

NEWSLETTER

ISSUE 04 / SUMMER 2015-16

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**OUR SITES – DEEP SOUTH
WA UNDERWAY**

09

**INNOVATION – BIG HAUL
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**OUR VALUES – CORE AWARDS
RECOGNISING OUR TEAMS**

WHAT'S NEW

CORE AWARDS

LAUNCHES 1 JAN 2016

Every employee can nominate a team mate for great work that reflects our values...

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PYBAR'S NEW WEBSITE

Our new website is mobile friendly and a great tool for all to use...

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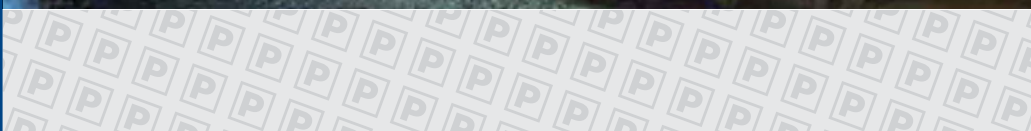
BETTER LANYARDS

Falls from heights are a very real risk. Our new lanyards are more robust, durable and comfortable to wear...

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"We continue to operate in a very tough industry and despite some challenges, we need to strive for excellence and confirm our position as a major part of the underground mining industry."



A MESSAGE FROM OUR CEO

WELCOME TO OUR SUMMER NEWSLETTER

It is amazing how time continues to fly with Christmas rapidly approaching. It seems to get faster as we (I) get older!

This is an important time for all of us but particularly for those in operations and maintenance to keep on focusing and concentrate on working SAFELY, ensuring that our established safe systems of work are followed. If in doubt, please consult with others including your supervisor. The Christmas period is notorious for people taking their mind off the job and losing concentration resulting in personal injury and equipment damage.

Remember our values of SAFETY, SERVICE, RESPECT and RESULTS. Our prime focus is Zero Harm.

It is with sadness that I note that we had a fatality at Ridgeway mine on 6 September 2015. One of our colleagues, Lee Peters, was fatally injured whilst operating a Jacon water cannon. To Emily, Riley, Darcy and family I express my personal and heartfelt condolences. The continued support of Lee's workmates and the wider Orange community has been appreciated and will help the family through the difficult times ahead.

BUSINESS DEVELOPMENT

As I mentioned in the last newsletter, the mining industry is experiencing a challenging period. The closure of Osborne mine occurred in late October and as many personnel as possible were offered positions within the Group at other locations. To all of the Osborne team, my sincere thanks for the way you kept this operation together - right to the very end.

We also had the unexpected transition to care and maintenance of the Lady Loretta Mine, as well as the significant reduction of scope at Mount Isa Mines. The Bentley scope of work in WA was successfully completed, as was the work at Costerfield, Victoria.

To that end, the Technical Services team are busy in the market place seeking and submitting Expressions of Interest and Tenders to fill the gap left by these operations.

Late October, the PYBAR Group announced a joint venture with WPG Resources to carry out due diligence with the vision to purchase the Challenger mine in South Australia. This may provide additional work for all of the divisions of the PYBAR Group in time.

EMPLOYEE AWARDS

As a result of feedback from employee surveys and interaction with management, PYBAR continues to provide information regarding our operations through our quarterly newsletter. In addition to this, we will be introducing the PYBAR CORE Awards to recognise the efforts of our employees nationally. Each month employees have the chance to nominate a team member at each site recognising their commitment to our values. The monthly winner from each site will qualify for the Employee of the Year, which will be the ultimate award under the PYBAR CORE Awards.

Our values represent the way we work so please take an interest in these Awards, which become effective from January 2016.

CLOSING COMMENTS

We continue to work in an exciting but challenging industry. Nothing much has changed in the latter part of the year and I expect that there will be constant pressure for us to operate in the most efficient and safest way possible. If we follow our values and safety systems we will be a long way ahead in achieving our goals.

Lastly, I'd like to wish all of our employees, contractors, suppliers and families a very Merry Christmas and a Happy New Year.

Please take care during the festive season and work and travel safe.

Let's all look forward to another exciting year in 2016 when we will continue to confirm our position as a major player in the mining industry.

Paul Rouse - CEO



EMPLOYEES ON THE MOVE

KEY TO OUR SUCCESS IS OUR PEOPLE AND OUR EXPERIENCE

PYBAR has built a valuable team of experienced and respected mining personnel.

Supporting our projects are teams of highly skilled and committed people so when we have site completions or closures, as a company, we are equally committed to maintaining the wealth of experience within PYBAR by striving to provide other job opportunities for these employees to go to.

Doing this requires the flexibility of not only our teams, but also their families as it impacts us at home as well. For a few of our team

mates, the change also involved relocation. For this, we'd like to recognise each individual employee who has put their hand up, engaged with the business and transferred within PYBAR.

During September, October and November this year, 18 employees transferred from east to west coast projects, whilst 22 employees were transferred between WA projects.

Roles that employees have transferred to included supervisors (mining and maintenance), site administrators, bogger operators, jumbo operators, fitters, store persons, nippers, maintenance, drillers, servicemen, safety and trainers, and engineers.

Many thanks to all involved. It's a huge job to facilitate the movement of so many people and we did this all in the last quarter!

FROM EAST TO WEST

BRAD MOVES OVER 3,000KM

From CSA to Vivien, PYBAR Project Manager Brad Watson and family relocate.

With the HR team busy finding alternative roles for our CSA team, Brad opted for a move west. Securing the role as Project Manager of our Vivien gold project with Ramelius Resources, Brad relocated to Leinster with his wife Kylie, children and dogs.

In line with our goal of maintaining the wealth of experience in our company, it was important to PYBAR to make every effort to find Brad a placement at another project. Starting with PYBAR in 2008, Brad was a supervisor at Cadia before being transferred to Tritton to fill in as Foreman. He then moved on to the role as Acting Project Manager where he was mentored by Dave Hunter and Jim Simpson. A testament to the development of his skills as a manager, Brad secured the role permanently.

With the Tritton contract coming to an end, Brad temporarily went to Lady Loretta and Osborne before taking on the role as the residential manager at CSA. Here he stayed as Project Manager until the successful completion of our contract on 30 June 2015.

Asked what Brad thought his biggest achievement has been at PYBAR, he said "being given the chance to advance my career to Project Manager and supported in fulfilling the role".

Now, enjoying the smaller project at Vivien, Brad is happy to be working with a "professional team with a lot of experience". Although different to the larger scale projects at Tritton and CSA, PYBAR is responsible for the development and stoping at the mine, as well as managing the supply of all labour, plant and materials.



We wish Brad and his family all the very best with the move.

BELOW ARE OUR PYBAR TEAM MATES WHO WERE ON THE MOVE IN THE LAST QUARTER!

Employee	Job Role	Transfer: From	Transfer: To
ROBERT BELGROVE	Bogger Operator	Red October, WA	Deep South, WA
PATRICK BRAZIER	Fitter Shift	Osborne, QLD	Deep South, WA
DANIEL BRIDGEBORN	Fitter LH	Bentley, WA	Deep South, WA
SUZY BUCKLAR	Fitter LV	Osborne, QLD	Deep South, WA
ADRIAN BYRES	Bogger Operator	Red October, WA	Deep South, WA
DANIEL CARNES	Fitter Shift	Peak, NSW	Vivien, WA
THOMAS CLARKE	Storeperson	Osborne, QLD	Deep South, WA
CHRIS CLEMENTS	Maintenance Foreman	Bentley, WA	Deep South, WA
AARON COOPER	Driller	Peak, NSW	Vivien, WA
ROBERT D'ALTON	Bogger Operator	Bentley, WA	Red October, WA
TREVOR DENNY	Service Crew	Osborne, QLD	Vivien, WA
SCOTT EDWARDS	Service Crew	Bentley, WA	Vivien, WA
JOHN GIRGENTI	Fitter Shift	Osborne, QLD	Deep South, WA
CRAIG GROVES	Shift Supervisor	Red October, WA	Deep South, WA
NATHAN GUNTON	Bogger Operator	Osborne, QLD	Red October, WA
MICHAEL HILL	Safety and Trainer	Osborne, QLD	Deep South, WA
DARREN HOLMES	Fitter Shift	Mount Isa Mines, QLD	Deep South, WA
JOHN JACKSON	Graduate Mining Engineer	Bentley, WA	Deep South, WA
CHRISTIAN JANZ	Bogger Operator	Osborne, QLD	Red October, WA
SCOTT JOHNSON	Jumbo Operator	Red October, WA	Deep South, WA
PAUL JOHNSTON	Fitter Shift	Osborne, QLD	Deep South, WA
CHRIS KEATES	Service Crew	Bentley, WA	Vivien, WA
DANIEL KENCEVSKI	Truck Operator	Bentley, WA	Vivien, WA
TRENT KINGHAM	Fitter Shift	Bentley, WA	Vivien, WA
ROBERT LEAHY	Bogger Operator	Red October, WA	Deep South, WA
MATTHEW MCGUIRE	Jumbo Operator	Red October, WA	Deep South, WA
JAMIE PARAHA	Jumbo Operator	Red October, WA	Deep South, WA
DAVID PARKER	Maintenance Foreman	Osborne, QLD	Vivien, WA
PHILLIPE PEARSE	Mining Engineer	Hera, NSW	Vivien, WA
DARREN RALPH	Bogger Operator	Bentley, WA	Vivien, WA
LEON READER	Foreman	Deep South, WA	Red October, WA
TAYLOR RODGER	Nipper	Red October, WA	Deep South, WA
KACIE SCHMIDT	Site Admin	Osborne, QLD	Vivien, WA
PETER SIMON	Foreman	Bentley, WA	Deep South, WA
SCOTT SPARKES	Nipper	Red October, WA	Deep South, WA
SAM TIBBEN	Nipper	Bentley, WA	Red October, WA
ANDY VAN MEEL	Foreman	Mount Isa Mines, QLD	Vivien, WA
PHILLIP WAITE	Jumbo Operator	Bentley, WA	Deep South, WA
BRADLEY WATSON	Project Manager	CSA, NSW	Vivien, WA
PETER WILLIAMS	Foreman	Osborne, QLD	Red October, WA

PYBAR LAUNCHES NEW WEBSITE

Over the last six months a team of people have been working with our marketing agency to build our new PYBAR website which recently went live.



THE NEW WEBSITE FEATURES:

- responsiveness to various devices used to view our website. This means that our website will resize for easier viewing from most devices such as smart phones, tablets or laptops;
- greater interactivity with the ability to select and view our projects both past and current, or by our service type, view our fleet, case studies and more;
- a resource centre where our fact sheets, brochures, recent newsletters and more can be easily found;
- news and blog area where you can search by various categories including by year, service type, or type of news;
- easy access for our employees and partners to find information through our secure login areas; and
- the ability to subscribe directly to our client newsletters.

EMPLOYEE LOGIN AREA

CHECK OUT OUR NEW EMPLOYEE LOGIN AREA WHERE YOU WILL FIND ACCESS TO OUR HR SELF SERVICE AND EMPLOYEE BENEFIT PROGRAMS AND OFFERS.

Special thanks goes to our website project team members Andrew Rouse, Dave Noort, Sanjiya Devi and Linda Clipperton.

WWW.PYBAR.COM.AU

TENDER UPDATE

While the CSA project ceased in June, the start of Vivien in WA secures a new three year project and large projects such as Murchison for Metals X and Olympic Dam for BHP Billiton are pending.

MINING PROJECTS

Client	Project	Status
Newcrest	Cadia Valley Operations (contract renewal)	Won
Saracen	Deep South (whole of mine)	Won
Barrick Gold	Darlot (narrow vein mining)	Pending
CMT	Mt Lyell (development and production)	Pending
Mandalay	Costerfield (airleg development)	Pending
Metals X	Day Dawn (whole of mine)	On hold
Poseidon Nickel	Windarra and Lake Johnston (whole of mine)	On hold
Metals X	Paddys Flat (whole of mine)	Lost

SERVICES PROJECTS

Client	Project	Status
Crocodile Gold	Fosterville (2 x raise bores)	Won
Anglo Coal	Moranbah North (raise boring)	Pending
BHP Billiton	Olympic Dam (cable bolting and shotcreting)	Pending
South32	Cannington (cable bolting and shotcreting)	Pending
Straits	Tritton (raise boring)	Pending
Xstrata Coal	Oaky Creek North (raise boring)	Pending
Norton Goldfields	Homestead (production drilling)	Cancelled
Newmont	Tanami (raise boring)	Lost
Noranda Pacific	Lady Loretta (fresh air raising)	Lost
Newcrest	Telfer (raise boring)	Lost



DEEP SOUTH UNDERWAY

PYBAR MOBILISES TEAM TO SARACEN'S DEEP SOUTH PROJECT

The Deep South contract was awarded to PYBAR in August this year. PYBAR has been providing underground contract mining services to Saracen at Red October since 2011.

The initial nine month contract at Deep South comprises 4km of development with stoping activity expected to commence in earnest in early in 2016. There is an opportunity for PYBAR to obtain a contract extension for the remaining predicted mine life which is currently around three years.

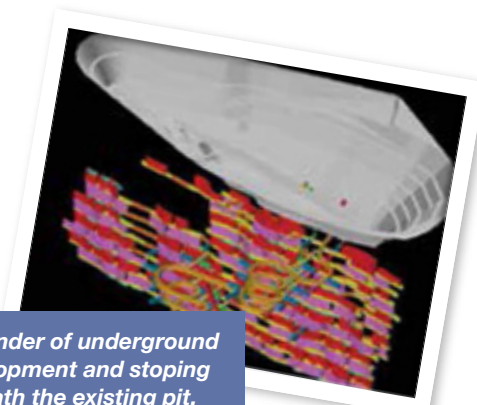
Our safe and productive performance on the job will be a key driver in whether we are successful or not.

The contract involves establishment of part of the site infrastructure and cutting the portal in the existing Deep South pit. To access the elevation of the portal, the pit required dewatering and building of a ramp comprising some 15,000 tonnes of waste material. The portal façade was prepared from the top down, as the falling water level exposed the pit wall, and the ramp was bogged to the next work horizon.

To commence the project, we have one jumbo on site with a second due in February 2016.

Our team will grow to number over 50 for the initial development of the mine and the early commencement of stope production.

The ROC/Deep South team supported by the Saracen technical people showed a lot of skill and good judgement in managing some variable ground conditions both efficiently and safely.



3D render of underground development and stoping beneath the existing pit.



1.
Pattern bolts and spiling around portal marked up under the catch fence.



2.
Portal as at the end of Oct, with floor benching to follow as dewatering progresses.



3.
Away we go - steady as she goes until we are in good ground.



4.
Spiling support in and charging the first cut ground.



RAISE BORE PROJECT COMPLETED AT LADY LORETTA

BOXHOLE DRILLING CONTRACT COMPLETE, TEAM DEMOBILISED

Following the successful completion of PYBAR's raise bore project at Lady Loretta, we demobilised in October.

PYBAR was awarded a boxhole boring project in April this year at the Lady Loretta mine in North Queensland. Six months on and with 27 holes completed, Glencore made the decision to put the mine into care and maintenance and our operation wound up on 23 October 2015.

Located approximately 140km north-west of Mount Isa, the project is entirely a FIFO site. The mine is a high grade underground zinc, lead and silver operation employing long hole open stope mining methods, producing 155,000 tonnes of ore per month. All the ore is trucked to the surface, crushed, then hauled by road trains to Mount Isa.

The raise bore project kicked off in May 2015. The project entailed the drilling of a mixture of small diameter conventional raise bore and boxholes in both production mining and service infrastructure applications. The machine used was PYBAR's RB50 raise bore rig and associated back up equipment. Four crews consisting of a driller and offsider per shift worked an even time roster of two weeks on, two weeks off.

Glencore has confirmed that the suspension of the mine is temporary, so we look forward to the opportunity of recommencing raise boring activity sometime after the mine reopens.

A big thank you to our team of experienced personnel and of course our client, Glencore, for the opportunity to showcase our raise bore and boxhole capabilities in the Mount Isa region.

A special mention goes to one of our drillers, Dan Marsh, who was on the project from the start. With 14 years' raise drilling experience, Dan was a key part of the project.



The machine used was PYBAR's RB50 raise bore rig and associated back up equipment.

PROJECT STATISTICS

27

Holes
completed

433m

Pilot drilled
at 11in diameter
(including pastefill holes)

305m

Reamed
at 1.1m diameter

228m

Boxhole slots reamed
at 1.1m diameter

PRODUCTION CONCLUDED

AT CHINOVA'S OSBORNE AND STARRA MINES

WORKING HARD + SAFELY TO THE VERY END

In August 2014, the Starra mine concluded production mining activities on exhaustion of the economic reserve. In 2015, the Osborne mine also exhausted its ore reserve.

PYBAR was awarded the development mining contract at the Osborne mine in early 2011. In December 2012, we were awarded the production mining works at Osborne, as well as the development and production mining works at Starra, where we replaced the incumbent contractor.

DELIVERING A WORLD CLASS DEVELOPMENT AND PRODUCTION PROJECT

The PYBAR team remained on site until the ore was depleted at both the Osborne and Starra mines, successfully contributing to the economic end of the underground mining life of both projects.

Through the completion of the Starra and Osborne projects, PYBAR has contributed to the delivery of a world class development and production project with an excellent safety record. As at 15 October, PYBAR had achieved 483 days without any lost time to injury and 263 days free of medical treatment injuries.

Whilst working at both mines, our teams demonstrated a positive and enviable workplace culture; and built a strong and valued relationship with our client.

Well done to our teams at Starra and Osborne. Your diligence and hard work right to the end attested to our professionalism.



PROJECT STATISTICS

DEC 2012

Current contract start date

15 OCT 2015

Contract and underground mining completion date

202

PYBAR employees onsite whilst Starra was in operation

158

PYBAR employees onsite post-Starra project

16,721

Total development metres achieved during contract

4,178,249

Total ore production tonnes hauled during contract

542,273

Total production drilled metres achieved



Well done to our teams at Starra and Osborne. Your diligence and hard work right to the end attested to our professionalism.





MOUNT ISA TEAM DELIVERS

EIGHT YEARS LTI FREE, THE TEAM CONTINUES TO DELIVER A VALUABLE AND RELIABLE SERVICE AT MOUNT ISA

17 October marked the day Mount Isa reached the significant milestone of eight years LTI (Lost Time to Injury) free and two years, 205 days DI (Disabling Injury) free - representing a strong safety performance from all involved.

PYBAR has been on site at the Mount Isa copper mine for more than eight years, cementing a strong and trusted relationship with our client Glencore (previously Xstrata). We have valued the opportunity to deliver excellent results together.

Our exceptional safety record has supported a strong development performance. Some highlights include:

- From January 2015, the development advance target was set at 250 equivalent metres per month. This was not only met, but the average achieved to September was 295 equivalent metres per month, consistently above what was expected; and
- Innovations were adopted including the refuelling vehicle and the mesh and resin bolt tool to improve bolt and mesh cycle times.

DOWNSIZING BUT STILL PRODUCING

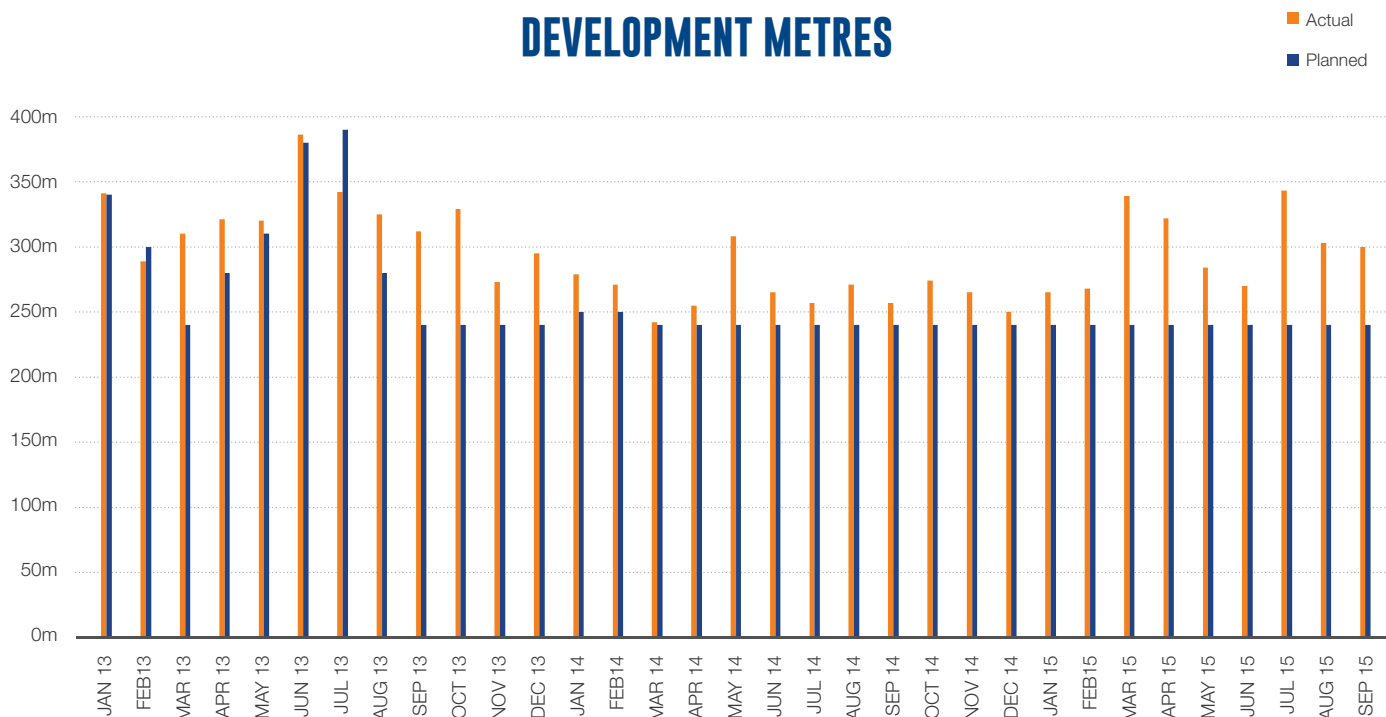
As from 1 October, Mount Isa will operate with a reduced work force. PYBAR commenced its development operation at Mount Isa in 2010 initially with a twin boom jumbo, a single boom jumbo, a service crew and a charge crew with three diamond drill operators on labour hire to Xstrata. Since then, the mine ownership has changed but we have continued to operate at the site.

Today, having reduced our workforce from 61 to 15 people, we remain a part of the team delivering the same reliable and safe service. Congratulations to the entire team at Mount Isa for some great results and innovations!



From January 2013 to September 2015, PYBAR had scheduled a total of 8,540 metres. The actual result for that period was 9,731 metres - a total of 1,191 metres over target.

DEVELOPMENT METRES





BULK HAUL TRUCK TRIAL

EVALUATING SANDVIK'S CLAIMS THAT THE TH663 IS THE BEST BULK HAUL TRUCK ON THE MARKET

To determine the truck's performance against its competitors, we're putting it to the test against Caterpillar's AD60.

In recent years, Sandvik has been unable to offer the contract mining market a viable alternative to the Atlas Copco and Caterpillar underground haul trucks.

In February this year, PYBAR purchased the newly released Sandvik TH663 underground haul truck and commissioned it at Osborne. Based on anticipated increased payload ratio, greater speed in inclines and improved reliability, Sandvik claims the truck will deliver higher productivity and reduced operating costs, over and above its competitors, such as the Caterpillar AD55B and AD60 trucks.



Sandvik claims the truck will deliver higher productivity and reduced operating costs.

SAFETY AND EFFICIENCY FEATURES

The TH663 ROPS/FOPS cabin includes a trainer seat while the front frame suspension provides for a smoother ride. The truck has some unique optional features. An on-board Volumetric Scanner provides load estimating while the tyre pressure monitoring and an on-board tyre jacking system allows for rapid and safe tyre changing in the event of a flat tyre on a haulage ramp or other confined space, thereby minimising production holdups for the rest of the mine.

With more than 60 safety features, Sandvik also claims the truck is "probably the safest ever built."

HOW DOES THE TRUCK STACK UP AGAINST ITS COMPETITORS?

With our values in safety, service, respect and results in mind, PYBAR offered Caterpillar the opportunity to evaluate Sandvik's performance claims against their biggest underground haulage trucks, the AD60 and the AD55B. The AD55B has been used extensively at Osborne during PYBAR's term on site. A Caterpillar AD60 truck was mobilised to Osborne specifically for the trial.

The jury is still out for now as to which is the better truck, but the approach PYBAR has adopted will ensure that we are fully informed before any decision is made.



With 60+ safety features
Sandvik claims the truck is
"probably the safest ever built."

HOW WILL THE CORE AWARDS WORK?

Each month, every one of us can nominate colleagues that have done something that exemplifies our values. It may be that one of us came through with a great idea to improve safety (SAFETY) or productivity (RESULTS), or someone worked beyond the call of duty and was responsive to our clients' needs (SERVICE + RESPECT). They're all great examples of our values in action and probably things we do every day. Now we want to recognise this.

STEP 1 - NOMINATE:

Each month, any PYBAR employee can be nominated by another PYBAR employee by filling in the nomination forms in the special tear-out booklets placed in the site offices. Fill in the form and put it in the nominations box (or give to site administrator).



STEP 2 - THE WINNER IS!

Each month, there will be one winner* at each PYBAR site. The offices in Orange (including the drilling and raise bore teams), Sydney and Perth will be counted as one site. The nominations will be judged by the site or senior management team and the winner will be selected based on the best nomination reflecting any one of PYBAR's values.

**Note: If there are no appropriate nominations, the management team at each site may skip that month and no award is made.*

STEP 3 - REWARD + RECOGNITION:

Every winner from every site each month will receive:

- a special edition PYBAR cap;
- gift voucher to the value of \$100; and
- a trophy that you can keep.



THE PYBAR CORE AWARDS

LAUNCHING OUR EMPLOYEE RECOGNITION PROGRAM NATIONALLY IN 2016

Our values are CORE to the way we work. They are fundamental to the overall success of our business and act as the foundation upon which we work.

"Our business is not only about achieving great outcomes, it's also about the way we do it. Our values are very much a part of the PYBAR culture and must guide the way we work and make decisions every day, at every site," says Brendan Rouse, our Chief Operating Officer and one of our founding Directors. "They are the foundation of our company and underpin our ability to achieve our vision which is TO BE THE BEST UNDERGROUND HARD ROCK MINING CONTRACTOR."

Elsie Joubert, our HR Manager in Orange adds: "Over the years, we have had so many great examples of our colleagues demonstrating our values in action. Now we'd like to recognise these efforts through an Employee Recognition Program - the PYBAR CORE Awards. I am really looking forward to seeing the program launched in the new year."

THE DETAILS:

1. When: Monthly nominations close the last day each month. Shift bosses will announce the winner by the 20th of each month.
2. Employee of the Year: Every monthly site winner is automatically in the running for the annual nationwide PYBAR CORE Award. There will be a Certificate of Recognition as well as a bonus of \$1,000 paid to our national winner for the year; and the winner's name will be proudly placed on our permanent plaque at the PYBAR Orange head office.

WHEN DO WE START? 1 JANUARY 2016!

Effective from 1 January 2016, our CORE Awards will be open for nominations. We encourage you all to look around your teams and nominate someone that you feel deserves this. We'd like to recognise them and say thank you for being a great team player. Good luck!

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

We encourage you all to nominate someone that you feel deserves this.

OUR VALUES ARE CORE TO THE WAY WE WORK

SAFETY

- Zero Harm. Zero Compromise.

SERVICE

- We are responsive and deliver solutions
- We do what we say

RESPECT

- We look after our people and communities
- We listen and act with honesty and integrity
- We build and maintain relationships

RESULTS

- We exceed expectations by doing more with less
- We set the standards for industry best practice

PYBAR SUPPORTS SA MINE EMERGENCY RESPONSE COMPETITION



PROMOTING THE CONTINUOUS IMPROVEMENT OF SAFETY SKILLS IN THE RESOURCES SECTOR

PYBAR were proud to be premium sponsors for this year's South Australian Emergency Response competition.

Hosted each year by the South Australian Chamber of Mines and Energy in collaboration with member volunteers and sponsors, the goal of the two day event is to promote and continuously improve resources sector workplace safety skills, with the added benefit of relationship building - and some friendly industry rivalry!

HEADING TO NSW

This year's event held in August, headed across the border to Broken Hill in NSW. Since its inception the competition has alternated with an event held near Adelaide one year, and the next at a remote site.

This year, as Perilya and CBH have been sending a team for several years, it was only fair that they had a turn to host the competition. The result was excellent, with the standard of the exercises and venues in Broken Hill outstanding!

MORE ABOUT THE COMPETITION

The competition facilitates hands on learning and interaction as teams observe competitors in each situation. It is run over two days and comprises nine different events aimed at challenging and evaluating each of the state teams in the various aspects of mine emergency response.

After two days of gruelling exercises including fire fighting, skills, road crash rescue, ropes, first aid, breathing apparatus, search and rescue, industrial rescue and theory (phew!), the teams reunited at a presentation dinner at the Musicians Club in Broken Hill.

Teams that participated included BHP Billiton – Olympic Dam, OZ Minerals – Prominent Hill, Kingsgate Resources – Challenger Gold Mine, Perilya – Broken Hill and CBH Resources – Broken Hill.

Whilst we all hope we will never see these teams in action in real situations, it is reassuring to know that the level of professionalism and commitment displayed by each and every one of the response teams is there if we need them.

GOAL:

*Continuous improvement
in resources sector
workplace safety skills.*



*The competition
facilitates hands on
learning and interaction.*



SAFETY FIRST WITH LANYARDS

PYBAR SOURCES A COMFORTABLE, DURABLE LANYARD FOR HERA

Falls from height are a very real risk in our operations and the wearing of a fall arrest system is mandatory when working in an elevated basket.

In the interest of continuous improvement, the PYBAR team have been working in conjunction with our supplier MSA to trial several different types of lanyards at our Hera site.

Key criteria assessed were:

- robustness to the demands of the underground environment; and
- comfortable to wear.

The results from the trials have found that the MSA lanyard with Kernmantle rope and aluminium fittings, handled the underground environment the best. The aluminium fittings handled exposure to ammonium nitrate (Anfo) with little or no corrosion evident, even after six months of heavy use.

The Kernmantle rope also appeared to be more resistant to grease and grime possibly as the rope is round as opposed to having flat webbing. Our employees have also remarked that the lanyard is lighter than most web-type lanyards.

Overall, the durability of the lanyard has far surpassed all other lanyards trialled to date. We will continue to work with suppliers to see improvement in everything we do.

Details on the lanyard are available through your safety department.



We will continue to work with suppliers to see improvement in everything we do.

WE VALUE YOUR SERVICE

LAUNCHING OUR SERVICE RECOGNITION PROGRAM FOR ALL EMPLOYEES

Taking on board our employees' feedback, we're embarking on a Service Recognition Program.

One of the feedback items from last year's employee survey was that our teams value acknowledgement for their efforts.

Taking on board your comments, we are pleased to announce our new Service Recognition Program based on milestones achieved.

From 1 October 2015 onwards, every employee completing the first six months' probationary period will receive a PYBAR recognition gift.

Thereafter, we will also recognise each annual milestone year of service with a recognition gift dependant on the number of years of service.



We have a variety of recognition gifts including shirts, hats and beanies.

CELEBRATING SPECIAL OCCASIONS

We would also like to wish each of you a happy birthday and celebrate the festive season. So make sure you have updated your home address and mobile details as you can expect a birthday text from us and maybe a little Christmas surprise in the mail!

To check or update your details, contact us at hr@pybar.com.au

PYBAR RECOGNITION...

- ☒ 6 month recognition gift
- ☒ Annual service milestone recognition gift
- ☒ Birthday recognition
- ☒ Christmas surprise



A STAND-OUT AT AIMEX 2015

RBR600-VF

PYBAR SHOWCASES VERTICAL DEVELOPMENT

One of the largest raise bore rigs in Australia, our RBR600-VF, attracted mass interest at AIMEX 2015.

Held in Sydney in September this year, AIMEX is the number one mining industry conference for the Asia-Pacific region.

PYBAR displayed our RBR600-VF raise bore, the second largest of its kind in Australia. The new RBR600-VF enables PYBAR to provide a full range of underground mining capabilities and to service NSW and Queensland coal mines with large diameter ventilation shafts and associated steel liners, y-bend fan drifts, shaft sealing units and remote shaft support.

The rig is the most technologically advanced machine for reducing risks associated with drilling large diameter shafts, some of the biggest risks associated with raise boring.

PYBAR is always looking for continuous improvement including the addition of safety features such as the implementation of remote breakout units for reamer attachment and removal.

Of significant interest was the rig's capabilities which also included a remote crawler unit and self-erecting unit, making PYBAR 100% self-sufficient during drilling operations.

*The RBR600-VF
on the move.*



*Andrew Rouse, Paul Rouse,
Rhianon Nowlan and Dave Hunter
at the AIMEX 2015 conference.*

PYBAR
MINING SERVICES
LEADERS IN UNDERGROUND MINING
SAFETY
SERVICE
RESULTS



NOMINATED IN BANJO BUSINESS AWARDS 2015

OUR ONGOING COMMITMENT TO THE COMMUNITIES WE OPERATE IN HAS AGAIN BEEN RECOGNISED WITH OUR BANJO BUSINESS AWARD NOMINATION

PYBAR has been nominated for the second year in succession for the 2015 Banjo Business Awards in the Excellence in Agribusiness and Mining Services category.

The business awards aim to publicly recognise and reward the contributions made by businesses to the local community.

Earlier this year in February, PYBAR received a double honour when the company was recognised with two awards including the top accolade Business of the Year and the Excellence in Manufacturing, Mining, Agribusiness and Industrial Service Award.

PYBAR's commitment to the communities in locations where we operate is ongoing.

We remain very much a part of the Orange community and value the support of our business partners and, of course, our dedicated and hardworking employees who are the foundation of our great company.

Winners of the 2015 Banjo Business Awards will be announced at the Banjo Business Awards Gala Presentation Dinner to be held on 12 February 2016 at the Orange Ex-Services Club. All award winners will automatically become finalists in the NSW Business Chamber Regional Awards that will lead to further recognition.



DIGGERS AND DEALERS 2015

CONFERENCE GOING STRONG DESPITE MINING DOWNTURN

In August this year, over 1,700 people descended on Kalgoorlie, WA for the 23rd year of the Diggers & Dealers Conference.

As part of PYBAR's strategic intent to increase our presence nationally including WA, PYBAR exhibited at the 2015 Diggers and Dealers conference in Kalgoorlie – the unofficial gold mining capital of Australia.

This leading annual conference combines presentations by listed mining and exploration companies with a large exhibition area housing exhibitors from our sector. The delegation is made up of mining and exploration companies, brokers, bankers, investors, financiers and mining service industries.

Despite being down on numbers attending, the 2015 Diggers and Dealers Forum in Kalgoorlie proved to be the best yet that PYBAR has attended. A larger portion of the delegates attending the event

were industry veterans. A number of business development leads came directly from the event whereas previously most of the benefit has been indirect.

PYBAR held a booth as an exhibitor which provided a central point for our team to meet and connect with key people in the industry. Attending was our COO, Brendan Rouse, along with Nick Woolrych, Dave Hunter, Stewart McLeod and Dave Noort.



PYBAR AND HMR HEAD 'TOWARDS THE FUTURE'

PYBAR PRESENTS AT THE WEST COAST INDUSTRY CONFERENCE IN TASMANIA

'Towards the Future' was the theme of the recent West Coast Industry Conference held to revitalise and showcase the industries operating on the west coast of Tasmania.

PYBAR Mining Services and our fully owned subsidiary company, HMR Drilling Services, were represented by a team of delegates at the conference held in Queenstown, Tasmania on 7 October.

The conference, organised by Queenstown Rotary, showcased the various industries operating in the region. Industries represented included mining, forestry, aquaculture, renewable energy and tourism.

Representing PYBAR and HMR was our Chief Services Officer (CSO) and board member, Andrew Rouse. Andrew was one of the invited guest speakers. He delivered a presentation which highlighted PYBAR and HMR's involvement at Henty through our associate entity Diversified Minerals Pty Ltd (DMPL).

"The West Coast Industry Conference was an important event for the Queenstown region as well as for PYBAR and HMR. With many companies attending, it presented an opportunity for our company to demonstrate to the community our continuing commitment to the mining industry in Tasmania and in particular the West Coast and Queenstown," Andrew said.

Tasmanian Minister for Resources, Paul Harriss, officiated the conference, with industry heads and community members seeking to reinvigorate Tasmania's west coast economy.

In April, the PYBAR Group entered into a joint venture with Unity Mining at the Henty Gold Mine near Queenstown. The PYBAR Group is currently providing exploration drilling services at the mine as a farm-in to a joint venture arrangement which will see DMPL securing a potential 50% ownership of the Queenstown mine. Henty is a significant opportunity for the Group and enables us to work towards re-establishing a long-term sustainable presence in Tasmania.

MAKING A DIFFERENCE TO THE LIVES OF CHILDREN



OVER \$100,000 RAISED FOR LITTLE WINGS

Being told your child has a life threatening illness is a traumatic event for any family. The emotional strain and financial burden for families in rural areas as they travel to and from the city for treatment makes it even more difficult.

Cameron Toohey, Production Driller at Cadia Valley, returned safely from 'The Late Mail Postie Bike Ride' through regional NSW raising funds for the Little Wings children's charity.

Little Wings is a not for profit organisation supporting children with life threatening illnesses. They provide a free ongoing flight service to children and their families living in rural NSW to and from specialist treatment in Sydney and Newcastle.

Over \$101,000 was raised this year for Little Wings; \$20,000 more than the previous year. Cameron's efforts certainly helped!

Cameron is already gearing up to ride again next year but admits that he may need to replace his 1974 Honda CT 90 which scored the trophy for the most breakdowns during the event and may be a write-off.

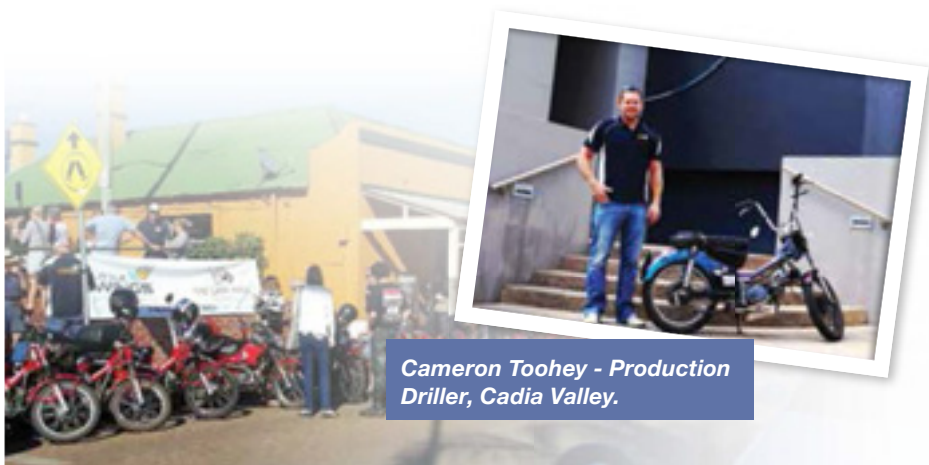
"The chassis is cracked through and I only just made it to the finish line with some running repairs and bracing along the way," said Cameron. "We travelled over some pretty rough roads. But I'm reluctant to get rid of it as the metallic paintwork is worth more than the bike!"

Cameron has asked us to thank his sponsors, including PYBAR, for their support and for making a difference to the lives of sick children and their families in our country areas.



VISIT

For more information on Little Wings and the services they provide, visit their website or Facebook page.



Cameron Toohey - Production Driller, Cadia Valley.

THANK YOU SAM!

AN AMAZING DONATION HELPS DISADVANTAGED CHILDREN

Sam Elder donates her beautiful long hair to provide wigs for kids who have suffered hair loss.

In support of our Variety Club PYBASH team, Sam Elder, Site Administrator at PYBAR's Mineral Hill mine operations in NSW, did an amazing thing by cutting her beautiful long hair at a special hair-cutting and fundraising event held in Orange on 24 July.

Sam's hair was donated to Variety's Princess Charlotte Alopecia Program. The Program provides wigs for children who have suffered hair loss from the distressing condition.

Her wonderful act of kindness helped to raise \$3,763 in donations which went towards the \$49,833 total raised in support of our PYBASH entry in the 2015 Variety Bash.

Thank you Sam!

Sam pictured here with her lovely donation.



Sam's act of kindness helped to raise \$3,763 in donations.



CAR 095 RAISES FUNDS FOR AUSSIE KIDS

A HUGE THANK YOU TO EVERYONE WHO SUPPORTED THE PYBASH TEAM. WE RAISED NEARLY \$50,000 FOR SICK AND DISADVANTAGED KIDS

From Bass Hill in NSW to Bunbury in WA and with 4,598 km under their belt, the PYBASH team can be extremely proud to have completed this great journey which raised over \$2 million of much needed funds.

The NSW Variety "B to B" Bash was held from 2 to 11 August this year. The Bash is Australia's largest (and favourite!) motoring event with participants travelling to parts of Australia that they would otherwise never have travelled to, whilst at the same time raising money for children who are sick, disadvantaged or have special needs.

Through the Bash, participants visited local towns, stopping at schools to visit the kids (some schools had only five students!). The 'Bashers' got to see first-hand the smiles of the kids they've helped and provided them with equipment to assist their education and play time. There was never a dull moment on the Bash with stacks of entertainment, competitions and much more.



A huge thank you to all our generous supporters who helped raise almost \$50,000.

NEXT YEAR'S ROUTE ANNOUNCED!

The route for the 2016 NSW Variety Bash has just been announced! It will be from Berowra NSW to Bowen QLD. With accommodation in some of the smaller centres already completely booked out a year ahead, the Bashers are set and keen to go again.



**4,598KMS
TOTAL**



GRADUATES COMPLETE COMPANY INDUCTION

SAFETY AND RESPECT AT OUR CORE AS WE INDUCT MINING ENGINEERING GRADUATES

Our 2015 mining engineering graduates complete their PYBAR induction at our Orange and Sydney offices.

Congratulations to Chris Allen (OSB), John Jackson (BNT), Aaron Wong (ROC) and Ben Yiu (ROC) who all completed their inductions recently.

The inductions, which took place over three days, covered overviews from service departments including safety, corporate, HR, assets, operations, contracts, supply, business systems, Web-BAR and technical services.

When asked for feedback, the graduates commented that the induction was worthwhile and a great opportunity to get an overall picture and perspective of PYBAR.

The four graduates have worked at a number of PYBAR sites gaining hands on experience. Memorable experiences included learning to operate trucks and other heavy equipment and being valued and contributing members of the operations team.

Following on from our online inductions, we have logged suggestions for improvement and continue to implement changes where necessary to ensure that we are always moving forward.



The four graduates worked at a number of PYBAR sites gaining hands on experience.

ADDING WEIGHT TO OUR I.T. DEPARTMENT

WHEN AN OUTAGE HAPPENS, IT'S NOT BUSINESS AS USUAL!

Adding weight to our IT team is Troy Grey who recently joined the PYBAR family as our ICT Superintendent.

We would like to extend a very warm welcome to Troy who joined our IT Department in August. Drawn to the country air and the challenge of working for a mining company, Troy is based in Orange and reports to Andrew Samways, Business Systems Manager.

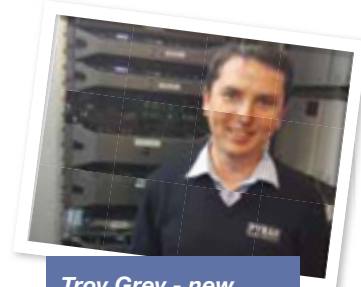
One of Troy's key focuses is to improve our connectivity at site level. This follows previous feedback on the challenges and issues we have faced at some of our sites. Troy is looking forward to being able to show everyone that when an outage happens, it's not "business as usual!"

Troy has over seven years experience in the IT field. He previously worked for Dell in hands on roles including desktop support, enterprise support, servers and storage, before advancing to a role that lead him into the DELL KASE Systems Management team which provided support to the Asia Pacific region.

Committed to improving service to all our sites, Troy is looking forward to being a part of the PYBAR family and culture.



**Key focus: improve
our connectivity
at site level.**



**Troy Grey - new
ICT Superintendent.**

GETTING MORE SOCIAL!

COMMUNICATING MORE ON ALL COUNTS

Feedback from our teams is that you'd like to hear more about the company and what's happening around our sites. A further step towards this is the use of our digital and social media space.

Performance and tender updates, as well as initiatives around our sites, were amongst the things you'd like to hear about. One of the key reasons for the latter is so that you could share and learn from each other.



As part of this, we launched our PYBAR quarterly newsletter. As a next step, we're going to share our news through our digital space using different digital media for different purposes –

- Company announcements and news items will be released to the media through press releases but will also be placed on our website in our **Latest News area and blog feeds;**
- **LinkedIn** is a professional networking medium. We will use it to share and engage the media, clients and other industry professionals on news items, initiatives, views and thought leadership pieces. It's a two way communication medium so comments and feedback we hope will be a part of this;
- For all our employees and families, we hope that you will follow us on **Facebook**. We will look to provide more immediate information and share our stories from around our sites using this social space. More on our Facebook page further on;
- **Google+** will also be used as more reliance will be placed on Google for our website search engine optimisation; and
- Finally, **YouTube** will house our videos that will feed into our website and other marketing mediums.

With more and more people around the world using digital media, PYBAR is staying ahead of the game by GETTING MORE SOCIAL!

Social media has fast become an important part of marketing communications and it's a great platform as it's a two way medium and immediate!

THE PYBAR FACEBOOK PAGE

Did you know that over 1,700 people have liked the PYBAR Facebook page? We'd love for you and your families to follow us too if you haven't already.

There's going to be plenty of news such as:

- updates on our new PYBAR CORE Awards recognising our employees around our sites each month and our Employee of the Year - share in what they've done and maybe pick up some great ideas that could be used at your project;
- job vacancies and employee programs;
- news from our people and the communities we operate in; and
- latest company announcements, tenders and more!

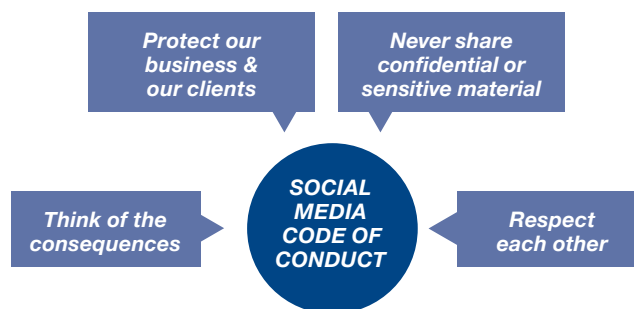
For privacy reasons, we've locked down who can post however that doesn't mean that we don't want to hear from you. Just the reverse – we'd love to!



We'd love to hear your news! Just private message on FB or email marketing@pybar.com.au.

Share your personal achievement or milestones, if someone from the company has just been awesome or achieved something great for the community or a charity we want to hear about it!

Our posts will need to be interesting and relevant to all our teams so please keep that in mind.



ONCE POSTED, ALWAYS POSTED



Pybar Mining Contractors
Mining/Materials

Like

Message

More

Timeline

About

Photos

Careers

Pybar Mining Contractors updated their profile picture.

PYBAR SOCIAL MEDIA CODE OF CONDUCT

RESPECT is a key value of PYBAR's and it is this value that should guide us on how we use social media when discussing anything to do with our work, our teams or company.

PYBAR acknowledges its employees, contractors and sub-contractors have the right to contribute content to public communications on websites, blogs and business or social networking sites. However, inappropriate behaviour on such sites has the potential to cause damage to PYBAR and its employees, clients, business partners and/or suppliers.

CODE OF CONDUCT: GUIDING PRINCIPLES

The PYBAR Social Media Code of Conduct must guide how we use the social media space.

Whether or not you can be identified on social media, you must always:

- act with integrity;
- never reveal confidential information; and
- be respectful.

GUIDING PRINCIPLES

1 PROTECT PYBAR'S INTERESTS

PYBAR's employees and business partners must conduct themselves with honesty and integrity beyond the test of legal legitimacy. They must avoid actions that compromise PYBAR's interests, values and standards.

On a professional level, you should never offer specific advice on payments and services to customers or members of the public online.

2 PROTECT CONFIDENTIAL INFORMATION AND SENSITIVE MATERIAL

It is acceptable to talk about your work and have dialogue with the community, but it is in conflict with the Code to discuss and/or publish confidential material. Confidential material includes but is not limited to unpublished details about our current tenders or projects, financial information, or photos of activity in the workplace.

We must abide by the contractual obligations set out by our clients regarding all projects. We must also be mindful of the competitiveness of our industry.

3 PROTECT YOUR OWN PRIVACY

Protect your own reputation on social networks as well as the reputation of the PYBAR Group. Be aware that your anonymity online is far from guaranteed and content you share can be credited back to you, even if you choose an anonymous username or have a profile set to 'private'.

Live by the mentality of once posted, always posted. Bear in mind that material posted online effectively lasts forever and may be replicated endlessly, through sharing and re-posting. It may also be sent to recipients who were never expected to see it, or who may view it out of context.

The speed and reach of content posted on social media means that comments posted online are available immediately to a wide audience.

Check your privacy settings. It can help reduce the information that the general public can access.

4 RESPECT EACH OTHER

Respect is one of the four core values that PYBAR holds in high regard. PYBAR benefits from bringing together talented people of different gender, age, ethnicity, cultural and religious backgrounds. Employees, clients, business partners and suppliers reflect a diverse set of customs, values and points of view.

Be mindful that your topics of discussion may be considered objectionable or offensive to others.

Crisis situations: In times of crisis, our value of respect must be upheld at its highest level. Be aware and sensitive of posts that can be hurtful in any way to your colleagues and their families. Always think of the consequences before you share online.

5 PROTECT EMPLOYEES, CLIENTS, BUSINESS PARTNERS AND SUPPLIERS

Employees, clients, business partners and suppliers should not be cited or referenced without their approval. Never identify a co-worker, client, partner or supplier by name without written permission and never upload photos of the workplace.

6 DON'T FORGET YOUR DAY JOB

Make sure that social media does not interfere with your job or commitments. At all times, keep in mind PYBAR's core values Safety, Service, Respect and Results and their application to the use of social media.

**For further information, please
contact marketing@pybar.com.au**

MARK SETS HIS SIGHTS ON MARTIAL ARTS NATIONAL FINAL

PYBAR EMPLOYEE PLACES IN MARTIAL ARTS STATE TITLES

Mark Connell, Accounts Payable Officer at PHO, competed against the most experienced martial artists in the state at the 2015 Australian Martial Arts Championships (AMAC) - NSW State Titles recently.

Competing with the Kamao Martial Arts team, Mark was placed second in the single points division for veterans.

Mark, alongside his team, now has his sights firmly set on the AMAC Australian Titles to be held in Melbourne on 28 - 29 November 2015.

Well done Mark on an impressive effort. Good luck for the finals!



THE 2015 PYBAR

WOMEN'S TOUCH FOOTBALL TEAM

GO LADIES! WE'RE BACKING YOU!

PYBAR values the contribution the company and our employees make to the fabric, well-being and growth of Orange.

Every year the City of Orange Touch Association hosts the Orange Touch Football competition.

For the very first time PYBAR has entered a women's touch football team of 10 players from our head office. Special thanks to Shae Bannister who organised the team.

The games are held at the Waratahs Sporting Complex every Thursday night with eight teams participating in the Women's Football division.

Although competitive, the event is a social program with a focus on fitness. The season has seen our team starting slowly but our game skills are improving every week - so much so that the team is hopeful that our first win for the season won't be far off!



PYBAR has entered a women's touch football team of 10 players from our head office.

FROM LEFT TO RIGHT: Rhiannon Nowlan (Operations Administrator), Shae Bannister (Group Financial Controller), Cara Jordan (HR Advisor), Linda Clipperton (Executive PA), Kathryn Isbill (Production Drilling Home Economics Adviser), Suzy Isaacs (Assets Administrator), Kate Gray (RTW Coordinator), Erinne Ostini (Senior Site Administrator).

ABSENT: Elsie Joubert (HR Manager), Pauline King (Accounts Payable Officer).

EMPLOYEES ON THE RISE

COMPLETING HIS TRAINEESHIP WITH PYBAR, WE CONGRATULATE AIDEN SCARR

Joining the PYBAR team in December 2012, Aiden Scarr has completed his traineeship in the Supply Department.

As part of this, he has also recently completed his Cert IV in Business.

The traineeship Aiden has undertaken has provided him with a strong understanding of the business and administration disciplines as well as improved his skills in specific areas such as purchasing and warehousing. He has also gained an understanding of MinePoint, our management software system, enabling him to assist our sites in its set up and operation.

Regarded as a highly valued and respected team member, we congratulate Aiden on completing his traineeship and we look forward to seeing him progress in his career at PYBAR.



Congratulations to Aiden Scarr for completing his traineeship with PYBAR.

CELEBRATING FIVE YEARS SERVICE MILESTONE

In each edition of our newsletter, we recognise our colleagues who have achieved service milestones.

Congratulations to the following employees who reached their five year service milestone between 1 July 2015 and 30 November 2015.

A great achievement and we thank you for your efforts!

Start Date	Employee	Location
1/07/10	Max Norman	Hera
5/07/10	Kelvin Schroeder	Mount Isa Mines
5/07/10	Brock White	Cadia Valley Operations
12/07/10	Nathan Knight	Cadia Valley Operations
24/07/10	Timothy Jones	Cadia Valley Operations
26/07/10	David Vennard	Cadia Valley Operations
12/08/10	Cara Jordan	PYBAR Head Office
23/08/10	Ian Jones	Vivien
6/09/10	Darren Hodgetts	Red October
6/09/10	Anthony Mallard	Hera
13/09/10	Warwick Hornidge	Cadia Valley Operations
13/09/10	Nicholas Longmore	Cadia Valley Operations
15/09/10	Michael Murray	Red October
20/09/10	Andrew Jeffery	Cadia Valley Operations
27/09/10	Lionel Hartig	Cadia Valley Operations
5/10/10	Raymond Bryant	Cadia Valley Operations

Start Date	Employee	Location
5/10/10	Joel Miller	Cadia Valley Operations
5/10/10	Miran Tamati	Cadia Valley Operations
11/10/10	Wayne Miller	Cadia Valley Operations
11/10/10	Tim West	Cadia Valley Operations
18/10/10	Tim Pearson	Cadia Valley Operations
25/10/10	Garth Arden	Cadia Valley Operations
26/10/10	Bente Jensen	Cadia Valley Operations
1/11/10	Brendan Coulson	Cadia Valley Operations
1/11/10	Geoffrey Dean Naden	Cadia Valley Operations
1/11/10	Scott Andrew Weekes	Cadia Valley Operations
2/11/10	Nick Kennedy	Cadia Valley Operations
22/11/10	Michael Owen	Cadia Valley Operations
29/11/10	Howard Harris	Cadia Valley Operations
29/11/10	Brent Johnson	Cadia Valley Operations
29/11/10	Scott Marsden	PYBAR Head Office

YEARS **5** YEARS **5** YEARS **5** YEARS **5** YEARS **5** YEARS **5** YEARS **5** YEARS **5** YEARS **5** YEARS

PYBAR

MINING SERVICES

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LEADERS IN UNDERGROUND MINING