



# MOUNT MILLIGAN

## Community Sustainability Committee (CSC) Meeting Minutes

**Date:** April 11, 2014 **Time:** 10:30 am – 2:25 pm  
**Location:** Integris Credit Union  
 201 West Stewart St. Vanderhoof **Date Issued:** April 24, 2014  
**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
Joan Burdeniuk	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	P
Diane Smith	District of Mackenzie, EDO	P
Shannon Bezo	College of New Caledonia, Interim Associate Regional Director	P
Jenine Solonas	McLeod Lake Indian Band, Councillor	
Bruce Muir	West Moberly Land Use Manager, West Moberly First Nation	
Ann Sam	Nak'azdli Band Council, Councillor	
Lisa Sam	Nak'azdli Health Centre, Community Representative	P
Tom Clement	District of Vanderhoof, Director, Community Development	P
Kevin Moutray	District of Vanderhoof, Councillor	P
Wayne Salewski	District of Vanderhoof, Community Representative	
Shari Green	Mayor, Prince George	
Tom Sentes	Prince George, Community Representative	
Dave Bailey	TCRK, Senior Director of Environment	P
John Sandstrom	TCRK, Manager Leadership & Community Partners	P

**Distribution:** Attendees + Community Sustainability Committee distribution list

**Guests:** 1:50pm Dane Jones, Superintendent, Human Resources, TCRK joined the meeting

Description: Summary of Action Items	Resp.	Due Date	Item
Posting for a new Environmental Superintendent to CSC	DB	ASAP	1
Ensure flyer on how to anonymously identify workplace harassment issues and other complaints is posted in bathroom stalls on site	JS	ASAP	1

ITA Letter of Support	JS	ASAP	2

#	Topic
	<p><b>Introductions</b></p> <p>Catherine Rockandel welcomed the CSC and provided an overview of the agenda. She also welcomed John Sandstrom to the CSC as a member.</p>
1	<p><b>Mt Milligan Project Update</b></p> <p>Dave Bailey provided an update on recent developments at Mt Milligan and reviewed the updated organizational chart (see Attachment One)</p> <ul style="list-style-type: none"> <li>• Andrew Chewter has left Mt Milligan. He has moved to a new a community. MTM is looking for a new Environmental Superintendent</li> <li>• Eric Tilman from the Thompson Creek Mine in Idaho is the new Environment, Health and Safety Manager</li> <li>• John Sandstrom is the new CSC contact: <a href="mailto:jsandstrom@tcrk.com">jsandstrom@tcrk.com</a></li> <li>• Janice Shandro will be conducting a workshop at the Minerals North Conference that will highlight learning from construction at Mt Milligan</li> </ul> <p>Dave also provided a high level overview of the memo he had provided in advance of the meeting that responded to questions asked at December 6, 2013 CSC meeting (see Attachment Two)</p> <p><i>CSC questions included:</i></p> <p>Q1: When was Andrew's job posted? A1: Two weeks ago</p> <p>Q2: Can the CSC have a copy of the posting? A2: Yes, we can provide that</p> <p>Q3: In regards to the memo that responds to questions from the December meeting item Q/R34 when are the meetings starting and are they once a quarter? A3: They have already started in Fort St James and will be held in Mackenzie after the trade show on May 2 and 3. The meeting will be in the form of attending the Council meeting.</p> <p>Q4: In regards to the issue of the crew bus making stops between the mine site and the Fort St James company parking lot, how have you addressed this? A4: The bus will not be making stops on route to avoid even the appearance of impropriety. In addition the bus contractor was reminded that there is to be no alcohol on the buses.</p> <p>Q5: Can the employee complaints poster that lists ways in which employees can make complaints be posted in the bathroom stalls? This will ensure the privacy of employees that want to write down phone number to register complaints. A5: Yes, great idea</p>

2	<p><b>John Sandstrom</b></p> <ul style="list-style-type: none"> <li>• The training team is conducting the second round of leadership training. The focus of leadership training is about creating the kind of workplace we want and establishing an increasingly incident free workplace.</li> <li>• Also have been doing school presentations. In Mackenzie speaking at minerals class, recently spoke at Fort St James and Fraser Lake schools. Focus is on encouraging kids to look at options and university programs</li> <li>• Nak'al Bun Elementary School in Fort St James is very positive focused school. TCRK is sponsoring booth at the Think Big event being organized by Kerry Buck. It is good for our people to attend these events</li> <li>• Asked CSC to keep him appraised of community fundraisers that staff could attend</li> <li>• Delivered a presentation to the Access to Trades group in Fort St James</li> <li>• Also spending time focused on Apprenticeship Programs</li> <li>• Over the next few weeks will be setting up group tours for the summer</li> <li>• The focus of the management team is to do the right thing for the people and the business.</li> <li>• As the senior American team members retire, the company will be looking to try and replace them with Canadians</li> </ul> <p><i>CSC questions included:</i></p> <p>Q6: The communities need industry support in working with (ITA) Industry Training Authority, can you provide a letter of support?</p> <p>A6: Yes</p> <p>Q7: What type of fundraising opportunities is the company interested in hearing about?</p> <p>A7: Any types that our staff could attend in the communities. If you could send information to John and Rachel Hall in Mackenzie or Stacey McConnell in Fort St. James</p> <p>Q8: Has the community liaison position been filed?</p> <p>A8: Yes, John Sandstrom is the community liaison now</p> <p>Q9: John are you going to attend the CNC Advisory Committee meeting next week?</p> <p>A9: No, I will not be attending as we are in the midst of planning a family day for employees on that day</p>
3	<p><b>Review of 2014 Social Responsibility Report Metrics</b></p> <p>Dave Bailey provided an overview of the potential metrics (see Attachment Three)</p> <p><i>CSC questions included:</i></p> <p>C10: In terms of the differentiation between the metrics of social performance and community engagement, could partnerships be listed under social performance as a separate area</p> <p>A10: Yes</p> <p>Q11: Do North Road accidents get listed in this report?</p> <p>A11: This report focuses on community activities on a company-wide basis.</p>

C12: What about including collaborative initiatives to educate new industrial drivers on safety

C13: I would like to see goals attached to specific metrics. For example: short term versus long term % improvements

C14: What about animal encounters on site. Nak'azdli people are concerned about migratory animals ingesting chemicals around the mine site, we eat these animals

A14: While this is a relevant and important issue, it is not the type of issue that we would cover in the company-wide corporate responsibility report

C15: How are the new metrics differentiated from those that were in the 2013 report? For example: compare between 2013 and 2014

Q16: Is this one report for all TCRK facilities?

A16: Yes, it is not just Mt Milligan

C17: The concern with that approach is that it could blur the lines and reduce the ability to understand specific site impacts that are meaningful

C18: I would like to see the metrics from the anonymous phone line also added to the metrics

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

***Fort St James (EC)***

- Have been exploring the possibility of having a poll on the mine site for employees unable to leave the site for the November election
- Housing rental database is working and we are connecting people looking for housing
- The updated housing report is also on our website
- We sent recruitment packages to Dane Jones
- The CNC foundations welding program was cut which was a big disappointment
- Fort St James requested a letter of support from company
- The Economic Development Strategy meeting is being held on April 28<sup>th</sup> with an alternative date of May 5<sup>th</sup>. We would like a representative from the company at the meeting

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

- Holding Mineral Processing Course in September. 9-10 people registered
- Carpentry course in September requested by First Nations
- Mine week May 11-17 and will be hosting a career fair
- Have some money to offer courses for any level of back to school programs. They can be baseline research workers. Also offering a horticulture program ticket partnering with Nak'azdli to provide entry level jobs in January 2015
- Producing a book about Fort St James it is on track for fall
- Learning hub has received ESL federal, provincial and Decoda funds
- There is a new primary care society in Fort St James (JB and AM are directors) it was pleased to lease one of the TCRK town homes at a reduced rental rate to attract doctors

***Fort St James, (JB)***

- Housing availability continues to be a struggle
- Education programs are a priority
- The Mt Milligan representation on the transportation committee has made a huge difference. It adds strength and leverage to addressing issues

- The success of the collaboration with the mine is because we focus on targeting problems and practically engaged where it creates mutually beneficial shared value
- There is new construction in town with for example the View Hotel adding more rooms
- Volunteer Fort St James may be a way to involve Mine employees in FSJ as they send out emails about volunteer opportunities in the community
- A community member asked us to discuss with the mine the possibility of extending the breakwater at the Marina. If the mine can extend in kind support to help community members navigate environmental issues that would be helpful.

***Nak'azdli (LS)***

- June 13<sup>th</sup> is the Nak'al Bun Elementary School Open House
- The Band is sending a letter requesting access to the mine site to conduct a prayer ceremony in May. We would like to extend an invite to McLeod Lake for the prayer ceremony and to communicate purpose of prayer ceremony in May to employees

*CSC questions included:*

Q19: Who should they send letter to?

A19: Send to John Sandstrom

Q20: Are the rates for the Mt Milligan housing in Fort St James comparable to other market housing in the community

A20: The company is looking into this, but my (DB) understanding is yes. Notwithstanding, we have reduced the rent for the townhouses across from Stuart Lake

Q21: Nak'azdli is interested in developing some greenhouse projects with mine to reclaim roadways by planting native plants after mine has closed. Who would we work with on that idea?

A21: Dave Bailey

C22: Patsy Joseph passed away yesterday. Patsy loved her job at the mine and her family asked me to say thank you for the opportunity as it changed her life. She loved learning and took all the free courses that the mine offered. Her service is Monday at 1pm. I was thinking that it would be nice to put her picture at Gate 26 where she worked. I would have to ask family but wanted to ask you first. John Sandstrom indicated he would work with Lisa on this initiative.

Q23: Is there a bulletin board on site?

A23: There is an electronic bulletin board, you can send postings to [Djenks@tcrk.com](mailto:Djenks@tcrk.com)

***Vanderhoof, (KM, TC)***

- Vanderhoof is hosting Mineral North Conference in May. There are 260 delegates and 180 trade show delegates. The trade show component is sold out. 20% over goal on sponsorships. There is one opportunity to sponsor a speaker left for \$10,000. There have been some hotel space challenges. The dinner is at airport hanger. A shuttle buses will be transporting delegates between Vanderhoof and Fort St James and Prince George
- If First Nations are interested in attending there is a program listed on the website to cover costs
- Vanderhoof is going to assess whether it has the ability to offer mid sized conferences and market this opportunity

- There is new construction happening in Vanderhoof
- Main challenge is that the community is under served in terms of post secondary education

***Mackenzie, (TJ)***

- There are currently two competing natural gas line projects starting in Q1 2015 in Mackenzie
- One of the pipelines is proposing a 500-1000 person camp
- Housing stock is low. A new subdivision has recently been created
- Mackenzie Dentist has left town. In addition the building the dentist was in had accessibility issues. Mackenzie has started an Accessibility Committee.

Q24: Can the company share any learning that communities could use around camp infrastructure for gas project camps? What are the ways to do camps? What types of infrastructure can be left for the community? Mackenzie Council is working on this.

A24: There is a UNBC webinar on the Kitimat experience that you might find helpful

***Mackenzie, (DS)***

- The gas company is asking who is the contact at the company (DB indicated that the company had been in contact with the company). Jeremy Wall is the current contact for Mt Milligan
- 2015 Minerals North is in Mackenzie May 27-29. We would like to host mine tours as part of the conference (John Sandstrom would be the contact)
- Mark Fercho, CAO for Mackenzie is in contact with Gina at TCRK about Mackenzie housing

***Mackenzie – CNC (SB)***

- CNC in Mackenzie also manages Work BC office and we have a project with the Chamber of Commerce for Volunteers and Community events.
- Partnering with Immigrant and Multicultural Society in Prince George to welcome people to community
- CNC also participates in Advisory Committee with industry partners to look at trades issues and what trades programs will look like moving forward
- Have an MOU with McLeod Lake and Duz Cho to deliver a heavy operators certificate. We offer a mobile crane apprenticeship and Level D training. Developing power engineering training
- Received funding to develop job options programs
- Offering five business management courses over the next year.

**6 Social Effects Monitoring & Adaptive Management Plan**

- The Social Effects Monitoring and Adaptive Management Plan, which will be implemented by the Social Effects Advisory Committee, was included as part of the plan submitted for the EAO amendment process. It was in response to concerns from Fort St James and Nak'azdli about the operations residence
- The first committee meeting will be May 21<sup>st</sup> at 2pm in Vanderhoof (at Integris Credit Union). The committee is not intended to overlap or replace the CSC
- The purpose is to look at the impacts and potential impacts of the operations residence on the communities. The initial members of the committee are the communities of Fort St James, Mackenzie, McLeod Lake, Nak'azdli. Other interested parties could be invited to join
- BCEAO representatives Murphy and McNaughton to attend first meeting

*CSC questions included:*

Q25: Who is going to sit on committee?

A25: Communities will need to designate representatives

Q26: Did you send an invite to the Mayor of Fort St James as I am not sure he is aware of this?

A26: Yes, we did send an invite but Dave Bailey will also call him

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**New Business**

- Dane Jones, Superintendent of Human Resources was introduced to the CSC. He provided a brief over view of his role

*CSC questions included:*

C27: Both Mackenzie and Fort St James invited Dane to a tour of the community

Q28: Where are you based?

A28: Currently on the mine site on rotation for three to four weeks.

Q29: What has been the experience uploading submitted resumes?

A29: We know there has been some frustration. People can still directly apply to the website, log on to their profile and either update their resume or upload a revised resume to apply for other jobs

Q30: Do you share information about communities with potential employees?

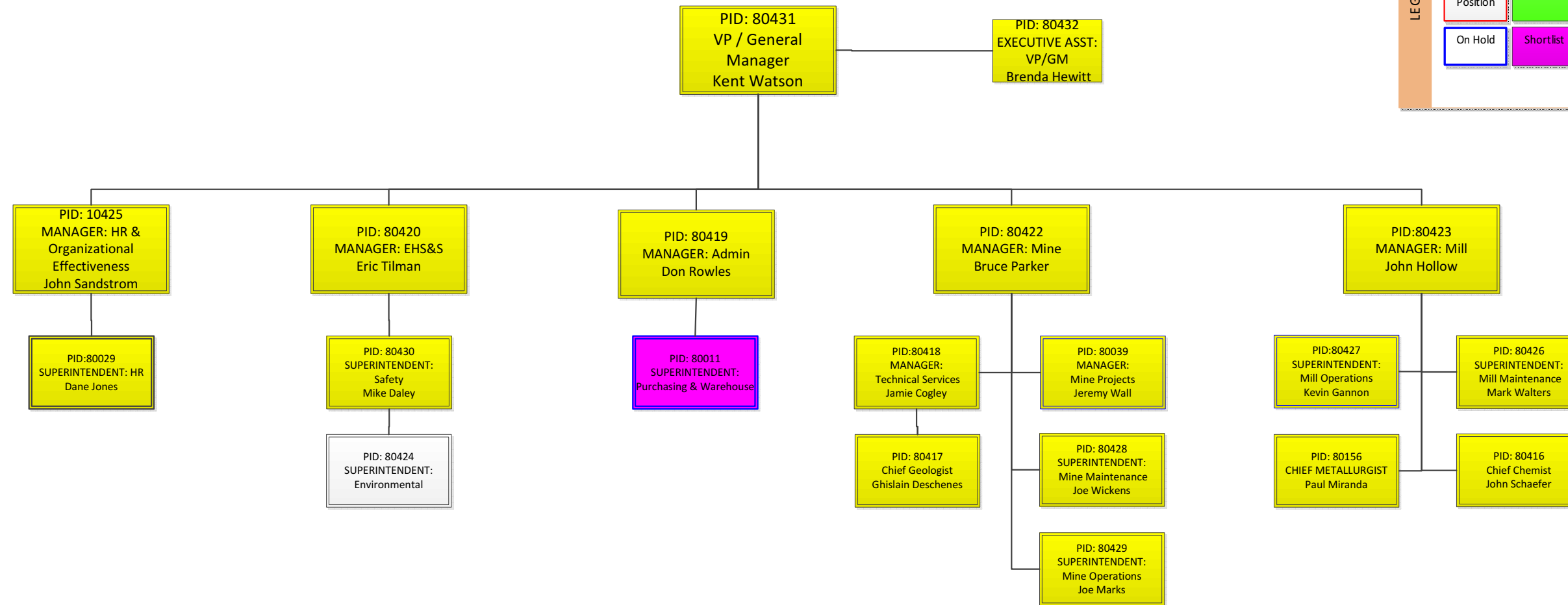
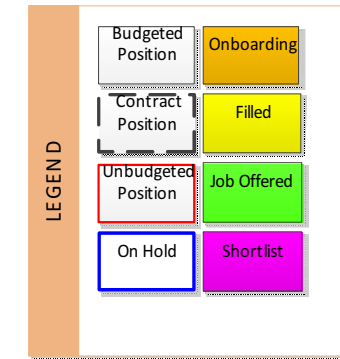
A30: We have a standard package that includes information about the communities. We would welcome an updated electronic package as well as more hard copies

Q31: We would expect to see job postings show up on the Work BC website but they do not seem to be posted there?

A31: The TCRK website is the central place where jobs are being posted. The RSS feed does not work for job postings

- Website: CSC TOR and minutes are accessible on the new website (<http://www.thompsoncreekmetals.com/s/Home.asp>) under the Operations/Mount Milligan tab.
- Next Meeting: The CSC decided to replace a more formal June meeting with a *Meet & Greet Tour* on June 20<sup>th</sup> at the mine site. This would allow CSC members and their designated alternatives to tour the facility and meet the new management team over lunch.

**SENIOR MANAGEMENT**  
**Organisational Chart**  
**Thursday, April 10, 2014**







**MOUNTMILLIGAN**

## Community Sustainability Committee (CSC) Response to Issues Raised at December 6, 2013 Meeting

Prepared by Dave Bailey

**Date:** April 11, 2014

<b>Description: Summary of Action Items</b>	<b>Resp.</b>	<b>Due Date</b>	<b>Item</b>
For all CSC meetings report company statistics: employee retention, regional spending, local people employed, etc. Provide information on training demand (current and proposed) to discuss whether it can be met locally at next CSC meeting	DB	April 2013	3
Has there been any change to local procurement and/or community donation policies?	DB	April 2013	3
Provide response to Q3, C/Q10, Q12, Q13, Q15, Q17, Q27, Q30, Q34	DB	April 2013	3

### Company Statistics

Employee retention: Please see the response to a specific question below.

Approximate regional spending in 2013:

Fort St. James: \$12.8 million

Mackenzie: \$6.0 million

Vanderhoof: \$1.8 million

Prince George: \$35.0 million

Residence of employees (397 total employees):

Fort St. James: 18% - 71 employees

Mackenzie: 22% - 87 employees

Vanderhoof: 7% - 28 employees

Prince George: 17% - 67 employees

Others - 36% - 144 employees

Training demand: Please see the response to a specific question below.

Q3: How is employee retention? What are the numbers?

A3: Employee retention has been very good. The current rate of turnover is 13.61% (annualized rate derived from a six-month rolling average).

C/Q10: Is it time for company to decide what it wants to do with the committee? Is the company just doing it because it is in EA – what is company perspective on CSC? What are the company's priorities? What does community sustainability really mean?

A10: The company is not participating in this committee as a matter of permit compliance. Healthy communities benefit our operation. Our focus is identifying how the project impacts the communities and ways in which we can work collaboratively with the communities to improve our relationship. We do not view the committee as vehicle for funding general municipal obligations. We are discussing the Legacy Fund program with the new management team at the mine and should be in a position to report to the CSC about the program, and the CSC's potential role in implementing the program, later in 2014.

Q12: We would like to get data from Mt Milligan that relates to training demand. How many employees per year and in what trades does the company send for training in communities outside the region. All these types of numbers would support community led initiatives.

A12: Since January, 2013, Mount Milligan has had approximately 150 members of the operations team take various forms of trades training and other training related to job performance. This training is most often conducted on-site by Mount Milligan trainer personnel, by private contract trainers (including trainers provided by manufacturers and distributors), and by instructors from the CNC campuses in Fort St. James, Mackenzie and Prince George. Higher level trades training tends to be concentrated at the Prince George campus because it is a larger industrial area with higher demand. Instrumentation Technicians have attended the British Columbia Institute of Technology, which is the only source of this training for the type of instrumentation we have at Mount Milligan. Most of the individuals working in our entry-level positions have Foundation Trade training or previous apprentice experience in various fields. As a result, the trades training we anticipate needing for our apprentices will be mid and upper level training. Our apprentices (millwrights, heavy duty equipment mechanics, welders, etc.) generally attend trades training at the various colleges and campuses closest to where they live. Localizing the training to the employee's area of residence could include the CNC campus in Vanderhoof depending on courses offered and taking into account that about 8% of the work force lives in Vanderhoof.

Q13: The company spent \$45 million in Prince George, they had to pass Vanderhoof and Fort St James on the way to the mine. How can we be better positioning ourselves to be benefiting more from procurement opportunities?

A13: As Mount Milligan changes overs from a construction project to an operating mine, the annual spend dynamics are going to change and as such, the overall spend with contractors will be significantly reduced. From a company perspective, and as a cost-saving measure, we are attempting to provide as many services as possible in-house. Expenditures for contractors will be limited to very specialized contract labour or materials. For example, in the mill, we will need to periodically remove and reinstall the mill liners and other very specific and technical milling equipment. In the mine, we will have component change-outs on our mining equipment from time to time. In many instances, these service and materials providers are not local businesses. Local communities and small businesses often find their best opportunities in areas such as equipment

rentals, hauling, logging, building supplies and businesses that supply day-to-day consumables. In every instance, the products or services provided must be price competitive. Going forward, we could work with the Supply Chain team to develop a complete listing of the businesses in each community and, specifically, what each of them offers.

Q15: Are the offices open full time and staffed full time in both communities?

A15: The office in Fort St. James is open and staffed two days a week (Tuesdays and Fridays). The office in Mackenzie has been open full time (Monday-Friday), but we anticipate that it will adopt a schedule similar to the Fort St. James office in the near future. We are evaluating our current approach to community offices and could make changes in the future.

Q17: How much demand is there when the company sends people outside region for trades training? Ticket upgrades etc.

A17: Please see the response to Q12 above.

Q27: In terms of the donation program, is it being administered differently, who is in charge, are communities capped out? Recently a Mackenzie high school group that was successful in past was denied "lunch program" funding. I also wonder if there has there been changed in purchasing policy with mine, some businesses that mine had purchased services from have not had purchasing renewed?

A27: Presently, donation requests are considered by a four-person committee, which includes the Kent Watson as the VP/GM and John Sandstrom, our Manager of Organizational Effectiveness. There have not been any changes to the purchasing policy, which is also discussed in response to Q13 above.

Q30: Yes, we have been hearing the same in Mackenzie [i.e., that employees are being pressured to stay in camp], we also heard that the company will not be running the bus daily?

A30: The buses are running daily. We think the operations residence is the safest and most efficient alternative for our employees; however, they can commute if they wish.

C[Q]34: One thing we (the communities) could consider is offering familiarization tours for HR and recruitment people so they get taste of what a community is like? For example: take on dog sled tour in FSJ and another type of tour in Mackenzie or in McLeod Lake. Can you please take this idea to HR and recruitment people and report back to us on their response?

A34: The HR Department is open to opportunities to get to know the communities better. The communities should contact them directly with any ideas or proposals. The contacts are: John Sandstrom, Manager, Organizational Effectiveness, [jsandstrom@tcrk.com](mailto:jsandstrom@tcrk.com) and Dane Jones, Superintendent, Human Resources, [djones@tcrk.com](mailto:djones@tcrk.com). By the way, John and an alternating staff employee are attending a Council meeting in Fort St. James and Mackenzie once per quarter, which will provide an additional opportunity for interaction between the communities and Mount Milligan.

## MOUNT MILLIGAN REPORTING METRICS

April 2014

### Safety

- Number of hours worked.
- Lost time injuries.
- Fatalities.
- All Incidents Recordable Rate (AIRR).

### Environmental

- Reportable spills
- Reportable events of noncompliance.
- Fresh and reuse water usage.
- Energy use.
- Greenhouse Gas Emissions.

### Social Performance

- On-site personnel.
- Permanent workforce.
- Community engagement.
- Training.
- Grants and sponsorship of community-based initiatives.
- First Nation agreements.

### Economic

- Project procurement.
- Local business spend.
- Wages and benefits.
- Min property tax.
- Property taxes paid in Mackenzie and Fort St. James.

### Community Engagement Summary

- Community information sessions.
- Community Sustainability Committee.
- External ENews.
- Joint Implementation Committee.
- Newspaper column.
- Questionnaires.
- Speaking engagements.
- Community report.