

● **BRAVO!Brasil**
Trainee at Sorocaba
sets example and wins
competition

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● **Tocantins River Deviation**
Important construction phase
of Estreito Hydroelectrical Plant
was completed

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Gente em ação



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ALCOA LATIN AMERICA AND THE CARIBBEAN MONTHLY NEWSLETTER – NUMBER 89- OCTOBER 2009

● **New paradigm**

Juruti Bauxite Mine is started with the intent to become the best in the world



Alcoa sets down another chapter of its History, opening the Juruti Bauxite Mine and guarantees that its works will continue in the same manner they started: socially and environmentally responsible.

● Pages 6 and 7



● **Selection**

Over 15 thousand candidates
enrolled for Internship Program

Over 150 vacancies were open and are available throughout Alcoa locations in Brazil. Approved candidates will be announced in December this year.

● Page 11

OUR PEOPLE

● Editorial

Long term investment and vision



FRANKLIN L. FEDER

CEO Alcoa Latin America and the Caribbean

At long last, the day so anxiously expected by all in the company, especially by me, has arrived: the opening of the Juruti Bauxite Mine, in Pará.

This is a deed worthy of a company whose intent is to become the best company in the world, and that adopts seven Values (Integrity, HSE, Responsibility, People, Excellence, Customers and Profitability), with which I am totally identified.

The Juruti Mine confirms the consistent growth of the Company, established in this country for almost 50 years. Together, and based on the community desires, we prepared and implemented in this municipality located in the state of Pará, a positive agenda that contributes not only to set off the effects of the project's construction, but especially, in the medium and long terms, to improve significantly the quality of life of the people that live in Juruti. Our purpose is to make this mine the best Bauxite Mine in the world, and to achieve it, we worked hard for years, in a responsible way, both in terms of operations and in environmental and social terms as well.

We were granted the licenses by the respective jurisdictional agencies and they are very important. However, just as important, is the licence granted to us by the local community to operate. We understand

aluminum production, but we did not understand what it was like to open a mine in the middle of the Amazon region. The solution was to find the best partners to help us in this project. This is what we did, establishing partnerships with accredited institutions such as the Emilio Goeldi Museum in Pará, the Ethos Institute, IC – International Conservation, FUNBIO, Brazilian Fund for Biodiversity, and FGV-Fundação Getulio Vargas, among other partners.

Sustainability was the foundation of our strategy, and based on it, we generated regional development with the Juruti Mine, training workers, establishing and complying with a productive environmental agenda, as well as fostering social progress.

The Juruti Bauxite Mine is included in Alcoa's long term plan in Brazil. The plan also covers the largest expansion of an alumina refinery ever done worldwide, in São Luís; the responsible implementation of two hydroelectrical plants – Estreito and Serra do Facão; expansion of Itapissuma's Rolling Plant; modernization of the Poços de Caldas Plant.

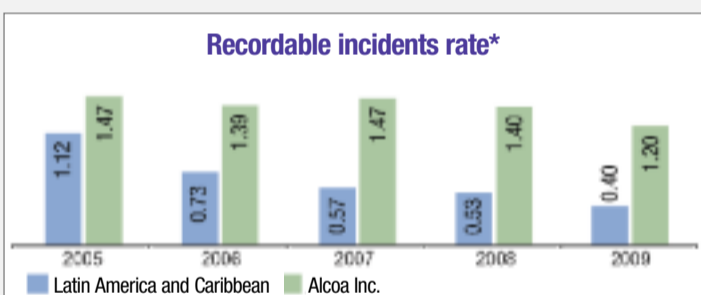
This development plan for Alcoa is designed to expand, in a competitive and responsible manner, the aluminum production, which is Sustainability itself, in metal form, for being endlessly recyclable, and for having other features that make it crucial for the modern life of the entire population.

Enjoy your reading!

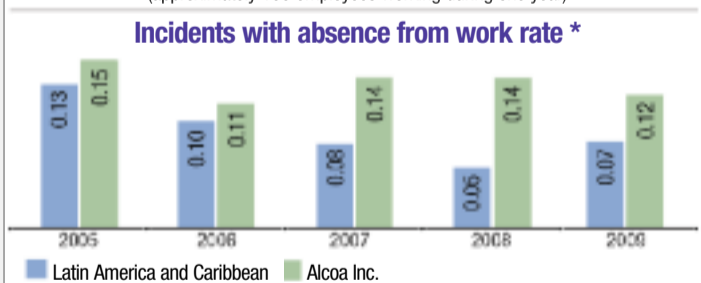
“At long last, the day so anxiously expected by all in the company, especially by me, has arrived: the opening of the Juruti Bauxite Mine, in Pará”

Safety Performance

Incident frequency rate until September (AEES data are not included)



* Number of recordable incidents at every 200 thousand hours of work (approximately 100 employees working during one year)



* Number of incidents resulting in 1 or more days absence from work at every 200 thousand hours of work (approximately 100 employees working during one year)

Testimonial

Ivana Barbosa Nunes

Position: Occupational Health Coordinator

Unit: Alumar

Time in Alcoa: 21 years



Alumar is a company that carries principles and values that make us proud of working for it. I started as a nurse and currently my position is Occupational Health Coordinator. It is a true school, which, in addition to human and financial resources, also gives us knowledge to become more mature as professionals and as individuals. It is a learning place, where we are led to reflect on our commitment to ourselves and to others. The commitment of leaving home to work, but sure that we will go back, and to make our stay at the workplace the best possible. Commitment to help the community, feeling gratified in participating in our Company's activities as a volunteer.

In this journey, I can say that my I had my post graduation in Labor Nursing from a traditional Nursing school, but, in reality, I learned everything at Alumar.

People that make History

Tribute to colleagues that contribute for Alcoa's development



MARCIO MESSIAS DA FONSECA
UTINGA



SAMUEL BEZERRA DE MENEZES
ITAPISSUMA



LINDIOMAR RODRIGUES
JURUTI

ERRATA

In September, José Carlos Vieira, from Juruti, celebrated 30 years of work with Alcoa and not 35, as published by People in Action 88.

Talk to Us

Your opinion is very important for us. Should you have any question, suggestion or criticism, please write to us at genteacao@alcoa.com.br



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Communications Association



● COMMUNITY RELATIONS

● BRAVO!Brasil Contest - 5 years

Trainee takes hope and joy to hospitals using laughingtherapy

Trainee Mariane Santos, from Sorocaba, was the winner of the BRAVO!Brasil 5th. anniversary competition. Her work, that has been an inspiration to Alcoa's volunteers, has the main purpose of taking joy to patients in institutions, hospitals and asylums. Participant of the "Willing to Bring Joy" group, with 18 members, Mariane and her colleagues offer moments of relaxation to patients and their families. Inspired by the American doctor Patch Adams, the "Willing to Bring Joy" group members also offer their effort to people abandoned in elderly homes and orphanages. "We strive to bring them joy in a light-hearted way, trying to change a routine day into a moment of magic. I hope to find in their eyes some hope, and to mitigate, in some way, the

BRAVO!

pain and continuous memory of being abandoned", says Mariane. "Every one in the group has its own job, their own life and we all live in different cities. But, this feeling joins us in this mission of collecting smiles", says the trainee, with a smile.

The group also performs circus shows in poor communities. "Recently we collected 1.6 ton of food in a show in Sorocaba. Everything was sent to the Day Care Center 'Maria Claro', that helps handicapped children", tells Mariane.

The contest winner received a 2nd generation iPod 8GB but the trainee from Sorocaba always prefers to share the merits. "I don't do anything alone. Everything is done by the group, which is our family", she added.



● Page of MyAlcoa Portal with photos of the work of Mariane Santos, the winner of BRAVO!Brasil competition

● Mapping and Dialogue & Engagement Plan Workshop

Alumar outlines development plan for communities around the Plant

Attended by Alumar leaders, by the ISER (Religion Studies Institute) team and by Fabio Abdala, Sustainability consultant of the Mining BU, the Mapping and Dialogue & Engagement Plan Workshop for the Communities around Alumar was conducted at the Environmental Park.

The event gave Alumar leaders the opportunity to discuss results obtained from mapping, and therefore, to reflect on the role and responsibility of each one to local development.

The Dialogue and Engagement Plan's purpose was to systematize suggestions for Alumar's social activities, considering the common wish of the Unit and of the communities to drive the regional development process. The initiative had the additional purpose of checking with the visited communities the concrete possibilities of intervention that would be able to improve the local population's quality of life.

The survey also heard the population – their demands and expectations – as well as analyzed its way of life and mapped their values and behaviors face a list of issues, especially the ideas of well being, progress and sustainable development. "It was an extremely rewarding day, where we were able to expand our perception, since the contributions were fantastic! The effort is just starting, and this is an endless process. We know that the most important part of it is to be sure that the entire management is engaged and motivated to change this reality", said Camila Meirelles, responsible for Alumar's Corporate Relations department.



● Alumar and ISER Leaders attend the Dialogue and Engagement Workshop



● The Engagement Plan's purpose was to systematize suggestions for Alumar's activities.

● Solidarity

Most approved projects address children and families

Eighteen projects were approved by Instituto Alcoa, eight by Alcoa Foundation and a total amount of R\$ 1,618,613.95 were invested. This was the balance of the analysis recently performed by the two entities, which invested resources in projects divided into the following categories: "Safe and Healthy Children and Families" (65%), "Community and Business Partnerships" (12%), "Global Education and Training on the Site" (19%) and "Conservation and Sustainability" (4%).

Out of the initiatives approved by Instituto Alcoa, four came from CENU, three from Itajubá, three from Tubarão, two from Juruti, two from Itapissuma, two from Barra Grande, one from Serra do Fação and one from Machadinho. In total, R\$ 628,442.50 were allocated.

The projects sponsored by Alcoa Foundation were: two from Utinga, two from Alumar, one from Juruti, one from Poços de Caldas, one from Itapissuma and one from Tubarão. In total, R\$ 988,171.45 were invested. These projects also received donations from Instituto Alcoa.

Highlights

Two projects stood out in the latest analysis: restructuring and expansion of the physical space of Machadinho Socio Educational and Socio Environmental Reference Center and the partnership with the Municipal Authorities of Poços de Caldas to provide equipment for the Laboratories of the city's Technological Center. The amount of R\$ 100 thousand was allocated to Machadinho, permitting the expansion and better adequacy to municipal programs. For Poços de Caldas, about R\$ 370 thousand mil will be used to provide equipment for the Technological Center and offer higher quality in several courses.



● VISITS AND EVENTS

10

Medical students observe the Company's Labor Health and Safety Management System in Utinga



The location of Utinga received the visit of 20 students from the ABC Medical School. The students had the opportunity to observe the Company's Labor Health and Safety Management System. Dr. Reinaldo A. Zago, physician at the Unit and Márcio Donizete de Jesus, Safety technician, accompanied the students and introduced the Labor Health and Safety management methods, in addition to showing them the Plant's production process.



6 2 1 9

Alcoa Vice-president and controller visit Units in Brazil



Poços de Caldas (right-side photo), Alumar (left-side photo), CENU and Juruti were visited by Tony Thene, Alcoa vice-president and controller, and by Jorge Milo, partner to PriceWaterHouseCoopers in the United States.

In Poços de Caldas they visited the Shared Services Center (GBS) and the Plant. Then, they went to Alumar to visit the Plant, the Refinery's Expansion, the Port and the Environment Park. Last, they visited the Juruti Bauxite Mine and the Head Offices in São Paulo.

9

Regional health consultant makes presentation at Occupational Hygiene Convention



Ana Gabriela Maia (photo), regional Health consultant, presented, during the IV Brazilian Occupational Hygiene Convention – held in São Paulo – a speech on Alcoa do Brasil's Program for Improvement of Technical Skills in Industrial Hygiene.

The program generates documents that support PDI-Individual Development Plan, with recommendations of actions for the technical development of each professional.

9

Meeting discusses practices to improve Safety and Health Management in Mining

Reducing the number of labor accidents in the mining industry. This is the purpose of the Safety and Health Management in Mining Program from IBRAM-Brazilian Mining Institute- of which Alcoa is one of the founding members. To discuss measures to improve the Project, the GTT-06- Technical Work Group, coordinated by Glaucio Mendonça (right side, in the photo), Alcoa's regional consultant on Labor Safety and members of Votorantim, Gerdau-Açominas and IBRAM held their monthly meeting in August at CENU, in São Paulo.



6 *Odebrecht sees GBS Human Resources model*



Odebrecht's HR Planning team visited the GBS Human Resources area with the purpose of seeing the HR service Model of the Shared Services Center (GBS). The visit was an excellent opportunity for exchanging experiences. Visitors were escorted by Mirella Gomiero (2nd from right to left), GBS HR manager and Adriane Crivelari (2nd from left to right), HR supervisor

9 5 8 *Commercial Director comes to Brazil to encourage businesses with alumina customers*

Steve Cramer, Alcoa's Commercial Director globally, was in Brazil for the purpose of bringing closer the alumina sales strategy in the worldwide market, using the common interests existing between the AWAC – Alcoa World Alumina and Chemicals and customers that have a global footprint, such as Magnesita and Colorobbia.

In addition to a meeting at CENU-SP, Steve was accompanied by Company leaders of the region – such as Otavio Cavalleira, Luiz Mendes and Jorge Andreu – during the visit to the offices of Magnesita, a company that produces refractories, in the city of Contagem-MG. The Global Commercial director also visited Colorobbia, Italian company producing material and technology for the ceramics industry in Itatiba-SP. During the meeting, the Industrial Director of Colorobbia requested samples of alumina to qualify the product at the Italian unit.

7 *Company's Sustainability is approached at UNESP's IV Administration Week*



Mônica Frison (carrying the microphone in the photo), responsible for Corporate Matters at the Poços de Caldas Unit, gave a presentation on Alcoa's general view on Sustainability for the students of the Administration Course at UNESP-State University of São Paulo, at the Jaboticabal- SP campus. The event was part of the IV Administration Week, whose subject was "Corporate Challenges".

11 *Official ceremony marks the delivery of highway integration route between SC and RS*

The official ceremony of delivery of the paved road that connects the municipality of Anita Garibaldi-SC- to the Barra Grande Hydroelectrical Plant, built on the Pelotas river, at the border between Santa Catarina and Rio Grande do Sul. With the completion of this road stretch, the new highway integration route that permits traveling on asphalt paved roads from the municipality of Anita Garibaldi up to the city of Pinhal da Serra in the state of Rio Grande do Sul was delivered. As per agreement, BAESA paved 10.5 km out of the total of 14 km of the road.



2 *Alumar makes official the delivery of improvement works on BR-135 highway*



Continuing the Community Safety Program of BR-135, Alumar delivered four engineering improvement projects, in stretches located between Km. 0 and 24 of the highway. This short stretch, the only road access from the continental part of Maranhão to the island of São Luis, records an average of 50% of all accidents that happen in its 432 km. Engineering works are performed together with educational and inspection measures, always in partnership with the applicable traffic organizations, ratifying and expanding the Safety value.

4 3 *Alcoa's Energy President visits Brazil and learns the challenges of hydroelectrical plants in the country*

Rick Bowen (left, in the photo.), Alcoa's Energy president, was in Brazil to learn about the challenges, activities and governance of the Company's projects in the Region. Escorted by Ricardo Sayão (right, in the photo.), energy director for Latin America and the Caribbean, Rick visited two hydroelectrical plants currently in construction: Serra do Facão and Estreito. There, he learned about the programs and controls related to the construction of power plants in Brazil.



● OPENING



Franklin L. Feder,
CEO of Alcoa Latin America and the Caribbean

"Finally, the day so anxiously expected by all in the Company, and especially by me. Together, and based on the wishes of the community we have elaborated and implemented a positive agenda that contributes to improve significantly the quality of life of the people that live in Juruti. Our purpose is to have the best Bauxite Mine, and for this, we spent years working hard, in a responsible manner, both environmentally and socially. We have to continue to follow this path."



Edison Lobão,
Minister of Mines and Energy

"We are experiencing in Brazil a time of realization of the old image we had, where we were the country of the future, but the future had not arrived yet. Now, the future has arrived! I went by a bauxite ore deposit, and I dare say, it is the best in the world. This unit that is being assembled here, with the best bauxite ore in the world, will be of crucial importance for resuming the aluminum production growth in Brazil".



Nilson P. Souza,
Primary Products vice-president

"In the case of the Amazon Region, we were aware that it would be a huge project, with many challenges. But, using the right concepts to design and build the Project, together with the society and with environmental responsibility, this Company has shown that anything is possible."



Henrique Costa,
Mayor of Juruti

"For us, who live here, everything has changed in the last years. We left anonymity and put the name of Juruti in the world map. I want to thank Alcoa for the huge effort, for the Project of high importance for the region's development and for having mediated the dialogue between the community of Juruti Velho and our municipality."



Alain Belda,
Chairman of the Board of Directors of Alcoa Inc.

"On the shoulders of Franklin and of all Alcoa people that devoted their efforts to this place, an empire was built. But this is an empire that understands that a business is good only if it is good for society, because it is not possible to have a good business in a bad environment"



Ana Júlia Carepa,
Governor of Pará

"I want to ensure all of you that the Operation license delivered to Alcoa was a task conducted with all the care required by a project of this size. We can assure that a list of conditions for the Operation License, resulted from a long process of dialogue where we defended the community interests, ensuring the construction of this project, that brings so many benefits for the people of Pará, especially for Juruti and the region."

Juruti Mine is a long-term investment, with socio-environmental responsibility

The Mines and Energy Minister- Edison Lobão, represented President Luís Inácio Lula da Silva at the opening of the Project, on September 15th. The ceremony was also attended by the Governor of Pará, Ana Julia Carepa and by the mayor of Juruti, Henrique Costa, in addition to other authorities and personalities of the region and and of the state of Pará.



For almost half a century mining bauxite and producing alumina and primary aluminum, rolled and extruded in Brazil, Alcoa writes one more chapter of its History and strengthens its commitment to the country, by investing almost R\$ 8 billion in the expansion of its operations, such as the implementation of the Juruti Bauxite Mine, located in the West of Pará. As in all projects developed by the Company, the recent opening of this Unit is based on Sustainability as the foundation of its strategy, encouraging regional development, educating local labor and implementing a positive socioenvironmental agenda that will promote the region's progress.

With its concept and operation developed in partnership with benchmark scientific institutions such as the Emilio Goeldi Museum, in Pará, and Instituto Evandro Chagas, in addition to NGOs recognized for their activities in favor of Sustainability, such as Instituto Ethos and IC-International Conservation, Juruti is a project integrated to the community and has already become a benchmark in the mining industry. Together with FUNBIO-Fundo Brasileiro para a Biodiversidade (Brazilian Fund for Biodiversity) and with FGV-Fundação Getúlio Vargas, Alcoa encouraged the creation of the Sustainable Juruti Project, that includes a Consulting Board, which, with the support of indicators and a financing fund to support social projects, promotes the discussion of practical actions for the sustainable development of the region.

Juruti is a project that protects the environment by means of several innovative activities and initiatives. All mining areas are reclaimed using modern revegetation techniques – hydroplanting and bioblankets – in addition to planting 80 thousand seedlings of

local native trees, produced in the company's own and community nurseries. Thanks to these techniques, developed in Australia, Alcoa was included in the Global 500 Roll of Honor of the UN – United Nations Environment Program – the only mining company in this list. The same work, carried out by the Poços de Caldas Unit, preceded the Brazilian legislation and is considered a model in the country and worldwide as well.

This behavior is responsible for the high number of domestic and international awards received by Alcoa, which was recognized in the Good Corporate Citizenship Guide of the Exame Magazine in the areas of Values and Transparency and in Government and Society as well. In addition, the Company has just been included -for the ninth time- among the Best Companies to Work in Brazil by the Great Place to Work Institute and Época magazine, and a survey conducted by the magazine Carta Capital has already considered Alcoa one of the most admired companies in Brazil. The Company was also considered a "Good Company" by the Dinheiro magazine.

Sustainable development

Four years of construction work, overcoming daily the logistics challenges of building a mining Project of the size of the Juruti Mine in the Amazon region, meeting the socioenvironmental demands characteristic of the region. Starting the operation stage, Alcoa in Juruti presents a positive balance of actions promoted in partnership with the local community, that, in a survey conducted by Ibope by the end of 2007, expressed their approval to the Project, by absolute majority. During the implementation phase, up to 9,500 jobs were gene-

rated, keeping an average of 80% of workers from Pará, out of which 30% live in Juruti. The Juruti Mine Professional Qualification Program contributed for the training of these employees, training over 2,500 people for the needs of the Project and of the local and regional markets.

To promote the improvement of quality of life based on investments in infrastructure, in partnership with the local authorities, and in agreement with the community, Alcoa elaborated and implemented the Positive Agenda. The package of actions contemplates the rural and urban infrastructure, health, education, culture, environment, public safety and social work. It is a set of voluntary actions from the Company, agreed upon directly with the community, since the public hearings that resulted in the Previous License and in the License for the Installation for the Juruti Mine.

Environmental Control Plans

As part of its legal obligations before the licensing agency – SEMA- the Environment Department of the Government of Pará – 35 programs are executed for the PCAs –(Environmental Control Plans). They are actions in the socioeconomic, biotics, physical, and managerial fields that minimize impacts and maximize positive factors of the Project.

Among the PCAs, the training of labor in Juruti stands out, with the purpose of educating the local population for employment, not only in the mining industry but also in other areas. In partnership with SENAI-Serviço Nacional de Aprendizagem Industrial do Pará (National Industrial Apprenticeship Service of Pará), through the Professional Education Program and Operators Training Program, Alcoa has offered

courses that have already qualified 2,528 people.

Also through the PCAs, several rural communities of Juruti are participating in fish farming programs- in net-tanks, called "Floating Cages", supported by the Company as a way to ensure consumption and sales of fish, generating jobs and income.

In other rural communities, the population was qualified by the Family Agriculture Program for the production of vegetables, for their own consumption and for sale. Both fish farming and vegetable gardening are already producing financial results for the communities that sell the products in the local market.

All these actions are samples of the magnificence that surrounds Alcoa's Juruti Mine – a citizen-of the world company, that extracts the ore that originates aluminum in an innovative and responsible environment.

Future

The Juruti Bauxite Mine is included in the Company's long-term plan in Brazil. This plan includes the largest expansion of an alumina refinery ever carried out in the world, in São Luís; the responsible implementation of two hydroelectrical plants - Estreito and Serra do Fação – sources of natural and renewable energy; the expansion of the Rolling Plant in Itapissuma; and, also, the modernization of the Plant in Poços de Caldas.

The start-up of Juruti – a model project, totally integrated to the community – is, therefore, only the beginning of Alcoa's project of encouraging sustainable development in the mining industry, and, thus, reaching its major goal, that is to become the best company in the world.

● Juruti is a project that protects the environment by using several initiatives

● Juruti is only the beginning of the Project to encourage sustainable development in mining activities

Tribute

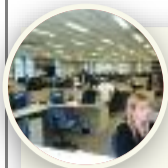
Alain Belda, Chairman of the Board of Directors of Alcoa Inc., received a tribute from the Brazilian leaders of Alcoa's at the inauguration of Juruti. The following words are written in the tribute plaque: "Your Alcoa friends and coworkers insist on having close to us the one who, by his corporate brilliance, entrepreneurial vision and socioenvironmental awareness and responsibility, inspired us to make the trajectory of this Company a reason for pride and honor to each one of us, and we are deeply thankful to you. Therefore, in this Juruti facility, in the heart of the forest, looking into the immensity of the Amazon River, this place will always be lovingly remembered as the Alain Belda Pier."





● MORE WITH LESS

Alcoans continue to focus carefully on expenses reduction



● GBS – HSE

IPEs Standardization in Units

Since 2007 GBS's HSE area has been developing the IPEs standardization Project, whose goal is to unify and optimize inventory items for Poços de Caldas, Alumar, Utinga, Sorocaba, Itapissuma, Tubarão and Juruti. This Project has already achieved 20% reduction in cost. The Project, coordinated by GBS HSE, together with the local HSE and Procurement, meets the Sustainability requirements, managing the lifecycle of IPEs. At the moment there is a study in progress to change waste material such as plastic, fabric and leather, into by-products to be sold in the market.



into by-products to be sold in the market.



● Alumar

Taxation diagnosis from suppliers

In order to assess the fiscal status of local suppliers, Alumar prepared a protocol that outlines a taxation diagnosis of the partner companies.

Five suppliers have already been assessed and the results showed important gains, since the identified occurrences that would lead to expenses with inspection (overtime, copies of documents, lawyers' fees) were saved.

In addition, the analyses led to finding undue charges in prices of goods and services, causing savings of approximately 17% and 5%, respectively.



*All Alcoans can cooperate in the More with Less Campaign. Please send your suggestions for reducing expenses to the following e-mail address: SOA_MaisComMenos@alcoa.com.br

● SUSTAINABILITY

● Individual Carbon Footprint Project

Site has tool for calculation of individual carbon emission

The Individual Carbon Footprint Project has been aired in the webpages of the Poços de Caldas Unit and in the webpages of GBS South America.

This project's purpose is to make Alcoa's public aware of the amount of carbon dioxide (CO₂) released in daily activities and reduce this emission by changing only a few habits.

This initiative was used by Felipe Lopes and Fabio Oliveira, interns at GBS HSE, with the support of Eliel Reis, Environment analyst and Mariana Santos, Environment coordinator to elaborate a



● Access: http://gscms01.soa.alcoa.com/Gadgets/CMS+Gadget+Manager/Alcoa+Pocos/CO_Subpagina.htm

tool to calculate the number of trees each one has to plant to neutralize the amount of carbon released.

● Development

Sustainable Poços Council meets and defines its mission

The Sustainable Poços Council, made up by representatives of the three segments of the community (authorities, companies and civil society) held its third meeting. With the support of Angela Andreopoulos and Cibele Salviatto, from que company Atitude, and of professor Henrique Maia Veloso, from the Administration Program at PUC -Poços de Caldas, the attendees defined that, initially, the Council will function as a private association.



In addition, the Sustainable Poços was also defined: "People committed to Sustainability, respecting plurality, and diversity in favor of collective interests, through the creation of a local sustainable development agenda."

● BEST PRACTICES

● Tubarão

Kaizen Blitz generates improvements in the aging furnaces

Employees in the areas of A&L, HSE, Packaging, Production, Quality and Maintenance participated in a *Kaizen Blitz* at the Tubarão Plant. Focus was on the reduction of electrical power costs, by improving the efficiency of heat treatment and in the time taken for the configuration of the aging furnaces.



● Poços de Caldas

Workshop on Inventory Reduction includes new elements

The workshop on Working Capital, that approaches practices for the reduction of inventory costs, was conducted in Poços de Caldas with a differential element: the expansion of the scope of the diagnosis of the works for all elements that compose a process. "This means that we included in the analysis of opportunities for the reduction of inventories, the following: raw materials, materials already in the manufacturing process, finished products inventory, operational supplies and materials in maintenance. These analyses had not been conducted in other Units until then", explained Mauro Sato, ABS/Quality and Planning manager.

The event was attended by employees of A&L, Refinery, Smelter, Controller Department and corporate ABS.

● Zero non-conformities

Audit assesses Management System in Tubarão

The Tubarão Unit has undergone recently a Maintenance audit of the Integrated Management System, where no non-conformities were found. Conducted by the Certification company BSI Brasil, the purpose was to conduct a continuous assessment of the conformance of the management system to the requirements of the reference Standards (ISO 9001, ISO 14001 and OHSAS 18001), policies, goals, objectives and procedures of the Organization.



● BEST PRACTICES

● RopeCon System

Jamalco starts its bauxite conveyor system

Franklin L. Feder, CEO of Alcoa Latin America and the Caribbean, and Bruce Golding, Jamaica's prime minister, attended the official opening of the Doppelmayr Rope Conveyor System (RopeCon), conducted at the plant located at Mount Oliphant, South Manchester, Jamaica. The 3.4 km. long conveyor belt takes bauxite from the South Manchester plateau up to the Clarendon Plan, Alcoa's Unit in Jamaica (Jamalco).

While complimenting Jamalco's leaders and employees for the excellent performance in the first semester of 2009, Bruce Golding, prime minister of Jamaica, described the Unit as the "Usain Bolt of the aluminum industry". Jamalco broke several production records in the period and reached the safety level of 5 million men/hours worked without one single day of

absence from work, leaping from the ninth to the fourth position in the ranking of Alcoa's best alumina refineries.

Franklin L. Feder also complimented Jamalco for its success and said that he was proud of being present at the inauguration of the RopeCon system. He complimented prime minister Golding for the partnership and for the government commitment to guaranteeing Jamalco's operations.

Other illustrious presences at the event were James Robertson, Jamaica's minister of Mines and Energy and Parris Lyew Ayee, general manager of Jamaica Bauxite Institute, in addition to directors of Clarendon Alumina Partners.

Alcoa holds 55% of Jamalco and the government of Jamaica, through the company Clarendon Alumina Partners, has 45%.

● **Bruce Golding, Jamaica's prime minister, said that Jamalco is the "Usain Bolt of the aluminum industry"**



● Franklin L. Feder attends the ceremony of start-up of RopeCon and the celebrations of Jamalco's success.

● Bruce Golding (right), Jamaica's prime minister, and Bernt Reitan (left), Alcoa's executive vice president unveil the plaque at the inauguration of the RopeCon System.



● RECOGNITION

● Double awarding

Alcoa and Alumar among the 30 top companies in Environmental Benchmarking Ranking



● In counterclockwise direction: Juliano Natal, SHE consultant for the Energy area; Marcia Rosana Salomão, Alumar operations manager for the Bauxite Residues and Lakes Department, and Thaís Magalhães, Sustainability consultant, receive their awards.



The recognition of the best solutions and innovative practices of companies and managers face socioenvironmental issues. This is the main objective of the Environmental Benchmarking Ranking, that in its 7th edition, awarded the Alcoa group twice, among the thirty best participant cases.

Alumar achieved the 26th position with the case on "Rising of Waste Depo-

sit" that is based on reutilization of recyclable materials used in the plant. To receive the award, Marcia Rosana Silva Seba Salomão, operations manager for the Bauxite Residues and Lakes Department, was present. The other Alcoa case in the list was the "Sustainability Guide for Hydroelectrical Projects", that was ranked 20th. in the list.

According to Marilena Lino de

Almeida Lavorato, coordinator of the Benchmarking Program, the ranking is the practical form of showing that it is feasible to adopt sustainable initiatives. "Every year, more and more institutions prove that sustainability is not only possible but also necessary for the evolution and growth of the organization and improvement of society at large", she said.

● Fritz Müller Award

BAESA conquers once again award for its socioenvironmental initiatives

For the third year in a row BAESA-Energética Barra Grande S.A. is one of the winners of the Fritz Müller Award, offered by FATMA-Fundação do Meio Ambiente (Environment Foundation) to organizations that operate in Santa Catarina and are responsible for the development of socioenvironmental projects that contribute for the environment protection and enhancement of social responsibility.

The evaluation committee decided to create a new category – Socioenvironmental Management – to award BAESA, since it considered that the three cases that were submitted (Baesa Sustainability Program; Clean Water Program *Dyckia Distachya* reintroduction program) evidence the Company's excellence in socioenvironmental management.

One of the awarded cases, "*Dyckia Distachya* Reintroduction Program", emphasizes the actions developed by BAESA to reintroduce the bromelia around the reservoir of Barra Grande Hydroelectrical Plant. Coordinated by Ademir Reis, biologist and professor at the Federal University of Santa Catarina, the Project has achieved significant results such as adaptation of the bromelia to the new locations where the species was replanted, production of seeds and formation of new colonies, in addition to recognition from FATMA, the environmental agency of Santa Catarina.



● RECOGNITION

● Brazil Protection 2009

Alumar wins awards for Health and Safety actions at the Refinery's Expansion

All five cases of Health and Safety (*see chart*), enrolled by Alumar in the Brazil Protection Award 2009, granted by the magazine *Proteção*, specialized in industrial safety, were awarded. In total, seven awards were given to the actions conducted at Alumar's Refinery expansion, including the most significant of them: Best National Case, granted to the case on Communication Strategies for Labor Safety and Health.

"These recognitions show our commitment to a continuous search of an incident-free work environment and life. It is a conquest of all employees and the final approval of our integrated management system, explained Javier Torrico, HSE superintendent of Alumar's Refinery Expansion.

The jury of the Brazil Protection 2009 Award met in June, in São Paulo, to analyze the best cases presented this year. There were over 100 cases enrolled in a total of 13 categories and 74 were chosen for further evaluation, out of which 35 from the Southeast region, 16 from the South, 14 for the Northeast, six from the Center-West, and three from the North.

15 cases were awarded: ten as the best, four with honors and a special award from the jury. The results of winners in categories by region and as the best in Brazil, were announced during *Expo Proteção 2009*, at Expo Center Norte, in São Paulo.



● Javier Torrico, HSE superintendent of the Refinery Expansion, with the seven awards from the *Proteção* magazine

Launched in 2005 by the magazine *Proteção* and by the Brazilian Protection Year Book, the Award "Proteção Brasil de Saúde e Segurança do Trabalho" is a distinction granted to the work developed by companies in benefit of the Health and Safety of workers.

● Sustainability

Company is listed in the Dow Jones Sustainability Index

For the eighth consecutive time Alcoa is listed in the Dow Jones Sustainability Index, a highly considered guide used by investors to evaluate the non-financial performance of companies. Companies listed in it are chosen on the basis of the analysis of their economic, social and environmental activities.



"Inclusion in this important index, for eight years in a row, shows clearly that Alcoa's commitment to Sustainability continues strong. We produce the ideal sustainable material – aluminum is lightweight and endlessly recyclable, and will continue to have an important role in our planet's life," said Klaus Kleinfeld, president and CEO of Alcoa Worldwide.

Three of Alcoa's results in sustainability had good repercussion and were decisive for the inclusion of the Company in the Dow Jones Index.

First, the Company was able to reduce by 36% the total of direct emissions of greenhouse effect gases in its global primary aluminum production process, compared to the level determined in 1990, and by 44% compared to its goal for 2010.

Another point was the finding that around 90% of the Company's worldwide operations conduct community programs, bringing the Company very close to its 100% goal by 2010.

The third result was that the Company as once again ranked as the most ethical company in the world in the area of Resources, and in the sixth place among all global companies, by the Covalence Ethical Ranking, institute with head-offices in Geneva, that evaluates the reputation of multinational companies. In 2008 Alcoa was also listed among the ten most ethical companies in all industries.

All Sustainability Reports from Alcoa all over the world can be downloaded from the website www.alcoa.com/sustainability. Alcoa in Brazil Sustainability Report is available at: www.alcoa.com.br

● Building & Construction

Alcoa is elected the most remembered brand in the Marca Brasil Award



In the 10th edition of the *Marca Brasil* Award, Alcoa was elected by the readers of the *Contramarco* magazine the most remembered aluminum profiles extruding company in the Building & Construction industry.

The Award is considered one of the most important and relevant for the Brazilian corporate sector, since it permits, objectively, that consumers elect directly their preferred brands. The voting tool used was the virtual coupon, made available at the magazine's website, or printed coupons found in the publication. "The delivery of the Award, coincidentally, was made on the Customer's day. So, we dedicated this Award to our customers, who encourage us every day to improve our products and services", emphasized Ana Cristina Santos, Communications coordinator for Extruded Products.

Learn about the awards received and enrolled cases:

Case: Communication Strategies for Health and Safety at work

Award:

- Best National Case (*most important award*)
- Best Case North-Northeast
- Best Communications in Health and Safety at Work

Case: Corrective Actions On Line: Agility in Information In Benefit of the Worker's Health

Award: Best Corrective Action in Health and Safety at Work

Case: Occupational Hygiene in Building & Construction Program

Award: Honors in the Occupational Hygiene category

Case: Contractors Management in Sites Program: A Challenge for the Change of Health and Safety at Work Culture

Award: Best HSW Policy for Contractors

Case: Fall Control in a Megaproject

Award: Best Action for Working at Heights

● Minérios & Minerales Magazine

Juruti Project receives homage at event in Belo Horizonte

Juruti Project received homage for the start up of the bauxite mine operations. The recognition came from the magazine *Minérios & Minerales* – a monthly publication addressed to mining, metallurgy and steel works in Brazil – that offered a trophy to Alcoa and awarded the 200 Major Brazilian Mines. The ceremony was conducted in Belo Horizonte.

Alexandre Brandão de Oliveira, Mining superintendent of the Poços de Caldas Unit, represented the company at the event.



● Alexandre de Oliveira (2nd from left to right) represented Alcoa

Photo: Sebastião Lacerino Jr.

● Homage

Tubarão City Council praises the Unit's social responsibility

The City Council of Tubarão sent Alcoa its compliments for its socially responsible activities in the region. Through a formal document, councilmen expressed recognition to all employees and partners for the "3rd Alcoa and the Community Panel", recently held.

The letter mentions the event's relevance: "The panel of was of great importance to make the community aware of the various institutions in our city that work to reduce the difficulties of its citizens, with Alcoa funding such actions".

The document, signed by João Gonçalves Fernandes, Chairman of the City Council of Tubarão, also mentions that, in addition to generating jobs and revenue for the municipality, Alcoa works with a strong spirit of cooperation and solidarity, improving the population's life.

Between 2006 and 2008 Tubarão Unit conducted 12 ACTIONS and approximately 1,000 BRAVOS!

PEOPLE

Selection Process

Alcoa selects candidates for the 2010 Internship Program

Over 150 vacancies were offered by Alcoa's Institutional Internship Program. As they are available in all locations throughout Brazil, these vacancies view to attract university students from Exact and Human Sciences courses that will complete their graduation between December 2010 and 2011.

The Program is among the best structured and most robust in Brazil and over 15 thousand candidates enrolled for this edition.

The selection is made through the qualitative and quantitative analysis of the candidates and application of on-line tests on English and Logical Thinking. Then, the selected candidates will participate in group dynamics. The final stage is an interview with the manager of the chosen area. The approved candidates will be notified in December and internship is expected to start in January 2010.



● Interns at CENU, in São Paulo

Inclusion Fashion Day

Fashion show expands appreciation of Diversity



● Inclusive fashion show had models from a São Paulo model agency

The Poços de Caldas Unit (GBS and Plant) conducted the Inclusion Fashion Day, an inclusive fashion show that meets the needs of Challenged People. The initiative was from the State Department of the Rights of Challenged People in São Paulo and was introduced in the Unit by means of the Project "Ser Diferente é MAIS!" and of AWN-Alcoa Women's Network.

In the opinion of Raphaela Rodrigues, coordinator of this Project, fashion is a good opportunity to promote including. "Fashion designed specifically for Challenged People is an innovative proposal, fun and sustainable, as, for instance, clothes made for visually challenged people with a pocket to keep a cane, straps to hold the guide-dogs' collar, and labels in Braille", she mentioned. Tania Nossa, GBS Operations manager, praised the action: "We are extremely happy for this important step in inclusion", she emphasized.

RHenoção Project

Calls to "RH Atende" are all solved within the term



For the first time, since the implementation of RHenoção, in 2006, the Payroll Cell of GBS HR was able to reach, in August, the zero level of overdue calls. That is to say that the service to calls of employees to "RH Atende" were all solved within the terms defined for the solution.

In average, over five thousand calls are received per month, distributed through the Payroll, Benefits, Compensation, Recruiting, Training and Indicators cells. Specifically, Payroll cell is accountable for 50% of these calls. From January to June this year, a cell received 5,158 calls to be solved, and 84% were closed within the established time. In the evaluation survey, 88% declared to be satisfied with the service and only 0.95% of the calls were reopened. "This result is the fruit of team work and focus on clients' satisfaction", said Témis Filogonio, HR consultant.

MyAlcoa Portal

Special Discounts Community introduces new partners



Samsung, Abril, Seguros Harmonia, Pneuc, Ford, Electrolux and, very soon, Consul and Brastemp. These are Alcoa's partners that participate in the Special Discounts Community at MyAlcoa Portal. They grant numerous benefits and discounts in products or services to employees.

To participate, it suffices to enter MyAlcoa Portal and access the Special Discounts Community. There, Alcoans will find the discounts offered or will be forwarded to the partner company's own website.

HSE



Safety Item



● Domingos Campos
HSE Regional Manager
Alcoa Latin America and the Caribbean

Approach and Observation of Tasks

Dialogue is a critical part in incident prevention, since it permits the dissemination of the concept that each one of us is responsible for Safety, not only individual safety, but that of all employees and employees of contractors in the work places.

Two important tools to develop a good Safety culture are: approach and observation of tasks.

It seems simple, but a proper way of using is required so that they can be suitably applied. One of these ways is the method

called COACH – Active Care + Observation + Analysis + Help – whose purpose is to encourage people to perceive and control the risks in their tasks.

The efficacy of the COACH method can be evaluated when there is a "change" of a hazardous behavior to a safer behavior, at the end of an approach or observation. In order for this change to take place, the method must comply with the following strategy: report the risk situation, reflect on it, promote awareness and reach learning. Thus, change is achieved

by awareness and not by obedience only.

"Active Care" principle

This principle is crucial in the search for an incident-free work place and is based on the following:

- Take care of yourself: to wear the required individual protection equipment and comply with the establis-



hed Safety standards and procedures.

- Take care of your coworkers: to be on the alert to intervene in case you perceive a critical situation in the environment or in the task.

- Accept the care of your coworkers: be humble and aware to accept recommendations from others that want to secure Safety.

● ENERGY

● *Hydroelectrical Plant of Estreito*

Deviation of the Tocantins River is an important landmark for the Estreito Hydroelectrical Plant

One of the most important landmarks in Estreito took place recently with the deviation of the Tocantins River, representing the completion of an important stage for the construction of Hydroelectrical Plant, one of the major works of PAC-Growth Acceleration Program. The Tocantins River is being deviated by drawn down openings that compose the Plant's spillway (artificial channel built with the purpose of guiding safely water through a barrier), a work that was completed in September, this year. While the works are carried out at the work site, there are other works being executed in parallel, such as the service of acquiring properties and relocation of the population, in addition to reallocation of the infrastructure in the area of the future reservoir. UHE Estreito includes the construction and rising of bridges, transmission lines, roads and piers, among other works.

The Estreito Plant is located to the North of Tocantins and Southwest of Maranhão. The dam will be located between the municipalities of Palmeiras do Tocantins and Aguiarnópolis-TO and Estreito-MA. The power house will be installed in Estreito, where the generation of electrical power will be made.



● Spillway of the Estreito Plant that conducts water from the Tocantins River



● *Machadinho*

Memory House rescues the municipality's History

The city of Piratuba-SC will have its cultural expressions and major historical facts preserved in a Memory House. The site is being remodelled by the Machadinho Consortium and the Idea is to rescue and rekindle the municipality's identity with the help and involvement of its population that will contribute to the collection by donating photographs, documents, clothes, ancient utensils and objects. The expectation is that the Memory House will be opened at the beginning of 2010.

To make the population aware of the importance of participating in the Project, the Machadinho Consortium has been implementing several actions such as the Heritage Education Forum, addressed to teachers and community leaders. During the event, the public participated in heritage education workshops and were given information on how to collect antique pieces that will help to restore the municipality's history, making sure that this legacy will be protected and transmitted to the future generations.



● Memory House in Piratuba-SC: under remodelling

● MARKET

● *Innovation*

Customer will replace steel in car platforms and hoists with aluminum

With Alcoa's technical support, Tecar, a company that manufactured car platforms and hoists in steel will now produce them in aluminum. A breakthrough in the Brazilian market, the equipment is much lighter, but with the same capacity that the steel one. Platforms in aluminum will be manufactured with capacity for 2.5 and 3.5 tons and measures ranging from 4.5 to 7 meters. "A lightweight equipment provides for reduction in

fuel consumption and higher load transportation capacity", explained Reginaldo Otsu, Industrial product manager, Extruded Products BU. "In addition, today, weight requirements are much stricter. Thus, if we consider a reduction of around 700 kg. in the equipment's weight, due to use of aluminum, this will make feasible a sustainable solution, carrying load within the permitted limits, with less emission of carbon gas", he concluded.



● Aluminum platform: breakthrough in the Brazilian market, lighter and more economic than steel

● *Launch*

Exclusive aluminum car body reduces the gross weight of "roadtrains" by 35%



● Aluminum body; lighter and more robust

Lighter and more robust aluminum car body, spending less fuel for transportation. This was the main launch of Alcoa in partnership with Sergomel – Brazilian manufacturer of sugarcane truck bodies and trailers – during the tradefair Fenasucro & Agrocana 2009, that took place in Sertãozinho-SP. The aluminum roadtrain can reduce

the total Gross weight of the assembly by 35%. Alcoa is the only aluminum manufacturer that develops this solution, that is used exclusively by the sugar cane planters segment. The solution is modular, and can be used in several types of compositions of truck bodies for the transportation of sliced sugar cane.