ᓇᐃᒡᓕᒋᐊᖅᓯᒪᔪᑦ ᐃᓗᓕᖕᒋᑦ ᓄᓘᔾᔭᒃ
ᐅᔭᕋᖕᓂᐊᕐᕕᒃ

ᐃᓄᐃᑦ ᐅᒃᐱᕆᔭᐅᓂᖕᒋᓐᓄᑦ ᐊᖕᒋᕈᑦ

ᓄᓇᓕᓐᓄᑦ

HIGHLIGHTS OF THE
MARY RIVER PROJECT

INUIT CERTAINTY AGREEMENT (ICA)

FOR COMMUNITY MEMBERS

ᓄᓘᔾᓕᕆᓂᕐᒥ ᑐᖏᓕᐊᓂ ᐱᓕᕆᐊᔅᓴᑦ ᒥᔅᓵᓄᑦ ᐃᓄᓐᓄᑦ ᓇᓗᓇᐃᕐᓯᓯᒪᑦᑎᐊᓂᕐᒧᑦ ᐊᖏᕐᑲᑎᒌᒍᑏᑦ ᐊᖏᕐᑲᑎᒌᒍᑎᐅᒻᒪᑕ ᑎᑎᕋᕐᓯᒪᔪᑦ ᐃᓄᓐᓄᑦ ᐱᕝᕙᓕᕈᑎᔅᓴᑲᓐᓂᕐᓂᑦ ᐱᔾᔪᑎᒋᓪᓗᒍ ᐊᖏᓪᓕᒋᐊᖅᑕᐅᓂᐊᕐᓂᖓ ᓄᓘᔾᓕᕆᓂᖅ. ᐊᒥᓱᑦ ᑕᒪᒃᑯᐊ ᐱᕝᕙᓕᕈᑎᔅᓴᑦ ᐱᔾᔪᑎᕐᑲᕐᖓᑕ ᐃᖅᑲᓇᐃᔾᔨᕆᕝᕕᓕᖏᓐᓂᒃ ᕼᐊᒪᓚᒃᑯᑦ ᑕᓪᓕᒪᓂᑦ ᓄᓇᓕᐅᔪᓂᑦ ᐊᑑᑎᕕᐅᔪᓂᑦ ᓄᓘᔾᓕᕆᓂᕐᒧᑦ.

The Mary River Project Inuit Certainty Agreement provides Inuit additional benefits related to the expansion of the Mary River Project. Many of these benefits relate directly to the work of Inuit firms in the five hamlets impacted by the Mary River Project.

ᐊᒥᓱᓄᑦ ᐊᕐᕌᒍᓄᑦ ᒥᑭᓐᓂᖅᐸᕆᔪᓐᓇᖅᑕᖏᓐᓂ ᐃᓄᖕᓂᑦ ᐃᖅᑲᓴᐃᔭᖅᑎᖃᕐᓂᕐᒧᑦ ᑐᕌᒐᖏᑦ

- ᒥᑭᓐᓂᖅᐸᕆᔪᓐᓇᖅᑕᖏᓐᓂ ᐃᓄᖕᓂᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖃᕐᓂᕐᒧᑦ ᑐᕌᒐᖏᑦ ᐋᖅᑭᒃᑕᐅᕙᒃᑐᑦ ᐊᕐᕌᒍᑕᒫᑦ, ᑭᓯᐊᓂ ᑕᐃᒪᐃᓕᖓᑎᓪᓗᒍ ᐊᑲᐅᙱᓪᓕᐅᖅᑎᑦᑎᖕᒪᑦ ᐊᑯᓂᐅᓂᐊᖅᑐᒧᑦ ᐸᕐᓇᐃᓂᕐᒥᒃ ᐊᒻᒪᓗ ᖃᐅᔨᓴᖅᑕᐅᑦᑎᐊᕐᓂᖏᓐᓂ.
- ᐊᕐᕌᒍᑕᒫᑦ ᐋᖅᑭᓯᓗᓂ ᑐᕌᒐᓂ ᐊᓯᖏᓐᓂᑦ ᐱᓕᕆᐊᒃᓴᓂ ᐋᑦᓯᓯᒪᖅᑕᕐᒪᑦ ᐱᒻᒪᕆᐅᓂᖅᓴᐅᔪᓂ ᐱᓕᕆᐊᒃᓴᖅᑎᓪᓗᒍ ᐊᖏᕈᑎᑦ ᐊᑐᓕᖅᑎᑕᐅᓂᖓᓄᑦ.
- ᒪᓕᒃᑐᒍ ᐃᓄᖕᓄᑦ ᓇᓗᓇᐃᖅᓯᓯᒪᑦᑎᐊᕐᓂᕐᒧᑦ ᐊᖏᕈᑎᓂ, **ᒥᑭᓐᓂᖅᐸᕆᔪᓐᓇᖅᑕᖏᓐᓂᒃ ᐃᓄᖕᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᖃᕐᓂᕐᒧᑦ ᑐᕌᒐᖏᑦ ᐋᖅᑭᒃᑕᐅᕙᓪᓗᑎᒃ ᐱᖓᓱᓂ ᐊᕐᕌᒍᑦ ᐱᐊᓂᒃᓯᒪᓕᖅᑎᓪᓗᒋᑦ.**
- ᐊᑯᓂᐅᓂᖅᓴᒧᑦ ᑐᕌᒐᖃᕐᓂᖅ ᐊᑲᐅᓂᖅᓴᐅᓂᐊᖅᑐᑦ ᓇᓗᓇᐃᔭᕈᑎᐅᓗᑎᒃ ᐊᓯᔾᔨᖅᑕᐅᔪᖃᕆᐊᖃᕐᒪᖔᑦ ᐃᓄᐃᑦ ᐅᓄᖅᓯᒋᐊᕐᑯᓪᓗᒋᑦ ᐃᖅᑲᓇᐃᔭᖅᑐᑦ.

ᐆᑦᑐᕋᐅᑕᐅᔪᓐᓇᖅᑐᑦ ᑐᕌᒐᒃᓴᓕᐅᕐᓗᑎ

- ᒪᓕᒃᑐᒍ ᐃᓄᖕᓄᑦ **ᓇᓗᓇᐃᖅᓯᓯᒪᑦᑎᐊᕐᓂᕐᒧᑦ ᐊᖏᕈᑎᖓ ᐃᓗᓕᖃᓕᖅᑐᖅ ᐋᖅᑭᒋᐊᖅᑕᐅᓯᒪᔪᒥᒃ ᓱᕐᓗ "ᖃᐅᔨᓴᕐᓂᕐᒧᑦ ᐅᓂᒃᑳᓕᐅᕐᓂᖅ" ᑐᑭᓯᔾᔪᑎᒋᔭᐅᑦᑎᐊᕈᓐᓇᕐᓂᐊᕐᒪᑕ ᖃᓄᖅ ᑖᒃᑯᐊ ᐃᑲᔫᓯᐊᖅᑖᖑᔪᑦ ᐱᕕᒃᓴᑖᖑᔪᓪᓗ ᐃᓄᖕᓄᑦ ᖃᓄᐃᓕᖓᓕᕐᓂᖏᑦ ᐊᒻᒪ ᐅᓂᒃᑳᕈᑕᐅᓗᑎᒃ.**
- ᑖᒃᑯᐊ ᐆᒃᑐᕋᐅᑕᐅᔪᓂ ᑐᕌᒐᐃᑦ ᐃᑲᔪᕈᓐᓇᕐᓂᐊᖅᑐᑦ ᐃᓄᖕᓂ ᐃᑲᔫᓯᐊᖅᑖᕐᑎᐊᕐᓂᖏᓐᓂ ᐱᔭᕆᐊᖃᖅᑕᖏᓐᓂ.
- ᐸᕕᓐᓛᓐᑯᑦ ᑲᔪᓯᑎᕐᑎᙱᑉᐸᑕ ᒥᑭᓐᓂᖅᐸᕆᔪᓐᓇᖅᑕᖏᓐᓂ ᑐᕌᒐᖕᒐᓂ **ᐊᒃᑐᖅᑕᐅᓯᒪᔪᑦ ᓄᓇᓖᑦ ᑮᓇᐅᔭᖅᑖᖅᑎᑕᐅᓂᐊᖅᑐᑦ.**

Multi-Year Minimum Inuit Employment Goals

- Minimum Inuit Employment Goals are currently set every year, but this makes long-term planning and evaluation difficult.
- Setting goals every year takes staff time away from focus on other important aspects of the IIBA implementation.
- Under the Inuit Certainty Agreement, **Minimum Inuit Employment Goals will be set every three years.**
- This longer-term goal will help to better figure out where things need to change to ensure Inuit employment is maximized.

Measurable Objectives

- Under the Inuit Certainty Agreement **an improved schedule and 'report card' will be developed** that will **better allow the benefits and opportunities Inuit are receiving to be measured and reported.**
- The measurable objects will help to make sure Inuit receive the benefits they are entitled to.
- If Baffinland does not meet the minimum goals, there will be a **set amount of compensation given to the impacted communities.**

ᐃᓄᖕᓂᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᑖᙱᑉᐸᑕ ᐊᒻᒪ ᐊᑐᓕᖅᑎᑦᑎᓂᖅ ᐃᓄᖕᓂᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖃᕐᓂᕐᒥ

- ᕿᑭᖅᑕᓐᒃᑯᑦ ᑐᓂᔭᐅᓂᐊᖅᑐᖅ **ᐊᑕᐅᓯᐊᖅᑕᐅᔪᒥᒃ ᑮᓇᐅᔭᓂ $400,000ᓂ ᑭᖑᓂᑦᑎᓐᓂ ᒪᓕᒪᐅᙱᓐᓂᖕᒋᓐᓂ ᐃᓄᖕᓄᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖃᕐᓂᕐᒧᑦ ᐱᔾᔪᑎᒋᔭᐅᓚᐅᖅᑐᓂᑦ.**
    - ᑖᒃᑯᐊ ᑮᓇᐅᔭᐃᑦ **ᑐᓂᐅᖅᑲᐅᑕᐅᓂᐊᖅᑐᑦ ᓄᓇᓕᖕᓄᑦ ᑐᕌᑦᓴᐃᓐᓇᖅᑐᓂᒃ ᐃᑲᔫᓯᐊᖑᓗᑎ.**
- ᕿᑭᖅᑕᓐᒃᑯᑦ ᐸᕕᓐᓛᓐᑯᑦᓗ ᕿᒥᕐᕈᖅᑲᑦᑕᕐᓂᐊᖅᑐᑦ ᑲᓐᑐᕌᒃᓴᓂ ᓄᓘᔾᔭᒃ ᐱᓕᕆᐊᖑᒐᓄᑦ ᓇᓗᓇᐃᖅᓯᖅᑲᑦᑕᕐᓂᐊᕐᒪᑕ ᑖᒃᑯᐊ ᐃᓄᐃᑦ ᓇᖕᒥᓂᕐᑯᑎᖕᒋᑦ ᐃᑲᔫᓯᐊᖅᑖᖅᑲᑕᐅᓂᖕᒋᓐᓄᑦ.
- ᐃᓄᐃᑦ ᓇᖕᒥᓂᕐᑯᑎᖕᒋᑦ ᐱᕚᓪᓕᖕᒋᑉᐸᑕ ᐱᕚᓪᓕᖅᑎᑕᐅᒋᐊᖅᑲᕐᓗᐊᖅᑎᓪᓗᒋᑦ ᒪᓕᒃᓗᒍ ᐊᖕᒋᕈᑎ ᐸᕕᓐᓛᓐᑯᑦ **ᐊᑭᓖᒋᐊᖅᑲᖅᑐᑦ ᓄᓇᓕᖕᓄᑦ.**

Failure to Establish and Enforce Inuit Content

- QIA will receive a **one-time payment of $400,000 for past Inuit content requirement issues.**
    - This money will be **distributed through Community Direct Benefits.**
- QIA and Baffinland will evaluate contracts related to the Mary River Project to ensure that Inuit owned companies are benefitting.
- If Inuit owned companies are not benefiting as they are supposed to under the IIBA Baffinland **will pay penalties to communities.**

ᑕᖅᑭᑕᒫᑦ ᐅᓂᒃᑳᖅᑲᑦᑕᕐᓂᖅ

- ᐊᖏᕈᑎᐅᑉ ᒥᒃᓵᓅᖓᔪᓂᒃ ᐅᓂᒃᑳᑦᑎᐊᖅᑲᑦᑕᕐᓂᖅ ᐊᑐᖅᑲᑦᑕᕐᓗᑎᒃ ᐅᓂᒃᑳᓕᐅᕈᑎᓂ.

ᐅᓂᒃᑳᓕᐅᖅᑕᐅᓗᑎᒃ ᐃᓄᖕᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᖅᑲᕆᐊᖅᑲᕐᓂᕐᒧᑦ ᑲᓐᑐᕋᖅᑎᐅᑉ ᐃᓄᖕᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᖅᑲᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑎᖕᒋᓐᓂ

- ᐋᖅᑭᐅᒪᓂᖅᓴᐅᓗᓂ ᖃᓄᖅ ᐅᓂᒃᑳᖅᑐᖅᑲᖅᑕᕆᐊᖅᑲᕐᒪᖔᑦ ᒪᓕᒃᑐᒍ ᐃᓄᖕᓄᑦ ᓇᓗᓇᐃᖅᓯᓯᒪᑦᑎᐊᕐᓂᕐᒧᑦ ᐊᖏᕈᑎᖓ **ᐃᑲᔪᓂᖅᑭᓇᕐᓂᐊᕐᒪᑦ ᕿᑭᖅᑕᓃᒃᑯᓐᓂ ᓇᓗᓇᐃᔭᐃᖅᑕᕆᐊᖅᑲᖅᑎᓪᓗᒋᑦ ᐃᓄᐃᑦ ᐃᑲᔫᓯᐊᖅᑖᑦᑎᐊᕋᓗᐊᕐᒪᖔᑖᒃ** ᑲᓐᑐᕋᑎᑎᒍ ᓄᓗᔾᔭᒃ ᐱᓕᕆᐊᖓᓂ.

- ᐋᖅᑭᐅᒪᓂᖓ ᐅᓂᒃᑳᕆᖅᑕᕆᐊᖅᑲᕐᓂᕐᒥᒃ **ᐱᔭᕆᐊᑭᓐᓂᖅᓴᐅᓕᖅᑎᑦᑎᓂᐊᖅᑐᖅ ᓇᓗᓇᐃᔭᐃᓗᒋᑦ ᐋᖅᑭᒋᐊᕆᐊᓕᖕᓂᑦ ᐊᑭᓕᐅᓯᐊᖅᑖᑦᓂᕐᒥᓗᓐᓃᑦ.**

Monthly Reporting

- More frequent reporting on IIBA activities will be required using standardized templates.

Reporting on Progress of achieving Inuit Content Requirements (ICRs) in Contractor Inuit Content Plans (CICPs)

- The improved reporting under the Inuit Certainty Agreement will **better support QIA to determine if Inuit are receiving the proper benefits** from contracting opportunities with the Mary River Project.
- Improved reporting will also make it **simpler to determine remedial measures or compensation.**

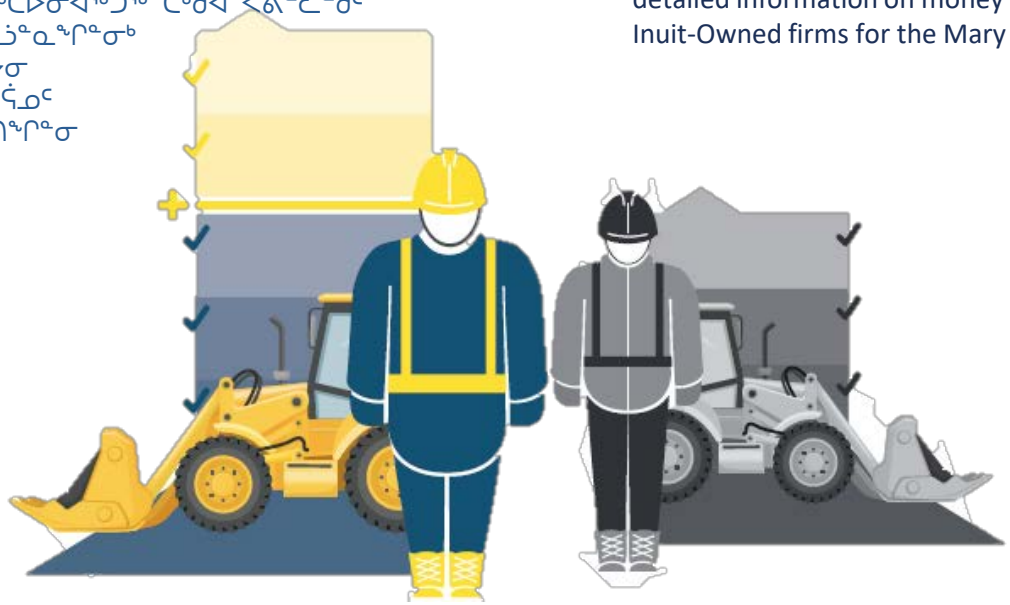
ᐋᖅᑭᒋᐊᖅᓯᒪᓂᖓ ᑲᓐᑐᕋᓕᕆᓂᖅ

ᐱᔪᓐᓇᕐᓂᕆᔭᐅᔪᓂᑦ ᐱᕙᓪᓕᐊᑎᑦᑎᓂᖅ ᐃᓄᐃᑦ ᓇᖕᒥᓂᕐᑯᑎᖕᒋᓐᓄᑦ

- ᐋᖅᑭᓯᓂᐊᓕᖅᑐᑦ ᐃᓄᖕᓄᑦ ᓇᖕᒥᓂᕐᑯᑎᒋᔭᐅᔪᓄᑦ ᑐᕌᖓᔪᒥᒃ.
- ᓇᖕᒥᓂᖅ **ᓯᕗᓪᓕᐅᑎᑕᐅᓂᖕᒋᑦ ᐃᓄᐃᑦ ᓇᖕᒥᓂᕐᑯᑎᖕᒋᓐᓂ** ᐊᑎᓕᐅᖅᓯᒪᑐᐊᖅᐸᑕ ᓄᓇᕗᑦ ᑐᙵᕕᒃᑯᓐᓂ, ᕿᑭᖅᑕᓂᒥᐅᑕᓗᓂ ᓇᖕᒥᓂᕐᑯᑎᖕᒐᓗ ᐊᐅᓚᓗᓂᐅᒃ ᕿᑭᖅᑕᓂ, ᐊᒻᒪᓗ ᐃᓄᖕᒧᑦ ᓇᖕᒥᓂᕐᑯᑎᒋᔭᐅᑉᐸᓪᓗ.
- ᑕᐃᒫᒃ ᐃᓄᐃᑦ ᓇᖕᒥᓂᕐᑯᑎᖕᒋᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓂ ᓄᓇᓕᖕᓃᑦᑐᑦ ᐱᕕᒃᓴᖅᑲᒃᑲᓐᓂᕐᓂᐊᕐᒪᑕ ᐃᑲᔫᓯᐊᖅᑖᖅᑲᑕᐅᓂᕐᒥᒃ ᐱᓕᕆᐊᕐᒥᑦ.

ᐃᓄᖕᓄᑦ ᐊᓯᖕᒋᓐᓄᑦᓗ ᓇᖕᒥᓂᕐᑯᑎᒋᔭᐅᔪᓂ ᑮᓇᐅᔭᐃᔭᖅᓯᒪᓂᖕᒋᑦ

- ᐊᖕᒋᕈᑎ ᐋᖅᑭᒋᐊᖅᑕᐅᓂᐊᖅᑐᖅ ᑖᒃᑯᐊ ᐸᕕᓐᓀᓐᑯᑦ ᑐᓂᓯᖅᑕᑦᑐᑎ ᐃᓘᓐᓇᖕᒋᓐᓂᒃ ᑐᑭᓯᒍᑎᓂᒃ ᑮᓇᐅᔭᓂ ᐊᑐᖅᑕᐅᔪᓄᑦ ᑲᓐᑐᕋᓄᑦ ᐃᓄᐃᑦ ᓇᖕᒥᓂᕐᑯᑎᖕᒋᓐᓂ ᓄᓘᔭᖕᒥ.



Improved contracting measures

Capacity Development for Preferred Inuit Firms

- A new classification for Inuit-Owned Firms will be created.
- A firm will be **a Preferred Inuit Firm** if they are registered with Nunavut Tunngavik Inc. (NTI), located and operating primarily in the Qikiqtani Region, and wholly-owned and operated by Inuit.
- This is to ensure that Inuit firms based in the impacted communities receive more opportunities to benefit from the Project.

Inuit and Non-Inuit Firm Spend

- The IIBA will be changed to make sure Baffinland provides detailed information on money spent on contracts with Inuit-Owned firms for the Mary River Project.

ᑲᓇᑦᑐᖅᑐᑦ ᐃᓄᖕᓂᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖃᖅᓂᕐᒧᑦ ᐸᕐᓇᐅᑎᖕᒋᑦ (CICP) ᐅᒃᑐᕋᐅᑎᑦ ᐊᒻᒪᓗ ᐋᔨᕋᕐᓂᕐᒧᑦ ᖃᓄᐃᓕᐅᕈᑎᑦ

- ᒫᓐᓇ ᐊᖕᒋᕈᑎ ᐅᖃᖅᓯᒪᔪᖅ ᑖᒃᑯᐊ ᑲᓇᑦᑐᕐᖑᔪᑦ **$500,000 ᐅᖓᑖᓂ** ᐸᕐᓇᐅᑎᖃᓇᐊᖃᖅᑐᑦ ᖃᓄᖅ ᑖᓐᓇ **ᑲᓇᑦᑐᕐᖅ ᐃᓄᖕᓂᑦ ᐃᖅᑲᖅᓇᐃᔭᖅᑎᖃᖅᓂᐊᕐᓂᖕᒋᑦ.**
- ᑎᑎᕋᖅᓯᒪᔪᓂ ᒪᓕᒃᑕᐅᔭᕆᐊᓕᖕᓄᑦ ᑲᓇᑦᑐᕐᖅᑎᓄᑦ ᑐᑭᓯᓇᖅᓯᒃᑲᓇᓂᕐᓂᐊᖅᑐᑦ ᐃᑲᔪᕐᓗᓂᓗ **ᓇᓗᓇᐃᖅᓯᓯᒪᓗᑎᒃ ᐃᓄᐃᑦ ᐊᖏᓂᖅᓴᓂᑦ ᑲᓇᑦᑐᕐᓂ ᐱᖃᑕᐅᕐᑯᑦᓗᒋᑦ** ᓄᓘᔭᖕᒥ.

ᑲᓇᑦᑐᑦ ᐃᓚᐅᖃᑦᑕᕐᓂᖕᒋᑦ ᐃᖅᑲᓇᐃᔮᒃᓴᖃᖅᑎᑦᑎᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒥᓗ

- **ᒪᓕᒃᑕᐅᒋᐊᖃᕐᓂᐊᖅᑐᖅ** ᑲᓇᑦᑐᕐᖅᑎᓄᑦ ᑎᑭᐅᑎᙱᑦᑐᓂᒃ ᐃᓄᖕᓂᑦ ᐃᖅᑲᓇᐃᔭᖅᑎᖃᓇᐊᖃᕐᓂᕐᒧᑦ ᑐᕌᖓᖕᒋᓐᓂᒃ ᐅᕝᕙᓘᓐᓃᑦ ᐊᓯᖕᒋᑦᓗ ᒪᓕᒃᑕᐅᔭᕆᐊᓖᑦ **ᐃᓚᐅᓗᑎᒃ ᐃᖅᑲᓇᐃᔮᒃᓴᖃᖅᑎᑦᑎᓂᕐᒥᒃ** ᐊᒻᒪ **ᐃᓕᓂᐊᖅᑎᑦᑎᓂᕐᒥᓗ.**

ᑲᓇᑦᑐᑦ ᐱᓕᕆᐊᖑᑦᑎᐊᙱᑦᑐᑦ

- ᐋᖅᑭᒋᐊᖅᑕᐅᓂᖕᒋᑦ ᐅᖃᐅᓯᖅᑕᐃᑦ ᑲᓇᑦᑐᕐᓂ ᐱᕕᖃᖅᑎᑦᑎᓂᐊᖅᑐᖅ ᕿᑭᖅᑕᓐᒃᑯᓐᓂ ᐸᕕᓐᓈᓐᑯᓐᓂᓗ ᓇᓗᓇᐃᔭᕈᓐᓴᕐᓗᑎᒃ ᑖᓐᓇ ᑲᓇᑦᑐᕐᖅᑐ ᒪᓕᑦᑎᐊᕋᓗᐊᕐᒪᖔᑦ ᑲᓇᑦᑐᕐᑉ ᐃᓗᓕᖕᒋᓐᓂᑦ.

ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔮᕆᔪᒪᔭᖓᓂᒃ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᖅ

- ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑐᓕᒫᑦ ᐅᔭᕋᕐᓂᐊᕐᕕᖕᒥ ᐃᖅᑲᓇᐃᔮᖅᑖᕆᔪᒪᔭᖓᓂ ᐃᓕᓐᓂᐊᖅᑎᑕᐅᕙᑦᓕᐊᓂᕐᒧᑦ ᐸᕐᓇᐅᑎᖃᕐᓗᑎ **ᐃᖅᑲᓇᐃᔭᓯᓐᓈᑦ ᐃᓕᓐᓂᐊᓯᓐᓈᕐᓂᖅ ᑖᒃᑯᐊ ᐃᖅᑲᓇᐃᔭᖅᑎᑦ ᐃᖅᑲᓇᐃᔮᖅᑖᕈᓐᓇᖅᓯᓂᐊᕐᒪᑕ ᐱᔪᒪᔭᖓᓂ.**

Contractor Inuit Content Plans (CICP) Template and Negotiation Process

- The current IIBA requires contracts for the **Project over $500,000** have a plan on how the **contractor will meet the Inuit Content Requirements.**
- Templates of what is required of contractors will clarify requirements and help to **ensure that Inuit benefit from larger contracts** from the Mary River Project.

Contractor Participation in Employment and Training Information Sessions

- It will be **mandatory** for contractors who do not meet their Inuit Content Requirements or meet other requirements to **participate in Employment and Training Information Sessions.**

Contract Failures

- New language in contracts will allow QIA and Baffinland to determine if the contractor is following contracting requirements.

Inuit Career Mobility

- All Inuit workers at the mine site will have paths or plans developed to receive **on-the-job training and experience to allow workers to move into the job that is the best fit for them.**

ᓄᓘᔾᖏᑦ ᑐᒃᓯᕋᐅᑎᑎᒍᖅᑐᑦ ᐃᑲᔫᑎᑦ

- ᒪᓕᒃᓗᒍ ᐃᓄᖕᓄᑦ ᓇᓗᓇᐃᖅᓯᓯᒪᑦᑎᐊᕐᓂᕐᒧᑦ ᐊᖏᕈᑎᖓ, ᑮᓇᐅᔭᑦ ᑐᕌᖓᔪᑦ ᐃᓚᒋᒃᑐᓄᑦ ᑮᓇᐅᔭᖏᓐᓄᑦ, ᓇᖕᒥᓂᕐᓄ ᐱᕙᓪᓕᐊᔾᔪᑎᒃᓴᑦ ᐱᒋᐊᖅᑎᑦᑎᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᐃᑦ, ᐊᒻᒪᓗ ᕿᑭᖅᑕ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᑦ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒧᓪᓗ ᐃᖅᑲᓇᐃᔫᒃᓴᓄᑦ ᑲᑐᔾᔨᒍᑕᐅᔪᖅ ᐋᖅᑭᐅᒪᓂᐊᖅᑐᑦ ᐅᔭᕋᕐᓂᐊᕐᕕᒃ ᐊᐅᓚᑕᐅᓂᓚᒫᖓᓂ.

- ᓇᖕᒥᓂᕐᓄᑦ ᐱᕙᓪᓕᐊᔾᔪᑎᒃᓴᑦ ᐱᒋᐊᖅᑎᑦᑎᓂᕐᒧᓪᓗ ᑮᓇᐅᔭᖏᑦ ᐋᖅᑭᒋᐊᖅᑕᐅᓂᐊᖅᑐᑦ ᐃᑲᔪᖅᑐᐃᓂᖅᓴᐅᕐᑯᓪᓗᒍ ᐃᓄᐃᑦ ᓇᖕᒥᓂᖏᓐᓂ.

- ᐸᕕᓐᓛᓐᑯᑦ **ᑮᓇᐅᔭᖅᑲᖅᑎᑦᑎᓗᑎᒃ $500,000ᓂ ᐊᕐᕌᒍᑕᒫᑦ ᕿᑭᖅᑕᓂ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᑦ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒧᓪᓗ ᐃᖅᑲᓇᐃᔫᒃᓴᓄᑦ ᐱᓕᕆᐊᖓᓂ ᐱᖓᓱᓄᑦ ᐊᕐᕌᒍᓄᑦ ᐊᒻᒪᓗ ᑮᓇᐅᔭᖅᑲᖅᑎᑦᑎᓗᑎᒃ ᒪᕐᕉᒃᑲᓐᓂᕐᓂ ᐃᖅᑲᓇᐃᔭᖅᑎᒃᓴᓂ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒧᑦ ᑐᕌᒐᕆᔭᐅᔪᑦ ᑎᑭᑕᐅᙱᑉᐸᑕ.**

  - ᑐᕌᒐᐃᑦ ᑲᔪᓯᑎᑕᐅᙱᑉᐸᑕ ᒪᕐᕉᓂ ᐊᕐᕌᒍᓄᑦ ᑐᖏᓕᓈᖅᑐᓂ, ᐊᑭᓖᒋᐊᖅᑲᖅᑐᑦ **$750,000ᓂ ᑕᓪᓕᒪᓄᑦ ᐊᕐᕌᒍᓄᑦ.**

Mary River Application-Based Programs

- Under the Inuit Certainty Agreement, funding for the Ilagiiktunut Fund, Business Capacity and Startup Fund, and the Qikiqtani Skills and Training for Employment Partnership (Q-STEP) will be extended for the life of the Mary River Project.

- The Business Capacity and Startup Fund will be modified to focus more closely on supporting Preferred Inuit Firms.

- Baffinland will be required to **pay $500,000 per year for Q-STEP for three years and fund an additional two full-time staff positions if annual training objectives are not met.**

  - If the objectives are not met for two years in a row, **the penalty will be $750,000 for five years.**

ᑐᓴᐅᒪᐃᓐᓇᕋᓱᐊᖃᑦᑕᕆᑦ ᕿᑭᖅᑕᓂ ᐃᓄᐃᑦ ᑲᑐᔾᔨᖃᑎᒌᖕᒋᓐᓂᑦ
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