Celebrating our 100th edition of *Mine to Market*

2009 Xstrata Mount Isa Rotary Rodeo

Cloncurry celebrates EHM Merry Muster Festival

Key stakeholder session held in Townsville
Welcome to the 100th issue of Mine to Market. Enclosed in this month’s edition you will find a special insert – a reflection and celebration of Mount Isa’s commerce and community over the past 85 years. We hope you enjoy reading it.

In August, Xstrata plc released its half yearly results, delivering a strong financial performance for the first half of 2009 despite the impact of the global economic downturn on commodity prices. The Group achieved an operating profit of US$1.7 billion.

Overall, the North Queensland copper mines (comprising Mount Isa and Ernest Henry Mining) produced 102,900 tonnes of copper in concentrate in the first half of the year, 19% lower than in the corresponding 2008 period. A strong 16% improvement to production at Mount Isa partially compensated for lower production at Ernest Henry Mining, caused mainly by the extensive dewatering required in the open pit after record rains in the first quarter. Production at the Mount Isa copper smelter was in line with the previous period and Townsville’s refined copper production rose 10% with supplementary anode feed from our Altonorte smelter in north Chile.

The Mount Isa zinc operations produced significant increases in productivity and throughput during the first half of the year. Mined production rose by 10% compared to the same period in 2008, concentrator throughput was 22% higher and zinc production increased by 20%. In addition unit cost improvements in excess of $43 million were realised across the zinc operations in the first half of the year.

We would like to thank all our people for their contribution in achieving these results in what has been a challenging first half. Despite stronger commodity prices we will continue to look for cost saving initiatives across our operations. Going forward for both commodity businesses in North Queensland, our major goal is to achieve our production targets in the second half of the financial year with a continued focus on our sustainable development performance in the areas of safety, health, environmental performance, community involvement and workforce engagement.

In August, I formally announced my retirement as Executive General Manager Xstrata Zinc Mount Isa and my last day will be 20 September 2009.* I am confident that the Xstrata Zinc Mount Isa operations will continue to strengthen into the future, in particular with some exciting pre-feasibility expansion projects being undertaken at George Fisher North and Black Star open cut mine. It has been a challenging and rewarding time and I would like to take this opportunity to thank the Xstrata Mount Isa Mines workforce and the Mount Isa community for their continued support over the past six years.

* A farewell tribute to Kevin will appear in the September edition of Mine to Market.
**EHM’s hidden mine**

Mining normally occurs in the pit and underground at Ernest Henry Mining (EHM), but lately it’s also been taking place on the site’s southern waste rock dump.

More than 770,000 tonnes of sub-grade material will be retrieved from the dump this year as part of an initiative called the “Hidden Mine Project” which aims to supplement ore supply to the mill.

Sub-grade material is not classed as ore but for some time it has been stock-piled at EHM so that it could be processed through the mill when mining in the pit eventually finished.

The sub-grade cut-off was 0.2% up until March 2008 when improvements in mill performance and an increased copper price meant it was economically feasible for lower grade materials to be fed through the concentrator. Consequently, the cut-off for sub-grade material was reduced to 0.1%.

EHM’s Technical Services team spent months earlier this year compiling historical production data and comparing it with grade control data to determine which areas on the site’s two dumps were most likely to contain what was now classed as sub-grade material.

The areas identified on the northern dump are layered too deeply for mining to be feasible, so the team focussed its attention on the southern dump, conducting a number of in-fill drilling campaigns and eventually defining two areas for mining.

Senior Geologist, Paul Habermann, says mining began at SET4 (South East Tier 4) West in May this year.

“We’re only mining the dump when the production team has spare capacity so it’s happening in stages. So far, around 140,000 tonnes of material has been mined,” said Paul.

“It’s been an interesting project and we’ve learnt a lot about sampling and assessing waste dumps. It’s quite different to blast-hole sampling within the pit because of how the dumps are constructed. There’s just much more variability,” he said.

A trial held earlier this year at EHM proved the mill could successfully process sub-grade material with ore, so material from the “Hidden Mine” will be processed in the coming months to supplement ore supply from the pit.

The Hidden Mine Project is expected to be completed by the end of October this year.

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**Xstrata plc Director visits North West Queensland**

David Rough – Xstrata plc Director, recently visited two of Xstrata’s North Queensland operations; George Fisher Mine (GFM) and Ernest Henry Mine (EHM). Within the Xstrata Board of Directors, David holds positions as the Deputy Chairman, Senior Independent director and Chairman of the Nominations Committee.

During his visit to GFM, David met with Brian Hearne – Chief Operating Officer Xstrata Zinc Australia, Kevin Hendry – Executive General Manager Mount Isa, and members of the zinc management team. This was David’s first tour of the George Fisher underground operation.

At EHM David met with Mike Westerman – EHM’s General Manager, and other members of the management team before heading out onto site for a tour of the open cut mine.
2009 Xstrata Mount Isa Rotary Rodeo

Mount Isa’s and the North West’s annual flagship event, the Xstrata Mount Isa Rotary Rodeo, was once again hailed as a huge success.

Held from 7 to 9 August at the multi-million dollar Buchanan Park complex, more than 20,000 spectators and rodeo enthusiasts gathered over the three days of non stop action to see some of the nation’s top competitors at the largest Rodeo in the southern hemisphere.

With a jam packed program of events including saddle bronc riding, bareback bronc riding, bull riding, rope and tie, steer wrestling and team roping, ladies barrel racing and ladies breakaway roping, this year’s Rodeo was a spectacle for all the family.

Over 633 competitors took part in this year’s Rodeo, hailed as Australia’s version of the Calgary Stampede.

Presenting the prestigious belt buckles to the overall winners of this year’s Rodeo was Steve de Kruijff – Chief Operating Officer Xstrata Copper North Queensland.

“Xstrata Mount Isa Mines is pleased to once again be naming rights sponsor and to continue our long history of support for this key event.

“The Xstrata Mount Isa Rotary Rodeo has gown to become a cornerstone event on the North West calendar and it underpins our economy. It is fitting that as Mount Isa celebrates 85 years of commerce and community, we also celebrate 51 years of rodeo action in Mount Isa,” he said.

And the fun didn’t stop there. The Isa Rodeo is more than just rodeo events. Outside of the arena is a week-long program of events including the Rodeo Ball, live entertainment, the Mardi Gras and the Xstrata Mailman Express Race (a series of time trial events for non thoroughbred horses and non professional jockey riders).

Among the attractions was side show alley providing hours of entertainment for the kids with stalls, rides and prizes. There was also the Brophy’s Boxing area, hosted by boxing legend Mr Fred Brophy.

Talented performers including Beccy Coles and country music group, Ruckus, were among this year’s entertainment line up.

Xstrata Mount Isa Rotary Rodeo Manager, Tricia Esdaile, said the rodeo generated around $2.5 million for the local economy.

“The rodeo’s theme this year was ‘buck the recession’ and for the past three days I think we’ve all done just that.

“We’ve had great support from the locals, from Xstrata and all the sponsors – it was a real team effort to make the event the success that it was,” she said.

“A special thank you also to the thousands of spectators and nearly 700 volunteers for their continued support to the event.

BUCK THE RECESSION
Close to one hundred Xstrata employees marched in the annual Mardi Gras parade.

A crowd pleaser – and taking out ‘best float’ – was Xstrata’s 85th themed float. Dressed in oranges, hard hats and cap lamps, the volunteers proudly marched behind our own John Campbell Miles and ‘Hard Times’ horse packed with his swag.

An amazing replica of the Urquhart shaft on the Xstrata Mount Isa Mines lease was designed and constructed by the talented team of apprentices at the at the Xstrata Skills Centre under the watchful eye of Kerry Brisbane.

XSTRATA MAILMAN EXPRESS
Executive General Manager Xstrata Zinc Mount Isa, Kevin Hendry, presented the winners of the Mailman Express horse race with their prizes.

Over 2,000 people gathered at Buchanan Park on Thursday 6 August for the Xstrata Mailman Express.

Big Boom, who clocked the fastest qualifying time during the heats, took out the 200 metre race with a time of 12:24 seconds.
Around 100 employees marched in unison in the Xstrata float.

The replica Urquhart Shaft was a feature of the Xstrata float.
Employee profiles

Sarah Barker
Planning Engineer, George Fisher Mine

Birthplace: Melbourne.
Years with Xstrata: 2.5 years.
My role at Xstrata involves: Short term planning for George Fisher South including Stope design and firing plans, Development design and scheduling.
Strengths: Ability to multi-task, open and honest.
Weaknesses: A lack of coordination, but at least it keeps my friends amused, and a Friday afternoon beer.
Family: Mum, Dad and a brother at home in Sydney.
Favourite TV show/movie: Bones, Life of Brian, Black Books.
Holiday destination of my dreams: Shetland and The Hebrides.
Five celebrities I would like to invite to dinner: Thom Yorke, Dylan Moran, Bill Bailey, Michael Palin, Dave Navarro.
If I could change something, it would be: To make the location of Mount Isa slightly closer to the coast.
Wish for the future: Happiness for family and friends.

Kim Halloran
Shipping Officer, Townsville Copper Refinery

Birthplace: Julia Creek.
Years with Xstrata: 11 months.
My role at Xstrata involves: Assisting in managing the sea freight of company export products and concentrates.
Strengths: Sense of humour.
Weaknesses: Red wine, chocolate.
Family: Wife (Leigh), and two daughters (Cory and Greer).
Holiday destination of my dreams: Mauritius, Brazil, Argentina.
Five celebrities I would like to invite to dinner: Warren Buffett, Jack Black, Jack Nicholson, Megan Gale and Jennifer Hawkins.
If I could change something, it would be: My snoring.
Wish for the future: To retire rich and healthy.

Des Barr
Electrical Supervisor, EHM

Birthplace: Innisfail – North Queensland.
Years with Xstrata: Seven and a half.
My role at Xstrata involves: Leading a small team of industrious and resourceful Electrical Technicians.
Strengths: Empathic and logical.
Weaknesses: Proud and minor idealist.
Family: I am part of a close clan who all live in Cairns.
Favourite TV show/movie: The colourised version of Casablanca – still a classic.
Holiday destination of my dreams: Machu Picchu, Peru and Costa Rica.
Five celebrities I would like to invite to dinner: President Hu Jinatiao, Geoffrey Robertson, Bill Gates, Edward DeBono and the Dalai Lama.
If I could change something, it would be: Apathy. My favorite quote is “it doesn’t have to be like this”.
Wish for the future: To continue training in Taijiquan (a Chinese energy based Martial Arts and lifestyle system).

Steve Jackson
Mechanic, Light Vehicle Workshop, Mount Isa Mines

Birthplace: Townsville.
Years with Xstrata: Two months.
My role at Xstrata involves: Servicing of light vehicles.
Strengths: Family values.
Weaknesses: Spiders.
Family: My wife and two children.
Favourite TV show/movie: Big Stan.
Holiday destination of my dreams: Scotland.
Five celebrities I would like to invite to dinner: Steve Martin, Rob Schneider, Pamela Anderson, Paris Hilton and Pink.
Wish for the future: To retire rich and healthy.

On the move

John Steel
has recently returned from secondment in Canada and is working as Senior Engineer for George Fisher North.

Clinton Haapakoski
has recently moved from an operations role to Metallurgical Technician at the zinc-lead concentrator.

John Banning
is the new Mine Development Manager for MICO.
Bush Kids Charity Ball

Michael Holmes – General Manager MICO, proudly presented the Royal Queensland Bush Children’s Health Scheme’s Chairman – Dr Neil Bartels, and CEO – Ms Cheryl Miller with a $60,000 cheque from Xstrata Mount Isa Mines in front of 250 guests who attended the inaugural Bush Kids Charity Ball on Tuesday 18 August. Xstrata’s funding will help to ensure that the Mount Isa Bush Children’s Centre continues to provide important intervention health services to children and families in the greater Mount Isa region.

“We are very lucky to have a local Royal Queensland Bush Children’s Health Scheme Centre located in Mount Isa,” said Michael.

“It offers rural families and their children therapy support that would not ordinarily be available to them. Without access to these services, families would need to undertake extensive travel or relocate their families to an urban centre where such therapy support is more readily available.

“We look forward to working with Cheryl and her team of professionals over the coming years,” he said.

Bush Kids CEO Cheryl Miller said the generosity was overwhelming.

“We’re very appreciative of Xstrata Mount Isa Mines’ support of our Mount Isa Bush Kids Centre,” said Cheryl.

“Their funding will enable us to keep the doors open to the many children and families who use our services. Without the support of our sponsors this would not be possible and the centre would be forced to close,” she said.

CRL celebrates its 50th year anniversary!

To celebrate 50 years of operation, TOWNSVILLE COPPER REFINERY is hosting a FAMILY DAY on Saturday 12 September 2009 from 11.00am to 3.00pm.

It is a great chance for the families of our CRL employees to find out where they work and learn more about the operation.

There will be fun for all the family with site tours, a BBQ lunch, children’s activities, show bags are more.

We look forward to bringing you a wrap up of the event plus highlights from the past 50 years in the September issue of Mine to Market.
Ernest Henry Mining Curry Merry Muster Festival a huge success

It’s not every day you see a 50-tonne truck driving down the main street of Cloncurry.

You can imagine then how excited the crowd was at this year’s Curry Merry Muster Festival when Ernest Henry Mining (EHM) led the Mardi Gras street parade on 31 July with its float featuring a 769 service truck as used on the EHM site.

The theme for this year’s Mardi Gras was “Q150 – digging up Cloncurry’s past” and EHM called its entry “Mining – past and present”.

Around 20 employees took part in the parade with some dressed as miners and women from the 1860s when Ernest Henry prospected and mined in the Cloncurry region. Others dressed in current-day mining attire with full personal protective equipment, with a light vehicle from the EHM fleet and the service truck helping to further demonstrate how much the mining industry has developed over the past 150 years.

Festival President, Colin Ferguson, said this year’s Mardi Gras was one of the biggest and most spectacular in the history of the event.

“We had 50 floats in the parade for the Merry Muster’s 50th Anniversary in 2004, but this year we had more than 70 entries,” he said.

“The entire festival exceeded the committee’s expectations and we’ve had some great feedback from locals and tourists.

“We’re already feeling excited about next year’s event since the ideas are flowing and we’ve got some new things in mind that will help to make it even better.”

Ernest Henry Mining was naming rights sponsor for the festival, which also included the Jim Telford Memorial Rotary Air Show, horse races, the all new Bushman’s Bash and of course the Merry Muster Rodeo held on 1 and 2 August.

EHM’s Concentrator Health and Safety Advisor, Ben Robinson, left his orange clothes behind at the EHM village in exchange for jeans and a cowboy hat to try his luck in the Sexiest Single Cowboy in the West competition.

The winner was announced as part of the Bushman’s Bash and while Ben didn’t win, he attracted a good cheer from the crowd for his cowboy strut.

“We really appreciate Ernest Henry Mining’s sponsorship and support for our festival,” Mr Ferguson said.

“The mine really got behind our event and that’s worth a lot to us. Some employees from the mine volunteered to work in the bar on the Saturday night and Ernest Henry also worked with the Cloncurry Historical Society to run a special tour of their mining operations on the Sunday.

“That kind of support helped to make our inaugural festival a real success and for that we’re extremely thankful,” he said.
The Jim Telford Memorial Rotary Air Show attracted close to 2,000 people to the Cloncurry Airport on 1 August as part of the EHM Curry Merry Muster Festival.

Sponsor’s flags were carried into the arena on horseback as part of the EHM Merry Muster Rodeo’s Grand Entry.

EHM’s Donna Clifford, Vicki Wilson, Belinda Benjamin and Nicole Bulley dressed up as women from the 1860s (the era when Ernest Henry prospected around Cloncurry) for EHM’s float in the Curry Merry Muster Festival’s Mardi Gras.

Frank Green, a Stockman’s Challenge competitor, rode his bull “Monty” along the streets of Cloncurry as part of the festival’s Mardi Gras street parade.

The festival’s Rodeo Ambassador Quest entrants received their prizes during the Grand Entry.
Xstrata’s ongoing water saving initiatives

Despite the record wet season experienced in North West Queensland earlier this year, Xstrata Mount Isa Mines continues to implement water conservation projects on site to help reduce fresh water consumption.

“Currently Xstrata’s year to date water usage on site is down 18% on the budgeted water usage, which is a great result,” said Stephen Budd – Manager Utilities.

“However, we are not content to stop here. To further reduce fresh water consumption, Xstrata is now focusing on recovering and recycling our water as process water.

“Any fresh water that is used on the Xstrata site will be used to top up the site’s process water system. This will ensure that the fresh water is consumed efficiently and is used over and over again,” he said.

Most of the water consumed is due to evaporation; the combination of water usage and water evaporation is consuming the fresh water reserve within our dams. Although the 08/09 wet season came in full force, an ongoing issue facing Mount Isa is the rate of water evaporation in our hot, sunny environment.

A dedicated internal water conservation project team was established in July last year to identify ways to reduce fresh water consumption on site. Above are the percentages of our dams before and after the wet season and their current levels. In order to conserve water and help ensure our water catchment areas don’t drop as low as last year, Xstrata is continuing to implement water saving initiatives.

There are currently two major process water projects that are in their initial stages of development:

Upgrade the Tailings dam water reclaim system. Managed by MICO Engineering department, this upgrade will improve the process water system reliability, allowing us to reclaim more water from tailings and reduce the fresh water requirements on-site.

Setup automatic screens on the Rosehill sewage plant. Managed by the Water Distribution department, this will enable more of the reclaimed waste water to be made available to the community and to Xstrata. This will also provide more water to the site process water system.

“As part of Xstrata’s ongoing commitment to water conservation, we are continuing to encourage new water saving ideas and opportunities,” said Stephen.

“We thank all those employees who have submitted water saving ideas to date which have enabled Xstrata Mount Isa Mines to further reduce its fresh water consumption.

“We encourage you to continue to think and act water-wise, and continue developing water saving initiatives. Regardless of whether we’re in flood or drought, every drop counts,” he said.

<table>
<thead>
<tr>
<th>Water source</th>
<th>Before the wet season</th>
<th>After the wet season</th>
<th>As at August 2009</th>
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<td>17.74%</td>
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<td>Lake Julius</td>
<td>58.02%</td>
<td>Maximum overflow was 2.49m over the spillway on 30/1/09</td>
<td>93.64%</td>
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<td>Rifle Creek Dam</td>
<td>7.41%</td>
<td>Maximum overflow was 0.29m over the spillway on 30/1/09</td>
<td>80.45%</td>
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Energy savings on offer for Mount Isa residents

Xstrata Mount Isa Mines is helping local school students learn simple ways to help save energy around the home through its involvement in Ergon Energy’s ‘Energy Savers’ project in Mount Isa.

Through a partnership with Ergon Energy, Xstrata Mount Isa Mines is sponsoring a student competition being conducted in local schools. As part of the competition, students are encouraged to think about what they can do at home to save electricity and will have an opportunity to win one of two bicycle packages valued at $500 and to win up to $500 of sports gear and an energy audit for their school.

Paul Ryan – Ergon Energy General Manager Operations Northern, said school students would also have a chance to learn simple ways they can help save energy around the home with a student competition being conducted as part of the project.

“We have partnered with Xstrata to offer a school competition, which encourages students to think about what they can do at home to save electricity,” said Mr Ryan.

Stephen Budd – Manager Supply and Utilities, said Xstrata Mount Isa Mines was pleased to be partnering with Ergon Energy to help educate students about energy efficiency at home.

“It is important to educate students on energy efficiency from a young age. Even teaching children simple things such as turning off lights when not in use all helps in the effort to reduce energy,” he said.

The student competition is part of the larger Energy Savers project being offered to all Mount Isa residents which provides an opportunity for Mount Isa residents to reduce their energy use and save money on their electricity bills.

In-house energy assessments will be conducted by the ClimateSmart Home Service and will include the installation of compact fluorescent light bulbs, energy efficient showerheads, an energy meter and a customised energy plan.

Energy Savers Project Manager – Annette Bennett, said Ergon Energy was offering a reimbursement of the $50 fee for the ClimateSmart Home Service as part of the project.

“Ergon Energy is also offering a second round of energy assessments free of charge, which are specifically focussed on giving people the knowledge to change their energy use behaviour and increase their savings,” she said. As an additional incentive, participants in the project will be offered a range of rebates for the installation of greenhouse-friendly solar hot water systems, the installation of insulation, and tariff changes.

“Householders will be the winners through the Energy Savers project, with customers expected to save, on average, about $220 a year across the suite of initiatives,” Ms Bennett said.

The energy assessments offered by the ClimateSmart Home Service began in August, and householders can register now for an assessment by phoning 13 20 40.
Xstrata talks careers

Xstrata Mount Isa Mines representatives recently attended the Spinifex State College Year 11 Planning for the Future day. The aim of the day was to enable students the opportunity to hear a diverse range of career experiences that will assist and encourage them in thinking about their own career journey.

Guest speakers from Xstrata included Brendan Callaghan – Xstrata Zinc Health, Safety, Training and Human Resources Manager, Stephen Nilsson – Copper Smelter Maintenance Manager and Kerry Brisbane – Xstrata Apprentice Team Leader – Electrical, as well as a handful of apprentices and past students.

Other guest speakers from various trades and professions where also present, including representatives from Mob FM and Centrelink.

Each guest speaker spoke about their career journey to date, their career plans during high school, what subjects, training and further learning they had undertaken and their future aspirations.

Brendan Callaghan noted the importance of providing students with advice on career planning.

“Career planning is a complex process and it is important for students to be aware of what opportunities are available to them and that they are able to match those opportunities with their personal interests and strengths.”

“The Planning for the Future day was a success and I hope we were able to present the students with a broad range of career paths,” said Brendan.

Students accelerate their future careers

A combined group of nine Year 9 and 10 students from Good Shepherd Catholic College participated in the Skills for the Future program at the Xstrata Skills Centre during August.

Run over four weeks, with the students attending for one full day per week, the program is designed to give students an insight into trade based training and hands on work experience.

“The program allows the students to see first hand what it is like to work in an industrial environment while also expanding their knowledge of trade practices,” said Kerry Brisbane – Electrical Apprentice Team Leader.

While attending the Xstrata Skills Centre the students learned safety skills and the correct use of hand and power tools.

The assigned project was to design mounting brackets for 49cc motors to be attached to push bikes. The process involved some cutting, bending and drilling of steel to enable the motors to be fitted to the rear of the push bike.

After the engines were mounted and tested, the students conducted the very important test ride. A comprehensive Job Safety Analysis was formulated before the students were allowed to test out the machines.

Edwin Siputro said he had a great time and acquired lots of new skills. “I learned how to build a bike, work together as a team and I got to meet a lot of new people. The best part was being able to ride the bike we made,” he said.

Kavrin Randhawa said the program was a lot of fun and provided him with some valuable work experience. “I learned how to put a bike together using lots of new tools I haven’t used before.”

“The program gave me an insight into what it is like to work at Xstrata. I would now like to go back and do some work experience at Xstrata,” he said.
The Northern Hairy Nosed Wombat hits the Ekka

The Royal Queensland Show, better known as the Brisbane Ekka, had a very special display this year… a feature of the Xstrata-funded Northern Hairy Nosed Wombat Reintroduction Project.

Through the Xstrata Community Partnership Program Queensland (XCPPQ), the project was established in early 2008 and has already seen the successful reintroduction of four males and one female wombat from their only remaining habitat in central Queensland’s Epping Forest National Park, to a new home at Yarran Downs near the southern Queensland community of St George.

Minister for Climate Change and Sustainability, Kate Jones, said the Northern Hairy Nosed Wombat is one of the world’s most endangered mammals, with only about 138 left in the world today.

“They are more endangered than the Sumatran Tiger, Central Africa’s Mountain Gorilla and China’s Giant Panda and until recently were only found in one isolated area about the size of Brisbane’s Central Business District,” said Ms Jones.

“Epping Forest National Park has been home to the last remaining colony of northern hairy-nosed wombats for more than 100 years,” she said.

“Establishing a second colony means that we are halving the risk of one natural disaster like disease, fire or flood, wiping out the entire species.”


Keeping our stakeholders informed

The Townsville Operations held their first Key Stakeholder Information evening on 13 August at the Perc Tucker Gallery.

Mark Roberts – General Manager Refinery, Port and Logistics, spoke on the various challenges faced in the past year and the way forward to the future.

Sue Sara – General Manager Corporate Affairs and Social Responsibility Queensland, updated those present on the Lead Pathways Study and spoke on Xstrata Copper’s corporate social involvement initiatives across Queensland.
“No two days are ever the same when you’re working as a surveyor at EHM,” said Steve McMurray – Ernest Henry Mining’s Senior Surveyor.

Responsible for capturing the position in space of all points of interest in and around the mining lease, and maintaining a recording system of these positions, surveyors are also in charge of the position of all mine design plans for the underground development, open cut pit and on the surface.

“There is a lot of variation in the work that the surveyors do at EHM and every day is challenging and different,” said Steve.

EHM has three surveyors and one survey technician who alternate on an eight days on, six days off roster so there are always two from the team on site at any one time.

A typical day for the surveyors starts by attending a PASS (Positive Attitude Safety System) meeting at 6.00am every day. Then the surveyors are notified by Mining 12 (Mining Production) about the drill patterns which need to be set out for that morning in the pit.

The surveyors then head down into the pit to set out the drill pattern using an instrument called a total station. They fix its position in the pit before using a controller, which holds all of the mine design files, to see a picture of the lines or points that need to be set out on the ground.

“After setting up the drill patterns in the pit, we head to the daily production meeting to run through what’s planned for the next 24 hours.

“This gives us an idea on where machinery will be working during the day and this then enables us to plan the rest of our day,” said Steve.

Following the meeting, if nothing else needs to be done in the pit, the surveyors will usually head underground. The surveyors are responsible for controlling the spatial position of EHM’s underground development. This means the setting out of the survey control has to be extremely accurate as this work determines the direction of the development. The surveyors get their position by using stations drilled into the wall and using the same instrument and controller as they do in the pit. They then fix grade lasers into the wall and spray paint marks on the roof (or backs) to give Barminco (EHM’s underground contractor) direction. They also survey the extent of the development and record this in a 3D model back in the office which engineers then use for planning.

Once the survey team is finished underground, they will then head back into the office to produce ‘Survey Memos’ for Barminco.

“These memos tell Barminco the meaning of all the lasers and markers we have set. They are pretty much an instruction sheet directing Barminco on which way they have to go,” says Steve.

The surveyors then generally get called back to the pit to do some more setting out or to set some boundaries to mark out where future drill patterns will be. In between jobs they do ‘pick ups’ in the pit which involve surveying different working faces (where the machinery has been digging). Using this information from the survey they then update the 3D working model of the pit.

Aside from the everyday activities, there are also other duties that the Survey department is responsible for such as issuing dig permits on the EHM site.

“Anyone who wants to dig a hole deeper than 100 millimetres has to get a permit from the Survey department to ensure no pipelines or any other infrastructure is damaged,” he says.

“The same goes for anyone who wants to fill in a hole containing new services. The survey department keeps accurate records on all digging related tasks in a database.”

The surveyors are also responsible for controlling the design of the Waste Rock Dumps. The Waste Rocks Dumps must be structured a certain way so they meet the requirements set out by the Department of Environment and Resource Management (DERM). The surveyors monitor the Waste Rocks Dumps and make sure that there are enough benchmarks and boundaries in place to clearly show the Production department where to dispose the different types of waste.

Steve says working as a surveyor at EHM differs greatly from working for a general surveying consultant and that, like any job, there are challenges involved in being a surveyor.

“The hardest part about surveying at EHM is the isolation because if equipment breaks down, it can be challenging to get new equipment to site in a hurry.

“We are lucky to have very modern technology and state of the art equipment to work with to make our job faster and easier,” said Steve.
“We are lucky to have very modern technology and state of the art equipment to work with to make our job faster and easier,” said Steve.
Children’s playgroup launched

Xstrata and Save the Children are helping to support women with young children through the establishment of an educational playgroup at the Townsville Women’s Correctional Centre.

Funded through the Xstrata Community Partnership Program Queensland (XCPPQ) with Save the Children, the playgroup was launched on 13 August by State Member for Townsville, Amanda Johnstone.

The playgroup will provide an important service to mothers in the facility and their children by providing parental support and advice as well as a safe environment for early childhood learning.

The playgroup will offer a variety of activities including singing, story telling, games and toys as well as provide an important platform for rehabilitation of the mothers in the facility.

Save the Children provides XCPPQ-funded facilitated playgroups for more than 400 children and their parents across Townsville and Ayr each school term.

CRL digging deep for Schools Tree Day

Townsville’s copper refinery employees dug deep on 31 July in support of the annual Schools Tree Day as part of the National Tree Day program.

This year, Graham Williamson, Niall Navin, Gordon Ellacott, Ralph Harrebomee, Richard Furness and Avril Plath, along with other community groups and volunteers, gave the kids a helping hand planting several hundred trees.

“This is the second occasion I have joined students at Stuart State School for tree planting. It was a great day spent with a group of very enthusiastic kids; all very mindful of what trees can do for our environment”, said Graham Williamson – Health, Safety and Environmental Advisor.

Over recent years, the copper refinery employees have joined with students at Stuart State School on a number of occasions, planting trees along Stuart Creek.

In 2008, over 312,000 people, including 229,000 school children, dug deep to improve their natural surroundings across Australia.

National Tree Day shows children how easy and what fun it is to help our environment.
EHM a finalist in MISC awards

Ernest Henry Mining (EHM) is proud to be named a finalist in the 2009 Mining Industry Skills Centre (MISC) Training Awards.

EHM is one of three finalists in the company awards category for “best training processes and practices of the year” in the small to medium company section.

Lynn Donaldson – Site Training Compliance Advisor, said she was excited to make the finals.

“It is good to see that the hard work of the training team across all departments and EHM is being recognised for delivering real business benefits and adding value to our operations.”

The awards are the resources industry’s most prestigious training accolades and recognise individual companies, apprentices, trainees and trainers who have made an outstanding contribution to workforce planning and development.

The winner of the award will be announced at the 2009 MISC Conference and Training awards held on 24 to 26 September in Brisbane.

2009 Mount Isa Border Run a success

Xstrata Mount Isa Mines was proud to sponsor the 2009 Mount Isa Border Run charity cycle ride which took place on Saturday 15 August.

The race to the Northern Territory border kicked off at 7:00am from the Civic Centre and involved 98 riders and more than 40 supporters.

The participants were given 10 hours to complete a 202 kilometre journey to Camooweal and beyond the Northern Territory border.

Being a charity ride, there were no prizes for placing, however there were a number of lucky draw prizes given away at the after ride dinner held at the Drovers Camp in Camooweal.

Xstrata Mount Isa Mines employees (from L to R) Max Shawcross, Yannick Barbaux-Couper, Glen McMurtrie, Paul Wragg and Aaron Barnes prepare for the long ride to Camooweal.
**On your bike**

Around 250 dedicated bike riders took part in the 2009 Townsville to Cairns Charity Bike Ride on 30 July.

Among them was Greg O’Shea – Manager Port and Logistics who competed in the event for the fourth consecutive year.

“The Townsville to Cairns Charity ride allows me to combine a 20 year passion for cycling with the opportunity to raise money for an organisation that is focused on helping the children in our community. All this in the company of 300 like-minded people,” said Greg.

Supported by a team of 50 volunteers, riders camped out on the floor of the Police Citizens Youth Club indoor basketball courts and gymnasiums in Ingham and Innisfail after slogging it out on the road. Although, rumour has it this year that Greg snuck off each night for the comfort of a local motel.

The annual 370 kilometre Charity Bike Ride raises funds for the Children’s Cancer Institute Australia.

“I’d like to thank all my colleagues who purchased chocolates and provided donations to assist with my fundraising efforts,” said Greg.

**Huon wins the 2009 EHM Cloncurry Stockman’s Challenge**

After placing second on four separate occasions, Huon Smith from Goomeri in Southern Queensland is pleased to have won this year’s Ernest Henry Mining (EHM) Cloncurry Stockman’s Challenge.

The Stockman’s Challenge, which celebrated its 26th year in 2009, is one of Australia’s premier horse events giving horsemen and women the chance to test their skills against some of the best in the industry.

This year’s event was held from 16 to 19 July at the Cloncurry Recreation Grounds and attracted 84 competitors from as far as New South Wales and the Northern Territory.

Competitors must complete a dry work phase, which involves riding to a set pattern, and a wet work phase, which involves controlling a best and putting it through a clover leaf pattern.

The Stockman’s Challenge weekend also included a Campdraft and Rodeo which drew over 900 competitors to Cloncurry.
Xstrata is a global diversified mining group, listed on the London and Swiss Stock Exchanges, with its headquarters in Zug, Switzerland. Xstrata’s businesses maintain a meaningful position in seven major international commodity markets: copper, coking coal, thermal coal, ferrochrome, nickel, vanadium and zinc, with additional exposures to platinum group metals, gold, cobalt, lead and silver, recycling facilities and a suite of global technology products, many of which are industry leaders.

The Group’s operations and projects span 18 countries: Argentina, Australia, Brazil, Canada, Chile, Colombia, the Dominican Republic, Germany, New Caledonia, Norway, Papua New Guinea, Peru, the Philippines, South Africa, Spain, Tanzania, the USA and the UK.

Xstrata employs approximately 56,000 people, including contractors.

**What is the Xstrata School Bursary Program?**

Xstrata is offering a number of bursaries to year 10 students entering year 11 to assist them in gaining real life work experiences in the mining industry. The bursary will take the form of financial assistance of $1,000 and a work introduction program.

Bursaries may be offered for students interested in pursuing a career pathway in the areas of:

- Engineering
- Financial Services
- Supply
- Clerical
- Boilermakers
- Geologists
- Diesel Fitting
- Fitting and Turning
- Electrical

Following satisfactory completion of the Work Experience Program during the first year and upon availability, the aim is to be able to offer the student a School Based Apprenticeship, a Traineeship or further career information and experience for university study.

**What will this bursary offer you?**

- Information regarding career pathway opportunities in the mining sector;
- Opportunity to undertake Work Experience in a variety of areas in the Xstrata NQ operations;
- Mentoring by Xstrata personnel to help ensure you make informed decisions about career pathways;
- Opportunity to gain experience in university related fields;
- Opportunity to gain a School-Based Apprenticeship or Traineeship (SAT);
- Assurance of post-school employment as SAT converts to full-time Apprenticeship or Traineeship; and
- Wage payment for attendance at work upon sign-up of SAT.

**What is expected of you if you receive this bursary?**

- Attendance at work experience blocks during year 11;
- Adherence to Workplace Health and Safety procedures applicable to Xstrata workplaces;
- Active participation in career planning program to identify appropriate career pathways in the mining sector;
- Attendance at work during school vacations after sign-up of SAT; and
- Possible attendance at TAFE training to complete the first year study program.

To be eligible, you must be a current year 10 student of Good Shepherd Catholic College or Spinifex State College in Mount Isa.

To apply, contact your schools career officers directly for application forms.

**Applications close:**

18 September 2009.

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**Port changing ways**

Xstrata Copper’s Townsville port operations recently changed their working rosters by introducing a day shift maintenance team that also performs operational tasks for unloading and loading as required.

The changed roster was brought about by a reduction in the number of third party mines that use Berth 7. These mines have been affected by the reduction in metal prices due to the recent economic downturn, resulting in them ceasing production and mothballing their operations.

“The roster change will bring benefits to the operation by allowing a dedicated maintenance team to focus on improving the maintenance activities at the facility as well as reducing some operational costs,” said Greg O’Shea – Manager Port Logistics and Support.

“We are progressing through the settling in phase. Once this is completed and we are up to our full establishment, we will be able to focus on important maintenance tasks previously completed by contractors,” he said.

The changes have already demonstrated an improved maintenance system that allows the maintenance personnel to focus on servicing the equipment and reducing breakdowns.

The roster also allows for the operational teams to be fully focused on the important operational tasks of train unloading and shiploading, as well as ensuring our environmental standards are maintained to the highest level on a continuous basis.
Melanoma – Early detection is your best protection

It is no secret that Australia has the highest incidence of melanoma in the world, with more than 10,000 new cases and 1,000 people dying from the disease every year.

Unsurprisingly the ‘Sunshine State’ is the worst hit, with seven Queenslanders diagnosed with melanoma every day. More than one in 20 Queenslanders is expected to develop melanoma during their lifetime. Fortunately, with early detection, melanoma can be treated easily and cured in most cases.

What is melanoma?
Melanoma is a form of skin cancer that arises from cells in the skin (melanocytes) which produce skin colour. Melanoma occurs when these skin cells are damaged, most commonly due to excessive sunlight exposure. Although melanoma is the least common type of skin cancer, it is the most dangerous as it carries a high risk of spreading throughout the body if it is not diagnosed early and treated efficiently.

Preventing melanoma
While awareness of skin cancer prevention has increased in recent years, there is still a high rate of all forms of skin cancer in the community, including melanoma. It is estimated that 80% of melanomas result from ultraviolet light damage to the skin, however many people still do not minimise the deleterious effect of sunlight on their skin effectively. Good sun sense includes:
- avoiding the sun between 10am and 3pm
- wearing a hat (broad brimmed) and sunglasses
- seeking shade where possible
- wearing 30+ SPF waterproof sunscreen, and
- wearing suitable, loose fitting clothing such as long sleeved shirts and trouser legs.

Early detection
The good news about melanoma is that it has a high level of early diagnosis and cure, with a 90% survival rate. Early diagnosis is made easy by the fact that melanomas form visibly on the skin surface. As melanoma can develop quickly, it is recommended that you check your skin once a month. The Melanoma Foundation recommends six easy steps to check your skin:

- Remove your clothing and stand near a mirror
- Check your chest, stomach and the front of your arms and legs
- Check the back of your arms and legs
- Twist to see your sides
- Use the mirror to check your face and ears carefully, and
- Have a relative or friend check your back, or do this yourself by holding a hand-held mirror while standing with your back to a wall mirror.

The changes to look for include the appearance of a new mole or changes to an existing mole, include:
- Increase in size
- Change in colour
- Change in shape
- Irregular border
- Recurring itch, or
- Bleeding

If you notice any changes, make an appointment to see your doctor as soon as possible. Remember, the earlier a melanoma is found, the greater the chance it can be treated effectively.

Is it time for your skin check?
Gemini Skin Screen can assist you with early and accurate detection of melanomas and other skin cancers. Using the latest in digital scanning technology, the experienced doctors will clinically examine you from top to toe for peace of mind. Make an appointment for your skin check by calling 4743 1488 or by visiting the clinic at 71 Camooweal Street, Mount Isa.

For more information on melanoma and other forms of skin cancer, see the following:

- Gemini Skin Screen
  07 4743 1488
- Gemini Medical Centre
  07 4744 2242
  or email healthpromo@geminimedical.com.au
- The Melanoma Foundation
  02 9515 7299
  or visit www.melanomafoundation.com.au
- The Cancer Council Queensland
  13 11 20
  or visit www.cancerqld.org.au

New GFM Jumbos roll into town

George Fisher mine recently welcomed three new Tamrock DD420-60 Jumbos into its underground mining operations. The Tamrock DD420-60 is a two boom electro-hydraulic jumbo with 8x14 split feeds.

A proven and reliable product, the jumbos are all compatible with the existing fleet of five which are used in mine development.

Tim Davis – Acting George Fisher Mine Manager, said the commissioning of the jumbos is part of a larger strategy which will see greater emphasis placed on mine development.

“The three new jumbos are expected to help optimise efficiency, deliver productivity improvements, increase the capacity of our workforce and provide cost savings in the medium to long term,” said Tim.
Cecile Edmonds – top fundraiser in the State

Xstrata Copper’s Cecile Edmonds was named highest fundraiser in Queensland at the Leukaemia Foundation Quest state finals held in Brisbane on 25 July. Having raised a staggering $88,611 (nearly double that of the runner up!), Cecile was presented with a brand new Holden Barina.

Determined for the people of the North West region to benefit directly from her fundraising efforts, Cecile generously donated the car back to the Mount Isa branch of the Leukaemia Foundation to be used as a patient support vehicle.

“The best thing about winning was being able to donate the vehicle back to the Mount Isa branch so our local community can see direct benefits,” said Cecile.

Equally as surprised and excited with Cecile’s win was Kathy Swift – Leukaemia Foundation’s North West fundraising coordinator.

“That girl knows how to work. $88,000 is quite an achievement!

“When Cecile won the car, she immediately turned to me and said she was donating it back to the Mount Isa branch of the Leukaemia Foundation.

“I usually use my old truck to pick up our clients and, although I have no trouble climbing up the truck’s stairs at 80 years of age, for some of our clients it’s a real struggle, so this car will be a tremendous help to us,” she said.

A born and bred Mount Isan, Cecile said she wanted to help raise awareness in the community and ensure support services were in place to assist local patients.

“I can’t thank the community enough for their assistance in helping me reach my goal,” she said.

“Family members, Xstrata Mount Isa Mines workmates, local businesses and complete strangers in the north west dug deep, and were happy to support me along the way,” said Cecile.

CEO of the Leukaemia Foundation of Queensland, Peter Johnstone, said the Quest program had collectively raised more than $27 million in the 26 years it has run.

“This is an outstanding contribution to the Leukaemia cause and the recent finals night was an ideal opportunity to recognise and celebrate all who have helped us raise this amount over the years, including Cecile and the other 2009 ambassadors who have fundraised so tirelessly,” Mr Johnstone said.

The four door Barina will be signed with Leukaemia badges as well as a special dedication to Cecile’s mum who passed away this year as a result of Leukaemia.

“The previous year Cecile did a lot of the fundraising for Leukaemia all on her own, with little help from the branch and still managed to raise $30,000 as a Rotary Rodeo Queen Entrant. We are all very proud of her,” said Kathy.

Cecile was also the highest fundraiser in Quest last year.

Congratulations Cecile on your outstanding achievement

Calendar

<table>
<thead>
<tr>
<th>September</th>
<th></th>
<th>October</th>
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<tbody>
<tr>
<td>2</td>
<td>New Starters Induction (Mount Isa)</td>
<td>1</td>
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<tr>
<td>4</td>
<td>Multicultural Festival (Mount Isa)</td>
<td>7</td>
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<td>Copper Smelter Open Day (Mount Isa) (families of copper smelter employees only)</td>
<td>3</td>
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<td>Copper Smelter Open Day (Mount Isa) (families of copper smelter employees only)</td>
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<td>11-12</td>
<td>2009 Westpac Cloncurry Expo (Agricultural and Mining Expo)</td>
<td>9</td>
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<td>12</td>
<td>Townsville Copper Refinery 50th Anniversary Open Day (Townsville)</td>
<td>10</td>
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<td>12-15</td>
<td>Cloncurry Race Day (Cloncurry)</td>
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<td>17-20</td>
<td>Back to Cloncurry Celebrations (125 years for Cloncurry Shire Council and Cloncurry State School)</td>
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<td>26</td>
<td>Spring Cup (Mount Isa)</td>
<td>19</td>
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<td>New Starters Induction (Mount Isa)</td>
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<td>EHM Shutdown</td>
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<td>21</td>
<td>Cloncurry Race Day</td>
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<td>24</td>
<td>Community Information Session (Mount Isa)</td>
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My colleagues don’t know this, but...

Adrian Jackson
Operator,
Zinc Lead Concentrator

Niall Navin
Electrician,
Xstrata Copper Refinery

Jen Blakeley
Finance and Commercial
Superintendent, EHM

Marc McAndrew
Fitter/Machinist,
Site Services, Mount Isa

My colleagues don’t know this, but I used to play drums in my high school band. My favourite food is anything my wife cooks – she loves to cook and I love to eat. I drive a 2000 Toyota Hilux SR5. The person I most admire is my wife and son because I dragged them away from the beach. In my spare time I dream about going salt water fishing again. My pet hate is narrow minded, arrogant people. Everyone is entitled to their own opinion. I can’t live without salt water fishing DVDs.

My colleagues don’t know this, but I have an extreme phobia of caterpillars. My favourite food is spare ribs. I drive a Ford Telstar. The person I most admire is my dad. In my spare time I play poker, fix computers, watch TV and play golf. My pet hate is loud people at the movies. I can’t live without laughter, friends and family.

My colleagues don’t know this, but I’ve jumped out of a plane at 14,000 feet. My favourite food is Thai. I drive a white Toyota Landcruiser. The person I most admire is anyone who is true to themselves. In my spare time I spend time with my fiancé and my two lovable but destructive canines. My pet hate is ignorance. I can’t live without caffeine.

My colleagues don’t know this, but I was on the “Boris Breakfast Show” when I was a kid. My favourite food is Hungry Jacks. I drive a ’98 Hilux. The person I most admire is my old man. In my spare time I play around with computers. My pet hate is people acting foolishly. I can’t live without a well deserved holiday.

Kids get creative for safety

Congratulations to the winners of the BSafe colouring in and poster design competitions.

The winner of the Grade 4 to 7 competition is Aelina Jeffery and the winner of the Prep to Grade 3 category was Letitia Hollier. Aelina and Letitia won a BSafe napsack and texters.

The poster design competition to be displayed around the Xstrata Mount Isa Mines site and around town went to Jodie Kilpatrick. Jodie won a computer satchel and a $100 gift voucher from Harvey Norman.

Athena Cain – Health and Safety Superintendent, said it was great to see so many students involved in the competition. “Our aim is to promote positive safety behaviour and it’s important to educate our future generations about the importance of safety both at home and in the workplace,” she said.

Maryann Wipaki – Manager Health and Safety Xstrata Copper North Queensland (left) and Athena Cain – Health and Safety Superintendent Xstrata Copper North Queensland (right), present the prizes to Jodie Kilpatrick, Aelina Jeffery and Letitia Hollier.
Countdown to Mine Rescue Competition

With less than three months until the Xstrata Mount Isa Mines’ internal Mine Rescue Competition, organisers are feverishly preparing for what is set to be a challenging two day event.

A joint initiative of the Xstrata Mount Isa Mines, Xstrata Copper’s Ernest Henry Mine, BHP Cannington and Ravenswood mines, the competition will showcase each of the businesses’ rescue teams performing in simulated emergency situations. The competition will be assessed by senior mine rescue personnel and members of the local Queensland Ambulance Service and Queensland Fire and Rescue Service.

The Mount Isa Mines Rescue competition first began in 1933 and was originally organised as a test of the squad members’ skills.

Darren Bracey – Emergency and Protective Services Superintendent, said squad members were judged on their technique and overall performance within a specific timeframe.

“Components of the 2009 competition will include a road accident rescue, vertical rescue, underground search and rescue, fire exercise, multi-casualty rescue and an airbag exercise,” he said.

Last year’s competition winner was the Mount Isa Mines ‘E’ Crew Mine Rescue team captained by Matt Cain while Kevin Hutchinson’s ‘C’ Crew took out the First Aid section.

The 2009 event will be held at Outback at Isa on 19 and 20 November.

Back in the Isa

After a two year secondment to Canada, John Steel (pictured on page 6) is back in the Isa and working at George Fisher Mine (GFM) as Senior Engineer for George Fisher North.

In 2007, John was sent to Canada on a two year learning exchange to work at Brunswick Mine. During this time Fred Coté, a Brunswick employee, also spent two years working at and learning about the George Fisher operations.

Xstrata Zinc’s Brunswick mine is a zinc, lead, copper and silver underground mine located 20 kilometres south-west of Bathurst, New Brunswick in Canada.

During his time in Canada, John’s role as an engineer was very diverse and he was involved in a range of things from supervision of contractors, to looking after the operational side of the mine, to resource evaluation.

“Working in a range of different roles while experiencing the varied lifestyle challenges and opportunities of living in another country has been a fantastic learning opportunity, both personally and professionally,” said John.

Comparatively, Brunswick mine is similar to GFM in that it mines approximately 3.3 million tonnes of zinc, lead ore per annum and has a similar sized workforce.

Unlike the Mount Isa zinc-lead mining operations, Brunswick mine has a much shorter life of mine. The sulphide ore body was discovered in 1953 and put into production in 1964. Based on the current life-of-mine plan, the mine will be depleted near the end of 2010.
Congratulations to Derrick Phiri who correctly guessed last month's photo was from page 15.

Can you guess this month's photo competition? You will find the answer somewhere in this publication.

For your chance to win, email dslade@xstratacopper.com.au before Friday 18 September 2009.

The winner will receive a double movie voucher and have their name published in the next issue of Mine to Market.

For sale

Large fish tank, cabinet and accessories $2,000. Ph 4743 8753.

Air Conditioners – 2 x 3 phase split system refrigerated. Ph 4743 8753.

One Box Trailer – Giveaway, as is. Ph 4743 8753.

Wanted

Rowing machine in good condition. Ph 4746 4864.

Notices

Congratulations to PJ Crisafulli (Mucker, X41) and Tankia Nayler on their recent engagement.

Congratulations to Andrea Payne (Pitram Operator D Crew) and husband Tony Payne on the birth of their daughter Shelbi Rose. Shelbi was born on 26 June at 1:50am weighing 8 lbs and 9 oz. Shelbi is a little sister to Rachel, Cobi and Alkira.

In Memory

Dennis O’Brien, affectionately known as ‘Uncle’ to his work mates passed away on 21 July. He will live in our memories with fondness.

Mick, Lockey, Joe, Brad, Benny and Jack.

Employees from Townsville Copper Refinery and Port Operations, Bowen Coke Works, EHM and Mount Isa Mines only are invited to list items for sale. Please contact your community relations department for the classifieds form.

All submissions are due to the Editor by the 3rd business day of each month. Mine to Market will not accept any commercial advertising notices.

Xstrata super

Investment

Now is the time to consider your super strategy and determine if you have an appropriate retirement goal.

There isn’t necessarily a right or wrong time to make an investment change but to find out how the markets have performed, how your managers have stacked up to the rest, how to review your managers and how to evaluate your investment mix, attend a briefing being held at a location near you soon. Dates and times will be displayed on posters at the work site.

Dates 29th September
30th September

Location Mount Isa

Venue ICC

Time 8am, 10am, 12.30pm, 4pm, 7pm

The length of the seminar is approximately 45 minutes.

Please RSVP to Plum by calling 1800 061 790 or emailing rsvp@plum.com.au.

When phoning or emailing your response, please provide your contact details.

Would you like to receive a financial check-up?

Michael Tobin, Plum Momentum panel financial planner, will also be available for personal appointments from 6 to 8 October, if you would like to discuss your investment options or alternative wealth creation strategies.

Michael has already seen over 200 superannuation members in the last two years and visits Mount Isa on a regular basis. The Momentum Financial Advice service is offered by Plum on a capped, fee-for-service basis for superannuation and investment advice. Your initial general discussion will be a free consultation however fees will apply for any advice or financial plans implemented. Any fees charged are agreed in consultation with your financial advisor before your specific goals are examined.

To register for a free consultation with Plum, call 1800 061 790 or send an email to rsvp@plum.com.au.

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