

-NEWSLETTER-

EMPLOYEE OF THE MONTH



Januarys Employee of the Month goes to Ryan, in recognition of his outstanding effort and commitment over the Christmas period. While many of the team were able to enjoy a well-earned break, Ryan stepped up and took on-call duties during a busy time of year. His reliability, dedication, and willingness to go the extra mile ensured everything continued to run smoothly. Thank you, Ryan, for your hard work and commitment, it's genuinely appreciated.

Tradie Tuesday

Behavioural Psychological studies show that teams with clear communication and shared responsibility reduce decision fatigue and mistakes. Strong teamwork leads to safer, more efficient worksites.*

What's Happened this Month

Hot Chilli wrapped up an incredible 2025 the best way we knew how... with great company, big laughs, and a little friendly competition. From soaking in a stunning sunset to diving head-first into a game of paintball, it was the perfect way to celebrate a massive year and everything the team achieved together. Swapping tools for paintball guns reminded us that while we work hard, we also know how to enjoy the wins.



To officially close out 2025, the Hot Chilli crew headed onto the paintball field and let's just say, the competitive spirit was very much alive and well. What started as strategy talk quickly turned into laughter, adrenaline, and a few surprise ambushes.

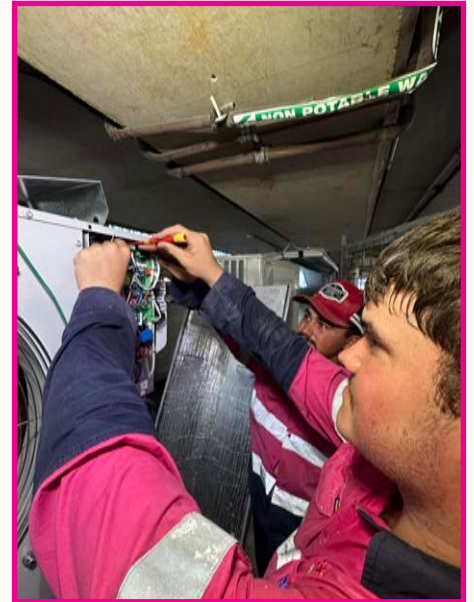




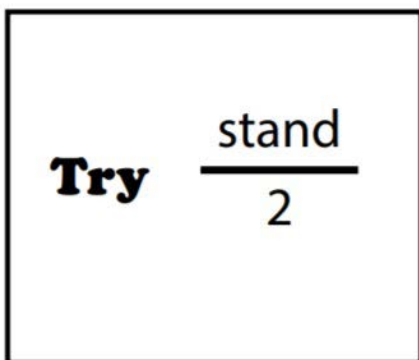
At Hot Chilli, teamwork is at the heart of everything we do. Whether we're out on site or off the clock, we back each other, communicate openly, and pull together as one team. That same teamwork is what keeps our standards high and our sites running safely and smoothly. One thing we're especially proud of is how our experienced technicians consistently step up to support and mentor our apprentices. Knowledge-sharing is a huge part of who we are because when

one of us learns, we all get better. A great example of this is Mitchell, who was recently spotted walking Memphis through fault-finding procedures on site, passing on his

experience and practical know-how. These moments are what shape confident, capable technicians for the future.



To continue what has been another strong month, we received some fantastic client feedback recognising the outstanding service our team delivers on site: **"We just had your technician Khan here who did an exceptional job servicing our air conditioners. I don't think we have ever had such good service. He's polite, very thorough, and we're extremely happy with the service he provided today."** This feedback is a great reflection of the professionalism, attention to detail, and customer care we pride ourselves on at Hot Chilli. Well done Khan, your dedication and high standard of workmanship didn't go unnoticed.



A rebus puzzle uses pictures, symbols, and letters to represent words or phrases. Each image gives you a clue. Say them out loud, combine the sounds, and see if you can crack the message. Have a go at solving this month's puzzle... then head over to our Facebook page to see if you got it right. The answer will be revealed there and while you're at it, jump into the comments and let us know how you went!