

# Mining Industry Salary Surveys

Canada | United States

## Benefits of Participation

The reports provide quality, relevant and timely information concerning compensation practices across the mining industry in Canada and the United States. These reports can provide you with industry insights and benchmarks to help:

- › ensure you are receiving the best value for your compensation spend
- › structure your compensation plans to attract and retain new employees
- › understand compensation trends
- › comply with regulatory agency CD&A disclosure requirements

## Representative Data

Every major mining company in Canada and the United States is invited to participate. Over the years, our annual Mining Industry Salary Surveys have delivered a broad and inclusive examination of compensation practices for the entire industry within these countries.

## Our Experience

PricewaterhouseCoopers and Coopers Consulting have provided mining companies with the most comprehensive series of salary surveys available in the marketplace. Our Canadian survey reports have been produced since 1992 and have long been regarded as the premier measure of salaried employee compensation practices. We are well positioned to achieve similar status in the United States.

Our experience and strong industry participation allow us to continually deliver dependable and reliable results.

## Reports

We publish three distinct reports. The Corporate Report contains detailed information on the 44 corporate and 11 exploration positions surveyed. The CEO Report, which is included in the price of the Corporate Report, analyzes CEO compensation practices. The Mine Site Report provides the detail on the 58 mine site positions surveyed.

The reports are easy to read and the supporting aggregate data tables, summary graphs and illustrations, help with the analysis and interpretation of the data.

The reports contain:

- › detailed information on annual base salaries, incentives and total compensation value (base plus annual cash bonus) for each position
- › additional information on the value associated with equity based compensation, for both executive and other corporate positions
- › corporate positions summaries by country and company size
- › mine site position summaries by country, size of the mine site and, if the sample size permits, by region
- › information relating to the prevalence and makeup of incentives, perquisites and benefits

In the CEO Report, the data is presented by country as well as combined for North America. The data is further broken down by company revenue and by number of employees.

## Report Pricing

	CA	US
Corporate and CEO Positions Reports	\$1,500	\$1,300
Mine Site Positions Report	\$2,100	\$1,900
Both Reports (combined cost)	\$2,900	\$2,600

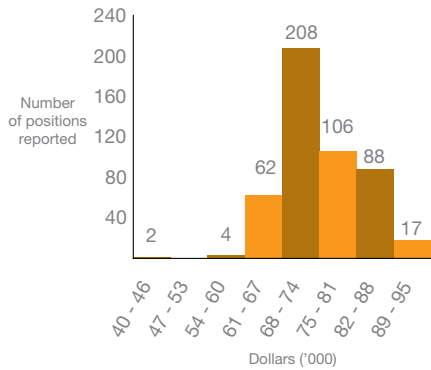
# Examples of aggregate data charts and summary graphs

## Data Table

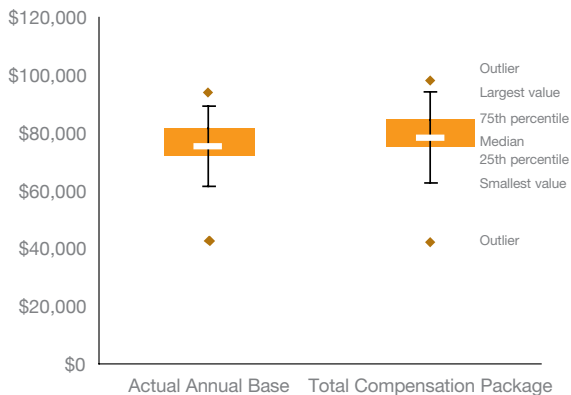
	Actual Annual Base	Salary Range Minimum	Salary Range Control Point	Salary Range Maximum	Actual Individual Incentive	Incentive as % of Salary	Target Individual Incentive %	Maximum Individual Percentage	Total Compensation Package
Data Points	487	31	31	30	354	354	18	14	487
Average <sup>(1)</sup>	75,611	63,740	75,918	85,140	4,725	6.0	10	60	79,045
Average <sup>(2)</sup>	75,369	63,740	75,918	85,140	4,822	6.2	10	60	78,864
Minimum	42,600	53,150	65,040	70,000					42,600
1 <sup>st</sup> Quartile	72,188	58,950	72,753	81,185					75,082
Median	74,832	60,010	75,010	86,904					78,049
3 <sup>rd</sup> Quartile	81,720	70,270	81,860	81,860					84,744
Maximum	93,841	74,482	83,700	98,065					98,400
Std. Deviation	7,131	6,835	5,199	7,232					7,823
% of Positions Eligible for Incentive						61%			

1. These averages represent all datapoints including outliers.  
2. These averages represent all datapoints excluding outliers.

## Mine Site Summary Graph



## Distribution of Reported Base Salaries



\* Data shown in these examples are for illustrative purposes only.

# Positions included

## Corporate

President/Chief Executive Officer\*  
Executive Vice-President  
Chief Operating Officer (C.O.O.)  
Chief Financial Officer (C.F.O.)  
Vice-President, Corp. Development  
Vice-President, Engineering  
Vice-President, Environmental  
Vice-President, Exploration  
Vice-President, Finance  
Vice-President, Human Resources  
Vice-President, Investor Relations  
Vice-President, Legal  
Vice-President, Marketing  
Vice-President, Operations  
Corporate Environmental Director  
Environmental Manager  
Development/Project Manager  
Director/Manager, Human Resources  
Director/Mgr, Information Systems  
Manager/Supervisor, Computer Ops.  
Manager/Supervisor, Tech Support  
Network and Desktop Support Tech  
Sys Analyst/Applications Specialist  
Database Administrator  
Corporate Controller  
Corporate Treasurer  
Director, Internal Audit  
Senior Manager, Internal Audit  
Legal Counsel/Corp Secretary  
Accounting Mgr, Cost Acctng/Bdgtn  
Accounting Mgr, Financial Reporting  
Accounting Mgr, Treasury/Risk  
Sales/Marketing Manager  
Customer Services Coordinator  
Transportation Manager  
Transportation Representative  
Manager, Investor Relations  
Admin Assist to CEO  
Admin Assist to Vice-President

## Exploration

Chief Geophysicist  
Regional Exploration  
District Geologist  
Project Geologist  
Field Geologist  
Principal Geophysicist  
Senior Project Geophysicist  
Project Geophysicist  
Geophysicist  
Land Manager  
GIS Technician

## Mine Sites

General Manager  
Mine Manager  
Manager, Administration  
Manager, Maintenance  
Manager, Mining Operations  
Manager, Plant/Mill Operations  
Admin Assist to Department Head  
Admin Assist to GM/Mine Manager

\* Managing Director

## Mining Operations

Sup't, Mining Operations  
General Foreman/Mine Captain  
Senior Foreman  
Foreman

## Plant/Mill Operations

Superintendent, Plant/Mill Ops  
General Foreman, Plant/Mill Ops.  
Foreman Plant/Mill Ops.  
Plant Process Engineering  
Chief Metallurgist  
Senior Process Engineer  
Metallurgist/Process Engineer  
New Graduate Engineers  
Senior Technologist  
Technologist  
Laboratory Supervisor

## Mine Engineering/Geology

Chief Engineer  
Senior Mine Engineer  
Mine Engineer  
Junior Mine Engineer  
New Graduate Engineer  
Chief Mine Geologist  
Mine Geologist  
New Graduate Geologists  
Chief Surveyor  
Senior Technologist  
Technologist

## Maintenance

Superintendent, Maintenance  
General Foreman, Maintenance  
Foreman Maintenance  
Senior Maintenance Planners  
Maintenance Planner

## Materials (Purchasing, Warehouse/ Inventory Control)

Manager Materials  
Purchasing Agent/Senior Buyer  
Buyer  
Warehouse Foreman  
Inventory Analyst

## Human Resources

Manager, Human Resources  
Supervisor, Human Resources  
Supervisor, Industrial Relations

## Accounting

Site Controller  
Senior Accountant  
Accounting Supervisor  
Junior Accountant  
Payroll Supervisor  
Accounts Payable Clerk  
Site Systems Administrator

## Environment

Sup't Environmental Services  
Environmental Officer

## Safety/Loss Control

Safety/Loss Control Supervisor  
Safety and First Aid Officer  
First Aid Attendant (Shift)

The combined forces of PricewaterhouseCoopers, who provide audit, tax and advisory services to many of the top international mining companies, and Coopers Consulting, whose principals have extensive mining industry experience, bring an unparalleled level of expertise to the global mining community.

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