



1. Country values/culture/team work: is a great atmosphere to do your best, be challenged and to enjoy what your doing. Nice people to get along with, real team work and support. We are a family company and we are proud of it.
2. Successful/Good Reputation: Bowhill Engineering have been quite successful in recent times having been inducted into the SA Great Hall of Fame in 2009 winning the SA Great award for Family business in 2003, 2004 and for Large Business in 2007 and we also finalists in the 2004 and 2005 Telstra Small Business Awards. Our reputation in the industry is by all accounts exceptional and there are many people that are willing to trust us and our capabilities with very complex and important projects. See testimonials page.
3. Passion to succeed against all odds: This passion (stemming from the Hawkes family) is carried through the whole organisation. A feeling of real achievement and satisfaction can be experienced when you succeed with an “underdog” label. This natural preconception seems to be given to companies that operate out of rural areas.
4. Alignment/networking with strategic companies: both customers and suppliers are carefully selected to align us with companies that fit our values and goals.
5. Enthusiastic forward thinking “young” company: Jeremy Hawkes is a proactive and enthusiastic Manager. He has a lot to gain knowledge of, but he is totally committed to learning and wants to foster a learning environment through the whole organisation. Our internal systems and procedures are carefully designed and implemented.
6. Huge potential in multiple manufacture and specialised structural engineering: We have been involved of late, in the design phase of projects both in structural and mechanical disciplines. Our ability to computer generate and model methodologies and simulate their movement has seen a whole new era dawn for our company. Exciting and challenging projects are becoming the norm for our workflow, because of our passion for advanced yet practical and efficient technology and a experience that allows a feel for what works.
7. Opportunities for people to join our executive team and to “grow” into the company and be a part of our learning environment
8. Company values input: involvement in decision making and a real feeling of empowerment in your role as individuals have the ability to be able to make a difference.
9. Opportunities to be rewarded financially for progressing the company
10. Clearly defined yet flexible job and person specifications: comprehensive and very positive and effective performance appraisals are held annually on all employees as well as the Managing Director
11. Systematic and highly organised procedures are already in place: We have proactive and team oriented administration staff that work very closely with all staff to maintain and continuously improve all systems and procedures with in our company.

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Other non work issues related to metro verses country living:

1. **Something different:** It can be a fresh start, something unique and very positive.
2. **Safety:** feeling safe in your own home and community (home invasions, vandalism, security systems) exists to a much greater level in metro areas.
3. **Traffic:** You know how long it will take to go somewhere in the country. We are free from Stop lights and road jams! In Metro areas road rage, car jacking, car theft and much more happens as a daily event. Country driving generally covers more distance, but in general the actual time taken to reach your destination is quite reasonable and comparable because when travelling you are doing just that travelling, not waiting for traffic lights, traffic jams, accidents etc.
4. **Clean fresh healthy environment:** There are basically no pollution issues, the air is clean and fresh. Our workshop is located on the cliff top at Bowhill which overlooks the majestic River Murray and the small township of Bowhill.
5. **Cost of living:** Cheaper living whilst at the same time enjoying a potentially better family life. There are fewer expenses living in the country because there are never any parking costs, housing is cheaper to buy and rent, entertainment is generally cheaper in the country and the community has fewer fast food stores etc in the immediate vicinity (cuts down on impulse buying). Our regional shopping facilities are excellent with deregulated shopping hours allowing our stores to open when they want. Woolworths & Coles in Murray Bridge open at 6am and close at 11pm.
6. **Country people:** are mostly genuine people who are community minded and easy to get along with. Image people and “fake” people with misleading motives exist rarely in the country. We are generally respectful people and easy to get along with. The spirit of the community can be contagious and a real benefit to many people who live in the country.
7. **Country schools:** There are a range of local private and public schools, both primary & secondary. Generally class sizes are much smaller allowing children more one on one interaction. Country schools are renowned for their athletic & sporting achievements and participation rates are very high in all extra curricular activities. Children are exposed to less negative and dangerous peer pressures and the general culture that exists are that drugs (even marijuana) are not cool.
8. **Travelling:** Bowhill is only 1-1.5 hrs from both the toll gate at Glen Osmond or Tea Tree Gully (depending on which side of Adelaide your destination is).
9. **Location:** We are in a beautiful and scenic region on the Murray River. Friends and family will most likely find it appealing to travel up and enjoy a weekend in the country, experience a relaxing environment, where they can easily go fishing, camping, 4WD, skiing etc.
10. **Entertainment:** Expanding on the variety for out of work activities is easy as there are many opportunities within our local region. Sports such as football, basketball, tennis, 8 ball, cricket, 10 pin bowling, lawn bowling, golf, skiing, swimming and many many more are held seasonally and can be enjoyed as participants or spectators. There are

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very good pubs and clubs in our area such as the multi award winning Pretoria Hotel in Mannum. A variety of restaurants and café's are located in Mannum and Murray Bridge ranging from seafood to Chinese. There is a movie theatre in Murray Bridge and many more in Mt Barker which is just 45 minutes from Bowhill. Our own BowEng social club holds quality and well attended events such as attending the AFL showdown, billy cart challenges, car navigational trials, progressive teas, trips to the beach and many more. Children can play outside and explore/enjoy nature in a safer and more interesting way. Having animals, bikes, motor bikes, etc is all possible due to the amount of room there is available.

11. **Housing:** Many employees are conveniently based in Mannum or Murray Bridge and commute (less than ½ hr each way). There are opportunities to buy or build housing in the immediate vicinity and enjoy the local community. Riverfront property is still growing in value and it is expected that this trend will continue.
12. **Media:** All Adelaide television and radio stations are easily accessible and within range of our area. Internet services enjoy fair connection speed, mobile phone coverage is very good with Telstra 3g digital serviced from a tower in Bowhill.
13. **Security:** Bowhill Engineering has been established since 1972 and have grown steadily since then. We now enjoy an excellent reputation and have many great clients that consider us their preferred supplier in our field. Our financial position gives us stability in a sometimes volatile industry. Our debts are very low as are our overheads and we plan to be around for the long run.