ᐊᕙᑎᒥᒃ ᖃᐅᔨᓴᖅᐸᓪᓕᐊᖏᓐᓇᕐᓂᖅ –

ᓄᓇᒃᑯᑦ ᓯᓚᒃᑯᓪᓗ

ᑐᒃᑐᑦ
• ᖃᖓᑕᓲᑯᑦ ᖃᐅᔨᓴᕐᓃᑦ
• ᓄᓇᒦᓪᓗᓂ ᖃᐅᔨᓴᕐᓃᑦ
• ᐊᐳᑎᒃᑯᑦ ᑐᒥᓂᒃ ᖃᐅᔨᓴᕐᓃᑦ ᐅᓯᑲᖅᑕᕐᕕᐅᑉ ᐊᖅᑯᑎᐊᓂ
• ᑐᒃᑐᓕᒫᑦ ᓂᕐᔪᑎᓪᓗ ᑕᑯᔭᐅᔪᑦ ᑎᑎᕋᖅᑕᐅᕙᓪᓕᐊᕙᒃᐳᑦ
ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒥ

ᑭᓱᓂᒃ ᐃᓕᓯᒪᕕᑕ ᑐᒃᑐᐃᑦ ᒥᓵᓄᑦ?
ᐃᓄᐃᑦ ᖃᐅᔨᒪᔭᖏᓐᓂᑦ ᐅᖃᐅᔾᔭᐅᓯᒪᒐᑦᑕ ᕿᑭᖅᑖᓘᑉ ᐅᐊᖕᓇᖓᓂ ᑐᒃᑐᖏᑦ
ᐅᓄᕈᓐᓃᕐᒪᑕ ᐱᖅᑯᓯᑐᖃᖏᑦ ᒪᓕᒃᖢᒋᑦ.
ᑖᓐᓇ ᐱᓕᕆᓂᖅ ᐸᕐᓇᒃᓯᒪᔭᕆᐊᖃᕐᒪᑦ ᐊᒃᑐᐃᓂᖃᓗᐊᖁᓇᒍ ᑐᒃᑐᑦ
ᐅᓄᖅᓯᒃᑲᓐᓂᕐᓂᐊᕐᓂᖏᓐᓄᑦ.

Environmental monitoring – land and air

ᐳᔪᕋᕐᓄᑦ ᐊᒃᑐᐃᓃᑦ
ᐳᔪᕋᖃᓗᐊᖅᑎᑦᑎᑦᑕᐃᓕᒪᓂᖅ ᐃᒪᓐᓇᐅᕗᖅ:
• ᐊᖅᑯᑏᑦ ᐸᖅᑭᔭᐅᑦᑎᐊᕐᓗᑎᒃ
• ᐊᖅᑯᑏᑦ ᒪᓴᒃᑎᖅᑕᐅᕙᒡᓗᑎᒃ
• ᓯᖃᓪᓕᔾᔪᒻᒥ ᐳᔪᕋᖃᓗᐊᖅᑎᑦᑎᑦᑕᐃᓕᒪᓗᑎᒃ

ᖃᐅᔨᓴᖃᑦᑕᖅᑕᕗᑦ ᓴᕕᕋᔭᖃᕐᓂᖏᑦ ᐃᔾᔪᕐᓂ ᐱᕈᖅᑐᓂᓗ ᐊᓯᔾᔨᖅᐸᓪᓕᐊᔾᔪᑎᓂᐊᕐᒪᖔᑕ ᐱᓕᕆᓂᑦᑎᓐᓄᑦ ᐊᕐᕌᒍᐃᑦ ᐊᑐᖅᐸᓪᓕᐊᑎᓪᓗᒋᑦ.

ᓄᓇᒥ ᐊᕙᑎᒧᑦ ᑲᑎᒪᔨᕋᓛᑦ
ᑭᒡᒐᖅᑐᖅᑕᐅᓪᓗᑎᒃ ᐅᑯᓇᙶᖅᑐᓂᑦ:
• ᐹᕙᓐᓛᓐ
• ᒐᕙᒪᒃᑯᑦ ᓄᓇᕘᒥ
• ᐊᕙᑎᓕᕆᔨᒃᑯᑦ ᑲᓇᑕᒥ
• ᕿᑭᖅᑕᓂ ᐃᓄᐃᑦ ᑲᑐᔾᔨᖃᑎᒌᖏᑦ

ᒥᑦᑎᒪᑕᓕᒃ ᐊᖑᓇᓱᒃᑐᓕᕆᔨᒃᑯᑦ ᒥᑭᒋᐊᕐᓂᐊᖅᑎᒃᑯᓪᓗ ᑲᑐᔾᔨᖃᑎᒌᖏᑦ
ᐃᓚᓕᐅᑎᓂᐊᖅᑐᑦ 2016ᒥ.

Caribou

• Aerial Surveys
• 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.
The project needs to plan for minimizing impacts when the caribou become abundant once again.

Dust Impacts
Dust is managed by:
• Road maintenance

• Road watering
• Crusher dust controls

We measure metals in soil and vegetation to look for changes over time.

Terrestrial Environment Working Group

Represented by the following groups:
• Baffinland
• Government of Nunavut
• Environment Canada

• Qikiqtani Inuit Association
The Mittimatalik Hunters and Trappers Organization will join the group in 2016.

ᑭᓲᖕᒪᑦ ᓄᓇᓕᖕᓂ ᐊᐱᖅᓲᑎᓕᕆᓂᖅ?
ᐹᕙᓐᓛᓐᑯᑦ ᑐᓴᕈᒪᓚᐅᕐᒪᑕ ᖃᓄᖅ ᐃᓱᒪᒋᔭᕐᓂᒃ ᓄᓘᔮᖕᓂ
ᐱᓕᕆᓂᐅᑉ ᒥᒃᓵᓄᑦ. ᑕᐃᒪᐃᒻᒪᑦ ᓄᓇᓕᖕᓂᑦ
ᑐᓴᕋᓱᓚᐅᖅᑐᒍᑦ ᓯᑎᐱᕆ 12 ᓯᑎᐱᕆ 30, 2016ᓗ ᐊᑯᓐᓂᖓᓂ.

ᓯᑎᐱᕆ 2016ᒥ ᕿᑭᖅᑖᓘᑉ

ᐅᐊᖕᓇᖓᓂᕐᒥᐅᓂᒃ

ᐊᐱᖅᓲᑎᓕᕆᓂᖅ September 2016 North Baffin
Community Survey

…

205 ᐊᐱᖅᓲᑎᓂᒃ ᑕᑕᑎᕆᔪᑦ

49
ᐃᖅᑲᓇᐃᔭᖅᑏᑦ
ᐃᖅᑲᓇᐃᔭᖅᑎᕕᓃᓪᓗ

155
ᐃᖅᑲᓇᐃᔭᖅᑎᐅᖏᑦᑐᑦ

What is the community survey?
Baffinland wanted to hear what you think about the Mary River Project. So, we did community surveys between September 12 and September 30, 2016.

205

Surveys Completed

49

Employees or Former
Employees

155

Non-Employees

Yes -

Positivelyᐄ
- ᐱᐅᔪᒥᒃ

Yes -

Negativelyᐄ
- ᐱᐅᖏᑦᑐᒥᒃ

Noᐋᒃᑲ

Has the Project made a difference in your community?
ᐱᓕᕆᓂᖅ ᐊᓯᔾᔩᓯᒪᕙ ᓄᓇᒋᔭᔅᓯᓐᓂ?

ᓴᖅᑭᑦᑐᑦ ᑐᓴᕈᒥᓇᖅᑐᓪᓗ

ᐋᖅᑭᒋᐊᕈᑎᒋᔭᕆᐊᓕᕗᑦ ᐅᑯᐊᖑᕗᑦ:
• ᐅᓄᖅᓯᒋᐊᕐᓗᒋᑦ ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ
• ᑐᓴᐅᒪᑎᖃᑦᑕᐅᑎᓃᑦ ᐋᖅᑭᒋᐊᕐᓗᒋᑦ
• ᐊᔾᔨᒌᓂᒃ ᓄᓇᓕᖕᓄᑦ ᐃᑲᔪᕈᓐᓇᕐᓗᑎᒃ
• ᐋᖅᑭᒋᐊᕐᓗᒋᑦ ᓈᒻᒪᖏᔾᔪᑏᑦ ᐃᓚᒌᑦᑎᐊᕐᓂᕐᓄᑦ ᑐᕌᖅᑐᑦ ᐊᒻᒪᓗ
ᐋᖓᔮᕈᑎᓄᑦ ᐊᑐᕐᓂᕐᓗᖕᓃᑦ
• ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑦᑕᕐᓇᖏᑦᑐᓃᖏᓐᓇᖅᑎᓪᓗᒋᑦ ᐋᖅᑭᒋᐊᕐᓗᒋᑦ
ᐊᕙᑎᒨᖅᑐᑦ ᐊᑲᐅᙱᓕᐅᕈᑏᑦ

ᐱᓕᕆᑦᑎᐊᖅᑐᒍᑦ ᐅᑯᓇᓂ:
• ᐅᓄᕐᓂᖅᓴᐃᑦ ᐃᓄᐃᑦ ᒪᒃᑯᒃᑐᓪᓗ
ᐃᖅᑲᓇᐃᔭᖅᑐᑦ
• ᐱᔪᓐᓇᕐᓂᖅᓴᐅᓕᖅᑐᑦ
ᐃᓅᓯᑦᑎᐊᕙᖃᕈᓐᓇᐅᑎᓂᒃ ᐃᓚᒌᑎᒍᑦ
ᓄᓇᓕᒃᑎᒍᓪᓗ.
• ᑐᓴᐅᒪᑎᖃᑦᑕᐅᑎᑦᑎᐊᓂᖏᑦ ᓄᓇᓖᑦ
ᐹᕙᓐᓛᓐᑯᓪᓗ
• ᐃᖅᑲᓇᐃᔮᓂᒃ
ᐃᓕᓐᓂᐊᑦᑎᐊᕈᓐᓇᕐᓂᖅᓴᐅᓕᖅᑐᑦ
ᐃᓕᓐᓂᐊᑦᑎᐊᕈᓐᓇᕐᓂᖅᓴᐅᓕᖅᖢᑎᒡᓗ
• ᐃᑲᔫᑏᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ

We need to work on:

• Increasing Inuit employment
• Improving communication
• Providing equal community support
• Addressing challenges with family stability and
substance abuse
• Ensuring employee safety and addressing
environmental issues

We are doing a good job on:

• More Inuit and youth are
working
• Improved quality of life for
families and communities.
• Communication between the
communities and Baffinland
• Better training and education
opportunities
• Benefits to employees

ᐅᓄᕐᓂᖅᓴᐅᕗᑦ ᐃᓄᐃᑦ ᐃᓱᒫᓘᑎᖃᖏᑦᑐᑦ ᐱᓕᕆᓂᐅᑉ ᐊᒃᑐᐃᓂᖏᑎᒍᑦ ᓄᓇᓕᖕᓂᒃ ᐊᕙᑎᒥᒡᓘᓐᓃᑦ
ᐅᕝᕙᐅᑯᐊ ᐃᓱᒫᓘᑕᐅᓗᐊᖅᑐᑦ ᐃᓄᖕᓂᑦ ᐅᖃᐅᓯᕆᔭᐅᓪᓗᑎᒃ:
1. ᐋᖓᔮᕐᓇᖅᑐᑦ ᐊᑐᕐᓂᕐᓗᒃᑕᐅᕙᖕᓂᖏ ᐃᓚᔮᕇᑎᐊᕈᓐᓇᕐᓂᕐᓗ ᓄᓇᓕᖕᒥᐅᖃᑎᒌᓪᓗ
ᐋᖅᑭᑦᑎᐊᖅᓯᒪᔭᕆᐊᖃᕐᓂᖏᑦ
2. ᓱᕈᕐᓇᖅᑐᑦ ᐊᒻᒪᓗ ᐊᒃᑐᖅᑕᐅᓂᖏᑦ ᑐᒃᑐᐃᑦ
3. ᐊᓯᔾᔨᕐᓂᖓ ᐃᓄᐃᑦ ᐃᓅᓯᖏᑕ, ᐱᓗᐊᖅᑐᒥᒃ ᐊᖑᓇᓱᒐᓱᖕᓂᒃᑯᑦ ᓄᓇᒥ ᑕᕆᐅᕐᒥᓗ.
4. ᖃᓄᖅ ᐅᒥᐊᕐᔪᐊᒃᑯᑦ ᐅᓯᑲᖅᑕᕐᓂᖅ ᐊᒃᑐᐃᓂᐊᕐᒪᖔᑦ ᑕᕆᐅᑉ ᐊᕙᑎᖓᓂᒃ ᐃᒪᕐᒥᐅᑕᓂᒡᓗ
ᓂᕐᔪᑎᓂᒃ.
5. ᐃᖅᑲᓇᐃᔮᒃᓴᑦ ᐃᓄᖕᓄᑦ ᐱᑕᖃᒃᑲᓐᓂᕆᐊᓖᑦ.

ᓯᑎᐱᕆ 2016ᒥ ᕿᑭᖅᑖᓘᑉ ᐅᐊᖕᓇᖓᓂᕐᒥᐅᓂᒃ

ᐊᐱᖅᓲᑎᓕᕆᓂᖅ September 2016 North Baffin Community Survey

…

ᐃᓱᒫᓘᑎᖃᖏᑦᑐᑦ
No Concerns

ᐄ –
ᓄᓇᓖᑦ
Yes -
Commu
nity

ᐄ –
ᐊᕙᑎ
Yes -
Environ
ment

ᐃᓄᐃᑦ ᓄᓇᓕᖕᓃᑦᑐᑦ ᐅᓄᕐᓂᖅᓴᐃᑦ ᐃᓱᒪᕗᑦ ᐱᕚᓕᕈᑎᖃᕐᓂᖅᐹᖑᓇᓱᒋᔭᐅᓪᓗᑕ ᐃᖅᑲᓇᐃᔮᖃᖅᑎᑦᑎᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐃᓗᐊᖅᓯᕚᓪᓕᕈᑎᓱᒋᔭᐅᓪᓗᑕ ᓄᓇᓕᖕᓃᑦᑐᓄ ᐃᓄᖕᓄᑦ

ᑐᓴᐅᒪᑎᖃᑦᑕᐅᑎᓃᑦ ᓄᓇᓕᖕᓂ ᐹᕙᓐᓛᓐᑯᓐᓂᓗ Communication between the communities and Baffinland

ᐊᓐᓇᐅᒪᔾᔪᑎᓂ ᐱᕚᓪᓕᖅᑎᑦᑎᔪᑦ ᓄᓇᓕᖕᓂ
Economic development for communities

ᐊᖏᕐᕋᖅᓯᒪᑦᑎᐊᕐᓇᕐᓂᓕᐅᖅᑐᑦ ᓄᓇᓕᖕᓄᑦ

Creating stability for the communities

ᐃᖅᑲᓇᐃᔮᖃᖅᑎᑦᑎᔪᑦ
ᐃᓄᖕᓂᒃ

Providing work for Inuit
people

ᐃᑲᔪᖅᑐᖅᑐᑦ ᓄᓇᓕᖕᓂ ᐱᖁᑎᕐᔪᐊᖅᑎᒍᑦ

Supporting community infrastructure

ᐃᓕᓐᓂᐊᕐᓃᑦ ᐃᓅᓯᕐᒥ ᐊᔪᖏᓐᓂᕐᓂᒃ, ᐃᖅᑲᓇᐃᔮᓄᑦ ᐊᒃᑐᐊᔪᓂᒃ ᐊᔪᖏᓐᓂᕐᓂᒃ, ᐃᓕᓐᓂᐊᖅᓯᒪᔭᐅᔪᓂᒡᓗ ᐋᖅᑭᒋᐊᖅᓯᓃᑦ
Training in life skills, work-related skills, and improving education

Most people do not have concerns about the Project affecting the community or the environment
Here are the top concerns people spoke about:
1. Substance abuse and the stability of your families and community
2. Pollution and the effects on Caribou
3. Changes to Inuit lifestyle, especially harvesting activities both on the land and on
the sea.
4. How shipping will affect the marine environment and marine mammals.
5. More jobs for Inuit people.

Most people think that what we are doing best for the communities is providing jobs and community stability for Inuit

2015/2016 ᓄᓇᓕᖕᓂ ᐃᓕᓐᓂᐊᖅᐸᓪᐊᓯᓐᓈᑦ ᑲᑎᒪᓃᑦ

ᑕᓪᓕᒪᐃᖅᓱᖅᖢᑕ ᐃᓕᓐᓂᐊᕐᓂᖃᖅᑎᑦᑎᓚᐅᖅᑐᒍᑦ ᑲᑎᒪᓂᒃᑯᑦ ᒥᑦᑎᒪᑕᓕᖕᒥ ᐃᒃᐱᐊᕐᔪᖕᒥᓗ ᑐᑭᓯᒃᑲᓐᓂᕋᓱᒃᖢᑕ ᑎᓴᒪᓪᓗᐊᑕᕐᓂᒃ ᐱᔾᔪᑎᓕᖕᓂᒃ:

1. ᒫᓐᓇᐅᔪᖅ ᐃᓄᐃᑦ ᓄᓇᒥᒃ ᐊᑐᕐᓂᖏᑦ
2. ᓯᑰᑎᓪᓗᒍ ᐅᒥᐊᕐᔪᐊᒃᑯᑦ ᐅᓯᑲᖅᑕᕐᓂᖅ
3. ᐃᒪᐅᑎᓪᓗᒍ ᐅᒥᐊᕐᔪᐊᒃᑯᑦ ᐅᓯᑲᖅᑕᕐᓂᖅ
4. ᑐᒃᑐᐃᑦ ᒥᒃᓵᓄᑦ

ᑖᒃᑯᐊ ᑐᑭᓯᔭᐅᔪᑦ ᐊᑐᖅᑕᐅᓂᐊᖅᑐᑦ ᐹᕙᓐᓛᓐᑯᓐᓂᑦ ᐋᖅᑭᒋᐊᕈᑕᐅᓗᑎᒃ
ᐱᔪᒪᓇᓲᑎᑦᑎᓐᓂᒃ ᐊᖏᒡᓕᒋᐊᕈᒪᓗᑎᒍᑦ ᐊᐅᓚᓂᕗᑦ.

ᓄᓇᓕᖕᓂᒃ ᐃᓚᐅᑎᑦᑎᓂᖅ ᓄᓘᔮᖕᓂᓗ
ᐱᓕᕆᓂᖅ

ᓈᓚᒃᑐᒍᑦ

ᐹᕙᓐᓛᓐᑯᑦ ᐱᓕᕆᖃᑎᖃᕋᓱᒃᓯᒪᕗᑦ ᕿᑭᖅᑖᓘᑉ
ᐅᖕᓇᖓᓂᕐᒥᐅᓂᒃ ᓄᓘᔮᖕᓂ ᐱᓕᕆᓂᕐᒧᑦ ᐊᕐᕌᒍᑦ 10
ᑲᓴᖕᓄᑦ.
• ᐃᓄᓕᒫᖅᑐᑦ ᑲᑎᒪᓂᖅᑎᒍᑦ
• ᐃᓕᓐᓂᐊᖅᓯᓐᓈᑦ ᑲᑎᒪᓂᖅᑎᒍᑦ
• ᐃᓄᐃᑦ ᖃᐅᔨᒪᔭᑐᖃᖏᑎᒍᑦ
• ᐹᕙᓐᓛᒃᑯᑦ ᓄᓇᓕᖕᓂ ᑐᓴᐅᒪᑎᑦᑎᔨᖏᑎᒍᑦ

ᐹᕕᓐᓛᓐ ᐱᓕᕆᖃᑎᖃᕋᓱᐃᓐᓇᕐᓂᐊᖅᑐᖅ ᑕᒪᒃᑮᓂᒃ ᑕᓪᓕᒪᓂᒃ ᓄᓇᓕᖕᓂᒃ ᐊᐅᓚᓂᓕᒫᖓᓂ ᐱᓕᕆᓂᐅᑉ.

ᐊᐱᖅᑯᑎᒃᓴᖃᖅᐱᓰ? ᐅᖃᐅᓯᒃᓴᖃᖅᐱᓰ? ᐃᓕᔅᓯᓐᓂᑦ ᑐᓴᕈᒪᔪᒍᑦ.

Community Engagement and the Mary River Project

…

2015/2016 community workshops
Five workshops were held in Pond Inlet and Arctic Bay to
learn about four major topics:
1. Current Inuit land use
2. Shipping through ice
3. Open water shipping
4. Caribou

This information will be used by Baffinland to improve the proposals for expanding our operations.

We’re listening
Baffinland has been engaging with all five North Baffin communities on the Mary River Project for almost ten years.

• public meetings
• workshops
• Inuit Qaujimajatuqangit
• Baffinland Community Liaison Officers
Baffinland will continue to engage with all five communities throughout the life time of the project. Questions? Comments? We want to hear from you.

ᕿᑭᖅᑖᓘᑉ ᐅᐊᖕᓇᖓᓂᕐᒥᐅᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᓂᖅ

ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᓂᖅ
• ᐃᖅᑲᓇᐃᔭᖅᑎᑦᑎᓚᐅᖅᐳᑦ 92ᓂᒃ ᐃᓄᖕᓂᒃ ᑕᓪᓕᒪᓂᑦ

ᕿᑭᖅᑖᓘᑉ ᐅᐊᖕᓇᖓᓂᙶᖅᑐᓂᑦ $8.9 ᒥᓕᐊᓐᓂᒃ ᐊᑐᖅᖢᑎᒃ
ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑭᓕᖅᓱᖅᑕᐅᓂᖏᓐᓄᑦ ᐊᕐᕌᓂ
• ᐃᖅᑲᓇᐃᔭᖅᑎᖏᑦ ᑳᓐᑐᕌᒃᑎᖏᓪᓗ ᐅᓄᕐᓂᖃᓚᐅᖅᑐᑦ 7.1% ᒥᒃ
ᑲᑎᖦᖢᒋᑦ ᐃᑲᕐᕋᓕᒫᓂ ᐃᖅᑲᓇᐃᔭᖅᑕᐅᔪᓂᑦ ᓄᓇᕘᒥ
• ᐹᕕᓐᓛᓐ ᐊᒃᓱᕉᑎᖃᖅᑐᖅ ᐃᖅᑲᓇᐃᔮᒃᓴᖃᖅᑎᑦᑎᓂᒃᑯᑦ
ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᒃᑯᓪᓗ ᐃᓄᖕᓂᒃ ᐹᕙᓐᓛᓐᑯᓐᓄᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓇᖁᓪᓗᒋᑦ
• ᐅᓄᖅᑐᑦ ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᓄᖅᑲᖃᑦᑕᖅᑐᑦ
ᐊᒃᓱᕈᕐᓇᐃᓐᓇᐅᑎᕗᑦ

• ᐃᓕᓐᓇᓱᒃᐸᕗᑦ ᑐᑭᓯᓇᓱᒃᖢᒍᓗ ᐊᒡᕕᐊᕈᑕᐅᔪᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑖᕐᓂᒃᑯᑦ ᐃᖅᑲᓇᐃᔭᐃᓐᓇᕐᓂᒃᑯᓪᓗ
ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᓄᓇᓕᔅᓯᓐᓂᑦ

North Baffin community employment

ᐊᓯᖏᑦ ᑮᓇᐅᔭᑎᒍᑦ ᐱᕙᓪᓕᐊᓂᕐᓄᑦ ᐃᑲᔫᑏᑦ ᓄᓘᔮᖕᓂ ᐱᓕᕆᓂᖅ ᐃᑲᔪᕐᓂᖃᖅᐳᖅ ᑮᓇᐃᔭᑎᒍᑦ ᕿᑭᖅᑖᓘᑉ ᐅᐊᖓᖓᓂᕐᒥᐅᓄᑦ:

• ᑮᓇᐅᔭᓂᒃ ᐊᑭᓕᖅᓱᐃᓂᖅ ᕿᑭᖅᑕᓂᒃᑯᓐᓄᑦ (ᓲᕐᓗ,
ᓯᕗᓂᐊᒍᑦ, ᐃᓚᒋᐊᕈᑏᑦ, ᓄᓇᓄᓪᓗ ᐊᑐᖅᑕᐅᓂᕐᓄᑦ
ᐊᑭᓕᐅᑏᑦ)
• ᐃᓚᒌᒃᑐᓄᑦ ᑮᓇᐅᔭᑦ - $750,000/ᐊᕐᕌᒍᒧᑦ
ᐱᓕᕆᔭᐅᔪᓄᑦ ᕿᑭᖅᑕᓂᐅᑉ ᐃᓗᐊᓂ ᐃᑲᔫᑕᐅᔪᓄᑦ ᓄᓇᓕᖕᒥᐅᑦ ᐃᓗᐊᖅᓯᕚᓪᓕᖅᑎᑦᑎᓇᓱᐊᕐᓂᕐᒧᑦ
• ᐃᓕᓐᓂᐊᕐᓂᖅ ᐃᖅᑲᓇᐃᔮᒥᓂᓗ ᐃᓕᓐᓂᐊᕐᓂᕐᓄᑦ ᑮᓇᐅᔭᑦ – $1 ᒥᓕᐊᓐ/ᐊᕐᕌᒍᒧᑦ $2 ᒥᓕᐊᓐ ᑐᓂᔭᐅᓯᒪᕙᒌᖅᑐᓄᑦ
• ᓄᓇᕗᑦ ᐃᓄᐃᑦ ᐃᓕᓐᓂᐊᖅᑐᓄᑦ ᐃᑲᔫᑎ -
$25,000.00 ᐊᕐᕌᒍᑕᒫᑦ
• ᐹᕙᓐᓛᓐᑯᑦ ᑐᓂᓯᓚᐅᖅᐳᑦ 42ᓂᒃ ᖃᕋᓴᐅᔭᓂᒃ
ᖁᑦᑎᖕᓂᖅᓴᓄᑦ ᐃᓕᓐᓂᐊᖅᑐᓄᑦ 12ᒥᒃ ᐳᖅᑐᕐᓂᕐᒥᒃ
ᐱᔭᕇᖅᓯᔪᓄᑦ 2015ᒥ

Employment

• Baffinland employed 92 Inuit from the 5 North Baffin
Communities with $8.9 million spent on Inuit employee pay last year

• Baffinland’s employees and contractors represented
7.1% of the total hours worked in Nunavut

• Baffinland is committed to providing jobs and training
local Inuit to work for Baffinland

• High turn-over of employees continues to be a
challenge

• We are trying to learn and understand the barriers to
hiring and keeping employees from your communities

$725,400.00

$1,830,000.00

$1,438,400.00

$1,025,500.00

$633,300.00

$1,296,600.00

$1,915,800.00

$0.00 $500,000.00 $1,000,000.00 $1,500,000.00 $2,000,000.00

Other

Pond Inlet

Iqaluit

Igloolik

Hall Beach

Clyde River

Arctic Bay

ᐹᕙᓐᓛᓐᑯᑦ ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖏᑕ ᐊᑭᓕᖅᓱᖅᑕᐅᓂᖏᑦ, ᓄᓇᓕᖏᑦ ᒪᓕᒃᖢᒋᑦ (2015)

Baffinland Inuit employee payroll, by community (2015)

Other economic inputs

The Mary River Project has been delivering benefits to
North Baffin Region Inuit:

• Financial payments to QIA (i.e. advanced, extension,
and royalty payments)

• Ilagiiktunut Fund - Up to $750,000/year for projects
in the Qikiqtani Region which enhance community wellness

• Education and Training Fund – $1 million/year for
next five years in addition to $2 million already provided

• Nunavut Inuit Scholarship Fund - $25,000 annually

• Baffinland provided 42 laptops to new high school
graduates in 2015

There’s lots of ways to apply
To apply for an exciting new career in mining:
1. Visit our Baffinland website and apply online at
www.baffinland.com
2. Fax your resume to 1-905-855-0193
3. Visit or contact our Baffinland Community Liaison
Officer in Arctic Bay, Clyde River, Igloolik, Hall Beach
and Pond Inlet, to learn more about opportunities with Baffinland, and with our contractor partners including:
• QIL
• Scarlett
• Nuna East
• Sarvaq
4. Visit or contact our Northern Affairs office in Iqaluit

ᖃᓄᕈᓘᔭᖅ ᐃᖅᑲᓇᐃᔭᖅᑖᕋᓱᒍᓐᓇᖅᐳᑎᑦ ᐃᖅᑲᓇᐃᔭᖅᑖᕋᓱᒡᓗᓂ ᐊᓕᐊᓇᐃᑦᑐᒥᒃ ᐃᖅᑲᓇᐃᔭᑐᖃᕐᓂᕐᒥᒃ ᐅᔭᕋᖕᓂᐊᕐᓂᕐᒥ:
1. ᑕᑯᒍᒃ ᐹᕙᓐᓛᓐᑯᑦ ᖃᕋᓴᐅᔭᖓᓂ ᑕᑯᔭᒐᖏᑦ ᐃᖅᑲᓇᐃᔭᖅᑖᕋᓱᒡᓗᑎᓪᓗ ᐅᕙᓂ www.baffinland.com
2. ᓱᒃᑲᔪᒃᑯᑦ ᓇᒃᓯᐅᑎᓗᒋᑦ ᐃᖅᑲᓇᐃᔮᖅᑖᕋᓱᑎᑎᑦ ᐅᕗᖓ 1-905-855-0193

3. ᑕᑯᔭᖅᑐᕐᓗᒍ ᐹᕙᓐᓛᓐ ᓄᓇᓕᖕᓂ ᑐᓴᐅᒪᑎᑦᑎᔨ ᐃᒃᐱᐊᕐᔪᖕᒥ, ᑲᖏᖅᑐᒑᐱᖕᒥ, ᐃᒡᓗᓕᖕᒥ, ᓴᓂᕋᔭᖕᒥ ᒥᑦᑎᒪᑕᓕᖕᒥᓗ, ᑐᓴᒃᑲᓐᓂᕈᒪᓗᑎᑦ ᐃᖅᑲᓇᐃᔮᒃᓴᓂᒃ ᐹᕙᓐᓛᓐᑯᓐᓂ,
ᑳᓐᑐᕌᒃᑐᕗᓪᓗ ᐱᖃᓯᐅᖦᖢᒋᑦ:
• ᕿᑭᖅᑕᓂ ᓴᓇᕕᓕᕆᓂᕐᒧᑦ ᑎᒥᖁᑖ
• ᓯᑲᐅᓚᑦ
• ᓄᓇ ᐄᔅᑦ
• ᓴᕐᕙᖅ
4. ᐅᐸᒡᓗᒍ ᑕᓚᕘᕐᓗᑎᓪᓘᓃᑦ ᐅᑭᐅᖅᑕᖅᑐᓕᕆᕝᕕᑦᑎᓐᓄᑦ ᐃᖃᓗᖕᓂ

ᐃᖅᑲᓇᐃᔮᕆᓚᐅᖅᓯᒪᙱᑕᕐᓂᒃ ᕿᓂᖅᐲᑦ?
ᐹᕙᓐᓛᓐ ᓴᕕᒃᓴᖅᓯᐅᖅᑏᑦ ᐅᒃᐱᕆᔭᖃᕐᒪᑕ ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᓄᓘᔮᖕᓂ ᐱᓕᕆᔪᓂ. ᑲᔪᖏᖅᓴᐃᕗᒍᑦ ᐃᓄᖕᓂᒃ ᐃᖅᑲᓇᐃᔮᒃᓴᖅᓯᐅᖁᓪᓗᒋᑦ ᐅᕙᑦᑎᓐᓂᑦ. ᐊᒃᓱᕉᑎᖃᕋᑦᑕ ᐊᔪᕉᓐᓃᖅᐸᓪᓕᐊᓂᐅᔪᓐᓇᖅᑐᓂᒃ ᐃᑲᔪᕐᓂᕐᒧᑦ ᐃᖅᑲᓇᐃᔮᓄᑦ ᐊᔪᕈᓐᓃᖅᐸᓕᐊᓂᕆᔪᐅᔪᓐᓇᖅᑐᓂᒃ.

ᐃᖅᑲᓇᐃᔭᖅᑎᓯᐅᕈᓯᕗᑦ

ᐱᓇᓱᒡᓗᑎᑦ ᒪᑐᐃᖓᔪᒧᑦ ᐃᖅᑲᓇᐃᔮᒃᓴᒧᑦ. ᐱᐅᒐᔭᕋᓱᒋᒍᑦᑎᒍᑦ, ᐃᖅᑲᓇᐃᔭᖅᑎᓯᐅᖅᑎᑦᑕ ᐃᓚᖓᓂᑦ ᑕᓚᕘᖅᑕᐅᒐᔭᖅᐳᑎᑦ ᐊᐱᖅᓱᖅᑕᐅᓕᕐᒥᓗᑎᑦ ᐃᖅᑲᓇᐃᔭᕐᕕᐅᔫᑉ ᐊᖓᔪᖅᑳᖓᓄᑦ. ᐃᖅᑲᓇᐃᔮᒥᒃ ᒪᑐᐃᖓᔪᒥᒃ ᐊᔪᖅᑰᓯᖏᒃᑯᕕᑦ, ᐃᖅᑲᓇᐃᔮᒥᒃ
ᒪᓂᒪᑎᑦᑎᕕᐅᓕᕐᓂᐊᖅᐳᑎᑦ.

ᐃᓚᐅᖁᔨᒐᑦᑕ ᐃᓕᖕᓂᒃ

ᐱᓕᕆᖃᑎᒌᖕᓂᑦᑎᒍᑦ

We want you on our team

Looking for a new challenge?
Baffinland Iron Mines believes in Inuit’s access to employment at the Mary River Project. We are encouraging
Inuit to seek employment with us. We are committed to
investing in your professional growth.

Our recruitment process
Apply for one of our open positions. If we think it might be a good fit, one of our recruiters will contact you which can lead to an interview directly with the hiring manager. If it’s a match, we’ll present you with an offer.

ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒥ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᖅ

2015ᒥ, ᐃᖅᑲᓇᐃᔭᖅᑎᕗᑦ ᐃᓄᐃᑦ 4,530 ᐃᑲᕐᕋᓄᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒥ

ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒥ ᑐᐊᕕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ ᐃᓕᓐᓂᐊᕐᓂᖅ

14 ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐃᓕᓐᓂᐊᓚᐅᖅᐳᑦ 1,092 ᐃᑲᕐᕋᓄᑦ
ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒥ ᑐᐊᕕᕐᓇᖅᑐᓕᕆᓂᕐᒧᑦ. ᐊᑐᖅᑕᐅᓪᓗᐊᑕᕐᓂᐊᐳᑦ 2016ᒥ

ᖃᑦᑎᕆᓂᖅ, ᐊᒃᖢᓈᓄᑦ ᓴᐳᔾᔨᓃᑦ, ᓄᓇᒃᑰᕈᑏᑦ ᐊᐅᓚᑕᐅᓂᖏᑦ,
ᐃᓅᓕᓴᐃᓂᖅ ᓯᕗᓪᓕᖅᐹᖅᓯᐅᑦ ᐊᓯᖏᓐᓂᒡᓗ.

ᐃᓕᓐᓂᐊᕐᓂᖅ ᐃᖅᑲᓇᐃᔮᓄᓪᓗ ᐊᒃᑐᐊᔪᑦ ᐊᔪᖏᓐᓃᑦ

Training and work-related skills

ᑲᔪᓰᓇᖅᑐᖅ ᐊᔪᕈᓐᓃᖅᐸᓪᓕᐊᓂᖅ
ᖃᖓᑦᑎᐊᕋᑖᖅ, ᐃᖅᑲᓇᐃᔭᖅᑎᑖᓚᐅᕋᑦᑕ ᐃᓄᐃᑦ ᐊᒃᑐᑕᐅᓂᐊᕐᓂᖏᑕ
ᐃᑲᔪᖅᑕᐅᔾᔪᑎᖏᓐᓄᓪᓗ ᐊᖏᖃᑎᒌᖕᓂᒃᑯᑦ ᐊᐅᓚᑦᑎᔨᒥᒃ ᐃᓕᓐᓂᐊᕐᓂᕐᒧᓪᓗ
ᐊᐅᓚᑦᑎᔨᒥᒃ (ᐃᓄᐃᑦ ᐊᒃᑐᖅᑕᐅᓂᖏᑎᒍᑦ ᐱᑖᒃᓴᑎᒍᑦ ᒪᓕᒋᐊᓕᒃ). 2017ᒥ,
ᐱᕈᖅᐸᓪᓕᐊᑏᓐᓇᕐᓂᐊᖅᐸᕗᑦ ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒥ ᐃᓕᓐᓂᐊᖅᑐᓕᕆᔨᕗᑦ ᐃᓚᒋᐊᕐᓗᒋᓪᓗ ᐊᑐᒐᒃᓴᕗᑦ ᒫᓐᓇᐅᔪᖅ. ᑲᔪᓰᓐᓇᖅᐳᒍᑦ ᑲᑐᔾᔨᖃᑎᑖᖅᖢᑕ ᓄᓇᕘᒥ ᐃᓕᓐᓂᐊᕐᓂᕐᒧᑦ ᐱᖃᓯᐅᖦᖢᒋᑦ ᐃᖅᑲᓇᐃᔮᕐᒥᒃ ᐃᓕᓐᓂᐊᕐᓃᑦ, ᐃᓕᓯᒪᔭᕆᐊᖃᖅᑐᓄᑦ ᐃᓕᓐᓂᐊᕐᓂᒃᑯᑦ, ᖃᓪᓗᓈᑎᑑᓕᖅᓴᓂᒃᑯᑦ
ᖃᕋᓴᐅᔭᕐᓂᒡᓗ ᐃᓕᓐᓂᐊᕐᓂᒃᑯᑦ. ᕿᑭᖅᑕᓂᒃᑯᑦ ᐱᓕᕆᖃᑎᒋᓯᒪᕙᕗᑦ ᐱᔪᒪᓇᓲᑎᒥᒃ ᒐᕙᒪᑐᖃᒃᑯᓐᓂᑦ ᑮᓇᐅᔭᓄᑦ ᐃᑲᔪᖅᑕᐅᔪᒪᓪᓗᑕ ᐃᑲᔫᑎᒃᓴᓂᒃ ᐅᑯᓄᖓ:
— ᐅᖁᒪᐃᑦᑐᖅᓯᐅᑎᓄᑦ ᐊᐅᓚᑦᑎᔪᓐᓇᕐᓂᕐᒧᑦ ᐃᓕᓴᖅᓯᔪᓐᓇᐅᑎ

(ᐊᔪᖏᔾᔪᑏᑦ)
— ᓄᓇᒃᑰᕈᑎᓄᑦ ᐊᐅᓚᐅᓯᕆᔨᐅᓂᕐᒥᒃ ᐃᓕᓐᓂᐊᕐᓃᑦ (ᒐᕙᒪᒃᑯᑦ
ᓄᓇᕘᒥ, ᓄᓇᕘᒥ ᓯᓚᑦᑐᖅᓴᕐᕕᒡᓗ)

ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒦᓕᓴᕐᓂᕐᒥᒃᐃᓕᓐᓂᐊᕐᓂᖅ
ᐅᔭᕋᖕᓂᐊᕐᕕᖕᒦᓕᓴᕐᓂᖅ ᐱᕕᖃᖅᑎᑦᑎᕗᖅ ᐃᓱᒪᒃᑯᑦ ᐊᑑᑎᓕᒃᑎᒍᓪᓗ ᐸᕐᓇᒃᓯᒪᓂᕐᒥᒃ ᖃᖓᑕᓲᒃᑯᑦ ᐊᐅᓪᓚᖅᐸᒡᓗᓂ ᑎᑭᑉᐸᒡᓗᓂ ᐃᓅᓯᖃᕐᓂᕐᒧᑦ. ᑐᕌᓗᐊᖅᐳᖅ ᐃᒻᒥᓄᑦ ᑐᑭᓯᓇᓱᖕᓂᕐᒥᒃ, ᐅᖃᖃᑎᖃᕈᓐᓇᖅᓯᓂᕐᒥᒃ ᐃᓚᔮᓂᒃ, ᐱᖃᓐᓇᕆᔭᓂᒃ, ᐃᖅᑲᓇᐃᔭᖃᑎᒋᔭᓂᒡᓗ. ᑮᓇᐅᔭᓂᒡᓗ ᐊᐅᓚᑦᑎᓂᕐᒥᒃ ᓯᕗᓂᕐᒥᓗ ᐊᑐᓛᕈᒪᔭᕐᒥᓂᒃ ᐸᕐᓇᖕᓂᕐᒥᒃ. ᑖᓐᓇ ᐃᓕᓐᓂᐊᕐᓂᖅ ᐱᒋᐊᓛᖅᑐᖅ ᐅᐱᕐᖔᒥ 2017ᒥ ᒪᕐᕈᐊᖅᑎᕐᓗᑎᒃ ᐊᑐᓂ ᕿᑭᖅᑖᓘᑉ ᐅᐊᖕᓇᖓᓃᑐᓂ ᓄᓇᓕᖕᓂ ᐃᖃᓗᖕᓂᓗ.

On-site training

In 2015, our Inuit employees received 4,530 hours of on-site training. Training programs with the highest Inuit participation include:
• Heavy equipment operation (1,267 hours)
• Ore truck (B-train) operation (943 hours)
• Standard first aid (448 hours)
• Mobile support equipment (342 hours)

Mine Rescue Training
Fourteen Inuit employees received 1,092 hours of mine rescue training. The focus for 2016 is on basic firefighting skills, rope rescue, vehicle operations, first aid and more.

Continuous improvement
Recently, we have hired a new IIBA Coordination Manager and Inuit Employment and Training Coordinator (IIBA requirement). In 2017, we will continue to strengthen our site-based training department and add additional resources. We continue to establish partnerships in Nunavut for training including apprenticeship programs, academic support, English and computer skills training. We have worked with the QIA on an application for federal funding to support:
— Baffinland Heavy Equipment Operator certificate
— Truck Technician apprenticeships (Government of Nunavut and Arctic College)

Work Ready Program
The Work Ready Program provides psychological and practical preparation for a fly-in/fly-out lifestyle. It emphasizes self reflection, healthy communication with family, friends, and colleagues, and money management and goal setting. The program will begin in Spring 2017 and include two sessions in each of the Northern Baffin Communities and Iqaluit.