



ANNUAL REPORT

2016

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Mission Statement

To inspire and empower people
through employment

We Include • We Achieve • We Care

Vision Statement

To provide flexible, diverse services
and workplace opportunities
for people of all abilities

About This Report

The 2016 Community AXIS Enterprises Inc. Annual Report details the growth, performance, achievements and people that make up our organisation. It provides key information about our service provision and our commitment to the communities we assist.

This report can be downloaded from our website at www.caei.com.au . If you would like to receive this publication in another format please contact reception on 03 5381 1622 or email reception@caei.com.au. Should you require an interpreter service, please call the Translating and Interpreting Service (TIS National) on 131 450 and ask for AXIS Employment on 03 5381 1622 between hours of are 8.30am to 5.00pm, Monday to Friday.

Acronyms

ADE	Australian Disability Enterprise
AS/NZS	Australian Standards/New Zealand Standards
DEA	Disability Employment Australia
DES	Disability Employment Services
DHS	Department of Human Services
DMS	Disability Management Service
DOE	Department of Employment
DSS	Department of Social Services
EMS	Environmental Management System
ESA	Employment Services Area
ESS	Employment Support Services
ISO	International Organisational Standards
NDIS	National Disability Insurance Services Scheme
NDS	National Disability
NSDS	National Standards for Disability Services
PAGES	Providers of Australian Government Employment Services
QA	Quality Assurance
QMS	Quality Management System
TIS National	Translating and Interpreting Service
TiW	Transition to Work

About Us

Community AXIS Enterprises Incorporated (CAEI), is a community-based not-for-profit organisation providing specialist employment services to disadvantaged jobseekers. Our core business is the delivery of employment services to help people with disability, illness or injury, or young disengaged people, into work. We operate throughout much of Western Victoria and South-East South Australia, and our head-office is located in Horsham.

Established in 1992, originally as Wimmera Job Match, CAEI was one of the first organisations to be contracted by the Australian Government to provide disability employment services in the open employment market. Based in Horsham and employing three full-time staff, the organisation originally serviced 70 jobseekers from across the Wimmera region with disability, illness or injury.

Throughout the 2000's, Wimmera Job Match continued to grow in both its operations and performance following successful tendering for additional government-funded employment programs such as Work for the Dole and Personal Support Program. Strategic planning and governance changes resulted in the organisation's name change to Community AXIS, better reflecting the organisation's core and commitment to the regions it serviced. By 2010, Community AXIS was rated among the top Disability Employment Services (DES) providers in Australia, achieving a performance rating of four stars out of five in the government's nationally-based star rating system.

A strong sense of community led to further growth in 2010 when Community AXIS acquired The Wool Factory in Horsham. Established in 1983, The Wool Factory was an Australian Disability Enterprise (ADE) funded by the Australian Government to provide supported employment opportunities in a business environment for people with disability who were unable to work in open employment.

In April 2011, Community AXIS Enterprises Incorporated (CAEI) was formed, incorporating the former Community AXIS and The Wool Factory, now rebranded and renamed AXIS Employment and AXIS Worx respectively.

The combined services provided by CAEI currently support around 1700 program participants, helping people with disability and also disengaged youth find and maintain employment. In doing so, CAEI are proud to be providing direct employment to 127 people and spending over \$11m annually in local communities on wages, jobseeker needs, employer incentives, training and other business operations.



AXIS Worx in Horsham is an Australian Disability Enterprise (ADE) providing supported employment for people with disability who are unable to work in the open employment sector. Contracted by the Department of Social Services (DSS) to deliver the Disability Employment Assistance (DEA) program, AXIS Worx provides meaningful and sustainable employment to 43 supported employees in four different business units – Wood Worx, E-Worx, Pak Worx and Harvest Delights. Each of these business units produce unique products and deliver specialised services, providing valuable employment and training opportunities to people with disability.

E-Worx

E-Worx provide e-waste recycling services to local councils and shires. As part of the *National Television and Computer Recycling Scheme*, we receive and recycle electronic and electrical equipment from transfer stations, and in doing so, assist in the reduction of potentially harmful waste sent to landfill. The E-Worx team dismantle end-of-life televisions, computers and other electrical products and then sort the recyclable components including circuit boards, copper wiring, other metals, glass and plastic. In the past three years we have received and recycled over 500 tonnes of appliances, successfully diverting these commodities away from landfill and allowing for the reuse of valuable resources.

Wood Worx

Wood Worx manufacture a variety of made-to-order treated pine timber products for businesses, farmers, builders and residents. We also sell pack lots of pine tongue and groove lining boards, structural grade pine framing timber, treated pine sleepers and pallet grade pine flitches cut to all sizes. In the past 12 months our Wood Worx supported employees have produced over 100,000 hardwood garden stakes, 4,000 mining core trays, 4,000 pine pallets and 1,500 pine termite stations.

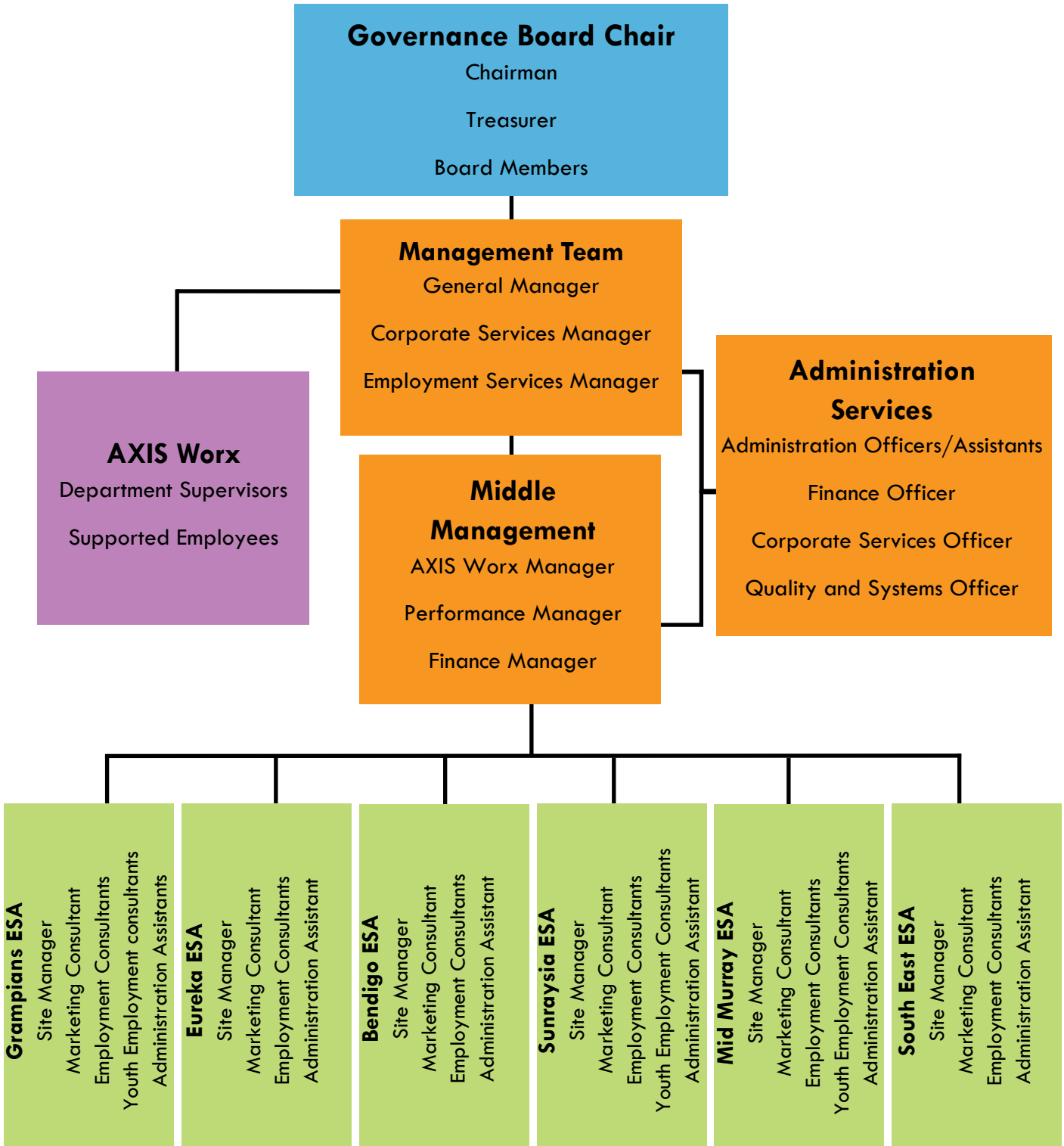
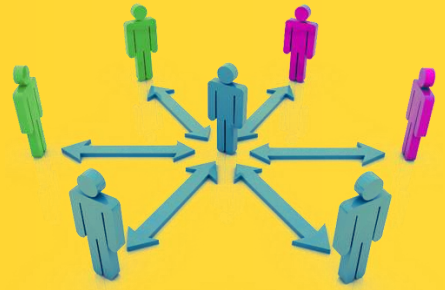
Pak Worx

Pak Worx offers offer a variety of packing, sewing and mail management services for businesses, government organisations and community groups— from shrink wrapping, product packaging and assembly, to manufacture of calico products and various types of document collation. In the last year, Pak Worx have produced over 40,000 calico bags, recycled 1,900 street lights, sewn 20,000 bag tags and assembled 115,000 tree guards.

Harvest Delights

AXIS Worx supported employees produce and package a variety of gourmet food products on-site under our brand name Harvest Delights. The Harvest Delights range includes fruit cakes, zucchini pickles, sweet chilli jam, dukkah, confectionary and nuts. We also stock and sell other brands of locally-grown and produced food products such as olives, olive oil and salad dressings. Harvest Delights package and sell a variety of gourmet food gift hampers, which include our Harvest Delights products and other locally-sourced produce.

Organisational Structure



Our Board of Governance



Nick Graham
Chairman
Solicitor
Saines Lucas



David Leembruggen
Vice Chairman
General Practitioner
Lister House Clinic



Brendan Bryan
Treasurer
Accountant
CBS Financial



David Eltringham
Board Member
(Retired) Senior Manager
Technical Services
Horsham Rural City Council



Bev Miatke
Board Member
Support Worker
Christian Emergency
Food Centre



Doug Clarke
Board Member
(Retired) Technical Officer

Chairman's Report

It gives me great pleasure to report on another incredibly successful year of operation for Community AXIS Enterprises Incorporated (CAEI). Through our high level of specialised employment support services delivered to in excess of 2,000 program participants across Western Victoria and South East South Australia, we have truly achieved our Mission, "To Inspire and Empower People Through Employment".

Our performance results have again proven our commitment to the people we support and the communities in which we operate. Nationally, our Disability Employment Service is ranked in the top two percent, and our Australian Disability Enterprise, AXIS Worx is also highly rated on a National level, and continues to provide a valuable resource to our community. In April of this year, CAEI commenced delivery of the Transition to Work initiative - to support disengaged youth, and we are achieving results that exceed our contract requirements.

We are able to deliver these services to such a high level through the hard work of all staff members and I thank them all for their dedication to making our Mission Statement a reality. In particular, I would like to thank our Management Team, Leadership Group and DES Managers for their direction and outstanding leadership provided to the organisation over an incredibly successful year.

I would also like to acknowledge the commitment of my fellow board members to ensure the continuing strength of the organisation and its strong financial future, whilst never forgetting our obligations to people with disability and disengaged youth. In particular I would like to recognise the contributions and many years of loyal support provided by Mr David Leembruggen. After 11 years combined service to the Wool Factory and CAEI boards, David has advised that he will be resigning from his position as board member later this year. David was the Chair of the Wool Factory Committee and was instrumental in the 2011 Community AXIS amalgamation. David has also served as Deputy Chairman to the CAEI Board of Governance and has been a major contributor to our success. Thank you David for your invaluable input, dedication and commitment to the Board of Governance and to CAEI.

This year the board were fortunate to oversee the planning and contract negotiation processes and subsequent approval for the constructions of 9 Firebrace Street in Horsham. I am certain that 2017 will be an exciting year as we see the new head office concept become a reality. CAEI continues to mark out for itself, a distinct place within the community. We are a strong organisation and will continue to strive and improve on the services we offer to people with disability.

Nick Graham
Chairman, Board of Governance

General Manager's Report

Community AXIS Enterprises Incorporated (CAEI) have been providing Disability Employment Services (DES) since 1992. We have since grown significantly in both size and operations, and with an annual turnover that is now in excess of \$12m, we employ 83 full time staff and 43 supported employees, and provide services to 1700 jobseekers across four employment programs delivered throughout much of Western Victoria and South East South Australia.

The work we are doing to help people find and maintain employment makes a positive impact. A job offers a sense of independence and self-worth. It contributes to our physical and mental health and helps shape our sense of identity. People with disability value their work, they boost staff morale and enhance a sense of teamwork. Studies show that they take less leave, have fewer accidents and stay in jobs longer than other workers. They One in five Australians has a disability, so employing people with disability better reflects the diversity of our society.

In the past 12 months we have assisted over 2,500 people with disability, and another 150 disengaged youth. As a result of our work, 1,000 people are now in employment or education and collectively are being paid around \$15m in wages. They are less dependent on government benefits and are spending money in their communities. They have a positive impact on local economies and are contributing to regional business. Because of this, we have achieved exceptional performance results across all employment programs. Our DES programs are ranked with the best in Australia, achieving the highest possible 5 star rating in each of our seven DES programs across six Employment Services Areas (ESAs), averaging 72% better than the national average. Our Transition to Work (TtW) program, new to us in April, has already exceeded our contracted targets of 155 participants and 8 outcomeb, and AXIS Worx, our Australian Disability Enterprise (ADE), continues to offer 43 supported employment opportunities whilst exceeding our Activity Performance Indicators (APIs).

Once again we have proven that we are up to the task of taking on and successfully delivering new programs and additional business. TtW recently exceeded outcome targets by 275%, and we have already achieved 5 star ratings for both the DES DMS Sunraysia, acquired in 2014 and the additional 10% of DES ESS Bendigo business, allocated in 2015.

The CAEI Management Team:

(L-R) Colin Barnett, Viv Watson,
Graeme Eldridge



CAEI's leadership group consists of Graeme Eldridge, Viv Watson, Brendan Doran, Bill Schmidt, Amanda Wirth and myself. Together we continue to lead by example, motivated by our achievements and common goals: To inspire and empower people through employment; and to achieve the very best outcomes for our program participants, employers, staff and communities. We will position ourselves for ongoing success through continuing our high standard of service delivery, by maintaining a strong financial position, by pursuing additional DES business and developing future business opportunities at AXIS Worx.

Thank you to Grae and Viv for your valued contribution and continued support. Your ongoing dedication and commitment to CAEI and our management team has resulted in our success over a long period, and particularly over the last year.

We are grateful for the contribution and support provided by our Board of Governance. Chairman Nick Graham and board members David Leembruggen, Bev Miatke, Doug Clarke, Brendan Bryan and David Eltringham all give their valuable time and continue to show faith in management's leadership.

This year, Nick Graham has achieved 10 years of service to the CAEI Board of Governance. Nick has seen us through a number of DES programs, the amalgamation with The Wool Factory Committee of Management in 2011, the Incorporated name change to Community AXIS Enterprises, the associated constitutional change, the DES expansion to six Employment Service Areas in 2013, additional DES business in 2014 and 2015, the Firebrace Street property purchase in 2014 and new TtW business this year. Well done Nick, and thank you for your continued support and contribution to our success.

After 11 years combined service to the Wool Factory and CAEI boards, David Leembruggen has advised that he will be resigning from his position as board member later this year. David was the Chair of the Wool Factory Committee and was instrumental in the 2011 Community AXIS amalgamation. David has also served as Deputy Chairman to the CAEI Board of Governance and has been a major contributor to our success. Thank you David for your many years of loyal support.

With income of \$12m, a surplus of \$1.25m, cash and investments of \$5.4m and property totalling \$2.91m, our finances have never been better. We are well-positioned to move forward and meet the challenges and opportunities ahead. With the potential of additional DES business, the introduction of the National Disability Insurance Scheme (NDIS) and the completion of our Firebrace Street redevelopment, we look to 2017 with great anticipation.

From supported employees to department supervisors and client services, from reception to consultants and marketers, from administration to quality and finance, from managers to board members – we have all played our part in the success that CAEI has achieved this year. Great job Team AXIS!

I would also like to acknowledge the many local employers who utilise our services and provide invaluable support to our jobseekers. We thank you for the contribution you have made in helping us achieve successful outcomes for our participants and our programs.



Colin Barnett
General Manager

Corporate Services Manager's Report

The big buzz in the Corporate Services space this year has been preparing for the refurbishment of our new head office of Community AXIS Enterprises Inc. It has been an exciting project for us working with BHA Architects and all the associated services and suppliers that are required to achieve the completed result. Local builders Locks Constructions were appointed in August and commenced work in October. This refurbishment will be a great boost for the aesthetics of the top end of Firebrace Street, and will also contribute \$3m to the local economy.



It is also a rewarding part of my role to back our local communities and know we have created local jobs by contributing over \$2m this year on other infrastructure projects, fleet and information technology.

Congratulations to Tom Stevenson who completed a three year IT Traineeship this year and has been appointed as Corporate Services Officer, which broadens his responsibilities within fleet and infrastructure. Well done Tom!

We successfully achieved ongoing certification against the National Standards for Disability Services, ISO 9001:2008 and ISO 14001:2004. As a requirement for our E-waste operation at AXIS Worx we also achieved conformance to the requirements of AS/NZS 5377:2013. Thank you to Tennille Ellis, our Quality and Systems Officer for all her good work.

Thank you to Bill, Brendan and Amanda for the major part they play in our organisational achievements.

And last but not least a big thank you to Col and Viv for all their support during the year, and for the odd coffee or two shared along the way.



Graeme Eldridge
Corporate Services Manager

Employment Services Manager's Report

The past year has once again been a year of growth and development for AXIS Employment. We are currently operating across six Employment Services Areas (ESAs) to support over 1500 jobseekers to achieve and maintain employment.

The Disability Employment Service (DES) program has achieved outstanding results across the board. AXIS Employment site managers, marketers and consultants have worked tirelessly to provide an excellent individualised service which positively impacts the lives of our jobseekers. Our growth in DES this year has also resulted in the appointment of an additional five employment consultants across the organisation.

The DES Employment Support Service (ESS) continues to deliver exceptional performance with all six ESAs achieving a five star rating. In August 2015 we accepted the department's offer of additional DES ESS in Bendigo, following the reallocation of business from poor performing providers. As a result we employed additional staff and undertook a major expansion to our Bendigo office. Our DES Disability Management Service (DMS) delivered in the Sunraysia ESA has also achieved and maintained a five star rating – another outstanding result.

Whilst achieving a five star rating for our DES programs across all ESAs is exciting, the greater reward is knowing that in the past year, over 800 of our DES jobseekers have either gained employment or have entered into education and training to better prepare them for future employment and the opportunities that the being in the workforce brings.

In early 2016 we were successful in our application to provide Transition to Work (TtW) across the Wimmera Mallee region. TtW assists young people between the ages of 15 to 21 who are not engaged in school or work and require intensive pre-employment support to set and achieve their employment and educational goals. In April we commenced delivery of the service from our Ararat, Horsham, Swan Hill and Mildura sites, and we are now working with over 150 TtW participants. Through this service, we are helping many young people on their journey into employment having already assisted more than 120 young people into work, education or training.

The annual AXIS Employment Shooting for the Stars conference was held in May in Echuca. With 36 staff from across the organisation in attendance, the 3-day conference provided invaluable networking opportunities and fantastic team building activities. Our management team delivered expert training and professional development sessions to ensure our staff continue to be well-equipped to deliver the best possible service to our jobseekers and employers.

Our team of dedicated and enthusiastic staff are a key element in our ability to achieve such great results. To our administration team who keep the offices running smoothly, and the consultants, marketers, site managers and leadership team who work diligently to ensure our jobseekers have the very best opportunities, we thank you all for an incredibly successful year.

It is with great anticipation that we look forward to the refurbishment of the Firebrace Street building over the coming months and the move to our new head office next year.

Viv Watson
Employment Services Manager



AXIS Worx Manager's Report

This year has seen an increase in our production at AXIS Worx, with our supported employees working on a number of different projects across the departments.

The growth in business for 2015-2016 was especially evident in the Wood and Pak Departments. In the past 12 months, Wood Worx has produced thousands of core trays, pallets, produce bins and around 200k of hardwood stakes. Pak Worx have sewn around 45,000 calico bags for the year, and with the assistance of the E-Worx team, have also completed the assembly of around 120,000 tree guards. It's great to see our supported employees undertaking new activities and achieving such great results whilst meeting our varied customer's needs.

Harvest Delights is also starting to gain momentum, and we now have more of our own product sold in businesses around the Wimmera. These products have also been very successful in the gift hampers that we package onsite.

Throughout the year E-Worx achieved ongoing certification for the ISO 14001:2004 *Environmental Management Systems* and initial certification for the management system standard *AS/NZS 5377:2013 Recycling of Electrical and Electronic Waste*. Thanks to all staff involved in these audits and for your continued work to ensure that we maintain compliance.

A reduction in the amount of e-waste received for recycling during the year has proven challenging at times, however e-waste volumes for 2016-2017 will increase following the recent implementation of free residential e-waste drop-off points at Northern Grampians Shire Council, Ballarat City Council and Mildura City Council transfer stations.

AXIS Worx had a number of supported employees participating in the 2015 Tri State Games hosted in Horsham, and we were also a proud major sponsor of the event. The 2016 Tri State Games will be held this November, and we have entered our own AXIS Worx team, with 10 supported employees registered to participate. We also have an additional five supported employees participating with the Horsham Rockets team. Good luck and best wishes to all involved!

I would like to thank our supported employees for your outstanding work throughout the year. It is to your credit that we have been able to deliver all products and services to meet our customer's expectations and requirements.

A big thank you also to our AXIS Worx staff for your dedication and commitment, and to our many loyal customers for your ongoing support of our great organisation.



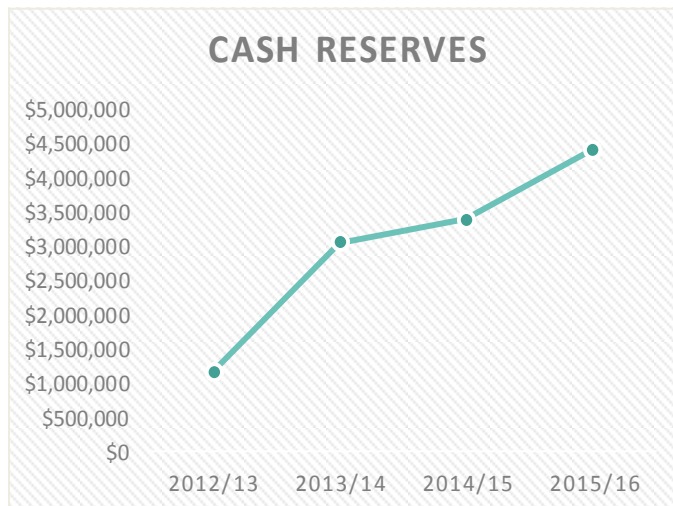
Bill Schmidt
AXIS Worx Manager

Finance Manager's Report

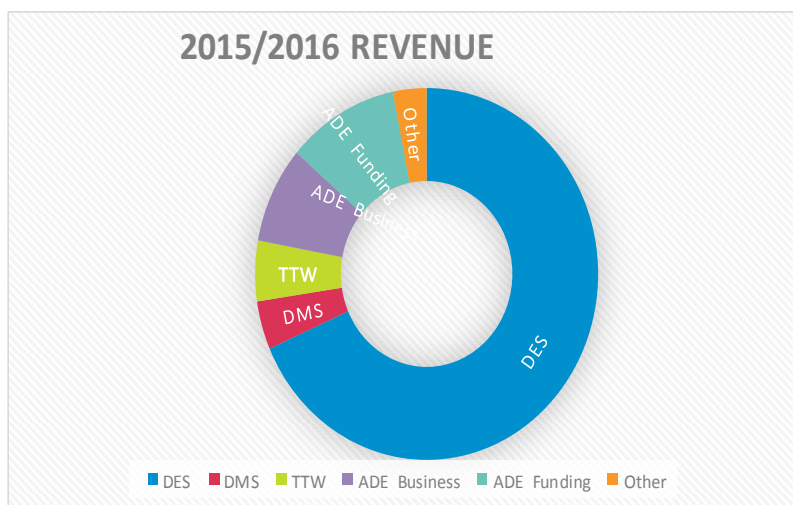
It has been another pleasing year financially for Community AXIS Enterprises Inc. The great work that has been happening across all sites has resulted in a surplus of \$1.25m at June 30 2016.

In the past 12 months, our cash reserves have increased by 30% to just over \$4.4m which will enable us to invest our own money into our new building project without the assistance of external funding or additional borrowings.

At June 30, our investment with AXA North showed a balance of just over \$1m following investment of a further \$400,000 during the financial year.



Revenue for the organisation increased by over \$1m from the previous financial year, taking us to a total income of \$12.1m for 2015/2016. This growth is mainly attributed an increase of \$500,000 in DES ESS and DMS funding, \$150,000 through our new program, Transition to Work (TtW) and the sale of several assets totaling \$64,000.



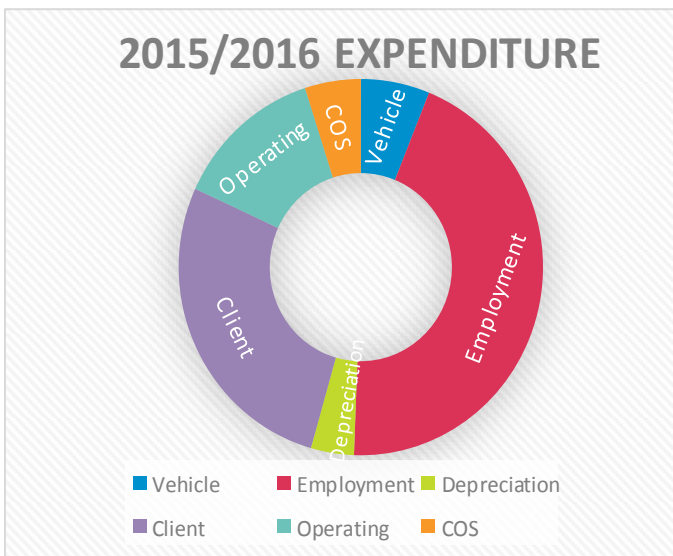
Sales through the five business lines at our Australian Disability Enterprise (ADE), AXIS Worx were down around \$20,000, with E-Worx being the main contributor to the decrease. It is promising to see some new contracts in the Wood Worx department create an increase of over \$90,000 in sales for this financial year. Secured contracts with a volume increase for the coming financial year will continue to help the department flourish.

The ADE received \$88,300 in the form of a Wage Supplementation grant from the Department of Social Services (DSS) to assist with the transition from the Business Services Wage Assessment Tool (BSWAT) to the Supported Wage System (SWS). The grant is staggered over three financial years with a further \$99,400 allocated by the end of 2017/2018.

AXIS Worx were also successful in the application for a grant worth \$89,700 from DSS to engage external consultants, in this case, Synergy Group Australia, to advise and prepare the ADE as we transition to the NDIS next October.

Our DES ESS and DMS programs continue to be our best performers financially, which is a direct reflection of the hard work put in by all staff involved in these programs. Funding was up over \$560,000 from 2014/15 due to a steady increase in the number of jobseekers we have on board and the number of fantastic outcomes they achieved in both employment and education placements.

Transition to Work (TtW), brings with it over \$800,000 of guaranteed funding based on the 155 clients places we were allocated in the Wimmera Mallee Employment Region, as well as additional funding for all outcomes achieved over our quarterly targets. At the end of June, TtW recorded a small profit of \$52,700. Based on the number of outcomes our clients have already achieved in the first quarter of 2016/17, we see this program being extremely beneficial to our young clients and a great addition for our growing organisation.



Throughout the course of the year, additional staff, the rollout of new vehicles and an increase in general operating costs has seen our expenses grow by 13% to a total of \$10.8m.

As well as making a start on our building project, our surplus has also allowed us to spend over \$300,000 on capital expenditure, including a complete re-fit of our Bendigo office and further upgrades to AXIS Worx. This included purchase of a new bus which was partially funded by a \$20,000 grant from RACV.

Looking to 2016/17, it will be great to see the TtW program continue to gain momentum and produce some positive results for both the clients involved and as well as financially for CAEI. We strive to service more and more jobseekers through our successful DES programs and envisage a positive turnaround for our ADE as it takes on new ventures whilst approaching the commencement of the NDIS. All of this combined will keep us in a sound financial position, and although our cash reserves will reduce significantly next year due to the build of our new Head Office in Horsham, this new asset will be a worthwhile investment.

I'd like to take this opportunity to thank the wonderful group of women that makeup the Finance and Administration team here in our Head Office. They do a fantastic job in staying on top of the work generated by our seven sites all year round. Thanks for all of your hard work and assistance over the past 12 months.



Amanda Wirth
Finance Manager

Our Team

GRAMPIANS - *Head Office*

Colin Barnett	General Manager
Graeme Eldridge	Corporate Services Manager
Viv Watson	Employment Services Manager
Brendan Doran	Performance Manager
Carolyn Baker	DES Manager
Amanda Wirth	Finance Manager
Sarah Scott	Finance Officer
Tennille Ellis	Quality and Systems Officer
Tom Stevenson	Corporate Services Officer
Linda Thornton	Administration Officer
Rebecca Lovett	Administration Trainee
Sophie Barnett	Administration Assistant
Chris Overman	Marketing Consultant
Caitlin Schulze	Employment Consultant
Courtney Clough	Employment Consultant
Dale Bateson	Employment Consultant
Jerome Williams	Employment Consultant
Kristy Robertson	Employment Consultant
Marc Richards	Employment Consultant
Simon Rohde	Employment Consultant
Steve Holmes	Employment Consultant
Steve McRae	Employment Consultant
Nathan Martin	Youth Employment Consultant

EUREKA

Tom Robertson	DES Manager
Annie Henderson	Administration Assistant
Trish Hayward	Administration Assistant
Brendan Thompson	Marketing Consultant
Chris Sheehan	Employment Consultant
David Youlden	Employment Consultant
Jamie Woods	Employment Consultant
Jenny Wilson	Employment Consultant
Jeremey Byrne	Employment Consultant
Kellie Chapman	Employment Consultant
Larecia Glenwright	Employment Consultant
Rebecca Jones	Employment Consultant
Sherree Pedrotti	Employment Consultant
Simone Brough	Employment Consultant

AXIS WORX

Bill Schmidt	AXIS Worx Manager
Garret McAlpine	E-Worx Supervisor
Graeme Lewis	Maintenance Supervisor
Helen Crafter	Client Services Manager
Jason Stephens	Wood Worx Supervisor
Karen Cameron	Marketing & Sales Supervisor
Pauline Thomson	Pak Worx Supervisor
Russell Brown	Production Supervisor

Our Team

BENDIGO

Jeff Else	DES Manager
Georgia White	Administration Assistant
Edy Miller	Marketing Consultant
Adrianna Grubelnik	Employment Consultant
Clarissa Ayres	Employment Consultant
Daniel Farrelly	Employment Consultant
Jacinta Bourke	Employment Consultant
Kyle Walsh	Employment Consultant
Laura Bennie	Employment Consultant
Leigh Byrne	Employment Consultant
Quinton Bentley	Employment Consultant
Tony Barker	Employment Consultant

SUNRAYSA

Carl Robertson	DES Manager
Abby Challis	Administration Trainee
Connie De Maria	Marketing Consultant
Ashley Flentjar	Employment Consultant
Justin Clay	Employment Consultant
Kim Johnson	Employment Consultant
Paul Mulder	Employment Consultant
Phillip Cupper	Employment Consultant
Dale Harvey	Youth Employment Consultant
Loren Hill	Youth Employment Consultant

MID MURRAY

Marcus Demaria	DES Manager
Emma Burns	Administration Trainee
Felicity Simpson	Marketing Consultant
Cristie Longmore	Employment Consultant
Kieran McLaughlin	Employment Consultant
Louise Rohde	Employment Consultant

SOUTH EAST

Rodney Versteegh	DES Manager
Cynthia Franck	Administration Trainee
Mike Reilly	Marketing Consultant
Ashley Owen	Employment Consultant
Hayley Davey	Employment Consultant
Karren Owen	Employment Consultant
Tina Young	Employment Consultant
Wendy Scott	Employment Consultant

Staff Photos



Horsham (Grampians)



AXIS Worx



Bendigo

Staff Photos



Mildura (Sunraysia)



Swan Hill (Mid Murray)



Mount Gambier & Naracoorte
(South East)



Ballarat (Eureka)

AXIS Worx Employees



ABOVE: Wes Howard pictured with the first 1,000 stakes produced for SureGro's order of 40,000 stakes.



ABOVE (L-R): Peter Mackay and Tom Leembrugen
Peter and Tom show their medals from the 2015 Tri-State Games in Horsham.



Wimmera Greening Australia partnered with **AXIS Worx** to assemble tree guards to assist with their revegetation program.

Service Recognition

We would like to express our thanks and gratitude to our board members, staff members and supported employees for their service, hard work, dedication and commitment to our organisation. In particular we wish to acknowledge the following milestones for this year:

30 Years of Service

Darrell Laverty – Supported Employee

Peter Mackay – Supported Employee

25 Years of Service

Andrew Manwaring – Supported Employee

15 Years of Service

Jason Wilkie – Supported Employee

Colin Barnett – General Manager

10 Years of Service

Brendan Russell – Supported Employee

Andrew Lang – Supported Employee

Rohan Hill – Supported Employee

Nick Graham – Board of Governance Chairman

Donations and Sponsorship

Community AXIS Enterprises Inc. are proud to have supported the following local community groups, sporting groups and associations in 2015-2016:

3WM MIXXFM Business Awards

Ballarat Red Devils

Ballarat Sovereigns

Cancer Council of Victoria

Central Murray Football and Netball League

Demons Basketball Club (Mildura)

Dianne Marchment and Associates Golf Day

Falcons Baseball Club Inc.

Golden City Football Club

Golden Square Football and Netball Club

Horsham College Volleyball

Horsham Saints Football and Netball Club Inc.

Jeparit/Rainbow Football and Netball Club

Kybybolite Memorial Sports Club

Laharum Football and Netball Club

Lime FM

Lions Club of Ballarat

Murtoa Golf Club

Neangar Park Golf Club Inc.

North Ballarat Junior Football Club Inc.

North Ballarat Junior Football Club Inc.

Northern District Football Umpires Association

Pimpinio Golf Club Inc.

Redan Football and Netball Club Inc.

South Gambier Football Club Inc.

Ss Michael and John's Primary School

St Brigid's College

Tri State Games

Warracknabeal Memorial Kindergarten Inc.

Wentworth District Football Netball Club

Wimmera and Southern Mallee Careers Association

Wimmera Health Care Group

Wimmera Health Care Group Foundation

Wimmera Regional Sports Assembly

Woorinen Football Netball Club

Contact Us

HEAD OFFICE

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AXIS WORX

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WENDOUREE

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SWAN HILL

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