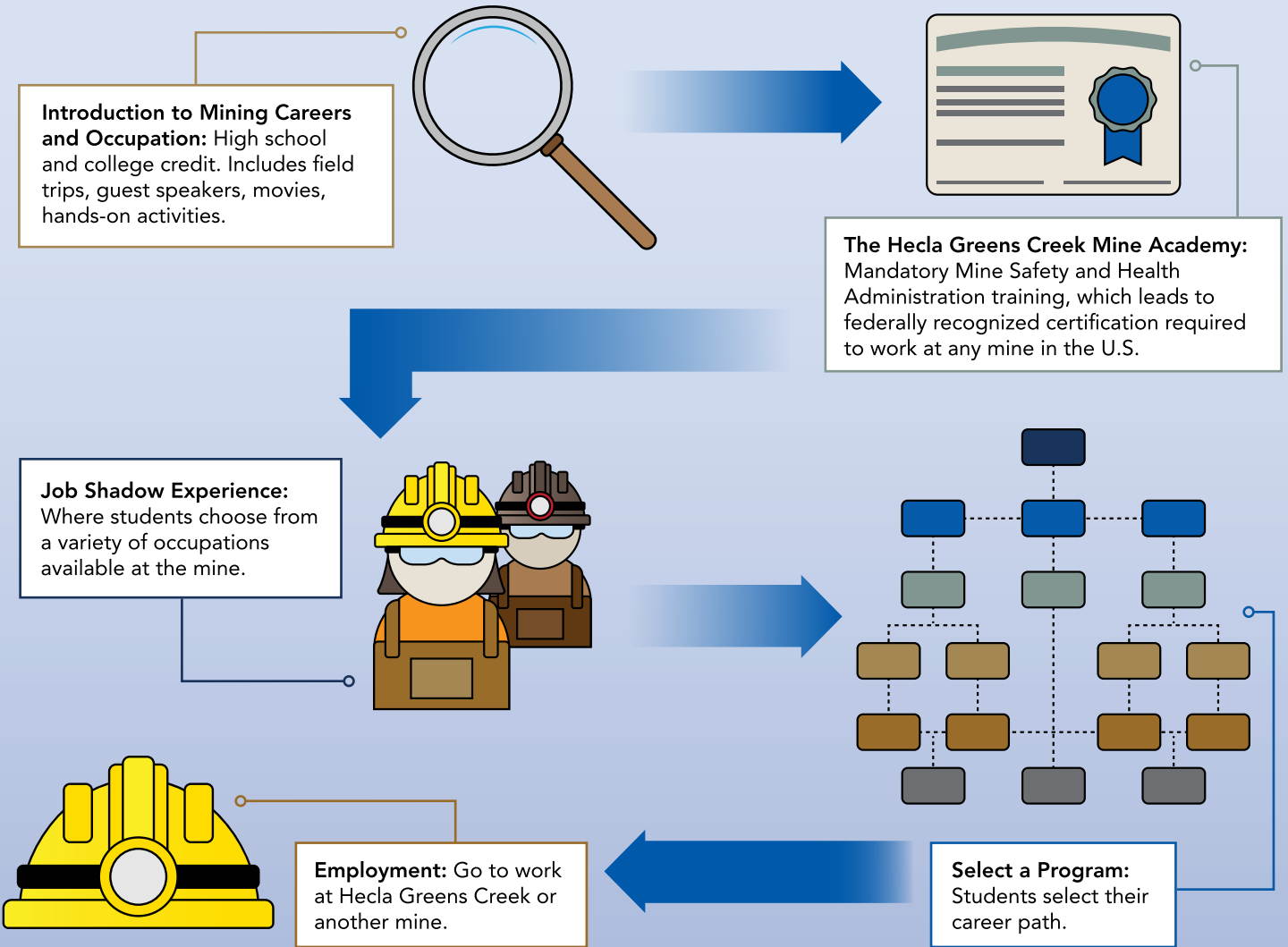


DEVELOPING A HOME-GROWN WORKFORCE

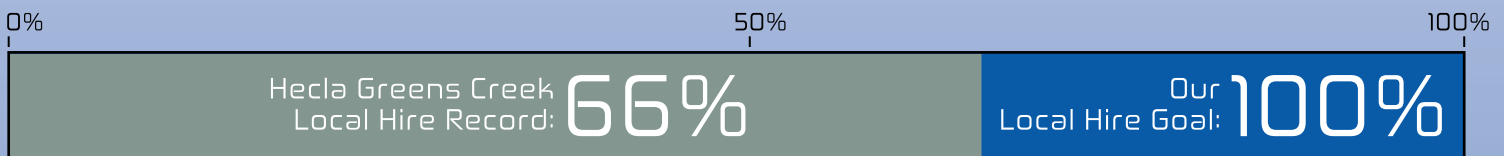


We love having Alaskans as employees and our employees love working here. One-third of our employees have been with us for 10 years or more. To make sure we have trained Alaskans available to work for us, we invest in workforce development initiatives through the University of Alaska system, particularly the University of Alaska Southeast (UAS), and our local high schools.

We have invested about \$1 million in UAS over the past 8 years. Most of the money has gone into the "Pathways to Mining Careers" program. There is **no tuition cost** for committed and successful students.



Hecla Greens Creek also supports scholarships and internships and the MAPTS program. The Mining and Petroleum Training Service provides health, safety and environmental training for industry in Alaska.



Interested in a job at Greens Creek? Check out what's available: <https://www.heclagreenscreek.com/working-with-us/careers>