

Este documento está sujeto a modificaciones, cambios y/o revisiones por parte de las Entidades del Estado, acorde al Artículo 2 de la Resolución de Gabinete 19 de 27 de febrero de 2024



FIRST QUANTUM  
MINERALS LTD.

Cobre Panamá

# RECURSOS HUMANOS

Reporte Anual 2022 - 2023

COPPER PANAMA, S.A.



JANUARY 30, 2023

FQML

## Empleo y Entrenamiento

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*Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.*

## Tabla de distribución global de puestos de trabajo detallando: edad, sexo, nacionalidad, tipo de contrato, idoneidad técnica

### Puestos por edad y género (femenino)

Gender	>55	18-25	26-35	36-45	46-55
<b>Female</b>	<b>18</b>	<b>151</b>	<b>446</b>	<b>204</b>	<b>84</b>
Accountant, Financial			2	1	
Accountant, Management				2	
Administrator, HR Logistics			1		
Administrator, Camp & Infrastructure				1	
Administrator, Camp Data		1	3	1	
Administrator, Contractors Compliance			1		
Administrator, Contracts			2		
Administrator, Data		1			
Administrator, Data JDE		1			
Administrator, Document Control			4	1	
Administrator, Drill & GET			1		
Administrator, HR Logistics			1		
Administrator, Human Resources			2		
Administrator, Material Inventory			1		
Administrator, MineStar Maintenance				1	
Administrator, Occupational Health			1		
Administrator, Office			1	1	
Administrator, Operations					1
Administrator, Reception					1
Administrator, Recruitment		1	1	2	
Administrator, Security		1	3		
Administrator, Shift			5	1	
Administrator, Training			1		
Administrator, Travel				1	
Administrator, Warehouse		1	2		
Adviser, Camp Training & Development					1
Adviser, Financial Accounting		1			
Adviser, Human Resources			1	1	
Adviser, Immigration & Compliance				1	
Adviser, Internal Auditing & Compliance			1		

Adviser, Land				1	
Adviser, Land & Permits				1	
Analyst, Accounts Payable				1	
Analyst, Condition Monitoring			1		
Analyst, Cost			1		
Analyst, FAR					1
Analyst, Treasury					1
Archaeologist			2	1	
Assistant Cook	2	6	5	8	5
Assistant Manager, Human Resources	1				
Assistant Supervisor, HK & General Services			2		2
Assistant, Administration II			1		
Assistant, Community Relations				4	1
Attendant, Cyclone Plant		1	1		
Attendant, Geology			1		
Attendant, Medical Clinic		1	5	2	1
Attendant, Process Plant		5	12	1	1
Baker				2	
Biologist			5	1	
Boilermaker II		1	1		
Botanist				1	
Business Partner, Human Resources				1	3
Chef II			1		1
Chemist			1	1	
Clerk, Chemical Inventory			1		
Clerk, Data		3	6		
Cook		1	2	1	2
Coordinator, Accounting				1	
Coordinator, Camp Support Services				1	
Coordinator, Central Services				1	
Coordinator, Data Management				1	
Coordinator, JDE Support					1
Coordinator, Medical			1		
Coordinator, Payroll				1	
Counsel, IC Governance & Process Optimization					1
Dispatcher			1		
Drafter			1		

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Electrician II		1	1	1	
Electrician III			1		
Electromechanic		1			
Engineer, Cyclone Plant			1		
Engineer, Electrical			1		
Engineer, Geotechnical			2		
Engineer, Process			1		
Engineer, QA/QC			2		
Engineer, Reliability			1		
Engineer, Short Term Planning			1		
Executive Assistant	1			1	
Foreman, Camp Services		2	8	7	7
Foreman, Dishwashing				1	
Foreman, Erosion Control			1		
Foreman, Kitchen			5	4	1
Foreman, Shift		1	3	2	1
Geologist, Mine Production			1		
Graduate Engineer, Drilling & Blasting			1		
Graduate Engineer, Maintenance			1		
Graduate Engineer, Metallurgy		1			
Graduate Engineer, Mine Production			2		
Graduate Engineer, Process			1		
Graduate Engineer, Wall Control			1		
Helper				1	
Helper, Camp Services	7	75	92	60	33
Helper, General Services	2			2	1
Hydrogeologist			1		
Hydrologist			1		
Lawyer				1	
Learner, Boilermaker		2			
Mechanic I		3	2		
Mechanic II		3	2	1	
Mechanic III		1			
Mechanic, Drill		1			
Medical Technologist			3		
Metallurgist II, Comminution			1		
Metallurgist II, Mineralogy & Geo Metallurgy			1		



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Metallurgist, Accounting & Report			1		
Metallurgist, Accounting & Test			1		
Metallurgist, Comminution			1		
Metallurgist, Copper Flotation & MSA			2		
Metallurgist, Mineralogy			1		
Metallurgist, Process Control			1		
Metallurgist, Project				1	
Nurse	2		6	3	
Nurse, Occupational Health			1	1	
Officer, Accounts Payable			1	1	1
Officer, Category Management			1		
Officer, Communications			1		
Officer, Contracts			1		
Officer, Costs Administration			1		
Officer, Dispatch			1		
Officer, Environmental			4		
Officer, Expediting			7	1	1
Officer, GIS & Data Administration			1		
Officer, Heritage					1
Officer, HRIS			2		
Officer, Human Resources				1	
Officer, Human Resources Administration			2	2	1
Officer, Internal Communications			1		
Officer, Logistics			2		
Officer, Materials Transport			1		
Officer, Payroll	1		1	4	
Officer, Procurement		2	13	3	
Officer, QHSE			2		
Officer, Recruitment			4	1	
Officer, Safety			2		
Officer, Staff & Documents			1		
Officer, Tax Compliance		1			
Officer, Training			2		
Operator, Control Room			5		
Operator, DCS			1		
Operator, Forestry	2		2	1	
Operator, Heavy Equipment II		8	30	8	2

Operator, Heavy Equipment III		2		
Operator, Heavy Equipment IV		1		
Operator, Plant I	1	5	1	
Operator, Process Plant	4	11	3	
Paramedic	2	6	2	
Pharmacist		2		
Physician		2	1	
Pilot, Drone		1		
Planner		3	1	
Planner, Inventory Control				1
Professional, Condition Monitoring		1		
Professional, Desktop Support		1		
Professional, Electrician		1	1	
Professional, Field	2	3	2	
Professional, Instrumentation		5		
Professional, Inventory Planning		1		
Professional, Laboratory		1	1	
Professional, Mechanical	1	2	1	
Professional, Ore Controlling		1		
Professional, Planning		2	2	
Professional, QA/QC	2			
Professional, Rotable Inventory Planning		1	1	
Professional, Water & Tailing		1		
Receptionist		1		
Receptionist	2	7	3	2
Recruiter		2	2	
Scheduler		12	2	
Shift Administrator		1		
Specialist, Analytical Instrumentation		1		
Specialist, Approvals & Compliance			1	
Specialist, Category Management		1		
Specialist, Communications			1	
Specialist, Condition Monitoring		1	1	
Specialist, Drilling & Blasting		1		
Specialist, Environmental		1		
Specialist, Environmental Monitoring & Reporting				1
Specialist, Instrumentation			1	



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Specialist, Inventory Control					1
Specialist, JDE Application					
Specialist, JDE System Implementation					1
Specialist, Mid-Term Planning			1		
Specialist, Operations Control Room			1		
Specialist, Opetarions Control Room			1		
Specialist, Payroll					1
Specialist, QA/QC			1		
Specialist, Recruitment	1				1
Specialist, Recruitment (Acting)			1		
Specialist, Training & Development			1	1	
Specialist, Wellness	1				
Storeman I		5	6	4	
Storeperson I			1		
Superintendent, Biodiversity					1
Superintendent, Environmental Compliance				1	
Superintendent, Financial Accounting				1	
Superintendent, Land & Permits				1	
Superintendent, Medical				1	
Superintendent, Operations Planning				1	
Superintendent, Planning & Reliability				1	
Superintendent, Safety			1		
Superintendent, Safety (Acting)			1		
Superintendent, Technical Services TMF (Acting)			1		
Supervisor, Accounts Payable			1	1	
Supervisor, Business Improvement			1		
Supervisor, Contract Services			1		
Supervisor, Crushing			1		
Supervisor, Expediting			1		
Supervisor, HK & General Services				1	
Supervisor, Industrial Hygiene			1		
Supervisor, Microbiology			1		
Supervisor, Payroll					1
Supervisor, Process Plant			1		
Supervisor, Process Water			1		
Supervisor, Procurement				1	
Supervisor, QA/QC			2		

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Supervisor, Reception		1		
Supervisor, Recruitment		1		
Supervisor, Reliability			1	
Supervisor, Shift		2	1	1
Supervisor, Tactical Vehicles Maintenance		1		
Supervisor, Treasury			1	
Supervisor, Warehouse		1		
Supervisor, Waste & Water		1		
Technical Specialist, ICT Projects			1	
Timekeeper	1	1	2	1
Trainee, Engineering	1	2		
Trainee, Mining	1			
Trainer, Field		1	2	
Trainer, Safety			1	
Veterinarian		1		

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

Puestos por edad y género (masculino)

Gender	>55	18-25	26-35	36-45	46-55
<b>Male</b>	<b>243</b>	<b>390</b>	<b>1807</b>	<b>1513</b>	<b>739</b>
Accountant, Capital Management				1	
Accountant, Management			3		
Administrator, Community Relations Office			1		
Administrator, Contracts		1			
Administrator, Data		2			
Administrator, Database				1	
Administrator, Drill & GET			1		
Administrator, ICT Access			1		
Administrator, Mining Information System			3	1	
Administrator, Operations				1	
Administrator, Recruitment			1		
Administrator, Security			4		1
Administrator, Shift			3	1	
Administrator, Warehouse		2	11	4	1
Adviser, Category Management	1		1	1	
Adviser, Community Relations					1
Adviser, Contracts			2	2	
Adviser, Forestry	1				
Adviser, Government Relations	1				
Adviser, Human Resources			2	2	
Adviser, Permits					1
Adviser, Safety				2	2
Analyst, Accounts Payable					1
Analyst, Condition Monitoring			3	1	1
Analyst, Expediting			1		
Analyst, HR Projects			1		
Analyst, JD Edwards Development			1		
Analyst, Mining Information System			2	2	
Archaeologist				1	
Assistant Cook	1	4	11	7	7
Assistant General Manager				1	
Assistant Supervisor, HK & General Services			1		
Assistant, Community Relations				1	
Assistant, ERT II		3		1	

Attendant, Biodiversity		1	1		
Attendant, Cyclone Plant		10	12	4	
Attendant, Disposal Management			2	3	
Attendant, Drilling & Blasting		1	10	1	
Attendant, Engineering		3	10	3	1
Attendant, Environmental		1	2	1	
Attendant, Environmental Monitoring		1	3		1
Attendant, Geology	2	1		2	2
Attendant, Heritage			2	1	
Attendant, Medical Clinic			1		
Attendant, Process Plant		26	24	8	1
Attendant, QA/QC			8	3	1
Attendant, Reline		2	4	5	
Attendant, Surveying			7	9	
Auto Electrician		2		3	
Baker	1		6	3	6
Biologist			1	1	
Biologist, Micropropagation			1	1	
Boilermaker II	1	3	41	38	11
Boilermaker III			7	5	1
Botanist			2	1	
Business Partner, Human Resources					1
Business Partner, Human Resources (Acting)				1	1
Butcher		1	8	8	4
Carpenter				1	
Carpenter II			2	3	1
Carpenter III			1	6	4
Chef I		1	6	5	1
Chef II			1	4	2
Chemist			1		
Chief, Chemist					1
Chief, Geologist	1				
Chief, Metallurgist				1	
Chief, Surveyor				1	
Clerk, Chemical Inventory			1		
Clerk, Data			2		
Clerk, JDE Data Cataloguer				1	

Controller, Cable				1
Controller, Financial			1	
Controller, Materials Management				1
Controller, Plant		1	1	2
Controller, Procurement	1			
Cook	4	2	26	14
Coordinator, Accounts Payable				1
Coordinator, Ancillary Equipment				1
Coordinator, Blast			1	
Coordinator, Business Improvement				1
Coordinator, Business Intelligence				1
Coordinator, Cabling			1	
Coordinator, Camp Maintenance				1
Coordinator, Camp Services				1
Coordinator, Contractors				1
Coordinator, Control Systems				1
Coordinator, Cyclone Plant Operations				1
Coordinator, Drilling				1
Coordinator, Electrical	1			1
Coordinator, Environmental				1
Coordinator, GET Fabrication				1
Coordinator, ICT Network				1
Coordinator, Instrumentation			1	1
Coordinator, Inventory Control			1	
Coordinator, JDE Implementation	1			
Coordinator, Kitchen Services				2
Coordinator, Local Business Development				1
Coordinator, Low Voltage				1
Coordinator, Maintenance				1
Coordinator, Material Placement				1
Coordinator, Medical				1
Coordinator, Milling				1
Coordinator, Mining				2
Coordinator, Occupational Health				1
Coordinator, Operations				1
Coordinator, Piping Projects				1
Coordinator, Plant				1

Coordinator, Plant Maintenance				1	
Coordinator, Preventive Maintenance					1
Coordinator, Recruitment (Acting)					1
Coordinator, Reliability					1
Coordinator, Reliner	1				
Coordinator, Resources & Production				1	
Coordinator, Resources & Reconciliation				1	
Coordinator, Roads & Dumps				1	
Coordinator, Roads & Services			1		
Coordinator, Rotables Disposals & Preservation					1
Coordinator, Shovels Drills & Excavators				2	
Coordinator, Training Center LP	1				
Coordinator, Transportation					1
Coordinator, Truck			1		
Coordinator, Trucks				1	
Coordinator, Warehouse					1
Coordinator, Waste & Water				1	
Coordinator, Workshop					1
Dispatcher			6	1	
Drafter			2	2	
Driver I			1		
Driver II	1	1	17	12	11
Driver III	1		3	5	3
Driver IV	3		7	8	8
Driver, Administration			1	1	1
Driver, Ambulance		1	2	2	1
Driver, Environmental			1	2	
Electrician I		3	10	1	3
Electrician II	2	5	21	13	4
Electrician III	3	2	29	26	19
Electromechanic	4	11	11	6	4
Engineer, C&I			3	1	
Engineer, Control Systems				1	
Engineer, DCS Control					1
Engineer, DCS Maintenance				1	
Engineer, Electrical	1		4	1	1
Engineer, Electrical & Instrumentation	1				

Engineer, Electrical Design				1	
Engineer, Field			1		
Engineer, Geotechnical			1		
Engineer, Ground Control					1
Engineer, ICT Network				1	
Engineer, Industrial Network			1		
Engineer, Mine Production Planning			2	1	
Engineer, Mine Projects Planning			1		
Engineer, Mining Information Systems				1	
Engineer, Operations Planning			1		
Engineer, Principal				1	
Engineer, QA/QC			4	3	
Engineer, Reliability			2	4	4
Engineer, Roads			2		
Engineer, Short Term Planning			1		
Engineer, Strategic Mine Planning					1
Engineer, Structural Integrity				1	
Extensionist, Agricultural				1	2
Feller	1		1	4	3
Fireman		2	7		
Foreman, Agriculture Extensionism					1
Foreman, Camp Services		3	6	4	
Foreman, Community Relations				2	
Foreman, Conveyors, Chutes & Belt			4		
Foreman, Crushing			2	1	
Foreman, Cyclone & Pumps			2		
Foreman, Dishwashing			5		
Foreman, Electrical			8	8	
Foreman, Electromechanical			1		
Foreman, Firefighting			3	2	
Foreman, Generators	1		1	2	
Foreman, Gold Circuit			1	1	1
Foreman, Instrumentation			4	2	
Foreman, Kitchen			6	1	1
Foreman, Maintenance			1	1	
Foreman, Mechanical				1	1
Foreman, Mills & Screens			1		



Foreman, Mining					1
Foreman, Reline			1		
Foreman, Roughers			1		
Foreman, Secondary Crusher & Conveyors				1	
Foreman, Shift	7	2	36	72	22
Foreman, Shift Shovels			1		
Foreman, Tactical Maintenance			2	2	
Foreman, Warehouse			4	2	
Foreman, Workshop				1	4
Foreman, WTP & STP				1	
Geologist, Exploration	7			1	
Geologist, Mine Production				1	
Grade Checker				1	
Graduate Engineer, Civil			1		
Graduate Engineer, Exploration			1		
Graduate Engineer, Geotechnical			1		
Graduate Engineer, Mine Planning			1		
Graduate Engineer, Project Design				1	
Graduate Engineer, Reliability & Planning			1		
Graduate Engineer, Service			1		
Graduate Engineer, Wear & Tear			1		
Graduate, IGP		1	2		
Group Engineer, TMF & Water Dams	1				
Group Manager, Environmental					1
Helper	9	20	45	26	13
Helper, Cable				1	
Helper, Camp Services	14	86	86	42	27
Helper, Process Plant		2	9	1	
Hydrogeologist	1				
Inspector, QA/QC				1	
Leader, Business Improvement			1		
Learner, Boilermaker		6	5		
Machetero I	1	7	12	10	1
Machetero II	3	4	5	9	7
Manager, Community Relations	1				
Manager, Country	1				
Manager, Environmental				1	

Manager, Finance & Commercial				1	
Manager, General					1
Manager, Government Relations					1
Manager, Labour Relations & Regional Development				1	
Manager, Legal				1	
Manager, Mining Operations					1
Manager, Mining Production				1	
Manager, Mining Technical Services	1				
Manager, Mobile Maintenance					1
Manager, Operations Comminution & Gold				1	
Manager, Operations Flotation and Services				1	
Manager, Port and Power Station					1
Manager, Power Station Engineering	1				
Manager, Process Engineering	1				
Manager, Process Plant	1				
Manager, Production					1
Manager, Resource Optimization	1				
Manager, Safety					1
Manager, Security	1				
Manager, Site Services					1
Manager, TMF Operations & Water Balance				1	
Mason II					1
Mason III	4			2	1
Mechanic I	2	12	36	19	10
Mechanic II	7	18	138	71	28
Mechanic III	8	6	40	33	19
Mechanic, Drill			1	3	
Metallurgist II, Cooper Flotation & MSA				1	
Metallurgist II, Forecasting & Strategic Planning				1	
Metallurgist II, Process Control			1		
Metallurgist II, Projects			1		
Metallurgist, Comminution			1		
Metallurgist, Copper Flotation & MSA			2		
Metallurgist, Gold				1	
Metallurgist, Mineralogy			1		
Metallurgist, Process		1			
Metallurgist, Process Control			2		

Metallurgist, Project			1		
Millwright	1				2
Nurse, Occupational Health			1		1
Officer, Accounts Payable					1
Officer, Approvals & Compliance					1
Officer, Community Relations					2
Officer, Contracts					1
Officer, Desktop Support					1
Officer, Expediting			1		1
Officer, FAR		1	1		
Officer, Forestry					1
Officer, GIS	1		1		
Officer, HRIS					1
Officer, Human Resources					1
Officer, Indigenous Relations	1				1
Officer, Industrial Hygiene			2		
Officer, JDE					2
Officer, Land					2
Officer, Logistics			1		
Officer, Payroll			1		
Officer, Procurement			6	4	1
Officer, QHSE		1	5	3	
Officer, Recruitment				1	
Officer, Safety	1	1	1	4	1
Officer, Security System					1
Officer, Security Systems			2		
Officer, Staff & Documents				1	
Operator, Ancillary Equipment					1
Operator, Chainsaw	1		7	4	3
Operator, Control DCS			1	1	1
Operator, Control Room			12	3	
Operator, Crane (01-50 tons)			3	1	2
Operator, Crane (101 tons and up)	1		3	6	1
Operator, Crane (1-50 tons)				1	
Operator, Crane (51-100 tons)	1		1	7	2
Operator, CuCon		1	1		
Operator, DCS			6	4	1

Operator, Disposal Management		2	1	1	
Operator, Field			2		
Operator, Forestry	1		2		2
Operator, Heavy Equipment I				6	
Operator, Heavy Equipment II	24	33	214	170	83
Operator, Heavy Equipment III	4	4	56	45	21
Operator, Heavy Equipment IV	5	1	39	48	28
Operator, Lathe					1
Operator, Light Equipment			1	4	1
Operator, Mini Excavator				2	1
Operator, Nuclear Densimetry			1	2	
Operator, Plant I		3	4	6	3
Operator, Plant II	3	2	7	5	4
Operator, Port I		1	2	2	1
Operator, Port II			2	2	3
Operator, Port III					1
Operator, Process Plant	1	13	66	35	16
Operator, Process Plant (LOTO)			2	2	
Operator, Process Plant III		1			
Operator, Shiploader I			1		
Operator, Shiploader II				2	
Operator, WTP/STP	2		5	6	2
Painter I			1	2	2
Painter II	6		15	17	8
Paramedic			7	1	
Pharmacist					1
Physician			4	2	
Pilot, Drone					1
Pipefitter	1	1	9	6	7
Planner	1		6	15	3
Planner, Inventory Control			1		
Planner, Preventive Maintenance	1				
Planner, Short Term			1		
Planner, Shutdown			1	4	2
Planner, Shutdown Materials				1	
Plumber II			1	1	1
Plumber III	1		2	6	3

Professional, Condition Monitoring			5	2	1
Professional, Conditional Monitoring			1		
Professional, Continuous Improvement			1		
Professional, Desktop Support			5	2	
Professional, Electrician	7	3	30	24	14
Professional, Environmental Monitoring		1	1	1	
Professional, Field	1	2	15	9	2
Professional, Geotechnical		1		1	1
Professional, High Voltage				1	
Professional, HVAC			1	1	2
Professional, Hydraulic				1	
Professional, ICT Network	1		2	1	
Professional, Instrumentation	3	1	21	13	2
Professional, Inventory Planning			1	1	
Professional, Laboratory			1	1	
Professional, Lubrication	2		6		1
Professional, Maintenance			4	2	
Professional, Mechanic			1	1	
Professional, Mechanical	1	1	20	21	7
Professional, Ore Controlling			2		
Professional, Overhead Line					1
Professional, Pipefitter	1		1	9	2
Professional, Planning				1	
Professional, Refrigeration		1	1		
Professional, Soil			1	2	1
Professional, Surveying			7	6	1
Professional, Water & Tailing			2		
Professional, Welding			1	2	1
QA/QC Expert, Road Services	1				
Rebar I				1	
Rebar II	1		1	1	
Rebar III	1				
Receptionist		1	4		
Rigger I			4	1	
Rigger II			5	5	2
Scaffolder	1	6	22	15	11
Scheduler			10	1	

Specialist, Analytical Instrumentation		5	1	1
Specialist, Auditing & Compliance		1		
Specialist, Biology		1		
Specialist, Boilermaking & Welding Training	1			
Specialist, Business Analytics		1	1	
Specialist, CAM Implementation				1
Specialist, Category Management			1	
Specialist, Communications				1
Specialist, Compressors			1	
Specialist, Condition Monitoring		3	3	1
Specialist, Contracts	1			
Specialist, Control Systems		1		
Specialist, Cu Flotation			2	
Specialist, Data Analysis			1	1
Specialist, Data Management		1		
Specialist, Data Warehouse Integration			1	
Specialist, DCS Control		1		
Specialist, DCS Maintenance			1	
Specialist, Dewatering	1			
Specialist, Drill & Blast		1		
Specialist, Earthworks TMF			1	
Specialist, Electrical			2	1
Specialist, Electrical Training			1	
Specialist, Engineering Training			1	
Specialist, Environmental	1		1	
Specialist, Geochemistry			1	
Specialist, Geotechnical		1		
Specialist, Gold Room		5	1	
Specialist, Haul Road Pavement Design		1		
Specialist, Heritage				1
Specialist, ICT Business		1	2	
Specialist, ICT Servers				1
Specialist, Industrial Networking				1
Specialist, Instrumentation		3	9	5
Specialist, Instrumentation Training	1			
Specialist, Integrated Operations		1		
Specialist, Inventory Control				1

Specialist, JDE Application			1	1
Specialist, JDE Implementation				1
Specialist, JDE System Implementation				1
Specialist, Labour Relations			2	
Specialist, Learning Management System			1	
Specialist, Long Term Mine Planning & Design			1	
Specialist, Maintenance	1	1	10	7
Specialist, Management Accounting			1	1
Specialist, Mechanical	4	1	5	3
Specialist, Milling			1	1
Specialist, Mining Systems				1
Specialist, Network			1	
Specialist, Operations			1	
Specialist, Operations Services			1	
Specialist, Parts			1	
Specialist, Primary Crushing		1		
Specialist, Procedure LOTO				1
Specialist, Process Control		1		
Specialist, QA/QC			1	
Specialist, Quality		1		
Specialist, Reliability			1	
Specialist, Safety & Training		1	1	
Specialist, Safety Systems		1		
Specialist, Sand Dam		1	2	
Specialist, Secondary Crushing		1		
Specialist, Security				1
Specialist, Security Systems			1	
Specialist, Services				1
Specialist, Shutdown		1	1	
Specialist, System Integration				1
Specialist, Systems				1
Specialist, Systems Development		1		
Specialist, Tactical Fleet		1	2	
Specialist, Taxation			1	
Specialist, Training & Development			1	
Specialist, Transition			1	1
Specialist, VS Drives		1		



Specialist, Warehouse	1				
Steel Erector	2	4	7	5	4
Storeman I	4	30	41	30	13
Storeman II		7	14	6	5
Storeman III			2	6	1
Superintendent, Ancillary					1
Superintendent, Ancillary Crushing					1
Superintendent, Camp & Facilities					1
Superintendent, Category Management				1	
Superintendent, Community Relations					1
Superintendent, Contracts				1	
Superintendent, Control Systems					1
Superintendent, Conveyors and Chutes					1
Superintendent, Crushing					1
Superintendent, Crushing & Roads	1				
Superintendent, Crushing & Screens					1
Superintendent, CUCON Filtration			1		
Superintendent, Drill & Blast	1				
Superintendent, Drilling & Blasting				1	
Superintendent, Earthworks	1				
Superintendent, Electrical				2	
Superintendent, Emergency Services				1	
Superintendent, Engineering			1		
Superintendent, Engineering Training	1				
Superintendent, Environmental I				2	
Superintendent, Facilities Maintenance				1	
Superintendent, Finance Operations	1				
Superintendent, Fleet Maintenance					1
Superintendent, Flotation				1	
Superintendent, Flotation & Utilities					1
Superintendent, Forestry					1
Superintendent, Geotechnical & QA/QC	1				
Superintendent, Gold	1				
Superintendent, Human Resources				1	
Superintendent, ICT	1				
Superintendent, Instrumentation	1				
Superintendent, Integrated Operations					1

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Superintendent, Internal Audit	1			
Superintendent, Inventory Control	1			
Superintendent, JDE Systems				1
Superintendent, Light & Medium Fleet Maintenance				1
Superintendent, Load & Haul			1	1
Superintendent, Logistics			1	
Superintendent, Management Accounting			1	
Superintendent, Milling & Gold			1	
Superintendent, Mine Optimization			1	
Superintendent, Mine Projects			1	
Superintendent, Mining	1			1
Superintendent, Operations				1
Superintendent, Planning	1		2	
Superintendent, Planning & Reliability				1
Superintendent, Port				1
Superintendent, Preventive Maintenance				1
Superintendent, Primary Crushing				1
Superintendent, Procurement			1	2
Superintendent, Projects Interface			1	
Superintendent, QA/QC	1	1		
Superintendent, Reliability	1			
Superintendent, Roads	1			
Superintendent, Roads & Dumps				1
Superintendent, Safety		1		
Superintendent, Secondary Crushing & Stockpile				1
Superintendent, Security I	1			2
Superintendent, Services				1
Superintendent, Shift Operations Process Plant				1
Superintendent, Survey			1	
Superintendent, Tailing Operations		1		
Superintendent, Technical Services TMF				1
Superintendent, TMF/Projects			1	
Superintendent, Trade Training				1
Superintendent, Training	1			
Superintendent, Transport				1
Superintendent, Trucks				1
Superintendent, Warehouse			1	

Superintendent, Workshop	1				
Supervisor, Biodiversity	1				
Supervisor, Blasting			1	1	
Supervisor, BOP			1		
Supervisor, Bulk Warehouse				1	
Supervisor, Business Improvement					1
Supervisor, Cabling				1	
Supervisor, Camp Maintenance			1	1	1
Supervisor, Coal & Ash				1	
Supervisor, Contract Goods			1		
Supervisor, Conveyors			2		
Supervisor, Conveyors, Chutes & Belt				1	
Supervisor, Cranes & Riggers				2	
Supervisor, Crusher & Belt			1		
Supervisor, Crushing	1	1	1	4	1
Supervisor, Crushing Screen & Reline				1	1
Supervisor, Crushing, Screen & Reline			1		
Supervisor, Cu Flotation			1	1	1
Supervisor, Dewatering	1			1	
Supervisor, Dispatching				1	1
Supervisor, Drilling	1		2		
Supervisor, Drills				1	1
Supervisor, E&I				1	
Supervisor, Electrical	2		2	6	2
Supervisor, Electrical & Instrumentation Fabrication					1
Supervisor, Emergency Response				2	
Supervisor, Environmental			1	3	
Supervisor, Excavator				2	
Supervisor, Fabrication			2		
Supervisor, Facilities Maintenance	1				
Supervisor, Filtration CUCON			1		
Supervisor, Flotation C&I					1
Supervisor, Forest Conservation			1		2
Supervisor, Forestry					1
Supervisor, Generators					1
Supervisor, Gold			2		1
Supervisor, Gold Room Security				1	

Supervisor, HK & General Services		1	1	
Supervisor, Instrumentation		1	1	
Supervisor, Investigation & Intelligence		2		
Supervisor, Laboratory QA/QC			1	
Supervisor, Loader			1	
Supervisor, Logistics		1		1
Supervisor, Long Term Planning			1	
Supervisor, Low Voltage				1
Supervisor, Maintenance	1		2	
Supervisor, Mechanical			1	1
Supervisor, Milling		1	3	
Supervisor, Mo		1		
Supervisor, OSA/RPO	1			
Supervisor, Painting & Scaffolding		1		
Supervisor, Payroll			1	
Supervisor, Piping		3		
Supervisor, Planning		1	1	
Supervisor, Planning Short Term			1	
Supervisor, Port	1			2
Supervisor, Preservation	1			
Supervisor, Preventive Maintenance			1	
Supervisor, Process		1	1	
Supervisor, Process Plant		2	1	1
Supervisor, Process Plant I			1	
Supervisor, Process Water		1		
Supervisor, Procurement		2	1	
Supervisor, Procurement Services		1		
Supervisor, Projects			2	
Supervisor, QHSE			1	
Supervisor, Reagents			1	1
Supervisor, Regrinding & Gehos			1	
Supervisor, Reliability				1
Supervisor, Reline			2	
Supervisor, Roads			2	1
Supervisor, Roads & Dumps				2
Supervisor, Roughers				1
Supervisor, Safety Training	1			

Supervisor, Scaffolding	1			
Supervisor, Security Operations			2	
Supervisor, Service Desk		1		
Supervisor, Services			1	
Supervisor, Shift	3	15	21	16
Supervisor, Shovel			2	
Supervisor, Shutdown		1	1	
Supervisor, Site Services				1
Supervisor, Surveying			1	
Supervisor, Tactical Equipment				1
Supervisor, Tactical Vehicles Maintenance			1	
Supervisor, Technical				1
Supervisor, Thickeners	1	2		
Supervisor, Tool Store		1		
Supervisor, Transmission Line			1	
Supervisor, Transportation			1	
Supervisor, Truck Bay	1			
Supervisor, Trucks			2	2
Supervisor, Utilities			1	
Supervisor, VS Drive		1		
Supervisor, Warehouse	1		2	1
Supervisor, Water Management		1		
Supervisor, Workshop			1	
Surveyor		1	4	
Technical Adviser, Conveyors & Chutes	1			
Technical Adviser, Electrical	1			1
Technical Adviser, Engineering				1
Technical Adviser, Instrumentation			2	
Technical Adviser, Milling	1		1	
Technical Adviser, Risk Management				1
Technical Specialist, Crushing, Screen & Reline		1		
Technical Specialist, Drill & Blast				1
Technical Specialist, Hydrobiology & Biodiversity				1
Technical Specialist, ICT Security			1	
Technical Specialist, IT Disaster Recovery				1
Technical Specialist, Project Planning		1		
Technical Specialist, Surface			1	

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Technician, A/C	3	4	20	16	7
Technician, Kitchen & Laundry	1		1		
Technician, Rubber Lining			6	3	4
Timekeeper			1	1	
Trainee, Engineering			2		
Trainer			3	1	3
Trainer, Diesel Mechanic					1
Trainer, Engineering				1	
Trainer, Field	2		4	4	7
Trainer, Safety			2		1
Veterinarian				1	
Welder I			1		
Welder I, HDPE		1		3	4
Welder II		1	23	19	2
Welder II, HDPE				1	
Welder III			5	4	4

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

Familia de puestos por nacionalidad y genero

Gender	Female	Male
<b>Gerencia</b>		<b>16</b>
Australia		4
Canada		1
Chile		1
Mali		1
Netherlands		1
Panama		1
Peru		2
South Africa		1
United Kingdom		3
United States of America		1
<b>Produccion y soporte</b>	<b>383</b>	<b>996</b>
Costa Rica	1	
El Salvador	1	
Panama	381	996
<b>Gerencia General</b>		<b>2</b>
United Kingdom		1
United States of America		1
<b>Contribucion Calificada</b>	<b>370</b>	<b>2965</b>
Chile		3
Colombia	2	6
Costa Rica		2
Dominican Republic		2
Ecuador		2
El Salvador		1
Honduras		1
Nicaragua		1
Panama	366	2894
Peru		46
Venezuela	2	7
<b>Superintendente/Especialista Senior</b>	<b>11</b>	<b>106</b>
Argentina		3
Australia		20
Belgium		1
Canada		7



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Chile	1	4
Colombia	1	6
Dominican Republic		1
Finland		2
Ghana		1
Guatemala		1
India		1
Kazakhstan		2
New Zealand		1
Panama	7	17
Peru		13
South Africa	1	17
Spain		1
Tanzania	1	
Türkiye		2
United Kingdom		1
United States of America		2
Venezuela		1
Zambia		1
Zimbabwe		1
<b>Supervisor/Specialist</b>	<b>139</b>	<b>607</b>
Argentina	1	3
Australia	1	5
Belize	1	
Brazil	1	
Bulgaria		1
Canada		2
Chile		7
Colombia	5	53
Costa Rica		2
Dominican Republic	3	14
Ecuador		3
El Salvador		1
Finland		2
Ghana		2
Guatemala		2
Honduras		1

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India		1
Italy		1
Jamaica		1
Kazakhstan		1
Lesotho		1
Mexico	2	14
Namibia		1
Netherlands		1
New Zealand		1
Nicaragua		2
Panama	117	358
Peru		65
Philippines		1
Portugal		4
South Africa	3	26
Suriname		1
Tanzania		1
United Kingdom	2	5
United States of America		3
Venezuela	2	14
Zambia	1	2
Zimbabwe		5

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

Familia de puestos por nacionalidad y rotación

Gender	10x4	14x7	5x2	10x3x1	6x2x1	8x2x1
<b>Gerencia</b>	<b>4</b>		<b>10</b>		<b>2</b>	
Australia	1		2		1	
Canada			1			
Chile	1					
Mali						
Netherlands			1			
Panama			1			
Peru	1		1			
South Africa			1			
United Kingdom	1		2			
United States of America			1			
<b>Produccion y soporte</b>		<b>1363</b>	<b>16</b>			
Costa Rica		1				
El Salvador		1				
Panama		1361	16			
<b>Gerencia General</b>			<b>2</b>			
United Kingdom			1			
United States of America			1			
<b>Contribucion Calificada</b>	<b>2</b>	<b>3162</b>	<b>131</b>		<b>40</b>	
Chile		2			1	
Colombia		6	1		1	
Costa Rica		2				
Dominican Republic		2				
Ecuador		2				
El Salvador		1				
Honduras		1				
Nicaragua		1				
Panama		3130	130			
Peru	2	6			38	
Venezuela		9				
<b>Superintendente/Especialista Senior</b>	<b>33</b>	<b>15</b>	<b>45</b>	<b>6</b>	<b>15</b>	<b>3</b>
Argentina	1		1		1	
Australia	7		9		4	
Belgium	1					
Canada	4		3			

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Chile	1		4			
Colombia	3		2		2	
Dominican Republic			1			
Finland				1	1	
Ghana				1		
Guatemala	1					
India			1			
Kazakhstan			2			
New Zealand			1			
Panama		14	10			
Peru	6		4		3	
South Africa	6		5	3	3	1
Spain			1			
Tanzania	1					
Türkiye	1		1			
United Kingdom						1
United States of America	1				1	
Venezuela		1				
Zambia				1		
Zimbabwe						1
<b>Supervisor/Specialist</b>	<b>38</b>	<b>443</b>	<b>108</b>	<b>21</b>	<b>124</b>	<b>12</b>
Argentina		1	2		1	
Australia	2		1	1	2	
Belize			1			
Brazil					1	
Bulgaria						1
Canada			1		1	
Chile	4		2		1	
Colombia	7	13	3		35	
Costa Rica		2				
Dominican Republic	2		2		13	
Ecuador	1	2				
El Salvador		1				
Finland			1	1		
Ghana					1	1
Guatemala		1			1	
Honduras		1				

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

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India			1			
Italy		1				
Jamaica					1	
Kazakhstan				1		
Lesotho				1		
Mexico		2	1		13	
Namibia	1					
Netherlands		1				
New Zealand				1		
Nicaragua		1	1			
Panama	1	405	69			
Peru	12		12		41	
Philippines					1	
Portugal	1	2		1		
South Africa	3		4	11	3	8
Suriname					1	
Tanzania			1			
United Kingdom	1		2	2	2	
United States of America	2					1
Venezuela		10	2		4	
Zambia			2	1		
Zimbabwe	1			1	2	1

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

Tabla de distribución de puestos por departamento detallando las posiciones, número de trabajadores por puesto y turno, nacionalidad e idoneidad técnica requerida y / o nivel de formación

Puestos por departamento, turno y nacionalidad

Gender	10x4	14x7	5x2	10x3x1	6x2x1	8x2x1	
<b>Commercial</b>		5	249	74	2	6	2
<b>Australia</b>		1		1			
Controller, Materials Management				1			
Coordinator, Rotables Disposals & Preservation		1					
<b>Canada</b>		1		1			
Specialist, Warehouse				1			
Superintendent, Warehouse		1					
<b>Colombia</b>		1	1			1	
Controller, Procurement		1					
Superintendent, Category Management						1	
Supervisor, Procurement			1				
<b>Dominican Republic</b>						2	
Planner, Inventory Control						1	
Planner, Shutdown Materials						1	
<b>Italy</b>			1				
Specialist, Electrical			1				
<b>Kazakhstan</b>				1			
Superintendent, Procurement				1			
<b>Panama</b>			247	66			
Administrator, Contractors Compliance			1				
Administrator, Contracts				3			
Administrator, Material Inventory			1				
Administrator, Warehouse			21				
Adviser, Category Management				3			
Adviser, Contracts				4			
Analyst, Expediting				1			
Boilermaker II			1				
Carpenter III			3				
Clerk, Chemical Inventory			2				

Clerk, Data	4	
Clerk, JDE Data Cataloguer	1	
Coordinator, Inventory Control	1	
Driver IV	26	
Electrician I	1	
Electrician II	8	
Electrician III	2	
Foreman, Shift	20	
Mechanic I	4	
Mechanic II	3	
Mechanic III	1	
Millwright	3	
Officer, Category Management		1
Officer, Contracts		2
Officer, Dispatch	1	
Officer, Expediting	1	10
Officer, Logistics	3	
Officer, Materials Transport	1	
Officer, Procurement	1	28
Planner, Inventory Control	1	
Professional, Inventory Planning	3	
Professional, Rotable Inventory Planning	2	
Specialist, Data Analysis	1	
Specialist, Inventory Control	1	
Specialist, System Integration		1
Storeman I	86	1
Storeman II	27	2
Storeman III	7	1
Storeperson I	1	
Superintendent, Procurement		1
Supervisor, Bulk Warehouse	1	
Supervisor, Contract Goods		1
Supervisor, Contract Services		1
Supervisor, Expediting		1
Supervisor, Logistics	2	
Supervisor, Procurement		3
Supervisor, Procurement Services		1



Supervisor, Warehouse		3	1		
Welder II		2			
<b>Peru</b>		<b>1</b>	<b>1</b>		<b>3</b>
Coordinator, Warehouse					1
Specialist, Category Management			1		
Specialist, Electrical					1
Superintendent, Contracts		1			
Superintendent, Inventory Control					1
<b>South Africa</b>		<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>
Coordinator, Contractors				1	
Specialist, Inventory Control		1			
Specialist, Mechanical					2
Superintendent, Procurement			1		
Supervisor, Business Improvement			1		
Supervisor, Preservation				1	
<b>Türkiye</b>			<b>1</b>		
Superintendent, Logistics			1		
<b>United Kingdom</b>			<b>1</b>		
Specialist, Category Management			1		
<b>Community Affairs</b>		<b>4</b>	<b>35</b>		
<b>Panama</b>		<b>4</b>	<b>34</b>		
Administrator, Community Relations Office			1		
Adviser, Community Relations			1		
Adviser, Forestry			1		
Assistant, Community Relations		1	5		
Driver, Administration			2		
Extensionist, Agricultural			3		
Foreman, Agriculture Extensionism			1		
Foreman, Community Relations		1	1		
Foreman, Shift			2		
Helper, General Services			1		
Officer, Community Relations			2		
Officer, Forestry			1		
Officer, Indigenous Relations		2			
Operator, Forestry			10		
Superintendent, Community Relations			1		
Superintendent, Forestry			1		

Supervisor, Forestry			1			
<b>United States of America</b>			1			
Manager, Community Relations			1			
<b>Construction</b>	<b>2</b>	<b>1</b>		<b>1</b>	<b>1</b>	<b>1</b>
<b>Colombia</b>					1	
Superintendent, Survey					1	
<b>Ghana</b>						1
Professional, Overhead Line						1
<b>Panama</b>	<b>2</b>					
Operator, Light Equipment	1					
Specialist, Contracts	1					
<b>Peru</b>			1			
Engineer, Electrical			1			
<b>CuCon</b>	<b>1</b>	<b>52</b>				
<b>Mexico</b>		1				
Supervisor, Painting & Scaffolding		1				
<b>Panama</b>		<b>51</b>				
Foreman, Shift		3				
Operator, Crane (01-50 tons)		1				
Operator, Crane (101 tons and up)		3				
Operator, CuCon		2				
Operator, DCS		4				
Operator, Heavy Equipment II		4				
Operator, Plant I		4				
Painter I		3				
Painter II		8				
Professional, Field		10				
Scaffolder		2				
Steel Erector		5				
Superintendent, CUCON Filtration		1				
Supervisor, Filtration CUCON		1				
<b>South Africa</b>	1					
Supervisor, Coal & Ash	1					
<b>Engineering</b>	<b>8</b>	<b>659</b>	<b>15</b>	<b>6</b>	<b>105</b>	<b>3</b>
<b>Argentina</b>			1			
Coordinator, Milling			1			
<b>Australia</b>	<b>3</b>		<b>4</b>		<b>1</b>	

Manager, Process Engineering	1			
Superintendent, Conveyors and Chutes			1	
Superintendent, Crushing & Screens			1	
Superintendent, Engineering Training			1	
Superintendent, Flotation & Utilities	1			
Superintendent, Reliability			1	
Superintendent, Workshop	1			
Technical Adviser, Instrumentation				1
<b>Brazil</b>				<b>1</b>
Specialist, Instrumentation				1
<b>Chile</b>		1	1	
Coordinator, Reliability			1	
Professional, Mechanical		1		
<b>Colombia</b>	1	5		<b>25</b>
Coordinator, Plant		1		
Foreman, Conveyors, Chutes & Belt		1		
Mechanic II		1		
Planner				1
Planner, Shutdown				1
Professional, Mechanical		1		
Professional, Pipefitter				1
Specialist, Compressors				1
Specialist, Instrumentation				4
Specialist, Maintenance				13
Specialist, Mechanical				1
Specialist, Parts				1
Supervisor, Fabrication				1
Supervisor, Gold		1		
Supervisor, Instrumentation				1
Supervisor, Shutdown	1			
<b>Dominican Republic</b>	1		2	<b>9</b>
Coordinator, Instrumentation				1
Engineer, Reliability				1
Planner				2
Planner, Shutdown				4
Superintendent, Planning			1	
Supervisor, Crushing				1

Supervisor, Planning Short Term		1	
Supervisor, Shutdown	1		
<b>Ecuador</b>		1	
Supervisor, Fabrication		1	
<b>Honduras</b>		1	
Supervisor, Shift		1	
<b>India</b>		1	
Engineer, Control Systems		1	
<b>Kazakhstan</b>		1	
Superintendent, Electrical		1	
<b>Mexico</b>			11
Planner, Shutdown			1
Specialist, Instrumentation			2
Specialist, Maintenance			1
Specialist, Mechanical			4
Supervisor, Crushing			1
Supervisor, Regrinding & Gehos			1
Supervisor, Roughers			1
<b>Namibia</b>	1		
Technical Adviser, Electrical	1		
<b>New Zealand</b>			1
Coordinator, Reliner			1
<b>Panama</b>		642	
Administrator, Document Control		3	
Attendant, Engineering		17	
Attendant, Reline		11	
Attendant, Surveying		1	
Boilermaker II		61	
Boilermaker III		13	
Clerk, Data		5	
Coordinator, Electrical		1	
Coordinator, Instrumentation		1	
Drafter		1	
Electrician I		4	
Electrician II		7	
Electrician III		30	
Engineer, C&I		4	

Engineer, Electrical	5
Engineer, Electrical Design	1
Engineer, Industrial Network	1
Engineer, Reliability	2
Foreman, Conveyors, Chutes & Belt	3
Foreman, Crushing	3
Foreman, Cyclone & Pumps	2
Foreman, Gold Circuit	3
Foreman, Instrumentation	6
Foreman, Mills & Screens	1
Foreman, Reline	1
Foreman, Roughers	1
Foreman, Secondary Crusher & Conveyors	1
Foreman, Shift	10
Foreman, Workshop	5
Graduate Engineer, Wear & Tear	1
Helper	1
Mechanic I	49
Mechanic II	141
Mechanic III	29
Officer, Staff & Documents	1
Operator, Field	2
Operator, Light Equipment	3
Painter II	1
Pipefitter	7
Planner	7
Planner, Shutdown	1
Professional, Condition Monitoring	4
Professional, Conditional Monitoring	1
Professional, Electrician	28
Professional, Hydraulic	1
Professional, Instrumentation	37
Professional, Lubrication	6
Professional, Mechanic	1
Professional, Mechanical	18
Professional, Planning	2
Rebar II	1

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

Scheduler				6
Specialist, Analytical Instrumentation				7
Specialist, Condition Monitoring				6
Steel Erector				1
Storeman I				5
Storeman II				2
Storeman III				1
Supervisor, Conveyors				2
Supervisor, Conveyors, Chutes & Belt				1
Supervisor, Crushing				2
Supervisor, Crushing Screen & Reline				2
Supervisor, Crushing, Screen & Reline				1
Supervisor, Electrical				6
Supervisor, Flotation C&I				1
Supervisor, Gold				1
Supervisor, Milling				2
Supervisor, Mo				1
Supervisor, OSA/RPO				1
Supervisor, Reline				2
Supervisor, Services				1
Supervisor, Shift				5
Supervisor, Tool Store				1
Supervisor, Utilities				1
Supervisor, VS Drive				1
Supervisor, Water Management				1
Surveyor				4
Technician, Rubber Lining				11
Trainer, Engineering				1
Welder II				15
Welder III				5
<b>Peru</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>52</b>
Coordinator, Plant	1			
Engineer, Reliability				1
Foreman, Mechanical				2
Mechanic III				1
Planner				1
Professional, Mechanical				13

Professional, Pipefitter	1			11	
Professional, Welding				4	
Specialist, Condition Monitoring				1	
Specialist, Control Systems		1			
Specialist, Instrumentation				4	
Specialist, Maintenance				4	
Specialist, Mechanical				4	
Specialist, Quality				1	
Superintendent, Ancillary Crushing		1			
Supervisor, Crusher & Belt				1	
Supervisor, Gold				1	
Technical Adviser, Conveyors & Chutes				1	
Technical Adviser, Milling				1	
Trainer				1	
<b>South Africa</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>
Controller, Cable					1
Specialist, Industrial Networking					1
Specialist, Transition				2	
Specialist, VS Drives		1			
Superintendent, Control Systems			1		
Superintendent, Gold		1			
Superintendent, Instrumentation	1				
Supervisor, Electrical & Instrumentation Fabrication		1			
Technical Adviser, Engineering					1
Technical Adviser, Milling				1	
<b>United Kingdom</b>				<b>1</b>	
Technical Specialist, Crushing, Screen & Refine				1	
<b>Venezuela</b>		<b>8</b>			<b>2</b>
Engineer, Reliability		1			
Engineer, Structural Integrity					1
Mechanic I		1			
Mechanic II		1			
Professional, Condition Monitoring		3			
Specialist, Analytical Instrumentation		1			
Specialist, JDE System Implementation					1
Supervisor, Electrical		1			
<b>Zambia</b>				<b>1</b>	

Coordinator, Control Systems				1		
<b>Zimbabwe</b>				1	1	1
Specialist, Instrumentation				1		
Supervisor, E&I						1
Technical Adviser, Instrumentation					1	
<b>Engineering Site Services</b>	<b>4</b>	<b>304</b>	<b>2</b>		<b>10</b>	<b>3</b>
<b>Bulgaria</b>						<b>1</b>
Supervisor, Electrical						1
<b>Chile</b>				1		1
Planner					1	
Superintendent, Facilities Maintenance			1			
<b>Colombia</b>						<b>4</b>
Painter II						1
Planner						4
<b>Ecuador</b>				1		
Planner				1		
<b>Netherlands</b>						<b>1</b>
Supervisor, Generators						1
<b>Panama</b>						<b>299</b>
Carpenter II						1
Clerk, Data						2
Electrician I						2
Electrician II						2
Electrician III						13
Electromechanic						14
Foreman, Electrical						6
Foreman, Generators						3
Foreman, Shift						10
Foreman, Tactical Maintenance						4
Helper						5
Mason III						2
Mechanic I						2
Mechanic II						21
Mechanic III						7
Operator, Ancillary Equipment						1
Operator, Crane (01-50 tons)						1
Operator, Crane (101 tons and up)						4



Operator, Crane (51-100 tons)	10			
Operator, Heavy Equipment I	2			
Operator, Light Equipment	1			
Painter I	1			
Painter II	34			
Pipefitter	1			
Plumber III	3			
Professional, Electrician	1			
Professional, HVAC	3			
Professional, Mechanic	1			
Professional, Mechanical	2			
Rebar II	1			
Rigger I	5			
Rigger II	12			
Scaffolder	53			
Steel Erector	16			
Storeman I	5			
Supervisor, Cranes & Riggers	2			
Supervisor, Shift	8			
Supervisor, Tactical Vehicles Maintenance	2			
Technician, A/C	23			
Technician, Rubber Lining	2			
Welder II	11			
<b>Peru</b>	<b>1</b>			<b>5</b>
Specialist, Maintenance				1
Specialist, Tactical Fleet				3
Superintendent, Light & Medium Fleet Maintenance	1			
Supervisor, Technical				1
<b>South Africa</b>		<b>1</b>		<b>2</b>
Engineer, Principal		1		
Supervisor, Site Services				1
Technical Specialist, Surface				1
<b>Tanzania</b>	<b>1</b>			
Superintendent, Planning & Reliability	1			
<b>United Kingdom</b>	<b>1</b>			
Supervisor, Scaffolding	1			
<b>Venezuela</b>		<b>3</b>		

Planner				1	
Professional, Mechanical				1	
Supervisor, Tactical Equipment				1	
<b>Environmental</b>	<b>2</b>	<b>204</b>	<b>7</b>	<b>1</b>	<b>5</b>
<b>Canada</b>					<b>1</b>
Specialist, Environmental					1
<b>Chile</b>	<b>1</b>				
Superintendent, Environmental I	1				
<b>Colombia</b>					<b>2</b>
Archaeologist					1
Technical Specialist, Hydrobiology & Biodiversity					1
<b>Mexico</b>					<b>2</b>
Archaeologist					2
<b>Panama</b>	<b>1</b>	<b>203</b>	<b>4</b>		
Attendant, Biodiversity					2
Attendant, Environmental					4
Attendant, Environmental Monitoring					5
Attendant, Heritage					3
Biologist					8
Biologist, Micropropagation					2
Botanist					4
Carpenter					1
Coordinator, Environmental					1
Driver II					3
Driver III					3
Driver, Environmental					3
Feller					9
Foreman, Erosion Control					1
Foreman, Shift					7
Helper					44
Machetero I					31
Machetero II					28
Officer, Approvals & Compliance					1
Officer, Environmental					4
Officer, GIS & Data Administration					1
Officer, Heritage					1
Operator, Chainsaw					15

Operator, Mini Excavator			3		
Professional, Environmental Monitoring			3		
Specialist, Approvals & Compliance			1		
Specialist, Biology			1		
Specialist, Data Analysis			1		
Specialist, Environmental			2		
Specialist, Heritage			1		
Specialist, Systems Development				1	
Superintendent, Biodiversity			1		
Superintendent, Environmental Compliance			1		
Supervisor, Biodiversity			1		
Supervisor, Environmental			4		
Supervisor, Forest Conservation	1		2		
Supervisor, Microbiology				1	
Supervisor, Transmission Line			1		
Veterinarian			2		
<b>Peru</b>				<b>3</b>	
Manager, Environmental				1	
Specialist, Geochemistry				1	
Superintendent, Environmental I				1	
<b>South Africa</b>					<b>1</b>
Specialist, Environmental Monitoring & Reporting					1
<b>External Affairs</b>				<b>5</b>	
<b>Panama</b>				<b>4</b>	
Adviser, Government Relations				1	
Manager, Government Relations				1	
Officer, Communications				1	
Specialist, Communications				1	
<b>United Kingdom</b>				<b>1</b>	
Manager, Country				1	
<b>Finance</b>	<b>3</b>	<b>38</b>	<b>48</b>	<b>1</b>	<b>7</b>
<b>Argentina</b>	<b>1</b>		<b>2</b>		<b>1</b>
Controller, Financial			1		
Coordinator, JDE Implementation			1		
Specialist, JDE Implementation					1
Specialist, Management Accounting	1				
<b>Australia</b>			<b>1</b>		<b>2</b>

Specialist, JDE System Implementation		1	
Superintendent, Finance Operations			1
Superintendent, Management Accounting			1
<b>Colombia</b>	<b>1</b>		<b>1</b>
Superintendent, Financial Accounting			1
Supervisor, Accounts Payable	1		
<b>Dominican Republic</b>			<b>2</b>
Accountant, Management			2
<b>Kazakhstan</b>			<b>1</b>
Specialist, CAM Implementation			1
<b>Mexico</b>	<b>1</b>		
Specialist, Data Warehouse Integration	1		
<b>Netherlands</b>		<b>1</b>	
Manager, Finance & Commercial		1	
<b>Panama</b>	<b>36</b>	<b>41</b>	
Accountant, Capital Management		1	
Accountant, Financial		3	
Accountant, Management	1	1	
Administrator, ICT Access		1	
Administrator, Mining Information System	4		
Adviser, Financial Accounting		1	
Analyst, Accounts Payable	1	1	
Analyst, JD Edwards Development	1		
Analyst, Mining Information System	4		
Analyst, Treasury		1	
Coordinator, Accounting		1	
Coordinator, Accounts Payable		1	
Coordinator, Business Intelligence		1	
Coordinator, ICT Network		1	
Coordinator, JDE Support		1	
Coordinator, Payroll		1	
Counsel, IC Governance & Process Optimization		1	
Engineer, ICT Network	1		
Engineer, Mining Information Systems	1		
Officer, Accounts Payable	3	1	
Officer, Desktop Support	1		
Officer, FAR		2	

Officer, JDE	1			
Officer, Payroll		7		
Officer, Tax Compliance		1		
Professional, Desktop Support	6	2		
Professional, ICT Network	4			
Specialist, Business Analytics		2		
Specialist, ICT Business	3			
Specialist, ICT Servers	1			
Specialist, JDE Application	2			
Specialist, Management Accounting			1	
Specialist, Network	1			
Specialist, Payroll		1		
Specialist, Taxation		1		
Supervisor, Accounts Payable		1		
Supervisor, Payroll		2		
Supervisor, Service Desk		1		
Supervisor, Treasury		1		
Technical Specialist, ICT Projects	1			
Technical Specialist, ICT Security			1	
Technical Specialist, IT Disaster Recovery			1	
<b>South Africa</b>	<b>2</b>			
Specialist, Mining Systems	1			
Superintendent, JDE Systems	1			
<b>Spain</b>			1	
Superintendent, ICT			1	
<b>Venezuela</b>			2	1
Accountant, Management			1	
Analyst, FAR			1	
Specialist, JDE Application				1
<b>Human Resources</b>	<b>1</b>	<b>58</b>	<b>59</b>	<b>1</b>
<b>Argentina</b>		1		
Business Partner, Human Resources		1		
<b>Australia</b>			1	
Manager, Resource Optimization			1	
<b>Colombia</b>		2	2	
Coordinator, Training Center LP		1		
Officer, Recruitment			1	

Specialist, Training & Development	1	
Superintendent, Human Resources		1
<b>Dominican Republic</b>		<b>1</b>
Specialist, Training & Development		1
<b>Guatemala</b>	<b>1</b>	
Specialist, Data Management	1	
<b>Panama</b>	<b>54</b>	<b>54</b>
Administrator, HR Logistics		1
Administrator, Data		1
Administrator, HR Logistics		1
Administrator, Human Resources		2
Administrator, Recruitment		5
Administrator, Training		1
Administrator, Travel		1
Adviser, Human Resources	4	2
Adviser, Immigration & Compliance		1
Analyst, HR Projects		1
Business Partner, Human Resources	3	1
Business Partner, Human Resources (Acting)	1	1
Coordinator, Central Services	1	
Coordinator, Data Management	1	
Coordinator, Recruitment (Acting)		1
Coordinator, Transportation	1	
Driver II	27	
Manager, Labour Relations & Regional Development		1
Officer, HRIS		3
Officer, Human Resources		2
Officer, Human Resources Administration	2	3
Officer, Internal Communications	1	
Officer, Recruitment		5
Officer, Training		2
Recruiter		4
Specialist, Boilermaking & Welding Training	1	
Specialist, Communications		1
Specialist, Electrical Training	1	
Specialist, Engineering Training	1	
Specialist, Instrumentation Training	1	

Specialist, Labour Relations		2		
Specialist, Recruitment			2	
Specialist, Recruitment (Acting)			1	
Specialist, Systems			1	
Specialist, Training & Development			1	
Superintendent, Transport			1	
Supervisor, Recruitment			1	
Supervisor, Safety Training		1		
Supervisor, Transportation		1		
Timekeeper			7	
Trainer, Diesel Mechanic		1		
Trainer, Safety		4		
<b>South Africa</b>	<b>1</b>			<b>1</b>
Assistant Manager, Human Resources	1			
Superintendent, Trade Training				1
<b>Zambia</b>			1	
Specialist, Learning Management System			1	
<b>Human Resources Camp</b>	<b>1</b>	<b>964</b>	<b>5</b>	<b>1</b>
<b>Belgium</b>	<b>1</b>			
Superintendent, Camp & Facilities	1			
<b>Colombia</b>		<b>2</b>		
Assistant Supervisor, HK & General Services		1		
Coordinator, Camp Maintenance		1		
<b>Costa Rica</b>		<b>1</b>		
Helper, Camp Services		1		
<b>El Salvador</b>		<b>1</b>		
Receptionist		1		
<b>Panama</b>		<b>959</b>	<b>5</b>	
Administrator, Camp & Infrastructure			1	
Administrator, Camp Data		4	1	
Administrator, Data JDE		1		
Adviser, Camp Training & Development		1		
Analyst, Cost			1	
Assistant Cook		56		
Assistant Supervisor, HK & General Services		4		
Assistant, Administration II		1		
Attendant, Medical Clinic		10		

Baker	18
Butcher	21
Carpenter II	5
Carpenter III	7
Chef I	13
Chef II	9
Cook	62
Coordinator, Camp Services	1
Coordinator, Kitchen Services	2
Driver I	1
Driver II	11
Driver III	1
Electrician II	5
Electrician III	9
Engineer, Field	1
Foreman, Camp Services	36
Foreman, Dishwashing	6
Foreman, Electrical	7
Foreman, Kitchen	18
Foreman, Shift	8
Foreman, Warehouse	6
Helper	1
Helper, Camp Services	521
Helper, General Services	2
Mason II	1
Mason III	4
Officer, QHSE	11
Painter I	1
Painter II	1
Planner	2
Plumber II	3
Plumber III	8
Professional, Maintenance	5
Professional, Refrigeration	2
Receptionist	18
Scheduler	1
Storeman I	24

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.



Este documento está sujeto a modificaciones, cambios y/o revisiones por parte de las Entidades del Estado, acorde al Artículo 2 de la Resolución de Gabinete 19 de 27 de febrero de 2024

Supervisor, Camp Maintenance	3	
Supervisor, HK & General Services	3	
Supervisor, QHSE	1	
Supervisor, Reception	1	
Supervisor, Warehouse	1	
Technician, A/C	18	
Technician, Kitchen & Laundry	2	
Welder II	3	
<b>United Kingdom</b>		<b>1</b>
Coordinator, Camp Support Services		1
<b>Venezuela</b>	<b>1</b>	
Foreman, Camp Services	1	
<b>Human Resources–Medical</b>	<b>60</b>	<b>1</b>
<b>Panama</b>	<b>60</b>	
Administrator, Occupational Health	1	
Administrator, Office	1	
Coordinator, Medical	2	
Driver, Ambulance	6	
Medical Technologist	3	
Nurse	11	
Nurse, Occupational Health	4	
Paramedic	18	
Pharmacist	3	
Physician	9	
Specialist, Wellness	1	
Superintendent, Medical	1	
<b>Peru</b>		<b>1</b>
Coordinator, Occupational Health		1
<b>Legal</b>	<b>1</b>	<b>18</b>
<b>Belize</b>		<b>1</b>
Executive Assistant		1
<b>Nicaragua</b>		<b>1</b>
Adviser, Permits		1
<b>Panama</b>	<b>1</b>	<b>15</b>
Administrator, Reception		1
Adviser, Internal Auditing & Compliance		1
Adviser, Land		1

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Adviser, Land & Permits							1
Coordinator, Local Business Development							1
Driver, Administration							1
Helper, General Services							2
Lawyer							1
Manager, Legal							1
Officer, GIS			1				1
Officer, Land							2
Receptionist							1
Specialist, Auditing & Compliance							1
Superintendent, Land & Permits							1
<b>South Africa</b>							<b>1</b>
Superintendent, Internal Audit							1
<b>Lime Plant</b>							<b>24</b>
<b>Panama</b>							<b>24</b>
Electrician II							2
Electrician III							1
Operator, Plant I							11
Operator, Plant II							3
Professional, Electrician							3
Professional, Mechanical							4
<b>Management</b>			<b>1</b>	<b>1</b>			<b>4</b>
<b>Australia</b>							<b>1</b>
Group Engineer, TMF & Water Dams							1
<b>Panama</b>							<b>1</b>
Executive Assistant							1
<b>South Africa</b>			<b>1</b>				<b>1</b>
Group Manager, Environmental							1
Leader, Business Improvement			1				
<b>United Kingdom</b>							<b>1</b>
Manager, General							1
<b>United States of America</b>							<b>1</b>
Assistant General Manager							1
<b>Mining Fleet Maintenance</b>			<b>13</b>	<b>484</b>		<b>11</b>	<b>1 11 1</b>
<b>Australia</b>			<b>1</b>			<b>2</b>	<b>1 1 1</b>
Coordinator, Ancillary Equipment							1
Coordinator, Electrical							1

Manager, Mobile Maintenance	1			
Superintendent, Fleet Maintenance			1	
Superintendent, TMF/Projects			1	
<b>Chile</b>	<b>3</b>	<b>1</b>	<b>1</b>	
Coordinator, Maintenance	1			
Coordinator, Truck	1			
Electrician III		1		
Superintendent, Planning & Reliability			1	
Supervisor, Drills	1			
<b>Colombia</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1</b>
Coordinator, Electrical	1			
Coordinator, GET Fabrication			1	
Coordinator, Shovels Drills & Excavators	1			
Superintendent, Ancillary			1	
Superintendent, Electrical	1			
Supervisor, Excavator			1	
Supervisor, Shovel		1		
Supervisor, Trucks		1		1
<b>Costa Rica</b>		<b>2</b>		
Analyst, Condition Monitoring		1		
Foreman, Maintenance		1		
<b>Ecuador</b>		<b>3</b>		
Coordinator, Low Voltage		1		
Mechanic III		1		
Trainer		1		
<b>Jamaica</b>				<b>1</b>
Coordinator, Workshop				1
<b>Panama</b>		<b>471</b>	<b>1</b>	
Administrator, MineStar Maintenance		1		
Administrator, Shift		1		
Analyst, Condition Monitoring		4		
Auto Electrician		5		
Boilermaker II		31		
Electrician I		10		
Electrician II		22		
Electrician III		20		
Electromechanic		22		

Engineer, Electrical	1
Engineer, Reliability	2
Foreman, Electrical	3
Foreman, Electromechanical	1
Foreman, Maintenance	1
Foreman, Shift	25
Foreman, Shift Shovels	1
Graduate Engineer, Maintenance	1
Graduate Engineer, Reliability & Planning	1
Helper	5
Learner, Boilermaker	13
Mechanic I	27
Mechanic II	95
Mechanic III	56
Mechanic, Drill	5
Officer, Costs Administration	1
Officer, JDE	1
Operator, Crane (101 tons and up)	4
Operator, Heavy Equipment II	18
Operator, Lathe	1
Planner	3
Professional, Condition Monitoring	1
Professional, Electrician	39
Professional, High Voltage	1
Professional, Mechanical	1
Professional, Planning	2
Scheduler	11
Shift Administrator	1
Storeman I	9
Supervisor, Drills	1
Supervisor, Electrical	2
Supervisor, Loader	1
Supervisor, Low Voltage	1
Supervisor, Preventive Maintenance	1
Supervisor, Shift	4
Supervisor, Shovel	1
Supervisor, Workshop	1

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Technician, A/C		7					
Welder II		7					
<b>Peru</b>	<b>6</b>	<b>1</b>	<b>4</b>			<b>8</b>	
Analyst, Condition Monitoring						1	
Coordinator, Preventive Maintenance			1				
Coordinator, Shovels Drills & Excavators			1				
Engineer, Reliability	2						
Planner						1	
Specialist, Reliability						1	
Superintendent, Preventive Maintenance						1	
Superintendent, Trucks	1						
Supervisor, Long Term Planning			1				
Supervisor, Planning			1				
Supervisor, Reliability	1						
Supervisor, Truck Bay						1	
Supervisor, Trucks	1					1	
Trainer	1	1				2	
<b>South Africa</b>							<b>1</b>
Engineer, Electrical & Instrumentation							1
<b>Venezuela</b>		<b>4</b>					
Coordinator, Trucks		1					
Mechanic II		1					
Supervisor, Excavator		1					
Supervisor, Shift		1					
<b>Mining Operations</b>	<b>5</b>	<b>745</b>	<b>4</b>	<b>7</b>	<b>11</b>	<b>2</b>	
<b>Argentina</b>						<b>1</b>	
Superintendent, Load & Haul						1	
<b>Canada</b>	<b>1</b>						
Superintendent, Mining	1						
<b>Chile</b>			<b>1</b>			<b>1</b>	
Superintendent, Mine Optimization			1				
Trainer, Field						1	
<b>Colombia</b>			<b>1</b>			<b>1</b>	
Supervisor, Dispatching			1			1	
<b>Costa Rica</b>		<b>1</b>					
Supervisor, Shift		1					
<b>Finland</b>				<b>1</b>			

Coordinator, Cabling				1
<b>Ghana</b>				1
Superintendent, Roads & Dumps				1
<b>Honduras</b>	1			
Foreman, Shift	1			
<b>Lesotho</b>				1
Specialist, Haul Road Pavement Design				1
<b>Mali</b>				1
Manager, Mining Operations				1
<b>Panama</b>	741	1		
Administrator, Data	1	1		
Administrator, Drill & GET	2			
Administrator, Shift	5			
Attendant, Drilling & Blasting	12			
Carpenter III	1			
Coordinator, Blast	1			
Coordinator, Mining	2			
Dispatcher	8			
Engineer, Roads	1			
Foreman, Mining	1			
Foreman, Shift	39			
Grade Checker	1			
Helper	36			
Helper, Cable	1			
Manager, Mining Production	1			
Mason III	1			
Operator, Crane (01-50 tons)	1			
Operator, Crane (1-50 tons)	1			
Operator, Crane (51-100 tons)	1			
Operator, Heavy Equipment II	399			
Operator, Heavy Equipment III	84			
Operator, Heavy Equipment IV	66			
Operator, Plant II	18			
Superintendent, Mine Projects	1			
Supervisor, Blasting	2			
Supervisor, Cabling	1			
Supervisor, Dewatering	1			

Supervisor, Drilling					3	
Supervisor, Projects					1	
Supervisor, Roads & Dumps					1	
Supervisor, Shift					19	
Trainee, Engineering					5	
Trainee, Mining					1	
Trainer, Field					11	
Welder I, HDPE					8	
Welder II					3	
Welder II, HDPE					1	
<b>Peru</b>	<b>2</b>	<b>2</b>	<b>1</b>			<b>5</b>
Coordinator, Roads & Dumps						1
Operator, Heavy Equipment II				1		
Superintendent, Load & Haul				1		
Superintendent, Mining	1					
Trainer, Field	1	1				4
<b>Portugal</b>	<b>1</b>					
Supervisor, Roads & Dumps	1					
<b>South Africa</b>	<b>1</b>				<b>4</b>	<b>1</b>
Coordinator, Drilling					1	
Manager, Production	1					
Superintendent, Crushing						1
Superintendent, Roads					1	
Superintendent, Training						1
Supervisor, Shift					1	
Technical Specialist, Drill & Blast					1	
<b>United States of America</b>						<b>1</b>
Superintendent, Drill & Blast						1
<b>Zimbabwe</b>						<b>1</b>
Superintendent, Crushing & Roads						1
<b>Mining Technical Services</b>	<b>4</b>	<b>62</b>	<b>7</b>	<b>1</b>		<b>6</b>
<b>Australia</b>						<b>2</b>
Chief, Geologist						1
Manager, Mining Technical Services						1
<b>Chile</b>				<b>1</b>		
Geologist, Exploration				1		
<b>Colombia</b>		<b>2</b>				<b>1</b>

Geologist, Mine Production	1		
Graduate Engineer, Mine Production	1		
Specialist, Drilling & Blasting			1
<b>Finland</b>		1	
Specialist, Long Term Mine Planning & Design		1	
<b>India</b>		1	
Superintendent, Drilling & Blasting		1	
<b>New Zealand</b>		1	
Superintendent, Planning		1	
<b>Panama</b>	<b>56</b>		
Administrator, Database	1		
Administrator, Shift	1		
Attendant, Geology	8		
Attendant, Surveying	6		
Engineer, Geotechnical	1		
Engineer, Mine Production Planning	2		
Engineer, Mine Projects Planning	1		
Engineer, Short Term Planning	2		
Foreman, Shift	3		
Geologist, Exploration	1		
Geologist, Mine Production	1		
Graduate Engineer, Drilling & Blasting	1		
Graduate Engineer, Exploration	1		
Graduate Engineer, Geotechnical	1		
Graduate Engineer, Mine Planning	1		
Graduate Engineer, Mine Production	1		
Graduate Engineer, Project Design	1		
Graduate Engineer, Service	1		
Graduate Engineer, Wall Control	1		
Helper	2		
Hydrogeologist	1		
Pilot, Drone	2		
Professional, Geotechnical	3		
Professional, Ore Controlling	3		
Professional, Surveying	7		
Specialist, Mid-Term Planning	1		
Superintendent, Operations Planning	1		



Supervisor, Projects		1			
<b>Peru</b>		1		1	1
Planner, Short Term		1			
Specialist, Drill & Blast					1
Technical Specialist, Project Planning				1	
<b>Portugal</b>			2		
Coordinator, Resources & Reconciliation			1		
Surveyor			1		
<b>South Africa</b>				1	1
Engineer, Ground Control					1
Engineer, Strategic Mine Planning				1	
<b>Suriname</b>					1
Specialist, Geotechnical					1
<b>Tanzania</b>				1	
Engineer, Mine Production Planning				1	
<b>United States of America</b>		2			
Engineer, Operations Planning		1			
Hydrogeologist		1			
<b>Venezuela</b>			2		
Chief, Surveyor			1		
Coordinator, Resources & Production			1		
<b>Zimbabwe</b>		1			1
Specialist, Dewatering					1
Supervisor, Dewatering		1			
<b>Port</b>		1	27		
<b>Australia</b>		1			
Superintendent, Port		1			
<b>Costa Rica</b>			1		
Professional, Mechanical			1		
<b>Panama</b>			26		
Mechanic III			1		
Operator, Crane (01-50 tons)			3		
Operator, Port I			6		
Operator, Port II			7		
Operator, Port III			1		
Operator, Shiploader I			1		
Operator, Shiploader II			2		

Professional, Mechanical			1				
Scheduler			1				
Supervisor, Port			3				
<b>Power Station</b>	<b>11</b>	<b>152</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	
<b>Canada</b>	<b>2</b>		<b>1</b>				
Manager, Port and Power Station			1				
Manager, Power Station Engineering	1						
Superintendent, Planning	1						
<b>Chile</b>	<b>1</b>						
Coordinator, Operations	1						
<b>Colombia</b>	<b>5</b>						
Engineer, DCS Control	1						
Specialist, Condition Monitoring	1						
Specialist, Procedure LOTO	1						
Specialist, Shutdown	1						
Superintendent, QA/QC	1						
<b>Dominican Republic</b>	<b>1</b>	<b>1</b>					
Technical Adviser, Electrical	1						
Welder II			1				
<b>El Salvador</b>		<b>2</b>					
Supervisor, Business Improvement		1					
Welder III		1					
<b>Guatemala</b>	<b>1</b>						
Technical Adviser, Risk Management	1						
<b>Nicaragua</b>		<b>2</b>					
Specialist, Instrumentation		1					
Welder III		1					
<b>Panama</b>		<b>147</b>					
Administrator, Document Control		1					
Administrator, Operations		2					
Boilermaker II		2					
Chemist		3					
Driver II		1					
Engineer, DCS Maintenance		1					
Engineer, Electrical		1					
Engineer, Process		1					
Engineer, Reliability		1					

Foreman, Shift	3
Graduate Engineer, Process	1
Helper	1
Mechanic II	3
Mechanic III	7
Operator, Control DCS	3
Operator, DCS	8
Operator, Plant I	8
Painter II	1
Pipefitter	1
Planner	4
Professional, Condition Monitoring	1
Professional, Continuous Improvement	1
Professional, Electrician	9
Professional, Field	18
Professional, HVAC	1
Professional, Instrumentation	2
Professional, Lubrication	3
Professional, Mechanical	7
Rebar I	1
Rebar II	1
Rebar III	1
Scheduler	2
Specialist, DCS Control	1
Specialist, DCS Maintenance	1
Specialist, Electrical	1
Specialist, Instrumentation	5
Specialist, Shutdown	1
Storeman I	3
Storeman II	1
Superintendent, Engineering	1
Superintendent, Operations	1
Superintendent, QA/QC	1
Supervisor, BOP	1
Supervisor, Electrical	2
Supervisor, Instrumentation	1
Supervisor, Mechanical	2

Supervisor, Planning	1				
Supervisor, Process	2				
Supervisor, Reliability	1				
Supervisor, Shift	10				
Trainer	1				
Welder I	1				
Welder II	3				
Welder III	6				
<b>Peru</b>	<b>1</b>				
Specialist, Condition Monitoring	1				
<b>South Africa</b>				<b>1</b>	<b>1</b>
Planner, Preventive Maintenance				1	
Specialist, Mechanical					1
<b>United States of America</b>					<b>1</b>
Coordinator, Business Improvement					1
<b>Venezuela</b>					<b>1</b>
Inspector, QA/QC					1
<b>Process Plant</b>	<b>11</b>	<b>316</b>	<b>8</b>	<b>6</b>	<b>9</b>
<b>Australia</b>	<b>4</b>		<b>1</b>		<b>1</b>
Chief, Chemist			1		
Manager, Operations Comminution & Gold	1				
Metallurgist II, Forecasting & Strategic Planning	1				
Superintendent, Primary Crushing	1				
Superintendent, Projects Interface					1
Superintendent, Secondary Crushing & Stockpile	1				
<b>Canada</b>			<b>2</b>		
Chief, Metallurgist			1		
Superintendent, Services			1		
<b>Finland</b>				<b>1</b>	<b>1</b>
Superintendent, Integrated Operations					1
Superintendent, Milling & Gold				1	
<b>Guatemala</b>					<b>1</b>
Specialist, Safety & Training					1
<b>Mexico</b>			<b>1</b>		
Controller, Plant			1		
<b>Panama</b>		<b>316</b>			
Attendant, Process Plant		78			

Graduate Engineer, Metallurgy	1
Helper, Process Plant	12
Metallurgist II, Comminution	1
Metallurgist II, Process Control	1
Metallurgist, Accounting & Report	1
Metallurgist, Accounting & Test	1
Metallurgist, Comminution	2
Metallurgist, Copper Flotation & MSA	4
Metallurgist, Gold	1
Metallurgist, Mineralogy	2
Metallurgist, Process	1
Metallurgist, Process Control	3
Metallurgist, Project	2
Officer, Staff & Documents	1
Operator, Control Room	17
Operator, Process Plant	149
Operator, Process Plant (LOTO)	4
Operator, Process Plant III	1
Specialist, Cu Flotation	1
Specialist, Gold Room	1
Specialist, Integrated Operations	1
Specialist, Milling	1
Specialist, Operations Control Room	1
Specialist, Operations Services	1
Specialist, Opetarions Control Room	1
Specialist, Primary Crushing	1
Specialist, Process Control	1
Specialist, Secondary Crushing	1
Specialist, Services	1
Supervisor, Crushing	5
Supervisor, Cu Flotation	3
Supervisor, Milling	2
Supervisor, Process Plant	5
Supervisor, Process Plant I	1
Supervisor, Process Water	2
Supervisor, Reagents	2
Supervisor, Thickeners	3

<b>Peru</b>	<b>6</b>	<b>2</b>	<b>5</b>
Controllor, Plant	2	1	
Metallurgist II, Cooper Flotation & MSA	1		
Specialist, Cu Flotation		1	
Specialist, Gold Room			5
Specialist, Milling	1		
Superintendent, Flotation	1		
Superintendent, Shift Operations Process Plant	1		
<b>Philippines</b>			<b>1</b>
Specialist, Safety & Training			1
<b>Portugal</b>			<b>1</b>
Graduate, IGP			1
<b>South Africa</b>			<b>2</b>
Graduate, IGP			1
Specialist, Operations			1
<b>Türkiye</b>	<b>1</b>		
Manager, Operations Flotation and Services	1		
<b>United Kingdom</b>		<b>1</b>	<b>1</b>
Graduate, IGP			1
Manager, Process Plant		1	
<b>Zambia</b>		<b>1</b>	<b>1</b>
Metallurgist II, Mineralogy & Geo Metallurgy		1	
Metallurgist II, Projects			1
<b>Safety</b>	<b>1</b>	<b>42</b>	<b>1</b>
<b>Canada</b>			<b>1</b>
Superintendent, Emergency Services			1
<b>Colombia</b>		<b>1</b>	
Adviser, Safety		1	
<b>Panama</b>		<b>40</b>	
Adviser, Safety		2	
Assistant, ERT II		4	
Fireman		9	
Foreman, Firefighting		5	
Helper		1	
Officer, Industrial Hygiene		2	
Officer, Safety		10	
Specialist, Safety Systems		1	

Superintendent, Safety		2			
Superintendent, Safety (Acting)		1			
Supervisor, Emergency Response		2			
Supervisor, Industrial Hygiene		1			
<b>United Kingdom</b>	1				
Manager, Safety	1				
<b>Venezuela</b>		1			
Adviser, Safety		1			
<b>Security</b>	1	19	2	1	1
<b>Panama</b>		19	1		
Administrator, Security		8	1		
Officer, GIS		1			
Officer, Security System		1			
Officer, Security Systems		2			
Superintendent, Security I		2			
Supervisor, Gold Room Security		1			
Supervisor, Investigation & Intelligence		2			
Supervisor, Security Operations		2			
<b>Peru</b>	1				1
Manager, Security	1				
Superintendent, Security I					1
<b>South Africa</b>				1	
Specialist, Security Systems				1	
<b>United Kingdom</b>			1		
Specialist, Security			1		
<b>Site Services</b>		116	1		1
<b>Australia</b>			1		
Manager, Site Services			1		
<b>Panama</b>		116			
Attendant, Disposal Management		5			
Attendant, Surveying		2			
Coordinator, Roads & Services		1			
Coordinator, Waste & Water		1			
Driver III		8			
Electromechanic		1			
Engineer, Roads		1			
Foreman, Generators		1			

Foreman, Shift	3				
Graduate Engineer, Civil	1				
Helper	18				
Operator, Disposal Management	4				
Operator, Heavy Equipment I	4				
Operator, Heavy Equipment II	25				
Operator, Heavy Equipment III	5				
Operator, Heavy Equipment IV	3				
Operator, Light Equipment	1				
Operator, WTP/STP	15				
Professional, Laboratory	1				
Professional, Maintenance	1				
Professional, QA/QC	2				
Professional, Soil	4				
Professional, Surveying	1				
Specialist, QA/QC	2				
Supervisor, Facilities Maintenance	1				
Supervisor, QA/QC	1				
Supervisor, Roads	3				
Supervisor, Waste & Water	1				
<b>United Kingdom</b>					1
QA/QC Expert, Road Services					1
<b>Tailing Mgm Facilities</b>	<b>4</b>	<b>394</b>	<b>3</b>	<b>4</b>	<b>1</b>
<b>Chile</b>	<b>1</b>		<b>1</b>		
Manager, TMF Operations & Water Balance	1				
Superintendent, Technical Services TMF (Acting)			1		
<b>Colombia</b>		<b>1</b>			<b>1</b>
Coordinator, Material Placement					1
Foreman, Shift		1			
<b>Dominican Republic</b>		<b>1</b>			
Operator, Heavy Equipment III		1			
<b>Ghana</b>					<b>1</b>
Specialist, Sand Dam					1
<b>Panama</b>		<b>389</b>			
Administrator, Document Control		1			
Administrator, Office		1			
Administrator, Shift		3			



Attendant, Cyclone Plant	28
Attendant, QA/QC	12
Attendant, Surveying	7
Boilermaker II	1
Drafter	4
Electrician II	2
Electrician III	3
Engineer, Cyclone Plant	1
Engineer, Geotechnical	2
Engineer, QA/QC	9
Engineer, Reliability	1
Foreman, Shift	11
Hydrologist	1
Mechanic I	1
Mechanic II	2
Mechanic III	4
Operator, Control Room	3
Operator, Heavy Equipment II	125
Operator, Heavy Equipment III	42
Operator, Heavy Equipment IV	52
Operator, Nuclear Densimetry	3
Pipefitter	13
Planner	1
Professional, Field	7
Professional, Instrumentation	6
Professional, Laboratory	3
Professional, Mechanical	4
Professional, Planning	1
Professional, Surveying	6
Professional, Water & Tailing	3
Scheduler	4
Specialist, Earthworks TMF	1
Specialist, Sand Dam	1
Supervisor, Laboratory QA/QC	1
Supervisor, Maintenance	3
Supervisor, Piping	3
Supervisor, QA/QC	1

Supervisor, Shift		9		
Supervisor, Surveying		1		
Trainer, Field		2		
<b>Peru</b>	1	2	1	2
Coordinator, Cyclone Plant Operations	1			
Coordinator, Plant Maintenance				1
Pipefitter		2		
Specialist, Sand Dam				1
Superintendent, Tailing Operations			1	
<b>South Africa</b>	1		1	
Coordinator, Piping Projects			1	
Superintendent, Earthworks	1			
<b>United Kingdom</b>				1
Superintendent, Geotechnical & QA/QC				1
<b>United States of America</b>	1			
Superintendent, Technical Services TMF	1			
<b>Venezuela</b>		1		
Professional, Field		1		
<b>Union Leadership</b>		6		
<b>Panama</b>		6		
Electrician III		1		
Foreman, WTP & STP		1		
Operator, Heavy Equipment IV		1		
Plumber III		1		
Technician, A/C		2		

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

## Reclutamiento

### Objetivo

Dotar a la empresa de personal idóneo dentro de plazos previamente acordados, asegurándonos de que el personal seleccionado sea afín a la cultura de trabajo de “Cobre Panamá”.

#### Plan de Acción - 2023:

Estrategia: Anticipar las necesidades de reclutamiento que tiene la organización, asegurándonos de tener candidatos idóneos identificados, mediante una planificación de recursos, el tener candidatos evaluados nos permitirá minimizar el tiempo de respuesta y asegurar la continuidad de recursos en el negocio.

#### Actividades a corto y mediano plazo:

Promover nuestras vacantes a través de nuestro sitio de empleos en línea ([www.first-quantum.com](http://www.first-quantum.com)), redes sociales como: [LinkedIn](#) y también utilizando los servicios de nuestro socio estratégico local: [Konzerta](#).



Establecer un plan de búsqueda pasiva de candidatos para puestos con alta rotación de personal o alta demanda, utilizando nuestro sitio de empleo en línea, redes sociales y la plataforma de Konzerta.

Identificar y promover candidatos residentes en comunidades cercanas al sitio Mina (Provincias de Colón y Coclé), utilizando las siguientes metodologías: Ferias de empleo, Plan de referidos, etc.

Programa para captar candidatos con alto potencial estimado, con el fin de que los panameños puedan ocupar posiciones de alto nivel de responsabilidad dentro de la organización, estableciendo un mentor para desarrollarlos en posiciones identificadas como claves en “Cobre Panamá”.

Construir una base de talentos de las personas que pertenecen a las comunidades cernas al proyecto. (1) una persona del equipo de Reclutamiento funcionará como enlace entre las comunidades cercanas al proyecto, lo que permitirá anticiparnos la identificación de candidatos de las comunidades como Donoso, Rio Caimito, Nueva Esperanza entre otras. Esto permitirá tenerlos como prioridad de contratación, tomando en cuenta sus habilidades y conocimientos que puedan ser incorporados al proyecto, en la medida que se den posiciones para ellos.

Formación del equipo de Contratación, con el fin de obtener certificados internacionales como Especialista en Adquisición de Talento.

#### Métricas a Evaluar en el equipo de Reclutamiento

Tiempo para completar la contratación

Proporción de candidatos enviados a entrevista

Proporción de entrevistas, que pasan a ofertas

Tasa de aceptación de ofertas de empleo

Calidad de los candidatos presentados en el proceso

Calidad de los candidatos posteriores a la contratación

Tasa de rotación

#### Actividades del Proceso de Reclutamiento:

##### Búsqueda y convocatoria:

Una vez definido el perfil vacante, se debe dar a conocer la vacante, esto se debe realizar internamente y externamente. Estos son algunos medios para promover y convocar candidatos:

- Convocatoria Interna (Intranet)
- Avisos y anuncios en páginas de empleos y redes sociales

- Agencias de reclutamiento de personal
- Alquiler de Bases de datos
- Ferias de Empleo virtuales

Cabe señalar que, según el perfil de la vacante, un medio puede ser mejor que otro, por ejemplo, si buscamos personal con amplia experiencia y capacitados, una agencia podría ser una buena opción. Si por el contrario necesitamos gente con poca experiencia, las redes sociales pueden ser un buen canal para captar talento.

### Evaluar

Luego de tener un grupo de postulantes con afinidad al perfil requerido, ahora es necesario hacer una pre selección para elegir a los que tengan mayor afinidad. Esta etapa es muy importante porque en la medida en que nuestros filtros sean más efectivos, reduciremos tiempo, esfuerzo y recursos en el proceso de reclutamiento de personal.

- Primer Filtro: Comparar el currículum con el Descriptivo de cargo.
- Entrevista preliminar: Suele realizarse con la finalidad de corroborar si cumple con los requisitos y competencias requeridas.
- Consulta de referencias: Es importante ponerse en contacto con las referencias brindadas por el aspirante, tanto para confirmar si la información proporcionada es correcta y fiable, como para saber acerca de su desempeño en antiguos trabajos.
- Pruebas de conocimiento: Como su nombre lo dice, sirve para saber si el postulante tiene los conocimientos necesarios para el puesto.
- Pruebas psicológicas o psicométricas: Son necesarias para conocer atributos y preferencias de los candidatos al momento de tomar decisiones o ejecutar tareas, también nos ayudará a entender la pericia del candidato en relación a las competencias establecidas para el rol vacante.
- Entrevista final: Sirve para conocer en profundidad al candidato y en ella suele estar presente el jefe del área o departamento en cuestión.

### Seleccionar y contratar

Aquí es cuando se toma la decisión de quien será el nuevo empleado, la decisión la debe tomar el responsable de la contratación por parte del área o Departamento, generalmente es el Supervisor directo, en este momento se deben considerar todos los resultados del proceso de evaluación previo.

### Capacitar

En la fase de reclutamiento y selección se pueden identificar los gaps que tenga el candidato seleccionado en comparación con el perfil vacante, de acuerdo al tipo de gaps que se identifiquen se podría diseñar un plan de adaptación y cierre de brechas de conocimiento, mediante un plan de entrenamiento individual, este plan podría ser diseñado por el Supervisor directo y el Departamento de Entrenamiento.



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**FIRST QUANTUM**  
MINERALS LTD.

**Cobre Panamá**

**RA PANAMÁ, S.A.**



# REPORTE DE FORMACIÓN Y DESARROLLO DE EMPLEADOS

2022

## Resumen Ejecutivo

Nos es grato compartirles nuestro resumen del año 2022, el cual fue un año de muchos retos y logros. Con el retorno a la presencialidad, tuvimos oportunidad de reforzar los programas de entrenamiento y desarrollo, enfocándonos fortalecer las habilidades y conocimientos tanto técnicas como de liderazgo, de nuestros colaboradores, en las diferentes áreas de la minería.

El desarrollo de competencias específicas del sector minero ha sido parte de nuestras prioridades, por lo que continuamos con el desarrollo de programas de competencias Mineras para un grupo de colaboradores panameños con alto potencial de desarrollo y desempeño dentro de la compañía, denominado “Programa 360° de Minería”.

De igual forma, tuvimos oportunidad de realizar los lanzamientos de programas importantes como son: programa de maestrías de ingeniería en minas, programa de aprendices en el área de planta de energía, programa de aprendices en el área de operaciones de mina y programa de intercambio de talentos con Zambia, todos éstos, enfocados en desarrollar jóvenes talentosos, que puedan convertirse en nuestra fuente de talento futura.

El 9 de septiembre del presente año, tuvimos la inauguración de nuestro Centro de Formación de Profesiones Industriales en La Pintada, un hito que refuerza nuestro compromiso en el desarrollo de nuevos talentos en las comunidades cercanas a la mina. En este centro se desarrollan 5 programas: Soldadura Especializada, Mecánica Industrial, Instrumentación, Electricidad y Mecánica Diésel.

De igual forma, con el objetivo de promover y fortalecer nuestra cultura de liderazgo, continuamos con nuestro programa de Básico de Supervisores, el cual ha tomado un rol primordial para el fortalecimiento de las competencias de comunicación efectiva, planificación y organización, supervisión efectiva, gestión del cambio y liderazgo. Este año tuvimos oportunidad de realizar 2 eventos de graduación en los meses de junio y diciembre respectivamente, con la graduación de 248 supervisores.

Para concluir, este año tuvimos oportunidad de iniciar acercamientos con representantes del Ministerio de Educación (MEDUCA), Universidad de Panamá (UP) y la Universidad Tecnológica de Panamá (UTP), con la finalidad de establecer los primeros pasos para desarrollar una relación de trabajo a largo plazo bajo el marco de un convenio de cooperación.

## Programa de capacitación de aprendices

### 1. Programa de Aprendices del Centro de Formación de Profesiones – La Pintada, Coclé:

Durante el año 2022, se formalizó la apertura del Centro de formación de Profesionales, La Pintada, en el cual un total de 168 estudiantes están cursando actualmente los programas técnicos de: Mecánica Diésel, Mecánica Industrial, Soldadura, Instrumentación y Electricidad. Este programa interdisciplinario incluye prácticas profesionales en sitio, a lo largo del curso.

Para el siguiente periodo 2023, estaremos recibiendo nuevos ingresos en los meses de marzo y septiembre, 66 nuevos estudiantes en cada periodo.

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.





Figura 2. Aprendices en el área de trabajo y en el centro de entrenamiento

## 2. Programa de Operadores de Equipos Pesados

Durante el 2022, 39 participantes recibieron el curso de Operadores de equipo Pesado.

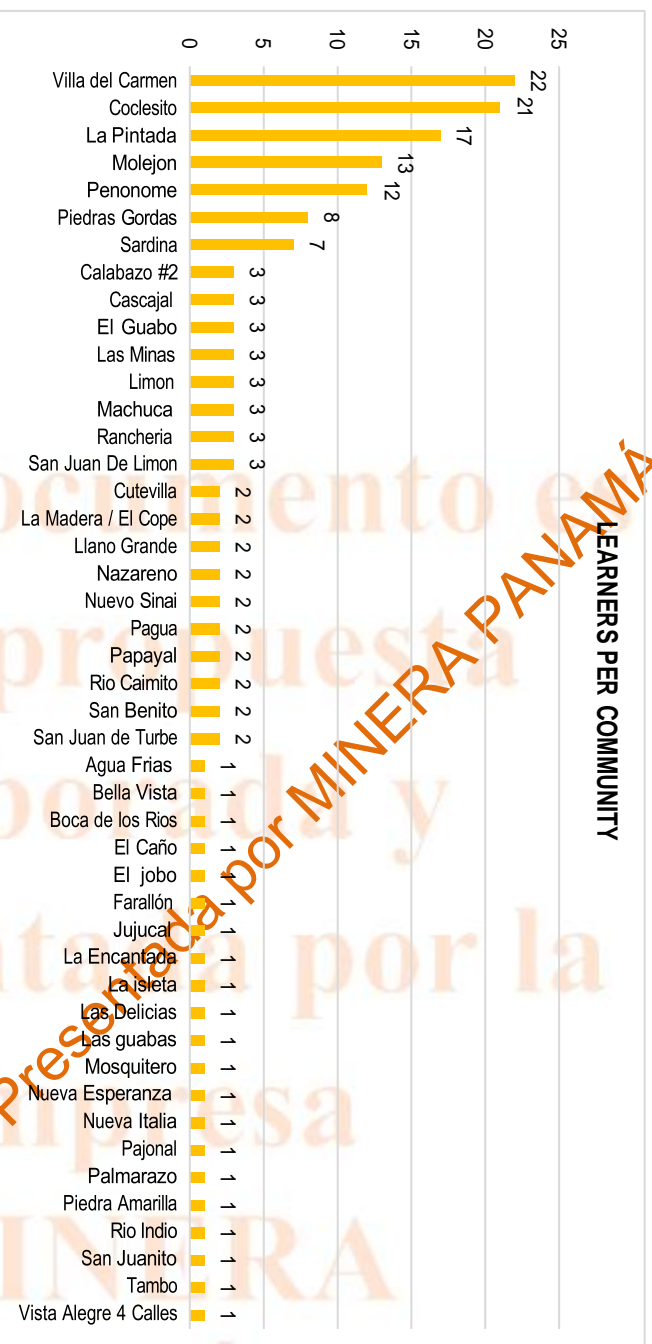
Entrenamiento Completados – Equipo Pesado – INADEH/MPSA

Plan 2022: 2 grupos de 20 personas.

Grupos	Participantes Convocados	Aprobaron el curso	Mes
Grupo #1	19	19	Inició en Agosto - Finalizó en Octubre
Grupo #2	20	En curso	Inició en Octubre – Finalizó en Enero

## Comunidades de ESIÁ en programas de formación

Tabla 1. Programa de Aprendices de las Comunidades ESIÁ - 2022



Community	Boilermaker	Diesel Mechanic	Electrician	Industrial Mechanic	Instrumentation	Grand Total
Agua Frias			1			1
Bella Vista		1				1
Boca de los Rios					1	1
Calabazo N°2		1				1
Coclesito	12	3	2	3	1	21
El Caño			1			1
El Guabo			1	2		3

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El jobo				1		1
Farallón			1			1
La Encantada		1				1
La Madera / El Cope	1			1		2
La Pintada	3	5	1	6	2	17
Las Delicias				1		1
Las guabas				1		1
Las Minas			1	1	1	3
Limon					2	2
Llano Grande		2				2
Machuca		1	2			3
Molejon	5		6	2		13
Mosquitero		1				1
Nazareno		1		1		2
Nueva Italia					1	1
Nuevo Sinaí				1		1
Pagua		1	1			2
Pajonal					1	1
Palmarazo					1	1
Papayal				1		1
Penonome	3	5		3	1	12
Piedra Amarilla				1		1
Piedras Gordas		1	1	2	4	8
Rio Caimito			1		1	2
San Benito	2					2
San Juan De Limon		1	1		1	3
San Juanito	1					1
Sardina	1		3	3		7

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Tambo		1				1
Villa del Carmen	3	3	5	8	3	22
Calabazo #2	1			1		2
Cutevilla			1		1	2
Limón			1			1
La isleta				1		1
Jujucal				1		1
Vista Alegre 4 Calles	1					1
Nuevo Sinai	1					1
Nueva Esperanza	1					1
Cascajal	1				2	3
Rancheria	1			2		3
Rio Indio					1	1
Papayal					1	1
San Juan de Turbe					2	2
<b>Grand Total</b>	<b>37</b>	<b>28</b>	<b>30</b>	<b>43</b>	<b>27</b>	<b>165</b>

Copia de la Propuesta Presentada por MINERA PANAMÁ, S.A.

## Estadística Anual de Entrenamiento



### Estadística Anual de Entrenamiento – Simple Tracking

Mes	Total de Participantes	Cursos Completados
Enero	87	179
Febrero	95	180
Marzo	16	62
Abril	10	30
Mayo	6	38
Junio	26	55
Julio	4	25
Agosto	37	79
Septiembre	918	715
Octubre	2691	3161
Noviembre	75	148
Diciembre	11	15
<b>Total</b>	<b>3976</b>	<b>4687</b>

Copia

la Propuesta Presentada por MINERÍA PANAMÁ, S.A.

**Programa de Entrenamientos Completados – Simple Tracking**

<b>Cursos</b>	<b>Participantes</b>
Bloqueo y Etiquetado / Lock Out Tag	101
Bulldozer D10/2/D11T Caterpillar Tr	2
Camion Articulado / Articulated Tru	2
Camion Ultra T284	9
Cargador Frontal / Front Loader CAT	1
DOCUMENTOS_DE_LA_INSTRUMENTACION_Y_	22
Electrical Theory 07: Single Phase	1
ESPACIO_CONFINADO	2
Excavadora R9100	6
FINA-Finanzas_Personales	16
Finanzas Personales	3884
First aid/Primeros Auxilios	15
Haul Truck System Isolation (Lock O	1
HR Strategic Learning ES	1
HR Strategy Learning	3
HSE-General induction	2
HSE-Induccion_de_Covid_antes_de_Ing	5
HSE-Piense_Video	85
HSE-THINK!/PIENSE!	2
Induccion_de_Covid_antes_de_Ingres	87
Ingeniería - MANLIFT Operator	6
Ingenieria - TELEHANDLER Operator	14
INTRODUCCION_A_LOS_SISTEMAS_AUTOMAT	12
INTRODUCCION_AL_PROCESAMIENTO_DEL_M	68
Leccion 2.11 Riesgos de Ruido / Rai	1
Leccion 3.3 Generalidades Electrica	1

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Leccion 3.4 Operacion de Cargador G	1
Mobile Hydraulics 13: Understanding	1
Motoniveladoras 16H	11
Motoniveladoras 16M	25
Motonivleadora 14M	5
Perforadora CAT MD6640	4
Perforadora EPIROC D65	14
Perforadora Epiroc PV-271	10
Perforadora Epiroc PV-351 E	4
Piense_Video	24
PRIMEROS AUXILIOS / FIRST AID - ENG	40
Riesgo Quimico	4
Rodillo Compactador CS533E	1
SER-ERT Response Reagent	8
SER-Operación con Montacarga menor	1
Serpientes_Venenosas_y_No_Venenosas	1
Think! Level 1 / Piense! Nivel 1	140
THINK_Video	40
Tractor D6T	1
Tractores / Dozer Training D10 CAT	2
Tractores / Dozer Training D11 CAT	1
<b>Grand Total</b>	<b>4687</b>

#### Entrenamientos completados por departamento – Simple Tracking

Departamentos	Participantes
<b>Commercial</b>	<b>268</b>
Finanzas Personales	254
HSE-Piense_Video	5

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Induccion_de_Covid_antes_de_Ingres	3
Think! Level 1 / Piense! Nivel 1	4
THINK__Video	2
<b>Community Affairs</b>	<b>34</b>
Finanzas Personales	26
HSE-Piense_Video	4
Induccion_de_Covid_antes_de_Ingres	2
Think! Level 1 / Piense! Nivel 1	2
<b>Construction</b>	<b>114</b>
Finanzas Personales	105
HSE-Piense_Video	5
Think! Level 1 / Piense! Nivel 1	1
THINK__Video	3
<b>CuCon</b>	<b>42</b>
Finanzas Personales	41
HSE-Piense_Video	1
<b>Engineering</b>	<b>856</b>
Bloqueo y Etiquetado / Lock Out Tag	81
DOCUMENTOS_DE_LA_INSTRUMENTACION_Y_	22
FINA-Finanzas_Personales	14
Finanzas Personales	462
First aid/Primeros Auxilios	15
HSE-Piense_Video	26
Induccion_de_Covid_antes_de_Ingres	26
Ingeniería - MANLIFT Operator	4
Ingenieria - TELEHANDLER Operator	14
INTRODUCCION_A_LOS_SISTEMAS_AUTOMAT	12
INTRODUCCION_AL_PROCESAMIENTO_DEL_M	67
PRIMEROS AUXILIOS / FIRST AID - ENG	40
Serpientes_Venenosas_y_No_Venenosas	1



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Think! Level 1 / Piense! Nivel 1	41
THINK__Video	31
<b>Engineering Site Services</b>	<b>219</b>
Bloqueo y Etiquetado / Lock Out Tag	19
FINA-Finanzas_Personales	1
Finanzas Personales	185
HSE-Piense_Video	1
Induccion_de_Covid_antes_de_Ingres	1
Ingeniería - MANLIFT Operator	2
INTRODUCCION_AL_PROCESAMIENTO_DEL_M	1
Think! Level 1 / Piense! Nivel 1	9
<b>Environmental</b>	<b>128</b>
Finanzas Personales	120
HSE-Piense_Video	3
Induccion_de_Covid_antes_de_Ingres	2
Think! Level 1 / Piense! Nivel 1	3
<b>Finance</b>	<b>79</b>
FINA-Finanzas_Personales	1
Finanzas Personales	63
HSE-Piense_Video	4
Induccion_de_Covid_antes_de_Ingres	6
Think! Level 1 / Piense! Nivel 1	4
THINK__Video	1
<b>Human Resources</b>	<b>68</b>
Finanzas Personales	55
HR Strategy Learning	3
HSE-Piense_Video	2
Induccion_de_Covid_antes_de_Ingres	3
Think! Level 1 / Piense! Nivel 1	5
<b>Human Resources Camp</b>	<b>887</b>

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Finanzas Personales	871
HSE-Piense_Video	9
Induccion_de_Covid_antes_de_Ingres	3
Think! Level 1 / Piense! Nivel 1	4
<b>Human Resources–Medical</b>	<b>62</b>
Finanzas Personales	53
HR Strategic Learning ES	1
HSE-Piense_Video	3
Induccion_de_Covid_antes_de_Ingres	3
Think! Level 1 / Piense! Nivel 1	2
<b>Legal</b>	<b>12</b>
Finanzas Personales	8
HSE-Piense_Video	1
Induccion_de_Covid_antes_de_Ingres	2
Think! Level 1 / Piense! Nivel 1	1
<b>Lime Plant</b>	<b>18</b>
Finanzas Personales	12
HSE-Piense_Video	2
Induccion_de_Covid_antes_de_Ingres	1
Think! Level 1 / Piense! Nivel 1	3
<b>Management</b>	<b>1</b>
Finanzas Personales	1
<b>Mining Fleet Maintenance</b>	<b>371</b>
Electrical Theory 07: Single Phase	1
Finanzas Personales	352
Induccion_de_Covid_antes_de_Ingres	5
Mobile Hydraulics 13: Understanding	1
Piense_Video	5
Think! Level 1 / Piense! Nivel 1	7
<b>Mining Operations</b>	<b>580</b>

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Bulldozer D10/2/D11T Caterpillar Tr	2
Camion Articulado / Articulated Tru	2
Camion Ultra T284	9
Cargador Frontal / Front Loader CAT	1
Excavadora R9100	6
Finanzas Personales	404
Haul Truck System Isolation (Lock O	1
Induccion_de_Covid_antes_de_Ingres	18
Leccion 2.11 Riesgos de Ruido - Pal	1
Leccion 3.3 Generalidades Electrica	1
Leccion 3.4 Operacion de Cargador G	1
Motoniveladoras 16H	11
Motoniveladoras 16M	25
Motonivleadora 14M	5
Perforadora CAT MD6640	4
Perforadora EPIROC D65	14
Perforadora Epiroc PV-271	10
Perforadora Epiroc PV-351 E	4
Piense_Video	18
Rodillo Compactador CS533E	1
Think! Level 1 / Piense! Nivel 1	38
Tractor D6T	1
Tractores / Dozer Training D10 CAT	2
Tractores / Dozer Training D11 CAT	1
<b>Mining Technical Services</b>	<b>37</b>
Finanzas Personales	31
HSE-Piense_Video	2
Induccion_de_Covid_antes_de_Ingres	3
Think! Level 1 / Piense! Nivel 1	1
<b>Port</b>	<b>25</b>

Finanzas Personales	25
<b>Power Station</b>	<b>93</b>
ESPACIO_CONFINADO	2
Finanzas Personales	87
Induccion_de_Covid_antes_de_Ingres	2
Piense_Video	1
Think! Level 1 / Piense! Nivel 1	1
<b>Process Plant</b>	<b>323</b>
Finanzas Personales	293
HSE-General induction	2
HSE-Induccion_de_Covid_antes_de_In	4
HSE-Piense_Video	3
HSE-THINK!/PIENSE!	2
Riesgo Quimico	4
SER-ERT Response Reagent	8
SER-Operación con Montacarga menor	1
Think! Level 1 / Piense! Nivel 1	4
THINK__Video	2
<b>Safety</b>	<b>50</b>
Finanzas Personales	43
HSE-Piense_Video	3
Induccion_de_Covid_antes_de_Ingres	3
Think! Level 1 / Piense! Nivel 1	1
<b>Security</b>	<b>21</b>
Finanzas Personales	18
HSE-Piense_Video	1
Think! Level 1 / Piense! Nivel 1	2
<b>Site Services</b>	<b>28</b>
Finanzas Personales	25
HSE-Piense_Video	1

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Induccion_de_Covid_antes_de_Ingres	1
Think! Level 1 / Piense! Nivel 1	1
<b>Tailing Mgm Facilities</b>	<b>352</b>
Finanzas Personales	338
HSE-Piense_Video	7
Induccion_de_Covid_antes_de_Ingres	3
Think! Level 1 / Piense! Nivel 1	4
<b>Union Leadership</b>	<b>19</b>
Bloqueo y Etiquetado / Lock Out Tag	1
Finanzas Personales	12
HSE-Induccion_de_Covid_antes_de_Ing	1
HSE-Piense_Video	2
Think! Level 1 / Piense! Nivel 1	2
THINK__Video	1
<b>Grand Total</b>	<b>4687</b>

#### Programa de Entrenamientos Completados por Posiciones – Simple Tracking

Posiciones	Participantes	Cursos Completados
Accountant, Capital Management	3	3
Accountant, Financial	4	3
Accountant, Management	2	2
Administrator, HR Logistics	1	1
Administrator, Camp & Infrastructure	1	1
Administrator, Camp Data	6	6
Administrator, Community Relations Office	1	1
Administrator, Data	5	5
Administrator, Database	1	1
Administrator, Document Control	17	11

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Administrator, Drill & GET	2	2
Administrator, E&I	1	1
Administrator, Human Resources	1	1
Administrator, ICT Access	3	1
Administrator, Material Inventory	1	1
Administrator, MineStar Maintenance	1	1
Administrator, Mining Information System	2	2
Administrator, Occupational Health	1	1
Administrator, Office	1	1
Administrator, Operations	12	5
Administrator, Projects Office	1	
Administrator, Reception	1	1
Administrator, Recruitment	6	4
Administrator, Security	13	11
Administrator, Shift	11	9
Administrator, Training	1	1
Administrator, Travel	1	1
Administrator, Warehouse	25	25
Adviser, Camp Training & Development	1	1
Adviser, Category Management	1	1
Adviser, Contracts	3	2
Adviser, Financial Accounting	2	1
Adviser, Human Resources	3	3
Adviser, Immigration & Compliance	1	1
Adviser, Land & Permits	1	1
Adviser, Safety	9	6
Analyst, Accounts Payable	2	2
Analyst, Condition Monitoring	2	2
Analyst, Cost	1	1
Analyst, JD Edwards Development	1	1

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Analyst, Mining Information System	3	3
Analyst, Treasury	4	1
Archaeologist	1	
Architect, Structural	1	1
Assistant Cook	51	51
Assistant Supervisor, HK & General Services	5	5
Assistant, Administration II	1	1
Assistant, Community Relations	5	5
Assistant, ERT II	4	4
Assistant, Surveying	16	7
Attendant, Biodiversity	2	2
Attendant, Cyclone Plant	28	28
Attendant, Disposal Management	3	3
Attendant, Drilling & Blasting	9	9
Attendant, Environmental	4	4
Attendant, Environmental Monitoring	5	5
Attendant, Geology	4	4
Attendant, Heritage	3	3
Attendant, Medical Clinic	10	10
Attendant, Process Plant	98	81
Attendant, QA/QC	12	12
Attendant, Surveying	10	10
Auto Electrician	5	5
Baker	18	18
Biologist	10	9
Biologist, Micropropagation	8	7
Boilermaker II	82	64
Boilermaker III	13	10
Botanist	4	4
Business Partner, Human Resources	4	2

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Business Partner, Human Resources (Acting)	1	1
Butcher	20	20
Carpenter	1	1
Carpenter II	4	4
Carpenter III	9	9
Chef I	12	12
Chef II	9	9
Chemist	27	13
Clerk, Chemical Inventory	2	2
Clerk, Data	13	13
Clerk, JDE Data Cataloguer	1	1
Cook	53	53
Coordinator, Accounting	1	1
Coordinator, Accounts Payable	1	1
Coordinator, Ancillary Equipment	3	3
Coordinator, Business Improvement	8	5
Coordinator, Business Intelligence	1	1
Coordinator, Camp Services	1	1
Coordinator, Central Services	1	
Coordinator, Control Systems	1	
Coordinator, Data Management	1	1
Coordinator, Electrical	2	1
Coordinator, Environmental	1	1
Coordinator, ICT Network	2	1
Coordinator, Instrumentation	5	3
Coordinator, Inventory Control	1	1
Coordinator, JDE Support	1	1
Coordinator, Kitchen Services	3	2
Coordinator, Local Business Development	4	4
Coordinator, Medical	2	2



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Coordinator, Mining	1	1
Coordinator, Occupational Health	4	4
Coordinator, Operations	15	10
Coordinator, Payroll	1	1
Coordinator, Plant	9	5
Coordinator, Recruitment (Acting)	1	1
Coordinator, Roads & Services	1	1
Coordinator, Transportation	1	1
Coordinator, Electrical & Instrumentation	1	
Counsel, IC Governance & Process Optimization	1	1
Dispatcher	10	8
Drafter	11	5
Driver II	26	13
Driver III	2	2
Driver IV	25	25
Driver, Ambulance	5	5
Electrician I	15	13
Electrician II	51	43
Electrician III	90	77
Electromechanic	27	26
Engineer, C&I	10	6
Engineer, Control Systems	2	2
Engineer, Cyclone Plant	4	4
Engineer, DCS Control	13	6
Engineer, DCS Maintenance	14	5
Engineer, Electrical	34	17
Engineer, Electrical Design	2	2
Engineer, Geotechnical	3	3
Engineer, ICT Network	1	1
Engineer, Industrial Network	1	1

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Engineer, Mine Production Planning	2	2
Engineer, Mine Projects Planning	1	1
Engineer, Mining Information Systems	1	1
Engineer, Process	24	18
Engineer, QA/QC	9	9
Engineer, Reliability	16	13
Engineer, Short Term Planning	2	2
Executive Assistant	2	2
Extensionist, Agricultural	3	3
Feller	2	2
Fireman	9	9
Foreman, Agriculture Extensionism	1	1
Foreman, Camp Services	35	35
Foreman, Community Relations	2	2
Foreman, Conveyors, Chutes & Belt	3	3
Foreman, Crushing	6	3
Foreman, Cyclone & Pumps	3	3
Foreman, Dishwashing	6	6
Foreman, Electrical	13	12
Foreman, Electromechanical	1	1
Foreman, Erosion Control	1	1
Foreman, Firefighting	6	6
Foreman, Generators	4	4
Foreman, Gold Circuit	3	3
Foreman, Instrumentation	10	6
Foreman, Kitchen	21	18
Foreman, Maintenance	1	1
Foreman, Mills & Screens	1	1
Foreman, Reline	2	1
Foreman, Roughers	1	1

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Foreman, Secondary Crusher & Conveyors	1	1
Foreman, Shift	192	151
Foreman, Shift Shovels	1	1
Foreman, Tactical Maintenance	4	4
Foreman, Warehouse	6	6
Foreman, Workshop	3	3
Geologist, Mine Production	1	1
Grade Checker	1	1
Graduate Engineer, Civil	1	1
Graduate Engineer, Construction	1	
Graduate Engineer, Drilling & Blasting	1	1
Graduate Engineer, Exploration	2	2
Graduate Engineer, Geotechnical	1	1
Graduate Engineer, Maintenance	1	1
Graduate Engineer, Metallurgy	1	1
Graduate Engineer, Mine Planning	1	1
Graduate Engineer, Mine Production	4	3
Graduate Engineer, Process	11	6
Graduate Engineer, Project Design	1	1
Graduate Engineer, Reliability & Planning	1	1
Graduate Engineer, Service	1	
Graduate Engineer, Wall Control	1	1
Greaser	1	1
Helper	90	76
Helper, Camp Services	499	495
Helper, General Services	2	2
Helper, Process Plant	9	9
Inspector, HV Switchyards & TL	1	
Inspector, QA/QC	7	4
Inspector, Welding	1	1

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Leader, Business Improvement	13	8
Machetero I	1	1
Manager, Finance & Commercial	3	2
Manager, Port and Power Station	7	3
Manager, Power Station Engineering	10	7
Mason III	6	5
Mechanic I	70	66
Mechanic II	310	279
Mechanic III	140	108
Mechanic, Crane	5	5
Mechanic, Drill	3	3
Medical Technologist	3	3
Metallurgist II, Comminution	1	1
Metallurgist II, Process Control	1	1
Metallurgist, Accounting & Report	1	1
Metallurgist, Accounting & Test	1	1
Metallurgist, Comminution	2	2
Metallurgist, Copper Flotation & MSA	4	4
Metallurgist, Gold	1	1
Metallurgist, Mineralogy	2	2
Metallurgist, Process Control	2	2
Metallurgist, Project	2	2
Millwright	3	3
Nurse	11	10
Nurse, Occupational Health	2	2
Officer, Accounts Payable	4	4
Officer, Approvals & Compliance	1	1
Officer, Category Management	1	1
Officer, Communications	1	
Officer, Community Relations	3	1

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Officer, Contracts	2	2
Officer, Costs Administration	1	1
Officer, Desktop Support	1	1
Officer, Dispatch	1	1
Officer, Environmental	5	5
Officer, Expediting	11	10
Officer, Forestry	1	1
Officer, GIS	2	2
Officer, GIS & Data Administration	1	1
Officer, Heritage	1	1
Officer, HRIS	3	3
Officer, Human Resources	2	1
Officer, Human Resources Administration	5	5
Officer, Indigenous Relations	4	2
Officer, Industrial Hygiene	1	1
Officer, JDE	2	2
Officer, Land	2	2
Officer, Logistics	3	3
Officer, Materials Transport	1	1
Officer, Payroll	9	8
Officer, Procurement	27	21
Officer, Projects	3	2
Officer, QHSE	12	11
Officer, Recruitment	7	5
Officer, Safety	14	13
Officer, Security Systems	1	1
Officer, Staff & Documents	1	1
Officer, Timekeeping	1	1
Officer, Training	3	2
Operator, Ancillary Equipment	2	2

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Operator, Chainsaw	13	13
Operator, Control DCS	85	62
Operator, Control Room	23	22
Operator, Crane (01-50 tons)	15	6
Operator, Crane (101 tons and up)	51	30
Operator, Crane (51-100 tons)	14	14
Operator, CuCon	23	2
Operator, DCS	209	90
Operator, Forestry	14	11
Operator, Heavy Equipment I	4	3
Operator, Heavy Equipment II	414	341
Operator, Heavy Equipment III	114	105
Operator, Heavy Equipment IV	101	96
Operator, Light Equipment	2	2
Operator, Nuclear Densimetry	4	4
Operator, Plant I	181	84
Operator, Plant II	23	23
Operator, Port I	5	5
Operator, Port II	6	6
Operator, Port III	1	1
Operator, Process Plant	152	150
Operator, Process Plant (LOTO)	4	4
Operator, Process Plant III	1	1
Operator, Shiploader I	1	1
Operator, Shiploader II	2	2
Operator, WTP/STP	4	4
Painter I	20	14
Painter II	101	59
Paramedic	17	17
Pharmacist	3	3

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Physician	15	14
Pilot, Drone	1	
Pipefitter	24	24
Planner	55	39
Planner, Inventory Control	1	1
Planner, Preventive Maintenance	8	4
Planner, Short Term	3	3
Planner, Shutdown	1	
Plumber III	7	7
Professional, Condition Monitoring	18	13
Professional, Conditional Monitoring	1	1
Professional, Desktop Support	11	10
Professional, Electrician	209	149
Professional, Environmental Monitoring	2	2
Professional, Field	352	159
Professional, High Voltage	1	1
Professional, HVAC	10	7
Professional, Hydraulic	2	2
Professional, ICT Network	7	4
Professional, Instrumentation	155	108
Professional, Inventory Planning	3	3
Professional, Laboratory	4	4
Professional, Lubrication	40	24
Professional, Maintenance	4	4
Professional, Mechanic	3	3
Professional, Mechanical	119	65
Professional, Ore Controlling	2	2
Professional, Pipefitter	3	2
Professional, Planning	5	5
Professional, QA/QC	3	2

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Professional, Refrigeration	4	2
Professional, Rotable Inventory Planning	2	2
Professional, Soil	4	4
Professional, Surveying	14	14
Professional, Water & Tailing	3	3
Rebar I	9	1
Rebar II	10	2
Rebar III	7	1
Receptionist	4	2
Receptionist	18	16
Recruiter	4	4
Rigger I	11	11
Rigger II	27	27
Scaffolder	57	46
Scheduler	49	35
Specialist, Analytical Instrumentation	32	25
Specialist, Approvals & Compliance	1	1
Specialist, Biology	1	1
Specialist, Business Analytics	2	2
Specialist, Civil & Structural	5	1
Specialist, Communications	1	
Specialist, Condition Monitoring	33	25
Specialist, Contracts	2	2
Specialist, Control Systems	5	5
Specialist, Cu Flotation	1	1
Specialist, Data Analysis	2	2
Specialist, DCS Control	6	4
Specialist, DCS Maintenance	15	6
Specialist, Earthworks TMF	1	1
Specialist, Electrical	7	4

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Specialist, Engineering Training	1	1
Specialist, Environmental	2	2
Specialist, Gold Room	3	2
Specialist, Heritage	1	1
Specialist, ICT Business	3	3
Specialist, Instrumentation	77	44
Specialist, Integrated Operations	1	1
Specialist, Inventory Control	1	1
Specialist, JDE Application	2	2
Specialist, Labour Relations	1	
Specialist, Learning Management System	4	4
Specialist, Maintenance	33	26
Specialist, Management Accounting	1	1
Specialist, Mechanical	22	11
Specialist, Milling	1	1
Specialist, Network	4	1
Specialist, Operations Control Room	1	1
Specialist, Operations Services	1	1
Specialist, Opetarions Control Room	1	1
Specialist, Payroll	1	1
Specialist, Primary Crushing	1	1
Specialist, Procedure LOTO	16	9
Specialist, Process Control	1	1
Specialist, QA/QC	2	2
Specialist, Recruitment	1	1
Specialist, Recruitment (Acting)	1	1
Specialist, Safety Systems	1	1
Specialist, Sand Dam	1	1
Specialist, Secondary Crushing	1	1
Specialist, Services	1	1

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Specialist, Shutdown	11	3
Specialist, Systems	1	1
Specialist, Tactical Fleet	6	1
Specialist, Taxation	1	1
Specialist, Training & Development	4	4
Specialist, VS Drives	1	
Specialist, Wellness	1	1
Steel Erector	73	41
Storeman	6	5
Storeman I	132	118
Storeman II	49	36
Storeman III	9	9
Superintendent, Ancillary	3	2
Superintendent, Ancillary Crushing	5	5
Superintendent, Biodiversity	1	1
Superintendent, Community Relations	1	1
Superintendent, Crushing	2	1
Superintendent, CUCON Filtration	11	1
Superintendent, Electrical	2	
Superintendent, Engineering	17	12
Superintendent, Engineering Training	1	1
Superintendent, Environmental Compliance	1	1
Superintendent, Forestry	3	3
Superintendent, Human Resources	1	1
Superintendent, Medical	1	
Superintendent, Mine Projects	2	1
Superintendent, Operations	21	13
Superintendent, Operations Planning	1	1
Superintendent, Planning	15	12
Superintendent, Procurement	1	1

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Superintendent, QA/QC	25	7
Superintendent, Safety	2	2
Superintendent, Safety (Acting)	1	1
Superintendent, Security I	5	3
Superintendent, Transport	1	1
Supervisor, Biodiversity	1	1
Supervisor, Blasting	2	2
Supervisor, BOP	33	23
Supervisor, Bulk Warehouse	1	1
Supervisor, Camp Maintenance	6	6
Supervisor, Contract Goods	1	1
Supervisor, Contract Services	1	1
Supervisor, Conveyors	3	3
Supervisor, Conveyors, Chutes & Belt	1	1
Supervisor, Cranes & Riggers	4	
Supervisor, Crushing	8	7
Supervisor, Crushing Screen & Reline	1	1
Supervisor, Crushing, Screen & Reline	1	1
Supervisor, Cu Flotation	3	3
Supervisor, Drills	1	1
Supervisor, Electrical	64	46
Supervisor, Emergency Response	3	2
Supervisor, Environmental	6	3
Supervisor, Expediting	1	1
Supervisor, Facilities Maintenance	1	1
Supervisor, Filtration CUCON	14	1
Supervisor, Flotation C&I	4	2
Supervisor, Forest Conservation	1	1
Supervisor, Gold	2	2
Supervisor, Gold Room Security	1	1

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Supervisor, HK & General Services	3	3
Supervisor, Industrial Hygiene	1	1
Supervisor, Instrumentation	27	18
Supervisor, Investigation & Intelligence	2	2
Supervisor, Laboratory QA/QC	1	1
Supervisor, Loader	1	1
Supervisor, Logistics	2	2
Supervisor, Low Voltage	1	1
Supervisor, Maintenance	3	3
Supervisor, Mechanical	39	7
Supervisor, Microbiology	1	1
Supervisor, Milling	4	4
Supervisor, Mo	1	1
Supervisor, OSA/RPO	3	3
Supervisor, Painting & Scaffolding	17	8
Supervisor, Payroll	2	2
Supervisor, Piping	3	3
Supervisor, Planning	8	1
Supervisor, Port	3	3
Supervisor, Preservation	3	1
Supervisor, Preventive Maintenance	1	1
Supervisor, Process	15	8
Supervisor, Process Plant	6	5
Supervisor, Process Plant I	1	1
Supervisor, Process Water	2	2
Supervisor, Procurement	2	2
Supervisor, Projects	4	1
Supervisor, QA/QC	2	2
Supervisor, QHSE	1	1
Supervisor, Reagents	2	2

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Supervisor, Reception	1	1
Supervisor, Recruitment	1	1
Supervisor, Reliability	6	1
Supervisor, Reline	2	2
Supervisor, Roads	4	4
Supervisor, Roughers	1	1
Supervisor, Safety Training	1	1
Supervisor, Security Operations	2	2
Supervisor, Service Desk	3	3
Supervisor, Services	2	2
Supervisor, Shift	335	259
Supervisor, Shovel	1	1
Supervisor, Structural	3	
Supervisor, Surveying	1	1
Supervisor, Tactical Vehicles Maintenance	1	1
Supervisor, Thickeners	4	4
Supervisor, Tool Store	1	1
Supervisor, Transmission Line	1	1
Supervisor, Transportation	1	1
Supervisor, Treasury	1	1
Supervisor, Truck Bay	1	1
Supervisor, Utilities	2	1
Supervisor, VS Drive	2	2
Supervisor, Warehouse	5	5
Supervisor, Waste & Water	1	1
Supervisor, Water Management	1	1
Supervisor, Workshop	1	1
Surveyor	14	7
Technical Adviser, Electrical	14	11
Technical Adviser, Risk Management	11	7

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Technical Specialist, ICT Projects	2	2
Technical Specialist, ICT Security	3	1
Technical Specialist, IT Disaster Recovery	1	1
Technician, A/C	32	32
Technician, Kitchen & Laundry	1	1
Technician, Rubber Lining	11	11
Timekeeper	10	8
Tireman	1	1
Trainee, Engineering	11	7
Trainee, Mining	1	1
Trainer	6	4
Trainer, Field	30	23
Trainer, Safety	7	3
Veterinarian	2	2
Welder I	1	1
Welder II	55	34
Welder III	94	40
<b>Grand Total</b>	<b>7562</b>	<b>4687</b>

#### Entrenamiento de Cumplimiento

Temas	Participantes
12 Peligros Fatales	2141
Finanzas Personales	3807
Primeros Auxilios	192

Programa para el Desarrollo y Formación de Supervisores - TalentCards

Estadística Anual de Entrenamiento - Micro-Aprendizajes en TalentCards

Mes	Total de Participantes	Cursos Completados
Enero	154	276
Febrero	69	182
Marzo	143	363
Abril	101	223
Mayo	74	192
Junio	55	121
Julio	229	639
Agosto	83	186
Septiembre	56	184
Octubre	27	104
Noviembre	229	408
Diciembre	89	151
<b>Total</b>	<b>1309</b>	<b>3029</b>

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### Programa de Entrenamientos Completados – Microaprendizajes

Cursos	Participantes
Comunicación Efectiva	329
Gestión del Cambio	345
Inducción para Supervisores	351
Liderazgo	342
Planificar y Organizar	364
Relaciones Laborales	477
Supervisión Efectiva	358
Planilla para Supervisores	246

### Programa de Entrenamientos Completados – Aprendizaje Activo

Cursos	Participantes
Comunicación Efectiva	367
Planificar y Organizar	423



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Liderazgo	366
Gestión del Cambio	381
Supervisión Efectiva	357

#### Programa de Entrenamientos de Supervisores Completados – Módulo de Seguridad Industrial

Cursos	Participantes
Inicio de Turno	389
Inspección del área de trabajo	332
Módulo de acciones - My Compliance	398
Reporte de Incidentes – My Compliance	350

#### Programa de Entrenamientos de Supervisores Completados – Módulo de Ambiente

Cursos	Participantes
Reporte de Incidentes Ambientales	403
Criterios e Inspecciones Ambientales	405

**Entrenamientos completados por departamento**

<b>Departamento</b>	<b>Cursos Completados</b>
Commercial	268
Community Affairs	34
Construction	114
CuCon	42
Engineering	856
Engineering Site Services	219
Environmental	128
Finance	79
Human Resources	68
Human Resources Camp	887
Human Resources–Medical	62
Legal	12
Lime Plant	18
Management	1
Mining Fleet Maintenance	1062
Mining Operations	1276
Mining Technical Services	37
Port	25
Power Station	93
Process Plant	2739
Safety	50
Security	21
Site Services	28

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Tailing Mgm Facilities	352
Union Leadership	19
<b>Grand Total</b>	<b>4687</b>

#### Entrenamientos Completados – Seguridad Industrial

Cursos Completados	Participantes
Analisis de Riesgo	586
Manejo Defensivo - Simulador	634
Espacio Confinado	617
ICAM	321
Manejo Defensivo - Zona del PIT	306
Manejo Manual de Carga	129
Induccion General	1834
PIENSE 1	1508
PIENSE 2	2582
Proteccion Auditiva	184
Porteccion Respiratoria	493
Gestion de Riesgo Quimico	506
Representantes de Seguridad	79
Trabajos en Altura	1365
Trabajos en Caliente	794
Uso seguro del Esmeril	4
Manejo Defensivo	1490
<b>Grand Total</b>	<b>13432</b>

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#### Entrenamientos Completados – Loto (Bloqueo y Etiquetado)

Mes	Total de Participantes
Enero	10
Febrero	41
Marzo	45
Abril	20
Mayo	7
Junio	54
Julio	71
Agosto	40
Septiembre	101
Octubre	62
Noviembre	56
Diciembre	12
<b>Total</b>	<b>519</b>

#### Programa de Entrenamientos Completados – Recursos Humanos

Cursos	Participantes
HR Business Partner y Talent Acquisition	18

#### Distribución Global de los Trabajos

**Distribución global de los trabajos, detallando: edad, sexo, nacionalidad, tipo de contrato, idoneidad técnica**

**Distribución de Trabajadores por Edad**

Edad	Trabajadores	Porcentaje
18	3	0.04%
19	19	0.28%
20	41	0.60%
21	59	0.86%
22	88	1.28%
23	109	1.59%
24	135	1.96%
25	177	2.57%
26	210	3.05%
27	249	3.62%
28	255	3.71%
29	265	3.86%
30	282	4.10%
31	275	4.00%
32	299	4.35%
33	294	4.28%
34	277	4.03%
35	226	3.29%
36	267	3.88%
37	249	3.62%
38	257	3.74%
39	169	2.46%
40	216	3.14%
41	209	3.04%
42	194	2.82%
43	204	2.97%
44	205	2.98%

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45	157	2.28%
46	127	1.85%
47	148	2.15%
48	123	1.79%
49	130	1.89%
50	103	1.50%
51	101	1.47%
52	97	1.41%
53	79	1.15%
54	78	1.13%
55	67	0.97%
56	60	0.87%
57	50	0.73%
58	47	0.68%
59	43	0.63%
60	36	0.52%
61	30	0.44%
62	28	0.41%
63	13	0.19%
64	6	0.09%
65	13	0.19%
66	6	0.09%
67	7	0.10%
68	1	0.01%
70	1	0.01%
<b>Grand Total</b>	<b>6964</b>	<b>100.00%</b>

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### Distribución de Trabajadores por Sexo

Sexo	Trabajadores	Porcentaje
Mujeres	941	13.51%
Hombres	6023	86.49%
<b>Total</b>	<b>6964</b>	

### Distribución de Trabajadores por Nacionalidad

Nacionalidad	Trabajadores	Porcentaje
Argentina	7	0.10%
Australia	37	0.53%
Bélgica	1	0.01%
Belice	1	0.01%
Bolivia	2	0.03%
Brasil	1	0.01%
Bulgaria	1	0.01%
Canadá	11	0.16%
Chile	17	0.24%
Colombia	77	1.11%
Costa Rica	10	0.14%
Ecuador	7	0.10%
El Salvador	5	0.07%
España	1	0.01%
Estados Unidos	8	0.11%
Filipinas	135	1.94%
Finlandia	4	0.06%
Ghana	3	0.04%
Guatemala	4	0.06%

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Honduras	2	0.03%
India	2	0.03%
Irlanda	1	0.01%
Italia	1	0.01%
Jamaica	1	0.01%
Kazajistán	3	0.04%
Lesoto	1	0.01%
Malí	1	0.01%
Mauricio	3	0.04%
México	16	0.23%
Namibia	1	0.01%
Nicaragua	5	0.07%
Nueva Zelanda	3	0.04%
Países Bajos	2	0.03%
Panamá	6096	87.54%
Perú	330	4.74%
Portugal	4	0.06%
Reino Unido	12	0.17%
República Dominicana	21	0.30%
Singapur	1	0.01%
Sudáfrica	76	1.09%
Surinam	1	0.01%
Tanzania	2	0.03%
Trinidad y Tobago	3	0.04%
Turquía	2	0.03%
Venezuela	29	0.42%
Zambia	4	0.06%
Zimbabue	9	0.13%
<b>Grand Total</b>	<b>6964</b>	<b>100.00%</b>

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### Distribución de Trabajadores por Tipo de Contrato

Tipos de contratos	Trabajadores	Porcentaje
Contratos definidos	1888	27%
Contratos Indefinidos	5076	73%
<b>Total</b>	<b>6964</b>	

### Distribución de trabajos por idoneidad técnica o nivel de capacitación

Departamentos	Gerencia	Gerencia Senior	Producción y soporte de negocio	Colaborador Calificado	Superintendentes/Especialistas Senior	Supervisores/Especialistas	Total
Commercial			26	264	10	39	339
Community Affairs	1		11	22	2	3	39
Construction	1		246	982	20	110	1359
CuCon			44	35	1	3	53
Engineering	1		32	583	13	169	798
Engineering Site Services			5	288	4	27	324
Environmental	1		153	38	4	26	222
External Affairs	1			1	1	2	5
Finance	1			36	10	51	98
Human Resources	1		6	69	5	42	123
Human Resources Camp			646	308	1	16	971
Human Resources–Medical				32	1	28	61
Legal	1		2	6	2	9	20
Lime Plant			14	10			24
Management		2			1	1	5
Mining Fleet Maintenance			5	451	8	56	520
Mining Operations	1		73	644	14	42	774
Mining Technical Services	1		16	20	7	36	80
Port			14	10	1	3	28

Este documento está sujeto a modificaciones, cambios y/o revisiones por parte de las Entidades del Estado, acorde al Artículo 2 de la Resolución de Gabinete 19 de 27 de febrero de 2024

Power Station	1		10	96	7	56	170
Process Plant	1		244	24	13	67	349
Safety	1		5	30	3	9	48
Security	1		9	4	3	7	24
Site Services	1		48	56		13	118
Tailing Mgm Facilities	1		50	309	5	41	406
Union Leadership				6			6
<b>Total</b>	<b>17</b>	<b>2</b>	<b>1629</b>	<b>4324</b>	<b>136</b>	<b>856</b>	<b>6964</b>

## Catálogo de Entrenamientos año 2022

### Programa de Entrenamiento

Descripcion de Curso	Modulos
<b>Introduccion a la planta de Proceso</b>	<b>71</b>
Fundamentos	9
Trituracion y Transporte	15
Control de Polvo y Neblina	4
Bombas	5
Molienda	5
Clasificacion	2
Flotacion	4
Deshidratacion	5
Reactivos	10
Muestreo	3
Utilidades	2
Compresores	1
Ventiladores	1
Electricidad	1
Soporte de Equipo	1
Escape de Gas	3
Introduccion al control de procesos	8
Introduccion a Mecanica Basica	20

Descripcion de Curso	Modulos
<b>Introduccion a Equipos Moviles</b>	<b>28</b>
Seguridad General	2
Procedimientos Comunes	3
Guias de funcionamiento y solución de problemas	13
Tipos de Equipos Moviles	10
<b>Introduccion a Minería - Open-pit Mining</b>	<b>22</b>
Tecnología en Minería	6
Equipo de Minería - Open Pit	4
Planificación y Control de Producción	5
Soporte e Infraestructura	2
Cuestiones Ambientales	2
Seguridad Mineras	3
<b>Entrenamiento Supervisores</b>	<b>2</b>
Supervision Efectiva	1
Produccion y Costo	1
<b>Entrenamiento Caldeberos</b>	<b>98</b>
Introduccion a las habilidades mecanicas basicas	20
Introduccion al control de procesos	8
Introduccion a la planta de procesos	67
Plan de Mantenimiento	3

Descripcion de Curso	Modulos
<b>Plant Operators</b>	<b>78</b>
Trituracion y Transporte	12
Molienda	13
Flotacion	18
Servicios	29
Relaves y Arena	6
<b>Mantenimiento de Ingenieria</b>	<b>30</b>
Mantenimiento, Recuperacion de existencias	1
Trituracion	7
Bateria de Ciclon	1
Reactivos	20
Operadores de Campo	1
<b>Equipos Moviles</b>	<b>4</b>
Camion de Carga Liebherr T284	1
Palal P&H4100xPC	1
L2350 Wheel Loader	1
Motoniveladora	1
<b>Medio Ambiente</b>	<b>30</b>
Medio Ambiente	30

Programa para el  
Desarrollo y  
Formación de  
Supervisores

Copia de

Programa de Entrenamiento – Desarrollo de Panameños

Programa de Minería 360°

Descripción del Curso	Cursos Asignados	Horas
360° Introducción a la Industria Minera	17	155
Aguas subterráneas en minería	4	6
Análisis de Datos en Minería	1	2
Diseño y monitoreo del desempeño de los caminos de la mina	4	8
Diseño y operación de grandes botaderos	6	8
Gestión de proyectos minerales	1	2
Gestión Social estratégica	12	165
Introducción a la ingeniería de rocas para el personal de minería que no son ingenieros	22	64.5
Introducción a la minería y al procesamiento de minerales	24	188
Introducción al modelamiento de aguas subterráneas para minas y la minería	3	6
Minería Explicada	22	285
Molienda 1 - Principios fundamentales	5	10
Molienda 2 - Operaciones unitarias	5	10
Molienda 3 - Circuitos	5	10
Principios y prácticas de la ética ilustrados con ejemplos de la minería	9	54
Pueblos Indígenas y Minería 1: Conceptos y Contexto de Indigeneidad	2	8
Roca Común, Minerales y Ores	3	6

Coaching Grupal

Descripción del Curso	Grupos	Participantes	Horas
¿Cómo ser un líder resiliente?	4	20	4.5

## Programa de Entrenamiento – Virtual

Curso	Grupos	Horas
Excel Intermedio	1	50
Excel Avanzado	1	60
Ingles Básico	4	80
Ingles Intermedio	2	80
Ingles Avanzado	1	80
Atención al Cliente	1	40
Power BI	16	8

## Logros 2022

**1. Gestión de Talento:** Este año, la gestión de talentos fue fundamental para nuestra empresa, ya que buscamos desarrollar a nuestros colaboradores panameños para que se conviertan en los líderes del futuro. En línea con este objetivo, durante el 2022 desarrollamos una serie de programas como son:

- Programa de Intercambio de Talentos – Zambia: 4 talentosos colaboradores panameños, participaron de un programa de intercambio con la mina de Kansanshi, en el cual tuvieron la oportunidad de ocupar una posición similar a la realizada en Panamá, con el objetivo de ampliar su experiencia en otras minas, desarrollar competencias de liderazgo y ampliar su desarrollo cultural.
- Programa de Trainees: realizamos exitosamente 2 programas de Trainees:
  - Programa en el área de Operaciones Minas, en el cual se seleccionaron 6 jóvenes talentosos, con miras a fortalecer sus competencias técnicas a través de una experiencia interdisciplinaria de 2 años. Para este programa se realizó un proceso de reclutamiento en el cual aplicaron más de 1,200 candidatos egresados de universidades locales.
  - Programa de Trainees Planta de Energía: 16 jóvenes recién graduados de carreras de ingeniería mecánica, electromecánica, eléctrica, de universidades locales, participaron de un programa de 6 meses a través del cual, además de tener su primera experiencia profesional, desarrollaron conocimientos y habilidades especializadas de una planta de energía. Para este programa trabajamos en conjunto con el IFARHU, utilizando su base de jóvenes destacados académicamente.
- Programas de Liderazgo Situacional: 90 líderes de nuestra organización, tuvieron oportunidad de participar en los talleres de liderazgo situacional, con el cual se busca instaurar un mismo lenguaje de liderazgo en la organización.
- Programa de Maestría en Ingenierías de Minas: lanzamos de manera satisfactoria, el programa de maestrías de ingenierías en Minas en alianza con la Universidad de Queens, Canadá y el apoyo de la Universidad Latina. 7 colaboradores fueron admitidos por la universidad.

- Programas de coaching: 27 líderes fortalecieron sus competencias de coaching, a través de sesiones de modelamiento con un coach certificado, con el propósito de replicar el rol de coach con sus equipos directos.
- Programa de Minería 360°: 35 líderes panameños tuvieron la oportunidad de desarrollar sus competencias relacionadas al sector minero, a través de un programa hecho a la medida de nuestras necesidades y facilitado por la academia especializada en minería: EDUMine. El propósito de este programa, es brindarles a los colaboradores participantes el conocimiento necesario para manejar el negocio con una perspectiva global.

**2. Programa de supervisores:** Continuamos fortaleciendo las competencias de liderazgo de nuestros supervisores a través del programa de supervisores. Durante el año 2022 realizamos 94 sesiones de webinar de liderazgo, en los cuales participaron un total de 1887 supervisores. De igual forma se desarrollaron 1912 sesiones de micro aprendizaje enfocados en temas de liderazgo. 417 supervisores completaron los módulos del curso de seguridad y 622 supervisores participaron de cursos ambientales.

Este año 2022 tuvimos la oportunidad de realizar 2 eventos de graduación en los meses de junio y diciembre, con un total de **248 supervisores** graduados. Este programa incluye 5 módulos de liderazgo: comunicación efectiva, planificación y organización, liderazgo, supervisión efectiva y gestión del cambio.

**3. Centro de Formación de Profesiones Industriales:** En el mes de septiembre, se realizó la inauguración del centro de Formación de Profesiones Industriales, ubicado en La Pintada, Coclé. Este Centro de Formación alberga los programas técnicos de: Soldadura Especializada, Instrumentación, Mecánica Diésel, Electricidad y Mecánica Industrial, los cuales son fundamentales para el desarrollo de profesionales calificados, residentes en las comunidades aledañas a la mina, para las vacantes que pueden darse en nuestra empresa.

Otro punto importante a destacar, es que el primer grupo de aprendices, del programa **de soldadura especializada**, culminó exitosamente su programa de 2 años y medio. Estamos muy satisfechos de compartir que los 13 aprendices que culminaron el programa, fueron contratados en Mina en el mes de noviembre 2022.

**4. Desarrollo de Comunidades:** Como Minería responsable, parte de nuestra estrategia es generar un entorno que fomente el éxito académico y la excelencia educativa; es por esto que en este año 2022 quisimos incorporar el IPT Coclesito y aprovechar el día del estudiante para celebrar la ocasión de la mejor manera; con una semana dedicada al conocimiento, donde los estudiantes desde los más pequeños hasta los más grandes tuvieron la oportunidad de demostrar sus competencias en las áreas de español, matemáticas, inglés y ciencias de acuerdo al grado cursado. Aproximadamente 350 estudiantes participaron en diversos concursos de matemáticas, ciencias, inglés y español. 65 ganadores fueron reconocidos con diversos premios.

De igual forma, en alianza con COSPAE, este año facilitamos mentoría a estudiantes del IPT Coclecito, participantes del concurso de proyectos de innovación.

**5. Alianzas:** Este año tuvimos oportunidad de iniciar acercamientos con representantes del Ministerio de Educación (MEDUCA), con la finalidad de establecer los primeros pasos para desarrollar una relación de trabajo a largo plazo bajo el marco de un convenio de cooperación. Entre los principales objetivos de esta relación de trabajo caben mencionar: el desarrollo de los maestros que atienden los centros educativos cercanos a la mina, realizar un programa educativo para colaboradores que no hayan concluido educación pre-media y media, y convertir nuestro centro de formación en un instituto de educación técnica superior.

**6. Campañas de Seguridad:** Contar con un ambiente seguro es responsabilidad de todos y para nosotros como empresa es prioridad capacitar a nuestros colaboradores a través de programas que refuercen una cultura de seguridad. 5,924 colaboradores participaron en entrenamientos de seguridad, los cuales tienen como objetivo reforzar herramientas que ayudan a la cultura de seguridad como: análisis de riesgo, reportes de casi-incidentes e incidentes y hacer conciencia de los 12 peligros fatales.

Copia de la Propuesta Presentada por MINERA PANAMA S.A.