

**Fortune Minerals Ltd. – Government of the Northwest Territories**  
**Meeting Minutes for NICO Project**

**Meeting Date:** June 20, 2012

**Time:** 1pm to 2pm

**Location:** Yellowknife

**Attendees:** Pat Moloney  
Derek Rains

Fortune Minerals Ltd.  
Health and Social Services

**Summary of Discussion:**

**NICO Project Commitments**

Representatives from the Government of the Northwest Territories (GNWT) and Fortune Minerals Ltd. engaged in discussions and agreed to the following commitments regarding the NICO Project.

**Developer Commitment(s):**

**Health System**

1. Fortune will ensure that all Fortune and Contractor employees who are non-Northwest Territories (non-NWT) residents as defined in the *Medical Care Act* (NWT) and the *Hospital Insurance and Health and Social Services Administration Act* (NWT), carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT. For any non-Canadian worker who is hired to work on the Project and who is not eligible for a Canadian provincial or territorial health care plan, Fortune and/or its Contractors will ensure that health care coverage is in place prior to the commencement of an individual's employment and that health care coverage remains secured during the individual's entire period of employment.
2. Fortune will reimburse the Government of the Northwest Territories (GNWT) for any medical costs (including inter-community medical transportation costs) that the GNWT may incur for non-NWT residents that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut.



3. Fortune will ensure that all Fortune and Contractor employees are aware that any elective (non-acute) procedures for non-NWT residents may require prior approval from the non-resident's home provincial/territorial health care plan.
4. Fortune will ensure that all Fortune and Contractor employees have completed a recommended vaccination schedule prior to commencing work. This vaccination shall include, at a minimum, Influenza, Diphtheria, Tetanus, and Hepatitis A&B as well as a baseline tuberculosis skin test and/or chest x-ray.
5. Fortune will ensure compliance with the *Public Health Act*.
6. Prior to the commencement of construction, Fortune and the GNWT Department of Health and Social Services (Department) will enter into a protocol for arrangements regarding access to the NWT's Emergency Room (ER) services.


#### **Wellness Initiatives**

1. Fortune and GNWT recognize that the health and wellness of individuals and families is fundamental to the social and economic sustainability of the Tlicho Region.
2. In order to promote a healthy and stable workforce, Fortune will assist employees living in the Tlicho to perform well in their jobs and careers and help them to address potential effects of the Project by working with the GNWT to address issues of individual and family wellness as follows:
  - a. Supporting initiatives and resources for addressing alcohol and substance abuse problems;
  - b. Collaborating to ensure effective and recognized substance abuse, family violence and domestic abuse programs are made available for Project employees;
  - c. Carrying out ongoing prevention and awareness programs on-site and collaborating with GNWT social service agencies and, where available, with trained alcohol and substance abuse, family violence and domestic abuse councillors, to ensure ongoing prevention and awareness program delivery;
  - d. Collaborating with GNWT social service agencies to provide ongoing family counselling services (which may include, for example, family and relationship counselling, stress management, anger management, support services for women and single mothers, child care services and parenting training) for mine employees and their immediate family;
  - e. Providing on-site information regarding the existence of support services available to encourage full use of such services while off-site; and,
  - f. Collaborating with GNWT agencies and councillors that deliver addiction treatment programs, to enable individuals who have completed those



programs to participate in Fortune pre-employment program and employment training.

3. In addition to participating in the initiatives in Clause 2, Fortune will:
- Make available to all employees via a toll-free telephone number an 'Employee Assistance Program service';
  - Pursuant to *paragraph 8.43(a), section 15.04, schedule 3.1* of the *Mine Health and Safety Act*, NICO will ensure medical personnel are on call at the project site 24 hours per day and 7 days per week during the life of mine;
  - In collaboration with Tlicho Community Services Agency and GNWT, disseminate information to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections, and family violence;
  - Ensure that foods provided at the Project site promote healthy living, and, are particularly appropriate for those who have or are at risk for developing diabetes.



**Pat Moloney**  
**Manager Human Resources**  
**Fortune Minerals Ltd.**

Aug 1/2012  
Date

Loretta Ransom

For **Loretta Ransom**  
**Environmental Assessment Analyst**  
**Environment and Natural Resources**

August 2, 2012  
Date