



Agnico Kivalliq Projects

2018 SOCIO-ECONOMIC MONITORING PROGRAM REPORT

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SUBMITTED TO:

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Executive Summary

The Agnico Kivalliq Projects

The Meadowbank gold mine, Meliadine gold mine and Whale Tail gold deposit are located in the Kivalliq region of Nunavut on Inuit owned lands (IOL). Meadowbank falls approximately 70 km north of the Hamlet of Baker Lake, or 110 km by road. Whale Tail, a satellite deposit to the Meadowbank mine, is located approximately 50km north of Meadowbank. Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.

Agnico Eagle Mines acquired the Meadowbank property from Cumberland in 2007, with construction of the mine taking place between 2007 and 2010. The mine began production in 2011 and processes an average of 11,000 tonnes of ore per day from three deposits. It is expected to continue to produce gold until 2019, though the nearby Whale Tail development is expected to effectively extend the life of the mine for years to come.

About 290 km southeast of Meadowbank, Agnico Eagle's Meliadine gold project began construction and development activities in 2017. Meliadine is forecast to begin operation in 2019, producing an estimated 5.7 million ounces of gold over a 15-year mine life.

About this Report

This report provides the results of the Agnico Eagle Projects Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Committee (SEMC). The purpose of this report is to:

- comply with the relevant sections of the **Nunavut Land Claims Agreement (NLCA)**,
- comply with the terms and conditions of the **Meadowbank Project Certificate [No.: 004]** issued by the NIRB, including reporting on the socio-economic impact predictions made in Cumberland Resource's Final Environmental Impact Statement (Meadowbank FEIS);
- comply with the terms and conditions of the **Meliadine Project Certificate [No.: 006]** issued by the NIRB, including reporting on the socio-economic impact predictions made in Agnico Eagle's Final Environmental Impact Statement (Meliadine FEIS);
- comply with the terms and conditions of the **Whale Tail Project Certificate [No.: 008]** issued by the NIRB, including reporting on the socio-economic impact predictions made in Agnico Eagle's Final Environmental Impact Statement (Whale Tail FEIS);
- identify any **unanticipated effects** associated with the projects;
- identify and recommend **mitigation measures**;
- act as the primary vehicle for reviewing the findings of the SEMP in **collaboration** with members of the Socio-Economic Monitoring Committee Working Group (SEMC WG);
- fulfill best practices in **social responsibility**; and
- act as a **valuable resource** for communities, governments and interested stakeholders.

Summary of Findings

Table 1 below provides an overview of the results of this year's monitoring program. Please refer to the Methods section for a more detailed description of how to read the table.

Table 1. Monitoring results summary

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
1.1 Total project employment (Agnico Eagle & contractors)						
Project employment (permanent & temporary, on-call, students & co-op & contractor)	N/A	↑	↑	N/A	↑	Meadowbank / Whale Tail employment increased in 2018, with permanent & temporary Agnico Eagle employees increasing by 9%. Agnico Eagle employment more than doubled and contractor employment almost quadrupled at Meliadine, corresponding with the onset of major development and construction activity.
1.2 Project Inuit employment (Agnico Eagle and contractors)						
Project Agnico Eagle employment (Inuit & non-Inuit)						Across all projects in 2018, Agnico Eagle and its contractors employed 438 Inuit FTEs. At Meadowbank and Whale Tail, Agnico Eagle and its contractors, employed 278 Inuit FTEs. This included adding 23 Inuit FTEs (Agnico employees) at Meadowbank / Whale Tail, resulting in a 2 percentage point increase in the FTE rate, from 29% to 31%. At Meliadine in 2018 (a peak construction year), Agnico Eagle and its contractors employed 160 Inuit FTEs.
<i>Inuit FTEs</i>	N/A	→	↑	N/A	↑	
<i>Inuit FTE rate</i>	N/A	→	↑	N/A	↑	
Project contractor employment (Inuit & non-Inuit)						
<i>Inuit employees / FTEs</i>	N/A	↓	↑	N/A	→	
<i>Inuit employee / FTE rate</i>	N/A	↓	↑	N/A	↓	
0						
Project Agnico Eagle employment by Kivalliq community						
Project employment by Kivalliq community	N/A	↑	↑	N/A	↑	In 2018, over half (55%) of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake and approximately 58% of Meliadine's Kivalliq-based employees were from Rankin Inlet.
1.4 Project employment by gender						
Project employment (gender)						Agnico Eagle female employment at Meadowbank / Whale Tail has been steadily increasing since 2013, from a low of 10% to 22% in 2018. It is at its highest level since the mine began production and surpasses the Canadian mining sector average of 16%. Meliadine female employment has increased steadily, though the rate declined from 24% in 2016 to 10% in 2018.
<i>employees</i>	N/A	↑	↑	N/A	↑	
<i>rate</i>	N/A	↑	↑	N/A	↓	
1.5 Project turnover						
Agnico Eagle Inuit employee turnover by reason	N/A	/	/	N/A	/	The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. In 2018, Inuit turnover rates at Meadowbank / Whale Tail and Meliadine were 34% and 30%, respectively. Resignations (57%) and Dismissals (39%) account for the vast majority of terminations across the sites.
Turnover rates (Inuit and non-Inuit)	N/A	→	↓	N/A	→	
Turnover rate by community	N/A	→	↓	N/A	→	
2.1 Income paid to projects' Inuit employees						
Income paid to Agnico Eagle project Inuit employees	N/A	↑	↑	N/A	↑	2018 total income paid to Agnico Eagle's Inuit employees rose by 6% to \$19.2M at Meadowbank and Whale Tail and 223% to \$4.2M at Meliadine. These increases mirror increases in Inuit employment outlined in the previous sections. With the vast majority of Inuit employees residing in the Kivalliq region, there continues to be a significant and positive impact on the personal income of people in the region.
2.2 Income by Kivalliq community						
Median employment income of tax filers by Kivalliq community	→	↑	N/A	N/A	N/A	Median income in Baker Lake and Rankin Inlet have been above the median income for the Kivalliq region during several years since Meadowbank opened, including 2016 (the latest year for which data is available). Baker Lake in particular has experienced a large rise in median income between 2014 to 2016, \$23K in 2014 to \$34K in 2016. Growth in median employment income has been most positive among communities with the highest level of Agnico Eagle employment
3.1 Contract expenditures						

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
Contract expenditures on NTI-registered businesses						Agnico Eagle projects continue to positively impact opportunities for Kivalliq-based and Inuit-owned businesses. In 2018, expenditures on NTI-registered businesses continued a steady rise both in terms of the value and proportion of expenditures at Meadowbank / Whale Tail and at Meliadine, with the former increasing from \$213M (55% of total expenditures) to \$288M (65% of total expenditures) and the latter increasing from \$195M (41% of total expenditures) to \$249M (48% of total expenditures).
<i>NTI expenditures</i>	N/A	↑	↑	N/A	↑	
<i>Proportion NTI</i>	N/A	↑	↑	N/A	↑	
NTI-registered business expenditures by Nunavut community	N/A	N/A	N/A	N/A	N/A	
Contract expenditure on Nunavut-based businesses						Meadowbank / Whale Tail contract expenditures on Nunavut-based businesses (which includes NTI-registered businesses) increased from \$271M to \$296M in 2018, exceeding the FEIS prediction of \$270M in territorial spending. Within the first two years of the project, Meliadine is on track to meet or exceed the \$866M of contract spending predicted in the FEIS for the 3.5 year construction phase.
<i>Nunavut-based expenditures</i>	N/A	↑	↑	N/A	↑	
<i>Proportion Nunavut-based</i>	N/A	↑	↓	N/A	→	
Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses	N/A	↓	↓	N/A	→	
4.1 Investment in school-based initiatives						
Agnico Eagle investments in school-based initiatives	N/A	N/A	N/A	N/A	N/A	In 2018, Agnico Eagle made \$309,000 in contributions to school-based initiatives, with investments since the beginning of operations totalling over \$1.6 million. This large increase in 2018 over previous years is largely the result of better reporting of ongoing investments.
4.2 Secondary school graduation by region						
Secondary school graduation rate by region	↑	↑	N/A	↑	N/A	The graduation rate in Kivalliq region fluctuates from year to year, though shows an overall upward trend that began in 2008. Rates have been at all-time highs for the region, and consistently higher than those in the other two regions, since 2010.
4.3 Project training and education						
Agnico Eagle investments in mine training and education programs	N/A	→	→	N/A	→	Agnico Eagle continued to provide training and skills development opportunities to Kivalliq Inuit. Dedicated training and on-the-job experience can provide valuable life skills that can be transferable beyond specific employment skills – especially to young adults. As of 2018, Agnico provided a total of 94 and 71 training hours per Inuit FTE at Meadowbank and Meliadine, respectively. There were 18 active Inuit apprentices across Agnico Eagle's projects. Since 2015, a total of 5 Inuit employees have completed their apprenticeship training with Agnico Eagle.
Average mandatory training hours provided to Agnico Eagle Inuit employees	N/A	→	↓	N/A	↓	
Average specific training hours provided to Agnico Eagle Inuit employees	N/A	↑	↑	N/A	↑	
Participation in career and skills programs	N/A	/	↑	/	↑	
Meadowbank pre-apprenticeship and apprenticeship participation by type	N/A	↑	↑	N/A	↑	
4.4 Project employment by skill level						
Project Agnico Eagle Inuit employees by skill-level	N/A	↑	↑	N/A	↑	In 2018 there were 13 Inuit employees working at Agnico Eagle projects in positions classified as 'skilled' or 'management and professional'. While there was a slight decrease from 2017, these numbers represent an improvement over Agnico Eagles early operating years.
5.1 Perceptions of culture and traditional lifestyle						
Self-reported effect of project on culture and traditional activities	N/A	N/A	N/A	N/A	N/A	Data currently unavailable.
5.2 Culture and traditional lifestyle						

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
Proportion of total population identifying Inuktitut as their mother tongue by community	→	↓	N/A	↓	N/A	The proportion of the population identifying Inuktitut as their mother tongue has remained relatively stable in the smaller Kivalliq communities from 2006 to 2016, but has declined in Rankin Inlet, Baker Lake, and Chesterfield Inlet (by 10 to 18 percentage points) over this period.
Use of AWAR by community	N/A	↑	↓	N/A	N/A	The Agnico Eagle-owned and operated all-weather access road (AWAR) that connects Baker Lake to the Meadowbank mine is accessible to the communities for hunting purposes. Community members accessed the road 2366 times in 2015, 1874 times in 2016, 1716 times in 2017, and 1089 times in 2018. 2018 was the first time that the AWAR from Rankin Inlet to Meliadine was used (1944 times).
5.3 Country food use at project						
Country food kitchen usage	N/A	→	→	N/A	N/A	Meadowbank has maintained its practice of offering meals including char, muskox, and caribou (approximately 4,500 meals/year, or one per month per employee, since 2011). At Meliadine, Agnico Eagle offered about 21 meals with Arctic char this past year, twice on a five-week rotational schedule, which was consumed by approximately 50% of the staff.
Country food night events	N/A	N/A	N/A	N/A	N/A	Agnico Eagle holds country food events at its projects, with Meadowbank / Whale Tail hosting 14 events in 2016 to 4 in 2017 and 7 in 2018, and Meliadine hosting 1 event in 2017 and 2 in 2018.
6.1 Employee migration						
Project Agnico Eagle Inuit employees residing outside Nunavut						There has been a gradual increase in the number of Inuit Meadowbank workers who now reside in outside of Nunavut, from 7 in 2011 to 21 in 2015 (or 7% of the Inuit workforce), though this number remained stable since 2015. The Meadowbank FEIS predicts both “positive and negative components” of migration but does not refer to migration out of Nunavut.
<i>Total Inuit employees</i>	N/A	↑	→	N/A	↑	
<i>Proportion of Inuit to Non-Inuit employees</i>	N/A	↑	→	N/A	↑	
6.2 Population estimates in Kivalliq communities						
Population estimates of						Yearly population estimates do not indicate an increase in the population growth rate of Baker Lake or of other communities with significant Meadowbank employment (Arviat, Rankin Inlet) since the mine opened, or relative to other communities in the region. If other factors (births and deaths) are assumed constant, the population data does not suggest significant migration to Baker Lake (or other communities with high Meadowbank employment).
<i>Estimates in communities</i>	↑	↑	↑	↑	↑	
<i>Annual percent change</i>	→	→	→	→	/	
0						
Agnico Eagle Programs						
Agnico Eagle wellness programs offerings & utilization by project employees	N/A	N/A	N/A	N/A	N/A	Agnico Eagle continues to offer a variety of wellness programs to both employees and community members. Where data can be and are collected, all programs have seen some usage by their intended audience.
Agnico Eagle wellness programs offerings & utilization by community members	N/A	N/A	N/A	N/A	N/A	
7.2 Perceptions of health & wellness						
Self-reported effect of project on health & wellness	N/A	N/A	N/A	N/A	N/A	Data for this metric is currently unavailable.
7.3 Criminal violations						
Criminal violations per hundred people by Kivalliq community	/	/	/	/	/	Total criminal violation rates in Baker Lake and Rankin Inlet reached historic high levels in 2011 and 2012, following the opening of Meadowbank. Recent data (2017) indicates a continuing downward trend (since 2012) in criminal violations in Baker Lake, along with those in Arviat. However, Rankin Inlet has seen sharp rises in criminal violations over the past one to two years.
Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)						
<i>Baker Lake</i>	→	↓	↓	→	↓	
<i>Rankin Inlet</i>	→	↓	↑	→	↑	
<i>Chesterfield Inlet</i>	↑	→	↑	↑	↓	
7.4 Health centre visits						

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
Health centre/clinic visits by Kivalliq community by reason for visit	↓	↑	↑	↑	↑	Changes in the number of individual visits to health centres by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, visits for mental health and behavioural disorders increased by about 240%, signs of symptoms of illness (cause unknown) by 76%, musculoskeletal system diseases by 60%, and injuries and poisonings by 39%. A number of factors may be contributing to these changes, including but not limited to: increased needs for medical care due to changes in community health, increased capacity of health centre (size, services), greater awareness of the health services, and willingness to seek help.
7.5 Housing						
Persons on waitlist for public housing by community	/	/	/	/	/	The relationship between housing conditions and mining activity in the Kivalliq region is unclear, but there is a range of potential pathways of effects. For example, increased income may lead to an increase in the construction and purchase of private housing, and a decrease in waitlists or overcrowding rates. However, increased in-migration (as noted as a potential impact to Rankin Inlet in the Meliadine FEIS) could increase overcrowding and waitlists. Currently, the data does not indicate increased in-migration as a result of the mines as a pathway affecting housing outcomes.
7.6 Food security						
Food security by region or community	N/A	N/A	N/A	N/A	N/A	While there is no available year-over-year data on food security in Kivalliq communities, Agnico Eagle projects to do offer potential pathways that may impact food security in the Kivalliq. This includes providing employees with healthy food choices while on site; increasing household incomes, allowing for greater food purchasing; and enhancing availability and accessibility of country food, as discussed in section 5.2 and 5.3.
7.7 Suicide						
Suicides per 10,000 people by region	/	/	/	/	/	There is a persistent and territory-wide suicide crisis in Nunavut. The factors contributing to suicide are numerous and complex, so it is difficult to assess impacts of Agnico Eagle's projects on suicide rates. Community suicide rates (e.g. for Baker Lake) are highly variable from year to year. Trends are more apparent in long-term and/or regional data.
8.1 Health and safety training						
Average (per FTE) mandatory training hours provided to Agnico Eagle Inuit employees	N/A	→	↓	↓	↓	Per FTE Mandatory training hours has been relatively steady for Inuit employees at Meadowbank / Whale Tail over the past five years, fluctuating between 6 and 8 hours FTE. Meliadine training hours has been more variable, likely due to the more dynamic hiring and staffing that takes place during a projects construction / development stages.
8.2 Health and safety on-site						
Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons	N/A	↓	→	N/A	↓	Since they have been offered, approximately 75% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions. This indicates that these clinics serve an important function in addressing the general non-work-related health/medical needs of workers.
Project combined lost-time and light duty accident frequency (per 200,000 person-hours)	N/A	↓	↑	N/A	↑	The lost time and light duty accident frequency rate (incidents per 200,000 person-hours worked) at Meadowbank / Whale Tail and Meliadine increased in 2018 to rates of 2.55 and 3.09 incidents per 200,000 person-hours worked, respectively. Recent increases in the lost time and light duty accident frequency rate at both sites may be attributable in part to new or increased activities associated with Whale Tail and Meliadine construction.
9.1 Use of GN health services						

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
Kivalliq community health centre visits per capita	/	/	/	/	/	It is unclear whether and to what extent Agnico Eagle's projects have impacted usage of health centers in Kivalliq communities. In 2018 105 employees were referred to community health care centers, though the vast majority of these referrals were for personal reasons. Furthermore, since 2010, approximately 75% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions, indicating that clinics may lessen the local health infrastructure burden.
Employees referred to community health care centre (personal and work-related) (2018)	N/A	N/A	N/A	N/A	N/A	
Incidents requiring use of GN health services	N/A	↓	↑	↓	↓	
9.2 Use of public infrastructure						
Estimates of use of public physical infrastructure directly related to Project (airports, port, meeting facilities, roads)	N/A	N/A	N/A	N/A	N/A	The use of public physical infrastructure by Meadowbank / Whale Tail and its employees consists primarily of the use of airports and has been relatively consistent since operation began in 2010. There are no indications of significant positive or negative impacts on this infrastructure. There is greater use of public infrastructure in Rankin Inlet from Meliadine than in Baker Lake from Meadowbank. This is largely due to the use of the Rankin Inlet airstrip, local roads (although a bypass road has been created) and the relatively central location of the community boat launch area for barge landings as compared to Baker lake. There are no indications of significant positive or negative impacts on this infrastructure.
All-weather access road (AWAR)	N/A	/	↓	N/A	N/A	
9.3 Social assistance						
Per capita social assistance expenditures by community	↓	/	N/A	↓	N/A	Per capita social assistance expenditures declined in all Kivalliq communities in 2018 following an increase across communities starting in 2012, though current levels are still above the historical average. The percentage of households receiving social assistance has been remaining steady or declining for most Kivalliq communities over the past 10 years. Despite declines from historical highs, social assistance data does not show a clear correlation between Agnico-related employment and social assistance requirements in Baker Lake or Arviat. Data suggests that both expenditures and percentage of households receiving social assistance have been declining in Rankin Inlet since Meadowbank began operation.
Percentage of households receiving social assistance by community	↓	↓	↓	↓	↓	
10.1 Royalties and taxes						
Project payments, royalties and taxes	↑	↑	↑	↑	↑	Agnico Eagle continues to pay taxes, royalties and other payments to the Government of Nunavut, Government of Canada, NTI and the KIA. In 2018, this included over \$8M in taxes to the government of Nunavut, over \$50M in taxes to the Government of Canada and over \$8M in NTI resource royalty payments.
10.2 Trade Balance						
Nunavut trade balance	↓	↑	N/A	→	→	No conclusions regarding Meliadine's impacts on the trade balance can be determined with the current available data.
10.3 Nunavut GDP						
Nunavut GDP by all industries and mining, quarrying and oil & gas	↑	↑	↑	↑	↑	Coinciding with increased mining activity in the Kivalliq and rest of Nunavut, the territory's GDP has grown at average annual rate of approximately 7.5% from 2009 to 2018. This growth onwards can largely be attributed to an increase in mining, quarrying and oil & gas activity (including Agnico Eagle's projects as well as the Baffinland's Mary River project and TMAC Resource's Hope Bay Project)

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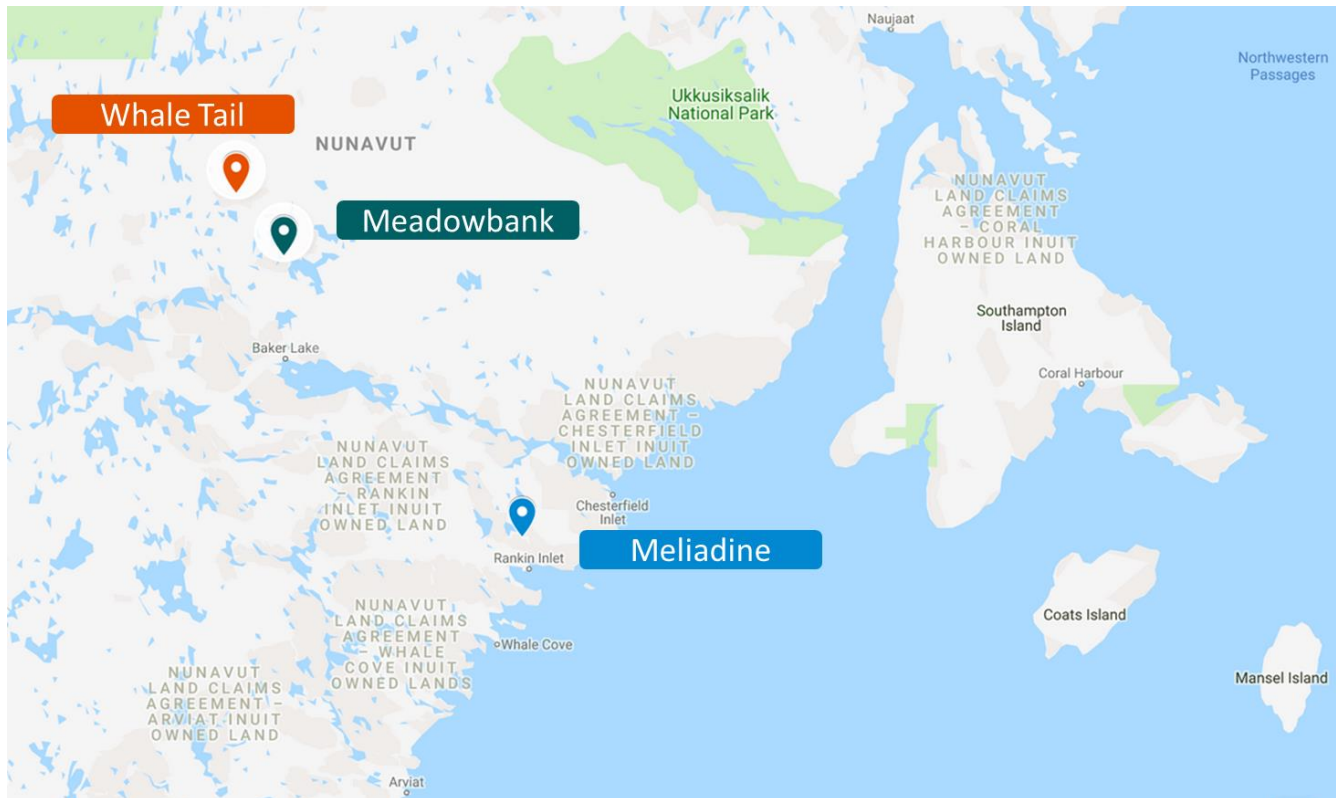
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Introduction

The Agnico Kivalliq Projects

The Meadowbank gold mine, Meliadine gold mine and Whale Tail gold deposit are located in the Kivalliq region of Nunavut on Inuit owned lands (IOL). Meadowbank falls approximately 70 km north of the Hamlet of Baker Lake, or 110 km by road. Whale Tail, a satellite deposit to the Meadowbank mine, is located approximately 50km north of Meadowbank. Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.



Agnico Eagle Mines (AEM) acquired the Meadowbank property from Cumberland in 2007, with construction of the mine taking place between 2007 and 2010. The mine began production in 2011 and processes an average of 11,000 tonnes of ore per day from three deposits. Meadowbank produced its three millionth ounce of gold in 2018. It has 98,000 ounces of gold in proven and probable reserves (1.6 million tonnes at 1.89 g/t) as of December 31, 2018. Meadowbank mine is expected to produce 65,000 ounces of gold in 2019, which is anticipated to be the last year of the mine production. The extension of the mine production at Meadowbank mine to mid-2019 will bridge the gap between the expected cessation of mining activities at Meadowbank in mid-2019 and the expected start of operations at the Whale Tail satellite deposit in Q3 2019. Ore from Whale Tail will be hauled by a long-haul off-road truck fleet to the mill at the Meadowbank facilities for processing.

About 290 km southeast of Meadowbank, Agnico Eagle's Meliadine gold project began construction and development activities in 2017. The project has approximately 16 million tonnes of proven and probable reserves grading 7.12 grams of gold per tonne, containing 3.7 million ounces of gold. Meliadine is forecast to begin operation in 2019, producing an estimated 5.7 million ounces of gold over a 15-year mine life. The project is expected to produce approximately 170,000 ounces of gold in 2019 and 385,000 ounces in 2020.

Report Purpose

This report provides the results of the Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Committee (SEMC). The purpose of this report is to:

- comply with the relevant sections of the **Nunavut Land Claims Agreement (NLCA)**;
- comply with the terms and conditions of the **Meadowbank Project Certificate** issued by the NIRB, including reporting on the socio-economic impact predictions made in Cumberland Resource's Final Environmental Impact Statement (Meadowbank FEIS);
- comply with the terms and conditions of the **Meliadine Project Certificate** issued by the NIRB, including reporting on the socio-economic impact predictions made in Agnico Eagle's Final Environmental Impact Statement (Meliadine FEIS);
- identify any **unanticipated effects** associated with the mines;
- identify and recommend **mitigation measures**;
- act as the primary vehicle for reviewing the findings of the SEMP in **collaboration** with members of the Socio-Economic Monitoring Committee (SEMC);
- fulfill best practices in **social responsibility**; and
- act as a **valuable resource** for communities, governments and interested stakeholders.

Report Structure

The following two sections provide background information on the SEMP, including relevant context and methodology. The remainder of this report presents project-specific and public data related to 10 valued socio-economic components (VSECs) to ensure the requirements of individual project certificates are being adequately met. Additionally, whenever possible, the report provides a cumulative / regional lens to better identify and assess the effects of Agnico Eagle's projects on the Kivalliq region.

The report is organized by VSEC, including: a summary page describing the VSEC, relevant FEIS predictions, the associated indicators and metrics used to monitor the VSEC, and key findings; and descriptions of existing Agnico Eagle programs and practices that are relevant to performance (enhancing benefits or mitigating impacts) for indicators associated with that VSEC.

For each indicator, this report addresses the following:

- **Prediction:** Provide the prediction from the projects' FEIS against which the indicator will be assessed. This will include directionality and magnitude as well as specific targets/levels, where available.
- **Data and Trends:** Present and describe the indicator data in a clear manner through the use of charts, tables and text.
- **Interpretation:** Analyse the data and assess trends against the specific indicator prediction and impact / goal statements, more generally. Where possible, examine changes in trends over time with respect to the periods before and after the commenced operation, recognizing that isolating the effects of individual projects will become challenging with multiple operations in the region.

Context

Socio-Economic Monitoring Committees

In 2007, the Government of Nunavut established three regional-based socio-economic monitoring committees (SEMCs) to monitor the socio-economic impacts of projects in each of the Territory's regions against project certificate terms and conditions specified by the NIRB. The SEMCs' Terms of Reference state that the committees will assist proponents in developing project monitoring programs and prepare reports and publish information on the impact of major development projects on the health and well-being of communities and residents in the region.

Both the Kivalliq committee and the Agnico Eagle projects are required to produce annual monitoring reports, with the former focused at the level of the region and the latter at the project level. This system allows for project-level information to inform a regional picture of the socio-economic health of the Kivalliq, better capturing cumulative effects. This will become increasingly important as additional mining operations come online in the region.

The first Meadowbank socio-economic monitoring report was completed in consultation with the Kivalliq SEMC and accepted by the Nunavut Impact Review Board in 2015. This is the second report produced under the new Agnico Eagle Projects SEMP and the first which includes the Whale Tail project. It builds on the foundation laid in the previous reports, evolving to address gaps, minimize overlap with regional SEMC reporting, increase consistency across SEM reports from different operators, and improve Agnico Eagle's and the SEMC's understanding of trends (i.e. relationships between indicators and causality). The Methods section of this report provides further information on the report's design, and indicator selection.

NIRB Project Certificate Conditions

The requirement for a Socio-economic Monitoring Program and associated annual report are outlined in the project certificates for Meadowbank, Meliadine and Whale Tail. The key project certificate conditions are provided below. A concordance table including a complete list of relevant project certificates can be found in Appendix A.

Meadowbank Project Certificate, Condition 64:

"Cumberland shall work with the GN and INAC to develop the terms of reference for a socio-economic monitoring program for the Meadowbank Project, including the carrying out of monitoring and research activities in a manner which will provide project specific data which will be useful in cumulative effects monitoring (upon request of Government or NPC) and consulting and cooperating with agencies undertaking such programs. Cumberland shall submit draft terms of reference for the socio-economic monitoring program to the Meadowbank SEMC for review and comment within six (6) months of the issuance of a Project Certificate, with a copy to NIRB's Monitoring Officer." (Nunavut Impact Review Board, 2006, p. 20)

Meliadine Project Certificate, Condition 89

"The Proponent shall develop the Meliadine Socio-economic Monitoring Program to monitor the predicted impacts outlined in the FEIS as well as regional concerns identified by the Kivalliq Socio-economic Monitoring Committee (SEMC). Where possible, the Proponent is encouraged to work in collaboration with all other socio-economic stakeholders such as the KIA, GN, AANDC and the communities of the Kivalliq region in developing this program, which should include a process for adaptive management and mitigation in the event unanticipated impacts are identified. Details of the Meliadine Socio-economic Monitoring Program are to be provided to the NIRB upon finalization, and within one year of issuance of the Project Certificate."

Whale Tail Project Certificate, Condition 46

“The Proponent should develop a Project-specific Whale Tail Pit Socio- Economic Monitoring Program designed to:

- *Monitor for project-induced effects, including the impacts predicted in the Environmental Impact Statement through indicators presented in the Whale Tail Pit Socio-Economic Monitoring Plan;*
- *Reflect regional socio-economic concerns identified by the Kivalliq Socio-Economic Monitoring Committee (KivSEMC);*
- *Work in collaboration with all other socio-economic stakeholders such as the Kivalliq Inuit Association, the Government of Nunavut, and Indigenous and Northern Affairs Canada, and the communities of the Kivalliq region to develop the program; and*
- *Include a process for adaptive management and mitigation to respond if unanticipated impacts are identified”*

The Inuit Impact and Benefit Agreement (IIBA)

The original Inuit Impact and Benefits Agreement (IIBA) between Cumberland Resources and the Kivalliq Inuit Association (KIA) was signed in August of 2006. A Production Decision under the IIBA was given to the KIA by Agnico Eagle in December of 2007. This Production Decision was a key point in triggering many of the requirements under the IIBA and led to implementation of the agreement after Meadowbank went into production.

In 2009, Agnico Eagle and the KIA began a review of the IIBA with both parties suggesting changes in the text to refine and improve the functionality of the IIBA in achieving its objective of maximizing Inuit benefit from the Meadowbank Project in the form of employment, training and business opportunities. Agreement on a revised IIBA was subsequently reached with the final revised IIBA Agreement approved by the two parties on October 18, 2011. The IIBA for Meadowbank was renegotiated in 2017 and is well-aligned with the 2015/2017 Meliadine IIBA and 2017 Whale Tail IIBA.

A key feature of the IIBA was the establishment of an Implementation Committee with members from the KIA and Agnico Eagle to monitor and manage the implementation of the IIBA. The 2017 Meadowbank IIBA, following the structure established by the 2015/2017 Meliadine IIBA, also established the Employment and Culture Committee (ECC) and the Business Opportunities Committee (BOC). These three committees work together to consider Inuit employment, contracting, training and other project-related IIBA matters.

Methods

Indicator Selection

In the summer of 2017, Agnico Eagle, with their partners in the SEMC, created the Agnico Kivalliq Projects Socio-economic Monitoring Program. This program provides the framework for socio-economic monitoring of Agnico Eagle's mineral projects in the Kivalliq Region of Nunavut. This includes monitoring against the predicted impacts described in the Final Environmental Impact Statements (FEIS) of each project, as well as the concerns and priorities identified by the Kivalliq Socio-Economic Monitoring Committee (Kivalliq SEMC). This program superseded the project-specific SEMP for the Meadowbank Gold Mine. By integrating multiple projects within a single monitoring framework, it aimed to promote consideration of cumulative impacts and streamline development and review of monitoring reports, while respecting the unique regulatory requirements of individual projects. This program was refined in the spring 2019 to include the Whale Tail expansion project, integrate additional available data, and respond to recommendations from Crown Indigenous Relations and Northern Affairs Canada (CIRNAC). Where possible, the SEMP also works to align with the territorial core indicators developed by the Government of Nunavut.

The Agnico Kivalliq Projects Socio-Economic Working Group (Working Group) was established to support the design and implementation of the SEMP. The Working Group supported the development of the Program framework and supported the identification of and access to priority data useful in improving the socio-economic performance of the projects.

Data Sources

Table 1 outlines the data sources for each metric. Data collected by Agnico Eagle cover the years 2010 (or 2011) to 2017. Data from non-project sources (e.g. GN departments, Nunavut Bureau of Statistics, StatsCan) often cover the years 2006 to 2016. For consistency, analysis typically begins in 2010, unless pre-2006 data is needed for a better understanding of baseline conditions prior to mine construction. Where Government of Canada census data is required, only 2006, 2011, and 2016 data is available and changes during intervening years cannot be reported.

For certain metrics reliant on non-project sources, data for the reporting year (2018) was not available at the time of publication. In some cases, there is a regular time lag in the release of data due to verification and approval requirements and only data up to 2016 or 2017 is reported. In other cases, data for the reporting year is expected but had not been made available at the time of report finalization. These cases are flagged for the reader wherever such data is presented.

Given the realities of the transition between Whale Tail and Meadowbank, most Agnico Eagle data is presented collectively for both projects. For many data sets there is often no clear distinction between the two projects. For example, many employees work at both the Meadowbank and Whale Tail operations and therefore employment or income information cannot be parsed between the two projects.

Analysis and Interpretation

Throughout this report, we present available data using a combination of narrative, tables and charts. We provide an interpretation of the data for each indicator, including identification of significant trends and an explanation for the trends where possible. Given the complexity of socio-economic phenomenon (i.e. multiple factors at play), there are limitations in establishing causal relationships between mining activities and certain and certain socio-economic indicators.

In addition, to the narrative interpretation provided for the indicators, summary tables are included at the front end of each VSEC section. These tables provide a high-level snapshot of trends for the various indicators and metrics through the use of arrows and symbols. These trends are considered separately for both Meadowbank / Whale Tail and Meliadine. The dimensions are used to summarize trends in the summary table:

Time horizon

The time horizons over which trends / movements are viewed.

- **Pre-development (pre-dev):** trend prior to the operation / construction phase of the project (2010 for Meadowbank / Whale Tail; 2017 for Meliadine)
- **Post-development (post-dev):** trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)
- **Last year:** movement from 2017 to 2018

Direction

The direction of movement of the indicator over the given time period.

- **↑:** Increasing
- **↓:** Decreasing
- **→:** Remaining stable
- **/:** No discernable trend
- **N/A:** Not applicable

Other key sources of information

Inuit Workforce Barriers & Strategies Study

The Inuit Workforce Barriers and Strategies (IWBS) Study (Mining Industry Human Resources Council (MiHR), 2018a) was delivered in 2018 as an element of the IIBA between Agnico Eagle and the Kivalliq Inuit Association. Consideration of this study in the SEMR was also required Whale Tail Project Certificate T&C No. 50.

The purpose of the IWBS was to better understand the existing barriers and develop potential strategies to support and improve the ability of Inuit to achieve their life goals through attaining and maintaining employment at Agnico Eagle sites in the Kivalliq. The project was directed and governed by the Employment and Culture Committee (ECC) of the IIBA. Discussion and consideration of the IWBS findings are incorporated into the interpretations of

VSEC 1: Employment, VSEC 2: Income and VSEC 4: Education and Training. Key findings directly from the report are provided in the box below.

IWBS key findings as presented in the executive summary

“The following is a summary of the key findings from this research organized into the phases of a traditional human resource management lifecycle:

- There are challenges in attracting workers in a tight local labour market. The main attractors to working full time are financial and personal motivations; however, these attractors are challenged by factors such as earnings-based rent increases and the family impacts of a rotational work schedule. Findings from this study indicate that there is limited awareness of what mining work involves and what employment opportunities there may be.
- The recruitment and hiring processes currently in place at AEM may be creating unintended barriers for Inuit workers. For example, the lengthy Labour Pool process, a limited understanding of particular skills sought by AEM, as well as pragmatic challenges with the recruitment and application processes.
- Once employed, barriers to full Inuit engagement and job satisfaction include language barriers and a perception of cultural disconnect in the workplace.
- Skills gaps and cultural norms concerning career advancement can create barriers, meaning that Inuit employees may need more encouragement to apply for advancement, particularly for supervisory positions. The timeframes and steps required to advance from an entry-level position upward can also pose challenges.
- Turnover is high, including both resignations and dismissals. Some interviewees reported a tendency to resign instead of approaching supervisors or HR to problem-solve the issue that may be affecting availability.
- Confusion around the re-hiring process can result in unmet expectations. The length of time waiting for eligibility and progression on the labour pool list may result in losing out on job candidates who could have been re-hired after leaving for a variety of voluntary or involuntary reasons.

There are a number of strategies that AEM and KIA could consider to positively impact the Inuit workforce. These include:

- Enhancing communication to potential workers and community stakeholders to build greater awareness of employment opportunities and foster a ‘new narrative’ that is more consistent with today’s realities of mining work.
- Addressing selected priority barriers that are the ‘critical pain points’ and root causes that add to costs and create stress for managers and workers. Based on the research findings, these would be absenteeism and lateness; preventable turnover and cultural disconnects in the workplace.
 - Foster and capitalize on early successes and quick wins that signal change. Some of the recommended pragmatic actions are already under consideration or in progress, including onsite adult educator(s), increased use of Inuktitut in signage and written materials onsite, and creation of ‘clear language’ versions of company information.
- Develop pilots of innovative approaches that demonstrate recognition that ‘business as usual’ is not sufficient to meet the desired level of Inuit employment, and to show commitment and openness to meaningful change. Build on opportunities created by new mining operations at Meliadine and Amaruq such as implementing new rotation schedules, greater reliance on teams, enhanced pre-employment skills training, accelerated hiring and advancement, and time-limited job shadowing.”

Source: (Mining Industry Human Resources Council (MiHR), 2018a, pp. 1, 2)

Kivalliq Labour Market Analysis

The Kivalliq Labour Market Analysis (KLMA) (Mining Industry Human Resources Council (MiHR), 2018b) was delivered in 2018, conducted on behalf of Agnico Eagle, the KIA and the ECC. As with the IWBS, consideration of this study in the SEMR is also required by the Whale Tail Project Certificate T&C No. 50.

The purpose of the KLMA is to provide an objective and independent analysis of the availability of Inuit labour for the three AEM Projects in the region – and to identify the labour market challenges and opportunities that may affect that availability. Discussion and consideration of the KLMA findings are incorporated into the interpretations of

VSEC 1: Employment, VSEC 2: Income and VSEC 4: Education and Training. Key findings directly from the report are provided in the box below.

KLMA Key Findings: Challenges and Opportunities in the Kivalliq Region

"1. Aligning IEGs with AEM demand will require a greater share of the labour force:

- In 2016, AEM labour force share was 26% (baseline); AEM Inuit employment was 35%;
- In 2021, 78% AEM labour force share is required to meet an Inuit employment target of 50%, a significant increase and key challenge;

2. Fundamental skills mismatches:

- Skills gap, especially in Skill Level C (requiring occupation-specific training) and in Supervisors, Coordinators and Foremen occupations;
- Skill surplus in Skill Level D (requiring on-the-job training) and in Support Worker occupations;

3. High rates of absenteeism and turnover:

- About 380 hours per Inuit worker per year on average (about 1 month assuming 12-hour shifts);
- "Absenteeism" and "family situation" are commonly cited as reasons for termination.
- Over one-half of Inuit terminations are from resignations; nearly one-third from dismissals;
- A large contingent of Inuit at AEM with less than one year of employment at AEM;
- Turnover rate is higher among Inuit workers, especially among women and in Skill Level D;

4. The hidden labour force represents a source of potential labour supply:

- Estimated at about 1,000 people in 2016;
- Many in prime working age group: about 59% (under the expanded scenario) are 25 years and older;
- Many are less likely to have a formal certificate, but a trend toward more education;
- Some may be engaged in the non-wage economy;

5. The observed labour force spiked in 2016:

- Increases in participation for those under 30 years old and over 50 years old;

6. AEM recruitment scenario considers potential untapped sources of labour:

- AEM's relevant labour supply (baseline) is expected to represent about 12 out of 100 in the overall population with 3 out of 100 expected to already be employed by AEM in 2021;
- Relevant labour force groups (baseline) sum to about 1,000 people, notwithstanding projected AEM employment;
- Non-relevant labour force groups sum to about additional 4,100 people, notwithstanding projected employment. However, this category is likely more difficult to recruit;
- A 5% recruitment scenario - possible increase of 255 new hires, resulting in AEM employment of 600 Kivalliq Inuit in 2021."

Source: (Mining Industry Human Resources Council (MiHR), 2018b)

Community Liaison Committee (CLC) Annual Reports

Considerations from the Community Liaison Committee Annual Reports will be included in future years' SEMRs.

Involvement of Socio-Economic Monitoring Committee

Stratos engaged with members of the SEMC to ensure the content, structure, and look and feel of this report are as useful as possible. This engagement included ongoing discussions with GN's department of Economic Development and Transportation (who coordinate and chair the SEMC), as well as participation in the April 2019 SEMC meeting in Baker Lake at which Aglu / Stratos presented a plain language summary of early results.

VSEC 1: Employment

IMPACT / GOAL STATEMENT

Increased, stable employment for Inuit (including women and challenged workers) across Kivalliq communities

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit (Cumberland Resources, 2006, p. 120)

Whale Tail: “The project will result in direct, indirect and induced employment opportunities” (Golder Associates, 2016, pp. 3-C-38)

Meliadine: “Project would increase the demand for labour during construction and operational phases, which should lead to a considerable number of local jobs.” (Golder Associates, 2014, pp. 1-C-46)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
1.1 Total project employment (Agnico Eagle & contractors)						
Project employment (permanent & temporary, on-call, students & co-op & contractor)	N/A	↑	↑	N/A	↑	Meadowbank / Whale Tail employment increased in 2018, with permanent & temporary Agnico Eagle employees increasing by 9%. Agnico Eagle employment more than doubled and contractor employment almost quadrupled at Meliadine, corresponding with the onset of major development and construction activity.
1.2 Project Inuit employment (Agnico Eagle and contractors)						
Project Agnico Eagle employment (Inuit & non-Inuit)						Across all projects in 2018, Agnico Eagle and its contractors employed 438 Inuit FTEs. At Meadowbank and Whale Tail, Agnico Eagle and its contractors, employed 278 Inuit FTEs. This included adding 23 Inuit FTEs (Agnico employees) at Meadowbank / Whale Tail, resulting in a 2 percentage point increase in the FTE rate, from 29% to 31%. At Meliadine in 2018 (a peak construction year), Agnico Eagle and its contractors employed 160 Inuit FTEs.
<i>Inuit FTEs</i>	N/A	→	↑	N/A	↑	
<i>Inuit FTE rate</i>	N/A	→	↑	N/A	↑	
Project contractor employment (Inuit & non-Inuit)						
<i>Inuit employees / FTEs</i>	N/A	↓	↑	N/A	→	
<i>Inuit employee / FTE rate</i>	N/A	↓	↑	N/A	↓	
0						
Project Agnico Eagle employment by Kivalliq community						
Project employment by Kivalliq community	N/A	↑	↑	N/A	↑	In 2018, over half (55%) of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake and approximately 58% of Meliadine's Kivalliq-based employees were from Rankin Inlet.
1.4 Project employment by gender						
Project employment (gender)						Agnico Eagle female employment at Meadowbank / Whale Tail has been steadily increasing since 2013, from a low of 10% to 22% in 2018. It is at its highest level since the mine began production and surpasses the Canadian mining sector average of 16%. Meliadine female employment has increased steadily, though the rate declined from 24% in 2016 to 10% in 2018.
<i>employees</i>	N/A	↑	↑	N/A	↑	
<i>rate</i>	N/A	↑	↑	N/A	↓	
1.5 Project turnover						
Agnico Eagle Inuit employee turnover by reason	N/A	/	/	N/A	/	The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. In 2018, Inuit turnover rates at Meadowbank / Whale Tail and Meliadine were 34% and 30%, respectively. Resignations (57%) and Dismissals (39%) account for the vast majority of terminations across the sites.
Turnover rates (Inuit and non-Inuit)	N/A	→	↓	N/A	→	
Turnover rate by community	N/A	→	↓	N/A	→	

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing / N/A Not applicable
	→ Remaining stable

Existing Management & Mitigation

A number of programs are in place to encourage Inuit employment and retention at Meadowbank and Meliadine, as outlined in Table 2 below. Agnico Eagle offers programs to increase general educational and skills attainment among Kivalliq residents, facilitate entry into Meadowbank and Meliadine employment, as well as training, career development and upward mobility programs for existing employees. While many of these training programs are primarily relevant to VSEC 4. Education and Training, they are also discussed here due to a positive supporting effect on Inuit employment rates and retention.

Table 2: Agnico Eagle Employment, Education and Training Management and Mitigation Initiatives

Program	Purpose / Description / Outcomes
Kivalliq Science Educations Community	In 2018, Agnico Eagle once again invested \$25,000 for the 2018-2019 regional Math Camp, Science Camp and Kivalliq Science Fair programs operated by the Kivalliq Science Educators Community.
Education Department Summary	In 2018 the People Development Education team worked to build a solid educational framework for use within Agnico Eagle and within the Kivalliq. The framework will support regional school initiatives, onsite education support as well as community program support. Moving forward, the education team will be working with school administrators and community partners to implement these initiatives. Launching the pre-trades and trades support branch of Agnico Eagle's development pillar has been well received. Three temporary apprentices started to receive assessment and instruction for pre-trades math, science, and test taking.
TASK Week	<p>The Trades Awareness Skills and Knowledge Week (TASK Week) was initiated in 2012 and has evolved in its structure through the years. TASK week is now a full week program that allows students to focus on one trade for the entire week. TASK week is also aligned with Agnico's IIBA commitment Schedule C, 16, by promoting the mine industry through career awareness and co-operating with educational authorities in the implementation of mining sector content in schools. TASK Week is a joint initiative between Jonah Amitnaaq Secondary School (JASS) and Agnico Eagle, and has active cooperation from other authorities and businesses each year.</p> <p>The 2018 TASK Week was held in Baker Lake from May 14th to May 18th and saw 48 senior high school students from JASS participate. Six (6) trades were features: Mechanics, Welding, Electrical, Culinary Arts, Hairdressing, and Plumbing. In 2018 Agnico again brought trainers and apprentices/tradespeople from Meadowbank, including three of Meadowbank's Inuit apprentices and Red Seal employees. Agnico believes that having students exposed to role models from their community has a positive impact on participants in the program.</p>
Mining Matters	In August 2018 the Education department started a collaboration with Mining Matters. Mining Matters is a non-profit organization that focused on teaching mining awareness to youth. Three major projects were started including the creation of a mining-themed activity book, a mining themed career game for youth as well as a school program for grades 7-9. These will be completed in 2019 and used to teach the youth in the Kivalliq region about the mining industry and careers that are available to them. The in-class program has a focus on science and math curriculum for grades 7-9. The programs range from 1-3 days and will be offered in Baker Lake and in Arviat during the spring of 2019.
Kivalliq Career Fairs	Agnico Eagle takes part in various career fairs held in the Kivalliq region, including various other trade show events. Some of these include the Kivalliq Trade Show, the Nunavut Mining Symposium, the Arviat Career Fair Day and the Coral Harbour Career Fair Day. Agnico Eagle makes a concerted effort to attend these events when they are held on an annual basis.

Program	Purpose / Description / Outcomes
Summer Student Employment Program	<p>Agnico's company wide policy offers summer employment programs to the children of all Agnico employees (both Inuit and non-Inuit) that are undertaking post-secondary education. Summer job opportunities were also offered to Inuit students who are either already participating in post-secondary activity or are considering a post-secondary education, even if they had no family relative working at the mine.</p> <p>In 2018, Agnico advertised a summer student program to attract Inuit applicants from Kivalliq communities, including individuals that were enrolled as students at the time as well as those who were simply looking for seasonal work. This program was offered and advertised in each Kivalliq Community. The posting attracted four eligible applicants, of which all were contacted. One applicant declined the offer and three accepted; one of the applicants has now become a full-time Agnico Eagle employee. The program will continue to be offered in 2019.</p> <p>At the 2018 Socio-Economic Monitoring Committee (SEMC) meeting, the GN Department of Finance expressed that it was sometimes difficult to place summer student applicants. Agnico Eagle remains open to working with the GN in potentially placing eligible and interested Inuit summer students at the projects, who can otherwise not be accommodated with the GN.</p>
MOU with Government of Nunavut	<p>A Memorandum of Understanding was first signed in April 2012 to establish a strengthened partnership between the Government of Nunavut Department of Education and Agnico Eagle, with a focus on increasing the number of students in the Kivalliq region who are able to successfully transition from high school to trades and mining-related career opportunities. This work involved Mining Matters, a branch of the Prospectors and Developers Association of Canada (PDAC) that is dedicated to bringing knowledge and awareness about Canada's geology and mineral resources to students and educators. In 2013, Agnico Eagle and the Mining Matters group participated with the GN Department of Education, Curriculum Review Services to assist in a review of the Earth Sciences Curriculum of Nunavut Schools. During 2014, Agnico Eagle continued to sponsor the Mining Matters program as part of the MOU with Education.</p> <p>Agnico Eagle continued to pursue a renewed MOU with the Department of Education through 2016. In September 2017, Agnico Eagle and the Government of Nunavut established a Memorandum of Understanding that identifies 10 priority areas for collaboration, including education.</p> <p>Two meetings with the MOU Committee were conducted in 2018. Priorities related to each area were identified and discussed as well as roadblocks and potential solutions from all concerned partners and departments.</p>
Kivalliq Mine Training Society	<p>The KMTS is an Inuit-private sector partnership created to strengthen the Kivalliq region labour force through the creation and funding of training opportunities in the seven Kivalliq hamlets. The KMTS has also enjoyed financial support from the Nunavut Department of Economic Development and Transportation and Agnico Eagle Mines.</p> <p>A major focus of the KMTS program has been to support Agnico Eagle's Mine Training Initiatives, such as the Career Path, different trainee programs (e.g. Heavy equipment operator training, welding, etc.), pre-trades programs, work readiness programs and workplace literacy strategies. Prior to 2015 the KMTS also supported the development and delivery of the community-based Work Readiness to help prepare Inuit for employment opportunities. The KMTS also supported the Arviat Drillers program as well as some other community-based initiatives, such as the Making it Work program, which provided support to employees and their families to cope with the challenges that come with employment at a mine site.</p> <p>Since 2017 KMTS was no longer able to receive funding to support program delivery to Agnico Eagle and communities. Despite the lack of substantial funding, Agnico Eagle Mines did not reduce its training delivery since the company is strongly committed to developing the local workforce.</p>

Program	Purpose / Description / Outcomes
Labour Pool Process	<p>The Labour Pool Process (formerly 'Labour Pool Initiative'), implemented in 2014 and revised in 2015, is based on an agreement between Agnico Eagle and the KIA through the IIBAs to offer pre-employment opportunities to Inuit from all Kivalliq communities.</p> <p>The goal of the program is to pre-qualify candidates from Kivalliq communities through 5 steps: employment information sessions, online application (facilitated by Employment Information Sessions), the Work Readiness Program, mandatory trainings (more details provided below), and the Labour Pool List (facilitated by the Labour Pool Coordinator).</p>
Labour Pool Process - Step 1: Employment Information Sessions	<p>As part of the Labour Pool Process, employment information sessions are to be conducted in all Kivalliq communities. The purpose of the information sessions is to give information about the mines, the work lifestyle, and career opportunities as well as knowing how to apply online. In 2018, Agnico Eagle held a total of 23 employment information sessions across the seven communities.</p>
Labour Pool Process – Step 2: Online Application (Community Coordinators)	<p>The first step in the Labour Pool Process is to apply online. In order to facilitate online application in the communities, Agnico has a Community Liaison Officer (CLO) in each Kivalliq community who can deliver employment information sessions, and provide one-on-one assistance to interested candidates with their online application.</p>
Labour Pool Process – Step 3: Work Readiness Training Program	<p>Agnico Eagle continues to utilize the Work Readiness Training program that was developed as a pre-employment initiative. In 2018, the Work Readiness Training was delivered in collaboration between Aglu Consulting and Training and Northern College. The Work Readiness program is the first step of the Labour Pool Process for those individuals who have applied online who do not have work experience relevant to the positions for which Agnico Eagle hires.</p> <p>The objective of the program is for Inuit applicants to be better prepared for the work environment in an industrial setting. Graduates of the program are eligible to continue the Labour Pool Process and attend the mandatory trainings given on-site. The program provides coaching on a range of issues including: awareness of employers' unspoken expectations, communication in the workplace, and problem-solving skills for resolving workplace issues.</p> <p>The program was implemented in April 2013. The program is delivered over a five-day period at the community level and is scheduled throughout the year. In 2018, the program was delivered by a visiting instructor in all seven Kivalliq communities resulting in 183 participants from various communities, from which 85% successfully completed the program.</p> <p>In 2018, Agnico Eagle partnered with PMC Renewal and the Nunavummi Disabilities Makinnasuaqtiit Society (NDMS); two organizations that delivered Work Readiness program across the Kivalliq through contracts with the GN's Department of Family Services. Agnico Eagle now considers those who have completed this program as an equivalent to the Work Readiness program for those who are interested in gaining employment with Agnico Eagle.</p>

Program	Purpose / Description / Outcomes
Labour Pool Process – Step 4: Mandatory Training Program (previously ‘Site Readiness’)	<p>The mandatory training program delivered on site is the second step of the Labour Pool process, following the Work Readiness Program. Graduates of the mandatory trainings are eligible to enter the Labour Pool.</p> <p>The Mandatory Training Program is a five-day training provided at the Meadowbank site. Throughout the week, participants are enrolled in diverse activities such as mandatory training sessions, site visits, job initiation, information sessions on training and career opportunities, as well as interviews and discussions on employment opportunities with a Human Resource representative to assess career ambitions and identify work interest.</p> <p>Afterwards, candidates wanting to work for the Camp Department are given short term on-call assignments. All other applicants become part of the Labour Pool list until a job opportunity matching their interest and competencies becomes available. In 2018, 142 individuals participated in Site Readiness.</p>
Labour Pool Process – Step 5: Labour Pool List	<p>The Labour Pool List is a list of candidates who have successfully completed the steps of the Labour Pool Process. These candidates are now eligible for opportunities with Agnico Eagle or Agnico Eagle’s contractors. The list is managed by the Labour Pool Coordinator.</p>
Summer Student Employment Program	<p>Agnico’s company wide policy offers summer employment programs to the children of all Agnico employees (both Inuit and non-Inuit) that are undertaking post-secondary education. Summer job opportunities were also offered to Inuit students who are either already participating in post-secondary activity or are considering a post-secondary education, even if they had no family relative working at the mine.</p> <p>In 2018, Agnico advertised a summer student program to attract Inuit applicants from Kivalliq communities, including individuals that were enrolled as students at the time as well as those who were simply looking for seasonal work. This program was offered and advertised in each Kivalliq Community. The posting attracted four eligible applicants, of which all were contacted. One applicant declined the offer and three accepted; one of the applicants has now become a full-time Agnico Eagle employee. The program will continue to be offered in 2019.</p> <p>At the 2018 Socio-Economic Monitoring Committee (SEMC) meeting, the GN Department of Finance expressed that it was sometimes difficult to place summer student applicants. Agnico Eagle remains open to working with the GN in potentially placing eligible and interested Inuit summer students at the projects, who can otherwise not be accommodated with the GN.</p>
Haul Truck Trainee Program	<p>The Haul Truck Trainee program is a 28-day (336 hour) program to certify haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in entry level positions (dishwashers, janitors, chambermaids, etc.). In order to provide the best training possible to all the trainees, there is a maximum of 4 trainees at a time with one trainer.</p> <p>This year, 43 trainees (25 men, 17 women; one woman did the training twice) were enrolled in the Haul Truck Trainee Program. Among those, a total of 23 trainees successfully completed the Program.</p>
Long Haul Trainee Program	<p>The Long Haul Truck Trainee program is a 28-day (336 hour) program to certify long haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in the mine department. In order to provide the best training possible to all the trainees, there is a maximum of 4 trainees at a time with one trainer.</p> <p>This year, the pilot program has been developed, so no trainees were enrolled in the Long Haul Truck Trainee Program.</p>

Program	Purpose / Description / Outcomes
Process Plant Trainee Program	<p>With the success of the Haul Truck Trainee Program, a Process Plant Trainee Program was developed in 2015. The 28-day program provides employees with an understanding of the mining and milling process and trains them to be competent and certified to fill positions as a process plant helper or a utility person.</p> <p>In 2018, no trainees were enrolled in the Process Plant Trainee Program. No trainee programs were run this year due to the transition between Meadowbank operation to Whale Tail.</p>
Super Operator Program	<p>Implemented in the second half of 2016, the Super Operator Program is an extension of the Process Plant Trainee Program. This 168-hour training is provided to employees who have successfully completed the Process Plant Trainee Program. The extension of the Process Plant Trainee Program will consist in teaching the basics of maintenance principles in order to have employees with more diversified skills in the Process Plant Department. These employees will eventually be able to perform specific basic maintenance repairs throughout the plant.</p>
Arviat Community Training Programs	<p>In 2011, the Hamlet of Arviat proposed a partnership to invest in a community-based drilling school that would provide Inuit with the skills needed to work in diamond drilling. With advice and support from Agnico Eagle, the Hamlet brought together a range of partners to acquire the drilling equipment, develop the curriculum, and operate the training program. Government training agencies, the KIA, and drilling companies provided partnership investments. In 2013, the program offering was expanded to include a Welder's Helper program. Agnico Eagle invested \$195,000 in the Arviat training programs in the 2018-2019 funding year. In 2018-2019 Arviat did not run a Driller or Welder's program as they were focused on the development of a new Heavy Equipment Operator program which should launch in 2019.</p>
Career Path Program	<p>The Career Path Program was designed in 2012, with the intention of supporting upward mobility of Inuit employees at Meadowbank. This program identifies the incremental steps that an employee is required to complete to advance in their chosen career of interest.</p> <p>The objective of the Career Path Program is to have only internal promotions for Inuit, and for no external candidates (southerners) to be hired to fill a position that is part of the program.</p> <p>In 2018, the Career Path system was available in five (5) to eight (8) areas of activity (depending on the site); Underground, Drill, Building Mechanic, Maintenance, Process Plant, Road Maintenance, Field Services, and Mine Operations.</p>
Training Formula (formerly 'Training Curriculum')	<p>The Training Formula program, implemented in 2014, provides tools, tips, guideline and standards to improve the proficiency of Agnico trainers. The formal manual includes three sections: training theory, training standards, and training delivery.</p>

Program	Purpose / Description / Outcomes
E-Learning Training	<p>Before coming to an Agnico site for the first time, newly hired employees must complete their Mandatory Training online, which consists of six (6) modules: General Induction, WHMIS, Fire Suppression, Job Hazard Analysis and Work Card, Spill Response, and Occupational Health and Safety (Personal Protective Equipment, Ladder Safety, Surface Standard Operating Procedure). The General Induction chapter provides general information about Agnico Eagle and working life at the mines.</p> <p>As per the requirement of the IIBAs, in 2017 two new e-learning lessons were developed and added to the General Induction. The Inuit Impact and Benefit Awareness module (IIBA) provides general awareness on: Agnico's Commitment to Indigenous People, history of the Nunavut Agreement and the different Inuit organization branches, what an IIBA is and why the sites have one, and a high level overview of the benefits and impact mitigation provided through the IIBAs. The Archaeology module informs workers on how to identify potential archaeological sites (ex. fox traps, tent circles, hunting blinds) and what to do if a worker finds one when working in the tundra. An objective of these lessons is also to give each employee and contractor employee cross-cultural context before arriving on one of Agnico's sites.</p> <p>In 2018, 3 e-learning lessons have been updated : Process Plant Induction, Chemical Awareness and General Induction. The e-learning WHMIS, which is now WHMIS 2015, has been modified according to meet the new WHMIS standards.</p>
Training and Learning Management System	<p>The Training Management System (TMS) as well as the Learning Management System (LMS) were initially implemented in 2013, in order to ensure better management of training activities and to monitor the proper management of the e-learning training. In response to the GN's request for increased information on training programs in 2014, both systems were modified in 2015. The systems are now capable of producing more detailed reports: by training program, by participation level, by graduation level and by hour.</p>
Apprenticeship Training ('Apprenticeship Program' and 'Pre-Apprenticeship Program')	<p>The Apprenticeship Program combines on-the-job learning and in-school technical instruction to allow Inuit employees the opportunity to be educated and trained in the trade of their choice. By the end of the program, the apprentice is able to challenge their Certificate of Qualification (COQ) to become a Journeyman and will also have the opportunity to challenge their Red Seal Exams. Currently, we offer trades (8) trades: cook, carpenter, millwright, electrician, heavy duty equipment technician, welder, housing maintainer and plumber.</p> <p>In 2018, one (1) employee completed his apprenticeship training with Agnico. Three (3) apprentices went to technical training in Alberta this year. As of the end of 2018, there were 14 apprentices and pre-apprentices at Meadowbank and 4 apprentices and pre-apprentices at Meliadine.</p> <p>Since 2015 a total of (5) five employees, completed their apprenticeship training within Agnico Eagle.</p>
Role Model Program	<p>The Role Model program began in 2015 as a way to recognize exemplary Inuit employees. Since then, it has grown into a program to: recognize the hard work of individual Inuit employees; identify examples to inspire Inuit employees, community members, youth, etc. on how to achieve personal and/or work success; and serve as an incubator program to identify and support future Inuit leadership in the company.</p> <p>Role models are nominated and chosen by a committee annually. They can be nominated and chosen for a variety of reasons, including demonstrating good work-life balance/dedication to upgrading one's education/skills; positive attitude; exemplifying traditional Inuit values at home or at work; overcoming personal challenges; involvement in communities; demonstrating leadership skills, etc. A Role Model is recognized through posters and is also provided opportunities to represent the company and speak on behalf of their own experiences at various events (trade shows, symposiums, high school visits, etc.). Some Role Models are also enrolled in the Leadership Development Program in order to continue to foster management and supervisory skills.</p>

Program	Purpose / Description / Outcomes
Contractor Training Programs	As per their IIBAs, Agnico Eagle requires contractors with consistent Inuit labour on site to deliver career development and training to their Inuit employees. During 2018 Agnico Eagle assigned 12 contractors with this requirement.
Financial Literacy Training	In 2018, Agnico Eagle brought SunLife Financial, who administers the pension plan for employees, to both Meadowbank and Meliadine to deliver Retirement Planning sessions to employees - these sessions were mandatory at Meadowbank and voluntary at Meliadine but will be mandatory at Meliadine in the future. One-on-one consultations were also made available to employees. Basic financial literacy training also continues to be included in the Work Readiness program and is also accessible through the Employee Assistance Program (EAP). Agnico Eagle also partnered with Atuqtuarvik Corp to deliver financial literacy training in Rankin Inlet in late 2018.
Community Coordinators Program	<p>In 2016, the Community Coordinators program expanded to sponsor part-time Agnico Eagle Coordinators in all Hamlets in the Kivalliq Region. Agnico Eagle's offices in the communities of Rankin Inlet and Baker Lake already have Agnico Eagle staff working full and part-time to provide community relations support.</p> <p>The objective of the community-based Agnico Eagle Coordinators is to provide a point of contact in each community to facilitate communications, provide services, and coordinate activities in the following areas:</p> <p>Support to the HR department by:</p> <ul style="list-style-type: none"> • Assisting HR and other Agnico Eagle departments to locate employees or potential employees as required • Contact employees in advance of their shift departure times • Support to the Recruitment team by guiding interested individuals in the application process outlined by the Labour Pool Process • Provide advice and assistance to Agnico Eagle to organize and hold information sessions in the community on Agnico Eagle projects and initiatives, including those Labour Pool and business opportunities initiatives outlined in the IIBAs • Provide updates to the Hamlet Council on Agnico Eagle activities • Distribute Agnico Eagle information and promotional materials <p>The increase of community involvement requirements for Agnico Eagle to achieve recruitment goals and the obligations for the NIRB and IIBA renders the Community Coordinators essential for Agnico Eagle's Nunavut operations.</p>
Adult Educators	A permanent Adult Educator (base on-site) was hired in June to support AEM's employee in developing their numeracy and literacy skills and some soft skills in order to ensure readiness of the needing employees to access higher job positions and to ensure Apprenticeship program support (Pre-trade support). The Adult Educator has been working with 5 temporary apprentices to help them gain the academic skills and confidence to successfully pass their trade's entrance exam. Instruction takes place during an employee's workday and is specific to their learning needs. The Adult Educator has also planned for and implemented school-based initiatives such as: Take our kids to work, site tours, TASK week and Mining Matters programs.
Take Our Kids to Work	Take Our Kids to work was held for the first time this fall. On October 3rd & 4th, 2018 the People Development Education team hosted two classes of grade 9 students from Baker Lake. The students visited Meadowbank for a day and they were able to do an outside and an inside tour. Students had an opportunity to discover many of the job opportunities available at Agnico Eagle. They were encouraged to ask lots of questions and Agnico Eagle staff gave them information about their career and education background. Students ended the day by getting a glimpse of the baking trade by decorating cupcakes to bring home for their families. The Take our Kids to Work initiative supports the career and CTS educational curriculum that is delivered within the grade 9 school year.

Program	Purpose / Description / Outcomes
Education Initiatives Portfolio promotion	Agnico Eagle developed a portfolio summarizing all the education initiatives that are available for the Kivalliq Schools. The portfolio was presented to and approved by the Kivalliq School Operations this portfolio includes the following initiatives; TASK week, role model visits, career fair, life skills workshops, take our kids to work, regional summer camp, local summer camps, financial workshops, and Mining Matters programs. All of the initiatives within the portfolio are linked to the required curriculum and some of the initiatives provide an opportunity for students to receive a credit. In the fall the Education team had meetings with several regional school administrators including; Baker Lake, Arviat (high school & middle school), Chesterfield, and Rankin Inlet. Components of the portfolio were delivered in the fall of 2018 and many initiatives are scheduled for the winter/spring of 2019. This fall the Education department hosted grade 9 students from Baker Lake for Take Our Kids to Work as well as a site tour for Artic College Adult Basic Education students and their instructor as well as supporting the Kivalliq Science Educator Community with their Science Camp.
Nunavut Leadership development Program (LDP)	The LDP launched in 2017 is composed of five (5) modules aiming at developing the leadership skills of employees in supervisory roles. Module 0 (Cultural Awareness), Module 1 (Communication) and Module 2 (Coaching) are being offered and additional modules will continue to be offered in 2019.
RISE Program	<p>In 2018 The Rapid Inuit Specific Education (RISE) Program was created and partially implemented. The main objective of this program is to have a more representative local workforce at Agnico Eagle's Nunavut mines. The program aims to:</p> <ul style="list-style-type: none"> • Prepare Inuit for future employment opportunities with Agnico Eagle with an aim of no employment gap; • Better represent the Inuit population at Agnico Eagle Nunavut mine sites, especially in skilled, professional and management positions; • Ensure all possible positions are filled more rapidly with Inuit employees; • Increase Inuit employee retention, satisfaction, and salary; • Inspire Inuit to pursue additional education opportunities and skill upgrades. In October of 2018 the Trades support section was launched with temporary apprentices beginning to receive pre-trades educational support with the Adult Educator. The Upward Mobility (mentorship), and Workplace Essential Skills branches of the RISE program will be implemented within the coming year.

1.1 Total project employment (Agnico Eagle & contractors)

Predictions

MEADOWBANK

- “It is expected that the construction phase workforce will average 160 and peak at 310, and the operation phase workforce is estimated at 370.”
(Cumberland Resources, 2006, p. 119)

WHALE TAIL

- “The project will require a workforce of around 900 and so will create around 200 new direct employment opportunities (Golder Associates, 2016, pp. 7-45)

MELIADINE

- “1700 positions, mostly contractors during construction phase” (Golder Associates, 2014, p. 1-117)
- “700 positions during operational phase” (Golder Associates, 2014, p. 1-118)

Data & Trends

Chart 1 provides an overview of direct employment at Agnico Eagle’s projects. It is not currently possible to provide separate data for Meadowbank and Whale Tail, as there is no clear distinction between employees working at the two sites.

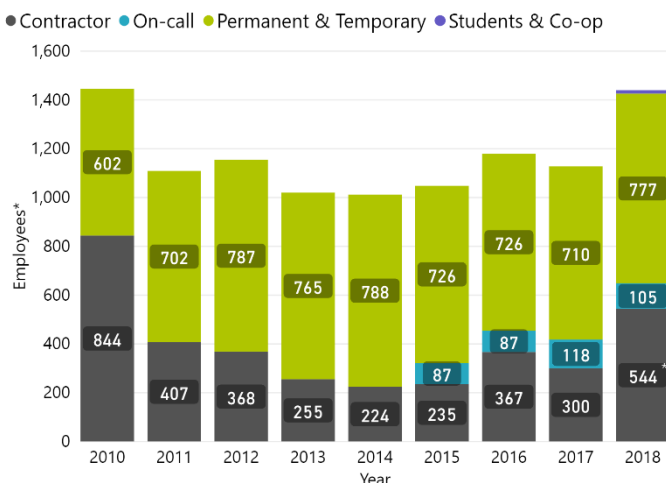
The employment numbers in Chart 1 are an annual snapshot of employment, measured in December of each year.

Employees at the mines are divided into one of the following categories:

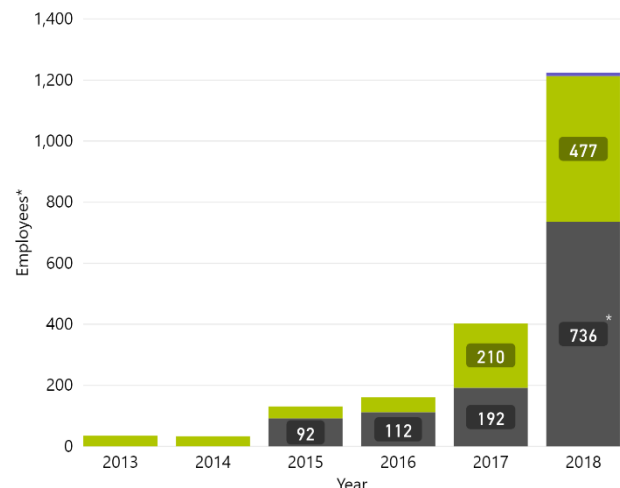
- *Permanent & Temporary:* Agnico Eagle employees whose current jobs are not specifically tied to a short-term project, with positions expected to be required throughout the life of the mines (Permanent) and Agnico Eagle employees whose current job will not continue beyond a specified period of time (Temporary)
- *On-call:* Agnico Eagle employees with an indefinite contract who are called upon when the need arises
- *Contractors:* Employees of contractors

Chart 1. Project employment (permanent & temporary, on-call, students & co-op & contractor)

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2018)

*note that 2018 contractor data represent FTEs (rather than headcount) due to changes in data collection requirements

Interpretations

Chart 1 above provides the number of individuals employed at Meadowbank / Whale Tail and Meliadine as a snapshot of employment taken in December of each year. In contrast to the Full Time Equivalent (FTE) value, which normalizes employment figures according to an average full-time worker – these numbers are useful in understanding the number of individuals who benefit through employment through both part-time and full-time opportunities. Due to the difficulty of counting active contractors at one point in time, the exception above is that FTEs were used to express the contractor employment in 2018. Additional details on how FTEs are calculated, and FTE data are provided in the following sections.

Employment at Meadowbank / Whale Tail increased in 2018, with permanent & temporary Agnico Eagle employees increasing by 9% from 2017. The large apparent increase in contractors in 2018 may be largely attributable to better data management, and so these trends should be considered with caution. Nevertheless, the increase is partially explained by increased activity at the Whale Tail site in 2018 – including the development of an underground exploration ramp.

2018 saw a large increase in employment at Meliadine, with Agnico Eagle employment more than doubling. Similar to Meadowbank / Whale Tail, contractor employment trends prior to 2018 should be considered cautiously due to better data management. Still, contractor employment in 2018 was significant, with 736 FTEs. This corresponds with major development and construction activities, with commercial production expected to begin in 2019. Cumulatively, Meliadine employed 1,224 individuals in 2018, short of the 1,700 positions predicted in the FEIS. While the reason for this discrepancy is unclear, it may –in part – be attributed to the use of FTEs to express the number of employment positions in 2018; headcount numbers, which were not available, could have shown a larger number of contractors.

1.2 Project Inuit employment (Agnico Eagle and contractors)

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding Inuit or Nunavummiut employment rates at Meadowbank.

WHALE TAIL³

- 25% of direct construction positions will be sourced locally, and are expected to be billed by the existing Meadowbank Mine workforce (Golder Associates, 2016, pp. 7-51)
- Operational employment is expected to be 931 positions... of these nearly half (392 or 42%) are expected to be filled by Nunavummiut² (Golder Associates, 2016, pp. 7-52)

MELIADINE¹

- 20% (340 positions) of peak construction phase workforce will be Inuit. (Golder Associates, 2014, p. 1-117)
- 20% (140 positions) of operational phase workforce will be Inuit. (Golder Associates, 2014, p. 1-118)

Data & Trends

Chart 2 presents an overview of Agnico Eagle Inuit and non-Inuit full time equivalents (FTEs) at Meadowbank / Whale Tail and Meliadine. FTEs are a way to control for differences in the number of hours worked by different individuals, thereby providing a more accurate and comparable picture of employment over time and between projects. One FTE represents 2,184 person-hours of work – or the approximate number of hours worked by one employee on a full-time basis for a year. In other words, in 2018, there was the equivalent of approximately 241

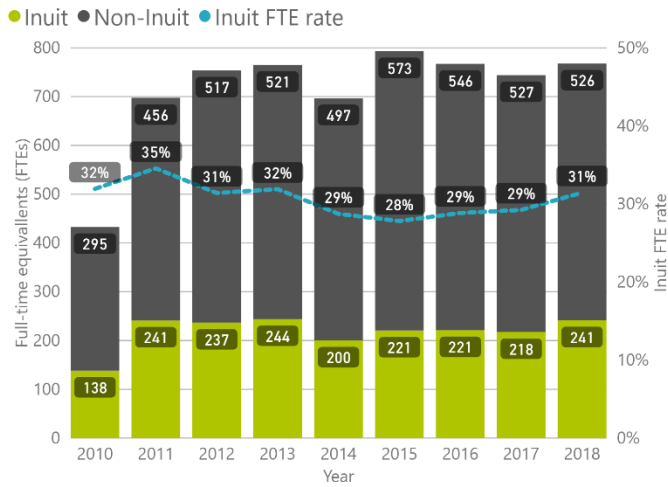
¹ Note that the Whale Tail and Meliadine predictions include contractors.

² Note that the data in this section distinguishes Inuit and non-Inuit, rather than Nunavummiut and non-Nunavummiut. For Agnico Eagle employees (i.e. non-contractors) these values are virtually identical at present. However, they may differ for contractor employees.

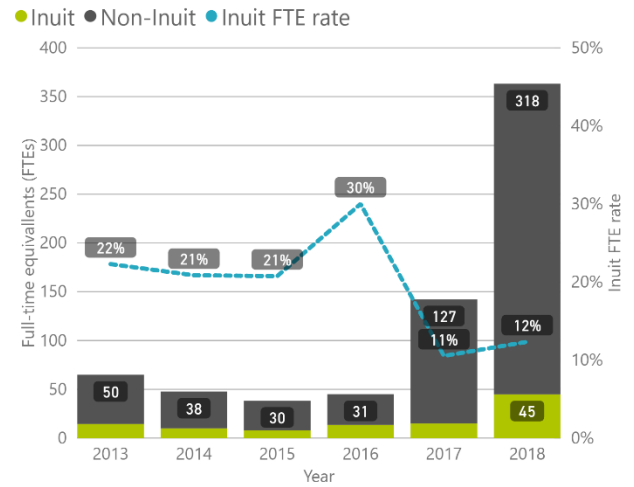
full-time Inuit employees working at Meadowbank / Whale Tail. The blue lines indicate the Inuit FTE rate (% of the total number of FTEs that are Inuit).

Chart 2. Project Agnico Eagle employment (Inuit & non-Inuit)

MEADOWBANK AND WHALE TAIL



MELIADINE

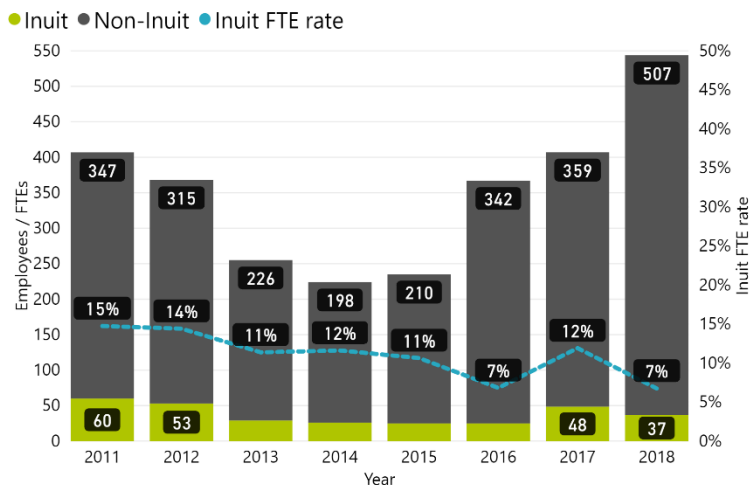


(Agnico Eagle Mines, 2018)

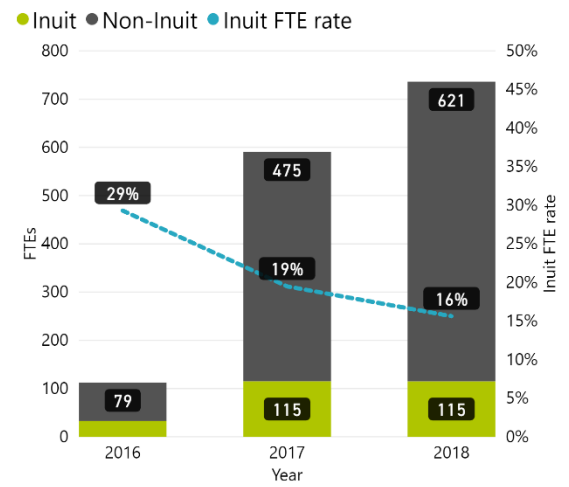
Chart 3 provides an overview of Inuit and non-Inuit employees / FTEs³ of contractors at Meadowbank & Whale Tail and Meliadine.

Chart 3. Project contractor employment (Inuit & non-Inuit)³

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2018)

Interpretation

Across all projects in 2018, Agnico Eagle and its contractors employed 438 Inuit FTEs. At Meadowbank & Whale Tail in 2018, Agnico Eagle and its contractors, employed 278 Inuit FTEs. In 2018, 23 Inuit FTEs (Agnico employees) were added at Meadowbank / Whale Tail, resulting in a 2 percentage point increase in the FTE rate, from 29% to 31%.

³ Due to data availability, 2017 and 2018 Meadowbank / Whale Tail contractor data and all Meliadine contractor data represent full time equivalents (FTEs), derived based on person-hours worked. The remainder of data points (Meadowbank 2010 to 2016) represent the number of employees as a snapshot at one time of year. Trends between these years should be interpreted with caution.

At Meliadine in 2018 (a peak construction year), Agnico Eagle and its contractors employed 160 Inuit FTEs. We are not able to say whether the Meliadine prediction of 340 Inuit employees during peak construction has been met – as the predictions likely represent a headcount and currently only FTE data is available from contractors (where the majority of Inuit employment at Meliadine currently resides). However, considering the number of Inuit FTEs in the year, it is unlikely that during peak construction Agnico Eagle met these predictions.

The KLMA provides additional context on Inuit employment at Agnico Eagle by describing the relationship between the labour supply in the Kivalliq region and the current and forecasted demand for labour by Agnico Eagle. The study found that, in 2016, Agnico Eagle employed approximately 26% of the labour force in relevant occupations in the Kivalliq region. In plain language, this means that, in 2016, approximately 26% of Nunavummiut living in the Kivalliq who could potentially work for Agnico Eagle are doing so, resulting in approximately 35% Inuit employment across Agnico Eagle's projects. As Agnico Eagle's demand for labour increases, it will have to employ a much larger proportion of the Inuit labour force. For example, to meet Agnico Eagle's IIBA's 50% Inuit employment goal in 2021, Agnico Eagle will need to employ about 78% of the labour force – a significant increase and key challenge with its own implications and potential impacts to communities (Mining Industry Human Resources Council (MiHR), 2018b).

The KLMA identifies several challenges to meeting Inuit employment goals. Most notably, there is a mismatch between the types of skillsets required by Agnico Eagle and those available within Kivalliq communities. As described in greater detail in VSEC 4: Education and Training, Agnico Eagle's 2019 Inuit employment in skill level D, where employees only require on the job training, is at 100%. However, in other skills levels, where the Inuit labour market is tight and where Agnico Eagle demand is expected to grow, Inuit employment is much lower. (Mining Industry Human Resources Council (MiHR), 2018b).

This analysis provides additional insights to observed employment trends, specifically Agnico Eagle's marginal growth of FTE rate at Meadowbank and drop in FTE rate at Meliadine and likely signifies that Agnico Eagle is struggling to significantly grow its share of the Inuit labour force.

The primary vehicle through which Agnico Eagle recruits and hires new Inuit employees is through the Labour Pool Process. This process – based in the IIBA with the KIA – offers pre-employment steps to Inuit from all Kivalliq communities with the goal of pre-qualifying candidates. The 5 steps of the labour pool process are described in greater detail in the Management and Mitigation Measures Table above.

The IWBS identified two unintended barriers to recruitment and hiring of Inuit workers. The first is the challenge of navigating the recruitment process itself (e.g. long wait times, a "heavy" process, accessing job advertisements, etc.). The second is negative perceptions of the process. Interviewees expressed concerns regarding labour favouritism, and the perception that skills of individual applicants are not considered in the labour pool process. Such experiences or misunderstandings impacts peoples' interest in participating in the process (Mining Industry Human Resources Council (MiHR), 2018a).

Additional discussion related to turnover and career advancement are provided in the following sections.

1.3 Project Agnico Eagle employment by Kivalliq community

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

WHALE TAIL

The FEIS estimates 217 positions will be filled by employees from Baker Lake. (Golder Associates, 2016, pp. 7-53)

MELIADINE

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

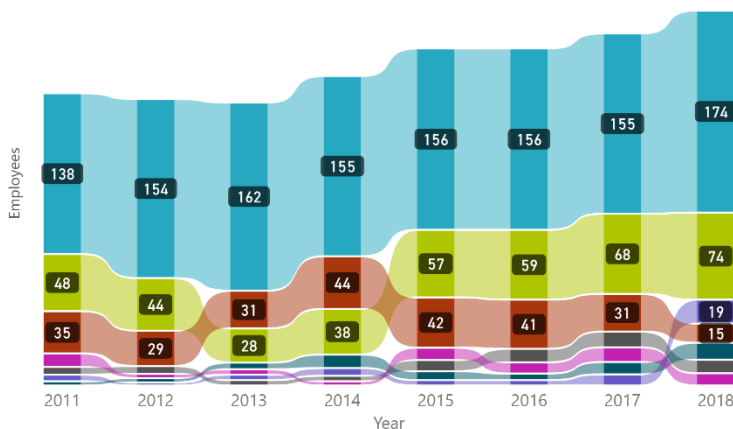
Data & Trends

Chart 4 provides an overview of the total number of Inuit employees by community of hire in the Kivalliq. Note that the chart is displaying the number of employees (permanent, temporary and on-call) represented as a headcount in December of each year, as opposed to FTEs as provided in the previous section.

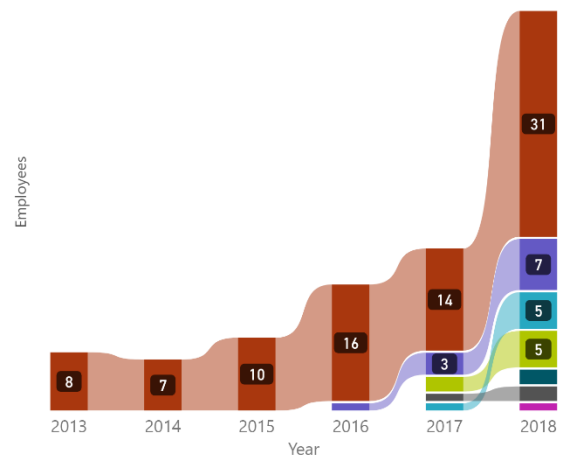
Chart 4. Project employment by Kivalliq community

MEADOWBANK AND WHALE TAIL

● Arviat ● Baker Lake ● Chesterfield Inlet ● Coral Harbour ● Naujaat ● Rankin Inlet ● Whale Cove



MELIADINE



(Agnico Eagle Mines, 2018)

Interpretation

In 2018, over half (55%) of Meadowbank / Whale Tail’s Kivalliq-based employees were from Baker Lake and approximately 58% of Meliadine’s Kivalliq-based employees were from Rankin Inlet. This likely reflects a number of factors, including: the size of those communities, the mines’ proximities to the respective communities; hiring provisions in the IIBAs that give preference to Inuit from nearby communities; as well as training and recruiting efforts by Agnico Eagle focused in Rankin Inlet and Baker Lake.

In addition to Baker Lake and Rankin Inlet, Arviat supplies a large and increasing proportion of Agnico Eagle’s Inuit workforce, reaching a high of 79 employees in 2018. Coral Harbour also saw a large growth in 2018 project employment, up to 26 employees from a 2017 high of 11. 2018 employment numbers for the remaining communities are: Naujaat (15); Chesterfield Inlet (12); and Whale Cove (10).

The IWBS identified some evidence that the tightness of the labour market (i.e. demand for employment being greater than supply) is inconsistent across the Kivalliq communities. The labour supply in Rankin Inlet is particularly tight because more residents are already working (Mining Industry Human Resources Council (MiHR), 2018a). This may help explain the relatively lower employment in Rankin Inlet despite the community being a regional hub and population center.

1.4 Project employment by gender

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding employment rates by gender.

WHALE TAIL

There are no specific predictions in the Whale Tail FEIS regarding employment rates by gender.

MELIADINE

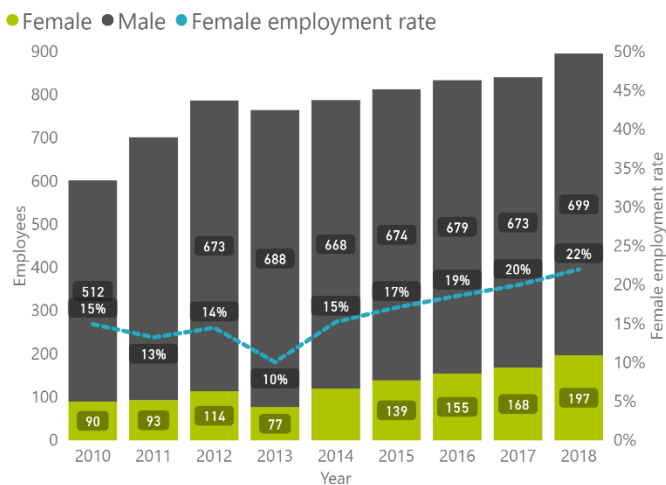
There are no specific predictions in the Meliadine FEIS regarding employment rates by gender.

Data & Trends

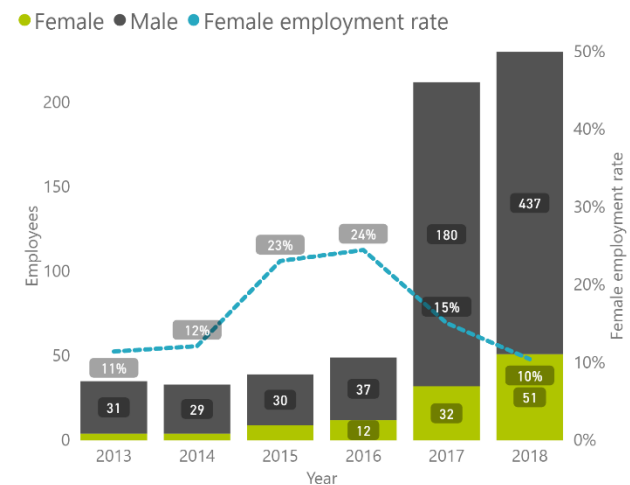
Chart 5 provides an overview of the number and rate of Agnico Eagle female employment at Meadowbank / Whale Tail and Meliadine.

Chart 5. Project employment (gender)

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2018)

Interpretation

There are no formal goals for female employment at Meadowbank / Whale Tail or Meliadine. Agnico Eagle female employment at Meadowbank / Whale Tail has been steadily increasing since 2013, from a low of 10% to 22% in 2018. It is at its highest level since the mine began production and surpasses the Canadian mining sector average of 16% (Mining Industry Human Resources Council (MiHR), 2019). Meliadine female employment has increased steadily, though the rate declined from 24% in 2016 to 10% in 2018, coinciding with the substantial increase in the number of employees.

The KLMA provides some additional insights into female employment at the projects. First, there is a disproportionate number of women in what is identified by the KLMA as the 'hidden labour force' (77% of the hidden labour force in the Kivalliq are Inuit women). The hidden labour force includes those individuals that may not be considered labour market participants under conventional measurement by Statistics Canada, due in large part to the uniqueness of the Nunavut context (Mining Industry Human Resources Council (MiHR), 2018b). The high proportion of women within this group suggests that hiring efforts geared towards Inuit women may be required to further increase Kivalliq employment. The KLMA indicates that turnover at the mine is highest among Inuit women

Agnico Eagle participates in the Mining Industry Human Resource Council's *Gender Equity in Mining (GEM) Works Initiative*, which works towards achieving greater gender equality in the mining sector.

1.5 Project turnover

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

WHALE TAIL

There are no specific predictions in the Whale Tail FEIS regarding Kivalliq community resident employment rates.

MELIADINE

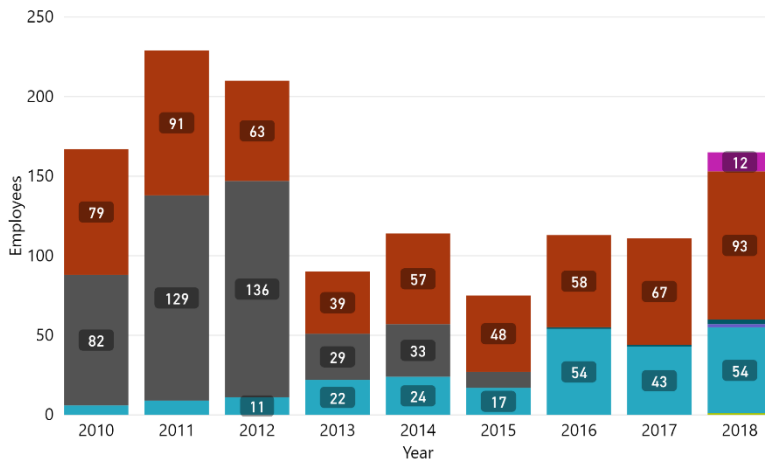
There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

Data & Trends

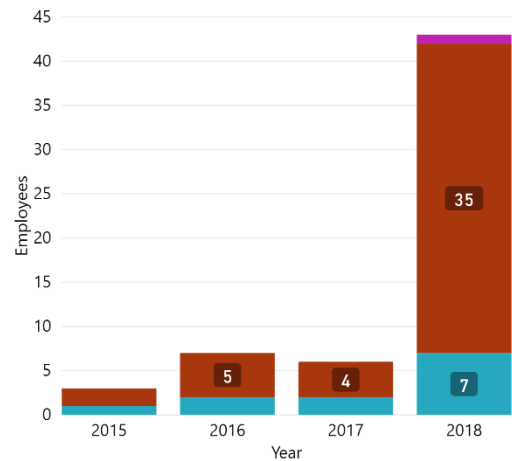
Chart 6 provides a breakdown of turnover (the number of people who leave Agnico Eagle’s employ in a given year) by reason for leaving for both Meadowbank / Whale Tail and Meliadine.

Chart 6. Agnico Eagle Inuit employee turnover by reason

MEADOWBANK AND WHALE TAIL



MELIADINE



● Company Reorganization ● Dismissal ● End of Contract ● Other ● Permanent Disability / Deceased ● Resignation / Voluntary Termination ● Retirement

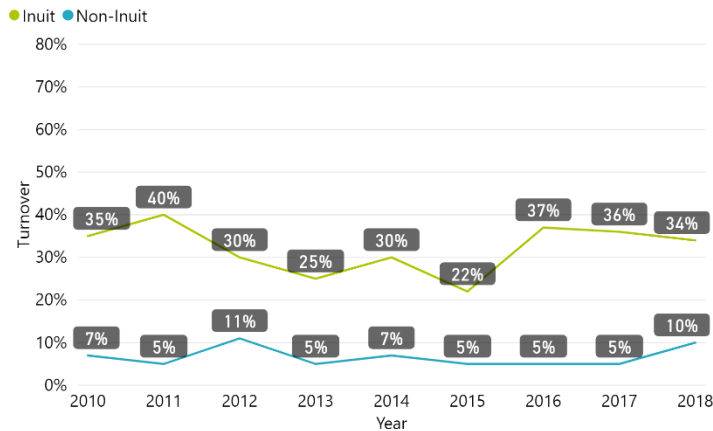
(Agnico Eagle Mines, 2018)

Chart 7 provides an overview of Inuit and non-Inuit turnover rates over time. Turnover rate (expressed as a percent) is calculated by dividing the number of terminations⁴ in a year by the average number of employees in that year.

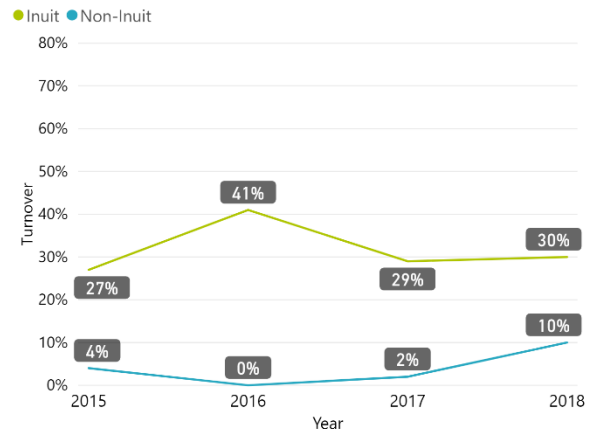
⁴ Terminations includes all reasons for leaving other than ‘end of contract’ and ‘student leave’

Chart 7. Turnover rates (Inuit and non-Inuit)

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2018)

Chart 8 below shows the turnover rate across all Agnico Eagle projects by community.

Chart 8. Turnover rate by community

MEADOWBANK / WHALE TAIL

Year	Arviat	Baker Lake	Chesterfield Inlet	Coral Harbour	Naujaat	Outside Nunavut	Rankin Inlet	Whale Cove
2015	21%	29%	36%	0%	25%	12%	35%	36%
2016	47%	38%	33%	33%	20%	14%	48%	24%
2017	43%	29%	18%	109%	92%	38%	39%	42%
2018	42%	31%	73%	14%	27%	14%	35%	50%

MELIADINE

Year	Arviat	Baker Lake	Chesterfield Inlet	Coral Harbour	Naujaat	Outside Nunavut	Rankin Inlet	Whale Cove
2018	29%	33%	67%	20%	0%	0%	40%	0%

(Agnico Eagle Mines, 2018)

Agnico Eagle conducts one-on one exit interviews to gather information on reasons for resignation and voluntary termination. Exit Interviews are used to collect qualitative information on common reasons why employees have left. This investigation and exit interview information collected since 2010 has led to the following list of common reasons:

- Does not like the schedule/camp life
- Miss their family
- Found another job
- Family situation or spousal relationship issues
- Conflict with employee/supervisor
- No babysitter
- Does not like the job/lack of advancement

While these interviews provide valuable insights, there are concerns that employees do not always share the true reason for leaving in exit interviews.

Interpretation

The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. In 2018, Inuit turnover rates at Meadowbank / Whale Tail and Meliadine were 34% and 30%, respectively. Resignations (57%) and Dismissals (39%) account for the vast majority of terminations across the sites.

Turnover rates by community remain relatively stable year over year in the communities with the greatest Agnico Eagle employment (Baker Lake, Arviat and Rankin Inlet). Large year over year fluctuations in smaller communities should be interpreted with caution and are largely due to the small number of total employees.

According to the KLMA, Inuit career advancement can help support retention and higher Inuit employment numbers, as turnover among skill level D (unskilled) employees is generally much higher than for skill level C (semi-skilled) employees. Among Inuit who resign voluntarily, family situation and lack of childcare (“no babysitter”) were the most commonly cited reasons for leaving. Absenteeism was the number one reason for dismissals among Inuit workforce, with the average Inuit employee missing approximately 380 hours per year (about 1 month a year assuming 12-hour shifts) (Mining Industry Human Resources Council (MiHR), 2018b). In interviews conducted as part of the IWBS, employees gave the following reasons for absenteeism: lack of childcare; the need to attend funerals; and other family situations (Mining Industry Human Resources Council (MiHR), 2018a).

VSEC 2: Income

IMPACT / GOAL STATEMENT

Increased income in Kivalliq communities

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The potential impacts of increased income are considered of high magnitude, positive, long-term and of high significance, particularly to those individuals and their families who are able to benefit. It is expected that overall community effects, moderate in significance, are likely to be most experienced in Baker Lake, as most direct employment will occur here.” (Cumberland Resources Ltd., 2006, p. 121)

Whale Tail: “Continued direct, indirect and induced incomes...Moderate to high positive impacts...” (Golder Associates, 2016, p. 68)

Meliadine: "Project would directly and indirectly contribute to disposable income of employees and other local people." (1-C-48)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
2.1 Income paid to projects' Inuit employees						
Income paid to Agnico Eagle project Inuit employees	N/A	↑	↑	N/A	↑	2018 total income paid to Agnico Eagle's Inuit employees rose by 6% to \$19.2M at Meadowbank and Whale Tail and 223% to \$4.2M at Meliadine. These increases mirror increases in Inuit employment outlined in the previous sections. With the vast majority of Inuit employees residing in the Kivalliq region, there continues to be a significant and positive impact on the personal income of people in the region.
2.2 Income by Kivalliq community						
Median employment income of tax filers by Kivalliq community	→	↑	N/A	N/A	N/A	Median income in Baker Lake and Rankin Inlet have been above the median income for the Kivalliq region during several years since Meadowbank opened, including 2016 (the latest year for which data is available). Baker Lake in particular has experienced a large rise in median income between 2014 to 2016, \$23K in 2014 to \$34K in 2016. Growth in median employment income has been most positive among communities with the highest level of Agnico Eagle employment

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing / N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management & Mitigation

Programs aimed at encouraging greater educational attainment, recruiting local employees, supporting professional development and skill advancement, and increasing local contracting and business opportunities can all have a positive supporting effect on income indicators in the Kivalliq. These programs are outlined in the respective sections of this report (VSEC 1, 3 and 4).

2.1 Income paid to projects' Inuit employees

Predictions

MEADOWBANK

“Direct project wages paid to people in Kivalliq Region, primarily Baker Lake, could exceed \$4 M annually”

WHALE TAIL

“Project construction will result in \$14.1 million (cumulatively) of direct labour income in Nunavut. When indirect and induced incomes are included, the Project's total territorial construction labour income is predicted to be \$22.1 million between 2017 and 2019” (Golder Associates, 2016, pp. 7-54)

MELIADINE

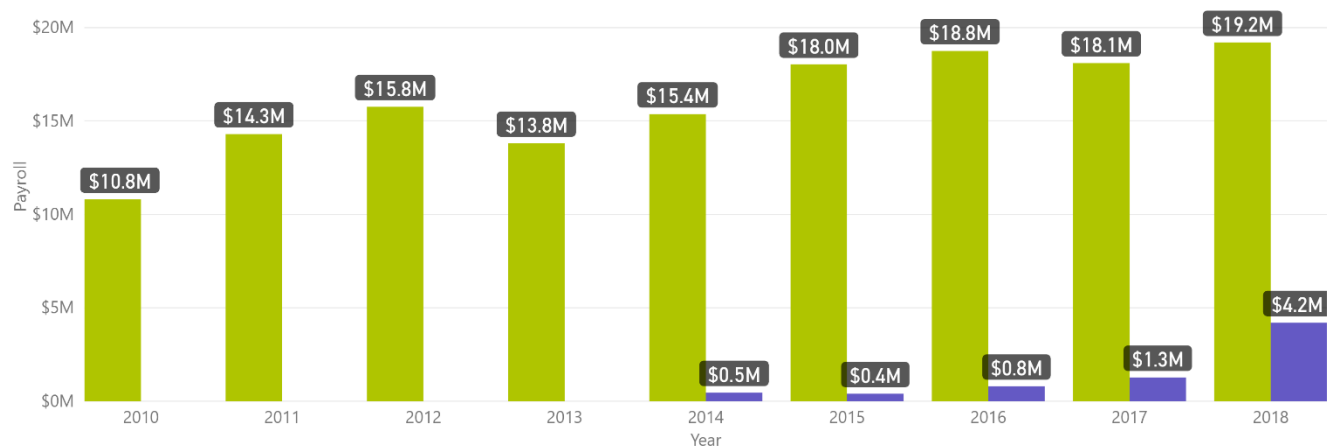
“Project would directly and indirectly contribute to disposable income of employees and other local people.” (Golder Associates, 2014, 1-C-48)

Data & Trends

Chart 9 shows employment income paid to Agnico Eagle's Inuit employees from 2010 to 2018 by project. This metric does not include income paid to Inuit contractors.

Chart 9. Income paid to Agnico Eagle project Inuit employees

● Meadowbank & Whale Tail ● Meliadine



(Agnico Eagle Mines, 2018)

Interpretation

2018 total income paid to Agnico Eagle's Inuit employees rose by 6% to \$19.2M at Meadowbank and Whale Tail and 223% to \$4.2M at Meliadine. These increases mirror increases in Inuit employment outlined in the previous sections. With the vast majority of Inuit employees residing in the Kivalliq region, there continues to be a significant and positive impact on the personal income of people in the region.

A number of findings from the KLMA are relevant to the impact on the income of Kivalliq employees. First – and not surprisingly – employment income at Agnico Eagle projects varies greatly across skill levels, with average Skill Level C (semi-skilled) salary being nearly twice as high as that of Skill Level D (unskilled). Further, the study found that approximately 17.5% of earnings were lost to absenteeism (Mining Industry Human Resources Council (MiHR), 2018b). This leaves three potential pathways to continue to increase local income: (1) more Inuit FTEs, (2) more Inuit working at higher skill levels and (3) reduced rates of absenteeism.

2.2 Income by Kivalliq community

Predictions

MEADOWBANK

The Meadowbank FEIS makes no specific predictions regarding changes in the median income of Kivalliq communities but does predict that Baker Lake will experience the most positive effects of increased income.

WHALE TAIL

Whale Tail makes no specific predictions regarding changes in the median income of Kivalliq communities.

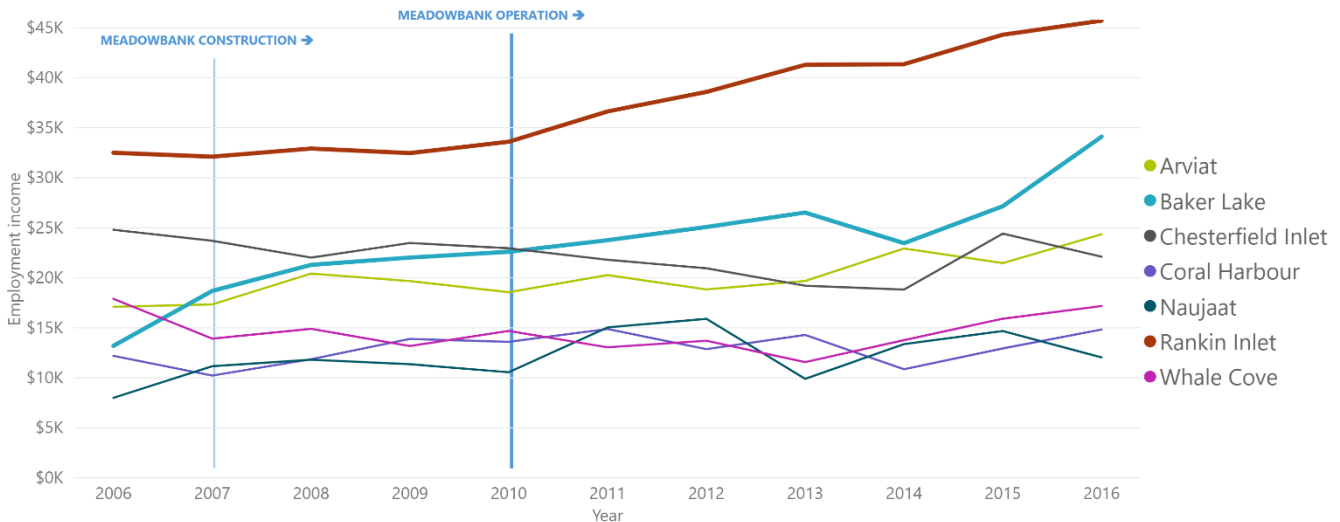
MELIADINE

“Project would directly and indirectly contribute to disposable income of employees and other local people.” (Golder Associates, 2014, 1-C-48)

Data & Trends

Chart 10 shows the median income of tax filers in each Kivalliq community from 2000 through to 2016, the latest year for which data is available.

Chart 10. Median employment income of tax filers by Kivalliq community



(Statistics Canada, 2017a)

Interpretation

As shown in Chart 10, median income in Baker Lake and Rankin Inlet have been above the median income for the Kivalliq region during several years since Meadowbank opened, including 2016 (the latest year for which data is available). Baker Lake in particular has experienced a large rise in median income between 2014 to 2016, \$23K in 2014 to \$34K in 2016. Growth in median employment income has been most positive among communities with the highest level of Agnico Eagle employment.

However, it is recognized that other factors influence median employment income in each community (spin-off effects, unrelated economic development, changes in public sector employment, etc.) and that these factors may mask the effect of Meadowbank / Whale Tail and Meliadine employment income. This effect is most notable for communities that have relatively few Agnico Eagle employees or that have a high median employment income to start with (e.g. Rankin Inlet, as the Government of Nunavut regional centre for the Kivalliq Region, has significant public-sector employment).

VSEC 3: Contracting and Business Opportunities

IMPACT / GOAL STATEMENT

Increased opportunities for Inuit-owned and local businesses

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006, p. 121)

Whale Tail: The Project will generate “continued local economic activity” (Golder Associates, 2016, p. 68) and is expected to have “high positive impacts...” (Golder Associates, 2016, p. 68) on local procurement.

Meliadine: "Project spending on goods and services would increase the demand locally, allowing local businesses (and new businesses) to grow and become more cost-effective." (1-C-47)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
3.1 Contract expenditures						
Contract expenditures on NTI-registered businesses						Agnico Eagle projects continue to positively impact opportunities for Kivalliq-based and Inuit-owned businesses. In 2018, expenditures on NTI-registered businesses continued a steady rise both in terms of the value and proportion of expenditures at Meadowbank / Whale Tail and at Meliadine, with the former increasing from \$213M (55% of total expenditures) to \$288M (65% of total expenditures) and the latter increasing from \$195M (41% of total expenditures) to \$249M (48% of total expenditures).
<i>NTI expenditures</i>	N/A	↑	↑	N/A	↑	
<i>Proportion NTI</i>	N/A	↑	↑	N/A	↑	
NTI-registered business expenditures by Nunavut community	N/A	N/A	N/A	N/A	N/A	In 2017, just over half of the spending on NTI-registered firms went to firms located in Rankin Inlet, followed closely by Baker Lake and Iqaluit, with 23% each. Meliadine is expected to far exceed the FEIS predictions of \$175M contract spending on Kivalliq-based businesses over the 3.5-year construction phase.
Contract expenditure on Nunavut-based businesses						Meadowbank / Whale Tail contract expenditures on Nunavut-based businesses (which includes NTI-registered businesses) increased from \$271M to \$296M in 2018, exceeding the FEIS prediction of \$270M in territorial spending. Within the first two years of the project, Meliadine is on track to meet or exceed the \$866M of contract spending predicted in the FEIS for the 3.5 year construction phase.
<i>Nunavut-based expenditures</i>	N/A	↑	↑	N/A	↑	
<i>Proportion Nunavut-based</i>	N/A	↑	↓	N/A	→	
Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses	N/A	↓	↓	N/A	→	

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing / N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management & Mitigation

The IIBA acts as the primary vehicle for increasing the level of Inuit participation in contracting. Details are provided in Table 3 below.

Table 3: Agnico Eagle Contracting and Business Opportunities Management and Mitigation Initiatives

Initiative	Purpose / Description / Outcomes
Agnico Eagle Nunavut IIBA Procurement Process	Through the implementation of the Meliadine IIBA in 2015, Agnico Eagle moved to a prequalification procurement process, which requires all suppliers to prequalify in categories in order to submit a tender. Additionally, NTI-registered companies are eligible for preference points. This process replaces the Inuit Business Opportunities Initiative. In 2017 with the signing of the IIBAs for Meadowbank and Whale Tail, as well as the revision of the Meliadine IIBA, all three sites followed the new procurement process.
IIBA Pre-qualification Assistance, Workshops and Entrepreneurial Training	As per the IIBAs, Agnico provides workshops and assistance to Inuit Firms to promote and facilitate their access to Agnico Eagle's business opportunities as well as entrepreneurial training and support to Inuit businesses. In 2018, Agnico Eagle partook in a number of activities to achieve the objectives of these requirements, including a workshop at the 2018 Kivalliq Trade Show in Rankin Inlet on potential business ideas for small businesses and entrepreneurs as well as information on contract tailoring; continued support to CPA Canada Financial Training for businesses in Rankin Inlet.; on-line trainings; a targeted webpage of resources and information for businesses; regular information through a quarterly e-newsletter for businesses; and a Kivalliq business phone survey to further understand the supplier landscape and needs of businesses.
Inuit Arts and Crafts	<p>In 2018, Agnico Eagle invited local Arts and Crafts vendors at Meadowbank / Whale tail and Meliadine to showcase work and sell to interested employees. Ivalu came to Meliadine during the site Pakallak Tyme festivals and at Christmas, and Jessie Oonark Ltd. came to Meadowbank before Christmas. Both vendors visited their respective site twice to see both crews.</p> <p>In 2017 Agnico Eagle and KIA worked on developing a list of Inuit arts and crafts dealers. In 2019 a strategy will be developed to facilitate internal purchasing (for gifts or prizes, for example). Agnico is also considering ways to include Agnico employees who are also artists in the strategy.</p>

3.1 Contract expenditures

Predictions

MEADOWBANK

"With continuing preferential contracting, local business participation in the project is expected to grow with time." (Cumberland Resources Ltd., 2006, p. 7)

WHALE TAIL

"Average annual procurement in the territory is expected to amount to over \$270 million..." (Golder Associates, 2016, p. 307, 308)

MELIADINE

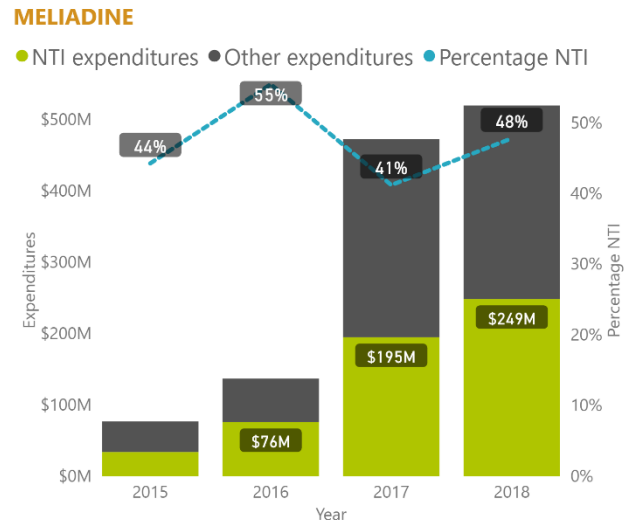
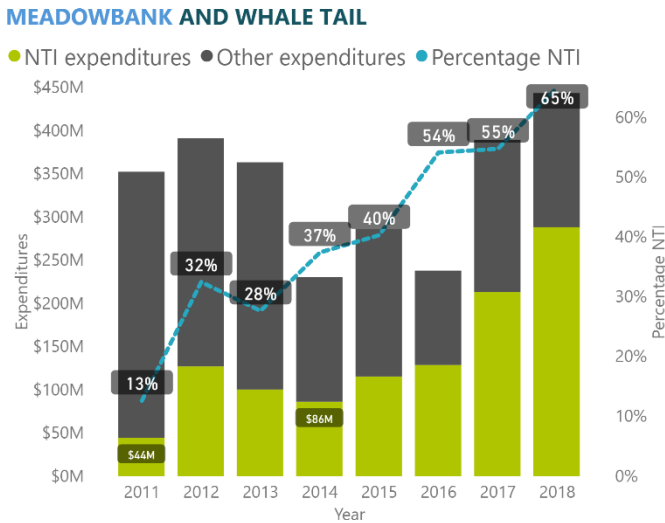
- \$866M (2012 dollars) over 3.5-year construction phase on contracted goods and services; 20% (\$175M) in Kivalliq (Golder Associates, 2014, 1-117)
- \$127M over 10-year operations phase; 20% (\$25M annually) in Kivalliq. (Golder Associates, 2014, 1-118)

Data & Trends

Chart 11 shows the value and proportion of contract expenditures that went to Nunavut Tunngavik Incorporated (NTI)-registered businesses over time. NTI-registered businesses are those appearing on the Inuit Firm Registry and which meet at least one of the following 3 requirements:

- a limited company with at least 51% of the company’s voting shares beneficially owned by Inuit, or
- a cooperative controlled by Inuit, or
- an Inuk sole proprietorship or partnership

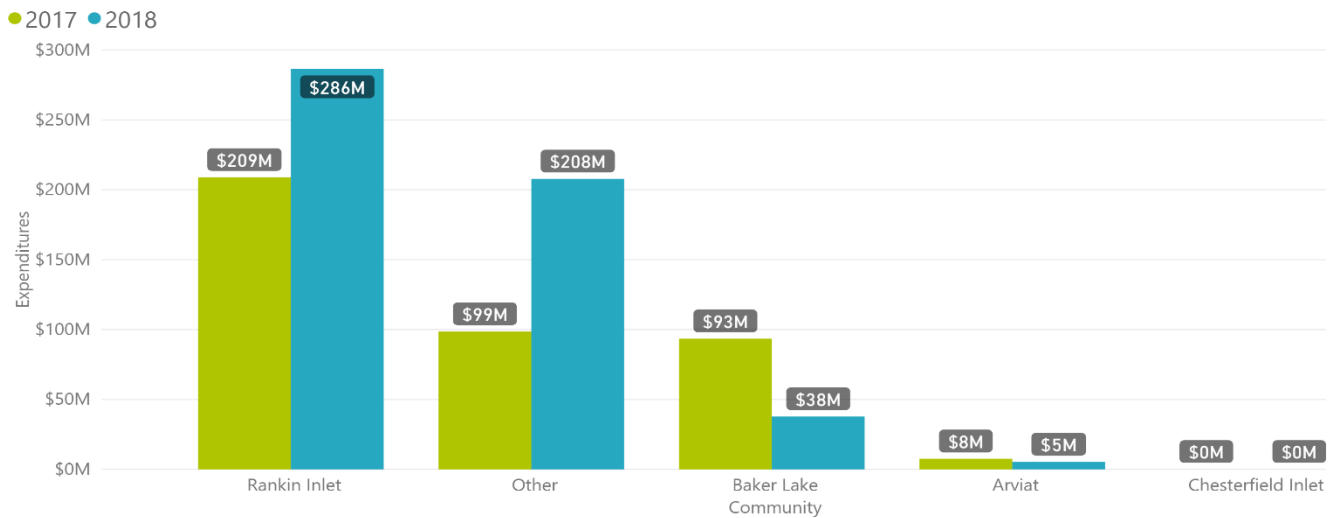
Chart 11. Contract expenditures on NTI-registered businesses



(Agnico Eagle Mines, 2018)

Chart 12 further breaks down contract expenditures across all Agnico Eagle project on NTI-registered businesses in 2017 and 2018 by the community in which those businesses are registered.

Chart 12. NTI-registered business expenditures by Nunavut community

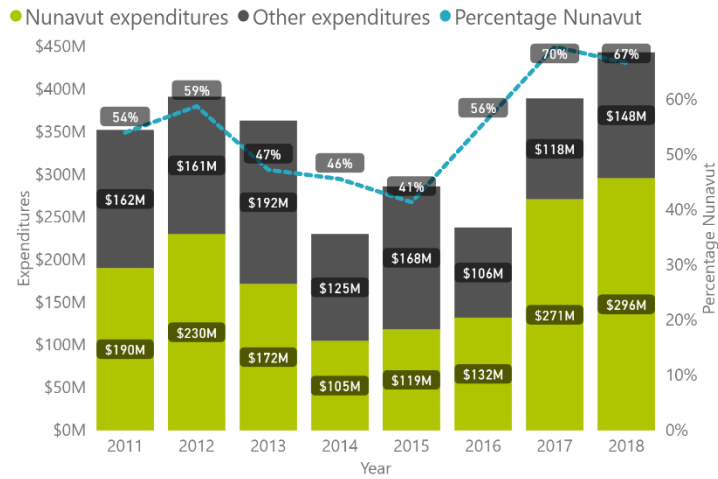


(Agnico Eagle Mines, 2018)

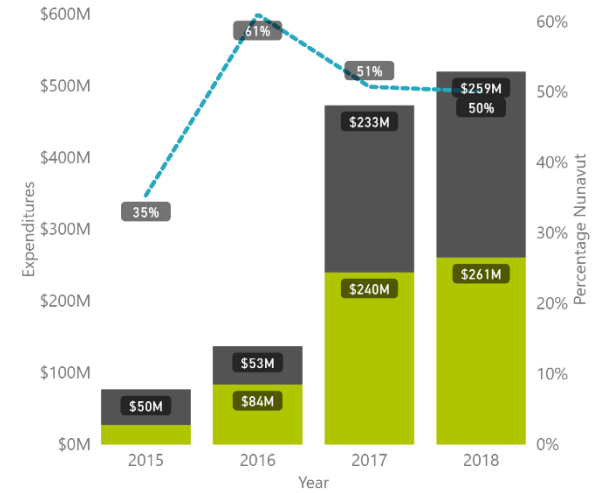
Chart 13 shows the value and proportion of contract expenditures that went to Nunavut-based businesses over time.

Chart 13. Contract expenditure on Nunavut-based businesses

MEADOWBANK AND WHALE TAIL



MELIADINE

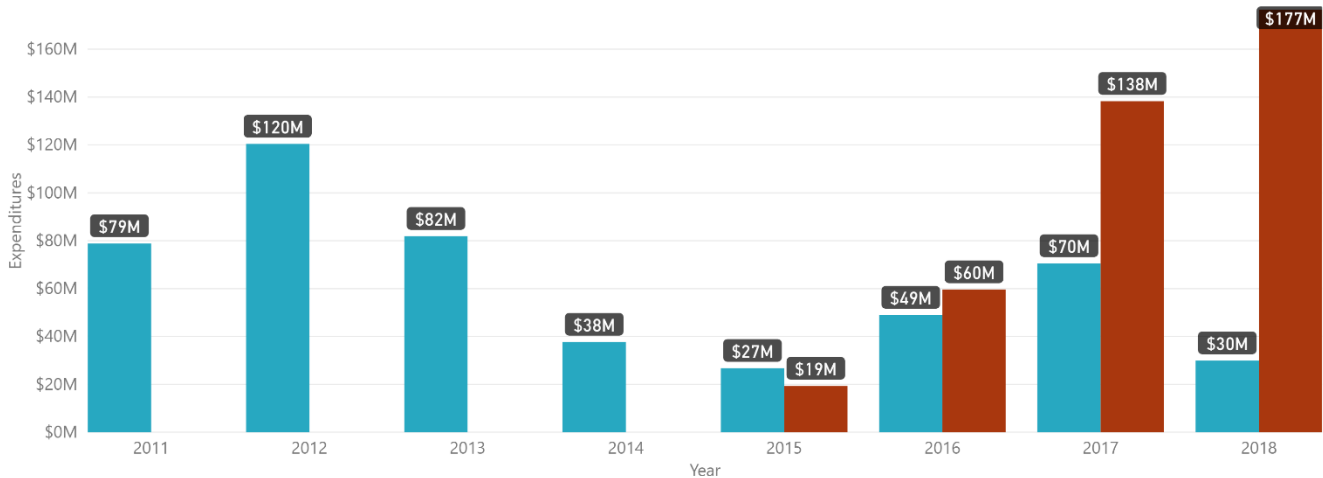


(Agnico Eagle Mines, 2018)

Chart 14 shows the value from Meadowbank & Whale Tail contract expenditures on Baker Lake-based businesses as well as the value of contract expenditures from Meliadine on Rankin Inlet-based businesses.

Chart 14. Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses

● Baker Lake ● Rankin Inlet



(Agnico Eagle Mines, 2018)

Interpretation

Agnico Eagle projects continue to positively impact opportunities for Kivalliq-based and Inuit-owned businesses. NTI maintains a registry of Inuit firms in accordance with Article 24 of the *Nunavut Land Claims Agreement*. In 2018, expenditures on NTI-registered businesses continued a steady rise both in terms of the value and proportion of expenditures at Meadowbank / Whale Tail and at Meliadine, with the former increasing from \$213M (55% of total expenditures) to \$288M (65% of total expenditures) and the latter increasing from \$195M (41% of

total expenditures) to \$249M (48% of total expenditures). This sizable increase is largely attributable to mine development and construction spending at Whale Tail and Meliadine during the past year.

Meadowbank / Whale Tail contract expenditures on Nunavut-based businesses (which includes NTI-registered businesses) increased from \$271M to \$296M in 2018, exceeding the FEIS prediction of \$270M in territorial spending. Within the first two years of the project, Meliadine is on track to meet or exceed the \$866M of contract spending predicted in the FEIS for the 3.5 year construction phase. Furthermore, Meliadine spending to date has already far exceeded the 20% (\$175M) predicted to flow to Kivalliq businesses, with \$291.5M (2012 dollars⁵) flowing to Rankin Inlet-based business alone.

⁵ 2012 dollars calculated with Bank of Canada's Inflation Calculator <https://www.bankofcanada.ca/rates/related/inflation-calculator/>

VSEC 4: Education and Training

IMPACT / GOAL STATEMENT

Improved educational attainment in Kivalliq communities, increasing mining-related skill level of Kivalliq workforce, and enhanced skill profile and promotion of Inuit employees

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The potential impacts of education and training are considered of medium magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006, p. 121)

Whale Tail: “The Project will provide training opportunities for its workforce... The project will contribute to community education” (Golder Associates, 2016, pp. 3-C-38)

Meliadine: Improved educational attainment in Kivalliq communities (i.e. high school graduation rates), increasing mining-related skill level of Kivalliq workforce, and an enhanced skill profile and promotion of Inuit employees. (Golder Associates, 2014, p. 1-C-48)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
4.1 Investment in school-based initiatives						
Agnico Eagle investments in school-based initiatives	N/A	N/A	N/A	N/A	N/A	In 2018, Agnico Eagle made \$309,000 in contributions to school-based initiatives, with investments since the beginning of operations totalling over \$1.6 million. This large increase in 2018 over previous years is largely the result of better reporting of ongoing investments.
4.2 Secondary school graduation by region						
Secondary school graduation rate by region	↑	↑	N/A	↑	N/A	The graduation rate in Kivalliq region fluctuates from year to year, though shows an overall upward trend that began in 2008. Rates have been at all-time highs for the region, and consistently higher than those in the other two regions, since 2010.
4.3 Project training and education						
Agnico Eagle investments in mine training and education programs	N/A	→	→	N/A	→	Agnico Eagle continued to provide training and skills development opportunities to Kivalliq Inuit. Dedicated training and on-the-job experience can provide valuable life skills that can be transferable beyond specific employment skills – especially to young adults.
Average mandatory training hours provided to Agnico Eagle Inuit employees	N/A	→	↓	N/A	↓	
Average specific training hours provided to Agnico Eagle Inuit employees	N/A	↑	↑	N/A	↑	As of 2018, Agnico provided a total of 94 and 71 training hours per Inuit FTE at Meadowbank and Meliadine, respectively. There were 18 active Inuit apprentices across Agnico Eagle’s projects. Since 2015, a total of 5 Inuit employees have completed their apprenticeship training with Agnico Eagle.
Participation in career and skills programs	N/A	/	↑	/	↑	
Meadowbank pre-apprenticeship and apprenticeship participation by type	N/A	↑	↑	N/A	↑	
4.4 Project employment by skill level						
Project Agnico Eagle Inuit employees by skill-level	N/A	↑	↑	N/A	↑	In 2018 there were 13 Inuit employees working at Agnico Eagle projects in positions classified as ‘skilled’ or ‘management and professional’. While there was a slight decrease from 2017, these numbers represent an improvement over Agnico Eagles early operating years.

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management and Mitigation

Agnico Eagle offers a number of programs intended to increase general educational and skills attainment among Kivalliq residents as well as training, career development and upward mobility programs for existing employees. Due to the overlap with programs aimed to increase employment and retention, these programs are described in Table 2 in the Employment section.

4.1 Investment in school-based initiatives

Predictions

MEADOWBANK

“Cumberland and KIA will address the need for a broader based project education and training initiatives [sic] to assist those who wish to develop skills that will position them for project employment. This education and training initiatives [sic] will also include an element to address motivational issues around getting children through high school. Such measures would be intended to contribute to encouraging a commitment to education on the part of youth.” (Cumberland Resources Ltd., 2006, p. 121)

WHALE TAIL

- “The Project will provide workforce training and support community education” (Golder Associates, 2016, pp. 7-55)

MELIADINE

Positive impact on the funding of the education system. (Golder Associates, 2014, p. 1-C-48)

Data & Trends

Chart 15 shows Agnico Eagle’s investments in a range of school-based initiatives from 2010 to 2018. The large increase in 2018 over previous years is largely the result of better reporting of ongoing investments.

Chart 15. Agnico Eagle investments in school-based initiatives

Initiatives	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
MOU with GN Department of Education		\$175K	\$175K	\$175K	\$175K					\$700K
Mining Matters Science Program		\$90K	\$80K	\$70K	\$70K				\$35K	\$345K
Kivalliq Science Educators Community Programs		\$15K	\$15K	\$25K	\$25K	\$25K	\$25K	\$25K	\$25K	\$180K
Scholarships (inc.KIA scholarship fund)	\$14K	\$14K	\$14K	\$14K	\$14K	\$14K	\$14K	\$30K	\$30K	\$158K
Nunavut Literacy Council Niqitsialiurniq program									\$100K	\$100K
Internal Education Programs (Hiring of Adult Educator and Academic Material)									\$90K	\$90K
Internal Education Programs (Baker Lake Task Week)									\$25K	\$25K
Internal Education Programs (Take Our Kids to Work Day)									\$2K	\$2K
Nunavut Arctic College Bursaries									\$2K	\$2K
Total	\$14K	\$294K	\$284K	\$284K	\$284K	\$39K	\$39K	\$55K	\$309K	\$1,602K

(Agnico Eagle Mines, 2018)

Interpretation

In 2018, Agnico Eagle made \$309,000 in contributions to school-based initiatives, with investments since the beginning of operations totalling over \$1.6 million. This large increase in 2018 over previous years is largely the result of better reporting of ongoing investments.

The MOU with the Department of Education expired in 2015. In September 2017, Agnico Eagle and the Government of Nunavut established a Memorandum of Understanding that identifies 10 priority areas for collaboration, including education. Two meetings with the MOU Committee were conducted in 2018. Priorities related to each area were identified and discussed as well as roadblocks and potential solutions from all concerned partners and departments. No funding has yet been disbursed under this MOU.

4.2 Secondary school graduation by region

Predictions

MEADOWBANK

There are no specific predictions made in the Meadowbank FEIS regarding school attendance or graduation.

WHALE TAIL

There are no specific predictions made in the Whale Tail FEIS regarding school attendance or graduation.

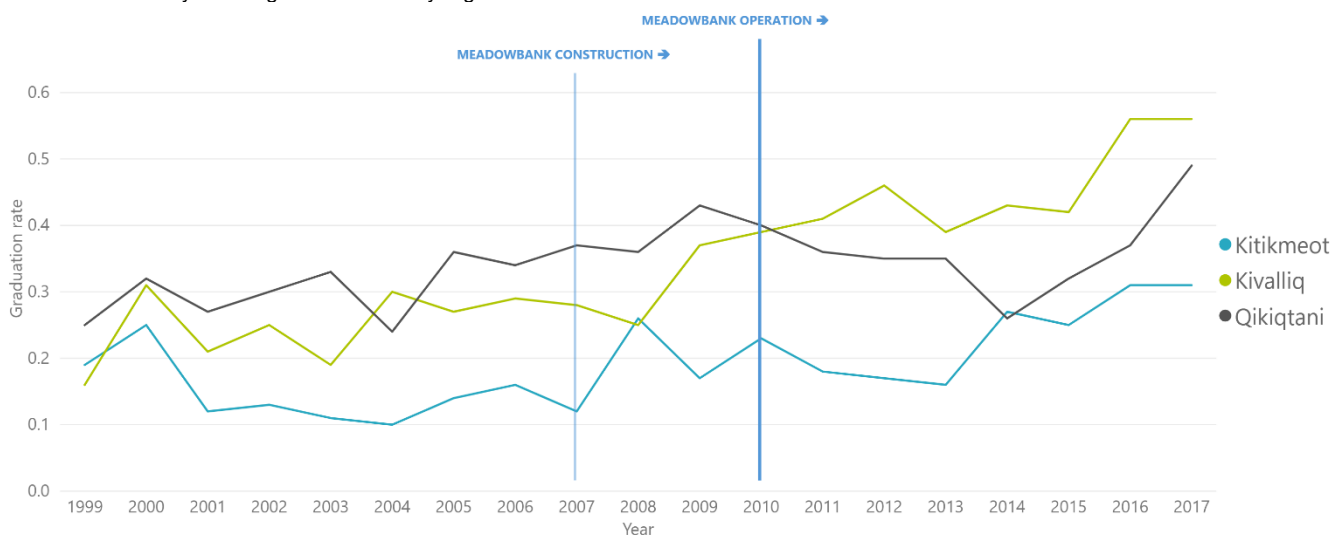
MELIADINE

Positive impact on educational achievement, dropout rates, school attendance. (Golder Associates, 2014, p. 1-C-48)

Data & Trends

Chart 16 provides secondary school graduation rates by region between 1999 and 2016. Graduation rates by region and by Kivalliq community for 2018 were not available at the time of writing.

Chart 16. Secondary school graduation rate by region



(Department of Education, 2017)

Interpretation

The graduation rate in Kivalliq region has fluctuated since the opening of the Meadowbank mine, with an overall upward trend that began in 2008. Graduation rates in Kivalliq region have been at all-time highs for the region, and consistently higher than those in the other two regions, since 2010. However, in 2016, only 32% of Inuit living

in Nunavut reported having a high school diploma, compared to 86% of the non-Indigenous population in Canada (Statistics Canada, 2016a).

The importance of education to people in the Kivalliq was made clear at the April 2019 SEMC meeting, where discussions and questions addressed the following issues: the potential impact of Agnico Eagle employment on the educational outcomes of employees’ children, the need for proper resources, including school guidance counsellors; the impacts of different teaching and learning approaches, and educating Nunavummiut youth on the NLCA.

According to Inuit Tapiriit Kanatami (ITK)’s 2018 Inuit Statistical Profile: “The difference between Inuit and the non-Indigenous population in Canada is a result of several factors including the impact of residential school attendance on many generations of Inuit, children often having to learn in a second language, insufficient numbers of Inuit teachers and culturally irrelevant curriculum, among others. Addressing the Inuit education deficit will fulfill the goal of graduating bilingual Inuit students, grounded in Inuit culture, history and world view who have the skills and knowledge to contribute to Inuit Nunangat, Canada and the world with pride and confidence.” (Inuit Tapiriit Kanatami, 2018)

4.3 Project training and education

Predictions

MEADOWBANK

“Cumberland and KIA will address the need for broader based project education and training initiatives to assist those who wish to develop skills that will position them for project employment.” (Cumberland Resources Ltd., 2006, p. 121)

WHALE TAIL

- “The Project will continue the workforce training programs in place at Meadowbank Mine” (Golder Associates, 2016, pp. 7-55)

MELIADINE

- The Project’s “effects on education, training, and capacity in the RSA and LSA should be positive and long lasting.” (Golder Associates, 2014, p. 1-120)
- “AEM will provide and promote Project-related education and training programs.” (Golder Associates, 2014, p. 1-120)

Data & Trends

Chart 17 provides an overview of Agnico Eagle’s investments in mine training and education programs.

Chart 17. Agnico Eagle investments in mine training and education programs

Programs	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
Kivalliq Mine Training Society (cash & in-kind)				\$1,188K	\$2,267K	\$1,937K	\$2,339K			\$7,731K
Arviat Diamond Drillers & Welders Program	\$250K	\$60K	\$190K	\$190K	\$190K	\$190K	\$190K	\$195K	\$195K	\$1,650K
Sponsorship of Skills Canada Nunavut for the Territorial and National Skills Competition									\$5K	\$5K
Total	\$250K	\$60K	\$190K	\$1,378K	\$2,457K	\$2,127K	\$2,529K	\$195K	\$200K	\$9,386K

(Agnico Eagle Mines, 2018)

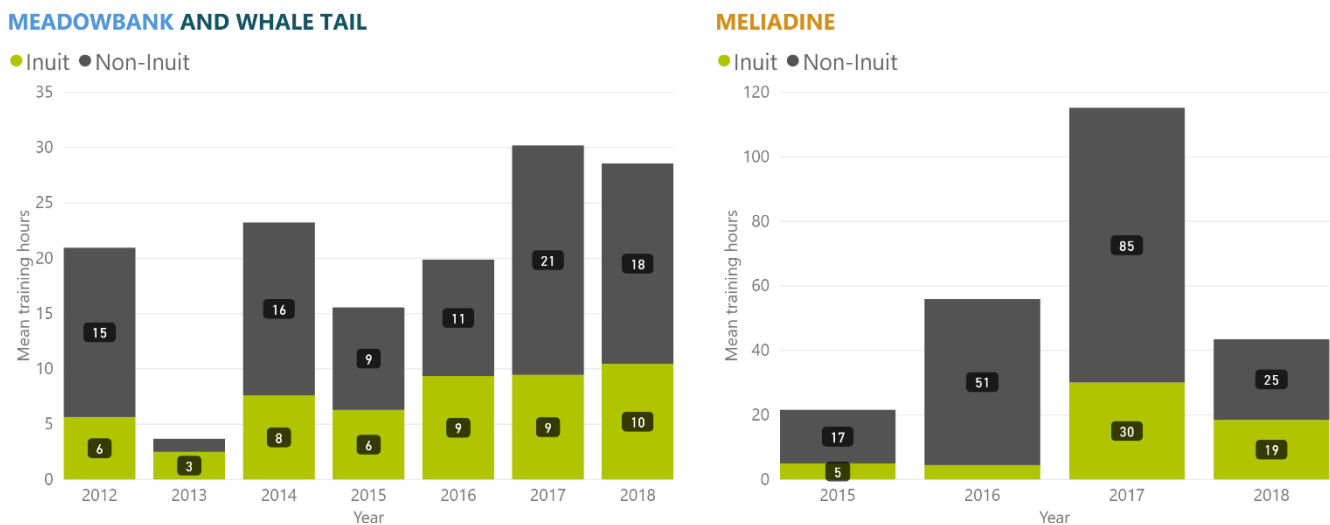
Including the programs outlined in Chart 17, Agnico Eagle has maintained a minimum of \$3.68M in annual mine training / education spending as per the IIBA since 2016. Detailed data on training undertaken by Meadowbank / Whale Tail and Meliadine employees and contractors is provided in Appendix B.

The Kivalliq Mine Training Society (KMTS) has provided support for the development and delivery of community-based Work Readiness to help prepare Inuit for employment opportunities. The KMTS has also supported the Arviat Drillers program, as well as some interesting community-based initiatives, such as the Coping with FIFO (Fly-in-fly-out) program and Community Net-work program, which have provided support to communities to help employees and their families cope with the challenges that come with employment. Since 2017 KMTS was no longer able to receive funding to support program delivery to Agnico Eagle and communities.

Chart 18 shows average mandatory training hours provided to Inuit and non-Inuit employees. This is calculated by dividing the total number of training hours by the number of FTE employees. Mandatory training includes:

- **Health and Safety training:** this includes mandatory training related to compliance with the Nunavut Mine Act, as well as training that is mandated according to Agnico Eagle Health and Safety policies. Many of these training sessions are offered via e-learning prior to the employee’s arrival on site. Other health and safety training relevant to an individual’s job is also provided on site. Site Readiness participants also undertake H&S training but because they are not employed at the mine, that time is not captured in these hours.
- **General training:** this consists of training activities required at a departmental level and covers many employees working in different departments. General training includes training on light duty equipment as well as enterprise software systems and cross-cultural training.
- **Emergency Response Team (ERT) Training** consists of training for certain individuals to assist and help in any type of situation.

Chart 18. Average mandatory training hours provided to Agnico Eagle Inuit employees

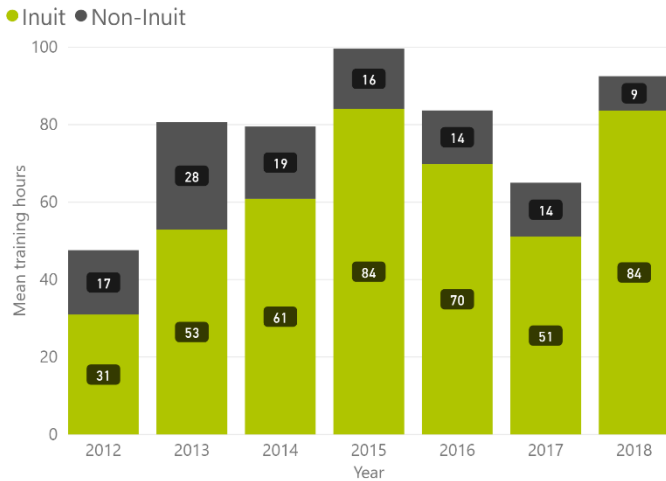


(Agnico Eagle Mines, 2018)

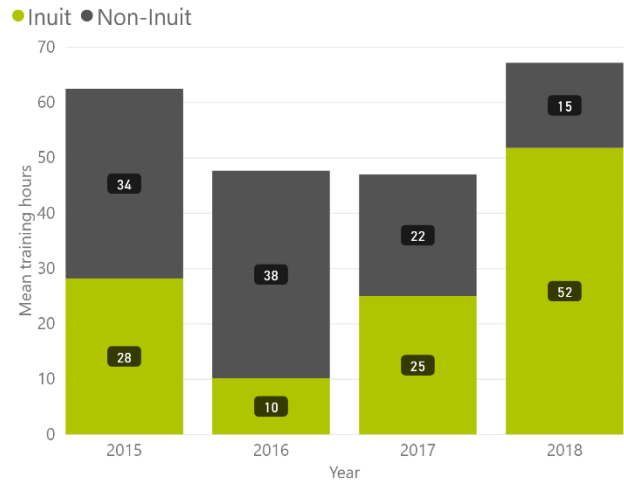
Chart 19 shows the average specific training hours provided to Inuit and non-Inuit employees. This is calculated by dividing the total number of training hours by the number of FTE employees. Specific training is focused on developing individual competencies related to a specific position as well as emergency response team training. This training qualifies individual workers for promotion following their progression through the Career Path. These training programs are provided through a combination of in-classroom (theory) learning as well as practical (applied) learning.

Chart 19. Average specific training hours provided to Agnico Eagle Inuit employees

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2018)

Chart 20 shows the participants in and/or graduates of a range of career and skills programs supported by Agnico Eagle, as well the Haul Truck Drivers Program, run at Meadowbank.

Chart 20. Participation in career and skills programs

AGNICO SUPPORTED PROGRAMMING

program	2013	2014	2015	2016	2017	2018
Baker Lake, Arviat & Chesterfield TASK week (participants)	65		60	70	58	48
Arviat Diamond Drillers & Welders Program (graduates)	24	18	18	15	6	

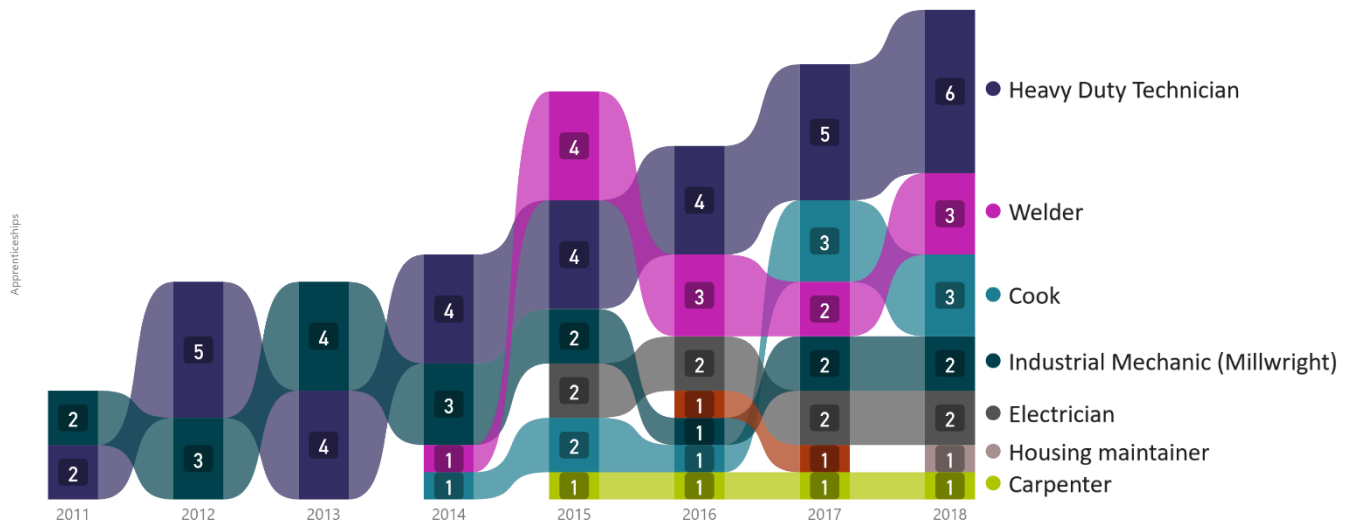
MEADOWBANK / WHALE TAIL & MELIADINE PROGRAMMING

program	2013	2014	2015	2016	2017	2018
Underground trainees						8
Haul truck drivers program (participants)	19	33	28	34	26	43

(Agnico Eagle Mines, 2018)

Chart 21 shows the number of Inuit employees in pre-apprentice or apprentice roles at Meadowbank, categorized by type of apprenticeship (heavy duty technician, industrial mechanic, and others). Apprenticeship positions started at Meliadine in 2018.

Chart 21. Meadowbank pre-apprenticeship and apprenticeship participation by type



(Agnico Eagle Mines, 2018)

Interpretation

Agnico Eagle’s financial investments in externally-delivered training programs have dropped substantially in 2017 due to the KMTS’ loss of federal funding, and the resulting loss of funding from Agnico Eagle. In response to this situation, Agnico increased internal spending and has continued to maintain a minimum of \$3.68M in training spending since 2016 as per the IIBA with the KIA.

Mandatory training hours (shown in Chart 18) increased in 2018 to 10 hours per Inuit FTE at Meadowbank / Whale Tail, though remain below the non-Inuit training hours. Meliadine Inuit mandatory training averaged 19 hours / FTE in 2018. Average specific training hours (detailed in Chart 19) increased at Meadowbank / Whale Tail and Meliadine over the past two years to 84 and 52 hours / Inuit FTE, respectively. Annual fluctuations in the number of specific training hours largely reflect changing demand at the projects for additional positions for which specific training is provided. There continues to be large participation in Agnico Eagle’s Haul Truck Drivers Program (43 participants in 2018). The underground training program at Meliadine included 8 trainees in 2018.

As of 2018 there were 18 active Inuit apprentices across Agnico Eagle’s projects. Since 2015, a total of 5 Inuit employees have completed their apprenticeship training with Agnico Eagle. Graduates include one millwright, one welder and two heavy-duty equipment technicians and one plumber. In addition to growth in the number of Inuit participants, the apprenticeship program has grown in diversity of occupations, from two offered programs in 2013 to seven in 2018.

The Meliadine and Whale Tail FEIS predicted the projects would have a positive effect on education, training, and capacity. In 2018, Agnico Eagle continued to provide training and skills development opportunities to Kivalliq Inuit. Dedicated training and on-the-job experience can provide valuable life skills that can be transferable beyond specific employment skills – especially to young adults.

4.4 Project employment by skill level

Predictions

MEADOWBANK

There are no specific predictions in the Cumberland FEIS regarding the skill level of Inuit employees at Meadowbank.

WHALE TAIL

“As Nunavummiut employees achieve further training and education, it is expected that they will be better poised to advance to more skilled positions as they arise, thereby increasing representation of Nunavut residents in the skilled, professional and management employment categories” (Golder Associates, 2016, pp. 7-55)

MELIADINE

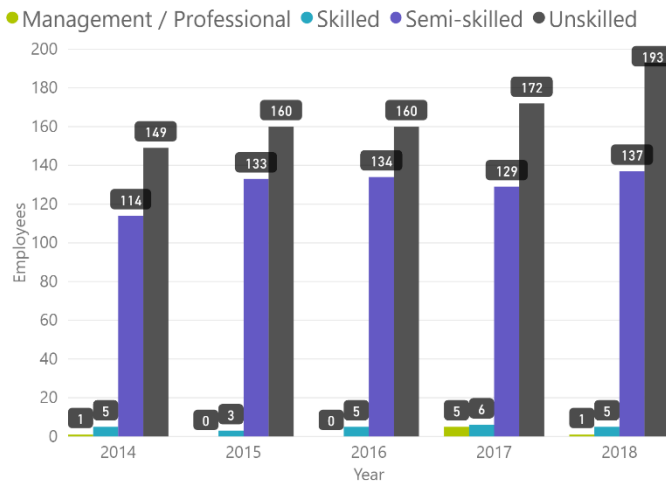
The Project will have a “positive impact on the skill levels of local labour force.” (Golder Associates, 2014, p. 1-C-48)

Data & Trends

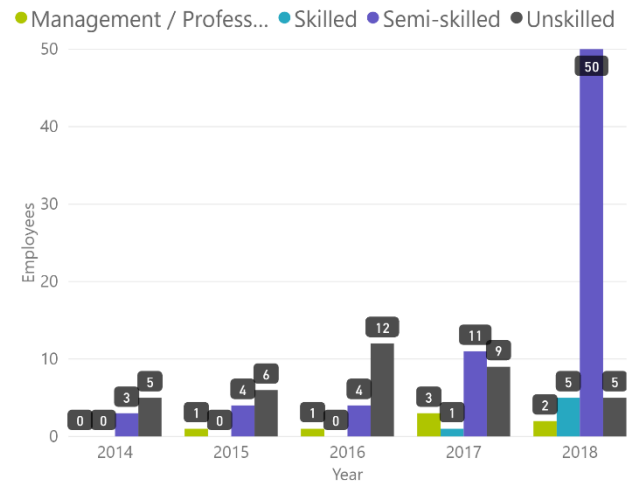
Chart 22 shows the number of Inuit employees at each skill level between 2014 and 2018. Note that Agnico Eagle changed how various skill levels are classified in 2013 and 2014. Due to these changes, year over year trends of Inuit employment by skill level cannot be drawn pre-2014.

Chart 22. Project Agnico Eagle Inuit employees by skill-level

MEADOWBANK AND WHALE TAIL



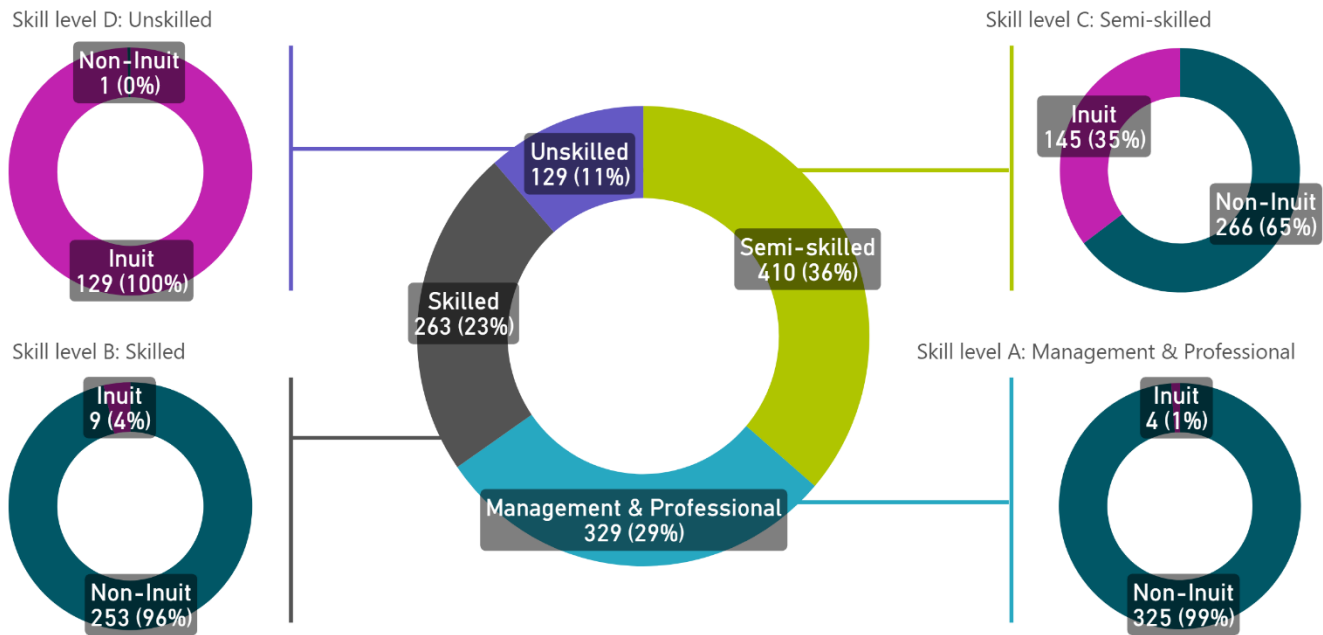
MELIADINE



(Agnico Eagle Mines, 2018)

Chart 23 below shows the relationship between job skill levels and proportion of Inuit labour. The central ‘donut’ shows the distribution of total FTEs in 2018 by skill level at all Agnico Eagle projects. Each of the surrounding ‘donuts’ shows the proportion of Inuit FTEs within that skill level.

Chart 23. 2018 Agnico Eagle FTEs by skill level (Inuit and non-Inuit)



(Agnico Eagle Mines, 2018)

Interpretation

In 2018 there were 13 Inuit employees working at Agnico Eagle projects in positions classified as 'skilled' or 'management and professional'. While there was a slight decrease from 2017, these numbers represent an improvement over Agnico Eagles early operating years. Ultimately, there are three pathways through which higher skilled employment can be achieved – direct hiring, greater retention and internal career progression.

The KLMA provides some insight on the challenges in hiring employees at higher skill levels. Most notably, the demand of skill level A (Management & Professional), B (Skilled) – and particularly C (Semi-Skilled) – positions in the Kivalliq far outpaces the supply. Furthermore, there is a surplus in skill level D (Unskilled) employees in the region. This 'skills mismatch' is identified as the primary challenge to achieving greater Inuit employment in semi-skilled, skilled and management & professional positions. This challenge is expected to intensify as labour demand growth is outpacing labour supply growth (Mining Industry Human Resources Council (MiHR), 2018b). It follows that retaining these higher skilled workers poses an additional challenge, as the demand for their skills grows among other employers as well.

In terms of internal career progression, Agnico Eagle's training department offers job-specific training such as the Haul Truck Trainee Program. Many of the Inuit employees in skill level C jobs are graduates of this program. Agnico Eagle also operates the Career Path Program, which identifies the incremental steps that an employee is required to complete to advance in their chosen career of interest. The objective of the Career Path Program is to have only internal promotions for Inuit, and for no external candidates (southerners) to be hired to fill a position that is part of the program. In 2018, Agnico Eagle hired an adult educator to give basic skills upgrading – including English language, literacy and numeracy skills required for advancement. The educator worked with 5 pre-apprentices in 2018 to prepare for Trades Entrance exams.

The IWBS identifies a number of challenges in achieving greater success through internal advancement programs, including:

- Inadequate skillsets necessary to successfully complete training and meet the demands of more complex jobs (including numeracy and literacy);

- High absenteeism rates (as discussed in the section on turnover) are a challenge for successful training;
- The impact of cultural norms – where promotion decisions may depend on employees being assertive and highlighting their capabilities which may clash with Inuit cultural expectations of humility;
- A lack of adequate time and space for training, as the demands of meeting production targets often creates a fast-paced work environment; and
- Undesirable prerequisite steps in career paths that create barriers to advancement. For example, interviewees suggested that having to start in entry-level jobs (e.g. dish pit or janitorial staff) for a period of six to twelve months before being able to take certain training or advance into other jobs can discourage workers, creating a barrier to attracting and retaining Inuit (Mining Industry Human Resources Council (MiHR), 2018a).

The IWBS suggested a number of implementation considerations, including fast tracking a manageable number of Inuit workers through existing career paths (including designating a small number of positions for Inuit advancement in semi-skilled or skilled occupations and providing individualized development support to Inuit workers who are moving into or preparing for advanced positions (Mining Industry Human Resources Council (MiHR), 2018a).

VSEC 5: Culture and Traditional Lifestyle

IMPACT / GOAL STATEMENT

Respect and support for Inuit culture, language and traditional lifestyle in the workplace and in communities

OVERARCHING FEIS PREDICTIONS

Meadowbank: “There is potential for both negative and positive impacts, of any magnitude, on traditional ways of life, which could be of high significance. Any net impact, since it would be an impact of cultural change, would be long term and continue beyond the life of the project. The impact would be experienced primarily in Baker Lake.” (Cumberland Resources Ltd., 2006, p. 123)

Whale Tail: “Project activities may affect continued opportunities for traditional wildlife harvesting... fishing...plant harvesting...the use of culturally important sites... [and it may] change access to traditional use area.” (Golder Associates, 2016, pp. 3-C-33-37)

Meliadine:

- The “Project may contribute to weakening of traditional culture.” (Golder Associates, 2014, p. 1-C-46)
- “The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community.” (Golder Associates, 2014, 1-C-50)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
5.1 Perceptions of culture and traditional lifestyle						
Self-reported effect of project on culture and traditional activities	N/A	N/A	N/A	N/A	N/A	Data currently unavailable.
5.2 Culture and traditional lifestyle						
Proportion of total population identifying Inuktitut as their mother tongue by community	→	↓	N/A	↓	N/A	The proportion of the population identifying Inuktitut as their mother tongue has remained relatively stable in the smaller Kivalliq communities from 2006 to 2016, but has declined in Rankin Inlet, Baker Lake, and Chesterfield Inlet (by 10 to 18 percentage points) over this period.
Use of AWAR by community	N/A	↑	↓	N/A	N/A	The Agnico Eagle-owned and operated all-weather access road (AWAR) that connects Baker Lake to the Meadowbank mine is accessible to the communities for hunting purposes. Community members accessed the road 2366 times in 2015, 1874 times in 2016, 1716 times in 2017, and 1089 times in 2018. 2018 was the first time that the AWAR from Rankin Inlet to Meliadine was used (1944 times).
5.3 Country food use at project						
Country food kitchen usage	N/A	→	→	N/A	N/A	Meadowbank has maintained its practice of offering meals including char, muskox, and caribou (approximately 4,500 meals/year, or one per month per employee, since 2011). At Meliadine, Agnico Eagle offered about 21 meals with Arctic char this past year, twice on a five-week rotational schedule, which was consumed by approximately 50% of the staff.
Country food night events	N/A	N/A	N/A	N/A	N/A	Agnico Eagle holds country food events at its projects, with Meadowbank / Whale Tail hosting 14 events in 2016 to 4 in 2017 and 7 in 2018, and Meliadine hosting 1 event in 2017 and 2 in 2018.

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing / N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management and Mitigation

To encourage respect and support for Inuit culture at Meadowbank and Meliadine, Agnico Eagle provides cross cultural training, access to traditional foods, and documentation and services in Inuktitut as outlined in Table 4 below.

Table 4: Agnico Eagle Cultural and Traditional Lifestyle Management and Mitigation Initiatives

Program	Purpose / Description / Outcomes
Cross Cultural Training Program	<p>Implemented in 2010 at Meadowbank, the Cross Cultural Training Program has been provided to numerous employees. It is a 5 hour in-class training course. This course allows employees from different cultures and backgrounds to understand each other's culture in order to improve understanding and communication at the workplace. The program was revisited with the assistance of the Nunavut Literacy Council in 2013, and a revised program was initiated in 2014. This program is mandatory for all Agnico Eagle employees and contractors who will be on site for six months or more.</p> <p>Cross-cultural training began at Meliadine in 2017. During 2017, Meliadine had 6 sessions and is planning on providing the training more often as the workforce stabilizes during the transition from Construction to Operations. In 2018, Meliadine had 17 sessions and Meadowbank, 10 sessions.</p>
Access to Country Food	<p>As described in section 5.3 below, Meadowbank serves country food meals (i.e. caribou or caribou) as part of the standard menu served by the mine's kitchen, offered once weekly. In addition, employees can bring their own country foods to the mine site and use a separate Inuit kitchen to prepare and share these foods.</p> <p>In 2016, the Meadowbank Human Resources department led by the HR Inuit Agent began holding 'Country Food Nights'. Country food was purchased and provided by Agnico, and employees volunteered to cook dinner for others in the Country Food Kitchen. In 2016, there were 14 Country Food Nights, including an event where elders from the community were invited to attend. It was estimated that approximately 500 people participated in the nights over the course of the year. The number of Country food nights fluctuate from year to year based on the capacity of the HR Inuit Agent and country food availability.</p> <p>In May 2017, the Human Resources department started tracking the use of the country food kitchen, which included the attendance generated by the Country Food nights. In 2018, there were approximately 168 people who used the Country Food kitchen, but probably more since there was a part of the year that was not tracked.</p> <p>The Meliadine site also serves country food as part of its standard menu (twice on a 5 week rotational menu). Currently there is no country food kitchen at the Meliadine site although there is planned to be one in Operations. In the meantime, country food is incorporated when possible in on-site events, such as at the Pakallak Tyme spring festival.</p>
Inuktitut Use	<p>Agnico Eagle makes efforts to facilitate the use of the Inuktitut language at their sites by providing the following documentation and services in Inuktitut:</p> <ul style="list-style-type: none"> • Policies, employee handbooks, and other human resource related documents • Recruitment materials (job postings) • Online mandatory training materials that focus on health and safety • Key directional and safety signage posted in and around the mine site • Bilingual human resource counsellors • Bilingual employees based in communities (Community Coordinators) that support recruitment, retention, and other communications • Religious events (services in Inuktitut or special events at site) <p>Note that the <i>Nunavut Mine Act</i> requires, for safety reasons, that all work communications during operating hours use English as the common language.</p> <p>As per the IIBAs, Agnico must provide 'Inuktitut as a second language' training to selected staff. As part of the new Leadership Development Program (LDP) at Meadowbank, a 'Language Passport' was</p>

Program	Purpose / Description / Outcomes
	developed. The pocket small booklet contains approximately 175 words and phrases in Inuktitut (roman orthography and phonetic), English and French. The words and phrases include greetings, workplace terms, environmental terms, social phrases, and common words about people, clothing, objects and body parts. The booklet is given out as part of the LDP to help supervisors better communicate with their employees both on and off the job, although the booklet will be made more widely available in the future. The booklet was developed for the program by the Nunavut Literacy Council.
Cultural Events	In order to support cross-cultural understanding and celebration, Meadowbank and Meliadine hold various cultural events on-site, such as Nunavut Day, Pakallak Tyme, and square dances.

5.1 Perceptions of culture and traditional lifestyle

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS specifically related to impacts on the perceptions of culture and traditional lifestyle.

WHALE TAIL

There are no predictions in the Whale Tail FEIS specifically related to impacts on the perceptions of culture and traditional lifestyle.

MELIADINE

“Perceptions of [the Project’s] effects may lead to mental stress and changes in behaviour (i.e., diet).” (Golder Associates, 2014, p. 1-C-45)

Data & Trends

As part of the revised SEMP, Agnico Eagle has committed to the development of an Inuit employee survey to gather data and insights on the perceptions of the projects’ impacts on culture and traditional lifestyle, along with other topics. This survey is being developed during the summer of 2019.

5.2 Culture and traditional lifestyle

Predictions

MEADOWBANK

“The project will not significantly restrict access to or productivity of lands used for traditional activity.” (Cumberland Resources Ltd., 2006, p. 122)

WHALE TAIL

“Project activities may affect continued opportunities for traditional wildlife harvesting... fishing...plant harvesting...the use of culturally important sites... [and it may] change access to traditional use areas” (Golder Associates, 2016, pp. p. 3-C-33-37)

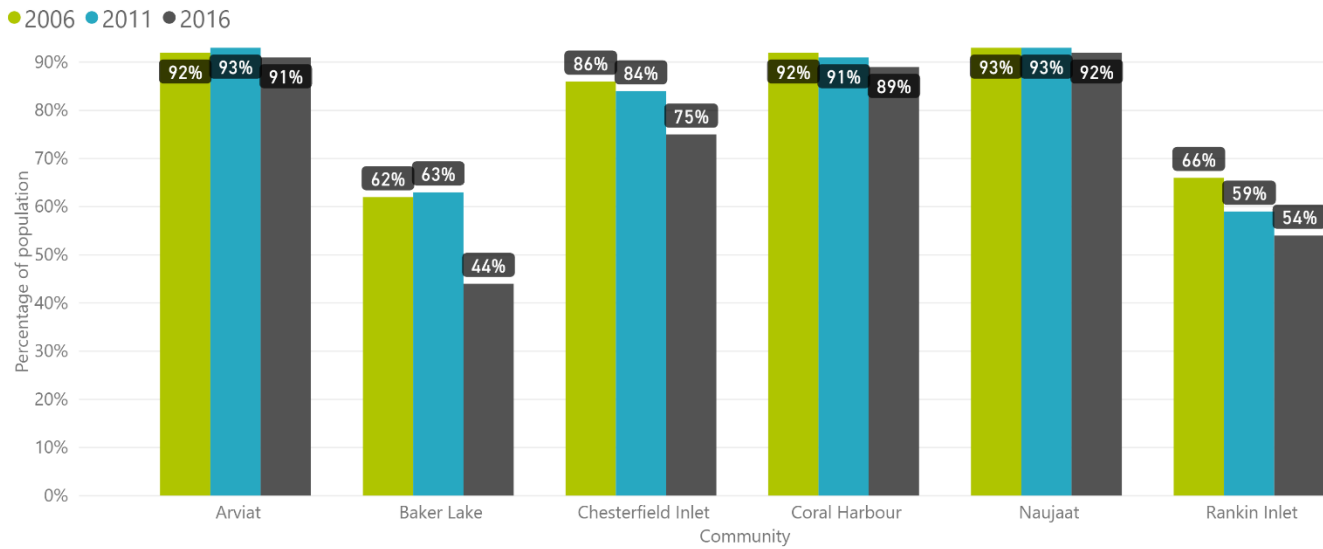
MELIADINE

“The construction of the All-weather Access Road (AWAR) may increase access to areas outside of Rankin Inlet by local residents.” (Golder Associates, 2014, p. 1-C-52)
 “The Project may have a negative impact on the use of culturally important areas.” (Golder Associates, 2014, p. 1-C-46)

Data & Trends

Chart 24 shows the proportion of the total community population that identifies Inuktitut as their Mother Tongue, by Kivalliq community.

Chart 24. Proportion of total population identifying Inuktitut as their mother tongue by community



(Statistics Canada, 2016c; Statistics Canada, 2011b; Statistics Canada, 2006b)

In the 2018 62.5% and 66% of Inuit employees at Meadowbank / Whale Tail and Meliadine, respectively identified Inuktitut as their first language.

The Agnico Eagle collects usage data on the all-weather access road (AWAR) that connects Baker Lake to the Meadowbank mine, which is owned and operated. The road is accessible to the communities for hunting purposes. Community members accessed the road 2366 times in 2015, 1874 times in 2016, 1716 times in 2017, and 1089 times in 2018. The first year that community use of the AWAR that connects Rankin Inlet to Meliadine was monitored was 2018, where the road was used 1944 times for traditional activities.

Interpretation

Chart 24 demonstrates that the proportion of the population identifying Inuktitut as their mother tongue has remained relatively stable in Arviat and in smaller Kivalliq communities from 2006 to 2016, but has declined in Rankin Inlet, Baker Lake, and Chesterfield Inlet (by 11 to 19 percentage points) over this period. The decline in Baker Lake is the most notable, with a decline of 19 percentage points over the past 5-year period.

Nunavut’s *Mine Health and Safety Regulations* require that all work communications during operating hours use the language most commonly used at the mine, which is English in the case of Agnico Eagle’s Kivalliq projects. However, Agnico Eagle makes efforts to facilitate the use of the Inuktitut language at their sites by providing a number of documentation and services in Inuktitut. Additional language programming includes ‘Inuktitut as a second language’ training and the development of a ‘Language Passport’. More detail on these is provided in the management and mitigation section.

Meadowbank controls traffic on the all-weather access road (AWAR) connecting Baker Lake to the Meadowbank mine road, but it is accessible to community members to provide easier access to hunting trails and participate in traditional activities by ATV. Road users must abide by AWAR rules including following the speed limit, giving priority to heavy equipment, leaving the road after kilometre 85 and not hunting within one kilometre of the road for safety reasons. Hunters may approach the site up to one kilometre. Snowmobile crossings have also been established in consultation with the Baker Lake Hunters and Trappers Organization.

There has been a continual decrease in usage of the Meadowbank AWAR (based on number of times accessed) since 2015. The AWAR connecting Rankin Inlet to Meliadine was used 1,944 times for traditional activities in 2018, amounting to 9% of total usage, almost twice as much as the Meadowbank AWAR in the same year.

Participants at the 2019 SEMC expressed an interest in better understanding the potential impacts of the AWAR on wildlife – most notably caribou. This includes the effect pathways of the road disturbing or otherwise affecting caribou migration and movement, as well as the potential impact of greater accessibility of hunters to the herds. While caribou are central to the socio-economic and cultural wellbeing of Inuit in the Kivalliq region, the monitoring and reporting of biophysical effects on caribou or other wildlife are out of the scope of this report. Agnico Eagle participates in a number of caribou monitoring programs collaboratively with the HTOs, communities and the RIA and maintain a Caribou Protection Plan as per project certificates issued by the NIRB.

5.3 Country food use at project

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS specifically related to country food use at the mine site.

WHALE TAIL

There are no predictions in the Whale Tail FEIS specifically related to country food use at the mine site.

MELIADINE

There are no predictions in the Meliadine FEIS specifically related to country food use at the mine site.

Data & Trends

Based on Agnico Eagle estimates, approximately 4,500 meals featuring country food (arctic char and caribou) are served each year at Meadowbank / Whale Tail, and 4,200 of these meals per year at Meliadine. Agnico Eagle also holds country food events at its projects, with Meadowbank / Whale Tail hosting 14 events in 2016 to 4 in 2017 and 7 in 2018, and Meliadine hosting 1 event in 2017 and 2 in 2018. The Meadowbank / Whale Tail country food kitchen – available to Inuit employees – was used at 170 times in 2017 and 168 times in 2018. The Meliadine country food kitchen was used 82 times in 2018.

Interpretation

Agnico Eagle offers a variety of services to support use of food at their projects, including country food nights, a country food kitchen for use by Inuit employees and country food events. The number of meals served featuring country food has remained steady at Meadowbank since 2011; this number represents one serving of country food per month to all on-site staff. The country food kitchens and events have also seen steady use at Meadowbank / Whale Tail. Agnico Eagle also offered country food at an on-site Pakallak Tyme event, held around the same time as a cultural festival of the same name held in Rankin Inlet to celebrate the end of the Arctic winter and the coming of spring, and at various other special events, such as Nunavut Day.

No data or information was available on baseline levels of country food consumption for Inuit workers prior to employment, or on consumption of country food while off rotation.

VSEC 6: Population Demographics

IMPACT / GOAL STATEMENT

Understand what changes are occurring in Kivalliq migration, if any

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The potential impacts of migration are complex and are likely to have both positive and negative components, but of low magnitude. Any effects of migration are long term but are likely to be low significance. It is not likely that migration to any other community than Baker Lake would be significant.” (Cumberland Resources Ltd., 2006, p. 126)

Whale Tail: “The Project may contribute to intra- and/or inter-territorial migration and associated population and demographic change in communities.” (Golder Associates, 2016, p. 3-C-38)

Meliadine: “The cumulative effects of the Meliadine, Kiggavik, and Meadowbank Projects on in-migration might be less than the effects of each project individually considering the dampening effects on the volume of in-migration caused by the variation in the current progress of each project, presumed interdependence of certain projects, and resulting estimated labour force growth.” (Golder Associates, 2014, p. 1-147)

“Migration impacts were projected only in Rankin Inlet, the closest community to the mine and the only one connected to the Project by road.” (Golder Associates, 2014, p. 1-110)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
6.1 Employee migration						
Project Agnico Eagle Inuit employees residing outside Nunavut						There has been a gradual increase in the number of Inuit Meadowbank workers who now reside in outside of Nunavut, from 7 in 2011 to 21 in 2015 (or 7% of the Inuit workforce), though this number remained stable since 2015. The Meadowbank FEIS predicts both “positive and negative components” of migration but does not refer to migration out of Nunavut.
<i>Total Inuit employees</i>	N/A	↑	→	N/A	↑	
<i>Proportion of Inuit to Non-Inuit employees</i>	N/A	↑	→	N/A	↑	
6.2 Population estimates in Kivalliq communities						
Population estimates of						Yearly population estimates do not indicate an increase in the population growth rate of Baker Lake or of other communities with significant Meadowbank employment (Arviat, Rankin Inlet) since the mine opened, or relative to other communities in the region. If other factors (births and deaths) are assumed constant, the population data does not suggest significant migration to Baker Lake (or other communities with high Meadowbank employment).
<i>Estimates in communities</i>	↑	↑	↑	↑	↑	
<i>Annual percent change</i>	→	→	→	→	/	

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management and Mitigation

As per Agnico Eagle’s IIBAs, each of the Kivalliq Communities is a point of hire. Agnico provides at its cost transportation for its workers and contractors’ workers from and to their respective points of hire to all Nunavut Projects. Unless otherwise requested, Agnico uses commercially reasonable efforts to transport all workers in such a way as to minimize the duration of their transit time. Covering transportation costs from each community reduces or eliminates a potential incentive to move between communities for work reasons.

6.1 Employee migration

Predictions

MEADOWBANK

The Meadowbank FEIS suggests that in-migration of Southerners to Baker Lake would be the primary concern.

WHALE TAIL

“Project is not expected to generate employment-driven migration.” (Golder Associates, 2016, 3-C-38)

MELIADINE

- “It is likely that much of the potential in-migration happens when members of Kivalliq resident families return at home in the expectation of employment.” (Golder Associates, 2014, p. 1-109)
- “In-migration could also happen by out-of-area workers, especially during the operations phase.” (Golder Associates, 2014, p. 1-110)

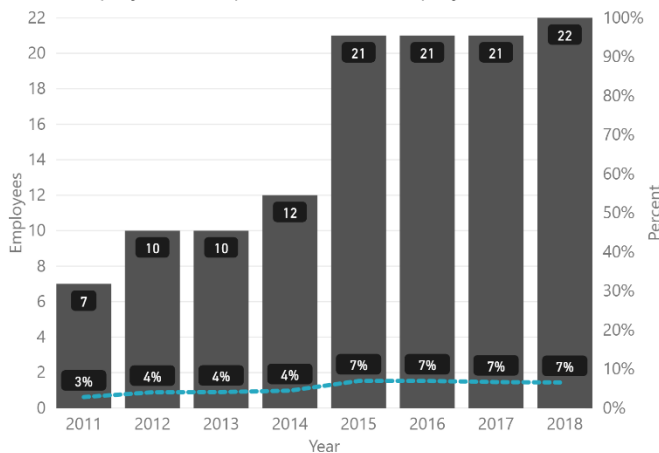
Data & Trends

Chart 25 shows the number and proportion of Agnico Eagle Inuit workers who are currently residing outside Nunavut.

Chart 25. Project Agnico Eagle Inuit employees residing outside Nunavut

MEADOWBANK AND WHALE TAIL

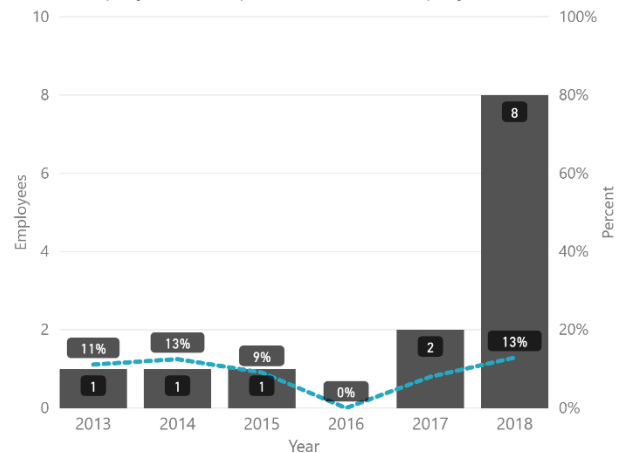
● Inuit employees ● Proportion of Inuit employees



(Agnico Eagle Mines, 2018)

MELIADINE

● Inuit employees ● Proportion of Inuit employees



There were no movements of non-Inuit employees to or from Nunavut in 2018. Net employee movements captured in 2018, include:

- 4 Meadowbank/Whale Tail Inuit employees moving out of Nunavut
- 1 Meliadine Inuit employee moving into Nunavut (from elsewhere)
- 1 Meliadine Inuit employee moving from elsewhere to Rankin Inlet

Note that as these numbers describe Agnico Eagle employees (not contractors) and represent 'net movements'. Therefore, it is possible there were more individual movements between communities. For example, one Inuit employee moving to Rankin Inlet and one Inuit employee moving out of Rankin Inlet would count as 0 movements to Rankin Inlet in a given year.

Interpretation

At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut has remained constant at 21 from 2015 to 2017 (7% of Inuit workforce), increasing by one in 2018. At Meliadine, the number of Inuit employees residing outside Nunavut ranged from 0 to 1 from 2013 to 2016, rose to 2 in 2017, and 8 in 2018, corresponding with a similar increase in employees generally. The increase in Meliadine employees working in the South is due to the direct hiring of Inuit employees who are already living in the South (i.e. this does not constitute out-migration).

The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – remains minimal, with a net outflow of 3 employees from Nunavut in 2018, and one employee moving to Rankin Inlet. Employment at Agnico Eagle's projects provides Inuit workers with income and skills that may facilitate moving out of the territory. Other factors unrelated to the mines, such as the housing shortage in Nunavut, the lower cost of living and better educational and job opportunities in the provinces, may also contribute to out-migration.

6.2 Population estimates in Kivalliq communities

Predictions

MEADOWBANK

"It is not likely that migration to any other community than Baker Lake would be significant," but does not provide any specific predictions on changes to populations in Kivalliq communities.

WHALE TAIL

"No Project employment-driven migration or population change is anticipated." (Golder Associates, 2016, 3-C-38)

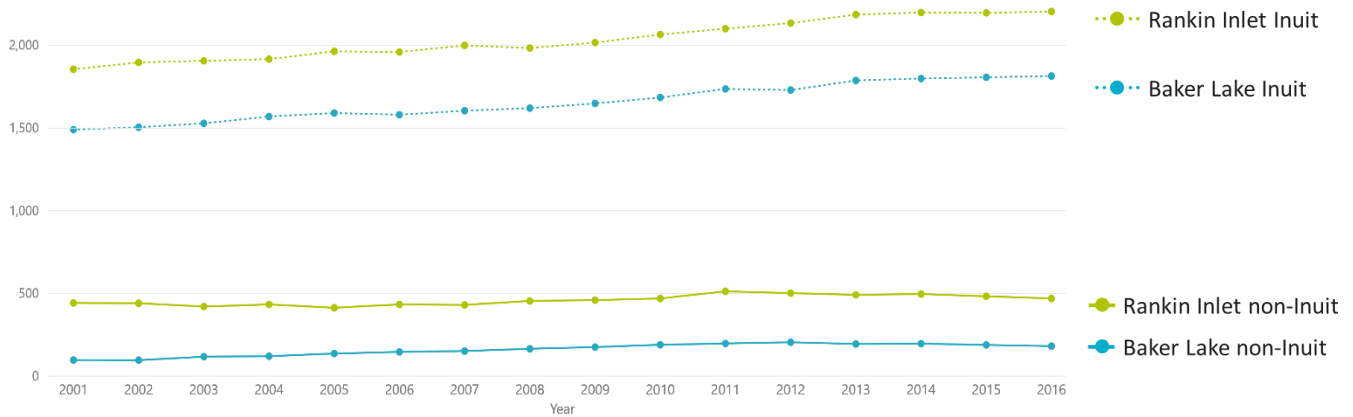
MELIADINE

"A large majority of in-migration is expected to occur in Rankin Inlet where the supply of public services could accommodate for increased demand." (Cumberland Resources Ltd., 2014, p. 1-125)

Data & Trends

Chart 26 shows the population estimates of Rankin Inlet and Baker Lake, Inuit and non-Inuit. Population by Inuit status is only available up to 2016.

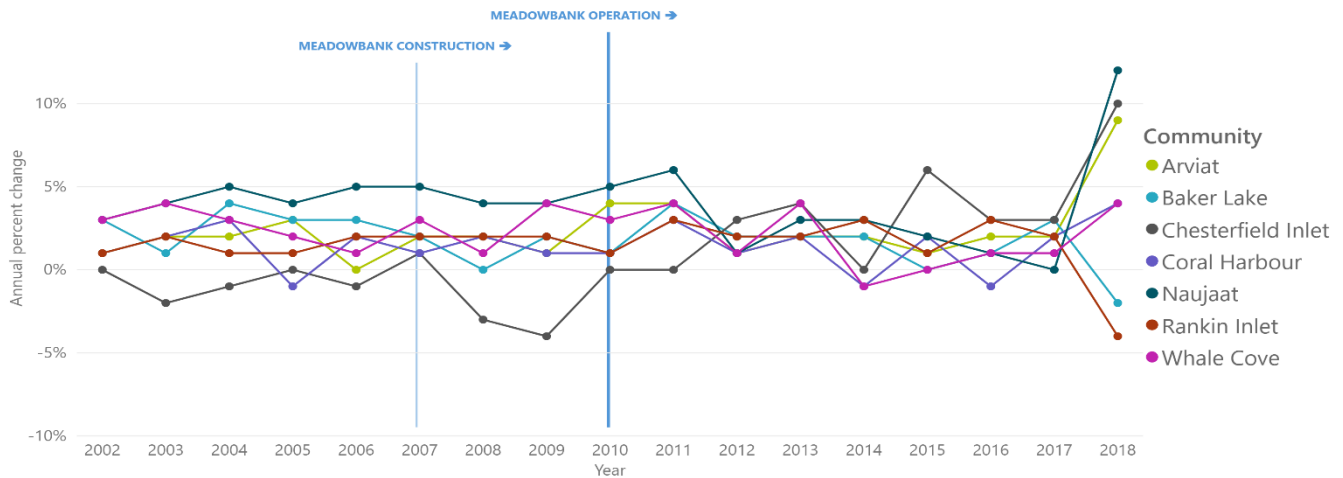
Chart 26. Population estimates of Rankin Inlet and Baker Lake, Inuit and non-Inuit.



(Statistics Canada, 2016d)

Chart 27 shows the annual (year over year) percent change in the population estimates for Kivalliq communities.

Chart 27. Annual percent change in population estimates of Kivalliq communities



(Statistics Canada, 2018c)

Interpretation

Population change results from the interaction of three variables: births, deaths, and migration. Migration can be for economic or other reasons. The ratio of Inuit to non-Inuit in Rankin Inlet and Baker Lake has remained relatively stable over the past number of years, though the data does point to a slight increase in the proportion of Inuit in these two communities in the years leading up to 2016 (the latest year for which data is available).

The annual percent change in population data shows a historically large change in 2018 for most communities. The percent change in population of Naujaat, Chesterfield Inlet and Arviat all increased to 9% or higher (historically no greater than 6%), while the populations of Rankin Inlet and Baker Lake decreased to -2% and -4% (historically never below 0%). The cause of these outliers is unclear. Prior to 2018, the largest communities in the Kivalliq have experienced relatively consistent growth since 2002.

At this time, Agnico Eagle's employee migration data indicates a possible minimal impact on outmigration from the Kivalliq. However, without information on how many of these employees originally resided in Kivalliq communities, it is not possible to attribute a change in location of residence to mining employment. Based on available and current data, there is no indication of mining-induced in-migration. However, it is possible that increases in out of territory individuals on a temporary basis – for example, contractors or southern-based mining employees in-

communities for special projects or on shift – may lead to an increased presence of others in communities. These individuals would not be counted in the migration numbers.

VSEC 7: Individual and Community Wellness

IMPACT / GOAL STATEMENT

Contribute and collaborate to enhance individual and community wellness

OVERARCHING FEIS PREDICTIONS

Meadowbank: Potential impacts on individual and community wellness are complex, far reaching, and given human nature, difficult to predict with certainty. Individual and community wellness is intimately associated with potential impacts on traditional ways of life as discussed above. In addition, however, individual decisions on the use of increased income, household management in relation to rotational employment, migration, public health and safety, disturbance particularly during the construction phase, and Cumberland’s support for community initiatives are being negotiated in the IIBA are [sic] the other drivers that have the potential to effect [sic] individual and community wellness.” (Cumberland Resources Ltd., 2006, p. 123)

Whale Tail: “Project incomes may adversely affect family and community cohesion through social ills (e.g., substance abuse, sexual misconduct, family violence, crime);” Incomes may also “exacerbate income inequality, social disparity, and, potentially, related conflict in families and crime in communities.” (Golder Associates, 2016, 3-C-38). Project rotational employment may adversely affect family and community cohesion related to extended time away from family and community.” (Golder Associates, 2016, 3-C-38)

Meliadine: The “Project may contribute to weakening of traditional culture.” (Golder Associates, 2014, p. 1-C-46) “The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community.” (Golder Associates, 2014, 1-C-50)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
0						
Agnico Eagle Programs						
Agnico Eagle wellness programs offerings & utilization by project employees	N/A	N/A	N/A	N/A	N/A	Agnico Eagle continues to offer a variety of wellness programs to both employees and community members. Where data can be and are collected, all programs have seen some usage by their intended audience.
Agnico Eagle wellness programs offerings & utilization by community members	N/A	N/A	N/A	N/A	N/A	
7.2 Perceptions of health & wellness						
Self-reported effect of project on health & wellness	N/A	N/A	N/A	N/A	N/A	Data for this metric is currently unavailable.
7.3 Criminal violations						
Criminal violations per hundred people by Kivalliq community	/	/	/	/	/	Total criminal violation rates in Baker Lake and Rankin Inlet reached historic high levels in 2011 and 2012, following the opening of Meadowbank. Recent data (2017) indicates a continuing downward trend (since 2012) in criminal violations in Baker Lake, along with those in Arviat. However, Rankin Inlet has seen sharp rises in criminal violations over the past one to two years.
Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)						
<i>Baker Lake</i>	→	↓	↓	→	↓	
<i>Rankin Inlet</i>	→	↓	↑	→	↑	
<i>Chesterfield Inlet</i>	↑	→	↑	↑	↓	
7.4 Health centre visits						
Health centre/clinic visits by Kivalliq community by reason for visit	↓	↑	↑	↑	↑	Changes in the number of individual visits to health centres by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, visits for mental health and behavioural disorders increased by about 240%, signs of symptoms of illness (cause unknown) by 76%, musculoskeletal system diseases by 60%, and injuries and poisonings by 39%. A number of factors may be contributing to these changes, including but not limited to: increased needs for medical care due to changes in community health, increased

						capacity of health centre (size, services), greater awareness of the health services, and willingness to seek help.
7.5 Housing						
Persons on waitlist for public housing by community	/	/	/	/	/	The relationship between housing conditions and mining activity in the Kivalliq region is unclear, but there is a range of potential pathways of effects. For example, increased income may lead to an increase in the construction and purchase of private housing, and a decrease in waitlists or overcrowding rates. However, increased in-migration (as noted as a potential impact to Rankin Inlet in the Meliadine FEIS) could increase overcrowding and waitlists. Currently, the data does not indicate increased in-migration as a result of the mines as a pathway affecting housing outcomes.
7.6 Food security						
Food security by region or community	N/A	N/A	N/A	N/A	N/A	While there is no available year-over-year data on food security in Kivalliq communities, Agnico Eagle projects to do offer potential pathways that may impact food security in the Kivalliq. This includes providing employees with healthy food choices while on site; increasing household incomes, allowing for greater food purchasing; and enhancing availability and accessibility of country food, as discussed in section 5.2 and 5.3.
7.7 Suicide						
Suicides per 10,000 people by region	/	/	/	/	/	There is a persistent and territory-wide suicide crisis in Nunavut. The factors contributing to suicide are numerous and complex, so it is difficult to assess impacts of Agnico Eagle's projects on suicide rates. Community suicide rates (e.g. for Baker Lake) are highly variable from year to year. Trends are more apparent in long-term and/or regional data.

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management and Mitigation

A number of programs are in place to encourage individual and community wellness in the Kivalliq region, such as site tours for Kivalliq residents, community liaison, and counselling programs, as outline in Table 5 below.

Table 5: Agnico Eagle Individual and Community Wellness Management and Mitigation Initiatives

Program	Purpose / Description / Outcomes
Baker Lake Wellness Report & Implementation Plan	In the 2011 Meadowbank IIBA, Agnico Eagle committed to prepare for the KIA an annual community-driven report on the wellness of the Inuit residents of Baker Lake. Two Wellness Reports and Implementation Plans (for 2015 and 2016) have been developed and submitted. These are posted on the Agnico Eagle website. For the purpose of developing Hamlet wellness indicators that are meaningful to Baker Lake residents, qualitative community-based research was conducted to capture how Baker Lake residents define and perceive their Hamlet's wellness. Statistical information (including the data presented in this report, where community-specific data were available) was also included in the report.
Community Funding Agreements	In 2015, Agnico Eagle initiated new community activity agreements (Community Initiatives Fund Agreements) with the Hamlets of Baker Lake, Rankin Inlet, Arviat and Chesterfield Inlet. In 2017, Agnico established or renewed Community Initiatives Fund agreements with all Kivalliq hamlets. The purpose of the funds is to invest in community-based activities that will enrich the cultural and social wellbeing of the community. Each hamlet is responsible for the allocation of the funds in alignment with the purpose and is guided by the Agnico Donations Policy Agreement.

Program	Purpose / Description / Outcomes
Community Liaison Committee	Agnico Eagle continued to host meetings with the Meadowbank Community Liaison Committee in 2018 to discuss issues of concern or interest. The committee consists of various representatives including the Elders Society, youth, the business community, adult education committee, the Hamlet, Nunavut Arctic College and the Hunters and Trappers Organization of Baker Lake. Meetings are held in both English and Inuktitut and meetings are held at minimum twice per year, ideally four times per year. The Committee brings insight on issues and provides advice to Management on solutions.
Site Tours for Baker Lake Residents	<p>Each year, Agnico Eagle offers a variety of ways for the residents of Baker Lake, as well as various other groups or individuals from the Kivalliq region, to visit Meadowbank Site. The list below outlines the major visits to the site during 2018:</p> <ul style="list-style-type: none"> • In July 2018, the Mayor of Baker Lake and the Mayor of Arviat were given a tour of Amaruq & Meadowbank & the CLC Committee came to site for a meeting, tour and to attend Nunavut Day Celebration • In August 2018, Agnico Eagle invites the residents of Baker Lake to come on a site tour at Meadowbank Mine. In 2018, Meadowbank welcomed four (4) tours, for a total of approximately 100 visitors. Also in August, Elders were brought to visit the fuel farm, and elders, youth and clergy came for a blessing of the AWAR road • In October 2018, there were two Take Our Kids to Work Day at Meadowbank for a total of 24 attendees, a visit from the HTO & elders who came to Amaruq to bless the camp and road
Site Tours for Rankin Inlet Residents	In 2018, Agnico Eagle provided tours of the Meliadine site to approximately 60 residents of Rankin Inlet, including an underground tour for participants selected through a draw.
Counselling Programs	Agnico Eagle offers a number of counselling programs for its employees and their families. These programs are described in further detail in section 7.1.
Sexual Health	In 2018 Agnico Eagle's clinic continued to work on promoting sexual health by offering condoms being offered, developing and having a brochure available on site, and collaborating with community centres on suspected STIs cases.
Preventative Health	In 2018 Agnico Eagle continued to offer free flu shots at both Meliadine and Meadowbank.
Mental Health	In 2018, Agnico Eagle held Mental Health First Aid Training sessions at both Meadowbank and Meliadine, which was given by an external trainer, and provided to staff, including Human Resources, and key health community stakeholders (nurses, RCMP, KIA).
Cross Cultural Training Program	Implemented in 2010 at Meadowbank, the Cross Cultural Training Program has been provided to numerous employees. It is a 5 hour in-class training course. This course allows employees from different cultures and backgrounds to understand each other's culture in order to improve understanding and communication at the workplace. The program was revisited with the assistance of the Nunavut Literacy Council in 2013, and a revised program was initiated in 2014. This program is mandatory for all Agnico Eagle employees and contractors who will be on site for six months or more. Cross-cultural training began at Meliadine in 2017. During 2017, Meliadine had 6 sessions and is planning on providing the training more often as the workforce stabilizes during the transition from Construction to Operations. In 2018, Meliadine had 17 sessions and Meadowbank, 10 sessions.

7.1 Agnico Eagle Programs

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding community wellness programs and usage at Meadowbank.

WHALE TAIL

“The Project will continue existing individual and family wellness programming (e.g., Employee Family Assistance Program).” (Golder Associates, 2016, p. 3-C-38)

MELIADINE

There are no predictions in the Meliadine FEIS regarding community wellness programs and usage at Meliadine.

Data & Trends

Agnico Eagle provides a variety of wellness programs for both community members and employees. Description of these programs are detailed in the existing management and mitigation section above, and include:

- Mental Health First Aid Training sessions at both sites which was given by an external trainer, and staff and key health community stakeholders (nurses, RCMP, KIA)
- Clinics preventative health outreach, including offering sexual health and mental health information and resources
- Two Employee and Family Assistance programs (used 66 times in 2018 across the two projects)
- Overnight site visits to spouses of employees over Christmas and New Year’s at Meadowbank
- Elder visits, including for special events.

Interpretation

Agnico Eagle continues to offer a variety of wellness programs to both employees and community members. Where data can be and are collected, all programs have seen some usage by their intended audience.

7.2 Perceptions of health & wellness

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding the perceptions of health and wellness in the Kivalliq region.

WHALE TAIL

There are no predictions in the Whale Tail FEIS regarding the perceptions of health and wellness in the Kivalliq region.

MELIADINE

"Perceptions of Project effects may lead to mental stress and changes in behaviour (i.e., diet)." (Golder Associates, 2014, p. 1-C-48)

Data & Trends

As part of the revised SEMP, Agnico Eagle has committed to the development of an Inuit employee survey to gather data and insights on the perceptions of the projects’ impacts on culture and traditional lifestyle, along with other topics. This survey is being developed during the summer of 2018.

7.3 Criminal violations

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding criminality in the Kivalliq region.

WHALE TAIL

"Project incomes may exacerbate ...crime in communities." (Golder Associates, 2016, p. 3-C-38)

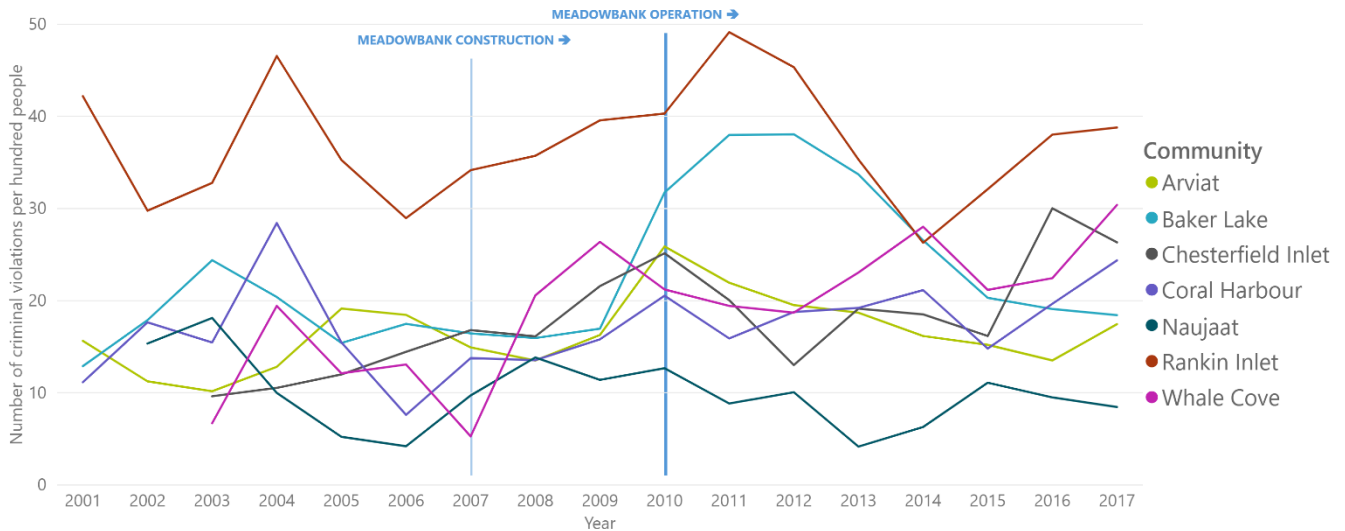
MELIADINE

"The Project may result in increased social inequality leading to higher crime rates." (Golder Associates, 2014, p. 1-C-49)

Data & Trends

Chart 28 shows the criminal violations rate (number of violations per 100 people⁶) for each community in the Kivalliq region from 1999 to 2017, the latest year for which data is available.

Chart 28. Criminal violations per hundred people by Kivalliq community

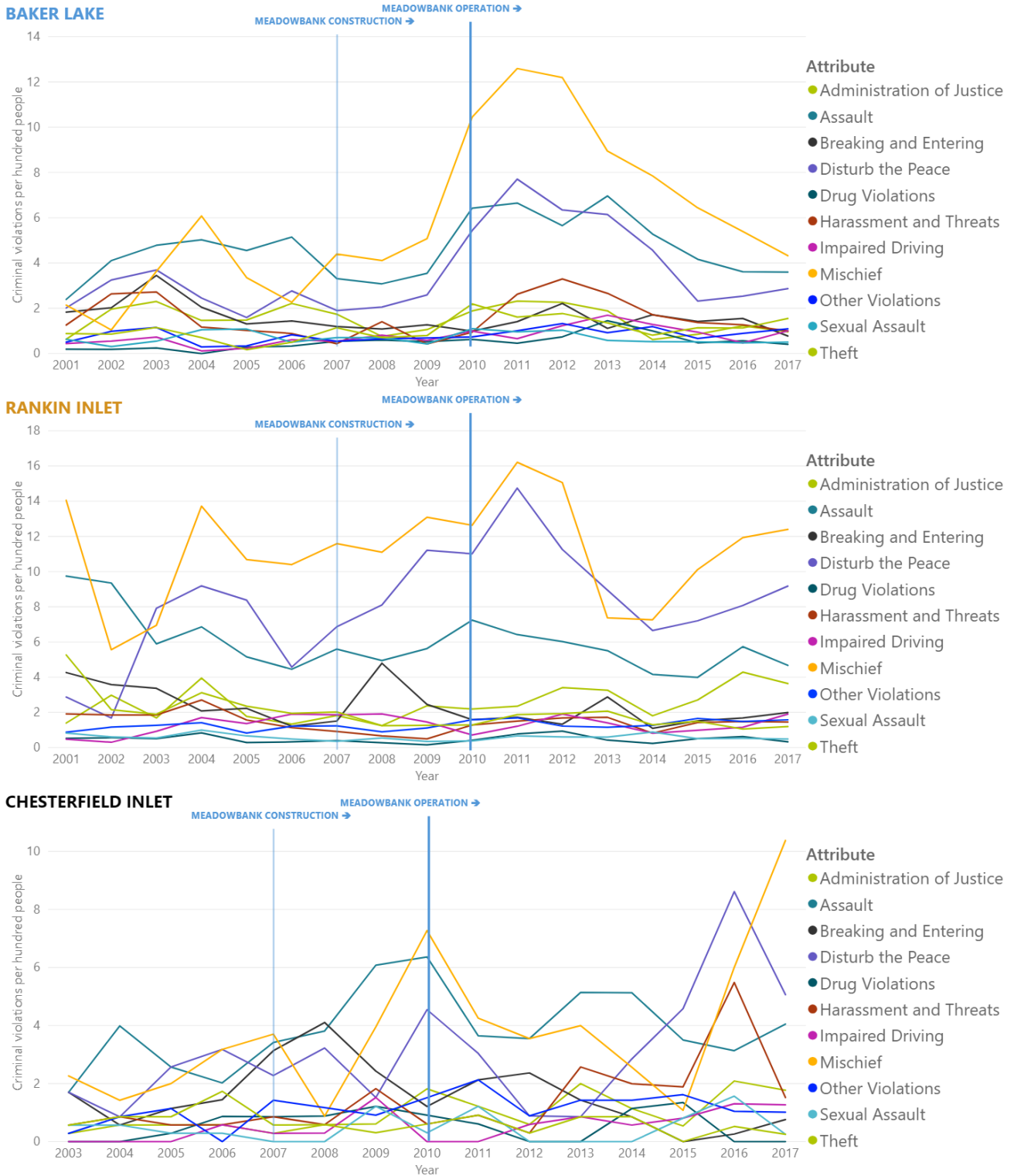


(Statistics Canada, 2017b)

Chart 29 shows the criminal violations rate by type for Baker Lake, Rankin Inlet and Chesterfield Inlet to 2017, the latest year for which data is available.

⁶ Note that StatsCan provides criminal violation data per 100,000 people. The report authors use a per 100 people measurement that is more intuitive in a Nunavut context

Chart 29. Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)



(Statistics Canada, 2017c)

Interpretation

Baker Lake, Arviat, and Rankin Inlet all experienced significant increases in total criminal violation rates in the years directly following construction of Meadowbank. Since then, criminal violation rates in these communities have largely returned to pre-development levels.

This temporary bump in criminal violation rates is most prominent in Baker lake, which saw large increases in mischief, as well as more serious offences such as sexual assault, from 2007 to 2012, with rates declining rapidly through 2017. Rankin Inlet similarly saw a rise in mischief, disturbing the peace and assaults up until 2012, which was followed by a decline in most types of crime in 2013 and 2014 and a return to pre-development levels in 2017. From 2015 to 2016, Chesterfield Inlet experienced sharp increases in the rates of mischief, harassment and threats, and disturbing the peace, with the last two violation types reaching all-time highs for the available data. Most violation types decrease or stayed the same in 2017, except for an increase in mischief, breaking and entering, and assault.

There are a number of factors that may explain a potential impact of Agnico project on criminal violation rates. Additional expendable income can lead to alcohol and drug abuse and intensify existing social problems such as violence; a high percentage of police call-outs are believed to be related to alcohol (Buell, 2006). This is further supported by a recent study, which found that the proximity of mines had a larger impact on an individual's average alcohol consumption per week than proximity to casinos or bars (Godfrey, 2017). Specifically, the study found that non-base metal mines increase alcohol consumption in communities within 40km of a mine by approximately 1.7 drinks per week. However, the study, did not find this effect persist in mines greater than 40km from a community, limiting the applicability of the results to Meliadine and Rankin Inlet.

7.4 Health centre visits by reason for visit

Predictions

MEADOWBANK

"The potential public health and safety impacts of the project, of unknown magnitude, are negative, and, because there is such high impact at the individual level in the event that a risk is realized, the effects must be considered long term and of high significance." (Cumberland Resources Ltd., 2006, p. 126)

WHALE TAIL

"Project-induced migration can increase demand for social and healthcare services...[but] no Project employment-driven migration or population change is anticipated." (Golder Associates, 2016, pp. 3-C-39)

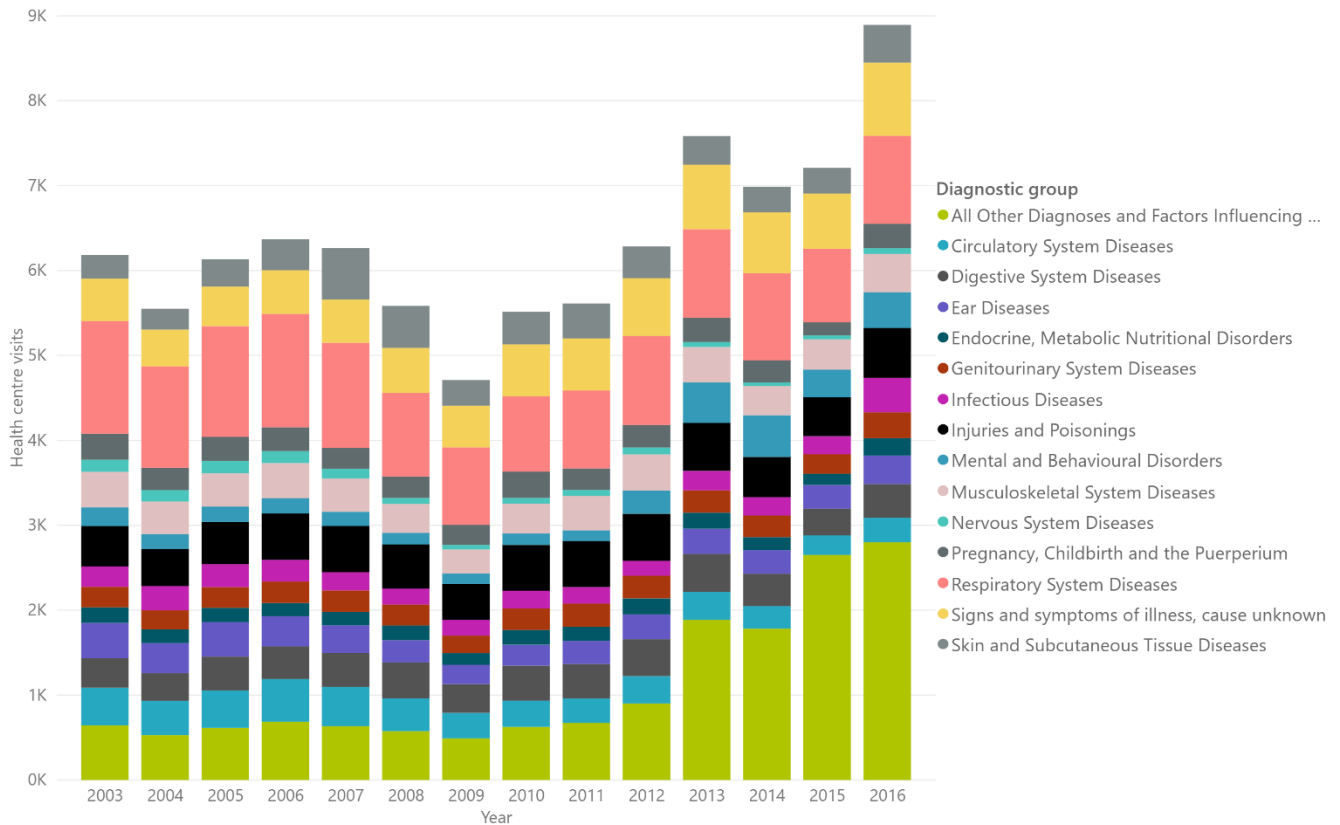
MELIADINE

There are no specific predictions on the use of GN Health services from a wellness perspective in the Meliadine FEIS, although other relevant predictions are provided in VSECs 8 and 9.

Interpretations

Chart 30 below provides an overview of health center visits by reason for visit to 2016, the latest year for which data is available.

Chart 30. Kivalliq community health center visits by reason for visit



(Statistics Canada, 2016b)

Data & Trends

Changes in the number of individual visits to health centres by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, visits for mental health and behavioural disorders more than tripled, signs of symptoms of illness (cause unknown) increased by 76%, musculoskeletal system diseases increased by 60%, and injuries and poisonings increased by 39%. A number of factors may be contributing to these changes, including but not limited to: increased needs for medical care due to changes in community health, increased capacity of health centre (size, services), greater awareness of the health services, and willingness to seek help. Without additional information, it is difficult to attribute changes in health centre use to Agnico Eagle’s Kivalliq Projects.

7.5 Housing

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding housing in the Kivalliq region.

WHALE TAIL

“Project-induced migration can increase demand for housing and associated crowding...[but] no Project employment-driven migration or population change is anticipated” (Golder Associates, 2016, pp. 3-C-39)

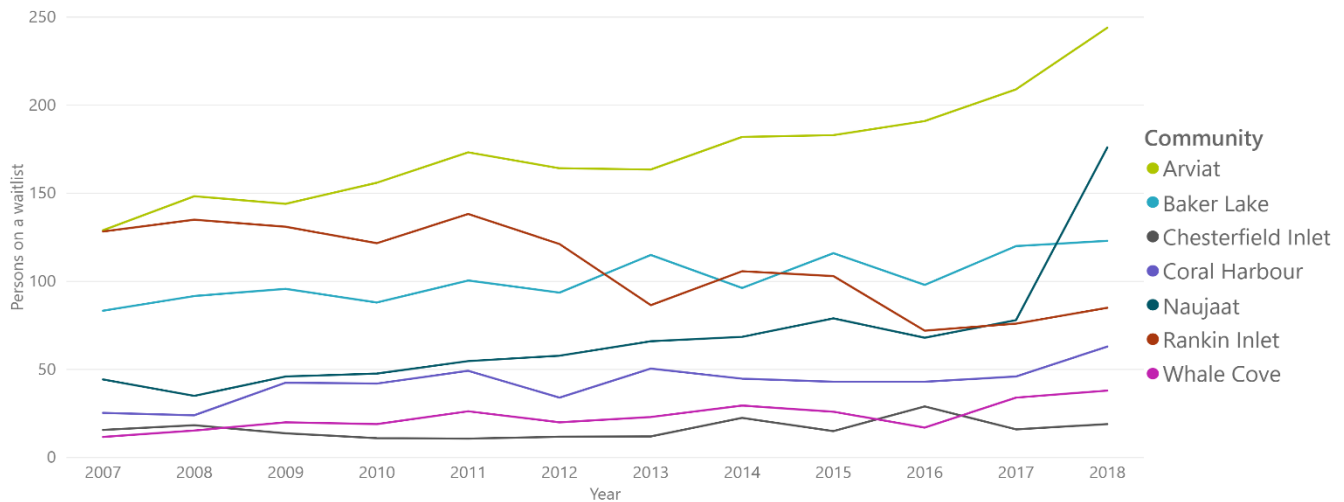
MELIADINE

“Project may induce in-migration to Rankin Inlet leading to overcrowding of housing and detrimental public health effects.” (Golder Associates, 2014, p. 1-C-48)

Data & Trends

Chart 31 shows the number of people in the Kivalliq region who were on a waiting list for public housing in 2010, broken down by community.

Chart 31. Persons on waitlist for public housing by community



(Nunavut Housing Corporation, 2018)

At the time of this report, data on overcrowding rates was not available.

Interpretation

Housing in Nunavut is largely government owned and controlled. Therefore, the dynamics of housing supply and demand in response to changes in individual income are different than those one might expect in other housing markets in Canada.

The number of persons on a waitlist for housing has been increasing gradually in Baker Lake and more significantly in Arviat since 2010. In 2018, Naujaat saw a significant increase in the housing waitlist, with 94 individuals added to the list (126% change from 2017). While the waitlist for Rankin Inlet decreased from 2011 to 2016, it increased in 2017 with 13 individuals added. Nunavut Housing Corporation's 2018 annual report names Arviat and Rankin Inlet among the highest in need of housing (Nunavut Housing Corporation, 2018).

The relationship between housing conditions and mining activity in the Kivalliq region is unclear, but there is a range of potential pathways of effects. For example, increased income may lead to an increase in the construction and purchase of private housing, and a decrease in waitlists or overcrowding rates. However, increased immigration (as noted as a potential impact to Rankin Inlet in the Meliadine FEIS – and a perceived impact noted by SEMC members) could increase overcrowding and waitlists. Currently, the data does not indicate increased immigration as a result of the mines as a pathway affecting housing outcomes.

Waitlists only tell a small part of the story of housing in Nunavut. The last comprehensive survey completed on housing in Nunavut was the 2010 Nunavut Housing Needs Survey (NHNS). The survey provided a more comprehensive picture of the state of, and attitudes about, housing in the territory. For example, the NHNS found that 65% of Kivalliq public housing was below housing standards – either being overcrowded or requiring major repairs or both.

7.6 Food security

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS specifically related to impacts on the consumption of country foods.

WHALE TAIL

“Project incomes may enhance individual and community wellness by providing access to... nutritious food.” (Golder Associates, 2016, p. 3-C-38)

MELIADINE

- “The Project will have a negative effect on food security in that perceptions of the Project may lead to mental stress and changes in behaviors (i.e., diet).” (Golder Associates, 2014, p. 113)
- “Project employment may increase time and resources available for harvesting nutritious country foods.” (Golder Associates, 2014, p. 1-C-46)

Data & Trends

Research has shown that food insecurity is closely linked to poor nutrition, which can lead to negative mental and physical health issues. Since it has been monitored in Canada, Nunavut has consistently had the highest rates of food insecurity. The latest data in Nunavut indicated that 46.8% of households were food insecure in 2014, nearly four times the national average (St-Germain, Galloway, & Tarasuk, 2019). However, there is currently no source of annual government data on food security in the Kivalliq region and for individual Kivalliq communities.

Interpretation

The Nunavut Food Security Coalition outline the four components of food security as “*availability* (enough wildlife on the land or groceries in the store), *accessibility* (adequate money for hunting equipment or store-bought food, and the ability to obtain it), *quality* (healthy food that is culturally valued), and *use* (knowledge about how to obtain, store, prepare, and consume food). (Nunavut Food Security Coalition, 2014). There is no available year-over-year data on food security in Kivalliq communities. However, Agnico Eagle projects do offer potential pathways that may impact food security in the Kivalliq. This includes providing employees with healthy food choices while on site; increasing household incomes, allowing for greater food purchasing; and enhancing availability and accessibility of country food, as discussed in section 5.2 and 5.3.

7.7 Suicide

Predictions

MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding suicide in the Kivalliq region.

WHALE TAIL

There are no specific predictions in the Whale Tail FEIS regarding suicide in the Kivalliq region.

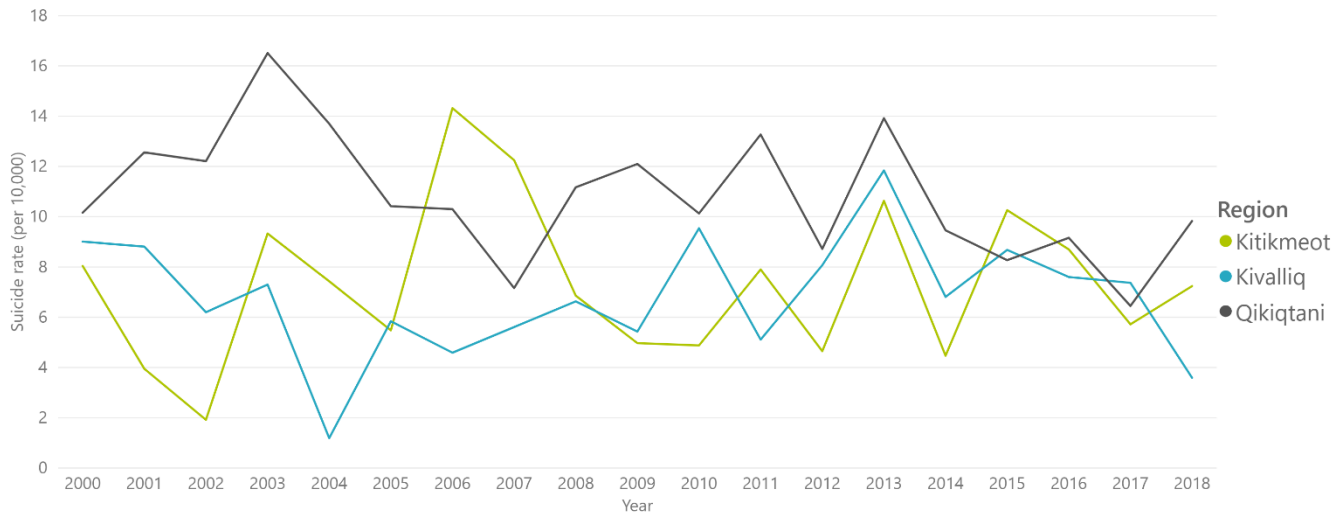
MELIADINE

There are no specific predictions in the Meliadine FEIS regarding suicide in the Kivalliq region.

Data & Trends

Chart 32 shows the suicide rate per 10,000 people by region from 2000 to 2018.

Chart 32. Suicides per 10,000 people by region



(Department of Justice, 2018)

Interpretation

Suicide rates in Nunavut remains at crisis levels, ranging from 5 to 25 times the rate of suicide in Canada (NTI, 2016). As shown in Chart 32, the 2018 suicide rates in the Qikiqtani and Kitikmeot regions are similar to 2000 rates. In 2018, the Kivalliq region had the lowest suicide rate since 2004. Underlying risk factors are numerous and long-standing; they range from the effects of historical trauma and its symptoms to the high rates of child sexual abuse, alcohol and drug use, poverty, high school dropout rates, and the cultural losses brought about by residential schools and forced relocations.

Due to the persistent and territory-wide nature of this crisis, it is difficult to assess the impacts of Agnico’s projects on suicide rates in Kivalliq communities (Eggerston, 2015). Furthermore, given the small populations of Kivalliq communities and the highly variable numbers of suicides observed in each community, short-term trends are difficult to discern. The number of suicides in the Kivalliq region each year from 2010 to 2018 were: 9, 5, 8, 12, 7, 9, 8, 8 and 4. While Kivalliq saw a decrease in the suicide rate in 2018, the numbers alone have not pointed to a particular trend since Meadowbank began production.

In July of 2016, NTI released the National Inuit Suicide Prevention Strategy, which sets out a series of actions and interventions to address the high number of deaths by suicide among Inuit. The Strategy promotes a shared understanding of the context and underlying risk factors for suicide in Inuit communities and guides policy at the regional and national levels on evidence-based approaches to suicide prevention (NTI, 2016). In 2018, Agnico Eagle held Mental Health First Aid Training sessions at both Meadowbank and Meliadine, which was given by an external trainer, and provided to staff, including Human Resources, and key health community stakeholders (nurses, RCMP, KIA).

VSEC 8: Health and Safety

IMPACT / GOAL STATEMENT

Strong health and safety culture. Zero workplace accidents.

OVERARCHING FEIS PREDICTIONS

Meadowbank: The FEIS considers both the health and safety of workers and the public and recognizes that one may affect the other. “Health and safety of workers and the population at large is subject to legislation and perhaps more importantly to best practices. Health and safety training also has applications in personal life – workers often not only use new health and safety training on-the-job, but also at home in the course of daily tasks.” (Cumberland Resources Ltd., 2006, p. 126)

Whale Tail: “The Project may improve health and safety awareness amongst employees, their families, and their communities.” (Golder Associates, 2016, 3-C-38)

Meliadine: “Project health and safety training may improve health and safety at mine site and outside of the workplace.” (Golder Associates, 2014, p. 1-C-49)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
8.1 Health and safety training						
Average (per FTE) mandatory training hours provided to Agnico Eagle Inuit employees	N/A	→	↓	↓	↓	Per FTE Mandatory training hours has been relatively steady for Inuit employees at Meadowbank / Whale Tail over the past five years, fluctuating between 6 and 8 hours FTE. Meliadine training hours has been more variable, likely due to the more dynamic hiring and staffing that takes place during a projects construction / development stages.
8.2 Health and safety on-site						
Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons	N/A	↓	→	N/A	↓	Since they have been offered, approximately 75% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions. This indicates that these clinics serve an important function in addressing the general non-work-related health/medical needs of workers.
Project combined lost-time and light duty accident frequency (per 200,000 person-hours)	N/A	↓	↑	N/A	↑	The lost time and light duty accident frequency rate (incidents per 200,000 person-hours worked) at Meadowbank / Whale Tail and Meliadine increased in 2018 to rates of 2.55 and 3.09 incidents per 200,000 person-hours worked, respectively. Recent increases in the lost time and light duty accident frequency rate at both sites may be attributable in part to new or increased activities associated with Whale Tail and Meliadine construction.

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management and Mitigation

A number of training programs are in place to support a strong health and safety culture and minimize health and safety incidents at Meadowbank and Meliadine, as outlined in Table 6 below.

Table 6: Agnico Eagle Health and Safety Management and Mitigation Initiatives

Program	Purpose / Description / Outcomes
Emergency Response Team (ERT) Training	Meadowbank employs an Emergency Response Team (ERT) to assist and help in any type of situation. To join the team, a candidate must demonstrate: an interest in safety, good attendance and good behaviour at work, and be in good physical condition. An ERT practice takes place weekly and each member must attend at least six (6) practices throughout the year. In 2018 there were no Inuit members.
JOH&S Committee Training	Members of the Joint Occupational Health and Safety (JOH&S) committee received training in order to improve their skills related to the management of Health & Safety. The training covered various topics including: Roles & Responsibilities of the JOH&S committee, interpretation of the Mines Act & Regulations, conducting inspections, conducting accident/incident investigations due diligence, part of the Criminal code and Supervision Formula training as well as a coaching phase. Both the Meadowbank and Meliadine JOH&S Committee has Inuit representation.
Employee Health & Safety Training	General health and safety training, as required by the <i>Nunavut Mine Act</i> , and in line with Agnico Eagle's Health and Safety policies, is provided in English, French and Inuktitut prior to an employee's arrival on site. Further information is provided in section 8.1.

8.1 Health and safety training

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding health and safety training at Meadowbank.

WHALE TAIL

"The Project may improve health and safety awareness amongst employees, their families, and their communities." (Golder Associates, 2016, p. 3-C-38)

MELIADINE

"Project health and safety training may improve health and safety at mine site and outside of the workplace." (Golder Associates, 2014, p. 1-C-49)

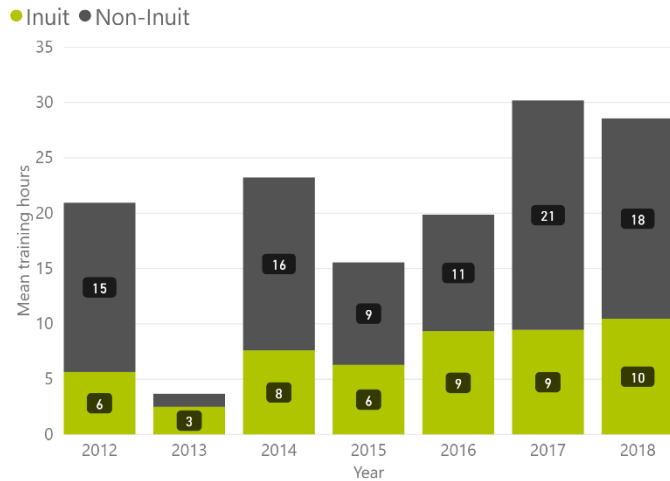
Data & Trends

Chart 33 shows average mandatory training hours provided to Inuit and non-Inuit employees. This is calculated by putting the total number of training hours over the number of FTE employees. Mandatory training includes:

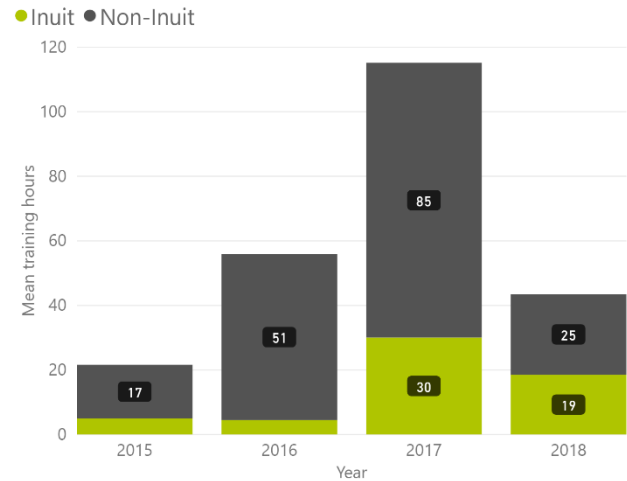
- **Health and Safety training** includes mandatory training related to compliance with the Nunavut Mine Act, as well as training that is mandated according to Agnico Eagle Health and Safety policies. Many of these training sessions are offered via e-learning prior to the employee's arrival on site. Other health and safety training relevant to an individual's job is also provided on site. Site Readiness participants also undertake H&S training but because they are not employed at the mine, that time is not captured in these hours.
- **General training** consists of training activities required at a departmental level and covers many employees working in different departments. General training includes training on light duty equipment as well as enterprise software systems and cross-cultural training.
- **Emergency Response Team (ERT) Training** consists of training for certain individuals to assist and help in any type of situation.

Chart 33. Average (per FTE) mandatory training hours provided to Agnico Eagle Inuit employees

MEADOWBANK AND WHALE TAIL



MELIADINE



(Agnico Eagle Mines, 2018)

Interpretation

Per FTE Mandatory training hours has been relatively steady for Inuit employees at Meadowbank / Whale Tail over the past five years, fluctuating between 6 and 8 hours FTE. There is a 3-year mandatory refresher for many H&S courses, including e-learning, required by Agnico Eagle. This may partially explain the increases at Meadowbank in 2014 and 2017 for non-Inuit employees, as the relatively higher turnover for Inuit employees would make this effect less pronounced. Meliadine training hours has been more variable, likely due to the more dynamic hiring and staffing that takes place during a projects construction / development stages.

Training hours is a leading indicator that does not directly inform an assessment of the impacts of Agnico Eagle’s projects on the health and safety status of workers and their families outside the workplace. As discussed in section 4, training may offer additional benefits to employees in terms of life skills – especially young adults. Training data may inform the interpretation of data on health and safety outcomes (e.g. accident rate).

8.2 Health and safety on-site

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding health and safety on-site at Meadowbank.

WHALE TAIL

“The Project may result in accidental injury or emergencies.” (Golder Associates, 2016, 3-C-38)

MELIADINE

There are no predictions in the Meliadine FEIS regarding health and safety on-site at Meliadine.

Data & Trends

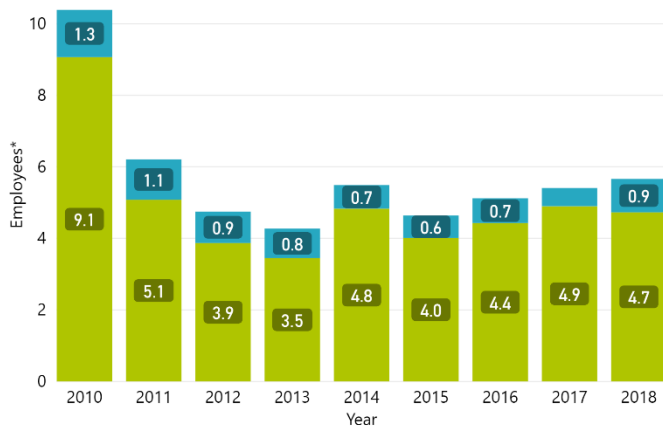
The following charts provide an overview of the health and safety performance for Meadowbank and Meliadine.

Chart 34 shows the visits per FTE to Agnico Eagle clinic for work-related reasons (e.g. injuries) or other reasons (e.g. personal conditions ranging from minor ailments, such as colds, to severe conditions, such as myocardial infarction).

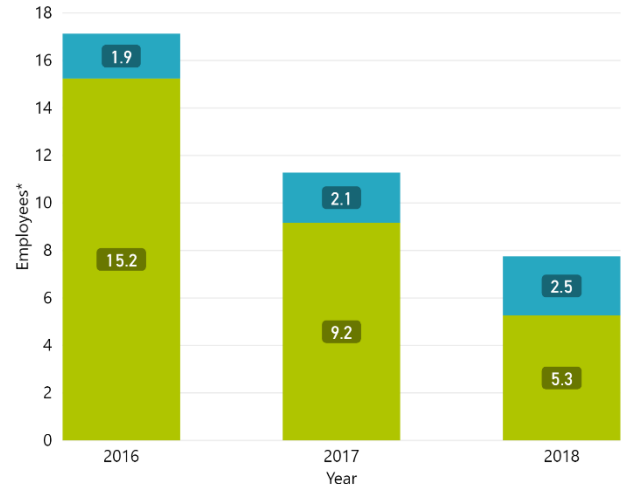
Chart 34. Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons

MEADOWBANK AND WHALE TAIL

● Non work-related visits ● Work-related visits



MELIADINE

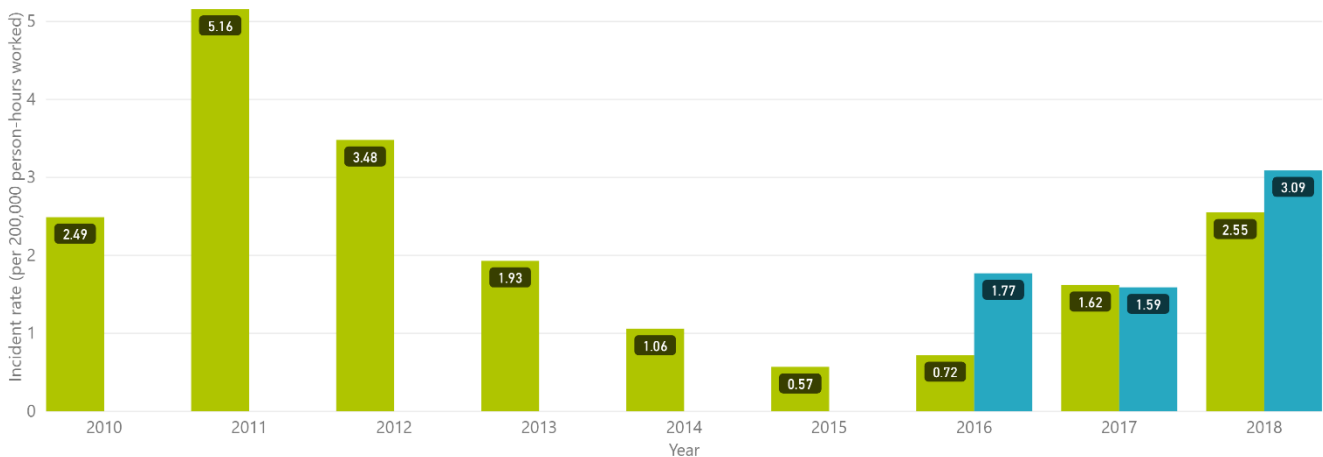


(Agnico Eagle Mines, 2018)

Chart 35 shows the combined lost-time and light duty accident frequency on site, per 200,000 person-hours worked.

Chart 35. Project combined lost-time and light duty accident frequency (per 200,000 person-hours)

● Meadowbank ● Meliadine



(Agnico Eagle Mines, 2018)

Interpretation

Since they have been offered, approximately 75% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions. This indicates that these clinics serve an important function in addressing the general non-work-related health/medical needs of workers, and indeed that they may lessen the local health infrastructure burden.

Clinic visits at Meadowbank / Whale Tail for work-related injuries increased by 0.42 visits per FTE in 2018 to just under 1 visit per FTE, coinciding with construction activities at Whale Tail. Prior to this, visits had declined from a high of 1.32 per FTE in 2010. The decline in visits for work-related injuries was consistent with overall improvements in health and safety performance at the mine that have also been reflected in the lost time and light duty accident frequency rate.

Clinic visits at Meliadine for work-related injuries increased from 1.8 visits per FTE in 2016 to 2.49 in 2018, which is somewhat higher than the number of visits per FTE at Meadowbank at the beginning of operation.

The lost time and light duty accident frequency rate (incidents per 200,000 person-hours worked) at Meadowbank / Whale Tail and Meliadine increased in 2018 to rates of 2.55 and 3.09 incidents per 200,000 person-hours worked, respectively. Recent increases in the lost time and light duty accident frequency rate at both sites may be attributable in part to new or increased activities associated with Whale Tail and Meliadine construction.

VSEC 9: Community Infrastructure and Services

IMPACT / GOAL STATEMENT

- Community infrastructure (transportation, energy, water, services) is maintained
- Social assistance costs are reduced during and beyond the life of the mines

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.” (Cumberland Resources Ltd., 2006, p. 128)

Whale Tail: “Project-induced migration can increase demand on physical infrastructure...[but] no Project employment-driven migration or population change is anticipated.” (Golder Associates, 2016, p.3-C-39)

Meliadine: “The Project will increase demand on various public services, putting additional pressure on resources, and human resources in particular. This would have a negative effect on users. However, increased training of labour force could have a beneficial effect on capacities in the long-term.” (Golder Associates, 2014, p. 1-C-53)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
9.1 Use of GN health services						
Kivalliq community health centre visits per capita	/	/	/	/	/	It is unclear whether and to what extent Agnico Eagle’s projects have impacted usage of health centers in Kivalliq communities. In 2018 105 employees were referred to community health care centers, though the vast majority of these referrals were for personal reasons. Furthermore, since 2010, approximately 75% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions, indicating that clinics may lessen the local health infrastructure burden.
Employees referred to community health care centre (personal and work-related) (2018)	N/A	N/A	N/A	N/A	N/A	
Incidents requiring use of GN health services	N/A	↓	↑	↓	↓	
9.2 Use of public infrastructure						
Estimates of use of public physical infrastructure directly related to Project (airports, port, meeting facilities, roads)	N/A	N/A	N/A	N/A	N/A	The use of public physical infrastructure by Meadowbank / Whale Tail and its employees consists primarily of the use of airports and has been relatively consistent since operation began in 2010. There are no indications of significant positive or negative impacts on this infrastructure. There is greater use of public infrastructure in Rankin Inlet from Meliadine than in Baker Lake from Meadowbank. This is largely due to the use of the Rankin Inlet airstrip, local roads (although a bypass road has been created) and the relatively central location of the community boat launch area for barge landings as compared to Baker lake. There are no indications of significant positive or negative impacts on this infrastructure.
All-weather access road (AWAR)	N/A	/	↓	N/A	N/A	
9.3 Social assistance						
Per capita social assistance expenditures by community	↓	/	N/A	↓	N/A	Per capita social assistance expenditures declined in all Kivalliq communities in 2018 following an increase across communities starting in 2012, though current levels are still above the historical average. The percentage of households receiving social assistance has been remaining steady or declining for most Kivalliq communities over the past 10 years. Despite declines from historical highs, social assistance data does not show a clear correlation between Agnico-related employment and social assistance requirements in Baker Lake or Arviat. Data suggests that both expenditures and percentage of households receiving social assistance have been declining in Rankin Inlet since Meadowbank began operation.
Percentage of households receiving social assistance by community	↓	↓	↓	↓	↓	

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend ↓ Decreasing N/A Not applicable → Remaining stable
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	
Last year (LY): movement from 2017 to 2018	

Existing Management and Mitigation

Local community infrastructure and services capacity was taken into account in the project design for Meadowbank / Whale Tail and Meliadine, leading to a number of operational decisions, including having an on-site clinic at all projects as well as the on-site airstrip at the Meadowbank site. Further, a number of Agnico Eagle’s economic programs are meant to improve community infrastructure and services in the long term. For example, programs which aim to increase local employment, contracting and business opportunities can reduce social assistance expenditures over time. These programs are outlined in the respective sections of this report (see VSEC 1 and 3).

9.1 Use of GN health services

Predictions

MEADOWBANK

“Increased employment and business opportunities will result in increased income, a measure of economic security, capacity building that will contribute to employability over the long term, and improved self-image of employees and their families. This could result in reducing dependence on government social services.” (Cumberland Resources Ltd., 2006, p. 128)

WHALE TAIL

“Project-induced migration can increase demand for... healthcare services...[but] no Project employment-driven migration or population change is anticipated.” (Golder Associates, 2016, p. 3-C-39)

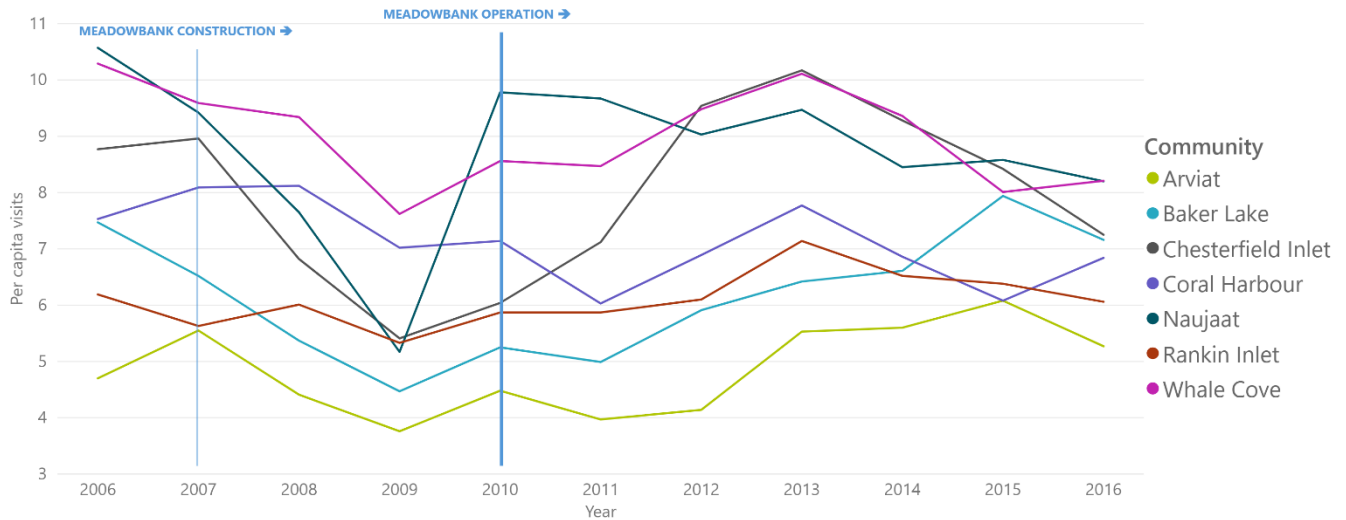
MELIADINE

“Project-induced in-migration may increase demand on health services” (Golder Associates, 2014, p. 1-C-58)

Data & Trends

Chart 36 shows the number of per capita visits to community health centres in Kivalliq communities through 2016, the latest year for which data is available.

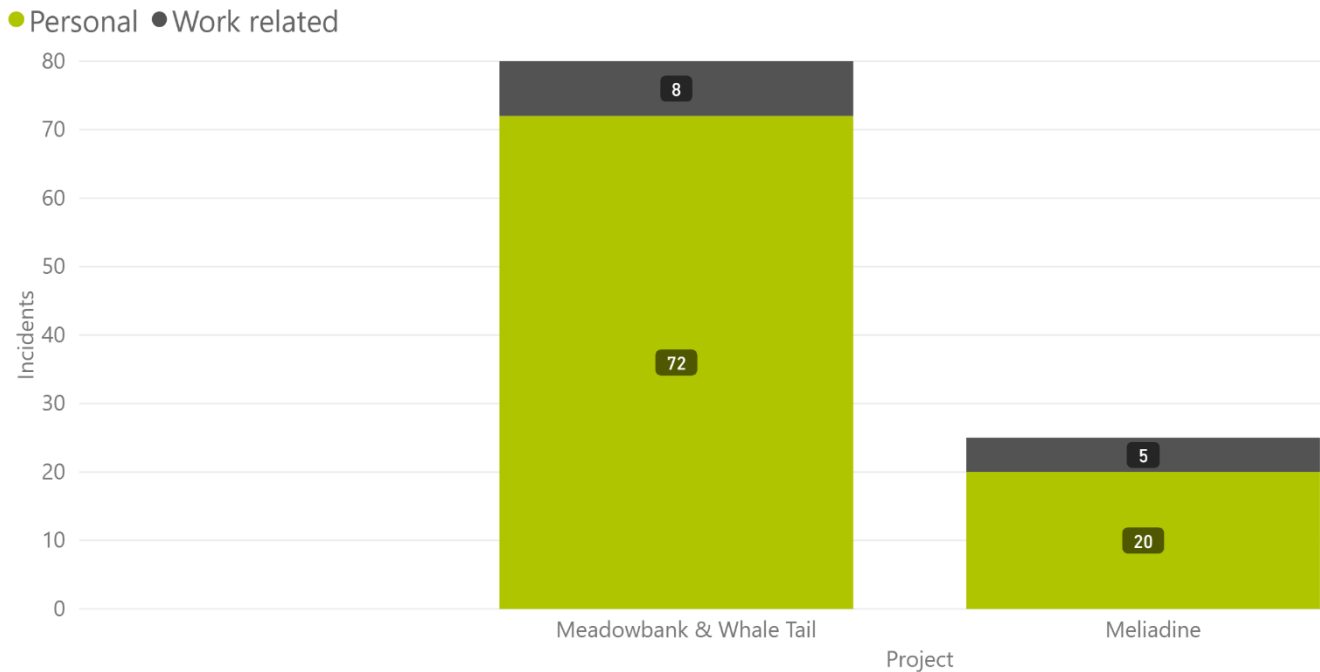
Chart 36. Kivalliq community health centre visits per capita



(Department of Health, 2017)

Chart 37 shows the number of Inuit employees referred to community health center visits for both personal and work-related reasons in 2018.

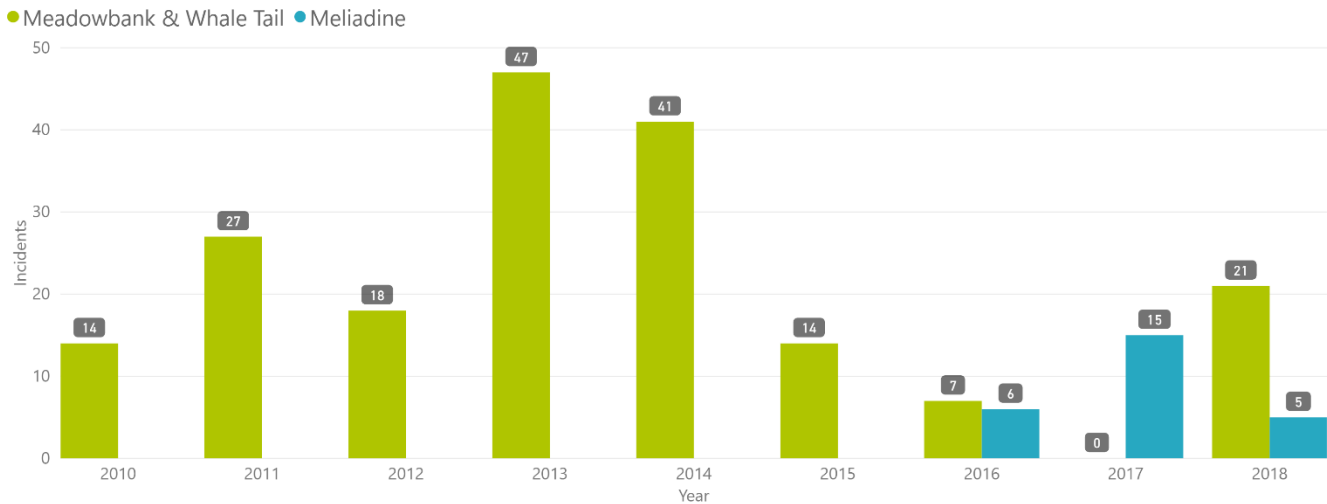
Chart 37. Employees referred to community health care centre (personal and work-related) (2018)



(Agnico Eagle Mines, 2018)

Chart 38 shows the incidents requiring use of GN health services from 2010 to 2018.

Chart 38. Incidents requiring use of GN health services



(Agnico Eagle Mines, 2018)

Interpretation

It is unclear whether and to what extent Agnico Eagle’s projects have impacted usage of health centers in Kivalliq communities. Health center visits per capita do not show any clear trends since 2006, except for all communities generally settling into a range of 5 to 9 visits per capita per year. In 2018 105 employees were referred to community health care centers, though the vast majority of these referrals were for personal reasons. Furthermore, since 2010, approximately 75% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions (additional details in section 8). This indicates that these clinics serve an important function in addressing the general non-work-related health/medical needs of workers, and indeed that they may lessen the local health infrastructure burden. It should also be noted that from a health and wellness perspective, additional visits to clinics do not necessarily represent a negative trend, as it may be indicative of residents seeking care for ailments rather than or in addition to increases in ailments themselves.

Incidents requiring use of GN health services increased at Meadowbank / Whale Tail in 2018, though remain lower than the 2013 / 2014 average. Meliadine incidents decreased despite a large increase in employment and construction activity.

9.2 Use of public infrastructure

Predictions

MEADOWBANK

“The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.” (Cumberland Resources Ltd., 2006, p. 128)

WHALE TAIL

“Project-induced migration can increase demand on physical Infrastructure, [however, employees] fly-in/fly out to and from Kivalliq communities.” (Golder Associates, 2016, p. 3-C-39)

MELIADINE

There are no specific predictions in the Meliadine FEIS regarding the use of public infrastructure.

Data & Trends

Meadowbank / Whale Tail have dedicated energy, water, transportation (airstrip and road), health and communications infrastructure and is therefore largely non-reliant on the public physical infrastructure of Baker Lake. Areas of potential impact on public infrastructure include the use of Kivalliq community airports to transport Nunavut employees between their home communities and the mine site and the use of community meeting spaces for public engagement. The operation also uses the community barge landing facilities, which is located east of the hamlet. Travel through the hamlet is not required to transport sealift materials from the barge to the site.

The all-weather access road connecting Baker Lake to the Meadowbank site (Meadowbank AWAR) was constructed and paid for by Agnico Eagle. Meadowbank / Whale Tail controls traffic on this road, but it is accessible to community members to provide access to hunting trails and participate in traditional activities by snowmobile and ATV. The Meadowbank AWAR community use is measured at 2366 trips in 2015, 1874 in 2016, 1716 in 2017, and 1089 in 2018.

Meliadine also has its own dedicated energy, water and communications infrastructure as well as an on-site health clinic. However, unlike Meadowbank, the Meliadine may use local health care facilities in certain cases. Meliadine also uses community meeting spaces for public engagement. Regarding transportation infrastructure, Meliadine uses the Rankin Inlet airstrip for all employee transport, although the airport itself is not used for chartered flights. Meliadine also uses the community barge landing and boat launch area, with the location of this area is much more central in Rankin Inlet as compared to Baker Lake. Until October 2017, Agnico Eagle also used the community tank farm during the installment and commissioning of its own tanks.

The all-weather access road connecting Rankin Inlet to the Meliadine mine (Meliadine AWAR) was constructed and paid for by Agnico Eagle from kilometer 7, with the addition of a new bridge spanning Char River on the hamlet's section of road. By the end of 2018, Agnico Eagle no longer used the hamlet's roads from the barge lay-down area to kilometer 7, following the completion of the by-pass road. The Meliadine AWAR was used by the community for traditional activities 1944 times in 2018.

2018 estimates of use of this infrastructure directly related to Meadowbank / Whale Tail:

- Use of Baker Lake Airport to access commercial flights (less than 5 per year)
- Barges received in Baker Lake: 9 mix vessels for 131,000 m³ (or 6 full vessels)
- Use of Baker Lake Community Centre: Between 5 and 10 times per year
- Use of other Nunavut airports to access commercial/chartered flights: Between 1,000 and 2,000 passenger trips per year

2018 estimates of use of infrastructure directly related to Meliadine:

- Use of Rankin Airport to access commercial flights (estimates not available)
- Use of Rankin Inlet airstrip for cargo and passengers: 230 flights
- Barges received in Rankin Inlet: 10 vessels for 145,000 m³ (or 7 full vessels)
- Use of Rankin Inlet Community Hall (estimates not available)
- Use of the community boat launch area for barge landings (July to end of October, ~ 300 uses)
- Use of the hamlet roads to transport goods from the barge to the operations (between 3,000 and 4,000 trips per year)
- Use of community tank farm during commissioning of Agnico Eagle tank farm (estimates not available)

Available numbers represent best estimates, and do not include use of infrastructure by employees while they are not actively travelling for work related purposes (personal travel) or while they are doing non-work-related activities.

Interpretation

The use of public physical infrastructure by Meadowbank / Whale Tail and its employees consists primarily of the use of airports and has been relatively consistent since operation began in 2010. There are no indications of significant positive or negative impacts on this infrastructure. Use of the Meadowbank AWAR has declined by over 50% since 2015, which may be a result of many factors, such as altered wildlife migration patterns and/or a change in preferred hunting routes and habits

There is greater use of public infrastructure in Rankin Inlet from Meliadine than in Baker Lake from Meadowbank. This is largely due to the use of the Rankin Inlet airstrip, local roads (as the bypass road has not yet been completed) and the relatively central location of the community boat launch area for barge landings as compared to Baker lake. There are no indications of significant positive or negative impacts on this infrastructure.

9.3 Social assistance

Predictions

MEADOWBANK

“The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.” (Cumberland Resources Ltd., 2006, p. 128)

WHALE TAIL

The Whale Tail FEIS makes no specific predictions on the subject of social assistance in Kivalliq.

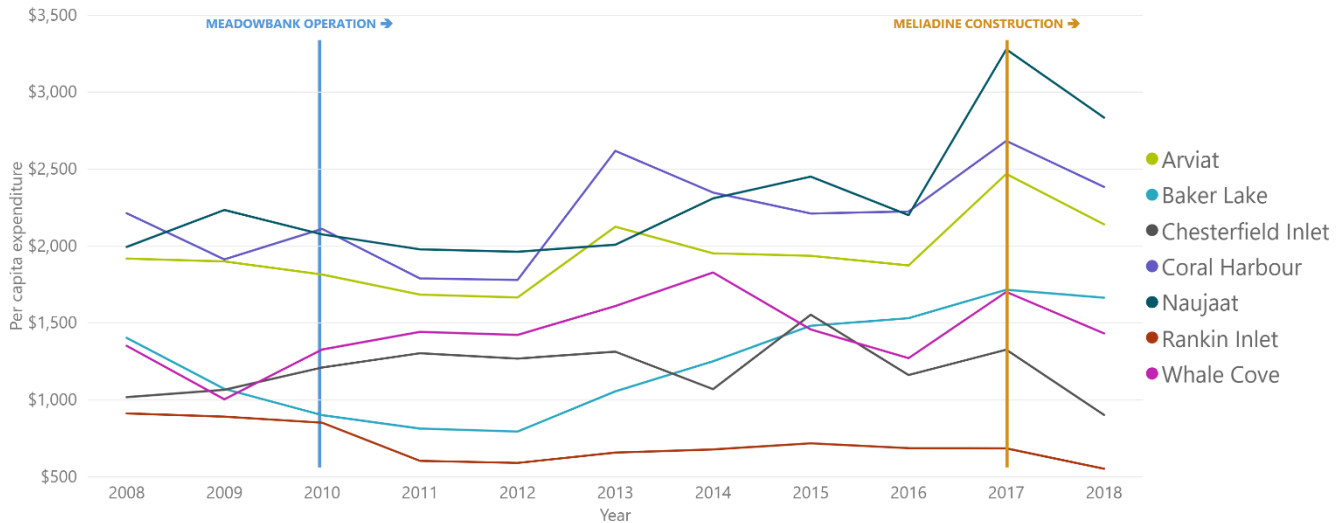
MELIADINE

“Project will also contribute to a better standard of living for the residents of the region as well as reducing dependence on social assistance programs” (Golder Associates, 2014, p. 1-xlvi)

Data & Trends

Chart 39 shows per capita social assistance expenditures (in dollars) by Kivalliq community over time. Social Assistance or income support is a program of last resort for Nunavummiut who, because of inability to obtain employment, loss of principal family provider, illness, disability, age or any other cause cannot provide adequately for themselves and their dependents. Social assistance is provided by the Government of Nunavut in the form of monthly financial payments to help individuals meet a minimum standard of living. All residents of Nunavut between the ages of 18 and 59 can apply for social assistance. Expenditures are payments to social assistance recipients for food, shelter, utilities and fuel. This financial support is calculated to meet the basic needs of recipients and their dependents.

Chart 39. Per capita social assistance expenditures by community



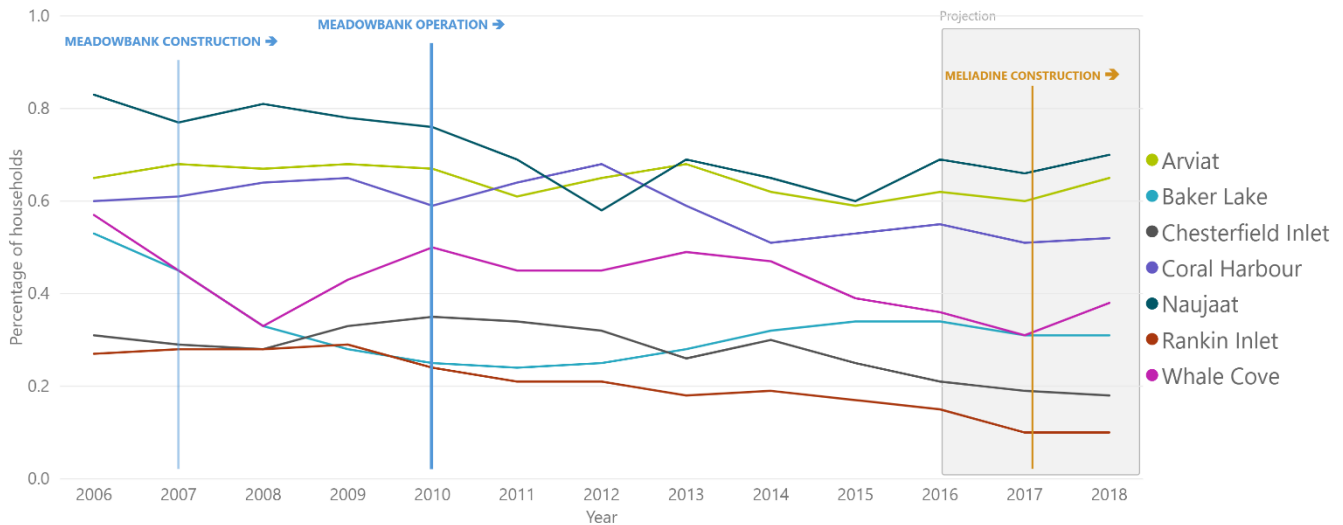
(Department of Family Services, 2018)

Chart 40 shows the percentage of households receiving social assistance by Kivalliq Community.

A note on methodology

Caseload refers to the number of households receiving social assistance. The percentage of households in a community receiving social assistance was determined by dividing the average monthly caseload by the estimated number of households. The number of households is based on 'private dwellings occupied by usual residents' as reported in the census. Data from the 2006, 2010, and 2016 censuses were used, interpolating the number of households for intervening years by assuming a constant rate of change between censuses, and extrapolating the number of households for 2017 and 2018 using a constant, annual rate of change from the 2011 to 2016 census.

Chart 40. Percentage of households receiving social assistance by community



(Department of Family Services, 2018; Statistics Canada, 2006a; Statistics Canada, 2011a; Statistics Canada, 2016a)

Interpretation

Per capita social assistance expenditures declined in all Kivalliq communities in 2018 following an increase across communities starting in 2012, though current levels are still above the historical average. The percentage of households receiving social assistance has been remaining steady or declining for most Kivalliq communities over the past 10 years. Despite declines from historical highs, social assistance data does not show a clear correlation between Agnico-related employment and social assistance requirements in Baker Lake or Arviat. Data suggests that both expenditures and percentage of households receiving social assistance have been declining in Rankin Inlet since Meadowbank began operation.

The need for social assistance is often determined by a diverse range of factors. Due to this, along with an inability to observe a correlation between project activities and social assistance data, any impact between Agnico Eagle projects and social assistance cannot be determined at this time.

VSEC 10: Nunavut Economy

IMPACT / GOAL STATEMENT

Increased economic activity (GDP) and benefits to Inuit organizations and the Government of Nunavut through royalties and taxes

OVERARCHING FEIS PREDICTIONS

Meadowbank: “The economic impacts on the economy of Nunavut, of high magnitude, are positive over the medium term and of high significance, particularly during the construction phase.” (Cumberland Resources Ltd., 2006, p. 129)

Whale Tail: “The Project will contribute to territorial economic activity via expenditures, procurement and Gross Domestic Product contributions.” It will also “contribute to government revenues through the payment of taxes and royalties.” Both contributions “will be large relative to [the] territorial economy.” (Golder Associates, 2016, 3-C-38)

Meliadine: “The Project would add substantially to the income of government, e.g. through taxes and royalties. However, it will also lead to increased costs, since demand for various services will go up. Given that its fiscal burden (costs) will be smaller than the public revenues it generates, the Project would lead to a better fiscal position of all levels of government.” (Golder Associates, 2014, p. 1-C-52)

TRENDS & INTERPRETATIONS

Metric	MBK / WT trends			Meliadine trends		Overview and interpretation
	Pre-dev	Post-dev	Last year	Pre-dev	Last year	
10.1 Royalties and taxes						
Project payments, royalties and taxes	↑	↑	↑	↑	↑	Agnico Eagle continues to pay taxes, royalties and other payments to the Government of Nunavut, Government of Canada, NTI and the KIA. In 2018, this included over \$8M in taxes to the government of Nunavut, over \$50M in taxes to the Government of Canada and over \$8M in NTI resource royalty payments.
10.2 Trade Balance						
Nunavut trade balance	↓	↑	N/A	→	→	No conclusions regarding Meliadine’s impacts on the trade balance can be determined with the current available data.
10.3 Nunavut GDP						
Nunavut GDP by all industries and mining, quarrying and oil & gas	↑	↑	↑	↑	↑	Coinciding with increased mining activity in the Kivalliq and rest of Nunavut, the territory’s GDP has grown at average annual rate of approximately 7.5% from 2009 to 2018. This growth onwards can largely be attributed to an increase in mining, quarrying and oil & gas activity (including Agnico Eagle’s projects as well as the Baffinland’s Mary River project and TMAC Resource’s Hope Bay Project)

Understanding the trends & interpretations table

Time horizon	Direction
Pre-dev: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)	↑ Increasing / No discernable trend
Post-dev: trend from the onset of operation of Meadowbank (2010). As 2017 is the first year of major construction at Meliadine, post-development trends will mirror the last year trends (2017 to 2018)	↓ Decreasing / N/A Not applicable
Last year (LY): movement from 2017 to 2018	→ Remaining stable

Existing Management and Mitigation

Maximizing benefits for the Nunavut economy is achieved through Agnico Eagle actions to maximize local employment and local contracting, and ensure community health, safety and well-being – as described under previous VSECs in this report.

10.1 Royalties and taxes

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding royalties and taxes for Kivalliq, Nunavut or Canada.

WHALE TAIL

“The Project will contribute to government revenues through the payment of taxes and royalties, [which will be]... large relative to [the] territorial economy.” (Golder Associates, 2016, p. 3-C-38)

MELIADINE

“Project would increase public revenues, e.g. through taxes and royalties. Total tax effects during construction might be \$27 million. The annual tax effect during operations might be \$21 million.” (Golder Associates, 2014, p. 1-C-47)

Data & Trends

Chart 41 below presents the main payments made by Agnico Eagle to the GN, GoC, NTI, and KIA. Due to the nature of some payments from Meadowbank and Whale Tail, values are provided either combined or separately depending on the year and payment. Other payments (not included in the table below) are made to the KIA, including land use/rental payments, water compensation, payments associated with quarrying permits and production lease.

Chart 41. Project payments, royalties and taxes

Payments	2010	2011	2012	2013	2014	2015	2016	2017	2018	Grand Total
Meadowbank										
GN payroll taxes						\$ 3,394,468	\$ 2,909,387	\$ 2,777,208		\$ 9,081,063
GN property taxes	\$1,200,000	\$1,200,000	\$1,200,000	\$1,200,000	\$1,800,000	\$ 1,800,000	\$ 1,800,000	\$ 1,800,000	\$ 2,139,097	\$ 14,139,097
GoC payroll taxes						\$30,885,989	\$31,315,007	\$30,403,233		\$ 92,604,229
KIA IIBA payments								\$ 2,500,000		\$ 2,500,000
NTI royalties					\$2,776,233	\$ 4,481,123	\$ 7,045,393	\$14,070,112	\$ 7,707,844	\$ 36,080,705
Whale Tail and Meadowbank										
GN payroll taxes									\$ 2,926,990	\$ 2,926,990
GoC payroll taxes									\$32,749,790	\$ 32,749,790
Whale Tail										
KIA IIBA payments								\$ 6,500,000		\$ 6,500,000
Meliadine										
GN payroll taxes						\$ 293,476	\$ 150,275	\$ 480,909	\$ 1,510,912	\$ 2,435,572
GN property taxes									\$ 1,510,912	\$ 1,510,912
GoC payroll taxes						\$ 1,321,195	\$ 1,608,636	\$ 5,443,331	\$17,823,924	\$ 26,197,086
KIA IIBA payments						\$ 1,500,000	\$ 1,500,000			\$ 3,000,000
Grand Total	\$1,200,000	\$1,200,000	\$1,200,000	\$1,200,000	\$4,576,233	\$43,676,251	\$46,328,698	\$63,974,793	\$66,369,468	\$229,725,443

(Agnico Eagle Mines, 2018)

Interpretation

Agnico Eagle continues to pay taxes, royalties and other payments to the Government of Nunavut, Government of Canada, NTI and the KIA. In 2018, this included over \$8M in taxes to the government of Nunavut, over \$50M in taxes to the Government of Canada and over \$8M in NTI resource royalty payments. As predicted in the projects' FEIS, this constitutes a positive impact on government revenues. Given the location of the mine on Inuit Owned

Lands, all resource royalties flow directly to NTI and the KIA as the Inuit authority. As outlined above, Chart 41 does not include additional payments to the KIA including land use/rental payments, water compensation, payments associated with quarrying permits and production lease.

Meadowbank / Whale Tail's payroll taxes paid to the federal government have held relatively steady over the past four years between \$30M and \$33M. Unfortunately, data is not available prior to 2015, however, we would expect the taxation to remain commensurate to the FTEs at the projects, which has remained relatively stable since 2011. Taxes paid to the GN have declined slightly over the same period from approximately \$3.4M in 2015 to \$2.9M in 2018.

Meliadine's federal payroll taxes were at \$17.8M in 2018, approximately 6.5 times the value in 2017. The total Agnico Eagle Meliadine payroll taxation in 2018 (both GoC and GN) was \$19.3M. While the construction tax effects predicted in the FEIS is \$27M, this number includes both contractor and Agnico Eagle employment. Contractor payroll and taxation data is unavailable; however, we can estimate the total taxation effect (from payroll) based on Agnico Eagle's data and contractor FTE levels for 2018 at approximately \$53.9M⁷, almost two times the FEIS prediction. While this relies on a number of assumptions (most notably a similar level of compensation paid to both Agnico Eagle and contractor staff) it does provide an indication that the prediction is being met.

⁷ Calculated by: $\left[\frac{\text{Contractor FTEs (2018)}}{\text{Agnico Eagle FTEs (2018)}} * \text{Agnico Eagle Payroll Taxes (2018)} \right] + \text{Agnico Eagle Payroll Taxes (2018)}$

10.2 Trade Balance

Predictions

MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding trade balance in Nunavut.

WHALE TAIL

There are no predictions in the Whale Tail FEIS regarding trade balance in Nunavut.

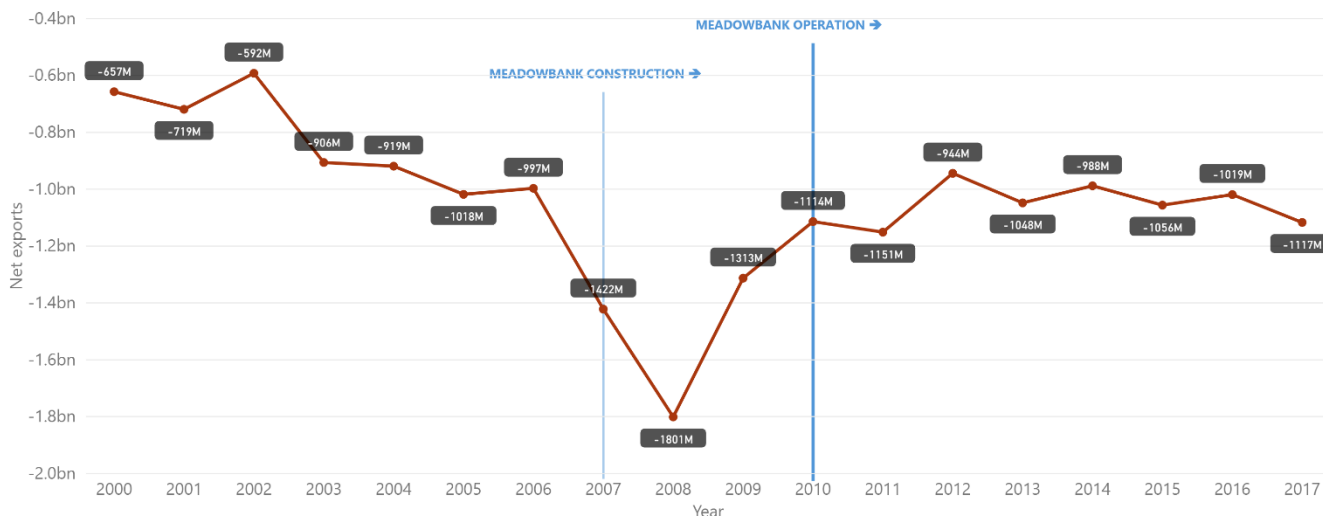
MELIADINE

The Project will increase Nunavut's trade deficit to \$1866 million from the 2010 deficit of \$878 million (in 2002 dollars) during construction phase. (Golder Associates, 2014, p. 1-117)

Data & Trends

Chart 42 depicts Nunavut's trade balance from 2000 to 2017 (the latest year for which data is available) in chained 2012 dollars. The trade balance is calculated by subtracting the value of total goods and services imports from total goods and services exports.

Chart 42. Nunavut trade balance



(Statistics Canada, 2018b)

Interpretation

Nunavut's trade balance has been holding relatively steady for the past from 2012 to 2017 following an increase in significant increase in the territories trade deficit coinciding with major construction activities at Meadowbank. However, since Meadowbank began operations in 2010, Nunavut's net exports have remained relatively steady. There are no predictions in the Meadowbank FEIS regarding the project's potential impact on Nunavut's trade balance, however the Meliadine FEIS predicts that Meliadine will contribute to a large increase in Nunavut's trade deficit during construction phase (down to a deficit of \$1,866 million). No conclusions regarding Meliadine's impacts on the trade balance can be determined with the current available data.

10.3 Nunavut GDP

Predictions

MEADOWBANK

"The results indicate that during the construction phase, the project would contribute \$120.3 M to the GDP of Nunavut ... During the operations phase, the annual contribution to GDP would be \$35.5M..." (Cumberland Resources, 2006, p. 119)

WHALE TAIL

"The Project will contribute to territorial economic activity via expenditures, procurement and Gross Domestic Product contributions." (Golder Associates, 2016, p. 3-C-38)

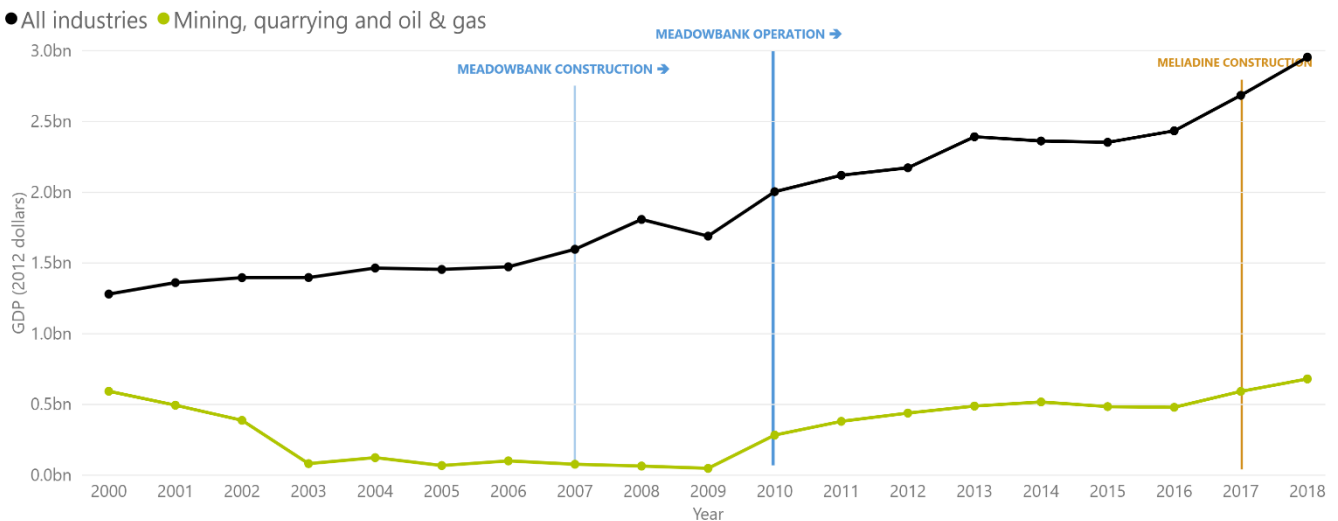
MELIADINE

"Investment and expenditures of [the] Project would temporarily expand the size of the economies of Nunavut and the Kivalliq region. Total effects during construction might be \$520 million. The annual effect during operations might be \$272 million." (Golder Associates, 2014, p. 1-C-47)

Data & Trends

Chart 43 shows the value of Nunavut gross domestic product (GDP), in current prices, from 2000 to 2018.

Chart 43. Nunavut GDP by all industries and mining, quarrying and oil & gas



(Statistics Canada, 2018a)

Interpretation

Nunavut's GDP steadily increased from 2000 to 2008 at an average annual rate of approximately 4%. Following a decline in 2009 due to the global recession, a sharp increase was seen in 2010, when Meadowbank began production. Coinciding with increased mining activity in the Kivalliq and rest of Nunavut, the territory's GDP has grown at average annual rate of approximately 7.5% from 2009 to 2018. As seen in the chart above, the growth from 2009 onwards can largely be attributed to an increase in mining, quarrying and oil & gas activity. Given that Meadowbank was the only operating mine in Nunavut from 2010 to 2015 (Baffinland's Mary River Project began operations in 2015), the GDP growth data suggest that Meadowbank's contribution to GDP has exceeded the FEIS prediction. Mining industry GDP growth was relatively flat in 2013-2016, reflecting general business conditions in the industry. For Meadowbank, this has been a period of relatively stable operation and reduced total contract expenditures (as described under VSEC 3: Contracting and Business Opportunities). The increase in Nunavut's GDP (10%) in 2018 may in part be attributed to construction activities at Meliadine and Whale Tail, most notably a large increase in contract expenditures for the two construction projects.

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Appendix A. Project Certificates T&C Concordance

#	Condition	Reference section
Meadowbank Project Certificate No. 004		
33	Cumberland shall update the Access and Air Traffic Management Plan to: a. include an All-weather Private Access Road Management Plan, including a right-of-way policy developed in consultation with the KivIA, GN, INAC and the Hamlet of Baker Lake, for the safe operation of the all-weather private access road; and, b. to facilitate monitoring of the environmental and socio-economic impacts of the private road and undertake adaptive management practices as required, including responding to any concerns regarding the locked gates.	For socio-economic impacts of the road, see "VSEC 5: Culture and Traditional Lifestyle – 5.2 Culture and traditional lifestyle", Page 47/48
63	Within six (6) months of the issuance of a Project Certificate, the GN and INAC shall form a Meadowbank Gold Mine Socio-Economic Monitoring Committee ("Meadowbank SEMC") to monitor the socio-economic impacts of the Project and the effectiveness of the Project's mitigation strategies. The monitoring shall supplement, not duplicate, the monitoring required pursuant to the IIBA negotiated for the Project, and on the request of Government or NPC, could assist in the coordination of data collection and tracking data trends in a comparable form to facilitate the analysis of cumulative effects. The terms of reference shall focus on the Project, include a plan for ongoing consultation with KivIA and affected local governments and a funding formula jointly submitted by GN, INAC and Cumberland. The terms of reference shall be submitted to NIRB for review and subsequent direction within six (6) months of the issuance of a Project Certificate. Cumberland is entitled to be included in the Meadowbank SEMC.	See "Context - Socio-Economic Monitoring Committees", Page 3
64	Cumberland shall work with the GN and INAC to develop the terms of reference for a socio-economic monitoring program for the Meadowbank Project, including the carrying out of monitoring and research activities in a manner which will provide project specific data which will be useful in cumulative effects monitoring (upon request of Government or NPC) and consulting and cooperating with agencies undertaking such programs. Cumberland shall submit draft terms of reference for the socio-economic monitoring program to the Meadowbank SEMC for review and comment within six (6) months of the issuance of a Project Certificate, with a copy to NIRB's Monitoring Officer.	See "NIRB Project Certificate Conditions" Page 3
65	Cumberland shall include in its socio-economic monitoring program for the Meadowbank Project the collection and reporting of data of community of origin of hired Nunavummiut	For monitoring of employees by community of hire see "VSEC 1 Employment, Project Inuit Agnico Eagle employment by Kivalliq community" and for demographics

#	Condition	Reference section
		see "VSEC 6: Population Demographics".
Meliadine No. 006		
87	The Proponent is strongly encouraged to participate in the work of the Kivalliq Socio-Economic Monitoring Committee along with other agencies and the communities of the Kivalliq region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kivalliq region as a whole.	See "Context - Socio-Economic Monitoring Committees", Page 3
89	The Proponent shall develop the Meliadine Socio-economic Monitoring Program to monitor the predicted impacts outlined in the FEIS as well as regional concerns identified by the Kivalliq Socio-economic Monitoring Committee (SEMC). Where possible, the Proponent is encouraged to work in collaboration with all other socio-economic stakeholders such as the KIA, GN, AANDC and the communities of the Kivalliq region in developing this program, which should include a process for adaptive management and mitigation in the event unanticipated impacts are identified. Details of the Meliadine Socio-economic Monitoring Program are to be provided to the NIRB upon finalization, and within one year of issuance of the Project Certificate.	For more information on how the report monitors the predicted impacts outlined in the FEIS, see "Report Purpose" and "Report Structure", Page 2 For more information on how regional concerns identified by the KvSEMC are incorporated, please see "Context - Socio-Economic Monitoring Committees", Page 3. Additional references to SEMC input are throughout the report.
97	The Proponent's project-specific socio-economic monitoring program should be updated to address the potential impacts to education and training which may arise from temporary, final and/or post-closure phases.	For monitoring potential impacts to education and training see "VSEC 4 Education and Training". Monitoring can only be done during the actual phase of the Project.
98	The Proponent is encouraged to work with the members identified as potential stakeholders in the socio-economic monitoring working group and with the Kivalliq Socio-Economic Monitoring Committee to review and monitor education utilization rate trends on an on-going basis to understand if the Project can be determined to be having an impact on the education system of the Kivalliq region and/or on any communities in particular.	For education utilization rate trends see "VSEC 4 Education and Training, 4.2 Secondary school graduation by region"
99	The Kivalliq Socio-Economic Monitoring Committee and its membership are encouraged to engage in the monitoring of demographic changes including the movement of people into and out of the Kivalliq communities and the territory as a whole. This information may be used in conjunction with monitoring data obtained by the Proponent from recent hires and/or out-going employees in order to assess the potential effects of the Project on migration.	For monitoring of demographic changes, including the movement of people see "VSEC 6: Population Demographics".
109	The Proponent is encouraged to work with the Kivalliq Socio-Economic Monitoring Committee to monitor potential indirect effects of the Project, including indicators such as the prevalence of	See "VSEC 7: Individual and Community Wellness", as well as "VSEC 9: Community

#	Condition	Reference section
	substance abuse, gambling issues, family violence, marital problems, rates of sexually transmitted infections and other communicable diseases and others as deemed appropriate.	Infrastructure and Services" (where relevant data exists)
110	<p>The Proponent shall provide the NIRB with a description of wellness and cultural diversity/acceptance programming made available to employees and family or community members and shall report the following information with respect to each program to the NIRB annually:</p> <ul style="list-style-type: none"> a. Language of instruction; b. Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; c. Completion rates for enrolled participants, noting Inuit and non-Inuit rates; and d. Issues as may relate to program content which may have been noted or present either on site or in the community and which affect Project employment or employee wellness. 	For descriptions on wellness and cultural diversity/acceptance programming see "VSEC 5: Culture and Traditional Lifestyle, Existing Management and Mitigation" as well as "VSEC 7: Individual and Community Wellness, Existing Management and Mitigation". Detailed information on uptake can be found in Appendix B..
115	The Proponent is encouraged to work collaboratively with the Government of Nunavut Department of Health to monitor the impacts of the Meliadine Gold Project on health services within the LSA communities and specifically, Rankin Inlet.	For monitoring on impacts on health services see "VSEC 9: Community Infrastructure and Services, 9.1 Use of GN Health Services", as well as "VSEC 7: Individual and Community Wellness, 7.4 Health Centre visits by reason for visit".
94	The Proponent shall update its labour force analysis utilizing current or the most recent baseline information as may be available from the Nunavut Bureau of Statistics or Statistics Canada. The updated labour force analysis is to be provided to the NIRB within 6 months of the Project Certificate being issued. The Proponent is encouraged to work collaboratively with other stakeholders to monitor any impacts the Project may have on the labour force characteristics of the Kivalliq region during all project phases.	The Socio-Economic Monitoring Report incorporates information from the most recent Kivalliq Labour Market Analysis which monitors labour force characteristics of the Kivalliq region. See "Other key sources of information - Kivalliq Labour Market Analysis" Page 7, as well as interpretations throughout VSEC 1, 2 and 4 for additional details.

#	Condition	Reference section
101	<p>The Proponent shall include with its annual reporting to the NIRB a summary of employee origin information as follows:</p> <ul style="list-style-type: none"> a. The number of Inuit and non-Inuit employees hired from each of the Kivalliq communities, specifying the number from each; b. The number of Inuit and non-Inuit employees hired from each of the Kitikmeot and Qikiqtani regions, specifying the number from each; c. The number of Inuit and non-Inuit employees hired from a southern location or other province/territory outside of Nunavut, specifying the locations and the number from each; and d. The number of non-Canadian foreign employees hired, specifying the locations and number from each foreign point of hire. 	<p>For monitoring of employees by community of hire see "VSEC 1: Employment, Project Inuit Agnico Eagle employment by Kivalliq community".</p>
111	<p>In its annual reporting to the NIRB, the Proponent is strongly encouraged to provide detailed descriptions of all employee programs and training including:</p> <ul style="list-style-type: none"> a. Descriptions of the goals of each program offered; b. Language of instruction; c. Schedules and location(s) of when each program was offered; d. Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and, e. Completion rates for enrolled participants, noting Inuit and non-Inuit rates. 	<p>Descriptions of employee programs and training can be found throughout the report, but most prominently within "VSEC 1: Education and Training, Existing Management and Mitigation". Detailed information on uptake can be found in Appendix B.</p>
Whale Tail Project Certificate No.008		
44	<p>The Proponent is strongly encouraged to continue to participate in the work of the Kivalliq Socio-Economic Monitoring Committee along with other agencies and the communities of the Kivalliq region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kivalliq region as a whole.</p> <p>Information regarding the Proponent's efforts in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.</p>	<p>See "Context - Socio-Economic Monitoring Committees", Page 3</p>
46	<p>The Proponent should develop a Project-specific Whale Tail Pit Socio-Economic Monitoring Program designed to:</p> <ul style="list-style-type: none"> -Monitor for project-induced effects, including the impacts predicted in the Environmental Impact Statement through indicators presented in the Whale Tail Pit Socio-Economic Monitoring Plan; -Reflect regional socio-economic concerns identified by the Kivalliq Socio-Economic Monitoring Committee (KivSEMC); -Work in collaboration with all other socio-economic stakeholders such as the Kivalliq Inuit Association, the Government of Nunavut, and Indigenous and Northern Affairs Canada, and the communities of the Kivalliq region to develop the program; and -Include a process for adaptive management and mitigation to 	<p>See "NIRB Project Certificate Conditions" Page 3</p>

#	Condition	Reference section
	<p>respond if unanticipated impacts are identified.</p> <p>Details of the Whale Tail Pit Socio-Economic Monitoring Program should be submitted to the Nunavut Impact Review Board (NIRB) within one (1) year of issuance of the Project Certificate. The Proponent should produce annual Whale Tail Pit socio-economic monitoring reports throughout the life of the Project that are submitted to the NIRB and shared with the wider KivSEMC.</p>	
50	<p>The Proponent will report the results of its Labour Market Analysis (LMA) and Inuit Work Barrier Study (WBS) to the Kivalliq Socio-Economic Monitoring Committee upon completion in 2018, which should integrate the findings into its ongoing work identifying gaps between the Kivalliq labour market and mining market needs, and how to activate latent labour pool in the Kivalliq region to maximize labour “capture” from mining for the region. The Proponent shall report the results and implications of the LMA and WBS within its first year’s Annual Report to the Nunavut Impact Review Board (NIRB), and show how the results have been integrated into an updated Socio-Economic Monitoring Plan for the Whale Tail Pit Project.</p>	<p>See "Other key sources of information " Page 7. Discussion and findings from the LMA and IWBS are incorporated throughout the report.</p>
53	<p>Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kivalliq Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, Rankin Inlet and Whale Cove). The details of this process will be captured in the terms of reference for the project specific Whale Tail Pit Socio-Economic Monitoring Committee. Summaries of this information should be included in the annual Whale Tail Pit socio-economic monitoring reports submitted to the Nunavut Impact Review Board and shared with the wider Kivalliq Socio-Economic Monitoring Committee throughout the life of the Project.</p>	<p>For monitoring of employees by community of hire see "VSEC 1: Employment, Project Inuit Agnico Eagle employment by Kivalliq community". For monitoring of demographic changes, including the movement of people, see "VSEC 6: Population Demographics".</p>
59	<p>The Proponent is encouraged to work with the Kivalliq Inuit Association to establish cross-cultural training initiatives, which promote respect and consideration for the importance of Inuit Qaujimajatuqangit to the Inuit identity and to make this training available to Project employees and on-site sub-contractors. The Proponent should actively monitor the implementation of these initiatives, including the following items:</p> <ul style="list-style-type: none"> - Descriptions of the goals of each program offered; - Language of instruction; - Schedules and location(s) of when each program was offered; - Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and 	<p>For descriptions of cross-cultural training initiatives see "VSEC 5: Culture and Traditional Lifestyle". More detailed information on uptake can be found in Appendix B.</p>

#	Condition	Reference section
	<p>- Completion rates for enrolled participants, noting Inuit and non-Inuit participation rates.</p> <p>Summaries of the cross-cultural training initiatives implemented by the Proponent in fulfilment of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.</p>	
62	<p>The Proponent should work with the Government of Nunavut to develop an effects monitoring program that identifies Project-related pressures to community infrastructure such as airport and transportation infrastructure, policing, health and social services, in Baker Lake and all the point-of-hire communities of the Kivalliq Region. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board.</p>	<p>See "VSEC 9: Community Infrastructure and Services".</p>
54	<p>Proponent should ensure that the development of all project monitoring plans and associated reporting and updates are undertaken with active engagement of Kivalliq communities, land users, and harvesters. The Proponent should work with the Kivalliq Inuit Association, the local Hunters and Trappers Organizations and the Kivalliq Socio-Economic Monitoring Committee to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs for the Project. To the extent that the sharing of such information is consistent with, and not limited by, any confidentiality or other agreements, summaries addressing the Proponent's fulfillment of this term and condition should be included in the Proponent's annual report to the Nunavut Impact Review Board.</p>	<p>See "Context - Socio-Economic Monitoring Committees", Page 3</p>

Appendix B. TMS Report 2018

		Underground Service Tractor	5120	5	36	0	0	0	0	0	0	0	0	0	0	
		Wheel Dozer	933	84	36	1	9	0	0	0	0	0	3	13	876	
		Total				16	98	3	2	2	6	2	13	142	13143	
ERT	AEM	ERT Practice	2411	12	12	0	7	0	0	0	0	0	0	7	84	
		Mine Rescue - Surface	1055	48	-	0	0	0	0	0	0	0	0	0	0	0
		Mine Rescue - Underground	2848	40	-	0	0	0	0	0	0	0	0	0	0	0
		Total				0	7	0	0	0	0	0	0	0	7	84
Education	AEM	EDU - Apprentice Support	6000	1	-	2	0	0	0	0	0	0	0	2	2	
		EDU - Pre-Trades	6010	2	-	7	10	0	0	1	0	0	21	39	78	
		Total				9	10	0	0	1	0	0	21	41	80	

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.



Total Hours of Training by Course for Nunavut Contractors for Meadowbank

		Training Activity	Course Code	Hours of Training*	Frequency of the Training (months)	Number of contractors registered for training between Jan 01/18 and Dec 31/18		Number of contractors that successfully completed training between Jan 01/18 and Dec 31/18			
						Individuals	Total Hours	Individuals	Total Hours		
										Total	Total
Health and Safety	e-Learning	Contractor	General Induction	996	0.5	36	960	480	957	478.5	
			WHMIS	1080	0.5	36	914	457	910	455	
			WHMIS 2015	102	0.5	36	290	145	287	143.5	
			Fire Suppression System	1070	0.5	36	916	458	898	449	
			Job Hazard Analysis and Work Card	2176	0.5	36	911	455.5	908	454	
			Spills Response	1791	0.5	36	910	455	910	455	
			Occupational Health and Safety	2180	0.5	36	907	453.5	903	451.5	
			Mill Induction	1009	0.5	36	194	97	189	94.5	
			Chemical Awareness	1035	0.5	36	218	109	205	102.5	
			Total						6220	3110	6167
	In Class	Contractor	Basic Gas Detection & Equipment Operations	206	3	-	5	15	5	15	
			Blasting Certificate - Surface	1063	0	60	8	0	8	0	
			Blasting Certificate - Underground	1065	0	60	6	0	6	0	
			Confined Space	1113	2	36	125	250	125	250	
			Fall Protection	1067	2	36	262	524	260	520	
			First Aid & AED/CPR Level A	1072	16	36	35	560	33	528	
			First Responder	1074	40	36	5	200	5	200	
			Hoisting and Rigging	2108	2	36	58	116	58	116	
			Joint Occupational Health and Safety Committee Certification	3400	42	36	3	126	3	126	
			Lockout	1121	2	36	496	992	492	984	
			Oxygen Administration	2259	4	36	17	68	17	68	
			Respiratory Protection	1068	2	24	256	508	254	504	
			Scaffolds	2204	12	24	5	60	5	60	
			SCBA	1632	4	36	8	32	8	32	
			SOP Mine - Underground Worker	5051	3	36	4	12	4	12	
			Standard Operating Procedure Mine	1093	2	36	439	878	438	876	
Supervision Formula	1094	5	-	12	60	12	60				
Supervisor's Certificate Level 1 - Exploration	1087	0	60	5	0	5	0				
Supervisor's Certificate Level 1 - Surface	1077	0	60	1	0	1	0				
Supervisor's Certificate Level 2 - Exploration	1086	0	12	5	0	5	0				
Supervisor's Certificate Level 2 - Surface	1079	0	60	98	0	98	0				
Supervisor's Certificate Level 2 - Underground	1081	0	60	11	0	11	0				
Total						1864	4401	1853	4351		
General	Contractor	Aerial Work Platform	1061	5	36	122	595	120	590		
		Civility in the Workplace	2890	4	-	12	48	12	48		
		Civility in the Workplace - for Employees	1016	2	-	488	976	488	976		
		Cross-Cultural	1001	5	-	11	55	11	55		
		Forklift	935	5	36	47	235	46	230		
		Inuit Impact and Benefit Agreement Awareness	3000	1.5	36	9	13.5	9	13.5		
		JDE Maintenance Tradesmen	1007	4	-	1	4	1	4		
		Overhead Crane	1013	3	36	56	168	55	165		
		Skid Steer	1091	5	36	28	140	27	135		
		Telehandler	938	5	36	123	615	123	615		
		Total						897	2849.5	892	2831.5
Specific	Contractor	Ansul Vehicle F.S.S Overview	2889	8	-	1	8	1	8		
		Backhoe	2670	84	36	1	12	1	12		
		Caterpillar SIS Introduction and Overview	2689	12	-	2	24	2	24		
		Container Handler	947	24	36	1	24	1	24		
		Crushing Circuit	1011	84	36	3	252	3	252		
		Dozer - Open Pit	931	84	36	23	276	22	264		
		Driver License Class 1	2545	0	-	1	0	1	0		
		Excavator - Auxiliary Equipment	927	84	36	22	264	22	264		
		Excavator - Production Equipment	1790	84	36	3	36	3	36		
		Excavator - Service Equipment	982	84	36	1	12	1	12		
		Grader - Open Pit	946	84	36	8	96	8	96		
		Grinding Circuit	1012	84	36	2	168	2	168		
		Haul Truck - 777	963	84	36	12	144	12	144		
		Haul Truck - 785	981	0	36	21	156	21	156		
		Kidde Vehicle F.S.S Overview	2993	5	-	1	5	1	5		
		Loader - Auxiliary Equipment - Open Pit	929	84	36	24	288	24	288		
		Loader - Auxiliary Equipment - Site Services	2156	84	36	2	24	2	24		
		Loader - Production Equipment	952	84	36	3	36	3	36		
		Loader - Service Equipment - Site Services	953	84	36	2	12	2	12		
		Loader - Service Equipment - Open Pit	2496	84	36	4	48	4	48		
		Long Haul Truck	2225	84	36	7	588	7	588		
		Mixing and Distribution Circuit	1731	84	36	2	168	2	168		
		Passenger Bus	2235	5	36	4	20	4	20		
		Sleipner	2850	5	36	1	5	1	5		
		Snow Blower	1867	24	36	1	24	1	24		
		Snow plow - Open Pit	2265	24	36	1	12	1	12		
		Tandem Truck - Open Pit	2491	84	36	10	120	10	120		
		Underground Development Bolter	5000	84	36	3	36	3	36		
		Underground Development Jumbo	5010	84	36	8	72	8	72		
		Underground Development Scoop	5020	84	36	16	324	16	324		
		Underground Haul Truck	5100	168	36	15	168	15	168		
		Underground Man Carrier	5102	5	36	20	177	20	177		
		Underground Scissor Lift	5110	84	36	17	264	17	264		
		Underground Service Tractor	5120	5	36	22	243	22	243		
		Utility Person Circuit	1099	84	36	2	96	2	96		
		Wheel Dozer	933	84	36	2	24	2	24		
		Total						268	4226	267	4214
				ERT Practice	2411	12	12	8	96	8	96

ERT	Contractor	Mine Rescue - Surface	1055	48	-	1	48	1	48
		Mine Rescue - Underground	2848	40	-	5	200	5	200
		Total				14	344	14	344

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.



Total Hours of Training by Course for Nunavut Contractors for Meliadine

	Training Activity	Course Code	Hours of Training*	Frequency of the Training (months)	Number of contractors registered for training between Jan 01/18 and Dec 31/18		Number of contractors that successfully completed training between Jan 01/18 and Dec 31/18						
					Individuals	Total Hours	Individuals	Total Hours					
Health and Safety	e-Learning	Contractor	General Induction	996	0.5	36	1213	606.5	1210	605			
			WHMIS	1080	0.5	36	1138	569	1136	568			
			WHMIS 2015	9930	0.5	36	155	77.5	151	75.5			
			Fire Suppression System	1070	0.5	36	1132	565.5	1121	560			
			Job Hazard Analysis and Work Card	2176	0.5	36	1119	559.5	1119	559.5			
			Spills Response	1791	0.5	36	1117	558.5	1114	557			
			Occupational Health and Safety	2180	0.5	36	1115	557	1111	555			
			Mill Induction	1009	0.5	36	91	45.5	90	45			
			Chemical Awareness	1035	0.5	36	102	56	96	53			
							Total		7182	3595	7148	3578	
			Health and Safety	In Class	Contractor	Blasting Certificate - Underground	1065	0	60	1	0	1	0
						Confined Space	1113	2	36	124	248	123	246
						Fall Protection	1067	2	36	397	604	397	604
						First Aid & AED/CPR Level A	1072	16	36	26	416	26	416
						Hoisting and Rigging	2108	2	36	146	276	146	276
Lockout	1121	2				36	576	1152	572	1144			
Oxygen Administration	2259	4				36	5	20	5	20			
Respiratory Protection	1068	2				24	10	10	10	10			
SOP Mine - Underground Visitor	5050	2				36	8	16	8	16			
SOP Mine - Underground Worker	5051	3				36	100	323	99	320			
SOP Surface - Meliadine	5052	2				36	1373	2746	1367	2734			
Supervision Formula	1094	5				-	81	400	81	400			
Supervisor Safety Responsibilities	2397	10				-	12	120	12	120			
Supervisor's Certificate Level 2 - Surface	1079	0				60	75	0	74	0			
Supervisor's Certificate Level 2 - Underground	1081	0				60	5	0	5	0			
				Total		2939	6331	2926	6306				
General	Contractor	Aerial Work Platform	1061	5	36	271	790	268	790				
		Cross-Cultural	1001	5	-	29	145	29	145				
		Forklift	935	5	36	25	110	25	110				
		Introduction to Driving	1779	5	-	8	35	8	35				
		Inuit Impact and Benefit Agreement Awareness	3000	1.5	36	5	7.5	5	7.5				
		JDE Maintenance Tradesmen	1007	4	-	14	56	14	56				
		Overhead Crane	1013	3	36	132	330	132	330				
		Skid Steer	1091	5	36	25	110	25	110				
		Telehandler	938	5	36	129	563	129	563				
						Total	638	2146.5	635	2146.5			
Specific	Contractor	Backhoe	2670	84	36	3	10	3	10				
		Coaching on Equipment	3014	3	-	8	24	8	24				
		Container Handler	947	24	36	2	24	2	24				
		Dozer - Site Services	2153	84	36	12	120	12	120				
		Excavator - Service Equipment	982	84	36	1	12	1	12				
		Loader - Auxiliary Equipment - Site Services	2156	84	36	9	48	9	48				
		Loader - Production Equipment	952	84	36	1	0	1	0				
		Loader - Service Equipment - Site Services	953	84	36	20	132	20	132				
		Surface Articulated Haul Truck	4990	84	36	17	48	17	48				
		Tandem Truck - Site Services	1977	84	36	1	12	1	12				
		Underground Boom Truck	4999	5	36	12	95	12	95				
		Underground Concrete Truck	4995	84	36	1	12	1	12				
		Underground Development Bolter	5000	84	36	2	24	2	24				
		Underground Development Jumbo	5010	84	36	3	36	3	36				
		Underground Development Scoop	5020	84	36	8	96	8	96				
		Underground Emulsion Charger	5030	84	36	16	192	16	192				
		Underground Haul Truck	5100	168	36	22	1044	22	1044				
		Underground Haul Truck 50T	5095	168	36	5	60	5	60				
		Underground Jumbo 422	5101	84	36	1	12	1	12				
		Underground Lube/Fuel Truck	5065	84	36	11	420	11	420				
		Underground Man Carrier	5102	5	36	21	151	21	151				
		Underground Modules (Common Core) Certification	5104	0	36	1	0	1	0				
		Underground Production Scoop	5153	168	36	1	12	1	12				
		Underground Scissor Lift	5110	84	36	22	372	22	372				
		Underground Service Excavator	5105	5	36	2	5	2	5				
		Underground Service Loader	5107	5	36	7	42	7	42				
		Underground Service Scoop	5108	84	36	27	408	27	408				
		Underground Service Tractor	5120	5	36	78	440	76	430				
				Total	314	3851	312	3841					
ERT	Contractor	ERT practice Meliadine	229	10	-	2	20	2	20				
				Total	2	20	2	20					

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.



Hours of Training for Inuit Contractors by Community for Meliadine

		Training Activity	Course Code	Hours of Training*	Freq. of Training (Months)	Number of Inuit contractors** who successfully completed training between Jan 01/18 and Dec 31/18							Total Contractors	Total Hours	
						Kivalliq Region									
						Arviat	Baker Lake	Coral Harbour	Chesterfield Inlet	Nauyasat	Rankin Inlet	Whale Cove			
Health and Safety	e-learning	Contractor	General Induction	996	0.5	36	6	3	14	2	1	26	0	52	26
			WHMIS	1080	0.5	36	6	1	12	2	1	23	0	45	22.5
			WHMIS 2015	9930	0.5	36	1	0	0	0	0	7	0	8	4
			Fire Suppression System	1070	0.5	36	6	1	12	2	1	23	0	45	22.5
			Job Hazard Analysis and Work Card	2176	0.5	36	6	1	12	2	1	22	0	44	22
			Spills Response	1791	0.5	36	6	1	12	2	1	22	0	44	22
			Occupational Health and Safety	2180	0.5	36	6	1	12	2	1	22	0	44	22
			Mill Induction	1009	0.5	36	0	0	0	2	0	0	0	2	1
			Chemical Awareness	1035	0.5	36	0	0	0	2	0	2	0	4	4.5
	Total						37	8	74	16	6	147	0	288	146.5
Health and Safety	Contractor	Blasting Certificate - Underground	1065	0	60	0	0	0	0	0	0	0	0	0	0
		Confined Space	1113	2	36	1	0	0	0	0	0	0	0	1	2
		Fall Protection	1067	2	36	1	0	1	2	0	10	0	14	28	
		First Aid & AED/CPR Level A	1072	16	36	0	0	0	0	0	0	0	0	0	0
		Hoisting and Rigging	2108	2	36	0	0	0	0	0	2	0	2	4	
		Lockout	1121	2	36	1	0	1	0	0	6	0	8	16	
		Oxygen Administration	2259	4	36	0	0	0	0	0	0	0	0	0	
		Respiratory Protection	1068	2	24	0	0	0	0	0	2	0	2	4	
		SOP Mine - Underground Visitor	5050	2	36	0	0	0	0	0	0	0	0	0	
		SOP Mine - Underground Worker	5051	3	36	0	0	0	0	0	0	0	0	0	
		SOP Surface - Meliadine	5052	2	36	14	1	13	4	0	51	3	86	172	
		Supervision Formula	1094	5	-	0	0	0	0	0	1	0	1	0	
		Supervisor Safety Responsibilities	2397	10	-	0	0	0	0	0	0	0	0	0	
Supervisor's Certificate Level 2 - Surface	1079	0	60	0	0	0	0	0	0	0	0	0			
Supervisor's Certificate Level 2 - Underground	1081	0	60	0	0	0	0	0	0	0	0	0			
Total						17	1	15	6	0	72	3	114	226	
General	Contractor	Aerial Work Platform	1061	5	36	0	0	1	2	0	4	0	7	35	
		Cross-Cultural	1001	5	-	2	0	2	1	0	10	0	15	75	
		Forklift	935	5	36	0	0	0	0	0	1	0	1	5	
		Introduction to Driving	1779	5	-	0	0	0	0	0	3	0	3	10	
		Inuit Impact and Benefit Agreement Awareness	3000	1.5	36	0	0	0	0	0	0	0	0	0	
		JDE Maintenance Tradesmen	1007	4	-	0	0	0	0	0	0	0	0	0	
		Overhead Crane	1013	3	36	0	0	0	0	0	2	0	2	6	
		Skid Steer	1091	5	36	0	0	0	0	0	4	0	4	20	
		Telehandler	938	5	36	0	0	0	0	0	5	0	5	20	
		Total						2	0	3	3	0	29	0	37
Specific	Contractor	Backhoe	2670	84	36	0	0	0	0	0	2	0	2	10	
		Coaching on Equipment	3014	3	-	0	0	0	0	0	0	0	0	0	
		Container Handler	947	24	36	0	0	0	0	0	1	0	1	12	
		Dozer - Site Services	2153	84	36	0	0	0	0	0	0	0	0	0	
		Excavator - Service Equipment	982	84	36	0	0	0	0	0	0	0	0	0	
		Loader - Auxiliary Equipment - Site Services	2156	84	36	0	0	0	0	0	2	1	3	12	
		Loader - Production Equipment	952	84	36	0	0	0	0	0	0	0	0	0	
		Loader - Service Equipment - Site Services	953	84	36	2	0	0	0	0	2	0	4	12	
		Surface Articulated Haul Truck	4990	84	36	0	0	0	0	0	7	0	7	12	
		Tandem Truck - Site Services	1977	84	36	0	0	0	0	0	0	0	0	0	
		Underground Boom Truck	4999	5	36	0	0	0	0	0	0	0	0	0	
		Underground Concrete Truck	4995	84	36	0	0	0	0	0	0	0	0	0	
		Underground Development Bolter	5000	84	36	0	0	0	0	0	0	0	0	0	
		Underground Development Jumbo	5010	84	36	0	0	0	0	0	0	0	0	0	
		Underground Development Scoop	5020	84	36	0	0	0	0	0	0	0	0	0	
		Underground Emulsion Charger	5030	84	36	0	0	0	0	0	0	0	0	0	
		Underground Haul Truck	5100	168	36	0	0	1	0	0	0	0	1	12	
		Underground Haul Truck 50T	5095	168	36	0	0	0	0	0	0	0	0	0	
		Underground Jumbo 422	5101	84	36	0	0	0	0	0	0	0	0	0	
		Underground Lube/Fuel Truck	5065	84	36	0	0	0	0	0	0	0	0	0	
		Underground Man Carrier	5102	5	36	0	0	0	0	0	0	0	0	0	
		Underground Modules (Common Core) Certification	5104	0	36	0	0	0	0	0	0	0	0	0	
		Underground Production Scoop	5153	168	36	0	0	0	0	0	0	0	0	0	
		Underground Scissor Lift	5110	84	36	0	0	0	0	0	0	0	0	0	
		Underground Service Excavator	5105	5	36	0	0	0	0	0	0	0	0	0	
		Underground Service Loader	5107	5	36	0	0	1	0	0	1	0	2	10	
		Underground Service Scoop	5108	84	36	0	0	0	0	0	0	0	0	0	
		Underground Service Tractor	5120	5	36	0	0	0	0	0	0	0	0	0	
		Total						2	0	2	0	0	15	1	20
ERT	Contractor	ERT practice Meliadine	229	10	-	0	0	0	0	0	0	0	0	0	
Total						0	0	0	0	0	0	0	0	0	

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.
 **We can't verify that the contractors are Inuits