

CRUSH!

RECOGNISING EXCELLENCE

Every three months managers nominate those members of each department who have shown outstanding performance and commitment over the preceding quarter. These employees have gone the extra mile, displayed positive attitudes, employed initiative, motivated those around them and worked diligently and safely to achieve the company's objectives. Each is issued with a certificate and this month we have decided to put their names on the front page of this newsletter. LA Crushers' primary asset is its workforce. The company is committed to the support and development of each and every employee. Excellence is recognised and appreciated and we congratulate and thank everyone whose performance warranted a certificate on this occasion, some of whom are pictured here:



CERTIFICATES OF ACHIEVEMENT

Congratulations to the following employees who have been awarded certificates of achievement for the quarter ending March 2011:

Linette Sauer (Finance)

Sus Visser (Finance)

David Mahumane (Magnetite)

Ezekiel Mokgalaka (Magnetite)

William Selowa (Magnetite)

Eddie Jordaan (Workshop)

Leptious Matshaba (Workshop)

Ester Pilusa (Workshop)

John Khoza (Civils)

John Chauke (Civils)

Leon Makhubele (Civils)

Daniel Manyama (Civils)

Lloyd Ndlovu (Civils)

Phetole Malatji (PMC MH)

Peter Monyela (PMC MH)

Dean Tylcoat (PMC MH)

Albino Tsenane (Mining)

Bethuel Mamahlodi (Mining)

Joseph Hlongwane (PUMP BP)

Makou de Jager (Safety)

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 was pleased to award the trophy to the Finance Dept. The department passed the annual audit with flying colours, drawing praise for their transparency, accuracy and organisation. Finance have also produced numerous reports for the National Empowerment Fund and Public Investment Corporation in this period. They were also commended by SARS for the quality of accounting practices during their recent audit. The Finance Department is staffed by committed and diligent staff members and we congratulate them on a job consistently well done.



Above: Finance & Administration Manager Liesl Nienaber being presented with the trophy by Managing Director Bill Smith.

Operations Director's Trophy

This trophy is awarded to the employee who demonstrates individual outstanding achievement throughout the period. For this period it was awarded to IT Coordinator Shabeer Ebrahim.

Not only has Shabeer proved himself to be one of the most patient and equitable souls around, he has also repeatedly demonstrated an admirable commitment and superb work ethic. Few are aware of the long hours that Shabeer puts in, often working until the early hours of the morning and over weekends and public holidays, simply to ensure that the computer systems are only down for the minimum amount of time during working hours. His methodical problem solving abilities have saved LAC from incurring consultant fees and have made a genuine contribution to cost efficiencies. Shabeer has proved himself to be a true team worker and we congratulate him on this well-earned award.



WELCOME! to Senias Dala Mnisi, who has joined LA Crushers as a trainee Supervisor at Mining.



LONG SERVICE AWARDS

Congratulations and thank you to the following employees who have reached long service milestones with LA Crushers:

10 YEARS

- Phineas Maunatlala (PMC MH)
- Jonas Maswanganyi (Magnetite)
- Johannes Sebeka (Mining)
- Patrick Mohlala (VOD)
- Samuel Sepatake (Phosphate)
- Oatric Makhuthudise (PMC MH)

15 YEARS

- Patrick Mkhabela (Workshop)



PROMOTIONS! Congratulations to Caster Marobela and Martin Maluleke, who were both promoted from Spotter to Driver.

HIV/AIDS AWARENESS AND TESTING

Nine employees attended the last counselling session at the Batch Plant and we are delighted that seven chose to proceed to voluntary testing. Please contact Nancy Ratopola if you would like to participate in one of these sessions. Please consider getting tested - you know it's the right thing to do!



awareness

LAC SUPPORTS THE PHAKGAMANG RE-TIISANE ORGANISATION

Phakgamang Re Tiisane is a very special organisation run by a deeply committed group in Namakgale. The organisation has been established since 2001 and its mission is to provide home-based care to the chronically and terminally ill. The organisation is committed to providing care and support to those living with HIV/AIDS as well as those affected such as orphans and vulnerable children. Their home-based care programme is also available to the elderly, disabled and mentally ill. The carers have received appropriate training and undertake daily home visits during which they bathe and feed the helpless, dress wounds and provide education. Homes are cleaned. Food parcels are provided where needed and the organisation grows their own vegetables in an attempt to keep up with the demand.

Phakgamang Re Tiisane volunteers also assist with tracing family members of orphans and ensuring the safety of vulnerable children. LA Crushers was impressed by the depth of the community involvement and was happy to hand over a number of boxes of barely-used boots and trousers to help better equip the volunteers for their gardening and cleaning activities.



The goods were handed over by PUMP Batch Plant Manager Lester Machete and Safety Officer Makou de Jager to the management committee of the Phakgamang Re Tiisane Organisation. Lester then arranged for their safe delivery to the project's base.



LAC SUPPORTS THE FOSKOR F21 COMMUNITY HALF-MARATHON



LA Crushers was pleased to offer a substantial sponsorship to Foskor to assist with the costs of the F21 community marathon, to be run on 23 July 2011. LAC's donation will go towards the provision of transport and logistics to enable local school children from Namakgale and the surrounding areas to participate in the morning's Development Race. We are proud to be involved with this community initiative.

Given LAC's raised profile at the F21 this year it would be wonderful if employees would like to form teams to participate in the race. Please let Alyson Erasmus know if you would like to enter. LAC will also be manning a refreshment point/water table as in preceding years (and of course we won the trophy for the best water point last year). If you would like to volunteer to help out at the water point throughout the day please let Alyson know.



“Keep asking yourself; “What kind of a company would my company be, if everyone in it was just like me?”
Brian Tracy



IN SYMPATHY:

We extend condolences from all at LAC to:

- ◆ Boy Mashego, who lost his mother;
- ◆ Russia Rihlampfu, on the loss of his brother; and
- ◆ Lizzy Mdluli, Edward Malatji, Silence Phala and Phetole Malatji who all lost sisters.

Our thoughts are with you all at this difficult time.

PUBLIC HOLIDAYS: MAY 2011



- 02 May - for Workers' Day
- 18 May - For local Government elections

CONGRATULATIONS!

To Lloyd Ndlovu and Ace Ramothwa, who were both blessed with baby boys in the last month.



May your sons bring you much joy!

LOST TIME INJURY-FREE HOURS

LAC recorded 580,848 LTI-free hours to 15 April 2011. Your safety, and that of those around you, is your responsibility.