

### Skill Requirements for Level Qualification and Promotion Eligibility

Technical Skills	Operator C	Operator B	Operator A	Advanced Operator
Primary Skill Operator C	1	1	1	1
Promary Skills Operator B		1	1	1
Primary Skills Operator A			2	3
Primary Skills Advanced Operator				2
Secondary Skills		4	5	6
<b>Skills Required TOTAL</b>	<b>1</b>	<b>6</b>	<b>9</b>	<b>13</b>

SECONDARY SKILL	Operator C	Operator B	Operator A	Advanced Operator
	PRIMARY SKILL	PRIMARY SKILL	PRIMARY SKILL	PRIMARY SKILL
Remote Track Hoe *Winter Scrapers Remote Dozer Remote Loader  *Wash bay attendant *Haulage or Shovel simulator Salt Truck Water Truck ROC-7 Drill Motivator Operator (both units) *Komatsu/Cat 100ton truck  Vehicle Mounted Crane w/ Rigging WA 1200 Loader  D&B Water Truck Fork Lift Articulating Haul/Water Truck Fuel Truck Garbage Truck Pump Truck Blasting Stemmer Pipe Handler Small Lowboys Lean Team Facilitator Back Hoe U/G Miner Water Service C  Mid Size Loaders (Kom & CAT) Road Compactor (roller) Emergency Response Team	Haul Truck	Blasthole Drill - Electric Blasthole Drill - Diesel/Hyd Water Service B Grader - Level 1 Dozer - Level 1 Rubber Tire Dozer Rock crusher operations *Surge Loader Big Lowboys Track Hoe Blasting Module 1 & 2 Refuse Bin Truck Driver Advocate	Electric Shovel Hydraulic Shovel Dozer - Level 2 Grader - Level 2 Blasting Module 3 Blasthole Drill Skills Autonomous Drill HT Towing  Team Trainer Water Service A Cable Operations *High Voltage training	Advanced Mine Leadership Skills  Advanced Mine Computer Skills Remote Drill Blasthole Drill - DTH Ops 20 Ton Crane Dozer - Level 3 Grader - Level 3 Water Service (ADV) Blast Electronic Initiation Systems Shovel Advocate

Shovel Advocate is to be reviewed by the area superintendent prior to promotion. Employee must demonstrate he or she can operate all pieces of equipment in the department, along with development and coaching. This will require superintendent approval and verification.

Advanced Mine Leadership skills requires demonstration of skills as defined in formal training. This will include on the job experience, facilitating Leadership in the Field, reporting daily production in lineout meetings through the use of Information Centers. This requires Superintendent approval and verification.

Advanced Mine Computer Skills includes entering maintenance notifications, writing requisitions, competent in Word, Excel, PowerPoint and e-mail, entering and pulling information through the mine reporting system. This requires Superintendent approval and verification.