

Back to the Future—Improving Information Flow

Special points of interest:

- * The website is available at:
www.mininglogic.com.au
- * If any of you are yet to get an email address or have not been able to login to the website, then please advise;
- * ITC Manager — Ricky Prout.

There has been a request by many to restart the newsletter to aid the communication through the Company as our workforce has continued to grow and the ability to stay in touch has declined as a result. It is hoped that from Jan 2009 the format of the letter will develop into an enjoyable read that passes information around all staff at the different operations Mining Logic is involved with. It is intended that some things that could be missed in passing will be covered in this additional method of communication.

Input of general business will be aided by Input from the workforce, so any emails for an entry will be well received so please offer your views and ideas for our next generation of newsletters. Mining Logic also needs employee input to help the Company improve what it does for both the employee and the customer. Please email or phone with ideas or better still see us at the office and go through an "opportunity to Improve" form. It is always good to hear your views.

Time to Vote

No there is no election, but there is a chance to vote for the preferred method of pay cycle. There are pros and cons. Some people have payments that suit weekly systems while others during shifts that vary from time to time may like to be paid every two weeks so amounts do not have high degrees of variability in amounts. There is no right or wrong answer, but it is good to get it the way most prefer. Take the time to have your say on which is your preferred pay period. A voting form will be out soon.

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Safety

Mining Logic remains well positioned when reviewing LTI's. The fact is, this only one form of measuring our safety performance. As part of good communication, it is imperative we improve our reporting and recording of any minor issues employees may encounter during their work, or in their own time where there is any affect on the ability to work free of risk to themselves or others. Any mine site reporting under the Coal Mines Act has to be seconded with a Mining Logic report. Mining Logic also works under the DH&S Act. The chance of helping the team improve safety culture is in each persons hands.

There has been a recent bulletin of safety issues surrounding site or camp accommodation. If any person is unwell, seek medical attention. I inform someone within Mining Logic if you are not well and returning to accommodation so we can check on each other. Keep an eye on each other, particularly if someone you know is ill and is late for the following shift. They may need help. Please keep personal details up to date.



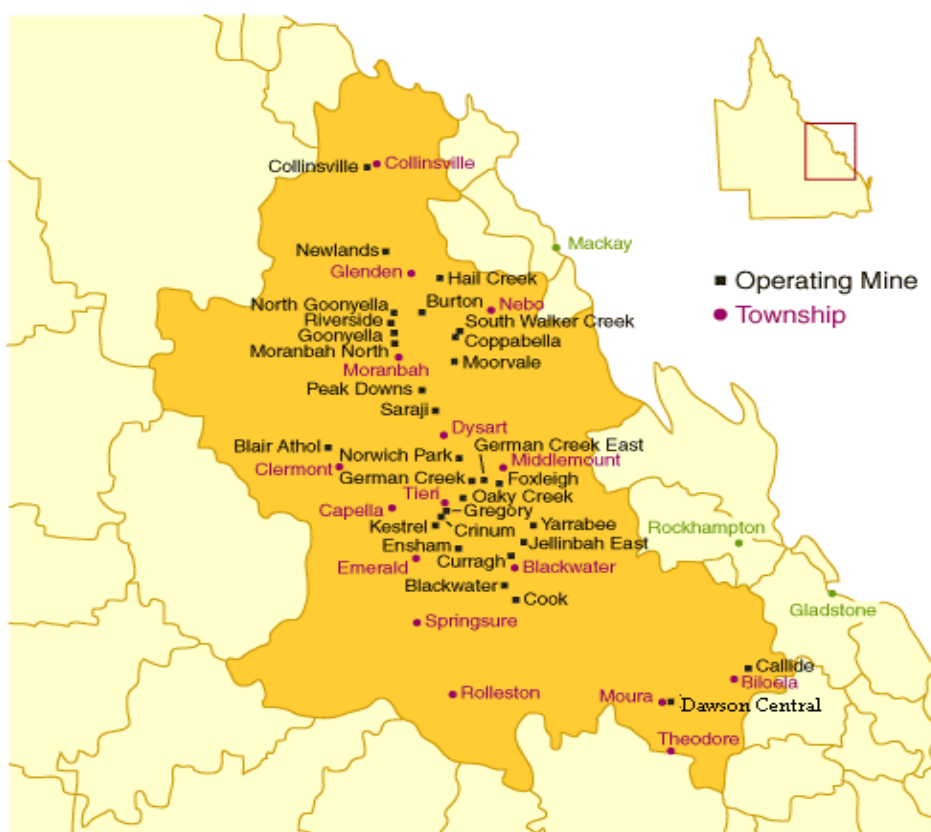
HR Hi-jinks

This area will be dedicated to the wonderful world of human resources and industrial relations. It will contain updates of changes in our HR/IR policies, comings and goings, milestones and achievements, employee profiles, and sporting tips (you're mad if you don't get on them).

On a serious note, Mining Logic Ltd has achieved a great deal in a short amount of time on the HR front. We have increased our workforce by almost 50% in the past 6 months. The first half of 2009 is about consolidating this growth and investing in training for our staff. This process will start with conducting performance appraisals. These will commence towards the end of January and I hope to wrap them up by the end of February. Performance appraisals are nothing to be scared of. I see them as a great opportunity for employees to meet with management to identify areas that they wish to improve or goals they want to achieve. Once these areas are identified we can work together on achieving these goals. Merry Christmas and a Happy New Year to everyone, and please stay safe.

Growth and The Future

Regardless of the doom and gloom reported recently, and a drop in coking coal prices, demand for PCI coal for energy production is expected to increase. Due to the weaker Australian dollar the local impact of prices falling will be softened. Energy requirements in the near term with the northern winter underway will stay firm. In the future, there is considerable growth expected in the Bowen Basin. In the map below there will be an increasing number of mine sites with more venturing into underground coal mining. The Financial Review this year reported expansion capital in the resources and energy sectors will top \$22 billion and \$28 Billion in the consecutive two years ahead. This information is dated and news of the iron ore industry contracting will see a significant reduction in investment for the short term, however continued projects for coal loading facilities and other expanding infrastructure are real. A considerable portion of these funds will be used in the Bowen Basin region and it will require more local skilled people. A bright future for Mining Logic is anticipated and management is investigating options to take advantage of this opportunity.



Training

The new year will see a concerted effort in training in areas beyond mandatory requirements of the trade and mining industry. After personnel appraisals are complete in Jan/Feb 09 potential training opportunities will be examined for people to extend their knowledge and skills for the benefit to themselves and the Company. Keep this in mind when you are asked to attend the debriefing of individual performance reviews and ask for what you want to achieve in 2009.

Keep an eye on your own competency and currency of mandatory training courses. Mining Logic has a training matrix for work requirements, but the best person to be in control of this important part of your professional

trade skills is yourself. If there is a known date to you that is closing in and you have heard nothing regarding your training course to stay in date then call the office for assistance in achieving the timeframe.

Workshop Wonders

Significant amounts of work have been through the workshop recently and the efforts of those working to meet deadlines on the floor and putting in long hours in planning and engineering have been well received by customers. This is a tremendous result and with the hangover of the structural change to work under Mining Logic as one company, the effort has been considerable. Some jobs have been delayed for reasons beyond the capacity of Mining Logic to influence. Patience and perseverance by all has been an important part of the good results.

Thank you.

It is anticipated that the workshop will maintain a significant activity level and work close to capacity. The plans have been developed for a new and larger facility. The realization of these plans are in the hands of the Mackay City Council and developers as we wait for these agencies to return on some issues and requests by Mining Logic to progress the project.

Mining Logic Limited

News Items—Contact us

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Mission Statement

Mining Logic provides a highly professional, specialised electrical and mechanical service and equipment overhaul to the Australian Mining Industry. We operate at a level of worlds best practise.

Merry Christmas to all of you!

Our purpose is to consistently exceed our customers expectation through excellence, continual improvement and zero harm.

Glen George

Great Work out West

There has been excellent work by Mining Logic employees and subcontractors during this period of heavy workload.

You have stepped up to the plate and given considerable effort that has been what Mining Logic strives for in "exceeding our customers expectations".

Most of the feedback from customers relates to the efforts of our workforce and it is consis-

tently good news about the team.

Moving on from Mooranbah North and a successful effort there to the majority of work now in Grasstree, it is always encouraging to hear so much praise over the work being done.

Particularly strong positive comments have come from Aquilla and Bundoora

WELL DONE.

During this time of year with Christmas and other festivities it is easy to lose sight of the continued need to stay focused at work. This is also for periods of travel to and from work. Your efforts have been consistent and the hours long. Do not become complacent about the need to work safely and travel safely. Not just for Mining Logic. Keep your focus for you and those at home. THANKYOU.