



FY2021-FY2024 STRATEGIC PLAN



MISSION

Unite, educate, advocate, and serve as the public voice of Nevada's modern mining industry.

VALUES

RESPONSIVE to the needs of our members and the inquiries of the public.

INNOVATIVE in developing ways to connect members with opportunities and to build recognition of the mining industry's contribution to Nevada communities.

COMMITTED to leading environmental stewardship and the health and safety of workers, residents, and communities.

PROACTIVELY ENGAGED as the mining industry's voice in local, state and federal discussions.

COLLABORATIVE with others in an open, transparent, and inclusive manner to strengthen the mining industry.

ACCOUNTABLE for what we say and do, and we uphold our commitments.

VISION

We envision...

Nevadans embracing the mining industry as forward thinking, respected, and essential for a vibrant future.

LEGISLATIVE POLICY

Provide Nevada's Mining Industry with legislative predictability to encourage development and growth within the industry.



- **Environmental:** Communicate mining's commitment to reasonable, science-based policies that encourage continued operations while protecting human health and Nevada's unique environment.
- **Public Policy:** Educate new electeds and regulators about current operations and future projects in order to impress upon legislators the important position mining plays in Nevada.
- **Safeguard:** Safeguard the industry against new statutes, regulations, taxes and fees that will increase operational cost and decrease operational predictability in order to encourage continued development and investment in Nevada's mining industry.
- **Elevate:** Win influence with key Nevada legislators, especially southern leadership, in order to drive home that mining is a Nevada industry, happening in every corner of the state, with the objective of keeping mining's seat at the decision-making table.

MEMBER SERVICES

Provide value aligned with member needs.



- **Suppliers:** Facilitate communication between the membership to drive business opportunities.
- **Member Engagement:** Become the most knowledgeable/up-to-date source of information for new projects throughout NV and relay that information to members.
- **Recruit & Retain:** Adapt to member's needs and provide value to retain and attract new members.
- **Technology:** Explore and implement current trends in technology to provide cutting edge services.

WORKFORCE DEVELOPMENT

Create a coalition to drive interaction throughout the state, producing an extensive, and diverse workforce.



- **Health & Safety:** Connect the industry through development of proven safety practices, while sharing the mining industry's strong safety culture.
- **Human Resources:** Unite human resource professionals within the mining industry. Create member only resource centers with base policies and frameworks to aid in navigating complex issues.
- **Talent Acquisition:** Build pathways to attract non-traditional professionals from diverse backgrounds to the mining industry.

PUBLIC OUTREACH

Inform the public about the significance of the mining industry through education, community outreach, and career opportunities.



- **Connect with Schools:** Develop strong relationships with schools and universities to share the future of mining and the career opportunities within the supply chain.
- **Strategic Alignment:** Build and strengthen relationships with organizations that spread goodwill and enhance the visibility of Nevada mining.
- **Outreach:** Focus on bridging the knowledge gap and help defeat inaccurate perceptions of the mining industry.

ASSOCIATION EXCELLENCE

Attract, retain, and empower excellence in the Nevada Mining Association team.



- **Team Development:** Grow and evolve our organization to meet the needs of our members through continued staff education and broadening our knowledge of the mining industry.
- **Processes:** Establish an internal framework of standards and processes to create organizational consistency and cohesion.
- **Financial:** Exercise responsible stewardship over current revenue while exploring additional revenue sources in order to execute upon current and future strategic plans.
- **Culture:** Create an environment of trust allowing each staff member a voice for open communication with the staff, leadership, and members.