



Our Sense of the Ethical Environment

Childs Geoscience Inc.

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CHILDS GEOSCIENCE INC. (CGI) is a mineral exploration company based in Bozeman, Montana

BACKGROUND ON CGI

- Our manpower needs vary with mineral prices, state of the industry, and season
- Currently we employ eight geologists both full-time and part-time
- We conduct metal and industrial minerals exploration, property evaluation, mine geology, ore deposit modeling, drilling, district-scale mapping, and dump recycling

A SENSE OF HUMOR HELPS



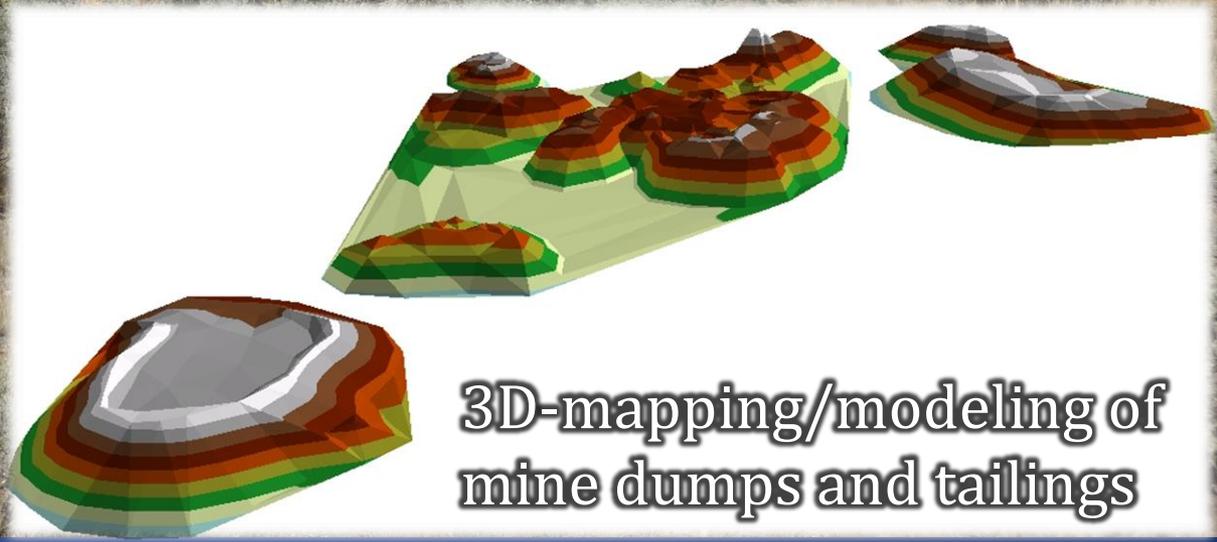
MSU graduate and CGI geologist, Jeremy Harwood, winner for best beard under 6 inches and best “hair sweater”

Mine Dump Reclamation

Ben VanDenBos,
U of M, Geology



OUR MOTTO:
*“Take a Dump,
Make a Pile”*



3D-mapping/modeling of
mine dumps and tailings

MOUNTAIN PEOPLE TEND TO BE GREAT EMPLOYEES AND FRIENDS



Michael Jensen, MSU,
soil science

OUR HIRING EXPERIENCE

Difficult to generalize but here we go:

- Some new grads have an attitude of entitlement
- Some new grads feel underappreciated, disrespected
- Some grads arrive resenting their college experience
- We sense a generational difference: a sense of gratitude is sometimes absent, there seems to be an aversion to taking on responsibility

What do our graduates need to know?

- IT IS REALLY IMPORTANT TO EMPHASIZE THE NEED FOR AN ETHICAL APPROACH AS PART OF COLLEGE TRAINING
- GRADS NEED TO BE PREPARED TO “TRUST BUT VERIFY” AND HAVE A REALISTIC VIEW OF THE WORLD AND HUMAN WEAKNESSES
- SOME TRADE ORGANIZATIONS DO A POOR JOB OF POLICING THEIR CONSTITUANCIES
- STUDENTS SHOULD ALWAYS QUESTION AND EXPECT OTHERS TO EARN THEIR TRUST
- FACULTY NEED TO SET A FORCEFUL EXAMPLE OF ETHICAL BEHAVIOR

OUR BUSINESS EXPERIENCE

- Ethical clients and colleagues make it all worthwhile
- We have been lucky in having clients who have become longtime friends
- We have been in business for more than thirty years and nearly all projects have been based on a simple handshake
- In recent years we have started to get burned: very difficult and expensive to chase the unethical companies
- The US and Canada are becoming more and more like third world places to do business.
- Concentration of wealth and weakening of the middle class is progressively more dangerous
- EXAMPLES OF DILEMMAS: 1) No US mining royalty but investors are now from other countries; 2) Climate change

PERSONALITY TRAITS WE LOOK FOR

- RESILIENCY- The industry tanked in 2013 as it tends to do every 5 to 10 years
- HONESTY
- RESPECT FOR OTHERS
- WORK ETHIC
- POSITIVE ATTITUDE
- INITIATIVE
- CURIOSITY
- POSSIBILITY THINKING- What if.....
- DEDICATION- Professional versus 9 to 5
- ABILITY TO BOTH LEAD AND BE A TEAM PLAYER
- PRACTICAL APPROACH- Common sense
- ORGANIZATIONAL SKILLS
- WILLINGNESS TO TRAVEL
- MENTAL AND PHYSICAL TOUGHNESS

SKILLS WE LOOK FOR

- GEOLOGIC MAPPING SKILLS
- GIS SKILLS
- WRITTEN COMMUNICATION SKILLS
- ORAL COMMUNICATION SKILLS
- CREATIVE THINKING- Recognition of new and important relationships and opportunities
- INTERPERSONAL SKILLS- Willingness to share skills and ideas