



Community Sustainability Committee - Meeting Minutes

Date: October 26, 2018 **Time:** 10:00 am – 2:00 pm

Location: Centerra Gold Prince George Office **Date Issued:** December 7, 2018

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	P
Position Empty	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	P
Diane Smith	District of Mackenzie, Director of Corporate Services	P
Aiden Wiechula	Member at Large, Mackenzie	P
Shannon Bezo	College of New Caledonia (Mackenzie), Regional Principal	P
Destiny Ketlo	McLeod Lake Indian Band, Councillor	
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	
Hilary Irving	District of Vanderhoof, Deputy Dir. Community Development	P
Kevin Moutray	District of Vanderhoof, Councillor	P
Wayne Salewski	Member at Large, Vanderhoof	P
Terri McConnachie,	City of Prince George, Councillor	P
Lyn Hall	City of Prince George, Mayor	P
Joanna Miller	Centerra Gold, Manager, Sustainability	P
Chelsea Ogilvie	Centerra Gold, Advisor, Sustainability	P
Claudette Gouger	Centerra Gold, Senior Coordinator, Sustainability	P

Guests: Tim Caldwell, Environment, Centerra Gold; Roger Pomerleau, Training Superintendent, Centerra Gold-Mount Milligan

Description: Summary of Action Items	Resp.	Due Date	Item
1. Centerra to share construction update on Oskut project	CO	Dec 14	2
2. Centerra to provide CSC with update on fire relief donation	CO	Jan 31	2

3. Centerra to indicate which open positions are new roles, and which are filling a vacancy in an established role within the HR report going forward.	TV	Feb 22	4
4. Centerra to establish a Recruitment and Training Sub-Committee of the CSC in 2019	JM	Mar 31	5

#	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. <p>CSC questions and comments:</p> <p>C1: With the recent elections there will be some changes in CSC representatives from Mackenzie and Fort St. James.</p>
2	<p>Centerra Gold & Mount Milligan Update</p> <p>Centerra Gold B.C. Update – Joanna Miller & Claudette Gouger</p> <ul style="list-style-type: none"> Centerra moved into a new office on October 1. Department regionalized following the acquisition of AuRico Metals include: Sustainability, Supply Chain, Finance/Payroll and Exploration. Endako continues in care and maintenance. IBA negotiations with Nadleh Whut'en and Stellat'en First Nation are ongoing. Reclamation remains a focus at Endako. Kemess Underground completed installation of water discharge lines from the Kemess South pit to the water diffuser site at Attichika Creek. The water diffuser was installed in November 2018. Next year, the water treatment plant will be constructed. The plan for Kemess is to use the old pit for tailings storage, so pit water will need to be treated and discharged. Kemess has all the permits required for this work. Before making a decision on full construction of the Kemess Underground, the Centerra Board of Directors has asked for further optimization studies to be completed. The results of these studies will be presented to the Board in 2019. In the meantime, Centerra will finish construction of the Oksut project in Turkey. This heap leach project is expected to produce gold much sooner than Kemess. There are currently about forty people employed at the Kemess site, but this will wind down over the winter. <p>CSC questions and comments:</p> <p>Q1: Who from HR is based in Prince George and who is still at site?</p> <p>A1: HR has not regionalized. Site-based HR employees still rotate up to Kemess and Mount Milligan. The new recruiter for Mount Milligan is based in Prince George, and Centerra Gold Services has one HR employee based in Prince George who also supports Kemess.</p> <p>Q2: Is the price of molybdenum just not high enough yet to think about re-opening Endako?</p> <p>A2: A re-opening decision is partially based on a price point, but it also requires sustainable, stable prices which we have not seen yet.</p> <p>Q3: Is the decision to do further studies at Kemess public information?</p> <p>A3: We did not distribute a news release but the information is public. A construction update was just released on the Oksut project and we can share that with the CSC.</p> <p>Q4: Would something like heap leaching work at Mount Milligan to help with gold recoveries?</p> <p>A4: At this point a heap leach at Mount Milligan would not be economically feasible. Centerra is doing a lot of research into alternatives to cyanide, which would also potentially assist with gold recoveries, though the Company is interested in looking at further recoveries from the</p>

mine's tailings. The biggest problem for Mount Milligan's gold recovery is that the processing plant was designed to be a copper circuit.

C2: Something else to consider with any decisions to change the processing circuit is the commitment that was made to not to use cyanide at Mount Milligan

R2: That is certainly an important factor that will be considered and why it is important to look at other available technologies. At the end of the mine life we will have better technology, and we will know exactly where to look in our tailings facility if the potential to recover metal is feasible.

Q5: Does Kemess expect to do any layoffs before construction?

A5: At this point we have not heard anything about layoffs.

Q6: Have there been any delays in construction at Kemess this year?

A6: No, nothing significant.

Mount Milligan Employment, Health & Safety Update (Attachment One) – Chelsea Ogilvie

- There are 545 full time employees at Mount Milligan as of September 2018, an increase from 534 in February. Of those, 86% are male and 14% are female.
- The workforce is comprised of 12% Mackenzie, 15% Fort St James, 5% Vanderhoof, 24% 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% is McLeod Lake, 6.2% is Nak'azdli Whut'en and 7.1% are from other Indigenous groups.
- Mount Milligan's All Incidents Recordable Rate for 2018 to-date (September 2018) is 1.39.

Kemess Health & Safety Update – Chelsea Ogilvie

- Kemess has had no reportable incidents, and provided medivac services twice to local community members from the area.

Mount Milligan Community Development/Engagement Update – Chelsea Ogilvie and Joanna Miller

- Centerra Gold has committed to donating \$30,000 to help with recovery from the wildfires this summer. We recognize that this was the second year in a row many of the social services were hit with an influx of clients and may be struggling. During the peak of the fires we contacted our local communities to see if there were immediate needs. We were able to provide respiratory masks to Nak'azdli, offer company housing to firefighters and evacuees in Fort St. James and Fraser Lake, and donate sleeping bags and air purifiers to the Village of Fraser Lake.
- Centerra, Mount Milligan, the CNC, Nak'azdli Whut'en and McLeod Lake Indian Band have already started planning the second delivery of Pre-Employment Training program for McLeod Lake and Nak'azdli members which will run in the spring of 2019. We are exploring ways to reduce barriers to entry into the program. Grade 12 will not be a requirement for program participation and we are looking into alternate competency assessments.
- In December Centerra will be sponsoring a motivational speaker tour to several high schools in SDs 91 and 57. We will be bringing Ian Tyson to speak at two high schools in Prince George and the high schools in Vanderhoof Fort St. James, Fraser Lake, Burns

	<p>Lake and Mackenzie. This will be combined with a small career fair to promote post-secondary education options.</p> <ul style="list-style-type: none"> • Centerra has begun talks with consultants to commission a regional skills analysis study. We are particularly interested in the synergies and gaps between the forestry and mining industries. • The HR team at Mount Milligan is now responsible for all off-site Company housing. They will be hiring a Housing Coordinator in 2019 to manage all housing in Fort St. James, Fraser Lake, and Mackenzie. Some accommodation needs repair work done, but the modular homes in Mackenzie will be prepped for sale in 2019. <p>CSC questions and comments:</p> <p>C3: There were many people who self-evacuated during the fires and were accesses services in Prince George. The City has been working with several groups like the Salvation Army, the Humane Society, equine groups, as they have been strained. These groups are not always on the radar, but the Humane Society was housing over 300 cats, dogs, and family pets.</p> <p>C4: There are also First Nations groups who have been struggling to collect their firewood for this coming winter because it has all been burned.</p> <p>C5: It is great that Centerra did what they could during the fires, but now we are a bit late to provide help.</p> <p>R5: It was very difficult to connect with the right people during the fires because of the state of emergency in many communities and we have heard that often it is after the fact that additional support is needed, but not always available. We will update the CSC on our wildfire contributions.</p> <p>C6: If we are faced with a wildfire situation like 2018 again, Centerra will reach out to the CSC members to get a better understanding of the immediate community needs.</p> <p>C7: PGNAETA did a skills gap analysis and those results should be available soon. There are also other organizations in the region who have done this kind of work.</p> <p>R7: Yes, we are hoping to receive the PGNAETA study results from McLeod Lake and Nak'azdli.</p>
3	<p>Mount Milligan Environment & Permitting Update: Operations and Permitting Update</p> <ul style="list-style-type: none"> • Tim provided an update on reclamation activities on the mine site, including bioengineering projects and community involvement in site activities. • The Environmental Department continues to conduct monitoring activities at Philip Lake 1 and Philip Creek as permitting continues for further water sources for Mount Milligan. The mine's environmental field crew has grown in size to manage the additional monitoring requirements. <p>CSC questions and comments:</p> <p>Q7: Why aren't you planting any white bark pine?</p> <p>A7: We don't see white bark pine in the area around Mount Milligan. I believe it has to do with the elevation of the site. I know white bark pine numbers are decreasing in some areas due to disease.</p> <p>C8: New Gold-Blackwater has the largest seed bank for white bark pine. It is great for grizzly habitat, but many mining companies take it out during exploration and never put it back.</p>

	<p>C9: Hydroseeding can contain invasive species. It is great you are being so careful with your product selection.</p> <p>R9: Most hydroseed is heavy in the amount of clover but we do not want to attract more bears to our reclamation areas, particularly those located near roadways. We pay about four times the cost of regular hydroseed for what we use at Mount Milligan but believe it is worth it. We have also committed to no herbicide at the site, so we need to make sure we are not planting invasive species or we will literally have to pull them out.</p> <p>Q8: Are there any bull trout in Philip Lake 1?</p> <p>A8: Not that we are aware of. Our big concern is with burbot in Philip Lake 1 and we have installed an intake screen in the lake that follows DFO standards for burbot protection.</p> <p>Q9: Water levels are low throughout the North right now. Are you noticing this on site as well?</p> <p>A9: Yes. We have concerns about this. We are in a Level 3 Drought right now and are waiting to see what effects this will have on freshet.</p> <p>Q10: Are you expecting another shutdown?</p> <p>A10: No. It is more economical to run Mount Milligan at full speed until we run out of water, and then wait for enough water to come back to start again.</p> <p>C10: We hear rumours of a shutdown in the community, so it might be good to let everyone know what is actually happening.</p> <p>R10: That is good feedback. We have the next issue of our newsletter going out soon and that will have an update. We will also be doing community meetings and BBQs again this spring, but if we need to do something sooner we can arrange that. During EA Amendment 3 we ran open houses in Fort St. James and Mackenzie and there was not a ton of interest.</p> <p>R10B: If that information can come to us directly we can help circulate it, or advertise for open houses.</p> <p>Q11: Does the drought affect Kemess at all?</p> <p>A11: Drought is affecting the whole region, but Kemess currently has no need for water withdrawals. Even once they are running they will never have the throughput of Mount Milligan and have a need to discharge water, so their situation is different.</p> <p>Q12: Are you having discussion about withdrawing water from the Nation River?</p> <p>A12: We have been in conversation with the Keyoh holders from Nak'azdli about the Nation River, but there have been no decisions made to move forward with further exploring the river as a water source. We have committed to keeping all of our community groups informed as we move forward.</p>
4	<p>Mount Milligan Human Resources Update: Employment, Recruitment and Training</p> <ul style="list-style-type: none"> • The new recruiter, Tara Valarie was unable to attend the meeting but provided some information on applicants to current Mount Milligan openings. Tara will continue to prepare this information quarterly for the CSC moving forward and will attend the next CSC meeting. • Mount Milligan currently has openings for entry-level and technical positions. 9% of applicants to technical positions are local, while 23% of applicants to entry-level roles are local.

- Roger Pomerleau, Training Superintendent at Mount Milligan gave a presentation about ongoing training initiatives at the mine.

CSC questions and comments:

C13: Information on attrition and termination would be helpful. For example, we do not know if reported openings are new positions, or if they are merely replacing a departing employee.

Q14: When we consider the definition of local employee for Kemess, do members of Tsay Keh, Kwadacha and Takla only count as local if they live in Prince George?

A14: No.

Q15: Can we get more detailed statistics on Kemess, similar to the ones from Mount Milligan?

A15: Yes, Kemess HR is tracking this and when they ramp up we will certainly provide this information.

Q16: Are you having a hard time finding tradespeople? Is there a difference with mine-specific trades? The City of PG has a record amount of building permits, but is struggling to find the tradespeople to do the work.

A16: Yes it has been difficult finding qualified tradespeople. We don't have any "mine specific" qualifications that we are looking for. That being said, mine experience is considered an asset. The all-around shortage on red sealed tradespeople is definitely a barrier for us right now.

Q17: What is the plan for community-based recruitment?

A17: Tara has been to Mackenzie and will be visiting Fort St. James in the near future. She is very keen to meet with people face to face and develop more of a local presence.

C11: I find the lack of local applicants a bit surprising. We have lower-than-average unemployment rates, but that is still quite a gap.

5 CSC Recruitment and Training Sub-Committee

- Joanna proposed that a sub-committee of the CSC be formed to provide input on Centerra Gold's recruitment, education & training initiatives. There was interest from the CSC and she will follow up with members.

6 Mount Milligan Community Project Fund – Application Review

Prior to reviewing the fall 2018 applications, members discussed past applications with funds still on hold. These organizations will be contacted, and depending on the status of their project, the hold of funds may be removed and they will be required to reapply once the project moves forward.

Seven applications to the Community Project Fund were received by the August 1, 2018 deadline. Kimta Transportation revoked their application prior to review and will resubmit in the spring of 2019. The Committee discussed each application in detail and discussed the importance of accurate and complete budgeting.

The following table summarizes the amount of funding granted by the Committee.

PROJECT	FUNDING GRANTED
P1 Men of the North	\$5,000

	P2 Kimta Transportation	\$0
	P3 Fort St. James Trap and Handgun Club	\$0
	P4 Fort St. James Search and Rescue	\$0
	P5 Mackenzie Outdoor Routes and Trails Association	\$0
	P6 Eco Co-Operative Community Services Centre	\$5,000
	P7 Nechako Valley Search and Rescue	\$10,000
	TOTAL FUNDING GRANTED: \$20, 000	
	<p>Q18: Is there another avenue for funding from Centerra Gold? Can community members apply for smaller donations directly from the company?</p> <p>A18: Yes, all requests can be sent to bccommunityrelations@centerragold.com.</p>	
6	Working Lunch	
7	<p>CSC Community Updates:</p> <p>The CSC members reported on activities in their respective communities since the last meeting in June 2018.</p> <p>McLeod Lake (KS)</p> <ul style="list-style-type: none"> The 2018 McLeod Lake Indian Band AGA was very successful. The 2019 committee will begin planning early. MLIB is involved in the working group for the second round of pre-employment training in partnership with Mount Milligan and the CNC. We have already started advertising this in community. The 2019 MLIB Career Fair will be held on March 7, and planning will start soon. MLIB has started doing adult upgrading in McLeod Lake with the CNC. The skills gap analysis done by PGNAETA indicated a need to boost grade 12 and driver's licenses. A Driver's License program is underway, and seven graduates will be receiving their learner's license. <p>District of Mackenzie (DF, AW)</p> <ul style="list-style-type: none"> The Recreation Centre upgrades are getting closer to completion. A stage is being constructed, which will offer new space and new ways for the community to come together. The Morfee Lake Waterfall Trail is now complete. A new Morfee Lake campground will be built to connect with trails, the ball diamonds, and the fishing on Morfee lake. The Community Market Park is in Phase 1 of development. The location used to be a gas station but is valuable unused real estate in the middle of town. It hosts the farmer's market, and a wood carving from Chetwynd brings attention to the space. Electricity will be added in the future. Mackenzie won the BCAA Award receiving a \$100,000 grant which will go towards building a play space right beside the skate park. The District is turning a focus to wildfire mitigation as it prepares to apply for funding to ensure the emergency operations centre is ready to go if needed. The Fire Smart program is also being promoted in schools. There are several Mackenzie employers working together on the Tiny Homes project up in Tsay Keh. 	

College of New Caledonia – Mackenzie (SB)

- On November 30 WorkBC will announce whether the office will continue to be maintained within the College in Mackenzie. The College lost the bid early on, but depending on the successful applicant the service provision may not change. In the case that it does the College is working on employment strategies with the current WorkBC staff.
- The College continues to work on Digital Delivery Instruction. The Mackenzie campus currently has one student enrolled and one instructor but is looking to expand.
- The Mackenzie Mayor and Council will be visiting the campus at the end of the month. The College is actively looking for partnerships to help stabilize things with the loss of the WorkBC contract.
- Current programming includes academic upgrading in McLeod Lake and Tsay Keh, the Tiny Homes project in Tsay Keh, office assistant, carpentry, village public works and adult literacy.

District of Vanderhoof (KM, HI)

- There are two new councillors on Vanderhoof Council after the recent election.
- The District is looking to plan more indoor activities for next summer after this past summer's fire season kept people inside.
- The district will be getting three new RCMP officers.
- The community pool is a bit behind schedule but will be opening soon. The water tower is on track and on budget.
- ESS training is being run by the District after this summer's fire season.
- A new website is being developed and will hopefully be up and running by the end of the year.
- The District is currently looking to fill the vacant CAO position.

District of Fort St. James (AM)

- The Premier was in Fort St. James for 2-3 days this summer to visit with area communities. Several groups came together to host a dinner for the Premier and his Ministers.
- A new hospital was announced for Fort St. James for a few weeks ago. The physician count has increased to 8, and there will be additional locum support. Integration is happening with Northern Health and the First Nations Health Authority, who will be making visits to Tl'azt'en and Takla Lake. A new clinic will support the community until the hospital is built.
- There is asset mapping happening in the community around mental health and support for seniors.
- Nahoulni Gas has been closed for renovations but will be opening soon.

College of New Caledonia – Fort St James (ES)

- The campuses continue to grow the amount of Digital Delivery Instruction (DDI), and there are currently 7 students enrolled in DDI classes in Fort St. James and 9 in Vanderhoof. DDI is a great opportunity because we do not need a minimum number of students to offer courses.
- The CNC is offering Adult Upgrading and Literacy in all its communities. Other programming includes camp cook and camp maintenance programs and a residential building maintenance program.

	<ul style="list-style-type: none"> Public consultation will be happening soon for the new Vanderhoof campus. <p><i>City of Prince George (TM)</i></p> <ul style="list-style-type: none"> After the recent election there are six returning incumbents and two new faces under the age of thirty. The region had another big fire season, so the City is already planning for the potential of a third bad season next summer.
8	<p>Confirm next meeting date and location.</p> <ul style="list-style-type: none"> The CSC voted to meet next in 2019 Q1. The meeting will be held on February 22 in the Centerra Gold Prince George Office.

centerra**GOLD**



MOUNTMILLIGAN



centerra**GOLD**



Mount Milligan Environment & Permitting Update

**Community Sustainability Committee
Quarterly Meeting – October 26, 2018**

Win As a Team

Strive For Continuous Improvement

Be Responsible Miners

Deliver Results

Topics

- Reclamation
 - Training
 - Progressive Reclamation
 - Study Trials
- Philip Lakes
 - Baseline Monitoring
 - Water Withdrawals & Thresholds
- Permitting
 - Recent
 - Current/Upcoming
 - Future

Reclamation

Environmental Update – Q3



- Reclamation
 - Bioengineering Course with participation from McLeod Lake Indian Band, Nak'azdli Whut'en & Nadleh Whut'en members



Environmental Update – Q3



- Reclamation
 - Bank stability > Willow whip planting
 - Survivorship surveys (pine planted in 2016)



08/07/2018

Environmental Update – Q3

- Reclamation
 - Foliar Nutrient Sampling



Environmental Update – Q3



- Reclamation
 - Site Prep



Environmental Update – Q3



- Reclamation
 - Topsoil Replacement Survey
 - Seed Collection



- Reclamation
 - Philip Pipeline Corridor Hydroseeding and Planting



Philip Lake 1

- Philip Lake 1 Baseline Monitoring
 - Fisheries Presence & Spawning
 - Summer > Gillnetting, seining, minnow trapping & electrofishing
 - Fall > Hoopnetting & eDNA Sampling
 - Habitat Surveys
 - Tributary Mapping
 - Littoral Zone Mapping
 - Water Quality
 - Hydrology > Philip Lakes 1, 2 & 3
- Monthly Monitoring Reports to EAO, FLNRO & Working Group
 - Water Withdrawals and Monitoring Summary



- Philip Lake 1
 - Water Withdrawals
 - Accumulated total:
 - March 8 to October 24, 2018 = 820,228 m³
 - Maximum pumping threshold of 60 L/s removed through amendment authorization on August 31, 2018
 - Utilizing 15% of measured flows in Philip Creek as pumping rate
 - Winter withdraw authorization still pending

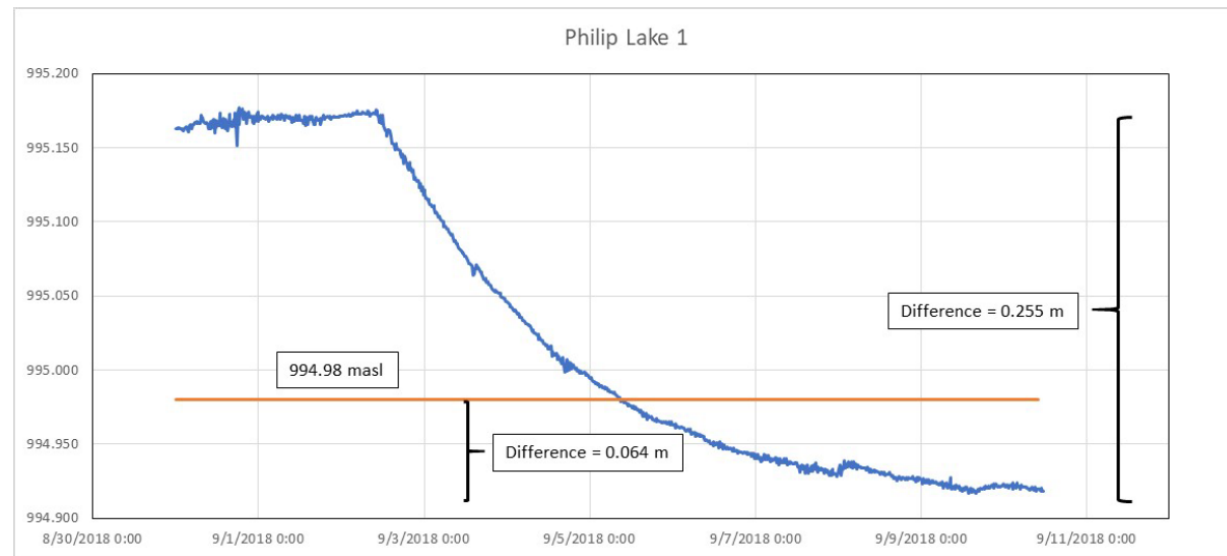


Water level monitoring station on Philip Lake 1
– September 10, 2018

- Philip Lake 1
 - New activity on old beaver dam in Philip Creek restricted flows
 - Authorization received from FLNRO* to remove new material



- Philip Lake 1
 - During removal on Sept 2 beaver dam began to erode and breached
 - Water level in Philip Lake 1 decreased by ~25cm over an ~9 day period



- Philip Lake 1
 - Beaver dam was a control point for Philip Lake 1
 - Lake level dropped below permitted threshold (994.980 masl*)
 - QP** determined lake whitefish eggs and spawning wouldn't be impacted by lake level drop as water temps were too high (>12°C)
 - A new lake elevation minimum threshold has been proposed (994.770 masl)

*masl – metres above sea level

**QP – qualified professional

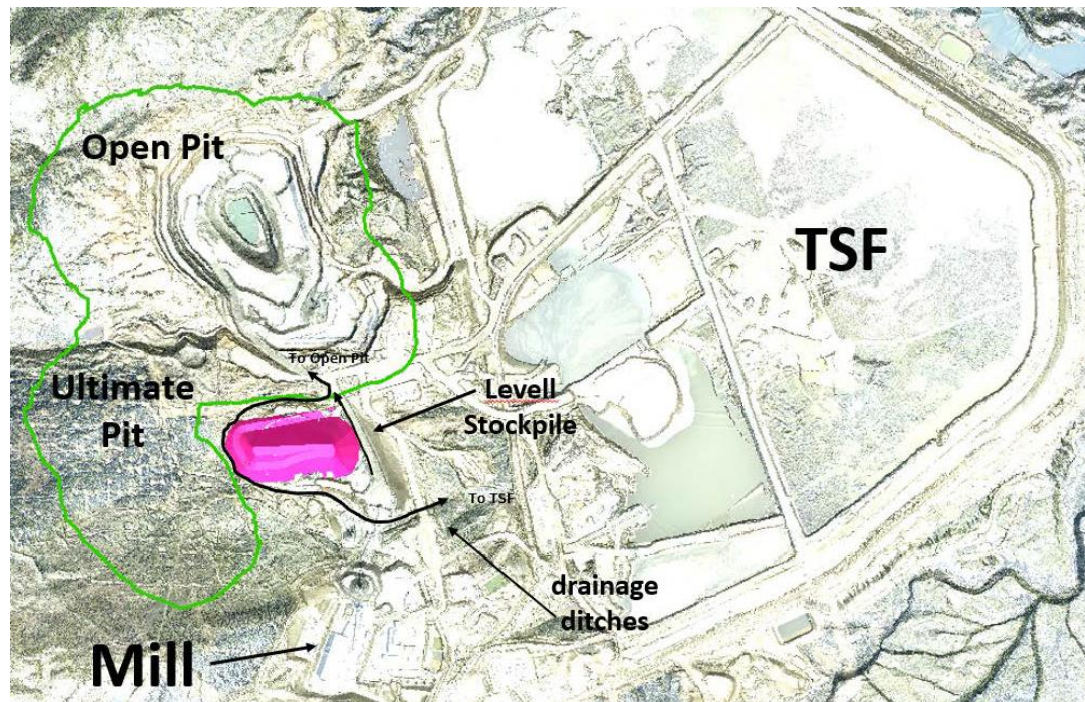
Water Source Permitting

- Recent Activities

- August 31, 2018 – Received immediate-term water supply approvals
1. Environmental Assessment Certificate (EAC) Amendment #4
 - Groundwater – from wells within the Tailings Storage Facility (TSF) and 1 external well Life-of-Mine
 - Surface water – withdrawals from Philip Lake 1 until October 31, 2019
 - Winter withdrawals under discussion; Milligan is currently authorized to withdraw water for the open water season to November 15, 2018
 2. Conditional Water License
 - Allows for water withdrawal from 5 groundwater wells – 4 internal to the TSF and 1 external to the TSF (up to 6,048 m³/day/yr-round)

- Current/Upcoming Activities
 - October 18, 2018 – Submitted medium-term water supply permitting and amendment applications:
 1. EAC Amendment #5 is requesting water withdrawal from:
 - Surface water – Philip Lake 1, Meadows Creek and Rainbow Creek for three years
 - Decision Package and Permit Drafting January 5 to February 11, 2019; referral to decision makers February 12, 2019
 2. Water Licence Amendment
 - For use of an additional well inside the TSF
 3. Licence of Occupation (LoO) Amendment
 - Amending current LoO to expand groundwater exploration area around mine lease boundary to 6km

- Current/Upcoming Activities
 - July 6, 2018 – Applied for temporary expansion of existing Ore Stockpile from 6 to 15 million tonnes for 5 yrs:
 - Two rounds of review, comments and responses completed. Expecting decision from EMPR* week of November 2, 2018
 - Increase in assurance bonding included in authorization



*EMPR – Ministry of Energy, Mines and Petroleum Resources

- Future Activities
 - Long-term Water Supply Options - EAC Amendment #6
 - Proposed methodology for assessing long-term water options – coming soon
 - Report to be shared with permitting Working Group
 - Schedule for EAC Amendment to be decided after document review by the Working Group
 - Referrals to decision makers tentatively planned for 2020.

Questions



- How do CSC members want to be engaged through permitting?

Win As a Team

Strive For Continuous Improvement

Be Responsible Miners

Deliver Results



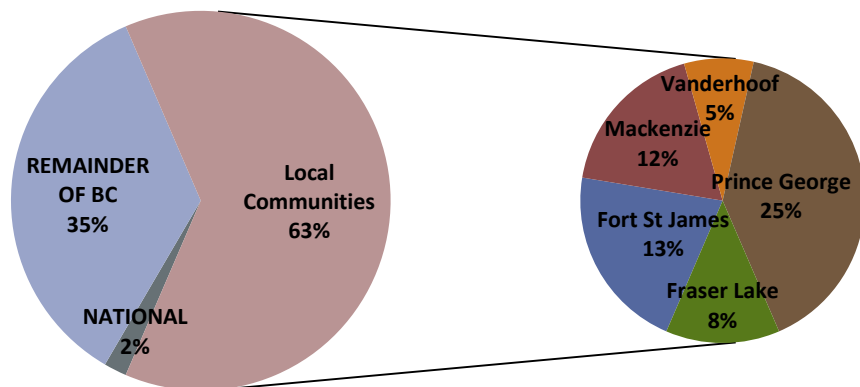
MOUNT **MILLIGAN**

HR Update – September 2018

Prepared for the Mount Milligan Community Sustainability
Committee, October 26, 2018

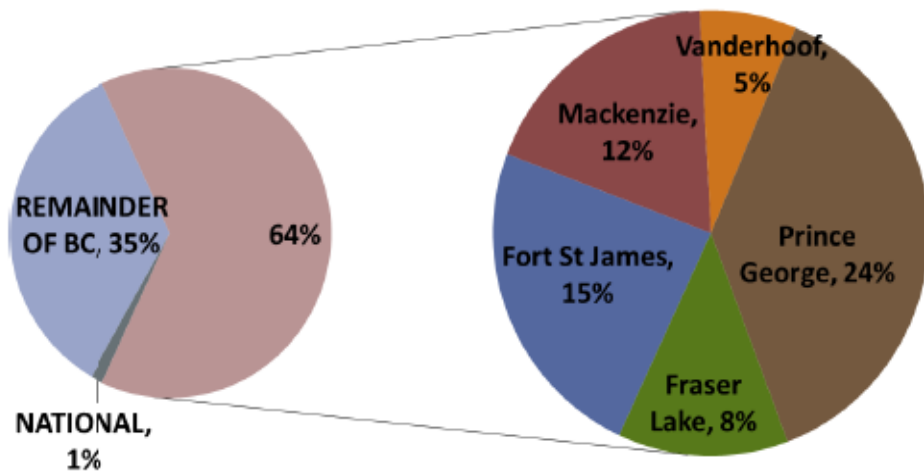
HR Report – May (seen at last meeting) & September 2018

Geographic Range - May



Total Head Count: 564

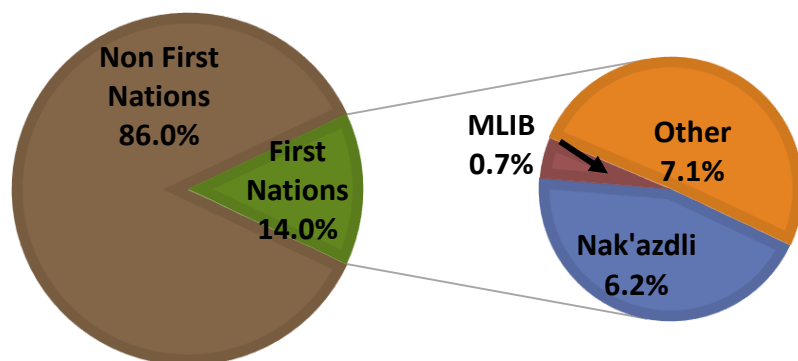
Geographic Range - September



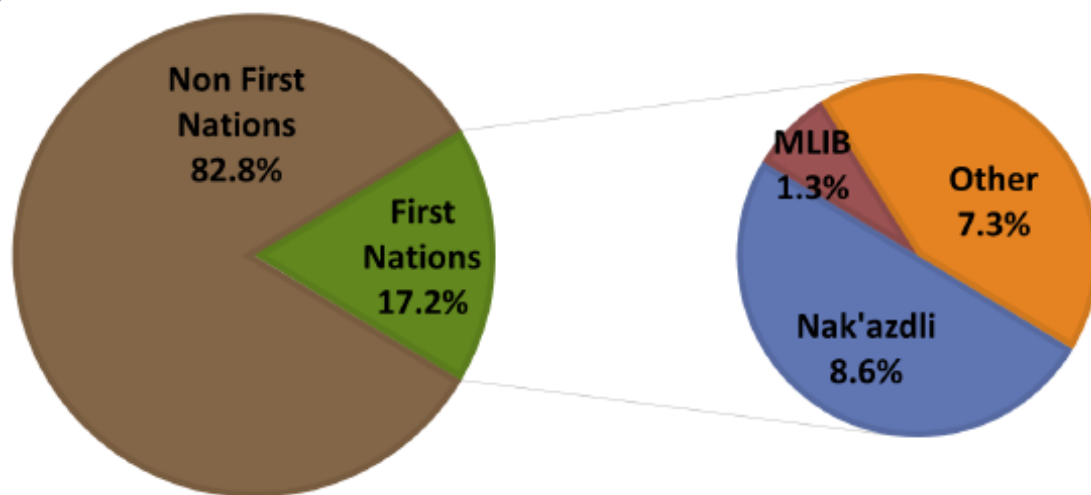
Total Head Count: 545

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

First Nations Employment - May

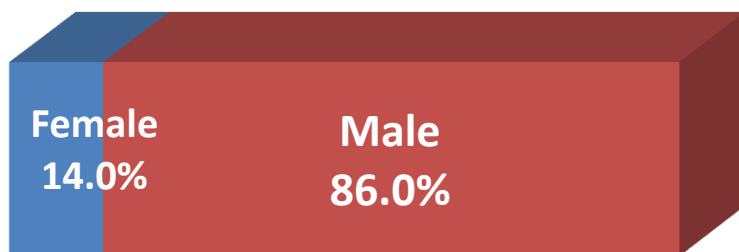


First Nations Employment - September

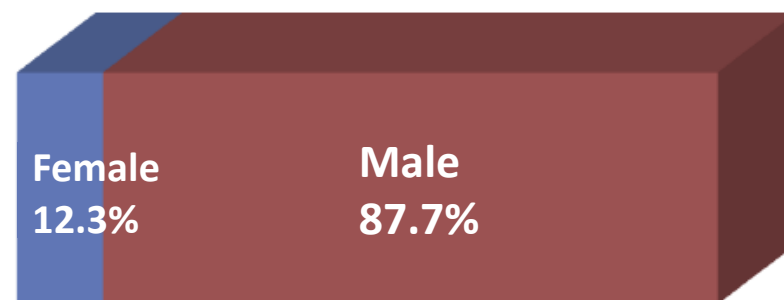


HR Report – May (seen at last meeting) & September 2018

Gender - May



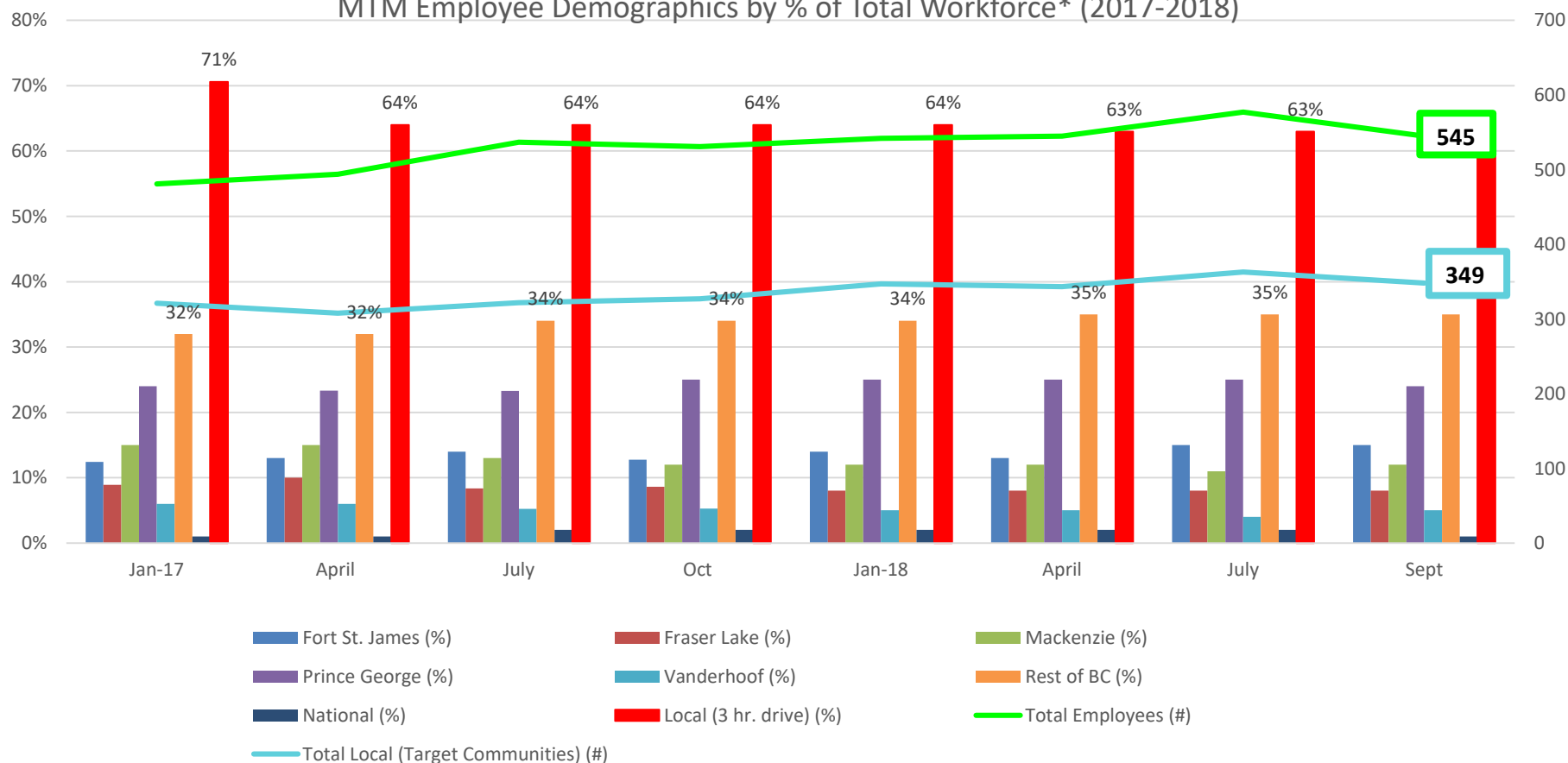
Gender - September



Employment Demographics

Tracking Jan 2017-September 2018

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



Local Hiring by Job Type

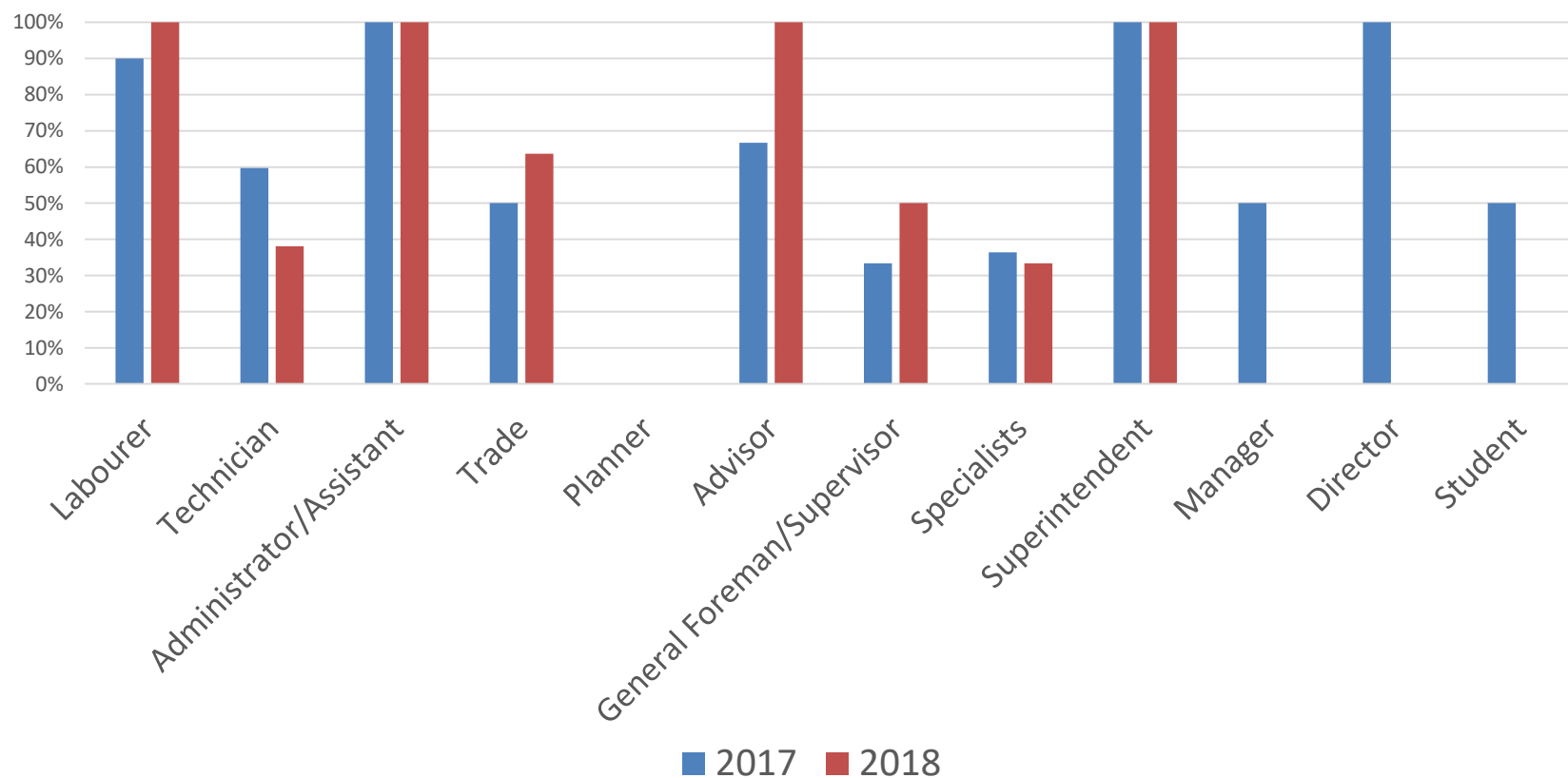
2017 & 2018

Role	# of total hires 2017	Local hires 2017 (%)	# of total hires 2018	Local hires 2018 (%)
Labourer	10	90%	14	100%
Technician	62	60%	40	58%
Administrator/Assistant	5	100%	5	100%
Trade	24	50%	16	44%
Planner	3	0%	0	
Advisor	3	67%	5	100%
General Foreman/Supervisor	9	33%	3	33%
Specialists	11	36%	11	45%
Superintendent	3	100%	2	50%
Manager	6	50%	2	50%
Director	1	100%	0	
Student	8	50%	11	0%

Hiring Demographics by Job Type

2017 & 2018

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





Kemess Update as of September 30, 2018

Total Headcount: 43

	% OF WORKFORCE
REGIONAL	59.60%
LOCAL	51.10%

	% OF WORKFORCE
ABORIGINAL	14.90%
TKN	10.60%

	% OF WORKFORCE
MALE	80.90%
FEMALE	19.10%

	COUNT	% OF WORKFORCE
PRINCE GEORGE	16	34%
MACKENZIE	0	0%
FORT ST. JAMES	0	0%
FRASER LAKE	0	0%
MCLEOD LAKE	0	0%
VANDERHOOF	0	0%