



MOUNTMILLIGAN

Community Sustainability Committee (CSC)

Meeting Minutes

Date: June 6, 2018 **Time:** 10:00 am – 2:00 pm

Location: Mount Milligan Mine **Date Issued:**

Prepared by: Chelsea Ogilvie T: 250-997- 1371 E: chelsea.ogilvie@centerragold.com

Facilitator: Joanna Miller T: 250-997-7548 E: joanna.miller@centerragold.com

Attendees:

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

Guests: Stephanie Righi, Environment, Centerra Gold; Cindy Sherk, HR, Centerra Gold; Jodie Ware, Education and Training, McLeod Lake Indian Band; Emily Kaehn, Chief Economic Officer, District of Mackenzie.

Recommendations and Requests	Item
The CSC would like to see an HR presence in the community for recruitment and education purposes.	1
The CSC recommends that Mount Milligan leadership receive training around the mine's social commitments, particularly those in EA Amendment #2.	2
The CSC requests that Mount Milligan mine maintain a 7x7 rotation schedule.	3

Description: Summary of Action Items	Resp.	Due Date	Item
1. Centerra to circulate North Road Presentation given by Phil Welten in Fort St. James.	CO	With Meeting Notes	1
2. Centerra to circulate Employment statistics at least 24 hours in advance of meetings.	CO	Oct 25	2
3. Centerra to organize Supply Chain presentation on BROWZ for CSC members	CO	Oct 26	3
4. Centerra to collect and circulate information on where applicants for jobs at Mount Milligan and Kemess are living.	CO	Oct 25	4
5. Centerra to look into community signage	CG	Fall 2018	5
6. Centerra to circulate revised CSC ToR that includes an addendum outlining an expanded scope to incorporate Kemess	JM	With Meeting Notes	6

#	Topic
1	<p>Welcome</p> <ul style="list-style-type: none"> Joanna Miller welcomed CSC members. Joanna invited CSC members and guests to introduce themselves and then provided an overview of the agenda.
2	<p>Centerra Gold & Mount Milligan Update</p> <p>Operations Update– Joanna Miller</p> <ul style="list-style-type: none"> The mill at Mount Milligan has been processing over its name plate of 62,500 TPD with the secondary crusher. The mill hit 75,000TPD, demonstrating that it can do more. A water shortage may limit processing ability. Centerra is investigating what would be required to reopen Endako mine. The price of molybdenum is rising. There is about nine more years of known mine life at Endako, but there are high reopening costs. Endako has higher operating costs than the Thompson Creek mine in Idaho, though that mine will require a large amount of stripping before the project can begin. No decision has been made, but the company will be watching for sustained high moly prices. Centerra Gold Inc. is regionalizing several shared services for the three BC projects (Mount Milligan, Endako and Kemess). Departments like finance, HR, and payroll will be centralized in Prince George. The company will be moving to a larger office over the summer. <p>Mount Milligan, Health & Safety, Community Development/Engagement Update – Chelsea Ogilvie and Joanna Miller</p> <ul style="list-style-type: none"> Centerra Gold Inc. is about to start Work Safe Home Safe 2.0 at Mount Milligan mine. This will be a continuation of the original Work Safe Home Safe course. Josh Stecko, the former HR recruiter, has accepted a job in the Safety Department to support the implementation of MAPP and our other safety programs. Centerra Gold Inc. is in the early stages of working with School Districts 91 and 57 on a mining education program for high school students. Mount Milligan ran two pre-employment training programs this spring for McLeod Lake Indian Band and Nak’azdli Whut’en. The two-week mining boot camp program was developed by working groups that included the First Nations, the College of New Caledonia campuses in Mackenzie and Fort St. James and Centerra Gold. <ul style="list-style-type: none"> Mount Milligan had originally created eight 8-month work terms for graduates of the programs, but was able to offer thirteen work terms to graduates. The McLeod Lake program had nine graduates, four of whom applied for and were offered work terms. The Nak’azdli Whut’en program had eleven graduates, ten of whom have been hired by Mount Milligan. The working groups will continue to meet to track and support the success of the graduates. We are also moving forward with the development of the Mount Milligan local supplier database, housed in a program called BROWZ. This summer the company will be reaching out to other local businesses, starting with those in Mackenzie and Fort St. James to populate the database, with the goal of providing an easier way to identify goods and services available locally. Mount Milligan’s Cultural Diversity training course is in the final stages of development. It will include content presented by both Nak’azdli Whut’en and McLeod Lake Indian Band. A short version of the course will be delivered as part of the weekly

	<p>site orientation, and the longer version will be offered likely on a quarterly basis. All employees will be required to attend the course.</p> <p>CSC questions and comments:</p> <p>C1: In the past Mount Milligan supported BCIT's online Mining 101 course, which high school students can register for and do online for an elective credit. That might be worth looking into as well.</p> <p>R1: That might be an option for the academic part of the program. We will look into it.</p> <p>Q2: How has the engagement been with SD57?</p> <p>A2: It has been really good. Both school districts are interested in being involved and we will be having our first meeting next week.</p> <p>Q3: There were confusing emails sent to vendors about parts catalogues. Is this part of the new BROWZ system?</p> <p>A3: I am not sure, though BROWZ has a separate component for managing contractors that perform work onsite. If you send us the email we can look into this for you.</p> <p>Q4: Will membership dues for BROWZ be for a full year? There is a big difference between companies that do \$1500 worth of work at the mine site in a year and those that do \$150,000 worth of work.</p> <p>A4: Yes, it is an annual membership. The system will be set up by our next meeting, so we can have the Supply Chain department give a presentation to the Committee.</p>
2	<p>Mount Milligan Environmental Update: Philip Lake 1 Pipeline & Upcoming Permitting - Stephanie Righi (Attachment One)</p> <ul style="list-style-type: none"> Stephanie provided an update on the water situation at the mine, including current and planned permitting activities. The pipeline to Philip Lake 1 has been constructed and has recently started drawing water. This will help to support the water needs of mine. The mine is currently permitted to draw water from Philip Lake 1 until October 2018, but we are proposing to extend the authorization. <p>CSC questions and comments:</p> <p>Q5: What are the challenges in the winter with water withdrawals?</p> <p>A5: The pipe freezing would be a challenge, so the pipeline would be buried. A potential Rainbow Creek pipeline would run alongside the existing Philip Lake pipeline.</p> <p>Q6: Would a potential pipeline to Nation River be strictly for taking water?</p> <p>A6: Yes. The Nation River may potentially be a long term solution for the mine.</p> <p>Follow up: Centerra would like to clarify that the Nation River is being considered as one of several potential options at this time and if it does become a viable option, there will be early engagement with Indigenous groups and communities as well as the CSC.</p> <p>Q7: Does pulling water from the Nation interfere with fish spawning?</p> <p>A7: When any source is looked at for water withdrawal, baseline and other fish monitoring activities are undertaken to determine these and other potential impacts.</p>

	<p>Q8: When you refer to groundwater are you talking about aquifers?</p> <p>A8: Yes. All of our groundwater exploration is looking at aquifers. Surface water is the other option we are exploring as we look to authorize withdrawals for life of mine.</p> <p>Q9: Would you give this presentation in the communities?</p> <p>A9: Yes, we could do town halls and open houses like we did in the fall for Mackenzie, Fort St. James, Nak'azdli Whut'en and McLeod Lake Indian Band.</p> <p>Q10: Is the working group for these permits the same as this Committee?</p> <p>A10: The working group is run by the BC Environmental Assessment Office and the Major Mine Permitting Office. There is some overlap with members of this Committee, but for the most part it is a separate group of people.</p> <p>Q11: On the way in from Mackenzie we noticed what looked like survey lines. Are those related to brushing?</p> <p>A10: Those lines are not connected to any work we are doing. Last year there was some exploration happening along the North Road, we believe by a local prospecting group. .</p> <p>C12: I have been asked to bring a report back on the privatization of the North Road. I understand Mount Milligan also has concerns about this.</p> <p>R12a: Yes, Mount Milligan has concerns about road safety, but has not received any updates on the status of the proposal. We made a presentation at the Community Meeting held in Fort St. James on May 17 and will share the presentation.</p> <p>R12b: The Ministry is still in the consultation stage, but speakers at the community meeting suggested that further action might be required. It might be worth teaming up with concerned mayors.</p> <p>R12d: The District of Mackenzie will be writing a letter to the BC Government with our concerns.</p>
4	<p>Mount Milligan Employment & Centerra BC HR Update (Attachment Two) – Cindy Sherk</p> <ul style="list-style-type: none"> • There are 550 full time employees as of May 2018, an increase from 534 in February. Of those, 86% are male and 14% are female. • The workforce is comprised of 12% Mackenzie, 13% Fort St James, 5% Vanderhoof, 25% Prince George, 8% Fraser Lake residents, 2% are national, and 35% come from remainder of BC. • 14% of the workforce is Indigenous, of which 0.7% are from McLeod Lake, 6.2% are from Nak'azdli Whut'en and 7.1% are from other groups. • The CSC acknowledged that the statistics provided are helpful. • Mount Milligan is in the process of reviewing the headcount and vacancies to determine how critical certain positions are. HR and the leadership will be doing some business planning to determine what our critical resources are and what we need to do in the next six months. • There is concern Mount Milligan may not be getting all of the best applicants with a week on/week off rotation. This rotation works very well for local employees, but it does not work well to bring people in from outside the region. To attract these applicants we would have to offer a travel allowance or change their schedules. We do

have very low turnover compared to other mines, but we are losing people in the area to the competition because they want a two-week in/two-week (2x2) out schedule.

- The Mount Milligan HR team is involved in the Kemess mine and has worked on the hiring procedures and benefits packages there. HR will be regionalizing with other Centerra shared services.
- Cindy Sherk is involved in the Centerra Gold Inc. Human Capital Program, which will be identifying high-potential employees that the company wants to develop, the critical resources it wants to retain, and developing succession plans. This will help to standardize how people are rewarded across the company.
- A leadership development program is being designed that will be offered to the supervisory level and above. There are a lot of new leaders at Mount Milligan and they should have the leadership skills required to grow their teams.
- Roger Pomerleau is the new Training Superintendent and he is working on standardizing the training programs and budgets across the departments.
- Aboriginal Day at Mount Milligan will involve drummers, singers, a traditional meal, vendor booths and cultural demonstrations.

CSC questions and comments:

Q13: It looks like Mount Milligan has hired ten students, but none of them are local. Is this correct?

A13: Yes, these would be our university grads.

Follow up: As a correction it should be noted that the student count in the employment statistics refers to summer and co-op students, not recent university grads.

Q14: None of them are UNBC?

A14a: I believe quite a few are from UBC.

A14b: None are from UNBC.

Q15: Joanna, is this because of the programs that are offered at UNBC?

A15: Yes, I think so. It would be helpful to see the breakdown of which departments these students are being hired into, but I believe they are all co-op positions for our more technical departments like geology and engineering. Mount Milligan has a relationship with UBC's School of Mines.

Q16: The local hiring at Mount Milligan is declining. Is this because the mine is not getting the right applications, or is it not doing the recruiting? It would help us to know if the region is not producing qualified applicants. Does the mine track where applicants are coming from?

A16: The decline is due to a combination of factors. We have not been able to find local qualified people for specialist roles, or jobs that require a lot of mining experience. We tend to get applicants with more forestry experience.

C16 We need to look at the gaps that exist in local education and training.

Q17: When someone applies but they are not qualified are they contacted at all by the mine or do they get any feedback?

A17: We get between 200 and 300 applications a week, so we do not contact people unless they are getting an interview.

Q18: Who is the HR team? We have not seen you in the community, and we would love to see you come to the community to work with the schools. We normally see the HR manager or

	<p>members of the team in the community talking about jobs and career paths. Is there an opportunity to have HR come into the communities to recruit? We have great community engagement happening at some levels, but not from HR. Can we see you in the community?</p> <p>A18: I have done that in past organizations. I would like to do it again, but this year has been very busy. We have hired almost 150 people, and we are currently recruiting for a recruiter. We also attended a career fair.</p> <p>Q19: You keep stats on safety incidents, do you also track any stats related to behavioural issues, like bullying and workplace stress?</p> <p>A19: We are not currently keeping stats, but we do investigations into behavioural incidents. We have recently had a couple of leaders removed from the organization because of behaviours that were not in line with Mount Milligan's values. It has sent a strong message and now employees know they have rights and will be listened to.</p> <p>Q20: Will Kemess underground training be outsourced or internal?</p> <p>A20: Currently the plan is to do underground mining training internally.</p> <p>Q21: Are the pay scales the same at all Centerra sites?</p> <p>A21: Because of the union at Kemess there are different pay scales. We are working on aligning the salaried positions.</p> <p>Q22: You had talked about modelling a CSC at Kemess, but without it being in the EA how would you do that?</p> <p>A22: There is interest in having something similar to the CSC at Kemess but because of all of the overlap in communities it may be overkill to have two separate committees. An option may exist to add an addendum to the CSC to allow for guests from other communities and broaden the scope.</p> <p>The CSC is supportive of this option and an addendum to the CSC Terms of Reference will be drafted and circulated to the Committee for decision prior to our next meeting.</p> <p>Q23: What will the headcount be at Kemess once it is operational?</p> <p>A23: If the project gets the go-ahead, Kemess will employ about 400 people by the time it is fully operational. About 200 people will be hired by January 2019. There are currently about 50 employees, mostly in management roles. Kemess will operate on a 2x2 schedule, flying in and out of Prince George.</p> <p>Q24: At one point there had been discussions about having the plane pick up employees in Mackenzie if there were enough people. What can the community do to help facilitate this?</p> <p>A24a: Kemess is not getting the volume of local applicants that they expected, so they will be getting out and actively recruiting. They are tracking where the applications are coming from, and would need to see a certain volume before having that conversation. Mount Milligan did something similar with the bus to and from Smithers. Once there was the volume the bus was put in.</p> <p>A24b: In the past we have bussed employees to a central pick up location since that is more cost effective than landing the plane mid-flight.</p>
5	Working Lunch

6	<p>Questions/comments regarding the potential of a two-week on/two-week off rotation:</p> <ul style="list-style-type: none"> • The CSC does not support a move to a 2x2 schedule at Mount Milligan and would like to be consulted further on this issue. • The CSC would also like the Mount Milligan Management Team to be aware of EA Amendment #2 and the promises that were made to allow a residence facility to be built at the mine. <p>CSC questions and comments:</p> <p>Q25: What positions would fall under a 2x2 rotation? Would this be select positions or is the plan to change all shift schedules at Mount Milligan?</p> <p>Follow up: <i>Phil Welten, General Manager of Mount Milligan, clarified on June 20, 2018 that Mount Milligan mine will not be moving a 2x2 rotation. These schedules will only be offered in specific, unique situations pending approval by the General Manager.</i></p>
7	<p>Community Updates</p> <p>The CSC members reported on activities in their respective communities since the last meeting in October 2017.</p> <p>McLeod Lake (KS, DK)</p> <ul style="list-style-type: none"> • McLeod Lake hosted a career fair in March with over 35 companies, many corporate sponsors and a focus on education and training. The first networking event was held the night before the fair, and it resulted in some new JV partnerships and other connections. • Doreen Tiller is the new HR Manager. • Bob Inkpen is continuing as the interim Band Manager • The Annual General Assembly will be August 8-11. It is the 30th anniversary for Education and Training in McLeod Lake, so there will be a number of events for youth from elementary to university. There will also be a fashion show. • The Canoe Journey is scheduled for July 19. We will paddle from McLeod Lake to Tudyah Lake. • There will be a softball tournament in McLeod Lake July 27-29. • A local education agreement was signed on June 4. • A Stay in School BBQ is planned for June 26. • McLeod Lake would like to build a hockey rink and baseball diamond and is currently looking for sponsors. • An Independent Living Facility is in development which would be a 6-unit facility for elders and those who require assisted living in the community. <p>District of Mackenzie (DS)</p> <ul style="list-style-type: none"> • The Recreation Centre upgrades are going well; glass has been installed and the pool and fitness centre remain open. The Centre should be complete by Fall 2019 with rentals starting hopefully in October. • Trail Master Plan has been approved, and Council has approved a Section 56 Crown Land Tenure application. • Mackenzie is interested in additional information about Canfor's application to privatize the North Rd. • District interested on a housing update from Centerra.

	<p><i>District of Vanderhoof (KM)</i></p> <ul style="list-style-type: none"> • The new CAO, Adam Davey has started with the District and a new CFO is starting this summer. • Liveability continues to be a priority for the community. • Pool is progressing on time and on budget; set to open this fall. The District has entered into an agreement with the YMCA to manage the facility. • A new skateboard park is also in the works for 2019. • There will be a free concert in Furland Park on July 23 with local bands. • The Air show is taking place August long weekend. We will send sponsorship info to Mount Milligan. <p><i>District of Fort St James (AM)</i></p> <ul style="list-style-type: none"> • Centerra should consider more signage in community at places like the pool and golf course, or a running advertisement in the local papers. • R: Yes, we have been talking about signs and banners and will be looking into this over the summer • The North Rd. is an issue of concern; the community is concerned that the decision has already been made and consultation is just “ticking the box.” • A new medical clinic is moving into the Goodwin building until it moves into the new hospital. • Concept drawings for the new hospital are coming soon. • The community currently has 6 doctors, 3 permanent locums. • Marijuana legalization is a hot topic in the community. • The Arts Council is very busy. There are lots of activities happening in town like the Farmers’ Market every Friday. • There is concern with the Leo Creek FSR; access to Takla is not good right now. • There is some new housing on 2nd Ave with rental units available. • Elections are coming in October. <p><i>Nak’azdli Whut’en (CE):</i></p> <ul style="list-style-type: none"> • Our AGA is scheduled for July 5-6. • The Canoe trip is scheduled for the 2nd week in August. • Nak’azdli has now left the Carrier Sekani Tribal Council, so is now having to build up capacity and expertise, which is a big undertaking for the community. • Nak’azdli is opposed to the North Rd. privatization because of concerns with safety and the larger vehicles, as well as those who live north of the section of road under consideration by Canfor. • Lauretta is still doing good work with MTM and keep Council informed of her activities with the mine.
8	<p>Terms of Reference Discussion</p> <p>An updated Terms of Reference will be circulated by Centerra for review and finalization prior to the next CSC meeting.</p>
9	<p>Date of Next Meeting</p> <p>The next meeting will be held on Friday, October 26 in Prince George.</p>



MOUNT **MILLIGAN**

Mount Milligan Permitting Update

Community Sustainability Committee
Quarterly Meeting – June 6, 2018





Permits

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EA Amendments

FEES

The Environmental Assessment Fee Regulation² recognizes that amendments vary in complexity. The general fee structure is:

- › a fee of \$2,000 for Simple Amendments;
- › a \$10,000 fee for Typical Amendments; and,
- › a \$50,000 fee for Complex Amendments.

The Certificate Holder is required to pay the fee once the complexity of the amendment application has been assessed by EAO and a fee order has been issued. See table 1 below for the criteria for determining the complexity of an amendment application.

For more information on fees and how to pay, see the fees overview³ page on EAO's website.

Class	Characteristics	Average Review Time ⁵
Simple	<ul style="list-style-type: none"> › No physical change to the project › Is administrative in nature (e.g. name change or change of certificate holder as a result of certificate being transferred to a new entity) › Is technical in nature (e.g. update condition to align with new standard condition language, to align with regulatory changes, or to clarify ambiguous wording in schedule A or B). › Should be a clear rationale why the change is minimal compared to a typical amendment › Low potential to impact asserted or established Aboriginal rights, including title, and treaty rights 	› Less than 3 months
Typical	<ul style="list-style-type: none"> › A material but limited change to the project › Proposed change has some potential to affect asserted or proven Aboriginal rights or treaty rights › EAO reconvenes an advisory working group to review potential for significant adverse effects based on the proposed change(s) › EAO may require public consultation 	› Between 3 and 6 months
Complex	<ul style="list-style-type: none"> › Material change to the location of project component(s) › Material change to the processes and outputs of a facility with potential for significant adverse effects (e.g. request to incorporate change of technology with limited operational testing data in British Columbia or North America) › Costs to government in reviewing the request will be significantly more than \$10,000 (fees for typical amendment) › Complex consultation requirements are expected, based on the experience from the original assessment, and any changes that have occurred in the intervening time period › Proposed change(s) have potential to adversely affect asserted or proven Aboriginal rights or treaty rights 	› 6 months or longer

Permitting Strategy

Phase 4

- Groundwater
- Levell Stockpile (non-EA)

Phase 5

- Short term water withdrawals
 - Meadows Creek 2019
 - Philip Lake 2019

Phase 6

- Mine Life from 15 to 22 years
- Dam Height Increase 1095m to 2014m
- Mine boundary expansion (~80 ha)
- Production increase beyond 60,000 tpd
- EA Modernization
- LOM Water amendments

Additional Short Term Options (?)

- Philip Lake increased withdrawals
- Rainbow Creek
- Winter Withdrawals

Longer Term Options (?)

- Philip Lake Weir
- Nation River

LOM Groundwater Use

- **Investigative Use Test** – Extension received to continue testing until June 1, 2018
- Permitting for LOM use of groundwater found internally and externally of TSF

Stockpile Expansion

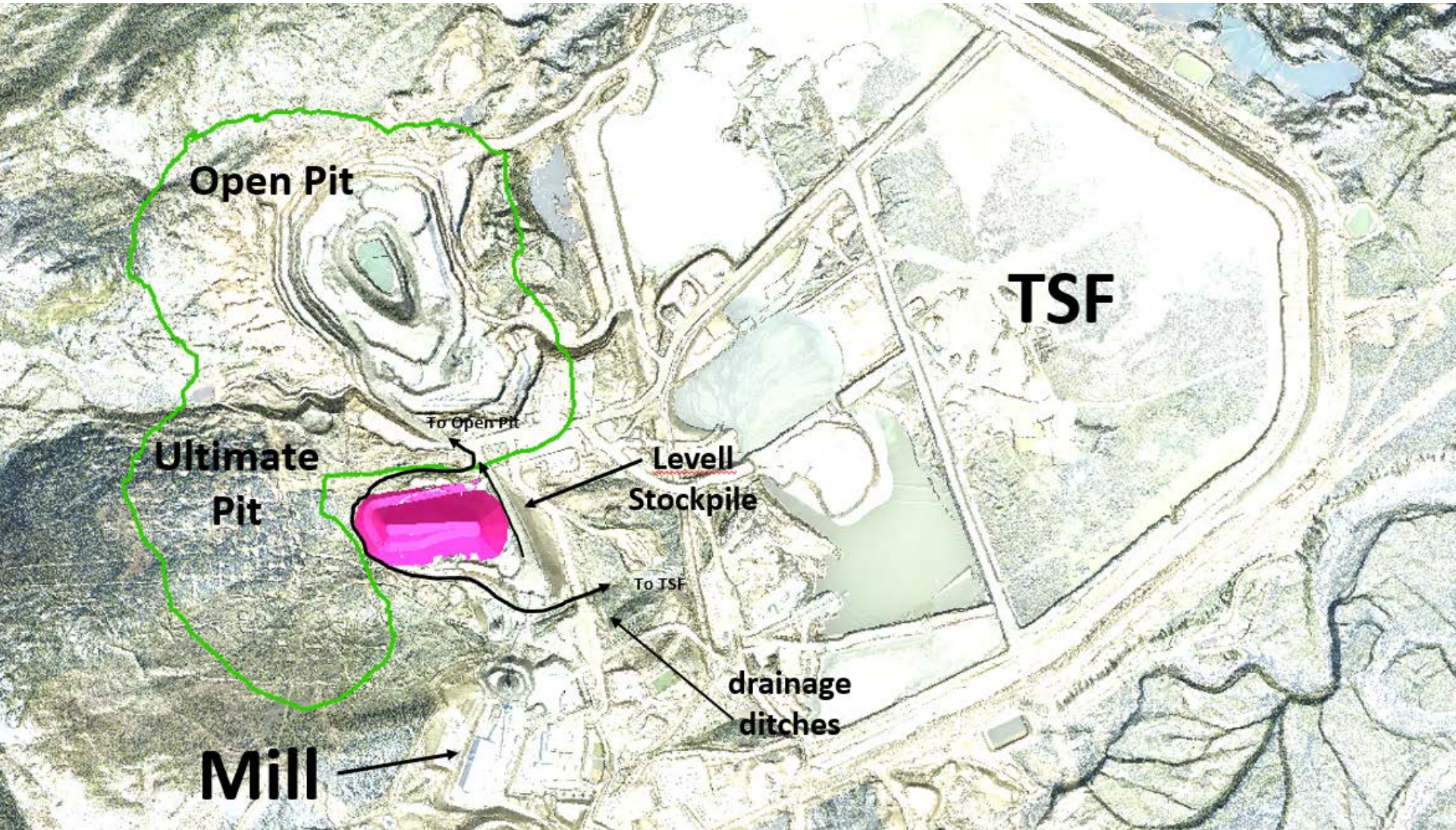
- Amend capacity and use of stockpile from blending pile to multi-purpose blending/storage stockpile

Groundwater



Figure 1: Water Investigative Use Study: TSF Pumping Wells (blue), Monitoring wells (red), Surface Water Monitoring Stations (Yellow)

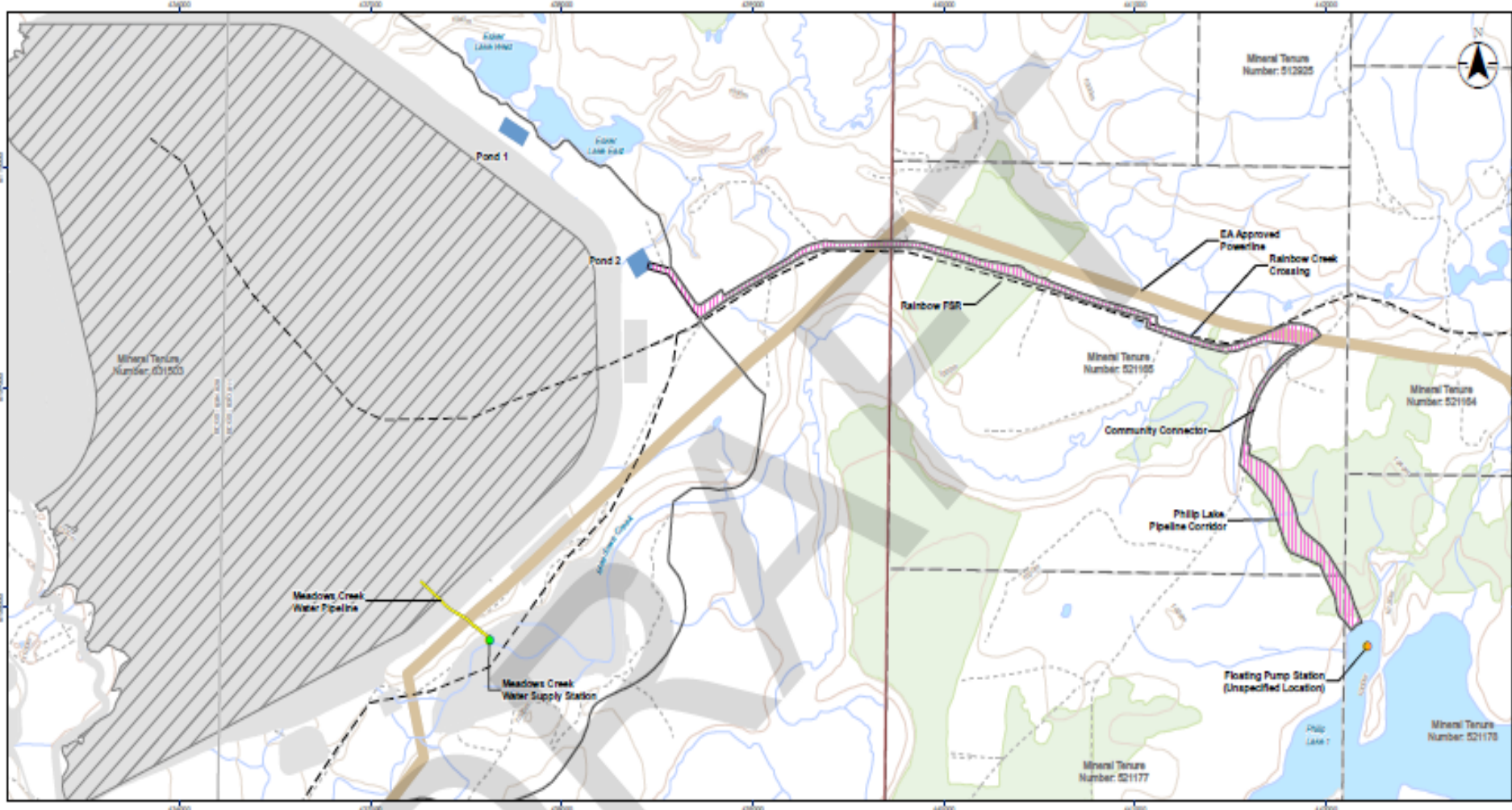
Levell Stockpile – Expanded footprint; approximate capacity = 15Mt



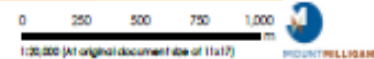
Proposed Surface Water Withdrawals for 2019

- **Philip Lake 1**
 - Withdrawal rates remain at 15%.
 - Flow limits to be adjusted to reflect the 15% rate limit.

- **Meadows Creek**
 - Infrastructure updates – arch culvert and fish bypass
 - Minimum flow rate of 50 L/s will always be allowed to flow through the Station to maintain environmental flow in the creek



- Gravel Road
- - - Rough Road
- Topographic Contour - Index
- Topographic Contour - Intermediate
- Watercourse
- Waterbody
- Forest Tenure Cut Block Opening
- Mining Lease (A31503)
- Mineral Tenure
- Mine Boundary
- Tailings Storage Facility
- Retention Pond
- EA Approved Powerline
- EA Approved Project Footprint
- Meadows Creek Water Supply Station
- Floating Pump Station
- Water Pipeline
- Philip Lake Pipeline Corridor



Project Number 1220840
 Prepared by ECO 05/01/2024
 Discipline Review 06/04/2024
 EIS Review 06/04/2024

Client/Project
 Thompson Creek Water Company Inc.
 Initial Water Pipeline
 Draft Water Pipeline Plan
 Preliminary Assessment Certificate, Amendment #3, Condition #12

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Location of Proposed Meadows Creek and Philip Lake 1 Surface Water Supply

2018 Baseline

Baseline Data Gathering for Fisheries & Aquatic Resources

Philip Lake 1 and Philip Creek

- 2018 baseline will include:
 - Instream Flow Survey of Philip Creek
 - Fish and Fish Habitat Survey of Philip Lake 1
 - Fall Spawner Survey
- Baseline data will be collected in 2018 during spring, summer, and fall surveys to capture the range of flows in Philip Creek and the varying timing of habitat use by spring and fall spawning fish species that reside (or may reside) in the upper Philip Creek watershed.

Baseline Data Gathering for Fisheries & Aquatic Resources

Meadows Creek

- Data collected in Meadows Creek will be used to design a fish bypass structure around the Meadows Creek Water Supply Station (MCWSS)
 - Bypass to allow rainbow trout to pass upstream/downstream of the MCWSS during spring high flows
 - This structure would complement the proposed open-bottomed arch culvert to facilitate fish passage during low flow conditions.

Aboriginal Interests Baseline Data Gathering

Groups Considered

- Nak'azdli Whut'en
 - McLeod Lake Indian Band
 - Takla Lake First Nation
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- TCMC will gather relevant information on the Aboriginal Interests of Indigenous Groups
 - TCMC will involve Indigenous Groups in the collection and analysis of baseline data for water withdrawals



MOUNTMILLIGAN

Water Options – Rainbow Creek

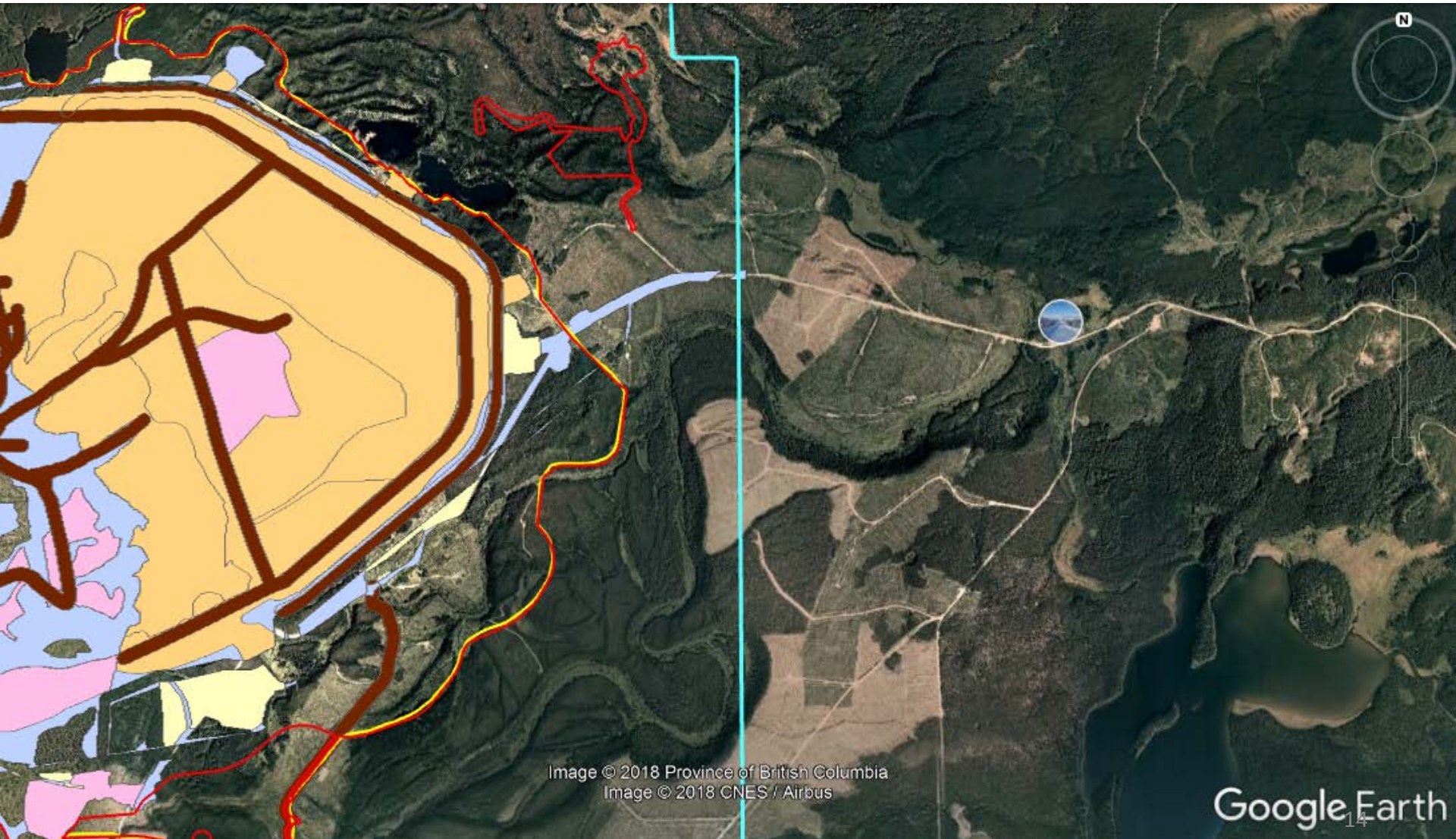


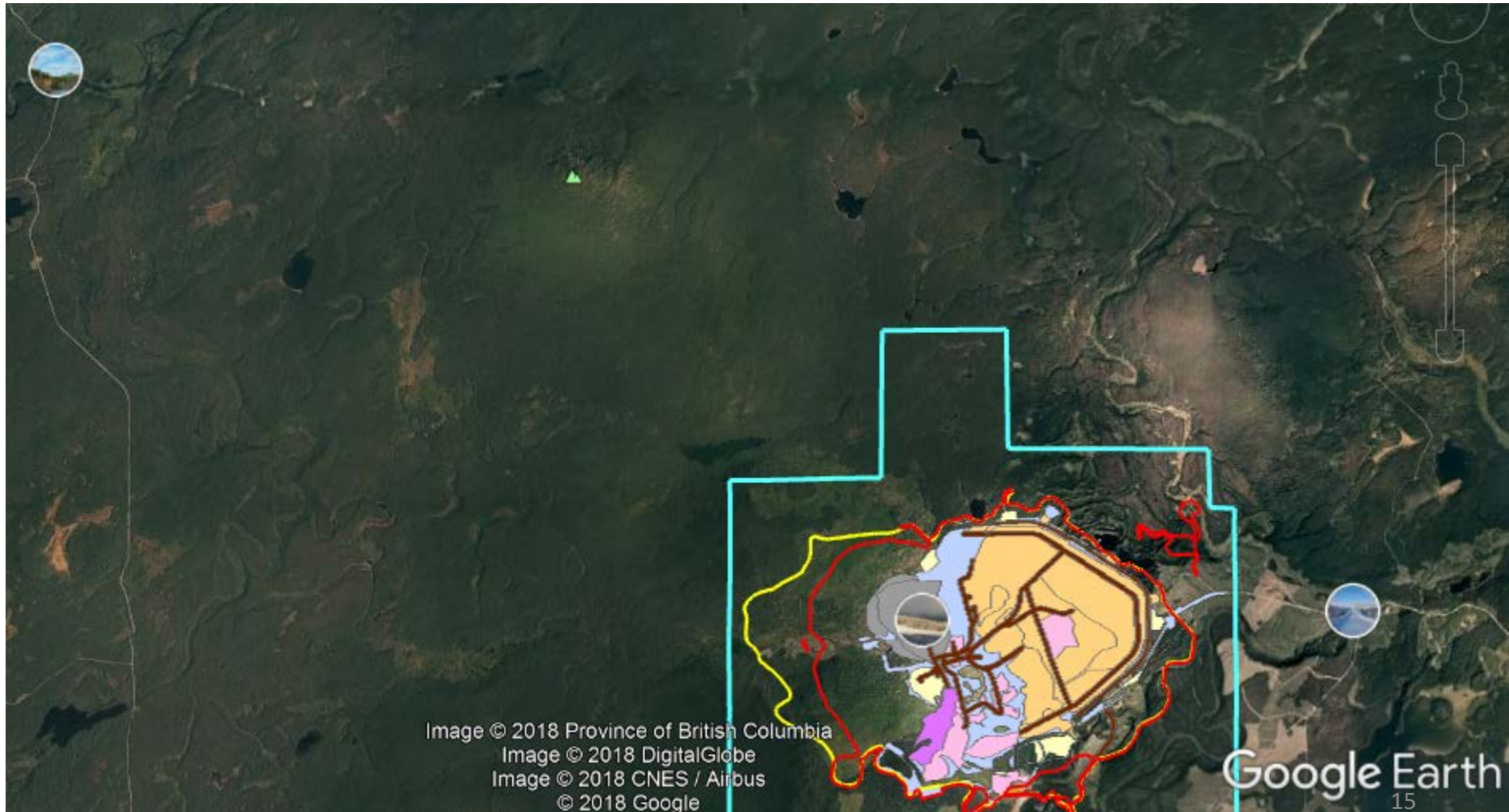
Image © 2018 Province of British Columbia
Image © 2018 CNES / Airbus

Google Earth 14



MOUNT **MILLIGAN**

Water Options – Nation River





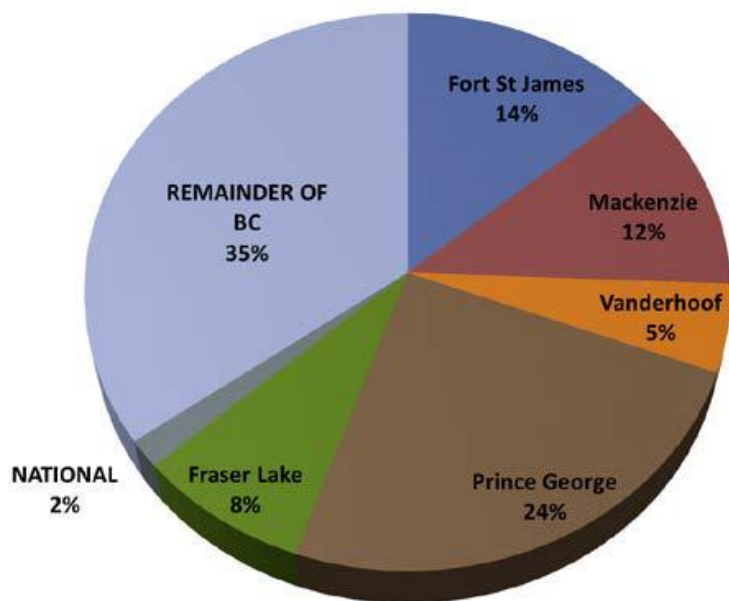
MOUNT **MILLIGAN**

HR Update – May 2018

Prepared for the Mount Milligan Community Sustainability
Committee, June 6, 2018

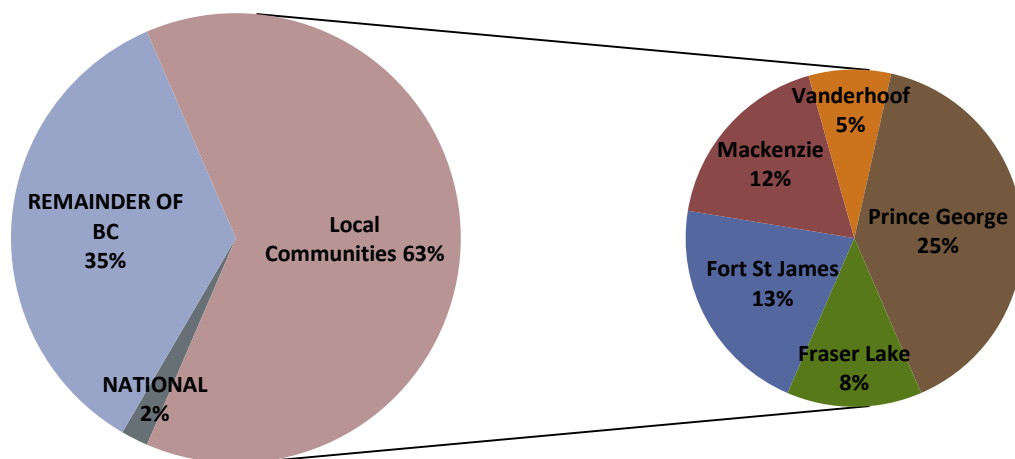
HR Report – February (seen at last meeting) & May 2018

Geographic Range - February



Total Head Count: 550

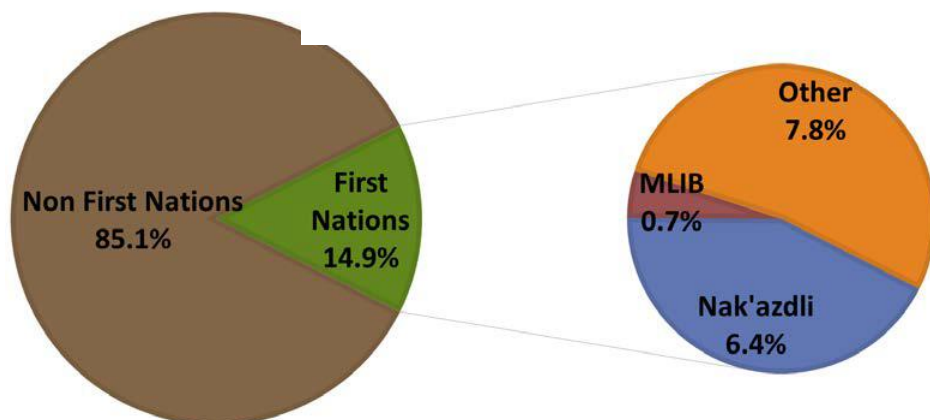
Geographic Range - May



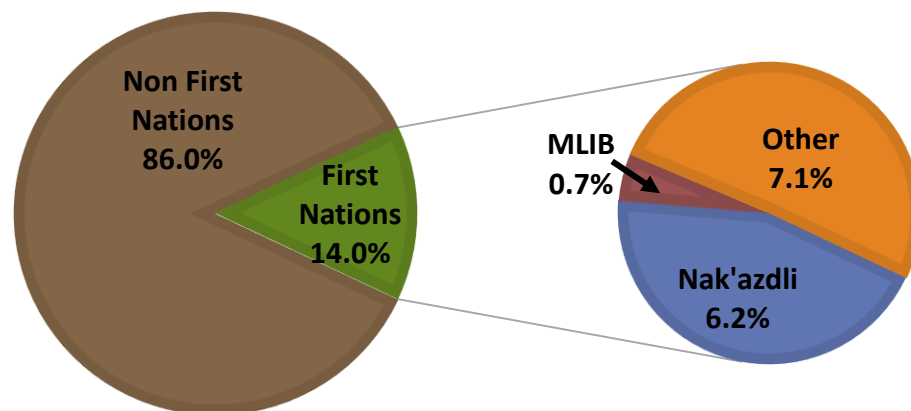
Total Head Count: 564

HR Report – February (seen at last meeting) & May 2018

First Nations Employment - February

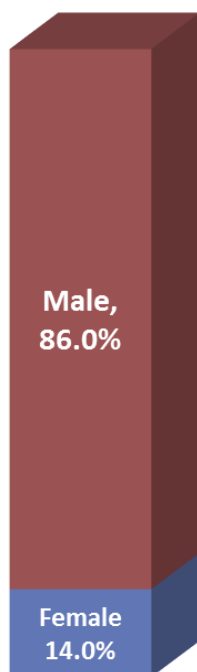


First Nations Employment - May

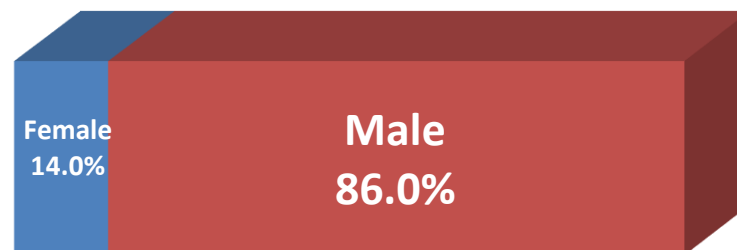


HR Report – February (seen at last meeting) & May 2018

Gender - February



Gender - May



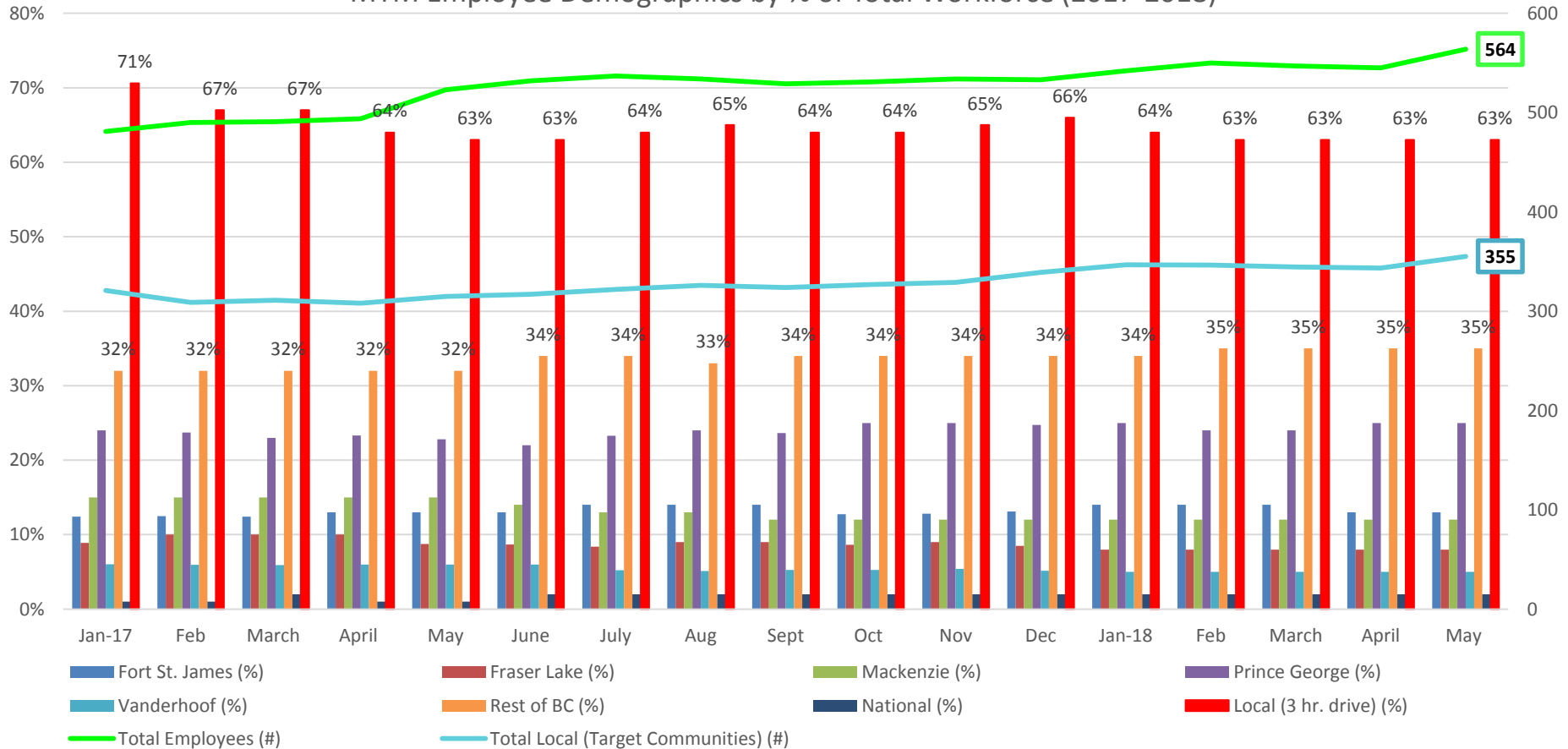


MOUNTMILLIGAN

Employment Demographics

Tracking Jan 2017-April 2018

MTM Employee Demographics by % of Total Workforce (2017-2018)



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Local Hiring by Job Type

2017 & 2018

Role	# of total hires 2017	Local hires 2017 (%)
Labourer	10	90%
Technician	62	60%
Administrator/Assistant	5	100%
Trade	24	50%
Planner	3	0%
Advisor	3	67%
General Foreman/Supervisor	9	33%
Specialists	11	36%
Superintendent	3	100%
Manager	6	50%
Director	1	100%
Student	8	50%

# of total hires 2018	Local hires 2018 (%)
2	100%
21	38%
4	100%
11	64%
0	N/A
2	100%
2	50%
3	33%
1	100%
2	0%
0	N/A
10	0%

Hiring Demographics by Job Type

2017 & 2018

Local Hires as % of Total Hires by Job Type – 2017 & 2018

