



Resource Development (Phils.) Inc.

NEWS RELEASE

TVIRD Employees Primed for Life After Mining

Government agencies counsel workers on business opportunities and alternative employment



Marketable skills and talents. Through its cooperation with leading government agencies, TVIRD facilitated a successful national certification program free-of-charge for 400 of its employees in Siocon. The program is aimed to further develop the skills of its homegrown talents and prepare them for the eventual conclusion of its Canatuan copper-zinc project.

Siocon, Zamboanga del Norte – In preparation for the upcoming decommissioning of its Canatuan copper-zinc project in Siocon, Zamboanga del Norte, TVI Resource Development Philippines Inc. (TVIRD) initiated a multi-agency intervention program to orient its workers on business opportunities as well as to prepare them in seeking alternative employment both here and abroad. The program was conducted last month in cooperation with the Department of Labor and Employment (DOLE), Technical Education and

Skills Development Authority (TESDA), the Department of Trade and Industry (DTI) and the Department of Agriculture (DA).

“The intervention is part of TVIRD’s program to prepare its employees, with respect to providing them the means to acquire gainful employment and livelihood once they are separated from the company,” said Corporate Services Vice President Yody Marzo.

TVIRD laid the groundwork for its retrenchment process in 2012 and has since established programs and activities to help augment employee income through training and skills development. The retrenchment process also ensures a strict compliance to legal requirements covering compensation and employee benefits.

“TESDA’s issuance of national certificates (NC) to our skilled workers who passed its certification process is part of that plan. NCs are issued to our workers as a way to prepare them for the future, making them more marketable,” added the executive. Over 100 employees were issued NCII certifications, officially stating that their skills exceed entry-level requirements and that they can perform to the standards expected in the workplace based on competency standards; therefore, making them eligible for employment.

NCs in the fields of welding, automotive servicing, shielded metal arc welding, electrical installation and maintenance, computer hardware servicing and driving were issued to qualified employees. A special training on resume and cover letter writing was also conducted in order to enhance their competitiveness.

On livelihood and business

“The assistance of government agencies is based solely on the employees’ needs. For instance, the DA was invited since employees expressed their desire to know more about rubber tree planting, knowing that it is a potential source of income and many of them already own several hectares of cultivated land,” Canatuan Human Resources Manager Quilang explained.

One employee who is now harvesting rubber latex from his few hectares of rubber trees was promised technical and financial assistance from DA, including added capital for expansion.

“DOLE committed to assist our workers in acquiring additional capital by linking them with other government agencies while DTI will assist them on packaging and marketing their products,” Quilang said, explaining both agencies’ commitment to guide them in starting-up new businesses and in maximizing capital based on the separation package they will receive from the company.

The DTI also discussed small business opportunities and current market demands in the Zamboanga Peninsula.

Life after Canatuan

“Life still goes on after TVIRD finally pushes the ‘stop’ button on its Canatuan Plant – signaling the end of its mining operations,” said employee Victor Batuigas, alluding to the final decommissioning of its processing operations. The 40-year old welder candidly admitted an air of uncertainty among employees. “But like the rest, I learned to accept the fact that mining is finite and that after a specific period of time, the ore reserve is exhausted.”

Like his co-workers, Batuigas draws confidence from programs initiated by TVIRD’s Human Resource and Administration Department – which are geared towards employee preparedness. Batuigas was issued an NCIII certification by TESDA, making him highly-marketable globally.

The company’s host indigenous Subanon tribe likewise sees a glimmer of hope in the future. Tribal leaders and TVIRD are working together to fully explore mineralized prospects in Sitio Malusok, which is a short trucking distance from its Canatuan facilities. The company earlier filed an application to expand its Mineral Production Sharing Agreement (MPSA) area to cover Malusok.

“Maayo man gyud ang kompaniya. Nakatabang man gani ni namo sa panginabuhi ug uban pa (The company is really good. It has helped us not only on livelihood but also in many aspects of our lives),” said Subanon tribal chieftain Timuay Jose Anoy.

At the peak of its mining operations, TVIRD employed 1,200 workers, 30 percent of whom are Subanons. And while majority of the remaining 70 percent come from its host town of Siocon, it also employed workers from neighboring towns like Baliguian where Malusok is located – and which municipality also generates tax revenues from TVIRD’s presence.

“Without TVIRD in Canatuan, we will lose the local taxes that it regularly pays us,” said Baliguian Vice Mayor Gani Esmali, referring to real property taxes accruing on the company’s housing and recreational facilities as well as several other structures constructed in Malusok.

Gearing-up for the future

The company invited DOLE Provincial Director Henry Tianero and attached agency, Philippine Overseas Employment Agency (POEA), to conduct a jobs fair in its Malusok Club House. The event is co-organized by the local government of Siocon and is open to other town residents.

“We have expanded the activity to include the community. Residents of the host municipality will also be served – which merits the full support of the mayor,” enthused Marzo.

TVIRD is set to conclude its current operations in Canatuan by the end of 2013 due to the depletion of ore in its mine site. At this time, the company will gradually scale back its workforce in order to sustain operational efficiency in processing as well as to ensure the proper delivery of employee benefits.

Press photos:



- 1 *Victor Batuigas (NCIII holder): Life goes on after TVIRD finally ceases its mining operations in Canatuan. The company has prepared us, and our HRAD upgraded our skills to be more competitive.*



- 2 *DTI's Victoriano Miranda orients TVIRD employees on how to start businesses and assures them on the agency's assistance on packaging and marketing of products.*



- 3 (In photo, right): TVIRD air conditioning technician Norberto Molina signs the documents that entitle him to receive his TESDA NCII certification. He is one of over 100 company employees who have received their NCII certifications.



- 4 TVIRD chef Melchora Sanchez receives her Sanitation and Food Handling certificate from GM Popoy Las Piñas as well as HRAD's Bayani Quilang and Nelson Sayson. Sanchez received her certificate after attending the seminar conducted by an accredited food handler of the Zamboanga Sibugay Integrated Health Office.

About TVI

TVI Resource Development (Phils.) Inc., is the Philippine affiliate of TVI Pacific Inc. (TSX: TVI), a publicly-listed Canadian mining company focused on the exploration and production of precious and base metals from district-scale large-system, high-margin projects located in the Philippines.

We are committed to exploration and mining practices that promote transparency, responsible stewardship of the environment, and the inalienable rights to life, dignity, and sustainable development of our host communities.

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