot. The stakes were high and Instrumentation needed a victory by at least two goals, while Precipitation could advance with a win, draw, or a narrow loss.

In a thrilling end-to-end contest, Instrumentation secured a 4-3 victory. However, it was not enough to overturn the deficit, as Precipitation progressed on a superior goal difference of +1.

Reliability produced a strong performance to defeat Stores FC 2-1. Having previously lost 2-0 to Stores in the earlier round, Reliability entered as underdogs but showed resilience and determination to secure their place in the final.

Precipitation delivered an outstanding

performance against tournament favourites 1015 FC (Railroad), winning 4-2. After conceding early, Alex 'Panga' Bennett quickly equalized and went on to score again, bringing his season tally to 13 goals. Substitute Tieno 'Tie' Osbourne added a third, and despite a late response from 1015 FC, Precipitation sealed the win with a final goal in stoppage time.

The championship match between Reliability and Precipitation is set for Friday, May 1 at 5:00 p.m. Both teams bring contrasting styles, strong leadership, and attacking talent.

After weeks of intense competition, the stage is set for a thrilling finale where there will be one match, one winner, and one new champion.

## EAP CORNER

### Rebuilding Motivation During Challenging Times



When your morale is low, motivation does not usually come from a big burst of inspiration. The instinct is to fix everything at once, but the more effective move is to stabilize first, then take small, deliberate shifts that rebuild momentum. Here are practical ways to get yourself moving again:

**Take care of physical needs:** Sleep, food, hydrate and movement are not optional when morale is low. They are foundational as even a short walk or proper meal can shift your state of thinking/feeling.

**Take care of mental state:** Stop worrying and get some sunlight. A different room or even cleaning your desk can reset your mind. Your mental

state is linked to your physical state and they affect each other.

**Create structure:** Have a plan by writing a 'things to do list' as it helps to reduce decision fatigue. Do not pack your schedule, however, ensure there is enough direction to avoid drifting.

**Execute plan:** Pick one small, clear task and finish it (replying to emails/texts or completing a short piece of work). Finishing something creates a foothold.

**Limit overthinking:** Catch negative thoughts by questioning whether they are accurate or useful. When morale drops, thoughts tend to become exaggerated such as "I cannot survive".

**Reconnect with purpose:** Do some self-talk. Give yourself reasons for showing up and doing your best. It could be as simple as responsibility or self-respect.

**Use momentum, not motivation:** Action often comes before motivation, not after it. Starting small can create the energy you need.

**Stop comparing:** Do not measure yourself against others as it can drain motivation quickly. Focus on your own baseline and work on improving it.

**Do something you enjoy:** Restore balance by taking a break, listen to music or do something relaxing. When everything feels like obligation, motivation drops.



**Be honest, not harsh:** Motivating oneself or building one's morale will not be solved by beating yourself up. It is more effective to identify where you are and deliberate about your next step.

**Talk to someone you trust:** You do not always need to have deep conversations. Light connections can interrupt isolation and reset your perspective.

Finally, low morale is part of being human. The goal is not to eliminate it instantly but to manage it so that it does not spiral.

CALL EAP: 876-551-9796

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### Employee News



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### HSE Review

@April 24, 2026

	Plan	Actual
Recordable Injury	0	0
First Aid Injury	1	1
Non-compliance	0	0
Spills to Soil	0	0

### Production Review

@April 24, 2026

	Plan	Actual
Digester	3150	2428
Calciner	3449	2272
Digester Yield	90.3	77.4

## Jamalco Achieves Successful ISO Surveillance Audit Results

Jamalco has achieved an excellent outcome in its latest ISO 9001, ISO 14001 and ISO 45001 Surveillance Audits, conducted between April 15 and 24, 2026.

Lead Auditor and Client Manager, Chris Webb, confirmed that Jamalco's management systems are being effectively maintained. The audit identified no major or minor nonconformities and no formal observations. As a result, the company has been recommended for continued registration under ISO 9001, ISO 14001 and ISO 45001.

The British Standards Institution (BSI) conducts these audits twice annually to assess the effectiveness and sustainability of Jamalco's Health, Safety and Environmental (HSE) and Quality Management Systems. The most recent audit included interviews and field visits across the refinery, port and



## Turbine Generator #4 Enters Commissioning Phase



PLC Control Cabinet

control screens in the Powerhouse control room, energizing PLC control cabinets and testing switchgear protection relays. Operating procedures are also being developed and finalized to meet the commissioning timeline.

All major mechanical components including the turbine, generator and gearbox have been successfully installed and precisely aligned under the supervision of the manufacturer's technical representative on the ground. This ensures optimal performance once the system is operational.

Once commissioned, TG#4 will significantly improve the powerhouse's efficiency and reliability, allowing Jamalco to operate independently of the Jamaica Public Service Company's (JPSCO) national grid except during scheduled maintenance. The Siemens Energy turbine matches the brand of units previously in operation at the plant, including those lost in the August 2021 fire.

TG#4 will support Jamalco's broader energy strategy by enhancing operational resilience and reducing reliance on external power sources.

The project team is maintaining strong momentum as it moves into the final stage, a key step toward strengthening Jamalco's long-term energy reliability and self-sufficiency.

According to Mark Perterkin, High Voltage and Power Distribution Manager, current activities include flushing lubrication oil lines, powering up TG#4



## Be Committed to Your Health



Here are some practical, health tips you can use to stay committed to your health and wellness beyond World Health Day:

### 1. Know Your Numbers & Track Progress

- Track your blood pressure, sugar, cholesterol and weight. Regular checks help you act early.

### 2. Stay Active Throughout the Day

- Add movement to your workday—even small bursts of exercise make a difference.

### 3. Make Smarter Food Choices

- Reduce sugary drinks and processed snacks, and choose more fruits, vegetables, and water to stay energized and focused.

### 4. Manage Stress Intentionally

- Workplace stress is real. Manage it with short breaks, deep breathing and talking it out when needed. Your mental health matters just as much as your physical health.

### 5. Don't Ignore Early Signs

- If something feels off, fatigue, pain or unusual symptoms, seek medical advice early. Preventative care can make all the difference.

### 6. Support Each Other

- Encourage your coworkers. A culture of wellness grows stronger when teams motivate each other to stay on track.

## C&WJ Deepens Jamalco Ties



Senior Executives from the Community and Workers of Jamaica (C&WJ) paused for the camera during a courtesy call on General Manager, **Richard Russell** (front, right). Sharing the moment are Financial Director, **Lloyd Coke** (front, centre) and (back, left) Director HR, Security & Corporate Services, **Christopher Buckmaster**.

The Senior Executives from the Community and Workers of Jamaica Cooperative Credit Union (C&WJ) recently paid a courtesy visit to Jamalco General Manager, **Richard Russell** to express appreciation for the company's ongoing support as part of C&WJ's 65th anniversary celebrations.

Chief Executive Officer, **Joyce West-Johnson** led the delegation, noting that the longstanding partnership has enhanced C&WJ's capacity to deliver on-site financial services to Jamalco employees. "We are grateful for the continued support and sponsorship, which have allowed us to deepen our relationship and improve the level of service we provide onsite," she said.

West-Johnson highlighted increased employee engagement at C&WJ's on-site banking facility, attributing the growth to

its accessibility and convenience. "Having the credit union on site enables members to access services without leaving the workplace, and we are seeing a corresponding rise in usage," she added.

A key initiative discussed was a dedicated line of credit for Jamalco employees, developed in collaboration with HR, Security, and Corporate Services Director,

**Christopher Buckmaster** to

empowerment across the workforce. C&WJ also offers mortgage products, contractual savings plans and digital banking platforms designed to encourage financial discipline and accessibility.

West-Johnson further emphasized C&WJ's tailored lending approach. "Because we understand the Jamalco workforce, we can assess members differently and often extend lower-risk rates, which helps young Jamaicans pursue goals such as home ownership," she said.

Russell welcomed the visit and acknowledged C&WJ's role in supporting employee financial well-being.

Both organizations reaffirmed their shared commitment to advancing financial inclusion and expanding access to affordable credit for Jamalco's workforce.

## Summer Job Applications Close 30 April

University students seeking summer work have less than two weeks to apply for the organization's 2026 Summer Employment Programme, with the Human Resources Department closing applications on 30 April 2026.

Placements begin in June. Applicants must submit a letter of application and a current résumé directly to the Human Resources Department before the deadline.

To qualify, candidates must be at least 18 years old, enrolled in a Bachelor's degree programme at a recognized tertiary institution, and have completed no less than one year of study. Their field of study must also align with available assignment needs.

Children of employees will receive first consideration among qualified applicants, followed by residents of the parish of Clarendon. It must be cautioned that satisfying the eligibility requirements does not guarantee a placement, as the number of positions available depends on budgetary provisions.



## Winston Jones High School Students Explore Health Careers



Healthcare Professionals and Third form students from Winston Jones High School who participated in a presentation in a career day gathered for a group photo.

Seven third form students from Winston Jones High School gained valuable insight into careers in the health sector recently during an educational presentation held at the Pratsville Health Centre.

The session was led by Public Health Nurse Chantell Powell, with support from Community Health Aide Kimone Powell. It was organized in response to growing interest among students in

pursuing careers in nursing and the wider health industry.

The presentation aimed at:

- Introducing students to the roles of various health professionals within the industry
- Outlining the personal attributes and academic requirements for entering the field
- Highlighting the

different sectors where specialized health care skills are in demand.

Powell covered key topics including the different categories of nursing and available training programmes such as Midwifery, Public Health Nursing, Registered Nursing and Community Health Aide, along with the institutions that offer them.

Students learned about the diverse fields

where nursing skills are applied as well as potential employment settings for nurses, ranging from nursing homes and schools to businesses, hotels and other corporate entities.

Community Relations Officer, **Kevin Douglas** encouraged the students to begin career planning early and to research the industry to determine if it aligns with their interests and passion. He emphasized that nursing plays a vital role in safeguarding the health and well-being of Jamaicans.

Following the health sector presentation, **Pauline Raynor**, Parish Officer of the National Identification Registration Authority (formerly the Registrar General's Department), provided students with an overview of the benefits and importance of obtaining a national identification card.



## In the Mailbox

Dear Ms. Andrea Spence,

The Administration of the Educational Foundation for Children's Care, Inc (EFCCCI) greets you warmly.

We write to express our sincere thanks for your gift of a water storage tank to the Alta Vista Children's Home. This Facility was much needed and was well received. Please convey our grateful sentiments to your team at Clarendon Alumina Works.

Thanks again for your generous support. God's richest blessings.

Sincerely,

**Pastor Leon Wellington**  
President, Educational Foundation for Children's Care



## Restoration Advances at Evergreen Basic School



Roof rehabilitation works have been completed at Evergreen Basic School

Restoration work at Evergreen Basic School in Manchester is progressing well, after the institution sustained significant damage during the passage of Hurricane Melissa.

The school, which lost its roof and suffered extensive water damage to classrooms and fixtures, is now on track to reopen as a safe and functional learning environment for students and staff.

Jamalco's contribution has been central to the recovery effort. Employees joined parents and community members in the

initial clean-up and preparatory work, and the company has provided both technical and material support to keep the project moving forward. Key milestones have already been achieved, including the completion of roof repairs, which have restored structural protection to the building.

Painting is currently underway, while electrical works and the installation of essential fixtures are scheduled for completion this weekend.

The restoration reflects Jamalco's commitment to strengthening education and community resilience in Manchester. Once completed, Evergreen Basic School will not only provide students with a secure learning environment but also stand as a proof to the partnership between Jamalco and the communities it serves.

## IN THE COMMUNITY

### Vere Technical Receives Support for ISSA Boys and Girls Championships

Jamalco has reinforced its commitment to youth development with a \$300,000 donation to Vere Technical High School, supporting the school's participation in the 2026 ISSA Boys and Girls Championships.

The contribution helped to offset expenses associated with training, transportation and overall preparation for the island's premier high school athletics competition. Competing among Jamaica's best, Vere Technical's athletes delivered commendable performances that reflected both talent and determination.

The girls' team emerged as standout performers, securing an impressive sixth place finish out of 39 schools. Their result highlights the strength and discipline within the programme, as well as the athletes' commitment to excellence. The boys' team also showed resilience, placing 27th among 38 schools, gaining valuable experience in one of the biggest stages in school sports.



Students of Vere Technical High School who recently participated in the 2026 ISSA Boys and Girls Championship.

Jamalco's support continues to play an important role in empowering young athletes and fostering opportunities for growth. By investing in programmes like

these, the company not only supports sporting excellence but also encourages teamwork, discipline and community pride.

### Jamalco Supports Future Engineers



(l-r) Rachel Wright, Maurice Robinson and Jayann Walters at the NEXT S.T.A.G.E Career Day.

Jamalco recently participated in the NEXT S.T.A.G.E Career Day hosted by the Jamaica Institution of Engineers UWI Mona Students' Chapter, in collaboration with the Mona Engineering Society (MES) and the Faculty of Engineering Alumni Association Mona (FEAAM), at the University of the West Indies recently.

As part of the event, Jamalco representatives engaged students through a series of mock interview sessions held in the Preliminary Engineering classroom. The team included Technical Services Superintendent **Rachelle Wright**, Senior



Jamalco Engineers conducting a mock interview.

Process Control Engineer **Jayann Walters**, and Mechanical Reliability Engineer **Maurice Robinson Jr.**

The interactive sessions provided students with a practical understanding of what to expect in the professional engineering environment, while also allowing them to refine their interview skills and receive constructive feedback. According to Walters, the engagement was a success, noting that the team actively interacted with students, offering meaningful guidance to support their development.

In addition to the interviews, Jamalco

distributed branded tokens and shared words of encouragement, while promoting its Summer Internship Programme as an avenue for students to gain hands-on industry experience. The company also highlighted its role as a hub for learning and development across multiple engineering disciplines.

The NEXT S.T.A.G.E Career Day is an activity that bridged the gap between academia and industry by strengthening relationships between students and organizations, while promoting the engineering profession. The event also provided companies with an opportunity to identify emerging talent and enhance their brand visibility.



Senior Process Control Engineer, Jayann Walters presents a token to a student.

## IN THE NEWS

### Employee Initiative Saves Time and Cost



Reliability Electrical Engineer, Andrew Simpson

Jamalco has averted significant cost and downtime on a critical 500HP Form Wound Motor thanks to the initiative of a newly hired engineer.

The motor was removed from service after developing bearing issues and sent to the workshop for full overhaul and cleaning.

While the overhaul was completed successfully, a moisture issue prevented the motor from being cleared for reinstallation.

Normally, Jamalco does not have the in-house capability to remove moisture from large motors. The standard option would have been to outsource the work to Jones Electrical for baking, in addition to transportation and handling costs. The process was estimated at approximately J\$2,200,000 and would have required 2 to 3 days to complete.

Faced with this challenge, Jamalco's Reliability Department turned to an existing but long-inoperable oven on site. **Andrew Simpson**, recently hired as an Electrical Engineer in the Reliability Department, took on the challenging initiative to make the oven operational. Simpson attributed his success to his prior experience as an electrical technician before transitioning into engineering.

Although the oven still requires further

work, the urgent need to restore the motor prompted Simpson to implement a countermeasure and use the oven to address the moisture issue on site.

The company expresses gratitude for Simpson's initiative and technical ingenuity and looks forward to other initiatives that will result in substantial savings in cost, time and production impact.



### Jamalco Achieves Successful ISO Surveillance Audit Results



mining operations.

Webb commended Jamalco for its overall performance, highlighting the strength of its management systems and the high level of participation and understanding demonstrated by refinery personnel, including key members of management. The assessment of the Land and Mining and Clarification Departments showed effective daily management and evidence of improvement through the A3 problem-solving process. The auditor also noted the resilience of Jamalco's management systems in response to the recent impact of Hurricane Melissa, as well as strong employee awareness of management system requirements.

The auditors recognized the effectiveness of controls in place to manage HSE risks, with particular focus on cranes and lifting operations, fall protection and guarding, medical wellness and ergonomics, laboratory practices, and emergency preparedness.

As part of its commitment to continuous improvement, BSI suggested four Opportunities for Improvement (OFIs). These included adopting a formal record-keeping process for nuisance dust management and adding burn relief products to first aid kits in areas with potential thermal burn hazards.

Jamalco's next surveillance audit is scheduled for November 2026.

### Ethics Hotline

**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.

- Improper use of company information
- Inappropriate gifts, entertainment, or activities
- Theft or fraud
- Violations of company policies
- Substance abuse
- Conflicts of interest
- Distorted communications
- Discrimination, health, or safety concerns
- 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.ethicaladvocate.com>

## TEAMS STARS

### Employees Benefit from World Health Day Health Fair



Team members register for the Health Fair.

As part of activities to commemorate World Health Day, observed under the theme "Together for Health: Stand with Science," Jamalco placed a strong focus on workplace wellness by hosting a comprehensive health fair in partnership with the Clarendon Health Department.

The initiative saw participation from over 200 team members across the refinery,

counseling and guidance on the prevention of non-communicable diseases (NCDs). Participants also received free HIV and syphilis screenings, along with HIV counseling and guidance on the prevention of non-communicable diseases (NCDs).

The doctors reviewed test results, prescribed treatment where necessary, and provided personalized consultations to help team members better understand and manage their health.

The health fair also featured expanded services, including podiatry consultations.

Twenty-five team members took advantage of the opportunity to receive expert advice on foot care. Donnet Bent expressed her appreciation, noting, "The service was great, and I am now more aware of how I can manage my foot pain."

Massage therapists from the Health Profit Group were also present, offering

relaxing sessions to fifty team members. **Kawayne Brown** of the Planning Department added, "It was a relaxing and invigorating experience, and I am already looking forward to next year."

Additionally, a nutritionist from the Clarendon Health Department provided guidance on healthy eating and exercise habits, reinforcing the importance of lifestyle choices in maintaining overall well-being.



Team member has his height recorded by a nurse from the Clarendon Health Department.

### Powerhouse Employees of the Month

Congratulations to **Rajay Lloyd** for copping the Powerhouse employee of the month for March 2026 award.

On March 18, Lloyd identified a major leak on the supply oil line to the Turbine Generator #3 governor control. His vigilance and quick action prevented what could have escalated into a serious fire hazard and potential failure of the Turbine #3.

The Powerhouse leadership team commends Lloyd for his keen observation, proactive approach, and outstanding performance. His actions exemplify our commitment to safety and operational excellence.

In photo above, Lloyd (l) collects a certificate and token of appreciation from Powerhouse Staff Electrical Engineer, **Masharo Williams**.



Jamalco Team member having a revving conversation with a Dietician from the Clarendon Health Department.

including employees from contracting companies, all of whom benefited from a wide range of free health services.

A dedicated team of doctors and nurses from the Clarendon Health Department delivered essential health screenings, including checks for blood pressure, blood sugar, cholesterol, weight and waist-to-hip ratio as part of their "Know Your Numbers" campaign. Participants also received free HIV and syphilis screenings, along with HIV



Team member benefits from a relaxing massage by masseuse Javon Morgan.

## TEAMS STARS

### A Legacy of Resilience, Purpose and Dedication



Christine O'Brien

*In the Spotlight with Christine O'Brien*

Christine O'Brien's remarkable 39-year career at Jamalco, which began in February 1987, stands as a powerful testament to resilience, hard work and unwavering commitment to family.

Raised among seven siblings, O'Brien witnessed her mother's strength in single-handedly providing for the family after her father's departure. From an early age, she understood that excellence was not optional, it was essential. Driven by a deep desire to support her mother and make her proud, she committed herself to building a meaningful and stable future.



Young Christine in her department

After completing her studies at Clarendon College, and with guidance from her school counsellor, O'Brien enrolled at the then College of Arts, Science and Technology (CAST), now UTECH. There, she pursued studies in the Commerce

Department, majoring in Spanish. Upon graduating, she gained valuable experience working at the Bank of Jamaica, Bank of Nova Scotia, and National Commercial Bank in Chapelton.

A defining moment came during the June 1986 floods. While making her way to work through heavy rains, her brother, then a Jamalco employee, encouraged her to apply to the company. She did, and upon joining the Engineering Department as a Secretary, O'Brien immediately found a sense of purpose and belonging that would shape the course of her career.



Young Christine at work

In 2003, her greatest source of motivation arrived with the birth of her son. Through the stability provided by her career at Jamalco, O'Brien was able to support his educational journey through to college, where he graduated with honours, one of her proudest achievements.

O'Brien currently serves in a dual role as an Administrative Professional and



Christine with her husband, Dave and son, Davaghn.

Contractor Management Clerk. Having overcome numerous challenges with perseverance and faith, she encourages young professionals to set clear goals, pursue them with determination, and keep Jehovah at the centre of their lives. As she reflects on nearly four decades of service, O'Brien is deeply honoured by a career that has allowed her to achieve, provide, grow and succeed, leaving behind a legacy of strength, purpose and excellence.



Christine O'Brien