



NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 16 / SUMMER 2018



COMMEMORATIONS PART THREE

02

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EMPLOYEE OF THE YEAR FINALISTS



SETTING THE STANDARD

WHAT'S NEW



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SAFETY COMP

Winners announced!

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ROUND 2

PHOTO COMP

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A MESSAGE FROM OUR CEO

This year has seen some significant milestones for PYBAR: we're celebrating our 25th birthday, we've secured our biggest project to date with Woodlawn, and we've launched our employee rewards platform, PYBAR PERKS.

As I wrap up my first year as CEO, it's been one of achievements and challenges. As this goes to print, our annual managers' meeting will be in full swing. Our review of the year and our focus areas for next year will help us set the agenda for 2019. We'll be reporting on those outcomes in the next edition of this newsletter.

Projects

While Woodlawn was the big win of 2018, several other projects were awarded, many of which have seen increasing scopes of work since our commencement on site. Notably, we saw our presence in Queensland expand once again with the start up of two contracts at Thalanga mine, as well as two with Glencore in Mount Isa – Black Rock and George Fisher.

More recently we've expanded our scope considerably at Peak Mines with new owner and long time partner Aurelia opting to move to contract mining. We have signed a Heads of Agreement to provide all the underground mining services from 1 February 2019 for up to five years. This is a great opportunity for PYBAR and will strengthen the services we provide in the Cobar region. The basis of the contract is to transfer the existing site employees to PYBAR and for the purchase of some of the Peak equipment to be utilised in the contract. This will maintain the Peak Mine as a predominantly residential operation which will continue to provide great benefit to the local community.

Employee of the Year

Our CORE Awards continue to go from strength to strength. Congratulations to all the 2018 finalists for their hard work and outstanding contribution to the company over this past year.

Competitions

It's been great to see the launch of some initiatives to engage not only our people but also their families and friends. The I Spy PYBAR photo competition is gaining traction with a number of superb entries this round. Well done to the winners and use the Christmas break to get some great shots for the start of round three in February.

Also launched this year was the Family Safety Competition, engaging with families and friends so they can show us what it means to them to know that we are being safe at work every day. You will see the winning entries in this edition of the newsletter.

Merry Christmas and stay safe

Finally, thank you to all our employees for the past year. It is very much a team effort here at PYBAR and we continue to look at ways to keep you all safe, happy and continuing to enjoy coming to work every day. We know Christmas can be a difficult time for those of you away from your family and friends. Look out for your mates onsite and please keep safety front of mind.

Have a great Christmas and New Year.

Regards

Brendan Rouse - CEO

TENDER UPDATE

**PROJECTS WON FROM:
OCTOBER 2018 - DECEMBER 2018**

AURELIA METALS

Peak Mines – NSW

Heads of Agreement signed to enter into a contract for full underground development and production, with an initial tenure of five years.



PYBAR EXPANDS AT PEAK

HEADS OF AGREEMENT SIGNED

Having signed a Heads of Agreement to enter into a contract with Aurelia to carry out all underground development and production mining activities at Peak Mines near Cobar, our project and HR teams have been kept busy!

PYBAR has been contracted at Peak Mines since October last year, providing underground development services and then labour hire to support the existing workforce.

We have a long standing partnership with mine owner Aurelia having been contracted at Hera since the project started in 2013. With Aurelia making the decision to move from owner mining to contract mining, we were informed that we were the preferred supplier of that contract.

We will be ramping up over the next few months with an initial tenure of five years and the potential to extend.

Keeping it local

We are always keen to work with the community to maintain and attract as much local employment as possible and offer opportunities for young people.

A key aspect of our negotiations with Aurelia has been ensuring ongoing employment for the people already on site, should they choose to transfer. We have been communicating with the existing site employees over the last month and have now received expressions of interest from most employees.

In addition to transferring the existing workforce where possible, there are about 40 additional positions to fill to achieve the increased production schedule. We will also be offering as many apprenticeships and traineeships as practical.



PYBAR will carry out all underground development and production mining activities at Peak Mines near Cobar.



We are transferring the existing workforce where possible and offering around 40 additional positions.

AUSTMINE'S NEW BOARD MEMBER

PYBAR REPRESENTED

Congratulations to our Chief Services Officer Andrew Rouse who was appointed to Austmine's board of directors during its AGM in October.

Andrew joins 11 other board members to develop, promote and support Australia's Mining Equipment, Technology and Services (METS) sector. It's also a great opportunity for PYBAR to collaborate and network with key industry players.



UNDERWAY AT WOODLAWN

SITE WORKS RAMP UP

Having completed the ground support for the box cut walls, first portal blast of the decline and site infrastructure, our Woodlawn operations are now in full swing!

The four year whole-of-mine contract at Heron Resources' Woodlawn zinc-copper project in NSW was awarded in February.

With early site works and box cut support now complete, decline construction has commenced and is progressing well.

Fleet and infrastructure

Our initial mining fleet consists of a twin boom development drill, load haul dump unit, underground dump truck, charge-up unit, shotcrete machine and utility vehicles. Additional infrastructure to support the underground mine is either in place, or under construction, including a concrete batch plant, explosives emulsion plant, heavy vehicle workshop and paste plant.

Across the site, the first tailings reclaim mining infrastructure has been installed, plant construction continues to escalate, and the first grid power stage has been connected and energised.

Progressing towards production

In a statement to the market on 25 September 2018, Heron Resources Managing Director Wayne Taylor said: "It is very pleasing to see the start of underground activities at Woodlawn."



Decline construction has commenced at Woodlawn.

Exploration over the last four years has defined a high-grade, high-quality resource and reserve position, and the access which has now commenced will enable us to deliver underground ore into the processing plant in 2019. Once underground, our geological team will focus on further expanding the known mineralised positions to build upon the excellent and cost-effective work they have undertaken to date. Elsewhere on site, I am pleased to report that good progress continues to be made with all aspects of the build, and that works remain on schedule for the commencement of commissioning by the end of the year."

PYBAR CEO Brendan Rouse said: "This is a significant project for us. We're working closely with the Heron team to deliver a value-adding service as we progress towards production."

We will expand to a team of 120 during peak production and additional equipment will be mobilised as more work areas underground are opened and activities move toward ore production.



Woodlawn will expand to a team of 120 during peak production

INNOVATION PROGRAM UPDATE



PROGRESS TO IMPROVE SAFETY AND SERVICE

Our innovation program continues to focus on finding and developing solutions to improve our service to clients and the way we work.

The team has been busy on a range of small and large improvements and innovations over the past several months with various trials and tests underway.

PROJECT UPDATE

CABLE BOLTING: RESIN INJECTION IN INTERSECTION SUPPORT

Solid progress has been made on this initiative since we first reported on it in the winter newsletter.

The project is seeking a safer, more productive alternative to the current manual method of replacing cable bolts by evaluating the use of SDA (self-drilling anchors) retaining devices and resin bolts over grout.

Several trials and the installation of both in-cycle cable replacements in a 4.5m high drive at Henty and an intersection installation at Dargues in the decline produced very positive pull test results on the resin bolts, which used a different supplier's thixotropic (thick) resin.

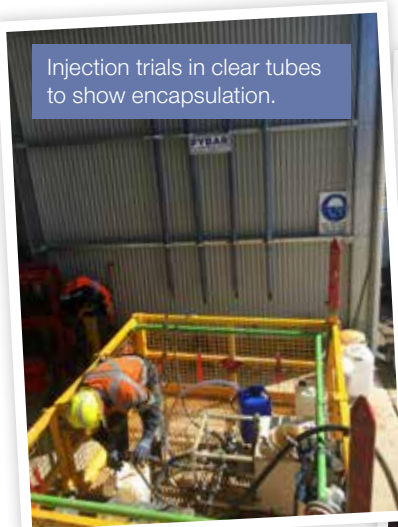
Current practice

- Drilled with extension steels using jaws or stabbing
- Hand pushing cables into hole
- Grouting holes with a cure time of eight to 24 hours
- Plating and tensioning

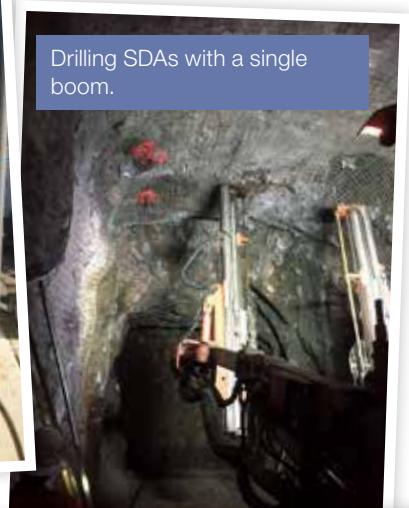
Proposed practice

- Drilling SDAs in with jumbo, self-holding
- SDAs installed by jumbo
- Resin injection with a cure time of 20 minutes
- Jumbo spins up nuts to torque

Injection trials in clear tubes to show encapsulation.



Drilling SDAs with a single boom.



Pull test results on short embedment – 27 tonnes at 500mm.



OTHER INITIATIVES

ROCK BOLTING: SELF-DRILLING SPLIT SETS

Improvement opportunity: Reduce time to bolt a face

Proposed solution: Self-drilling split sets have the potential to eliminate the need for spotting holes and halve the time taken to bolt a face. The bolts have been trialled at Henty, Hera and Dargues with very positive operator acceptance at most sites. Further trials at our other sites are planned for the coming months.

Project: Henty, Hera, Dargues

JUMBO SAFETY: BOOM ISOLATION SYSTEM

Improvement opportunity: Increased operator safety

Proposed solution: The YUMARR boom isolation protects personnel from the exposure to hazards associated with jumbo boom interaction. Three of our rigs are currently fitted with the system and after further trials we will look to work through the rest of our jumbos starting in the new year.

Project: Woodlawn



YUMARR boom isolation fitted to YJ0083 at Woodlawn.

VENTILATION CATENARY CABLES: GRIPPLE KITS

Improvement opportunity: Improving time and cost efficiencies when hanging ventilation catenary cables.

Proposed solution: PYBAR has been working with the supplier of the Gripple kits to provide an off-the-shelf kit that makes hanging ventilation catenary cables safe, quick and easy. The kit eliminates the poor practice of winding up the catenary cable with a stubbie bolt or L-pin and saves time and costs.



Gripple kit.

IPLD EARNS INDUSTRY RECOGNITION PROSPECT AWARDS FINALIST

Our iPlod app gained industry-wide recognition recently when it earned us a finalist position in the 'Contract Miner of the Year' category at the 2018 Australian Mining Prospect Awards.

This year's awards ceremony was held on 18 October at the Sydney Cricket Ground where our iPlod and WebBAR team were in attendance.

The annual awards program recognises innovation and excellence in the mining industry via a number of categories.

PYBAR won the Contract Miner of the Year award in 2014, and we were honoured to be recognised as a finalist once again. Our congratulations go to Wolff Mining who took home the win this year!

Why we were nominated

Since iPlod has been in use across our sites from mid-2017, we've seen some impressive results, including:

- **Improved efficiencies:** iPlod provides operators, shift supervisors and site admins significant time savings.
- **Improved safety:** the deployment of safety forms into iPlod enables operators to quickly record hazards throughout the shift.
- **Reduced costs and environmental footprint:** iPlod has reduced the use of paper, saving thousands of sheets of paper, TWI cards and triplicate prestart sheets at every site, every year.
- **Optimised operations:** the system enables better reporting and analysis capability in real time, resulting in greater operational insight, strategic planning and decision making.

Well done to our hardworking iPlod team!

Further developments underway

iPlod is now being rolled out to our fitters and maintenance foremen and is live at Black Rock, Hera, Henty Gold Mine and Woodlawn, with the rest to follow. Plus, we've introduced a shift planning module which is currently live at Woodlawn. Stay tuned for more in 2019!



We were honoured to be recognised as a finalist at the Australian Mining Prospect Awards in the 'Contract Miner of the Year' category.

CORE AWARD WINNERS

RECOGNISING OUR AUGUST, SEPTEMBER AND OCTOBER WINNERS

AUGUST


PETER BARLOW – SAFETY, SERVICE, RESPECT + RESULTS

CHARGE-UP OPERATOR, BLACK ROCK

A number of colleagues nominated Peter for his hard work on site, willingness to lend a hand and training of new crew members on how to do tasks safely and efficiently.


SCOTT NAYLER – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER/OFFSIDER, MOUNT ISA MINES

Scott was recognised for his outstanding service and team work on site.

JOHN GIRGENTI – SERVICE

SHIFT FITTER, MUNGANA

John was praised for consistently putting in 100% on the job and working to improve the workshop.

MICHELLE STUCKEY – SERVICE + RESULTS

SHET ADMINISTRATOR, ORANGE OFFICE

Michelle was recognised for her passion for helping others, showing initiative, working efficiently and taking ownership of her work.


MATHEW MALONEY – SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, VIVIEN

Matt earned an award for his hard work around site, teaching others and encouraging them to learn and work with enthusiasm.

NIGEL MCKENZIE – SAFETY, SERVICE + RESULTS

JUMBO OPERATOR, PEAK

Well done to Nigel for always delivering results, achieving targets safely and working as a team.

LEIGH GARDAM – RESULTS

BOGGER OPERATOR, HENTY GOLD MINE

Leigh was commended for his performance covering for the shift boss where he excelled in the role and ran a safe, productive crew.


JUSTIN WILLIAMS – RESULTS

SERVICE FITTER, THALANGA

Well done to Justin for his efforts in identifying the hydraulic fault on the bogger.

SEPTEMBER


TRENT KINGHAM – SAFETY, SERVICE, RESPECT + RESULTS

LEADING HAND FITTER, VIVIEN

Several colleagues nominated Trent for his efforts in ensuring the safety of his crew and going above and beyond to help those around him.

PAUL WARREN – SAFETY

SHIFT FITTER, PEAK

Paul was commended for his safety-first approach – always!

KYRSTIE CLARKE-SMITH – SAFETY

STOREPERSON, CADIA VALLEY OPERATIONS

Kyrstie earned a win this month for looking out for hazards and putting controls in place to complete the work safely.


JAMES DWYER – SERVICE, RESPECT + RESULTS

GRADUATE MINING ENGINEER, THALANGA

James was recognised for his willingness to assist others and solve any problems that arise.

MADDI BENNETT – SERVICE + RESPECT

STOREPERSON, DARGUES GOLD MINE

Maddi was praised for going above and beyond to help track down parts for a drill.

TAMAHOU SKIPPER – SERVICE + RESULTS

CHARGE UP OPERATOR, KING VOL

Well done to Tamahou who did a great job filling in as a relief shiftboss.


CHRISTOPHER SALMON – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER/OFFSIDER, WOODLAWN

New-starter Christopher earned an award for his commitment to safety, willingness to learn and positive attitude while working in sub-zero temperatures in the box cut.

CHRIS STEER – RESPECT

BOGGER OPERATOR, HERA

Chris was praised for doing his job well and helping out others whenever required.

BEN PRIOR – SERVICE, RESPECT + RESULTS

LV FITTER, MUNGANA

Several colleagues nominated Ben for taking pride in his work when servicing and maintaining the LVs.



Well done to all our monthly winners!
Don't forget to **LIKE** the PYBAR Facebook page and login to PYBAR PERKS to congratulate the nominees and winners!

Well done to October winners Max Dickson from Vivien and Paul Crowe from Thalanga.

SAFETY SERVICE RESPECT RESULTS



All monthly CORE winners are instantly notified of their win through PYBAR PERKS.



SCOTT NAYLER – SAFETY + RESULTS

NIPPER/OFFSIDER, MOUNT ISA MINES

Scotty was recognised for always going out of his way to set up the cross shift and keeping a clean work site.

DANIEL HAIN – SERVICE + RESULTS

BOGGER OPERATOR, BLACK ROCK

Well done to Daniel who's always going out of his way to help others; his colleagues praised his first-class work!

KERRY BRYAN – SAFETY, SERVICE, RESPECT + RESULTS

SHIFT SUPERVISOR, HENTY GOLD MINE

Kerry was commended for his professional and diligent approach to managing his team's fitness for work.

BRAM CONNOLLY – RESULTS

SUPERVISOR TRAINER, ORANGE OFFICE

Bram was praised for his assistance with training an employee to use a new program and for being a pleasure to work with.

OCTOBER



PAUL CROWE – SAFETY

ELECTRICIAN, THALANGA

Paul earned a nomination this month for his efforts in developing a stope watering system onsite.

ADAM HICKEY – SAFETY

GRADUATE MINING ENGINEER, THALANGA

Adam, alongside Paul, was rewarded for his efforts in developing a stope watering system at Thalanga.



SHANE SMITH – SERVICE

ELECTRICIAN, VIVIEN

Shane was recognised for his hardworking attitude and problem solving skills which means he always gets the job done right and safely.

MAX DICKSON – SAFETY, SERVICE + RESULTS

ELECTRICIAN, VIVIEN

Max earned a win this month for his outstanding job in the dual fan move and R-Box move.

SALLY DYE – SERVICE

SYSTEMS ADMINISTRATOR, ORANGE OFFICE

Sally was nominated for going out of her way to welcome a new fitter from the Philippines by picking him up from the airport and helping him settle in.

NATHAN PLAYER – SERVICE

SHIFT FITTER, PEAK

Nathan was recognised for his excellent teamwork with the maintenance team.



ANDREW MOULT-SMITH – SAFETY, SERVICE, RESPECT + RESULTS

MINING ENGINEER, BLACK ROCK

Several colleagues nominated Andrew for his outstanding efforts after stepping up into the supervisor's role.

SHANE RUSSELL – SERVICE, RESPECT + RESULTS

SHOTCRETER, WOODLAWN

Shane was praised for his assistance with providing shift coverage and always getting the job done safely and to a high standard

JULIA KELLY – SAFETY, SERVICE, RESPECT + RESULTS

LV FITTER, HERA

Julia was commended for completing tasks promptly, keeping a tidy work area and her reliability. Plus, the crew has seen noticeable improvements in LV standards.



WILLIAM PETERSEN – RESULTS

CHARGEUP OPERATOR, KING VOL

William was commended for his involvement in the stope prep and charging the 850 A-Nth and 890 B-Sth stopes. Great results with tidy stopes and good dirt!

ALISTER HINDLE – RESULTS

STORE SUPERVISOR – HENTY GOLD MINE

Alister was recognised for his efforts in sourcing oil for the elution circuit. He is always dependable for finding urgent items.

PETER WELLS – RESULTS

SHOTCRETER, MUNGANA

Peter was praised for always giving 110% to get jobs done quickly, efficiently and safely throughout the shift, all the while with his infectious smile.

LUKE BANTICK – SAFETY, SERVICE, RESPECT + RESULTS

HMR – DRILLER, HENTY GOLD MINE

Well done to Luke who continually exemplifies all four core values. He was commended for achieving good results as both an offsider and now a driller with consistent flawless set-ups and back to back 50m shifts.



2018 WASMA BALL

KALGOORLIE PUTS ON A SHOW

This year's annual WA School of Mines Alumni (WASMA) Ball, themed 'The Goldfields Ball', celebrated 125 years of gold mining in Kalgoorlie.

Held on 3 November, over 400 people from across the country's mining industry descended on the Kalgoorlie-Boulder Racing Club for a glamorous evening in the Goldfields.

As a principal sponsor of WASMA since 2015, PYBAR is a big supporter of the alumni's programs and mentorships for graduates entering the mining industry.

A team of PYBAR Group representatives including our WA Operations Manager Wayne Gough and HMR Drilling Services General Manager Stewart McLeod attended the evening.

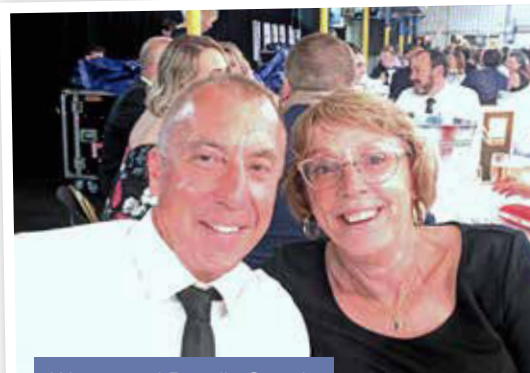
Strengthening the industry's future

With the announcement of a reinstated \$1.4 million Keith Parry Trust Fund for WASM scholarships and a charity auction of three Perth Mint Commemorative Gold Coins raising around \$20,000 for WA high school students pursuing a career in resources, the event showcased the level of development support in the mining industry.

The event also provided a great platform for our PYBAR team to network with clients, prospects, stakeholders and graduates.



Stewart McLeod and Christina Petz.



Wayne and Rosalie Gough.



PYBAR is a big supporter of the alumni's programs and mentorships for graduates entering the mining industry.

CELEBRATING TOGETHER

TWENTY FIVE YEARS IS A BIG MILESTONE AND WE WANT TO SHARE IT WITH OUR VALUED PEOPLE, SUPPLIERS AND CLIENTS.



UT0111

WestTrac



1995

STARTING
OFF WITH 10
PIECES OF
EQUIPMENT

2018

MORE THAN
300 PIECES OF
EQUIPMENT AND
MACHINERY IN
OUR FLEET

Orange Office staff with the new Cat AD45B ejector truck.



A COMMEMORATIVE CAT

WESTRAC CELEBRATES PYBAR'S BIRTHDAY

WesTrac has marked PYBAR's 25th anniversary with a special delivery of the new Cat AD45B ejector truck at our Orange office.

On 9 November, WesTrac representatives hand-delivered a brand new Cat AD45B ejector truck, to our Executive Chairman Paul Rouse and CEO Brendan Rouse to mark our 25th year in business - complete with a surprise 25 year commemorative logo added.

WesTrac's NSW/ACT CEO Greg Graham and Mining Business Manager Western Region NSW Neil Roberts personally oversaw the new Cat delivery as a special memento to Paul and Brendan and to mark the strong partnership we've had with WesTrac over the years.

Long-time supplier

PYBAR's relationship with WesTrac stretches back to 2006 when we bought two Cat articulated underground mining trucks from Neil, who was a WesTrac sales representative at the time. We've since bought a further 36 pieces of equipment from WesTrac.

The new CAT AD45B Ejector Truck has been customised with 25-year anniversary signage to mark the occasion. The brand new truck will be put to work at our Hera project.



WesTrac Mining Business Manager Western Region NSW Neil Roberts, PYBAR Executive Chairman Paul Rouse, WesTrac NSW/ACT CEO Greg Graham and PYBAR CEO Brendan Rouse.



WesTrac representatives hand-delivered a brand new Cat AD45B ejector truck to mark our 25th year in business.



The first Cat truck purchased from WesTrac in 2006.

PYBAR IN THE NEWS

Local media in Orange, including the Central Western Daily and PRIME7 News Central West attended the unveiling of the new Cat truck.

The Central Western Daily reported:

Employees might celebrate an anniversary with a company with a new watch, but when PYBAR itself celebrated its 25th anniversary last week, its present was a whole lot bigger.

The story also made it to the local Orange TV news, which aired on 9 November. Reporter Harrison Lance interviewed Brendan and Greg on PYBAR's successful 25 years in business, stating:

"This sure is a unique way to celebrate a 25 year anniversary, while some companies might cut a cake; the delivery of a giant mining rig is the perfect gift for PYBAR Mining Services."

WesTrac celebrating our success

WesTrac also shared the story on their media sites including this post which was published on its LinkedIn, Facebook, Twitter and Google pages!

25 years ago something incredible happened... we got access to the World Wide Web. That wasn't the only major thing to happen in '93 though; it also marks the year Orange-based mining services company PYBAR Mining Services started their operation. This marks the delivery of the 38th piece of Caterpillar underground mining equipment by WesTrac.

Thanks for your support WesTrac!



MIND YOUR BUSINESS | Pybar's party, Oriana's change, and Clayton's nomination

Editors Pick: 10/11

Facebook Twitter YouTube LinkedIn

PHOTO: PHILLIPS, WesTrac's chief executive Greg Phillips and Pybar chief executive Brendan Phillips. Photo: PHILLIPS (COPIES)

AWB
Global Reach. Local Focus.
Learn more

View More Local Businesses

On the move Physio
Professional physiotherapists
1/4 ODE... Show Number

Orange City Bowling Club
Orange City Bowling Club (VIC)
1/4 ODE... Show Number



SPECIAL SERVICE SHIRTS

THE 25 YEAR ANNIVERSARY EDITION!

We've recently begun rolling out our brand new service anniversary shirts to celebrate our 25 years.

In celebration of PYBAR's 25th anniversary, we are releasing a special edition service anniversary shirt between July 2018 and June 2019.

If you are reaching a service milestone between those dates, then check out the new design! Keep an eye out for yours in the mail!

Backpacks coming in 2019

We're also excited to rollout a brand new backpack for next year's service anniversary gift, along with the shirts. We think they look great!

A SMALL TOKEN OF OUR APPRECIATION

\$25 PYBAR PERKS CREDIT

To celebrate our 25th anniversary, we're giving all our employees \$25 credit via their PYBAR PERKS account to spend as they wish!

If it's one thing we know from our 25-year history - our people are our most important assets.

To commemorate our 25th anniversary, we're giving a gift to every single employee across our business to say thank you for the part you have played in helping us get to where we are today.

From 14 December 2018 all employees will have \$25 credit added to their PYBAR PERKS account.

What's great is that you can use \$25 credit towards a purchase on the PERKS platform or withdraw into your bank account as cash!

How do I claim my \$25?

1. You would have received an email on 14 December 2018 notifying you that the \$25 has been added to your account
2. Your email will have a verification code
3. Log into PYBAR PERKS, click on the "Account" tab and then click "Account Settings" underneath
4. Look for "My Awards" on the left side panel and click "Claim" or "Withdraw" and enter your verification code from the email

What do I do if I have trouble claiming?

Contact the HR team straight away and they will be happy to help you!

Call **02 6361 6449** or **0448 404 458** or email **hr@pybar.com.au**.



MEET OUR 2018 FINALISTS

COUNTDOWN TO THE EMPLOYEE OF THE YEAR REVEAL

Who will be our 2018 Employee of the Year? We can't wait to find out!

**SAFETY
SERVICE
RESPECT
RESULTS** **CORE
AWARDS**

Since launching in 2016, our CORE Awards program has given our employees the opportunity to recognise and reward their team mates for their commitment to our values of SAFETY, SERVICE, RESPECT and RESULTS.

From 1 November 2017 to 30 October 2018, 595 employees were nominated for the monthly CORE Awards and we had 143 monthly site winners across the year.

In November our Project and Department Managers had the difficult task of selecting up to two finalists from their site based on a set of criteria. These contenders were then narrowed down to 22 finalists – one of which will become our 2018 Employee of the Year.

2018 Employee of the Year winner's prize pack:

- \$1,000 PERKS credit
- Framed certificate
- Feature in the newsletter and Facebook page
- Name engraved on our Employee of the Year plaque at our Orange office!
- Engraved trophy

Our runner-up will also receive \$500 PERKS credit!

And the finalists are...

Good luck to our 22 finalists who have made extraordinary contributions to PYBAR in 2018. Thank you all for your hard work, positivity and exemplifying our core values!



BLACK ROCK

PETER BARLOW

Peter is our Charge Up Operator at Black Rock who all crew members look up to. He leads by example in every single shift, from always being on time, playing an active role in pre-start meetings, planning ahead and encouraging others to excel. He has the potential to make a good shift boss!



CADIA VALLEY OPERATIONS

DAWID NAUDE

Dawid is our Cleaner at Cadia Valley. Over the years he has worked for us, Dawid has always displayed a positive attitude and pride in his work, and he is highly respected by the client and his peers. Dawid displays a perfect safety record and conducts his work to a high and professional standard.



DARGUES GOLD MINE

CHRIS CORCORAN

Chris is fairly new to the role as Bogger Operator, but in a relatively short space of time has become a competent operator who produces a high standard of work equal to workers with many years' experience. He has also learned multiple underground roles including jumbo offsideing, shotcreting, service crew and charge up. Chris carries the same quality of workmanship through all of the work he performs and as such is an invaluable team member working in any role he finds himself in.



HENTY GOLD MINE

ALISTER HINDLE

Alister has repeatedly proven to be very professional in his role as Stores Supervisor at Henty Gold Mine. He has built solid relationships with site suppliers and can be counted on to get parts to site at short notice during critical times with minimum fuss. Alister was also commended for his cheerful, easy-going personality which makes him very approachable and easy to work with.



KURT SYMMONS

As our Processing Plant Operator at Henty Gold Mine, Kurt is action-oriented and focuses on achieving tasks that are essential for efficient gold production. He's an energetic member of the team who's always ready to support the team's performance. He is also mindful of including others and communicating with the crews about where improvements can be made.



HERA

TOMAS KIRBY

Our Truck Operator Tomas was recognised for his great mentorship of new employees and creating a positive work environment for them to be welcomed into. He is a valuable asset to the team who always contributes to improved safety onsite and engages his fellow workers to go above and beyond.



CHRIS STEER

Chris is a Bogger Operator at Hera who always goes above and beyond in his role and keeps his work areas to an impeccable standard. He prides himself on his strong work ethic, and his dependability and punctuality are a large part of his working values. While on the job, he continually displays safe practices and has a positive influence on others at site.



KING VOL

DUNCAN IDAHO

Duncan prides himself in his position as Charge Up Operator. He has a high work ethic which is driven by the PYBAR values. His long-term employment with PYBAR, in addition to being the safety representative for his crew and an active member of the Mines Rescue team at King Vol, shows his brilliant track record and reputable safety culture. He is very approachable and gives a high level of respect to his crew.



AMOS O'CONNOR

Amos started at King Vol as a Nipper/Offsider and Truck Operator and has progressed to Service Crew thanks to his exceptional work ethic and can-do attitude. He's now on his way to becoming a Charge Up Operator after assisting the charge up crew, producing excellent results. He has an impeccable attendance record and is well respected with the crew.



MOUNT ISA MINES

MATHEW WEIR

Mathew is known for his high standard of work and exceeding daily targets as a Jumbo Operator at Mount Isa Mines. He's always willing to lend a hand if someone is having trouble in a task and you can count on him to always be on time for a shift. His work ethic, positive attitude and safety consciousness are well regarded by all onsite.



MUNGANA

PETER WELLS

Peter is committed to his job as a Shotcreter and takes pride in his machinery and completing tasks to the highest standard. He has a great work ethic and positive attitude that rubs off onto others. A dependable and hardworking employee, he's well respected by all members of his crew.



LUKE SHERIDAN

Luke is motivated in his role as Agi Operator and always finishes the job to the best of his ability. You can count on him to go that extra mile to fix a problem and he's always looking at continuous improvement. He's reliable, and does his work diligently and efficiently with safety at the forefront.



PEAK OPERATIONS

PETER GIBBS

Peter is a standout Shift Supervisor who always demonstrates solid workplace safety awareness and is a strong motivator of his crew in achieving targets. He's regularly recognised for his great organisational skills and ability to get the job done with minimal fuss and a positive attitude. He was recently promoted to Mine Foreman for the upcoming contract extension.



HAROLD WEBBER

Harold is a valued front line Jumbo Operator who always delivers on performance targets and expectations while maintaining an impeccable safety record. He is well respected by all onsite and can be counted on to step in as Shift Supervisor when required. His positive attitude, enthusiasm and ability to motivate those around him is outstanding.



ORANGE OFFICE

LINDA CLIPPERTON

As our Executive PA, Linda's attention to detail is outstanding. From organising the Christmas party and helping clean up after, to planning the annual PYBASH logistics and accommodation, and making countless changes to executive travel plans, outside of normal hours, nothing is ever a problem for Linda. Her work ethic is well regarded, and she is a very well respected member of the team. Linda always achieves set deadlines and supports others to achieve their deadlines as much as possible.



MATTHEW DOWNER

Our Supply Supervisor Matt has been with PYBAR for over eight years and today plays a pivotal role in the turn around to the supply department and to the cost savings of the company. He was responsible for implementing a KPI program across the whole business, which achieved a dramatic improvement in supply times to site. He displays great leadership qualities and has been a key facilitator in providing great support services to all our sites.



RAISE BORE DIVISION

HERRMANN BERTANI

Our Raise Bore Supervisor Herrmann's outstanding performance with taking ownership of the new Easer at George Fisher Mine, as well as commissioning the new rig himself and training the crew to a high standard resulted in a worthy contract extension. He embodies all four of our values, and you can count on him to exceed expectations and set the standard for best practice.



THALANGA

TAMARA OAKLEY

Tamara is our Storeperson at Thalanga who's extremely efficient in her work, super organised and someone you can rely on – always. She's focused, results-driven and great role model for managing stores. During her time at Thalanga, she has worked hard to find ways to improve our deliveries and optimise operations. She treats everyone around her with respect.



LUKE WILLIAMS

Our Shift Supervisor Luke is the epitome of what a leader should be in the field. He's approachable, leads from the front and identifies improvement areas around site. You can count on him to follow due process and not put any of his crew at risk. He's extremely knowledgeable in many areas and has the ability to pass on skills to his crew. He treats everyone with respect and listens to them.



VIVIEN

MATHEW MALONEY

Mathew is a top quality Bogger Operator who always works extremely hard and completes the job to the highest of standards. He often looks at continuous improvement initiatives to make the job more efficient. His positivity around site is infectious, and he's a well-respected member of the team.



GLENN MILLER

Glenn is our S&T Coordinator who's enthusiastic, knowledgeable and great at engaging the crews, especially relaying safety information at pre-start meetings. He puts his hand up to volunteer and assist whenever needed. A well respected team member who's never late, always engaged and someone who everyone can count on.



WOODLAWN

CHRISTOPHER SALMON

As a Nipper/Offsider at Woodlawn, Chris demonstrates a high commitment to his crew, eagerly offering his assistance to achieve team goals. He works effectively, safely and takes pride in his work, while listening and acting upon the knowledge and experience around him. Chris is a positive, active and enthusiastic team player who has potential for a long, successful mining career.

Enjoying the sights along the way to Braitling, Alice Springs.



PYBASH RAISES BIG FOR AUSSIE KIDS

OVER \$50,000 DONATED!

Over 300 Bashers... 10 days... 4,396km travelled... \$1.7 million raised overall!

The annual NSW Variety "B to B" Bash has once again been a huge success, raising over \$1.7 million overall for children who are sick, disadvantaged or have special needs.

This year our PYBASH team raised over \$50,000 for the Bash – all thanks to our generous supporters!

PYBASH team captain Paul Rouse, ably supported by crew Andrew Rouse and John Coppock, travelled from Bonnyrigg in Sydney to Braitling, Alice Springs, covering a distance of 4,396km over 10 days.

"The PYBASH car handled the challenging outback road conditions without a hitch," Paul said.

"The Variety Bash is a great way to raise much needed funds and awareness for children in need, as well as having a lot of fun along the way.

"This year we visited 10 schools in rural and remote communities and Variety was able to present them with some fantastic learning resources and play equipment thanks to the generosity of our supporters."



PYBASH makes it to Uluru!



Thanks to our generous supporters who helped us raise over \$50,000 for the Variety Bash!

Get ready for next year!

In August, the 2019 Variety "B to B" Bash will see over 100 pre-1974 bash cars and over 300 Bashers travel from Bondi in Sydney to Batt Reef, Port Douglas.

Fundraising for the 2019 Bash is already open, and donations can be made to the PYBASH team's fundraising page at varietybtobash2019.everydayhero.com/au/pybash.



PYBASH Team Captain Paul Rouse with crew Andrew Rouse and John Coppock.

FAMILY SAFETY COMPETITION

SAFETY MESSAGES FROM THE HEART

We had a great response to our first Family Safety Competition, receiving some fantastic entries from our employees' loved ones about what safety means to them.

Well done to our three winners, who will each receive a \$100 voucher. We plan to run the competition again next year, so remember to keep those special photos or memories so you can get your entries in quickly when we open the 2019 competition.

Safety is at the core of our company values and it's great to see how important it is to our PYBAR families!

Check out our three winners:

WINNER #1: NICOLE VILJOEN'S DRAWING



Our Raise Bore Superintendent Phillip Viljoen's nine-year-old daughter Nicole shared her drawing with the message: Safety First. Come back home safe, we love you. One day she wants to be a Raise Bore Manager just like her dad!

WINNER #2: PIA NAYLER'S LETTER

Safety plays a massive role in our everyday lives. Having my husband (Scott) working within an industry such as mining; as well as everyone else around him too, it is crucial that he stays as safe as he possibly can. He is not only my husband and the love of my life, he is also a father and role model to our two beautiful little girls who love and adore him more than anything. If anything was to happen to Scott, I don't know what we would do. To see him hurt or worse would leave us devastated.

To have anything happen to him, would impact all of our lives GREATLY both emotionally and physically. Not just for the reasons I've already stated earlier, but for the fact that he is also our main and sole provider of this family. He plays such a significant role. Without Scott, we would struggle financially as I am unable to work at this point in time, being so very close to delivering our third child. We wouldn't be able to pay rent, bills or even buy food. I also rely on his help with our children as well as some house duties when I am unable to get them done. If he was to get seriously injured at any point in the near or distant future, it would make life extremely difficult. He wouldn't be able to do the things he enjoyed, or play games with his children, or maybe not even be able to hold his newborn child. That is why it is important that he stays safe. Because we love and need him in our lives. To have him come home to us safely after every shift is a blessing.

Not only that, it is also very important that he too, works safely and is doing the right thing, not only for himself but for the care and safety of his crew who may also have families and other life obligations.

WINNER #3: NIC MECK'S PHOTOGRAPH



My husband Michael Meek works at Cadia Valley Operations. My picture says it all; to keep him safe at work so he returns home after each shift to our beautiful family.



Safety is at the core of our company values and it's great to see how important it is to our PYBAR families!



WINNER People's Vote: Rhys Marshall
A snap from my visit to Krabi Elephant Sanctuary.

i-spy

PYBAR

ROUND TWO WINNERS

We've spied PYBAR on fun-filled holidays, at home with your loved ones and at some of your most memorable occasions!

Round two of our I Spy PYBAR employee photo competition closed on 30 November, where we received nine fantastic entries! It was an extremely close finish with only three votes separating Rhys and Andy for the People's Vote, followed by a difficult decision from our judging panel for the Judges' Vote.

Congratulations to our two winners:

People's Vote: Rhys Marshall's Krabi Elephant Sanctuary photo took home the most popular photo!

Judges' Vote: Steven Poznik's adorable 'PYBAR development crew' photo stole the judges' hearts!

Both winners receive \$100 of PERKS credit to spend with any retailer they wish on the PYBAR PERKS platform.

Round three kicks off soon!

The third quarter of our employee photo comp starts on 14 January and closes on 14 March. Upload your photos or vote for your favourite via pybarperks.com.au.

Good luck, and may the best photos win!



WINNER Judges' Vote: Steven Poznik
PYBAR's new development crew.



Andrew Nelson
Premiership PYBAR employees: L-R Joel Crosswell, Andrew Nelson, Callan Hunt.



Andrew Rouse
In Calgary overlooking the Canadian Rockies during the third week of autumn at minus 5 temp!



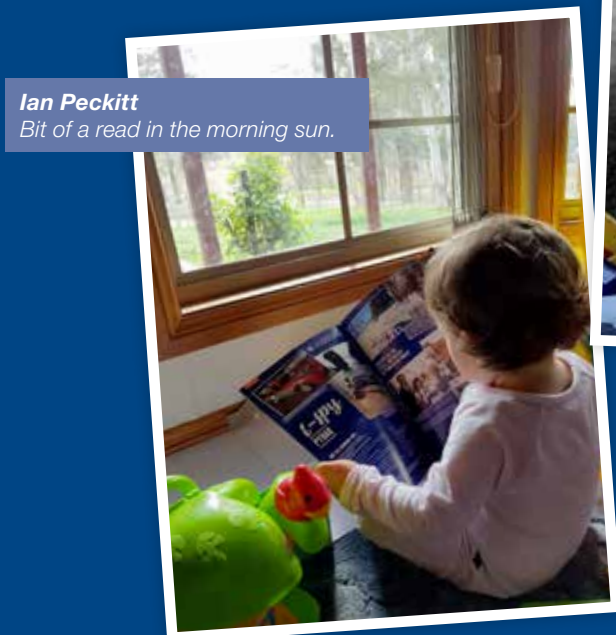
Callan Hunt
Elephant trekking in Thailand.



Cara Jordan
Weekend study session @ CSU #PYBARstudybuddies #humanresources #elsiesoftomorrow



Darren Young
Gone fishing! Windy Harbour south coast WA.



Ian Peckitt
Bit of a read in the morning sun.

Andy Axtell
The Bund, Shanghai.



Remember all photos must be taken offsite, feature the word PYBAR or some PYBAR branding and not be photoshopped!

PYBAR PERKS

CHRISTMAS BARGAINS

Discover awesome discounts from your favourite retailers on our PYBAR PERKS employee rewards program just in time for Christmas!

If you haven't checked out PYBAR PERKS yet there's never been a better time to start, especially if you haven't finished (or started!) your Christmas shopping.

You'll find great deals from over 300 retailers, with JB Hi-Fi, Harvey Norman and Jetstar the most popular among our employees. We've also recently welcomed new retailers including Anaconda, Air New Zealand, The North Face Australia, Culture Kings, JBL and so many more!

Big savings!

Since we launched PYBAR PERKS in April, over \$130,000 worth of discounted purchases have been made! The Cadia crew are the highest spenders, with over \$21,000 worth of rewards purchases, followed by the Peak crew with over \$17,000.

What's new?

There's so much more available to employees than just discount shopping. We've recently added new tiles on the home page where with just one click you can find more information on the:

2018 Employee Agreement: We provide updates on the bargaining process, proposed changes to the old Employee Agreement and answer your frequently asked questions.

Single Touch Payroll: We tell you how this Australian Tax Office initiative affects you and how to access your year to date earnings, super and tax information.



Don't forget you can still nominate a colleague for a CORE Award, enter or vote for your favourite entry in our I SPY PYBAR photo competition and so much more on the PYBAR PERKS platform.

NEW RETAILERS:

Anaconda
Air New Zealand
Marley Spoon
The North Face
Australia
Ellery

Southern Phone
FastCover
Surfstitch
Charlotte Tilbury
Culture Kings
JBL
New Balance

CITY BEACH

NEW GIFT CARDS:

OPSM
Sunglass Hut
Uber Drive + Uber Eats

Visit pybarperks.com.au and login with your email address and password.
If you have any trouble accessing your account, contact hr@pybar.com.au.

FIVE YEARS SERVICE

CELEBRATING FIVE YEARS SERVICE MILESTONE

In each edition of our newsletter, we recognise our people who have achieved five years of service with PYBAR.

Well done to our longstanding employees below who have reached their five year service milestones in the quarter ending December 2018. We appreciate your hard work and everything you do for PYBAR!

START DATE	EMPLOYEE	POSITION	LOCATION
8/10/13	Daniel Carnes	Maintenance Foreman	Vivien
2/12/13	Elsie Joubert	HR Manager	Orange Office
25/12/13	Steven Spradbrow	Maintenance Foreman	Various

5 YEARS 5 YEARS 5 YEARS

TEN YEARS MILESTONE

TEN YEARS' SERVICE IS A MASSIVE ACHIEVEMENT!

Thank you all for your hard work and support for PYBAR through the years. We're very proud and appreciative of your service.

START DATE	EMPLOYEE	POSITION	LOCATION
1/08/08	Frank Pfab	Electrical Superintendent	Henty Gold Mine
15/09/08	Leon Reader	Project Manager	Mungana / King Vol
19/09/08	Andrew Rouse	Chief Services Officer	Sydney Office

10 YEARS 10 YEARS 10 YEARS



Our Chief Executive Officer Brendan Rouse and Executive Chairman Paul Rouse congratulate Andrew Rouse for his 10 years' service to PYBAR.



Our HR advisor Cara Jordan and Executive Chairman Paul Rouse congratulate Leon Reader for his 10 years' service to PYBAR.

A MESSAGE FROM OUR EXECUTIVE CHAIRMAN

CONTINUING THE STORY

The end of one year and the start of another – continuity.

Well, as this calendar year closes, another one starts; that is continuity!

The year has seen some interesting challenges and achievements. The PYBAR Group has engaged in a number of new contracts at various locations and has demobilised from a few established sites as well.

Our primary focus remains with safety. PYBAR has comprehensive safety systems in place, and it is the duty of every one of us to follow them to prevent personal injury and equipment damage, even to the point of carrying out basic risk assessments for new or non-usual tasks.

Whilst we see some jobs completed recently, our Technical Services team is kept busy with new tenders and at present we see them covering the whole of Australia as well as some potential jobs in the overseas market. Even though we cannot expect to

be successful in all tenders we are keen to continue our coverage and maintain our position as a significant player in the mining services industry.

We are consciously approaching our future with a commitment to engaging technology to enhance operational safety and efficiency. The outcomes will present PYBAR as a progressive and innovative company and we are seeing positive comments from various clients about our business systems and reporting protocols.

Whilst every site is important to the company, I note that we have expanded our operations in Queensland with new and existing clients and we have obtained new work in NSW at Peak Mines and Woodlawn Mine.

Our associated company, Diversified Minerals, continues its operations at Henty Gold Mine in Tasmania and was excited to commence work at the Dargues Gold Mine, near Braidwood, NSW earlier this year.

Henty is a continuing operation and we are actively exploring the immediate areas to increase the resource and mine life.



At Dargues we have commenced the underground development and have begun some early preparation of the process plant area and waste rock storage facility. The start of process plant construction is forecast to get underway early in 2019.

In conclusion, I thank all of our teams at PYBAR and associated companies for their efforts during the year and sincerely wish you and your families a SAFE and prosperous Christmas and New Year.

Remember to look after each other, that safety is applicable everywhere, and that SAFETY IS EVERYBODY'S BUSINESS.

Paul Rouse - Executive Chairman

MERRY CHRISTMAS!

CHRISTMAS HAMPERS COMING SOON

'Tis the season for giving!

We will be sending Christmas hampers out to you and your family again this year to say thank you for all your hard work in 2018!

You'll find some great goodies in the hampers we've selected, which we hope you'll enjoy with your family and friends.

Happy Holidays!



Thank you to all our employees for your efforts this year!





**SAFETY
SERVICE
RESPECT
RESULTS**

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SETTING THE STANDARD

