

የኢትዮጵያ ማኅበር አገልግሎት የጥቅምና የሚከተሉት ቀን



CΔJγ⁹C⁹R⁹

የየፋርድ	የየፋርድ
<ፌ>	<ፌ>
ፈጥሮ	ፈጥሮ
የጥቅምት	የጥቅምት
አጠቃላይ	አጠቃላይ

Δርድር ዓገር

1. ለጠቅላላ መመሪያ	4
1.1 ከበደረሰ በኋላ መመሪያ	4
1.2 ከበደረሰ በአስተዳደር በበኋላ መመሪያ	4
2. ከበደረሰ መመሪያ	5
3. ከበደረሰ ደንብ መመሪያ	6
3.1. <ፌዴራል መመሪያ>	6
3.2. የየዚህ ፖስ ስም ደንብ መመሪያ	7
4. የዚህ ፖስ መመሪያ, የሚከተሉት ደንብ መመሪያ, የሚከተሉት ደንብ መመሪያ	8
4.1. ማስቀመጥ የሚከተሉት ደንብ መመሪያ	9
4.2. የሚከተሉት ደንብ መመሪያ	15
4.3. ለማሳደግ የሚከተሉት ደንብ መመሪያ	17
5. የሚከተሉት የሚከተሉት ደንብ መመሪያ	20
Δረሰኝ A: 2018 ከበደረሰ መመሪያ	21
Δረሰኝ B: የየዚህ ፖስ ስም ደንብ መመሪያ	24
Δረሰኝ C: የሚከተሉት ደንብ መመሪያ	52

1. ልማትና ማረጋገጫ

1.1. ከበደ ►በፋይ

1.2. ከዕለድብዕስና በዕቅድ

ՀԿՐՑԵՇՆ ԾՐԸ ՏԵՇՎԱՐԸ ԵՎ ԵՐԵՎԱՆ ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅՈՒՆ

2. ከበደራልኩ የደንብ ስርዓት

መጽናው የዕለቱ ትርጓሜ		
የJበትናኝ እያለ, ደንብዎችና ልብላይናኝናገር	ደርሃር ዘርፍልዎ, ለብድርና ልብላይናኝናገር	▷ርወቅ ልቦችናኝና, ደንብዎችና ኋጥናናስላኝና
ደርሃር ማዕከል, ለብድርና ኋጥናናስላኝና	ለልግም ሁኔታ<<, ደንብዎችና ኋጥናናገር	ልርካለ ልንፈናኝና, ለብድርና ኋጥናናገር
ብልጠለ ነጂያ, ደንብዎችና ገርበረርናኝና	ጥሩ ቅዱያ, ለብድርና ገርበረርናኝና	ለልግም ሁኔታ<<, ደንብዎችና ኋጥናናገር
ሰው ክፍተትና, ለብድርና ልብላይናኝና	ዘርፍል ለማስረጃ, ደንብዎችና ልብላይናኝና	

የጋዢል ገዢ ተደራሱ ንዑስ የሚከተሉት ደረሰኝ የሚከተሉት ደረሰኝ

3. ከበደናውርድናዎች

3.1. $\langle \text{d}x^a \text{d}\sigma^b \rangle^c$

1. በበኩር አገልግሎት ስርዓት የሰነድ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 2. በበኩር አገልግሎት ስርዓት የሰነድ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 3. በበኩር አገልግሎት ስርዓት የሰነድ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 4. ጥሩ በበኩር አገልግሎት ስርዓት የሰነድ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 5. የሚከተሉ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 6. ጥሩ በበኩር አገልግሎት ስርዓት የሰነድ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 7. ጥሩ በበኩር አገልግሎት ስርዓት የሚያስፈልግ ስምምነት ይረዳል
 8. የሚከተሉ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 9. የሚከተሉ ደንብ የሚያስፈልግ ስምምነት ይረዳል
 10. 2017 ዓመት የሚያስፈልግ ስምምነት ይረዳል

3.2. የየጊዜ ስራ ማስፈጸም እና የሚገኘውን ስራ

ለፈናገድዎችን ማረጋገጫ በትክክል እንደሆነ ማስተካከለ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡

የየዚህ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡

1. ዘመኑ ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
2. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
 - a. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
 - b. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
3. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
 - a. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
 - b. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
4. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
 - a. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
 - b. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡

ሁሉም የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡

4. የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡

የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡

1. **አዲስአበባ ከበደንደቅ ንግድ ከበደንደቅ** - ለመከተሉ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡
2. **አዲስአበባ ከበደንደቅ** - ለመከተሉ የሚያስቀርብ ሰው ስለሚከተሉ ይችላል፡፡

3. **ԱՐԵՎԵՐԾ** **ՋՇԱՐՀԱՅԻ** եղլազնէ - >^հԵօրնեկդրէ եղլազնէ Աշութէնեկ
Ճնեածէնշառութէն եղլազնէս Էլե Եօրդութէն եղլազնէ, Էրնեցութէն Էլե
>^հԵօրնեկդրէ Ճլեցութէնշառութէն Ճման Էլերնեկդրէ Ողորմէն
Էրբու Քածենշառութէն, Էրնեկ.

4.1. **Δ⁹bbaΔ⁷⁹bC_⁹d^c bULF9c**

ID	ፋይናናይሮ	አለናናርር	አጠቃላይና	የተ	የመ
			አጠቃላይ	በ	2020
	▷ፌዴራል ማስታወሻ በበትና የሚያገለውን.	በበትና		በስልክ/ተጠበቀው በበትና<.	CΔbσ

4.2. ከፍተኛውን የፌርማ አበላያኑ እና

ՀԵՌԱՆԿԱՐԸ ՇՊԸԴՐՎԾԵԾ ԹԱՐՅԱԾԸ, ՇՋԱ ՏԻՎԸ ՈՈՒԳԿԼԽԸ ՀԾՎԸՑԼԽԸ ԵՍԼՈՒՆՐԸ ՏԻՎԸ
ՏԻՎԸ ՀԵՌԱՆԿԱՐԸ ՇՊԸԴՐՎԾԵԾ ԹԱՐՅԱԾԸ ԲԱԺԿԵՐԸ ՀԵՌԱՆԿԱՐԸ ՇՊԸԴՐՎԾԵԾ ԹԱՐՅԱԾԸ ՈՈՒԳԿԼԽԸ ՀԾՎԸՑԼԽԸ ԵՍԼՈՒՆՐԸ ՏԻՎԸ

4.3. Ազդեցիկության հոլովակը

5 - **CLA**[®] **C**₁₈[®] **A**₉[®] **C**₁₈[®] **C**₁₈[®] **C**₁₈[®] **C**₁₈[®] **C**₁₈[®]

▷△J⁹ A: 2019 ԵՌԵՎ ԵՐԵՇՆԵՐԸ

ԵՌԵՎ ԱՇԽԵԾ: ԵՐԻՆ ՀԱՂ, ԹԱՇԾԸ

►^c ↵^aΓ^c: LΔ 28-Γ^c LΔ 31-Ј^c, 2019

በመ: 8:30 ዞርኩል በየደንብ 5:30 ዞርኩል (ዞርኩል 1)

ԵՐԵՎԱՆԻ ԳՐԱԴԱՐԱՆ

► c Jcb 1 - LΔ 29, 2019

አገልግሎት	ልጋጌ	ቤንሻ	ለመተዳደሪያ ስርዓት	የመረጃ
8:30	9:00	ድርጅቱ ሰርዞች አነጻ ለጠናዕና ተከራካሪ በስ ልጠናዕና ልማት እና ለጠናዕና ማቅረብ ባኩና ተስላለ ለልጠናዕና, ከብርሃን የሚከተሉበት		
9:00	9:30	ልጠናዕና ፈጸምዎች ለመተዳደሪያ ልጠናዕና ማቅረብ ፈጸምዎች ለማቅረብ በነጻናዕና ሲሆን በኩና ተስላለ ልጠናዕና ማቅረብ		የየዚህ መረጃ በዚህ ቀን + ይህንን ይጠናኝ
9:30	9: 45	ይህንን የሚከተሉበት ለመተዳደሪያ ስርዓት ለመተዳደሪያ ስርዓት ለመተዳደሪያ ስርዓት	14.6	ይህንን የሚከተሉበት ለመተዳደሪያ ስርዓት
9:45	10:00		መክፈል	
10:00	10:30	የጥናት ሰርዞች 2018 ቤንሻ ፈጸምዎች ለማቅረብ		የየዚህ መረጃ በዚህ ቀን + ይህንን ይጠናኝ

10:30	10:40	<p><ፋዕሸር፡ ልሆነውን በስራ እና ልሆነውን በስራ እና አሁን በስራ እና ልሆነውን በስራ እና</p>	14.6 (a,b,c,d,h) 14.9 (a-e)	<ፋዕሸር፡ ልሆነውን በስራ እና
10:40	11:10	<p><ፋዕሸር፡ ልሆነውን በስራ እና የተመለከተውን በስራ እና</p>	14.6 (a,b,c,d,h) 14.9 (a-e)	<ፋዕሸር፡ ልሆነውን በስራ እና
11:10	11:20	<p><ፋዕሸር፡ መልክ ማውጣት ለመለከት በስራ እና</p>	14.6 (a,b,c,d,h) 14.9 (a-e)	<ፋዕሸር፡ ልሆነውን በስራ እና
11:20	11:30	<p><ፋዕሸር፡ ልሆነውን በስራ እና <ፋዕሸር፡ ልሆነውን በስራ እና በመለከት በስራ እና</p>	14.6 (a,b,c,d,h) 14.9 (a-e)	<ፋዕሸር፡ ልሆነውን በስራ እና
11:30	12:00	<p>ፈላጊውን በስራ እና ልሆነውን በስራ እና ፈላጊውን በስራ እና ልሆነውን በስራ እና</p>	(ፈላጊውን በስራ እና ልሆነውን በስራ እና)	
12:00	1:15		መለከት በስራ እና	
1:15	2:45	<p><ፋዕሸር፡ ልማት በስራ እና ልሆነውን በስራ እና ለመለከት በስራ እና</p>	14.6 (a)	<ፋዕሸር፡ ልሆነውን በስራ እና
2:45	3:00	<p>ልማት በስራ እና ልሆነውን በስራ እና ለመለከት በስራ እና</p>	14.6 (a)	<ፋዕሸር፡ ልሆነውን በስራ እና
3:00	3:20	<ፋዕሸር፡ ከውጥ የሚገኘውን ተስፋይ	14.6 (a)	<ፋዕሸር፡ ልሆነውን በስራ እና
3:20	3:30	<ፋዕሸር፡ የሚገኘውን ቅርቡ በስራ እና ልሆነውን በስራ እና	14.6 (d)	<ፋዕሸር፡ ልሆነውን በስራ እና
3:30	3:45		መለከት በስራ እና	
3:45	4:15	<p><ፋዕሸር፡ ልሆነውን በስራ እና መለከት በስራ እና</p>	14.6.(i)	<ፋዕሸር፡ ልሆነውን በስራ እና
4:15	5:15	<p>ፈላጊውን በስራ እና ልሆነውን በስራ እና ፈላጊውን በስራ እና ልሆነውን በስራ እና</p>		
5:15	5:30	<p>ለመለከት በስራ እና <ፋዕሸር፡ ልሆነውን በስራ እና መለከት በስራ እና</p>		የምናውን ተስፋይ በመለከት በስራ እና <ፋዕሸር፡ ልሆነውን በስራ እና

ԵՐԵՎԱՆԻ ԳՐԱԴԱՐԱՆ

▷ ↗ 2 - LΔ 30, 2019

ԱՐԴՅՈՒՆԱԿԱՐԱՎԱՐՈՒԹՅՈՒՆ	ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅՈՒՆ	ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅՈՒՆ	ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅՈՒՆ	ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅՈՒՆ
8:30	9:00	<p>Ժամանակաշրջան՝ 8:30-9:00 առավագայությունը կազմում է 14.4 (ա-հ), 14.8 (ա-բ) միլիմետր:</p> <p>Հայաստանի Հանրապետությունում առաջարկված է առավագայությունը կազմում 14.4 (ա-հ), 14.8 (ա-բ) միլիմետր:</p>	<p>Հայաստանի Հանրապետությունում առաջարկված է առավագայությունը կազմում 14.4 (ա-հ), 14.8 (ա-բ) միլիմետր:</p> <p>Հայաստանի Հանրապետությունում առաջարկված է առավագայությունը կազմում 14.4 (ա-հ), 14.8 (ա-բ) միլիմետր:</p>	

		◀▷ርርጥና ከበደናምር ፈነት ◀▷ርርጥና ከበደናምር ዘመን		
9:00	9:15	ለሆነዎች ተስፋዎች የልኩዎች ተስፋዎች የጥናት ተስፋዎች		የየውርስ ሲል ከፍተኑበት
9:15	9:30	አሁን የሚገኘው ሲል የልኩዎች ተስፋዎች የጥናት ተስፋዎች የጥናት ተስፋዎች የጥናት ተስፋዎች		የየውርስ ሲል ከፍተኑበት
9:30	9:45	የየውርስ ሲል ለልኩዎች ተስፋዎች የጥናት ተስፋዎች የጥናት ተስፋዎች		የየውርስ ሲል ከፍተኑበት
9:45	10:00	ሙሉ ማረጋገጫ		
10:00	11:00	የጥናት ተስፋዎች • ስራው በዚህ የጥናት • የጥናት ተስፋዎች የጥናት ተስፋዎች የጥናት ተስፋዎች • ስራው በዚህ የጥናት የጥናት ተስፋዎች		የየውርስ ሲል ከፍተኑበት
11:00	11:30	የጥናት ተስፋዎች የጥናት ተስፋዎች		የየውርስ ሲል ከፍተኑበት + የቅርቡ
11:30	12:00	የለምበት ማረጋገጫ የጥናት ተስፋዎች		
12:00	1:15	ሙሉ ማረጋገጫ		
1:15	1:35	ሙሉ ማረጋገጫ • ስራው በዚህ የጥናት • ጥናት ተስፋዎች • የጥናት ተስፋዎች • ስራው በዚህ የጥናት • ከጥናት		ሙሉ ማረጋገጫ የቅርቡ
1:35	1:55			
1:55	2:15			
2:15	2:35			
2:35	2:55			
3:00	3:15	ሙሉ ማረጋገጫ		
3:15	3:45	የጥናት ተስፋዎች የጥናት ተስፋዎች		የየውርስ ሲል ከፍተኑበት
3:45	4:15	የጥናት ተስፋዎች የጥናት ተስፋዎች		
4:15	4:30	የቅርቡ የጥናት ተስፋዎች		የየውርስ ሲል ከፍተኑበት + የቅርቡ

ΔԱՅԾ Բ: ՚ՊՊԸ Ը ՃՐԴԸ ԵՎ ՚ԵՐԺԸ ՇՐՋԸ



- **Δμ_α** \leftarrow $C^{\top}C - \lambda I$ $\Delta\mu_{\alpha}$ \leftarrow $C^{\top}(y - \mu)$
 - $\mu_{\alpha+1} = \mu_{\alpha} + \Delta\mu_{\alpha}$

WHY ARE WE HERE TODAY?

- Provide Inuit in the five Mary River impacted communities an update on what we did this year
 - Answer and address community questions and concerns





ԱՐԴՅՈՒՆՈՒԹՅԱՆ ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅԱՆ
ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅԱՆ 2018-2019 ՏԱՐԾՐԱԿԱՆ ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅԱՆ

HIGHLIGHTS OF QIA'S WORK IN 2018-2019

- IIBA renegotiation
 - Q-STEP/Tuttarvik promotion and outreach
 - IQ gathering
 - Promotion of QIA programs
 - Started a new IIBA outreach project



- የወጪ አርሃኝ: ይጠረናገኘል
 - እውቅድ ለፈጸም የሚከተሉት ቅጽ

MEET OUR NEW TEAM MEMBERS

- Jared Ottenhof - Senior Manager,
Department of Major Projects
 - Chantelle Masson - Program
Manager, Q-STEP



‘ԵԹԿԵ ՊՐԵՍԵՇՆԴԸ ԱՆԵՎՈՂՆԴԵՑԵՑ
ՀԱՐԵՈՐԴԱՌԱԾՎՈՇՎԸ?’

WHAT IS QIA'S ROLE IN THE IIBA?

Help Inuit access the benefits in the IIBA such as jobs, training, and contracts with the Mary River Project

ማዲኑንና የልጊዧን ስራውን በመሆኑ የሚያስተካክለ የሚከተሉ የሚያስተካክለ የሚያስተካክለ የሚያስተካክለ



«ԵՐԵՎԱՆԻ ՊՐԵՄԻՈՒՄ ՀԱՅԱՍՏԱՆԻ ՀԱՆՐԱՊԵՏՈՒԹՅՈՒՆ

WHAT IS QIA'S ROLE IN THE IIBA?

የፌዴራል የሚከተሉት ስምዎች በፊርማ እንደሆነ የሚከተሉት ስምዎች በፊርማ እንደሆነ
የፌዴራል የሚከተሉት ስምዎች በፊርማ እንደሆነ የሚከተሉት ስምዎች በፊርማ እንደሆነ

EVALUATE IF THE IIBA IS WORKING FOR INUIT AND RENEGOTIATE THE IIBA EVERY THREE YEARS





«Ե՞՞ն ոքա՞ն Հօմածածկ Ա՞նեպալի՞ն ե՞նց
Հարնեսորյացուստ՞ն?»

- ሰጥቶበት በኋላ እንደሚከተሉ የሚመለከት የሚመለከት የሚመለከት የሚመለከት
 - ሰጥቶበት በኋላ እንደሚከተሉ የሚመለከት የሚመለከት የሚመለከት የሚመለከት
 - ሰጥቶበት በኋላ እንደሚከተሉ የሚመለከት የሚመለከት የሚመለከት የሚመለከት
 - ሰጥቶበት በኋላ እንደሚከተሉ የሚመለከት የሚመለከት የሚመለከት የሚመለከት

RENEGOTIATION OF MARY RIVER IIBA

The renegotiation focused on areas such as:

- Increasing local contracting opportunities
 - Increasing Inuit employment rate
 - Increasing Inuit education and training
 - More support for employees to travel to the mine



▷▷▷ Δεκάρια Κέρατος Επίκαιρης Στρατηγικής Ανάπτυξης Επιχειρήσεων

HIGHLIGHTS OF THE RENEGOTIATED MARY RIVER IIBA

- \$10 million toward the design and construction of a regional training centre in Pond Inlet
 - \$400,000/year Harvesters Enabling Fund
 - \$300,000/vessel Marine Equipment Program
 - \$200,000/year Pond Inlet Monitoring Fund
 - Expanded Inuit training budget
 - \$2.25 million per year from 2018-2021
 - \$1.5 million per year from 2021-2031



WHAT IS QIA'S ROLE IN THE IIBA?

ΔԵՐԿԱՎՈՐԸ ԱՄԱԾԸ ԱԵՐԴԻԿԻԾԸ ՇՈՐԱՎԵՐԵԾԸՐԵՐԸ
ՃՐԵԿՈՐԺՈՒԾԸՐԸ Ե ՃԵ ԱԿԵԱՃԼԻԿԸ, ԱԾԼԿԻԾՆԵ, ԵԿՀԸ

HELP INUIT ACCESS THE BENEFITS IN THE IIBA LIKE JOBS, TRAINING, AND CONTRACTS WITH THE MARY RIVER PROJECT



አዲስ አበባ

EMPLOYMENT RESOURCES: TUTTARVIK

An online resource that connects Qikiqtani Inuit with job, career and training opportunities.

For more information Contact us: tuttarvik@jia.ca





Δέσμα Δέσμων
Δέσμων ονόματος

- $\Phi_{\text{PDR}}^{\text{Cg}}(G_0) > C_0 \Delta^{d-2} / \ln(C_1 \Delta)^{d-1}$ \Rightarrow $\Omega_{\text{PDR}}^{\text{Cg}} > \Omega_{\text{PDR}}^{\text{Cg}}$
 $\Phi_{\text{PDR}}^{\text{Cg}}(\Delta) \approx \Omega_{\text{PDR}}^{\text{Cg}}(\Delta) / C_0 \Delta^{d-2}$ \Rightarrow $\Omega_{\text{PDR}}^{\text{Cg}} \approx \Omega_{\text{PDR}}^{\text{Cg}}(\Delta) / C_0 \Delta^{d-2}$ \Rightarrow $\Omega_{\text{PDR}}^{\text{Cg}} \approx \Omega_{\text{PDR}}^{\text{Cg}}(\Delta)$.
 - 700 $\Delta \times \Omega_{\text{PDR}}^{\text{Cg}}$ \Rightarrow $\Delta \Omega_{\text{PDR}}^{\text{Cg}} \approx \Delta \Omega_{\text{PDR}}^{\text{Cg}} / \Delta \Delta \times \Omega_{\text{PDR}}^{\text{Cg}}$.
 - $\Delta \Omega_{\text{PDR}}^{\text{Cg}} < \Delta \Omega_{\text{PDR}}^{\text{Cg}}$ \Rightarrow $\Omega_{\text{PDR}}^{\text{Cg}} < \Omega_{\text{PDR}}^{\text{Cg}}$ \Rightarrow $\Omega_{\text{PDR}}^{\text{Cg}} < \Omega_{\text{PDR}}^{\text{Cg}}(\Delta)$ \Rightarrow $\Omega_{\text{PDR}}^{\text{Cg}} < \Omega_{\text{PDR}}^{\text{Cg}}(\Delta)$.

EMPLOYMENT RESOURCES: TUTTARVIK

- QIA travelled to all Qikiqtani communities to set up enrollment stations and to promote Tuttarvik.
 - More than 700 Inuit have already registered with the program.
 - Enrollment has more than doubled this year compared to last year



Q-STEP

QIKIQ TANI SKILLS AND TRAINING FOR EMPLOYMENT PARTNERSHIP (Q-STEP)

- Aims to boost skills development and increase Inuit employability across the Qikiqtani Region
 - Delivers training to Inuit seeking employment with a focus on Inuit women and youth





Q-STEP

Λευτεροί σερβις

Δεκτά από την Επαγγελματική Ανάπτυξη:

- Διεθνές πρωτότυπο πρόγραμμα για την επαγγελματική ανάπτυξη
- Διεθνές πρωτότυπο πρόγραμμα για την επαγγελματική ανάπτυξη
- Διεθνές πρωτότυπο πρόγραμμα για την επαγγελματική ανάπτυξη

TRAINING STREAMS

The program has four streams:

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



Q-STEP

Διεθνές πρωτότυπο πρόγραμμα για την επαγγελματική ανάπτυξη

Διεθνές πρωτότυπο πρόγραμμα για την επαγγελματική ανάπτυξη, Διεθνές πρωτότυπο πρόγραμμα για την επαγγελματική ανάπτυξη, Διεθνές πρωτότυπο πρόγραμμα για την επαγγελματική ανάπτυξη

WORK READINESS STREAM

Pre-employment, work readiness and essential mining skills





Q-STEP

ՀՅԵՆԴԻԿԱԾԻ ԱՌԱՋՎԼԵՐՎԱՐԻ ԱՌԱՋՎԱՐԻ

- $\Delta^{\alpha_1 \alpha_2 \alpha_3 \alpha_4} \text{C}_{\alpha_1 \alpha_2 \alpha_3 \alpha_4} = \Delta^{\alpha_1 \alpha_2 \alpha_3 \alpha_4} \text{C}_{\alpha_1 \alpha_2 \alpha_3 \alpha_4}$
 - $\Delta^{\alpha_1 \alpha_2 \alpha_3 \alpha_4} \text{C}_{\alpha_1 \alpha_2 \alpha_3 \alpha_4} = \Delta^{\alpha_1 \alpha_2 \alpha_3 \alpha_4} \text{C}_{\alpha_1 \alpha_2 \alpha_3 \alpha_4}$

SKILLED TRADES APPRENTICESHIP STREAM

- Training combines both on the job work-based training and technical training in a classroom
 - Apprenticeships may include welders, plumbers, electricians, carpenters, mechanics and housing maintainers



Q-STEP

Digitized by srujanika@gmail.com

- $\Delta c^{\infty} \sigma d^{\infty} c$ $\Delta c^{\infty} \sigma d^{\infty} b \cap \Delta c^{\infty} c$ $\Delta d^{\infty} \sigma c^{\infty} c$ $\Delta b^{\infty} \sigma d^{\infty} c$ $\Delta c^{\infty} \sigma d^{\infty} a \cap$
 $d^{\infty} \cap \Delta b^{\infty} c$ (ОЕГО) $\Delta a^{\infty} b^{\infty} c^{\infty} d^{\infty} \cap \Delta b^{\infty} c^{\infty}$
 - $\Delta c^{\infty} \sigma d^{\infty} b \cap \Delta b^{\infty} c^{\infty} \Delta a^{\infty} c^{\infty} c$ $\Delta b^{\infty} c^{\infty} \cap \Delta c^{\infty} c$, $\Delta b^{\infty} c^{\infty} \Delta c^{\infty} c$
 $\Delta c^{\infty} \cap \Delta b^{\infty} c^{\infty} d^{\infty} \cap \Delta b^{\infty} c^{\infty} b$

HEAVY EQUIPMENT OPERATION STREAM

- Participants attend the Operating Engineers Training Institute of Ontario (OETIO) in Morrisburg Ontario
 - Training in loader, excavator, dozer and grader operations may be offered





Q-STEP

Δɔ̄əρəဂəმə დასრულება

- $\Delta c^{\alpha} \rightarrow d^{\alpha} \cap C \Delta c^{\beta} \Delta c^{\gamma} \rightarrow \Delta c^{\alpha} \cap L_{\Delta c^{\beta}} \Delta c^{\gamma} \rightarrow \sigma^{\alpha}$ $C^{\alpha} \Delta c^{\beta} \Delta c^{\gamma} \rightarrow \sigma^{\alpha}$
 $\Delta c^{\alpha} \rightarrow d^{\alpha} \cap P \Delta c^{\beta} \Delta c^{\gamma} \rightarrow \sigma^{\alpha}$
 - $\Delta c^{\alpha} \rightarrow d^{\alpha} \rightarrow \Delta c^{\alpha} \rightarrow d^{\alpha} \cap C \Delta c^{\beta} \rightarrow \Delta c^{\alpha} \cap L_{\Delta c^{\beta}} \Delta c^{\gamma} \rightarrow \sigma^{\alpha}$
 $\Delta c^{\alpha} \rightarrow d^{\alpha} \cap C \Delta c^{\beta} \rightarrow \sigma^{\alpha}$

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



Q-STEP

አዲስአበባ

- 71 ለሮስና/የሩርድ ደዕብዳልኩን ነው
▷ርሃስና/የሩርድ ፍርማ ደርሃስና/የሩርድ
 - 60 ለሮስና/የሩርድ የሚሰራበትን የሮስና/የሩርድ
▷ፍርማ የሚሰራበትን ደርሃስና/የሩርድ
 - 8 የሮስና/የሩርድ
 - 21 በቅርቡ/የሩርድ እናዚያወጪ
▷ፍርማ የሚሰራበትን
 - 13 ለሞተር/ፊልም የሚሰራበትን ገዢ
 - 5 ለሳሽና/የሩርድ ደርሃስና/የሩርድ
▷ፍርማ የሚሰራበትን

PROGRESS TODEATE

- 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





▷▷▷▷▷ ΔມΔ¢ ΔນບດΔລ້ຍຕະ ດັບຕຸກ

2017 14.15% 2018 13.88%

2018 ແກ່ວມດາລ້ຍຕະ

අມກ 1Gamma - ຂົກ 30J: 297 ດັບຕຸກ 1,845ຈົນຕະ ດັບຕຸກລ້ອງ
ເກດ 1Gamma - ຂົກ 30J: 357 ດັບຕຸກ 2,445ຈົນຕະ ດັບຕຸກລ້ອງ
ໂຄກ 1Gamma - ຂົກ 31J: 357 ດັບຕຸກ 2,027ຈົນຕະ ດັບຕຸກລ້ອງ
ຫຼັມດາຕ 1Gamma - ຂົກ 31J: 365 ດັບຕຸກ 1875ຈົນຕະ ດັບຕຸກລ້ອງ

PAST INUIT EMPLOYMENT AT MARY RIVER

2017 - 14.15% 2018 - 13.88%

2018 Details

April 1 – June 30: 297 Inuit out of 1,845 employees

July 1 – September 30: 357 Inuit out of 2,445 employees

October 1 – December 31: 357 Inuit out of 2,027 employees

January 1 – March 31: 365 Inuit out of 1875 employees





የዚህ ሰነድ የሚከተሉት ስም አድራሻ በመስቀል ማረጋገጫ ይችላል፡፡
አዲሱ የሚከተሉት ስም አድራሻ በመስቀል ማረጋገጫ ይችላል፡፡

- ΔС_УЛ_МС_Д - 81%
 - ΔС_ЛН_РД_С - 23%
 - ΔС_ОС_ДЛ_С - 10%

2019 MINIMUM INUIT EMPLOYMENT GOALS

QIA negotiated a new approach and targets for the Minimum Inuit Employment Goals for the 2019-2020 year based on job category:

- Unskilled – 81%
 - Semi-Skilled – 23%
 - Skilled – 10%

- Professional – 4%
- Management – 2%

targets are expected to increase as employed Inuit advance through promotion



የኢትዮጵያውያንድ ሰነድ በጥናት

ለ?ፈበዕርጊዥ የተናሸጋው ክፍርሱስናልር ገዢዎች እናፈጸመዎችን በጥቅምር
ፈበደናዚብቃያዎች በማድረግርዎች ደምዎች በጥቅምር ሲታይ ፍቃድ

DESIGNATED INUIT FIRM LIST

Two advanced contract notifications were sent to firms registered on the Designated Inuit Firm List last year



WHAT IS QIA'S SROLE IN THE IIBA?

መፋርዕርጊር ሰመድና ፍይልናንድርና ማጥፊያ በየመጀመሪያ መሆኑን የሚያስፈልግ ይረዳ ይረዳ እና የሚያስፈልግ ይረዳ ይረዳ

GATHER IQ TO INFORM DECISION-MAKING AND PROMOTE ITS USE



አዲስ አበባ

- 2019 අද දීමෙන් පුරුෂ ආයතනයේ සංඛ්‍යාව 14,000 න් යුතු කළ තුළ
 - දින මැයි 25 ආයතනයේ පුරුෂ ආයතනයේ සංඛ්‍යාව 14,000 න් යුතු කළ තුළ
 - මෙයි 25 ආයතනයේ පුරුෂ ආයතනයේ සංඛ්‍යාව 14,000 න් යුතු කළ තුළ

IQ GATHERING

- 2019: Eva Aariak conducted interviews in Pond Inlet
 - Over 25 interviews conducted with knowledge-holders
 - IQ informs QIA decision-making





የምክርናውን አገልግሎት የሚከተሉ ስራውን በመስጠት የሚከተሉ ስራውን በመስጠት
አገልግሎት የሚከተሉ ስራውን በመስጠት የሚከተሉ ስራውን በመስጠት

- ቅዱን ሰነድ የሚሰጥ ነው እና ስራውን የሚያስፈልግ ይችላል
 - ቅዱን ሰነድ የሚሰጥ ነው እና ስራውን የሚያስፈልግ ይችላል

PROMOTION OF QIA PROGRAMS

QIA promoted Tuttarvik and Q-STEP to attract new applicants as well as new employers

- Nunavut Tradeshow, September 2018
 - Nunavut Mining Symposium, April 2019



WHAT IS QIA'S ROLE IN THE IIBA?

ADMINISTER IIBA PROGRAMS



ՀՅՐԵՈՒՐՈՒՅԾ ԱՇԽԱՏԸ

- $\Delta C \approx 0.5$ $\mu\text{A}/\text{V}$
 - $\Delta^2 n \Delta E_F \approx 0.1$ eV^2 cm^{-2} eV^{-1} Hz^{-1} V^{-1} K^{-1} $\mu\text{A}/\text{V}$
 - $\Delta L \approx 0.1$ $\mu\text{A}/\text{V}$

IIBA PROGRAMS

- Ilagiiktunut fund
 - Business capacity and startup fund
 - Wildlife compensation fund



ILAGIIKTUNUT FUND

ΔΕΥΤΕΡΑ ΡΟΔΟΣ

የዕለንና የፍሬምና ሰውን በዚህ አገልግሎት ስራውን የሚያስፈልግ ይችላል፡፡

- $\Delta\mu^{\alpha} \propto \epsilon_{\alpha\beta\gamma}\epsilon^{\gamma\delta\sigma} C^{\alpha}_{\delta\sigma} - 5\sigma$ $\epsilon^{\alpha\beta\gamma}C^{\delta}_{\beta\gamma}/L^{\delta\sigma}$ $\mu_{\alpha\beta}^{\gamma\delta} \propto \epsilon^{\gamma\delta\sigma} C^{\alpha}_{\beta\sigma}$
 - $\Pi_{\Gamma\Gamma}^{\alpha\beta} \Delta^{\alpha\beta} \mu_{\alpha\beta}^{\gamma\delta} C^{\gamma\delta}, \Delta^{\alpha\beta} \mu_{\alpha\beta}^{\gamma\delta} \Pi^{\gamma\delta} C^{\alpha\beta} - 5\sigma$ $\epsilon^{\alpha\beta\gamma}C^{\delta}_{\beta\gamma}/L^{\delta\sigma} \mu_{\alpha\beta}^{\gamma\delta}$
 - $\Lambda C^{\alpha\beta\gamma\delta} \mu_{\alpha\beta}^{\gamma\delta} C^{\alpha\beta} L^{\gamma\delta} \sigma \propto \mu_{\alpha\beta}^{\gamma\delta} C^{\alpha\beta}$

ILAGIKTUNUTFUND

Funding is for social and cultural projects for:

- Inuit living in the five impacted communities
 - Organizations in, or working with, the five impacted communities
 - Projects that run for a maximum of two-years





ILAGIIKTUNUT FUND

2018-2019Г ΔСГИСМС ԲԱՌԵՆԸ

\$864,962 - 19 August 2014

- 3 අඟාරය්
 - 3 බැගින්සාලය
 - 2 මාරුදා
 - 5 පූජා
 - 5 ගැහුල්ලේ
 - 2 මෘත්‍යම්-අංකුරාධිනීයා
 - 5 පූජා

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



ILAGIIKTUNUT FUND

2018-2019 Г. АСТРЫНЬЕ УЧЕБНИК СЛОВАРИК

- የዕርሃዊ ማስረጃዎች
 - የጥቅምት ማስረጃዎች
Δርግ ማስረጃዎች በኋላ እንደሚከተሉ ስሜዎች
 - ጥሩ በኋላ እንደሚከተሉ ስሜዎች
 - የጥቅምት ማስረጃዎች
 - ሰራተኞች ለመረዳት ይችላል

2018-2019 ILAGIIKTUNUT FUND PROGRAMS

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





ILAGIIKTUNUT FUN D

የኢትዮጵያ ፌዴራል ሚኒስቴር

Δርክኑ የሚገኘውን ስራውን በኋላ እንደሆነ የሚያስፈልግ ይችላል
\$350,000 ሰር / ዓዲሽን ሌሎች \$1.1 ተመሳሳይ ዓዲሽን

- \$550,000 զբաշտութեան
 - \$550,000 ՀԱՅՀԵԱՆ

FUND INCREASES

Ilagiiktunut fund was renegotiated and increased by \$350,000/year.

Now \$1.1 million per year

- \$550,000 from QIA
 - \$550,000 from Baffinland





BUSINESS CAPACITY AND STARTUP FUND

ପ୍ରାଚୀନେ ଆଶ୍ରମକାଳେ ହୁଏଥିଲା ଏହାରେ କିମ୍ବା ଏହାରେ କିମ୍ବା
ଏହାରେ କିମ୍ବା ଏହାରେ କିମ୍ବା ଏହାରେ କିମ୍ବା ଏହାରେ କିମ୍ବା

FUNDING IS FOR BUSINESS TRAINING , BUSINESS PLANNING , AND BUSINESS START-UP AND EXPANSION COSTS.



BUSINESS CAPACITY AND STARTUP FUND

Δ⁹⁶በዕስልኑ ወርደንና ተደረገው

- $\Delta^{\text{ab}}\Delta^{\text{cd}}\delta^{\text{bc}}$ $\Delta\Delta^{\text{c}}\Delta^{\text{b}}\Delta^{\text{d}}$
 - $\Delta\Gamma^{\text{ab}}\Delta^{\text{cd}}\Gamma^{\text{bc}}$ $\Delta\Delta^{\text{c}}\Gamma^{\text{ab}}\Delta^{\text{d}}$ $\Gamma\Gamma^{\text{ab}}\Delta^{\text{cd}}$ $\Gamma\Gamma^{\text{ab}}\Delta^{\text{cd}}$
 - $\Delta\Gamma^{\text{ab}}\Delta^{\text{cd}}\Gamma^{\text{bc}}$ $\Delta\Gamma^{\text{ab}}\Delta^{\text{cd}}$
 - $\Gamma\Gamma^{\text{ab}}\Delta^{\text{cd}}\Gamma^{\text{bc}}$ $\Delta\Gamma^{\text{ab}}\Delta^{\text{cd}}$ $\Gamma\Gamma^{\text{ab}}\Delta^{\text{cd}}$
 - $\Gamma\Gamma^{\text{ab}}\Delta^{\text{cd}}$

BUSINESSES MUST BE:

- Registered on the Nunavut Tunngavik Inc. Inuit Firm Registry
 - Operating in the Qikiqtaani Region
 - Priority is given to businesses in the five impacted communities
 - At least 51 per cent Inuit owned and controlled





BUSINESS CAPACITY AND STARTUP FUND

2018-2019 ΔஆບΔΔລໍຖ້ວຍ ລົມ່ວ່າດ້ວຍໜູນສັດສິຈີ
ໄຕ້ ລົມ່ວ່າດ້ວຍໜູນສັດສິຈີ

\$130,196

- 6 Δເບີບັດລໍຖ້ວຍ ລົມ່ວ່າດ້ວຍໜູນສັດສິຈີ
- 1 ໄດລົມ່ວ່າດ້ວຍ ລົມ່ວ່າດ້ວຍໜູນສັດສິຈີ

2018-2019 BUSINESS CAPACITY AND STARTUP FUND

\$130,196

- 6 business development projects
- 1 regional capacity development project



BUSINESS CAPACITY AND STARTUP FUND

ΔଆບΔΔລໍດ້ວຍ ລົມ່ວ່າດ້ວຍໜູນສັດສິຈີ
ໄຕ້ ລົມ່ວ່າດ້ວຍໜູນສັດສິຈີ

- ບໍລິຫານບໍລິຫານ ຂໍ້ມູນ 2019
- 6 ມັດຕະ: ດົກລະຄອນ, ບໍລິຫານຈຳລາ, ຮົມຽນ, ດົກລະ, ເອົ້າລົງ ແລະ ຖະ

BUSINESS CAPACITY WORKSHOPS

- Held February to June 2019
- 6 communities: Arctic Bay, Clyde River, Hall Beach, Igloolik, Pangnirtung and Pond Inlet





WILDLIFE COMPENSATION FUND

ପ୍ରାଚୀନାଙ୍କ କର୍ମଶାଳା ଏବଂ ଆଧୁନିକ ଶାଖାକୁ ପରିବହନ କରିବାକୁ ପାଇଁ ଏହାର ଉପରେ ଏକ ଅଧିକାରୀ ପାଇଁ ପରିଷଦ୍ ଗ୍ରହଣ କରାଯାଇଛି।

- $\sigma \circ \Gamma \cap \sigma^c = \emptyset$
 - $\Gamma \cap \sigma^c = \emptyset$
 - $\Gamma \cap \sigma^c = \emptyset$

FUNDING IS FOR LOSS, DAMAGE OR EXTRA COST CAUSED BY THE MARY RIVER PROJECT:

- Wildlife loss
 - Damage to equipment
 - Extra costs/interference



WILDLIFE COMPENSATION FUND

2018-2019 የተደጋኝነት ልማት በፊት

\$59,385

- \$14,675: ደሳዕናን
 - \$19,600: ገብረሮድ ደሳዕናንናል
 - \$13,435: ደሳዕናን
 - \$11,675: ደሳዕናን

2018-2019 WILDLIFE COMPENSATION FUND

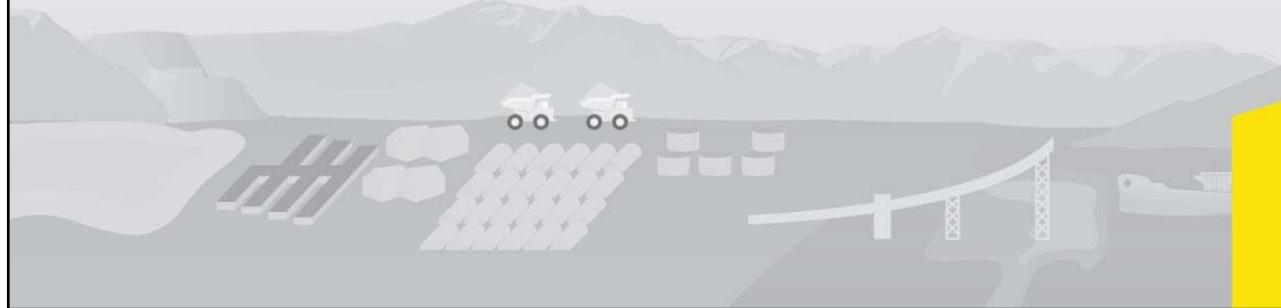
\$59,385

- \$14,675: Hunter
 - \$19,600: Mittimatalik HTO
 - \$13,435: Hunter
 - \$11,675: Hunter

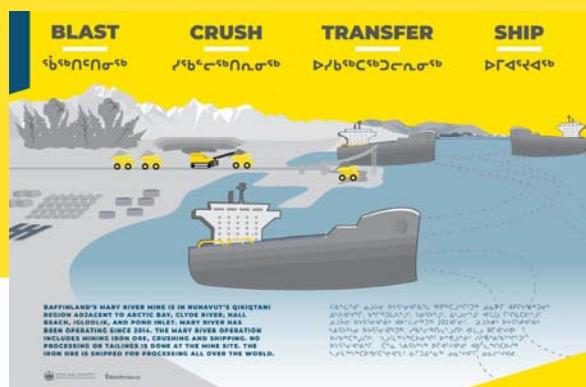


మ్యారీ రివర్ ఐబిఏ ఎంచుకొనుట ప్రాజెక్ట్

New Mary River IIBA Outreach Project



Mary River IIBA Outreach Project
మ్యారీ రివర్ ఐబిఏ ఎంచుకొనుట ప్రాజెక్ట్
అగస్టు 2019 April 2019



What is the Mary River IIBA outreach project?

- A new project QIA is leading to make the benefits of the IIBA more easily accessible to Qikiqtani Inuit

రిలేషన్షిప్స్ మ్యారీ రివర్ ఐబిఏ ఎంచుకొనుట ప్రాజెక్ట్?

- లాస్టాడ్ లేస్టాడ్ ఐబిఏ ఎంచుకొనుట ప్రాజెక్ట్
అనుమతించాలి కాబినెట్ ఫ్రెంచ్ అమెరికానిటీస్

Why is QIA creating Mary River IIBA outreach materials?

ഇൽ ഫോറോൺസ്
 എഫോർട്ട് ഡാര്ക്സ് സൈറ്റ്
 ഫോർമുലാസ് പ്ലി
 എൻബോർജ് ടീഹ്
 കെബിനറ്റ് ഓഫൈസ്?



Yellow pages നേതൃത്വം ചോദ്യം ലൈസെസ്



White pages നേതൃത്വം ചോദ്യം ലൈസെസ്



Blue pages നേതൃത്വം ചോദ്യം ലൈസെസ്





Yellow pages
Explain Mary River Project Information

ᓄᜱ᜷᜵ ሰᜱ᜷᜵ ᐃᜱ᜷᜵
ᐊᜱ᜷᜵ በᜱ᜷᜵ ᐃᜱ᜷᜵



White pages
Explain IIBA Articles

ᓄᜱ᜷᜵ ሰᜱ᜷᜵
ᐊᜱ᜷᜵ ሰᜱ᜷᜵ ᐃᜱ᜷᜵

IIBA infographics
ᐊᖅᑭᖅᑕᐅᔪᓂ የ៥ ስັງເກດ በጀት የጀጀ ምາດ ማጀመັງ



White pages
Explain socioeconomic impacts

‘බධ්‍ය ຕ්‍රේච්
මත්ස් ලුණාදැපුරුණු ම් ඇඟිස්රි

IIBA infographics
ᐊᖅᑭᖅᑕᐅᔪᓂ የ៥ ስັງເກດ በጀት የጀጀ ምາດ ማጀመັງ



White pages
Explain cultural and environmental impacts

‘බධ්‍ය ຕ්‍රේච්
Δීංජිල් එරෙනු ඇඟිස්රි

IIBA infographics
ᐊᓂጀᓂ ቅᑭጀጀ ስጀ ጥጀ ዓጀጀ ንጀ የጀጀ መጀጀ ደጀ ቅጀጀ ዘጀጀ

Blue pages
Explain key terms

Mary River IIBA Outreach Project
ማኑስኑ የጀጀ ስጀ ጥጀ ዓጀጀ ንጀ የጀጀ መጀጀ ደጀ ቅጀጀ ዘጀጀ
አዲር 2019 April 2019

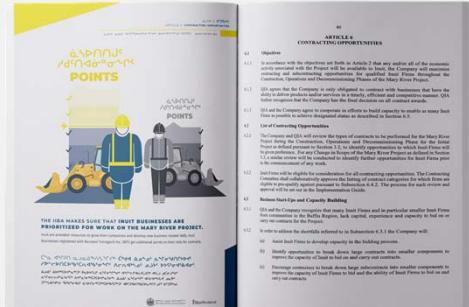
What does the outreach project include?

- 1) Printed package
- 2) Online material
- 3) Social media campaign

እንደሆነው የጀጀ መጀጀ ደጀ ቅጀጀ ዘጀጀ?

- 1) <Δ<ጀ ቅዱኩር> ፍርድ ደጀ ቅጀጀ ዘጀጀ
- 2) የጀጀ መጀጀ ደጀ ቅጀጀ ዘጀጀ
- 3) ፍርድ ደጀ ቅጀጀ ዘጀጀ

Mary River IIBA Outreach Project
ମରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଆସିବାର ମାରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଅପ୍ରିଲ ୨୦୧୯ ମୁହଁରାମତୀ ମାରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଅପ୍ରିଲ ୨୦୧୯ ମାରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ



Printed package includes

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

ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ

• ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
• ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ

Mary River IIBA Outreach Project
ମରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଆସିବାର ମାରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଅପ୍ରିଲ ୨୦୧୯ ମାରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଅପ୍ରିଲ ୨୦୧୯ ମାରୀ ନାଦୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ



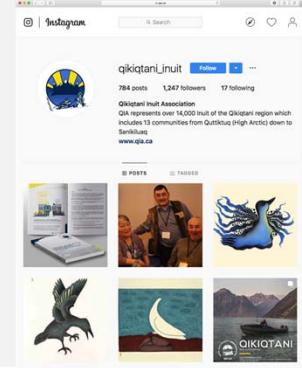
Online material

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

ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ

ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ
ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ ଆଇବ୍ସିଏଟ୍ସ ପରିଯାକ କାଲେଗୁରାରପନ୍ଥୀସ୍ତ୍ରୀ

Mary River II BA Outreach Project
ମରୀ ନାମ୍ବର ପ୍ରୋଜ୆କ୍ଟ କେନ୍ଦ୍ରିୟ କାମକାଳୀଙ୍କରଣ ପରିଯୋଜନା
ଅପ୍ରିଲ 2019, April 2019



Social media campaign

Outreach material will be shared through:

- Facebook
- Instagram
- Twitter

ମରୀ ନାମ୍ବର ପରିଯୋଜନା

କେନ୍ଦ୍ରିୟ କାମକାଳୀଙ୍କରଣ ପରିଯୋଜନା
ନାମ୍ବର ପରିଯୋଜନା ପରିବହନ କାମକାଳୀଙ୍କରଣ ପରିଯୋଜନା

- ବ୍ୟାଲିଂଫ୍‌କ୍ରୋଷ୍ଟ୍ ଫେସ୍ବୁକ୍
- ଇନ୍‌ସଟାଗ୍ରାମ୍ ଇନ୍‌ସଟାଗ୍ରାମ୍
- ଟ୍ୱିଟର୍ ଟ୍ୱିଟର୍



ବ୍ୟାଲିଂଫ୍‌କ୍ରୋଷ୍ଟ୍ ପରିଯୋଜନା କାମକାଳୀଙ୍କରଣ ନାମ୍ବର ପରିଯୋଜନା

ଏହାରେ କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ
ନାମ୍ବର ପରିଯୋଜନା କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ

- 102 କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ
- 51 କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ
- ମାତ୍ରାନିବାରଣ କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ
- ମାତ୍ରାନିବାରଣ କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ
- ମାତ୍ରାନିବାରଣ କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ
- ମାତ୍ରାନିବାରଣ କାମକାଳୀଙ୍କରଣ କାମକାଳୀଙ୍କରଣ

BAFFINLAND PROPOSED A PHASE 2 PROJECT

QIA submitted comments to NIRB on Baffinland's proposed project

- 102 information requests
- areas of focus were
- The gathering and use of IQ
- Socio-economic benefits to Inuit
- 51 technical comments Key
- Effects on marine mammals





‘ພບພະນັກສາດີ ອໝາຍດູນສົລື ອະນຸຍາເສົມ ມີ ອົງດ້ວຍຕະຫຼາດລ່ອມ’

ບໍລິຫານສະດັບກະຊວງ:

- ຈົດ 17 ປີ 19 ປີ ອະນຸຍາເສົມ
- ດັບອຸປະກາດ ແລ້ວ ດັບອຸປະກາດ ສະຫຼຸບມີຄວາມ ອະນຸຍາເສົມ
- ດັບອຸປະກາດ ແລ້ວ ດັບອຸປະກາດ ສະຫຼຸບມີຄວາມ ອະນຸຍາເສົມ

‘ພບພະນັກສາດີ ດັບອຸປະກາດ ແລ້ວ ດັບອຸປະກາດ ສະຫຼຸບມີຄວາມ ອະນຸຍາເສົມ’

QIA’S RESPONSE TO THE PHASE 2 PROPOSED PROJECT

Next Steps

- June 17 to 19 is the second NIRB technical meeting on Phase 2
- QIA will present to NIRB on IQ and cumulative effects



‘ພບພະນັກສາດີ ອໝາຍດູນສົລື ອະນຸຍາເສົມ ມີ ອົງດ້ວຍຕະຫຼາດລ່ອມ’

‘ພບພະນັກສາດີ ດັບອຸປະກາດ ແລ້ວ ດັບອຸປະກາດ ສະຫຼຸບມີຄວາມ ອະນຸຍາເສົມ’

- ດັບອຸປະກາດ ແລ້ວ ດັບອຸປະກາດ ສະຫຼຸບມີຄວາມ ອະນຸຍາເສົມ ດັບອຸປະກາດ ແລ້ວ ດັບອຸປະກາດ ສະຫຼຸບມີຄວາມ ອະນຸຍາເສົມ
- ດັບອຸປະກາດ ແລ້ວ ດັບອຸປະກາດ ສະຫຼຸບມີຄວາມ ອະນຸຍາເສົມ

QIA’S RESPONSE TO THE PHASE 2 PROPOSED PROJECT

QIA’s key concerns:

- The impact of increased shipping on marine wildlife and habitat
- The impact of the north rail line on water, traditional land use, and wildlife
- The cumulative impacts of the north and south rail line
- Ensuring that benefits are associated with phase 2, and that these benefits meet the needs of Inuit



ᓇ▷▷ᓈ▷▷ᓇ▷▷

**Stay in touch with the
Qikiqtani Inuit Association**

Email: info@qia.ca

Phone: 867.975.8400

www.qia.ca



@QikiqtaniInuit



@qikiqtani_inuit



@Qikiqtani_Inuit



Qikiqtani Inuit Association

ՀԱՎԱՅԱԼ ԽՈՐԱԳԻ ԽՈՐԱԳԻ
ՔՐՈՎԱԿԱՎՈՐ ԵՎԼՈՒՄ
Annual Project Review Forum

ԵՐԱՎԱՆԻՑ, ԼՃ 29-Ի 30-Ի
Clyde River, May 29-30



ԱՌՈՂԵ ԵՎԼՈՒՄ

Purpose of the Forum

- ՀԱՎԱՅԱԼ ԽՈՐԱԳԻ ԽՈՐԱԳԻ ԵՎԼՈՒՄ
ԵՎԼՈՒՄ ԱՎԱՐԱՐ ԱՐԴՅՈՒՆԱԴՐ
- ԱՎԱՐԱՐ ԱՎԱՐԱՐ ԱՐԴՅՈՒՆԱԴՐ
- ՀԱՎԱՅԱԼ ԽՈՐԱԳԻ ԽՈՐԱԳԻ ԵՎԼՈՒՄ
ԱՎԱՐԱՐ ԱՎԱՐԱՐ ԱՐԴՅՈՒՆԱԴՐ
ԱՎԱՐԱՐ ԱՎԱՐԱՐ ԱՐԴՅՈՒՆԱԴՐ
ԱՎԱՐԱՐ ԱՎԱՐԱՐ ԱՐԴՅՈՒՆԱԴՐ
- ՀԱՎԱՅԱԼ ԽՈՐԱԳԻ ԽՈՐԱԳԻ ԵՎԼՈՒՄ
ԵՎԼՈՒՄ ԱՎԱՐԱՐ ԱՐԴՅՈՒՆԱԴՐ

- Share updated status of the project with communities
- Provide communities with opportunity to ask questions
- Discuss items raised by community participants that relate to the IIBA
- Develop recommendations to the Joint Executive Committee

බුලු රුවියා

Agenda

දෙසා 1

- බුලු ත්‍රැම්ඩ්‍රැම් සේවා අංශ ඇත්
ප්‍රාග්ධනීය ප්‍රාග්ධනීය අංශ
- පාදෝරුව් ප්‍රාග්ධනීය අංශ ඇත් ඇත් ඇත් ඇත් ඇත්
- දිනා මාද්‍රාසා ත්‍රැම්ඩ්‍රැම් ඇත් ඇත් ඇත් ඇත්
- පාද්‍රී ඇත් ප්‍රාග්ධනීය අංශ ඇත් ඇත් ඇත් ඇත් ඇත්
 - එක්ස්ප්‍රෝල් ප්‍රාග්ධනීය අංශ ඇත් ඇත්
 - එක්ස්ප්‍රෝල් ප්‍රාග්ධනීය අංශ ඇත් ඇත්
 - එක්ස්ප්‍රෝල් ප්‍රාග්ධනීය අංශ ඇත් ඇත් ඇත්
 - එක්ස්ප්‍රෝල් ප්‍රාග්ධනීය අංශ ඇත් ඇත්
- පාද්‍රී ප්‍රාග්ධනීය අංශ ඇත් ඇත් ඇත් ඇත් ඇත්

දෙසා 2

- දෙසා 1 ත්‍රැම්ඩ්‍රැම් ප්‍රාග්ධනීය අංශ ඇත් ඇත්
- දෙසා 2 ත්‍රැම්ඩ්‍රැම් ප්‍රාග්ධනීය අංශ ඇත් ඇත්
- පාද්‍රී ප්‍රාග්ධනීය අංශ ඇත් ඇත් ඇත් ඇත්



3

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

බුලු නොවුම් පාද්‍රී

Forum Participation and Introductions

- දෙසා පාද්‍රී නොවුම් පාද්‍රී ප්‍රාග්ධනීය අංශ ඇත්
ප්‍රාග්ධනීය ප්‍රාග්ධනීය අංශ ඇත් ඇත්
ප්‍රාග්ධනීය ප්‍රාග්ධනීය අංශ ඇත් ඇත්
ප්‍රාග්ධනීය ප්‍රාග්ධනීය අංශ ඇත් ඇත්
- දෙසා පාද්‍රී ප්‍රාග්ධනීය අංශ ඇත්
ප්‍රාග්ධනීය ප්‍රාග්ධනීය අංශ ඇත්
- එක්ස්ප්‍රෝල් ප්‍රාග්ධනීය අංශ ඇත් ඇත්
ප්‍රාග්ධනීය ප්‍රාග්ධනීය අංශ ඇත් ඇත්
ප්‍රාග්ධනීය ප්‍රාග්ධනීය අංශ ඇත් ඇත්

- 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



4

ԵՐԵՎԱՆ
ՀԱՅԱՍՏԱՆ

Record of Proceedings

- All forum proceedings will be transcribed and made available to community members
 - A joint record of proceedings and report, including recommendations, will be developed and issued to the Joint Executive Committee



5

ՃՐԿՈՒՅՆ ԵՐԵՄԱՆ ՎԵՐԱԿՐՈՅ

Renegotiation of the IIBA

- Over the course of 2018, Baffinland and QIA began and completed renegotiation of the IIBA in accordance with Article 22.
 - The amended IIBA was signed by the President of QIA and President and CEO of Baffinland in Iqaluit during the QIA Annual General Meeting on October 3rd.
 - Baffinland and QIA have jointly committed to increasing the benefits of the Mary River Mine to Nunavummiut by enhancing the focus on Inuit training and employment.

This will be done through:

- Increased skills and training opportunities to provide Nunavummiut with the skills they need to gain meaningful employment at the Mary River Mine including:
 - Programs designed to specifically increase Inuit employment in all aspects of Baffinland's organization
 - Improved support for all residents of the Qikiqtaani communities



6

Signing of the Amended Mary River Project Inuit Impact Benefit Agreement



Baffinland Iron Mines Corporation President and CEO Brian Penney (center left) is pictured with P.J. Akeeagok, President of the Qikiqtani Inuit Association, following the signing of the Amended Mary River Project Inuit Impact Benefit Agreement.

Baffinland

7

ΔμΔ^ς Δ^ς C>σΔ^ς σ^ς τ^ς
Δb^ς Δ^ς C>σΔ^ς σ^ς τ^ς Δ^ς τ^ς
 b^ς Δ^ς σ^ς

IIBA Committees

Article 4 of the IIBA addresses the structure for oversight of implementation of IIBA commitments. Oversight is provided by three committees:

- Joint Executive Committee (JEC)
 - Employment Committee
 - Contracting Committee.

 Baffinland

አርብዳቤኝነት ከበለደቂዴል
ፈሰረምና ከበላፍናለሁ



Role of the Joint Executive Committee

- Assess expected project workforce requirements and projected availability of Inuit seeking employment
 - Review education and training opportunities on an annual basis
 - Maintain a list of designated Baffin Inuit firms
 - Review annually the list of contracts awarded
 - Make recommendations to enhance the results of Inuit participation and other objectives of the IIBA

11

Role of the Contracting Committee and Employment Committee

- Asses expected Project workforce requirements and projected availability of Inuit seeking employment on the Project
 - Share information regarding the process of training initiatives, employment targets and contract awards
 - Regularly update data to be supplied to the Joint Executive Committee for reporting purposes as set forth in Section 20.1
 - New Contracts and associated advanced contract notifications to benefit Inuit Firms
 - Communicate any operational concerns of the Company and QIA as they relate to implementation of this Agreement
 - Bring forward items of concern from either Party to the Joint Executive Committee to review and to attempt to resolve the concern
 - Make recommendations to the Joint Executive Committee on appropriate actions to enhance results of Inuit participation and other objectives of this Agreement
 - Participate in annual planning, including development of the Annual IIBA Work Plan



12

በበለስ▷ር▷ና▷ፋይ▷ወጪ▷ስተቀባዩ



Summary of Meetings

- Employment Committee:
 - May 30, 2018 – Oakville, Ontario
 - July 10, 2018 – Teleconference
 - August 22, 2018 – Teleconference
 - October 25, 2018 – Mary River
 - December 4, 2018 - Iqaluit, Nunavut
 - Contracting Committee:
 - May 29, 2018 – Oakville, Ontario
 - July 9, 2018 – Teleconference
 - August 2, 2018 – Oakville, Ontario
 - December 13 – Oakville, Ontario
 - Joint Executive Committee
 - January 11, 2018 – Iqaluit, Nunavut
 - March 14, 2018 – Teleconference
 - July 4, 2018 – Teleconference
 - August 24, 2018 – Iqaluit, Nunavut
 - December 7, 2018 – Ottawa, Ontario

13

ይልኑ የረዳር ሰራተኞች
ለጠና ትንሬነት የረዳር፡
አዲዥ አዲዥ ጽሑፍ ተስፋኝ ተስፋኝ

Summary of Activities: Employment Committee

- Review of Education and Training Fund proposals.
 - Development of Engagement Walls at Mary River and Milne Port
 - 2018 Workplace Conditions Review Survey.
 - This survey indicated areas of improvement such as adding cultural programming and access to traditional activities such as hunting and fishing.
 - Complaints and Grievances Mechanisms
 - Career and Information Tour
 - Finalized the 2018 Annual Project Review Forum Report
 - Inuit Human Resource Strategy Rollout
 - IIBA Implementation Guide Development



ᐊΔ៥ ንጀ᜵ ደ᜵᜶᜷᜸ ለጀ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸

- ምጀ᜵᜷᜸ ዓ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
- ዓ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
- ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
- ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸
- ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸
- ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸ ምጀ᜵᜷᜸

Summary of Activities: Contracting Committee

- Inuit Procurement and Contracting Strategy (IPCS) Implementation Procedures
- Procurement and Contracting Community Tour
- Planning for provision of Country Food at Site
- IPCS Rollout and Implementation Guide
- Legacy Contracts
- New Contracts and associated advanced contract notifications



15

ᐊΔᅕ ንጀ᜵ ደ᜵᜶᜷᜸ ለጀ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸

- የጀ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸ ደ᜵᜷᜸ 2018 ስ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸
- የጀ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸ ደ᜵᜷᜸ MIEG 2018-19
- የጀ᜵᜷᜸ ስ᜵᜷᜸ ተጀ᜵᜷᜸ ደ᜵᜷᜸ IHRS ስ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ተጀ᜵᜷᜸:

 - የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸
 - የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸
 - የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
 - የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
 - የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸

- የጀ᜵᜷᜸ 2018-2019 ምጀ᜵᜷᜸ ደ᜵᜷᜸ -
- የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ 2019 MIEG
- የጀ᜵᜷᜸ ምጀ᜵᜷᜸ 2019 MIEG ስ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸
- የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
- የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
- የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸
- የጀ᜵᜷᜸ ምጀ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸ ደ᜵᜷᜸

Summary of Activities: Joint Executive Committee

- Reviewed and Approved the 2018 Work Plan, which included setting the MIEG for 2018
- Reviewed and Approved the following IHRS Procedures:
 - Posting
 - Onboarding
 - Skills and Experience Equivalencies
 - Management and Advanced Skills Training
 - Identifying Inuit Trainers
- Reviewed the 2018-2019 Work Plan- with discussion on the 2019 MIEG
- Reviewed the 2019 MIEG Process Submission
- Reviewed and Approved the IIBA Orientation Program
- Undertook work to review and provide direction on the development of the IIBA Implementation Guide



16



ໝາຍີລືສ ດົງສັດນາ

The Mary River Project

- ອັນດີໃນ ປັດທະນາ ແລະ ຕົກລົງ ຄະດີ ພົມເຕັດປັດວຸດ ທີ່ໄດ້ຮັດວຽກ ເພື່ອ ດົກຈຳ ສັນຕະ ມີຄວາມມັດລົງ
- ຄະດີ ຊົກລົງ ດັ່ງນີ້ ດັ່ງນີ້ ຖື່ນ ດັ່ງນີ້ ດັ່ງນີ້ ດັ່ງນີ້ ດັ່ງນີ້ ດັ່ງນີ້ ດັ່ງນີ້ ດັ່ງນີ້ ດັ່ງນີ້
- ມີຄວາມມັດລົງ ດັ່ງນີ້ ດັ່ງນີ້
- Baffinland is amongst the highest ore quality and quantity worldwide
- Deposit No. 1 is currently the largest known deposit of high grade iron ore in the Mary River area. The deposit has a total strike length of ~4 km. Reserve estimates to date, in proven and probable categories, total more than 390 million tonnes at an average grade of 65%
- Underground mining and tailings ponds are not required, Baffinland produces a Direct Ship Product (DSP) which does not require processing

▷ຢູ່ລືສ ດົກຈຳ ສັດນາ: Shipping results to date:

Year ໂປຣ	Tonnage ແລ້ວ	%Fe ໄລຍະ
2015	916,433 wmt	68.2%
2016	2,720,636 wmt	67.7%
2017	4,064,397 wmt	67.8%
2018	5,094,477 wmt	67.4%

የኢትዮጵያ አገልግሎቶ

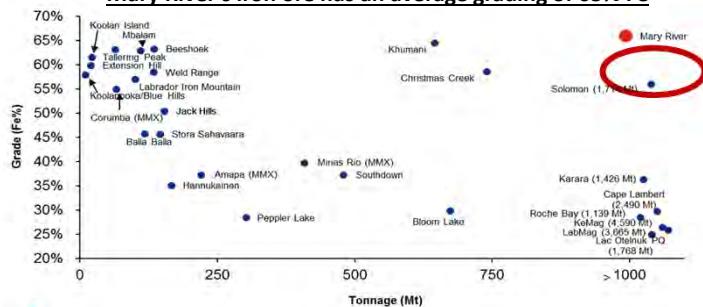
- የኢትዮጵያ የሚሸጠው ስራው በመሆኑ የፌርማውን የሚከተሉት ነው (Fe). አገልግሎት እና ተግባር ስራው እንደሚከተሉት ነው እና የሚከተሉት ነው 30% ፊሮ እና 40% - ፊሮ Fe
- የኢትዮጵያ የሚሸጠው ስራው በመሆኑ የፌርማውን የሚከተሉት ነው 54% እና ተግባር ስራው እንደሚከተሉት ነው 54% እና ተግባር ስራው እንደሚከተሉት ነው

Mary River Iron Ore

The typical grade of iron which is mined for profit is roughly **25% iron (Fe)**. The crude ore that is mined in Canada typically grades between 30% and 40% Fe

- Ore grading **more than 54% Fe** is high-grade and does NOT require processing
- Ore grading **less than 54% Fe** is low-grade and requires processing

የኢትዮጵያ አገልግሎት እና የፌርማውን የሚከተሉት ነው



Baffinland

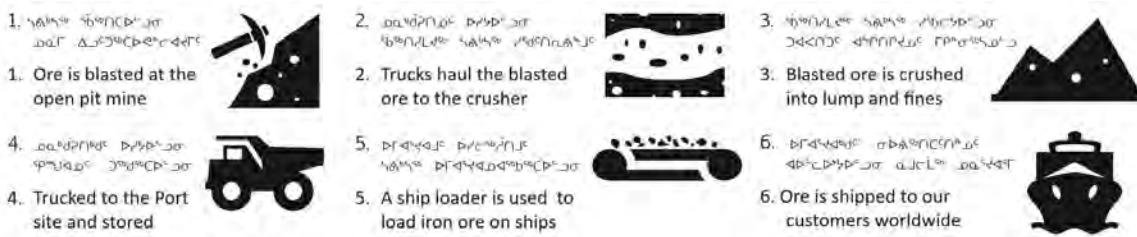
19

የቦታ የገኘ ማስፈጸም ይፈጸማል?

- የኢትዮጵያ ሂሳብ ለሚሸጠው ስራው እና የሚከተሉት ነው የሚሸጠው ስራው እና የሚከተሉት ነው

How Do We Mine?

- With an iron ore grade this high, it's actually a pretty simple, six-step process. The process does not create any tailings

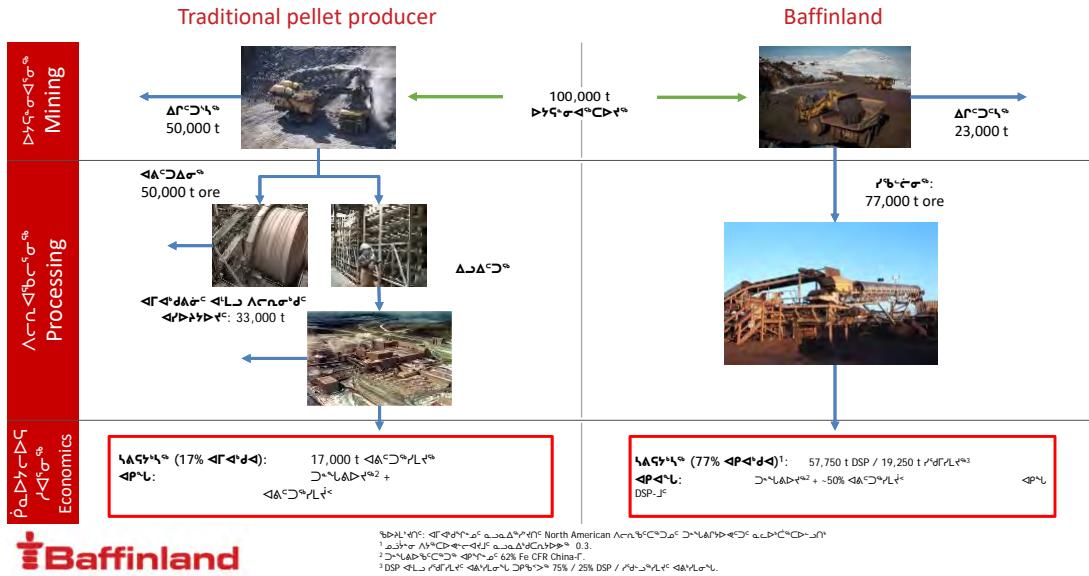


Baffinland

20

ᖃᓂᓇᓚ՞ ደጀጀ ስጀጀ በጀጀ የጀጀ የጀጀ?

How is Baffinland Different?



21

IIBA የጀጀ ስጀጀ የጀጀ የጀጀ

IIBA Priorities



ᐊጀጀ ስጀጀ የጀጀ የጀጀ
Safety and Environment



ᐊጀጀ ስጀጀ የጀጀ የጀጀ
Training & Capacity Building



Δጀጀ ስጀጀ የጀጀ
Employment



Δጀጀ ስጀጀ የጀጀ
Cultural Awareness



ጀጀ ስጀጀ
Contracting

Baffinland

22

We are committed to conducting business in accordance with principles of sustainable corporate responsibility

አርባናኩልዎች

Our responsibilities

- $\triangleleft \text{সুরক্ষাতে কাজ করা যাবে।}$
 - $\triangleleft \text{পুরো পুরুষের মতো কাজ করা যাবে।}$
 - $\triangleleft \text{সম্পর্ক সহজ হবে।}$
 - Operate safely, with fiscal responsibility
 - Protect the environment
 - Create authentic relationships

BAFFINLAND'S SUSTAINABILITY POLICY

-

We expect everyone to demonstrate a personal commitment to this policy.



23

IIBA Environment and Health and Safety Requirements

Baffinland provides QIA with the following information as outlined in Article 14.6 of the IIBA:

- A summary of the previous year's operation & current operations of environmental performance and safety (Article 14.6 [a])
 - A summary of monitoring reports of Governmental Authorities, including NIRB, for the previous year (Article 14.6 [b])
 - The following year's plan of environmental and safety targets (Article 14.6 [d])
 - Identification of proposed amendments to key management & monitoring plans (Article 14.6 [e])
 - Wildlife observations and incident reports, including all reports and information regarding wildlife compensation (Article 14.6 [h])



24



- $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, Δ^{v}
 $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$
 $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$
 $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$
 - 2018-Γ, $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, Δ^{v}
 $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$
 $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$
 $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$, $\Delta^{\text{v}} \subset \Delta^{\text{v}} \subset \Delta \cap \Delta^{\text{v}}$

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-Γ ላይ ማስታወሻ ሰራተኞች ሲሆን ለየሁኔታው ሰራተኞች አልማት

2018 Health and Safety Statistics

ገዢል መሰረት Incident Type	ባፍኩል ከም ቤት		አውሮፕላን Oakville Office	ማሪ ዓይነት Mary River and Milne Inlet
	2018	PTD		
ደግኝ				
Fatality	1	2	0	1
አውሮፕላን ሰራተኞች የሚከተሉትን (LTI)				
Lost Time Incident (LTI)	7	18	0	7
አውሮፕላን ሰራተኞች የሚከተሉትን (LTI Fr*)	0.46	0.32	0.0	0.46
አውሮፕላን ሰራተኞች የሚከተሉትን (RWC)				
Restricted Work Case (RWC)	0	28	0	0
ፈጥረኝነት (MAI)				
Medical Aid Incident (MAI)	13	66	0	13
ፈጥረኝነት (FAI)				
First Aid Incident (FAI)	182	866	0	182
የጥቅምት እና ክፍያ ሰራተኞች (TRI Fr*)				
Total Recordable Injury Frequency (TRI Fr*)	1.3	2.33	0.0	1.3
አውሮፕላን ሰራተኞች የሚከተሉትን (NM) & Property Damage				
Near Miss (NM) & Property Damage	371	1,578	1	370
የጥቅምት እና ክፍያ ሰራተኞች				
Audits/Inspections:	549	1,831	2	547
አውሮፕላን				
Person Hours	3,481,432	12,353,821	153,621	3,327,810

PTD ነውበት የ2013/PTD since January 2013

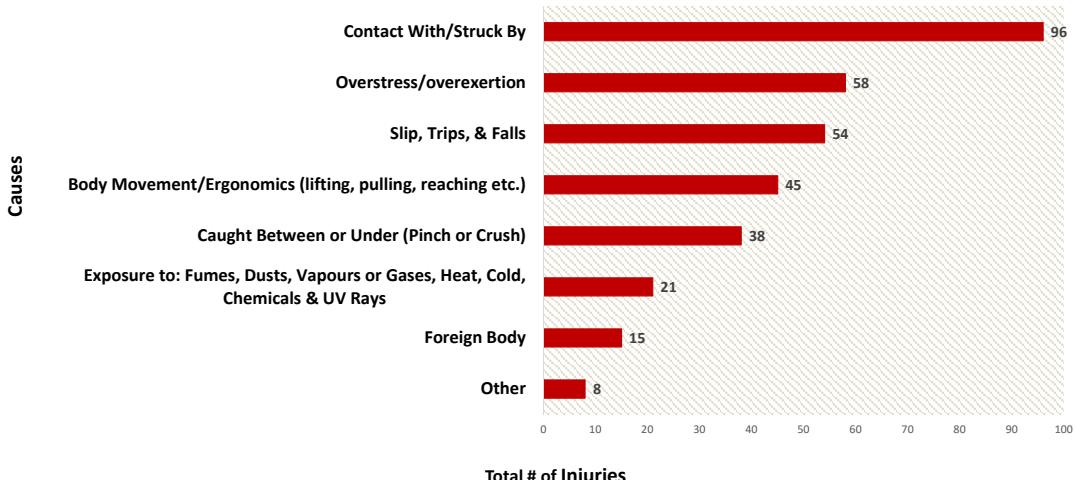
*ኋላው ሰራተኞች የሚከተሉትን የሚከተሉትን *Frequencies are calculated to 200,000 person hours

27

2018-Γ ላይ ማስታወሻ ሰራተኞች ሲሆን ለየሁኔታው ሰራተኞች አልማት ለመሳጥያዊነት

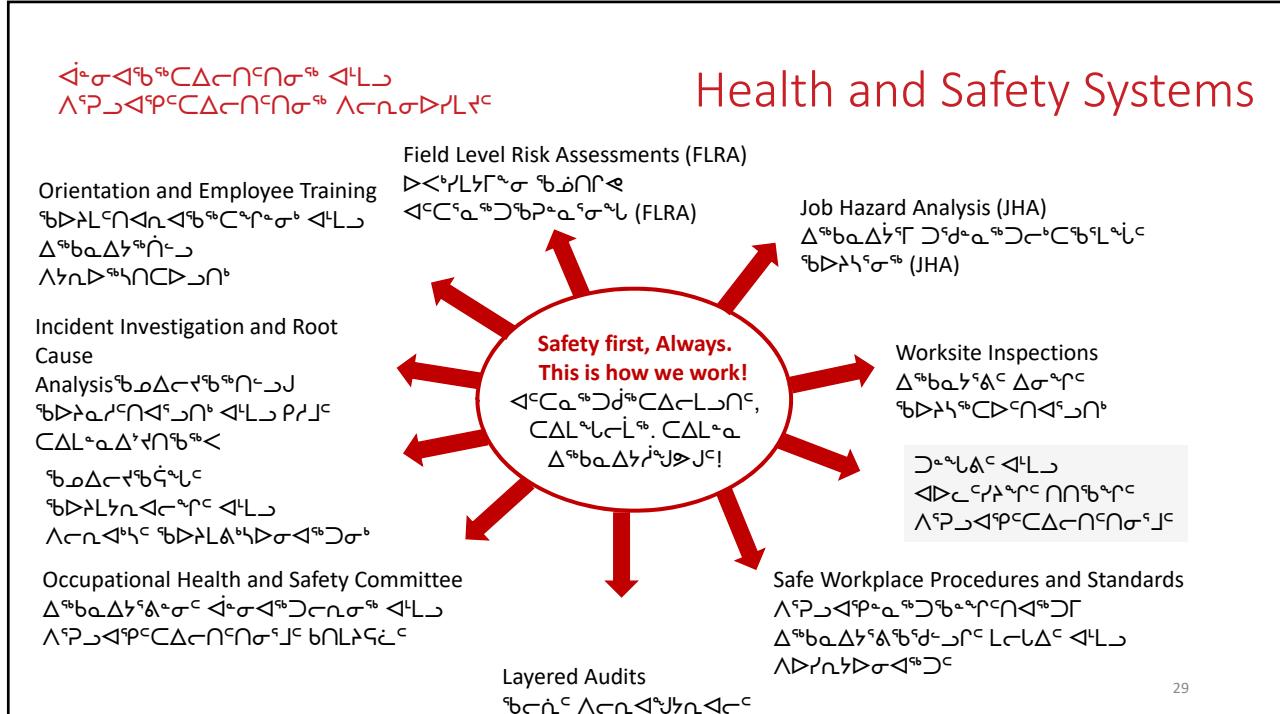
Health and Safety Performance

2018 ንብር ላይ ማስታወሻ ሰራተኞች /2018 Total Injuries by Cause



28

Health and Safety Systems



$\Delta \subset \sigma$

Response Preparedness

- Baffinland's Mine Rescue Team trained throughout the year and participated in the 2018 Annual Mine Rescue Competition placing 2nd overall. The following training also took place throughout the year:
 - Five-day basic training: 1380 Hours
 - OPEP/SVOP: 504 Hours
 - AMFR: 600
 - First Aid with CPR: 1216 Hours
 - Emergency Response Plan revised and updated



- ՈՐԴՐԱԾ ԱՅՍԻ ԵԼՌՆԵՑ ԸՆԴՀԱՆՐԵ

 - ՏՎՐԱՅԼԾՈՒ ԾՈՒՅՆ ԱՇԽԱՏԱ ԵԼՌՆԵՑ ԸՆԴՀԱՆՐԵ ԱՋՈՐԴԻ ԵԼՌՆԵՑ ԾՈՒՅՆ
 - ՏՎՐԱՅԼԾՈՒ ԾՈՒՅՆ ԲՐԱՅՆ ԸՆԴՀԱՆՐԵ ԱՇԽԱՏԱ ԿՈՎԱՅԼԱ ԵԼՌՆԵՑ ԸՆԴՀԱՆՐԵ ԱՋՈՐԴԻ ԵԼՌՆԵՑ ԾՈՒՅՆ
 - ՏՎՐԱՅԼԾՈՒ ԾՈՒՅՆ ԱՇԽԱՏԱ ԵԼՌՆԵՑ ԸՆԴՀԱՆՐԵ ԱՋՈՐԴԻ ԵԼՌՆԵՑ ԾՈՒՅՆ

לְאַבְנֵת עַמִּים אֶלְעָזָר בֶּן־יַעֲקֹב

‘ԵՐԱԽԾՈՎ’ ՀՐՆԱԳԸ

- $\Delta L \Delta^c < \sigma^{-2} \sqrt{V^*} \sigma^b > \Delta L^c$
 - $\Delta L \Delta^c \alpha^{d_0} C D^{-\frac{1}{2}} C^c$
 - $\Delta L^c \Delta L \Delta^c \Delta L^c \Delta^b \Delta L^c \alpha^{d_0} < C^a V^* \sigma^c$
 - $> \sigma^{-2} C^c \Delta L^c / C^b \Delta L^c \Delta L^c \Delta^b \Delta L^c \sigma^{d_0}$
 - $\Delta L^c \Delta L^c \Delta^c \Delta L^c \Delta L^c \Delta^b \Delta L^c \sigma^b$
 - $\Delta L^c \Delta L^c \Delta^c \Delta L^c \Delta L^c \Delta L^c \Delta^b \Delta L^c \sigma^b$

Commitment to Sustainable Development

Corporate social responsibility

- Commitment to operate the Project in an environmentally and socially responsible way
 - Commitment to minimize potential negative effects of the Project on the environment
 - Commitment to enhance social benefits of the Projects to stakeholders and Inuit communities

Regulatory Permits and Approvals

- Project Certificate No. 005, Commercial Lease, Water License, IIBA
 - Annual reports to ensure regulatory compliance

Monitoring Programs

- Marine Mammal
 - Marine Habitat
 - Freshwater and Fish Habitat
 - Dust and Air Quality
 - Birds, Caribou and Vegetation
 - Water Quality and Quantity

 Baffinland

ΔLD< ⟦ ⟩ n ¸ CnD⁹b

Marine Environment

Marine Environment and Mammal Monitoring

- Marine Mammals, Seabirds, Marine Habitat, Invasive Species

How Are Inuit Involved?

- 11 Inuit participated in marine environment and mammal monitoring programs in 2018
 - Inuit provided local and traditional knowledge and expertise into design and analysis of monitoring
 - Receive training and employment to participate in the monitoring programs

What Have We Learned?

No major effects of the Project on the marine environment or marine mammals have been detected.

How Long Will Monitoring Continue?

- As long as the mine is operating
 - Baffinland continues to seek additional opportunities for community-based monitoring

Հովհաննես Առաքելոց եղբայր

- ለርሃኑ ክብር በርር <አፋርኑ ቀርበውን ፌዴራል
ቅርቡ የሚገባውን ደምና ቁጥር ስጋፍ ተፈጻሚ ይችላል
 - Δርሻ>ኩርሻ>ፋይሬሽን፡
 - <አፋርኑ
 - ፌዴራል በኩርሻ ደምና ቀርበውን ፌዴራል ይችላል
 - የምክር መሆኑ ደምና ቀርበውን ፌዴራል
 - ሙዕራፍ ሲሆነ ደምና
 - ፌዴራል ደምና ቀርበውን ፌዴራል
 - ሪፖርት ደምና ቀርበውን ፌዴራል
 - የሚገባውን ደምና ቀርበውን ፌዴራል

Marine Environment Working Group

Engages with Baffinland on plans and results of Marine Environment monitoring programs.

Participants from:

- Baffinland
 - Environment and Climate Change Canada
 - Qikiqtani Inuit Association
 - Government of Nunavut
 - The Mittimatalik Hunters and Trappers Organization
 - Department of Fisheries and Oceans
 - Parks Canada

ΔL^c ⊂ Δ< ⊕ Δ^c ⊂ Δ< ⊕ Δ^a

ΔL▷<◀bC◀bC▷σ^aΓ^aσ^b◀b▷A^bσ^c

- $\Delta\Gamma_{\text{L}}^{\text{C}}$ - $\Delta\Gamma_{\text{R}}^{\text{C}}$, $\Delta\Gamma_{\text{L}}^{\text{A}}$ - $\Delta\Gamma_{\text{R}}^{\text{A}}$ $\Delta\Gamma_{\text{L}}^{\text{C}}$ $\Delta\Gamma_{\text{R}}^{\text{C}}$ $\Delta\Gamma_{\text{L}}^{\text{A}}$ $\Delta\Gamma_{\text{R}}^{\text{A}}$
 - $\Delta\Gamma_{\text{L}}^{\text{CJCL}} = \Delta\Gamma_{\text{L}}^{\text{C}} + \Delta\Gamma_{\text{R}}^{\text{C}} + \Delta\Gamma_{\text{L}}^{\text{A}} + \Delta\Gamma_{\text{R}}^{\text{A}}$:
 - $\Delta\Gamma_{\text{L}}^{\text{C}}$
 - $\Delta\Gamma_{\text{R}}^{\text{C}}$
 - $\Delta\Gamma_{\text{L}}^{\text{A}}$
 - $\Delta\Gamma_{\text{R}}^{\text{A}}$
 - $\Delta\Gamma_{\text{L}}^{\text{CJCL}}$ (Arctic char)
 - $\Delta\Gamma_{\text{R}}^{\text{CJCL}}$

Freshwater Environment

Aquatic Effects Monitoring Program

- Focuses on several lakes, rivers and streams near the Mary River Mine Site and Project infrastructure
 - Annual monitoring includes:
 - Hydrology (flow)
 - Water quality
 - Sediment quality and sedimentation rates
 - Fish (Arctic char)
 - Benthic invertebrates

Surveillance Network Program

- Monitors the water quality and flow of surface water runoff and treated wastewater discharges from Project infrastructure at established locations under Baffinland's Type "A" Water Licence and the Federal Metal and Diamond Mining Effluent Regulation (MDMER)

Tote Road Fisheries and Water Quality Monitoring

- Focuses on monitoring fish passage and presence/absence at several Tote Road crossings (culverts, bridges)
 - Also involves water quality monitoring at select representative Tote Road crossings (culverts, bridges)

የሸጋዬና ተስፋርዎች ማስተካከል

ב' ט' ט' ט'

Digitized by srujanika@gmail.com

- ଏକାନ୍ତରେ ଏକିମ୍ବରିଲୁଚିଦ୍ବର୍ଗଜୀବି
 - ଏକାନ୍ତରେ ଲୁଗାଚିଦ୍ବର୍ଗଜୀବି
 - ପ୍ରଧାନ ଆଶ୍ଵର୍ଯ୍ୟରେ ଏକାନ୍ତରେ ଲୁଗାଚିଦ୍ବର୍ଗଜୀବି
 - ପ୍ରଧାନ ଆଶ୍ଵର୍ଯ୍ୟରେ ଏକାନ୍ତରେ ଲୁଗାଚିଦ୍ବର୍ଗଜୀବି

Atmospheric and Terrestrial Environment

Caribou

- In 2018 Baffinland provided support to the Government of Nunavut for a regional caribou monitoring program
 - Height-of-Land based surveys
 - Snow Track Surveys on the Tote Road
 - All caribou and wildlife sightings are recorded on site

What have we learned about caribou?

Inuit knowledge has told us that North Baffin caribou are in a low point in their natural population cycle

Dust is managed by:

- Road maintenance
 - Road watering
 - Crusher dust controls
 - We measure metals in soil and vegetation to look for changes over time

መጥርጋሚ ልቦናሸማ
ለዚቤናዊበትና ከበደቅ

- $\Delta \subset \triangleright^b C \triangleright^b C^a \cap^a \triangleright d_a \circ \tau_c$
 - $\triangleleft \wedge \tau_c \sigma^a \sqcup^c \triangleleft \sqcup_c \tau_c \triangleright^c \triangleleft \tau^a \tau^c \subset \tau_c \sigma^a \tau_c$
 - $\bullet \rho^a \subset \sigma \Delta \rho \Delta^c b \triangleright^a \rho^c \eta^c$
 - $\tau \rho \triangleright^c \tau \sqcup^c \rho^c$
 - $\triangleright^c \eta \sqcup_c \triangleright^c \triangleleft \eta \rho^c b \triangleright^a \rho^c$

Terrestrial Environment Working Group

Engages with Baffinland on plans and results of Terrestrial Environment monitoring programs.

Participants from:

- Baffinland
 - Environment and Climate Change Canada
 - Qikiqtani Inuit Association
 - Government of Nunavut
 - The Mittimatalik Hunters and Trappers Organization



37

σετήσεις Επίπλωσης

σ-ΈΠΙΦΑΝΕΙΑ ΚΑΙ ΣΥΓΧΡΟΝΙΣΜΟΣ ΤΗΣ ΕΛΛΑΣ ΣΤΗΝ ΕΥΡΩΠΗ

Wildlife Interactions

Wildlife Interactions are defined as any human interaction with wildlife that has potential adverse affects on the wellbeing of the human/wildlife.

Summary of 2018 Wildlife Interactions:

- Most wildlife interactions involved foxes
 - Most wildlife fatalities were caused by vehicles
 - There were no incidents where a fox was put down due to injuries and no confirmed case of rabies. This is a reduction from 2017 as there were three incidents of rabies recorded in 2017.
 - In total 11 wildlife mortalities occurred in 2018. In 2017 there were 13 wildlife mortalities that occurred.
 - No polar bear or caribou wildlife interactions or mortalities occurred in 2018.

38

Δ◊Γ₂Γ₁σ₄]₂ βε▷λ₂Γ₁σ₄]₂ Γ₄σ₂σ₄

- Αποπήγματος βαθυ οικοδόμησης στην περιοχή της Καναδικής Αρκτικής, η οποία θα αποτελεί την πρώτη μεγάλη έργο στην περιοχή. Η εργασία θα γίνεται σε δύο φάσεις: η πρώτη φάση θα διαρκέσει περίπου 18 μήνες και η δεύτερη φάση θα διαρκέσει περίπου 12 μήνες.
- Διαρροή στον θάλασσα από την οικοδόμηση της γέφυρας θα γίνεται με τη χρήση ειδικών μηχανημάτων που θα μεταφέρουν την οργανισμένη ροή νερού στην θάλασσα. Τα μηχανημάτων θα είναι στοχευμένα στην αποτελεσματική μεταφορά της οργανισμένης ροής νερού στην θάλασσα.
- Η πρώτη φάση της οικοδόμησης θα διαρκέσει περίπου 18 μήνες και η δεύτερη φάση θα διαρκέσει περίπου 12 μήνες. Η οικοδόμηση της γέφυρας θα γίνεται με τη χρήση ειδικών μηχανημάτων που θα μεταφέρουν την οργανισμένη ροή νερού στην θάλασσα.
- Η πρώτη φάση της οικοδόμησης θα διαρκέσει περίπου 18 μήνες και η δεύτερη φάση θα διαρκέσει περίπου 12 μήνες. Η οικοδόμηση της γέφυρας θα γίνεται με τη χρήση ειδικών μηχανημάτων που θα μεταφέρουν την οργανισμένη ροή νερού στην θάλασσα.
- Η πρώτη φάση της οικοδόμησης θα διαρκέσει περίπου 18 μήνες και η δεύτερη φάση θα διαρκέσει περίπου 12 μήνες. Η οικοδόμηση της γέφυρας θα γίνεται με τη χρήση ειδικών μηχανημάτων που θα μεταφέρουν την οργανισμένη ροή νερού στην θάλασσα.

 Baffinland

Socio-Economic Monitoring

- Work closely with the Governments of Canada and Nunavut, QIA, and community representatives to discuss Socio-Economic Monitoring of the Project
- Participation on the Mary River Socio-Economic Monitoring Working Group (2 meetings annually) and the Qikiqtaaluk Socio-Economic Monitoring Committee (1 meeting annually)
- Monitoring of the potential impacts of Project on education and training, livelihood and employment, human health and well-being
- QSEMC produces annual report which is publicly available
- Baffinland also produces an annual Socio-Economic report as part of its NIRB annual report

39

Δ◊Γ₂Γ₁σ₄]₂ <₄ε▷η₂
Δ₄λ₂ Δ<₂α₂Δ₄β₂/Lσ₄

Management Plans and Preparedness



40

MANAGEMENT PLANS

Management Plans Registry

Management and Monitoring Plans

Snow Management Plan	Mar-19
Surface Water Sampling Program - Quality Assurance and Quality Control Plan	Mar-17
Air Quality and Noise Abatement Management Plan	Mar-16
Borrow Pit and Quarry Management Plan	Mar-14
Cultural Heritage Resource Protection Plan	Mar-16
Environmental Protection Plan	Aug-16
Fresh Water Supply, Sewage and Wastewater Management Plan	Mar-19
Hazardous Materials and Hazardous Waste Management Plan	Mar-17
Interim Abandonment and Reclamation Plan	Mar-16
Oil Pollution Emergency Plan - Mine Inlet (OPEP)	Jun-17
Q1 Quarry Management Plan	Jul-17
Roads Management Plan	Mar-16
Shipping and Marine Wildlife Management Plan	Mar-16
Stakeholder Engagement Plan	Mar-16
Surface Water and Aquatic Ecosystems Management Plan	Mar-19
Terrestrial Environmental Management and Monitoring Plan	Mar-16
Waste Management Plan	Mar-19
Phase 1 Waste Rock Management Plan	Oct-14
Borrow Source Management Plan – Kilometre 2	Apr-14
Life of Mine Waste Rock Management Plan	Oct-14
Borrow Source Management Plan - Kilometre 97	Mar-14
Borrow Source Management Plan - Kilometre 104	Mar-14
Spill Contingency Plan	Mar-17
Exposure Site Contingency Plan	Jun-14
Exploration Closure and Reclamation Plan	Jul-14
Aquatic Effects Monitoring Plan	Oct-15
QMR2 Quarry Management Plan	Jul-17
Polar Bear Safety Plan	Mar-16
Spill at Sea Response Plan	Aug-15
Marine Environmental Effects Monitoring Plan	Mar-16
MMER Emergency Response Plan	Mar-19
Emergency Response Plan	Mar-18
Q7 Quarry Management Plan	Oct-13
Q11 Quarry Management Plan	Oct-13
Q19 Quarry Management Plan	Oct-13
D1Q1 Quarry Management Plan	Oct-13
D1Q2 Quarry Management Plan	Oct-13
Balast Water Management Plan	Mar-19

Current Revision Date



41

MANAGEMENT PLANS

Community
Engagement



አርብናኝነትናኝርሃኑ



43

Objectives of Stakeholder Engagement

- Fundamental principle of Baffinland's engagement strategy is the establishment of meaningful community relationships
 - Commitment to timely, meaningful, and culturally appropriate engagement with all stakeholders potentially affected by the Mary River Project, including
 - Five North Baffin communities
 - Qikiqtani Inuit Association (QIA)
 - Governments and Regulatory Agencies
 - Hunter and Trapper Organizations (HTO)
 - Stakeholder Engagement Plan (SEP) developed in 2014, revised in 2016. Further revisions expected in 2019.
 - Amended IIBA contains provisions for increased engagement.

What Have We Heard?

Increased Shipping

- In 2019 Baffinland will have 82-86 vessels call on Milne Port, under Phase 2 there could be up to 176
 - Based on extensive engagement, communities have identified these issues with increased Project shipping:
 - Potential effects upon marine environment including marine mammals as a result of shipping
 - Potential interference with travel routes and land use activities as a result of shipping



How Have We Addressed Concerns

- To reduce potential effects of shipping on land use and marine mammals Baffinland has:
 - Reduced ship speeds to 9 knots along the Shipping Corridor
 - Establish fixed shipping route to avoid key areas such as Koluktoo Bay and the western shoreline near Bruce Head
 - Establish drifting zone near Ragged Island to avoid vessel drifting near Pond Inlet and other parts of the corridor
 - Improved QA/QC for ballast water sampling
 - Hired Ship-Board Inuit Observers from Pond Inlet
 - To promote compliance Baffinland has:
 - Installed AIS monitoring system at MHTO office
 - Established communications protocol and designated contact information to respond to community concerns
 - Before shipping season commences Baffinland confirms floe edge ice is no longer being used with MHTO

What's Next in CAL



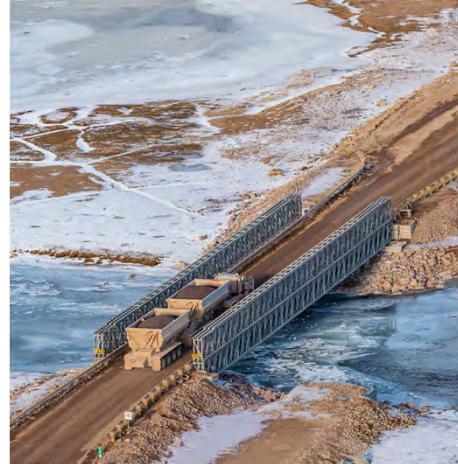
መ/ቤትና ስራዎች ፊርማዎች - የሸጠው ተናያዣ ለሚገኘውን ማረጋገጫ?

Development of a Rail Line - What Have We Heard?

- $\Delta \sigma_1 > \Delta \sigma_2 > \Delta \sigma_3 > \Delta \sigma_4 > \Delta \sigma_5$
 - $\Delta \sigma_1 > \Delta \sigma_2 > \Delta \sigma_3 > \Delta \sigma_4 > \Delta \sigma_5$
 - $\Delta \sigma_1 > \Delta \sigma_2 > \Delta \sigma_3 > \Delta \sigma_4 > \Delta \sigma_5$
 - $\Delta \sigma_1 > \Delta \sigma_2 > \Delta \sigma_3 > \Delta \sigma_4 > \Delta \sigma_5$

Communities identified the following concerns related to rail development:

- Potential loss of trucking employment opportunities for Inuit
 - Potential for disruption of caribou migration paths and traditional travel routes for land users
 - Impact on air quality (dust)



47

Baffinland

How Have We Addressed Concerns

- Through the review of the Phase 2 Project Baffinland has identified several relevant mitigation measures, including:
 - Baffinland has committed that no Inuit will lose their jobs at Mary River as a result of modifications to the project under Phase 2
 - Shift from Tote Road to transport by rail is likely to reduce the possibilities of wildlife injuries/fatalities
 - Baffinland is proposing to construct crossings along the railway to maintain known migration paths and travel routes and is planning a crossing selection exercise with representatives of the MHTO at the mine site for Summer 2019
 - Shift from Tote Road to transport by rail will reduce dust generation and greenhouse gas emissions along the Northern Transportation Corridor

 Baffinland

48



Phase 2 Review Milestones To Date

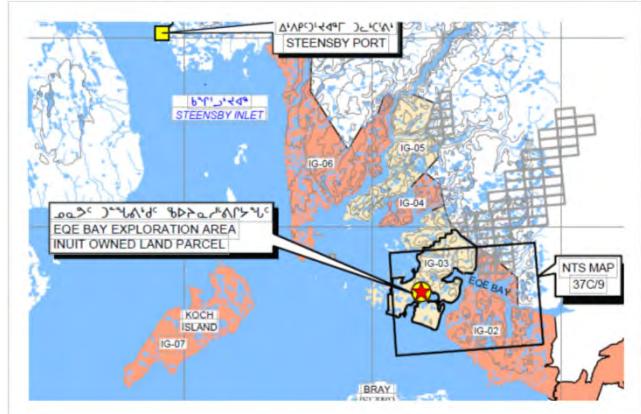
- March: Positive Recommendation from the Nunavut Planning Commission to amend the North Baffin Regional Land Use Plan to allow for rail in the Northern Transportation Corridor
 - Summer: Baffinland finalizes the Phase 2 Final Environmental Assessment Addendum (Phase 2 FEIS Addendum)
 - September: Baffinland submits the Phase 2 FEIS Addendum to the Nunavut Impact Review Board for conformity with the FEIS Guidelines
 - October: Nunavut Impact Review Board initiates a public review of the Phase 2 FEIS Addendum
 - December: Intervenors submit Information Requests to the NIRB and Baffinland provides responses
 - March: Intervenors submit Technical Comments to the NIRB and Baffinland provides responses
 - April: Technical Meeting with NIRB and Intervenors in Iqaluit

Phase 2 Engagement Highlights To Date

- June: Phase 2 Impact and Mitigation Workshops with Hamlets and HTO's in the 5 North Baffin Communities
 - June: Phase 2 FEIS Addendum Overview Session with QIA
 - August: MHTO Mine Site Visit
 - November: Phase 2 Meetings with Hamlets and HTO's and Arctic Bay and Pond Inlet
 - December: Community Feasts in Hall Beach, Igloolik and Arctic Bay (Pond Inlet and Clyde River cancelled due to weather)
 - January: Phase 2 Information Tour in the 5 North Baffin Communities
 - January-May: Community Risk Assessment Workshops with participants from 5 North Baffin Communities at Mine Site and Trois Rivieres, Quebec
 - January-May: Ongoing presence in Pond Inlet by Head of Northern Affairs and Manager of Inuit and Government Stakeholder Relations



መፍርማ ደረሰኝ: ልናስና ማረሚያዎች ስለ 2019-ን እና የሚታወቁ መሆኑ



51

IIBA Priorities



ፈደም ስበር በፈርድ ፌዴራል እና ማስረጃ የሚከተሉ ሰነድ ለማቅረብ የሚያስፈልግ ይችላል



$\Delta^{\text{cb}} b_a \Delta^{\text{L}} \cap^c \cap \sigma^{\text{cb}}$
Employment



Δεκτική συνείδηση Cultural Awareness



ቤርሃንስ ስም

 Baffinland

52



Training for Employment and Career Development

አለሁ▷ኋኩርበስኑ ሰነድ ሰነድበዕስልኑን ስነድ
ሰነድስፈርጉት ሰነድበዕስልኑን ሰነድ

Δມ່ວ ແລນ▷້າກູ່ອົກສໍາ ມ່ຈ້າວ່າ

Inuit Training at Mary River

Inuit training programs at Baffinland are designed to build skills to allow Inuit to obtain and retain careers.

Training programs support career development, as it allows progression from unskilled to skilled positions across the operation.

Δμο^υ με^ς λέγου^σ ηγού^σ ούρα^γ τ^η <Δ^α ς^ας^α ήρω^τ λέγ^η
 Ε^ρρ^η τ^η Δ^α ς^ας^α ήρω^τ τ^η ήρα^γ α^η σ^η τ^η σ^η Δ^α ς^ας^α ήρω^τ λέγ^η
 Α^η λέγ^η α^η τ^η ήρα^γ Δ^α ς^ας^α ήρω^τ τ^η Κ^ηρ^η ούρα^γ α^η Κ^ηρ^η
 Δ^α ς^ας^α Σ^ητ^η λέγ^η μ^η.



Qikiqtani Skills and Training for Employment Partnership (Q-STEP) Project

- The Qikiqtani Skills and Training for Employment Partnership (QSTEP), is a partnership with Governments of Canada and Nunavut, QIA, Kakivak Association, and Baffinland and supports funding our key Inuit training programs.
 - This is a \$19 million, 4 year funding partnership, focusing on equipping Inuit with the skills for a career at the Mary River Mine.
 - The programs principally funded by Baffinland with the support of Q-STEP
 - Work Readiness Program - 59 graduates
 - Heavy Equipment Operator Training - 53 graduates and 47 employed by the Project
 - Apprenticeship Program - 9 active apprentices

55

Διάλογος

Work Ready Program

- The Work Readiness Program (WRP) is a five-day training program held in the 5 point of hire communities (Pond Inlet, Igloolik, Clyde River, Arctic Bay , Hall Beach) and Iqaluit.
 - The Work Readiness Program helps prepare Inuit work by providing skills to adapt to the challenges Fly-in, Fly out work rotations, Self Awareness, An Introduction to Mining, Essential Skills for the Workplace and Money Management.



56

Heavy Equipment Operator Training

- Baffinland, along with the Operating Engineers Training Institute of Ontario (OETIO) continued to run the Heavy Equipment Operator Program in Morrisburg, ON.
 - The Heavy Equipment Operator (HEO) program provides the essentials of safety, equipment characteristics, operating techniques, transportation and pre-operational inspections that apply to heavy equipment. Additional safety training includes WHMIS, Working at Heights and First Aid and CPR.
 - Those who graduate from the training are offered employment as trainees in the various departments on site.



ԿԱՐԴԱՐԱԿ ՀՅՈՒՄ ՇԱՀԵՑՈՒՅ ՀՐԱՄԱՆ
ՃՐԱՎԱՐՈՒՅ

Apprenticeship Program

- The Apprenticeship program is designed to support Inuit candidates interested in pursuing a career in the skilled trades with Baffinland.
 - The Apprenticeship program has participants join Baffinland as trades assistants for six months and participate in job shadowing activities to learn about the trade and Baffinland's operation.
 - Upon successful completion of the six-month term, candidates will write their Trades Entrance Exam.
 - Upon successful completion of the exam, candidates will be offered full time, permanent apprenticeship positions with Baffinland.
 - Baffinland had a new intake of Apprentices during Q1 2019 with 11 students enrolled in the following trades; Welding, Millwright, Electrician, Heavy Equipment Technician and Automotive Technician.
 - Baffinland will have a second intake of 14 Apprentices in Fall 2019 making a total of 25 Apprentices in the 2019 intake.
 - An apprenticeship is completed after an apprentice:
 - obtains and records all workplace skills in the logbook;
 - completes all in-school training;
 - successfully completes all block examinations (if applicable);
 - accumulates all hours for the trade; and
 - successfully completes the certification examination

Δεσμούς Διάλογος Δικαιοσύνης

Educational Initiatives

- Baffinland successfully launched an Inuit summer student program in the North Baffin Communities and Iqaluit from June-September 2018, hiring four Inuit students in the communities of Arctic Bay, Hall Beach, Igloolik and Iqaluit to assist the Northern Affairs Team and gain valuable office work experience.
 - Baffinland provided financial literacy training at both Site locations in March of 2018. There were 18 total who attended and the majority of those who attended were Inuit.
 - Baffinland continued to support several school-based initiatives through the IIBA and its donations program in 2018.
 - Since 2007 Baffinland has provided laptops to high school graduates in the North Baffin communities as an incentive to motivate local youth to complete their high school education and pursue post-secondary education. Baffinland provided 38 laptops to grade 12 graduates in 2018.
 - In 2018 Baffinland awarded five scholarships to North Baffin residents, totaling \$25,000

59

ԱՐԴՅՈՒՆԱԿԱՆ ՀԱՄԱՐ

- $\Delta b\sigma$ 2018, $b_{\text{UP}} - \sigma^c$ 72,041 Δb^{NSC}
 $\Delta b_{\text{UP}} - \sigma^c$ 87,041 Δb^{NSC} $\Delta b_{\text{UP}} - \sigma^c$ 87,041 Δb^{NSC}
 $\Delta b_{\text{UP}} - \sigma^c$ 34,629 (48.1%) CLT^b
 $\Delta b_{\text{UP}} - \sigma^c$ 87,041 Δb^{NSC}
 - $\Delta b_{\text{UP}} - \sigma^c$ 2018- Γ $\Delta b_{\text{UP}} - \sigma^c$ 2018- Γ $\Delta b_{\text{UP}} - \sigma^c$ 2018- Γ
 $\Delta b_{\text{UP}} - \sigma^c$ 2018- Γ $\Delta b_{\text{UP}} - \sigma^c$ 2018- Γ $\Delta b_{\text{UP}} - \sigma^c$ 2018- Γ
 \circ $\Delta b_{\text{UP}} - \sigma^c$ 17,091 Δb^{NSC}
 \circ $\Delta b_{\text{UP}} - \sigma^c$ 11,862 Δb^{NSC}

Inuit Training

- In 2018, a total of 72,041 hours of training were completed at the Project site. Inuit received 34,629 (48.1%) of all training hours completed.
 - Training programs with the highest amount of Inuit participation in 2018 included:
 - Heavy Equipment Operator (17,091 hours)
 - Apprenticeship (11,862 hours)

Hours of Training Completed.		Delta Years Delta Units				
Employee Ethnicity/Διεθνής Αποστολής Διαδικασίας		2014	2015	2016	2017	2018
Inuit/Δινουτ		3,596	4,530	2,434	4,024	34,629
Non-Inuit/Διαφορετικοί		20,271	17,352	25,532	39,373	37,412
Total/Συνολικά		23,867	21,882	27,966	43,397	72,041

Source: Baffinland records

60

IIBA מושב דעת

IIBA Priorities



የኢትዮጵያ የሰነድ ማረጋገጫ አገልግሎት ማረጋገጫ

Training & Capacity Building



$\Delta^{\text{cb}} b_a \Delta^{\text{cb}} \cap c \cap \sigma^{\text{cb}}$
Employment



Δεκτική συνείδηση Cultural Awareness



 Baffinland

61

Διάλογος

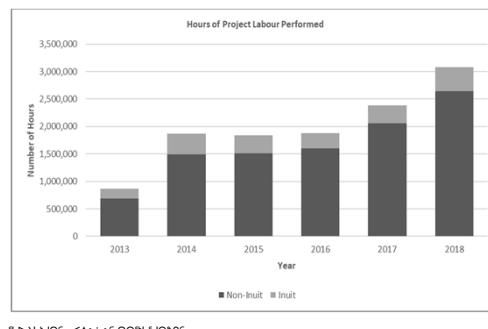
Employment

ΔοΔ[¢] Δ[¢]baΔl[¢]C[¢]

- CΔbσ 2018, bñc-ñc Δb[¢]q[¢] ▷ñ[¢]σ[¢]Δ[¢]Γ[¢] hñ[¢]
Δ[¢]ñ[¢]σ[¢] 3,081,740, C[¢]da[¢] 435,908 Δb[¢]q[¢]
Δ[¢]ñ[¢]σ[¢] 1,529
hñ[¢]ñ[¢]Δ[¢]ñ[¢], C[¢]da[¢] 216 ΔoΔ[¢].
- CΔbσ 2018, bñc-ñc 379,956 Δb[¢]q[¢] hñ[¢]
Δ[¢]baΔl[¢]ñ[¢]ñ[¢] C[¢]ñ[¢]ñ[¢] C[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢]
ñ[¢]ñ[¢]ñ[¢] C[¢]ñ[¢]ñ[¢] (CL[¢]Γ[¢] ΔoΔ[¢] C[¢]ñ[¢]
Δ[¢]ñ[¢]ñ[¢] C[¢]), ñ[¢]ñ[¢]ñ[¢] 12% bñc-ñc Δb[¢]q[¢] hñ[¢]
▷ñ[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢] Δ[¢]ñ[¢].
- C[¢]da[¢] 287,040 Δb[¢]q[¢] hñ[¢] ñ[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢]
ñ[¢]ñ[¢]ñ[¢] (P[¢]ñ[¢]ñ[¢]ñ[¢] 9.3% bñc-ñc), ▷d[¢]
▷ñ[¢]ñ[¢]ñ[¢] C[¢] 57,382 Δb[¢]q[¢]ñ[¢]ñ[¢] C[¢]Δbσ 2017
C[¢]ñ[¢]ñ[¢] 92,916 Δb[¢]q[¢] hñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢] C[¢]σ[¢]
(P[¢]ñ[¢]ñ[¢]ñ[¢] 3% bñc-ñc).

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).



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.
- **Ñ[¢]ñ[¢]ñ[¢] ΔoΔ[¢] Δ[¢]baΔl[¢]ñ[¢]ñ[¢]**
ñ[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢] \$7,682,976.21, ▷d[¢]
▷ñ[¢]ñ[¢]ñ[¢] C[¢] \$629,781.21-Γ[¢] C[¢]Δbσ
2017. 2014-Γ[¢] C[¢], **Ñ[¢]ñ[¢]ñ[¢] ΔoΔ[¢]**
Δ[¢]baΔl[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢] C[¢] C[¢]
ΔL[¢]ñ[¢]ñ[¢] \$45,201,902.99 hñ[¢]ñ[¢] ñ[¢]ñ[¢].

ΔoΔ[¢] Δ[¢]baΔl[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢]

Baffinland Employee Payroll, by Community
(2018)/**Ñ[¢]ñ[¢]ñ[¢] Δ[¢]baΔl[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢] ñ[¢]ñ[¢]ñ[¢] (2018)**

Arctic Bay/Δ [¢] ñ [¢] ñ [¢]	\$2,441,711.46
Clyde River/b [¢] ñ [¢] ñ [¢]	\$1,963,520.51
Hall Beach/ñ [¢] ñ [¢]	\$1,157,572.75
Igloolik/Δ [¢] ñ [¢]	\$981,667.30
Iqaluit/Δ [¢] ñ [¢]	\$1,759,491.67
Pond Inlet/ñ [¢] ñ [¢]	\$1,820,723.98

Source: Baffinland Records

ՀԱՅՀԱՅ ՏԻՐՊԵՐԴՈՒՄԸ ԾԱԲԱԾԵ ԾԵԽԵԱԼՆ ԿՈՒՑԱԾԵ ՀԱՅ
 ՀԱՇԴՐՄՆԱԾ (IHRS) ՀԿԾԿՑԵՐՆ ՀԿԾՈՒՅ
 ԾԱՅԻՔՆ ԸՆԿԱՐԾ ԾԱԾԿ ԾԵՇԾՈՒՅՐԾ ԾՅԱՎԱՇՈՒՅ
 ՀԱՇՆԱՇԾՈՒՅ

◀ፌፋፃ◀ፌፋፃ>^c ለተናደፃፃርባፃPL-ጋብዕር ፊርማዎች
Δለዎች:



Measures for Increasing Inuit Content

Baffinland has developed an Inuit Human Resources Strategy (IHRS) with the objective to maximize Inuit participation in all phases of the project.

Baffinland plans to accomplish this by:

- Continuing to improve the practices applicable to talent acquisition, recruitment, selection, retention and advancement of Inuit employees
 - Ensuring that all divisions within Baffinland and its contractors are committed to and work toward maximizing Inuit employment
 - Continuing to invest in the training, education and development of all current and prospective Inuit employees

65

Δມ່ສ້າ ດ້ວຍບໍາລັດໃຈ່ນິກາຕົວສ້າ ໄດ້ລັງ ສຽງແລ້ວຢ່າງສ້າ

Inuit Recruitment and Selection Process

66

Δ⁹b₉Δ₇Δ⁹b₉Δ₉Δ₉σ₉Δ₉Δ₉Δ₉
Δ₉Δ₉Δ₉Δ₉Δ₉Δ₉Δ₉Δ₉Δ₉Δ₉Δ₉Δ₉

Retention and Advancement of Inuit

- In 2018, there were 45 Inuit employees whose employment with Baffinland ended for various reasons (e.g. resignation, layoff, termination, end of contract, retirement). This equates to a 20.8 % Inuit employee turnover rate, which is a decrease in 8% from 2017.
 - Baffinland is taking initiatives to collect data on employee turnover
 - Mandatory exit interviews
 - Employee concern reporting
 - Mid-probation check-in

Table 2-7: Number of Baffinland Inuit employee departures (2014 to 2018)

Number of Baffinland Inuit Employee Departures				
2014	2015	2016	2017	2018
45	41	44	42	45

Source: Baffinland records. 2014 numbers are for indeterminate employees only.

67

▷ የወጪ ደንብ ማስታወሻ በወጪ ማስታወሻ

Employment of Women

In 2018, approximately 7.3% of hours worked on the Project were worked by women. The percentage of hours worked by Inuit and non-Inuit women in 2018 were similar (i.e. 3.9% and 3.4% respectively).

Employee Ethnicity & Gender/ $\Delta^{\text{ء}}\Delta^{\text{ء}}\Omega^{\text{ء}}$ $\Delta^{\text{ء}}\text{ـ}\Delta^{\text{ء}}\Omega^{\text{ء}}\text{ـ}\Omega^{\text{ء}}$	2018		
	Hours Worked/ $\Delta^{\text{ء}}\Omega^{\text{ء}}$	% of total (3,081,740)	
Inuit/$\Delta^{\text{ء}}\Delta^{\text{ء}}$	Male $\Delta^{\text{ء}}\text{ـ}\Omega^{\text{ء}}$	314,530	10.20%
	Female $\Delta^{\text{ء}}\text{ـ}\Delta^{\text{ء}}$	121,378	3.90%
Non-Inuit/$\Delta^{\text{ء}}\text{ـ}\Omega^{\text{ء}}$	Male $\Delta^{\text{ء}}\text{ـ}\Omega^{\text{ء}}$	2,541,130	82.50%
	Female $\Delta^{\text{ء}}\text{ـ}\Delta^{\text{ء}}$	104,702	3.40%
TOTAL/$\Delta^{\text{ء}}\text{ـ}\Omega^{\text{ء}}$	3,081,740	—	

68

- **Δບໍ່ກົດຕັ້ງ ດັບວາດລົບຕູ້ຄົມ** ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ (3.9% ຕູ້ຄົມ 3.4%)
 - <ບໍ່ເຫັນຕົວຕູ້ຄົມ> ດັບວາດລົບຕູ້ຄົມ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ
 - <ບໍ່ເຫັນຕົວຕູ້ຄົມ> ດັບວາດລົບຕູ້ຄົມ ດັບຕັ້ງ (IHRS)
 - **ຈຳອຸປະກອດ** ດັບວາດລົບຕູ້ຄົມ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ ດັບຕັ້ງ
 - The hours worked by Inuit women and Non-Inuit women are comparable (3.9% and 3.4%)
 - Baffinland is looking at how to best address barriers to the employment of Inuit women
 - Baffinland is working to increase both gender parity and the diversity of its workforce as key pillars of the Inuit Human Resource Strategy (IHRS)
 - The IHRS outlines initiatives Baffinland will undertake to increase women in the workforce



69

$\Delta \leftarrow \sigma \triangleleft^{\text{cb}} \cap \sigma^{\text{cb}}$ $\Delta^{\text{cb}} \leftarrow \Delta \triangleleft^{\text{cb}} \cap \subseteq \cap \sigma^{\text{cb}}$

Student Employment

- Baffinland is working with educational institutions such as Nunavut Arctic College to:
 - Identify potential summer intern positions
 - Plan field trips to the mine site
 - Promote post secondary programs with future career options in mining
 - Work with community high schools to encourage students to stay in school
 - \$25,000 annual scholarship program for Nunavut Inuit
 - Baffinland provided 38 laptops to grade 12 graduates in 2018.
 - In 2018, \$109,177.00 was contributed to lunch programs.
 - Baffinland hired four Inuit students in the communities of Arctic Bay, Hall Beach, Igloolik and Iqaluit for the Inuit summer student program.
 - Baffinland visited high schools in the communities to give a presentation to students on Mine Operations and to promote potential career opportunities during the Career and information tour in September, 2018.

70

IIBA מושב דעת

IIBA Priorities



ፈደም ስበር ደንብ እና ልማት ማረጋገጫ

Training & Capacity Building



Διεύθυνση Εργασίας



Δεκτική συνείδηση Cultural Awareness



ብርሃንስ ስራው

Baffinland

71

Δ<‐▷'▷σ°‐ Δ▫Δ▫
Λ▫▫▷▫▫‐



Cultural Awareness

In 2018, Baffinland continued to provide cultural programs:

- Programming related to the promotion of Inuktitut in the workplace
 - On-site Cultural Advisors to support Inuit employees
 - Nunavut Day celebrations at the Project
 - On-Site demonstrations on traditional ways of cleaning animal hides
 - In Q3 of 2018, Baffinland hired its first Human Resource Advisor, Inuit Relations.

73

Δερ्मάτισμος Δέβαδης Αγιάς

- $\Delta^{\text{ab}} b_{\alpha} \gamma^{\mu} \gamma^{\nu} \gamma^{\rho} \gamma^{\sigma} \epsilon_{\mu\nu\rho\sigma} \Delta^{\text{ab}} b_{\alpha}$
 - $\gamma^{\mu} \gamma^{\nu} \gamma^{\rho} \gamma^{\sigma} \epsilon_{\mu\nu\rho\sigma} \Delta^{\text{ab}} b_{\alpha} \Delta^{\text{ab}} \gamma^{\mu} \gamma^{\nu} \gamma^{\rho} \gamma^{\sigma} \epsilon_{\mu\nu\rho\sigma}$
 - $\gamma^{\mu} \gamma^{\nu} \gamma^{\rho} \gamma^{\sigma} \epsilon_{\mu\nu\rho\sigma} \Delta^{\text{ab}} b_{\alpha} \Delta^{\text{ab}} \gamma^{\mu} \gamma^{\nu} \gamma^{\rho} \gamma^{\sigma} \epsilon_{\mu\nu\rho\sigma}$
 - $\gamma^{\mu} \gamma^{\nu} \gamma^{\rho} \gamma^{\sigma} \epsilon_{\mu\nu\rho\sigma} \Delta^{\text{ab}} b_{\alpha} \Delta^{\text{ab}} \gamma^{\mu} \gamma^{\nu} \gamma^{\rho} \gamma^{\sigma} \epsilon_{\mu\nu\rho\sigma}$

Inuktitut in the Workplace

- English is the working language of the project
 - Lack of proficiency in English is not a barrier to employment at Baffinland, subject to considerations of Health and Safety
 - Baffinland has developed a policy on Inuktitut in the Workplace
 - Baffinland's online job portal allows Inuit to apply to positions in both English and Inuktitut

ΔԵՐԴՐԱԾՆՑ ՀԱԼ
ՃՎԱՐՄԿՈՒՅՆ ԱՀԿՈՒՅՆ

- $\Delta\text{L}^{\text{C}}\text{B}^{\text{C}}$ $\Delta\text{M}\text{D}^{\text{C}}$ $\Delta\text{I}^{\text{C}}\text{C}^{\text{B}}$ $\Delta\text{C}^{\text{D}}$ $\Delta\text{S}^{\text{A}}\text{I}^{\text{C}}$ $\Delta\text{G}^{\text{B}}$
 $\Delta\text{B}^{\text{C}}\text{D}^{\text{A}}$ $\Delta\text{C}^{\text{B}}$ $\Delta\text{D}^{\text{C}}\text{U}^{\text{B}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{A}^{\text{B}}$ $\Delta\text{S}^{\text{A}}$ $\Delta\text{C}^{\text{B}}$
11.6, $\Delta\text{A}^{\text{C}}\text{C}$ $\Delta\text{C}^{\text{B}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{B}^{\text{A}}$ $\Delta\text{D}^{\text{C}}$ $\Delta\text{G}^{\text{B}}$
 $\Delta\text{B}^{\text{C}}\text{G}^{\text{A}}$ $\Delta\text{B}^{\text{C}}\text{D}^{\text{A}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{S}^{\text{A}}$ $\Delta\text{C}^{\text{B}}$ $\Delta\text{F}^{\text{C}}$ $\Delta\text{B}^{\text{C}}$
 $\Delta\text{B}^{\text{C}}\text{G}^{\text{A}}$ $\Delta\text{L}^{\text{B}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{B}^{\text{C}}$ $\Delta\text{G}^{\text{B}}$ $\Delta\text{B}^{\text{C}}$ $\Delta\text{G}^{\text{C}}$
 - $\Delta\text{E}^{\text{C}}\text{P}^{\text{B}}$ $\Delta\text{L}^{\text{B}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{C}^{\text{D}}$ $\Delta\text{D}^{\text{A}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{M}^{\text{B}}$ $\Delta\text{C}^{\text{D}}$
• $\Delta\text{A}^{\text{C}}\text{B}^{\text{C}}$ $\Delta\text{G}^{\text{B}}$ $\Delta\text{C}^{\text{D}}$ $\Delta\text{B}^{\text{C}}$ $\Delta\text{C}^{\text{D}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{E}^{\text{C}}\text{P}^{\text{B}}$:
o $\Delta\text{B}^{\text{A}}$ $\Delta\text{L}^{\text{B}}$ $\Delta\text{G}^{\text{C}}$ $\Delta\text{I}^{\text{C}}$ $\Delta\text{G}^{\text{B}}$ $\Delta\text{B}^{\text{C}}$ (C^{B} G^{J} A
Homewood)
o $\Delta\text{C}^{\text{B}}$ $\Delta\text{I}^{\text{C}}$ $\Delta\text{G}^{\text{B}}$ $\Delta\text{B}^{\text{C}}$ $\Delta\text{C}^{\text{B}}$
o $\Delta\text{C}^{\text{B}}$ $\Delta\text{I}^{\text{C}}$ $\Delta\text{G}^{\text{B}}$ $\Delta\text{B}^{\text{C}}$ $\Delta\text{C}^{\text{B}}$

Counselling and Support Services

- Pursuant to IIBA Article 11.6, Baffinland provides employees with access to professional career counselling and professional counselling for personal problems on an as needed basis
 - Services are available in English and Inuktitut
 - There are three forms of counselling and support services available:
 - Employee and Family Assistance Program (EFAP) through Homewood Health Solutions
 - Site Elders
 - Site Medical Team

2018 EFAP cases by province

Province/Territory	Q1	Q2	Q3	Q4	Cases	Percentage
British Columbia	0	0	1	0	1	2.4%
Newfoundland & Labrador	0	0	0	1	1	2.4%
Nova Scotia	0	1	2	0	3	7.3%
Nunavut	5	3	3	4	15	36.6%
Ontario	7	3	3	6	19	46.3%
Quebec	0	0	2	0	2	4.9%
Total	12	7	11	11	41	100.0%

Source: Baffinland records.

75



Cultural Awareness: Country Food

- Baffinland has country kitchens at main camps where country foods can be prepared and shared
 - All country food served in the main dining hall must meet federal regulations and pass federal testing
 - Inuit employees are allowed to bring their own country food to store and eat in the country kitchen
 - Equipment is provided for workers to prepare traditional meals on site
 - Baffinland has supported the Country Food Exchange between the North Baffin communities for many years. Through this initiative Baffinland provides use of its aircraft to transport country food between the North Baffin Communities.



76

▷ Δ ◁ Δ ▷ Δ ◁
▷ Δ ◁ Δ ▷ Δ ◁
▷ Δ ◁ Δ ▷ Δ ◁

Digitized by srujanika@gmail.com

- $\Delta b\delta^c \leq \Delta \delta^c$
 - $\Delta \delta^c \leq \Delta \delta^c$
 - $\Delta \delta^c \leq \Delta \delta^c$
 - $\Delta \delta^c \leq \Delta \delta^c$

 Baffinland

<አፌርና <አየሮይሮለር ሰራተኞች የሚከታተሉት
▷ፌርማዎች መጠሪያዎች ተግባሩበት
አየሮይሮለር የሚከታተሉት የሚከታተሉት
ፈጥሮች የሚከታተሉት.

ΔԵՐԿԱԾՎՈՇՆԵՐԸ ՀԵՂՋԱՎԵՐՆԵՐԸ 2018-
Gamma:

Cultural Awareness: Supporting Hunters

Wildlife Compensation Fund

- The IIBA establishes a Wildlife Compensation Fund (Article 17), which has been funded by Baffinland in the amount of \$750,000.00
 - QIA is responsible for the administration of the Fund which compensates Inuit harvesters for loss or damage caused by the project

Hunter Access Policy

- Baffinland respects and supports the right of Inuit to hunt as outlined in the Nunavut Agreement
 - Baffinland's policies comply with all regulatory authorizations and respect Inuit harvesting rights under the Nunavut Agreement
 - Baffinland's *Weapons on Site Policy* provides employees and contractors with the proper level of safety and security to ensure their safety while at site

Hunter and Visitor Site Access Protocol

- Outlines safe access routes
 - Access to HTO cabins, food, fuel and medical supplies

Cultural Awareness: Supporting Communities

Baffinland is committed to assisting the North Baffin Communities with sponsorship requests when possible.

A few initiatives that were supported in 2018 include:

- Donation of food hampers in each of the North Baffin communities to support families over the holiday season
 - Community Christmas Feasts
 - School lunch programs
 - Supporting Food Banks
 - Numerous recreational activities
 - Nunavut Quest Dog Team Race

 Baffinland

IIBA מושב דעת

IIBA Priorities



አዲስ አበባ የኢትዮጵያ ስራውን ቢሮ

የተቻቷውን ሰነድ ማረጋገጫ



$\Delta^{\text{gb}} b_a \Delta^{\text{L}} \cap^c \cap^c \sigma^{\text{gb}}$
Employment



አውታዊ የስራ ስምምነት



ቤርሃንጻዎች

Contracting

 Baffinland

79



ԵՐԵՎԱՆԻ ՀԱՅՈՒԹՅՈՒՆ

Contracts Overview

- Baffinland is committed to maximizing Inuit contracting and subcontracting opportunities, as well as Inuit employment and training in all contracts
 - In 2018, Baffinland awarded 141M dollars in contracts to Inuit Firms, which represents 34% of Baffinland's total spend in 2018.
 - The Amended IIBA contains new provisions which enhance engagement with Inuit-owned businesses and increase opportunities for Inuit Firms to bid successfully on contracts
 - Baffinland and QIA have jointly developed an Implementation Guide which further details how Baffinland will carry out its obligations in the Amended IIBA



81

ବେଳାରୁଷିକ ଲେଖକଙ୍କ ଲିପିରାଜିକ ଦୂରା
କିମ୍ବା ଚାରି ଶବ୍ଦରେ ଏହାର ଅନୁଷ୍ଠାନିକ
ଅଧିକାରୀଙ୍କ ଉପରେ ଆଧିକାରୀଙ୍କ ଅଧିକାରୀଙ୍କ

ՀՐԵՇՔԾԱՌԱՋՐԱՎԱՐԱԿԱՆ	ԹՀՀ ԳՐՈՒԹՅՈՒՆ
ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ	ՏՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՏՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՏՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ
ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ	ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ
ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ	ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ
ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ	ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ ՀՀՀ ՀԱՌԱՋՐԱՎԱՐԱԿԱՆ ՀԱՄԱՐ

Contracting Provisions in the Amended IIBA

Objective	New Provisions
Increased engagement with Inuit entrepreneurs and Inuit-owned businesses	Annual information sessions in Iqaluit and the five impacted communities, in which Baffinland Procurement staff will meet with Inuit business owners directly
Data collection to better understand needs of Inuit Firms to enable Baffinland to provide relevant support	Survey of all Inuit Firms to identify areas of support; Creation of Inuit Firm database to track progression of Inuit Firms from pre-qualification to contract award
Increased opportunities for Inuit Firms to bid successfully on contracts	New bid evaluation model in which Inuit Firm ownership and Inuit employment directly result in additional evaluation points
Maximize local hiring by all contractors	Minimum Inuit Employment Goals established by skill level, all contractors required to utilize best efforts to achieve MIEGs



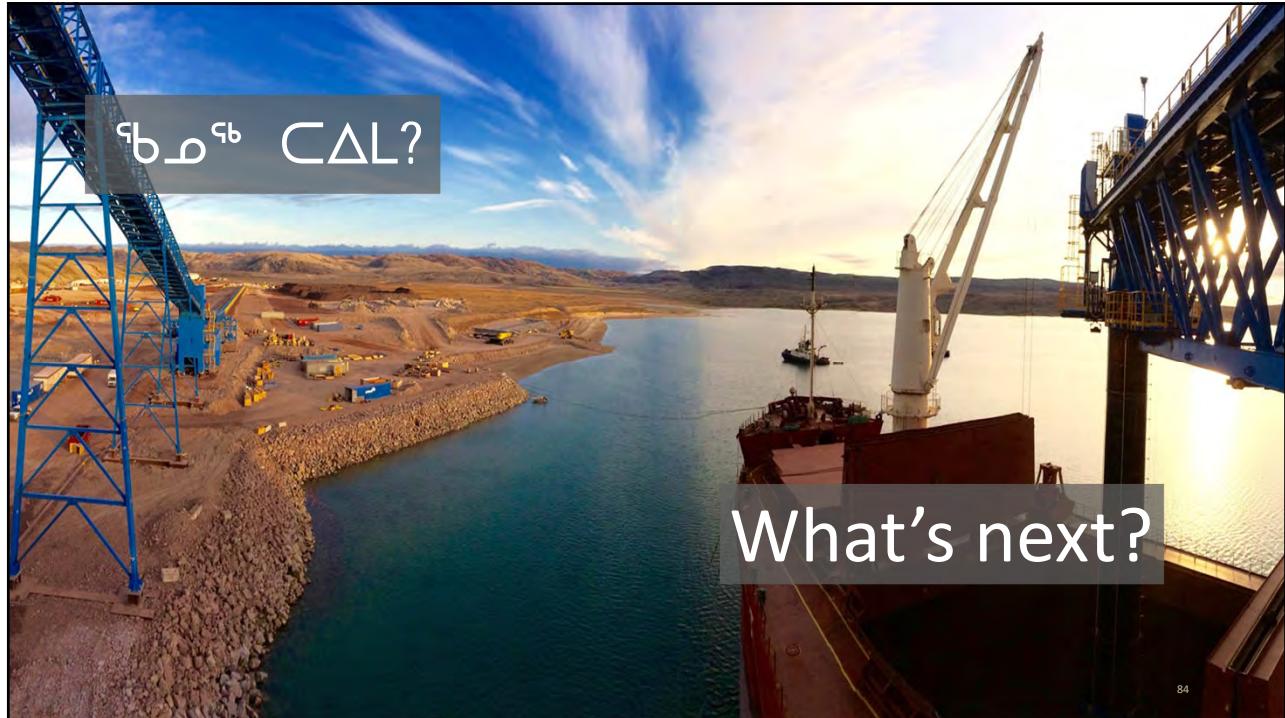
87

፩፻፲፭ ዓ.ም የፌርማዊ ሪፐብሊክ አንቀጽ ማስረጃ 2018-፳ Major Contracts with Inuit Firms in 2018

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

 Baffinland

83



2019-Γ ΔρΔ^c Α^εΓ^εΔ^ε▷σ^εΔ^εσ^εΓ^ε Δ^c
Δ^εΔ^ε▷Δ^εΔ^ε▷Δ^εΔ^ε▷Δ^εΔ^ε▷Δ^εΔ^ε▷Δ^εΔ^ε

2019 IIBA Implementation Priorities

- Development and provision of cultural programming at the Project
 - Inuit Internship Program will train 4 Inuit each year in the areas of Human Resources, Procurement, IT and Finance. This program is budgeted for \$400,000 per year
 - Planning for conduct of traditional activities
 - Community counsellor support in the 5 North Baffin communities



85

2019-Γ ΘΕΑΤΡΟΣ ΔΙΕΥΘΥΝΣΗΣ

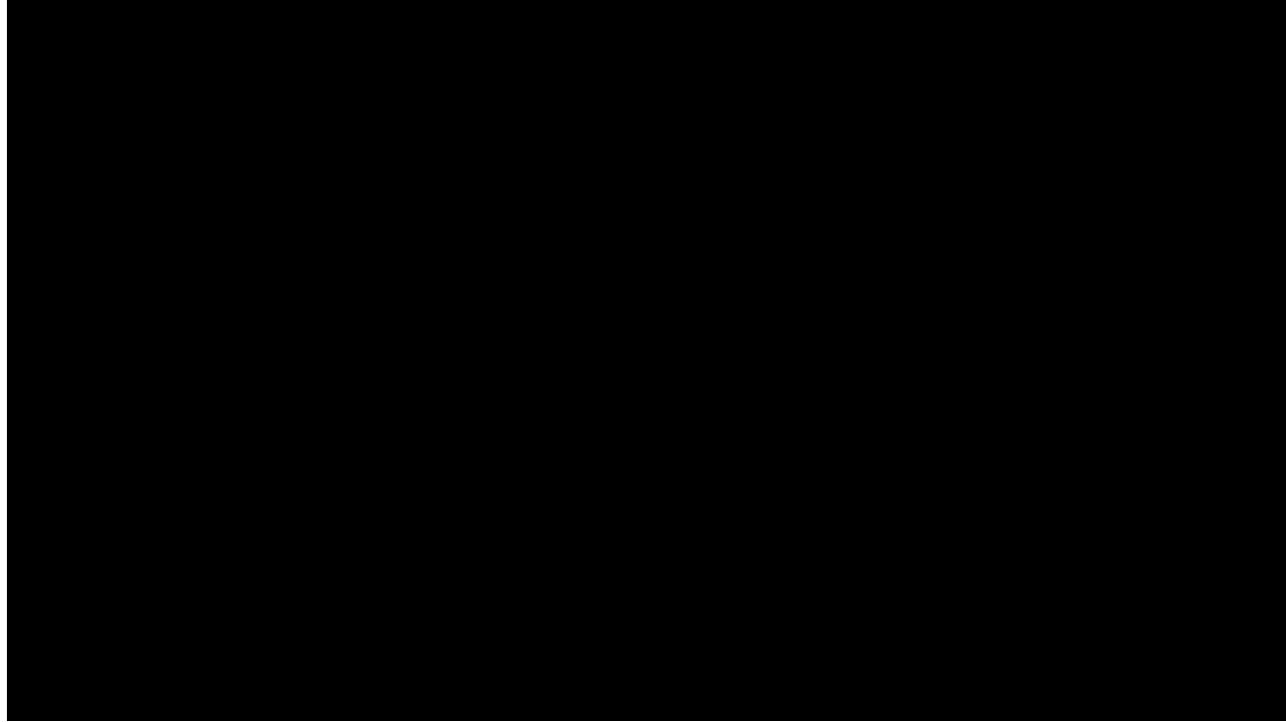
- **◀Δπτσ:** Δ^άθεΔΛ^άςC_πσ^ά◀Δ_π
 - **◀Δπτσ:** Δ^άθεΔΛ^άςC_πσ^ά 2 θα^άσ
>C_πτ^ά
 - **ΓΠΛ:** Δ^άθεΔΛ^άςC_πσ^ά◀Δ_π
 - **◀Δπτσ:** Δ^άθεΔΛ^άςC_πσ^ά◀Δ_π θ^άγ^άσ^ά
θα^άσC_πτ^ά
 - **▶Δπτσ:** Δ^άθεΔΛ^άςC_πσ^ά◀Δ_π θ^άγ^άσ^ά
θα^άσC_πτ^ά
 - **◀ΔΛΠ:** 2019 Α_πθεθ^άσ^ά Α_πθεθ^άσ^ά Α_πθεθ^άσ^ά
θα^άσC_πτ^ά ▶Δ^άθεΔΛ^άςC_πσ^ά ▶Δ^άθεΔΛ^άςC_πσ^ά
θα^άσC_πτ^ά ▶Δ^άθεΔΛ^άςC_πσ^ά ▶Δ^άθεΔΛ^άςC_πσ^ά
θα^άσC_πτ^ά

2019 Community Engagement

- April: Employment and Training Information Sessions
 - June: Phase 2 Community tour
 - September: Employment and Training Information Sessions
 - October: Procurement and Contracting Community Information tour
 - Throughout 2019 engagement related to environmental assessment, shipping activities, exploration, and Mine production levels



86



የጥናት የዕድል
የአዲስ አበባ

Responding to Community Needs

- Baffinland is committed to assisting the North Baffin Communities with sponsorship requests. Baffinland aims to support initiatives, events, and programs that fall within one or more of these areas.
 - Health and Safety
 - Education
 - Arts, Sports and Culture
 - Community Engagement
 - Mining Events/Mining Education
 - In 2018, Baffinland provided over \$260,000 in sponsorship/donations that benefitted the North Baffin communities.



89

መጀመሪያ የሰውን ስም

Ground Transportation

- At the end of 2018, Baffinland had finalized four contracts for the provision of Ground Transportation Services in the communities of Arctic Bay, Hall Beach, Igloolik and Pond Inlet.
 - To date, reports from Baffinland Community Liaison Officers and Human Resource team staff indicate that Inuit employees of Baffinland and its contractors are happy with this new service.
 - Baffinland continues to search for providers in Clyde River.



90

- \$5,000 ተሳትሔ/የትወቂና ሲቀርብ የሚከተሉባናው
ፈርማ የሰበር ጽንድሮስ መጠሪያ ሲቀርብ የሚከተሉባናው
ዘመኑ እና ስራውን ለረዳ.
 - $\frac{1}{2} \times 5000 = 2500$
ለመሳሪያ የሰበር ጽንድሮስ መጠሪያ
የሚከተሉባናው የሚከተሉባናው
እና ስራውን ለረዳ.
 - የሚከተሉባናው ሲቀርብ የሚከተሉባናው
ዘመኑ እና ስራውን ለረዳ.

Christmas Hamper and Holiday Feast 2018

- \$5,000 was provided to support the donation of food hampers in each North Baffin Community to support families over the holiday season.
 - Baffinland hosted a holiday feast in three North Baffin communities which consisted of catered holiday favorites and country food, prizes and more.
 - Further financial support to each North Baffin community for holiday activities.



91

Other Sponsorships in 2018

- Baffinland sponsored the Recreation and Parks Association of Nunavut “Baffinland Iron Mines Recreation Leader of the Year” award, that went to Terry Killiktee from Clyde River.
 - Baffinland sponsored the 20th anniversary Nunavut Quest Annual Dog Sled Race and the 20th anniversary Qamutik Cup



92



Baffinland's Devin Aviugana, assistant manager of Northern Affairs, presents Terry Killiktee of Clyde River with the Baffinland Iron Mines Recreation Leader of the Year award at the RPAN gala in Iqaluit, Nunavut on October 20, 2018.

 Baffinland

93

Impact on Communities

- Baffinland is the largest private sector employer in the Qikiqtani Region.
 - Baffinland's total wages paid (contractors and Baffinland payroll) to Inuit in the North Baffin communities and Iqaluit totaled \$13,625,651.46
 - 48.1% of all training hours were completed by Inuit. This is a 38.9% increase from 2017.
 - In 2018 Baffinland awarded \$141,000,000 in contracts to Inuit Firms, which represents 34% of Baffinland's total spend in 2018.

 Baffinland

94

Clyde River



 Baffinland

95

ԵՐԿՐՈ

Clyde River

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,828,135.31
 - In 2018 the average number of Project Employees and Contractors from Clyde River was 48 people.
 - 12 Inuit attended the August 2018 Work Readiness Session held in Clyde River.
 - In 2018 Inuit in Clyde River completed 1,856 Morrisburg Heavy Equipment Operator training hours
 - Inuit from Clyde River completed 6,516 training hours for the Apprenticeship program in 2018
 - Baffinland supported the Qukuaq School Basketball Program

 Baffinland

96

Pond Inlet



 Baffinland

97

FALCON

Pond Inlet

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,526,859.64
 - In 2018 the average number of Project Employees and Contractors from Pond Inlet was 40 people.
 - A total of 29 Inuit attended the September and October 2018 Work Readiness Sessions held in Pond Inlet.
 - In 2018 Inuit in Pond Inlet completed 1,680 Morrisburg Heavy Equipment Operator training hours
 - Baffinland in partnership with Summit Air Baffin, supported the Qamutik Cup Hockey Tournament in Pond Inlet during April 2018.

 Baffinland

99

Hall Beach



 Baffinland

99

፲፭፻፭

- ቤትናኩር የሚፈልጉትን ሲሆን ካወጣው (<አሁን ተጨማሪ ምክንያት
ይመዘገበው>በሆነው) 2018-ኛ ፌላውን ማረጋገጫውን
\$2,512,868.11
 - 2018-ኛ ክፍልና የሚፈልጉትን ዕርግማውን ማረጋገጫውን
አንቀጽ የሚፈልጉትን ምክንያት 50-
ሽያጭ ተከተሉ.
 - 11 ፌላዎች የሚፈልጉትን ምክንያት 2018
የኤሌክትሮኒክስ እኩል በሆነው ነው እና የሚከተሉት የሚፈልጉትን
ኤሌክትሮኒክስ እኩል በሆነው ነው.
 - ምክንያት የሚፈልጉትን ምክንያት ለማሳደግ ምክንያት
1,888 ፌላዎች የሚፈልጉትን ምክንያት ለማሳደግ ምክንያት
አንቀጽ የሚፈልጉትን ምክንያት ለማሳደግ ምክንያት
 - ፌላዎች እና ምክንያት ለማሳደግ ምክንያት 420
ለኤሌክትሮኒክስ እኩል በሆነው ምክንያት እኩል ማረጋገጫውን
ለመፈጸም የሚፈልጉትን ምክንያት 2018-ኛ
 - <አሁን ተጨማሪ ምክንያት የሚፈልጉትን
ኤሌክትሮኒክስ እኩል በሆነው ነው>

Hall Beach

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,512,868.11
 - In 2018 the average number of Project Employees and Contractors from Hall Beach was 50 people.
 - 11 Inuit attended the November 2018 Work Readiness Session held in Hall Beach.
 - In 2018 Inuit in Hall Beach completed 1,888 Morrisburg Heavy Equipment Operator training hours
 - Inuit from Hall Beach completed 420 training hours for the Apprenticeship program in 2018.
 - Baffinland supported the Hamlet of Hall Beach Fishing Derby

 Baffinland

100



Arctic Bay

- ቤትር የሚያስፈልግ አገልግሎት ($\text{A}^{\text{a}} \times \text{C}^{\text{c}}$) 2018-ን
ΔԼ=ወጪር ደንብ \$2,985,187.73
 - 2018-ን የሚያስፈልግ አገልግሎት
ΔԼና ማረጋገጫ ስራውን የሚያስፈልግ ይችላል
የሚያስፈልግ ደንብ 49-ን የሚያስፈልግ ይችላል.
 - ሆኖም 2018 ሲሆን ስራውን
አነስተኛ የሚያስፈልግ ደንብ 2,608 ሲሆን የሚያስፈልግ ደንብ
የሚያስፈልግ ደንብ 5,724 ሲሆን የሚያስፈልግ ደንብ.
 - ሲሆን ስራውን
አነስተኛ የሚያስፈልግ ደንብ 2018-ን
የሚያስፈልግ ደንብ 5,724 ሲሆን የሚያስፈልግ ደንብ.

Arctic Bay

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,985,187.73
 - In 2018 the average number of Project Employees and Contractors from Arctic Bay was 49 people.
 - In 2018 Inuit in Arctic Bay completed 2,608 Morrisburg Heavy Equipment Operator training hours
 - Inuit from Arctic Bay completed 5,724 training hours for the Apprenticeship program in 2018.

Igloolik



 Baffinland

103

$$\Delta^{\mathfrak{t}} \supset \mathfrak{c}^{\mathfrak{b}}$$

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.

 Baffinland

100



ΔΛ¤δήλ¤?

Questions?