

Work History

Klaus Leiders

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Email: klaus.leiders@ceoltenia.ro

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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Career History

09/ 2008 – 07/2016 K.u.K. Management & Engineering, Oberzell/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 m³ 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