

KINROSS

WORLD

DECEMBER 2010

CONNECTING OUR PEOPLE AND PLACES



PROACTIVE
DYNAMIC
CHARISMATIC
EMPATHETIC
RESPECTFUL
LISTENS
COMMITTED
MOTIVATIONAL
PASSIONATE
ENERGETIC
RESPONSIBLE
TRUSTWORTHY
DEDICATED
FAIR
COLLABORATIVE
SAFE
OPTIMISTIC
ENCOURAGING
EDGEABLE
AVAILABLE
CONFIDENT
FLEXIBLE
GUIDING

SALUTING OUR SUPERVISORS

Issue 6

INSIDE

- Profiling Leaders from Around the Kinross World
- Meet Brant Hinze, Kinross' New Chief Operating Officer
- Around Kinross...
and more...

CEO MESSAGE

In this issue of *Kinross World*, we are Saluting Our Supervisors. I can't think of a better way to close out 2010.

It takes great leaders to develop and support a great business, and at Kinross, we are proud to have some of the best leaders in our industry on our team. In this issue of *Kinross World*, we salute some of the supervisors who inspire greatness, model *The Kinross Way*, live our values, and embrace a leadership style that motivates others to be their best.

Earlier this year, we held focus groups to learn more about what great leadership looks like at Kinross, and how leadership and "living our values" go hand-in-hand. You can read more about this, and about some of our inspiring leaders on pages 3 to 12.

For me, leadership is all about passion, accountability, communication, determination, and a rock-solid belief in our talented team and their ability to get the job done. Leadership is also about doing what we say we are going to do – delivering on results – and we have continued to do just that across Kinross throughout 2010. At Paracatu, for example, we resolved the expansion issues we encountered in 2009, and are building on our success through the addition of a 3rd and 4th ball mill. At Fort Knox, our heap leach program has rolled out on track and is generating excellent results. In Russia, we closed our acquisition of Dvoinoye, and expanded our presence in a key region. And we acquired Red Back in a transformational deal that has catapulted Kinross to a new level in the gold world.

Our 2010 achievements all share a common denominator: for every goal we have realized, every ounce we have produced, every volunteer program we lead in our local communities, every Continuous Improvement initiative that's generating value, every success story across the Kinross world, there is a person and a team behind the effort – leading us forward, guiding our decision-making, inspiring excellence, and motivating us to be better today than we were yesterday.

When we salute our supervisors, we tip our hats to the people at our company who "live" *The Kinross Way* every day. These people are not only helping us operationalize *The Way*, they are helping us build a company where our values are how we do business. They are helping us develop a company where *putting people first, outstanding corporate citizenship, high performance culture, and rigorous financial discipline* are more than words on a poster: they are who we are and how we work – across all of our sites and in our local communities.

To the Kinross leaders who continue to help mold us into one of the best mining companies to work for in our industry: we salute you and thank you.



Tye W. Burt
President & Chief Executive Officer
Kinross Gold Corporation



Tye Burt (President & CEO)

ON THE COVER:
Jeff Wilson (Fort Knox), is just one of many supervisors we salute in this issue. Visit pages 5 to 12 to read more.

In preparing this issue of *Kinross World*, we asked people from across our operations how they would describe a good supervisor. Words they used in those descriptions are featured on the right-hand side of the cover.

FOCUS ON SAFETY



Bill Goodhard (Vice-President, Health & Safety) with **Colleen Gillis** (Human Resources Generalist, Toronto)

Sentinels of Safety

In November, Round Mountain, Kettle River – Buckhorn and Fort Knox were all recognized for outstanding safety achievement, each winning their State's *Sentinel of Safety* award in the Large Mill Category. Congratulations to Round Mountain, which was also the national runner-up in this category.

The annual Sentinels of Safety program recognizes outstanding safety records, and is co-sponsored by the Mine Safety & Health Administration (MSHA) and the National Mining Association (NMA). To be eligible for an award, a mining operation must have recorded no fatalities (including contract workers), permanent disability injuries, days away from work, or days of restricted work activity in the prior year.

In addition to the award presentations, the MSHA conference included breakout sessions on topics like Fatigue Monitoring Systems, Contractor Safety, and Developing a Sustainable Safety Culture. New safety products were also demonstrated, including a device that provides a tie-off location that equips workers with the opportunity to utilize their safety harness with large mobile equipment.



Members of the Fort Knox team: from left to right: **Randy Rogers** (Mill Safety Training Coordinator), **Luke Mowery** (Mine Operations Trainer), **Bob Sweeden** (Health & Safety Manager) and **Jerry DuBois** (Supervisor MSHA Anchorage Office)

"All three of our North American sites should be very proud that the Mine Safety & Health Administration – our federal regulatory agency – has recognized these operations as some of the safest in our industry. This is a true testament to every employee and contractor's commitment to Putting People First, looking out for his/her fellow co-workers, and ensuring that all of our people go home safely at the end of every shift."
(Bill Goodhard, Vice-President, Health & Safety)



Members of the Kettle River – Buckhorn team: from left to right: **Nick Toney** (Safety Manager), **Bob Clough** (Mill Leader), **Jon Jensen** (Maintenance Leader), **George Swank** (Mill General Foreman), **Doug Jones** (Vice-President & General Manager), **Roy Lee** (Mill Manager) and a representative of the Nevada Mining Association

"These awards reflect the high safety standards in place at each of our North American sites, and these standards directly correlate to the quality of our people and their commitment to safe production. While we must always remember that our journey to zero injuries begins at the start of every day – regardless of our history and past accomplishments – these awards demonstrate that our people are consistently making good, sound decisions, and doing a tremendous job of Putting People First. Congratulations on this significant safety achievement!"
(John Galassini, Regional Vice-President, North America)



Members of the Round Mountain team: from left to right: **Bart Wrobel** (Supervisor, MSHA Boulder City Field Office), **Terry Severn** (Safety Manager), **Rick Cruea** (Maintenance Manager), **Mark Linhart** (General Foreman, Mill Operations), **Randy Burggraff** (Vice-President & General Manager) and **Chris Young** (Assistant Manager, Ore Processing)



John Galassini (Regional Vice-President, North America) with **Jennifer Renzulli** (Executive Assistant to Brant Hinze, Chief Operating Officer)

CONNECTING OUR VALUES & LEADERSHIP

Our 2009 Employee Survey results told us that our people feel positively about our values, that we have the right values in place for our company, and that the values aptly reflect what Kinross represents to shareholders, employees, third party partners and the communities where we live and work.

The Survey also told us that our people want to see clear examples of our leaders "living" the values. In turn, our Human Resources team led focus group work to further define what each of our four values means in terms of specific leadership behaviours. The end result was a set of *Leadership Practices* which are summarized in the table on page 4.

By clarifying the type of behaviours we want and expect of our leaders, we can apply training resources to help develop these practices in our people. A defined set of *Leadership Practices* is also helpful when hiring new people into leadership roles, and when evaluating and coaching employees who aspire to leadership positions in the future.

These *Leadership Practices* provide a view on the kinds of things we should see our leaders doing and saying; they become the lens through which leaders at Kinross are hired, evaluated and developed.



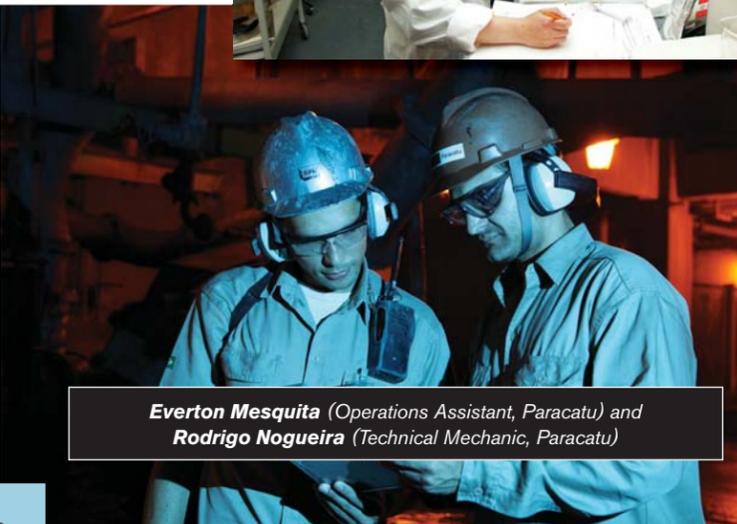
Cristian Godoy (Operator, Maricunga)



Natalya Kapitan (Head of Assay Lab, Kupol)



Rob Henderson (Senior Vice-President, Technical Services)



Everton Mesquita (Operations Assistant, Paracatu) and **Rodrigo Nogueira** (Technical Mechanic, Paracatu)

OUR VALUES	LEADERSHIP PRACTICES	IN ACTION:
→ PUTTING PEOPLE FIRST	Health & Safety Discipline	Creates an environment where nothing is more important than every employee returning home safe and healthy every day.
	Respect	Creates an environment in which people are unfailingly treated with respect.
	Coaching & Developing People	Fosters the talent and potential of all employees by enabling them to grow, develop and make a difference in the organization.
→ OUTSTANDING CORPORATE CITIZENSHIP	Responsible Mining	Demonstrates that leadership in the areas of environmental performance and community and stakeholder relations is fundamental to the way we plan and manage our business.
→ HIGH PERFORMANCE CULTURE	Accountability	Holds self and others accountable for the decisions, commitments, and behaviours required to deliver outstanding results.
	Execution Excellence	Uses judgment to manage business complexities, prioritize and balance conflicting demands to make timely decisions that best advance Kinross' strategy.
	Teamwork & Cooperation	Builds and brings teams and people together to achieve organizational goals. Models humility by going beyond self interest for the good of the group.
→ RIGOROUS FINANCIAL DISCIPLINE	Bottom-Line Focus	Understands the economic implications of decisions and consistently uses all resources effectively and efficiently to maximize shareholder value.
	Continuous Improvement	Relentlessly champions, develops and embeds best practices.



Eduardo Flores (Regional Vice-President, Ecuador)



Eric McCallum (Vice-President, Talent Management & Organizational Effectiveness) with **Jeff Regan** (Mine Operations Support Services Supervisor, Kettle River – Buckhorn, and a 2009/2010 Living Our Values Award Winner)



Tracey Wainberg (Global Security Coordinator) and **Kevin Morris** (Director, Mining Services)

SALUTING OUR SUPERVISORS

In preparing this issue of *Kinross World*, we asked our sites to identify a few of their best managers, supervisors, superintendents, heads of department, or other leaders. Then we asked their teammates and co-workers to tell us *why* these individuals are good leaders – what is it about their leadership style that sets them apart? The pages that follow offer a grassroots view of leadership at our operations, “*The Kinross Way*.”

“Brad has shown exceptional leadership in transitioning a site from active operations, to care and maintenance shutdown, and finally to closure and reclamation. At the same time, he has led numerous innovations to control or eliminate unnecessary costs.”

“As a supervisor, Brad not only directs his crew in their projects and work, he does so with their personal safety at the forefront. His incredible knowledge and exceptional supervisory skills have made it possible for our employees to work without a Lost Time Injury for six years.”

Brad Pack
Operations Supervisor
Kinross Reclamation (DeLamar)



Jeff Wilson
Mobile Equipment Maintenance
Tire Program Supervisor
Fort Knox



“Jeff is a great team player. His attitude is infectious within the department.”

“Jeff’s management of the tire program has been very successful in both cost reduction and equipment availability because of his attitude and attention to detail.”

“He is highly respected by his subordinates, peers, and management for his energetic ‘can-do’ positive attitude in accomplishing our goals.”



Rick Cruea
Maintenance Manager
Round Mountain

“The most valuable attribute Rick has brought to our company is his passion for our people.”

“Rick stresses that everyone is responsible for their own safety as well as the safety of their co-workers. No job is so important that it can’t be done safely. Rick ‘walks the talk,’ and that has not only given all his employees permission to behave in the same manner... it has become what is expected.”

“He exemplifies The Kinross Way.”

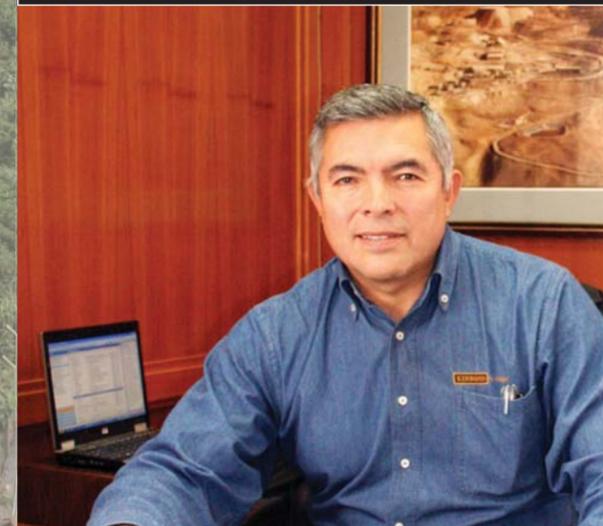
“Mark is always there for you to talk to – on or off the job. He is a team player and is always willing to help.”

“Mark doesn’t just have one lead man – he gives everyone the chance to lead so they have a better understanding of how the department runs.”



Mark Daniels
Mill Maintenance Supervisor
Fort Knox

Rolando Cubillos
Vice-President & General Manager
La Coipa



“A strong leader takes on many roles, but above everything else he tells the truth: you have to be able to look people in the eye and tell them what is good and what isn’t. That simple action creates trust. The best leaders know that respect is very hard to earn, but very easy to lose. A strong leader demonstrates respect for every person who works in the organization – everyone is important and every person’s job contributes to our success. This makes people understand that we are all ‘owners’ in the company. Strong leaders also recognize that our mission is not only to deliver ounces in a safe and efficient manner: it is also to ensure that our employees come to work happy every day, and to the best work environment possible.” (Rolando Cubillos)

“Some people are born leaders: Rolando is one of them.”

“He has rebuilt our belief in the future, and inspired our people to face the challenges that we have in front of us.”



Fernando Marroquín
Superintendent, Plant Maintenance & Engineering Planning
Maricunga

“Good supervisors have a skill set which includes the ability to discipline or praise as the situation warrants. They see the big picture and incorporate their work within its parameters. They organize and prioritize workload and assign the proper employees to do the job. They work safely and within a budget. They inspire their workers to excel and be the best they can be. They overcome their own weaknesses and work beyond them. They listen and think through every situation. They aspire to reach for and achieve excellence in everything that they do. Bob Farra possesses these skills and many others which make him not only a good supervisor, but a quality leader.”

“Bob maintains an even keel under pressure. And when things don’t go right, you can count on Bob to give you a fair shake.”



Bob Farra
Senior Mine Shift Supervisor
Fort Knox

“All of my actions are based on people – in the confidence I have in their capabilities and potential. I believe strong leaders are creative, have a vision for achieving their goals, communicate clearly and respectfully, are empathetic to the needs and concerns of others, always act with integrity and, above all, are passionate about what they do. Good leaders are motivated by change. They show others that the same old methods will only generate the same old results. Good leaders demonstrate that we are capable of achieving goals we previously thought unreachable. They demonstrate that each one of us has a lot to give.” (Fernando Marroquín)

“Charles is respected by everyone who works with him because of his friendly attitude and commitment to his team. He is a leader who motivates by example.”

“Charles exemplifies commitment in action, and his self-assurance influences his team.”

“He is committed to results, puts his team first, and never compromises when it comes to safety.”



Charles Alan Lopes Vieira
Supervisor, Mechanical Maintenance
Paracatu

“Dan asks a lot of the miners who work for him: in return, he offers a great, fun atmosphere that makes it easy to give your best effort every day.”

“Fitz is a fantastic shifter. He is conscientious, safety- and production-minded, and also has an outstanding rapport with his men. He is there for us both on and off the job and has the utmost respect for all of his people.”
“Dan was nominated for a Living our Values Award by our entire crew. He does everything you could ask of a boss, and he is always there for us working side by side. You could not put a value on what he does for us: our crew feels very lucky we have him.”



Dan Fitzpatrick
Production Supervisor
Kettle River - Buckhorn



Miguel Mendez
Environmental Superintendent
Maricunga

“I’ve only been a supervisor for two years, but I believe that if a leader wants to be respected, he/she must start by respecting the other people on the team. In my group we try to generate roundtable discussions and avoid arbitrary decision-making. This motivates other members of the team and creates a respectful working environment. My commitment is to always do things better, and to the best of my ability. I approach the jobs at hand with the purpose of promoting the development of the rest of the team.” (Miguel Mendez)



Juan Albailay
Plant Operations Superintendent
La Coipa

“Great leaders at Kinross understand that one of our core values is Putting People First. Every day I hold formal and informal meetings with my teams, and I make sure that I am in ‘active listening mode.’ I always provide answers to their questions – even if they are not strictly work-related. My people know that they can count on me as a supporter and as a facilitator.” (Juan Albailay)

“Juan is a resourceful leader who inspires confidence.”

“Juan has left a deep footprint in all of the areas he has worked.”



Jorge Lema
Senior Geologist
Fruta del Norte

"In guiding and motivating a department of thirty employees as well as forty or more contractors, Jorge leads with a quiet, respectful, patient, common sense approach that easily wins the respect and admiration of all who cross his path."

"Nowhere is his loyalty to the project and our company values more evident than during his captainship of our department's daily safety meeting."

"Attend our safety meeting and you will quickly see that Jorge is our 'people-first' shaman."



Andrey Alexeevich Antoshin
Senior Geologist
Kupol

"Andrey has considerable experience working at various stages of exploration. He is sociable, open to improving processes and building his own professional skills, and gives positive and/or constructive feedback in a timely manner to his team."

"What sets Rodrigo apart is his ability to be proactive, his charisma, and his commitment to teamwork."

"Rodrigo's standards are way above those of his peers. He is always looking for more – always strives to exceed his objectives."

"He is a courageous professional who rose through the ranks on his own merits: his work history makes all of us believe that our efforts are worthwhile."

"Rodrigo has an active management style, is socially responsible, and is concerned about the community where Kinross is a member."

"Rodrigo can 'call a spade a spade,' and do it in a very positive way."



Rodrigo Barsante Gomides
Head of the Department of Mineral Treatment
Paracatu

"Mónica is a professional who is clearly committed to Kinross. She is very focused on results, tackles her tasks with passion, is fair, ethical and always keen on integrating other members of the team into everything she does."

"Mónica recognizes the work performed by the team she leads."

"Mónica possesses fundamental virtues like honesty, responsibility, decisiveness and vision."



Mónica Hidalgo
Head of Human Resources (Quito Office)
Fruta del Norte



Marcelo Pereira da Silva
Strategic Business Manager
Paracatu

"Motivation is one of Marcelo's defining characteristics. He is committed, charged with positive energy and always looking for the best results."

"The history of Marcelo's personal and professional life makes him shine. He started at the bottom and now has a prominent position among the group. He is persistent and fights for what he believes in."

"He constantly looks for best practices to improve internal processes. He is always aware of the key indicators of high performance."

"Troy is passionate about what he does."

"Troy's exemplary leadership is evidenced in his ability to teach and mentor a group of technicians who had no prior laboratory experience, thus creating a high performance analysis team with outstanding morale and spirit."

"Chris is a very detailed and results-oriented supervisor. Safety programs are one of his areas of strength, and he leads the maintenance group with Continuous Improvement involvement."

"Chris motivates his employees by getting both hourly and salaried people involved in planning and decision-making. He is firm, but very fair. You always know where you stand with Chris."

"He expects excellence – and rewards it."

"Vladimir's significant expertise in mining and deep understanding of his employees' professional skills helps him to allocate equipment effectively and achieve positive results."

"Vladimir sticks to The Kinross Way and adheres to our values. The safety of his crew comes first."

"He is even-tempered and respected – both by his co-workers and by management."



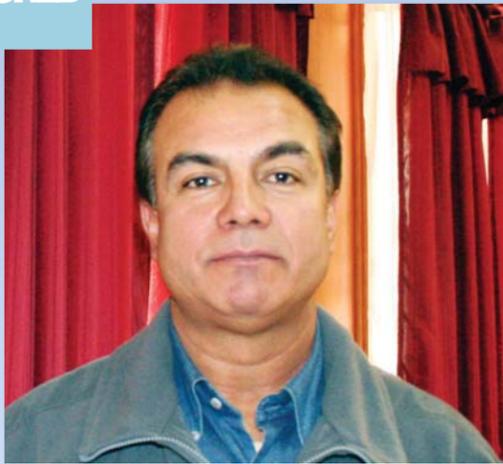
Vladimir Ivanovich Zavyalov
Mine Shift Leader, Open Pit
Kupol

Troy Day
Assay Supervisor
Kettle River – Buckhorn



Chris Swanson
(pictured left)
Mobile Maintenance Superintendent
Round Mountain





Victor Pino
Metallurgist, Plant Management
La Coipa

"I am fortunate to have had 21 years in the mining industry, with many opportunities to learn about people, and how to identify their skills and weaknesses. These learnings have helped me develop techniques that I use to build strong teams that are designed to meet specific objectives. A good leader has an open mind, listens, and always keeps communication channels open. Moreover, the conduct of a supervisor should always reflect Kinross' values – within and outside the Company's premises." (Victor Pino)

"He is honest in the way he thinks and in the way he acts, and inspires respect and admiration."

"Four elements define Victor's day-to-day behaviour: loyalty, honesty, integrity and respect."



Jerry Phillips
Production Supervisor
Kettle River – Buckhorn



"Jerry puts people in the business first."

"Jerry motivates through accountability. He has been able to identify the different strengths of his crew and uses it to work towards common goals."

"He leads by example and expects the same from his crew."

"I believe leadership is based on good communication, which starts by understanding what makes people tick. Each person is unique: if you respect them and their way of working, they in turn will respect you. That is sincerely what I have felt working at Maricunga – respected not only as a person, but also as a woman working in a very masculine environment." (Solange Rojas)

"Solange is a strong leader because of her professional know-how and great capacity to connect with plant operations employees."

"Solange's growth since she started here 12 years ago has been broad and wide. She is a world-class metallurgist who has been able to solve many of Maricunga's problems."



Solange Rojas
Metallurgical Superintendent
Maricunga



Pablo Avila
Medic
Fruta del Norte

"Pablo's main concern is the health and safety of our people – regardless of whether they are an employee, contractor or member of our community. I cannot think of any person who upholds Kinross' value of Putting People First more."

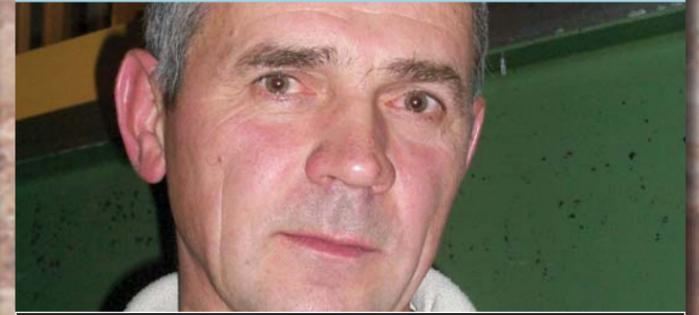
"Day or night, on-shift or off-shift, Pablo is available to all those who seek his help."

"Pablo is an exceptional human being who radiates confidence and optimism. He is a positive person who is fun to be with."

"There is a special quality about Anatoly that makes him stand out among his colleagues: he can influence people and make them understand the importance of their role and the significance of their responsibilities."

"Anatoly will never allow a person to do a job if there is even a slightest doubt about the person's preparedness, or if he does not have the proper safety equipment."

"When Anatoly's crew is on rotation, the mill runs like a single, well-coordinated machine."



Anatoly Egorovich Naumenko
Mill Foreman
Kupol

WELCOMING OUR NEW GENERAL MANAGERS

In acquiring Red Back Mining, Kinross not only gained two world-class assets, but also an exceptional team of professionals whose significant talents and broad spectrum of experience we can all benefit from. Below are quotes on leadership from two new leaders we are proud to have on our team: **Mike Robinson**, our General Manager at Tasiast in Mauritania, and **John Seaward**, our General Manager at Chirano in Ghana.



Mike Robinson
General Manager
Tasiast

"Working in Africa for almost 20 years has thrown up a lot of challenges, but when you have a long hard look, leadership comes down to one thing: it's all about respect, you have to give it and, more importantly, you have to earn it."



John Seaward
General Manager
Chirano

"People are the prime assets on any mine site, and a strong leader will listen to them and understand their concerns. My door is always open, and I make myself approachable. From my perspective, leadership involves direction and decisiveness, and to do that you need a vision. I endeavour to show my team that they matter and are important."

MEET BRANT HINZE

EXECUTIVE VICE-PRESIDENT & CHIEF OPERATING OFFICER

In October, Kinross welcomed **Brant Hinze** as the company's new *Executive Vice-President & Chief Operating Officer*. Brant succeeds **Tim Baker**, whose retirement was announced earlier in 2010.

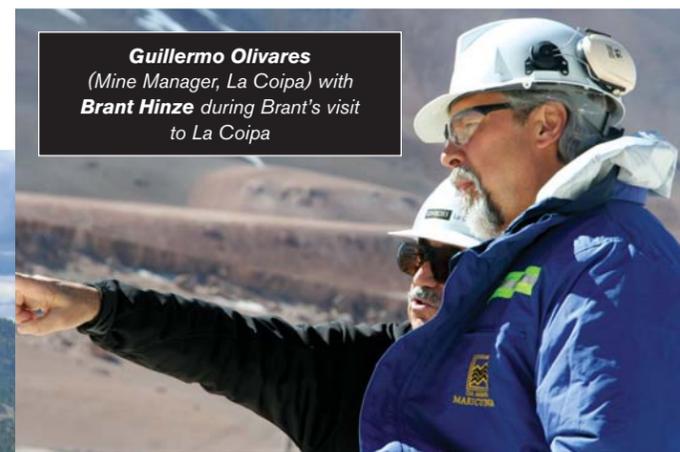
Brant is an accomplished mining industry leader who was most recently *Senior Vice-President, North American Operations* for Newmont, where he oversaw eight operating mines producing approximately two million ounces annually, 11 processing facilities, and regional exploration and development activities.



Brant with his wife Victoria and **Tim Baker**, at Tim's retirement party in Toronto in October

From 2002 to 2005, Brant was General Manager of Newmont's Yanacocha Project in Peru, which at its peak was the largest producing gold mine in the world.

In November, Brant sat down with **Nicole Hamilton**, Editor of *Kinross World*, to tell us more about himself and his career.



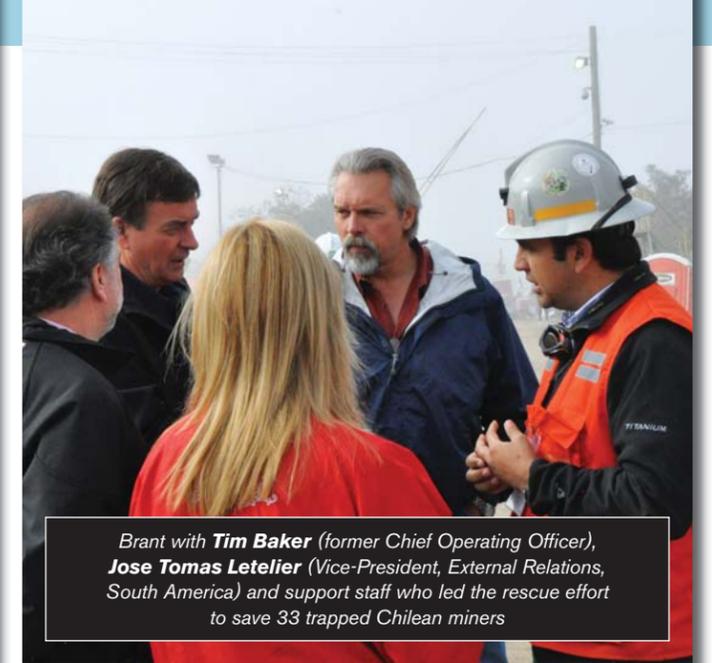
Guillermo Olivares
(Mine Manager, La Coipa) with **Brant Hinze** during Brant's visit to La Coipa



Brant at his ranch in Washington State. Buckhorn Mountain – the location of Kinross' Kettle River – Buckhorn mine – is pictured in the distance.



Rene Albornoz (Geological Superintendent, La Coipa) with **Brant Hinze** during Brant's visit to La Coipa



Brant with **Tim Baker** (former Chief Operating Officer), **Jose Tomas Letelier** (Vice-President, External Relations, South America) and support staff who led the rescue effort to save 33 trapped Chilean miners

Q & A

Q You chose to join Kinross just six months after entering retirement. Why Kinross and why now?

A Kinross has been on my radar for a few years. It has a talented and highly-regarded management team, a strong portfolio of existing operations, and exceptional development projects in the pipeline. When the opportunity to join this company came knocking, I couldn't ignore it. I always said I would only come out of retirement to work for a dynamic company with tremendous growth potential, and that's what Kinross is. I'm thrilled to be a part of the team.

Q Where did you grow up, and how did you end up in mining?

A I grew up in Wisconsin, and right after high school (at the age of 17), went into the military. It was the mid-1970s and the Vietnam War was winding down, so the first part of my active duty was spent supporting civilian evacuations out of Vietnam.

After 4 years in the military, I knew I loved travel and culture, and a career in mining was appealing. At the University of Idaho I completed a Mining Engineering degree, and my first jobs were with Asarco, working as an underground miner in Idaho and Montana.

Q What are the highlights that come to mind when people ask you about your career?

A Working at the Yanacocha Project in Peru when it was the largest producing gold mine in the world was certainly an experience. Guiding the integration of new Continuous Improvement initiatives at the site, driving efficiencies and helping build the safety program at Yanacocha definitely translated into some terrific learnings that I've carried with me. I also held a country leadership position for a gold mine in Bolivia in the early 1990s – a challenging time for gold, with prices hovering around \$250 to \$300 per ounce.

Q You have spent several weeks touring Kinross' operations and projects, and getting to know our people. Where do you see our biggest challenges and opportunities?

A The growth opportunities at Kinross are impressive and exciting, and our operations are bursting with hardworking, talented, experienced and dedicated people. This is a people-oriented company that gets results. We have to deliver on our growth projects: bring them online on schedule and hit our performance markers. At the same time, we need to optimize our existing operations and continue doing what we say we are going to do. There is lots of opportunity to establish standards throughout the organization – to continue advancing our systems and processes. Building bench strength across our teams and continuing to build a safety culture will also be critical as we continue to grow.

Q How would you describe your leadership style?

A I rely strongly on the strength of my team, and expect my people to be plugged into their business. My door is always open. I believe that people value clarity in management and expectations – they also value leadership that is genuinely interested in their development. People are our most important asset: if we are not managing our people as effectively as we can, we are missing an opportunity.

Q What are your interests outside of work?

A My wife Victoria and I have been married for 16 years, and we have a hobby ranch in Washington State. From part of our property we can see the tip of our Buckhorn Mine (see image left). We lease some of our land to cattle ranchers, and own a few horses – as well as two Harley Davidson motorcycles. I learned how to scuba dive many years ago, and still enjoy that during warm vacations. I also have two daughters ages 29 and 26.

AROUND KINROSS

Events and Success Stories from Across Our Global Community

AIDING SCIENTIFIC RESEARCH IN THE ARCTIC



The scientific team's drilling camp on Lake El'gytgyn

Over the past winter and spring, a team of scientists travelled to Lake El'gytgyn (located approximately 360 km from the Arctic port city of Pevek, and nearby our Kupol operation) to conduct a drilling campaign that involved coring through layers of sediment 517 meters below the lake floor. The result is a complete climate record dating back 3.6 million years, when parts of the Arctic were warmer and forested.

The scientific expedition was a massive logistical undertaking, and Kinross employees from Pevek lent significant expertise and equipment to support the effort. Our team – led by **Richard Matson** (Construction Manager, Projects), **Ed Rosol** (Winter Road Construction & Maintenance Manager) and **Rob Smith** (Pevek Area Manager) – provided insight regarding how to construct ice roads and bridges, convoyed with the expedition's trucks during inclement weather, supplied the team with water pumps, fittings and hoses, aided their mechanics when equipment broke down on the ice road, and occasionally provided the team with accommodations in Pevek.

In a thank you letter, one of the scientists leading the expedition said:

"On behalf of the entire Lake El'gytgyn Science Team, we are writing to express our sincere gratitude for all of your kindly assistance and support during our drilling campaign...our achievements were realized because of your assistance. We appreciate your interest in our science goals and in the collegiate manner we found ourselves in the Russian Arctic where, as we all know, technical assistance is not always so easy to manage."

KINROSS ACKNOWLEDGED BY RUSSIAN PRIME MINISTER



Tye Burt (President & CEO) (far left), at the FIAC meeting with Russian Prime Minister Vladimir Putin (far right)

In October, **Tye Burt** (President & CEO) attended Russia's *Foreign Investment Advisory Council* (FIAC) meeting in Moscow, chaired by Russian Prime Minister Vladimir Putin.

FIAC was established in 1984, and provides an opportunity for foreign investors to discuss issues with senior Russian leadership and to provide advice on improving the country's investment climate. FIAC is composed of the CEOs of 42 member companies, including Coca-Cola, Exxon Mobil, BHP Billiton, Shell, Alcoa and Total.

Kinross was appointed to FIAC in February 2010 and is the only Canadian company on the Council. As part of the conference, Tye tabled policy recommendations on improving capital markets and on increasing mineral exploration in Russia. Prime Minister Putin also recognized Kinross during his opening address:

"This year Kinross Gold bought Russian companies that were involved in geological prospecting and the exploration of deposits in the Chukchi Peninsula. This was the first case of a foreign investor purchasing a strategic asset in the domestic mining industry, in particular, in gold mining."

FAREWELL TO HUMBERTO MONJE



Humberto Monje at his retirement celebration in Chile

La Coipa's *Community Relations Manager*, **Humberto Monje**, has decided to retire after 22 years of remarkable service. Humberto was the architect of our outstanding reputation in Region III of Chile, and of many of the company's community relations and communications strategies. A firm believer in sustainability, Humberto has led corporate responsibility initiatives in the mining sector in Region III, and executed a social investment strategy that has benefitted both urban and rural communities. Some of the programs he has helped create include: scholarship programs, a cultural association group, health education programs and home improvement programs for underprivileged families in Copiapó. Humberto will be missed in Chile, and Kinross wishes him well in retirement.

KINROSS FRONT & CENTER AT MAURITANIAN MINING CONFERENCE



Richard Clark (former President & CEO, Red Back and current Board Director, Kinross) introduces **James Crossland** (Executive Vice-President, External Relations & Corporate Responsibility) to Mohamed Ould Abdel Aziz (President of Mauritania) and Dr. Moulaye Ould Mohamed Laghdhaf (Prime Minister of Mauritania)

In November, Kinross was proud to take part in the first ever *Mauritanian Mining Conference & Exhibition*. Held in Nouakchott (the capital of Mauritania), the event featured information booths from a variety of mining companies, as well as presentations by the President of Mauritania, the Minister of Industry & Mines, and representatives from the World Bank. Kinross had a leading role at the event, with **Richard Clark** (former President & CEO, Red Back and current Board Director, Kinross), **James Crossland** (Executive Vice-President, External Relations & Corporate Responsibility), **Ed Opitz** (Vice-President, Corporate Responsibility), **Hugh Stuart** (Vice-President, Exploration, Red Back) and **Dr. Karamo N.M. Sonko** (Vice-President, Tasiast Mauritanie Ltd. S.A.) all taking part in speeches and presentations.



James Crossland (Executive Vice-President, External Relations & Corporate Responsibility) introduces Tim's special surprise guests at the retirement party



Tim's three children traveled thousands of miles to Toronto to surprise their father at his retirement party. Pictured here: Tim with his wife Trish, upon seeing his children at the party.



Tim Baker with his wife Trish and three children



Tim with **Jose Freire** (Regional Vice-President, Brazil)

A RETIREMENT PARTY FOR TIM BAKER

On October 6th, Kinross commemorated former Executive Vice-President and Chief Operating Officer **Tim Baker's** many contributions with a rousing retirement celebration.

Tim was a great builder for our company, overseeing the development of Kupol, Kettle River – Buckhorn, the Paracatu expansion, and the Fort Knox heap leach – all projects that have helped make Kinross a two-million-plus ounce gold producer. He also managed the integration of major acquisitions including Bema, Aurelian and Lobo-Marté, and led the creation of a safety culture rivaling any other in the mining industry. Tim also launched a Continuous Improvement program that is making major inroads in improving how we operate.

Tim's unassuming yet passionate style of leadership inspired a rare combination of respect and affection. He lived our values consistently and actively promoted them among his team and his colleagues. His good humor and personal touch at every level across the company have left a lasting impression of what *The Kinross Way* looks like in action.

We thank Tim for his tremendous contributions, and wish him well as he enters retirement.

LA COIPA SUPPORTS CHILDREN'S WING OF COPIAPÓ HOSPITAL



Back right: **Cristhian Staeding** (Human Resources Manager, La Coipa) presents La Coipa's donation of bed linens to volunteers at the children's wing of the Copiapó hospital

Hats off to **Jorge Tabilo** (Heavy Equipment Operator, La Coipa), who recently launched an initiative to support an urgent need for basic supplies in the Children's Unit of the local hospital in Copiapó.

As a result of Jorge's efforts and a special donation by La Coipa, we were able to contribute several full sets of bed linens to the children's area of the hospital. In response, a volunteer group who works at the hospital said, "We greatly appreciate the effort made by Kinross in support of the Pediatrics Unit. This area of the hospital is going through a very difficult time in terms of the procurement of necessary supplies to attend to the needs of sick children."

SUPPORTING LOCAL BUSINESS AT KETTLE RIVER – BUCKHORN



As part of Kinross' commitment to supporting local businesses wherever we operate, Kettle River – Buckhorn has started purchasing coffee from Scott Brothers Coffee Co., a small, family-owned business that has been operating locally since 1980.

CONTINUOUS IMPROVEMENT: HAUL TRUCK FUELING AT ROUND MOUNTAIN



The fuel station at Round Mountain



Jimmy Lucero (Mine General Foreman, Round Mountain) has been instrumental in getting the buy-in of mine teams on many Continuous Improvement initiatives

In 2010, Round Mountain's Continuous Improvement team (led by **David Clark**), undertook an initiative to improve haul truck fueling processes. By finding efficiencies in the system, setting and tracking performance metrics, and working collaboratively to find better ways for dispatch and equipment operators to work together, Round Mountain has achieved tremendous results.

In 2007, CAT 793 haul trucks at Round Mountain averaged 41 minutes per day in fuel stops: in September 2010, this number had dropped to 17 minutes per day.

In 2007, the CAT 793 trucks were approximately 50% full when stopping to refuel: in September 2010, they were approximately 26.5% full when stopping to refuel.

There was no capital required to advance this initiative, and in 2010 it generated over \$400,000 in cash flow. It has also generated a cash cost impact of \$.96 cents per ounce.

COMING SOON: THE 2010/2011 *LIVING OUR VALUES AWARDS*

In early 2011, we will open nominations for our third annual Living Our Values Awards (LOVA). We encourage you to think about a colleague whose efforts over the past year deserve recognition.



KINROSS GOLD 2009/2010 LIVING OUR VALUES AWARD WINNERS

Seated in front: **Angel Cueva** (Agronomy Chief, Fruta del Norte) and **John Kauffman** (Health & Safety and SOS Program Coordinator, Fort Knox)
Back row left to right: **Jeremy Brans** (Director, Operations Strategy, Toronto), **Ivan Demko** (Auto Electrician, Kupol), **Jim Swigart** (Ore Process General Foreman, Round Mountain), **Nolo Aguilera** (Electrician, La Coipa), **Jeff Regan** (Mine Operations Support Services Supervisor, Kettle River – Buckhorn), **Roberto Villa** (Head of Employee Relations, Maricunga) and **João Bosco dos Santos** (Operations Supervisor, Paracatu)

KINROSS

Kinross World is an employee publication that aims to forge connections between our people and places around the globe. It is also designed to help us share best practices, as there is much we can each learn from the experiences of our colleagues, regardless of where we work or the language we speak. *Kinross World* is produced and distributed up to three times per year in English, Russian, Portuguese, Spanish and French.

Kinross World is intended for an internal audience and should not be used as a reference for, or in place of, the information contained in the company's financial statements, news releases, or regulatory filings.

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