

newcrest & you

PUBLISHED BY NEWCREST MINING LIMITED

#8
2010

“

Our employees would be exposed to a wider range of geographic regions, cultures, mining disciplines and technical processes, enhancing opportunities for knowledge sharing, innovation and collaboration.

”

Debra Stirling EGM People & Communications



Lihir Island process plant at dusk.

LGL MERGER TO BRING MANY OPPORTUNITIES

Ten mines, five countries, over 10,500 employees, the world's fourth largest gold company and around the 12th largest ASX-listed company in Australia: this will be Newcrest's profile if the merger with Lihir Gold Limited (LGL) goes ahead.

The merger is in line with Newcrest's strategy and will provide a powerful platform for future growth, says our CEO Ian Smith. The combined entity would be Asia Pacific's leading gold producer, with an enhanced scale and financial capability to invest in future growth and development.

The combination will offer enhanced opportunities to both LGL and Newcrest employees says EGM People & Communications Debra Stirling: *"Our employees would be exposed to a wider range of geographic regions, cultures, mining disciplines and technical processes, enhancing opportunities for knowledge sharing, innovation and collaboration."*

The combination is subject to a regulatory process which requires the approval of LGL shareholders, who will vote at a Scheme meeting in Papua New Guinea (PNG) on 23 August, and the approval of the National Court of PNG at a hearing on 27 August.

General Counsel and Company Secretary Stephen Creese is leading a team working towards the court date and approvals, together with all the other legal aspects of the integration.

If approved the transaction will be completed on 13 September, although management of LGL moves to Newcrest on 30 August. An intensive integration program, led by a team including representatives from both organisations, is underway to ensure a smooth transition to a combined entity.

Newcrest's lead on the integration team, Head of Commercial and Planning Lawrie Conway, says: *"Planning for Day 1 includes identifying crucial issues and decisions required, and working on the organisation design of the merged entity."*

Ensuring Newcrest's values are strongly entrenched in the new organisation will be a priority for the integration team, says Ian. Newcrest has a powerful set of values, and the Vision to be the Miner of Choice for our people, our investors and the communities in which we operate. This vision will continue to guide all of us in the merged company in the years ahead.

For more information go to the *Newcrest Portal* homepage.

inside

LGL merger to bring many opportunities	1
SAP roll out complete at Gosowong and Telfer	2
New superintendent program fuels high performance culture	2
CVO site asset operations centre gets thumbs up	3
Cracow truck gets overhaul as new agi truck	3
Telfer improvements yield record throughput and production	4
Smart Marker trials: win-win	4
Quicker safer mill relines with world-first moil guide	5
Telfer's robotic arm Australian first	5
Living our values for Halmahera school kids	6
MMJV helping to educate next generation	6
NJV helps with new kindy for Waivaka kids	7
Growing community relations	7
Who's who @ Newcrest	8



Putting a smile on their dial: Newcrest employees gift their Living Our Values awards to local children (see inside, page 6)



SAP Super user Meliza Palit (right) helps Taru Subeno use SAP following its recent roll out to Gosowong and Telfer.

“

SAP will allow Newcrest to manage the business with more clarity and inevitably improve our decision making.

”

Greg Robinson Newcrest Finance Director and NESS Sponsor

SAP roll out complete at Gosowong and Telfer

Gosowong Maintenance Superintendent Taru Subeno was one of the first new users of the SAP Maintenance function following its roll out in July. He says it was challenging to begin with but he is now seeing the benefits: *“It’s easier to access data which helps us work more effectively.”*

The SAP roll out at Telfer and Gosowong follows the one earlier this year at Cadia Valley Operations (CVO) and Corporate (covering Maintenance, Supply and Finance) on March 1.

Learnings from the first roll out were used to make Telfer and Gosowong’s go-lives run more smoothly, with key improvements to online quick reference guides, additional training sessions, training materials and fully-prepared super users from site who were on hand to help following the SAP go-live on July 5.

Taru says the extra support has been very helpful: *“It has made the transition to SAP easier.”*

Business Improvement Manager Dody Nasution says the seamless link between Finance, Maintenance and Supply is a major benefit: *“Drawing from one data source provides a higher data integrity and robustness.”*

This will save a lot of effort needed to verify data between different sources as previously happened.”

The final rollouts culminate two-and-a-half years’ hard work by the NESS (Newcrest’s Enterprise Systems Strategy) team which began the evaluation of Newcrest systems in January 2008 to streamline and improve our systems and processes.

Newcrest Finance Director and NESS Sponsor Greg Robinson says the program has come a long way: *“We have around 1,400 SAP users across Newcrest which represents a significant change to the way we work.”*

I am proud of the way our people have shown patience and supported their peers in this major system implementation. SAP will allow Newcrest to manage the business with more clarity and inevitably improve our decision making.”



New superintendent program fuels high performance culture

When Peter Udy volunteered to be the new superintendent of Cadia Hill’s Open Cut mine two years ago, he knew he would need to up the ante: *“When I put my hand up, I knew there would be more work and training involved.”*

But he says the experience and extra training has been worthwhile, including Newcrest’s new Superintendent Program this year: *“When I look back and see where I’ve come from since I began at Newcrest 12 years ago, it’s great – I’ve learned a lot.”*

Peter is one of around 100 superintendents from across Newcrest’s global business undertaking the Newcrest-designed program, which awards graduates with a nationally-recognised Diploma in Management.

He says the program has been worth its weight in gold: *“Now I’m more proactive than reactive as I push back more and focus on the stuff we really need to do, rather than responding to kneejerk requests.”*

Patsy O’Dowd, who manages the program, says it is tailor-made for Newcrest: *“Employees live and work together for two one-week blocks which intensify group learning and cohesion; real work examples and individuals’ experience are used to experiment with new ways of thinking and behaving.”*

Patsy adds the program also draws on our senior management: *“Each group hears a personal ‘leadership journey’ from an EGM as well as hearing from CEO Ian Smith.”*

EGM People & Communications Debra Stirling says upskilling our superintendents is key to Newcrest’s future growth: *“Superintendents are a critical link – they translate the company’s plans into work to meet our targets, and as a major point of contact and involvement for many of our people, they are pivotal to creating a safe, rewarding place to work and a high performance culture.”*

The program began in February 2010 and will continue into 2011.



Superintendents on Newcrest’s tailor-made Superintendent Program get some advice from EGM Minerals Colin Moorhead. From left: Sam Booth, Craig Brown, Jan Van Rensburg, Colin Moorhead, Peter Udy and Mike Kitchin.



Our operators control the entire value chain from one location - from crushing underground to production of final concentrate.

Andy Apfel SAOC Transition Superintendent



Jess Gill and Maurits Keukenmeester say now that control rooms across CVO are consolidated, sharing information is easier and more efficient.

CVO site asset operations centre gets thumbs up

Face-to-face communication between operators is one of the key benefits of the new centralised Site Asset Operations Centre (SAOC) at Cadia Valley Operations (CVO) which has consolidated several control rooms and their operators.

Control room operators monitor equipment, systems and people using CCTV, databases and by communicating over two-way. The control room is also the first point of contact for emergencies.

"Operators are in one room which means we communicate information instantly; this helps us better manage problems or delays that could impact productivity," says Control Room Operator Maurits Keukenmeester (Cookie).

Fellow operator Jess Gill says an example of this is coordinating updates on site seismicity: *"It's easy to see the value of having a centralised room with the monitoring and management of our recent seismic events – information usually gathered through numerous phone calls was communicated immediately by speaking to operators in the same room."*

Andy Apfel, SAOC Transition Superintendent, says combining control rooms makes sense: *"We are bringing Open Pit Dispatch, Concentrator Control, Cadia East Control and Ridgeway Control together for the first time to benefit both the operators and the operation."*

Andy says the consolidation also gives operators the chance to multi-skill while sharing knowledge and information: *"Our operators control the entire value chain from one location – from crushing underground to production of final concentrate."*

Andy explains that the SAOC is fitted out with leading-edge technology including touch screens, digital headsets and CCTV, and the room has been designed with employees' wellbeing in mind: *"The work stations are ergonomically designed to cater for individual operators."*

Tony McPaul, General Manager Asset Management, says the SAOC is just the beginning: *"Eventually, control room operators from the SAOC will relocate to a new Asset Operations Centre (AOC) based in Orange, and the site based centre will become a back-up only."*

Cracow truck gets overhaul as new agi truck

A decommissioned haul truck at Cracow has been given a new lease of life following its conversion to an underground 'agi truck' to increase reliability, efficiency and productivity.

Concrete transport agitator trucks, or 'agi trucks', are used to transport concrete products. Traditionally when concrete products used for mining are needed underground, a standard road-registered agi truck is used.

Cracow Mine Manager Nick Strong says it made sense to convert the haul truck as it was already built for underground conditions, making it a more reliable and 'fit for purpose' alternative to a road-registered vehicle: *"The haul truck is specifically built for an off-highway environment – making it the ideal vehicle to convert to an underground agi truck."*

Productivity is also expected to increase as off-highway vehicles can generally carry more: *"By using an off-highway vehicle we now have an agi truck that can deliver greater volumes of concrete product in each trip."*

The conversion was a collaboration between Cracow's mining engineers, cement supplier and mining contractor, with additional help from a Queensland-based mining rebuild company: *"To complete the conversion we rebuilt the truck over a period of six months, replacing the tub which used to carry ore, with a concrete bowl."*

The future of Cracow's agi truck looks bright if truck conversions at our other sites are anything to go by. Both Ridgeway and Cadia East have previously converted underground trucks to agi trucks, which have improved reliability, efficiency and production [story in Newcrest & You newsletter #4 and newsletter #7].

Cracow General Manager Don Runge says the conversion project is an excellent example of a team living the Newcrest values: *"It is great to see people working together to come up with clever innovations like this."*



Concrete result: Cement plant operator Charlie Green with Cracow's new agi truck which has been converted from a decommissioned haul truck.



“

It's a great example of teamwork between the ore processing, asset management and planning teams.

”

Peter Manton Ore Processing Manager

Telfer improvements yield record throughput and production

A series of low-cost improvement projects focusing on ore treatment has led to record quarterly throughput and production at Telfer in the June quarter.

Quarterly throughput was over six million tonnes, lifting annual throughput to around 22 million tonnes – an impressive increase explains Ore Processing Manager Peter Manton: *“The processing plant was originally designed to process 18 million tonnes annually.”*

Peter says improvements at the processing plant include longer, 13-week shutdown cycles and more effective work prioritisation and execution: *“It's a great example of teamwork between the ore processing, asset management and planning teams.”*

Other improvement projects completed by the ore processing, open pit and business improvement teams have also realised benefits.

Peter adds that the projects were low cost: *“The improvements have been made without significant capital expenditure.”*

Importantly, the additional throughput did not compromise gold recovery, which was maintained thanks to several projects including flotation circuit design changes, pyrite leach optimisation, process control modifications and improved reagent addition.

Peter explains that metal recoveries are also up due to the support of the geology, open pit and underground teams who are working together to ensure a stable feed blend is available for the concentrator.

The improvements have significantly increased production: *“Gold production in the June quarter was 188,875 ounces, compared with 152,495 ounces in the March quarter.”*

General Manager Jason Grace says the improvements are significant, and the result of months of collaboration and work by many different teams at Telfer: *“Communication, teamwork and enhanced planning have resulted in these significant and valuable improvements.”*

Smart Marker trials: win-win

Finding cave markers in tonnes of broken rock can be like finding a needle in a haystack, but a new electronic ‘Smart Marker’ being trialled at Ridgeway Deeps (RWD) and Telfer is making the job easier and safer and improving mine planning.

The only way to find out how ore moves and flows is to use cave markers, explains Nigel Clark, Senior Mining Engineer for Telfer: *“Cave markers are installed in drill holes within the ore body. After blasting, the ore flows into the drawpoint bringing the marker with it.”*

In the past, steel cave markers were used to map cave flow but Nigel explains the new electronic system is more precise: *“The old steel markers are recovered from the ore with magnets on the conveyor system but the new Smart Markers send out a signal which is picked up by a reader positioned in the drawpoint. We can now track a marker to an exact drawpoint, at an exact time, which means information collected is far more accurate.”*

Stephen Duffield, RWD Transition Manager, says Smart Markers can improve confidence in mine planning: *“In sub level caves we can improve drill and blast ring design and draw strategy and for block and panel caves, we can improve undercut designs, drawpoint spacing design and optimise reserve modelling.”*

Nigel says Newcrest worked closely with the Smart Marker creator on prototype development, the use of which has resulted in a safer recovery process: *“Because Smart Markers are electronic, the process of recovering them manually is no longer necessary.”*

Jason Grace, General Manager Telfer, attributes the trial's success to the commitment and teamwork of Telfer's Alliance (between Telfer and contracting partner), team members of which are Adrian Short, Richard Bennett, Xerxes Bain, Chris Fullston and Newcrest Senior Geotechnical Engineer Ian Brunton: *“The dedication and assistance from everyone went beyond our expectations.”*



James Lett, Ridgeway Geotechnical Engineer, holds one of the electronic Smart Markers on trial at Telfer and Ridgeway Deeps to give mine planners better insight into ore movement paths and rates.



Quicker safer mill relines with world-first moil guide

How many people does it take to change a bolt? This may sound like a trick question but it refers to the process of mill relining, which is being undertaken more safely and efficiently with the introduction of a world-first tool developed at Cadia Valley Operations (CVO).

The new moil guide tool, called the "T-Mag", was created by one of CVO's contracting partners and trialled on site explains Reline, Permit & Training Coordinator Andrew Brown: "SAG and ball mill relines involve removing large nuts and bolts so worn steel liners can be replaced; usually it is a manual process carried out by up to five people but the T-Mag does the job in one."

The manual process of holding a guide over the bolt is no longer necessary as the T-Mag stays in place using a strong magnet, Andrew says this makes the process safer: "The tool removes the need for a person to be in the area of the bolt knock in, which mitigates potential hand injuries, or injuries from any steel projectiles and protects the mill shell from damage."

He adds the T-Mag gets the job done 40% faster which is proving popular with the mill reline team: "Our contractors appreciate the new moil guides as they are easy to use and make the process of mill relining quicker and safer."

Mill re-lining is safer and faster with the new T-Mag moil guide. Luke King (left) and Simon Coleman of the Mill Reline Team use the T-Mag to guide the liner removal tool over the liner bolt.

Speeding up the process safely has other positive effects: "The T-Mag means greater reliability and quicker changes outs which means less mill downtime and more ounces can be processed," says Group Manager Metallurgy Paul Griffin.

"The T-Mag means greater reliability and quicker changes outs which means less mill downtime and more ounces can be processed."

Paul says the T-Mag is the first of its kind and congratulates those involved with its development: "This tool is a great invention and we hope to roll it out at some of our other sites soon."

CVO General Manager Craig Jones is impressed by the collaboration: "It's great to see teamwork and innovation between our people and contract partners."

Telfer's robotic arm Australian first

Telfer is pioneering technology in an Australian first by using a robot to inspect the motor internals of its two SAG mills, slashing the time for manual inspections.

Acting Asset Manager Hein Botes says using the robotic arm to inspect the SAG mills takes hours instead of days, with inspections occurring during normal mill shutdowns: "Less down time means we can resume production more quickly."

Hein says the robot allows an inspection without having to take the machinery apart: "Without this technology the inspection would have required the motor to be pulled back from the mill - this would extend the shutdown by days or even weeks."

Glenn Ingram, Group Manager Asset Management, says the technology was developed overseas first: "I witnessed the technology in action last year when it was developed for Escondida in Chile during its major motor rewinding activity. Telfer had the opportunity to be second and the team embraced it."

Glenn adds the inspections required quick action and planning. This was possible thanks to a tremendous effort from the Telfer Reliability Engineering and Maintenance teams led by Senior Mechanical Reliability Engineer Lachlan Knight and Electrical Maintenance Supervisor Sean Tomley. The inspections will determine if and when the motors will need a major overhaul.

Hein says this is good news as Telfer's SAG mills are among the biggest in Australia and keeping the motors in good condition is paramount: "Now we can get a good idea of the motor's health in just a few hours."

Telfer is a member of a world-wide user group which meets annually to share learnings on this type of mill motor called gearless mill drives or GMDs. The robotic inspection technology will extend to the wider mining industry in the future.



It's only hours, not days, to inspect SAG mill motors with world-first robotic-arm technology in use at Telfer.



“

Giftng their prize to a local community is a wonderful gesture. Dodi, Dadang, Fred and Don have made a notable difference to the daily lives of the kids, and really enjoyed the lunch put on by the village. It shows how living Newcrest's value of caring for others benefits everyone involved.

”

Geoff Day Chief Operating Officer Offshore

School children near Gosowong show Don Peterson (right) their new book bags which were bought with money donated by last year's team winners of a Living Our Values award, of which Don was a member.

Living our values for Halmahera school kids

New book bags will make the trip to school easier for children in the Kao West region on Halmahera Island (where Gosowong is located) thanks to a team of Living our Values award winners.

"Most students have limited school supplies, meaning they have to carry books and homework when walking between school and home," explains one of the award winners, Don Peterson, Head of Projects & Planning for Gosowong.

Don is one of the team which donated the new book bags to 252 students after it won A\$1,000 for High Performance in Newcrest's 2009 Living our Values awards.

Mill Manager Dadang Prananta, Maintenance Manager Fred Wykes, Business Improvement Manager Dody Nasution and Project Development Manager Don Peterson didn't think twice about donating the money: *"Many people in the area are less well off here than other parts of the country so we thought they could use the money more than us."*

The presentation of the bags coincided with the start of the school year in January, *"It was a great day with lots of smiles from the kids...and so rewarding knowing that they will be able to put the school bags and supplies to good use,"* says Don.

"It was also exciting for the kids as it was the first time many had seen a foreigner and heard a different accent."

One of the villages organised a 'thank you' lunch for the visitors: *"We were extremely honoured by this gesture which included traditional food and local entertainment."*

Chief Operating Officer Offshore Geoff Day says the team exemplifies Newcrest's values: *"Giftng their prize to one of our local communities is a wonderful gesture. Dodi, Dadang, Fred and Don have made a notable difference to the daily lives of the kids, and really enjoyed the lunch put on by the village. It shows how living Newcrest's value of caring for others benefits everyone involved."*

MMJV helping to educate next generation

Thelma Bossin says educating Papua New Guinea's next generation is paramount: *"Education will help give our children the footing for their future."*

Thelma's eight-year-old son Wilba is one of around 1,300 children who will be given the opportunity to go to a school of their choice this year, thanks to the Morobe Mining Joint Ventures' (MMJV) education assistance program.

Thelma, MMJV's Social Development Coordinator, says the financial help means a lot: *"Having assistance from a new developer that has only recently entered the resource industry in PNG shows real commitment."*

HR Superintendent Hidden Valley Timmy Ahi, says many families sacrifice large portions of their salaries to send their kids to the best school so the program is making a real difference: *"It gives parents the opportunity to consider a school for their kids they couldn't previously."*

Timmy says the program has long-reaching effects: *"Kids are moving on to higher education (universities and colleges) afterwards, which gives them better career opportunities. A few have also found employment within the Hidden Valley project."*

It is common for companies in PNG to offer educational assistance but Timmy says MMJV is one of a handful which includes all employees in its program.

Almost 2,000 youngsters from 5 to 18 year olds have benefitted since the program's launch in 2007 and there are now plans to expand it: *"We hope to improve the scheme to include even more people,"* says Timmy.

The education assistance scheme is part of MMJV's community development program designed to help landowner and other nearby communities in the area: *"The Hidden Valley project is located in an area where little economic opportunity exists and families have very limited finance. MMJV's support allows parents to maintain their children in school and to maximise their opportunities for advancement"* says Ron Brew, Manager Community Relations.



MMJV Social Development Coordinator Thelma Bossin says her eight-year-old son Wilba will have better life chances with MMJV's education assistance program, which is sending around 1,300 children of PNG employees to a school of their choice this year.



By partaking in these projects, we look to build longer term relationships with our host communities and through these partnerships deliver enduring benefits.



Greg Morris Head of Environment & Community



A breath of fresh air: Adi Lolo Maria (left) and Asivina Liku outside their new kindergarten built with help from the NJV in Fiji, which has quality amenities.

NJV helps with new kindy for Waivaka kids

Children in Waivaka no longer have to put up with dust and noise when they go to school with their new kindergarten which was built with the help of the Namosi Joint Venture (NJV) in Fiji.

"Before the new kindergarten was built, the children were being schooled in the village meeting hall which is close to a main road, making it noisy and dusty for the children," says David Boyd, former Country Manager for NJV.

"The old kindergarten didn't comply with Education Fiji standards so we were delighted to assist the community with the upgrade," says David.

NJV worked with the local community over three months to build the new kindergarten, which boasts a separate teacher's room, children's rest rooms and running water and electricity.

Most importantly, the children are learning in an environment with clean, fresh air and no distractions: *"The kindergarten is still located in town but it is further away from the road, providing a much better learning environment,"* says Greg Morris, Head of Environment & Community.

NJV provided materials including timber, fence posts, a rainwater tank, plumbing and electrical wiring and a carpenter to help with the works. The village supplied volunteer labour and the Australian High Commission provided funding for new playground equipment.

According to David, the kindergarten is one of the best in the Namosi province.

Greg explains that being part of projects like this helps to deliver on our vision to be the Miner of Choice: *"By partaking in these projects, we look to build longer term relationships with our host communities and through these partnerships deliver enduring benefits."*

Growing community relations

Cracow resident Richard (Dick) Smith's passion for gardening has turned George Hamilton Park, located in the centre of town, into a place of pride. His dedication was recognised in a ceremony which brought Cracow's community together to enjoy the morning tea presentation.

Dick was presented with a plaque mounted on a Cracow Gold Mine ore rock by Newcrest's GM Cracow Don Runge. The event turned out a full house: *"The entire township turned up,"* says Cracow Community Officer Lyn Runge. *"It was the first time in many years that everyone has gathered in one spot to catch up...including police and council representatives."*

Dick, aged 72, has looked after the garden for 20 years, carrying buckets of water from his own water tank to water plants, despite several ongoing health problems, and feels humbled by the recognition: *"I don't think I deserve [it] the recognition...the garden looked like it needed help and I was only following doctor's orders and keeping busy."*

He says his job has been easier since Cracow's reticulated water supply was connected last year with Newcrest's help.

Dick is grateful for Newcrest's help in other ways: *"I get meals delivered three times each week and Cracow Gold Mine will soon be linked to an emergency button in my house."*

Don Runge is proud of Cracow's community program: *"Working with our communities and helping others where we can is essential to being Miner of Choice."*



Dick Smith (left) accepts the plaque presented to him by Cracow General Manager Don Runge, recognising his tireless work on Cracow's George Hamilton Park garden for over 20 years.



Who's who @ Newcrest

Alison Hamilton

Sharing with mine visitors the adventure of seeing Cadia Valley Operations' large-sized open pit and haul trucks is one of the things Community Relations Officer Alison Hamilton likes best about her job.

Alison recently experienced her own adventure on a working holiday to South Africa where she worked with an organisation which looks after abandoned babies. She describes it as a life changing experience: *"It was hard to understand why these babies were abandoned, but they were being well cared for and I was glad to help and play with them."*

Alison says she found the opportunity fascinating, something she has also found while learning more about mining: *"When I first started two years ago I didn't know anything about mining, but now I am able to share interesting operational facts with visitors and include more detail in our site newsletter stories."*

An Orange local, Alison says she enjoys being able to work with local people and organisations as part of her job: *"It's great to be able to help local schools, hospitals and community groups through our community relations program."*



Paul Dielemans

They say a leopard cannot change its spots but Paul Dielemans is an exception. He joined Newcrest on a three week contract. Twenty-two years on he is still here with a career which has seen him morph from a geologist into an environmental scientist.

As a geologist, Paul worked at New Celebration in Kalgoorlie (since sold by Newcrest), and conducted exploration in Queensland and Indonesia for the first 15 years of his Newcrest career.

Fancying a career change, Paul completed a post graduate diploma which helped him transition to environmental science. Over the past seven years Paul has worked at Cracow, Telfer and now at Hidden Valley, in Papua New Guinea, in environmental roles.

Paul believes you drive your own career and if you want to work internationally, Newcrest is the place to be: *"Newcrest's success in finding and building mines makes it a great place to experience working in different countries, in varied roles and different cultural situations."*

Asked about his career highlights, Paul's answer reflects the diversity of his career: *"Working with a group of highly motivated geologists at New Celebration; seeing a group of young Indonesians become well regarded geologists; honing my environmental skills during Cracow's construction phase; and more recently, my involvement in a very challenging environment project role at Hidden Valley."*



Got any news or feedback?

newcrest&you would love to hear from you. E-mail or call us with your feedback, or news of initiatives that are making Newcrest a better performing company and a great place to work.

WIN A\$1000

Test your Newcrest news crossword skills!

- Fancy yourself a media buff?
- Think you're a bit of a news junkie?
- Reckon you are up to date with the latest news and views at Newcrest?

Test your Newcrest news crossword skills for your chance to win A\$1,000.

Complete and return the enclosed competition form by **22 October 2010**.



Level 9 600 St Kilda Road Melbourne VIC 3004 Australia

T +61 3 9522 5333 F +61 3 9525 2996

E newcrestandyou@newcrest.com.au www.newcrest.com.au

Win A\$1,000



Newcrest News Crossword Competition

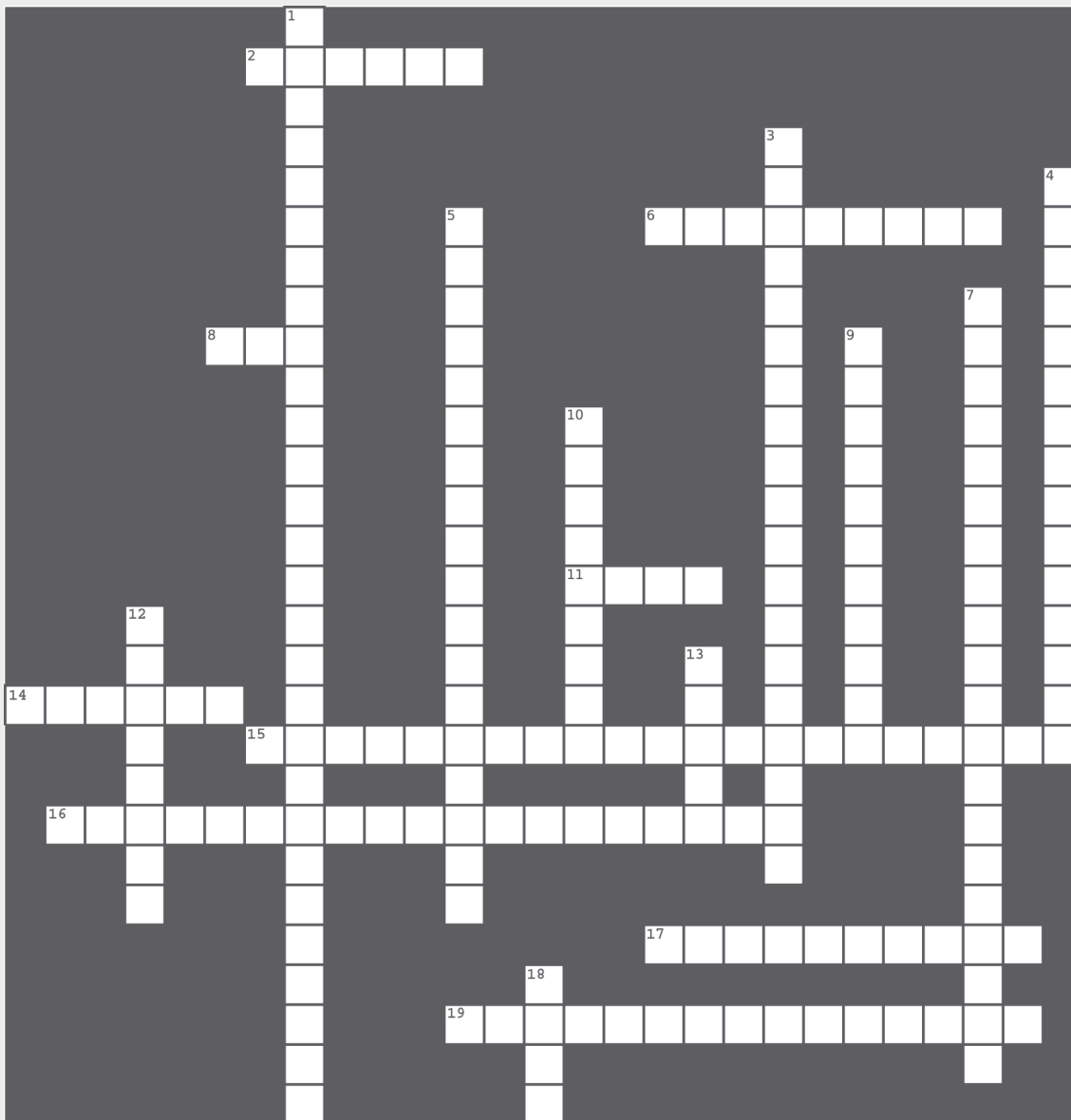


How to enter:

Simply complete the crossword on the following page correctly, fill in your estimation of the gold price per ounce in US\$ at New York's close of business on **5 November 2010**, and submit along with the entry form via post, fax, internal mail or e-mail by **22 October 2010***.

Answers are in past editions of Newcrest and You newsletters and bulletins which have been sent to your homes and workplaces (bulletin boards). Articles in these newsletters and bulletins are also listed on the *Newcrest Portal* (intranet) homepage in the 'More News' section.

* Full terms and conditions on the back of this entry form.



Across

- 2. A revamped what was launched on 15 June? (6) [bulletin]
- 6. Nominations for the Living Our Values Awards 2010 close on the 10th of ... (9) [bulletin]
- 8. Newcrest completed transitioning to this system in July, after two and a half years' preparation (3) [bulletin]
- 11. Who's listening? (4) [bulletin]
- 14. The Newcrest Analytical Lab, which will eventually service all Newcrest's operations, is located where? (6) [bulletin]
- 15. 120 nominations were received last year to what Newcrest program? (6,3,6,6) [bulletin] (4 words)
- 16. National recognition received by Newcrest's superintendents undertaking the Superintendent Program training (7,2,10) (3 words)
- 17. Gosowong has initiated what activity to strengthen community relationships? (4,6) [bulletin] (2 words)
- 19. MMJV's education assistance program is sending around how many children of PNG employees to a school of their choice this year? (8,7) (2 words)

Down

- 1. Newcrest introduced what type of free insurance to Australian based and expatriate employees as of 1 June 2010? (5,3,9,11) [bulletin] (4 words)
- 3. If you live by Newcrest's values, you act with... (9,3,7) [bulletin] (3 words)
- 4. According to EGM People & Communications Debra Stirling, upskilling who is key to Newcrest's future growth? (15)
- 5. Where Waivaka children used to attend kindergarten before the NJV helped build a new kindergarten (7,7,4) (3 words)
- 7. Newcrest's new training and development system (7,13) [bulletin] (2 words)
- 9. Where Alison Hamilton went on a working holiday (5, 6) (2 words)
- 10. Completion of the Newcrest and Lihir merger is expected in what month? (9)
- 12. Newcrest's new default super provider (8) [bulletin]
- 13. Newcrest will be affected by Australia's new Mineral Resources Rent Tax. True or false? (5) [bulletin]
- 18. A combined Newcrest and Lihir organisation will have operations in how many countries? (4)

What will the gold price per ounce in US\$ be at New York's close of business on 5 November 2010?

USD _____ /oz

Complete the entry details below and submit with the completed crossword by:

- Post (use enclosed reply paid envelope) OR
- Internal mail to the internal communications team:
L9, 600 St Kilda Road, Melbourne, Victoria, Australia, 3004 OR
- Scan and e-mail to: **newcrestandyou@newcrest.com.au** OR
- Fax to: **+61 (0) 3 9525 2996**

If entering as an individual:

Entrant name:

Entrant telephone number:

Entrant e-mail address:

Entrant site:

If entering as a syndicate:

Syndicate name:

Nominated individual No.1 name:

Nominated individual No.1 telephone number:

Nominated individual No.1 e-mail address:

Nominated individual No.2 name:

Nominated individual No.2 telephone number:

Nominated individual No.2 e-mail address:

Names of all other syndicate members:

Win AUD\$1,000 Newcrest News Crossword Competition Terms and Conditions of Entry:

1. The Win AUD\$1,000 Newcrest News Crossword Competition is operated by Newcrest's Internal Communications Team.
2. The competition closes at midnight Australian Eastern Standard time (AEST) on 22 October 2010, by which time entries must be received by the Internal Communications Team.
3. Entry is open to all Newcrest employees and contractors continuously employed between 1 August 2010 and 22 October 2010.
4. Only one entry may be made per person. Applying in a syndicate means you may not apply as an individual or as a member of another syndicate.
5. Entries must be submitted by an individual or a syndicate. All syndicates must nominate a primary individual and a secondary individual contact. In the event of a syndicate winning, it is the responsibility of the primary nominated individual to distribute the proceeds amongst the syndicate members. In the unforeseen circumstance of not being able to successfully contact the primary nominated individual, the responsibility for distributing the proceeds will fall upon the secondary nominated individual.
6. Entries will only be accepted via post, e-mail, fax or internal mail.
7. The entry with all crossword answers correct and the closest estimation to the gold price per ounce in US\$ at New York's close of business on 5 November 2010 wins.
8. In the event of a tie, the winning entrant will be randomly drawn by Debra Stirling, EGM People & Communications in her office in Melbourne at 9:30am on 12 November 2010 AEST.
9. Total prize pool is \$AUD1,000 (including GST) or equivalent local currency.
10. The winning entrant will be determined by 12 November 2010 and notified after that by phone and e-mail, with details of their win published in Newcrest and You.
11. All entries will be audited by Newcrest's Internal Communications Team.
12. No responsibility will be taken for late, lost, incomplete, incorrectly submitted, delayed, illegible, corrupted or misdirected entries, claims or correspondence, whether due to error, omission, alteration, tampering, deletion, theft, destruction, transmission interruption, communications failure or otherwise.
13. Winners are required to participate in promotional activity (such as publicity and photography) and they must consent to their name and image being used in Newcrest internal communications material.
14. Newcrest accepts no responsibility for any tax implications that may arise from the prize winnings. Independent financial advice should be sought.
15. The Internal Communication's Team decision is final and no correspondence will be entered into.



Level 9 600 St Kilda Road Melbourne VIC 3004 Australia

T +61 3 9522 5333 F +61 3 9525 2996

E newcrestandyou@newcrest.com.au www.newcrest.com.au