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A.14 – EMPLOYABILITY

A.14.1 INTRODUCTION

Employability was selected as a Valued Component (VC) for the Casino Project (the Project) by Casino Mining Corporation (CMC) because changes in an individual’s ability to obtain employment will affect the well-being of the individual, as well as the family of the individual and the community in which he or she lives. The Project will require a large labour force with a wide range of skills and skill levels primarily during the construction and operations phases.

The Proposal concluded that all potential effects of the Project on employability are beneficial and not adverse. In addition, CMC committed to implementing enhancement measures to maximize potential beneficial effects and improve long-term employability of local and regional workforces. Substantial investments in training and capacity-development in the region will help CMC to meet the company’s target for employment.

On January 27, 2015, the Executive Committee requested that CMC provide supplementary information to the Casino Project (YESAB Project No. 2014-0002) to enable the Executive Committee to commence Screening. The Executive Committee considered comments from various First Nations, Decision Bodies and regulators on the adequacy of the Proposal in the preparation of the Adequacy Review Report (ARR). Casino Mining Corporation is providing this Supplementary Information Report (SIR) to comply with the Executive Committee’s Adequacy Review Report; CMC anticipates that the information in the SIR and Proposal, when considered together, is adequate to commence Screening.

The Executive Committee has seven requests related to information presented in Section 14 Employability of the Project Proposal submitted on January 3, 2014. These requests are outlined in Table A.14.1-1. Some responses require detailed technical information, data, and figures. Where necessary, this additional supporting information is provided as appendices to the SIR.

Table A.14.1-1 Requests for Supplementary Information Related to Employability

Request #	Request for Supplementary Information	Response
R382	A plan on how the Proponent intends to meet their commitment to hire within Yukon including: a. anticipated training programs; b. a monitoring mechanism including indicators; c. how the plan has or will involve communities and First Nations considering Chapter 22 of the Umbrella Final Agreement; d. implementation timelines; and e. apprenticeship and co-op opportunities.	Section A.14.2.1.1 Appendix A.22F Socio-Economic Management Plan
R383	Transportation alternatives for potential employees in Yukon communities outside of Whitehorse during each Project phase.	Section A.14.3.1.1
R384	Details of the “hiring policy that encourages the employment of workers from Yukon and in particular the rural communities of the LSA” and workforce opportunities for residents in Carmacks and Pelly Crossing and citizens of affected FNs.	Section A.14.3.1.2 Appendix A.22F Socio-Economic Management Plan

Request #	Request for Supplementary Information	Response
R385	Assumptions supporting migration estimates, including between communities in Yukon and how downward population pressures were considered.	Section A.14.4.1.1
R386	A breakdown of direct Project employment projected for each affected community. Please indicate if employees are new, existing, or returning residents or from other communities in Yukon.	Section A.14.4.1.2
R387	Clarify if the flexible rotations, counselling services, and adaptive management are the mitigation strategies for the proposed shift structure as suggested in the proposal. Please elaborate in detail for each mitigation strategy.	Section A.14.5.1.1 Appendix A.22F Socio-Economic Management Plan
R388	Details on how CMC will accommodate cultural and community events, including funerals and potlatches, in its proposed shift structure.	Section A.14.5.1.2 Appendix A.22F Socio-Economic Management Plan

Notes:

1. Request # refers to the assigned identification number in the YESAB Adequacy Review Report January 27, 2015 prepared by Executive Committee Yukon Environmental and Socio-economic Assessment Board.
2. Response refers to the location of CMC's response to the YESAB request for supplementary information.

A.14.2 TRAINING AND EDUCATION

A.14.2.1.1 R382

R382. A plan on how the Proponent intends to meet their commitment to hire within Yukon including:

- anticipated training programs;**
- a monitoring mechanism including indicators;**
- how the plan has or will involve communities and First Nations considering Chapter 22 of the Umbrella Final Agreement;**
- implementation timelines; and**
- apprenticeship and co-op opportunities.**

Casino Mining Corporation will make every attempt to maximize hiring of Yukoners and resident workers to ensure that potential socio-economic benefits of the Project are maximized and remain in the Yukon. As part of this commitment, CMC has developed a preliminary Socio-Economic Management Plan (SEMP) to mitigate for potential adverse residual socio-economic effects of the Project and to enhance potentially beneficial residual socio-economic effects (Appendix A.22F). Employment commitments and hiring policies are identified in the preliminary SEMP and will be implemented to meet CMC's commitments.

It is important to note that the assessment presented in the Proposal is based on a predictive economic model of the potential economic impacts that may be realized by the Project. The projected hiring and workforce targets predicted by the economic model serve as targets for what CMC will aim to accomplish for the Project. This model, like all predictive models, represents one possible scenario that has been used for establishing hiring targets, both locally and regionally. Based on the results of the predictive model, CMC has set for itself a high target for hiring within Yukon in the operations phase. It is predicted that 20% of the operations phase workforce would be drawn from outside the Yukon (and those that are hired by the Project would relocate to the Territory

given the long life of the Project) and the remaining would be composed of workers currently residing in the Territory. These are high targets, and are based on best available data. Casino Mining Corporation's ability to meet these high targets is subject to a number of intervening factors (including workforce availability) that may be beyond the control CMC or the Project.

Part a.

As part of CMC's anticipatory efforts to establish suitable training programs, CMC has engaged in discussions with Yukon College (the College), regarding educational and training opportunities for the skills required for positions that may be offered by the Project.

Yukon College, Centre for Northern Innovation in Mining

Yukon College offers a state-of-the-art trades training facility, the Centre for Northern Innovation in Mining (CNIM), located in Whitehorse. In addition to the facility, CNIM also offers mobile classrooms and high-tech simulators. The centre offers a variety of courses and programs including industrial programs, construction trades, and earth sciences (Yukon College. 2015).

Program intake is limited to a maximum of 20 students and occurs every two years. Currently, there are two full-time instructors and a number of sessional instructors. In 2013, the successful completion rate for the program was reported to be approximately 70%. The centre states that most program graduates can expect to gain employment upon program completion. The centre further notes that past graduates have found employment in all three areas of the industry, including mineral exploration, mining and project closure, and reclamation. The next program intake is scheduled for August 15, 2015 (Cubley. 2014).

In discussions with CNIM, the level of interest in the industry is reported to be quite high and entry-level programs (e.g., Introduction to Underground Mining, Surface Mining, and Introduction to Environmental Monitoring) at the College are often fully enrolled. Unlike the Geological Technology program, such courses typically do not have academic entrance requirements; the Geological Technology program requires relatively high entrance requirements (e.g., Chemistry 11, Math 11, English 12). As such, the academic program typically experiences lower enrollment compared to the entry-level programs. To date, enrolled students reside in Whitehorse or are located outside of the territory. CNIM reports that most inquiries for the next program intake are being received from individuals located in China, Japan, B.C., and Alberta.

Within the earth sciences department, the Geological Technology program provides a one-year Geological Technology Certificate and a two-year Geological Technology Diploma program. Courses include assaying/geochemistry, mineralogy and petrology, introduction to geophysics, introductory and intermediate geology field schools, introduction to hydrogeology, rock mechanics, mine surveying, and mineral processing. The certificate program is a 961.5 hour program consisting of 19 courses, including Introductory Geology Field School (45 hours) and an Intermediate Geology Field School (90 hours). The diploma program is an additional 793 hour program that consists of 13 courses, including a spring field course (mine surveying). This program has been operating since 2012 and is not yet accredited. The program has been designed to meet the educational requirements for the professional mineral resources technologist designation (Yukon College. 2014).

Casino Mining Corporation will continue to engage organizations such as the College (and CNIM) regarding educational and training opportunities in anticipation of positions that may be offered by the Project. Casino Mining Corporation will also provide a suite of training and orientation programs to its employees, with the goal of retaining staff, and promoting within the organization, as is discussed in the SEMP.

Part b.

Casino Mining Corporation is willing to work with local communities, First Nations and YG to develop a plan for monitoring potential socio-economic effects of the Project on employability. The monitoring mechanism and indicators will be detailed in the SEMP for the Project.

CMC has confirmed with Selkirk First Nation that it will adopt the scope, methodology, VC's and indicators of the *Minto Mine Socio-economic Monitoring Program* for the proposed Casino mine (subject to any site or Project specific nuances) and is interested in participating in a regional socio-economic monitoring framework if invited to join. CMC willing to work collaboratively with LSCFN to develop a similar monitoring program that reflects the VCs and indicators that arise as a result of their two recent community driven processes for community readiness planning and development of community well-being indicators.

Ideally, CMC would like to see each monitoring program as similar as possible to increase efficiencies in data sharing, and reduce redundancies and overlap. We see YESAB and YG being able to play a leadership role in ensuring that any regional cumulative effects monitoring programs are well framed. The federal and territorial governments also have responsibility to resource adequately First Nations governments that need to participate in such a framework and do not have the capacity to do so at this time.

Part c.

The "Umbrella Final Agreement (UFA) between the Government of Canada, the Council for Yukon Indians and the Government of the Yukon" was reached in 1988 and finalized in 1990 (Council of Yukon First Nations 2015). Chapter 22 of the UFA relates to Economic Development Measures (Umbrella Final Agreement 1990).

Casino Mining Corporation is aware of Chapter 22 of the UFA and has taken into consideration the individual settled land claims and self-government agreements of potentially affected First Nations. As part of ongoing discussions with potential affected First Nations with settled land claims and self-government agreement, CMC is continuing to have discussions with First Nations on impact benefit agreements.

Casino Mining Corporation and Selkirk First Nation (SFN) have entered into an initial Agreement for Co-Operation in project assessment and other matters relating to the Project. The Agreement commits the parties to work cooperatively to review, evaluate and discuss the Project, provides for the establishment of a technical working group and lays the foundation for establishing future agreements and protocols relating to the Project.

Casino Mining Corporation is taking steps to ensure First Nations are able to participate and benefit from the economic development opportunities that arise from the Project. The preliminary SEMP describes specific measures that CMC will undertake to maximize training opportunities and local hiring, including working with Yukon Government to support local businesses and strengthen backward linkages.

Part d.

Where possible and appropriate, CMC intends to undertake anticipatory efforts to implement mitigation measures for socio-economic effects. For example, CMC is engaged in early discussions with training and educational organizations in anticipation of opportunities that may be offered by the Project. For the majority of mitigation measures, the implementation schedule will be informed by the YESAB review and/or will be determined in collaboration with First Nations, local communities and YG. Casino Mining Corporation anticipates that socio-economic monitoring will commence at the start of the Project activity (likely in the construction phase) and continue for the life of the monitoring program.

Part e.

At this stage of the Project the specific number of apprenticeship and co-op type positions available has not been determined but will be determined as the Project moves closer to the construction and operation phases. Training and employment plans (as described in the preliminary SEMP in Appendix 22F) will include apprenticeship and co-op positions.

A.14.3 AFFECTED COMMUNITIES' ACCESS

A.14.3.1.1 R383

R383. Transportation alternatives for potential employees in Yukon communities outside of Whitehorse during each Project phase.

Casino Mining Corporation has committed to providing employees with free work-related round-trip transportation to the Project from the communities of Pelly Crossing, Carmacks, and Whitehorse (Appendix A.22F Socio-economic Management Plan). As part of this commitment, CMC will explore transportation options; though CMC anticipates that the primary method of transportation for the largest number of employees of the Project will be chartered aircraft from Whitehorse to the Casino Airstrip on a rotational basis. The Casino Airstrip will be able to accommodate up to 50 people per flight (Table 4.4-1 of the Proposal) using Bombardier Dash 8-100 or 200 series turbo-prop (which has between 37-39 seats) or similar aircraft are likely.

From Yukon communities outside of Whitehorse, employees are anticipated to use commercial carriers to fly to and from Whitehorse. Based on ultimately where employees are coming from, it may also be appropriate for small aircrafts operated by independent carriers on a chartered basis to transport employees from some Yukon communities directly to the Casino airstrip, or directly from larger centers (e.g., Vancouver, Calgary, Edmonton) directly to the mine site.

Transportation options for employees will be informed upon confirmation of where employees reside and will be determined when additional information is available.

A.14.3.1.2 R384

R384. Details of the “hiring policy that encourages the employment of workers from Yukon and in particular the rural communities of the LSA” and workforce opportunities for residents in Carmacks and Pelly Crossing and citizens of affected FNs.

A preliminary SEMP has been developed to mitigate for potential adverse residual socio-economic effects of the Project and to enhance potentially beneficial residual socio-economic effects (please refer to Appendix A.22F). The preliminary SEMP includes recruitment and hiring commitments that are intended to encourage the employment of as many Yukoners as possible, particularly from the communities of Pelly Crossing and Carmacks.

Casino Mining Corporation will recruit for pre-employment training and hiring of Aboriginal persons and residents of the communities of Pelly Crossing, Carmacks and Whitehorse and other communities in the Yukon. It is CMC's intention to work with community leaders to address employment barriers for women and people with disabilities. As well, a hiring policy will be established for CMC which will hire according to the following priorities, in order:

- First Nations;
- Yukoners who have been continuous resident in the Yukon Territory at least six months prior to being hired;

- Northerners who are residents in northern British Columbia and Northwest Territories; and
- Canadians across Canada.

Subject to the availability of Yukoners with the required skills, training and experience, CMC will work towards and will take all reasonable steps to meet the following goals:

- Meet a target employment of Yukoners in the construction phase of 63%;
- Meet a target employment of Yukoners in the operations phase of 78%;
- Encourage employment of First Nations by contractors throughout the Project life; and
- Pursue recruitment and employment opportunities that meet the negotiated cooperation agreements between CMC and the First Nations governments.

Casino Mining Corporation will implement various measures to meet its recruitment commitments and assist employees who reside in the North. Potential measures that could be implemented include:

- Establish a minimum of Grade school level as a standard for trainable positions;
- Develop work schedules compatible with the traditional pursuits of First Nations when possible;
- Fund and co-fund community research projects directed at gathering information and addressing barriers to successful employment;
- Actively promote and encourage careers in the mining industry to the youths in the Yukon;
- Promote and encourage partnerships with local schools for work experience and job placement programs as well as summer employment opportunities that allow students to gain experience while continuing to complete their education; and
- Provide opportunities for summer employment to Yukon post-secondary students during project operation.

A.14.4 EMPLOYMENT AND MIGRATION

A.14.4.1.1 R385

R385. Assumptions supporting migration estimates, including between communities in Yukon and how downward population pressures were considered.

Casino Mining Corporation would like to note that analysis and projections are founded on past events giving an expectation of certain future events. Future events, including migration estimates and population projections, are not guaranteed to follow past patterns and results may vary, even significantly. Based on best available data at the time of preparing the Proposal, the predicted change (or migration) in the population of communities in Yukon as a result of the Project is modest when compared to population growth as a result of natural growth and migration trends.

According to the Yukon Bureau of Statistics (YBS), the territory's population in 2021 is projected to be in the range from 40,130 to 43,188, while the City of Whitehorse population is projected to be 30,721 and 33,179. Projected population data is not available for Carmacks and Pelly Crossing, though YBS estimates that the population of Yukon's communities except for Whitehorse, Dawson City, and Watson will reach 5,600 in 2021 from 5,068 in 2011. Population projection beyond 2021 is not available from YBS.

The Millier Dickinson Blais (2014) report attributes the source of Yukon’s population growth to a combination of external factors outside of the Yukon such as global demand for natural resources, and domestic factors such as the shortage of the territory’s labour force in keeping up with the labour demands (p.1). Other sources of Yukon’s population growth are the net natural gain in population (births exceed deaths) and net migration.

Casino Mining Corporation predicts that the change in population in the communities of Pelly Crossing, Carmacks and Whitehorse as a result of the Project is expected to be an increase of 645 individuals between 2016 and 2024 (see Table 16.4-6 in the Proposal). The years from 2016 to 2024 represent the transitional period when Project effects on the population are anticipated to be the greatest; therefore a projection beyond 2024 was not included. As stated in the Proposal, due to increasing degree of uncertainty over staffing and expenditure, any quantitative assessment on future forecast beyond 2024 may not be meaningful.

Change in population in the communities of Pelly Crossing, Carmacks and Whitehorse from the Project is the result of the following Project effects:

- staffing demands (direct and indirect migration);
- employment (‘spin-off’) effects from project expenditures; and
- increased income in the region from employment effects (i.e. direct, indirect and induced economic effects).

The Proposal determined that the Project is anticipated to increase population due to staffing demand and 334 people are anticipated to move to the Yukon for employment as a result of the Project. As the Proposal states, economic “spin-off” from the Project will have direct, indirect, and induced effects on employment through backward linkages such as purchase of goods and services to support project construction and operation, as well as expenditures of direct and indirect labour income on goods and services. Employment opportunities that arise from the Project are expected to increase incomes in the territory, which will attract resident migrant workers to the Yukon. Change in population is expected to be greatest in the first year of construction (2017) with 3.7% change, or 23 individuals. However, this change in migration rate is significantly reduced by 2024 at 1.2% with 111 individuals from 2016 to 2024.

A breakdown of the estimated changes in population from the three potential Project effects is summarized in Table A.14.4-1, and was also presented in the Proposal.

Table A.14.4-1 Estimated Population Changes

Year	Total Change in Population From Project Staffing	Total Change in Population From Employment Effects	Total Change in Population From Income Effects	Total Change in Population From All Effects
2024	334	200	111	645

Of the 645 net migrants anticipated in the three communities, it is expected that 95.9% of the migrants will reside in Whitehorse, 1.7% in Pelly Crossing, and 2.4% in Carmacks. This means an increase of 619 individuals in Whitehorse, 11 in Pelly Crossing, and 16 in Carmacks. In terms of percent change in population for each community, Whitehorse will experience 2% change, 2.9% in Pelly Crossing, and 2.6% in Carmacks. Table 16.4-6 of the Proposal summarizes the population change breakdown for each community.

Mining Industry Human Resources Council (MiHR) estimates of the 2012 mining labour force and forecasted labour force growth in the mining industry in Yukon up to 2023 were used to project the cumulative hiring requirements for Yukon’s mining industry (Table 14.4-3 of the Proposal). An estimate for the Project’s share of

new workers was compared to the cumulative hiring requirements. The assumptions used to predict the migration estimates as a result of Project employment include:

- MiHR study of Yukon's labour market was used to compare the Project's anticipated hiring requirements for Yukon-based workers in 2023 to all other projects in Yukon;
- Workers for the Project will be drawn from both talent growth and the existing workforce;
- Migrants are assumed to be hired only when there is a shortage of skilled regional workers available;
- The share of migrants in the overall Project workforce is estimated at 20% based on the scarcity of local skilled labour and surveys of existing commuting workers receptivity to incentives;
- New workers can be drawn from skilled workers migrating to Yukon, from workers trained by CMC for their positions, from workers drawn from other parts of the mining industry (support services or exploration), or from new talent drawn to mining from other industries;
- Migration patterns are assumed to follow historic migration patterns for Yukon with the added assumption that these effects will be limited to the communities of Pelly Crossing, Carmacks and Whitehorse; and
- The results are approximated by the National Occupation Code (NOC).

The analysis used to generate migration estimates did not factor in downward population pressure, however, potential downward population pressure as the result of the Project on local communities is not anticipated to be large due to the fact that the predicted change in the population of communities in Yukon as a result of the Project is modest when compared to population growth a result of natural growth and migration trends. Casino Mining Corporation will minimize any potential adverse effects associated with the Project's contribution to downward population pressure in local communities (of Pelly Crossing and Carmacks) that may result from potentially concentrated economic benefits in Whitehorse through:

- Establishing a hiring policy which will establish priorities for hiring from local communities;
- Implementing a recruitment program for pre-employment training and hiring of Aboriginal persons and residents of local communities;
- Providing employees with free work-related round-trip transportation to the Project from the communities of Pelly Crossing, Carmacks, and Whitehorse;
- If warranted, and the communities approve, establishing pick up points in the communities of Carmacks and Pelly Crossing; and
- Discussing with Village of Carmacks, Pelly Crossing, and responsible government authorities on minimizing cost of living and housing shortage effects in their respective communities.

Casino Mining Corporation is willing to work with affected communities and First Nations and communities to monitor predicted changes in population on local communities due to Project effects. The monitoring program may include a component to track population changes in local communities to better understand and assess the following:

- Changes that have occurred compared to baseline conditions;
- Changes that can be attributed to the Project directly;
- Accuracy of the population changes predicted in the Proposal; and

- Unforeseen changes in population and related socio-economic effects that require additional mitigation measures.

A.14.4.1.2 R386

R386. A breakdown of direct Project employment projected for each affected community. Please indicate if employees are new, existing, or returning residents or from other communities in Yukon.

The Project will result in considerable direct employment (as well as contracted employment generated from contracting and procurement associated with Project purchases). The direct employment for each community in the Local Study Area (LSA) would depend on whether Project-related jobs are filled by residents or by non-residents; and whether non-residents relocate to the communities or commute to work. A breakdown of direct Project employment for each affected community is dependent on a number of intervening factors and circumstances including:

- Personal circumstances;
- Socio-economic context;
- Community investment and development by governments; and
- Local labour supply.

Increase in population in the communities is anticipated due to staffing demand (as discussed in R385). Casino Mining Corporation is committed to establishing a hiring policy that will establish priorities for local hire in Pelly Crossing and Village of Carmacks. However, a number of intervening factors influence workers' decisions to stay or relocate to local communities, or if they move to regional centres such as Whitehorse. An intervening factor is the "lifecycle" hypothesis, which suggests that workers' commuting patterns changes throughout their working careers. Young and single workers prefer to live in cities and commute longer, whereas employees with young families may prefer to live locally. As children get older, the parents may decide to move to cities for more lifestyle options and access to education, partner employment, health, and housing (Barclay et al. 2013: 26). Thus, while CMC will maximize local hires in the communities by establishing pick up points, local hires may either stay in the community or move to Whitehorse depending on the personal circumstances.

In addition to the Proposal's Socio-economic Baseline Report (Appendix 13A of the Proposal), the socio-economic context of Carmacks and Pelly Crossing will influence the breakdown of direct Project employment. The population of Carmacks is expected to grow and the community seeks to build a strong a solid, stable, and healthy community by encouraging economic diversification, removing barriers to entrepreneurial opportunity and offering the quality of life that makes Carmacks an attractive place to live, work and visit (Village of Carmacks 2013). The Plan reports that the housing shortage in Carmacks is an impediment to attracting skilled labour and economic stability. Similarly, community priorities identified in LSCFN Integrated Community Sustainability Plan (ICSP) are the construction of a new wellness centre; access to safe and dependable water supply and sewage treatment system; and affordable housing (LSCFN Integrated Community Sustainability Plan 2007). For Pelly Crossing, the ICSP states that the community priority is to have a diverse sustainable economy that will make the community a good place to work, live, and play (Selkirk First Nation / Pelly Crossing Integrated Community Sustainability Plan. 2007). Selkirk First Nation will work with the Yukon Government to ensure Pelly Crossing benefits directly from economic development activities within the area. The Plan acknowledges that a stable economy creates new business opportunities and increases demand for locally provided goods and services. As

well as ensuring the community has the capacity and resources to fund infrastructure and level of service residents and beneficiaries desire.

Another intervening factor is community development by municipal, territorial and federal governments for investing in the socio-economic conditions of the communities as a way of attracting migrant workers to the communities, and encouraging current residents to stay. Community investment and development by governments includes public infrastructure, social services, and economic diversification, many of which have been identified as community development goals by Village of Carmacks OCP, and LSCFN and SFN's ICSPs. For example, Carmacks OCP identified housing infrastructure and affordability as an impediment to attracting skilled labour. Increased capacity in areas of education and health in the communities will also remove impediments for attracting skilled labour outside of the Local Study Area (LSA) communities.

As shown in Table 13.4-5 of the Proposal while the number of unemployed in the communities of Pelly Crossing, Carmacks and Whitehorse is high relative to anticipated Project requirements, the local labour supply lacks the adequate mix of skill levels required to meet Project demands. As well, Census data for the rural communities (Pelly Crossing and Carmacks) indicate that labour forces in these regions are largely not oriented toward mining positions (Statistics Canada, 2013; Statistics Canada, 2012; Statistics Canada, 2007). Therefore, while most workers are anticipated to be drawn from Whitehorse, CMC will employ workers from Pelly Crossing and Carmacks as much as possible.

In the 2011 National Household Survey (Statistics Canada 2013, Statistics Canada 2007), of the reported 135 people, no workers from Pelly Crossing had experience in resource industries and 11.5% of the workforce (21 people) had experience in the construction industry. The survey also indicated that a sizable share of the labour force may be gaining experience in areas relevant to the needs of the mining sector even though they may be employed in other sectors. In addition, more recent sources show that a number of Pelly Crossing residents work at the Minto Mine that began operations in late 2007. According to a presentation made by Capstone Mining Corporation (Capstone Mining Corporation 2012), the Minto mine currently employs 22 people from Selkirk First Nation. Data for Carmacks are only available for 2006, which indicate that 7.8% of the workforce (19 people) had experience in resource industries and 5.9% (14 people) had experience in construction.

For the above reasons, CMC believes that a breakdown of employees that are new, existing, or returning residents for each affected communities is difficult to provide. These predictions are also subject to change over the course of the 22 year mine life. Casino Mining Corporation believes that the Project can contribute to the goals and visions of the communities as identified in the OCP and ICSPs, and is willing to work with governments to develop community initiatives and projects that make it more attractive for employees to stay, return and/or relocate to the communities. A key source of funding for community development is the payment of taxes and royalties from Casino Mining Corporation to YG, and YG is responsible for decisions on how resource revenues will be spent in the communities. Casino Mining Corporation would like to work with SFN and LSCFN to target citizens living outside the communities who wish to return to their respective communities.

A.14.5 FLY-IN-FLY OUT AND SHIFT STRUCTURE

A.14.5.1.1 R387

R387. Clarify if the flexible rotations, counselling services, and adaptive management are the mitigation strategies for the proposed shift structure as suggested in the proposal. Please elaborate in detail for each mitigation strategy.

Casino Mining Corporation values the health and wellness of its employees, their families, and local communities. The success of the Project depends on the support of employees and communities. Casino Mining Corporation expects the Project to foster and deliver sustainable benefits that enhances social and cultural well-being of all First Nations and community stakeholders.

The Proposal determined that Project activities, including the proposed shift structure, will have both positive and adverse residual effects. To promote a healthy, stable and vibrant workforce and gain community support, CMC will work with employees to encourage career success and will work collaboratively with communities to avoid or minimize adverse effects of the Project.

A preliminary SEMP has been developed to mitigate for potential adverse residual socio-economic effects of the Project and to enhance potentially beneficial residual socio-economic effects (please refer to Appendix A.22F). The preliminary SEMP includes commitments to mitigate for, and to monitor and adaptively manage potential adverse residual effects of the Project on employees, their families and communities.

The preliminary SEMP outlines commitments to work with agencies and parties to address potential adverse effects of the proposed shift structure:

- Provide employees with free work-related round-trip transportation to the mine site from the communities of Pelly Crossing, Carmacks, and Whitehorse;
- Introduce and maintain measures to assist First Nation and non-First Nation employees to perform well in their jobs and to help their local communities with any potential effect of the Project;
- Provide shifts to accommodate subsistence harvesting and participation in cultural activities/events;
- Provide flexible work rotation schedules, where practical, that could accommodate the needs of local hires and industry practices; and
- Work with Yukon Government, and community-based agencies to ensure there are services in the field of counselling, addiction and rehabilitation, family adjustment, and money management for all employees and their families.

Casino Mining Corporation, in collaboration with government departments and affected First Nations, will work to establish a monitoring program to evaluate the effectiveness of the proposed mitigation measures and identify any unforeseen socio-economic effects of the Project. The monitoring program will allow CMC to revise and adaptively manage unforeseen socio-economic effects by implementing new mitigation measures.

A.14.5.1.2 R388

R388. Details on how CMC will accommodate cultural and community events, including funerals and potlatches, in its proposed shift structure.

Casino Mining Corporation would like to ensure that First Nations' cultural and traditional way-of-life are maintained and protected for employees. A preliminary SEMP has been developed to mitigate for potential adverse residual socio-economic effects of the Project and to enhance potentially beneficial residual socio-economic effects (please refer to Appendix A.22F). The preliminary SEMP includes commitments to mitigate for, and to monitor and adaptively manage potential adverse residual effects of the Project on employees, their families and communities.

Cultural preservation and protection of traditional activities is essential to the cultural well-being of First Nations. To promote, maintain and protect these important values, CMC proposes to:

- Support the promotion of traditional cultural practices of the Aboriginal Authorities;
- Work with the community, governments and educational institutions to promote use of resources in local schools that are culturally appropriate to First Nations;
- Develop and implement a cultural exchange program to provide non-Aboriginal site employees with the opportunity to spend up to three days with a First Nation employee pursuing traditional activities;
- Provide cross-cultural training to all on-site staff;
- Provide mine site visits for employees' families; and
- Provide traditional foods on site when available.

Casino Mining Corporation proposes to hire a community liaison that is a First Nation member who will work with the local communities on community well-being matters including cultural events (including funerals and potlatches). The community liaison will be responsible for engaging and consulting with potential First Nations employees and community leaders to propose practical opportunities for CMC to be able to accommodate cultural and community events in the Project's shift structure.