

# WHALE TAIL PIT WHALE TAIL ΔαΓ΄ ΔΔ°D°b7L√°b

THE FUTURE OF THE MEADOWBANK DIVISION

7905 JS



# PART vi – HUMAN ENVIRONMENT AND SOCIO-ECONOMICS

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**AGNICO EAGLE** 

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### **VOLUME 7 – HUMAN ENVIRONMENT**

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- Heritage Resources
- 7 Traditional Land Use
  - wildlife harvesting
  - fishing
  - plant harvesting
  - use of culturally important sites

#### Socio-Economics

- economic development
- employment and training
- individual and community wellbeing
- infrastructure and services
- population demographics
- governance and leadership
- non-traditional land use



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### AGNICO EAGLE

### VOLUME 7 – HUMAN ENVIRONMENT

- Inuit Concerns:
  - Incorporated throughout the assessment;
- Inuit stressed the importance of:
  - Archaeological and heritage sites,
  - lands and resources, and
  - Provided highly insightful perspectives on the complex interaction between traditional and wage economies

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### **ACTUAL 2015 LABOUR STATISTICS**





2015 Workforce Distribution	Meadowbank	Amaruq (Exploration)	Meliadine
Employed by Agnico + Contractors	1117	100	290
Contractors	304	n/a	250
Employed directly by Agnico	813	n/a¹	40
Permanent Agnico employees	705	n/a	17
Permanent Inuit employees	200	n/a	2
Temporary Agnico employees	108	n/a	23
Temporary Inuit employees	102	n/a	9
Total Inuit employed directly by Agnico (permanent & temporary)	302	n/a	11

<sup>\*</sup>Workforce distribution statistics are based on a snapshot from December 31st 2015.

<sup>&</sup>lt;sup>1</sup> Amaruq exploration workforce distribution statistics was not measured in 2015

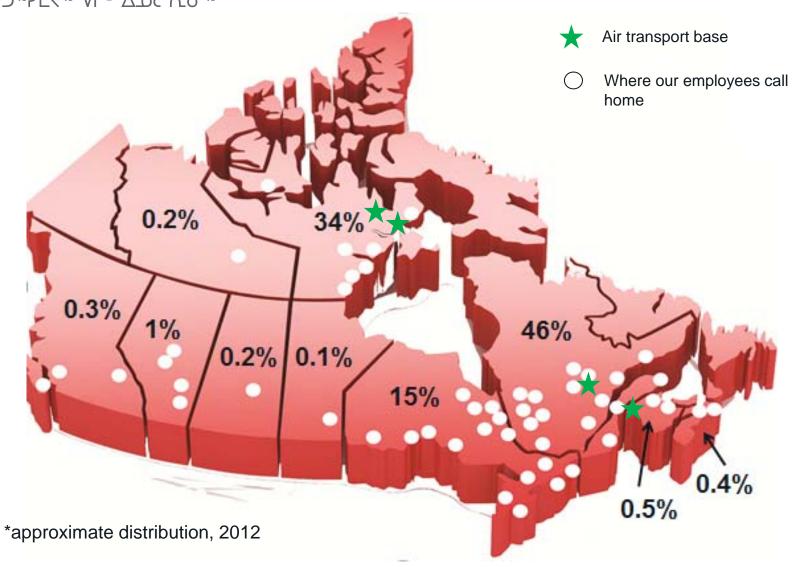
### **NUNAVUT EMPLOYEE DEMOGRAPHICS**

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### **Summary of FEIS Results:**

- Heritage Resources
  - One grave site was located near
     Whale Tail Pit and will not be impacted
  - With approval from Nunavut
     Department of Culture and Heritage,
     three moderate value camp sites
     along the haul road have been
     mitigated two campsites and a blind
  - With mitigation, no significant residual Project effects on heritage resources are anticipated

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### **Summary of FEIS Results:**

- Traditional Land Use
  - There is limited traditional land use within the Project area
  - Trails pass through the haul road;
     ramps will be constructed and
     signage posted and hunters must
     yield to haul trucks
  - The Project is expected to interact with some activities, however with mitigation and in consideration of residual effects criteria, significant changes to hunting, fishing, plant harvesting or use of culturally important sites are not anticipated

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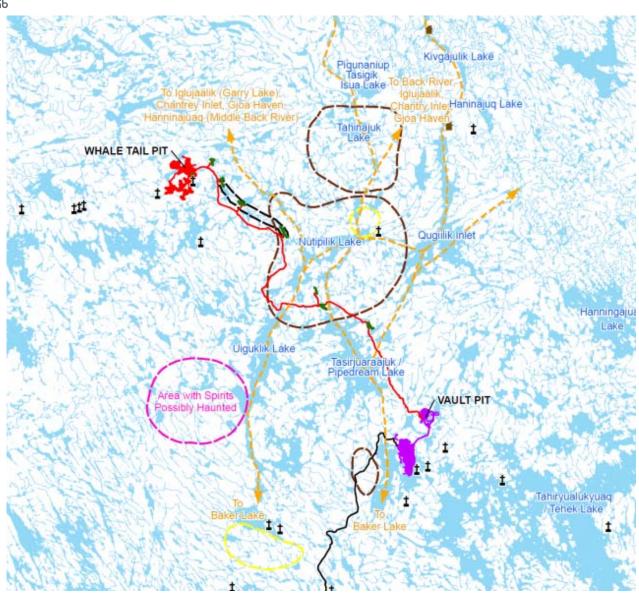
## AGNICO EAGLE

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- Cultural Sites
- Trails for traditional land use

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AGNICO EAGLE

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### **Summary of FEIS Results:**

#### Socio Economics

- Positive effect on the GDP of Nunavut (11% to 14% of current Nunavut GDP) and territorial revenue
- Extension of employment for existing workforce beyond the closure of the pits at the Meadowbank Mine Site
- Creation of a small number (~100) of new employment opportunities for Inuit
- Maintenance of fly-in fly-out arrangements

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### **Summary of FEIS Results:**

- Socio Economics
  - Continuing local procurement and education and training opportunities beyond the closure of the pits at Meadowbank Mine Site
  - Some existing adverse social trends expected to persist, however Agnico Eagle is committed to working with communities and government to monitor / address them
  - Both positive and adverse socioeconomic residual effects anticipated to be significant
  - Ongoing implementation of Social Management and Monitoring Plan to maximize benefits, minimize impacts



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### **Cumulative Operations – Schedule and Workforce Transition**

Project	Ops Labour	2016	2017	2018	2019	2020	2021	2022
Meadowbank	693			Q4				
Meliadine	700							
Whale Tail Satellite Pit	931		Q3		Q3		Q4	
Scenario 2: Project is delayed	by one year, gap (2019)	between Meadov	wbank closure a	nd operations at	Project and Meli	adine		
Project	Ops Labour	2016	2017	2018	2019	2020	2021	2022
Meadowbank	693			Q4				
Meliadine	700				Gap Year			
Whale Tail Satellite Pit	931			Q3	Gap Year	Q3		Q4
Scenario 3: Project does not r	nove forward, gap (2019)	between Meado	wbank closure a	nd operation at	Meliadine			
Project	Ops Labour	2016	2017	2018	2019	2020	2021	2022
Meadowbank	693			Q4				
Meliadine	700				Gap Year			
: Construction	•				•		-	
: Operations								
: Closure								

### **DEVELOPING A SKILLED LABOUR FORCE**



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### Developing and supporting the labour force

- ✓ Training and Support Programming (Family Network and Employee Assistance Program, Coping with Fly-in/Fly-out (formerly Make it Work), Arviat Community Mine Training)
- ✓ Labour Pool Program (list of potential candidates)
  - √ Work Readiness (5 days community pre-employment training program)
  - ✓ Site Readiness (5 days on-site pre-employment training program)

### Creating opportunities for our employees

- √ Career Path Program (Upward Mobility Program)
- ✓ Apprenticeship Program
- ✓ Leadership Program (2017)
- ✓ Role Model Program



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### **SUCCESS STORIES**



#### **VOLUME 7 – HUMAN ENVIRONMENT**

### SUCCESS STORIES

From 2013 to end of 2015, AEM Upward Mobility Programs (Career Path Programs) and KMTS financial support have resulted in:

#### 138 promotions including

53 new Haul Truck drivers for a total of 80 full time positions;

31 employees who received Auxiliary Equip. training;

2 employees trained on Mine Production Equipment;

3 employees trained on Process Plant operations; In 2016, 49 promotions were recorded within the Career Path Program

### SUCCESS STORIES

During 2014, 128 people from Kivalliq communities graduated Work Readiness, of which 111 were offered employment and participated in Orientation Week

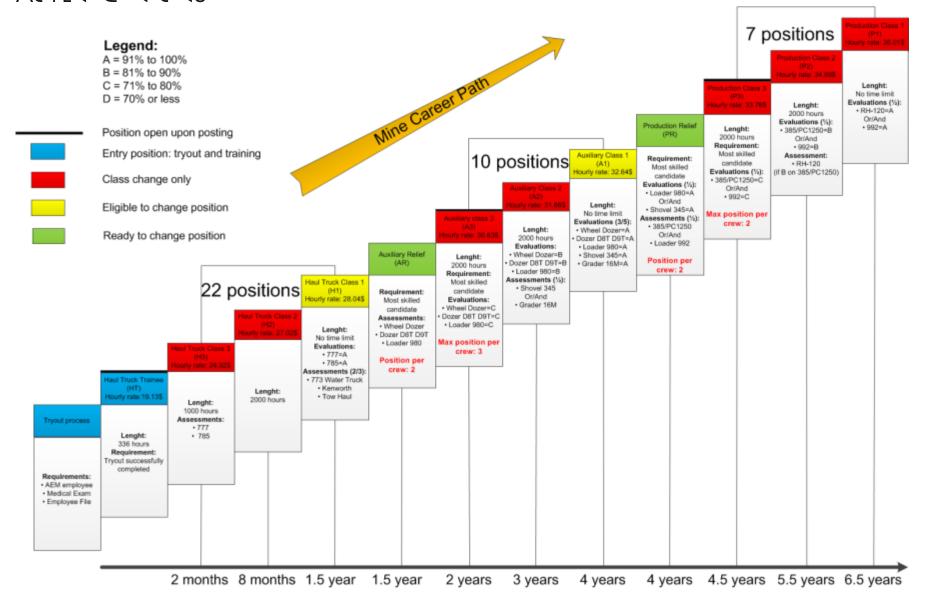
During 2015, 155
people from Kivalliq
communities
graduated Work
Readiness, of which
111 participated in
Orientation Week

During 2016, 151
participated in Work
Readiness from which
87 graduated. 128
participated in Site
Readiness from which
113 completed the
program

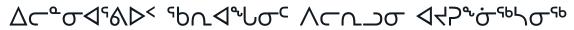
#### HOW IT WORKS....THE HEO MINE CAREER PATH



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### FROM CLASSROOM TO HANDS ON TRAINING









### **BUILDING SKILLED TRADES CAPACITY**

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Norman Eecherk Welder



Nathaniel Kusugak
Heavy Duty Equipment
Technician

- Devon Killulark from Baker Lake graduated as a journeyman Heavy Duty Equipment Technician in April. He joined Meadowbank in 2011 and is the 4th Inuk to achieve a skilled trade at Meadowbank.
- At the end of 2016 there were 12 apprentices and 1 pre apprentices at Meadowbank (Welders, Plumbers, Carpenters, Heavy Duty Equipment Technicians, Cooks, Millwrights) and beginning of 2017 Agnico is opening 4 new spots.
- Agnico is one of Nunavut's largest employer for Inuit apprentices.
- L°ab+% 13-%+
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   Δc°σ4%+</li

AGNICO EAGLE | WHALE TAIL PIT REGULATORY PRESENTATION

### **OUR VISION**



### **Being in Nunavut for decades:**

- Nunavut platform can be a cornerstone for Agnico Eagle for several decades.
  - Could secure a production base of 700koz annually
- Meadowbank's lessons and success can be leveraged in new Agnico projects in Nunavut
- The Whale Tail Pit project will extend the life of Meadowbank; Amaruq is the future of the Meadowbank Division
- Meliadine remains a significant potential catalyst for AEM's growth in Nunavut
- Having our mines managed by Inuit









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AGNICO EAGLE | WHALE TAIL PIT REGULATORY PRESENTATION













Trading Symbol: AEM on TSX & NYSE

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