



## TFM E-NEWS NOVEMBER 2010

### ENVIRONMENT: OPEN HOUSES TFM ENGAGES WITH COMMUNITIES IN OPEN HOUSE EVENTS

By TFM Communications



On Nov 25-29, 2010, Tenke Fungurume Mining, once again, invited a wide range of stakeholders to exchange information as part of the Environmental and Social Impacts Assessment (ESIA) for the proposed Tenke-Fwaulu project and Kwatebala plant expansion.

As a follow-up to similar events held last April, these open houses welcomed dialogue on many topics where various stakeholders, officials and the general public asked questions and expressed their ideas on

many topics, including job opportunities and potential impacts on social, safety and security and the environment.

On October 22, DRC government and Freeport-McMoRan

Copper & Gold Inc announced the successful conclusion of the TFM contract review process, and Richard Adkerson, chief executive officer stated: "we are committed to continuing our positive partnership with the DRC government and providing significant benefits to the Congolese people for decades to come. We look forward to continuing the development of Tenke Fungurume into one of the world's premier copper and cobalt operations, using world class standards for environmental management and social programs.

The project will provide large and sustainable benefits associated with employment, infrastructure development, taxes, royalties and other benefits to DRC government and people over its long life."

Current operations are designed to produce approximately 250 million pounds of copper and 18 million pounds of cobalt per year and the operation is currently being expanded to approximately 290 million pounds of copper per annum starting beginning of year 2011. ■





For the third quarter of 2010, Tenke Fungurume Mining (TFM) paid approximately US\$36.5 million in taxes and related payments to the Treasury of the Democratic Republic of Congo (DRC).

TFM paid a total of approximately \$290 million from the project inception in 2006 through the third quarter of 2010, including:

*\$83 million in social obligations and related obligations; including \$15 million paid in 3rd quarter 2010.*

*\$90 million in customs and related taxes, including \$7 million paid in 3rd quarter 2010.*

*\$28 million in work permits, visas and related payments, including \$101,000 in 3rd quarter 2010.*

*\$ 92 million in royalties and other tax obligations, including \$15 million in 3rd quarter 2010.*

All payments comply with the laws of DRC. Furthermore, these amounts are in addition to \$90 million in transfer

bonus payments to TFM partner Gécamines since 1997 (including \$10 million paid in October 2010).

## EXTERNAL RELATIONS: THIRD QUARTER 2010 RESULTS

*By TFM Communications*

In aggregate, tax payments, transfer bonus, social spending and Foundation contributions account for an amount of approximately \$419 million in TFM financial and social contributions to the DRC. During the third quarter, TFM produced 88,500 tons of copper cathodes and 6,300 tons of cobalt metal contained in the form of cobalt hydroxide.

The current project phase provides employment to approximately 2,000 full time operational workers and 1,500 contractors. Approximately 98% of the operational employees are DRC citizens. ■

## HEALTH/ISOS: SADC MALARIA DAY

*By Elynafsi*

their joint meeting that took place November 10 - 12, 2010 at the Grand Hotel Karavia, Lubumbashi. Tenke Fungurume Mining Company came in at the closing ceremony

following the invitation of the National Minister of Health for a spraying demonstration, which was carried out by its technical partner ISOS.



“United to eradicate and kick malaria out.” This slogan is the subject of the year for SADC Malaria Day geared Friday, 12 November at Malambwe.

Located 75 km away from Lubumbashi on Kasenga road, Malambwe village woke up on Friday to a large group of visitors. The setting was prepared the day before.

High officials, Ministers of Health and HIV/AIDS program of SADC member States (a regional organization for the development of Southern Africa) ended in the village

At Malambwe, Dr Richard Kamwi, Namibian Minister of Health, whose country currently assumes SADC chairmanship, along with his counterpart South African Deputy Minister of Health, carried out the indoor spraying with long-lasting insecticides.

The other members of the delegation gave out insecticides impregnated bed nets to the population.

For that purpose TFM has produced a brochure explaining its malaria control program developed in partnership with the DRC Ministry of Health.

The attendees appreciated TFM effort to control malaria in Fungurume health zone. ■



## SOCIAL/ISOS: 3rd PHASE OF INDOOR RESIDUAL SPRAYING

By Collin Dume



TFM in partnership with the Fungurume health zone and ISOS technical collaboration launched on October 21, 2010 the 3rd phase of indoor residual spraying in order to reduce morbidity and mortality due to malaria (a disease which massively affects the local community by ruining households livelihoods and leading to absenteeism of school children).

This program, which aligns with the strategy of the Programme National de Lutte contre le Paludisme (national malaria control program), French acronym PNL, is planning to cover more than

23,000 homes across TFM concession this year.

The overall objective is to contribute to reducing the incidence (number of new cases during a period) and prevalence (number of cases among the population during a given period) in the community. To maximize the effectiveness of the program, the indoor residual spraying has been combined with a mobilization campaign to raise the awareness of the people of Fungurume and around on the ownership of malaria control methods, which includes four sections:

*Sanitation around houses, including cleaning out gutters, draining stagnant waters, covering water containers*

*Indoor spraying ( that is, inside houses) with a residual insecticide*

*Sleeping under the insecticide impregnated mosquito net*

*Intermittent presumptive treatment ( that is anti-malarial treatment that is given to pregnant women two to three times during pregnancy)*

For the 3rd phase of spraying, which will extend to January 2011, ISOS has been using 43 spraying

operators who work in collaboration with a team of 30 TFM community mobilizing employees. ■

## PEST CONTROL TECHNICIANS AWARDED CERTIFICATES

By John Maseko

The Vector Control Program has traditionally been known for its prime role in managing mosquito-related challenges within the work force and also surrounding communities. From its inception in 2007, the unit has been receiving numerous complaints regarding pests invading residential premises, catering establishments, offices as well as health facilities. As a response to the pest challenges, TFM requested that International SOS take on board the pest control function.

With the Vector Control Officer endowed with expertise in the pest control industry, it was not much of a big hassle incorporating pest control in the vector control unit. The requisite equipment and insecticides were procured from a reputable supplier in South Africa and received in time to train Vector Control Assistants and their Supervisors.

### Scope of program

This was restricted to cockroaches, flies, ants,



beetles and rodents (rats & mice). Pesticides which were procured were meant to address these pests and excluded such common pests seen around the site as bees, wasps, termites and borers (both grain and wood).

### Training

This was conducted daily for 2 ½ hours for 5 working days from December 28th 2009 up to January 6th 2010. The training, which was run along the same standards as that conducted by international pest control associations, covered pest identification, product knowledge of 11

different pesticides including application equipment used in the industry. Practical demonstrations were conducted at various sites including the sanitary landfill site. The refuse dump site breeds large numbers of flies especially during the hot and humid period of the year and this poses a huge fly challenge at plant site.





## Certification

After waiting for 10 months without certification, the 10 staff members were awarded their certificates at a short ceremony held at the Vector control office on October 14,

2010. The guest of honor, ISOS Project Manager, Norman Hughes, handed the certificates assisted by the Vector Control Officer, John Maseko. In his opening remarks, "Sakkie" the Vector Control Manager

congratulated the team for a job well done and encouraged them to continue the good work of controlling pests within the defined areas.

The combination of malaria vector control with general

pest control is a first for TFM as other sites are not handling the latter. Also in attendance from Papua was the visiting entomologist/ecologist Dr. Michael Bangs. ■

"There are no bad troops, the saying goes. there are only bad leaders".

## TRAINING: SITUATIONAL LEADERSHIP

By Yuma



The importance of human capital within a company does not need demonstrating and many leaders are aware and do not hesitate to deploy considerable resources and means to improve their staff behavior and skills.

Training and Development Department held last October a training session on situational leadership aiming to help supervisors, superintendents and other senior staff develop the skill line of their reports necessary to achieve company goals.

This training module presented the basics of a leadership model necessary for effective development of business colleagues and enhanced performance.

Four types of actions define the leadership style to adopt in real and actual work situations as they generally occur

on the field. Such actions are likely to positively impact the behavior, the skill and thus the staff performance. It is on the part of the leader to manage, train, assist or delegate according to skill and level of commitment of the business colleagues.

Led brilliantly by 6 leaders, Nelson Kaputo, Chris Kasongo, Ayel Ndungila, Kabundi Lumbu, Franck Diur-A-Muteb and Mamadou Dia, 12 people attended the session, including 4 women, all from the Human Resources Department.

They feel they have benefited greatly from the training and hope to put into practice very quickly, each in his/her service, the knowledge acquired. ■

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## SUPPLY: 2010 ACTIVE SUPPLIERS SUMMIT

By TFM Communications

The Procurement Department met with active contractors in Lubumbashi on Saturday, November 6, 2010. Sixty companies were invited and gained refreshed knowledge on TFM payment procedures. This edition was once again an opportunity to be in direct contact

with TFM active suppliers and help them conform to the supply and payment chain procedures. The first Suppliers Summit took place October 2009 in Fungurume and gathered more than one hundred businesses. Another mini-summit with the business



active suppliers took place November 2009 in Lubumbashi. The presentation was about the business application CAS or Contract Administration System. ■



## **PORTRAIT** **MARTINA MOTHAPO,** **AN AMBITIOUS WOMAN!**

By Elynafsi



**Martina Mmorena**  
**Mothapo, a little above**  
**twenty years of age, works**

**at TFM Office, Johannesburg.**

Of patient character, Martina began working as a temporary employee responsible for filing documents since October 2007. To date, she is a receptionist and performs her duties with accuracy. Many visitors bear witness that she welcomes them warmly. She receives parcels, packages and generally ships them to Fungurume, DR Congo. She also makes sure that the office administration is in order.

“Good professional memories include the fiftieth anniversary of my Manager Brian Rhinehart. This event not only marked indelibly the support and teamwork spirit, but also demonstrated good professional relationship. It's very interesting working for TFM in Johannesburg,” said Martina.

She always finds something new to learn, faces a challenge in her daily work and life. Armed with ambition, she wishes to become a successful businesswoman. She is furthering her education at the University of South Africa (UNISA) to obtain within two years a degree in Marketing.

She had already had a certificate in Management from the same school and a level 1 certificate in Accounting from the Boston Business College of South Africa.

She loves reading gospel books and, during her leisure time, listening to music, namely Mariah Carey, her favorite. ■

Well known of artistic and advertising world, Hamidou Elebe almost goes unnoticed within TFM. Yet, he is one of the key figures within the Communications Department.

Tall, commonly named “Monsieur Caricature” within the Department, he lives of his work in plastic art and especially of graphic design. 28 years of age, Hamidou studied fine art and painting in High School and then got a degree in advertising art and visual communication in 2007 at Académie des Beaux Arts in Kinshasa. Therefore, one could state that art is for him a gift from Heaven, a passion changed into vocation!

## **PORTRAIT** **HAMIDOU ELEBE:** **PORTRAIT OF AN ARTIST**

By Yuma



After a brief passage within HR Department, “Big Hamidou” naturally shifted to Communications where his education pre-disposed him. Let's listen to him: “...I have the grace of practicing and earning a living thanks to what I

**learnt at school; this is a real privilege. I was trained to meet strict corporate and public relations needs (as within the TFM Communications Department) as well as the mass market needs.”** As a graphic

designer, “Big Hamidou” has achieved, in less than two years, a tremendous work. In the deliverables field, he deals with the design and the layout of Nouvelles de Kwabale, E-News, Milestones, Fast-Facts, etc. On behalf of Training Department, he designed the course catalog. Also, he took part in many projects, including the First Copper 2009 logo, the 2010 suppliers summit logo and visual supports, the Safety 4,000,000 hours with no incident T-shirt, the world AIDS day T-shirt on behalf of ISOS, the Fun Run T-shirt, the Royal Golf Club logo, the signs for Lupeto Institute on behalf of Social

Department, etc. In terms of events and fairground events, everybody got to appreciate the know-how of Hamidou in designing and decorating TFM stands during open houses at La Plage, Foire du Cinquantenaire, as well as 2009 and 2010 IPAD editions in Kinshasa and at Indaba in Cape Town.

During his spare time, Hamidou devotes himself to artistic training especially in the field of computer-aided design. He is fond of “playing” with brushes.

Mr. Hamidou Elebe is married and father of a little girl. ■







## VISIT: RICK COLEMAN AT NSEKE POWER PLANT

By JP Bazolana

After Phil Brumit's tour last September, it was a great honor for us to welcome Rick Coleman, President - Freeport McMoRan Mining division, and four of his business associates. The delegation visited Nseke power plant Thursday, November 4, 2010 to be updated on the work progress as part of Nseke Project. Let it be noted that this project which is a partnership between SNEL (owner) and TFM (lessor) aims

at rehabilitating and renovating the infrastructure and hydro-mechanical and electrical equipments of Nseke power plant as well as the associated HT power system.

Led by Nseke Project Technical Staff (Joseph Monga, Eric Mbala, José Maholo and Jean-Pierre Ebala) and SNEL Head of Division/Nseke (Henry Makap), President Rick Coleman specifically visited

the following facilities: balance well, penstocks head valving building, turbine generator equipment in full reconditioning, full control room, in full modernization and high-voltage post 120/220kV.

At the end of this visit, Rick Colman was very pleased with the progress of work and congratulated the Nseke Project (SNEL) department for the team work that allows to advance the project. He wished all participants a full success in carrying out project by insisting on the compliance with safety standards.

Thus, the hierarchy of the Project Nseke, Mr. Denis Rivard and Joseph Monga, took the opportunity also to congratulate and encourage all staff from the department to continue working with the same determination, including the drivers, cooks, etc..

Let us note that after refreshments shared with all the SNEL-TFM project team, the delegation went in the afternoon to Nzilo Hydroelectric power plant to continue the visit of these facilities under the guidance of Mr. Joseph Monga and Boniface Mabonzo from TFM / Nseke project department. ■

Since November 17, 2010, a large Belgian business delegation led by two ministers met the Congolese business community in Lubumbashi to discuss business mainly in areas such as construction, energy, environment and water, transport and urban mobility, and, most importantly, the mining sector. Thursday, November 18, 2010, ten Belgian entrepreneurs accompanied by two ministers visited TFM plant and spoke very highly of the nature of the project, its

## VISIT: BELGIAN ECONOMIC MISSION AT FUNGURUME

By TFM Communications

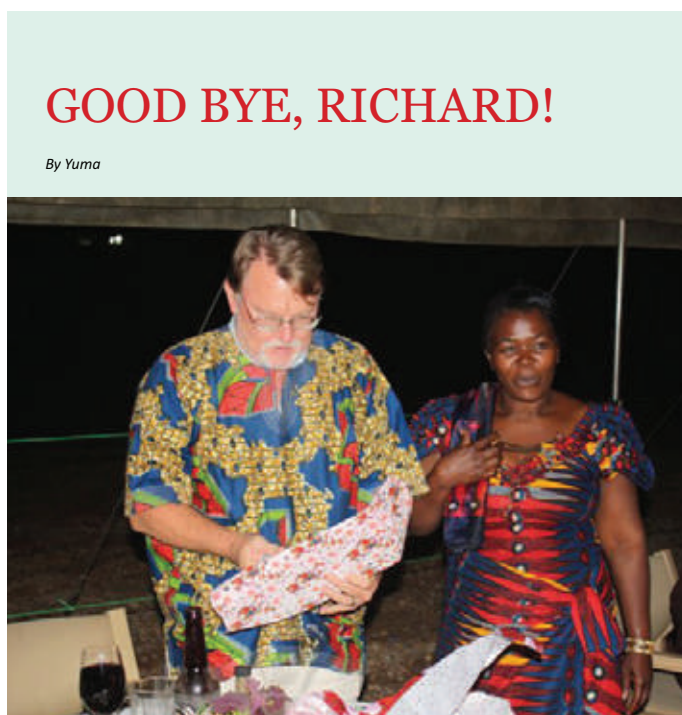


development and particularly about the professionalism of its employees. ■



One of the social commitments of Tenke Fungurume Mining remains, of course, the social, economic, and institutional development for the benefit of communities residing in its mining project sites. And, it is within this framework that the Social Department, acting through four coordination units including: community liaison, public health, education and economic development, achieves the social objectives set by the company.

One of the pioneers who has conducted the implementation of the TFM Community Development Program since 2006, Richard Robinson, former Country Manager of the international NGO PACT CONGO, was the



## GOOD BYE, RICHARD!

By Yuma

first partner of TFM who set up an office in Fungurume, commonly known as "Bureau PACT CONGO" (Pact Congo Office) which served as a venue for reception, training and development provided to a large number of men and women living within the TFM concession. In 2008, he joined TFM as the manag-

er of Social Programs and RAP (Resettlement Action Plan). This provided great satisfaction to everyone. Richard has just accepted another attractive post with the U.S. government office in Kinshasa and will therefore leave TFM. That is the reason why an intimate banquet was given at the Social Club on Monday, November 29, to say good bye to him. On the menu was delicious local cuisine. A large audience wished to express their best wishes to Rich-

ard. At the attendance were collaborators, colleagues, friends and various other people who met him during his tenure. Great Chief Mpala and his wife, accompanied by Chief Kayo Katanga from Dikula, as parts of the event, related their appreciation to Richard

for his leadership role in reaching out to the local communities.

Several speeches were held in remembrance of the merits of the man who has left a legacy through the establishment of the Development Social Fund, which is part of TFM's commitment to allocating 0.3% of metal annual net sales to fund priority projects benefitting local communities of the concession. The event

was also an opportunity for many people to realize his perfect integration into the community. Mr. Robinson was nicknamed CHEF MUKUMBI (Big shepherd). Indeed, born in Likasi to Methodist missionary parents who had lived at Mulungwishi, Richard always feels to be a son from this land. In his response, he urged everyone to continue working in harmony as to support the work for social development in the area. He wished to see the population contribute to the process of increasing the capability of Tenke and Fungurume.

Embellished with traditional songs performed by folk group Lwanzo Lwa Mikuba from Mpala, the party brought about sequences of exciting emotion marked by the performance of the masantula dance.

All participants sang in unison "Ce n'est qu'un au revoir" (We are just saying farewell). ■

## PICTURE OF THE MONTH



Were Porto Alegre fans from Brazil in Fungurume ?







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