

The Merriwa team has shared values which results in taking PRIDE in our work and our role in supporting our community

Prosperity

We are successful in the provision of our products and services, and having a positive working environment.

Responsibility

We treat the Merriwa business like it is our own business.

Integrity

We are honest and work to high standards.

Diversity

We understand that every person has different abilities and we welcome, accept and celebrate our differences.

Excellence

We are committed to being the best we can be, everyday, as we serve our clients and our customers.



At Merriwa, our Dream, Purpose and Values guide the way we work together with our clients, customers and each other. By caring about our business and each other we can help more people in our community.

Our Purpose

We provide an environment which encourages people to reach their potential while delivering quality products and services to our customers and clients.

Our Dream

We are part of a future where people of all abilities reach their potential and they feel respected, happy and confident.

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Senior Management Team



Bart Crawley
Chief Executive Officer



Mark Currie
General Manager of Operations



Joanne Ryan
Finance Manager



Scott Grant
Corporate Services Manager

Divisional Managers / Snapshot



Contract Packaging
Manager: Paul Rundell
About: Merriwa's Contract Packaging offers specialised packaging focusing predominately on co-packing and reclaim services.
Total Employees: 77
Supported Employees: 54



Park Lane
Manager: Maria Wadley
About: Park Lane Nuresery produces high quality plants, has a retail Garden Centre and a garden maintenance crew. Park Lane is also home to the Merriwa Day Services Program.
Total Employees: 25
Supported Employees: 8



Timbers
Manager: Mark Umanski
About: Merriwa Timbers manufactures laminated timber beams and hardwood flooring distributing across Victoria, offering high quality timber products for residential and commercial projects. Our timber divisions operate from both Greta Road and Gibson Street.
Total Employees: 51
Supported Employees: 19



Contract Process Packaging
Manager: Cameron Gillies
About: CPP provides a range of packing solutions for either pre-packed product or raw materials for food products, regularly packing coconut, apricots, sultanas, dates, cashews and more.
Total Employees: 25
Supported Employees: 2



Community Services
Manager: Simone Kluckow
About: Merriwa Community Services provides a wide range of diverse and supportive services to people with disabilities and young people living in our communities.
Total Employees: 46



Quality Team
Manager: Jacqui Pavlik
About: Review and monitoring of systems for compliance to quality and food safety standards, whilst ensuring documented process are in place to provide customers with consistent safe and quality products.



“We will go far, together.”

Chairman's Report

On behalf of the Directors of Merriwa Industries, I welcome you to the 2016/17 annual Report.

For those who know me and/or if you have read my contributions to Merriwa's annual report over the past few years, you will know that I am an eternal optimist when it comes to the success of Merriwa over the medium and longer term and a strong advocate for its recognition in North East Victoria and beyond, as an outstanding social enterprise.

But success, however measured, does not happen overnight or by accident; it is the result of hard, and more importantly, smart work by everyone in the organisation. Perhaps an old African proverb best explains the approach that our CEO, Bart Crawley, has taken since he joined Merriwa three and a half short years ago... “if you want to go fast, go alone; if you want to go far, go together”

Bart has a management ethos which is to empower managers and staff at all levels to have input into, and take responsibility for the processes, procedures, safety and outputs of their teams. On division by division basis, this ethos has pervaded across the organisation enabling individuals to have role clarity, job satisfaction and creating an efficient and effective overall work force.

As we move towards the future, which incorporates the new client focussed NDIS, Merriwa foundations are stable, our business model is strong and our focus is on our Purpose; “we provide an environment which encourages people to reach their potential while delivering quality products and services to our customers and clients”.

We will go far, together.

In closing, I would like to acknowledge and thank:

- » Colleague Board members for your loyalty and professional contribution to the Governance of Merriwa
- » CEO Bart Crawley and his dedicated management team and all staff for your hard work
- » Customers, Contractors , Partners including all levels of Government – we appreciate your support
- » Members of Merriwa past and present who have helped make Merriwa great

Danny O'Donoghue
Chair



Chief Executive Officer's Report

With the National Disability Insurance Scheme (NDIS) rolling out in the Ovens Murray region from October 1st, Merriwa has been busy ensuring the organisation, its clients, families and staff are prepared to meet the challenges for what is considered to be a once in a generation change to how disability is funded in Australia. During the months of July and August, information sessions were held at Park Lane Nursery, providing real insights into the uncertainty that such a change brings. Valuable information was learnt at the sessions on the services Merriwa can provide under the NDIS. More about those services in this report.

Early on in the establishment of the NDIS, it was highlighted by the Agency created to deliver the scheme that providers would need good systems, a detailed understanding of their costs structures, and a strong cash flow. I am happy to report Merriwa has been able to deliver all three.

During 2016/17, the Vision, Mission and Values of Merriwa were re-worded to provide an easier understanding for our team members, clients and families. It is important everyone who is part of the Merriwa family (employees, customers, suppliers, members and the community) have an awareness of Merriwa's Dream, Purpose and the Values by which we conduct ourselves.

The Supported Employee Advisory Committee (SEAC) entered its second year. The committee meets monthly, often chaired by myself, providing a forum for team members selected by their peers, to discuss and action activities to improve the workplace for our supported employees. I thank all the current and past members of SEAC for their hard work in 2017.

This year I would like to highlight the tremendous work of our Community Services Division. Since commencing as CEO back in 2014, the challenges faced by Merriwa's Community Services has been significant. With the ongoing review of the standards governing youth and family services, requiring the delivery of newly developed policy, process and procedures, Community Services continues to deliver significant human and social outcomes, often receiving little or no recognition. Keep up the great work team.

Finally, thank you to everyone at Merriwa. Without your considerable efforts we would not be able to "Bring Quality to Life"

Bart Crawley
CEO



“....thank you to everyone at Merriwa. Without your considerable efforts we would not be able to Bring Quality to Life.”



Community Services

Merriwa Community Services continues to provide a wide range of diverse and supportive services to people with disabilities and young people living in our communities. At the end of 2016, Peter Gibson left as Human Services Manager and a new Manager was appointed solely to Community Services. This entailed a restructure within Community Services to create a supportive leadership team to work collaboratively with all staff in the division.

Our Shared Supported Accommodation facility at Cruse Street has continued to support the same five residents. They have had a wonderful year celebrating a 21st birthday, outings and many opportunities to improve their living skills.

Skehan Avenue our facility based respite service continues to operate supporting many families in the Hume region. This has been a challenging model and we will endeavour in the future to look at ways we can improve the opportunities through respite whether they be activity, life skill development, holidays or facility based. We are keen to work with families and carers to support them in the future the best way possible.

Our Supported Residential Service in Cobram, Merriwa Grove, continues to service up to 30 residents at risk of homelessness or those with Mental Health issues. Dianne Wellington has been appointed as manager of Merriwa Grove.

Our Day Services, affectionately known by the participants as 'Bushies', is going well and we have welcomed a new Team Leader, Brad Essex. With the NDIS just around the corner in October 2017, staff are working with participants to develop new programs that will enhance participant's goals and

skill development. Operating out of Park Lane Nursery, they have been growing their own plants, taking care of the chickens, growing vegetables, and accessing the community to swim, shop or go to the gym as well as doing many arts, crafts and physical activities.

Our Out of Home Care homes continue to provide safe, supportive accommodation to numerous young people. Some of the young people that have stayed with us for a long length of time have shown some amazing strength and growth in their schooling, social skills, employment and general health and wellbeing. It is amazing to be witness to this and be a part of their life journeys.

Community Services Support Workers have done an outstanding job of supporting all of our residents and participants over the past 12 months and we would like to thank them for their dedication and commitment to Merriwa and the people they support. We welcome the large number of Support Workers that have joined our team this year, we know your skills and knowledge will be welcomed to the team.

As a whole, Community Services have been working with the staff to further their skills with ongoing training and support. We have worked closely as a team to develop a collaborative approach to move forwards and mainstream the consistent approach to our services. We only look forward to growing and improving the valuable service we offer people in our community.

Finally I wish to thank all of the Merriwa Community Services for their ongoing support and welcoming me to their team this year.

Simone Kluckow
Community Services Manager





Merriwa
COMMUNITY
SERVICES
Bringing quality to life

“We have worked closely as a team to develop a collaborative approach to move forwards and mainstream the consistent approach to our services.”



“One of our key focus areas has also been on continuing to build our LEAN processes and training, which has seen our team embrace these concepts and gradually become embedded in our culture.”

Operations

Packaging

Throughout 2016 – 2017 we have had a focus on continual improvement and continuing to build our relationship with MARS. This has led to steady growth in co-packing and the implementation of three new lines to allow us to keep up with demand.

One of our key focus areas has also been on continuing to build our LEAN processes and training, which has seen our team embrace these concepts and gradually become embedded in our culture. As part of this process, we continue to improve on efficiency, occupational health and safety, operational processes, which allows for quicker turnaround for MARS, in turn allowing us to pass the savings and benefits onto our customers.

We have also seen an increase in the number of Supported Employees and casual employees at Packaging, which has been based on the increase of packing requirements for MARS, but also due to the several retirements of Supported Employees within the Packaging Division. We wish our retiring employees all the best in the future, and will miss them as part of our Packaging team.

Contract Packaging and Processing

We have continued to build a strong relationship with Woolworths, which has allowed us to be 100% involved in the processes behind the products we supply, including development, rebranding, packing, and distribution, which has us embedded as a part of their processes.

This has led to the introduction of three new product lines for Merriwa to pack and process, including Woolworths apricot 200g, macro pitted prunes 250g and macro pitted dates 500g, which in-turn has seen us increase our production volume by 15% for Woolworths. Based on the increase of product demand, discussions have been based around restructuring our factory floor in terms of layout, to allow for more efficient processes and turnaround of products.

We have been working with Pollen Consulting to focus on improving our manufacturing production chain, which will allow us to make improvements across the division and continue to improve upon the one-percenters where possible.

At the beginning of 2017, one of our clients who supplied Aldi was bought out, therefore we no longer supply for this customer, but gained a new customer in Australian Premium Dried Fruit. We are very excited to be working with Australian Premium Dried Fruit, and have been packing and processing sultana's for them, which now sees us packing product for export to China.

Timbers

The last 12 months has seen the implementation of the new business plan for our Timber Divisions, which has assisted us in identifying areas for growth, key trends within the industry, reviewing our competitors and identifying areas for improvements within our division. As part of this process we had identified the opportunity for pursuing new hardwood flooring species in addition to Tasmanian Oak, and have also recognised the potential for growth in our laminated beam sales. Through identifying these opportunities in the Business Plan, we have seen positive results in both our laminated beams and timber flooring.

Our laminated timber beams have doubled in sales, which is very promising for the future, but it therefore imperative to keep a key focus on LEAN processes and training in TIMMS to enable us to be streamlined in our operational processes for the benefit of our customers.

Through focusing on our LEAN processes, we continue to improve on our delivery of products, which has seen us go from a 10-15 day turn around, to a 3 day turn around for our customers and in turn improving our ability to meet demands of the market.

At Gibson Street, we have continued to rebuild our brand and name in the marketplace for timber flooring, which has been assisted by our new Timber Sales Representative, who is focusing on rebuilding relationships with customers, and contributing to a positive impact on growth in sales.

We have also secured a third supplier for timber flooring which will see the introduction of a new species, spotted gum. This will be part of our strategy in reducing our risk, and will allow us to diversify in the flooring products we supply to customers. We have also been able to relocate some of the timber processing work from Greta Road to Gibson Street, further allowing us to streamline processes and improving efficiencies in output of our timber products.

Our focus on improving processes and implementing strategies which have been identified through the Business Plan leads us to an exciting future where we can further analyse our capabilities, continue to provide high quality timber products, keep a focus on LEAN processes and continue to build strong relationship with our customers.

Mark Currie
General Manager of Operations

Corporate Services

Another year behind us. It seems only recently I was trying to write last years report. Change is continuous in our sector, and change is needed. The biggest change in the disability landscape that we will see in our lifetime is upon us, it is called the National Disability Insurance Scheme.

Systems

Merriwa needs systems. The reality of a business with the scale of Merriwa is that controls and processes need to be in place to ensure efficiency and integrity. We have spent another productive year carefully bringing systems into Merriwa that help in everyday operations and administration.

The roll-out of our client management system, Supportability, continues in both our Supported Employment Enterprises division and Merriwa Community Services.

Procurement processes are much tighter and more accountable through the implementation of purchasing hierarchies and authorities within Sage Evolution.

Many employees are still getting used to using our clock-on card system, 'Bundy'. This is a system that simplifies and streamlines the payroll function.

All of these systems sound great, but will only streamline our processes if they all 'talk'. A large amount of resource have gone in this year into integrating these system to make the data flow seamlessly. Automating data for example from our engineering system, Guardian, into Sage has saved over 250 manual transactions per month.

We continue to have much opportunity to improve our information flow and data integrity, and the 2017/18 focus is on Sharepoint which will provide a much needed document control system within the organisation.

Marketing

A number of months were spent collaborating with the SEAC and small operational teams reviewing our Vision, Mission and Values statements to ensure they reflect how Merriwa was operating and wished to be perceived. These discussions resulted in new Dream, Purpose and Values statements. There will be some very visible promotion of our Dream, Purpose and Values displayed throughout Merriwa.

Jo Maples joined the Merriwa team late in the year to take on a marketing and communications role. Jo's experience in marketing and community organisations will greatly assist in embedding Merriwa as an organisation of choice in both our commercial and social sectors.

NDIS Preparation

The NDIS is rolling out! It's happening in our area, and it's happening now. We have been developing our systems in the background so Merriwa the business can transition seamlessly to the NDIS. More importantly we have been trying to provide as much information and clarity to our employees and clients around what the NDIS might mean for them. There remain as many questions as there are answers, but we continue to provide an opportunity for our people and their families to ask the questions, and to provide individuals with as much support as they require as we head into this significant change in the disability sector.

Our systems are improving, our Marketing is working and the NDIS is upon us. Looking forward to an exciting year ahead.

Scott Grant
Corporate Services Manager





“Change is continuous in our sector, and change is needed. The biggest change in the disability landscape that we will see in our lifetime is upon us, it is called the National Disability Insurance Scheme.”

“The team continues to strive to achieve production and sales goals – sometimes at the mercy of nature and the elements. They continue to encourage and help each other, and as a result the plants that we are producing are equal in quality to any of our competitors.”



Park Lane

Park Lane Nursery has continued to prosper and grow over the last 12 months.

We have begun our LEAN journey in earnest and have noted improvements in workflow and OH&S. Implementation of Toolbox Meetings have given employees confidence in raising health and safety, as well as everyday work issues, and clearer work plans have given them the opportunity to increase their productivity.

Sales have surpassed budget in dollar value, however we are still challenged from a gross profit perspective. We have made progress in identifying areas of waste and cost management, and we are looking forward to the coming year as we believe we are in a much better position to control these areas of concern.

The team continues to strive to achieve production and sales goals – sometimes at the mercy of nature and the elements. They continue to encourage and help each other, and as a result the plants that we are producing are equal in

quality to any of our competitors. The gardening/maintenance crew continue to travel the countryside bringing order and greenery to oftentimes neglected sites. Our retail customers continue to support us enthusiastically – we have no trouble holding onto customers once they discover us!

Being nominated and winning the Business Wangaratta Agricultural Business of the Year Award was a real highlight and a wonderful acknowledgement that this team delivers the highest quality product and service – well done!

Park Lane Nursery continues to be a vibrant and enjoyable workplace. Having Merriwa's Day Programs based at the nursery adds an element of fun and spontaneity, and we all enjoy the friendship and camaraderie that this diverse group brings to every workday.

Maria Wadley
Park Lane Nursery Manager

Awards Success for Merriwa

Merriwa Industries is proud to have been recognised for our achievements in the community, by receiving a series of awards at the Wangaratta Business Awards in 2017 following from our success in 2015. We have been successful in receiving the following awards:

2017:

Manufacturing Business of the Year - **Winner**

Agricultural Business of the Year - **Winner (Park Lane)**

2015:

Environmental and Sustainable Business Practice Award - **Winner**

Agriculture/Manufacturing Business of the Year - **Winner**

Workplace Development and Wellbeing Award - **Winner**



Financial Report

2016-17 has been both significantly challenging and highly rewarding for Merriwa. Merriwa Board and Management have carried on the restructure process to ensure that Merriwa's outlook is sustainable well into the future. The last few years has presented many challenges and issues that we have had to meet head on. However, I can confidently report that we are now heading in the right direction and the financial reports for this year have seen a turnaround of over \$2.1 million from 2015-16 results. We have a strong growth outlook which will see our financial position transformed over the next five years.

Our result for 2016-17 was slightly lower than budget predictions with a small reported loss for the year ending 30th June 2017. The forecast for 2017-18 is extremely positive with a greater focus on sales and margins, managing our labour costs and stronger marketing which should contribute to positive outcomes.

Merriwa has continued to increase its Revenue during

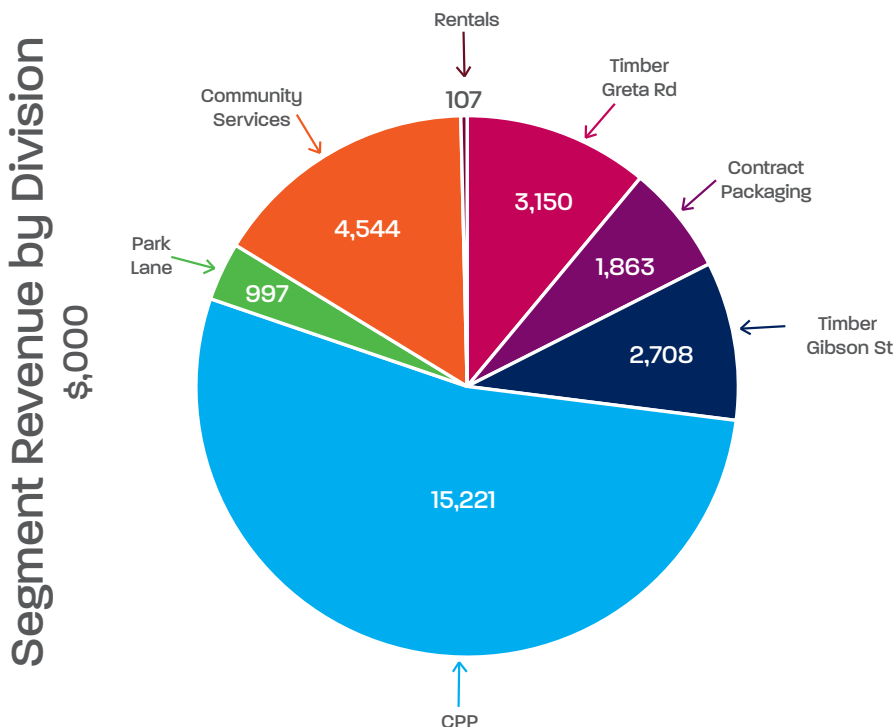
the year by 8% from 2016 however the reduction in expenditure has been the significant impact on the result, with a 3% decrease in Cost of Goods Sold and 5% decrease in Operating Expenses and Other Expenses.

Our Government funding remained constant in 2017, being 3% of total revenue.

The Timber divisions continue to be a challenge to our bottom line however, the strategic changes that have been implemented are now starting to show a real and ongoing turn around.

Merriwa is committed through strong fiscal management to find more innovative ways to champion the rights of people with a disability to live meaningful and value lives and creating a strong and sustainable organisation is a vital part of that vision.

Jo Ryan
Finance Manager



“We have a strong growth outlook which will see our financial position transformed over the next five years.”

Annual Awards

Ray Byrne Award for Quality - Carolina Cabalar

This award is for outstanding professional workmanship or outstanding customer or client service. Nominees for this award will have met or exceeded quality-related targets, and will have added value over and above what is reasonably required of them. Quality Award nominees have made a valuable contribution to company objectives. This award is open to all employees.

In support of Carole's nomination, here are some comments from her workmates:

"Carole has worked a long time at Merriwa and takes on a lot of responsibility with supported employees and goes out of her way to help them. Carole works well at all times and is very supportive of all employees. Carole is a first aid rep, does paperwork and takes tool box meetings".

"She is calm, confident, optimistic and charismatic".

"Carole is good to work with and she helps you if a mistake is made. Carole makes you laugh."



"Jack has integrated into the workforce and is now an important member of Merriwa Timbers. He has worked on his communication skills with great results."

"Jack is a hard worker and is able to operate independently, having the ability to pack the timber correctly, check for quality and wrap the final packs, presenting a product for the customer at a high level. "

Mary Sanders Award for Enterprise - Caroline Metcraft

This award recognises initiative and new growth. For example learning completely different work skills; taking on OHS responsibility; using the telephone to communicate. The drive recognised in this award comes from the employee him/her self. If you know an employee who is taking on extra duties without being asked, to challenge themselves and taking the lead in learning new skills then they deserve to be nominated for this award. This award is open to supported employees only.

In support of Caroline's nomination, here are some comments from her work colleagues:

"She has the ability to open and initiate things independently and has a strong sense of OH&S responsibility."

"Caroline has stepped up and now does quality checks. She does good work at the tool box meetings."

"Caroline is very dedicated to her job. Always tries her best and very willingly gives everything a go."



Hugh Elford Award for Excellence - Eril Edwards

This award recognises exceptional role-modelling and/or mentoring skills in the workplace. People nominated for this award will have strong interpersonal or "people" skills, and lead by example at work and in life in general. Many Excellence Award nominees will have made a valuable contribution to the community. This award is open to all employees.

In support of Eril's nomination, here are some comments from her fellow work colleagues:

"Eril is a person who gives her all, and is well respected by all employees. She always goes above and beyond her job role."

"In a word, Eril is amazing. She is the perfect role model, always leading by example. Eril has the trust and respect from the Merriwa team and goes above and beyond to help people."

"Eril is the back bone of the supported employees. If there is a problem we can talk to Eril easily."



Graham Gales Endeavour Award - Billy Taborada

This award seeks an employee who has grown in their personal development. For example, they are self-motivated, has empathy for their fellow employees, demonstrates enjoyment of their role, has grown as a person, is prepared to go the extra mile, is prepared to try new skills, demonstrates respect towards their supervisors/managers and takes instructions in a positive manner. This award is open to supported employees only.

"Billy always comes to work happy, he is always putting forward ideas for improvements and is very safety conscious. He knows his jobs extremely well and takes on changes in his role with no problems at all. He uses his initiative daily and is always busy either doing his job or cleaning. Billy is never late and rarely has a day off."

"Billy is one of the hardest working people I know, his work ethic is second to no one. I have never heard of him saying no or objecting to a reasonable request nor have I ever heard him utter a bad word about anyone. He is one of the first to raise his hand if a mistake is made and will do what he can to help fix mistakes, he welcomes change with no resistance. Billy takes minimal time off and complains about even less, he is a true asset to CPP and Merriwa."



Jack Lyle Award for Achievement - Jack Berry

This award is not just for achievements at work, although learning new work skills and mastering new processes are certainly good reasons for a nomination. People can achieve personal growth which in turn benefits their work, for example, overcoming obstacles, bearing bad habits etc. If you know an employee who is meeting or exceeding their work goals at Merriwa, then you should nominate them. This award is open to supported employees only.

Here are some comments from his workmates from the nomination process:



Congratulations to all of our nominated employees and award recipients!

Years of Service Awards

30 Years

Julie Canning

Julie commenced work at Merriwa in February 1987 and has worked in different areas at Merriwa over the years. Julie now works in Contract Packaging and is a well-respected and valued member of the team. Congratulations and thank you for so many years on continual service, a credit to you Julie.

25 Years

Mark Umanski

Starting out as a builder in Melbourne, Mark found the perfect job after making the life changing decision to move his young and growing family to the bush. Mark started back when Merriwa was then known as Pelican Products back in 1992. Initially using his skills as a builder and on occasion his towering height of 6'8, Mark has been an integral part of the changes and growth within Merriwa over the last 25 years. His roles have changed from Supervisor or "bouncer" as he fondly refers to the early days, to the Timber Division Manager overseeing both timber divisions specialising in the manufacture of laminated timber beams and hardwood timber flooring for the Victoria markets. Mark's love and compassion for people makes him a very popular team member not only within the timber division but across all of Merriwa. His selfless giving of his time to support and work with the all team members both at work and outside of work, has seen Mark touch many lives over the past 25 years. Congratulations Mark on this milestone and we look forward to many more years to come.

20 Years

Billy Taborada

Billy has worked at Merriwa since June 1997. Billy works within CPP where he is an integral part of the warehouse team, ensuring product is kept up to the food rooms and finished goods are removed and stacked correctly. Billy has been a loyal and reliable employee over the last 20 years. Thank you Billy for all those years of continual service and we look forward to many more.

Malcolm Craig

Mal has been employed at Merriwa since November 1996. Mal has mainly worked in Contract Packaging during this time, and has very good attendance record over the years. Thank you Mal for 20 years of continual service and we are looking forward to many more.

Ellen Lakeland

Ellen commenced work with Merriwa in September 1996. Ellen's attendance over the years has been excellent and Ellen enjoys her work and gives cuddles. Thanks Ellen for your 20 years of great service.

Wesley Collins

Wes started employment with Merriwa in September 1996. Wes has worked in Timbers at Greta Road over the years and is now working in Contract Packaging. Well done Wes for 20 years of service.

15 Years

Luigi Rech

Loui is a multi-skilled worker and started with Merriwa in May 2002. Over this time he has worked in 3 different divisions – Merriwa Packaging division, and in Timbers at both Greta Road and Gibson Street. He is a qualified floor layer and has been trained in end-matching and works well with all members of the team. Loui is a valued member of the timber division and we congratulate him on 15 years of Service!

John Archer

John started in February 2002 originally with Whitlands Sawmill and now working at Timbers in Gibson Street. He is highly skilled in kiln drying hardwoods and is a dedicated member of the team. John is loyal, always willing to go the extra mile and is a well-respected team member. Congratulations on 15 years of service.

Carolina Cabalar

Carole commenced work at Merriwa in January 2002. Carole has worked in contract packaging starting off in Newman Street and now works at Greta Road. Carole has taken on more responsibilities in contract packaging and works well with supported employees. Well done Carole and thank you for 15 years of great service.

10 Years

Natalie Pepper

Natalie started employment with Merriwa in May 2007, during this time Natalie has worked in Contract Packaging and works on many production lines with confidence. Thank you Natalie for your 10 years of service and we look forward to many more years.

Anthony Hicks

Anthony commenced employment at Park Lane Nursery in March 2007, he currently works at Gibson St Timbers as well as the nursery. Anthony is well known for his friendly, cheerful nature and he can always be counted on to lend a hand whenever required. He is always looking for ways that he can be of service to the organisation and to his workmates. Anthony not only strives to achieve his own goals, but also to bring out the best in those around him. Congratulations and thank you for 10 fantastic years Hicksy – we look forward to many more!

Matthew Leonard

Matthew commenced work at Merriwa in February 2007. Matthew has worked mainly in Contract Packaging, however has worked in Timber and CPP for short stints during his 10 years. Thank you Matthew for your 10 years of service, your attendance during these years has been excellent.

Nanette Schmidt

Nanette or "Nette" as most know her as, started working in Contract Packaging in January 2007. Nette was later transferred across to CPP working within the food rooms where she is still currently working. Nette is a very reliable worker who has a kind and friendly nature. Your contribution to Merriwa is greatly appreciated and congratulations on 10 years of service.

Rosemary Pavlovic

Rosemary started employment at Merriwa in December 2006 in Contract Packaging. Rosemary is a very enthusiastic and happy employee who is willing to work and help out on many lines. Thank you Rosemary for giving 10 years of good service to Merriwa.

Retirements

Bernice Wadley

Bernice started working at Merriwa in February 1997 and retired in December 2016. Bernice loved her work - she was a very reliable employee and even became upset if she could not make it work. Bernice worked very hard, ensuring she completed her tasks and would always clean the tea room and did a lot of sweeping. Bernice loved a joke and would chat with everyone about football and anything else that interested her. Bernice was a much loved employee and we miss having her at Merriwa greatly. Congratulations on your retirement Bernice.

Chrissy Taylor

Christine started work at Merriwa in March 1996 and retired in March 2017. Christine thoroughly enjoyed her work at Merriwa and was a very reliable employee. Christine enjoyed collecting stickers and filling her pockets with nick-knacks that she collected during the day.

She enjoyed working her own tasks, and would work hard to complete tasks independently. Christine was a hard worker and we miss having her at Merriwa. Congratulations on your retirement Chrissy.

Des Budge

Des started work at Merriwa in September 1981 and retired in November 2016, working 35 years and 1 month at Merriwa! Des worked in Timbers, then Cake Boards for many years, and finally worked on various lines in Plant 2 Packaging. Des was a most respected employee at Merriwa.

Vales

Ray Byrne - Board of Directors

Ray joined the Board in 1995, when Merriwa Industries was formed and remained as a Board member until his passing on 13th August 2016.

His contribution as a Board member was at the highest level; he always thoroughly evaluated the Board reports and made a significant contribution around the Board room table, eager to see Merriwa grow and develop into the sustainable social enterprise it is today.

Ray's contribution also extended to supporting the management teams in the timber divisions, an area he had passion for. He had great skills and knowledge to pass on from his own background in timber and he was tireless and dogged in his pursuit of an efficient and successful timber division. His many hours of voluntary contribution in this area were recognised in 2013, where he was awarded the prestigious Graham Gales Volunteer award.

The significant contribution Ray made to Merriwa both at Board and Operational level over 21 years, will be long remembered by an annual Staff award named in his honour, to be known as the "Ray Byrne Quality award".

Roberta Brown - Member of Merriwa

The Board of Directors and staff at Merriwa Industries mourned the tragic passing of Roberta Brown (nee Gales) and extended our sincere condolences to her family and friends. Roberta was a current member of Merriwa Industries and her father Graham Gales played a significant role in founding, developing and supporting North East Handicapped Persons association which was ultimately to become Merriwa.



Bringing *quality* to life



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Merriwa acknowledges the support of the Victorian Government and Federal Government.

