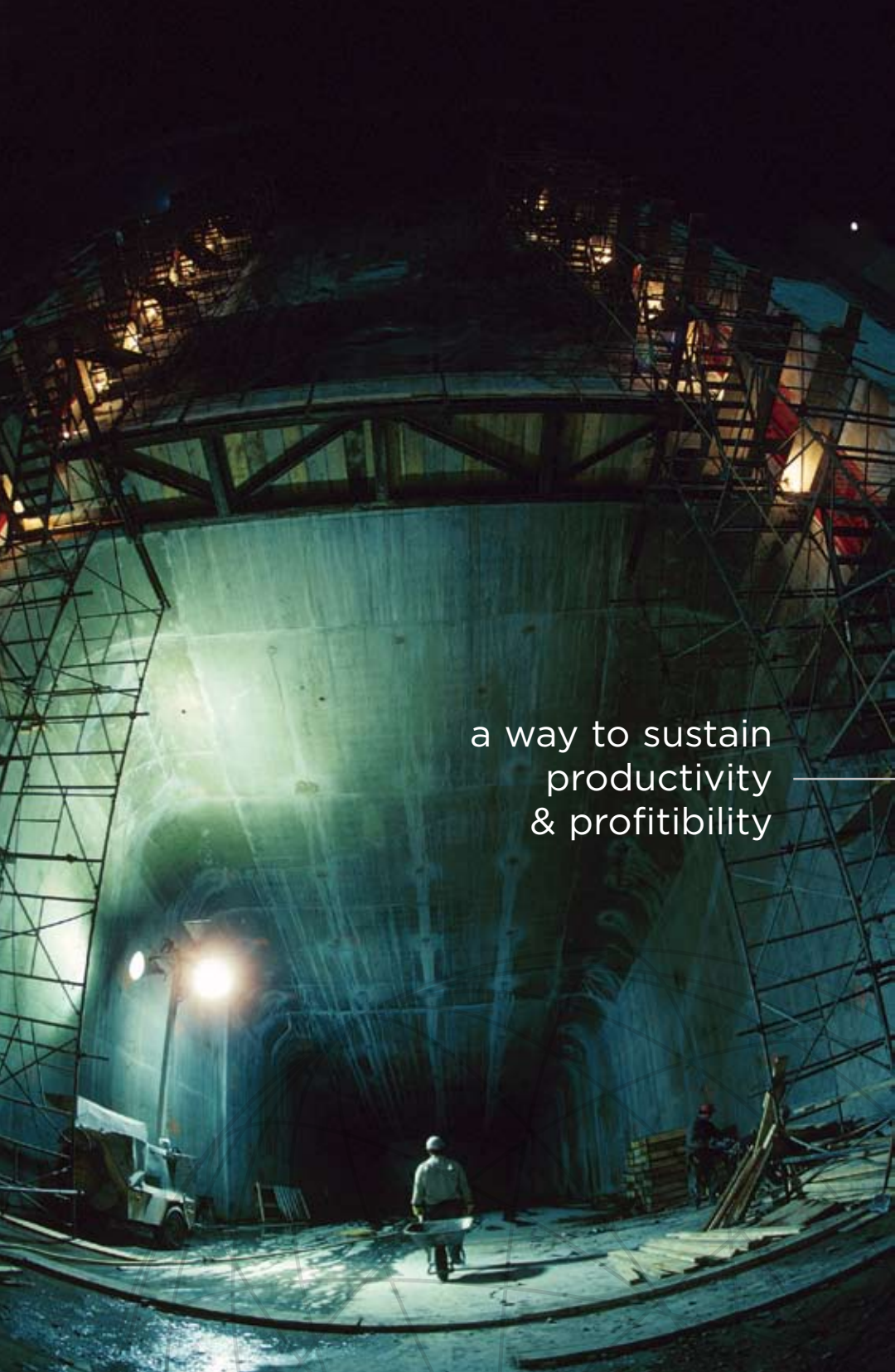




Executive Search

Human Resource
Consulting

MRC Corp
Management Resource Consulting



a way to sustain
productivity
& profitability

Our mission is to help our national and international clients attract, select, develop, and retain the best talent possible to ensure organizational effectiveness, growth and performance in an ever changing, highly competitive business environment.

Our vision is to be the strategic partner of choice for Human Resource & Organizational Development, by providing integrated, empowering, and time/cost-effective solutions for clients whose focus is on building effective learning organizations.

As the global demand for commodities continues to rise, industry profit margins are reaching all time highs. Mining companies are now realizing exponential growth rates organically as well as through mergers and acquisitions. In the midst of these successes, however, the industry is faced with its most significant challenge – a constant struggle for both the acquisition and retention of talent.

A war for talent is already in full swing as Mining companies currently fail to fill hundreds and in some cases thousands of open jobs. This current challenge is still largely considered a recruiting issue. A closer look at the driving forces behind this trend clearly reveals that a more comprehensive **Total Talent Management** approach is required to reach and then sustain adequate operational staffing levels. In this intensely competitive marketplace a carefully designed, highly integrated approach to talent management is necessary to ensure productivity, profitability and sustainable growth over time.



client focused &
driving for results

MRC offers our clients a unique range of customized business solutions strategically focused on bottom-line results. These solutions are designed to be comprehensive, integrated and cost effective. Our 25+ years experience in the Mining industry and capability as a full spectrum consulting firm, enables us to attract, select, develop and retain the best possible talent for our clients.

The MRC Group of Companies provides highly focused and client centered consulting services in two critical areas:

Executive Search Services


- Mining Search Services at all levels
- In All Professional Disciplines
- Domestic and International

Human Resource Consulting

- Performance Management
- Employee Engagement & Alignment
- Leadership Development
- Training Design & Delivery
- Culture Change & Change Management
- Strategic HR Consulting
- Compensation & Benefits Consulting
- Employee/Labor Relations

MRC's approach is to partner with our national and international Mining clients. Our aim is to enhance their talent pool and organizational effectiveness, resulting in improved bottom-line performance.

MRC's consultants are seasoned professionals with a mix of experience in Mining Executive Search, Business Consulting and HR Management. We offer a proven track record of delivering the highest quality services and applications to our clients. We have extensive international experience and are able to deliver our services in English, German, French and Spanish.



executive
search
process

MRC's Human Resource Executive Search Process

MRC views its clients as partners. This is why we seek continuous input from our client and keep you informed throughout each stage of an aggressive search process.

Clear, straightforward communication is the hallmark of our approach to executive search.

MRC's consultative approach to search is carefully designed to meet each client's specific needs. We closely coordinate each phase of the search with our client and adapt it as necessary throughout the duration of the consulting assignment.

MRC conducts both retained and contingent searches for Mining Professionals. The following outlines a retained search process. Our contingent searches are conducted in a similar fashion, with some procedural abbreviations.

Organization Assessment and Strategic Consultation

A search assignment begins with a thorough assessment of an organization's structure, strategic goals, culture and leadership needs. We will meet with and interview the key members of your management team and any other corporate constituents to determine the best search strategy. These meetings help to cement the strategic partnership that is essential to a successful search.

We will advise the key team members, of any internal or external barriers to the search and recommend strategies to overcome them.

We will partner with our client to prepare a position profile that will include detailed candidate specifications, goals and objectives to be achieved by the new executive.

executive search process

Identification of Candidates

MRC, with our client, will plan a comprehensive search process that targets a variety of professional Mining sources, venues, colleagues and candidates identified from our firm's state-of-the-art Mining database (one of the largest databases in the world).

Most importantly, our consultants rely on Mining and HR industry contacts (developed over more than 25 years) regionally, nationally and internationally to ensure a successful search. This extensive network and database allows us to identify active and, more importantly, passive candidates with the potential to satisfy the position requirements.

Our goal is to identify candidates whose leadership style and accomplishments mirror the client's needs.

We will evaluate any other candidates - including internal candidates - you may refer to us. Should you receive resumes from individuals who are interested in the position, please direct them to our office. We will acknowledge these applicants on your behalf and assess each individual's level of interest and potential, along with the candidates we identify as part of our search process.

Candidate Evaluation

We conduct in-depth evaluation interviews with each screened

candidate to assess the potential for success within your organization, as well as a serious interest in the position. We evaluate internal candidates using the same process as external candidates.

We seek out and speak with individuals who can provide professional and/or personal references on each candidate including, where appropriate, current and former employers to determine management style, skills, strengths and accomplishments. We are particularly interested in references from supervisors and peers on how well the candidate might fit within your organization and culture.

Presentation of Candidates

Benchmarking of candidates - In recognition of the critical need for dialogue and communication throughout the search process and to insure that we are accurately targeting the right candidates for the desired position, we attempt to provide a small select group of potential candidates very early in the search process for benchmarking purposes. We have found, over our many years of executive search experience that this relatively prompt submittal of candidates allows for a more realistic and concrete definition of the position and the skill sets required to satisfy the role in question.



When we have evaluated the most qualified candidates, we will schedule a meeting (personally or via teleconference) with our client to review each candidate in-depth. Once you have determined the candidates to be interviewed, we will perform additional reference checks.

Client Interviews with Candidates

We will be available to assist you and others from the client organization as you prepare for and conduct interviews with the identified candidates. We will prepare, and when possible logistically try to cluster, an interviewing schedule for you and be present for the debriefing of the candidates and your key management team post interview(s). We believe our immediate feedback on interviews will be helpful as you constructively determine the most suitable candidates for your role.

Negotiation

Once the client decides to extend an offer, we are available to assist in preparing and negotiating an executive compensation package.

Verification of Credentials

We utilize a third party (upon request) to objectively verify all

candidates' academic degrees, professional licenses and certifications.

Onboarding Your New Executive

In order to maximize your return on investment in the newly hired executive we do provide onboarding and executive coaching as an additional service for our clients. This will help to ensure an efficient and effective transition and integration of the executive into our client organization.

Completion of Assignment

We are committed to staying in close contact with you and your new hire to ensure a smooth transition and a successful long-term relationship.

Guarantee

If MRC's referred candidate leaves your organization (within a specified time), we will conduct a search for a replacement at no charge to our client (excluding expenses).

The gap between talent supply and talent demand continues to widen. As a generation of experienced managers and specialists prepares for retirement, organizations will have to develop sustainable Human Resource strategies to ensure organizational effectiveness and bottom-line results in the future.

MRC's Total Talent Management approach provides our clients with custom solutions in the critical areas of Talent Acquisition, Talent Retention, Talent Management and Talent Development.

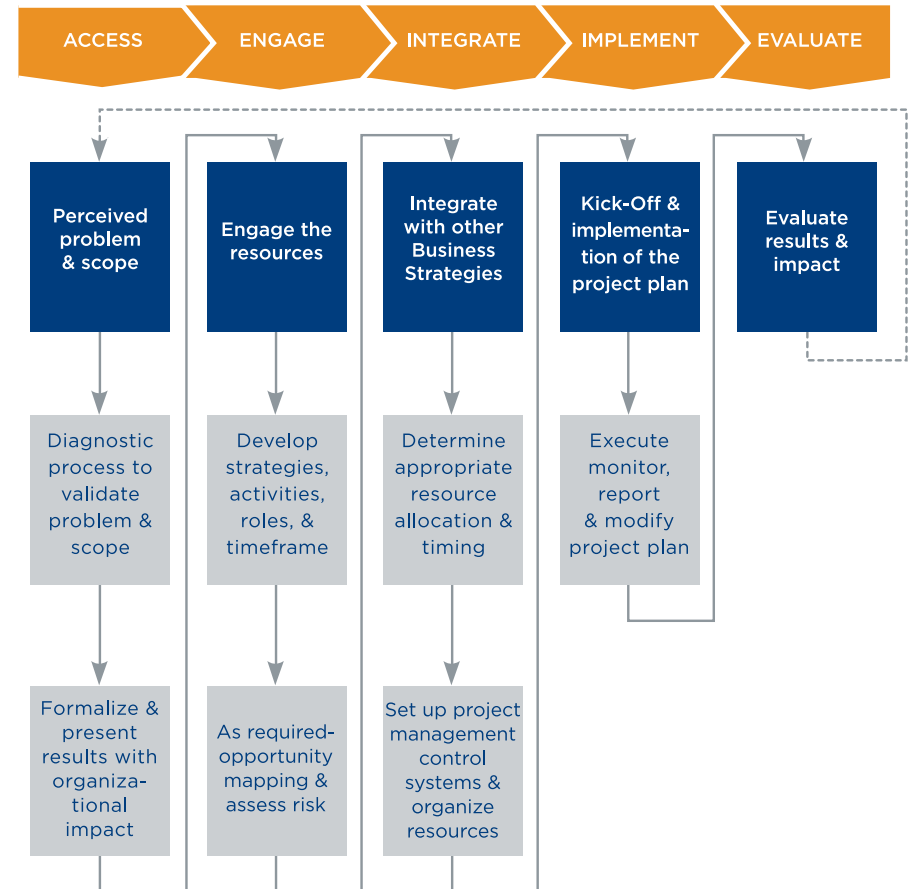
Our consulting solutions are designed to keep your employees aligned with the direction in which you are taking your business and to keep them engaged as you address the challenges that lay ahead.

total talent
management



partnering process

At MRC, we partner with management and HR professionals who strive to increase productivity and improve the performance of human capital within their organization. As we engage with our national and international clients, we commit ourselves to the highest standard of quality by delivering custom solutions that are integrated, empowering and time/cost-effective.

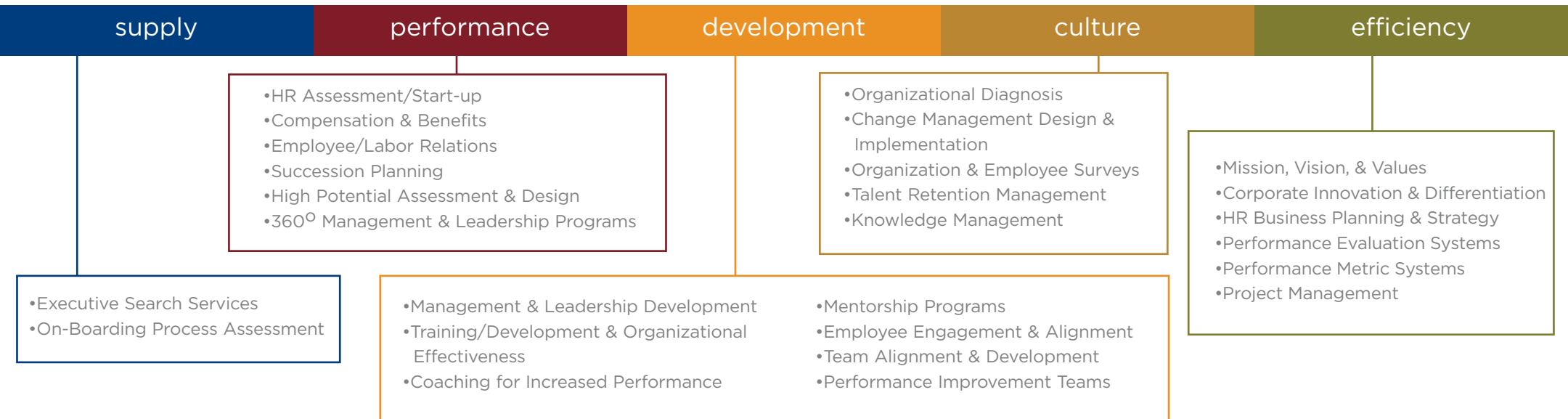
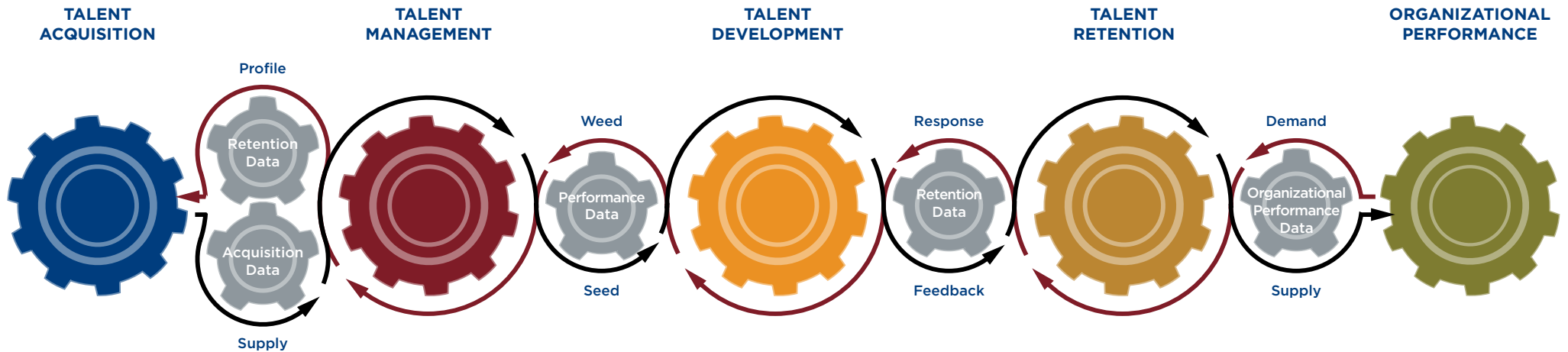


what you can expect from MRC:

- We focus on contributing to your bottom line results
- We focus on you as our corporate partner
- We focus on the strategic direction of your business
- We focus on your actual needs

During each phase of our partnering process we assist our clients in identifying opportunities for improvement. We then develop and execute support strategies to enable our clients to embark on a path of continuous organizational learning.

total talent management strategy





assessing internal & external availability and quality of talent

recruitment & retention challenges

Anticipated Supply & Demand Assessment Process (ASAP)



acquire & retain the right talent

The MRC Group of Companies
Corporate Headquarters
1538 Rosalba Street NE
Albuquerque, New Mexico 87112, USA
v 505.275.1234
f 505.275.1235
www.mrcGroupofCompanies.com

Robert Schultz, President
MRC Group of Companies