



Steve Ping
Erach Tarapore
Mike Venie

KASRA
Co-Presidents

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Do you know a retiree who has not signed up for the VEBA? Suggest they call the Delta Fund Administrators toll-free at (888) 344-8322 or email VEBA@deltafund.com.

Kaiser Aluminum Salaried Retirees Association

A MESSAGE FROM THE KASRA PRESIDENTS

Dear Fellow
Retirees/
Surviving
Spouses:

tirees and comply with IRS, ERISA, HIPAA and ACA rules.

We begin by wishing all of you a happy, and, most importantly, a healthy 2018. We hope all of you had opportunities during the holiday season to spend time with family and other loved ones.

The original funding for the plan came as a result of the Settlement Agreement and consisted of approximately two million shares of Kaiser stock when the company exited bankruptcy. The shares were sold and converted into cash, forming the initial pool of funds used to pay benefits. Currently income is generated from two primary sources. First, as part of the initial agreement, Kaiser is required to make contributions under a profit sharing formula, with a maximum of \$2.9 million for any given year. Secondly, the plan receives investment income on assets held by the Trust. The investment strategy employed by the Trustees is fairly conservative, befitting the nature of the trust, using a prescribed ratio of fixed income assets and equities.

Because health care and its associated costs are such an important, and increasing, issue for our retirees, we thought it would be timely to begin the year with a review of the Kaiser Aluminum Salaried Retirees VEBA Plan to help everyone understand the basis for the plan, how it works, and how it can affect each of us.

In recent years, both the Kaiser profit sharing contribution and investment returns have been substantial and have resulted in year after year increases in the maximum benefit provided by the plan to offset medical insurance premiums paid by retirees.

The VEBA was created in 2004 after Kaiser terminated all salaried retiree medical and life insurance benefits during bankruptcy proceedings. These proceedings resulted in a Settlement Agreement between Kaiser and various creditors, including salaried retirees, as of July, 2006. The agreement included the VEBA plan, which was formed and governed by provisions within the Internal Revenue Code of 1986. The plan is also covered by provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The plan originated within KASRA but is a completely separate entity in order to provide benefits on a tax-exempt basis to all salaried re-

The Trust is managed by a Board of Trustees, made up of Kaiser salaried retirees. To help with managing the day to day operations and activities of the trust, the Board hired a professional employee benefit plan administrator, Delta Fund Administrators, LLC. The Board is solely responsible

WHAT'S GOING ON

Accomplishments . . .

Dave Whitman and **Pete Westenhaver** were honored by Ravenswood Retirees in September for their service to the group. Dave has been President of the Ravenswood Retirees for many years and spearheaded the group's four yearly functions, while Pete has held the office of Secretary/Treasurer for several years. "Pete is an excellent communicator who is responsible for our membership and financial records," says member **Hazel Parsons**.

Birthdays/Anniversaries . . .

Congratulations to **Sid and Rita Mae Jones** (Lakewood, WA) who celebrated their 66th wedding anniversary on November 10. Sid worked at Kaiser's Chalmette, LA, plant as well as Mexico, MO; Spokane, WA; Trentwood, WA; and, finally, Tacoma, WA, where he worked as Purchasing and Traffic Manager until his retirement in 1985. They have three children, several grandchildren and two great granddaughters: Rylee Kate and Sydney Anne. Sydney is named after Sid. They also expect a third great granddaughter in early 2018. They feel fortunate to keep in touch with many Kaiser friends including the **Strabley, Hanquist, Franklin, Slat-**



Sid and Rita Mae Jones celebrated their 66th wedding anniversary in November.



Ravenswood Retirees honored Pete Westenhaver and Dave Whitman at their September 7 luncheon (L-R) Pete and Gail Westenhaver and Dave and Dottie Whitman.

tery, Lightell and Schimmel families.

Traveling Near and Far . . .

Traveling is a passion for **Sidney "Zeke" Breaux** (Baton Rouge, LA). The former Baton Rouge worker has visited such places as Rome, Venice and Treviso in Italy, as well as the Sonoma and Napa Valleys in California, Cancun, MX, among other destinations. When not visiting new places, Sidney likes working in his yard, cooking and volunteering at his church. This past holiday season, he helped decorate the church and crib for the Nativity scene.

A Little of This, A Little of That . . .

Chris Laszcz-Davis (Orinda, CA) recently participated in an October 2017 conference in Tampa, FL, entitled "Environmental Health & Safety Practice Evolving for 21st Century Issues." Chris

(What's Going On, from Page 2)

served on the Planning Committee for the Conference and was involved in both moderating and presenting. She was also involved in planning and moderating sessions at a separate December Conference in San Francisco, CA, which focused on "Workplace of the Future" EHS issues. In mid-December, Chris and her family went backpacking in Tasmania, Australia, followed by a New Year's Eve celebration in Sydney, Australia.

Still walking with a walker and just having moved to a one-room apartment with her daughter's help, **Betty Lou Koska** (Winnemucca, NV) says she loves to eat, read, sleep and exercise.

Recently retired from teaching, **Alan Longmuir** (Lacey, WA), who last worked at CFT, notes that living in Lacey, where he just moved, places him near forests and golf courses, although he does have to put up with lots of rain. Besides golf, Alan also enjoys hiking.

"I enjoy eating out, swimming in our pool and spending time with family: kids, grandkids and siblings," enthuses **De De Cook Pauley** (Ashville, OH) who worked at Newark. De De and her husband Dave (Ravenswood), started D & D properties: "We buy distressed homes,



Chalmette retirees enjoyed a holiday luncheon on December 6. (L-R) Bill deBruller, John D'Antonio, John Malm, Ralph Veller and Liz deBruller.

remodel them, and then 'flip' them. We are on our third house, built in 1919, that we hope to market." She also points out that "Dave and I are involved with church 'AWANA,' teaching Sunday school and Vacation Bible school in Ashville." They are also planning short flights from Ohio to St. Augustine, FL., to see their son and family and to Concord, NC, to visit Dave's dad (Harold, also a Ravenswood veteran), sister and families. "I enjoy reading the KASRA Newsletter," De De concludes.

Marion Cravens (Carmichael, CA), who worked in the Legal Department in Oakland, recently moved from Rancho Murrieta to Senior Living at Atria Carmichael Oaks.

"I would enjoy hearing from co-workers who remember me," says **Bob Stephens** (Spokane, WA), who worked in Mexico, MO, before finishing his work with Kaiser with a stint at Moss Landing, CA. Most recently, before he slowed down enjoying travel experiences, Bob enjoyed a cruise up the Amazon. Into woodworking, bridge and some fishing, Bob volunteers with Habitat for Humanity. He



Having a good time at the December Tacoma retirees holiday luncheon are Wayne Hale and John Baker.

(What's Going On, continued Page 4)

(What's Going On, from Page 3)

notes, "I am a widower, living alone, but I keep busy and am in really good health for my age and still enjoying life."

Lee Corder (Ravenswood, WV) boasts that he and wife Sue Ann "are still dancing. We attended a 'real Rock 'n Roll' dance at Seven Spring, PA. We danced the night away." **Ford Evans** (Nicholson, MS) still enjoys traveling, hunting and singing gospel music. He also volunteers to help those with handicaps keep their yards in shape.

"I am active in the Oakland Art Association," asserts **Shirley Schmalfuss** (Oakland, CA), who worked in the International Division. "We exhibit paintings," she notes, "at the Oakland Chamber of Commerce, the Orinda Library, John Muir Hospital, Oakland City Hall, the Rockridge Library, and the Oakland Law Library." Shirley, whose two primary loves are painting (acrylics) and going to San Francisco Giants games at ATT Park,



Clara Kenney and Carolyn Brennan enjoyed Tacoma's June luncheon at Johnny's Dock restaurant.

also recently took a trip to Maui, Hawaii.

"Peggy and I enjoy time with our family, grandkids and great grandkids and our getaway place in Montana," shares **Leon Buckles** (Spokane, WA), who lists his current job as "doing the usual honey-do's in retirement." Leon, who worked at Valco, Ghana, volunteers with outdoor clubs and the Game Departments in Washington and Montana "to promote

(What's Going On, continued Page 5)



Trentwood retirees recently got together at the home of Tom and Bette Brattebo in Liberty Lake, WA, to relive memories of working together in Remelt.

(What's Going On, continued Page 5)

(What's Going On, from Page 4)

habitat improvement and preservation of species." Fittingly, his travel experiences include mostly outdoor adventures "that extend from Brazil to the Arctic Ocean and many Canadian Provinces with fishing club members and Canadian friends." Along with fly tying and building bamboo fly rods for fishing, Leon also enjoys building scale model WW II aircraft.

Condolences

Our condolences go to **Dolores Fontaine Heilman**, who lost her husband Thomas on October 7, and to **Alfred "Al" Zucker**, who lost his wife **Jeanette** on October 15.

(President's Message, from Page 1)

for directing the fund's investments and determining the amount and timing of any benefit each year. While VEBA and KASRA are totally separate entities, the KASRA Board maintains regular contact with VEBA trustees to promote open lines of communications. Currently, 94% of eligible salaried retirees and surviving spouses apply for benefits offered by



(L-R) Dick and Tina Kauffman at the Bay Area's holiday luncheon with featured speaker Dick Evans, who did a slide show on his photographs of murals in San Francisco's Mission District. The photographs are available in a colorful new book. For more information, go to www.missionbooksf.com.



(L-R) Leo Barsotti, Gordon Gane and Art Scott enjoy the Bay Area's holiday luncheon held at the San Ramon Golf Club.

VEBA every year. We have been advised this is a very high percentage for a retiree plan of this type and clearly of great importance to our salaried retiree community.

In summary, we only have space in this letter to cover the very basic aspects of the VEBA plan. For additional information or questions, we encourage everyone to contact the plan administrator Delta Fund at 888-344-8322, or through their website at VEBA@deltafund.com.

Again, we wish everyone a happy and healthy 2018 and look forward to hearing from as many of you as possible during the year.

All the best!

Crach.

Michael Venie

Erach Tarapore

Erach Tarapore, Mike Venie and Steve Ping

Co-Presidents, KASRA

MEMBER PROFILE: ROY COATS

Roy Coats worked for Kaiser from 1968 – 2010. He and his wife Donna live in Jackson, Tennessee, where he worked at Tennialum for most of his Kaiser career. The couple split their time between Tennessee and a small summer cottage in the Pennsylvania Poconos; the cottage was built by Roy's grandfather over 100 years ago.

Working in the metals industry seems to be a family tradition. Tell us about it.

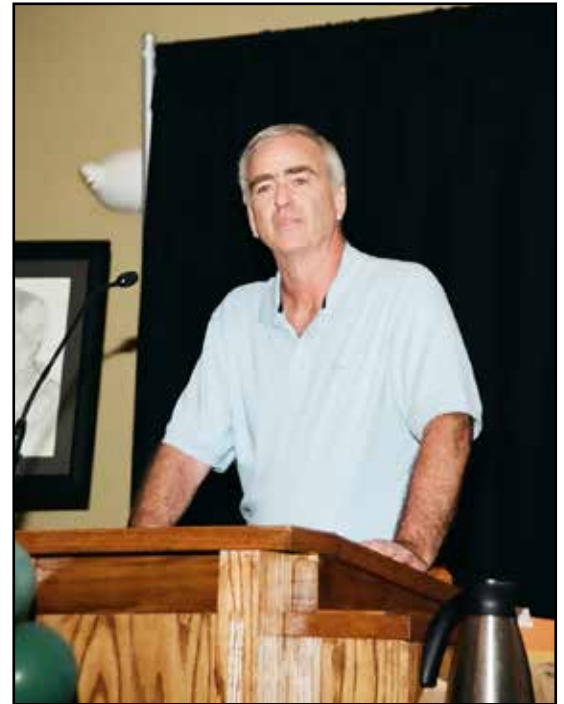
Not sure we really planned on having three generations working in the industry, but that's what happened. My dad was the Rod, Bar and Wire Superintendent at Huntington Alloys. Both my brothers and I went to Virginia Tech and graduated with degrees in metallurgical engineering. Then when Tennialum started a summer temps program, three of my children became summer temps and two of them still work there now as Production Technicians. It's too early to tell if one of the grandchildren will make it four generations!

When did you start working for Kaiser?

I was right out of college. I graduated from Virginia Tech with a degree in



On a 2010 trip to Alaska, Donna and Roy Coats met a young dog in training to pull a racing sled.



Roy Coats at his retirement dinner from Kaiser in 2010.

Metallurgical Engineering in September of 1968 and started work for Kaiser at Ravenswood, WV, a week later. It was my second job ever. I had worked as a co-op student at International Nickel Company/Huntington Alloys previously.

Tell us about your career with Kaiser.

I started in the Plate Department at Ravenswood, WV, and then went to Finishing, Casting and Hot Rolling. In 1978, I went to Trentwood, WA, as a Staff Metallurgist in Casting until 1981 when I was transferred to Newark, OH, as the Chief Metallurgist. I became the Technical Manager in 1984. Then my life totally changed in 1988 when **Ed Coyne** asked me to be the start-up Plant Manager for a new Rod and Bar facility in Jackson, TN.

Start-up Manager sounds pretty challenging. What was it like?

It was very challenging. I had always been in metallurgy and quality control,

(Members Profile, from Page 6)

but I guess Ed saw something in my leadership style that made him think I'd be good at this job. I was anxious to learn about being a team-based organization, and Kaiser was looking to do things differently back then as they moved away from the union. We could literally make up a lot of the rules and the culture as we went.

My savior was **Roger Harris**, from the engineering staff in Oakland, CA. He had retired from Kaiser around 1981 but came back as a consultant. He is a smart, down-to-earth, practical guy who knows mechanical and electrical engineering as well as a lot about construction. To say I leaned on him while building and starting up the plant would be an understatement, especially learning about operations and people skills. Roger added tremendously to my understanding of leadership that I had previously gained from working with **Burt Burtenshaw** at Newark, OH.

We worked really long hours – 7 days a week, 10-12 hour days routinely. While my family almost forgot what I looked like, I have to admit that it was a blast. Very intense but also a lot of fun, and Ed was a great boss during the start-up, very supportive.

After Tennialum was up and running, you moved from Plant Manager to Quality Manager. How did that happen?

Books and numbers were things I excelled at and, thanks to people like **Roger Harris** and **Jorge Deschappelles**, who really taught me the importance of relationships, I was pretty effective as the start-up Plant Manager. But, politics was never my thing. Another Kaiser retiree, **Larry Swick**, was hired as a consultant at Tennialum. Larry (who was



Roy and Donna adopted Maria from Slovakia when she was 12 years old. Shown here with her two sons.

an accomplished “politician”) was soon named Plant Manager and he kept me on as the Quality Manager. He and I had such a terrific relationship during those months when he was a consultant and I was Plant Manager that we knew we'd get along fine in our new reversed roles, and we did. So Larry became my mentor and, as we worked together at Tennialum, Larry guided the plant to world-wide recognition and multiple awards. One of my proudest moments was when we became ISO 9000 certified.

It was all about team spirit at Tennialum. I think the key word that really distinguished the staff there would be “unselfish.” People didn't care who got the credit, they just wanted to get the job done right. I credit part of the team spirit to how people were hired -- we did experiential interviews where people had to talk about different life experiences. The questions probed such areas as leadership, alertness, commitment, decision-making, attitude, cooperation

Send KASRA Your News & Pictures

Write us your news, travels, stories... humorous tales welcome. Send a note to Sally Hogarty, P.O. Box 84, Canyon, CA 94516 or sallyhogarty@gmail.com.

* Photos encouraged.

(Members Profile, from Page 7)

and mechanical skills. It really weeded out people who didn't have the right attitude and who weren't team players.

What were some of your career highlights?

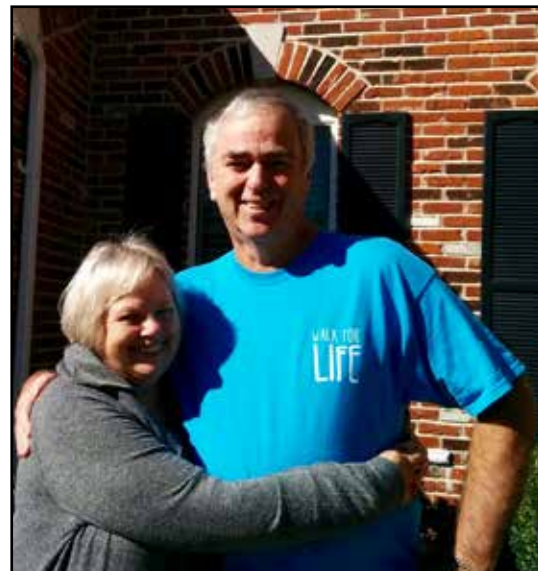
My eight years in casting (Ravenswood, WV, plus Trentwood, WA) were definitely a highlight. I still love casting more than any other phase of the process; a super highlight was starting up the first production operation of electromagnetic casting at Trentwood. The experience starting up the Jackson plant was also fantastic – such a challenge but also incredible. I also would have to list being in Operations for my last five years as a highlight; I had been in Quality Control for almost 34 of my 37 years at that point and was ready for something different again. And, finally, my biggest career highlight was working with such wonderful teachers/mentors such as **Roger Harris, Larry Swick, Burt Burtenshaw, Bob Shogren, Larry Hoppe, Bud Goodwin, Jim Shannon, Jim Loach, Bill Kramer, George Binczewski and Jorge Deschappelles.**

Tell us about your family.

I was born in 1946 in Huntington, West Virginia, the third of four children, all still living. I have five children (three boys and two girls) and eight grandchildren – all boys. Donna and I adopted our fifth child, a young girl from Slovakia, after our other children were older.

How did you end up adopting a child from another country?

We were supporting a missionary couple, Laura and Bevan Stein, in Slovakia. We were good friends with Laura's parents



Donna and Roy at their home in Jackson, TN.

when we were in Newark, OH, and her sister was our daughter Tracee's good friend. So, when Laura married and went to Slovakia, supporting them was the natural thing to do. They started doing summer camps in Slovakia, and Donna and I went over to help out in 2000 - 2002. We ended up being the host couple for a 15-year-old girl, Ingrid, who lived with us for a year and went to school locally. The next year, we went back and met 9-year-old Maria, who had been in an orphanage most of her life. Our own children were on their own by then so we decided to adopt her. I'm not sure we knew what we were getting into. A 12-year-old (by the time we adopted) can be pretty challenging to begin with, but add the adjustment to being the first parents she really ever had, plus a new language and country, and it can be stressful for everyone. But it all worked out, and Maria is now married to one of Laura and Bevan's sons and has children of her own. Laura and Bevan also adopted (five) children from Slovakia, so Maria married someone from her own

(Members Profile, from Page 8)

country.

What are you doing now?

My “To Do” List has two items on it: Number one – do whatever I please and Number two – do nothing. I just have to take a look at my “To Do” List and I’m happy as a clam.

I did have a very fun job since retiring from Kaiser – taking care of our grandson Caden, who is in first grade now. Our daughter-in-law Mandy worked as a nurse and our son Scott worked at Tennialum. Mandy’s sister had been caring for then 15-month-old Caden but when she became pregnant with her second child and couldn’t continue, I said I’d take over. My wife was still working as an RN herself, so it was just me. Boy, did I learn a lot about changing diapers and taking care of a toddler. Best job ever! I took care of him for the better part



Aprina Leavy, who passed away recently, was the subject of a mural, which can still be seen at the corner of 17th Street and Broadway in Oakland. Entitled “Vintage,” it was done by the internationally known graffiti artist BiP.

of a year but was forced to stop due to back surgery. The surgery went well, but the night before I was to go home, I developed blood clots that shut down my respiratory system; luckily, they didn’t get to my heart or brain. After I recovered, Donna (who had retired by then) and I started picking Caden up at day care following his nap and keeping him until his parents were done working; now that he is 6, we still see him regularly (along with the other three boys, now 15 - 16, who live here in the Jackson area).

In Memoriam

*Robert “Bob” Girard Andrews
Newark, OH*

*Paul E. Beegle
Racine, OH*

*John Fulton Billips
Liberty Lake, WA*

*Jack M. Donohoe
Juneau, AK*

*Donald F. Kusho
Livermore, CA*

*Aprina Leavy
Oakland, CA*

*Reuben A. Maul
Munster, IN*

*William F. Zappie
Catonsville, ND*

Please inform us of a retiree or spouse passing. Include date of death, city and state and first name of surviving spouse. If possible, a copy or link to the obituary or name of the newspaper would be helpful. Contact Klaus Adler, 1127 Rachele Rd., Walnut Creek, CA 94597 or (925) 935-2938 or email him at kcharlie34@comcast.net. The Board of Directors expresses its deepest sympathy to families and loved ones.

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We're on the Web!
See us at:

www.e-kasra.com

Baton Rouge **Apr 18**
Lunch at 11:30 a.m. at Oak Lodge, 2834 So. Sherwood Forest Blvd., Email Bob Presson at leilap3@cox.net, or Bob Schoen at bobschoen@cox.net or call Bob Schoen at (225) 937-2984.

Belpre **Apr 21**
Breakfast at 9 a.m. at Shoney's, Garfield Ave., Parkersburg. Contact Betty Blair at (304) 489-1337 or email bettylou13@sudenlink.net.

Chalmette **Mar 7 Jun 6**
Lunch at 11 a.m. at NOLA Lagniappe, 1375 Gause Blvd., Slidell. Cost \$20 Contact Chuck Schimmel at (985) 643- 0437 or email schimcol@aol.com.

Erie **Jan 20 Feb 17 Mar 17**
Breakfast at 8:30 a.m. at Peggy's, 3512 Liberty Street., Erie. Contact Tim Healy at (814) 402-1062 or email thealy1931@gmail.com.

Los Angeles **Jan 8 Feb 5 Mar 5**
Lunch at noon at Marie Callendar's, 540 N. Euclid, West Anaheim. Contact Bob O'Leary at (714) 898-7463 or email robemmet39@gmail.com.

Mead **Jan 11 Feb 8 Mar 8**

Lunch at 11:30 a.m. at Cathay Inn, North Division St. - Contact Danny Petrus at (509) 483-2171 or email dpjr70@comcast.net.

Newark **Feb 13 Apr 10**
Lunch at 11 a.m. at Stacey's Hometown Buffet, Heath. Lunch paid for by the Newark plant. Contact Bill Snider at (740) 403-8328 or email colbill44@roadrunner.com.

Ravenswood **Apr 19**
Lunch at noon, Cedar Lakes. Contact Pete Westenhaver at (304) 266-4109 or email Pete26164@gmail.com or call Lee Corder at (304) 273-9457.

Tacoma **Jun 6**
Lunch at noon at Johnny's Dock, 1900 East B St., Tacoma. Contact Bob Mohr at (253) 820-6569 or bobmohr1942@gmail.com or call Roy Brennan at (253) 535-4942.

Trentwood **Mar 20 Apr 17**
Meet at 11 a.m. Meal served at 11:30 a.m. Valley Eagles 16801 E. Sprague Ave. Contact Steve Harvey at (509) 924-1132 or email slharv3y@comcast.net or call TJ Summerson at (509) 448-1228 or email tsummerson@aol.com.



Enjoying the Dec. 6 Christmas luncheon for Tacoma retirees are (L-R) Seated: Carol Hamm, Clara Kenney, Sandy Bates, Liz Totten and Carolyn Brennan; Second Row: Roy Brennan, Roger Hamm, Gary Bennett, Chuck Totten and Gloria Walker; Back Row: Bob Mohr, Clark Kenney, Ray Bates, John Baker, Wayne Hale and Dave Walker.