



Sabin Nugget

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Sabin expanding into new markets

The last few years have brought dramatic changes in the precious metal refining industry, and Sabin Metal Corporation consistently strives to expand our presence into new markets. We have formed a working relationship with a number of companies serving the nitric acid industry that we feel gives us a competitive advantage over our competitors. To this end, you may have noticed the installation of two new circuits; the first in "A" building and the other in the back of the north addition. This new equipment will enable us to recover precious metals from equipment used to make nitric acid. The precious metals recovered in this equipment include palladium, platinum and rhodium. In 2002 we recovered tons of this type of equipment. This new business will involve nearly all departments at Sabin, including HGP&S, HPO and the Furnace area.*

Suggestion System

Do you have an idea that would improve a current production or safety system or procedure? In case you had forgotten (or just didn't know), Sabin has a **Suggestion Plan** in place to promote continuous improvement. Forms are available from your supervisor or the Human Resources office. Remember, if your suggestion is used, you could receive a monetary award! ✱

Happy New Year from Canada!

By: Dan Cleroux

Well, we are just a few days away from a New Year – 2003 – how time goes by quickly.

Your Canadian Plant is now covered in a blanket of snow – about two feet of the fresh stuff. Scott Yarnes always tells me that we have nine months of winter and three months of bad snowmobiling. Sometimes I think that Joan Carr is right, we have three seasons – last winter, this winter and next winter.

We at SMC (Canada) Ltd. are looking forward to another safe year and an economic upturn in business and precious metal prices. As usual, with any organization one must always look into innovative ways to reducing operating costs. The future looks good. Sabin Metal is young, smart and a winner.

So, from your Canadian Plant, we would like to wish you, your families and those dear to you wishes of good cheer and good health and all the very best in the New Year!✱

How to boost your Brainpower

January is often the time of year when people resolve to get their bodies in shape as part of a New Year's Resolution. This year, why not resolve to get your brains in shape, pump up problem-solving abilities, fight forgetfulness and think more clearly and creatively! Here are some tips:

Practice mentally. Studies of athletes indicate that imagining a tennis serve or ski run between competitions can boost performance. Mental rehearsals use most of the brain connections switched on during the real thing, so they help build mental muscle.

Capture creative peaks. Experts believe the brain to be in a highly creative state just before going to sleep and right after waking up. Use these times to think about solutions to problems and jot down ideas that come to you.

Focus your attention. To help remember "where": If you tend to misplace your car keys, for example, say to your self, "I'm placing the keys on the shelf by the hallway mirror." To help remember "when": Note the weather, the days headline news or what you are wearing at the time of performing a task.

Use it or lose it. Research suggests that as you age, you can reverse a decline in thinking abilities by become more mentally active. Learn a new language, study a new subject, play games such as checkers and do crossword puzzles.

How to boost your Brainpower (cont.)

Keep fit. Evidence shows that people in their 70's and 80's who stay healthy can expand their brainpower – and easily match the mental abilities of a 30-year-old.

More mental muscle builders; Read more; eat foods rich in brain-boosting beta-carotene (apricots, carrots, papayas and sweet potatoes); use rhymes and acronyms to help remember facts and names.*

Promotions!

James Barrett has been promoted to the position of *Commercial Manager*. Jim began working as the Computer Supervisor in 1989. He has served as Customer Materials Manager for the past two years where he successfully managed contracts with our refining customers. This new position is a natural extension of that position, as Jim will now be managing relationships with outside refiners.

Jim Lewis has been promoted to the position of *Technical Director*, reporting to Robert Jacobsen. In his new position, Jim will be responsible for managing process improvement and development activities and establishing goals and targets for technical improvement. Jim began his career with Sabin over 21 years ago working in the laboratory as an analytical chemist. He has worked in High Grade Processing and Sampling for the past 16 years serving as Department Head for the last nine years.

Jack Dunn has been promoted to the position of *Department Head* of the High Grade Processing and Sampling Department. Jack has been with Sabin since 1980 when he first began in the High Purity Operations-electrolyte department. He transferred to High Grade Processing and Sampling in 1986 when he was appointed department supervisor for HGP&S. For the past nine years, Jack has served as General Foreman of that department.

Tim Futter has been promoted to the position of *General Foreman* of the High Grade Processing and Sampling department. Tim has a long history with the Company beginning in 1979 in Platinum Group Refining, which at the time was part of High Purity Operations. In 1983, he was promoted to Group Leader. He joined HGP&S in 1986 and has been a Foreman since 1989.

Please join us in congratulating these employees on their promotions and outstanding service to the Company. *

Employee News

Jonathan Sabin and his wife, Susan, welcomed their first child, a son, *Michael William Sabin*, on October 17, 2002. Michael weighed in at 7 lbs. 11 ounces and was welcomed home with open paws by Jake. ♂

Dean Bennett and his wife, Amanda, welcomed their first child, a son, *Auron Li Bennett*, on November 2, 2002. Auron weighed 7 lbs. 14.8 ounces. ♂

As of press time, we are anticipating the February arrival of the newest members of the Gibson family (Melissa and Aaron) and the Grisewood family (Aaron and Jolie).



Congratulations to Tom Burns (Maint) who celebrated 25 years of service with Sabin Metal on October 28, 2002. To commemorate the occasion John Waldon presented Tom with a Sabin-gold tie tack (above). (It might come in handy when Tom's daughter gets married in June!) If you see Tick Burns on January 16, 2003, congratulate him on 25 years of service with Sabin. *

2003 SMC Scottsville Picnic!

Plans are underway for the 2003 SMC Picnic. If you are interested in being on the committee, please contact Lori Anastasi at extension 283. *

Happy New Year!!

Submit news for any section of our newsletter to Lori in Human Resources (ext. 283)

All submissions for the next newsletter are due by March 28, 2003.

