

November 15, 2012

VIA EMAIL

Paul Mercredi
Environmental Assessment Officer
Mackenzie Valley Environmental Impact Review Board
200 Scotia Centre
Box 938, 5102-50th Ave
Yellowknife, NT
X1A 2N7

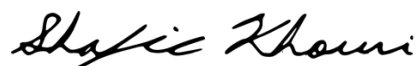
Dear Mr. Mercredi,

**RE: Meeting Minutes and Agreed-Upon Commitments
Thor Lake Rare Earth Element Project (EA1011-001)
Avalon Rare Metals Incorporated**

Attached to this cover letter are meeting minutes identifying commitments agreed upon between officials from Avalon Rare Metals Incorporated and the Government of the Northwest Territories. Both parties respectfully request this submission be posted to the Mackenzie Valley Environmental Impact Review Board public registry for the Thor Lake Rare Earth Element Project.

Please contact me if you may require any further details.

Sincerely,



Shafic Khouri
Environmental Assessment and Regulatory Analyst
Department of Environment and Natural Resources
Government of the Northwest Territories
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Attachment

Avalon – Government of the Northwest Territories
Meeting Minutes for Nechalacho Project

Meeting Date: November 5th, 2012

Time: 11:00am-12:00pm

Location: Teleconference

Attendees:	David Swisher	Avalon
	Ian Taylor	Avalon
	Derek Rains	Health and Social Services

Summary of Discussion:

Avalon Nechalacho Project Commitments

Representatives from the Government of the Northwest Territories (GNWT) and Avalon engaged in discussions and agreed to the following commitments regarding Avalon's Nechalacho Project.

Developer Commitment(s):

Health System

1. Avalon Minerals will ensure that all Avalon Minerals and Contractor employees who are non-Northwest Territories (non-NWT) residents as defined in the *Medical Care Act* (NWT) and the *Hospital Insurance and Health and Social Services Administration Act* (NWT), carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT. For any non-Canadian worker who is hired to work on the Project and who is not eligible for a Canadian provincial or territorial health care plan, Avalon Minerals and/or its Contractors will ensure that health care coverage is in place during the individual's employment period.
2. Avalon Minerals will ensure that all Avalon Minerals and Contractor employees are aware that any elective (non-acute) procedures for non-NWT residents may require prior approval from the non-resident's home provincial/territorial health care plan.
3. Avalon Minerals acknowledges that the Department of Health and Social Services recommends the following vaccinations as part of the Adult Immunization Standards, which include, at a minimum: Varicella; Measles,

Mumps and Rubella; Influenza; Diphtheria; Tetanus; and Hepatitis A&B as well as a baseline tuberculosis skin test and/or chest x-ray. Avalon Minerals will make its employees and Contractors aware of the vaccinations recommended by the Department of Health and Social Services, the associated risks if an employee chooses to not be vaccinated in accordance with the recommendations of the Department of Health and Social Services and of the authority which public health officials have under the *Public Health Act*. Updated vaccination records for all employees will be maintained by Avalon Minerals. Avalon Minerals acknowledges the authority of the Chief Public Health Officer under the *Public Health Act* to acquire personal health information of employees. Avalon Minerals will, through its tendering and contracting process, notify its Contractors of this obligation.

4. Prior to the commencement of construction, Avalon Minerals and the GNWT Department of Health and Social Services (Department) will enter into a protocol for arrangements regarding access to the NWT's Emergency Room (ER) services.

Wellness Initiatives

1. Avalon Minerals and GNWT recognize that the health and wellness of individuals and families is fundamental to the social and economic sustainability.
2. As such, Avalon Minerals will:
 - a. make available to full-time employees, a third party Employee Assistance program service through the duration of operations;
 - b. Pursuant to *paragraph 8.43(a), section 15.04, schedule 3.1* of the *Mine Health and Safety Act*, ensure medical personnel are on call at the project site 24 hours per day and 7 days per week during the life of mine;
 - c. collaborate with the GNWT in dissemination of information to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections, and family violence;
 - d. Endeavour to provide foods at the Project site that promote healthy living, and, are particularly appropriate for those who have or are at risk for developing diabetes.



David Swisher
Avalon

7-Nov-12

Date



Debbie DeLancey
Deputy Minister
Health and Social Services

Nw 12/12

Date