

Memo

To: Diane Lapierre

From: Sophie Lacourse (Agnico Eagle Mines Limited)

CC: NIRB

Date: May 23, 2023

Subject: Government of Nunavut Technical Comment 12 (GN-TRC-12) – Meliadine Extension Proposal

Request Made by NIRB:

The Nunavut Impact Review Board has identified that the following additional information is required from Agnico Eagle for the Board and parties to meaningfully conduct the assessment of the Extension Proposal:

- Barriers to Female Employment Study.

Agnico Eagle Response:

The Inuit Workforce Barriers and Strategies (IWBS) Study has to be conducted as an element of the Inuit Impact Benefit Agreement (IIBA) between Agnico Eagle Mines (Agnico Eagle) and the Kivalliq Inuit Association (KivIA).

The purpose of the research was to better understand existing barriers and develop potential strategies to support and improve the ability of Inuit to achieve their life goals through attaining and maintaining employment at Agnico Eagle mine sites in the Kivalliq region. The project was directed and governed by the Employment and Culture Committee (ECC) of the IIBA.

The ECC is currently working on delivering an updated version of the IWBS. Agnico Eagle is proposing the addition of a new section to the IWBS. This gender-specific focus of the IWBS will include identifying barriers to female employees for employment, retainment, and career advancement. The updated IWBS will also update its opportunities to mitigate barriers and provide gender-specific recommendations. This section of the IWBS would be completed by August 31st, 2023, and shared with the Government of Nunavut at that time.

From: [Lapierre, Dianne](#)
To: [Manon Turmel](#)
Cc: [Jennifer Range](#); [Cyr-Parent, Annie](#); [Sophie Lacourse](#)
Subject: Re: [EXTERNAL] Re: Meliadine Extension
Date: Friday, May 19, 2023 7:46:42 AM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Some people who received this message don't often get email from dlapierre1@gov.nu.ca. [Learn why this is important](#)

Good morning Manon,
I have reviewed the memo and am satisfied with it.
Thanks,
Dianne

From: Manon Turmel <manon.turmel@agnicoeagle.com>
Sent: May 15, 2023 3:42 PM
To: Lapierre, Dianne <DLapierre1@GOV.NU.CA>
Cc: Jennifer Range <jennifer.range@agnicoeagle.com>; Cyr-Parent, Annie <ACyr-Parent@GOV.NU.CA>; Sophie Lacourse <sophie.lacourse@agnicoeagle.com>
Subject: RE: [EXTERNAL] Re: Meliadine Extension

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Hello Dianne,

We are ok with the below proposal. Please see attached revised memo. Just so it's clear for everyone, would you please reply to this email saying you are ok with it? We will append it to our May 23 submission to NIRB.

Thank you,



Manon Turmel Permitting and Regulatory Affairs Superintendent
manon.turmel@agnicoeagle.com Direct 819.759.3555 Mobile 819.355.2633
Agnico Eagle Mines Limited - 11600, rue Louis-Bisson - Mirabel, Quebec,
Canada J7N 1G9
agnicoeagle.com     
Sent from Mirabel

From: Lapierre, Dianne <DLapierre1@GOV.NU.CA>
Sent: Friday, May 12, 2023 10:20 AM
To: Manon Turmel <manon.turmel@agnicoeagle.com>
Cc: Jennifer Range <jennifer.range@agnicoeagle.com>; Cyr-Parent, Annie <ACyr-Parent@GOV.NU.CA>
Subject: [EXTERNAL] Re: Meliadine Extension

CAUTION: EXTERNAL

Good morning Manon,

I reviewed the memo.

I have one suggested edit, in the last paragraph, to include:

"This gender-specific focus of the IWBS will include identifying barriers to female employees for employment, retainment, and career advancement. The updated IWBS will also update its opportunities to mitigate barriers and provide gender-specific recommendations."

I just don't want to the focus on female employment to get lost and hope to have as robust a study as the original IWBS was.

As for the dates, I am ok with the proposed timeline and August 31, 2023, is fine.

Thank you for the opportunity to review. Please let me know if you have any questions or concerns.

Dianne

From: Manon Turmel <manon.turmel@agnicoeagle.com>

Sent: May 8, 2023 12:01 PM

To: Lapierre, Dianne <DLapierre1@GOV.NU.CA>

Cc: Jennifer Range <jennifer.range@agnicoeagle.com>

Subject: Meliadine Extension

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Hello Dianne,

As discussed a few weeks ago, please find attached our proposed pathforward for resolution of GN-TRC-12. Please let me know if you have any comments or are ok with it. If you are ok with it, I will send to NIRB as they requested that study by May 23. NIRB mentioned to me that if you are ok with our proposed pathforward they will, they just need your confirmation.

Many thanks!

Manon Turmel Permitting and Regulatory Affairs Superintendent
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