

MINING NORTH

AN OFFICIAL PUBLICATION OF THE NWT & NUNAVUT CHAMBER OF MINES • SPRING 2015

Your tax dollars at work

Ottawa finds more
money for mineral
mapping

Arviat mine training

A productive
training partnership
shows success

Conference Board

Northern mining
update

Northern mining

We like it, we
really like it!

Baffinland

Nunavut welcomes it's newest mine!

Unlocking our Potential

NORTHWEST TERRITORIES MINERALS AND PETROLEUM

The Government of the Northwest Territories is committed to developing the NWT's natural resources in a responsible manner. To be a strong, prosperous territory we encourage ongoing resource exploration that can lead to producing mines or wells. Our staff can guide you through the process. Please contact us for more information or visit us online.

MINING NORTH

VOLUME 19 • SPRNG 2015

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PHOTO COURTESY BAFFINLAND IRON MINES

ON THE COVER:

THE BAFFINLAND MINING CAMP AT MARY RIVER, WITH DEPOSIT '1' IN THE BACKGROUND.

President's Message

The mining industry in the NWT and Nunavut has the potential to create a prosperous future. To get there, we're focused on improvements. **P4**

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"Training is one of the best tools to create people success, and the work being done ... by Arviat ... is truly inspiring."

Northern mining continues to progress despite the current challenging times

Welcome to the inaugural "spring" issue of Mining North! There are some great stories that speak to the power of the mining industry to create long-lasting and important benefits for the North.

Early 2015 finds our industry in challenging times. As described in the Conference Board of Canada story, miners and explorers have experienced some significant highs and lows over the last few years. Exploration and deposit appraisal spending, which reached a record high of \$535 million in Nunavut in 2011, dropped to \$145 million last year. Over the same time period in the NWT, spending increased from \$94 million to \$96 million, but is projected to drop to \$44 million in 2015. Gold and iron prices were at or near record highs three years ago, but they have now dropped significantly. That is the nature of the minerals industry, and we continue to press on despite the rise and fall of commodity prices and the ebb and flow of investment dollars.

We are happy to report three major milestones. In Nunavut, a new iron mine is operating at Mary River the federal government approved the Meliadine gold mine proposal can proceed to permitting and licensing at Rankin Inlet. In the Northwest Territories, a new diamond mine, Gahcho Kué, is under construction. These mines will provide much needed growth opportunities through training, jobs, and business opportunities, building on the solid foundation of success created by the three diamond mines and a tungsten mine in the NWT, and the Meadowbank Gold Mine in Nunavut.

There are also a number of important advanced projects and earlier stage exploration projects in both territories that we hope to see progress to the mining stage in the coming years.

Mining is a great industry, with many heart-warming stories of "people success". We hope that the stories of success in this issue will be an inspiration for our youth and for northern people that are considering a career in the mining industry.

Training is one of the best tools to create people success, and the work being done on that front by Arviat, the fastest growing community in Canada, is truly inspiring.

As stated by Senator Patterson in his editorial comment, the responsible development of mineral resources is critical to diversify northern economies and lessen reliance on the public sector.

With the support of federal, territorial and aboriginal governments and local communities, we will be able to keep our industry and the many benefits it creates strong for generations to come. The NWT & Nunavut Chamber of Mines is here to help achieve our vision of "A vibrant and sustainable exploration and mining industry in the NWT and Nunavut which has the support of the peoples of the North."

Brooke Clements
President
[NWT & Nunavut Chamber of Mines](#)

OTTAWA FINDS MORE MONEY FOR MINERAL MAPPING



PHOTO COURTESY OF NORTH ARROW MINERALS

THE FEDERAL GOVERNMENT RENEWS SUPPORT FOR GEOSCIENCE MAPPING & EXPLORATION PROGRAMS

Ottawa is continuing to spend big money on programs to support and improve northern geological knowledge through Natural Resources Canada (NRCan), which has been funnelling into the GEM and TGI-4 programs for several years.

The Geo-mapping for Energy and Minerals program, or GEM for short, was first launched in 2008 as a five-year, \$100 million boost to geological mapping administered by the Geological Survey of Canada, a part of NRCan. The program's aim was to improve the geological knowledge of vast areas of Canada's northern territories.

By August 2013, the GEM program had produced more than 700 maps and reports, providing the mining exploration industry with valuable tools to explore Canada's North. That same month, renewed funding was announced for

GEM, to the tune of another \$100 million over seven years (2013 – 2020) to continue the geosciences work.

Another of NRCan's programs is the Targeted Geoscience Initiative 4 (TGI-4), a collaborative program that provides industry with the next generation of geoscience knowledge and innovative techniques to more effectively target deeply buried mineral deposits.

TGI-4 reduces investment cost and risk by measuring a geological system to see if it contains deeply buried ore (system fertility) and to establish the direction (exploration vectors) of that ore. The program is developing new geoscience knowledge and techniques to understand, model and detect major mineral systems in Canada, and is also training and mentoring students to increase

the number of highly qualified personnel available to the mining industry.

The Canadian Northern Economic Development Agency (CanNor) also injects investment into the mining industry. CanNor offers a suite of programs to support training, geoscience and other mining-related projects, spending \$24 million since 2009.

"Large parts of the north are still a geological frontier," says David Mate, director general of operations for CanNor.

He says that since 2014, CanNor has pumped money into publicly available geosciences information in the north by working with the three territorial governments' geological surveys, channelling \$3.3 million to Nunavut, \$3.4 million to the Northwest Territories and \$3.9 million to Yukon.

The Government of Nunavut offers support to the mining industry through its fuel tax rebate program, in place since 2006. Any company in mine exploration, development, mineral extraction or reclamation can apply for the rebate on fuel purchased in Nunavut and used in unlicensed machinery and equipment in its operations. With the NWT taking over responsibility for its own minerals industry, it has launched its own support program (See sidebar).



Photo courtesy of the Government of the Northwest Territories

NWT's mining support strategy FAST FACTS

- NWT Mineral Development Strategy and Implementation Plan announced by Premier Bob McLeod in 2013.

- The Mining Incentive Program, a part of the strategy, provides financial support to prospectors and exploration companies. It was oversubscribed by almost 200 percent in 2014, its first year, providing grants to seven companies and two prospectors.

- Industry, Tourism and Investment, (ITI) the department that developed and oversees the strategy, awarded grants ranging between \$50,000 to \$80,000 from its initial budget of \$440,000. Funding requests totalled more than \$1.02 million. The department hopes to continue this program for 2015.

- The biggest part of the strategy deals with infrastructure:

- The NWT wants to tap into the federal government's Building Canada Plan to fund a 10-year, \$600 million program to build roads and other infrastructure to facilitate exploration and local development.
- \$200,000 has been earmarked for a Slave Geological Province resource access study; and,
- A further \$31 million is planned for a three-year energy program.

- The strategy's implementation plan includes:

- Establishing a Mining Industry Advisory Board;

- Developing a marketing campaign to build awareness of the NWT's mineral potential;

- Establishing a "Pathfinder Support Service" to provide advice for navigating the regulatory process and community consultation;

- Providing support to communities to build local capacity;

- Expanding the role of the NWT Geoscience Office to be the principle source of public geoscience knowledge; and,

- Building a Geological Materials Storage Facility in Yellowknife to house the territory's substantial and growing geological core collections.

NIRB holds final Kiggavik public hearing at Baker Lake



Photo courtesy of Agnico Eagle Mines Ltd.

NUNAVUT

Mining & Mineral Exploration

- more than 50 years of mining history
- up to \$300 million exploration spending annually
- gold mine near Baker Lake, iron mine near Pond Inlet
- large deposits of gold, iron, uranium, zinc, lead, copper, diamonds and silver
- robust exploration activity
- fully-settled single land claim

Please visit our website for more information:
www.gov.nu.ca/edt



Areva Canada's uranium project nears the end of Nunavut regulatory process

Areva Canada is a step closer to getting a go/no-go decision from the Nunavut Impact Review Board for its planned Kiggavik uranium project, southwest of Baker Lake. NIRB held its final hearings in Baker Lake in early March and now will write its report.

The NIRB hearing process included six days of community roundtables at which the mine owner, Areva Canada, provided plain language summaries based on its 10,000 page, multi-volume environmental impact statement, so community representatives could better participate. The Board heard oral evidence from several presenters and also received written submissions, all filed on the public record for this project. Areva filed its environmental impact statement with NIRB in October 2014.

Areva plans to develop one underground and four open pit mining operations, estimated to cost at least \$2.1 billion. The project will need a 100-km road from Baker Lake to the main mine complex, bridges, a port facility, an airstrip, a residence for employees, warehouse and maintenance facilities, fuel tanks, explosives storage, water treatment plants, administration buildings, and haul roads.

This project has been at the exploration stage for decades. The estimated lifespan, once the mine is operational, is 14 years. Over this period, it promises to create between 400 and 600 jobs worth at least \$200 million in wages.

Areva says it won't start construction until the world market price for uranium improves, and so has no mine end date. The company is completing the assessment, regulatory and permitting phases now in order to be ready to construct as soon as the project is economically viable.



Marisa Mabbitt
Millwright Apprentice

TOGETHER WE SHINE

Working hard, finding solutions and setting a positive example

Marisa Mabbitt is a Métis member from Fort Smith, NT. She joined the Ekati Diamond Mine in 1998 with the Mobile Maintenance department, where she quickly advanced within the company. In 2011, Marisa enrolled in the four-year Millwright apprenticeship program.

Now in her third year, Marisa acknowledges the job satisfaction she feels when she sees a problem with a piece of machinery, finds a solution and returns it to the field in good working order. Her long-term goal is to earn her Red Seal Journeyman ticket.

Marisa is not only making her mark at Ekati, she is also leading by example for the youth in the North, "I want to see my family and the next generation strive to do better and be better. I want them to expect more out of themselves."

To learn more about how Dominion Diamond is creating opportunities for northerners, visit ddcorp.ca



We're Here to Help Your Small Business or Community Grow...

The Support for Entrepreneurs and Economic Development (SEED) Policy can help you get started.

Created by the Department of Industry, Tourism and Investment, each of these SEED Policy Programs is geared to providing basic contributions for starting out your business, improving capacity or skills, or helping small communities to economically expand...

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With Community Economic Development – Support of up to \$25,000 for community-based business research or support for activities such as arts festivals or community economic promotions.

With Micro Business – Contributions of up to \$5,000 for self-employment activities, aimed at traditional economy, arts, film and similar self-employment activities.

With Business Intelligence and Networking – On travel costs in excess of \$1,500, assistance may be provided to a maximum of \$3,000 per individual, with applicant contributing a minimum of \$1,000 towards eligible costs of each trip.

More Information

To find out more about SEED and how the Department of Industry, Tourism and Investment can help your business to grow, contact your Regional Economic Development Officer at:

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Inuvik	Tel: (867) 777-7196	Fax: (867) 777-7321
South Slave	Tel: (867) 872-6430	Fax: (867) 872-4628
Sahtu	Tel: (867) 587-7171	Fax: (867) 587-3018
Dehcho	Tel: (867) 695-7500	Fax: (867) 695-7501





OUR SURVEY SAID...!

Fraser Institute survey shows the North is getting friendlier to the mining business



KEN GREENE.
PHOTO COURTESY OF
FRASER INSTITUTE.

The Fraser Institute recently published its annual perception survey results from mining and exploration companies in 122 jurisdictions around the world. The survey covers public policy topics that can encourage or discourage investment such as political stability, trade barriers, environmental regulations, infrastructure, socioeconomic and community development conditions, labour and skills availability, and legal and taxation regimes.

The good news is that Nunavut and Northwest Territories rank relatively high on the global list when compared to other jurisdictions around the world. Out of 122 jurisdictions surveyed, the NWT rose from 30th place in 2010 to 15th overall in 2014, while Nunavut's rank in 2010 was 25th, rose to 19th in 2011, but dropped to 29th place by 2014.

"The Northwest Territories has steadily improved its standing since 2010," says Ken Green, senior director of natural resource studies for the Fraser Institute. "However, Nunavut initially gained ground but has slipped over the past three years."

When compared to the other jurisdictions the Fraser Institute surveys, both NWT and Nunavut rank fairly high. "The rankings have to be kept

"The good news is that Nunavut and Northwest Territories rank relatively high on the global list"

in context," says Green. "These rankings come in somewhere in the top 20% when you look at other jurisdictions internationally. Canadian jurisdictions do quite well."

Both territories present challenges to mineral exploration and development. One of the areas perceived to be a major challenge is the lack of infrastructure, such as roads and access to electrical power. Forty-nine percent of respondents say lack of infrastructure is a major deterrent to investment in Nunavut; forty-one percent say it is a major deterrent in NWT.

Other issues in the NWT cited as difficult by survey respondents were the lack of settled land claims and the length of time it takes to move

a project through the environmental assessment and regulatory process. The NWT Mineral Development Strategy was seen to be positive. Comments specific to Nunavut included the challenge of a near complete lack of infrastructure, the length of time for federal government project approval after the environmental review process and the attempts

to coordinate the of Nunavut Impact Review Board process with the Nunavut Water Board process.

Taylor Jackson, a policy analyst at the Fraser Institute, points out that taken in their totality, conditions in the NWT and Nunavut are improving over time. "It is slow but we are seeing improvements," Taylor says.

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Baffinland Iron Mines

By the numbers

It's been over 50 years since the iron deposits were found, and in September 2014, Baffinland started mining Deposit 1. Ore is currently being trucked to a port at Milne Inlet from where it will be shipped to European markets during the shipping season.



1962

The year the iron deposits were first discovered.

500 KM

The distance the mine is above of the Arctic Circle, on the northern end of Baffin Island.

3,500,000 to 4,200,000 TONNES

The amount of iron ore Baffinland plans to ship to European markets annually, during the open water season.

71.20°^{NORTH} x 79.15°^{WEST}

Location of the Mary River iron mine project, Qikiqtani Region, Baffin Island.

50/50

Ownership percentage held by each partner, ArcelorMittal and Iron Ore Holdings (IOH) Nunavut Iron Ore. ArcelorMittal is the mine operator.

\$750,000,000

The amount Baffinland has invested to develop its "early revenue phase", which started September 8, 2014, mining ore on a continuous basis, 12 months of the year.

An Impressive

0

The number of lost time injuries, not only for the past six months, but for the last three years during the pre-construction and construction phases.

296

high school students and educators in 4 Baffin communities took part in the Mining Matters Program, a one-day presentation covering the range of mining career opportunities.

100 km

The distance ore is trucked from the Mary River mine site to the port at Milne Inlet, where it is stockpiled for marine shipping during the open water season.

612

The number of people who have received employment training or employment presentations.

316

People took the Work Ready Program that covers basic topics such as fly-in/fly-out work sites, two and two work rotations, home finances, and potential work-stress related to working away from home

67%

the average grade of the ore across all nine deposits. It requires simple blasting, crushing and shipping before being shipped to markets.

11

The number of recipients, announced Feb 4, 2015, to receive the first round of contributions from the \$750,000 Ilagijktunut Fund, jointly funded by Baffinland and the Qikiqtani Inuit Association, developed to improve the quality of the residents' lives in the communities closest to the mine. Major recipients included Nunavut Independent Television Network, Embrace Life Council, and Ilisaqsiq, along with eight other community organizations.

Two bits of good news for Agnico Eagle

March went out like a lion for Agnico Eagle. The company received two major pieces of good news – regulatory approval of a potential new gold mine and the appointment of a new president.

In early March, the Meliadine gold project, 25 km from Rankin Inlet, received its project certificate from the Nunavut Impact Review Board. When development is completed, this will be the company's second gold mine in the Kivalliq region in Nunavut. The first, the Meadowbank Gold Mine, 100 km from Baker Lake, opened in 2009 and has ensured that Agnico remains profitable despite the downturn in global gold prices. NIRB attached 127 conditions to the certificate covering everything from air quality to wildlife monitoring.

On March 18, Agnico announced that former Barrick Chief Financial Officer Ammar Al-Joundi was set to return to Agnico as the company's president. Al-Joundi had formerly been the CFO for Agnico before leaving to join Barrick. He starts his new job in early April.

The Meliadine project consists of six gold deposits, stretching out 80 km along a gold-bearing geological structure, mostly on Inuit-owned lands administered by the Kivalliq Inuit Association. At the end of 2012, the proven and probable reserves totaled 3.0 million ounces, indicated resources were 2.2 million ounces and inferred gold resources were tallied at 2.9 million ounces.

Agnico Eagle has mines in Canada, Mexico and Finland, and exploration properties in Canada, United States, Finland and Mexico.

PHOTO COURTESY OF AGNICO EAGLE



FEDNAV ENTERS NEW ARCTIC MARINE SHIPPING ERA

Marine bulk ore shipping ensures Northern mine production can reach markets

PHOTO COURTESY OF FEDNAV.

On October 15, 2014, Montreal-based Fednav's newest icebreaker, the MV Nunavik, arrived in China loaded with 23,000 metric tonnes (mt) of Arctic nickel concentrate, delivered for mining company Canadian Royalties. Tim Keane, Fednav's senior manager for Arctic Operations, said the trip showcased FedNav's Arctic shipping capabilities.

"It's the first time a cargo has been shipped between countries using the entire Northwest Passage, without a Canadian Coast Guard icebreaker escort," Keane says. The trip took 27 days, about 15 days

fewer than sailing through the Panama Canal route, saving not only time but reducing the shipping costs.

Fednav is Canada's largest ocean-going, dry-bulk shipping company and can now boast three icebreaking cargo ships, capable of hauling dry bulk ore - the MV Arctic, the MV Umiak, and the MV Nunavik, all with the most up-to-date navigational equipment, including new marine radar that enhances the ships' ability to receive and use ice information. Keane said marine shipments are not new in the North, but early efforts were confined to the summer months. "When commercial bulk

resource shipments began in the 1970s they were done from July to October," Keane says. "Non-icebreaking ships were used at this early stage."

Initially, both the Nanisivik (1976-2002) and Polaris mines (1981-2002) could only ship during the summer. In 1998, the MV Arctic extended the shipping season when it carried concentrate from Deception Bay to Quebec City. "She laid the groundwork for the Umiak and the Nunavik," says Keane of the MV Arctic, Canada's first ice breaking cargo ship. The Nunavik's voyage to China signaled a resurgence in Arctic ore shipping, which had ended in 2002 with the closure of both

Polaris and Nanisivik mines. Baffinland's iron mine at Mary River is set to restart high Arctic ore shipping. Baffinland intends to ship 3.5 million tonnes of ore to European markets annually through the port at Milne Inlet, and eventually plans to extend the shipping season to twelve months of the year.

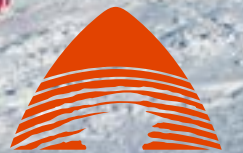
"This year we will perform seasonal operations akin to what was done at Polaris and Nanisivik when they shipped concentrate to Europe during the summer," said Keane, adding that Fednav has a similar operation for the Red Dog Mine in Alaska. 

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35+ years of geological, geophysical & exploration services in some of the most remote places on earth.



Kennady Diamonds - Kennady North Project - Kelvin Kimberlite
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THE FACES IN MINING

“Amie’s incredible diversity of skills makes him valuable in a variety of situations.”



Amie Nashalik

Environmental Technologist, Peregrine Diamonds

by Beverly Cramp

One of the first graduates of Arctic College's Environmental Technology Program in 1990, Amie Nashalik has amassed many years' experience working in the field with Peregrine Diamonds Ltd. and previously with Parks Canada. He joined Peregrine Diamonds in 2010 and from then on has been consistently involved in every field program undertaken on the Chidliak Project.

Early on Mr. Nashalik's employers discovered he could be counted on to undertake just about any task because of his wide range of work experience.

"Amie worked for Parks Canada for a number of years and received really good training from them," says David Willis, Peregrine's land administrator. "Not many people have done all the things he's done. We feel comfortable dropping him into a variety of situations. Not only has he done environmental work, we have involved him

in mapping work, geophysics, archeology work, bear monitoring, geological sampling, camp work, heavy equipment operation, and reverse circulation drilling. His incredible diversity of skills makes him valuable in a variety of situations.”

Mr. Nashalik is also known for his commitment to field work. As of the end of the Chidiak summer program in 2014, Amie has put in over 400 field days. These are long, 12-hour days. Other than the project manager and camp manager, no one has worked more field days.

Mr. Nashalik says that he enjoys the hard work because he likes being outdoors. "I like the work and I do pretty much anything," he says. And that is another aspect of his personality that his co-workers admire – his friendly, humble attitude. "He's a good-natured guy with an incredible sense of humor. People like working with him," says Willis.

FACT FILE

Chidliak Diamond Project

Location: 120 km northeast of Iqaluit

Company: Peregrine Diamonds Ltd.

Peregrine has discovered 71 kimberlites to date at its Chidliak project, with eight of those displaying characteristics consistent with economic potential. The project is now at the resource development stage and the objective of the 2015 Chidliak program is to define a resource base that would be the subject of a preliminary economic assessment in 2016.

[illegible]

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Profiles

THE FACES IN MINING

PHOTO COURTESY OF TMAC RESOURCES



“I encourage them, and stress, the importance of a good education.”

Ikey Evalik

Community organizer, TMAC Resources

by Beverly Cramp

Inuit elder Ikey Evalik worked as a community organizer for many years. His dedication to the Inuit way of life is one of the reasons he was hired by TMAC Resources to be the Hope Bay Mine Project's Inuit Impact and Benefit (IIBA) Coordinator.

An IIBA includes any matter connected to a major development, such as a mine, that could have a detrimental impact on Inuit or, conversely, that could provide benefits to the Inuit people. Mr. Evalik is committed to both these goals and ensuring that his people get the most out of their Territory's natural resources.

“Hope Bay and its sub-project, Doris North, are a good source of jobs for our communities,” he says. “The Doris North project distributes contracts to lots of communities in the region.”

Doris North is Hope Bay's first mining project expected to advance to mine completion stage and the first to begin production. It is currently under care and maintenance while a project certificate amendment is sought. During this period, Mr. Evalik is providing support for community relations as well as coordinating the compliance program for meeting environmental standards. He manages TMAC field assistants who provide the support required by consultants who come on-site to do environmental testing work.

Mr. Evalik is frequently contacted by younger people looking for career opportunities at Doris North. “I encourage them and stress the importance of a good education. I tell them to finish grade school and go on to college or university or take a trade training program.”

FACT FILE

Doris North Gold Mine Project

Location: 125 km southwest of Cambridge Bay, part of the Hope Bay Greenstone Belt

Company: TMAC Resources Incorporated

The Doris North Mine Project is part of TMAC's larger Hope Bay development. Doris North represents the start to mining at Hope Bay. TMAC's timelines for Doris North are: to seek a project certificate amendment in 2015; complete mine construction 2015/16; and begin gold production in December 2016.

Qilalugaq Diamond Mine Project

Company: North Arrow Minerals Inc.

Early stage sampling at the Qilalugaq Project has yielded a potentially important population of yellow diamonds that could have a positive impact on the overall diamond value. Results from the latest 1500 tonne sample are expected to be available by April 2015.

Wildlife Monitor, Labourer,
North Arrow Minerals

by Beverly Cramp

When Lizzie Mablik Nakoolak heard a radio commercial last spring that a mineral exploration company, was at the local hotel hiring people, she hurried over for an interview. As a single mother still caring for the youngest of her six children, Lizzie wanted the opportunity to earn a good pay cheque.

“There are so few places to work in Repulse Bay,” she says. “And everything is expensive here. I pay \$13 for two liters of milk and juice is \$10 a can. I need a good job to support my son.”

At the interview Mrs. Nakoolak told North Arrow that she would give the job her all. "I said that I'm stubborn and will work until I finish a job."

She was immediately hired as a general labourer and wildlife monitor for the Qilalugaq Project's exploration program. Mrs. Nakoolak helped with removing a 1500-tonne sample, the main objective for North Arrow during its first year as project operator.

“I’M STUBBORN
AND WILL WORK
UNTIL I FINISH
A JOB.”

The hours were long. Mrs. Nakoolak helped set up, label and seal mega-bags of rock at the field site and also received the bags at the lay down area near town. She recorded labels and weights of bags and seals before they were sent off in a helicopter for analysis. Her other duties as a wildlife monitor were to keep an eye out for polar bears that wandered too close to the work site.

Mrs. Nakoolak was a hit with the other employees

says Nick Thomas, Investor and Community Relations Manager for North Arrow. "Everyone who worked with her really liked her," adding that she is, "sharp as a tack and hard working."

Lizzie Nakoolak hopes the Mine Project will progress to a fully operational mine. “I keep telling everyone in town, ‘keep your fingers crossed.’ We need the jobs.”



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Profiles

THE FACES IN MINING

Ola Arnaquq

Baffinland Iron Mines –
Mary River Project

By Beverly Cramp

Getting a job with Baffinland Iron Mines in April 2014 as the human resources clerk was a windfall for Ola Arnaquq for a number of reasons. Not only did she get to return to Nunavut where she was born but Arnaquq enjoys camp life, which is a big part of her work.

"I've lived in other places such as Trenton, Ontario, Victoria BC, and Edmonton, Alberta. I didn't enjoy it as much," she says. "I enjoy a smaller city to live in. Home is home, and I love Iqaluit. I think of the camp sites like little communities and that's probably why I enjoy it so much. The staff is like a family to me."

Her job is to support other HR staff by collecting and compiling documentation about onsite personnel as well as training. It involves making trips to the Baffinland's camp facilities at Mary River and the Milne Port site on rotational shifts – two weeks on site and two weeks off.

"I could be helping someone with their benefits one minute and then tracking pertinent information for training the next. I like working with the different departments on site and it never gets boring."

Arnaquq sits on a number of committees

including volunteering for the Mine Rescue Team (MRT) and the Social Committee that organizes games and events at the camps. "I just recently took the MRT course on my last rotation which consisted of a five-day course on Fire Fighting and Emergency Response" she says adding, "This training is continuous and I attend training every rotation. It is a great team and I have learned a lot from the coaches as well as my team members."

Her previous work experience was mainly with territorial and federal governments as well as non-profit organizations. She also used to be a flight attendant. Now Arnaquq wants to focus on a future in HR.

"I am a very social person and working with and helping people makes me content."



PHOTOS COURTESY OF BAFFINLAND IRON MINES.

FACT FILE

Baffinland Iron Mines

Location: 72 degrees North, 79 degrees West, Mary River, Qikiqtani Region, Baffin Island

Company: Baffinland, owned 50 percent by Arcelor Mittal, 50 percent by Nunavut Iron Ore.

Operator: Arcelor Mittal

Baffinland mines iron ore from one of the largest and richest deposits in the world. The company began its early revenue phase in September 2014, and is mining up to 3.5 million tonnes that will be trucked 100 km to Milne Inlet on the north side of Baffin Island for the summer marine shipping season.

"I think of the camp sites like little communities and that's probably why I enjoy it so much. The staff is like a family to me."



John Kaiyogana

Community Liaison Officer, Sabina Gold & Silver

By Beverly Cramp



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John Kaiyogana is doing some of the most enjoyable work of his career as community liaison officer for the Back River Gold Project, owned by Sabina Gold & Silver Corporation. He is the lead on many of Sabina's community engagement undertakings including establishing close ties and continuous dialogue with community elders, high school groups, community advisory groups (CAG's), youth advisory groups, hunters and trappers' organizations (HTOs), hamlet councils and administrations and other government and regulatory bodies.

"I like dealing with my people," says Mr. Kaiyogana, who joined Sabina as community liaison officer in May, 2012. "It's just like being part of the family to me. When they get concerned, I get concerned." One of the tasks he particularly relishes is taking youth to Sabina's mining camps and introducing them to the mining industry work life. It gives them a sense of hope for their future livelihood.

Mr. Kaiyogana resides in Cambridge Bay but he is actively involved in organizing community meetings and providing project updates regarding the Back River Project throughout Nunavut. He brings a vast working history in the North to bear on his job and he understands the dialects of many community members who may not be comfortable speaking in English. With his communication skills and cultural knowledge, Mr. Kaiyogana is an invaluable reference source for Sabina regarding matters of culture and traditions.

FACT FILE

Back River Gold Project

Location: West Kitikmeot Region of Nunavut, 85 km from Bathurst Inlet

Company: Sabina Gold & Silver Corporation

The Back River Project is based on a conventional open pit mine supplemented by underground operations that will feed a 5,000 tonne per day whole ore leach process plant. Operations are designed to produce an average of 287,000 ounces of gold per year over the life of mine.

“I like dealing with my people ... It’s just like being part of the family to me.”



His previous work experience included nine years with the medical boarding home in Yellowknife where people from all over the North stay when seeking special medical services. It was there he encountered people from many of Nunavut's communities and learned their dialects.

"We have differences but we are still one," he says.

Above all, Mr. Kaiyogana works hard to be a resource to his people. “My door is open. I encourage anyone who wants to know more to give me a call. I’m there for you.” 



Our vision is to eliminate diseases and injuries

We support the mining industry together with our partners to advance a strong Northern safety culture.

[illegible][illegible]

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d'éliminer les maladies
et les blessures**

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SHARING THE WEALTH

THE POSITIVE IMPACT OF THE MINING INDUSTRY IN THE NORTH

by Beverly Cramp

The mining industry is good for businesses, communities, families and workers in Canada's North.

So says a summary report, released by the NWT & Nunavut Chamber of Mines and completed last year, called Measuring Success 2014: NWT Diamond Mines Continue to Create Benefits, which compiles data on a wide array of benefits accruing to the North from mining (see Side Bar 1).

One outstanding number from the study showed that total employment from diamond mines between 1996 and 2013 added up to about 44,000 person-years of employment, 50 percent of which is northern, and of that, half is Aboriginal employment. The mining industry has created a lot of jobs for Northerners.

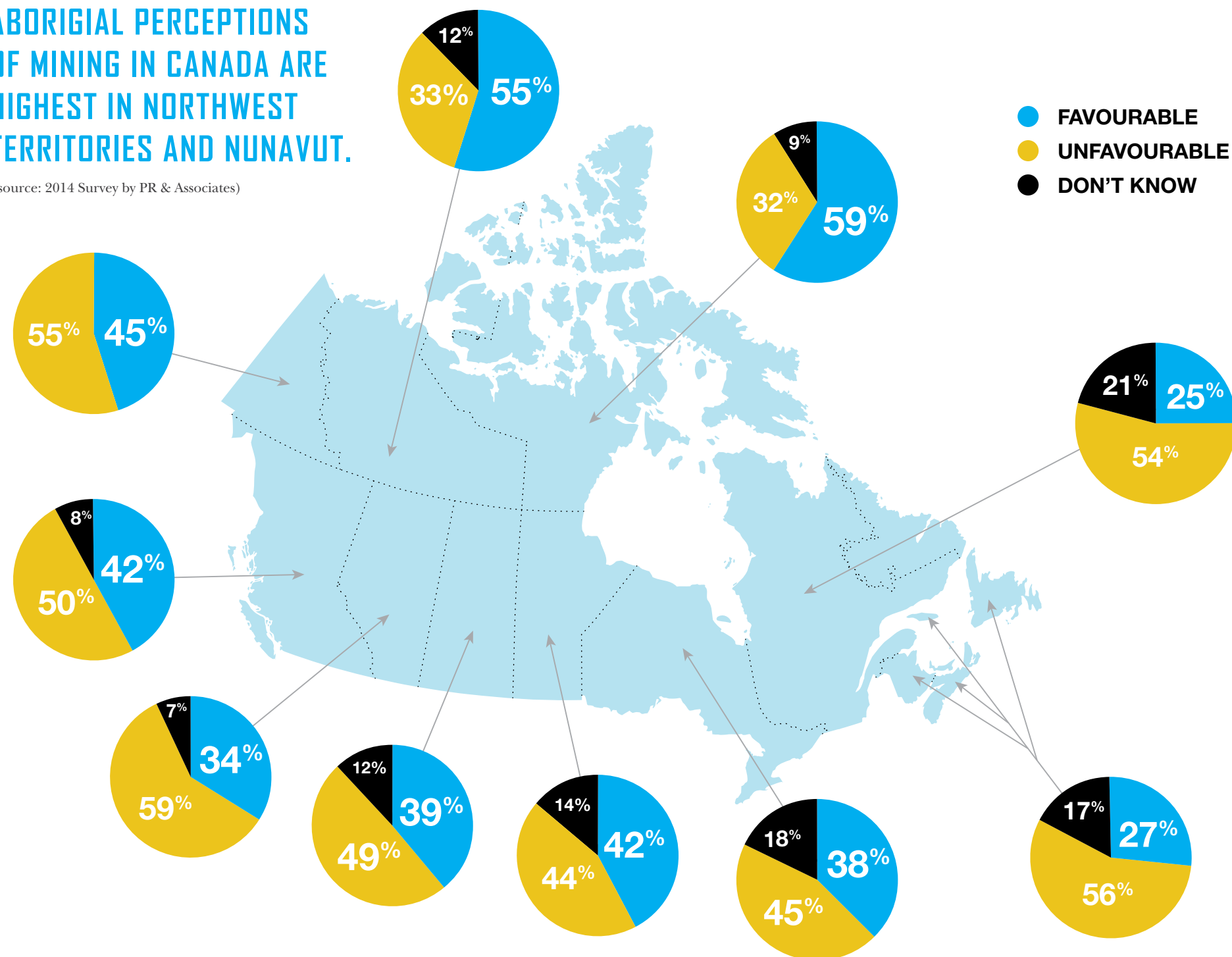
And not just any old jobs. Diamond mines need plenty of skilled workers, and are willing to put large sums into programs to ensure get their workers get the training they need to be productive at the mine sites. This training is an investment in transportable skills that individuals will keep for the rest of their lives, wherever they live. Getting a journeyman's trade certificate means that a worker can be employable nearly anywhere in Canada, and in other industries besides diamond mining. The Northern mining companies get a skilled workforce from the money they spend on training; the trained workers get a career that can take them many places.

Diamond mining is a very good deal for workers and their families. And it is also a very good deal for NWT businesses, which earned \$621 million from supplying diamond mines with goods and services in 2013 alone, while for the same year, Aboriginal-owned businesses earned \$248 million.

The owners of the diamond mines are also good neighbours, and make frequent donations to a variety of philanthropic causes. From 2012 to 2013, Dominion Diamonds, Rio Tinto and De Beers have given approximately \$23 million in contributions to communities.

ABORIGINAL PERCEPTIONS OF MINING IN CANADA ARE HIGHEST IN NORTHWEST TERRITORIES AND NUNAVUT.

(source: 2014 Survey by PR & Associates)



Not to be out-sparkled by the diamond mines, Agnico Eagle's Meadowbank Gold Mine, north of Baker Lake in Nunavut's Kivalliq region, is making a big difference to local Inuit communities there (See Side Bar, p.36-37). Meadowbank has paid more than \$100 million in wage income to workers in the Kivalliq region since production

started up in 2010. This employment generates annual wage income of over \$20 million per year for Inuit families. Many of these Inuit workers have been employed since 2009 when Meadowbank construction began.

Many northern aboriginal workers acknowledge that the mining industry is good for their

communities and families, according to a new study called Aboriginal Canadians and Their Support for the Mining Industry, prepared by Dr. Libby Sharman of PR Associates, with survey data conducted by Mustel Group.

In the rest of Canada, 38 percent of the aboriginal population has a favourable impression of mining,

says Dr. Sharman. In the North, including all three territories, that number jumps to 57 percent. "In Nunavut in particular, it was 59 percent and in the NWT it was 55 percent," says Dr. Sharman. Aboriginal perceptions about mining in both territories are quite a bit higher than the perceptions of mining by Aboriginals in the rest of the country, she says.

(CONT'D. ON P.36)

Mining makes Northern communities *sparkle*

THE BENEFITS OF NWT DIAMOND MINES

The three NWT diamond mines, Ekati, Diavik and Snap Lake, continue to provide significant benefits to the NWT, its residents and communities and all of Canada. These benefits are summarized in Measuring Success 2014: NWT Diamond Mines Continue to Create Benefits, a summary report released by the NWT & Nunavut Chamber of Mines.

Some highlights from the report include:

Employment

- Initial predicted total mine employment was **1826** workers
- In 2013, total diamond mine employment was **3109** workers
- Northern employment in 2013 was 1430, exceeding initial predictions of 1138 by **26 percent**
- Of the 1430 northern workforce in 2013, **752**, or 53 percent, were Aboriginal
- Total employment since 1996 is just under **44,000** person-years, of which 50 percent is northern, and half of that is Aboriginal

Business spending

- Mines spent **\$943 million** in 2013, of which \$621 million, or 66 percent, paid for goods and services received from northern businesses, and \$248 million, or 26 percent was paid to Aboriginal businesses who supplied goods and services.
- Total spending to date to construct and operate the mines is **\$14.8 billion**
- Northern business spending to date is **\$10.6 billion**, or 72 percent, of total expenditures by the mines, of which \$4.8 billion, or nearly half, is with Aboriginal businesses

Training & education investment

- The diamond mines and other industry partners supported Mine Training Society programs with **\$16.7 million** in cash and in-kind investments between 2004 and 2014
- The Mine Training Society assessed **2796** people for training between 2004 and 2014; 2149 of those received training or other support
- In 2013, the three mines employed **69** apprentices
- Nearly **\$464,000** in scholarships was awarded by the three mines in 2013

Community contributions

- During 2012 and 2013, the three diamond mines provided approximately **\$23 million** in contributions to communities

Safety

- The diamond mines continue to set high standards for mine safety. Their strong safety performance has made significant impacts on the safety culture, not only within their organizations, but also with many other businesses involved in their operations

Source: NWT & Nunavut Chamber of Mines

nwt&nunavut

Where We Work

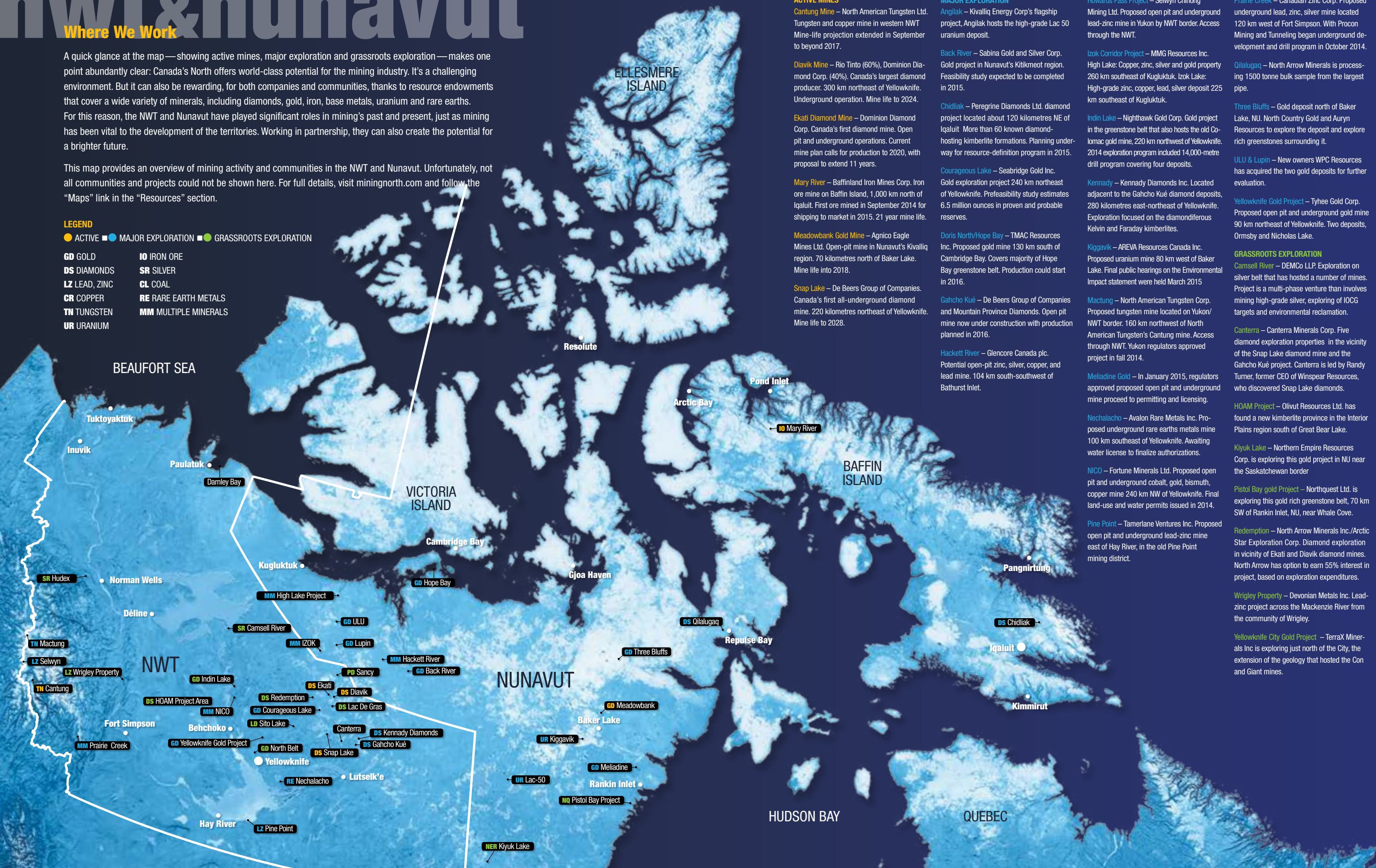
A quick glance at the map — showing active mines, major exploration and grassroots exploration — makes one point abundantly clear: Canada’s North offers world-class potential for the mining industry. It’s a challenging environment. But it can also be rewarding, for both companies and communities, thanks to resource endowments that cover a wide variety of minerals, including diamonds, gold, iron, base metals, uranium and rare earths. For this reason, the NWT and Nunavut have played significant roles in mining’s past and present, just as mining has been vital to the development of the territories. Working in partnership, they can also create the potential for a brighter future.

This map provides an overview of mining activity and communities in the NWT and Nunavut. Unfortunately, not all communities and projects could not be shown here. For full details, visit miningnorth.com and follow the “Maps” link in the “Resources” section.

LEGEND

● ACTIVE ■ MAJOR EXPLORATION ■ GRASSROOTS EXPLORATION

GD GOLD
DS DIAMONDS
LZ LEAD, ZINC
CR COPPER
TN TUNGSTEN
UR URANIUM
IO IRON ORE
SR SILVER
CL COAL
RE RARE EARTH METALS
MM MULTIPLE MINERALS



ACTIVE MINES

Cantung Mine – North American Tungsten Ltd. Tungsten and copper mine in western NWT. Mine-life projection extended in September to beyond 2017.

Diavik Mine – Rio Tinto (60%), Dominion Diamond Corp. (40%), Canada’s largest diamond producer. 300 km northeast of Yellowknife. Underground operation. Mine life to 2024.

Ekati Diamond Mine – Dominion Diamond Corp. Canada’s first diamond mine. Open pit and underground operations. Current mine plan calls for production to 2020, with proposal to extend 11 years.

Mary River – Baffinland Iron Mines Corp. Iron ore mine on Baffin Island, 1,000 km north of Iqaluit. First ore mined in September 2014 for shipping to market in 2015. 21 year mine life.

Meadowbank Gold Mine – Agnico Eagle Mines Ltd. Open-pit mine in Nunavut’s Kivalliq region. 70 kilometres north of Baker Lake. Mine life into 2018.

Snap Lake – De Beers Group of Companies. Canada’s first all-underground diamond mine. 220 kilometres northeast of Yellowknife. Mine life to 2028.

MAJOR EXPLORATION

Angilak – Kivalliq Energy Corp’s flagship project, Angilak hosts the high-grade Lac 50 uranium deposit.

Back River – Sabina Gold and Silver Corp. Gold project in Nunavut’s Kitikmeot region. Feasibility study expected to be completed in 2015.

Chidliak – Peregrine Diamonds Ltd. diamond project located about 120 kilometres NE of Iqaluit. More than 60 known diamond-hosting kimberlite formations. Planning underground way for resource-definition program in 2015.

Courageous Lake – Seabridge Gold Inc. Gold exploration project 240 km northeast of Yellowknife. Prefeasibility study estimates 6.5 million ounces in proven and probable reserves.

Doris North/Hope Bay – TMAC Resources Inc. Proposed gold mine 130 km south of Cambridge Bay. Covers majority of Hope Bay greenstone belt. Production could start in 2016.

Gahcho Kué – De Beers Group of Companies and Mountain Province Diamonds. Open pit mine now under construction with production planned in 2016.

Hackett River – Glencore Canada plc. Potential open-pit zinc, silver, copper, and lead mine. 104 km south-southwest of Bathurst Inlet.

Howards Pass Project – Selwyn Chihong Mining Ltd. Proposed open pit and underground lead-zinc mine in Yukon by NWT border. Access through the NWT.

Izok Corridor Project – MMG Resources Inc. High Lake: Copper, zinc, silver and gold property 260 km southeast of Kugluktuk. Izok Lake: High-grade zinc, copper, lead, silver deposit 225 km southeast of Kugluktuk.

Indin Lake – Nighthawk Gold Corp. Gold project in the greenstone belt that also hosts the old Colomac gold mine, 220 km northwest of Yellowknife. 2014 exploration program included 14,000-metre drill program covering four deposits.

Kennady – Kennady Diamonds Inc. Located adjacent to the Gahcho Kué diamond deposits, 280 kilometres east-northeast of Yellowknife. Exploration focused on the diamondiferous Kelvin and Faraday kimberlites.

Kiggavik – AREVA Resources Canada Inc. Proposed uranium mine 80 km west of Baker Lake. Final public hearings on the Environmental Impact statement were held March 2015

Mactung – North American Tungsten Corp. Proposed tungsten mine located on Yukon/ NWT border. 160 km northwest of North American Tungsten’s Cantung mine. Access through NWT. Yukon regulators approved project in fall 2014.

Meliadine Gold – In January 2015, regulators approved proposed open pit and underground mine proceed to permitting and licensing.

Nechalacho – Avalon Rare Metals Inc. Proposed underground rare earths metals mine 100 km southeast of Yellowknife. Awaiting water license to finalize authorizations.

NICO – Fortune Minerals Ltd. Proposed open pit and underground cobalt, gold, bismuth, copper mine 240 km NW of Yellowknife. Final land-use and water permits issued in 2014.

Pine Point – Tamerlane Ventures Inc. Proposed open pit and underground lead-zinc mine east of Hay River, in the old Pine Point mining district.

Prairie Creek – Canadian Zinc Corp. Proposed underground lead, zinc, silver mine located 120 km west of Fort Simpson. With Procon Mining and Tunneling began underground development and drill program in October 2014.

Qilalugaq – North Arrow Minerals is processing 1500 tonne bulk sample from the largest pipe.

Three Bluffs – Gold deposit north of Baker Lake, NU. North Country Gold and Auryn Resources to explore the deposit and explore rich greenstones surrounding it.

ULU & Lupin – New owners WPC Resources has acquired the two gold deposits for further evaluation.

Yellowknife Gold Project – Tyhee Gold Corp. Proposed open pit and underground gold mine 90 km northeast of Yellowknife. Two deposits, Ormsby and Nicholas Lake.

GRASSROOTS EXPLORATION

Camsell River – DEMCo LLP. Exploration on silver belt that has hosted a number of mines. Project is a multi-phase venture that involves mining high-grade silver, exploring of IOCG targets and environmental reclamation.

Canterra – Canterra Minerals Corp. Five diamond exploration properties in the vicinity of the Snap Lake diamond mine and the Gahcho Kué project. Canterra is led by Randy Turner, former CEO of Winspear Resources, who discovered Snap Lake diamonds.

HOAM Project – Olivut Resources Ltd. has found a new kimberlite province in the Interior Plains region south of Great Bear Lake.

Kiyuk Lake – Northern Empire Resources Corp. is exploring this gold project in NU near the Saskatchewan border

Pistol Bay gold Project – Northquest Ltd. is exploring this gold rich greenstone belt, 70 km SW of Rankin Inlet, NU, near Whale Cove.

Redemption – North Arrow Minerals Inc./Arctic Star Exploration Corp. Diamond exploration in vicinity of Ekati and Diavik diamond mines. North Arrow has option to earn 55% interest in project, based on exploration expenditures.

Wrigley Property – Devonian Metals Inc. Lead-zinc project across the Mackenzie River from the community of Wrigley.

Yellowknife City Gold Project – TerraX Minerals Inc is exploring just north of the City, the extension of the geology that hosted the Con and Giant mines.

The instructions for the toy helicopter said: “WARNING: if blade damage, don’t be fly, otherwise it will create the human body or blame damage’.

Everyone knows you have to be careful with these things, but could a little carelessness really create a human body?!

Obviously the manufacturer had a different warning in mind, but poor translation resulted in some questionable and possibly dangerous operating guidelines. Think of the potential for personal injury if a similar mistake was made in the manual for a piece of heavy equipment.

A few years ago we were working with a client that needed to translate manuals for the small engine loaders they were using on construction sites. Not everyone knows, but the proper name for that kind of machine is a skid steer loader; unfortunately the company made a literal word for word translation and called them slippery beef loaders!’

The ability to understand cultural inferences can have a significant impact on how some words and phrases are understood. We must be cognizant of whether or not a literal translation will make sense to the reader. A quick example - if I took my daughter to the fair and asked her if she wanted some barbe à papa, she’d smile and say ‘yes please!’ French speaking people know that barbe à papa means cotton candy. But directly translated to English it means Daddy’s beard, so imagine if we were doing translations for a candy shop and we put Daddy’s beard on their menu – they would not be happy.’

There are roughly 35,000 Inuktitut speakers in the Nunavut Territory, but what makes

it fascinating is the variation of dialects and differences between regions and communities. Nunavut’s Official Languages Act (OLA) is aimed at honouring and preserving the unique culture of the Inuit people. For us at Parenty Reitmeier, remaining sensitive to these different dialects is a challenge we embrace.

The development of the OLA and probable future implementation of the One Writing System will definitely have an impact on companies conducting business in the Territory - with the current boom in mining; there is a real need for accurate translation services; not just to avoid funny misunderstandings, but from a safety and liability perspective.

Translation has been going on for centuries and we find ourselves at the leading edge of the evolution of this skill set. ‘We care about what we do for our clients and we try to maintain those small town community values’ says Jean-Pierre Parenty, President.

‘Every detail of a translation project is reviewed meticulously for accuracy, right down to a simple comma. Read these two sentences: ‘let’s eat Grandpa’, and ‘let’s eat, Grandpa’. Notice the difference? Grandpa sure does! And while this is another humorous example of translation and editing done poorly, sometimes the smallest details can have a significant impact.

So if you’re not into eating hairy cotton candy, nor do you want to load slippery beef, play it safe and hire a professional.



Marielle Fréchette
Business Development Officer
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Dr. Sharman points out that one thing Aboriginal Canadians agree on is that the mining industry plays a positive role in the economy. In taking a closer look at the data, she says, the results show that, “Aboriginal Canadians are enjoying the economic benefits from the industry, mining companies are treating their employees well, and they are providing safe work environments.”

The survey shows there are some particular areas where northern Aboriginals rate the mining industry much better than their southern cohorts, says Dr. Sharman. “... Northern Aboriginals have more pride in the industry and they considered it more innovative. They saw the industry as better for them and their community. And they saw the benefits of the products of the mines were greater than the risks of pollution. Those were some really key things that nationally the industry didn’t perform as well on. But in the North the perception is that the industry is doing a much better job.”

Digging even deeper, Dr. Sharman notes that nation wide, 53 percent of Aboriginals surveyed have less confidence that the mining sector is honest and trustworthy, but in the North, 70 percent of Aboriginals surveyed have confidence in the honesty and trustworthiness of the mining sector. “What that indicates to me,” she says, “is that the industry is doing a better job in the North at working with the communities up there and having honest and open conversations and building those trusting relationships that are so key to Aboriginal engagement.”

The areas of significant differences, which Dr. Sharman defines as a difference of more than 10 percent between the North’s and the national perception, where the North rated the mining industry more highly, include: ensuring safety for those

The Meadowbank Mine makes a big difference in Nunavut

Mining is the largest private sector contributor to Nunavut’s economy. With only one mine operating in 2013 – the Meadowbank Mine, owned and operated by Agnico Eagle - the contributions to the economy are easy to see. Agnico has another project, Amaruk, about 50 kilometres northwest of Meadowbank, which is still in the exploration stage. Agnico plans to spend about \$22 million on Amaruk in 2015.

Here’s a closer look at the numbers Meadowbank generates in Nunavut:

Direct employment for Inuit Beneficiaries

- **241** Inuit Beneficiaries are currently working for Agnico at the Meadowbank Mine, all coming from the Kivalliq Region communities
- An additional 30 to 50 Inuit Beneficiaries are employed by contractors working at Meadowbank
- Meadowbank has paid well over **\$100 million** in wage income to the Kivalliq region since start-up in 2010
- This employment generates annual wage income of over \$20 million per year for Inuit families in the Kivalliq Region. Many of these Inuit Beneficiaries have been employed since 2009.

Creation of new business capacity for local Inuit firms

- The Meadowbank Mine has been the catalyst for the growth of new Inuit companies. As well, southern companies coming into the Kivalliq Region to seek out Inuit business partners have resulted in the creation of many new joint venture Inuit firms.

Direct Economic Payments to Nunavut Tunngavik Inc.

- Mineral royalties from Meadowbank have totaled **\$5.3 million** since start of operations.

Business opportunities for local Inuit firms

- Meadowbank spends approximately **\$100 million** per year with NTI registered companies. In 2013, this was almost 30 percent of the Meadowbank’s total expenditure for all goods and services purchased for the mine;
- Since the start of construction, the Meadowbank Mine has spent more than **\$650 million** with NTI registered companies; \$1 billion with Nunavut-based companies out of a total expenditure of \$2.5 billion on all goods and services purchased;
- 27 percent of all expenditures to date for goods and services at Meadowbank has gone to NTI registered Inuit Firms during the combined construction and operational phases.

Direct Economic Payments to Governments

- Paid by employees to government (Canada) - **\$3 million** per year
- Payroll taxes paid by Agnico to government (Nunavut) - **\$3.1 million** per year
- Property taxes paid to government (Nunavut) average **\$1 million** per year



Meadowbank Mine workforce, as at December 31, 2013

Working for Agnico	765
Working for contractors	255
Permanent Agnico employees	672 (87.8%)
Temporary Agnico employees	93 (12.2%)
Agnico employees who are Inuit Beneficiaries	244 (31.9%)
Agnico employees who are female	77 (10%)

Photo courtesy of Agnico Eagle

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Sharing the Wealth (contd.)

working in the mines; playing a positive role in the economy; respecting the human rights of workers; obeying laws and regulations; being a good neighbour to the community; providing opportunities for Northern remote communities; being honest and trustworthy; providing opportunities for Aboriginal Canadians; making major efforts to limit the environmental impact of mining work; and collaborating with Aboriginal communities.

“These are all areas where the (mining industry) is perceived to be doing a significantly better job by the Aboriginal Canadians in the North, says Dr. Sharman. “That really is a positive outcome for the industry in the North. It indicates the companies operating up there are doing a much better job of how they handle the environment and how they collaborate with the communities.”

Dr. Sharman says there is still plenty of room for improvement in the North, despite the survey’s positive results. “It’s fantastic that there is a 57 percent approval rating for the industry in the North, but the national general population of all of Canada has an approval rating around 80 percent,” she says. “The Mining Association of Canada released a survey in 2013 of all Canadians’ perceptions, without looking at specific cultural demographics, and they had approval of the mining industry somewhere between 78 and 82 percent. So obviously there is still that disparity.”

Numbers tell us some things. But nothing hits home quite like the unscientific sentiments of Senator Dennis Paterson, who represents Nunavut in the Canadian Senate. He has observed Northern communities before and after the mining industry moves in. “I’ve got to say that I do know what it’s like having money in one’s pocket and having a job,” he says. “It is way better than not having a job. The mining industry provides not only jobs. It represents hope for the future. That is so important for Northern communities.”



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TRAINING FOR SUCCESS

By Beverly Cramp

The Hamlet of Arviat wanted a share of the mining jobs available in the Kivalliq region. To do that, they needed a plan, some students, some money, a place to set up a classroom, and many people with the vision and the drive to get it organized.

The Hamlet of Arviat is the southernmost community in both the Kivalliq region and in Nunavut. Located on the west coast of Hudson Bay, the community is a great place to view wildlife – polar bears, bowhead whales (the name “Arviat” means “place of the bowhead whales”), millions of migratory birds and caribou – can all be found in or near Arviat, depending on the season.

Arviat is home to more than 2300 people and is third in population size in Nunavut, behind Rankin Inlet and the capital, Iqaluit. Despite its size, there is little local economy and few available employment opportunities other than local service jobs or some government jobs. It was a problem that Keith Collier, the hamlet’s economic development officer, was keen to see change for the better.

“There is not a lot happening here,” Collier says. “People generally have to be working in government jobs or with local retailers. With only those labour outlets, we are recycling a lot of dollars.”

Enter Agnico Eagle, owner of the Meadowbank Gold Mine,

HAPPY GRADUATES OF ARVIAT’S WELDERS HELPER PROGRAM: TOP ROW LEFT TO RIGHT: MICHAEL KARETAK, DERRICK GIBBONS, BRUCE FOURNIER (INSTRUCTOR), JIMMY PINGUSHAT, LOUIS JR. IRKOK AND JONATHAN MUKYUNGNIK. BOTTOM ROW LEFT TO RIGHT: RENE AGGARK AND NATHAN AMARUDJUAK



situated in the Kivalliq region, 100 kilometres north of Baker Lake. Opened in 2010, Meadowbank was the first new mine to start operations in Nunavut since the territory separated from the Northwest Territories in 1999. And even before production start up, during the exploration and construction phases, it brought with it new money, jobs and lots of opportunity. Collier, along with many others in Arviat, including the mayor, Bob Leonard, were very interested to ensure that Arviat had a chance to participate.

“Mining is new money coming into the community and we need(ed) to encourage those kinds of external sources of employment,” says Collier. But how to do it? The hamlet recognized the need to get mining companies to take Arviat seriously as a good recruiting ground for employees. Most of Meadowbank’s employees came from Baker Lake, which was closest to the mine, and Rankin Inlet, the Kivalliq region’s largest community and closer to the mine than Arviat. To be taken seriously as a reliable point of hire, Arviat needed to produce well-trained people ready to take on mining jobs. Many locals had little work experience in an industrial

setting, let alone the skills required for work in a mine.

Six years ago, and prior to Collier’s arrival in Arviat, the Hamlet set out to devise a long-term economic development strategy, part of which was to increase local employment in mining. Collier says that several local people got together to consider what could be done and how to do it. They came up with a proposal to create a diamond drilling training program, to be offered right in Arviat. The mining industry utilizes diamond drilling, not only during exploration for new mines, but also for extending and expanding existing mines. No such training program existed in Nunavut, but since diamond drilling was an essential requirement for any mine, it seemed like the perfect program to set up in the community.

The plan called for the conversion of two old garage buildings into training facilities. The garages were upgraded to include a warehouse, classrooms and workshop areas with drilling equipment. The Hamlet secured funding from the Nunavut and federal governments, some mining industry companies such as Agnico-Eagle, Boart-Longyear Drilling, and Forage Orbit-Garant Drilling,



WELDER'S HELPER STUDENTS, FROM LEFT TO RIGHT: JONATHAN MUKYUNGNIK AND JIMMY PINGUSHAT.

the Kivalliq Inuit Association, and the Kivalliq Mine Training Society.

At the time Arviat approached Agnico Eagle, the company did not have an office, or even an employment coordinator in the hamlet, but it maintained offices in Baker Lake and Rankin Inlet from where it hired most of its Inuit employees. Agnico also had an outreach program extending to other communities, says Graeme Dargo, the company's superintendent of communications & community affairs. "We have some contacts with different hamlets," he says. "We have a part time employment coordinator in Chesterfield Inlet and a roving coordinator that tries to cover other communities in the region."

But that changed in 2013, when after seeing Arviat's employment development proposal, Agnico decided to fund a full-time position for a training and employment coordinator. The position was to be based in the Arviat Resource Centre as part of the Hamlet's economic development team, and, although funded by Agnico, the position would be hired and supervised by the Hamlet of Arviat.

The coordinator's job is now filled by Michelle

Malla, and she reports to Keith Collier. She is in daily contact with the Agnico Eagle human resources department regarding positions at both of the company's Kivalliq properties, Meadowbank, and their newer property near Rankin Inlet, the Meliadine gold project.

As coordinator, Malla is busy with three main roles. She helps job applicants with their resumes and applications and researches and posts job opportunities. She acts as the local human resources representative for Agnico Eagle by taking applications, scheduling interviews, and facilitating communication between employees and supervisors. And finally, she plays a pivotal role in Arviat's training programs, managing logistics such as travel arrangements for instructors, ordering supplies, taking applications for the training school and assisting with the paperwork related to all three roles.

Working together is paying off handsomely for all parties, according to Collier and Dargo. It has forged a three-way link between Arviat residents, the hamlet administration, and Agnico Eagle.

"This solid link is one of the reasons why Arviat now has such a strong relationship with Agnico

Eagle, and one of the reasons we have been successful in maintaining 45 to 50 employees working for them and their sub-contractors," says Collier. With assistance from the many other industry and government partners, training has taken off in Arviat, and the coordinator's position is essential to the program's success. "The training and employment coordinator is a huge help to the people of Arviat in seeking training and employment with Agnico Eagle and other mining companies, as well as with our capacity to operate training programs," says Collier.

The curriculum for the diamond drilling program was obtained from the Northern College in Kirkland Lake, Ontario and is well regarded by the mining industry. "We need people with these skills," says Dargo. "It suits us to have this kind of training available locally. So far, Arviat has been very successful in keeping the training facilities going."

The diamond drilling training program started in the Fall of 2011. Originally taking ten weeks to complete, and later compressed to eight weeks to reduce instructor accommodation costs, the program was expanded to include a work readiness program to prepare graduates and their families for remote camp life and

TRAINING FOR SUCCESS

A RECENT DIAMOND DRILLERS CLASS: TOP ROW LEFT TO RIGHT: ROBIN HOOD (INSTRUCTOR), ROBERT JR. GIBBONS, JONAH KINAK, HUNTER TATTUINEE, EVANO JR. AGGARK, ANDY ULAYOK, GABRIEL ANOWTALIK, ROMEO IKAKHIK, TERRENCE KING AND DARREN PAUL (INSTRUCTOR'S HELPER). BOTTOM ROW LEFT TO RIGHT: JONAH SEWOOE, NORMAN KIRKWA, JAMIE SULURAYOK, DANNY ILLUNGIAYOK AND BRIAN ARUALAK.



rotating shifts. The most common work rotation is two weeks working at the mine site followed by two weeks off.

The Hamlet administration advertises the training spots and chooses which students to enrol, working in conjunction with Northern College instructors. All costs are paid for by the Hamlet through economic development funding secured for each program. To date, there have been five intakes into the drilling course, producing a total of 55 graduates. A sixth intake began in the Spring of 2015.

"It's a great program," says Dargo. "Graduates don't just get hired by Agnico Eagle. Some have gone to the Baffinland Mine, others to the Northwest Territories' diamond mines and still others have gone to mines in Northern Ontario. No one expected this but that's what's been happening."

Agnico sees direct benefits of the Arviat training facility now, and will continue to employ program graduates in the future. In March of this year, the company received its project development certificates from the Nunavut Impact Review Board for its proposed Meliadine gold mine, 25 kilometres from Rankin Inlet.

Agnico also has a new exploration project at Amaruq, about 50 kilometres from Meadowbank, where Arviat graduates could also be employed. Amaruq is close enough that a road can be built to haul ore to the mill at Meadowbank for processing. "We're about to start a new drilling program at Amaruq," says Dargo. "There are eight diamond drills located there that will be working 24-7 for five to six months."

Encouraged by the success of the diamond drilling program, Arviat recently added a welder's helper training program. The program is still under development, but has already produced 13 graduates from its first and second intakes. "It teaches the basics of welding and basically is a welding trade readiness course," Collier says. "Most of these graduates have found work with Agnico Eagle at the Meadowbank Mine. There are longer term benefits too, as the participants can upgrade by taking more training to become fully-qualified journeymen welders."

Mining training is a big part of Arviat's economic development strategy, and the expectation is that future generations will also be able to benefit from it. There is a population boom underway in Arviat, and when these children grow into young adults they will be looking for work opportunities. The mining industry is one of the few sectors of the economy with the capacity to provide new economic opportunities in the north.

Arviat mayor Bob Leonard is well aware of the potential, and he makes a point to go to the hamlet's airport to welcome mine employees as they are either leaving for the Agnico Eagle mine camps, or returning for their two weeks home. "The mayor is something else," says Dargo. "We do a crew change every week and he's there to personally thank them for coming to work. Now that's leadership."

Leadership and vision are both essential to ensure that an economy has the capacity to make life better for its participants. Senator Dennis Patterson, appointed six years ago to represent Nunavut in the Canadian Senate, sees the



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potential that mining has to improve Nunavut's long-term economic development.

The mining industry, he says, can help Nunavut mature into a diverse economy with a strong private sector component that will compliment the government-dominated economy, which territorial governments have historically relied upon. "I have made mining a focus of my work," Patterson says. "Not only does mining have the capacity to provide lots of employment but also a broad range of jobs for people with different skills."

Patterson is keenly aware of Nunavut's rapid population growth, which is twice that of the overall Canadian rate. "It's a challenge to find employment for a surging cohort of young people and territorial leaders think about this on many a sleepless night," he says. "Nunavut has some of the worst social and health indicators in the country – some of the worst suicide rates, family violence, alcohol and drug use and crime rates. Now jobs in the mining industry are not going to solve all these problems but it can make a big difference."

Nunavut's rich mineral resources can provide a prosperous future for today's young people. Both Baffinland Iron Mine and the Meadowbank Gold Mine are good examples of how the mining industry can dramatically change the complexion of a community, says Patterson. "The opening of Meadowbank Mine turned Baker Lake from a depressed, unhappy community into a happy, prosperous community."

Mining jobs with a two-week-in, two-week-out rotation suit the Inuit subsistence lifestyle. "The rotation ... allows them to lead a traditional lifestyle," says Patterson. "Only with



JIMMY PINGUSHAT, LEFT, AND INSTRUCTOR DENNIS FOURNIER, RIGHT.

mining jobs, now they can afford boats and snow mobiles to lead that life."

Patterson has promoted a number of initiatives to boost the mining industry, including the federal government's ongoing support for geo-mapping of mineral deposits in the north (see story page 6). The maps produced by this program are available to the mining community, and, says Patterson, have undoubtedly been great stimulators to investment in Nunavut's mineral resources. The Chidliak Diamond Project was greatly aided by information and data from the geo-mapping initiatives, he says.

The diamond drilling training program at Arviat shows how fostering a good relationship with industry ensures that industry/government partnerships are successful. Patterson sees mining training as critical to the long-term participation of Nunavut residents in the industry. "It's important that the mining training is targeted and focused on real jobs that are waiting to be filled," he says. "We have had dramatic successes in this area creating some highly skilled labourers to take on lucrative jobs."

Getting women into the workforce has been greatly beneficial. "There is a significant group of Inuit women who form the core of Nunavut's heavy equipment operators," Patterson says. "They drive big trucks worth seven to nine million dollars a vehicle and the mining companies want responsible good operators. I think Inuit women are probably better drivers than men."

Mining training societies go beyond building skill levels in the work force. They also help to cultivate understanding and acceptance of what it takes to work at a mine. "Spouses left behind on their own for weeks at a time need to understand that this is what the industry is all about," says Patterson. "And they need to learn how to manage the absences of their partners. Agnico Eagle has been very supportive and effective at reaching out to the spouses of their employees." 



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MINING BRIGHTENS THE FUTURE IN CANADA'S NORTH

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REMAINS GOOD
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WORLD ECONOMY

BY THE CONFERENCE BOARD OF CANADA

Both Nunavut and the Northwest Territories are still feeling the downturn in commodity prices, as project financing for new mines has been hard to secure. Mining companies have scaled back their planned exploration and deposit appraisal spending, which, for the territories as a whole, has not grown since 2011. China's economy is not growing as fast as it has in the past, and the world is seeing more supply of copper, iron ore, and other metals.

While the current environment is not conducive to a rapid expansion of mining assets in the territories, prospects for the longer term are generally positive. The business case for many of the mining projects in the North remains good. Near-term growth prospects are strongest for Yukon and Nunavut, but the outlook for Northwest Territories is also positive. While the near-term outlook is still clouded by low base metal prices, demand prospects for base metals and gold over the long term are positive and will lead to the active development of several more mines over the next decade. Some large mining projects are already under way, and that will help growth in Nunavut and the NWT in particular.

Nunavut **Mining Output**

Over the next few years, Nunavut will see a number of projects advance to the construction stage. In particular, Baffinland's Mary River iron ore mine, the first iron mine in the territory, is currently being developed and is already producing iron ore. The construction work to bring Mary River online is helping the economy grow. In 2013, with the beginning of site engineering and other construction activities at the Mary River site and other projects getting under way in the territory, the Nunavut construction industry experienced a huge boost. Mary River is the largest project included in this forecast, and work on building the infrastructure for the mine's early revenue phase will continue until 2016.

The project has two development phases. The first phase, which is currently under development and review, is called the early revenue phase (ERP). It will involve the production of 3.5 to 4.2 million tonnes of iron ore per year (mtpy), which will be trucked north to Milne Inlet, where it will be stored until summer and then shipped out by sea between July and October. The company began production last year, and ore is to start being shipped in the 2015 open water season, despite the recent drop in iron ore prices.

Baffinland plans to further develop the property into a larger mine, which would require building rail and port infrastructure. The second development phase—the larger version of the mine—is not included in the Conference Board's current forecast. Often iron ore projects are developed in phases, and given the recent drop in prices, it is unclear when market conditions will favour developing the \$4-billion second phase.

Gold production at Agnico Eagle's Meadowbank mine in the Kivalliq region, 100 km north of Baker Lake, reached a record high in 2014. The company has been mining higher than expected grade ore at Meadowbank and also managed to keep costs at the mine site under control. Production over the second half of 2014 was lower, however, as the company began mining from the lower-grade Vault deposit and finished mining from the higher-grade Goose deposit. Looking ahead, this trend is set to continue, and production is expected to gradually decline over the next few years. Operations at Meadowbank are expected to wrap up in late 2018 or early 2019. However, the company is investing in exploration activities in the area that could result in extending the life of the mine.

The Meliadine mine would be Agnico Eagle's second mine in Nunavut. Located 24 km from Rankin Inlet, also in the Kivalliq region, it would be a larger operation than Meadowbank

and would potentially operate at a lower cost per ounce of gold produced. Lower gold prices have caused the company to cut exploration and development spending in Nunavut. Agnico Eagle is working on underground development at the site, exploration drilling, technical studies, and permitting, and the Nunavut Impact Review Board (NIRB) has approved its final environmental impact statement with some conditions. The company aims to complete an updated technical report this year. A construction decision is expected in 2015 or 2016, with operations beginning in 2019 for a 13-year period.

Nunavut Exploration

The mineral exploration industry is important to Nunavut. It is the necessary first step toward developing a producing mine, and the activities associated with exploration and deposit appraisal bring important economic benefits. While Nunavut has an abundance of minerals, the amount spent on exploration in any given year will depend on a number of factors, including commodity prices, access to infrastructure, regulatory decisions, and the stage of development of major projects. There are a number of junior and senior companies with projects at various stages of development in all three regions of Nunavut.

For the territory as a whole, the amount spent on exploration and deposit appraisal is estimated to have dropped in 2014, for the third consecutive year. While gold prices have more or less stabilized this year, iron ore and uranium prices have fallen off substantially. An estimated \$257.6 million was spent on exploration and deposit appraisal in 2013, but the forecast for 2014 called for \$148.1 million to be spent. This compares with the peak of the commodity price cycle in 2011, when expenditures reached \$535.7 million.

Two companies with more advanced projects, as well as larger spending budgets, are MMG Minerals and Sabina Silver and Gold. MMG owns the Izok Lake corridor project, which in its current infrastructure-heavy form would cost well over \$1 billion to develop. The company has asked the Nunavut Impact Review Board (NIRB) to hold off on

evaluating its proposal while the company explores alternative—and likely cheaper—development plans.

Sabina has continued to spend aggressively in defining its resources over the past two years. The company completed a pre-feasibility study late last year and submitted a draft environmental impact and water licence application early this year. This summer, the company continues its exploration program, while also working on development studies and permitting.

Elsewhere, TMAC Resources has all permits necessary to develop the Doris North gold mine at Hope Bay, and it released a preliminary economic assessment of the project in late 2013. In 2014, the company raised \$78 million, the majority of which was put toward exploration, engineering, and permitting. A prefeasibility study is expected to be released at the end of the first quarter in 2015.

NWT Economic Momentum Expected

The NWT mining industry was forecast to contract by 5.2 per cent in 2014. In 2015, a rebound in diamond production will counteract a further drop in oil production giving the industry modest growth. New diamond and metal ore production is expected to provide a medium-term boost. By the turn of the decade, mining output is expected to decline through 2025.

NWT Diamond Mining

The powerhouse of the NWT economy—diamond mining—is rapidly maturing. The industry never fully recovered the production lost during the 2008–09 recession, but production at the new Gahcho Kué diamond mine will mitigate somewhat the impact of the scheduled closure of the Ekati mine in 2020 and the Diavik mine, which is expected to wind down in 2023. The smallest of the three current diamond mines, De Beer's Snap Lake mine, is planned to remain in production until 2028.

Diavik, which is owned by Rio Tinto and Dominion Diamond Corporation, began its first full year of underground operations in 2013. The plan for 2015 to 2017 is to produce between 5.5 and 6 million carats annually. Production is then forecast to fall steadily until the final year of production in 2023. However, the company just approved the development of the A21 diamond pipe, which is estimated to contain about 14.6 million carats. Open pit mining is expected to start in late 2018. Although the new pipe is only expected to extend the life of the mine by about one year, it will significantly boost production during the mine's late stages.

The Ekati mine, which utilizes a mix of underground and open pit mining methods, is majority-owned by Dominion Diamond Corporation. Operations at the mine have exceeded expectations in 2014, thanks to higher-than-expected grades and improvements made to the processing plant. Production is expected to fall in 2015 and 2016 as the company shifts to different deposits. Ekati is expected to spend \$406 million from 2014 to 2017 developing the Misery and Pigeon deposits, and an average of about \$35 million in sustaining capital costs until 2018. The mine is expected to finish operation in 2020, but the company is also considering the development of the high-grade Jay pipe, which is currently undergoing an environmental assessment and subsequent regulatory permitting. The Jay pipe could extend the mine life by at least 10 years.

The Gahcho Kué mine will be the NWT's fourth diamond mine, and it will boost diamond production substantially in the medium to long term. Owned by De Beers Canada and Mountain Province Diamonds, the Gahcho Kué mine has been in the early stages of construction since last fall. Results from an updated feasibility study put average annual production at 4.45 million carats for 12 years. The company recently updated the cost estimate to \$859 million, to be spent between the third quarter of 2013 and the third quarter of 2016.

The NWT has also seen some claim-staking and mineral tenure acquisitions for exploration in regions around the existing diamond mines. While these projects can take many years to develop, they represent the potential for more diamond mines in the territory.

(CONT'D. ON P.53)



DIRECTION SIGN AT THE MELIADINE PROJECT SITE.
PHOTO COURTESY OF AGNICO EAGLE.

An aerial photograph of a mining camp situated on a flat, sandy or silty landscape. The camp includes several large, white, dome-shaped storage tanks, smaller blue and white buildings, and various pieces of mining equipment. In the background, a large, vibrant blue lake stretches across the horizon, surrounded by low, rolling hills under a clear sky. The image is framed by a red banner at the top and an orange banner at the bottom.

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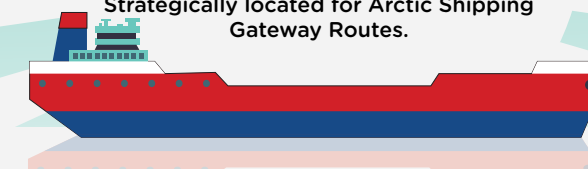
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NWT Metal Mining

(CONT'D. FROM P.48)

Prices for many base and precious metals prices peaked in 2010 and 2011. The Conference Board assumes that, while metal ore prices in general will not recover to their recent highs, they are expected to remain high when compared to prices in most of the past 20 years.

The Cantung tungsten mine is the NWT's only producing metal mine. The company is mining deposits using both open pit and underground methods to feed the expanded mill capacity. The owners have been investing in capital improvements in order to boost production this year and to extend the mine life to 2020.

Canadian Zinc's Prairie Creek project will likely be the next new metal mine to operate in the territory, producing zinc, silver, and lead. The company has had all the permits it needs to advance the project since the fall of 2013. In 2014, the company focused on optimization studies, drilling, and geo-technical and metallurgical studies in order to reduce initial costs and shorten the development schedule. Canadian Zinc has begun procurement and site engineering, as well as site preparation. With a relatively short construction timeline, our forecast assumes the project will begin production in the second half of 2016.

Two other mines, Fortune Minerals' NICO gold-cobalt-bismuth-copper mine, and Avalon's Nechalacho rare earths elements mine, are several years away from construction.

Mineral Fuels Petroleum

Since peaking in 2001, the N.W.T.'s mineral fuel industry has been on a downward trajectory. Production from the existing conventional oil wells near Norman Wells has been drying up. As such, real mineral fuel output is forecast to fall at an average annual compound rate of 3.7 per cent from 2014 to 2025.

Over the past few years, prospects for the Mackenzie Valley natural gas pipeline have faded, but interest in exploring the Canol shale oil play has heated up. The development of oil and gas resources in the Canol shale play and the Beaufort Sea are in the very early stages. While the Conference Board's forecast does not include any new mineral fuels production between now and 2025 from these plays, they do represent an upside risk. 

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photo by Frank Munday



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100% Dene owned exploration and mining company, DEMCo Ltd. is the general partner for DEMCO Limited Partnership, held by all of the Dene First Nations in the Northwest Territories, Canada, through partnership units in Denendeh Investments Limited Partnership.

DEMCo is established to explore, find and operate mines on and off selected lands in settled land claim areas and elsewhere in partnership with local aboriginal communities.

Northern resources are our biggest strategic advantage and now is the time to initiate Aboriginal integration in an industry that is the driving force in the NWT economy.

DEMCo represents a new era of wealth creation that will benefit the Dene, our partners, the NWT and Canada, enhancing positive relationships between the mining industry and First Nations communities.

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GuestColumn

Supporting mining supports future prosperity in Nunavut, and in Canada

Dennis Patterson
Senator, Nunavut

Since my appointment to the Senate in 2009, I have made the mining industry, particularly in Nunavut, my priority. The orderly development of our rich mineral resources in Nunavut ensures Inuit participation in the approval and benefits of mining while diversifying our current economy, and the over-reliance on the public sector.

I am particularly pleased with our federal government's record of support for the northern mining industry. Annual extensions to the Mineral Exploration Tax Credit (METC); regulatory reform in all three northern territories; generous contributions to train Northerners for employment in the industry; geological information gathered through the Geo-Mapping for Energy and Minerals (GEM) program; and, ongoing support for territorial regulatory agencies that review and make recommendations on northern projects have, with some exceptions, made the territories an attractive place for investment.

Nunavut now has two producing mines - Agnico Eagle's Meadowbank gold property and Baffinland's iron ore project on Baffin Island. Agnico Eagle's Meliadine gold project, near Rankin Inlet, recently received regulatory approval, and Areva's Kiggavik uranium project is now before Nunavut's regulatory agencies. Others are waiting in the wings. In 2011, Nunavut exploration expenditures topped \$535 million, behind only British Columbia, Quebec

and Ontario. Again, in 2013, despite the high cost of exploration in Nunavut, expenditures totaled \$426.5 million, about 10 percent of total exploration expenditures in Canada.

These investments are bringing prosperity to Nunavut, generating much-needed jobs, training and business opportunities. They have produced significant wealth and benefits for Inuit and their land claim organizations, as exploration and development is taking place on lands to which Inuit obtained surface and sub-surface title through shrewd negotiations for 18 percent ownership of Nunavut's land mass.

Lower commodity prices, high costs of exploration and development, and the lack of infrastructure have combined to cause a slowdown in northern exploration investment. Recent numbers from Natural Resources Canada show a decrease in exploration spending of 43 percent in Nunavut and 13 percent in Yukon in 2014. Exploration spending was up 32 percent in the NWT last year, primarily for the three existing diamond mines. Exploration spending declined by a combined 22 percent in the three territories last year. In this challenging

investment climate, governments, Aboriginal organizations and the mining industry must work together to rebuild momentum in this key sector of Nunavut's, and our nation's, economy. A continued focus on regulatory efficiency, consideration of strategic infrastructure investments that benefit both proponents and communities, and a taxation regime that continues to attract investments in the mining sector will all be critical.

In this challenging investment climate, governments, Aboriginal organizations and the mining industry must work together to rebuild momentum in this key sector of ... (the) economy

At PDAC 2015, Finance Minister Joe Oliver and Resources Minister Greg Rickford announced a one-year extension to the METC to March 31, 2016, to help keep investment flowing, particularly for junior mining exploration. They also announced changes to ensure that costs incurred for environmental studies and community consultations, required in order to obtain an exploration permit, are now eligible for treatment as Canadian Exploration Expenses (CEE), making them immediately deductible for tax purposes and also eligible for flow-through share treatment.

I am very pleased that our federal government continues to show its ongoing support to the mining industry in Nunavut and Canada.



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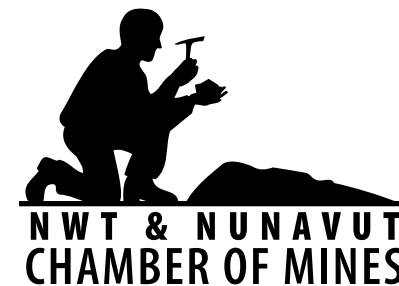
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