

COMMUNITY PARTNERSHIP PANEL

Meeting Notes Summary

HENDERSON-AREA

August 18, 2021

Purpose

The [Community Partnership Panel](#) is hosted by Freeport-McMoRan to keep the community informed about operational activities and to foster open and ongoing dialogue to develop thoughtful solutions and address community issues.

Safety Share

The safety and health of all Freeport-McMoRan employees, along with our commitment to the environment, are of the highest priority. Our objective is zero workplace injuries and occupational illness.

Medical Monitoring at Henderson

Freeport-McMoRan conducts annual medical monitoring of its employees to screen for signs of occupational health related illness. In a normal screening we have occupational health professionals check blood pressure, heart and pulmonary function, eyesight and hearing of our employees. This enables us to address individual as well as work area health risks or concerns and make necessary corrections or adjustments to continuously improve our work environment and well being of our employees. At Henderson we currently utilize a portable health screening service and just completed this process at the Henderson Mine and Mill locations.

Industry / Business Update

For the most recent company financial information, please visit: [Freeport-McMoRan Investor Center](#). You can also access the company industry / business update video from Freeport-McMoRan President and Chief Operating Officer-Americas, Josh Olmsted [HERE](#)

Q&A:

1. Q: What Kind of incentive are we offering to help vaccinate for COVID 19? (Karen Cameron, Loveland Ski Area)
A: Monetary or PTO incentive this is voluntary.
2. Q: What is the impact of Williams Fork Fire burn scar and flash flooding? (Megan Ledin, The Grand Foundation)
A: Impact not hindering mill, working with local recovery teams. Heavy rain is causing debris and flooding on nearby properties. We are supporting others in the area with these struggles as well. We are watching the Valley to make sure it wont be a bigger issue and working on preventative measures.
3. Q: Is Henderson dealing with any housing challenges? (Beth Luther)
A: Housing is a challenge that is impacting us at both the mine and mill. Looking for ways to partner together to address this concern. Transportation- getting people to our locations- is also a challenge. We are looking into a bus service M-F to transport on Day shift from the Denver area. We are willing to give it a try for a month based on feedback from employees. We are being open-minded to RV parks

for housing as well and would like to give people better options when they come to work for us. We have a lot of people working on this and there is a lot of work left to do.

4. Q: How is the molybdenum market?

A: Economic and trade are growing and changing in a way that demands more metals. Gives us confidence about short and long-term. We are successful and positive when looking at the future as Henderson and Climax plans to participate in this transition. We have had to restructure our business. We are now in a good position to support clean energy with moly and the future with our CO Moly. If you have friends or family, please let them know we have a future in growth and would love for them to be involved and need our communities involved in spreading the word that we are open and health.

Also, Colorado School of Mines has done a work survey post mining scenario (Henderson Sustainability Challenge). We are going to continue these efforts in terms of ecological development and prepare for the future for a strong business. We are also working with University of Denver's MBS students on business aspects. There is still more work to do.

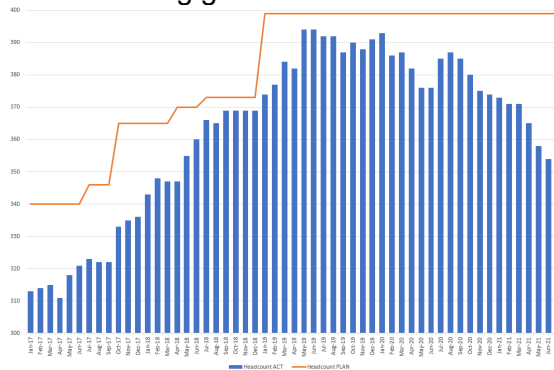
➤ Headcount:

- **Henderson currently approximately 350**
- **Climax currently approximately 310**

➤ Hire Mo People- Henderson's Agile Team around hiring and retention

➤ **Why Do We Need This**

- In an increasingly tight labor market, the Henderson mine and mill are falling behind on our staffing goals



➤ **Get People to Apply**

➤ Advertising

- Why?- “There are a lot of people locally that would work here if they understood that we are not closing and what we offer for benefits. Start to focus on the [local] communities...We just hired a guy from Tabernash that thought the Mine and the Mill had closed years ago.”

➤ Done so far

- 6 Onsite Job Boards, 250 Fliers, 2000 Business Cards, 8 Banners, 10 Magnets, 10 Yard Signs, Two Job Fairs, 10 Videos Created

➤ **Process and Retention**

➤ Process

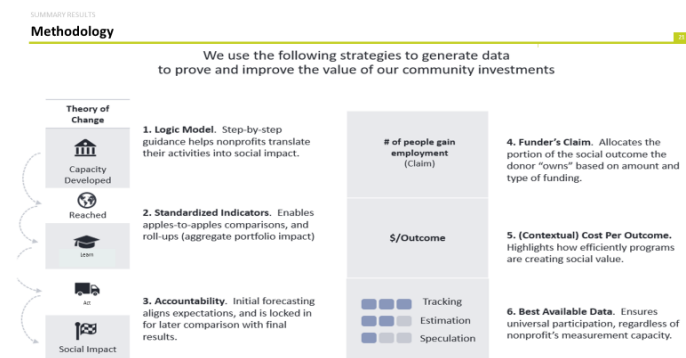
- Increased staffing resources at Henderson to improve timelines
- Partnering with contractors for “Temp to Hire” programs

➤ Retention

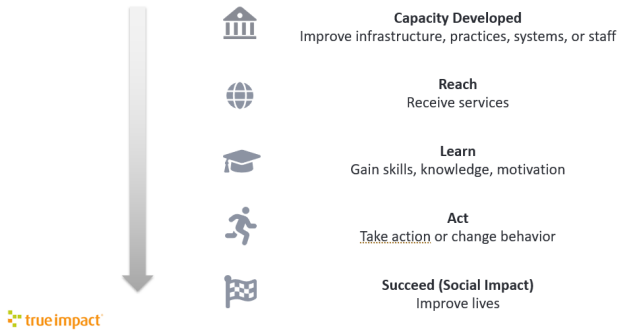
- Looking for opportunities to address housing and transportation challenges
 - Finding partnership opportunities in the community
 - Environmental Update:
 - **Fire Mitigation**
 - Mill:
 - Remove vegetation close to edge of highwall – particularly the conifers
 - Remove vegetation around conveyor
 - Forestry mowing below conveyor where willow thickets are prevalent
 - Mine:
 - Thin trees on the uphill and downhill side of access road.
 - Thin lodgepole pine regrowth on Uphill side of No Name Gulch Road. Leave trees at 20-30 foot spacing
 - Clear cut trees south of 5 Shaft another 60 feet and remove previously felled logs to reduce surface fuel load
 - URAD Treatment Plant:
 - Xcel Powerlines need to be cleared
 - Conifers behind URAD treatment plant need thinning
 - **Cattle Study Update**
 - Final Report completed / June 2021 summary distributed
 - CSU to present the results of the study on Sept. 29, 2-3:30 p.m. (virtual)
 - [Cattle Study Final Report](#)
 - [Cattle Study Summary](#)
 - **Henderson Mill Water Treatment Plant**

Community Engagement / Development Update

True Impact Reporting



True Impact Approach: Impact Model

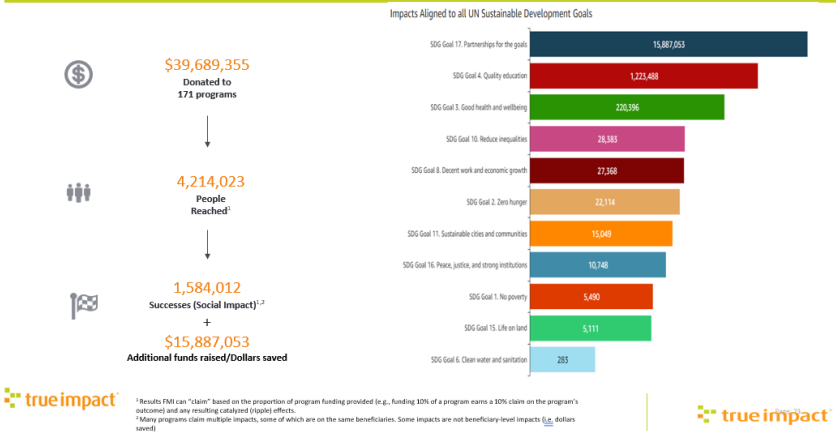


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SUMMARY RESULTS

Donations and Impact for Multiyear, 2019, and 2020 Investments

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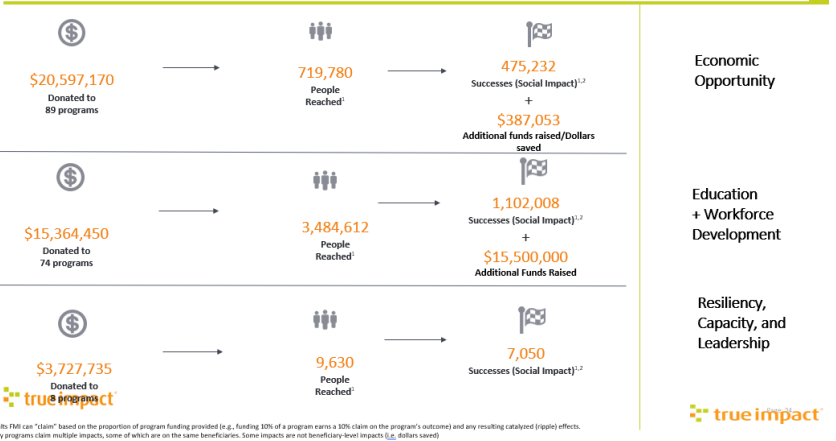


¹ Results FMI can "claim" based on the proportion of program funding provided (e.g., funding 10% of a program earns a 10% claim on the program's outcome) and any resulting catalyzed (ripple) effects.
² Many programs claim multiple impacts, some of which are on the same beneficiaries. Some impacts are not beneficiary-level impacts (e.g., dollars saved).

SUMMARY RESULTS

Donations and Impact by Priority Area

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Example of Social Impact Details – Education and Workforce Development

in additional funds raised (\$USD)	15,500,000	
succeed in school	1,040,742	
attain other STEM programming benefit (custom...	25,335	
earn post-secondary degree, credential	7,244	gain employment
graduate on time	6,041	49
improve school performance (academic, social, e...	4,747	children read at grade level
engage with/benefit from environmental resource	4,597	49
improve productivity/professional effectiveness	4,121	gain social network and supports
gain fulfillment/enjoyment	1,900	44
improve income	1,523	beneficiaries achieve, improve food security
attain, retain, or improve employment	1,091	42
enter school ready to learn	983	achieve leadership positions
people graduate	779	12
people benefit from discoveries or resources gen...	660	students improve behavior
access post-secondary education	596	9
family members improve economic wellbeing	459	beneficiaries improve work attendance
improve school attendance	318	6
gain career promoting environmental protection	230	attain other career development benefit (custom...
discoveries or resources generated	216	5
students improve productivity, effectiveness	202	beneficiaries gain safe and affirming environments
		3
		businesses created, saved, or strengthened
		3
		beneficiaries gain financial strength
		2
		protect, improve health
		1
		avoid unplanned pregnancies
		1

*Results FMI can "claim" based on the proportion of program funding provided (e.g., funding 50% of a program earns a 50% claim on the program's outcomes) and are resulting (attributed) effects.
 †Many programs claim multiple impacts, some of which are on the same beneficiaries. Some impacts are not beneficiary-level impacts (e.g., dollars saved).



The Grand Foundation- True Impact Share by Megan Ledin

Overview

The Grand Foundation is the community foundation for Grand County. Our mission is to enhance the lives of the residents and guests of Grand County. Our main focus is to fund nonprofits in their missions. Additionally, we take on needs that are not being met in our community directly and try to forge them to fruition. Housing, specifically affordable housing, is one of those needs. We started in 2015 collaborating on workforce housing, as well as all affordable housing endeavors.

Project Specific Outcomes

When housing is not stable, it can fracture an entire family system. By providing housing, funding for housing and overall impacting the county's housing structure, it can improve overall health, emotional wellbeing and enhance job performance. Freeport-McMoRan provided much needed support in this arena. By funding the Community Housing Impact project, they became a catalyst to something much bigger.

Measurement Details

Originally because this was a startup project, there was a bunch of guessing involved in this project. Once monies were established, distributed and evaluated, we were able to receive more concrete data to move forward with.

Q&A with Megan

Q: Mike Kendrick asked where are you going to locate this housing? Is it in multiple locations in Grand County?
 A: It will be workforce housing to keep lower- income housing available. They apply for grants to stay in current housing. To cover the difference, as it should only be 30 percent of income going toward housing, the program bridges the gap for a year to the landlord to keep employees in housing and keep our workforce local.

Updates fro Clear Creek on Housing from Commissioner George Marlin and Mayor Mike Hillman

Commissioner Marlin: I've thought about how Clear Creak can access the money from the State for housing. Discussions around building 103 as a potential site that can be developed. We have a big need and want to build more housing to solve this problem. We are looking at the community for help in setting up an organization to focus on this. We have decided we need to invest more in solving housing problem. We are

contracting someone to help us to be strategic in our needs for housing and how to invest to make this happen. Clear Creek is going through that process now and awaiting results of that assessment in order to plan for next year's budget.

Mayor Hillman: Idaho springs completed a 47-unit project. There is a proposal to use Digger field and I-70 for re-zoning. It could be a project for a mix of affordable housing and balance market-rate housing. We need to build for young families and larger homes for them to move into. The Town of Idaho Springs approved a Habitat for Humanity project, developing here in the near future. There are two other areas working on housing coming to the city for review for development.

The Civic 50

Freeport-McMoRan has made the Civic 50 list for the ninth year in a row for its commitment to community! Civic 50 honorees selection is based on four dimensions community engagement programs and social impact:

- Strategic investment
- Business integration
- Fostering civic culture
- Measuring impact

Freeport-McMoRan Foundation Grant Programs

The Freeport-McMoRan Foundation is committed to investing in the communities where we have a presence through projects and programs that build community capacity. We are accepting **Mini Grants for Education** applications now through September 10. Awards will be announced on December 1. The **Women's Development Fund** Application will open on September 1. Awards will be announced on December 1.

Our Commitment to Social Investing

During the second quarter of 2021, the Henderson Operations were proud to partner on the following initiatives and projects:

- **Idaho Springs Chamber of Commerce-** Membership
- **University of Denver, Daniels College of Business-** DU Challenge
- **Georgetown Community Center-** Rip It on the River Tournament
- **Clear Creek Library District-**Summer Reading Program
- **Grand Lake Chamber of Commerce-** Buffalo Days
- **National Repertory Orchestra-** Music in the Mountains
- **Clear Creek School District RE-1-** High School Scholarships
- **East Grand School District 2-** High School Scholarships
- **Easter Seals of Colorado-** A Perfect Pairing
- **Environmental Learning for Kids-** Natural Resource Youth Program Support
- **Evergreen Area Chamber of Commerce-** Membership
- **Mountain Family Center-** Hunger Relief 2021

Volunteering/ Community Engagement

Congratulations to all the 4H students who participated in the Middle Park Fair and Rodeo!



Community Updates/ Roundtable

- **Stuart Teuscher- General Manager of Henderson-** asked the community what events are most important to them? He wants Henderson to support and be a part of these events. We would like to find important and significant opportunities for Henderson to participate in events in our communities.
- **Karen Quanbeck- Clear Creek School District Superintendent-** Thank you for support of Homegrown Talent Initiative. Our partners in Clear Creek and Grand Counties are great. Clear Creek is honored to have won the Succeeds Prize this year for exploration. This has been a powerful partnership and collaboration.
- **Lindsey Valdez- CCEDC update-** we do have RV park coming just outside Idaho Springs. 70 spots for RVs hoping to come up with a partnership. We have been doing research on intentional living communities. We are putting a field trip to Denver to see 2 of these. It combines senior and younger groups.
- **Commissioner George Marlin- Clear Creek-** Childcare issue update. We have a community group that is interested in using Resource Center in Idaho Springs. It will be a lease for a space for childcare that includes 35 spots. Thank you Henderson for helping with this effort.
- **DiAnn Butler- Grand County Economic Development-** We are building recovery roadmap working with Clear Creek, Estes, Gilpin and Nederland. There are EDA grants we can apply for together. GC will host their Economic Summit in November, will give info to Lalitha on this.
- **Megan Ledin- The Grand Foundation-** Grand County Wildlife Fund update: we still have \$2 million to award. We took on settlement for \$15 million that will serve ecological needs in the community. Just finished Clear Creek Recovery Assessment- \$162,000 on COVID recovery and money to help pay for housing and bills. George Marlin-We are grateful for Grand Foundation help. Thank you.

Grievance Management System

Freeport-McMoRan has a process to receive, record and respond to local questions, comments, and concerns. We encourage all stakeholders to reach out to us.

- **Talk** with your local Freeport-McMoRan or Community Development representative
- **Call** the Community Information and Grievance Line at 877-629-2609, 24 hours a day, seven days a week (English or Spanish)
- **Email** communitydevelopment@fmi.com or via [FreeportInMyCommunity.com/contact](https://www.freeportinmycommunity.com/contact)
- **Send mail to** Freeport-McMoRan Community Development – 333 N. Central Ave., Phoenix, AZ, 85004

Henderson did not have a community grievance over the last quarter.

The CPP meets on a quarterly basis – for more information please contact (Lalitha Christian at lchristi1@fmi.com)