

HYTIMES

WINTER 2017-18



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Check out new additions to Hy-Tech

Cover Photo: Solgold, Cascabel (Ian Anderson)



BUSINESS DEVELOPMENT

A LOOK FORWARD AT 2018 PROJECTS



Improving base and precious metals prices, beginning in 2015, indicate the beginning of a recovery in the mining sector.

WHAT OUR CLIENTS ARE SAYING ABOUT HY-TECH...



Christine McKechnie reviewed Hy-Tech Drilling Ltd. — 5★
December 13, 2017 · 🌐

We have used them for a couple of drill programs now and they are by far the best company I have ever utilized for a drilling program. They have professional crews, well-maintained equipment (less breakdowns), and their FieldView drilling information system is amazing for keeping track of budgets, time sheets, drilling costs, tests, etc. Looking forward to using them again this winter! 😊

👍 Like

💬 Comment

➦ Share

“The success we had wouldn’t have been possible without Hy-Tech’s high performance and high-quality service.”

“All the guys, the drillers, the driller’s helpers were all professional.”

“The main thing for me is efficiencies. Hy-Tech is good at that.”

“Hy-Tech was such a strong part of our team this year.”

JOBS OPERATIONS

HY-TECH ENTERS ECUADOR

For some time Hy-Tech has been investigating the possibility of moving into another jurisdiction and in August of 2017, Harvey, Brian and Craig made a trip to Ecuador to investigate an opportunity in that country. After a week of driving around and hiking in the jungles, it was decided it was a good opportunity but a narrow window to respond and get drills turning. Everyone had to answer the call - HR, Shop, Purchasing, Logistics, Operations, Accounting and Admin. What a challenge it was but everyone stepped up to the plate and a total of 9 containers were arranged and loaded to Ecuador. Lawyers and Accountants were employed to set up an Ecuadorian company and bank accounts etc., and HR was busy working on crews and visa's.

There are 3 drilling companies on this huge project with a total of 12 rigs operating. Seven of the rigs are man-portable from HP drilling, Titeline from Australia are there with their monster tracked machines, and Hy-Tech with two of our fly rigs (which are moved by a Morooka with a crane that we purchased for that reason).

Before the containers arrived, Craig Scott and Craig Spinney went to Ecuador to get set up for action...buying trucks, hiring helpers, finding suppliers, clearing customs, finding office space and hiring an Ecuadorian office manager. It turned out to be a challenging task but we got it done. Al Battersby and Clayton Bolduc are the foremen rotating and Craig Spinney has spent a lot of his time there. Al and his crew worked over the Christmas holidays which was very unusual for Hy-Tech.

The camp and client are different than we are used too but everyone is adapting to the jungle and the two Hy-Tech drills are the top producers on the property. No Surprise there!

Submitted by Craig Scott



SolGold (Cascabel)
Photo Credit: Ian Anderson



2017 FOREMEN'S MEETING

Last December Hy-Tech's Foremen and Management team worked together for 2 days to set the priority goals for 2018. Using feedback from the clients and our Foremen, the group brainstormed to come up with solutions to face 2017 challenges. Once the priorities were set, actions were determined to ensure that we stay on track to achieve our goals for the upcoming year. Big thanks go out to our Foremen and their families for their dedication and commitment to giving Hy-Tech **THE BEST CREWS IN THE FIELD.**



2018 GOALS

SAFETY & ENVIRONMENT

- ✓ Proactive injury management
- ✓ Consistent and efficient incident reporting process

OPERATIONS

- ✓ Get app fully developed
- ✓ Create Foremen training and development resources
- ✓ Improve communication between shop/office and field
- ✓ Decrease rolling stock damage

HUMAN RESOURCES

- ✓ Creative positive opportunities for Indigenous Training
- ✓ Streamline Performance Appraisal process and use the information to develop clear career paths

R&D

- ✓ Decrease drill shack damage and generator negligence
- ✓ Solve cooling issues for JD and Power Pack

FOREMEN AND WIVES HELP OTHERS

Thanks to the generous contribution from the Foremen and their partners at the 2017 Foremen's Meeting,

- \$420.00 was raised for the Ronald McDonald House in Vancouver
- 30 women & children gifts were given to the Vancouver Rape Relief and Woman's Shelter.



RONALD McDONALD
HOUSE CHARITIES®



VANCOUVER RAPE RELIEF
& WOMEN'S SHELTER

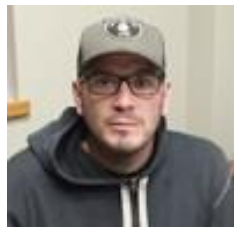
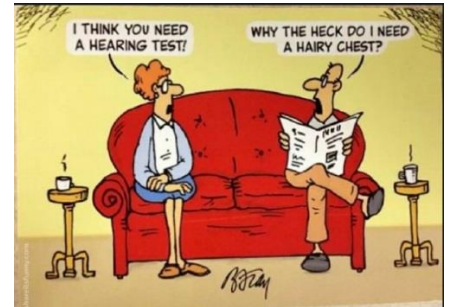


EHS - SAFETY IS A TEAM EFFORT

HEARING TESTS

As per WCB regulations, employees who are exposed to noise exceeding noise exposure limits must have an initial hearing test as soon as possible after employment starts, and no later than 6 months after the start of employment. Hearing tests must be conducted at least **once every 12 months after the initial test.**

If your hearing test has already expired, or is about to, please get your hearing tested ASAP and send your results to training@hy-techdrilling.com.



CONGRATULATIONS

Jim Spence is now a certified Workplace Assessor and is completing assessments.

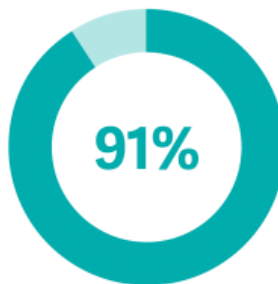
Barry Nabess has become a certified Industry Trainer by the MiHR Council. Barry is the 27th of only 32 certified Industry Trainers in Canada! Thanks to Jim Spence for completing the assessment.



Pretivm (Brucejack)
Photo Credit: Barry Nabess



As of February 28th, we were at 91% DATS compliance. Thank you to everyone for keeping up on your DATS training - let's all strive for 100%.



We have had an incredibly busy start to 2018! Please continue to look out for one another.



DRILLER'S HELPER COURSE

Barry Nabess recently trained two people in Saskatchewan, in partnership with Denison Mines.



ECUADOR PUBLIC SAFETY ANNOUNCEMENT

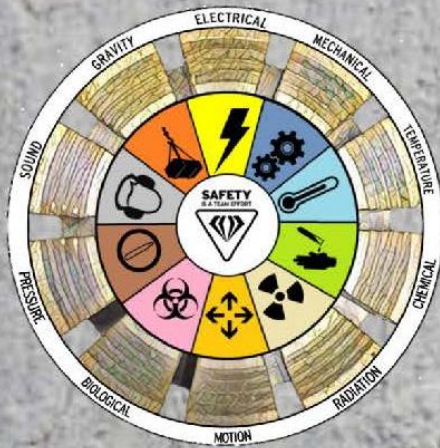
Al Battersby sent this photo to remind you to check your boots before you put them on in the morning.



Every job that you do has hazards that we should all be aware of. We want you to help us to identify these hazards so that we can implement procedures or other controls to minimize the risk of performing dangerous work!

Our Hazard ID Program is a way for employees to communicate hazards associated with their jobs back to the management team.

**Improving our safety record =
Ability to secure more work!**



Hazard ID books have been printed and will be made available in the field. Forms must be submitted at the end of each month to:

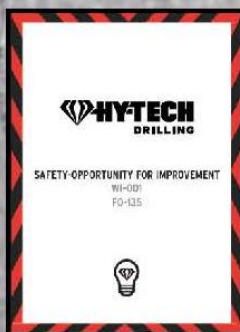
safety@hy-techdrilling.com

NOTE: FO-197 can also be downloaded from Viewpoint.

Want to submit your idea anonymously?

If you have an idea and don't want to have your name publicized, just send in your submission directly to safety@hy-techdrilling.com, comment in the email that you want to be anonymous, and we'll keep it private.

It will still go through the same process as the rest and you can still win a gift card, we'll just make sure that your name isn't shared with anyone other than the review committee.



HAZARD ID AND OFI PROGRAM

Monthly Prize \$200 Gift Card

will be awarded to the employee with the best Hazard ID or OFI submitted at the end of each month!

Congratulations to 2017's winners:

- Vance Smith
- Wayne Mayner
- Alex Turner
- Al Battersby
- Cameron Westle
- Darren Wilson
- Russell Dubnick
- Pat Bourgeois
- Barry Nabess
- Dylan Cowen-Forsyth
- Elie Parent
- Brooke Utz

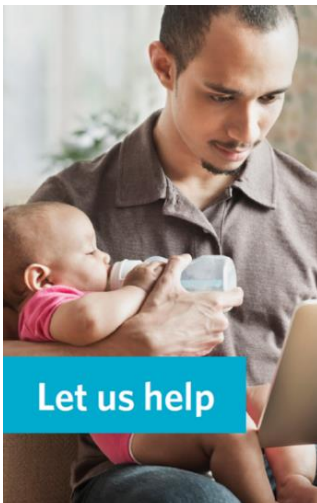
FINANCE

EMPLOYEE & FAMILY ASSISTANCE

Your Employee and Family Assistance Program (EFAP) provides you with immediate and confidential help for any work, health or life concern. They are available anytime and anywhere, at no cost to the employee.

Access your EFAP 24/7 by phone, web or mobile app.

1-800-387-4765
workhealthlife.com



Let us help

HOW TO CONTINUE REDEEMING AEROPLAN FLIGHT POINTS

Your Aeroplan number will no longer be added to flight bookings at the time of booking. If you have an Aeroplan number and wish to continue collecting points, provide your number to the Air Canada agent when you check in for your flight, or go to “my bookings” on Air Canada’s website and search your flight using the airline file number associated with your flight.



WE'RE LOOKING FOR YOUR PHOTO SUBMISSIONS

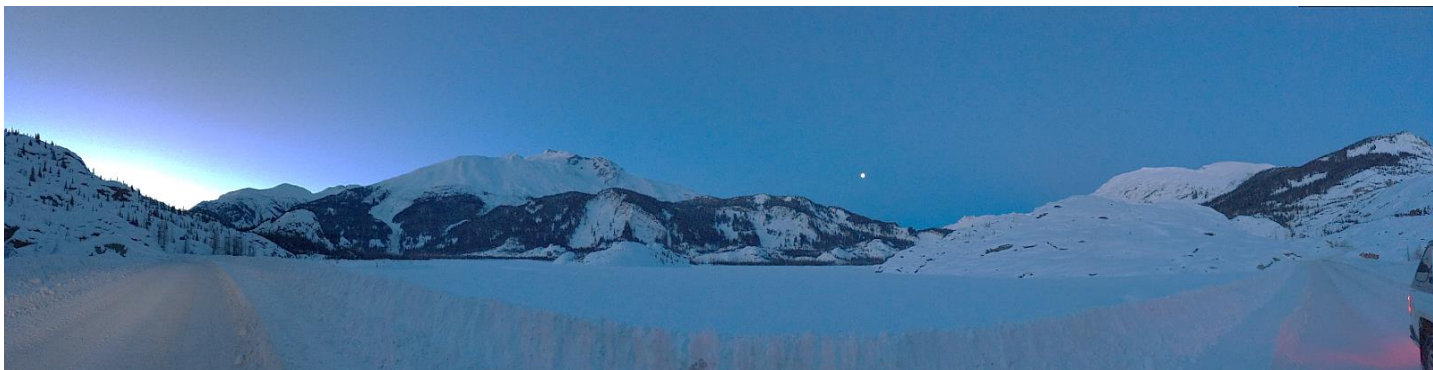
We are always on the lookout for great photos that we can use on the Hy-Tech website, newsletters, advertisements and training programs. If you have a photo you would like to share, please send it to admin@hy-techdrilling.com. If we use it, we'll send you a Starbucks gift card.



Pure Gold (Madsen) Photo Credit: Justin Smith



SolGold (Cascabel) Photo Credit: Ian Anderson



Pretium (Brucejack)
Photo Credit: Jim Butler

PHISHING AND DATA MINING - PERSONAL AND COMPANY SECURITY

I've talked about parts of this topic before, but it is so important that it bears repeating. You've probably all received emails and texts with links in them to various sites, asking you to log in and update your information, or verify your identity. At this point in time, there are so many schemes like this, that best practice is to NEVER EVER enter credentials at any link that you receive by email or by text. It is very easy for them to redirect you to sites that look legitimate in every way, and to capture your credentials and use them immediately to defraud you.

Although some legitimate institutions continue to send out emails asking you to log in and view your account, the risks are too high to take a chance. Instead, use your favorites or a web search to find the website and login for sites that you need to access.

It is also really important that you NEVER EVER use your email password for anything other than your email account. When we enroll in a website, and they ask us to select a password, and we are already using our email address for identification, it seems natural to use our familiar email password there as well. But if you do so, there is a very real risk that someone will get access to the records on that site, and use your credentials to snoop in your email, and access other accounts as well. So, remember to use separate passwords for each site, or at least significant variations of them.

Another risk that is increasing lately is data mining. Boiler rooms overseas research companies very carefully, looking over our website, then searching for information on every employee, on Linked In, Google, Facebook, Instagram, etc. They build portfolios of each company that they are researching and make their own org charts. And then they begin to probe further, and they will send emails from forged addresses, pretending to be potential customers or suppliers. When you respond, they will copy the signature block from your email, and later, they will forge your reply address and signature, and they will use that to request further information from your colleagues, and they will learn about our suppliers and customers. Eventually, they will produce a legitimate looking request for you to update Electronic Funds Transfer information, or requests for bank transfers or payments.

Beware of strangers calling and asking probing questions. We don't want to be rude to customers and suppliers, so the best strategy, if you feel suspicious, is to tell them that you're on another call, and ask if you can call them back in a few minutes, and take down their name, phone number, company, and department. We can easily research that to make sure it is legit - although in such cases they'll often tell you that they're out of the office, and ask you to call them on their unlisted cell, and they'll give you the name of someone who is a legitimate employee of the company that they claim to be working for. In such a case, always call back the legitimate switchboard of the company in question and ask to be forwarded to the cell phone of the party that you need to speak to.

You will often be able to recognize these scammers because their messages usually always include a few grammar errors. When in doubt, don't hesitate to call or email IT before giving out sensitive information.



Phishing
Don't get hooked.

HUMAN RESOURCES

NEW CAREERS & NEW TEAM MEMBERS

Rudi Kern

After working in the field since March 2008, Rudi has now joined the team at the Smithers shop as a mechanic. He will still be in the field on occasion. Rudi lives in Smithers with his wife and two sons.

ACCOUNTING

Shirley Gyger

Shirley has joined the Hy-Tech team as an accountant at the Smithers office. Shirley has lived in Smithers her whole life and spent the last decade in public practice as an Accountant at Eric B Mah, CPA. Shirley, her Husband and three daughters, enjoys outdoor activities such as camping and kayaking.

SHOP

Dustin Schimke

Dustin is the newest member of the Smithers shipping/receiving team. Dustin comes to Hy-Tech with many years of yardman experience as well as knowledge of the drilling industry. Dustin lived in Germany until 2007 and now calls Smithers home with his girlfriend and two daughters.

Graham Coldwell

Please welcome Graham as part of the Hy-Tech team as not only one of our new yardmen, but also as Martin's backup in the IT department. Graham lives in Smithers with his wife and three kids.

ECUADOR

Jenny Zumárraga

Please welcome Jenny, our new Office Administrator in Ecuador. Jenny has a bachelor's Degree in Psychology and Human Resources as well as a Technical Degree as an Executive Bilingual Secretary. She has worked over 20 years for international organizations in various positions including the Peace Corps and the USA Embassy in Ecuador. She enjoys music, reading, travelling and spending time with her husband, son and daughter.

Ivan Aguayo

Ivan has joined the Hy-Tech team in Ecuador as our General Accountant. Ivan has 8 years of experience accounting, tax and audit, and is fluent both Spanish and English. He currently lives in Quito City with his wife.

FIELD

Rehires

Ian Anderson, Brandon Bercht, Darcy Caine, Mitchell Cook, Shaun Devine, Tyler Fairbank, Josh Isaak, Ryan Jenner, Milo Johnson, Eric Stark

Drillers

Jamie Fehr, Aaron George, Corey Hertz, Tom Meredith, Lawrence Reti, Joey Seguin, Donavon Weaver

Helpers

Dylan Anderson, Cole Baxter, Patrick Belanger, Trevor Bigg, Davis Boucher, Nils Boussenac, Ryan Campbell, Stephen Chartier, Jake Daprocida, Jared Elderkin, Ross Garrett, David Gill, Briar Goudie, Yousef Hachachena, Connor Hiebert, Jon Houston, Sid Johnson, Tyler Lane, Tyler Lawrence, Tristan Lively, Bob Matlock, Jordan McCallum, Jamie McKay, Eric McLean, Dustin Norberg, Tom Ogilvie, Mitch Olsen, Jesse Osawamick, Mitch Pope, Chris Ramakers, Cam Spence, Matthew Stewart, Ryan Tremblay, Taylor White

Equip. Operators

Wade Bruns, Ray Thompson



Shirley Gyger



Dustin Schimke



Graham Coldwell



Jenny Zumárraga



Ivan Aguayo

NEW PURCHASES

INTRODUCING THE NEW FLEXI BARREL

- ✓ Flexible outer tube used to ease travel over wedges or to aggressively steer the hole on its own.
- ✓ For use in all drilling conditions.
- ✓ Available in B-H sizes
- ✓ Kit consists of a top sub and a bottom sub attached to a normal drill rod
- ✓ The increased flexibility produces enhanced steering under normal operating parameters

If you have any questions about these or any other products used in the field, contact your Foremen or call the purchasing department at 250-847-9301 (ext. 2027).



GEAR BITS

- ✓ Designed to minimize the hole from lifting. In some cases, causes holes to drop. With its free cutting face it is useful for lower powered rigs when bit weight isn't available.



UPCOMING OPPORTUNITIES

2017 STAFF CHRISTMAS GIFTS

If you were employed with Hy-Tech in 2017 and still have not received your 2017 Christmas present, please email your size to admin@hy-techdrilling.com.

We will be sending out the remaining gifts near the end of March.

To be sure that you request the correct size, please visit <http://www.carhartt.com/products/Crowley-Jacket-102199>.

Find your size by using the "which size fits me" option.



2018 SCHOLARSHIP APPLICATIONS

Hy-Tech is proud to announce that once again this year, we will have three scholarships available to students graduating high school in 2018. Applications have been distributed to high schools in the Bulkley Valley, Saskatoon and Red Lake areas but we would like to invite Hy-Tech employee's children from across the country to apply.

Hy-Tech gives out six \$500.00 scholarships in different fields of interest, although, general admission students are also encouraged to apply:

- ✓ Creative Arts
- ✓ Left Lateral Leap
- ✓ Mechanical Minds

➤ Completed applications must be received by May 11, 2018.

Please contact your local school, or email admin@hy-techdrilling.com for more information and to obtain an application.



HYTECH DRILLING	SAFETY - HAZARD ID	FO-197
NAME	PROJECT	
DATE	LOCATION	
HAZARD RANKING	<input type="checkbox"/> HIGH	<input type="checkbox"/> MEDIUM
HAZARD TYPE	<input type="checkbox"/> STOP WORK	<input type="checkbox"/> NEAR MISS

WHAT DID YOU OBSERVE?

WHAT DID YOU DO ABOUT IT, OR WHAT CAN WE DO ABOUT IT?

CORRECTIVE ACTION CLOSED OUT?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
DATE		

NOTE: ALL CARDS MUST BE SUBMITTED TO THE OFFICE
EMAIL: safety@hy-techdrilling.com

FO-197 SAFETY - HAZARD ID (2017-08-25)5X7.DOCX
APPROVED BY: MICK MURPHY, EHS MANAGER, 2017-08-25
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HYTECH DRILLING	SAFETY - OPPORTUNITY FOR IMPROVEMENT	FO-135
DATE		
NAME		
EMAIL		
OPPORTUNITY OCCURS IN	<input type="checkbox"/> SAFETY	<input type="checkbox"/> PRODUCTION
	<input type="checkbox"/> TRAINING	<input type="checkbox"/> BREAKDOWNS
	<input type="checkbox"/> OTHER: _____	<input type="checkbox"/> MAINTENANCE
		<input type="checkbox"/> SHIPPING/RECEIVING

DESCRIPTION OF IMPROVEMENT IDEA

MAIN REASON FOR IMPROVEMENT

CONCEPT PICTURE

OFI #	
DATE REVIEWED	
RESULT	
OFFICE COMMENTS	

FO-135 SAFETY - OPPORTUNITY FOR IMPROVEMENT (2016-12-11)5X7.DOCX
APPROVED BY: MICK MURPHY, EHS MANAGER, 2016-12-11
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