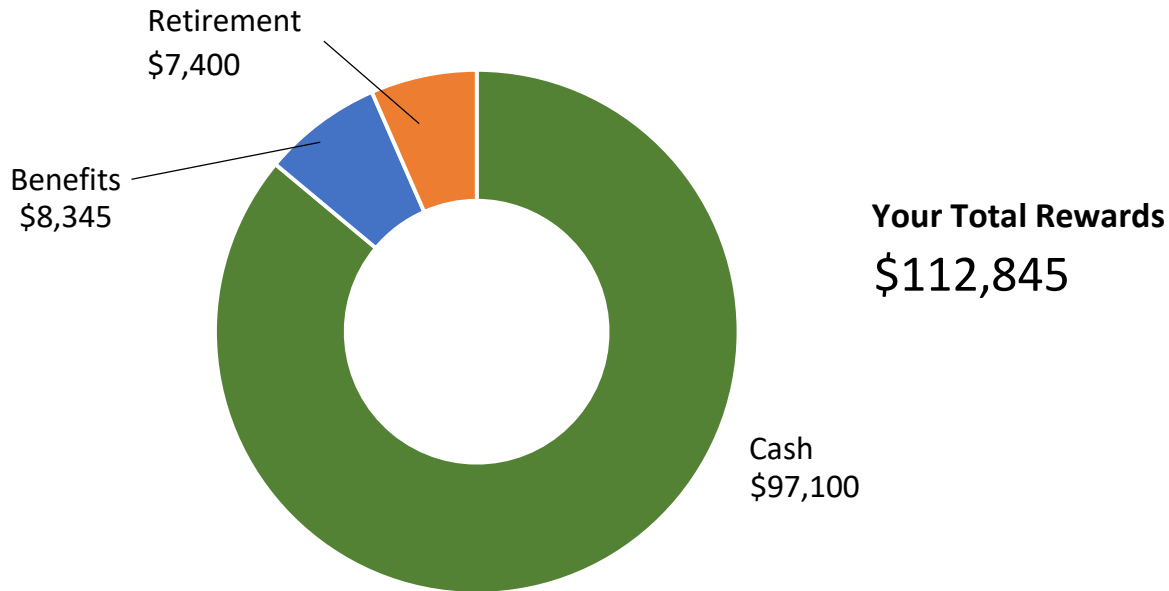


## Total Rewards Estimate - Annual (EXAMPLE)

Name: Example Example

Position: CO Example 3.3



	Description	Employer	Employee
<b>Cash</b>	Base Pay	\$ 68,200	
	Bonus Potential	11,500	
	Housing Stipend <sup>1</sup>	17,400	
<b>Benefits</b>	Medical <sup>2</sup>	5,400	\$ 780
	Dental / Vision <sup>2</sup>	130	160
	Health Savings Account <sup>2</sup>	675	0
	Life and AD&D Insurance	300	
	Long Term Disability	290	
	Short Term Disability	1,040	
	Health / Fitness Allowance	500	
	Smart Dollar	10	
<b>Ret</b>	Company Funded Retirement Plan	4,000	
	401(k) Retirement Plan Match	3,400	3,400
	<b>Total</b>	<b>\$ 112,845</b>	<b>\$ 4,340</b>
	PTO / PTO-Sick <sup>2</sup>	\$ 5,200	

- 1 Employees who reside in company-provided housing, are designated as remote workers, telecommuters or those primarily working from non-mining location offices are not eligible.
- 2 Assumes Employee chooses Employee Only Medical / Dental / Vision coverage
- 3 Included in Base Pay