

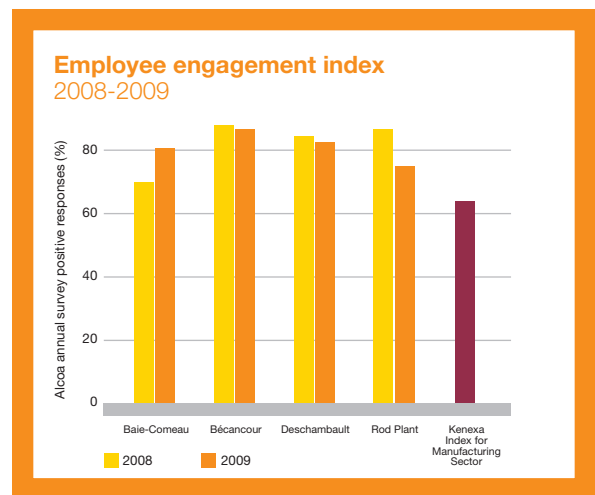
Our people

An effective response

2009 was marked by a global economic slowdown. Alcoa Canada Primary Products employees helped define and implement new ways of operating to respond to this exceptional situation. As a result, we were able to increase our productivity and maintain our competitiveness by reducing work schedules to preserve the highest number of jobs possible, despite experiencing the worst economic crisis in nearly a century.

Model commitment

For the third consecutive year, the Baie-Comeau, Bécancour and Deschambault smelters were ranked in an internal survey among the top five plants with the highest rate of employee engagement among all Alcoa facilities around the world. The Bécancour Rod Plant is not far behind, with a level of engagement 11 points above the Kanexa benchmark index for the manufacturing sector.



2009 Objectives	Results	Comments
Discuss employee engagement in times of crisis with the Sustainability Advisory Committee and implement its recommendations.		Recommendations were made and some actions were carried out in 2009. The remainder will be implemented in 2010.
Implement new performance management and personal development plan models for all salaried employees.		The process was successfully deployed in 2009 for all salaried employees. 2010 will be a year of consolidation and support to ensure the quality and proper execution of the process.
Increase productivity to make the region more competitive, while maintaining a maximum number of jobs.		Because of the challenges brought about by the economic situation, committees were created at each facility to review operating procedures and adopt an approach towards reducing the number of hours worked. This enabled us to preserve more jobs for more of our people.

Objectifs 2010

- Deploy “AlcoaLearn” and review the content of our regional training programs for all areas of expertise.
- Consolidate our new performance management and personal development plan model.
- Deploy the best practices of all our plants for succession management planning throughout the region.
- Create a pilot working committee to look at measures for fostering work/life balance; define a plan to implement these measures.
- Establish a five-year plan for workforce productivity starting 2010.