

APPENDIX B

2017 COMMUNITY ENGAGEMENT RECORDS

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	You mentioned that there will be zero job loss, and there are over 200 truck drivers and only 4 Inuit truck drivers.	We are committed to Inuit employment so there will be no job loss for those 4 Inuit, whatever happens to the rest happens.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	There are skilled Inuit, carpenters etc. I worked at Baffinland building the road. Most Inuit jobs were taken over by Non-Inuit people because Inuit did not have the writing skills to do paperwork. But they do have the skills to do the work. These Inuit ended up being helpers only and then quit their jobs because of this.	This situation happened at Meadowbank as well. Under the IIBA we are developing programs to improve literacy for Inuit so that this situation can be addressed.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	When families are sick at home or a death in the family, some workers were not allowed to go home. Baffinland should allow their families to go home.	Inuit families are very close, for immediate family employees can take a leave. Grandparents, uncles are not part of the leave criteria, but we can send people home for immediate family. There is a committee under the IIBA - in this committee we have heard that Inuit and Non-Inuit have different ways of having a family so Inuit sometimes have lifetime friends they consider family. When Inuit are grieving for family they cannot focus on their job. Baffinland HR policy we have to follow, but we just heard from Joshua that perhaps we need to work on it, but until it is changed we have to follow the current policy.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	You have one person working in the community. I think that you need one more person working here to do communications. I heard someone on the radio in Pond Inlet sharing information that we didn't know, but we couldn't call in. There are a lot of things we do not hear here in Arctic Bay. Arctic Bay is lacking information in comparison to Pond Inlet, I envy Pond Inlet and all that is happening there. I don't know how to solve this, perhaps we need another person here and perhaps someone needs to work with Meena. I support the expansion because it is providing economic opportunities. I worked for Nanisivik for 10 years, but no one ever intimidated us - we were fully accepted as workers. There was very good communication there. We need to improve communication here with Baffinland.	We communicate through the BCLOs in the communities. When we want to communicate with the communities we contact the BCLOs. When you receive information from others it has not come directly from Baffinland. In Pond Inlet, this was the QIA, not Baffinland on the radio.

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Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	BCLO needs a vehicle to transport workers to the airport.	Each community has different issues; some have taxis, some don't. We are looking at options to provide transportation.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	Are there still elders working at the site?	Yes, there are two elders on-site. They started in in November and December from Clyde River and Pond Inlet.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	The ship in January or February transporting supplies, is this a pilot project or part of the plan?	If it is approved, we will do that. If it is not approved because of concerns, we will not. If it's approved, it will only be once or twice when needed and would be supplies only not ore or fuel.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	My concern is for seals which have dens/lairs under the snow. The ship may disrupt their habitat. I know it would affect only those seals on the route, but I think October or November would be better when there is fresh ice to not disturb them as much.	Noted. This is an important concern.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	Who do I request formally to get another person to help Meena? I want this urgently. Not next year but now. I would like a reply formally.	There is a QIA CLO, or you can contact one of the Baffinland BCLOs to see if they can support you.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	My children work for Baffinland not QIA, so I know what Meena is saying. My daughter gets direction from Meena here in Baffinland, my son gets direction from a contractor in Iqaluit. What I am saying is you need someone to coordinate with the contractors side as well so that there is the same messaging.	This is noted.
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	My concern is that the Pond Inlet channel, has an abundance of wildlife and seals, if the ships come in during ice, the seals and narwhals will be affected negatively. How will Baffinland compensate these loses? When an icebreaker broke ice last, lost snowmobile were replaced. I want Baffinland to use that example to help with future because pond inlet people use that area for hunting. That's my comment, I don't like the idea of them shipping when there is ice.	We hear this in Pond Inlet and record these comments, up to and including the public meeting. That's why we are here, to hear your comments. If anyone wants to speak, after we break I would be happy to talk with you.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	Why do we have the most numbers employees in Baffinland out of the 5 communities, is it because we have the most experience, do you know?	I know Arctic Bay have the most employees, I think it's related to the mine before. The most income revenue salaries are only for Baffinland and not with other contractors, QIL have a lot of employees, they are not included in that estimate. QIL tries to replace from same community to keep the numbers the same, so if one quits in Arctic Bay they try to hire from Arctic Bay. Hall beach has a lot more so its different community, these numbers are only for Baffinland compared with the QIA so the number of salaries we saw did not include the contractors, I think that's the main reason. ROBERT: It also might be because the community members in arctic bay have more experience thus paid more.
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	What percentage of Inuit are employed at Baffinland? What is the agreed percentage of Inuit employment [in the IIBA]? With Inuit quitting their job, you said you would go back and find the reasons why they quit. A number of people said the number of Inuit people are too low, they had experiences being belittled and made inferior. I think you need to make sure they are not belittling Inuit workers. I think that is the reason they are quitting their jobs. I know one person in particular, was threatened and belittled, he talked back twice and was fired by them. You need fair and equal employment for Inuit employees, not for their skin or race, people are feeling unwanted. I know that one person spoke to me on that. We need less discrimination based on their race.	Currently, it is at 16.3%, we agreed 25%. We need to hear back from employees who felt mistreated, I am not trying to take away responsibilities but QIA has a complaint form. I have never heard issues from employees, they should approach HR, in order to make complaints. My niece was harassed by a worker, at another place, and she was blamed for stealing a laptop, which two guys took as a joke, he harassed my niece. I found her crying after my shift, she and I went to HR with her, and she was scared and we made a complaint together. The guy was disciplined for what he did. We need to teach Inuit workers to make complaints through QIA or HR.
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	The HR department found out from those people who were fired, call them, when you come to communities all we hear is good news. You need to ask them rather than ask for them to tell you, you make the initiative to ask them why they were fired. I think you as the company needs to take initiative to stopping and finding out the reasons, why they are fired, and not wait for them to find you.	We are trying to introduce exit interviews, for people who quit or let go, we hope to analyze that info to try and make it better. We are using cross culture training, which is something we are doing in the future. We always take our Inuit employees, seriously but we need to hear from them. You are right, we will reach out in the coming months.

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Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	You know for Arctic Bay, Pond Inlet and Iqaluit, some young people wait 15 years to find a house. Those people who have been waiting when they go down south and get hired can [get a house]. Do employees have to remain in the community, or can they go down south and keep working?	If someone is hired from Clyde River, they need to fly back to Clyde River. We are not stopping people from moving. If they apply for the job, from Ottawa, it will not be paid by Baffinland for moving expenses, but you can certainly move.
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	I am very serious again, there seems to be the opposite, I have a son in law from Clyde River, but he can go to work from here. You seem to twisting, he was able to go here even though he was hired from Clyde River. I don't know how that is possible.	If that person went here from Clyde River he likely paid for his own flights, but he can go to work from here if he applied from here.
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	I am very serious Joe in regards to railways, and the caribou that move through Mary River. There still are caribou now and they have not arrived from the south yet so the roads seem to be an obstruction to the migration.	Thank you for your comment.
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	I am very serious Joe in regards to railways, and the caribou that move through Mary River. There still are caribou now and they have not arrived from the south yet so the roads seem to be an obstruction to the migration.	Thank you for your comment.
Public Meeting	2017-05-31 - Arctic Bay - Community Meeting	Arctic Bay	My question is to do with the workers here in Arctic Bay. It's obvious they have affects with drugs and alcohol, can they ask for healing or treatment and for paid leave if they want treatment for their addictions?	We have an employee assistance program for employees and their families. It is available for all employees of Baffinland.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	I heard a worker at Mary River say the supervisors say "I hate Inuit". We need a grievance process to allow people notify incidents of discrimination.	We are working with HR to address the problem. It is a focus of my job. QIA and Baffinland are working close together to address the issue.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	For truck drivers who lose their job with the switch to rail and get re-trained elsewhere, would there be any changes to their wages or salaries?	No, there will be no changes. It will stay the way it is.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	Inuit Firm contracts, I have been hoping to have notices on contracts since the start of the project. Try to ask Meena for contracts for bid. No awareness at all for contracts out for bid. There needs to be more awareness.	We communicate available contacts to the QIA and there is a process to communicate them to available contractors. Working on IPCS. We will get more information and get back to you on how the process works.

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Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	We don't have a taxi here, have you ever consider a way to get workers to the airport?	We have looked at the issues and we are looking into provide support or funding to start a taxi service for Arctic Bay. This we feel is the best way to address the issue. For example, QIL as part of their contract have a requirement to provide transportation to and from the airport, but there is no taxi available for them to use.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	The 4.2 Mtpa are approved, now you are asking for 12 Mtpa, would it decrease the life of mine?	No, it just took longer to ramp up. We are committed to mining for a multi-generational project. We have 9 deposits that could lead to a 100 year project.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	The infrastructure you no longer need, is it possible for those to be made available to the communities.	Yes, QIA and communities have first rights. We will talk to them first before getting rid of anything.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	Have you ever considered a subsidy for workers to help pay for their rent? I pay \$62 a month if I don't work, I would pay \$2000 if I had a high paying job.	We will discuss an option with HR and see if it is something we can address or consider?
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	Could there be funding directly from Baffinland to the school for food lunch program at school? They struggle with food security.	I would ask you put in a request and it is something we can do.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	I am a teacher a Nunavut Arctic College, for the work ready program, can you provide breakfast for students?	We will look into it.
Community Group Meeting	2017-05-31 - Arctic Bay - Hamlet Meeting	Arctic Bay	For the elders at site, the workers want to speak Inuktitut more. Would it be possible for you to have elders in community instead of site?	Thank your comment. Baffinland will look into this.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	There was going to be a rail line to Steensby Inlet, this is the first I heard of building one to Milne Inlet. Is the Steensby line not planned anymore?	The Steensby rail line is already approved. The company still intends to build the rail line, but with the economy we cannot build it right now. We are approved to mine 4.2mtpa in the ERP and ship through Milne, but we know that we need to expand to make money. And that we cannot move more ore by trucks on the Tote Road so we need to build a rail line.

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Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	Why build the rail line to Milne Inlet - because it is closer? And did you do a study to show where you had to build because of the steep hills?	We have to divert from the Tote Road in one area because of the steep hill in that area, but for the most part it follows the Tote Road, because it needs to follow a certain elevation.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	The ore stored at Milne Inlet will not be in a building and exposed to the environment. I am not concerned about the dust because there are no chemicals attached to it because of the processing of the ore. In Nanisivik it was different because of the processing, but I am not concerned here because it is very different.	Thank you for your comment.
Community Group Meeting	2017-05-31 - Arctic Bay - HTO Meeting	Arctic Bay	We will expect this letter of request from Baffinland for support for the expansion project. We will reply to that.	No response required.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	If there is a fuel spill on the ship do you have sufficient equipment to respond?	In the event there is a spill in the ocean environment, there are spill kits and there is a spill response team. There is also regular training for them. If it is outside of Pond Inlet than the coast guard is supposed to deal with it, however if it happens in Milne Inlet than we have a kit to help mitigate that.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	In the event of having an additional dock, who would have to approve it, would DFO have to approve it?	You would have to approve it in two different ways. Fish cannot be disturbed and fish use that area and would be using the area in future. DFO would have to approve changes to the area. If the fish were to stop using the area, we would have to have a plan to help the fish could go somewhere instead of the Inlet if the dock affected the fish. No habitat loss with the new dock due to the rehabilitation of fish.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	Are there other ways we could transport iron ore, such as airplanes? Could airplanes be used so our wildlife could not be as affected?	It's a good question, but iron ore is very heavy, and cannot be transported by airplane. It's too heavy.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	Will there be additional traffic as a result of the railway construction? Will heavy equipment operators need extra training?	No jobs will be lost by Inuit but retraining to maintain the train. We are able to provide training to people with driver's license or heavy equipment license, in order to give appropriate training.

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Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	Is the training going to be in the communities or in Baffinland?	Our main focus is in the 5 communities, most of the training will be at site, apprenticeship will be in Iqaluit, or Alberta.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	When Baffinland first started, we had a meeting in Eclipse (general meeting). We were meeting but did not receive honorarium. Someone mentioned that iron ore ships would need monitors, and I feel the winter shipping will have a negative impact on seal pups. I worked on icebreakers for over a year, on more than one occasion, we saw blood on the ships and could not figure out which animal was affected, if it was birds or cods. Sometimes when the ships are ice breaking a lot of cod is washed up on shore. I wonder if it is in the works to have services in the ships to deal with this problem.	One of the things we heard in the community meetings, is that there was a lot of concern from community about ice breaking. We have changed our plans to accommodate it. We are trying to look at the option of a winter sealift if needed however we are aware of the impact on the seals. There is a difference between iron ore ice breakers and Coast Guard ships and so it is a different impact.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	I was not aware that there was a difference between the ice breakers and iron ore ships.	With the iron ore ships, the ice is not completely flattened but skidoos at least are able to cross. Iron Ore ice breakers do not make as many ridges as other ice breakers.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	How many heavy equipment operators driving those trucks?	There are about 200 heavy equipment operators, many white but 3-4 Inuit, there are many operators who would be able to get another job, their employment would not change. They would not lose their jobs. Additional jobs will be created when the rail line is built even if we do not use the tote road anymore. Training will be provided for those who have to change jobs.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	I have heard that jobs were available from my cell inmate and tried to get a job as a janitor, but I heard you are only able to be hired if you speak English. Do you need to speak English to be a janitor? I have been having a difficult time paying bills, and tried to apply to Mary River. They were not telling the truth apparently because before they led me to believe I could get a job but I have not yet got one.	You need to speak English for safety reasons. We can't verify anything if we can't hear anything, we need to hear directly from individuals about jobs issues, and direct them to QIA to help assist them with language and employment issues. There is also a grievance form available. You can go to BCLO and get a grievance form from him to bring process forward?

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Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	If I want to work at Mary River, do I need a security screening, if I am an alcoholic, or drug user? I used to support the project and the screening process and now I regret that. I only thought that they would be screened when they entered the mine not the entire time they are at the mine.	The mine has 0 tolerance of alcohol and drugs, it doesn't matter who you are white, or Inuit you have to go through the security screening process. If anyone goes to Mary River they go through the screening process. They don't make accusations about if someone is a criminal or not. The mine has a 0 tolerance rule against drugs and alcohol. We have a policy in place with safety equipment, and it is provided, for safety purposes. Wayne: this is standard for mines across Canada. In Alberta, blood drug testing is common. It's not something Baffinland is doing to be unfair it's something every mine does across Canada.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	When there is a blasting to extract the resources, there is an explosion. It affects small wildlife and streams and rivers are also affected by the blasting as dust and rock residue can impact the environment, can you try to decrease that impact?	We are very careful to make sure where we are blasting, and the explosives we use. We try to make sure we do not overuse our blasting. We monitor the runoff to make sure that it meets standards given to us. We have to meet them. If it's not than we fix it. When it comes to dust, crushing screening and transport creates more dust. We are switching to rail, and moving away from tote road. We want to move the crushing and screening away from mine site to port site and that will minimize dust. The blasting is much less of an issue.

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Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	I have never been to the mine, but I have been informed that sometimes they do not talk to their superiors, before they start blasting. We need to lay down the gravel, and minimize blasting. I have observed blasting with no gravel, and the char were impacted even though people say otherwise, and I think that is because of the mine. We as Inuit who live have lived in the arctic our whole lives, we hear that everything is done according to regulations. But I think more can be done, more should to done to mediate the issue in terms of blasting. Especially because before you actually do some blasting you lay down gravel at the site you are using explosions. When they were transported they were in a sealed area, and we had to use facemasks which should be the case at the mine. The mining company said it would not impact the environment but I have seen significant change. I am not against the project but I want more solutions. I want to make sure that we don't lose the animals; we need to use a strategy. Let's not concentrate on the negative things but let's get a strategy.	You can put your comments on a grievance form for QIA, so that they can help advise Baffinland and you will get a response about how they will try to mitigate the environmental concerns. We are here to consult with the council about these things.
Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	I can imagine that the dust would rise in the air from the blasting and fly in the wind and then go to the snow and the ocean. Many animals look for food around the shore, so those are my concerns. The animals always eat little vertebrates and what not and the dust will slowly go to the ocean so that's a concern I have.	Thank you for those comments, I am not an expert in blasting but we will take these back to the company. A few comments on the effects on animals in the area. Iron ore is quite safe, it has been eroding for a long time, we are speeding that up but the animals are used to that, so when we observe the animals we are not seeing negative impacts, we will continue to monitor. We are doing that with community groups, QIA, pond inlet HTO to make sure it is taken care of.

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Public Meeting	2017-05-29 - Clyde River - Community Meeting	Clyde River	Your records on activities in the mine are going very well based on word of mouth. You were talking about Panamax ships and larger vessels, but my issue is with the large ship, it is very large and very long. Milne Inlet has a very narrow channel and the ship also has to go through Bruce Head and ragged island which is not very wide. If they are going to use that ship in coming years, it might be too large to enter Milne Port. I know of a large ship that others use and I wonder if that would be better. It's my speculation that a very large and wide ship would be too big for Milne Inlet which might be too shallow and too narrow to allow such a boat. Are you going to be using the large ship to enter Milne Port?	We have been using the small ship to date and with phase we would like to use the cape size ship. This is something we looked at very carefully, we look to traditional knowledge and sea captains. We understand there are narrow points, and we have studied it closely and think we are able to go through with the cape size ship safely. This is the best compromise we can find, in order to ship most ore while respecting the communities. We are proposing this to you now, and we are interested in the concern and details communities can provide.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	Where are you at today with the NPC?	Trying to get NPC to conduct the review to accept the amendment.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	Is Baffinland hoping to complete approval process in 2017?	Approval takes about a year after filing. File in Sept 2017, hope for approval Sept 2018.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	Are you building the newly proposed 800 person accommodation under Phase 2 or existing operation?	No, will be done under existing operation.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	I would like to see a community gymnasium or athletic center at the mine site. So on long weekends or special occasions community children can come to get together or host tournaments.	That is an interesting idea. The new camps will have larger recreational facilities but for the workers, not necessarily community youths. I will mention it to the project management team as a potential option to consider. May not be best at the project site, but maybe in another community.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	Clarification on 2 weeks on / 2 weeks off, are they required to do this? Is there any flexibility in the off shift rotation to do 1 week in the home town and 1 week in another community?	Mining is driven by production. We need to be careful as we need to be able to plan. We have not had someone request splitting the rotation across several communities but could be something to consider.

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Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	You want to build an additional loading docks, would you still require winter shipping?	We would be conducting open water shipping only. Two loading docks allow us to load faster.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	Would you be able to hire additional people before Phase 2 is approved?	Employment will not be driven by approval. We are focusing on increasing Inuit employment currently, not just associated with Phase 2. We want people to understand issues before it becomes an issue that effects their employment. A lot of times there is misunderstanding between employees and supervisors in regards to expectations. Need people to feel comfortable on-site.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	In Pond Inlet, do you want a support letter from HTO and Hamlet Council?	NPC needs to change their land use plan. We would be interested in a letter of support to move the project to the environmental assessment process.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	If you are using less fuel, why are you adding fuel tanks?	We will be using less fuel for transportation, but more fuel overall due to increased energy and heating demand.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	Will you be able to ship 12 Mtpa by continuing to use trucks? Why did you not ship 4.2 Mtpa in 2016?	We had breakdowns at the crusher and ship loader. We added additional equipment to try to catch up. Using trucks along the tote road lead to a lot of breakdowns. If we could move it by truck, we would consider it but we found over the last 2 years, moving that much by truck would be nearly impossible.
Community Group Meeting	2017-05-29 - Clyde River - Hamlet and HTO Meeting	Clyde River	What do people in Pond Inlet feel?	People in Pond Inlet want to participate in the review process, they want to participate in the NIRB process. Commit to a public hearing. Some people are for it and some are against, they want the ability to have their say.

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Public Meeting	2017-06-02 - Hall Beach - Community Meeting	Hall Beach	It would increase the amount of money coming in according to Baffinland, around 1950's there were 2 elders here, there was a mines site with a camp near the shore, and here we are, they were the groundwork and none of their kids are working for Baffinland, so how are you going to make sure that we are providing Inuit employment for multi generations.	We have gone through a whole new structure, we are dedicated to the IIBA and increasing Inuit employment and training. We have Inuit people here who are dedicated to increasing Inuit employment and training. We have a chance to do things right, we have sectors of government which are committed to working with us. We are here and hoping that the mine will last for 100 years. We want to do better than what has been done in the past. DAVID: Regarding the rail because right now we have heard that hauling the iron ore is more sustainable and it will benefit of the IIBA agreement, we looked at all possible restrictions that might affect Inuit. We are trying to improve Inuit employment, and this is helpful to the employment of Inuit. We need money to support ourselves, this is all included in the IIBA agreement. We are only looking at the 21-year lifespan in this proposal, we will continue to hold up the IIBA in the 20-year span, once phase 2 has been approved. When the new exploration companies are here we did not have Nunavut land claims agreement, the new mines are much more respectful to the needs of the current intuit workers now. So that we can know every aspect. We know because we document things and regulate it with the IIBA, which is not set in stone, it's something we can change in regards to the needs of the people. Mines have many agreements they have to follow such as the Nunavut land claims agreement.
Public Meeting	2017-06-02 - Hall Beach - Community Meeting	Hall Beach	Thank you for keeping us informed and communicating with us about changes and involvement.	Thank you for your comment. No response required.

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Public Meeting	2017-06-02 - Hall Beach - Community Meeting	Hall Beach	I glad that you guys are here. I have a few questions but its past my bedtime so I will try to keep it brief. I am wondering, how long the life of the mine will be, will it be going for my grandchildren, and this will get more opportunities for employment for Inuit. Will it continue into the next generation? Next question, for proposal for rail line to go in for the IIBA and the new jobs to come out when the rail line is active, and once they start constructing the accommodations there will be many I don't mind at all, because we know all this construction will provide opportunities. What will happen for employment opportunities when they are done? Will there be training around trains and employment?	Regarding the lifespan of the mine, our current mine lifespan has not changed with phase 2, there is a 21-year lifespan for the first deposit, we have had a delayed start so the time has not changed. There are 9 deposits in the Mary River region and we are interested in all of them. This is a multi-generational project, we hope to build both the rail to the north and the south. We still have enough ore to mine for generations. We have a long lifespan, that means our relationships in communities and training youth is very important to us. When we go for approval, we have to look at a lifespan that is somewhat predictable. It depends on a lot of things it could go for 100 years depending on the future. Regarding your second question, the way we see this is that during the peak in positions in construction. Baffinland is hungry for Inuit employees, this is an opportunity to get trained and then use the training and qualifications to be more hireable to Baffinland. When we look at operation, work forces, and the phase 2 operation, we will not see a decrease in Inuit employment. We hope to increase it. There are not many people anywhere in the world that are experts in northern railway, we will bring in experts for training for everyone including Inuit. If we cannot provide it on site, we will send people off site to be trained. As Robert mentioned we are shooting for 25 percent this year, we realize that is a lot of training but it's what we are willing to do.: Our CEO Brian Penney during our town hall meeting acknowledged we are on Inuit land and that we have to respect and prioritize Inuit. We know we have made some mistakes in the past and we are trying to correct those mistakes, I am not making excuses, but we are trying to learn from our mistakes. I am optimistic, that we will be making opportunities, for future generations.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Public Meeting	2017-06-02 - Hall Beach - Community Meeting	Hall Beach	In order to educate Inuit, what type of training in place?	We hired a learning and development specialist, for existing and new employees. I personally approached family service, about apprenticeship; they are responsible for when a person is interested in becoming an apprentice. People who want to be an apprentice need to take a tradesmen ship exam and get at least a 70% on it, so that they can understand the job. They then get 1 year on the job training, after which they get technical training in Rankin or Alberta, we follow the Alberta curriculum. The Nunavut apprenticeship board investors such as Baffinland has to take the lead in what we want in terms in apprenticeship. A workplace literacy program will be provided on site. This is not going to happen overnight and I am not making excuses, but we are going to work hard over the long expectancy of the mine. It's everyone's responsibility that young people go to school and stay in school, and finish high school and get further education. They need to go and get their technical training, I hope that answered your question.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	Do you communicate properly with QIA or just the communities?	QIA and Baffinland work closely on the IIBA, it requires QIA and Baffinland to work to closely together and we do so. Especially related to employment. We don't work much with NTI but mainly QIA.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	Is there any assessment or monitoring, has there been any impact of since the start of the project?	We have a number monitoring programs and working groups. We have had some vehicle strikes but haven't observed significant impacts outside of that. We do main types of assessments; we have been hearing by Pond Inlet HTO due to shipping narwhal. Although quota has increased.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	There is always an accident somewhere. We heard someone had died, how do you deal with a major accident? They really impact on person.	We use FLRA, JHA's and Management plans to control incidents and make sure we have resources in place to respond to them in case of occurrence. We have morning and weekly toolbox talks. We track incidents to find trends.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	You were saying 6 communities, de-centralized, why did Arctic Bay get \$1.5M and Pond Inlet \$1.5M. Say Hall Beach \$900k. How do you decide percentage of employees come from each community?	We are always looking for employees. We are not going by if the community is decentralized or the size of population. We get employees because people have applied from these communities. A lot of hall Beach employees work for QIL so this is not included. We are not considering contractors in these numbers. QIL tries to replace employees in the same communities to keep logistics easier.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	The weather haven camp, the accommodations are not working, it is very noisy.	We need to make sure our camps meet noise requirements, this is tested in the North.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	Will there will be a training opportunity, for the rail?	We just recently hired a rail and training specialist. We will train both new coming employees and pre-existing employees. There will be apprenticeship programs in Nunavut. If not available, we will go to other areas to develop the skills. We also met recently with family services, they said it was up to Industry to take the lead.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	In the end you ask for our support, when is the best time to give our support letter to you?	We will send a written formal request but we can't say by a certain date. We will send a request once we know more.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	Would you require a motion to issue a letter of request?	That will be up to the Hamlet to decide.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	I want to ask about Steensby Inlet, when do you think it will start?	The Steensby project will start when there is financing for it. When we get enough revenue to pay for it. It cost 5B to build it so we need money to do it. The north rail way is only \$1B.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	People in Pond Inlet would be worried, about a potential sealift in the winter. It will really impact the seals. It would frighten and scare away seals and narwhals. How can get benefits for the seals?	A lot of planning needs to be done before we do a winter sealift. Including pre- and post-seal den surveys. If wildlife is impacted, then there is a compensation fund if it effects hunters. If there is a big issue, they all cannot get compensation, but an individual can.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	Do they do cultural awareness training, at Baffinland? Wasn't it required by their approval?	There is a cultural awareness program on-site. There is an online cross cultural program required for each new employee. We are looking to do more. We are on Inuit land we are need to respect Inuit cultural and hiring. It is personal commitment from our CEO. Currently online, will work on improving it and potentially delivering in person. We do a cross cultural presentation in February with the QIA.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	What percentage of Inuit employees are on site?	16.2% of workers in 2016 measured in hours worked. Our goal in 25% for 2017. Working on improving that. We have dedicated recruiter just for Inuit employees.
Community Group Meeting	2017-06-02 - Hall Beach - HTO and Hamlet Meeting	Hall Beach	What you are proposing is the Phase 2, I am satisfied with that. But before the major projects are done, I don't want to see employment drop away after construction is over. They work for 2 weeks and home for 2 weeks. I like that but some of young miss their flights or before they leave they party and then they let go before they get there. Should not be a reason for them to let go if they still feel the effects from the night before.	We are trying to increase Inuit employment. But we guarantee no Inuit job loss due to phase 2, they will be trained in other positions. If they party the night before, we can't control that. The reason they are sent home is for safety reasons. We want to make sure people come to work safe and fit. We don't want accidents to happen.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	We have heard there is \$750,000 for the wildlife compensation fund, is this only for the people of Pond Inlet?	BIM has given the wildlife compensation fund \$750,000 until the funds are depleted to less than \$50K and then we re-negotiate the fund. The amounts are not given out yearly to Pond Inlet, the money is given out in an individual basis. The first step is that the HTO assesses the request, if they deem it as a legitimate claim, the QIA assesses it formally. It must be determined that the loss was directly related to the Project. A request can also be escalated to the QIA executive for a ruling. / The wildlife fund is not given just for the Pond Inlet area. / The \$750K is for all Inuit impacted hunters. For example, if you have to change your route for traditional harvesting practices as a result of the Project, and you have to use more gas this is where the compensation fund can come into effect.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	What happens if it is not just the mining site? What if it is also other ships that go through?	These funds are only for impacts of Baffinland, but for other companies or researchers or organizations that use the area.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	It was very hurtful when (the community working group) was cut off. We want to formally request the committee and we want to help more with the Mary River Project.	The hamlet council would write to the QIA to request sub-committees. We are looking for a supporting document from you to let NIRB know that we want to go onto the next phase.
Public Meeting	2017-06-01 - Igloolik - Community Meeting	Igloolik	If I was employed by Baffinland and I was not brought back. I keep expecting to get a call back and they let me go without explanation. It would be great if we get back feedback because I am still expecting, to go back. They brought me back to Igloolik, and I was waiting to get back, and I found out I was fired. I did not even receive a call or a letter, I am still expecting this.	I just want you to understand, usually when people are let go there is a review process, and a written report, everyone usually has to do this. We can all be contacted in order to get info. We are working with a work readiness program, and we will allow people who have been let go for minor offences to do this program and have an opportunity to be rehired.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Public Meeting	2017-06-01 - Igloolik - Community Meeting	Igloolik	I am happy you guys are all here, according to what I hear, and how I understand the presentation, we are looking after the environment by putting in the rail line. There is also an economic benefit, and the truck drivers would not be losing their positions, once they started shipping ore. There are managers on the ship to prevent spills in the shipping season. I know you have good intentions, but we know there are some environmental impacts.	We heard that there were concerns and we are acting to try to find alternatives to monitor the ships. As of yet we have not had a good way of monitoring the impacts, we are building a subcommittee to see what we can do to meet that objective. We had a meeting in May, and Nunavut Impact Review Board said exactly what the last person said there was a safety issue to have monitors on the ship so they are trying to find out how the assessment would be. There would be environmental monitoring from the community members, this would monitor impacts shipping would have on the environment.
Public Meeting	2017-06-01 - Igloolik - Community Meeting	Igloolik	I wasn't expecting to win a prize so that is very nice. When you were talking you kept saying NIRB, are you talking about Ontario or Nunavut? You were talking about horizon, I don't understand who horizon is, can you clear up who they are? And due to climate changes, it is impacting the permafrost, is this being monitored too, and the ocean? These are the impacts that we heard of the climate change. Due to the warming of the sea from the bottom, and according to Inuit knowledge. Are you combining Inuit knowledge and scientific knowledge, and there are huge rapid changes?	When I say environmental I am saying NIRB, there was an issue between the Inuktitut and English translation. Horizon is a company, and QIL is the company responsible for setting up the camp. They are the ones part of that. Not only does Baffinland make sure we have Inuit employees we make sure our contractors are too, they are coming on a hiring tour. Regarding climate change, we do a lot of monitoring, changes are happening quickly in the Arctic, our mine life is 21 years for 1 deposit. We want a long term mine which means we need to concentrate on the environment and relationships with communities. The scientific and Inuit knowledge get compared and we combine them, and then we develop potential scenarios. We then try to make sure we put things in place to prevent negative impacts. It is hard to predict. In regards to phase 2 we want to get into the environmental review process, and with regulators we will try to accomplish this as best we can. We also recognize that we burn a lot of diesel, so current operation and we would like to look at potential to use wind and solar power in order to power for future. We have started with marine and terrestrial groups but we probably need to do more.
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	Training on the job is so important. They need to understand their job and what their role is.	Thank you for your comment. No response required.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	Once the railway is done, the hauling trucks will decrease, how about all the drivers and heavy equipment operators, would they decrease?	Yes - once the rail is done, we will no longer need ore haul truck drivers. They will be retrained to other jobs. Employment will not be lost.
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	When they first started plan for Steensby Rail. It is my understanding the Steensby Project is now stalled or off the table?	The Steensby Rail is not completely off; it is set aside as we need to follow what type of financing we have. At the time it was approved in 2012, the price of ore and economy dropped so Baffinland isn't in a position to currently develop it. Would be impossible to do 12 Mtpa by truck.
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	Inuit employment, you said two weeks in two weeks out, that would also take off the reliance of income support, especially for people in Igloolik, they have trouble. Our money was gone by the time our 2 weeks are over.	After they have been working for two weeks, this is how we set up their wage. They still get bi-weekly payments regardless if they are on rotation or not. In the Work Ready program, Finance education and budgeting will be a focus (food, rent).
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	One of the issue we want to hear more is the safety issues. Especially the safety issues, when they first start, it's good to take First Aid and WHMIS training. It is a requirement to work at the Hamlet. It is a recommendation to provide this training to the community.	There are some first aid sessions offered, but they are not mandatory. WHMIS is provided. This is a good suggestion to make it mandatory.
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	There are people that are hired at Baffinland, that go in for 2 weeks then when they try to go back, they say they are not hired or wanted back.	That is unfortunate if that is the case and we will work to correct that. The work ready program will help address this. Can't guarantee jobs but they will have a priority.
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	If people who have been hired and are no longer employed, we will look at them or will they be allow to be re-hired?	For employees who have minor offences or quit, they will be allowed back and we will actually be focusing on this. Speaking to Nuna East, they say people who come back a second time are actually the best employees because they recognize the opportunity.
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	Sometimes workers quit their job because there is no cigarette available on-site.	There is no store at Baffinland. There are strict regulations about this and Baffinland wants to promote cigarette reduction and healthy lifestyle. We can take that back to our CEO, if it is becoming a barrier we can find if it is something we can consider?

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Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	The cultural barrier is considerable; it is something they need to consider to be able to accommodate employees. Is there cultural sensitivity awareness program? This would help.	Cultural sensitivity training is available. The Work Readiness Program will focus on communication barriers that we have. Conflict resolution will be focus. Cultural awareness training is mandatory for all people to go to site. We need to be aware of our history, people are being intimidated, it is a real fear so we need to be able to address those issues.
Public Meeting	2017-06-01 - Igloolik - Community Meeting	Igloolik	With the switch to rail, will there be a risk of train derailment.	The rail line will be a low speed rail line. Will travel roughly 50 km/hr. The risk of derailment is less compared to high speed lines. In addition, we will have a detailed safety management and inspection system to make sure the train is safe. In addition, we will avoid transporting people or equipment so if there was a major spill, it would be only iron ore.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	If P2 goes through will the schedule remain the same? Or will the families be moved there similar to Nanisivik?	The schedule will remain 2 weeks in and out. Nanisivik could do that because the federal government contributed to make this happen. This was assessed and it was determined that this was to be a mine site not a family site.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	What about the construction of the port near Igloolik?	The original proposal was to include shipping from Steensby Inlet.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	There are 200 drivers and 3 or 4 Inuit drivers? Once the rail way is done, there will be zero job loss, can instead of job loss can we see jobs increase?	We are just saying that once we use the rail and the ore is not hauled by truck, those truck drivers will not lose their jobs because there will be other opportunities provided to them. If we are approved for P2 this will definitely increase the job requirements. Milne Port has 350 people working there and the Mary River site has as much, but the accommodation for 800 people has already been approved, so we will be able to hold this many people.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	We were told that there was wildlife compensation from Baffinland? We used to caribou hunt on Baffin Island but now they have a much smaller quota. Can we get an increase for the quota of caribou?	Since the caribou are at risk, The migration of caribou changes with each generation. Right now on Baffin Island the caribou migration has decreased naturally. The wildlife compensation is given by QIA for wildlife impacted by the Project.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	We see on television that near mine sites in other provinces, the caribou population declines. It seems that you are not taking responsibility and not taking IQ into consideration. I know that the road and railway line will impact the caribou population. When there is a mine site there is always a negative impact. It's not just based on IQ, there are more impacts.	The assessments and statistics are showing that the decline in the caribou populations were occurring even before the mine was present. Elders and scientists are working together to learn about the caribou migration. And on both sides we heard very similar information on the decline of the caribou. Caribou populations are declining in other areas as well Iqaluit, Pangnirtung for example which is not related to mining. /The wildlife compensation fund is outlined in an article under the IIBA. The compensation is based on specific loss of an individual animal from impacts of the project. The overall population effects on marine or terrestrial wildlife are addressed in the final environmental impact statements and are then approved by regulators. There is no indication that the mine has caused the decline in the caribou population and then only temporary disbursement of narwhal before habituation. There will be a new environmental impact statement and if it indicates that there may be severe effects, the NIRB will not approve the project. / There are also surface rights tribunals, when there is an impact from the mine site you can report it to the tribunal.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	We are trying to increase the quota for caribou hunting.	The GN is responsible for the caribou quotas. The Qikiqtaaluk wildlife board sets up the quotas for the areas, they decide on how the quota is distributed so that request is more appropriate to them.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	I am concerned about the railway. Originally from Pond but living in Igloolik. Will you make the railway right by the road?	We are proposing that the rail line follows the tote road, except in one area where we have to go away because of the terrain.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	How come the wildlife board is not here since they are always making the decisions?	These were created by the QIA Prior to approval of the Project, QIA established a Mary river community group in each community, when the project was approved in 2012 the community groups dissolved. They were created by QIA with Baffinland and it is up to the QIA if they wish to re-establish them. There is still a community group in Pond Inlet. Is the HTO formally requesting that we create this sub-committee again for Igloolik? Pond Inlet is the only community that requested for a revised committee, no other community has requested this.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	We had people come here who did caribou collaring near Meadowbank in Baker Lake. They showed results that every caribou that was collared turned back when they got near the mine. They were people based out of Arviat.	If this information is sent to Baffinland, we will certainly look into this and review the information.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	I have a comment only that I have been anxiously waiting for Baffinland to come to Igloolik and give us more information. We want to be involved more, scientists are not the only ones who can provide information, Inuit have lived here for a long time. We know that the caribou migrations and populations change over the years but if we say that there has been more of an increased decline that should be taken into consideration.	Thank you for your comment. Baffinland is committed to ongoing engagement with the communities, including Igloolik.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	We have heard that iron ore prices are low but you are still going on.	Yes the iron ore price deeply effects our decisions.
Community Group Meeting	2017-06-01 - Igloolik - HTO Meeting	Igloolik	In the past we have declined consultation, but it is now in operation so we will support. But if there is an impact we will voice our concern. We are very concerned for our hunters.	Thank you for your comment. Baffinland is committed to ongoing engagement with the communities, including Igloolik.
Community Group Meeting	2017-06-01 - Igloolik - Hamlet Meeting	Igloolik	The Hamlet committee has never been to the project. I think it would be wonderful to go there as a community or Hamlet member to understand how the project works. Some of us worked there in 1960 when they were first there.	Maybe the best way is for the Hamlet to make a proposal to Baffinland to take a tour, I can support it the best that I can.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-01-16 - Iqaluit - Procurement & Contracting Workshop	Iqaluit	What is the incentive for larger Southern contractors to subcontract to Inuit firms?	Many southern firms may not be familiar with working in arctic conditions, and to be able to match or exceed the MIEG, they should want to work with Inuit firms to meet these goals. If exceed % of the MIEG far enough they receive financial incentive.
Community Group Meeting	2017-01-16 - Iqaluit - Procurement & Contracting Workshop	Iqaluit	What is the value of this bonus?	Contract by contract basis, the incentive has to benefit both contractor and BIM. Depends on size of contract and what type of labour is available and needed for that contract.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	Environmental monitoring contract was available but then BIM ended up doing their own environmental monitoring program so I am wondering if this contract will be given back to me? Designated firms can apply for contracts and can apply for designated funds through QIA, and if you are listed on the DIFL than you would be informed and given advanced notifications of contracts. 45 days in advance is the notice of which any of the firms on the list are given. If you are to apply thought the DIFL then we will help you with your applications. [Becky Mearns]	We are not familiar with this contract but we will get back to you regarding details of what may have happened here. Please come and speak to me about this after the session.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	Environmental monitoring contract was available but then BIM ended up doing their own environmental monitoring program so I am wondering if this contract will be given back to me?	We are not familiar with this contract but we will get back to you regarding details of what may have happened here. Please come and speak to me about this after the session. Generally, the process is that designated firms can apply for contracts and can apply for designated funds through QIA, and if you are listed on the DIFL than you would be informed and given advanced notifications of contracts. 45 days in advance is the notice of which any of the firms on the list are given. If you are to apply thought the DIFL then we will help you with your applications.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	If BIM and QIA are planning to put money into education, entrepreneurship, etc. would BIM be able to allocate these funds to Pond Inlet so that people would not have to travel too far to other communities obtain these skills?	<p>Education and training fund is \$1million a year, we are beginning to look at the types of programs to start using this funds for Inuit.</p> <p>We will be looking into the amount of funds that will be used and also what programs could be the most useful for Inuit.</p>
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	We have no classroom space and this is a huge disadvantage to reach the goal of upskilling northern communities.	As part of the education and training fund, we are specifically looking into English as a second language and a relaunch of the work readiness program. English is not a block to employment but may hinder advancement. Help Inuit employees obtain high school diploma. Scholarships of \$5000 are given each year to students. We have committed to 3 additional years of contribution to the education and training fund. BIM will not be funding infrastructure development because BIM sees this is a government mandate. BIM is trying to get away from only trades and focusing also on tertiary education. Each college student that receives BIM scholarships also receives a laptop computer.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	Is there any website or email lists for advanced contract notification?	<p>DIFL firms listed on here receive contract notification through email once BIM releases a contracting opportunity. The DIFL is open at any time for Inuit firms to be added to this list.</p> <p>BIM is looking into developing a contracting portal that will be accessed through its website where Inuit firms can look at opportunities there.</p>
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	Could workshops be made available of the procurement process through video on the BIM website? Breakdown of what is service contracts and what are other types of contracts?	We are looking into having future workshops such as this one in the Northern Baffin Communities.

Type	Event Name	Community of Interest	Stakeholder Comment	Baffinland Response
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	So if \$500,000 is in the BCSF can Inuit apply for these funds? Can we as a group benefit from this funding or is this specific to a certain contract? What is that funding really for? For contracting?	It is to build capacity whether that is to improve business operations, additional training, or equipment to help your business. Funds are there to provide support for a business that is trying to startup or improve. For example, if you need help with how to apply to win a contract. [Becky Means] This also leverages existing funds from Kakivak i.e. getting licensing, becoming bondable. \$500,000 a year is only for the north Baffin communities. Kakivak helps all Baffin communities.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	\$500,000 goes to one individual contractor or the whole group?	No, it's for support of your business. The \$500,000 per year is for entire communities of North Baffin that are in need support for their business.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	The grants available from Kakivak for business can we get again or is it only one-time funding?	If you're a start-up, there is possibility of continued support but not for a company to be given funds each year. It's to build capacity. Support money includes for instance the legal fees associated to start your environmental monitoring company. It's not there to subsidy operations of your business every year.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	QIA question, what about the results from the North Baffin Inuit survey?	Yes, regarding the Inuit labor gap analysis, QIA can get reports to the CLOs and distribute to the communities. QIA is currently looking at how to make this available to people in Pond Inlet.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	I want to know whether the BSCF under IIBA is only for North Baffin communities?	Guidelines are within IIBA regarding who can apply to this funding.
Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	Community members do not see all the contracts that come up and if contracts are up for renewal this should be posted and advertised publically. We want to know more about what contracting opportunities are available.	QIA and Baffinland will improve communication regarding these contracts and opportunities.

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Community Group Meeting	2017-01-18 - Pond Inlet - Procurement & Contracting Workshop 1	Pond Inlet	BCSF is funded by BIM and we would like to know how much is set aside for this particular service? Is this fund categorized to Songs three types of contracts in his presentation or one lump sum?	QIA and Kakivak will be organizing this fund and will be organizing this based on the needs of the Inuit Firms; depending on capacity issues. BIM contributed \$250,000 and BIM also \$250,000. This can be applied to directly or help to leverage to other funds through this program. Clarity funds started in 2014 – 2016, in total should be \$1.5 million in that fund set aside.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	How is the IIBA managed and where does the money go?	The IIBA was signed between QIA and Baffinland in 2013. People will be reviewing it and it can change. I am in charge of implementation and there is joint management committee and JEC that meets regularly to discuss IIBA priorities. QIA is the ones to receive the funds from Baffinland, they cannot go directly to the community. QIA is responsible for deciding how the money is spent. Just had an annual review forum in Arctic Bay that developed recommendations on what the IIBA should focus on. Those are available if you are interested to understand what was decided.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Would like Bruce head narwhal monitoring to be continued and shared with the community.	Baffinland will continue the program, will be coming to Pond Inlet in a few weeks to discuss Bruce Head planning with the HTO and will provide.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	QIA wildlife monitors should observe Eclipse Sound for impacts from shipping in addition to Bruce Head.	QIA Lands Department is looking at Community-Based monitoring program and could look at eclipse sound monitoring as well.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Will Baffinland be doing any ice thickness measurements in Eclipse Sound?	Baffinland is not looking at doing any ice breaking as part of shipping iron ore. Will do ice thickness measurements if we are looking at doing a winter resupply voyage.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Why are there only 5 college scholarships if Baffinland is trying to promote education in the communities?	Baffinland continues to work with QIA and Government of Nunavut on skills development training programs.

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Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Can we document the role of Pond Inlet citizens in the development of the Mary River Project? Members of the community were involved in the first sampling in the 1960's.	Baffinland agreed that this was a good idea and we would look into the concept. This information could be included in work readiness program and employee on-boarding training.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	The use of the word 'probation' has negative connotations in the community as it is tied to jail and law enforcement. Could we use a different word to describe the first 3 months of work at Mary River?	We will pass on the message to HR and see if there is an alternative.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Concerned that if more ships are passing by that there will be an impact on narwhal.	Baffinland indicated that there will be more information provided in the EIS submission and that there will be more opportunities to provide comments and concerns during the hearings.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Will the rail cars be covered to reduce dust?	The rail cars won't be covered but the ore that is transported on the rail way will be large size pieces so there will be less dust.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Likes the idea that the crushers are being moved but is concerned about water being impacted from the Tote Road. Is the water safe to drink?	Dust is not dangerous and the water is safe to drink. Operations is working to reduce the amount of dust on the road.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Dust is a problem. Dust from the ore stockpile has been seen as far away as Bruce head. He is very concerned about dust.	Concern is noted. We are working on ways to reduce dust.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	In regards to the request for support. We can support the project if Pond Inlet will receive Royalties directly from Baffinland and not through the QIA.	Baffinland noted that the IIBA is with QIA and that we can't do anything outside of the IIBA. QIA noted that IIBA says that QIA will support the communities.
Community Group Meeting	2017-05-30 - Pond Inlet - Hamlet Meeting	Pond Inlet	Hamlet council would like a direct meeting with the QIA to discuss the issue of benefits to the community. QIA has noted the request and indicated that Hamlet Council should make a direct request to QIA Executive.	Thank you for your comment. No response from Baffinland required.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Are the train tracks built to withstand snow?	There is a plow at the front that would clear the snow.

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Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	You want to conduct winter shipping during the seal pup season? I want you to be advised this will have an environmental issue in the month of March. Inuit need a stronger voice in the company so that the company better understand our concerns. We have been impacted the most compared to other communities. We have the most ships coming through and we haven't had a narwhal migration in 2 years. We deserve more benefits then the other communities. The scientists say we are not impacted but they don't understand, we have been here longer and understand better that we are being impacted. We have fear of winter shipping. In January and February, we still have wildlife. Money, money, money you act is the most important thing in the world.	We as staff members don't have final say but we as Inuit can act as advisors. For example, we cancelled the winter shipping program in 2017 as a response to shipping concerns. We do provide advice. We meet regularly with the HTO and community and consider their feedback. They have a stronger voice then we do. We meet regularly with the HTO and community and consider their feedback. They have a stronger voice then we do and part of the reason we are here is to understand your feedback.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Is there a process outside the community fund to offer sponsorships?	Yes, informal phone call and email and we try to do what we can.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Karen gave a presentation during the HR tour, do we have a plan in place on how the work readiness program will be given?	We are developing content now, will cover communications, travel, dealing with conflict. Hoping to have ready for June. Will try to follow same model as Meadowbank. They went through a lot of the same problems Baffinland has related to absenteeism and turnover so we are trying to learn from there.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	There is a program at Arctic College to prepare for work and ultimately work at Baffinland but they get discouraged as they don't always get hired.	We are working with Arctic College and the work readiness program to start in the Fall to help get people ready to work. We are learning from past mistakes to learn what we can do better. Doesn't happen overnight but we are trying to do better by reaching out to communities, GN, QIA to help identify opportunities. We are also working with contractors to make sure they will be hiring Inuit and focus on Inuit training, such as Horizon HR tour in July. We need more people trained and ready to go as we try to expand in the next few years.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	I know you are getting more Inuit in the coming years. We are getting a lab in town. Also, the HTO can supply food for the Inuit on-site.	We have a country food kitchen and good to know this is an option.

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Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	What about other contractors on-site, are they offering Inuit jobs.	Other companies get evaluated by showing they can hire Inuit in their companies and they need to show Inuit content. There a penalties if they don't meet the requirements.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Don't southern people get training on Inuit culture? It was mentioned how we have been abused in the past, they need to understand and be aware.	We do cultural training for all employees prior to coming to site. On Nunavut day we will be having an event. QIA held a cultural awareness event.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Wildlife compensation under the Phase 2 program, will it change?	Funds provided to HTO currently related current operation. Will look how to consider Phase 2 in the future.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Can anyone get access to the community compensation fund?	Funds provided to HTO currently related current operation. Will look how to consider Phase 2 in the future. This will be discussed at a hearing to determine final results. We are here to hear your comments and feedback.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	When the ice is starting to form, Inuit have a concern on breaking ice.	Under the Phase 2 project we want to maximize shipping iron ore in the open water season. When the ice forming, we would consult with the MHTO before starting and stopping shipping. HTO will have opportunity to discuss their concerns prior to any approval.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	How can people access Business Development fund and Capacity Fund?	CLO and BCLO can help fill out forms and help access funds. No deadlines, can apply anytime. Current compensation fund is related to ERP. If it was a whole loss of narwhal migration, then we need to look at that separately. Much larger issue that needs to be discussed.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	How will wildlife be affected by phase 2?	We include MHTO to share information and knowledge. We welcome opportunity to keep involvement. If there is evidence we are not seeing, please let us know so we can include it in the assessment.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Will the elders be consulted where the best route will be for the rail line?	Elders were not consulted but we are trying to take the easiest route by keeping it close to Tote Rd.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	From Mary River to Milne Inlet, we sometimes travel by snowmobile. Be good to hear from elders on the right route.	We are working with NPC and on IPGs to determine the best place for it. We are working with them to modify land use plan to allow for it. Before we construct road, we will consult and identify areas to make sure crossings are appropriate. We will come back next year to talk about this.

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Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	We have been caribou hunting near the mine site, even before mining we use two routes.	
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	In the past, people went caribou hunting more in this area.	Thank you for your comment. No response required.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	With respect to the wild life compensation fund – there are forms in QIA office to request for funding, if I were to submit a proposal, how many times can I make a request for funding in a year and who decides?	There is no limit on the number of times you can apply. A committee evaluates it and decides what will be approved. We have work to do on the wildlife compensation fund.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	We want the weather haven camp in the event you no longer need it.	QIA has first rights to purchase the equipment or building, if they are interested please let QIA know so they are aware. If QIA does not want it, we can then offer it to other parties.
Community Group Meeting	2017-05-30 - Pond Inlet - HTO Meeting	Pond Inlet	Previously it seemed Baffinland was always rushing into things. We are happier now and more relaxed to see the engagement that is now going on.	Thank you for your comment. No response required.
Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	You mention that the mine is going to operate for 100 years, can things start being cleaned up at the mine right now?	It is a very insightful question, when we talk about long term mine life, we are not talking about adding and adding and adding for 100 years. We will clean up deposit one after we are finished and so on. I understand that dust is a major concern, we are hoping that the rail will mitigate dust concern, and help BIM survive. We are constantly monitoring it, and so far we have seen no effect on wildlife. The deposit we have been mining right now, has been eroded for a long time so the animals and plants are used to it, however we are learning as we go and addressing it. This year they want to make a proposal, phase 2 and right now the current certificate to use the tote road, in the event than Baffinland was approved, and they would want to hear about your concerns they will follow your concerns and recommendations. NIRB is the one who issues certificates.

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Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	Is Baffinland exploring solar power or wind power for phase 2?	We are looking at solar and wind, solar would be difficult but wind looks possible, this is not about phase 2 but ongoing operations.
Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	I want to thank you Baffinland for giving jobs for jobless people, there are some people who can only be employed by Mary River. Thank you.	Thank you for your comment. No response required.
Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	There are some signs that state you cannot drink from the stream, how is Baffinland going to mitigate this?	As far as we know there is no restrictions on any drinking water. That being said if there are traditional places you get drinking water we would like to know, we try to monitor all freshwater.
Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	Under the phase 2 proposal, you want to increase shipping of iron ore, and once this is approved from the DFO would we see approval from the NPC in terms of shipping? Would the department of ocean and fisheries need to approve that?	In regards to shipping of ore, NPC has first approval. For the actual number of ships, we are allowed to use, NIRB decides. The frequency or intensity of ships is monitored by NIRB, DFO and EC. They are part of marine environment working group, and contribute information and opinions about approvals. This is a constant cycle of looking at what is happening and deciding what is okay.
Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	I tried to apply to Mary River and I can't get hired, and Inuit in mine are diminishing. I was trained by QC and I apply to job at Baffinland they always say they have no position. What about follow up on potential employees but continue to provide training. When I apply for a job I never hear back. It seems we are backtracking to 2012 for work ready program.	The Work Readiness Program is something we are doing when someone is not successful at the mine. I can give you a business card and make sure you get follow up. We know we made some mistakes in the past, however we have changed the leadership, and we are working to make it easier for Inuit people to apply. Brian Penney, is concerned about making hiring and training of Inuit our priority. In part my job is to help recruitment department to hire Inuit people. I don't want to make any promises, people who participate in work readiness program will have priority hiring.

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Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	It appears there should be more training programs in the north, there are lots of training opportunities down south in Ontario. There should be more training of heavy equipment operators in the north. We should have more BCLO's than one in each communities and if they have to go on medical travel they should be replaced temporarily. The frequency of ships will impact pond inlet. A fox which was painted red by a white person, a lot of people were against that, they could not determine who painted the fox red and that was unfortunate. Last year, a lot of sculpins died out. We do not hear about these negative impacts on wildlife but a lot of us are being impacted. In the future, we want to hear all of the concerns not just what Baffinland wants us to hear. Can a report be made by Baffinland when such impacts are found?	Part of my job is to help Inuit to apply for benefits and insurance, and QIA is developing a grievance database for employees. A database of Inuit employees that are ready to work is a great idea. Whether a fox or a rabbit is killed by a vehicle QIA always informs the HTO's but they do not necessarily pass it on to the communities. Through the wildlife compensation program, QIA has set away some funds for wildlife compensation purposes. I want to know roadkill there were, we should give it some careful consideration, and we need better communication with community and QIA. HTO should voice their concerns more. We do have environmental working groups set up that have many associations in attendance, in terms of getting info back to communities, we are trying to provide reports that are more accessible to people in communities. Our reports are publically posted on the BIM website document portal. We are open to more ideas on how to serve the communities. We will have future community visits. QIA and many organizations are working on the working group we had a meeting in May and we have returned to summarize this info. I was supposed to go on radio and I got tied up, once this tour is concluded I will go on radio to discuss these issues. I would like to respond, to the comment, it is difficult to anticipate when BCLO's will have to go out on medical leave. I was glad to hear this comment we did not have a BCLO for a lengthy time.

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Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	<p>The stockpile that was mentioned in Milne Inlet, they will increase stockpile in new location, will that stockpile be covered or will it be an open stockpile?</p> <p>Follow-up: I agree with you but keep in mind there will always be dust, and also once the railway line has been constructed, we would want a railway committee to be established.</p>	Based on the studies so far, the stockpiles do not add dust. It's not dust blowing off stockpile, it's more the handling and transport of ore. We are trying to mitigate this by using rail and covering the crusher, people do not have to handle it as much because of the new purposed additions. We are open to feedback about this. We would consider a railway safety committee. This proposal is not finalized and we have a lot of consultation to go before it is approved. Regarding the dust, I appreciate the comment.
Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	We seem to be backtracking to the original concept and with the rail. The people of Pond Inlet will be impacted but other communities will not be. Why is the mine only impacting pond inlet?	That was originally Steensby, and the ore prices were high, now they are low, it is not economically feasible. This is something we are very aware of, we are working with the QIA to address, to make sure the QIA understands the concerns of Pond Inlet. We are in a difficult situation and we have rules we need to follow.
Public Meeting	2017-05-30 - Pond Inlet - Community Meeting	Pond Inlet	How does this affect mine life?	Mine life is not affected, Project ramp-up has taken longer than expected.