



# **APEX MINING CO., INC.**

## **MEMORANDUM**

Date : **November 24, 2014**

To : **ALL APEX EMPLOYEES**

From : **DR. WALTER W. BROWN**  
President and CEO

Subject : **ORGANIZATIONAL CHANGES**

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Further to the my earlier memo dated 5 August 2014, I would like to reiterate that Materials Management, Legal, Information Technology and Human Resources are part of the Corporate Services and as advised earlier, should directly report to the Executive Vice-President for Corporate Services.

Although under the direct supervision of the EVP for Corporate Services, these aforementioned division/departments are expected to closely coordinate with various groups under the Resident Manager to tackle, discuss, and resolve issues and concerns that may arise on a day to day basis.

This should follow the matrix reporting relationship concept wherein day to day operational needs and requirements are coordinated and resolved at the Resident Manager level while procedures, guidelines and policy formulation should be elevated and approved at the corporate level.

Attached is the approved Table of Organization.

For your strict compliance.

**WALTER W. BROWN**  
President & CEO

## APEX MINING CO., INC.

DATE : 5 August 2014  
TO : **ALL APEX EMPLOYEES**  
FROM : **W.W. BROWN**  
SUBJECT : **ORGANIZATIONAL CHANGES**

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This refers to the continuous organizational changes that management has been implementing in response to the needs of the organization.

In view of the foregoing, please be informed that effective 5 August 2014, the following will be under the direct supervision of our Executive Vice-President, Mr. Noel V. Tanglao:

1. Materials Management Division
2. Legal
3. Information Technology

For your information and guidance.



**W.W. Brown**  
President and CEO

