



# MOUNTMILLIGAN

## Community Sustainability Committee (CSC) Meeting Minutes

**Date:** March 27, 2015 **Time:** 9:30 am – 1:30 pm  
**Location:** Nak'azdli Band Office Board Room  
 284 Kwah Road W., Fort St James **Date Issued:** April 7, 2015  
**Prepared by:** Catherine Rockandel, Rockandel Associates, IAF Certified Professional Facilitator  
**Facilitator:** T: 1 (604) 898-4614 E: cat@growpartnerships.com

### Attendees:

Name	Organization	Present
Emily Colombo	District of Fort St. James, EDO	P
Kris Nielsen	District of Fort St. James, Councillor	P
Ann McCormick	College of New Caledonia (CNC) Fort St. James, Supervisor	P
Trish Jacques	District of Mackenzie, Councillor	
Diane Smith	District of Mackenzie, EDO (departed at 12:30pm)	P
Shannon Bezo	College of New Caledonia (Mackenzie), Regional Director	
Position Empty	McLeod Lake Indian Band, Councillor	
Margaret Solonas	McLeod Lake Indian Band, Employment & Education Liaison	
Cecile Heron	West Moberly Land Use Manager, West Moberly First Nation	
Colleen Erickson	Nak'azdli Band, Natural Resources Manager	
Lisa Sam	Nak'azdli Health Centre, Community Representative	
Tom Clement	District of Vanderhoof, Director, Community Development	
Kevin Moutray	District of Vanderhoof, Councillor	P
Wayne Salewski	Member at Large, Vanderhoof	P
Lyn Hall	City of Prince George, Mayor	
Dave Bailey	TCM, Senior Director of Environment	P
Joanna Miller	TCM, Community Relations Specialist	P

**Guests:** Dave Forshaw, Councillor, Mackenzie attended for Trish Jacques; Gavin Ireland, Deputy Corporate Officer attended for Tom Clement; Rosemary Sam, Nak'azdli attended for Colleen Erickson; Brad Miller, Councillor, District of Fort St. James; Cam McCormick, HR Training Lead, Mount Milligan, TCM.

Description: Summary of Action Items	Resp.	Due Date	Item
1. Regional procurement numbers	DB/JM	June 2015	2
2. Check to see if slide on statistics can be distributed (Attachment Two)	CM	Document attached to the minutes	4

3. Mount Milligan safety statistics in comparison to other mines in North America	DB	Document attached to minutes. See comment A40 below.	4
4. Mount Milligan on-line materials should reflect that company is on the McLeod Lake Indian Band and Nak'azdli traditional territory	DB/JM	June 2015	6
5. Confirm TCM management availability for June 23 mine tour meeting	DB/JM	March 2015	7

#	Topic
1	<p><b>Introductions</b></p> <p>Dave Bailey recognized that the meeting was being held on the traditional territory of the Nak'azdli and thanked the band for providing the meeting space.</p> <p>Catherine Rockandel welcomed the CSC members and guests. She led off the round of introductions and then provided an overview of the agenda.</p>
2	<p><b>Mount Milligan Operational Update: Dave Bailey &amp; Joanna Miller</b></p> <ul style="list-style-type: none"> <li>• Dave Bailey reported that January and February 2015 were challenging but March has seen improvements in operations</li> <li>• A temporary secondary crush operation has been added and a permanent operation is being evaluated</li> <li>• The Endako mine is temporarily suspended. It is not on care and maintenance. 250 people were laid off. The primary focus has been to bring people over to Mount Milligan from Endako. In addition a number of job fairs were held to support employees and a number of people have found jobs and left Fraser Lake.</li> <li>• Thompson Creek has placed a significant emphasis on safety and safety training across the company. In the last year and a half they have had substantial improvements and have improved the safety culture in the company</li> <li>• The new Mount Milligan offices at CNC in both Fort St. James and Mackenzie allows for more consistent staffing and delivers more benefits to community members interested in opportunities at the mine and those requiring assistance with job applications.</li> <li>• Mount Milligan is looking at creating a new local supplier database working with EDO's in the communities and First Nations. The use of the online Supplier Registration form has been sporadic so looking at supplemental approaches for suppliers that are contract ready right now - not aspiring to do work in the future.</li> </ul> <p><b>CSC questions included:</b></p> <p><b>Q1:</b> How will you let community members know about the new office locations?</p> <p><b>A1:</b> We intend to increase the consistency of communications and will use newspapers and posters. There will also be signage at both sites.</p> <p><b>Q2:</b> Who will answer questions about the mine at CNC?</p>

A2: CNC and WorkBC staff are able to answer questions. Community members interested in submitting applications can still do so online.

**Q3:** How is the supplier database going to be structured? Who has to do work to build the database?

A3: TCM would do work to build the supplier database but we want CSC input

**Q4:** Do you have regional procurement numbers? In the past at CSC meetings these have been provided.

A4: During construction regional procurement was easier to track. It is more difficult during operations but could report by FN and by community. Joanna will work with our supply chain team to see if this information can be developed.

**Q5:** What services and what information would you be looking for from communities? We have up to date business directories so could you not use that?

A5: This requires a broader discussion about who is in communities and the magnitude of the businesses in directory, what level they are at and the company's requirements.

**Q6:** Are the warehouse people aware of this direction? The purchasing for Endako is based on relationships outside of local area

A6: We are working with supply chain people to shift to a more local approach where qualification requirements are met and competitive pricing is available.

**Q7:** Do purchasing contracts have allowances for companies to collaborate? For example company A and B collaborate to fulfill the total contract requirements

A7: We are encouraging companies to make any kind of proposal as long as the deliverables and timing are clear. There is no institutional hurdle to this type of proposal.

**Q8:** Is the online system still workable? Could it be improved?

A8: Yes, we will use both the online system and the database.

**Q9:** Are you planning to attend the tradeshow? Vanderhoof and Mackenzie's are on the same days, May 1 and 2

A9: Yes, (JM) will attend in each community.

**C10:** It would be more valuable for you to have a workshop session rather than a booth so that you can have more focused conversations

**C11:** A touring workshop would also be effective.

3

**Topic: Legacy Update**

Joanna Miller provided an overview of the Mount Milligan Draft Legacy Program Criteria for Funding Requests that was distributed in advance of the meeting to the CSC members. (See Attachment One)

***CSC questions included:***

**Q12:** Is this legacy program replacing the donation program?

A12: No, it is in addition to the donation program, which still exists.

**C13:** Use templates for reporting to make it as easy as possible

**C14:** \$2,000 as a baseline for grants makes more sense than \$500. The FSJ Community

Foundation uses \$2,000 as a baseline. This could generate more matching funding initiatives

A14: Yes that makes sense

**Q15:** Would there be only one intake per year

A15: Not proposed that way

**C16:** Maybe start with intakes twice per year such as spring and fall

**Q17:** Who is applying for donations currently and what are the funds being used for?

A17: Decisions for donations are made by Mount Milligan mine site management, whereas the decisions for the legacy funds would be made by the CSC. Donations tend to go to smaller, event related projects.

**Q18:** Is there a specific time frame for when the legacy funds would have to be spent?

A18: We are assuming 12 months but projects could ask for extensions

**Q19:** Do people have to identify the timeline in the application?

A19: Yes, we would want applicants to identify the timeline. The reason we had suggested 12 months is this would allow for some continuity between who reviews the project on the CSC and who reviews the report on key performance indicators identified for the project

**C20:** 12 - 18 months is reasonable. Any longer could result in a lot of projects being tracked over a long timeline

**C21:** Several CSC members expressed a preference for 12 months

**C22:** There are two parts to delivering a volunteer project - finding the money which takes about half your time, then spending the money which takes the other half. There needs to be parameters for accountability on how the money has been spent

**C23:** Consider online reports rather than in person as it could be onerous for small volunteer groups to travel to report on projects

**C24:** Why not consider online quarterly reports and then an in person final report that includes a photo resulting from the project completion

**C25:** Important to consider the capacity of people that are volunteers, consider both online and in person reporting

**C26:** Ensure there are timelines with benchmarks to manage process. When groups submit an interim report then CSC can check timelines to ensure things are on schedule. This way we do not burden CSC or volunteer groups with excessive reporting

**C27:** A CSC member for each application could be appointed as a contact person. They could then report to the whole committee on the relationship vs just submitting a report

**C28:** It says people have to be a member of the CSC. I think what you are trying to say is that they need to be part of a member community.

**Q29:** How are we going to balance decision making in terms of allocating funds between communities and projects?

**Q30:** Are you thinking of pro-rating a certain amount of funds for each community?

A30: No, we are not thinking of pro-rating. The objective is to try and balance funding rather than a firm rule. It would be a discussion with CSC members about how funding allocations are building capacity in all communities

**Q31:** Can we list organizations and people that receive legacy funds on the Mount Milligan

website?

A31: Yes, we can do that

**Q32:** Under eligible organization type, can local government be included?

A32: Yes we can include that

**Q33:** Are projects in rural areas able to access funding?

A33: Yes, if project is operating in rural area and/or broader region but has a presence in the local community.

**Q34:** When are you looking to begin allocating funds?

A34: This a 2015 program we hope to have it finalized by the June meeting

**Q35:** Does this replace legacy funding that was discussed as a percentage of profits?

A35: Yes, given companies substantial debt and current operations and prices

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**Special Presentation: Orientation Process, Safety and Leadership Academy**

Cam McCormick provided an overview of workforce, safety initiatives and leadership initiatives.

- As of April 1 Mount Milligan will be mostly water bottle free. Refillable water bottles have been provided to employees and water dispensing stations have been installed
- In terms of our people 86% are non First Nations and 14% are First Nations (10% other FN, 3% Nak'azdli and 1% MLIB). The challenge with reporting statistics is that the company must rely on what people report
- There is a broad spectrum of employees with good age distribution. The implication of this is that the mine is addressing the apprentice crisis. In many sites not enough young people means there is a shortage of apprentices.
- Our people from a gender perspective are 89% male and 11% female
- Geographically 13% FSJ 22% PG 16% Mackenzie, 6% Fraser Lake, 5% Vancouver, 38% Other. Of the Other category 3% Canada 35% are BC with 0% from the USA.
- Many months ago, the staff indicated that they did not want to be on a 4 and rotation (4 days on; 4 days off). The company said no to a 14 and 14 rotation due to research that demonstrates that after day 11 you cannot maintain safety standards. Also once you go to a 14 and 14 rotation you may not be a regional employer and may become National. Thus the choice agreed by all was 7 days on and 7 days off
- We have hired a number of people from Endako. Specifically 18 hourly and 6 salaried. Of which 8 mill maintenance, 1 security, 2 metallurgy, 9 mine operations, 3 maintenance and 1 safety
- Training has been focused on site safety orientation, department specific training, apprenticeship and behaviour based training.
- Our top corporate goal is "Safety is a paramount". We are working towards being the safest mine in North America. Setting the bar high with employee obligation to not just say "no" to unsafe work but to say "stop".
- Implementing a MAPP (major accident prevention policy) process to improve worker decisions, facilities and equipment
- Implementing Leadership Action Training that looks at organization culture, leaders and their behaviors

***CSC questions included:***

**Q36:** Could the slide on our people be sent out?

A36: Not sure as it is part of an internal corporate slide presentation. I will check

**Q37:** How many management people are female? For example: mill managers and superintendents.

A37: A very small number. In corporate office, our CFO, the Director of CSR and General Counsel, among many others, are women. At the mine site, the Community Relations Specialist, several of our environmental monitors and a number of other positions are held by women

**C38:** The MAPP (Milligan Accident Prevention Program) training is good because it trains you to look at other people but you can't but help to look at yourself and think "I have done that" and "I could have done it more safely"

**C39:** There is a focus in other workplaces on 24 hour safety as industry becomes concerned about employees' safety outside the work place

A39: Yes, Mount Milligan has consistent messaging and communications that safety is not just work

**Q40:** Statistically speaking, how safe is Mount Milligan? (See Attachment Two)

A40: Mount Milligan has done very well in 2015. A comparison is attached. Please note, that the "Days Lost" on this sheet is attributable to a single injury that occurred in 2014 (in other words, the employee was off work because of the injury for a total of 38 days in 2015, but went back to work in mid-February).

5

**Minerals North Conference Update** (See Attachment Two)

Diane Smith, District of Mackenzie provided an overview of the conference program.

- She reported that 50 of 84 seats on two buses being used for Mount Milligan mine tour have been filled.
- McLeod Lake Indian Band will be co-presenting program
- She asked CSC members to promote the Open Microphone session to community members that can sing or play an instrument. The Open Mic session will take place during the Opening Reception on May 27, 2015.

***CSC questions included:***

**Q41:** How are accommodation challenges being managed?

A41: Hotels have released rooms, RV sites, home stays and bussing from PG. The buses will be running Wednesday to Friday once a day each way.

6

**CSC Round Table: Community Updates on Issues Relating to the Mine**

***Nak'azdli, (RS)***

- A prayer ceremony on the four corners of the site will occur on May 9<sup>th</sup>. The purpose is for community and family members that are traditional stewards of land to let the land know that they continue to care and acknowledge responsibility for land. The group of approximately 15-20 people will get an early start to walk the eight kilometers from 18 km on the Rainbow Road to 26 Gate. A vehicle will follow those

walking to support elders and provide water. Anne Marie Sam is the main contact for the event for the Nak'azdli, and Joanna Miller is the primary contact for Mount Milligan

- The Mount Milligan on-line materials should reflect that you are on the McLeod Lake Indian Band and Nak'azdli traditional territory

***Fort St James, CNC (AM)***

- There are substantial changes occurring. On April 1<sup>st</sup> the President is conducting a community consultation session from 1-3pm in Vanderhoof.
- Employment Readiness program that ran for 5 years and focuses on getting older workers back to work has had funding cut
- CNC recently recognized in BC, Canada and now internationally for its work
- In September a welding course will be offered at the Fort St. James campus. Also, First Aid training and construction programs
- The primary care society has signed a doctor's contract to 2016 and focused on recruiting a sixth doctor
- The Mount Milligan office for FSJ is in our offices and it is working well. We will be tracking who is coming, what information they are looking for and what opportunities are available. It is a 2 year commitment.

***Fort St James (EC & KN)***

- In conversation with TCM about acquiring property for housing
- In conversation with province about social effects in northern BC. Shared Janice Shandro's work and draft report from social effects committee
- Steward Lake Seniors are fundraising to acquire a wheelchair accessible vehicle and will be applying to mine for funding.
- The rental housing gap has improved a bit from 2014
- Transportation committee stakeholder groups, local government, Chamber of Commerce, RCMP, etc. continue to look at road safety issues
- Meeting with FLNRO about water stewardship issues in FSJ
- KN shared that education is her portfolio. They are concerned about the style of decision making of CNC management in Prince George. CNC has a \$2.8 million deficit and they are pitting community against community. Recent changes could endanger continuity of training programs such as mining.

***Vanderhoof, (KM)***

- Very frustrated by CNC management out of Prince George. Vanderhoof is the most underserved community
- Recently purchased Integris Credit Union building and repurposing for a recreation centre. The YMCA will run programs. The renovation is being paid for by KDF and NDT

***Mackenzie, (DF)***

- The trades facility is shut down in Mackenzie
- We need to work together to reinforce importance and value of CNC programs. The decisions being made are very political

***Guest Comments***

- Brad Miller, FSJ shared that the spending with local contractors and businesses has not been as much as during construction. Focus on improving local procurement would be

	good.
7	<b>Next Meeting</b> <ul style="list-style-type: none"><li>• Next meeting June 23, 2015 at Mount Milligan Mine site</li><li>• June meeting could include a Mine Rescue Team Demonstration, a Health Safety/Emergency Response Plan Update by Mike Daley and a tour of the new lodge with lunch in the dining room.</li></ul>

**Mount Milligan Legacy Program**  
Criteria for Funding Requests

**Community Project Fund Objective:**

The objective of the community project fund is to contribute to healthy communities and support regional sustainability by investing in people and a diverse post-mining economy.

Funding will be provided to organizations and/or special projects that build the capacity of local community groups and/or members and are focused on one or more of the following priority areas:

- a. Education and training – provision of education opportunities, resources and leadership training, especially in health and safety, technical and scientific fields
- b. Health – improving access to health services, including in particular, service for children and the elderly
- c. Environmental – funding of environment projects focusing on air, water, biodiversity and energy conservation
- d. Community – enhancing business development, employment activities, programs to assist vulnerable groups, and a sustainable economy
- e. Literacy – improving the various aspects of literacy in the region

Priority will be given to those organization and/or projects that aim to achieve sustainable outcomes, and those that are innovatively meeting a defined need within one or more local communities.

**Terms of Funding:**

- Eligible Amounts between CAD \$500 – CAD \$10,000 [DISCUSSION ITEM]
- A project or organization may be funded in whole or in part as determined by the Mount Milligan Community Sustainability Committee (CSC) or a subcommittee thereof
- Organizations applying for funding must be a member of the CSC or be affiliated (either full-time or for the project that is the subject of the funding application) with a member of the CSC
- Organizations applying for funding must have a local presence (i.e. head office or branch) in one of the six eligible communities
- Funding provided must be spent on projects/activities in or around one of the six eligible communities
- Except as part of a proposal that otherwise meets the terms and criteria of the legacy fund program, funding is not intended for community capital expenditures or ordinary operational expenses
- Multiple members of the CSC, or organizations affiliated with them as described above, may jointly make an application for funding requests

**Eligibility:**

Organizations must have a presence in one of the following six communities:

1. Mackenzie
2. Fort St. James
3. McLeod Lake Indian Band

4. Nak'azdli First Nation
5. Vanderhoof
6. Prince George

Eligible organizations include:

1. Not-for-profit organizations
2. Academic Institutions
3. Non-governmental organizations

Organizations that will not be eligible to receive funding include:

1. Political groups
2. Religious organizations
3. For-profit organizations
4. Foundations
5. Individuals
6. Organizations that discriminate under the basis of race, ethnicity, gender, religion, or sexual orientation

#### **Selection Process:**

1. Submission of Request for Funding Application Form
2. Proponents that meet the Terms of Funding and Eligibility requirements will be invited to present proposals in-person to the CSC
3. The CSC may ask questions or make requests for additional information to be provided in writing by the proponent; proponents will have two weeks to respond.
4. Decision on funding will be made by CSC
5. Funds will be allocated as described by the funding decision

#### **Selection Criteria:**

The application proposal must

- Meet an objective of the Legacy Program and address an identified need
- Identify a specific objective or project that is executable within a reasonable period of time, which generally will be deemed to be 12 months
- Include clear and measurable outcomes, and outline Key Performance Indicators used to evaluate success
- Be aligned with the goals and objectives of the region
- Outline activities have been adapted to local context and reality
- Identify opportunities for project sustainability beyond investment period
- Identify other funding provided to the proponent by Mount Milligan
- Demonstrate creativity and innovation
- Define the beneficiaries
- Detail the way in which the results of the project are relevant, identifiable and focused on the beneficiaries
- Must minimize, mitigate and restore any negative environmental impacts
- Include a work plan, budget, timeline and biographies of all project team members

The proponent must:

- Demonstrate capacity to carry out the project and have required alliances/partnerships in place, if required
- Demonstrate previous project-related experience and good governance, including financial management
- Have experience working within the project region
- Be open to third party audit of project, after project completion
- Present the proposal in-person to the CSC
- Identify a project team member able to provide periodic updates to the CSC

**Reporting:**

All organizations receiving funding are required to prepare a brief written report on their activities and use of funds on a quarterly basis. Each report should include an evaluation of the organization and/or project's performance against the Key Performance Indicators outlined in the Request for Funding Application Form.

The first written report must be submitted to Mount Milligan's Community Relations Specialist within 90 days of receiving first payment from the Mount Milligan Legacy Program for subsequent distribution to the CSC as a whole.

In addition to written reports, organizations may be asked present updates on their activities in-person to members of the CSC at regularly scheduled meetings of the CSC.



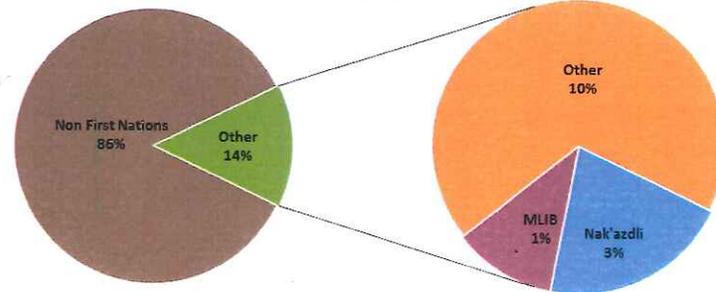
**MOUNTMILLIGAN**

# Employee Stats

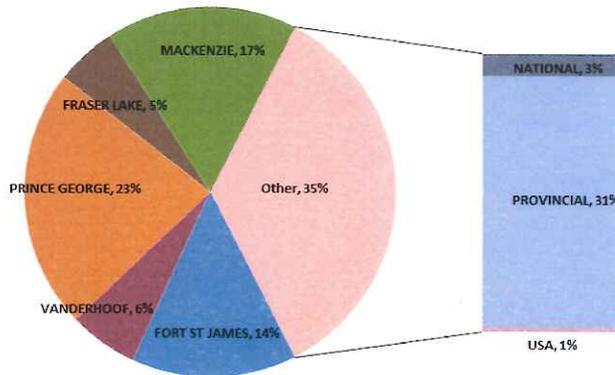
### Gender



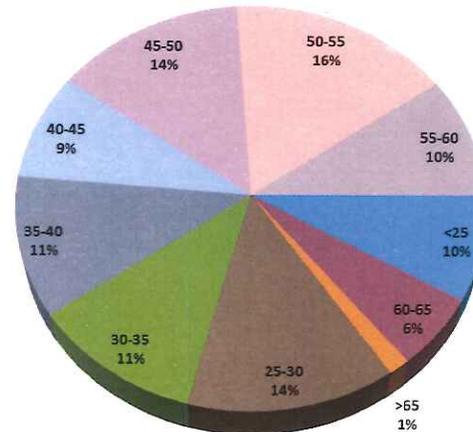
### First Nations



### Geographic Range



### Age Distribution





COMPARATIVE SAFETY STATISTICS FOR MINES IN BC

FEBRUARY 2015

Mine Name	Hours		Medical Aid		Loss Time		Days Lost		Loss Time Severity		Loss Time Frequency	
	Month	YTD	Month	YTD	Month	YTD	Month	YTD	Month	YTD	Month	YTD
Brule (Walter Energy Western Coal)	19,558	38,303	0	0	0	0	0	0	0.00	0.00	0.00	0.00
Copper Mountain Mine	74,128	149,255	0	2	0	0	0	0	0.00	0.00	0.00	0.00
Coal Mountain (Teck Coal)	48,009	97,444	0	1	0	0	0	0	0.00	0.00	0.00	0.00
Elkview (Teck Coal)	182,138	380,101	0	0	1	1	49	89	53.81	46.83	1.10	0.53
Endako (Thompson Creek)	15,113	60,935	0	1	0	0	0	0	0.00	0.00	0.00	0.00
Fording (Teck Coal)	209,491	436,497	0	0	0	0	15	37	14.32	16.95	0.00	0.00
Gibraltar (Taseko)												
Greenhills (Teck Coal)	117,609	226,638	0	0	0	1	15	24	25.51	21.18	0.00	0.88
Highland Valley Copper (Teck)	260,475	529,688	0	1	1	4	44	109	33.78	41.16	0.77	1.51
Huckleberry (Imperial)	44,635	93,476	3	5	0	0	0	0	0.00	0.00	0.00	0.00
Kemess Mine (AuRico)	2,481	4,872	0	0	0	0	0	0	0.00	0.00	0.00	0.00
Line Creek (Teck Coal)	109,470	211,484	2	2	0	0	6	22	10.96	20.81	0.00	0.00
Mount Milligan (Thompson Creek)	94,081	183,543	0	0	0	0	14	38	29.76	41.41	0.00	0.00
Mount Polley (Imperial)	46,063.0	97,987	3	3	0	0	0	0	0.00	0.00	0.00	0.00
Myra Falls (Nyrstar)	53,070	106,690	0	0	0	0	0	0	0.00	0.00	0.00	0.00
New Afton (New Gold)	83,898	180,853	0	0	0	0	19	40	45.29	44.23	0.00	0.00
Pavilion Quarry (Graymont)	5,466	11,568	0	0	0	0	0	0	0.00	0.00	0.00	0.00
Quinsam (Hillsborough)	9,894	20,795	0	0	0	0	0	0	0.00	0.00	0.00	0.00
Quintette Operations (Teck Coal)	1,174	3,787	0	0	0	0	0	0	0.00	0.00	0.00	0.00
Red Chris (Imperial)	42,970	88,632	0	1	0	0	0	0	0.00	0.00	0.00	0.00
Teck Metals (Kimberley)	2,408	4,784	0	0	0	0	0	0	0.00	0.00	0.00	0.00
Willow Creek (Walter Energy Western Coal)	6,266	11,738	0	0	0	0	0	0	0.00	0.00	0.00	0.00
Wolverine (Walter Energy Western Coal)	3,424	7,029	0	0	0	0	0	0	0.00	0.00	0.00	0.00
*NO DATA												
<b>Total</b>	<b>1,431,821</b>	<b>2,946,098</b>	<b>8</b>	<b>16</b>	<b>2</b>	<b>6</b>	<b>162</b>	<b>359</b>	<b>22.63</b>	<b>24.37</b>	<b>0.28</b>	<b>0.41</b>

Contact: Claire Thomson | 778.233.6413 | cthomson@raincoastconsulting.ca