

THE SILVER BULLET

BY ROAD, BY RAIL, BY SEA. WE DELIVER



Hall's announce New Safety & Wellness Ambassador

Hall's is excited to announce we have engaged well known International Racing Car Champion and Sports Commentator Greg Murphy to be our Safety and Wellness Ambassador.

Greg will be travelling around the country in the coming months introducing himself to the teams and hosting work discussions with a focus on road safety, health & wellness.

Greg will also have a regular column in the Silver Bullet entitled 'Out in front with Murph' which we look forward to reading, starting with Page 2 of this month's edition.

Welcome on board Greg!



Alan Pearson, Tracey Kay, Greg Murphy and Grant Madill



Greg Murphy's Presentation at Hall's Logistics East Tamaki

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I am really excited to have the opportunity to join the Hall's Group and look to spend some time over the next while travelling around the country visiting Hall's sites supporting some really important initiatives the company wants to focus on.

Safety is a word taken pretty seriously in the world that has dominated my life for the last 25 years. Racing Cars has a certain "danger" stigma attached to it, but the precautions taken to protect all involved is constantly evolving has come along way since I started racing over 20 years ago.

As we all know, Safety in the workplace is an extremely important issue, but it's not just in the workplace where we all need to be aware of doing the right things and making the right decisions. All of us have responsibilities outside the workplace and people that depend on us, so making sure we get home safe every day is worth thinking about.

There are so many factors that play a part in reducing risk around the things we do and I'm looking forward to the chance to catch up with all of you in the coming months and have a chat about some of the ideas and initiatives the company and I want to focus on to create better awareness that will lead to healthier and safer environments at both work and home.

Cheers Murph.



Greg Murphy outside Hall's Head Office in Takanini



FROM THE MD'S DESK

ALAN PEARSON
MANAGING DIRECTOR

"I for one believe that the safety improvement effort required is not simply restricted to within Hall's. It is a nationwide issue requiring a cultural change across our entire country."

It has been a few months since the last Silver Bullet which was released around Easter. In that time the weather has changed and winter is upon us with full gusto. Most of us yearn for those memories from the past autumn and summer, however take strength from the fact that winter is nearly over and the cycle towards summer begins again. In the meantime we have the Rugby World Cup to look forward to.

Over the past several years we at Hall's have pursued the goal of zero injuries and harm within our company. Despite some tremendous improvements we still have blemishes that simply could be avoided if we all followed stated Safety Policies, Procedures and Work instructions.

Recently we were fined by the courts for failing to take all necessary steps in protecting an employee. We pleaded guilty for failing to maintain a reversing camera and although the judge stated this was incapable of being determined as being the cause of the accident, it was something we chose not to defend. At the time our early guilty plea was considered to be the appropriate course of action to take, however this nullified the cross examination of key parties to the accident and hence final determination by a court of the key decisions and actions they made that led to the accident. With hindsight this was a mistake. Until individual people take responsibility for unsafe acts WorkSafe will continue to pursue the easy option of prosecuting a non living, legal entity that is the sum of all employed within its embrace; the company.

I for one believe that the safety improvement effort required is not simply restricted to within Hall's. It is a nationwide issue requiring a cultural change across our entire country. The size of the task cannot be addressed simply by penalties and the liberal use of the stick. There has to be a blend of punishment and reward as proven over the many years of human history as being the most successful combination to influence behavioural change. Until this is altered we will not achieve the cultural shift at a national level we need. Not only do firms need to change but people who make up organisations and communities need to change and this applies within the work environment, home environment and community.

With this in mind we at Hall's will continue to practise zero tolerance to unsafe acts while celebrating improved Safety performance. We have instituted a Site Safety Grading system through regular audits and the awarding of site grades. Despite it's infancy I am very happy to congratulate our Blenheim Hall's Refrigerated Transport branch that has been the first to reach a 5 star rated site within the Hall's Group. Well done to Brian Bradley and team.

Although the economy has cooled a little bit there is still a need to be balanced and recognise that New Zealand is fairly well positioned due to strong monetary and fiscal management over the past several years, an open and fair economy and a floating dollar that provides an economic safety valve when our economic fortunes change. Yes we enjoyed a very strong dairy industry which has led the way over the past few years and provided a wealth roll on affect that all New Zealanders have enjoyed. This however has taken a recent dent due to the international dairy price which has caused some major challenges for our farmers. Other industries however will enjoy and prosper with the lower Kiwi dollar and it certainly will act as a bit of a brake on overseas holidays thus boosting the domestic holiday scene.

At Hall's we met our Business targets for the 2014/2015 year and for that I wish to thank, on behalf of all employees, our customers who without their business there would be no Hall's.

Alan Pearson,
Chief Executive Officer

Flood People in Action

The recent floods in the Whanganui / South Taranaki area caused major havoc for the region.

Silver Fern Farm's Waitotara Plant had 200T of frozen meat to be transported to various retailers around the country and due to the washout of the bridge, the only way the Hall's driver could get to them was to drive 6km through a nearby dairy farmer's property.

Semi's were too heavy for the farmer's gravel road so we had to use a 6 wheeler.

At this stage it looks like the bridge will be out for up to 6 months or possibly longer, SFF are currently looking in to their options to keep the plant open.



Hall's purchases the 1000th trailer built by MaxiTRANS in NZ

Hall's Executives recently attended a Presentation Ceremony to receive the 1000th trailer unit built by MaxiTRANS in New Zealand.

From MaxiTRANS:

MaxiTRANS NZ has reached a milestone recently completing our 1000th New Zealand built unit, serial number NZ14000 and was equally very pleased that our most valued refrigerated customer Hall's took delivery of this unit.

Hall's have been a long term supporter since we commenced business in 1995 in NZ and we are extremely proud to have delivered this 1000th unit to them.

Unit NZ14000 (lead trailer) and unit NZ14001 (rear trailer) is a 23 metre HPMV unit giving Hall's the maximum capacity available under the recently revised road transport rules. Hall's Executive Director Craig Madill had a significant input into the design and build specification of this unit to ensure that operation for the Hall's fleet is optimised.



Garry Madill and Christine Madill



Hall's Partnership with Great Potentials Foundation



Through our new partnership with Great Potentials Foundation's Takanini Family Service Centre, Hall's Group is empowering children, young people and families in the Takanini community.

The Takanini Family Service Centre is a community centre on Hall's Group's back doorstep. They opened their doors in Oakleigh Ave in February 2014 and have been gaining momentum ever since, providing a range of services including:

- HIPPY – Home Interaction Programme for Parents & Youngsters
- Playgroup
- Parenting Programmes
- Youth Programmes
- Budgeting advice
- Plunket
- Doctor
- Blood donations
- Legal Seminars
- Adult literacy Programmes
- Social worker
- Counselling
- Mediation
- Mobile smear clinic
- Diabetes Clinic

This work is done by their core staff and professionals who visit the centre regularly, many of whom give their time, expertise and resources for free. As you can imagine, the support that the Family Service Centre receives from businesses like the Hall's Group is instrumental in enabling the Family Service Centre to continue to supply these services for free.

And the great thing is that Hall's staff can use the Centre's services too. Whether it's finding out if you're at risk of diabetes, or getting a bit of advice about budgeting, everyone is welcome to drop in and have a chat with their friendly, professional staff to see if there's something there for them or their families.

Great Potentials has a 25 year track record of empowering children, young people and families in low-income communities to unleash their potentials. Founded by Dame Lesley Max in 1990, Great Potentials is now working with over 4,500 people across New Zealand every year through their Programmes which empower people at key points of transition:

- **Family Service Centres:** hubs providing integrated health, education and social services for young families in Papakura and Takanini
- **HIPPY** (Home Interaction Programme for Parents and Youngsters): a home-based 2-year parenting Programme, enabling thousands of low-income parents across New Zealand to prepare their 3-5 year old children for school
- **MATES** (Mentoring and Tutoring Education Scheme): matching low-decile school students with tertiary student mentor/tutors who enable them to do better at school and go on to further education, training and employment.

Great Potentials has been doing this work for 25 years, in partnership with successive governments and some of New Zealand's most successful businesses and well-respected philanthropists. They're delighted to welcome the Hall's Group to their team of partners, working together to empower children, young people and families in the Takanini community.

www.greatpotentials.org.nz



Hard Work Rewards Logistics Staff

Restaurant Brands are one of Hall's largest customers, with warehousing operations in Auckland and Christchurch's ambient, chilled, and frozen warehouses, and nationwide deliveries to all KFC, Carl's Jr, Starbucks and Pizza Hut stores.

The 1st of April 2015 marked the first anniversary of Hall's Logistic's nationwide logistics supply chain service for Restaurant Brands. This business partnership would not have been as successful without the full cooperation and dedication of both the Hall's and Restaurant Brands' staff.

The past 12 months has seen the activities evolve into a seamless operation, with daily routines and workflows. Each day the storemen pick and palletise products for the night deliveries, sort out inward deliveries of replenishment stock, and ensure picking areas are replenished, along with other activities. Restaurant Brands and Hall's Logistics have been working closely together to make sure that the operations continue in this manner.

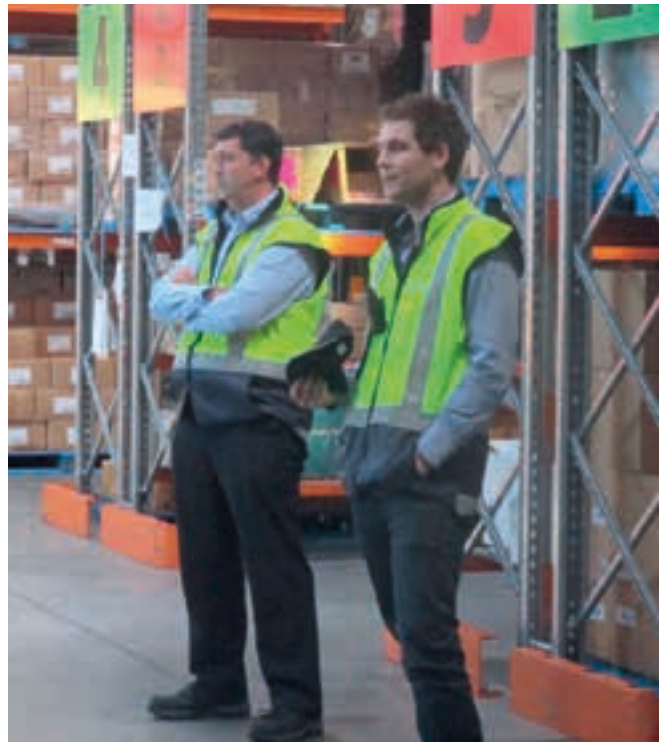
The staff involved with Restaurant Brands operations have worked extremely hard to ensure that the operation runs smoothly and with minimal errors, and this is evident in the high quality service Hall's supplies.

In June both Auckland and Christchurch operations were subjects of a 3 yearly International Audit with Auditors from USA, Canada and Australia, as well as Senior Management from Restaurant Brands in attendance. The Restaurant Brands Management team were so pleased with the facilities and the continual progress shown by the teams, they shouted everyone a delicious lunch!

It is great to see that the hard work has been noticed and reaped its rewards, as the staff enjoyed a fantastic lunch of KFC and Pizza Hut.



Christchurch Team and Leonie Reyneke



Kevin Tracey and Blair Wilkinson



Jacqueline Van Rensburg, Brent Day, Zane Marshall and Stu Black



East Tamaki Storemen

Hall's rolls out new technology



Hall's have recently implemented tablets in our Intermodal business in order to improve job processing and provide our driver teams with new tools including:

- Electronic manifests to replace paper manifests and see consignment details in a consistent fashion
- Email to send and receive electronic versions of documentation
- Ability to take photos
- eRoad electronic log book to replace paper driver logs
- Navigation using Google Maps

Benefits obtained so far include:

- Improved job entry compliance
- Reduction in voice communications due to more information being available electronically between drivers and dispatchers
- Processing improvements through real-time information capture rather than from paper

The tablets are Samsung Tab Active 8's running Android. Their rugged design and size make them more suitable for our operation than standard smartphones, as they are rated for a wider temperature range and can better survive the occasional drop or jolt.

Vodafone provides connectivity to Hall's systems via their 3G network, as well as providing a platform to enable over-the-air updates and remote device management for support purposes.

A second phase of development is planned to deliver further features and enable use of the tablets within our refrigerated business units.



Hall's Intermodal Driver Kyle Quinn using his new tablet

Hall's strives for driver excellence

As of the 1st of June, in association with CCS Innovation in Logistics, Hall's Group has embarked on a program to improve driver performance and overall driver behaviour.

CCS Innovation in Logistics are New Zealand's only independent GPS support office and aim to bring about continuous improvement with a focus on speed, fuel efficiency and overall improved driver behaviour.



It is no secret that the roads are busier than ever and more and more freight is being moved to satisfy the needs of this growing nation.

The pressure on drivers to get the job done has never been higher and Hall's understand that safety has to be uppermost in the minds of both drivers and management. The key goal is to make sure that all of Hall's drivers return home safe after each trip. Far too many drivers are being involved in accidents, many of these accidents are not of the drivers' making so having time to react to other peoples mistakes is crucial.

The Trucking program, provided by CCS Innovations in Logistics, will breakdown the GPS data from each of Hall's trucks on a monthly basis and feed the data back to the managers of the individual business units. Each manager, equipped with his action plan, is tasked with conveying the information received back to the drivers so that they know exactly how they are performing and the areas of concern are highlighted.

The push for improvement from Hall's management is resolute and they are determined to see the changes brought about by strong team work within each business unit.

The 5 business units involved in this pilot program are Intermodal, Intermodal DTL, Roadways, Direct and QSR. 4 out of 5 of these groups are already showing significant improvements in open road over speed events with gains in excess of 37% which is a fantastic start.

Positive Feedback



Just wanted to say "thank you" to the driver of the truck & trailer unit driving from Mataura to Clinton this morning at approximately 0715. They pulled over just past Slopedown Rd & let me pass safely, which I really appreciated. It's always great to be on the road with courteous & professional drivers :) - Kate



Just a quick note of thanks to two of your drivers for yesterday. I run a class 2 transportation course here in Gisborne and we were visiting Ovation yesterday. Two of your drivers were on site and were very approachable and took a small amount of time out of their day to show my students their trucks, log books and trailer set ups. It was very informative and gave us a glimpse of what a career as a truckie involved. Both were a credit to your company. One was the container truck, the other was the new freightliner that delivers chilled and frozen products around Gisborne. Any time with industry people is valuable to us and I appreciate the effort they showed – Mike Sanders



Whilst returning to Chch from Blenheim having been away for the long weekend I followed behind one of your trucks (#380). I followed from Kaikoura to Amberley and I would like to praise the driver. He showed great consideration and care pulling over several times to let other vehicles pass. Having a smaller car I happily stayed behind the truck. Please if possible pass on my email to your driver – Miriam Schicker



I would like to compliment the Hall's truck driver last Sunday that was pulling out of Countdown Lynnmall and heading to Countdown Kelston with his courteous and good road manners in his truck. I didn't get his license plate number but it would have been around 11.30am. It was good to see after having some bad driving experiences from some truckers – Dennis Eagle



Hi – just wanted to acknowledge the careful and considerate driving of the driver of HMW705 at 8.30am on 19 August on Greenlane West. As someone who commutes to work by bike, it is always really nice when drivers are clearly taking care to ensure they give enough space, don't pass too fast and are just being careful not to do anything that could be unsafe. So big thumbs up to the driver - Delvina Gorton

Hall's Senior Management Strategy Day

Recently the Senior Managers from around the country got together to discuss strategies for the coming year, including Hall's Strengths, Weaknesses, Opportunities and Threats. The event was held in Auckland City at the Rydges Hotel and it was great to have everyone in the same room at the same time. There were presentations from Alan Pearson, Tracey Kay, Mark Mitchell, Grant Glover and Greg Murphy even made an appearance.

Hall's Group Vision:

Our Drive is to be the leading Logistics service provider in New Zealand



Quality Assurance Awards

The Final results have been confirmed for the Hall's Refrigerated Transport National Quality awards which are awarded for the Highest score achieved from the Internal depot audits carried out throughout the year.

Congratulations go to the following two Depots:

Winner of Best Large Depot Operation – HRT – Palmerston North

Winner of Best Small Depot Operation – HRT – Blenheim

There will be a presentation of the awards to each depot as part of a depot visit in August/September. Many Thanks to you all for the contribution to improving our operations as this has a positive spin off in many directions. In the upcoming 12 months we will see Hall's Logistics / QSR / Intermodal / Roadways and Direct join the programme as separate groups.



Grant Glover presenting the awards to Brian Bradley (Blenheim) and Greg Wenman (Palmerston North)

Leadership Team Trip to the US

During a 2014 Penske hosted tour of the USA Hall's visited the Penske Technology Centre (PTC) in Cleveland where it became evident that the PTC offered Hall's a tremendous opportunity to benchmark technologies commercially used across the Penske organisation and that the time allocated on this particular trip was simply too short to fully exploit the opportunity. So in June 2015 Alan Pearson, Craig Madill, Grant Madill and Colin Burrow returned to the US to make the most of this opportunity.

The trip was immensely worthwhile with the Penske team showing the Hall's team several sites, including:

- Whirlpool Factory Distribution Center in Clyde OH
- Penske's Transportation Center of Excellence in Dearborn MI which is responsible for managing Ford's, Lear's and Dana's inbound North American supply chains
- Ford cross-dock facility at Coldwater MI

While the nature of Penske's customers and the sheer size of the United States – economically and physically (New Zealand is about the same area as Colorado, the U.S.'s eighth largest state) – drove Penske's adoption of technology, there were still some key learnings and opportunities for Hall's:

- Technology enabled Penske to scale easily to meet the need of customers and suppliers
- Some capability is not possible without technology, and its absence would require a significant increase in people, effort and cost to accomplish in some cases
- Keep core applications standard to minimize risk associated with updates while remaining current
- In-cab technology for use by driving staff is very prevalent and increasingly necessary
- Learnt about their process for system selection and deployment
- U.S. based contacts with skills, experience and capability

They had downtime to fill on the weekend and were lucky enough to visit The Henry Ford Museum and Michigan International Raceway where they attended a NASCAR race.



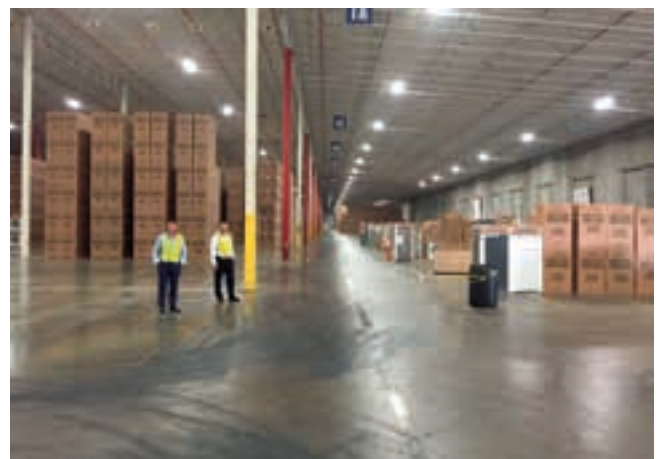
Nascar



Nascar



The Henry Ford Museum - Goldenrod is an American streamliner car which held the wheel-driven land speed record from 1965 to 1991



Grant Madill & Colin Burrow in the Penske Warehouse

Managing Director's day in the truck

Continuing the series of 'Days on the Road' Hall's Managing Director Alan Pearson spent a day with Hall's Direct delivering Foodcap meat and seafood product from their high tech Otahuhu facility to Auckland metropolitan Countdown stores.

The SB asked Alan "What was the purpose of the day and what did you get from the experience?" to which Alan replied "The Hall's Direct business is a very important Business unit of Hall's that is specifically directed towards the servicing of Progressive Enterprise's transport of meat and seafood from their high technology centre in Otahuhu to all North Island Countdown stores with cabinet ready meat and seafood. The purpose of the day was to get an understanding of what the daily challenges were associated with the delivery and service in order to ascertain areas for productivity improvement, safety improvement and general understanding of what we do for our customer from a front line perspective."

The SB asked Alan "Were there any practise pointers for improvement?" to which he replied "There is always something you observe and experience that leads to improvement. Sometimes observations are made that our people on the coal face skip over because they become accustomed to the daily practise. For instance the use of the tail lift, reversing into difficult areas, the 3D Chinese checkers process of rotating full and picked up empty bins, application of the shoring bars, load security of bins and electronic pallet jack as well as a range of other observations."

The SB also asked Alan "Would you continue with the "day in the truck" exercise?" to which he replied "Absolutely. If I had my way I would spend one day a week doing this if I could and would expect all Senior Executives and Managers within Hall's to do the same. It takes you back to the reality of what we do and how we serve our customers."



STAFF COMPETITION CALENDAR PICTURES

What makes your depot's region unique?

**Don't forget photos must be emailed to dj.chaplin@halls.co.nz
by the end of the day Monday 31st August 2015**

HEALTH AND SAFETY

Blenheim Depot takes out the 2015 Small Depot Award 'Site Safety Star Rating System'



This year Blenheim achieved a 90% score during their Health and Safety audit and as a result achieved a 5 Star Site Safety rating. This makes Blenheim the first Hall's site in the Group to achieve a 5 star status. Congratulations to Brian Bradley and his team for the effort made in achieving this milestone.

Christchurch has taken out the large depot award with two stars. Well done to Bob and the Christchurch Team!

Many of the other sites are also tracking well; a special mention must go to David Yelavich and his Workshop team for being the most improved site having gone from 44% to 76%. Well done to everyone and keep up the good work.





Being a pedestrian in a working yard

One of the most significant hazards that has been identified on a Hall's or Customer's site is that of being a pedestrian in a working yard. The following hazards and recommended control measures have been identified to either eliminate, mitigate or isolate the risk.



Walking to and from the car park

- ✓ If available, walk on designated pathways otherwise walk only when/ where you are clear of any moving vehicles.
- ✓ Never walk behind a reversing vehicle.
- ✓ If a vehicle is moving nearby, ensure the driver can see you.
- ✓ If this line of sight is obstructed then remain in a safe area, wait until you are confident that the vehicle has come to a stop or is a safe distance away before continuing.
- ✓ Do not walk around the yard/ELA talking and texting, stop and remain in a safe area before using your phone.



Walking to and from a truck parked in a dockway

- ✓ Ensure correct PPE is worn (Hi Viz clothing and steel-capped boots).
- ✓ If available, walk on designated pathways otherwise walk only when/ where you are clear of any moving vehicles.
- ✓ If you are permitted to access a truck, ensure all trucks on dock are parked up, turned off and chocked before crossing dockways. If a driver is in their cab, ensure you make contact (hand signal) before moving off the designated pathway.
- ✓ Never walk behind a reversing vehicle and never walk in front of a re-positioning vehicle. Remain on walkway until you are certain there will be no vehicle movement.
- ✓ Do not walk around the yard/ ELA talking and texting, stop and remain in a safe area before using your phone.
- ✓ You are only permitted to walk in front of a truck if the truck is turned off, chocked and driver is absent/ aware you are crossing.



Walking to and from a truck that is loading/unloading from the ground

- ✓ Ensure correct PPE is worn (Hi Viz clothing and steel-capped boots).
- ✓ If available, walk on designated pathways otherwise walk only when/where you are clear of any moving vehicles, be especially cautious in high traffic area. Vehicles include; forklifts, cars, powered machinery (e.g. electric jiffy's/sweeper), and trucks.
- ✓ If vehicles are moving nearby, ensure the driver can see you (use hand signals). If this line of sight is obstructed then move to, or remain, a safe distance away ideally near a building or on a designated pathway.
- ✓ Wait until you are confident that the vehicle has come to a stop or is a safe distance away before continuing.
- ✓ Do not walk around the yard/ ELA talking and texting, stop and remain in a safe area before using your phone.
- ✓ Use pedestrian crossing and designated walkways where available.

DRIVER'S QUIZ

1	It's easy to get distracted when you're driving. Things like music, talking passengers, scenery and roadside advertising can all divert your attention from your driving and the road. At 90km/h, if you took your eyes off the road for two seconds you will travel ____ metres.		a	25
			b	50
			c	75
			d	100
2	A	Speed limit changes take effect at the sign post	True / False	
	B	You may increase your speed before you pass the sign	True / False	
	C	A curve warning sign is the recommended speed is for a light vehicle and may be too fast for a heavy vehicle	True / False	
	D	You must drive slower than the limit if conditions make the speed limit shown unsafe	True / False	
3	When turning right at traffic lights (no arrows) you may move forward when the lights turn green & wait in the intersection providing there are no other vehicles already waiting in the intersection & you are not in the way of oncoming traffic.			True
				False
4	When driving in wet or icy conditions it is important to:		a	Reduce your speed
			b	Increase following distances
			c	Minimise the use of engine braking
			d	All of the above
5	Having trouble focusing, keeping your eyes open; daydreaming, wandering thoughts, loss of memory, yawning or rubbing your eyes repeatedly; drifting from your lane, tailgating and missing signs or exits; feeling restless and irritable. These are some warning signs of:		a	Driver fatigue
			b	A new romance
			c	Driver lost
			d	Being over paid
6	At work, what should you do if you have an accident, near miss or if you witness an incident?		a	Ignore it and don't tell anyone about it
			b	Tell your colleagues over lunch
			c	Report the event to your Supervisor/ Manager immediately
			d	Report the event at the next months meeting
7	What is the most common cause of Forklift / Reach Truck injuries and property damage?		a	Machine malfunction
			b	People working to close to the machine
			c	Improper use of the machine
8	Where should a driver be located when their truck is being loaded / unloaded for them? (circle all applicable)		a	Follow customer's sites procedures
			b	In the Driver Safety Zone
			c	Wandering through the yard
9	Heavy Combination vehicles that are approved to carry 50 ton must display H stickers and are issued with a permit which must be kept at all times in the		a	Company's head office
			b	Cab of the towing vehicle
			c	Depot office to which the vehicle belongs
10	A 50 ton combination has an overall weight tolerance of 500kg, this may apply to a single axle group or the complete vehicle combination. Steer axles are limited to _____ kg over permissible weight. However the configuration must still not exceed a maximum of 500kgs in total.		a	400
			b	300
			c	200
			d	100

Answers – 1. B 2. a True, b False, c True, d True 3. True 4. d 5. a 6. c 7. c 8. a 9. b 10. b

STAFF NEWS

Hall's Welcomes New CFO



Brendon Furness, CFO

Sadly Andrew Williams has decided to move his family back to the beautiful South Island. After 5 years at Hall's he will be greatly missed and we wish Andrew and his family all the best for their next chapter.

With Andrew's departure we have successfully recruited a new CFO, Mr Brendon Furness who commenced with us on the 10th August 2015.

Brendon was originally from Christchurch and attended Canterbury University where he attained his Bachelor of Commerce degree. Brendon is a Chartered Accountant (CA) and has had international experience in London and South Africa during his 20 years+ of experience. Starting his working career with Deloitte's, Brendon held roles in Audit, Corporate

Finance and Consulting during his 6 years tenure with this company.

Working for Citigroup in London Brendon continued with his Corporate Finance exposure before returning home to New Zealand.

Brendon was not home for long before deciding to visit South Africa with his soon to be wife Brigid and worked in a range of roles as CFO, GM International Finance and JV owner for MassMart (Walmart), and Tradestream (First Rand Banking Group) before returning home in 2009. Since this time roles with PWC, Meridian and Brand Developers have ensued before the opportunity in joining the Hall's Group was presented to him.

Brendon has three children and was a previous NZ and International ranked tennis player, a sport he previously was involved with as Director of Tennis NZ.

Hall's Direct Welcomes New Manager

Jason Williams has joined us to be the new Operations Manager for Hall's Direct, as Graham Ellis has decided to move his family to Taranaki! We wish Graham and his family all the best.

Jason joins us from sunny Perth where he was as Transport Manager for Hanson Construction, looking after a fleet of tipper trucks and tankers. He's a Kiwi though and has worked for various companies in the transport industry including DTL, Fonterra and K & S Freighters. Jason decided to return home as he is hoping to become a Grandfather in the near future and wanted to be closer to his family.



Jason Williams and Graham Ellis

Welcome to Hall's Brendon and Jason!

Big Anniversaries

We're all very proud of our long serving people and Marty (Martin Cromb) stands out amongst the team in the deep South. Photo shows Marty receiving a very just award for his 15 years of service... and he's over the moon!

The last few months have also had a few other big anniversaries which you will see on page 19, including 15 years for Gavin Hunt & 20 years for Peter Jackson, both HRT Napier Drivers.



Phil Lane and Martin Cromb

Hot Wings

While on the recent USA trip Alan, Grant, Craig and Colin attended a famous Sports Bar & Grill (The Winking Lizard) in order to watch the Cleveland versus Golden State basketball final series while surrounded by the passion and support of the Cleveland community.

This bar is famous for its TV's, beer and food with the chicken wings reportedly offering grades of heat ranging from the mildest to the over the top hot variety. The hottest is what is termed 'Fire in the Hole' which is slightly above 'Magma' which in turn is above '911'. Although the waitress warned our illustrious leader that she "ain't seen anyone order 'Fire in the hole'....and that the hottest she ever saw ordered was '911' and that is the hottest she had tried and could not finish it" our leader saw fit to give it a go.

So the scene was set. 'Fire in the Hole' was ordered while Grant who was on the phone talking to his wife Karyn was completely oblivious to the exchange between the waitress and Alan. The wings arrived and looked appealing and Grant was still talking with Karyn when he casually reached over and tasted a piece. The photo below captures Grant's and Alan's reactions. The reader should note this photo fails to show the manner in which Grant hung up on poor Karyn!

After egging each other on to finish the plate which our two combatants duly did, Grant proceeded to accidentally touch himself in the eye before realising that simple soap and water was never going to remove the toxic elements contained in the 'Fire in the Hole' sauce.

After the pain subsided we enjoyed Cleveland beating Golden State. As our generous hosts stated the next day [the pain] is not over.....



Alan Pearson & Grant Madill

Congratulations

Hall's would like to congratulate Gineke and Tom Barclay for their Wedding on 21 March 2015. Gineke works in our Shared Services Team and has been with Hall's since 2013.

We wish Gineke and Tom a long and happy life together.



Hall's Driver Cadet Programme celebrates it's first graduate



Jason Kelly & Chris Mallet

Chris Mallet started with Halls in March 2013. After moving from Whanganui to Auckland to chase a truck driving career, he started the license process by quickly achieving a full Class 2.

After a period of time and building experience with the smaller gear, Chris progressed on to obtaining a full Class 4 license. Deliveries in and around Auckland became an everyday job for him as he quickly built up his skill set on this class of equipment.

Chris then moved back to the Manawatu to be closer to his family and to continue on improving his skills on this heavier equipment. After 18 months of sinking his teeth into the hard yards and looking after customers in the Kapiti – Wellington area, he was finally ready for the last step in the license process.

Chris gained his full Class 5 license on the 18 June 2015.

As well as this being a fantastic result for him, it also marked a significant milestone for us, the Hall's Driving Training team. Chris is the first cadet to complete all 3 stages of the Hall's License Progression Programme.

Chris started with a 'can-do' attitude. Fast forward 2 years and 3 months and he is now a fully fledged member of the 'big riggers' fraternity. There will need to be quite a large number of miles to go to fully understand all aspects of the truck driving world, but with Chris's current attitude and the support from his Hall's truck driving family, the opportunities are endless.

Well done Chris. Put your shoulder to the wheel. Keep working hard and you will be a success. Thank you to everybody who was involved in Chris's development with us to reach this goal.

Special mention should also go to Marshall Petley and Edward Watford who have both recently gained Class 5 Licenses.



Marshall Petley (Te Puke)



Edward Watford (Auckland)

Employee & Owner Driver Engagement Survey

This year at Hall's we're participating in our first Group-wide Engagement Survey. This will enable all of us to have a say in areas that are important to us.



...and automatically go in the draw to win a \$300 prezzy card voucher!



We're using an external company, The Hay Group, to distribute, collate and analyse the results. These results will be communicated back to you and will likely be done through post-survey focus groups.

Note: no one at Hall's will have access to individual data; the results will be reported only in aggregate form.

Why is it important to have your say? Your feedback matters!

- To acknowledge points of strength within the Hall's community
- To identify areas for improvement in the Hall's community
- To gain an understanding of employee engagement within the business

This will be an annual undertaking as we seek to measure our progress and performance – your opinion counts.

Check your emails now!!
Surveys must be completed by
30th August

Shared Services Raise Funds for NZ Breast Cancer Foundation

Our Shared Services team held a Pink Ribbon Morning Tea to raise funds in support of the New Zealand Breast Cancer Foundation. Shared Services Manager Pratima Silva says:

We hosted the pink breakfast as being a team of all females we felt that we needed to contribute to this cause. The team went all out and donated products for two raffles and catered a morning tea fit for kings. Our target was \$500 but we raised \$958 thanks to the generous donation of \$500 from Hall's. It was a lovely gathering and we also had entertainment from Donna Dean who happens to be Brett Osborn's partner.



New Staff

HALL'S REFRIGERATED	HALL'S DIRECT	HALL'S LOGISTICS
AUCKLAND EXECUTIVE	MANAGEMENT	EAST TAMAKI STORES
Brendon Furness	Jason Williams	Wynn Tuitahi
AUCKLAND BDM	DRIVERS	Anthony Maeva
Clyde Rosenberg	John Moore	CJ Charlie
AUCKLAND SALES ADMIN	Edilbert Peter	George Finau
Sheridan Davies		Jacob Matthews
AUCKLAND ADMINISTRATION	HALL'S OSR	Michael Galiki
Jenny Mitchell	DRIVERS	Patimiasi Folau
AUCKLAND IT	Gary Drake	Paul Kimura
Rishi Koganti	Isaac Brown	Sifa Taukafa
AUCKLAND OPERATIONS	Paul Barnett	Fetalaiga Liakimatagi
Yanna Kiripa Hohaia	David Kopara	Viliami Samate
AUCKLAND DRIVERS	STORES	Junior Abela
Michael Scott	Valu Laumape	Lisona Tagaloo
Zane Mcfarlane		Adrian Phillips
PALMERSTON NORTH DRIVERS	HALL'S INTERMODAL	Cyril Yandall
Murray-Wynn Tuitahi	DRIVERS	CHRISTCHURCH STORES
WANGANUI DRIVERS	Clinton Judd	Mark Salthouse
Whare Anaru		
WELLINGTON DRIVERS		
Sean Claridge		
BLENHEIM DRIVERS		
Cyril Heywood		
CHRISTCHURCH OPERATIONS		
Brendon Rahurahu		
CHRISTCHURCH STORES		
Kevin Cope		

Staff Anniversaries

FIVE YEARS	TEN YEARS	FIFTEEN YEARS	TWENTY YEARS
Akeimo Pauli	Glen Sullivan	Gavin Hunt	Peter Jackson
Billy Johnson	Neal Watkins	Martin Cromb	
Jason Tokona	Phanit Smith		
Lance Gibbons	Ross Smith		
Nina Reid			
Ronald Ruakere			
Sei Magele			
Elvis Bel			
Graeme Drummond			
Mark Holmes			
Shane Tokona			



BY ROAD, BY RAIL, BY SEA. WE DELIVER



How Would You Like to Receive the Silver Bullet?

As part of our Sustainability initiatives, our customers and suppliers can now receive the Silver Bullet Newsletter by email. If you would like to be included on our email list, please send an email to danielle.sharp@halls.co.nz

You can also view and download the Silver Bullet from our website www.halls.co.nz