



## EXTRACT FROM INTERNAL MEMORANDUM

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November 12, 2007

The following organizational changes are effective November 1, 2007.

**Richard Mullen** has been promoted to Senior Vice President - Mining. Richard will report directly to the CEO, Garry Drummond, and will assume the majority of the duties previously held by the President - Mining with the following changes:

- Underground operations, including Shoal Creek Mine, will report to Mike Butts and Mike will report directly to Garry Drummond on those responsibilities.
- Gene Honeycutt, Vice President - Facilities Engineering, will report directly to Garry Drummond with dotted-line reporting to Richard Mullen.
- Bruce Huffman, Director Aviation, will report directly to Garry Drummond.

**Mike Butts** has been promoted to Vice President - Mine Engineering & Underground Operations. Mike is responsible for all facets of corporate mine engineering and underground operations. Mike will report to Richard Mullen with the exception of the underground operations as noted above.

**Matt Brown** has been promoted to Treasurer & Executive Assistant to the CEO. As Executive Assistant to the CEO, Matt will report directly to Garry Drummond and will work with him in all areas, including special projects. Matt will retain his role as corporate Treasurer and will continue to report to the Senior Vice President & CFO, Jack Stilwell, in this capacity.