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Cover Photo: GOLDCORP (Musselwhite)
Pat Bourgeois



OPERATIONS

HY-TECH BREAKS RECORD GROUND IN 2018

On October 23, 2018 we broke a new record by drilling 500,000 meters in a single year! 500,000 meters equals:

- 3100 tons of rocks extracted from the earth's crust through core and cuttings
- 7.84% of the distance to the center of the earth
- 166,667 NQ rods

***'Thanks to everyone
for your efforts in making this
amazing accomplishment possible.'***

"This year more than any other year,
we have really worked as a team"



2018 FOREMEN'S MEETING

Last December Hy-Tech's Foremen and Management team worked together on the first day of the meeting to set the priority goals for 2019. Using feedback from the clients and our Foremen, the group brainstormed to come up with solutions to face 2018's challenges. Once the priorities were set, actions were determined to ensure that we stay on track to achieve our goals for the upcoming year.

2018 ACCOMPLISHMENTS

- ✓ 39 drills operating in 2018; accomplished 2 years ahead of 2020 target
- ✓ All departments hired additional employees
- ✓ 527,808 meters of drilling completed in 2018;
 - ✓ 39% increase over 2017
- ✓ 2018 drilling accomplished with existing client base other than one new client added.

2018 CHALLENGES

- Working reactively - adding and training staff on the fly
- Foremen challenged in the field to train and manage all the new crew
- 3-month spike going from 30-40 drills
- Finding enough good people
- Maintaining Hy-Tech culture and high quality of service



2008 Foreman's Meeting with guest speaker Mike "Pinball" Clemons.



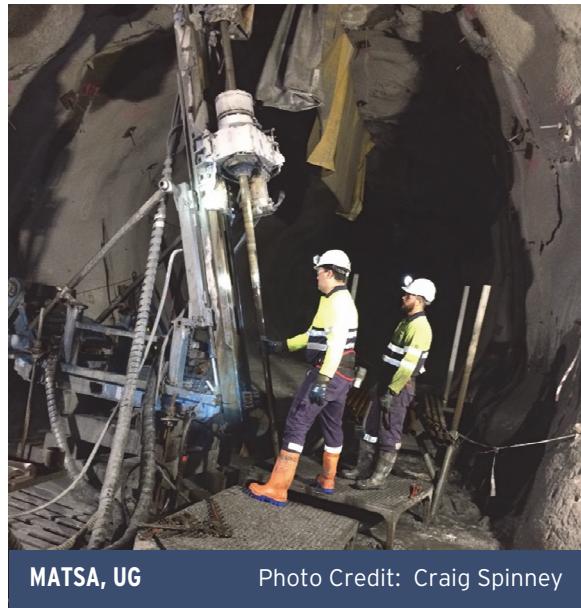
2018 Foreman's Meeting
10 years later and many
more Foremen...

Big thanks go out to our Foremen and their families for their dedication and commitment to developing **THE BEST CREWS IN THE FIELD.**



INTRODUCING HY-TECH'S NEW APP

The second day of the Foremen's meeting was dedicated to the launch of the much anticipated Hy-Tech APP which has been in development for over 2 years and will be a huge tool to increase efficiencies in the field. The APP allows the field crews to enter information while in the field, and then when they are able to connect to internet service and sync their device, the collected information will be automatically transferred into Viewpoint for the office and management team to review and follow up on. All Foremen were given an iPad to use starting in 2019.



MATSA, UG

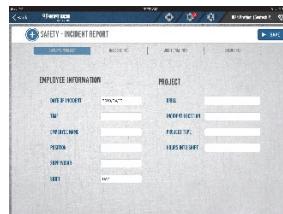
Photo Credit: Craig Spinney

The APP development will be ongoing, but the initial launch includes the following functionality:



Pre-Operation Checklists

Fill out information in the pre-set fields while you're in the field, and they are uploaded to Viewpoint automatically when the iPad is synced back at camp.



Incident Reporting

Fill out information in the pre-set fields while you're in the field, and it will be uploaded to Viewpoint automatically when the iPad is synced back at camp.



Safety Data Sheets

Search a key word to find the document easily. Updates will take place when the iPad is synced back at camp.



Drill Reference Manual

Easily find all of the information in the Drill Reference Manual by using key search words. Any document revisions or additions are automatically updated when the iPad is synced.



Foremen's Reference Manual

All of the information in our new Foremen's Reference manual can easily be found by searching for key words.



Site Audits

Fill out information in the pre-set fields while you're in the field, and they are uploaded to Viewpoint automatically when the iPad is synced back at camp.

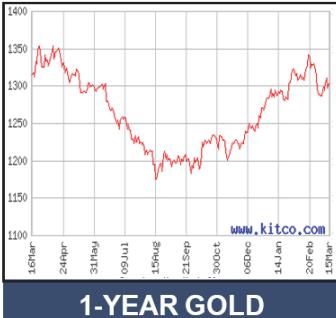
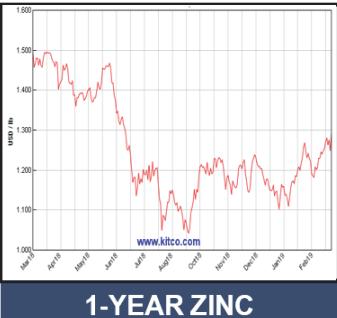
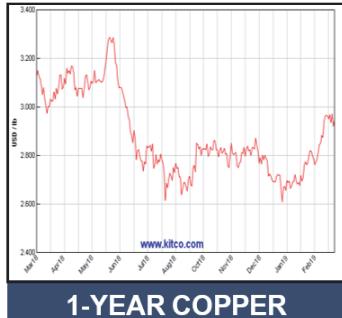
WHAT OUR CLIENTS ARE SAYING

"Hy-Tech offers us the best equipment and is generally very productive, safe and well organized."



BUSINESS DEVELOPMENT

A LOOK FORWARD AT 2019 PROJECTS



2019 ... WHAT WE'RE EXPECTING

It is shaping up to be another very busy year for Hy-Tech. We are currently forecasting approximately 410,000 metres of drilling in 2019.

Our Q1 startup in 2019 wasn't quite as busy as in 2018, but it looks like the work we have under contract for Q2 and Q3 will make up for some of the meters that we didn't pick up at the beginning of 2019. We are expecting to have a total of up to 40 drills operating during the peak of our operations in Q2 with drilling programs in BC, Saskatchewan, Ontario, Alaska, Portugal and Spain. We continue to look for new opportunities in Europe that we can manage from our branch facilities in Portugal as well as to look for new projects in Ecuador.



Seabridge (KSM)

Photo Credit: Wes Keating

EHS - SAFETY IS A TEAM EFFORT

The process for our Prescription Safety Glasses Program - EYESAFE is evolving but our coverage will stay the same.

In order to qualify, please contact the EHS Department for a list of requirements and an Eyesafe authorization form. **You will not be reimbursed if you purchase your prescription safety glasses without using the Eyesafe program.** For more information contact safety@hy-techdrilling.com



FIELD EMPLOYEE PAYMENT FOR TRAINING \$\$\$

Effective January 1, 2019, employees will receive 8 hours of paid training time for completing Transportation Endorsement upon successful completion. Employees will not be compensated for time in Standard First Aid training.

The updated copy of Hy-Tech's Field Employee Policy is also available on DATS. If you have concerns about your training, require assistance or are having technical difficulties, please call the Smithers Office 250-847-9301 or email training@hy-techdrilling.com immediately for help. If you are unable to get to 100%, you will need to contact your direct supervisor to come up with a solution and timeline as to when it will be completed.

NEW HIRES	15 hours of paid training time upon completion (100%) of all DATS requirements. DATS will be checked quarterly for compliance, and if you are not at 100% completion within 8 weeks of your hire date or your second work rotation (whichever comes first), then you will not be eligible for payment of these training hours. Note: New hires are not eligible to be paid the maintenance hours below during their first calendar year of employment.
MAINTENANCE	DATS will be checked periodically throughout the year, and all employees at 100% at that time will be paid 5 hours of training time (only paid once per calendar year).

A screenshot of the DATS (Digital Action Tracking System) website. At the top, there are icons for a file, globe, question mark, and the DATS logo. Below that is a cartoon character holding a sign that says "POLICY". To the right of the character, the text "Hy-Tech Field Employee Policy" is displayed. Further down, there is descriptive text about vacation, overtime, bonuses, expenses, benefits, employee expectations, and more. At the bottom right, there is a "Read More" link.



CONSTANTINE, PALMER

Photo Credit: Ian Anderson

APRIL
28
Day of Mourning

We remember those who died, or were injured or made ill, from their work

We commit to protecting workers and preventing further workplace tragedies

WHAT OUR CLIENTS ARE SAYING

"We've got a great relationship with them. They seem a lot more competent and efficient and a lot safer than other drilling companies. We see no reason to divert elsewhere."

COMMITTED TO SUPPORTING AND HELPING EMPLOYEES REACH THEIR POTENTIAL



After being a part of the Hy-Tech Administration team for the past 2.5 years, Brooke Utz will be transitioning to the HR department to work alongside Coby, Dave and Steve as Hy-Tech's new HR Coordinator. Brooke is looking forward to this new opportunity.

Welcome to the HR team Brooke!

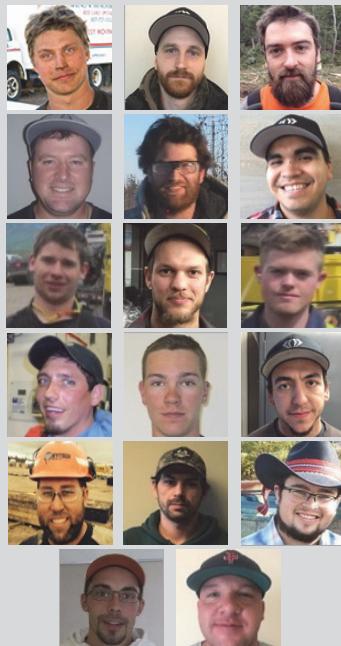
CONGRATULATIONS TO OUR DRILLERS THAT BECAME FOREMEN IN 2018

Liam Bradley
Greg Collins
Zach Henwood
Paul Hill
Elie Lafontaine-Parent
Devlin Luck



CONGRATULATIONS TO OUR HELPERS THAT BECAME DRILLERS IN 2018

Josh Allen
Patrick Belanger
Yoann Bellehumeur
Ryan Chant
Chris Debruyn
Will Davis
Ross Garrett
Lucis Gomes
Matthew Hannaford
Ryan Jenner
Taylor Koldyk
Jess Lefebvre
Brian Morrison
Kelvin Olson
Mitch Olsen
Adam Regamy
Dominic Thomas



GOLDCORP, Musselwhite

Photo Credit: Dave Gill

WHAT OUR CLIENTS ARE SAYING

"We've had such a positive experience with Hy-Tech. The management, the drillers, the driller helpers are all good."



NEW HIRES



MARK HESSELS, IT TECHNICIAN

We would like to welcome Mark to the Hy-Tech team. Mark began working alongside Martin in Smithers on April 1st. He's been working in the IT field for 7 years and brings a wealth of knowledge to Hy-Tech. When he's not working, Mark along with his wife Jenna and son Blake, enjoy biking, kayaking, fishing and many of the other outdoor activities that Smithers has to offer.

If you're looking for computer support send him an email IT@hy-techdrilling.com.



SETH VAN VARSEVELD, R&D STUDENT

Seth will be joining the Hy-Tech team this summer. Seth is taking Mechanical Engineering at UBCO with last year's summer student, David, which is how he learned about the opportunity to join Curtis and Alex for this student summer position. His last co-op term involved designing sawmill equipment in Salmon Arm, BC. He's looking forward to learning about the drilling industry, the TECH 5000, hydraulic systems and using Solidworks for 3D modeling.



TRAINING

2019 DRILLER'S HELPER COURSES

Hy-Tech will be putting on two Helper's Course in Smithers starting in the middle of May, with the potential of a third course added in June. We will be training 6 participants/course on what to expect when heading to the field.

Pre-requisites for the course include having a valid driver's license (min class 7 or "N"), able to pass a drug and alcohol test as well as passing a physical abilities assessment. Standard First Aid and TE certificates are not required but would be considered an asset.

There will also be On Demand Courses in Saskatoon over the spring and summer in partnership with Denison Mines.

If you know of talented and enthusiastic individuals that you feel would be a great fit to join our team as a Driller's Helper, have them apply online at:

<http://www.hy-techdrilling.com/employment.html>

**DO YOU HAVE ANY GOOD
CANDIDATES TO
RECOMMEND?**



R&D



The R&D team has just finished construction on an enclosed drill pad (aka the 'Dog House') in the Smithers yard, which they'll use when testing all of their latest and greatest innovations.

- Current projects that they are working on include:
- Down hole tooling
 - New drill parts
 - Drill Guarding



TAKING CARE OF TOMORROW STARTS TODAY

Respect for the environment and our stakeholders is one of our key values, and so Hy-Tech is committed to upholding high environmental standards everywhere we work. Here's some of the things that we're doing right now to show our stewardship of the land we're working on:

- Reducing water consumption
- Reducing waste
- Protecting natural resources close to sites
- Restoring sites
- Planting trees
- Using the new Hy-Tech APP to eliminate paperwork
- Using DATS for training to eliminate paperwork



WHAT OUR CLIENTS ARE SAYING

"We are very, very pleased with literally every aspect of the company. Good production. 100% on the equipment."

IT TALK

Scams are everywhere especially online. If it sounds too good to be true, it probably is. Here are the top ten scams from 2018. People lose money, personal information and numerous other things because of these scams. Educate yourself and do your research to protect yourself! The Better Business Bureau top national scams for 2018 were:

<p>Romance Scams - \$22.5+ million lost</p> <p>Canadians were victimized financially, emotionally, psychologically and socially by this scam. Cat phishing through online dating continues to be a very lucrative and seductive business for scammers.</p> <ul style="list-style-type: none"> Never wire or transfer money to someone you have not met. Look out for sob stories, plans to visit the country to meet you and tales about family emergencies. Do not share personal information like your home address or telephone number on dating sites. Be wary of people who say that they are out of the country or can never meet with you in person. 	<p>Online Purchase Scams - \$3.5+ million lost</p> <p>This scam ranges from fake websites and free trial traps to purchasing counterfeit goods and receiving fraudulent cheques from a buyer on sites like Craigslist.</p> <ul style="list-style-type: none"> Always shop on legitimate websites and use reputable payment portals. Never wire money to someone you do not know and be aware of offers that are too good to be true. If possible, do transactions locally and in person.
<p>Income Tax Extortion Scams - \$6+ million lost</p> <p>Due to nationwide reports about threatening telephone calls, texts and phishing email, this scam is one of the most prevalent around. There are also calls and email extortion campaigns where people are being blackmailed, as well as prize scams that fraudulently use CRA's name to swindle money from people.</p> <ul style="list-style-type: none"> CRA does not make threatening phone calls or request personal information over the phone or by email. Delete texts and emails claiming to be from CRA, especially where they request your SIN. Canadian government agencies do not accept payment in Bitcoin or through gift cards. 	<p>Employment Scams - \$4.5+ million lost</p> <p>This scam is an ongoing problem for jobseekers, even those using reputable employment sites. Scammers may send cheques with a significant overpayment and request that you forward the excess money to someone else. However, the cheque is fake, and you will face the expense of covering costs.</p> <ul style="list-style-type: none"> Do your research on a company before accepting a job offer. Look out for poor grammar, unrealistic salary offers and insufficient details about the job. If you did not apply for a job, then you did not get hired for a job. A legitimate company will not ask you to forward money for any reason or pay an administration fee.
<p>Phishing - losses unknown</p> <p>Phishing takes many forms - from fake invoices and online endorsements to wire fraud. Fraudulent email and fake websites that are created to deceive the public into believing they are authentic, continue to be a huge problem.</p> <ul style="list-style-type: none"> If you receive an email that looks and feel suspicious, contact the business directly. Do not share personal information or click links if you have doubts about the sender of the email. Only shop on legitimate websites. Avoid popup ads and impulse spending online. Compare detail of the invoice with your order. Implement payment redundancies and educate your employees about these scams. 	<p>Subscription Scams - Losses Unknown</p> <p>Be wary of online advertisements and pop-ups promoting skincare and cosmetic products, as well as weight loss and diet pills. Canadians have been enticed by fake celebrity endorsements and the promise of a "risk free trial" but end up falling into subscription traps with large monthly charges to their credit card.</p> <ul style="list-style-type: none"> Read all the terms and conditions. Know when the free trial ends. Be wary of websites where this information is not easily accessible. If it looks to good to be true, it probably is. Contact BBB to verify the business and see customer reviews. Look out for pre-checked boxes with placing your order. These may sign you up for unwanted products and changes.
<p>Advance Fee Loans - \$1 million lost</p> <p>Scammers prey on people in a financial bind, especially if they do not qualify for loans through reputable lenders. In most cases, they request an upfront fee to secure a loan, but this is illegal in Canada.</p> <ul style="list-style-type: none"> If a company demands money to secure a loan, walk away. Be suspicious if a company guarantees a loan before doing a credit check. Check BBB for reputable lending organizations. 	<p>Tech Support Scams - \$1 million lost</p> <p>Scammers may call pretending to be computer techs from well-known companies like Microsoft or Apple. Others may send pop-up messages that warn about computer problems. They will say they have detected viruses or other malware on your computer and need you to give them remote access to your computer. Eventually, they will diagnose a non-existent problem and ask you to pay for unnecessary or even harmful services.</p> <ul style="list-style-type: none"> Never give control of your computer to a third party unless you know it is the representative of a computer support team that you contacted. Legitimate tech support companies do not call out of the blue. Do not click on links in unfamiliar emails.

Home Improvement Scams - Losses Unknown

These scams may start with a knock on the door, a flyer or an advertisement. Door-to-door solicitors offer quick, low-cost repairs and then take payments without returning, do shoddy work, leave incomplete projects or create issues that dramatically increase the cost of the job. One common hook is when the scammer claims to be working in your neighborhood on another project and has leftover supplies.



- Say no to cash only deals, high pressure sales tactics, high upfront payments, handshake deals without a contract and on-site inspections. Always get a written contract with the price, materials, timeline and details about each person's responsibilities.
- Check with BBB to see what other customers have experienced.
- Work with local businesses that have proper identification, licensing and insurance. Confirm that your vendor will get all the relevant permits.

Bank Investigator Scams - \$2+ million lost

It starts with an early morning phone call from someone claiming to be a bank representative, law enforcement office or an investigator and they tell you that there is fraudulent activity on your account. They may ask for your credit card details to cancel the transaction. Other times the victim is told to call the number on the back of the card, but the caller does not disconnect the call. The victim is operating in a panic and does not realize they are still speaking to the scammer. In some instances, the victim may even be asked to transfer funds to another account for protection until the investigation is over or accept a deposit that is not real, and victims transfer their own money to scammers.



- Banks do not ask clients to participate in investigations or to transfer funds to another account for safekeeping.
- Be wary of early morning phone calls claiming to be from your bank.
- Cryptocurrencies and investment fraud are also connected to this scam.
- Check BBB for reputable financial institutions are investment firms and only invest what you can afford to lose.



HUMAN RESOURCES

EMPLOYEES - CELEBRATING WORK ANNIVERSARY MILESTONES

We know that it takes great employees to set the standard of excellence in Diamond Drilling. A big thank you to the following employees who are celebrating key work anniversaries, and who have made it possible for Hy-Tech to deliver superior results time and time again.

5 YEARS: Mike Boucher, Liam Bradley, Brian Butterworth, Ryan Chant, Scott Graham, Martin Halvorson, Chuck Layton, Adam Regamey, Billy St. Jean, Dave Turko

10 YEARS: Al Battersby, Kelly Birtles, Dan Deleeuw, Greg Lytwyn, Moe Rauch, Jeff Jaarsma, Elie Lafontaine-Parent, Trevor Laprise

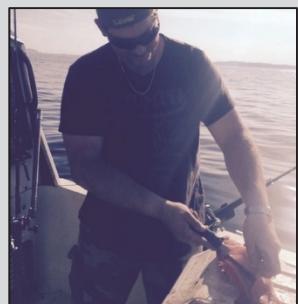
15 YEARS: Sean Bradley, Jason Comeau, Roger Mayner, Kieran Rysavy, Greg Stokes

THANK YOU WAYNE MAYNER, A DEDICATED EMPLOYEE FOR 20 YEARS

Wayne has been a leader in shaping the drilling industry for the past 25 years and celebrated his 20-year anniversary with Hy-Tech in 2018.

Wayne graduated from BCIT with a diploma in Aircraft Maintenance Engineering and is now happily married to Annette and a proud father of two.

Wayne works effortlessly as a Foreman to ensure his team is efficient, well trained and high functioning. Organization is key to Wayne's leadership role; in his words "It is important to be able to run, maintain and fix your equipment, with the ability to hear the direction in an advancing industry." He is actively involved in diverse initiatives including: Viewpoint committee, OH&S committee and is also an Ontario Common Core trainer. Wayne was a key participant in the development of the new Hy-Tech APP, testing its functionality, usability and consistency. Wayne's participation throughout the years has supported him to develop best practices, partnerships, policy and networks to create dialogue with the ability to be objective. Wayne also works with multiple geologists to assist in enhancing projects and has spent many of these years in Saskatchewan, Portugal, Alaska, Ontario and B.C. Thanks for many years of hard work and dedication Wayne!



WHO'S IN DANGER IN THIS SUMMER BEACH FUN SCENE?

See if you can spot all 14 dangers and use your safety knowledge to make sure that you have a great time every time you visit the beach this summer! For your chance to win a Hy-Tech t-shirt:

1. Colour the picture,
2. Circle the **dangers** in red
3. Drop it off at the Smithers or Saskatoon office or you can email it to admin@hy-techdrilling.com



T-Shirt size: _____

Name: _____