

Thank you



## ANTHONY MAXFIELD CELEBRATES 30 YEARS SERVICE

We would like to offer congratulations and sincere appreciation to Anthony Maxfield, who has accomplished 30 years of valued service with Associated Kiln Driers (as we were called our full company name when he first started).

We asked Maxi a few questions about his experience and time with the company.

### Q. Where and how did your career begin, also how old were you?

I was 20 years old. My first supervisor was Fred Westhorpe and I gained my employment through a friend who was working in the old Colac Greenmill on the corner of Forrest and Bruce Streets. I was told to show up at 7:50 in the morning and ask for Freddy. I was under the impression that I was going to be working with my friends in the Greenmill, but that never happened. I started my employment in the old Dry Mill and worked there for many years and got to know and work with a lot of characters and have fond memories of that time.

### Q. Fondest memories?

Being involved in the Social Club. I was the treasurer from 1990 to 1995 and we would organise a family Christmas event for all the families. We had air castles, Apex Train, presents and stockings for the kids. It was very rewarding seeing people outside of work getting to know each other and their families. It was a much smaller company back then.

### Q. Departments worked in and past supervisors / managers?

- \* Old Drymill 1987 – 1998, Fred Westhorpe, Gerd Katzer (Kojack), Michael Coates, Rick Goulter, Brian Callahan.
- \* Coastal Drymill 1998 – 2000 Gary Morrissy, Keven Slater, Adam Prigg
- \* Colac Greenmill 2000 – 2017 Steve Baudinette, Craig Conway

### Q. One of the biggest and most profound changes you have seen within AKD?

When the then new Colac Greenmill was built in 1997 I remember when the company took us for a tour through the mill. I hadn't seen anything like it before, I knew that AKD was heading in a new direction. The company had never ventured into anything on that scale before and now 20 years on, we have the current sawline project which takes us even further forward.

We thank Maxi on his three-decades of service. We will be celebrating his milestone at the Lumber Legends Dinner night to be held 18<sup>th</sup> August.

*"It's a pleasure working with Maxi, he is always thinking ahead and plans his work day out, also continually comes up with suggestions to try and improve safety, processes and production flow."*

**- Craig Conway—GMC Production Manager**



Maxi making the most out of his lunch break



# HAPPY RETIREMENT



## Paddy Melville retires after 43 years

A little bit of AKD was lost on Tuesday 11th July when Patrick "Paddy" Melville retired after 43 years with AKD Softwoods.

Over the years Paddy became an icon of AKD and demonstrated all the values one looks for in an employee.

He has seen a lot of change from the time he started in 1974 at the age of 24, when AKD had 30 employees, to our current workforce of 400 employees across our different sites.

An article was written in 2014 for the splinter when Paddy had been with us for 40 years, the following extract is a great summary:

*Paddy wasn't always a truck driver, he grew up on a farm at Pirron Yallock with his 6 brothers, and spent his early working years in Western Australia for the Department of Mines drilling core samples, before returning to Colac and commencing work at AKD stacking timber in the Dry Mill.*

*After 2 years AKD realised Paddy had a truck licence, so he was moved into the role as a relief driver, eventually taking over this full time.*

*His first timber trip was to Croydon and being a country boy had no idea where he was going. When he finally arrived at the customers site, he tried to back the truck through the front gates but managed to hit the front fence. This didn't end his truck driving career though.*

*In the early 80's, Paddy was doing interstate and overnight runs based out of Heywood carting treated pine posts. These runs were to Adelaide, Mount Gambier, Mildura and Swan Hill and would only see Paddy at home in Colac a couple of times across each 7day period. Paddy did this for 3 years before switching to Melbourne timber trips based out of Colac.*

Paddy has been a mentor for many drivers, and a lifesaver for Dispatch on many occasions. Nothing has been too much trouble, and all request have been at short or no notice whether it be a timber load that just has to go, moving trailers around the yard, collecting trailers or even just offering a bit of advice. He has seen a lot of change over his career and has always been able to adapt to that change with ease.

For a little fella, Paddy will leave big footprints for those who follow. His legend will be mentioned for years to come and his personal values are those that we all should aspire to have.

Paddy, your retirement is well deserved. Thanks for your commitment and loyalty over the AKD journey and we wish you well going forward. It has been a great pleasure having the opportunity to work with you.

- Gary Dolan, Dispatch Manager





let's celebrate!

## Les Rowarth retires after 24 years of service

Les started with AKD Softwoods in 1994, employed as a labourer at the old Greenmill site on the corner of Forest street and Bruce Street.

In later years, Les became a forklift driver for the old Greenmill and then transferred to the 'then new' Greenmill site in 1997 on afternoon shift as the forklift driver. Les moved over to day shift and became the yard forklift driver unloading and loading the Irrewarra shuttle truck.



The top of the green sawn strip yard became 'Les's Yard' as Les looked after the yard and sorted out all the products.

Les was always very flexible and accommodating and filled in as the batch kiln forklift driver when other operators were on leave.

Over the past 12 to 18 months, due to health reasons, Les scaled back on his hours to focus on his health and solely looked after the yard, but with Irrewarra's growth this volume had significantly increased anyway with AKD going from 1 shuttle truck to 3.

Les loved the occasional banter with his fellow work colleges, and is an absolute passionate North Melbourne Kangaroo's supporter.

His plans in retirement are to relax and spend time with his family, also an overseas trip to America is possible next year if he overcomes the fear of flying.

Congratulations to Les on his retirement, may you enjoy as much relaxation as you did through working hard through your entire career with AKD Softwoods.

*"Les thank you for all the years of teamwork and dedication. Best wishes on your retirement."*  
- Craig Conway GMC Production Manager



*"Les was a hard worker who always had time for a chat no matter what mood he was in and his sense of humour will be missed in the green mill by all. I would like to thank Les for all his hard work and wish him the best in his retirement"*  
- Kayne Ogle GMC Day Supervisor



## NEIL ELSUM HANGS UP HIS RUBBER BOOTS

After 12 years with AKD, Neil Elsum, known as Maurie to his colleagues and friends, has decided to retire.

Maurie has been the quiet achiever of the Forestry team, getting in and delivering on our planting, pruning, brush cutting, spraying and the general maintenance of AKD's forest estate. Before he came to AKD he had a background in construction and workshop machinery work and more recently, prior to coming to AKD, worked in forestry contracting.

Maurie runs a fire wood business in his spare time, so catch up with him if you need some wood to get you through the rest of winter. From the Forestry staff and the wider AKD team we wish Maurie well in his retirement and life after AKD.

Maurie finished officially on the 21<sup>st</sup> July and we held a farewell BBQ to wish him well on his future endeavours.

- Gordon Robson—Forest Estate Manager







# Congratulations



Shane Black joined the AKD team on June 27th, 2002. AKD recruited Shane from Civic Hardware where he was employed as a trade salesman for about 5 years. Civic Hardware's loss was our gain and this is when Shane started his AKD journey. Interestingly, this was not Shane's first time at AKD as he had worked as a casual in the Irrewarra Green Mill for around 12 months prior to starting at Civic.

Shane started in Sales and instantly built a strong rapport with all the customers that he encountered. His primary focus was interstate sales including Adelaide, Sydney, Brisbane and Perth where many of the accounts that Shane opened have become key customers and continue to deal with AKD today. Shane is relationship orientated and this is one of the key building blocks that separates AKD from its competition. Shane has always been very committed to his career continuing to build strong relationships with his customers and spending many days and nights interstate away from his young family.

Over the past few years Shane has really started to become a leader in the Sales department. Shane is heavily involved in training and mentoring new staff as well as being involved in the sales and operational area of the business. Shane has also taken a lead role in our quality assurance and continues to drive excellence whilst working with other departments to assure AKD maintains their high standards.

AKD wishes to congratulate Shane on his 15-year anniversary. It has been fantastic to watch Shane develop and grow over his 15 years of service. He is now an integral part of the AKD sales team and Shane's efforts have gone a long way towards making AKD the success it is today. AKD would also like to recognise his wife Lani and their two young boys for all of their support, enabling Shane to travel on behalf of AKD regularly visiting our interstate customers.

Well done Blacky!

- Liam Buchanan, Sales Manager



ABOVE: Shane with major customer Tony from City Timber



ABOVE: Shane working with the Production team



## TREATMENT PLANT CHANGES

Recently, John Dunlop (pictured above) has taken on a new role as a CDK operator. John started work in the treatment plant in 2005 which was a couple of months after it was installed. John has been an excellent operator and highly skilled in plant trouble shooting. During the time I worked with John he has shown great dedication to the job and continually strived for positive changes to maximise the efficiency of the treatment process.

With John leaving, it has given two other employees the chance to take on new positions. Wayne Jennings (pictured top right) has come over from the CDK and Warren Tawhiao (pictured right) has moved from the Paul Docker. Both Wayne and Warren have spent time with John training in the plant operations and Warren has also recently completed his forklift licensing. The two new operators are enjoying the change and the chance to take on a new challenge.

From all the EWP employee's, all the best to John Dunlop in his new position.

- John Stephens, EWP Supervisor







Rodney Fridey, along with his wife Christine and son Jarrod left Australia on the 30<sup>th</sup> of May 2017, heading away on an adventure of a lifetime. What followed was a whirlwind of experiences for Rod and his family, starting with reuniting with their daughter Tash, who has been living in the UK since 31<sup>st</sup> December 2015. After many tears and hugs of joy, the real adventure began.

Ferries, trains, bikes, and planes are just a few of the different modes of transport that were required over the next 36 days, in the 12 different countries they explored; Ireland, Northern Ireland, Scotland, England, Belgium, The Netherlands, Germany, Austria, Italy, Vatican City, Switzerland, and France. Black cabs, brand new SUVs, gondolas, tubes, water taxis, cable cars, and a whole heap of walking was required to venture through all these different countries and cultures along the way.

Rod's daughter Tash, summarised their trip:

Ferries, trains, planes, bikes, black cabs, brand new SUVs, gondolas, tubes, water taxis, cable cars, and a whole heap of walking. 12 countries in 36 days; Ireland, Northern Ireland, Scotland, England, Belgium, The Netherlands, Germany, Austria, Italy, Vatican City, Switzerland, and France.

After picnicking in Hyde Park, visiting Buckingham Palace, Tower Bridge, Big Ben, and Westminster; after pouring a pint at the Guinness Factory and puckering up for the Blarney Stone; We discovered that it was a long way to Tipperary; we got blown off the Cliffs of Moher, climbed Giant's Causeway and strolled through The Dark Hedges; We learnt about the Titanic in Belfast, oohed and ahhed at the White Cliffs of Dover and the hundreds of churches and cathedrals; We cruised along Rhine River, and through the countless canals; Coins were tossed over our left shoulder into the Trevi Fountain, and imaginary battles had at the Colosseum; We became suddenly saintly wandering through the Sistine Chapel and St Peter's and were blown away by the Statue of David; Nothing could prepare us for the beauty of the Swiss Alps, the spectacle of the Eiffel Tower, the majesty of the Notre Dame and the craziness of the Arc de Triomphe; We enjoyed fish & chips on the stony beach at Brighton, a pub meal in the Cotswolds, and whisky in Scotland; We went looking for Nessie and took the Hogwarts Express; We explored the Edinburgh and Eilean Donan Castle, and then explored royalty of a different kind at Harrods; Then we caught School of Rock on the West End, scratched our heads at Stonehenge and cheered at Wimbledon.

And drank it all in over a few of Radebergers, Peronis, Guinness', Bulmers', Puntigamers, Glenlivet Scotchs, Spritzers and Stadtkellers.

Thank you, Rodney, for sharing your amazing experiences with us, it sounds like you and your family had a fantastic time!





# IT'S TIME TO SHARPEN YOUR COLOUR PENCILS!



## Children's Drawing Competition

Example only

Let's get the kids involved!  
...time to get creative...

Using a blank piece of A4 paper,  
we want the kids to  
create a poster about.....

**WHY SAFETY IS  
IMPORTANT TO THEM?  
or  
WHAT DOES SAFETY  
MEAN TO THEM?**

**CLOSING DATE:  
31st October 2017**



### **SUBMITTING THE POSTER:**

Drop the poster into the main office  
**OR**

Email the poster to [info@akd.com.au](mailto:info@akd.com.au)  
**OR**

Give to your Supervisor/Manager for  
them to pass onto Main Office

### **IMPORTANT TO REMEMBER:**

On the front of picture—write your child's first name & age.  
On the back of the poster—write your child's full name and contact details

### **WHAT WILL THE POSTERS BE USED FOR?**

The most creative posters will be transformed into an AKD 2018 Calendar.





## Do We Value Our 5 Senses?

Our head is definitely the most important part of the body. This is the part of the body that facilitates our ability to think, smell, feel, taste and hear which are all very crucial aspects of our lives.

As most of you would be aware, we have seen a number of incidents recently where employees have been struck by

something or where there has been the potential to have been struck by something – some of which could have potentially resulted in serious head injuries.

When we saw an increase in eye injuries, we introduced safety glasses & eye injuries decreased significantly. When we saw an increase in hand/finger related injuries, we introduced gloves and again, hand/finger injuries decreased. Although we have not seen a large number of head injuries, the consequence of a head injury can be life changing – therefore we will be **introducing hardhats across our site.... Because safety matters!**

Hardhats will not prevent incidents, but they will reduce the severity of an injury should an incident occur.

Like anything new, wearing hardhats will take some getting used to – but remember why we are wearing them – it is to ensure no one suffers from a serious head injury that could impact on their quality of life.



## A Great Demonstration of teamwork!



Last Splinter edition I wrote about launching our Stop for Safety Program – what can I say, the take up of this program has been nothing short of amazing! The STOP's that have been initiated demonstrate that our people are looking after their own safety and the safety of their work mates – great work teams!



Some STOP examples include (but certainly not limited to):

- \* Safe stacking practices
- \* Pedestrian & mobile plant safety
- \* Working near live machinery
- \* Contractor safety

Everyone's individual contribution to improving safety is not going unrecognised. See below, an email from our CEO supporting this program and recognising those who have been involved.

### Launching the STOP for SAFETY Program

It is always the saying "Prevention is better than cure", right? This applies to our workplace as well. We want to prevent incidents from occurring and we want to STOP INCIDENTS FROM HAPPENING.

One of the STOP for SAFETY Program is designed for this exact reason. **Prevent an incident BEFORE it occurs.**

Today, we are encouraging everyone to stop ANY task, activity or behaviour that has the potential to result in an incident or cause the risk or activity can be done safely.

Like any program however, **EXERCISE** needs to get involved!

It is important to acknowledge that the STOP for SAFETY Program has the full support from all:

- Board of Directors
- CEO - Shane Vicary
- Executive Team
- Managers & Supervisors

Thank you when I say, this is not something that is a every organisation I wish I had this support in other companies I have worked at - the level of commitment demonstrated by these stakeholders shows just how committed we are to achieving our goal of moving "Towards Zero".

will be discussed within each Department and the teams will maintain the STOP of the Week!

We initiated the STOP for SAFETY Program with our internally designed AKD modules and then we will be shared across the business.

These records will go into a draw for the major prize which will be drawn at the end of the year.

We all have our own reasons why we need to be safe - these are the reasons why we all need to get on program. YOUR SAFETY IS IMPORTANT!

During some of the great STOP's & sharing the stories so others may be able to apply some of the lessons all have.

Feedback or suggestions on how the program can be improved, please let us know at Akd@akd.com.au

"Hi Guys

These stops are fantastic, and I would like to congratulate everyone who was involved in a "stop".

It is a fantastic initiative and also great to see everyone get behind it in a combined quest **Towards Zero**.

As stated on January 9<sup>th</sup>, there is not one task worth doing if it is unsafe, and I ask that we keep up the diligence and continue to promote this Safety Program "Stop for Safety".

- Shane Vicary"

**Check out some of our 'STOP of the Week' recipients on the next page...**









STOP  
FOR  
PROPERTY







## CONTINUOUS IMPROVEMENT PROGRAM



AKD has new training in sight for the up and coming saw doctors with the new training facility in Tumut NSW. The TAFE NSW Riverina Institute Forest Industry Training centre has state of the art equipment for circular saw and bandsaw maintenance for skill development, set up in in a sawshop environment.

Myself and Nick Smith made a trip to Tumut in late May to have a look at the new training facility. We both came back confident that the right decision and commitment has been made to send our saw doctor apprentices to this new training centre. It is also very pleasing to find out that Gary Elliott will be the teacher for Nick and future apprentices. Gary is very well known internationally in the saw doctoring trade (Canada, Australia and New Zealand). Gary has worked for Thode Knife and Saw in New Zealand and Australia and has travelled to many different saw mills both problem solving sawing issues. Gary currently works for Hyne Timber at Tumbarumba as well as teaching the trade at the NSW TAFE.

Nick has just completed his first week block at the new training centre and apart from it being very cold in Tumut he enjoyed the new facility. Nick's next trip will be September 25<sup>th</sup> – 29<sup>th</sup>.

- Matthew Laity, *Saw Shop Supervisor*



Certificate III in Saw Doctoring

## First Aid Training

As part of AKD's commitment to safety, a number of employees within the business were selected to complete their First Aid training. In the maintenance department, all Shift Supervisors are now trained and at Irrewarra all shift fitters so we have coverage basically 24 hours a day.

The training was great and we all got a lot out of it. The trainer had some good real life examples which made it more interesting. The skills learned not only helps us on site but an everyday skill we can use at home and anywhere we travel.

Well done to the training department and all participants. Over the coming months AKD intends on rolling out additional training to more employees.

- Paul Muscat, *Maintenance Manager*







## Meet Steve Lewis Our handy man extraordinaire

Steve has been at Jelfor Timbers for 10 years, working in maintenance and as our OH&S representative. Over the past few years Steve has kept himself busy not just at work but at home too. Working on projects such as a timber fence surrounding his family home and an awesome playground for his two young sons Jett and Ryder.

With the treated pine products being produced by Jelfor, Steve has built his fence with 185mm dome bollards, 75mm super rounds and 75mm super round splits for the top cover strip.

In the playground, the cubby house is raised up on 185mm super rounds. Steve has reassured me this is still a work in progress, and I have no doubt it will still get bigger and better with Steve's determination and hard work.

Well done to Steve on all his accomplishments. What lucky boys you have, keep up the great work.

- Rachel Jelleff—Office Administration



## PORTLAND PINE WELCOMES NEW SITE MANAGER

Peter Herde, the Site Manager of Portland Pine Products for last 7 years has taken on a senior Sales and Planning position. His role includes an overview of all the post businesses and aligning them to a common price and freight structure, as well as common understanding of inventory positioning.

Wayne Lawson (pictured left), has been appointed as the new Site Manager. We would like to recognise the contribution Peter has made to the site making it a consistently profitable site in his time. Personally he has given me a great insight into ways to handle different situations around suppliers, customers and employees.

On a lighter note I don't mind having a laugh at myself, so I'll give you this photo from a parent player game of netball I played with my daughters last month. The parents won easy. It has been suggested a tanning session might be on the cards though.

- Wayne Lawson, Site Manager



# SNAPSHOT

## PAYROLL



**69%** of employees get their payslips emailed, therefore received their Payment Summaries on 30th June.

## KILNS



**163 years** of combined service of 8 kiln operators

## LOG YARD



**997,941** logs processed in financial year 16/17

## I.T.



**160** Computers throughout AKD  
(120 desktops, 40 laptops)

## DISPATCH



**17,550** Trucks came through AKD's yard over the past 12mths

**7,500** residue trucks through the Colac

**3,300** residue trucks through Irrewarra

**6,750** Trucks left AKD loaded with timber

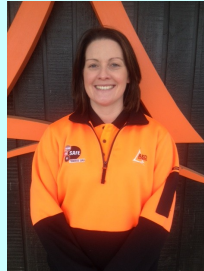
## New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in June-July 2017 and encourages everyone to make them feel welcome and work together to keep them safe.

New employees are encouraged to ask a lot of questions, so please help them out..



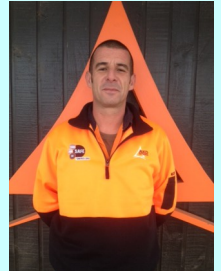
Andrew Williamson  
DIS



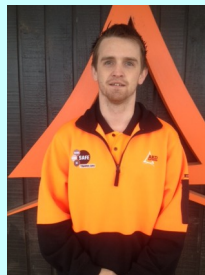
Amanda Meade  
ADM



Brody Parsell  
IRR



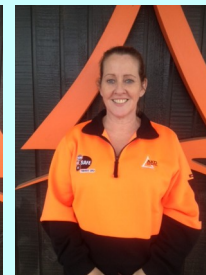
Julian Propsting  
IRR



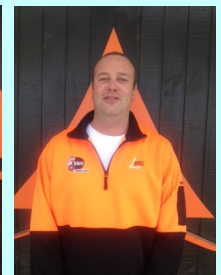
Nathan Haynes  
DMC



Jonathan Paikau  
EWP



Trudi Blennerhasset  
DMC



Nathan O'Shea  
DIS



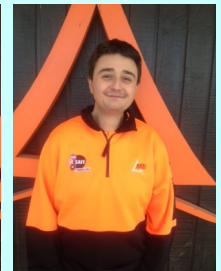
Jaimmii Jackway  
ADM PPP



Len Murfitt  
RMC



Paul Williamson  
EWP



Brent Lewis  
DMC



Damien Simpson  
SAL PPP JEL



David Belfield  
ADM



# Congratulations!

Congratulations to the following staff on reaching a milestone this June – July 2017

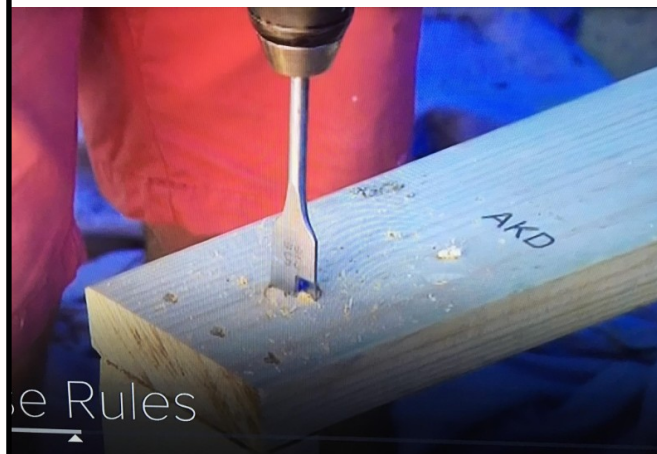
Employee		Start Date	Yrs Service
Anthony	Maxfield	27/07/1987	30
Shane	Black	27/06/2002	15
Michael	Richardson	18/06/2012	5
David	Drayton	16/07/2012	5
Mandy	Black	17/07/2012	5
Matthew	Barrie	26/07/2012	5

## HOUSE RULES



Did you happen to spot the AKD TIMBER on House rules on Sunday 25th June?

Photo Courtesy of Michael Causon from dispatch —thanks for sending this through, great pickup



## Social Club

**SEPT 2017**



**Saturday  
30th  
September**



**UPCOMING**

Family day out—Adventure Park for xmas  
Comix Lounge—TBC

**BECOME A MEMBER TODAY**

Talk to your Supervisor, or come into the  
Main Office



**Congratulations to  
BRETT  
WILLIAMSON**

for being on top of  
the leader board  
after ROUND 16  
of the AKD Footy  
Tipping Comp.

Brett received a coles myer gift card

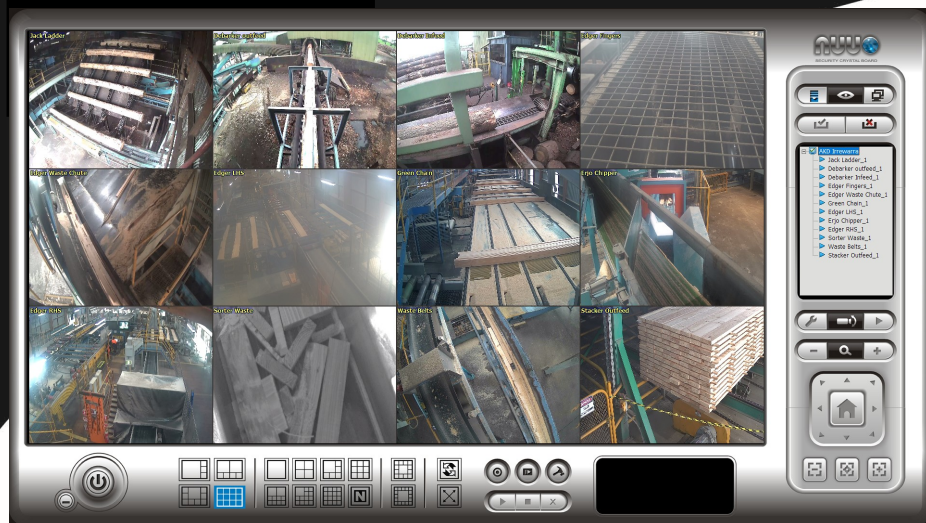
#	TIPPER	TOTAL SCORE
1	Willie	88 (410)
2	Azzapop69	86 (448)
3	Clark	85 (449)
4	Darcy Osborne	85 (460)
5	Sugar daddy	85 (473)
6	Gordon	85 (510)
7	Liam Buchanan	85 (624)
8	Harry	84 (414)
9	Princess Peach	84 (424)
10	David Atherton	84 (446)



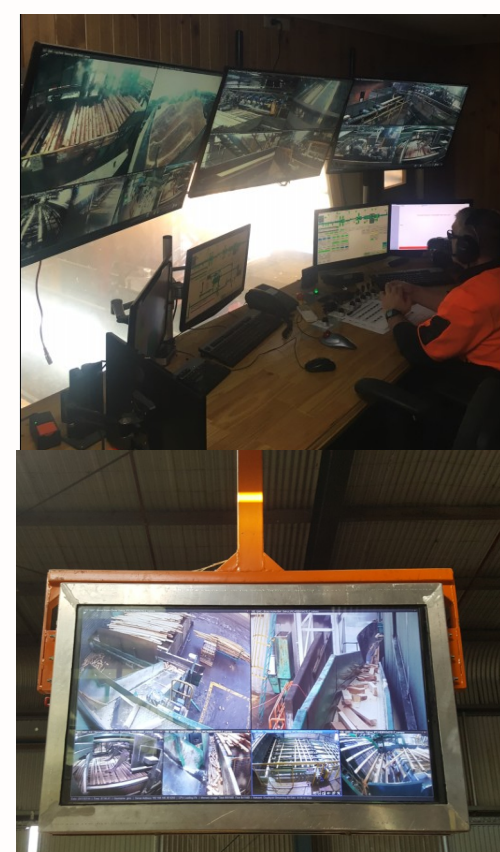
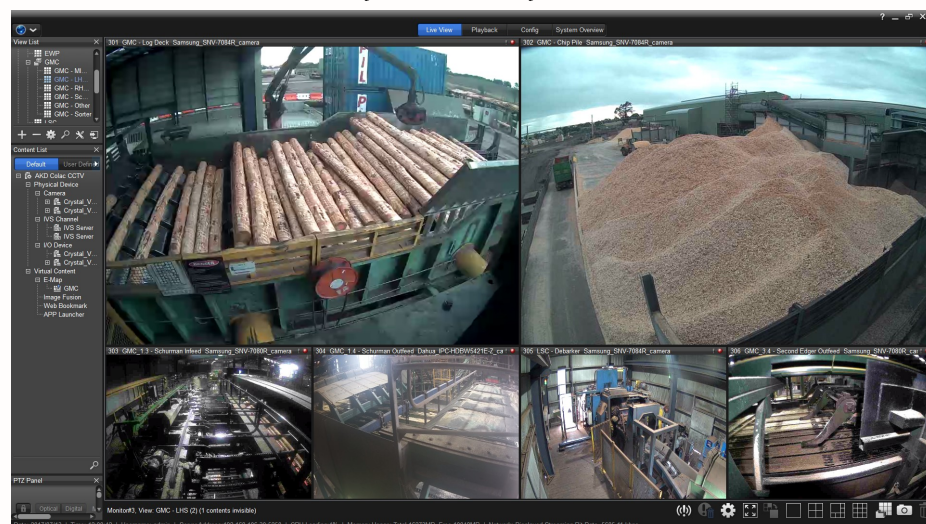


# NEW

# CCTV upgrade



Old system above, new system below



CCTV external vendors involved with delivering the project.

Pictured L-R

Stephen Pefanis – AKD Softwoods – ICT Manager

Emmanuel Pirrotta – NUUO - Strategic Sales Department Australia/New Zealand

Cory Becket – StevCom - Director

Glenn Opray – Fusion Power Systems - Business Development Manager

AKD have recently undertaken a project to upgrade our Process Monitoring Camera system. When the original system was installed (3-4 years ago), there was no way to predict the value that this would add to the company, and as such we quickly added more and more camera's until we reached the limitations of the original CCTV system. As our reliance on the camera system grew, the limitations of that software, hardware and network were starting to show.

This project was undertaken to allow the company to add additional cameras to offer a more holistic view of our processing line as well as offer additional viewing stations throughout the site. The camera system has helped improve our uptime through better understanding of plant failures as well as improve our Health & safety performance and plant productivity through a better understanding of our operations.

With the new system, we had to install a whole new physical network onsite to handle the additional traffic generated by the video footage. This new network contains an additional 20 devices that ensures that the traffic generated by video footage doesn't affect the administrative and control network systems by introducing delays.

To handle all the video footage we now generate, we have installed 2 additional physical servers and over 80tb of video storage (*this is equivalent to over 30,000 of video hours*). This extra processing power and storage has allowed the company to plan for additional 70 cameras' onsite as well as store a months' worth of footage.

The new system has also allowed additional displays to be installed onsite while offering a much more comprehensive interface, allowing adding camera's on the fly without taking the whole system down. Additional benefits are a lower system requirements for computers, advanced analytics and greater redundancy and security functionality. This project compliments AKD's ethics of "continuous improvement" and one of our business pillars of being "internationally competitive".

- Stephen Pefanis, IT Manager



# Drymill / EWP / Treatment Plant July shutdown



The first week of July saw the Drymill, EWP and Treatment plant complete a scheduled shutdown.

During this week it was all hands on deck completing numerous safety and operational tasks.

Our electrical department completed stage 1 of the safety upgrade at the stacker. This included dividing the stacker into 2 zones which will allow the re-entry deck to be operational if the stacker is locked out. A part of this upgrade is in preparation for stage 2 which will allow for further safety features within this area including gate interlocking.

There were also resources put into clearly identifying our pedestrian walkways. This included the painting of bollards and handrails around the site.

Our maintenance department were also kept very busy with an upgrade to the Drymill strapper. This included preparation work in altering the strapper to accommodate thicker bearers. The bearer thickness will be altered from 45mm to 64mm, this is to allow better access under the packs for our forklifts. This should have a positive effect in reducing dropped pack incidents around the site.

There was also an upgrade done in the treatment plant with installation of a new water storage cooling tank. The old tank had become a bit rusty and needed replacing. This tank was fully manufactured on site by our boiler makers and installed during the shutdown.

- Stephen Baudinette,  
*Production Supervisor - Further Processing*







# CEO CORNER

with Shane Vicary



Some great articles in this month's Splinter, but I really want to acknowledge our 3 retirees; Paddy 43 years, Les with 24 years and Maurie with 13 years of service. These 3 have been significant contributors to our company, building it up to the great company it is today. The three individuals are all unique and also in my mind very similar. Regardless of their 43, 24 or 13 years service they all exhibit values and behaviours that I think anyone would want to be known for. They were not known by what they said they would do, but what they actually just got on and did. All three were well liked by their peers and were recognised as hard workers. Whilst all three at times worked in isolation, they were also recognised as being great team members. So whilst I sit here and reflect that we have lost three champions/legends of our business, I am also happy for them as individuals as they transition into their next stage of their life and appreciative of the service they have given. So to Paddy, Les and Maurie, thank you and good luck for your retirement.

So thinking further about the three legends above retiring from our business got me thinking about their work ethic and how they were well liked, and why they were liked, and I decided it was their **"personal accountability"**. At the start of the year, this was one of the strongest messages we got at our Safe Start up day from you. Behaviours that you, as a team, determined as being behaviours we wanted to continue or **build** on as they were **strengths** of AKD and they were: **sharing, respect and consideration for each other, to be honest, take responsibility, acknowledge others, celebrate achievements and be positive** and in fact, I think Paddy was identified on the day as being an employee others respected and recognised for his positive approach. Behaviours we agreed to **change** were: **eliminating stubborn behaviour, being dismissive, disowning, not listening, not being responsible, not being accountable**. So my question to you is "What behaviours or actions do others recognise you by? What do your peers think of your personal accountability?"

As the single biggest issue I have heard that frustrates AKD people is the statement "that's not my fault", or "It's not my job". So my challenge to you, are you being fully accountable? It's not the question of what can AKD or your workmates do for you, but what can you do for AKD and your workmates? How do you want to be considered when you retire, a legend or a liability?

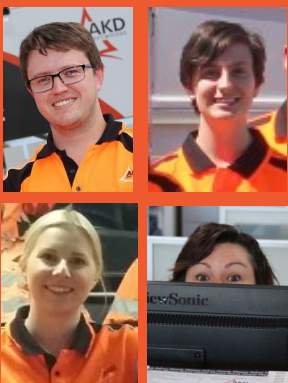
Another person I would like to recognise is Shane Black who just celebrated 15 years in our Sales Department. Shane is an absolutely dedicated AKD employee who puts in a massive effort and a lot of hours as he travels across Australia representing our business in NSW and Queensland, as well as Victoria. So to you Shane (and your family), thank you and I look forward to celebrating your 30 year anniversary in time, just like **"Maxy"** just did (Anthony Maxfield). So, our friend Maxy, not many get recognition on our front cover, and very much like the three gentlemen retiring and Shane Black, Maxy epitomises the type of employee that makes AKD a great company. Anthony cares about his workmates, about the company and has worked hard for AKD for a long time. He even had a part of the site named after him for awhile, which was "Maxy's Yard". Maxy, thank you for the last 30 years service, you are an absolute legend and it is a privilege to work with you.

The big project underway at AKD at the moment is the Colac sawline project. It remains on budget and on time, with a huge effort for a lot of AKD people and contractors. We have containers arriving in September with equipment being lifted in from late Sept and early Oct, on track for first logs to be cut in Dec/Jan. One of the buildings due for completion that will be of particular interest to the employees within the Colac Greenmill will be the lunch room. This room is due for completion by the end of October so that will mean leaving the temporary portable and having considerably more room to move during breaks, thank you guys for being so accommodating over the past couple of months during the project!!

Thanks to Rodney and Christine Fridey for sharing their family holiday experience, great to see more stories like this. It's fantastic to see team members using their leave especially their well earned long service leave and having a long break with friends and family. It's important we take our leave for personal health and wellbeing, as we all "work to live, not live to work". I look forward to the time I will be able to travel and see the world with my adult children just like Rodney and Christine.

That's all from me, be safe.

## Thank you



Thankyou to the  
Splinter team;  
Clark Rodger,  
Sophie Ross,  
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Rachelle Neale

### Monthly Contributions:

- |                      |                   |
|----------------------|-------------------|
| • Craig Conway       | • Rachel Jelleff  |
| • Gary Dolan         | • Wayne Lawson    |
| • Gordon Robson      | • Stephen Pefanis |
| • Liam Buchanan      | • Rodney Fridey   |
| • John Stephens      | • Matthew Laity   |
| • Stephen Baudinette | • Paul Muscat     |
| • Toni Kirkup        |                   |