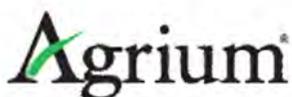


# Agrium Transition Center & Peer Project



## *Final Report*

Rapid Response Program



ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT

5/15/2010

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# Executive Summary

The Agrium Transition Center and Peer Project was launched in response to the closing of the Agrium Kenai Nitrogen Operations (KNO) complex based outside of Nikiski, Alaska. At its peak, this facility employed more than 320 full-time permanent positions with an annual average wage of \$84,000 and maintained about 100 on-site contractor positions. The plant was the United States' second-largest producer of ammonia and urea. It consisted of two urea and two ammonia plants, a tidewater port facility, and a power cogeneration facility.

Total economic output in Alaska related to Agrium operations was \$374 million in 2003. Economic output is the gross sale of Agrium's production plus the impacts of company and employee spending in support of Agrium's operations. In 2003, Agrium spent \$77 million on goods and services provided by almost 400 Alaska companies. Purchases were made from gas producers, construction contractors, engineering firms, environmental service firms, utility companies, retail and wholesale businesses, and other types of businesses.

The workforce for the plant came from four small communities, Kenai, Nikiski, Soldotna and Sterling, located within a 50-mile radius. These towns had a combined population of about 20,000. Total Alaska impacts included 685 Alaska jobs (2003 average of 264 direct, plus 421 indirect and induced jobs) and \$42 million in payroll (\$22 million in direct wages plus \$20 million in indirect and induced payroll).

The Department of Labor and Workforce Development response to this long shutdown began in early 2005 and ended in December 2009. On-site assistance at the plant was provided until December 2007 when the Agrium Transition Center was opened and the work shifted to the Transition Center. A Peer Project launched in early 2007 and continued through December 2009.

The Agrium KNO manufactured both ammonia and urea fertilizers. Ammonia is made from ground water, air and natural gas. The ground water and air were plentiful. It was the lack of deliverable natural gas which ultimately caused the closure of this plant.

This is the final report and documentation of the work performed on this project.



# Agrium Inc.

Agrium is a major retail supplier of agricultural products and services in North and South America and a leading global producer and marketer of agricultural nutrients and industrial products. Agrium produces and markets three primary groups of nutrients: nitrogen, phosphate and potash as well as controlled-release fertilizers and micronutrients.

Agrium's strategy is to grow through incremental expansion of existing operations and acquisitions as well as the development, commercialization and marketing of new products and international opportunities. Agrium has three operating business units: Wholesale, Retail and Advanced Technologies.

Nitrogen is the most important nutrient in terms of the size of the world production, consumption and trade and is the key nutrient required to maximize crop yield, growth and protein levels. Ammonia is the building block for virtually all forms of nitrogen products. Most ammonia is upgraded to other nitrogen products such as urea, nitrogen solutions (UAN), ammonium nitrate and ammonium sulphate. Ammonia has numerous industrial applications, is used for direct agriculture application in North America and Australia and as a key input in the production of granular phosphate products.

Distribution and marketing of ammonia is a very specialized business that requires significant investment in infrastructure and strong affiliation with transportation partners. Agrium is well positioned in ammonia distribution within North America due to its extensive ammonia distribution, storage and transportation network.

Agrium headquarters are based in Calgary, Canada. It owned and operated six major nitrogen manufacturing facilities as of the end of 2007, with four facilities in Alberta, one in Argentina and one in Texas.

The Kenai nitrogen fertilizer facility ceased operations in October 2007, due to a shortage of natural gas supply in Alaska's Cook Inlet. It had faced reduced gas supply for the prior four years, which contributed to continual reductions in sales volumes and profitability. The feedstock supply challenges affected operating rates and limited the contribution of the facility to approximately two percent of Wholesales' overall earnings before interest expense, income taxes, depreciation, amortization and asset impairment for 2007.



# Agrium Kenai Nitrogen Operations

## Manufacturing

The Agrium KNO manufactured both ammonia and urea fertilizers which are high nitrogen fertilizers. KNO had the annual capacity of about 900,000 metric tons and produced only 325,000 metric tons of urea and ammonia in 2007.

The Agrium KNO shipped ammonia and urea products to the Pacific Rim markets. This



included the west coast of the United States, Mexico, South America, and international sales to countries located on the west shore of the Pacific Ocean.

The facility was built in 1966 and consisted of one ammonia

plant and one urea plant. Unocal owned both the gas supply wells and the fertilizer plant. As more gas was located in the Cook Inlet area, the decision was made in 1976 to double the size of the KNO facility by adding a second ammonia plant and a second urea plant.

At that time, Unocal Oil and Gas operated numerous platforms and onshore wells, which supplied both the fuel gas and process gas to operate KNO. Since Unocal owned both the natural gas supply facilities and fertilizer plant, obtaining natural gas was not a problem.

In 2000 Unocal sold the Kenai Nitrogen Operations facility and the gas contracts to Agrium, Inc. At that time it was running all four production plants at full rates.

## Employee Base

When the facility was in full operation it employed more than 320 full-time permanent positions with an annual average wage of \$84,000 and maintained about 100 on-site contractor positions.

The workforce for the plant came from four small towns Kenai, Nikiski, Soldotna and Sterling. These towns had a combined population of about 20,000.

At the time of the closure the average age of the worker was 48 years old and average tenure at the facility was 15 to 20 years.

The employees at the facility consisted of two main groups: represented and non-represented. The operations and maintenance staff were all part of the collected bargaining unit that was represented by the United Steel Worker Union, Local 5849. This represented group was often referred to as "Hourly." This included process operators, welders, pipe-fitters, insulators, carpenters, millwrights, mechanics, warehousemen, instrument technicians, valve technicians, electricians, crane operators, wharf hands, product loaders, scaffold builders and equipment operators.

Non-represented positions included management, purchasers, engineers, administrative assistants, fire and safety specialists, lab technicians, environmental specialists, planners, schedulers and on-site medical staff.

Employees lived in the nearby local towns and commuted to work. Work schedules varied. Management, office staff and maintenance worked Monday through Friday. But since the facility operated 24 hours a day, seven days a week, the operation staff worked a 12-hour shift for seven days in a row and then had seven days off. The operations staff schedule included rotating from working day shift to night shift each seven-day hitch. For the operations staff, shift relief was at 6 a.m. or 6 p.m.

Inside the KNO facility, the workers were assigned to different work groups (i.e. the welders and pipefitters group). These groups of workers spent a lot of time together. It was common for work groups to meet up outside work. Many groups adopted similar hobbies (i.e. riding motorcycles). At work, these groups often planned on having a group "feed" at work. This improved group camaraderie and cohesion. The operations staff work schedule meant that they would see their co-workers more than they would see their families. The bonds between co-workers grew and often workers referred to the members of their work group as their "work family."

The facility was enclosed with a tall chain-link fence. Twenty four hours a days the facility had security that monitored all activity entering and exiting KNO. Contractors, visitors, and employees entered the facility through the gate located next to the 'guard shack,' where they were required to sign in and provided a security badge. When leaving they would sign out and return the badge.

### **Community Involvement & Government Revenues**

In 2003, at the height of production, Agrium contributed \$195,000 to 43 nonprofit organizations or programs, most of them located in the Kenai area. Seven other organizations received in-kind support. Charitable giving was provided to local schools' athletic and academic programs, youth activities, community services and civic organizations, environmental programs, senior services, and other health and economic development programs. Agrium participated in 17 membership organizations, including industry and business support organizations.

The Kenai Peninsula Borough received approximately \$1.5 million in industrial property tax from Agrium, an estimated minimum of \$0.2 million in residential property tax from Agrium's employees' dwellings, and \$1 million in state funding support for Agrium family school-age children's education – a total of \$2.5 million in revenue.

# Plant Closure Announced

## Struggles with Gas

When Agrium bought the facility, they bought it with gas supply contracts that were attached to specific gas wells. By 2003, these specific wells' gas production fell off dramatically. And new natural gas contracts to supply the KNO could not be secured. Plants operating rates began slipping by 2004.

On Dec. 14, 2004, a general announcement was made that at the end of 2005 the entire facility would be closing. In 2005 the first round of lay-offs occurred at the KNO in April which dropped the number of full time employees to about 170. Many employees selected for this first round of lay-offs volunteered as they would be least impacted by a lay-off.

In 2005, half of the facility was shut down and the work force was consolidated to work in the two remaining plants. During the summer of 2005, a new gas contract was signed, which supplied natural gas to the KNO for the 2006 year. The closure of the plant postponed until the end of 2006.

In 2006, another one year contract was signed to run the facility for 2007. From 2005 through 2007, the last two operating plants were not running at full rates. In September 2007, the last product was made and all the plants were shut down. The employees then took additional steps to secure, drain and protect most of the equipment and vessels. Layoffs started in December 2007.

## Governor's Task Force

At the time the plant closure was announced, the Governor of Alaska was Frank Murkowski. Due to the enormous impact on the Kenai Peninsula economy, including the fact that Agrium provided Kenai Peninsula Borough with a \$22 million annual payroll, plus indirect jobs and \$1.5 million a year in property taxes, the Governor convened a task force to consider ways to help Agrium obtain the gas they needed to operate.

The task force consisted of a committee made up of Bill Popp, oil and gas liaison for the Kenai Peninsula Borough; Gary Superman, president of the borough assembly; Bob Swenson, deputy director of the Alaska Department of Natural Resources oil and gas division; Bill Noll, Deputy Commissioner at the Department of Commerce, Community and Economic Development; Greg O'Claray, Commissioner of the Alaska Department of Labor and Workforce Development; Bob Favretto, owner of Kenai Chrysler; Roy Wells, president of the Kenai Chamber of Commerce and a financial advisor affiliated with Waddell and Reed Financial Services Inc.; Pat Cowan, co-owner of Birch Ridge Golf Course Resort in Soldotna; Jim Carter, former Executive Director of Cook Inlet Regional Citizens Advisory Council; George Ford, former plant manager when it was owned by Unocal Corp.; Rick Ross, Kenai City Council member; John Coston, Agrium Employee Support Committee, and Lisa Parker, Agrium Management. Sen. Tom Wagoner, Rep. Mike Chenault and Rep. Kurt Olson served on the taskforce as nonvoting members.

The task force was directed to research and address the following:

- Are there any clearly identified options to keep the plant open that the State of Alaska should pursue?

- What should be done by the State of Alaska to preserve, protect & help transition the existing Agrium workforce?
- What new initiatives should the State of Alaska pursue to bring new oil & gas exploration in the Cook Inlet Basin?

The task force met several times and provided final recommendations in June 2005. Their first recommendation was for the State of Alaska to continue to follow through and support Agrium employees and impacted contract workers by preparing them to transition into new jobs if the nitrogen plant closed. Other recommendations included a study that evaluated the long-term economic effects and impacts on the Cook Inlet gas production and to build a gas pipeline.

### **Agrium Management Support**

When Agrium first announced that the facility would be closing, it was December 2004. Hourly employees approached the KNO management team and suggested that information be collected about Department of Labor Workforce Development (DOLWD) programs available to assist workers losing their jobs. With the array of benefits and services available to workers who are facing layoffs found through the DOLWD, management quickly gave full support to helping the employees receive information about these programs. By providing this information to the employees there was a sense of relief and they were able to focus on safety as they operated the facility since they realized that there were numerous programs to assist them if the facility closed.

### **Alaska Department of Labor and Workforce Development, Rapid Response Program**

Agrium and the Alaska DOLWD Rapid Response Program began working together in early 2005. Rapid Response worked with the Agrium Management team to develop a response appropriate to the company’s unique needs. This response strategy included encouraging Agrium to apply for Trade Adjustment Assistance, the development of a Peer Program, multiple on-site worker meetings to advise workers of the benefits and services available to help, multiple on-site workshops including resume writing, interviewing skills, insurance planning, retirement planning, a DOLWD employee stationed at the facility to work one-on-one with employees, and ultimately the creation of an off-site Agrium employee transition center. Agrium Management was supportive of the Rapid Response program’s efforts and ensured all staff had the opportunities to work with the DOLWD staff as well as allowed them to attend worker meetings at the plant, on company time.

### **Layoff Schedule**

The number of layoffs vacillated from year to year. No one was sure if or when they would be laid off. The following reflects what ultimately became the layoff schedule for the plant.

<b>Date</b>	<b>Action</b>	<b>Number Laid-Off</b>
2004	Closure Announced	0 of 320
2005	Plant reduced production to half	150
2006	Agrium negotiated a one-year contract for gas	0
2007	No new contract therefore production ended	93
2008	Remaining employees mothballed the plant	70
2009	Remaining caretaker staff	4 (3 employees remain)

# Response Strategy

## Trade Adjustment Assistance

Filing for Trade Adjustment Assistance (TAA) was one of the first pieces of the overall response. It was important to know if the workers would have access to the benefits that fell under TAA. Agrium first filed for TAA in March 2005 and was approved based on the fact that increased imports of urea occurred during the relevant period. They were also approved for Alternative Trade Adjustment Assistance, as a significant number of workers at Agrium were age 50 or over and possessed unique skills that were not easily transferable.

In September 2007, a subsequent TAA petition was filed based on the same circumstances as the first approved petition. However, in October 2007 this petition was denied. The original petition was approved based on increased company imports of urea. The denied petition was based on the fact that “the worker separations were due to Agrium’s inability to obtain the ingredient, natural gas, needed to produce their products. This inability rendered Agrium unable to sustain production levels, resulted in the shutdown of operations, and therefore worker separations.” USDOL determined the separations were not due to a shift in production to a foreign country nor from competition from increased imports.

Agrium appealed the denial in December 2007. Agrium hired a law firm knowledgeable of the TAA program and requested a reconsideration of the negative determination. They provided additional information, including data on the continued imports of urea, and explained that Agrium was also shifting investment, operations and jobs to their new plant in Egypt at the same time they were scaling down their Nikiski operations. With active support from the governor, the appeal process proved to be successful, and the negative TAA determination was reconsidered and approved in January 2008.

The approval of the TAA petition was a welcome relief, as the benefits associated with TAA were greatly needed because the workers were older and had very specialized skills and many needed to retrain for other occupations. The Health Care Tax Credit program also was needed, as many workers had to rely on the Consolidated Omnibus Budget Reconciliation Act (COBRA) to continue their health coverage. With limited Workforce Investment Act funds, the TAA resources were a critical part of the response.

The approval of Agrium’s TAA petition paved the way for other petition approvals for affected downstream producers and upstream suppliers. Peak Oilfield, Nana Management Service DBA Purcell Security and Heat and Frost Company were all found eligible for TAA, which allowed an additional 75 workers access to TAA benefits.

## Worker Survey

In order to tailor the response to the workers’ needs, a worker survey was compiled and provided to every worker. The survey was taken to identify the specific questions workers had about available benefits and what services they would be interested in receiving. The main categories on the survey included Job Search, Unemployment Insurance, Finances, Counseling for Anxiety and Stress, Training Opportunities, Business Start up, and Employee Buyout, with detailed questions listed under each category. Once the workers completed

the survey the results were analyzed and a pattern emerged. The response was then built around the workers questions and needs.

### **Weekly teleconferences DOLWD/Agrium**

In order to ensure the response strategy was meeting the needs of the company and the workers, weekly meetings were held between the Rapid Response Coordinator, the Career Support and Training Services Manager and the Agrium Human Resources Manager. Topics regularly discussed were the anticipated layoff schedule, rumor control, employee morale, review of employee information requests, peer program, TAA petition status, worker safety, etc. These meetings proved to be an essential piece of the response, as areas that needed an increase in services or to be redesigned were identified and quickly addressed.

### **On Site DOLWD office at Agrium**

In order to be able to provide real time information to the workers and to assist them in creating their transition plans, a DOLWD office was set up at the plant. It was mainly staffed by a Career Development Specialist with varying hours in order to accommodate the various shifts. Other DOLWD staff from Unemployment Insurance, TAA, Employment Services and Employment Counseling also rotated through the office on a posted schedule for the workers to pick and choose services as needed. This ensured the workers had access to all the program experts at their work location. As the workers generally worked 12-hour shifts, making a trip to the job center was not always an option. Workers were allowed to meet with the various DOLWD representatives during their lunch and break times.

### **Multiple Worker Meetings**

Multiple worker meetings were held at the plant. They were scheduled for different days and different times in order to accommodate all shifts. All employees and significant others were invited to the meetings. Agrium provided food and coffee, and an effort was made to help the workers feel as comfortable as possible. During the meetings, the employees were provided detailed information on Unemployment Insurance Benefits, Employment Services, Trade Adjustment Assistance, Workforce Investment Act (WIA) and Employment Counseling. Staff remained on site for hours after the meetings to assist the workers in filing for unemployment insurance and completing the application forms needed to apply for TAA and WIA benefits. Many of the workers and their spouses met with the Employment Counselor for assistance in determining their next steps. Many workers were not sure what jobs existed in the labor market that complimented their skills and experience, as most had been working in this specialty plant 25 years or more. They did not know if they needed to retrain into a new occupation or if their transferrable skills were marketable. The employment counselor assisted in answering those questions.

### **Changing Worker Meetings**

There is a lot of information to deal with when one is laid off: WIA programs, TAA programs, UI programs, Employment Service programs and all the company benefits. Feedback regarding the worker meetings indicated the amount of information that was provided was overwhelming. Multiple programs, multiple forms and processes, as well as an unknown and constantly moving layoff date made it difficult for the workers to apply their own unique circumstances to the confines of the various programs.

To alleviate confusion, it was determined that the best way to deliver this information, was by topic. The topics included: Getting A New Job, Going To Training, Conducting A Job Search Outside The Commuting Area, Accessing Relocation Assistance, Applying For A

Healthcare Tax Credit, etc. This streamlined the information to include only the rules and forms that applied to what someone needed. If a person's goal was training, the entire meeting covered the information on how all the various programs supported a training plan. If the worker only cared about finding a new job, the meetings supported that goal, with help writing resumes, cover letters and interviewing skills. Presenting the information this way was more useful and better received.

### **Financial Planning Association**

Rapid Response contacted the Financial Planning Association (FPA). The FPA has members who are Certified Financial Planners — objective, unbiased professionals capable of addressing virtually any personal finance issue from basic budgeting, to saving strategies to plan for retirement. The best part about FPA is that presentations to workers facing layoffs are made on a voluntary basis as a part of their ongoing commitment to community service. Rapid Response coordinated with FPA to provide financial planning literature and workshops to the Agrium workers. All workers received access to Financial Planning Perspectives articles and PlanSmart newsletters.

Group meetings as well as individual services were provided, and specific topics targeted included debt reduction, retirement planning, the best way to handle lump sum payments, T 72 plans and tax shelters.

### **Agrium Employee Website**

Agrium was proactive throughout the response and created an employee website that housed information on Agrium specific programs as well as all the DOLWD programs. The Financial Planning Perspectives articles and PlanSmart newsletters were also posted on the website. The Agrium employees did not have access to the Internet, so the company ensured that all the employees had access to information through the internal employee website to help them obtain the resources needed to guide them through layoff process. Other information on the website included safety information as well as winners of company sponsored events such as salmon derbies.

### **Economic Overview of the Kenai Peninsula Area**

Since this plant closure had a huge ripple effect on the surrounding communities, Rapid Response organized a community meeting. The goal of the meeting was to provide information to community members on the impacts of the Agrium closure and an economic forecast for the area. Alaska DOLWD economists Neal Fried and Brynn Keith traveled to Kenai to provide an overview of the Alaska and Kenai economies with a spotlight on the occupational makeup of the statewide labor market.

The presentation included the following topics:

1. The long-term and short-term employment growth for both Alaska statewide and the Kenai Peninsula.
2. The industrial makeup of Alaska and the Kenai Peninsula
3. The Alaska and Kenai unemployment rates
4. The Peninsula's and the state's demographics (e.g., overall population growth, distribution of the population and its age)
5. Statewide occupational trends

The community meeting was well received and clarified many questions about the economic climate and forecast.

# Agrium Peer Group

One important key to this response strategy was the creation of a peer group. Since there was such a large group of workers, and limited DOLWD employees, ensuring every worker received the information and services they needed was overwhelming. Rapid Response suggested and Agrium Management supported the creation of a small group of motivated employees to assist the workers to transition to new careers. This group was called the Agrium Peer Group.

It takes a unique person to work in a peer role, someone who the other workers generally turn to confide in. Peers are people who genuinely care about assisting their co-workers through a difficult time. In order to determine who would be on this peer group, a nominating system was set up with all the employees. During worker meetings, the peer program was explained and workers filled out confidential nomination forms. The workers were able to identify who met these unique qualifications, and as the nominations were tallied, a peer group emerged. It was important that at least one peer was appointed from all the various groups including, represented, non-represented, management, as well as covering all shifts to field questions and concerns from their co-workers.



From left are Agrium Peer Group members Brian Cotman, Gary Morris, Loren Hollers, Jeffrey Laube, Don Zacharias, John Coston, Donald Goforth, Jasper Covey, Mark Moore, Mark Schams, Marilu Moreno and Sherry Ruiz.

Rapid Response organized training for the Agrium Management Team and for the Peer Group. It was imperative that the management team understood what the peer program was about and supported such a program.

On June 6, 2005, Lee Schore, licensed clinical social worker with a Master of Social Work, owner of Center for Working Life in Wheeler, Ore., and consultant knowledgeable in the struggles associated with plant closures, provided a full day of peer training to Agrium Management. Schore outlined what supervisors could expect from the workers as the plant closure progressed, how to handle negative situations and how the peer role fits into closure situations.

Schore provided tips on a successful closure, how to keep workers focused on work and stay energized; how to deal with violence including domestic violence which can be initiated by the stress of the layoff; and other topics. She explained that when workers lose their jobs, they lose much more than just a paycheck; they lose their work family, their identity — especially if they are the bread winner. They also can lose their self-worth, independence, healthcare and insurance (at times their mental or physical well being), status, quality of life, future plans, the American dream, trust and control.

Schore explained how important it is for the workers to create their transition plans and how peers can assist their work family in this planning. If individuals have no plan, they feel like life is out of control, in suspension, which is a high stress causer.



Workers in a company spend a great deal of time at work. They establish relationships with their co-workers, which become their “work family.” Peers are tuned into their work families and as a result, they can tell when something is wrong, as they know each other very well. Schore explained this to the management team, and management wholeheartedly supported the Peer Group and peer training.

The Peer Group then began an intensive three-day training on the role of a peer. They were allowed to attend this training on company time. Over the course of the three years it took to close the facility, peer training was held numerous times. Schore provided peer training to the Agrium peers on two different occasions, and Shawna Harper, Rapid Response coordinator, provided regular refresher peer training.

### **Role of a Peer Support Program**

The goal of a peer support program is to develop a support structure to assist workers who are going through the difficult transition period of rapid change and uncertainty that follows job loss.

Peers serve as a bridge connecting workers to dislocated worker program services through outreach, recruitment and on-going program follow-up.

Peers are experts on the specific conditions in the workplace, how to effectively identify the needs of co-workers and ways to meet those needs.

Peers also play a vital role in planning, developing service delivery systems, and in providing on-going feedback on program effectiveness. Their knowledge of the workplace and the feedback they can provide allow for modification of program services to make them more effective. Throughout the program, from design through implementation, peer support staff play a critical role in linking their co-workers with DOLWD staff, service providers and the union.

While peers play a major role in helping people deal with the layoff experience, it is also important to recognize the limits of their role. They are not professional service providers, therapists, or social workers. They are the para-professional support staff that makes the work of the professional staff more effective.

Peers serve as a comfortable connection between workers and the various DOLWD programs. They help to demystify the programs and maximize the use of services. They are a source of program information, a friendly face, and a friendly ear in a difficult time. On a personal level, peers are able to validate what people are feeling, break down isolation, help people initiate the planning process and help overcome resistance to re-training/re-employment opportunities.

**Peer support activities include**

- program outreach
- acting as a rumor-control center
- facilitating workshops and groups
- referrals to community agencies
- helping workers understand the impact of dislocation
- helping workers deal with denial
- affirming the basic strength and dignity of co-workers
- validating feelings
- assisting in problem solving
- helping people make the transition through the change cycle
- advocate for the worker
- program liaison and monitoring progress
- providing social support
- early intervention and prevention
- providing clear and accurate program information
- advising workers on how to access services

One of the many unique services offered by the peer workers was assisting their co-workers with obtaining Social Security cards. Many of the former Agrium employees had been working in excess of 20 years and never needed to utilize their Social Security card. Employers routinely require new hires to show their Social Security card and many of the DOLWD programs required copies of a Social Security card.

In the Kenai area, Social Security Administration representatives would visit the community once a month during regular work hours, which made it difficult for Agrium employees to visit the office. Peer workers set-up a system to help workers get their Social Security cards replaced. They provided workers with the proper forms; the workers then completed the forms and attached their driver's license. A peer worker would take the stack of forms and driver's licenses to the Social Security representative who would then process the forms and return the driver's licenses. The peer would then go back to the Agrium

facility and return the driver's licenses. In a few weeks, the employees had a duplicate Social Security card. This was affectionately known as "Social Security Card Runs."

Peers are helpers and facilitators. They are able to take service one step further. Peers can do what Department of Labor employees cannot and the Social Security card runs are a prime example.

### Effective Peers

Peers are helpful in contacting laid-off workers and setting up appointments, but their real value is dealing with workers who have a hard time using program services effectively. Dealing with these workers may take more time than professional staff has available. Through personal contact, advocacy and support, peers make sure these workers do not fall through the cracks.

This allows professional staff the time to work with participants who are ready to move into training or into job search. In this model, peer support staff use their expertise and knowledge as part of the service delivery team. The bottom line is that peers are a friendly face and a source of social support, and they take the time to talk to their co-workers, ask what they think and how they feel. They are empathetic and are caretakers.

### Peer Newsletter

In an effort to keep employees informed about program services and what is new with the Agrium transition, the Peer Newsletter was created. The Peer Newsletter began in the spring of 2005 and distributed bi-monthly. Agrium supported the Peer Newsletter by paying for staff time to create the publication and paying all printing and mailing costs.

Since a layoff affects the entire family, the Peer Newsletter was sent to everyone's home. By sending the newsletter to home addresses, it helped ensure that family members were aware of the circumstances surrounding the layoff and provided program information and contact numbers for family members to use.



### **On-site Job Fairs**

The peer group worked with Agrium Human Resources to organize on-site job fairs. Again, Agrium was proactive in helping the employees' transition into other jobs. Companies such as BP Exploration, Arctic Slope Regional Corporation, and Renewable Energy Corporation of Moses Lake, Washington were a few of the companies brought in to speak to employees about employment opportunities.

These particular companies had job openings that required similar job skills of those acquired by the Agrium workers. The majority of the job fairs happened during the last three months prior to the December 2007 layoffs. These employers were screened to "actually have jobs to fill," and job interviews were scheduled and conducted at the plant. A number of Agrium employees were able to successfully obtain jobs with these companies. This action successfully reduced the number of impacted workers in the 2007 layoffs due to attrition.

### **Training Classes**

With the best interests of the staff in mind, Agrium Management was very open-minded and allowed training classes to be held at the KNO facility on a regular basis. These classes provided the workers with necessary certificates to qualify for positions with other companies. Over the years, much of the required internal safety training that the Agrium employees had received was not documented with an industry standard certificate. Bringing in trainers that produced industry standard certificates — such as the North Slope Training Certificate (NSTC), which is required by all contractor staff that work in the oil and gas industry on Alaska's North Slope, and the Cook Inlet Training Standard (CITS), a certificate required by most of the oil and gas industry employers located near the Agrium KNO facility — were provided and helped the workers document their safety knowledge and make them eligible for hire with many local employers. Each of these certificates would normally cost about \$300 per person. Agrium negotiated with the training provider and paid for the tuition of these training programs, and they were held at the plant at varying times so that workers could attend during their off time.

# Agrium Transition Center

Due to the sheer number of workers being laid off as well as the obstacles surrounding this layoff, such as trying to replace high wages, dealing with an older workforce and workers with specialized job skills, it was determined that a Transition Center was appropriate for this response.

Agrium and DOLWD partnered together to set up and staff the Agrium Transition Center (ATC). The ATC consisted of three staff: two Agrium peers and one Alaska DOLWD Career Development specialist.

Interested Peers applied and interviewed for the paid, post-layoff peer positions in 2007 when the announcement of the plant closure was final. One peer position was full-time and the other was part time. Both of the peer positions were employed by Agrium, and the Rapid Response coordinator made a deliberate effort to place peers that would appeal to different audiences in their work family and represent different groups.



## Transition Center Services

Many services were offered at the Agrium Transition Center. These included resume writing and cover-letter development, help with assembling interview portfolios, strengthening interviewing skills, assistance with researching and applying for jobs online, obtaining copies of individuals' Agrium Training Records, assistance with understanding and completing WIA, TAA, Health Coverage Tax Credit (HCTC), COBRA and UI paperwork, as well as help with getting answers to questions.

Computers, a fax machine, copier, laminator and networking job club were available. Workers also got to connect former co-workers at the Transition Center.

The Transition center offered all the basic services available in a Job Center and much more including coffee, tea, homemade cookies, and hot soup and snacks. It was a place where a worker could go and the staff knew exactly what that worker's situation



was and could tailor their assistance to every individual's needs. It was also a place where many workers went to meet with their former co-workers, where they could get the support they needed to succeed during this difficult time.

The family atmosphere of the Transition Center grew stronger each week. The doors revolved daily with former Agrium workers asking questions of how to handle all of the complexities of the layoff. They were grateful for the assistance they received, and the news spread quickly through the Agrium family. "Go to the transition center, they'll help you through it all."

### **Agrium Transition Center Staff**

The staff at the transition center consisted of two Peers and a Career Development Specialist. Don, Jeffrey and Melinda were the perfect combination.

#### **Donald Goforth Agrium Transition Center Peer Worker**



Donald Goforth worked at the Agrium KNO facility for over 18 years. His primary job title was "pipefitter," He is a very capable, experienced, highly skilled craftsman and leader in his trade. Additionally, Goforth cared about people and maintained a forthright, honest and direct approach toward everyone he dealt with. These traits quickly built respect from his peers and supervisors. His greatest contribution over his years of work was a natural progression to a very strong leadership role in Safety Culture. Goforth's ability to interface and relate to a large variety of employees at the plant, coupled with his passion for safety, brought him to a position where he was able to lead in a way that few others could accomplish.

As the facility was eventually forced to close down their operations, the workers at the plant needed to find new jobs, relocate or get training to develop marketable job skills. Goforth's abilities and caring attitude were almost instantly recognized in this new change of events.

He became the real "go-to guy" for almost everyone who needed assistance in the transition away from the job, which many had held for years. Such transitions are difficult for people to make, and often their steps and decisions have lifelong impacts. Goforth was able to assist and encourage nearly everyone. Goforth's actions throughout the years of the layoff have been incredible. He maintained optimism and provided clear instructions and suggestions for individual action plans for many, many people. Goforth was a clear choice for the Agrium Transition Center peer job.

#### **Jeffrey Laube Agrium Transition Center Peer Worker**

Jeffrey Laube started at the fertilizer plant in 1990 as maintenance craftsman in the Maintenance Department. He worked as a carpenter, process pipe insulator and equipment operator.

Laube later transferred to the operations department and worked as a board operator monitoring plant operations by watching computer screens in one of the two ammonia plants located at the site. The board operator manages all the control valves and monitors

the entire plant. Operators were responsible to know the proper ways to safely start, operate and shutdown the process facility where they worked. They were required to respond to emergencies and troubleshoot problems.



When Agrium first started talking about closing down the plant, Laube played an integral role in connecting the company with the DOLWD. He also went above and beyond by taking on the role as a subject matter expert on WIA, TAA, UI, HCTC, COBRA and Agrium's Pension and insurance programs. Many government workers, let alone a board operator at a fertilizer plant, never learn the intricacies of these government programs. Due to the fact that Laube found enormous satisfaction in providing the knowledge and guidance to his co-workers in their quest for employment, occupational training, relocation assistance and other services, he was instrumental in the success of 72 percent of the Agrium workforce being re-hired within six months of their layoff dates.

Laube had endless energy and inspired and challenged others to excel. With this, he assisted over 95 percent of the employees who were laid off in enrolling into TAA and WIA programs. Laube was the author and editor of the Peer Newsletters and regularly facilitated meetings between his co-workers and program representatives.

His co-workers found great comfort in knowing that if they had to deal with the UI office or Agrium's insurance provider, Laube was there to help them through the process as well as interpret the government speak into every day, understandable terms that was tailored to their life situation.

### **Melinda Gates** **DOLWD Career Development Specialist II**

Melinda Gates had worked for the Alaska DOLWD for four years as an Employment Security specialist. She first met many of the Agrium workers through trips to the plant to assist with resumes and interviewing skills.

Prior to the Transition Center opening, recruitment was held for a Career Development specialist to work full-time in the center. Gates enthusiastically applied for the position and was hired. She jumped in with both feet and took on a caseload of more than 100 recently laid-off Agrium workers. Gates was quick to build rapport with her customers and prove to them her dependability and reliability.

Gates also had a history of self-employment and had developed a strong customer service work ethic. She lives her life with a passion to help others be happy and successful. Her positive, cheerful attitude is contagious and certainly was an asset to the former Agrium employees. She takes great pride in helping each of her customers realize how much they have to offer the world. In Gates, many disheartened former Agrium employees found someone to listen to their current



issues and help them achieve their goals.

Her passion to help the former Agrium employees find employment, regain their self-confidence and further strengthen their career is what made Gates the best person to work in the Transition Center.

### Furniture and Equipment

The ATC equipment and supplies included a warm and inviting reception and



gathering area, complete with sofa, love seat and overstuffed chair. This area was utilized daily for visiting and collaborations among the former Agrium employees that congregated at the ATC.

This allowed the camaraderie that had developed through 20-plus years at the plant to continue.

Three research desktop computers, three wireless laptop computers and a photocopier were available

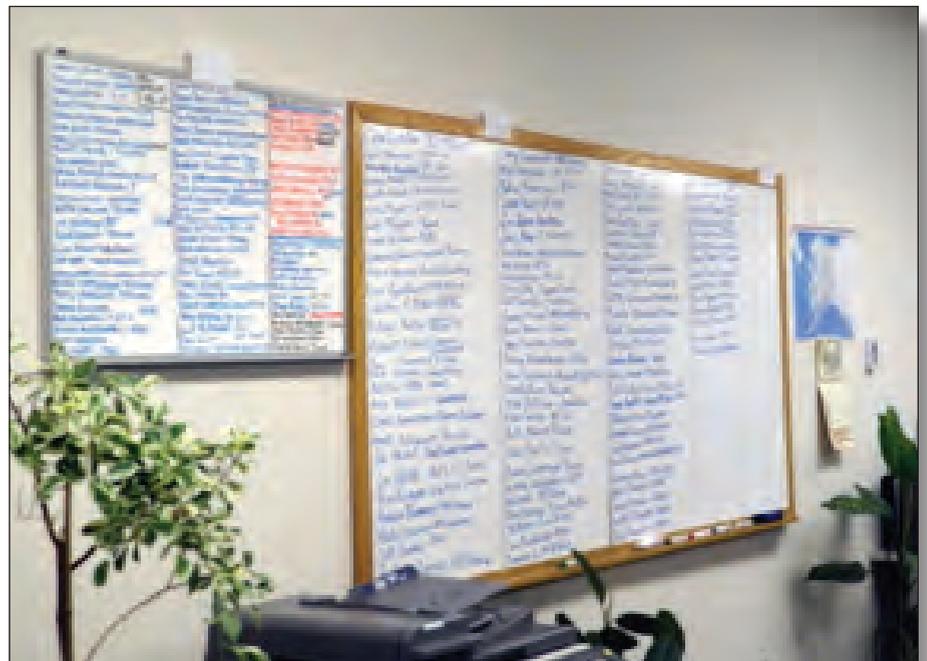
for the laid-off workers to use in seeking employment, working on their resumes and filing for Unemployment Insurance.

Also in the reception area, was the refreshment table with a coffee pot, hot water, cocoa and tea. The back of the center held a private conference room where a weekly networking club was held.

Four cubicle offices housed the three Transition Center staff, complete with standard office computer equipment. The extra cubicle was used by visiting dignitaries from Central Office in Juneau or local Career Support and training staff.

The best attention-getter in the Transition Center was the "white board."

To make it onto the white board, one must



gain employment. The white board was a large board that showed where each former Agrium employee found a new job. This included their name and the name of new company for which they were working.

As time passed, more names made it onto the white board. The white board became the first place everyone would go when they walked into the transition center. The most common saying when someone walked in the door was, "Who's the latest on the board?" This offered a way for the workers to keep connected with their former co-workers and to network with the new potential employers.

### **Networking Club**

Networking Club was held every Wednesday at noon. Many of the former Agrium employees would come to the center to eat lunch together and talk over job opportunities. Often, even the newly employed former Agrium employee would come in to let others know that job openings would soon be posted by that person's new employer.

Other benefits from the Networking Club came from motivating the unemployed to leave their homes and get out and see their former co-workers, eat and laugh together, and know that they were not in this situation alone.

Some gift cards (e.g. Home Depot \$25 gift cards) were donated by Agrium, and these were given out to former Agrium employees who facilitated a topic at the Networking Club. Some provided "how to do something" lectures and others provided information on "how to save money." It was a great diversion to get people to come in and network about job opportunities.



### **Peer Support**

The peers kept a list of every worker at the plant. They knew exactly how and when they last checked in with that worker. The goal was that "no one fell through the cracks." Emails were sent, phone calls were made and everyone was contacted on a regular basis to ensure they were doing OK. Some of the workers went through very difficult times due to deaths in their family and other circumstances beyond their control. The peers made sure every worker had the support they needed to move through difficult times, even if it meant taking late-night phone calls or meeting somewhere outside the Transition Center after hours.

The peers scoured lists of job openings, and would send emails to every worker advising them of the opening and how to apply. This proved to be extremely beneficial to workers who had located temporary jobs, as well as those workers who were still seeking that next job. Many workers did not have the time to dedicate to such an extensive search and could count on the peers to let them in on the next lead.

## Soup & Salad

Agrium provided the peers with the means to procure food items for the transition center. This ensured that each laid off worker was met with a smile, a hot cup of coffee, tea or cocoa and fresh-baked homemade cookies. While working at the Agrium KNO, work groups would have "feeds." The Transition Center offered lunch each day continuing with the Agrium philosophy that sharing meals ensures family togetherness. The former Agrium employees soon came to realize, meeting for lunch at the center was "where it was happening!" They began to tease each other about meeting at the "soup kitchen." The menu consisted of a variety of lunches. Menus included hot soup, deli wraps, salads or veggie burgers, with all the condiments imaginable. Cheese, crackers and dip were also a daily occurrence. During the winter months, the hot soup was always in demand changing to the more summer hearty lunches as the temperatures rose.

The Peer Newsletter often featured soup recipes served at the Transition Center. Chicken Chili Verde was an Agrium Transition Center soup favorite.

The lunches became the focal point for many of the laid-off employees' days. It was helping them adjust, face reality and being able to talk about it all over the lunch table. The bonding that happens around the "family table" was growing each day. This became more apparent as time passed. Former Agrium workers who had found a new job would continue to stop by for a chat, lunch and give inspiration to those who had not yet found employment.

The coffee, cookies and soup lunches were funded by Agrium. Agrium set up a procurement credit card to give the peer workers some funds to use to buy supplies. This procurement card had a total two-year spending limit of \$18,000.

### Agrium Support for Transition Center

The Rapid Response Program shouldered the cost of setting up the Transition Center, including the purchasing of the furniture and equipment. However, there were many costs that Rapid Response could not pay for such as coffee, bottled water, food items, paper towels, first aid kits, cooking utensils, plants, paintings, a refrigerator and many more incidentals that Agrium provided. They kept the peer workers on the payroll at their former rate of pay as well as provided benefits.

It is never easy to soften the impact on the workforce dealing with a plant closure. However, if a plant closure or lay-off is unavoidable, most of the employees feel that Agrium, through support and open honest communications made the best of a bad situation.

# Project Conclusion

## Agrium Plant Manager Perspective

Bill Boycott joined Agrium as the general manager of KNO in June 2003 and remained in that role until June 2006. Boycott proved to be a strong leader in a time of stress and uncertainty and was highly respected by all of the workers for his open and honest dialog with them.

During Boycott's tenure at the Kenai facility, Agrium was forced to make the difficult decision that plant operations would cease due to constraints on the availability of natural gas. It was initially believed that this would occur in 2004. Ultimately the plant ran, with some outages due to gas curtailments, until early 2008.

Boycott provided the following comments regarding the process of the company sharing information with employees and the quality of operations through a period of uncertainty.

"It was my strong belief, as the senior company representative in Alaska that the employees deserved to know the projected status of our operations to the greatest extent possible within the limits of inter-company confidentiality requirements. I also believed, that armed with this information and the knowledge that the company was being forthright with its employees, the organization would be in the best position possible to maintain a safe and efficient operation. To that end, the following was undertaken:

I personally endeavored to visit every control room and maintenance shop at least once a week and ensure that I caught every shift on every rotation. To the extent that I was traveling and was unable to do so, I asked my Production Manager to ensure that he did this.

The goal was to ensure regular informal communication with all employees and achieve a high degree of transparency in the Plant Leadership team.

Regular "town hall" meetings were held with employees to more formally communicate not only the status of the pending shutdown, but also to focus the employees on what we were doing well to deliver on our goals. We recognized that the gas situation was largely out of the organizations control so we focused on what was in our control, the safety and integrity of our operations and the profitability of our business.

A plant website was set up to keep news items and status issues current with employees.

We worked with the department of labor to establish a smooth transition for employees leaving the organization as operations were reduced and ultimately shutdown.

An employee driven safety initiative was launched.

Creative incentives were instituted to reward employees who chose to remain and contribute through this period of uncertainty. We went out of our way to celebrate success.

So what was the result? In short, the plant experienced the safest most efficient years it had seen under Agrium, and I am told under previous ownership as well.

Despite changes in gas forecasts, cold weather outages, and extreme uncertainty plant personnel performed at incredible levels. The plant improved in all areas of operational measure, even to the point of finishing the last full year of operation without a recordable injury. This was the only time in plant history that this had happened. This occurred due to the performance of a skilled, motivated, and unified workforce. Employees who could not even be guaranteed that they would have a job at the end of each year.

The key items learned for me were:

- I was very fortunate to have the privilege of working with the employees of KNO,
- If you are forthright with people and treat them fairly, they will follow you even in the face of great adversity.

Those of us in business leadership roles have a duty to our shareholders. We also have a duty to our employees. It is my strong belief that our duty to our shareholders is best served by a motivated, unified workforce. I believe that this is best accomplished with forthright leadership and a strong commitment to communication.”

### **DOLWD Prospective**

Alaska generally does not have very many large layoffs and may average one WARN notice every two years. The Agrium layoff was devastating to the workers and the communities in which they resided.

This project was very successful in helping the workers and communities weather such a downsizing. There were many hurdles, including an aging workforce with limited transferrable skills and limited employment opportunities in the area for the workers specialized skills.

What made this project successful was the contributions and support from Agrium as well as a dedicated Rapid Response and Career Support and Training team located in Kenai. The outstanding peer and Transition Center staff were an integral part of the response. The Transition Center staff was recognized by DOLWD Commissioner Clark Bishop with the following letter of appreciation:

“Don, Jeffrey and Melinda,

I am addressing this letter to all three of you as it was your team effort that made the Agrium Transition Center a success. I know you spent over two years working with the Agrium workers who were going through a very difficult layoff. You worked in concert and your various strengths resulted in a system where unwavering support, guidance and empathy was provided to aid these workers in moving through this process.

Don, you spent countless hours scouring company websites statewide and nationwide in order to provide a list of available jobs for these folks to apply for. You

spent time at both the plant and in the transition center listening and being that friendly face while lives were in turmoil. You provided endless encouragement which eased apprehensions and helped them to know that it would get better. Phone calls made to workers regarding job leads, or just to check up on their well being was an everyday occurrence for you. You kept the cookie jars full of homemade cookies and kept the positive attitude flowing.

Jeffrey, you learned the intricacies of every state and federal program available to help laid off workers. You helped navigate complex and daunting systems including advocating for your fellow workers with the health care tax credit office, the internal revenue service, pension plan representatives and insurance providers, just to name a few. You did an excellent job of turning the complex language and systems of government programs into understandable terms and processes. You used your talents to create quarterly newsletters and went above and beyond the call of duty by doing social security office runs and completing the ongoing task of keeping the cupboards full and the soup homemade and hot.

Melinda, you started with this group in a new capacity as a Career Development Specialist. You were tasked with learning your new job in one of the most stressful, anxious environments possible. You took on the task with vigor and never once questioned your decision to take the job. You case managed and made hundreds of phone calls on behalf of these workers, spent endless hours practicing interviewing and coaching them, tailored countless resumes to each job they applied for and most importantly, provided never-ending encouragement and had a smile for each of them as they came in the door.



Don Goforth, Jeffrey Laube and Melinda Gates

All three of you worked as a team and developed lifelong relationships with the Agrium workers, their families, and each other. Thank you for providing the kind words, the strong handshakes and gentle hugs they needed as they navigated through rough times.

I truly appreciate the outstanding work you performed at the Transition Center. You have made me and this entire Department proud. Thank you for your commitment and dedication to this project.

Sincerely,  
Commissioner Clark Bishop"

# Challenges

## Some Programs Just Don't Play Well Together

The Agrium plant closure brought up an issue that was a triple whammy to some of the laid-off employees. Most of the former employees were in need of medical insurance. Agrium has a policy that states: "For an employee to be eligible for the Agrium Retirees Medical plan, the employee is required to start drawing their pension retirement annuity from Agrium when their employment with Agrium ends."

If workers elected to not take the annuity, they discovered they would **never** be eligible to use Agrium's Retirement Medical Plan. Several former employees were in desperate need of medical coverage with no alternate options available in the market place due to pre-existing conditions, so they elected to accept the Agrium retirement pension annuity, in order to be eligible for the Agrium Retirement Medical Plan. Then to their surprise, when they filed for Unemployment Insurance, they found out that UI categorizes this annuity as a retirement income, which is then deducted from their UI benefits.

The result:

- There were employees that were not ready to retire but lost their jobs to a plant closure.
- Due to pre-existing medical conditions, they were not able to find affordable insurance in the market place.
- Even though they were not ready to retire, they were forced by Agrium's policy to start their retirement annuity to be eligible for the Agrium Retirement Medical Plan.
- When an Agrium Retirement Annuity is started early, it also results in a five-percent decrease for every month an employee receives it prior to them turning age 65.
- These employees were not eligible for the HCTC as retirement medical plans do not qualify for HCTC.

Most people feel that the reasons behind the rules that caused the former Agrium employees to experience the above situations were not the original intent of those who made the rules. However, without changes to UI, HCTC or some company policies, future laid-off employees may experience these problems.

## TAA Observations / Recommendations

Overall, TAA went smoothly. However, there are a few recommendations for the health care tax credit:

### Medical insurance

A few of the former Agrium employees signed up for private health insurance at least 30 days prior to their lay-off. These proactive people had long term training plans in mind and on average, were paying almost half the cost of what COBRA would cost them after their layoff date. It was frustrating however, because these individuals were already covered by health insurance from Agrium. Due to the HCTC requirement to have a policy established 30 days prior to claiming HCTC, if a worker wanted to be able to utilize a less expensive option than COBRA while having it be eligible for HCTC, they had to start that new policy prior to their layoff date.

## **COBRA**

The COBRA payment receipts generated by Agrium, which is a self insured company, were a casually written letter stating that the payment was received for a given month. The IRS and the HCTC office required a more sophisticated bill with:

- name (or name of the policy holder),
- name of your health plan,
- monthly premium amount,
- dates of coverage and
- your health plan identification number(s).

Convincing the Agrium Human Resources department, located in Illinois, that a more complete and comprehensive bill is required for reimbursement was not easy.

Just a few months later, Agrium contracted out the COBRA, so the payments that were arranged to be made by the HCTC office, were to be made out to a new payee. New forms needed to be filed by each of the former employees that were using the monthly payment HCTC plan. Confusing.

An HCTC suggestion would be to allow people to change insurance. Most of those that used this HCTC benefit used COBRA. There were many policies that cost less than COBRA. If an employee would have been allowed to switch to a cheaper health insurance plan, it would have saved money for both the unemployed and the HCTC office that funded between 65 to 80 percent of the premium.

### **Unemployment Insurance (UI)**

Out of all the DOLWD programs utilized by the Agrium workers, they reported they had the most difficulty with collecting Unemployment Insurance. The average length of employment at Agrium was over 18 years. Almost all of the former Agrium employees had never received any unemployment benefits in their life and trying to collect them now was a learning experience.

Many had issues with collecting their unemployment while traveling in search of work even though they knew they were to report work searches, and they did. Some were caught in situations where they were traveling to seek work and did not receive mailed notices that they were chosen for re-employment services. They were then denied benefits, as they had not performed the required orientation, which they did not know about as they were in travel status seeking work. Others were denied for conducting only one in-person interview even though they understood one in-person interview fulfilled the minimum UI requirement.

### **Agrium Human Resources**

It is important to understand, both the company benefits and the DOLWD programs and how they interact. With Agrium, the Human Resources Department understood the company benefits well, and the DOLWD representatives understood the DOLWD programs. Problems arose, because choices made with each of the company benefits could impact the DOLWD benefits. The company benefit experts did not caution the employees that their personal choices could have ramifications on the DOLWD programs that they were planning on using. The Rapid Response peer workers took time to learn both the company benefits (i.e. pension options, retirement medical) and helped counsel employees to make an informed choice.

# Lessons Learned

One of the biggest lessons learned was that when a company is faced with a layoff or plant closure, keeping the employees informed is a good thing. The open, honest communication helped both the company and the employees work together on many fronts. Management and employees worked together on staffing needs throughout the layoff process. Some employees volunteered to take time off and management was open to employee suggestions and recommendations. The company worked with other employers who were looking for the skill sets possessed by the Agrium employees to interview and hire them so new jobs could coincide with layoffs.

The closing of Agrium was no surprise. The first time the closure was announced was in December 2004. The first forced layoff occurred in December 2007. This gave the employees time to plan how to transition to a new job and make better choices with their budgets. People had time to get their cover letters and resumes ready, and the Peer Group helped by scheduling professionals to spend time at the facility to assist employees. Interviewing classes and mock interviews were also held. Agrium management supported these activities allowing the Peer Group to hold informational meetings and allowing the employees to meet with the employment specialists during work hours.

The benefit of all this was that the employees focused on work. Prior to the Peer Group bringing in professionals in to assist them, the employees were using their time at work to try to figure out their next move. Much of the work at Agrium is inherently dangerous and to have your mind on all the struggles of finding your next job, instead of the task at hand, could impact the employee's safe work practices. Management and DOLWD staff extending the support and help to the employees to plan their job transitions may have contributed to the fact that the number of accidents at the facility from 2004 through the plant closure was at an all time low.

Offering the on-site meetings to employees on the DOLWD programs was a big help. Explaining programs like UI, WIA, TAA and COBRA helped many of the employees make good choices that worked with their situation.

When staffing the Transition Center, good choices were made. The staff was knowledgeable and helpful, and each possessed complimentary talents. This group had personalities that worked well together and cohesively helped the former Agrium workers. Having staff who get along, work well together, understand the programs and appeal to various worker personalities added to the success of the Transition Center and the project as a whole.

# Outcomes

The Agrium Transition Center (ATC) and Peer Project ended Dec. 31, 2009. Of the 173 workers laid off since the inception of the transition center, 100 percent received ATC staff assistance.

Of the 173 workers laid off:

- 130 have been re-hired into full-time work
- seven have opted for seasonal work
- 23 workers are older workers over age 58 that are still seeking work. They are in a situation that if a suitable job opportunity becomes available, they will work. If not, they have the finances available to transition into retirement.
- nine workers are in training
- four other workers remain unemployed and are actively seeking work

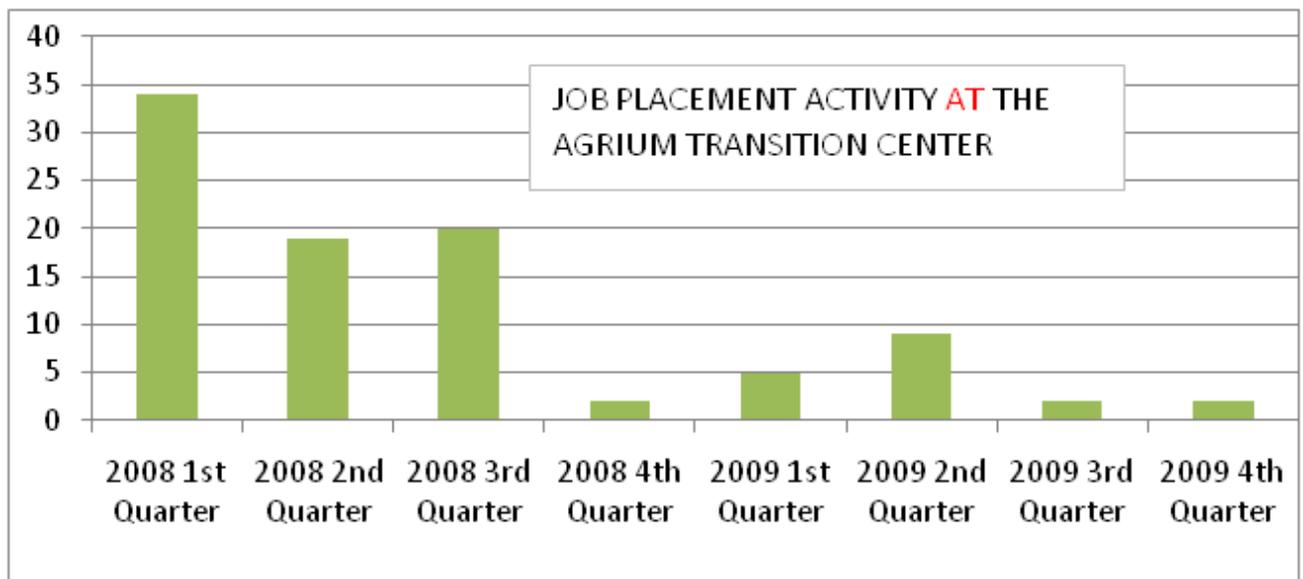
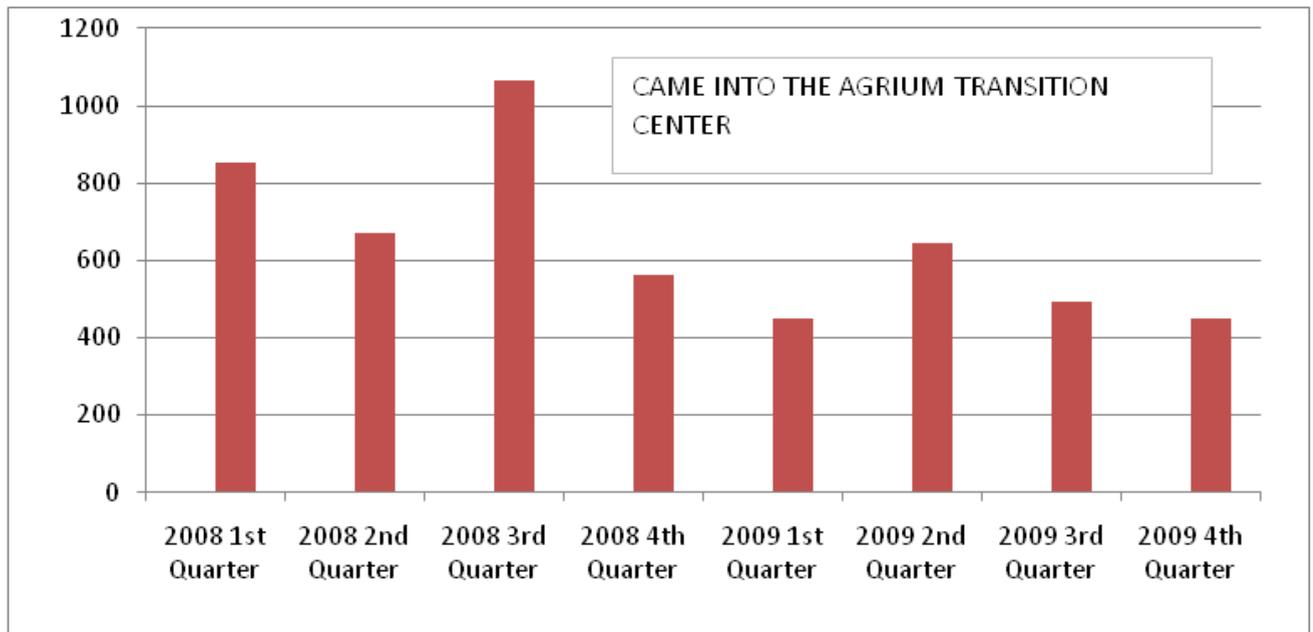
Three employees remain employed at the Agrium Kenai Nitrogen Facility. No additional lay-offs are expected.

It is important to note that out of all the workers who are re-employed, only 41 percent have found employment that reached 80 percent or greater of their Agrium wages at layoff. This is not surprising, based on the high wages Agrium workers earned. Also during this time, the economic down turn resulted in the highest nationwide unemployment rates in 26 years. During the past two years, many of the former Agrium employees have been working in temporary positions. Another struggle was and continues to be placing people in new jobs as fast as temporary positions end.

The Agrium Transition Center closed its doors Nov. 30, 2009. The staff transferred over to the Career Support and Training Services office in order to help the remaining workers connect with services offered through the Alaska Job Center Network. Peer workers Jeffrey Laube and Don Goforth ended their peer employment on Dec. 31, 2009. Goforth is actively seeking work and hopes to officially retire in the next couple of years. He still keeps in touch with his former co-workers and regularly checks in with the ones that need that friendly voice.

Laube is working full-time at Kenai Peninsula College (KPC) as a professor teaching Process Technology. In true peer worker fashion, he also is helping his students prepare for future employment by coaching them on how to write resumes and interview for jobs. Melinda Gates is stationed at the Kenai Career Support and Training Services office, where she continues to work with some former Agrium workers and is now extending her talents to other workers who need career support and training services.

The furniture and equipment were redistributed to other job centers around the state. The final Agrium Peer Newsletter included many contact numbers and potential employer web addresses to use as a resource for former Agrium employees employment endeavors.



Staff Assistance	100%
Funded Training	25%
Funded Relocation	11%
Funded Job Search	58%

Replaced Wages > 80%	41%
Employed Still Seeking	20%

Obtained Employment	75.1%
Seasonal Job	4.0%
Older Seeking *	13.3%
In Training	5.2%
Total	97.7%
Unemployed Seeking	2.3%

\* These are the older workers (over age 58) who, if suitable job opportunities do not become available, have finances to transition into retirement.

# Agrium Transition Center Customer Comments

The closing of the Agrium Transition Center at the end of November will be a sad day for me. It is a place where peers who got laid-off because of the plant closure could meet and look for a new job. A place to have a cup of coffee with a cookie that Don baked is a lift to the spirit.

I think the Department of Labor has a hit with response peer projects and transition centers. The people who work there are good at what they do. Knowing the people they are trying to help is a big plus also. I thank the Transition Center team for all their hard work. — Charlie-K

• • •

Thank you for all you have done at the Transition Center. The support provided by you (Jeffrey Laube), Don Goforth and the Alaska Department of Labor has been beneficial to a number of former Agrium employees. — Lisa Parker

• • •

I would like to state for the record that the existence of the Agrium Transition Center has been of tremendous assistance to my family and myself. Thank you to Agrium and to the State for funding this. I believe it was money well-spent. — Mike Gahr and Family

• • •

Dear Agrium Transition Personnel,

My husband, Rodney Reynolds, and I extend our gratitude and appreciation for the Agrium Transition Center and especially to Melinda Gates, Jeff Laube and Don Goforth. The closing of the Agrium Plant in Nikiski, Alaska, created the loss of jobs for several community members and ensuing hardship. Through the efforts of the Transition Center, my husband and I were able to find work. More importantly, they provided much needed moral support.

- Rod and I feel the most valuable assistance given to us was:
- Knowledge of resources available during a job lay off and how to access assistance
- Positive encouragement and moral support
- Job skills training

Ten months after the Agrium plant closure, Rod received training to work an asbestos abatement job for six months.

The Agrium Transition Center facilitated the training for this job in every way possible - providing a training facility, providing funds for this training, and providing moral support. He was able to work this temporary job for six months, and we are both grateful.

The most valuable aid given to me involved rewriting of a resume geared to each position I applied for, interview skills training given by Melinda Gates, and the financial support offered through the State of Alaska and federal money. Melinda taught me how to update and rewrite my resume by emphasizing a specific skill set and understating my age. This is important in the current job market. Role playing interview skills was essential. There were over 28 candidates for my current job as an Administrative Assistant with Crowley Petroleum Distribution, and several were younger than I. My supervisor said the reason I landed the job was due to my skills and experience, but especially the interview and thank you note. Without Melinda's training, I know I would not have done as well. It made the difference.

Our experience with the transition center included assistance to travel for job interviews, helping with needed eye glasses, interview skills, resume writing, and continual job notification. Bottom line — through the most difficult times of this experience, it was the one place where we could comfortably express our personal concerns and unconditionally receive help. The federal government funds several programs that could be deemed wasteful. This program is well worth tax payers' money. It puts people back to work, back to helping our economy and back to personal self-esteem. — Rodney and LuAnn Reynolds

• • •

I would like to offer a comment on what this program did for me. This program helped me very much. I have not had to write a resume in ages and was not up on what employers wanted to see on one. This program helped me make a resume that sold me and showed my skills in a way that I couldn't have dreamed of on my own.

With the help of the center, I was also shown how to properly interview for a job (which was probably the most stressful thing I have ever done). The people at the Agrium transition center were always willing to help in every way possible and were always smiling and in a great mood. I had every question answered right away. You all helped me get my move to Washington in order and you did everything for me but actually put my belongings on the truck. If this program would not have been available, I would have been lost, not used my benefits to the fullest and at the time would not have been able to financially leave Alaska without your help.

The transition center was a great place to go and get information on jobs, school opportunities and just to catch up with others from Agrium and have a hot bowl of Jeff's soup of the day. It was a relaxed atmosphere with friendly, knowledgeable folks who just wanted to help and see we all made the transition from Agrium to the future with as little stress as possible and I have to say that you all succeeded greatly. I want to personally thank every one of you there and I hope that you all get the opportunity to help others like myself in the future. This was and is a great program and helps all who want the help and have the ambition to help themselves. — Dan Watt

• • •

This project has been an amazing boost of morale to my family and co-workers in a time of transition. This program started us out on the right foot to face the challenges that were about to engulf us and closed as a total recovery of our Alaskan preservation and livelihood. What a great bunch of talented, professional and social people to be dealing with in a situation like this!! I would highly recommend this type of a program to any agency considering layoffs. If anyone has any questions about future programs feel free to contact me at 907-262 2539 or cell 208-596-1770. Thanks. — Tom Bloomfield

• • •

When the Agrium plant closed, I was offered the opportunity to be retrained in a field that I had aptitude for. I did not know that I had an aptitude for technology until I took a placement test that they offered. I was interested in learning something new and possibly changing careers so they helped me get enrolled in the needed classes at KPC. After the spring semester at KPC was over, (I made the dean's list!) I wanted to learn more about this field of study and they helped me to get enrolled in AVTEC vocational school in Seward Alaska. I excelled in this course also. For the entire 24 months that I have been working toward becoming an I.T. tech the Agrium Transition Center has been there for me to go to for questions, support, encouragement, and assistance. I am now actively seeking work in the I.T. field and am scheduling interviews with perspective employers. I know for a fact that I could not have accomplished this without the help of all the people at the Transition Center. Melinda Gates, Don Goforth and Jeff Laube will have my everlasting gratitude for all that they have done to propel me towards my goals. — Steve Mapes

# Appendix

## Forms

In the Forms Appendix includes copies of the forms utilized to track the progress of the Transition Center.

**Checklist** — This form was used to provide an organized method for customers to get all the paperwork completed, as well as refer them to various agencies for additional assistance. This form helped the customer have a discussion with the agency representative about all available services and to let them know which service will work with their plan.

It covered:

- Agencies to contact
- Decisions to be made by the customer
- Forms that needed to be filled out
- A discussion of timelines
- A discussion of options
- Customer and agency representatives used this form as a reminder

**Help Sheet** — This form was used to track the daily activity and use of the Transition Center. This data was then entered into a spreadsheet for documenting the Transition Center data. The following data was tracked on this form:

- Who came into the Transition Center
- Who called
- Referrals to other agencies
- Assistance (this could be help with a resume, an agency, computer searches, etc.)
- Off-site contact
- Written (any letters that are mailed out or sent to the Transition Center)
- Emails
- Jobs (any time someone starts a new job)
- Relocation (when someone moves to a new location)
- Job search (this was used to track times that agency money was spent to help someone do a job search, such as travel expense, interview clothes, etc.)
- Training (this was checked the first day a customer started any training)

**Individual Employment Plan — Supplemental** — This form was developed specifically for workers who were having difficulty finding their “Plan A” job, helping them consider a “Plan B” option. It eventually expanded and became used with other WIA customers who were experiencing the same difficulties. Often, this form was helpful in initiating discussions on “Plan B” ideas for re-employment. Things that were discussed included:

- Alternate employment goals

# Appendix

- Income goals
- Assessment update
- Resources
- Unemployment end date
- Additional training needs
- Additional support needs
- Resume ready for Plan B
- Other considerations

**New Job hiring information** — This form was used to track the details of a worker's new job:

- New employer
- Start date
- Salary/wage
- Hours per week
- Benefits
- Job title
- (And if the job is temporary or permanent)

**Success story information sheet** — This form was used to collect data so a success story could be written about a worker. Photos of the worker were obtained, and photo releases were collected. This form helps to document the services that the customer needed, such as:

- Resume and cover letter assistance
- Interviewing assistance
- Training assistance
- Relocation assistance
- Job Search assistance
- Supportive services
- ALEXsys assistance
- Transition Center equipment used
- Special help

## Newsletters

In the Newsletter Appendix are copies of all the newsletters.

## Success Stories

In the Success Appendix are copies some of the success stories as people transitioned to their new careers.

# Appendix

## Check List

### Make decision on health care

- COBRA
- Private
- Spouse
- ACHIA
- Health Care Tax Credit

### Unemployment

- Freeze
- Open claim after laid-off

### ALEXsys

- Set up ALEXsys account
- Make sure resume is ON-LINE

### 855 TAA waiver

### Fill out WIA Packets

- Social Security Card
- Drivers License
- Lay-off Letter
- Resume
- (Vets DD-214)

### TAA Time Limits

- Job Search
- ATAA
- Relocation
- TRA –Training
- No TRA Training
- File Monthly Paper Waivers

# Appendix

Date \_\_\_\_\_

**AGRIUM TRANSITION CENTER LOG**

	Came In	Calls	Referrals	Assists	Off site	Written	email	Jobs	Relocate	Job Search	In Training
1											
2											
3											
4											
5											
6											
7											
8											
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25											
26											



# Appendix

## NEW JOB HIRING INFORMATION

Name: \_\_\_\_\_

Employer: \_\_\_\_\_

Start Date: \_\_\_\_\_

Salary/Wage: \_\_\_\_\_

Hours per week: \_\_\_\_\_

Benefits: Yes / No

Job Title: \_\_\_\_\_

Staff Initials: \_\_\_\_\_

# Appendix

## Success Story Info Sheet

Name \_\_\_\_\_

Start date (as a contractor back at the plant) \_\_\_\_\_ / \_\_\_\_\_

Start date as an Agrium/UNOCAL employee \_\_\_\_\_ / \_\_\_\_\_ → \_\_\_\_\_ / \_\_\_\_\_

Department: \_\_\_\_\_

Resume Help

Job Search Assistance

Interview Assistance

Supportive Services

Training Assistance

ALEXsys Assistance

Relocation Assistance

ATC Equipment use

Assisted with:

---

---

---

---

Special Services provided:

---

---

---

---

Employed by: \_\_\_\_\_

Position: \_\_\_\_\_

Location: \_\_\_\_\_

Additional *pertinent* information:

---

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# Appendix



August 2005

## Peer Newsletter

### Agrium Finds Gas — How Will That Effect Me?



#### Inside this issue:

Time Line	2-3
Start you own Business	2
Health Insurance	2
Inside Story	3
Verteran Benifits	3
Recipe—Cookie	4
Peer Group	4

#### Stay on task:

- Freeze your wages six months before you are laid off.
- Stick to a budget to help your plan work should you get laid off.
- Figure out your plan of action should you be laid off. Include retraining possibilities since WIA & TAA funds could make retraining a real option.

Agrium Inc. has negotiated an agreement with Cook Inlet gas producers to supply its Nikiski fertilizer plant with enough gas to keep the facility operating until November 2006. Here is how that will impact the WIA (Workforce Investment Act), TAA (Trade Adjustment Act) and UI (Unemployment Insurance) benefits.

**WIA** There will be no impact on the WIA services. Anyone who is laid off from Agrium can apply for these benefits.

**TAA** Anyone laid-off from Agrium between March 2, 2004 through April 12, 2007 will be eligible for the TAA and related benefits. Should Agrium secure gas and operate the plants beyond that date, a new TAA petition will need to be filed.

**UI** At this time the wage freeze that was done can stand. In case the company does a reduction in force in the next few months most of the employees are set with the wage freeze. As each of you get a better feel for your longevity with Agrium you should freeze your wages six months prior to your layoff. This will maximize the amount of unemployment insurance benefit to you. You can cancel a wage freeze and re-freeze your wages as long as you have not received any money on that claim.

Should the company need to do any reduction in force, the announcement of additional gas will have no impact on these services. You will need to be laid off to get these services. Agrium will first seek



**Keep current on your career plan(s). Good planning could make a career change less stressful.**

out volunteers to get laid off should the need arise. Those who volunteer for those lay off spots will not have any effect on any of the WIA, TAA and UI services.◊

### DOLWD Office At The Plant

(Department of Labor and Workforce Development)

Pascale Dillely will still maintain hours here at the plant. She will be available to help anyone work on their personal transition plan. Pascale will be at the plant on Wednesdays from 8:00 a.m. until 11:30 a.m. @ ext. 3130. If you need to meet with Pascale at a different time, she has offered to change her hours to fit employee needs. Please give her a call at her office in the Job Service Center at the Old Carrs mall @ 283-2902 to set up any special appointments. Pascale



can help you figure out what to do even if you do not have an idea yet. See her to:

- Retraining plans
- Budgeting plans
- Resume development
- Interviewing skills

Continue working on a plan should conditions change that cause the plant to close. It would be better to make plans you do not use than be caught will little time to make decisions.◊

# Appendix

## GET READY FOR THE

Done	Done	Aug 2005	Sep 2005	Oct 2005	Nov 2005	Dec 2005
 Wages Frozen  Set up budget with the family. Include the kids.	 You have a plan, and a back up plan. Like: 1. Find a job. 2. Retrain for __? 	Determine the Health care plan. Find out if you will need a physical. 	If you have not already done so, meet with Department Of Labor. (Pascale Dilley @ 283-2902 or Carolyn VanZant @ 283-2922).		If you choose the private insurance, have it start December 1 <sup>st</sup> .	

## START UP YOUR OWN BUSINESS

**Small opportunities are often the beginning of great enterprises**  
 —Demosthenes

For those of you that are considering starting your own business, a good place to start is the Kenai Peninsula Small Business Development District (SBDC) at the Red Diamond Center.

43335 Kalifornsky Beach Rd., Suite 16 Soldotna, AK 99669 (907) 262-7497 or Fax (907) 262-6762

Serving the entire Kenai Peninsula,

a Kenai SBDC counselor covers lots of ground. Offering small business seminars in Seward, Soldotna, Homer and Kenai we make sure that you have the opportunity to access S B D C expertise. Stop in



or register online for counseling and get your business moving!

Mark Gregory, director at the SBDC can be emailed at: [Mark-Gregory@borough.kenai.ak.us](mailto:Mark-Gregory@borough.kenai.ak.us). The SBDC can help you develop a business plan, develop a budget, understand government regulations, and network you with other business professionals. ◊



**Have an insurance plan**

The Wilson Agency that was scheduled to come to Agrium and do a seminar on health insurance this August has been canceled. But if you would like the insurance information packet that they hand out, Pascale has them in her office in

the operations building. So see her on Wednesday mornings.

Keep in mind that it is important to shop around for health insurance and know the lag time to sign up. If you are planning to use the HCTC you will need to be signed up for

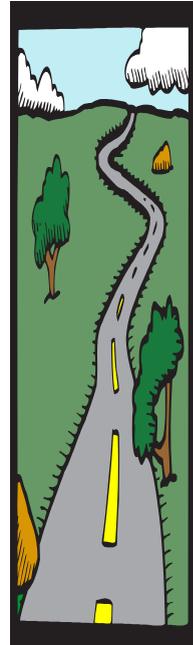


the health insurance plan you choose 30 days prior to your layoff date. Many health insurance plans only start on the first of the month. ◊

# Appendix

## PLANT CLOSURE

Jan 2006	Feb 2006	Mar 2006	Apr 2006	May 2006
Start Unemployment Claim. File TAA form 855/ waiver.		Last day to file for TAA or the HCTC and TRA benefits will be lost.		
<p><b>Have a transition plan</b>            First, say to yourself what you would be; and then do what you have to do.            These dates are based on a January 2006 lay-off.            If your job here has a different lay-off target date, adjust the dates accordingly.◊</p>				



## THE NEIMAN MARCUS COOKIE



THE NEIMAN MARCUS COOKIE (Recipe may be halved):

- 2 cups butter
- 4 cups flour
- 2 tsp. baking soda
- 2 cups sugar
- 5 cups blended oatmeal (measure oatmeal and blend in a blender to a fine powder.)
- 24 oz. chocolate chips
- 2 cups brown sugar
- 1 tsp. salt
- 1 - 8 oz. Hershey Bar (grated)
- 4 eggs
- 2 tsp. baking powder
- 2 tsp. vanilla
- 3 cups chopped nuts (your choice, but we liked pecans best)



The best index to a person's character is (a) how he treats people who can't do him any good, and (b) how he treats people who can't fight back.  
—Abigail Van Buren

### Veterans

If you are a veteran, Contact Don Goforth at the pipe shop. Ext. 3824. Don is heading up the benefits that could help any veteran.◊

Cream the butter and both sugars. Add eggs and vanilla; mix together with flour, oatmeal, salt, baking powder, and soda. Add chocolate chips, Hershey Bar and nuts. Roll into balls and place two inches apart on a cookie sheet.

Bake for 10 minutes at 375 degrees. Makes 112 cookies.◊

# Appendix



## AGRIUM

If you have questions, or ideas for the newsletter let a peer know.

We're here to help.

CHECK OUT THE EMPLOYEE SUPPORT COMMITTEE WEB PAGE



**Agrium Peer Group:** Brian Cotman, Gary Morris, Loren Hollers, Jeffrey Laube, Don Zacharias, John Coston, Donald Goforth, Jasper Covey, Mark Moore, Mark Schams, Marilu Moreno, and Sherry Ruiz.

## PEER GROUP GOALS

Each member of the new group is committed to the following goals:

1. Help people understand the change process and assist them in the transition from Agrium to new opportunities.



### Work Safely

for and provide one on one peer support for coworkers who need help emotionally or who need help in developing a plan. Actively work to include family members in the support process.

4. Maintain trust, confidentiality and credibility of the Peer Support Program at all times, with

2. Help people prepare for what they are going to find when they seek services through the Company, the Union, the Department Of Labor, or other community resources.

3. Actively look for and provide one on one peer support for coworkers who need help emotionally or who need help in developing a plan. Actively work to include family members in the support process.

all employees. We commit to talking with each other and dealing effectively with situations that may occur where the safety of the individual or others may be at risk.

5. Be an effective group for rumor control.  
6. Actively encourage every KNO employee to have a personal transition plan. ◊

### Typoglycemia

I cdnuolt blveiee taht I cluod aulacly uesdnatnrd waht I was rdanieg The phaonmneal pweor of the hmuam mnid Aoccdrnig to rscheearch taem at Cmabrigde Uinervstiy, it deosn't mtaer in waht ordr the ltteers in a wrod are, the olny iprmoatnt tihng is taht the frist and lsat ltteer be in the rghit plcae. The rset can be a taotl mses and you can siltl raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe. Such a cdonition is arppoiatly cllaed Typoglycemia :-)

## OBITUARIES

### Fertie, Age unknown



Agrium Kenai Plant resident died July 2005 after a long battle with restricted urea. At its request, Fertie was cremated. Fertie was known for the smile that never left its face. Please send gas contract extensions in lieu of flowers. ◊

## CLASSIFIED

If you have a service or something for sale, maybe real estate for sale or a moving sale dates. Please feel free to get the information to Jeff Laube, Peer Newsletter, Editor. We plan to include classifieds in future editions. ◊

# Appendix



### Inside this issue:

Time Line	2-3
Recipe—Sloppy Joes	3
Why is there a Peer Group	4
Where did they go?	4

### Stay on task:

- Freeze your wages six months before you are laid off.
- Stick to a budget to help your plan work should you get laid off.
- Figure out your plan of action should you be laid off. Include retraining possibilities since WIA & TAA funds could make retraining a real option.
- Decide Medical Insurance options.

## FINANCIAL PLANNING

Want to find out more about financial planning? Come to a presentation presented by the Financial Planning Association (FPA) here at the plant. The exact times and dates will be announced.



Presentations are

# Agrium

October/November 2005

## Peer Newsletter

### PLAN YOUR LIFE.....*LIVE YOUR PLAN!*

—PASCALE DILLEY

#### What is a plan? Make a plan? What's that?

We've been talking about "making plans" and how important it is to be prepared. There will still be a few lay-offs at the end of 2005 after plant one is shut down, most employees should make plans for the end of 2006! That's great because it gives everyone 12 extra months to make several plans. What do you need to do to "make a plan"? Let's look at a few things to consider: *What do we mean by a "plan"?* A plan can basically be the a path you want to take to map out your future needs and goals. This will include a variety of topics such as finances, health care, possible relocation or staying, job search or career change, developing job search tools, making career and other personal choices. These choices affect not only you but your

family so we strongly encourage you to include them in developing your choices and your plans. Because of the

make one plan, make several! Plan A, plan B, plan C, etc. What if I/we ..... ?

#### What do I need to do first?

That's up to you, but here are some things to consider when putting together your plans. Determine what would be most beneficial to act on now.

#### Financial Issues

Sit down with your family and look at your financial situation now. How much debt do you have each month? How can you eliminate those things that are not necessary?



opportunities that TAA and WIA bring to the table, it's better to have more than one plan in place. So, don't just

How can you reduce your debt overall? Should you refinance your auto loan, mortgage, etc. Look at the possibilities of a debt consolidation loan so you can reduce your monthly outlay of funds and pay debt down more effectively. Write out your plan, it makes it more real and then set timelines and goals for each item you have decided to change. Attend the Financial Planning seminars that are scheduled for Agrium employees and their spouses, to

(PLAN Continued on page 2)

# Appendix

## GET READY FOR THE

Done	Done	Done	Oct 2005	Nov 2005	Dec 2005
 <p>Wages Frozen</p>  <p>Set up budget with the family. Include the kids.</p>	 <p>You have a plan, and a back up plan.</p> <p>Like:</p> <ol style="list-style-type: none"> <li>1. Find a job.</li> <li>2. Retrain for __?</li> </ol> 	 <p>Determine the Health care plan.</p> <p>Find out if you will need a physical.</p> 	<p>If you have not already done so, meet with Department Of Labor. (Pascale Dilley 283-2902 or Carolyn VanZant 283-2922).</p>	<p>If you choose to use private insurance, have it start at least 30 days before you get laid off or the HCTC funds from TAA will not be available.</p> 	
			<p>If you have questions about the Unocal Retirement Medical Plan call 1-800-760-7600</p>		

(PLAN Continued from page 1)

find out how to make informed, sound financial decisions.

**Getting Ready for a Potential Job Searching (job searching techniques, resumes, cover letters, interviewing skills, etc.)**

How long has it been since you looked for a job 5, 10, 20 years? Things have changed and are constantly changing, not only in the job market, but also on how you look for work. You used to be able to tell a couple folks you were looking for work, they would send you to someone they knew and they would chat with you for a few minutes, ask you a few questions, and hire you on a handshake. Unfortunately, that's not necessarily how it works anymore. Now you will need to know how to find job openings; on the Internet, by word-of-mouth (networking), in the paper. *Consider this, only 15% of job openings are actually advertised!*

You are going to need a resume that will sell your skills and interest the potential employer into wanting to find out more about you and your skills and knowledge. You should also include a cover letter that makes your "sales pitch" on why you are the best candidate for the job over the other 100 people vying for the same job.

Then there is the interview. Nothing makes interviewing easier than practicing. Learning interviewing techniques, and having "practice" interviews will greatly increase your confidence level and which will help sell yourself to potential employer.

**Career Change? Skills Upgrade?**

If you are considering getting training and taking advantage of the TAA and WIA funding resources, you can get started NOW! Not sure what to do? We can help. We have Self-Directed Search assessments. No, it's not a test. These are just statements you answer "like" or "dislike". It takes up to about 30 minutes to do. Turn it into Pascale and she can get an interpretation done for you. Next you need to see a Vocational Counselor (Pascale can make your appointment) They will review the interpretation with you and provide some suggestions for career goals. They are a great resource for how to locate labor market information, what the labor market trends are going to be doing for the next ten years, and where all that information is found. If training is for you, take advantage of the time you have now to prepare and get your training plan put together. Pascale will help you and give you guidance to start developing

your "Letter of Intent" and getting everything in place so that when you are laid off, you are ready to get started quickly. The goal is to plan ahead. Otherwise, if you don't plan ahead, you may miss some good training opportunities and be using up valuable "Unemployment Insurance" dollars while you are working on developing your plan, instead of using them while you are in training.

***Why should I make a plan?*** Well, how many months are there until your layoff date? Do you know what your new goals are? Are you going to look for work or are you going to attend training? What kind of training are you interested in looking for? What kinds of jobs are going to be in demand? Do you want to change careers or do you want to upgrade your current skills? Do you know how to do research to get these answers? Do you know who your resources are to help you establish these goals?

Do you have a good resume, cover letter, and are your interviewing skills up-to-date? Do you know how you are going to pay bills until you have a new job lined up?

***Making plans NOW will***

(PLAN Continued on page 3)

# Appendix



## PLANT CLOSURE

Jan 2006	Feb 2006	Mar 2006	Apr 2006
Start Unemployment Claim. File TAA form 855/ waiver.		Last day to file for TAA or the HCTC and TRA benefits will be lost.	
<p><b>Have a transition plan</b>            First, say to yourself what you would be; and then do what you have to do.  <b>These dates are based on a January 2006 lay-off.</b>  <b>If your job here has a different lay-off target date, adjust the dates accordingly.◊</b></p>			

(PLAN Continued from page 2)

**allow you time to work on getting all these questions answered between now and your layoff!**

**Where do you start?** You can start making some decisions on your own, or if you want some help call Pascale Dilley, 283-2902, (776-3130 at the plant) to set up an appointment to figure out where to start. Pascale is at the plant in the Operations Building, every Wednesday from 8:00 am – 11:30 am. If that isn't convenient, then call for a special appointment either at that office, at your office, or come to the Peninsula Job Center for an extended appointment there.

If you want to start doing some research on your own for building a resume, cover letter, interviewing skills, you can either check out the Department of Labor & Workforce Development Job Seeker Resource page at <http://www.jobs.state.ak.us>, or attend the workshops at the Peninsula Job Center on the topic of interest to you. Pascale will be happy to make your reservations for any workshop. If the workshops are not convenient for you then she will be happy to work with you one-on-one!

You can also check out the Agrium Employee Web Page for resources.

There is a lot of information out there for you and there are a lot of decisions to make now. So, let's get started and take advantage of the convenient resources you have right here at the plant.

Call **TODAY** and get started on **PLANNING YOUR LIFE** so you can **LIVE YOUR PLAN!**

## Moose Meat Sloppy Joes

(Adapted from The Joy of Cooking)

Heat in a large skillet, preferably nonstick, over medium heat: 2 tablespoons vegetable oil

Add: 1 large onion, finely diced  
1 red or yellow bell pepper, finely diced

6 cloves of garlic (or more depending on preference), minced

2 large stalks of celery, finely diced  
2 tablespoons fresh thyme leaves (optional)

Salt and ground black pepper to taste

Cook, stirring frequently, until the onion is softened but not browned, about 10 minutes. Transfer the onion mixture to a plate. Add to the skillet and increase the heat slightly:

2 to 2 1/2 pounds ground moose meat (or beef chuck or sirloin; buffalo burger works well too!)

Cook, breaking up any lumps with a wooden spoon, until just browned, 3 to 4 minutes. Add the onion mixture along with:

1 cup Chili Sauce (Heinz brand is great; use about two 12-oz. bottles)

3/4 cup beer (amber or dark beer works great)

3-4 tablespoons Worcestershire sauce (or more to taste)

Hot red pepper sauce to taste (or red pepper flakes to taste work great too)

Partially cover and simmer, stirring occasionally, until the flavors are blended and



the sauce is slightly thickened, about 15 minutes.

Toast, cut side up, under a broiler:

6 large seeded rolls or six 6-inch lengths of French bread, halved

Sprinkle the Sloppy Joe mixture with: Grated extra-sharp Cheddar cheese and minced scallion greens.

Spoon onto the bottom halves of the rolls and cover with the tops. [This recipe is nearly doubled from the original that intends to make six sandwiches; so there will be leftovers, which are great the next day.]

Serve hot.

# Appendix



Page 4

## AGRIUM PEER NEWSLETTER

If you have questions, or ideas for the newsletter let a peer know.



We're here to help.

CHECK OUT THE EMPLOYEE SUPPORT COMMITTEE WEB PAGE

### WHY DOES THE PEER GROUP STILL EXIST????

—Don Goforth

This is what a few of our co-workers had to say about why the Peer Group is still around: "To keep me moving in a forward motion to complete my goals."

"Peers are my Hourly – Management liaison, I think that management responds better to the Peers."

"The idea of being able to talk to someone on my level." "To build people's confidence level that others (the Peer group Folks) are actively looking for opportunities and ways to assist them when our jobs come to an end here at the plant"

"To help me with my plans and keep me going forwards at all times"

I am sure that I could ask some more of them and come up with a lot of different answers. But one thing for sure, the job the Peers took on is not finished as of yet.

With one more year of gas, those not affected by the lay-off after plant one is shut down will have one more year to put together plans and to have them all finalized. The Peer Group can help you to get any information that you might need to get your plan together.

Peers do not have all the answers but we can get them for you in a number of different ways. The first place to start is Pascale Dilley at the Peninsula Job Center. She has a number of different resources to help all of us. She has a wealth of information about jobs, retraining, changing your career, and how TAA and WIA apply to us at this time of pending plant closure.

Peers also act as rumor control. We all like to start a good rumor, but some people get upset at some of them and the group will find out just what is a rumor and what it is the truth.

**Agrium Peer Group:** Brian Cotman, John Coston, Jasper Covey, Donald Goforth, Loren Hollers, Jeffrey Laube, Marilu Moreno, Mark Moore, Gary Morris, Sherry Ruiz, Mark Schams, and Don Zacharias.



### CLASSIFIED

**WANTED** Anybody want to sell an airplane? We're looking for one! Thanks—Pascale 283-2902.

If you have a service or something for sale, maybe real estate for sale or a moving sale dates. Please feel free to get the information to Jeff Laube, Peer Newsletter, Editor. ◊

### Where did they go????

FIRST	LAST	EMPLOYMENT
Tim	Ballard	Flinthills
Greg	Beiser	Conoco-Phillips
Rob	Bowman	ASRC
Erika	Bronson	School
Keith	Chilson	Tesoro
Thi	Christopher-son	State Farm – Soldotna
Ken	Cissel	Conoco-Phillips
Nanci	Crisp	XTO
Kale	Davis	Chugach Native Corp.
Rocky	Doty	Carselund
Dale	Eastlick	BP– Slope
Tom	Eberhard	BP- Chicago Refinery
Joe	Gamber	ASRC
Brook	Green	ASRC
Harry	Hagelund	BP – Slope
Raymond	Hanson	In Arizona
Terry	Kirkland	Conoco-Phillips
Tom	Johnson	Retired
Tony	Locke	Conoco-Phillips
Paul	Lyles	CITGO – Texas
Pete	Manzek	Tesoro
Roger	Mendenhall	ASRC
Rick	Pack	D-R Contractor
Richie	Patterson	Tesoro
Dan	Platt	CPGH Project
Forest	Pipkin	Conda
Brian	Robinson	Conda
Robert	Ross	Tesoro
Leslei	Spalding	D-R Contractor
Brad	Stephens	Carselund
Brian	Story	Tesoro
Brian	Sweeney	ASRC
Robert	Thompson	ASRC
Dave	Tuttle	Wirecom-Fairbanks
Art	Topel	Koch – Kansas
Chris	Vanryzin	ASRC
Dale	Walaszek	Farmington, NM
Mike	Warfield	Conoco-Phillips
Dan	Watt	Koch – Kansas
Fred	Werth	Udelhoven
Dan	Winters	Unalaska
Guy	Zufelt	Russia

### Be safe at work

# Appendix



# Agrium

December 2005/January 2006

## Peer Newsletter

### THINKING OF STARTING YOUR OWN BUSINESS?

—JEFFREY LAUBE

#### Inside this issue:

Time Line	2-3
Vocational Counseling	2
Older Workers	3
Recipe—Salmon Log & Jalapeno Cheese Dip	3
Employee Assistance Program	4

#### Stay on task:

- Freeze your wages six months before you are laid off.
- Stick to a budget to help your plan work should you get laid off.
- Figure out your plan of action should you be laid off. Include retraining possibilities since WIA & TAA funds could make retraining a real option.
- Decide Medical Insurance options.

I hope all of you have been thinking about what to do if Agrium releases you from employment. Finding another job would be nice but what if no one is hiring? As you work through your options you might choose to be retrained for a job that is in demand or you might think about starting your own business.

I recommend you think about all of these ideas and keep all your options open. Continue to seek a job that would work for you. Or consider choices of careers that with a little training, and some TAA and WIA funding, you could apply for jobs that

are in demand.

But for some of you entrepreneurs, starting your own business might be the answer. In talking to some of my co-workers who have businesses, the time it took to open the doors



for their businesses was from 10 months to 2 years. So you cannot start planning too early. As I work through these programs I thought I would let you know what I

have found out. **So here is my story.**

I am thinking of starting my own business and this is my experience using these Job Service resources.

Once I had an idea of what business I wanted to start I found time to meet with Pascale Dilley.

**If you are planning on any of the funds through TAA or WIA to help you with your idea, first you need to make Pascale a part of**

**your plan.** One of the tools that Pascale uses is an interest and aptitude assessment which is a set of questions that take about twenty minutes to answer.

*(BUSINESS Continued on page 2)*

## UNEMPLOYMENT INSURANCE

Once this current round of lay-offs is completed, the staffing at the Kenai plant will be in anticipation of more attrition as employees find work elsewhere. Should there not be the anticipated attrition, the staffing numbers might be visited again during the summer of 2006. To prepare for a possible lay-off at that time it is recommended to call and freeze your wages



again. **You should freeze your wages six months before you are released by the company.** Each time you feel there could be a reduction six months down the road it would be good to call to cancel any current claim and freeze your wages. This can be done as often as you see fit as long as no funds have been paid to you from an unemployment claim. Contact Information: Kynda Nokelby 1-888-252-2557 (ask for Kynda "KIN-dah" Nokelby at x. 3714) **1-907-269-3714** (Her direct line) Office Hours 7:30 am-5:00 pm, Mon. - Fri.

# Appendix

## GET READY FOR THE

6 months prior to layoff	Explore your options	2 months prior to layoff	Keep your plan current	1 month prior to layoff	Last month of employment
 <p>Wages Frozen</p>  <p>Set up budget with the family. Include the kids.</p>	 <p>You have a plan, and a back up plan.</p> <p>Like:</p> <ol style="list-style-type: none"> <li>1. Find a job.</li> <li>2. Retrain for ___?</li> </ol> 	 <p>Determine the Health care plan.</p> <p>Find out if you will need a physical.</p> 	 <p>If you have not already done so, meet with Department Of Labor. (Pascale Dilley 283-2902 or Carolyn VanZant 283-2922).</p> 	 <p>If you choose to use private insurance, have it start at least 30 days before you get laid off or the HCTC funds from TAA will not be available.</p>	
<p>If you have questions about the Unocal Retirement Medical Plan call 1-800-760-7600</p>					

(BUSINESS Continued from page 1)

There are no correct or wrong answers on this set of questions. What this does is help you judge if you are choosing a career or business idea that would fit your personality, likes and dislikes. After you finish the questions the information is entered in some computer and turned into a set of numbers. Once this step is done you will need to see one of the vocational counselors (*see the story on page 2 on vocational counselors*) at the Peninsula Job Center. I met with Harry, and he seemed to like my business idea. Once he likes the idea he makes some notes in the Job Center computer that the business idea is a go. Next step I was off to the Small Business Development Center, located in the Red Diamond Center, to work on a business plan. Once I got there, Bunny, the receptionist met me at the door with a smile and explained that the service they offer is free. Bunny signed me up as a client which gives me access to an internet site to help me write my business plan. So I can sign on to the internet and work

## VOCATIONAL COUNSELING

Uncertain about your Career Path? Vocational Counselors help sort through your career options, develop educational goals, and find sources of financial aid, if needed. They will work



through the questions that help me write a business plan. I am not finished with the business plan yet. Writing a business plan will take some time and cause you to some research. But once that is complete I need to set an appointment with Mark Gregory at the Small Business Development Center and get my business plan approved. Then back to the Job Center and meet with Pascale to work on the TAA and WIA training plan packet together.

There are some steps to these programs so I urge each of you to get started on all of the ideas you might have to replace your job here at Agrium.

in conjunction with developing a training plan for potential WIA and TAA funding.

Here are some of the tools they use: Interest and aptitude assessment, Career exploration and labor market information, Job/Career selection, College, school, training and financial aid information, Job search skills, job hunting strategies and job "targeting" resume writing and job application assistance, Interviewing and "follow up" skill development, Keeping and maintaining a job, Coping with problem references or a limited work history, Career change options and planning, Receive assistance, guidance, and advice concerning the topics above as well as many other career/job related issues that job seekers encounter.

For more information or to set up an appointment with a Vocational Counselor at the Peninsula Job Center, please contact Pascale at 283-2902 and she'll be happy to set up that appointment for you.

# Appendix

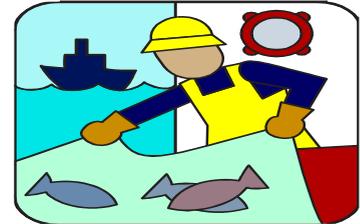
## PLANT CLOSURE

After Being laid off	One month after being laid off	2 months after being laid off
Start Unemployment Claim. File TAA form 855/waiver.		Last day to file for TAA or the HCTC and TRA benefits will be lost.
<div style="border: 1px solid black; padding: 10px;"> <p style="text-align: center;"><b>Have a transition plan</b></p> <p>First, say to yourself what you would be; and then do what you have to do.</p> <p><b>This timeline is to help you know if you have your plans on schedule for a lay-off. Keep your plans current so you are prepared if there is a lay-off.</b></p> </div>		

### Go for the Golden: Older Workers Increasingly Prized — Bob Moos

The Dallas Morning News—November 8, 2005  
DALLAS - Hank Mann of Austin, Texas, hasn't thought about retirement. The 63-year-old engineer is too busy diving into murky waters to inspect locks and dams for Stanley Consultants. "I'm having too much fun," he said. "As long as I've got the energy, I'm sticking with this." His bosses are glad he feels that way. Iowa-based Stanley Consultants Inc., which designs buildings, highways and power plants around the world, tries to hold on to older employees as long as it can - a third of its workforce is over 50. More companies are beginning to think like Stanley Consultants, which tops AARP's list this year of the 50 best employers for workers over 50. These employers are devising flexible working arrangements, offering benefits such as long-term care insurance and allowing employees to phase into retirement over several years. "Guys like Hank have a lifetime of engineering know-how," explained Bob Berg, Stanley Consultants' human resource manager. "We don't want that experience walking out the door." Lorrie Foster, a research director for the Conference Board, says employers' attitudes spring from corporate self-interest as much as altruism. "Sixty-four million boomers are poised to retire over the next decade," she explained. "Depending on what they do, there may not be enough younger workers with the right skills to replace them." Some labor analysts are predicting a shortage of as much as 10 million workers by the end of the decade. "That's quite a reversal from years of labor surpluses, when employers never had to worry about finding someone to replace the employee who just left," said Michael Zey, author of Ageless Society. Because businesses have grown accustomed to a labor surplus, most corporate executives still haven't

focused on the impending labor shortage and brain drain, Zey said. Executives who have recognized the problem work in economic sectors such as health care, retail and utilities, where companies are already having trouble hiring enough workers, he said. In 2001, when AARP published its first list of the top employers of mature workers, it got 14 entries. This year, it fielded 145 applications - a clear sign to AARP senior research adviser Kathi Brown that more companies want to be acknowledged as good places for workers over 50. Companies' growing awareness of the aging workforce recently prompted IBM Corp. to launch a consulting service to help businesses cope with the expected loss of knowledge and talent as boomers retire. "Executives may know this is a looming problem, but they don't have a good sense of what may be going on with their own organization," said Eric Lesser, an associate partner with IBM. "We'll help them understand how vulnerable they are to the boomer exodus and how to manage it." Besides coaching employers on ways to keep and attract older workers, IBM will help them learn to pass knowledge from one generation to another and preserve the institutional memory, he said. AARP is also collaborating with businesses interested in tapping into the mature workforce. The organization has signed up 24 "featured employers" committed to recruiting, hiring and retaining older workers. "Companies are realizing that an aging workforce isn't a burden on health care and pension costs so much as it could be an opportunity to be leveraged," said Emily Allen, director of the AARP Foundation's workforce initiative. A million seniors visited the AARP featured employers' Web site in its first year, checking on opportunities with companies such as Borders Group, MetLife Inc., Principal Financial Group and Walgreen Co. Bill Corporon, 58, of Dallas used the site to find a part-time job at a Bor-



### Salmon Log

1-pint jar salmon crumbled  
8 oz. Softened cream cheese  
2-3 tablespoons lemon juice  
4 teaspoons hot sauce  
2-3 teaspoons liquid smoke  
2 tablespoons finely chopped onion  
Combined and mix well, form into a log. Roll log in 1 cup finely chopped pecans or walnuts with 8 teaspoons parsley flakes (optional). Roll finished log in plastic wrap and chill.



### Jalapeno Cheese Dip

3 cups shredded cheese  
1-cup mayonnaise  
¼ cup diced jalapenos  
2-3 tablespoons jalapeno juice  
½ teaspoon liquid smoke  
1-teaspoon garlic powder  
½ teaspoon Cajun or paprika powder

### Mix-Chill-EAT

ders bookstore this summer. The Exxon Mobil Corp. retiree wanted to supplement his pension and keep busy. "I'm a freelance writer, so working in a bookstore is a good fit for me," he said. Michigan-based Borders enjoys a reputation as an innovator in attracting older workers. The bookseller studied the demographics of its market and discovered that half of all book buyers are over 45. It then set out to create a workforce that better reflected its customers. The company provides medical and dental insurance benefits to part-time workers and allows employees to work half of the year in one part of the country and the other half in another store. "The option has become popular with retirees who like to spend their summers up north  
(*OLDER WORKERS Continued on page 4*)

# Appendix



Page 4

## AGRIUM PEER NEWSLETTER

If you have questions, or ideas for the newsletter let a peer know.



We're here to help.

CHECK OUT THE EMPLOYEE SUPPORT COMMITTEE WEB PAGE

(*OLDER WORKERS Continued from page 3*)

and their winters down south," said company spokeswoman Beth Bingham. Retailers have made some of the most aggressive pitches for mature workers. Fort Worth, Texas-based RadioShack Corp. says it hires older workers because they know how to relate to customers, have a strong work ethic and are role models for younger employees. The retailer advertises on a seniors' employment Web site, seniors4hire.org. "Older adults understand what it takes to get the job done," said company spokesman Charles Hodges. RadioShack doesn't hesitate to give older workers key assignments. Cliff Forseth of Wylie retired from the military and managed a succession of Radio Shack stores. The 58-year-old now oversees a Mesquite store, often working 54 hours a week. "Customers tend to trust us older fellows," he said. Yet not all mature workers want to put in long days. They prefer jobs that let them pursue other interests. Their goal is to ratchet back on responsibilities yet stay engaged in some way. Employers are discovering that flexible job arrangements are especially appealing to those workers. The University of Texas M.D. Anderson Cancer Center in Houston, the only Texas employer on this year's AARP list of best employers, says it's been successful at recruiting nurses over 50 because it builds work schedules around employees' personal needs. "We do anything we can to accommodate them - that may mean letting them work fewer hours or fewer days," said Jim Dorn, vice president of human resources. At Kaye/Bassman International Corp., a Plano executive search firm, telecommuting has become popular with long-standing employees who want more flexible arrangements. "Hope isn't a strategy for keeping a valued worker - we sit down with our more experienced employees and together find a way to meet their needs," said managing director Butch Hawking. Human resource experts say benefit packages are crucial to older employees be-

**Agrium Peer Group:** Brian Cotman, John Coston, Jasper Covey, Donald Goforth, Loren Hollers, Jeffrey Laube, Marilu Moreno, Mark Moore, Gary Morris, Sherry Ruiz, Mark Schams, and Don Zacharias.



## Employee Assistance Program

The EAP offers assistance in dealing with a range of personal problems, including but not limited to:

- Family / parenting issues
- Marital or relationship problems
- Anxiety or depression
- Grief or bereavement
- Workplace issues
- Alcohol or drug dependencies
- Coping with change

Through the EAP, you can access the services of licensed professional counselors and other community resources. You are eligible for up to 3 sessions per problem with an employee assistance professional. Magellan Behavioral Health provides the services, through a network of experienced professionals. They will help you identify and assess the problems you may be facing, and may offer referrals to other resources in the community, provide consultation and counseling services. When clinical counseling is provided, your sessions will be performed by a licensed professional counselor who has at least a master's level degree in a behavioral health field and additional professional experience. If you are referred to (and elect) services outside of the EAP, you will be responsible for the cost of those services.

**Confidentiality** The EAP is designed as a confidential program. The discussions you have with your counselor will not be disclosed to anyone without your written consent, except in the specific instances required by law.

### **How Do I Receive Assistance**

All services are provided by Magellan Behavioral Health Services. To initiate EAP services, call Magellan at **1-800-523-5668**. Access is available to you 24 hours a day, seven days a week. You should contact Magellan if you have any questions about the services available to you. You may choose to obtain EAP services either through telephone consultation or through an in-person appointment. An appointment will be made at a time and location convenient to you. To view the Magellan Behavioral Health plan provider directory, go to [www.providerfind.magellanassist.com](http://www.providerfind.magellanassist.com). Your PIN number is **A5284**.

cause many are working for health coverage as much as for the paycheck. "Extending health insurance to part-time workers who aren't yet eligible for Medicare is the best approach for holding onto people," said Carl Van Horn, director of the Center for Workforce Development at Rutgers University. "I call it the golden handcuff." Some companies sweeten their benefits by sponsoring long-term care insurance, said Will Shields, an economist for the Employment Policy Foundation in Washington. "As boomers begin to take care of their aging parents, many worry about how they will care for their own needs when the time comes. This could relieve them of a major concern," he explained. The Conference Board, a business research group, reports that a small but growing number of companies are allowing older workers to ease out of their jobs and into retirement over several years. A survey by the Watson Wyatt consulting firm found that two-thirds of older workers would like to scale back their hours before retiring. A third said they would postpone full retirement if their employers offered such an option. "Phased retirement" follows several paths. At Dallas-based Texas Instruments Inc., retirees sometimes return as independent contractors on specific projects for a few months, said Betty Purkey, manager of work-life strategies. "Then they're off for another cruise somewhere," she said. Procter & Gamble Co. and Eli Lilly & Co. helped create an independently owned business to recruit recently retired workers. Your-Encore matches its hundreds of retirees with short-term assignments at P&G, Eli Lilly and other companies. Zey says the oldest boomers will become eligible to collect Social Security in little more than two years, so smart employers are developing strategies now for keeping them. "Businesses can't approach the problem when employees are headed for the exit," Zey explained. "The planning and preparation should start long before then if companies are to remain competitive." ---



"Groovy Hardhat" painted by Carolyn Vanzant, DOLWD

# Appendix



**Inside this issue:**

Time Line	2
Vocational Counseling	2
Free Money	3
Employee Assistance Program	3
Important phone numbers	4

**Stay on task:**

- Freeze your wages six months before you are laid off.
- Stick to a budget to help your plan work should you get laid off.
- Figure out your plan of action should you be laid off. Include retraining possibilities since WIA & TAA funds could make retraining a real option.
- Decide Medical Insurance options.



February 2006/March 2006

## Peer Newsletter

Information to help employees transition to new careers.

### MORE GAS TO STAY RUNNING? BLUE SKY JOBS?

---Jeffrey Laube

Many of the Agrium workforce feel that more gas will be found and the plant will stay running until the Blue Sky project is in full swing. Agrium is working hard to try to secure more gas. Bill Boycott, general manager said "It would be great if we could run the plants until Blue Sky comes on line." However, Boycott went on to say that **"the prudent thing is to create a plan."**



Blue Sky at this point is a concept which is being evaluated and there is no guarantee of success. There is also no guarantee that, should Blue Sky

be successful, there will not be a shutdown of the facility in the interim. Should the gas end and the plants go cold, Mr. Boycott estimated the need for approximately 20 employees to be retained to work on the Blue Sky project assuming it is continuing to move forward. Ground breaking for the Blue Sky project could happen at the earliest in the spring

*(Blue Sky Continued on page 2)*

### CAN I COLLECT UNEMPLOYMENT WHILE I GO TO SCHOOL? ---Kynda

To be eligible for unemployment insurance benefits you must be physically able to work and available to accept immediate full time employment. Attendance at a school or training facility raises 2 questions: **Are you still available for full time work while in school/training? Do you qualify for a "waiver" of the requirement to be available for work while in school/training?**

Normally, unemployment insurance would look at four things: ① Is the training academic or vocational? ② Is the training being taken



*(Unemployment on page 3)*

# Appendix



## GET READY FOR THE PLANT CLOSURE

This timeline is to help you know if you have your plans on schedule for a lay-off. Keep your plans current so you are prepared if there is a lay-off. **Pre-planning is important as NO funds will be available for expenses that are not in a Department of Labor approved plan!**

<b>6 months prior to layoff</b>	Wages Frozen And set up budget with the family. Include the kids
<b>Explore your options</b>	You have a plan, and a back up plan. Like: 1. Find a job. AND 2. Retrain for ___?
<b>2 months prior to layoff</b>	Determine the Health care plan. Find out if you will need a physical.
<b>Keep your plan current</b>	If you have not already done so, meet with Department Of Labor. (Pascale Dilley 283-2902 or Carolyn VanZant 283-2922).
<b>1 month prior to layoff</b>	If you choose to use private insurance, have it start at least 30 days <u>before</u> you get laid off or the HCTC funds from TAA will not be available.
<b>After Being laid off</b>	Start Unemployment Claim. File TAA form 855/waiver.
<b>2 months after being laid off</b>	Last day to file for TAA or the HCTC and TRA benefits will be lost.

(Blue Sky from page 1)

of 2009. He also suggested that a workforce of two thousand would be needed for the construction phase. Mr. Boycott wants to urge the contractors working on the construction phase to hire current Agrium employees to keep the skill base here, he went on to say that the demand for skills in steelwork, craning and multi-craft skills would be in demand during the construction phase. He feels that there will be a short fall for instrument and electrical crafts and felt that pursuing instrument/electrical training during any 'cold' periods would be a good choice of training plans.

Bill Boycott is doing what he can to keep the place running but said, "People ought to develop a contingency plan." It would be good to start on your plans early and not wait for the rush at the 11th hour.

## VOCATIONAL COUNSELING

—DOUG GRZYBOWSKI

My name is Douglas Grzybowski and I'm a new Vocational Counselor at the Peninsula Job Center. I am a master's level counselor and I provide direct vocational assessment and counseling services here on the Peninsula. I provide counseling services for a wide range of clients including, people like yourselves that are going through a potential plant closure, and to others that are just starting out in the workforce.

Career exploration and plan development are part of what I have to offer. I try to help people develop a career plan/goal, by looking at work history, transferable skill, interests, aptitudes, and work values.

We will then look at the labor market information, research employers and educational/training programs to come up with a career plan goal that fits you. I also can administer, score and interpret psychological tests to aide in the career decision process such as the Ability Profiler (aptitude), Meyers-Briggs (personal traits indicator), and SDS (interest inventories).

I also provide individual counseling services on a range of issues including: handling stress due to job loss, communication skills, interpersonal skills, resume preparation, job search skills, interviewing technique, work ethics and problem solving skills.



# Appendix

Peer Newsletter  
Information to help employees transition to new careers.



(Unemployment from page 1)

on a full time or part time basis? ③ Are you willing to drop/rearrange your class schedule to accommodate full time work if offered? ④ Do you have a recent history of working full time while attending school full time?

Each case is reviewed individually before a decision to allow or deny benefits while attending school can be made. There are certain situations that negate these questions and warrant a "waiver" of the requirement that you be available for full time work while attending school, and most Agrium employees fall into this category. If your school or training program is sponsored directly or indirectly by a State or Federal Dept of Labor program such as Workforce Investment Act

(WIA) or the Trade Adjustment Act (TAA) you may be eligible for unemployment insurance benefits and you would not be required to be available for work while attending this sponsored training.

You must report your school or training to an unemployment insurance Claim Center representative. You will need to provide the representative with the name of the school or training institution, current term dates, class names & times, credit hour information and a WIA/TAA contact person to confirm your enrollment in the program.

You must also remain available for full time work during any between term periods while enrolled in the school/training program.



**Want to get some money?** Maybe you could hit it big. Go to [www.unclaimed.org/](http://www.unclaimed.org/) and click on the **Owners enter here** link, then the **Find Property** link, then pick the state you want to search for unclaimed property and see if there is cash out there waiting for you to come and get it. —Good



Page 3

## A Really Bad Cover Letter

Deer Sir,

I waunt to apply for the secretary job what I saw in the paper. I can Type real quik wit one finggar and

m lookin for a Jobb as a secretary but it musent be to complicated. I no my spelling is not to good but find that I Offen can get a job thru my persinalety. My salerery is open so we can discus wat you want to pay me and wat you think that I am werth, I can start imedately. Thank you in advanse fore yore anser. . hopifuly Yore best aplicant so farr.

Sinseerly,

Peggy May Starlings

PS : Because my resimay is a bit short - below is a pickture of me taken at my last jobb.

### Employer's response:.....

Dear Peggy May,  
It's OK honey,  
we've got spell check.

### Employee Assistance Program

Nita Riddle, Account Specialist at Magellan said that **the downsized employees in Kenai, Alaska will have EAP services available to them for 3 months after their last work day.**

The EAP offers assistance in dealing with a range of personal problems by calling **1-800-523-5668**. Access is available to you 24 hours a day, seven days a week. Your PIN number is **A5284**.

# Appendix

Page 4

The logo for Agrium, featuring the word "Agrium" in a serif font with a green leaf-like graphic element above the letter 'A'.

PO Box 575  
Kenai AK 99611

CHECK OUT THE  
EMPLOYEE SUPPORT  
COMMITTEE WEB PAGE  
— AVAILABLE THROUGH  
THE AGRIMUM INTRANET  
WEB LINKS ON THE  
KENAI HOME PAGE

**Agrium Peer Group:** Brian Cotman, John Coston, Jasper Covey, Donald Goforth, Loren Hollers, Jeffrey Laube, Marilu Moreno, Mark Moore, Gary Morris, Sherry Ruiz, Mark Schams, and Don Zacharias.



## “Reality Check”

—Don Zacharias

Early in 2005, after the plant closure was announced, there was a great deal of concern about what effect this would have on all of us as laid off workers and on the community. To address these concerns we looked for support from government and private sources.

As everyone now knows, we were successful in our application for laid off worker benefits through the US Department of Labor (DOL). Pascale Dilley from the DOL's Peninsula Job Center continues to provide excellent support and many of our former co-workers have been able to obtain various transition benefits such as relocation assistance and retraining benefits as they have left KNO and moved on to other jobs or careers.

What is less well known is that KNO has also contracted with Sal Mattero of Reality Check to provide additional support for displaced workers. Sal is available to provide workshops and coaching for laid off workers as they transition to other opportunities. With 30 plus years experience in interviewing and hiring in the private sector Sal is an excellent supplement to what Pascale and the DOL are providing under TAA. Our contract with Sal does limit him to providing workshops and coaching support to co-workers who are being laid off. So far, the vast majority of people have “volunteered” to be laid off so there hasn't been a demand for this supplemental support.

Another service we propose to offer is to conduct a Job Fair. This Fair would offer all of us as laid off workers the opportunity to present our resumes to employers who are, at the time, filling open positions that require the type of experience we may possess. The Job Fair would offer the opportunity to meet employers in a closed session open only to KNO people. Its' main purpose would be to support all of us as we transition to another job or career and would likely include working in partnership with Pascale and the DOL. The final structure is yet to be completed and the date of a Job Fair is dependent on if and when KNO closes.

## Important Phone Numbers

- ◆ Department of Labor, Pascale Dilley 283-2902 or Carolyn VanZant 283-2922
- ◆ Pascale Dilley Office at Agrium 3130
- ◆ Agrium Employee Benefits 877-595-5057
- ◆ Unocal Employee Benefits 800-760-7600
- ◆ Employee Assistance Program 800-523-5668 Pin A5284
- ◆ Unemployment Insurance 888-252-2557 (ask for Kynda "KIN-dah" Nokelby at x. 3714
- ◆ Small Business Development Center 714-2331
- ◆ Economic Development District 283-3335

# Appendix



## Agrium

April 2006/May 2006

# Peer Newsletter

Information to help employees transition to new careers.

## TAA REALLY WORKS

—Cal and Linda Larson

### Inside this issue:

Time Line	2
Mortgage Options — Banks	2
Mortgage Options — Private Lenders	3
Employee Assistance Program	3
Alaska Halibut with Cucumber Sauce	3
Important phone numbers	4

### Use Your Agrium Educational Funds

- Courses must be job related
- Get approval prior to starting the course.
- To get reimbursed you must get at 'C' ('B' for post Graduate) or better.
- Course must be started prior to Sept 30, 2006
- Max of \$3,000 per year.

TAA benefits worked for us. Actually everything seemed to be pretty timely as far as receiving payment from them was concerned.

If you are planning on taking a trip with the purpose of securing employment out of state, just be sure to have it approved before you leave. They will not pay for the spouse's ticket if they are planning on going down with you. Nor their food. So just keep that in mind. Be sure to keep all of the receipts, of course. You will have to turn them in to Pascale. If you have to spend the weekend due to having an interview the following Monday, for example. I would let Pascale know that you will have to spend the weekend due to having the interview the following week. If not, then they will

not pick up the hotel, food, car rental for those days. More than anything else, I would just run everything past Pascale. That's what she



is there for.

As far as the benefits through TAA, We did not have any problems. Once again, please make sure that all of the paperwork has been taken care of by Pascale ahead of time. We received exactly what was specified as far as benefits in

the paperwork that Cal has received. Just don't get stuck in a blizzard in the middle of nowhere like we did and not have very many options as far as places to stay!! We actually ended up spending the night at a contractor's camp that the utility companies and road crews use. That was NO FUN! Be sure to keep all of your receipts!!!!!! We received payment back from the state about 3-4 weeks after we had submitted them.

All in all it was very worth while. Our family appreciated the opportunity to use these benefits in helping us with our move.

Cal and I have to go now....We are getting ready to go and get in 18 holes of golf!!

## TAA & WIA FUNDING

---Jeffrey Laube



TAA & WIA funding is to help affected workers return to suitable employment as quickly as possible. To facilitate this goal, TAA & WIA certified workers may access a menu of services that include income support, relocation allowances job search allowances, a health cover-

age tax credit, and retraining in order to obtain suitable employment. In addition, the ATAA program allows older workers, for whom retraining may not be suitable, to accept reemployment at a lower wage and receive a wage subsidy.

# Appendix



Peer Newsletter  
Information to help employees transition to new careers.

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## GET READY FOR THE PLANT CLOSURE

This timeline is to help you know if you have your plans on schedule for a lay-off. Keep your plans current so you are prepared if there is a lay-off. **Pre-planning is important as NO funds will be available for expenses that are not in a Department of Labor approved plan!**

<b>6 months prior to layoff</b>	Wages Frozen and set up budget with the family. Include the kids
<b>Explore your options</b>	You have a plan, and a back up plan. Like: 1. Find a job. AND 2. Retrain for__?
<b>2 months prior to layoff</b>	Determine the Health care plan. Find out if you will need a physical.
<b>Keep your plan current</b>	If you have not already done so, meet with Department Of Labor. (Pascale Dilley 283-2902 or Carolyn VanZant 283-2922).
<b>1 month prior to layoff</b>	If you choose to use private insurance, have it start at least 30 days <u>before</u> you get laid off or the HCTC funds from TAA will not be available.
<b>After Being laid off</b>	Start Unemployment Claim. File TAA form 855/waiver.
<b>2 months after being laid off</b>	Last day to file for TAA or the HCTC and TRA benefits will be lost.

## MORTGAGE OPTIONS • FIRST THE BANKS

—Don Zacharias

I called Alaska USA Credit Union, Credit Union 1, First National Bank, Key Bank, State Farm Bank and Wells Fargo. Key Bank and State Farm Bank have yet to return my call. The focus of my discussion with each was their policies and/or flexibility in working with clients/Agrium employees to meet their retraining and/or re-employment plans. All were very similar in their answers with a very consistent message. The message was for people to come to talk to them about their plans BEFORE defaulting on loans.

....skip payments for a month (none were prepared to provide longer term payment holidays on debt).

Each person's financial situation is different and there is really no one size fits all solution. Following

is a list of ideas I gleaned from the various bankers:

- Apply for extension or skip payments for a month (none were prepared to provide longer term payment holidays on debt).
  - Do a loan consolidation.
  - Set up a reduced payment plan.
  - Employee could take out a home equity loan to make payments through the retraining period.
  - Make a plan; each bank had a department dedicated to helping customers through tough times. Some called it Special Credit, others called it Collections, another said come speak to a personal banker.
- All seemed willing to work with

people to work through their financial issues, Jason at First National was the only one who specifically invited non-customers to come and talk with him.



All of them said there were not a lot of options with mortgages but had more latitude to be creative with folks on bank loans.

I also called the Consumer Credit Counseling Service of Alaska and

Alaska Housing Finance Corporation. The first has not yet returned my call and Kelly at the second advised that they are a mortgage backer and really in no position to deal directly with the homeowner. She did say she would do some more research and call me back.

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Information to help employees transition to new careers.



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## WHERE'S PASCALE?

—Pascale Dilley

Due to the lack of activity at the Agrium DOLWD office, and the staff at the job center being limited during the next couple of months, I will not be at the Agrium office unless it is for a pre-scheduled appointment. I will begin staffing that office again in May. If anyone would like to schedule an appointment with me, they should feel free to contact me at 283-2902 and I will be happy to accommodate.



## MORTGAGE OPTIONS • PRIVATE LENDERS

—Jeffrey Laube

There are options to help out with mortgages. Private lenders are often able to offer more flexible mortgages than banks or big mortgage brokers.

I spoke with the John and Marie Parker at Professional Escrow Services in Kenai. They associate with a number of private investors and they felt there were options that may help a laid-off Agrium employee

who wanted to pursue training to rejoin the work-force.

Your situation, i.e., the value of your home, the equity, the duration of training and the amount of

.....a period of change in the structure of payments, for the duration of training, could be arranged.

monthly payments that could be made, would dictate which option could be available.

Mr. Parker said that he works with quite a few investors. He felt that for some

of the Agrium employees a pe-

riod of change in the structure of payments, for the duration of training, could be arranged.

So for the employee that has not considered a retraining plan because of their mortgage, there are options.

For more information contact Professional Escrow Services, Inc. at 283-2601 to confidentially discuss your particular situation with Marie or John.

### Employee Assistance Program

Nita Riddle, Account Specialist at Magellan said that **the downsized employees in Kenai, Alaska will have EAP services available to them for 3 months after their last work day.**

The EAP offers assistance in dealing with a range of personal problems by calling **1-800-523-5668**. Access is available to you 24 hours a day, seven days a week. Your PIN number is **A5284**.

### Poached Alaska Halibut with Cucumber Sauce

3 cups water  
1/2 cup apple juice, or white wine  
1 bay leaf

Dash thyme, crushed  
1 1/2 lbs. Alaska halibut steaks, thawed if necessary

Combine water, wine, bay leaf and thyme; bring to a boil. Add halibut. Reduce heat; cover and simmer 10 minutes per inch of thickness, measured at thickest part or until halibut flakes when tested with a fork. Gently remove halibut and drain. Serve hot or chilled with Creamy Cucumber Dill Sauce. Makes 4 to 6 servings.

**Creamy Cucumber Dill Sauce:** Combine 1 cup sour cream, 3/4 cup finely chopped cucumber, 1 tablespoon vinegar, and 1/4 teaspoon dill weed. Season to taste. Cover and refrigerate at least 1 hour to blend flavors.

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CHECK OUT THE EMPLOYEE  
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## Agrium Peer Group:

Brian Cotman,  
John Coston,  
Jasper Covey,  
Donald Goforth,  
Loren Hollers,  
Jeffrey Laube,  
Marilu Moreno,  
Mark Moore,  
Gary Morris,  
Sherry Ruiz,  
Mark Schams,  
and Don Zacharias.



## IMPORTANT PHONE NUMBERS

- ◆ Department of Labor, Pascale Dilley 283-2902 or Carolyn VanZant 283-2922
- ◆ Pascale Dilley Office at Agrium 3130
- ◆ Agrium Employee Benefits 877-595-5057
- ◆ Unocal Employee Benefits 800-760-7600
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- ◆ Small Business Development Center 714-2331
- ◆ Economic Development District 283-3335

# Appendix



June/July 2006

## Peer Newsletter

Information to help employees transition to new careers.

### CONTINUING EDUCATION

—Jeffrey Laube

#### Inside this issue:

Blue Sky	2
What is ALEXsys	3
Employee Assistance Program	3
Medical Discounts for Flights to Anchorage	3
Important phone numbers	4
Hunting & Fishing Licenses — On line	4

#### Use Your Agrium Educational Funds

- Courses must be job related
- Get approval prior to starting the course.
- To get reimbursed you must get at 'C' ('B' for post Graduate) or better.
- Course must be started prior to Sept 30, 2006
- Max of \$3,000 per year.

All regular Agrium employees with 6 months are eligible to apply for continuing education funds. Employees whose course application is approved and meet the requirements outlined in this policy will be reimbursed 100% for tuition costs, textbooks and lab fees, upon satisfactory completion of approved courses, to a maximum of \$3,000.00 per calendar year. Registration fees, matriculation fees, graduate fees, etc., are not reimbursable. Individuals who enroll in a course, but voluntarily terminate their employment with Agrium prior to the completion of the



course, will not be eligible for educational reimbursement.

- Select a course, which must begin prior to Sept 30, 2006.
- Get the course approved
- Pay for and take the course
- Achieve a "C" grade or equivalent or a "B" for post-graduate courses
- File for reimbursement.

The employee's supervisor does the course approval. Supervisors will consider the following factors prior to approving any requests:

- Nature and purpose of the course of study;
- Whether the course is in the employee's func-

tional area of responsibility;

- Employee's level of responsibility and length of service;
- Benefits to be derived by the employee taking the course;
- Any potential lost time or productivity while employee participates in the program;
- The number of courses the employee has requested in the last calendar year;
- The budgetary impact of the cost of the course;

*(Continuing Ed Continued on page 2)*

## REFREEZE YOUR WAGES BEFORE JUNE 30TH!

---Jeffrey Laube

Please do not wait, but before the end of June it could be beneficial to re-freeze your wages. This could effectively double amount and length of time that unemployment insurance could be collected. This wage freeze is supposing that Agrium will not get gas and the workforce would be let go around the first of January 2007 as it would take some time to secure the plants if production stops November first. To freeze your wages,



avoid phone tag and email Kynda Nokelby at [kynda\\_nokelby@labor.state.ak.us](mailto:kynda_nokelby@labor.state.ak.us). State that you are an Agrium employee and would like to freeze your wages and include your name, social security number, current mailing address and phone numbers and your best guess of your lay-off date. This email could be sent right away. Or you can call her at (907) 269-3714.

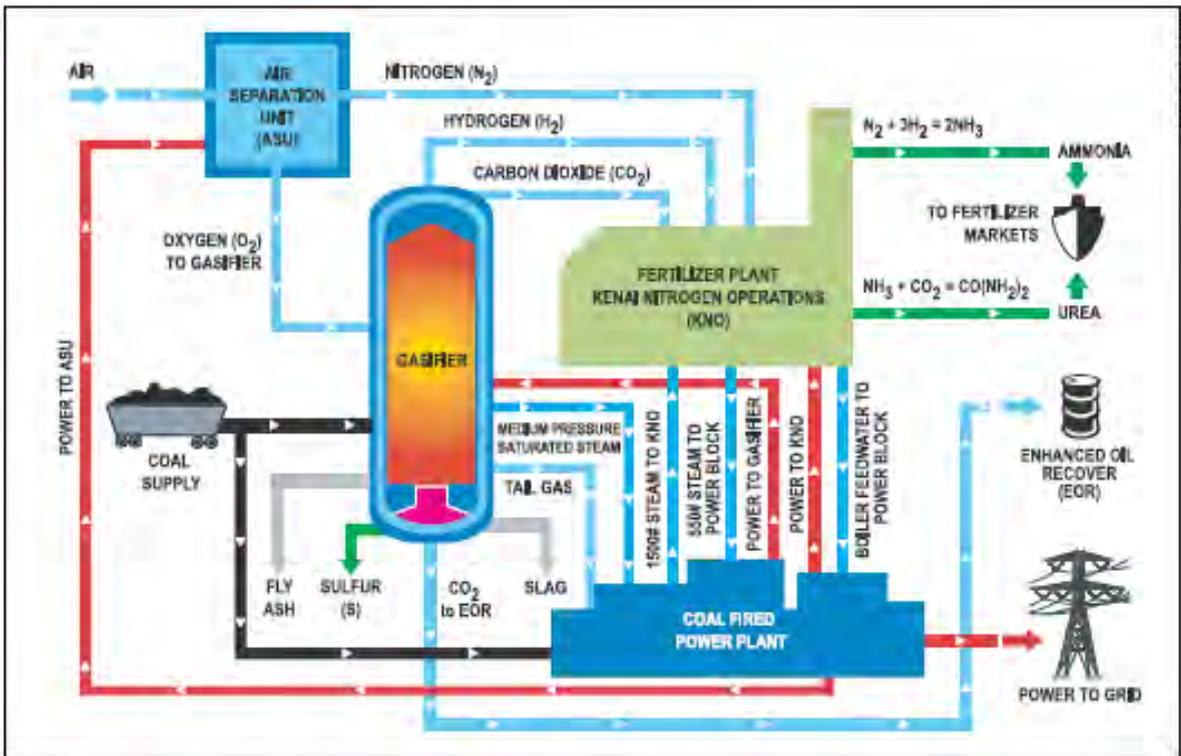
# Appendix



Peer Newsletter  
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## BLUE SKY



**Agrium to decide on coal project in July**  
*Company is close to finishing first phase of feasibility study that's likely to decide the fate of Nikiski fertilizer plant*

(Continuing Ed Continued from page 1)

- Whether the expenditure is within the Manager's spending authority level.

One big hurdle to take classes is

an Agrium work schedule, a minimum of 12 students would need to enroll in the course in order to break even.

Mr. Turner was asked if the classes could be taught at the Agrium facility or at the Agrium camp. His response

was, it depends upon the type of class(es)

that would be taught and if they need special equipment/tools, etc that would only be at the college. It also depends on whether an instructor can be found that is qualified to teach the course that Agrium employees want and if the instructor is willing to drive to Agrium to teach it. Agrium employees will need to determine and tell KPC the

classes Agrium employees will want or need. That's the first step. The KPC summer and fall course schedule has been posted to the KPC web site. The KPC web site is: <http://www.kpc.alaska.edu/>

David Spann, KPC Process Technology instructor and program chair, is checking to see if Process Technology courses could be shortened due to the experience level of the Agrium employees.

The University of Alaska offers hundreds of Internet based courses and other types of distance delivery courses. All UA distance classes whether they originate from Anchorage, Fairbanks, Juneau or other UA campuses can be viewed at this web site: <http://www.alaska.edu/distance/>



scheduling. Gary Turner, Director of Kenai Peninsula College (KPC), is eager to help Agrium employees. Mr. Turner said that KPC operates on a self-support basis meaning that KPC tuition revenue needs to at least match the cost of an instructor. If a special course were offered to match up with

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The EAP offers assistance in dealing with a range of personal problems by calling 1-800-523-5668. Access is available to you 24 hours a day, seven days a week. Your PIN number is A5284.



## MEDICAL DIS-COUNT ON FLIGHTS TO

The following information should be forwarded by letter or prescription from your health care provider by mail or fax:

\* The patient/passenger name and full contact information including a telephone number

\* The medical professional's full contact information including address and telephone number

\* A brief statement explaining that the nature of medical treatment needed by patient/passenger is unavailable in your local community and that travel to Anchorage is necessary to secure medical treatment or therapy. This should be faxed to the Reservations Supervisor Heather Howell at 907-266-8391. She is in the office to approve these requests between 8:30am and 4:30pm Monday through Friday. Requests can also be directed to Era by mail. Our mailing address is 6160 Carl Brady Drive, Anchorage, Alaska, 99502. Please mark letter to the attention of Heather Howell, Reservations. She will call the patient/passenger with a final determination regarding approval.

If approved, Ms. Howell will give the patient/passenger a code which should be given to the Reservations Agent when reservations are made. Reservations can be made with us via email, telephone or fax. Approved authorizations are good for six months from the date of approval, and should be updated in the event that future medical travel is necessary. In addition, should a companion be necessary for the patient/passenger to travel, the companion is also eligible for the special medical fare.

Reservations can be made with us via email, telephone or fax. Approved authorizations are good for six months from the date of approval, and should be updated in the event that future medical travel is necessary. In addition, should a companion be necessary for the patient/passenger to travel, the companion is also eligible for the special medical fare.

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## WHAT IS ALEXSYS (A' LEXIS)?

—Pascale Dilley

### IT IS THE NEW ALASKA LABOR EXCHANGE SYSTEM!

Alexsys is replacing the current Alaska Job Bank system. After registering in ALEXsys you will be able to establish and save online resumes, set automatic job alerts and apply for positions online, saving you time and money.

If you do not wish to register, you can still access the system, however, you will not have the opportunity to save resumes, view employer information or apply for job openings.

Since employment registration, development of a current resume and looking for work with existing skills are all a precursory to developing a training plan and potentially obtaining training fund-

ing, this is an important first step to the process.

If you are an unemployment insurance (UI) claimant you will need to complete the registration process and create an online resume to establish eligibility to receive your UI benefits.

G o t o



[Click here to enter Alaska's Labor Exchange System](#)  
Alaska's NEW Job Bank

www.jobs.state.ak.us and click on the ALEXsys logo to get started. If you need assistance, daily orientations to ALEXsys are held at the Job Center at 9:30 am and 2:30 pm, Monday through Thursday. We encourage you to call and make a reservation since the computer space in the lab is limited. A toll

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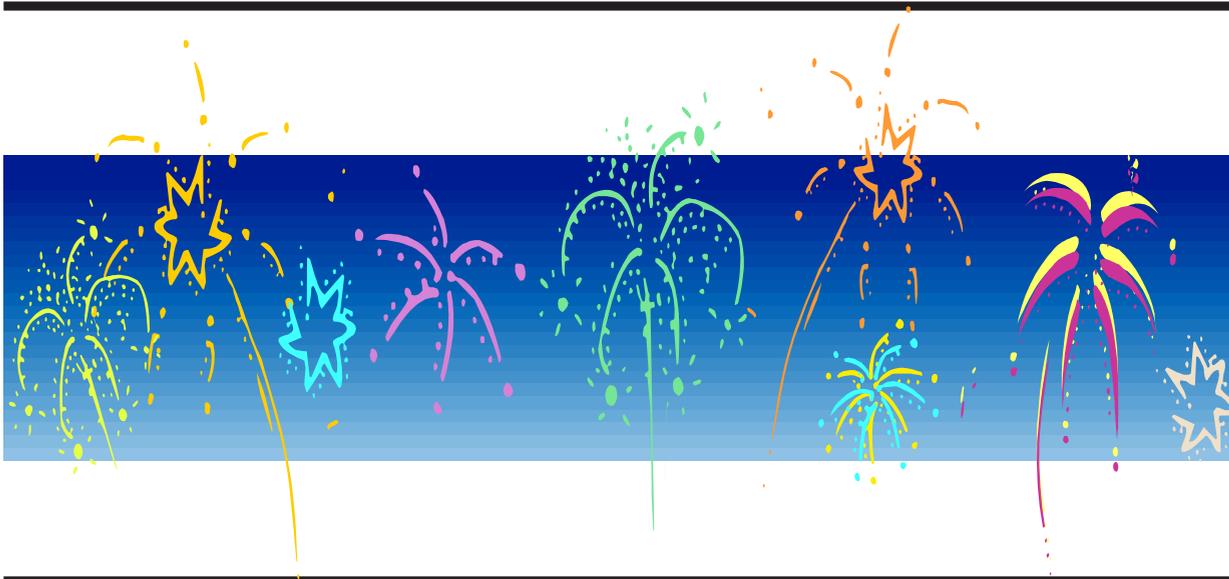
The logo for Agrium, featuring the word "Agrium" in a serif font with a green leaf-like graphic element above the letter 'A'.

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**Alaska  
Fish & Game  
online**

You can get your hunting and fishing license on line. The only restrictions are if you need some sort of stamp or tag. Those come through the mail. Otherwise you can be fishing right away.  
Just go on line to:  
[www.admin.adfg.state.ak.us/](http://www.admin.adfg.state.ak.us/)

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# Appendix



# Agrium

August/September 2006

## Peer Newsletter

Information to help employees and their careers.

### TAA AND WIA RETRAINING

—Sandra Burgess, TAA Program Assistant

**Inside this issue:**

AVTEC's IC <sup>3</sup> Course	2
Blue Sky	3
Exit Exam Program	4
Secret Pickle	5
Classified Ads	5
Wage Freeze Results	6
Important phone numbers	6

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- Courses must be job related
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- Course must be started prior to Sept 30, 2006
- Max of \$3,000 per year.

Currently, Agrium has one TAA training participant who has taken the huge leap back into the world of college. Darrell Ellis started his training program back in January and is working hard toward his degree in nursing.

When asked to comment on his experience with the application process to obtain TAA funding, Darrell replied with the following:

As I remember, TAA wasn't that difficult to apply for. The complication is that you are applying for TAA, WIA, Unemployment and Cobra insurance at the same time. I also was getting enrolled in school at the same time. I got confused as to what form was for what program. There is a lot of information that has to be rounded up with documentation and a lot of

guessing as to the future expenses. The good news is Pascale Dilley. Without her I would have been lost. I would see her and she would line me out on what is needed and how to get it. I needed several meetings with her to get it all done.

A few of Darrell's observations regarding some difficulties with the program: The money distribution is too strict. You have to be a fortune teller supplying expenses up front (before you know the real cost) and it seemed like you were locked in to the first estimate when you really don't know costs until you actually pay for them. The benefit of being dual

enrolled with the WIA Dislocated Worker program (Pascale Dilley's part)? I'm still a little confused as to WIA and when it starts. I think it doesn't kick in until TAA or Unemployment benefits are completed. I just keep in touch with Pascale and she keeps me on track.

When asked about his experience going back to school, Darrell replied: I started back to school a year earlier while still working at Agrium. I was taking classes to cover requirements to get into the Nursing program. This last semester after leaving Agrium I took a full class schedule. I had four

*(RETRAIN Continued on page 2)*



### STAY ON TOP OF FINANCES - MAKE A FINANCIAL ACTION PLAN

---Shawna Harper, Program Coordinator, Department of Labor and Workforce Development

2,690,000 people filed bankruptcy in the year ended December 31, 2005.

#### Bankruptcy Profiles

- ◆ Average age: 38,
- ◆ 44% of filers are couples;
- ◆ 30% are women filing alone;
- ◆ 26% are men filing alone;
- ◆ Slightly better educated than the general population;
- ◆ Two out of three have lost a job;
- ◆ Fewer than 9% have not suffered a job loss, medical event or divorce.

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## AVTEC IC<sup>3</sup> COURSE IS SUPPORTED BY AGRIMUM CONTINUING EDUCATION FUNDS

The IC<sup>3</sup> (Internet & Core Computing Certification) program is a great fit for Agrium employees. This course will give you all the skills necessary to be a successful online student. UA and AVTEC are developing more and more curriculum in a distance delivery format which requires students to have these skills. This would be a great way for students to get the skills they need to be a successful online learner (the attrition rate is actually very high on online courses and a big reason is lack of the basic computer skills needed). They will then be ready to take other distance delivered courses as they get offered and you will see a lot more offered in the near future.

**The Agrium Leadership Team encourages employees to continue your education and work with your supervisor.**

**The Alaska Department of Labor & Workforce Development wants to help Alaskans learn the skills**

**needed for finding and keeping a good job.**

The Alaska Vocational Technical Center in Seward is offering an exciting new online certification program aimed at providing computer and internet knowledge and skills. The program, called



Internet and Computing Core Certification (IC<sup>3</sup>), teaches the skills needed to understand the digital world and advance in the workplace. Helping your employees earn this certification will improve your organization's ability to function in the digital world.

**Move ahead with IC<sup>3</sup> Certification**  
Offered by AVTEC's Business &

Office Technology Department, IC<sup>3</sup> ensures you can effectively use computer hardware, software and the Internet. IC<sup>3</sup> is your starting place for advancement in employment, education or other certification programs.

**Get Certified from Your Desktop**

Business travel is not cheap, and time away from the office has other costs too. Many employers find it cost-prohibitive to send staff to other locations for computer training. IC<sup>3</sup> provides industry-specific digital literacy training to business and industry around the state, without employees ever leaving the workplace.

**What you need to train online**

To train online for IC<sup>3</sup> Certification, participants need a computer with an Internet connection and a microphone and speakers (a headset with a microphone works best). Training can be conducted using Windows, Mac or Solaris systems. Participants meet in live sessions with authorized IC<sup>3</sup> instructors. Sessions are also recorded and can be reviewed later by an employer or employee. Note: Microsoft Office 2003 (including Word, Excel and PowerPoint) is required for the IC3-02 Key Applications class. Here is the schedule of upcoming classes:

**IC3-Keys to Success - free 1 hour session**

Tuesday, Sept. 12, 2006, 3:00-4:00 p.m.

**IC3-01A Computing Fundamentals**

*(RETRAIN Continued from page 1)*

classes, three with labs. It was a full day everyday. I felt like I was never caught up, there was always something due to turn in or a test was always coming up. It was harder than I thought it would be.

His training will be over a five term period, of which he has already completed one semester with nothing less than straight A's.: I finished the requirements needed to get into the Nursing program with straight A's (show me the love). I am now waiting to find out if I made the cut to get into the program. They'll let me know at the end of August or first of September. If I am selected I'll start in January 2007 and it will be a two year program.

He is attending nurse's training at Kenai Peninsula College, and takes some of his classes online. In a conversation between Darrell and Workforce Investment Act Community Development Specialist, Pascale Dilley, "he is still earning straight "A"s and was mentioning the difficulty of taking Chemistry on line.

He met with the nursing counselor who said he was on schedule. He mentioned that they would be making their decisions soon on admission to the nursing program. He should be a shoe in due to his academic standing and the "points" he has earned along the way with other activities and courses he has taken..."



*(IC3—Continued on page 5)*

# Appendix

Peer Newsletter  
Information to help employees and their careers.



Page 3



## GAS, BLUE SKY, AND OUR JOBS!!

—Don Goforth

Newsletters

For all the current employees to keep their jobs at the K.N.O. plant there is TWO BIG IF'S out there. The biggest IF is the Gas contract. Agrium needs to secure another contract (one or more years), to keep the North complex (plant 4&5) running, all the employees know this and our jobs depend on a new Gas contract. The other big IF is the Blue Sky project making it through all of the phases; Phase 1 should be complete by mid July. If this phase gets approved, then Agrium can move on to Phase 2.

The Blue Sky project is GREAT but what about our jobs?? All the employees have been told that if Agrium does not get a gas contract to run the North complex Agrium will not be able to keep all the current Employees (Hourly or Management) on the pay roll until Blue Sky is up and running.

There could be a skeleton Crew at the plant to keep Blue Sky project going. I asked Tim Johnson if there was any idea

about how many that would be. His answer was no not at this time. We know that we will need technical Support for Phase 2 and Phase 3 but we don't have details at this time.

Tim-- If Agrium does secure enough gas to run the North complex (plant 4&5) till the construction of Blue Sky, which could be in 2009, will Agrium be able to help the employees that are working at the K.N.O. on the construction part of Blue Sky?

Answer - Yes, it would be in the best interest of Agrium to have these employees on the construction part of Blue Sky because of the vast knowledge within the ranks of our current Employees (Maintenance and Operations).

Tim-- Is there any guarantee after construction of Blue Sky, that the employees who worked on the construction part will be hired as employees of the new Blue Sky Corporation??

Answer--- The idea of transitioning employees during the construction

period is to retain that skill and knowledge base for the long-term operation of Blue Sky. As we get closer to the actual construction we will have a better picture of how this will work. At this point all we can say is that we have great people and they are key to bringing Blue Sky on-line successfully. If at all possible we will work to find some way to make that happen.

Tim -- A home run for current employees would be to secure enough gas to run plants 4 & 5 until the Blue Sky project is up and running, in what we know as the old plants (1&2) and the tie-in of the North complex are completed. Would there be any layoffs as Agrium make the change over in all the plants to Blue Sky??

Answer--NO! At this time we would need all of the experience the current employees have to bring the plants up and running. You can't get this experience off the street with the knowledge that our employees have!!

So you can say that there is somewhat of a guarantee that the employees that are working at this time will be working for the new corporation??

Answer--- If we are able to secure gas contracts, we will continue to operate on gas until Blue Sky construction is complete (if the decision is made to proceed with Phase 2 and subsequent phases after Phase 2), I see the employees making a seamless transition. At this point, we don't know if that means transition to a new corporation or continuing to work with Agrium at K.N.O. Part of our Phase 1 work is to determine the best corporate structure to support our gasification operation. That decision is still being developed.

Tim-- All the employees know about Agrium needing gas and how that effects their jobs, is there anything else that you can make any comment about Blue Sky and their jobs? Anything we might have missed????

(Blue Sky--Continued on page 4)

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Peer Newsletter  
Information to help employees and their careers.

## EXIT EXAM PROGRAM

—Judy Phillips

KNO offers Employee Exit Physical Exams to all employees who are enrolled in an OSHA exam program, and who have not already had an OSHA required physical exam in the past year.

### Program Description

The Employee Exit Physical will consist of the following services:

#### 1. Physical Exam:

General 30-45 minute exam: Review of History, Vital Signs, General Physical Examination.

#### 2. Blood Work:

Cholesterol Panel: risk evaluation for Coronary Artery Disease

Chemistry Panel: risk evaluation for

Diabetes, Kidney, and Liver Disease

Complete Blood

Count: risk evaluation for anemia, and immune system

Urinalysis: Evaluation for Kidney Function, Diabetes, and Infection

Prostate Specific

Antigen (PSA): screen for prostate cancer age >50

#### 3. Testing:

EKG: risk evaluation for Cardiovascular Disease

Pulmonary Function Test (PFT): evaluation for lung disease

Vision Testing: screening for visual deficit

Hearing Exam: screening for hearing loss

Chest X-Ray: Screening for lung disease

### Program Results

In the event of any abnormal findings, the employee will be directed to their local health care provider for review of the findings, to include diagnosis and treatment. All costs associated with follow-up medical care are the employee's responsibility, but medical insurance coverage may apply.

In the unlikely event that an unstable medical condition is discovered which could potentially threaten employee or job safety, the employee will be required to follow-up with his/her local health care provider immediately. Prior to returning to work, the employee would be required

to provide a Return to Work authorization form to the HR Department.

### Confidentiality

Medical information will be kept as part of the employee health record, and will be regarded as strictly confidential per state and/or federal law. Any release of information to third parties will require the employee's written authorization, unless such use or disclosure is specifically required or permitted by law. Consistent with current company policies, employees will have full access to review their health records and will be provided with a copy of all results upon written request.

Please contact Judy Phillips at Ext. 3270 to schedule an Exit Exam or to request a copy of medi-

*(Blue Sky—Continued from page 3)*

Answer--- We have said it before, but it is worth restating---We have great people at K.N.O. Our knowledge, experience, and the culture we are building are KEY to making Blue Sky a successful venture. When we talk to potential partners, the question of work force retention always comes up.

You have identified the biggest factor for retention and that is continued gas supply. At this point we don't know if the economics support moving into Phase 2, but if we do, we want to maintain work force continuity.

Thanks for your time Tim.

At the beginning of this article it was stated that for all of this to happen Agrium needs to get new gas contracts for K.N.O. to keep running till 2010-2011, when Blue Sky comes on line. We all prefer to have the plants run until Blue Sky is up and running, but there are no guarantees unless Agrium gets the gas supplies we need and there is no certainty that we will continue Blue Sky into Phase 2.

So at this point we all still must keep up with our plans for a plant closure at the end of this

year!!

Remember to use Pascal Dille (phone 283-2902) at the Alaska Department of Labor to help with anything that she can with your plans. With all this on our minds please remember to work with Safety on your mind at all times. We do not need to have anyone getting hurt now or ever!!

### Project Update

◆ June 30, 2006

◆ - Tim Johnson

I received a call today from Senator Tom Wag-

oner letting us know that Governor Murkowski signed the capital budget today and that he has approved the \$5 million dollar appropriation for Blue Sky. This brings the total government support for Phase 2 of Blue Sky to \$7 million.

A big thank you goes to Lisa Parker for all of her hard work to bring this funding together! We also owe our thanks to Senator Tom Wagoner, Representative Mike Chenault and the entire peninsula delegation for their efforts to make this funding a reality.

# Appendix

Peer Newsletter  
Information to help employees and

(IC3—Continued from page 2)

Tuesdays beginning  
Sept. 19, 2006, 3:00-  
5:00 p.m.

**IC3-01B Computing Fundamentals**

Thursdays beginning  
Sept. 21, 2006, 4:00-  
6:00 p.m.

**IC3-02A Key Applications**

Tuesdays beginning  
Nov. 28, 2006, 3:00-5:00  
p.m.

**IC3-02B Key Applications**

Thursdays beginning  
Nov. 30, 2006, 4:00-6:00  
p.m.

**IC3-03A Living Online**

Thursdays beginning  
Feb. 22, 2007, 4:00-6:00 p.m.

**IC3-03B Living Online**

Tuesdays beginning Feb. 27,  
2007, 3:00-5:00 p.m.

For an overview of each course, please visit [www.avtec.alaska.edu/ic3overview.gif](http://www.avtec.alaska.edu/ic3overview.gif). For certification, you must complete all three online classes, Computing Fundamentals, Key Applications, and Living Online, and pass an exam at the end of each one.



For more information or to register online for upcoming IC<sup>3</sup> classes, go to [www.avtec.alaska.edu/IC3onlineAP.htm](http://www.avtec.alaska.edu/IC3onlineAP.htm) or call 1-800-478-5389.

**IC<sup>3</sup> Coursework**

IC<sup>3</sup> Certification includes three nine-week courses: Computing Fundamentals, Key Applications and Living Online. Before starting, participants are required to register and complete a free one-hour session.

## SHHH.... BILL GREGG'S SECRET DILL PICKLE RECIPE



Wash cucumbers and pack in large mouth quart jars. In each jar place 2 peeled sections from a fresh garlic clove and a head of a dill plant. In a sauce pan put 3 C water, 1C apple vinegar and 1/4 C canning salt. (Make this one batch at a time.) Bring to a boil. Pour boiling vinegar water in

packed jars fill to 1/2" from the top. Wipe off rim, place on lid and screw on the ring.

Wait about 6 weeks. Since Bill Gregg no longer works for Agrium and brings us pickles, here is his recipe. Remember this is a secret recipe so let's not get anyone in a pickle by telling Bill it got printed.



### CLASSIFIED ADS

- Illiterate? Write today for free help.
- Auto Repair Service. Free pick-up and delivery. Try us once, you'll never go anywhere again.
- Our experienced Mom will care for your child. Fenced yard, meals, and smacks included.
- Dog for sale: eats anything and is fond of children.
- Man wanted to work in dynamite factory. Must be willing to travel.
- Stock up and save. Limit: one.
- Semi-Annual after-Christmas Sale.
- 3-year old teacher needed for preschool. Experience preferred.
- Mixing bowl set designed to please a cook with round bottom for efficient beating.
- Dinner Special -- Turkey \$2.35; Chicken or Beef \$2.25; Children \$2.00
- For sale: antique desk suitable for lady with thick legs and large drawers.
- Now is your chance to have your ears pierced and get an extra pair to take home, too.
- We do not tear your clothing with machinery. We do it carefully by hand.
- For sale. Three canaries of undermined sex.
- Have several very old dresses from grandmother in beautiful condition.

# Appendix

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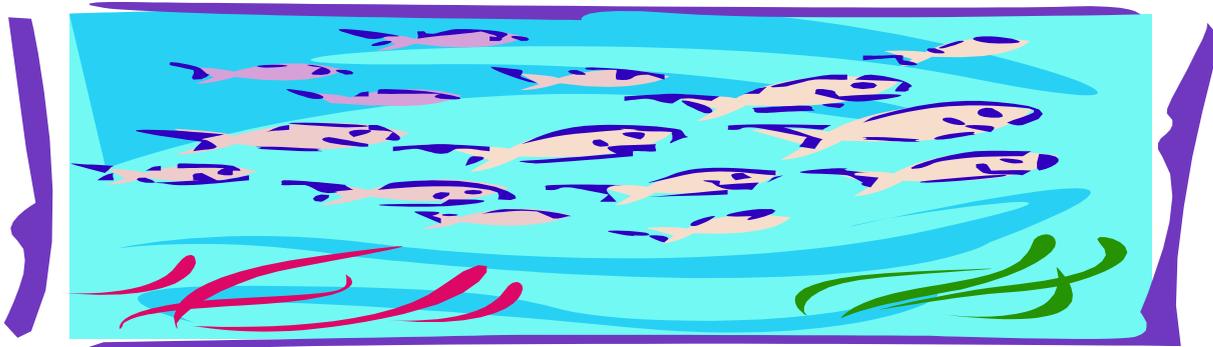


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CHECK OUT THE EMPLOYEE  
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## Agrium Peer Group:

Brian Cotman,  
John Coston,  
Donald Goforth,  
Loren Hollers,  
Jeffrey Laube,  
Marilu Moreno,  
Mark Moore,  
Gary Morris,  
Sherry Ruiz,  
Mark Schams,  
Dan Talbot,  
and Don Zacharias.

## WAGE FREEZE RESULTS

—Kynda Nokelby, Supervisor  
Alaska Department of Labor & Workforce  
Development

I don't have a way to extract a report that shows all Agrium wage freeze claims.... I checked my personal stats for the month of June and found that I personally entered 100 claims, all of which should have been Agrium since I do not normally process new claims. ...with the May claims I'd say roughly 110-120 (80%) new wage freeze claims have been filed (but that's an estimate).

## IMPORTANT PHONE NUMBERS

- ◆ Department of Labor, Pascale Dilley 283-2902 or Carolyn VanZant 283-2922
- ◆ Pascale Dilley Office at Agrium 3130
- ◆ Agrium Employee Benefits 877-595-5057
- ◆ Unocal Employee Benefits 800-760-7600
- ◆ Employee Assistance Program 800-523-5668 Pin A5284
- ◆ Unemployment Insurance 888-252-2557 (ask for Kynda Nokelby at ext. 3714)
- ◆ Small Business Development Center 714-2331
- ◆ Economic Development District 283-3335

# Appendix



October/November 2006

## Peer Newsletter

Information to help employees and their careers.

### MORE GAS —Jeffrey Laube

**Inside this issue:**

Blue Sky Update	2
TAA Affected by gas Contract	2
Bender Buns	3
Laws of Nature	3
Agrium Extends Educational Funds	4
Important phone numbers	4

**Use Your Agrium Educational Funds**

- Courses must be job related
- Get approval prior to starting the course.
- To get reimbursed you must get a 'C' or better ('B' for post Graduate).
- Course must be completed prior to Oct 31, 2007
- Max of \$3,000 per year.

Agrium has signed gas contracts to allow the Kenai Plant to run through October 31, 2007. Currently no lay-offs are anticipated for the duration of this gas contract. The gas contract was put together by the Agrium KNO Gas Team, which consists of Jim Senn, Mike Gahr, Lisa Parker, Craig Fischer, Chris Wilde, and Chris Tworek. Normal gas use for the entire Kenai Plant is about 150 million standard cubic feet per day (MMSCFD). Currently, with only plants 4 and 5 making product the facility can use about 75 MMSCFD. The gas contract for 2007 averages 65 MMSCFD for the days the

**Agrium has their eye on the future...**

facility is running. Jim Senn says the bottom line for 2007 will be much smaller than 2006. Senn said, "Agrium has their eye on the future, operating with a marginal year is a means to a potentially brighter future. We are pursuing long-term contracts for the facility." A plant shut down is anticipated for the winter of 2006/2007. Depending on weather, plants 4/5 will shut down for maintenance. This shutdown is anticipated to be December 2006 through March 2007. During this time, Jeff Turkington, Operations Superintendent said some of the operators would be moved to other

departments. Those moved could have a schedule change, however, approved vacations would not be affected.

Jim Senn, KNO Gas Team Leader, said the opportunity for Cook Inlet gas looks even better in the future. Some of the reasons for more potential gas in the future for the Cook Inlet include:

- Escopeta is planning on drilling a new deep well in the Inlet which could be the largest find (estimated at 7.5 trillion cubic feet (Tcf)). The entire harvest of natural gas from all Cook Inlet gas wells for the past 40+ years has been 6.8 Tcf. This gas well, if successful, could be added to the gas market within 2 to 4 years. Timing will depend if a platform is required or if the gas structure can be reached from on shore drilling pads.

*(GAS Continued on page 2)*

### TIME OFF THIS WINTER

---Don Zacharias

It's no secret to anyone that we'll likely experience a period when the plant will be down this winter, due to lack of natural gas. Just when and how long will depend on the weather and our gas suppliers. Because of this employees have been asking about time off this winter. We have been working on this and have identified 4 options for leave that Agrium KNO employees may be able to exercise this winter. Its important to remember that any leave of absence does need to be approved, subject to work that needs to

get done even though the plant won't be operating. The first option is obvious and its vacation. Nothing much else needs to be said about this other than an employee will have to have vacation in their bank in order to take it. The second option is unpaid leave of absence. In order to ensure an unpaid leave does not impact benefits it needs to be short in duration and taken within a single month. Might be attractive to employees looking to extend a week-end or Holiday period. We're also looking at temporary layoff and it's the 3rd option. It's the most complicated one and its taking the most time right now to make sure all the effects are understood as they relate to medical and dental

*(TIME OFF on page 2)*

# Appendix



Peer Newsletter  
Information to help employees and their careers.

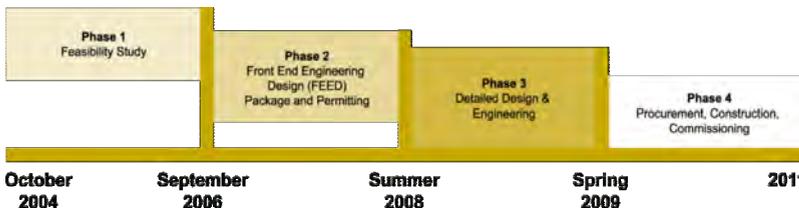
Page 2

## BLUE SKY—PHASE 2 —Jeffrey Laube

The Coal Gasification Project, called Blue Sky, to supply the Agrium Kenai Nitrogen Operations (KNO) with feedstock gas is still on track. The project would produce enough gas to supply

### **Phase 1 Feasibility Study (this phase is completed)**

Feasibility Engineering  
Environmental Scoping and Planning  
Develop Project Funding Plan



the 4 production plants back to nearly full capacity. The Blue Sky project would include a coal fired power plant able to export 70 megawatts of power. KNO will take hydrogen from the gasifier and pure nitrogen from the air separation unit to produce ammonia syngas. The KNO facility would stay mainly the same as it is today except that the project will focus on maximizing urea production. The current design is for producing about 2,600 metric tons per day (tpd) of ammonia and 3,000 metric tpd of urea while consuming 7,800 metric tons of coal per day.

The development of the Blue Sky project is done in 4 main phases. With the announcement that the Blue Sky project is proceeding to Phase 2, there have been several questions concerning the accomplishments of each Phase of the Project. Here is a quick sketch of the planned project Phases:

### **Phase 2 Front End Engineering Design (FEED) Package and Permitting (in progress)**

Develop Basic Engineering Package  
Environmental Permitting  
Produce Bankable Documents to Secure Financing

### **Phase 3 Detailed Engineering (in progress)**

Detailed Design and Engineering  
Finalize Environmental Permitting

### **Phase 4 Construction and Startup**

Procurement  
Construction  
Commissioning

Tim Johnson, Manager of the Blue Sky Project, said "It is a significant jump to go from phase 1 to phase 2." The current project has been downsized from initial design concepts. The current design will use the footprint of land on the inlet side of the Spur Highway only from the KNO facility south to the Tesoro 2 Go gas station. It will produce

enough feedstock gas to supply the KNO facility as it is with some modifications to de-bottleneck the urea plants. Johnson said the next major hurdle will be half way through the phase 2 portion of the project. This announcement is expected in the spring of 2007. If the project stays on schedule, Phase 3 will start in the summer of 2008 and Phase 4 will start in 2009.

He said that the chances of this project being completed improve significantly with the completion of each phase. However, until the ground breaking starts this project could be halted. The chances of Agrium employees working on the Blue Sky project will increase as the project gets closer to phase 4. Once that phase is started, employees will be in demand.

## TAA AFFECTED BY GAS CONTRACT —Jeffrey Laube

The TAA certification that has assisted the Agrium employees that have been laid off will expire in April of 2007. Those who have been laid-off will still be able to use this program as they are qualified for life.

Agrium will have to re-apply for TAA funds if any additional lay-offs occur. Agrium can not re-apply for TAA until additional lay-offs are imminent.

(TIME OFF Continued from page 1)

insurance, vacation and profit sharing. We're also talking with our friends in the department of labor to make sure we understand all the implications there too, like qualifying for unemployment insurance. And finally, the fourth option is reduced workweek schedules. This means an employee working something less than their usual work schedule, on a daily or weekly basis. This option too may have some implications on other work related issues. The good news is that we are getting close to understanding it all so expect a communication soon. Along with this communication we'll be asking you to let us know if you are interested in one or more of these options.

(GAS Continued from page 1)

- The ConocoPhillips LNG export license expires 3/31/2009. The LNG plant uses over 200 MMSCFD. If this export license is not extended, there will be more gas available for sale to Agrium.
- Forest Oil Corporation is drilling for gas across the inlet in 2007. With current infrastructure any gas finds could be to market in months.
- Escopeta is also drilling this winter in the Alexander Creek area. If

this well is successful this gas could be to market in months.

- Marathon Oil Company gas discoveries at Ninilchik, Cannery Loop and Kasilof are 20 to 30 MMSCFD, which is enough to offset the natural declines in the gas fields.

Agrium will still have to secure additional gas to keep the facility making product past October 2007. However, with all the good news on the Cook Inlet gas horizon, it may be easier for Agrium to secure future gas contracts.

# Appendix

Peer Newsletter  
Information to help employees and their careers.



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## Agrium Peer Group:

Brian Cotman,  
John Coston,  
Donald Goforth,  
Loren Hollers,  
Jeffrey Laube,  
Marilu Moreno,  
Mark Moore,  
Sherry Ruiz,  
Mark Schams,  
Dan Talbot,  
Don Zacharias.



## Laws of the Natural Universe

**Law of Mechanical Repair:** After your hands become coated with grease, your nose will begin to itch.

**Law of the Workshop:** Any tool, when dropped, will roll to the least accessible corner.

**Law of the Telephone:** When you dial a wrong number, you never get a busy signal.

**Variation Law:** If you change lines (or traffic lanes), the one you were in will start to move faster than the one you are now in.

**Bath Theorem:** When the body is fully immersed in water, the telephone rings.

**Law of Close Encounters:** The probability of meeting someone you know increases when you are with someone you don't want to be seen with.

**Law of the Result:** When you try to prove to someone that a machine won't work, it will.

**Law of Biomechanics:** The severity of the itch is inversely proportional to the reach.

**Theatre Rule:** At any event, the people whose seats are furthest from the aisle arrive last.

**Law of Coffee:** As soon as you sit down to a cup of hot coffee, you will be asked to do something which will last until the coffee is cold.

**Murphy's Law of Lockers:** If there are only two people in a locker room, they will have adjacent lockers.

**Law of Dirty Rugs/Carpets:** The chances of an open-faced jelly sandwich of landing face down on a floor covering are directly correlated to the newness and cost of the carpet/rug.

**Law of Location:** No matter where you go, there you are.

**Law of Logical Argument:** Anything is possible if you don't know what you are talking about.

**Brown's Law:** If the shoe fits, it's ugly.

**Oliver's Law:** A closed mouth gathers no feet.

**Weiner's Law:** Murphy was an optimist.

## BENDER'S BUN RECIPE

**Cinnamon Rolls (a Sunday tradition if you are working with Les Bender)**

Mix well with spoon in large bowl:

4 c. warm water  
3 c. whole-wheat flour  
½ c. vegetable oil  
¼ c. brown sugar  
1 t. salt  
4 T. baker's yeast

Set this "sponge" in a warm place for 30 minutes to develop the yeast. It will grow and bubble. Now it's time to add the remainder of flour into the bread. The feel of the dough itself ultimately determines the amount of flour. Begin by adding about 4 c. white flour, mixing in with spoon. As the dough becomes

too thick for stirring, start kneading by hand. Add flour (white or whole wheat, as desired) to the dough until it's no longer tacky. This is probably another 4 c. Round up the dough into a ball and return it to a warm place to rise for 30 minutes while you get a set of readings.

Punch down the dough and roll out with rolling pin to a rectangular shape on clean flat surface sprinkled lightly with white flour. Spread 2 lbs. softened butter evenly over dough. Sprinkle 3 to 4 c. brown sugar over the butter. Sprinkle cinnamon generously over sugar. Sprinkle 2 c. chopped nuts over top.

Now roll the dough into a log with hands and pinch dough closed along the seam. Find the biggest darn pan in the kitchen (I use the B. Ware 12x20) and grease with butter. Cut the log into 15 equal pieces and place in pan, 3 wide by 5 long. Return pan to warm place for 30 minutes.

Bake at 350 for about 1 hour, until top is slightly brown. Let cool for 15 minutes then serve.

# Appendix



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## Agrium

PO Box 575  
Kenai AK 99611

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CHECK OUT THE EMPLOYEE  
SUPPORT COMMITTEE WEB  
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THE AGRIMUM INTRANET WEB  
LINKS ON THE KENAI HOME  
PAGE

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## AGRIUM CONTINUING EDUCATION FUNDS EXTENDED

— Don Zacharias

In 2005 eight KNO employees took advantage of the Agrium Educational Reimbursement Policy and a total of seven thousand dollars was reimbursed to them. So far in 2006 nine KNO employees have been reimbursed a total of six thousand seven hundred dollars.

These employees have successfully completed work related courses to enhance their knowledge and skills and to improve their future marketability. Agrium has supported them by paying for tuition and other qualifying expenses. In some cases, with the support of their immediate supervisor,

work schedules have been modified in order to allow an employee to attend classes.

Employees interested in pursuing this opportunity should review the policy and discuss their course interests with their supervisor. The policy can be found on the Kenai webpage in the Peer/Employee Support Committee section. The policy has been renewed for Kenai until October 31, 2007. Employees taking advantage of this need to have their courses approved for reimbursement and successfully completed by this date.

## IMPORTANT PHONE NUMBERS

- ◆ Department of Labor, Pascale Dilley 283-2902 or Carolyn VanZant 283-2922
- ◆ Pascale Dilley Office at Agrium 3130
- ◆ Agrium Employee Benefits 877-595-5057
- ◆ Unocal Employee Benefits 800-760-7600
- ◆ Employee Assistance Program 800-523-5668 Pin A5284
- ◆ Unemployment Insurance 888-252-2557 (ask for Kynda Nokelby at ext. 3714)
- ◆ Small Business Development Center 714-2331
- ◆ Economic Development District 283-3335

# Appendix



Winter 2006/2007

## Peer Newsletter

Information to help employees and their careers.

### Trade Adjustment Assistance (TAA)

—Shawna Harper, TAA & Rapid Response Program Coordinator

**Inside this issue:**

Holiday Cheer Planning	2
Ziploc Omelets	3
Definitions	3
Leave Options	4

**Use Your Agrium Educational Funds**

- Courses must be job related
- Get approval prior to starting the course.
- To get reimbursed you must get a 'C' or better ('B' for post Graduate).
- Course must be completed prior to Oct 31, 2007
- Max of \$3,000 per year.

**TAA training benefits do not expire and by filing for a determination of eligibility now, you are basically locking in the potential for future.**

Rumor has it that if you go on a temporary layoff or work reduced work hours; you can file for a determination of eligibility for TAA benefits. **TRUE!** TAA regulations state that you can be determined eligible for TAA if you are an "adversely affected worker". An adversely affected worker is a worker who is temporarily laid off, permanently laid off, or experiences at least a 20% reduction in their normal work hours during a TAA certification period. Agrium, KNO's is currently

covered under TAA certification and that certification period ends April 12, 2007. The date you begin your temporary layoff or begin working reduced hours will be considered your separation date for TAA purposes. At that time, Agrium KNO will provide the TAA office in Juneau your name and mailing address, separation date and recall date. TAA will send you a letter advising you that you are eligible to file for a TAA determination and will include a **Request for Determination (Form**

**855) for you to complete and submit to the TAA office.**

Once you submit your 855 Form and TAA issues you a formal determination of eligibility you will be eligible to apply for TAA benefits such as training, job search, and relocation. However, you will not be able to utilize the training, job search and relocation benefits during your temporary layoff as you have a recall date to suitable employment. The time limits on all benefits except for training will begin with your temporary separation date, but training benefits do not expire and by filing for a determination of eligibility now, you are basically locking in the potential for future TAA funded training if you become permanently separated from employment.

Once Agrium's certification expires in April, they will file a new petition in an ef-

*(TAA Continued on page 2)*

### How Do I Collect My UI Benefits During the Temporary Lay Off?

---Kynda Nokelby, Supervisor, Alaska Department of Labor & Workforce Development, Anchorage Unemployment Insurance Claim Center

Most of you filed a wage freeze claim earlier in 2006. If you did not file a claim earlier this year, you will need to open a new claim. If you have already have a wage freeze claim you'll need to reopen that claim when you are laid off. To reopen your existing wage freeze claim OR establish a new claim, go to our website [www.jobs.state.ak.us](http://www.jobs.state.ak.us) and click on "Unemployment Insurance Benefits Online". You will be asked to enter your social security number, name and address. You will also be asked to provide your return to work date. If you have a

**BEGIN CLAIM >>>**

definite return to full time work date within 90 days, you will not be required to register and post an online resume with the ALEXsys system. Once you have reopened your claim, you need to start filing with VICTOR for your bi-weekly payments. Each week starts on Sunday and ends at midnight on Saturday. VICTOR is an automated call claim system. The VICTOR phone number for the Kenai Peninsula area is 1-888-222-9989. VICTOR is available every day from 6 am to 7 pm, Alaska Time. Make the first

*(UI BENEFITS Continued on page 2)*

# Appendix



Peer Newsletter  
Information to help employees and their careers.

Page 2

## HOLIDAY CHEER IN SPITE OF THE UNKNOWNs —Marilu Moreno

The holiday season is approaching, and we know that means increased spending. There never seems to be enough money for the things we want to buy. With our work situation, it will be hard for us to get carried away during this spending season that we can't dig ourselves out for months, or sometimes longer. The key to overcoming these holiday blues is to plan ahead and prepare for the expenses that come with the holiday season. No one wants to be a Scrooge, but everyone needs to remember that every extra expense comes out of a December (and/or January!) budget that isn't any larger than the one we live within the rest of the year.

This does not mean that we should let the holiday pass without getting into the spirit of the season - giving. Here are some ways to simplify your holiday shopping without overextending your wallet-think, PASS.

**Plan purchases NOW** - Use an envelope-based budgeting system. Assign each expense (gifts, entertaining, decorations, cards,

shipping, etc.) an envelope. Determine the amount you can afford to spend and write it on the envelope. If possible insert cash or a check for the amount that you have assigned on each envelope. Do not use credit card if you cannot pay it off at the end of the month.

**Allocate your expenses.** If you come from a large family or a church that encourages gift giving, suggest cost cutting ideas such as drawing names to determine those you buy for, giving gifts only to children or purchasing only one gift per family. Be creative with your gifts. Many times, the best gifts are the ones that require less money like baked or canned goods, or a potted plant.

**Shop for bargains.** Browse the internet before heading to the mall. Sometimes, companies offer discounts, free shipping and free returns on purchases. This is also a good way of comparing prices to give you an idea of the going rate for items before you buy.

**Shop early.** Buy presents a little at a time in preparation for the holidays. If an item on sale would

make a good gift, buy it. Prices often increase around the holiday season, and it is less expensive to purchase items before holiday rush. By sending your gift early to faraway friends and family, you can use economical shipping methods. Consider having gifts delivered straight to the recipient when shopping on line.

Whatever you do, do not forget the reason for the season. Read the Christmas story to your kids and apply it. Charity can definitely begin at home! Ask your kids to help out clean out those closets and drawers of items they don't wear or use anymore and donate them to a shelter, thrift store, etc. Your family's gently used clothes, coats, blankets, and toys could be someone else's perfect Christmas gift! It's not the trendy toy-of-the-moment that children remember, it's the events and activities: baking, decorating, visiting, and laugh-



*(UI BENEFITS Continued from page 1)*

call to VICTOR approximately two weeks after being laid off. After your initial call, continue to call VICTOR every two weeks until you return to work. You should receive a UI Claimant Handbook in the mail that will outline all of the questions VICTOR will ask you.

If you are self employed, working on call, traveling or performing self employment, we recommend that you keep track of your activities on a calendar to make filing with VICTOR easier. The first eligible week of your claim will serve as your waiting week. You do not receive payment for the waiting week, yet you must file to get credit for the week before benefits can be paid. To be eligible to receive UI payment for a week you must be able and available to accept full time work. You can work and, in some cases, perform self employment and still re-

*(UI BENEFITS Continued on page 3)*

*(TAA Continued from page 1)*

fort to become re-certified for TAA. If Agrium is re-certified and if you are laid off again you will be able to submit a new Request for Determination (Form 855) which will restart all time limits on all the TAA benefits.

Contact Sandra Burgess at 465- 5947 or Shawna Harper at 465-1882 for questions.

### Workforce Investment Act (WIA)

The WIA program also offers training, job search and relocation benefits as

well as support services while in training. However in order to be eligible for the WIA Dislocated Worker Program, you must have been laid off permanently or if on temporary layoff, it must exceed six months. In addition you must not have the likelihood of returning to your previous occupation or industry. As everyone who is going on temporary layoff has a recall date established, you will not be eligible for WIA benefits at this time.

Contact Pascale Dilley at 283-2902 for questions.

# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 3

**Agrium Peer Group:**  
Brian Cotman,  
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Marilu Moreno,  
Mark Moore,  
Sherry Ruiz,  
Mark Schams,  
Dan Talbot,  
Don Zacharias.



## DEFINITIONS THAT MAKE SENSE

- ADULT:** A person who has stopped growing at both ends and is now growing in the middle.
- BEAUTY PARLOR:** A place where women curl up and dye.
- CANNIBAL:** Someone who is fed up with people.
- CHICKENS:** The only animals you eat before they are born and after they are dead.
- COMMITTEE:** A body that keeps minutes and wastes hours.
- DUST:** Mud with the juice squeezed out.
- EGOTIST:** Someone who is usually me-deep in conversation.
- HANDKERCHIEF:** Cold Storage.
- INFLATION:** Cutting money in half without damaging the paper.
- MOSQUITO:** An insect that makes you like flies better.
- RAISIN:** Grape with a sunburn.
- SECRET:** Something you tell to one person at a time.
- SKELETON:** A bunch of bones with the person scraped off.
- TOOTHACHE:** The pain that drives you to extraction.
- TOMORROW:** One of the greatest labor saving devices of today.
- YAWN:** An honest opinion openly expressed.
- WRINKLES:** Something other people have. You have character lines.

*(UI BENEFITS Continued from page 2)*

ceive total or partial UI payments. You must report any hours worked and gross earnings to the VICTOR system in the week they are earned. You can earn \$50 weekly without reducing your benefit check. Your benefit check will be reduced by \$0.75 for each dollar you earn over \$50. VICTOR will also ask you to report lump sum payments for holiday, sick, vacation, severance, bonus, and/or severance pay. They are deducted dollar for dollar, and must be reported in the week that you **receive** the payment. If you travel away from your normal labor market for personal reasons such as a family vacation you may not be eligible for UI payment for the week you travel. If you travel in search of work you will be required to report one in person work search in the area of your travel for each week that you travel. If you are traveling to attend a school or training program you will be asked to provide additional information that will be needed to determine your eligibility for payments while you travel to attend training.

### Quick Review:

· If you have not established a claim, go online to [www.jobs.state.ak.us](http://www.jobs.state.ak.us) and click "file unemployment insurance claim."

*(UI BENEFITS Continued on page 4)*



## ZIPLOC OMELETS

Have you ever heard of this? (This works great! Good for when all your family is together and no one has to wait for their special omelet).

Have guests write their name on a quart-size Ziploc freezer bag with permanent marker. Crack 2 eggs (large or extra-large) into the bag (not more than 2) shake to combine them.

Put out a variety of ingredients such as: cheeses, ham, onion, green

pepper, tomato, hash browns, salsa, etc. Each guest adds prepared ingredients of choice to their bag and shake, Make sure to get the air out of the bag and zip it up. Place the bags into rolling, boiling water for exactly 13 minutes. You can usually cook 6-8 omelets in a large pot. For more, make another pot of boiling water. Open the bags and the omelet will roll out easily. Be prepared for everyone to be amazed. Nice to serve with fresh fruit and coffee cake; everyone gets involved in the process and a great conversation piece.

# Appendix



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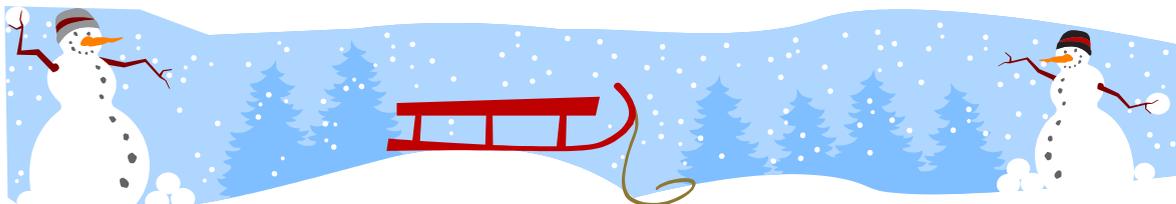


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**(UI BENEFITS** *Continued from page 3)*  
*ance online"*

- If you have established a wage freeze claim, you'll need to reopen that claim when you are laid off by going online to [www.jobs.state.ak.us](http://www.jobs.state.ak.us) and clicking "file unemployment insurance online"
- Approximately two weeks after being laid off and establishing or reopening your claim you will make your first call to VICTOR.
- Call VICTOR every two weeks until you return to work.
- Remember wages & self employment earnings are deducted in the week you do the work...so keep a calendar & log any work or self employment you perform and what your gross earnings will be for that week for easier filing with VICTOR.
- If you travel in search of work, remember to document the name, address & phone number of at least one employer you contact about work.

## Update on Leave Options for 2006/2007 Winter Outage

– Don Zacharias

As of the last day of October there have been a total of 47 requests for one or more of the 3 leave options (I'm not counting vacation in this article). A breakdown of the request is as follows:

- 21 requests for option 2, short term unpaid leave
- 22 requests for option 3, temporary layoff
- 4 requests for reduced workweek.

With one possible exception requests for option 2 and option 3 either have been or will be approved. We'll have to look a little closer at the requests for a reduced workweek. The Company can accommodate more leave requests in most areas so talk to your supervisor about it and get a request in or drop by to talk about it if you have questions.

# Appendix



## Inside this issue:

What Color Collar?	2
Dyeing Easter Eggs	3
Obituary	3
Gas & Blue Sky Update	4

### Use Your Agrium Educational Funds

- Courses must be job related
- Get approval prior to starting the course.
- To get reimbursed you must get a 'C' or better ('B' for post Graduate).
- Course must be completed prior to Oct 31, 2007
- Max of \$3,000 per year.



Spring 2007

## Peer Newsletter

Information to help employees and their careers.

### Temporary Voluntary Leaves Of Absence and Layoff – A Success Story

—Don Zacharias

From the first week in November of 2006 through to the first week of March 2007 Agrium and its Kenai Operations implemented a voluntary leave and layoff program that was a first for Kenai and a first anywhere within the Company. The program offered employees 4 options while the plant was down due to lack of natural gas, a key feedstock for the production of ammonia and urea fertilizers. The program was totally voluntary and offered employees the opportunity to take vacation, a leave of absence of less than 32



days, a temporary layoff of more than 32 days or a reduced work week schedule. A unique feature of this program was

a \$600 per week return to work bonus for employees who elected the temporary layoff option. The bonus was an incentive for employees to return to work. It was paid to employees at the first complete pay period upon returning to work. Employees who elected to be temporarily laid off or take the reduced work week option received the additional benefit of becoming qualified for retraining benefits under the Company's certification for Trade Adjustment Assistance (TAA) with the United States Department of Labor. Qualified employees keep this qualification even though the certification ends in April 2007. Agrium will reapply for certification should plant closure or a

*(LAYOFF Continued on page 2)*

## TAA ELIGIBILITY

—Shawna Harper, TAA & Rapid Response Program Coordinator

Over the past few months, many workers had the opportunity to take time off work. There were many upsides to this such as more time with family, vacation, attempting to complete the never ending "honey do" list, etc. Another upside was the fact that by being temporarily laid off or working a reduced work schedule allowed you to file for a determination of eligibility for TAA benefits. These benefits include training, job search allowance, and relocation allowances, to name

a few. All that was needed to establish eligibility for TAA is to complete the Department of Labor Form 855. This is available in the HR office at Agrium, from your employee support group as well as on the internet at [www.alaskataa.com](http://www.alaskataa.com) under forms. By filing the 855 Form you are locking in your eligibility to use your TAA benefits in the future, if needed.

The goal is to have every employee who was on a

*(TAA ELIGIBILITY Continued on page 3)*

# Appendix



Peer Newsletter  
Information to help employees and their careers.

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## WHAT COLOR WILL YOUR COLLAR BE?

—Carolyn Vanzant, Community Development Specialist III Department of Labor and Workforce Development

Have you ever pondered what you want to be when you grow up? Or, are you more like me and wonder why you ever have to grow up? Many of us travel through our working life and find good and bad employment by being in the right or wrong place at the right or wrong time.



When we are younger we are more adventurous, curious, and strong therefore we have a propensity to take greater risks when selecting occupations. This makes for colorful tales of what color our collars have been with our employment battle wounds from the past in which we sometimes wear as a badge of honor. I personally have flipped burgers, bean-counted, plant-scaped, prepped vehicles and buses for painting at an auto body shop (I could walk a ladder with the best of 'em), worked in a psych unit as a transcriptionist (not a patient as some may try and tell you), sucked up patient spit in a small tube as a

dental assistant, worked with dead people and body parts in pathology, and assisted a nun in full habit attire in a print shop...to name just a few - how about you?

These working life experiences enrich us and teach us who we are and what we are capable of doing, as well as what we absolutely love and hate about



making a living. When customers come to the training programs, they often find it difficult to make a decision on what to do next when faced with a life changing event such as a layoff. Reflection of where we have come from is an important part of determining where we are headed next. This is where determining what color your collar will be next comes into play. Many believe that our programs are only geared towards what has been traditionally considered blue collar occupations such as truck driver, construction worker, mariner, etc. however, the choices are

vast if there is a labor market. Trade Adjustment Assistance and the Dislocated Worker programs have funded quite an array of employment goals including: doctor, lawyer, safety manager, public relations specialist, pharmacist, business administrator, engineer, certified public accountant, dental hy-

gienist, drug and alcohol abuse counselor, chemistry technician, teacher, registered nurse, network specialist, telecommunications and business administration..... This list goes on and on, but my point is - if you can demonstrate there is a demand in an area you are willing to live and work, we can likely assist with your employment goal.

So, back to the question - what color will your collar be next? If you are interested in planning what you want to be next, please make an appointment to see me while I'm still trying to figure out why I have to grow up!

*(LAYOFF Continued from page 1)*

reduction in force becomes imminent.

**As a result of implementing this program Agrium Kenai Nitrogen Operations was able to realize direct labor cost savings.** To realize this savings, 30 employees elected to be temporarily laid off for 32 calendar days or more and 60 employees voluntarily gave up at least one day's pay in order to qualify for TAA -retraining benefits. There was definitely a big learning curve associated with this program. For example, it wasn't clearly understood by laid off employees how vacation accrual

would be affected by a temporary layoff. And, the number of employees on temporary layoff affected the timely completion of maintenance work during the shutdown. Finally the program added a significant amount of administrative work for the Agrium Employee Service Center at a time when significant changes were occurring in other parts of the Company. These issues will have to be addressed if we are to

offer this program again.

I feel that the program was successful and wish to thank everyone who participated directly as an "affected" employee and to all those who supported the employees and the program. I'd like to add an extra special thanks to Judy Phillips and the Agrium Calgary folks in the Employee Service Center and Payroll for making sure everyone was laid off, returned to work and paid correctly. Thank you all.

**EXTRA  
SPECIAL  
THANKS  
TO JUDY  
PHILLIPS**

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Information to help employees and their careers.

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**Agrium Peer Group:**  
Brian Cotman,  
Donald Goforth,  
Loren Hollers,  
Jeffrey Laube,  
Marilu Moreno,  
Mark Moore,  
Sherry Ruiz,  
Mark Schams,  
Dan Talbot,  
Don Zacharias.



## OBITUARIES

**Larry La Prise**, the man who wrote "The Hokey Pokey", died peacefully at age 93. The most traumatic part for his family was getting him into the coffin. They put his left leg in, and then the trouble started.

3. Add the natural dye appropriate to the color you want your eggs to be.

(The more eggs you are dying at a time, the more dye you will need to use.)

4. Bring water to a boil, then reduce heat and simmer for 15 minutes.

5. Remove the substance you used to color the eggs. Put eggs in a bowl.

If you want your eggs to be a darker shade, cover them with the dye and let them stand overnight in the refrigerator.



Onion Skin Eggs – One of my favorite egg dyes is with onion skins! Gather lots of onion skins; the dry outer layers. (try to get a good variety of colors--I like plain brown best; red onion also makes a good color) Gently wrap them around \*raw\* eggs and hold them in place with rubber bands. Hard boil the eggs like usual. Unwrap them and WOW! Beautiful colors and designs! You may polish with vegetable oil for a nice gloss. This is a natural dye and the eggs are still quite edible!

Happy eggs-ploration!!

## Dying Easter Eggs- -the Natural way!

This Easter, why not color your eggs using nature's very own dyes? It's possible to come up with a great number of colors using natural ingredients that can easily be found in almost any kitchen.

**Pale Red:** Fresh beets or cranberries, frozen raspberries.

**Orange:** Yellow onion skins  
Light yellow: Orange or lemon peels, carrot tops, celery seed or ground cumin.

**Yellow:** Ground turmeric  
**Pale green:** Spinach leaves  
**Green-gold:** Yellow Delicious apple peels.

**Blue:** Canned blueberries or red cabbage leaves

**Beige to brown:** Strong brewed coffee

To dye the perfect Easter eggs the natural way, here's what to do:  
1. Put eggs in a single layer in a pan. Pour water in pan until the eggs are covered.

2. Add about a teaspoon of vinegar.

*(TAA ELIGIBILITY Continued from page 1)*

temporary layoff or working at reduced hours, file the 855 Form as the only way to be eligible for TAA benefits is to be separated from or experience a reduction in hours in TAA covered employment (Agrium) before the TAA certification expires on April 12, 2007.

As of March 5<sup>th</sup>, 69 names were sent to the Department of Labor (DOL) as eligible to file that 855 Form due to a temporary layoff or a reduction in work hours. To date, 44 of the 69 have filed their 855's. A 64% success rate! An additional 21 names of eligible workers were sent to Department of Labor on March 6<sup>th</sup> and DOL will mail you an 855 Form. If you have not filed your 855 Form with the DOL please do so by April 12, 2007.

Contact Sandra Burgess if you have any questions about TAA eligibility. (907) 465-5947

<http://www.doleta.gov/tradeact/>



**U.S. Department of Labor**  
Employment & Training Administration

# Appendix



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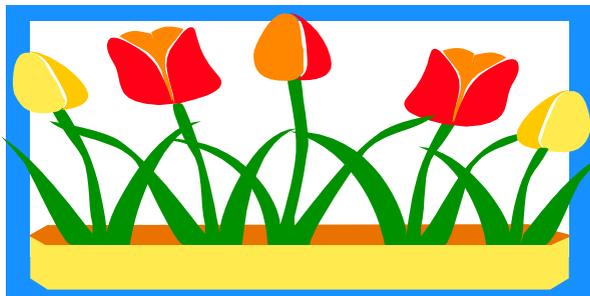
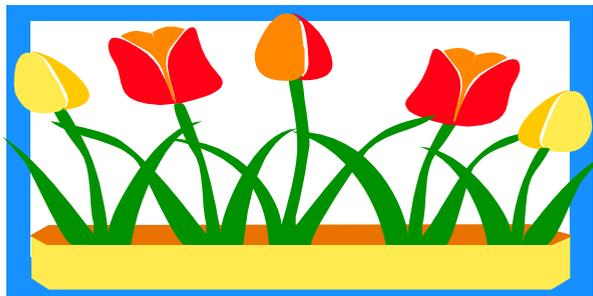
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## AGRIUM IS ENCOURAGED ABOUT GAS AND THE KENAI GASIFICATION PROJECT

— Jeffrey Laube

Lisa Parker, Agrium Government and Communities Relations Specialist, said Agrium remains committed to attempting to secure sufficient gas to keep KNO operational well beyond the current gas contracts that last through October 2007. Bruce Waterman, Senior Vice President, Finance and Chief Financial Officer, will be visiting Alaska in late April to meet with Alaska's Governor as well as other state and local leaders. His message is to stress that the Kenai Nitrogen Operations is important to Agrium.

The Kenai Gasification Project is currently in Phase two of its development. The first part of phase two is to further define the design before completing the



Front End Engineering Design (FEED) study. Tim Johnson, Manager of the Kenai Gasification Project, recently gave a presentation to the Alaska State Senate Resource Committee, to update them on Kenai Gasification Project. The State of Alaska has provided a \$5 million grant to help fund the feasibility study. In addition to the update, the legislature was notified that the Alaska Railroad may make a request to authorize tax-free bonds to fund the Kenai Gasification Project. The first part of Phase 2 will be completed this summer. Current strong prices for both ammonia and urea add to the expectation for future gas contracts and the Kenai Gasification Project.

# Appendix



Summer 2007

## Peer Newsletter

Information to help employees and their careers.

### TAA CERIFICATION

—Jeffrey Laube

**Inside this issue:**

Keep Your Plan Current	2
Interesting Quotes	2
Tony's Fish Swazela	3
Kenai Gasification Project Update	4

**Use Your Agrium Educational Funds**

- Courses must be job related
- Get approval prior to starting the course.
- To get reimbursed you must get a 'C' or better ('B' for post Graduate).
- Max of \$3,000 per year.

Anyone who was laid-off permanently, laid-off temporarily, or took an LOA day this past winter is eligible to receive a determination of eligibility for TAA benefits. In order to receive that determination it is important that you complete "form 855" Determination for Entitlement to TAA. Most of the affected employees filed that form. 128 workers have been reported by Agrium as permanent or temporary lay offs, and therefore adversely affected. Of those, 107 workers submitted the Determination for Entitlement to TAA form 855. All of the 107 that filed their form were determined eligible to receive TAA benefits. If you want to verify that your form 855 was submitted you can email Sandy Burgess at

[sandy.burgess@alaska.gov](mailto:sandy.burgess@alaska.gov) If you need a copy of form 855 it can be printed off the Internet at [http://www.jobs.state.ak.us/taaf/Forms/855\\_waiver\\_combined.pdf](http://www.jobs.state.ak.us/taaf/Forms/855_waiver_combined.pdf) or a copy can be obtained from the HR Department at the Kenai Plant. Even though the TAA certification for the Kenai Plant expired in April of 2007, it is still not too late to submit a Determination for Entitlement to TAA form 855. You will need to complete that form prior to any subsequent layoff as the TAA office always has to use your "most recent separation" date when making a deter-

mination for TAA benefits. If you have a layoff in the future, and the plant is not re-certified for TAA benefits, you will not be eligible. So please don't procrastinate. The value in filing this will ensure that for as long as the TAA program is funded, you could be eligible to receive financial assistance with any future career training. Unfortunately the TAA benefits like Health Care Tax Credits and TRA benefits (which extend unemployment benefits) do expire. The TAA certification for the Kenai Plant expired in April of 2007, and the Kenai Plant can not reapply again until employees are affected by a lay-off. If future layoffs occur a new TAA certification application will be filed. (LAYOFF Continued on page 3)

**It is not too late to file for TAA benefits!**

### WAGE FREEZE—Jeffrey Laube

For most of the employees here it is time to refreeze your wages again. This needs to be redone every year that the company's future is in question. The question was asked if being laid-off for a time last winter would impact wage freezing. The answer is it had no impact. Those of you who were laid-off this past winter will still need to refreeze your wages. To be clear, those who did not take a lay-off will also have to refreeze their wages. Everyone should call to refreeze their wages. An email was sent out to everyone reminding them to do a wage freeze in June. Because the



month of June is the end of the quarter, a wage-freeze in June will most likely achieve the most benefit. However for those who have not done a wage freeze, there is still benefit to do a wage freeze now. The benefit of a wage freeze is that it has the potential to double the length of time that you can collect unemployment insurance. If you wait until the day you are laid off (WAGE FREEZE Continued on page 2)

# Appendix



Peer Newsletter  
Information to help employees and their careers.

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## KEEP YOUR PLAN CURRENT

—Jeffrey Laube

As we approach the end of this gas contract there is an air of uncertainty for the future of the Kenai Plant and the employees who work here. Without a future gas contract lay-offs are possible. As we wait for a gas contract announcement, continue to keep contingency plans up to date. A plan can basically be a path you want to take to map out your future needs and goals. This will include a variety of topics such as finances, health care, possible relocation or staying, job search or career change, developing job search tools, making career and other personal choices. These choices affect not only you but your family so we strongly encourage you to include them in developing your choices and your plans. Because of the opportunities that TAA and WIA bring to the table, it's better to have more than one plan in place. So, don't just make one plan, make several! Plan A, plan B, plan C, etc. What if I/we ..... ? Sit down with your family and review

**Making plans NOW will allow you time to work on getting all these questions answered between now and a possible layoff!**



your financial situation now. How much debt do you have each month? How can you eliminate those things that are not necessary? How can you reduce your debt overall? Should you refinance your auto loan, mortgage, etc. Look at the possibilities of a debt consolidation loan so you can reduce your monthly outlay of funds and pay debt down more effectively. Write out your plan, it makes it more real and then set timelines and goals for each item you have decided to change.

**Why should I make a plan?** Well, how many months are there until your layoff date? Do you know what your new goals are? Are you going to look for work or are you going to attend training? What kind of training are you interested in looking for? What kinds of jobs are going to be in demand? Do you want to change careers or do you want to upgrade your current skills? Do you know how to do research to get these answers? Do you know who your re-

sources are to help you establish these goals?

Do you have a good resume, cover letter, and are your interviewing skills up-to-date? Do you know how you are going to pay bills until you have a new job lined up?

**Where do you start?** You can start making some decisions on your own, or if you want some help call Carolyn Van Zant, 283-2922 to set up an appointment to figure out where to start.

## INTERESTING QUOTES

- 1] Maybe it's true that life begins at fifty.. but everything else starts to wear out, fall out, or spread out. - Phyllis Diller
- [2] The cardiologist's diet: If it tastes good spit it out. - Unknown
- [3] By the time a man is wise enough to watch his step, he's too old to go anywhere. - Billy Crystal
- [4] The secret of a good sermon is to have a good beginning and a good ending; and to have the two as close together as possible. - George Burns
- [5] Santa Claus has the right idea. Visit people only once a year. - Victor Borge
- [6] Be careful! about reading health books. You may die of a misprint. - Mark Twain

*(QUOTES Continued on page 3)*

**(WAGE FREEZE Continued from page 1)**

the maximum payout time could be as much as 26 weeks. With a wage freeze it has the potential to double the length of time that you could collect unemployment insurance.

1. Call Unemployment Insurance and find out when your current claim expires.
2. Call back to Unemployment Insurance the next business day after your current claim expires and freeze your wages.

If you are working full time but feel there is a possibility of being laid off within the next year, you may want to

consider opening a new claim for future use, also called a "wage freeze". This process has the potential to double the length of time you would be eligible to collect unemployment benefits and is no cost to you. An Unemployment Insurance Call Center representative will take your application for unemployment benefits over the phone. From the Kenai Peninsula, call **1-888-252-2557**.

Most of the employees here will qualify for the maximum payout for Unemployment Insurance which is \$248/week. Additional money is added to this amount for dependants. Income you can collect that has no impact on un-

employment insurance includes: rent, dividend income, PFDs, capital gains, social security and retirement money from any company except the company that laid you off. Income that will impact your unemployment insurance includes: earned income, severance pay, vacation pay, and retirement income from the company that laid you off.

If you have any questions about unemployment insurance that were not covered in this article please feel free to contact anyone on the peer committee and they will get the answers.

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Information to help employees and their careers.

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**Agrium Peer Group:**  
Brian Cotman,  
Donald Goforth,  
Jeffrey Laube,  
Marilu Moreno,  
Sherry Ruiz,  
Mark Schams,  
Dan Talbot,  
Don Zacharias.

*(LAYOFF Continued from page 1)*

There is no guarantee the next TAA application will be approved. Should a future TAA application be approved the TAA benefits that have a timed duration will start over for any employee who may be affected by future layoffs.

TAA training funds are used on training plans that are approved through the Career Support and Training Service section at the Peninsula Job Center. These funds in conjunction with WIA funds could make a transition to another career possible.



Sauté onions in salad oil until well cooked. Add tomato paste, cook 5 minutes. Add green peppers and celery, cook 15 minutes. Over low fire. Add Worcestershire sauce, onion tops and sliced lemons. Let simmer and stir often.

Season fish with Creoles seasoning. Put a layer of sauce ½ inch thick in bottom of pan then a layer of fish continue with sauce then fish until the fish is gone then pour remaining sauce on fish. Add ½ cup wine cover tightly and let simmer 1 hour over very low heat. Serve with rice.



## TONYS FISH SWAZELA

- 12 to 14 pieces of fish (like halibut) ½ inch thick
- 1 can tomato paste
- 3 cans tomato sauce
- 6 large onions sliced thin
- 2 chopped bell peppers
- 1/4 stick chopped celery
- 1 cup dry white wine
- 4 oz can mushrooms
- 1/2 cup green onion tops chopped fine
- 2 TBS Worcestershire sauce
- 1 cup salad oil
- 2 whole Lemons



*(QUOTES Continued from page 2)*

- [7] What would men be without women? Scarce, sir...mighty scarce. - Mark Twain
- [8] By all means, marry. If you get a good wife, you'll become happy; if you get a bad one, you'll become a philosopher. - Socrates
- [9] I was married by a judge. I should have asked for a jury. - Groucho Marx
- [10] My wife has a slight impediment in her speech. Every now and then she stops to breathe. - Jimmy Durante
- [11] The male is a domestic animal which, if treated with firmness and kindness, can be trained to do most things. - Jilly Cooper
- [12] I have never hated a man enough to give his diamonds back. - Zsa! Zsa Gabor
- [13] Only Irish coffee provides in a single glass all four essential food groups: alcohol, caffeine, sugar and fat. - Alex Levine
- [14] Don't go around saying the world owes you a living. The world owes you nothing. It was here first. - Mark Twain
- [15] My luck is so bad that if I bought a cemetery, people would stop dying. - Ed Furgol
- [16] Money can't buy you happiness... but it does bring you a more pleasant form of misery. - Spike Milligan
- [17] What's the use of happiness? It can't buy you money. - Henny Youngman.
- [18] I am opposed to millionaires... but it would be dangerous to offer me the position. - Mark Twain
- [19] Until I was thirteen, I thought my name was shut up. - Joe Namath
- [20] Youth would be an ideal state if it came a little later in life. - Herbert Henry Asquith
- ( 21) I don't feel old. I don't feel anything until noon. Then it's time for my nap. - Bob Hope
- [22] I never drink water because of the disgusting things that fish do in it. - W.C. Fields
- [23] We could certainly slow the aging process down if it had to work its way through Congress. - Will Rogers
- [24] Don't worry about avoiding temptation... as you grow older, it will avoid you. - Winston Churchill

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## KENAI GASIFICATION PROJECT UPDATE

— Jeffrey Laube



The Kenai Gasification Project continues to move forward. The latest news is that the Kenai Gasification Project has gone through a name change. Formerly known as Blue Sky, because the name Blue Sky is registered with another company the project was renamed Kenai Gasification Project.

Work continues with the KGP, which is still in Phase 2A. Discussions are currently underway with potential equity partners. Once the details are worked out with the equity partners, KGP could progress to phase 2B. The transition from Phase 2A to Phase 2B is expected later this year. Further announcements will be forthcoming on

# Appendix



October 2007

## Peer Newsletter

Information to help employees and their careers.

### HOPE FOR THE BEST, PLAN FOR THE WORST

—Sandra Burgess

**Inside this issue:**

Health Insurance Options	2
Moose Meat Tamales	3
Kenai Gasification Project Update	4
TAA INFORMATION INSERT	

**Be Prepared**

- Freeze wages
- Medical Insurance Plan
- Career plan
- Budget your money

That's sound advice under any circumstances. When a potential event has the power to significantly impact your life and your community, it becomes imperative to heed that advice. Agrium once again faces closure. That, of course, means that your jobs are once again in jeopardy. The extended natural gas contracts that have averted plant closure, saved your jobs, and allowed Agrium to operate over the past two years at partial capacity may come to an end in the very near future. Sometimes when an anticipated disaster, such as the massive lay off that

you were told would occur two years ago, fails to materialize, there is a natural tendency to become complacent in the belief that all will be well. Let's continue to hope for that, but in the meantime to be on the safe side, let's also develop a solid contingency plan together just in case the worst happens and you do lose your job. By knowing all of your options, you are empowering yourself. Now is the time to make sound decisions for your future by

exploring the information and resources available to help you make a plan. A new TAA petition will be filed if there are notices of layoffs. If approved, you will need to submit a request for a new determination as it will re-start all of the time limits associated with TAA benefits. You work for a company that has done everything within its power to keep the plant open and your job intact; regardless, this may not be possible for much longer. Many of you have worked at Agrium for well over 20 years. It is where you have earned your living year after year, and where you have established lasting relationships with those of whom you have spent the majority of your waking hours. Long-term employment such as this

**A new TAA petition will be filed if there are notices of layoffs**

### UNEMPLOYMENT INSURANCE FAQs —Jeffrey Laube

**IS IT TOO LATE TO FREEZE MY WAGES?** It is still not too late to freeze your wages if you still have not done so. The benefit of the wage freeze could increase the amount of time that you will be eligible to collect unemployment insurance. **1-888-252-2557**

**HOW WILL MY PENSION AFFECT MY UNEMPLOYMENT BENEFITS?** Pay-

ments under any government or private retirement pension will be deductible from UI benefits if the pension is based on your work for the base period employer and that employer contributed to or maintained the pension plan. The amount deducted is based on the percentage of contribution made by the base period employer.

keep the plant open and your job intact; regardless, this may not be possible for much longer. Many of you have worked at Agrium for well over 20 years. It is where you have earned your living year after year, and where you have established lasting relationships with those of whom you have spent the majority of your waking hours. Long-term employment such as this

(PLAN Continued on page 2)

# Appendix



Peer Newsletter  
Information to help employees and their careers.

Page 2

## HEALTH INSURANCE PLAN

—Jeffrey Laube

In the event of a layoff health insurance is a big concern. Some preplanning now could save you a bunch of money on health care. If you are laid-off and your situation would best be suited with a private health care policy, shopping for it in the month of October could save you some money.

Let me explain.

IF you get laid-off.

IF Agrium gets re-qualified for TAA.

Especially IF you have a plan that lasts longer than 18 months.

THEN shopping for health care now could save you money.

**IF PRIVATE HEALTH CARE BEST FITS YOUR PLAN, START YOUR PRIVATE HEALTH CARE POLICY 30 DAYS BEFORE YOUR LAY-OFF DATE IF YOU PLAN TO TAKE ADVANTAGE OF POSSIBLE HEALTH CARE TAX CREDITS (HCTC).**

Part of the TAA funding for an affected employee is the Health Care Tax Credit HCTC. This tax credit will reimburse you 65% of the premium of the health care policy. The only qualified health care is a policy you have had for at least 30 days prior to your lay-off date. CO-

BRA, which in most cases only can last 18 months, will qualify because it is the same policy that Agrium has for the employee. However if you are able to find a private health insurance policy, you will need to start

(HEALTH Continued on page 3)

## 2007 COBRA RATES

PPO Medical Plan	
Employee Only	420.00
Employee Plus Spouse	806.00
Employee Plus Child/Children	848.00
Employee Plus Family	1,247.00
HDHP Medical Plan	
Employee Only	346.00
Employee Plus Spouse	670.00
Employee Plus Child/Children	708.00
Employee Plus Family	1,073.00

Newsletters

(PLAN Continued from page 1)

becomes part of one's comfort zone, and is a known factor in one's sense of identity. If you are laid off from Agrium, the life to which you have become accustomed will most certainly become unfamiliar territory. It is an unfortunate situation for which we at the Department of Labor & Workforce Development empathize and hope to mitigate. You have at your disposal a formidable group of workforce professionals, who want to help you, and have the means to do so. Take advantage of that. You face an uncertain future due to no fault of your own, and you deserve whatever assistance can be provided to you. In conclusion, the best advice that can be offered



to you is that you should take concrete steps now, without delay, to protect yourself and your family by planning for the worst so that your hopes for the best do not slip out of your reach.

To get started, please go to <http://alexsys.labor.state.ak.us/> to register on our labor exchange system, ALEXsys. Also, begin to work on your resume, which you will be able to electronically post on ALEXsys. Make an appointment for an as-

essment with an employment professional at the Peninsula Job Center by calling (907) 283-2900. You will be kept updated regarding subsequent TAA certification. You will know as soon as we know. Until then, you have my heartfelt hopes that gas contracts materialize, and your jobs are not jeopardized after all.

Sincerely,  
Sandra Burgess  
Alaska Trade Act Coordinator  
Department of Labor & Workforce Development  
Employment Security Division  
Career Support & Training Services Technical Unit  
(907) 465-5947  
[sandy.burgess@alaska.gov](mailto:sandy.burgess@alaska.gov)  
[www.alaskataa.com](http://www.alaskataa.com)

# Appendix

Peer Newsletter  
Information to help employees and their careers.

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## Agrium Peer Group:

Brian  
Cotman,  
Donald  
Goforth,  
Jeffrey Laube,  
Marilu  
Moreno,  
Sherry Ruiz,  
Mark Schams,  
Dan Talbot,  
Don  
Zacharias.



*(HEALTH Continued from page 2)*

that policy at least 30 days prior to your lay-off. The earliest guess for a possible lay-off would be December 1st. Therefore a health care insurance policy that would qualify for TAA would need to start November 1st. So during October you might want to shop around and see what you can find for insurance. Due to the WARN ACT a notice of intent to lay-off would need to be sent 60 days prior to a lay-off. The timing of that notice could help you choose the best time to start the policy. The TAA application will be sent about the same time as the WARN ACT notice. And TAA will take 45 days to return an answer on the TAA application.

## MOOSE MEAT TAMALES

### MOOSE MEAT TAMALES

#### BATTER FOR SHELLS:

**1/2 c. sifted flour**

**1/2 tsp. salt**

**2 eggs**

**2/3 c. milk**

**1 tbsp. oil**

Mix flour and salt; beat eggs, milk and oil. Add 1/2 of the egg mixture and stir until lump free. Add remaining, mix until smooth.

Grease 5 inch fry pan; heat to sizzle. Pour in 1 tablespoon batter; tip pan to make shell even and thin. Cook until golden. Turn and cook other side. Roll shell as you remove from pan; set aside.

#### FILLING:

**1 lb. ground moose**

**1 sm. onion, chopped**

Sauté in 1 tablespoon oil for 10 minutes. Add **3/4 teaspoon salt, 1/2**

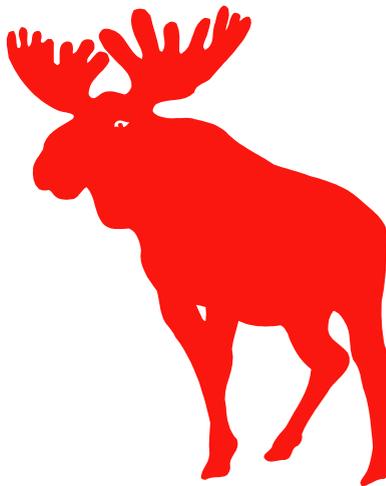
**cup chopped olives.** Dis-

solve **1 bouillon cube** in 1 cup boiling water; add 1/2 cup to above mixture.

Blend **1 tablespoon paprika, 2 teaspoons chili powder** and 3 tablespoons flour with remaining 1/2 cup bouillon. Stir into meat mixture; cook until thick.

Unroll shells placing a tablespoon of filling in each; reroll. Put in a greased glass dish. Brush with butter and sprinkle with minced onions and grated cheese. Bake at 350 de-

grees for 25-30 minutes. You may thin remaining meat mixture and use as a sauce over tamales. Serves 6.



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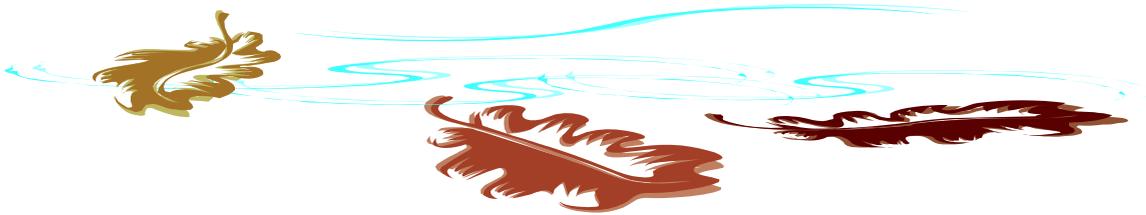


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CHECK OUT THE EMPLOYEE  
SUPPORT COMMITTEE WEB  
PAGE – AVAILABLE THROUGH  
THE AGRIMUM INTRANET WEB  
LINKS ON THE KENAI HOME  
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## KENAI GASIFICATION PROJECT UPDATE

— Tim Johnson

A few people have been inquiring on the impacts of natural gas discussions on the Kenai Gasification Project. As Chris Sonnichsen and Jim Senn stated at the recent employee meeting, continued operations is best for KGP - it keeps the equipment operating and most important, it retains our highly trained and skilled workforce. At KNO and throughout Agrium we have developed the ability to suspend operations for an extended period of time and preserve the commercial value of the asset. The project began with the idea that gas would not be available to bridge opera-



tions, but it has certainly been our hope and intent to find continued gas supply. As we discuss the project with potential equity investors a shutdown could have an impact, but we are not sure what that impact is going to be at this time.

We continue to meet with potential equity partners to discuss KGP and also provide them with updates on the status of future KNO operations past October 2007. We are encouraged by the progress we are making with potential partners and we remain on track for a decision this fall.

# Appendix



November 2007

## Peer Newsletter

Information to help employees and their careers.

### JUST A FEW EASY STEPS —Jeffrey Laube



#### Inside this issue:

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### Job Search Relocation Training

- Get laid off
- File for UI
- File 855 Waiver
- Register with ALEXsys w/resume
- Interviewing Practice
- Local job searching
- Out of area job searching
- Meet with Career Development Specialist at the Job Center
- Fill out Job Seek Paperwork

For Over 50 consider ATAA

- Find Full time work
- Annual Salary less than \$50,000

- Get laid off
- File for UI
- File 855 Waiver
- Register with ALEXsys w/resume
- Interviewing Practice
- Meet with Career Development Specialist at the Job Center
- Fill out relocation paperwork
- Find full-time Employment
- Move

- Get laid off
- File for UI
- File 855 Waiver
- Register with ALEXsys w/resume
- Meet with Vocational Counselor
- Meet with Career Development Specialist at the Job Center
- Find School Or Employer offering OJT
- Prepare training costs/budget
- Fill out Training Paperwork
- Attend Training
- Find employment

### UNEMPLOYMENT INSURANCE FAQs —Jeffrey Laube

**CAN I ATTEND SCHOOL WHILE COLLECTING BENEFITS?**  
Alaska does allow individuals to attend academic or vocational training in some specific situations. Each individual's situation and training objective is evaluated before a decision can be

made; it's not possible to give a definite answer as to whether training would meet our criteria without specifics. If you are attending or plan on attending academic or vocational training, it is necessary to contact your claim center and speak to a representative.

**WILL I BE ELIGIBLE FOR BENEFITS IF I AM TRAVELING?**  
Anytime you travel away from your residence, it must be reviewed. There are provisions in Alaska law that may allow travel for specific reasons, such as: searching for work, accept a definite offer of work, establish or re-

*(UI FAQs Continued on page 6)*

# Appendix



Peer Newsletter  
Information to help employees and their careers.

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## PLAN YOUR LIFE

—Shawna Harper

We've talked about "making plans" and how important it is to be prepared. We are faced with potential layoffs in the near future- it's now time to put our plans into action!

**What is a plan?** When mapping out your future needs and goals, a plan is the path you want to take to meet these needs and goals. This will include a variety of topics such as finances, health care, possible relocation, job search, developing job search tools, making career and other personal choices. These choices affect not only you but your family so we strongly encourage you to include them in developing your plans. Because of the opportunities that TAA and WIA bring to the table, it's better to have more than one plan in place. So, don't just make one plan, make several! Plan A, Plan B, Plan C, etc.

**What do I need to do first?** That's up to you, but here are some things to consider when putting your plans together. Think about these things, then determine what would be most beneficial to act on now.

**Financial Issues** – Sit down with your family and look at your financial situation now. How much debt do you have each month? How can you eliminate those things that are not necessary? How can you reduce your debt overall? Should you refinance your auto loan? Your mortgage? Look at the possibilities of a debt consolidation loan so you can reduce your monthly outlay of cash and pay debt down more effectively. Write out your plan, it makes it more real and then set timelines and goals for

each item you have decided to change.

**Job Searching (job searching techniques, resumes, cover letters, interview skills, etc)**

How long has it been since you looked for a job? 5, 10, 20 years? Things have changed and are constantly changing, not only in the job market, but also on how you look for work. You used to be able to tell a couple folks you were looking for

**Making plans NOW will allow you time to work on getting all these questions answered between now and your layoff!**

work, they would send you to someone they knew and they would chat with you for a few minutes, ask you a few questions, and hire you on a handshake. Unfortunately, that's not necessarily how it works anymore. Now you will need to know how to find job openings; on the Internet, by word-of-mouth (networking), in the paper. Consider this: only 15% of job openings are actually advertised!

You are going to need a resume that will sell your skills and interest the potential employer into wanting to find out more about you, your skills and your knowledge. You should also include a cover letter that makes your "sales pitch" on why you are the best candidate for the job over the other 100 people vying for the same job.

Then there is the interview. Nothing makes interviewing easier than practicing! Learning interviewing techniques, and having "practice" interviews will greatly increase your confidence level which will help sell yourself to potential employers.

**Career Change? Skills Upgrade?**

If you are considering getting training and taking advantage of the TAA and WIA funding resources, you can get started NOW! Not sure what to do? The Department of Labor and Workforce Development,

Career Support and Training Services can help. They have Self-Directed Search Assessments. No, it's not a test. These are just statements you answer "like" or "dislike". It takes about 30 minutes to do. Turn it in to a Career Development Specialist (CDS) and they can get an interpretation done for you. Next you need to see a Vocational Counselor (your CDS can make your appointment). The counselor will review the interpretation with you and provide some suggestions for career goals. They are a great resource for how to locate labor market information, what the labor market trends are going to be for the next ten years, and where all that information is found. If training is for you, take advantage of the time you have to prepare and get your training plan put together. Your CDS will help you and give you guidance on developing your Letter of Intent and getting everything in place so that when you are laid off, you are ready to go quickly. The goal is to plan ahead, ensure you don't miss some good training opportunities and be able to utilize your Unemployment Insurance dollars while you are in training.

**Why should I make a plan?** You are less than two months away from your layoff date. Do you know what your new goals are? Are you going to look for work or are you going to attend training? What kind of training are you interested in? What kinds of jobs are going to be in demand? Do you want to change careers or do you want to upgrade your current skills? Do you know how to do research to get these answers? Do you know who your resources are to help you establish these goals?

**Where do you start?** You can start making some decisions on

*(PLAN Continued on page 3)*

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Information to help employees and their careers.



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## Agrium Peer Group:

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Don  
Zacharias.

*(PLAN Continued from page 2)*

your own, or if you want some help call Shawn Haskin, 283-2941, to set up an appointment with a Career Development Specialist.

If you want to start doing some research on your own for building a resume, cover letter, or interviewing skills, you can check out the Department of Labor & Workforce Development Job Seeker Resource page at <http://www.jobs.state.ak.us/jobseeker.htm>, or attend the workshops at the Peninsula Job Center on topics that interest you. Shawn will be happy to make your reservations for any workshop. If the workshops are not convenient for you then she will be happy to have one of the Job Center staff work with you one-on-one!

Jeff Laube, the Peer Worker is working closely with the DOL programs and is available to meet with you and discuss your options. Jeff can be contacted at 776-3285, cell 398-6766, or by email, [jlaube@agrium.com](mailto:jlaube@agrium.com). You can also check out the Agrium Employee Web Page for resources.

There is a lot of information out there for you and there are a lot of decisions to make now. So, start writing out those plans! Get started by taking advantage of the convenient resources you have available right here at the plant.  
Call **TODAY!**



## Hearty Tomato Vegetable Soup

Preparation time: 30 minutes Serves 4

**Plan ahead preparation:** Bring all vegetables used in the soup to room temperature before assembling the soup. Soak ¼ cup sun dried tomatoes and 1 pitted date for 1 hour in ½ cup purified water. Dissolve 1 tablespoon brown rice miso in 1 cup purified water.

The following ingredients are for the soup base:

3 very ripe roma tomatoes chunked	1 small sweet onion chunked
2/3 cup red pepper chunked	½ teaspoon herbemare (sea salt and herb product found at health food store)
½ cup celery chunked	1 tablespoon olive oil
½ cup fresh basil	
2 large cloves garlic minced	
Juice of 1 small lemon	

Place all the above ingredients for soup base in your food processor with the S blade in place. Add the sun dried tomatoes and date with soaking water. Puree, gradually add the miso broth and continue to puree until smooth. Pour into a small pot with lid that will hold 1 ½ quarts. Taste and adjust flavors to your liking.

The following are ingredients to add to the soup broth:

Slice one peeled medium carrot into very thin rounds  
½ cup zucchini sliced Julianne style  
½ cup yellow squash sliced Julianne style  
¼ cup green pepper diced  
¼ cup yellow pepper diced

Gently stir vegetables into the vegetable broth to complete your Hearty Tomato Vegetable Soup. Enjoy!

# Appendix

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Page 4

## JOB LOSS STRESS — Lee Schore



People lose much more than a job when they go through a layoff

People lose much more than a job when they go through a layoff or closure. Work isn't only an economic necessity but a basic psychological need as well. A great deal of our sense of self-worth has to do with the work we do. When we are no longer working, our self esteem takes a beating. For people who have worked most of

their lives, the loss of a job is also a loss of their dignity. Sometimes people aren't truly aware of how much they have lost. As a source of stress, psychologists say job loss ranks with a death in the family, leaving an emptiness that is hard to fill.

Here are some tips on how to cope with the

stress of a job loss:

- Eat healthy foods
- Exercise
- Get adequate rest
- Use relaxation techniques
- Don't blame yourself
- Don't deal with things alone
- Develop your support systems
- Have a plan
- Stay active

## FAMILY MEETINGS — Lee Schore

A family meeting may not work the first time.

One way to help family members cope is to encourage them to have a family meeting. The meeting gives everyone a chance to be brought up to date on what is happening, in terms of the job outlook, and they can talk about what they are feeling. A family meeting may not work the first time. As one Steelworker said, "We tried it. Everybody sat down, but

nobody talked. But later it was easier to talk about things."

Here are some hints to help have successful family meetings:

- Set a specific time for the family meeting.
- Make sure everyone knows what will be talked about.
- Be positive and supportive.

- Let everyone know it's safe to talk.
- Let everyone know what is happening.
- Even if it's hard, talk about what everyone is feeling.
- Talk about what each person is afraid of.
- Have everyone say what they need to get through this time.

## EMPLOYEE ASSISTANCE PROGRAM — Jeffrey Laube



Employee Assistance Program  
1-800-346-5484

Good health doesn't mean just physical well-being. Emotional well-being is every bit as important. Anthem EAP has an extensive network of licensed behav-

ioral health professionals who can help you address such issues as: Relationship or family problems, alcohol or drug abuse, feelings of overwhelming loss or

grief, depression or anxiety, and stress management, times of crisis. Anthem EAP services are available to eligible employees and their house-

(EAP Continued on page 6)

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## RESUMES AND INTERVIEWS

— Jeffrey Laube

Both Reality Check (Sal Mattero) and Job Service will be at the plant to help with resumes, cover letters, follow-up letters, and interviewing. Reality Check will be here on Mondays to meet with employees. Job Service will have representatives at the plant on Thursdays. Here is how it will work: If you would like to have

help with your resume and interviewing please forward copies of your documents to:

Sal Mattero at [smattero@acsalaska.net](mailto:smattero@acsalaska.net)  
Or to Job Service at [K\\_e\\_n\\_neth\\_sirois@Labor.state.ak.us](mailto:K_e_n_neth_sirois@Labor.state.ak.us)

Include in the email that you are an Agrium employee. Or you can drop off copies to Jeffrey

Laube or Don Zacharias. Please submit your documents as soon as possible to allow them time to look them over and make suggestions. If you do not have these documents, gather information on work history, skills, education and objective/interest. Employees will be called on the day of the review for a private meeting



Stop by Jeff's office for a list of 50 interview questions.

## FINANCIAL ADVICE

— Jeffrey Laube

George Stein, who teaches at KPC and is a CPA with Lambe Tuter and Wagner CPA office in Soldotna, will hold a couple of financial advice meetings here at the plant. These meet-

ings will be on November 7th and November 8th at 4:00 p.m. in the administration conference room. This meeting is expected to last up to an hour and a half. Those scheduled on

night shift will need to come in early as these are the only two meetings scheduled. Spouses are welcome to attend. Come with your questions.



### What do I do with my 401K?

## NSTC and CITS CARDS

— Jeffrey Laube

The Agrium Leadership Team has approved training to be held here at the plant for both NSTC (North Slope Training Certificate) and the CITS (Cook Inlet Training Standard) cards. These cards are required by most of the contractors that work in Alaska in the oil and gas

industry. The NSTC is mandatory for North Slope work with any contractors. The CITS card is required for contractors to work at most oil and gas facilities in the Cook Inlet area. The NSTC+H2S card training class will take 9 hours. The CITS card training (normally 16

hrs) will be offered in an 8 hour class because Agrium employees have already received much of the CITS training. Normally the cost for these cards by most of the training organizations is in excess of \$200 per person per card. All of the training costs will

(CARDS Continued on page 6)



NSTC & CITS cards are required for jobs with most contractors.

# Appendix



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## ON THE JOB TRAINING – Carolyn Vanzant



Consider on the job training to help get you hired

With the changing labor market and at times difficult task of finding employment that fits job seeker and employer needs, there are programs available to help. The Workforce Investment Act and Trade Adjustment Assistance have programs that may be of interest to employers to help build the skilled workforce that they need. One of the programs is On the Job Training. This is training by an

employer that is provided to a paid participant while engaged in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job. Employers may be reimbursed up to 50% of the wage rate of the participant during the training period. This type of training is great for employers because they may have a potential new employee they would like to hire, but

wish they had a higher level of skill for an established position. This training is also optimal for the hands on learner, and gives the employer the latitude to train a participant the way they want things done using their specific methods and/or tools and equipment. At the end of the established training period, the employee stays on as a regular unsubsidized employee.

*(CARDS Continued from page 5)*

be paid for by Agrium, however, attendance in the classes will have to be during your time off. If the class conflicts with your

work schedule please work with your supervisor to have the time off work to attend.

Dates and times for the classes will be announced. Watch your email.



*(EAP Continued from page 4)*

hold members. Our specially trained representatives are available 24 hours a day, 365 days a year, via the toll-free telephone number on your membership card. We strive to provide you with access to effective customer service and keep your information strictly confidential. **800-346-5484**



*(UI FAQs Continued from page 1)*

turn to your home following your discharge from the armed forces, attend the funeral of an immediate family member; and to seek medical attention that is not available in your area of residence. It is important to contact your claim center and speak to a representative regarding the details of your travel.

Unemployment	UI	888-252-2557
Victor	UI	888-222-9989
Agrium Benefits		877-595-5057
401K	SEI	877-345-4181
Chevron Benefits		888-825-5247
Social Security		866-772-3081
Lee Schore		503-368-6268
Jeff's Office		776-3285
Jeffrey Laube	Cell	398-6766
Shawna Harper	TAA	907-465-1882
Sandy Burgess	TAA	907-465-5947
Carolyn VanZant	WIA	283-2922
Pascale Dilley	WIA	283-2902
Jacelle Zoubek	WIA	283-2949
Sara Wright	WIA	283-2960
Harry Lockwood	WIA	283-2904
Job Service		283-2900
EAP		800-346-5484



Bee Positive

# Appendix

Peer Newsletter  
Information to help employees and their careers.

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Page 7

## JOB FAIRS HELD AT PLANT

— Jeffrey Laube

Both BP and ASRC have sent representatives to the plant to explain how to apply for a job with their companies. BP gave the Agrium employ-

ees another shot at some job postings that were closed. ASRC explained the process to apply for a job with them on line. Announcements



will be made if more employers will come to the plant.



## Vocational Counselor

Harry Lockwood, Vocational Counselor, from the Kenai the Job Center will be at the plant on November 1<sup>st</sup>. He will show you how to sort through your career options, develop educational goals, and find sources of financial aid, if needed. Individual counseling or group presentations may be arranged for help in the following areas:

### Career and Educational Planning

- Skill, interest, and

- aptitude assessment
- Career exploration and labor market information
- Job/Career selection and goal setting
- School and financial aid information

### Job Search Skills

- Job "targeting"
- Job hunting strategies
- Resume writing and job application assistance
- Interviewing and "follow up" skill development

### Work Related Concerns

- Keeping and maintaining a job
- Coping with below average references or a limited work history
- Career change options and planning
- Receive assistance, guidance, and advice concerning these topics as well as many other career/job related issues that job seekers encounter.



What do I want to do when I grow up?

## Register with ALEXsys

— Jeffrey Laube

All employees have access to the ALEXsys system from work. ALEXsys can be used to search for jobs as well as to post your resume for employers. You must register with ALEXsys to

draw unemployment insurance. To qualify for unemployment insurance you must:

- Be registered with ALEXsys
- Build a resume on ALEXsys

- Have "looking for full time work" as your job objective
- Have your resume available "on line"

Go to [www.jobs.alaska.gov](http://www.jobs.alaska.gov)



Click here to enter Alaska's Labor Exchange System  
Alaska's NEW Job Bank

# Appendix



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## Agrium

PO Box 575  
Kenai AK 99611

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CHECK OUT THE EMPLOYEE  
SUPPORT COMMITTEE WEB  
PAGE – AVAILABLE THROUGH  
THE AGRIMUM INTRANET WEB  
LINKS ON THE KENAI HOME  
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## KENAI GASIFICATION PROJECT

— Tim Johnson

### Project Update - October 11, 2007

Moving forward with a positive outlook and the support of Mike Wilson, Bruce Waterman, Ron Wilkinson, Bill Boycott, Andrew Mittag and Steve Dyer. Primary focus continues in the area of partnership selection. Plan currently includes a principal partner and a power partner. Principal partner will bring to the table a strategic relationship, not just financing. Power partner determination will follow principal partner selection. Partner negotiations are very confidential but currently working with two potential partners (others in the wing). Phase 2(B) "Go" "No Go" decision targeted

by the end of the year.

### KGP Questions & Answers

**Will moving to the next phase guarantee that the facility will be built?**

No, the next phase could determine that the project is not feasible (technology or margins/profits).

**What is the most challenging issue you anticipate in the next phase?**

Permits and capital costs will continue to be the key challenges.



# Appendix



**Inside this issue:**

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December 2007/ January 2008



## Peer Newsletter

Information to help employees and their careers.

### AGRIUM TRANSITION CENTER —Shawna Harper, Rapid Response Coordinator

Agrium will layoff about 80 employees the first part of December. The Agrium Transition Center will open the first week of December. The Agrium Transition Center will offer Agrium employees a place to receive help transitioning to their new career such



as; job search, relocation and training. The Agrium Transition Center is located in the old Carrs Mall. There is an outside entrance which is accessed from the parking lot, just to the north of the main mall Center entrance. The new Agrium Transition Center was created

especially for you, the Center will be available to serve as your main hub of activity as you transition into new employment. Consider it your very own job center! The center will host a variety of services such as employment services, resume writing, interviewing skills, vocational counseling, WIA and TAA training benefits and support services. Many guests such as Reality Check and stress and financial counselors will

be visiting the transition center to provide services. Unlimited resources are available for your use including desktop computers, laptops, colored printers, fax machines, telephones, and copiers. Jeff Laube and Don Gostas will be the two peers stationed at the transition center and Melinda Gates (whom you may have recently met as she was at the plant conducting interviewing workshops) was just hired to provide full-time career development services. The Center will serve as

*(Center Continued on page 6)*

### AGRIUM TAA APPLICATION DENIED —Don Zacharias

On November 8<sup>th</sup> the USDOL published its denial of our new application TAA benefits for KNO employees. There are provisions for appeal and we have cho-

sen to file for a reconsideration of the decision. To help us with this and to give us the best chance for a suc-

*(TAA Continued on page 7)*

# Appendix

Peer Newsletter  
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Page 2



**When do I get my unemployment check?**

Debbie Thomlinson is the contact for Agrim Employees with the Unemployment Insurance Office if you have a problem. Her direct line is (907)269-4807.

## UNEMPLOYMENT— WHAT TO EXPECT — Debra Thomlinson, Unemployment Insurance Representative

Dec 5<sup>th</sup>, 6<sup>th</sup>, or 7<sup>th</sup>- Laid off. (If your lay off date is different, the other dates listed below will change.)

Dec 10<sup>th</sup> - Call UI office to reopen your claim (or do this on line) You can sign up for direct deposit to your bank account. This process takes anywhere from 10 to 15 days. You can do this ahead of time through the VICTOR MENU, Option 3. You will need to have your bank routing number and account number. Page 21 in your UI Handbook explains Direct Deposit in detail.

Dec 10<sup>th</sup>-15<sup>th</sup> will be your waiting week. Dec 21<sup>st</sup> - Your final check will be paid to you with all un-

used vacation. Page 18 of the UI Handbook explains in detail how to report vacation pay.

Dec 23<sup>rd</sup> - You will make your first call to VICTOR (or do this on line) The week of Dec 10<sup>th</sup> through Dec 15<sup>th</sup> will be your waiting week. Your final pay check is paid on Dec 21<sup>st</sup>, you will get no unemployment for that week. Therefore, you will not qualify for a check yet. (BUT STILL CALL VICTOR.)

Jan 6<sup>th</sup> - Call VICTOR (or do this on line) and every two weeks after this.

**Jan 12<sup>th</sup> - Week ending, you will receive your first check** for your two week filing cycle. Checks are issued after you file. You file once every two

weeks, Sunday is the first day you can file for your previous two weeks and your check is issued after the information is batched in the system overnight. i.e. You file on Jan 6<sup>th</sup>, information is batched during the nightly computer run on Jan 7<sup>th</sup>, checks/payment goes out in the mail on Jan 8<sup>th</sup>. Checks are issued from Juneau and during the winter months, is subject to weather. If you sign up for direct deposit, your check is guaranteed in your account within 3 days of filing. If it's mailed and the airport is weathered in, no planes go out, no checks go out.

## I TOOK TIME OFF IN THE WINTER OF 06/07. WHAT DOES THAT MEAN FOR MY TAA BENEFITS?

— Jeffrey Laube



The Career Development Specialist will know which pots of money can support your plan.

Assistance is in the form of reemployment and training benefits. Workers who are approved for TAA under the USDOL are eligible for:

### Job Search Allowance

(Good for 365 days)

- To help offset the costs of seeking work

that exists beyond the commuting distance.

- The Trade Act program will pay 90% of transportation costs, lodging, and meals up to \$1,250.00 maximum.

### Relocation Allowance

(Good for 425 days)

- To help offset the

costs of relocating to a new job.

- TAA will pay 90% of the costs to move the worker and their family,
- TAA will pay 90% of the costs to move the household goods and personal belongings,
- TAA will issue a lump

(TAA Continued on page 4)

# Appendix

Peer Newsletter  
Information to help employees and their careers.

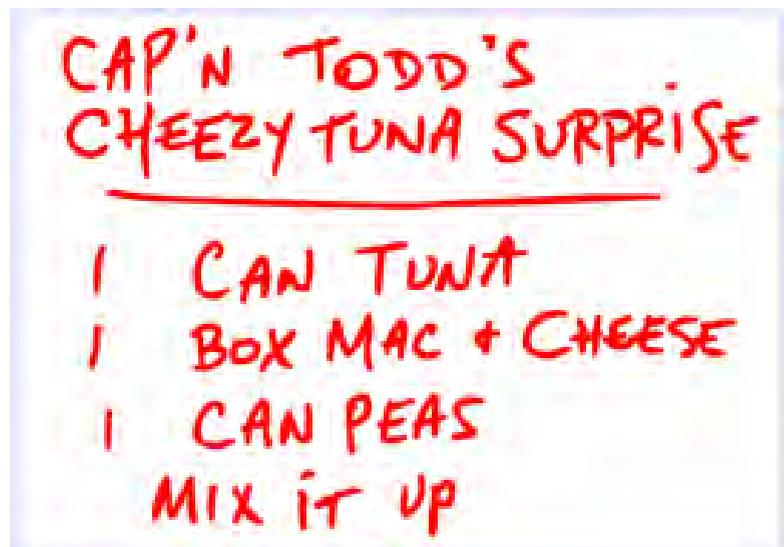


## Agrium Peer Group:

Brian  
Cotman,  
Donald  
Goforth,  
Jeffrey Laube,  
Marilu  
Moreno,  
Sherry Ruiz,  
Mark Schams,  
Dan Talbot,  
Don  
Zacharias.



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Social Security		866-772-3081
Job Service		283-2900
Jeff's Office	AGU	776-3285
Jeffrey Laube	Cell	398-6766
Jeffrey Laube	DOL	283-2974
Don Goforth	DOL	283-2979
Don Goforth	Cell	398-3814
Shawna Harper	TAA	907-465-1882
Sandy Burgess	TAA	907-465-5947
Carolyn VanZant	WIA	283-2922
Jacelle Zoubek	WIA	283-2949
Pascale Dilley	WIA	283-2902
Sara Wright	WIA	283-2960
Melinda Gates	WIA	283-2988
Harry Lockwood		283-2904
Lee Schore		503-368-6268
EAP		800-346-5484
Transition Center	FAX	283-2989



# Appendix



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**To receive unemployment insurance you must keep your ALEXsys account current.**

Peer Newsletter  
Information to help employees and their careers.

## REGISTER WITH ALEXsys AND KEEP YOUR ACCOUNT CURRENT

— Jeffrey Laube

You must be registered with ALEXsys to collect an unemployment check. Be sure that your resume in ALEXsys is available "on line" to employers. Finally, if you or

an employer does not look at your ALEXsys account for a period of 90 days, it will go dormant and your resume will go "off line" resulting in you not receiving an

unemployment check. So you must sign in and look at your ALEXsys account periodically to keep the account active and your unemployment checks coming.

### **Stress from a layoff is normal**

- **Employee Assistance Program (800) 346-5484**
- **Have a family meeting**
- **Eat Healthy**
- **Stay Active**

*(TAA Continued from page 2)*

sum payment of \$1,250.00 to help the worker get settled in the new area.

### **Training Benefits**

(Good for as long as TAA is funded)

- Can include academic, vocational, technical, or employer based (on-the-job) training.

If it is determined through the assessment process with an employment counselor that a worker needs to be retrained in order to secure full-time, permanent, suitable work, the Trade Act program will pay for the retraining.

- TAA will pay 100% of tuition, books,

fees, tools, and travel to training, if applicable.

- Maximum length of approved training is 104 weeks (in school) and the worker must be job ready upon completion of training.
- An additional 26 weeks of training may be allowed for remedial education.
- Workers eligible under the USDA program are eligible for training benefits only.

## HEALTH CARE TAX CREDIT — Jeffrey Laube

Without a new TAA certification, only those that took a full lay-off last winter will qualify for any Health Care Tax Credit (HCTC). This will pay 65% of your COBRA payment if you are collecting unemployment or

TRA benefits. (TRA kicks in to pay you the same as unemployment when your unemployment is exhausted.)

This benefit lasts two years from your lay off date back in the winter of

2006/2007. So for most of us about a year of it was gone when Agrium had the December 2007 layoff. Be sure to file your HCTC paperwork if you feel this applies to you.



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## WIA AND TAA PAPERWORK — Jacelle Zoubek

It is important to fill out the paper work for both WIA and TAA. Once this paperwork is filled out you can call the Job Center and they can quickly react to your plan needs.

Job offers come up and

you may be required to travel, buy tools, buy clothing, etc. With this paperwork filled out, a simple call into your case worker and help can be on the way.

Fill out your WIA/TAA paperwork, bring a copy

of your :

- **layoff letter**
- **social security card**
- **drivers license**
- **resume**

and you are in business.



**Don't wait to the last minute to fill out your paperwork.**

## CDL-A TRAINING — Pascale Dilley

In order for a CDL A plan to be funded, the individual will need to be targeting a job that requires this license. This would typically be either a Professional Truck Driver or a Heavy Equipment Operator. When someone pursues the CDL A their plan will include all the endorsements including doubles/triples, tankers, and especially hazardous material endorsement which requires the TSA background check. The preliminary investment will also include DOT Physi-

cal and Drug Test. The funding amount for this plan can run from \$5,000 - \$8,000 plus room and board expenses if warranted.

For example, we would not fund a dual career path of a dental hygienist and a CDL A unless you have a specific job that requires both credentials, which is not likely. They would also need to be able to provide verification of that requirement.

For individuals who do not have TAA funding, we have been able to

fund these programs with only WIA funding in the past. However, if individuals are eligible for both funding streams, they will still only be able to be funded for one training plan.

Keep watching your email and you will be alerted if a CDL-A class can be offered locally. Training providers are trying to see if they can offer a class sooner and possibly close to the Kenai area.



## AGRIUM TRAINING RECORDS

— Jeffrey Laube

If you would like a copy of your Agrium training records, please give Jeff Laube or Bonnie Cavanaugh a call. Bonnie or

Jeff can have them printed or emailed to your home email account. These training record reports have all

the jobs that you have qualified and all the training that you have received.



# Appendix



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Peer Newsletter  
Information to help employees and their careers.

## SPOUSAL BENEFITS — Carolyn Vanzant



Please remember that your spouse may be eligible for services and benefits under the Workforce Investment Act (WIA), dislocated worker program if they will be seeking full-time permanent employment. Under the WIA Dislocated Worker program, a spouse of someone who has lost their income due to lay off or business closure, and was dependent on that income, should consider seeking the services of the Career Support and Training programs.

Possible services and benefits include assisting with costs associated with job search such as transportation, interview clothing, etc. If the spouse has a confirmed full-time permanent position located in another area in the United States, the WIA Dislocated Worker program can provide relocation assistance to help support the move. If your spouse needs to upgrade their skills in order to find viable full-time permanent employment,

the program can fund up to 104 weeks of training. When working with Career Support and Training Services an individual employment plan is created and based on the labor market in the area the applicant is willing to live and work, personal needs, and life situation. Some of the spouses are trickling into the office and taking advantage of this opportunity, and we want to be certain everyone who is interested in career opportunities is informed.



Want to be on the email list. Send Jeff your home email address

[Jeffrey.Laube@alaska.gov](mailto:Jeffrey.Laube@alaska.gov)

## HOME EMAIL — Jeffrey Laube

For the past month or so I have been sending each of the "All Kenai" email messages to the home email address of employees that have requested to be on the

list. If you would also like to receive these messages and are not currently on the home email mailing list, please send me your home email address and I will

add you to the list. The email address for the Peers at the Agrium Transition Center are [Jeffrey.Laube@alaska.gov](mailto:Jeffrey.Laube@alaska.gov) [Donald.Goforth@alaska.gov](mailto:Donald.Goforth@alaska.gov)

*(Center Continued from page 1)*

a place where you can go to explore and access a variety of job search and retraining options. You can surf the internet to see what's hot in the job market right now, check out the best training facilities, research high demand industries and occupations, attend workshops and job clubs

or just have a cup of coffee and some snacks and visit with your Department of Labor and Agrium friends. The coffee will always be fresh and hot and the atmosphere comfortable and welcoming. Come visit us at **your** new transition center. Bring your spouse or significant other, bring your friends

from work, bring in a homemade treat to share or just - *bring yourself*. The center is scheduled to open **December 5<sup>th</sup> at 8:00 am** and is located adjacent to the Peninsula Job Center in the old Carrs Mall in Kenai. We look forward to seeing you!



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Peer Newsletter  
Information to help employees and their careers.



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## EMPLOYEE ASSISTANCE PROGRAM

— Suzanne S. Stauffer, LCSW Manager, EAP Services

**Anthem Employee Assistance Program (EAP) is a confidential service available to employees and household members - at no cost to you. Our trained professionals can easily refer you to the following resources:**

**Face-to-Face Counseling** - Anthem EAP can put you in touch with a licensed counselor for face-to-face visits. You and your household members are eligible for up to four visits for each personal situation, as needed. If more than four sessions are needed, employees are referred to the health insurance company for potential health benefits or to community resources for ongoing care.

**Legal Assistance** - We also offer access to legal consultations up to 30 minutes face-to-face or telephonically at no charge. For services beyond the initial 30 minutes, you will receive a preferred discount rate of 25% off attorney's normal hourly fee. You have access to virtually all areas of law such as

family/domestic matters, civil matters, criminal, real estate, etc. Matters involving disputes between members and their employer are specifically excluded from eligibility of this program.

**Financial Assistance** - You receive a 30 minute counseling session at no cost with staff financial counselors. Typical matters include credit counseling, debt and budgeting assistance, retirement planning, etc.

**Crisis Consultation** - 24/7 telephone access and crisis consultation are available to you through Anthem EAP. If you have an emergency, simply call the toll-free Anthem EAP phone number. We will put you in touch with a professional who can help or just listen, depending on your needs.

**Dependent Care Resources** - You and your household members can get information on child care, adoption, summer camps, college place-

ment relocation, plus resources on elder care issues and assisted liv-



ing. Referrals are available through the Assisted Search feature on the Anthem EAP Website ([www.AnthemEAP.com](http://www.AnthemEAP.com)) or by calling us toll free at 1-800-346-5484.

**Other Web Resources available through [www.AnthemEAP.com](http://www.AnthemEAP.com)** - Informational articles on behavioral health and healthcare topics are available to you and your household members through our interactive web site. There are self-assessment tools and quizzes on topics such as health, depression and substance abuse. Legal information and financial calculators are also available.

**To contact Anthem EAP, please call us toll-free at 1-800-346-5484. You can also visit [www.AnthemEAP.com](http://www.AnthemEAP.com).**

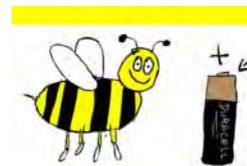


**EAP programs are available to employees for three months past your lay off.**

*(TAA Continued from page 1)*  
successful appeal, we have hired an attorney with Littler Mendelson ([www.littler.com](http://www.littler.com)) to research and file on our behalf. The research is almost complete and we

will be filing the appeal no later than December 7th. We had previously been certified for these benefits from the application we filed in 2005. It expired on April 12<sup>th</sup> of this

year. Thankfully, most employees had taken a temporary layoff or had a reduced work week in the winter of 2004-05 that preserved some of the TAA benefits.



**BEE POSITIVE**

# Appendix

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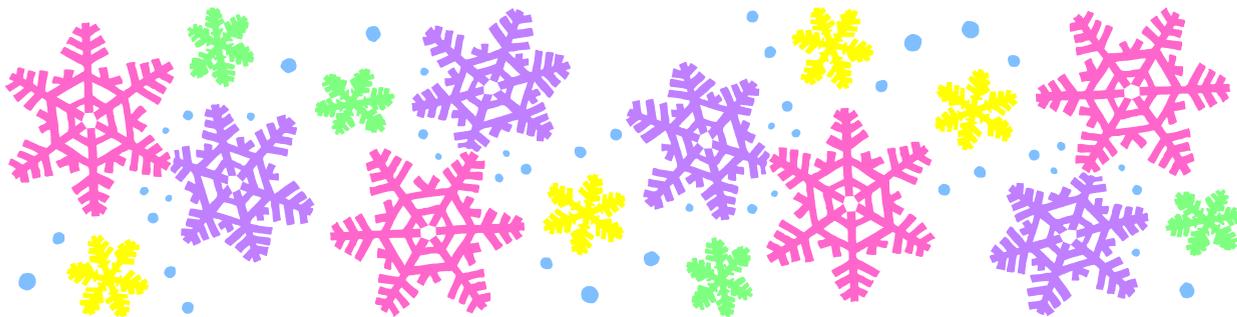


PO Box 575  
Kenai AK 99611

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CHECK OUT THE EMPLOYEE  
SUPPORT COMMITTEE WEB  
PAGE – AVAILABLE THROUGH  
THE AGRIMUM INTRANET WEB  
LINKS ON THE KENAI HOME  
PAGE

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## MOVING

If you want to get the word out about a garage sale or moving sale, just get the information to the Agrium Transition Center. A notice can be hung and your sale can be announced in the next Peer Newsletter.



## ATAA

ATAA is the "split the wage difference" benefit for people over the age of 50, through the TAA program. However, it has a requirement that your new job must start within 26 weeks from date of layoff. Unless a new TAA certification occurs the winter of 2006 temporary layoff have run out of time for ATAA.

## WORKING INTO 2008

Be sure and change your wage freeze so that you freeze your wages 6 months before you get laid off. This will maximize the unemployment benefit. Use your crystal ball and make your best guess and start a wage freeze 6 months before you get laid off. Any wage freeze can be canceled if you have not drawn any money from that unemployment claim.



# Appendix



**Inside this issue:**

Great Egg Salad	2
Health Insurance	2
Phone Numbers	2
Life After Agrium	3
Budgeting	4



**Agrium**

February 2008

## Peer Newsletter

Information to help employees and their careers.

### AGRIUM TRANSITION CENTER — Jeffrey Laube

The Agrium Transition Center is located in the old Carrs Mall. The entrance is just below the Agrium Transition Center sign. Office hours are Monday through Friday 8 to 5. Melinda Gates, Don Goforth and Jeff Laube work in the Agrium Transition Cen-



Coffee, soup and snacks will always be fresh and the atmosphere comfortable. Agrium Transition Center sign. Office hours are Monday through Friday 8 to 5. Melinda Gates, Don Goforth and Jeff Laube work in the Agrium Transition Cen-

new transition center. Bring your spouse or significant other, bring your friends from work, bring in a homemade treat to share or just - bring yourself. We look forward to seeing you!

able and welcoming. 283-2974  
Come visit us at your 283-2979

### AGRIUM TAA APPLICATION APPROVED!

— Jeffrey Laube



On January 8<sup>th</sup> the USDOL published its approval of our new application for TAA benefits for KNO employees. This is big news that will help with training, relocation, job search and health care costs. A new form 855 waiver will need to be filled out to qualify for this TAA petition's benefit. Those still working will need to wait to fill out their 855 waiver until AFTER they are laid off. This new TAA approval will give every-

one more time on the TAA benefits. This money can be used to help with job search expenses, relocation, and training. Stop into the Agrium Transition Center and make sure all your paperwork is filled out so that help with your plan can be done as quickly as necessary.

# Appendix



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Peer Newsletter  
Information to help employees and their careers.

## GREAT EGG SALAD

- Boiled Eggs
- Mayonnaise
- Mustard
- Bacon
- Cream Cheese
- Thick, dense, hearty bread

Make the Boiled eggs into egg salad with mayo and mustard as you wish. Fry up the bacon Spread the cream cheese on one slice of bread. Then layer the egg salad and then the bacon. (keep bacon away from cream cheese as the egg salad can handle any residual bacon grease)  
Top with the last piece of bread.

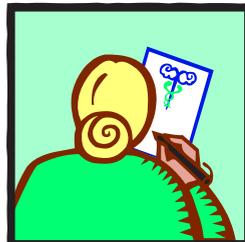


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Transition Center	FAX	283-2989



## HEALTH INSURANCE NEEDS

— Mark Schams



This is just a reminder that for most of us, COBRA eligibility will soon expire if you have not already enrolled. With that in mind, it is important to be aware of the importance of continued health insurance coverage. Should you allow your health insurance to lapse for more than 30 days, your next employers health care plan *may* subject you to exclusions to their coverage concerning pre-existing conditions. What this means is that if you had any condition prior to your new coverage, it *may* not be covered by their plan if you allowed your coverage to lapse for more than 30 days. If you have continued health insurance through to your new job, any condition covered under your previous health care plan *should* be covered under the new plan as well.

The health insurance plan you choose does not have to be

(HEALTH Continued on page 4)

# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 3

## MOVING ON....LIFE AFTER AGRIUM

— Mark Schams



Two months have passed since the layoff of more than eighty employees. Some have transitioned into further training in their given field, others have decided to take a new career path and have started their educational trek and yet others have found employment with new employers. Some of us are still waiting for job offers! Some are having a more difficult time in attaining employment than they had thought. Others have found employment that requires a move from an area they have come to love to a new place full of uncertainties. Many have found work, but in a field with which they are unfamiliar. Any way you cut it, the transition has not been easy for everyone and regardless of their current situation it is still a monumental adjustment for all of us.

I have found the Agrium Transition Center to be a wealth of resources. Those

resources exist in more than the given areas of expertise offered by the Department of Labor (DOL). Many of us have been regular visitors to the center. The interaction helps develop new ideas on how to move forward, especially when plans have not panned out as expected. The mere knowledge that we are not alone and that others are faced with similar situations with different circumstances somehow eases the tension. This interaction also benefits us in day to day issues that have surfaced and helps us to cope more easily. It is important to remember that the better WE cope, the better our family will cope. Many of the services offered through DOL are tailored to include our families. Further utilizing the established resources can help to hone our action plan. Finding different types of resume formats and interview presentations may help to move us back into the working world sooner rather than

later. Computers, Fax machine access, and resource literature as well as job specific employment postings are also available. There are programs that offer assistance to prepare us for our new jobs once we've gotten firm offers of employment.

Many who have moved into other employment or other plans of action continue to visit the Transition Center on a regular basis. I can only attribute this to the fact that we view each other as family. We care and we have concern for each other. After all, many of us had worked together, socialized together and in essence grown up together for many, many years at Agrium. The fact that our professional relationships may now be on a different course does not necessarily mean our personal relationships have changed.

So when you are in the area, I encourage you to stop by for a bowl of soup, information sharing and encouragement.



**Stop by for a bowl of soup .**



**BEE POSITIVE**

# Appendix



Page 4



PO Box 575  
Kenai AK 99611

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*(HEALTH Continued from page 2)*

as good as what you had at Agrium, it just needs to bridge you into your new plan with a new employer. Coverage can be had for as little as \$220 per month for an individual with a private carrier, or you can continue your COBRA coverage for up to 18 months from you separation date with Agrium and still be eligible for the 65% Health Care Tax Credit (HCTC).



Private insurance carriers are only eligible for the HTCT if your coverage started 30-days prior to your lay-off and they can be carried indefinitely.

Stop by the Transition Center for more information concerning continued health insurance coverage. If you have a specific carrier that you know of or that you are using, please come in and share your information with us.

## BUDGET —Jeffrey Laube



Adjusting your budget now to fit your needs later is not only a good idea, but it will help control money concerns in the future. Determining your needs and curtailing wants will help carry you longer financially. Sit down today and see if you need to adjust your spending habits.

# Appendix



## Inside this issue:

Taco Soup	2
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### STOP BY THE AGRIMUM TRANSITION CENTER

- Open Monday through Friday 8a.m. until 5p.m.
- Have a cup of coffee
- Use the copier
- Use the computers
- Use the fax machine
- Have a bowl of soup
- Networking Club meets Wednesdays at 11:00a.m.
- Take the WorkKeys Practice Test
- Take the WorkKeys Tests

# Agrium

March/April 2008

## Peer Newsletter

Information to help employees and their careers.

### NETWORK CLUB — Donald Goforth

Just what is Networking Club? We can use any phrase we want to use but to make it simple it is getting together with our former-co-workers and our families.

According to a Web MD Medical News article, stress associated with losing your job can affect your frame of mind for years even after you have become re-employed. We can miss the friendships that have developed over the years while working at the KNO Plant. We need to keep our friendships going.

One way to keep in touch and keep these friendships is by having some place to meet and something to do. So we are starting a networking club at the Agrium Transition Center. Networking Club will meet at the Agrium Transition Center every Wednes-

day from 11:00 a.m. until Noon. Topics to be covered will include job hunting, job openings, who's hiring, or just about anything else you want to discuss. Discussions will be held in an open forum like a meeting,



during a presentation, during a cribbage game, or while you are eating a bowl of soup. Anyone who wants to facilitate a Networking Club will receive a gift. Please call the center and get on the schedule to facilitate a Networking Club meeting. The Agrium Transition Center is your place to network, so please use

the Agrium Transition Center to meet up with your former co-workers. It is not just a place to fill out paperwork or to look for jobs. The Agrium Transition Center is for you and your family to use in any way that will help you. Come in and try the soup of the day, bring in a snack to share, or just stop in and have a cup of coffee, sit around, and talk. Come into the Agrium Transition Center even after you are working at your new job and let everyone know how you are doing and find out about others.

With your help we can get some fun things going. Just get in touch with Don Goforth or Jeff Laube and let them know what you want to do. You can always come in and see us any time. We are open 8am till 5pm Monday - Friday.

# Appendix



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Information to help employees and their careers.

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Lee Schore		503-368-6268
EAP		800-346-5484
Transition Center	FAX	283-2989

## CROCKPOT TACO SOUP



- 1 pound lean ground beef
- 1 can (15 ounces) kidney beans
- 1 can (11 to 15 ounces) whole kernel corn, drained
- 1 10 oz can Rotel tomatoes
- 1 envelope taco seasoning
- 1 (28 oz) can tomatoes
- 1 sm can chopped chile peppers (4 ounces)
- 1 can (15 ounces) pinto beans
- 1 ENVELOPE HIDDEN VALLEY RANCH DRESSING



### PREPARATION:

Brown the ground beef; drain well. Add remaining ingredients and stir. simmer in slow cooker on LOW for 6 to 8 hours. serve with tortilla chips or Mexican cornbread.

# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 3

## WHAT'S GOING ON

—Jeffrey Laube

Back in September 2007 Agrium's Kenai Plant stopped production due to a shortage of deliverable natural gas. In December 2007 Agrium started the large layoff; laying off about 80 people. An addition 20 or so were let go in January 2008. This still leaves about 50 people working at the plant. About 40 of those remaining employees are tasked with mothballing the plant. Catalyst vessels are going to be cleaned out and rotating equipment is going to be coated with preservatives. The last 10 or so are still actively working on the Kenai Gasification Project, which is still going forward.

The Agrium Transition Center is helping people transition to other careers. Many of those that were laid off have found work with other employers. People have been hired by ASRC, BP, Acuren Inspection, Tesoro Refinery, PJS Services, ConcoPhillips, Alaska Electric Light & Power, Aware Consulting, Worley Analytical, Peak Oilfield, CH2MHILL, McKinley Services, Marathon Oil, Abbott's Field Industrial, Chugach Electric, Municipal Light and Power, and



REC Group to name a few. As of the writing of this article, 53% of those who were laid off in 2007/2008 have been hired.

A number of former Agrium employees have also started training plans. Some have chosen plans that will keep them in school for the next few years. Most that have chosen to use the training option have found short courses that are done in a few weeks. A group of former Agrium employees have already completed the training for a commercial drivers license with hazardous endorsements (CDL-A). This



credential is desired by many of the oil field contractors that work on the North Slope.

A few of the former Agrium employees have used the programs available through the Agrium Transition Center to do job searches. These programs have helped pay for the ex-

penses to travel to job interviews. There has been success in this area too, as employees have returned with job offers.

Relocation costs is another service that the Agrium Transition Center can assist with. There are a number of former Agrium Employees that are in the process of using this part of the TAA or WIA funding. These former Agrium employees have received job offers out of the Kenai area and are being assisted with the costs of relocation. Destinations include Anchorage, Juneau, Washington, and Wyoming.

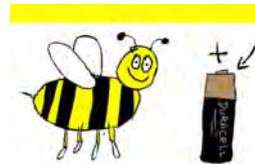
Finally, there were a few of the Agrium employees that chose to transfer with Agrium to another facility. So far employees have accepted positions in Kennewick,

Washington and Borger, Texas.

Everyone is urged to stop into the Agrium Transition Center and let us know what you are up to. We like to hear from those that have been hired about future job openings.



**Networking Club**  
is a nice way to  
keep in touch  
with everyone .



**BEE POSITIVE**

# Appendix



Page 4

# Agrium

PO Box 575  
Kenai AK 99611

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## UNEMPLOYMENT INSURANCE AND ALEXsys

—Jeffrey Laube

To keep your eligibility for Unemployment Insurance up to date you have to get on line and sign in to the ALEXsys and make sure that your Resume is “on line”, this has to be done every 90 days. If you do not sign into your account for a period of 90 days, the ALEXsys will automatically move your resume to “off line” status therefore denying your UI benefits. You can come into the transition center

and log onto one of the computers to accomplish this or do this from home. Resumes that are posted online are eligible for viewing by registered employers. **It is your responsibility to make sure that your resume is “on line”.** Remember to sign in so that you can keep your UI coming. Stop by the Agrium Transition Center and talk for a little while, have a cup of coffee or a bowl of soup, and keep your ALEXsys account up to date.



# Appendix



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**STOP BY THE AGRIMUM TRANSITION CENTER**

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- Use the computers
- Use the fax machine
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- Take the WorkKeys Tests

## Agrium

May/June 2008

# Peer Newsletter

Information to help employees and their careers.

## AGRIUM TRANSITION CENTER SUCCESS

— Jeffrey Laube

The Agrium Transition Center (ATC) has been helping many of the former Agrium employees transition to new careers. All numbers quoted in this article are as of the end of April. The ATC can help with job search, relocation and training. Forty-four former employees have been as-



sisted with job search expense. Job search expense can include ex-penses like: transportation assistance, flight or gas card; tools required by the new employer; work clothes, arctic gear or safety toe footwear to name a few. Eleven former employees and their

families have been assisted with relocating from the Kenai area. Five additional families have chosen to move from the Kenai area without ATC assistance. The closure of the Agrium facility has so far resulted in 16 families leaving the Kenai area. Fifteen for-

(Center Continued on page 3)

## KENAI GASIFICATION PROJECT CANCELED

— Jeffrey Laube

Early March 2008 Agrium canceled the Kenai Gasification Project (formerly known as Blue Sky). On the Agrium web site "Ask the Executive" the question was asked why the project was canceled. Here is the response:

*Unfortunately, escalating equipment and construction costs increased the project investment costs. In addition, the downturn in the U.S. economy and increased interest rates adversely impacted the project. We have also been unable*

*to secure effective and committed equity partners. From an investment standpoint, the project was just at the wrong time - with the downturn in the economy and a backlash towards utilization of coal in the United States.*

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Information to help employees and their careers.



Unemployment	UI	888-252-2557
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Sara Wright	WIA	283-2960
Harry Lockwood		283-2904
Lee Schore		503-368-6268
EAP		800-346-5484
Transition Center	FAX	283-2989

## HAMBURGER SOUP



- 3 Tablespoons- Butter or Margarine
- 3 Cans (10 /12 oz. size) Consommé
- 2 Cans Water
- 1 Can (1 lb. 12 oz. size tomatoes)
- 1 ½ Lbs. Ground Beef
- 1 Medium onion
- 4 Celery Stalks
- 4 Medium Carrots
- 1 Bay leaf
- ½ Teaspoon Thyme
- 1 Cup Elbow Macaroni



Brown ground beef and onion in large kettle. Add other ingredients and simmer for one hour or longer. Cook elbow macaroni separately and add to soup before serving.

# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 3

## WHAT'S GOING ON

—Donald Goforth

The Agrium plant has more vehicles in the maintenance parking lot and it looks like the days past when the plants were in operation. The plants are not running and most of the cars belong to contractors that are "moth-balling" the plant.

Peak has contractors in the plant for blinding the vessels that require catalyst being dumped in both Plants 1 & 4.

The catalyst crew arrived on 4/21/2008 for orientation and started dumping the catalyst. This project is expected to take sixty-two days with the ammonia converters



dumped last. A crew of three contractors have the job of cleaning the urea warehouses. This is a big job as I understand it, they do not want to use water to wash down.

Welders and fitters are making some modifications to the ammonia loading systems so they can transfer the ammonia from the old ammonia tank to the new ammonia tank. The last of the ammonia was loaded on a ship the end of April.

Alaska Abatement Corporation is doing a

big project that involves the removal or repair of the asbestos in Plant 2. They have twelve employees that are working on this project. I have no idea how big this project is at this time.

Durainey Crane services has two employees that are at the facility for any lifting support that is needed for any new piping and for all the catalyst dumping.

Peak has a three man scaffold crew supporting all of the other contractors and plant projects.

The plant has about fifty Agrium personnel still employed. Their official lay off date is sometime in early June but the rumor mill says that the "moth-balling" might last until September. (REMEMBER IT IS JUST A RUMOR).

Some of the Agrium employees are dedicated to removal of all fluids left in equipment in all plants. Others are dedicated to operating the boiler house as they have a few things still running.



### Running or starting your own business?

Call the Agrium Transition Center to be a part of the Small Business meetings.

*(Center Continued from page 1)*

mer Agrium employees have taken some training that the ATC has helped with expenses. These training plans have ranged from very short (one day) to multiple year plans. In addition to these services, help with resumes, interviewing, ALEXsys, along with computers, fax and copiers the ATC have helped seventy percent of the former Agrium employees have new jobs.



**BEE POSITIVE**

# Appendix



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# Agrium

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## NETWORKING CLUB MEETS ON WEDNESDAY

—Jeffrey Laube

Networking Club will meet at the Agrium Transition Center every Wednesday from 11:00 a.m. until Noon. Topics to be covered will include job hunting, job openings, who's hiring, or just about anything else you want to discuss. Discussions will be held in an open forum like a meeting, during a presentation, during a crib-



bage game, or while you are eating a bowl of soup. Anyone who wants to facilitate a Networking Club will receive a gift. Please call the center and get on the schedule to facilitate a Networking Club meeting. The Agrium Transition Center is your place to network, so please use the Agrium Transition Center to meet up with your former co-workers.

# Appendix



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- Take the WorkKeys Tests

# Agrium

July/August 2008

## Peer Newsletter

Information to help employees and their careers.

### HELP WITH PLANS — Jeffrey Laube

There are a lot of decisions to make at the time of a career transition.

- When do I freeze my wages
- Should I take my Agrium Retirement
- Do I train for a new career path
- How do I find a new job
- Resume help
- Interview help
- Do I relocate
- Do I retire



- Can I get Unemployment Insurance
- Should I start a business
- What do I do for medical insurance

- Do I use the TAA and WIA funds
- Is there help for my spouse to get a career
- What is ALEXsys
- What's with all the forms that Jeff Laube wants me fill out

All these are things that you can get help with from the Agrium Transition Center. Please stop by, have a bite to eat and get some help on your transition.

### WHAT'S GOING ON — Donald Goforth

During July and August, Agrium expects to have about 40 additional layoffs. Probably by September this will leave a small caretaker staff at the plant of ten or fewer employees.

There is still a lot going on out at the KNO Plant as the "moth-balling" of

the plant continues.

Peak still has more than 25 employees working at the plant doing a variety of different jobs through the facility.

James Timec is doing the catalyst removal which is nearing completion with Plant 1's ammonia converter being

the last vessel to have the catalyst removed. All of the catalyst should be shipped out of the plant by the end of August of this year. Peak will have some of their employees close and 4 bolt all the man-ways for safety reasons and so

*(Going On Continued on page 3)*

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## SHRIMP CURRY SOUP



- 1 sweet potato- cooked in microwave and cubed
- 1 ½ lbs cooked shrimp
- 3 sprigs -no stem- diced basil
- ½ chopped red onion
- ½ chopped orange pepper
- ½ chopped yellow pepper
- ½ lime squeezed
- 3 oz crystallized ginger (Mellissa's) diced
- \*1 tbs NWSA Tiparos Fish Sauce
- \*Maesri red curry paste OR Thai kitchen red curry paste (approx 4 to 6 oz total)
- 20 oz crushed pineapple
- 20 oz pineapple tidbits
- 2 - 19oz cans mae ploy coconut milk

Put all ingredients in a crock pot. Serve with rice.  
\*Add more or less to taste



# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 3

*(Going On Continued from page 1)* that birds and squirrels will not build homes in them. They will reinstall the converter heads so they can keep a small amount of nitrogen on the converters for preservation of this equipment. Two Agrium employees and Peak employees have been assisting them with this project.



Also assisting Timec has been Durainey's Crain Services. MDEA is being removed from both plant 1 and plant 4, which should be completed by the end of July. A number of Peak employees are involved in a big project to clean the plant 5 granulation building from top to bottom, they expect this job to be completed by mid July. The ponds are getting cleaned, inspected, and repaired. Peak has been working on this project

for a few weeks now, and it is expected to be completed by the end of July. One of the ponds will continue to be used.

The removal of all the oils and other liquids from all of the equipment should be complete by July; the only liquids that will be on site will be what they will need for the equipment that will still be running in the Boiler house. July 30<sup>th</sup> is the day that Nikiski 1 will be shutting down the HERG will be isolated from the turbine which will remove all the steam from the KNO plant (no more steam plumes from the plant). Then blinds will be in-

stalled to isolate the HERG boiler for mothballing and preservation purposes. Ending with air blowing the steam and water systems to remove anything left in these systems; no telling how long this will take.

The ammonia storage tanks are going to be cleaned out. Nitrogen is being used to push any ammonia vapor to the flair to be burnt.

As soon as they get all the ammonia out, the tanks will be blinded and the ammonia tanks will be entered and cleaned. Both ammonia storage tanks should be completely cleaned by the end of July.

Peak will also be going through the plant, from one end to the other, removing all of the scaffolds that are not being. All of the timelines are subject to change depending on what problems they encounter.



**UI**

**TAA**

**WIA**

**All the Deadlines!**

If you are unsure call the Agrium Transition Center

## SUPPORTIVE SERVICES — Jeffrey Laube

Once you get a new job, you may be qualified for supportive services. This could include items like work clothes, safety gear, etc. Please stop in to the

Agrium Transition Center and find out if/how you qualify for supportive services to go with your new job.



**BEE POSITIVE**

# Appendix



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EQUAL OPPORTUNITY  
EMPLOYER/PROGRAM  
AUXILIARY AIDS AND SERVICES  
ARE AVAILABLE UPON REQUEST  
TO INDIVIDUALS WITH  
DISABILITIES

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## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



As of June 27th, seventy-four percent of the former Agrium employees that have been laid off since January 2007 through today have transitioned to new jobs.

Twelve percent have been helped through the Agrium Transition Center to attend some form of



training. This could be a short one day course to full blown college courses lasting many semesters.

Seventeen families have moved from the Kenai area.

Emails will continue to be sent to everyone's home email address about job openings. If you are not receiving these emails at home, please contact Don or Jeff.

# Appendix



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September/October 2008

## Peer Newsletter

Information to help employees and their careers.

### HOME EMAIL — Jeffrey Laube

The Agrium Transition Center sends out job announcements to all the email addresses we have on file. All the industry related jobs that we are aware of get forwarded to your home email, averaging one or two emails per week. So if you are still hunting for the perfect job, check your email. By now, you should be well aware of this service. If, however, you have

not been getting these messages, you may have Don and Jeff listed as spam, or



we might not have your home email address on file. Send us an email if you need to be added to the job announcement

emails.

[Donald.Goforth@Alaska.gov](mailto:Donald.Goforth@Alaska.gov) or

[Jeffrey.Laube@Alaska.gov](mailto:Jeffrey.Laube@Alaska.gov).

Let us help you be aware of the current jobs that are posted. Stop by the Agrium Transition Center if you need help with your resume and cover letters. It is best to call for an appointment.

Don 283-2979

Jeff 283-2974

Melinda 283-2988

### WHAT'S GOING ON — Donald Goforth

There are only 10 Agrium personnel left at the Kenai plant: Steve Wendt, Joe Pault, Rick Warren, Mark Schaafsma, Mike Harper, Jeff Martin, Dave Hunter, Steve Clark, James Query, and Lisa Parker. There is no night shift at the



Plant with the exception of one gate guard.

All the chemicals from the Kenai plant have been removed; KNO is now a non-PSM regulated facility!

Rick Warren is decommissioning the Kenai Plant Emergency Alarm System.

*(Going On Continued on page 3)*

# Appendix



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Information to help employees and their careers.



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Harry Lockwood		283-2904
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## CHICKEN CHILI VERDE SOUP



- Tomatillos diced
- Cooked diced Chicken meat
- Green Chile Enchilada Sauce
- Purple Onion diced
- Black Beans
- The Juice from one lime
- 1 Bunch Fresh Cilantro
- Diced Green Chilies
- Ground Cumin
- Rice



Put all ingredients in a crock pot.

Serve with tortilla chips and sour cream.

# Appendix

Peer Newsletter  
Information to help employees and their careers.



is working with HEA to install a reverse osmosis system over at the HEA turbine and are looking at moving one of the plants neutralization tanks near Nikiski-1 so that HEA can have reserve storage of water for the HEA turbine.

The COGEN, 700 Boilers, 705 Boilers and the Solar's have been treated with Protocol, a powder chemical that will turn into vapor, which will protect these vessels.

*(Going On Continued from page 1)*

All of the MDEA has been removed from the Plant and has been shipped to US Ecology in Texas.

If you have driven by the plant, you might have noticed that most of the insulation has been removed from the Ammonia Storage Tanks (4F723 and 1F623). July 4<sup>th</sup> most of the insulation from the 4F723 sloughed and fell to the ground so they decided as long

as a clean up crew was in the plant to clean up they would remove all of the insulation from both tanks. At this time Agrium



**UI**

**ALEXsys**

**TAA**

**WIA**

**All the Deadlines!**

If you are unsure call the Agrium Transition Center

## SUPPORTIVE SERVICES — Jeffrey Laube

If you are traveling to a scheduled interview, come to the Agrium Transition Center first to get some help with travel expenses. If you will be "Outside" you can still receive your unemployment insurance

- if: 1. you go on "Travel Status" (up to four weeks)
- 2. conduct at least one face-to-face interview each week (keep notes: names, numbers, addresses, times)
- 3. are prepared to start working.



**BEE POSITIVE**

# Appendix

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EQUAL OPPORTUNITY  
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## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



As of August 28th, sixty-five percent of the former Agrium employees that have been laid off since January 2007 through today have transitioned to new jobs.

Fifteen percent have been helped through the Agrium Transition Center to attend some form of



training. This could be a short one day course to full blown college courses lasting many semesters.

Twenty-three families have moved from the Kenai area.

Emails will continue to be sent to everyone's home email address about job openings. If you are not receiving these emails at home, please contact Don or Jeff.

# Appendix



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November/December 2008

## Peer Newsletter

Information to help employees and their careers.

### RESUMES — Jeffrey Laube

It is important to have a cover letter and resume ready. Generic resumes often do not get the job done. Competition for a great job is high. You need to tailor your resume for every job opening. Make sure you compare your new resume to the job description. Make it easy for the person reviewing the resume to see you have the job skills that they are seeking in the job description. Do not spend time talking about job skills you have that do not relate to the job you are applying

for. For example, you should not waste precious resume space discussing



your accounting talents when you are applying for a job as a welder. It is best to have numerous

people proof read your resume and cover letter. You can get that assistance by stopping in the Agrium Transition Center (ATC). At the ATC, you can get help tailoring your resume and cover letter for every job to which you are applying. Bring your draft of your resume in digitally. (Data stick, disk, or email it to someone at the ATC) Your resume should get you an interview. It is what you do at the interview that will get you the job.

## SELL YOURSELF

Your resume or application are designed to get you the interview.

**The interview gets you the job.**

- Talk about your accomplishments, skills and abilities
- Use examples or stories that explain what you mean
- Explain to the manager what you can do for their company
- Show that you're a team player
- Turn trick questions into a positive
- Put together a closing statement, Summarize your strengths

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## ITALIAN SAUSAGE SOUP



- 1 can diced tomatoes
- cooked ground beef
- 1 can green beans
- purple onion diced
- beef bouillon
- 1 can kidney beans
- Italian seasoning to taste
- salt & pepper to taste
- diced carrots
- diced celery

Put all ingredients in a crock pot.

Serve with a good hearty bread.



# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 3

## EMPLOYERS THAT HAVE HIRED FORMER AGRIMUM EMPLOYEES

Abbotts Field Industrial	Conoco Phillips	NMS Emp. Leasing
Acuren Inspection	Enstar Natural Gas	Peak
AEL&P - Juneau	GLM	PEC Engineers
Agrium	KPC	PJS Services
ASRC	Lowe's	Pollard Wire Line
Aware Consulting	Marathon	Pro Seal
BP	McKinley Services	REC Group
CH2MHill	Municipal Light & Power	Superstructures
Chevron	Nabors Drilling	Tesoro
Chugach Electric	NANA	Udelhoven



## WEB SITES — Donald Goforth



The Agrium Transition Center is always looking for the current job openings in the oil/gas industry. There are a lot of different companies to search through and

listed below are the ones most prominent on our list that is checked at least every two weeks. If you have any questions, please come in and see us

at the ATC (have a bowl of soup) or call the center if you need help.

ConocoPhillips	<a href="http://www.conocophillips.com/index.htm">http://www.conocophillips.com/index.htm</a>
Koch Industries	<a href="http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi">http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi</a>
Chevron	<a href="http://careers.chevron.com">http://careers.chevron.com</a>
Marathon	<a href="http://marathon-careers.com">http://marathon-careers.com</a>
Chugach Elec	<a href="http://chugachelectric.com">http://chugachelectric.com</a>
BP	<a href="http://www.bp.com">http://www.bp.com</a>
Alyeska Pipeline	<a href="http://www.alyeska-pipe.com">http://www.alyeska-pipe.com</a>
The Alliance	<a href="http://www.alaskaalliance.com">http://www.alaskaalliance.com</a>
CH2MHill	<a href="http://web.vecocom">http://web.vecocom</a>
Tesoro	<a href="http://www.tsocorp.com">http://www.tsocorp.com</a>
Tesoro local area	<a href="http://www.jobs.state.ak.us">http://www.jobs.state.ak.us</a>
City of Kenai	<a href="http://www.ci.kenai.ak.us/index.html">http://www.ci.kenai.ak.us/index.html</a>
City of Soldotna	<a href="http://www.ci.soldotna.ak.us">http://www.ci.soldotna.ak.us</a>
Kenai Peninsula Borough	<a href="http://www.borough.kenai.ak.us">http://www.borough.kenai.ak.us</a>

## CHECK IN MONTHLY — Jeffrey Laube

Stop by or call the Agrium Transition Center monthly.

- **Employed**—to check up on what all the old co-workers are doing.
- **Training**—to let your case manager know your training status.
- **Unemployed**—to have a cup of soup, fax in your monthly TAA waiver form, job search, network, see old friends, build a plan.
- **Relocated**—to let us know how you are doing.

UI

ALEXsys

TAA

WIA

**All the Deadlines!**

If you are unsure call the Agrium Transition Center



**BEE POSITIVE**

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EQUAL OPPORTUNITY  
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## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



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Eighteen percent have been helped through the Agrium Transition Center to attend some form of

training. This could be a short one day course to full blown college courses lasting many semesters.

% Rehired	67%
% Without Jobs	33%
% Trained/Training	18%
% Job Search Assistance	52%
% Replaced Wages > 80%	39%

Twenty-four families have moved from the Kenai area.

Emails will continue to be sent to everyone's home email address about job openings.

# Appendix



**Inside this issue:**

Spinach Soup	2
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Don and Jeff Change Hours	3
Web Sites	3
Transition Center Results	4

**STOP BY THE AGRIMUM TRANSITION CENTER**

- Open Monday through Friday 8a.m. until 5p.m.
- Have a cup of coffee
- Use the copier
- Use the computers
- Use the fax machine
- Have a bite to eat
- Networking Club meets Wednesdays at 11:00a.m.
- Take the WorkKeys Practice Test
- Take the WorkKeys Tests



January/February 2009

## Peer Newsletter

Information to help employees and their careers.

### RAISE IN UNEMPLOYMENT BENEFIT

— Jeffrey Laube

Senate Bill 120 was signed into law increasing the maximum weekly unemployment insurance benefit amount from \$248 to \$370. The increase is effective for new unemployment insurance benefit years that begin January 1, 2009 or later. Those with ex-

isting claims at the time will continue to receive their same benefit year or until they qualify for a new benefit year.



Unemployment Insurance extensions are becoming more common. These extensions could be from the state or federal government. Extensions are for the same weekly benefit amount for the remainder of their benefit year.

### TRA MONEY: A PIECE O' CAKE

— Jeffrey Laube

TRA (Trade Readjustment Act) money is a part of the TAA program. The TRA money is equal to the unemployment benefit you were eligible for when you were laid off. For most of the Agrium employees, your TRA benefit will be \$248 per week. The weekly

TRA amount is the same as your Unemployment Insurance (UI) benefit amount. Basic TRA usually lasts 26 weeks after UI is exhausted. Once your UI is exhausted (this includes any state or federal unemployment in-

surance extensions) you will need to contact the TAA representative, Heidi Carlson in Juneau at (907) 465-1805. This will start your weekly TRA checks. Call Heidi and say you wish to claim TRA and Heidi will get them started! Piece o' cake.



# Appendix



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Peer Newsletter  
Information to help employees and their careers.



Unemployment	UI	888-252-2557
Debra Tomlinson	UI	907-269-4807
Victor	UI	888-222-9989
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Agrium 401K	SEI	877-345-4181
Chevron Benefits		888-825-5247
Social Security		866-772-3081
Job Service		283-2900
Jeffrey Laube	Cell	398-6766
Jeffrey Laube	DOL	283-2974
Don Goforth	DOL	283-2979
Don Goforth	Cell	398-3814
Shawna Harper	TAA	907-465-1882
Sandy Burgess	TAA	907-465-5947
Heidi Carlson	TAA	907-465-1805
Jacelle Zoubek	WIA	283-2949
Melinda Gates	WIA	283-2988
Carolyn VanZant	WIA	283-2922
Pascale Dilley	WIA	283-2902
Sara Bieber	WIA	283-2960
Harry Lockwood		283-2904
Lee Schore		503-368-6268
EAP		800-346-5484
Transition Center	FAX	283-2989

## SPINACH SOUP



- 2 tsp olive oil
- 2 cloves garlic
- 1/2 medium onion, finely chopped
- 1 stalk celery, finely chopped
- 1 medium white potato, peeled and cubed
- 2 cups fat-free, low-sodium chicken or vegetable broth
- 2 cups fat-free milk
- 1 six ounce bag baby spinach
- Freshly ground black pepper



Heat oil in large saucepan or Dutch oven. Sauté garlic, onion, celery and potato for 5 minutes. Add chicken broth and fat-free milk. Bring to a boil, cover and simmer for 10 minutes. Stir in half the spinach, cover and simmer for 10 more minutes. Cool slightly, then transfer soup to a blender, working in two batches if necessary. Add remaining spinach and blend (if working in two batches, use half the remaining spinach with each batch). Blend until smooth.. Serves 4

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Peer Newsletter  
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## DON & JEFF CHANGE HOURS

— Jeffrey Laube

Don Goforth is now full time at the Agrium Transition Center. Jeff will be at the ATC on a part time basis. Everything else will remain the same: same great help, same great soup and the same lively conversation.

The change was prompted because Jeffrey Laube starts as the

new Process Technology Instructor at the Kenai Peninsula College for the 2009 spring semester. Jeff has 18

years experience in the oil/gas industry as a maintenance craftsman and ammonia plant operator. "After helping

place over 100 people into jobs in the oil and gas industry, I would like to help train new people to this industry and advise them on how to get a job, keep a job, and make some money."



## WEB SITES — Donald Goforth

ConocoPhillips	<a href="http://www.conocophillips.com/index.htm">http://www.conocophillips.com/index.htm</a>
Koch Industries	<a href="http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi">http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi</a>
Chevron	<a href="http://careers.chevron.com">http://careers.chevron.com</a>
Marathon	<a href="http://marathon-careers.com">http://marathon-careers.com</a>
Chugach Elec	<a href="http://chugachelectric.com">http://chugachelectric.com</a>
BP	<a href="http://www.bp.com">http://www.bp.com</a>
Alyeska Pipeline	<a href="http://www.alyeska-pipe.com">http://www.alyeska-pipe.com</a>
The Alliance	<a href="http://www.alaskaalliance.com">http://www.alaskaalliance.com</a>
CH2MHill	<a href="http://web.veco.com">http://web.veco.com</a>
Tesoro	<a href="http://www.tsocorp.com">http://www.tsocorp.com</a>
Tesoro local area	<a href="http://www.jobs.state.ak.us">http://www.jobs.state.ak.us</a>
City of Kenai	<a href="http://www.ci.kenai.ak.us/index.html">http://www.ci.kenai.ak.us/index.html</a>
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Kenai Peninsula Borough	<a href="http://www.borough.kenai.ak.us">http://www.borough.kenai.ak.us</a>

## TRAINING SUCCESS — Jeffrey Laube

Steve Mapes (former Agrium crane operator) used the TAA and WIA training funds to further his education. Steve has chosen to pursue training in the IT (Information Technology) field. Steve took a semester of classes at KPC then transferred to AVTEC in

Seward. Steve has consistently been on the dean's list (the good one) (Who is dean?) even though he still has a problem remembering his ALEXsys password. Steve will be graduating from AVTEC in May 2009.

UI

ALEXsys

TAA

WIA

**All the Deadlines!**

If you are unsure call the Agrium Transition Center



**BEE POSITIVE**

# Appendix

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Transition Center  
11312 Kenai Spur Hwy. Ste. 45  
Kenai AK 99611

EQUAL OPPORTUNITY  
EMPLOYER/PROGRAM  
AUXILIARY AIDS AND SERVICES  
ARE AVAILABLE UPON REQUEST  
TO INDIVIDUALS WITH  
DISABILITIES



## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



As of December 28th, sixty-seven percent of the former Agrium employees that have been laid off since January 2007 through today have transitioned to new jobs.

Eighteen percent have been helped through the Agrium Transition Center to attend some form of

training. This could be a short one day course to full blown college courses lasting many semesters.

% Rehired	67%
% Without Jobs	33%
% Trained/Training	18%
% Job Search Assistance	53%
% Replaced Wages > 80%	40%

Twenty-five families have moved from the Kenai area.

Emails will continue to be sent to everyone's home email address about job openings.

# Appendix



### Inside this issue:

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## Agrium

March/April 2009

# Peer Newsletter

Information to help employees and their careers.

## THE LATEST NEWS ABOUT THE KENAI PLANT — Steve Wendt

Agrium continues to see KNO as a valuable asset and one that would still be in operation if it were not for the Cook Inlet Gas Situation. We continue to explore a variety of alternatives to create value.



Obviously, the first choice would be to re-start the plant as many of the factors

that made Kenai a world class operation

and a tremendous value to the economic well being of Alaska are still in place. However, we do believe that we have exhausted all options to obtain Cook Inlet gas. Our remaining hope for Alaskan Gas is the Bullet Line from the North Slope currently being proposed by Enstar. We are in

(UPDATE Continued on page 3)

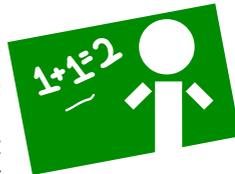
## ON TO THEIR SECOND JOB

— Jeffrey Laube

The Agrium Transition Center continues to assist former Agrium employees. As everyone tries to find their new job that is the right fit, some have already changed jobs again. Replacing Agrium wages, work environment, schedule and commute can mean that you will not find

the correct job right off the bat. Many have taken jobs that do not come close to replacing the wages that they were earning at Agrium. This is why we keep sending out emails of

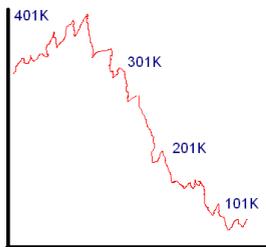
jobs that become available in the industry. Even though you may have accepted a job for now, if you need more assistance with your resume, interviewing, job search or training, just stop by the Agrium Transition Center and see Don, Melinda or Jeff.



# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 2



## ITALIAN SAUSAGE SOUP

Back when Plant 1 was still running and it was Frank Kassik's turn to do a feed, Frank would make Italian Sausage Soup. It was very popular with the operators in Plant 1 (and a few from the Boiler House that happen to stop by Plant 1 frequently during the lunch hour). Frank was pretty secretive about the actual recipe. Frank would not let us see what groceries he had brought in. Nor would he let us watch him prepare this soup.

However we had someone smuggle a cup of this out of the Kassik house recently and rushed a split sample, overnight, to a food lab in the far east that specializes in deciphering recipes. The lab is just down the street from the place that makes the counterfeit Rolex® watches. (This is the actual lab that figured out ten of the eleven secret spices for Kentucky Fried Chicken, Original Recipe). Some of the phone conversations with the lab technician were a little hard to understand as the technician that answered phone had a thick accent. But we figured out that "...dah-wi wed whine" was actually "dry red wine". The lab technician used the word "pulverized" to describe the onions and garlic but we substituted minced, and achieved good results in the Agrium Transition Center test kitchen.

In any case, the Agrium Transition Center has gone to great lengths to get this recipe for everyone. Please, if you stop by Kassik's Brew Stop for a growler or a sample of the Strong Scottish (if he's not out of it), don't mention that his recipe has been published. — Enjoy.

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Transition Center	FAX	283-2989

- 1 ½ lb. Italian Sausage (cut into ¼ - ½ " pieces)
- 2 cloves garlic (minced)
- 2 large onions (minced)
- 1 – 28 oz. can pear shaped tomatoes
- 3 – 14 oz. cans beef broth
- 1 ½ cup dry red wine
- ½ tsp. Crumbled basil leaves
- 1 med. Chopped green pepper
- 2 med. Sliced ¼" thick zucchini
- 3 cups uncooked bow tie noodles
- grated parmesan cheese



In 5 qt. (or larger) Dutch oven, cook the sausage over med. heat until lightly brown. Drain off & discard any fat. Stir in the tomatoes (including liquid), breaking them into pieces with a spoon. Add remaining ingredients and simmer uncovered for 30 min. Serve with parmesan cheese.

# Appendix

Peer Newsletter  
Information to help employees and their careers.

Page 3

## MAKE YOUR RESUME FIT THE JOB YOU ARE APPLYING FOR

— Jeffrey Laube

- Only include info that will help win the job
- Keep it Short & Simple
- Make it Perfect
- Have it proofread
- Avoid the "I" syndrome
- Leave off personal data
- Leave off references
- Don't include Salary History
- Don't lie
- Don't be modest
- Avoid Gimmicks
- Keep it stored on disk



## WEB SITES — Donald Goforth

ConocoPhillips	<a href="http://www.conocophillips.com/index.htm">http://www.conocophillips.com/index.htm</a>
Koch Industries	<a href="http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi">http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi</a>
Chevron	<a href="http://careers.chevron.com">http://careers.chevron.com</a>
Marathon	<a href="http://marathon-careers.com">http://marathon-careers.com</a>
Chugach Elec	<a href="http://chugachelectric.com">http://chugachelectric.com</a>
BP	<a href="http://www.bp.com">http://www.bp.com</a>
Alyeska Pipeline	<a href="http://www.alyeska-pipe.com">http://www.alyeska-pipe.com</a>
The Alliance	<a href="http://www.alaskaalliance.com">http://www.alaskaalliance.com</a>
CH2MHill	<a href="http://web.veco.com">http://web.veco.com</a>
Tesoro	<a href="http://www.tsocorp.com">http://www.tsocorp.com</a>
Tesoro local area	<a href="http://www.jobs.state.ak.us">http://www.jobs.state.ak.us</a>
City of Kenai	<a href="http://www.ci.kenai.ak.us/index.html">http://www.ci.kenai.ak.us/index.html</a>
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## TURN AROUND & TEMP WORK — Jeffrey Laube

Tesoro is having a five week turn-around that starts in the middle of April. Contractors from both Peak Oil Field Services and ASRC are going to be working at the Tesoro turn-around.

Conoco Phillips, at the LNG plant is going to have a turn-around that will start after the Tesoro turn-around ends. ASRC will be involved with the repairs to the refinery in Valdez.

This project will take about 8 months. Plus ASRC may be involved with the refinery doing some low sulfur diesel upgrades which could result in even more short term jobs.

*(UPDATE Continued from page 1)*  
full support of this project and have been working with all parties. Our other alternative is to relocate the plant to a region that has ample gas and proximity to markets. We are working with several parties to relocate at least Plants 4 & 5 and some of the utilities to different regions in the world. We will be starting an engineering study on parts of this project shortly. There is still some minor work to be completed on the plant preservation work. However this preservation work will only keep the plant in a non corroded state for a limited period of time, and future decisions we make on the Kenai plant need to take this into account. "

# Appendix



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Transition Center  
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Kenai AK 99611

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EQUAL OPPORTUNITY  
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DISABILITIES

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## DON'T FORGET YOUR TAX CREDIT

—Jeffrey Laube



As you work on preparing your 2008 federal income taxes, or have someone else do the preparations. Remember to take the Health Coverage Tax Credit.

If you re- ceived unemployment benefits and were using COBRA or other qualified health insurance and you were laid off from Agrium or Pur-

cell since 1/9/2007, you may be eligible for a tax credit. Go to IRS **Form 8885** to find out the details. That form is available at this address

<http://www.irs.gov/pub/irs-pdf/f8885.pdf>

If you qualify, you will be able to reduce your tax burden by 65% of what you have spent on your qualifying COBRA or other medical insurance. If you are missing required documents call the Agrium Benefits number.

# Appendix



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May/June 2009

## Peer Newsletter

Information to help employees and their careers.

### KENAI PLANT TO REMOVE ASBESTOS — Jeffrey Laube

Agrium is starting a multi year project to remove the asbestos from the Kenai facility.

Agrium has contracted with Alaska Abatement Corporation to remove the asbestos. Asbestos abatement work requires training. Many of the former Agrium

*(Asbestos Continued on page 3)*



### TRANSITION CENTER EXTENDED! THANKS—AGRIUM & DOL — Jeffrey Laube

Agrium and Department of Labor have signed an extension for the Agrium Transition Center to remain open for another six months. Don Goforth, Melinda Gates and Jeffrey Laube will continue to work at the



Agrium Transition Center.

- Stop by
- Have a cup of coffee
- See the ol' gang
- Search for jobs
- Network
- Check out the white board

# Appendix



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Peer Newsletter  
Information to help employees and their careers.



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Harry Lockwood		283-2904
Lee Schore		503-368-6268
EAP		800-346-5484
Transition Center	FAX	283-2989

## CHICKEN TORTILLA SOUP



- 1 onion, chopped
  - 3 cloves garlic, minced
  - 1 tablespoon olive oil
  - 2 teaspoons chili powder
  - 1 teaspoon dried oregano
  - 2 cans of Rotel Lime and Cilantro tomatoes
  - 1 (10.5 ounce) can condensed chicken broth
  - 1 can of corn
  - 1 container of sour cream (added last)
  - 1 (4 ounce) can chopped green chili peppers
  - 2 chopped jalapenos
  - 1/2 cup chopped fresh cilantro
  - Meat from 2 cooked chickens
  - crushed tortilla chips
  - 2 diced avocados
  - shredded Monterey Jack cheese
  - chopped green onions
  - Two cans of Caribbean style black beans
  - One can of beer
  - Some Tiger sauce or Tabasco to taste
- 1 1/2 cups raw rice



All the above go in the soup. Then add guacamole, sour cream, fresh cilantro, more cheese, and tortilla chips as add-ons.

# Appendix



## INTERVIEWING RULES

— Jeffrey Laube



- Research the company
- Dress in your best work clothes that fit the position in which you are applying
- Wait to be seated, only when asked
- Shake each of the interviewers hands when greeting
- Do NOT use first names even if you know the interviewers
- Have questions ready for the interviewer
- Take enough copies of your cover letter, resume, and work samples for each interviewer
- Have 3 references available
- Answers to behavior based questions should include:
  - **Problem, Action** you took, and the **Result**
- Put together a closing statement, Summarize your strengths
- Talk about your accomplishments, skills and abilities
- Use examples or stories that explain what you mean
- Explain to the manager what you can do for their company
- Show that you're a team player
- Thank the interviewers for their time
- Tell the interviews that you want the job
- Make follow up contact



## WEB SITES

— Donald Goforth

The Alliance	<a href="http://www.alaskaalliance.com">http://www.alaskaalliance.com</a>
Alyeska Pipeline	<a href="http://www.alyeska-pipe.com">http://www.alyeska-pipe.com</a>
BP	<a href="http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528">http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528</a>
CH2MHill	<a href="http://web.veco.com">http://web.veco.com</a>
Chevron	<a href="http://careers.chevron.com">http://careers.chevron.com</a>
Chugach Electric	<a href="http://chugachelectric.com">http://chugachelectric.com</a>
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ConocoPhillips	<a href="http://www.conocophillips.com/index.htm">http://www.conocophillips.com/index.htm</a>
Flint Hills resources (Koch Ind.)	<a href="http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi">http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi</a>
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Marathon	<a href="http://marathon-careers.com">http://marathon-careers.com</a>
Nabors Industrial	<a href="http://www.nabors.com">http://www.nabors.com</a>
Parker Drilling Company	<a href="http://www.parkerdrilling.com">http://www.parkerdrilling.com</a>
RigZone	<a href="http://rigzone.com/jobs/">http://rigzone.com/jobs/</a>
Shell	<a href="http://www.shell.com/home/content/careers">http://www.shell.com/home/content/careers</a>
Tesoro	<a href="http://www.tsocorp.com">http://www.tsocorp.com</a>
Tesoro local area	<a href="http://www.jobs.state.ak.us">http://www.jobs.state.ak.us</a>
US Federal Jobs	<a href="http://www.usajobs.opm.gov/">http://www.usajobs.opm.gov/</a>

(Asbestos Continued from page 1)

employees will be helping with this project. The mandatory asbestos abatement training was held at the Agrium Transition Center May 4th—8th. Asbestos

abatement work will start May 18th with the first asbestos being removed from Plant 2. This project is expected to take about three years. Work will only happen about

eight months a year because asbestos is removed when wetted with water. The asbestos abatement work will stop during the months that water freezes.

# Appendix



Page 4



**Transition Center**  
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## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



The latest results from the Agrium Transition Center are that 66% have found new jobs.

Only 43% of those that have found work have been able to replace their wages to 80% or better. So a good number of the former Agrium employees are still relying on

% Obtained Employment	66%
% Without Jobs	34%
% Trained/Training	19%
% Job Search Assistance	53%
% Replaced Wages > 80%	43%

the emails from the Agrium Transition Center to help them search for a better job.

Nineteen percent have taken some training.

53% have received some form of financial assistance with job search..

# Appendix



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Jul/Aug 2009

## Peer Newsletter

Information to help employees with their careers.

### USE THE TRANSITION CENTER BEFORE IT'S GONE

— Jeffrey Laube

The Agrium Transition Center (ATC) will be open through the end of November. In December 2009, Don, Melinda, and Jeff will move next door to the Career Support and Training Office. More importantly, everyone is encouraged to use the ATC for help on each of your plans. Say your primary goal is to get a job doing similar tasks that you did at Agrium. Great. Is your resume ready? What if that job never happens?



Do you have a back-up plan? If so, come in the ATC and get assistance to make your plan "B" resume. Or think about

training for a new job. If you come into the ATC we can help you get the forms ready for training.

*(GONE Continued on page 2)*

### I.T. GUY, STEVE MAPES — Jeffrey Laube

May 29th Steve Mapes graduated from the AVTEC computer program. In addition to completing the computer training, Steve is now a fully qualified Cisco Computer Network Associate (CCNA). Only two students



in class passed the CCNA test. Steve was able to use the programs through the Agrium Transition Center to get his training. Join me in congratulating Steve on his great accomplishment.

# Appendix



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Information to help employees with their careers.



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Jeffrey Laube	DOL	283-2974
Don Goforth	DOL	283-2979
Don Goforth	Cell	398-3814

Shawna Harper	TAA	907-465-1882
Heidi Carlson	TAA	907-465-1805
Jacelle Zoubek	WIA	283-2949
Melinda Gates	WIA	283-2988
Carolyn VanZant	WIA	283-2922
Pascale Dilley	WIA	283-2902
Sara Bieber	WIA	283-2960
Harry Lockwood		283-2904
Lee Schore		503-368-6268
EAP		800-346-5484
Transition Center	FAX	283-2989

*(GONE Continued from page 1)*

The ATC will close at the end of this year. We are here to help, but we cannot help if you do not come into the ATC. Once we are closed, your resource will be

the Job Center. They are often very busy and do not offer the personalized touch you get from the ATC. Please use the ATC to set up all the plans you might need while we are open.

You can get your stuff ready, even if you do not need the material until after the ATC is closed.

## MEXICAN SHRIMP COCKTAIL



*"My Unemployment is running out. How do I apply for the TRA funds?"*  
—Come into the ATC and we will help you.

- 1 pound medium shrimp, shells and tails removed, and deveined
- Sauce ingredients:
  - 1 cup catsup
  - 1/4 cup minced onion
  - 1 minced green onion
  - 3/4 cup chopped tomato
  - 1 tablespoon parsley
  - 1 tablespoon minced cilantro
  - 1 pickled, canned jalapeño, stemmed, seeded and minced
  - 1 tablespoon juice from the pickled jalapeño
  - 1 fresh Serrano chili, stemmed, seed and minced
  - 1 teaspoon Worcestershire sauce
  - 1 tablespoon extra virgin olive oil
  - 1/2 teaspoon whole oregano
  - Add to taste:
    - Lime juice
    - Horseradish
    - Tomato juice
    - Fresh sweet corn
    - English cucumber



# Appendix



Page 3

Peer Newsletter  
Information to help employees with their careers.

**BEING A  
RESOURCE  
AND MENTOR  
TO OTHER  
ALASKANS**

## **ALASKANS HELPING ALASKANS**

— Bryan Zak, South West Regional Director Alaska SBDC

In 2007, the Agrium Inc. fertilizer plant on the Kenai Peninsula began



laying off workers who had been working in the oil and gas industry for nearly a full career. Shortly thereafter, the national economy began to show signs of a recession and the outlook for seeking employment in the same field seemed bleak for the 55 and older workforce that had less than a decade to go before retirement. But, what if you're not completely ready to retire or still seeking employment? What if you still want to find a way to give something back to your community? There are some other options through the SBDC that may not be readily "top-of-mind" items you may want to consider.

point do not have the energy, or want to make

a specific career field.

- Help with a business start-up**
- **Mentor**
  - **Invest**
  - **Oversee**
  - **Stay Active**

**IF YOU DO NOT  
HAVE THE  
ENERGY OR WANT  
TO MAKE THE  
TIME  
COMMITMENT OF  
A FULL-TIME  
START-UP  
BUSINESS**

the time commitment of a full-time start-up business? You can still fulfill that desire by being a resource and mentor to other Alaskans who have a business idea, and could benefit from your experience. Only about sixty of the 160 plus workers have found jobs that are similar to the job they held previously. Life experience and knowledge are a great assets to any new business that transcends

Another possibility that has risk, but may be a good fit from some workers, is the possibility of investing in a younger Alaskan business owner that has a business start-up desire, however due to life circumstances unrelated to the business desire, does not qualify for a loan from a financial institution to fund their business venture. You could serve as an investor and/or business partner for a pre-determined amount of time to help the business get to the point of being able to obtain more traditional financing or you may desire a long term commitment. In this scenario, both the Alaskans wanting to start up a business, and the Alas-

*(SBDC Continued on page 4)*



You may have thought about starting a new business, but at this

# Appendix

Peer Newsletter  
Information to help employees with their careers.



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## PLAN 'B' IDEAS — Jeffrey Laube

So, you have worked in a high paying, high stress job for a number of years. You have made good money, raised your family, and are sitting pretty good financially, but you are not ready to retire. Maybe it is time to con-

sider a job that is less stressful, less wrought with safety hazards, and easier on your body. There are still a lot of benefits to having a low stress job. The pay might not be the same but you still keep your body active, keep your

mind active, put a little money in your pocket, and who knows, you might even enjoy it. Come into the ATC to explore some ideas.



**Don't wait to the last minute to plan out your Plan 'B'.**

*(SBDC Continued from page 3)*  
kans wanting to be involved, but not necessarily own and operate their own business, help each other's and are both winners. The Alaska SBDC is here to help facilitate these connections, both as a mentor and as a potential investor.

**ALASKANS  
WANTING TO BE  
INVOLVED, BUT  
NOT  
NECESSARILY  
OWN AND  
OPERATE THEIR  
OWN BUSINESS**

If you are interested in either starting a new

business or being a resource to assist other Alaskans who have a business idea, contact Bryan Zak, at the Southwest Region Alaska Small Business Development Center at 907-260-5629 to schedule an appointment to discuss the possibilities.



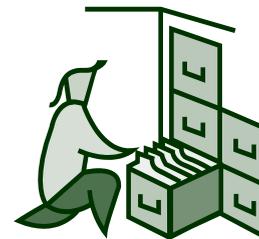
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Since the Agrium Transition Center will be closing at the end of 2009, if you would like a copy of your Agrium training records, please give Jef-

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Peer Newsletter  
Information to help employees with their careers.

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## WHAT OTHER CAREER WOULD BE GOOD FOR ME? — Jeffrey Laube



help you understand what other career paths match up with your skills. Also taking the KeyTrain tests can help identify other careers you may already be qualified to do.

We can help you expand your options to the job that is the right fit for you today.

*"I still have not found a job in my field." "I want to go back to school." "What are used to be able to do my options?" "I only other tasks when I have a few years to was younger, but I work before I retire." "I don't want to do that anymore." "I don't*

*want to go back to school." "What are my options?" "I only other tasks when I have a few years to was younger, but I work before I retire." "I don't want to do that anymore." "I don't* These are the things we hear. But, there are options that you may not have considered. If you come into the Agrium Transition Center we can set up a meeting with Harry Lockwood to



## POTENTIAL EMPLOYERS

— Donald Goforth

ALEXsys	<a href="http://www.jobs.state.ak.us">http://www.jobs.state.ak.us</a>
Alyeska Pipeline	<a href="http://www.alyeska-pipe.com">http://www.alyeska-pipe.com</a>
Anchorage School District Employment	<a href="http://www.asdk12.org/depts/hr/employment/">http://www.asdk12.org/depts/hr/employment/</a>
BP	<a href="http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528">http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528</a>
CH2MHill	<a href="http://web.vecoco.com">http://web.vecoco.com</a>
Chevron	<a href="http://careers.chevron.com">http://careers.chevron.com</a>
Chugach Electric	<a href="http://chugachelectric.com">http://chugachelectric.com</a>
City of Homer Employment	<a href="http://personnel.ci.homer.ak.us/">http://personnel.ci.homer.ak.us/</a>
City of Kenai	<a href="http://www.ci.kenai.ak.us/index.html">http://www.ci.kenai.ak.us/index.html</a>
City of Seward Employment	<a href="http://www.cityofseward.net/employment.php">http://www.cityofseward.net/employment.php</a>
City of Soldotna	<a href="http://www.ci.soldotna.ak.us">http://www.ci.soldotna.ak.us</a>
ConocoPhillips	<a href="http://www.conocophillips.com/index.htm">http://www.conocophillips.com/index.htm</a>
Enstar Natural Gas Company	<a href="http://www.enstarnaturalgas.com/">http://www.enstarnaturalgas.com/</a>
Flint Hills resources (Koch Industries)	<a href="http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi">http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi</a>
FredMeyer	<a href="http://www.fredmeyer.com/company_information/careers">http://www.fredmeyer.com/company_information/careers</a>
Home Depot	<a href="https://careers.homedepot.com">https://careers.homedepot.com</a>
Homer Electric	<a href="http://www.homerelectric.com/career.htm">http://www.homerelectric.com/career.htm</a>
Kenai Peninsula Borough	<a href="http://www.borough.kenai.ak.us">http://www.borough.kenai.ak.us</a>
Kenai Peninsula Borough School District	<a href="http://www.kpbsd.k12.ak.us/departments.aspx?id=194">http://www.kpbsd.k12.ak.us/departments.aspx?id=194</a>
Kenai Peninsula Hospital	<a href="http://www.cpqh.org/body.cfm?id=8">http://www.cpqh.org/body.cfm?id=8</a>
Lowe's	<a href="https://careers.lowes.com/default.aspx">https://careers.lowes.com/default.aspx</a>
Marathon	<a href="http://marathon-careers.com">http://marathon-careers.com</a>
Municipality of Anchorage Employment	<a href="http://www.muni.org/JOL/">http://www.muni.org/JOL/</a>
Nabors Industrial	<a href="http://www.nabors.com">http://www.nabors.com</a>
Parker Drilling Company	<a href="http://www.parkerdrilling.com">http://www.parkerdrilling.com</a>
Safeway	<a href="http://www.safeway.com/IFL/Grocery/Careers#iframetop">http://www.safeway.com/IFL/Grocery/Careers#iframetop</a>
Shell	<a href="http://www.shell.com/home/content/careers">http://www.shell.com/home/content/careers</a>
Spenard Builders Supply Inc.	<a href="http://www.sbsalaska.com/support/sbsjobs.htm">http://www.sbsalaska.com/support/sbsjobs.htm</a>
Tesoro	<a href="http://www.tsocorp.com">http://www.tsocorp.com</a>
The Alliance	<a href="http://www.alaskaalliance.com">http://www.alaskaalliance.com</a>
Workplace Alaska	<a href="http://notes5.state.ak.us">http://notes5.state.ak.us</a>

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**Transition Center**  
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Kenai AK 99611

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EQUAL OPPORTUNITY  
EMPLOYER/PROGRAM  
AUXILIARY AIDS AND SERVICES  
ARE AVAILABLE UPON REQUEST  
TO INDIVIDUALS WITH  
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## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



The latest results from the Agrium Transition Center are that 71% have found new jobs. Only 40% of those that have found work have been able to replace their wages to 80% or better. So a good number of the former Agrium employees are still relying on the emails from the Agrium Transition Center

% Obtained Employment	71%
% Without Jobs	29%
% Trained/Training	19%
% Actively Seeking	51%
% Job Search Assistance	55%
% Replaced Wages > 80%	40%

to help them search for a better job. Nineteen percent have taken some training. Fifty-one percent (both with and without jobs) are still actively seeking a new job. Fifty-five percent have received some form of financial assistance with job search.

# Appendix



# Agrium

Sep/Oct 2009

## Peer Newsletter

Information to help employees with their careers.



### Inside this issue:

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Phone Numbers	2
UI Ending, What To Do	3
Plan 'B' Ideas	4
Training Records	4
Emails To End	5
Potential Employers	5
Transition Center Results	6

### STOP BY THE AGRIMUM TRANSITION CENTER

- Open Monday through Friday 8a.m. until 5p.m.
- Have a cup of coffee
- Use the copier
- Use the computers
- Use the fax machine
- Have a bite to eat
- Networking Club meets Wednesdays at 11:00a.m.
- Take the WorkKeys Practice Test
- Take the WorkKeys Tests

## COBRA & HCTC WILL EXPIRE!

— Jeffrey Laube



qualified for the Health Coverage Tax Credit (HCTC), which reduces the COBRA premium by 80%. The COBRA and HCTC programs will end one month after the 2nd year anniversary of your lay-off.

So you will need to have a plan on what you are going to do after COBRA. Maybe that plan is to use the Agrium Re-

*(COBRA Continued on page 2)*

Health Insurance is a big deal. It is hard to find. So many of the former Agrium employees signed up for COBRA. That was a good deal because it

## UI RUN-OUT? CALL FOR TRA!

— Jeffrey Laube

Your UI is exhausted. Here is how you apply for TRA. TRA is just like UI only it comes through the TAA program. TRA asks the same questions like you were asked for a UI check, BUT it is all done on paper. **The forms are available in the**

**Transition Center.** Or you can call Heidi Carlson in Juneau at (907)465-1805. Heidi is the one who will be processing all TRA checks. The TRA checks will only last for 6 months or until you 2nd year anniversary of your lay off date.



# Appendix



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Peer Newsletter  
Information to help employees with their careers.



Unemployment	UI	888-252-2557
Debra Tomlinson	UI	907-269-4807
Victor	UI	888-222-9989
Agrium Benefits		877-595-5057
Agrium 401K	SEI	877-345-4181
Chevron Benefits		888-825-5247
Social Security		866-772-3081
Jeffrey Laube	Cell	398-6766
Jeffrey Laube	DOL	283-2974
Don Goforth	DOL	283-2979
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Shawna Harper	TAA	907-465-1882
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EAP		800-346-5484
Transition Center	FAX	283-2989

*(COBRA Continued from page 1)*  
tirement Medical, or Chevron Retirement Medical. Before you start one of those, shop around. AARP [Call the Customer Express Line at **1-800-444-6544** for Service

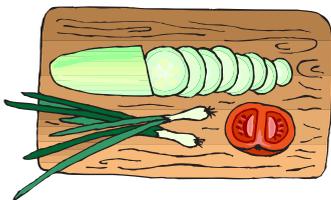
24 hours a day (Sundays until 4pm ET)] has plans that are designed for people over 50 years old. With the recent changes to health care in the United

States, you may find something that meets your needs and costs less.

Remember that the Chevron Retirement Medical can be

*(COBRA Continued on page 4)*

## CUCUMBER CILANTRO SALAD



- One English Cucumber-quartered lengthwise and cut into 1/4 in slices
- 1/2 each red, orange, and yellow bell peppers chopped into 1/4 in pieces
- One small red onion chopped
- Garlic powder or granules to taste
- Dill weed to taste
- Salt to taste
- 1-2 bunches cilantro chopped
- Just enough mayo to incorporate-maybe 1/4 cup

*"My Unemployment is running out. How do I apply for the TRA funds?"*  
—Come into the ATC and we will help you.

For variety add:  
Corn or shrimp



# Appendix



## IS THERE ANYTHING AFTER UI AND TRA RUN-OUT? PUBLIC ASSISTANCE

— Jeffrey Laube

<http://www.hss.state.ak.us/dpa/>

Once your UI expires you can get TRA benefits. TRA is paid at the \$248/week. It will last 6 months or until your 2nd anniversary of your lay-off date. Once those have exhausted, there is no more benefits from DOLWD.

Public Assistance Programs are programs of last resort with both income and resource limits

available through the public assistance office. The web address for public assistance programs is listed above. The public assistance office is located in the Kenai Job Center. If you stop in they will be able to evaluate if you qualify.

A few of the public assistance programs discussed in this article include: Food Stamps, Chronic and Acute medical Assistance, and Heating Assistance. There are many other programs and each program has different qualifiers. Again, If you stop into the public assistance office they will be able to evaluate if you qualify.

**Food Stamps Resource Test** The Alaska Food Stamp Program provides food benefits to low-income households asset limit is \$2,000 for most households and \$3,000 for households containing a member who is disabled or 60 years or older. The value of retirement ac-



counts may also have an impact. Those would have to be looked at on an individual basis.

### **Chronic and Acute Medical Assistance (CAMA)**

The CAMA program is a state funded program designed to help needy Alaskans who have spe-

**CAMA CAN HELP WITH MEDICAL EXPENSES.**

cific illnesses (i.e. diabetes, high blood pressure, etc) get the medical care they need to manage those illnesses. It is a program primarily for people, age 21 through 64, who do not qualify for Medicaid benefits, have very little income, and have inadequate or no health insurance. Again your finances must be low enough to

qualify.

### **Heating Assistance Program**

Heating assistance program has the highest monthly income limits. So you can check out this program even if you are employed with a job that has a low enough

**YOU CAN APPLY FOR HEATING ASSISTANCE EVEN IF YOU ARE EMPLOYED.**

wage. This program looks at your family size. For example a family of 2 can have a monthly income of \$3,281 and still be eligible for the heating assistance. Apply for this job after October 1st each year.



**Possible Assistance Programs**

- **Food Stamps**
- **CAMA**
- **Heating Assistance**

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Peer Newsletter  
Information to help employees with their careers.

## PLAN 'B' IDEAS — Jeffrey Laube

So, you have worked in a high paying, high stress job for a number of years. You have made good money, raised your family, and are sitting pretty good financially, but you are not ready to retire. Maybe it is time to con-

sider a job that is less stressful, less wrought with safety hazards, and easier on your body. There are still a lot of benefits to having a low stress job. The pay might not be the same but you still keep your body active, keep your

mind active, put a little money in your pocket, and who knows, you might even enjoy it. Come into the ATC to explore some ideas.



**Don't wait to the last minute to plan out your Plan 'B'.**

*(COBRA Continued from page 2)*

turned on and off a number of times. The Agrium Retirement Medical can only be turned on one time, if stop it, you can not restart the Agrium Retirement Medical plan.

Also remember to ask each of the plans, rules regarding spouses: If

**COBRA AND THE HCTC WILL END ONE MONTH AFTER YOUR 2ND YEAR ANNIVERSARY OF YOUR LAY-OFF**

you plan on using a retirement medical plan until you qualify for

Medicare, will the retirement plan allow your younger spouse to stay on the company retirement medical plan if you end your coverage because you transfer to Medicare?



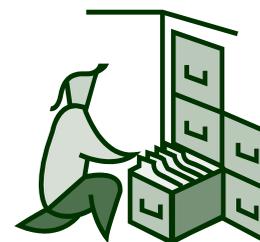
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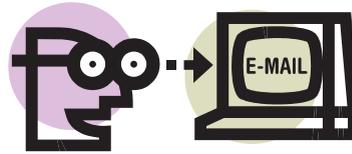
Peer Newsletter  
Information to help employees with their careers.

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## JOB ALERT! EMAILS TO END!

— Jeffrey Laube

The Agrium Transition Center will be closing the end of November. Job alert emails will also come to an end at that time. However, the potential employer web addresses are listed below. Please keep a copy of these addresses if you are still looking to change employers. One way



to keep this information handy is set up a folder in your internet browser and bookmark each of the web sites. Then when you have time, you click on each of the

saved sites that you have bookmarked and see if there are any new jobs posted.

The emails from the ATC will be coming to an end in November. For those of you that looked at those job listings, saving the web addresses listed below could be a big time saver.



## POTENTIAL EMPLOYERS

— Donald Goforth

ALEXsys	<a href="http://www.jobs.state.ak.us">http://www.jobs.state.ak.us</a>
Alyeska Pipeline	<a href="http://www.alyeska-pipe.com">http://www.alyeska-pipe.com</a>
Anchorage School District Employment	<a href="http://www.asdk12.org/depts/hr/employment/">http://www.asdk12.org/depts/hr/employment/</a>
BP	<a href="http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528">http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528</a>
CH2MHill	<a href="http://web.vecoc.com">http://web.vecoc.com</a>
Chevron	<a href="http://careers.chevron.com">http://careers.chevron.com</a>
Chugach Electric	<a href="http://chugachelectric.com">http://chugachelectric.com</a>
City of Homer Employment	<a href="http://personnel.ci.homer.ak.us/">http://personnel.ci.homer.ak.us/</a>
City of Kenai	<a href="http://www.ci.kenai.ak.us/index.html">http://www.ci.kenai.ak.us/index.html</a>
City of Seward Employment	<a href="http://www.cityofseward.net/employment.php">http://www.cityofseward.net/employment.php</a>
City of Soldotna	<a href="http://www.ci.soldotna.ak.us">http://www.ci.soldotna.ak.us</a>
ConocoPhillips	<a href="http://www.conocophillips.com/index.htm">http://www.conocophillips.com/index.htm</a>
Enstar Natural Gas Company	<a href="http://www.enstarnaturalgas.com/">http://www.enstarnaturalgas.com/</a>
Flint Hills resources (Koch Industries)	<a href="http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi">http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi</a>
FredMeyer	<a href="http://www.fredmeyer.com/company_information/careers">http://www.fredmeyer.com/company_information/careers</a>
Home Depot	<a href="https://careers.homedepot.com">https://careers.homedepot.com</a>
Homer Electric	<a href="http://www.homerelectric.com/career.htm">http://www.homerelectric.com/career.htm</a>
Kenai Peninsula Borough	<a href="http://www.borough.kenai.ak.us">http://www.borough.kenai.ak.us</a>
Kenai Peninsula Borough School District	<a href="http://www.kpbsd.k12.ak.us/departments.aspx?id=194">http://www.kpbsd.k12.ak.us/departments.aspx?id=194</a>
Kenai Peninsula Hospital	<a href="http://www.cpqh.org/body.cfm?id=8">http://www.cpqh.org/body.cfm?id=8</a>
Lowes	<a href="https://careers.lowes.com/default.aspx">https://careers.lowes.com/default.aspx</a>
Marathon	<a href="http://marathon-careers.com">http://marathon-careers.com</a>
Municipality of Anchorage Employment	<a href="http://www.muni.org/JOL/">http://www.muni.org/JOL/</a>
Nabors Industrial	<a href="http://www.nabors.com">http://www.nabors.com</a>
Parker Drilling Company	<a href="http://www.parkerdrilling.com">http://www.parkerdrilling.com</a>
Safeway	<a href="http://www.safeway.com/IFL/Grocery/Careers#iframeTop">http://www.safeway.com/IFL/Grocery/Careers#iframeTop</a>
Shell	<a href="http://www.shell.com/home/content/careers">http://www.shell.com/home/content/careers</a>
Southwestern Energy	<a href="http://www.swn.com/Pages/default.aspx">http://www.swn.com/Pages/default.aspx</a>
Spenard Builders Supply Inc.	<a href="http://www.sbsalaska.com/support/sbsjobs.htm">http://www.sbsalaska.com/support/sbsjobs.htm</a>
Tesoro	<a href="http://www.tsocorp.com">http://www.tsocorp.com</a>
The Alliance	<a href="http://www.alaskaalliance.com">http://www.alaskaalliance.com</a>
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**Transition Center**  
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EQUAL OPPORTUNITY  
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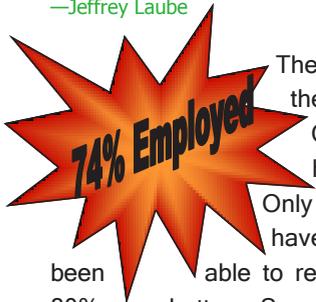
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## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



The latest results from the Agrium Transition Center are that 74% have found new jobs. Only 40% of those that have found work have been able to replace their wages to 80% or better. So a good number of the former Agrium employees are still relying on the emails from the Agrium Transition Center

% Obtained Employment	74%
% Without Jobs	26%
% Trained/Training	19%
% Actively Seeking	50%
% Job Search Assistance	55%
% Replaced Wages > 80%	40%

to help them search for a better job. Fifty percent (both with and without jobs) are still actively seeking a new job. Nineteen percent have taken some training. Fifty-five percent have received some form of financial assistance with job search.

# Appendix



## MELINDA HAS MOVED NEXT DOOR — Jeffrey Laube



See CLOSED on page 2



### Inside this issue:

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Chevron Benefits		888-825-5247
Social Security		866-772-3081
Harry Lockwood		283-2904

Shawna Harper	TAA	907-465-1882
Heidi Carlson	TAA	907-465-1805
Jacelle Zoubek	WIA	283-2949
Melinda Gates	WIA	283-2988
Carolyn VanZant	WIA	283-2922
Pascale Dilley	WIA	283-2902
Sara Bieber	WIA	283-2960
Sally Decastro	WIA	283-2941

*"My Unemployment is running out. How do I apply for the TRA funds?"*

**—Keep Filing for a new claim until you get denied! Then call Heidi Carlson at TAA. (907)465-1805**

## CLOSED

The Agrium Transition Center has officially closed. Don Goforth and Jeff Laube are no longer working for the Agrium Transition Center. Melinda Gates, Career Development Specialist, is now in the Career Support and Training Services office next door to the old

Agrium Transition Center. Melinda will be available to continue to assist former Agrium Employees. Melinda also works with the public, so call for an appointment to see her. 283-2988 or speak to Sally at 283-2941.

The space once occupied by the Agrium Transition Center is now the Walmart Hiring Hall.

## CARIBOU HILLS SOUP

Hamburger soup, made in the slow cooker with ground beef, tomatoes, potatoes, and vegetables.

### Ingredients:

- 1 pound lean ground beef
- 1 cup chopped onion
- 1 large (28 oz.) can whole tomatoes, chopped
- 3 cups diced potatoes
- 1 (16 oz.) can cut green beans
- 2 teaspoon chili powder
- 2 to 3 dashes cayenne pepper sauce, or to taste
- 2 (10 1/2 oz.) cans condensed beef broth, undiluted
- 1 cup chopped celery
- 1 cup sliced carrots
- 1 teaspoon salt
- 1 teaspoon Worcestershire sauce



### Preparation:

Brown ground beef with onion and celery; drain off fat and transfer to slow cooker. Stir in remaining ingredients and add 1 or 2 cups water. Cover and cook on LOW for 7 to 9 hours.

# Appendix

Peer Newsletter  
Information to help employees with their careers.

Page 3



— Donald Goforth

## POTENTIAL EMPLOYERS

Agrium	<a href="http://www.5jh.openhire.com/epostings/submit.cfm?company_id=1001&amp;version=1&amp;fuseaction=app.careeropps&amp;startflag=0">http://www.5jh.openhire.com/epostings/submit.cfm?company_id=1001&amp;version=1&amp;fuseaction=app.careeropps&amp;startflag=0</a>
ALEXsys	<a href="http://www.jobs.state.ak.us">http://www.jobs.state.ak.us</a>
Alyeska Pipeline	<a href="http://www.alyeska-pipe.com">http://www.alyeska-pipe.com</a>
Anadarko Petroleum Corporation	<a href="https://careers.anadarko.com/ext/search.asp">https://careers.anadarko.com/ext/search.asp</a>
Anchorage Daily News	<a href="http://www.adn.com/classified/employment/">http://www.adn.com/classified/employment/</a>
Anchorage School District Employment	<a href="http://www.asdk12.org/depts/hr/employment/">http://www.asdk12.org/depts/hr/employment/</a>
Boeing Company	<a href="http://www.cvea.org/aboutUs/careers.htm">http://www.cvea.org/aboutUs/careers.htm</a>
BP	<a href="http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528">http://www.bp.com/sectiongenericarticle.do?categoryId=9024577&amp;contentId=7025528</a>
Career One Stop	<a href="http://www.careeronestop.org">http://www.careeronestop.org</a>
CH2MHill	<a href="http://web.veco.com">http://web.veco.com</a>
Chevron	<a href="http://careers.chevron.com">http://careers.chevron.com</a>
Chugach Electric	<a href="http://chugachelectric.com">http://chugachelectric.com</a>
City of Homer Employment	<a href="http://personnel.ci.homer.ak.us/">http://personnel.ci.homer.ak.us/</a>
City of Kenai	<a href="http://www.ci.kenai.ak.us/index.html">http://www.ci.kenai.ak.us/index.html</a>
City of Seward Employment	<a href="http://www.cityofseward.net/employment.php">http://www.cityofseward.net/employment.php</a>
City of Soldotna	<a href="http://www.ci.soldotna.ak.us">http://www.ci.soldotna.ak.us</a>
ConocoPhillips	<a href="http://www.conocophillips.com/index.htm">http://www.conocophillips.com/index.htm</a>
Copper Valley Electric	<a href="http://www.cvea.org/aboutUs/careers.htm">http://www.cvea.org/aboutUs/careers.htm</a>
Devon Energy	<a href="http://www.devonenergy.com/Careers/job_opportunities/Pages/job_opportunities.aspx">http://www.devonenergy.com/Careers/job_opportunities/Pages/job_opportunities.aspx</a>
Emcor Group Inc.	<a href="http://www.emcorgroup.com/">http://www.emcorgroup.com/</a>
Enstar Natural Gas Company	<a href="http://www.enstarnaturalgas.com/">http://www.enstarnaturalgas.com/</a>
Federal Government Official Job Site	<a href="http://www.usajobs.opm.gov/">http://www.usajobs.opm.gov/</a>
Flint Hills resources (Koch Industries)	<a href="http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi">http://koch.hrdpt.com/cgi-bin/fh/jobsearch.cgi</a>
FredMeyer	<a href="http://www.fredmeyer.com/company_information/careers">http://www.fredmeyer.com/company_information/careers</a>
Home Depot	<a href="https://careers.homedepot.com">https://careers.homedepot.com</a>
Homer Electric	<a href="http://www.homerelectric.com/career.htm">http://www.homerelectric.com/career.htm</a>
Kenai Peninsula Borough	<a href="http://www.borough.kenai.ak.us">http://www.borough.kenai.ak.us</a>
Kenai Peninsula Borough School District	<a href="http://www.kpbsd.k12.ak.us/departments.aspx?id=194">http://www.kpbsd.k12.ak.us/departments.aspx?id=194</a>
Kenai Peninsula Hospital	<a href="http://www.cpgh.org/body.cfm?id=8">http://www.cpgh.org/body.cfm?id=8</a>
Lowe's	<a href="https://careers.lowes.com/default.aspx">https://careers.lowes.com/default.aspx</a>
Marathon	<a href="http://marathon-careers.com">http://marathon-careers.com</a>
Municipality of Anchorage Employment	<a href="http://www.muni.org/JOL/">http://www.muni.org/JOL/</a>
Nabors Industrial	<a href="http://www.nabors.com">http://www.nabors.com</a>
NANA Management Services	<a href="http://www.nmsusa.com/applications.php">http://www.nmsusa.com/applications.php</a>
Parker Drilling Company	<a href="http://www.parkerdrilling.com">http://www.parkerdrilling.com</a>
Professional Business Services	<a href="http://www.pbsjobs.com/recruitment-fields.html">http://www.pbsjobs.com/recruitment-fields.html</a>
Rigzone	<a href="http://www.rigzone.com/jobs/">http://www.rigzone.com/jobs/</a>
Safeway	<a href="http://www.safeway.com/IFL/Grocery/Careers#iframeTop">http://www.safeway.com/IFL/Grocery/Careers#iframeTop</a>
Shell	<a href="http://www.shell.com/home/content/careers">http://www.shell.com/home/content/careers</a>
Southwestern Energy	<a href="http://www.swn.com/Pages/default.aspx">http://www.swn.com/Pages/default.aspx</a>
Spenard Builders Supply Inc.	<a href="http://www.sbsalaska.com/support/sbsjobs.htm">http://www.sbsalaska.com/support/sbsjobs.htm</a>
Tesoro	<a href="http://www.tsocorp.com">http://www.tsocorp.com</a>
The Alliance	<a href="http://www.alaskaalliance.com">http://www.alaskaalliance.com</a>
Workplace Alaska	<a href="http://notes5.state.ak.us">http://notes5.state.ak.us</a>

# Appendix



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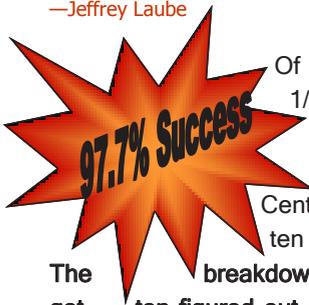
Transition Center  
11312 Kenai Spur Hwy. Ste. 45  
Kenai AK 99611

## Final Newsletter



## AGRIUM TRANSITION CENTER RESULTS

—Jeffrey Laube



Of the 171 laid off since 1/7/2007 these are the latest results from the Agrium Transition Center. 97.7% have gotten things figured out.

The breakdown of what folks have gotten figured out is shown in the table. Only 2.3% are still working things out.

Obtained Employment	75.1%
Seasonal Job	4.0%
Older Seeking ▶▶▶	13.3%
In Training	5.2%
<b>Total</b>	<b>97.7%</b>
Unemployed Seeking	2.3%

▶▶▶ These are the older workers (over age 58) that if suitable job opportunities do not become available, these workers have finances able to transition into retirement.

Keep a copy of the Potential Employer web address to continue to search for a more suitable job.

# Appendix

February 2008



# Agrium

## Transition Center

### Aaron Dorman



Aaron Dorman had been employed at the Agrium Nitrogen facility for five years when he was laid off in December of 2007. Aaron had worked four years in Group three as an insulator and one year in the operations department as an operator in plant five.



**Aaron Dorman, REC Group. Aaron is an operator working for REC Group in Moses Lake, Washington.**

When he left the plant for the last time, Aaron had already devised a plan with an alternative plan in case his primary course of action did not materialize. Soon after the closure, he went to work for McKinley Services offshore in Cook Inlet. This, however, was not his primary plan and served as temporary means of supporting his family until he could attain his desired employment with Renewable Energy Corporation (REC).

Previous to termination, Aaron had taken advantage of several of the informational meetings and seminars offered through the Agrium Peer Group and Department of Labor (DOL). He also found the services provided by the



DOL concerning resume building and interviewing skills to be very advantageous. This helped him secure his desired position with REC.

While still employed at Agrium, the DOL and the Peer Group also helped Aaron with the necessary paper work to ensure his eligibility for the programs and benefits offered through TAA and WIA.

Once he had a firm offer of employment from REC at their Moses Lake, Wa; facility, Aaron was able to

get the necessary funding to move his family and their belongings to their new location. Without these programs, the move would have definitely been cost prohibitive and would have caused an already stressful time to be even more so.

Aaron is now looking forward to starting his new job in the Operations Department with REC in April of 2008. He is very thankful for the Agrium Transition Center and all of the help they were able to offer in keeping his family on track financially.

#### Agrium Transition Center Help

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# Appendix

May 2008



## Agrium Transition Center



### Aaron Williams

Aaron Williams was a 15 year employee at the Agrium Plant when it closed. Aaron started his career at the plant in the welding shop. He later transferred to the Operations department and worked in the plant 5 urea plant.

Aaron was eager to get another job when Agrium closed. Aaron use the Agrium Transition Center to help him get his resume ready. He used his welding skills as a jumping point to get his foot in the door with the local welding inspection company called Acruen.



Aaron worked for Acruen for about a year. He quickly

learned the skills he needed for his new career. He kept in touch with the ATC and through the ATC he was notified of a welding inspection job on the North Slope with ASRC. Again Aaron stopped into the ATC, modified his resume, worked on his interviewing skills and applied for the welding inspector job with ASRC.

Aaron got the new job, which offered a



work schedule that was a better match for Aaron.

Aaron enjoys his new work schedule. He was glad that the ATC was there to help him out during the time he was looking to replace his job at Agrium. "It is a



Aaron Williams, ASRC as a piping inspector working on the North Slope.

*big help to have the Agrium Transition Center Rapid Response Peers keeping an eye out for jobs that would be a better fit. Thanks for all your help." — Aaron.*

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# Appendix



# Agrium

January 2008

## Transition Center

### Andrew Holland



Andrew "Andy" Holland graduated from the Process Technologies course at Kenai Peninsula College in May and began working for Agrium as an operator intern in June of 2007. At the time his internship commenced, Andy was hopeful his position would develop into full time permanent employment had the plant continued operating.

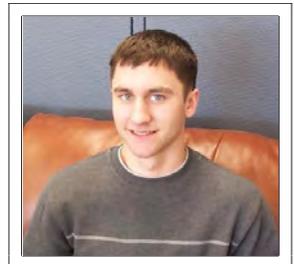
During his tenure at the plant, it was already a known fact, there was a possibility the facility faced closure. So with this in mind, Andy learned the process for which he was interning and prepared for the possibility his position may be short lived as well.

Andy had some questions as to whether he would be eligible for TAA benefits should Agrium be successful in their bid for re-certification. Regardless, Andy

sought and found help in developing an action plan for post employment. This help came from Jeff Laube who was a member of the Employee Peer Group. Jeff did the necessary leg work to confirm that Andy would be eligible for TAA upon re-certification.

On January 10, 2008 Jeff contacted Andy and made him aware of the successful application for TAA. With that done, Andy came into the Transition Center and with the help of the staff there, preceded with his action plan.

Andy's plan is to change career paths. He came to this decision with the knowledge that the current job market in operations had become saturated due to the recent plant closure. With his level of experience, he had minimal opportunities in the operations field. With the benefits af-



**Andrew Holland is a UAF student in civil engineering.**

forded him for re-training, Andy is now pursuing a career in civil engineering. He was subsequently approved for more than \$20,000 in re-training benefits through TAA to cover tuition, books and associated fees. He was also granted additional monies to cover living expenses and transportation through WIA while he attends training. To further assist him, Andy had access to computers, telephone, internet, and literary needs which helped him with the completion his action plan.

Andy is grateful for the assistance he has received and considers this a monumental help in moving him forward in his working career.



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# Appendix

February 2008



## Agrium Transition Center



### Brandie Ware



**Brandie Ware, Peak Oilfield Services as a welder working in Nikiski**

Brandy Ware started his career at Agrium's Kenai facility as a contractor in the pipe shop in August of 1989 and later was hired as a permanent full time employee in August of 1999 as a welder. He later transferred into the operations department as an operator in Ammonia Plant 4 where he remained until his termination in December of 2007.

necessary paperwork making him eligible for WIA and TAA assistance, help with building a resume, determining the best time to freeze his wages for unemployment insurance and tip for interview skills to help showcase his talents.

Prior to termination Brandy took advantage of the meetings, workshops and seminars in the areas that he believed would be of the most assistance to him. Those included help with completing the

After the closure, Brandy used the resources available to him at the Agrium Transition Center to first, get him registered with ALEXsys and

then to help him in his search for new employment. With the use of the computers, he was able to target specific employers that he would be interested in working for.

After Brandy landed a job with Peak Oil Field Services as a welder, the people at the transition center helped him obtain the tools and materials necessary for him to function in his new position.

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# Appendix

February 2008



## Agrium Transition Center



### Caroline Ritchie

Caroline Richie started her career with UNOCAL/Agrium in Parachute, Colorado in 1985 and transferred to the Kenai nitrogen facility in 1994. At her termination in December, 2007 she had completed a 22 year career as a Lab Technician with the company.

Caroline had taken advantage of the seminars, workshops and

tance she received came in the form of help with updating her resume, interview assistance and help with ALEXsys registration.

Caroline also made use of the computers, fax machine and telephones at the Agrium Transition Center to help move her forward with her career search.

Once she found new employment with Arc-



Caroline Ritchie, ASRC as lab technician working on the North Slope

materials required for her new position.

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meetings offered by the DOL and the Employee Peer Group in advance of layoffs to help her prepare for the search for new employment.

Some of the assis-

tic Slope Regional Corporation (ASRC) as a Lab Tech on the North Slope, Caroline found more assistance in the form of supportive services to equip her with the tools and

# Appendix

February 2008



## Agrium Transition Center



### Christopher Faucheux

Christopher Faucheux was a 7 year employee at the Agrium Plant when it closed. Chris worked his career at the plant in the welding shop.

Chris thought about his options when Agrium announced that it would be closing. Chris had a lot of experience welding and was certified as a class 4 welder. He did not want to change careers.

Chris's fist choice was to see if there were other employers in the area that he could apply to using his existing job skills.

Chris came into the Agrium Transition Center and received assistance with his resume.

Chris also worked with the staff at the Agrium Transition

Center on his interviewing skills.

He received help filling out and preparing the TAA and WIA forms.

Shortly after Chris received his lay-off papers, he applied for the welding position with CH2MHill. Chris used his new resume and was soon called in for an interview.

Chris quickly received



**Christopher Faucheux, CH2MHill as a welder working at the Kenai CH2MHill shop.**

Chris was grateful for all the help he did receive with the forms, the resume, the interviewing tips, and the job search assistance.

*"All the help made the transition from one job to the next go smooth and help reduce the stress of changing jobs."*

—Chris



a job offer with CH2MHill and he accepted that offer.

Chris received some job search assistance through the WIA programs and started his new position.

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# Appendix

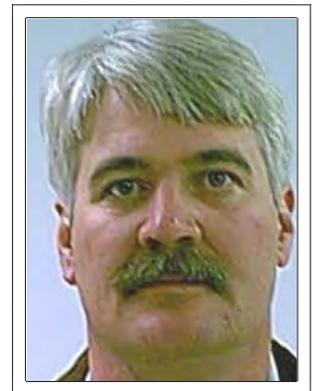
January 2008



## Agrium Transition Center



### Christopher Little



Christopher Little, Chugach Electric working as an operator at Beluga.

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Christopher Little had worked at Agrium's Kenai Nitrogen facility for nearly 24 years in the operations department, first in urea Plant 5 as an operator, then a Unit Coordinator and Shift Supervisor followed by a number of years in the Boiler house as an operator and finally a first line supervisor.

Chris had taken advantage of the information meetings, seminars and workshops offered by the Employee Peer Group and the DOL prior to his termination

in December of 2007. He was assisted in filling out WIA and TAA paperwork, as well as determining his unemployment insurance wage freeze date.

In advance of termination, he also found the DOL and ACT to be of great help in assisting him with honing his interview skills and



looked to the use of the computers and fax machine to expedite his successful search for em-

ployment.

In April of 2008, Chris secured a position in the Operations Department with Chugach Electric Association at their Beluga River Facility.

# Appendix

April 2008



## Agrium Transition Center

### Christopher Roofe



Christopher Roofe started his career at the Agrium Kenai Nitrogen Operation as a plant 4 operator. Chris was in his first year of employment when the plant was closed.

Chris knew he wanted to be an operator and decided to try for another operation job.

Chris had utilized the resources provided by the Peer Group, Department of Labor, and the Agrium Transition Center to polish

his resume and gain interviewing skills to help him secure employment once the plant shut down.

He used the equip-



## TESORO

ment at the Agrium Transition Center to apply for a Operator, Shift Breaker Position with Tesoro Refinery



**Christopher Roofe, Tesoro Refinery in Kenai as an Operator, Shift Breaker.**

in Nikiski. Chris was offered a position with the Tesoro refinery in Nikiski where he is employed in the operations department.

Chris also used WIA supportive services to secure his job to help him settle into his new position with the materials he may need to assure his success.



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# Appendix

April 2008



## Agrium Transition Center



### Cliff Soares

Cliff Soares began his 18 year employment at UNOCAL/Agrium in 1989. In his tenure at the facility, he had worked in the maintenance department as a millwright.

Before the closure, Cliff said he took advantage of assistance provided by the staff involved with TAA/WIA. This included help in filling out the necessary paperwork involved in becoming eligible for a variety of programs associated with the Trade Adjustment Act and Workforce Investment Act. These included but were not limited to seminars sponsored by the Agrium Peer group involving health insurance, job search and possible future employer meetings.

Thanks in large part to the Transition Center and Agrium management, he was able to secure long term employment with Renewable Energy Corporation (REC) at their facility in Moses Lake Washington. He first interviewed with REC at the Agrium facility in December of 2007 and accepted a position in January of this 2008. He started his new job in April.

Since his new employment involved



relocation, he also received help from the staff at the center in obtaining funding for the expense of moving his family and himself to his



**Cliff Soares, REC Group - Moses Lake, WA as a Millwright.**

new job location. Without this help, he is certain his transition would have been much more difficult.

Resources such as lap top computers, internet access, assistance in completing the forms and documentation associated with the various programs made the transition seamless. Cliff feels the transition into a new career would be difficult had he not had access to this vital resource.

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# Appendix

January 2008



## Agrium Transition Center



### Craig Turnbull

Craig Turnbull began his 18 year employment at UNOCAL/Agrium in 1989. In his tenure at the facility, he had worked in the operations department in the capacity of an operator and later a first line supervisor.

Before the closure, Craig said he took advantage of assistance provided by the staff involved with TAA/WIA. This included help in filling out the necessary paperwork involved in becoming eligible for a variety of programs associated with the Trade Adjustment Act and Workforce Investment Act. These included but were not limited to seminars sponsored by the Agrium Peer group involving health insurance, job

search and possible future employer meetings.

Thanks in large part to the Transition Center and Agrium management, he was able to secure long term employment with Renewable Energy Corporation (REC) at their facility in Moses Lake Washington. He first interviewed with REC at the Agrium facility in December of 2007 and accepted a position in January of this year. He starts his new job in April.



**Craig Turnbull, REC Group - Moses Lake, WA as an Operator.**

moving his family and himself to his new job location. Without this help, he is certain his transition would have been much more difficult.

Resources such as lap top computers, internet access, assistance in completing the forms and documentation associated with the various programs made the transition seamless. Craig feels the transition into a new career would have been difficult had he not had access to this vital resource.



Since his new employment involved relocation, he also received help from the staff at the center in obtaining funding for the expense of

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# Appendix

January 2008



## Agrium Transition Center

### Success Daniel Talbot



**Daniel Talbot, ConocoPhillips in Wyoming. Dan is employed as a maintenance instrumentation technician.**

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Dan Talbot started his employment with Agrium in December of 2001 as a member of the instrument shop and found the resources available to him through the Agrium Transition Center (ATC) helped move him forward after his layoff in December of 2007 which concluded a six year career with the company.

Dan had served as a Peer Group member for about 18 months before his severance from Agrium which helped him to gain first hand knowledge of the programs and benefits available to him. With this knowledge, he developed a plan of action that involved a work search that included the possibility out of state employment.

When the time came

for him to interview with potential out of state employers, Dan put TAA/WIA to use. With the assistance of the people at the Department of Labor (DOL) and the ATC he was able to obtain full funding for transportation expenses to and from the interviews as well as accommodations, meals and ground transportation while he was there.

After several interviews, Dan accepted a position with ConocoPhillips' instrumentation maintenance department in Lysite, Wyoming. Again, TAA and WIA was there to help him complete his transition. The DOL set into motion the programs to move Dan to his new employment location. Without this assis-

stance, Dan's transition would have been more difficult and a much greater financial burden.

Thanks in great part to the information, services and programs provided by the ATC and DOL, Dan is again in the workforce.



# Appendix

January 2008



## Agrium Transition Center



### Dana Bassel

Dana Bassel was an 18 year employee at the Agrium Plant. Dana started as an operator and then transferred to the Safety Department.

Prior to the plants closure the Peer Group with the help of DOL Rapid Response and the local Job Center offered help to the Agrium Employees. This help was in the form of resume writing, interviewing skills, registering with ALEXsys, and job fairs held at the plant.

Dana went to the informational meetings held at the plant to get a broad understanding of the programs available through WIA and TAA.

Dana took the interviewing skills class and did some mock

interviewing. He also received advice on his resume.

He used the Agrium Transition Center. The assistance with the programs was appreciated in addition to help with the forms, computers, fax machine.



Dana Bassel, Aware Consulting as a Safety Advisor.



Dana successfully used his resume and interviewed for a position with Aware Consulting where he is currently employed as a Safety Consultant.

He is thankful for the assistance he received from the ATC

and having a place to go to meet with other former co-workers.

#### Agrium Transition Center Help

- Call in to Unemployment Insurance
- Help with resumes
- Register with ALEXsys
- Lap Top computers to use in the transition center 'hot spot'
- Have a cup of coffee
- Have some soup
- Meet with your case worker and discuss your plan to get help with: training, relocation, tools, transportation, clothing, etc.
- Create portfolio
- Interviewing help
- Job Search

# Appendix

February 2008



## Agrium Transition Center



### David Coombes

David Coombes had been an employee of Agrium for 17 years and for a few years previous to that as a contract employee. As a company employee Dave worked as a welder in the pipe shop, a field forman and a maintenance planner.

Prior to his separation of employment with Agrium in February of 2008, Dave took full advantage of the assistance provided for him by the Agrium Peer Group and the Department of Labor (DOL). This assistance came in the form of preparation for the day he would need to seek other employment such as creating a plan of action (and a secondary plan), resume writing, and in-

terviewing skills as well as 401K re-investment, job search and networking advice and assistance with completing the necessary paperwork required to make programs and assistance available to him through TAA and WIA.

Thanks in part to this assistance, Dave was able to obtain employment with ASRC as a construction representative working in the



**David Coombes, ASRC.** Dave is working as a construction representative working for ASRC in the Cook Inlet area.

Cook Inlet area.

After he had his firm offer of employment, David continued to use the services provided by the Agrium Transition Center where he has obtained answers to his questions concerning what benefits

were available to him after he secured his new job.

#### Agrium Transition Center Help

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# Appendix

June 2008



## Agrium Transition Center



### Dave Haring

Dave Haring started his employment with Agrium in 1979 as a member of the engineering department. Dave found the resources available to him through the Agrium Transition Center (ATC) helped move him forward after his layoff in December of 2007 which concluded a twenty-eight year career with the company.

Dave attended many of the worker meetings at the Agrium facility that were given by the Rapid Response Peer workers. These meeting focused on the WIA, TAA programs, job search, training, relocation, resume writing, and interviewing skills.

Dave did some job hunting prior to getting laid off. Most of

the engineering jobs required work with computer software that was not used by Agrium. Dave realized he needed to update his knowledge. Dave found training in the software that he needed to transition to another engineering position.

Dave used the WIA programs to help him fund the software training he needed.

Upon completion of his training Dave applied for a job with ConocoPhillips. Dave used the ATC to update his resume, cover letter, and apply online for the engineering position with ConocoPhillips. Dave got that job.

Dave is grateful for the assistance to help him transition to his



**Dave Haring, ConocoPhillips on the North Slope. Dave is employed as a mechanical engineer.**



new job. *"After working for the same company for twenty eight years, my job hunting and interviewing skills are a little rusty. I really appreciate all the help."*

#### Agrium Transition Center Help

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# Appendix

January 2008



## Agrium Transition Center

### Success **Henry Haney**



Henry Haney, Kenai Peninsula College as Professor of Process Technology.

#### Agrium Transition Center Help

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- Job Search

Henry Haney started his employment with Agrium in November of 2001 in ammonia Plant 4 of the Operations Department. Although Henry had hoped that his position with Agrium would carry him into retirement, he was aware of the possibility that would not materialize. So, he took appropriate action and prepared for a possible plant closure in advance of his layoff date.

Henry attended Peer Group and Department of Labor sponsored workshops and seminars

that addressed the issues that most concerned him such as healthcare options, 401K distribution and re-investment as well as resume building, and interviewing skills.

Thanks in part to those resources, Henry was armed with an impressive resume. Adding his vast knowledge of the oil and process industry and formidable experience in

process technology, he was the successful candidate for the position of Professor of Process Technology at Ke-

nai Peninsula College, an extension of the University of Alaska Anchorage.

Although this was a temporary emergency position, the job is being re-posted as a

permanent/full time position and with Henry's current success; he is a viable candidate for that post.



# Appendix

November 2007



## Agrium Transition Center



### Jason Daniels



Jason Daniels, Acuren Inspection as a welding inspector.

In 1995 Jason Daniels started at the Agrium facility as a contract welder. Six years later, in 2001, he was hired as a full time permanent Agrium employee in the pipe shop. His twelve year career at the facility came to an end in November of 2007.

Prior to layoff, Jason took advantage of the help offered to complete the necessary paperwork to make him eligible for applicable programs offered through TAA and WIA.



Jason had the foresight to prepare for an impending layoff by attending workshops and seminars regarding resume composition, interview assistance and job search help.

After utilizing these tools, he was able to secure a position with Acuren Inspection working both on the North Slope and the Cook Inlet area. When he ob-

tained his position as an inspector, Jason found further assistance in the form of supportive services which helped him with the purchase of necessary materials required in his new career.

#### Agrium Transition Center Help

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# Appendix

March 2008



## Agrium Transition Center



### Jason Szymanski

Jason Szymanski worked at the Agrium facility for eight years in the operations department. Jason worked as both a urea plant operator and utility plant operator.

Jason was not

Act (TAA) and Workforce Investment Act (WIA) programs. He was formulating his plans when he heard through the ATC, of an operation job in Anchorage at Municipal Light & Power.



Jason Szymanski, Operations Crew Supervisor, working at Municipal Light & Power in Anchorage.

#### Agrium Transition Center Help

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happy about Agrium closing. His primary plan was to find other work. He came to the worker meetings conducted by the Rapid Response Peers and heard about the Trade Adjustment

He used the services provided by the Rapid Response Peer Programs to get help with his resume and cover letter and he got the job as an operations crew supervisor.

Jason used the TAA relocation benefit to move himself and his family from Kenai to Anchorage. He was thankful for the help he received to transition to his new job.

# Appendix

February 2008



## Agrium Transition Center

### Jeffrey Turkington



Jeffrey Turkington, Marathon Oil Company as operations supervisor working at the Kenai Gas Field



Jeffrey Turkington enjoyed nearly 28 years at the Agrium facility when he was terminated in February 2008. He was hired in 1980 as an operator in ammonia Plant 1 where he later became a first line supervisor. When the plant consolidated operations due to gas curtailments, Jeff assumed the position of Operations/Maintenance Supervisor for the facility.

Jeffrey Turkington enjoyed nearly 28 years at the Agrium facility when he was terminated in February 2008. He was hired in 1980 as an operator in ammonia Plant 1 where he later became a first line supervisor. When the plant consolidated operations due to gas curtailments, Jeff assumed the position of Operations/Maintenance Supervisor for the facility. Facing an impending job search, something he hadn't done in 28 years, Jeff looked to the DOL and Agrium Transition Center for assistance in his quest for new employment. He took advantage of help offered in relation to composing a resume to reflect his vast knowledge of process technology and management in the field and then gained input on how to best present those skills in an interview. He also used the tools available such as the computers and fax machine at the Agrium Transition Center to get his search rolling.



Facing an impending job search, something he hadn't done in 28 years, Jeff looked to the DOL and Agrium Transition Center for as-

sistance in his quest for new employment. He took advantage of help offered in relation to composing a resume to reflect his vast knowledge of process technology and management in the field and then gained input on how to best present those skills in an interview. He also used the tools available such as the computers and fax machine at the Agrium Transition Center to get his search rolling.

Jeff is now looking forward to a prosperous and productive future in the industry in which he is most knowledgeable.

Jeff is now looking forward to a prosperous and productive future in the industry in which he is most knowledgeable.

#### Agrium Transition Center Help

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# Appendix

March 2008



## Agrium Transition Center

### Jerry Howell



Jerry Howell was employed at Agrium for 15 years in the Operations Department as an Operator in Urea Plant 5 when he was laid off in December of 2007.

Even though Jerry had hoped for a better outcome for the plant and continued operations, he prepared for the worst case scenario of a possible layoff and ensuing job search.

Jerry followed the advice of the Peer Group and State Department of Labor and developed an action plan with not only one, but two back up plans.

Jerry had hoped to secure employment with an oil producer in the operations department, but had developed the following two back up plans to help tide him over financially; First, with monies granted from TAA and WIA, Jerry took the six week Commercial Drivers License Class "A" certification course held in Kenai and Palmer in January and February.

At the end of February,



**Jerry Howell, Nabors Industries. Jerry is working for Nabors Industries which specialize in drilling work for oil and gas producers. Jerry is working the Cook Inlet area.**

Jerry took another class to update certifications he held prior to his em- With those two certifications in hand, Jerry was able to obtain employ-



ployment with Agrium. He had taken a five day course IADC Well Cap Training in Anchorage presented by MAPTS. Again, this was done with the help of TAA and WIA. ment with Nabors Industries Drilling Services Division on the Anna Platform in Cook Inlet.

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# Appendix

December 2007



## Agrium Transition Center



### James Joe Handsaker

Joe Handsaker had been employed at the Kenai nitrogen facility first as a contractor in Group 3 from 1988 until 1990. In 1990 he became a full time permanent employee for UNOCAL and later Agrium.

Joe said that the Peer group helped him prepare for the possibility of a plant closure which in turn helped minimize the fear of the unknown.

With a little help from his co-workers on the Peer group, he was able to contact the appropriate people within the Department of Labor to help him develop a plan of action for after the closure of the Agrium facility. There was also

help in the form of investment seminars concerning his 401K, resume building and interview help and networking assistance.

Joe's action plan was to utilize the funds available through TAA for training so he could maintain his current lifestyle in a new

field. However, soon after the plant closed, Joe applied for a job with ASRC. Although this position pays considerably less than he was earning with Agrium, he is considered an "incumbent worker" which means he is earning a livable wage, but not 80% of the income he was earning before becoming displaced. This therefore makes him eligible for programs to further his education thanks to TAA.

After he was successful in obtaining his job with ASRC, Joe found programs associated with TAA provided funds for arctic gear and safety

glasses to help prepare for his new job. Joe feels that the assistance provided by the Transition Center was invaluable in helping him and his family move forward after the plant closure and looks forward to benefiting from the programs still available



**James "Joe" Handsaker,  
ASRC Equipment Operator.**

to them. For example, Joe's wife, Edie is also using the training benefit to help maintain their family's lifestyle into the future.

Joe will be working for ASRC on the North Slope at Milne Point as a heavy

equipment operator and is now looking forward to this change in his and Edie's life rather than dreading it thanks to their own preparedness and in large part the assistance of the Transition Center and Department of Labor.

#### Agrium Transition Center Help

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# Appendix

January 2008



## Agrium Transition Center



### John Dykstra

John Dykstra had worked at the Agrium facility as an instrument technician for just under two years when he was terminated in December of 2007.

John took advantage of the informational meetings to help him complete the necessary paperwork for WIA and TAA as well as information concerning unemployment benefits (wage freeze) prior to the plant closure date.

In addition, he found help in preparing and updating his resume for the job search that lay ahead. He then looked to the DOL and ATC for help in interview skills to help him stand out from the other candidates applying for the job he was targeting.



John Dykstra, CH2MHILL, working on the North Slope as an instrument technician.

John also gained assistance in registering



for ALEXsys and took advantage of the fax, laptop computers and telephones offered at the ATC after the lay-off.

Once John secured a position with CH2MHILL as an Instrumentation Technician on the North Slope, he sought and received more assistance through supportive services which provided him with the necessary materials to perform in his new career.

#### Agrium Transition Center Help

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# Appendix

January 2008



## Agrium Transition Center



### John Maw

John Maw had been employed with Agrium for six years at the Kenai Nitrogen Facility as an electrician when he faced layoff in December of 2007.

John had paid attention to the Peer group representatives making him aware of services and programs available through TAA and WIA and took full advantage of those services after the plant closed.

He put together an action plan along with a backup plan ahead of the layoff so he knew what he needed to do to make his transition into a new job go smoothly. He used the resume composition and review offered by the DOL as well as interview skills classes. He also attended many of the seminars and meetings offered before the

layoff to help him better prepare for the transitional period. When John landed his job for ASRC at Milne Point on the North Slope, programs and benefits available due to the successful petition for TAA recertification helped John purchase the necessary tools for his new employment.

John used the resources available to him at the Agrium Transition Center (ATC) such as laptop



**John Maw, ASRC.** John is a maintenance electrician working for ASRC at Milne Point.

#### Agrium Transition Center Help

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computers (when available), fax machines and printed information to help him research possible employment and programs opened to him through TAA and WIA.

Had it not been for the DOL and the ATC, John's transition into

new employment would have been more difficult for him and his family, cost prohibitive and more than likely not as timely.

# Appendix

May 2008



## Agrium Transition Center

### Success John Trippe

John Trippe was a 7 year employee at the Agrium Plant when it closed. John worked as a Operator.

John spent seven months actively seeking full time permanent employment. He was not excited about training to a new career and held on to the hope that a job using his current job skills would ap-

pear. were checking in at the Agrium Transition Center. This Peak supervisor, made a call to the ATC and asked us to get the word out that they had an immediate need for a operator. The Rapid Response Peer workers had collected a list of all the former Agrium employee home email addresses. An email went out about this job.



John Trippe, Peak Oilfield Services Co. working as a contract operator in Beluga.

John came in and received some resume and interviewing assistance. He applied and soon after was working as a contract operator. John works a camp job working week-on, week-off. John likes that he can hunt and fish near work during his off hours. John received some job search assistance

through the WIA program.

John was thankful that the ATC was there to help him during his job transition.



A Peak Oilfield Services Co. supervisor was aware of the closing of Agrium and the fact that most of the former employees

#### Agrium Transition Center Help

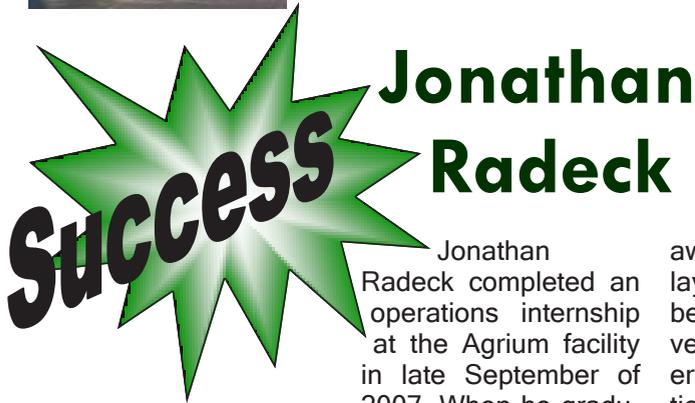
- Call in to Unemployment Insurance
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# Appendix

January 2008



## Agrium Transition Center



### Jonathan Radeck

Jonathan Radeck completed an operations internship at the Agrium facility in late September of 2007. When he graduated from Kenai Peninsula College with a degree in process technology, operations and instrumentation Jon had hoped the facility would develop a plan for continued operations either through the Coal Gasification Project or through long term gas contracts. If either of those were to happen, he thought he might gain a full time permanent position at the facility.

When long term gas contracts failed to materialize; and layoffs were announced for December Jon knew that his future with Agrium was less than bright. He was also

aware that after the layoff's, there would be a large number of very experienced operators seeking positions with the major oil companies operating in the state which would limit his opportunities.

With his degree in instrumentation, Jon felt that this may be the path he should pursue rather than competing



with a large number of experienced operators for the positions available.

Utilizing the resources at the Agrium Transition Center and the



**Jonathan Radeck, BP - North Slope as an Automation Specialist**

Department of Labor, Jon developed a resume and prepared for his interview with input from the ATC and DOL staff, Jon was able to secure employment with British Petroleum in their Advanced Technology and Instrumentation Department serving North Slope Operations.

Thanks in great part to the assistance afforded him by the ATC and his own foresight and persistence, Jon's employment future is now looking bright.

#### Agrium Transition Center Help

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# Appendix

April 2008



## Agrium Transition Center



### Kelly Newcomb

Kelly Newcomb started her career at the Agrium nitrogen facility as a contractor for Qwick Construction in the maintenance department in 1989. In 1995

Agrium (then UNOCAL) hired her full time as a multi-craft employee in the maintenance department. Kelly transferred to the operations department in ammonia Plant One in 1999. When Plant 1 was shut down due to the lack of gas supply, Kelly transferred to ammonia Plant 4.

Kelly had utilized the resources provided by the Peer Group, Department of Labor,

and the Agrium Transition Center to polish her resume and gain interviewing skills to help her secure employment once the plant shut down.

She used the equipment at the Agrium Transition Center to apply for a Operator, Shift Breaker Position with Tesoro Refinery in Nikiski. Kelly was offered a position with the Tesoro refinery in Nikiski where



**Kelly Newcomb, Tesoro Refinery in Kenai as an Operator, Shift Breaker.**

she is employed in the operations department.

Kelly also WIA supportive services to secure her job to help her settle into her new position with the materials she may need to assure her success.



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# Appendix

January 2008



## Agrium Transition Center



### Kenneth Kjeldson



Ken Kjeldson, ASRC Warehouse worker, Alpine on the North Slope.

Kenneth Kjeldson worked at the Agrium facility for six years in the warehouse. Ken handles all aspects of warehouse work; receiving, shipping, inventory, and worked extensively with SAP software (a standard software used in the oil and gas industry).

Trade Adjustment Act (TAA) and Workforce Investment Act (WIA) programs. He was formulating his plans when he heard of warehouse job on the North Slope. He used the services provided by



**ASRC Energy Services**  
a subsidiary of Arctic Slope Regional Corporation

Ken was not happy about Agrium closing. His primary plan was to find other work. He came to the worker meetings conducted by the Rapid Response Peers and heard about the

the Rapid Response Peer Programs to get help with his resume and cover letter. He used that cover letter and resume to apply for the ASRC Warehouse Worker

position. Ken got that job.

He was thankful for the help he received to transition to his new job.

#### Agrium Transition Center Help

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# Appendix

January 2008



## Agrium Transition Center



### Linda Ruiz

When Linda Ruiz started her 15 year career with UNOCAL/Agrium in December of 1993, she assumed her career there would remain stable until she was able to retire. Unfortunately, when the closure was announced, she had not yet reached that point in her life.

When Agrium had publicly stated in 2004 their plans to cease operations in October of 2005 due to insufficient gas supplies, Linda was asked by Peer group founders Jeff Laube and Mark Schams to join this vital team to help employees prepare for the time when they would need to transition to the next phase of their lives. This involvement not only helped her help others, but it also gave her a better understanding of what she and her co-workers needed to do in ad-

vance of the pending layoff.

When the day finally came where Linda left the facility for her last time, thanks to services such as resume writing, interviewing skills and mock interviews helped her in her search for new employment. She also found that Peer group sponsored seminars on 401K distribution and re-investment, health insurance options and TAA/WIA funding and services assisted her in tying up any loose ends that may develop should she not be able to obtain employment in a



timely manner.

In the weeks following her layoff,

Linda found necessary resources that would otherwise not be available to her. These resources came in various forms ranging from



Linda Ruiz, BP - CCP as an Operator.

support of her co-workers, internet access, a fax machine, unemployment insurance assistance, TAA/WIA programs and the personnel to explain how these programs work on a one on one basis.

She believes the assistance she was provided with the likes of Pascall Dilly, Carolyn Vanzant, Shawna Harper and Melinda Gates to name just a few, was instrumental in helping move her forward into her new career on the North Slope with British Petroleum in the operations department as a facility operator at their Central Compression Plant.

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# Appendix

April 2008



## Agrium Transition Center



### Loretta Brown

Loretta Brown was a five year employee, working at Agrium as an Administrative Assistant. Loretta had taken advantage of several of the seminars put together by the Rapid Response Peers, involving job search, resume building and interview skills. With those tools, she was able to be a successful candidate for an inventory position working for ASRC at the Marathon Oilfield in Kenai.

After securing her a position with ASRC, Loretta further utilized the services offered by the Agrium Transition Center and the Department of Labor in the form of post hire support in obtaining the safety gear and materials that were required in her new career.



Loretta Brown, Tesoro Refinery in Kenai as an Administrative Assistance



better fit for Loretta. She came into the ATC, reworked her resume and cover letter. She was offer the job with Tesoro.

Thanks in part to the assistance and services provided by the Alaska DOL and the Agrium Transition Center; Loretta is looking forward to a secure future with her new employer, Tesoro.

#### Agrium Transition Center Help

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# Appendix

December 2007



## Agrium Transition Center



### Lorraine Jones

Lorraine Jones was a ten year employee at Agrium. She worked in the Business Unit doing accounting work. Lori did not want to lose her job. Being unemployed was not part of her plan. Lori decided to look for another job with her current job skills.

She used the help from the Rapid Response Peers to develop her resume. The Rapid Response Peers brought in support to coach Lori with her interviewing skills.

Lori went to the worker meetings held at Agrium to learn about the Trade Adjustment

Act (TAA) and Workforce Investment Act (WIA) programs that she would be eligible for once she received her lay-off notice.

Lori wasted no time. She applied for a job with the Tesoro Refinery located across the street from the Agrium facility.

Lori got that job. She was one of the few workers that were able to go from one job to another.

Agrium helped by allowing the Rapid Re-



Lorraine Jones, Tesoro Refinery in Kenai, working in the Business Unit doing accounting.

sponse Peer program to start bringing in help even before the first lay-off notice was issued. Lori was grateful for the help she received with her resume and interviewing.



#### Agrium Transition Center Help

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# Appendix

April 2008



## Agrium Transition Center



### Mark Habighorst

Mark Habighorst started his tenure at the Agrium facility in 1978 as a contract millwright. In 1992 he became a

fulltime Agrium (UNOCAL) employee and remained in the millwright shop. When he obtained employment with Tesoro in November of 2007, Mark had enjoyed twenty-nine years of steady employment at the Agrium facility.

Mark had taken advantage of several of the seminars involving job search, resume building and interview skills. With those tools, he was able to be a successful candidate for a mechanics position

across the street at the Tesoro refinery.

After securing his a position with Tesoro, Mark further utilized the services offered by



Mark Habighorst, Tesoro Refinery in Kenai as a Millwright.



the tools and materials that were required in his new career.

Thanks in part to the assistance and services provided by the Alaska DOL and the Agrium Transition Center; Mark is looking forward to a secure future with his new employer, Tesoro.

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# Appendix

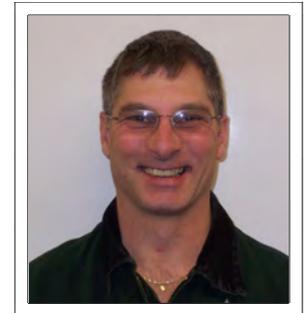
January 2008



## Agrium Transition Center



### Mark Schams



Mark Schams, BP - Lisburne as an Operator.

#### Agrium Transition Center Help

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Mark Schams has been an employee at the Agrium Kenai Plant for 17 years as an operator. "The assistance I have received from the staff at the Transition Center has helped reduce the stress level considerably. After 17 years of continuous employment, no matter how well I felt I had prepared, it was a very uncomfortable feeling suddenly finding myself with an uncertain future.

I was very fortunate in gaining employment at the Lisburne field with B.P. and I attribute much of that success to the services provided through the Transition Center. From job

searches and alternate planning (a backup plan), resume building and preparing for an interview, the help I received was invaluable. Peers helped out where ever they could and where they had no answer, they always knew someone who did.

After I secured my new employment, Carolyn Vanzant, Jacelle Zoubeck, Melinda Gates, and Pascale Dilley assisted me with additional programs

that helped ease the financial burden of transitioning to a new job. These programs helped pay for work clothes,

safety glasses and other work materials.

For the few of you that have not visited the center, I strongly urge you to drop by and utilize this service that is normally not available to everyone who is newly unemployed. This very special service provides all of us with tools and programs that help reduce the stress level and get us back into the work force."

Sincerely—Mark Schams



# Appendix

December 2007



## Agrium Transition Center



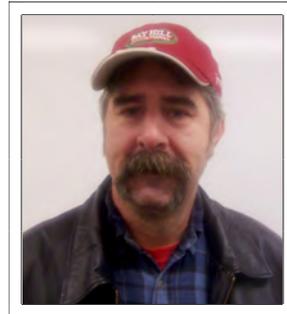
### Mike Keschull

Mike Keschull has been an employee at the Agrium Kenai Plant since 1995 in the millwright shop. Mike started at the fertilizer plant years before 1995 working as a contractor at the plant and eventually advancing to the field foreman position over group 2 until December 2007.

Mike used the tran-

sition center for help with his resume, ALEXsys and registering for UI.

Mike used the lap tops to register with ALEXsys. The Agrium Transition Center Peer, Jeffrey Laube, called Mike's cell phone to let him know of this job opportunity. Mike faxed his resume from the center and was scheduled for an inter-



Mike Keschull, PJS Services as a Field Mechanic.

view the next day, Dec 12th. Dec 13th Mike took the job offer. The transition center will help Mike get some hand tools required by his new job. Mike's new job starts January 14th.

#### Agrium Transition Center Help

- Call in to Unemployment Insurance
- Help with resumes
- Register with ALEXsys
- Lap Top computers to use in the transition center 'hot spot'
- Have a cup of coffee
- Have some soup
- Meet with your case worker and discuss your plan to get help with: training, relocation, tools, transportation, clothing, etc.
- Create portfolio
- Interviewing help
- Job Search

### MIKE'S NEW EMPLOYER IS **PJS Services**

Website: [www.enerflex.com](http://www.enerflex.com)

Job Purpose: Operate and maintain a field service truck to handle day-to-day field and shop maintenance services and overhaul

of natural gas engines and compressors within the petroleum industry.

PJS Services are located on K- Beach Road back behind

the Duck Inn. PJS Services is a Canadian Company. In Canada they operate under the name Pamco Jiro Service.

# Appendix

April 2008



## Agrium Transition Center

### Success Mike Sibley



#### Agrium Transition Center Help

- Call in to Unemployment Insurance
- Help with resumes
- Register with ALEXsys
- Lap Top computers to use in the transition center 'hot spot'
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- Job Search

Mike Sibley enjoyed 19 years of steady employment at the Agrium nitrogen facility in Nikiski before facing termination in December of 2007. Mike, like many other employees, sensed the likely closure of the facility and began preparing well in advance of his lay-off date.

Seminars and meeting sponsored by the Agrium Employee Peer Group and the Alaska Department of Labor helped Mike and his fellow employees prepare in advance of the closure. These semi-

nars covered a wide range of topics, from healthcare coverage, 401K re-investment, possible re-education into new career paths as well as resume composition, interview skills and networking.

After a short return to the plant on recall status, Mike was able to obtain



Mike Sibley, Marathon Oil in Kenai as an Operator.

employer.

During the time Mike had between jobs, he found continued support from the Agrium Transition Center and the Alaska Department of Labor as well as support from some of his former co-workers.



permanent employment with Marathon Oil at the Kenai Gas Field. He now looks forward to a secure future with his new

# Appendix

December 2007



## Agrium Transition Center



### Mike Tapp

Mike Tapp started his employment at Agrium Nitrogen in 2001 as a welder/fitter; he previously worked as a contractor at the same plant for a number of years in the pipe shop as a welder before he became a permanent employee.

Mike attended the orientation set up by the Peer Committee that ASRC presented at Agrium for all the personnel that were going to be laid off on December 6<sup>th</sup> do to the plant closure. Mike went out to the ASRC's Nikiski office his resume in hand that he had help writing from the employee services group at the Job Center. "That

resume sold it for me." After attending the Job Center interview class, Mike then attended an informal interview with Robert Mason from ASRC's HR department at their Nikiski shop on a Friday morning. Mike then applied for the Nikiski shop foreman's position, and ASRC made him an offer for that position

#### MIKE'S NEW EMPLOYER IS



which he accepted. Mike will start his new job sometime in January of 2008. He stated that ASRC has followed through with everything that they stated they would



Mike Tapp, ASRC as a Welding Foreman

do and that he was pleased on how everything is going at this time. Mike's placement with ASRC came with the help of the Peer group and Jeff Laube for setting up the orientation, resume writing, and interviewing classes

that were held out at Agrium's plant, and for letting employees attend them during working hours.

#### Agrium Transition Center Help

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# Appendix

January 2008



## Agrium Transition Center



### Mike VanWinkle

Mike VanWinkle, an 6 year employee, started his employment with Agrium in 2002 in the operations department as an operator in Ammonia Plant #4 when he moved to Alaska from Arkansas.

Mike feels the assistance he received from the Peer Group and the Transition Center was instrumental in making the transition to a new job less stressful by giving him information about and access to the programs available. Although Mike has been through a similar transition, he feels that TAA and the associated programs have made this a much easier change in his career life.

Informational meetings concerning health insurance, 401K investment programs, work

search as well as tips on unemployment insurance has minimized the impact the plant closure has had on his and his families lives.

Mike took advantage of the Agrium Transition Center computers, fax machine, resume writing and interview skills resources made available to him through the Department of Labor and the Peer Group. He especially appreciated the information that was made available to him previous to the closure



through the Employee Peer Group. "It was very helpful to have the information made available to me through my co-workers who are involved with the Peer Group in a work set-



Mark Van Winkle, BP - Flow Station 1 as an Operator.

ting. Although they didn't always have the answers I was looking for, they usually knew who I should contact to get those answers."

Mike will begin employment with British Petroleum in the Operations Department in February, but continues to stop by the Agrium Transition Center to take advantage of the pre-employment programs available to him to prepare him for his new job.

#### Agrium Transition Center Help

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# Appendix

April 2008



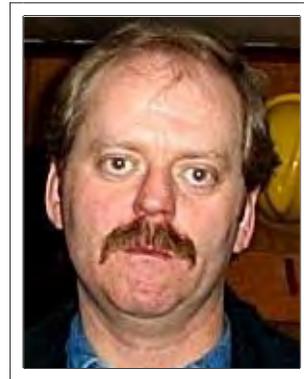
## Agrium Transition Center

**Success**

### Phil Squires

Phil Squires began his career with Agrium in January of 2001 in the operations department as an operator in Plant 4.

workshops involving resume composition, interviewing skills, healthcare options as well as utilizing the copy/fax machines as



Phil Squires, Marathon Oil in Kenai as an Operator.

Phil took full advantage of the services offered by the Alaska Department of Labor (DOL) and the Agrium Transition Center (ATC) in the form of



well as the computers at the Transition Center.

Phil also found help filling out the necessary paperwork securing funds to complete his instrumentation degree at Kenai Peninsula College in order to advance

him in his choice of careers.

Together with his experience in the operations field and the help afforded him at the Transition Center, Phil was able to secure full time permanent employment with Marathon Oil Company at their Kenai Gas Field Facility.

**Training  
Success**

#### Agrium Transition Center Help

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# Appendix

August 2008



## Agrium Transition Center

### Elvin 'Ricco' Ramirez



Elvin 'Ricco' Ramirez was a Security Guard working for Purcell at the Agrium Plant when it closed. When the Agrium Plant closed the security guard staffing was also cut. Ricco was able to find a job in San Diego, CA.

Ricco wrote the Agrium Transition Center this note:

*that cared and were willing to go that "extra mile" to insure a good solution. I arrived in San Diego and all has been moving quite well. I received my vehicle within the 2 weeks and work is going fine. I came down to a better job, more pay and most importantly benefits that will lead to a happy retirement down the road.*



Ricco is working as a Range Guard for the County of San Diego, CA.

#### Agrium Transition Center Help

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*"I wish to thank you all for your assistance when I was relocating to San Diego. It was a difficult time that you all made less stressful than it needed to be. I always believe that programs started with whatever the reason ie: financial, educational, etc. are only as good as the people that are running them. In you three, I can say nothing short of excellence!*

*The information was very helpful indeed, but the individual attention let me know that I was in the hands of persons*

*I am going to start going back to college next semester and finish the few classes needed for my degree and hopefully achieve my goal of working back in the field, but for now, I will enjoy my job here at the*

*izes that not only is it programs like these that help those people that need that hand up to make it over the edge to see daylight, but it is in my opinion, the "staff" that make you feel like a family friend*

#### County of San Diego

*range, knowing that my friends at the transition center helped me attain some peace of mind allowing me the opportunity to concentrate on work and not so much on finances.*

*Hopefully the State real-*

*that gives people the encouragement to improve their lives. Again, Thank you for everything... If you have any questions, please feel free to call me anytime @ 907-252-0788.*

*Elvin "Ricco" Ramirez ."*

# Appendix

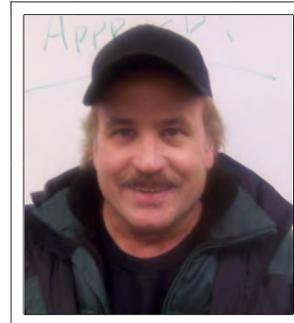
February 2008



## Agrium Transition Center



### Richard Nelson



Rick Nelson was a 12 year employee at the Agrium Plant when it closed. Rick started his career at the plant in the welding shop. He later transferred to the Operations department and worked in the plant 4 ammonia plant.

Rick wrote the Agrium Transition Center this note:

*"Just to let you know I'm currently in the process completing the hiring phase and have agreed to go to work as a technical writer on the slope for company by the name of Abbottsfield Industrial Training, Inc. They are a contract company that was hired by BP to update process & equipment manuals, they have a long and good history with BP.*

*I just wanted to extend my Thanks to all of you at the Agrium Transition Center (ATC) for the help that you have provided to me and all of my co-worker's with our transition from Agrium and all of the entity's that have made it possible and that have provided the necessary tools like Resume reviewing and writing, interviewing skills, voca-*

Rick Nelson, Abbottsfield Industrial Training as a technical writer working on the north slop preparing documents for BP.

*copiers and even a warm cup of coffee and snacks.*

*It is great to be able to have a place to go to and just trade story's and possibility's of jobs and opportunity's that are out there, take care and I will be coming by from time to time to keep up on any new developments with this transition."*

Sincerely,  
Rick Nelson



*tional counseling, TAA and WIA training benefits and all of the support services and the unlimited resources such as computers, faxes, phones, printers,*

#### Agrium Transition Center Help

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# Appendix

January 2008



## Agrium Transition Center



### Robert Cox

Robert "Bob" Cox was a 15 year employee at Agrium. Bob had worked in both the maintenance department as a crane and equipment operator and in the operations department as a plant 1 ammonia plant operator.

Bob attended the worker meetings to help him plan out his job transition. Bob listened to the Rapid Response Peer presentations that covered the Trade Adjustment Act (TAA) and Workforce Investment Act (WIA) programs. Bob's first choice was to get another job using his current job skills.

Bob was unemployed a few months before he heard (through the ATC) of an equipment operator job on the North Slope working for ASRC. Bob got his crane certificate with some job search assistance from the WIA program and he got the equipment operator job with ASRC. After a few months, Bob



Robert Cox, ASRC Safety Advisor, working at the Marathon Oil Field in Kenai.

plied for the Safety Advisor position. He got that job and is grateful that his

found out, through an internal ASRC posting that a Safety Advisor position was opening up in the Kenai area. Bob came back into the ATC, reworked his resume and ap-

plied for the Safety Advisor position. He got that job and is grateful that his commute is shorter and for all the assistance he received from the Department of Labor, the Rapid Response Peer program, and the ATC.



#### Agrium Transition Center Help

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# Appendix

May 2008



## Agrium Transition Center



### Rocco Sanquinetti

Rocco Sanquinetti was a 7 year employee at the Agrium Plant when it closed. Rocco worked as a Welder.

Rocco spent seven months actively seeking full time permanent employment. He was not excited about training to a new career and held on to the hope that a job using his current

the former employees were checking in at the Agrium Transition Center. This Peak supervisor, made a call to the ATC and asked us to get the word out that they had an immediate need for a welder. The Rapid Response Peer workers had collected a list of all the former Agrium employee home email addresses. An email went out about this job.



**Rocco Sanquinetti, Peak Oilfield Services Co. working as a contract welder in Nikiski.**

through the WIA program.

Rocco was thankful that the ATC was there to help him during his job transition.



job skills would appear.

A Peak Oilfield Services Co. supervisor was aware of the closing of Agrium and the fact that most of

working as a contract welder. Rocco works a four day work week working ten hours a day.

Rocco received some job search assistance

#### Agrium Transition Center Help

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- Job Search

# Appendix

February 2008



## Agrium Transition Center



### Ronald Burger



Ronald Burger, ASRC as Instrumentation Technician working on the North Slope

#### Agrium Transition Center Help

- Call in to Unemployment Insurance
- Help with resumes
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- Have some soup
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- Create portfolio
- Interviewing help
- Job Search

After 32 years at the Agrium facility in Nikiski, Ron Burger was hoping that he could finish his working career at the facility he started at in 1976. When that didn't happen, Ron needed to look elsewhere to finish out his working career.

With advice and help in planning for his future concerning retirement/401K as well as developing a resume

with ASRC at the Kuparuk Field on the North Slope as an instrumentation technician.

Before he landed his new job, Ron sought the help of the many people at the transition center with things from getting registered with ALEXsys, interview skills to help present himself as the most deserving candidate for the job he was applying and also learning how to network. He

Ron now looks forward to a bright and prosperous future with his new employer.



**ASRC Energy Services**  
a subsidiary of Arctic Slope Regional Corporation

that would best reflect his skills and talent for prospective employers, Ron was able to secure employment

utilized the computers and fax machine to expedite his search and bring it to a fruitful outcome.

# Appendix

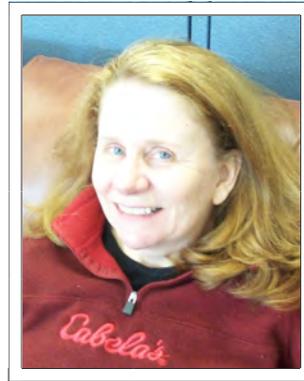
June 2008



## Agrium Transition Center



### Sandra Richards



Sandra Richards, NMS Employee Leasing on the North Slope as an Operator.



Sandy Richard came to work as an operator intern at Kenai Agrium on June 4, 2007. After having just graduated at KPC with a Process Technology degree, the internship was her first hands-on experience as an operator. She was placed in the Boiler/ Utility Area. While there, she worked with all the shifts and was able to be signed off in one of the areas to show management her skills and willingness to learn.

Sandy's plan, she was able to start school on January 21 for her Industrial Instrumentation degree. She has successfully completed her first semester.

While seeking summer employment, she applied for and was chosen for an Operator Trainee position at Ooguruk Island. Her current employer is NMS Employee Leasing in Anchorage. The current job is contracted with Pioneer Natural Resources Alaska.



On January 14, 2008, Sandy received a call from Don Goforth from the Agrium Transition Center with the news that Agrium had been re-certified for TAA and that the interns may be eligible for benefits. Having not found any other employment since Agrium due to the larger pool of very well qualified operators looking for jobs; she jumped to the opportunity to develop an action plan.

Ooguruk Drill Site (ODS) is a man-made gravel island in the Beaufort Sea approximately six miles off shore. It is halfway between Kuparuk and Alpine Oilfields. The drill site has an 11-acre "footprint" with a surface area of approximately six acres. It is currently a 94-person camp which includes a drill site and production modules. ODS is tied-in to the onshore

facility, Ooguruk Tie-in Pad (OTP). A 5.7 mile buried subsea flowline and 2.4 mile onshore flowline have been installed to transport crude to the two-phase separation equipment at OTP.

With the encouragement of the current employer and additional assistance through the TAA program, Sandy hopes to continue to work and go to school.



#### Agrium Transition Center Help

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- Job Search

# Appendix

December 2007



## Agrium Transition Center



### Terri Wilson

Terri Wilson has been an employee at the Agrium Kenai Plant for 36 years in the warehouse. Terri was a purchaser at the plant.

Terri used the transition center for help with her resume, ALEXsys and registering for UI.

Terri used the lap tops to register

with ALEXsys. The Agrium Transition Center Peer, Jeffrey Laube, called Terri's phone to let her know of this job opportunity. Terri faxed her resume from the center and was scheduled for an interview the next day, Dec 12th. Dec 13th Terri took the job offer. The transition center



Terri Wilson, PJS Services as a Parts Manager.

will help Terri get some winter weather gear for her new job. Terri's new job starts January 14th.

#### Agrium Transition Center Help

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- Help with resumes
- Register with ALEXsys
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- Job Search

### TERRI'S NEW EMPLOYER IS



Website: [www.enerflex.com](http://www.enerflex.com)

Terri will be responsible for the day-to-day operations of the parts department including quality, purchasing, and supplying of

parts in a cost effective manner while maintaining good customer relations. PJS Services are located on K- Beach

Road back behind the Duck Inn. PJS Services is a Canadian Company. In Canada they operate under the name Pamco Jiro Service.

# Appendix

April 2008



## Agrium Transition Center



### Tim Brown

Tim Brown started his career with Agrium in January 2001 as a pipefitter and later trained as an operator in plant five (Urea Plant).

With the plant closure imminent Tim attended most of the job fairs that were offered at Agrium with companies such as BP, ASRC, and REC (Renewable Energy Corporation). Job fairs and informational meetings were arranged due to the partnership of the Department of Labor, the Peer Group and Agrium. Tim took advantage of seminars that were offered at the plant such as resume writing, interviewing skills, and meetings to help fill out all the necessary paper work that is

required by TAA and WIA. Tim applied with a number of different companies (Tesoro, Marathon, REC and Pacific Corotation).

Renewable Energy Corporation (REC) Group from Moses Lake Washington offered Tim to come-down for an interview, to look at the facility, and to see the town of Moses Lake. When Tim returned from his trip

he informed the Agrium Transition Center that he accepted a job as an operator which began in March of 2008.

With the help of the Agrium Transition Center, TAA and WIA



**Tim Brown, REC Group - Moses Lake, WA as an Operator.**

Tim and his family were able to relocate to Moses Lake. Both Tim and Kimberly utilized the ATC for support, relocation, and they had homemade soup. With the help they received through the DOL and ATC it made the move a lot easier and a little more stress free.

They are very grateful for all the help that they received from The ATC and DOL and would like to thank all that helped.

#### Agrium Transition Center Help

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# Appendix

February 2008



## Agrium Transition Center



### Wendell Fowler



Wendell Fowler, BP - Nikiski Gas to Liquids as an Operator.



#### Agrium Transition Center Help

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- Create portfolio
- Interviewing help
- Job Search

Wendell Fowler's nearly 23 year career at UNOCAL/Agrium began in July of 1985 when he thought this was the job he would retire from. When the plant closure was announced, Wendell found himself in a similar situation as many other employees. He had school aged children, a mortgage and other financial obligations.

When the Peer group was first formed in 2004, Wendell paid close attention to the information the group had brought to the rest of the work force to help him better prepare for the day that the facility finally ceased operations.

At the time of the closure announcement, Wendell found himself ahead of the

game as he had prepared and updated his resume, made an alternate plan, developed a pre-closure budget, a post closure budget and had begun his search for employment by using networking skills.

Wendell said that the information and assistance he received from Jeff Laube, Mark Schams and the rest of the Peer group help the transition go smoothly.



The Peers had informed him of the services available through TAA and WIA. Those included resume building and interview skills through Melinda Gates and Harry Lockwood. Carolyn Vanzant and Jacell Zobeck informed Wendell of available funding for clothing, materials and possi-

ble necessary training.

*"The information and assistance that was available to us helped me to secure another job. I had access to a fax machine, computers and most importantly, people that had answers to my question. Without this assistance, I think I would have faced a more difficult transition period."* said Wendell.

He will begin a new chapter in his working career with British Petroleum at their Nikiski Gas to Liquids facility in the operations department in February.

We are an equal opportunity employer/program.  
Auxiliary aids and services are available upon request to individuals with disabilities.

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