



December 7, 2007

Ms. Jana Murphy
Flambeau Mining Company
N4100 Hwy 27
Ladysmith, WI 54848

Dear Ms. Murphy:

RE: Flambeau Certificate of Completion Stipulation Monitoring

Foth Infrastructure and Environment, LLC (Foth) prepared this Work Plan for Flambeau Mining Company (Flambeau) to fulfill the stipulations stated in the Matter of the Application of Flambeau Mining Company for Issuance of a Certificate of Completion of Reclamation Case No: LH-07-05.

This work plan will address item Number 6 of the Stipulation. Item Number 6 specifies the additional monitoring Flambeau agrees to undertake at and around the reclaimed mine site.

This work plan addresses specific media types to be monitored which include sediments, soils, surface water, and biota. This monitoring work shall be performed in general accordance with Quality Assurance Project Plan (QAPP), December 2007 included as Attachment 1.

Monitoring Plan: Sediment

Sediment samples will be collected in the 0.9 acre bio-filter, 1.7 acre bio-filter, Stream C, and the Flambeau River once in mid summer 2008, 6 individual samples will be taken in the 0.9 acre biofilter, 6 individual samples in the 1.7 acre biofilter, 2 samples in Stream C, and 3 samples in the Flambeau River. With the exception of the Flambeau River samples, all samples will be collected using sediment probes. The Flambeau River samples will be collected using sediment traps.

Sediment probing will be performed to measure the thickness of the soft sediment within a particular area or location, prior to core sample collection. The purpose of collecting sediment, poling, and probing is to accurately measure soft sediment thickness. Sediment thickness measurements will be conducted by setting a calibrated rod with a plate on the end, on top of the-soft sediment. The calibrated rod will then be advanced through the soft sediment materials until refusal. The difference between the initial depth measurement and depth of refusal is the sediment thickness.

Sediment core samples will be collected by pushing a core into the soft sediment until refusal. Sediment core samples will be processed based on field observation and samples representing recently deposited sediment will be sent to an analytical laboratory to be analyzed for copper, iron, manganese, and zinc. Six cores will be pushed in the 1.7 acre biofilter at locations shown on Figure 2 and submitted individually for analysis. In the 0.9 acre biofilter six cores will be

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pushed at locations shown on Figure 1 and submitted individually for analysis. Table 1 contains Analytical Parameters and Methods which will be used for metals analysis. Table 2 contains a monitoring summary.

The upstream location (S-1) on the Flambeau River is at the end of Blackberry Lane. The downstream location (S-3) on the Flambeau River is downstream from where Stream C and Meadowbrook Creek empties into the Flambeau River and is adjacent to the Sister's Farm Recreation Area. A third sample location (S-4) will be collected at a point below the mouth of Stream C but above the mouth of Meadowbrook Creek. All locations are shown on Figure 3.

The Stream C locations for sediment collection will be based on the hydrology, deposition of the stream, and field observation. One location will be downstream from the overflow of the 0.9 acre bio-filter and approximately 20 yards south of Copper Park Lane where Stream C is a gaining stream, in an area of sediment deposition. The other location will be approximately 120 yards downstream of Copper Park Lane, where Stream C is a losing stream, in an area of deposition. Stream C sample locations are identified in Figure 1. Upon completion of the sampling events and review of analytical data, Flambeau will present the data to the parties to the stipulation.

Monitoring Plan: Soils

Soil samples will be collected from five locations in the H&H building area and five representative locations on the mine site. The samples will be collected to a depth of 4 inches. This sampling will be a one-time sampling event occurring in 2007 or 2008. Each sample will consist of four sub-samples which will be hand augured to the correct depth. Each of the four sub-samples will be composited into one sample.

The five H&H building area sample locations will be pre-determined prior to work being completed. Suggested soil sample locations for the H&H building area are identified in Figure 4. These locations were chosen based on use of the site during mining and were placed where impacts due to vehicle traffic may be the largest.

The soil samples being collected from the five general mine site locations will consist of a composite of four soil grab samples collected to a depth of 4 inches from the general area of the five soil sample locations for the mine site. These five general locations are identified in Figure 5. These locations were chosen based on the use of the site during mining and the current watersheds across the mine site to allow for sampling downslope of previously heavily used areas.

Soil samples will be analyzed for copper, pH (lab), and sulfide. Table 1 contains Analytical Parameters and Methods to be used for sediment samples. Table 2 contains a monitoring summary. Upon completion of the sampling event and validation of analytical data, Flambeau will present the data to the WDNR and copies provided to parties to the stipulation.

Monitoring Plan: Surface Water

Surface water sampling will be conducted at three points where focused runoff leaves the mine site as well as at locations SW-C8 (part of the biofilter management sampling plan) and SW-C3 (located east of Highway 27 north of the rail spur). The focused runoff surface water sample locations will be where Stream A leaves the mine site (SW-A1), Stream B near the outlet of the 1.7 acre bio-filter (SW-B1), and Stream C downstream of the crossing at Copper Park Lane (SW-C1). Surface water sampling locations are identified in Figure 6.

Beginning in the fall of 2007, grab surface water samples at the above identified sites will be collected during a fall storm event if surface water is available. If surface water is unavailable at the time of the fall storm event, attempts will be made until a sample is collected or until the ground is frozen. A spring 2008 sampling will occur sometime in April or May during a storm event that presents an opportunity to collect a sample. This sampling program will continue for the next five years.

Surface water sampling will also be conducted at three points within the Flambeau River – upstream from the mine site at the end of Blackberry Lane, approximately 100 yards downstream from the former Outfall 001, and at a point below the mouth of Stream C but above the mouth of Meadowbrook Creek.

The grab surface water samples will be analyzed for sulfate, copper, iron, manganese, zinc, total hardness, and field pH and field conductivity. An estimate of flow data (qualitative or quantitative) will also be recorded. Table 1 contains Analytical Parameters and Methods to be used. Table 2 contains a monitoring summary. Upon completion of the sampling event and validation of the analytical data, Flambeau Mining Co. will present the data along with any estimated flow data (qualitative or quantitative) to parties to the stipulation.

Monitoring Plan: Biota

Biota sampling will include crayfish and walleye and will be performed in the Flambeau River above and below the mine site, including a crayfish sampling point below the mouth of Stream C but above the mouth of Meadowbrook Creek, once per year for five years.

Crayfish sample locations will be the same as in the past, at the end of Blackberry Lane, Meadowbrook Creek confluence (below Stream C discharge), and the Port Arthur Dam and presented in Figure 7.

Crayfish will be collected using an 8 by 18 inch rectangular net with 800 to 900 micron mesh size. Crayfish will be collected by using a kick seine method. Whole crayfish specimens will be composited in a Ziplock bag, frozen and processed as a single sample per site. Crayfish will be analyzed for copper, iron, manganese, and zinc.

Walleye sample locations will be the same as in the past with the above mine site sample location on the Ladysmith Impoundment and the below mine site sample location on the Thornapple Flowage. To also be consistent with previous years, electroshocking will be used in collection of walleye. Walleye in the following size ranges are targeted for collection:

- ◆ 10-12 inches – one fish
- ◆ 12-15 inches – two fish
- ◆ 15-18 inches – three fish
- ◆ 18-22 inches – two fish
- ◆ >22 inches – one fish

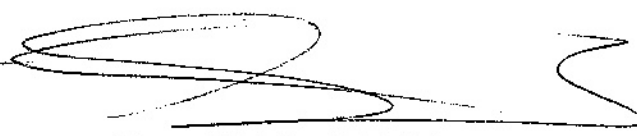
Walleye within the above size criteria will be processed and analyzed for copper, iron, manganese, and zinc. To be consistent with previous sampling methods, walleye livers will be composited and analyzed. Table 1 contains Analytical Parameters and Methods to be used. Table 2 contains a monitoring summary. Figure 8 shows walleye sampling areas.

Subsequent to the date of this work plan, one week prior to completing any sample collection described in this work plan, Flambeau Mining Co. will contact the Upper Chippewa Basin Supervisor for the Northern Region, Tom Aartila at 715-762-1338. With respect to sampling intermittent streams notification will occur as promptly as possible. Upon completion of each sampling event and review of analytical data, Flambeau Mining Co. will present the data to the WDNR and copies provided to parties to the stipulations.

If you have any questions regarding the information presented here please me at (920) 496-6813.

Sincerely,


James B Hutchison, PE
Project Engineer


Sharon V. Felix, CEM, PG
Project Geologist

cc: Fred Fox, Kennecott Minerals Company
Steve Donohue, Foth Infrastructure & Environment

Attachments: Figures
Quality Assurance Project Plan

Table 1
Analytical Parameters and Methods

Parameter	Sampling Method	Analytical Method
Copper	Crayfish/Walleye	SW 846 6010
Iron	Crayfish/Walleye	SW 846 6010
Manganese	Crayfish/Walleye	SW 846 6010
Zinc	Crayfish/Walleye	SW 846 6010
Sulfate	Surface Water	SW 846 9056
Copper	Surface Water	SW 846 6010
Iron	Surface Water	SW 846 6010
Manganese	Surface Water	SW 846 6010
Zinc	Surface Water	SW 846 6010
Hardness	Surface Water	EPA 6020/2340B
pH	Surface Water	Field
Specific Conductivity	Surface Water	Field
Qualitative flow estimate	Surface Water	Field
Copper	Sediments	SW 846 6010
Iron	Sediments	SW 846 6010
Manganese	Sediments	SW 846 6010
Zinc	Sediments	SW 846 6010
Copper	Soils	SW 846 6010
pH	Soils	SW 846 9045
Sulfide	Soils	M600/2-78-054 3.2.4

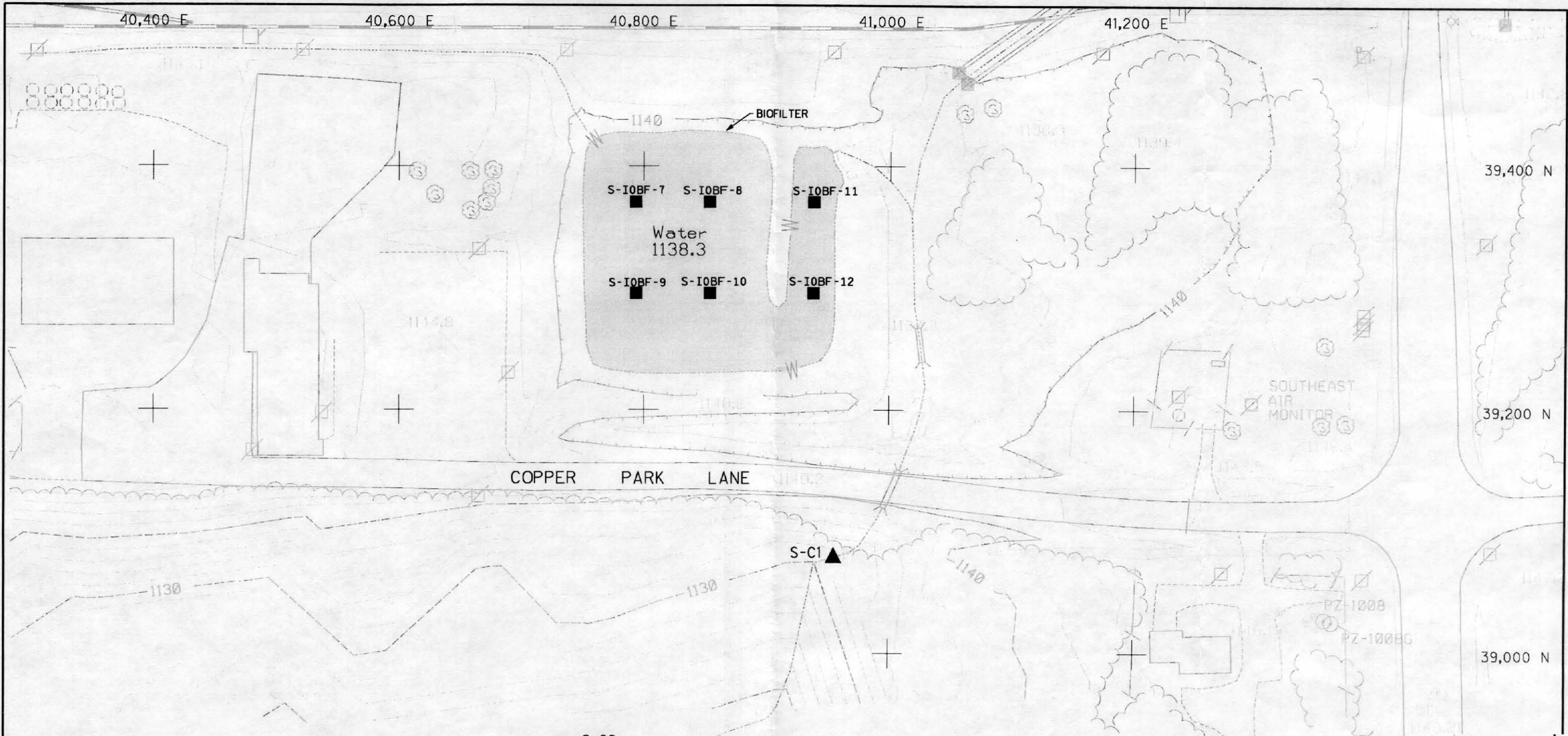
Prepared by: SVF
Checked by: JBH1

Table 2
Monitoring Summary Table

Locations	Number of Samples	Parameters
<u>Sediment</u>		
0.9 Acre Bio-filter (S-IOBF-7 & S-IOBF-8)	4 cores & 2 cores composite to 2 samples	copper, iron, manganese, zinc
1.7 acre constructed wetland (S-MSBF)	4 cores composite to 1 sample	copper, iron, manganese, zinc
Stream C (S-C1 & S-C2)	2	copper, iron, manganese, zinc
Flambeau River (S-1, S-3 & S-4)	3	copper, iron, manganese, zinc
<u>Soils</u>		
H&H Building (SS-HH-1, SS-HH-2, SS-HH-3, SS-HH-4 & SS-HH-5)	4 sub-samples per composite; 5 composite samples	copper, pH (lab), sulfide
Mine Site (SS-MS-1, SS-MS-2, SS-MS-3, SS-MS-4 & SS-MS-5)	4 sub-samples per composite; 5 composite samples	copper, pH (lab), sulfide
<u>Surface Water</u>		
Stream A (SW-A1)	1 sample twice a year	sulfate, copper, iron, manganese, zinc, pH, hardness & conductivity
Stream B (SW-B1)	1 sample twice a year	sulfate, copper, iron, manganese, zinc, pH, hardness & conductivity
Stream C (SW-C1)	1 sample twice a year	sulfate, copper, iron, manganese, zinc, pH, hardness & conductivity
Flambeau River (SW-1, SW-2 & SW-3)	3 samples twice a year	sulfate, copper, iron, manganese, zinc, pH, hardness & conductivity
<u>Biota</u>		
Crayfish (M-1, M-2, & M-3)	3 composite samples once a year	Copper, iron, manganese, zinc
Walleye (F-1 & F-2)	2 composite samples once a year	Copper, iron, manganese, zinc

Prepared by: SVF
Checked by: JBH1

Figures



LEGEND

- S-I0BF-9 ■ BIOFILTER SEDIMENT CORE LOCATIONS
- S-C1 ▲ SEDIMENT MONITORING SITE NUMBER AND LOCATION

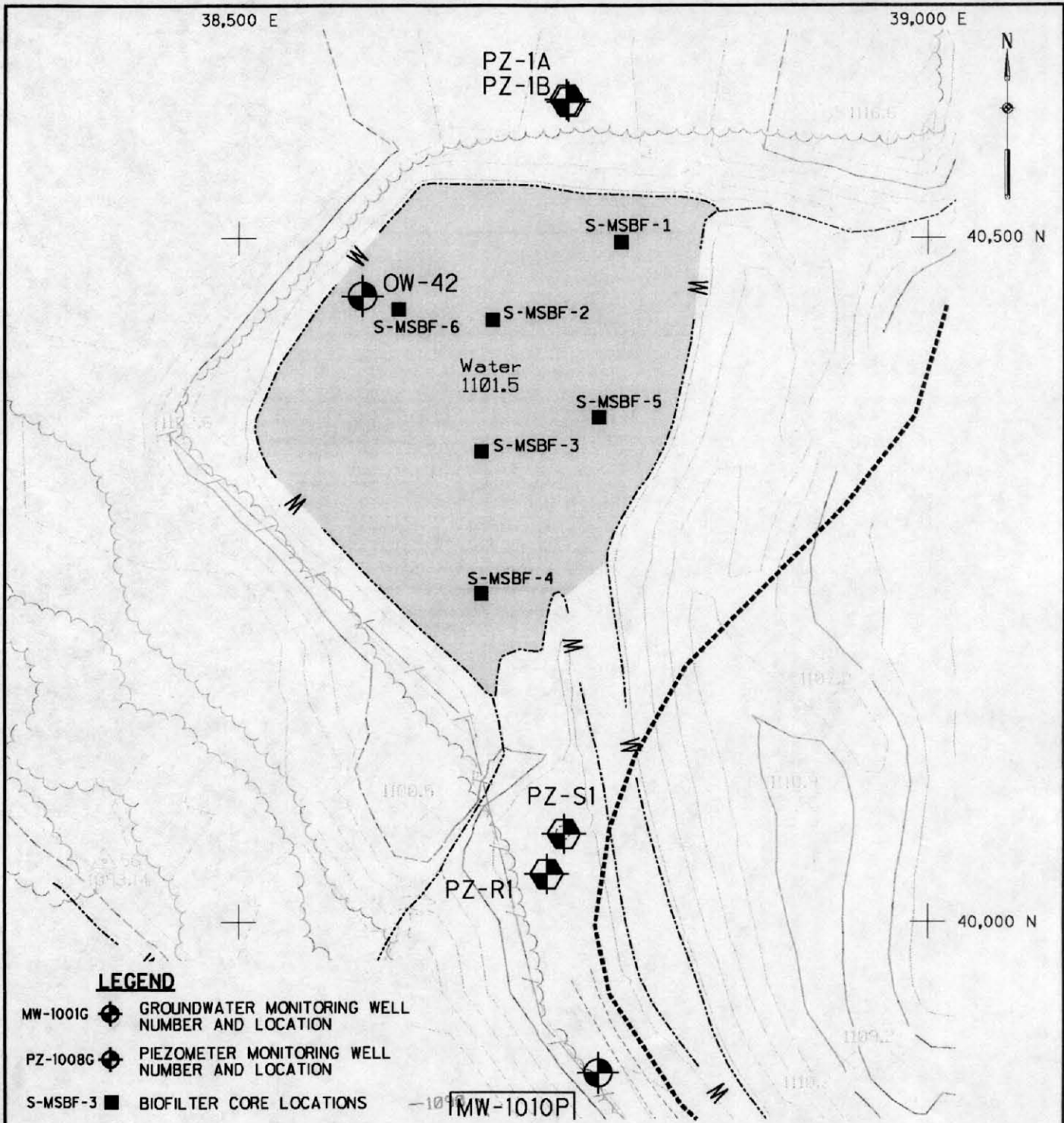


Foth - Infrastructure & Environment, LLC			
REVISED	DATE	BY	DESCRIPTION
CHECKED BY: SDJ		DATE: AUG. '07	
APPROVED BY:		DATE:	
APPROVED BY:		DATE:	

FLAMBEAU MINING COMPANY

FIGURE 1
0.9 ACRE BIOFILTER AND STREAM C
SEDIMENT MONITORING

Scale: Date: NOVEMBER, 2007
 Prepared By: JOW Checked By: JBHI 06F006



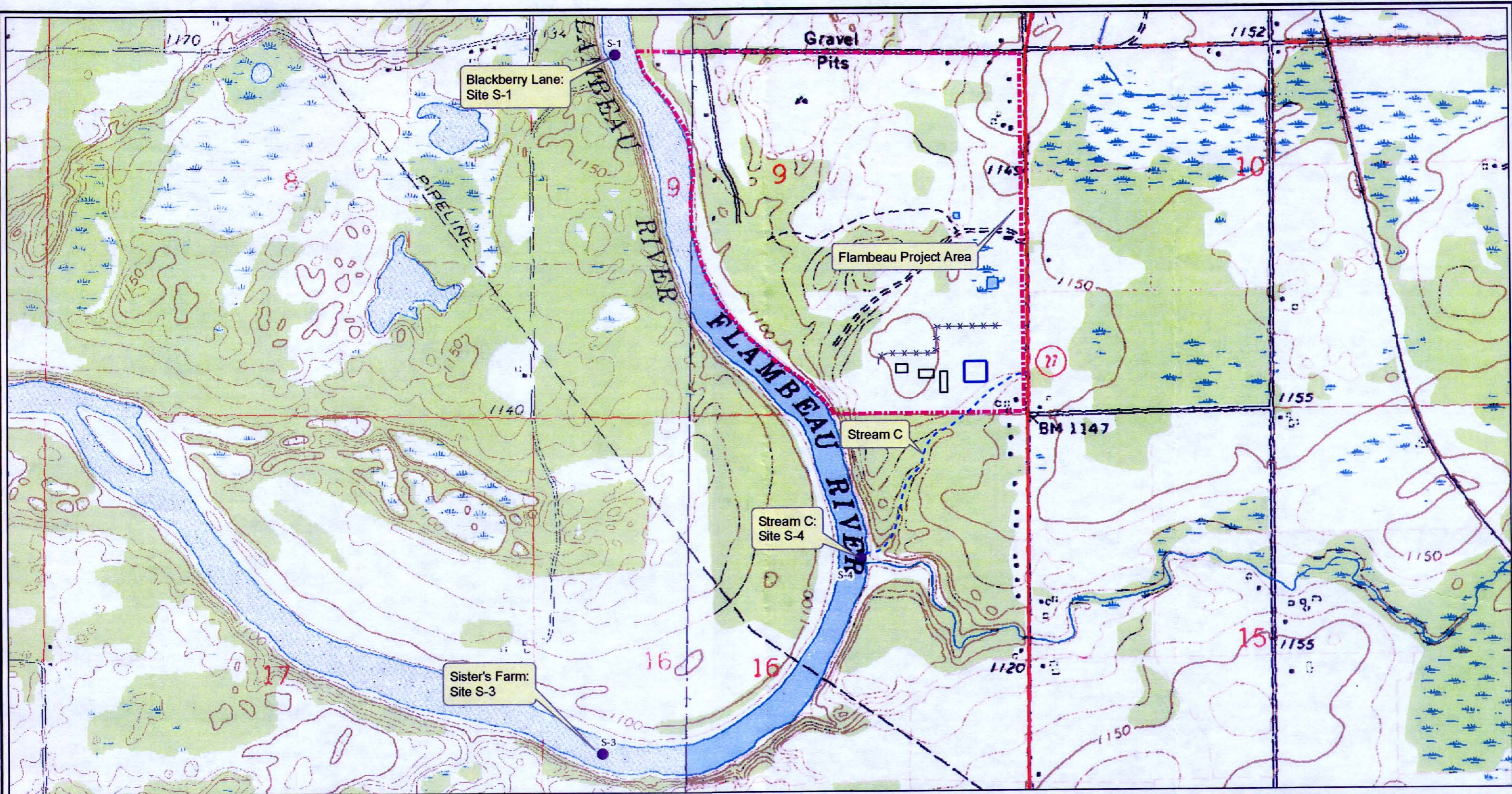
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- MW-1001G GROUNDWATER MONITORING WELL NUMBER AND LOCATION
- PZ-1008G PIEZOMETER MONITORING WELL NUMBER AND LOCATION
- S-MSBF-3 BIOFILTER CORE LOCATIONS

NOTE:

1. ALL CORE LOCATIONS ARE APPROXIMATE.

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REVISED	DATE	BY	DESCRIPTION	FIGURE 2 1.7 ACRE BIOFILTER SEDIMENT MONITORING	
CHECKED BY: SDJ		DATE: AUG. '07		Scale: Date: NOVEMBER, 2007	
APPROVED BY:		DATE:			
APPROVED BY:		DATE:			
Prepared By: JOW		Checked By: JBH1		06F006	



- Surface Water Sample Areas
- Building
- *** Fence
- Pond

Note: Displayed topography from pre-mining conditions and do not reflect current conditions in Flambeau Project Area.

Source: Wisconsin DNR.



Foth Infrastructure & Environment, LLC			
REVISED	DATE	BY	DESCRIPTION
CHECKED BY:		JBH1	DATE: JUN. '06
APPROVED BY:		SVD1	DATE: JUN. '06
APPROVED BY:			DATE:

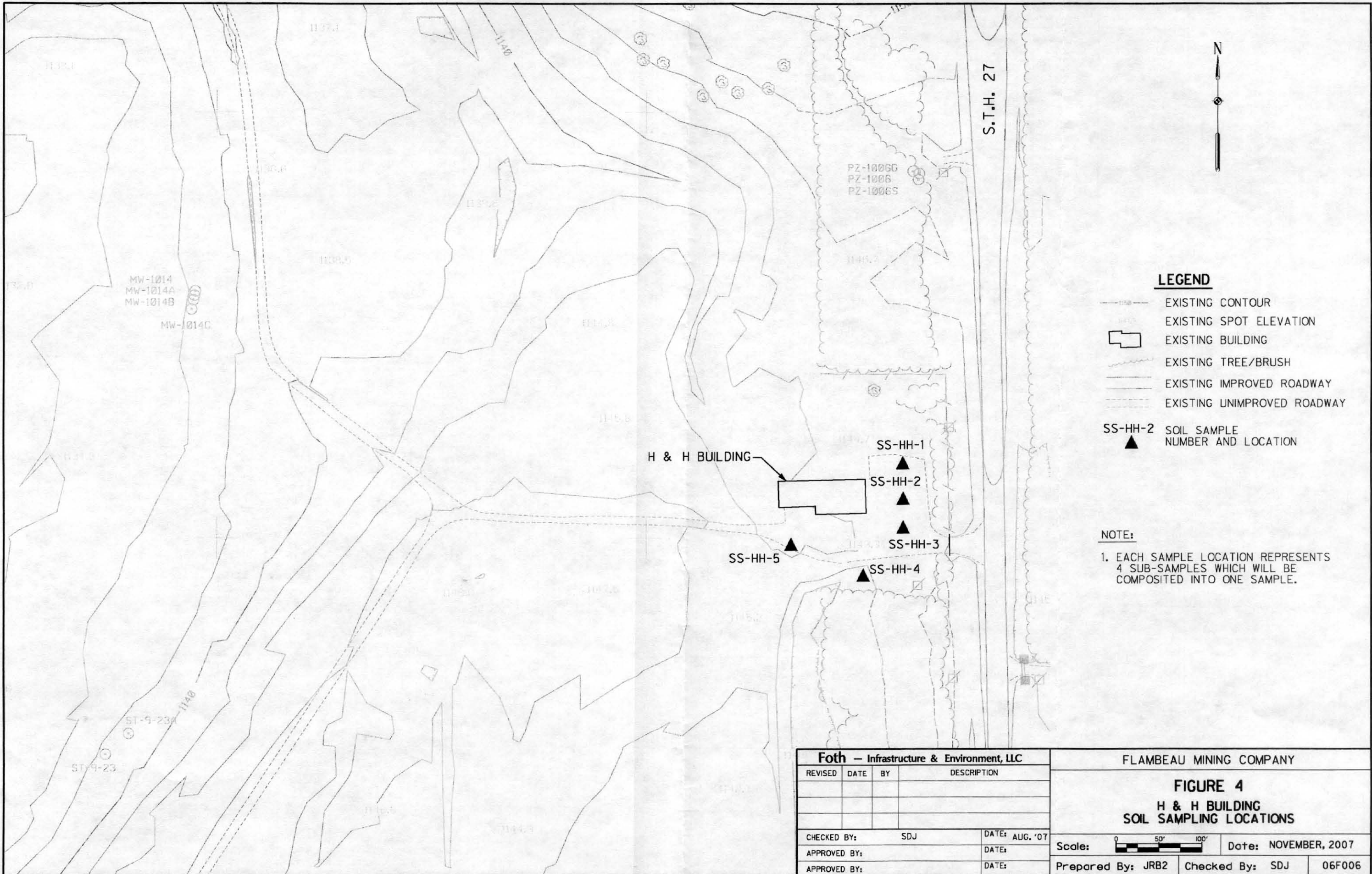
FLAMBEAU MINING COMPANY

FIGURE 3
FLAMBEAU MINE
FLAMBEAU RIVER SEDIMENT
COLLECTION LOCATIONS

Scale: 0 500 1,000 Feet

Prepared by: Foth Date: NOVEMBER, 2007

By: DAT 06F006



LEGEND

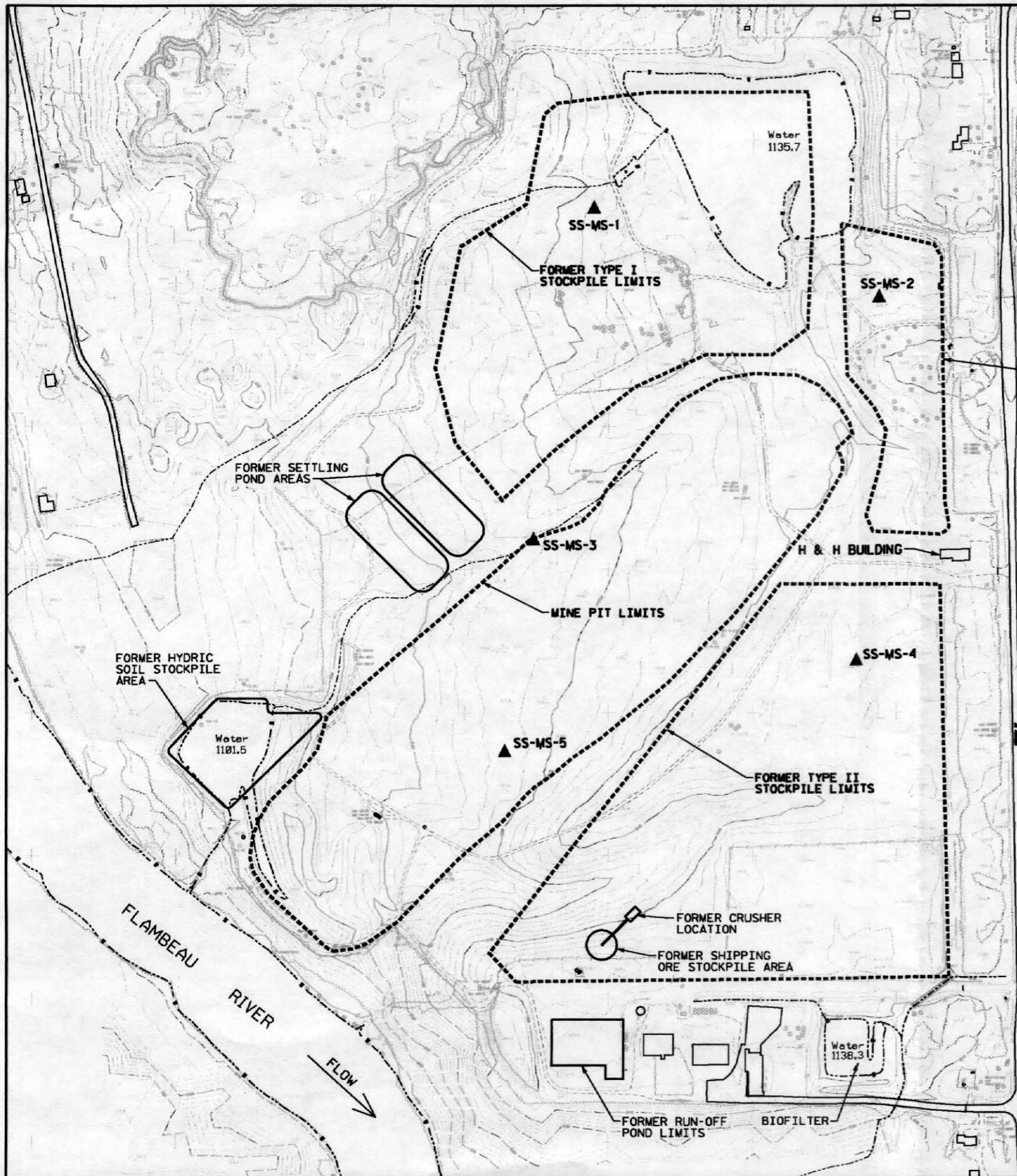
- EXISTING CONTOUR
- EXISTING SPOT ELEVATION
- EXISTING BUILDING
- ⌘ EXISTING TREE/BRUSH
- ==== EXISTING IMPROVED ROADWAY
- - - - EXISTING UNIMPROVED ROADWAY
- ▲ SS-HH-2 SOIL SAMPLE NUMBER AND LOCATION

NOTE:

1. EACH SAMPLE LOCATION REPRESENTS 4 SUB-SAMPLES WHICH WILL BE COMPOSITED INTO ONE SAMPLE.

Foth – Infrastructure & Environment, LLC			
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FLAMBEAU MINING COMPANY		
FIGURE 4		
H & H BUILDING		
SOIL SAMPLING LOCATIONS		
Scale:	Date: NOVEMBER, 2007	
Prepared By: JRB2	Checked By: SDJ	06F006



LEGEND

- 1100 — EXISTING CONTOUR
- EXISTING SPOT ELEVATION
- EXISTING BUILDING
- ~ EXISTING TREE/BRUSH
- EXISTING IMPROVED ROADWAY
- - - - EXISTING UNIMPROVED ROADWAY
- SS-MS-2 SOIL SAMPLE NUMBER AND LOCATION
- ▲

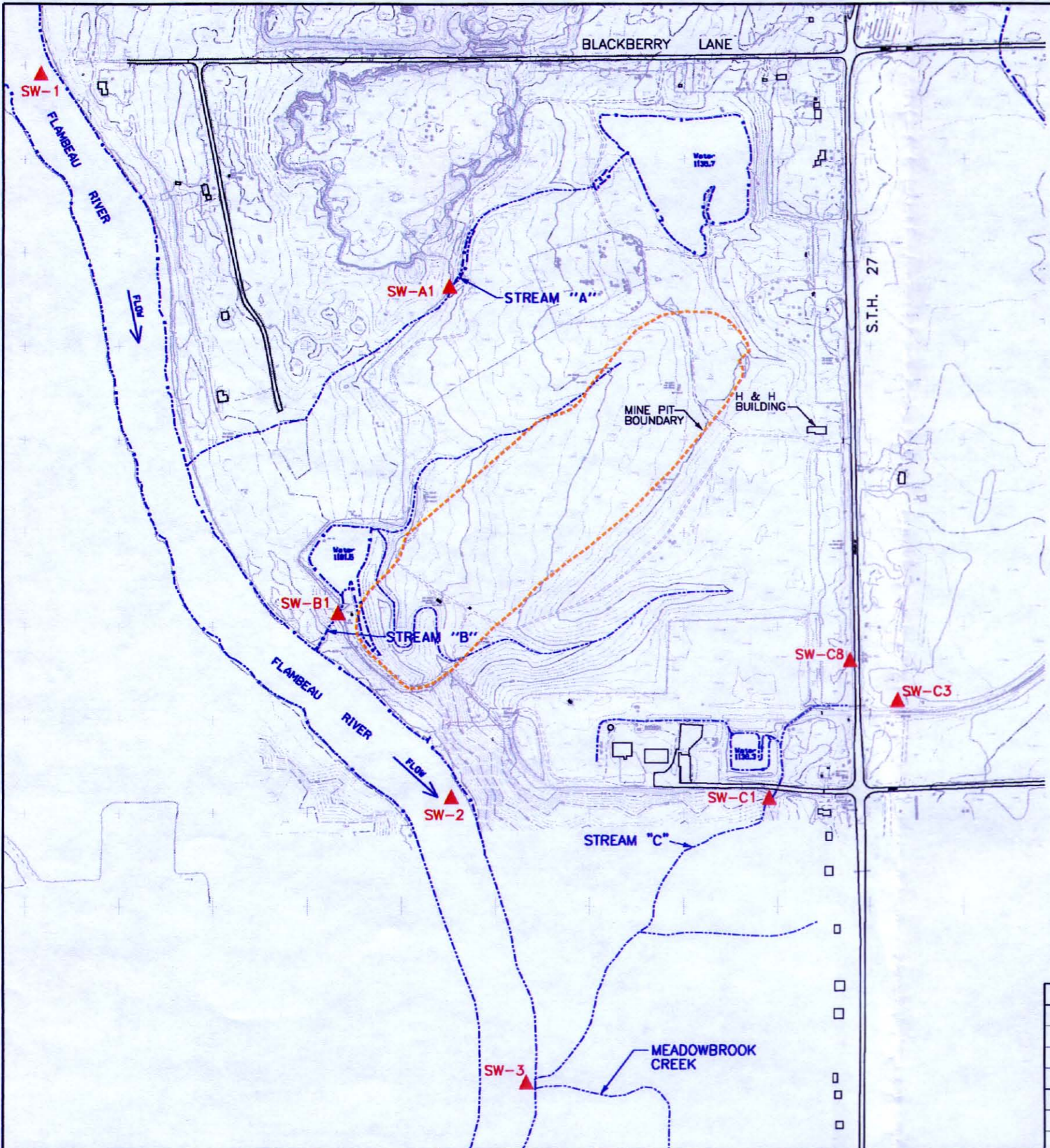
NOTE:

EACH SAMPLE LOCATION REPRESENTS 4 SUB-SAMPLES WHICH WILL BE COMPOSITED INTO ONE SAMPLE.

Foth - Infrastructure & Environment, LLC			
REVISED	DATE	BY	DESCRIPTION

CHECKED BY:	SDJ	DATE:	AUG. '07
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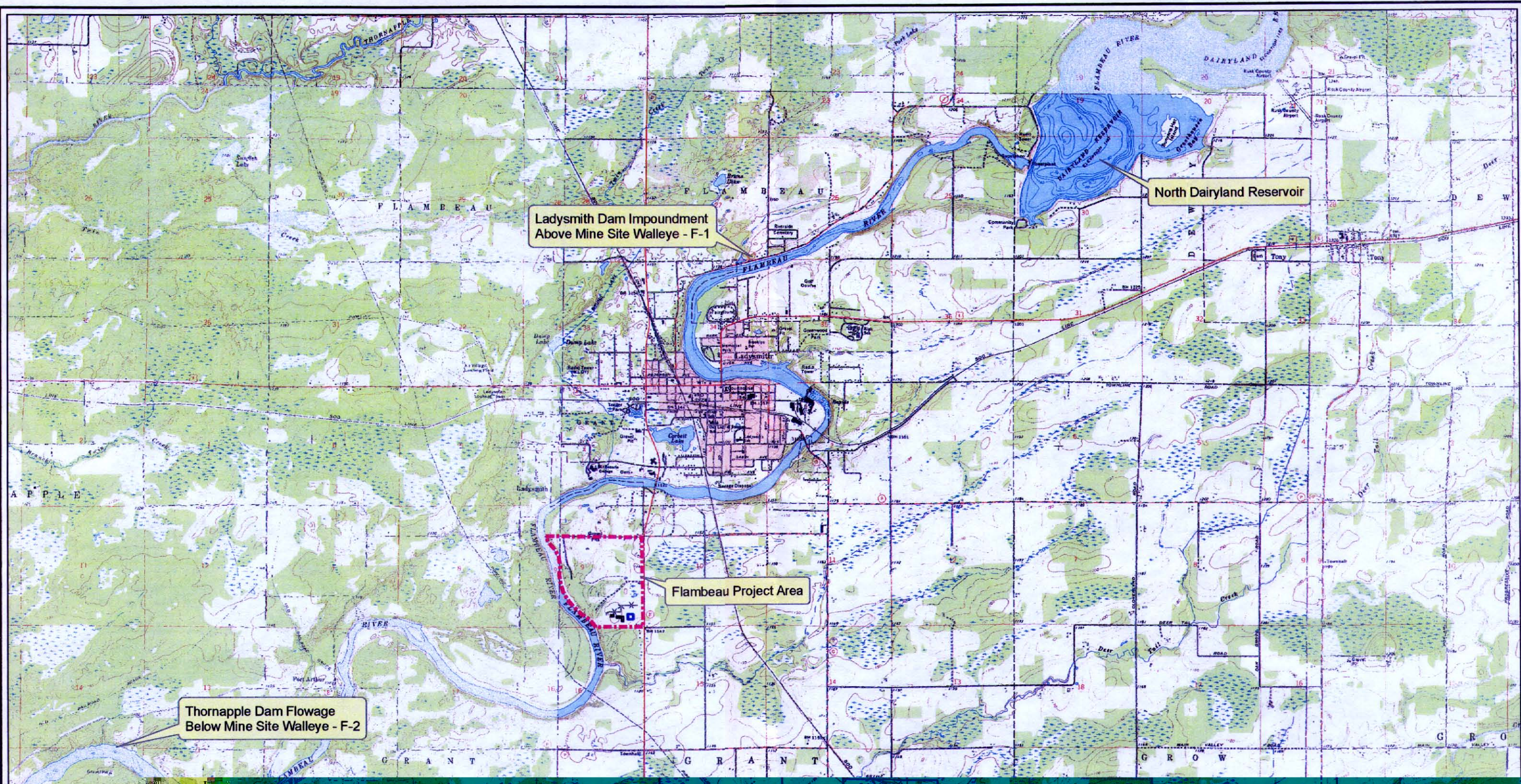
FLAMBEAU MINING COMPANY		
FIGURE 5		
MINE SITE		
SOIL SAMPLING LOCATIONS		
Scale:		Date: NOVEMBER, 2007
Prepared By: JRB2	Checked By: SDJ	06F006



LEGEND

- EXISTING CONTOUR
- EXISTING SPOT ELEVATION
- EXISTING BUILDING
- EXISTING TREE/BRUSH
- EXISTING IMPROVED ROADWAY
- EXISTING UNIMPROVED ROADWAY
- SW-A1 ▲ SURFACE WATER SAMPLE NUMBER AND LOCATION

Foth - Infrastructure & Environment, LLC				FLAMBEAU MINING COMPANY	
REVISED	DATE	BY	DESCRIPTION	FIGURE 6 SURFACE WATER SAMPLE LOCATIONS	
CHECKED BY: SDJ		DATE: AUG. '07		Scale: Date: NOVEMBER, 2007	
APPROVED BY:		DATE:			
APPROVED BY:		DATE:			
Prepared By: JRB2		Checked By: SDJ		06F006	



Ladysmith Dam Impoundment
Above Mine Site Walleye - F-1

North Dairyland Reservoir

Flambeau Project Area

Thornapple Dam Flowage
Below Mine Site Walleye - F-2

- Building
- *** Fence
- Pond

Note: Displayed topography from pre-mining conditions and do not reflect current conditions in Flambeau Project Area

Source: Wisconsin DNR.



Foth Infrastructure & Environment, LLC			
REVISED	DATE	BY	DESCRIPTION
CHECKED BY:		JBH1	DATE: JUN. '07
APPROVED BY:		SVD1	DATE: JUN. '07
APPROVED BY:			DATE:

FLAMBEAU MINING COMPANY

FIGURE 8

**FLAMBEAU MINE
BIOTA SAMPLING LOCATION**

Scale: 0 2,000 4,000 Feet

Date: JULY, 2007

Prepared by: Foth

By: DAT

06F006