

UNDERTAKING 12

CanZinc will provide information on skills and experience available in the communities and show how these align with those required by the project (as listed in the DAR).

Project manpower requirements will vary by phase i.e. requirements during the construction period will be very different from the operations period, for the most part. During the construction period, there will be periods of intensive work, primarily during the winter season, but as work progresses, during summer also. The road construction contractor will be selected by competitive bid, so ultimately, the composition of the manpower complement will be determined by the contractor. However, the bid process will include provisions for maximizing local, regional and territorial employment, in keeping with agreements and commitments made by CZN. Table 1 below, based on Table 6-2 from the DAR, lists estimated manpower requirements by job description, and our understanding regarding the existing availability of workers in the local communities. A note of caution; while many of the jobs could be filled by local workers, who have the skills for many jobs, whether they do so at the time is dependent on their availability, given there is also demand for these job skills for community operations, and in other industrial operations in the territory. A lack of availability will mean that workers will need to be drawn from further afield.

During the operations period, manpower requirements will be less, but more consistent throughout the year, and the opportunity for local employment should be proportionately higher, and maximized by focussed training programs. Table 2 below lists estimated manpower requirements by job description, and our understanding regarding the future availability of workers in the local communities.

TABLE 1: ESTIMATED CONSTRUCTION MANPOWER REQUIREMENTS

#	Job Description	Estimated No. Local Communities
12	Chain-saw operators	12
3	Ice bridge technician	3
6	Dozer operator	4
4	Excavator operator	4
3	Grader operator	1
2	Loader operator	2
6	Articulated Rock Truck driver	2
2	Fuel Truck driver	2
4	Service Truck with enviro fuel tank driver	2
2	Water truck for road dust control driver	2
2	Mobile Fuel Storage Truck driver	2
1	Tow tractor/drag tractor driver	0
30	Tractor/trailer unit driver	6
2	Tree mulcher operator	0
2	Rock Crushing/Screening Plant operator	1
2	Snow Plow Tandem truck/sander driver	2
2	Emergency Transport Vehicle driver	2
2	Surveyor	0
2	Environmental Monitor	2
1	Safety Supervisor	1
2	Mechanic	2
3	Superintendent/Supervisors	1
8	Bridge Sub-contractor crew, including supervision	0
3	Bridge Sub-contractor excavator operator	1
1	Bridge Sub-contractor crane/pile driver operator	0
2	Cooks	0
4	Cooks helpers	4
2	Janitor/cleaner	2
115	Total	60

TABLE 2: ESTIMATED OPERATIONS MANPOWER REQUIREMENTS

#	Job Description	Estimated No. Local Communities
3	Ice bridge technician	3
2	Excavator operator	2
2	Grader operator	2
2	Loader operator	2
2	Articulated Rock Truck driver	2
2	Service Truck with enviro fuel tank driver	2
2	Water truck for road dust control driver	2
1	Tow tractor/drag tractor driver	1
30	Tractor/trailer unit driver	20
1	Rock Crushing/Screening Plant operator	1
2	Snow Plow Tandem truck/sander driver	2
2	Environmental Monitor	2
2	Superintendent/Supervisors	0
2	Checkpoint operator	2
1	Barge operator	1
1	Transfer Facility (Liard) operator	1
57	Total	45