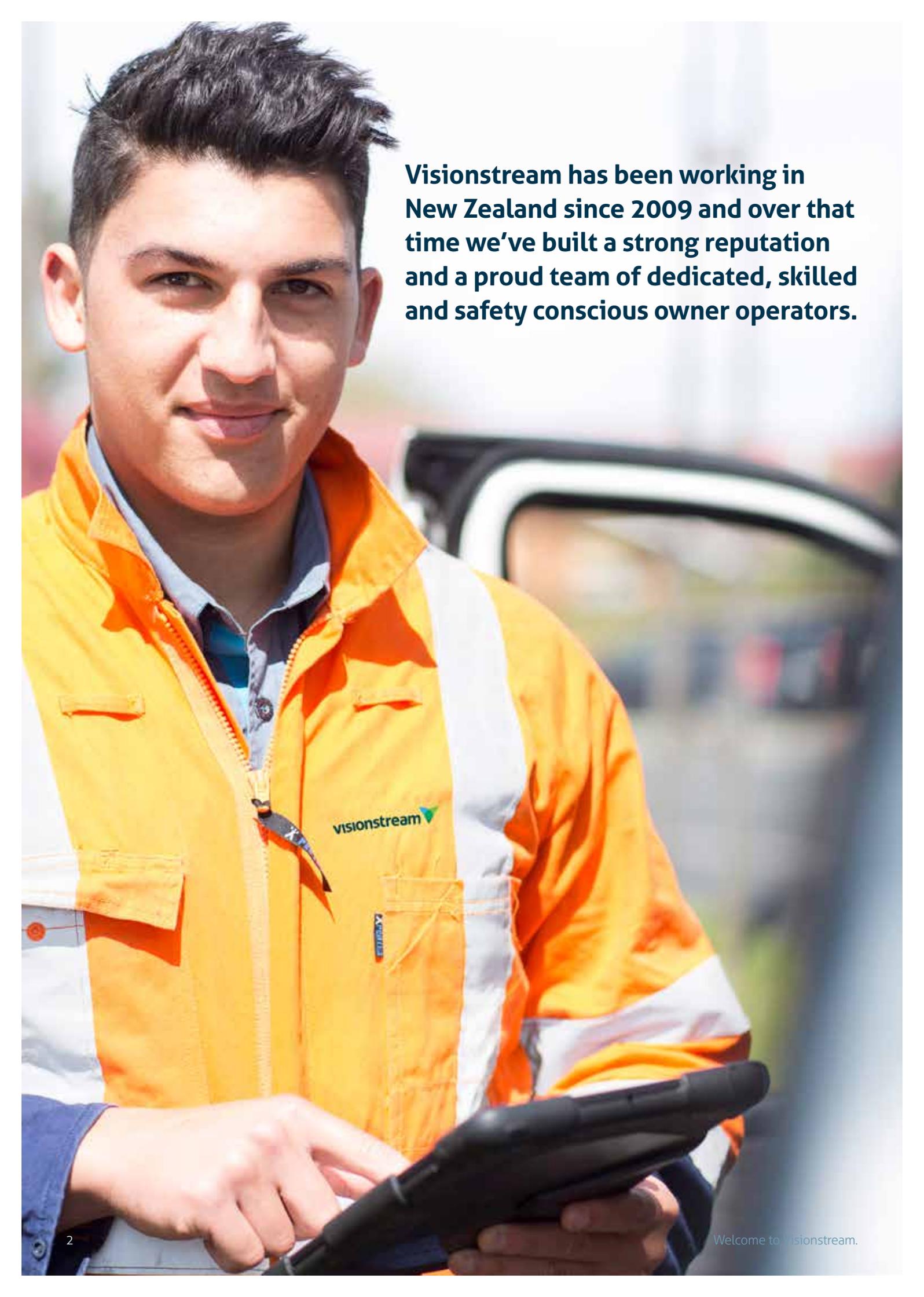


visionstream 

We see
the future.
Yours.

Welcome to Visionstream.



Visionstream has been working in New Zealand since 2009 and over that time we've built a strong reputation and a proud team of dedicated, skilled and safety conscious owner operators.

Welcome to Visionstream.

A message from the General Manager.

Visionstream has been working in New Zealand since 2009 and over that time we've built a strong reputation and a proud team of dedicated, skilled and safety conscious owner operators.

So we're glad that you're interested in working with us, as we want to be able to share the journey to success with you.

Visionstream is part of the roll out of some of the biggest nation building telecommunications projects in New Zealand. We're looking to deliver services in a new way, working with Chorus to look after the telecommunications network that keeps Kiwis connected, while we deliver a great service experience.

Our model is simple. We contract with owner operators with skills, experience and a customer service focus, supported by Visionstream's systems and work management expertise; so that we can all perform at our best and be successful together.

The field services owner operator model is established in Australia and works well in other industries in New Zealand. It's the model often used for service providers to telecommunications companies around the world.

In our experience, this way of working has been the most effective and productive way to deliver excellence for our clients and their customers, while allowing small businesses to thrive.

We will work with you and provide you support to make the move to becoming an owner operator.

We know what it takes to make this model work and we're here to help you. We'll also connect you with different independent agencies that can give advice and assistance with your business set up.

As part of the team, you'll get all the training you need to work with our processes and systems. We are firm believers in ongoing training – whether it's to keep established operators up to date with new technologies or attract new people to our industry.

We are here for the long term, and we are only successful if you are. It's as simple as that.

We want people who are motivated, enthusiastic and up for a challenge, and we hope you make the decision to come on board.

For more information please visit: www.visionstream.co.nz/contact/expressions-of-interest

Best regards

Andrew Todd
General Manager, Visionstream NZ



About Visionstream.

Visionstream is a leading provider of telecommunications and ICT services across Australia and New Zealand.

We have more than twenty years of industry experience and an impressive track record of delivering telecommunications construction, maintenance and engineering services to network providers and other industries who rely on mission critical infrastructure. This is supported by robust project management practices, proven technical design capabilities and a strong culture of safety and sustainability.

We have a high performing team of specialists, with over 1,200 skilled professionals and a successful owner operator and contractor workforce of over 2,500. Our expertise in supporting a productive contractor network has delivered great results for both our clients and contract partners.

Visionstream is part of Ventia, one of the largest services businesses in Australia delivering smart solutions with the vision of becoming the best telecommunications, infrastructure and utilities services company in their markets. Ventia has operations in Australia, New Zealand, New Caledonia and Papua New Guinea.

Our New Zealand Business.

Our NZ operations focus on delivering telecommunications services for New Zealanders on behalf of infrastructure operator, Chorus.

We've been working successfully in New Zealand since 2009, when we were selected to manage Chorus' phone and broadband network in Auckland and Northland. Since then, we've grown our business to include building the new ultra-fast broadband network in the area, and installing fibre services to Auckland homes and businesses.

...And we're expanding

We vigorously protect the safety and wellbeing of our people. We actively participate to improve safety for all who operate in the communities and industries we work in by implementing strict controls to mitigate the risks.

Most recently, we introduced a new Visionstream fibre installation team in Wellington which is now extending further into the Kapiti Coast and the Manawatu. It's an exciting time to join our company and make the most of new opportunities..

Enabling New Zealand's digital future. With Chorus, we roll out and provide ongoing design, construction, provisioning and operations and maintenance support for New Zealand's Ultra Fast Broadband.

About our Chorus work.

Chorus is New Zealand's largest telecommunications infrastructure contractors. They own and manage the communications lines that connect 1.4 million homes and businesses nationwide, delivering phone and broadband services.

Visionstream is Chorus' primary field services provider in the Auckland and Northland service areas. On Chorus' behalf we maintain the network and visit customer homes to connect or repair phone and broadband services.

We're a major part of Chorus' Ultra-Fast Broadband programme. That's the project to build a whole new fibre network for New Zealand. We work with them to build it, and then we connect their customers to the new network.

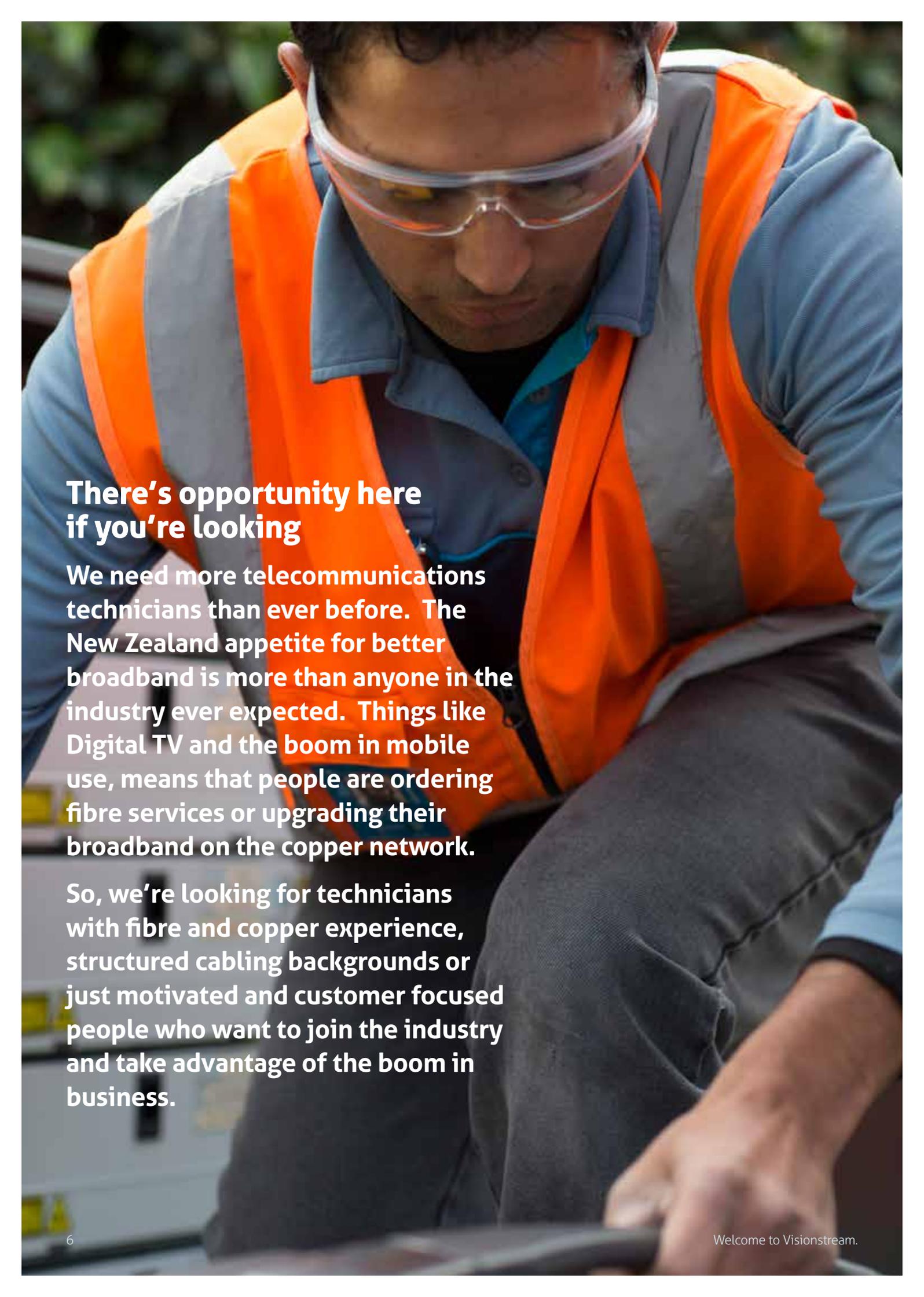
Visionstream is also part of delivering better services to the countryside, as part of the Rural Broadband Initiative.

We work closely with the Chorus team, operating side by side to look after their portfolio of telephone exchanges, roadside cabinets and underground or overhead cables in our service areas – as well as delivering a great service experience to customers.

We are the face of Chorus

You'll also see our owner operators or contractor partners working in Chorus vans across our service areas. They are the people who visit Kiwi homes and businesses and have a reputation for delivering a reliable, professional and expert service experience for Chorus' customers.





**There's opportunity here
if you're looking**

We need more telecommunications technicians than ever before. The New Zealand appetite for better broadband is more than anyone in the industry ever expected. Things like Digital TV and the boom in mobile use, means that people are ordering fibre services or upgrading their broadband on the copper network.

So, we're looking for technicians with fibre and copper experience, structured cabling backgrounds or just motivated and customer focused people who want to join the industry and take advantage of the boom in business.

Working with us.

We're successful when you're successful. It's as simple as that.

At Visionstream, we work with a network of skilled and experienced owner operators and other contractors who are motivated to deliver results and a great service to customers.

Our job is to support you to have a sustainable, safe and successful business so that you can be fulfilled at work, and enjoy the great lifestyle New Zealand has to offer.

It's a model that works. We both bring something to the table and help each other perform.

What we do

- Our first priority is to help keep you safe at work. Our safe work practices always come first. We train you and make sure all our processes meets these standards:
 - Health and Safety at Work Act 2105
 - ACC Tertiary Accreditation
 - AS/NZS 4801:2001
Occupational Health and Safety Management Systems
 - ISO 14001:2004
Environment Management Systems
 - ISO 9001:2008
Quality Management Systems.
- We manage the incoming work from our client, including all the admin support and job sorting so that you get work that matches your skills and work preferences
- We do all the order management, making sure that the correct information and requirements are specified in your job order
- We coordinate the job planning which means we package up all the work that matches your skills and experience
- We manage the billing and financial management with our client
- We provide a programme so that you get all the training you need to do your job safely and well
- We manage the client expectations and performance reporting, so you can focus on getting the work done for customers.

Unparalleled results: We're looking for skilled and motivated owner operators to help us connect customers to the broadband network in Auckland, Wellington, Kapiti Coast and Manawatu.

What you bring.

- A strong safety focus that ensures the safety of yourself and those around you
- Technical skills in connecting, building or repairing a telecommunications network
- People skills that will ensure the customers you interact with are confident in your ability to do the job and are satisfied with the results.
- A can do-attitude and a positive work ethic , including being reliable and dependable
- Strong customer experience qualities
- Pride in your professional appearance and company's brand
- Pride in delivering quality work every time.

The work you do.

Customer interaction

A lot of the time you'll be talking to customers who are getting phone and broadband services installed or repaired. We often have to explain the work we're about to do, get their permission or agreement, and work around their lifestyle or business needs. It's important we assure them that we're here to do a great job.

Working in the neighbourhood

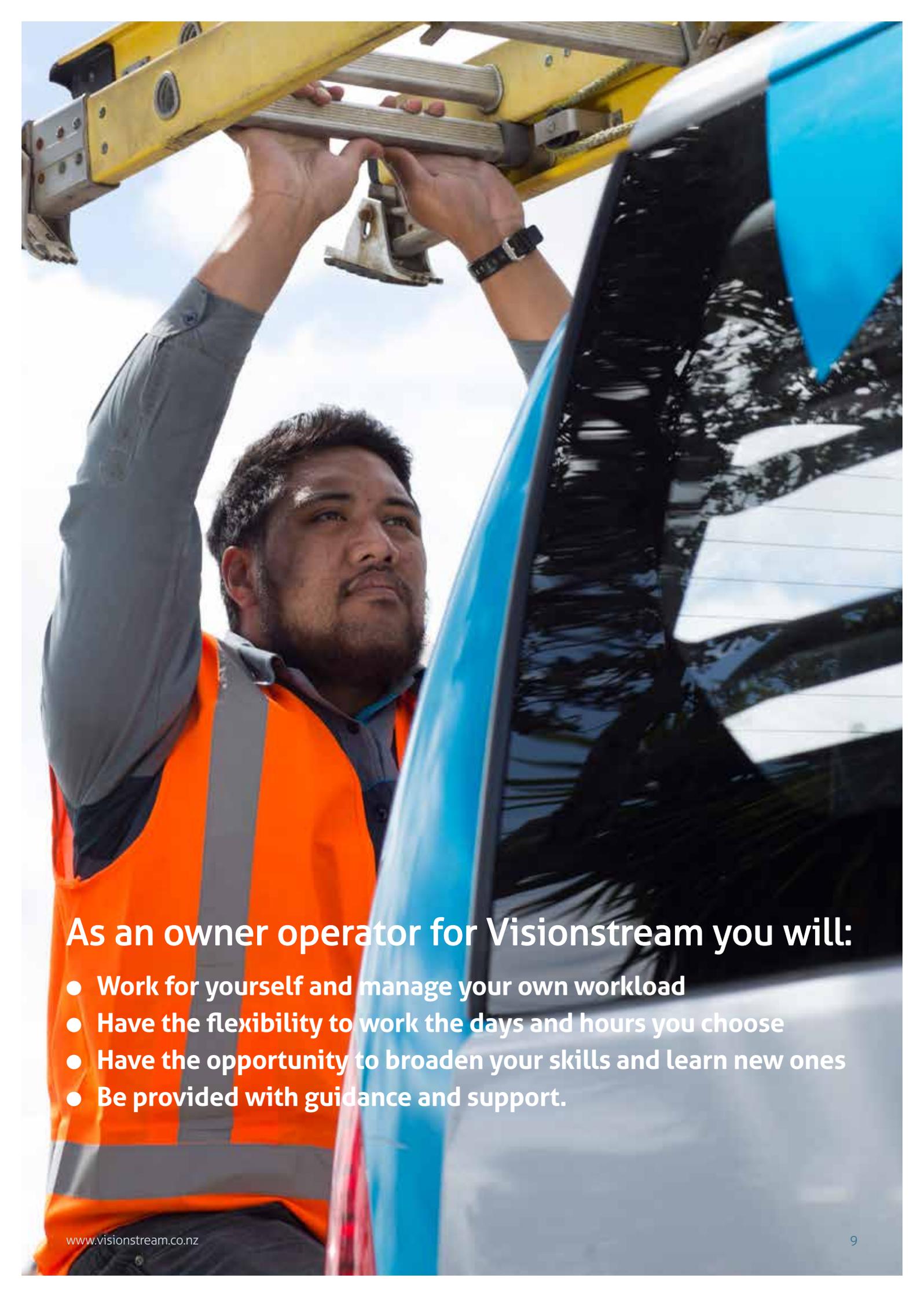
The Chorus cable network and their cabinets are usually on the footpath – either underground or on wires overhead. So we're very visible in the community. We need to consider things like safe access for people who are walking on the footpath and leaving our work tidy in public spaces.

Working on Chorus telecommunications equipment

Chorus have a network of exchanges, roadside cabinets, telephone poles, pillars and cables. It's very technical work that requires knowledge and following strict technical standards, such as working at heights, to make sure everything is working as it should and safety is upheld at all times.

Technical installations inside homes or businesses

We take this part of the job seriously. We're in a customer's home or place of business so we need to be sensitive to their needs and culture. It's important we keep things clean and tidy, present ourselves in a professional manner and most importantly we leave them connected to services.



As an owner operator for Visionstream you will:

- Work for yourself and manage your own workload
- Have the flexibility to work the days and hours you choose
- Have the opportunity to broaden your skills and learn new ones
- Be provided with guidance and support.



Creating social benefit.

As part of Chorus' Rural Broadband Initiative, we help bring fast internet services to more people. Our work connects rural schools, hospitals and libraries to the new fibre network.

Be your own boss.

Visionstream has a proven owner operator model to deliver services. These are people who own their own van and tools, and have more control over the way they work. Usually, a fibre crew is made up of two technicians. They work as a team to get through more work connecting customers. The work you carry out will be based on a set of agreed prices for the tasks you complete. It's like a set price list for the work you do. We will discuss this with you as part of the set up process.

As an owner operator you will also manage all the tools, equipment and materials you need on the job, including a branded vehicle and clothing.

We'll talk about financing options to help get you set up and can put you in touch with the experts who can help make the start-up phase easier for you.

If being an owner operator isn't for you, we can also connect you with our network of subcontractors or talk about other options to suit your needs.

Other great benefits.

Get recognised industry qualifications

New Zealand is ahead of the rest of the world when it comes to building a fibre network. The on-the-job experience you get working with us gives you some of the best industry recognised certifications around and provides you with a much needed skill, highly sought after in the industry.

The 'Our Health & Safety Standards' training you get working for Visionstream and with Chorus gives you NZ Qualifications Authority credits for an NZQA Level 2 Certification in Electricity Supply.

The 'Chorus Network Know How' training that Visionstream technicians complete also gives you NZQA unit standards that go towards other recognised qualifications.

Exposure to world class expertise

Our field managers and programme leaders come from leading companies around the world. They bring with them best practice expertise from places like Australia, South Africa, Europe, the United States and Asia.

We also have quite a diverse group of partners. Our owner operators and contractors come from all around New Zealand and the rest of the world, bringing their experience and knowledge of how different telecommunications and infrastructure companies operate.

More people than ever before want to get connected to Chorus' new fibre network so that they can get Ultra-Fast Broadband services. Fibre demand has exceeded all expectations so our job is to help install fibre in the home to more people more quickly.

How to get started.

Step 1: Expressions of interest

Visit www.visionstream.co.nz/contact/expressions-of-interest and fill in our form. This gets your information to our team who will contact you to start you on the road to becoming one of our owner operators. You will need to submit details and/or your CV.

Step 2: Meeting our procurement team

To kick things off properly, we'll ask you to sign a Non-Disclosure Agreement so that we can openly talk about commercial terms. The team will walk you through everything you need to get started. We'll also give you details on things like financial outlay, training and our expectations of you as an owner operator.

Step 3: Setting up for work

If you're already an owner operator then you can skip to the next step. Otherwise we'll talk you through each step of setting up your own business. This includes things like company set up, tax requirements, ACC, accounting and business support.

If you're not yet sure about being your own boss, we can help set you up with existing contractors or partner you up with other operators. This way, you can get working, see how the model works and set up on your own later on.

Step 4: Tooling

There's a specific set of tools that you're allowed to use when working on Chorus' telecommunications network to keep it safe. We'll give you the full breakdown of tools and equipment for you to purchase and put you in contact with the approved suppliers. You can also check out financing deals, or hire/ lease options to suit you.

Step 5: Training

If you've done telecommunications work before and have NZQA Level 3 Telecommunications qualifications, then you would be well on your way to getting to work faster.

Training is really important at Visionstream. First because it keeps you safe at work and second because the work we do is highly technical. We provide you this essential training free of charge before you start work:

1. **Safety, Health, Environment and Quality training** that Visionstream provides as a basic standard and is free of charge
2. **Visionstream internal technical training**, also free of charge
3. **Work Type Competencies (WTC)**, is a Chorus H&S requirement. We will recognise any previous WTC training, simply show us your relevant certificate.

There will be other training that may be required depending on the work you will do. This includes spending time with already qualified technicians working on "real jobs" so you gain practical experience. Our procurement team will also lay those programmes out for you in Step 2.

Meet the team.

We value diversity

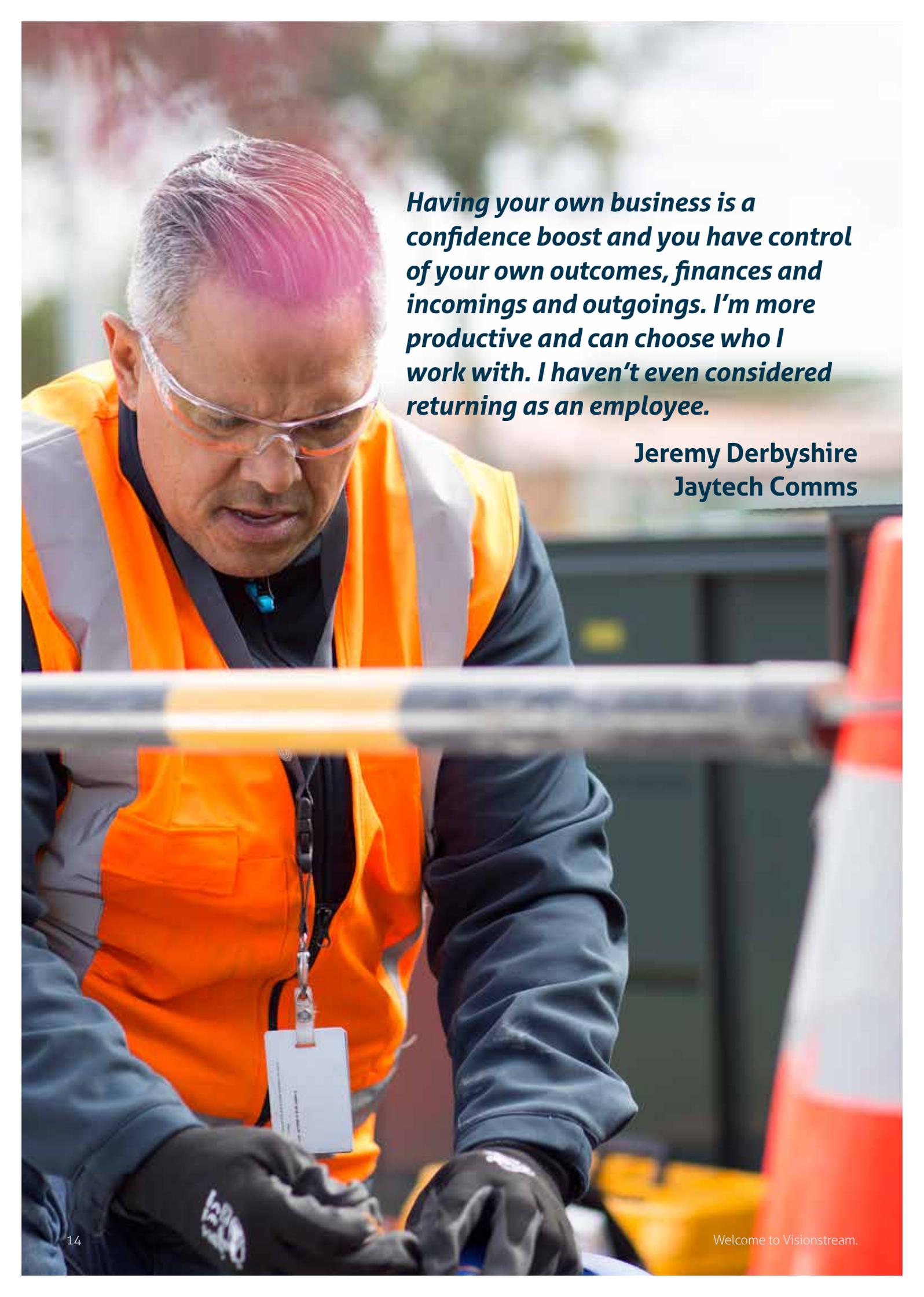
Whether you're in the field or working in the office, people who work with and for Visionstream come from all walks of life. We have people who have been working in telecommunications since Post Office days, some who are new to the industry, others who have just come to New Zealand to start a new life, men, women, old, young, all from different cultures, nationalities and backgrounds.

We believe that different perspectives make for a richer culture and a more fun place to work. It's always interesting working with Visionstream.

We're a hands-on bunch of 'techxperts'

Yes, we like technology. We get excited by gadgets and tools and wires. Most of all we like how technology makes things easier, and for some people technology can make a real difference in their lives.



A man with grey hair, wearing safety glasses and a high-visibility orange vest over a dark blue jacket, is focused on a task. He is wearing black gloves and has an ID badge hanging from his neck. The background is a blurred construction site with a metal railing in the foreground and an orange traffic cone on the right.

Having your own business is a confidence boost and you have control of your own outcomes, finances and incomings and outgoings. I'm more productive and can choose who I work with. I haven't even considered returning as an employee.

**Jeremy Derbyshire
Jaytech Comms**

Message from Chorus.

Hello.

Hopefully you're seriously considering working on our behalf by contracting with Visionstream. In case you need more convincing, here's a few more things you should know.

There is so much work to do.

We've been inundated by orders for broadband services in both the copper and fibre networks. Everyone wants to experience the benefits of digital TV, high speed internet, mobile applications and other digital services. It's a great opportunity to make the most of this move to fibre services.

Customers like techs.

Technicians are the face of Chorus. They are reliable and dependable. They go into people's homes and businesses. That's a special privilege. Our research tell us that 80% of the time, people think techs do an awesome job getting them connected or repairing their service. Often they offer coffee, tea or cake to say thanks. That's gotta be a great perk!

Finally, wouldn't it be great to be part of a turning point in the history of New Zealand?

It took 100 years to build the copper network that was designed primarily for telephone services. We're in a fibre revolution. We're building a network that will deliver 21st century services to New Zealanders. It will help them reap the life, work or leisure benefits that the internet and digital services can bring.

We think that's an exciting thing to help make happen. We hope you think so too.

From the Chorus team.

Contact.

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