

June 6, 2011

VIA EMAIL

Chuck Hubert
Environmental Assessment Officer
Mackenzie Valley Review Board
200 Scotia Centre
P.O. Box 938
Yellowknife, NT X1A 2N7

Dear Mr Hubert:

Technical Report Submission – Canadian Zinc Corporation EA0809-002

Please find attached the Government of the Northwest Territories (GNWT) technical reports for the Prairie Creek Mine. This have been submitted in two parts to assist reviewers.

- A Socio-economic Technical Report, and
- An Appendix report entitled “2009 NWT Survey of Mining Employees”
- An Archaeology and Wildlife Technical Report

Should you have any questions please call me at (867) 920-6595 or gavin_more@gov.nt.ca.

Sincerely



Gavin More
Manager
Environmental Assessment and Monitoring
Environment and Natural Resources

Government of the Northwest Territories

Prairie Creek Mine Socio-economic Technical Report

May 30, 2011

EXECUTIVE SUMMARY

The Proponent predicts that the Prairie Creek mine will have positive and lasting impacts on the communities near it and on the Dehcho Region. The Proponent predicts that its output will be \$1.5 billion in total¹, based on the resources for a 14-year mine life.

Canadian Zinc Corporate filed a table of its commitments dated May 6, 2011 (Appendix A), which was helpful including several Socio-economic Commitments. Our review of the Developer's Assessment Report, the Information Request Responses, and other material the developer has submitted to the public registry identified some commitments that Canadian Zinc has made and that were not listed in the May 6, 2010 Commitments Table. Those commitments and sources references are attached as Appendix B. It is important for a full understanding of the commitments made by the Proponent.

While we generally agree with the Proponent's assessment of possible impacts, the uncertainty of some of the predicted effects is of concern. The predictions and proposed mitigation measures are untested for this type of project in this region of the Northwest Territories. It is not certain how successfully Canadian Zinc Corporation will be able to implement its mitigation measures. It is also not certain whether the socio-economic mitigations that Canadian Zinc proposes to carry out will be effective.

Canadian Zinc Corporation has committed to negotiating a Socio-economic Agreement with the Government of the Northwest Territories. While the general framework and objectives of this agreement were discussed at the October Technical Session For Prairie Creek Mine (MVEIRB Transcript Day 3 October 8, 2010 pp 86-94). The GNWT recommends that a socio-economic follow-up program – in the form of a socio-economic agreement between Canadian Zinc Corporation and the Government of the Northwest Territories – be a condition of the project approval. The agreement must be completed prior to the issuance of the Water Licence and consider implementation of the Socio-economic commitments made throughout the Environment Assessment.

SOCIO-ECONOMIC IMPACTS

Employment and Business Opportunities

The Proponent has described the impact the Prairie Creek Mine will have on the non-traditional economy in the communities near the mine and in the NWT. Predictions about the level of

¹ DAR 7.2.1 Gross Output

employment and business opportunities for each community help us to understand how the project may affect the well being of communities and residents in the Mackenzie Valley.

Direct employment from construction is predicted to be only regional, not territorial,² although operations employment will have a territorial impact³. Local jobs (not person years) during construction may reach as high as 30 out of 120 total jobs. Local procurement could reach 60 percent during construction⁴. The maximum number of local jobs for the operations phase, medium- to long-term, is estimated at 70. The estimated NWT work force only increases to 140 people – 63 per cent – if workers are employed from throughout the entire NWT.

The estimates given in the Developer's Assessment Report show the **maximum possible** local labour and business benefit⁵. This is an estimate of the best possible long-term local participation. Estimates for the initial part of the mine life are half of those maximum levels⁶.

Historically, predicted NWT employment levels are typically around 62%. The predicted likely work force is therefore lower than most estimates for industrial projects in the NWT.

The Developer's Assessment Report indicates that its predictions are accurate to within 20 per cent⁷. Therefore, there is a range of variability of up to 40% in the quantitative predictions. This is a large variation, which affects the confidence associated with the predicted effects.

In addition, the Proponent should take work force turnover into account when it estimates its maximum local work force. The Developer's Assessment Report predicts that turnover will initially be high⁸, and the total work force available in the region is not large. This reduces the likelihood that the labour predictions are achievable.

The Developer's Assessment Report states that the Fort Liard and the Fort Simpson development corporations have the capacity to expand to meet new demands from industry, either independently or through the formation of a joint venture. However, it states that the ability of the development corporations in Nahanni Butte and Wrigley to expand to meet the business needs of industry is largely untested⁹.

² DAR 7.1.6 Summary of Impact Assessment from Construction

³ DAR Table 7-12: Impact Assessment of Economic Performance from Operations

⁴ DAR 7.3.1.2 Business and Indirect Labour Opportunities

⁵ DAR 7.3 Impacts from Local Participation

⁶ DAR 7.3 Impacts from Local Participation

⁷ DAR 7 Future Human Environment: Potential Impacts of the Proposed Prairie Creek Mine

⁸ DAR 7.7.3.1 Family Stresses, Children and Child Care

⁹ DAR 5.3.2.7 Business Services

Thus, we find considerable uncertainty with regard to the predicted positive impacts of the project. This is true for both predicted employment and procurement.

Project Effects On Community, Individual and Family Well Being

The Developer's Assessment Report examines trends that have been reported since diamond mining began in the NWT, and finds the "inflation in Yellowknife has not shown any movements that would suggest inflation is out of step with that of Canada." However, Figure 6-3 – showing the annual inflation rate from 1997 to 2007 – shows a steep climb in the annual inflation increase, beginning in 2006. This accelerated increase is particularly notable considering that at the start of the diamond mine period,¹⁰ the annual rate of inflation in Yellowknife was lower than the Canadian rate.

According to the 2009 NWT Survey of Mining Employees (Appendix C), the cost of living in the NWT is a very big concern for mine workers. It is a concern for people living in the NWT who may now have the opportunity to live in southern Canada while continuing to work in the NWT. It is also a concern for workers at NWT mines who are recruited in southern Canada.

The data presented in the Developer's Assessment Report suggests that inflation in the NWT may be associated with resource development. Experience indicates that the way that both employers and employees react to this trend can affect the employer's ability to meet its environmental assessment predictions for a resident work force.

The Proponent also predicted the social effects that it thinks will likely be related to the Prairie Creek Mine. We generally agree with those predictions. The Proponent's statement that "there is every reason to believe the medium to long term economic and social impacts will be almost entirely positive" is not entirely consistent with trends observed in the NWT that are related to resource development. Changes in rates of STIs¹¹, crime, and single-parent families all show some deterioration in the observed trend. However, the Proponent's proposed mitigation measures – including those commitments listed in Appendix B – appear appropriate at this time.

In terms of family and individual wellness, the DAR refers to a 'period of adjustment' that local residents experienced as they adjusted to the economic opportunities of the diamond mines¹². The DAR states that considering the increase in family income and Aboriginal employment, "the diamond mines have contributed to an expansion of wealth into new segments of NWT society which is raising the standard of living of residents throughout the territory." While the data supports this statement, those improvements reflect consistent multi-party support for job training, literacy

¹⁰ DAR 6.1 Economic Impacts of the NWT Diamond Industry

¹¹ sexually-transmitted infections

¹² DAR 6.2 Social Impacts of the NWT Diamond Mines

and pre-employment training, and apprenticeships. Implementation of the Proponent's mitigation measures, and the willingness to adapt to unforeseen trends, are crucial to the long-term effect of a project such as this.

Cumulative Socio-economic Effects

The Developer's Assessment Report (DAR) assesses future economic opportunities in the Dehcho Region and states, "All come with a high degree of risk; that is, none of the opportunities described are at all certain."

It describes past and potential resource development projects taking place on the NWT/Yukon border in which there is little or no participation of residents from the Dehcho Region or from the NWT¹³. For example, the DAR reports that although the CanTung mine was operating in the Dehcho Region, there was no one from the Study Area communities working at the mine. There was direct road access between the CanTung mine at Tungsten NWT and the Yukon, but no direct road access between the CanTung mine and NWT communities. Even with direct road access, Yukon workers made up only about 35% of that mine's work force¹⁴.

While we are generally in agreement with the description given in the Developer's Assessment Report, we note that it did not take into account some of the potential implications of the Mackenzie Gas Project (MGP).

The DAR noted the anticipated effect the MGP will have on employment opportunities. It did not note the effect the MGP will have on demand for trucking and accommodation services, or the temporary effect the MGP will have on in-migration to the region. These, in turn, affect the certainty of the predicted socio-economic effects of the Prairie Creek Mine.

SOCIO-ECONOMIC FOLLOW-UP PROGRAM

Canadian Zinc Corporation states that its "socio-economic mitigation strategy was developed with the goal of maximizing local participation and benefits, while mitigating or reducing any negative impacts from participation in this project"¹⁵. This is a laudable objective that we fully support.

The DAR states "the Project's Proponent has been working in the Study area for approximately 15 years"¹⁶. However, past practice in exploration and pre-mine development may not be directly applicable to the challenges of an operating mine. The Prairie Creek Mine is a new type of

¹³ DAR, sections 5.4.2 Economic Opportunities and 5.4.3 Socio-economic future without the proposed Project

¹⁴ DAR 5.3.2.3 Mining, Oil and Gas

¹⁵ DAR 3.7 Mitigation Strategy

¹⁶ DAR 3.7 Mitigation Strategy

endeavour for Canadian Zinc and for this area of the Northwest Territories.

With regard to the socio-economic assessment we therefore conclude:

1. The predicted impacts are uncertain;
2. The Prairie Creek Mine represents the development of a significant non-renewable resource for this region of the Mackenzie Valley;
3. The proposed mitigation measures are untested in this region and with this developer; and
4. Mitigation measures may need to be adapted if the mine is to be carried out in the way described.

For these reasons, the GNWT recommends that a socio-economic follow-up program – in the form of a socio-economic agreement between Canadian Zinc Corporation and the Government of the Northwest Territories – be a condition of the project approval. The agreement must be completed prior to the issuance of the Water Licence and consider implementation of the Socio-economic commitments made throughout the Environment Assessment.

SUMMARY OF RECOMMENDATION(S)

The GNWT recommends that a socio-economic follow-up program – in the form of a socio-economic agreement between Canadian Zinc Corporation and the Government of the Northwest Territories – be a condition of the project approval. The agreement must be completed prior to the issuance of the Water Licence and consider implementation of the Socio-economic commitments made throughout the Environment Assessment.

APPENDIX A

APPENDIX A**CANADIAN ZINC CORPORATION SOCIO-ECONOMIC COMMITMENTS IN COMMITMENTS TABLE OF MAY 6, 2011**

Negotiate a Socio-Economic Agreement with the GNWT	Technical Meeting, Oct. 6, 2010
EMPLOYMENT OPPORTUNITIES	
A hire-first policy for qualified local (Nahanni Butte) residents, then Dehcho residents, then northern residents, will be adopted.	DAR, section 11.1
Employment of Dehcho residents and social impacts will be monitored via annual IBA reports, and details of mine employment, training and contracts given out will be provided. Such reports will also be the basis for reporting to regulators.	DAR, section 11.3
Employees will be offered a variety of mine related training courses, including skills training in their area of employment and in safety. The Mine scholarship program will continue.	DAR, Appendix 19
BUSINESS OPPORTUNITIES	
Contractors and subcontractors will be required to sign an Employment Contract and Code of Conduct regarding adhering to policies such as northern employment criteria, which will be part of selection evaluation criteria. Information on potential employees will be passed on to contractors, and Study Area communities will be notified of construction and hiring timelines.	Reply to IR GNWT8
PROCUREMENT	
Services and supplies will be sourced locally and across the north, provided these are competitive.	DAR, section 11.1
After fulfilling obligations to IBA's and the Nahendeh Aboriginal Economic Council, the Mine will advertise its needs in regional newspapers and continue participation in regional NWT trade shows to communicate the opportunities associated with the project. A database of NWT qualified businesses related to various services and supplies will be maintained.	Reply to IR GNWT13
COMMUNITY, FAMILY AND INDIVIDUAL WELL BEING	
Applicants for work at the mine will be notified that should they be employed, they will have to make appropriate arrangements for child care in their absence.	Reply to IR GNWT7
The Mine will continue to be active in Study Area communities through sponsorship programs that will improve life for communities and those not benefiting from the Project directly.	DAR, Appendix 19
The Mine will work with communities and its leaders to develop and implement strategies to limit negative health outcomes, such as drug and alcohol abuse.	DAR, Appendix 19
ADAPTIVE MANAGEMENT AND REPORTING	
The Mine's socio-economic Adaptive Management System will consist of: a <i>Monitoring System</i> consisting principally of a year-long process of collecting and analysing data and trends regarding the outcomes from participation in the Project and more general socio-economic progress of the Study Area; and, a <i>Response System</i> consisting of a formal session to communicate results and receive input from representatives of the affected communities on areas where changes could improve outcomes and productivity.	Reply to IR GNWT10
An annual operations report will be produced to provide the public with information regarding the production schedule at the Prairie Creek Mine, its employment record, and planned activities for the upcoming year. This report will inform Study Area, Deh Cho and NWT residents and regulators, and will include information on employment and business procurement.	Reply to IR GNWT15

APPENDIX B

APPENDIX B

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011	
.. an important takeaway for Canadian Zinc from this survey is the acknowledgement that its work at the community-level must continue and that its efforts to build relationships and earn the trust of community stakeholders are critical to the success of this project.	Appendix 19, Section 4.5, DAR
NON-TRADITIONAL ECONOMY	
EMPLOYMENT OPPORTUNITIES	
CZN will identify jobs for which formal entry level educational requirements will be adjusted for Dene job applicants. For greater certainty,[sic] but subject to applicable law, CZN commits to requiring Dene to have a minimum Grade 10 for all entry level positions at the PRAIRIE CREEK project, and will, from time to time, adjust formal entry level educational requirements for vacant positions in order to improve the acceptability of potential Inuit job applicants for these positions.	Appendix 30, Appendix A Socio-economic Commitments, B(9) page 15 , DAR
The minimum qualification for employment with the mine operator is Grade 12.	Appendix 19, Section 7.7.2, DAR
Where appropriate, CZN will consider ability, skills and experience as an equivalent to formal qualifications as identified in job descriptions.	Appendix 30, Appendix A Socio-economic Commitments, B(4) page 15, DAR
Dene employees will not be disciplined or terminated due to their inability to speak the English language, but may be transferred to a job requiring less knowledge of the English language or to a training program to suit them to another job. Such transfer will be at the discretion of CZN.	Appendix 30, Appendix A Socio-economic Commitments, B(11) page 16, DAR
Dene who do not possess knowledge of the English language, either written or verbal, will be given reasonable opportunities to qualify for jobs where lack of knowledge of the English language does not compromise the safety of the employee, safety of others or job performance.	Appendix 30, Appendix A Socio-economic Commitments, B(10) page 16, DAR
CZN expects to provide several summer positions for various responsibilities. The areas of work could relate to general labourers, office assistance or help with annual events held in neighbouring communities. These annual positions could be posted at the mine site, regional CZN offices, and advertised in local newspapers. Priority will be given to relatives of mine staff from the IBA communities.	Reply to IR GNWT 1-9 Q4
CZN will encourage and provide opportunities for advancement and promotion to employees.	Appendix 30, Section 2 page 5, DAR
CZN will ensure that its internal posting system for hiring personnel for the PRAIRIE CREEK project will include posting at the PRAIRIE CREEK project and in Nahanni Butte.	Appendix 30, Appendix A Socio-economic Commitments, B(5) page 15, DAR
CZN will develop recruitment and hiring policies and procedures that will encourage Dene employment at the PRAIRIE CREEK project.	Appendix 30, Appendix A Socio-economic Commitments, B(3) page15, DAR
It is the goal of Canadian Zinc's to enhance those positive benefits and eliminate or at least reduce the impacts of the negative effects. It will do this through a combination of its "hire first" program, offering a comprehensive benefits package to employees, making the Prairie Creek Mine site hospitable through numerous activities, programs and services, employ a community information representative to help with communications between employees and mine management, and to remain active participants in Study Area community events.	Appendix 19, Section 7.7.3.4, DAR
The focus is primarily on the participation of labour and business from the Study Area communities however opportunities will exist for any resident or business in the NWT.	Appendix 19, Section 7.3, DAR

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011

Once CZN has fulfilled its commitments with its IBA holders, the company will promote the direct employment of NWT residents outside the Study Area promoting available employment positions with advertising in regional newspapers, and postings with NWT employment agencies. Some of these agencies would include MTS and the employment coordinators with various First Nation Bands in NWT. The company will consider a pick-up point in Yellowknife if employee numbers warrant it and it is economically justified.	Reply to IR GNWT 1-9 Q1
Much of the participation during construction will be local. This is particularly true for employment.	Appendix 19, Section 7.3.1.3, DAR
... CZN has undertaken to employ NBDB members as environmental monitors at the mine and for the access road. CZN is also looking to NBDB members first for the operation of checkpoints on the road to manage traffic and the possible use of the road by individuals not on mine business.	Reply to IR GNWT 1-12 Q2
To maximize and retain Aboriginal and Northern Resident employment levels at the project CZN expects to follow the hiring preferences which will be negotiated with its IBAs holders. CZN has always preferred employing local qualified residents within the Study Area to assist with the project's advancement. The order of priority CZN has been using for hiring applicants with similar qualifications can be defined as: 1. Members of the Nahanni Butte Dene Band 2. Members of the Liidlii Kue First Nation Band 3. Dene descendants within the Dehcho Region 4. Residence within the Northwest Territories 5. Others	Reply to GNWT IR 1-8 Q1
There is a possibility that a second community information representative position will be needed.	Appendix 19, Section 9, DAR
... rotations may be by road once the full length of the road is open.	Main Report, Section 6.26 page 247, DAR
As part of our responsibility to the Northwest Territory <i>[sic]</i> , we are strongly committed to employing and training people who are native to this area and/or are permanent residents. To achieve this, travel assistance will be provided for employees traveling from designated points of hire.	Appendix 30, Section 6, DAR
Should circumstances change in such a manner that different rotation schedules become more feasible, such options will be discussed with the mine's workforce.	Appendix 19, Section 7.7.3.3, DAR
Work rotations at the Prairie Creek operation are based on three week turnarounds (i.e., three weeks working followed by three weeks off).	Appendix 30, Section 3.2 page 6, DAR
Personnel that are not area residents will be flown-in to site on charter flights originating from 1 or 2 locations, such as Fort Nelson, Edmonton, Yellowknife or Vancouver. Employees will make their own way to these locations for pick-up. Personnel from local communities will be flown in on charter flights from Nahanni Butte, Fort Liard or Fort Simpson. NWT residents beyond these communities will make their own travel arrangements to these pick-up points.	Main Report, Section 6.26 page 247, DAR
Pick-up points will include the communities of Nahanni Butte, Fort Liard, and Fort Simpson. Yellowknife will be added should there be enough interest from the labour force there.	Appendix 19, Section 7.3.2.2, DAR
TRAINING	
CZN will be making commitments to apprentice positions with its IBA holders. The company expects to have several apprentice positions available with the project although priority will be given to CZN's IBA holders.	Response to IR GNWT 1-9 Q3
CZN will employ Dene apprentices, if available and if there are qualified tradesmen on site to supervise an apprentice.	Appendix 30, Appendix A Socio-economic Commitments, C(4) page 16, DAR

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011

CZN is an equal opportunity employer with Dene and Northern preference . As part of our responsibility to the Northwest Territory <i>[sic]</i> , we are strongly committed to employing and training people who are native to this area and/or are permanent residents.	Appendix 30, Section 6 page 8, DAR
CZN will also endeavor to carry out relevant training programs that are offered through cooperation with other agencies in the Territory to support regional education and build up a further educated Territorial workforce.	Appendix 30, Section 2 page 5, DAR
For the Study Area community as a whole, regarding additional investments in education, CZN will: <ul style="list-style-type: none"> • Sponsor students attending higher education through a scholarship program. ... • Work with the NWT Mine Training Society and Aurora College to provide education and training opportunities. • Work with Study Area schools to provide details of its operations, its future labour and supply needs, and opportunities for students. • Work with Study Area communities and businesses to improve participation and productivity. • Remain very active in the communities through investments, sponsorships, promotions, and attendance at community events. 	Responses to IR GNWT 1-11 Q1
It is recognized that CZN wishes to provide opportunities for participation by Dene in the development of the PRAIRIE CREEK project, and that to do so training will be required to position Dene to take advantage of business and employment opportunities associated with the PRAIRIE CREEK project.	Appendix 30, Appendix A Socio-economic Commitments, C(1) page 16, DAR
Mandatory courses will include: <ul style="list-style-type: none"> • ... Driver Education; ... • ... Make employees aware of drug and alcohol policies, and where to find help if needed. 	Appendix 19, Section 7.7.2, DAR
Through its Impact and Benefit Agreement holders and the Deh Cho First Nation, CZN is looking to invest in education and training specific to the needs identified by the Dehcho residents. Emphasis is on skills that are applicable to many job descriptions and not necessarily specific to mining.	Response to IR GNWT 1- 11 Q1
To complement the MTS training, CZN has been enhancing a working relationship with Dehcho First Nations as a common facilitator for its Aboriginal Skill and Partnership Program. These programs will focus on transferable trade skills which can be associated with the apprenticeship positions provided with the project. These apprentice positions could include electricians, plumbers, welders, pipe-fitters, general machinists, carpenters, mechanics, and draftspersons.	Response to IR GNWT 1- 9 Q2, pages 28-29
To facilitate this level of employment, Canadian Zinc will promote higher learning through a scholarship program, sponsor training in conjunction with the mine training society, take an active role in the schools and communities, and sponsor visits by school staff to site to help them understand better the environment and the possibilities for their students.	Appendix 19, Section 11.3, Table 11-1, DAR
We intend to maximize the benefits for the communities through training programs and -- direct arrangements, business arrangements and such that reflect whatever the operation and consideration is with certain aspects ... of the mine. We recognize the limited capacities ... of some communities and such and we'd like to enhance that through further education and training. And we feel that that not only benefits the ... region but it benefits the mine because it is -- we anticipate a long-live <i>[sic]</i> mine here.	Technical Session transcript, Day 3 October 8, 2010, page 88 lines 8-18
Where an employee is required to have specific skills to operate equipment in the course of their duties, training will be provided.	Appendix 30, Section 2, DAR
The company is also committed to providing mentoring programs at the mine, ongoing school workshop presentations at local schools, and annual scholarships to promote the abilities of future generations within the Dehcho Region.	Response to IR GNWT 1- 9 Q2
BUSINESS OPPORTUNITIES	
A general overview of CZN's Aboriginal and NWT procurement strategy is outlined below. CZN will focus on a general Northern procurement policy by adhering to the following principals: <ol style="list-style-type: none"> Wherever practical, construction projects will be split into phases or segments so that small northern contractors and suppliers can have the opportunity to bid. 	Response to IR GNWT 1- 13 Q7

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011

ii. Wherever practical, goods contracts will be tendered by grouping so that northern contractors and suppliers have the opportunity to bid and compete.	
iii. Whenever practical, contracts for the supply of goods will be tendered in a manner which provides opportunities for northern contractors or suppliers.	
Canadian Zinc is committed to working with the community and business leaders to maximize the benefits from the Project. As a part of this commitment, Canadian Zinc will offer valuable guidance in areas where it has particular expertise such as management, industrial development, and organisation.	Appendix 19, Section 7.7.2, DAR
CZN has initiated formal meetings with the Development Corporations of neighbouring communities to form a Nahendeh Aboriginal Economic Council (NAEC) to help take full advantage of the business opportunities with the project and notify the company of the several businesses wishing to be listed in the company's database.	Response to IR GNWT 1-13 Q6
CZN is expecting to have set aside and evergreen contracts for its IBA holders. CZN has also initiated a Nahendeh Aboriginal Economic Council to help create a dialogue to build local capacity for bidding on various components of the project. The first meeting was held in Fort Liard and participants included the communities of Nahanni Butte, Fort Simpson, Fort Liard, and Trout Lake.	Response to IR GNWT 1-13 Q2
CZN will focus on procurement of Aboriginal services with the following policy: "Aboriginal Business" means a business owned by one or more of the Participating First Nations, directly or through their respective development corporations, or a Member or Members of the Participating First Nations. The Aboriginal Business must comply with all the legal requirements to carry on business in the Dehcho region and must be certified by the relevant Participating First Nations and meet one of the following criteria: i. Is a corporation or limited company with at least 51 percent of the company's voting shares beneficially owned by a Participating First Nation, a Participating First Nation development limited partnership or a Participating First Nation Member or Members; ii. Is a cooperative with at least 51 percent of the cooperative's voting shares beneficially owned by one or more Participating First Nations, a Participating First Nation development limited partnership or Participating First Nation Members; iii. Is a sole proprietorship, the proprietor of which is or is owned by one or more of the Participating First Nations, Participating First Nations development limited partnership or Participating First Nations Members; or, iv. Is a partnership, the majority interest in which is owned by one or more of the Participating First Nations, Participating First Nations development limited partnership or Participating First Nations Members, or in which the majority of benefits under the partnership agreement accrue to the Participating First Nations or Participating First Nations Member(s).	Response to IR GNWT 1-15 Q2
In addition CZN, will endeavour to contract a bulk fuel service company located in the region, preferably close to the haul route, which has an established mobile spill response unit that would be available 24 hours a day.	Response to IR Parks Canada 2-9, Appendix I page 3
In order to identify potential businesses to maximize NWT content, CZN will be provided with a registry of businesses and joint venture businesses by its IBA holders. This registry will be regularly updated and overseen by the IBA holder's Development Corporation Managers.	Response to IR GNWT 1-13 Q1
It is CZN's intent to provide IBA holders advance notice on all contracts and procurement opportunities. The specific timeframes are still in IBA negotiation. Further to this commitment, CZN expects to advertise sourcing needs in local and regional newspapers in the NWT, and notify local businesses of the project's requirements.	Response to IR GNWT 1-13 Q3
The focus is primarily on the participation of labour and business from the Study Area communities however opportunities will exist for any resident or business in the NWT.	Appendix 19, Section 7.3, DAR
CZN recognizes that businesses which maximize Dene content should, consistent with the terms of this schedule, be given preference in the provision of commercial services for the PRAIRIE CREEK project.	Appendix 30, Appendix A Socio-economic Commitments, D(2) page 16, DAR

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011	
CZN will apply its local and NWT procurement policies to the reclamation project. Reclamation activities are similar to general construction and mining, though labour would make up a greater share of the overall costs.	Response to IR GNWT 1-13 Q5
CONTRACTORS	
... Canadian Zinc will discuss the importance of local hires with Aboriginal development corporations during and after IBA negotiations and make northern employment a criterion for evaluating proposals.	Appendix 19, Section 11.3, Table 11-1, DAR
CZN will emphasise local procurement by its contractors and will make this a valued component in how bids are evaluated. Businesses outside the Study Area will be encouraged to participate, and CZN will extend to them the same opportunities given to Study Area businesses should those companies be unable to fill certain contracts. CZN would prefer to offer contracts to NWT-based companies that can provide goods and services at a competitive price and meet local sub-contracting criteria.	Response to IR GNWT 1-13 Q4
In order to ensure that its contractors and subcontractors honour and adhere to all commitments made, CZN will ensure, through written contracts, that all such parties are aware and comply with all the terms and conditions that are associated with such permits that are necessary for operating the Mine.	Main Report, section 2.2 page P.61, DAR
<p>Much of the construction activities will be completed by contractors. These contractors will be encouraged to hire from within the Study Area communities. To facilitate this local participation, Canadian Zinc will</p> <ul style="list-style-type: none"> • notify the Study Area communities of the construction schedule in advance of the activities, • set out a schedule of when the contractors will be hiring, • provide the names of past employees to the contractors, • provide the names of contractors and their contact information to the communities, and • pass applications from local labour to contractors. 	Appendix 19, Section 7.3.1.1, DAR
To improve the efficiency of CZN's employment policy, the company will coordinate information of potential employees to contractors, notify Study Area communities of construction timelines and timelines for hiring, and pass along applications from local workers to contractors.	Response to IR GNWT 1-8 Q2
TRADITIONAL ECONOMY AND CULTURAL WELL BEING	
As part of their ongoing employment, all employees will take part in cross-cultural training to assist with the development of positive working relationships at the mine.	Appendix 30, Section 2.2, DAR
As the project progresses, work will be required to study if and how the transfer of wealth is taking place.	Appendix 19, Section 7.7.5.1, DAR
Where necessary, as determined by CZN, signs, safety, regulations and job advertisements shall be translated.	Appendix 30, Appendix A Socio-economic Commitments, B(12) page 16, DAR
CZN has a no hunting policy for all employees, and will extend this policy to at least non-aboriginal contractors. Aboriginal contractors will also be discouraged from hunting.	Response to IR Parks Canada 1-4 Q 7(c)
COMMUNITY, FAMILY AND INDIVIDUAL WELL BEING	
... regardless of their family situation, Canadian Zinc employees will have access to a comprehensive human resources package that includes programs to help reduce the negative aspects of rotational work. Camp life will include recreational activities, religious services, and access to the Internet. The camp itself is being designed such that each employee will have their own room. Programs will be offered throughout the year such as personal financial planning and those associated with seasonal and religious holidays. Counselling services will be available as a part of the overall employee compensation package. In addition, traditional Aboriginal events and activities will be planned and country foods will be served when available.	Appendix 19, Section 7.7.3.1, DAR
... employees and their families will not be immune to mistakes, and the responsibility for controlling the spread of STIs will be a shared responsibility of the community, including individuals, families, the departments of Health and	Appendix 19, Section 7.7.4.2, DAR

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011

Social Services and Education and all employers operating the in [sic] Study Area.	
Canadian Zinc will continue to be active in the Study Area communities through sponsorship programs that will improve community life and that [sic] for those not benefiting from the Project directly.	Appendix 19, Section 11.3, Table 11-1, DAR
Canadian Zinc will have guidelines that outline the circumstances under which employees can return home prior to the completion of their rotation. The company will also have a leniency policy for new employees that will outline the circumstances under which workers need some time to adjust to work life and camp life. Canadian Zinc will also sponsor community events that help improve the quality of life for those not participating directing [sic] in mine employment and those who are on their three-weeks off.	Appendix 19, Section 7.7.3.1, DAR
CZN will provide an option for all its employees to participate in a comprehensive benefits plan coverage, which includes dental, medical, AD&D, life insurance (both short- and long-term disability coverage), as well as an employee assistance program.	Appendix 30, Section 4, DAR
CZN will provide at its cost regular but limited opportunities for Dene employees to communicate with immediate family in their home communities using PRAIRIE CREEK satellite or other phone systems.	Appendix 30, Appendix A Socio-economic Commitments, E(2) page 17, DAR
In addition to the above, every employee will be encouraged to participate in supplementary orientation seminars upon arrival at the site for the first time. Seminars will include, but may not be limited to, guidance on personal financial management, and review of employee benefits packages.	Appendix 19, Section 7.7.2, DAR
It is also reasonable to assume that challenges will arise that are unique to the individual, family and community. For this reason, Canadian Zinc is committed to working closely with its employees, their families and communities to find solutions to the challenges as they occur. The community information representative will be responsible for assisting employees and Canadian Zinc management communicate [sic] with one another when issues arise.	Appendix 19, Section 7.7.3, DAR
Life skills training will be made available on an as need [sic] basis through the Training Department. Life skills training programs provide employee assistance in coping with new situations from camp life, long distance commuting to basic financial planning that is needed as a result of increased income.	Appendix 30, Section 2.3, DAR
The employment assistance program (EAP) is designed to assist employees and their immediate family members with problems that may affect their well-being and/or their ability to perform their jobs. The EAP will be operated by a third-party professional counseling service (accessible in the first instance by phone) and services will be available to the CZN employees and their immediate family (spouse, partner and dependents).	Appendix 30, Section 4.1, DAR
The Human Resources Management Plan outlines the details related to alcohol and drug usage during an employee's time at Prairie Creek. In addition, the company will engage with the Study Area communities and encourage cooperation with government and non-government officials on a strategy that might limit the severity of this impact and ensure these people receive the help they need.	Appendix 19, Section 7.7.4.1, DAR
<p>The on-site measures CZN would pursue to protect workers from the spread of communicable diseases include the following:</p> <ul style="list-style-type: none"> • Having trained medical personnel to identify communicable diseases • Providing advice regarding personal hygiene. • Designating potential areas to isolate infected workers if required • Pre-screening employment candidates with medical check-ups • Requesting employees to be up-to-date with their vaccinations • Post the contact number for the Chief of Public Health • Discuss possible outbreaks of STIs at Health & Safety meetings • Provide educational materials in the project's library 	Response to IR GNWT 1-7 Q3
NET EFFECTS ON GOVERNMENT	
In the case of costs associated with road maintenance, the proposed Prairie Creek Mine will have a limited impact.	Appendix 19, Section 7.11, DAR

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011**ADAPTIVE MANAGEMENT AND REPORTING**

What the Company can do with its time in the region is ensure that its commitments to the local people and their communities is genuine, that the policies and programs it supports are implemented, and that the impacts from its actions and the actions of others are closely monitored for the purpose of making improvements over time.	Appendix 19, Section 7.10, DAR
Canadian Zinc will establish a system that will ensure that it has the information necessary regarding socio-economic changes taking place in the Study Area to make quality decisions and alterations to its mitigation strategy.	Appendix 19, Section 3.5, DAR
Canadian Zinc's socio-economic mitigation strategy was developed with the goal of maximising local participation and benefits, while mitigating or reducing any negative impacts from participation in this project.	Appendix 19, Section 3.7, DAR
CZN defines "Adaptive Management" as a monitoring system to measure key indicators and a response system to modify actions. The Company's approach assumes a need for continual learning and that its policies and management practices will be subject to continuous review to ensure improvements in socio-economic outcomes can occur throughout the life of the project.	Response to IR GNWT 1-10 Q1
<p>Highlighting CZN's Adaptive Management System will be:</p> <ul style="list-style-type: none"> • A <i>Monitoring System</i> consisting principally of a year-long process of collecting and analysing data and trends regarding the outcomes from participation in the Project and more general socio-economic progress of the Study Area. • A <i>Response System</i> consisting of a formal session to communicate results and receive input from representatives of the affected communities on areas where changes could improve outcomes and productivity. 	Response to IR GNWT 1-10 Q1
The monitoring system will direct when and where action is needed from within the Company's response system. CZN has committed to altering its programs where possible when existing ones are ineffective or problematic. The company feels experimenting with the manner in which it interacts with the Study Area's human environment is simplified by the relatively small size and scope of the Project.	Response to IR GNWT 1-10 Q1
Canadian Zinc is committed to monitoring and reporting the socio-economic progress of the Study Area communities during the operation of its mine.	Appendix 19, Section 7.7.5.1, DAR
The annual report will include information on the socio-economic performance of the Study Area. These data will be gathered from secondary sources, including the NWT Bureau of Statistics and Statistics Canada. This information will be combined with knowledge gathered by company officials including community information officers working in the Study Area and communicating with active employees, their families, and other community members to determine the overall socio-economic changes taking place.	Response to IR GNWT 1-15 Q1
The Company will generate an annual report on production, employment, procurement and socio-economic trends. It will be the principal communication tool that informs the public of the results from the Company's monitoring system. This monitoring includes information gathered from employees and their communities by the community information officers. Other company officials will remain active in the communities through their participation in sponsorships, promotions and investments. Information gathered "on-the-ground" will be combined with the technical approach used in gathering and reporting operations' data and socio-economic statistics.	Response to IR GNWT 1-10 Q1 pages 29-30
<p>CZN will produce an annual report on its operations. It will provide the public with information regarding the production schedule at the Prairie Creek Mine, its employment record, and planned activities for the upcoming year. This report will serve as CZN's submission to inform Study Area, Deh Cho and NWT residents and regulators. The report will include information on employment and business procurement. The statistics reported will include:</p> <ul style="list-style-type: none"> • total workforce, new hires, terminations, and total labour income, • training programs, number of participants, and apprenticeships, • gross value of operation expenditures, a list of procurement contracts, and participating Aboriginal and NWT businesses, • road access—the details of this information such as volume of commercial and non-commercial traffic depends on the final decision regarding road ownership and public access, • community activities, investments and sponsorships, and • a schedule of upcoming procurement opportunities and operational expenditures. 	Response to IR GNWT 1-15 Q1

CANADIAN ZINC COMMITMENTS NOT FULLY CAPTURED IN COMMITMENTS TABLE OF MAY 6, 2011

In addition to formalising the company's hiring and contracting practices, Canadian Zinc aims to establish a formal process for communications and reporting within its IBAs. These reports would be generated annually for the Study Area communities. The goal is to ensure each community understands the Project's current and future activities, its labour needs, and upcoming procurement opportunities. Canadian Zinc also hopes to include detailed feedback on the mine employment such as new hires, terminations, length of employment, training, promotions, and overall and relative payroll. It will also report on its contracts to local businesses and their total value. Traffic reports will be a regular component of these reports. It will be a matter of the IBA negotiations to determine which portions, if any, are to be withheld from the public. Otherwise, these reports will form the basis of the company's responsibilities to report to the regulators and government authorities.	Appendix 19, Section 9, DAR
<p>[As noted in Table 9-1, The CZN Monitoring and Management System includes]</p> <ul style="list-style-type: none"> • Impact and Benefit Agreement Reporting: Detailed reporting to communities with Impact and Benefit Agreements. The contents of these reports are subject to ongoing negotiations. • Employment Reporting: Annual reporting on total workforce, new hires, terminations, length of employment, labour income. • Procurement Reporting: Annual reporting on total expenditures for goods and services, list of goods and services required, upcoming requirements, total spending on First Nation businesses and NWT businesses. • Communication Strategy: Working with the communities through the IBA negotiations, establish a communication strategy with each community. • Annual Socio-Economic Report: Detailed report on mining activities, and the economic, social, cultural and socio-economic performance on the Study area. 	Appendix 19, Section 9, Table 9-1, DAR
<p>Where the disclosure of information does not compromise confidentiality, data will be separated by ethnicity and geography; that is, Aboriginal versus non-Aboriginal, and Study Area communities versus the rest of the NWT and non-NWT.</p> <p>CZN will include all Status, non-Status, Métis, and Inuit as Aboriginal for the purpose of reporting ethnicity. NWT Residency will be defined as living in the territory.</p>	Response to IR GNWT 1-15 Q3
Further informed education relating to commodity prices, market fluctuations, supply/demand and operational costs will be made available to the public through disclosure for the region to follow and prepare for.	Response to IR GNWT 1-11 Q1
Significant monitoring of operations and the environment will occur during and after the Mine's life. CZN expects individuals from local communities to be involved in this, preferably as employees. CZN undertakes to share the monitoring results.	Main Report, Executive Summary page 23, DAR

APPENDIX C

2009 NWT SURVEY OF MINING EMPLOYEES ~ Report ~

Separate File

2009 NWT SURVEY OF MINING EMPLOYEES

~ Report ~

NWT Bureau of Statistics
Government of the Northwest Territories
August 2009

2009 NWT Survey of Mining Employees

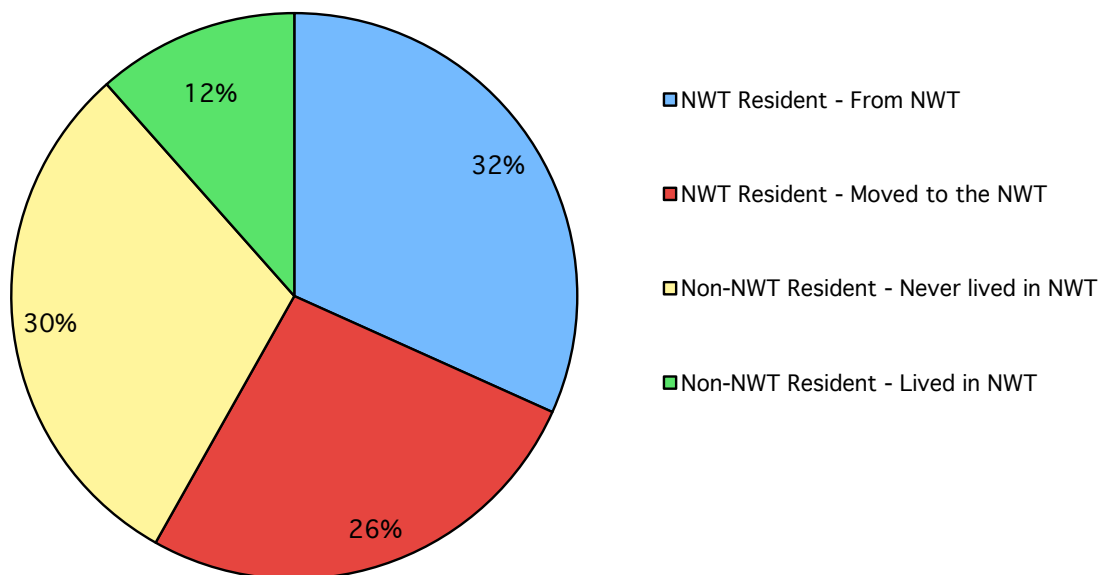
~ Introduction ~

The 2009 NWT Survey of Mining Employees was conducted by the NWT Bureau of Statistics on behalf of BHP Billiton, Rio Tinto, De Beers and the Government of the Northwest Territories (GNWT). The survey focused on things diamond mine employees like and dislike about their current community of residence, factors they consider when thinking about relocation and barriers to moving to the Northwest Territories. The survey was designed to shed light on the residency issues faced by diamond mines and the GNWT.

In total, 1,705 persons responded to the survey, yielding a response rate of 93.5%. Analysis and conclusions resulting from the survey refer to survey respondents only.

When designing the survey, four distinct residency groupings were defined: current NWT residents who are from the NWT, current NWT residents who moved to the NWT, Non-NWT residents and Non-NWT residents who previously lived in the NWT. Figure 1.1 presents the distribution of these four groupings. Approximately 12% of respondents, were not NWT residents but have lived in the NWT in the past, while 30% of respondents are Non-NWT residents and have never lived in the NWT.

Figure 1.1 Respondent Residency



Nearly 58% of respondents are current NWT residents and may be further classified as those indigenous to the NWT (32%) or those who moved to the NWT (26%). Where possible and appropriate, the four distinct respondent categories are compared in their responses to survey questions.

Results of the survey indicate that proximity to family figures prominently in what respondents like and dislike about their home community, as do opportunities for recreation and distance to shopping and services.

Almost two out of every five respondents have considered moving in the past year; NWT residents have considered moving to a greater degree than Non-NWT residents. Of Non-NWT residents, only 6.8% have considered moving to an NWT community in the past year. Leaving friends and family is the greatest concern when respondents consider a move.

Employment opportunities and competitive pay and benefits played an important role in why people moved to the NWT in the past. Similarly, proximity to work is most often cited by Non-NWT residents as something they might like about the NWT. However, Non-NWT residents have concerns about moving to the NWT, the cost of housing and utilities being cited most often as a major concern. The cost of living, and the fact that they like their home community are the two most often cited reasons Non-NWT residents don't move to the NWT.

Turning to relocation from the NWT, nearly half of NWT residents would be likely or very likely to consider a move from the NWT if the opportunity arose in the next year. NWT residents not originally from the NWT, those with university degrees and those living in medium-sized communities are more likely to consider a move from the NWT. Of those who have lived in the NWT in the past but moved, the cost of living and wanting to be closer to family were often reasons for leaving. The cost of living remains the most often cited reasons for considering a move by those currently living in the NWT.

The following report details the results of the 2009 NWT Survey of Mining Employees in several sections, each beginning with an analysis of responses, followed by the corresponding statistical tables. The report begins with a profile of respondents. The subsequent section details what respondents like and dislike about their community and how they spend time outside of work. The third section focuses on relocation considerations, including whether respondents have considered moving and where. Thereafter, the report concentrates on why respondents have moved to the NWT in the past, and what concerns Non-NWT resident respondents have when considering a move to the NWT. The report also gives some reasons why some respondents have left the NWT, and why some NWT residents would consider leaving.

Detail on survey methodology is presented at the end, as well as a copy of the survey in Appendix A for reference.

A Profile of Employees

Demographic

While the majority of northern diamond mine employees were male, at 83.2%, a greater proportion of NWT resident employees were female at 23.2% compared to 16.1% overall. Of Non-NWT resident employees 93.2% were male.

Figure 2.1 Age Pyramid, Non-NWT Residents and NWT Residents

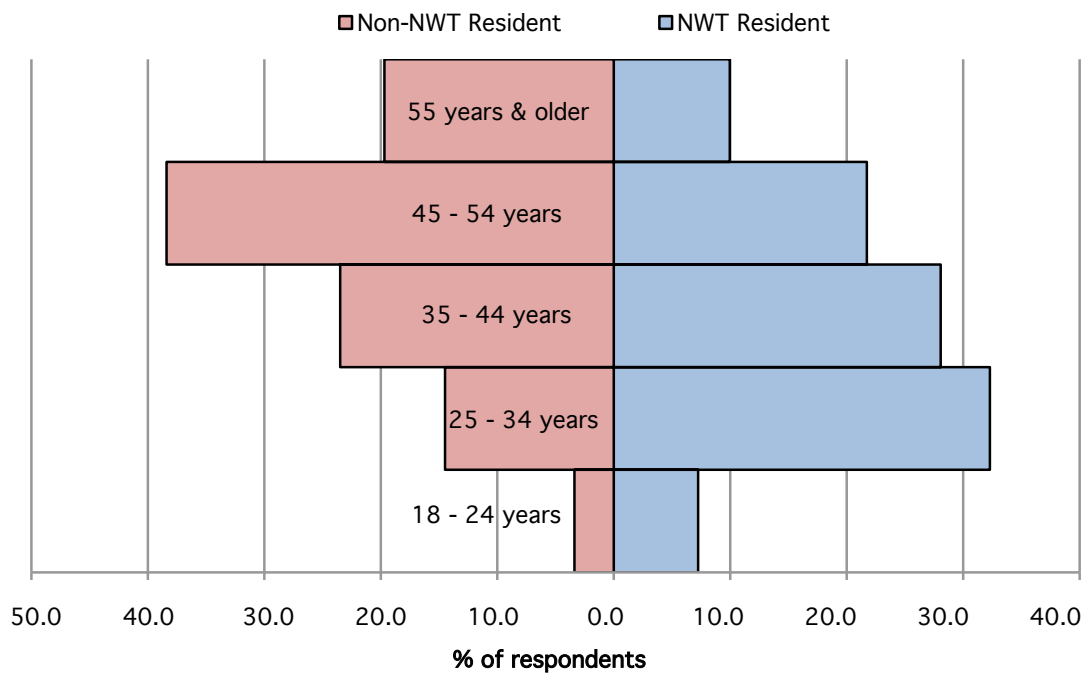
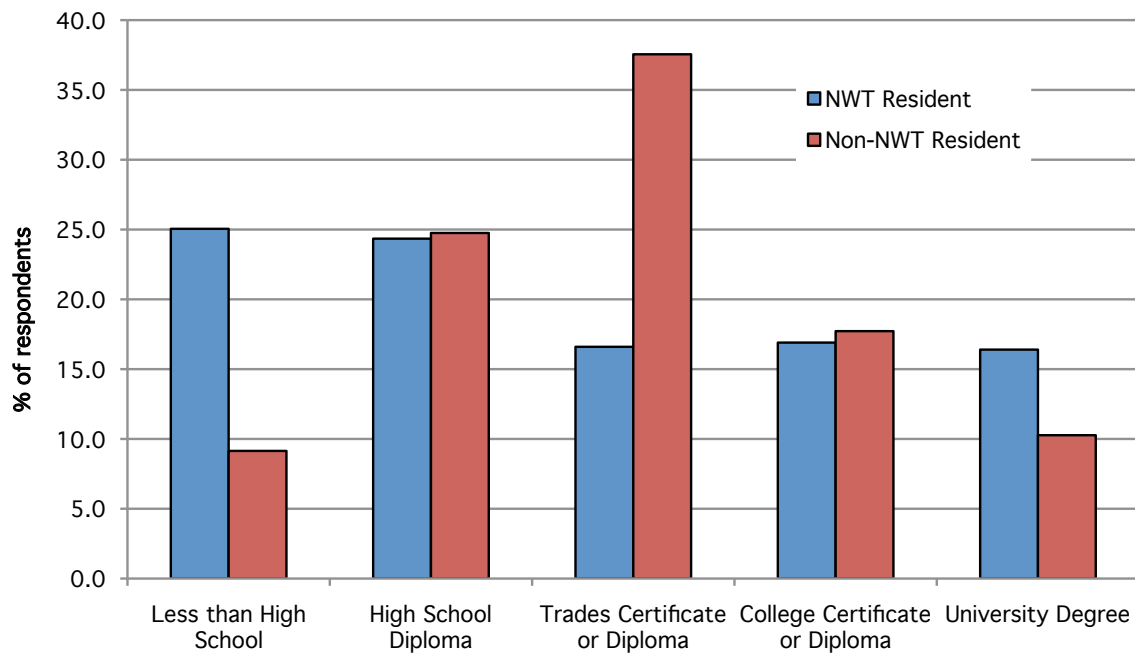


Figure 2.1 shows the age distribution of Non-NWT and NWT residents. More than half, or 54.8% of respondents were between the ages of 35 and 54. Non-NWT residents were generally older, with 58.1% over the age of 45, compared to only 31.7% of NWT residents. Of NWT residents, 39.5% were under 35 years of age.

Education

The highest level of schooling obtained by respondents varies by residency. Of NWT residents 25.1% do not have a high school diploma, compared to 9.1% of Non-NWT respondents. For nearly a quarter of respondents, both NWT resident and Non-NWT resident, a high school diploma is the highest level of schooling completed.

Figure 2.2 Highest Level of Schooling



More than half, or 55.3% of Non-NWT residents have a trades or college certificate or diploma, compared to 33.5% of NWT residents. However, a greater proportion of NWT residents have attained a university degree, at 16.4%. Of the 163 NWT residents with a university degree, 88.3% are not originally from the NWT, and nearly 75.4% have lived in their home community in the NWT for less than 10 years.

Family

Looking at family units, a greater proportion of Non-NWT residents are married or common law, at 74.5%, compared to 62.0% of NWT residents. Overall, 20.7% of respondents have never been married, while 67.2% are married or common law.

This trend was mirrored in responses to the question regarding current occupancy in employee homes, with 64.5% reporting living with a spouse or common law partner. Slightly less than half of respondents have children living at home at 46.9%. Approximately, 18.5% of NWT residents have children under the age of 5 living in their home, compared to only 9.8% of Non-NWT residents. Additionally, 19% of respondents have dependents that do not live with them.

Home Community

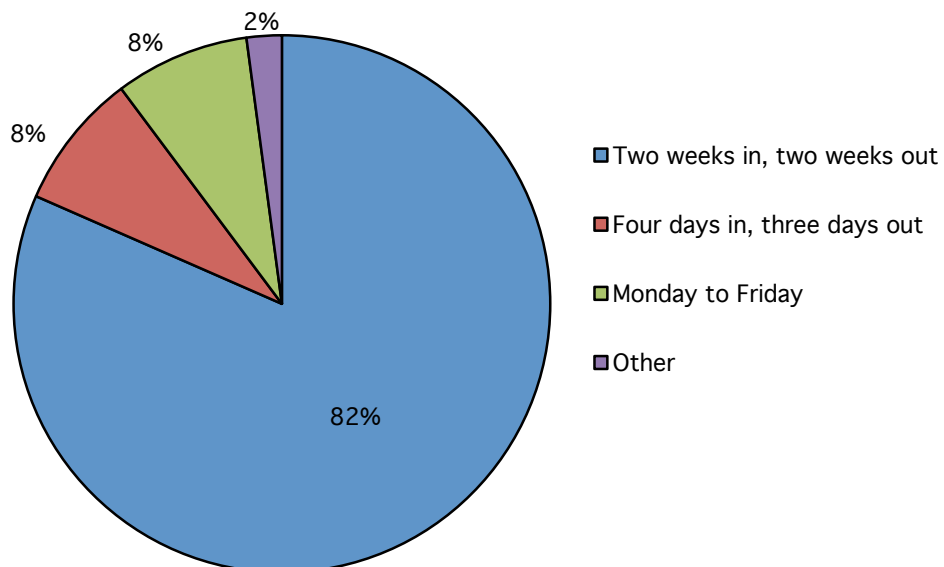
Unsurprisingly, the size of community in which respondents live varies significantly by residency. While most NWT residents said they lived in communities of 24,000 persons or less, 27.8% of Non-NWT residents live in communities with populations of 100,000 persons or more. However, a slight majority, or 51.5% of Non-NWT residents live in communities of 24,000 persons or less.

While 47.6% of respondents have lived in their community for 15 years or more, only 27.2% of NWT residents not originally from the NWT have lived in their community for the same amount of time. Of Non-NWT residents who have lived in the NWT in the past more than half, or 55.1% have lived in their home community for less than 5 years. Home ownership is more prevalent among Non-NWT residents, with 82.7% owning a home, compared to 55.2% of NWT residents.

Northern Mining Company Employment

Most respondents have worked with a northern mining company for 1 to 9 years and most work a two weeks in, two weeks out schedule.

Figure 2.3 Percent of Respondents by Work Rotation



A Profile of Employees
~ *STATISTICAL TABLES* ~

Table 2.1
Demographic Profile
by Detailed Residency
No. of Respondents

	Total		NWT Resident ¹		NWT Resident				Non-NWT Resident		Non-NWT Resident			
		%		%	From NWT	%	Moved to NWT	%		%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Gender</i>														
Male	1,419	83.2	756	76.1	434	80.5	317	70.6	663	93.2	494	95.9	169	86.2
Female	274	16.1	231	23.2	102	18.9	128	28.5	43	6.0	18	3.5	25	12.8
Not Stated	12	0.7	7	0.7	3	0.6	4	0.9	5	0.7	3	0.6	2	1.0
<i>Age</i>														
18 - 24 years	96	5.6	72	7.2	59	10.9	13	2.9	24	3.4	16	3.1	8	4.1
25 - 34 years	424	24.9	321	32.3	202	37.5	119	26.5	103	14.5	75	14.6	28	14.3
35 - 44 years	446	26.2	279	28.1	159	29.5	117	26.1	167	23.5	111	21.6	56	28.6
45 - 54 years	489	28.7	216	21.7	82	15.2	132	29.4	273	38.4	212	41.2	61	31.1
55 years & older	239	14.0	99	10.0	35	6.5	64	14.3	140	19.7	99	19.2	41	20.9
Not Stated	11	0.6	7	0.7	2	0.4	4	0.9	4	0.6	2	0.4	2	1.0

Symbols: "x" number suppressed; "-" zero

^{1.} Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 2.2
Education Profile
by Detailed Residency
No. of Respondents

			NWT Resident						Non-NWT Resident					
	Total	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Highest Level of Schooling</i>														
Less than High School	314	18.4	249	25.1	202	37.5	42	9.4	65	9.1	38	7.4	27	13.8
High School Diploma	418	24.5	242	24.3	151	28.0	90	20.0	176	24.8	123	23.9	53	27.0
Trades Certificate or Diploma	432	25.3	165	16.6	91	16.9	74	16.5	267	37.6	206	40.0	61	31.1
College Certificate or Diploma	294	17.2	168	16.9	73	13.5	95	21.2	126	17.7	89	17.3	37	18.9
University Degree	236	13.8	163	16.4	19	3.5	144	32.1	73	10.3	57	11.1	16	8.2
Not Stated	11	0.6	7	0.7	3	0.6	4	0.9	4	0.6	2	0.4	2	1.0

Symbols: "x" number suppressed; "-" zero

^{1.} Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 2.3
Family Profile
by Detailed Residency
No. of Respondents

	Total	%	NWT Resident ¹	%	NWT Resident				Non-NWT Resident	%	Non-NWT Resident			
					From NWT	%	Moved to NWT	%			Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Marital Status</i>														
Never Married	353	20.7	264	26.6	185	34.3	78	17.4	89	12.5	59	11.5	30	15.3
Married or Common Law	1,146	67.2	616	62.0	292	54.2	320	71.3	530	74.5	392	76.1	138	70.4
Separated or divorced	169	9.9	90	9.1	51	9.5	39	8.7	79	11.1	56	10.9	23	11.7
Widowed	16	0.9	10	1.0	x	x	x	x	6	0.8	x	x	x	x
Not Stated	21	1.2	14	1.4	x	x	x	x	7	1.0	x	x	x	x
<i>Others Living in Home²</i>														
Spouse or Common Law Partner	1,099	64.5	594	59.8	284	52.7	308	68.6	505	71.0	375	72.8	130	66.3
Children	799	46.9	478	48.1	287	53.2	188	41.9	321	45.1	245	47.6	76	38.8
< 5 years old	254	14.9	184	18.5	117	21.7	65	14.5	70	9.8	42	8.2	28	14.3
5 to 9 years old	270	15.8	178	17.9	127	23.6	51	11.4	92	12.9	64	12.4	28	14.3
10 to 14 years old	308	18.1	190	19.1	126	23.4	64	14.3	118	16.6	87	16.9	31	15.8
15 to 19 years old	290	17.0	163	16.4	99	18.4	64	14.3	127	17.9	102	19.8	25	12.8
20+ years old	139	8.2	74	7.4	42	7.8	32	7.1	65	9.1	51	9.9	14	7.1
Parents	137	8.0	106	10.7	96	17.8	10	2.2	31	4.4	21	4.1	10	5.1
Brothers or Sisters	93	5.5	72	7.2	56	10.4	16	3.6	21	3.0	10	1.9	11	5.6
Unrelated Roommate	143	8.4	114	11.5	58	10.8	55	12.2	29	4.1	18	3.5	11	5.6
Other	141	8.3	86	8.7	55	10.2	30	6.7	55	7.7	38	7.4	17	8.7
Living Alone	74	4.3	41	4.1	23	4.3	18	4.0	33	4.6	23	4.5	10	5.1
Other Relatives	45	2.6	30	3.0	23	4.3	6	1.3	15	2.1	10	1.9	5	2.6
Other	22	1.3	15	1.5	9	1.7	6	1.3	7	1.0	x	x	x	x
Not Stated	10	0.6	4	0.4	4	0.7	-	-	6	0.8	4	0.8	2	1.0
<i>Dependents outside Home</i>														
Yes	324	19.0	194	19.5	103	19.1	90	20.0	130	18.3	96	18.6	34	17.3
No	1,361	79.8	787	79.2	425	78.8	357	79.5	574	80.7	414	80.4	160	81.6
Not Stated	20	1.2	13	1.3	11	2.0	2	0.4	7	1.0	5	1.0	2	1.0

Symbols: "x" number suppressed; "-" zero

^{1.} Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

^{2.} Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 2.4
Home Community Profile
by Detailed Residency
No. of Respondents

	Total		NWT Resident ¹	%	NWT Resident				Non-NWT Resident	%	Non-NWT Resident			
					From NWT	%	Moved to NWT	%			Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Size of Home Community</i>														
Less than 1,000 people	184	10.8	120	12.1	105	19.5	13	2.9	64	9.0	49	9.5	15	7.7
1,000 - 4,000 people	344	20.2	226	22.7	183	34.0	42	9.4	118	16.6	80	15.5	38	19.4
5,000 - 24,000 people	745	43.7	561	56.4	207	38.4	351	78.2	184	25.9	123	23.9	61	31.1
25,000 - 99,000 people	228	13.4	82	8.2	41	7.6	41	9.1	146	20.5	107	20.8	39	19.9
100,000 people or more	199	11.7	x	x	x	x	x	x	198	27.8	155	30.1	43	21.9
Not Stated	5	0.3	x	x	x	x	x	x	1	0.1	1	0.2	-	-
<i>Years Lived in Home Community</i>														
Less than 1 year	91	5.3	42	4.2	12	2.2	30	6.7	49	6.9	16	3.1	33	16.8
1 - 4 years	358	21.0	195	19.6	50	9.3	143	31.8	163	22.9	88	17.1	75	38.3
5 - 9 years	256	15.0	133	13.4	42	7.8	91	20.3	123	17.3	90	17.5	33	16.8
10 - 14 years	188	11.0	101	10.2	37	6.9	63	14.0	87	12.2	67	13.0	20	10.2
15 years or more	811	47.6	522	52.5	397	73.7	122	27.2	289	40.6	254	49.3	35	17.9
Not Stated	1	0.1	1	0.1	1	0.2	-	-	-	-	-	-	-	-
<i>Own or Rent Home</i>														
Own	1,137	66.7	549	55.2	270	50.1	275	61.2	588	82.7	438	85.0	150	76.5
Rent	561	32.9	439	44.2	264	49.0	173	38.5	122	17.2	76	14.8	46	23.5
Not Stated	7	0.4	6	0.6	5	0.9	1	0.2	1	0.1	1	0.2	-	-

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 2.5
Northern Mining Company Employment Profile
by Detailed Residency
No. of Respondents

			NWT Resident						Non-NWT Resident					
	Total	%	NWT Resident ¹	%	From NWT	%	Moved to NWT	%	Non-NWT Resident	%	Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Years Worked with Northern Mining Company</i>														
Less than 1 year	164	9.6	82	8.2	42	7.8	40	8.9	82	11.5	72	14.0	10	5.1
1 - 4 years	713	41.8	408	41.0	196	36.4	211	47.0	305	42.9	250	48.5	55	28.1
5 - 9 years	554	32.5	336	33.8	204	37.8	129	28.7	218	30.7	139	27.0	79	40.3
10 - 14 years	204	12.0	133	13.4	86	16.0	46	10.2	71	10.0	34	6.6	37	18.9
15 years or more	69	4.0	34	3.4	11	2.0	22	4.9	35	4.9	20	3.9	15	7.7
Not Stated	1	0.1	1	0.1	-	-	1	0.2	-	-	-	-	-	-

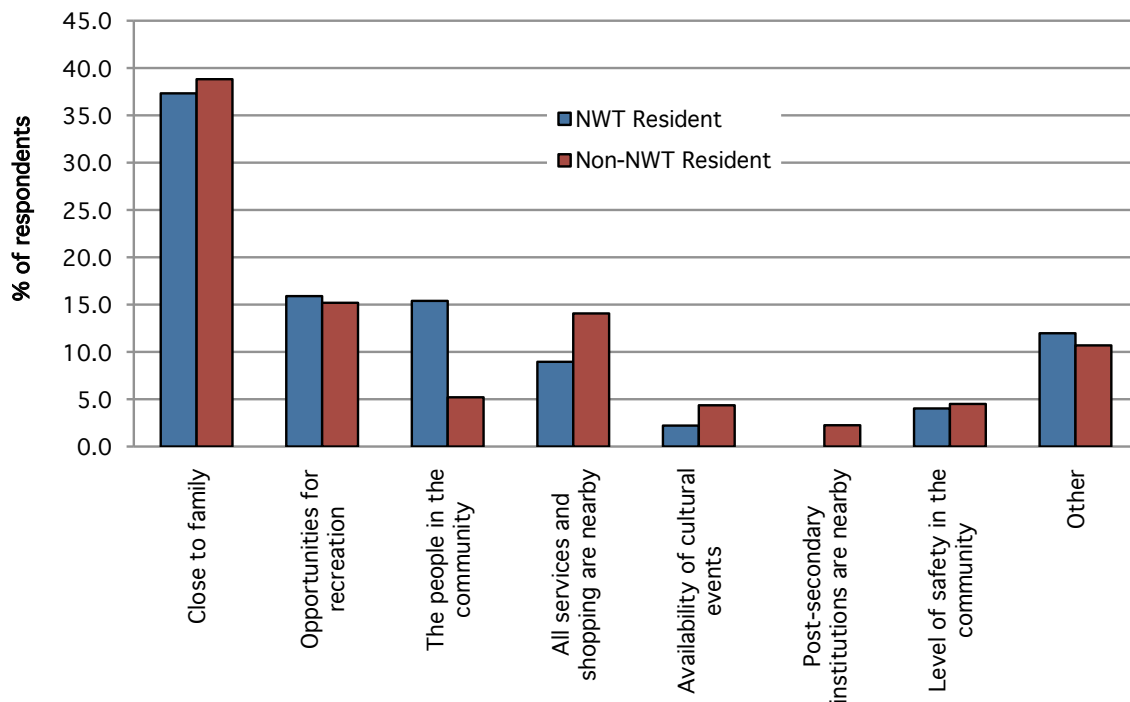
Symbols: "x" number suppressed; "-" zero

Life in Home Community

Understanding what people value about their home community and how they spend their leisure time can assist in determining how best to attract them to other locations. To that end, respondents were asked about what they like and dislike about their community, as well as how they spend their leisure time outside of work.

Proximity to family appears to play a big role in what respondents like and dislike about their home community. The largest percentage of both NWT and Non-NWT residents stated that being close to family is the thing they like best about their home community (Figure 3.1).

Figure 3.1 What Respondents Like Best about Home Community



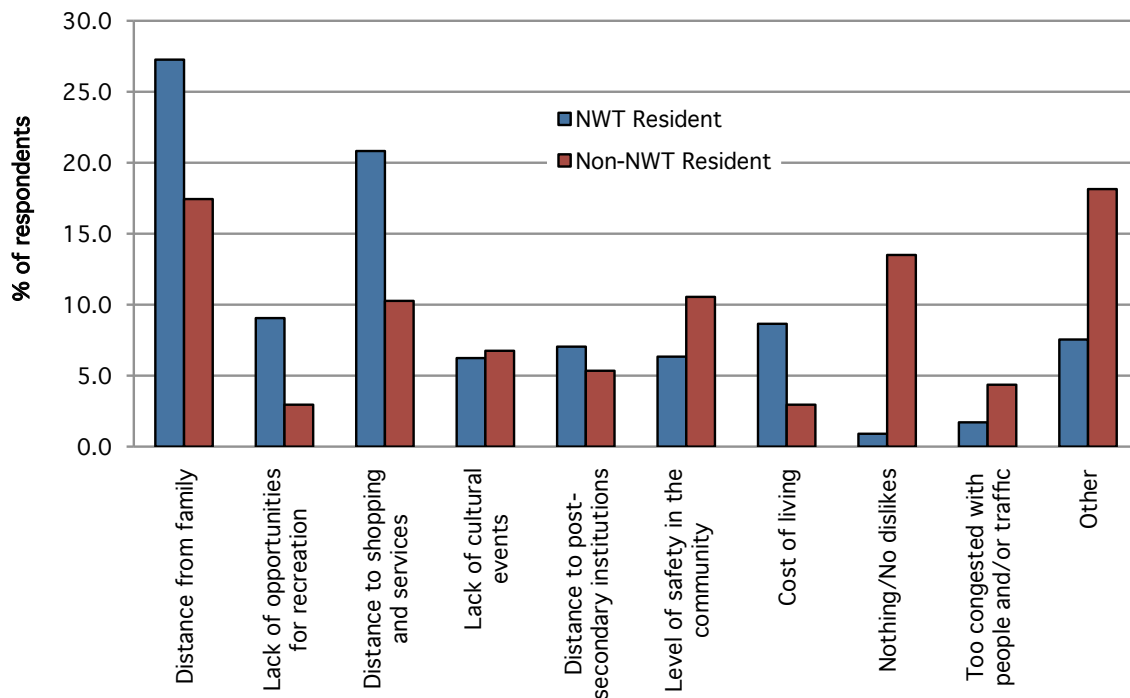
Taking a closer look at NWT residents however, only 15.4% of respondents who are not originally from the NWT consider being close to family the thing they like best about their community, compared to 55.5% of respondents originally from the NWT. Instead, opportunities for recreation is the answer most often selected by NWT residents that are not from the NWT, at 23.2%. Also, compared to other respondent groups, respondents not originally from the NWT consider people in their home community as the thing they like best to a greater degree, at 20.0%.

Aside from residency, responses to what employees liked about their home community varied by gender and education. Generally, males best like

opportunities for recreation, at 16.8% compared to 10.2% for females. Females like best the people in their community to a greater degree, at 18.2% compared to 9.9% for males. Respondents with a university degree liked proximity to family best to a lesser degree than other respondents, and liked opportunities for recreation to a greater degree.

Turning to what respondents dislike most about their community, distance from family was the most often selected answer by both NWT and Non-NWT residents, although in varying degrees. Distance from family was cited by 27.3% of NWT residents as the thing they dislike most about their community, for those not originally from the NWT, the percentage was 38.8%. The second and third most selected answers by NWT residents were distance to shopping and services at 21.5%, and lack of opportunities for recreation, at 9.1%.

Figure 3.2 What Respondents Dislike Most about Home Community



Conversely, 17.4% of Non-NWT residents cited distance from family as the thing they dislike most, 13.5% said they dislike nothing, and another 10.8% said the level of safety in the community is the thing they dislike most.

Similar to what respondents liked about their home community, dislikes varied by different characteristics. Particularly and perhaps unsurprisingly, dislikes varied significantly by the size of the respondents' home community. For example, respondents who reside in communities of less than 4,000 persons dislike lack of opportunities for recreation and distance to shopping and services to a greater

degree than those living in larger communities. For those respondents living in communities of 100,000 persons or more, the level of safety in the community was the most often cited dislike, at 28.6%.

Respondents and their families are very active in leisure time activities, particularly outdoor activities, hunting or fishing, as well as individual sports. Approximately, 77.4% of all respondents said that they or their family participate in outdoor activities. More than half, or 57.4% hunt or fish; 61.0% of NWT residents or their families hunt or fish, whereas, 52.5% of Non-NWT residents or their families hunt or fish.

Additionally, more than 1 in 4, or 26.4% of respondents or their families participates in volunteer work through a group or organization. When asked about community service groups such as Elks, Rotary, Search and Rescue, 13.5% of respondents stated that they belong to such an organization.

Life in Home Community
~ **STATISTICAL TABLES** ~

Table 3.1
Life in Home Community
by Detailed Residency
No. of Respondents

	Total		NWT Resident ¹	%	NWT Resident				Non-NWT Resident	%	Non-NWT Resident			
					From NWT	%	Moved to NWT	%			Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
<i>Like Best about Home Community</i>														
Close to family	647	37.9	371	37.3	299	55.5	69	15.4	276	38.8	203	39.4	73	37.2
Opportunities for recreation	266	15.6	158	15.9	53	9.8	104	23.2	108	15.2	79	15.3	29	14.8
The people in the community	190	11.1	153	15.4	62	11.5	90	20.0	37	5.2	28	5.4	9	4.6
All services and shopping are nearby	189	11.1	89	9.0	33	6.1	56	12.5	100	14.1	67	13.0	33	16.8
Availability of cultural events	53	3.1	22	2.2	15	2.8	7	1.6	31	4.4	21	4.1	10	5.1
Post-secondary institutions are nearby	16	0.9	-	-	-	-	-	-	16	2.3	x	x	x	x
Level of safety in the community	72	4.2	40	4.0	18	3.3	22	4.9	32	4.5	25	4.9	7	3.6
Work and proximity to work	55	3.2	50	5.0	8	1.5	42	9.4	5	0.7	x	x	x	x
Weather	21	1.2	x	x	x	x	x	x	x	x	x	x	x	x
It's home; love the place	38	2.2	25	2.5	13	2.4	12	2.7	13	1.8	x	x	x	x
Other	81	4.8	43	4.3	19	3.5	23	5.1	38	5.3	24	4.7	14	7.1
Not Stated	77	4.5	x	x	x	x	x	x	x	x	x	x	x	x
<i>Dislike Most about Home Community</i>														
Distance from family	395	23.2	271	27.3	94	17.4	174	38.8	124	17.4	88	17.1	36	18.4
Lack of opportunities for recreation	111	6.5	90	9.1	74	13.7	14	3.1	21	3.0	x	x	x	x
Distance to shopping and services	294	17.2	214	21.5	133	24.7	81	18.0	80	11.3	54	10.5	26	13.3
Lack of cultural events	110	6.5	62	6.2	41	7.6	21	4.7	48	6.8	40	7.8	8	4.1
Distance to post-secondary institutions	108	6.3	70	7.0	44	8.2	25	5.6	38	5.3	32	6.2	6	3.1
Level of safety in the community	151	8.9	74	7.4	51	9.5	23	5.1	77	10.8	58	11.3	19	9.7
Cost of living	107	6.3	86	8.7	34	6.3	52	11.6	21	3.0	12	2.3	9	4.6
Nothing/No dislikes	105	6.2	9	0.9	x	x	x	x	96	13.5	66	12.8	30	15.3
Lack of jobs and proximity to work	50	2.9	7	0.7	x	x	x	x	43	6.0	32	6.2	11	5.6
Weather	37	2.2	17	1.7	7	1.3	10	2.2	20	2.8	x	x	x	x
Too congested with people and/or traffic	31	1.8	-	-	-	-	-	-	31	4.4	23	4.5	8	4.1
Other	107	6.3	50	5.0	23	4.3	27	6.0	57	8.0	37	7.2	20	10.2
Not Stated	99	5.8	44	4.4	26	4.8	18	4.0	55	7.7	41	8.0	14	7.1

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 3.2
Leisure Time Activities
by Detailed Residency
No. of Respondents

	Total		NWT Resident ¹	%	NWT Resident				Non-NWT Resident	%	Non-NWT Resident			
					From NWT	%	Moved to NWT	%			Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705		994		539		449		711		515		196	
<i>Recreational Activities²</i>														
Organized team sports such as hockey, basketball or soccer	539	31.6	307	30.9	164	30.4	142	31.6	232	32.6	179	34.8	53	27.0
Outdoor activities such as hiking, camping or boating	1,320	77.4	780	78.5	427	79.2	350	78.0	540	75.9	390	75.7	150	76.5
Individual sports such as swimming, skiing or golfing	918	53.8	469	47.2	237	44.0	231	51.4	449	63.2	336	65.2	113	57.7
Hunt or Fish	979	57.4	606	61.0	353	65.5	251	55.9	373	52.5	269	52.2	104	53.1
Participate in theatre productions such as plays or musicals	117	6.9	68	6.8	34	6.3	34	7.6	49	6.9	37	7.2	12	6.1
Play a musical instrument or sing	255	15.0	157	15.8	78	14.5	78	17.4	98	13.8	68	13.2	30	15.3
Volunteer work through a group or organization	450	26.4	270	27.2	133	24.7	137	30.5	180	25.3	135	26.2	45	23.0
Other	153	9.0	86	8.7	48	8.9	38	8.5	67	9.4	46	8.9	21	10.7
Socializing/visiting friends and family	33	1.9	26	2.6	15	2.8	11	2.4	7	1.0	x	x	x	x
Travel	29	1.7	12	1.2	7	1.3	5	1.1	17	2.4	x	x	x	x
Other	91	5.3	48	4.8	26	4.8	22	4.9	43	6.0	28	5.4	15	7.7
Not Stated	3	0.2	3	0.3	-	-	1	0.2	-	-	-	-	-	-
<i>Belonging to Community Service Groups</i>														
Yes	231	13.5	128	12.9	61	11.3	66	14.7	103	14.5	79	15.3	24	12.2
No	1,390	81.5	836	84.1	461	85.5	371	82.6	554	77.9	397	77.1	157	80.1
Not Stated	84	4.9	30	3.0	17	3.2	12	2.7	54	7.6	39	7.6	15	7.7

Symbols: "x" number suppressed; "-" zero

¹. Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

². Respondents could select multiple responses; therefore, percentages do not equal 100.

Relocation Considerations

When considering relocation, people consider communities with varying characteristics. Knowing who considered relocation, the types of community they considered and what type of concerns they had regarding relocation assists in understanding the challenges of encouraging relocation.

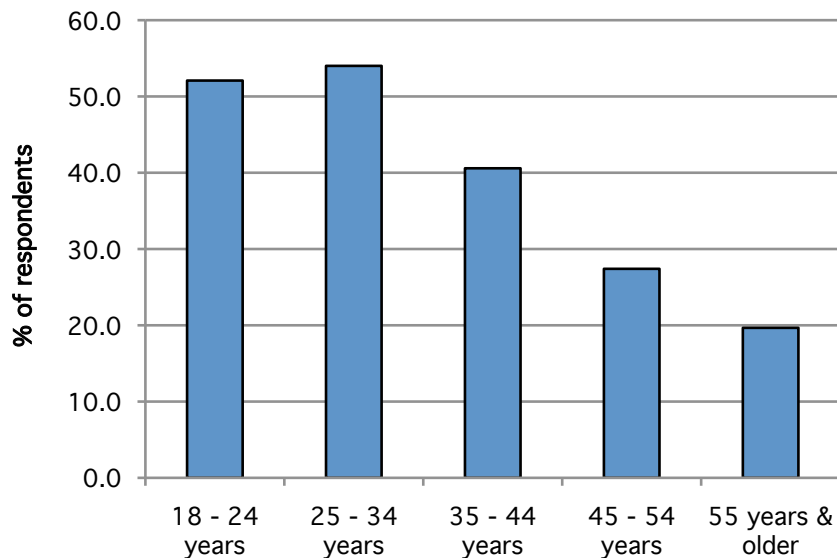
Of the employees surveyed, 38.1% have considered moving to a different community in the past year. A greater proportion of NWT residents (46.0%) have considered moving than Non-NWT residents (27.0%).

Table 4.1 Respondents that Considered Moving

	No.	% of All Respondents
All Respondents	649	38.1
<i>NWT Resident</i>	457	46.0
From NWT	250	46.4
Moved to NWT	205	45.7
<i>Non-NWT Resident</i>	192	27.0
Never lived in NWT	131	25.4
Lived in NWT	61	31.1

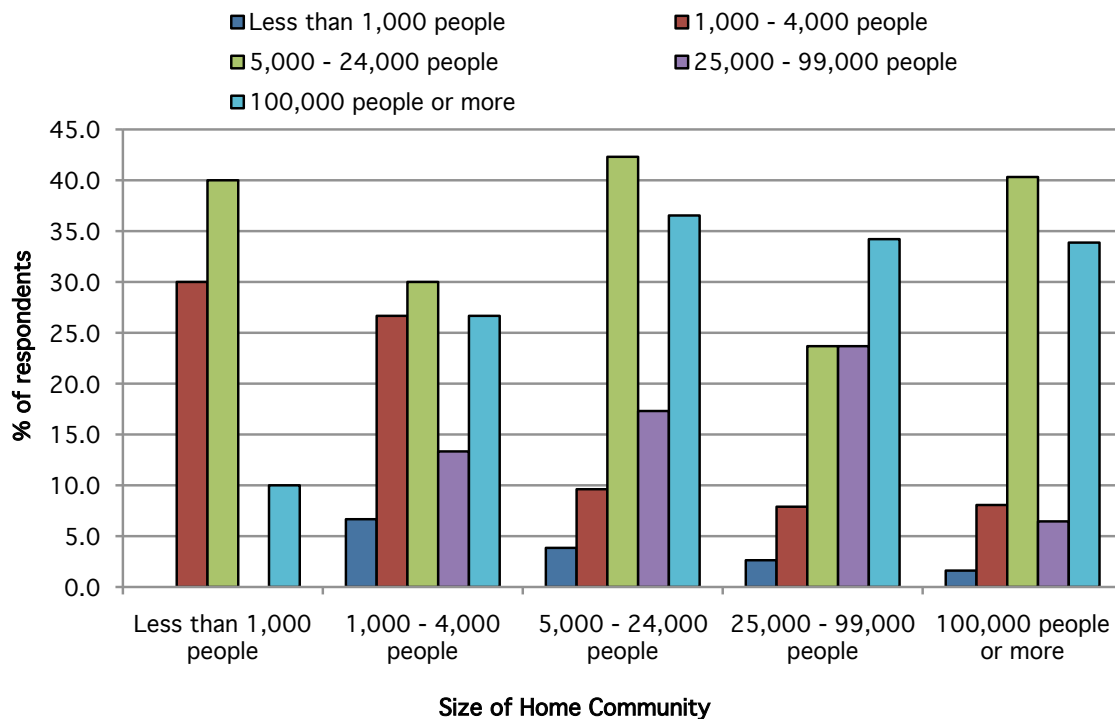
Those that had considered moving to a different community over the past year tended to be younger, with higher levels of schooling completed, and more likely to rent their home. For example, only 19.7% of persons over the age of 55 considered moving in the past year, compared to 54.0% of those aged 25 to 34 years. Similarly, 47.0% of those with a university degree considered moving, compared to only 33.1% of persons with less than a high school diploma.

Figure 4.1 Considered Relocation by Age Category



Taking a closer look at the size of communities considered by Non-NWT residents in Figure 4.2, there is an intuitive correlation with the size of the respondents' home community. Generally, the percentage of respondents who considered communities of less than 4,000 declined as the size of the home community increased. The trend is less clear with communities considered that were 5,000 persons or larger.

Figure 4.2 Size of Communities Considered by Size of Home Community of Non-NWT Residents¹



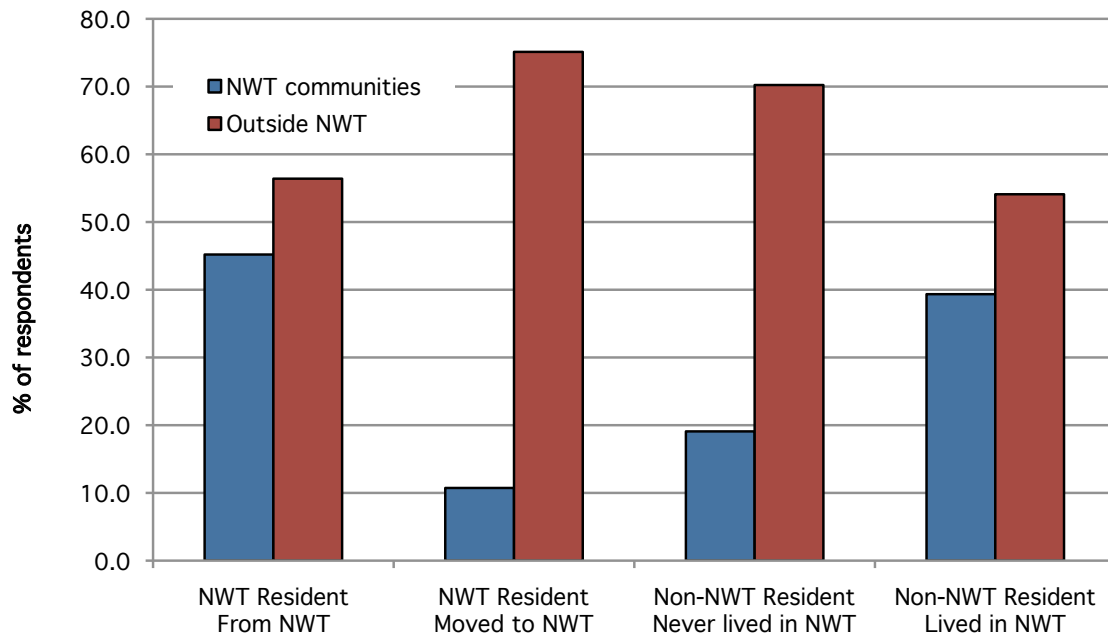
¹. Respondents could select multiple communities; therefore, percentages do not equal 100.

Turning to the location of the communities considered, of those NWT residents that considered moving, 64.8% had considered communities outside the NWT. Conversely, only 25.5% of Non-NWT residents considered NWT communities, most notably Yellowknife.

Looking at communities considered by detailed residency, 75.1% of NWT residents not originally from the NWT who considered moving to a different community, considered communities outside the NWT (Figure 4.3). Interestingly, of Non-NWT residents who considered moving in the past year, a greater proportion of those that have lived in the NWT in the past, or 39.3% considered

an NWT community, compared to only 19.1% of those that have never lived in the NWT.

Figure 4.3 Respondents that Considered Moving by Location of Communities Considered¹



¹. Respondents could select multiple communities; therefore, percentages do not equal 100.

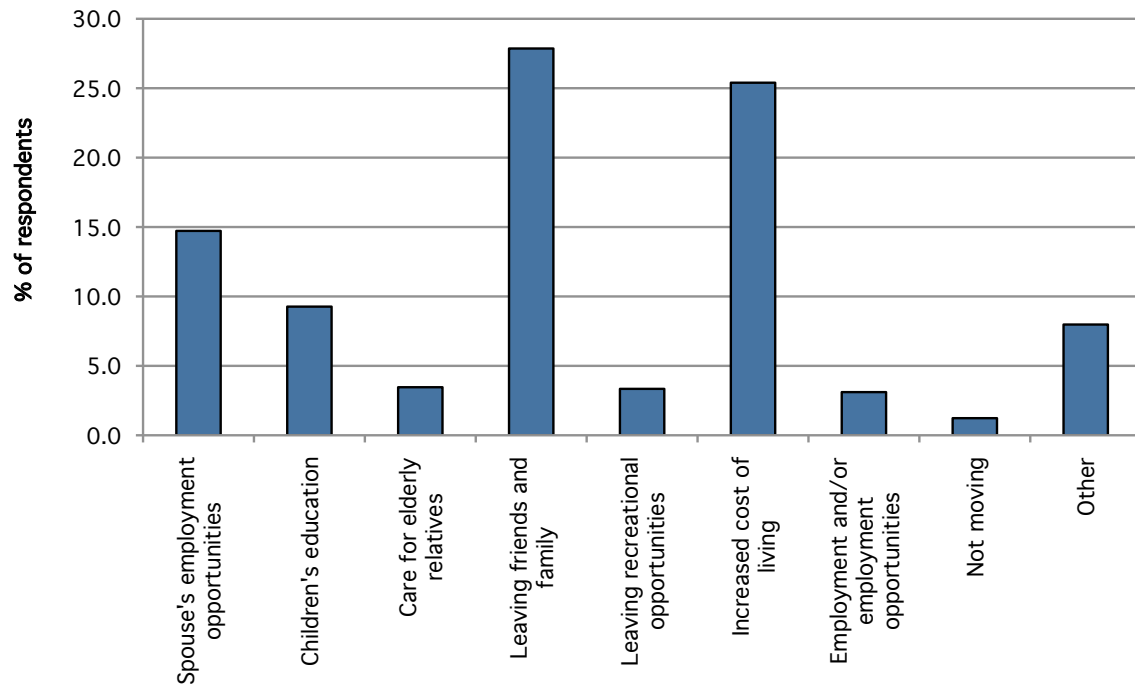
Overall, of all Non-NWT resident respondents only 49 had considered moving to a community in the NWT in the past year. Of those, most, or 85.7%, had visited Yellowknife in the past.

Additionally, a greater proportion of those Non-NWT residents that had considered an NWT community have never been married or are separated or divorced (40.8%), than those that considered communities outside the NWT (31.2%). Along the same lines, a greater proportion tends to live alone or with an unrelated roommate.

Finally, half or more of those Non-NWT residents that considered moving to an NWT community in the past year, thought they might like the closeness to work (55.1%) and small community atmosphere the NWT offers (51.0%). However, the main reason keeping many of those persons who considered an NWT community in the past year from relocating is the cost of living, at 42.9% of respondents.

Given the importance that proximity to family played in likes and dislikes of home community, it is unsurprising that leaving friends and family is the most frequently cited concern to respondents when considering a move, at 27.9%. The second and third most cited are increased cost of living (25.4%) and their spouse's employment opportunities (14.7%).

Figure 4.4 Greatest Concern when Considering Move



Looking at greatest concern by residency, increased cost of living is the greatest concern for nearly a third (32.6%) of Non-NWT residents. However, the trend appears to vary by the highest level of education attained. Specifically, only 8.2% of Non-NWT residents with a university degree said that increased cost of living was their greatest concern when considering a move. Instead, for those with a university degree, leaving friends and family and their spouse's employment opportunities were their top two concerns, at 28.8% and 20.5%, respectively.

Relocation Considerations
~ *STATISTICAL TABLES* ~

Table 4.1
Respondents that Considered Moving in the Past Year
by Detailed Residency
No. of Respondents

	Total ¹	%	Yes	%	No	%	Not Stated	%
All Respondents	1,705	100.0	649	38.1	1,045	61.3	11	0.6
<i>NWT Resident</i>	994	100.0	457	46.0	527	53.0	10	1.0
From NWT	539	100.0	250	46.4	284	52.7	5	0.9
Moved to NWT	449	100.0	205	45.7	240	53.5	4	0.9
<i>Non-NWT Resident</i>	711	100.0	192	27.0	518	72.9	1	0.1
Never lived in NWT	515	100.0	131	25.4	383	74.4	1	0.2
Lived in NWT	196	100.0	61	31.1	135	68.9	-	-

Symbols: "x" number suppressed; "-" zero

¹ Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NW

Table 4.2
Respondents that Considered Moving in the Past Year
by Various Characteristics
No. of Respondents

	Total	%	Yes	%	No	%	Not Stated	%
All Respondents	1,705	100.0	649	38.1	1,045	61.3	11	0.6
<i>Age</i>								
18 - 24 years	96	100.0	50	52.1	44	45.8	2	2.1
25 - 34 years	424	100.0	229	54.0	192	45.3	3	0.7
35 - 44 years	446	100.0	181	40.6	265	59.4	-	-
45 - 54 years	489	100.0	134	27.4	350	71.6	5	1.0
55 years & older	239	100.0	47	19.7	191	79.9	1	0.4
Not Stated	11	100.0	8	72.7	3	27.3	-	-
<i>Highest Level of Schooling</i>								
Less than High School	314	100.0	104	33.1	205	65.3	5	1.6
High School Diploma	418	100.0	168	40.2	248	59.3	2	0.5
Trades Certificate or Diploma	432	100.0	135	31.3	294	68.1	3	0.7
College Certificate or Diploma	294	100.0	122	41.5	171	58.2	1	0.3
University Degree	236	100.0	111	47.0	125	53.0	-	-
Not Stated	11	100.0	9	81.8	2	18.2	-	-
<i>Own or Rent Home</i>								
Own	1,137	100.0	375	33.0	756	66.5	6	0.5
Rent	561	100.0	272	48.5	284	50.6	5	0.9
Not Stated	7	100.0	2	28.6	5	71.4	-	-

Symbols: "x" number suppressed; "-" zero

Table 4.3
Communities Considered for Relocation
by Detailed Residency
No. of Respondents Who Considered Moving

	Total		NWT Resident ²	%	NWT Resident				Non-NWT Resident	%	Non-NWT Resident			
					From NWT	%	Moved to NWT	%			Never lived in NWT	%	Lived in NWT previously	%
Respondents who Considered Moving	649		457		250		205		192		131		61	
<i>Location of Communities considered</i>														
NWT communities	186	28.7	137	30.0	113	45.2	22	10.7	49	25.5	25	19.1	24	39.3
Yellowknife	110	16.9	69	15.1	59	23.6	10	4.9	41	21.4	22	16.8	19	31.1
Hay River	51	7.9	39	8.5	27	10.8	10	4.9	12	6.3	6	4.6	6	9.8
Fort Smith or Other NWT	64	9.9	57	12.5	51	20.4	6	2.9	7	3.6	x	x	x	x
Outside NWT	421	64.9	296	64.8	141	56.4	154	75.1	125	65.1	92	70.2	33	54.1
Alberta	259	39.9	205	44.9	121	48.4	83	40.5	54	28.1	35	26.7	19	31.1
British Columbia	152	23.4	93	20.4	34	13.6	59	28.8	59	30.7	44	33.6	15	24.6
Saskatchewan or Manitoba	47	7.2	33	7.2	7	2.8	26	12.7	14	7.3	9	6.9	5	8.2
Central	39	6.0	27	5.9	6	2.4	21	10.2	12	6.3	x	x	x	x
Atlantic or Northern (NU or YT)	38	5.9	30	6.6	6	0.4	24	9.3	8	2.1	x	x	x	x
Other	76	11.7	50	10.9	20	8.0	30	14.6	26	13.5	21	16.0	5	8.2
Not Stated	50	7.7	22	4.8	10	4.0	11	5.4	28	14.6	20	15.3	8	13.1
<i>Size of Communities considered</i>														
Less than 1,000 people	34	5.2	28	6.1	23	9.2	5	2.4	6	3.1	x	x	x	x
1,000 - 4,000 people	98	15.1	74	16.2	55	22.0	17	8.3	24	12.5	15	11.5	9	14.8
5,000 - 24,000 people	171	26.3	102	22.3	75	30.0	27	13.2	69	35.9	41	31.3	28	45.9
25,000 - 99,000 people	80	12.3	54	11.8	35	14.0	19	9.3	26	13.5	21	16.0	5	8.2
100,000 people or more	264	40.7	202	44.2	108	43.2	93	45.4	62	32.3	47	35.9	15	24.6
Size not indicated (i.e. community not specified)	138	21.3	100	21.9	33	13.2	67	32.7	38	19.8	26	19.8	12	19.7
Not Stated	49	7.6	21	4.6	10	4.0	11	5.4	28	14.6	x	x	x	x

Symbols: "x" number suppressed; "-" zero

^{1.} Respondents could select multiple responses; therefore, percentages do not equal 100.

^{2.} Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

Table 4.4
A Profile of Non-NWT Residents Who Considered Moving
By Location of Community Considered
No. of Non-NWT Respondents Who Considered Moving

	Non-NWT Resident			
	Considering NWT Community	%	Not Considering NWT Community	%
Non-NWT Respondents Who Considered Moving	49	100.0	125	100.0
<i>Region of current residency</i>				
Western (BC, AB, SK, MB)	36	73.5	100	80.0
Central (ON, QC)	6	12.2	16	12.8
Other	7	14.3	9	7.2
<i>Current Marital Status</i>				
Never married	12	24.5	28	22.4
Married or common law	26	53.1	86	68.8
Separated, divorced or widowed	8	16.3	11	8.8
Not Stated	3	6.1	-	-
<i>Others Living in Home¹</i>				
Spouse or Common Law Partner	27	55.1	81	64.8
Children	21	42.9	55	44.0
Other Family	6	12.2	20	16.0
Unrelated Roommate	5	10.2	7	5.6
Other	7	14.3	12	9.6
Living Alone	6	12.2	10	8.0
<i>Have Visited ...¹</i>				
Yellowknife	42	85.7	90	72.0
Hay River	18	36.7	38	30.4
Fort Smith	10	20.4	17	13.6
<i>Might Like about NWT¹</i>				
Recreational opportunities	22	44.9	42	33.6
Small community atmosphere	25	51.0	27	21.6
Education system and opportunities	5	10.2	5	4.0
Closeness to work	27	55.1	52	41.6
Live music and theatre	x	x	x	x
Other	11	22.4	28	22.4
Not Stated	1	2.0	1	0.8
<i>Greatest Concern when considering a move</i>				
Spouse's employment opportunities	5	10.2	20	16.0
Leaving friends and family	11	22.4	35	28.0
Increased cost of living	19	38.8	36	28.8
Other	10	20.4	30	24.0
Not Stated	4	8.2	4	3.2
<i>Main Reason Keeping Respondent from Moving to the NWT</i>				
Family responsibilities	9	18.4	7	5.6
Cost of living in the NWT	21	42.9	45	36.0
Availability of daycare	5	10.2	23	18.4
I like my home community	5	10.2	11	8.8
Other	9	18.4	39	31.2
Not Stated	-	-	-	-

Symbols: "x" number suppressed; "-" zero

¹. Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 4.5
Greatest Concern when Considering a Move
No. of Respondents

	Total	%
All Respondents	1,705	100
Spouse's employment opportunities	251	14.7
Children's education	158	9.3
Care for elderly relatives	59	3.5
Leaving friends and family	475	27.9
Leaving recreational opportunities	57	3.3
Increased cost of living	433	25.4
Other	210	12.3
Employment and/or employment opportunities	53	3.1
Not moving	21	1.2
Lower salary, losing benefits	14	0.8
Logistics (i.e. selling house/moving expenses)	12	0.7
Family responsibilities (i.e. joint custody of children)	11	0.6
No concerns	11	0.6
Weather	10	0.6
Health and specialized services	7	0.4
Other	71	4.2
Not Stated	62	3.6

Table 4.6
Greatest Concern when Considering a Move
by Detailed Residency
No. of Respondents

	Total		NWT Resident ¹	%	NWT Resident				Non-NWT Resident	%	Non-NWT Resident			
					From NWT	%	Moved to NWT	%			Never lived in NWT	%	Lived in NWT previously	%
All Respondents	1,705	100.0	994	100.0	539	100.0	449	100.0	711	100.0	515	100.0	196	100.0
Spouse's employment opportunities	251	14.7	157	15.8	58	10.8	97	21.6	94	13.2	68	13.2	26	13.3
Children's education	158	9.3	117	11.8	79	14.7	38	8.5	41	5.8	31	6.0	10	5.1
Care for elderly relatives	59	3.5	32	3.2	22	4.1	10	2.2	27	3.8	17	3.3	10	5.1
Leaving friends and family	475	27.9	284	28.6	204	37.8	79	17.6	191	26.9	150	29.1	41	20.9
Leaving recreational opportunities	57	3.3	26	2.6	10	1.9	15	3.3	31	4.4	22	4.3	9	4.6
Increased cost of living	433	25.4	201	20.2	101	18.7	98	21.8	232	32.6	162	31.5	70	35.7
Other	210	12.3	144	14.5	47	8.7	97	21.6	66	9.3	44	8.5	22	11.2
Not Stated	62	3.6	33	3.3	18	3.3	15	3.3	29	4.1	21	4.1	8	4.1

¹ Categories may not equal "NWT Resident" because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

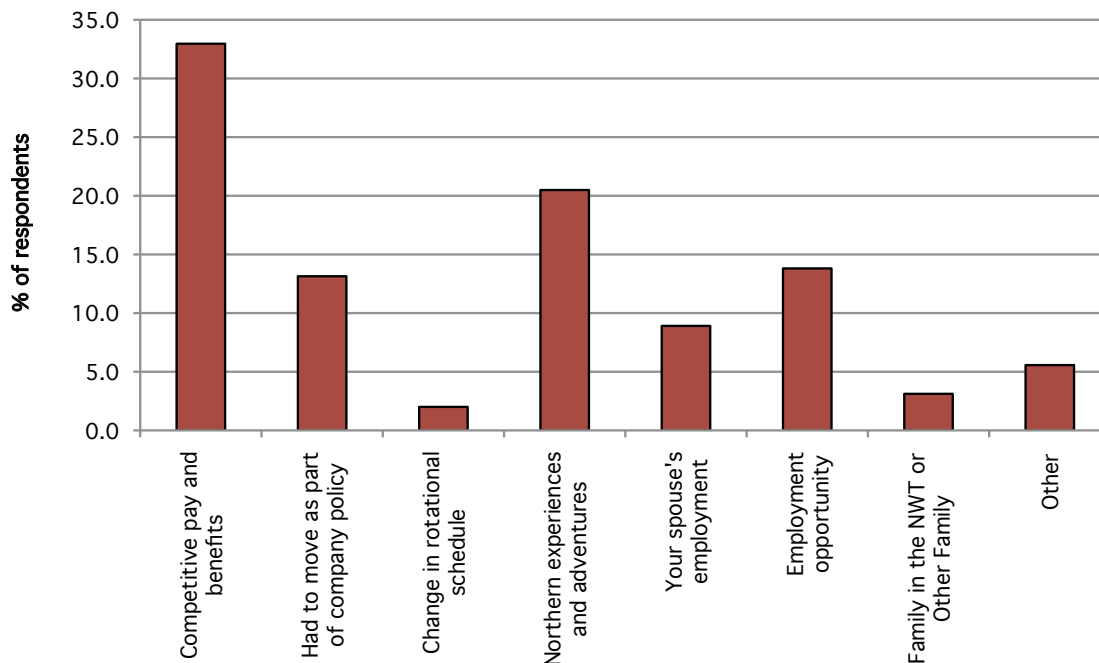
Relocation To NWT

~ NWT Residents ~

Many current NWT residents have migrated from other locations; their experiences may be instructive in understanding what motivates relocation to the NWT. Of 994 NWT residents, 449, or 45.2% moved to the NWT in the past. Those respondents that stated they moved to the NWT as children were considered to be “from the NWT”.

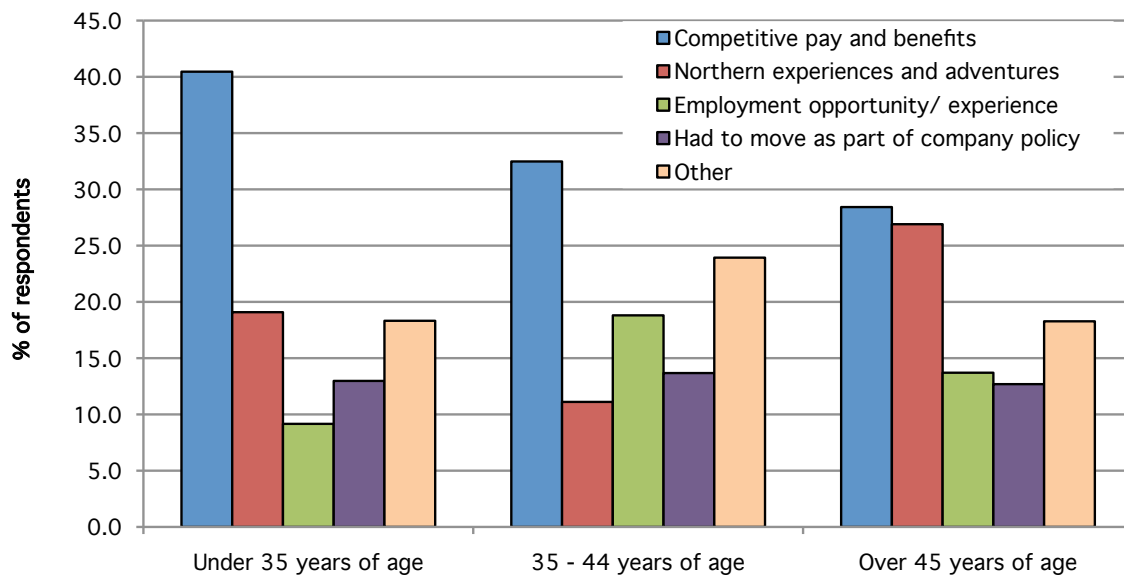
Taking a closer look at those NWT residents who have moved to the NWT, the majority moved due to pay, employment opportunities, or as part of company policy. Figure 5.1 shows that approximately one in every three respondents, or 33.0%, that moved to the NWT did so for competitive pay and benefits. Further, another 13.8% moved for an employment opportunity or to gain experience, and another 13.1% moved because of company policy.

Figure 5.1 Main Reason for Moving to the NWT



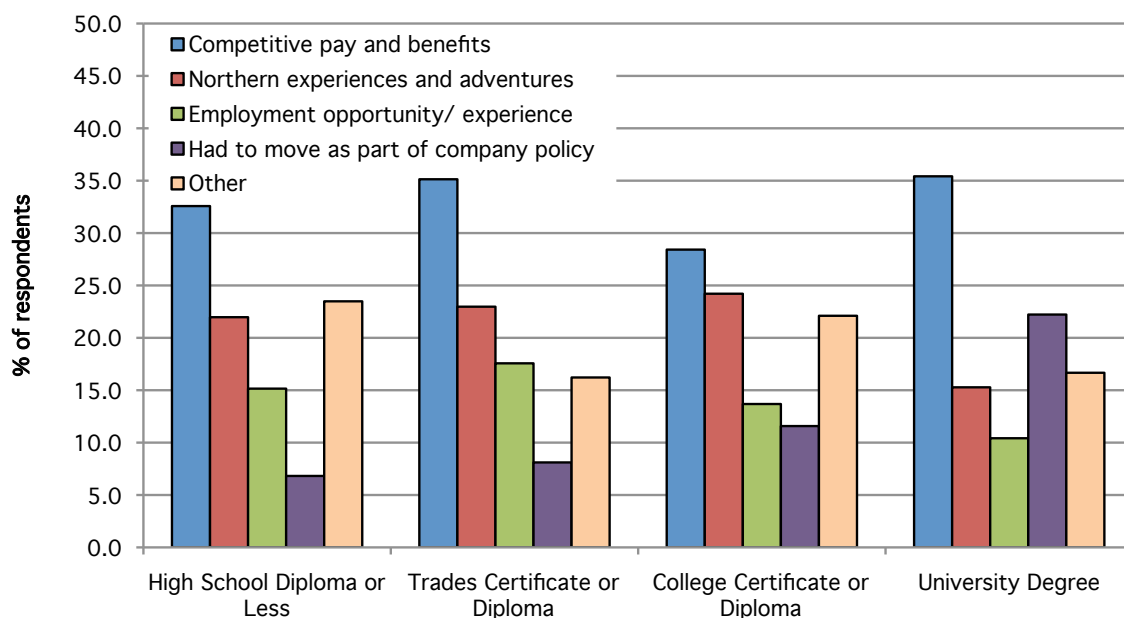
While employment related considerations are by far the main impetus for moving to the NWT, nearly 1 in 5 respondents, or 20.5%, said that northern experiences and adventure were their main reason for moving to the NWT. Those respondents tend to be older and have resided in their community for more than 10 years. For example, of respondents under 45 years of age, 15.3% said northern experiences and adventure were their main reason for moving to the NWT, compared to 26.9% of respondents 45 years of age or older.

Figure 5.2 Main Reason for Moving to the NWT by Age Category



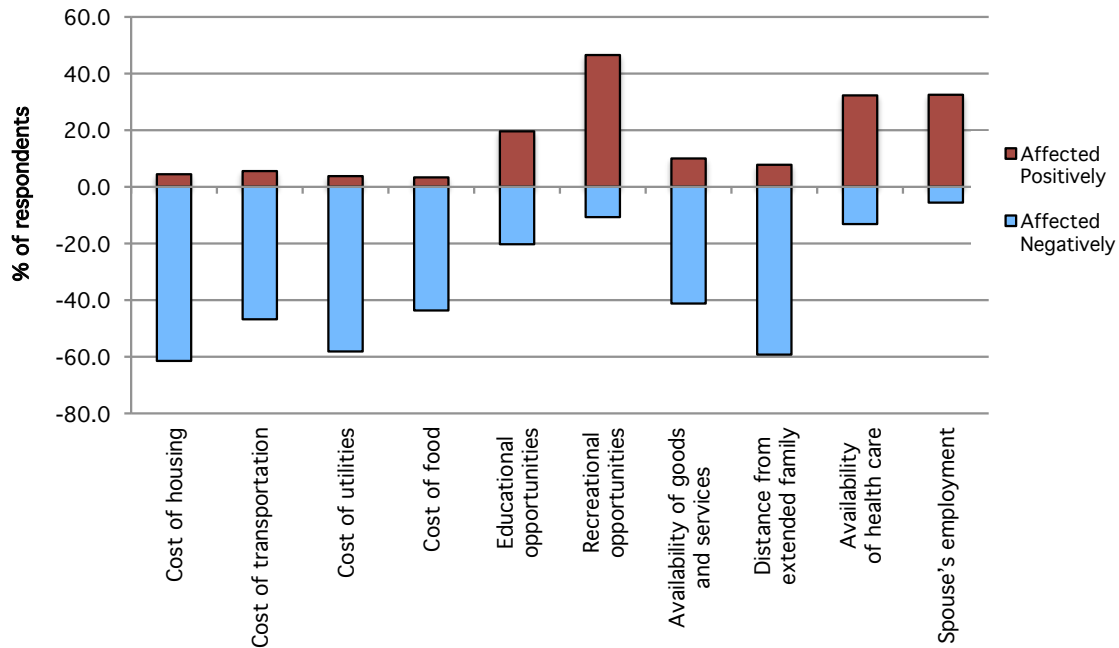
The reasons for moving to the NWT also varied by the highest level of schooling attained (Figure 5.3). Generally, persons with a university degree were less likely to have moved to the NWT for northern experiences and adventures; instead they were more likely to have moved as part of company policy.

Figure 5.3 Main Reason for Moving to the NWT by Highest Level of Schooling



Of those that moved to the NWT, 46.5% said recreational opportunities affected their decision to move positively. The availability of health care, and spouse's employment, positively affected the decision to move for 32.3%, and 32.5% of respondents, respectively.

Figure 5.4 Factors Affecting Decision to Come to NWT Positively and Negatively



Conversely, the cost of housing negatively affected the decision to move to the NWT for 61.5% of respondents. Distance from extended family, and the cost of utilities, negatively affected the decision to move for 59.2%, and 58.1%, of respondents, respectively.

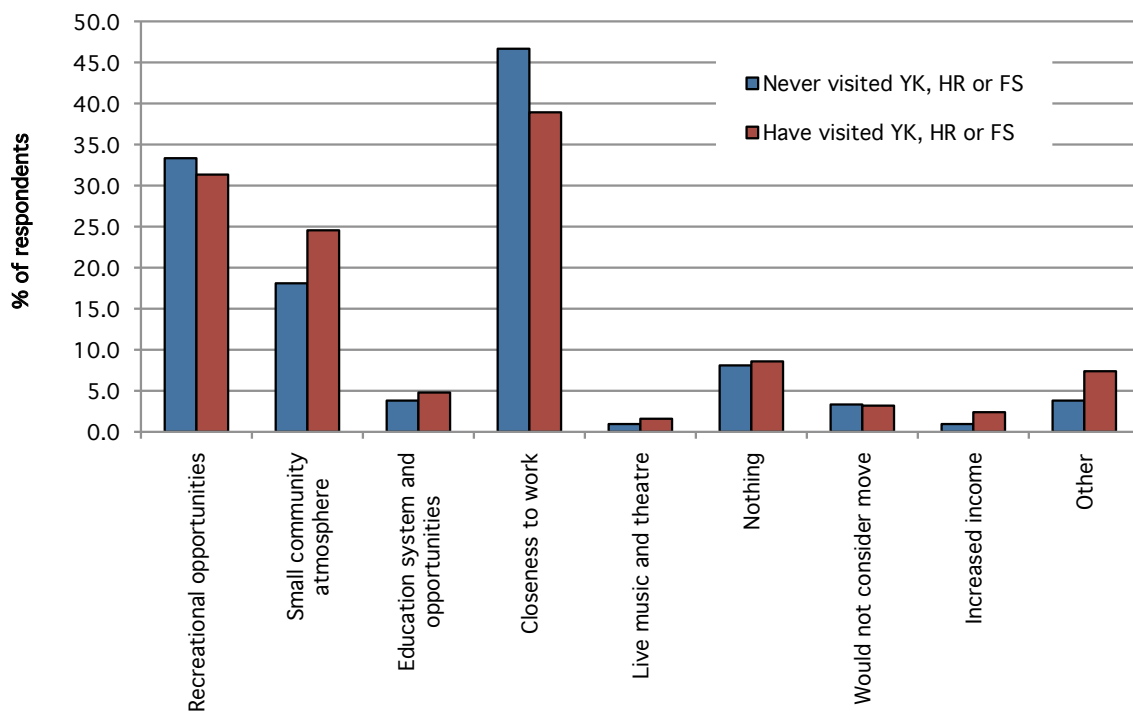
~ Non-NWT Residents ~

To better focus the concerns Non-NWT residents have about relocation in general, they were asked a series of questions specific to their perceptions of the NWT and feelings about relocation to the NWT. Non-NWT residents were also asked if they had visited Yellowknife, Hay River or Fort Smith in order to better assess if perceptions were informed by visits to the NWT's major centres.

When asked what they might like about the NWT if they were to consider moving, the answer selected most frequently by Non-NWT residents was closeness to work, at 41.2%. Other popular answers included recreational opportunities, and small community atmosphere at 31.9%, and 22.6% of respondents, respectively.

Responses varied slightly by whether or not the respondent had visited Yellowknife, Hay River or Fort Smith (Figure 5.5). Notably, fewer respondents that have visited one or more of the three NWT communities thought they might like the closeness to work, than those that hadn't visited. Conversely, a greater proportion of those that had visited those communities thought that they might like the small community atmosphere.

Figure 5.5 Might Like about the NWT¹

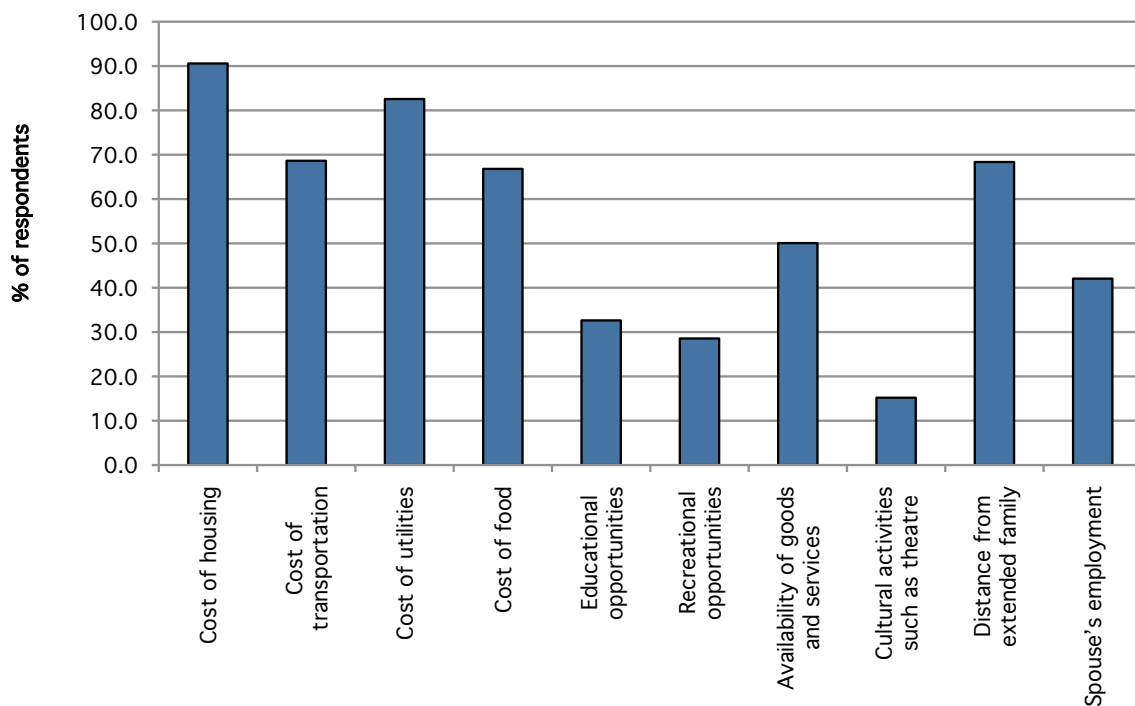


¹. Respondents could select multiple responses; therefore, percentages do not equal 100.

What respondents thought they might like about the NWT also varied by gender, the size of their home community, as well as the highest level of schooling attained. Generally, a greater proportion of females thought they might like the small community atmosphere (41.9%) than males (21.4%). Conversely, a smaller proportion of females thought they might like the recreational opportunities (18.6%) than males (32.6%). Interestingly, persons residing in communities of 5,000 persons or more were more likely to think they might like the small community atmosphere of the NWT (25.0%), than those whose home community had a population of less than 5,000 people (15.9%). Finally, those persons with university degrees were more likely to think they might like the recreational opportunities and small community atmosphere of the NWT.

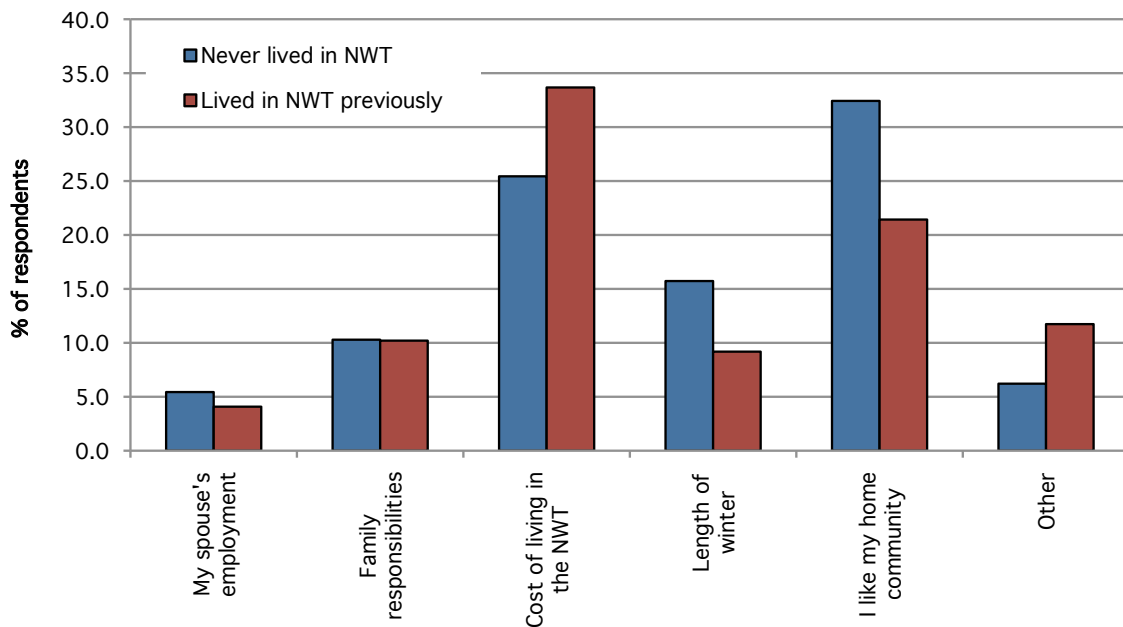
Non-NWT residents were also asked about what factors might be of major, minor or no concern if considering a move to the NWT. The cost of housing, and the cost of utilities, was a major concern for 90.6% and 82.6% of Non-NWT residents, respectively. Responses varied only slightly by whether the respondent had visited Yellowknife, Hay River or Fort Smith in the past. Once again proximity to family was important to respondents, as 68.4% stated that distance from extended family would be a major concern if considering a move to the NWT.

Figure 5.6 Major Concerns for Move to the NWT



When asked to choose one main reason keeping them from moving to the NWT, approximately 33.7% of Non-NWT residents who have lived in the NWT in the past chose the cost of living in the NWT. Conversely, for respondents who have never lived in the NWT, the most common response was I like my home community, at 32.4% (Figure 5.7).

Figure 5.7 Main Reason Keeping Respondent from Moving to the NWT



Reasons also varied by demographic and other characteristics. For example, the length of winter and family responsibilities were more often cited by women than men as the main reason keeping them from moving to the NWT. Conversely, the cost of living in the NWT and liking their home community were most often cited reasons by men.

Those persons with less than a university degree cited the cost of living more often (29.5%) than those with a university degree (11.0%) as the main reason keeping them from moving to the NWT. However, the length of the winter appeared a larger concern for those with a university degree (27.4%) than for those without (12.5%).

Finally, looking at employment tenure, those Non-NWT residents that have worked for less than a year with a northern mining company were less likely to cite the cost of living as the main reason keeping them from moving to the NWT.

Relocation To NWT
~ *STATISTICAL TABLES* ~

Table 5.1
Main Reason for Moving to the NWT
No. of NWT Respondents

	Total	%
NWT Residents	994	100.0
Competitive pay and benefits	148	14.9
Had to move as part of company policy	59	5.9
Change in rotational schedule	9	0.9
Northern experiences and adventures	92	9.3
Your spouse's employment	40	4.0
I am from the NWT	539	54.2
Other	101	10.2
Employment opportunity/experience	62	6.2
Family in the NWT or other family	14	1.4
Other	25	2.5
Not Stated	6	0.6

Table 5.2
Main Reason for Moving to the NWT
Top 4 Reasons by Age and Highest Level of Schooling
No. of NWT Resident Respondents who Moved to the NWT

	Total	%	Main Reason for Moving to the NWT								Other	%
			Competitive pay and benefits	%	Northern experiences and adventures	%	Employment opportunity/ experience	%	Had to move as part of company policy	%		
NWT Resident Respondents who Moved to NWT	449	100.0	148	33.0	92	20.5	62	13.8	59	13.1	88	19.6
Age												
Under 35 years of age	131	100.0	53	40.5	25	19.1	12	9.2	17	13.0	24	18.3
35 - 44 years of age	117	100.0	38	32.5	13	11.1	22	18.8	16	13.7	28	23.9
Over 45 years of age	197	100.0	56	28.4	53	26.9	27	13.7	25	12.7	36	18.3
Not Stated	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0	-	-
Highest Level of Schooling												
High School Diploma or Less	132	100.0	43	32.6	29	22.0	20	15.2	9	6.8	31	23.5
Trades Certificate or Diploma	74	100.0	26	35.1	17	23.0	13	17.6	6	8.1	12	16.2
College Certificate or Diploma	95	100.0	27	28.4	23	24.2	13	13.7	11	11.6	21	22.1
University Degree	144	100.0	51	35.4	22	15.3	15	10.4	32	22.2	24	16.7
Not Stated	4	100.0	1	25.0	1	25.0	1	25.0	1	25.0	-	-

Symbols: "x" number suppressed; "-" zero

Table 5.3
Factors Affecting Decision to Move to NWT
No. of NWT Resident Respondents who Moved to the NWT

	Total	%	Affected Decision to Move							
			Affected Positively	%	Affected Negatively	%	Did Not Affect Decision	%	Not Stated	%
Cost of housing	449	100.0	20	4.5	276	61.5	129	28.7	24	5.3
Cost of transportation	449	100.0	25	5.6	210	46.8	179	39.9	35	7.8
Cost of utilities	449	100.0	17	3.8	261	58.1	138	30.7	33	7.3
Cost of food	449	100.0	15	3.3	196	43.7	203	45.2	35	7.8
Educational opportunities	449	100.0	88	19.6	91	20.3	234	52.1	36	8.0
Recreational opportunities	449	100.0	209	46.5	48	10.7	158	35.2	34	7.6
Availability of goods and services	449	100.0	45	10.0	185	41.2	184	41.0	35	7.8
Distance from extended family	449	100.0	35	7.8	266	59.2	116	25.8	32	7.1
Availability of health care	449	100.0	145	32.3	59	13.1	211	47.0	34	7.6
Spouse's employment	449	100.0	146	32.5	25	5.6	239	53.2	39	8.7

Symbols: "x" number suppressed; "-" zero

Table 5.4
Might Like about NWT
By Detailed Residency
No. of Non-NWT Resident Respondents

	Total ¹		Non-NWT Resident			
			Never lived in NWT		Lived in NWT previously	
Non-NWT Residents	711		515		196	
<i>Might Like about NWT</i>						
Recreational opportunities	227	31.9	167	32.4	60	30.6
Small community atmosphere	161	22.6	99	19.2	62	31.6
Education system and opportunities	32	4.5	18	3.5	14	7.1
Closeness to work	293	41.2	212	41.2	81	41.3
Live music and theatre	10	1.4	5	1.0	5	2.6
Other	142	20.0	95	18.4	47	24.0
Nothing	60	8.4	44	8.5	16	8.2
Would not consider move	23	3.2	18	3.5	5	2.6
Family & friends	11	1.5	x	x	x	x
Increased income (salary, tax breaks)	14	2.0	x	x	x	x
Other	34	4.8	20	3.9	14	7.1
Not Stated	2	0.3	1	0.2	1	0.5

Symbols: "x" number suppressed; "-" zero

¹ Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 5.5
Might Like about NWT
By Whether Visited Yellowknife, Hay River or Fort Smith
No. of Non-NWT Resident Respondents

	Total ¹		Non-NWT Resident			
			Never visited YK, HR or FS		Have visited YK, HR or FS	
Non-NWT Residents	711		210		501	
<i>Might Like about NWT</i>						
Recreational opportunities	227	31.9	70	33.3	157	31.3
Small community atmosphere	161	22.6	38	18.1	123	24.6
Education system and opportunities	32	4.5	8	3.8	24	4.8
Closeness to work	293	41.2	98	46.7	195	38.9
Live music and theatre	10	1.4	x	x	x	x
Other	142	20.0	34	16.2	108	21.6
Nothing	60	8.4	17	8.1	43	8.6
Would not consider move	23	3.2	7	3.3	16	3.2
Family & friends	11	1.5	x	x	x	x
Increased income (salary, tax breaks)	14	2.0	x	x	x	x
Other	34	4.8	11	5.2	23	4.6
Not Stated	2	0.3	1	0.5	1	0.2

Symbols: "x" number suppressed; "-" zero

¹ Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 5.6
NWT Communities Visited
By Detailed Residency
No. of Non-NWT Resident Respondents

	Total ¹	%	Non-NWT Resident			
			Never lived in NWT	%	Lived in NWT previously	%
Non-NWT Residents	711	100.0	515	100.0	196	100.0
<i>Visited ...</i>						
Yellowknife						
Yes	480	67.5	301	58.4	179	91.3
No	221	31.1	213	41.4	8	4.1
Not stated	10	1.4	1	0.2	9	4.6
Hay River						
Yes	192	27.0	74	14.4	118	60.2
No	470	66.1	415	80.6	55	28.1
Not stated	49	6.9	26	5.0	23	11.7
Fort Smith						
Yes	84	11.8	18	3.5	66	33.7
No	569	80.0	464	90.1	105	53.6
Not stated	58	8.2	33	6.4	25	12.8

Symbols: "x" number suppressed; "-" zero

¹ Respondents could select multiple responses; therefore, percentages do not equal 100.

Table 5.7
Might Like about the NWT
Top 3 by Various Characteristics
No. of Non-NWT Resident Respondents

	Total ¹	%	Might Like about the NWT					
			Recreational opportunities	%	Small community atmosphere	%	Closeness to work	%
Non-NWT Residents	711	100.0	227	31.9	161	22.6	293	41.2
<i>Gender</i>								
Male	663	100.0	216	32.6	142	21.4	268	40.4
Female	43	100.0	8	18.6	18	41.9	21	48.8
Not Stated	5	100.0	3	60.0	1	20.0	4	80.0
<i>Highest Level of Schooling</i>								
High School Diploma or Less	241	100.0	74	30.7	53	22.0	102	42.3
Trades Certificate or Diploma	267	100.0	79	29.6	52	19.5	96	36.0
College Certificate or Diploma	126	100.0	39	31.0	26	20.6	58	46.0
University Degree	73	100.0	33	45.2	29	39.7	33	45.2
Not Stated	4	100.0	2	50.0	1	25.0	4	100.0
<i>Size of Home Community</i>								
Less than 1,000 people	64	100.0	16	25.0	9	14.1	27	42.2
1,000 - 4,000 people	118	100.0	46	39.0	20	16.9	45	38.1
5,000 - 24,000 people	184	100.0	52	28.3	44	23.9	81	44.0
25,000 - 99,000 people	146	100.0	45	30.8	37	25.3	68	46.6
100,000 people or more	198	100.0	67	33.8	51	25.8	71	35.9
Not Stated	1	100.0	1	100.0	-	-	1	100.0

¹: Respondents could select multiple things they might like; therefore, percentages do not equal 100.

Table 5.8
Factors of Potential Concern for Moving to the NWT
by Level of Concern
No. of Non-NWT Resident Respondents

	Total	%	Level of Concern							
			Major Concern	%	Minor Concern	%	Not a Concern	%	Not Stated	%
Cost of housing	711	100.0	644	90.6	36	5.1	8	1.1	23	3.2
Cost of transportation	711	100.0	488	68.6	138	19.4	46	6.5	39	5.5
Cost of utilities	711	100.0	587	82.6	73	10.3	12	1.7	39	5.5
Cost of food	711	100.0	475	66.8	161	22.6	34	4.8	41	5.8
Educational opportunities	711	100.0	232	32.6	206	29.0	226	31.8	47	6.6
Recreational opportunities	711	100.0	203	28.6	242	34.0	219	30.8	47	6.6
Availability of goods and services	711	100.0	356	50.1	234	32.9	77	10.8	44	6.2
Cultural activities such as theatre	711	100.0	108	15.2	248	34.9	303	42.6	52	7.3
Distance from extended family	711	100.0	486	68.4	126	17.7	64	9.0	35	4.9
Spouse's employment	711	100.0	299	42.1	146	20.5	217	30.5	49	6.9

Table 5.9
Factors of Major Concern for Moving to the NWT
By Whether Visited Yellowknife, Hay River or Fort Smith
No. of Non-NWT Resident Respondents who Consider the Factor a Major Concern

	Total	%	Non-NWT Residents Considering the Factor a Major Concern			
			Never visited YK, HR or FS	%	Have visited YK, HR or FS	%
Non-NWT Residents	711		210		501	
Cost of housing	644	90.6	186	88.6	458	91.4
Cost of transportation	488	68.6	148	70.5	340	67.9
Cost of utilities	587	82.6	175	83.3	412	82.2
Cost of food	475	66.8	152	72.4	323	64.5
Educational opportunities	232	32.6	74	35.2	158	31.5
Recreational opportunities	203	28.6	63	30.0	140	27.9
Availability of goods and services	356	50.1	112	53.3	244	48.7
Cultural activities such as theatre	108	15.2	34	16.2	74	14.8
Distance from extended family	486	68.4	156	74.3	330	65.9
Spouse's employment	299	42.1	95	45.2	204	40.7

¹. Percentages reflect the percent of respondents for whom the factor was of major concern; therefore they do not sum to 100.

Table 5.10
Main Reason Keeping Respondent from Moving to the NWT
By Detailed Residency
No. of Non-NWT Resident Respondents

	Total	%	Non-NWT Resident			
			Never lived in NWT	%	Lived in NWT previously	%
Non-NWT Residents	711	100.0	210	100.0	501	100.0
My spouse's employment	36	5.1	28	5.4	8	4.1
Family responsibilities	73	10.3	53	10.3	20	10.2
Cost of living in the NWT	197	27.7	131	25.4	66	33.7
Availability of daycare	-	-	-	-	-	-
Length of winter	99	13.9	81	15.7	18	9.2
I like my home community	209	29.4	167	32.4	42	21.4
Other	55	7.7	32	6.2	23	11.7
All of the above	12	1.7	x	x	x	x
Medical support/services	8	1.1	x	x	x	x
Other	35	4.9	19	3.7	16	8.2
Not Stated	42	5.9	23	4.5	19	9.7

Symbols: "x" number suppressed; "-" zero

Table 5.11
Main Reason Keeping Respondent from Moving to the NWT
Top 4 Reasons by Various Characteristics
No. of Non-NWT Resident Respondents

	Total	%	Main Reason Keeping Respondent from Moving to the NWT									
			Cost of living in the NWT	%	I like my home community	%	Length of winter	%	Family responsibilities	%	Other	%
Non-NWT Residents	711	100.0	197	27.7	209	29.4	99	13.9	73	10.3	133	18.7
<i>Gender</i>												
Male	663	100.0	185	27.9	203	30.6	89	13.4	67	10.1	119	17.9
Female	43	100.0	10	23.3	6	14.0	10	23.3	6	14.0	11	25.6
Not Stated	5	100.0	2	40.0	-	-	-	-	-	-	3	60.0
<i>Highest Level of Schooling</i>												
High School Diploma or Less	241	100.0	76	31.5	67	27.8	28	11.6	25	10.4	45	18.7
Trades Certificate or Diploma	267	100.0	72	27.0	85	31.8	34	12.7	29	10.9	47	17.6
College Certificate or Diploma	126	100.0	39	31.0	33	26.2	17	13.5	13	10.3	24	19.0
University Degree	73	100.0	8	11.0	24	32.9	20	27.4	6	8.2	15	20.5
Not Stated	4	100.0	2	50.0	-	-	-	-	-	-	2	50.0
<i>Years Worked with Northern Mining Company</i>												
Less than 1 year	82	100.0	13	15.9	32	39.0	13	15.9	9	11.0	15	18.3
1 - 4 years	305	100.0	85	27.9	93	30.5	50	16.4	30	9.8	47	15.4
5 - 9 years	218	100.0	67	30.7	57	26.1	24	11.0	21	9.6	49	22.5
10 - 14 years	71	100.0	21	29.6	18	25.4	7	9.9	8	11.3	17	23.9
15 years or more	35	100.0	11	31.4	9	25.7	5	14.3	5	14.3	5	14.3
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-

Symbols: "x" number suppressed; "-" zero

Relocation From NWT

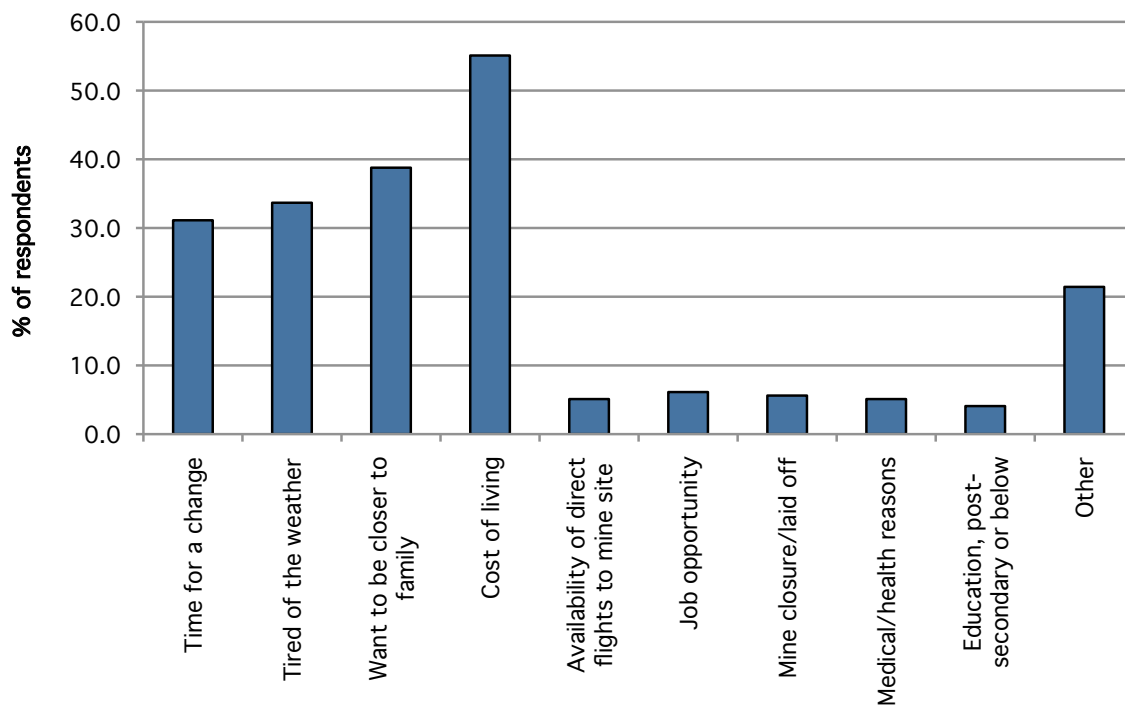
~ Non-NWT Residents ~

As many NWT residents have migrated to the NWT from other parts of Canada and the world, some NWT residents migrate out of the NWT. It is important to understand their motivation for moving from the NWT.

Approximately 27.6%, or 196, of Non-NWT residents have lived in the NWT in the past. It should be noted that respondents were not asked how long ago they left the NWT, therefore responses may reflect reasons for leaving at varying points in time.

For more than half, or 55.1%, the cost of living was one reason they left the NWT (Figure 6.1). Wanting to be closer to family was cited by 38.8% of Non-NWT residents who lived in the NWT in the past as a reason for leaving.

Figure 6.1 Non-NWT Resident Reasons for Leaving NWT¹



¹. Respondents could select multiple reasons for leaving; therefore, percentages do not equal 100.

~ NWT Residents ~

Of those employees currently living in the NWT, 44.6% would be likely or very likely to consider a move from the NWT if the opportunity arose in the next year.

Respondents originally from the NWT are less likely to consider leaving the NWT, at 36.4%, than NWT residents who moved to the NWT, of whom 55.0% stated they would likely or very likely consider a move from the NWT.

Table 6.1 Likelihood of Considering a Move From the NWT

	No.	% ¹
<i>NWT Resident - From NWT</i>	539	100.0
Likely or Very Likely	196	36.4
Unlikely or Very Unlikely	325	60.3
<i>NWT Resident - Moved to NWT</i>	449	100.0
Likely or Very Likely	247	55.0
Unlikely or Very Unlikely	193	43.0

¹. "Not Stated" not presented; percentages do not equal 100.

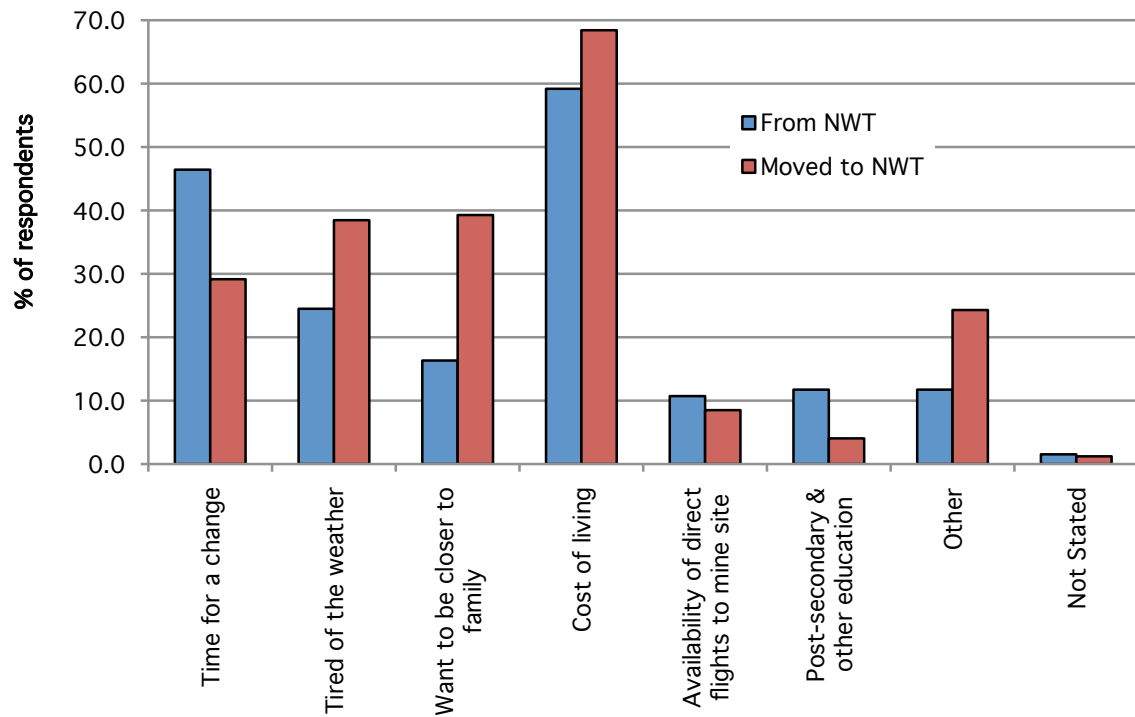
Responses also varied by gender, education, the length of time lived in current community and the size of the community. Generally, a greater proportion of females (50.2%) are likely or very likely to consider a move from the NWT, than males (42.5%). Approximately 63.2% of respondents with a university degree would consider a move from the NWT.

With respect to the length of time lived in current community, the group with the greatest proportion of persons that would consider leaving the NWT, at 54.1% are those respondents who have lived in their home community for 1 to 4 years. Finally, persons from smaller NWT communities of 4,000 persons or less, are much less likely to consider leaving the NWT, at 32.1%, compared to 51.5% of those living in communities of 5,000 to 24,000 persons.

Turning to the reasons respondents had for considering a move from the NWT, response trends, particularly for residents not originally from the NWT, are similar to those observed for Non-NWT residents who had left the NWT in the past.

Approximately 64.3% of those very likely or likely to consider leaving the NWT cited the cost of living as one of the reasons why. Wanting to be closer to family was cited by 39.3% of respondents who had moved to the NWT as a reason for leaving. While 46.4% of NWT residents originally from the NWT said that a reason to consider leaving is that it's time for a change (Figure 6.2).

Figure 6.2 Reasons for Considering a Move from the NWT¹



¹. Respondents could select multiple reasons for considering leaving; therefore, percentages do not equal 100.

Relocation From NWT
~ STATISTICAL TABLES ~

Table 6.1
Ever Lived in the NWT
No. of Non-NWT Resident Respondents

	Total	%
Non-NWT Residents	711	100.0
<i>Ever Lived in the NWT</i>		
Yes	196	27.6
No	515	72.4

Table 6.2
Reasons for Leaving the NWT
No. of Non-NWT Resident Respondents who Lived in the NWT in the Past

	Total	% ¹
Time for a change	61	31.1
Tired of the weather	66	33.7
Want to be closer to family	76	38.8
Cost of living	108	55.1
Availability of direct flights to mine site	10	5.1
Other	83	42.3
Job opportunity	12	6.1
Mine closure/laid off	11	5.6
Medical/health reasons	10	5.1
Education, post-secondary or below	8	4.1
Social problems (drugs, alcohol, crime)	6	3.1
Too isolated and prohibitive costs to travel south	6	3.1
Moved away as a child	5	2.6
Other	25	12.8
Not Stated	2	1.0

¹. Respondents could select multiple reasons; therefore, percentages do not equal 100.

Table 6.3
NWT Residents Considering Leaving NWT
No. of NWT Resident Respondents

	Total ¹	% ²	NWT Resident			
			From NWT	%	Moved to NWT	%
NWT Residents	994	100.0	539	100.0	449	100.0
<i>Would consider move from the NWT in next year</i>						
Very likely	175	17.6	69	12.8	106	23.6
Likely	268	27.0	127	23.6	141	31.4
Unlikely	326	32.8	193	35.8	133	29.6
Very Unlikely	192	19.3	132	24.5	60	13.4
Not Stated	33	3.3	18	3.3	9	2.0
<i>Why likely or very likely to consider leaving NWT</i>						
	443		196		247	
Time for a change	163	36.8	91	46.4	72	29.1
Tired of the weather	143	32.3	48	24.5	95	38.5
Want to be closer to family	129	29.1	32	16.3	97	39.3
Cost of living	285	64.3	116	59.2	169	68.4
Availability of direct flights to mine site	42	9.5	21	10.7	21	8.5
Other	116	26.2	46	23.5	70	28.3
Post-secondary & other education	33	7.4	23	11.7	10	4.0
Job opportunities/career	24	5.4	x	x	x	x
More services/shopping/recreation opportunities	21	4.7	8	4.1	13	5.3
Medical services	7	1.6	x	x	x	x
Social problems (drugs, alcohol, crime)	5	1.1	x	x	x	x
Other	26	5.9	9	4.6	17	6.9
Not Stated	6	1.4	3	1.5	3	1.2

Symbols: "x" number suppressed; "-" zero

¹ Categories may not equal total because 6 respondents did not indicate whether they were from the NWT or had moved to the NWT.

² Respondents could select multiple responses; therefore, percentages do not equal 100.

*~ Comments on the Northwest Territories &
Home Community ~*

To ensure every respondent had the opportunity to include everything that he or she feels is relevant to the issue, respondents were given an opportunity to write further comments about their home community or moving to/from the NWT. Of 1,705 survey respondents, 704 provided additional comments.

Respondent comments were focused on three issues: what they liked or disliked about their home community, what they liked or disliked about the NWT, and reasons for moving to/from the NWT or home community.

Overwhelmingly, the cost of living in the NWT was most often cited by both NWT resident respondents as something they disliked and a reason to leave the NWT, and by Non-NWT resident respondents as a deterrent for relocation to the NWT. Overall, 38.1% of the respondents, who provided additional comments, mentioned the high cost of living in the NWT.

A lot of comments also focused on how respondents like living in the NWT and the opportunities it affords them, such as good benefits and pay, and outdoor activities. Overall, 13.4% of respondents who commented mentioned they liked living in the NWT.

Similar to other trends observed earlier in the survey, proximity to family and weather were again mentioned as reasons to remain in their home community, or to not move to the NWT.

Comments not previously encountered in the survey included: lack of variety in shopping and poor service/monopoly of NWT businesses, lack of recreation facilities and leisure time opportunities in the NWT, inadequate financial incentives to live in the NWT and discriminatory policies in the NWT.

"I want to stay here but even though my spouse and I have, what I consider, very good jobs, we still have a hard time breaking even. It is too expensive to live here."

- NWT resident respondent

"I would love to move back to Yellowknife, it's just hard to make the move when all you hear is that prices of everything are rising ..."

- Non-NWT resident respondent

"NWT is a great place to live for someone that enjoys outdoor activities and adventures. The job opportunity and pay is what brought me here but the close knit community and outdoor adventure made me want to stay."

- NWT resident respondent

Table 7.1 presents respondents' comments, covering a broad range of topics and issues.

Table 7.1 Respondent Comments¹

	No.	%
<i>Respondents Who Provided Comments</i>	704	
Cost of living too high in NWT	268	38.1
I like living in the NWT & the opportunities it offers	94	13.4
Weather is too harsh in NWT	72	10.2
Being close to my family and my family commitments dictate where I live and move to	69	9.8
I like my community and all its services and amenities (not in the NWT)	57	8.1
Cost of travel too high in NWT and Nunavut	52	7.4
Lack of affordable and/or availability of housing in NWT	49	7.0
Prevalence of substance abuse and other social problems in NWT	41	5.8
Lack of variety in services (shopping, restaurants) and poor service/monopoly of NWT businesses	41	5.8
Lack of recreation facilities and leisure time opportunities in NWT	41	5.8
High taxation and inadequate financial incentives to live in NWT	38	5.4
Discriminatory policies in the NWT are a deterrent for living in/moving to	29	4.1
NWT is too isolated and remote	26	3.7
Lack of higher education institutes and training programs in NWT	25	3.6
Esthetic appeal (cleanliness of communities, lack of scenery) is limited in the NWT	22	3.1
I don't like the high crime rate in the NWT	21	3.0
Poor political leadership & government not doing enough to effect change in the NWT	21	3.0
I have no interest in moving to the NWT	19	2.7
Lack of medical specialists and resources in the NWT	15	2.1
I have a right to live anywhere in Canada	14	2.0
Dependence of NWT economy on diamond mines makes me want to leave/not come to NWT	12	1.7
Other	127	18.0

¹. Respondents could write more than one comment; therefore, percentages do not equal 100.

~ Summary ~

The information resulting from the 2009 NWT Survey of Mining Employees illustrates many of the issues, incentives and barriers related to living in the Northwest Territories. In addition, the results present a unique opportunity to examine the similarities and differences within each of the four residency categories.

Overall, Non-NWT residents tend to be older married men, with a trades or college education. Many have lived in their home community for more than ten years, and most own their home. They like being close to family, the recreational opportunities their communities offer, and their proximity to services. While they might like the closeness to work and recreational opportunities offered by the NWT, few Non-NWT residents have considered moving to the NWT. The high cost of living and their happiness with their home community appear to be strong factors determining a move to the NWT.

On the other hand, NWT residents tend to be younger men, and some women, at both entry and management levels, with varying educational backgrounds. Most of them live in mid to large sized communities in the NWT. Those originally from the NWT like being close to family. Almost half are not originally from the NWT, and moved here for employment related reasons. They like the opportunities for recreation offered by the NWT, and the people in their community. More than half of NWT residents have considered moving to communities outside the NWT in the past year. If presented with the opportunity, nearly half would leave the NWT, the cost of living driving their decision.

Overwhelmingly, employment is what brings employees to the NWT, but proximity to family and friends and fear of a higher cost of living are considerations for relocation and prominent in the minds of northern diamond mine employees.

~ Methodology ~

The 2009 NWT Survey of Mining Employees was developed by the NWT Bureau of Statistics in conjunction with BHP Billiton, Rio Tinto, De Beers and the Government of the Northwest Territories. Each company provided the frame for the survey based on a current employee listing; in the case of Rio Tinto and De Beers this included operations contractor employees. Employees that do not work in the NWT were excluded from the frame.

No names or any information that could identify employees were given to the Bureau of Statistics. In the interest of cross-tabulating results by different characteristics, the survey was a census of the survey population.

For employees who worked at the mine site, Bureau of Statistics staff traveled to the three diamond mine sites to deliver the survey between May 11 and May 29, 2009. The surveys were self-administered; that is, the person surveyed read and filled out the survey individually. However, Bureau of Statistics staff were on site to assist and answer any questions. Bureau of Statistics staff delivered surveys in Yellowknife from May 22 to June 3, 2009. In total, 1,705 persons responded to the survey, yielding a response rate of 93.5%.

Data entry was completed directly from questionnaires to a database prepared by the NWT Bureau of Statistics and statistical tables were prepared using the Statistical Package for the Social Sciences (SPSS). Computer assisted edits were performed to check for data entry errors and logical inconsistencies among responses. Ineligible employees such as persons no longer employed at the company during survey operations or persons on long-term disability were removed from the frame.

The NWT Bureau of Statistics owes the success of the 2009 NWT Survey of Mining Employees to the efforts and cooperation of the staff and management of Diavik Diamond Mines Inc. (Rio Tinto plc), BHP Billiton Diamonds Inc. and De Beers Canada Inc.

Appendix A
~ SURVEY QUESTIONNAIRE ~

2009 NWT SURVEY OF MINING EMPLOYEES



Instructions

Please read each question carefully. Put a mark in the box or boxes that match your answer.

Unless otherwise indicated, please mark only ONE answer per question and then proceed to the next question.

Please note that there are some answers that require you to “skip” to another question or section in the survey. These are indicated by a long blue arrow and instructions on where to proceed.

If you need assistance with the survey, please do not hesitate to contact the on-site Bureau of Statistics representative.

Thank you very much for your participation.

All information collected in this survey will be kept confidential and used only for statistical and information purposes and is protected by the *Access to Information and Protection of Privacy Act*.

A. Background Information

To begin this survey, we would like to ask you a few questions about yourself and your position with BHP Billiton, De Beers or Rio Tinto.

A1. Are you male or female?

- 1 ☐ Male 2 ☐ Female

A2. In which age range do you fall?

- 1 ☐ 18 – 24 years
2 ☐ 25 – 34 years
3 ☐ 35 – 44 years
4 ☐ 45 – 54 years
5 ☐ 55 years & older

A3. What is your current marital status?

- 1 ☐ Never married
2 ☐ Married or common law
3 ☐ Separated or divorced
4 ☐ Widowed

A4. What is the highest level of schooling you have completed through school or upgrading? **(Mark ONE only)**

- | | |
|--|---|
| 1 <input type="checkbox"/> Less than high school | 4 <input type="checkbox"/> College certificate or diploma |
| 2 <input type="checkbox"/> High school diploma | 5 <input type="checkbox"/> University degree |
| 3 <input type="checkbox"/> Trades certificate or diploma | |

- A5. This question is about the people who currently live in your home with you. Do not include anyone who is away at school or who is only staying with you temporarily. Who currently lives with you in your home?

(Mark ALL that apply)

1 ☐ Spouse or common law partner

2 ☐ Children  **How old are they?** a) _____

3 ☐ Parents b) _____

4 ☐ Grandparents c) _____

5 ☐ Brothers or sisters d) _____

6 ☐ Unrelated roommate(s) e) _____

7 ☐ Other (Specify): _____

- A6. Do you have any other dependents that do not live with you?

(Mark ONE only)

1 ☐ Yes

2 ☐ No

- A7. Do you own or rent your home? **(Mark ONE only)**

1 ☐ Own

2 ☐ Rent

- A8. How long have you worked with a northern mining company such as BHP Billiton, De Beers or Rio Tinto? **(Mark ONE only)**

1 ☐ Less than 1 year

4 ☐ 10 – 14 years

2 ☐ 1 – 4 years

5 ☐ 15 years or more

3 ☐ 5 – 9 years

- A9. Which of the following categories best describes your usual work schedule? **(Mark ONE only)**

1 ☐ Two weeks in, two weeks out 4 ☐ Three weeks in, one week out

2 ☐ Four days in, three days out 5 ☐ Three weeks in, three weeks out

3 ☐ Monday to Friday 6 ☐ Other (Specify): _____

B. Life in Your Community

Next, we would like to get some information about your home community, meaning the city, town or village where you currently live.

B1. How long have you lived in your home community? (*Mark ONE only*)

- | | |
|---|---|
| 1 <input type="checkbox"/> Less than one year | 4 <input type="checkbox"/> 10 – 14 years |
| 2 <input type="checkbox"/> 1 – 4 years | 5 <input type="checkbox"/> 15 years or more |
| 3 <input type="checkbox"/> 5 – 9 years | |

B2. How big is your home community? (*Mark ONE only*)

- 1 ☐ Less than 1,000 people
- 2 ☐ 1,000 – 4,000 people
- 3 ☐ 5,000 – 24,000 people
- 4 ☐ 25,000 – 99,000 people
- 5 ☐ 100,000 people or more

B3. What do you like **best** about living in your community? (*Mark ONE only*)

- 1 ☐ Close to family
- 2 ☐ Opportunities for recreation
- 3 ☐ The people in the community
- 4 ☐ All services and shopping are nearby
- 5 ☐ Availability of cultural events such as live music, theatre, dance, etc.
- 6 ☐ Post-secondary institutions are nearby
- 7 ☐ Level of safety in the community
- 8 ☐ Other (Specify): _____

B4. What do you **dislike** most about living in your community?
(Mark ONE only)



- 1 ☐ Distance from family
- 2 ☐ Lack of opportunities for recreation
- 3 ☐ Distance to shopping and services
- 4 ☐ Lack of cultural events such as live music, theatre, dance, etc.
- 5 ☐ Distance to post-secondary institutions
- 6 ☐ Level of safety in the community
- 7 ☐ Other (Specify): _____

B5. In the past year, have you considered moving to a different community?
(Mark ONE only)

- 1 ☐ Yes ➡ Which communities did you consider? _____
- 2 ☐ No

B6. Thinking about your current situation, which of the following factors would be of **greatest** concern to you when considering a move?
(Mark ONE only)

- 1 ☐ Spouse's employment opportunities
- 2 ☐ Children's education
- 3 ☐ Care for elderly relatives in home community
- 4 ☐ Leaving friends and family
- 5 ☐ Leaving recreational opportunities
- 6 ☐ Increased cost of living
- 7 ☐ Other (Specify): _____

- B7. In which region do you currently live? **(Mark ONE only)**
- 1 ☐ Western Region (British Columbia, Alberta, Saskatchewan or Manitoba)
 - 2 ☐ Central Region (Quebec or Ontario)
 - 3 ☐ Atlantic Region (New Brunswick, Nova Scotia, P.E.I. or Newfoundland & Labrador)
 - 4 ☐ Northern Region (Nunavut or Yukon)
 - 5 ☐ Northwest Territories  **Go to Section C**
- B8. If you were to consider moving, what do you think you might like about the Northwest Territories? **(Mark ALL that apply)**
- 1 ☐ Recreational opportunities
 - 2 ☐ Small community atmosphere
 - 3 ☐ Education system and opportunities
 - 4 ☐ Closeness to work
 - 5 ☐ Live music and theatre
 - 6 ☐ Other (Specify): _____
- B9. Have you ever lived in the Northwest Territories? **(Mark ONE only)**
- 1 ☐ Yes
 - 2 ☐ No  **Go to Question B11**
- B10. Why did you leave the Northwest Territories? **(Mark ALL that apply)**
- 1 ☐ Time for a change
 - 2 ☐ Tired of the weather
 - 3 ☐ Want to be closer to family
 - 4 ☐ Cost of living
 - 5 ☐ Availability of direct flights to the mine sites
 - 6 ☐ Other (Specify): _____

B11. For each of the following factors, please indicate if this would be a major concern, a minor concern or not a concern if you were considering a move to the Northwest Territories. **(Mark ONE only per question)**

	Major Concern	Minor Concern	Not a Concern
a) Cost of housing	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b) Cost of transportation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
c) Cost of utilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
d) Cost of food	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
e) Educational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
f) Recreational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
g) Availability of goods and services	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
h) Cultural activities such as theatre	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
i) Distance from extended family	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
j) Spouse's employment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

B12. Aside from airplane stopovers, have you visited?
(Mark ONE only per question)

a) Yellowknife	1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No
b) Hay River	1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No
c) Fort Smith	1 <input type="checkbox"/> Yes	2 <input type="checkbox"/> No

B13. What is the **main** reason keeping you from moving to the Northwest Territories? **(Mark ONE only)**


1 <input type="checkbox"/> My spouse's employment	5 <input type="checkbox"/> Length of winter
2 <input type="checkbox"/> Family responsibilities	6 <input type="checkbox"/> I like my home community
3 <input type="checkbox"/> Cost of living in the NWT	7 <input type="checkbox"/> Other (Specify):
4 <input type="checkbox"/> Availability of daycare	_____

SKIP TO SECTION D

C. Employees Currently Living in the Northwest Territories

The following questions are for employees who currently reside in the NWT.

C1. What was your **main** reason for moving to the Northwest Territories?
(**Mark ONE only**)

- 1 ☐ Competitive pay and benefits
- 2 ☐ Had to move as part of company policy
- 3 ☐ Change in rotational schedule
- 4 ☐ Northern experiences and adventures
- 5 ☐ Your spouse's employment
- 6 ☐ I am from the NWT  **Go to Question C3**
- 7 ☐ Other (Specify): _____

C2. Which of the following factors positively or negatively affected your decision to move to the Northwest Territories? (**Mark ONE only per question**)

	Affected Positively	Affected Negatively	Did Not Affect Decision
a) Cost of housing	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b) Cost of transportation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
c) Cost of utilities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
d) Cost of food	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
e) Educational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
f) Recreational opportunities	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
g) Availability of goods and services	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
h) Distance from extended family	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
i) Availability of health care	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
j) Spouse's employment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

C3. Should the opportunity arise, would you say you were very likely, likely, unlikely or very unlikely to consider a move from the Northwest Territories in the next year? **(Mark ONE only)**

1 ☐ Very Likely

2 ☐ Likely

3 ☐ Unlikely  **Go to Section D**

4 ☐ Very Unlikely  **Go to Section D**

C4. Why are you very likely or likely to consider a move from the NWT in the next year? **(Mark ALL that apply)**

1 ☐ Time for a change

2 ☐ Tired of the weather

3 ☐ Want to be closer to family

4 ☐ Cost of living

5 ☐ Availability of direct flights to the mine sites

6 ☐ Other (Specify): _____

D. Recreational Activities

The last few questions are about you and your family's leisure time activities.

D1. Which of the following recreational activities do you or your family do in your spare time? (**Mark ALL that apply**)

1 ☐ Organized team sports such as hockey, basketball or soccer

2 ☐ Outdoor activities such as hiking, camping or boating

3 ☐ Individual sports such as swimming, skiing or golfing

4 ☐ Hunt or Fish

5 ☐ Participate in theatre productions such as plays or musicals

6 ☐ Play a musical instrument or sing

7 ☐ Volunteer work through a group or organization

8 ☐ Other (Specify): _____

D2. Do you belong to any community services groups such as Elks, Rotary, Search and Rescue, Boy Scouts, etc? (**Mark ONE only**)

1 ☐ Yes

2 ☐ No

D3. Is there anything you would like to add about living in your current community or moving to/from the Northwest Territories?

***Thank you very much for
completing the survey.***

***Should you have any questions regarding the survey,
please contact:***

***NWT Bureau of Statistics
1-888-782-8768 (1-888-STATSNT)
or 867-873-7147***

For Bureau of Statistics ONLY

31 ☐

32 ☐

33 ☐

34 ☐

35 ☐

Government of the Northwest Territories

Archaeology and Wildlife Technical Report

Prairie Creek Mine

6/3/2011

Non-Technical Summary

The Government of the Northwest Territories (GNWT) has reviewed the Canadian Zinc's Corporation (CZN) Developers Assessment Report, Appendices and additional documents filed during the Environmental Assessment. In particular, the GNWT has reviewed and assessed the mitigation commitments ensure they address and mitigate impacts to archaeological resources and wildlife resources including species at risk.

The GNWT agrees the key commitments to conduct an Archaeological Impact Assessment and complete or update a Wildlife Mitigation and Monitoring Plan, a Flight Impact Management Plan and relevant parts of a Waste Management Plan and Human Safety Plan are appropriate.

The GNWT, however, recommends changes to the organization of commitments and improved wording of commitments. These recommendations will ensure commitments included in the Report of Environmental Assessment are specific, measurable, attainable, relevant and trackable.

EXECUTIVE SUMMARY

The GNWT acknowledges commitments made by a developer to adequately address the mitigation of impacts can displace the need for additional mitigation measures requirements from the Review Board. However, such commitments must be specific, measurable, achievable, relevant and trackable.

A plan, and a plan review process, is particularly useful when flexibility is needed to determine implementation mitigation commitments over time. This is particularly important when more than one jurisdiction may be responsible for a project. In the case of Prairie Creek mine and related infrastructure, the Project will be regulated by the Mackenzie Valley Land and Water Board, Parks Canada and be subject to territorial legislation for the use of public highways.

The GNWT accepts the Proponent's commitment to conduct an Archaeological Impact Assessment but requires clarification of the commitment filed on May 6, 2011.

The GNWT has reviewed the relevant wildlife commitments made during the previous environmental assessment and the Land Use Permit terms and conditions provided to Canadian Zinc Corporation.

The GNWT accepts Canadian Zinc Corporation's approach and the primary mechanisms to implement wildlife mitigation commitments in its four key plans: Wildlife Mitigation and Monitoring Plan; Flight Impact Management Plan; and, relevant parts of a Waste Management Plan and Human Safety Plan. The GNWT has minor issues with the wording of some mitigation comments and recommends the Proponent file a final commitment table after the Public Hearing to ensure all commitments are captured and clearly state the mitigations to be included in the Report of Environmental Assessment.

This Technical Report addresses the Proponent's commitments for Archaeology and Wildlife.

COMMITMENTS

The GNWT acknowledges commitments made by a developer to adequately address the mitigation of impacts can displace the need for additional mitigation measures requirements from the Review Board. However, such commitments should be specific, measurable, achievable, relevant and trackable.

A plan and a plan review process are particularly useful when flexibility is needed to determine the implementation of mitigation commitments over time. This is particularly important when more than one jurisdiction may be responsible for a project.

In the case of Prairie Creek mine and related infrastructure, the Project will be regulated by the Mackenzie Valley Land and Water Board, Parks Canada and be subject to territorial legislation for the use of public highways.

The following is a review of some key mitigation commitments made by Canadian Zinc Corporation that should be captured as commitments in the Report of Environmental Assessment. Where necessary, the GNWT has provided modified wording to ensure the commitments can be clearly understood and implemented.

Archaeology

The developer provided two commitments for archaeological resources in its updated commitments table submitted on May 6, 2011¹.

- 1) If possible heritage/cultural resources are found, they will be preserved and the authorities notified.
- 2) Regarding the proposed road re-alignments between the expanded NNPR boundary and the Liard River, an archaeological impact assessment will be conducted (hopefully in summer 2011). Note that this work will be done when the road alignment has been confirmed more accurately, and work will focus on the alignment from Nahanni Butte to Grainger Gap.

The GNWT accepts the second cultural commitment to undertake an archaeological impact assessment as the appropriate means to address impacts on potential archaeological sites for the proposed re-aligned access road. However, the timing of the implementation of this commitment is now uncertain. To provide clarity on the expectation of the undertaking, the GNWT recommends the archaeology commitment be reworded as follows:

“CZN will conduct an archaeological impact assessment for the proposed road re-alignments between the expanded NNPR boundary and the Liard River. The archaeological survey will occur after the road alignment has been confirmed more accurately. The survey and assessment will focus on the alignment from Nahanni Butte to Grainger Gap.”

This commitment should be included in the Report of Environmental Assessment.

¹ TABLE 2: COMMITMENTS TABLE (May 6, 2011)

Wildlife

The developer provided many commitments for wildlife mitigations in its updated commitments table submitted on May 6, 2011.

Prior to discussing the May commitments, it is worthwhile to review the wildlife mitigation commitments made by CZN in October 11, 2005² after the conclusion of the Public Hearing for EA 0405-02. This review illustrates the evolution of those commitments into the more complete wildlife mitigation commitments provided by CZN in its filing on May 6, 2011.

2005 Wildlife Commitments

CZN will prepare a report of existing information on wildlife use and important habitat in the vicinity of the Prairie Creek mine site and proposed Phase 3 drilling area. The report will be called “Management of Wildlife and Wildlife Habitat Issues, Phase 3 Drilling Program”. Information sources will include:

- Available reports or literature for the Prairie Creek area;
- Discussions with staff from the GNWT, Department of Environment and Natural Resources’ Wildlife Division; and,
- Local information regarding wildlife presence and habitat.

The report will identify and provide maps of any sensitive wildlife areas, and describe mitigation measures. The report will be provided to the GNWT’s Dehcho Regional Biologist by March 31, 2006 for review.

CZN’s consulting wildlife biologist will conduct an early summer 2006 survey for the Prairie Creek area in relation to the proposed activities, scheduled for the second week of June. The consultant will update the existing report of sensitive wildlife areas and mitigation measures, and the updated report will subsequently immediately be reviewed by the GNWT’s Dehcho Regional Biologist. The Regional Biologist will then participate in a field review to verify the reported information on sensitive/non-sensitive wildlife areas and mitigation measures. Following this field review, the drilling project will commence in areas where no sensitivities exist, and in areas where sensitivities do exist but for which adequate mitigation measures have been developed. It is expected that conclusions will be drawn, and decisions made, before the Regional Biologist leaves the site after the field review.

² CZN Letter to GNWT October 11, 2005. “Summary of Undertakings made to GNWT in Connection with Environmental Assessment LUP MV2004C0030, MVEIRB File EA 0405-02”.

CZN envisages that the early summer survey and the subsequent steps above will be completed in the space of approximately one week. The Regional Biologist has agreed to cooperate with this schedule.

CZN will continue to consult with the Regional Biologist concerning any outstanding areas of sensitivity, and the development of appropriate management approaches, and the report updated as necessary. The Phase 3 drilling activities will be conducted based upon the directives provided by the Regional Biologist, and those contained in the report.

A copy of the finalized report will be provided to the Regional Biologist by July 31, 2006.

Status: This commitment was completed by CZN and ENR as outlined by CZN. The DAR Table 2-2 indicates CZN developed a wildlife management plan.

2005 Vegetation Commitments

CZN will adopt a similar strategy for the potential presence of rare and sensitive vegetation as that described above for wildlife. Existing information on vegetation will be included in the report “Management of Wildlife and Wildlife Habitat Issues”, and vegetation will also be the subject of the consultant’s early summer survey, and the Regional Biologist’s review and directives.

Subsequent to the early summer activities, CZN will formulate an initial re-vegetation strategy, including definition of seed mix composition. CZN will do this with the intention of initiating re-vegetation test plots in 2007. CZN will provide information on the program to the Regional Biologist for review and comment as it comes available.

Status: DAR UPDATE - CZN had intended to produce a seed mix for reclamation. However, subsequent to permitting, a vegetation specialist from the GNWT ([Dr.] S Carriere) recommended against the use of a seed mix because of the difficulty of preventing the introduction of non-local species. The Phase 3 drilling LUP is still active, and CZN is considering additional exploration. Therefore, CZN has not yet contemplated reclamation-related activities.

The DAR Appendix includes a Rare Plant Survey conducted in 2009.

2005 Flight Impact Management Plan Commitment

CZN will prepare an initial Flight Impact Management (FIM) Plan based upon available information. This plan will serve as the guide for the development of daily flight plans for helicopters involved with the project. The FIM plan will be based upon site specific

and other relevant wildlife information, in conjunction with the “Flying in Sheep Country” guide, project demands, local topography and weather conditions.

The initial plan will be provided to the Regional Biologist in the report “Management of Wildlife and Wildlife Habitat Issues” for review by March 31, 2006. The plan will be revised, if necessary, in the final report, due by July 31, 2006.

Status: DAR Table 2-2 indicates the Flight Impact Management Plan commitment was done.

2005 Wildlife Log Commitment

CZN currently maintains a log of wildlife sightings in the mine area. CZN will modify this to provide the following documentation of incidental wildlife observations: date, time, location (with GPS location if possible), number, sex and age (if possible). The following are of particular interest:

Dall’s sheep	Wolverine
Mountain goats	Raptors
mountain caribou	Swans
Moose	Any unusual wildlife observations
Grizzly and black bears	such as elk, deer, cougar

The log of observations will be provided to the Regional Biologist on an agreed upon schedule.

Status: DAR indicates CZN continued its observation program.

2005 Bears Commitment

CZN’s Health and Safety Plan (HASP) for Prairie Creek (provided as an appendix to the Detailed Project Description for this project) includes a section titled “Wildlife and Environmental Issues”. This provides information on response actions for bear encounters. The GNWT feel this document requires more detail on bear response. Accordingly, CZN will review information available from the GNWT and expand the bear response section in the HASP to GNWT’s satisfaction.

Status: DAR Table 2-2 indicates the Health and Safety Plan regarding bears was done.

LUP MV2004C0030 Terms and Conditions

The Mackenzie Valley Land and Water Board subsequent to the Environmental Assessment EA0405-002 issued Land Use Permit MV2004C0030 [currently extended to May 10, 2013] to Canadian Zinc Corporation with the following Terms and Conditions pertinent to wildlife.

42. The Permittee shall minimize damage to wildlife and fish habitat in conducting this land use operation.

45. The Permittee shall minimize disturbance to and contact with caribou, migratory birds or their nesting areas, Peregrine Falcon (anatum), Yellow Rail, Short-eared Owl, and western toad.

48. The Permittee shall:

- a ensure that food and camp wastes remain inaccessible to wildlife at all times; and
- b use food handling and garbage disposal procedures that do not attract wildlife, including bears.

78. The Permittee shall submit to the Board an Annual Report by March 31 of the year following the calendar year being reported detailing the ongoing fulfillment of each of its commitments summarized under section 2.2.3 in the Report of Environmental Assessment, EA0405-002. Accompanying the Annual Reports shall be:

- a results of any work undertaken related to the wildlife and vegetation survey;
- b results of any work undertaken to develop a native seed mix;
- c wildlife sighting log; and
- d any plans or reports related to the commitments completed or updated over the course of the year.

Based on the application of the Review Board's Report of Environmental Assessment by the Land and Water Board, it is important the Proponent's commitments include mechanisms to ensure the implementation of the mitigations. The implementation success should be trackable. In the case of this project, the commitments should also be able to meet the requirements of additional regulators including Parks Canada.

2011 WILDLIFE MITIGATION COMMITMENTS

Canadian Zinc Corporation filed an updated commitments table with the Review Board on May 6, 2011³. The table included a substantial number of wildlife commitments or wildlife related commitments. The company has commitments relevant to the minesite, access road and related activities including aircraft. Some commitments also apply to the Proponent's infrastructure and activities on or near NWT public highways.

CZN has identified four plans as mechanisms to ensure the implementation of the commitments: Wildlife Mitigation and Monitoring Plan; Flight Impact Management Plan; a Waste Management Plan; and, a Health and Safety Plan.

The primary plan for ensuring an organized and trackable means of implementing the commitments is the Wildlife Mitigation and Monitoring Plan (WMMP). The Proponent submitted a draft plan with its DAR and offered the opportunity for parties to comment. The Proponent intends to finalize its plan during the regulatory phase. The Proponent also indicated its intention to update the plan over time. This is a key factor in adapting the project and its activities to "lessons learned" throughout the life of the mine.

The GNWT notes this commitment to review and adjust the WMMP will also enable the Proponent to account for changes in Species at Risk and Special of Special Concern⁴ information as it becomes available. This includes anticipated National Recovery Strategies for Boreal Caribou and Wood Bison and National Management Plans for Mountain Caribou and other species as well as NWT jurisdictional Recovery Strategies or Management Plans. Critically, the WMMP plan also allows the Proponent to identify and meet any differing legislation requirements of Parks Canada and the NWT portions of its project and activities.

The Proponent has also committed to hiring a Nahanni Butte Dene Band member as an environmental monitor. The WMMP will greatly assist in providing direction to that employee.

The proponent has also proposed a mechanism for involvement of the Nahanni Butte Dene Band and other parties through a Technical Advisory Committee (TAC).

³ In many cases, Proponents submit typically commitments are written in the context of a discussion document rather than clearly refined, stand-alone statements. As a result, the commitments may not be clear to the assessor or a subsequent regulator. To assist the Review Board, regulators, resource management agencies and other parties, we have grouped the commitments by major categories and, arranged related commitments within these categories for this technical report.

⁴ For example, NWT Species 2011-2015: General Status Ranks of Wild Species in the Northwest Territories.

2011 Commitments - Wildlife Mitigation and Monitoring and Flight Impact Management Plans

The draft Wildlife Mitigation and Monitoring Plan (WMMP) will be updated during the permitting process. The plan will be considered a 'living' document and further changes will be considered as necessary during operations, such changes being considered and discussed in the forum of the Technical Advisory Committee.

For caribou, wood bison, grizzly bear, wolverine, peregrine falcon, short-eared owl, horned grebe, rusty blackbird, olive-sided flycatcher and common nighthawk, any mortality directly relating to the operation of the mine site or access road will trigger a review of mitigation strategies.

The Nahanni Butte Dene Band will be consulted in the development of a wildlife management plan.

The CZN welcomes NBDB, LKFN, other First Nation and Government representation on the Technical Advisory Committee (TAC).

2011 Commitments – Flight Impact Management Plan

The Flight Impact Management Plan will be reviewed and updated.

Flight paths to and from the mine will be considered according to recommended guidelines for flying in caribou and sheep country, where feasible and within topographic and safety constraints.

An important component of ensuring mitigations are working involves the monitoring and reporting of wildlife including analysing the monitoring information and implementing corrective actions as required. The GNWT supports these commitments and acknowledges more detail will be provided in the WMMP as it is developed.

The GNWT has identified some minor wording to the 'recording of relevant observations of wildlife commitment' to include some species agreed to with CZN in 2005.

The GNWT also acknowledges the commitment to provide wildlife observations which the GNWT will incorporate into its Wildlife Management Information System (WMIS). Further, the GNWT recommends the Proponent's observations specify Boreal Caribou from Mountain Caribou as the differing legislated designation of these ecotypes is significant (i.e. Threatened versus Management Concern) and the resulting legislated requirements for management are significant.

2011 Commitments - Wildlife Sighting /Monitoring / Reporting

Wildlife sightings in proximity to the Mine site and access road will be recorded in a wildlife sightings log and will include location, numbers observed and reactions.

Dead wildlife encountered in proximity to the mine site and access road will be recorded and geo-referenced.

A Dall's sheep monitoring program will be implemented to ensure Project-related effects on sheep are minimized.

Appropriate collaborative monitoring initiatives with First Nations, Parks Canada and other regulatory agencies will be supported.

All relevant observations of wildlife (particularly of Dall's sheep, *mountain goat*, *moose*, *mountain caribou*, *boreal caribou*, grey wolf, wolverine, *black bear* grizzly bear *and SARA species*) will be reported to mine environmental staff.

All vehicles will be equipped with two-way radios.

Wildlife sightings along the access road will be geo-referenced and reported to road supervisors.

A radio call-in procedure will be implemented so observations of caribou along the access road can immediately be relayed to the Road Operations Supervisor.

A procedure will be implemented so caribou observations made by aircraft pilots during transport of crews and materials will be reported to the Wildlife Monitor.

Wildlife monitors will conduct ground surveillance during the initial mine start up and production period.

Wildlife Monitors will conduct ground-based surveys of the access road (during winter operation), mine infrastructure sites, and the airstrip to assess caribou presence and identify caribou aggregations in the Project area.

Summer maintenance work on the all season road will be voluntarily restricted to the period July-September. Wildlife monitors will check for nesting birds before work commences.

If a nesting bird is found on site and eggs are present, monitoring will be conducted and efforts will be made to avoid the area.

Any raptor nesting activity observed within 1.5 km of the Project will be reported to GNWT-ENR **and Parks Canada**.

Measures aimed at reducing the number of birds that use the water storage pond (WSP) will be implemented.

Wildlife Monitors will contribute to a detailed quarterly report of wildlife observations and incidents that occurred during the monitoring period. Reports will be submitted to First Nations, GNWT-ENR, Environment Canada and Parks Canada.

The issue of bears and safety has been identified and discussed in previous environmental assessments. The Proponent acknowledged this in 2005 and has taken steps to minimize the attraction of bears and to ensure the safety of workers.

With the increased activity and number of employees, the implementation of the commitments and tracking of the success of the commitments is a fundamental and important set of commitments.

An integral part of the reduction of problem encounters with bears and other wildlife is appropriate waste management. The Proponent has recognized this importance in the commitments provided on waste and the link to the company's Waste Management Plan.

The GNWT is encouraged by the commitments made and the link to the Health and Safety Plan for the company.

Bears

Guidelines found in the "Safety in Grizzly and Black Bear Country" document will be followed to prevent and mitigate bear-human interactions.

The appropriate regulatory agencies (e.g., GNWT-ENR and Parks Canada) will be informed of any incidents with problem bears or other wildlife prior to action, unless imminent worker safety is at risk.

Bear use of habitats near mining infrastructure (e.g. spring foraging by bears in disturbed areas) will be documented.

A warning system will be developed for site workers in connection with bear sightings, as well as a structure for reporting bear-human encounters.

Waste Handling

An effective Waste Management Plan will be implemented, particularly as it relates to the disposal of food waste.

Site workers will be encouraged to eat only in designated areas. Workers will be made aware, as part of their site orientation, that food, food waste and wrappings are not to be left around the site or in buildings where un-controlled entry is possible.

All food and garbage/waste will be stored in bear-proof areas or bear-proof containers, including at the transfer facilities.

Food waste will be collected and incinerated on a daily basis.

All chemicals and supplies will be stored in an enclosed warehouse structure. Small quantities will be transferred to their point of use (in the Mill or shops) as required.

The transfer facilities will be closed, all fuel, waste and sewage removed and free of all attractants outside of the haul season.

Safety and Training

On-site personnel will be educated on the applicable policies and practices contained in the Wildlife Mitigation and Monitoring Plan.

The guidelines for responding to bear encounters (contained in the Health and Safety Plan) will be reviewed and updated.

On-site personnel will receive basic bear awareness and safety training, including information on bear behaviour, how to avoid bear encounters and how to respond to bears in the case of an encounter. Site environmental officers will be tasked with overseeing the program in terms of enforcement and effectiveness.

On-site personnel will be discouraged from using areas outside of immediate work sites.

Hunting, trapping and harvesting by site employees and contractors will be prohibited.

Pets will be prohibited on site.

Canadian Zinc Corporation has also identified measures for vehicles on the access road. The GNWT understands some of these mitigation measures will be implemented once the re-alignment is completed and mitigation measures will be refined as necessary based on the experience gained.

The commitment to stop when a Species at Risk (SAR) species is visible on the road is a key mitigation measure that may require refinement in the WMMP. The consideration of stopping a vehicle should relate to species sensitivity to vehicles and the potential for a negative impact. For example, Wood bison may occur on the lower stretch of the access road and on the public roads. This species is not as sensitive to vehicles as other species and on the public road; the Proponent must follow the “rules of the road”.

The GNWT encourages the Proponent to refine this commitment and to review other commitments prior to the Public Hearing or in its WMMP.

2011 Commitments - Access Road

Maximum traffic speeds for all sections of the access road will be implemented accounting for road grade, curvature, adjacent sensitivities and sight-lines. Lower maximum speeds may be posted in the vicinity of sensitive wildlife areas.

A signage system will be employed along the access road to inform vehicle operators of vehicle/wildlife conflict areas.

Vehicle operators will yield right-of-way to wildlife and will take all reasonable measures to avoid vehicle-wildlife incidents.

When any SAR species is visible on the road, vehicle activity will cease until the animals have moved a safe distance away or are no longer visible.

High snow banks along the access road will be avoided so wildlife can avoid traffic. Failing this, lower snow banks will be left every 100 m to facilitate wildlife moving off the road surface.

To reduce noise along the access road, the use of engine retarders will be discouraged.

Salt will not be used on the road alignment.

The Proponent has also included commitments to address access issues by the public that are within its authority. The GNWT is aware that additional measures are possible on National Park land and encourages the Proponent and Parks Canada to work together to control public access.

Public and Access

Non-mine road traffic will be deterred from using the road by signage and operating a check-point and screening station near the south-eastern terminus of the access road, manned by representatives from the Nahanni Butte Dene Band.

Public use of the access road and evidence of land use, such as hunting, fishing, camping or firewood harvesting will be noted and reported.

Deter and monitor unauthorized use of the access road and hunting.

The south-eastern end of the access road will be blocked at specified locations after each hauling season with gates, berms, pits and/or boulders to discourage use.

Non-mine vehicles, including all terrain vehicles (ATVs) and snowmobiles will be prohibited on site.

RECOMMENDATION

In 2005, the GNWT recommended CZN prepare a Wildlife Mitigation and Monitoring Plan (WMMP). CZN has submitted a draft WMMP as part of its Developers Assessment Report with its proposal for full mine production, re-alignment and operation of a winter road and additional infrastructure. The Proponent has committed to finalizing the WMMP. CZN has also laid out a significant number of more detailed policy and procedures to be included in other plans.

The WMMP will cover wildlife species under the management responsibility of Environment Canada, Parks Canada and the GNWT. It will include mechanisms for the involvement of the Nahanni Butte Dene Band and other parties.

The GNWT agrees the WMMP and related plans will ensure a mechanism for a variety of regulators and wildlife management agencies to monitor and mitigate impacts on wildlife species, including species at risk and culturally significant species.

The GNWT has re-organized the commitments table submitted by CZN on May 6, 2011 and noted some minor changes.

The GNWT recommends t CZN file a final commitments table after the Public Hearing to include any additional commitments or edits of commitments that may occur during the Public Hearing.

The GNWT recommends the final commitments table be included in the Report of Environmental Assessment.

Wildlife – Species at Risk

The federal Species at Risk Act requires a proponent to identify adverse effects of its project, to implement mitigations to lessen the adverse effects and to monitor the effectiveness of the mitigations.

A number of Species at Risk listed on Schedule 1 or assessed by the Committee on the Status of Endangered Wildlife in Canada (COSEWIC) potentially affected by the Project fall under the management jurisdiction of the GNWT. The GNWT has issued the following documents for two listed species:

- Wood Bison Management Strategy for the Northwest Territories – 2010 – 2020.
- Action Plan for Boreal Woodland Caribou Conservation in the Northwest Territories 2010 – 2015 and Implementation Plan for the “Action Plan for Boreal Woodland Caribou Conservation in the Northwest Territories 2010 – 2015”.

The GNWT also participates on the National Recovery Team for Boreal Woodland Caribou and National Management Plan Team for Mountain Caribou.

The Proponent’s commitments, including monitoring commitments, substantively address the matter of impacts on Species at Risk including Species of Concern.

CZN has submitted a draft Wildlife Mitigation and Monitoring Plan (WMMP), which it intends to update during the regulatory phase. CZN has also committed to reviewing mitigation measures for SARA listed and COSEWIC assessed species should mortality due to the Project occur. The Proponent’s commitments also provide a mechanism for inclusion of changes in legislation or management actions in future national and jurisdictional documents.

RECOMMENDATION

The Government of the Northwest Territories is satisfied, with the completion of the draft Wildlife Mitigation and Monitoring Plan and implementation of the CZN commitments specific to addressing species at risk⁵, no additional measures are required.

⁵ TABLE 2: COMMITMENTS TABLE (May 6, 2011)

The Government of the Northwest Territories recommends CZN provide a final wildlife commitments table after the Public Hearing for inclusion in the Report of Environmental Assessment.

Summary of Recommendations

The Government of the Northwest Territories recommends the archaeology commitment be reworded as follows and included in the Report of Environmental Assessment:

“CZN will conduct an archaeological impact assessment for the proposed road re-alignments between the expanded NNPR boundary and the Liard River. The archaeological survey will occur after the road alignment has been confirmed more accurately. The survey and assessment will focus on the alignment from Nahanni Butte to Grainger Gap. ”

The GNWT recommends CZN file a final commitments table to include any additional commitments or changes to commitments that may occur during the Public Hearing.

The GNWT recommends the final commitments table be included in the Report of Environmental Assessment.