

NeighborNotes

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A Publication of The Doe Run Company



Bruce Neil,
new president
of Doe Run



Juan Carlos
Huyhua, new
president of Doe
Run Peru

DOE RUN ANNOUNCES MANAGEMENT SUCCESSION PLANS

Following the announcement that Jeff Zelms is retiring as president of The Doe Run Company (effective Jan. 1, 2006), and as chief executive officer (effective April 1), Doe Run has provided its succession plan.

According to the plan, Bruce Neil, president of Doe Run Peru, succeeded Zelms as president of Doe Run on Jan. 1 and will soon relocate to St. Louis. On April 1, Neil will assume the position of CEO. Until that time, Neil will continue to fulfill his role as president of Doe Run Peru.

Neil joined the company in 1998, serving as operations manager of the Glover smelter. Under his leadership, Glover achieved the National Ambient Air Quality Standard (NAAQS) for lead for 20 consecutive quarters (five years). Neil was promoted to president of Doe Run Peru in 2003 and held

responsibility for all Peruvian operations.

Dr. Juan Carlos Huyhua, vice president and manager of operations, Doe Run Peru, is also being promoted – to the post of general manager of Doe Run Peru. Huyhua holds a Bachelor of Science degree in chemical engineering from Universidad Nacional de San Augustin de Arequiupa, a master's degree in metallurgy and Ph.D. in metallurgy from the New Mexico Institute of Mining and Metallurgy. He has served Doe Run Peru for eight years and will assume the new role on April 1.

Marvin Kaiser, the company's chief administrative officer, also announced plans to retire on Feb. 1.

The retiring Zelms has spent his entire career in the mining and metallurgical industry – the last two decades with Doe Run. Credited with leading the company to a 400 percent increase in sales, through record-low metal prices, financial reorganization and record safety achievements, Zelms leaves the company after overseeing its expansion to South America and entry into the lead recycling business in 1991.

“We are a company of people committed to making tomorrow better than today, and we embrace our role as the preferred global provider of lead and associated metals and services,” explained Zelms. “As I prepare to leave, I do so knowing the

company has in place a leadership team that recognizes our strengths, our challenges and our capacity for continued growth.”

SMELTER MAINTENANCE TEAM ACHIEVES SAFETY MILESTONE

On Nov. 19, 2005, 68 maintenance employees at Doe Run's Herculaneum Smelting Division achieved 600,000 work hours without experiencing a lost-time accident. This incredible safety milestone amounts to more than four years of safe work in every operating and service department throughout the plant on a 24-hour, 7 days per week schedule.

Maintenance department employees represent a broad range of responsibilities and a variety of duties including structural, mechanical, electrical and mobile equipment repair. The group includes mechanics, electricians, lubricators, laborers, engineers and supervisors.

“The work that these groups perform involves complex and sometimes sizable equipment, often at extreme temperatures,” said Stan LaFollette, maintenance manager. “I couldn't be more proud of their collective efforts in accomplishing this safety milestone. It's a testament to the quality of people in the

maintenance department and with Doe Run as a whole.”

In addition to actively promoting safety awareness by participating on the division’s Safety Committee, members of the maintenance team, like all Doe Run employees, begin each shift with a safety message before beginning assigned jobs. The monthly safety slogan, selected from those submitted by employees each month, is posted throughout the plant as a reminder to perform each job safely. The winning entry for December was “The first three letters in safety – P.P.E.” (Personal Protective Equipment). Submitted by Kevin Ferguson, an environmental department employee, the slogan reminds employees of the importance of wearing the PPE provided by Doe Run.

SMELTER ACHIEVES NATIONAL AMBIENT AIR QUALITY STANDARD FOR FOURTH QUARTER 2005

Doe Run’s Herculaneum Smelter met the National Ambient Air Quality Standard (NAAQS) for the fourth quarter of 2005 according to data collected by Doe Run from their air monitoring stations.

Results from Doe Run’s air monitors in Herculaneum ranged from 0.1 to 1.2 micrograms of lead per cubic meter of air during the fourth quarter, placing the smelter under the Environmental Protection Agency (EPA)-specified air quality standard of 1.5 micrograms of lead per cubic

meter of air (averaged over a three-month period).

“In addition to meeting the NAAQS, we continue to be in compliance with the State Implementation Plan (SIP),” said Gary Hughes, general manager of the company’s Herculaneum operation. “We are committed to ongoing work with our internal staff, outside metallurgical experts and the Missouri Department of Natural Resources (MDNR) to identify steps that may be appropriate to ensure that we consistently meet these standards.”

UPDATE ON VOLUNTARY PROPERTY PURCHASE PLAN (VPP)

Final numbers are in for Doe Run’s Voluntary Property Purchase Plan (VPP). During the course of the four-year program, 148 appraisal requests were made and provided. Out of the 148 offers made, approximately 90 percent (or 133) were accepted and all have been closed.

Offers made were based on the Fair Market Value determined by the appraisal following the Uniform Standards of Professional Appraisal Practice (USPAP) guidelines. To remove any effect the lead contamination issue that surfaced in late summer 2001 may have had on the value of the homes, offers were based on an August 1, 2001, appraisal and valued up to current market conditions with Replacement Home Payments (RHP).



DOE RUN SPONSORS GIRLS’ BASKETBALL TOURNAMENT

The 8th annual Doe Run Black and Red Classic Girls’ Basketball Tournament was held December 5-9 at the Herculaneum High School gymnasium.

Herculaneum, Crystal City, Grandview and St. Pius girls’ varsity and junior varsity teams participated in this well-attended, very competitive event. St. Pius won the first-place award in the varsity bracket followed by Herculaneum in second place. Crystal City took first place in the junior varsity bracket with Grandview taking second place. From this tournament, seven students were selected to the all-tournament team: Kayla Helwig – Crystal City, Kelly Kopac – St. Pius, Jessica Hilkenkamp – Grandview, and Edie Farmer and Erin Steffens – Herculaneum. Becky Mann – St. Pius and Megan Hudson – Crystal City were selected as co-MVPs for the tournament.

The Doe Run Company’s Herculaneum Smelter provided funding for the tournament awards.