



## Mastermyne Opens its Cleanskin Training Centre



By now most of you would have seen or heard about the new training facility Mastermyne has established in Mackay to train cleanskins in the basics of underground mining. We are asked by many people why we built the centre and the answer is that we are in the business of supplying teams of management, trades and operators to carry out contract work, so without good people we can't continue to grow the business. The training centre is one way we are bringing new labour to our projects and ultimately growing our business.

The centre is set up to provide cleanskins with the basic introductory skills in mining. At the centre the trainees learn about our safety tools and how to use them, they are taught the terminology of underground mining and they experience the work that is actually done underground. Some of the tasks they perform are - building and spraying stoppings, standing props and building link n locks, installing and retracting services, standing lining and levelling conveyor structure and drilling roof and rib bolts with hand held equipment. Part of the training is when undertaking all these tasks they are taught how to integrate the safety tools we use such as take 5's and slams into their everyday workings so they have a better understanding of how to use them and when to use them.

Whilst we are very confident on what the centre is teaching these cleanskins we also recognise that we need to continue to build the base of experienced miners, so we will continue to recruit both within Australia and overseas. We are also recruiting hard rock underground miners to add to the experience levels. The training centre alone isn't the silver bullet to recruitment so that's why we have a number of recruitment initiatives working together to not only



achieve the numbers we need but to ensure we maintain the highest level of underground experience across our workforce.

More than 100 people celebrated the official opening of Mastermyne's underground training facility on Wednesday the 20<sup>th</sup> of October. A vision in the making for more than 3 years, Myne Start Training Complex was officially opened by the CEO of the Queensland Resources Council before invited guests representing Anglo, Xstrata, BMA, Rio Tinto, Peabody and regional bodies such as the Regional Council and Central Queensland University.

The first group of participants completed their four weeks of specialised underground training on the 22<sup>nd</sup> of October and will commence at the Moranbah North and Oaky sites in early November. It is expected a total of 100 participants will successfully graduate from the training program in the next 12 months.

The \$1.2 million cost of the purpose built facility was fully funded by Mastermyne. We view this as a valuable contribution in sustaining the underground coal mining sector and enabling us to meet both our own and clients

needs. The cleanskin training package in the Myne Start Training complex is one example of how Mastermyne introduce creative solutions to well position ourselves for the ever increasing demand for labour.

If you're interested in visiting the centre contact the office to arrange a look around.

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## Managing Director's Report - Tony Caruso



Another couple of months have passed since the last newsletter and like previous months we have been busy again. This month we opened the new training centre and we were awarded a 3 year contract with Oaky Creek to install conveyors. The Moranbah North project is growing again with the drivage now well underway and we have also officially started work on the Kestrel Mine Expansion Project. The Engineering team have reported 3 cracking months and this area of the business continues to go from strength to strength. Services is also gaining momentum with the Crinum North Project reaching some major milestones this month with the commissioning of the first of 2 surface conveyors and the workshop is now up and running. Above all our safety performance has again been very strong with the group TRIFR now down to [14]. This is a great result for everyone involved.

If I had to identify our biggest safety risk today I would say it would be complacency. By this I mean we start to think that what we've done has worked or is working so we can now go on and focus on other things. Historically we have proven time and time again that this is when we are most at risk of a serious injury. We have a number of our

projects and workshops that are coming up to record long periods without incidents so now is the time to revisit how you got there. The best safety performances are achieved when safety becomes an integral part of everything we do. We owe it to our loved ones to return home the same way we went to work.

Recently we announced our 2010 financial results and I am pleased to report that we did what we said we were going to do. We are well into the 2011 financial year now and the business is continuing to meet its forecasts which again is a good result.

I thought I would take a minute to explain what the plans are for the business. When we listed the company we said that we would double the size of the business in 3 to 5 years and we intend to do this through expanding the services we offer, geographical expansion, winning new contracts and building on our customer base. All of this we intend to do within the Australian Coal Sector so what that means is that we have no plans to go overseas or get into oil and gas drilling or anything like that. Our plan is to keep our business simple and stick to what we do well.

We are already well underway with many of our plans to grow the business; for example the expanded services included ventilation and directional drilling which has happened, we have added mechanical, maintenance and workshop capabilities to the Services Division and we have expanded geographically into the Hunter Valley with a large permanent workforce now working for Mastermyne in this area. Engineering has also expanded its presence in the Hunter and will soon move into a larger workshop to accommodate the increased demand for their products.

As I reported earlier we are continuing to win new contracts and expand on the existing projects and as a result of the expansion in the Hunter we now have added to our customer base. So the strategy is simple but is working well and if we continue to stick to the plan and be on the lookout for opportunities we are well placed to double the size of the business as planned.

I look forward to you all being a big part of the continued success of the Mastermyne business.

## Mastermyne Business Plan - Yr 2010-2011



### How are we tracking against our Business Plan.....

For your information, each Newsletter we will keep you up to date with how we are tracking to our Business Plan for Year 2010-2011. Here's how we are tracking with the Health, Safety, Environment and Community Pillar:-

| Health, Safety, Environment and Community   | Expected   | Stretch  |
|---|--|--|
| <b>To strive for Zero Harm to People and environment</b>  |  |  |
| <ul style="list-style-type: none"> <li>- TRIFR down as per YTD June 😊</li> <li>- # of Safe Act Observations (SAO's) 😊</li> <li>- Interactions in workplace – SMT, PM, Supervisors, SOs 😊</li> <li>- Check quality of SAO's by GM, SM, SMT (watch them being done) 😊</li> <li>- Compliance Safety Management Plan (document) signed off by client 😊</li> </ul> | As per budget target set 1/7/10<br>As per budget set 1/7/10<br>1 per site visit<br>On start date | 10% less than budget<br>10% more than budget<br>2 per site visit<br>1 wk before start date |
| <b>Contribute to the Community in a positive way</b>  |  |  |
| <ul style="list-style-type: none"> <li>- Feedback from the Community per year (MMG) – 1300 number 😞</li> <li>- Number of Community initiatives completed per site 😞</li> </ul>  | Number of complaints<br>4 / year<br>1 / year   | 0 / year<br>2 / year   |

**Legend** 😊 On Target      😞 In danger      😞 Off Target

## CHAMP Wins Private Equity Award For Investment in Mastermyne



In 2005 private equity company CHAMP Ventures invested in the Mastermyne business by buying 33% of the shares from the founders. Private equity companies invest in business to make the best return on their investment possible. A bit like us buying a property and then doing it up and selling it for a big gain. Companies let private equity buy into their businesses for different reasons; sometimes it's to provide the money to fund rapid growth or acquisitions, or could be because they are in financial trouble, or as was the case with Mastermyne, to provide an exit strategy for founders. That exit strategy for Mastermyne's founder was the listing of the business on the Australian Stock Exchange.

Like many sectors the Private Equity firms get together each year to recognise the best performers in investments and this year they held their annual conference on 22 – 23 September at the Gold Coast. A panel of industry experts assessed nominations across three award categories; the portfolio company awards, the excellence in investor reporting award and the AVCAL Chairman's award.

CHAMP Venture was successful in taking out the Best Expansion Stage award for their investment in Mastermyne.

Here's what they said:

*CHAMP Ventures became a minority shareholder in September 2005, working closely with the founders on a succession plan to strengthen the management team and systems. Revenue and profit increased threefold as Mastermyne achieved strong organic growth, selectively expanded its hire fleet and completed multiple acquisitions. A conservative approach was taken to gearing and profits reinvested for growth. CHAMP Ventures developed a strong, collaborative relationship with management and the founders. In May 2010 Mastermyne listed on the ASX, generating a return of over four times CHAMP Ventures' initial investment.*

This is a great recognition for CHAMP ventures and we are very proud to have been a part of their success in this investment. The relationship we had with CHAMP ventures was mutually beneficial and we are a better business for having had them work with us. CHAMP has now sold completely out of Mastermyne but we remain good friends and continue to support each other.

## Introducing.....Ross Chisholm



Ross has recently joined the Mastermyne Services team in Mackay as a specialist Project Manager and Estimator, specifically to assist in the growth of the electrical works undertaken by the group. Ross has spent the last 6 years working as a Program Specialist with Telstra in Darwin, where he held responsibilities for delivering a wide range of projects to the Northern Territory Government. Prior to the Darwin stint, Ross worked as a consulting contractor to a number of large and small customers in various industrial and commercial construction and engineering industries within Australia and Asia.

In this new role within Mastermyne, Ross will be committed to growing the Services division into a range of markets, in particular looking to grow the services support role to Mastermyne's existing customer base. He has formal qualifications in Electrical Engineering and Project Management.

## We welcome Ross to the Mastermyne Team.

### FASCINATING FACTS



- \* Three quarters of fish caught are eaten - the rest is used to make things such as glue, soap, margarine and fertilizer.
- \* *There are more than 10,000 varieties of tomatoes.*
- \* Carrots have zero fat content.
- \* 80% of millionaires drive second-hand cars.
- \* The first credit card was issued by American Express in 1951.
- \* *Tourism is the world's biggest industry, affecting 240 million jobs.*
- \* *To make one kilo of honey bees have to visit 4 million flowers, travelling a distance equal to 4 times around the earth.*



Mastermyne continues on its drive to reach Zero Harm. At the end of September the 12 month rolling Total Recordable Injury Frequency Rate for the Group was 14.6 which is the lowest we have been since my arrival two and a half years ago. Mastermyne employees and management have succeeded in developing a safety culture that is enviable across the industry.

How have we done it? Simple! We have developed a culture that puts the safety of yourself and those working around you as the highest priority in every task we undertake. Everyone now understands the importance of the Hazard Identification and CONTROL process and even better, believes it works.

Why is our culture working so well.

- All Mastermyne employees have a zero tolerance for unsafe behaviour.
- Mastermyne employees watch out for each other in every task we do.
- Mastermyne employees are not scared to challenge anyone's unsafe behaviour.
- Mastermyne Senior Management is committed to safety – we don't just say we are committed we demonstrate it every time we are at work and at home.
- Project Management teams are focused on the risk management processes involved and plan and make sure that we are not putting our employees at risk by production pressures.
- Mastermyne trains its people very well.
- Mastermyne is very focused on fatigue and provides employees with accommodation before and after the shift

roster so that you are not starting work fatigued on your first shift or driving home fatigued after your last shift.

- In the event that you do get injured Mastermyne places the utmost importance on getting you the best medical treatment possible and looking after your wellbeing and the wellbeing of your family or loved ones.

How can you further help get Mastermyne to a Zero Harm culture - Stop and think about everything you do. Recent injuries have included a hand injury where an operator used his hand to snap a set of drill steels with a stilson. Remember hands are not hammers.

As Mastermyne continues to grow there are new risks to our culture as many new people from outside Mastermyne start with our company. These people bring with them a culture that is not in line with our safety culture. This is not an excuse to lower our standards to theirs. These new employees must step up to our safety culture and it's up to all of us to explain our culture to them and coach them in the initial stages of their entry to our company. They will get it if we make the effort to teach them. This will ensure they go home safe and that they do not put our safety at risk.

Again I want to thank you for your commitment to a zero harm culture. It's a fantastic effort to date and I know that it can be further improved.

Just remember - a safe shift is something that has been created by the way we work; luck has nothing at all to do with it.

**"I'm Watching You - Please Watch Me"**  
Zero Harm = Zero Tolerance for Bad Safety Behaviour and Attitude

**Why Safety Matters to me!**

- Can't afford lost time
- Nobody wants to be dead - it's forever
- I couldn't think of anything worse than being permanently disabled
- Family on days off

**Mastermyne**  
Underground • Services • Engineering

**"I'm Watching You - Please Watch Me"**  
Zero Harm = Zero Tolerance for Bad Safety Behaviour and Attitude

**Why Safety Matters to me!**

- Return home to my wife and daughter
- A safe crew is a busy and happy one
- Quality of life
- Makes you aware of your surroundings

**Mastermyne**  
Underground • Services • Engineering

## Human Resources Update - Vivienne Gayton

Throughout August and September the HR team undertook 173 interviews resulting in the Mastermyne Group welcoming 70 new starters over the two months. October sees intense recruitment activities continuing for projects at Moranbah North, Oaky Creek, KME and the exciting new opportunity at Newstan in NSW.

To help extend our pool of potential candidates and to complement the recruitment activities of the Mastermyne HR team, we have established a partnership with a recruitment firm called Randstad. Randstad have an established inter-state and international presence and it is anticipated our partnership will increase the number of quality candidates to enable us to grow and build our teams to efficiently deliver on our contracts.

In September Viv visited the Engineering and NSW underground operations. The valuable feedback provided from site teams is being used to consider ways to improve our systems and the way we deliver services to our operational teams and employees.

September also saw the champions commence their site visits and have their first taste of underground operations. *(An acceptable extent of prankery ensured Selena and Jeff's underground visit provided suitable entertainment for the crew at Kestrel!)* The champions site visits are vital in us developing an understanding of site operations and for sharing information about the incentives and opportunities offered by the company.



Jeff Loro and Selena Harvison at Kestrel.

Keep an eye out for them back on site in late November or early December – these visits in the most part will be accompanied by representatives from either our Salary Scarifying partner Salaris or a company that will be offering a fabulous arrangement to all employees for Income Protection Insurance (more information below).

## Mastermyne Group Sickness and Accident Insurance

Mastermyne is excited to announce the introduction of Mastermyne Group Sickness and Accident Insurance. Up to now, it's been very difficult and costly for employees in the mining sector to obtain sickness and accident insurance. After searching far and wide, we have identified a credible insurer to provide affordable coverage to our employees.

Sickness and Accident Insurance is paid when an employee is unable to attend work because of incapacitation. This may be due to injuries caused by a car or sporting accident, or due to serious illness.

Under the Mastermyne Group arrangement, employees may choose to 'opt in' and contribute a small amount of their wage to be covered by the insurance policy, or alternatively 'opt out', pay nothing and not be covered. Throughout November and early December, Damien Eales the Insurance Broker managing the policy, will be visiting sites in QLD and NSW to discuss the benefits of the policy.

In the meantime, the below questions and answers will provide you with an introduction to the details of the policy:

**Q. What is the Mastermyne group Sickness and Accident Plan and how much will it cost?**

A. It is specifically designed for Mastermyne employees who work in the Coal Industry. The premium cost is 1.834% of an individual's gross wage (as an example, \$35 per week for an employee earning \$100,00 annually).

**Q. What are the benefits?**

A. It will pay up to 85% of your income should you have an accident or become sick and are unable to work. This covers you 24 hours a day, 7 days a week, 365 days a year. If you are injured at work you are covered by Work Cover, however you may qualify for some benefit under this plan as well.

**Q. How long do I have to be off work before I qualify for a benefit?**

A. 14 days

**Q. How long will the benefit be paid for?**

A. For up to 2 years.

**Q. I have an existing medical condition or injury?**

A. All your pre-existing medical conditions or injuries are covered.

**Q. How do I pay the premium.**

A. Mastermyne will deduct the premium from your weekly pay before tax is taken out, so you get your tax deduction for the premium now, not at the end of the financial year.

**Q. What if I don't want to join the Plan?**

A. All you need to do is complete and sign the "Opt Out" letter and return it to Mastermyne.

**Q. Can I join later?**

A. Yes, but you will have to complete a personal medical history statement and depending on this you may be accepted without restrictions or you may have health exclusions. (If you injured your knee playing football this would mean no cover if you needed surgery or injured it again.)

*Keep an eye and ear out for the time of Damien's site visit or contact your site HR Champion for further details.*

## Mastermyne Engineering General Manager's Report - Dave Fitzpatrick



We are steadily heading towards the festive season however, at times it feels more like we are racing towards it! The team have, yet again, out performed themselves by producing a record sales month for September and, most importantly, with no injuries.

The NSW region was identified some time ago as a very important region for the growth of Mastermyne Engineering. The operation is doing exceptionally well and is growing from strength to strength. A big congratulations to the whole team! The introduction of key personnel to our existing team has proven to be a success which has prompted the

decision to relocate premises. The move will take place in January 2011 and will offer a floor area three (3) times larger than the existing premises and an overhead crane which will further enhance the safety of our personnel and assist productivity.

In addition to the NSW premises the Queensland operation will be re-locating to larger premises in February-March 2011. Both these moves will present an exciting step forward towards our future growth.

The increase in workload has resulted in a ramping-up of the number of personnel and we take pleasure in

welcoming the following personnel to our team - Blair Hellyer (Qld stores and warehousing), Brodie Harris (Qld apprentice boilermaker), Brendan Monaghan (Qld painter welder) and we are waiting the arrival of 4 more workshop personnel who will be starting in November at both the NSW and Queensland facilities.

The Sales, Engineering and Administration teams have been exceptional in rising to the challenge of dealing with the increased workload, without increasing staffing levels, and I have no doubt that they are looking forward to the Christmas break. Well done to all, your efforts are greatly appreciated.



**Unit 1 – 13 Nelson Street Cardiff NSW**



## Mastermyne Engineering Employee Profile - Brodie Harris

**Q1. What is your role at Mastermyne Engineering?**

Apprentice boilermaker.

**Q2. How long have you worked for Mastermyne Engineering?**

Since 1st September 2010.

**Q3. What influenced you in choosing this career?** School.

**Q4. What is your favourite job at work?**

Profile cutting.

**Q5. What is your least favourite job?**

Grinding.

**Q6. What would you consider your best achievement?**

Um racing motor cross.

**Q7. What has been your most embarrassing moment working at Mastermyne Engineering?**

Everyone calling Carl my father.



# Mastermyne Services Workshop - Ian Cameron



As we reported in our last Newsletter, Mastermyne Services has now relocated to our new workshop premises at 2 Elvin Street Paget and workshop functions are now in full swing.

- Storeman
- Mechanical Coordinator
- Boilermaker



The Services division also boasts the following personnel to carry out both workshop and field based projects:-

- 4 diesel fitters
- 13 electricians
- 3 electrical apprentices
- 3 Trades Assistants

Some of the work currently being carried out in the workshop includes:

- Ferrett being repaired
- PJB being repaired for the training centre
- "fishtank" being modified
- electric motors and control boards being overhauled



Now that the relocation into our bigger and better premises has been completed we are better placed to support our existing longer term field projects as well as secure projects that require design, assembly, light fabrication and commissioning both electrical and mechanical prior to being sent to site. The much improved workshop facilities will also allow us to carry out overhauls, repairs, parts and maintenance on items from coal cutting and support equipment and diesel fleets through to general air operated equipment such as diaphragm pumps etc.

The workshop is also growing in numbers with eleven (11) new employees being recruited in the last 2 months to cope with the workflow, both in the workshop and on site. Personnel at the workshop now include:

- Workshop Manager
- Administration Assistant

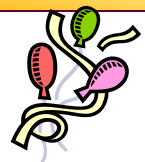
Feel free to drop in and say hello!



## WHO'S CELEBRATING A BIRTHDAY IN OCTOBER?

|   |                      |                   |                      |
|---|----------------------|-------------------|----------------------|
|  John Bradfield | MNC Umbrella Project | Richard Hambleton | Hunter Valley        |
| Denis Briggs  | Hunter Valley        | Erin Hartley      | Hunter Valley        |
| Joshua Caldwell   | MNC Umbrella Project | Richard Hoffmann  | Dendrobium Project   |
| Ian Cameron   | Services             | Tamara Jackson    | Mackay Office        |
| Peter Chalkley  | Hunter Valley        | Michael Kennedy   | MNC Umbrella Project |
| Brandon Costello  | Dendrobium Project   | David Langtry     | Crinum East Project  |
| Mark Davies   | West Cliff           | Rhys Marshall     | Oaky Creek Project   |
| Gary Dickson  | MNC Umbrella Project | Shaun Raymond     | West Cliff           |
| Thomas Ellem  | West Cliff           | Glen Neilan       | Kestrel Project      |
| Nick Endress  | Mackay Office        | Joss Paten        | West Cliff           |
| Shane Fay   | MNC Umbrella Project | Rory Peebles      | MNC Umbrella Project |
| Doug Francis  | West Cliff           | Tony Rae          | Hunter Valley        |
| Logan Gardiner  | MNC Umbrella Project | Nick Roberts      | Hunter Valley        |
| Vivienne Gayton   | Mackay Office        | Troy Telfer       | MNC Umbrella Project |
| Barry Haack   | MNC Umbrella Project | Jordan Zahra      | MNC Umbrella Project |

*Happy Birthday*



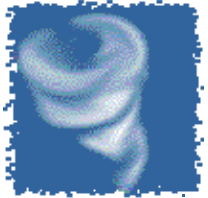
## Tips for Preparing for this Cyclone Season

### Preparing your family, home, workplace and your car.

- Your pre-season check should include tree trimming and denutting coconut palms. Ensure that trees and branches are clear from your home and overhead powerlines. Do not attempt to clear trees from powerlines yourself - call Ergon Energy for advice.
- Has your family spoken about the effects of cyclones and floods, and have you discussed the possibility of evacuation.
- Keep your car regularly fuelled.
- Be sure to have a first aid kit. Has anyone in family being trained CPR and other First Aid?
- Have a good stock of tinned food for the family and any pets (eg. 4 days worth).
- Have alternative cooking equipment, for example a gas BBQ.
- Consider having a generator connected to your home.
- Have a listing of important phone numbers handy.

### As a cyclone moves closer towards the coast:

- Secure loose outside items, for example pot plants, hardware, outdoor furniture and rubbish bins.
- Remove valuable items off the floor and away from windows in case of flooding and flying debris.
- Secure valuable items in a waterproof container you are also able to evacuate with if necessary.
- Fill your bath, laundry tub and appropriate containers with water, in the event the water supply is cut.
- Secure your car undercover.
- Board or tape all windows and secure all doors.
- Freeze water for alternative refrigeration should there be a power failure.



## Oz Tag Competition - Cate Stevenson Coal Miners Shield

On Sunday the 17<sup>th</sup> of October, Illawarra Coal held their annual Oz Tag competition - the Cate Stevenson Coal Miners Shield - at the Mt Kembla ovals. The weather was great, egos were fuelled and the players were pumped.

12 teams competed in the event represented by various Mines and contractors, with each playing a minimum of 2 games. Mastermyne was represented by teams from Dendrobium (Dendrobium Mastermyne Cowboys) and West Cliff (Mastermyne Megabolters).

Whilst the Mastermyne Megabolters delivered a solid performance, making it through to the semi finals, their run to the finals was brought to an untimely end (ripped off we're told!).

Defending champions the Dendrobium Mastermyne Cowboys once again featured in the Grand Final, however after a hard fought match the Dendrobium Mine Barbarians were victorious against the Cowboys - 8 points to 3.

Well done guys!

The annual event raised over \$6300 for the Illawarra Cancer Carers and a great day was enjoyed by all.

**And there's always next year!!**

Mastermyne Megabolters

Mastermyne Cowboys





Growth continues to be the dominant driver for our group in recent times. Recently secured contracts, organic growth and opportunities taken reflect the strength within our business. New projects in the QLD and Hunter regions and significant manning increases in the Illawarra have created opportunities for our employees and business alike. Our maturity as a mining services company, together with our depth and quality of employees will allow these challenges to be achieved.

Safety continues to be a stand-out across our projects and is engrained within the group. Challenges in safety lie within the growth areas of the business as new employees come on board and become aligned to our expectations in this area. Behavioural safety continues to be our primary focus and correct behaviours, coupled with the traditional tools of risk management will provide the greatest outcomes.

Our Northern NSW teams have started to provide clients in this area with the high standard of professional services that are expected from Mastermyne projects. Growth has been consistent and sustainable. We will continue to challenge our competitors in this district as we have in other areas in which we operate.



West Cliff crews continue to provide labour resource levelling in all areas of the operation, working with the client to achieve varying workloads and tasks. Ongoing works include the areas of supplementary labour, secondary support, gas drainage, major maintenance tasks, underground infrastructure and ventilation. This project along with most sites continues to bring new people into the industry whilst maintaining productivity requirements.

Dendrobium continues to maintain the longwall float in line the client's long

term planning needs, although recently they have been challenged by poor ground. Consistency in safety and productivity has been supported by a strong management team and also a stable workforce, the hallmarks of a successful project. As noted previously this site continues to remain extremely stable and has been an excellent proving ground for bringing standout employees through to higher levels of supervision.

Kestrel crews have successfully wrapped up longwall works and recently returned to drivage duties without issue. Safety focus continues to remain consistent with the variety of tasks undertaken and site interaction, performance and flexibility continue to remain the strong point of this team. These teams are continuing to assist in the long term planning requirements and mine infrastructure needs at this operation.

Moranbah crews have been undertaking the challenges of changing priorities and significant resources management. Secondary support, drivage works, conveyor installations, ventilation works, roadwork's, fault remediation and consolidation and longwall pre-works are some of the tasks these crews tackle. Safety continues to be excellent on this site, which has the greatest diversity of tasks and work groups performed on one site in the group. These teams are to be acknowledged for their successes to date.

Crinum Ventilation teams continue to provide quality works with the minimum of impact at site. We have commenced VCD works at Crinum North with this small team covering both sites. This next period will see installation of seals, overcasts, double doors and coffin seals.

The Oaky Creek conveyor crews have commenced on this long term project which covers the installation works at Oaky North and Oaky Creek No1. These crews include the teams transferred from

Carborough Downs and other specialist labour from other projects. We will continue to ramp up at this site through to the New Year.

Crinum North conveyor crews are commissioning the first maingate installation and are currently on the second maingate works. These crews will complete this portion of works during November in line with schedule requirements. The manning has increased significantly recently to address the late delivery of equipment on this project.

The Kestrel Mine Extension Joint Venture (KME) has commenced manning the coal drivage crews on this large project. The commencement of these crews will add further flexibility to this project as we explore every avenue to deliver the best outcome possible.

Manning up on the newly won contracts in the Moranbah and Middlemount areas and commencement of drivage crews at Kestrel Mine extension have kept the HR team busy. The first of the training centre candidates will be transitioned into our sites during this month. These candidates, coupled with our successful recruitment strategies, will allow the growth we are experiencing to be maintained with quality personnel.

Our fleet and its continued growth will provide opportunities and also challenges as the market continues to gather pace and our industry finds the mobile and mining fleet in short supply. We have made strategic acquisitions of fleet recently and this coupled with good management will allow greater flexibility in this portion of our business.

All areas of the existing projects continue to meet the expectations of our clients and are performing in line with the Mastermyne Business Plan and this momentum will be capitalised on.

## Mastermyne Underground Employee Profile - George Maskovich



**Q1. What is your role at Mastermyne?**

Development Planner.

**Q2. How long have you worked for Mastermyne?**

6 weeks.

**Q3. What influenced you in choosing this career?**

New experience, haven't worked in the coal industry before.

**Q4. What is your favourite job at work?**

Going underground to check out the jobs.

**Q5. What is your least favourite job?**

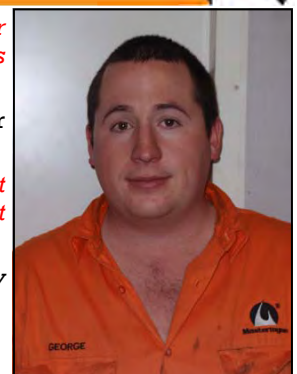
Walking out from the bottom of the pit.

**Q6. What would you consider your best achievement in this industry?**

Designing a new planning sheet for development.

**Q7. What has been your most embarrassing moment working at Mastermyne?**

Hot water tap (I'm sure there's a story here???)



## Body language (www.businessballs.com.au) - The Head



Following on from previous Newsletters, here is the next instalment in our series on Body Language. We hope that all the readers will find the information useful and interesting.

| Signal   | Possible meaning(s)                         | Detailed explanation  |
|--|---|---|
| <b>head nodding</b>  | agreement                                   | Head nodding can occur when invited for a response, or voluntarily while listening. Nodding is confusingly and rather daftly also referred to as 'head shaking up and down'. Head nodding when talking face-to-face one-to-one is easy to see, but do you always detect tiny head nods when addressing or observing a group?  |
| <b>slow head nodding</b>                                   | attentive listening                         | This can be a faked signal. As with all body language signals you must look for clusters of signals rather than relying on one alone. Look at the focus of eyes to check the validity of slow head nodding.   |
| <b>fast head nodding</b>                                   | hurry up, impatience                        | Vigorous head nodding signifies that the listener feels the speaker has made their point or taken sufficient time. Fast head nodding is rather like the 'wind-up' hand gesture given off-camera or off-stage by a producer to a performer, indicating 'time's up - get off'.  |
| <b>head held up</b>  | neutrality, alertness                       | High head position signifies attentive listening, usually with an open or undecided mind, or lack of bias.  |
| <b>head held high</b>                                      | superiority, fearlessness, arrogance        | Especially if exhibited with jutting chin.  |
| <b>head tilted to one side</b>                             | non-threatening, submissive, thoughtfulness | A signal of interest, and/or vulnerability, which in turn suggests a level of trust. Head tilting is thought by some to relate to 'sizing up' something, since tilting the head changes the perspective offered by the eyes, and a different view is seen of the other person or subject. Exposing the neck is also a sign of trust.  |
| <b>head forward, upright</b>                               | interest, positive reaction                 | Head forward in the direction of a person or other subject indicates interest. The rule also applies to a forward leaning upper body, commonly sitting, but also standing, where the movement can be a distinct and significant advancement into a closer <a href="#">personal space</a> zone of the other person. Head forward and upright is different to head tilted downward.   |
| <b>head tilted downward</b>                                | criticism, admonishment                     | Head tilted downwards towards a person is commonly a signal of criticism or reprimand or disapproval, usually from a position of authority.   |
| <b>head shaking</b>  | disagreement                                | Sideways shaking of the head generally indicates disagreement, but can also signal feelings of disbelief, frustration or exasperation. Obvious of course, but often ignored or missed where the movement is small, especially in groups seemingly reacting in silent acceptance.  |
| <b>pronounced head shaking</b>                             | strong disagreement                         | The strength of movement of the head usually relates to strength of feeling, and often to the force by which the head-shaker seeks to send this message to the receiver. This is an immensely powerful signal and is used intentionally by some people to dominate others.  |
| <b>head down (in response to a speaker or proposition)</b> | negative, disinterested                     | Head down is generally a signal of rejection (of someone's ideas etc), unless the head is down for a purpose like reading supporting notes, etc. Head down when responding to criticism is a signal of failure, vulnerability (hence seeking protection), or feeling ashamed.   |
| <b>head down (while performing an activity)</b>            | defeat, tiredness                           | Lowering the head is a sign of loss, defeat, shame, etc. Hence the expressions such as 'don't let your head drop', and 'don't let your head go down', especially in sports and competitive activities. Head down also tends to cause shoulders and upper back to slump, increasing the signs of weakness at that moment.  |
| <b>chin up</b>   | pride, defiance, confidence                 | Very similar to the 'head held high' signal. Holding the chin up naturally alters the angle of the head backwards, exposing the neck, which is a signal of strength, resilience, pride, resistance, etc. A pronounced raised chin does other interesting things to the body too - it tends to lift the sternum (breast-bone), which draws in air, puffing out the chest, and it widens the shoulders. These combined effects make the person stand bigger. An exposed neck is also a sign of confidence. 'Chin up' is for these reasons a long-standing expression used to encourage someone to be brave. |
| <b>active listening</b>                                    | attention, interest, attraction             | When people are listening actively and responsively this shows in their facial expression and their head movements. The head and face are seen to respond fittingly and appropriately to what is being said by the speaker. Nodding is relevant to what is being said. Smiles and other expressions are relevant too. The head may tilt sideways. <a href="#">Mirroring</a> of expressions may occur. Silences are used to absorb meaning. The eyes remain sharply focused on the eyes of the speaker, although at times might lower to look at the mouth, especially in male-female engagements.         |

## A Hairy Upperlip Message - from Steve Carew

"This Movember I've decided to donate my face to raising awareness about men's health. My commitment is the growth of a moustache for the entire month of Movember, which I know will generate conversation, controversy and laughter. I am doing this because close to 3,300 men die of prostate cancer in Australia each year and one in eight men will experience depression in their lifetime. This is a cause I feel strongly about and I'm asking you to support my efforts by making a donation to me. To help, you can either:-



1. Complete a deduction form (can be provided by HR, Payroll or Site Admin) and send it to Payroll so your donation is deducted directly from your wage.

2. Go to <http://au.movember.com/mospace/573274/> and donate online using your credit card or PayPal account.

3. Write a cheque payable to Movember Foundation, referencing my registration number 573274 and mailing it to: Movember Foundation, PO Box 292, Prahran VIC 3181.

Through the Movember Foundation and its men's health partners, PCFA and *beyondblue: the national depression initiative*, Movember is funding world class research, educational and support programs which would otherwise not be possible. For more details on the impact Movember is having please visit:

<http://au.movemberfoundation.com/research-and-programs>

Thank you in advance for helping me to support men's health."



**Mastermyne is kicking off Steve's super fundraising efforts by pledging \$500. We hope his growth won't cause too much of a distraction to his team over the month (or frighten any small children).**

## We Welcome the following New Starters to the Mastermyne Team

|                      |                          |                   |                       |
|----------------------|--------------------------|-------------------|-----------------------|
| Kerri Inwood         | Mastermyne Mackay        | Adrian Patti      | MNC Umbrella Contract |
| Tamara Jackson       | Mastermyne Mackay        | Michael Rayfield  | MNC Umbrella Contract |
| Mark Jenner          | Carborough Downs Project | Dean Reed         | Hunter Valley Project |
| Michael Keech        | MNC Umbrella Contract    | Ami Rensen        | Mastermyne Services   |
| David Langtry        | Crinum Ventilation       | Robert Schultz    | MNC Umbrella Contract |
| Brad Lemberg         | Mastermyne Services      | Paul Schulze      | West Cliff Project    |
| Alan Linde           | MNC Umbrella Contract    | Luke Sciani       | MNC Umbrella Contract |
| Rodney Lohse         | Kestrel Project          | John Slater       | MNC Umbrella Contract |
| George Maskovich     | MNC Umbrella Contract    | Graeme Smith      | West Cliff Project    |
| Patrick Malone       | MNC Umbrella Contract    | David Smith       | MNC Umbrella Contract |
| Thomas Manual-Isaccs | Mastermyne Services      | Damien Tallar     | Mastermyne Services   |
| Kevin Masterson      | KME Project              | Adrian Van Druten | MNC Umbrella Contract |
| Darren Matthews      | Kestrel Project          | Terence Vincent   | Mastermyne Services   |
| Cameron Matthews     | MNC Umbrella Contract    | Lawrence Walford  | Kestrel Project       |
| Kyle Mattingley      | Kestrel Project          | Steven Wass       | MNC Umbrella Contract |
| Scott Meares         | MNC Umbrella Contract    | Sam Western       | MNC Umbrella Contract |
| Geoff Mullins        | Mastermyne Mackay        | Jordan Zahra      | MNC Umbrella Contract |
| Dayne O'Keefe        | Mastermyne Services      | David Zanette     | MNC Umbrella Contract |
| Tim Parslow          | Crinum North Project     | Ricky Zurvas      | Mastermyne Services   |

## More Fascinating Facts...

- ◆ Approximately one billion snails are served in restaurants annually.
- ◆ Traffic lights were used before the advent of the motorcar.
- ◆ Air filled tyres were used on bicycles before they were used on motorcars.
- ◆ The first train reached a top speed of only 8kmph (5mph).
- ◆ 2 billion videos are watched per day on YouTube.
- ◆ Star Trek's Captain James T Kirk's middle name is Tiberius.
- ◆ The first pop video was Bohemian Rhapsody by Queen, released in 1975.



# Hey Kids.....What do you think your Mum or Dad does at work?

If you are 12 years of age or younger and your Mum or Dad works for Mastermyne, then draw a picture of what you think they do at work and send it in to us at the Mastermyne Mackay office. The winning drawings will be made into a calendar for 2011.

**The winners will receive a \$50 voucher to spend at Toys R Us.**

All entries must be received at the Mastermyne Mackay Office by no later than the **30<sup>th</sup> November 2010.**

# SO...START DRAWING!!!



## HAPPY BIRTHDAY TO OUR NOVEMBER BABIES!

|                             |                      |                      |                      |
|-----------------------------|----------------------|----------------------|----------------------|
| Adam Aitken                 | Services             | Maiku Ikeda          | Engineering          |
| Robert Anderson             | Dendrobium Project   | Kerri Inwood         | Mackay Office        |
| Gregory Barnett             | Engineering          | Brian Jackson        | West Cliff           |
| Darren Bartley              | West Cliff           | Edward Leeson        | Engineering          |
| Darren Bayley               | MNC Umbrella Project | Thomas Manuel-Isaacs | Services             |
| Dwayne Beattie              | Engineering          | Kate McCallum        | Hunter Valley        |
| Sophie Bee                  | Services             | Darryl McCloy        | Crinum North Project |
| David Bowden                | MNC Umbrella Project | Paula McNamara       | Mackay Office        |
| Nicholas Burling            | Kestrel Project      | David Morgan         | MNC Umbrella Project |
| Aaron Carter                | Hunter Valley        | Jonathon Munro       | Services             |
| Geoffrey Clark              | MNC Umbrella Project | Brian Noble          | West Cliff           |
| Hayden Earby                | Dendrobium Project   | Greg Pilkington      | West Cliff           |
| Glenn Evans                 | Services             | Laurence Roche       | MNC Umbrella Project |
| Alan Hale                   | Hunter Valley        | Carla Schwarz        | Engineering          |
| Christopher Harris          | Engineering          | Gavin Smith          | Kestrel Project      |
| Jamie Head                  | MNC Umbrella Project | Richard Treloar      | MNC Umbrella Project |
| Mitch Heumiller             | Crinum North Project | Ryan Walsh           | West Cliff           |
| Corey Hoskins               | MNC Umbrella Project | Michael Warren       | Hunter Valley        |
| <i>Many Happy Returns!!</i> |                      | Desmond Welk         | MNC Umbrella Project |

## And here are some more New Starters to the Mastermyne Team....



|                    |                        |                      |                          |
|--------------------|------------------------|----------------------|--------------------------|
| Reno Adams         | West Cliff Project     | Rodney Flor          | MNC Umbrella Contract    |
| Adam Aitken        | Mastermyne Services    | John Forsyth         | Kestrel Project          |
| Rohan Anderson     | MNC Umbrella Contract  | Troy German          | Carborough Downs Project |
| Rod Bailey         | Hunter Valley Project  | Dwayne German        | MNC Umbrella Contract    |
| Greg Barnett       | Mastermyne Engineering | Paul Gill            | West Cliff Project       |
| Fredrick Battersby | MNC Umbrella Contract  | Brendon Glass        | Crinum North Project     |
| Darren Bayley      | MNC Umbrella Contract  | Steven Hall          | MNC Umbrella Contract    |
| Shawn Borresen     | MNC Umbrella Contract  | Kris Harland         | MNC Umbrella Contract    |
| Lyle Bridgeman     | Crinum North Project   | Mark Harris          | Mastermyne Services      |
| Duane Briggs       | MNC Umbrella Contract  | Brodie Harris        | Mastermyne Engineering   |
| David Brown        | West Cliff Project     | Michael Harris       | MNC Umbrella Contract    |
| Russell Brown      | West Cliff Project     | Blair Hellyer        | Mastermyne Engineering   |
| Evan Burt          | Mastermyne Services    | Donald Heslin        | Kestrel Project          |
| Adrian Carroll     | MNC Umbrella Contract  | Peter Heterick       | Crinum North Project     |
| James Carter       | Hunter Valley Project  | Stephen Hetherington | Crinum Ventilation       |
| Steven Chalmers    | MNC Umbrella Contract  | Matthew Hol          | West Cliff Project       |
| Johan Du Plessis   | Mastermyne Services    | Corey Hoskins        | MNC Umbrella Contract    |
| Adrian Evans       | MNC Umbrella Contract  | Dion Hughes          | KME Project              |
| Glenn Evans        | Mastermyne Services    | Gordon Humberdross   | Kestrel Project          |

**Welcome to the Mastermyne Team.**

## Naming of the Directional Drill Rig

Thank you to all those who sent in suggestions for the “Naming Rights” for the new LMC90 Boart Longyear directional drill rig. This new rig will now be known as....



**“Hedgehog”**

And the winner is..... Kris Harland.  
Kris wins a \$50 shopping voucher.

***Congratulations!***

## Employment

If you are interested in applying for employment within any of our divisions please email your résumé to:

**[master@mastermyne.com.au](mailto:master@mastermyne.com.au)**

## Contact Us

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F: +61 7 4939 4833  
E: [engineering@mastermyne.com.au](mailto:engineering@mastermyne.com.au)

## Tender Coordinator

To respond to growth we are seeking a *Tender Coordinator* to join the Mackay based team and work alongside Kelly Plate, our Senior Tender and Contracts Administrator. This is an ideal opportunity for a person to make the transition from miner to an office based operations role. The role may also suit a strong administrator with significant mining operations or on-site experience.

The role of the Tender Coordinator will undergo substantial training and mentoring to enable them to:

- Comprehend new tender requirements and scope;
- Coordinate and administer the tender process;
- Liaise with relevant internal and external parties regarding tender requirements;
- Develop the tender schedule and adhere to deadlines;
- Develop tender documents;
- Review contracts for execution by the Company;
- Prepare and deliver tender presentations to clients.

The ideal candidate will be computer literate and hold excellent time management skills. All internal applications will be dealt with discretely, directly by the HR Manager.

**Email:** [vivienne.gayton@mastermyne.com.au](mailto:vivienne.gayton@mastermyne.com.au)

**Phone:** (07) 4963 0400

## Community Sponsorships

In line with Mastermyne's commitment to contribute positively to the Community, we are happy to advise that sponsorships and/or donations were recently provided to the following organisations:-

- Rotary Club of Brisbane Planetarium Community and International Fund
- Mackay Swimming Academy
- First Division Northern Beaches Girl Guide Unit
- Mackay Riding for the Disabled Association Inc
- The Special Children's Christmas Party
- Sarina Junior Rugby League
- Kestrel Mine Charity Golf Day
- Vikings Futsal Association

Or find us on the web:

[www.mastermyne.com.au](http://www.mastermyne.com.au)

**Look who's taken up part time modelling.....**

