

Tri-Gen Inc., d/b/a General Drilling, Inc.

Hiring and Training Requirements for Drillers:

GDI prefers to hire people who have worked or are familiar with the mining industry. All potential new hires:

- Are to be at least 18 years old.
- Are required to have passed the written test for a Class B Commercial Drivers License with air brakes.
- Are required to fill out an employment application listing prior employers. All employment within the last 2 years are checked, which is required by DOT regulations.
- Are checked for driving and arrest history for the past seven years through the Bureau of Motor Vehicles.
- Must pass pre-employment drug screening through Community Hospitals Occupational Health Services.
- Must pass a medical/DOT physical.
- Are interviewed and told what would be expected of them and their duties.

New Hire Training:

General Drilling is a specialized company in a potentially hazardous industry, as well as a company which operates heavy equipment over the public roads. Because of these two factors, GDI feels that the 24 hours of MSHA new hire training is not adequate for people who are unfamiliar or have never worked for a contract blast hole drill service. New hires have at least 60-90 days on-the-job training prior to being allowed to operate a drill on their own. Their pay is increased after they have been with the company for one month and is raised again when they can operate a drill by themselves and have passed the driving portion of the commercial drivers license examination.

MSHA 24 HOUR NEW HIRE TRAINING AND ADDITIONAL SIDE BY SIDE TRAINING OUTLINE:

1. Introduction to MSHA
 - Familiarization with 30 CFR 56-67
 - The Authority of supervisors for MSHA
 - Introduction to the mine operators rules and procedures for reporting hazards and the 24-hour 1-800 MSHA unsafe practices reporting line.
2. Preliminary hazard recognition: in-office training.
 - Safety videos/New miner training videos
 - Description of, and avoidance of, hazards working next to high walls
 - Description of, and avoidance of, hazards from other moving equipment.
 - Description of, and avoidance of, hazards from cracks, mud seams, and other floor conditions.
 - Description of, and avoidance of, hazards from explosives, loaded holes and blasting caps.

- Description of, and avoidance of, power lines and other overhead hazards in the mine and at shop locations.
 - Red Cross CPR and first aid.
3. Use of personal protection equipment provided by General Drilling.
 - Harness and lanyard for fall protection.
 - Hard-hats and steel-toed boots
 - Hearing Protection
 - Respirator use and smoke test.
 - Eye-protection
 - First-aid kit
 4. Personal training at various mine sites for hazards and policies.
 - Sign in/out procedures
 - Observation of entering and leaving mine with changing left/right hand roads.
 - Observation of hazards described above in #2.
 - Right-of-way for loaders and haul equipment.
 5. Procedures for daily inspection of equipment (a copy of the "Daily Inspection Report" included).
 - Inspections before operation of drill rig.
 - Inspections before moving upon public roads.
 6. Operation of drill rig. This training period can last up to three months with side-by-side instruction.
 - Backing up to a hole using hand signals and orange cones.
 - Raising and lowering the leveling jacks.
 - Raising and lowering the mast.
 - Drilling.
 - Changing steels
 - Setting casing.
 - Changing hammers and bits.
 - Operation of dust control systems
 - Cleaning drilled holes.
 - Operation in adverse weather conditions: thunder, lightning, and extreme temperatures.
 7. Movement of the Drill rig.
 - In the quarry
 - On public roads
 8. Schedule for performance evaluations, demonstration of proper procedures, and unsafe operation by a MSHA certified instructor who has had extensive experience with drill rigs.
 - After one month
 - After operation of drill rig without side by side instruction
 - After one year of operation without side by side instruction
 - Semi-annually thereafter.