



Bruce Neil, new president of Doe Run



Juan Carlos Huyhua, new president of Doe Run Peru

## DOE RUN ANNOUNCES MANAGEMENT SUCCESSION PLANS

Following Jeff Zelms' announcement that he 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, will succeed Zelms as president of Doe Run and will 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 for lead for 28 consecutive quarters (seven years). Neil was promoted to president of Doe Run Peru in 2003 and is currently responsible for all Peruvian operations.

Dr. Juan Carlos Huyhua 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 as vice president and manager of operations. Huyhua will assume the new role on April 1.

Marvin Kaiser, the company's chief administrative officer, also announced his 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."

## DOE RUN'S SAFETY SUCCESSES CONTINUED

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

"The work that these groups perform involves complex and sometimes sizable equipment," said Stan LaFollette, maintenance manager, "and is often done at extreme temperatures. I couldn't be more proud of their collective efforts – a testament to the quality of people in the maintenance department and at Doe Run as a whole."

Steve Arnold, general manager of the Buick Resource Recycling Division (BRRD), announced that the workforce at that location reached 500,055 work hours without a lost-time accident on Dec. 13.

"Safety is always the top priority at every Doe Run facility," added Arnold. "We watch out for our collective safety and I'm pleased with the contribution of each employee in *making* safety happen."

## DOE RUN PERU SEEKS EXTENSION ON PAMA

As part of a program to prioritize health issues in the community around its La Oroya metallurgical complex, Doe Run Peru has formally submitted a request to extend its environmental operating agreement with the Peruvian government.

The request seeks to extend until 2010 the deadline for completion of one remaining project to control sulfuric gas emissions laid out in the existing environmental operating agreement known by its Spanish acronym, PAMA. The other eight projects under the agreement and three new projects to control fugitive heavy metals are expected to be completed on time by the end of 2006.

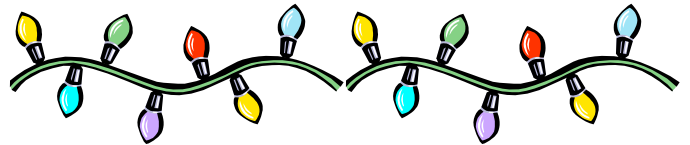
Since purchasing the facility from the Peruvian government in 1997, Doe Run Peru has spent more than \$140 million to modernize the 83-year old facility and on projects to improve conditions in the community. The work has been described by Greenpeace co-founder Dr. Patrick Moore as an example of “responsible environmentalism.”

Progress has included improving health conditions and reducing lead emissions by 27 percent. Average blood lead levels of exposed Doe Run Peru workers have also fallen more than 30 percent. The Peruvian Ministry of Health has also reported improvements among children in the community.

The submission of the extension request is the culmination of a year-long process of data-gathering, independent research, public hearings and discussion on the company’s proposal to postpone one of the nine projects so as to better address issues associated with lead in the community.

“Going through such a long and rigorous process has enabled us to develop a thorough plan that addresses the health priorities of the population,” said Bruce Neil, president of Doe Run Peru. “We greatly appreciate the input that we received along the way from independent scientists, community groups and individuals. We look forward to continuing our work to improve the health and environment in the La Oroya community.”

A decision on the extension request is expected in early 2006.



## DOE RUN EMPLOYEES ADD SPARKLE TO THE HOLIDAYS

Both in North and South America, Doe Run and its employees went *beyond metal*, reaching out to various communities to add sparkle to the holidays during December.

In addition to the monetary donation made by Doe Run to the Park Hills/Leadington Chamber of Commerce (Mo.) to provide financial support for their 24th annual Judicial Circuit Foster Children’s Christmas Party, Doe Run employees provided on-site help and cheer. Dressed in Christmas costumes, employees visited with children and foster parents from four counties and distributed gifts and treats. Santa was also on hand to take photos with children.

The St. Louis office also supported the St. Louis Crisis Nursery for the fourth consecutive year. Employees donated funds and goods to complete The Crisis Nursery wish list. (For more information on this charitable organization, visit [www.crisisnurserykids.com](http://www.crisisnurserykids.com).)

BRRD’s second annual “Share the Spirit” campaign provided happy holidays for eight families in a four-county area. With “sleighs” full of toys, Steve Arnold, general manager; Jeff Vance, chemical analyst; Rhonda Reed, executive secretary; Gary Reed, assistant coordinator – warehouse and purchasing; Jamie Abney, human resources assistant; and Sheila Martin, administrative assistant – maintenance department personally delivered gifts to the 25 children and food certificates to each of the families. Gifts were purchased by individual employees and through monies raised in a 50/50 drawing.

In Peru, over 5,000 children from 32 different communities were provided with gifts including Christmas bread and a bottle of Inca Cola. A local family dressed as clowns entertained all prior to the gift-giving. “Everyone who participates in this annual event is blessed tenfold through the smiles of the children and their families,” said Bob Roscoe, co-general manager of Cobriza Mine.

For more information on the many ways Doe Run and employees go *beyond metal*, be sure to read *Neighbors, Doe Run’s 2005 Report to Our Communities*, due out in March 2006.