

Abbreviations

QIA	Qikiqtani Inuit Association
Baffinland	Baffinland Iron Mines Corporation
IIBA	Inuit Impact and Benefit Agreement
The Forum	IIBA Annual Project Review Forum
The Project	The Mary River Project

Contents

- 1. Introduction 4
- 1.1. Agenda 4
- 1.2. Forum Record of Proceedings..... 4
- 2. Attendees..... 4
- 3. Presentations 6
- 3.1. Baffinland Materials Presented 6
- 3.2. QIA Materials Presented 6
- 4. Community Comments, Recommendations and Next Steps..... 7
- 4.1. Employment Committee (EC) 8
- 4.2. Contracting Committee..... 12
- 4.3. Joint Executive Committee (JEC)..... 14
- 5. Implementation of Forum Recommendations 17
- Appendix A: 2018 Forum Agenda 18
- Appendix B: QIA Materials Presented 21
- Appendix C: Baffinland Materials Presented 48

1. Introduction

On September 6, 2013, the Qikiqtani Inuit Association (QIA) and Baffinland Iron Mines Corporation (Baffinland) entered into an Inuit Impact and Benefit Agreement (IIBA) for the Mary River Project (the Project). Article 14 of the IIBA, Inuit Engagement in Project Stewardship, requires that QIA and Baffinland organize an Annual Project Review Forum (the Forum). At the Forum, QIA and Baffinland present their updates on the Project and activities related to IIBA implementation. The Forum is also an opportunity for communities to discuss concerns about the Project and to provide recommendations for the consideration of the Joint Executive Committee.

The Forum rotates through the five impacted communities with previous Forums being hosted in Pond Inlet, Igloolik and Arctic Bay. This year, the Forum was hosted in Clyde River on May 29, 30 and 31, 2019. The 2020 Forum is currently scheduled to be hosted in Pond Inlet.

1.1. Agenda

The IIBA Committees developed the Forum agenda collaboratively prior to the event. All reports and content included in the agenda were presented. A copy of the agenda can be found in **Appendix A**.

1.2. Forum Record of Proceedings

Baffinland hired a court reporter from Dicta Court Reporting Inc. to document discussion, comments and recommendations. The full meeting transcripts are available upon request from Baffinland or QIA.

Interpreters were present to provide simultaneous translation between Inuktitut and English and whisper sets were used by participants and attendees.

2. Attendees

Attendees included members of Baffinland and QIA's Executive staff and residents of Clyde River. As well, Elder and youth community representatives were flown into Clyde River from Arctic Bay, Hall Beach, Pond Inlet and Igloolik. A list of Baffinland and QIA attendees and participants are included in **Table 1**, community representatives are included in **Table 2**, and additional participants and facilitators included in **Table 3**, directly below.

Table 1 - Forum Attendees and Participants

Attendees & Participants		
Baffinland	QIA	QIA Board Members
Grant Goddard, Executive Vice-President, Forum Co-Chair	Levi Barnabas, QIA Community Director (Arctic Bay), Forum Co-Chair	Abraham Qammaniq, Community Director, Hall Beach
Joe Tigullaraq, Head of Northern Affairs	Jared Ottenhof, Senior Manager	Johnny Malaiya Kublu, Community Director, Igloolik
Qauyisaq Etitiq, IIBA Coordination Manager	Robert Bourassa, IIBA Manager	Mike Jaypoody, Community Director, Clyde River
Song Yang, Project Commercial Lead	Eva Onalik, Inuit Engagement Specialist	Charlie Inuarak, Community Director, Pond Inlet
Annu Sira, Director Corporate Human Resources	Sima Sahar Zerehi, Director of Communications	
William Bowden, Environmental Superintendent	David Qamaniq, Community Coordinator	
Carly Orser, IIBA Reporting Specialist	Kate Kublu, IIBA Administrative Officer	
Lou Kamermans, Director, Sustainable Development	Nick Jewitt, QIA Technical Support	
George Iqalukjuak, Baffinland Community Liaison Officer		

Table 2 - Community Representatives

Community Representatives		
Kigutikakjuk Shappa, Elder from Arctic Bay	Crystal Natanine, Youth from Arctic Bay	Ootoovah Audlakiak, Elder from Clyde River
Crystal Engoogoo, Youth from Clyde River	Laimiki Ulluapak, Elder from Hall Beach	Elizabeth Arnadjuak, Youth from Hall Beach
Caleb Sangoya, Elder from Pond Inlet	Lindsey Qanguq, Youth from Pond Inlet`	Laimiki Ulluapak, Elder from Hall Beach
Tina Qanatsiaq, Youth from Igloolik	Natalino Piugattuk, Elder from Igloolik	

Table 3 - Additional Participants and Facilitators

Additional Participants and Facilitators	
Interpreters	Rhoda Kayakjuak
	Jerry Natanine
Court Reporter	Tran Huynh

3. Presentations

3.1. Baffinland Materials Presented

The Forum began with staff from Baffinland presenting a Project overview and update of site activities. This included Health and Safety, Environmental Effects and Monitoring programs, a shipping overview, and a summary of the previous year's Inuit participation in employment; including training and development, and the use of Inuit Firms in Project contracts. After each Baffinland presentation, Forum participants and members of the public had an opportunity to provide comments and ask questions directly to Baffinland representatives.

Baffinland presented reports via a PowerPoint presentation, with printed versions provided to the public and participants in English; an Inuktitut translation was not provided due to time constraints. Baffinland also provided printed copies of the following documents in both English and Inuktitut:

1. A brochure entitled "Camp Life"
2. A brochure entitled "Jobs at Baffinland"
3. A brochure entitled "People and Careers"
4. A fact sheet entitled "Baffinland and the Mary River Project"
5. A Q4 IIBA Report One-Pager
6. A fact sheet entitled "Baffinland Recruitment Process"
7. A fact sheet entitled "Working with Baffinland"
8. The 2017 Qikiqtani Inuit Association and Nunavut Water Board Annual Report for Exploration and Geotechnical Drilling Activities
9. The 2017 Qikiqtani Inuit Association and Nunavut Water Board Annual Report for Operations
10. 2017 NIRB Annual Report Popular Summary

A Copy of Baffinland's PowerPoint presentation can be found in **Appendix C**.

3.2. QIA Materials Presented

Day two of the Forum commenced with a presentation by staff from the QIA Department of Major Projects and the QIA Board Member responsible for the IIBA. The presentation included an update of IIBA implementation related activities from the Department of Major Projects such as; the Business Capacity and Start Up Fund, the Ilagiiktunut Fund, the Wildlife Compensation Fund, and IIBA position staffing. After QIA's presentation, Forum participants and members of the public had an opportunity to provide comments and ask questions directly to QIA representatives.

QIA presented reports via a PowerPoint presentation, with printed versions in English and Inuktitut made available. QIA also provided printed copies of the following documents:

1. Complaints and Grievances Process – Community Bulletin
2. Ilagiiktunut Nunalinnullu Pivalliajutsait Fund
 - a. Proposal Submission Guidelines
 - b. Application Package
3. Business Capacity and Start-Up Fund
 - a. Program Guidelines
 - b. Application for Business Funding
4. Wildlife Compensation Fund
 - a. Guidelines for Applicants
 - b. Claim Form

A copy of QIA's PowerPoint presentation can be found in **Appendix B**.

4. Community Comments, Recommendations and Next Steps

Community member comments and feedback were collected during the Forum and provided to both Baffinland and QIA. For the purposes of this report, comments were reviewed and have been grouped according to the IIBA Committee responsible for the Actions and Next Steps:

1. **Employment Committee** – Oversight for enactment of IIBA provisions relating to workplace culture, and recruitment, hiring, education and training, retention and advancement of Inuit employees at the Mary River Project.
2. **Contracting Committee** – Oversight for enactment of IIBA provisions relating to maximizing Inuit firm participation at the Mary River Project.
3. **Joint Executive Committee** – Higher committee which provides oversight of the EC and CC, approvals and higher decision making, IIBA budgeting, etc.

As the purpose of this report is to allow for a record of recommendations and Actions and Next Steps to address them, comments regarding topics that were discussed but did not result in a recommendation or Action and Next Steps are not recorded here. The complete meeting record should be consulted for items not captured in this report, and if attendees and participants feel this report does accurately or completely address a comment or recommendation made during the Forum. The full meeting transcripts are available upon request to Baffinland or QIA.

4.1. Employment Committee

Maximizing Inuit participation continues to be a focus for both Baffinland and QIA. The IIBA outlines the mechanism for governing Human Resources, and specifically Inuit Human Resources through the Inuit Human Resources Strategy. The Inuit Human Resources Strategy was developed and approved by both Baffinland and QIA in January 2018 and helps to describe the underlying values, goals and high-level initiatives that Baffinland, in cooperation with QIA and other stakeholders as appropriate, will undertake to implement specific provisions of the IIBA relating to employment, education and training in respect of Inuit. Moreover, an IIBA Implementation Guide was developed following the ratification of the amended IIBA. This guide provides specific procedures and initiatives required by the Parties with regards to recruitment, employment, education and training, advancement and retention of Inuit employees at the Mary River Project.

To address comments made by community members, the following recommendations were made during the Forum and the following Actions and Next Steps were determined to address the recommendation, as outlined in **Table 4**.

Table 4- Recommendations to the Employment Committee

ID	Recommendations	Responsible	Actions & Next Steps
1.	Investigate opportunity to provide communities with soapstone discovered at the Project development.	Joint	To provide communities with soapstone, QIA and Baffinland have begun to investigate providing soapstone to the impacted communities. There are discussions in place to provide soapstone before the next APRF.
2.	Investigate providing training for captaining and boat maintenance prior to communities receiving vessels.	Joint	Baffinland and QIA have been investigating options that include facilities that can provide training, current Qikiqtaaluk captains with experienced crew and the training required to be certified for maintenance of ships. Baffinland and QIA will present its findings at the 2020 APRF.
3.	More communication to employees for flights	Baffinland	Baffinland has begun to roll out preflight communications through its BCLO's, such as contacting employees before fly-days, similar to what is being done in Clyde River.

ID	Recommendations	Responsible	Actions & Next Steps
4.	Increase student attendance on site tours – representation from each community	Baffinland	Baffinland will visit high school students in the five impacted communities, beginning with the fall Employment and Training Information Session the week of October 6, 2019. Baffinland is coordinating site visits for students prior to the 2020 APRF.
5.	Consider creation of a Mary River Review committee		2020 APRF delegates will be selected in 2019 and form the Mary River Review committee. The Mary River Review committee will be provided quarterly updates by email and informed of Employment and Training Information and Contracting Information tours.
6.	Accessibility to medical doctors		Baffinland has started to engage with medical practitioners as it relates to pre-employment medical services. A pilot of this was conducted in Pond Inlet in July 2019. An update will be provided at the 2020 APRF.
7.	More public information concerning discovery of minerals on-site.	Baffinland	Mineral exploration is detailed in Baffinland's Annual Report on Operations and informed by the Nunavut Water Board for exploratory drilling.
8.	Better public communication of success stories of employment	Baffinland	New to 2019, Baffinland is releasing a semi-annual newsletter that will include success stories of employment.
9.	Review rehire policy and improve its communication to employees and public.	Baffinland	The rehire policy is currently under review and to be formalized and circulated to employees. An update will be provided at the 2020 APRF.
10.	Review of corrective action policy – particularly regarding intoxication – awareness of employee assistance program and community counsellor program (alcohol and addictions)		Baffinland has a zero-tolerance policy for attending work, not fit for work. Baffinland's EAP program provides support through telephone counselling which is already in place. Baffinland is investigating through the medical practitioner for support related to substance abuse/alcohol and addictions.
11.	Investigation of policy/procedure to ensure employment	Baffinland	New to 2019, the Baffinland Inuit Recruitment Specialist, based out of Iqaluit ensures that proper follow up for

ID	Recommendations	Responsible	Actions & Next Steps
	applications are received by Baffinland		applicants from each community. This also includes, the Inuit recruitment specialist making frequent visits to the five impacted communities and Iqaluit.
12.	More cultural programming specifically women's sewing programs and working on the land.	Baffinland	In 2019, Baffinland has brought sewing machines where sealskins and other materials will be provided by the end of the year. Baffinland has also completed a on the land walking path behind the Sailivik Camp for Inuit to use on their time off.
13.	More discussions around barriers to employment.	Joint	The Parties are currently undertaking an Inuit Labourforce Barriers Analysis to understand barriers to employment at the Mary River Project and the Arnait roundtable looking at barriers to Inuit women. Outcomes of both will be reported at the next Forum.
14.	Addressing the need for staff, temporary employee, and student housing in communities.	Joint	Baffinland and QIA continue to consider how to best address this APRF Recommendation noting that per IIBA Subsection 12.1.7: "The Company and QIA agree that these provisions shall not impose any responsibility on the Company to assume the role of government or responsibility for social services and infrastructure."
15.	Improve communication for employees on medical leave. If needed, establish support for Baffinland employees that fail annual hearing tests to facilitate the assessment to get hearing aids.	Baffinland	Baffinland has started to engage with medical practitioners as it relates to pre-employment medical services. Annual hearing tests to be incorporated in 2020.
16.	Baffinland to hire 6 BCLO's to ensure all 5 impacted communities have a BCLO.	Baffinland	Baffinland currently has BCLO's in each of the five impacted communities. Baffinland continues to grow the team under the Community and Strategic Development team in addition to the BCLO's role.
17.	Administer the Wildlife Compensation Fund (WCF) through QIA's Iqaluit office.	QIA	Internal conversation at QIA required. QIA JEC members to confirm.

ID	Recommendations	Responsible	Actions & Next Steps
18.	Improve communication of employment opportunities after training.	Baffinland	New to 2019 and going forward, the Employment and Training Information Sessions held every three months in the impacted communities will have a dedicated booth to discuss employment opportunities following completion of different training offered.
19.	Baffinland and QIA provide printed copies of the translated PowerPoint presentations to delegates.	Joint	Paper copies of translated presentations will be provided at the 2020 APRF.

4.2. Contracting Committee

Baffinland and QIA continue to work together to achieve the goals set out in the IIBA regarding maximizing Inuit Firm participation at the Project. IIBA Implementation Guide Procedures were developed and approved in March 2019, detailing how the parties are supposed to implement the procurement and contracting provisions of the amended IIBA. This includes a more transparent process supporting Inuit firm success and providing feedback on unsuccessful bidding to improve future outcomes.

To address comments made by community members, the following recommendations were made during the Forum and the following Actions and Next Steps were determined to address the recommendation, as outlined in **Table 5**.

Table 5- Recommendations to the Contracting Committee

ID	Recommendations	Responsible	Actions & Next Steps
20.	Investigate the possibility of a lack of wage parity for employees performing the same task.	Baffinland	Baffinland is in the process of seeking management approval to ensure Horizon North's Inuit employees are paid the Northern Allowance. Baffinland has also initiated a study on community ground transportation contracts and the rates therein.
21.	Contractors attend future APRFs	Joint	In comparison to contractors attending APRFs in the future, , Baffinland now requires major contractors to attend at least one Employment and Training Information Tour of the five impacted communities per year. Baffinland believes this is a more effective way to involve contractors in community events.
22.	Report on non-Inuit firm spend.	Baffinland	Baffinland will begin reporting non-Inuit Firm Spend in its IIBA Annual Reports.
23.	Report publicly on turnover and gender distribution for contractors.	Baffinland	Baffinland will continue to report turnover and gender distribution at the APRF which is included as a public record in the APRF Report.
24.	Report on distribution of financial benefits from Inuit Firms to communities.	Baffinland	While Baffinland cannot report on financial benefits to communities from individually or privately-owned Inuit Firms, Baffinland is currently

ID	Recommendations	Responsible	Actions & Next Steps
			<p>working with Arctic Co-Operatives Ltd. to jointly report on financial benefits to communities as a result of Baffinland's contracts with entities wholly or partially owned by one or more co-operative associations. This includes the following contracts: Arctic Co-Operatives (for charter services), Eclipse Camp Solutions (for camp services), and Nuna East (for earthworks).</p>

4.3. Joint Executive Committee

The Joint Executive Committee consists of senior level management officials from both QIA and Baffinland and is the decision-making body ultimately accountable for IIBA implementation. Certain recommendations made by community members during the forum require higher level decision-making and have been deferred to the Joint Executive Committee for direction to the lower IIBA committees. As such, these recommendations will require additional time to consider and enact appropriately. The following Actions and Next Steps were determined to address the recommendations made, as outlined in **Table 5**.

Table 5 – Recommendations to the JEC

ID	Recommendations	Responsible	Actions & Next Steps
25.	Establish independent wildlife monitor in each impacted community.	Joint	Baffinland employs extensive monitoring programs at the Project. In addition, Baffinland regularly meets with the HTO in each community on regional monitoring programs and results. Baffinland has provided additional monitoring programs for Pond Inlet and if additional monitoring programs are required, Baffinland will employ these programs if the Project scope changes over time. Baffinland will also be providing marine research vessels in each of the North Baffin Communities. An update on the monitoring of wildlife in each of the Five Impacted Communities will occur at the 2020 APRF.
26.	Continued discussions with MHTO on the KM 13 crossing.	Baffinland	Baffinland continues discussion with the HTO to address the KM 13 crossing, noting that the area of discussion is outside of the Baffinland lease boundary line and is on Inuit owned lands.
27.	David Qamaniq does more proactive community outreach and engagement to inform the 5 impacted communities.	QIA	The QIA Inuit Engagement Specialist and the Community Liaison Officers will meet to discuss community engagement strategies in addition to the engagement initiatives required under the amended IIBA and included in the 2019-20 AWP.
28.	Include stop signs on the Tote Road crossings.	Baffinland	Stop signs will be erected along the Tote Road at crossings by the end of 2019.
29.	Investigate possibility of community security for onsite employees while at project.	Baffinland	Baffinland and QIA will write a joint letter addressing the security concerns regarding the employee's dwellings while they are away working at the mine site. This letter will be sent to the RCMP, the GN Minister of Justice and the Hamlet Council. We will try to enlist the help of the various entities to create both awareness,

ID	Recommendations	Responsible	Actions & Next Steps
			and workshop solutions to the concerns of the community.
30.	Article 12 be revisited and increased reflective of the ore shipped.	QIA	QIA will consider revisiting Article 12 during the next renegotiation of the IIBA.

5. Implementation of Forum Recommendations

At the end of the Forum, the representatives from QIA and Baffinland met to review the recommendations that had been collected. All the recommendations from that meeting have been included in this report and will be appropriately addressed in the 2019-20 IIBA Year. Updates to the recommendations will be discussed at the 2020 Forum, to be hosted in Pond Inlet.

Many of the Actions and Next Steps will involve discussion at the Joint Executive Committee. The Joint Executive Committee, with the support of Employment Committee and Contracting Committee, will attempt to address any unresolved issues arising from the recommendations of the Forum. If the Joint Executive Committee does not implement the recommendations of the Forum, a written reason will be prepared and provided to the Forum's participants at the 2020 Forum.

Appendix A: 2019 Forum Agenda
2019 IIBA Annual Project Review Forum
Baffinland Iron Mines and Qikiqtani Inuit Association
Public Meeting

Meeting Location: Clyde River, NU

Date: May 28th to May 31st, 2019

Time: 8:30AM to 5:30PM (Day 1)

8:30AM to 4:30PM (Day 2)

AGENDA:

DAY 1 – May 29, 2019

Start Time	End Time	Item	Concordance with IIBA	Presenter(s)
8:30	9:00	Lighting of the Qulliq & Opening Prayer by Elder, Akitiq Sanguya Opening Remarks from Clyde River Mayor, Sandy Kautaq		
9:00	9:30	IIBA Executive Committee Co-Chair Welcome and Opening Remarks, Summary of Day 1		Qikiqtani Inuit Association + Baffinland
9:30	9:45	Baffinland: Project Update & Site Activities	14.6	Baffinland
9:45	10:00	Health Break		
10:00	10:30	Review of 2018 Forum Recommendations		Qikiqtani Inuit Association + Baffinland
10:30	10:40	Baffinland: Health and Safety	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland
10:40	11:10	Baffinland: Environmental Monitoring	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland
11:10	11:20	Baffinland: Community Engagement	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland
11:20	11:30	Baffinland: Management Plans and Emergency Preparation	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland
11:30	12:00	Questions & Comments from participants (break out session)		
12:00	1:15	Lunch Break		
1:15	2:45	Baffinland: Employment & Training	14.6 (a)	Baffinland
2:45	3:00	Integration of Inuit Culture	14.6 (a)	Baffinland
3:00	3:20	Baffinland: Contracting	14.6 (a)	Baffinland
3:20	3:30	Baffinland: What's next?	14.6 (d)	Baffinland
3:30	3:45	Health Break		
3:45	4:15	Baffinland: Impact on Communities	14.6.(i)	Baffinland
4:15	5:15	Questions & Comments from participants		
5:15	5:30	Closing remarks from Baffinland and QIA		Qikiqtani Inuit Association + Baffinland

AGENDA:

DAY 2 – May 30, 2019

Start Time	End Time	Item	Concordance with IIBA	Presenter(s)
8:30	9:00	Lighting of the Qulliq & Opening Prayer by Elder, Akitiq Sanguya IIBA Executive Committee Co-Chair Welcome and Opening Remarks, Executive & Management Committee	14.4 (a-h), 14.8 (a-b)	Qikiqtani Inuit Association + Baffinland
9:00	9:15	Purpose of the Annual Project Review Forum		Qikiqtani Inuit Association
9:15	9:30	The Role of the QIA in Inuit Impact and Benefit Agreement Implementation		Qikiqtani Inuit Association
9:30	9:45	QIA Department of Major Projects – Department Activities		Qikiqtani Inuit Association
9:45	10:00	Health Break		
10:00	11:00	Fund Administration <ul style="list-style-type: none"> • Ilagiiktunut Fund • Business Capacity and Start-up fund • Wildlife Compensation 		Qikiqtani Inuit Association
11:00	11:30	Review of 2018 Forum Recommendations		Qikiqtani Inuit Association + Baffinland
11:30	12:00	Questions & Comments from participants (break out session)		
12:00	1:15	Lunch Break		
1:15	1:35	Communities Recommendations <ul style="list-style-type: none"> • Arctic Bay • Pond Inlet • Clyde River • Igloolik • Hall Beach 		Community Representatives
1:35	1:55			
1:55	2:15			
2:15	2:35			
2:35	2:55			
3:00	3:15	Health Break		
3:15	3:45	Day 1 Review of Recommendations		Qikiqtani Inuit Association
3:45	4:15	Names drawn for Door Prizes Forum Photo		
4:15	4:30	Baffinland & QIA: Concluding Remarks		Qikiqtani Inuit Association + Baffinland



Q-STEP

ᐱᑦᑦᑲᑦᑲᑦᑲᑦ

ᐱᑦᑦᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦᑲᑦ :

- ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑦᑲᑦᑲᑦᑲᑦ
- ᐃᑦᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦ
- ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ
- ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐱᑦᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ

TRAINING STREAMS

The program has four streams:

- Work Readiness
- Skilled Trades Apprenticeship
- Heavy Equipment Operation
- General Skills



ᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ
Qikiqtani Inuit Association



Q-STEP

ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑦᑲᑦᑲᑦᑲᑦ

ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ

WORK READINESS STREAM

Pre-employment, work readiness and essential mining skills



ᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐃᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ
Qikiqtani Inuit Association



Q-STEP

ᐃᓗᓐᓇᖃᓐᓴᓴᓐ ᐃᓕᓐᓄᓐᓄᓐ

- ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ
- ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐᓄᓐ

GENERAL SKILLS STREAM

- training to essential skills that provide the foundation for learning
- training may include academic upgrading, literacy, numeracy, communications skills, computer skills or vocational learning



ᖃᓐᓴᓴᓐ ᐃᓐᓄᓐ ᐅᓐᓴᓴᓐ ᐅᓐᓴᓴᓐ
Qikiqtani Inuit Association



Q-STEP

ᐱᓕᓐᓄᓐᓄᓐ ᐅᓕᓐᓴᓴᓐ

- 71 ᐱᓕᓐᓄᓐᓄᓐ ᐃᓐᓄᓐᓄᓐᓄᓐ ᐅᓕᓐᓴᓴᓐ ᐃᓕᓐᓄᓐᓄᓐ
- 60 ᐱᓕᓐᓄᓐᓄᓐ ᐃᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐ
- 8 ᓐᓴᓴᓐ
- 21 ᐃᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐ
- 13 ᐱᓕᓐᓄᓐᓄᓐ ᐃᓐᓄᓐᓄᓐᓄᓐ
- 5 ᐱᓕᓐᓄᓐᓄᓐ ᐃᓐᓄᓐᓄᓐᓄᓐ ᐃᓕᓐᓄᓐᓄᓐ

PROGRESS TO DATE

- 71 completed the Work Readiness stream
- 60 graduated from the Heavy Equipment Operators stream
- 8 from the first round
- 21 enrolled in the Trades Apprenticeship stream
- 13 started in February
- 5 completed the General Skills stream



ᖃᓐᓴᓴᓐ ᐃᓐᓄᓐ ᐅᓐᓴᓴᓐ ᐅᓐᓴᓴᓐ
Qikiqtani Inuit Association



ILAGIIKTUNUT FUND

2018-2019 ᐃᓚᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ

\$864,962 - 19 ᐱᓐᓂᐱᓐ

- 3 ᐃᓐᓂᐱᓐ
- 3 ᐱᓐᓂᐱᓐ
- 2 ᐱᓐᓂᐱᓐ
- 5 ᐃᓐᓂᐱᓐ
- 5 ᐱᓐᓂᐱᓐ
- 2 ᐱᓐᓂᐱᓐ-ᐱᓐᓂᐱᓐ

2018-2019 ILAGIIKTUNUT FUND

\$864,962 - 19 projects

- 3 Arctic Bay
- 3 Clyde River
- 2 Hall Beach
- 5 Igloolik
- 5 Pond Inlet
- 2 multi-community



ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ
Qikiqtani Inuit Association



ILAGIIKTUNUT FUND

2018-2019 ᐃᓚᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ

- ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ
- ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ
- ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ
- ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ
- ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ
- ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ

2018-2019 ILAGIIKTUNUT FUND PROGRAMS

- community feasts
- pre-school programs
- sewing programs
- on-the-land programs
- youth programs



ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ ᐱᓐᓂᐱᓐ
Qikiqtani Inuit Association



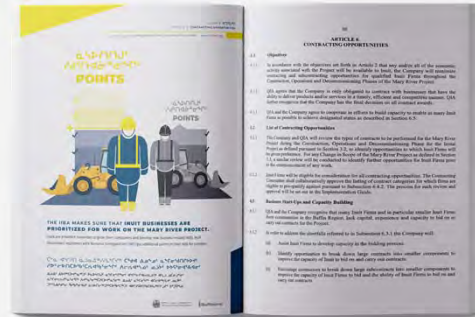
White pages
 Explain socioeconomic impacts

ᐱᓕᓕᓐᓂᓐ ᐱᓕᓕᓐᓂᓐ
 ᐱᓕᓕᓐᓂᓐ ᐱᓕᓕᓐᓂᓐ ᐱᓕᓕᓐᓂᓐ



White pages
 Explain cultural and environmental impacts

ᐱᓕᓕᓐᓂᓐ ᐱᓕᓕᓐᓂᓐ
 ᐱᓕᓕᓐᓂᓐ ᐱᓕᓕᓐᓂᓐ ᐱᓕᓕᓐᓂᓐ



Printed package includes

- All infographics
 - Original legal text
- Package will be distributed to all five communities

ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ

- ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ
 - ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ
- ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ



Online material

All outreach material will be on the QIA website. It will be searchable similar to the Nunavut Agreement on the NTA website

ᓴᓴᓂᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ

ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓴᓴᓂᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ ᓂᓐᓴᓐᓂᓴᓂᓐᓂᓐ

ბილინის

Agenda

Day 1

- ბილინის მუშაობის განხილვა და ახალი პროექტების განხილვა
- მენეჯმენტის და მენეჯმენტის კომიტეტების განხილვა
- პროექტის განხილვა და ახალი პროექტების განხილვა
- მუშაობის განხილვა და ახალი პროექტების განხილვა
 - პროექტების განხილვა
 - მუშაობის განხილვა
 - ახალი პროექტების განხილვა
 - მუშაობის განხილვა
- მენეჯმენტის და მენეჯმენტის კომიტეტების განხილვა

Day 2

- Day 1-ის მუშაობის განხილვა
- მენეჯმენტის და მენეჯმენტის კომიტეტების განხილვა
- მენეჯმენტის და მენეჯმენტის კომიტეტების განხილვა

Day 1

- Housekeeping and Safety Share
- Introduction of Executive & Management Committees
- Project update and site activities
- IIBA priorities
 - Safety and environment
 - Employment
 - Training and capacity building
 - Contracting
- Question and comment sessions will be held throughout the day

Day 2

- Summary of Day 1
- Presentation from the QIA
- Question and comment sessions will be held throughout the day



ბილინის მუშაობის განხილვა

Forum Participation and Introductions

- ბილინის მუშაობის განხილვა და ახალი პროექტების განხილვა
- მენეჯმენტის და მენეჯმენტის კომიტეტების განხილვა
- პროექტის განხილვა და ახალი პროექტების განხილვა
- მუშაობის განხილვა და ახალი პროექტების განხილვა
 - პროექტების განხილვა
 - მუშაობის განხილვა
 - ახალი პროექტების განხილვა
 - მუშაობის განხილვა
- მენეჯმენტის და მენეჯმენტის კომიტეტების განხილვა

- The Forum is held annually in one of the five North Baffin Communities listed under the IIBA
- The event is open to the public in the hosting community
- Event includes senior representatives from both Baffinland and QIA, as well as community representatives from all five North Baffin Communities



ᐃᓐᓂᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓄᓂ ᐱᓃᓂᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ



Health and Safety

ᐃᓐᓂᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓄᓂ ᐱᓃᓂᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ

ᐱᓃᓂᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕᑦ, ᐃᓄᓂ ᐃᓂᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ

- ᓃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐱᓃᓂᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ, ᐃᓄᓂ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ
- 2018-ᑦ, ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ, ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ ᐃᓃᑦᑕᐃᓃᑦᑕᐃᑦᑎᑦᑎᓂᑦᑕ

Health and Safety

- Baffinland is committed to the health, safety, and wellness of all employees, contractors and subcontractors working for the company
- Safety First, Always is a core value at Baffinland
- In 2018 we revised and implemented our new Field Level Risk Assessment (FLRA), the most important Risk Management tool for the workforce



2018-፲ ልብ-ሰጪ ምርመራ ስርዓት ልዩ ለጥያቄ ምርመራ ስርዓት ልዩ ልዩ

2018 Health and Safety Statistics

ጉዳይ ስርዓት Incident Type	ባፍብንደን ሰሜን ግብርና ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ Baffinland Iron Mines Corporation		ዮካታ ልብ-ሰጪ ምርመራ ስርዓት ልዩ Oakville Office	ማሪ ባር እና ማይን ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ Mary River and Milne Inlet
	2018	PTD	2018	2018
ገደብ Fatality	1	2	0	1
ልብ-ሰጪ ምርመራ ስርዓት ልዩ ልብ-ሰጪ ምርመራ ስርዓት ልዩ (LTI) Lost Time Incident (LTI)	7	18	0	7
ልብ-ሰጪ ምርመራ ስርዓት ልዩ ልብ-ሰጪ ምርመራ ስርዓት ልዩ (LTI Fr*) Lost time incident Frequency (LTI Fr*)	0.46	0.32	0.0	0.46
ልብ-ሰጪ ምርመራ ስርዓት ልዩ ልብ-ሰጪ ምርመራ ስርዓት ልዩ (RWC) Restricted Work Case (RWC)	0	28	0	0
ሰው ጤንና ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ (MAI) Medical Aid Incident (MAI)	13	66	0	13
የመጀመሪያ ሰው ጤንና ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ (FAI) First Aid Incident (FAI)	182	866	0	182
ጠቅላይ ሰው ጤንና ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ (TRI Fr*) Total Recordable Injury Frequency (TRI Fr*)	1.3	2.33	0.0	1.3
ቆይታ ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ ልብ-ሰጪ ምርመራ ስርዓት ልዩ (NM) & ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ Near Miss (NM) & Property Damage	371	1,578	1	370
ጥናት/ጥናት ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ Audits/Inspections:	549	1,831	2	547
ሰው ጤንና ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ Person Hours	3,481,432	12,353,821	153,621	3,327,810

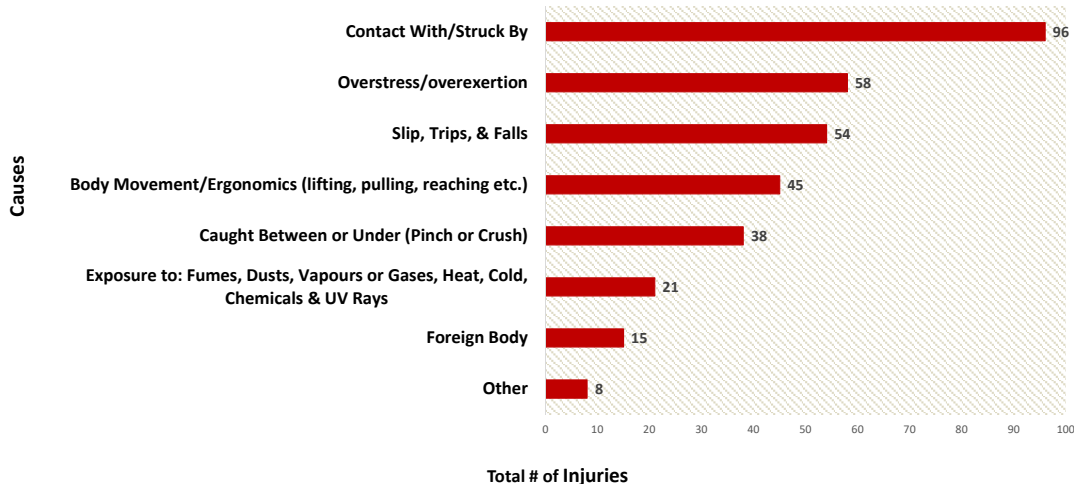
PTD ከጥቅምት 2013/PTD since January 2013

*ፍሬኩዎች ለ200,000 ሰው ጤንና ስራ ሰዓት ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ ልዩ

ልብ-ሰጪ ምርመራ ስርዓት ልዩ ለጥያቄ ምርመራ ስርዓት ልዩ ልዩ ልዩ ልዩ

Health and Safety Performance

2018 ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ ስራ ልብ-ሰጪ ምርመራ ስርዓት ልዩ /2018 Total Injuries by Cause



IIBA ጎጆኑ ለግንባራ ጥራት

IIBA Priorities



ግንባራ ግንባታ ለግንባራ ጥራት ለግንባራ ጥራት
Safety and Environment



ግንባራ ግንባታ ለግንባራ ጥራት ለግንባራ ጥራት
Training & Capacity Building



ግንባራ ግንባታ ለግንባራ ጥራት ለግንባራ ጥራት
Employment



ግንባራ ግንባታ ለግንባራ ጥራት ለግንባራ ጥራት
Cultural Awareness



ግንባራ ግንባታ ለግንባራ ጥራት ለግንባራ ጥራት
Contracting

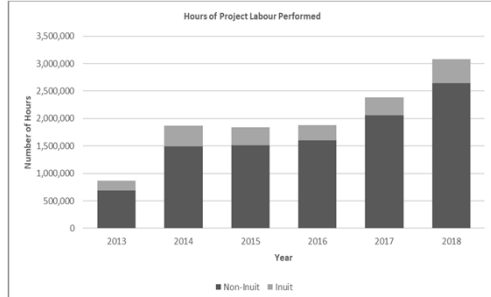


ΔᓄΔᑦ ᐃᑭᑲᓄᐃᑦᑲᑦᑕ

- ᑕᐃᑲᓂ 2018, ᑲᑲᑦᑕᑦ ᐃᑲᑦᑕ ᐅᑦᑲᑦᑕᑦᑲᑦᑕ ᑲᓄᑦᑕ ᐃᓄᐃᑦ ᑲᓄᑦᑕ 3,081,740, ᑕᑲᑦᑕᑦ 435,908 ᐃᑲᑦᑕ ᐃᓄᐃᑦ ᑲᓄᑦᑕᑦᑲᑦᑕ. ᑲᑲᑦᑕᑦ ᐃᑲᑦᑕᑦᑲᑦᑕ 1,529 ᑲᓄᑦᑕᑦᑲᑦᑕ, ᑕᑲᑦᑕᑦ 216 ᐃᓄᐃᑦ.
- ᑕᐃᑲᓂ 2018, ᑲᑲᑦᑕᑦ 379,956 ᐃᑲᑦᑕ ᑲᓄᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ (ᑕᑕᑲᑦᑕ ᐃᓄᐃᑦ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ), ᑲᓄᑦᑕᑦᑲᑦᑕ 12% ᑲᑲᑦᑕᑦ ᐃᑲᑦᑕᑦᑲᑦᑕ ᑲᓄᑦᑕ ᐅᑦᑲᑦᑕᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ.
- ᑕᑲᑦᑕᑦ, 287,040 ᐃᑲᑦᑕᑦ ᑲᓄᑦᑕ ᑲᑲᑦᑕᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ (ᑲᓄᑦᑕᑦᑲᑦᑕ 9.3% ᑲᑲᑦᑕᑦ), ᐅᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ 57,382 ᐃᑲᑦᑕᑦᑲᑦᑕ ᑕᐃᑲᓂ 2017 ᐃᑲᑲᓄᐃᑦᑲᑦᑕ 92,916 ᐃᑲᑦᑕᑦ ᑲᓄᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ (ᑲᓄᑦᑕᑦᑲᑦᑕ 3% ᑲᑲᑦᑕᑦ).

Inuit Employment

- In 2018, the total hours of Project labor performed within Nunavut was 3,081,740, of which 435,908 hours were worked by Inuit. This amounted to an annual average of 1,529 individuals, with 216 being Inuit.
- In 2018, a total of 379,956 hours were worked by employees and contractors from the North Baffin communities and Iqaluit (both Inuit and non-Inuit), representing 12% of the total number of hours worked on the Project.
- Of these, 287,040 hours were worked by North Baffin residents (representing 9.3% of total), which is an increase of 57,382 hours from 2017 and 92,916 hours were worked by Iqaluit residents (representing 3% of the total).



Source: Baffinland records

Inuit Employee Payroll

- Baffinland's employee payroll in the North Baffin communities and Iqaluit totalled \$7,682,976.21, which is also an increase of \$629,781.21 from 2017.
- Since 2014, Baffinland has provided \$45,201,902.99 in payroll to Inuit.
- ᑕᑲᑦᑕᑦ ᐃᓄᐃᑦ ᐃᑲᑲᓄᐃᑦᑲᑦᑕᑲᑦᑕ ᑲᓄᑦᑕᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᑲᓄᑦᑕᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ \$7,682,976.21, ᐅᐃᑲᑲᓄᐃᑦᑲᑦᑕ \$629,781.21-ᑲᑦ ᑕᐃᑲᓂ 2017. 2014-ᑲᓄᑦᑕ, ᑕᑲᑦᑕᑦ ᐃᓄᐃᑦ ᐃᑲᑲᓄᐃᑦᑲᑦᑕᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ \$45,201,902.99 ᑲᓄᑦᑕ ᐃᓄᐃᑦᑲᑦᑕ.

Δᓄᐃᑦ ᐃᑲᑲᓄᐃᑦᑲᑦᑕᑲᑦᑕ ᑲᓄᐃᑲᓄᐃᑦᑲᑦᑕ

Baffinland Employee Payroll, by Community (2018)/ᑕᑲᑦᑕᑦ ᐃᑲᑲᓄᐃᑦᑲᑦᑕᑲᑦᑕ ᑲᓄᐃᑲᓄᐃᑦᑲᑦᑕ ᐃᑲᑲᓄᐃᑦᑲᑦᑕ (2018)	
Arctic Bay/ᐃᑲᑲᑦᑕᑲᑦᑕ	\$2,441,711.46
Clyde River/ᑲᓄᑦᑕᑲᑦᑕᑲᑦᑕ	\$1,963,520.51
Hall Beach/ᑲᓄᑦᑕᑲᑦᑕ	\$1,157,572.75
Igloolik/ᐃᑲᑲᑦᑕᑲᑦᑕ	\$981,667.30
Iqaluit/ᐃᑲᑲᓄᐃᑦᑲᑦᑕ	\$1,759,491.67
Pond Inlet/ᑕᑲᑦᑕᑲᑦᑕᑲᑦᑕ	\$1,820,723.98

Source: Baffinland Records

ᐆᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᐃᑦᑕᑦᑕ ᐃᑦᑕᑦᑕᑦᑕᑦ 2018-ᑦ Major Contracts with Inuit Firms in 2018

ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ	Contract Name	Contractor
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ	Charter Jet Services	Sarvaq Aviation
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦ	Local Jet Services	Summit Air Baffin
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ	CAT Equipment Parts Agreement	Toromont Arctic
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ	CAT Equipment Services Agreement	Toromont Arctic
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	Camp and Catering Services	Qikiqtani Industry Ltd.
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	Camp Security Services	QC Scarlet
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	Sealift and Fuel Delivery	Nunavut Sealink & Supply
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	Maintenance Shop Construction	Nahanni Nunavut Construction Ltd.
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	Camp Construction	Almiq Construction
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ	Road Maintenance and Earthworks	Nuna East
ᐆᑦᑕᑦᑕᑦᑕᑦ ᐆᑦᑕᑦᑕᑦᑕᑦ	ᐆᑦᑕᑦᑕᑦᑕᑦ	Aggregate Crushing Services	Qikiqtaaluk Sana





ᐃᓪᓗᓕᑲ

- ᑲᑎᓪᓗᓯᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ (ᓪᓗᓯᓪᓰ ᓪᓗᓯᓪᓰ ᑲᓐᓗᓯᓪᓰ) 2018-ᓯ \$1,498,835.49
- 2018-ᓯ ᑲᓐᓗᓯᓪᓰ ᑲᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ 29-ᓱᓐᓗᓯᓪᓰ
- ᐃᓐᓗᓯᓪᓰ ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ 2018 ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ
- 16 ᐃᓐᓗᓯᓪᓰ ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ 2018 ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ
- 2018-ᓯ ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ ᐃᓐᓗᓯᓪᓰ 1,680 ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ
- ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ ᐃᓐᓗᓯᓪᓰ 1,932 ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ
- ᓪᓗᓯᓪᓰ ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ ᐃᓐᓗᓯᓪᓰ ᓱᓐᓗᓯᓪᓰ 2018.

Igloolik

- Total wages paid (Baffinland and Contractors) in 2018 is \$1,498,835.49
- In 2018 the average number of Project Employees and Contractors from Igloolik was 29 people.
- 16 Inuit attended the October 2018 Work Readiness Session held in Igloolik.
- In 2018 Inuit in Igloolik completed 1,680 Morrisburg Heavy Equipment Operator training hours
- Inuit from Igloolik completed 1,932 training hours for the Apprenticeship program in 2018.
- Baffinland supported the Ataguttaaluk High School Cultural Exchange program in the fall of 2018.

