

Hiring Local/Outside Area
POLY MET MINING JOB OPPORTUNITIES
4 YEAR DEGREES



Business Professionals	Staff	Mine	Beneficiation	Hydro Plant	TOTAL	Recruited*	Local
Finance	1	2	1		4		11
Public Relations/Environmental	1				1		
Purchasing Manager	1				1		
Human Resources/Emp.Devel.	3				3		
Information Technology	1				1		
Warehouse Manager	1				1		
Engineers							
Mining	2*	1			3	2	14
Mechanical		1			1		
Electrical		1	4		5		
Environmental	2/1*				2	1	
Health & Safety	1*	1	1		3	1	
Reliability			4		4		
Process			1*	1*	2	2	
Geologists	1	4/3*			5	3	2
Metallurgists	1		4	4/2*	9	2	8
Process Imp. Metallurgists			2/1*	1*	3	2	
Managers/Supervisors							
Maintenance		4			4		41
Operations/Control Room/Disp.		11/3*	9	16/4*	36	7	
Facilities/Equipment	3		1	3/1*	7	1	
Lab/Warehouse	1		1		2		
TOTAL	14	10	25	0	97	21	76

Local Hiring

* Possibly Recruited from Outside Area

- *1-2 Mining Engineers
- *1 Environmental Engineer
- *1 Health & Safety Engineer
- *2 Process Engineers - Beneficiation/Hydro Plant
- *2-3 Geologists
- *2 Metallurgists - Hydro Plant
- *2 Process Imp. Metallurgists - Beneficiation/Hydro Plant
- *7 Managers/Supervisors - Operations/Control Room/Disp. For Mine & Hydro Plant
- *1 Manager/Supervisor Facilities/Equipment - Hydro Plant

*19-21 Possible Outside Area Hires

Local Hiring: New or existing 2yr programs at Northeastern Higher Education District (5 loca
 Iron Range Engineering Graduates
 Existing workers at local taconite, paper and power plants
 Retired workers looking to supplement their retirement
 Dislocated Rangers looking to move back

POLY MET MINING JOB OPPORTUNITIES 2 YEAR DEGREES



Business	Staff	Mine	Beneficiation	Hydro Plant	TOTAL	Recruited*	Local
Accounting – General	2				2		19
IT Specialists	2				2		
Warehouse/Inventory Cont.	5				5		
Buyers	2				2		
Human Resources/Benefits	2				2		
Administrative Assistants	2	1	1		4		
Surveyors		2			2		
Technical/Crafts							
Mechanical/Maintenance		16	12	10	38		
Electrical Instrumentation		8	6	4	18		
Process/Operations Specialists			42	33	75		

Lab Technicians		3	3		6		140
CAD Technicians		1			1		
Maintenance Planner			1		1		
Mine Planner		2/1*			2	1	
Operations							
Equip. Op/Drilling & Blasting/							
Truck Drivers/Train/Dozer/							103
Loader Operators		103			103		
TOTAL	15	134	65	47	263	1	262

Local Hiring
* Possibly Recruited from Outside Area
*1 Mine Planner
*1 Possible Outside Area Hire

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Estimated Payroll and Benefits = \$100,000 avg Per Person

Estimates Total Payroll and Ben \$36 million

TOTAL ANTICIPATED POSITIONS - PROFESSIONAL, TECHNICAL, ADMINISTRATIVE = 360