

**Principal & Registered Office**

Ground Floor, 144 Edward St  
Brisbane QLD 4000

ABN: 73 003 201 910

t. +617 3114 5188

f. +617 3229 5678

[www.sitegroupinternational.com](http://www.sitegroupinternational.com)

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## **ASX RELEASE**

### **Investor Update - Cyba Recruitment**

The Directors of Site Group International (“Site”) are pleased to provide investors with an update on the delivery of our business strategy. Site has entered into an agreement to acquire Cyba Recruitment (“Cyba”) a Philippines based recruitment business operating since 2005. Cyba holds extensive knowledge of the recruitment industry across the 5 key areas including:

- Sales and marketing
- Supply;
- IELTS;
- Cert III skills assessment, and
- Immigration

Cyba’s service offering includes sourcing skilled candidates for deployment, assessment and training. Cyba has the relevant licensing arrangements required from the Philippines Overseas Employment Agency and the Australian Department of Immigration and Citizenship to allow Philippines candidates to be recruited

Cyba is already a cash flow positive operating business in its own right and the accretive acquisition will bring an important capability in-house and enhance Site’s ability to deliver employer sponsored training and assessment at Clark Education City.

Cyba has developed a strong repeat customer base of successful private and public companies focused mainly in the resources, construction and hospitality industries. Currently Cyba has

supplied overseas workers to major Australian companies including Monadelphous Engineering, Transmin, Mermaid Marine, Kennards Hire and John Holland.

The management of Cyba are very experienced in providing clients with capable employees for the Australian workforce, since 2005 they have deployed more than 3,000 overseas workers to Australia. Cyba has eight employees and primarily operates from the Philippines, supplying workers to Australia, Middle East, PNG, South America, Malaysia and Singapore.

Brett McPhee and John Rodgers who make up Cyba's management team have over 50 years of combined industry experience and hold a thorough understanding of the immigration process for overseas workers. This intrinsic knowledge of both Filipino and Australian regulations is fundamental for ensuring an expedited process which is compliant with all rules and regulations.

Cyba has developed a strong brand name and reputation in the market as a leading provider of international recruitment solutions. Cyba also has office premises located in Manila giving the business a convenient central location.

## **Agreement Details**

It has been agreed that Site will take a 2 year operating lease on Cyba whereby on expiration of the operating lease, Site will have the option to subsume Cyba in to its operations subject to terms of the agreement. This will allow both parties to determine the feasibility of a long term working arrangement. The agreement is by way of term sheet which is subject to formal documentation

As part of the agreement the Cyba management team of Brett McPhee and John Rodgers will receive 2.5 million Site Group International (ASX: SIT) shares upfront along with an annual salary. The issue of these shares will be subject to shareholder approval. Cyba management may also receive Long and Short Term Incentives consisting of cash and/ or shares however these will be performance dependent. The shares received upfront are conditional upon Site agreeing to incorporate Cyba into its business at the expiration of the 2 year operating lease.

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## **About Site Group International**

Site Group International (ASX:SIT) accredited and non-accredited training programs tailored to employer needs. Vocational training is delivered through high quality facilities in the Philippines (Clark Education City) and in Australia (Site Skills Group and Site Academy).

Site assesses and up-skills and trains industry experienced candidates in the Mining & processing, oil & gas, construction, camp services, hospitality and logistic sectors before placing them with the appropriate employer groups. Some qualifications delivered include; welding and boiler making, heavy diesel fitters, auto-mechanical and air conditioning split-systems technicians.

Site Group International also delivers Workforce planning solutions through Site WorkReady - the workforce planning and recruitment division of the Site Group of companies.

The strategic location of Clark Education City at Clark Freeport Zone in the Philippines allows the company to deliver Australian standard training in a low cost controlled environment. All training is delivered with customised English language and cultural sensitivity training as well as OHS and WHS to ensure all graduates are work ready when and where they enter employment. This creates an attractive pathway to meaningful employment in countries experiencing skill shortages such as Australia, PNG, West Africa and the Middle East.

In addition to its international training facilities, Site remains focussed on the operation and expansion of its Australian training facilities. Site is expanding in its key target markets of Queensland and Western Australia where there is significant opportunity to service large mining and energy projects.

Site Group International is an emerging Australian company with a strategic business model run by an experienced board and management team.