

Kaiser Aluminum Salaried Retirees Association

Carlos Xavier
KASRA President

Visit website at
www.e-kasra.com

Do you know a retiree who has not signed up for the VEBA? Suggest they call KASRA at (925) 685-1313 or email at kasra@e-kasra.com

A MESSAGE FROM KASRA PRESIDENT

Carlos Xavier

Dear Fellow Retiree/Surviving Spouse

In July of each year, we hold our annual membership drive. Each of you will have received a letter from me accompanying the hard copy of the July newsletter. For those who are members, we thank you for your support. We invite those of you who have allowed your membership to lapse and those who are not members to join. The Board has agreed to maintain the annual dues at \$10. Currently, we have over 2,900 members consisting of retirees and surviving spouses. Our records also indicate that there are approximately 740 retirees and 570 surviving spouses living who are not currently members.

The Board Members of the Kaiser Aluminum Salaried Retirees Association (KASRA) are all volunteers. Our primary cost (which has recently been reduced) is the outsourcing of our newsletter, which includes preparation, layout, design, printing and mailing. The whole process is coordinated and edited by our Board Member, **Chris Laszcz-Davis**. In addition, we pay for some administrative services such as mail collection and upkeep of our membership database. Overseeing the membership database (the brainchild of **Evo Alexandre**) is **Bill Alsup**, who has graciously taken over this important task on a voluntary basis. Maintaining the membership database is an important function as this allows us to communicate with each of you by mail or email. We need your help in ensuring the accuracy of this information. One of the side benefits of the database is to allow us to provide current addresses to the VEBA Administrators so that they can double check their records and contact any qualified members who have not as yet enrolled.

By now, those eligible and enrolled members will have received a letter from the Board of Trustees of the Kaiser Aluminum

Salaried Retirees VEBA Trust advising them of the \$1,750 maximum qualified Benefit for the year 2009. This amount is lower than the \$2,000 declared for 2008. We asked David Perry, one of the Trustees of the VEBA trust, why the lesser amount this year. Here is his response:

“As a fiduciary matter the Board of Trustees is charged with operating and maintaining the VEBA Plan for the benefit of all eligible individuals, including active salaried employees who either are or may become eligible to participate in the VEBA Plan on their retirement. The VEBA Plan currently provides for reimbursement of medical insurance premiums up to an amount set by the Board of Trustees for a given year, which may be more or less than the amount set by the Board of Trustees for any prior year. In declaring a qualified benefit for a given year under the VEBA Plan, the Board of Trustees must address the question of expected assets available for benefits over the expected lives of all participants, taking into account such items as (a) net current assets available for benefits, (b) expected future contributions from Kaiser Aluminum under the Profit Sharing Plan, (c) estimated administrative expenses (less \$36,250 in expected annual administrative expense reimbursements from Kaiser Aluminum), (d) forecasts of investment income, (e) mortality rates, (f) expected rates of participation in the VEBA Plan, and (g) the expected degree to which declared benefits will be fully claimed, among other things. With the advice of an actuary, the Board of Trustees adopts these and the other assumptions that the actuary requires in order to conduct and prepare a benefit capacity study each year. The purpose of this study is to provide the Board of Trustees with a range of benefit amounts that the VEBA Plan might pay out in the current year based upon various alternative scenarios (such as different rates of expected investment returns), while keeping in mind the Trustees’ fiduciary responsibilities in carrying out the purpose (President’s Message, continued Page 4)



Joe Wojtecki

WHAT'S GOING ON

Get your kicks on Route 66... Fulfilling a lifelong dream, **Jerry Bennett** (Walnut Creek, CA) recently completed a 3500-mile tour of the West in a 1973 Porsche Targa 911S hot rod that took him ten years to completely rebuild. Speaking of cars, Oakland retiree **Joe Reger** of Boise, ID, restores and shows classic Fords. Kaiser Refractories retiree **Bert Altmann** (Los Gatos, CA) exhibits his acrylic paintings in various art galleries and shows. As Past Exalted Ruler of Salem Elks Lodge No. 305, **Joe Wojtecki** of Salem, Ohio, (pictured, below) visits local veterans to present commendations on behalf of the Elks National Veterans Service Commission. After 50 years of membership, Savannah, GA., Ag Chem retiree **Bernard Lowenthal** (Tybee Island, GA) is the 43rd President of the Chatham Artillery, a group founded in 1786. Erie, PA, retiree and resident **Anne M. Wells** enjoys playing bridge every week and belongs to a book club. At 90 years young, Mead (Spokane, WA) retiree **Cliff Rolie** lives with his daughter's family in Spokane. He walks the neighborhood several times daily with Gracie, his year-old Pomeranian companion and enjoys playing cribbage and pinochle with his great grandsons. Surviving spouse Betty Lou Koska of Winnemucca, NV, is learning to quilt and volunteers at the LDS Church. Surviving spouse Eva Torrice (Paradise, CA) still volunteers at the Pine View Rehab Care Center, where her late husband was a patient.

Great hair...Surviving spouse Sherry Hellyer loves her work as a hair stylist in Ravenswood, WV. Last year she visited Maine and Florida. Trentwood (Spokane, WA) retiree **Carl Thompson** and his wife, Barb, spend the winter in Desert Hot Springs, CA. He does maintenance volunteer work for the park when not playing golf. **James "Don" Jenkins** of Lodi, CA, and his wife enjoyed an Alaskan cruise last year. Portsmouth, RI, retiree **William Gladue** (Warwick, RI) got married for the first time at age 60 in 1991 and, 18 years later, stays very fit by swimming every day at the gym. Oakland retiree **Michele Tarkington**

(Castro Valley, CA) received a master's degree in clinical psychology in 1998 and is a marriage and family therapist. She dances hula with a local halau. Mexico, MO, Refractories retiree **Robert Stevens** and his wife, Lola, (Columbia, MO) enjoy volunteering at Missouri University, where they work with international students from 32 different countries.

For the last 18 years, surviving spouse Harriet Ainsworth (Orinda, CA) has been writing her column, "Sunbeams", for the Lamorinda Sun. **Gene Diana** (San Leandro, CA) is an oenophile (someone with a passionate interest in wine). His amateur winemaking attempts have won awards from the Alameda County Fair. Trentwood (Spokane, WA) retiree **Les Buchholz** (McMinnville, OR) is a Master Gardener with Oregon State University. Gramercy, LA, retiree **Gilbert Schexnaydre** of Destrehan, LA, has a large vegetable garden and feels blessed to be in good health. No doubt those veggies are part of the reason. Erie, PA, retiree and resident **Sam Brady** spends time at a hunting camp, fishing and hunting with family that includes 12 grandkids and friends. Belpre, OH, retiree **Henry Gally** of Elizabethtown, PA, and his wife have a motor home. Last summer they traveled to Maine, South Carolina and West Virginia. **Ed Coyne** of Birmingham, AL, co-authored two business articles with his sons Kevin and Shawn that appeared in Chief Executive Magazine and M World, a publication of the American Management Association. Surviving spouse Reba McFadden relocated in 2006 from Louisiana to Mt. Pleasant, SC, where she volunteers for the Society of Autistic Children and the Mt. Pleasant Cancer Drive.

Strike! **Mary Riffle** of East Brunswick, NJ, loves bowling – her team has taken first place for the last two years. She volunteers at the NJ Veterans Memorial Home gift shop. **Bill Alsup** (Fremont, CA) cycles 3-4 times a week. He volunteers for Fremont's Centerville Free Dining Room. As President of the Point Cedar Volunteer Fire Department for the past 18 years, **Gordon Powell** of Amity, AR, is an active volunteer fire fighter and first responder. He was elected unopposed to serve a 2009 (What's Going On, continued Page 5)

MEMBER PROFILE: ALAN PHILLIPS

You might say working for Kaiser Aluminum was in **Alan Phillips'** blood. His father, Jimmy Phillips, served the corporation for 25 years and was the chairman of VALCO in Tema, Ghana, the reduction plant built by Kaiser in the '60s as a joint venture with Ghana's Volta River Authority. After graduating from Cambridge University, England with a master's degree in chemical engineering, Alan began his 27-year career at VALCO as a shift foreman working in the potrooms. He spent 12 years there, moving up the ranks, first in the technical department, then as carbon plant superintendent, eventually becoming potroom superintendent.

The native of Ghana was promoted to general production manager at VALCO in 1985. Four years later, Phillips relocated to Spokane to work in the Division Technology Center.

In 1993, he went to Jamaica to Kaiser Jamaica Bauxite where he remained for five years before returning to Spokane in 1998 to join Kaiser International. Phillips took early retirement in 2000. He and his wife, Amowi Sutherland-Phillips, and their family reside in Spokane, WA. Alan is executive vice president of KTD LLC, an international consulting firm for aluminum smelter development.

Q. What was the most memorable experience in your career?

A. The most memorable of times was in Jamaica. In 1993, I was in the process of transferring from Spokane to Tacoma to become technical manager when I was assigned to Kaiser Jamaica Bauxite for a one-year stint as its interim general manager. It actually turned into five years - first managing KJBC, then working with managers on strategic planning and, finally, managing all the bauxite operations. During that time, we were also in the process of developing a joint mining operation with Alcoa to develop the supply

for Alpart and Jamalco. That was a real challenge!

In a way it was like going back to Ghana because there were so many similarities. Both countries are former British colonies. We met warm and wonderful people in Jamaica and our children got started in good schools there. We had some very interesting six degrees of separation experiences. My wife's mother, Efua Sutherland, was an internationally regarded writer and cultural personality known to some people in Jamaica who became good friends. My father-in-law was also a well-known pan-Africanist with a

wide circle, which included people we met in Jamaica. My close friend from school days in Ghana, who had become the Under Secretary General of the International Seabed Authority, was headquartered in Kingston, Jamaica. So it was quite the time!

Q. How would you summarize your career with Kaiser Aluminum?

A. It was hard work and I had the opportunity to meet and work with many really amazing people who worked for Kaiser. I respect and take my hat off to many of the professionals who managed and lead the company, some of whom are truly legendary in my opinion. It was also a lot of fun!

Q. What are you doing today?

A. I partnered with a former Kaiser International colleague, David Krakoff, to set up a small consultancy, KDT LLC, a development technology firm. We conduct feasibility studies for aluminum industry clients involved in smelter development and provide operational consulting as well. Our clients are located in Venezuela, Trinidad and Canada. We've also done some due diligence consulting.



Alan Phillips

"It was hard work and I had the opportunity to meet and work with many really amazing people who worked for Kaiser."



Phillips' Children: Rachel, Alan, Kwesi and James



Amowi and Alan Phillips



(Member Profile, from page 3)

Q. Tell us about your family.

A. My wife, Amowi Sutherland, and I were married in 1983. We met each other while she was at University where she was a contemporary of my sister; our families had known each other for several years before that. She is a lawyer by background, an adjunct professor at Whitworth University, here in Spokane, and has taught courses in the departments of History, Politics and English. Our 23-year-old son, who is disabled, works part time here in Spokane, our 20-year-old daughter is finishing her junior year at Yale, and we have a 16-year-old son, who has just been accepted at MIT.

Q. When was your most recent visit to Ghana?

A. My mother turned 80 years old last year and I returned in September for the celebration. It was good to see my parents as well my three sisters, two of whom traveled from Boston and the UK to be there. My third sister, an anesthesiologist, recently returned to Ghana to live after residing in Liverpool for many years.

Q. You probably ate a lot of your favorite Ghanaian foods there - are you

able to find them here in the U.S?

A. Yes, we have managed to find stores where plantains, cassava and palm oil are available, as well as the ingredients for very hot pepper sauce, which is a favorite of mine.

Q. What are your hobbies?

A. I enjoy reading a wide range of subjects and have phases where I read lots of novels, followed by lots of reading on management



Left to right: Katherine, Jimmy (Dad), Alan, Rachel (Mom), Ann and Brenda

theory. I like authors Tom Gabbay and Alan Furst. I have also spent a lot of time reading management books – TQM, Fourth Generation Management and, most recently, Maverick, by Ricasrdo Semler.

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(President's Message, from page 1)

and intent of the VEBA Plan. The Board of Trustees determines the current benefit amount that it deems most prudent in the circumstances based upon the results of the benefit capacity study and its evaluation and discussion of those results. As everyone is aware, the fair market value of both equity and fixed income investments declined substantially during 2008. The decline amounted to approximately 20% in the case of the VEBA Plan's assets. The Board of Trustees thought it prudent to set the qualified benefit at \$1,750 for 2009 in light of current economic and market conditions as well as forecasts for a relatively

slow recovery from the current world-wide recession."

We thank David once again for his helpful explanation of VEBA related matters so that we can continue to keep you informed from time to time. Until our next newsletter, please continue to keep us informed so that we can continue to keep you informed. Above all, stay active and healthy!

Carlos E Xavier

Carlos Xavier
President, KASRA

JAMAICA BAUXITE: BACK TO THE FUTURE

An article written by former public relations director of Kaiser Jamaica Bauxite Company (KJBC), **Lance Neita**, about the bauxite industry and its importance to the local economy was published in May 1974 in the Jamaica Gleaner. Edited excerpts below highlight a critical period in Jamaica's economic development and Edgar Kaiser's role in it.

In 1974, Kaiser Aluminum was among those companies negotiating with the Government over issues of reshaping national policy in terms of the industry's financial returns to Jamaica.

When Prime Minister Michael Manley announced new legislation leading to the bauxite levy, a Kaiser biography reports, "the industry group, stunned, submitted the dispute to an international body for settlement."

Edgar Kaiser stepped back from the rest, declaring, "in a spirit of co-operation, we can and intend to arrive at a mutually beneficial agreement." Intense negotiations were launched between Kaiser Aluminum and Jamaica to formulate a new position.

Kaiser had attended an early morning meeting with the prime minister at Jamaica House on the important levy discussions and was due to leave at 9 a.m. to catch his flight. However, the meeting went an hour overtime, and about 10 a.m., with the plane waiting on the tarmac, and the driver and

Mrs. Kaiser waiting patiently in the car, the two men came out of Jamaica House and walked slowly to the vehicle while carrying on an animated conversation which continued for another half hour.

Dudley Thompson, then minister of mining, eventually broke up the conversation by nudging Kaiser gently into his seat and hurrying the party to the airport. In the car, Kaiser explained that Manley and himself both realized that they were running behind time but that he did not consider it protocol for him to adjourn the meeting with the prime minister, hence the delay.

In the meantime, the prime minister, who himself was running late for a Parliamentary appointment, was explaining to an aide that he could not possibly be the one to adjourn a conversation with such a charming gentleman like Kaiser as that would have been poor manners and in any case, "we were enjoying each others' company immensely."

Of such was the relationship between two powerful personalities who often sat on different sides of the table, but enjoyed a deep and mutual attachment that forged the kind of relationship between Jamaica and foreign investment necessary for partnerships to work. It will be a relationship we will need to secure and preserve as we look towards maintaining and re-building the bauxite/alumina industry in the difficult period ahead.

(What's Going On, from page 2)

term on the Hot Spring Country Quorum Court, a post previously served for ten years. **Carolyn Waybright** (Ripley, WV) volunteers for the Beautification Committee of Ripley and the Pilot Club of Jackson County. Moss Landing, CA, retiree **Bob Osborn** (Watsonville, CA) spends time keeping his 1966 El Camino pickup in mint condition. He volunteers for the American Legion as its finance officer and does building maintenance. **James Pantaleo** (Spokane Valley, WA) likes to take digital photography and



make videos. He is a volunteer driver for Meals on Wheels and is active in the Knights of Columbus. Savannah, GA, Ag Chem retiree **Roger Brewster** of North Myrtle Beach, SC, volunteers at Grand Strand Hospital, visiting cardiac patients. He is President of Mended Hearts Chapter 117 in Myrtle Beach. Ravenswood, WV, retiree **Robert Mazur** (Parkersburg, WV) is involved in railroad equipment preservation in both West Virginia and Florida and volunteers at the Huntington Chapter of the National Railroad Historical Society.

Blood Clots/Stroke They Now Have a Fourth Indicator, the Tongue



STROKE: Remember the 1st Three Letters....S.T.R.

STROKE IDENTIFICATION

It only takes a minute to read this...

A neurologist says that if he can get to a stroke victim within 3 hours he can totally reverse the effects of a stroke...totally. He said the trick was getting a stroke recognized, diagnosed, and then getting the patient medically cared for within 3 hours, which is tough.

RECOGNIZING A STROKE

Thank God for the sense to remember the '3' steps, STR. Read and Learn!

Sometimes symptoms of a stroke are difficult to identify. Unfortunately, the lack of awareness spells disaster. The stroke victim may suffer severe brain damage when people nearby fail to recognize the symptoms of a stroke.

Now doctors say a bystander can recognize a stroke by asking three simple questions:

S *Ask the individual to **SMILE**.

T *Ask the person to **TALK** and **SPEAK A SIMPLE SENTENCE** (coherently) (i.e. It is sunny out today.)

R *Ask him or her to **RAISE BOTH ARMS**.

If he or she has trouble with ANY ONE of these tasks, call emergency number immediately and describe the symptoms to the dispatcher.

New Sign of a Stroke -----
Stick out Your Tongue

NOTE: Another 'sign' of a stroke is this: Ask the person to 'stick' out his tongue.. If the tongue is 'crooked', if it goes to one side or the other, that is also an indication of a stroke.

CAUTION! Be sure to check this information out with your physician. He/she may well suggest additional symptoms to watch for.

LUNCH BUNCH

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July 2 Baton Rouge

Lunch at noon at Mansur's, 5720 Corporate Blvd. Call Bob Eisenbach at (225) 926-1334 or email bobeisenbach@cox.net. Baton Rouge meets 1st Thursday of each month.

July 6 Los Angeles

Lunch at noon at The Elephant Bar, 14303 E. Firestone Blvd., La Mirada. Contact Norm Manger at (310) 377-2135 or email normmanger@cox.net. L.A. meeting held the 1st Monday of each month.

July 9 Mead

Lunch at 11:30 a.m. at Cathay Inn, on North Division. Contact Phil Marksbury at (509) 325-1798 or email pjmarksb@comcast.net. Mead meets the 2nd Thursday of every month.

August 3 Los Angeles

Lunch at noon at The Elephant Bar, 14303 E. Firestone Blvd., La Mirada. Contact Norm Manger at (310) 377-2135 or email normmanger@cox.net. L.A. meeting held the 1st Monday of each month.

August 6 Baton Rouge

Lunch at noon at Mansur's, 5720 Corporate Blvd. Call Bob Eisenbach at (225) 926-1334 or email bobeisenbach@cox.net. Baton Rouge meets 1st Thursday of each month.

August 11 Newark

Lunch at 11:00 a.m. at Stacy's Hometown Buffet in Heath, Ohio. Contact Bob Abel at (740) 323-2268 or email rabel@windstream.net. Costs are paid for by the Newark plant.

August 13 Mead

Lunch at 11:30 a.m. at Cathay Inn, on North Division. Contact Phil Marksbury at (509) 325-1798 or email pjmarksb@comcast.net. Mead meets the 2nd Thursday of every month.

Sept 3 Ravenswood

Lunch at 12:00 pm at Cedar Lakes. For information call Dave Whitman at (304) 273-5548 or email dwhitman@wirefire.com. Reservations needed by Aug 31.

Sept 3 Baton Rouge

Lunch at noon at Mansur's, 5720 Corporate Blvd. Call Bob Eisenbach at (225) 926-1334 or email bobeisenbach@cox.net. Baton Rouge meets 1st Thursday of each month.

Oct 31 Bay Minette

4:00 pm at Ryans Steak House at the Eastern Shore Centre at Malbis. We invite all retirees, spouses and friends to join us there. For further info contact Betty Wilson at 251-626-1262.

Dec 4 Ravenswood

Winter Dinner/Dance at Greenhills Country Club. For information call Dave Whitman at (304) 273-5548 or email dwhitman@wirefire.com.

In Memoriam

E. Walter (Walt) Adams - North Lima, OH
Corinne R. Bennett - Jackson, TN
Felton T. Bradley - New Orleans, LA
Herbert Constant - Chalmette, LA
Thomas W. Dwyer - Grass Valley, CA
Donald R. Kay - New Haven, WV
John Kendall - Camano Island, WA
Joseph Lund - Spokane Valley, WA
Leonard Marino - Warren, RI
Rosh Olive - Seattle, WA
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The Board of Directors expresses its deepest sympathy to families and loved ones.