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**CORONAVIRUS (COVID-19) FREQUENTLY ASKED QUESTIONS - #3**  
**FOR BRUCEJACK MINE SITE**

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All information and updates relating to the COVID-19 health crisis will be communicated by email, the [my.pretivm.com](http://my.pretivm.com) website and at toolbox meetings.

**Reminder, IF YOU ARE SICK OR RESIDE WITH SOMEONE WHO IS SICK, STAY HOME!**

**1. WHAT PROTOCOLS HAVE BEEN IMPLEMENTED TO MITIGATE RISK OF EXPOSURE TO COVID-19 SINCE MARCH 18, 2020?**

Since March 18, 2020 Pretivm has implemented the following additional protocols to mitigate exposure to COVID-19 at site:

- Enhanced screening protocols
- Suspended non-essential programs
- Arrangements for alternate transportation to/from site
- Reinforced and enhanced social/physical distancing protocols
- Demobilized over 160 employees who are not required at site to maintain essential operations

**2. WHY IS PRETIVM MOVING TO A 3X3 ROTATION?**

Pretivm is moving to a 3x3 rotation to limit the number of travel days in/out of site and to help mitigate our employees' risk of exposure to COVID-19 while at site. We have been working with all departments to try and align rotations as much as possible, but this may not be feasible in all areas.

**3. WHEN I SWITCH TO 3X3 ROTATION, WHAT WILL MY COMPENSATION LOOK LIKE?**

Employees who currently work under an averaging agreement will complete their current rotation. Effective their next rotation, these (non-exempt) employees will be paid as hourly employees and receive overtime pay in accordance with the Employment Standards Act in B.C.

Salaried-exempt employees will be paid time and half for overtime hours worked in excess of their normal schedule (i.e. 13-13-2-12 or 14-12-2-12).

An employee who is required to stay home to self-isolate/self-quarantine at the direction of their doctor, a health authority or Pretivm will be paid for the first 14 days of their missed shift. An employee who is unable to report to work due to a personal situation, under this new schedule, can use any available sick or vacation time for days missed.

**4. DOES PRETIVM PLAN TO GO INTO CARE & MAINTENANCE?**

We are operating Brucejack and all our corporate locations in compliance with the directives of regional, BC provincial and federal authorities. The directives from authorities may change rapidly in response to the evolution of the crisis, and we may need to adjust our operations accordingly. We will make any changes to our operational status within the framework of Pretivm's preparedness and contingency plans and communicate with you as soon as possible.

**5. DOES PRETIVM PLAN TO LAYOFF EMPLOYEES?**

We have been working hard to keep the mine operating safely, and we will continue to evaluate our operations daily in light of the impact of the crisis.