

14 September 2012

96 Ewing Street, Welshpool WA 6106
PO Box 625 Welshpool DC WA 6986

P: (08) 9351 8488 | F: (08) 9351 8477 | E: info@maca.net.au

MACA Limited

CEO and Managing Director - Key Terms of Appointment

ASX Market Announcements
20 Bridge Street
SYDNEY NSW 2000

Dear Sir/ Madam

In accordance with Listing Rule 3.1, please find below a summary of the key terms of Doug Grewar's employment, relating to his role as CEO and Managing Director of MACA Limited.

Commencement date:	1 October 2012
Term:	Not fixed.
Total Fixed Remuneration:	Base salary - \$550,000 per annum plus provision of a car Superannuation - as required by current law
Short Term Incentive:	Short term incentive for Financial Year 2013 - 25% of the base salary subject to meeting agreed financial and safety hurdles prorated for the period of employment. The STI is subject to achievement of: <ol style="list-style-type: none">1. financial hurdle (50%) - being the Financial Year 2013 NPAT budget2. achievement of a safety hurdle (50%) - being that the LTIFR is below the WA mining rate.
Long Term Incentive:	This will not apply for Financial Year 2013 but will be negotiated and agreed in respect of Financial Year 2014.

Yours Sincerely
MACA Limited



Jon Carcich
Company Secretary

About MACA

MACA Limited is a mining and civil contractor with major projects throughout Australia. Employing more than 800 people, MACA offers a full range of surface mining and crushing services, and civil infrastructure services. Visit www.maca.net.au for more information