

# news

## Managing Director's Update

Vin Stenta Managing Director, International Energy Services

Welcome to the first edition of the IES newsletter for 2007. Reflecting on 2006 it was certainly a busy year for IES with no less than 6 new companies joining the IES Group. We also renewed several new contracts with our customers, our enterprise agreements with our drivers and broadened our operations into overseas markets for the first time.

### IES Group Structure

Below is the new IES Group structure. It shows where all the new companies fit within the group.



### Haulplus WA

I would like to take this opportunity to welcome the drivers from Haulplus who joined our Cootes WA Operations in September. The Haulplus business is a highly regarded, long standing business which has operated for many years in WA. IES was very fortunate that Bill Clark the owner approached us when he decided to sell as he felt (and I agree) our two cultures were an ideal fit. With SAFAS, our existing Cootes operation and Haulplus which we acquired in February, we now have a strong base in WA to expand on.

### Watt Wah Singapore

In September 2006, we took our first steps into Asia with the acquisition of Watt Wah Petroleum Haulage. This is an exciting company, in that it has 50% market share in Singapore with contracts with both ExxonMobil and Caltex. Watt Wah is fully committed to safety and environmental management and in the last three years has finished in the top three in ExxonMobil's global carrier of the year awards. This is a great achievement and hence it is an ideal fit for IES and Cootes. **Mr. Danny Lo** has joined the IES Management Team and will continue to manage the Watt Wah operations as well as play a key role in expanding IES into other countries in Asia.



There are a number of opportunities coming up over the next few years and IES wants to be in the best position to secure these opportunities. I would like to welcome Danny and his team in Singapore to the IES Group.

### Mitchell QLD & NT

In early December, IES acquired the QLD And NT operations of Mitchell-Corp, a WA based mining transport company. With depots in Charters Towers and Cloncurry this is an ideal fit with our Kiernan division. A warm welcome to all the staff there.

To achieve what we have over the past year requires a lot of work and many long hours. I cannot thank my management team enough, **Joe Thomas** (Commercial General Manager), **Tom Arnold** (Kiernan) and **Danny Lo** (Watt Wah) and all our staff many of whom have had to fly long distances to inspect equipment, review operations in the USA, Singapore and North Queensland. Particular thanks also goes to **Nathaniel Childres** and **Tariq Osman** at CHAMP for their guidance and support. I know 2007 will be even more exciting.

### New contracts for IES companies

We are very privileged to have been entrusted by Shell to continue to perform the distribution task in NSW & QLD. During the life of this contract we will celebrate 10 years of servicing Shell in Sydney on this contract. There are many drivers who have been with us for all of that time. **Roy Doksey** and **Kevin Hilliard** (Mr Aviation) are just two. Thank you to all the drivers, my apologies you had to endure a long period of uncertainty. You all continued to perform your task with the highest level of professionalism and service. Well done to **Greg Niven**, **Matthew Blundell**, **Marty Moerenhout**, **Nathan Pitfield** and everyone at Parramatta and Pinkenba.

I am also pleased to announce that our Kiernan division has been awarded two new contracts, one at Trekelano and one at Thalanga in North Queensland. These contracts will see the Kiernan fleet increase by 11 road train units. Tom and the team are going to be very busy there.

Our Liquip division was recently awarded a contract to supply 57 aircraft refuelling carts for Allied Aviation in the US. This is a great reward for the hard work put in by the Liquip team here and the Beta team in the US. The two companies together can offer a full support service to Allied. I recently visited Liquip Victoria and got to see just how busy they are and I know Paul and the team in North Carolina are just as busy gearing up for their big project FORCE.

All in all it has been a very successful year for us, we have come along way since we were formed in January 2005.

2006 ended with Children's Christmas Party, organised by **Anne Clark** and **Rita Kelly**. Unfortunately I was not able to attend but I understand it was a great success. My thanks to Anne, Rita and Santa (you know who you are) for all their efforts.

# Cootes Update

Greg Niven General Manager, Cootes Transport Group

Happy New Year. With 2007 under way I would like to take the opportunity to reflect on 2006 and I am happy to say that it has been a very positive year for Cootes Transport. We have had a year of consolidation as well as additional growth in our business.

A snap shot of some of the key highlights.

1. Retaining the Shell Pinkenba and Parramatta Fuels contracts. With about 100 drivers, mechanics and staff employed on the contract it was great news that Cootes has been given the opportunity to deliver for an additional 5 years. This will even provide a couple of long serving drivers the security until retirement.
2. BP LPG contract. Cootes have again been rewarded for the hard work and dedication by our drivers and scheduling staff in retaining this long running contract.
3. Expansion of the Western Australian Business. Cootes employees over eighty drivers and staff in our Western Australian business. It has come along way since we started with a couple of tankers. 2006 Cootes welcomed **Greg Geier**, **Siobhan Glover** and the drivers from SAFAS Bitumen have joined the company and more recently the Haulplus drivers have joined the team. 2007 will bring the next stage of maturity for WA as **Allan Barnes** will join the Cootes team as our WA Manager. Allan brings a very strong operational background as well as a comprehensive industry experience.
4. With the continued support from the IES Board, Cootes maintains its operations as one of the most modern and up to date fleets on the Australian roads. A fleet containing 53 new prime movers and 22 new trailers were part of 2006 updates. This comes after a similar investment in 2005.

I am looking forward to 2007 as we have an excellent contracts with quality HSSE focused customers, highly skilled and committed staff as well as sound leadership from the Board.

## Victorian Liquids

John McMillan, Victoria Liquids and National Linehaul Manager Cootes Transport Group

The last quarter of 2006 had seen the impact of high fuel prices produce lower demand as a result. We have been fortunate our business is diversified and the impact to us was more of a flat spot than a tail spin. With the drop in retail fuel prices to a more "normal" level again, we have seen volumes return to forecast, and within expectation. During the October and November period, we saw the arrival of some new KW 401s and K104s to replace some of the older prime movers. A new T350 KW will also arrive for the Shell contract.

Driver Fatigue Management Plans (DFMP) were introduced into our linehaul business during the last quarter to comply with NSW legislation. This was a huge task involving a number of people and our thanks to everyone for their help, especially **Alan Barry** and **Terry Washington**.

**Dale Reddish** was seconded to a National fleet analysis role at the end of October for a number of months. Driver **John Dunkley** will come in to the chair in the role of contract manager on the Shell task. We congratulate both Dale and John on the next step in their respective careers.

All of our customer reviews are over and its time to plan for next year and beyond. Recent audits and results:

- Certificate Of Outstanding achievement from BP Australia
- Shell 7 Pillar Audit completed where we received a very credible score of 3.

Congratulations to the driver groups and contract managers for all their efforts. We also need to recognise and thank **Suzy Irvine** and the girls in the admin team for all their hard work this year. So to **Chrissie**, **Chris**, **Michelle** and **Suzy**, Thank you.



# Liquip receives award for Service

Through good teamwork, dedication and perseverance Liquip showed why we are the best for a second year in a row.

On the 10<sup>th</sup> of October 2006, BP presented Liquip with an excellence award for SERVICES to BP. Liquip also received this award in October of last year. Liquip has been servicing BP for over 20 years and the relationship has benefited from both parties working closely together to achieve a common goal. The vehicles being produced out of the Sunshine plant are a “state of the art” unit, going forward with innovation and electronic technology being used.

Along with this award, Liquip was also presented with an additional certificate for an excellent auditing score of 91.58%, this certificate being for HIGH ACHIEVEMENT. The annual audit took place at the Liquip plant early August and took over 4 hours. The auditors inspect and analyse the procedures, policies and practices in place.

Liquip is committed to providing value and good quality service and this shows through the continuous praise we receive from our customers.

**Rita Kelly**, Liquip Victoria's Operations Manager says: “This is exciting news for Liquip as this award can only be presented to us due to the continuous efforts by all of our team members”.



## Following The Dream

Over the years Cootes has been involved in many good causes, the latest of which makes Cootes especially proud to be a sponsor of, namely the **Matt Cartwright's** – Follow the Dream.

Matt was born to Leanne and Paul (one of our LPG drivers at Dandenong), on 6<sup>th</sup> March 1987 and complications at birth resulted in Matt being diagnosed with cerebral palsy, this however was not going to stop Matt from fulfilling his dream of becoming an elite athlete.

At a very early age Matt enjoyed team sports and although acceptance at times was difficult all his perseverance and determination paid off when he represented his school at the Victorian Secondary School Championships in the Athlete With Disability section in 2002, 2003 and 2004 winning medals in all events. In 2003 and 2004 he was a finalist in the Victorian All High and was also awarded the Edwin Flack Medal for sporting excellence in 2004.

Another accomplishment of Matt's was the invitation to train at the AIS in ACT but unfortunately due to ill health he was sent home, since then he has made a strong recovery and more determined than ever to develop as an “elite athlete” .

Matt will be embarking on his greatest sporting achievement with the aim of participating in the Australian Nations in Darwin, which takes place in March 2007.

# Cootes Update

Peter Pill National HSSE Manager, Cootes Transport Group



With the summer months upon us it is important to be aware of the symptoms that you may be affected by the heat. Some of the symptoms to look for are general discomfort, dizziness, loss of concentration, muscle cramps and disorientation. While being aware of the symptoms is cautionary, prevention is the best approach.

- Regular replacement of fluids such as water or diluted juices
- Wearing loose fitting cotton clothing and working in shade whenever possible helps prevent the onset of heat stress.
- Avoid drinking alcohol, tea and coffee in warmer weather because of the loss of fluids through increased urination this drinks cause.



## REMEMBER PREVENTION IS THE BEST CURE



School holidays and holiday traffic can also be problematic during our summer months. During school holidays there are a larger number of children sharing our roads when either crossing them or riding their bikes. We must be constantly conscious of the inexperience children bring to our roads and compensate for their sudden decisions by using all the defensive driving skills we have.

The sudden increase in highway traffic with drivers towing trailers and caravans during the summer months is another challenge for all of us but in particular for truck drivers. While a lot of motorists are very skilled with driving a car and caravan combination there are always drivers experiencing this for the first time.

When travelling on our highways during the holiday season expect the unexpected and allow for plenty of time to react safely.



## Liquip secures B747 Carts Contract

Liquip International has been awarded the contract over companies from the USA and Europe to supply the new Liquip B747 WBC (cargo version) aircraft refuelling carts to Incheon International Airport (ICN) in Seoul, South Korea. These high flow-rate carts, designed and built by Liquip in Melbourne ensure high fuel loads and short turn-around times at South Korea's busy cargo hub.

Sharp Inc, the into-plane contractor to the New York based Polar Air Cargo, selected the Liquip product based on performance, quality, delivery and price.

Polar Air Cargo visited Miami International Airport to see one of the Liquip WBC carts being operated by Servisair Shell Fuel Services. Based on the visit, Polar requested changes to the cart to suit B747 cargo fuellings. The design variation incorporates special features for repetitive fuelling operations and the adverse weather conditions which prevail at ICN.

Operations will commence on the 01 January 07. Forty B747 Polar Air Cargo flights will be fuelled per day at the cargo base in Incheon (ICN).

This is a new venture for Sharp who has just been granted a fuelling licence in Korea. Prior to this the two major airlines were the only two companies with fuelling licences. With the pending arrival of this new concept refuelling cart, strong interest has been generated by the two major airlines in Korea, Asiana Airlines and Korean Air. Further cart orders are anticipated from this area.

This was a great achievement for Liquip with just a two month delivery demanded by the client. The initial reaction when first presented with the order and commitment to deadlines was: "that's a big ask". All departments and staff members dedicated many hours to build these units under such tight restraints. This was a great achievement by all.



Photo: The new LIQUIP B747 Cart

# NO BODY GETS HURT

Mark Anderson, National LPG & Bitumen Manager, Cootes Transport Group

In 2006, ExxonMobil embarked on a Safety program called – **NO BODY GETS HURT**

The following comment from Peter Brand at ExxonMobil

*Australia was selected to represent the Asia Pacific region in the pilot ExxonMobil "Nobody Gets Hurt" Global challenge. The purpose of this program was to assist in reducing the number of workplace injuries.*

*The "challenge" was run over three months with all drivers aiming to be injury free during this period. If the drivers were successful in the "challenge" they then had the opportunity to select a local charity to receive a donation of \$1000 provided by ExxonMobil.*

*By giving the drivers the opportunity to select the charity, it encouraged them to work together as a team to meet the challenge, and also provide them with a sense of pride and accomplishment in "giving back" to the local community in which they live and work.*

*ExxonMobil would like to thank all Cootes drivers and staff for their efforts in ensuring that Cootes Transport Group were successful in meeting the challenge.*

This was a great result with all drivers continuing the ExxonMobil task during 2006 without an injury, the \$1000 was donated to Alzheimer's Research.

I would like to thank all drivers on the ExxonMobil task and as you will see by the photos they are a great group and a pleasure to work along side.

The last few months of 2006 has seen the performance in regards to HSS&E very good, we now need to continue this very good performance right through with **no end date!** As we must strive to be incident FREE

It was a early start to the season back in June but it has also been a early slowdown in regards to traditional volumes thus seeing a longer than normal slow period between the LPG and Bitumen season, Autogas volumes have been the savor along with some inter refinery movements.

I would like to welcome **Pat Hornbuckle** to Cootes; Pat will step into the role as SA Manager thus seeing **Karl Swoboda** return will take the next step in NSW. Pat has many years experience in the DG Industry and will be a great asset to the LPG & Fuel operation in SA. I am personally looking forward to working with Pat after many years of Pat being on the other side of the fence.

In other changes **Ashley Hunter** has returned to driving duties after many years in our Lara Office, **Tom Burns** comes into the Dandenong operations after driving on the LPG task for the last 18 years, I for one can confirm Tom's ability after sharing a truck together when we both drove for Cootes. I wish both all the best in their new roles.

We are now into the summer period which is traditionally the silly season when it comes to supply contracts/negotiations between our customers and the LPG suppliers. In the past couple of years we have seen some major changes with product moving across the borders into the LPG markets. With the Bass Gas plant now operational and with Port Campbell in the wind we expected it may once again be interesting with these 2 new supply points, as we know Cootes are at the end of the chain and when a customer request supply changes Cootes react to the request in our Professional manor.

# NO BODY GETS HÖRT



# Kiernan Transport Updates

Harry Ling Human Resources Manager, Kiernan Transport Group

## WEATHER

People often joke about Melbourne's weather but the arrival of the monsoon in Far North Queensland is both a blessing and a potential curse depending on the nature, duration and severity of the downpours. In the last two weeks of January the long awaited "Wet season" has arrived bringing relief to soaring temperatures, fodder for animals and topping up dams. The seasonal nature of this rain means if it fails we wait another year with anxious eyes watching the skies.

Operationally small showers of rain help reduce dust and can assist driving conditions. Large downpours do cut off country roads and can bring mining operations to a standstill. Bedourie a small town in Queensland is currently cut off and all Kiernan's Managers are scouring the weather charts and road condition reports to gauge whether company operations will be affected. Low weather pressure systems evident in the Gulf are anxiously assessed and their direction monitored to predict their affects on driving conditions. The need to read a weather map and to constantly check the "net" and Bureau of Meteorology Forecasts are important Health and Safety Considerations. Touch Wood that we get enough rain to keep the grass lush and green (the alternative is red dust) and that we have no major cyclones with the potential to isolate communities and disrupt haulage operations.

## PERSONNEL MOVEMENTS

A brief run down on what changes have occurred. Fred Baxter Operations Manager at Charters Towers and Michael Osmond the Operations Manager at Osborne Mine have resigned and we thank them for their respective contributions and wish them well for the future. Cloncurry's front office is also saying farewell and extending best wishes to Jess Lane who returns to home in Atherton.

Graeme Simpson has taken over as the new Operations Manager at Charters Towers ably supported by Terry McGrath who has been a stalwart in ensuring a smooth operation during the depot transition.

Larry Batten is the newly appointed Compliance and Systems Manager for Kiernan Transport Group. Larry came on board from Mitchells and is a very experienced practitioner. It is expected that he will make a huge impact as he monitors and directs the operations of the training, health, safety and compliance officers. Les Smith will be one of Larry's team. Les has been appointed as the HSE Officer (East) and he has studied hard to complement his extensive practical experience with the necessary qualifications to make an impact in his role. Les is based in Charters Towers and will primarily work in the Eastern Operation with Tony Morphet continuing to operate in the western area.

Many other changes have occurred in the office and administration structures. A welcome to Julie Bell to the Townsville Office and to Amanda O'Connell who has moved from Yurbi to Alice St Headquarters. It is quite likely that you may be the recipient of a cheery greeting from these ladies when you contact Kiernan Transport Group at Townsville or Cloncurry by Telephone.

A warm welcome is given to all in their new roles and it is pleasing to acknowledge the improvements in day to day operations that will occur as a result of these changes.

## MANAGEMENT SEMINAR

Kiernan Managers are looking forward to the upcoming Management Seminar. On Sunday February 10<sup>th</sup> Managers will arrive in Cairns for a seminar aimed at a solution based focus and improvements in management operations and communications. Monday will be particularly exciting as World Renowned facilitator Mr Steve Simpson runs sessions on improving Company Culture. Steve from Keystone Management Services coined the term "UGR's" or Unwritten Ground Rules. The concept of 'the way we do things around here' compared to the way we articulate the same information. Steve has achieved excellent results with a number of company's world wide in reducing the gap between rhetoric and reality. Clearly we need to examine our modus operandi and improve the manner in which we operate. Tuesday is devoted to a practical series of sessions where an examination is made of key aspects of the company's operations. Synergised problem solving approaches will be utilised to improve key aspects of Kiernan Transport Group operations. It is anticipated that Steve will invigorate the group and improve outcomes from Tuesday's sessions.

## UNIFORMS

The roll out of uniforms is happening throughout the group. High visibility day and night uniforms have been introduced and can only lead to improvements in company pride as well as enhanced Health and Safety considerations. There is an order of distribution and it is hoped that all permanent Kiernan Transport Employees will be outfitted during the next six months. Cloncurry is being outfitted first followed by Osborne, Bootu Ck, Mt Garnett, Charters Towers and Townsville.

I am pleased to have recently joined the IES Group as the Human Resources Manager at Kiernan Transport Group. I have enjoyed the positive atmosphere and warm welcome as I have undertaken my duties and look forward to continuing to work with a committed team of professionals in the transport industry.

# Northern Region Fuels Update

Matt Blundell Northern Region Fuels Manager, Cootes Transport Group

The past three months have finished on what is a very positive result for the Northern Region Fuels Group in securing the Shell contract for both Queensland and NSW. Thanks must go out to everyone involved in the process and the HSSE performance over the past two months whilst this has been an ever present distraction has been nothing short of exceptional.

I can not speak highly enough of the effort everyone has put in through this time and the passion for working for Cootes has again shown with everyone in the Northern Region committed to providing our customers with the service levels expected of us.

September 2006 has been a very significant month in the Cootes calendar with two groups in our business achieving some fantastic results. Everyone in our industry knows the environment we work in is becoming busier and more highly scrutinised so to perform as well as these next two groups have is not only an outstanding result but a credit to each and every driver who has contributed to these results.

The team at Caltex Newcastle have just completed a 12 month mix free period, this equates to over 50 000 work hours so congratulations go to all who have been involved with this achievement. Also producing some fantastic results is our team at BP in Pinkenba who have just completed a 6 month spill and mix free period. Both of these achievements show that our procedures are spot on and when followed ensure we maintain our high standard our customers expect of us and the standard we expect of ourselves. Thanks and congratulations go to both groups on achieving these wonderful results.

It is widely acknowledged that Cootes' best asset is the quality of our people and on a more somber note we say good-bye to two of the best people involved with Cootes Transport Group.

**Wilf Sander** joined Cootes in 2001 and I cannot ever think of one moment where Wilf has let his standards slip. When employing people the same line is always followed, we want the best people who do their job to the best of their ability and Wilf has been the model for what this stands for, Wilf is the guy everyone wants as a partner and the guy who every Manager wants on their team. Everyone at Pinkenba would like to wish Wilf all the best in retirement, although knowing Wilf he won't be able to stay still for too long.

The other departure from the Cootes Pinkenba team is the man known to many only as "the Shark", where that comes from is not a story to be told in print and one best left to the man himself to entertain you with. **Les Rushworth** has developed through Cootes from driver to Level 4 Driver Trainer to Contract Manager to managing the compliance in Queensland, and although resigning (Les has clearly said he is not retiring) from Cootes, his association with us will not be lost as he pursues life as a tow haulier as well as a small business owner. Les was a senior driver when I started and I learned quickly he was the guy who had everyone's respect, he was respected amongst his peers and he was relied upon from his management so it was natural

that when a position became available to manage the automix business Les would be approached. Taking to this position Les maintained his relationships at work and enhanced the company's relationships with our customers. As the company grew and compliance became a stand alone department again it was a natural fit that Les would be the best man to take on this role.

When Les handed his resignation in it was with great sadness on his behalf as he would not reach 20 years of service and from the company perspective we are thankful that his skills will not be lost to us altogether. It has been a great run from "The Darkshark" and his wit and humour will be sorely missed around the depot and we wish him well in his future endeavours.

Les's departure has opened the door for **Chris Lawson** to come on board as part of the Management team, Chris joined Cootes when the BP contract was secured in Brisbane and after being selected as Brisbane's level 4 driver trainer Chris has had a few short periods in the office before accepting the position as Queensland Compliance Manager/Contract manager, Chris will have full responsibility for the compliance and training in Queensland as well as day to day responsibility for the interstate movements both in and out of Pinkenba as well as the loading team. We welcome Chris into the office and I am sure he will excel in his management career as he has done in his driving career.

A final thanks goes out to all those involved in the Men of Movember campaign to raise awareness and much needed funds for Men Health, in all Cootes had over 40 participants..

King of Movember status without doubt goes to **Simon Henderson** of our Spotswood depot, Simon took on the challenge at Spotswood on behalf of all Spotswood employees and raised over \$1500 on his own. Congratulations go to all who participated, a lot of laughs were had and a lot of bad heads appeared over the month but it was well worth the effort. Cootes Transport Group will be presenting a cheque for over \$4000 to the Cancer Council in the near future.

## Mr. Movember 2006

## Simon Henderson



# IES Acquisition

Joseph Thomas Commercial General Manager, IES

IES recently completed the purchase of the assets and contracts of the Mitchells East & North businesses. Both businesses were part of the Mitchells Group, a Western Australian based transport company. This acquisition has seen our operation expand into:

- The transport of zinc and lead concentrate for BHPBilliton from Cannington mine to Yurbi rail siding near Cloncurry, Queensland. This task includes stockpile management and train loading.
- The transport of manganese ore for OM Holdings from Bootu Creek mine to the Muckaty rail siding north of Tennant Creek, Northern Territory. This task includes stockpile management and train loading.
- The transport of gold ore for Newmont from Vera mine to Pajingo Mill near Charters Towers, Queensland.
- The transport of gold ore for BMA Gold from Twin Hills mine to Rishton plant near Charters Towers, Queensland.
- The transport of crude oil and condensate to Moonie Terminal for Origin Energy across Southern Queensland.

Clearly this transaction strengthens our commitment to the Mining industry and supports our strong Occupational Health and Safety standards. It provides a solid platform for IES to grow its mineral transport business across Northern Australia to complement our National Cootes business and International Watt Wah and Liquip/Beta businesses.

What an exciting time to be part of the IES Group of Companies.

## Victorian LPG and Bitumen Update

Hank Metselaar, Victorian LPG & Bitumen Manager, Cootes Transport Group

With 2007 already underway, 2006 proved to be another successful year. We all say it, "they seem to come around faster as we grow older". From Victoria's point of view it has been a year of consolidation. New facilities such as the new Propylene plant at Basell and the Bassgas project have finally stabilised and running as planned. Our existing customers are pleased with our performance stating we are at "Worlds Best Practise". Our driver training has stepped up a notch and is working well.

I would to thank those involved with the Victorian LPG and Bitumen operations for their hard work in 2006, from Drivers, to Mechanics, to Support staff, to Contract Managers and I look forward to an even more successful 2007.



Hank Metselaar donating 6 E flares to the Portarlinton CFA of which Darren Nisbet (Cootes Transport Group driver) is a member



# IES Group

## Childrens Christmas Party

Rita Kelly, Liqip & Anne Clark, IES

Once again, IES / Cootes and Liqip employees along with their families enjoyed the activities that FUNFIELDS provide. The 2006 IES Christmas party proved to be another success with the weather holding up and the sun coming out when it most counted throughout the afternoon.

As an added activity there was face painting for the kids and adults too! Santa arrived on time and did well to greet the near 200 children (ages from 2 weeks up).

A special thanks to Anne (IES) on organizing the event, activities, catering and Santa gifts, leading up to the actually day itself. This was done along with her own wedding preparation that was only a week after the Christmas Party.

This made it all the much easier for Rita (Liqip) and her helpers, to take over on the day and ensure all flowed through and everyone enjoyed themselves.

Thanks to Santa for your attendance that day....Job WELL DONE.



# Staff News

Congratulations to Kim Pham from Cootes Dandenong Finance team and Anne Doherty from IES on their recent marriages.

Kim & Tai were married on 11th November at St Joseph's Church Springvale, with their reception being held at Springvale International Reception.



Anne & Dean were married on 18th November, where their ceremony and reception took place at Immerse Winery in the Yarra Valley.



The IES Finance would like to welcome Andrew O'Connor to the team. Andrew has been working with IES on a temporary basis for the last five months, and will be joining the company on a permanent basis as Management Accountant. Andrew will be based at Camberwell office.

## NSW "Mad about the Hat" Race Day

Dave Jackman, Cootes Transport Group

After what has been a very demanding Winter in 2006 in NSW, it was decided that a reward was due to the Cootes Smithfield team for their exceptional efforts. With quite a few ideas being tossed around, it was agreed that a day at the races was the preferred option. The "Mad about the Hat" feature race day was targeted.

A great attendance rate coupled with sensational weather made for a great day punting. Unknown to all, Brett Southgate was in possession of red hot tips from his Queensland counterpart Matt Blundell. This wasn't revealed until after the first 4 came in and at reasonable odds.

Bev & Clan had an enjoyable day, with Bev taking full advantage of having her husband Ron there to chase the kids around. The conclusion was reached that Bev may be a professional punter with her constantly frequenting the "bookies" arena to put an each way bet on. This talent obviously rubs off on her daughter with Michelle picking the winner in the last.

All in all, a fantastic day was had by all. A big thank you to all who attended & made the day so enjoyable.

The success of the punting might be measured by all staff still having to front the Smithfield Office on the Monday morning – no millionaires were made on the day!!!



## IES HSE Compliance

The IES Group would like to welcome to the team, Ms Cherie Logan who will be the IES HSE Compliance Manager. Cherie has a background in HSE management in transport, manufacturing and telecommunication businesses. Cherie commences on 1st February and will be based in Camberwell Office.

To assist Cherie and the HSE coordinators, Ms Suzie Learmonth will also be joining us to work on specific HSE Projects. Suzie will be familiar to some of you as she has been with the Federal Office of the TWU for many years. She specialises in Occupational Health and Safety and has a great passion for it.

Cherie and Suzie will work with the current HSE coordinators in each business to develop and implement initiatives which will set us on the path to becoming global best. This will require a significant amount of input from all staff. Please join me in welcoming both Cherie and Suzie to the IES Group and please provide them with the support needed so that we all can achieve our vision.



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