PROJECT BENEFITS

TENAS PROJECT

Procurement & Supplies

Contracts – Encourage Entrepreneurs & Business Development

- Logging and Brush Removal
- Road Construction and Maintenance
- Topsoil Salvage and Placement for Reclamation
- Coal Haul Trucking
- Coal Stockpiling and Loading Trains
- Construction of Water Management Infrastructure
- Seed Collection for Reclamation
- Environmental and Geotechnical Monitoring
- Security
- Employee Transportation
- Planting of Seedlings
- Coal, Water, and Rock Laboratory Support

Programs & Involvement

Programs

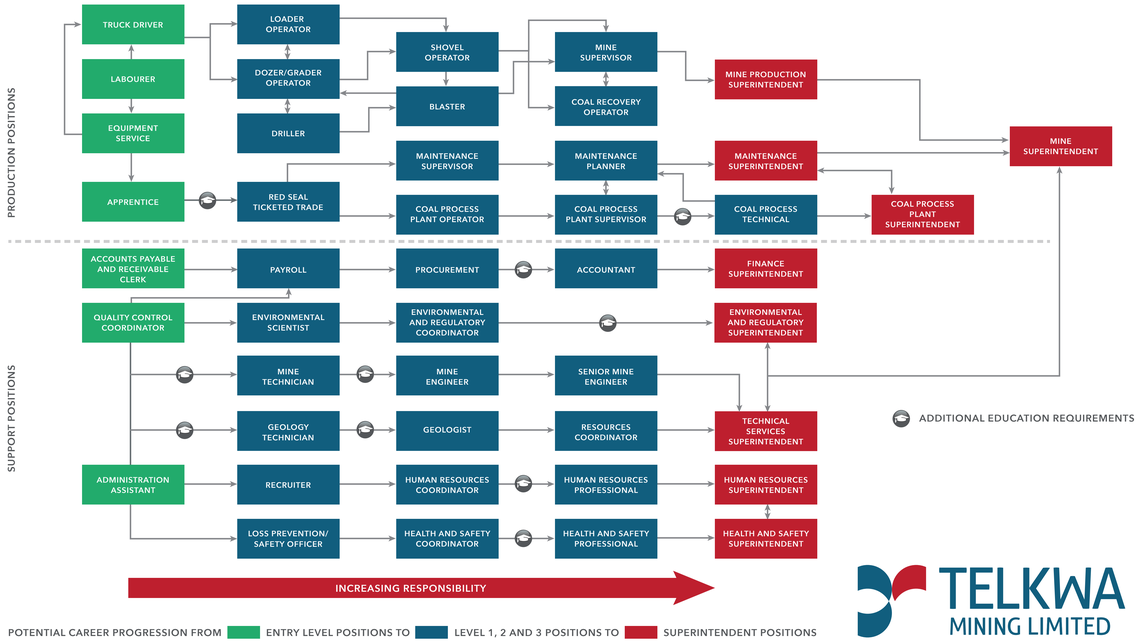
- Environmental Guardians
- Wet'suwet'en Language Program
- Intergenerational Trust Fund
- Sponsorship and Donations
- Bursaries
- Early Childhood Education Funding and Training

Equity Ownership & Governance

- Together with the Wet'suwet'en, we're exploring what ownership could mean – how it could work and when it could move forward.
- Witset Nation will be actively represented on the Project Steering Committee and the Mine Advisory Committees.
- Indigenous Superintendent position on the Senior Leadership Team.
- Indigenous employment targets to be developed.

POSITIONS	START UP WORKFORCE 2026	MAXIMUM WORKFORCE 2030	ROLES INCLUDED	ROTATION	HOURLY WAGE RANGE	ENTRY LEVEL	TRANSFERABLE INDUSTRIES	EDUCATION REQUIREMENTS
EQUIPMENT OPERATORS								
Coal Cleaning and recovery	2	2	Pit and Reclamation	7 DAYS ON, 7 DAYS OFF	40 to 50	No	Forestry, Construction, Heavy Industry, Drilling	None
Shovel/Backhoe	4	8	Pit and Reclamation	7 DAYS ON, 7 DAYS OFF	40 to 50	No	Forestry, Construction, Heavy Industry, Drilling	None
Drilling/Blasters	2	4	Pit and Reclamation	7 DAYS ON, 7 DAYS OFF	35 to 50	No	Forestry, Construction, Heavy Industry, Drilling	None
Grader/Dozer	8	20	Pit and Reclamation	7 DAYS ON, 7 DAYS OFF	35 to 45	No	Forestry, Construction, Heavy Industry, Drilling	None
Loader	4	4	Pit and Reclamation	7 DAYS ON, 7 DAYS OFF	35 to 45	No	Forestry, Construction, Heavy Industry, Drilling	None
Coal Truck	12	12	Pit and Reclamation	7 DAYS ON, 7 DAYS OFF	30 to 40	Yes	Forestry, Construction, Heavy Industry, Trucking, Drilling	None
Mine Truck	16	32	Pit and Reclamation	7 DAYS ON, 7 DAYS OFF	30 to 40	Yes	Forestry, Construction, Heavy Industry, Trucking, Drilling	None
TOTAL	48	82						
MINE SUPPORT								
Service Man	2	4		7 DAYS ON, 7 DAYS OFF	30 to 40	Yes	Forestry, Construction, Heavy Industry, Trucking, Drilling	None
Labourers/Pump Crew	4	6	Pit, Plant, Maintenance	7 DAYS ON, 7 DAYS OFF	25 to 35	Yes	Forestry, Construction, Heavy Industry, Trucking, Drilling	None
TOTAL	6	10						
TRADES (PLANT OPERATIONS AND MOBILE MAINTENANCE)								
Millwrights	6	6	Plant and Mobile	7 DAYS ON, 7 DAYS OFF	40 to 50	No	Forestry, Construction, Heavy Industry, Trucking, Drilling	Trade School
Electricians	2	5	Plant and Mobile	7 DAYS ON, 7 DAYS OFF	45 to 55	No	Forestry, Construction, Heavy Industry, Trucking, Drilling	Trade School
Welders	2	3	Plant and Mobile	7 DAYS ON, 7 DAYS OFF	40 to 50	No	Forestry, Construction, Heavy Industry, Trucking, Drilling	Trade School
HD Mechanics	6	15	Plant and Mobile	7 DAYS ON, 7 DAYS OFF	40 to 50	No	Forestry, Construction, Heavy Industry, Trucking, Drilling	Trade School
LD Mechanics	1	1	Plant and Mobile	7 DAYS ON, 7 DAYS OFF	35 to 45	No	Forestry, Construction, Heavy Industry, Trucking, Drilling	Trade School
Apprentices	5	10	Plant and Mobile	7 DAYS ON, 7 DAYS OFF	35 to 45	Yes	Forestry, Construction, Heavy Industry, Trucking, Drilling	Trade School
TOTAL	22	40						
Supervisors	10	10	Plant, Pit, Maintenance	7 DAYS ON, 7 DAYS OFF	40 to 50	No	Forestry, Construction, Heavy Industry, Trucking, Drilling	None
Technical	6	8	Engineering, Geology, Survey, Environmental, Maintenance, Plant	4 DAYS ON, 3 DAYS OFF	35 to 50	No	Forestry, Construction, Heavy Industry, Trucking, Drilling Geology, Engineering, Forestry, Construction,	Diploma or higher in Survey, Environmental, Engineering or Geology fields
Accounting and Purchasing	3	5	Controller, Payroll, Buyer, Accountants, Warehouse	4 DAYS ON, 3 DAYS OFF	40 to 50	Yes/No	Forestry, Construction, Heavy Industry, Trucking, Business, Drilling	Diploma or higher in Accounting and/or Purchasing related fields
Safety and HR	1	1	Recruiting, Mine Rescue, Coordinators, Loss Prevention, Trainers	5 DAYS ON, 2 DAYS OFF	40 to 50	Yes/No	Forestry, Construction, Heavy Industry, Trucking, Drilling	Diploma or higher in HR or Safety Related Program
Administration	1	2	All departments	4 DAYS ON, 3 DAYS OFF	30 to 40	Yes	Government, Forestry, Heavy Industry, Trucking, Drilling, Education, Business	None
Students	0	2	All departments	4 DAYS ON, 3 DAYS OFF	25 to 35	Yes	Forestry, Construction, Heavy Industry, Trucking, Drilling	1 year in any mining related program
Management	2	3	Superintendents and Managers	5 DAYS ON, 2 DAYS OFF	50 to 60	Yes	Forestry, Construction, Heavy Industry, Trucking, Drilling	Diploma or higher, or continuing eduction in selected field
GRAND TOTAL	99	163						

EMPLOYMENT OPPORTUNITIES



TELKWA MINING LIMITED

We invite you to connect with us. 778.643.2843 Main Office: 1415 Hankin Avenue, Suite D, Telkwa, BC V0J 2X0 info@telkwa-mining.ca