



HY-TECH DRILLING IS ONE OF CANADA'S BEST PLACES TO WORK

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Employees at Hy-Tech Drilling, based out of Smithers, BC, say it's one of the best places to work in Canada. The diamond drill company is in 32nd spot among 75 companies listed in a new national survey of good workplaces published in the Monday April 6th edition of The Globe and Mail.

"When I started Hy-Tech in 1991, we focused on improving our drills as a way to develop a competitive advantage. Then I began to realize a successful business is based on the people, not just the tools," says President Harvey Tremblay. "It was like a light bulb going on. I realized our biggest asset as a successful drilling contractor was our employees."

So Hy-Tech set about developing a culture that reflects that realization. Tremblay says in what is traditionally a seasonal industry, they worked to make Hy-Tech a 12-month workplace, providing employees with the security they wanted. The company pursued a mixture of markets to keep Hy-Tech employees working year-round - British Columbia in summer, northern Saskatchewan and northern Ontario in winter and Portugal as an all-season alternative.

The other change was to focus on teamwork. In an industry that rewards individual drillers with bonuses based on metres drilled, Tremblay changed to a team bonus to help pull people together.

Mike Campbell is one of the people on a drill team. He has been a driller helper with Hy-Tech for a year and a half, a very physically demanding job, bending and lifting heavy loads. "I like the stability," Campbell says. "You know management is planning 5 to 10

years down the road, so you know you'll be working 12 months a year and there is a long-term future. The money and the benefits are good, and you feel like you're looked after and appreciated. We can even get free massages."

Tremblay says he's always looking for ways to improve each aspect of the company. Hy-Tech uses ISO certified management systems and conducts regular client surveys. The next step in the commitment to continuous improvement was to understand the company's culture and how its 120 employees feel about working at its locations based out of Smithers, British Columbia; Saskatoon, Saskatchewan; and Red Lake, Ontario.

So Hy-Tech turned to Great Place to Work[®] Institute Canada, which compiles a "Best Workplaces in Canada" list annually. The competition process is based on two criteria: results of an employee survey and an audit of the company's culture. With those results they measure credibility, respect, fairness, pride, and camaraderie.

"Getting on the list of best places to work wasn't really the goal of this," says Tremblay. "But retention is a huge return on investment and being 32nd shows how our employees feel about working for Hy-Tech Drilling."

About Hy-Tech Drilling: Hy-Tech Drilling Ltd. was incorporated in 1991. Since then we have established a solid reputation for drilling excellence. Our team of experienced, dedicated specialists works with clients to make certain their objectives are met. We ensure a safe workplace through drug testing, onsite safety audits, work safe training programmes, and weekly safety meetings. Our patented drill design dramatically increases the working range of highly portable lightweight drills. Our support system consists of a fully equipped machine shop and maintenance facility in Smithers, BC and a series of supply depots in Smithers British Columbia, Saskatoon, Saskatchewan, and Red Lake, Ontario.

About the Great Place to Work[®] Institute: Great Place to Work[®] Institute is a global research and management consultancy with expertise on workplace transformation and a presence in 40 countries worldwide. We are best-known for our global Best Workplaces Programme, which we produce in conjunction with prestigious media partners such as the Financial Times and Fortune. With over 3,800 organizations taking part in 40 national lists across the globe, the programme is the world's largest of its kind.

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