

## Career FAQ's - page 1

The below outlines the answers to some of our most frequently asked questions about applying for a career at Marathon Gold.

**Q: How do I apply for a position?**

A: To apply for a position please visit our website ([www.marathon-gold.com](http://www.marathon-gold.com)) to view opportunities on our careers page as all vacancies will be posted. We encourage you to apply to those opportunities that you find of interest and match your skill set. Please ensure your application contains your current contact information, education, and your relevant work experience.

**Q: Can I email, mail, or drop off my application instead of applying directly online?**

A: Please submit your application online referencing the competition # noted in the posting. To have your resume reviewed it must be submitted in Word or PDF format otherwise we will not be able to access it due to compatibility issues.

**Q: I do not see a position I am interested in applying to right now, but I would like to be informed when new postings become available. What should I do?**

A: You can keep up to date on new job opportunities by following us on Facebook, LinkedIn, and Twitter @MarathonGoldMOZ, or checking back on our careers page where all postings will be kept up to date. You can sign up to receive job alerts that will go directly to your inbox by visiting our careers page, providing the required information under subscribe, check mark careers and click sign up.

**Q: Does Marathon Gold have any hiring commitments within the province?**

A: Marathon is an equal opportunity employer and is committed to giving first opportunity and full and fair consideration to qualified applicants who reside in Newfoundland and Labrador and all applications will be considered on this basis. This includes a commitment that during the construction and operation phases no less than 85 per cent of the project workforce will be provincial residents. Please note that Marathon reserves the right to hire only those candidates who are appropriately qualified for the position advertised.

We value equity and diversity and are committed to creating an inclusive workplace environment for all employees. While Marathon is committed to giving first opportunity and full and fair consideration to qualified applicants who reside in Newfoundland and Labrador, we are prioritizing the focus to qualified females, Indigenous persons, persons with disabilities and visible minorities.

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**Q: Does Marathon Gold accept applications from those who are not currently eligible to work in Canada?**

A: While our priority is qualified applicants who are legally eligible to work in Canada, we welcome all applicants and consideration will be given based on our commitments under the Benefits Agreement with the Province.

**Q: What should I expect during a pre-screen?**

A: A pre-screening interview includes a series of questions that lets us learn more about a potential candidate to determine if the candidate will move to a more extensive interview process. The pre-screening questions ask the candidate more information about their career goals, job preferences, abilities, knowledge, and more.

**Q: Will I be contacted if I am not selected to move to the interview process for the position I have been pre-screened for?**

A: We will only contact those candidates who are selected to move to the interview process.

**Q: What should I expect during an interview for a position at Marathon Gold?**

A: Marathon will use a panel interview format where more than one interviewer may be present. Panels will normally include an HR representative and the hiring manager. If you are selected for an interview, you will be contacted by an HR representative who will explain the process further and answer any questions you may have.

**Q: How can I prepare for an interview with Marathon Gold?**

A: The interview format will consist of behavioral and technical questions. We encourage applicants to review the Marathon website to learn about the Company and Project prior to their interview.

**Q: Does Marathon Gold conduct background checks?**

A: Yes, employment offers with Marathon are conditional on the completion of a full background check which may include employment verification, employment references, education/certification check, and criminal record check.

Be prepared by having your information available and organized prior to being asked to participate in the background check. If you are selected to move forward in the recruitment process, an HR representative will explain this process in more detail and identify what information will be required from you.

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**Q: Will I be contacted if I am not selected to participate in the interview process for the position I have applied to?**

A: All applicants will receive acknowledgement of receipt of their online application via email. Marathon will review all applications; however, we will only contact those candidates who best fit the requirements.

**Q: Do you keep my resume on file?**

A: All Marathon Gold vacancies will be posted on our website ([www.marathon-gold.com](http://www.marathon-gold.com)). We encourage you to apply directly to those opportunities that you find of interest and are a match for your skill set.

While your resume will remain in our data base following an application, we encourage you to be proactive and ensure an updated resume is submitted in Word or PDF format directly to any position of interest.

**Q: I submitted my resume to the general database; do I still need to apply on a posting?**

A: Yes, while we do a database search, we recommend that applicants apply directly to all postings of interest which are a match for the applicant's skill set and provide an updated resume.

**Q: How do I self-disclose affiliation with the communities that have commitments with Marathon Gold?**

A: Your application must indicate your place of ordinary residence. While not required and only if you are comfortable doing so, you may choose to disclose your affiliation with any group which has traditionally been under-represented in the mining industry, including women and gender-diverse persons, Indigenous groups, persons with disabilities or visible minority groups on your application. This information will not determine the outcome of any job application and applicants who do not disclose will not be penalized or disadvantaged. However, this information, when anonymized, may assist Marathon in fulfilment of its reporting requirements under its Benefits Agreement with the Province.

**Q: If I secure employment with a contractor during construction how/if any will that impact me securing permanent employment with Marathon Gold during operations?**

A: The construction period is a great opportunity for individuals to build their skill set to gain future employment opportunities. Therefore, we ask candidates to continue to build upon their skills wherever possible and apply for positions of interest when an opportunity arises.

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**Q: How do I know my resume was received?**

A: When you submit your application containing your resume to [careers@marathon-gold.com](mailto:careers@marathon-gold.com) you will receive an automatic reply from Marathon confirming receipt of your application containing your resume. Before you submit your application, please ensure your resume is attached and it is in Word or PDF format and the competition # is noted in the subject line otherwise the Company will not have the opportunity to assess your application. If you do not receive a response in your inbox, please check your spam folder or notify the Company by calling the Grand Falls-Windsor office at 709- 486-0069.

You can keep up to date by following Marathon Gold on Facebook, LinkedIn, and Twitter @MarathonGoldMOZ or visiting our website at [www.marathon-gold.com](http://www.marathon-gold.com).