

## THE MINING SURVEY

### 2017 BENCHMARK POSITIONS

#### CORPORATE

President and Chief Executive Officer (CEO)  
 Chief Operating Officer (COO)  
 Chief Financial Officer (CFO)  
 Top Position Business Development  
 Vice President, Corporate Development  
 Information/Technical Systems Executive  
 Systems Analyst 3  
 Technical Support 4  
 Technical Support 2  
 Database Administrator 1  
 Treasurer  
 VP Finance  
 Manager Finance  
 Controller  
 Manager Accounting  
 Accountant 4  
 Accountant 1  
 Accounting Clerk 2  
 Risk Manager  
 Lawyer/In-House Counsel 1  
 Regulatory Affairs Manager (New)  
 Administrative Assistant 3  
 Administrative Assistant 2  
 Receptionist  
 Office Manager  
 Executive Assistant to the President  
 Communications/Public Relations Manager  
 Investor Relations Manager  
 Community Affairs Manager  
 Human Resources Executive  
 Manager Human Resources 1  
 Manager Labour Relations  
 HR Advisor  
 Payroll Coordinator  
 Human Resources Administrator

#### EXPLORATION

Top Position Exploration  
 Geoscientist (Level E)  
 Geoscientist (Level D)  
 Geoscientist (Level C)  
 Geoscientist (Level B)  
 Geoscientist (Level A)  
 GIS Specialist  
 Regional Exploration Manager (New)  
 Land Surveyor 2  
 Survey Party Chief (Senior Level)  
 Chief Assayer (New)  
 Prospector

#### OPERATIONS/SUPPLY MANAGEMENT

VP Operations  
 Mine Manager  
 General Manager  
 Manager Supply Chain  
 Operations Manager  
 Production Plant Manager (Level 3)  
 Production Superintendent (Level 2)  
 Production Supervisor (Level 1)  
 Production Maintenance Planner  
 Director Facilities  
 Facilities Coordinator  
 Project Manager  
 General Foreman  
 Trades Foreman 2  
 Trades Foreman 1  
 Site Administrator  
 Mine Maintenance Manager  
 Director Maintenance  
 Maintenance Supervisor  
 Heavy Duty Mechanic Journeyman  
 Heavy Equipment Maintenance Planner  
 Minerals Processing Operator 3  
 Minerals Processing Operator 2  
 Minerals Processing Operator 1  
 Diamond Driller  
 Underground Miner  
 Diamond Driller Helper  
 Mine Planning Engineer

#### SAFETY/LOSS & CONTROL

Top Health, Safety & Environment  
 Safety Manager  
 Safety Advisor 2  
 Occupational Nurse  
 Safety Coordinator  
 Security Manager

#### MINING

Director Metallurgist (New)  
 Metallurgist (Level D)  
 Metallurgist (Level C)  
 Metallurgist (Level B)  
 Project Controls Manager  
 Estimator  
 Planner/Scheduler

#### ENGINEERING/TECHNOLOGY

Top Position Engineering  
 Manufacturing/Process Engineering Manager  
 Manufacturing/Process Engineer Specialist (Level E)  
 Manufacturing/Process Engineer (Level D)  
 Manufacturing/Process Engineer (Level C)  
 Manufacturing/Process Engineer (Level B)  
 Manufacturing/Process Engineer (Level A)  
 Mining Engineer F+  
 Mining Engineer F  
 Mining Engineer E  
 Mining Engineer D  
 Mining Engineer C  
 Mining Engineer B  
 Mining Engineer A  
 Plant/Process Operator 4 (New)  
 Plant/Process Operator 2 (New)  
 Technologist 3  
 Technologist 2  
 Lab Manager  
 Lab Technologist 2  
 Lab Technologist 1  
 Environment Services Executive  
 Environmental Manager (New)  
 Environmental Scientist 5  
 Environmental Scientist 4  
 Environmental Scientist 3  
 Environmental Scientist 2  
 Environmental Scientist 1  
 Environmental Technician

#### SUPPLY MANAGEMENT

Director of Supply Chain  
 Procurement Manager  
 Buyer Lead (Supervisor)  
 Buyer 2  
 Inventory Manager  
 Inventory Control Analyst  
 Stock Handler 1  
 Transportation Manager  
 Land Agent (New)  
 Contract Assistant  
 Asset Management Manager  
 Asset Management Coordinator

#### QUALITY CONTROL

Quality Manager