

# CRUSH!

## FOSKOR EXTENSION 8 PROJECT NEARS COMMISSIONING



LA Crushers' Civils Department has been involved with the Foskor Extension 8 De-Bottlenecking project since its inception in March 2009. In that time a thickener, mill, sub-station, silo and the crusher itself have been constructed and readied for operation.



This project is managed by Bateman Engineering, with LA Crushers contracted to undertake the substantial quantity of earthworks required. The Fire Water Ring Main (pictured left, top and second) was tied-in to the existing fire water mains in early November. This involved joining the pipes before pressure-testing and denso-wrapping and finally undertaking spark tests. These lines run to the fire hydrants covering the Extension 8 site. LAC undertook all excavations and backfilling whilst the pipework was done by Palasteel and concrete and barriers by Ilanga Construction.



Above: The first of two culverts constructed by LAC for the project.

The Extension 8 project is drawing to a close, with all but the stormwater channel expected to be complete before the December break. LAC has completed the road beds in preparation for the paving and kerbing, which is currently underway and sub-contracted to Ilanga. All Extension 8 site roads are to be paved and additional paving has been requested between the roads and the buildings themselves.



Above: LAC built the crane platforms that are already in regular use.



Pictured: Completed paving to the new Crusher (above) and around the Silo (right).

Commissioning of the various elements of the site is due to commence in mid-November.



**INTERNAL TROPHY AWARDS: QUARTER ENDING SEPTEMBER 2010**

We are pleased to announce the following trophy awards, and offer warm congratulations to the winners:

**Managing Director's Trophy**

This trophy is awarded to the department which is judged to have given the best over-all performance during the period.

For this quarter, the Managing Director judged that the Workshop has given the best sustained performance and awarded them the Trophy accordingly. The Workshop has coped well with recent changes to the department's structure and Workshop employees have proved their commitment and versatility. As a result there has been an improvement in machine availability. It is accepted that there is still a long way to go to achieve the targets set for the Workshop but they are commended for the solid efforts being made given the pivotal role of the department.



Above: Workshop Supervisors Charlene Large and Nico Kellermann and Procurement Manager Piet Niemand with the Managing Director's Trophy.

**Operations Director's Trophy**

This trophy is awarded to the employee who demonstrates individual outstanding achievement throughout the period.

For this period the trophy was awarded to Clinton Ferreira (Procurement - Workshop), in recognition of his exceptional commitment and initiative. The three months in question have been a challenging one for the Procurement department and Clint has taken the various frustrations in his stride. He has been quick to innovate and find solutions whilst building solid, commendable relations with suppliers. Clint has been responsible for repeatedly identifying significant cost savings and his superb communication skills have been commended. Clint has proven himself to be an excellent team player and we congratulate him on this well-deserved recognition of his contributions to LAC.



Above: Clinton Ferreira was presented with the trophy by Operations Director Bryan Smith.

**CERTIFICATES OF ACHIEVEMENT**



Congratulations to the following employees who received certificates of achievement for their outstanding performance and commitment:

Emmanuel Malatji, Vincent Pilusa, Edward Maatlane (Magnetite)

Albert Khoza, Charlene Large (Workshop)

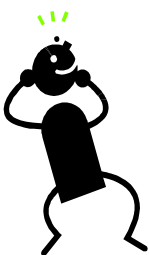
Dean Tylcoat (Boilershop)

Patrick Rampao (PMC MH)

Hendrick Molimi (PUMP)

Nancy Ratopola (HR)

Linette Sauer (Finance).



The Workshop award was as a result of sustained team performance from that department, pictured below with the trophy:



**BATEMAN CELEBRATE 500,000 LTI-FREE HOURS AT EXTENSION 8**

The Bateman Engineering-led Debottlenecking project at Foskor Extension 8 was pleased to announce that 500,000 LTI-free hours have been reached on that site. The LAC Civils team involved on this project, led by Site Manager Dave Millar (below), were congratulated by Maurits Pretorius on their contribution to this achievement and each employee received a flask as a memento.



**LAC SUPPORTS MAKHUSHANE KWANDA PROJECT**

LAC was pleased to support the community-building efforts of the Makhushane Kwanda project by providing nearly-new boots and overall trousers to the participants. The Makhushane Kwanda project has over 100 members and a number of worthy objectives; amongst them litter clearance - for which the boots will come in most useful. The project also aims to address social development issues such as school absenteeism, gambling and misuse of government grants. We wish them well in achieving their objectives and were delighted to be able to assist with their efforts. Chairperson Patricia Malatji is pictured receiving the goods from PRO Alyson Erasmus.



**THE POPPY AND REMEMBRANCE DAY**

The closest Sunday to the 11<sup>th</sup> of November is known as Remembrance Day in many Commonwealth countries, including South Africa. On this day a two minute silence is held to honour the millions who have died in wars worldwide across the years.



In November each year bright red paper poppy flowers are sold that signify this remembrance. Traditionally the poppies have no price and each person buying a flower donates whatever they can afford. The poppy became this potent symbol of remembrance due to a poem written by a military doctor called John McCrae in 1915, who was moved by the poppies growing amongst the graves of the dead soldiers. The first lines of his poem were:

“In Flanders fields the poppies blow, Between the crosses, row on row.....”

The red poppy was chosen for several reasons. It was the only flower that grew on the battlefields of World War One because it favours dug-up soil; the flowers live for only a short time (as sadly did so many of the soldiers); and its red colour represented the blood spilt.

The funds raised by poppy sales go towards organisations that support ex-soldiers and their families. In Phalaborwa the MOTHS (Memorable Order of the Tin Hats) organisation undertakes this commendable work, ensuring that the sacrifices and bravery of our soldiers are never forgotten whilst supporting ex-servicemen and women resident in our area. The MOTHS are organising a **Remembrance Day parade at 11:00 on Sunday 14 November** and the entire community has been invited to join in this ceremony of remembrance. For further information please contact Dave Millar (Site Manager- FMH) on 072 851 8911.

"We all have ability. The difference is how we use it" Stevie Wonder

**BABY BOYS ABOUND!**



There has been an absolute bonanza of baby boys born to LAC employees in the last month! Congratulations to Jonas Maswanganyi, Calvin Malibe and Thomas Gobela on the birth of their gorgeous sons. May they bring you endless joy!

**AND REPRESENTING THE GIRLS!**

Many congratulations to Sus Visser on the birth of her beautiful grand-daughter Cassandra.



**IN SYMPATHY:**

We extend heartfelt condolences from all at LAC to:

- ◆ Shadrack Malaza, whose brother passed away;
- ◆ Phillip Riba, whose brother passed away;
- ◆ Heidi Rhynes, whose father passed away;
- ◆ Given Rapatsa, whose father passed away;
- ◆ Speedfire Sibuye, whose grandchild passed away;
- ◆ Thomas Mashele, whose wife passed away; and
- ◆ Lydia Magro, whose step-grandson passed away.

Our thoughts and sympathies are with you all at this difficult time.



**WELCOME!**

To the following new employees:

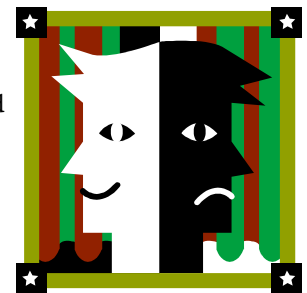
- Enos Matume Shai (Mining)
- Morgan Tebogo Mohale (Mining)
- Kgaogelo Boneck Mahumane (Mining)
- Njalo Edward Malatji (Mining)
- Maabore Navel Mahlala (Mining)
- Matome William Monyela (Mining)
- Fanie Bothma (Workshop)

**PROMOTION**

Congratulations to Dimakatso Samuel Mogale on his promotion to Shift Supervisor at PUMP BP.

**THE POWER OF POSITIVE THINKING**

There has been much comment in the media recently about the negative and somewhat militant thinking that seems to be gaining ground in South Africa, and how this is transferring negatively into the workplace. LAC is not immune from the trend and has a few negative thinking employees who derive bizarre pleasure from disrupting the productive workflow of those around them. But I would ask those negative people, have you ever considered the extraordinary benefits to be gained simply from changing your attitude? Here are just a few of them:



1. You are more motivated to get things done and achieve your goals when you have a positive attitude. You expect positive outcomes and results, and as a result you usually get them.
2. Problems are no longer problems, but become opportunities to learn and grow. As a result, you see opportunities where other people see problems.
3. You have higher self-esteem. You believe in yourself and what you are capable of.
4. Your thinking is more creative. You have more inspiration and you rely less on others to help motivate you.
5. You are generally much happier and suffer less stress. As a result your health is better and your immune system is stronger. You may even live a longer life.
6. You have more friends. Who wants to hang out with somebody who is negative? Positive people are always more influential and attract more respect. You will certainly make a better leader or manager. I assure you, those with negative attitudes will find it difficult to achieve promotion in any company.
7. You have more perseverance since you expect things will turn out well in the end. You have more energy. Negativity can really drain you!
8. You will infect others with a more positive attitude. Attitudes are contagious.
9. You will enjoy your work more. Try it and see!

