



# MOUNTMILLIGAN

## Community Sustainability Committee (CSC) Meeting Minutes

**Date:** May 31, 2017 **Time:** 10:00 am – 2:00 pm

**Location:** Mount Milligan Mine, Rainbow Room **Date Issued:**

**Prepared by:** Joanna Miller, Community Relations Specialist, Centerra Gold

### Attendees:

Name	Organization	Present
Erin Siemens	College of New Caledonia (FSJ), Project Planner	P
Kris Nielsen	District of Fort St. James, Councillor	
Ann McCormick	Fort St James, Member at Large	P
Dave Forshaw	District of Mackenzie, Councillor	P
Diane Smith	District of Mackenzie, Director of Corporate Services	P
Shannon Bezo	College of New Caledonia (Mackenzie), Regional Principal	
Destiny Bear	McLeod Lake Indian Band, Councillor	P
Ken Solonas	McLeod Lake Indian Band, Employment & Training Liaison	
Position Empty	West Moberly Land Use Manager, West Moberly First Nation	
Colleen Erickson	Nak'azdli Whut'en, Natural Resources Manager	
Hilary Irving	District of Vanderhoof, Deputy Dir. Community Development	P
Kevin Moutray	District of Vanderhoof, Councillor	P
Wayne Salewski	Member at Large, Vanderhoof	P
Mayor Hall	City of Prince George. Alternate Terri McConnachie, Councillor	
Joanna Miller	Centerra Gold, Community Relations Specialist	P

**Guests:** Tim Caldwell, Environmental Superintendent, Mount Milligan; Megan Spooner, Environmental Summer Student, Mount Milligan; Phil Welten, General Manager, Mount Milligan; Maurie Phifer, Sr. Engineer, Mount Milligan; Josh Stecko, HR Recruiter, Mount Milligan; Dean McKinley, CAO, District of Mackenzie, Yasmin Prince, Councillor, McLeod Lake Indian Band

Description: Summary of Action Items	Resp.	Due Date	Item
1. Send MTM Employment Stats to CSC with Meeting Minutes	JM	June 30, 2017	3
2. Send CSC the number of Red Seal Certifications awarded to MTM Employees in 2016	JM	June 30, 2017	3
3. Circulate CSC Terms of Reference, including Membership Criteria	JM	June 30, 2017	7

4. Send draft of MTM Grievance Mechanism to CSC for review	JM	Sent to CSC June 1, 2017	7
5. Send Community Project Fund Application Form and Criteria for Funding to Centerra Toronto office for upload to website	JM	June 30, 2017	7

#	Topic
1	<p><b>Welcome</b></p> <ul style="list-style-type: none"> <li>Joanna Miller welcomed CSC members to Mount Milligan and introduced the new General Manager, Phil Welten</li> </ul>
2	<p><b>Introduction by Phil Welten</b></p> <ul style="list-style-type: none"> <li>Phil provided a background of his work experience to the CSC and discussed his plan for MTM, particularly around local training and employment. Discussed the hiring of a Training Coordinator following Cam McCormick's departure at the end of June.</li> </ul> <p><b>Q1: Where does Endako fit into the plan?</b> A1: Plan will be for Phil to act as regional manager for both properties</p> <p><b>Q2: Centerra is supporting local businesses and employees more than TCM did</b> A2: Turnover is increasing and training has to be looked at. Juniors often don't have the money for training, but for MTM now, it is a priority and the new HR Manager will have to look into it. There is an experience gap and we will need programs in place for onsite training. Those with zero experience can be trained our way. Targets will be set with Community Relations and Human Resources</p> <p><b>Q3: What about supply chain, is that being looked at?</b> A3: Yes, we are continuing to move forward on our local database and better relationships with local suppliers</p> <p><b>Q4: If the timeline around training and employee requirements could be shared, we can better prepare in our communities. Many of our members live out of area.</b> A4: Yes, we will absolutely communicate our plans and our needs with our local communities and educational institutions</p> <p><b>Q5: What about apprenticeship programs?</b> A5: This will be something that our new training coordinator will work on - many of our apprentices are graduating this year so we need to make a plan for continuing the program</p> <p><b>Q6: As Northerners, we would like our fair share</b> A6: Yes, we must get to a point where we have local people ready to step in to the jobs when they come available. We have to start thinking outside the box and looking at things differently, like creating a reserve roster</p> <p><b>Q7: We are very pleased with what we are hearing, this is the kind of stuff we want to see happening at MTM</b></p>

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### **MTM Update – Joanna Miller**

- Joanna welcomed CSC members and provided an update on employment, health and safety and environment.

#### **Community**

- Held the Nak'azdli Whut'en land blessing ceremony at MTM on May 13<sup>th</sup>; MLIB Elders participated in the ceremony for the first time this year
- Community mine tours began in May and will continue throughout the summer.
- Number of tours for local elementary and high school students are also taking place as part of the MTM Mining Education Program
- Updated cultural competency is in development with MLIB and Nak'azdli, and will roll-out following Work Safe, Home Safe
- Gender Diversity initiative has been launched by Centerra

#### **Employment – See attachment one**

- As of April 30, 2017 there are 494 full-time employees at MTM
- Geographic breakdown: FSJ – 13%, Mackenzie 15%, Vanderhoof – 6%, Prince George – 23%, Fraser Lake – 10%, Rest of BC – 32% and National – 1%
- Currently recruiting internally for 3 mine maintenance apprentices
- New HR Manager, Cindy Sherk, starting in June

#### **Q8: What Red Seals were awarded last year**

A8: I will send the list to all CSC members

#### **Q9: What is the start date for the new HR Manager and can she meet with communities when she arrives?**

A9: She starts on June 19 and yes, we will set up meetings throughout the summer

#### **Safety**

- Recently hit the safety milestone of 1 million hours Loss Time Injury free. All Incidents Recordable Rate (AIRR) was zero as of May 25, however we had a medical treatment recently that Tim will discuss which will bump up our AIRR. AIRR uses a standard number of working hours in the calculation to allow different operations to compare their safety performance

#### **Environment – Tim Caldwell**

- Nak'azdli environmental monitor/guardian had an injury that required 42 stitches Work Safe, Home Safe training was utilized - summer student notified worker of the unsafe behaviour and when they went to move out of harm's way, they slipped and sustained a cut to their leg
- Meadows Creek project is moving forward, trying to come up with a workaround instead of building a pond, are now pumping from the creek to capture freshet – this project is taking up 60-70% of our time
- Bear management has also been taking place this spring with many bears around site
- Spawning program is also having challenges this summer, beavers have been causing problems with hoop nets
- Water sampling is on-going over the summer for both surface and groundwater

	<ul style="list-style-type: none"> <li>The environment team submitted all annual report for 2016 and we are available to present to communities on this information</li> </ul> <p><b>Q10: Mackenzie would be interested in a presentation, when can this be done?</b> A10: We will just need to development the presentation, so we can look at this summer</p> <p><b>Q11: As would McLeod Lake. Perhaps we can coordinate to be held on the same day?</b> A10/11: Joanna will follow up with Mackenzie and MLIB directly to set dates for this</p> <p><b>Safety – Joanna Miller - Introduction to Work Safe   Home Safe</b></p> <p>Joanna introduced the Work Safe, Home Safe program and the CSC was shown the Centerra corporate video that all employees see during their full-day training sessions. The goals of the program were discussed with the group as was the desire to bring the training into community down the road.</p> <p><b>Q12: I like the philosophy of empowering everyone to say stop, it gives the tools for people to use to promote safety, especially for young people who might be afraid to say something</b></p> <p>A12: We are hearing that people are going home and having conversations about safety. We are trying to create a supportive safety culture at work and at home.</p> <p><b>Q13: I have worked in a number of different industries and I am very impressed with the safety culture at MTM</b></p> <p>A13: Yes, and we need to keep the momentum. MAPP will stay but it works very well with Work Safe, Home Safe</p> <p><b>Q14: Will we see any more changes to management?</b></p> <p>A14: Yes, HR and Supply Chain are seeing new managers coming this summer, and HR has a new recruiter working with them (internal promotion). But we have a number of key positions still to be filled, specifically Mill Manager and Mill Maintenance Superintendent. I now report directly to Phil so the role/profile of sustainability is increasing</p>
4	<p><b>MTM Project Update &amp; Pit Tour</b></p> <p>Maurie Phifer, Sr. Engineer at MTM, took the CSC on a tour of the mine pit and discussed the Geo-Metallurgy program that is on-going at the mine site, as well as some of the single feed test work that has been taking place. Discussion was also had around the drill and blast program and increasing the powder factor used in blasting. Blast program has been influenced by the introduction of the secondary crusher.</p> <p><b>Q15: In order to optimize gold recovery, will we be looking at changing the way we mine?</b> A15: We are taking a look at a block model to examine gold and copper. Right now our plant is optimized for copper but we now are looking at the gold.</p> <p><b>Q16: Is the water at the bottom of the pit naturally occurring</b> A16: Yes, water comes down into the pit, especially during freshet</p>
5	<p><b>Introduction to Josh Stecko</b></p> <p>Josh Stecko recently joined the HR team at MTM as a recruiter was introduced to the CSC and providing a brief update on his background and current role at MTM.</p>

**Q17: How does someone know that their application has been received when they apply to MTM?**

A17: We are looking into improving the application process, but people do have to apply online, that is where we go to look at applicants. When a positions becomes available, we first go through the general interest applications we have received via the database.

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### **Community Updates**

The CSC members reported on accomplishments since the last meeting in March 2017 and upcoming events and activities over the next few months.

#### ***College of New Caledonia – Fort St James (ES)***

- CNC has applied for new programs and is running academic upgrading at present
- Direct purchase course with PGNAETA for Carpentry Foundation running in Fort Fraser
- ECCL Post-Basic is going to be delivered through Digital Delivery Initiative (DDI) and online at the Fort ST. James Campus. Nak'azdli and TI'azt'en will be purchasing seats but the courses are open to everyone
- ECCL is going to be delivered online for Nak'azdli and TI'azt'en

#### ***Fort St James Community (AM)***

- Australian doctor arriving shortly to work in community
- The Key is now operating 5 days a week, in part thanks to MTM's Legacy Fund contribution
- Housing strategy is moving forward – District received funds and has hired a consultant
- Looking at options for the now closed Sowchea Elementary School
- Seniors' housing was spruced up
- Hearing positive feedback on MTM's community tours but people are still confused around the MTM/Centerra relationship

**Q18: How many seniors' units does FSJ have?**

A18: 14

#### ***District of Fort St. James (JM for KN)***

- New EDO hired for the District
- District has taken over management of the Visitors' Centre
- Interviewing for a new Fire Chief; current Chief is moving on elsewhere in the province
- FSJ Head Librarian is retiring at the end of May; the position has been posted
- District public works in partnership with a local company is looking at an improvement project at Cottonwood Marina; strengthening the anchor for the marina floats
- Canada Day celebrations include the fishing derby, parade, farmers market and fireworks

#### ***District of Vanderhoof (HI)***

- Swimming pool is moving forward; construction is underway
- Branding project is ongoing with a consultant from Kamloops
- Museum has re-opened
- District has taken over the Visitors Centre
- Canada Day there will be a pig roast and famers market

- CNC bought the Omineca Sports building and will be moving there

***Vanderhoof Community (WS)***

- Sturgeon release took place on May 11 with local students, volume of schools involved was amazing; drones bought by FSJ high school students were at the event, collecting data on sturgeon release
- MTM Legacy Fund has been good for the program, they have been able to hire a monitor in Takla
- Signs encouraging people to talk about sturgeon in the watershed are going up to help with data collections in PG, Fraser Lake, Vanderhoof

**Q19: Are sturgeon good to have around?**

A19: Absolutely

***District of Mackenzie (DF)***

- Branding project is ongoing
- Receive grant money for trail development in community
- Plan for new farmer’s market by 7/11, also being resigned to include a park. District has applied for funding and submitted a new plan that includes a community gathering area

Q20: Wayne has a contact for mountain bike trail development in BC that he will share

***McLeod Lake (DB)***

- MLIB elections are June 2, 2017
- Harvest season for medicinal plants is taking place
- MLIB students graduating from the Village Public Works program at the CNC in Mackenzie
- Ah’da Centre is about to fully open with store and accommodations
- Stay in School BBQs taking place
- Ministry of Transportation looking at transportation to IR #19
- Tourism to McLeod Lake & Community Forest also being explored

**Q21: The entire Chief and Council is changing?**

A21: Yes

**Document Review**

***1. Member-at-Large Criteria & Application Process***

Discussion held around the current draft of the Member-at-Large Position posting, and how to move forward with recruitment. Decision was made to look at having Mayor & Council/Chief & Council vet names of applicants as the person who sits on the Committee should have the best interests of the community at heart. The recommendation can come from Mayor and Council but the CSC will have the final say.

Position should be open to the entire community. Joanna will circulate the CSC Terms of Reference for a decision to be made about how we move forward with a Mackenzie Community Member-at-Large.

***2. MTM Grievance Mechanism***

	<p>Joanna explained the reasons for the development of a Grievance Mechanism for MTM and that it was based on the Centerra Gold corporate standard. Discussion was around how to position the Mechanism in the community as many do not like the use of the word “grievance”; would like the Mechanism positioned in a positive way. Transparency in the process shows fairness but it has to be positioned properly within the communities. Joanna will circulate the draft for review immediately following the meeting.</p> <p><b>3. Legacy Fund Application Form &amp; Criteria for Funding</b></p> <p>Discussion was held about moving forward with the proposed changes to the Criteria doc and Application Form; Joanna will get new documents posted to the Centerra Gold website. Next deadline for funding is August 1.</p>
8	<p><b>Conclusion</b></p> <ul style="list-style-type: none"><li>• <b>Next meeting:</b> Friday, October 20, 2017 in Vanderhoof</li></ul>



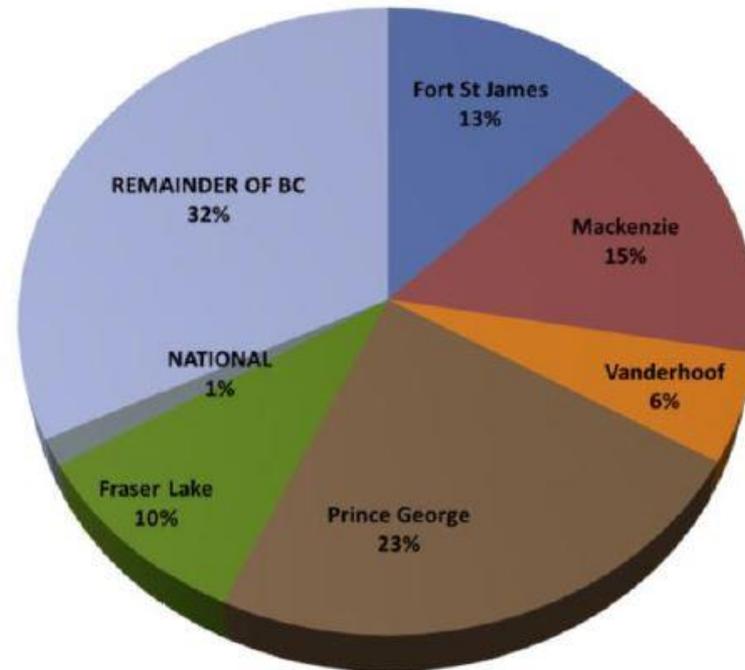
MOUNTMILLIGAN

# EMPLOYEE STATS

## GENDER



## Geographic Range





## First Nations

