

## 2.5 Staffing

The estimated staffing requirement for Year 2 of the Rosemont Project is 456 employees, which is considered average staffing level for the mine life. Note that the estimated the 494 employees used in the traffic study (see Section 2.10.10 of this Plan) is considered a maximum.

The respective roles of the 456 employees break down as follows:

- General & Administrative 40
- Mine Operations 284
- Mill Operations 96
- SX/EW Operations 36

The supporting departments that compose the general and administrative area are administration (2 employees), accounting and procurement (12), human resources (3), safety and environmental (15) and laboratory (8) employees. These employees are for the most part salary and will be working on a 40-hour per week work schedule, Monday through Friday.

On average, the mine operation will employ 239 hourly employees and 45 salaried employees. The salaried employees consist of the mine engineering department (9), geology department (13), and the shift supervisors (23). Staff in the engineering/geology departments will work a 40-hour schedule, Monday through Friday. The shift supervisors will work 12-hour shifts on a four-days-on/four-days-off schedule. The mine hourly employees consist of operations employees such as shovel operators, haul truck drivers, drill operators and other mine operating support, while the maintenance crews will consist of electricians, mechanics, and welders. The schedule for the operation crews will be two 12-hour shifts per day, seven days a week. A maintenance crew will work one 12-hour shift per day, seven days a week on day shift. In addition there will be a small night shift maintenance crew that will work one 12-hour shift per day on a seven-day work week.

The mill operations have 17 salaried employees and 79 hourly employees. The salaried employees include the mill administration, shift supervisors and maintenance supervisors. The hourly employees consist of crusher operators, copper and molybdenum circuit operators, control room operators, tailing operators, flotation and filtration operators and other support personnel. These employees will be working two 12-hour shifts on a four-days-on/four-days-off schedule. The maintenance crews will consist of mechanics/welders, maintenance helpers and electrical/instrument technicians. The maintenance crews will work a 40-hour schedule, five days per week only.

The solvent extraction operations will employ 36 employees—8 salaried and 28 hourly employees. The hourly employees will be working two 12-hour shifts on a four-days-on/four-days-off schedule. These employees include SX/EW operators and helpers, leach operations and support personnel. The salaried employees will consist of SX/EW administration, shift supervisors and maintenance supervisors. The

maintenance group will consist of mechanics/welders, mechanic helpers and electrician/instrumentation technicians. The maintenance group will work a 40-hour schedule, five days per week while operations will work 12-hour shifts, seven days per week.