EHM good as gold after award success

Improvements to by-product processing at Townsville Copper Refinery

Students wow audiences at 2015 Mount Isa Mines Rock Pop Mime Show
From the COOs

In early October, Glencore announced we are reducing mined zinc metal production across our global operations in Australia, South America and Kazakhstan by approximately 500,000 tonnes, or one-third.

At our north Queensland operations, we are temporarily suspending operations at our Lady Loretta Mine and reducing mine production at George Fisher Mine.

The market sentiment for zinc has dramatically turned negative over the last quarter. This is due to weaker than expected demand in 2015, and the outlook on the Chinese economy and emerging markets in general.

We have made the difficult decision now and are taking a proactive approach to managing our production in response to these market conditions.

We believe it is important to preserve the value of Mount Isa’s world-class resources, rather than selling our finite commodities at the current low prices.

These measures are temporary in nature and we have a very positive outlook in the medium and long-term for zinc, lead and silver, which are important commodities in today’s industrialised world.

It’s important to note that we will continue to operate the zinc/lead concentrator and lead smelter in Mount Isa and George Fisher Mine will still be producing at levels in excess of the most recent pre-expansion levels.

There’s no denying that this has been a very difficult decision to make and difficult news for our people to receive.

We acknowledge these temporary changes will unfortunately affect our workforce and our first priority has been to engage with our people.

The changes will take effect gradually throughout the fourth quarter of this year and throughout this transition we are committed to engaging with our workforce openly, regularly and supportively to provide certainty about the changes as soon as possible.

In these times of uncertainty it is more important than ever to focus on working safely. In August, we were extremely pleased to hear that our combined copper and zinc north Queensland operations recorded a month free of Total Recordable Injuries (T RI), a milestone that hasn’t been achieved jointly since 2005. This is a tremendous achievement and one that we hope continues well into the future. To do so, we ask each of you to renew your focus on working safely and diligently for your own safety and that of your colleagues.

Finally, we would like to thank you all for your efforts to date and encourage everyone to remain focussed on running efficient, low cost and safe operations. We are confident the medium and long-term fundamentals of the commodities we produce and market remain strong into the future.

Mike Westerman
Chief Operating Officer
North Queensland
Copper Assets Australia

Greg Ashe
Chief Operating Officer
Zinc Assets Australia
Advanced technology monitors the safety of EHM’s underground mine

Ernest Henry Mining (EHM) uses state-of-the-art monitoring systems and software to measure and analyse seismic activity in the rock surrounding the underground mine and the completed open pit to ensure production is operating safely as planned.
Advanced technology monitors the safety of EHM’s underground mine (continued)

The mining method used at EHM’s newly completed underground mine is known as sub-level cave mining. This method relies on the controlled and gradual caving of rock directly above the mine, which is then safely extracted.

Alex Campbell, Senior Geotechnical Engineer says the role of his team requires them to closely monitor seismic activity at EHM and can record up to 50 events on an average day.

“Our seismic monitoring system consists of 28 geophones, which measure ground vibrations that are released when a seismic event occurs. These sensors are installed throughout the underground workings and in drill holes from the surface surround the caving zone,” Alex says.

“The sensors measure seismic events which are then assessed by our Geotechnical department using sophisticated analysis and monitoring software to determine where the event occurred, the size of the event and other information such as the amount of energy release and stress change.

“This software is imperative to maintaining a safe and productive underground mine since it ensures we can closely monitor seismic activity in areas of the mine we cannot access. This data tells us what is happening inside the rock over a very large area where other instrumentation isn’t practical to install.”

The software provides information on changes and trends of the rock from previous seismic events. This information is then used by the Geotechnical team to track the propagation of the sub-level cave as production continues as well as forecast potential future seismic zones and potential hazards.

The measuring and analysis of all seismic events are essential to ensure safe underground cave mining practises are maintained, major risks are controlled and our cave is behaving as planned.
Seismic activity modelling explained

As part of seismic activity monitoring, the Geotechnical team at EHM uses models like the ‘Richter Scale’ below within their digital representation of the sub-level underground cave mine to determine the location and size of seismic events.

The various dots represent the number of seismic events that have occurred since monitoring began in 2012 and the colour reflects their magnitude.

The sound of each seismic event, according to their size on the scale, can be described as below:

-3 to -2: Popping and cracking sound
-1: Loud bang
0: A thunder crack
1-2: Like an underground firing or blast

Both caving and subsidence are critical to the safe operation of the underground mine and will continue to grow over time as underground mining continues. Here are a series of photos of the open pit’s south wall progression from 2012 to January 2015.
The third KJ76 ventilation fan has increased ventilation air capacity at George Fisher Mine in time for the warmer months.

Mount Isa Copper Operations digs deep to identify cost reductions and production efficiencies

Mount Isa Copper Operations (MICO) now has a dedicated team tasked with identifying cost reductions and production improvements for their business.

A new MICOST strategy was developed in September to identify ways to reduce our cost base and help ensure the economic viability of our operations. The strategy is currently being rolled out and consists of a team of volunteers who are working closely with all employees to identify cost saving opportunities.

Sam Roberts, Surface Workshop Superintendent says the response to the strategy has been excellent with some ideas already fast-tracked for implementation.

“The strategy is working well with ideas coming in thick and fast. Our people understand the operations better than anyone and have valuable knowledge about where we can cut costs and implement more efficient processes,” Sam says.

Since starting the MICOST strategy, we have had 70 ideas submitted with seven already implemented and a further 16 currently being scoped for viability.”

If you have a cost reduction idea, speak to a member of the MICOST team, submit a hard copy form into the suggestion boxes at R62 or X41, or submit online via the Mount Isa Mines Intranet site under the MICOST page.
Improved ventilation for George Fisher Mine

George Fisher Mine (GFM) has successfully completed and commissioned the KJ76 third ventilation fan, which is a critical piece of mining infrastructure delivering ventilation air throughout the underground mine, to provide a safe working environment for underground workers.

The third ventilation fan on the KJ76 return air shaft was required to increase the exhaust capacity and increase airflow throughout operational areas while supporting ongoing production targets.

JJ Grobler, Long Term Planning Superintendent says he was pleased to see the project completed in time for the warmer summer months as well as being completed injury-free, on time and within budget.

“It’s critical we have a reliable ventilation system during the warmer weather, and this project has successfully increased the exhaust capacity by 200 cubic meters per second, and as a result we’ve been receiving positive feedback from our workforce on the improved ventilation,” JJ says.

The success of the KJ76 Fan Project was due to a collaborative effort between members from Ventilation, Mechanical Engineering, Electrical Engineering, Site Services, Mine Operations, Safety and Training departments working together on the project.

The contract was managed by AirEng and the GFM ventilation team and they have displayed excellent professionalism of managing the project and sub-contractors always keeping safety at the forefront of their daily activities.
Celebrating our long-serving employees

In September, Mount Isa Mines (MIM) hosted service recognition dinners to celebrate some of our long-serving employees and their outstanding career contributions to our business.

With a combined total of 1,210 years of service across the MIM operations, 44 employees were presented with a commemorative medallion in front of their partners and colleagues.

Mike Westerman, Chief Operating Officer North Queensland Copper Assets Australia was honoured to attend the recognition presentations.

“It’s remarkable to see so many employees reach their twenty, thirty and forty year anniversaries with the business. The loyalty and support they have shown over the years is greatly appreciated, and has shaped the company into what it is today,” Mike says.

CONGRATULATIONS TO THE FOLLOWING MINING EMPLOYEES:

• John Doyle (40 years)
• Frank Daisy (40 years)
• Greg Dennis (40 years)
• Carey Henry (40 years)
• Jeffrey Bambrick (30 years)
• Keith Cox (30 years)
• George Fortune (30 years)
• Frank Grego (30 years)
• Bruce Shevelling (30 years)
• Thomas Smith (30 years)
• Nigel Sutton (30 years)
• Bradley Tucker (30 years)
• Shane Waddington (30 years)
• Michael Webber (30 years)
• Ronald Wilde (30 years)
• Joe Calleja (20 years)

CONGRATULATIONS TO THE FOLLOWING PROCESSING EMPLOYEES:

• Terry Polmeer (40 years)
• Mark Ezzy (30 years)
• Robin Maultby (30 years)
• Alan Pritchard (30 years)
• Phillip Robinson (30 years)
• Ian Johnston (30 years)
• Stanley Bird (30 years)
• Steven Kirkman (20 years)
• Craig Cunningham (20 years)
• Geoffrey Hill (20 years)
• William Elliot (20 years)
• Stephen Dawson (20 years)
• Keith Fahey (20 years)

CONGRATULATIONS TO THE FOLLOWING CENTRAL SERVICES EMPLOYEES:

• Reiner Kollasch (40 years)
• Alison Gordon (30 years)
• Sylvia Katona (30 years)
• John Emmerson (30 years)
• Diane Croghan (30 years)
• Grant Szabadics (30 years)
• Michael Walsh (30 years)
• Gregory Woods (30 years)
• Karen Wright (30 years)
• Noel Heal (30 years)
• Raymond Thwaites (30 years)
• Maurice Brady (20 years)
• David Hancock (20 years)
• John Spreadborough (20 years)
• Adam Tencza (20 years)
Trevor Gray, Central Services General Manager (back row, far left) and Mike Westerman, Chief Operating Officer North Queensland Copper Assets (back row, far right) with Central Services employees who celebrated 20 years of service (back row, middle) Adam Tencza, Storeperson (front row, left to right) David Hancock, Equipment Operator and Maurice Brady, Equipment Operator.

Mike Westerman, Chief Operating Officer North Queensland Copper Assets (left) and Matt O’Neill, Chief Mining Officer North Queensland Copper Assets (right) with Mining employee Joe Calleja, Diesel Fitter who celebrated 20 years of service.

Trevor Gray, Central Services General Manager (left) and Mike Westerman, Chief Operating Officer North Queensland Copper Assets (right) with Central Services employee Reiner Kollasch, HSECT Senior Technical Support who celebrated 40 years of service.

Mike Westerman, Chief Operating Officer North Queensland Copper Assets (back row, far left) and Matt O’Neill, Chief Mining Officer North Queensland Copper Assets (back row, far right) with Mining employees who celebrated 30 years of service (back row, left to right) Shane Waddington, Mining Supervisor, Frank Grego, Electrician, Bradley Tucker, Mining Development Superintendent, Nigel Sutton, Diesel Fitter, Thomas Smith, Diesel Fitter, Bruce Shevelling, Mobile Maintenance Short Term Planner, Jeffrey Barbrick, Fitter, Ronald Wilde, Fitter, (front row, left to right) Michael Webber, Jumbo Operator, Keith Cox, Process Control Officer, George Fortune, Electrician.

Mike Westerman, Chief Operating Officer North Queensland Copper Assets (back row, far right) and Matt O’Neill, Chief Mining Officer North Queensland Copper Assets (back row, left) with Mining employees who celebrated 40 years of service (back row, middle) John Emmerson, Equipment Operator, Grant Szabadics, Advanced Electronics Technician, Noel Heal, Equipment Operator, Gregory Woods, Maintenance Planner, Michael Walsh, Storeperson (front row, left to right) Karen Wright, Financial Services Supervisor, Sylvia Katona, Administration Assistant and Alison Gordon, Technical Records Registrar.

Mike Westerman, Chief Operating Officer North Queensland Copper Assets (back row, right) and Matt O’Neill, Chief Mining Officer North Queensland Copper Assets (back row, left) with Mining employees who celebrated 40 years of service (back row, middle) John Doyle, Wetfill Operator, (front row, left to right) Greg Dennis, Senior Computing Geologist, Frank Daisy, Emisson and Casey Henry, Maintenance Planner.
Infrastructure upgrade improves by-product processing at Townsville Copper Refinery

The Townsville Copper Refinery has upgraded infrastructure to reduce the particle size of slimes, a by-product of the copper cathode process, to meet the purchasing requirements of potential, new customers.

Slimes is a waste product that is collected during the filter-press stage of the main copper refining process and contains high concentrations of precious metals including gold and silver.

Our slime product is packaged and shipped to Glencore’s Canadian Copper Refinery (CCR) in Montreal where the gold and silver are recovered in a precious metals recovery plant.

It was identified that the slimes particle size needed to be reduced so it could be processed by alternative customers when production exceeds CCR’s capacity.

A team led by Adam Seawright, Project Engineer were tasked with installing a Hammer Mill device into the rebagging and sampling equipment which reduces and fine-tunes the finished size of our slimes particles in a precise manner, making the product saleable to other customers.

While completing the upgrade, the team also made improvements to safety and maintenance of the equipment. A platform and ladder was installed to give Operators safe access to the Hammer Mill and screw conveyor drive along with a stand above the feed chute to reduce the risk of crush injuries. Additionally, dust extraction units were relocated to reduce dust emissions from the machinery.
The Fire and Explosion Fatal Hazard Protocol aims to eliminate or minimise the potential for fatalities, injuries and incidents arising from risks related to unplanned or uncontrolled fire or explosion.

CRITICAL CONSIDERATIONS

• Fire and explosion detection/monitoring systems must be installed commensurate to fire and explosion related risk in all appropriate locations.

• All fire monitoring, detection, suppression, fire fighting and emergency response/rescue equipment must be listed on a register.

• A permit system or process must be developed, implemented and maintained for use whenever a fire or explosive monitoring, detection or suppression system is off line.

• Hot work must be continuously monitored for a minimum of two hours and up to four hours dependent upon the risk after completion.

RELATED LIFE-SAVING BEHAVIOURS

Life-Saving Behaviours are intended to save lives and by following them we protect people from potential fatal consequences. The following Life Saving Behaviours are critical in working with risks related to Fire and Explosion:

△ 4. Only operate equipment if trained and authorised.

△ 6. Never modify or over-ride critical safety equipment without approval.
COMMUNITY

Through our site-based Community Assistance Program (CAP), Glencore awards funding to local community organisations and not-for-profit groups on a quarterly basis to fund local events, projects and initiatives across our north Queensland communities of Mount Isa, Cloncurry, Camooweal, Townsville and Bowen.

Many local groups have benefited throughout 2015 by receiving funding to deliver sustainable services, projects, and community initiatives to address the areas of most need in our communities.

These events reflect our belief that the communities in which we operate should benefit from our operations, both in the short and long-term, and help us to build diversity, liveability and vibrancy of our communities. Following is an outline of some of these initiatives.

COOTHARINGA’S ‘WALK WITH ME’ CHARITY WALK

Mount Isa Mines was once again a sponsor of Cootharinga’s ‘Walk With Me’ charity event which took place during September.

The event breaks down barriers, promotes inclusion, and helps Cootharinga to raise vital funds while celebrating the achievements of people with disabilities in our community.

Starting from the lawns of the Mount Isa Civic Centre, a keen group of walkers made their way to Mount Isa’s Family Fun Park for family fun activities.

The charity walk and fun day of activities helped to raise funds which go towards supporting people living with disabilities in Mount Isa.

PAWS, HOOFS AND CLAWS ‘CANINE CARNIVAL’

Mount Isa’s independent animal rescue organisation, Paws, Hoofs and Claws, held their Canine Carnival event during September at the Tony White Oval, sponsored by Mount Isa Mines.

The Canine Carnival was a fun way to raise the necessary funds for their animal rescue service which provides fostered refuge to abandoned, abused, surrendered and orphaned animals in Mount Isa to reunite lost or found animals with their owners or to find new owners.

The Canine Carnival saw hundreds of people turn out for the pet talent show, pet parade, photo booth, pamper your pooch booth, competitions and prizes.

Community groups in North West Queensland hit targets thanks to Glencore funding
The 2015 Cootharinga ‘Walk With Me’ charity walk.

Bishop Bill Ray and Reverend Rod Oldfield from Cloncurry Anglican Church opened and blessed the new entrance for the Cloncurry Memorial Hall in September.

Pets and their owners took part in a photo booth stall at the Canine Carnival.

Mount Isa’s Zonta Club serving fairy floss at the Canine Carnival.

2015 APEX ROCK POP MIME SHOW

Mount Isa Mines was once again the naming rights sponsor of the 2015 Mount Isa Mines Rock Pop Mime Show hosted by the Mount Isa Apex Club.

Showcasing the talent of children from local schools and around the region this annual event has been running since 1990.

This year was one of the most successful Rock Pop events in years, with over 2,500 school children and their proud parents and teachers turning out for the iconic event.

See more information and photos from this year’s Rock Pop on pages 18–19 of this edition of Mine to Market.
Community groups in North West Queensland hit targets thanks to Glencore funding (continued)

2015 NORTHERN OUTFBACK BUSINESS AWARDS

Mount Isa Mines sponsored the 2015 EMO Trans Northern Outback Business Awards during October which celebrated Northern Outback businesses and recognised their outstanding contributions to the growth of the Mount Isa economy.

The awards aim to acknowledge business industry leaders through innovative business processes, product development, sustainability and overall business success.

They also recognise the social and environmental contributions made by organisations through excellence of service, commitment to their customers, philanthropic ideals, ethical behaviour and environmental sustainability.

Around 400 people attended the gala awards night which was held at Mount Isa’s Buchanan Park rodeo arena.

The top award winners of the night were Topfire Constructions who won the Business of the Year, Kate Glover was awarded the Young Business Person of the Year and Engineering Excellence won the Corporate Citizenship Award. Congratulations to all the award winners.

CLONCURRY PCYC AND ERNEST HENRY MINING COMMUNITY GYM

The Cloncurry PCYC and Ernest Henry Mining Community Gym has extended its operating hours thanks to a newly installed security system, partially funded by Ernest Henry Mining in partnership with Cloncurry PCYC.

The new 24-hour security system was installed in September and allows gym patrons to access the facility from 4:00 am until 10:00 pm seven days a week. The previous operating hours of 6:00 am to 8:00 pm on weekdays were limiting, in particular to shift workers, and other community members.

It is hopeful the extended hours will increase revenue generated by the Gym, with profits invested into youth and community programs in Cloncurry.

CLONCURRY’S WAR MEMORIAL HALL UPGRADED FOR SAFE ACCESS

The Cloncurry Anglican Church’s War Memorial Hall has had a facelift thanks to Ernest Henry Mining who financed the rebuild of the front entrance which had fallen into disrepair.

The upgrade to the entrance has created safer access and included replacing the stairs and flooring and painting of the exterior building.

The Hall is used by various community groups such as the Cloncurry Kinder Ballet, Cloncurry Youth Group and the Cloncurry Quilters Club.
Ernest Henry Mining (EHM) was awarded the Australasian Institute of Mining and Metallurgy (AusIMM) Innovation Award, for increasing gold recovery by three per cent.

EHM’s Processing team accepted the award at an AusIMM conference held in Cloncurry, during August this year.

EHM increased their gold recovery by changing the configuration of the Concentrator process to keep fine gold particles and chalcopyrite, the main copper bearing mineral, bound together to increase the amount of gold in our final copper-gold concentrate.

Jose Siliezar, Senior Metallurgist says he was honoured to accept the award on behalf of the EHM Processing team who contributed to the success of the project.

“Identifying improvements and delivering value is integral to our operations and it is pleasing to see the benefits this project delivers to our business,” Jose says.

“I am extremely proud of all the team who worked tirelessly to improve our gold recovery.

“This award has been a fantastic result for all those involved.”

Around 100 resource based personnel from local mining businesses, including Glencore, CuDeco, MMG and Chinalco Yunnan Copper Resources attended the conference.

Jose Siliezar, Metallurgy Superintendent checks the rougher cells at EHM’s Concentrator.
The Surface Operations crew at Ernest Henry Mining (EHM) has been working since late August to increase the capacity of the site’s Tailings Storage Facility (TSF) by 2.5 million tonnes.

The TSF comprises two structures or cells and this year the wall around the North Cell will be increased in height by three metres.

Shane Morrissey, Surface Operations Superintendent explains tails dam lifts are generally conducted every two years or in line with production and tailings storage requirements.

“In the past we have contracted this work out completely, but we’re proud to be able to complete the job in-house this time, reducing overall costs,” Shane says.

“We are utilising equipment from our former open pit operations that is also used to conduct site maintenance and ore rehandle works. Our Surface Operations crew is doing the majority of the work involved in the lift using this equipment, with the help of a few local labour hire contractors.

“The TSF is a regulated facility constructed in line with rules specified in our environmental authority.

“We start by widening the wall using approved waste rock material, before building it up to the required height, battering and installing geofabric lining. The dozer is fitted with GPS guidance and our Survey team is also providing support to ensure the wall is constructed to design.”

The lift is expected to be completed during November this year.
Haul trucks shifting waste rock onto the tailings dam wall as part of the three-metre lift.

A dozer working to widen the tailings dam wall before it can be built up.

A haul truck dumps waste rock onto the tailings dam wall as part of the three-metre lift.
Major project to upgrade surface water management on schedule for completion

Since 2012, the Central Services HSEC team has been upgrading surface water management systems at Mount Isa Mines (MIM) and George Fisher Mine (GFM) as part of a five-year transitional plan to meet new regulatory standards by the end of 2016.

This year saw the completion of major milestones as part of the upgrade, including the construction of multiple dams and the installation of additional water pumps across our Mount Isa operations to achieve a 60 per cent reduction in the potential of water discharging outside of our mining lease.

Adam Ferris, HSEC Senior Engineer for Water Projects says the project has achieved major milestones to bring it closer to completion next year.

“We have constructed nine new containment dams and expanded an additional nine more to give us over 800 mega litres of additional water storage, which is the equivalent of 320 Olympic size swimming pools,” Adam says.

“Additional pumping systems have been installed to transfer stored water for use by our operations throughout the year.

“In 2016, we will continue dam construction works at GFM and around the Handlebar Hill footprint, install additional pumps at MIM and develop water retaining structures to manage water storage in complicated site areas.

“The success of the project to date is due to the outstanding cooperation between both the Copper and Zinc businesses, in particular the Handlebar Hill Mining team that assisted with excavation works.”

The new pump for an expanded dam at Mount Isa Mines is capable of pumping 1,000 litres of water per second.
Excavation works are complete for an expanded sediment dam at George Fisher Mine.

Construction is nearing completion for a new containment dam near the X41 car park at Mount Isa Mines.
Now in its 26th year, the Rock Pop Mime Show attracts schools from as far as Winton, Richmond, Cloncurry and Mount Isa who compete for the coveted trophy as well as the enjoyment of showcasing their artistic skills to a broader community audience.

Mount Isa Mines has been the naming rights sponsor and a long-term sponsor of the Mount Isa Mines Rock Pop Mime Show which is one of the largest artistic events of the year for local school children, enabling them to develop and showcase their miming, rhythmical and performing skills.

School children and their Teachers had been rehearsing their acts since Term Two, and their hard work was evident in the very high standard of acts this year.

Richmond State School won the Junior Primary division with their humorous performance of ‘How the Pelicans got webbed feet’.

Mount Isa’s Happy Valley State School won the Senior Primary Division with their entertaining ‘Monopoly Madness’ act.

Mount Isa’s Good Shepherd Catholic College for their dark and dramatic rendition of ‘Hood in the Woods’.

While Mount Isa’s Good Shepherd Catholic College also won the Senior Secondary Division with their second group who performed a show-stopping hip-hop performance of ‘The Avengers: Age of Ultron’.

Cloncurry’s St Joseph’s Catholic School won the Mrs Tulloch Award for their outstanding musical compilation and synchronized miming and dancing.

Mike Westerman, Chief Operating Officer North Queensland Copper Assets says the company’s decision to continue as a long-term sponsor demonstrates Mount Isa Mines’ commitment to the arts, as well as the enjoyment of the community.

A crowd of more than 2,500 people turned out to see thirteen talented acts from local Western Queensland and North West Queensland schools showcasing their miming and dancing talents at the 2015 Mount Isa Mines Rock Pop Mime Show.

Mount Isa’s Happy Valley State School won the Senior Primary Division with their entertaining ‘Monopoly Madness’ act.
as its commitment to community events and activities that make Mount Isa a more vibrant place to live.

“Mount Isa has a long history of producing some of the country’s best known artists such as didgeridoo player William Barton and Actor Deborah Mailman, so having a platform for our students to perform is something that’s really valuable in building the fabric of our community,” Mike says.

“Supporting this initiative is something we’re very excited to be part of.”

John Davis, Mount Isa Apex Club President says he was pleased to see such a high standard of performances in the 2015 Mount Isa Mines Rock Pop Mime Show.

“On behalf of the Apex Club, I would like to thank Mount Isa Mines as well as all of our other sponsors for supporting our annual event.

“I’d also like to acknowledge the tireless work of all Apexians and their families who put in hundreds of hours of behind-the-scenes work to ensure the event was once again the massive success that it was. My gratitude goes to Jeffery Rodger, Robert Davis and Life Member Fred Frost who ensured the show ran smoothly.

“A very big thank you goes to the many volunteers from all the different sporting and community organisations who hosted the food stalls, bar and other facilities.

“Finally I would like to congratulate and thank the many teachers for spending so much of their own time on the music compilations, back drops, choreography, holding rehearsals, and the parents for allowing the students to be part of our show.

“However the most important thank you goes to the students who put in their valuable time and effort, without you there would be no show, so thank you.”

Mount Isa’s Good Shepherd Catholic College won the Senior Secondary Division with their ‘The Avengers: Age of Ultron’ act.

Cloncurry’s St Joseph’s Catholic School won the Mrs Tulloch Award for their outstanding musical compilation.

Winton State School students and School of the Air students travelled for more than five hours to enter acts in the 2015 Mount Isa Mines Rock Pop Mime Show.
George Fisher Mine (GFM) and Mount Isa Copper Operations (MICO) went head to head in the Lake Moondarra Fishing Classic’s Dragon Boat Regatta on Saturday 23 October 2015.

GFM sailed to victory in their custom boat called Orca 3.1 beating teams from MICO, Clancy Corporation, Mount Isa Canoe Club and State Development.

The MICO team were quick off the mark but struggled to stay afloat with their boat capsizing on the way back to the finish line.

GFM team captain Kim Stokes was thrilled to be part of the team who won the race.

“The team put in a great effort on the day and I would like to sincerely thank them for their hard work and determination,” says Kim.

“The day was very enjoyable and winning the race made it all the sweeter.”

The Fishing Classic was a great success with more than 3,800 spectators in attendance, 450 nominated competitors and 235 fish weighed-in.

‘Fat Albert’ the $50,000 tagged Barramundi avoided capture for the second year in a row, with the title of Heaviest Overall Barramundi awarded to Joshua Isaacson, weighing in at 22.43 kilograms.

Mount Isa Mines were proud to be a major sponsor of this year’s event and have been a supporter since the first Fishing Classic in 1999.
Fine dining or frozen pizza?
What’s on the menu for your retirement?

If you’re dreaming of enjoying a gourmet lifestyle in retirement, you need to ensure you’re putting together the right ingredients. It can take a mix of your employer’s contributions and some extra savings of your own to ensure you cook up the satisfying retirement you want.

Research shows Australia has a $727 billion retirement savings gap, which works out to be $67,000 per person less than the amount required for an ‘adequate’ retirement lasting more than 20 years.¹ And the gap may be even bigger than that, as half of Australia’s retirees live well beyond their life expectancy age. So in their later years, many retirees simply run out of money and are forced to rely on the basic lifestyle provided by the Age Pension.

Know where you’re heading
A comfortable retirement takes careful thought and planning. Taking a few minutes to think about the kind of retirement you want is the first step. So what are your dreams?

Give your super a helping hand
There are lots of simple things you can do now to help boost your income in retirement:
- Check your investment choice – Ensure your super is invested in the right option. Switching options can make a huge difference, so think about reviewing where your money is invested.
- Boost your super contributions – Simply adding a few extra dollars each week from your salary could be all it takes to achieve your dream retirement.
- Look for lost super – With around six million lost accounts in Australia, there could be savings you don’t even know about.²
- Bring all your super together – Consolidating your accounts in one place can save unnecessary fees and provide better control.

Get started now
Login to plum.com.au and try our Personal Super Calculator

Check out the calculator to see whether your super account is on track to achieve your retirement goal. It automatically uses your personalised data so you know exactly where you stand.

Please note if you are in a Defined Benefit fund or have complex financial needs you may not have access to the Personal Super Calculator.

² Australian Tax Office statistics as at 30 June 2104.

Talk to an expert
Call 1800 602 977 to speak to our team of financial advisers. They’ll be happy to help you decide if your current savings are adequate for the retirement you’re planning.

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Phone based advice and the online advice tools (Personal Super Calculator and Insurance Advice Calculator), including any financial product advice provided over the phone and within these calculators, is provided by GWMAS through an agreement with the Trustee of the Plum Superannuation Fund. Neither Plum nor the Trustee endorses or guarantees any advice provided by GWMAS or any financial adviser referred through the Momentum Financial Advice services. The Trustee, through its administrator, Plum, merely facilitates members’ access to these services and does not accept any liability for the services provided.

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The students participated in EHM’s Work Experience Program, working alongside EHM personnel in a department suited to their career interest to gain firsthand experience and industry insight before they prepare to graduate from high school.

Zane Smith, School Captain at Cloncurry State School says he worked with the Geotechnical Engineers and found the week to be an unreal learning experience and lots of fun.

“I learnt so much from the Engineers about mining and the opportunities that can come from engineering,” Zane says.

“I’m hoping to go to James Cook University to study Civil Engineering after I graduate and this week of work experience really cemented that engineering is what I want to do.”

Brian McLeod worked in the Concentrator Mechanical department, working alongside Boilermakers. He hopes to secure a Boilermaker apprenticeship after school as he thoroughly enjoyed fabrication tasks during the work experience placement.

Hunter Chong’s passion for motor vehicles gave him the inspiration to work at the Light Vehicle Workshop where he was able to learn new skills for a potential career as an Auto-Electrician.

It was not just the traditional mining roles that were of interest to the students, Jasmine Darcy says she hopes to study nursing after school and spent a week working at the EHM on-site Health Clinic.

“I really enjoyed working alongside the Nurses as they gave me ownership of small tasks and were extremely approachable and able to answer plenty of questions. I also completed First Aid and CPR training which is valuable training to have completed before starting my nursing studies,” Jasmine says.

All four students will be embarking on their next step as school leavers from 20 November this year.
CALL FOR APPLICATIONS

School Leavers Program

We are currently seeking school leavers in the Mount Isa and Cloncurry community who are looking to build a career in the mining industry.

Our new School Leavers Program is an opportunity for local Grade 12 graduates, to obtain first hand exposure to the mining industry in a safe learning environment. We are looking for bright, motivated, confident, hardworking and keen people to grow with us.

REQUIREMENTS
To be eligible, you will need to have graduated from Grade 12 during 2015 and be living residentially in Mount Isa or Cloncurry. You will need to provide a reference from your school principal, have a pass mark in Authority English or English Communication and provide a copy of your Queensland Certificate of Education (QCE). You will also need to satisfy a Police Check.

WHAT DOES THE PROGRAM INVOLVE?
As a successful school leaver you will receive three months of full-time work designed to expose you to different aspects of the underground and/or surface environments. On-the-job training ensures applicants get the most out of their experience, safely. Throughout the program you may be rotated throughout different sections of the operation to ensure a well-rounded exposure to different roles.

WHERE WILL THIS LEAD ME?
On completion of the program you will have received experience in entry level and labouring roles. This experience should leave you well equipped to apply for entry level roles or other job opportunities and transition you into full-time work within Glencore’s North Queensland Copper Assets.

Applications close 11 December 2015

For more details on this role we encourage you to call Shannon Ward on (07) 4744 3618. Applications will only be accepted via glencore.com/careers quoting reference number SW1112.

Please ensure you attach a copy of your Grade 12 Certificate with your application and resume.
The Movember Foundation is a global charity committed to men living happier, healthier and longer lives. Since 2003, millions have joined the men’s health movement, raising $685 million and funding over 1,000 programs focusing on prostate cancer, testicular cancer, poor mental health and physical inactivity which are some of the biggest health issues faced by men.

Prostate cancer is full of hard choices. Do I get treatment or actively monitor my health? What treatment is right for me? Is my type of prostate cancer harmless or lethal? Can I slow or stop the progression of my type of cancer? What are the side effects of treatment options and are they short term or permanent? Although treatment in many cases is successful in slowing or stopping the cancer progressing, it often leads to serious side effects including, incontinence, sexual dysfunction and bowel problems. If a man realises after treatment that he chose the wrong treatment or has trouble with the side-effects, this can lead to poor mental health.

Testicular cancer strikes hard and strikes early. Around the world, it is among the leading cancer diagnosis in men and boys aged between 15 and 40. Better than 95% of cases in the developed world are cured, but for the 1 in 20 men who are not, this is still a death sentence. Some of the treatments can cause damage to the heart, brain and kidneys. In young men, fertility can also be affected by aggressive forms of chemotherapy and future parental goals are often not well defined. Despite these side-effects, not enough is being done to make sure that affected men live well after their treatment.

Poor mental health affects men and boys of all ages across the community and means that they cannot live their lives to the full. Even worse, too many men try to remain ‘strong and in control’, feeling that asking for help is unmanly and weak. Connecting with friends and family helps to protect men from poor mental health and suicide when the tough times come but too often men feel that they can’t share their problems. This contributes to the high suicide rate among men, with approximately three quarters of all deaths by suicide being men.

It’s no secret that the world is getting fatter. We are eating more and exercising less. This is a problem because being active reduces the risk of cancer, diabetes, osteoarthritis and kidney disease. Whilst these outcomes alone would be great reasons to get active, being active also helps build friendships, promotes good mental health and even encourages men and the people around them to adopt other positive behaviours like drinking less, quitting smoking and improving their diets!

Movember – The hairiest month of the year

This year’s Movember campaign has a powerful message – we want men to live happier, healthier and longer lives. Whether you grow your mo, you’re our champion for men’s health. This Movember is shaped by your experience...

Movember com
facebook.com/MovemberAustralia
twitter.com/MovemberAUS
instagram.com/Movember
youtube.com/user/MovemberTV

Sonic HealthPlus
Announcements

Congratulations to Joao Calmon, Senior Mining Engineer, Technical Services, George Fisher Mine and his wife Alice on the birth of their daughter, Olivia, on 29 August 2015.

Congratulations to Michael Maschke, Stocks Controller and Maintenance Planner, Mine Development and Dianne Naughton, Purchasing, Contracts and Procurement on their marriage in Mount Isa on 5 September 2015.

Congratulations to Grant Boyatzis, Light Vehicle Planned Parts Coordinator and wife Megan on the birth of their daughter, Evie Jayne Boyatzis, on 15 September 2015

Congratulations to Jeremy Jones, Electrical Supervisor, Fixed Plant Electrical, George Fisher Mine and his wife Christine on the birth of their daughter, Emma Janice, on 6 August 2015

Congratulations to Sam Skinner, Electrician, Fixed Plant Electrical, George Fisher Mine and his partner Jessica on their marriage in Mount Isa on 12 September 2015

Congratulations to Darren McCarthy, Refinery Operator, Townsville Copper Refinery and his partner Rachael on their marriage in Toowoomba on 27 September 2015.

For Sale

Motorcycle, Husaberg FE501, last one built, 2014, 25th anniversary model with extra bling and akapovic exhaust, (special sticker kit still in bag), Scott steering damper, alloy sump guard, pivot pegs. Only 42 hours on the clock, very good condition. $10,900 ONO. Contact Cliff 0427 095 707.

Hornet Ski Boat, 200 hp mercury outboard, comes with some ski gear and ropes, removable wake pole, quick boat in good condition. Located in Mount Isa. $4,900 ONO Contact Craig on 0408 421 521.

Calendar of Events

NOVEMBER
1   Cyclone Sunday, Strand Park Townsville
3   Melbourne Cup
11  Remembrance Day
27-28 Mount Isa School of Dance Concert
27-28 Cloncurry Christmas Festival
29  Mount Isa Carols by Candlelight

DECEMBER
5   Mount Isa Club Race Day
11  Last day of school year (Queensland)
11  Mount Isa where the outback night markets live
25  Christmas Day
6   Boxing Day
28  Additional Boxing Day
31  New Year’s Eve
31  New Year’s Eve Pictures in the Park, Strand Park, Townsville

Environmental credentials

Mine to Market is printed on Impact paper stock. Impact is made with a carbon neutral manufacturing process*. It is well priced, FSC COC certified and consists of 100% post consumer waste recycled fibre.

* Mill use 86% renewable energy, meaning emissions generated by producing Impact are incredibly low. The remaining unavoidable CO2 emissions are compensated for by promoting controlled emission reduction projects, audited and certified by Climate Partner. The life cycle analysis tracks Impact from raw materials through to K.W. Doggett Fine Paper Warehouses nationally.
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It's good to know Glencore cares about your health - if you or your partner find yourselves in hospital, on selected covers Glencore will reimburse your $250 hospital excess* - so you can enjoy the money back in your pocket to spend on something else!

You can also look forward to other corporate benefits such as:

• A discount off your health cover**
• We'll take care of accommodation and meals for overnight stays in hospital to support a loved one - even if they are not on your policy#.

Join today to take advantage of this great Glencore benefit!

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