



# ▶▶▶ ASX Announcement

29 January 2009

Company Announcements Office  
ASX Limited  
Exchange Centre  
Level 4  
20 Bridge Street  
SYDNEY NSW 2000

Dear Sir,

## **APPENDIX 3Y - DIVIDEND REINVESTMENT PLAN**

In accordance with the issue of shares in accordance with the Company's Dividend Reinvestment Plan, please find attached an Appendix 3Y for each of the following directors that participated in the Plan:-

Ms. Susan Oliver  
Mr. Brian Pollock  
Mr. Chris Sutherland

Yours sincerely,  
**PROGRAMMED MAINTENANCE SERVICES LIMITED**

A handwritten signature in black ink that reads "Ian H. Jones".

Ian H. Jones  
Secretary

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# Appendix 3Y

## Change of Director's Interest Notice

*Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.*

Introduced 30/9/2001.

|                       |  |
|-----------------------|--|
| <b>Name of entity</b> | <b>PROGRAMMED MAINTENANCE SERVICES LIMITED</b> |
| <b>ABN</b>            | <b>61 054 742 264</b>                          |

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                            |                          |
|----------------------------|--------------------------|
| <b>Name of Director</b>    | <b>Susan Mary OLIVER</b> |
| <b>Date of last notice</b> | 9 May 2007               |

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

| <b>Direct or indirect interest</b>  | Indirect  |
|---|---|
| <b>Nature of indirect interest (including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | Susan Oliver and Co. Pty. Ltd.<br>– beneficial interest held by S.M. Oliver |
| <b>Date of change</b>   | 27 January 2009   |
| <b>No. of securities held prior to change</b>   | 6,501 shares  |
| <b>Class</b>  | Fully Paid Ordinary Shares  |
| <b>Number acquired</b>  | 242   |
| <b>Number disposed</b>  | -   |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and estimated valuation</small>  | \$617.10 - being 242 shares allotted at \$2.55 per share                    |

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**Appendix 3Y**  
**Change of Director's Interest Notice**

|  |   |
|--|---|
| <b>No. of securities held after change</b>   | 6,743 shares<br><br>Susan Oliver and Co. Pty. Ltd.<br>– beneficial interest held by S.M. Oliver         |
| <b>Nature of change</b><br><small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small> | Participation in the Dividend Reinvestment Plan as part of the interim dividend paid on 27 January 2009 |

**Part 2 – Change of director's interests in contracts**

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

|   |  |
|---|--|
| <b>Detail of contract</b>   |  |
| <b>Nature of interest</b>   |  |
| <b>Name of registered holder (if issued securities)</b>   |  |
| <b>Date of change</b>   |  |
| <b>No. and class of securities to which interest related prior to change</b><br><small>Note: Details are only required for a contract in relation to which the interest has changed</small> |  |
| <b>Interest acquired</b>  |  |
| <b>Interest disposed</b>  |  |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and an estimated valuation</small>   |  |
| <b>Interest after change</b>  |  |

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## Change of Director's Interest Notice

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Introduced 30/9/2001.

|                       |  |
|-----------------------|--|
| <b>Name of entity</b> | <b>PROGRAMMED MAINTENANCE SERVICES LIMITED</b> |
| <b>ABN</b>            | <b>61 054 742 264</b>                          |

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                            |                           |
|----------------------------|---------------------------|
| <b>Name of Director</b>    | <b>Brian John POLLOCK</b> |
| <b>Date of last notice</b> | 27 September 2004         |

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

|   |  |
|---|--|
| <b>Direct or indirect interest</b>  | Direct   |
| <b>Nature of indirect interest (including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> |  |
| <b>Date of change</b>   | 27 January 2009  |
| <b>No. of securities held prior to change</b>   | 9,863 shares   |
| <b>Class</b>  | Fully Paid Ordinary Shares                               |
| <b>Number acquired</b>  | 367  |
| <b>Number disposed</b>  | -  |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and estimated valuation</small>  | \$935.85 - being 367 shares allotted at \$2.55 per share |
| <b>No. of securities held after change</b>  | 10,230 shares  |

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**Change of Director's Interest Notice**

|  |  |
|--|--|
| <p><b>Nature of change</b><br/>         Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p> | <p>Participation in the Dividend Reinvestment Plan as part of the interim dividend paid on 27 January 2009</p> |
|--|--|

**Part 2 – Change of director's interests in contracts**

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

|   |  |
|---|--|
| <p><b>Detail of contract</b></p>  |  |
| <p><b>Nature of interest</b></p>  |  |
| <p><b>Name of registered holder (if issued securities)</b></p>  |  |
| <p><b>Date of change</b></p>  |  |
| <p><b>No. and class of securities to which interest related prior to change</b><br/>         Note: Details are only required for a contract in relation to which the interest has changed</p> |  |
| <p><b>Interest acquired</b></p>   |  |
| <p><b>Interest disposed</b></p>   |  |
| <p><b>Value/Consideration</b><br/>         Note: If consideration is non-cash, provide details and an estimated valuation</p>   |  |
| <p><b>Interest after change</b></p>   |  |

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## Change of Director's Interest Notice

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Introduced 30/9/2001.

|                       |  |
|-----------------------|--|
| <b>Name of entity</b> | <b>PROGRAMMED MAINTENANCE SERVICES LIMITED</b> |
| <b>ABN</b>            | <b>61 054 742 264</b>                          |

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                            |                                    |
|----------------------------|------------------------------------|
| <b>Name of Director</b>    | <b>CHRISTOPHER GLEN SUTHERLAND</b> |
| <b>Date of last notice</b> | <b>12 August 2008</b>              |

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

|  |  |
|--|--|
| <b>Direct or indirect interest</b>   | <b>DIRECT &amp; INDIRECT INTERESTS</b>   |
| <b>Nature of indirect interest<br/>(including registered holder)</b><br>Note: Provide details of the circumstances giving rise to the relevant interest. | <ul style="list-style-type: none"><li>- Direct holdings of performance rights and performance options pursuant to Mr. Sutherland's Executive Service Agreement ("ESA") with the Company</li><li>- Beneficial holdings of fully paid ordinary shares (registered holders shown below)</li></ul> |
| <b>Date of change</b>  | 27 January 2009  |

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**Change of Director's Interest Notice**

|  |   |                         |        |  |        |   |         |  |        |              |                |
|--|---|-------------------------|--------|--|--------|---|---------|--|--------|--------------|----------------|
| <p><b>No. of securities held prior to change</b></p> | <p><b><u>Direct:-</u></b></p> <p><b><u>Performance Options</u></b></p> <p>Tranche PO-1 150,000 Performance Options<br/> Issue Date: 21 January 2008<br/> Vesting Date: 21 January 2011<br/> Expiry Date: 21 January 2012<br/> Exercise Price: \$4.82</p> <p>Tranche PO-2 150,000 Performance Options<br/> (not yet issued – entitlement pursuant to ESA)<br/> Issue Date: 21 January 2009<br/> Vesting Date: 21 January 2012<br/> Expiry Date: 21 January 2013<br/> Exercise Price: 5 day VWAP at time of issue</p> <p>Tranche PO-3 150,000 Performance Options<br/> (not yet issued – entitlement pursuant to ESA)<br/> Issue Date: 21 January 2010<br/> Vesting Date: 21 January 2013<br/> Expiry Date: 21 January 2014<br/> Exercise Price: 5 day VWAP at time of issue</p> <p><b><u>Performance Rights</u></b></p> <p>Tranche PR-2 60,000 Performance Rights<br/> Issue Date: 21 January 2008<br/> Vesting Date: 21 January 2011<br/> Expiry Date: 21 January 2012</p> <p>Tranche PR-3 60,000 Performance Rights<br/> Issue Date: 21 January 2008<br/> Vesting Date: 21 January 2012<br/> Expiry Date: 21 January 2013</p> <p>Tranche PR-4 60,000 Performance Rights<br/> Issue Date: 21 January 2008<br/> Vesting Date: 21 January 2013<br/> Expiry Date: 21 January 2014</p> <p><b><u>Indirect:-</u></b></p> <p><b>Fully Paid Ordinary Shares:</b></p> <table border="0"> <tr> <td>C&amp;K Sutherland Unit A/c</td> <td style="text-align: right;">45,240</td> </tr> <tr> <td>Sutho One Pty. Ltd. (Sutho One Super Fund A/c)</td> <td style="text-align: right;">86,000</td> </tr> <tr> <td>Sutho One Pty. Ltd. (The Sutherland Family A/c)</td> <td style="text-align: right;">363,800</td> </tr> <tr> <td>PMS Share Schemes Administration Pty. Ltd.</td> <td style="text-align: right;">46,603</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>541,643</b></td> </tr> </table> | C&K Sutherland Unit A/c | 45,240 | Sutho One Pty. Ltd. (Sutho One Super Fund A/c) | 86,000 | Sutho One Pty. Ltd. (The Sutherland Family A/c) | 363,800 | PMS Share Schemes Administration Pty. Ltd. | 46,603 | <b>Total</b> | <b>541,643</b> |
| C&K Sutherland Unit A/c                              | 45,240  |                         |        |  |        |   |         |  |        |              |                |
| Sutho One Pty. Ltd. (Sutho One Super Fund A/c)       | 86,000  |                         |        |  |        |   |         |  |        |              |                |
| Sutho One Pty. Ltd. (The Sutherland Family A/c)      | 363,800   |                         |        |  |        |   |         |  |        |              |                |
| PMS Share Schemes Administration Pty. Ltd.           | 46,603  |                         |        |  |        |   |         |  |        |              |                |
| <b>Total</b>   | <b>541,643</b>  |                         |        |  |        |   |         |  |        |              |                |

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|   |   |
|---|---|
| <b>Class</b>  | Fully paid ordinary shares  |
| <b>Number acquired</b>  | <b><u>Indirect:-</u></b><br>4,939 shares  |
| <b>Number disposed</b>  | Nil   |
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and estimated valuation | \$12,594.45 - being 4,939 shares allotted at \$2.55 per share   |
| <b>No. of securities held after change</b>  | <p><b><u>Direct:-</u></b></p> <p><b>Performance Options</b><br/>Tranche PO-1 150,000 Performance Options<br/>Issue Date: 21 January 2008<br/>Vesting Date: 21 January 2011<br/>Expiry Date: 21 January 2012<br/>Exercise Price: \$4.82</p> <p>Tranche PO-2 150,000 Performance Options<br/>(not yet issued – entitlement pursuant to ESA)<br/>Issue Date: 21 January 2009<br/>Vesting Date: 21 January 2012<br/>Expiry Date: 21 January 2013<br/>Exercise Price: 5 day VWAP at time of issue</p> <p>Tranche PO-3 150,000 Performance Options<br/>(not yet issued – entitlement pursuant to ESA)<br/>Issue Date: 21 January 2010<br/>Vesting Date: 21 January 2013<br/>Expiry Date: 21 January 2014<br/>Exercise Price: 5 day VWAP at time of issue</p> <p><b>Performance Rights</b><br/>Tranche PR-2 60,000 Performance Rights<br/>Issue Date: 21 January 2008<br/>Vesting Date: 21 January 2011<br/>Expiry Date: 21 January 2012</p> <p>Tranche PR-3 60,000 Performance Rights<br/>Issue Date: 21 January 2008<br/>Vesting Date: 21 January 2012<br/>Expiry Date: 21 January 2013</p> <p>Tranche PR-4 60,000 Performance Rights<br/>Issue Date: 21 January 2008<br/>Vesting Date: 21 January 2013<br/>Expiry Date: 21 January 2014</p> |

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|  |   |                         |        |  |        |   |         |  |        |              |                |
|--|---|-------------------------|--------|--|--------|---|---------|--|--------|--------------|----------------|
|  | <p><b>Indirect:-</b><br/> <b>Fully Paid Ordinary Shares:</b></p> <table> <tr> <td>C&amp;K Sutherland Unit A/c</td> <td>45,240</td> </tr> <tr> <td>Sutho One Pty. Ltd. (Sutho One Super Fund A/c)</td> <td>89,203</td> </tr> <tr> <td>Sutho One Pty. Ltd. (The Sutherland Family A/c)</td> <td>363,800</td> </tr> <tr> <td>PMS Share Schemes Administration Pty. Ltd.</td> <td>48,339</td> </tr> <tr> <td><b>Total</b></td> <td><b>546,582</b></td> </tr> </table> | C&K Sutherland Unit A/c | 45,240 | Sutho One Pty. Ltd. (Sutho One Super Fund A/c) | 89,203 | Sutho One Pty. Ltd. (The Sutherland Family A/c) | 363,800 | PMS Share Schemes Administration Pty. Ltd. | 48,339 | <b>Total</b> | <b>546,582</b> |
| C&K Sutherland Unit A/c  | 45,240  |                         |        |  |        |   |         |  |        |              |                |
| Sutho One Pty. Ltd. (Sutho One Super Fund A/c)   | 89,203  |                         |        |  |        |   |         |  |        |              |                |
| Sutho One Pty. Ltd. (The Sutherland Family A/c)  | 363,800   |                         |        |  |        |   |         |  |        |              |                |
| PMS Share Schemes Administration Pty. Ltd.   | 48,339  |                         |        |  |        |   |         |  |        |              |                |
| <b>Total</b>   | <b>546,582</b>  |                         |        |  |        |   |         |  |        |              |                |
| <p><b>Nature of change</b><br/> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p> | <p>Participation in the Dividend Reinvestment Plan as part of the interim dividend paid on 27 January 2009</p>  |                         |        |  |        |   |         |  |        |              |                |

**Part 2 – Change of director's interests in contracts**

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

|   |     |
|---|-----|
| <b>Detail of contract</b>   | N/A |
| <b>Nature of interest</b>   | N/A |
| <b>Name of registered holder (if issued securities)</b>   | N/A |
| <b>Date of change</b>   | N/A |
| <p><b>No. and class of securities to which interest related prior to change</b><br/> Note: Details are only required for a contract in relation to which the interest has changed</p> | N/A |
| <b>Interest acquired</b>  | N/A |
| <b>Interest disposed</b>  | N/A |
| <p><b>Value/Consideration</b><br/> Note: If consideration is non-cash, provide details and an estimated valuation</p>   | N/A |
| <b>Interest after change</b>  | N/A |

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