



AUSDRILL **AUSBITS**

Issue 12 • 2014

International Hockey in Kalgoorlie

25 Years at the Superpit

DRA releases new Rig

BRINGING MORE TO MINING



AUSDRILL

KALGOORLIE-BOULDER: THE HOME AND HEART OF AUSDRILL

AUSBITS



From the MD

I would like to welcome all staff, clients, suppliers and shareholders to our 12th edition of Ausbits.

As José Martins, our CFO, reports on the following page, the 2013/14 financial year has been very disappointing, and with ongoing cutbacks throughout our industry it appears the 2014/15 financial year will be very challenging.

In fact the current slowdown in the mining industry is the worst I have seen in my 45 years working in this industry. What we are experiencing now makes the 2008/9 GFC look like a "picnic in the park", and whilst we were a lot smaller in the 2000/1 slowdown, I believe the effects are a lot worse now with many hundreds of people being retrenched and with no end in sight.

The mining slowdown is unfortunately accompanied by retrenchments, and contractors are normally the first to feel it. I sympathise strongly with our Managers who have had to retrench some of their fellow workers. It is a very distressing time for all concerned.

Although we are going through a very tough time and there is not much good news to report, I am optimistic that we will get through this and emerge in good shape. We have been through it before in the 2000/1 slowdown when our share price dropped to a low of six cents, and following a lot of hard work the Company strengthened to the point where we had a \$4.21 share price in 2012. Whilst the current slowdown has resulted in a significant decline in the share price, I am confident that with some more hard work and focus the Company's share price and value can increase substantially from its current level.

I am Kalgoorlie born and bred and a very big gold buff, and I believe that as the gold price has stood the test of time, we just need to keep our heads down and work hard and the rewards will come.

Whilst we have experienced some bad debts and have had some contracts finish early (such as Koolan Island which recently flooded), we have also rolled over some of our existing contracts and won some new work.

EDA, our oil and gas drilling business, was recently awarded a 12 month contract with Senex for drilling in the Cooper Basin, and it is about to complete a contract for Strike Energy also in the Cooper Basin. EDA has also been awarded its first international contract with Heritage Oil Limited in Papua New Guinea (PNG), with the potential for more work in

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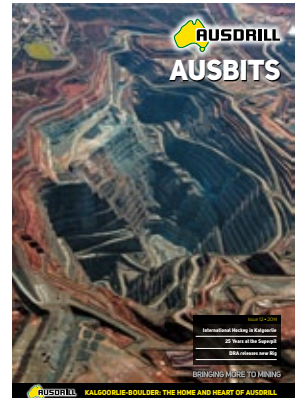
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Cover photo: Super Pit



PNG. EDA continues to tender for new work and EDA management is confident that a new contract will be awarded to EDA in the New Year.

In addition to winning our share of work throughout the business, we have also been winning some industry awards. DT HiLoad won a Skilled Safety Innovation Award for the design and manufacture of a patented Pin insertion and extraction device for the Hercules truck trays (see story page five). African Mining Services also kicked in with two International Awards for Quality and Excellence in Paris (France) and Madrid (Spain). (See story page eight, and note how Phil Crompton looks much better without his beard!)

A few other awards were achieved during the year. This included Marg Lockhart's 20 years' service award. Although she announced her retirement after receiving this award, we twisted her arm to remain as a committee member of the Ausdrill Way, which has been her baby since inception (see story on page 23).

Brian Mann, John Geary & Paul Hearn were presented with their 25 years' service awards, and none of them are allowed to retire (see story page 38).

In closing, Dave Melville, our General Manager OH&S, informs me that our safety statistics are all trending the right way and everyone is to be congratulated on this achievement.

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 improve the performance of the Company.

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

Please if you could all take the time to say a prayer for our mate Colin (Speedy) Hutcheson from Supply Direct as he is quite ill.

ABOUT AUSDRILL

Ausdrill is a diverse and integrated mining services group providing exploration, 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.



FY14 FINANCIAL RESULTS AND UPDATE ON FY15 OPERATING PERFORMANCE

KEY POINTS – FY14 RESULTS

- Sales Revenue \$826.3 million (down 26.8%)
- EBITDA \$173.7 million* (down 36.3%)
- EBIT \$74.5 million* (down 50.0%)
- Operating Profit before tax \$34.4 million* (down 68.5%)
- Statutory loss after tax and impairment charges \$43.9 million (down 148.5%)
- Operating Profit after tax \$29.1 million* (down 67.8%)
- Final dividend of 2.0 cents per share, fully franked

* Figures exclude the effects of any impairment charges

Many mining companies have responded by deferring non-essential expenditure including capital works, exploration programs and non-critical maintenance.

As a consequence, Ausdrill has experienced a reduction in activities across all segments of the business. The Company's reduced profits are also as a result of lower margins achieved over the past 12 months.

Outlook

In light of the Group's results for the first quarter to September 2014 and prevailing market conditions, Ausdrill expects to report a decline in earnings for FY2015.

The weaker than expected outlook reflects a continuation of the challenging market conditions which are expected to remain subdued during the next 12 months.

The key challenges that gave rise to the expected weaker performance include the following:

- the early conclusion of our contract at the Edna May gold mine;
- the collapse of Western Desert Resources owing Ausdrill \$8 million and the further loss of expected revenue from that contract;
- unusually high rainfall in West Africa which caused pit flooding and consequent delays in mining activity;
- reduction in mining volumes in Africa as mine owners re-optimize their projects because of the fall in the gold price; and

- the failure of Energy Drilling Australia to get to a break-even position through better utilisation of the drilling fleet and despite the very successful mobilisation and start-up of the recently acquired 500,000lb rig

In response to these challenges Ausdrill continues its focus on strengthening its business by:

- restricting capital expenditure to replacement needs or identified growth opportunities;
- reviewing cost structures within the Group;
- reviewing working capital, particularly inventory levels, to ensure that it is commensurate with current levels of activity; and
- working with its clients to improve service, product safety and productivity whilst maintaining quality.

The Company remains in a stable financial position. We certainly do not consider that our current level of earnings is acceptable, even in these challenging times, and every member of our team is working hard to achieve the returns necessary for a Company of our size.

In addition, the deleveraging plans we are pursuing will ensure that the Group will be well placed to benefit from any upturn and opportunities that arise in the mining industry.

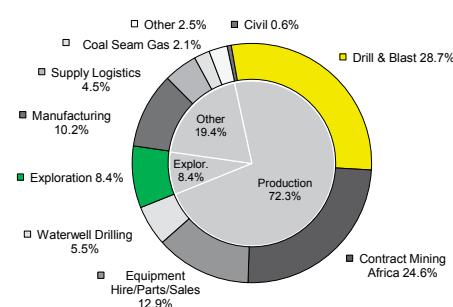
José Martins
Chief Financial Officer

Ausdrill delivered an operating profit of \$29.1 million on revenue of \$826.3 million. The statutory loss after tax of \$43.9 million is due to impairment charges totalling \$77.9 million as previously announced to the market on 6 August 2014.

There is no hiding from the fact this has been a tough year for the Company, and indeed for the entire industry. The slow-down in mining industry activity in both Australia and Africa that we have witnessed for the past two years has continued.

The mining industry has continued to experience a period of uncertainty in relation to future levels of demand for commodities as evidenced by the continued volatility in commodity prices.

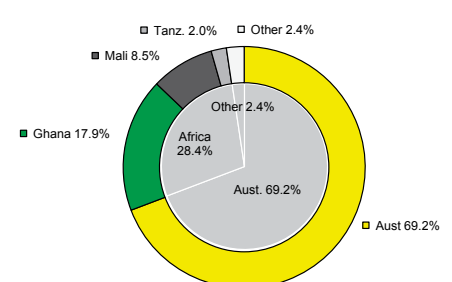
Ausdrill Revenue by Business Activity ⁽¹⁾



Notes:

(1) Based on FY2014 sales revenue including inter-segment sales

Ausdrill Revenue by Geography ⁽¹⁾



AUSDRILL NORTHWEST'S REMOTE RIG – Adam Jones



The long awaited DRA-600E Series Reverse Circulation (RC) drill rig has successfully completed its commissioning and first two months of operation at Rio Tinto's Pannawonica mine site in the Pilbara. The E Series rig design incorporates many new features and represents a major step forward in operator safety and is a valuable addition to Ausdrill Northwest's (ANW) fleet of rigs.

Key features include:

- Remotely mounted drillers console (operator situated eight meters from the rig) removes the driller from hazards associated with operating various high pressure hydraulic and air systems.
- Wireless remote controlled rod handling removes off-siders from the potential dropped rod zone.
- All set up functions of the rig are remotely controlled enabling the driller to move around the rig while setting up, increasing the safety of the whole crew.
- Fully automated rod retention system requiring no input from the driller.
- Anti-collision system fitted to prevent interaction between rotation head and 'rod handler' or 'rod cuddler'
- Electronic exclusion zone technology fitted eliminates the need for guarding around rotation drill rods.
- On board diagnostics to reduce down time and preempt problems before they occur.
- Hands-free breakout system fitted to remove crews from another potentially hazardous operation

The rig has been designed and built by combining the technical knowledge and experience of both ANW and Drill Rigs Australia (DRA)

to produce a machine intended to meet the demanding iron ore drilling conditions while continuously improving the safety of our operators.

Thus far the rig has performed well meeting all expectations of our clients. This includes passing rigorous equipment compliance inspections and meeting all management of change requirements. ANW see this rig as an exciting step forward in equipment design and are endeavoring to continue to "raise the bar" in equipment design and the application of new technologies to enhance our operations.



INNOVATION AT DRILL RIGS AUSTRALIA – Steve Campbell

Drill Rigs Australia (DRA) - Connector Drilling Pipe Loader

Innovation is critical in the operation of Ausdrill's businesses and the drive for efficiency in our operations is of paramount importance.

DRA and Connector Drilling have collaborated to develop a trailer mounted Pipe Loader. The pipe handling system hydraulically lifts pipe and casing (tubular) from the horizontal position into alignment with the tilting top head of the drill rig. It then advances forward or slides back to allow easy attachment of the tubular to the top head. A gas strut system is incorporated with the sliding jaw block to allow for clearance while making and breaking threaded joints.

The drill rig supplies the pipe loader's hydraulic power requirements. The hydraulic clamping jaws enables make-up or break-out of tool joints from the top head and clamping force is adjustable allowing for different tubular sizes. The tubular is rolled onto and off the pipe handling tray to and from the hydraulic tilting arms two either side of the loader. Jaw sizes include:

Drill Pipe: 4" to 7"

Casing: 6" to 24"

The Pipe Loader Trailer provides a safer method of loading compared to traditional procedures. The operator controls the tubular loading from outside of the drop zone by either radio remote controls or umbilical tethered control. Loading of the tubular onto the Pipe Loader Trailer tilting arms is done by a backhoe, further reducing manual handling.

In 2011, Drill Rigs Australia commenced manufacture of the first DRA Pipe Loader Trailer for Connector Drilling. Prior to this, Connector Drilling had successfully designed and manufactured a prototype trailer which is still operating reliably. Because of the quantity required within a short time frame, it was decided to utilise the DRA manufacturing facility to produce the seven trailers required in 2012. DRA incorporated minor design changes in the Connector design to reduce assembly costs and to enable remote operation of the trailer.



Another two trailers have been manufactured in 2014 incorporating changes requested by Connector Drilling operations and maintenance in order to continuously improve the functionality and reliability of the Pipe Loader.

Advanced Hammer

DRA launched the first Rock Marshall advanced down-hole hammer rig in December 2013, with a live demonstration taking place in a quarry south of Byford in Western Australia. The Rig, which took around 18 months to develop, can be applied to all types of hard rock drilling.

This CAT 365 base offers a high level of productivity in difficult and unstable terrain by providing efficient hydraulic power and superior track motion control with lower operating costs and increased life cycle value. A reduction in time taken to set up the drill offers an opportunity for increased productivity. As the Rock Marshall does not require jack legs to level with drill it has the potential to drill more than one hole per movement.

What also separates the Rock Marshall from other conventional rigs is that the drill mast is fixed to the boom of the rig and can be positioned on the ground, which makes the drill very maintenance-friendly by reducing the operator's time spent working at heights. This is also an advantage during transportation of the drill. The Rock Marshall is controlled electronically through a CAN (Controller Area Network) bus control system. This provides a number of benefits including improved reliability and reduction in the number of mechanical components.

Ausdrill is a company that prides itself on quality and innovation with equipment and technology being developed to better meet the needs of the mining industry and deliver better productivity and flexibility to suit our clients' needs.



Ron Sayers, Eddie Banner and José Martins.

SKILLED SAFETY INNOVATION AWARD – Nada Velemir

The 2014 winner of the Skilled Safety Innovation Award, hosted by IFAP is DT HiLoad Australia Pty Ltd. The award was presented in front of an audience of some 300 industry guests, at a Gala event at the Crown Burswood in Perth on Friday evening, the 17th October 2014.

Established in 2003, DT HiLoad Australia Pty Ltd is an Australian company owned by Ausdrill Ltd. It specialises in the design and manufacture of the "Hercules" dump truck tray for large mining haul trucks, the "Bullant" underground truck tray and the supply of Barracuda Buckets. The company manufactures products with significant cost savings and production advantages to mine sites and contractors globally.

It was the daily experience of working with the 'Hercules' heavy duty, light weight mining dump truck trays which lead to the idea of the patented Pin Insertion and Extraction Device. Hercules trays carry between 100 tonnes to 350 tonnes depending on their size. The trays need to be fitted to the trucks using large pins whilst the tray is suspended from a crane.

It is undesirable from a risk management viewpoint for a person to be under the suspended load as they will be in the "line of fire" if something goes wrong. Safety has always been at the forefront of DT HiLoad Australia's company culture. This is where the patented Pin Insertion and Extraction Device made and designed by DT HiLoad Australia assists.

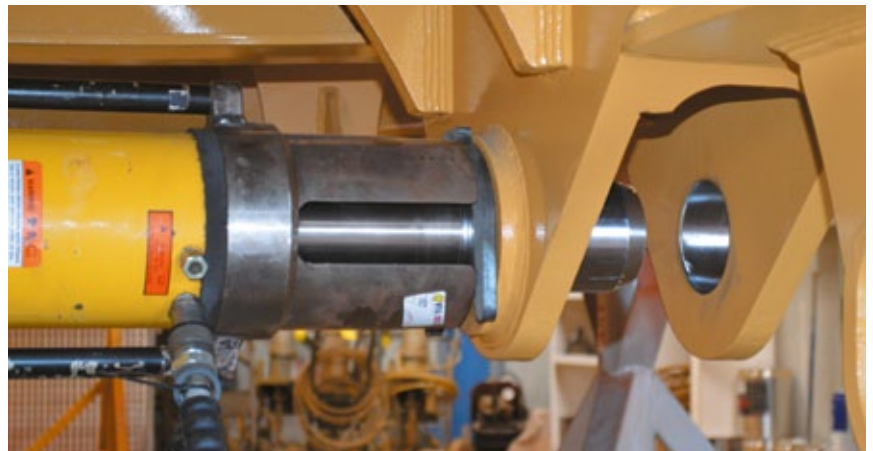
The device is connected to the truck body whilst the body is safely on the ground. When the body is positioned over the truck chassis, cameras allow an operator located well outside the footprint of the tray to direct the crane operator and finally to press some dummy pins into the bodies pivot. Once this is complete, the load is no longer "suspended" and a person can go under the footprint and insert the pins. Similarly, in reverse when removing the tray, the device will push the pin partially out and allow the crane to take the load.

DT HiLoad Australia CEO, Richard Lang, said that the company has a continuous improvement and innovation culture. Employees such as Aiden Raftery and Ray Ewen, who worked extensively on this project, come from both practical and engineering backgrounds which make a strong team.

This device is a significant step in achieving the goal of never standing under a suspended load. This is DT HiLoad Australia's first move into the crucial safety product aspect. Traditionally the company has manufactured and excelled at products focused on productivity improvements.

Lang also said that the company would continue to travel down the innovation path as this is part of their company culture.

For further information or sales of the Pin Insertion and Extraction Device please contact our Sales and Marketing Manager, Steve Turner on 0419 949 363 or by email; sturner@dthiload.com



INVESTING IN EFFICIENCY TO CUT COSTS – Richard Lang



HOLD THE PHONE – Why do companies cut CAPITAL EXPENDITURE (Capex) in tough times?

In this difficult environment we are all managing costs down in order to accommodate lower commodity prices and face the challenge of remaining profitable. In many mining companies Senior Executives have sent the instruction out saying “NO MORE CAPEX”. A wave of conservatism in spending is prevalent in the industry and capital expenditure is often the first point of cost reduction.

This is always a good starting position to get control of the ship in the storm, especially while the cost slashing period is on. Now we come to the period where prudent capital needs to be spent in order to reduce costs further. That’s right – SPEND TO SAVE!

One area in mining operations where costs can be cut is haulage. As can be seen from the table below, haulage costs are a significant portion of total mining costs.

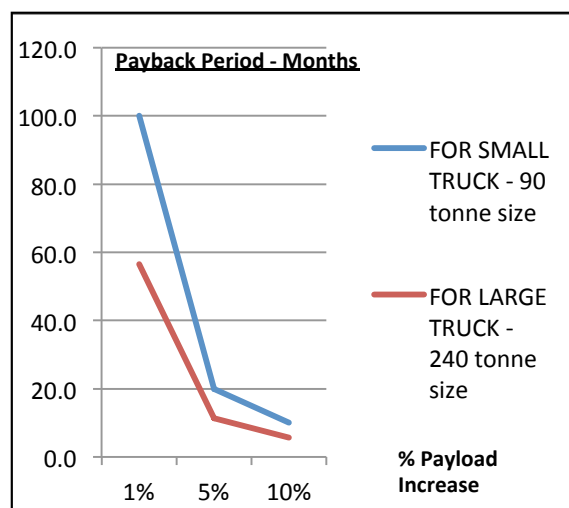
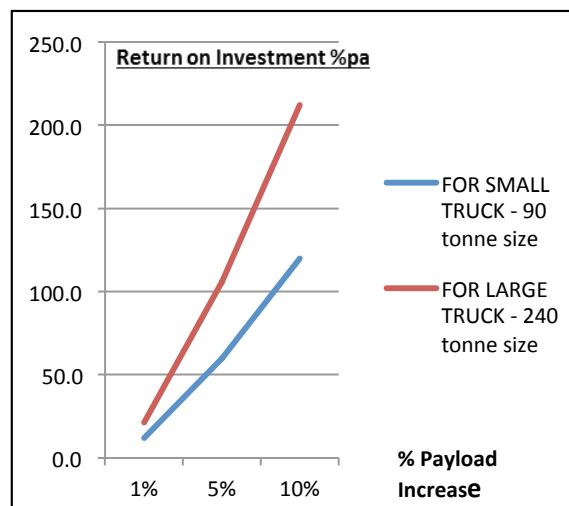
TYPICAL OPEN CUT MINING COSTS

Haulage	32%
Drill & Blast	25%
Loading	17%
Other	26%

What tends to happen when the ‘NO MORE CAPEX’ instruction comes down from on high is that people take that as a golden rule when in fact a new investment could be a very wise, cost-saving move. In many industries there has been enormous capital expenditure in an effort to reduce costs and increase efficiency.

In the case of DT HiLoad’s customers there is a significant cost saving to be made by investing in new equipment that delivers significant productivity improvements. Looking at the case below (within all of the rules given by the Original Equipment Manufacturer) an investment in new Hercules dump truck trays can be paid back in less than six months. This is not just theory. It is a provable fact as it has happened for Hercules owners.

Changing out a perfectly good tray on a haul truck and replacing it with a more efficient Hercules tray will achieve productivity increases in line with those below.



The graphs show that there are huge returns in making this investment. That is why we have so many repeat purchase customers. Ten percent (10%) increase is definitely achievable on a 240 tonne truck and with that you will get a return of over 200% per annum.

Thinking about that in another way, the payback period of a 10% payload increase is six to ten months!

Even a 1% increase in payload will give in excess of 20% return i.e. a payback of five years (60 months) or less on a large truck. An attractive return in this low interest rate environment.

This shows up another point relating to management of haulage. Many people say “Oh don’t worry about adding a couple of tonne in body weight” or they will dismiss a three tonne body weight advantage in assessing an investment. Economic analysis shows that these matters do matter!! That is why there should be close discussion between the mine and DT HiLoad Australia when specifying a tray purchase.

The Hercules tray is designed by DT HiLoad Australia site specifically for each customer’s application and can achieve these productivity gains.

To discuss hiring or purchasing the Hercules tray and increasing your productivity contact -Steve Turner – 0419 949 363 or sturner@dthiload.com

DRILLING TOOLS AUSTRALIA EMERGENCY - Grant Baguley



Drilling Tools Australia (DTA) were recently called upon to spring into action to complete their first Original Equipment Manufacturer (OEM) certified repair to API 16D conformance.

The Queensland DTA Service Centre received an urgent call from one of our major clients with a rig down situation - their BOP closing unit (Kooomey HPU) had been dropped off a truck in the field. This unit was one of the largest and most complex operating in Australia. As DTA is one of the only distributors of these units in Australia, and has the capability of repairing equipment of this magnitude locally, our client turned to us. We were tasked with the job and asked to carry out the repairs with urgency. Our service centre quoted the job and with a lead time of seven to ten days pushed onto us by our client it was a huge task.

The service team broke into a double shift arrangement so we would not be working on top of each other and to maintain safety standards. In order to meet our agreed timeframe the repairs started almost immediately. All up the repairs to the Kooomey, including testing to completion, API certification and signing off by our Original Equipment Manufacturer (OEM), Consolidated Pressure Control (CPC) in the USA, were completed in six days, with over 200 man hours required.

The report itself was over 280 pages long and consisted of NDT testing, calibration, manufacture of parts, certification of replacement parts, photographs, pressure tests of each component and circuit and electrical dossier, to mention a few. Our client commented on the high standard of the report and depth of documentation. They also commended the DTA Service Centre on the ability to service these units locally under the API 16D certificate of conformance without flying contractors in from other parts of the world as they have done previously. Knowing they have a local Australian company they can rely on, with local product support has helped build even stronger relationships with a key client.



AMS WINS TWO INTERNATIONAL AWARDS - Dave Radosevich

During 2014 African Mining Services (AMS) was presented with not one but two international award trophies for quality and excellence. The awards are offered by the Global Trade Leaders' Club. This is very significant recognition of the way that this Ausdrill business carries out the work that they do in Africa, and the very high regard in which they are held throughout the business community.

PARIS 2014 (France)

On March 10th, the International Trophy for Quality was awarded during a ceremony which was celebrated at the Paris based Hotel Méridien Étoile. The event brought together businessmen from many countries and from different industrial sectors. More than 40 companies were awarded with this prize.

The International Trophy for Quality was created with the purpose of recognising the effort of all those companies fighting in the field of quality. It is awarded to the most distinguished firms in every industrial field.

The celebration was presided over by the Secretary General who shared the head table with ambassadors, ministers, embassy officials and world financial consultants to Governments from many countries of the world.



Trophy for Quality



Phil Crompton receiving the Award in France.



Madrid 2014 (Spain)

The award in Madrid was the International Award for Business Excellence. This was held at the Hotel Melia Castilla in the heart of Madrid.

This award is to distinguish companies from a wide range of industries, whose products and or services deserve recognition in their respective fields. The award is open to companies from over 35 countries.



Trophy for Excellence

AMS was chosen to receive the award this year in conjunction with a wide range of companies from fields as diverse as the banking sector, retail sector and manufacturing. There were about 18 companies awarded at this event.

At the award AMS gave a short presentation showcasing the services it offers, and highlighting the fact that they are continually striving to improve the quality of their services.

Both ceremonies were attended by Phil Crompton, the Operations Manager of AMS who very proudly accepted the awards on behalf of the company where he has worked for over 25 years.



Phil with the Trophy received in Spain.

BTP CERTIFIED TRANSPORT FRAME – Richard Alexander



BTP has a proud record of providing a product that gives our clients more for their money. From this culture grew the desire to set new standards in the way we package and transport our products and the products of our customers to ensure that orders are packed, dispatched and delivered in prime condition and ready to go on arrival at site.

Evolution then insured safety became our main focus in both transport and component position for the safest transition from the stand to the machine.

Our transport stands are another BTP group innovation that ensures our parts arrive safely and in the same condition they left our facility.

Safer on site

Some parts, like tracks, are extremely heavy, awkward to handle and difficult to store. Our extensive range of certified transport stands have been designed to not only make transition from the stand to the machine more efficient, they have also been designed to make the transition safer for everyone involved.

Get the parts you paid for

Parts that arrive on site damaged can result in costly downtime and additional expense for both BTP and our clients. Our transport stands set new standards for how parts are packaged and delivered. From heavy-duty stackable group transport stands that make bulk storage more cost efficient, to completely sealed component stands that protect critical parts from the elements.

Custom fitted ID tags are also fitted to the frames to improve efficiency and for everyone's convenience.

Customer transport stands

If there is a particular requirement on a given site for the delivery of parts and components we can design and customise our stands to suit each customer's specific needs. All are certified and reach the highest of safety design and building standards.

Transport stands that are currently under development include; D10T track frames, D11T track frames, MT4400 front wheel groups, PV271 track groups and a full range of Liebherr components.

BTP Group is proud to give all companies that are focused on safety and efficiency in the work place the benefit of our knowledge from years of experience and development.



BTP OPEN DAY – Kerrie Livingstone



A fun day was had again this year at the BTP Company Open Day. Held in early April at Hazelmere Mother Nature laid on a beautiful sunny day. This year record numbers enjoyed the abundance of activities and entertainment on offer (not to mention the very popular show bags that every child received on entry).

We had colouring competitions with great prizes on offer (and the quality of colouring in made the judges jobs pretty tough), bouncy castles, teacup & saucer ride, a shooting gallery and of course a face painter who was kept busy all day.

For the bigger kids there was an impressive display of hot rods, street cars and motorbikes and of course our impressive loaders and haul trucks which gave the FIFO workers an opportunity to show their kids what type of machines they work with onsite. We drew two lucky winners every hour who experienced the ride of a life in these very large vehicles.

The highlight of the day for the boys (big and small) was the custom-made mini digger. We held a competition to scoop the heaviest payload and the winner was ten year old Riley Smith from Canning Vale with an impressive payload of 16.3kgs!

DT HiLoad had a display stand and even got a few good leads on the day.

A big thank you goes to all the volunteers who helped make the day a success and with the post event feedback being so positive we look forward to doing it all again next year.

See you there.



A DAY IN THE LIFE OF A DRILLER – James (Jimbo) Crawford

Drilling is often seen as a good way to make the big bucks, but it is not as easy as it may seem. Ausdrill's drillers work long hours in often difficult conditions. Searing heat and freezing cold are common in the bottom of the pit. The hours are long and the work is never ending. Jimbo (James Crawford) is a very experienced driller and has given us an insight into a typical day on the job.

4:00am Out of Bed.
4:45am Boots on drive to work.
Stop at shop for smoko.
5:30am PSI what will today bring.
5:45am P/start ute drive into pit. Via sea container.
6:00am P/start rig walk pattern hope n/s has not stuffed up.
6:30am Start drilling every hole to be collar pipped.
10:00am Refuel.
11:45am Tram rig out of pit for blast.
1:00pm Sitting in ute at blast guard.
2:00pm Tram rig back into pit start drilling again.
2:45pm Call fitter down to fix blown percussion hole.
3:30pm Up and running.
4:45pm Service rig with service trailer and refuel.
5:00pm Drive out of pit via sea container.
Restock back of ute.
5:30pm Home time.
6:00pm Chill. First VB. life's normal again!
Till 4am tomorrow anyway.



KEY (To explain the driller jargon)

Smoko - Pull up a pew...have a break
PSI - Chin wag in the morning - plan the day and hand over
P/start - Check the drill before cranking it up
Pattern - Lots of dots on the pit floor to show driller where to drill
Collar pipped - Drill wet broken ground and put a small pipe in it to hold it the hole open (Hate that job).
n/s - The night shift guys that worked my rig while I was asleep
Blast - Watch your hard work go up in dust
Blast guard - Stop...go no further
Tram - Walk the drill (On tracks - not wheels)
Pit - Big hole in the ground
Fitter - Spanner Engineer

LAMBERT ZORMELO – OUR VISITOR FROM GHANA – Brad Loan

Ausdrill has developed a considerable pool of talent, training and expertise over the 24 years that we have been operating in West Africa. To further develop the skill base that we have in Ghana, a program of hosting African employees in Australia has been undertaken in an effort to further the training of key employees.

Over three months in 2014 Lambert Zormelo has been living and working in Perth. Lambert came to the Canning Vale head office to work with Matt Lucas, Ausdrill's General Manager of Technical Services.

Lambert arrived in Perth in August and headed home to his family at the end of November.

Lambert's role within African Mining Services Ghana (AMSG) is Mining Engineering Superintendent across mining operations in the county of Ghana.

Lambert stayed with Ausdrill's hostess extraordinaire, Taanya Burrow's whilst he visited us and has enjoyed many different experiences including AFL footy, basketball, BBQs, movie nights and he was also lucky enough to see Robbie Williams and Kanye West at the Arena. He already had quite a few friends in Perth and spent his weekends catching up with them and attending a local Church every Sunday.



Lambert and Matt hard at work in training under Taanya's watchful eye.

A chat with the gentleman:

How did this opportunity arise?

"Kavs (John Kavanagh, GM of AMSG) originated the program. He wanted to see Ghanaians talent developed. He selected some mining engineers to be part of this career and educational development program. It's actually a good initiative to do this and it encouraged other engineers to be part of the AMS team.

What has it offered you?

"It has been a nice experience as regard to exposure to everything; facilities compared to Ghana, the Ausdrill people, the company culture and the training I have been given."

What will you take back?

"Understanding how the job is priced. It is vital for operating on the site. I now understand what goes in and what goes out. Before I worked on the job but didn't actually understand the money side of our operation. Now by looking at the model we use I will be able to tell others what has been allowed for in this job and what has not."

How may this change the way you operate?

"Knowing this background will mean that I will always know what is allowed in the pricing and will help to make sure that we did not go over."

What impact has your three months in Australia had on you?

"The biggest experience was driving on the wrong side of the road, and seeing that the differences between the ways each country operate are so vast; the law, police presence, road traffic and traffic offences."

Lambert returns to West Africa with a bank of knowledge and skills that will only add to his extensive experience with Ausdrill. He returns to his family in Tarkwa. His wife, Georgina and three kids, Christopher (7), Vincentia (5) and Henry (3). He also has taken home a few extra kilos both in gifts and a little excess weight (which he was hoping to lose while he was here but the food was too good).

EDA WINS CONTRACT WITH HERITAGE IN PNG – Joseph Brown



Ausdrill subsidiary Energy Drilling Australia (EDA) has won its first-ever international job, securing a contract with Heritage Oil Limited in Papua New Guinea (PNG).

EDA will commence the drilling of two exploration wells at Heritage well sites just outside of Madang Province in northern PNG.

Preparation for the drilling program requires a major logistics operation. The drilling rig, a Schramm TXD200, has had to be shipped by barge more than 3,000 kilometres from Brisbane to the port of Madang, where it will then be transported via road, utilising a local trucking company.

Work under the contract – which is EDA's first with Heritage Oil – is expected to conclude by early January 2015.

EDA Business Development Manager James Tuohy said the company was looking forward to the partnership with Heritage Oil in its exploration drilling program.

"Winning our first international job is a very significant step for the business," Tuohy said.

"While this project is not without its challenges in terms of getting the rig to site, along with our crew, we are confident that our experience in Australia's key energy regions over the past five years will put us in good stead to carry out this project in a safe, timely and effective manner for Heritage Oil."

The Schramm TXD200, imported from the US in late 2011, was the second rig commissioned by EDA.

To date EDA has successfully completed drilling programs for some of Australia's largest energy companies operating in the Galilee, Surat and Cooper Basins and the South Georgina Field, offering both drilling and well servicing for projects at varying stages of completion.

EDA has achieved considerable growth, increasing its fleet from one rig to four, including its newest – a high-tech Schramm T500XD Telemast which was mobilised in August for Senex in the Cooper Basin.

WORKING AS A TEAM TO INCREASE PRODUCTIVITY

– Ash Carey

Ausdrill Limited Kalgoorlie – Fastest uptake of new travel booking technology

Recently Ausdrill went through a comprehensive review of its travel management services which took 14 weeks to complete and initially involved 12 vendors ranging from the largest providers in the world down to Australian-based boutique providers.

As a result of these intense negotiations we came out the other side more than \$400,000pa in front of our current position, with even more to be saved if we hit a few set integration milestones offered by the successful vendor.

The idea is that we would move away from a manual booking system to a more high-tech cutting-edge online system, which have both productivity and cost reduction dividends. The goal was to achieve a consistent 50% of bookings being placed online for a 10% fee reduction, and 75% of bookings online to achieve a further 5% fee discount.

As we were starting out at a near 0% online booking level, the change process was not going to be easy. Our initial estimates were that the transition would take at least 18 months to get to the 50% mark, and two years to get up to 75% consistently. These were realistic numbers based on other comparable businesses that had undertaken similar changes in the past.

In comes Robyn Fowler, our esteemed and dedicated Maintenance Administrator in the Ausdrill Boulder workshop. Robyn has achieved



Robyn Fowler at the Boulder workshop.

94% in her first quarter and has singlehandedly enabled the Group to hit its 50% target in the first quarter! Due to the volume of orders and her compliance to the new process, she has saved the group around \$10,000 per year through fee reductions, and we are well on our way to achieving the next milestone of 15% savings if we follow our current trends.

Robyn is deserving of this acknowledgment as well as the whole team at Ausdrill Kalgoorlie who are, as usual, doing their part to reduce the operating costs for the whole Group and should be applauded for their efforts.

AN INNOVATION IN PURCHASING – Chris Santa Maria

Ausdrill is currently implementing an eProcurement and spend-management platform called Coupa. Coupa will be rolled out to Drilling Tools Australia (DTA), Drill Rigs Australia (DRA) and Ausdrill International and Management Services (AIMS) in early December 2014.

It will then be implemented across other companies in the Ausdrill group starting early next year. Training and help guides will be provided to all Coupa users prior to the implementation at their company.

Coupa will greatly enhance the experience and efficiency of Ausdrill's P2P (Procure to Pay) process. Searching for items and submitting requests will be as intuitive and as simple as shopping online ("search like Google, buy like Amazon").

The approval process will not only become more transparent but also smarter:

- approvers will be able to approve orders in the Coupa system, directly via email, or on their smart-phone using the Coupa App;
- approval chains will automatically update according to what is being requested and the cost of the request; and
- approval delegates can be set easily.

The new system will dramatically reduce the occurrence of variances between purchase orders, deliveries and invoices. Its reporting functionality will also provide a number of significant benefits, including:

- dashboards and alerts to control budgets;
- the ability to easily export transactions to Excel; and
- the ability to schedule reports.

The implementation of Coupa will also enhance the interaction between Ausdrill and its many suppliers. In particular, it will provide improved capabilities for setting up and managing supplier contracts. Suppliers

will have the option to choose how sophisticated their level of integration into the Coupa system will be.

Through the Coupa Supplier Network (CSN), suppliers will be able to see a list of all their Ausdrill purchase orders, track order statuses and manage their own catalogues. Full integration will enable suppliers to automate their purchase order and invoice processing with Ausdrill.

For more information email coupa@ausdrill.com.au



KALGOORLIE BOULDER

The Home and Heart of Ausdrill



Ausdrill is a company with its heart in the Goldfields of Kalgoorlie-Boulder. The culture comes from the old ways of Kalgoorlie and many of the people, who work for Ausdrill right across the group, are either Kalgoorlie-Boulder people or have spent time living and working in the Goldfields.

They may have moved to the big smoke or moved with their careers to our overseas operations but the Kalgoorlie in them is still very much a part of them and as a result a huge part of what Ausdrill is.

The strong presence of Ausdrill Ltd, operating for the entire 25 years of our history from the Boulder yard in Forrest St, has been a major pillar

of the strength and growth for the company. In fact the Boulder office is often called the 'Engine room of Ausdrill'.

The people are characters and the traditions are entrenched. At all times the core values amongst the Boulder team are:

- Get the job done, whatever it takes.
 - We are contractors so the clients' needs are our top priority.
 - Teamwork matters.
 - What Brian Mann doesn't know isn't worth knowing.
- And most importantly:
- Communication is the key to success.

AUSDRILL D&B SITES – Brad Loan

Ausdrill Limited is one of 17 businesses that operate under the Ausdrill banner. Limited, as it is affectionately known, is the business that was initially Ausdrill and started in Kalgoorlie and from there the Ausdrill group of companies has grown over 25 years. The fiercely proud long-termers in Ltd say that it remains the “Engine room of Ausdrill”. Brian Mann, the General Manager of Ltd has worked from the Boulder office for most of Ausdrill’s 25 years.

Ausdrill Ltd can be divided into two main divisions; exploration and drill and blast. Brian Mann heads the exploration side of the operation (in addition to his GM role) and John Geary (Kiwi) heads the drill & blast.



OPERATIONS IN THE KALGOORLIE-BOULDER AREA:

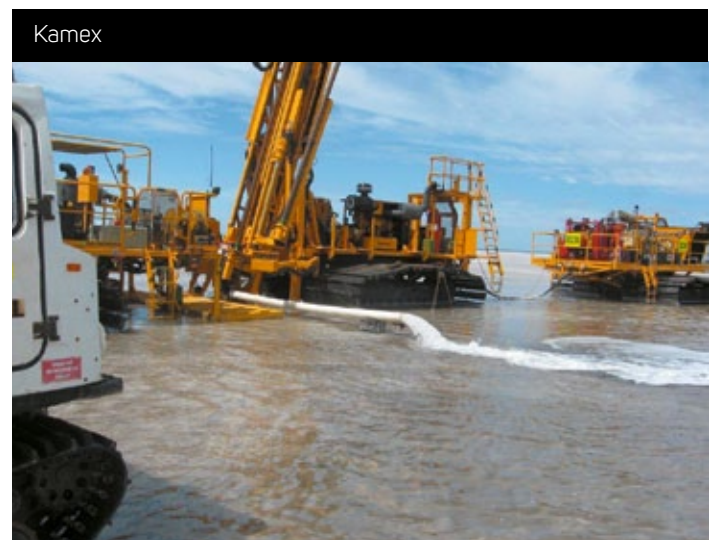
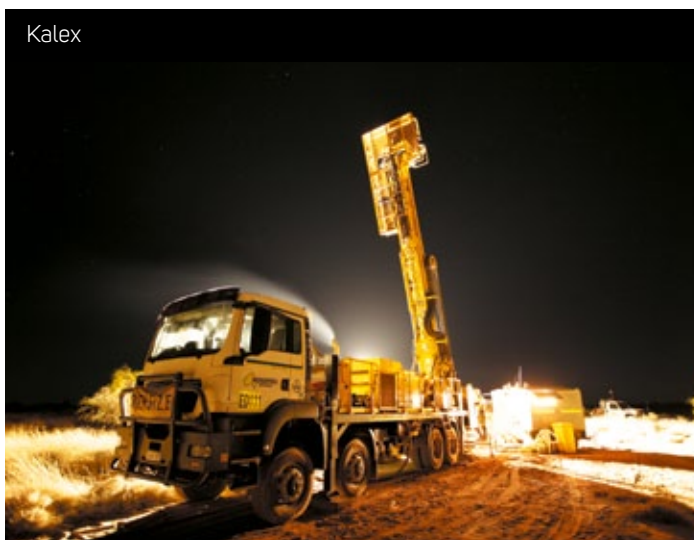
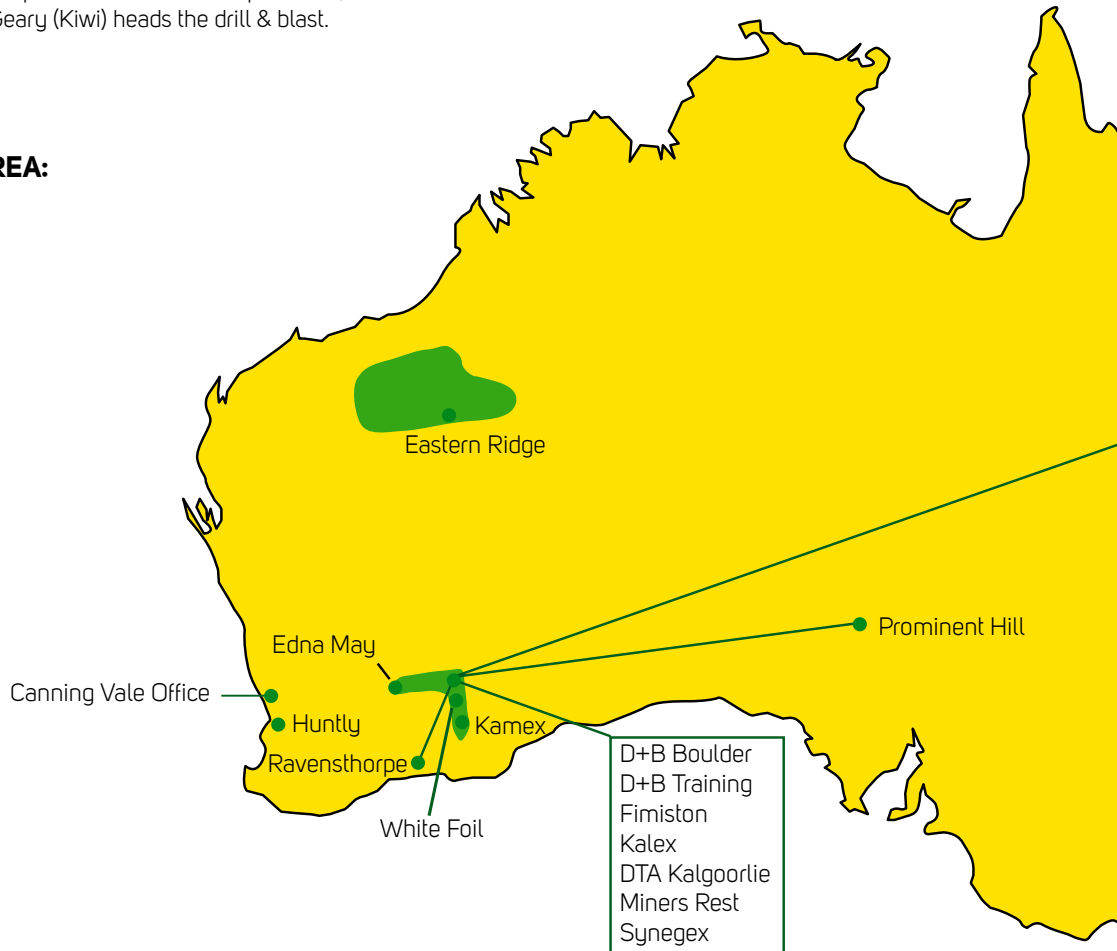
- Support
- Boulder maintenance
- Boulder stores

OTHER AUSDRILL BUSINESSES IN KALGOORLIE-BOULDER:

- DTA Kalgoorlie (Remet)
- SynegeX
- The Miners Rest

AUSDRILL LTD SITES NOT LOCATED IN KALGOORLIE-BOULDER:

- D&B (Canning Vale)
- Huntly (WA)
- Eastern Ridge (WA)
- Ensham (Qld)
- Prominent Hill (SA)
- Ravensthorpe (WA)



Blast hole rigs in Ensham

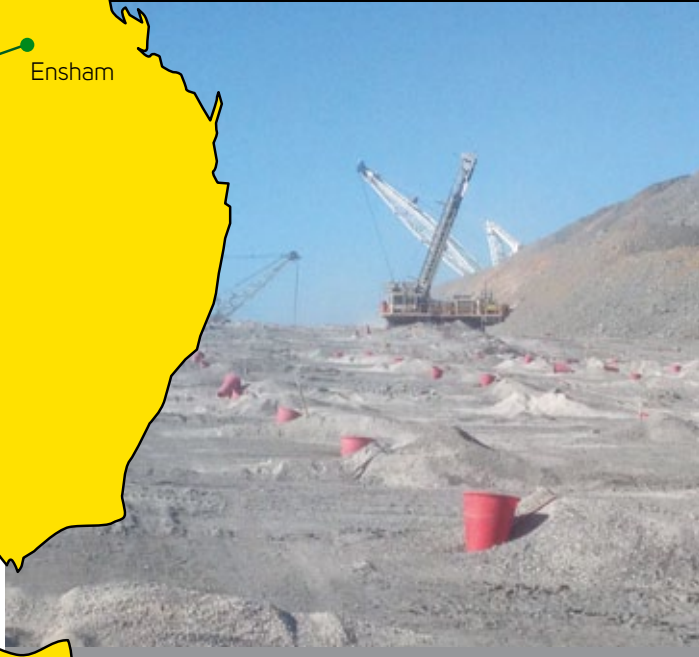


White Foil



Ensham

Ensham



Fimiston - KCGM Superpit



Ravensthorpe



Prominent Hill



THE SUPERPIT - A 24 year partnership between Ausdrill and KCGM



In 2014, Ausdrill celebrated 24 years working in proud partnership with one of Australia's largest gold producing mines.

The Fimiston Open Pit, more famously known as the Super Pit, which is managed by Kalgoorlie Consolidated Gold Mines (KCGM) Pty Ltd for Joint Venture Owners Newmont Australia Pty Ltd and Barrick Australia Pacific, is located at the southeast corner of the City of Kalgoorlie-Boulder, some 600 km from Perth in Western Australia.

Ausdrill's strong working relationship with KCGM dates back to the late 1980's as drill and blast subcontractors to Roche Brothers who were the main earthmoving contractor at the time. Ausdrill started with a Tamrock 500 cabless drill increasing the number of machines as the site progressively got larger.

By the mid 1990's KCGM had become an owner operator site requiring a 'round-the-clock' support service to which Ausdrill became a direct contractor and purchased a fleet of Ingersol Rand DM45 platform rigs. These were later replaced by a fleet of Driltec D45KS rigs which are nearing the end of their life. Fimiston has over the years presented some unique challenges which lead Michael Crocker, our esteemed Group Engineering Manager brought up in Leonora district to design and build the first probe drill DRO76 (Tamcat). The success of this machine led to the Crockcat. These were the originating models for what Drill Rigs Australia builds today which comprises most of the current fleet on site.

The site has had some very sad times which have bonded the crews together and some very happy times, of which I am sure there will be many more. A lot of long term employees can claim at some point they came through the Fimiston operation giving them a solid base for their future.

Ausdrill's two current contracts at KCGM are to provide production and RC drilling services with a fleet comprising two DK45 Blast Hole Rigs, five specialised Longreach Down Hole Hammer Production Rigs, one Pantera 1500, two Custom Longreach Top Hammer Rigs, three Rock Commander Down Hole Hammer Longreach's and two DRA600 machines.

This is supported by a service fleet of 19 light vehicles, three service trucks, nine lighting towers, one boily truck and a rod truck to maintain

a constant supply of fuel, oils, water, welding repairs, materials and drill consumables.

Since commencing drilling at the Super Pit Ausdrill has drilled 29,544,469.9 metres under our drill and blast operations and 258,501 metres in the grade control area.

Overall, the onsite team consists of 104 employees, with 19 drillers on each of the three crews, and maintenance and administration personnel making up the remainder. The majority of the team work a seven on and three off, seven on and four off continuous roster of 12 hour days.

The team is led by Project Manager, Luke Phillips who has been with Ausdrill for the best part of eight years and has been overseeing the project for the past 12 months.

Over the last two years Ausdrill has been working to transition the fleet from a Platform based to a Longreach based production and ancillary fleet, with the incorporation of DRA 330 Rock Commanders for multi task drilling solutions. This change is expected to deliver increased penetration rates and versatility of the machines enabling them to swing from a production based role to an ancillary role within two hours' notice as well as keeping operators a safe distance from underground workings.

Along with productivity improvements, Ausdrill has maintained a consistent focus on safety cultures and behaviours on site. This has seen the team accumulate more than 3100 working days without a Lost Time Injury, supporting KCGM's motto of Home Safe Every Day.



So what does the future hold for this winning partnership? According to Luke, it's the ongoing delivery of a safe, efficient and innovative service to KCGM, with a focus on continuous improvement.

"It's no secret mining is suffering from the ever increasing cost pressures and while we can't change commodity prices, we all can improve the efficiencies to deliver a better result. Meeting these challenges requires some fresh thinking and adaptability on our part".

Most recently we have embarked on a project with KCGM to look at opportunities to increase efficiencies across the site. The project is known as 'Full Potential' to identify areas to value-add and reduce costs across the overall site.

One project is the Rock Commander 330 remote drill. Whilst remote has been done before with one of the DM45 rigs, this time round the machine will have more versatility than before.

Other Ausdrill project initiatives include:

- Implementing a super foam trial to increase loadable holes in broken ground areas;
- Establishing an in-pit caravan (crib room style set up) to reduce transition times by up to 100 hours per month;
- Undergoing a probe trial with Rock Commander 330's to reduce lost consumables in void areas.

These are just some examples of being adaptable to meet the needs of the client. But at the end of the day, the only way we can strengthen our performance is with the whole team on board. We can proudly say that everyone on site has embraced the changes and are working together to deliver results for Ausdrill and the client.

In our own way we are rising to the challenge to deliver what is required to ensure that the relationship remains a strong one for a long term outlook.

REBUILT RIG ENGINE DONATED

– Brendan Evans



As the principal provider of TAFE training in the region, Goldfields Institute of Technology has always enjoyed a strong working relationship with Ausdrill.

Initially as the provider of TAFE training for our many apprentices, and more recently in a partnership assessing our trade upgrade program for employees to gain higher qualifications.

This relationship was further enhanced recently with two donations of equipment by Ausdrill to Goldfields Institute. The first, a mounted final drive unit and the second, a mounted and running CAT C11 engine from a Tamrock Pantera Drill Rig.

A running engine makes an invaluable contribution to the TAFE's teaching program as it gives students the opportunity to work with operating engines and all their ancillary systems, including fuel, electric and most importantly, Electronic Engine Management systems.

A team of Boulder maintenance staff, including boilermakers, spray painters, auto electricians and fitters all worked together to produce the engine and stand assembly which was delivered to Goldfields Institute's Program Manager of Industry Services, Mitch Brennan.

*L to R,
Louise McAvennie, GIT Apprenticeship and Traineeship Officer
Mitch Brennan, GIT Program Manager, Industry Services
Greg Selleck, Maintenance Manager, (Ausdrill Goldfields)
Brendan Evans, Maintenance Training Coordinator (Ausdrill Goldfields)
Nick Brown, Senior Field Service Fitter, Ausdrill Goldfields Drill and Blast (and one of the first candidates to complete a trade upgrade apprenticeship)*



**GFT25 FINAL DRIVE ASSEMBLY
FEATURING THE REXROTH A10VT MOTOR**

AS FITTED TO TAMROCK OPEN PIT BLAST HOLE DRILL RIGS

**DONATED BY
AUSDRILL**



**PROUDLY SUPPORTING
APPRENTICESHIP TRAINING IN THE GOLDFIELDS**

AUSDRILL GROWING UP

Ausdrill first started in Kalgoorlie when our Managing Director, Ron Sayers, looked at the opportunities that he saw in the Goldfields of Kalgoorlie-Boulder and realised that drilling contracting was an industry that, with his background and experience, presented great opportunities.

Founded in **1987**, Ausdrill started life in a very small way as a back yard operation in central Kalgoorlie with very few staff.

In **1988** Ausdrill purchased Tara Drilling and moved into their office/workshop complex in Clements Way Boulder and we were awarded the Fimiston blast hole drilling contract by Roche Brothers.

In **1989** the assets of the drilling division of Seltrust Mining / BP Minerals International were purchased.

In **1991** the first major expansion of Ausdrill was launched by forming Ausdrill Ghana – operating in five West African countries.

1992 saw operations commence in South America and in **1993** West African Mining Services began operating in Ghana.

Ausdrill was floated on the Australian Stock Exchange in February **1994** and moved part of the Kalgoorlie operations to premises in Kewdale WA.

1996 was a significant year for Ausdrill as the assets of Western Mining Corporation (WMC) Exploration Drilling Division were purchased in July. In addition, Ausdrill also purchased the assets of the drilling department of the WMC Kambalda based nickel and gold operations during this year and entered into an alliance with Eltin (now Henry Walker Eltin) to form African Mining Services (Ghana) a 50/50 joint venture company.

In **1997** Ausdrill acquired Major Drill who was a specialised lake drilling service. This year also saw the introduction of service awards across the Ausdrill group and new Perth offices being built in Kewdale.

A joint venture was formed in **1998** with Henry Walker Eltin to form African Mining Services Tanzania and WAMS Freight commenced trading as Supply Direct.

50 percent of Diamond Communications was acquired in **1999**.

2000 awarded life of mine blast hole drilling contract by KCGM at the Kalgoorlie Super Pit in Kalgoorlie.

2003 purchased the Canning Vale complex and occupied it in early **2004**. Formed Ausdrill Northwest and acquired 50 percent of Remet Engineers in Kalgoorlie.

2004 commenced Drilling Tools Australia.

2007 brought the formation of Ausdrill Mining Services in Australia and Drill Rigs Australia. We acquired the Miner's Rest Motel and formed a joint venture with Barmenco to form African Underground Mining Services.

2009 acquired Synege Holdings, entered into a joint venture to form Energy Drilling Australia and acquired the Brandrill operation.

2010 formed MinAnalytical Laboratory Services Australia.

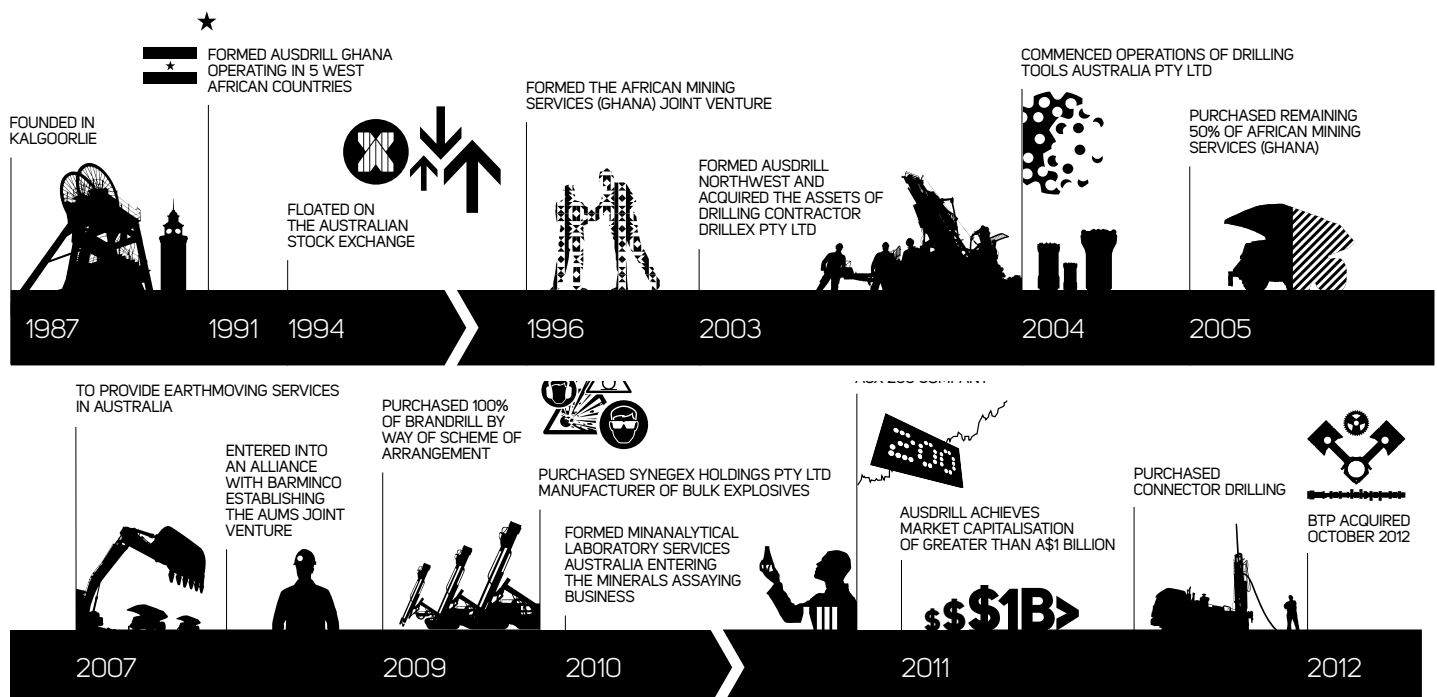
2011 acquired Connector Drilling.

2012 acquired Best Tractor Parts.

The growth of the Ausdrill group from a small business to a significant group of companies servicing the mining industry has happened over our 25 year history. A strong, Australian owed entity, Ausdrill is now an integrated mining and energy services group providing exploration, mine development, surface and underground mining, manufacturing, energy and infrastructure services globally.

Global yes, but still with its heart in Kalgoorlie- Boulder.

KEY MOMENTS IN AUSDRILL'S HISTORY



INTERNATIONAL HOCKEY IN THE BUSH - Peter Chisholm



AUSDRILL HOCKEYROOS PLAY JAPAN IN KALGOORLIE

Following on from last year's highly successful Ausdrill Hockeyroos' trip to Kalgoorlie, Hockey Australia, Ausdrill and the Department of Sport & Recreation stepped it up a notch this year.

This year saw two fully sanctioned international hockey tests between our Ausdrill Hockeyroos and the Japanese women's team "the Cherry Blossoms". The first two games of the five test series kicked off in Kalgoorlie on Friday and Saturday 21st and 22nd March 2014.

This event was huge for Kalgoorlie, being the only regional area to host fully sanctioned international matches, and a first for Kalgoorlie for as long as anyone can remember.

It had been quite a while since the Hockeyroos and Japan had played each other, so it was a good chance for both teams to check each other's tactics having been drawn in the same pool in the World Cup later in the year.

The Hockeyroos travelled up on Qantas on Wednesday evening and settled into their hotel at the Quest Yelverton.

Thursday morning it was off to breakfast at the Kalgoorlie Hotel where the staff and owners did an amazing job throughout the five days with awesome meals. From 9am to 10am the team had a light training session getting familiarised with the local surface (even though they had played there the year earlier).

After training the team conducted training sessions for 12 local schools and around 150 local students at the stadium. This was a great opportunity for young children to try out hockey with Olympic athletes and I'm sure that there will be some future Olympians in the making who will one day mention they were inspired by these training sessions. Only time will tell.

Thursday afternoon there was a more serious training session from 3pm to 5pm. In the evening the team was welcomed to Kalgoorlie/Boulder with a civic reception held at the Kalgoorlie Town Hall. There were a few speeches welcoming the team and an opportunity for dignitaries to chat with the players.

Friday was game day. Following another wonderful breakfast the players had a team meeting that a couple of lucky Ausdrill staff were allowed to sit in on. Unfortunately it's a bit like "Fight Club" so we can't tell you what went on in there.

After another light training run it was off to the Ausdrill Boulder offices for lunch with the Goldfields employees. Once again Billy Jackson and his team of hard working helpers excelled themselves cooking a magnificent lunch. A lot of the players mentioned they couldn't believe the lunch was better than last years, given how good the previous years was.

Hockeyroos

Friday night and it was game one versus Japan. The game kicked off at 6.30pm with around 1700 spectators turning up to cheer both teams on (but mainly our Hockeyroos). Japan had only arrived by bus Friday morning and perhaps this reflected somewhat in the 6-1 win by the Hockeyroos. But nothing should be taken away from the way the team approached the match and executed their game plan.

The EGHA should also be congratulated on the tremendous amount of work they put in to get the stadium up to international standards, and the setup made available for spectators. The work they have done can only ensure future events like this will continue to be held in Kalgoorlie.

Saturday morning saw the players conduct more coaching, this time for the local junior players at the EGHA 'Hook into Hockey' registration day. Former Hockeyroo and Olympian, Hope Munro was on hand to run this, along with the players. Following that Hope and Sarah Allanson also ran an umpires course for local umpires.

Saturday Night and game two. This match saw Japan put up a better fight but once again our Ausdrill Hockeyroos triumphed winning 3-1. The match was attended by Ausdrill Chairman Terry O'Connor and his wife, our Managing Director Ron Sayers and his wife and Ausdrill General Manager Brian Mann. Before the game an announcement was made that Ausdrill would continue to sponsor the Hockeyroos for the next two years with plans to continue further.

Ron Sayers said: "We came on board as supporters of the Hockeyroos in March 2012. Since that time the partnership has provided numerous opportunities for our staff to meet the athletes and cheer them on at a number of their matches, both in Australia and overseas. As a company Ausdrill is delighted to extend our support for the Hockeyroos, which by any measure is one of Australia's most successful sporting teams."

Mr Sayers said the partnership between Ausdrill and the Hockeyroos worked well as the two organisations shared many core values. "For us as a business it's all about working hard, applying our skills to perform at the highest level and above all working as a team. The Hockeyroos display these qualities in abundance, and we are therefore very proud to support the team on an ongoing basis."



Hockeyroos Ash Nelson & Georgia Nanscauwen arriving at Kalgoorlie Airport.
(photo Heather Grosser)



The Ausdrill Hockeyroos hard at training at the Eastern Goldfields Hockey Stadium.
(photo Heather Grosser)

Hockeyroos

Sunday saw an opportunity for the players to relax with a round of golf at the Kalgoorlie golf course. Players were teamed up with teams of three for a four ball best ball Ambrose event. This culminated in a lunch for the players along with the Japanese players who spent Sunday morning visiting the Super Pit and Hammond Park (a local wildlife park).

Then it was back on the plane to Perth for another year.

A special mention should be made of Marg Lockhart who was lucky enough to stay with the team and travel on the Hockeyroos bus to each game. As many of you know Marg is a long term employee with Ausdrill. Something you may not have known is she's an ex-Goldfields hockey player although the game has changed a fair bit since Marg last played. She was welcomed by the team who made her feel part of the group.

Major thanks should be given to the Department of Sport & Recreation without whose support this event wouldn't have been possible. Thanks also to EGHA, The City of Kalgoorlie-Boulder, The Quest Yelverton and The Kalgoorlie Hotel who were all instrumental in making both teams feel welcome and looked after.

Thanks also to the staff of Ausdrill Boulder for putting on a wonderful lunch on Friday for both teams and displaying the very famous Kalgoorlie hospitality. Finally the staff from Hockey Australia and last, but never least, our Ausdrill Hockeyroos.



Hockeyroos and Ausdrill staff enjoy Bill Jackson's awesome lunch.
(photo Heather Grosser)



Hockey Australia's Cam Vale during the announcement of Ausdrill's continued support of the Hockeyroos.



The Ausdrill Hockeyroos in their huddle before Game 1 against Japan.

AUSDRILL PEOPLE - Marg Lockhart



Marg's Retirement

I have been asked to put a few words together regarding my retirement so here goes.

It is not many of us who can say they enjoy their work and the people with whom they work. I am one of the fortunate people who can say

my 20 year journey with Ausdrill has been both an enjoyable and rewarding experience.

I thank Ron Sayers, Brian Mann and the various bosses past and present for the opportunities I have been afforded. I have experienced a close working relationship with those around me both in Perth and Kalgoorlie and have made many life long friendships which I treasure. Those of you I have connected with either by e-mail or phone have always afforded me every courtesy.

It was with a heavy heart that I farewelled Ausdrill but am pleased to be allowed to remain involved with the Ausdrill Way, a cause very close to my heart, so I will still have contact with some of you over the next few months.

I would also like to thank you all for your kindness and support throughout my cancer journey, and fingers crossed I am one of the fortunate survivors. I know my family are grateful to now be able to spend more time with me and Darryl has on going travel plans which I can now also enjoy.

Rest assured Ausdrill and its people will never be far from my thoughts. Thank you all for a wonderful 20 years.

WELCOME TO BOULDER STORES – Mary and Sue

Ladies from Boulder Stores

The store in Boulder has for years been the beating heart of the Ausdrill Ltd. operation.

Huge volumes of parts, supplies, consumables and other assorted gear flow through the store to Ausdrill's many and remote places of operation around Australia.

The store is run by two of Ausdrill's busiest ladies who do everything with a smile and a wave. Nothing is too much trouble and they achieve their goals with energy and professionalism. They work in the heat and dust through summer and the freezing winter chill of Kalgoorlie in the winter.

The girls make sure that the store is always kept neat, very organised and probably the cleanest shed ever seen in a mining yard. Let me introduce you.

Mary Barnett

Mary is originally from New Zealand but has been in Australia for seven years with three of those in Kalgoorlie. Mary has worked for most of her career in transport, even working as a truck driver in NZ. Mary has four adult children and has ten wonderful grandchildren. "Things never run to a norm in my job. They change daily. I enjoy doing the work, meeting the different suppliers and having contact with all the Ausdrill guys on-site."

Sue James

Sue is a long term Goldfielder who has worked in stores previously and was on reception at the Goldfield's Leisure Centre for five years before coming to Ausdrill. She has two adult sons and is a happy and willing contributor to the Ausdrill team.



"I love my job. It's sort of the same but different every day. The work is interesting, the people are great and we have a bit of fun at the same time."

CERTIFICATION FOR AUSDRILL WORKERS FROM GHANA

- John Geary

African Mining Services Ghana (AMSG) has been operating in West Africa for over 20 years. During that time AMSG has built a large workforce of skilled and experienced African employees. The vast majority of people employed in AMSG are Nationals who team with a much smaller number of Australian expats.

Recently it was decided to bring three of AMSG's more senior drillers to Kalgoorlie as both a reward for long and loyal service and to put them through the Certificate Four in Training and Assessing. Under the guidance of John Geary (Kiwi) and the expert training of Bill Addink (Billa), Congo, Basha and Robert have all successfully completed their Cert. Four and are now fully accredited to Australian Standards. This level of qualification and accreditation was previously not available to employees in Africa, and gives these members of the Ausdrill family great status and the ability to pass on skills and accreditation to their fellow teammates.

Basha and Robert returned to Ghana as qualified trainers and assessors in 2013 when the first of the DRA Rock Commander drill-rigs were sent over. They have since trained all of the drillers that now operate the Rock Commanders in Ghana. Congo remains working in Kalgoorlie-Boulder at the Fimiston site as a driller.

The boys should be very proud of their achievements and the way they conducted themselves whilst in Kambalda and Kalgoorlie-



Kiwi and the boys: Osman Sekyi (Congo), John Geary (Kiwi), Adebosah Bashiru (Basha) and Robert Bayiri (front)

Boulder. I heard it said many times that they had a great skill level, great attitude and a great work ethic. They were also a heaps of fun to be around.

PROTECTION – Don't Leave home without it - Chris (Turtle) Borg

A very catchy headline I would say.

I have worked for Ausdrill on and off for the past 15 years in varying roles in the maintenance department. Currently I am employed as a maintenance trainer at Fimiston.

My name is Chris Borg but most people in Ausdrill knows me as Turtle.

After a recent experience of mine, I'm keen to promote income insurance to everyone and I'm going to tell you my story. The hope is that more people will take a minute to think about getting income protection insurance. It looks like it's expensive but let me tell you, when you get into a spot where you need it the price is cheap. It's worth every cent. My hope is that if you don't already have it you will take a look into getting yourself and your family covered.

Last year I was involved in a head on accident with another dirt bike on a windy track in Kalgoorlie. It was a low speed collision on a blind corner and I sustained a broken bone in my right foot.

I was off work for a total of two months, but I was one of the lucky ones as I had a fair amount of annual and long service leave owing. I used two weeks of both until my income protection kicked in.

I am and always have been an Ausdrill Way member but because I had organised my own income protection I didn't need to ask for any assistance (even though I was aware it was available).

My income protection paid out almost straight away even though I had a 30 day wait in my policy.

Every Ausdrill Way member needs to understand the extent of assistance available through the Ausdrill Way. It is not a financial

institution which can provide indefinite financial assistance and it certainly doesn't replace in any way having your own protection in place.

There are many income protection packages available out there so please from someone who needed it – take the time to find the one right for you and your family.

Take care.

Chris.



ST BARBARA DAY PARADE – Michele Robinson



St Barbara is recognised as the Patron Saint of Miners and a statue and fountain dedicated to her honour stands in Kalgoorlie's St Barbara's Square, in the centre of Kalgoorlie's main street. All over the world, miners carry a faith that St Barbara will protect them as they work and it is no different for the local Kalgoorlie-Boulder community where mining has been the lifeblood of the Goldfields for 100 years.

In 1999, the Eastern Regional Council of the Chamber of Minerals & Energy WA presented the inaugural St Barbara's Festival as a gift to the Goldfields community.

The now annual St Barbara's Festival has become an integral part of the annual Goldfields events calendar, solidifying the great partnership that exists between the mining industry and the local community of Kalgoorlie-Boulder.

The festival recognises the ongoing contributions the mining sector makes to the region and it is a way for the local community to come together to celebrate all that is great about living in Australia's largest regional outback city.

The event is definitely worth attending and it's one of the most unique celebrations in Australia. It's a wonderful way to experience this great community tribute to the mining industry.

The big event of the festival is definitely the St Barbara's Day Parade. The parade is quite a spectacle. Full sized open-pit dump trucks, along with other heavy-duty mining vehicles and equipment, are paraded right down the centre of town. Ausdrill has supported the parade since it began by supplying heavy duty drilling equipment to take part. It is the only opportunity that most people will ever have to get up close to machines of the scale of those used in modern open-pit mining and it's awe inspiring to see the scale of these machines first hand. Not to mention a lot of fun for all.



Ausdrill floated a Pantera rig on an Ausdrill truck

REWARD FOR KALGOORLIE PEOPLE – Brad Loan



Recently Brian Mann, General Manager of Ausdrill Ltd, generously backed a proposal to allow exclusive access to a Perth Arena show (in the Ausdrill Corporate Suite) for 18 lucky Goldfields employees and their partners. This competition was open to Goldfields employees who had been with Ausdrill for five years or longer and it was well received. The prize was two tickets to see Mrs Brown's Boys, accommodation in Perth and return transfers on the Ausdrill coach.

The Trip – Dave Hart

I work for Ausdrill Ltd (the power house of the Ausdrill group) and was one of the lucky employees who won tickets to see "Mrs Brown's Boys" at Perth Arena on the weekend Friday 4th and Saturday 5th April.

The plan was to catch the 'Ausdrill Hockeyroos' chariot of fire from Kalgoorlie to Perth but I missed that leg due to having to return from a week's work in Queensland. I got off the flying canister in Perth and went to our accommodation on Adelaide Terrace to meet up with the other winners and get sorted for the Friday night show.

The tickets to the show were to be waiting for us at the hotel's reception. Upon asking at reception we were told that Ausdrill had phoned to say the tickets would be delivered but as yet they had not. Well as you do in a crisis, it was decided to head to the bar for a few refreshments to wash off the dust from our journey. We all headed to the Grosvenor Hotel (perfectly situated just around the corner) and enjoyed a bite to eat and a cool ale or two.

As you can probably imagine, Friday afternoon in a city pub was loud and crowded so it was time to head back to see if our tickets had arrived only to be told "Tickets, what tickets?". Bruce Dixon made about eight quick calls to Brad Loan in the hope he could track them down. Brad made a quick call to Taanya Burrow who in turn phoned the Arena and arranged for all the tickets to be reprinted. During this brief time the tickets mysteriously appeared and it turned out they had been there since lunch time that day! Crisis averted so it was off to get ready for the show.

We entered the Arena, found the Ausdrill Suite, and enjoyed some nibbles and refreshments before Mrs Brown and her Boys hit the stage. I had seen the show on the squawk box but did have my doubts that the show would be as good live. I was totally wrong. That thought couldn't have been further from the truth!! I don't think



I've been so close to having LBL (light bladder leakage) in a long time. It was something special and I can say on behalf of the other lucky winners they thought so too.

Thanks to Ausdrill and those involved for making it happen.

Comments from other winners

"What a fantastic weekend away, the show was amazing and sitting in the corporate suite made it much more enjoyable being surrounded by wonderful people". Ian Basley, Fimiston

"The coach trip to Perth was just what I needed after a busy week at work, it was good not having to do the driving and being able to sit back and relax". Karen West, The Miners Rest

"The Entertainment Centre ... what a beautiful place. The corporate suite is nicely appointed and the waiter was very friendly and efficient". Bill Jackson, Ausdrill Boulder

"What a show. Laughed from start to finish (loved it)". Garry Moir, Fimiston

"We all were led to the VIP entrance and upstairs to the Ausdrill corporate suite which I was impressed with the layout". Paul Riley, Fimiston

"It was a pleasure to have been able to go with my wife and enjoy it together". Royce Baxter, Fimiston

THE AUSDRILL WAY – Brad Loan



**All for less
than a cup of coffee!**



The new Ausdrill Way Quarterly Report will now be issued to all members. The work being done to assist members is important and far reaching but unfortunately it is not something that can be discussed as it is all confidential.

The report will be sent direct to members so that all can be kept informed of the general activity of the fund. There are also indications of where the money is being spent as well as some testimonials from members who have received assistance.

The Ausdrill Way is all about us looking after each other and the report is intended to keep members in the loop so you can see that there is a great deal happening quietly behind the scenes that is helping out our people in times of hardship and tragedy.



The Ausdrill Way Quarterly Member Report

AUSDRILL



**For the period
July to September 2014**

The Ausdrill Way – Keeping you in the loop

The work of the committee of The Ausdrill Way is always done in absolute confidentiality but as members we believe that you are entitled to feedback. This report will provide information on the funds that are being distributed, where the people who are assisted work and testimonials from some of the people assisted. The Ausdrill Way is working to make a significant difference to members of the Ausdrill family across Australia.

Company Matched Contributions

This quarter

\$54,594.23

Year to date

\$173,373.0

These amounts have been matched by Ausdrill on a dollar for dollar basis and are held allocated for employee assistance.

Financial Assistance provided by Ausdrill

This quarter

\$37,681.78

Year to date

\$127,280.1

Ausdrill businesses whose members have received financial assistance

This quarter

AUSDRILL LTD
AMSG
DIAMOND
ANW

Year to date

AUSDRILL LTD
SYNEGEX
BTP PARTS
DT HI-LOAD
DRA
DTA
EDA
AMSG
DIAMOND



Member Testimonials (Names withheld)

To the Ausdrill Family.

I have had some serious health issues of the past year as I continue my fight with skin cancer. I am a member of the Ausdrill Way and honestly, without their support, my family and I would have been in extreme financial difficulty. Having had so much time off during the past 12 months with other procedures, I had no sick days and no holidays left. To me, from the bottom of my heart, thank you so much doesn't seem like enough. I am searching for something else to say, but it has not been thought of yet.

I was off for an extended period of time due to a back injury where I received help from the Ausdrill Way Assistance, which was a great relief by helping to remove the stress of finance out the equation and allowed me to focus on my recovery. But it was not just the money side of it. It was also all the other assistance I received. During this time that helped aid my recovery. Through this experience it has sealed my resolve in that Ausdrill Way is an amazing system that is there to help all employees

Discover all your benefits at
www.onefamily.ausdrill.com.au

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THE AUSDRILL WAY



With over 96% of all Ausdrill employees now voluntary members of the Ausdrill Way the success of this unique initiative is evident, not only from the level of membership, but from the assistance which has been provided. We can all be justifiably proud that we have developed a vehicle where we can all contribute to helping those of us who unfortunately face times of death, tragedy or extreme hardship. From the initial vision of Managing Director, Ron Sayers, a system has evolved where we can provide immediate relief and support to those members and their immediate dependents in need.

The Committee

A dedicated committee of six Ausdrill employees and Ausdrill Way members oversee the fund and has the often difficult task of making decisions about claims for assistance from members. This is an unenviable task and rarely easy. Some decisions are extremely difficult and complicated but all committee members have always given their all in the role and deserve our thanks. The committee stresses the point that only members can be provided with assistance in times of need and it is a small amount to pay for peace of mind in trying times.

During 2014 we have had a changing of the guard on the committee with one of our inaugural members stepping down to take on a new role, that of mother to her first child, Dusty. Amy Wainwright was nominated by Ausdrill Northwest in the initial election of members and was a significant contributor at the most difficult stage. The forming of the rules and parameters of how the Ausdrill Way was going to be taken from a great idea to a workable model. One that was fair to all. At the same time we were able to welcome our new member, Richard Kemp, from the Superpit team of Ausdrill Ltd. Richard is a long term member with Ausdrill who brings a coal face perspective to the committee that is greatly valued.

Social Fund

The fund that is the social side of the Ausdrill Way will again be put towards celebrating the Christmas season by funding the Perth and Kalgoorlie Christmas parties, to which all members are invited. This year we will again be holding an adults and a children's party. They will be a blast as we've taken a different tack this year and opted for an informal format with a huge carnival theme.

For those members who cannot attend the parties due to work rostering or geographical impracticality, the committee has decided to assist with putting on a local Christmas celebration. Those members who either work interstate or unable to attend the parties due to being onsite on the night will have funds sent to the business they work for to assist with funding local events. The social side of the Ausdrill Way does not impede on the funds available for assistance.



Farewell - Amy Wainwright, departing committee member and integral part of the Ausdrill Northwest team.



Welcome - Richard Kemp, incoming committee member and an Ausdrill Ltd. long term member at KCGM in Kalgoorlie.



AUSDRILL ANGELS – Mark Reed

Apprentice News 2014 (Ausdrill Angels)

The current economic climate has seen a reduction in the number of apprentices who complete their training being offered employment as tradesmen across the Ausdrill group this year.

We make every effort to find employment for these young men within Ausdrill and have even managed to place some as tradesmen with external employers.

Trade Certification 2014

Congratulations to the following Ausdrill Angels who gained their wings (trade certificates) in 2014.

Alex Littlely	ASL	01/01/2014
Kevin Gee	DT Hiload	13/01/2014
Tyson Rowling	DRA	21/02/2014
Daniel Shord	DTA	28/02/2014
Matthew McGillivray	ANW	03/03/2014
Jon Gevers	BHE	31/03/2014
Michael Long	DRA	29/04/2014
Jason Taplin	ASL	21/05/2014
Brody Emmett	DRA	13/06/2014
Michael McDonald	ASL	24/06/2014
Denver May	ASL	24/06/2014
James Taylor	BTP	27/06/2014
Michael Mettam	ASL	24/06/2014
Benjamin Haselgrove	BTP	24/06/2014
Bradley Garrett	DTA	24/07/2014
Luke Gibson	ASL	24/07/2014
Corey Russell	DRA	08/08/2014
Jake Lewis	ASL	10/10/2014

Alex, Kevin, Matthew, Denver, Michael, Ben and Luke are still employed with their respective businesses, Tyson has transferred from DRA to Ausdrill Northwest and is currently working in the Bullsbrook workshop. I wish the other graduates all the best pursuing their careers outside of the Ausdrill group.

Apprentice Inter Company Transfers

After a trial stint working for BTP in Hazelmere George Maher (Apprentice Welder) decided to transfer from DTA to BTP and has fitted in well. He is enjoying the variety of work that he is now being exposed too. Luke

Henderson (Apprentice Auto Electrician) was transferred from DRA Canning Vale to ASL Boulder and has settled into the workshop very well. He has a view to ending up at Fimiston assisting the two site auto electricians. Myles Fleay and Mitch Connor (Apprentice Drill Fitters) were recently transferred from ASL Canning Vale to DRA Canning Vale. Although they remain in the Canning Vale workshop they are getting exposure to working on new drill rigs and the associated manufacturing techniques.



Apprentice Performance Appraisals

The third quarter Apprentice Performance Appraisals are almost completed and I look forward to interviews with all apprentices across the group prior to the end of October.

The Donny (Apprentice of the Year Award)

The nominations are starting to come in for the 2014 Donny Award and will close 14 November. The selection process will then take place and this year's award recipient will be announced at the Ausdrill Christmas Party. Good luck to the apprentices that have been nominated.

I recently caught up with Sheldon Ostigh (last year's Donny winner) mentoring a work experience student while working on DRA's prototype Rocksapper drill rig. Sheldon is enjoying the challenge of building the new rig that the engineers designed on the computer using modelling software.

Cheers Chopper.





YOUNG APPRENTICE DEVELOPING FURTHER – Mark Bilton

Luke Newling started at Drilling Tools Australia (DTA), in January of 2006 as a young skinny lad and was shown through the workshop by his jockey dad. When first asked why he wanted to be a machinist he said "I would like to do something other than cleaning horse shit" which he had been doing since he could walk.

Luke started out in the manual section where all young first year apprentices work when starting their career. He was shadowed by Marc Jones, a First Class Machinist, who put Luke through his paces. Luke showed a great flare for machining and was thrown in at the deep end in the multi-task machine section where he quickly progressed.

Prior to completing his apprenticeship he was already training other teammates. He was a quick learner, easy to approach and always willing to help. Shortly after Luke completed his apprenticeship he moved into a programming role for the automated CNC machines. Luke happily took up the offer of travelling to Japan to visit the Mori Seiki machine sites to see how they were made and tested. These were the same machines he was programming and operating. He has also visited Israel to the Iscar factories to see the tooling side of the machines and Melbourne for the Fanuc Robot training which Luke also programmes.

Luke was put forward for the Ausdrill Frontline Management training course. He completed a continuous improvement project on using the Fanuc Robots to de-burr DTA's Drill Bits. Luke is not shy of putting his hand up to help out and is one of DTA's fire wardens.



Today Luke is the Senior Programmer and Tool Advisor for DTA and can often be found assisting in the day-to-day running of the workshop. He has won the John Egan award (DTA Employee of the year) and is coming up to his 9th year with the Ausdrill group.

Luke loves his sport, is into living a fit and healthy lifestyle (apart from an occasional night with friends). His work colleagues say he is very intelligent and can take on most jobs with ease and is seen as a role model to his peers.

LONGEST SERVING APPRENTICE – Brendan Evans

Neil 'Wheels' Best

It was at the suggestion of a relative that Neil Best approached Mick Crocker at the Ausdrill Boulder workshop looking for a job. Mick agreed to give him a try out and told him to start the next day. That was in 1993. Neil was a fresh faced 20 year old, newly arrived in the Goldfields from South Australia. Fast forward 20 something years and while plenty has changed at Ausdrill, Neil is still with us.

Initially employed as a trades assistant/yardie, Neil progressed to storeman and then purchasing officer. In the early days of Ausdrill's expansion into Ghana he would spend his entire day driving around Kalgoorlie sourcing parts and equipment for shipping to Africa. In time Supply Direct came into being and the role was transferred to Perth but not before Neil had spent so much time in a company ute that he'd earned the nickname 'Wheels'. A name that has stuck to this day.

Much has changed about mining from those days, with 'Wheels' recalling being directed into open pits without so much as a wave so that he could deliver parts directly to a rig. A far cry from the many inductions and health checks required just to get in the gate of any mine site today.

After nearly ten years working out of the Boulder yard 'Wheels' transferred to Fimiston in a multi-faceted role that included purchasing, stores, yardman, trades assistant and even maintenance planning. In 2006 he was offered an auto electrician's apprenticeship, which he

successfully completed in 2010. For the last four years 'Wheels' has been back at the Boulder workshop working in his trade and last year clocked up 20 years' service. During his Ausdrill journey he met and married fellow Ausdrill staffer, Jodie, and three children have now been added to the mix.

'Wheels' must be the youngest Ausdrill employee to achieve the 20 year milestone and there's every reason to expect he'll make the 40 as well.



SERVICE AWARD MILESTONES

Ausdrill has a proud tradition of retaining members of the Ausdrill family, something not at all common in today's employment sphere. Awards are presented at each of the major milestones of service. The people featured below are some of the many long serving and loyal Ausdrill employees who have reached their milestones in recent years. Our people; One Family, the heart and soul of Ausdrill.



Richard Parkin – 5 Year Service Award (Drilling Tools Australia, Canning Vale)

Richard started with the company as a First Class Machinist. These days he heads up the maintenance division of DTA.

He is a dedicated worker and takes no short cuts in getting the job finished in a timely and fashionable manner.

He now repairs, fault finds and performs strategic alignment checks and alterations on the CNC machines he once ran. This is no easy feat as the company relies on these machines operating at their optimum to provide a quality product to our customers.

Richard is well liked by his peers and has been a great mentor to not only apprentices that have passed through the workshop, but also other qualified machinists like himself. His opinion is highly regarded and sought after to handle any new projects or issues that arise.

And of course being an English man, he is never short of telling a good story of how it was back in old mother land.



Casey Radford – 10 Year Service Award (Ausdrill Ltd, Boulder)

I began my Ausdrill journey in October 2004, fresh out of high school. The job was to work on reception for the Boulder Office. After six months I was offered a position in the Boulder Workshop with the maintenance guys doing administration and payroll. I spent the following six and a half years working with the maintenance team and watched as our team grew and Ausdrill got bigger and bigger.

I was then offered the chance to come back "across the road" and work back in the main office with the accounting team. I have spent the last three years (with a brief six months off to have my son Seth) working with the great team of ladies and gents in the Boulder office.

I am constantly learning various roles but concentrating on asset administration. I've had the chance to work with many different and wonderful people in the last 10 years and I hope to work with them for many more.



James Hogan – 10 Year Service Award (Ausdrill Ltd, Kambalda)

James started with Ausdrill in October, 2004. He has progressed to the position of Senior Driller and recently received his gold watch award from Supervisor, Mick Scadding, as a thank you from Ausdrill for his 10 years of service to the company.

James is currently drilling a deep directional hole with multiple daughter holes up to 1400m deep at Darlot Gold Mine. Darlot is 120 kilometres north of Leonora and 58 kilometres east of Leinster in central Western Australia and he has his work cut out for him with such a challenging drilling project. James has previously drilled around Agnew, Mt Monger, Mt Keith and Leinster.

"It's been a pretty good 10 years at Ausdrill. I enjoy the bush jobs over the town jobs any day as long as I have a good cross-shift and a good crew. It also helps when you stay in a good camp and the food is good."

25 YEAR AWARD

Now that Ausdrill has turned 25 there are a number of employees within the group who are also reaching this amazing milestone. A quarter of a century is a very long time to provide continuous service and this group of people have all shown themselves to be loyal and committed to the ongoing success of Ausdrill. It is people throughout the company such as these that have built Ausdrill into what it is today. They are the heart and soul of the company.

Prior to this publication going to press the prestigious 25 year watches have been presented to Phil Crompton (AMS), Gary Selleck (ASL), Bill Jackson (ASL) and Bill Beany (DRA). These were featured in issue 11 of Ausbits.

The more recent recipients are featured below.

Kiwi - (John Geary) of Ausdrill Ltd in the drill and blast office in Boulder

Manny - (Brain Mann) the GM of Ausdrill Ltd

Hearn - (Paul Hearn) the maintenance supervisor for Ausdrill ltd in the Boulder Workshop



To me the support of my wife and family over the years has contributed at least 50 percent to me making the 25 year distance with Ausdrill.

They moved with me all over the State and my wife would whip up a storm to feed the troops in whichever town we were in.

The sense of having a second family with my peers and fellow employees that I have worked with at Ausdrill has been the other 50 percent.

Kiwi

EMPLOYEE BENEFITS WEBSITE – Brad Loan

The new Ausdrill Employee Benefits website is now online and running extremely well. Thanks to Gavin Bell, the IT Manager, for his knowledge and driving energy that got the project to this stage.

Need to Register

Our One Family website is open to the public. If you view without registering you will only see what the public can see. Once you have registered as an Ausdrill employee all of the information, as well as the contacts and all of the information you'll need to access the benefits, will be open to you and your family. That is when the saving really begins.

To register go to onefamily@ausdrill.com.au and click on the register tab at the top right hand side of the home page.

Hot Offers

Pull down the "About Us" menu to find the Hot Offers page. These are limited time offers that are available to all members of our family. They

are usually things that are of great value but need to be taken up straight away. These offers change so it's wise to keep an eye on them as they come and go.

New additions

There will be new benefits added to the website as they become available. As each is launched, a broadcast Employee Benefits email will be sent to every individual who has provided us with a communications email. This can be different to the one that is used for payslips or it can be the same. If you are not receiving regular One Family emails then we don't have an email listed. To fix this please send your preferred communication email to me at brad.loan@ausdrill.com.au and it will be added to your HR profile.

Rewards Program

An exciting new addition to the Employee Benefits website is the Employee Reward Program. This has been implemented as recognition of the hard work and dedication that you all bring to Ausdrill.

We have joined with our major partners to bring rewards to our Ausdrill Way members throughout the year. In 2014 we have given away tickets to the Perth Arena, cricket, rugby, ballet, theatre, the races, as well as the biggies: the Melbourne Cup and the AFL Grand Final.

These will be broadcast to individual communication emails as they come available so keep an eye out for them.

All draws are completely random and are done with impartial witnesses so that everyone has an equal chance of winning these awesome rewards.



IT'S A SMALL WORLD - Kate Emma

Abigail came to school one day ready to present our news topics for the week, 'My Favourite Photo'. She came into class in the morning and told me that her favourite photo was in a magazine and she was famous. As she pulled the magazine out of her bag I instantly recognised it, Ausbits. With Ron being my step father I couldn't help but giggle. She flicked to the back page and showed me the picture of her and her Mum at the Ausdrill Christmas party. Next to this photo was a picture of my nieces. I started giggling again. I told Abi about it and she looked at me strangely and said 'Yes I know them... but what are they doing in my magazine?' I laughed some more. I then tried to explain that Ron was my step father, and they were his grandchildren and my nieces. I turned back to the second page and showed her Ron, trying to explain some more that he was my step-Dad. Abi looked at me strangely and said, 'but he's my Dads boss... what's he doing in my magazine?' It's a small world we live in!

Kate Emma



THINGS YOU SHOULD ALL KNOW ABOUT

As part of Ausdrill's growing Employee Benefits program every member of the Ausdrill family is entitled to receive all of the following things. If for any reason you have not received all of them please contact me at brad.loan@ausdrill.com.au and one will be forwarded to you.

Welcome booklet and Rewards Card



This is given to all employees when they first join Ausdrill.

Pacific Brands Discount Brands

PACIFIC BRANDS
WORKWEAR

The Pacific Brands Workwear card was mailed out to all employees when the deal was first made. The program and website have recently changed and the blue cards are no longer used.

The program is now known as 'My Pacific Brands Partner' and offers more than the original 30% in some cases. Employees who registered under the old site have been automatically registered in the new one.

To access the deals you will still need to register but this can be done by going to the website and signing up. Then it's just a matter of starting to make huge savings on great family brands. Go to <http://www.mypacificbrands.com.au/partners/>

Perth Race Course Vouchers



There are two vouchers available to everyone as often as required. They are valid at both Ascot and Belmont race tracks. You are welcome to ask for extras for friends and family also. Two vouchers are available. One is for free entry, as well as a free middy, a burger and a race book for each voucher presented. The other is free entry and 25% off in the restaurant for four people. Contact events@ausdrill.com.au

One Year of 'FIFO Families' Membership

Every employee from any of Ausdrill's businesses who does FIFO or DIDO, or even spends regular periods away from home is entitled to one year's membership to FIFO Families. Ausdrill will automatically sign you up. If this has not happened contact me on the email address above and we'll make it happen.

FIFO Families provides support to the stay home partner and helps build a community of people in their local area living the same lifestyle and experiencing similar issues.



Ausdrill Way

Every member of the Ausdrill family should have been given a four page brochure about the Ausdrill Way Social and Financial Assistance Fund. The assistance that is provided to members in the case of death, tragedy or severe financial hardship is paid for from company funds and is provided as a grant to the member. This brochure gives all employees the opportunity to learn about the Ausdrill Way and to indicate on the form if you have decided to opt in or out. Each employee must complete

this form regardless of their decision as it is kept on file. Over 94% of employees have opted to join the Ausdrill Way.

Employee Assistance Program (EAP)

Every employee should have been given or have access to the EAP information card and brochure. This service allows for up to four counselling sessions a year for you and your immediate family. For more information contact me at brad.loan@ausdrill.com.au.



EMPLOYEE REWARDS PROGRAM – Brad Loan

Ausdrill has joined with our corporate partners to bring a comprehensive Rewards Program to all members of the Ausdrill Way across Australia.

HOW IT WORKS

Ausdrill and our partners will join to provide tickets to events and other opportunities that become available during the year. Virgin Australia has supported the program with access to air credits that will be used for some of the major events. Two major events that have occurred in 2014 are:



AFL Grand Final Competition



The Employee Rewards Program at Ausdrill was thrilled to be able to offer a chance to all Ausdrill Way members to go into a draw to attend the 2014 AFL Grand Final in Melbourne. What an opportunity! Travel via Virgin Australia, accommodation in the cosmopolitan CBD of Melbourne, ticket to a pre-game Dockers function and seats at the main event. All for the winner and their guest.

The response from members of our family right across Australia was incredible and the lucky winner came all the way from one of our sites in the far off Northern Territory.

This year's lucky winner was Peter Edwards from the Ausdrill drill and blast team at Frances Creek in the NT. Peter took his footy-mad dad and it seems they enjoyed it all.

"My father Greg Edwards and I had a great day.

It kicked off at the Fremantle luncheon with guest speakers including Ross Lyon, Glen Archer, Peter Rosethorne, Robert Harvey etc. The game itself was an awesome spectacle, with a capacity crowd.

Thanks Ron Sayers and Ausdrill"
Peter Edwards

2014 Melbourne Cup Competition

A little later in the year the Employee Rewards Program was again able to offer a chance to all Ausdrill Way members to go into a draw to attend the amazing Melbourne Cup at Flemington Racecourse. The prize included flights with Virgin Australia, Accommodation in the Melbourne CBD and two members' passes to the race day.

The response to this promotion was amazing. I doubt there were many members of the Ausdrill family who didn't put up their hand to have a chance at winning this prize.

The lucky winner of the prize was Tom Gough from Drill Rigs Australia (DRA). He was a very surprised and happy fellow when I went into the workshop to tell him the great news.

"I was thrilled to be able to bring a life-long friend with me to the Melbourne Cup. Coming from County Kildare in Ireland, the home of racing, it was amazing to see how big Australia's premier race actually is.

We had a great few days in Melbourne. It's a great city. We managed to party in true Irish style for the whole time. The members lounge at Flemington was a great experience. Lots of colourful characters and many laughs were had.

Thanks to Ron and everybody involved in putting the package together. And especially to Bruce Dixon, the original winner who couldn't go.

Thanks again".
Tom Gough



A TIME TO REMEMBER – Brad Loan

In a family as big as ours there are bound to be those amongst us that pass away. This is a sad reality of life but I would like to take this opportunity as a time to remember and celebrate the life and passing of some of the wonderful Ausdrill people who have passed away during 2014. Both were members of the Ausdrill Way and their families have been supported in very difficult times.

Ausdrill is proud of our tradition and culture of family and it is with this in mind that we pay tribute to the memory of the following people.

Ken Mutton – Diamond Communications

Ken was a greatly loved member of the Diamond family, is fondly remembered and greatly missed by the team at Diamond Communications. Ken leaves behind his wife Mercy and daughter Keesy.



Ken was originally employed at Diamond as a camp cook on the basis of his culinary skill and experience. He was supposed to man the kitchen in a camp to be established in the Leinster area for a major project that was to be undertaken.



Despite the fact that the project never eventuated, Ken remained with Diamond for nine years and soon became their very much loved storeman, handyman and workplace comedian.

He is fondly remembered as a kind man with a big heart, a great cook and something of a legendary home distiller. The guys who were lucky enough to sample Ken's product often laughed as it all tended to taste



Ken and Mercy Mutton at the Ausdrill Christmas party.

like rum; perhaps because it was all made in the same gear as the first potent batch of rum that Ken ever produced. Ken was the master chef of the Friday lunchtime BBQ. He earned the nickname 'Cooky' and along with Mercy, often bought in legendary sweet and delicious treats for the team that became very famous.



James with Mick Crocker, Ron Sayers, Paul Barnes and Bill Beany.

James Dorloff – Drill Rigs Australia (DRA)

James worked with DRA as an apprentice Engineering Tradesperson (Mechanical Plant Mechanic) and completed his time to become a fully qualified tradesman; something that his family are extremely proud of. He was a very much liked member of the DRA team both for his contribution to the workshop and also as a genuinely likeable young fellow.

James' life ended in tragic circumstances and he leaves his very loving family; his dad Deano, his mum Sues, his sister Becky-Sue, his brother Mitch and his nephew Carter. His family are devastated by the loss of James but are also extremely proud of everything that James achieved during his time at Ausdrill. In particular the project that James worked on restoring a derelict old Schramm drill rig (pictured) to its former glory.

James was a vibrant young man who was passionate about machines and motors. He loved to ride motorbikes through the bush around his home in the Bindoon area. From a young age he has brought home a constant flow of trophies for competitions that always involved wheels and motors.

He is fondly remembered by his workmates at DRA and right throughout the Ausdrill family.

PPE – PROTECTING YOUR FUTURE – Dani Waugh

People often question the role of PPE and why it's important. Your PPE protects you not only in the here and now but for the future. We may all think we are, but unfortunately we are not invincible, so we must do what we can now in order to look after ourselves in later years. Let's take a look at some of the most overlooked PPE.

Sunscreen

It may not seem so important now but the risk of skin cancer when exposed to the sun's radiation is enormous. Having skin cancers removed is not pleasant and could be an ongoing battle well after the cancer has been removed. We have a number of employees at Ausdrill who are continually battling skin cancer and repeatedly having to remove these cancers after years of working in the sun in their earlier years. So Slip, Slop, Slap!!!



Ear Plugs

While these may look like the smallest piece of protective equipment don't ever think it isn't important not to wear them. Ears are incredibly sensitive and working around machinery or even a noise of consistent pitch and pattern can affect your hearing, which can lead to hearing loss, the need for hearing aids or, in some cases, deafness.



Dust Masks

Dust masks seem more like a hindrance than a help most of the time but, as always, prevention is better than the possible consequences. As it gets warmer it does get more uncomfortable to wear a dust mask but when you look at the amount of air born particles that you would inhale if it wasn't for the mask and the damage they could cause, a dust mask isn't all that bad. It's essential!



Fact: people are still dying from the 9/11 attacks in New York purely from lung infections caused by the inhalation of smoke/dirt/people particles.

Gloves

Even if the job is a five second job always wear gloves. That five second job could very well cost you a life time injury.



ONE SAFE ALL SAFE – Dave Melville

The latest initiative from the Ausdrill HSE Team is the new **One Safe All Safe** program.

The **One Safe All Safe** program will define how Ausdrill manages and promotes safety across all 18 business units and subsidiaries.

The HSE team has been busy designing and developing the new program which will be rolled out to the business units over the next few months. It has been developed to be integrated into MYOSH, our electronic HSE Management System.

To endorse this initiative and promote it across both the Ausdrill group and our client base, the highly visible logo will be used across many mediums including company stationery, email signatures and clothing.

One Safe All Safe encapsulates the principle that we need to look out for one another. Safety is about individuals working as a team, taking responsibility for not only themselves but also for their workmates. In essence this program formalises the existing Ausdrill culture and attitude, it really is the Ausdrill Way.

Our aim with this new initiative is to ensure the safety of all our employees, and to build on our reputation as the contractor of choice in the markets where we operate. It sums up the over-riding priority that Ausdrill places on safety as part of our commitment to ensuring the welfare of all our employees.



The **One Safe All Safe** program is designed around a framework with a number of key elements that includes leadership, risk management, communication and consultation, systems and behaviours. These elements are supported by a set of tools for individuals and the leaders to use in all aspects of their roles. They include existing tools such as safety alerts, task observations and inductions and will also involve some refining and adding of more tools such as key learning reports, leadership responsibility training and non-conformance reporting.

Another component of the program is formalised subcontractor management and engagement, an area that is required to ensure our subcontractors comply to the same safety standards Ausdrill employees have come to expect.

RIDE TO CONQUER CANCER – Matt Lucas



For the second year running a select team of Ausdrill representatives took part in the two day 220km Ride to Conquer Cancer. We contributed the best part of \$20,000 out of a grand total of \$5.2 million that was raised for the Harry Perkins Institute of Medical Research, which seeks cures for cancer right here in Perth. This is a world class facility that we are proud to support.

The whole event is superbly organized. Most donations are made online and the organisers really support you in seeking out funds to achieve the minimum \$2500 per rider required to participate in the event. One of the great things about the donation process is that the funds raised are made available to the Institute immediately so there is a steady stream of money coming in so the research continues unabated through the year.

This year, in addition to begging from our friends and colleagues, the team organised a raffle and ran a couple of sausage sizzles at Bunnings to raise a slush fund which helped six of us reach the required level of donations. With some late donations also being made we have already got a good base ready for 2015 which will give us a great kick start for fund raising.

Once the riding starts you really see the great work of the volunteers swing into action; there are feed stations where plenty of snacks and drinks are available every 25kms or so. There is a fantastic camp set up in Pinjarra at the overnight stop with 1500 two man tents laid out with military precision alongside the huge kitchen and dining marquees. Masseurs are on hand to ease aching muscles and scores of traffic controllers man junctions and make the event as safe as possible.

You might be put off by the thought of riding 110km each day over a weekend, but it is not something that is too daunting. There are riders of every age, shape and size who make the distance with no problems at all. This year our chain smoking, salad dodging, exercise-phobic Ausbits editor in chief turned up with a grand total of 200kms training over just 4 weeks to his name and completed the task with dignity mostly intact. The hardest part was apparently the barbs slung his way whenever he pulled over for another smoke. Similarly, Matt Miner was a late draftee to the crew when one of our team could not front up on the day and he completed the course with no real training to speak of.

Naturally, there is the option to ride as fast and as hard as you like. The warm sense of satisfaction at finishing in the top ten or so of 1300 entrants only lasts as long as it takes for the photos to be published. At that point you realize that whilst there are very few shots of your amazing effort there are lots of pictures of people whose one cycling jersey required enough lycra to make three or four complete kits for your skinny T-rex shaped cyclist's body. It is not a race but the event is much more satisfying; knowing that what you have achieved is keeping a world leading research institute right here in Perth operating at full capacity is more reward than hitting personal best times for the day.

Team Ausdrill will be out doing our bit again in 2015 and we would love it if you decided to join us. You obviously need a bike and some kit but most importantly you need the drive to round up the better part of \$2500 of donations. We will provide as much help as possible including arranging raffles and barbecues, providing training advice and plans if that is what you want, organising group training rides and helping with basic bike repairs and maintenance.

For more details contact Gavin Bell or Matt Lucas or alternatively register for the Perth 2015 ride at <http://www.conquercancer.org.au>. Join us today and help reach our 2015 target of \$25,000.



AUSDRILL TEAM IN TOUGH MUDDER – Brad Maff



ELECTRIC EELS AND ARCTIC ENEMAS

This is how some employees like to spend their weekend.

Tough Mudder is Australia's most gruelling course. There is no shortage of mud, sweat and tears on this mega Mudder. The course features some of Australia's murkiest mud, horrendous hikes and precipitous plunges and only the toughest of Mudders are expected to make the finish line.

"If you've run a Tough Mudder, you know how much Arctic Enema can suck on a cold day. Or how the wires of Electroshock Therapy don't exactly tickle. But you also know the sense of accomplishment you feel when you get all your teammates up Everest or when you make it across Funky Monkey for the first time. There's no greater feeling than giving it your all and crossing the finish line together." (Tough Mudder Website)

In the 2013 Tough Mudder, five individuals (All part of the Ausdrill family) ventured to Copley one Sunday morning to take part in Tough Mudder. They were there to take on the 19km off-road obstacle course. It claims to be "The toughest event on the planet" but not for our crazy clan, who managed to get out of their comfort zone and into the dirt.

The testosterone fuelled participants chanting "Oorah" and pledging away to the sound of Eminem, was the beginning of what would be an incredible day.

This event is designed to push you in ways that a fun run never could. It is not a race but a challenge as a team! There are live wires, iced water, logs, mud, high walls, barbed wire, hay bales, a half pipe and a lot of uphill running to make it through. It requires commitment, endurance, team work and sheer stubbornness to get through to the finish line.

The team comprised of Paul Burke (BTP), Phil Bullock (Ausdrill), Brad Maff (BTP), Emma Morris (Ausdrill) and Narelle Tsapazi (Synegex).

Everyone put in a solid effort on each obstacle, coming out with a few sore muscles, scratches, blisters and bruises in unlikely places, and of course, a coating of all over mud.

Congratulations team! Such an amazing success. You should be very proud of yourselves and maybe next year you can be twice as tough.

If you'd like to see some film of the event go to:
www.youtube.com/watch?v=9zWmbsPyggs

IT WARMS MY HEART – Brad Loan

During late November, Taanya Burrow sent out a message to Ausdrill Canning Vale based staff asking for donations of used baby clothes. Just a simple little message:

"Ausdrill is donating some toys left over from the kid's Christmas party a few years ago to a Woman's Refuge for them to give to the children this Christmas. In an email from them they indicated that one centre is desperate for baby clothing. Now it's been a long time since I had a baby in my life but I am hoping maybe between all of us we might have a few little things we can donate."

The response has been overwhelming and it warms my heart to see the kindness and generosity of the members of our Ausdrill Family. Some staff members and even family members who don't have the privilege of little ones in their lives purchased some lovely clothes for us to donate. The social media pages were instantly full of Ausdrill people contacting their network to seek donations. Donations have flooded in from all over WA and they are still coming.

Kindness and sharing are the very spirit of Christmas and this spirit is definitely alive and well in Ausdrill. I'm so very proud to be a part of this family.

Merry Christmas to all.



AUSDRILL RACEHORSE SYNDICATE – Andrea Manning



PRICELESS ROCK

In a previous edition of Ausbits the call went out to interested Ausdrill employees for an opportunity to form a syndicate and lease a thoroughbred horse from Yarradale Stud in Gidgegannup. Ten keen Ausdrill staff have gotten on board and a young colt from Ron Sayers' Yarradale stud was selected by Ron for this syndicate.

The sire is Rock of Gibraltar and the mare Born Priceless, the 2001 Karrakatta Plate winner. Ron believes in the breeding and potential of the horse so much that he has retained a 50% share in the syndicate with the ten Ausdrill staff each taking an equal share in the other half.

After a number of potential names got tossed in the hat, (including Born To Rock, He Rocks, Drillbit and Royal Ruffneck), the colt was officially named as Priceless Rock.

After running a few places and a few not so good runs, Priceless Rock broke through for a good win over 1600m at Northam on 11 Sep 2014.

The syndicate receives regular and encouraging updates from Priceless Rock's trainer, Dion Luciani, and all eagerly await further developments and hopefully many more race wins. Dion Luciani says "This horse indicated by his form from this campaign that he should develop into a very handy horse for the future and that there should be plenty of wins in him as he comes of age".

So keep your eyes on the form guides and have a flutter on Priceless Rock, we may just be onto a winner!

RESILIENCE – Darrin Brandis

"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change."

Charles Darwin

Why do we need to be resilient?

Despite more affluence and higher standards of living in Australia, the statistics suggest we are much less able to cope with daily life. One in five Australians will experience some form of mental illness.

In our workplaces, personal stress levels are on the increase, with higher workloads, decreased budgets and changing demands as the organisation we work for tries to respond and adapt to global competitive markets. Workplaces, like communities, need individuals, leaders and teams who are able to survive and even thrive in the face of these challenges. We need resilience.

What is resilience?

Resilience involves being able to withstand or overcome adversity and unpleasant events and successfully adapt to change and uncertainty (Bouncing-back), using each adverse experience in life to enhance coping and to better manage the next one. In essence, each event provides an opportunity to learn new skills and anticipate, plan for and better manage the next situation we encounter.

What makes us resilient?

On a personal level, characteristics such as optimism, flexibility, adaptability, independence and effective problem solving skills assist us to build resistance. Social skills and a strong sense of trust in others are also beneficial, together with self-control and the capacity to be aware of and monitor personal emotions and needs. A sense of humour can also help. You are also more likely to bounce-back if you have good levels of self-esteem and a belief in your ability to succeed.

The Elements of Resilience

1. Mental toughness: Do you have the right mindset to address the problems you face?

Change is constant. Mental resilience requires us to embrace change rather than control events.

- Put things in perspective
- Be solution focused
- Develop optimism (Avoid unrealistic optimism)



2. Physical endurance: Do you invest in your body what you expect to get out of it?

As cliché as it might seem, it is important to take care of yourself. Stress can lead to a whole host of problems; including effects on your body, on your relationships, and on your quality of work.

3. Emotional balance: Are you emotionally resilient?

Workplaces have traditionally been emotion-free zones. But, we know that emotions are a part of human nature. Trying to ignore or suppress them does not work.

4. Purpose: Do you have a sense of meaning in what you do?

Resilient people develop and maintain good relationships. They also have some level of faith that:

- Life is worth living;
- They have an ability to cope;
- Things will get better; and
- Greater powers will influence their life in a positive way ("It's meant to be" or "It's happened for a reason").

Ausdrill Offers all employees access to counselling with trained clinical psychologists through our Employee Assistance Program (EAP). It is a free service and COMPLETELY ANONYMOUS.

Employees, their partner and their children can all access four free sessions with a psychologist each year. Call PeopleSense on 1300 307 912.

HYPNOSIS TO QUIT SMOKING (EAP) - Brad Loan

"Smoking is the leading preventable cause of death and disease in Australia. In 2003, it was estimated that tobacco use was responsible for more than 15,500 deaths.

Tobacco use not only reduces your life expectancy but your quality of life as well. Many medical conditions caused by smoking can result not just in death, but in living for years with disabling health problems. It is estimated that more than 204,700 years of healthy life were lost in Australia, in 2003, as a result of smoking.

Scientific evidence confirms that smokers face significantly increased risks of death and or illness from numerous cancers, heart disease, stroke, atherosclerosis, abdominal aortic aneurysm, emphysema and other respiratory diseases. Smoking also causes blindness,

dental problems and erectile dysfunction. It can also reduce fertility in women, has been linked to sudden infant death syndrome, contributes to osteoporosis and increases the risk of pregnancy complications including premature birth, low birth weight, still birth and infant mortality."

(www.quitnow.gov.au)



This benefit is available to all Ausdrill employees. Just call PeopleSense on 1300 307 912 and make an appointment with Darrin Brandis.

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increase will result in
an additional payload
of 20 tonnes per truck.



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EXAMPLE: Payload Advantage Calculation

Cycles per hour	=	3
	x	
Number of trucks	=	10
	x	
Operating hours per day	=	20
	x	
DT HERCULES Payload Advantage	20 tonnes

TOTAL Daily Payload Advantage 12,000 tonnes
Extra per Day

Challenge:

CALCULATE Your Own Payload Advantage

Cycles per hour	=
	x	
Number of trucks	=
	x	
Operating hours per day	=
	x	
DT HERCULES Payload Advantage*	tonnes

**Add 10% to your current average payload*

TOTAL Daily Payload Advantage tonnes
Extra per Day

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SERVICE AWARDS

25 Years Service

Brian Mann	KALGOORLIE	16-Oct-89
Paul Walford Hearn	Admin Expl WA	18-Oct-89
John Geary	ADL	1-May-89

20 Years Service

Marg Lockhart	AIMS	4-Jul-94
Gary Peter Rutledge	ADL	22-Jul-94
Richard Dziegielewski	ADL	15-Aug-94

15 Years Service

Michael Keegan	SUPPLY	14-Jun-99
William Male	DIAM	2-Aug-99
Paul Stuart Edwards	ADL	2-Dec-99

10 Years Service

Peter Bradley Cocks	ADL	1-Jun-04
Brian Stanly Nouchy	ADL	8-Jun-04
Simon Francis Nicholson	ADL	21-Jun-04
Robert Morrison	DIAM	28-Jun-04
Joseph Paul Wilmot	ADL	1-Jul-04
Daniel Matene Fitzpatrick	ADL	9-Jul-04
Christopher John Smillie	ADL	13-Jul-04
David Brian Bloomfield	ADL	2-Aug-04
Wayne Morgan	ADNW	6-Aug-04
Krzysztof Dopierala	SDWA	16-Aug-04
Michael Robert Buszan	ADL	30-Aug-04
Danny Coseri	ADL	13-Sep-04
Ian David Chisholm	ADL	14-Sep-04
Jeremy Barry Noble	ADL	20-Sep-04
Mark Stephen Bilton	DTA	18-Oct-04
Casey Anne Radford	ADL	27-Oct-04
James J Edward Hogan	ADL	27-Oct-04
Matthew Joel Etherton	ADL	22-Nov-04
Shantell Margaret Burgess	ADL	13-Dec-04
Gary John Moore	ADNW	13-Dec-04
Cameron John Prigg	ADL	30-Dec-04

5 Years Service

Anthony Charles Dehne	ADL	22-Jun-09
Glen Alan Dupagne	BTPE	1-Jul-09
Robert Ingram	DTA	1-Jul-09
Aaron John Smithson	ADNW	6-Jul-09
Joshua John Carter	ADL	15-Jul-09
Jason Gromball	ADL	22-Jul-09
Grant James	CONN	30-Jul-09
Bruce William Armstrong	DRA	1-Aug-09
Scott Bateman	ADL	3-Aug-09
Laurie Robert Bain	BTPE	13-Aug-09
Lindsay Allen Wilton	DTA	31-Aug-09
Liam Woolnough	DIAM	7-Sep-09
William Sharpe	DTA	21-Sep-09
Michael Bruce Curtis	ADL	24-Sep-09
Kane Bateson	ADNW	4-Oct-09
Trent Wilbraham	ADNW	18-Oct-09
Marc Adrian Jones	DTA	20-Oct-09
Kenneth William Te amo	ADL	22-Oct-09
Fred Carnaby	CONN	26-Oct-09
Kevin Robert King	DTA	26-Oct-09
Aaron Diss	DTH	28-Oct-09
Jason Diss	DTH	2-Nov-09
Nathan Troy Pinter	ADL	3-Nov-09
Charles William Loveday	ADL	3-Nov-09
Bradley David Flugge	ADL	6-Nov-09
Andrzej Dlugosz	ADNW	9-Nov-09
Ian David Basley	ADL	11-Nov-09
Shane Gromball	ADL	13-Nov-09
Jonathan David Mills	ADL	24-Nov-09
Brendan Robert Cootes	DTA	1-Dec-09
Craig Michael Zderich	ADNW	13-Dec-09
John Andrew Large	ADL	14-Dec-09

Late Acknowledgment

Matthew Clinch	AIMS	26-Apr-05
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