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NEWS RELEASE – November 23, 2012

HD Mining to appeal Federal Court Decision on Union Standing

FOR IMMEDIATE RELEASE

VANCOUVER - HD Mining International Ltd. has filed an appeal of the November 22, 2012 decision of the Hon. Justice Campbell to grant standing to two unions that are seeking to challenge the right of certain foreign workers to enter Canada under the Temporary Foreign Worker Program.

HD Mining is very concerned and disappointed that on November 8, 2012, after this litigation had commenced, Minister Diane Finley made a public statement regarding HD Mining and the temporary foreign worker program, which she has to date declined to clarify. HD Mining is particularly concerned about the impact the Minister's statement had on the ongoing court proceedings and the decision to grant the unions standing.

Background Facts

HD Mining applied for and received approval from Human Resources and Skills Development Canada (HRSDC) to hire 201 workers under the temporary foreign worker program. In doing so, HD Mining believes it has met or exceeded all HRSDC requirements, and has been told that by officials from HRSDC. On that basis, HD Mining is in the process of hiring temporary foreign workers as well other local workers and contractors.

Before obtaining the temporary foreign worker authorizations, HD Mining undertook an extensive Canadian search. Advertisements were placed with the federal government's national jobs bank and numerous newspapers and other publications. Contrary to some allegations that the advertisements required Mandarin speakers, none of the advertisements said Mandarin was required. Most made no mention of Mandarin at all.

The Canadian advertisements related to various positions, including mining engineers, industrial electricians and underground coal mine workers. Advertised rates for these key positions ranged from \$25 to \$40 an hour and were consistent with the *Infomine Benchmark*. For a mine foreman/forewoman, salaries range from \$90,000 to \$130,000 annually.

As part of the application process, HD Mining developed and submitted a training and transition plan to ensure safe employment of workers and to eventually transition fully to Canadian workers. The training and transition plan was developed following consultations with provincial regulators responsible for mining health and safety matters. HD Mining has and will continue to comply with all provincial health and safety requirements.

It has committed to investing approximately \$15 million in local housing and recently signed an MOU with Northern Lights College to develop a curriculum to train Canadian workers in its long-wall method of underground mining.



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About HD Mining

HD Mining International Ltd. is a Canadian incorporated company committed to the Murray River Project, which will create 600 direct jobs and 700 indirect jobs through the construction and operating phases. To date, HD Mining has invested in excess of \$30 million in Canadian goods and services. The company is committed to fair hiring practices, competitive pay and promoting a safe workplace.

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