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Cover Photo: Branden Loren, Red Chris



BUSINESS DEVELOPMENT

CONTRACTS

Hy-Tech has seen an unprecedented demand for safe and reliable diamond drilling services, with the current year already surpassing 2018's record number of meters drilled. This success is due entirely to the Hy-Tech team and their hard work to ensure all the demands of the programs were met safely and effectively.

The year ahead looks to be promising as Hy-Tech has secured, and is in process of securing, multi-year contracts with several of our larger clients. This will provide certainty from which the Company can continue to move forward towards more consistent year-round work.

MINTO UNDERGROUND

Hy-Tech's newest contract is in the Yukon at Minto Mines which is 250 km west of Whitehorse just off the Klondike Hwy. Minto Mines is primarily a copper producer and to access the mine you must take a barge across the Yukon River. We'll be starting up with one underground core rig in late October.

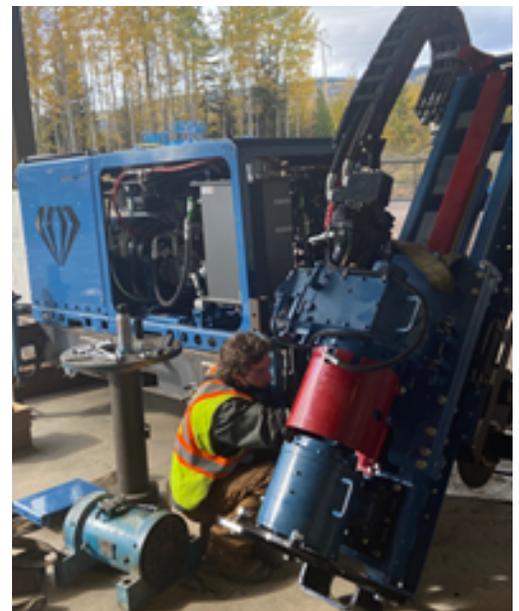
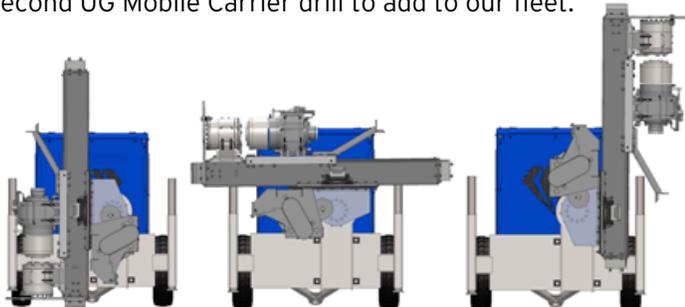


OPERATIONS

DRILL EQUIPMENT UPDATE

R&D and Operations have worked together to conceive and build a new Underground Mobile Carrier drill. Alex Christie and the rest of the R&D team are working hard on the final steps of this exciting project at the Smithers shop so that it will be ready to send to the field in early November.

The drill itself is fully computerized electric over hydraulic controls, where the operator is in full control of the drill from a touch screen. Once complete the drill carrier will be mobilized and commissioned at Pretivm Brucejack Mine as part of our multiyear contract, where the function of this drill is definition drilling for stope development as part of Brucejack's mine planning. We'll be starting soon on building a second UG Mobile Carrier drill to add to our fleet.





ANNUAL UPDATE

With a successful 3rd quarter behind us we are still operating at a fast pace, with some of our fly jobs finishing in the 4th quarter. As these projects are de-mobilized and more crew/equipment become available we will be transitioning those resources to more underground work. Brucejack will be returning to six Tech 5000's as their fly program comes to an end and one new UG Carrier Drill projected for the beginning of November to satisfy our changing client demands as their project grows. The Carrier Drill has arrived in Smithers for some final touches and will be a great addition to the fleet. Hy-Tech was awarded the UG contract at Minto Mine in the Yukon Territories which is a new client for Hy-Tech so we are always excited to expand our horizons and show new clients what we have to offer. Rokmaster and Pure Gold are also upcoming soon for our expanding UG operations. If anyone is interested in expanding their skill set to underground drilling operations please reach out to any of the field supervisors at Fieldsup@hy-techdrilling.com, or Human Resources at hr@hy-techdrilling.com.

Other ongoing tasks include finalizing the second Macon Shack which arrived in Saskatoon, as well as 4 new shack builds to accommodate our fly drills as they return so we can send them back out into the field for the winter. One new shack was received in Smithers from Saskatoon and it looks excellent! New additions such as an extended slide out on the helper's side, removal of the H-frame, barn doors on the engine side, and a puck board interior make this Hy-Tech's most well rounded in house shack build to date.

Our project in Red Chris remains in full operation and will continue until years end. Internationally, Freegold in Alaska has requested a second rig which will depart head office mid-October, and exciting evolution of our US operations. District Metals in Sweden is starting their second phase so crews made the journey overseas, mobing in and starting drilling the first week of October with the 2nd drill the following week.

After a few very long rotations we recently said goodbye for now to our new Chilean friends. 12 hard working individuals came to Canada, familiarized themselves with our Tech 5000 and became part of the team. It was a pleasure to work alongside these gentlemen! Thank you to all who made them feel welcome and patiently worked through the language barrier. Additionally, thank you to all our employees for your hard work and dedication through this busy season during a global pandemic. Your efforts helped make this a very successful year for Hy-Tech Drilling.



TRAINING

EHS TEAM

The ESH department would like to announce Justin Smith as its newest Field Trainer. Justin has been with Hy-Tech since 2016 and has previous experience working at Boart Longyear and his experiences are both on surface and underground. In his spare time, he likes to blacksmith in his home forge, creating knives and axes. Justin has been a dedicated addition to the Training department, and we look forward to his continued leadership in the field and in future Driller's Helper Training Programs.



SMITHERS DRILLER'S HELPER TRAINING: PROGRAM #3, #4, & #5

A 3rd, 4th, and 5th Driller's Helper Training Program were successfully completed between the months of May and August 2021. A total of 25 Helpers were trained YTD through this program.

CHILEAN DRILLER TRAINING: PROGRAM #6

12 Chilean Drillers and Foremen came to Canada to assist with Hy-Tech's operations through this busy summer season. They were orientated at the Smithers branch and received training to operate the Tech-5000 and other support equipment. Each worker was also supplied with a package of pertinent SDS and Drill Reference documentation that was translated into Spanish. There was a lot of time and resource applied to make this program a success, so a big thank you to everyone involved in helping to make the Chilean Driller transition a smooth and welcoming event.

Wesley Keating and Justin Smith have played an integral role in advancing the rate in which we can provide DHTP's. Extra thanks as well to Pat Bourgeois, Jeff Skinner, and James Flahive for their alternating involvement throughout all 6 Training Programs this year.



MiHR

Congratulations to Will Davis and Billy St. Jean for achieving their Level 2 Diamond Driller certification and congratulations to Matt Kilback and Wesley Keating for completing their first assessments. One more certification each to become Certified Workplace Assessors.

MiHR provided wage subsidies for 16 workers to cover part of their time in the program and 4 weeks in the field. As part of this collaboration, participants received a Continuing Studies Certificate from CMC.



EHS - SAFETY IS A TEAM EFFORT

ISO 14001:2015 ENVIRONMENTAL CERTIFICATION, ISO 45001:2018 SAFETY CERTIFICATION & CDDA'S DEC CERTIFICATION

Hy-Tech is committed to continuously improving our quality, safety and environment management system. A safe and healthy workplace is everyone's right and responsibility and so we are pleased to have successfully completed and passed the ISO 45001:2018 Safety Certification, and DEC certification. This process helps us to identify, control, and eliminate the occupational and safety risks associated with our work. This year we also successfully recertified to the ISO 14001:2015 Environmental Standard, a key certification showing our commitment to upholding high environmental standards everywhere we work by minimizing our land impact, reducing water consumption, and restoring sites.

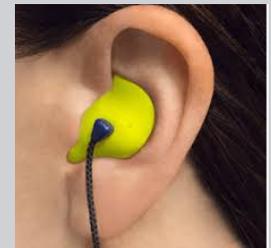


External Auditors Bert Hettrich and Beate Dizinger spent 2 weeks auditing our Saskatoon and Smithers Branches, with a one-day visit to the BGM drill site. Thanks to everyone that took part in this year's audit and to all employees who work hard daily to help Hy-Tech provide predictable performance, value, and peace of mind to our stakeholders. Your dedication to Hy-Tech's continuous improvement makes Hy-Tech a company that we can all be proud to be part of.

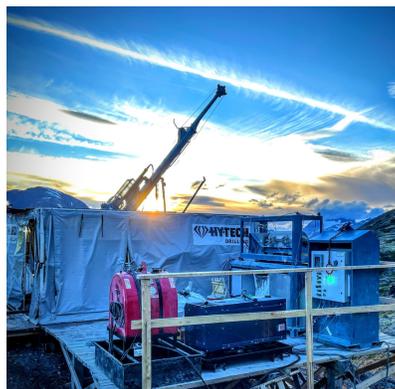


PPE

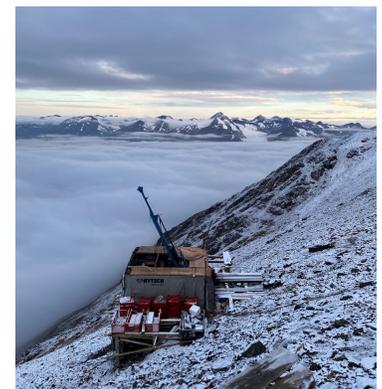
Did you know....Hy-Tech will reimburse the full expense of 1 set of Custom Earmolds every 4 years and up to \$75.00 for the purchase of CSA and Hy-Tech approved hard hat ear muffs (not blue tooth compatible) every 2 years. This applies to all employees who work in an environment with noise level over 85 decibels. If you have any questions please contact any member of our EHS Team or email safety@hy-techdrilling.com



Smithers BC
Photo Credit: Wes Keating



Brucejack (Surface)
Photo Credit: Justin Smith



District Metals (Tomtebo)
Photo Credit: Tyler Clarke



HUMAN RESOURCES

NATIONAL DAY FOR TRUTH AND RECONCILIATION

September 30, 2021, marks the first National Day for Truth and Reconciliation. The day honors the lost children and Survivors of residential schools, their families, and communities. We all have a role to play with reconciliation, acknowledging and respecting Indigenous rights, title, beliefs, cultures, traditions, worldviews, challenges, and goals. Another element to reconciliation is acknowledging the past and ensuring history never repeats.

For reconciliation to work, there must be Awareness, Acceptance, Apology, Atonement, and Action.

To learn more...

Whether you want to read, listen, watch, or try, start your learning journey today.

<https://www.rcaanc-cirnac.gc.ca/eng/1621447127773/1621447157184>



EMPLOYEES - OUR GREATEST ASSETS

Congratulations on achieving these significant milestones of service with Hy-Tech Drilling. Hy-Tech has benefited from your dedication and commitment to service. We appreciate and could not achieve our goals without you.

20 YEARS

Ben Cadorette

10 YEARS

Alex Christie
Sabrina Lickers
Derrick Mohr

5 YEARS

Greg Collins
Will Davis
David Lytwyn
Ryan Tremblay
Bryan MacDonald

Lindsey Beal
Myles Trombley
Justin Smith
Brooke Utz-Kuemper
Crystal VanderWiel

15 YEARS

Justin Brain
Dave Gill
Jason Grant
Curtis Johnson
Jeff Skinner



BREATH OF FRESH AIR

We value you and your family's health and wellness. We hope you are keeping well in these unprecedented times. The new season can bring an air of excitement, between the changing leaves and the winds shifting, fall reminds us of the importance change and transitions play in our life. Some small, daily habits that can have a big impact on mental and physical health are:

1. Keeping active

Regular exercise can boost your self-esteem and can help you concentrate, sleep, and feel better. Exercise keeps the brain and your other vital organs healthy and is also a significant benefit towards improving your mental health.

2. Eating well

Your brain needs a mix of nutrients to stay healthy and function well, just like the other organs in your body. A diet that's good for your physical health is also good for your mental health.

3. Talking about your feelings

Talking about your feelings can help you stay in good mental health and deal with times when you feel troubled.

4. Do something you are good at

What do you love doing? What activities can you lose yourself in? What did you love doing in the past? Enjoying yourself can help beat stress. Doing an activity you enjoy probably means you're good at it, and achieving something boosts your self-esteem.

5. Accepting who you are

We're all different. It's much healthier to accept that you're unique than to wish you were more like someone else. Feeling good about yourself boosts your confidence to learn new skills, visit new places, and make new friends. Good self-esteem helps you cope when life takes a difficult turn.

6. Keep in touch

There's nothing better than catching up with someone face to face, but that's not always possible. You can also give them a call, drop them a note, or chat to them online instead. Keep the lines of communication open: it's good for you!

7. Ask for help

None of us are superhuman. We all sometimes get tired or overwhelmed by how we feel or when things don't go to plan. If things are getting too much for you and you feel you can't cope, ask for help. Your family or friends may be able to offer practical help or a listening ear.

8. Take a break / rest

Listen to your body. If you're tired, give yourself time to sleep. Without good sleep, our mental health suffers, and our concentration goes downhill. Sometimes the world can wait.



Let us help

shepell

Access your Employee and Family Assistance Program (EFAP)
24/7 by phone, web or mobile app.

1.800.387.4765 TTY 1.877.338.0275
workhealthlife.com

Download My EAP app now at your device app store or scan the QR code.



NEW HIRES

WELCOME.....

Christine Roy

Christine was born and raised on the East Coast and made her way to Alberta in 2008. Christine and her husband Jody have been living in Telkwa since 2013 where they and their three children enjoy outdoor sports such as dirt biking, fishing, hockey and snowboarding! Christine looks forward to meeting everyone and is excited to continue growing at Hy-Tech. Christine joins the team as the Accounts Payable / Payroll Clerk and is responsible for ensuring accurate and timely posting and payment of Accounts Payable and semi-monthly payroll functions.



Jenna Rauch

Jenna was born and raised in Smithers, BC. She completed her schooling in Calgary for athletic therapy and strength and conditioning, now running her own clinic out of Telkwa (North Peak Athletic Therapy). She loves all outdoor activities such as sledding, fishing, motorbiking, and hiking. Jenna is very excited to join the Hy-Tech team!



Jenna joins Hy-Tech as an Administrative Assistant. She is responsible for providing reception and administrative support that ensures smooth day-to-day operation and contributes to the achievement of company goals and objectives.

Jordan Eller

Jordan was born and raised in Victoria, BC. He completed his schooling in Victoria with a Business Administration Diploma and Bachelor of Commerce from Royal Roads University.

He has 14 years of experience in business administration and commercial and industrial sales. You can find him on the ski hill with his kids during winter weekends. Jordan is stoked to join the Hy-Tech team!



Field Shop/ Field Mechanics/ Mechanical Designer

Joshua Bobowski, Sasha Korolischuk, Johnny Nelson, Brandon Roth, Glenn Sabourin, Seth Van Varseveld

Drillers

Steven Armstrong Woodhouse, Luke Culin, Joel Lacelle, Kyle Lalonde, Joey Levesque, Ken Matthews, Andre Nicolas, Willy Palahicky, Jon Parsons, Tristan Riendeau, Curtis Rivet, Benny Thomson, Rock Toussaint, Ramon Villa Becuar

Helpers

Brodie Burtnick-Gavelin, Clarence Campbell, Caleb Cassidy, Chas Charles, Renaud Chevrefils, Christopher Corbett, Jae Crawford, Nico De Marco, William DeKay, Femi Dimeji, Ethan Eagleson, Jake Epema, Darren Favel, Payton Fobe, Adam Griffiths, Dan Groulx, Dylan Gunderson, Mohammed Haliru, Cam Harder, Doug Harper, Caleb Hawkshaw, Chase Hernandez, Brenden Hunt, Josh Johal, Dylan Lafleur, Miguel LaForge, Dillon Lara, Gabe Lemieux, Liam Lesage, Brandon Loren, Kerri MacNeil, Aaron Meier, Robert Misponas, Andrew Neville, Joel Nikal, Bruno Noubani, Riley Palmer, Cody Peterson, Austin Piilo, Mason Redlick, Bailey Rowsell, Kyle Rudderham, Nathaniel Rumleskie-Brushette, Maeson Sawden, Connor Smith, Nathan Smith, Taylor Stanzel, Lukas Steel, Darrell Stephenson, Donovan Stevens, Tyler Strong, Tim Stuparyk, Colten Tanner, David Taylor, Kylan Telfer, Jean-Roger Theriault, Ty Tootoosis, Cameron Turner, Ryan Velej, Preston Wagman-Baboth, Matt Wallace, Steven Weeks, Savi Wijayawardena, Erik Wober

WE'RE LOOKING FOR YOUR PHOTOS & TESTIMONIALS

We are always on the lookout for great photos and testimonials that we can use on the Hy-Tech website, newsletters, advertisements, and training programs. If you have a photo or testimonial you would like to share, please send it to admin@hy-techdrilling.com. If we use your testimonial, your name and job title will be attached to the quote on the advertisement. You will also receive 25 swag bucks if we use your photos or testimonials, so send them in!



HY-TECH DRILLING USA - NEW BENEFITS PROGRAM

In 2021, Hy-Tech USA began working at the Freegold Golden Summit project near Fairbanks, Alaska which has created consistent year-round work for our US based employees. With consistent year-round work, we are happy to announce that Hy-Tech USA will be offering benefits to employees beginning on December 1, 2021. Please contact HR (hr@hy-techdrilling.com) or Payroll (payroll@hy-techdrilling.com) if you have questions about the plan. We look forward to continuing to grow Hy-Tech USA to take on exciting new opportunities in 2022 and beyond!

ATTENTION EMPLOYEES!



HY-TECH
DRILLING USA INC.

For information and details on your benefits, you have access to the Hy-Tech Drilling USA Health Insurance Benefits Presentation online!



HY-TECH
DRILLING USA INC.



**EXPLORE YOUR OPTIONS
YOUR BENEFITS. YOUR WAY.**
December 2021 – November 2022

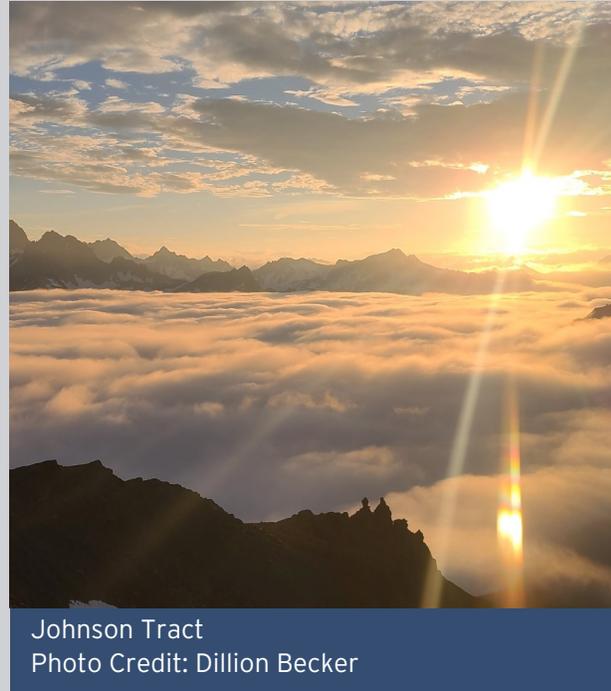
Helping You Get the Most Out of Your Benefits


Option #1: Visit the URL link below
<https://www.brainshark.com/onedigital/HyTechDrilling>

Option #2: Scan the QR code with your smart phone that takes you directly to the presentation.
(Be sure to enable QR code scanning in your phone's settings or camera settings.)







DATS UPDATE - UPLOADING CERTIFICATES

The Following are certificates that you can now upload onto your DATS dashboard to ensure you always remain at 100% & collecting your monthly swag bucks:

- Driver's Abstract
- First Aid & Transportation Endorsement (TE)
- Hearing Test

Once you have uploaded your certificates it will go for approval to EHS and then show up on your dashboard as completed once your certificate has been uploaded to your employee file.



☰

Training Opportunity: Driver's Abstract Renewal

[← Back to Dashboard](#)

You last successfully completed this training on June 16, 2021.

To download a record of training, including a printable wallet card, click here: [Download Record](#)

Training Material

Training Content

[Driver's Abstract Renewal Instructions](#)

Certificates

Most Recent Certificates

[Driver Abstract PDF](#)

Submit a Record of Completion

If you have a new / updated training record to submit for approval, please fill out the following form.

Training	Driver's Abstract Renewal
*Effective Date	<input type="text" value="10/25/2021"/>
*Expiration	<input type="text" value="Default"/>
* Front of Document	<input type="text" value="Choose File"/> No file chosen
Back of Document	<input type="text" value="Choose File"/> No file chosen

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January - Colin Anderson

Add Panasonic pad instructions on DATS



February - Kevin Burt

Waterproof plug for heated sheave wheel.



March - Joe Coupe

Hire a Rolling Stock Manager



April - Jean Gamelin

Manual Clamp for HQ Rods



May - Jonathan Lacroix

Using a magnet with a pin for the overshot safety pin.



June - Colin Anderson

Positioning stop blocks to prevent slinky from getting damaged.



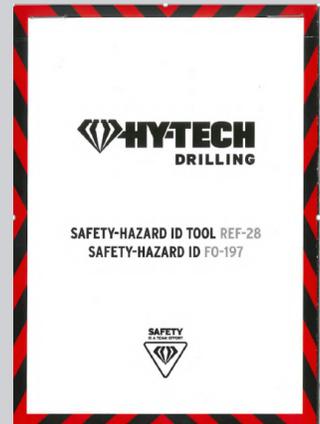
July - Wes Keating

Retro Fitting of the drills at BGM with NASCAR Quick Connect Fuel Fitting.



August - Barry Nabess

Hazard Alerts and Tech Tips added to iPad.



Honorable Mentions:

Colin Moore - relocations of the blowby vent hose
Clayton Chamberlain - Have guide on the rod handle

Honorable Mentions:

Colin Moore/Kayden Graham - a float or bobber to place in the mud tank
Jacob Belanger-Lavinge - Put hooks on the drill doors.

Honorable Mentions:

Tyson Webb - mount master switch on side of soft start
Wes Keating - replace mesh top of Macon shack with plexiglass
Wes Keating/Kelly Birtles - formatting of Training Check Report

Honorable Mentions:

Paul Stringer - installation of flexible/foldable ladder to climb into Marooka Cab
Jacob Coupe - install Reynard couplers on pressure pumps.

Honorable Mentions:

Paul Stringer - replace the guard rails on the skid shack patio stairs
Emile Duguay - have a way to hook the main ram assist and a handle to ease installation
Donovan Weaver - standardise installation of a ball valve to release pressure in a controlled manner when cementing.

Honorable Mentions:

James Flahive - purchase Rapid Covid tests for crew testing
Chad Wall - Fly Handle on Tower

IT TALK

SHAREPOINT MIGRATION

Traditionally we have relied on our file server in Smithers, BC to share, store, and create information to run our operations. As we have expanded to new regions and countries this has become less effective. We are developing and working on moving information from our file server onto Sharepoint. Sharepoint is a cloud file server hosted by Microsoft that allows us to easily access the information regardless of region or country. This has already been used by our Portugal/Sweden operations with great success. We will continue to test and expand this deployment to make our operations more efficient.

ANNOUNCEMENTS



Congratulations Craig McQuillan for being the winner of the #FathersDay social media giveaway! Thanks to everyone who participated. Follow Hy-Tech Drilling Ltd. On Facebook and Instagram and be on the lookout for future giveaways.



FINANCE

Shirley Gyger is being promoted from Assistant Controller to the position of Controller-Canada based out of the Smithers head office. As Controller-Canada, Shirley will be responsible for managing the Finance Department and the Accounting function of Hy-Tech Drilling and its Canadian Companies while coordinating with Lisa Moore in her new role as Controller-International.



Lisa Moore is transitioning from Controller to Controller-International. As Controller-International, Lisa will be responsible for managing the Finance Departments of foreign affiliated companies while coordinating with Shirley Gyger in her role as Controller-Canada.



EMPLOYEES - OUR COMPANY'S GREATEST ASSETS

Moe Rauch - Driver

Moe has worked with Hy-Tech for almost 13 years as our primary driver. He is the one that is behind the wheel of either the shiny black or the white Kenworths. Moe transports all over Canada for Hy-Tech with his usual destinations including: Barkerville, Red Chris, Iskut, KSM, Galore, Revelstoke, Saskatoon, and northern Saskatchewan. He also makes occasional trips to Vancouver, Edmonton, Calgary, and Ontario. In addition to the drills, he hauls vehicles, heavy equipment, and other important goods up to our sites. A diligent and meticulous individual, we love having Moe on the Hy-Tech team!



WORKPLACE WELLNESS

This August our staff participated in a photo submission contest to show us how they practice positivity within sport. This contest was inspired by Brian Butterworth's daughter, Lindsey Butterworth, who competed in the 800m race in the Tokyo Olympics this summer. Way to go Lindsey! Thank you to everyone who participated in this contest, and for sharing how you and your families stay active and have fun!



SHORELINE CLEANUP

On Wednesday, October 6th, some Hy-Tech employees participated in shoreline cleanups at Lunan Beach and Chicken Creek in Smithers, BC. We encouraged employees who could not attend to participate in their own cleanup, and many did!

Hy-Tech recognizes the importance of keeping our waterways clean and healthy. We hope everyone can take the time to cleanup a shoreline or area near you, and contribute to the wellbeing of your community and this planet we all get to call home!



GIVING BACK

2021 Scholarship Recipients

Hy-Tech is proud to support highschool graduates from our local communities by awarding scholarships to students who are not only continuing their studies with post secondary education, but who are role models throughout their schools and communities.

Scott Barnes - Hazelton Secondary School

Scott plans to attend the College of New Caledonia for welding, leading to a Red Seal Welding certificate. In school, Scott thoroughly enjoyed welding and robotics, and on his own time he has assembled computers and a 3D printer.

Patience Muldoe - Hazelton Secondary School

Patience will transition to the University of Northern British Columbia to pursue a degree in the Sciences, and more specifically, Fisheries and Wildlife Conservation. With this degree, Patience hopes to make a positive change in her community, and is following her passion in doing so!

Greyson Gould - Bulkley Valley Education Connection

Greyson will be attending the University of Waterloo for a Bachelor's of Mathematics. He hopes to apply this education to a career working with data or a computer science position in industry, where he can use his innovative skills to the best of his ability!

Bailey Birtles - AE Peacock Collegiate

Bailey plans to attend the University of Regina where she will study Social Work. Bailey's main goal is to help those who are struggling by using her voice to stand up for those who can't, and in doing so, make a difference in people's lives.

Janelle Frias - Bethlehem Catholic High School

Janelle is hoping to attend the University of Toronto for a Bachelor's of Science in Engineering Physics, leading to a PhD. Janelle is passionate about physics and fascinated by its ability to innovate our lives!

Bodhi Wilson - Smithers Secondary School

Bodhi will transition to the University of Victoria to study Engineering, leading to a qualification in Aerospace Engineering. Bodhi has had an interest in the aerospace industry for a long time and hopes to be able to help send humanity to Mars one day.

Janessa Garcia - Smithers Secondary School

Janessa plans to attend either UNBC, BCIT, or NAIT to study the Sciences, leading to a career in the Electrical field. Janessa really enjoys the many different aspects of the sciences and electrical, and her experience so far in those fields makes her excited to work in them eventually!

Sierra Hadway - Dauphin Regional Comprehensive Secondary School

Sierra will transition to Assiniboine Community College to study Digital Art and Design, leading to a marketing career. Sierra has loved making art and bringing her creative abilities to life since she was a child, and hopes to help rural communities to thrive and prosper, through the help of marketing for local businesses.



Scott Barnes



Greyson Gould



Bailey Birtles

Hy-Tech proudly jailed one of our own for the good of the community. On June 16th our EHS Manager, Jim Butler, took to the streets to fundraise not only to free himself but to benefit the community of Smithers. Hy-Tech freed Jim from jail with a \$1000 donation, although he stayed and raised an amazing \$4,800. The jail and bail took place as a fundraiser for the Skate Board Expansion Project. A total of \$40,000 was raised!





KIDZ KORNER

Color the pumpkin family and send it in to admin@hy-techdrilling.com OR send us a picture of your pumpkin family OR a picture of you on Halloween in your costumes!
All entries will be put in a draw for some great Hy-Tech Swag.



CONGRATULATIONS TO THE WINNERS OF OUR KIDZ KORNER....

(Hat Winners) - Evie O, Blake P, Kane T (Shirt Winners) - Elliette P, Sophie M, Catherine D, Leland S
(Gift Card Winners) - Jack K, Hayden K, Thomas B, Ryan D, Jeremy D: Who all helped the worm find his way out of the apple maze!

