



January 17, 2012

File: S110

Loretta Ransom
Environmental Assessment Analyst
Environment and Natural Resources
Government of the Northwest Territories
PO Box 1320
Yellowknife, NT X1A 2L9

Dear Ms. Ransom:

Re: Record of Meetings Notes and Action Items - December 20, 2011

De Beers Canada Inc. (De Beers) appreciated the opportunity to meet with the Government of the Northwest Territories on December 20, 2011 to discuss the socio-economic assessment for the Gahcho Kué Project.

In follow-up to the meeting, please find attached a copy of the record of meeting notes and action items recorded. As indicated in the record of meeting notes, De Beers has also prepared responses to its actions, which are attached for your information.

De Beers looks forward to continuing discussions with the Government of the Northwest Territories during the Environmental Impact Review process. If you have any questions or would like to schedule a follow-up meeting, please do not hesitate to contact me at veronica.chisholm@debeerscanada.com or 446-8701, or Stephen Lines at stephen.lines@debeerscanada.com.

Yours truly,

Veronica Chisholm
Permitting Manager

cc: Chuck Hubert, MVEIRB Panel Manager

attachments: Meeting Notes
Action Items



Record of Meeting Notes

Date/Time 20 December 2011 **File No.** De Beers: S110

Between Loretta Ransom– ENR GNWT;
Amy Lizotte ITI - GNWT;
Juanita Robinson ITI - GNWT,
Deb Bain ECE - GNWT
Michael Ball Finance – GNWT;
Derek Rains H&SS – GNWT. **of:** Government of the Northwest Territories (GNWT)

And Cathie Bolstad;
Veronica Chisholm;
Stephen Lines;
Linda Havers (Golder);
Graeme Clinton (Impact Economics). **of:** De Beers Canada Inc. (DBCi)

Purpose The purpose of the meeting was to address follow-up questions from the EIS Analysis Sessions hosted by MVEIRB Panel Staff, and discuss subject areas of draft socio-economic Information Requests.

Distribution GNWT; De Beers; EIR Panel

Introduction

- Roundtable of introductions.

Summary of Discussion

Table 12.6-22 Summary of Residual Economic Effects from the Project	Under the Valued Component and Measurement Endpoint of “Government Revenues”, this table describes the Effects as an increase in GDP. GDP is not related to government revenues.
Table 12.II.9.3-1 Impact of the Operations Phase on GDP	The following calculations <ul style="list-style-type: none"> - Full Impact on the NWT from GDP – Mining: \$3.1 billion - NWT GDP – Initial Business Demand: \$147 million - Indirect NWT GDP – Business

	<p>Demand: \$38 million</p> <p>All include estimates of wages, taxes, corporate profit and depreciation. However, the wages, taxes, profits and depreciation that have been calculated may or may not remain in the NWT.</p>
Table 12.6-5 (Section 12.6, pg 12-145)	137 refers to FTEs (full-time equivalents), not 'jobs'.
Business Opportunities	The EIS states at several points that NWT businesses "may" benefit from the mine. DBCI clarified the statement's intent.
Table 12.II.9.2-1 (App 12.II pg 35) Impact of the Gross Expenditures on Business Demand	The "Percentage of Total Business Activity occurring in the NWT" (36%) was generated by the Input-Output model using 2007 data. It assumed that any NWT business that could supply goods and services in 2007 would supply them to the Gahcho Kue project. It did not take into account the competitiveness of NWT businesses, DBCI's business practices, or new NWT businesses.

Developer Commitments:

1. DBCI will arrange off-site medical treatment in the NWT for DBCI employees and its contractors employees with an NWT licensed physician and will not use a Nurse Practitioner until such time as the GNWT confirms that services provided by a Nurse Practitioner can be used.
2. DBCI will evacuate all injured/ill to Stanton Territorial Hospital at the discretion of an NWT Licensed physician.
3. DBCI will ensure that all DBCI employees who are non-NWT resident as defined in the Medical Care Act (NWT) and the Hospital Insurance and Health & 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. DBCI will, through the tendering and contracting process, cause its Contractors to meet this obligation for consistency.
4. DBCI will reimburse the GNWT for any medical costs that the GNWT may incur for any non NWT Resident employees, if the GNWT first cannot recover these costs from a non-NWT resident employee health care plan or from the Workers Safety and Compensation Commission of the NWT/Nunavut. DBCI will, through the tendering and contracting process, cause its Contractors to meet this obligation for consistency.

5. DBCI will meet NWT legislative requirements for employment notification regarding any temporary or permanent layoffs that result from suspension of operations or closure. Throughout the life of the project, DBCI will work with the GNWT so that the human resource needs of the GK Project can be identified and planned by the GNWT as it plans the programs and services it offers as a means to maximize employment of NWT residents.

Outstanding Issue

Of the issues discussed during the meeting, the question of DBCI's arrangements for employee travel to and from the mine site remains outstanding.

Action Items

Financial - GDP

- DBCI Action: GDP Table 12.6.22: pg 12-178: revise table to reflect government revenue.
- DBCI/GNWT Action: Work with GNWT Dept of Finance to develop a table showing the predicted GNWT revenue streams. Veronica & Graeme to follow up with Michael Ball.

Resources

- DBCI Action: Verify whether the 2010 MPD NI43-101 report is available and public, and if it is public, will forward the link to the Panel for posting on the MVEIRB registry.

Health and Wellness

- DBCI Action: Confirm policy and procedure for NWT, Canadian and foreign employees' and contractors' NWT health care coverage.

Business and Economic Development

- DBCI Action: Provide (prior to technical sessions) an update on procurement strategy, verify predicted purchases from northern businesses, and clarify adaptive management measures that could be applied.
- DBCI will provide more information regarding its business development strategy and confirm that contractors will also adhere to DBCI commitments.

Employment and Human Resources Development

- DBCI Action: Provide an update on the results of employment strategies and an explanation of their collaborative approaches, and working relationships with partners,

including the Mine Training Society, ECE, etc.

- DBCI Action: Provide a list or table profiling the types of jobs, associated skills and apprenticeship opportunities from the Gahcho Kue Project during all phases of the mine life.
 - DBCI Action: Table 12.5-1 (Pg 12-118). Provide measurement endpoints for employment and training etc. Identify commitments with respect to measurement endpoints based on the Snap Lake Socio-Economic Monitoring Agreement.
 - DBCI Action: Provide a current outline of DBCI recruitment, employment and outreach strategies since the release of the EIS, including those areas outside of the North Slave Region
 - DBCI Action: Provide further details and list partnerships and programmes DBCI delivers or supports both at the mine and in communities, including cultural programmes.
 - DBCI Action: Provide an understanding of how applicants with criminal records, disabilities, or child care needs are addressed.
 - DBCI Action: Provide its HR plan and description of its Apprenticeship Policy.
 - DBCI Action: Provide an update on scholarship program.
 - DBCI Golder Action: Provide a list documents and other references used in the Socio-Economic Assessment and explain how the documents were used in the assessment.
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Closure and Temporary Closure

- DBCI Action: With respect to long term planning, DBCI should clarify a commitment as per Snap Lake SEA regarding a working relationship with the GNWT. For temporary or emergency shutdown De Beers will identify the legislated notification requirements.
 - GNWT Action: Provide a list of any additional steps or processes it would like to see DBCI following addition to the legislated requirements.
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Other

- GNWT Action: Provide a description of territory-wide programming conducted by the Government of the Northwest Territories Departments of Justice, Education Culture and Employment, Health and Social Services, NWT Housing Corporation and NWT Bureau of Statistics.
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Path Forward

- Parties will aim to complete action items by January 16, 2012 (prior to IR submission on January 18, 2012) unless otherwise indicated above.
 - GNWT will refine and develop information requests based on meeting discussions.
 - Follow up meetings scheduled as needed
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Note: the material listed below is attached to these meeting minutes; this is consistent with the information that was discussed during the meeting:

■ Meeting Agenda



Signature of GNWT Representative
Loretta Ransom, ENR



Signature of De Beers Canada Inc. Representative
Veronica Chisholm

Date: January 17, 2012



January 17, 2012

**De Beers Canada Inc Responses to Actions
GNWT and De Beers December 20, 2011 on proposed Gahcho Kué Project
(Socio-economic Assessment)**

Action Items

1. Of the issues discussed during the meeting, the question of DBCI's arrangements for employee travel to and from the mine site remains outstanding.

Response

DBCI currently provides employees with transportation to its NWT Project sites using a combination of designated pick up points and travel allowances to assist employees to get to the nearest pick up point. This approach provides sufficient capacity for workers in the NWT to travel to and from the company's pick up point locations for employment at its NWT Projects. DBCI plans to remain consistent with this practice for the Gahcho Kué Project. DBCI reviews its travel allowances and pick up points annually to ensure it is positioned competitively for recruiting and retaining its workforce.

Financial – GDP

- 2a DBCI Action: GDP Table 12.6.22: pg 12-178: revise table to reflect government revenue.
- 2b DBCI/GNWT Action: Work with GNWT Dept of Finance to develop a table showing the predicted GNWT revenue streams. Veronica & Graeme to follow up with Michael Ball.

Response

DBCI (Veronica Chisholm) sent an email to Michael Ball (GNWT Finance) on December 20, 2011 requesting a meeting with the GNWT Finance. Michael Ball (GNWT Finance) sent an email response on January 13, 2012 requesting a meeting between DBCI including DBCI consultant (Graeme Clinton) and GNWT Finance during the week of January 30th, 2012. During this meeting GNWT Finance plans to outline the information required to prepare a table of potential GNWT revenues from the proposed Gahcho Kué Project. Inputs to determine predicted revenue streams are anticipated to be based on information in the GDP Table for the proposed Gahcho Kué Project (Section 12 Table 12.6.22: pg 12-178) in the EIS. Outcomes for the meeting between GNWT Finance and De Beers will be reported to the GNWT and MVEIRB.

Resources

3. DBCI Action: Verify whether the 2010 MPD NI43-101 report is available and public, and if it is public, will forward the link to the EIS Panel for posting on the MVEIRB registry.





Response

The 2010 Mountain Province Diamond Inc. (MDP) (NI43-101) report is publically available and can be downloaded from the Mountain Province website (<http://www.mountainprovince.com/techreport.pdf>).

Health and Wellness

- 4. DBCI Action: Confirm policy and procedure for NWT, Canadian and foreign employees' and contractors' NWT health care coverage.**

Response

DBCI policy and procedure for NWT, Canadian and foreign employees' and contractors' NWT health care coverage will include the following for the Gahcho Kué Project:

DBCI will ensure that all DBCI employees who are non-NWT resident as defined in the Medical Care Act (NWT) and the Hospital Insurance and Health & 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. DBCI will, through the tendering and contracting process, require its Contractors to meet this obligation for consistency.

Foreign employees will have health care coverage under DeBeers Global Medical assistance program. DBCI will, through the tendering and contracting process, require its Contractors to meet this obligation for foreign contractors for consistency

Business and Economic Development

- 5. DBCI Action: Provide (prior to technical sessions) an update on procurement strategy, verify predicted purchases from northern businesses, and clarify adaptive management measures that could be applied.**

Response

DBCI's NWT Business Policy was established and is being implemented to support sourcing procurement needs from NWT businesses as much as possible during construction, operation and closure for the Snap Lake Mine. The Gahcho Kué Project will be managed in accordance with this policy so that NWT Businesses will benefit through participation in the Gahcho Kué Project.

DBCI plans to continue to monitor procurement expenditures and report on NWT and Aboriginal business procurement as a portion of total procurement of goods and services for the Gahcho Kué Project.

- 6. DBCI will provide more information regarding its business development strategy and DBCI commitments.**

Response

DBCI plans to apply a business strategy similar to the Snap Lake strategy that will include:





- maintaining the Business Development position, to work with Aboriginal and NWT businesses to initiate, develop, grow, and support their successful participation in the proposed Gahcho Kué Project;
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- ensure that Aboriginal and NWT business participation in the operation of the proposed Gahcho Kué Project is optimized by informing Aboriginal and NWT businesses of business opportunities first wherever possible, to assist them in positioning themselves to provide competitive bids to DBCI's Gahcho Kué Project,
- maintaining a Business Registry for Northern and Aboriginal businesses to pre-qualify themselves for business opportunities,
- match contract sizes with Aboriginal and NWT business capabilities and capacities, where possible,
- adjust contract durations to support new or expanded business development in the NWT, where feasible,
- identify possible joint venture opportunities for Aboriginal businesses,
- work with stakeholders to minimize the financial, technical and capacity issues which have potential to limit the participation of Aboriginal and NWT businesses,
- provide assistance to Northern businesses to assess the opportunities that the Gahcho Kué Project will create and in the development of business plans that present price competitive options for De Beers' consideration,
- facilitate access to established sources of publicly available economic development funds for new and existing NWT businesses,
- coordinate post-award analyses for unsuccessful Northern and Aboriginal bidders to communicate areas of improvement in the commercial and/or technical aspects of the final evaluation,
- work with our contractors to support the development and growth of a skilled workforce among Aboriginal and NWT businesses, and
- report annually on the procurement of goods and services and the extent to which those have been purchased from Aboriginal and NWT businesses.

Employment and Human Resources Development

- 7. DBCI Action: Provide an update on the results of employment strategies and an explanation of their collaborative approaches, and working relationships with partners, including the Mine Training Society, ECE, etc.**

Response

DBCI has already developed an incentive plan to attract and retain employees. This includes a relocation package and a series of allowances to incent NWT Residency. DBCI will maintain consistency within its NWT operations; and all allowances and incentives will be established, managed and administered by DBCI to position itself in a competitive market place for human resources

DBCI has recently committed to provide funding assistance to the Mine Training Society in the NWT in 2012 and 2013, in partnership with the GNWT and other industry partners to assist in the development of the mine training strategy for the NWT as part of a pan-northern





training strategy. De Beers will continue to participate with the GNWT, communities and other organizations in the development of skill training, on-the-job training and re-training programs to better equip NWT residents to take advantage of the job opportunities that will be available in the Gahcho Kué Project. De Beers will continue to look to the GNWT department of ECE to provide advance notice of regional career fairs so DBC can plan its participation in these events as part of its annual planning processes. De Beers will continue to work with the GNWT and other industry organizations and producing mines in collaborative efforts to recruit and retain a skilled northern workforce.

- 8. DBCI Action: Provide a list or table profiling the types of jobs, associated skills and apprenticeship opportunities from the proposed Gahcho Kué Project during all phases of the mine life.**

Response

DBCI will provide this detail to the GNWT on or before March 31, 2012 and will continue to collaborate with the GNWT to ensure an understanding of DBCI's labour workforce needs throughout the life of the Project.

- 9. DBCI Action: Table 12.5-1 (Pg 12-118). Provide measurement endpoints for employment and training etc. Identify commitments with respect to measurement endpoints based on the Snap Lake Socio-Economic Monitoring Agreement.**

Response

. The company is in the process of developing its Human Resources Plan for the Project and this will include establishment of the company's hiring priorities. Using the employment and procurement tracking systems established for the Snap Lake Mine, DBCI plans to track the following measurement endpoints for the proposed Gahcho Kué Project

- hiring in total numbers and percentage of total hires;
- Hiring by Northwest Territories community in total numbers and percentage of total hires;
- Total employment in person years and job category in total numbers and percentage of the workforce
- Total employment in person years by the Northwest Territories community in total numbers and percentage of the workforce
- Participation in and results of training activities
- Report on the gross value of goods and services purchases annually by category of purchases in relation to each phase of the proposed Gahcho Kué Project and purchase priorities established by the Company. "Purchases" will be calculated based on the gross value of all purchases of goods and services including both goods and services produced in the Northwest Territories and goods and services produced outside the Northwest Territories that are purchased through NWT Businesses; and
- Providing a business forecast and assessment for the upcoming year that will identify the reasonably foreseeable procurement requirements for the Project, and providing the same to NWT and Aboriginal businesses.





10. DBCI Action: Provide a current outline of DBCI recruitment, employment and outreach strategies since the release of the EIS, including those areas outside of the North Slave Region

Response

DBCI recruitment, employment and outreach strategies include:

- DBCI uses best efforts to apply the recruitment and training objectives across the entire spectrum of Project-based employment, including managerial, professional, technical and trades related jobs
- DBCI has a 1-800 number for NWT residents to access Human Resource information about employment opportunities
- De Beers maintains a human resources office in the Northwest Territories
- De Beers requires contractors to achieve the goal of maximizing the training of NWT residents
- De Beers links its training strategies to support impact benefit agreement implementation
- A mine orientation program for all new employees
- Visiting high schools annually in communities close to its Projects as part of our Books in Homes Program to encourage staying in school, to encourage and support literacy development and to promote post secondary schooling as an avenue for accessing opportunities at our NWT Projects
- Making best efforts to schedule training so that potential employees completing training will be able to take immediate advantage of employment opportunities encouraging Contractors to do the same
- Participation in regional career fairs from time to time in partnership with educational institutions
- Provides a "Summer Student Employment Program and actively encourages woman to apply
- Conducts training needs assessment of potential employees to identify the existing education and skill levels for Project-related employment so that work can be offered to new recruits and opportunities for advancement can be offered to existing employees
- Train and offer advancement opportunities for employees and subject to each employee's performance, training, skills, interest and career plan developed for that employee.
- Provision of scholarships





11. DBCI Action: Provide further details and list partnerships and programs DBCI delivers or supports both at the mine and in communities, including cultural programs.

Response

DBCI is currently delivering and supporting a variety of programs that are aimed at supporting the goals and aspirations of communities close to our NWT Projects. These include:

- De Beers Books in Homes Literacy Initiative – This program visits 9 communities close to the mine annually and is now in its tenth year in 2012. The company provides three free books to each and every child from preschool to Grade 12, and adds books to the school library. This program has included partnership with the NWT Literacy Council, so that the company brings Literacy coaches into the community as part of the Books in Homes Program to provide family literacy training in partnership with the communities. De Beers also brings Student Financial Assistance Officers from the GNWT to the communities with high schools as part of its annual literacy program so that they can work with students who are planning or contemplating post secondary studies. This gives high school students hands-on help to understand the funding support available to them and assistance to fill out the forms required.
- The Northern Student Education Initiative (NSEI) – this is a partnership with government and other private sector NWT and Nunavut Businesses to provide a social worker in Edmonton that supports NWT and Nunavut Resident students coming to Edmonton for post secondary studies. This helps those from small communities navigate the challenges of being away from home for the first time in a large city.
- Skills Canada NWT – De Beers provides annual financial support to this organization, provides trainers and technical advisors to assist in skills competitions and supports the participation of its apprentices in the Skills Competition Program.
- The Mine Training Society of the NWT - De Beers has provided staff on the Board and has partnered with the MTS, Aurora College and Aboriginal communities to deliver a variety of training through the MTS, including underground mine training, process plant operator training, protective services officer training and apprenticeships.
- Contracting of artists from small communities to teach traditional crafts to mine employees at the mine site as a way of supporting cultural activities from communities
- close by and promoting cultural aspects of communities close to the mine to our mine employees
- De Beers is providing “Money Matters” – an on-line money management training tool in community learning centres located in Wekweeti, Gameti, Behchoko, Whati, Lutsel K’e, Dettah and Ndilo.





- Partnership with the Aboriginal Sports Circle to deliver healthy living programs to Aboriginal youth in small communities close to our NWT Projects. This has included hip hop dancing, archery, and hockey programs.
- De Beers has been a supporter of Dene hand games competitions and other cultural events including spiritual gatherings and annual assemblies for communities close to our NWT Projects.
- De Beers has worked in partnership with Aboriginal communities, educational institutions and others to develop and implement a cultural exchange program to provide non-Aboriginal employees with the opportunities to spend two to three days with Aboriginal employees while participating in traditional land practices. Examples include managers travelling by boat with First Nation members to participate in the Lutsel K'e spiritual Gathering, participating in the annual Tlicho Canoe Trip to their annual Assembly, working with the Tlicho Government and UBC to bring a mining engineering student on the land with elders to assist elders in documenting some of their historic sites.
- Working with both the Stanton Territorial Hospital and the Hay River Hospital to assist them in raising funds for hospital equipment through De Beers sponsored community events.
- Provide cross-cultural training to all on-site staff
- Provide traditional foods on sites when commercially available and
- An established cultural centre at the Snap Lake Mine where cultural events are scheduled, elders meet with mine employees when on site, and where traditional activities are encouraged through the provision of supplies for traditional crafts. The centre also includes a library of resources to promote and provide information regarding the culture of Dene people in communities close to our NWT Projects.
- DBCI also from time to time assists with funding to support existing or emerging community-based programs or agencies with the mandate to strengthen Aboriginal culture. Examples include our annual sponsorship of the Tree of Peace Friendship Centre Talent Competition that showcases jiggling, fiddling and musical talent.

12. DBCI Action: Provide an understanding of how applicants with criminal records, disabilities, or child care needs are addressed.

Response

DBCI requires that all applicants for employee undergo a criminal records check, which is industry standard, to ensure the safe and secure diamond production. DBCI will evaluate on a case by case basis the risk associated with offering employment to applicants where a criminal record exists. Moreover, on a case by case, where employees are eligible for a criminal pardon DBCI plans to assist the employees in understanding what steps they can take to file the necessary documents to receive a pardon.

DBCI seeks to reduce barriers and increase opportunities to ensure the full participation of people with disabilities in Canadian society. DBCI will follow the legal and legislative framework that guarantees the equal rights of people with disabilities.





DBCI will consider supporting community initiated projects for training programs aimed at developing capacity in NWT communities to train child care workers where such an initiative has been identified as an avenue to increase availability of skilled workers for the Project..

13. DBCI Action: Provide its HR plan and description of its Apprenticeship Policy.

Response

DBCI's current Human Resource Plan provides for the provision of Apprentice Programs. Specifically, for the proposed Gahcho Kué Project, DBCI plans to develop apprentice positions in accordance with the requirements of the Northwest Territories Apprenticeship, Trade and Occupation Certification Act. The determination of which particular apprenticeship opportunities will be made available will be based on supporting development of NWT Resident skills in those areas where the company has a gap between available skilled human resources and job opportunities at the Gahcho Kué Project.

14. DBCI Action: Provide an update on scholarship program.

Response

DBCI has provided annual support for scholarship since of construction of the Snap Lake Mine in 2005. All scholarships have been fully subscribed since that time. DBCI plans to monitor and continue the scholarship program. These are currently delivered through the company's Impact Benefit Agreements in partnership with its IBA partners.

15. DBCI Golder Action: Provide a list documents and other references used in the Socio-Economic Assessment and explain how the documents were used in the assessment.

Response

Many sources were used to inform the Gahcho Kué Socio Economic Impact Assessment. A comprehensive reference list is provided in Annex K, Appendix K.I page K.I-158 to 168. Other documents and sources used in conducting the socio-economic impact assessment include:

- MVEIRB. 2007. Socio-Economic Impact Assessment Guidelines. Mackenzie Valley Environmental Impact Review Board. Available at:

http://www.reviewboard.ca/upload/ref_library/SEIA_Guidelines_Contents_and_Chapter_1.pdf;

- EIS. Annex K. Gahcho Kué Project Socio-Economic Baseline Report;
- EIS Section 4, Community, Regulatory and Public Engagement;
- EIS Section 12, Appendix 12.II Gahcho Kué Project Economic Impact Report; and
- Lessons learned from other mines with similar profiles

A comprehensive reference lists for the Socio-Economic Baseline is located in Annex K Appendix II. References used in the Assessment are found in Sections 4 and 12.





Information from EIS references was used to inform the qualitative evaluation of impacts, and, where applicable, as an input into the quantitative Economic Impact Report analysis. The MVIERB socio-economic impact assessment guidelines (2007) informed the assessment approach and methods, including: identifying valued components and indicators, methods for engaging with communities, how to profile baseline conditions, predicting impacts (characterizing impacts and pathways), identifying mitigations, evaluating significance and applying monitoring strategies.

Qualitative data collection was undertaken through face-to-face meetings, telephone interviews, questionnaire-based surveys, and an informed public engagement process for the baseline data collection program. These sources informed the qualitative discussion of socio-economic baseline conditions in Annex K.

Quantitative data were collected from Statistics Canada, NWT Bureau of Statistics, academic sources, the Communities and Diamonds Report and other publicly available sources to inform both baseline (Annex K) and impact assessment (Section 12) studies.

The Economic Impact Report (Section 12 Appendix 12.II) was informed by information from the project proponent and secondary sources on NWT and workforce in mining industry. These data were organized such that Statistics Canada's Interprovincial Input-Output Model could be simulated in order to determine the full extent of the direct and indirect impacts. The Northwest Territories Economic Impact Model (NWTEIM) was used to determine induced impacts as well as the impacts on population, labour force and some Government revenues. The Report was prepared by Impact Economics. Information from other mining projects such as Diavik, Ekati, and the De Beers Canada Inc Snap Lake Mine was also considered during the undertaking of this socio-economic impact assessment.

Closure and Temporary Closure

- 16. DBCI Action:** With respect to long term planning, De Beers should clarify a commitment as per Snap Lake SEA regarding a working relationship with the GNWT. For temporary or emergency shutdown De Beers will identify the legislated notification requirements.

Response

DBCI will meet NWT legislative requirements for employment notification regarding any temporary or permanent layoffs that result from suspension of operations or closure. Throughout the life of the project, DBCI plans to work with the GNWT on human resource needs of proposed Gahcho Kué Project that will enable the GNWT as it plans the programs and services it offers as a means to maximize employment of NWT residents.

- 17. GNWT Action:** Provide a list of any additional steps or processes it would like to see De Beers following addition to the legislated requirements.

Response – To be provided by GNWT under separate cover





Other

18. **GNWT Action:** Provide a description of territory-wide programming conducted by the Government of the Northwest Territories Departments of Justice, Education Culture and Employment, Health and Social Services, NWT Housing Corporation and NWT Bureau of Statistics.

Response – To be provided by GNWT under separate cover.

