

CRUSH!

ABET TRAINING COMMENCES

The HR Department is pleased to announce that the **LAC WORKPLACE ABET TRAINING CENTRE** will be opened on 02 July 2007.



Miss Nancy Ratopola, previously from the Magnetite site, will facilitate the ABET Training Programme, which is predominantly aimed at those employees with little or no schooling.

The first phase involves Literacy and Communication training in an African language—the mother tongue, followed by Literacy and Communication training in the English Language to achieve ABET Level 1.

Nineteen employees have been identified in the first instance, who have had very little or no schooling, and Miss Ratopola has already evaluated them to establish their individual educational levels. These employees will start their training programme in Mother Tongue Readers Level 1, whose themes cover a broad spectrum of South African Life. This will assist in preparing the learners

to eventually advance to English Matters Level 1, which consist of six modules. This modular outcomes-based course meets all the unit standards for Language, Literacy and Communication at ABET Level 1. It is learner centred and group-work orientated, has a problem-solving approach and encourages critical thinking for effective communication in English.

Learners will be expected to attend classes once a week for two hours. Managers and supervisors are requested to support and assist the learners with transport etc. Training schedules will be forwarded to Divisional Managers, Managers and Supervisors. It could take a learner between 6 and 8 months to achieve Level 1.

Learners will have to write exams, and if they pass they will be awarded with an internationally accredited certificate issued by the Independent Educational Board.

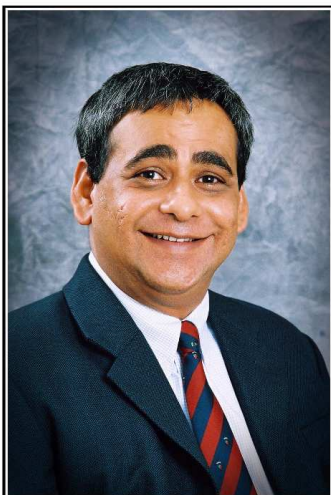


Thereafter employees will again be identified and evaluated for the Second Phase / English Language, Literacy and Communication Level 2.



The introduction of ABET training at LAC is an important step, and one about which we are most enthusiastic. Whilst ABET training can undoubtedly add to productivity levels around the workplace, it is more about empowering an individual with basic life skills that enable them to read a payslip, open a bank account or operate an ATM, and hence greatly improve their quality of life. It is estimated that 50% of South Africa's population is functionally illiterate, and that some 4.2 million adults have received no schooling whatsoever. LAC is pleased to be able to do its part to start redressing the balance.

LAC WELCOMES MR ROYNATH PARBHOO TO THE BOARD OF DIRECTORS



We are pleased to announce that Mr Roy Parbhoo has joined the Board of Directors of LAC as a Non-Executive Director.

Roy has some 19 years experience as an Accountant and Auditor. Having completed his articles of clerkship he began his career as Manager of Business Services with Ernst & Young. Over the ensuing years Roy primarily specialised in audit; as well as management consulting, tax planning and feasibility studies. He has audited organisations across the spectrum from small and medium-sized

enterprises to public sector audits, (i.e. the Departments of Transport and Justice), to conducting financial reviews on behalf of the European Union. Roy is currently a shareholder and the Financial Director of Keystone Investments, a property development firm.

Roy holds an Honours: Bachelor of Accounting Science, a Masters in Commerce with a specialisation in taxation, a Diploma in Insolvency Law & Practice (Cum Laude) and a Higher Diploma in International Tax Law. In addition he has a certificate in International Taxation and Offshore Financial Centres (Cum Laude).

Roy is a member of the South African Institute of Chartered Accountants, the South African Institute of Government Auditors and the Association of Insolvency Practitioners of South Africa.

COMPUTER TRAINING

Computer training sessions were conducted throughout June, and the response from participants has been most positive. This is an important facet of skills development, and LAC is keen to improve the knowledge of those employees that have cause to work with computers, even if they only do so rarely.

Any employees interested in attending these training sessions should submit their names through their site managers to the Human Resources Department. Selected employees will be informed of the dates and duration of the courses that they will be invited to attend in due course.



MAGNETITE CONTRACT SIGNED



LAC was delighted to conclude and sign a three-year contract with PMC related to management of the magnetite stockpiles.

The contract will commence with moving some 100,000 tons of magnetite per month, ramping up to 150,000 tons per month. The estimated total for 2008 will be in the region of 2 million tons. The work will be performed with four B40s, one excavator and one FEL. Initially one shift will be employed, increasing to two shifts, with the possibility of a future three shift rotation.

LOST-TIME INJURY FREE HOURS



LAC is so close now to the goal of 1 million LTI-free hours, having attained 990,000 lost-time injury-free hours to the 16th of June.

There are those among us that are superstitious of even mentioning this impending accomplishment, for fear that this will somehow jinx the chances of reaching the goal. This pre-supposes that a sufficiently large element of the achievement is down to chance, which "Crush" refutes completely. So come on folks—we can do this together. Stay alert and focused and let's all be a part of this significant milestone in L.A. Crushers' history.



When you play, play hard; when you work, don't play at all.
Theodore Roosevelt



WELCOME!

We would like to welcome the following new employees to LAC:

- | | |
|-----------------------------|-----------------------|
| Miringo Thompson Chauke | Mackson Mhlongo |
| Mokhale Richard Sebatane | Ndhavazi Eric Nkuna |
| Ishmael Sekgobela | Petrus Patric Seamedi |
| Ernest Johannes Mahlangu | Amos Zakhele Kgabo |
| Charles Slingile | Agmund Mfulane |
| Bevan Maimela | Dadiel Donald Zwane |
| Delco Suprice Mkansi | Simon Lucky Dube |
| Obed Majomboro Mogakane | David Mabhunu Sindane |
| Tsole Robert Mangena | Tabu van den Berg |
| Namakgale Pilusa | Petrus Albertus Louw |
| Petrus Nicolaas Roelwert | |
| Barend Jacobus Bezuidenhout | |
| Arend Albertus Laing | |

We look forward to working with you!

NEW CIVILS CONTRACT AWARDED

LAC is pleased to announce that it has been awarded the "Selati Tailings Dam — Extension of Pre-Deposition Works" contract by Foskor. Work on this project will entail earthworks, filters and pipe work and will commence immediately. The project is expected to be completed in January 2008.



PROMOTIONS!

Congratulations to the following employees from the Materials Handling (Phosphate) site on their promotion to Supervisor. We wish them well in their new positions:

- Jonas Maswanganyi
- Patric Thabo Makhuthudise
- Caurege Erick Pilusa
- Ronny Tebogo Rammalo
- Emmanuel Malatji.

"Don't throw away the old bucket until you know whether the new one holds water"
Swedish Proverb



HIV/AIDS PROGRAMME



The Palabora Foundation Support Group continues to hold their valuable HIV awareness sessions at LAC. Further sessions are planned for July — the dates of which will be confirmed via e-mail with managers and supervisors. To date 204 employees have attended these sessions, and the HR Department are pleased with the positive feedback received.

WHAT IS ABET?

ABET stands for Adult Basic Education and Training. It enables learners to reach an educational level which is equivalent to nine years of schooling. ABET consists of five levels:



1. ABET level Basic (Pre-ABET) Mother tongue facilitation
2. ABET level 1 (equivalent to Standard 1 or Grade 3)
3. ABET level 2 (equivalent to Standard 3 or Grade 5)
4. ABET level 3 (equivalent to Standard 5 or Grade 7)
5. ABET level 4 NQF level 1 (equivalent to Std 7 or Grade 9).

We welcome newsletter contributions from staff members on any matter of interest to those in LAC. Please let us have your ideas, or drop them in the suggestion boxes at sites. The Editor's decision on publication is however final.
Alyson Claire, Ext 212, alysonc@lacrushers.co.za

CONDOLENCES

We are sad to announce the passing of Mr Sidwel Selepe on 14 June 2006. Our thoughts are with his family and friends.



"Don't be afraid to give your best to what seemingly are small jobs. Every time you conquer one it makes you that much stronger. If you do the little jobs well, the big ones will tend to take care of themselves".

Dale Carnegie

LUCK, AND HOW TO GET LUCKY

Why do some people get all the luck while others never get the breaks they deserve?

A psychologist called Professor Wiseman from the University of Hertfordshire thinks he has discovered the answer.



Ten years ago he set out to examine luck, interviewing and monitoring hundreds of people who were either consistently lucky or consistently unlucky.

The results revealed that although these people had almost no insight into the causes of their luck, their thoughts and behaviour were responsible for much of their good and bad fortune.

Unlucky people are generally more tense than lucky people, and this anxiety disrupts their ability to notice the unexpected. As a result, they miss opportunities because they are too focused on looking for something else. Lucky people are more relaxed and open, and therefore see what is there rather than just what they are looking for.

In essence, the research revealed that lucky people generate good fortune via four principles. They are skilled at creating and noticing chance opportunities, make lucky decisions by listening to their intuition, create self-fulfilling prophecies via positive expectations, and adopt a resilient attitude that transforms bad luck into good.

Here are Professor Wiseman's four top tips for becoming lucky:

- Listen to your gut instincts - they are normally right.
- Be open to new experiences and breaking your normal routine.
- Spend a few moments each day remembering things that went well.
- Visualise yourself being lucky before an important meeting or telephone call. Luck is very often a self-fulfilling prophecy.



Good luck!!

CAPTION COMPETITION!



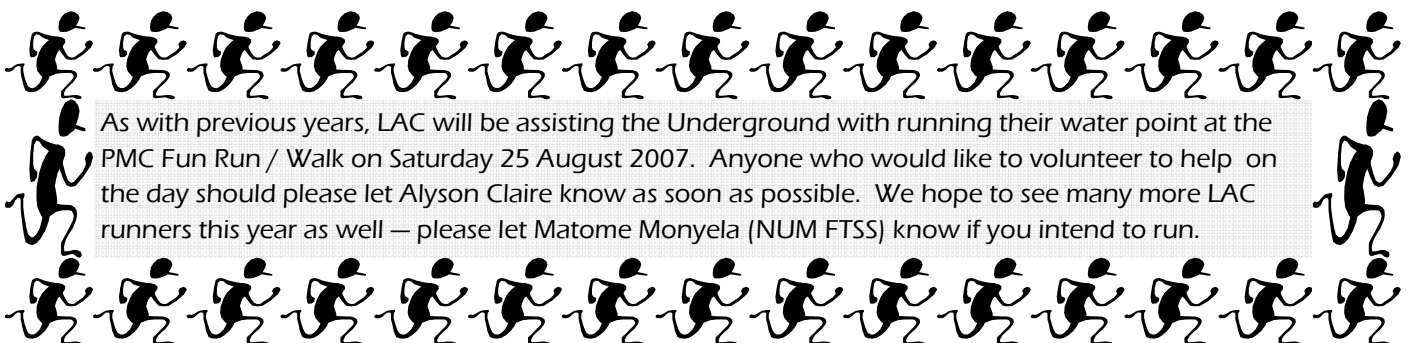
Thank you to all those who responded to the caption competition announced in the last newsletter. Amongst the captions submitted were the following:

- "Aaaah, the good old days. No break-downs"
- "Lord, when I close my eyes, make my wheelbarrow twice the size"
- "I'm sure the bank said the finance was available for a wheel-loader"
- **BILL'S BARROW** - After-party taxi service.
- "Take me home, country roads..."
- VACANCY: WHEELBARROW OPERATOR REQUIRED. Please, no teachers or other government workers to apply.
- Just trying to be like some LAC employees.....

The captions were submitted anonymously to a committee comprising Liesl Nienaber, Lydia Magro and Matome Monyela. The winning caption was judged to be:

" RESULTS OF PETROL PRICE INFLATION....."

The prize of R100 was awarded to Damian Nell, Computer Systems Co-ordinator, for this winning entry.



As with previous years, LAC will be assisting the Underground with running their water point at the PMC Fun Run / Walk on Saturday 25 August 2007. Anyone who would like to volunteer to help on the day should please let Alyson Claire know as soon as possible. We hope to see many more LAC runners this year as well – please let Matome Monyela (NUM FTSS) know if you intend to run.