

1916-2004 NILSEN 88 YEARS.



NILSEN

REVIEW

ISSUE 13, MARCH 2004



ELECTRICAL EXCELLENCE

OUR CHALLENGE:
'TO BE PREFERRED.'



FROM THE MANAGING DIRECTOR.



It is a pleasure to report the Group is now 9 months into its financial year and performing well ahead of budget.

As this Review is going to print, we mark the final phase in Nilsen going back to its core activities. For some years, our strategy has been to build our well respected Contracting, Switchboard, Data and Service activities into a national business. The sale of Metering, our last non-core business, now allows us to focus exclusively on doing just that, to build a vibrant, unique Contracting, Switchboard, Data and Service Business. And to do it in the true Nilsen tradition, based on integrity and trust.

Our metering activities have been sold to Email Metering and we wish them well with their acquisition.

Contracting remains our powerhouse and we have involvement in major projects across the country. Our Switchboards are in high demand on many large and most prestigious industrial, resource and commercial projects. Our Engineering Services are recognised as a leading force in High Energy, Specialised Field Service and General Electrical Service. Our Data activities round out our very wide skill set. All this makes us truly a 'one stop shop' throughout Australia.

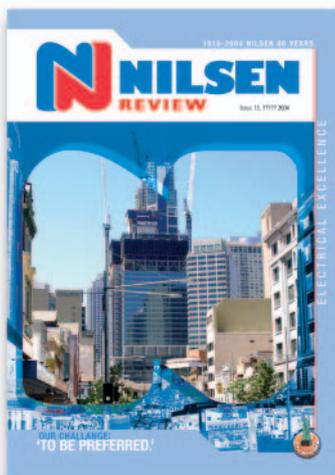
This Review also marks another very important occasion. The appointment of Mark Nilsen as Managing Director, effective July 1. This is exciting news as it will mean the fourth generation Nilsen will be at the helm! There can be no stronger commitment by the Nilsen Family to the Group, founded by Mark's great-grandfather, Oliver J Nilsen, at the beginning of the last century.

On a more personal note, I will look back on my forty-five years involvement in the industry (forty-four with Nilsen) and the opportunity to lead, help shape and build the highly respected Nilsen Group with tremendous satisfaction. As well, it has been a great privilege to be the National President of NECA for four years and SA State President for seven years.

I know Nilsen will be in good hands and that Mark will continue to build on what those before him have done to take the group to even greater heights.

Peter Vandenheuvel

OUR REVIEW IN REVIEW.



What is in this review?

- Front Cover: Our first substantial Sydney CBD project, proof our NSW team is making their mark!.
- Five nominations. Seven awards. Our excellence again recognised. Page 3.
- Fourth generation Nilsen to lead. How is that for commitment! Pages 4 and 5.
- We help companies recover from disaster. Even during the holidays. Page 6.
- More switchboard testing keeps us at the leading edge. See page 7.
- Another tool for our diagnostic toolbox saves customers. Page 8 explains.

- Who is steering the ship? Meet our Engineering Services Steering Group on Page 9.
- Redefining our values. Our people help define Nilsen. Their thoughts on Page 10.
- Our regional offices a good match for our main operations. About our out-of-towners. Page 11.
- Another haul of new projects across the country. See some of them on Page 12.
- West Coast landmarks. Western Australia shows some past projects. Page 13.
- N for Nilsen. N for National. Another spread of projects across Australia on Pages 14 and 15.
- Our real strength is our people. See some of them and their achievements on Page 16.



Our website is still a work in progress but check it out at www.nilsen.com.au

AND THE WINNERS ARE...



Last Review we detailed a wide variety of projects submitted for the NECA 2003 Excellence Award judging. The WA Maritime Museum, the SA Southern Expressway, the Victorian Melbourne University Square Building B, the NSW Stadium Australia Moving Stands and the SA Glenelg Wastewater Treatment Plant. As broad a cross section of different projects as one is likely to see anywhere.

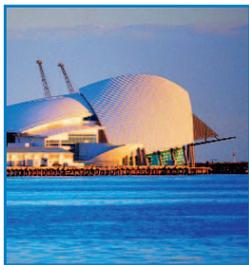
And, what were the results, you may well ask? Well, the Maritime Museum won a WA award, the Expressway won an SA award, University Square was a finalist in the Victorian awards, the Stadium Australia Project won a NSW award and the Glenelg Water Project won an SA award and was judged the best overall SA project.

The four projects that won state awards, the Museum, Expressway, Stadium and Water Plant were then nominated for judging at the National awards, with the Expressway and Glenelg Waste Water projects each winning a National NECA Award.

Five projects, four State awards, one best project award and two National awards! A result unlikely to be repeated, especially at National level where there were only nine awards on the night and Nilsen scooped two! Two out of nine has to be an excellent result.

Congratulations to all Nilsen people, your quality certainly shows through! And thank you to all our customers for giving us the opportunity to show what Nilsen quality can mean!

This now makes no less than 53 times Nilsen Excellence has been recognised in just the last ten years, including nine National Awards!



WA Maritime Museum. Winner WA!

The new home for America's Cup winner Australia II is a real showcase of our ability to provide cutting edge electrical and data services in a complex building where our work is for all to see.



NSW Stadium Australia. Winner NSW!

A world first! We helped make the 25,000 tonne concrete stands move in and out to suit the sport being played, highlighting our combined electrical, control, power and data skills.



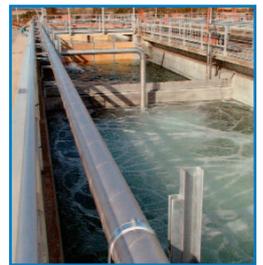
The University of Melbourne. Finalist VIC!

We delivered two projects on University Square and nominated Building B with more than 4,500 high-speed data connections as a leading edge example of our Data skills.



The Southern Expressway. Winner, SA and National!

A unique reversible freeway cutting through some 28 kilometres of suburbia with no traffic lights needed a lot of computing power, data skills and communication over long distances.



Glenelg Wastewater Treatment Plant. Winner, SA and National!

Taking on the main contractor role meant managing not just Electrical and Instrumentation, but also Mechanical and Civil disciplines.

FOURTH GENERATION TO BE AT THE HELM.

Officially at least, Nilsen was founded in 1916. But, there is a strong belief that our founder, Oliver J Nilsen, had a substantial financial interest in the company that was to take his name, well before that time. Possibly. It may have been as early as 1911 or 1912 when the industry was truly in its infancy.

We started out as a contractor when the industry was only just developing. Electricity was still almost at the novelty stage and much of the material had to come from half a world away.

'OJ', as he was known, was certainly a man of vision. You need only look at the many and different activities the Group has been involved with since that time. So much so, in many parts of Australia, the name Nilsen became a household word.

There were Nilsen electric jugs, kettles and toasters. There were Nilsen Crystal sets and radios. But that was only the public face. Nilsen also became a large manufacturer of sintered bearings and parts and this led to a development of partially stabilised Zirconia, certainly the material of the future. Nilsen interests extended into radio broadcasting with the first commercial radio station in Australia. It was also one of the most popular from the 1930's to the 1970's. It was Victorian radio Station 3UZ. Nilsen were also the first to develop electronic electricity meters in Australia. Then there were films, including the highly acclaimed *BMX Bandits*, the film that may have started Nicole Kidman on her road to stardom.

But the electrical industry has always been our passion. From contracting we branched into switchgear with

world-class high current circuit breakers, fuse switches, protection relays, fuses, ironclad and (later) PVC protected switches and outlets. Brand names included Nilsen, Federal, Rowco and others. When the rest of the world was a half hemisphere away and Australasia had to rely on its own ingenuity and skill, Nilsen was a major employer in Australia and New Zealand.

But then came globalization. This meant a major change in strategy. The recent sale of our last non-core business, electricity meters, now sees the Group focusing back into those areas where it started. Our core business is now again in electrical contracting, switchboard building, service and data. But that is where the similarity ends. We are now a major force in all these fields across Australia and possibly the largest



Partially Stabilised Zirconia



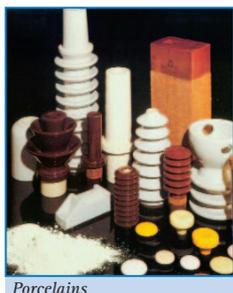
Sintered Components



Rowco Outlets



Current Transformers



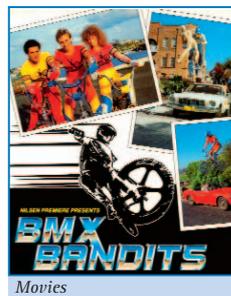
Porcelains



Federal HRC Fuses



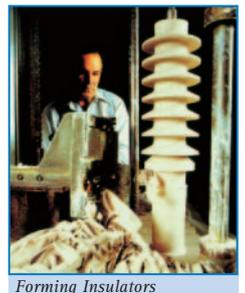
Distribution Products



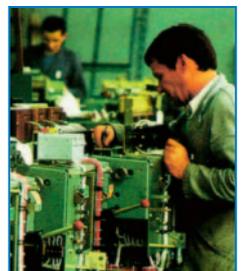
Movies



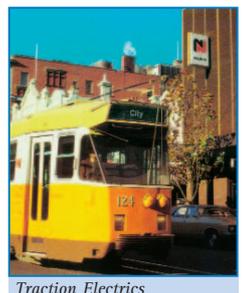
Circuit Breakers



Forming Insulators



Checking ACB's



Traction Electrics

privately owned Australia-wide business of our type.

And throughout our history, there has also been one constant. It has been a critical influence on Nilsen and one that sets us apart. You may ask, what is that all-important constant that makes us unique? It is the continuous 'hands on' involvement of the Nilsen family. Throughout this almost a century history there has been this close family involvement. It has imparted a set of business values that are unique.

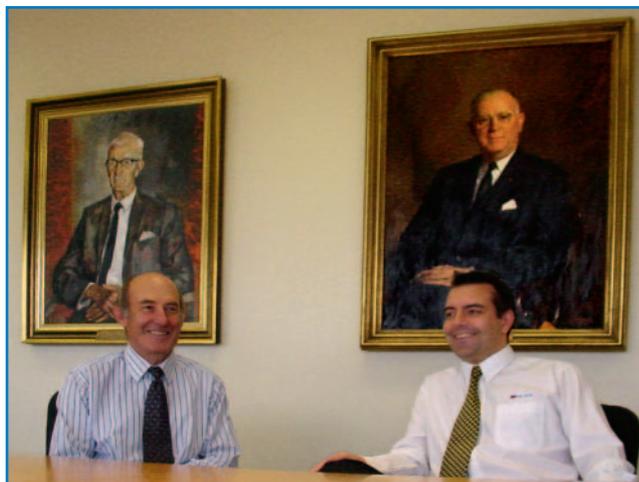
Now, with the appointment of Mark Nilsen, great grandson of Oliver J Nilsen, as new Managing Director, effective July 1, that Nilsen tradition, that constancy, will continue. 'Oliver J' would be proud to see how the Group he built was further developed by his son Oliver Victor ('Vic'), his grandson Oliver John (John) and now his great

grandson Oliver Mark (Mark). The Group has always changed to meet new challenges and seize new opportunities. Its strength has always been its values. Mark will be building on these as he takes the Group further into this millennium, to its centenary and beyond. Mark is very passionate about the potential the Group has. He has already built up much experience within the Group in a number of key roles, and will be taking Nilsen and its people to even bigger and better things.

In Mark's words "With almost 90 years of history, the quality and passion of our people, our a highly respected name and the potential

to still grow substantially in our existing markets I see Nilsen continue to move from success to success".

Congratulations Mark on your new appointment! It will certainly not be without its challenges. But with your passion, the Nilsen values and the Nilsen team, you will be taking Nilsen to new heights!



John and Mark sharing a lighter moment under the watchful eyes of 'OJ' and 'Vic'



Bottling Plants



Airports



Public Spaces



Sporting Venues



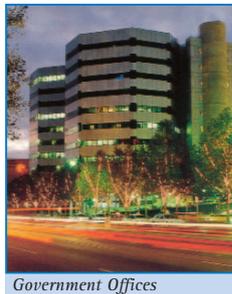
Museums



Satellite Links



Shopping Malls



Government Offices



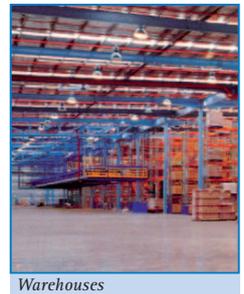
Undergrounding



High Rise



Freeways



Warehouses

DON'T PANIC! JUST CALL...

Its the middle of the holiday season and your main facility, your cash cow, is out of action. It could be a fire, switchboard explosion, failure of a critical part of your power supply or whatever. What to do?

It's the time when telephones are on message bank and specialists are on holidays. Sheer panic! Often the immediate reaction to a disaster. But not for Nilsen customers! We take panic out of the equation.

A customer only recently faced such critical situation and although the company has asked not to be named, it is still important to recognise the efforts of our people. Also, it's a good example the benefit a multiskilled national organisation brings.

Our customer, who had recently worked with our SA team on a major project had just been posted interstate, needed help fast. A major fire had destroyed the electrical installation. Production was at a standstill. Huge losses each week!

Who to call? The fire had been in NSW. But, the last contact had been with Nilsen was in SA. And it was Christmas. So? Just call the SA contact!

Our team swung into action. Our SA person simply called our NSW and Victorian people. They were on leave but not for long! Our NSW SWAT team mobilised in double quick time. They took charge, working around the clock. Stripping out, replacing, flying in Nilsen specialists from wherever, marshaling our switchboard team to build new switchboards and then recommissioning. Power was back on in the absolute shortest time. And no workplace injuries! But equally as

important, it only needed minimum involvement from our customer who had more than enough to do to get all the other issues sorted.

We apologise for the picture quality, as these were often taken on the run and with whatever was at hand, but they hopefully give some indication of the challenge that faced our team.

A special thanks to the NSW Team for making it all happen, mustering a team of seventy to eighty people almost overnight was no mean feat! Thanks also to all who got the team swung into action, to our switchboard team for building new MCC's from scratch in less than three weeks and our other specialists for being there as and when needed. Thanks to all for a job well done and a customer 'back on the air'! Another graphic illustration of what our Swat Teams deliver!



Where to start?



Expensive scrap



HV CT's in a past life



New for old



Need a new one?



A tough repair job



Typical arc damage



MCC starters



HV Protection no longer



Going to great lengths



and in just three weeks!

NILSEN SWITCHBOARDS TAKEN TO NEW HEIGHTS.

Which Heights? Lucas Heights! When John Holland EDI industries JV started the upgrade of the Lucas Heights Nuclear Facility, their brief was to meet or exceed the stringent standards such facility required. Of course, switchboards were seen as being very important in the facility. Not only did these units need to be of the utmost reliability and quality, not only did they need to meet special operation and service requirements, a number of the critical items also needed to withstand the possibility of seismic activity at the site.

And, although we have probably the most tested switchboards in Australia, this even meant new levels of performance testing for us. Not only did we test for the acceleration and deceleration encountered during a severe earthquake, but also for protection from the effects of arcing fault and for very stringent thermal performance.

Congratulations to our switchboard teams who took all this in their stride. They have a history of firsts in the switchboard industry: First with Quality Assurance, first with internal arcing fault containment, first submarine propulsion switchgear builders and now first to build switchboards to the rigid standard required for a nuclear facility.

In the words of Brian Steele, Manager, Nilsen Switchboards for Victoria and New South Wales, "Whenever customers see switchboards as mission critical, Nilsen always figure at or near the top on the preferred supplier list. But what many don't realise, it doesn't matter what the facility is, be it a telephone exchange, data centre, high rise tower, hospital, industrial plant, resource project, power station or whatever, switchboards are critical to all!"

Congratulations to the team that successfully designed and tested to these stringent new standards. Congratulations to all our switchboard teams for coming up with the right design every time.



Typical MCC



Ready for fitout



All information at hand



Typical feeder



Assembly floor



Being fitted out



Inspection

CRYSTAL BALL HELPS ADVISE HOW OFTEN.



If you want to avoid disaster and operate profitably, inspection and service of your electrical plant is critical. But, how often? After all, there is a cost to inspect and for the down time whilst it is being done. But, do you dare leave it and invite a catastrophic failure? After all, that one catastrophe will cost much more than many years of inspections just in hard cash, let alone the disruption and possibility of injury.

So, how do you optimise your inspection schedule, minimise the out of service cost and ensure any reconditioning is really necessary? After all, who wants to fix something that wasn't broken in the first place?

If only you had a crystal ball! It must be the ideal tool to predict failure. Ah, the peace of mind knowing you get early warning. Well, look no further! We have it! After years of collecting data, we have now added a crystal ball to our diagnostic tools.

Well, not quite, but almost!

However, our High Energy Technicians have added another tool to their toolbox. It assesses plant condition and can predict failure. Our High Energy teams are across a wide and varied population of HV and LV switchgear. With some forward thinking, they have built up

a massive database of the results. Now, by comparing these with the results from your equipment, they can immediately determine if the equipment is within tolerance or needing further action. Also, where our teams have been servicing your equipment for some time, they can trend the results with even better early warning.

Demand for energy continues to grow. The last drop of performance is being squeezed out of ageing plant. No wonder our leading edge High Energy Services are in such high demand. Regardless if it is switchgear inspection, commissioning a new substation, switchgear life

extension, transformer oil sampling, thermography or any other of our 64 different High Energy services, all are done with the same professionalism, the same quality of service.

Any typical week could see our people in the top of Queensland, in the Sydney CBD area, at Parliament House in Canberra, at Moomba, gas and oil fields, at a smelter in Western Australia or anywhere in between.

We may not be able to predict the winner of the Melbourne Cup. But, we can now even better predict the possibility of failure. Our High Energy Initiative, using real data, saving you costs!



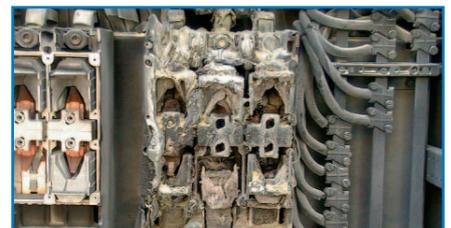
Prevent this



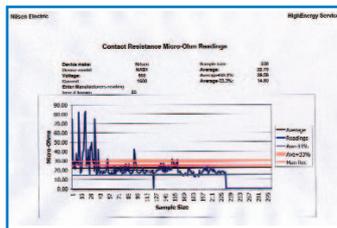
Refurbishment



Retrofitting



And prevent this



Valuable data



Heat = problems!



Like new!



A good sign

DELIVERING AUSTRALIA WIDE.

If contracting was our Genesis, then Engineering Services must have followed soon after. It's like night following day. Installations, as well as plant and equipment have to be maintained and serviced. And often, this requires a great degree of specialised skills.

Today, our Engineering Services encompasses many disciplines. Delivering our well-recognised High Energy services, other specialised services, general electrical service and even those special installs, makes us the automatic choice. All are in a normal days work.

Commissioning new substations, switchgear life extension, regular service, switchgear inspection, transformers servicing. You name it.

And, regardless if its in the top end of the Territory, in a pit in the Pilbara, at the Kwinana Strip, on the Golden Mile, in the Iron Triangle, at the Moomba gas field, in the Green Triangle, at Geelong, at Newport, in the LaTrobe Valley, on the coalfields of NSW and Qld, in Wollongong, Newcastle, Gladstone, Townville or wherever, our people are there!

Not to mention in Brisbane, Sydney, Melbourne, Adelaide and Perth.

But, how do you build a truly national service organisation that provides consistent quality service throughout the country? Only by involving all key Nilsen Managers. All helping chart Nilsen future. Each delivering in their area. Each being part of an Australia-wide team.

It is our Engineering Services Steering Group. It meets on a regular basis and is a network for pooling and interchange of information. The objective: to deliver leading edge services from east to west and north to south.

We support our local customers and nationwide customers equally well, wherever they may be.

And who is steering our Engineering Services ship? Here are the people who make it happen.



Mark Nilsen HO



Allan Trimble HO



Peter Vandenhewel HO



Steve Green Qld



Simon Morgan Qld



Geoff Smith WA



Ross Blacklock WA



David Lindner SA



Ron Lucanus NSW



Paul Reilly NSW



Paul Donahue WA



Tom Leitchman WA



Pat La Vista SA



Greg Dovile Vic



Mike Pumell Vic



Noel Murray Vic

REFINING AND REDEFINING NILSEN VALUES.

If there is one constant in life, it is change. And for any company or group to maintain its leading edge requires constant review. Only in this way can it can articulate what it wants to be, how it wants to be seen, what values it should have, what values its people should have and how it should go about achieving its objectives.

Being such an important part of any organisations future planning, we have spent considerable time with our people, in groups and as individuals throughout the company and throughout the country to seek their views, to set down on a single page for all to read, understand and follow.

During the process, not surprisingly, many groups came to similar outcomes and from this process, an exciting and clear roadmap of the way ahead for Nilsen was developed.

On the right is how Nilsen people want to be measured not just by our peers but also by our customers, suppliers, shareholders and society at large.

Our challenge remains 'To be Preferred' and this will, of course, also still figure highly in setting Nilsen values well into the future.

Our people, as individuals and in their teams, will be working hard to achieve the above and your feedback is valued.



Vision

- To be a leading electro-technology company operating throughout Australia delivering installation, maintenance and manufacturing services from inception to replacement

- To continually deliver value by
 - Engaging our people
 - Evolving through learning and innovation
 - Managing risk

Mission

- To continually deliver growth in economic value to our
 - Shareholders
 - Employees
 - Customers
 - Suppliers

Our Values

- We are accountable for making, and meeting, our commitments
- We expect
 - Openness and honesty
 - Individual initiative and opinion
 - Willingness to stand up and be counted
 - Consideration for the needs of others
- Individually, and as a team we set rigorous standards which we continually assess and critique – look in the mirror, not out the window
- We are positive in thought word and action – we find ways of doing, not find reasons not to do
- We actively support others to achieve their goals and recognise one another's achievements
- We encourage and support change

Nilsen Values



OUR UNSUNG REGIONAL HEROES.

Often our focus is on capital cities. The work can be flashy, on landmark projects and close at hand. Also, it is fair to say, it is where most of our work is. But our regional offices are just as active and innovative, if not more so!

For instance, our Bunbury team in WA are slowly building a major business in the South West of WA and doing it across a wide range of commercial, industrial and civil disciplines. Our skills have become widely recognised by a good mix of commercial and industrial customers and we see tremendous growth potential with many moving to the area for that 'sea change'.

Likewise, Mt Gambier played a major role in our recent completion of a new plant for Kimberly Clark, projects to some \$13m in a little over five months. Our long-term commitment to the 'Green Triangle' industries must have had some influence in the selection of Nilsen. And our office

continues to support local industry on a day-to-day and project basis.

Even Gladstone, though only a small operation, is unique in the area in its ability to provide 'real time' support to many of the large power generators and users both on the coastal strip, but also in the hinterland. It is especially focused on our High Energy Services and counts many of the areas major employers and industries as its customers.

But possibly the best kept secret is our Morwell operation. The Team just keep doing bigger, better and more innovative things. Their main expertise is in the coal-to-power area and given that a major proportion of Victoria's power is generated in the LaTrobe Valley their skills are not just in high demand, but critical in ensuring Victorians have the lifestyle they so richly prize. An example of their innovation they recently completed a three-year project to automate two dredges. No mean feat as each is

bigger than the MCG! Our team developed a system that substantially reduced manning and improved digging patterns. A very challenging job successfully implemented.

Congratulations and thanks to our camera shy Morwell team for their lateral problem solving. And to all our regional teams for making the Nilsen difference in the regional areas!



Bunbury



Bunbury



Morwell



Morwell



Gladstone



Morwell



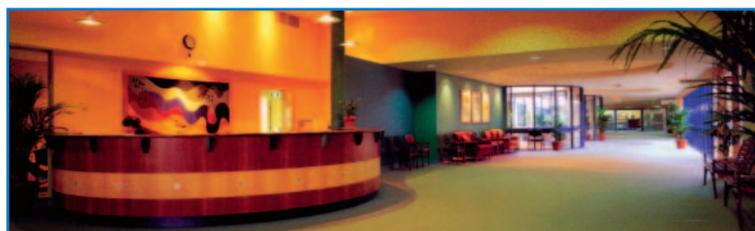
Morwell work in Thailand



Gladstone



Mt Gambier



Mt Gambier

NEW PROJECTS.

A new high rise tower in the Sydney CBD, Australian Broadcasting Commission offices in Darwin, shopping malls in Adelaide and Brisbane, refurbishing of a Melbourne CBD landmark and an Ore Pre-heater at Kwinana.

What do these have in common?

All are new projects. All have been added to our order book since the September edition of our Nilsen Review.

All are with major and highly respected customers.

Here are some pictures:



Western Australia:

Extensions to the Hismelt plant will see us scaling to new heights in this industry as the new pre-heater and hopper structure will be 90 metres tall. A project with Outokumpu Lurgi, Kvaerner Clough JV, Hamersley Iron and Rio Tinto.



South Australia:

Major extensions to the Elizabeth Town Centre shopping mall will see this landmark double in size. The construction works are being done for Built Environs and Gandell.

Queensland:

Forrest Lake Shopping Centre Stage Two. Providing extra community facilities in the sunshine state with respected Queensland Builder Watpac.



Northern Territory:

Our Optus works take us into all major facilities in the top end. This time the ABC studios in Darwin, for provision of additional bandwidth. Our work is for PAWA and Optus.



Victoria:

Renewing the Heart of 500 Collins Street. Additional works in the Melbourne CBD at the 'Paris' end of Collins Street keeps us as one of the leading contractors in Melbourne. Another project with Bovis Lend Lease.



New South Wales:

Talking of scaling new heights and landmarks, our involvement in the Retail part of this towering project sees us score our first substantial project in the Sydney CBD. With the well built Australian, Multiplex.

NILSEN LANDMARKS.

In each Review we try to show Nilsen landmarks in a particular State. You may recall in past editions we've featured projects from WA (New Maritime Museum and Swan Bells), from Victoria (MCG and Myer Music Bowl), from SA (National Wine Centre and Dame Roma Mitchell Performing Arts Centre), from NSW, (Stadium Australia, 77 Pacific Highway and the MLC building) and from the Northern Territory (Apin, Robertson Barracks and Royal Darwin Hospital) and from Queensland (Queensland Alumina, Brisbane Airport, Queensland Investment Corp and Wolston Park Hospital).

Well, the wheel has now turned full circle and it is Western Australia's turn again.

The three projects selected and with which Nilsen have been involved, are:

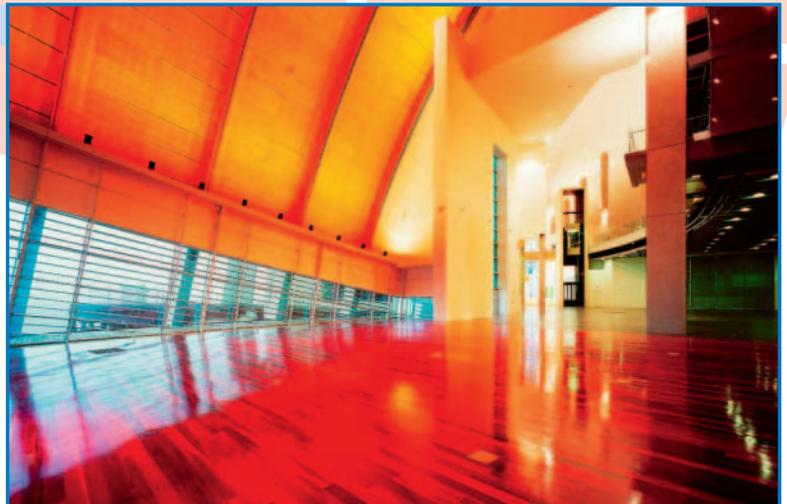
■ CSIRO Earth Sciences.

This distinctive building at suburban Murdoch aims to develop world leading 'glass earth' technology for the mining and resource industries and to keep Western Australia at the leading edge in this important area.



■ Western Australian Maritime Museum.

This was an excellence award winner for Nilsen. It is unique, both from the outside and from the inside. Here we show an internal perspective of the building that houses the only Australian yacht to ever win an America's cup.



■ The South West Sport and Recreation Centre at Bunbury.

This is a recently completed new attraction at Bunbury, one of the fastest growing areas in Australia. It is also an example of the quality work done by our Bunbury office.



ANOTHER SNAPSHOT OF NILSEN ACROSS AUSTRALIA.

One snapshot? Ah well, another 19 snapshots to be exact. We continue to grow in skill and in diversity, across Australia. It is exciting to be one of very few national contractors and to be able to provide the complete end-to-end Contracting, Communications, Switchboard and Service packages. Just look at all the interesting projects and all the different locations our people get involved with.



Nortel



RAAF Base



Fire repairs



Robinson Barracks



Queensland Alumina



Law Courts



World Square



Berrimah Goal





Queensland Nickel



Goolwa Shopping Centre



Forrest Lake Shopping Centre



Liberty Towers



Victoria Gardens



Bethany Fields



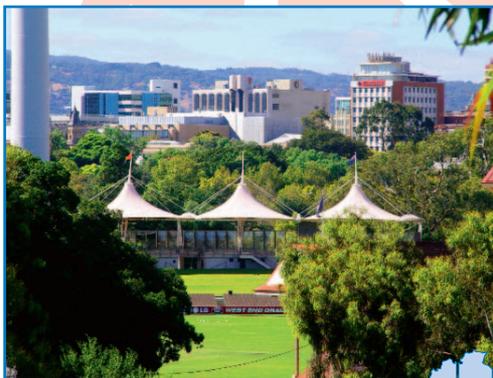
Mildura Law Courts



Next Generation Gym



Rod Laver Tennis Centre



Adelaide Oval



Perth Convention Centre



NILSEN PEOPLE.

Our strength is our people. And we are always on the lookout for good people. At the same time we encourage and help our people to become even better. On this page are some more names to put faces to. It is our good people who make it happen. In this Review we welcome, congratulate and recognise:



Thomas Andres: Has joined our Perth WA operation as Senior Accountant. Thomas will be looking after the books of our Western Australian operation, which includes Contracting, Switchboards, Field Services and Bunbury.



Jeff Owler: Following on from a successful role as Supervisor, Jeff has now been appointed to the position of Construction Manager for our large SA Contracting Division. A very important role in a very large division.



Peter Arnup: Joins South Australian Contracting as Supervisor. Given the division's wide range of work, Peter will provide a good balance and will be involved with many different projects across the state.



Paul Reilly: Manager, Engineering Services NSW, has worked hard to gain his Master Of Business Administration (MBA) from the University of Wollongong. Congratulations Paul, well done!



Ellen Boiden: If Jenny Dinneen has been the anchorwoman for traffic, then Ellen has been the anchorwoman for our NSW operations. She now takes on an even greater responsibility as Project Administrator for NSW Contracting.



Colin Robinson: Joins our NSW Contracting Division as Project Manager. Colin has a wide experience in both Industrial and Commercial and with our order book at an all time high in NSW he won't be short of things to do.



Garry Carton: Who was Financial Accountant for Victoria now takes on the role as Operations Manager across all divisions and will see to it that operations have the correct financial information for timely decision-making.



Stephen Seymour: Steps in to Garry Carton's old role as Financial Accountant for our Victorian Company and has already demonstrated considerable skill in this area and the important payroll function.



Janette Conway: Joins our team in Bunbury as Project Administrator. With the wide range of work this operation undertakes she will not be short of things to do and will be across many different types of projects.



Michael Street: Has taken on the role as Operations Manager for our Queensland Operations. Mike will be looking after both Contracting and Service operations. His customers include major builders as well as large industry.



Jenny Dinneen: Having been the anchorwoman for our traffic contract for three years, Jenny has now taken on the role of Contract Administration for our Victorian Contracting Division. An exiting role in a go-ahead division.



Olga Szkandrij: Olga will fill the most critical role as Occupational Health and Safety Officer, overseeing this very important activity across all areas managed from Victoria, including our NSW and Morwell operations.



Tony De-Iudicibus: Joins our WA Contracting team as estimator. A very important position in any company, it is the estimators who keep the orders coming in and we have high expectations for Tony in this area.



Mick Thickbroom: It wasn't that long ago we welcomed Mick to our Darwin office. Well a short stint helping out at Bunbury was enough to convince him to move and join the Bunbury team as Construction Manager.



Terri Grist: People are certainly on the move, Terri first joined Nilsen in our Bunbury operation but then left to finish University. Now she has joined our Perth operation at Bibra Lake as Assistant Accountant.



Simon Williams: Simon joins our WA Field Services team at Bibra Lake as High Energy Workshop Supervisor. It is one of our centres of excellence in circuit breaker life extension services and he will see some interesting projects.



Lance Haynes: Lance has been one of Bunbury's star performers and this has been recognised in his promotion to a more supervisory role in our WA, although Lance will still also have a substantial hands-on role.



Norm Wilson: Another recruit for our growing WA Contracting team. Norm joins as Supervisor and will be undertaking a wide variety of work in this division based at Bibra Lake.



Simon Jackson: With the growth of our QLD Contracting activities, Simon will be looking after the very important Contracts Administration, ensuring we get all our paperwork in on time and correctly, a challenging job.



Neville Woodcock: Joins Contracting SA from the Industrial Supplies Office in the role of Business Development. This is another very important appointment for this major division. Neville's industry knowledge will be of great help.



Andrew Kirkby: Has come back from overseas to rejoin our South Australian Switchboards operation as Estimator. He joins Frank Magaletta and David Hardaker and it will be their task to keep the orders pouring in.



Darren Woodcroft: How often do you find long times with no change, then a list of new positions as long as your Arm? Darren also joins Contracting in WA as Estimator, another team member to keep the orders flowing in.



George Klinkatsis: Joins Victorian Contracting as Estimating Manager, Industrial, a market we want to be in. He has both electrical and instrumentation experience and the ability to tender mechanical and civil works.



Mike Wright: Mike has been Construction Manager for Contracting SA for quite some time. He now moves to Darwin to manage the first stage of the undergrounding project, a project recently won by the SA/NT team.



Pat La Vista: Pat has been appointed Manager, Engineering Services for South Australia. Pat will be servicing our major customers in this area as well as trying to bring on board other High Energy users in the state.

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