

# EXHIBIT D

# WELCOME TO NEVADA GOLD MINES, LLC

HR INFORMATION SESSIONS



# What we'll cover today

- Benefits Overview
- Standards Overview
- What's Next?
- Questions

# Your Benefits at a Glance

*Effective  
January 1, 2020*

We're excited to introduce your benefits as a Nevada Gold Mines employee. Our goal was to make the transition as smooth as possible, while ensuring our benefit programs are sustainable in the long term.

**Here is a summary of the benefits that will be available to you as a Nevada Gold Mines employee:**

Medical Care	Vision Care	Short-Term/ Long-Term Disability
Prescription Drug Coverage	Flexible Spending Accounts (FSAs)	Life and AD&D Insurance
Dental Care	Health Savings Account (HSA)	401(k) and Retirement
Other Benefits		

# Medical Care

*Administrator:*



- **High Deductible Health Care Plan paired with a Health Savings Account (“HSA”)**
  - Nevada Gold Mines employees will be offered a medical plan similar to what is available to you today.

# Prescription Drug Coverage

*Administrator to be determined*

- **Brand, Generic and Specialty Medications**

- Nevada Gold Mines is seeking prescription drug coverage proposals to provide the best coverage for you at the lowest cost.
- The coinsurance for prescription drugs is currently under review.

# Dental Care

Administrator:



- **Preventive, Basic and Restorative Services**

- The Nevada Gold Mines plan will cover preventive services with no deductible and provide a maximum benefit of \$2,000.



This offers **similar coverage** to your current plan.

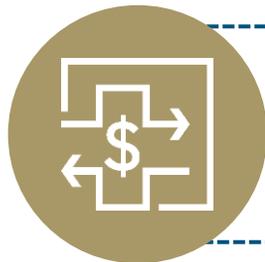
# Vision Care

Administrator:



- **Routine Exams (every 12 months)**

- Nevada Gold Mines will offer you the option to enroll in either the **Base Vision Plan** or a **Buy-Up Vision Plan**, which offer frame and contact lens maximums that are similar to your current coverage.



Plans offer copays and reimbursement maximums that are **similar to your current coverage.**

# Flexible Spending Accounts (FSAs) & Health Savings Account (HSA)

FSA Administrator:



HSA Administrator:

To be determined

## Flexible Spending Accounts

You'll be able to contribute up to the IRS maximums:

**Health Care FSA:** \$2,700

**Dependent Care FSA:** \$5,000

## Health Savings Account– Employer Annual Contribution

Earn an HSA contribution through Anthem's **Health Rewards Program:**

- Employees can **earn \$750**
- Employee + 1 (spouse or child) can earn an **additional \$750** for a **combined contribution of \$1,500.**

↳ **Maximum annual contribution limit  
(Individual \$3,500 / Family \$7,000)**

Employees will be able to contribute the IRS maximum allowable amount for this program.

**Note:** Employees who have an HSA will be able to roll their funds into an HSA with the new administrator.

# Short-Term & Long-Term Disability (Salaried and Non-Union Hourly)

*Administrator to be  
determined*

- **Short-Term Disability Insurance**

- Nevada Gold Mines will provide 66.67% of base pay for up to 6 months after a 6-day elimination period.
- Leaves for the recovery from the birth of a child provide 100% of base pay for a period of 6 to 8 weeks.

- **Long-Term Disability Insurance**

- Nevada Gold Mines will provide eligible participants a long-term disability benefit of 60% of base pay.

# Short-Term & Long-Term Disability (Union Hourly)

*Administrator to be determined*

- **Short-Term and Long-Term Disability Insurance**
  - Weekly indemnity plan as described in the collective bargaining agreement (“CBA”).

# Life and AD&D Insurance

*Administrator to be determined*

Employee Basic Life and AD&D	Spouse Basic Life/ Child Basic Life	Voluntary Life and AD&D
Two times your base pay for life and AD&D insurance.	<b>Spouse:</b> \$20,000 <b>Child:</b> \$10,000 per eligible child	You may purchase additional life insurance up to \$500,000, and AD&D coverage of two times base pay.

# 401(k) and Retirement (Salaried and Non-Union Hourly)

Administrator:  
**Fidelity**

Component	Benefit
Employer Match	6%
Employer Non-Match Contribution	5%

## Vesting

- Both the Match and the Non-Match Contribution are subject to a four year vesting schedule.
- Vesting service at Barrick and Newmont will be recognized in the Nevada Gold Mines 401(k) plan.
- If you have **four or more years** of vesting service as of January 1, 2020, you will be immediately **100% vested** in both the Employer Match and Employer Non-Match Contributions.

## Investments

The investments available in the 401(k) plan will include **target date retirement funds** as well as a **variety of other funds** to allow employees to create a diversified portfolio.

# 401(k) and Pension (Union Hourly)

Administrator:  
**Fidelity**

Component	Benefit
<b>401(k) Employer Match</b>	6%
<b>Pension</b>	Multiplier

## Vesting

- The Match Contribution is subject to a four year vesting schedule.
- Vesting service at Newmont will be recognized in the Nevada Gold Mines 401(k) plan.
- If you have **four or more years** of vesting service as of January 1, 2020, you will be immediately **100% vested** in both the Employer Match Contributions.

## Investments

The investments available in the 401(k) plan will include **target date retirement funds** as well as a **variety of other funds** to allow employees to create a diversified portfolio.

# Other Benefits

**Effective January 1, 2020, Nevada Gold Mines will provide many other benefits including:**

- ✓ Dependent scholarship program
- ✓ Tuition reimbursement
- ✓ Employee assistance program
- ✓ Matching gifts to eligible charities
- ✓ Wellness program
- ✓ **And much more!**

# Nevada Gold Mines Standards

The following slides outline **key standards** that will be in place at Nevada Gold Mines, LLC effective **July 1, 2019** and **January 1, 2020**.

This information is intended as a **summary only**. For details, refer to the Employee Standards.

Nevada Gold Mines, LLC  
EMPLOYEE STANDARDS

# Nevada Gold Mines Standards

*Effective  
July 1, 2019*

Standard Name	Summary
<b>Standards of Conduct</b>	<ul style="list-style-type: none"><li>• The Nevada Gold Mines Standards of Conduct includes a list of misconduct that could result in discipline. Excluding attendance, discipline issued within the previous 24-month period may be used to determine the appropriate level of discipline.</li></ul>
<b>Disciplinary/Corrective Action Standard</b>	<ul style="list-style-type: none"><li>• Nevada Gold Mines will initiate disciplinary/corrective action when there is unacceptable performance and/or personal conduct. It will be based on the following levels (for hourly/non-exempt employees):<ul style="list-style-type: none"><li>▪ Level 1: Documented verbal notice</li><li>▪ Level 2: Written notice</li><li>▪ Level 3: Final notice with paid/unpaid suspension</li></ul></li><li>• A written commitment letter may be required at any level.</li></ul>

# Nevada Gold Mines Standards

*Effective  
July 1, 2019*

<b>Standard Name</b>	<b>Summary</b>
<b>Complaint/Disciplinary Process</b>	<ul style="list-style-type: none"><li>• The Employee may request a review for terminations only. All requests must be submitted in writing within 24 hours of the termination notification.</li></ul>
<b>Work-Related Injury/Illness</b>	<ul style="list-style-type: none"><li>• Employees that sustain a work related injury or illness must inform his or her supervisor immediately. Failure to notify supervision by the end of shift may result in disciplinary action.</li></ul>
<b>Prescription Drug Use That May Impair Safety</b>	<ul style="list-style-type: none"><li>• Employees will be required to notify HR/supervisor/medic if they are unable to work safely or if they have any work restrictions as a result of taking a prescription drug.</li></ul>

# Nevada Gold Mines Standards

*Effective  
January 1, 2020*

Standard Name	Summary
Bonus Safety and/or Disciplinary Incidents	<ul style="list-style-type: none"><li>Nevada Gold Mines' bonus calculation components will be defined in stand-alone policies that include safety and disciplinary components.</li></ul>
Reporting Off Work Requirements	<ul style="list-style-type: none"><li>Employees will be required to call and report their absence from work at least one hour before the start of their scheduled shift.</li></ul>
Disciplinary Process – Attendance Incidents	<ul style="list-style-type: none"><li>Absences will be charged as attendance incidents and subject to progressive discipline after Paid Time Off has been exhausted.</li></ul>

# Nevada Gold Mines Standards

*Effective  
January 1, 2020*

Standard Name	Summary
<b>Work Schedule</b>	<ul style="list-style-type: none"><li>The regular work week at Nevada Gold Mines will begin on Monday and will end on Sunday. There are 24 consecutive hours in a work day which are recorded in 15-minute increments.</li></ul>
<b>Overtime</b>	<ul style="list-style-type: none"><li>Nevada Gold Mines will offer overtime pay at a rate of 1.5 times base pay after 40 hours worked in a work week.</li></ul>
<b>Hourly Temporary Assignments Pay</b>	<ul style="list-style-type: none"><li>Where applicable, hourly temporary assignment pay rates will be defined and paid for specific roles.</li></ul>

# Nevada Gold Mines Standards

*Effective  
January 1, 2020*

Standard Name	Summary
Call Out Pay	<ul style="list-style-type: none"><li>Employees will be paid travel time as hours worked and shall receive no less than 4 hours pay at 1.5 times the base hourly rate. Employees will not be compensated based on mileage.</li></ul>
Holiday Pay	<ul style="list-style-type: none"><li>Nevada Gold Mines will provide holiday pay for hourly/non-exempt employees and it will be paid based on work schedule. Overtime rates for holiday hours apply for full shift hours.</li></ul>
Paid Time Off (“PTO”)	<ul style="list-style-type: none"><li>Nevada Gold Mines will use a Paid Time Off accrual system. It will allow employees to bank hours to be used for approved absences and cash out available balances per the standard.</li></ul>

# Nevada Gold Mines Standards

*Effective  
January 1, 2020*

Standard Name	Summary
Bereavement Leave	<ul style="list-style-type: none"><li>Employees who have a death of an immediate family member will be eligible to receive a 4 day leave of absence with pay.</li></ul>
Drug Use/Distribution/ Possession/Impairment Policy	<ul style="list-style-type: none"><li>Nevada Gold Mines will maintain a standard prohibiting the use and possession of drugs and alcohol on or in any Company property with defined threshold limits.</li></ul>

\* For those employees whose job classifications are subject to a **collective bargaining agreement** (“CBA”), the agreement shall control wages, benefits and other terms of employment and to the extent there is a conflict between the standards and the CBA, for those subject to the CBA, the CBA will control.

# JV PTO Plan For Non-Union Employees

## Plan Design

Proposed Plan	Annual Hours	Maximum PTO Bank	Buy-Back Eligible
0-4	130	360	65
5-9	200	360	100
10-14	240	360	120
15-19	260	360	130
20+	280	360	140

Note: up to 50% of accrued hours can be converted to pay.

### Hours to be cashed out prior to January 1, 2020:

- Newmont PTO Bank
- Barrick Personal Time Bank
- Barrick hourly unused vacation

- All Newmont non-union employees with 0 – 4 years of service will be **grandfathered** at 180 hours. All non-union employees with PTO greater than the proposed plan will **also** be grandfathered.
- **In 2020:** 50% of hours will be available immediately on January 1, 2020, and the remaining 50% of hours will be accrued **during the calendar year**.
- **In 2021:** **All hours** will be accrued during the calendar year.

# For example



## Today:

- Maria's **5 years of service** at Newmont will be recognized by the JV for the new PTO allotment.

## In 2020:

- She is eligible for **200 hours** of PTO effective January 1, 2020.
- Maria can use **up to 50%** of her 200 hours (100 hours) starting January 1, 2020.
- Then she will accrue (earn) the remaining 50% of the 200 hours (100 hours) through the remainder of 2020.

## In 2021:

- Effective January 1, 2021, she will accrue all of the 200 hours throughout 2021.
- For example, after 3 months, she will accrue and be able to use 50 hours.

# What's Next

- **Salaried employees** will have the option to attend informational sessions on site starting **May 13th – May 16th**.
- **Hourly/non-exempt employees** will attend informational sessions **during the week of May 20th**. They will sign the Acknowledgement at that event.
- **Benefits and Standards Summaries have been sent to salaried employees via email.** Acknowledgements for signing will also be sent electronically to work emails before June 1<sup>st</sup>.
- **Standards Handbooks** are available on the company intranet. If an employee would like a **digital copy**, you can ask your HR Business Partner for a USB copy.
- You will receive full benefit details prior to **Open Enrollment**, which will take place this fall.

# Questions

Please speak with an HR representative onsite today

OR

Attend the **informational sessions** with your spouse during the week of **May 20th** at the **Elko Conference Center** or **Winnemucca Convention Center**. Company representatives will be available to answer your questions.