

## Work History

### Klaus Leiders

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Nationality: German

Status: Married



### **Executive Summary**

Mining Manager & Engineer (GM level, COO, Board Member), internationally experienced, offers operational and technical expertise in mining and mineral processing combined with sound business acumen gathered over 25 years.

Achieved punctual, responsible and safe delivery of projects (mine, plant and civil infrastructure) and operational targets with verifiable track record. Delivered positive results in operational and organizational improvements on time and below budget in remote locations under challenging logistical, social and cultural conditions. Accomplished team-builder under adverse conditions.

Successfully led narrow vein and bulk ore underground and surface operations in USA, Germany, Russia, Vietnam, Malaysia, Kyrgyzstan, North Korea (DPRK), China, Romania, Guyana, Dominican Republic. Mining experience includes Gold, Hard Rock, Coal, Lignite, Talc, Salt and Tungsten.

Experienced (>20 years) in open pit mining in both truck/shovel hard rock and continuous mining methods. Gold Processing (CIL), Talc flotation experience. Also experienced in track, trackless and continuous mining methods in underground mining.

Skill Set:

- Technology driven, detail orientated and hands-on Technical and Operational Manager
- Driver of operational excellence through training, mentoring and coaching
- Strong Commercial and Economical background,
- Experienced in due diligence, pre-feasibility and bankable feasibility
- Energetic, positive Team Leader with multi-site experience
- Respected relationship builder with local, indigenous and political stakeholders and shareholders
- Near perfect HSE record

**Languages:** **Fluent** in English, Spanish, French, German; **Basic** in Romanian, Dutch, Italian and Russian

### **Education**

Mining Engineer M.Sc., RWTH Aachen, Germany, 1980-1987

Mechanical Engineer (B.Sc.), RWTH Aachen, 1980-1987

HSE Engineering, FH Berlin, 1988

MBA, ongoing ex-campus course

**IT:** Microsoft office, AutoCAD, Whittle, SurPac, Gemcom

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**09/ 2008 – 07/2016    K.u.K. Management & Engineering, Obernzell/Germany**

*Founder/Senior Partner*

Contract Management and Engineering Services

Actual assignment: **Sukora Joint Venture CO**, Sri Lanka  
Design a narrow vein Graphite underground mine, develop exploration strategy, sink and equip 2 shafts

Active Contract since 3/2013:

**Karakan Invest LLC**, Moscow, Russian Federation

**Technical Director (COO) and Member of Soviet of Directors**

1 operating open pit coal mine 4Mt/a, 1 underground coal mine in Start-up phase (commissioning in 2018)

**Responsibilities:** operations, exploration, maintenance, coal power and liquefaction project (CAPEX: 1BUS\$), Underground and Surface Coal projects/operations, CAPEX 400 MUS\$, LoM planning

Change management, Increase production, cost reduction and productivity improvement programs, coal sales, investment strategy planning, restructuring, establish work safety programs, Bankable Feasibility Studies on coal power and coal liquefaction plant project, railroad and quarry

2012/2013: **Project Engineer** for Private Romanian Gold Mining Project: Narrow Vein Underground mine,

Responsibilities: Due Diligence, Bankable Feasibility Study, CAPEX-Budget > 1BUS\$)

Project-funding in process

Contract: 09/2011 – 06/2012 **Olympus Pacific Minerals Inc., (Now: Besra Gold Inc.)** Toronto

**Chief Operating Officer**

Annual Budget (OPEX): 90 M US\$, Annual CAPEX: 4MUS\$

4 operating Narrow Vein Gold mines in Vietnam (ca. 70 kOz/p.a.)

Malaysia and Philippines projects in exploration phase

**Responsibilities:** operations, exploration, maintenance, procurement, HSE, HR, Security, Liaise with stakeholders and shareholders, Gold export, feasibility studies

**Main achievements:** Established international standards in environment and work safety, successfully started to change cultural work ethics to international standards. Defined the process technology for Malaysian project, defined company's growth strategy for the next 5 years, developed productivity and plant performance improvement programs. Redesigned the main operating mine in development and production regiment to optimize overall output, Tripled production (raw feed) without additional CAPEX, Near doubled plant throughput to 700t/day with CAPEX <1,3MUS\$

**10/2010 – 9/2011**

**Centerra Gold, Kumtor Operating Co., Kyrgyzstan**

**Underground Gold Mine Development-Project Manager**

Responsible for mine development, daily operations, maintenance, work safety

Annual Budget (OPEX): 50 M US\$

Gold underground mine at 4.000 m altitude, Project Budget (CAPEX): >200M USD, Project was decided to be shut down in April 2012 due to lack of feasibility

**Responsibilities:** Develop underground gold mine in extreme difficult ground conditions underneath glaciers and open pit, form a team of International and Kyrgyz professional workforce, Correct Feasibility study of the U/G mine to underhand cut and fill method, Plan LoM mine-layout, infrastructure and stoping methodology, Train Kyrgyz Workforce

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**Main achievement:** Forged expatriate contractor-workforce and Kyrgyz workforce into a functioning team, started to change tunneling method to more efficient one, doubled average tunnel advance rate to >4.8m per day, established measures to ensure budgets are maintained.

**10/2008 – 09/2010**

#### **Mondo Minerals B.V. Asia Pacific**

*Project Manager Joint Ventures Asia Pacific*

*General Manager China (PRC) Talc Mines, Board Member*

*Vice-CEO North-Korea (DPRK) Talc Mines, Board Member*

12 Talc hard rock underground mines, 1 Talc open pit, 2 Milling plants, 1 Talc Flotation Plant, Talc lump and powder products in excess of 200.000 tpa

Annual Budget: OPEX: 60M US\$ in China, 2M US\$ in North Korea

**Responsibilities:** Production, Underground Mine Engineering & Development, Logistics, Maintenance, SEQ, HR, Liaise with JV partner and political representatives, Sales

**Main achievement: PRC:** Successfully negotiated implementation and registration of joint venture. Implemented mine and maintenance planning, building customer base together with sales force, implemented logistics chain

**DPRK:** Restart production in a notoriously unproductive environment, train miners in effective drilling, blasting and modern mining methods and solved quality and logistic problems.

**10/2007 – 10/2008**

#### **Kemna Materiale de Constructii - Ploesti/Prahova, Romania**

*General Manager*

3 Hard rock and gravel Operations,

CAPEX: 20M Euro

**Task:** Project Feasibility study, Plant, Quarry and gravel pit Engineering, Purchase terrain, license and permit operations, build Aggregate, Concrete and Asphalt Company with 3 operations in two distant counties, started operations and sales within 1 year

**Main Achievement:** Started operations including land purchase, obtaining all 29 permits and licenses in less than a year. Operated without personnel fluctuation, Maintained budget goals 100%, Started production ahead of deadline

**04/2002 – 10/2007**

#### **Basalt Actien Gesellschaft, Hartsteinwerke Bayern-Thüringen**

*Area Manager for Bavaria, Germany,*

9 Basalt and Granite Quarries, 1 Dimension Stone Operation with 8 Quarries, 3.4 Million t per year,

OPEX: >30M Euro

**Responsibilities:** Operations Management, Operations' restructuring (-16% personnel) Permitting, Liaison with Government officials, Planning and Control of Budgets, Cost Efficiency program and Investment Plans, Work Safety, Environmental Compliance, Sales support for large projects

**Main Achievement:** reduced OPEX by 2 Million € in 2003 over the area (-15%), Pushed a New Plant Project (CAPEX 9MEuro) to success against internal and external Resistance, Optimized processes in outdated Crushing plants, modernized plant control systems,

**10/2001 – 3/2002**

#### **Empresa Ortiz-Brunet - San Juan, Puerto Rico**

*Operations Manager*

4 Limestone Quarries, 1 Gravel Pit, 1.3 Million t per year,

OPEX: 14M US\$

**Responsibilities:** Operations- & QC management, Plant optimization, Budget, Cost and Investment Planning, Sales, HSE

**Main Achievement:** Saved 1 operation from shutdown by changing product scale and optimizing crushing process, restructured and trained maintenance work force

**10/1999 – 9/2001**

#### **Ideal Dominicana S.A., Pedernales, Dominican Republic**

Chemical Lime, Fort Worth, Tx, Subsidiary

*Gerente de Operaciones/Operations Manager*

Limestone Quarry & Kiln operation, 2.3 Million t per year,

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OPEX: 12M US\$

**Responsibilities:** Operation management of Quarry, Dry Kilns and Sea Port, Governmental Affairs, Budget, Cost and Investment Planning and Control, Sales, Shipments, HSE

**Main Achievement:** Reduced Production Cost from 10.25 US\$ to 5.10 US\$ per ton in less than 5 months, stopped strikes and negotiated new Labor contracts with local unions. *Special Project in 2001:* Evaluating **Mazzaruni Granite, Bartica, Guyana**, for Takeover.

**10/1998 – 9/1999**

**CENTEX Materials Inc.,** Austin, Texas

***Plant Manager Buda Quarry & Project Manager for New Operation***

2 Limestone Quarries, 8 Concrete Batch Plants, 3 Million t per year,

OPEX: > 10M US\$, CAPEX: 7MUS\$

**Responsibilities:** Restructuring and optimizing Buda-operation, HSE Plan, license, permit and build new quarry operation in Georgetown, TX

**Main achievements:** Pushed Buda-Production from 1, 3M tpa to 2.1M tpa without change of personnel, put new Quarry into operation 7 months after start of planning and permitting, remained 15% under project-budget

**4/1997 - 9/1997**

**Vamincor S.A.,** Barahona, Dominican Republic

***Plant Manager, 6 month assignment,***

CAPEX: 12 M US\$

Open Pit Salt Mine, 800.000 t per year,

**Responsibilities:** Restarted operations after 18 year shutdown, Day-to-day operation of Salt Mine, Trucking and Port operation, Governmental Liaison,

**Main achievement:** Pushed production from 22.000 tons per month to 80.000 tons per month, established functioning maintenance process, negotiated worker stand-offs to end with local labor unions

**7/1995 – 3/1997**

**New England Stone Inc.,** Smithfield, Rhode Island

***Operations Manager***

19 Dimension Stone Quarries in 10 States, 1 Mobile Crushing Plant

5.000 m<sup>3</sup> of dimension stone, 500.000 t per year crushed stone,

OPEX: >30M US\$

**Responsibilities:** Operations Management, Sales, Budget Planning for Projects, Cost Control, Investment Planning, HSE

**1/1987 – 6/1995**

**Thyssen Schachtbau GmbH,** Mülheim/Ruhr, Germany

Mining Contracting & Construction Company

1992 – 1995:

**Betty B. Coal Company and Thyssen Mining Co. Inc.,** Coeburn, VA

***Assistant to the President & General Manager***

4 Coal Underground Mines, 1.6 Million t per year; One Coal Open Pit 8 Million t/a,

OPEX: >150M US\$

**Responsibilities:** Operation Management, Budget and Cost Management, Governmental Liason, Mine operations optimization, Bankable feasibility Studies for open pit and U/G mines, HSE, New Mine Project Planning

**Main Achievement:** Convince Board of Directors to shutdown Companies, Persuaded work force to not enter Labor union, reduced operating cost 6% in 1993, resolved reclamation dispute with neighbors and authorities

1987 – 1992: **Mine Manager at Auguste Victoria & Hugo Coal Mines,**  
Gelsenkirchen, German ny

Underground Construction Projects: Tunneling, shaft sinking, loadouts, Coal face development, Shearer Production, Shaft construction and maintenance

OPEX: >60M Deutsche Mark, CAPEX 4-6M Deutsche Mark annually

**Responsibilities:** Underground Operations, Budget, Cost and Investment Planning and control, Work Safety, Quality Control, Liason with Customer RAG, Contract Calculation and Negotiation

**Main achievement:** Operated continuously profitable over 4 years in a very competitive business environment

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- 1/1980 – 12/1984**      **RHEINBRAUN** Köln, Germany  
Rheinische Braunkohlenwerke AG, Lignite Open Pit Mine Hambach  
Production: 350M t per year  
*Shift Foreman during college time responsible*  
Operation and Maintenance of continuous excavating system with 64 km long conveyor system
- 1/1977 – 12/1979**      **Heinrich Leiders OHG**, Krefeld/Germany  
Running Family's Grocery Business