

# Agnico Eagle Innovative Strategic Plan

Dominique Girard – Vice President Nunavut

Gabriel Antoine Côté – Training Coordinator Meadowbank

September 28<sup>th</sup>  
2016



**AGNICO EAGLE**



# AEM INNOVATIVE STRATEGIC PLAN

## OUR VISION

- ❑ Being in Nunavut for decades:
  - Nunavut platform can be a cornerstone for Agnico Eagle for several decades
    - Could secure a production base of 700koz annually
  - Meadowbank's lessons and success can be leveraged in new Agnico projects in Nunavut
  - The Amaruq project may extend the life of Meadowbank by many years
  - Meliadine remains a significant potential catalyst for AEM's growth in Nunavut
  - **Having our mines managed by Inuit**





# AEM INNOVATIVE STRATEGIC PLAN

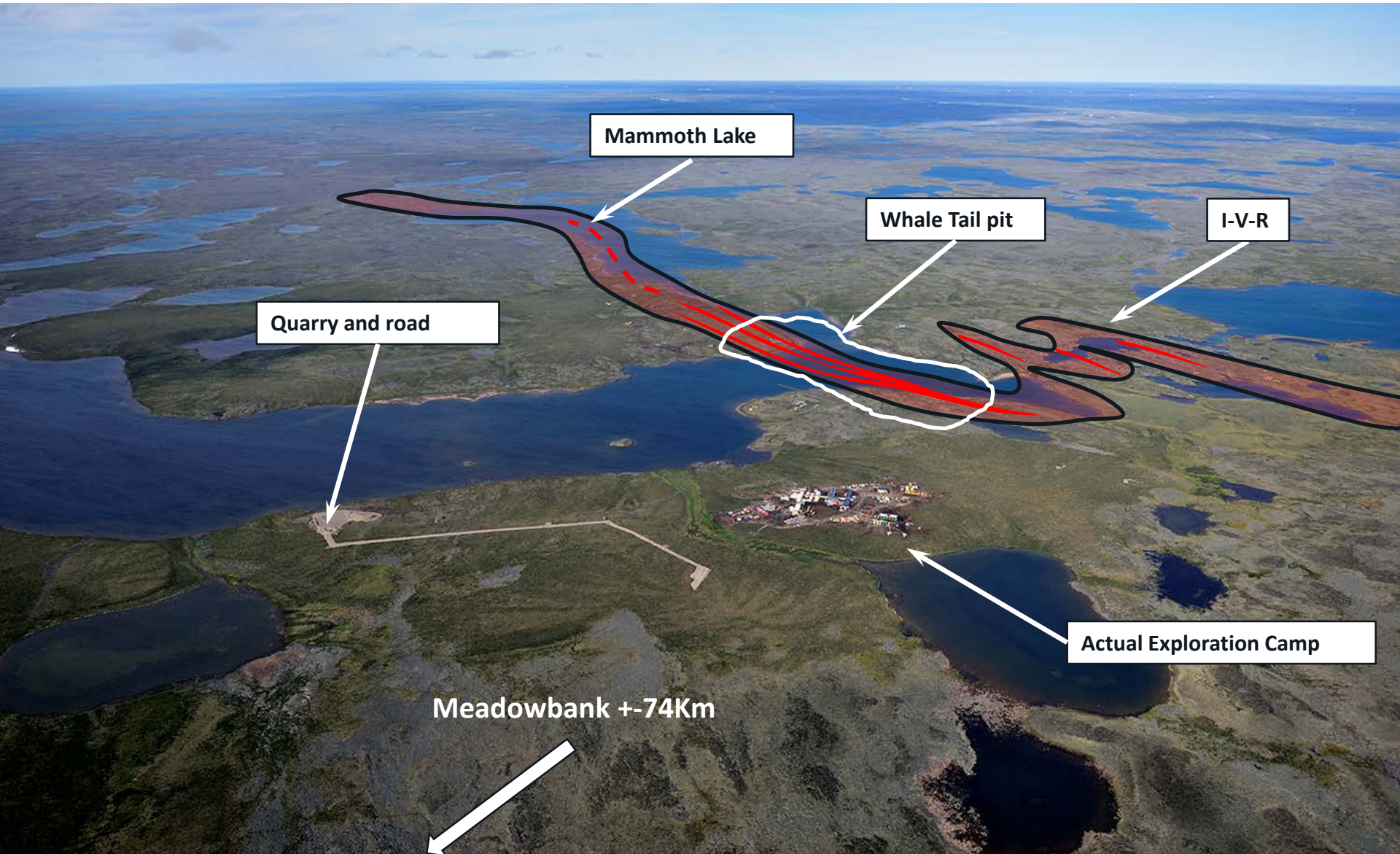
MEADOWBANK - SCHEDULED TO CLOSE IN 2018





# AEM INNOVATIVE STRATEGIC PLAN

AMARUQ – POTENTIAL START-UP IN 2019





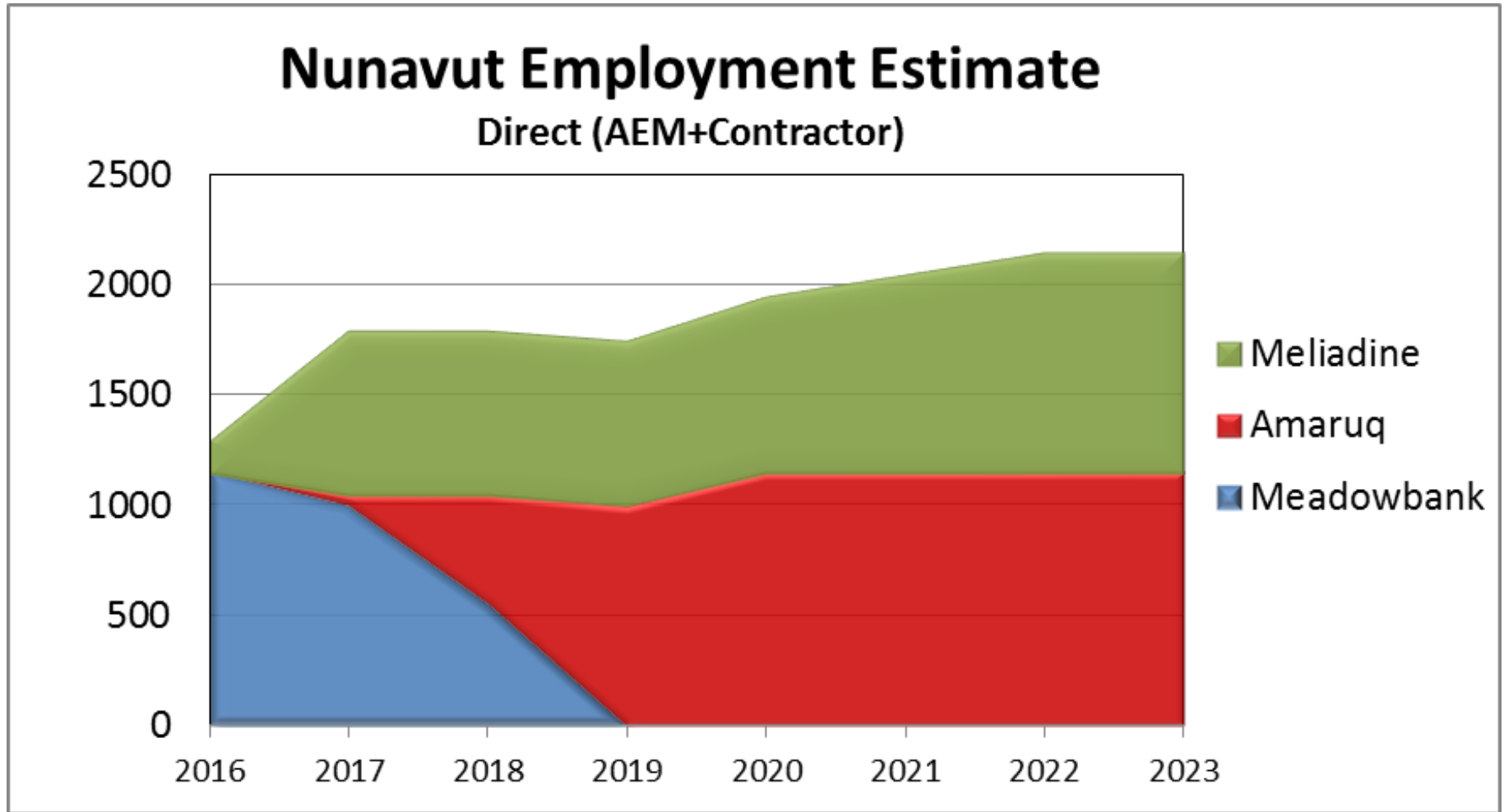
# AEM INNOVATIVE STRATEGIC PLAN

MELIADINE – POTENTIAL START-UP IN 2020



Exploration Camp



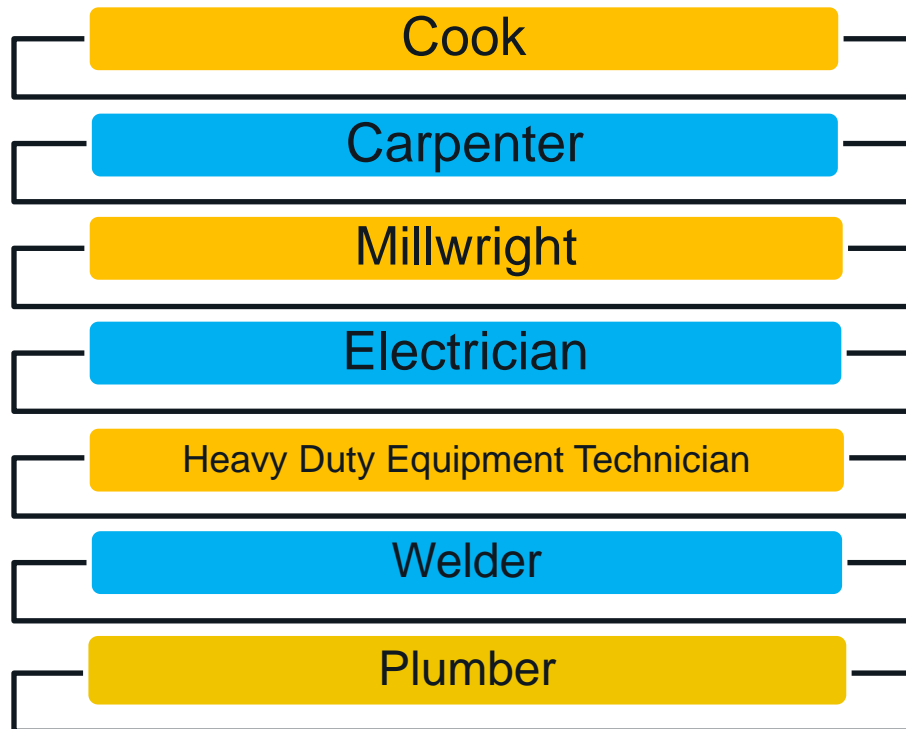


Without Amaruq and Meliadine, major impact for Nunavut employment opportunities

# AEM INNOVATIVE STRATEGIC PLAN

## APPRENTICESHIP PROGRAMS

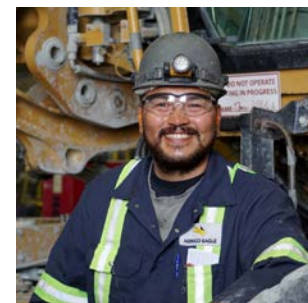
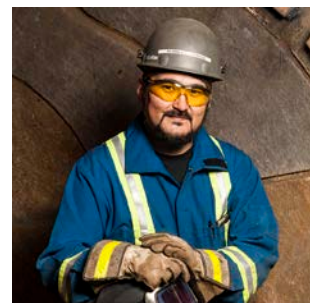
### ☐ Trades Available with AEM:



# AEM INNOVATIVE STRATEGIC PLAN

## APPRENTICESHIP PROGRAMS

- Since June 2015, 4 apprentices became Journeyperson in their trade:
  - Langway Putilik – Millwright (June 2015)
  - Nathaniel Kusugak – HDET (August 2015)
  - Norman Eecherk – Welder (December 2015)
  - Devon Killurlak – HDET (June 2016)



- Out of the 15 employees currently in the apprenticeship program:
  - 10 registered apprentices
  - 5 pre-apprentices



# AEM INNOVATIVE STRATEGIC PLAN

## PRE-TRADE TRAINING PROGRAM

### Pre-Trade Training Program

- In collaboration with Kivalliq Mine Training Society and Nunavut Arctic College
- Rotation based schedule
- Financial support for the participants

# AEM INNOVATIVE STRATEGIC PLAN

## ARVIAT WELDING PROGRAM - COMMUNITIES BASED TRAINING PROGRAM

- Three participants from the Arviat Welding Program are currently in the Apprenticeship program at Meadowbank:
  - Rene Aggark as a Welder apprentice level 1
  - Michael Karetak as a Welder apprentice level 1
  - Derrick Gibbons as a Welder pre-apprentice



- In 2016, addition of a mechanical aspect to the Arviat Welder Program:
  - Potential candidates for the Apprenticeship program as Welder, HDET or Millwright
  - Potential candidates for the Process Plant Trainee Program



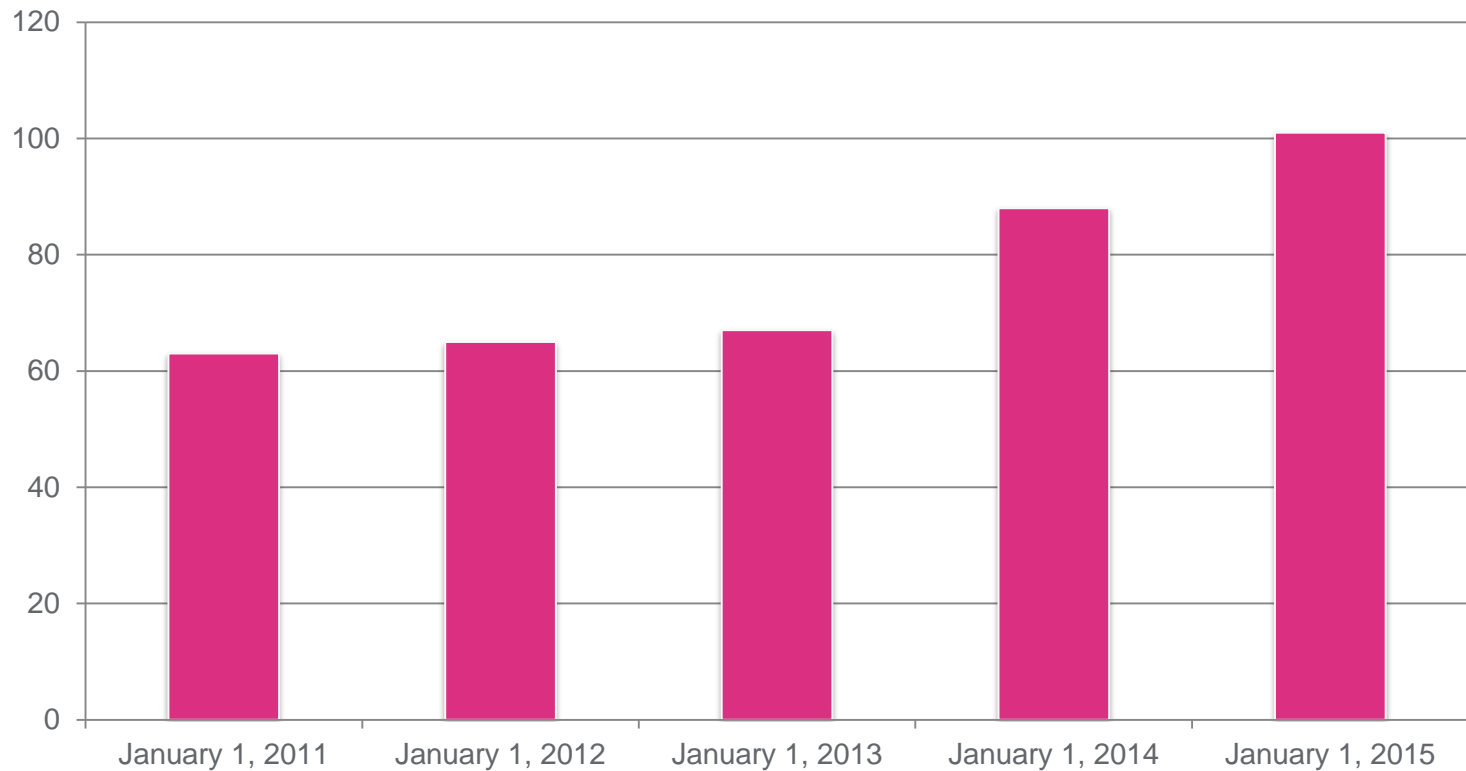
# AEM INNOVATIVE STRATEGIC PLAN

## NIQITSIALLIURNIQ PROJECT - COMMUNITIES BASED TRAINING PROGRAM

- ❑ Three participants from the Niqitsialliurniq Project will be starting their Apprenticeship Program at Meadowbank in 2017:
  - Currently completing their pre-apprenticeship program in Rankin Inlet
  - Will be attending their Technical Training Level 1 starting in January 2016



### Evolution of Inuit Women in the Meadowbank Labour Force





# AEM INNOVATIVE STRATEGIC PLAN

## WOMEN AT MEADOWBANK

- ❑ 20% of Meadowbank employees are women
  - 60% of all women employees are Inuit
  
- ❑ Out of 302 Inuit employees, 91 are women (30%)
  
- ❑ Haul Truck Operators: 24 Inuit women operators (29%)
  - Increase of over 20% since 2011
  
- ❑ 3 Inuit women Auxiliary Operators
  
- ❑ 1 Inuit women Mine Dispatcher

# AEM INNOVATIVE STRATEGIC PLAN

## WOMEN AT MEADOWBANK

Mary Susan Tapatai  
Human Resources Agent



Robyn Leigh Tunguaq  
Process Plant Helper



Georgina Pissuk  
Auxiliary Operator



Kayla Parker  
Cook Apprentice



Debbie Tookanackiak  
Haul Truck Operator



Amelia Netser  
Electrical Apprentice



Natasha Nagyougalik  
Mine Dispatcher





# AEM INNOVATIVE STRATEGIC PLAN

CARIBOU MIGRATION AT MELIADINE SITE – JULY 2016







AGNICO EAGLE



THANK YOU