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Cover Photo: HighGold (Johnson Tract)  
Trevor Oester

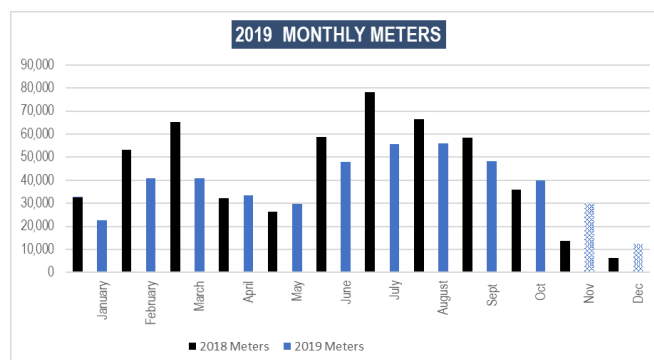
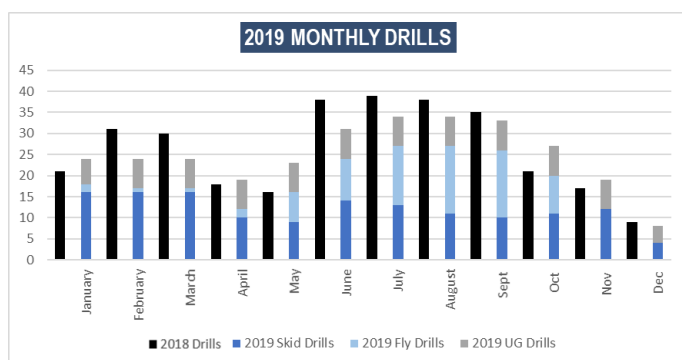


## BUSINESS DEVELOPMENT

### PLANNING FOR THE FUTURE

As we approach the end of 2019, we look back upon another successful year for Hy-Tech as we continue to meet the goals that were laid out in our 3-Year Growth and Sustainability plan. During our peak period of drilling we had 34 drills operating worldwide and are currently forecasting a total of 450,000 metres of drilling to be completed by year-end. This follows a record-breaking year of 528,000 meters drilled and 39 drills operating in 2018. As we look forward to 2020, we are well on track to meet the business goals outlined below that form the backbone of our 3-year plan:

- 40 drills in operation
- Maintaining both Domestic and international operations
- 500,000 meters drilled annually
- Expanding our underground drilling capacity
- Leading the industry in innovative drilling solutions



On-going volatility in the financial markets, a declining global economy and broadly fluctuating commodity prices are all factors that have had a negative influence on the mining market over the last several years. As well, an increase in mergers and acquisitions among the Major and Mid-Tier mining companies and a lack of funding available to the junior explorers is shrinking our client base. In the future we will be reaching out to expand our client list to include more Major and Mid-tier mining companies in order to secure additional meters and more year-round meters. Although this exercise may be challenging, it is made much easier with an exceptional team, supporting infrastructure, equipment and operational systems already in place.

### CORPORATE VISION STATEMENT

*Setting the standard of excellence in diamond drilling,  
providing predictable performance, value and peace of mind to our stakeholders.*

#### CORPORATE MISSION (OBJECTIVES)

- ✓ To have win-win relationships with our stakeholders;
- ✓ To identify and develop the best possible team;
- ✓ To run a robust management system and tools;
- ✓ To leverage our combined expertise;
- ✓ To innovate and constantly improve;
- ✓ To provide extraordinary support to our field operations;
- ✓ To exceed our customer's expectations.

#### VALUES

- ✓ Recognition of the value of our employees;
- ✓ Belief in team strength and effectiveness;
- ✓ Culture of integrity, dependability, trust and mutual respect;
- ✓ Embedding safety in everything we do;
- ✓ Respect for the environment and stakeholders;
- ✓ Commitment to continuous improvement.



## JOBS OPERATIONS



### NEW DRILLING PROJECTS

#### DRILLING BEGINS FOR NEWCREST AT RED CHRIS

Newcrest is a major copper-gold mining company from Australia that has purchased a 70 percent interest in the Red Chris mine from Imperial Metals. The drilling has been going well with our 4 drills. The client is very happy with our work there and is looking forward to working with Hy-Tech long term. Newcrest is a very environmentally focused company, so we are actively using the centrifuges to manage the cuttings. As well, new head guards have been installed and are currently operating on all four drills.



NEWCREST (Red Chris)

Photo Credit: Mark Seilstad

#### DRILLING BEGINS AT ZINKGRUVAN FOR LUNDIN MINING

Hy-Tech is also moving into Sweden for Lundin on a surface project using a tracked drill. The project is supported by Portugal and could last several years depending on results. The first hole has been completed on schedule without any issues and the second hole is well on its way.



ZINKGRUVAN (Dalby)

Photo Credit: Lindsay Chartrand

### WHAT OUR CLIENTS ARE SAYING

"The number one thing that stands out for me is when I stepped into the drill shack and right away realized that the Hy-Tech team is organized, super professional, clean, tidy and focused on the task at hand."

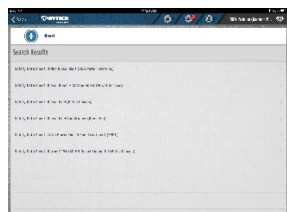
"Hy-Tech was very organized - they asked all the right questions regarding how to set up. They were very prepared for handling fuel, living expenses etc. As a result, this program went very smoothly for us."



## HY-TECH MOBILE APP GETS DEPLOYED TO DRILL SITES

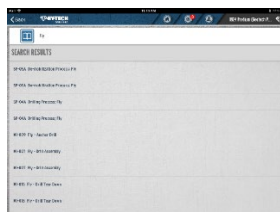
Last year we introduced the Hy-Tech mobile app by distributing iPads to the Foremen. We're excited to announce that we're now ready to start introducing the app to the drill sites. Recently we've sent iPads with the Hy-Tech mobile app on them to all of the drills working at Newcrest (Red Chris), and Pretium (Brucejack UG). Throughout 2020 we plan to have the Hy-Tech mobile app available at every drill.

The initial drill site launch will include the following functionality, which will be a great tool for quick and easy referencing of these important documents:



### 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.

## DWAYNE ROSS APPOINTED CDDA'S NEW PRESIDENT

Below is a copy of Dwayne's 2019 President's letter:

As the 2019 drilling season comes to an end, I trust we all have had a safe and productive year so far. We can now look forward to exciting new opportunities and overcoming obstacles that may come our way in 2020.

Mining is an integral part of our economy. Not only does it provide the commodities to produce all the products that make our lives better, it also provides employment and financial benefits to build and support communities and social infrastructure. The mining industry has been very successful in supporting our economies due to the solid efforts of all involved people, companies, communities, governments and associations. Most importantly, it is the collaboration of all those mentioned that provides the foundation for success. It's the sharing of our resources, experience and knowledge that forges this industry to be more productive, socially responsible and safer.

Our association is very fortunate to have a broad spectrum of participating members that bring different perspectives to the table. These different perspectives and experiences allow us to best understand the needs of our industry. This will not only prepare us for the issues that arise but also for our future endeavours.

One of our industry's current challenges is bringing in new leadership to succeed alongside our knowledgeable management teams, who are now closer to the end of their careers. This is not a new issue though, as we are faced with questions that need some consideration. Who is coming into our industry and who is leaving? What new fresh ideas will be coming in? How do we preserve and pass on all that important information from those heavily experienced individuals? This will be a challenge for some but also a great opportunity for others.

Our association is not immune to the changing landscape, but we are very fortunate to have a strong executive group established and a lot of associate members with a high level of experience. I strongly believe that it is important that we continue to grow our membership base and focus on passing on and sharing our knowledge and wisdom with other participating members. This will ensure our association will remain strong and best prepared to support our industry into the future.

As we move forward, I'm excited that the CDDA will continue to take on any new challenges and prepare for any opportunities by sharing our resources, experience and knowledge. This coupled with the relationship building that has been fostered over the past years will hopefully produce many meaningful initiatives that will support the mining industry that provides so much for our families, communities and our economy.

I wish everyone the best and look forward to future accomplishments together.



## TRAINING

### FIRST AID REQUIREMENTS

A friendly reminder that when you go to renew your first aid certificate, you are required to take a 16-hour **STANDARD FIRST AID** course. OFA level 1 is not adequate. If you take an OFA level 1 course, you will not be reimbursed, and you will be required to take the correct course. If you have questions about any course, please email the course information to [training@hy-techdrilling.com](mailto:training@hy-techdrilling.com) and we will confirm whether or not it is acceptable with Hy-Tech standards.



### SASKATCHEWAN DRILLER'S HELPER TRAINING PROGRAM

For the first time, we were able to secure funding assistance for our Saskatchewan Driller's Helpers Training Program. Northern Career Quest was able to help us provide hands on training as well as a 4-week field placement to 4 employees from Northern Saskatchewan.

### BC DRILLER'S HELPER TRAINING PROGRAM #1 AND #2

- 11/12 participants currently employed
- Training assistance from Field Employees

We ran two back to back Driller's Helper Training Programs in Smithers this May. With training assistance from Field Employees, we were able to train a total of 12 employees. Over these two courses, we had a 92% success rate



### BC DRILLER'S HELPER TRAINING PROGRAM #3

For the third BC Driller's Helper Training Program, we began a new partnership with MiHR and Coast Mountain College (CMC) in Smithers. MiHR provided wage subsidies for 6 workers to cover part of their time in the program and 4 weeks in the field. As part of this new collaboration, participants received a Continuing Studies Certificate from CMC.



SEABRIDGE GOLD (KSM)  
Photo Credit: Tyler Fairbank



## EHS - SAFETY IS A TEAM EFFORT

### INTERNAL COR AUDIT

Health & Safety and Injury Management Program - RTW Audit. This audit is conducted annually, with every third year being conducted by an External Auditor.

Our 2019 Audit was conducted by Jim Spence & Jim Butler and submitted to our certifying partner in early November. **Thanks for everyone's participation in the process.**



### ONLINE SITE ORIENTATIONS ON DATS

Hy-Tech has now rolled out online site orientations for the following projects:

- Newmont/Goldcorp - Musselwhite (Summer)
- Barkerville Gold Mine - Infill (Summer)
- Newcrest - Red Chris (Winter)
- Pure Gold - Madsen UG (Winter)
- Denison - Wheeler (Winter)

This process allows our crew members to easily complete the required orientations prior to traveling to site and assists greatly for sites that do not require crew members to travel through Saskatoon or Smithers.

Other orientations that are currently a work in progress include Barkerville Gold Mine - Infill (Winter) and Pretivm - Brucejack UG (Winter).

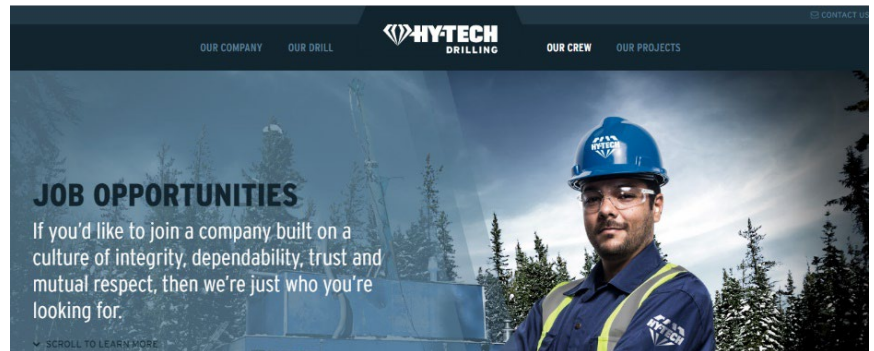


## UPCOMING OPPORTUNITIES

### RECRUITING

If you know someone who may be interested in working at Hy-Tech, or taking part in an upcoming Driller's Helper Training Program, send them to [www.hy-techdrilling.com](http://www.hy-techdrilling.com) to check our current opportunities.

If the position that they are interested in isn't available immediately, applications are saved on file for future job openings.



### RECRUITMENT & COMMUNITY EVENTS

Hy-Tech took part in the two-day Northern Opportunities Now Career Fair in Terrace, BC in September.

Over 1000 high school students from throughout Northern BC attended the event to learn more about the range of career opportunities the North has to offer.



## HUMAN RESOURCES

### NEED TO KNOW INFORMATION

Visit the articles on the right side of your DATS homepage for up to date information such as Expense Forms, Strengthening Routines, Policy Changes and more!



# DATS

Digital Action Tracking System



**Hy-Tech forms available here!**

Convenient place for you to download forms such as Expense, change of benefits etc.

[Read More](#)



**Stay Fit for the Field**

Hy-Tech and Total Physio have worked together to create a home based strengthening routine as a preventative action to help reduce the risk of injuries at work and to keep you physically ready to return to work after time off.

[Read More](#)



**Hy-Tech's Quitting Smoking Assistance**

Hy-Tech Drilling would like to assist employees who want to quit smoking.

[Read More](#)



PRETIUM (Regional)

Photo Credit: David Volkart





## NEW HIRES

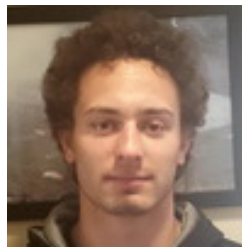
### WELCOME JENNI DOWNING

Newest member of the Admin team working in our Saskatoon office. Jenni enjoys playing slo-pitch and quadding with her family. She has been a stay at home mom for 7 years with her three boys and is excited to be back in the workforce.



### WELCOME ADAM FREDERICK

Shop Labourer in the Saskatoon Shop. Adam has been a farm hand as well as a parts person for an implement dealership and is now trying out the drilling industry. Adam enjoys hanging out with friends, playing hockey and snowmobiling in the winter.



GCMC (Galore Creek)

Photo Credit: Kyle Cameron

### ***WELCOME TO OUR NEW FIELD CREW...***

#### **DRILLER:**

Callum Fraser

#### **HELPERS:**

Julian Doxtator  
Dillon Meyers  
Justin Thomas  
Garrett White  
Cam Weir

### **WHAT OUR CREW ARE SAYING**

"Hy-Tech is the green grass of the Diamond Drilling Industry."

- Liam, Driller



## R&D

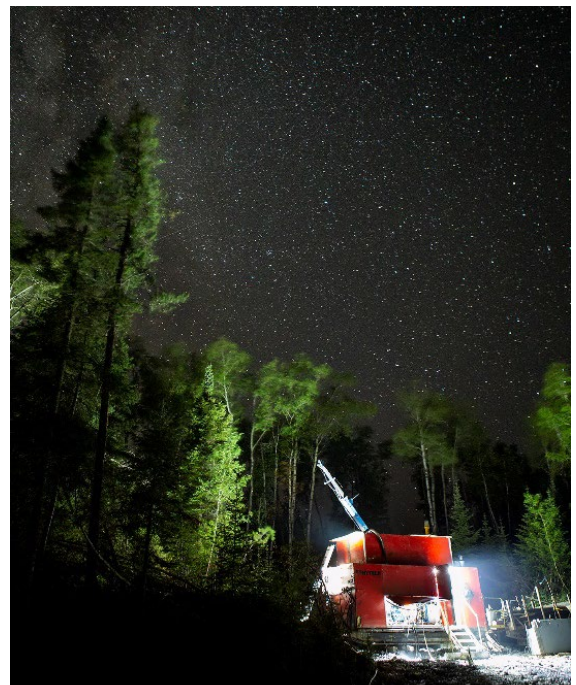
### CURRENT PROJECTS

#### **DRILL GUARDING**

The drill guarding is now installed on 5 rigs. Some are in place at Red Chris where they are functioning well.

We are learning the issues and trying to overcome them, such as painting the screen black to help with visibility.

A BIG thanks to all involved!!



PUREGOLD (Madsen)

Photo Credit: Adrian O'Brien



## INNOVATIONS & IMPROVEMENTS

A couple of ways that you can play a part in Hy-Tech's mission of innovating and constantly improving so that we can set the standard of excellence in diamond drilling, is by:




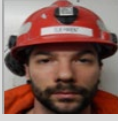
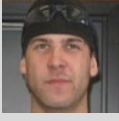


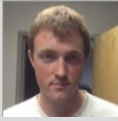


1. Submitting your opportunities for improvement (OFIs) to the management team. You'll find a copy of the form FO-135 Opportunity for Improvement in the small booklet located in the red envelope at the drill site. Shop and office employees can find a copy in Viewpoint/Documents. We look forward to hearing from you and reviewing some more great ideas.
2. If you notice that any of our operational or department systems/processes are not working the way that they should be, then fill out FO-013 Record of Non-Conformity (RNC). These can occur within any department or within any aspect of the drilling due to reasons such as:
  - Outdated or inadequate processes;
  - Outdated or inadequate documentation;
  - Poor communication;
  - Inexperienced worker or lack of training;
  - Inadequate or malfunctioning equipment;
  - Incorrect or damaged supplies.

We'll dig deeper until we can figure out a way to prevent reoccurrences. FO-013 is a fillable form that can be downloaded from Viewpoint.



Once you've filled your OFI or RNC email it to [admin@hy-techdrilling.com](mailto:admin@hy-techdrilling.com) and we'll make sure that it gets reviewed by the appropriate department.

## 2019 HAZARD ID/OFI SUBMISSION WINNERS

 <p><b>January - Jason Comeau</b> Plumb in a sight glass on sides of the UG drill heads. If the lube pump dies mid shift the Driller will notice the oil not circulating through the head. ➤ In progress</p>	 <p><b>June - Joey Sequin</b> For UG wireline set up - utilize longer tubing with skids to make things easier to slide in &amp; out. ➤ Working on a better design as part of a UG project</p>
 <p><b>February - Barry Nabess</b> Spiral wrap the water swivel hose to prevent chafing and still allow the worker to inspect the hose for wear. ➤ Completed</p>	 <p><b>July - Elie Lafontaine-Parent</b> Weld a 45° gusset because the arms off the rollers have been snapping. ➤ In progress</p>
 <p><b>March - Trevor LaPrise</b> Eyelet on main ram cylinder (Teflon side) to hook main ram from top of the tower, making it easier to remove when changing ➤ Completed</p>	 <p><b>August - Tyler Fairbank</b> Design fly shack roof to have angle to allow water to run off the roof (not pool) ➤ In progress</p>
 <p><b>April - Ben Cadorette</b> Move hydraulic hoses for the rod handler control from the floor to the roof to ensure leaks are caught sooner. ➤ Have added steel plates under the floorboard to prevent nails going through the hoses</p>	 <p><b>September - Carter Macaulay</b> A gauge to gauge the wear on the inside of the bits and to check the HQ3. Also eliminating the risk of sending bad bits to the field. ➤ Completed &amp; using successfully</p>
 <p><b>May - Brooke Utz</b> Updating safety investigations/report in ViewPoint. Being able to identify who made the changes. ➤ In Progress</p>	 <p><b>October - Tyler Fairbank</b> Paint new expanded metal rod guard black so that looking at head during rod pull does not strain eyes. ➤ In Progress</p>



## FINANCE

### ELECTRONIC PAYSTUBS

Payroll is currently working on setting up the system so that paystubs and T4's can be emailed to all employees.

As time goes on, employees will have the ability to pull up previous stubs and T4's historically from their own email.



## IT TALK

### FAREWELL MARTIN - THANKS FOR EVERYTHING

After many years and countless hours of dedicated service to Hy-Tech, Martin Halvorson, our IT Manager, will be leaving on December 31<sup>st</sup> to pursue further education in Economics and Political Science.

Martin has been working in IT continuously since 1984, around the time that PC's first became widely available. Martin began working with Hy-Tech as a consultant in 1997, when Harvey needed a way for computers to communicate from camp using the briefcase satellite telephone. He then took on maintaining the field and office computers (all 5 of them), the network, the accounting software, the phone system, the cell phones, as well as providing IT support for field operations. As Hy-Tech continued to grow, Martin's role grew along with it until the point that Hy-Tech became his biggest customer. In November 2014 he wound up his private practice to become Hy-Tech's first IT Manager. In the last 5 years the scope of Hy-Tech's IT department has grown to include the Hy-Tech Mobile app, vehicle GPS, and gas detection monitoring. These additions, as well as the continuously growing volume in Hy-Tech's work and the ever-increasing dependence on information technology, has led to the current IT department requiring 2 full-time employees. Mark Hessels was hired as an IT Technician this April, and has been busy downloading Martin's brain for the past 8 months. Mark will be joined by Graham Coldwell in January to keep the IT department going strong next year.



We want to thank Martin for always being available day and night, and for building Hy-Tech from the ground up in the IT field. His legacy will live on in the IT department and we wish him all the best in his future endeavours.



## ANNOUNCEMENTS



Job Posting: Heavy Equipment Mechanic or Millwright (Saskatoon)

The Heavy Equipment Mechanic or Millwright is responsible for performing maintenance and undertaking repairs of equipment to ensure that equipment is available, reliable and safe to operate. This position is based out of our Saskatoon shop locations but travel to remote sites across Canada will be required to assist with job start up, maintenance and troubleshooting.



## WORKPLACE WELLNESS

### READY...SET....MO

#### 60 KM CHALLENGE

Put one foot in front of the other to raise funds and awareness of men's health. You don't have to be an ultra-athlete, or own the latest kicks. Hit it fast. Take it slow. Run solo. Join a team. Go outside. Make a difference. Hy-Tech will donate \$2 per km (for a donation of up to \$300 to the Movember Foundation).

#### MAKE A MOVE FOR GOOD HEALTH

Movember isn't just a man's game - get your whole family involved by tracking each family member's hours of physical activity during November and Hy-Tech will donate \$1 per hour of exercise (for a donation of up to \$300 to the Movember Foundation).

#### SHOW YOUR MO'

Male participants were encouraged to send in before and after photos so they could be entered in the draw to win a custom Hy-Tech Movember T-shirt!



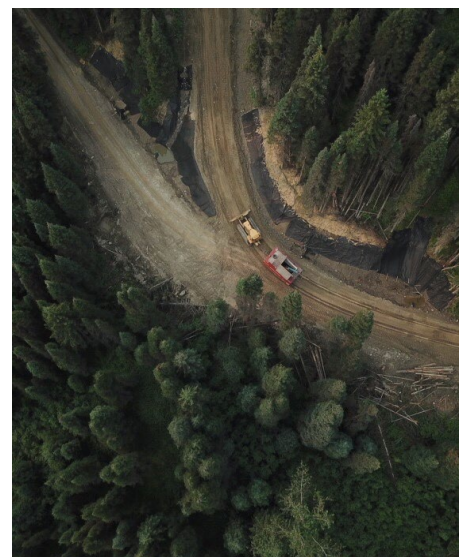
**GT GOLD (Saddle)**

Photo Credit: Derek Hewgill



**SOMINCOR (Surface)**

Photo Credit: Isabel Almeida



**BARKERVILLE (Infill)**

Photo Credit: Jamie Fehr

## GIVING BACK

Hy-Tech actively seeks out ways to make positive contributions that bring long-term benefits to the communities where we work and live. We want to support our employees who are committing their own time and expertise to make their communities a better place to live, and so each quarter we'll donate \$500.00 to support local non-profit groups our employees are personally involved with.

This quarter Jeff Skinner introduced us to the Portage Junk Yard Dogs mountain biking club. Jeff spends countless hours coaching kids, leading group rides, helping newcomers to the club, building new trail features, and maintaining the trails. Thanks Jeff, for the time, effort and materials that you've donated to help encourage a healthy and active lifestyle for the community of Portage la Prairie, Manitoba.

If you're actively involved in a group that could use Hy-Tech's financial support, please email your request to [admin@hy-techdrilling.com](mailto:admin@hy-techdrilling.com), as we'd love the opportunity to help support you.



*'I don't ride a bike to add days to my life. I ride a bike to add life to my days.'*

## THANKS FROM SEG ROCK ROOM

Thanks to the generosity of Harvey Tremblay, Bandstra Trucking, Tom Richards and Don MacIntyre, the Smithers Exploration Group Rock Room will become a reality.

The plan is to build a foundation for the SEG Collection of Cordilleran Rock Suites so that it can be handed over to the next generation of geologists. This extensive collection of rock samples, once complete, will be representative of deposits and rock types from across British Columbia, with a focus on the northwest. It's an important resource for the development of expertise on the geology of northern BC and the discovery of the next mines.

SEG's Rock Room with its Cordilleran Rock Suites will make Smithers home to a unique tool for explorationists. It will attract industry and government attention to Smithers as a community committed to the growth of the minerals industry in BC.



**GOLDCORP (Musselwhite)**  
Photo Credit: Jason Comeau





## KIDZ KORNER

### Christmas Riddles

#### Elves and Reindeer

The elves and reindeer are getting ready for a meeting with Santa. 14 of them have arrived. If they have 38 legs between them, how many reindeer are at the meeting and how many elves are at the meeting?



#### Christmas Cards

Four foremen give each other Christmas Cards. If each one of them gives out a card to each of their friends, how many Christmas Cards are given out altogether? How many cards would be given out if 7 friends each give each other Christmas cards?



#### Decorations

Dwayne and Brian are decorating the Christmas tree. Dwayne took half of the decorations out of the box and put them on the tree. Brian took half of the remaining decorations and put them on the tree. Then there were 3 decorations left. How many decorations were in the box to begin?



#### Santa's Elves

Each elf can wrap 1 gift in one minute. How many gifts can 5 elves wrap in three minutes?



#### Gift Wrapping

Jenni and Lindsey are wrapping Christmas gifts. Jenni has wrapped 5 more than Lindsey. Together they have wrapped 17 gifts. How many gifts has Lindsey wrapped?



#### Snow Friends

The Snowmen and Snowwomen are comparing their heights. Frosty, Snow White, Jack Frost and Snow Flake are lining up in order from shortest to tallest. Frosty is not the tallest or the shortest. Snow White is taller than Jake Frost and Snow Flake. Jack Frost is shorter than Frosty. Jack Frost is not the shortest. In what order are they standing?



Email your answers to the riddles above to [admin@hy-techdrilling.com](mailto:admin@hy-techdrilling.com) to be entered into the draw for some awesome Hy-Tech swag. Good luck everyone.



Congratulations to our winners of the word search contest from the Summer Newsletter: Mya Regamey, Parker Squier & Victor Bellehumeur! You have each won a Hy-Tech t-shirt! Next Fall's challenge will be a pumpkin carving contest.



Jamie Keehn's son Dylan  
with his Hy-Tech inspired pumpkin