



AUSDRILL

AUSBITS

Issue 10 • 2013

Manufacturing in Ausdrill

Western Australian Mining Academy

ISO accreditation

Offering International Careers

BRINGING MORE TO MINING



AUSDRILL

A MANUFACTURER – MORE THAN JUST A DRILLING COMPANY

AUSBITS



From the MD

I would like to welcome all staff, clients, suppliers and shareholders to our tenth newsletter. This one has endeavoured to recognise the fantastic talents of our manufacturing businesses that continue to produce world class products for the mining industry.

First Half Performance

Whilst our first half revenue was again a record, \$580.2 million up 13.4%, unfortunately our after tax profit was down 11.9% to \$48.1 million. Not being one to claim the "normalised" or "underlying" (I have always treated these comments from others as excuses), profits were okay, however I do believe there have been extenuating circumstances that have contributed to the result. When you back out these significant items: a \$5 million bad debt, Best Tractor Parts (BTP) acquisition costs, and Forex swings, we would have finished with a slightly better first half result of \$57.4 million against last years \$56.9 million. However we are on notice that we have to make "every post a winner!" for the second half.

New Contracts & Extensions

- **DTA/Remet**
Preferred supplier for a major iron ore company for drill consumables
- **Energy Drilling Australia**
Letter of Intent from AGL to drill several production wells
- **Ausdrill Northwest**
Barrick Gold – a Master Services Agreement for exploration services
- **Ausdrill Limited**
Barrick Kanowna – 1 year extension for exploration services
Goldfields St Ives – 1 year extension for exploration services
- **Best Tractor Parts**
BHP Billiton Iron Ore – equipment and parts supply agreement until 2018
- **Diamond Communications**
Diamond Communications has won two new large contracts, one with Western Power and the other with Telstra.

Safety

I am pleased to report that since our last Ausbits we have suffered no major incidents and there has been a steady reduction in the Lost Time Injury frequency rate and everyone throughout the Group is to be congratulated, however, we must remember to forever remain vigilant.

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Cover photo: Manufacturing in Ausdrill



Front Line Management Programs

I am pleased to report that we have completed our third Front Line Management Program and are about to complete our fourth when another 21 graduates pass in April.

Acquisitions

Whilst our timing of the Best Tractor Parts (BTP) acquisition could have been a little better, considering the slowdown in development of new mining projects, I am very pleased to report that the integration of BTP into the Ausdrill Group has gone very smoothly and they are fitting in as if they have been part of the Group for years. I am particularly pleased with the way each business is sharing information and promoting the wider Group.

25 Year Book

The 25 Year book has now been distributed to employees and shareholders, where possible, and we have had a fantastic response, particularly from shareholders with numerous letters of thanks and congratulations.

The Christmas Parties

The Big Kids and Little Kids alike had a fantastic time in Perth and Kalgoorlie.

The Fire Engine went over very well in Kalgoorlie, however, Santa arriving in the new Ambulance in Perth didn't go down so well, when the Ambulance attendants dropped Santa off his stretcher and a few kids started to cry (I was warned!).

That aside, they were fantastic parties and many thanks must go to Taanya Burrow and her many helpers (too many to name) in Perth and Donna Geary, Michelle Robinson, Ivana Castle, Paul Edwards and Brad Loan in Kalgoorlie.

Looking at the photographs on pages 23 and 24 it is hard to tell who enjoyed themselves the most, the Big Kids or the Little Kids!

ABOUT AUSDRILL

Ausdrill is a diverse and integrated mining services group providing exploration drilling, assaying, drill and blast, contract mining, equipment hire, procurement, logistics and manufacturing services to blue-chip mining and resource companies with operations in Australia, Africa and the UK.





Love Angels

A special thanks should also go to the Ausdrill staff and their families who gave up their Sunday before Christmas to help at the Love Angels Kids Christmas Party – they made it a great day for some very special kids. Again a special thanks to Brad Loan who put an enormous amount of work into organising the party.

Food Rescue

I am pleased to report that Food Rescue is still delivering many tonnes of food to the disadvantaged and needy, however, they continue to struggle to raise funds and Ausdrill's support, along with GR Engineering and Argonaut is invaluable. I have heard that Food Rescue may merge with a larger charity and, if so, we would continue to support them, as I am sure GR and Argonaut will.



Hockeyroos

It was pleasing to receive a photograph of two of the Hockeyroos, Fiona Boyce and Claire Messent, at the Top Gear Fest with Mark Webber, the Formula One driver. Both girls were dressed in their Ausdrill t-shirts and really stood out in the crowd. The Hockeyroos will play Korea here in Perth during April – make sure you try and get along to a game.



Fiona Boyce & Claire Messent flying the Ausdrill banner here with Mark Webber at the Top Gear Fest.

FIFO Families

Talking to Nicole Ashby, it appears FIFO Families is going from strength to strength with operations in every State with the exception of the ACT (I don't think a lot of people would want to live there anyway – it's too hot). Since the last issue of Ausbits FIFO Families has had an increase in numbers of around 15% which is great news. FIFO Perth has events happening regularly so please go to their website for more details and to read about everything else happening with FIFO Families (www.fifofamilies.com).



People

Brian Sanfead

After 6 ½ years with the Group as General Manager of Drilling Tools Australia (DTA), Brian Sanfead has resigned and taken a senior position with Tricon Drilling Solutions, one of our suppliers of rotary bits and distributors of DTA products. We wish Brian well.

Brian Bowler

Brian Bowler has taken the role as General Manager DTA and was formerly the State Manager for Dunlop Foam. I am sure Brian will fit in perfectly.

Kerry Masters

Kerry has joined Best Tractor Parts (BTP) as Operations Manager, Queensland, based in Mackay. I am sure Kerry will also fit into what is a very well organised operation.

The Ausdrill Way

It is pleasing to see The Ausdrill Way has 94% uptake amongst our employees. I am sure one day it will be 100%. Brad Loan tells me that we have now helped or assisted 25 of our staff or their families since the inception of The Ausdrill Way and it makes me very proud to be associated with a group of people who really care about their workmates.

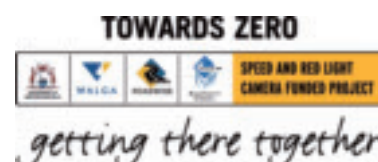


Our success as a Company has been built on the hard work of all our staff. However, we do have challenges in front of us. There has been a marked reduction in new mining projects coming on line with a resultant pressure on costs. We need to be at our very best to maintain the growth and performance of the Company.

Have fun, enjoy your job, stay away from drugs, be safe and look out for your workmates and family.

Ron Sayers

Managing Director



AUSDRILL'S REVENUE UP 13.4%, MAINTAINS OPERATING PERFORMANCE

FINANCIAL HIGHLIGHTS

- Revenue up 13.4% from \$511.7m to \$580.2m
- EBITDA up 0.6% from \$142.7m to \$143.5m
- EBIT down 6.4% from \$86.7m to \$81.1m
- Profit attributable to Ausdrill down 11.9% from \$54.6m to \$48.1m
- Significant items reduced after tax reported earnings by \$9.3m
- Basic earnings per share down 13.1% from 18.09 cents per share to 15.72 cents per share (excluding significant items, basic earnings per share down 0.5% from 18.85 cents per share to 18.76 cents per share)
- Interim dividend maintained at 6.5 cents per share, fully franked
- First half affected by mining sector slowdown – however business is poised for an improvement in conditions in Australia and continued positive outlook for Africa

Ausdrill's revenue increased 13.4% to \$580.2 million during the six months to 31 December 2012.

All key divisions of the Group recorded an increase in revenue as a result of Ausdrill's strategy of increasing its operational capacity to meet ongoing demand from the mining sector, along with increased activity in Africa.

However, the Group's profits were impacted by a number of significant items as well as a general slowdown in activity in the Australian mining sector from September 2012 onwards.

As a result, the Group has reported attributable net profit of \$48.1 million for the period, a decrease of 11.9% over the prior corresponding period.

The result includes a number of significant items principally relating to the restructure of financing arrangements, the acquisition of Best Tractor Parts (BTP) and a large bad debt provision.

After adjusting for the effects of the significant items of \$9.3 million, Ausdrill recorded an adjusted profit after tax of \$57.4 million, which is in line with the prior corresponding period's adjusted profit after tax of \$56.9 million. This demonstrates the benefits of the Group's strategy of providing a diverse and vertically integrated service to the mining industry.

Earnings per share fell by 13.1%. However, when significant items are excluded, earnings per share fell by 0.5%.

A fully franked interim dividend of 6.5 cents per share will be paid to Ausdrill Shareholders on 15 May 2013. Shareholders will be entitled to participate in the dividend reinvestment plan at a 2.5% discount.

By making strategic acquisitions and building businesses from the ground up, Ausdrill has put together a very comprehensive portfolio of services to offer customers across every stage of the mining process. This strategy has resulted in Ausdrill maintaining operating profitability even though the mining sector experienced a slowdown in activities from September 2012 onwards.

Ausdrill's diversity and in particular the continued strong growth from Africa places the Company in good stead as the mining sector resumes activity in 2013.

Outlook

At an operating level the second half should see the benefit of a full six month contribution from the BTP acquisition as well as the ramp-up at the Syama project in Mali, where Ausdrill is carrying out work under a US\$540 million contract. Improved trading conditions are also expected in Western Australia as a result of improved confidence from a higher iron ore price, with conditions for coal related services in Queensland and NSW also expected to recover during the period albeit at a slower rate. This is however tempered by the fact that the mining industry is seeking to reduce costs and defer discretionary expenditure which, along with increased competition and surplus equipment, may lead to tightening margins.

Taking into consideration these matters, and subject to any change in circumstances, the Company expects that the second half performance for FY2013 will be better than that reported in the first half with an overall target of at least matching the reported net profit after tax for the year ended 30 June 2012 of \$112 million.

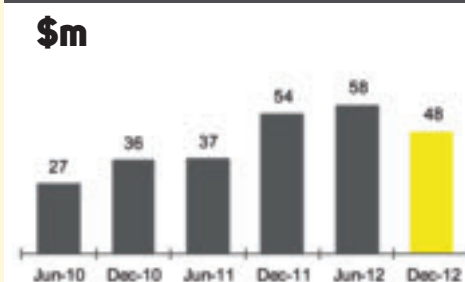
The resource industry is expected to remain strong over the medium term in Australia and Africa where Ausdrill has a long established presence and local know-how and, as a consequence, Ausdrill remains very well placed for continued growth beyond the current financial year.

José Martins - Chief Financial Officer

SALES REVENUE



PROFIT ATTRIBUTABLE TO AUSDRILL



BLAST FROM THE PAST – THE FIRST 5 YEAR AWARD – Brad Loan



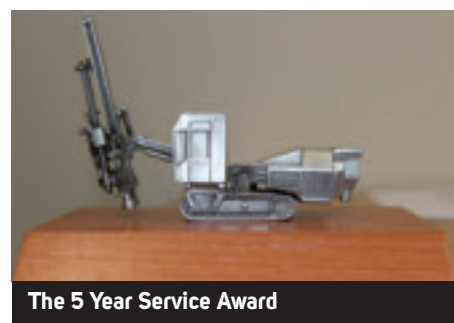
Ron Sayers presenting Dave Radosevich with his award

It has long been a tradition to present each loyal Ausdrill employee who completes 5 years continuous service with a mounted pewter model of a Tamrock drill rig. The tradition started in 1992 and continues through to today. In my travels to offices and workplaces around Australia I see these models proudly displayed by those who have received them. In many cases they are displayed alongside their subsequent awards for 10 and 15 years of service. There have also

been a few 25 year awards proudly displayed. The first employee to receive the five year award was a gentleman called David Radosevich. Dave is very seldom known by this name. We all know him as Hardy (Hard Rock). Hardy started with Ausdrill as a driller in 1986 at the Morrison Pit in Kalgoorlie, which is now part of the Super Pit, and was personally presented with his award by Ron Sayers in the newly built Boulder office.

Hardy has worked in Ausdrill as a Driller, a Shot firer, a Supervisor (the first Supervisor at the Super Pit) and later as an Operations Manager. As the Company grew he became the Area Manager for the Kalgoorlie Operations. He left the Company in 2001 for a stint overseas in Indonesia with Thiess. He returned to Ausdrill in 2008 and now holds an equally challenging role in HR as an employee recruiter (less physical for an old bloke than drilling) and later this year he will receive his second 5 year service award.

Hardy is one of the great long termers in Ausdrill and is passionate about the company. He is widely known as a “great bloke” and is very much a part of the culture of Ausdrill.



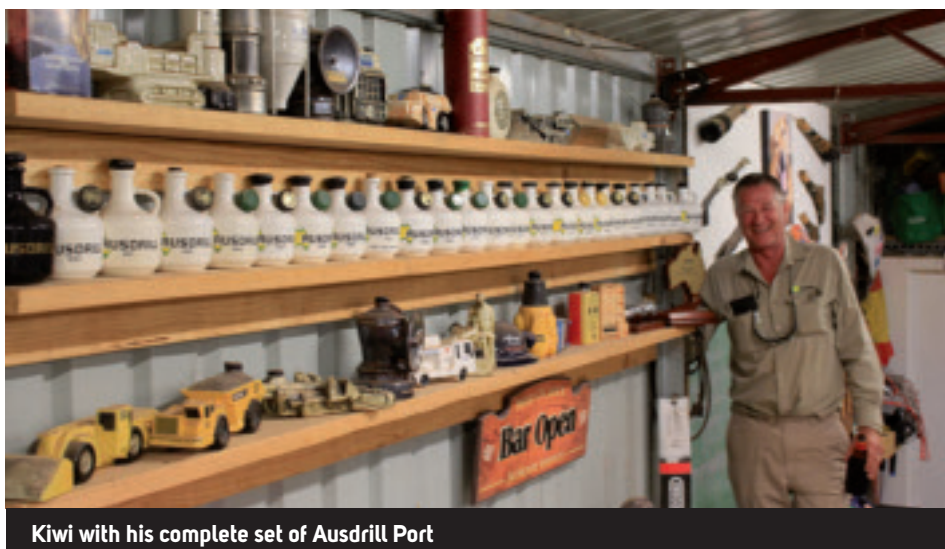
The 5 Year Service Award

THE AUSDRILL PORT – A COMPLETE SET – John Geary (Kiwi)

I started with Ausdrill in May 1989. That Christmas was the first year the Ausdrill Port was given out. It was originally only given as a gift for clients and a select few within Ausdrill. According to the Mining Manager (Laurie Steel) at the time, I was not entitled to a bottle as I was only a site manager. The first bottle was black with gold logo and I thought it looked pretty good. I thought one sitting on the shelf at home would look even better. The problem was just how was I going to get it, given I had been told that none were available to employees.

I had been in discussions with a couple of potential clients a couple of months before Christmas, so I put it to Laurie that if we gave them a bottle each it could be favourable later on. He agreed and sent me the two bottles that I was to pass on. By the time I got around to giving them out only one of the two potential clients was still around, so rather than send the second bottle back, I took it home for safe keeping and, as they say, the rest is history.

The next year it was decided by Ron that all employees would be given a bottle of the Ausdrill Port as a Christmas gift. So each year following, another bottle dated with the year was added to the collection. I never really considered that what I had was a collection until after I'd been with Ausdrill for 10 years (and a couple of china cabinets had buckled!).



Kiwi with his complete set of Ausdrill Port

I realised that this lot was a true track of my time with Ausdrill.

In 2000 when we moved to Kalgoorlie, the wife (Donna, or Mrs Kiwi as she so hates being referred to) refused to set the collection of port bottles up inside the house, so they stayed packed in boxes until I built the shed and now the full collection stands proud on the shelf.

I have said to Donna that this has to be my last year with Ausdrill as there is no more room on the shelf for next year's bottle, to which she

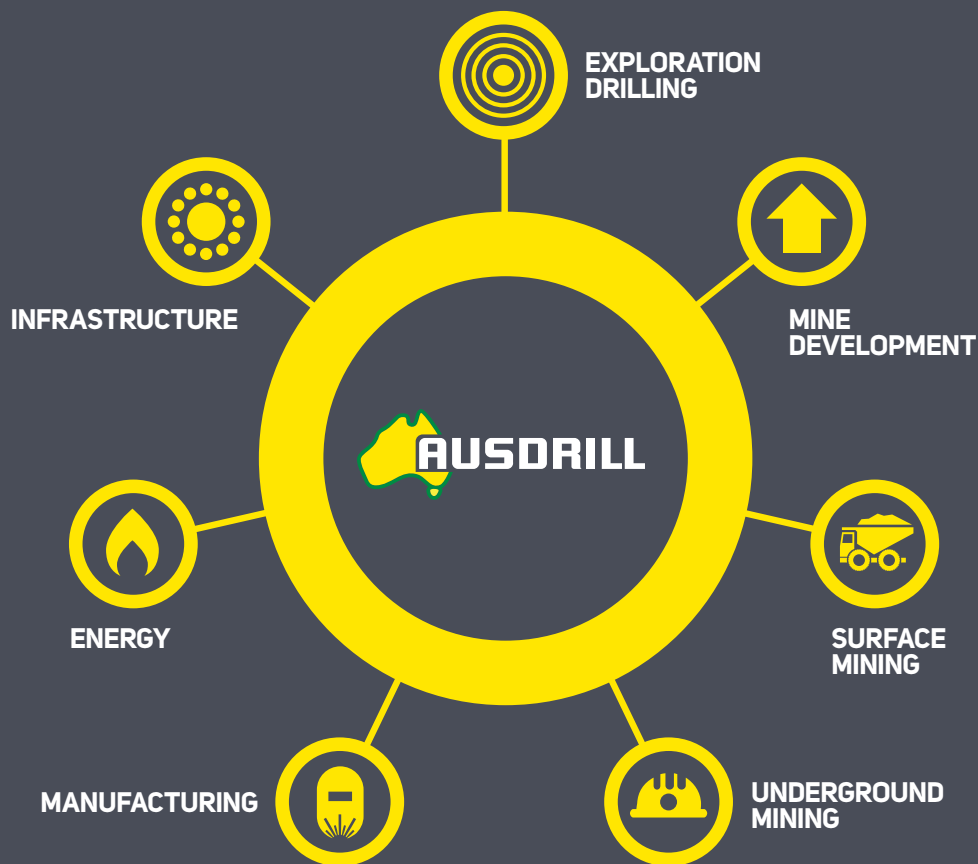
replied, “Funny Ha! Ha! Don't believe you.” She might be right because I now have less than a year to put up another shelf. (Just not sure how many bottles I should allow for!!) I will mention that not one of these bottles have been opened, though some of the earlier ones are very light.

Note: Kiwi's shed in Kalgoorlie is legendary. It's up there with the best Man Caves ever, complete with everything imaginable to host his guests, keep them cool and warm, entertain them, feed them and, of course, avoid the risk of dehydration. (- Brad Loan)

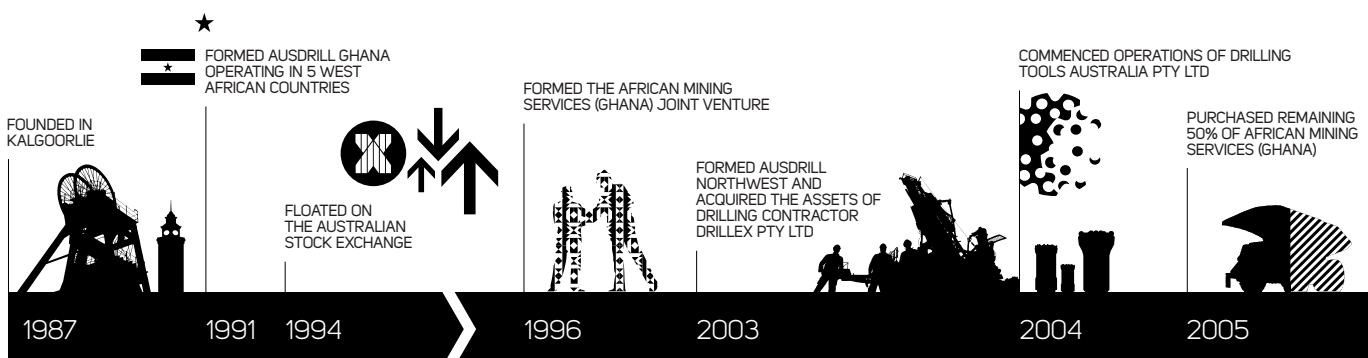
AUSDRILL OVERVIEW –

WHAT WE DO, WHO DOES IT AND WHERE WE DO IT

THIS IS AUSDRILL



KEY MOMENTS IN AUSDRILL'S HISTORY



WHAT WE DO, WHO DOES IT AND WHERE WE DO IT

BUSINESS	SERVICE	WHERE
AFRICAN MINING SERVICES	SURFACE MINING	AF
AFRICAN UNDERGROUND MINING SERVICES	UNDERGROUND MINING	AF
AUSDRILL	DRILL AND BLAST	AUS
AUSDRILL EAST AFRICA	SURFACE MINING	AF
AUSDRILL NORTHWEST	EXPLORATION DRILLING	AUS
BTP EQUIPMENT	EARTHMOVING EQUIPMENT HIRE AND SALES	AUS
BTP PARTS	EARTHMOVING EQUIPMENT PARTS	AUS AF
CONNECTOR DRILLING	WATER WELL DRILLING	AUS
DIAMOND COMMUNICATIONS	POWER AND TELECOMMUNICATIONS	AUS
DRILL RIGS AUSTRALIA	MANUFACTURE DRILL RIGS	AUS AF
DRILLING TOOLS AUSTRALIA	MANUFACTURE DRILLING CONSUMABLES	AUS AF IND LA
DT HILOAD AUSTRALIA	MANUFACTURE DUMP TRUCK BODIES	AUS AF
ENERGY DRILLING AUSTRALIA	COAL SEAM GAS DRILLING	AUS
LOGISTICS DIRECT	INTERNATIONAL FREIGHT FORWARDING	AUS AF UK
MINANALYTICAL	MINERAL ANALYSES AND SERVICES	AUS AF
REMET ENGINEERS	MANUFACTURE DRILLING CONSUMABLES	AUS AF
SUPPLY DIRECT	MINING SUPPLIES	AUS AF UK
SYNEGEX	EXPLOSIVES	AUS
THE MINER'S REST	MOTEL ACCOMMODATION	AUS

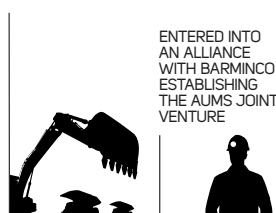
6,441

PEOPLE ACROSS EIGHT COUNTRIES



- EXPLORATION DRILLING
- MINE DEVELOPMENT
- SURFACE MINING
- UNDERGROUND MINING
- INFRASTRUCTURE
- MANUFACTURING
- ENERGY
- HOSPITALITY
- AUSTRALIA
- AFRICA
- INDONESIA
- LATIN AMERICA
- UNITED KINGDOM

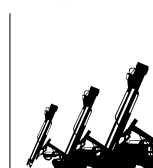
FORMED AUSDRILL MINING SERVICES TO PROVIDE EARTHMOVING SERVICES IN AUSTRALIA



2007

ENTERED INTO AN ALLIANCE WITH BARMINCO ESTABLISHING THE AUMS JOINT VENTURE

PURCHASED 100% OF BRANDRILL BY WAY OF SCHEME OF ARRANGEMENT



2009



PURCHASED SYNEGEX HOLDINGS PTY LTD MANUFACTURER OF BULK EXPLOSIVES

FORMED MINANALYTICAL LABORATORY SERVICES AUSTRALIA ENTERING THE MINERALS ASSAYING BUSINESS

2010

AUSDRILL BECOMES AN ASX 200 COMPANY



AUSDRILL ACHIEVES MARKET CAPITALISATION OF GREATER THAN A\$1 BILLION

\$\$\$1B>

2011

PURCHASED CONNECTOR DRILLING



BTP ACQUIRED OCTOBER 2012

2012

AUSDRILL PINK LADIES DAY – Peter Chisholm



Hockeyroos (L-R) Jill Dwyer, Kandice Olivieri, Kirstin Johnson, Teneal Attard, Jodie Schulz, Rebecca Reuter

The Ausdrill Hockeyroos were recently selected as ambassadors for the National Breast Cancer Foundation of Australia, which was a very proud moment for both the team and Ausdrill, as major sponsor. This is the first time that an entire team has been asked to act as ambassadors and we should all be thrilled to be associated with such a great cause.

One of the major events surrounding this announcement was the Ausdrill Pink Ladies Day which was held at the Perth Hockey Stadium on Saturday 24th November 2012. This event was part of the International Super Series, which saw teams from India, Pakistan, Great Britain and Malaysia compete against the Australian Men's and Women's sides over the week.

As part of our Employee Benefits Program many Ausdrill employees attended the hockey over the week, enjoying free tickets and a great spectacle of International Hockey with both Australian teams winning the final.

One lucky group of Ausdrill employees attended the Pink Ladies Day function on

the Saturday. General Managers of each company were asked to nominate ladies from within their businesses to be invited, focussing on rewarding the "quiet achievers" – those who make a significant and consistent, often behind-the-scenes, contribution to the company. The lucky ladies were treated to a private, catered function, including VIP Stadium seating and a gift pack from Estée Lauder. During the day Ausdrill was awarded with a framed and signed pink Ausdrill Australian Hockeyroos uniform which now hangs in the Corporate Boardroom. One lucky Drilling Tools Australia employee also won a signed uniform.

The women's final was a significant event, with the Ausdrill Hockeyroos taking on their younger counterparts, the Australian Women's Under 21 team.

We're proud to announce that Ausdrill has been confirmed as major sponsor for the Under 21's this year, and will be known as the Ausdrill Jillaroos. It's a big year for the Under 21 side with the Junior World Cup taking place in Germany in July. The Ausdrill logo will feature prominently on their uniforms at this international event.



Most of the squad returned to training on Monday 7th January 2013. (Yes they train all year round!) They face another busy year of training and competing. I am sure that you will join me in wishing the teams a successful year of competition representing Australia and Ausdrill.

A visit to the Ausdrill Website's Community page (<http://www.ausdrill.com.au/our-company/community.html>) will show you the NBCF national advertisement which is great exposure for both the team and Ausdrill.

HOCKEYROOS MAKE GREAT EMPLOYEES – Peter Chisholm



Megan Rivers

We are all aware by now that Ausdrill is the major sponsor of The Hockeyroos. This brings together a premier Australian mining services provider with the most successful Olympic sporting team in Australian history.

In October 2012, Ausdrill employed recently-retired Hockeyroo, Megan Rivers. As a certified Principal Auditor with qualifications in training and assessment, a Degree in Applied

Science and post-graduate qualifications in Occupational Health and Safety, Megan certainly qualified for a position. She is now working full-time as a Health, Safety & Environment advisor in the company's Risk and Audit team. A highly experienced hockey player, Megan debuted with the Hockeyroos in 2003 and went on to compete at both the 2008 Beijing Olympics and the 2012 London Olympics. Megan had been working in a safety role for five years within the insurance industry and had been building up her qualifications during that time. The move to Ausdrill presented her with a fresh challenge.

"The connection through hockey certainly reassured me about what it would be like to work for Ausdrill. I could see that this was a company that really looked after its workers," Megan said.

Employing an Olympic and/or Australian representative brings a great deal to our businesses or departments. Our Olympic athletes put in an enormous amount of

dedication and work with very little, if any, financial reward. Training for a Hockeyroo each week includes: 4 main hockey sessions (3 hours each); 3 gym sessions (1 hour each); 2 individual skill sessions (1 and half hours each); 1 match (2 hours); plus recovery and injury prevention (i.e. Pilates/Physio/massage). Training times range from 6am to 8pm over 6 days a week so you can imagine this doesn't leave much room for other activities. Despite this most of the squad still manage to fit in study and/or work, as well as a social life. Each of the Hockeyroos has excellent time management skills as well as a high level of motivation.

To come to work and be working alongside an Olympic athlete is a highly motivating experience for other Ausdrill employees, not to mention the pride generated by working alongside such a successful individual. Add to this the skills and lessons that someone from this type of background could offer our workplaces and you have a recipe for a great work environment.

DAVID BLOOMFIELD – SNAKE CHARMER



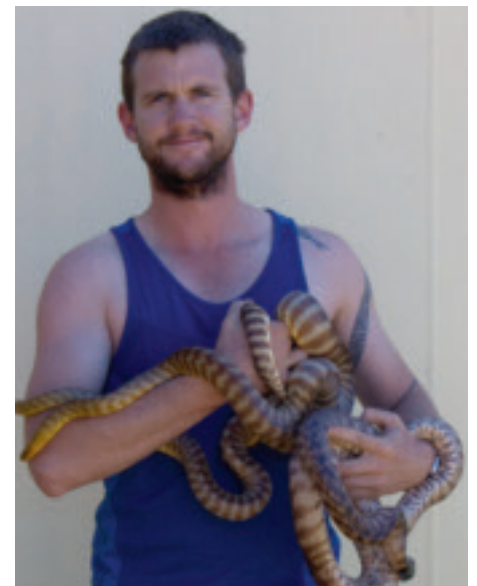
"You're crazy!" This is something I often hear when talking about my hobby and passion in life.

I have been with Ausdrill for a little over 8 years. I'm 28 years of age and live in Boulder. I keep reptiles as pets and currently have a collection numbering 21 pythons (4 species), 2 species of goannas and 3 beautiful frilled neck lizards. People are always asking me why I keep reptiles. The only answer I have is that they have been, and always will be, my passion.

It takes time and experience to look after some of the animals I have. Western Australia

takes the laws regarding the keeping of native fauna very seriously, and strict regulations are in place for the keeping of these magnificent animals. I currently hold a Category 4 Keepers Licence and plan to upgrade to a Category 5, which will allow me to keep venomous reptiles. I am also interested in the captive breeding of various species to better supply the hobby with some quality animals. I really enjoy heading bush to photograph these reptiles in their natural setting.

There is something magical when checking on these beautiful animals and taking in the sight of a big, healthy clutch of white snake eggs. The female coils tightly around them



David with some of his snakes

protecting the next generation. On checking those eggs two months later and seeing tiny heads poking through, taking their first breaths of life, is just an indescribable feeling. I hope some of you, one day, can experience the same joy as I do in keeping reptiles as pets.

I am always contactable for information regarding reptile keeping and willing to help out anyone interested in keeping reptiles. (david.bloomfield@ausdrill.com.au)

SUPPLY DIRECT INTERNATIONAL IN AFRICA AND THE UK

– Mike Keegan

Supply Direct has been an Ausdrill business for over 15 years and was formed originally to support our operations in Australia. As Ausdrill grew internationally the prompt supply of equipment and consumables overseas became an issue. In many cases the Original Equipment Manufacturers (OEM's) did not have a presence in the countries Ausdrill was operating in so were unable to provide the required support to our operations. The differences between international time zones also became an issue as the (typically) 8 hour difference between Australia and our businesses overseas affected the speed with which we could supply our field operations from Supply Direct in Australia.

To improve the efficiency of our support to operations, offices were established in South Africa and the United Kingdom.

Supply Direct performs a unique role in sourcing parts (from OEM's) throughout the European manufacturing base to support the Ausdrill operations overseas (AMS, Ausdrill East Africa and AUMS (An Ausdrill / Barmenco joint venture)).

SDUK in London, England

The Supply Direct UK Office was opened nearly 15 years ago when it was found that there was a requirement to source parts from European manufacturers. It made a lot of sense to purchase and ship direct to our operations in Africa and Australia. A small supply company was found in the UK and, in the typical Ausdrill way, it was bought and Supply Direct UK was formed.

Over the years Supply Direct has seconded various Australian staff to the UK operations to be based in the Farnham office. Currently 3 of the 5 staff are 10 year veterans of the Ausdrill family. Even though it is a small office we are looking to grow with the recent appointment of a UK/West African Regional manager, Paul Cross.



L-R Paul Cross, Brad Tracy and Craig Abbott

Pictured here are two of the 10 year guys (Craig Abbott & Brad Tracy) welcoming our new staff member (Paul Cross) to the Ausdrill family.

SDSA in Johannesburg, South Africa

The Supply Direct South Africa office in Johannesburg, South Africa was opened 14 years ago and has a team of 20 people. This includes one 10 year veteran, Thabo Moikangoa, who started as a driver with Supply Direct and has worked his way to the position of Senior Purchasing Officer.

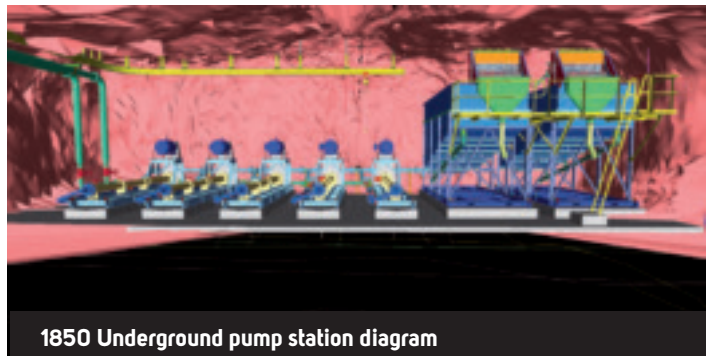


Thabo Moikangoa & Manager Michael Elmsworth

Recently the SDSA team has won contracts that have involved some challenging and interesting work:

AUMS Ghana (Chirano Kinross) Akwaaba Dewatering Pump Station

Supply Direct South Africa was awarded the contract for the supply of an 1850 Underground Pump Station. This included all the piping, metal fabricating, and rising main hardware associated with the project. The facility will be 100% built in Springs, South Africa and will be completed for dispatch to Ghana ahead of schedule at the end February.



1850 Underground pump station diagram

Ausdrill Tanzania Uplift

SDSA was tasked to manufacture 3 Track Walkers – something that has never been done before in South Africa. The capital uplift also included the delivery of 2 MAN 6x6 trucks, specially retro-fitted to meet Ausdrill's stringent requirements.

The project was delivered to Mwanza from Johannesburg by tri-axle trucks in convoy in Q4 2012, and was a resounding success.



Track Walkers on the way to Mwanza

MOVING FROM AFRICA – Renée Harold

Renée has recently taken up a position with Ausdrill in Canning Vale as Financial Controller – Operations. Renée brings a wealth of experience from mining companies both in Australia and Africa. She is a great example of an employee who has taken advantage of the opportunities that Ausdrill can now offer our people in career development and travel.

An interesting journey:

- I started my working career with Eltin Limited in Perth as Accounts Payable Officer, where I met Paul Chase, now GM Finance at Ausdrill.
- I was asked/suggested/told to do an Accounting degree whilst working with Eltin;
- When Eltin & Henry Walker merged I was offered a redundancy;
- I then moved to a fly in fly out role. The position was at Murrin Murrin with CSM. In this role I gained operational/job costing experience;
- I later worked for an underground mining contractor that was owned by an ex-Eltin director and stayed there for 7 years managing accounting & administration;
- I had kept in contact with Paul Chase and he advised me that a position had become available in Ghana. After 7 years I needed a change of scenery;
- Commenced an international FIFO roster on a 11 and three roster (11 weeks in Africa and three weeks break);
- It was obvious that it would be a great opportunity to travel, have new challenges and gain more experience;
- I started the role reviewing the accounting systems used at AMS Ghana & AMS Mali then applied a couple of software updates and assisted in training. Users in Ghana had been using the system for a while so they had a really good understanding of the basics;
- I became involved in AUMS due to having previous underground contracting experience;



Renée Harold

- I learnt Pronto with the assistance of the Helpdesk team here in Perth;
- I was part of the Setup for admin and accounting for AUMS Mali and AMS Burkina Faso;
- My one year “look see” turned into a three year, enjoyable experience. The expats in Africa looked after each other. There was a close community amongst the team;
- My most memorable moment was when we took a day trip on the off chance we might see an elephant ... two and a half hours west of Ouagadougou we saw two herds of elephants and got to stand on the back of crocodiles!

AN INTERNATIONAL CAREER WITHIN AUSDRILL – Eric Bonney

My time with African Mining Services and Ausdrill

- Started in 1998 as a mechanic
- Became a Maintenance Planner
- Returned to the floor as a Maintenance Supervisor and a Senior Maintenance Supervisor
- Awarded with a Post Graduate Certificate and a Post Graduate Diploma in Maintenance Management from Central Queensland University
- Became a Maintenance Superintendent
- Became the first African National to be made a Maintenance Manager in Africa.

I worked as Maintenance Manager in Africa for over 4 ½ years until I was nominated to come to Australia to work for Ausdrill in the Plant / Asset Department.

The hard work and long journey within a short period of time has been well worth it and I am now based in the corporate office in the Canning Vale facility.

During my time with Ausdrill I have been given the opportunity to work closely with some of the most experienced people I have ever known in the history of Maintenance.

“Eric has spent time in Ghana and is now in Ausdrill Perth” said John Kavanagh, GM African Mining Services. “He is a good, bright bloke with a very interesting story. He started with us as a Mechanic and ended up Maintenance Manager of Ghana inside of 10 years. He is now one of Mick Crocker’s right hand men in Perth.”



(L-R) Eric, Eric Jnr., Dorcas, Soloman and Ellen Bonney



Eric at the DRA Canning Vale workshop

APPRENTICE NEWS – Mark Reed

Welcome back to all the apprentices. It is good to hear that you all returned safe and sound after the Christmas break. The good news for apprentices this year is that Michael Patrizi was in contact with me in late January to advise that he would be joining the McElrea Porsche Carrera Cup team in 2013. This series will be run along the lines of the Ausdrill Apprentice Race Scheme from 2012. This year there will be less restrictions placed on what the apprentices can do while working at the races. This will mean the real deal – a ‘hands-on’ motor racing experience.

Porsche Carrera Cup Rounds

Clipsal 500 Adelaide	28-03 Feb/Mar
Formula 1 Melbourne	14-17 Mar
Rennsport Sydney	25-26 May
Townsville 400	05-07 Jul
Winton	23-25 Aug
Bathurst 1000	10-13 Oct
Gold Coast 600	25-27 Oct

This year we are pleased to announce the continued support of the Best Tractor Parts sponsored Damien Harris Top Fuel Dragster. There will also be opportunities for apprentices to attend 5 rounds of the ANDRA Top Fuel Series.

ANDRA Top Fuel Series

Perth Motorplex	1-2 Feb
Queensland Willowbank	29-30 Mar
Sydney Dragway	4-5 May
Queensland Willowbank	7-10 Jun
Sydney Dragway	1-3 Nov

BTP APPRENTICE OF THE YEAR – Brad Maff

Prior to joining the Ausdrill family BTP in Perth have been running their own Apprentice of the Year Award. The process was well underway before we joined Ausdrill so it was decided to follow it through for 2013. Next year our boys will be eligible for the Ausdrill apprentice award, The Donny.

The decision on the winner of the BTP award is made on the basis of information and observations made over a twelve month period. We have developed a very thorough process that assesses each apprentice's performance and development during the year. Our apprentices are rotated through the 5 areas of our operation to ensure they gain the broadest possible experience and learning. They work for three months in each area. Information is gathered through monthly performance appraisals done by each supervisor working with the apprentice.

A numerical score is given for the following:

- Safety
- Workmanship

- Work efficiency
- Initiative
- Housekeeping
- Attendance
- Following instructions
- Working with others
- General attitude

The scores are collated and a quarterly award is presented to the leading apprentice. The information gathered is used to determine the winner of the annual award.

The apprentice's performance in their formal training is also taken into consideration. To be eligible for our award the boys must be progressing well through their off-site TAFE commitments.

I would like to congratulate Travis Kennedy, this year's winner of our BTP Apprentice Safety Award. We consider this a very important award that focusses on the critical issue of workplace safety.



The Apprentice of the year at BTP was Ben Haselgrove



Runner up for Apprentice of the year at BTP was Nathan Bishop

BEST TRACTOR PARTS APPRENTICES – WELCOME

In the last Ausbits I mentioned the Best Tractor Parts apprentices coming on board. I would like to welcome each of the following apprentices from the BTP group to the ranks of the Ausdrill Angels

Mathew Aguis	BTP Qld
Kris Augustynek	BTP
Ben Ball	BTP Qld
Dean Bayliss	BTP Qld
Nathan Bishop	BTP
Travis Brown	BTP
Joseph Farrugia	BTP NSW
Travis George-Kennedy	BTP
Jonathan Gevers	BHE

Luke Hardy	BTP
Joel Giura	BTP
Brandon Holmes	BTP
Benjamin Haselgrove	BTP
Mac Johnsson	BTP NSW
Curtis McAlpin	BTP NSW
Matthew Piazzola	BTP
Keith Howchin	BTP Qld
William Ritchie	BTP Qld

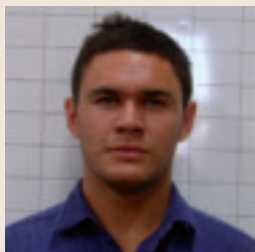
Blake Kersley	BTP NSW
James Taylor	BTP
Hayden Muscat	BTP Qld
Ryan Walsh	BTP
Darren Pilcher	BTP Qld
Scott Plumley	BTP
Joshua Vassallo	BTP Qld
Calvin Williams	BHE
Nicholas Tate	BTP

NEW ANGELS – 2013 APPRENTICE INTAKE

I would like to welcome the following new additions to the Ausdrill Angels for the January 2013 intake of apprentices:



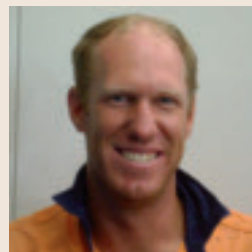
Zac Abdilla
DRA



Vincent Meenehan
DRA



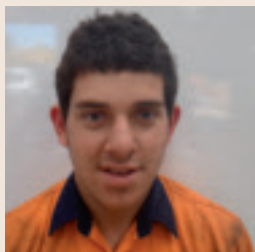
Philip Harvey
Ausdrill Boulder



William Turnbull
BTP Perth



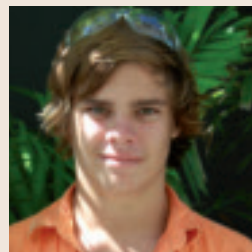
David Keenan
BTP Perth



Nathan Fenech
BTP NSW



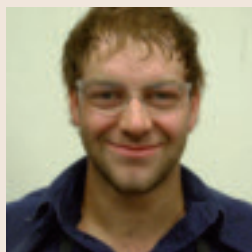
Matthew McCullough
BTP NSW



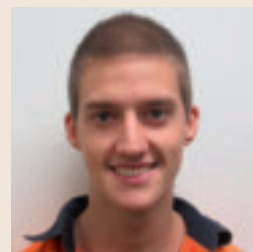
Brandon Weston
BTP Qld



Jesse Cocup
BTP Qld



George Maher
Remet Perth



Matt Mould
DT Hiload

APPRENTICE OF THE YEAR - THE DONNY 2012



Dustin Hardman with his 2012 Donny Award

Dustin Hardman was chosen as the recipient of the 2012 Apprentice of the Year Award (The Donny) and was presented the award by Ron Sayers at the Ausdrill Christmas Party. Dustin is an adult apprentice plant mechanic based in the Boulder workshop. Prior to starting his apprenticeship Dustin was a site-based serviceman at Fimiston. During 2012 Dustin has demonstrated his commitment to learning his trade and has been a positive role model for all apprentices. The Donny comes with a prize of a trip overseas to visit Ausdrill international suppliers.

2012 will go down as a triumphant year for me with the taking out of "the Donny" award for Apprentice of the Year. This achievement could not have been possible without the support of the people at Ausdrill Boulder and the Fimiston operations; for this I'm very grateful.

My wife Helen and I are currently considering which part of the world we will choose to visit late in 2013. Europe is looking good at the moment; maybe some skiing? Wherever we choose you will be able to read about it in Ausbits in 2014.

I started with Ausdrill as a Serviceman at Fimiston in 2010, as a career change away from the transport industry was in order. This progressed onto an apprenticeship and has allowed me to spend much more time with Helen and my two daughters, Jayde and Claire.

Unfortunately 2012 was not all smiles for us with the passing of my father, John Hardman, in April. This was an event that has changed my outlook on life greatly and has motivated me to live and work to my utmost potential. It has also enforced the importance of family being the most valuable thing in life.

Looking to the future with Ausdrill, achieving my trade qualification as a plant mechanic is my next goal, then a site placement.

It is always good to hear about the Ausdrill Group expanding into different areas of mining and related industries and as a consequence, providing endless opportunities for its people.
Dustin Hardman



AUSDRILL MANUFACTURING - MORE THAN A DRILLING COMPANY



Drill Rigs Australia

Drill Rigs Australia (DRA) is a manufacturing company specialising in the design and manufacture of drill rigs. These rigs are specifically engineered for the conditions and requirements of Ausdrill's drilling operations around Australia and overseas. General Manager, Eddie Banner, heads a team of skilled staff. Cutting-edge technology is utilised in the manufacturing processes to produce the most precise, cost effective and maintenance-friendly drill rigs in the industry. DRA specialises in reverse circulation (RC) and diamond drills; it also manufactures and distributes drill support equipment including drill support trucks, rod trucks, service trucks and rod slews.

A regular schedule of maintenance, support crews and equipment repair services for blast-hole drills, drill support & ancillary equipment is also provided to ensure that services to the mining, earthmoving and geotechnical industries are seamless.



Drilling Tools Australia

Drilling Tools Australia (DTA) specialises in the manufacture of drill consumables and drill spares which are sold both within the Ausdrill Group and into the global market. Our operations ensure that Ausdrill and external customers operate with the highest quality precision drill components and drill spares. The business was established in 2004 and is situated in a state of the art manufacturing facility located in Canning Vale, Western Australia.

The drill consumables and spares are manufactured utilising ISO 9002 accredited heat treatment and the highest quality alloy steels available.

General Manager, Brian Bowler, leads a highly dedicated workforce incorporating skilled first class tradesmen, engineers and sales and service technicians, many with over twenty years' experience.





DT HiLoad Australia

DT HiLoad Australia (DT Australia) specializes in the design and manufacture of the Hercules dump truck body. The Hercules is a uniquely engineered tray for off road, rear tipping, mining and quarry trucks for mine sites and contractors globally. The workshop facilities are state of the art and all manufacturing can be completed on site. The entire production process from the initial engineering design, cutting and rolling through to final fabrication is completed in the Perth premises, with the flexibility to finish the final fabrication at alternative locations, such as mine sites.

DT Australia, under General Manager, Richard Lang, focuses its development efforts on the Hercules range of products with an emphasis on addressing features such as body weight, reduced wear, reduced maintenance, durability, reliability and increased payload. Through extensive research, innovation and an impressive body life record, the Hercules body has evolved over 16 years with development up to the Phase IX body.



Remet Engineers

Remet Engineers was established in Kalgoorlie in 1969 and later became a part of the Ausdrill Group.

Remet Engineers are global specialists in drill rod and DTH drilling equipment manufacturing and general engineering to the highest standards. State-of-the-art CNC machining technology, modern welding equipment and best-practice techniques are used to provide the most precise, quality assured results for customers.

General Manager, Chris Terlet, leads a skilled team who manufacture product in both the Kalgoorlie and Canning Vale operations in Western Australia and operate a warehouse and sales outlet in Brisbane, Queensland.



Best Tractor Parts

Best Tractor Parts (BTP) was established in the mid 1980's and is Australia's leading supplier of mining parts and mining equipment sales and rentals. Centrally located in Perth, Western Australia, Singleton, New South Wales and Mackay, Queensland, BTP service the most remote parts of the world delivering what is needed when it's needed. BTP became part of the Ausdrill group of companies in 2012 and is now led by General Manager, Peter Lock. The business is dedicated to sourcing and servicing mining parts and equipment from all over the world. Since 1987 BTP has established international trading partners to ensure we source the exact piece of equipment to suit the needs of the mining industry.

One division of the BTP operation is BTP Hydraulics. BTPH has a manufacturing role in building and refurbishing hydraulic rams and other replacement parts for heavy duty mining equipment. The product is sold into major companies both within Ausdrill and to clients throughout the mining industry.



ISO ACCREDITATION IN RECORD TIME – Mark Bilton



(L-R) Tony Mitchel, Mark Bilton and Bob McLean

"The ISO 9000 family addresses various aspects of quality management and contains some of ISO's best known standards. The standards provide guidance and tools for companies and organizations who want to ensure that their products and services consistently meet customer's requirements, and that quality is consistently improved."
International Standards Organisation

The journey to gain ISO 9001 for Drilling Tools Australia (DTA) started in January 2012 when the Operations Manager, Mark Bilton, was asked to contact consultants regarding the audit process necessary to gain certification. Mark found that other Ausdrill divisions had previously used Bureau Veritas to certify and audit them so DTA signed them up to a three year contract.

DTA's Brisbane office had entered into a joint venture with an Oil and Gas company which required ISO 9001 certification. It was necessary for both the Brisbane office and the parent company, DTA Canning Vale, to have the auditor's approval before sign off. It meant DTA had to meet the certification deadline by the end of July to proceed with the JV! DTA were fortunate to find Bob McLean, an ISO 9001 consultant, who provided a detailed gap analysis report in 13 March. The July deadline was steadily approaching. Various people had

assured Mark that it was unheard of to gain certification in such a short time. Mark knew he had a huge challenge ahead of him. Armed with consultants' advice and assistance and support from the Ausdrill Quality Team, led by Tony Mitchell, it was full steam ahead. Mark says he'd lost count of the meetings he attended and the emails he sent at all hours. Tony asked him if he ever slept.

The team always kept in mind the need to standardise forms and acronyms in order to set a future benchmark for the Ausdrill Group and the new Document Management Centre (DMC). While DTA Canning Vale was formatting our procedures DTA Brisbane were working on the same thing with their business needs in mind. Collating all this information turned out to be an enlightening experience. There had been no written procedures in place so DTA started with a blank canvas. If DTA had not already been

working to rigorous standards then the task of putting pen to paper and writing down what everyone did in their day-to-day jobs would have been an arduous chore. All the while, the team were working to the mantra of 'Keep it Simple'.

On 6 June, 2012 DTA underwent its initial audit to make sure all the documents were in place to enable them to apply for certification. To everyone's great relief DTA passed. The end was in sight. Between then and 27 July two internal audits had to be completed before the main audits could take place. A big 'thank you' goes out to Bill Jackson from Ausdrill Ltd in Boulder who ended up conducting two internal audits. The last one was only a week before our main audit. Also to Sharon Carvolth who was working with EDA, another Ausdrill company, on their requirements. Sharon joined Mark in Brisbane to conduct their internal audit. Generally both audits went well. Sharon has a keen eye for detail which helped the team to further refine and improve the quality of the procedures and to standardised formats. The main audit for the Brisbane office was on 18 July and Sharon was asked to be there just in case the auditor from Bureau Veritas picked up on anything that the team was unfamiliar with.

Fatigue was setting in at this stage as Mark had only been to Brisbane the week before for the internal audit. Passing the main audit with flying colours was a much needed boost. The main audit for DTA Canning Vale took place over three days from 27 - 31 July. It was a tense few days for all involved.

Four and a half months out from the consultants' initial gap analysis - when there had been a minimal system in place - the new comprehensive quality system was written and passed for ISO 9001 certification. A big thanks is owed to: Tony Mitchell for his advice and the resources of the Quality team; the Brisbane team of Rob Walters and Rebecca Psomiadis; and to Julian Gares of IT. Also to Caitlin Smith for writing the procedures - thank you. Nothing was too much trouble for Caitlin during the countless refinements we made. Mark has requested that a thank you to all for the team effort that resulted in DTA gaining ISO 9001 in such a short space of time.

Certification under ISO 9001 validated and refined what DTA already did. It allowed DTA to formalise its processes and encouraged improved efficiency. It now helps to present DTA as a professional company that operates to the highest standards. DTA's clients can now be assured that, as a business, it is safe, efficient and good for the environment.

Continual Improvement

Frontline Managers are the first level of management – those who oversee the actual work process by coordinating the work of others. They could be supervisors, leading hands, site managers, project managers or other team leaders.

Ausdrill recognises the importance of these employees to a healthy and profitable business but also recognises that being a good technician (driller, filter, etc.) does not necessarily make a good leader. With this in mind, the company has worked with a Registered Training Organisation (Australian Institute of Management) to provide some leadership skills. These skills are developed over two courses: The first is a Supervisory Skills course which leads into the second, a Certificate IV in Frontline Management.

These courses improve the management skills and job performance of the individual managers who take part and generate company-wide benefits through the Continuous Improvement Project (CIP) that forms part of the Frontline Management Program.

Each participant looks at a specific part of their site's work processes and identifies an area for improvement. To assess the true benefit of the improvement identified, the participants must work with their site team to gather the appropriate data and determine the impacts, both negative and positive.

Ausdrill benefits in two ways by having:

- appropriately trained team leaders, skilled in management specific and Ausdrill focused topics;
- thoroughly researched improvement concepts that save the company thousands of dollars each year.

There are 39 projects already identified from the first three courses with a total cost saving related directly to these projects of \$4.9 million. If we could roll out these improvements across other business units within the Ausdrill Group, these cost savings would increase dramatically.

The suggested improvements may simply be changing the current process for ordering and receiving parts. This has occurred at Ausdrill's Area C operation with an improvement to the ordering of new drill rig filters identified by Ashley Palmer. The innovation resulted in a saving of \$20,000 per annum. A similarly simple change, originally suggested by Rohan Broom and implemented by Jeff Day at Ausdrill's Fimiston project in Kalgoorlie, was to design a hose rack system that reduced the man



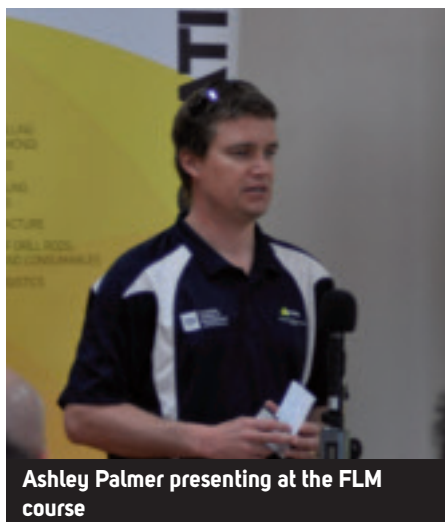
Jeff Day and the Hose rack

hours needed to make up a replacement hose by 50%. The alternative (current system) was to manhandle heavy hoses from a pallet. Not only was this change responsible for reducing the number of hours required for making up the hoses, but it also reduced the likelihood of trips or manual handling injuries. The projected cost saving of \$50,000 did not take into account the costs of any injuries.

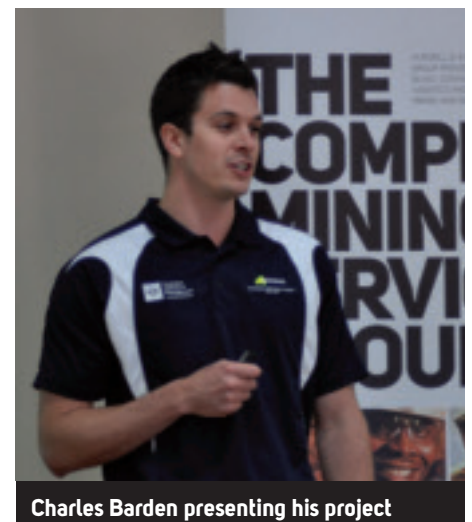
Sometimes the simple ideas generate savings that just can't be ignored. One such improvement was identified by Charles Barden and Nathan Broughton from DTA (Canning Vale). They changed the tooling set up on a CNC lathe that resulted in many benefits, including a greatly reduced set up time. Whilst the initial set up cost including purchasing the new tooling was in the range of \$41,000, the net cost saving over one year was a massive \$56,000 for one lathe alone. If we could roll this concept over to all similar CNC lathes in all business units, the savings would be enormous!



Nathan Broughton being presented with his FLM certificate by Ron Sayers



Ashley Palmer presenting at the FLM course



Charles Barden presenting his project

WESTERN AUSTRALIAN MINING ACADEMY



Aerial view of the Muresk facilities

It has long been the vision of Ron Sayers to establish a training facility in Western Australia to provide a pathway for young Australians into the mining industry. In recent years the industry has been suffering a shortage of skilled and experienced labour. Ron holds the view that we in Australia do not have a labour shortage but in fact that we have a skilled labour shortage. Many young Australians aspire to work in the mining industry but cannot get a start as they do not have the prerequisite skills and experience to win an entry level position. Getting a start has been the major obstacle to many.

In recent years the mining industry has also placed higher demands on new recruits. New employees are required to be site-ready from the outset, be high quality, skilled people and to be very safety conscious. The question has been: How do you get the training and develop these attributes if you can't get a start? After years of planning the training academy is now a very real likelihood.

Ron Sayers and CEO of Site Group International, Mr Vernon Wills, have recently signed a Memorandum of Understanding with

the Honourable Murray Cowper, the Minister for Training and Workplace Development, to establish a Mine Workers' Training Academy at Muresk Institute. This initiative has been developed over the last two years.

The Academy, which is located at Curtin University's Muresk campus in the town of Northam, 90 kilometres east of Perth, will deliver specific training in the operation of all heavy earthmoving equipment, blast hole drilling, exploration drilling and shot firing. This academy is to be known as the Western Australian Mining Academy (WAMA).

The breakthrough has come due to Ausdrill's willingness to purchase approximately 815 hectares of adjoining farm land to Muresk from Curtin University on behalf of the WAMA. Nearly 150 hectares of the 815 hectares is non-arable and is a large outcrop of hard rock which is ideal to set up an open pit and underground decline for training purposes. It is intended to sell off the remaining 667 hectares to local farmers.

In January last year Ausdrill approached the major mining companies in Western Australia

to join Ausdrill in contributing funds to establish the Academy. Enthusiastic support was received for our initiative, however as we had no facility it was difficult to lock down that support.

Now that we have the land available and an agreement with Muresk College to provide classrooms, accommodation and meals we are again seeking support from Industry. It is intended that WAMA will be a non-profit organisation with all revenue reinvested back into the facility.

Whilst long term Government funding will be sought we believe that if the mining industry can demonstrate an ability to establish a world class training facility then funding will be much more readily available, delivered sooner and be on an ongoing basis.

The Academy will run as a campus-style facility incorporating a working hard-rock mine and provide hands-on training in a controlled environment. The people in training will live on site and will be exposed to conditions very similar to those experienced in the FIFO working life. There will be a combination of



One of many established facilities at Muresk

classroom and practical training, and start times and rosters will be designed to simulate mine working life. Its primary aims are to bring people into the industry that are site-ready and safety conscious.

The Academy will be targeting young people, Indigenous Australians and experienced workers seeking to add to their skills. In addition, the Academy will examine the feasibility of providing prisoners from nearby Wooroloo Prison Farm with resources industry training as part of their pre-release program.

Ron Sayers has been the driving force behind the Academy and has welcomed the signing, highlighting the significant benefits the Academy will provide to the resources sector which currently requires more than 1,000 extra people each week.

"The Academy will address the skills shortage that is currently plaguing the resources sector by combining employment offices as well as training facilities to deliver a 'one-stop-shop' bringing people into our industry," he said.

"As someone who has worked in this industry all my life, I only wish that something like this had existed when I was younger. My sincere hope is that it will provide young people with the best possible training as they embark on careers in the mining industry."



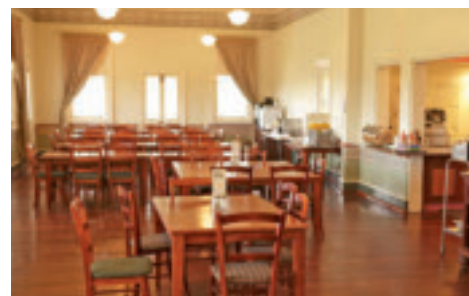
Classroom



Recreation room



Computer facilities



Dining Hall



Group Lecture Theatre



Swimming Pool

THE AUSDRILL WAY – UPDATE



The Ausdrill Way has now been running since January 2011. In excess of 94% of all of Ausdrill's Australian employees have become members of The Ausdrill Way.

Financial assistance has been provided to members all across Australia. To the end of February 2013 assistance payments have been made to 25 members and their families who have found themselves in difficult or tragic circumstances.

The Ausdrill Way Charter has recently been released and is available for your information on the Document Management Centre or by emailing ausdrillwaycommittee@ausdrill.com.au.

The fund has been established as a way for Ausdrill workers and the company to combine to provide immediate, short-term assistance in the case of:

- Death
- Permanent Disability
- Severe Financial Hardship
- Tragedy

For information on how to become a member please email me at brad.loan@ausdrill.com.au.



INCOME PROTECTION – PROTECTING YOUR MOST VALUABLE ASSET

Ausdrill has always had a culture of “looking after our own” when tragedy or hard times strike. This corporate sense of family was the origin of The Ausdrill Way.

The majority of us work to earn an income to buy a house and car, raise a family, fund our kid's education, take holidays, etc. In fostering the culture of “looking after our own”, we at Ausdrill are conscious of the responsibility for employees to implement their own strategies to protect their lifestyle. This generally includes insurances for the house, car, travel, health and so on.

Everyone who relies on a regular income should consider income protection if they don't currently have it. Your ability to earn an income is possibly your most valuable asset and should be protected. Income protection provides an important safety net if you are unable to earn an income in the event of a temporary disablement due to sickness or accident. It is designed to help you maintain your lifestyle by ensuring your cash flow needs and expenses can continue to be met during a period of absence from work.

If you answer NO to any of the questions below, then you should consider income protection:

- Are you wealthy enough to be able to survive without your income?
- Could you maintain your current lifestyle on Centrelink benefits?
- Will your accumulated sick leave cover you for a long-term illness?
- Could you maintain your superannuation contributions if you didn't have any income?

When there is no income coming in there are very few of us that have the money tucked away to be able to pay the bills and keep everything running and it doesn't take long for the wheels to fall off. Income protection insurance can be provided through your superannuation fund or in addition to superannuation. Premiums to income protection that are separate from your superannuation are 100% tax deductible if paid from post-tax income.

Over recent months there have been a number of people who have applied for assistance through The Ausdrill Way as they have, for a number of reasons, found themselves unable to work due to illness or accident, resulting in severe financial hardship. For some people this has provided income between their leave running out and their Income Protection kicking in. It filled a gap and they were never without income. For others who did not have income protection the story has not been so pleasant. They have been totally without income once The Ausdrill Way assistance has run out.

This is a great concern to members of The Ausdrill Way Committee. When considering claims for assistance in the cases of long term



illness the fund is not able to provide ongoing support. Assistance can only be short term and immediate. We urge every Ausdrill employee to consider catering for their financial needs if things go wrong.

A financial safety net can be built with three things.

SICK LEAVE

THE AUSDRILL WAY ASSISTANCE INCOME PROTECTION INSURANCE

Spectrum Super is Ausdrill's default superannuation fund and has income protection built into it (Salary Continuance). Premiums are paid from superannuation contributions. New employees who chose to have their Super paid into Spectrum will automatically be covered for 75% of their annual income for a two year period. The only conditions are that you have to be employed by Ausdrill and you must become a member of Spectrum within 120 days of starting with our company.

There are of course other external providers of income protection insurance that employees may want to consider as an alternative. Please email me on brad.loan@ausdrill.com.au for further information.



Marg slamming goals against the Ausdrill Hockeyroos goalkeeper

MARG LOCKHART

I was born in Kalgoorlie as Margaret Yates over 65 years ago. Having spent over 40 years of my life in Kalgoorlie, I have many treasured memories of the town and the many friends I made over the years. I am married to an ex-police officer and between us we have 3 daughters, 2 sons and 9 healthy grandchildren. I feel truly blessed.

Living in the northern suburb of Sorrento and working in Canning Vale, I have been asked on many occasions why I travel such long distances over so many years when I could work closer to home. Simply put, I love what I do and I love the people I work with and for. My Ausdrill workmates and bosses are not just my colleagues but my friends and extended family. How lucky am I to be able to say I love coming to work each day.

Ron Sayers, whom I had known for many years in Kalgoorlie, asked me if I wanted a job. At that time I was working with Geoff Stokes in his accountancy office and was happy there. Ron's comment was "One day you will come to work for me". Sometime later I was approached by the then CFO of Ausdrill, Peter Youd ('Floppy Disc'), who asked me to come and work for Ausdrill with a view to transferring to Perth. As my then fiancée was already living in Perth this was a perfect solution and one of my better decisions. So on 4 July, 1994 I started with Ausdrill.

When I arrived on my first day I was informed that Peter had resigned and the "next in charge" was in Africa. Nobody knew I was coming. Peter's assistant, Adrian ('Floppy Junior') found me an office and presented me with the Ausdrill Asset files, which at that time were in a bit of a mess. Although nobody

knew what my role was to be I was made to feel most welcome from that first day. I was given a position in the Finance department looking after assets and cash flow (we were a lot smaller back then). I am delighted to say that eighteen and a half years later I now work in Treasury, Finance and Corporate payroll with a truly great group of people. I think my first challenge was getting my head around all the nicknames, as everyone seemed to have one and I have learnt over the years that it can be a bit embarrassing to ask their meaning.

After six months in the Kalgoorlie office I was transferred to Perth. At that time we were based in Norlin Street, Kewdale. We later moved to the premises now occupied by Ausdrill Northwest in Kewdale. After five years, and much expansion, we moved again. This time to Canning Vale with the intention of amalgamating the Perth based businesses under one roof. Alas this was not to be as the rapid expansion of the group made this impossible. The Canning Vale office now houses the Corporate Division, part of Ausdrill Kalgoorlie and Drill Rigs Australia.

I have seen many changes during my time at Ausdrill. We have weathered difficult times and experienced massive growth to become the diversified organisation that Ausdrill is today. As we purchase new businesses I have learnt to embrace the changes this brings. I really enjoy getting to know new employees, many of which have become close friends. I am thankful for the opportunities I have been given in my employment and hope I have served the company well.

I agree with a statement once made by Ron Sayers that the Ausdrill Group is made up of two things; the assets and the people. I am proud to say it's the people at Ausdrill that make my job so enjoyable. I have been fortunate over the years to work with and for so many wonderful people. The number of long term employees at Ausdrill is a testament to a great company and a great working environment.

NEXT WORLDS BEST – A REMINDER

A REMINDER: The Next 'World's Best ...' ? Don't forget that we wish to gather ideas for the next "World's Best". As you will know we already have the Ausdrill brand on the "World's Best" potato peeler and the "World's Best" knife sharpener. We are keen to add to this group.

We have received quite a number of suggestions so far, from car sun shades to mobile phone covers and from multi-chargers to thongs.

This is your chance to be part of this great Ausdrill tradition, your chance to be the one who came up with the idea of a product that is branded by Ausdrill and distributed far and

wide. A product that can be used in homes or sheds across Australia and talked about as the "World's Best ..." for years to come. Send your ideas to ausbits@ausdrill.com.au



THE VINNIES CEO SLEEPOUT – Richard Lang

Richard Lang, General Manager of DT HiLoad, has participated for the last two years in the Vinnies CEO Sleepout. The first national CEO Sleepout started as a local community venture in Parramatta, Sydney in 2006. The concept was to engage business leaders to raise funds and awareness to support people experiencing homelessness.

WA came on board when the first event was held in June, 2010 with 99 West Australian business and community leaders braving the cold and sleeping rough for a night in winter. That year \$474,185 was raised. In 2012, the number of CEO's participating grew to 107 with \$615,644 being raised. In June 2012, the third Vinnies CEO Sleepout was held at the WACA, Perth. There were 106 Western Australian participants with everyone involved supporting the Vinnies CEO Sleepout and helping to make a difference to the lives of people experiencing homelessness. The amount raised in WA grew to \$822,704. Nationally the event has raised over \$13 million of important funds for Vinnies' homeless services across Australia.

"It's cold sleeping out in June! Soup for dinner and a bread roll for breakfast are provided and



Richard Lang preparing for the Sleepout

I slept on the grass on the hill of the WACA. The organisers also have noise going all night to annoy people and simulate life on the streets. They issue cardboard to put down for people who sleep on the concrete. I did take the mattress out of my swag so as not to cheat too much" Richard Lang



For further details on this event follow this link to their website: <http://www.ceosleepout.org.au/events/wa-sleepout/>

KEN MARIU AND HIS FAMILY OF AUSDRILL EMPLOYEES

First there's me - GEN 1. In March I will have been with Ausdrill for 5 years.

During my time with Ausdrill I have worked at Fimiston as a Serviceman and then Boddington in the same role. Whilst at Boddington I successfully applied for a position as an HSE Trainee. Ausdrill has always provided opportunities and encouraged me to advance within the company - I am very appreciative to all those involved. I now work in the Pilbara at Christmas Creek as an HSE Advisor and have an awesome crew.

Then there's GEN 2. I have been married to my wife, Fiona, for 5 years. We have 4 children and 1 grandson. Our son Taylor Mariu is on the right. He is a level three driller at KCGM's Fimiston Gold Mine and has worked for Ausdrill for approximately 2 years. Our son Kyle Christison is on the left. He is a level one driller at Newmont Gold's Boddington Gold mine and has worked on and off for Ausdrill about 4 years all up. My boys are holding another generation of Mariu men: Kyle is holding his little brother Regan and Taylor is holding his son Kyran. Who knows, one day they too may join the Ausdrill family. A fine bunch of men, if I do say so myself.



Ken and his Ausdrill boys (L-R) Regan, Kyle, Ken, Taylor and Kyran

LOVE ANGELS CHRISTMAS PARTY – Brad Loan



The party was a day of fun and activities

Ausdrill was very proud to support a unique Perth charity – The Love Angels Foundation just before Christmas last year. The Love Angels Foundation is a charity that encourages children to “pay it forward” by inspiring and teaching giving behaviour, leadership qualities and the values of philanthropy, humanity, compassion and kindness.

The Foundation was born from a very simple idea that has the potential to make a profound difference in the world of the future. The organisation aims to teach young children that they have a duty to share what they have with people less fortunate than themselves, and that if we all give a little of what we have then together we can improve the lives of others.

It's simple... A plain piece of paper, cut into the shape of an angel, becomes a conduit for delivering a philanthropic act. Children are encouraged to use their imagination and decorate the blank angels. Their Love Angel is now born! Parents, grandparents, relatives, friends or neighbours are encouraged to “pay it forward” by donating what they wish in exchange for the beautifully decorated Love Angels.

Every dollar collected from the sale of the Love Angel goes to providing food, shelter, education and the basics of life to children affected by poverty.

Love Angels is the brainchild of Dr Ros Worthington who, among other charitable pursuits, founded Breast Cancer Care WA, established the Make-A-Wish Foundation WA branch, and spearheaded Lifeline's HelpME campaign in a bid to eliminate the stigma surrounding depression and suicide. Love Angels has been operating in a small way for five years. To give the charity a big kick start the first annual kids Christmas party was held in Langley Park, Perth, on 23 December, 2012.

To help make the party an exciting event Ausdrill donated its fleet of Christmas vehicles loaded with Santa, a team of elves, ice creams and lollies. A group of Ausdrill volunteers generously donated their time and enthusiasm to drive the sleigh and reindeers, fire engine, Christmas ambulance and our



new Little Red Car, complete with mother Christmas. There was also a team of behind the scenes Ausdrill volunteers who worked over the weekend to get the fleet ready and transport it to the park on the day.

The Love Angels Christmas party was a wonderful event, which raised thousands of dollars for children in need. It was so successful that it will be held again before Christmas this year.

For more information on the Love Angels Foundation or Dr Ros Worthington visit their websites www.loveangels.com.au and www.rosworthington.com.au .

VICTORY LIGHTS ICE CREAMS – Brad Loan



Rosa from Ausdrill helping Lena from Victory Lights Community Services load the surplus ice-creams

After the 2012 Christmas parties Ausdrill was faced with a problem. We had hundreds of left over ice-creams. The kids at both the Ausdrill staff Christmas party and the Love Angels kids Christmas party had eaten their fill. Volunteers from Ausdrill and The Love Angels Foundation took our Christmas fire engine to Princes Margaret Hospital on the afternoon of 23 December and gave out balloons, ice-creams and gift packs.

Even though we gave every kid an ice-cream (and the nursing staff, who were a bit more calorie conscious) there were still a

few hundred left so the wonderful people at Food Rescue suggested that the best group to take them to was Victory Life Community Services. Victory Life offers support to anyone in need of practical assistance in the Osborne Park area. They provide food, clothing and financial counselling. People in need receive food hampers and can come in for a three course meal once a week. Over the next few weeks everyone can enjoy the pleasure of an ice-cream after a healthy meal. An ice-cream may not be a basic, nutritional essential in our diet but they are yummy!

AUSDRILL CHRISTMAS KALGOORLIE ADULTS

Ausdrill employees in the Goldfields came together to celebrate Christmas at the Eastern Goldfields Italian Club. Old friends and new gathered to see out the year and celebrate Christmas with a laugh and a chat. It was a very happy night with an abundance of food and the drinks were flowing. Many tall tales and jokes were shared.



AUSDRILL CHRISTMAS KALGOORLIE KIDS

The Ausdrill Children's Christmas Party was held at the Kalgoorlie-Boulder Racing Club. Families from Ausdrill Ltd, Remet Engineers and SynegeX came to celebrate Christmas with their kids. Santa came on a fire engine and there were gifts for all. The kids played on a merry-go-round, bouncy castles and a water slide, which was a huge hit on such a hot and sunny day. With plenty of lollies, fairy floss and food everyone went home happy, full and with a special present tucked under their arm.



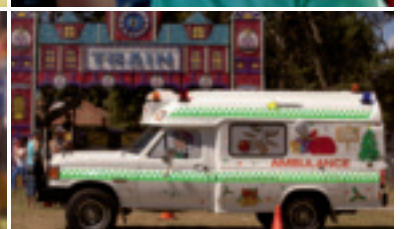
AUSDRILL CHRISTMAS PERTH ADULTS

The Perth Convention Centre was abuzz with celebration in December when over 1000 Ausdrill people attended the annual Christmas party. The night was a huge event with entertainment by Daryl Braithwaite and some blokes who looked remarkably like the Beatles. Our company has grown enormously in the last few years and the Christmas party was the coming of age of Ausdrill as we reached the 25 year milestone.



AUSDRILL CHRISTMAS PERTH KIDS

Ascot race course came alive in December when the Ausdrill Children's Christmas Party was held with over 500 kids and their families joining in with the celebrations. Ausdrill employees from all over the state came to enjoy the rides, games, food and gifts. There was a moment of panic when Santa arrived in the Ausdrill Ambulance and was rushed off on a stretcher. Everyone was relieved when a minute later he reappeared on the Ausdrill fire engine, alive and well, and ready to HO! HO! HO! his way through a mountain of presents



Speedway Corner

TOP FUEL DRAG RACING – Kerrie Livingstone



Damien Harris in the BTP dragster

Precision and perfection are qualities that can make or break a business – and they're just as important for Top Fuel drag racer Damien Harris and his Best Tractor Parts team.

Harris' dragster makes over 8000 horsepower, or 5000 kilowatts, using nitro fuel and a supercharger to drive air into the motor. He can accelerate to around 500kmh in just under five seconds. They're remarkable numbers and require a team around Harris that pays attention to detail and an engine tuner who can take control of what is essentially a liquid explosive.

After each pass the team must tear down the engine, check over all the components, replace any parts as needed and then rebuild, all in less than two hours.

Harris has been racing since the nineties in a variety of vehicles, gradually stepping up his performances until making the leap into Top Fuel drag racing in 2009. Since then he has made a serious impression, taking two event wins and finishing second in last season's championship, missing the title by just 1.5 points in one of the closest ever series.

Drag racing is a growing professional sport in Australia. Also popular in the USA, Europe, the Middle East and New Zealand, racers compete over a quarter mile (402 metre) race track in what is basically a contest of acceleration. The first to the other end wins.

The Best Tractor Parts team competes at some of Australia's best motorsport venues including Perth Motorplex, Sydney Dragway and

Willowbank Raceway. Drag racing is popular with spectators and Australia's biggest event, the Winter Nationals in Brisbane, attracts up to 40,000 people across a weekend.

After a short break following his podium finish in the 2011/12 season Harris returned to competition in February and will attend the following events for 2013:

- March 29-30** – Santo's Cranes Super 3 Extreme Drag Race at Willowbank Raceway, Queensland
- May 4-5** – Nitro Championships at Sydney Dragway, New South Wales
- June 7-10** – Fuchs Winter Nationals at Willowbank Raceway, Queensland
- October 19-20** – ANDRA Drag Racing Series at Calder Park, Victoria
- November 1-3** – Australian Nationals at Sydney Dragway, New South Wales

Note: I was lucky enough to go to the drags at the Perth Motorplex in February and what an eye opener. It's not just the speed, acceleration, technology, noise, vibration, smell and danger that is fascinating. When I had been told that the boys in the pit team rebuilt the motor between races I'd thought they meant perhaps change a few spark plugs and a gasket. The team was incredible; dedicated, skilled, professional and focussed. They actually dismantled the motor, cleaned, checked and replaced the parts and then reassembled it, tested it and sent it out again. And at the same time the boys looked after our apprentices and sponsors. I strongly suggest that everyone head down to see the guys in operation when you get a chance – Brad Loan

A SPEEDWAY BLAST FROM THE PAST - Ron Sayers

My speedway career was very short lived for three reasons:

- 1) I was not very good at it,
- 2) I started driving speedway at sixteen and got married at eighteen as soon as I finished my apprenticeship,
- 3) I didn't have a lot of money as an eighteen year old tradesman and motor racing was expensive then as it is now.

Whilst I did win a few races the highlight of my racing career was I rolled the car on my first drive of the first night and rolled over the line, on the roof for third place.

At the time, Kalgoorlie boys Joe Little, Earl Solberg, Brian Pearce, Mick Sprlyan, Bob Sheperd, and Gary Selleck, were racing.



A young rev head, Ron Sayers at the Boulder speedway in 1968 in a 1956 Holden FE.



PATRIZI RETURN TO THE PORSCHE CHAMPIONSHIP

Michael Patrizi has returned to the Porsche Carrera Cup Championship for 2013. Patrizi will compete in the 7 round series with the team he had great success with in 2011: McElrea Racing, a Queensland based team.

The series kicked off on 1 March at the Clipsal 500. This will be followed by a string of high profile events such as the Melbourne Formula1 Grand Prix, the Townsville Street Circuit, the new Porsche-only Rennsport event held at the Eastern Creek raceway, as well as Bathurst and the Gold Coast 600.

With the high profile following of the Porsche series and Patrizi's results from 2011, 2013 looks to be a good one as Patrizi fights for the championship. The Ausdrill Apprentice Scheme will be in full force and will carry on as always with two lucky apprentices being given the

opportunity at every round to be part of the 5 car McElrea racing team with the focus being on giving the apprentices a 'hands on' experience.

You can follow all Michael's updates on his twitter page www.twitter.com/michaelpatrizi.



The Patrizi Ausdrill Porsche

TEAM 34 AUSDRILL RACING – Dean Shore

An update on Team 34:

Well, firstly Happy New Year to everyone. Our season has not started the way we would have liked but we still have big things ahead. The highs and lows at the end of 2012 were: A good result in Esperance, a fire in Kalgoorlie which caused a scary moment, but worst of all was doing internal damage to the 'Ford Roush Yates' power plate.

So the bad news is that we've missed a few shows while we waited on the Americans to supply a new power plate. The good news is that we teamed up with young Jack Barnewall for a 20/20 racing meeting in Esperance which involves two drivers doing two heats each and then 20 laps each in the final. I was up first in a car I had never driven before and then set out in the reverse direction, which I have not done in eight years! All went well though. I came in 2nd place, behind the Australian champion. Jack was up next, coming 5th place. I won my next race and Jack came in 2nd for his last race. This put us in 3rd place overall.

We started the final in 3rd place. Jack drove his 20 laps with some great driving and moved us up to 2nd place. I started the last 20 laps in a great position. I managed to get to the front early and make it home for the win.

'til next time - be good and race hard!



Dean and the team with Ausdrill car 34

TOP FUEL DRAGSTER WORK EXPERIENCE - Nathan Bishop



(Right) Ben and Nathan at work with the Dragster Team

Firstly, the thought of working for a TOP FUEL TEAM is pretty awesome, and to get the opportunity was a bit of a surprise, just like receiving runner up for the Apprentice of the Year after signing up only 6 months ago.

The first day was a 9.00am start. After a quick induction, Ben and I helped unload the truck and set up the work bay.

All was running smoothly with the car taking shape and everyone was calm. The car was about to be fired up! Gas masks on and the engine

was fired up for the first time. There was a mad panic as the engine wasn't firing on Nitro. As Ben and I kept out of the way the other guys worked their magic to get the car running. It turned out to be a fazing problem with the magneto's.

The car was taken down to the staging area and out we went, the overwhelming taste of Nitro burning our eyes and throat.

This was the theme for the rest of the night, which the team called "the thrash". Absolute mayhem! By the time we sat down for dinner and got things sorted for Saturday it was 2.00am.

Saturday was, if you could say "easier" with now knowing what was expected of us. We eased into the evening with prepping the car, had a laugh about Friday's efforts, dealt with "the thrash" of Saturday night's dinner, packed up and on my way home at 3.00am.

I'd like to say a big thanks to Damien Harris and the guys of Torque Motorsport. Over the weekend they answered all our questions and guided us through what I think is one of the toughest forms of Motorsport I have been involved in! And I have had my fare share.

This was an experience Ben and I will never forget.

Note - Ben and Nathan are apprentices with Best Tractor Parts

EMPLOYEE BENEFITS PROGRAM

AVIS rent a car



A new addition to our Employee Benefits Program is a corporate deal with Avis. Ausdrill uses Avis for all of our business travel and as a result we are able to ride on the back of this spending power to offer our employees access to better deals and cheaper rates.

Car hire leisure rates change daily depending on demand. Sometimes advertised rates will be cheaper than the corporate rate offered, however there will always be a higher insurance excess on cheaper deals. It's important to look into the conditions of any offer that you see. When you enquire about making a booking you will be offered the best rate on the day. It might be the corporate rate or it might be a deal that is offered at that time. Either way, you save!

As part of our corporate deal for passenger vehicles, Avis agrees to provide Loss Damage Waiver (LDW) coverage inclusive in the passenger vehicle rates, which is subject to the Terms & Conditions of the Rental Agreement. An excess of \$2,050 (excl. GST) will apply to Ausdrill employees while the standard excess is \$3,020 (excl. GST)

To get a quote for your car hire needs call Central Reservations on 136 333. Tell the operator you are from Ausdrill and ask for a quote at the corporate rate. The staff rate code is AWD P161399 (Avis Worldwide Discount).



EMPLOYEE BENEFITS PROGRAM - LEGAL SERVICES KALGOORLIE

Slattery Legal in Kalgoorlie is a law service that resolves your legal situation with the best possible outcome whilst being cost effective. It can provide you with fast, efficient legal advice in many areas of law and assist you in finding specialist lawyers for your specific legal requirement. Slattery Legal comprises of an incorporated practice with Brendon Slattery as the Legal Practitioner Director.

Brendon has offered the following reduced rates for Ausdrill staff:

Simple "Mirrored / Mutual" Will for a couple is reduced from \$330 to \$250 (this is for a will for each partner and a statement of enduring Power of Attorney).

More complicated blended family will (likely to involve a Testamentary Trust) – initial consultation reduced from \$120 to \$66.

General Legal Services – initial consultation reduced from \$120 to \$66.

For further information contact Brendon directly on 0457 458 788 or email him at brendon@slatterylegal.com.au. Just tell him that you are from Ausdrill.

Note: This is provided for information purposes only and is not financial, insurance, legal or tax advice. You should obtain your own professional advice from your financial advisor and/or tax advisor and/or health insurer and/or lawyer in relation to the above matters.

ANXIETY AND DEPRESSION - Darrin Brandis, PeopleSense



Your alarm goes off at 5.30am! You slam your hand down to stop the blaring noise. You roll over after another restless night in bed, and consider how you are going to face the world today.

You feel tired, lethargic, generally annoyed and ready to rip anyone's head off if they speak to you, even politely.

You drag yourself out of bed, stub your toe and think "Why does this always happen to me?". You walk past the fridge and think to yourself you could slaughter a beer right now.

You manage to get your work clobber on and hit the road to get to work. You arrive safely after a couple of close shaves which included some fist waving/flipping the bird and a string of expletives.

At work you avoid everyone and head straight for the coffee machine. On your way you pick up a couple of energy drinks from the machine. Your mind is racing with a whole bunch of BS but it just won't stop. It is a bit like a ticker tape continuously going. All you want to do is go home and go to sleep.

You plod your way through another day on the job not really concentrating on what you are doing, with your mind flicking back to things at home; the children, financial pressures, difficulties with mates. You manage to get through the day, get home and plonk yourself down in your favourite chair, crack a beer and think I'm glad that day is out of the way.

The above scenario is a very common snapshot of adults in Australia going about the day to day grind of everyday life. Throw into the mix the constant barrage of media, texting, tweeting, Facebook, email, and other social media and the pressure on people is significant.

There is a whole range of other potential issues that we are confronted with at stages throughout our lives. These can include relationship challenges, parenting issues, dealing with illness, managing elderly parents, and financial strain.

The vast majority of people in Australia will experience signs and symptoms of anxiety and depression at some stage in our lives. Current trends tell us that by the end of the year 2020 depression will be the second most common disorder behind heart disease. Every year around 14% of all adult Australians are affected by an anxiety disorder.

Around 6% of all adult Australians are affected by a depressive illness.

It is fair to say that from time to time all of us will experience some distress in our lives. It is normal and part of being human. How we manage these situations is important as issues ignored can sometimes lead to problems down the track.

One of the ways to improve how you feel is to see a trained professional; your General Practitioner, a psychologist or other health professional. This is where Ausdrill can help you.

In conjunction with PeopleSense, Ausdrill has established an Employee Assistance Program (EAP) which has been in place for 2½ years. EAP is a confidential counselling service available to all Ausdrill employees and their immediate family.

All PeopleSense staff are qualified psychologists who are trained in assisting normal people with normal everyday issues. Male and female psychologists are available. If you work onsite you can contact PeopleSense by phone on 1300 307 912 and you can speak to the psychologist via telephone. Other contact can be either:

- Face to face (in person) counselling;
- Skype;
- Online modules; and
- Telephone counselling.

The sessions with the PeopleSense psychologist will be about 60 minutes in duration and are completely confidential. Ausdrill pays for the first 4 sessions.

Let's all work together to avoid having to say down the track "If only I did something".



1300 307 912 anywhere in Australia
www.peoplesense.com.au

Remember... the Employee Assistance Program is for normal people, with normal everyday issues.

CLUB RED AT AUSDRILL – Andrea Manning

Ausdrill saved more than 63 lives in 2012.

How many more lives will Ausdrill save in 2013?

Every week Australia needs over 27,000 blood donations. Currently 1 in 3 Australians need blood in their life time, yet only 1 in 30 donate.

Ausdrill is a strong supporter of the Australian Red Cross Blood Service. Employees are encouraged to join Club Red and Ausdrill will support the program by allowing our staff time to give blood during working hours. This can involve whole blood, plasma and/or platelets, all of which is desperately needed by our medical system.

Donation days are organised by our Club Red co-ordinator, Andrea Manning, and this allows everyone to go to the Red Cross together. Not only is this a very important community service but it can be a lot of fun as a group. Alternatively, employees can arrange to donate individually at other times that are better suited to them.

To see the number of donations made by Ausdrill employees, or if you are a blood donor and have not yet registered as an Ausdrill employee then please see the below link:

http://www.donateblood.com.au/who-can-give/club-red/view-group-tally?group_id=4248

For further information on the Australian Red Cross Blood Service please see <http://www.donateblood.com.au/> or contact the Ausdrill Club Red co-ordinator at andrea.manning@ausdrill.com.au.

HOW YOUR DONATED RED CELLS ARE USED



34% Cancer and blood diseases



19% Other causes of anaemia



18% Surgical patients including open heart surgery and burns



13% Other medical problems including heart, stomach and kidney disease



10% Orthopaedic patients including fractures and joint replacements



4% Obstetrics, including pregnant women, new mothers and young children



2% Trauma including road accidents

Source: Bloodhound Study Monash Institute of Health Services Research 2007

Call 13 14 95 or visit donateblood.com.au

 **Australian Red Cross
BLOOD SERVICE**



Bill Beaney (DRA), Gavin Bell (Corporate), Anita Terrigno (Corporate), Eddie Banner (DRA), Andrea Manning (Corporate), Ashley Carey (Corporate), Amy Wainwright (ANW), Steve Campbell (DRA), Shirley Jackson (ANW), Lynn Palmer (ANW) and Marg Lockhart (Corporate).

CLUB RED AT THE BOULDER OFFICE – Robyn Fowler

The team at Ausdrill Ltd in Boulder are just starting to get involved with Club Red. At this stage we have 8 staff that have put their hands up to get involved with this great cause.

We are encouraging all staff members to register. If anyone from the Goldfields area would like more information or to register to be part of

the team contact Robyn Fowler (Boulder Maintenance Office) on robyn.fowler@ausdrill.com.au or call 131 495.

The Australian Red Cross Blood Service Kalgoorlie is located at the Kalgoorlie Regional Hospital and they are open from 2pm to 7pm Tuesday and Wednesday, and 9am to 3pm Thursday.

AUSDRILL HORSE RACING SYNDICATE – A REMINDER



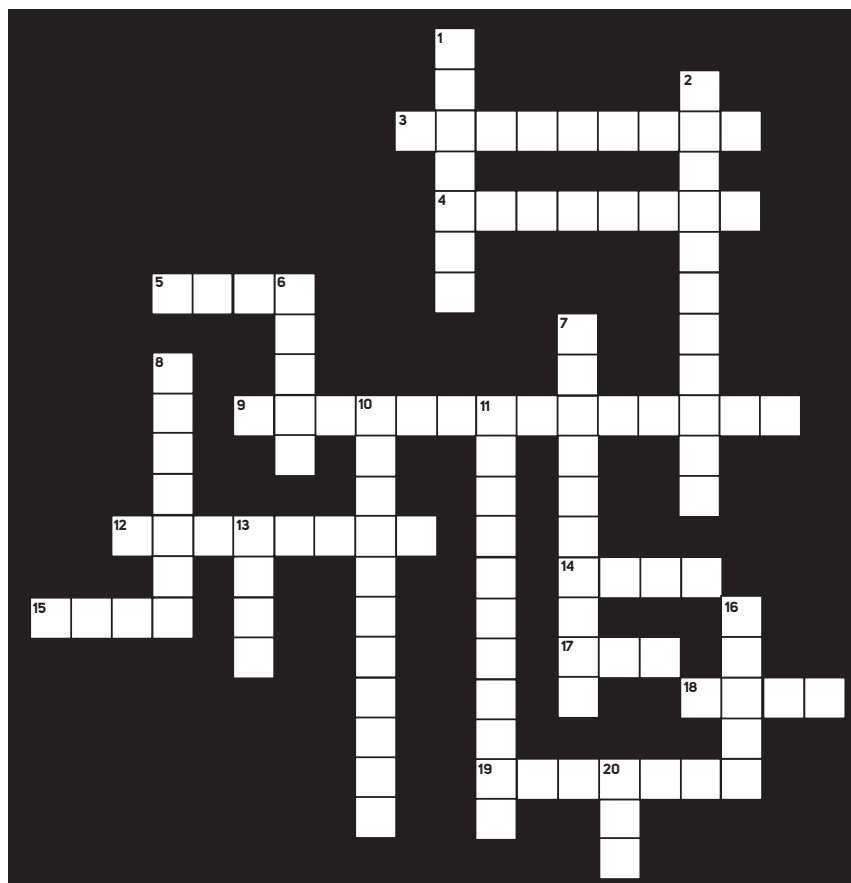
As mentioned in the last edition of Ausbits, Yarradale Stud is offering to lease a Yarradale-bred racehorse to a group of 20 individuals interested in reaping the rewards of being in a syndicate.

As a rough guide, we envisage that for a 5% share of the horse there would be a maximum charge of \$150/month when in full training and \$50/month when spelling in the paddock.

As with any lease, the syndicate will pay the owner 20% of any stake money when the horse runs first place (the industry standard is 30%). If you are interested in being part of the initial syndicate then send your details to brad.loan@ausdrill.com.au

Alternatively you could get a group together yourself to form a syndicate. You just need to work out who's in, elect a syndicate manager and make contact with Brad.

CROSSWORD – Andrea Manning



Across

3. In 2009 Ausdrill purchased 100% of which company by way of scheme of arrangement.
4. David "Hardrock" Radosevich started with Ausdrill in 1986 at the ___ Pit in Kalgoorlie.
5. Ausdrill supports the ___ Angels Foundation.
9. Ken Mariu is a HSE Advisor at ___ in the Pilbara.
12. Marg ___ is the longest serving female employee of Ausdrill, employed at Ausdrill for more than 18 1/2 years (so far...).
14. Ausdrill has a corporate deal with which car hire company?
15. The Ausdrill ___ Ladies Day was held at the Perth Hockey Stadium on 24 November 2012 in support for The National Breast Cancer Foundation of Australia.
17. Richard Lang has participated in the Vinnies ___ Sleepout for the past 2 years.
18. Each Christmas Ausdrill employees receive a bottle of this.
19. Ausdrill encourages employees to join ___ and donate whole blood, plasma and/or platelets.

Down

1. Dustin ___ won The Donny in 2012.
2. David ___ is Ausdrill's very own snake charmer.
6. Ausdrill has more than 6,400 employees across how many countries?
7. The Employee ___ Program is for normal people, with normal everyday issues. Contact PeopleSense on 1300 307 912.
8. Ausdrill employees who complete 5 years of continuous service receive a mounted pewter model of a ___ drill rig.
10. The Continuous ___ Project (CIP) forms part of the Frontline Management Program.
11. Eric Bonney became the first African National to be made a ___ Manager in Africa.
13. Kalgoorlie's best "man cave" belongs to?
16. Currently 1 in 3 Australians need ___ in their life time, yet only 1 in 30 donates
20. This company was acquired by Ausdrill in October 2012.



AUSDRIILL

SERVICE AWARDS

25 Years Service

Garry Selleck	ADL	3/10/1988
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20 Years Service

Dion Ashlin	CORP	11/02/1993
Neil Best	ADL	31/05/1993

15 Years Service

Steven Furge	ADL	2/02/1998
Daren Pearson	ADL	10/02/1998
Dennis O'Neill	ADL	15/03/1998
Jacqueline Louth	CORP	8/04/1998
William Addink	ADL	19/05/1998

10 Years Service

Ian Brensell	ADL	7/01/2003
Peter Redfern	BDL	7/01/2003
Luigi Digregorio	BTP WA	13/01/2003
Jason Arthur	ADL	15/01/2003
Justin Rigden	ADL	18/02/2003
Adam Kirkham	ADL	24/02/2003
Nathan Catalano	ADL	25/02/2003
Andrew Gleeson	ADL	25/02/2003
Andrew Heitkonig	ADL	25/02/2003
Damien Neale	CONN	7/03/2003
James Smith	ADL	20/03/2003
Christopher Mcgrath	ADL	6/05/2003
Mark Herciksal	ADNW	10/05/2003
Cody Fletcher	ADL	12/05/2003
Neil Littlely	ADL	19/05/2003
Tamara Charters	ADL	3/06/2003
Toby Brown	ADL	16/06/2003
Paul Banes	DRA	16/06/2003

5 Years Service

Stephen Reid	ADL	7/01/2008
Dean Du Pont	ADL	7/01/2008
Kimberley Welsh	DTA	7/01/2008
David Millwood	ADL	8/01/2008
Paul Riley	ADL	8/01/2008
Michael Rokich	SYNG	9/01/2008
Phillip Mayes	AMS	13/01/2008

Irene Jackson	AMS	14/01/2008	Ian Stevenson	ADL	9/04/2008
Jason Steer	ADL	15/01/2008	Jason Delfavero	ADL	10/04/2008
Craig Caines	ADNW	16/01/2008	Rosa Bicknell	CORP	10/04/2008
Ben Trainor	ADNW	16/01/2008	Brendan Evans	ADL	14/04/2008
Alain Mulford	ADL	17/01/2008	Peter Evans	ADL	14/04/2008
Robert Oliver	ADL	21/01/2008	Kenneth Garrard	ADL	14/04/2008
Brendan Williams	ADL	21/01/2008	Cody Nichols	BTP NSW	14/04/2008
Jeremy Ferris	ADL	22/01/2008	Graham Godridge	ADL	21/04/2008
Mark Sorenson	ADL	24/01/2008	Daniel Hart	ADL	21/04/2008
Daryl Hogarth	ADL	29/01/2008	Alexander Le roux	DIAM	21/04/2008
Andrew De Florenca	DTA	29/01/2008	Rhett Johns	ADL	23/04/2008
Christopher Maher	ADL	30/01/2008	Quentin Hayes	ADNW	28/04/2008
Brian Calder	DRA	31/01/2008	David Jurik	BTP QLD	28/04/2008
Jeffrey McLaren	BDL	31/01/2008	Matthew Bellomia	ADL	30/04/2008
Rohan Pomfret	ADL	4/02/2008	Alon Abad	DTHI LOAD	1/05/2008
Grant Ryan	DTHI LOAD	4/02/2008	George Miller	ADNW	2/05/2008
Mathew Fisher	BDL	11/02/2008	Jarred Hurtado	ADL	13/05/2008
James Black	ADL	12/02/2008	Peter Ireland	BDL	13/05/2008
Stephen Thiele	ADL	18/02/2008	Daniel Pitchers	ADNW	19/05/2008
Christopher Oldenhof	ADL	18/02/2008	Leon Pennington	ZAMB	19/05/2008
Addmore Nhongo	DTA	21/02/2008	Justin Lennon	ADL	27/05/2008
Matthew Gillespie	ADL	25/02/2008	Radito Incierto	DTHI LOAD	27/05/2008
Ricardo Goebel	DTA	25/02/2008	Julian Gares	CORP	29/05/2008
Adam Woolley	ADL	27/02/2008	Nick Murray	ADNW	2/06/2008
Aaron Banes	DRA	3/03/2008	Bradley Walker	BDL	2/06/2008
Cory Hibberd	ADL	4/03/2008	Nathan Law	ADL	3/06/2008
Andrew Berry	ADNW	4/03/2008	Marius Van zyl	DRA	3/06/2008
Dennis Quartly	ADNW	4/03/2008	Michael McLennan	CORP	3/06/2008
Dave Johns	CONN	4/03/2008	Allan Bennett	CONN	12/06/2008
Richard Harvey	SDWA	4/03/2008	Shirley Edwards	ADNW	15/06/2008
Michael Wadewitz	ADL	10/03/2008	Samantha Reynolds	ADL	16/06/2008
Simon Caldwell	ADL	14/03/2008	Craig Dunn	BTP NSW	16/06/2008
Kenneth Mariu	ADL	18/03/2008	Jay Barwise	ADL	17/06/2008
John Millar	DTA	24/03/2008	Paul Sismey	DTA	17/06/2008
Scott Leonard	ADL	25/03/2008	Hector D'rozario	DTA	19/06/2008
Jonathan Hardisty	ADL	28/03/2008	Leigh Helm	BDL	20/06/2008
Jack Martin	ADL	1/04/2008	Nathan Pollard	DRA	23/06/2008
Ahmed Swaray	ADL	1/04/2008	Mark Simpson	SDWA	23/06/2008
Kerrie Livingstone	BTP WA	1/04/2008	Kalpesh Chuahan	DTHI LOAD	23/06/2008
Nicholas Brown	ADL	4/04/2008	Avon Withell	ADL	24/06/2008
Gary Jenkins	BDL	8/04/2008			



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