

The Medical Department Observes Heart Health Day

February is observed globally as heart awareness month and members of the Medical Department used the opportunity to conduct heart checks for the employees.

You have the power to protect yourself against heart disease was the message from the Medical Team as they hosted Wear Red Day on Friday, February 9. Some 68 Jamalco employees took advantage of the electrocardiogram (ECG) test that were offered.

Nurse **Olivia Boothe-Brown** played an integral role in coordinating the activities which included a display that outlined the steps to a healthy heart. She also added that the aim of Wear Red Day was to bring attention to the importance of cardiovascular health, and what one can do to reduce their risk of cardiovascular disease.

An ECG test is a simple test that is used to check the heart's rhythm and electrical activity. Sensors attached to the



Nurse **Olivia Boothe-Brown** discusses the results of an echocardiogram (ECG) test with **Glossim Jones** of the Procurement Department.

skin are used to detect the electrical signals produced by one's heart, each time it beats. These signals are then examined to

see if they are unusual.

Nurse Boothe-Brown also reiterated that there are very simple things we can do to maintain our cardiovascular health. "If we exercise regularly, don't smoke, eat a healthy diet of mainly fruits and vegetables, and monitor medical factors like blood pressure, cholesterol and diabetes, then we have controlled the majority of potential cardiovascular risks," she stated.

Team members who visited were also invited to have their blood pressure, cholesterol and blood sugar checked as part of the evaluation of their overall health. Area Maintenance Coordinator, **Corvette Madden** was one of the team members who accessed the service, and he explained that he does it "every year as I believe the function of the heart is extremely important and must be monitored as there could be underlying symptoms which if caught early can be corrected."

EAP Corner FEELING OVERWHELMED?

You are not alone, many persons feel more stressed today than they did five years ago. Studies have shown that too many employees are stressed to the point of feeling extremely fatigued and out of control. Yet, it is not just our professional lives overwhelming us; it's our entire lifestyle. Listed are factors that can cause stress:



decisions, negativity, and hasty decisions.
 * **Emotions:** Loss of confidence, fussier, irritability, depression, apathy, alienation, and apprehension
 * **Behaviour:** Accident prone, loss of appetite, loss of sex drive, drinking, insomnia, restlessness and smoking.
 * **Warning:** Stress can kill, as it weakens our immune system and contributes to high blood pressure, heart disease, strokes and other illnesses which results in medical needs.

Techniques for Managing Stress:

* **Outlook:** Seeing problems as challenges as opposed to overwhelming threats.

Handle tough situations: Empower

yourself and act.

* **Stay motivated and committed:** Pushing through obstacles with intention.

* **Exercise self-compassion:** Be kind to yourself.

* **Take care of yourself:** Physically, emotionally, mentally, and spiritually

* **Get rid of:** Anger, bitterness, unforgiveness, resentment, self-pity, guilt, regrets and seeking approval from others.

* **Do introspection:** Believe / love / respect / control / forgive and accept yourself.

* **Enjoy nature:** Leave the noise and discord of life issues and focus on the beauty of nature.

If after you have tried everything and you still find that your stress level is out of control, do not allow stress to harm your health, your relationships, and your enjoyment of life.

Get help!

CALL EAP: 876-551-9796

Editor - Donna Marie Brooks . Associate Editor - Nadene Newsome. Sub Editors - Jermaine Saunders. Phillip Biggs. Errol Davy. Jermaine Foster

Contributors this Issue - Michelle Hodges, Olivia Boothe-Brown . Jay-Ann Walters . Kimberly Wright . Hopeton Mills .

Halse Hall - May Pen - Clarendon - Jamaica . Phone: (876) 986-2561 . Website: <http://www.jamalco.com/jamaica/en/home.asp>

This document contains information intended for the internal use of Jamalco and its stakeholders. Copyright (c) 2023 by Jamalco. All rights reserved.

In This Issue

Jamalco Receives Excellent Electrical Safety Audit Results.....3
 Team Stars.....5-6
 Jamalco Team Participates in Sigma Run.....7

Employee News



At the core of our happiness lies love – love for life, for family and livelihood which all contribute to a fulfilling and balanced life. Systems Operator in the Clarification Department, **Hopeton Mills** has embraced love...

(Read more on page 5)

EHS Review

@ February 29, 2024

	Plan	Actual
Recordable Injury		
First Aid Injury	0	0
Non Compliance	0	0
Spills to Soil	0	0
	0	0

Production Review

@February 29, 2024

	Plan	Actual
Digester tpy	3154	3093
Calciner tpy	3148	2967
Digester Yield gpl	> 93.7	89.9

Follow Us On



Jamalco Challenged to Control Costs

Despite remarkable improvements achieved by Jamalco since the August 2021 fire, the organization still faces challenges in cost management and achieving production targets. These inefficiencies have not gone unnoticed by the majority shareholder, Century which has now asked Jamalco to immediately adhere to the allocated budget while achieving its production targets.

During a recent address to the leadership team, Century's Executive Vice President, Global Operations, Gunnar Guðlaugsson acknowledged the challenging business environment that has led to substantial losses since the company acquired the Plant in May 2023. He emphasized the urgency to take action noting that there is no alternative but to change the current situation.

To achieve this, he said, "We must see improvements that will result in improved efficiency and lower cost needed for a competitive operation."

Given that alumina production



Century's Executive Vice President, Global Operations, Gunnar Guðlaugsson, addressing Jamalco's leadership team recently.

is a commodity, the price remains impervious to external influences. Hence, it is essential to engage in cost competition, which is influenced by two factors. "We must obtain the required volume and exercise control over our cost," he reiterated.

Contd. on page 2

Jamalco Outlines Plans to Improve

Jamalco continues to face challenges in meeting production goals and achieving cost savings, which is affecting its profitability. This has placed the plant in a precarious position which Managing Director, Austin Mooney has described as unsustainable.

While addressing employees during a MD Communication Session recently, Mr. Mooney explained that Jamalco



Managing Director, **Austin Mooney** addressing employees during the MD Communications Session.

lost \$US50 million during 2023 and \$6 million in January. "This situation is untenable and represents a crisis for Jamalco. We must address the cost drivers to reverse the Plant's performance and secure its viability," Mr. Mooney said.

Among the cost drivers are high maintenance costs, escalation cost for the repair of RSA #2, and unplanned air compressor rental and diesel usage in Powerhouse. Likewise, bauxite production and quality are not on plan and the importation of energy from the Jamaica Public Service Company Limited (JPSCO) is significantly higher than planned.

The Managing Director outlined key strategies to enhance the Refinery's existing position. A cost-saving approach is being considered to decrease

power consumption from JPSCO, repair compressor #2, decrease diesel use, and restore the Turbine Generator (TG#3) to its original production capability. The damaged precipitators from

Contd. on page 2

Become More Active in 2024

Do you want to become more active but do not know where to start? 2024 is the perfect year to start your journey towards a more active life. 2024 has been designated as the International Year of Physical Activity and Sports by the United Nations. There's no better time than now to kick-start your active lifestyle.



• Set Realistic Goals

The first step towards becoming more active is to set realistic goals. Your goals should be challenging but achievable. For example, if you are currently inactive, start by taking a short walk every day and gradually increase the duration and intensity of your exercise. Setting realistic goals will help you stay motivated and focused.

• Make Exercise a Habit

The best way to become more active is to make exercise a habit. Set aside time each day or week for physical activity and make it a non-negotiable part of your routine. Create a workout space at home or join a gym to make it easier to stick to your routine. Consistency is key to building a healthy habit.



Becoming more active in 2024 and beyond is achievable with the right mindset and tools. Remember, the benefits of physical activity go beyond physical health to include mental and emotional well-being. Start your journey towards an active life today and make 2024 the year of your physical activity breakthrough.

Jamalco Challenged to Control Costs

Contd. from page 1



While acknowledging that reducing costs will be a challenge, Mr. Guðlaugsson noted that tough choices such as delaying some expenditures, or deferring equipment maintenance may need to be considered.

Furthermore, to increase volume, it is crucial to minimize any disruption resulting from equipment malfunction. He implored the leaders to empower their employees. "It is imperative that we provide coaching, development, and training to our people. Al-

though they may make mistakes, we must provide them with the necessary training to ensure they make the right decisions."

Turning to Phase 2 of Jamalco's integration into the Century system, Mr. Guðlaugsson stated that the process will now be accelerated and will include implementing organizational changes. These changes encompass financial planning, procurement, and company communications functions. "This is a component of the new Jamalco as an integrated part of Century Aluminum. These significant changes are needed to enhance efficiency, collaboration, and communication across Century."

Managing Director, **Austin Mooney** used the opportunity to formally introduce Vice President and Chief Accounting Officer, Rob Hoffman to the leaders. Mr. Hoffman will be assisting with the integration processes of Century and Jamalco.

Jamalco and Century Integration Moves to Phase 2

Jamalco's integration into the Century system has progressed to Phase 2 which entails changes in several aspects of the organization. Effective immediately, Vice President and Chief Accounting Officer, Rob Hoffman, has been seconded to Jamalco and will play an integral role in the integration efforts.



Vice President and Chief Accounting Officer, Rob Hoffman

Executive Vice

President, Human Resources, Kenneth Calloway who made the announcement recently said, "While at Jamalco, Mr. Hoffman will collaborate closely with plant personnel to gain a deep understanding of Jamalco's refining and mining operations. He will work in partnership with the operations team to integrate Jamalco with Century's



Financial Planning & Analysis Manager, Johann DaCosta.

practices in financial planning and analysis, accounting, and reporting, working capital optimization, Sarbanes Oxley compliance, information technology standardization, and monthly financial close." Additionally, Mr. Hoffman will be identifying opportunities to streamline the procurement process, financial close, and reporting process while enhancing forecasting accuracy.

Among the Jamalco per-

sonnel who are essential to the integration process are Financial Planning & Analysis (FP&A) Manager, **Johann DaCosta**, who will be overseeing the FP&A function, and Procurement Manager, **Patricia Foreman-Diah**, who will have responsibility for the Procurement function. Both Johann and Patricia will assume a dotted line



Procurement Manager Patricia Foreman-Diah.

Contd. on page 3

Community Council Residents Receive Bee-Keeping Training

Some 25 residents from the Port, Railroad, Harmons Valley, South Manchester and Mile Gully Community Councils got the opportunity to learn more about bee keeping at a training session held at the Mile Gully Primary School recently.

The training was conducted by Regional Bee-keeping Officer, Bodles Research Institute, Wayne Anderson. During the training session, the residents were taught the fundamentals of bee keeping, which included bee colony assembly and management, selecting location and honey extraction. Mr Anderson encouraged the group to be diligent and committed as "bee-keeping though a low maintenance project, when properly managed can provide excellent returns."

Senior Community Relations Officer, **Phillip Biggs**, explained that all the participants were grateful for the training which afforded them the hands-on expertise to share information and manage their respective projects. The training was a reinforcement of what they learned previously. Mr. Anderson has consented to visit individual colonies over the next six months as a follow up to the training to ensure that all the bee-keeping projects are operating as they should.

The bee-keeping projects operated by the Community Councils and sponsored by Jamalco are income generating activities for residents in Jamalco's operating areas.

Over the past six years, Jamalco has



Regional Bee-keeping Officer, Bodles Research Institute, Wayne Anderson, demonstrates the use of a smoker pan in the apiary to participants during the bee-keeping training.

donated bee-keeping equipment and materials to establish the projects.



Participants receive hands-on knowledge of the use and care of hivebody boxes which is an integral part of a bee-keeping project during the recent training.

Jamalco Donates to Charity Through the Annual Sagicor Sigma 5k Event

Some 125 Jamalco employees and their family members, participated in the annual Sigma Corporate 5k Run/Walk fundraising event on Sunday, February 18. Included in Jamalco's team was Vice President and Chief Accounting Officer, Rob Hoffman.



Members of the Jamalco team paused for the camera after the Annual Sagicor Sigma 5k run/walk.

The event was aimed at raising funds for the National Chest Hospital, Danny Williams School for the Deaf, and the Savanna-la-Mar Public General Hospital. Through their participation, the team helped to raise some J\$109 million to assist in the development of the institutions.

Jamalco's most outstanding participant in the event was **Cedric Francis** from the Laboratory who completed the 5k in 21 minutes and 16 seconds, placing 18th out of all participants.

Jamalco is proud to be a part of the

27,349 registrants. The camaraderie and unity among the team was evident as they socialised and shared with family and friends after the event. The company is committed to these causes that save lives, restore young people to their prominence in society, and connect team members to community and nation building.

Jamalcoans have traditionally supported this event, which has strengthened the operations of local health institutions over the years. The Sagicor Sigma Corporate Run is a unique road – running event designed to inspire fitness and camaraderie among Jamaica's busi-

Jamalcoans Support Career Day



Process Control Engineer, **Jayann Walters** takes a photo with students at the Watsonton Primary School during a career day presentation.

Strive to have the best attitude was the advice offered by the Refinery Automation team and Jamalco Engineers who also represented the Jamaica Institute of Engineers (JIE) on a visit to the Watsonton Primary School during the School's Career Day activities.

The team included **Extal Lynch, Jayann Walters** and **Stevon Nembhard** who advised the students that having the right attitude will lead to significant achievements as they progress through life. The team also explained that Engineering, Automation and Information Technology are viable career options. The presentation was delivered to students in Grades 4-6.

ness community.

Sigma is a 5km fun run/walk that is open to participants of all fitness levels. The event starts at Emancipation Park in New Kingston and culminates in a post run celebration featuring an awards ceremony.



Jamalco's top male participant **Cedric Francis**.

QMS Team Host Internal Auditor's Retreat

The Quality Management System (QMS) leadership team hosted its Internal Auditors' Retreat which was geared towards strengthening teamwork, strategizing for 2024 and highlighting the commitment, hard work and dedication of the team to Jamalco's internal auditing processes.

The event was held recently at the Caymanas Golf Club in St. Catherine. Technical Manager, **Marlon Crosdale**, outlined the value of QMS, the reason for the audits and the benefits of auditing for the organization. He reinforced that Jamalco is a "certified ISO 9001:2015 organization and conducting internal audits is integral to maintaining the company's certification." Internal Audits for Jamalco's QMS are conducted by employees from various departments making up a cross functional Internal Audit team. Each quarter, the team conducts audits of departments within the scope of the Quality Management System in preparation for the external audits.

Mr. Crosdale also outlined the objectives of the audits which are to examine Jamalco's QMS against the criteria for ISO 9001:2015 and Jamalco's requirements, policies, and procedures, evaluate the effectiveness of the QMS to meet its objectives, while identifying



Technical Manager, **Marlon Crosdale** delivering a presentation to the team.

waste and making recommendations for improvement. "The QMS internal audits are crucial in identifying gaps in the system for correction, corrective action, and improvement," he said.

Senior Quality Management Coordinator, **Kimberly Wright**, gave an overview of the team and Plant's performance in the Internal and External Audits and the strategy for the year ahead. Ms. Wright explained the Department's theme for 2024 which is 'Rising Above the Odds' and

garnered feedback for the Audit team's Mission Statement to be launched later this year.

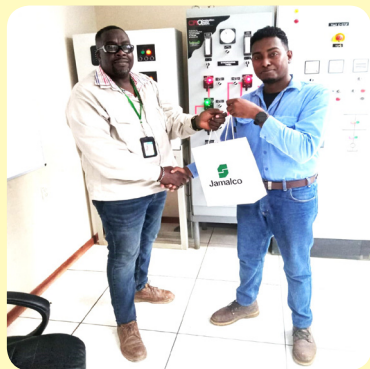
The Retreat incorporated a team building painting exercise, games, singing and other activities and concluded with a recognition and awards ceremony.

Jamalco has received good results in its external audits and has not received an external non-conformances since 2020. With hard work and dedication, the QMS team is committed to maintaining this performance. Mr. Crosdale extended an invitation to employees across the Refinery to join "our engaging and results driven team, once permission from their supervisor is granted."



Members of the QMS displaying their certificates at the end of the Retreat.

Commendations



The leadership of the Powerhouse Department salutes Powerhouse Employee of the Month for January, **Boris Ragoo**. Boris did an excellent job with changing, cleaning, inspecting and trouble-shooting the faulty burners on Boiler #5 for 16 consecutive hours on more than one occasion. He also willingly worked in different capacities as Operator "A", "B" and "C" with perfect attendance for the month to ensure a smooth operation of the department. Here, he collects his token from Powerhouse Superintendent, **Leighton Campbell**.

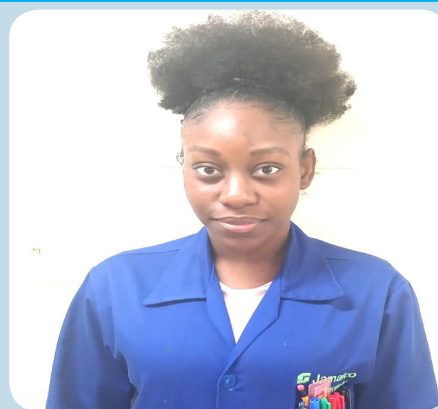
Well done Boris, keep up the excellent work.

Outstanding Employees - The Laboratory



L-R: standing: **Anna-Kay Ebanks-Miller**, **Brianna Hanson**, **Romane Woodburn**, **Shanique Moulton-Simpson** and **Holwen Graham** (seated),

Commendations to the Wet Chem Crew for walking away with the January 2024 Crew of the Month award in the Laboratory Department. The Wet Chem Crew members were exceptional in their attendance, risk notification and stop stories identification. They participated in the EHS and JBS 3IRs activities and the execution and updating of the respective routine Pareto. Well done!



Laboratory Technician, **Brianna Hanson**

Congratulations to **Brianna Hanson** for copping the Laboratory Department's Employee of the Month Award for January 2024. She assisted with the validation of the bauxite fusion application, which provided results for the calculation of percent recovery. She also assisted with the analysis of the alumina sample for soda troubleshooting, while providing critical data for the process.

Jamalco Receives Excellent Electrical Safety Audit Results

Jamalco received an overall excellent rating following the successful completion of the 32.60 High Voltage External Electricity Safety Audit. The audit was conducted by Century's Technical High Voltage Manager, Troy Bredemeier, who reported that "Jamalco meets all the requirements detailed in the 32.60 HV I Standard and exceeds in many areas addressed in the audit's protocol."

The audit was a critical review of Jamalco's electrical safety program and among the areas examined were:

- High Voltage Risks and safe work practices,
- Procedures and safety documentation,



Senior Electrical Engineer **Michael Lewis**, (2nd left) points out the isolation points on the main single line diagram as part of a high voltage switching exercise. L-r Electricians, **Levaun Rhoden**, **Gavin Thomas**, **Clerance Pinnock**, **Linton Williams**.

deployment infrastructure.

While commending Jamalco, Mr. Bredemeier said "Jamalco has a mature safety program, and the team exhibited serious commitment to the pursuit of 32.60 excellence and all employees interviewed were quite knowledgeable of 32.60 issues."

Mr. Bredemeier suggested that a power team from Jamalco as-

- Check for any changes since the last external audit.

An inspection of HV substations and electrical rooms for any violations of the 32.60 safety standard was done. In addition, the audit team inspected the Port facilities, examined work practices, and interviewed employees. Identified as Best Practices were the Safe Work Zone, the Tag and Lock Process, and the training and



Century's Technical High Voltage Manager, **Troy Bredemeier**

sist with the Century Smelter 32.60 audit later in the year, which would also present an opportunity for the team to see another location's safety program and share best practices.

Mr. Bredemeier received support from High Voltage Designee and Electrical Consultant, **Beresford Sherman**, High Voltage and Electrical Infrastructure Manager – **Mark Peterkin**, Staff High Voltage Engineer, **Floyd Harriet** as well as High Voltage Engineers, **Michael Lewis**, and **Chevaughn Reid**.

The last external audit was done in 2018 and the next audit is scheduled for 2027.

Jamalco and Century Integration Moves to Phase 2

Contd. from page 2

reporting structure to Pete Trpkovskiy for FP&A and Ágúst Hafberg for Procurement respectively, while reporting directly to **Austin Mooney**.

Other team members who will be key to the process are:

- **Rhenovaal Clarke**, Information Technology and Automation Services – Information Technology;
- **Howard Brown**, Capital Expenditure Manager – Capex Approval Execution;
- **Edmund Mullings**, Reliability and Maintenance Manager – Maintenance KPIs;
- **Darren Brown**, Financial Accounting Superintendent – Accounting



Standards and Forecasting;

Mr. Calloway explained that these changes are aimed at enhancing alignment between various departments and executive leadership at Century. This will promote knowledge sharing and cross-functional col-

laboration. "We are confident that these changes and integration efforts will drive excellence in Century's financial, operational, and communication functions."

Contd. from page 1



Managing Director, **Austin Mooney**, addressing employees at the MD Communication Session held recently.

the power outages of TG#3 in 2023 will be repaired and put back into operation.

Mr. Mooney urged the team to review all operational systems with an emphasis on efficiency and timely execution. Commenting on the Jamalco/Century integration process, he noted that the first phase has been successfully completed and the next critical phase will focus on aligning Jamalco's systems with Century's.

Team Members Share Love in Exciting Post-Valentine Bingo

The Corporate Services Department hosted a Post-Valentine's Day Bingo for team members on Friday, February 23. The activity was aimed at improving camaraderie and love amongst team members. The activity achieved its objective as the love and excitement displayed by all participants was phenomenal. It was a bingo with a difference as words of love were used instead of numbers.

Approximately thirty team members participated with some playing the game for the very first time.



Team members immersed in their Post-Valentine Bingo games

The event had Senior Community Relations Officer **Philip Biggs** as the Bingo Master comically leading team members through the rounds. The players participated in 8 nail-biting games, as they played any row bingo, 4 corners bingo, H bingo, X bingo, the E bingo, the square bingo and the fullhouse bingo.

Shana-Kaye



Shana-Kaye Watson, collects the winning prize from Jonathon Johnson for winning the Fullhouse bingo at the Post-Valentine Bingo game.

Watson of JBS was the winner of three games; the Fullhouse Bingo, X-Bingo as well as the any row bingo. **Narsha Evans** won two games - the square bingo and T-Bingo. The winner of the E-bingo was **Peter Mitchell** while the H-Bingo was won by **Nicona Nembhard, Antoinette Davis** and **Kedesha Samuels**. **Yanique Mitchell** was the winner of the square bingo.

As the prizes were distributed, the love and camaraderie among the team was evident as the winners shared the tokens and gifts with those who did not win a prize.



Corporate Communications and Public Relations Manager, **Donna Marie Brooks** (l) takes a photo with all the winners of the Post-Valentines Bingo (l-r) **Yanique Mitchell, Kedesha Samuels, Nicona Nembhard, Antoinette Davis, Shorna-Kaye Watson, Narsha Evans** and **Peter Mitchell**.

Jamalcoans Undergo Scopewriting Training

Procurement functions are a major part of the Jamalco's business processes and it is important that all requestors understand the steps involved in writing a winning scope so the organization can obtain the required goods and services at the right quality, price, and time to meet its needs.

To ensure this, the Procurement department organized a training recently which focused on the technique of scopewriting. According to Procurement Superintendent, **Diana Tomlin-Whit-tick**, we want to ensure that all employees who write scope understand the areas and information which must be outlined to a supplier in order to procure equipment, goods and services. The training was conducted by Lecturer at the University of Technology (UTECH), **Keldon Green**.



Lecturer at UTECH, **Keldon Green**, conducting Scopewriting training with employees at the Jamalco recently.

analysis of the details and specifications required when requesting an item from a supplier as well as the various requirements needed to place the order with the supplier. Utilizing real examples, the pros

and cons were evaluated to ensure that details are clear, and ambiguities are avoided when ordering products.

Among the other steps involved in Procurement are sourcing, negotiating terms, purchasing items, receiving and inspecting goods, as well as keeping records of all the steps in the process.

Unless you try to do something beyond what you have already mastered you will never grow

Spotlight on Hopeton Mills Living a Fulfilling Life

At the core of our happiness lies love – love for life, for family and livelihood which all contribute to a fulfilling and balanced life. Systems Operator in the Clarification Department, **Hopeton Mills** has embraced love which he has allowed to guide him in every sphere of his life.



Hopeton Mills

Hopeton's family has been instrumental in laying this foundation fuelling him with unconditional love, and support from birth into adulthood. His childhood experience has taught him the importance of a stable family and he now pays homage to his parents, Cleveland (deceased) and Ethlyn Mills as they lovingly raised him and his seven older siblings, "I was the youngest of the seven children and I still remember that my parents ensured we were all loved and provided for. I admired their relationship, and I was determined to emulate them when I got married. I wanted to ensure that I live their values," he explains.

He was also fortunate to find a partners who understood true love and was not afraid to be vulnerable. "I met my wife, Vivienne in 1986 while we were students at the then May Pen Secondary School. I was a lead singer on the choir which was practising for her graduation and one day after practise she approached me and told me that she liked my voice." The rest is history as they have been married for 25 years and share two sons, Onique and Nickoy. "I love my family and will do anything to ensure that they are safe, happy and financially supported," he explains.

Hopeton is proud of the love and communication that he has always shared with his wife. "We have a beautiful relationship. We speak our minds and is honest with each other. We discuss our issues early so they can be re-

solved. My family is very important to me so I prepare myself to be successful so I can adequately provide for them."

In the race to be successful, we can often lose sight of our own happiness and that of our loved ones, but not so for Hopeton Mills "everything I have done in my career is to make my family better, so I must be employed at all times and doing an excellent job at work," he explains.

Employed to Jamalco in 1991 as a Plant Helper, Hopeton has since served in several other capacities in the Clarification Department including Operator 2, Technician, Day Shift Supervisor, Acting Technician and Grade A Operator. In 2007, he was part of the team that commissioned the Diastar Building. He was offered an opportunity to advance his career in Saudi Arabia in 2014 but declined the offer because he was advised that he could not take his family with him. As fate would have it another job opportunity came up in 2016 for Dubai which he happily accepted, and his family joined him 10 months after.

"The 5 years I spent in Dubai working at the Emirates Global Alumina, was a high point in my career, as it was a new Refinery and I helped to put the systems in place to facilitate the required operating approvals. I was employed initially as a Permitting Officer and was eventually promoted to Day Shift Supervisor," he stated proudly. The love for my family was cemented during this period as we would take long walks together, sightseeing and was able to do everything together.



Hopeton at work closing a discharge valve.

On Hopeton's return to Jamaica he was re-employed to Jamalco. "I am extremely pleased to be reemployed to this great company. Although it is much different than it was years ago, I fitted in well and I am still working in the



Hopeton (l) on a billboard which was placed on the administrative building during his employment at the Emirates Global Alumina in Dubai.

Clarification Department – my comfort zone," he explains.

Hopeton's love for life also includes nurturing his emotional well-being through his personal passion - singing and baking. He can be found singing at karaoke parties at some hot spots in Clarendon and he is passionate about baking for friends and family. "I learnt to bake by watching my big sister, Margaret, and everyone loves my Christmas cakes," he smiles.

Hopeton is pleased to say that that he is living a happy and fulfilling life as the love of his family provides a framework for better and improved relationships and helping him to enjoy better relationships on the job. "I know how to prioritize what truly matters in life and it keeps me happy and helps me to love and enjoy life even more," he explains. Hopeton's advice to his work colleagues is to invest love into all areas of life and this will lead to greater happiness, emotional well-being, and fulfillment.



Hopeton (l) with his wife, Vivienne and sons Onique and Nickoy (r).