

## Mining Industry Salary Surveys Canada | United States

Coopers Consulting and PwC provide mining companies with the most comprehensive series of salary surveys available in the marketplace, surveys long regarded as the premier measure of salaried employee compensation practices.

coopersconsulting



### 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

Coopers Consulting and PwC have provided mining companies with the most comprehensive series of salary surveys available in the marketplace. Our survey reports have been produced since 1992 and have long been regarded as the premier measure of salaried employee compensation practices.

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
- › detailed additional information on the value associated with equity/share based compensation
- › 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	\$1,600	\$1,600
Mine Site Positions Report	\$2,200	\$2,200
Both Reports (combined cost)	\$3,000	\$3,000

## 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, Human Resources  
 Manager, Human Resources  
 Director, Compensation  
 Business Process Improvement Specialist  
 Director/Mgr, Information Systems  
 Manager/Supervisor, Computer Ops.  
 Manager/Supervisor, Tech Support  
 Network and Desktop Support Tech  
 Sys Analyst/Applications Specialist  
 Corporate Controller  
 Corporate Treasurer  
 Director, Internal Audit  
 Senior Manager, Internal Audit  
 Legal Counsel/Corp Secretary  
 Accounting Mgr, Cost Acctg/Bdgtn  
 Accounting Mgr, Financial Reporting  
 Accounting Mgr, Treasury/Risk  
 Sales/Marketing Manager  
 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)

## Examples of aggregate data charts and summary graphs

### Data Table

	Annual Base	Salary Range Minimum	Salary Range Control Point	Salary Range Maximum	Actual Individual Incentive	Incentive as % of Salary	Target Individual Incentive %	Maximum Individual %	Total Cash Compensation
Data Points:	657	630	573	630	502	502	377	311	657
Average (1):	86,762	72,419	88,613	101,417	10,917	14	12	21	95,104
Average (2):	86,852	72,575	88,750	101,617	10,989	14	12	21	95,426
Minimum:	60,000	46,580	62,105	77,630	290	1	2	10	70,000
1st Quartile:	82,920	66,360	82,920	98,560	5,701	7	10	20	89,050
Median:	85,817	68,540	85,100	99,504	10,055	13	10	20	96,546
3rd Quartile:	92,798	79,120	97,707	108,130	15,548	19	10	20	100,391
Maximum:	111,020	90,300	108,850	130,620	63,703	78	60	100	144,953
Std. Deviation:	8,484	9,470	8,944	11,515	7,151	10	7	11	10,625

% of Positions Eligible for Incentive: 82%

% of Positions Receiving Incentive: 76%

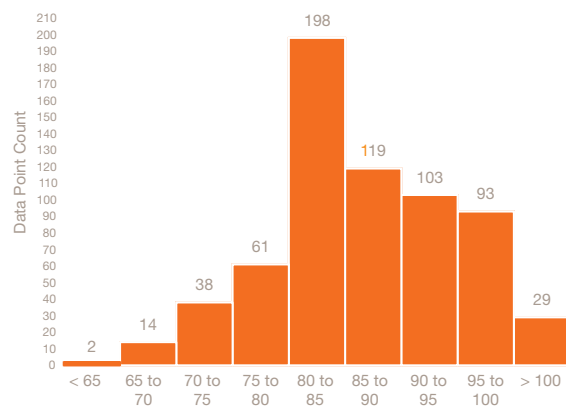
(1) These averages represent all datapoints including outliers.

(2) These averages represent all datapoints EXCLUDING outliers.

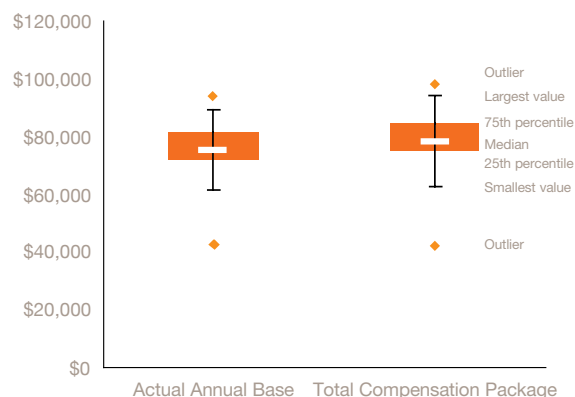
### Mine Site Summary Graph

#### Distribution of Reported Base Salaries

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



Histogram of Base Salary \$'000



The combined forces of PwC, 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.

For more information about this survey, please contact:

**Lou Vujanich**

Coopers Consulting Ltd.

Tel: (604) 632 4611

lou.vujanich@coopersconsulting.com

**Len Boggio**

PwC

Tel: (604) 806 7016

lenard.f.boggio@ca.pwc.com

[www.coopersconsulting.com](http://www.coopersconsulting.com)

[www.pwc.com/mining](http://www.pwc.com/mining)

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