



SOS program empowers employees to participate in safety!

At Newmont's Cripple Creek & Victor Mine, SOS isn't a call for help – it is a call to action! SOS is an abbreviation that stands for: SEE IT. OWN IT. SOLVE IT.



Introduced late in 2015, this safety program gained momentum in the first Quarter of 2016 and is producing results as we move into summer. The program establishes components that provide direction to employees so they can participate and take personal responsibility for their own safety and that of their teammates.

SEE IT - Safety starts with awareness, but paying attention is only the start. Critical insight into potential hazards is developed through experience, and the SOS program empowers employees to act in their professional capacity to do the right thing and make needed changes for safety.

OWN IT - Take action when you see a hazardous situation! If immediate action is required, fix it if you can perform the task; or, alert your supervisor. If this situation is not an immediate hazard, but may prevent one in the future, report it on a SOS Safety Suggestion Form.

SOLVE IT - Solutions require participation. Reaction to an immediate hazard is critical - get it fixed! But successful safety programs aim toward the future, and SOS establishes steps that lead to workforce involvement in accident prevention. SOS Suggestion Forms

aren't dropped in a box. SOS Suggestions are managed by a living, breathing SOS Coordinator who analyzes, networks, advocates and manages the suggestion through a system of accountability with the support and participation of Newmont CC&V management.

Meet our CC&V SOS Coordinators:



Nathen Bailey, in Mine Operations, and



Joshua Robinson, in Mine Process.

They were selected for these positions from experienced internal candidates, and will perform as coordinators for a year, after which different individuals will be chosen to keep the program invigorated. Already, Nate and Josh have received over 270 suggestions, collaborating with the workforce and management to evaluate and implement over 82% of the suggestions. But whether suggestions are implemented or not, they are all reviewed in weekly meetings that are open to general attendance, and the program establishes a goal of 100% feedback to the employee filing the suggestion.

Many things combine to create a culture of safety: Nate, Josh and the CC&V's SOS program are working with miners and management to see potential hazards and own the responsibility for participating in solving problems!

Thanks for allowing us to share this story with you! For additional information about CC&V, please do not hesitate to contact: Brad Poulson, Communications Specialist, 719-689-4052, email at: Brad.Poulson@Newmont.com; or Lisa Becker, External Relations Manager, 719-689-4044; email at: Lisa.Becker@Newmont.com.