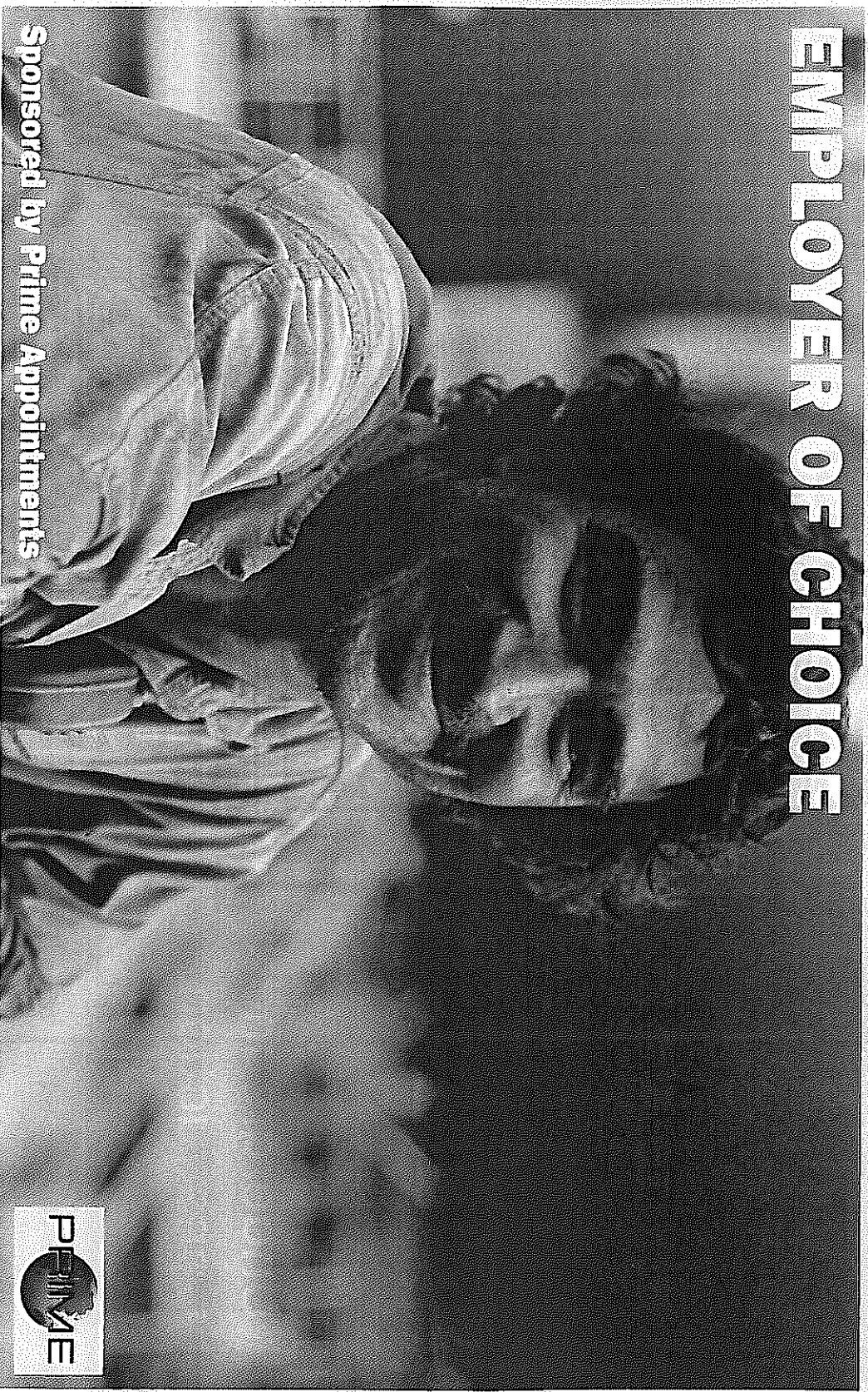


EMPLOYER OF CHOICE



Sponsored by Prime Appointments



Alcoa of Australia

Alcoa of Australia is a finalist in the 6th annual Australian Mining Prospect Awards for its commitment to job attraction and retention.

Around 60% of the workforce has been with Alcoa for more than 10 years, giving the company utmost confidence in its people management and employee engagement policies.

Alcoa believes its strong workplace diversity and equal employment program, as well as established employee engagement initiatives, are responsible for this trend. The company aims to provide flexibility for both men and women because it makes good business sense.

According to Alcoa, it will be more able to attract the right people for the business by taking the work/life blend seriously. Its return to work rates following maternity leave remain high, at around 90%, suggesting that part-time arrangements have had a significant impact on the women in the workforce.

The company operates an employee suggestion scheme, which offers employees significant cash incentives if they come up with ideas which lead to cost savings for the business.

CDE Capital

Service contractor CDE Capital is a finalist in the 6th annual Australian Mining Prospect Awards for its efforts to foster the growth of industry in indigenous communities.

At some projects, the company has recruited up to 50% of its workforce from the local community, while around 80% of the permanent workforce is indigenous.

The company has been awarded a mining contract at Atlas Iron's Pardoo project in Western Australia's Pilbara region and is looking at initiatives to employ the local Ngarrja people.

According to CDE Capital, it would rather not take on contracts which will not generate indigenous enterprises, employment and training. The fact that most mining contracts are long-term has helped the company fulfil its enterprise growth goal. CDE Capital has invested in equipment to help get local indigenous businesses off the ground.

The company also build roads and other civil construction projects and has been developing indigenous commerce for 20 years.

MMG Century

MMG Century, the second largest open cut zinc mine the world, is a finalist in the 6th annual Australian Mining Prospect Awards.

The mine, also the second largest zinc mine in Australia, produces approximately 500,000 tonnes of zinc concentrate per annum.

Around 100 million tonnes of material is moved each year at the open-cut mine, of which nearly five millions tonnes is ore.

The operation is located at two sites in remote north-west Queensland; the mining and processing operations at Lawn Hill and the dewatering and shipping facilities at Karumba, on the Gulf of Carpentaria.

Century operates under the Gulf Communities Agreement (GCA), a unique agreement between the mine, the Queensland Government and the Waayni, Minginda, Gukutharn and Kukay Native Title Groups.

Under the Agreement, which was signed in 1997, Century provides training and employment opportunities, as well as cultural and environmental assurances to the local indigenous people.

Nucrush

The Nucrush Group is a private-owned Gold Coast business that has operated for over 40 years and has joined the finalists in the 6th annual Australian Mining Prospect Awards.

The company has two main operations, Nucrush Quarries and Nucrun Concrete, which provide concrete and rock products to the construction industry. Nucrush Quarries extracts meta-greywacke for the main purpose of crushing aggregates for concrete.

However, it also supplies aggregates for reverbent walls, landscaping supplies, road base and drainage materials. Nucrun Concrete operates eight concrete plants from Ballina, in Northern New South Wales, to Logan, south of Brisbane.

The company currently employs 79 full-time staff, including quarry workers, boiler makers, truck drivers, concrete batchers, sales representatives, human resources, accounts and administration staff.

It also uses a fleet of 60 full-time concrete truck drivers and lorry owners.

The company's managing director is one of five siblings who have created the Neumann Group.

Rio Tinto Coal Australia

Rio Tinto Coal Australia, which employs around 3250 people across two states, is a finalist in the 6th annual Australian Mining Prospect Awards.

The company employs 1700 people at three mine sites in New South Wales and 1550 at four mine sites in Queensland.

Rio says it strives to proactively recruit and train women and indigenous people with no prior mining experience. In order to promote diversity, increase its skill base and improve the capabilities of nearby communities.

It also aims to offer a safe workplace where every employee is committed to the goal of zero injuries.

There are many benefits on offer other than basic remuneration, such as flexible work practices, to encourage workers to have long careers with the company.

Rio also aims to foster the careers of high potential employees by providing leadership, trainee, apprentice and graduate development programmes.

The company has already won a number of industry awards that recognise its industry-wide reputation as an employer of choice.