

EXHIBIT A

Nevada Joint Venture Frequently Asked Questions

For Salaried and Non-Union Hourly

Key Points

- Employees remain as Newmont employees until close of the Nevada Joint Venture (JV) agreement. The date for closure has not been determined yet.
- All operational hourly employees and operational supervisors of hourly employees will be employed by the JV.
- For salaried exempt and non-exempt employees who do not directly supervise hourly operational employees, we will engage in a talent selection process with Barrick to determine individuals who will receive offers of employment with the JV prior to the close of the JV.
- Any Newmont salaried employee who does not receive an offer of employment with the JV will be eligible for severance according to the applicable Newmont severance plan.
- Once part of the Nevada JV, employees will be covered under the terms and conditions of employment as determined by the Nevada JV.
- Per the Collective Bargaining Agreement (CBA) between Newmont and Operating Engineers Local Union #3, "In the event of the sale or other transfer of the business, the Company shall provide that the Agreement shall continue in full force and effect and that transferee shall continue to recognize the Union as the proper bargaining representative of the Employees at the facility." Please refer employees covered by the CBA to the contract or their union representative for additional information.

New Frequently Asked Questions

1. Why isn't this transaction considered a Change of Control and subject to the Change of Control Severance Plan?

- Per Newmont's Change of Control Severance Plan, Newmont defines a change of control as:

The acquisition of beneficial ownership of 20% or more of either (a) the then outstanding shares of the Company, meaning Newmont Mining Corporation; or (b) the combined voting power of the then outstanding shares of Newmont Mining Corporation entitled to vote generally in the Election of Directors (but not an acquisition by a Company entity or Company benefit plan);

Or

The individuals constituting the Company's Board of Directors at a particular date, cease to constitute at least a majority of the Board, with certain exceptions allowing the Board the ability to vote in new members by a majority;

Or

Consummation of a reorganization, merger, consolidation, sale or other disposition of all or substantially all of the assets of Newmont Mining Corporation or an acquisition of assets of another corporation. The acquisition of assets of another corporation does not constitute a change of control if certain requirements are met to evidence that Newmont Mining Corporation is the acquiring company and will conduct the business of the combined entity going forward.

- As it pertains to the Nevada JV, because there is no change in the outstanding shares of Newmont Mining Corporation; no change in the majority of the Board and; the Nevada assets subject to the joint venture do not constitute "substantially all of the assets of Newmont Mining Corporation", there is no trigger of a Change of Control.

2. If I currently meet all eligibility requirements for the Salaried Retiree Medical Plan of Newmont, do I have to enroll in the plan immediately upon accepting a position with the JV or another employer?

- Please refer to page five of the Salaried Retiree Medical and Life SPD found on [BenefitFocus](#) for eligibility specifics. If eligible, the Plan allows for a one-time deferral to begin benefits. Therefore; you would be able to have primary health coverage under your active employer plan and elect to participate in the Retiree Medical Plan of Newmont at a later date.
- Please note if you are not eligible for the Plan upon leaving Newmont, then you will not be eligible in the future.
- To inquire regarding your specific eligibility for retiree medical, please submit a request via email to HR at na-askhr@newmont.com.

3. **I am currently considering retiring from Newmont but want to see if I get an offer from the JV before I do. Will I be able to retire from Newmont if I decline the offer for the JV?**
 - Yes, if you are offered a position with the JV and decline to take it, you would be voluntarily resigning from Newmont. Retirement is a voluntary resignation and you would receive any retirement benefits you are eligible for.
4. **If I decide to retire, how long will it take for my data to feed over to the Pension Service Center and for me to receive payment?**
 - Data feeds over bi-weekly on Fridays then it will take a few days for the file to get uploaded in the Pension system. You will work directly with the Pension Services Team in terms of payment timing.
5. **If I decide to retire and am eligible for a pro-rated AICP, when will I receive this payment?**
 - Prorated AICP payments are made as soon as administratively possible. Those who are eligible and who retire in Q2 will receive payment on a normal payroll cycle date in early Q3.

General Questions

6. **I understand that operational hourly employees will be employed by the JV, does this include non-exempt employees?**
 - Operational hourly employees are defined as those paid on the hourly payroll. For salaried (exempt and non-exempt) employees who do not directly supervise hourly operational employees, we will engage in a talent selection process with Barrick to determine individuals who will receive offers of employment with the JV prior to the close of the JV.
7. **How will the talent selection process for the JV work? Will Newmont be part of the process?**
 - We do not yet have details finalized on the talent selection process. These details are actively being determined and will be relayed as soon as possible
8. **When will I know if I am being offered a job by the Nevada JV?**
 - All operational hourly employees and operational supervisors of hourly employees will be employed by the JV. For salaried exempt and non-exempt employees who do not directly supervise hourly operational employees, we will engage in a talent selection process with Barrick to determine individuals who will receive offers of employment with the JV prior to the close of the JV. At least 10 Business Days prior to the JV closing date, Barrick will provide written notice to Newmont identifying employees who will not be made offers of employment by the JV. The closing date has yet to be determined.
9. **If the Goldcorp acquisition does not go through, will the JV still continue?**
 - The Goldcorp acquisition and the Nevada JV are independent transactions and not dependent on one another.
10. **Am I a JV employee from today or some point later? When would that be?**
 - No. Newmont's Nevada employees are Newmont employees until the close of the JV transaction.
11. **Can I apply for a job elsewhere in Newmont right now?**
 - Yes. Internal job vacancies can be accessed by logging into SAP and accessing SuccessFactors under the My Performance and Rewards / Recruiting tab then selecting the Careers option from the drop-down on the upper left corner.
12. **Will any restrictions be placed on me applying for a job with Newmont after the Nevada JV is finalized?**
 - We are not aware of any restrictions at this point.
13. **Which Nevada assets are included in the JV?**
 - As you will find in the joint venture term sheet, the Newmont assets that will be included in this JV include the Carlin mine, the Long Canyon mine, the Twin Creeks mine, the Phoenix mine, the Lone Tree mine Turquoise Ridge mine (25% interest) and all associated processing facilities and other infrastructure (inclusive of ranches situated in the State of Nevada and the Power Plant). Fiberline and Mike deposits are currently not included in the JV.

- 14. Will Newmont keep an office presence in Nevada, allowing some employees who may support work outside of Nevada to continue working for Newmont without having to relocate?**
- We do not know at this time.

Pay and Benefits

- 15. What happens to my health coverage (medical, prescription, dental, vision)?**
- Health coverage will remain unchanged until any transition to the Nevada JV. We do not yet have details on the plan for the JV, but once we know the health coverage offered by the JV, it will be communicated.
 - If you are eligible for and receive a severance benefit from Newmont; the health coverage you had in effect as an active employee will continue through the period of your severance benefit. This continuation runs concurrent with your eligible COBRA period and you will have the opportunity to continue on the plan after the severance period expires for the remainder of the COBRA eligibility timeframe at your own cost. There are also options available in the marketplace to explore to find coverage that fits best for you and your family's needs.
- 16. Will our current programs remain as currently structured under the Nevada JV? If not, what are the new employment, compensation and benefits terms?**
- Your total rewards program will remain unchanged until transition of employment to the JV. We will have more information as to the terms of employment with the JV in the future.
- 17. Am I eligible for my AICP, production, underground or other bonus?**
- Your total rewards program will remain unchanged until transition of employment to the JV. We will have more information as to the terms of employment with the JV in the future.
 - If you are eligible for and receive a severance benefit from Newmont with a termination date of April 1st to December 31st of any year, and are eligible for AICP, you are eligible for a pro-rated AICP bonus payment calculated at target.
- 18. What happens to my pension benefit?**
- Any vested pension accruals you have earned as a participant under a Newmont plan remains your benefit.
 - The Nevada JV will determine retirement benefits for its employees. These details are actively being determined and will be relayed as soon as possible.
 - If you chose to retire, distribution options will be provided by the pension service center (1-855-755-1733)
- 19. What happens to my 401(k) benefit?**
- Employees are 100% vested in their own contributions to 401(k) immediately. Vesting of the company provided match under Newmont's 401(k) is as follows: you are vested in 20% of the balance in each of years 1 – 3, and 40% vests in year 4. From that point forward you are 100% vested in Newmont's contribution.
 - We are working to understand the retirement benefits and plans for the employees in the Nevada JV. We will relay as soon as we have details as to the impact on 401(k) and other benefits.
 - Fidelity will provide options regarding leaving funds in the plan or rollover and you may contact Fidelity at 1-800-835-5095
- 20. What happens if I currently have a loan on my 401(k)?**
- If you are severed from Newmont, you will be required to pay the outstanding balance in full within a certain period of time. If you can't make payments or repay your loan in accordance with the terms of the loan, then your loan will default. If your loan goes into default you may be required to pay off the outstanding balance. Defaulted loans are treated like a withdrawal which means you will owe taxes and a possible IRS 10% early-withdrawal penalty.
 - Please contact Fidelity directly at 1-800-835-5095 to discuss further.
- 21. What happens to my Paid Time Off (PTO) balance?**
- We do not yet have details regarding employment terms or benefits programs. These details are actively being determined and will be relayed as soon as possible.

- If you are eligible for and receive a severance benefit from Newmont, Newmont will pay the verified PTO accrual balance with your final pay check

22. Will service be credited in the new organization? Would service in the new organization count if I then return to Newmont?

- It has not been determined how or if service will be credited in the Nevada JV. Once we have details as to the impact on service credit and how it may apply to each benefit, we will share them.

23. What happens to my Flexible Spending Accounts?

- If you participate in the FSA and remain employed by Newmont, the program remains.
- We do not yet have details regarding employment terms or benefits programs of the JV. These details are actively being determined and will be relayed as soon as possible.

24. What happens to my Health Savings Account?

- If you participate in the HSA and remain employed by Newmont, the program remains.
- You will continue to have access to the funds and your account until you have exhausted the funds or choose to close the account. You will have the option to continue making contributions to your HSA directly through HealthEquity (for a service fee). Please contact HealthEquity directly with any questions at www.myhealthequity.com or 877-582-8753.

25. What happens to my life, AD&D, and disability coverage?

- We do not yet have details regarding employment terms or benefits programs. These details are actively being determined and will be relayed as soon as possible.
- If you are eligible for and receive a severance benefit from Newmont; your basic employee life insurance continues through the period of your severance benefit. The basic AD&D and any voluntary life or AD&D coverage elected will cease as of your termination or transfer date. You will have the ability to port or convert the coverage amount through MetLife directly at your own cost. The short-term and long-term disability coverage ceases as of your termination or transfer date.

26. What happens if I have Pre-Paid Legal Coverage?

- We do not yet have details regarding employment terms or benefits programs. These details are actively being determined and will be relayed as soon as possible.

27. What happens if I have Nationwide Pet Insurance?

- We do not yet have details regarding employment terms or benefits programs. These details are actively being determined and will be relayed as soon as possible.

28. If I accept employment with the Nevada JV, what happens to credits already applied to such items as FICA, 401(k) contribution limits, out of pocket maximums for healthcare, tax withholding etc.?

- As the Nevada JV implementation agreement came together quickly, items such as benefits tracking and payroll withholding still need to be worked out between Newmont and Barrick. Both companies understand the importance of clarifying these items and will communicate as soon as we have the details determined.

29. If stock eligible – What happens to my stock awards? (RSUs, PSUs, IEAAP)

- If you remain employed by Newmont, there is no change. We are working to understand how stock will be treated for those employees transitioning to the Nevada JV. Once we have details as to the impact on stock awards, we will share them.
- If you are eligible for and receive a severance benefit from Newmont, separation terms as described within the respective grant agreements will apply; if severance eligible, prorated vesting to the date of termination will apply.

Retirement

30. I am currently considering retiring from Newmont. Where can I find resources and who can I reach out to with questions?

- Retirement planning resources can be found on [Prospector](#). You may also submit specific retirement questions to HR at na-askhr@newmont.com or discuss options directly with our providers. Provider contact information can be found in the Important Contacts table on the last page of this document.

31. If I accept employment with the Nevada JV and I am retirement eligible, can I start receiving my pension benefits?

- We are working to clarify whether employees of the Nevada JV will be able to begin receiving benefits under the pension plan and will be relayed as soon as possible.

Severance

32. Am I eligible for a severance payment and can it be confirmed it is Newmont’s severance program?

- Barrick will determine who is offered employment in the Nevada JV; any Newmont salaried employee who does not receive an offer of employment with the JV will be eligible for severance according to the applicable Newmont severance plan.

More Information

We recognize that this change creates uncertainty for our employees in Nevada. We will be transparent about changes and share information as we receive it and / or when decisions have been finalized and approved. We also remain committed to honoring our commitments to our stakeholders in the region. In the meantime, we ask that everyone remain focused on working safely while ensuring the safety of others, above all else.

- Updates will be provided as we move toward the implementation of the JV and additional information will be made available on the Nevada Joint Venture [Prospector Site](#).
- If you have specific questions please speak directly with your supervisor or email HR at na-askhr@newmont.com.
- Contact information on our Employee Assistance provider, Guidance Resources, is 1-888-723-9327 or www.guidanceresources.com (Company ID EAP4NM).

Important Contacts

Anthem BCBS (Medical and Dental)	1-877-403-0621 or www.anthem.com
Wage Works (Flexible Spending Accounts)	1-877-451-7244 or www.benefitadminsolutions.com
Discovery Benefits (COBRA)	1-866-451-3399 or www.discoverybenefits.com
Express Scripts (Prescription)	1-888-848-4452 or www.expressscripts.com
Guidance Resources (Employee Assistance Program)	1-888-723-9327 or www.guidanceresources.com (Company ID EAP4NM)
Health Equity (Health Savings Account)	1-877-582-8753 or www.myhealthequity.com
MDLIVE	1-888-632-2738 or www.mdlive.com/newmont
Nevada Near Site Centers	Golden Health Family Medical Center (Elko) 1-775-753-1049 Golden Health Pharmacy 1-888-940-1049; Golden Valley Medical Center (Winnemucca) 1-775-625-4653
North American Benefits	1-866-799-2731 or NorthAmerican.Benefits@Newmont.com
VSP (Vision)	1-800-877-7195 or www.vsp.com
Pension Service Center	1-855-755-1733
Fidelity	1-800-835-5095
BenefitFocus	https://newmont.hrintouch.com