

Douglas A Stiles, P.E.

SUMMARY

LEADER with extensive experience resolving complex regulatory challenges, operations, project and change management. Career highlights include a proven ability to turn around problem projects/departments, lead and complete permitting projects on-time/budget, and lead groups through organizational change. Very familiar with US and international environmental sustainability standards, including the permitting of mining projects in North and South America, with extensive experience in environmental regulatory and policy compliance across all media.

PROFESSIONAL EXPERIENCE

Hecla Mining Company, Coeur d Alene, ID **June 2015 – Present**

General Manager – Hecla Montana Operations

Let effort to transition Revett Mining into the Hecla Montana. Only key employee retained post-acquisition, leading all large-project permitting activities in the State of Montana including the Rock Creek and Montanore Projects. Accountable for reclamation and closure of the Troy Mine.

Revett Mining, Spokane Valley, WA **June 2014 – June 2015**

Vice President – Planning

Recruited by company CEO to lead team responsible for permitting large-scale mine project in the Western US. Leading a multi-disciplinary team comprised of Directors through individual contributors. Also accountable for overall corporate planning, reporting, and development. Led eventual sale of the company to Hecla Mining Company.

SRTS LLC, Liberty Lake, WA **Oct. 2013 – June 2014**

Sole Proprietor and Business Owner

Following relocation of Coeur Mining to Chicago, started environmental and technical services firm focused on providing corporate-level project and operational strategic plan execution to previous employers and other firms. Have successfully accepted assignments from all previous mining company employers, including:

- Environmental management system audit and implementation strategy,
- Completed site reporting for global community and sustainability reporting (CSR) G4 initiative,
- Environmental regulatory compliance audits focused on NPDES, SPCC, and RCRA compliance followed by development of item closure strategy,
- Team leader for large copper mine tailings expansion strategic review.

COEUR MINING, Coeur d' Alene, ID **Dec. 2011 – Sep. 2013**

(Largest US-based primary silver producer with operations in the US (Alaska and Nevada), Mexico, and Bolivia. Market capitalization of over \$1.0 billion US.)

Corp. Environmental Engineering Manager

Lead permitting projects, including heap leach pad expansion and heap leach pad structural remediation, through both Federal and Nevada State regulatory agencies. Worked with site personnel in all areas of operation/management to implement integrated environmental, health, and safety management system following up with compliance and management system audits. Conducted environmental due diligence reviews for potential M&A activity.

- Following an unexpected operational failure, directed a team that developed and executed a technical design and permitting corrective action strategic plan for a large heap leach pad. Results were an increase in facility capability adding several million NPV with Federal and State permitting completed as a minor modification in 3 months.
- Responsible for execution of environmental compliance auditing program and environmental management system implementation for US operations. Completed and worked with sites to close-out action items by required deadlines.

QUADRA FNX MINING, The Woodlands, TX **SEP 2008 – DEC 2011**

(Multi-operation, publically traded copper mining company with operations and development projects in the US, Canada, and South America. Quadra Mining merged with FNX in late 2009 creating Quadra FNX.)

Assistant GM/Site Environmental Manager, Carlota Copper Mine (Mar. 2010 – Dec. 2011)

Promoted to Assistant General Manager/Environmental Manager to lead the implementation of critical capital and environmental projects arising from a catastrophic flood event. Results achieved on time/budget; subsequently requested by Quadra FNX executive team to stay at Carlota and lead an overall Strategic Production Review project.

- Developed and implemented a permitting strategy change for heap leach pad solution management system which reduced the permitting timeframe from 18 months to 3 months, thus eliminating potentially contentious public hearings and allowed for the accelerated construction of planned heap leach facility expansion.
- Through open communication and building trust by following commitment with action, instilled a sense of team work and collaboration among site management and technical staff, replacing an existing adversarial relationship. This close teamwork resulted in the delivery to executive management of a detailed site operational review that drove future site investment.

Corp. Environmental Services Manager, Quadra Corporate (Sept. 2008 – Feb. 2010)

Provided senior level environmental management and related technical support to three operating mines and two development projects. Operational responsibilities included implementation of ISO-based environmental management system and high-level support for all matter of environmental compliance issue; project responsibilities included technical design review and other permitting activities.

- Key member of the environmental permitting and feasibility study team for a large, green-field copper mine in northern Chile. Responsible for permitting of terrestrial water sources (in accordance with World Bank environmental standards) and technical review of key fluid management processes.

VERIFORCE, The Woodlands, TX

JUN 2006 – AUG 2008

(Small, private specialty consulting and professional services firm within the natural gas and liquids pipeline industry. Served several large US pipeline systems including Duke Energy, El Paso Pipelines, and TransCanada Corporation)

Operations Manager

Managed a staff of 5 professionals responsible for DOT Drug & Alcohol/ Operator Qualification compliance for over 30 major US natural gas transmission pipelines. Responsible for presenting services offerings to potential pipeline clients, while serving as the main pipeline operator client point of contact.

- Provided leadership to Operations group, mentored key employees, thereby allowing the company to re-organize and reduce professional staff by 10%, while increasing the client base by 15%.
- Led the development and implementation of new operating procedures for ensuring compliance with DOT rules. Subsequent 3rd party Operations audit showed **no major deficiencies** in over 200 opportunities.

TRANSCANADA (formerly Gas Transmission Northwest), Spokane, WA

JAN 2001 – MAY 2006

(Multi-national pipeline operator and electrical generation company with market capitalization over \$30 billion)

Compliance Transition Specialist Team Lead (May 2005 – May 2006)

Headed up a team responsible for integrating TransCanada Operating Procedures into existing field operations while ensuring continued compliance with US pipeline regulations.

- Took over management responsibility of the DOT Operator Qualification program after the unexpected departure of a key employee, successfully directing ongoing program implementation in the face of an upcoming DOT audit.

Environmental Engineer (July 2001 – May 2005)

Responsible for developing and forcing closure of corporate environmental audit action plans, execution of environmental projects, and management of hazardous waste from all pipeline facilities across WA, ID, and OR.

- Developed and successfully implemented an environmental field performance measurement program based on corporate EMS structures and environmental compliance goals. Success was measured by field operation management and staff positive acceptance of the program.

HECLA MINING, Mullan, ID

JAN 1998 – JUL 2001

Environmental Coordinator

Responsible for all aspects of environmental compliance at an underground silver/lead mine. Strengthened existing EMS through implementation of a field audit program involving mine operations field foremen and safety staff.

- Worked with consultants, State regulatory authorities, and corporate environmental staff to develop site-specific water quality standards for in preparation for NPDES permit renewal.

MERIDIAN GOLD COMPANY, Salmon, ID

1997 – JAN 1998

Environmental Engineer

EDUCATION, TRAINING, MEMBERSHIPS

- Montana College of Mineral Science and Technology, Butte, MT 1996
B.S., Environmental Engineering with Minor in Chemistry
- Registered Professional Environmental Engineer (P.E.), Washington State
- Niagara Institute – 360 Degree Evaluation and Leadership Workshop
- Economic Evaluation and Investment Decision Methods short course,
- Member: Society for Mining, Metallurgy, Exploration.
- Member: Northwest Mining Association.