

Directors Update

Welcome to Intract Australia's inaugural newsletter.

Since the last newsletter Intract have been very busy with the company expanding in all areas.

Our growth as a company since the last newsletter has seen us grow from strength to strength. We now have 36 new employees join the Intract team in various positions within the Northern Territory, South Australia and Victoria region.

We've also extended and grown our branding and marketing areas including a new LinkedIn page, Twitter account and YouTube channel. Which can all be found and followed at the back of this newsletter where you can stay up to date with all Intract's news and events as it happens. With the combination of our company expanding, Intract now boasts the incredible statistics.

- 60 Indigenous employees
- 90% Indigenous employment
- 85% Full-time Indigenous employment
- 51% Majority Indigenous owned business
- 150 training outcomes
- 11 Female Indigenous employees
- 2 community based offices
- 7 years in the business

With 60 employees ranging from managers, supervisors, skilled trade operators, laborer's and administrators, Intract now reaches an impressive number of 85% Indigenous personnel working full time, with 98% Indigenous employment. This makes Intract one of the largest employers of Indigenous people in South Australia and possibly Australia.

Looking to the future Intract are excited to branch out more so within the building maintenance area across Australia. We have brilliant track record doing so within the Northern Territory, South Australia and now Victoria as well. By continuing to grow within this spectrum this means Intract are able to provide more apprentice opportunities to Indigenous personnel. Whether they're young and starting out in their career or middle aged and new to the field. Intract want to be in a position to provide more employment across numerous Indigenous communities to upskill and provide training to Indigenous people.

We thank you for taking the time to better understand what we are achieving and hope you enjoy the read.

Featured Inside



John Briggs
General Manager
Southern Australia

Michael Rotumah
General Manager
Northern Australia

Supply Nation Event 2017



From Left to Right:
Michael Rotumah, John Briggs and Andrew McLeod

Business Update



Project Updates



Community Update



Employment & Training



Business Update

Inaugural Intract NAIDOC Award 2017

Closing the Gap on Indigenous employment

This year marked the first year for Intract's Inaugural NAIDOC Award. Intract wanted to show our appreciation of our clients who proved to us their commitment to engaging and creating job opportunities to Closing the Gap on Indigenous employment. One of

Intract's most strong and respected values we strive for.

To win the award the company (client) had to show strength in the following criteria:

- Positive approach to engagement of Indigenous enterprise
- Employment outcomes
- Value of work (projects)
- Working relationship
- Commitment to Closing the Gap
- Demonstrated leadership

After a lot of debate and thoughtful thinking, John Briggs decided who the winner should be. We are happy to announce the winner was the Department of Environment, Water and Natural Resources (DEWNR). Lee Morgan (the Manager, Drainage Operations, Natural Resources South East for the Water Conservation and Drainage Board) was the recipient of the award and joined John Briggs (General Manager Southern

Australia) and David and Andrew McMahon (Directors of McMahon Services) for the presentation at our Dry Creek office.

We would like to make mention that although the other competitive clients did not win, this does not diminish the work they have done to supporting Intract.

So, Intract would also like to say congratulations to all the clients who were nominated and thank you from the entire team at Intract for your ongoing support.

Again, congratulations Lee! Intract look forward to hosting this event in 2018.



Andrew McMahon, John Briggs and David McMahon presenting the Award to Lee Morgan

SANTOS Indigenous Funding Talent Pipeline Agreement

A fantastic partnership between Santos and Intract

Australian oil and gas producer, Santos Limited, announced that Indigenous civil construction company Intract Australia is the recipient of its \$360,000 Talent Pipeline Program fund, awarded to create and foster 14 new Indigenous roles across Intract's South Australian operations.

Each year Santos conducts a program of sponsorships, donations and community benefit projects through its Social Responsibility and Community Benefits Program, such as the Talent Pipeline Program.

Head of Human Resources at Santos, Joanne Fox said, "Santos recognises Intract as a successful civil and building contracting business which has at its core, a desire to make a difference for Indigenous Australians. They work hard to help to reduce Indigenous disadvantage by providing stable, long-term employment in the building maintenance and construction industries."

By employing 14 new personnel, Intract has and will continue to provide training, mentoring and support to a combination of entry-level and established roles designed for South Australian Indigenous people. The 14 roles will comprise of project managers, site supervisors, graduate and undergraduate civil engineers, carpenters, civil and building labourers, machine operators, electricians, plumbers, boilermakers and administration roles.

Through this initiative, Intract has thusfar employed seven newly appointed Indigenous personnel, ensuring real jobs for these new company recruits. Through the Santos funding, Intract has been able to build upon it's capacity by adding more resources and personnel to the company, allowing Intract to tackle larger and more complex projects.

The long term vision for Santos is that Indigenous Intract employees filling these roles will be highly transferable into future opportunities within Australia's \$97 billion energy sector." John Briggs, General Manager of Intract said of the Program,

"This is a great opportunity for local Indigenous people, Santos and Intract. Over the next two years, recipients will be trained and mentored by Intract staff equipping them with the right skills to kick-start rewarding career paths."

John said Intract's established relationship with Santos assisted in receiving this award, having successfully constructed accommodation camps, road and drill site leases in Moomba, Mereenie and Ballera for Santos' central Australian gas field operations. These Works were completed using a predominately Indigenous workforce.

Intract operates throughout Australia with bases in South Australia, Northern Territory and Victoria and employs over 60 people, of whom 90 per cent are Indigenous. This makes Intract one of the largest employers of Indigenous people in South Australia and possibly Australia, and the Program will go a long way towards cementing this position.



Joanne Fox Head of Human Resources at Santos and John Briggs



From left to right: Andrew McMahon, Kylie Amber, Joanne Fox, Robert Melinauskas, Michael Rotumah, John Briggs and David McMahon

Business Update

Intract become CCF Members

In May 2017 Intract Australia became members of (CCF) the Civil Contractors Federation SA.

CCF was created to promote, protect and advance the cause of the Civil Construction Industry. One of their many objectives is to represent, lobby and advocate on matters of interest or concern so that members can conduct their business affairs within a supportive regulatory, taxation and business environment.

In the small amount of time Intract have been members, Intract staff have already been attending networking events. The CCF SA events always provide high quality speakers and information and of course are great networking opportunities within the civil construction industry.

Intract's Shana Karpany and Nara Wilson attended the Women in Civil Networking High Tea on the 18th of May. Intract look forward to attending more CCF events as well as making other uses of our membership.



**CIVIL CONTRACTORS
FEDERATION**



8th Indigenous Economic Forum/ Female Driven Workforce in NT

Intract are proud to see our Northern Territory senior roles are mostly female driven in such a male dominated field. We pride ourselves on our diversity within the workplace and believe we are excelling with the Northern Territory. The employees include Nicole Brown our Project Manager for Remote Indigenous Housing, Jodie Brown our Project Administrator/ Coordinator and Mandela Yu our Divisional Administrator.

All three women are proud of their Indigenous heritage and who are exceptional hard workers who commit 100% towards empowering Indigenous individuals and or communities.

As such Jodie Brown who is a well known figure in the Northern Territory was asked to do a presentation at the 8th Indigenous Economic Development Forum on the 23rd of October. This was held at the Darwin Convention Centre in front of approximately 100 people. Her presentation was about the Housing Maintenance Coordination Services & Tenancy Management Services that she runs in our remote offices in Gunbalanya and Maningrida, Northern Territory.

Intract was also a bronze sponsor of the event and as such Intract's sisters Jodie and Nicole received a Certificate of Recognition.

As part of the event Intract also held a stall at the expo and look forward to returning in the future.



Project Updates

Port Wakefield Defence Housing Upgrades

Port Wakefield, South Australia



Defence Housing Australia provides quality housing and related services for Department of Defence members and their families. They are active in Australian residential housing markets, acquiring and developing land, as well as constructing and purchasing houses.

Defence Housing of Australia contracted Intract Australia to provide general building works to seven Defence houses in Port Wakefield, South Australia. The purpose of the upgrades was to extend the life of the property for another 15 years, modernising to market standard and modifying to meet current Defence requirements.

Complete refurbishment of the seven Defence Houses including the installation of new joinery, kitchens, tiling, floor coverings, security screens, blinds and appliances.

Works included bathroom renovations, new split ducted reverse cycle air conditioning, solar hot water service, water efficient tapware, auto roller doors, repaint, outdoor covered patios, roof cleaning, re-bedding and repointing roof tiles, stormwater, landscaping with new irrigation, new gardens and garden bed edging.

Aboriginal Housing Victoria Project

Various locations, Victoria

Aboriginal Housing Victoria is a not-for-profit registered Housing Association and is the largest non-government Aboriginal housing organisation in Australia. Aboriginal Housing Victoria manages 1,533 properties in Melbourne and regional Victoria, providing affordable housing to over 4,000 low income Aboriginal and Torres Strait Islander Victorians.

In 2017 Intract Australia were contracted by Aboriginal Housing Victoria to provide maintenance services across 1,370 homes across the state, over a three year contract.

The scope of works includes maintenance and repair works to occupied and or vacant properties, including movable units, houses, town houses, single storey flats, walk-up flats, multi-storey flats and other buildings.

Maintenance works include: mechanical, painting, concreting, plumbing, plastering, carpentry, labourers, landscaping and electrical works. All works are prioritised into three different levels depending on urgency of the works to be undertaken, this includes: priority, urgent and non-urgent.

Through this project, Intract have been able to employ 24 personnel, six office staff and 18 personnel on site.

This exciting new contract for Intract required significant resources to get works up and running. Intract have purchased ten new Toyota Hiace vans to deliver the works. All vehicles have been installed with new storage racking equipment and tools inside.



Project Updates

Urban Adelaide Building Works

Adelaide, SA

The Defence Science and Technology Group (DST Group) is part of Australia's Department of Defence. It is the second largest public-funded research and development organisation in Australia. DST Group is the Australian Government's lead agency responsible for applying science and technology to safeguard Australia and its national interests.

The Defence Science and Technology Group sought building construction, support, maintenance and repair services for various buildings across nine locations within their facilities at Edinburgh in Adelaide's northern suburbs. The upgrades were to improve security, refurbish facilities and maintain existing infrastructure.

The Department of Defence contracted Intract Australia to deliver nine separate deliverable packages. Scope included refurbishment of an existing lunchroom and office area, roof replacement, security and acoustic upgrades to an existing sensitive compartmented information facility (SCIF), installation of insulated panelled storage pods, supply and install of a materials hoist for an existing tower, supply and install of a demountable dining facility, and certification of existing hazardous area electrical equipment. Other works included the supply and install of Type 1A security system for twelve communication rooms including the replacement of doors and hardware, and upgrades to an existing heritage storage building.

Local and Indigenous Participation

Intract Australia employed nine trades personnel, two of which were Indigenous achieving a 23% Indigenous participation. Due to the sensitive nature of the works, all personnel on the project were required to meet Defence baseline security clearance requirements. As the works occurred on an operational Defence facility, Intract were required to work within and meet all applicable Defence policies and procedures on site. The entire workforce was from South Australia.

*The project
achieved a 23%
Indigenous
Workforce*



Intract and McMahon Services tradesmen on site in Edinburgh

Project Updates

Woomera Housing Refurbishment

Woomera, SA

The scope of works for this project involved the maintenance and repair to 31 houses based in Woomera, South Australia for accommodation of Department of Defence employees. All in house facilities including bathroom and kitchen were replaced during renovations to keep the houses up to date.

All accommodation was built approximately during the 1970's and some houses had not been lived in for up to 10 years. The project included scrapping of all old floorings, sinks, fridges, ovens and air conditioners.

Intract engaged with a high level of local SA and regional subcontractors and suppliers throughout the project. Workforce peaked at 14 personnel during the delivery of the project of which 100% were local SA employees.



Works being undertaken at the Woomera site.

The project achieved a 55% Indigenous Workforce

Electrical Rectification Works

Woomera, SA

The Woomera Range Complex is a military testing range covering approximately 122,000km² in northwest South Australia, situated 450km northwest of Adelaide. It is the largest land testing range in the world, used for aerospace and systems testing under the control of the Royal Australian Air Force.

Intract were contracted by JLL Augility on behalf of the Department of Defence to undertake works to upgrade existing electrical circuits and lighting in technical areas, hangers, storage sheds at the Woomera Range Complex.

The existing electrical works were installed 60 years prior and had become non-compliant to current Australian Standards. Several of the electrical systems had deteriorated to the point where they may have become hazardous to staff on site.

Intract's scope of works included the installation new power layouts, main switch boards, submain switch boards, distribution boards, lighting layouts and general power infrastructure.

Other works included isolating mains cables and their testing and verification, demolition of existing services and installation of new electrical services. Electrical cables were installed underground to depths up to 4m requiring trenching.

The project achieved a 39% Indigenous Workforce



Electrical works undertaken to replace the existing electrical circuits.

Project Updates

Preventative and Reactive Maintenance Services - Residential and GEC Sites

Northern Territory, Queensland, New South Wales and Western Australia

Intract Australia is contracted by JLL to deliver preventative and reactive maintenance services on behalf of Prime Minister and Cabinet for 97 residential, Government Engagement Coordinator and Regional Services Delivery sites located across the Northern Territory, Queensland, New South Wales and Western Australia.

The 97 properties are a mixture of permanent staff housing and transportable work and accommodation buildings to ensure closer and effective engagement between Government and remote Indigenous communities to improve coordination of government service delivery.

Preventative maintenance schedules include periodic servicing of air-conditioning units, fire equipment and the inspection, testing and tagging of electrical systems twice per annum at each property.



Community Updates

John Briggs guest speaks at the STEM Camp

The Department of State Development (DSD) has partnered with the Smith Family to run the 2017 South Australian Indigenous STEM Camp from Monday 23rd of October to Friday the 27th October 2017.

The purpose of the camp is to expose up to 60 South Australian Aboriginal high school students from years 10,11 and 12 to the many study and career pathways in Science, Technology, Engineering and Maths (STEM).

John Briggs joined the students on the last day of camp to appear as an inspirational guest speaker. John discussed with the students his background into the workforce and how he founded the company Intract Australia Pty Ltd.

John also discussed career pathways in which students can be placed within the company doing either work experience or creating positions for Graduate engineers.



John Briggs, Ty Borlace - SAGE Automation, Shane Blogg - SA Water and Charlie Fearon - Iluka Resources Limited were all joined by the STEM Camp students



Petro Diamond supporting NAIDOC with Intract

On the 5th of July, Tania Franco from Petro Diamond Australia generously donated to Intract's electrician Jarrad Brushanan a Makita Power Tool kit worth over \$1,000. A big thank you to Petro Diamond Australia for supporting our Indigenous employees to help our personnel stay skilled and work ready.

Petro Diamond Australia was delighted to demonstrate support for a very deserving individual Jarrad Brusnahan. His heritage of both Adnymathanha and Ngarrindjeri lands has instilled a great sense of pride and belief in his abilities, leading him to excel in his work.

Jarrad is sure to make good use of the 10-piece Makita Power Tool kit passed on to him today and we wish him every success in the future.



From Left to Right:
Jarrad Brushanan - Intract's Electrician and Tania Franco
Petro Diamonds Sales and Marketing Manager



Intract Sponsorships

Who are Intract sponsoring?

Shana Karpany in SA Womens Football

Intract Australia's South Australian (former Divisional Administrator) Shana Karpany is sponsored by Intract as a football player through the Women's Football team 'Gaza' located in Klemzig, South Australia.

The Sponsorship covers her South Australian Amateur Football League (SAAFL) fees, Club Membership, home and away shorts and a pair of playing socks for her 2017 season.

She is a brilliant back liner who has played football for two years and looks forward to continuing her love and passion for football.



Shana Karpany



Gaza Womens Football Team



SA Reconciliation Week Breakfast

Intract supports Reconciliation Week as a Bronze Sponsor

Adelaide

Reconciliation Week runs annually from the 27th of May - 3rd of June. This year Intract were a sponsor at the Reconciliation Week breakfast at the Adelaide Convention Centre. It had the highest record of attendees to date of 1,650 people.

The event was heightened with special anniversaries including: The 50th anniversary of the 1967 Referendum, as well as the 25th anniversary since the historic Mabo decision.

The theme this year was "Let's Take the Next Steps". Intract staff were joined by close clients including: The Department of Environment, Water and Natural Resources (DEWNR), Santos Limited, The Department of Planning Transport and Infrastructure SA (DPTI) and Defence SA.

Whilst enjoying a beautiful breakfast, entertainment was presented including: a poetry reading, singing and dancing and guest inclusive of guest speakers as well.



Intract's Rory Thurlow - Site Supervisor/Trainer and James Fry - Trainee Safety Advisor

Community Update

Intract at the Indigenous Round - AFL

The Indigenous round recognises and celebrates Indigenous players and culture within AFL. It's been running now for 11 years and the second time the round has celebrated since being named after Sir Doug Nicholls.

Before the game commenced the football field was joined by Karl Telfer and his dancing group Paitya Dance Group, accompanied with smoke machines and choreographed lighting displaying Aboriginal patterns, logos and of course the Aboriginal and Torres Strait Islander flag on the football field.

The game was played at the Adelaide Oval on the 23rd of May, Intract alongside some of our valued clients enjoyed viewing from the corporate box to watch the Fremantle Dockers VS the Adelaide Crows, with Crows taking the win with the end results 143 – 43.



Photo courtesy of the West Coast Sentinel



Intract were accompanied by: The Aboriginal Foundation SA, the Department of Environment, Water and Natural Resources (DEWNR), Defence SA, Santos Limited, Aurecon and WSP – Parsons Brinckerhoff

St Vinnies CEO Sleepout 2017

In its 8th year St Vincent De Paul held its annual Vinnies CEO Sleep Out. John Briggs, our General Manger of Southern Australia graciously signed up this year to partake in this worthy cause.

Did you know, Aboriginal and Torres Strait Islander Peoples are 13 times more likely to be homeless than non-Indigenous Australians.

On the 29th of June, John along with other like-minded people gathered in the grounds of the Adelaide Government House and slept there for the night to raise awareness for this noble cause.

John raised an amazing \$2,463 alone, South Australia raised an impressive total of \$603,000 and across Australia an incredible \$5.6million was raised to fight homelessness in Australia.

St Vinnies commitment has increased the profile of homelessness. The generous donations have not only provided immediate and emergency assistance but pathways to a brighter future.

John looks forward to participating again in 2018.



Craig Feeley from Intrepaid Property with John Briggs checking in for the night at the St Vinnies Sleep Out

Community Update

Supply Nation 2017

Supply Nation is focused on Indigenous supplier diversity to increase the opportunities for Indigenous businesses to supply their goods and services to large public and private sector organisations. Intract are very proud to be Supply Nation certified.

On May, the 3rd and 4th Intract Australia were again an exhibitor at the Indigenous business tradeshow, present at the knowledge forums and gala awards dinner during the 2017 Supply Nation Connect Conferences.

The event was held at the International Convention Centre in Sydney with 150 Indigenous exhibitors, the largest Supply Nation has ever held.

Intract are looking forward to participating in Supply Nation again in 2018.



From left to right:
Ryan Brown, Michael Rotumah, Shaun Emery,
John Briggs, Andrew McLeod and Chris Pucknell



From left to right: Andrew McLeod, Nara Wilson, John Briggs
and Michael Rotumah



From left to right: Michael Rotumah, David McMahon, Andrew McLeod, John Briggs and Andrew McMahon.



Community Update

Intract Celebrates NAIDOC Week

Adelaide

On Friday the 7th of July, Intract held a stall at the Adelaide NAIDOC Family Fun Day event in Victoria Square. The 2017 NAIDOC SA Family Fun Day is amongst the biggest event on the South Australian NAIDOC calendar. This year's theme was 'Our Languages Matter'.

There were 46 stalls in total with approximately 1500 people who attended the event throughout the day. With plenty of food and entertainment provided by local Aboriginal acts including: Kineman Karma and the Paitya Dance Group making it a memorable day for all.



Photo courtesy of Colleen - Ara Palka Raven Strangways

Darwin

NAIDOC Week is held in the first full week of July. It is a time to celebrate Aboriginal and Torres Strait Islander history, culture and achievements and is an opportunity to recognise the contributions that Indigenous Australians make to our country and our society.

Intract participated as a Major Sponsor for the Flag Raising Ceremony, Larrakia Nation Family Day and Official NAIDOC Speeches, Intract was proud to be a part of the celebrations held in Darwin.

Intract staff got out and assisted at these events as well as attending the Chief Minister's Indigenous Leadership and Business Networking event, the Opening of the Aboriginal Justice Unit and the Juninga Aged Care Family Day.



Michael Rotumah pictured with local Aboriginal dancers at Darwin's NAIDOC Official Flag Raising Ceremony and Family Fun Day



Photo courtesy of Colleen - Ara Palka Raven Strangways



Nicole Brown, Business Manager for the NT Indigenous Business Network Camille Damaso and Jodie Brown.

Employment and Training

James Fry Trainee Site Safety Supervisor

James joined the Intract team in 2016 and has already demonstrated to be a keen and enthusiastic team member who is actively looking to further his career within the construction industry. Following an introduction to Workplace Health, Safety & Environmental (WHSE) practices whilst undertaking his Cert IV in Building and Construction Site Management, James has discovered a keen interest in this area.

James is currently studying his Cert IV in Building and Construction Site Management course.

Intract look forward to continuing to support and mentor James's potential as a Site Safety Advisor.



Jarrold Siebert Trainee Boiler Maker

In 2016, Jayden Stewart was attending Year 11 at Maningrida College. Part of his studies saw Jayden undertake a Work Pathways class completing some of the units in the Certificate 1 in Construction. In order to fulfil all requirements of this, Jayden needed to complete a week of work placement with a local company/business in Maningrida.

In November 2016, 3 students were placed with Intract to work with the Housing Maintenance teams. Here, they learnt the basic skills required to change door handles, fix leaking taps and re-hang doors.

Jayden has become a vital part of the Intract team and in July this year, he completed a Certificate II in Construction through Batchelor Institute of Indigenous Tertiary Education out at Maningrida as part of an intensive 8-week program. We have had excellent feedback from the Trainer saying Jayden had attended every day and has shown great skill and initiative and been a mentor to some of the younger guys on the course.

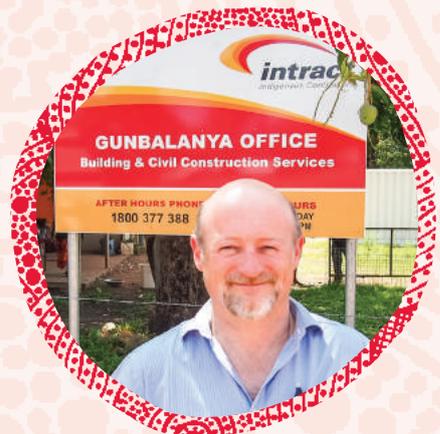


Rory Thurlow Site Supervisor/Trainer

Rory joined the Intract team in 2016 and is our highly skilled Site Supervisor and Trainer. He is currently working on the Northern Connector project building a haul road which will then be turned into a shared user path.

Rory is a highly skilled Site Supervisor and Trainer, with in a very small amount of time (seven years' experience) has earned his way up the rank to being in charge of men twice his age. A skill he says he thanks his family for. "I am very culturally diverse. Being Indigenous myself and growing up in a very culturally diverse community and family has afforded me the luxury of cultural awareness and good people skills from a young age".

Rory is a quick learner and does not pretend to know everything. He enjoys learning new things and meeting new people. Rory's career objective is to continue to gain experience, and build his knowledge base within the civil, mining and exploration industry.



Welcome aboard to members of the Intract team...

Mandela Yu
Divisional Administrator

Howard Rigney
Trades Assistant

Dayne Hancock
Labourer

Nara Wilson
Marketing & Comms

John Webb
Carpenter

Tyson Stowers
Site Supervisor



Director - Andrew McLeod

Andrew McLeod honoured at the Darwin Football Club

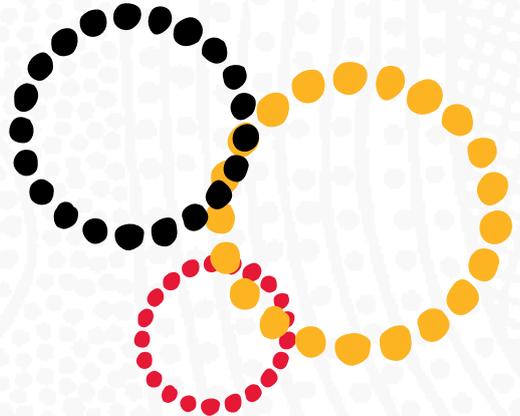
2017 marks 100 years of Australia Football in Darwin. The first recorded match of Football in Darwin was played in February 1916 on Darwin Town Oval. Three clubs will be celebrating their Centenary milestone this year including the Darwin Football Club (DFC) with one of the highlights of the celebrations being selecting a team of the century.

A painstaking task for selectors, an initial list of 100 players was cut back to a shortlist of 40 with further discussions being held to narrow it down to the final team of 22 players. The final 22 are considered to be the best of the best over the last 100 years that have inspired generations of players and have paved the way for the future of the Darwin Football Club.

One of these players is Andrew McLeod. Andrew is considered to be one of Australia's greatest Aussie Rules players of all time. From starting out with the DFC in the 1980s, McLeod followed his career to the South Australian Football League (SAFL) playing for Port Adelaide Football Club. He was shortly recruited to the Australian Football League (AFL) and signed to the Adelaide Crows. Throughout his playing career, Andrew won many prestigious awards including being a Dual Norm Smith medallist, the Malcolm Blight Medal, the Jim Stynes medal and other Australian Football League awards.

In February 2017, a Gala Ball was held to unveil the DFC Team of the Century where Andrew was named in the Centre position and Captain of the team. To be honoured with such high distinction at the club where it all began was a highly emotional experience, one which Andrew will never forget. In addition to this honour, Andrew was recognised by the AFLNT for his high achievements and contribution to the overall game of footy in the Northern Territory being named as the Captain of the AFLNT Team of the Century in September 2016.

"Old Buffaloes never die, they simply fade away"



Andrew McLeod at the Darwin Buffaloes Football Gala pictured here with his dad Jock McLeod

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