

LETTER OF AGREEMENT

REGARDING THE MINTO SOCIO-ECONOMIC MONITORING PROGRAM FRAMEWORK

THIS LETTER OF AGREEMENT entered into as of the 16 day of July, 2014.

BETWEEN:

SELKIRK FIRST NATION
as represented by the Chief

("SFN")

AND:

THE GOVERNMENT OF YUKON,
as represented by the Assistant Deputy Minister,
Strategic Corporate Services, Executive Council Office

("YG")

AND:

MINTO EXPLORATIONS LTD.
as represented by the Minto Mine General Manager

("Minto")

(collectively, the "Parties")

WHEREAS:

- a. In its Evaluation Report for Minto's mining project (the "Project"), the Yukon Environmental and Socio-economic Assessment Board recommended that the project-specific socio-economic and socio-cultural effects be monitored, and the results be reported annually.
- b. SFN and YG, in their capacities as decision bodies, accepted that recommendation in their respective decision documents for the Project.
- c. In the Memorandum of Understanding Regarding the Minto Project and Other Matters, dated June 7, 2006, SFN and YG agreed to undertake a study to identify socio-economic impacts that may be associated with Minto's copper mining project and to identify strategies to address any such impacts.
- d. The Parties have developed the Minto Mine Socio-Economic Monitoring Program Framework (the "Framework") for monitoring direct and indirect socio-economic impacts of the Project. The Framework includes a commitment by the Parties to issue annual reports on the monitoring program results.

THE PARTIES NOW RECOGNIZE AND AGREE TO THE FOLLOWING:

1. The Parties approve the Framework, which is attached to this Letter of Agreement as Appendix A. This Letter of Agreement provides the approval of the budget, attached as Appendix B.
2. The Parties agree to review the effectiveness of the commitments and measures taken under this Letter of Agreement and the Framework annually. Following such a review, the Parties may decide to amend or terminate the Minto Socio-economic Monitoring Program and Letter of Agreement.
3. The Parties, by unanimous consent, may agree to bring in other partners.
4. The Parties agree to make the Framework available to the public, upon request to any of the Parties.
5. The Parties agree to make the annual reports issued pursuant to clause 6.2 of the Framework available to the public, upon request to any of the Parties.
6. It is understood by the Parties that each Party owns the data and information that they are providing unless stated otherwise. For greater certainty, SFN owns the data collected in the household survey of SFN citizens. It is also understood that the data and information submitted by the Parties will only be in a format that can be shared publicly, as the consolidated annual monitoring report shall be made available to the public. Confidential and sensitive information shall not be shared, except in an aggregate format that protects personal privacy.

SELKIRK FIRST NATION
as represented by the Chief



Kevin McGinty




Date

GOVERNMENT OF YUKON
as represented by the Assistant Deputy Minister,
Strategic Corporate Services, Executive Council Office

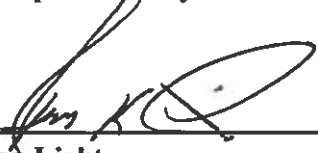


Jim Connell




Date

MINTO EXPLORATIONS LTD.
as represented by the Minto Mine General Manager



Ron Light



Date

**Appendix A – Minto Mine Socio-Economic Monitoring
Program Framework**

Minto Mine Socio-Economic Monitoring Program

Components, Information and Program Requirements

Prepared in collaboration by:

Selkirk First Nation

Yukon Government

Capstone Mining Corp. – Minto Mine



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Minto Mine Socio-Economic Monitoring Program – Components, Information and Program Requirements¹

1 Introduction

Minto Explorations Limited (Minto), the Yukon Government (YG) and the Selkirk First Nation (SFN) – the “Parties” - recognize their respective responsibilities and interests in protecting and promoting the economic and social and cultural well-being of peoples and communities affected by the development of the Minto Mine. To that end the Parties are committed to monitoring the activities of the Minto Mine in order to promote and enhance the economic benefits and avoid or minimize the adverse socio-economic effects on health and well-being that may result from the mine’s activities.

The Yukon Government Decision Document (2010-0198 YESAA Decision Document) states that:

the project-specific socio-economic and socio-cultural effects monitoring program shall result in an annual report. Ideally the first report would include all the data available at the time of writing and preferably all project phases (construction, operation and closure). The development of the monitoring program should consider what are currently known effects but should also remain flexible so that unforeseen effects can be incorporated. The following list of indicators of direct and indirect socio-economic and socio-cultural effects is provided for illustrative purposes; it should not be considered definitive: Employment and income data and information for Minto Mine; Contracting and business expenditures and distribution; Workforce development data and information; Cultural and community well-being; and Cumulative summaries for all project phases and years.

The Selkirk First Nation Decision Document for the Minto Mine - Phase IV Expansion (further to the Project Assessment 2010-0198 YESAB - Mayo Designated Office Evaluation Report dated February 18, 2011) states that:

Selkirk accepts YESAB’s recommendation under YESAA ss. 110(1) that monitoring of Project effects be conducted and, to that end, that the Project-specific monitoring program and the Cumulative Effects monitoring program described in the Report be considered, with the following variations:

(a) *the Project-specific monitoring program.*

This program shall be led by the Proponent, working with Selkirk and the Government of Yukon. The framework for specific information and reporting requirements for the program should be confirmed by all parties no later than August 31, 2011.

Variation Rationale: Provide guidance for program execution and deliverable.

¹ This framework was developed by the Minto Mine Tri-Partite Working Group: Lindsay Staples and Lois Craig on behalf of the Selkirk First Nation, Jennie Gjertsen on behalf of Minto Explorations Ltd, and Bryony McIntyre, Rachel Westfall and Julie Stinson on behalf of the Yukon Government.

This report describes a framework for monitoring direct and indirect socio-economic effects from the Minto mine. It describes key or highly valued conditions that could be affected positively and negatively by the mine. It also describes a general program for implementing the monitoring framework.

2 Socio-Economic Monitoring Program Purpose

The purpose of the program is to monitor the socio-economic effects² from the Minto Mine's construction, operations and closure phases in order to accomplish the following:

- a) Verify the predicted socio-economic effects, including predictions of *no effect* or *no significance*, of the Project as summarized in Minto's environmental impact assessment;
- b) Identify unforeseen socio-economic effects of the Project;
- c) Evaluate the effectiveness of mitigation measures in managing socio-economic effects;
- d) Document changing socio-economic conditions affecting or affected by the Project (including attribution of causality) and contribute to improving baseline data at a local, regional and territorial level;
- e) Verify project-related commitments are implemented by Minto, YG and SFN;
- f) Report the results of monitoring to Minto, YG and SFN;
- g) Inform an adaptive management approach by Minto, YG and SFN and provide for alternate mitigation and management actions where warranted;
- h) Inform future socio-economic effects assessment associated with mine expansion; and
- i) Contribute to the assessment, management and monitoring of regional cumulative effects resulting from effects of the Minto Mine in combination with socio-economic effects resulting from past, present and (reasonably foreseeable) future developments and changing environmental conditions

3 Scope

3.1 Monitoring Program Areas

Socio-economic monitoring of the Project addresses valued socio-economic conditions in the following areas that are affected or potentially affected directly and indirectly by the Minto Mine:

Population and health

- Community stability and well-being
- Family stability and well-being
- Individual health and well-being
- Housing

Material well-being

- Income and income distribution
- Employment

² Herein, socio-economic effects are inclusive of socio-cultural effects.

- Business
- Traditional economy

Capacity, training and education

- Education
- Training

Cultural well-being

- Connections to land and water
- Cultural vitality
- Social cohesion

Sustainability and legacy

- Fate control and preparedness
- Boom/bust management,
- Intergenerational equity

3.2 Spatial Boundaries

The monitoring framework includes Pelly Crossing-specific community-level data, regional and territory-wide data as appropriate.

3.3 Temporal Boundaries

The monitoring framework establishes a pre-project baseline for select indicators where supporting information is available in 2001 or as soon as possible thereafter.

4 Approach and Methods

In establishing a set of socio-economic conditions for monitoring Project-related effects, a large number of core conditions are potentially available to choose from and a larger number of indicators for measuring them.³ Core conditions, also known as Valued Components (VCs), are those social, economic and cultural matters that are of greatest importance and concern to the affected Parties and that may be affected positively and negatively by the direct and indirect effects of the Project.

The VCs identified in the framework are subject to ongoing review, evaluation and confirmation by SFN, YG and Minto. As the people and community most directly affected by the Project, the significance and

³ Gerard Duhaime, Edmund Searles, Peter J. Usher, Heather Myers and Pierre Frechette, "Social Cohesion and Living Conditions in the Canadian Arctic: From Theory to Measurement," *Social Indicators Research* 66: 295–317, 2004.

choice of VCs in representing the response of selected socio-economic and socio-cultural conditions to the Project is of special interest and importance to the SFN.

A general challenge for socio-economic impact assessment and monitoring in the Yukon is the limitations associated with community-level data that currently measure all but the most basic socio-economic conditions.⁴ Some data are suppressed to protect the identity of individuals living in small Yukon communities like Pelly Crossing (“Pelly”) or to protect any information deemed confidential. Other data have not been routinely collected in the Yukon either because policy has not provided for it or it has not been viewed as a necessity. In implementing the framework, the Minto Mine socio-economic monitoring program will be challenged to improve on the current state of deficient data for measuring Project socio-economic effects on the community of Pelly Crossing and SFN citizens.

4.1 Data Types and Sources

Yukon-wide data

YG collects and compiles certain territory-wide administrative data that is useful for monitoring socio-economic conditions throughout the Yukon and for comparative purposes with Pelly Crossing. Yukon-wide and community-level socio-economic conditions reported by YG rely heavily on the National Household Survey (Census) conducted every five years. Surveys conducted in 2001, 2006 and 2011 and every five years thereafter are of relevance to the monitoring program. Some additional data related to employment, business activity,⁵ education (enrollment) and crime are available annually, in addition to one-time surveys conducted on specific matters (eg. housing, social inclusion, etc.).

Community-level data

Some community-level data for measuring socio-economic conditions in Pelly Crossing are available in the National Household Survey, the Aboriginal People’s Survey and the Regional Healthy Survey. SFN has participated in the Aboriginal Peoples Survey (APS) – a supplement to the National Household Survey. It is a thematic survey and collects information on education and employment, health, language, housing and mobility. The APS is conducted every five years. APS data of possible relevance to the monitoring program for Pelly exist for 2002 and 2007, however the quality and applicability of this data remains to be confirmed. In late 2012, a separate survey to replace the APS will be conducted by the First Nations Governance Information Centre for northern communities, like Pelly. However, this will affect the sample design and the comparability with previous APS survey cycles.

APS data requires the permission of SFN for its release. It includes objective and subjective measures of

⁴ For example, see Paul Kischuck, *Yukon Socio-economic Data Gap Analysis*, Prepared by Vector Research and Submitted to Yukon Bureau of Statistics and Yukon Environmental and Socio-economic Assessment and Review Board, May 2009.

⁵ As of 2013, no longer available.

socio-economic conditions at the individual, household and community levels. It uses random sampling and the reliability of the sampling technique for Pelly has not been confirmed. In addition, due to the small size of the community, some data will be suppressed for reasons of confidentiality.

Some of the most useful and relevant questions pertaining to aboriginal traditional economies in the APS are confined to the “Arctic Supplement” section.⁶ This section of the survey focused exclusively on participating Canadian Inuit. No comparable First Nation data exist in the APS. In the case of a rural and remote First Nation community, like Pelly Crossing, where land-based economic activity remains strong, it is desirable to collect this type of information.

SFN has also participated in the First Nations Regional Health Survey (RHS) – a national health survey operated by First Nations. The RHS provides a range of objective and subjective data on many socio-economic conditions that, in addition to other considerations, are determinants of health. RHS data supplements the APS data in important ways, especially with regard to First Nations’ traditional use. However, coverage is very limited in this respect, especially in comparison to the Arctic Supplement (for Canadian Inuit) of the APS.

SFN holds RHS data for 2002 and 2008. Future surveys will be conducted every four years until 2016. RHS data requires the permission of SFN for its release. The reliability and usefulness of the existing RHS Pelly-related data for the purposes of the socio-economic monitoring program are very low due to serious methodological limitations and errors. The 2002 and 2008 data will not be used in the program.

The Community Well-Being (CWB) Index is a method of assessing socio-economic well-being in Canadian communities. It combines census data on income, educational attainment, labour force activity, and housing into well-being “scores” for each of the several thousand communities in Canada. The CWB Index was first released in 2004.

CWB Index scores have been calculated for 1981, 1991, 1996, 2001 and 2006. Scores will be calculated for future censuses as data become available. However, the reliability of this data as it applies to Pelly Crossing has not been confirmed. Limitations of the National Household Survey data as they apply to Pelly Crossing also hold for the CWB Index.

Other information for Pelly Crossing and SFN citizens exist outside of survey data. Over the last 25 years, reports related to the traditional economy, health needs assessment, mental health and an integrated community sustainability plan are some of the documents that can contribute to the construction of an improved pre-project baseline.

In summary, the usefulness of historic community-level data for Pelly collected since 2001 or earlier are not adequate for complete or even reasonable coverage of the VCs identified in the socio-economic monitoring framework. In all likelihood, they will not be adequate for monitoring socio-economic

⁶ See Statistics Canada, Aboriginal Peoples Survey 2001, Part 3.

effects resulting from the Minto mine and other similar developments in the future. That said, they still remain helpful in partially describing a historic baseline that is generally data deficient.

Pelly Crossing will require a dedicated household survey to collect the type of information required to monitor the potential effects of the Minto mine on SFN citizens and the community of Pelly Crossing. A community-level survey of all SFN households in Pelly Crossing and elsewhere conducted at five year intervals, at the mid-point in the national household census five-year census period is an essential element in the socio-economic monitoring framework and the Minto mine socio-economic monitoring program.

Project-specific data

Minto collects administrative data in conjunction with mining operations. Minto is in a position to provide Project-specific economic data (community, territory and national-level data) that document employment, income and business activity resulting from the mine's construction, operations and closure. These data are essential to the monitoring program and would be compiled bi-annually and annually.

4.2 Core Socio-Economic Conditions and Valued Components

A set of six core socio-economic conditions to be monitored by the program and 16 valued components (VCs) that identify important features or elements of these core conditions are listed below (also, see Appendix A):

Core condition:	Population and Health
Valued Components:	Community Stability and Well-Being Family Stability and Well-Being Health Housing
Core condition:	Material Well-Being
Valued Components:	Income and Income Distribution Employment Business Traditional Economy
Core condition:	Capacity, Training and Education
Valued Components:	Education and Training
Core condition:	Cultural Well-Being
Valued Components:	Connection to Land and Water Cultural Vitality Social Cohesion

Core condition:	Sustainability and Legacy
Valued Components:	Fate Control and Preparedness Boom and Bust Management Costs and Benefits for Future Generations

The Valued Components (or key elements of the Pelly Crossing and Yukon socio-economic systems) are based on the following assumptions:

- Social relationships are an important reason why people choose to remain in small communities, like Pelly, despite a lower, cash-based standard of living;
- Overall well-being and social problems are both related to a combination of other dimensions of living conditions including domestic and cash production, strength of cultural values, social participation, physical and mental health, and a sense of local control;
- The combination of hunting, fishing, gathering, and cash sectors of the economy continue to define the prevailing way of life of SFN citizens living in Pelly Crossing;
- Traditional harvesting activities provide a physical, cultural and spiritual connection to the land and contribute to social cohesion in the community;
- The persistence of a mixed economy is both a matter of necessity for some and choice for others;
- Employment and business opportunities provide a means for participation in local and territorial economies, the capture of economic benefits and the development of economic self-reliance and wealth creation;
- Training and education are an important factor influencing participation in the northern cash economy and economic opportunities; and
- Positive contributions to sustainability from development avoid displacement of costs and create opportunities and benefits for future generations

4.3 Indicators

There are numerous potential indicators for the measure of the VCs and conditions identified above. The challenge is to select a set of indicators for each VC that are clear, easy to interpret and meaningful for understanding the socio-economic conditions that are being measured. Indicators as measures of the condition of a VC are central to defining it. In order to understand how the Project may directly or indirectly affect a condition (positively or negatively), documenting trends and measuring change over

time are important. The quality of the data, availability and affordability, the scale that the data could be applied to for comparative purposes, and the inclusiveness of the data (distinguishing groups and sub-groups within a population) are important considerations in selecting indicators.

Other important considerations in selecting socio-economic indicators for the program are related to pragmatism - they should be reasonably straight-forward to implement. In this regard, it would be helpful if the chosen indicators are:

- **Comprehensive** (in measuring the important aspects of a socio-economic condition);
- **Limited** (in that they are relatively few in number per VC);
- **Subjective and objective measures;**
- **Direct measures of conditions** (in that higher values are positive expressions of a condition);
- **Measures of average levels and distributions of conditions** (in a population of people), and most importantly;
- **Accurate reflections of reality.**

Appendix A identifies a consolidated list of socio-economic indicators for each core condition and Valued Component, their spatial scale, the source of that information (YG, SFN or Minto), the frequency with which it is collected, who (YG, SFN or Minto) provides it and the rationale for it. Some of the source data would be collected bi-annually and annually and some at five-year intervals. Regardless of when it is collected, all data would be compiled and reported either bi-annually or annually.

Appendix B identifies a list of Project-specific socio-economic indicators for measuring the direct socio-economic effects of the mine on the VCs that rely on Minto source data collected and reported bi-annually and annually.

Appendix C identifies a list of socio-economic indicators for each core condition and Valued Component that are specific to SFN, including their spatial scale, the source of that information, the frequency with which it is collected, and the rationale for it. Some of the source data would be collected bi-annually and annually and some at five-year intervals. Regardless of when it is collected, all data would be compiled and reported either bi-annually or annually.

Appendix D identifies a list of socio-economic indicators for each core condition and Valued Component that are specific to YG, including their spatial scale, the source of that information, the frequency with which it is collected, and the rationale for it. Some of the source data will be collected bi-annually and annually and some at five-year intervals. Regardless of when it is collected, all data would be compiled and reported either bi-annually or annually.

4.4 Data Needs and Project-sponsored Community Surveys

The limited availability of community-level data to measure local socio-economic conditions is one of the greatest challenges facing the Minto mine socio-economic monitoring program. Where community-level data exists, it is largely available only every five (Census, APS) years. In many instances, no data is currently available to support a number of indicators.

The Minto mine socio-economic monitoring program would address this limitation and deficiency through the use of a community-level survey of SFN households in Pelly Crossing and elsewhere conducted every five years at the mid-point in the National Household Surveys five-year cycle. Some of the indicators identified in Appendix 1, derive from questions in the Arctic Supplement of the APS.

In the absence of historic quantitative data for a number of VCs that would measure change over time (positive and negative trends) prior to and since the commencement of the Project, qualitative recall and retrospective information collected through the household survey and community round tables or focus groups will be considered.

In addition, Minto will provide access to the Project site and to employees for a designated party to conduct an annual employee survey on select matters associated with the VCs or general matters of community concern.

4.5 Qualitative data and round tables

Deficiencies and limitations in quantitative data can be offset by the use of qualitative data that provide subjective perspectives and judgments about the relative state (past, present and future) of a VC or core socio-economic condition. The use periodically of select discussion focus groups and round tables and consultations on specific themes or topics by MEL, SFN and YG are an important means for providing timely information in a cost-efficient manner on the state of certain socio-economic conditions and the perceived effect of the Project, if any, on those conditions. Round tables would be undertaken when a party or parties choose to pursue them.

Community round tables in Pelly may also supplement household survey information where ambiguity, uncertainty or gaps may exist. They would involve SFN leadership, staff or citizens as appropriate.

4.6 Data ownership, release and managing sensitive information

It is understood by the Parties that each Party owns the data and information that they are providing unless stated otherwise. For greater certainty, SFN owns the data collected in the household survey of

SFN citizens. It is also understood that the data and information submitted by the Parties will only be in a format that can be shared publicly, as the consolidated annual monitoring report shall be made available to the public. Confidential and sensitive personal information shall not be shared, except in an aggregate format that protects personal privacy.

The Minto socio-economic monitoring program will be guided by Yukon Bureau of Statistics Policy on Managing Socio-Economic Information as attached in Appendix E. Within the general guidance of that policy, each Party will determine the treatment and use of and access to the information for which they are directly responsible, own or have provided.

Subject to a formal agreement, SFN and the Yukon Bureau of Statistics (“YBS”) may arrange for YBS to provide secure back-up and storage of SFN household survey data.

5 Roles of the Parties and the Working Group

An effective monitoring program requires the cooperation of YG, SFN and Minto in data collection, data sharing and reporting, data analysis and the issuance of a monitoring report. A tri-partite working group (“the Working Group” (WG)) of the Parties has been established to oversee the design and implementation of a Minto socio-economic monitoring program.

The design phase and the implementation phase of the program may require the participation of different representatives for each Party as determined by that Party. The Working group and its members would assume the following responsibilities:

- a) Minto shall collect and provide administrative data and other information relating to Project direct employment, training and procurement, worker safety and contributions to community wellness and sustainability to the WG bi-annually and annually as described in Appendix B and an annual report summarizing this information;
- b) SFN shall collect data relating to living conditions and cultural conditions of SFN citizens and interpreting Project-related experiences at the community level as assigned in Appendix C for submission to the WG annually;
- c) YG shall compile public statistics collected at the national, territorial and community level relevant to the Project and other information as assigned in Appendix D for submission to the WG annually;
- d) The WG shall assign the analysis of the data and information submitted by the Parties - (and described in (a), (b) and (c) above) - to an independent consultant selected and administered by the WG and contracted by Minto to prepare the consolidated annual monitoring report;
- e) The WG shall review the consolidated annual report monitoring report and provide comments and recommendations to their senior officials regarding the management of the Project’s socio-economic effects;

- f) The WG shall review the performance of the monitoring program having considered the objectives of the program and provide recommendations for adjustments to the program as appropriate;
- g) Minto shall provide support functions for convening meetings of the WG on a bi-annual basis or otherwise as agreed by the Parties; and

6 Reports

6.1 Reports by Party

Minto shall submit bi-annual information and an annual report to the WG as outlined in Appendix B.

Minto shall report the following data including its analysis and interpretation of that data:

- a) Employment, income and training data and initiatives;
- b) Capital procurement data and initiatives, and economic and business opportunity initiatives;
- c) Cultural well-being and community wellness initiatives; and
- d) The results of any exit surveys of people leaving the employment of the Project.

6.2 Consolidated Annual Monitoring Program Report

The WG assumes responsibility for synthesis and analysis of the data and information submitted by the Parties (as per 5.0 (a),(b),(c) and (d)) and issuing a consolidated monitoring report annually. In addition to data and information collected annually, five- year data sets will be included in the report for benchmark reference.

The content of the report shall include:

1. Summary statements of Project predictions
2. Summary statements of Project commitments
3. Summary of Socio-Economic Impacts on each VC in the following areas:
 - Population and health
 - Material well-being
 - Capacity, training and education
 - Cultural well-being
 - Sustainability
4. Management actions and mitigations to respond to findings and conclusions resulting from the analysis of Project impacts.

7 Program Implementation

The monitoring program shall be implemented on the basis of the following annual milestones within a calendar year:

January 31st

- Minto annual report submitted to WG
- all other required monitoring information submitted by Parties to WG consultant for preparation of annual consolidated monitoring report

April 30th

- draft annual consolidated monitoring report submitted by consultant to WG

May 31st

- Completion of Pelly round tables on select topics
- Completion of WG review of draft annual consolidated monitoring report + preparation of recommendations
- Submission of draft annual consolidated monitoring report with comments and recommendations to parties

June 30th

- Completion of final annual consolidate monitoring report
- Minto semi-annual data submitted to WG

July 31st

- Completion of WG review of Minto semi-annual data submission

Appendix F contains a schematic of the annual reporting cycle.

8 Budget

Monetary funding is required for several components of the Socio-economic monitoring program, including but not limited to the SFN household survey, annual reporting and administrative costs associated with the program such as community meetings.

Following approval of the 2013-2014 budget, the WG will annually review the approved budget and cost allocations, and recommend any adjustments as required to their respective principals by September 30 of each year.

Appendix A: Socio-Economic Conditions: Consolidated Minto Mine/SFN/YG Source Information

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
Population and Health	Community Stability and Well-being	SFN citizens by residency	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects life choices affected by local and non-local conditions and proximity to Minto-related opportunities
		Duration of residency	Pelly: Annual	YBS	Indicative of strength of ties to community
		Net migration	Pelly/Whse/Yukon: Annual	YG Health	Affects institutional/family stability
		SFN reasons for mobility	Pelly/Whse: 5yr	SFN Survey	Factors affecting mobility: leaving and returning
		Crime severity	Pelly/Yukon: Annual	Cdn Centre for Justice	Incidence of violent/non-violent crime reflects +/- conditions
	Family Stability and Well-being	Family structure	Pelly/Whse: 5 yr	Census SFN Survey	Family membership and frequency of time together reflects relative cohesion
		Children in care	Pelly/Whse: 5 yr	SFN administrative data	Reflects family cohesion and capacity
		Family violence	Pelly/Whse: Annual	Cdn Centre for Justice	Reflects +/- conditions
		Frequency of household moves in the last 5 years	Pelly/Whse: 5 yr	SFN Survey	Reflects ties to community, and family stability/stress
	Health	Minto & contractors safety statistics	Site-wide	Minto Mine	Work-related injury
		Mental health and stress	Pelly: 5 yr Pelly Periodic	SFN Survey SFN Round Table	Reflects core health condition and associated complex conditions based on self-assessment
		Addictions	Pelly: 5 yr Pelly Periodic	SFN Survey SFN Round Table	Reflects conditions of addiction based on perception
		Change in health status	Pelly: 5 yr Periodic	SFN Survey SFN Round Table	Reflects curent general conditions relative to five years earlier based on perception
	Housing	Core need	Pelly: 5 yr Pelly: Periodic	SFN Survey SFN Round Table	Reflects suitability, adequacy and availability of housing
		Condition	Pelly: Periodic	SFN Round Table	Reflects quality of stock and state of repairs

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
Material Well-being	Income and Distribution	Average employment income by residency	Pelly/Whse/Yukon/Canada Annual	Minto Mine	Direct income impacts
		Average employment income by Minto & Contractors	Pelly/Whse/Yukon/Canada Annual	Minto Mine	Direct income impacts
		Minto & contractors annual and cumulative total employee income by group	Pelly/Yukon/Canada Annual	Minto Mine	Direct and cumulative income impacts
		Average and distributed household income	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects relative material wealth
		Average and distributed personal income	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects relative material wealth
		Income by source	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects dependency/self-reliance from earned and unearned income sources
		# of social assist cases	Pelly/Whse/Yukon: Annual	SFN/YG	Reflects dependency/self-reliance
	Employment	Minto northern employment by group	Pelly/Yukon/Canada: Bi-Annual	Minto Mine	Direct employment impacts
		Minto northern employment by residency	Pelly/Whse/Yukon/Canada: Bi-Annual	Minto Mine	Direct employment impacts
		Employment by contractors	Pelly/Yukon/Canada: Bi-Annual	Minto Mine	Direct employment impacts
		Minto new hires for operations by group	SFN/Other FN/Yukon/Canada (- 6 mos)	Minto Mine	Direct employment impacts
		Minto employment by job category and group	Management (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total): Bi-annual	Minto Mine	Direct employment impacts

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
			Professional (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total): Bi-annual	Minto Mine	Direct employment impacts
			Skilled (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total): Bi-annual	Minto Mine	Direct employment impacts
			Semi-skilled (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total): Bi-annual	Minto Mine	Direct employment impacts
			Entry-level (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total): Bi-annual	Minto Mine	Direct employment impacts
		Employment rate	Pelly/Whse/Yukon: Annual	YBS	Wage economy participation
		Unemployment rate	Pelly/Whse/Yukon: Annual	YBS	Wage economy non- participation
		Participation rate	Pelly/Whse/Yukon: Annual	YBS	Labour force participation and willingness to work
		Employment by location and residency	Pelly/Whse: 5 yr	SFN survey	Work site and travel work-travel factors: Pelly, Minto and Whse
		Employment by sector	Pelly:5yr	Census	Preference and capacity re. economic participation
		Business	Minto mine operations & capital expenditures by group	Pelly/Yukon/CanadaAnnual	Minto Mine

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
		Minto annual and cumulative capital and operations expenditures by group	Pelly/Yukon/Canada Annual	Minto Mine	Direct expenditure impacts
		Yukon business names by group	Pelly/Yukon: Annual	Minto Mine	Direct expenditure impacts on # of Yukon businesses
		Minto royalty payments	SFN/Yukon	Minto Mine	Revenues to governments
		Minto property tax payments and other fees	SFN/Yukon	Minto Mine	Revenues to governments
		Minto & Contractors safety statistics	Site-wide	Minto Mine	
	SFN Traditional Economy	% of workforce aged group engaged in harvesting activities	Pelly/Whse: 5 yr	SFN Survey	Participation, opportunity and preference re. hunting, trapping and fishing
		% amount of traditional foods consumed	Pelly/Whse: 5 yr	SFN Survey	Economic contribution to household domestic needs
		Satisfaction with availability of traditional foods	Pelly/Whse: 5 yr	SFN Survey	Sufficiency of wildlife resources to meet domestic needs, and harvest access (e.g. time, equipment, money) and sharing arrangements to these resources
Capacity, Training and Education	Employment & Workforce Development	High level description of programs, events and initiatives to facilitate and enhance skills development and labour force development through employment and preemployment undertakings (including SFN-specific information)	Pelly/Yukon: Annual	Minto Mine	Commitments to employment and labour force development

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
		Details of programs, events and initiatives to facilitate and enhance skills development and labour force development through employment and preemployment undertakings (including SFN-specific information)	Pelly/Yukon: Annual	Minto Mine	Commitments to employment and labour force development
		Description of partnership arrangements with governments to accomplish the above (including SFN-specific information)	Pelly/Yukon: Annual	Minto Mine	Commitments to employment and labour force development
	Education and Training	Level of literacy and numeracy	Pelly: Periodic	SFN Round Table	Labour force capacity
		Highest grade completed by work force aged individuals	Pelly: 5yr	Census	Labour force capacity
		Number of individuals of work force age with high school diploma	Pelly: 5yr	Census	Labour force capacity
		School absenteeism	Pelly: Annual	YG Education	Barriers to individual capacity building and deterrents
		Highest diplomas, certificates obtained by work force aged individuals	Pelly/Whse: 5 yr	SFN Survey	Labour force capacity

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
Cultural Well-being	Connection to Land and Water	% of workforce aged group engaged in harvesting activities	Pelly/Whse: 5 yr	SFN Survey	Participation in land/water-based activities is central to SFN culture and the maintenance of traditional knowledge
		Frequency of participation in harvesting activities	Pelly/Whse: 5 yr	SFN Survey	Participation in land/water-based activities is central to SFN culture and the maintenance of traditional knowledge
		Perception of likely level of participation in harvesting activities in 5 years time + reasons	Pelly/Whse: 5 yr	SFN Survey	Future trend re. participation in land/water-based activities and potential cultural impacts
	Cultural Vitality	% amount of traditional foods consumed	Pelly/Whse: 5 yr	SFN Survey	Consumption of traditional foods is central to SFN cultural continuity
		Level of participation in processing or preparing traditional foods	Pelly/Whse: 5 yr	SFN Survey	Consumption of traditional foods is central to SFN cultural continuity
		% of citizens speaking Northern Tutchone	Pelly/Whse: 5 yr	SFN Survey	Language as a reflection of cultural continuity.
	Social Cohesion	Description of activities, events, initiatives, programs and expenditures by Minto to protect SFN cultural and community well-being, including educational assistance and scholarships, cultural awareness programs for non-aboriginal employees, support for traditional and cultural activities, language programs, employee	Pelly: Annual	Minto Mine	Commitments to maintenance of social cohesion.

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
		assistance programs (for cash management, alcohol and drug counseling, stress management), and family and community healthy living initiatives, etc.)			
		Level of participation in sharing or exchanging traditional food	Pelly/Whse: 5 yr	SFN Survey	Inter-household and intra-family sharing and social capital support
		Frequency of participation in sharing or exchanging traditional food	Pelly/Whse: 5 yr	SFN Survey	Inter-household and intra-family sharing and social capital support
		Knowledge of Dooli laws and custom	Pelly/Whse: 5 yr	SFN Survey	Traditional laws and customs are culturally significant instruments of social organization and cohesion.
Sustainability and Legacy	Fate Control and Preparedness	Ability of Minto/SFN/YG to manage Project-related socio-economic commitments, impacts and risks	Pelly/Minto/Yukon: Annual	Minto/YG/SFN Round Tables	Capacity, ability and preparedness of MEL, YG and SFN to manage predicted impacts and surprises.
		Resilience of households to manage stresses resulting from Project-specific and cumulative effects	Pelly: Periodic	SFN Round Table	Relative capacity of households to manage change
	Boom/ Bust Management	Adjustment measures to manage the socio-	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified opportunities, transition plans and commitments to mitigate the socio-economic

Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
		economic effects of mine closure			effects of closure
		Relative occupational and sectoral diversity and strengths in economic activity	Pelly/Yukon: 5 yr	Census	Contribution of project economic impacts to diversify local and regional economies
	Costs and Benefits for Future Generations	General description of matters addressed in MEL-SFN agreements	Pelly: Bi-annual	Minto Mine	Project contributions to sustainability
		Description of socio-economic effects and initiatives that will contribute to a net positive legacy beyond the life of the mine	Pelly/Yukon: Annual	Minto Mine	Project contributions to sustainability
		Displacement of costs and transfer of benefits to future generations	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified gains, losses and net benefits for future generations
		Legacy socio-economic benefits	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified net positive gains for future generations
		Perceived availability of resources to meet the needs of future generations	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Effects on sustainability
		Perceived state of the environment to maintain socio-ecological systems	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Effects on sustainability

Appendix B: Socio-Economic Conditions: Minto Mine Source Information

Appendix B - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: Minto Source Information

Living Conditions	Valued Conditions	Indicators	Scale	Frequency of Reporting	Data Source
Population and Health	Health	Minto and Contractors Safety Statistics	Site Wide	Bi-annual	Minto Mine
Material Well Being	Employment Income & Distribution	Average employment income by residency	Pelly/Whse/Yukon/Canada	Annual	Minto Mine
		Average employment income by Minto & contractors	Pelly/Whse/Yukon/Canada	Annual	Minto Mine
		Minto/Contractors Annual and Cumulative total employee income by group	Pelly/Whse/Yukon/Canada	Annual	Minto Mine
	Employment	Minto Employment by group	Pelly/Yukon/Canada	Bi-annual	Minto Mine
		Minto Employment by residency	Pelly/Yukon/Canada	Bi-annual	Minto Mine
		Employment by contractors	Pelly/Yukon/Canada	Bi-annual	Minto Mine
		Minto new hires for operations by group	SFN/Other FN/Yukon/Canada (- 6 mos)	Bi-annual	Minto Mine
		Minto employment by job category and group	Management (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total)	Bi-annual	Minto Mine
			Professional (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total)	Bi-annual	Minto Mine
			Skilled (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total)	Bi-annual	Minto Mine
			Semi-skilled (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total)	Bi-annual	Minto Mine

Appendix B - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: Minto Source Information

Living Conditions	Valued Conditions	Indicators	Scale	Frequency of Reporting	Data Source	
			Total)			
			Entry-level (aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total)	Bi-annual	Minto Mine	
		Minto/Contractors annual and cumulative total employees by group	Aboriginal (SFN; others), Yukon non-aboriginal, total Yukon, other Canadian, Total)	Annual	Minto Mine	
	Business	Minto mine operations & capital expenditures by group	Pelly/Yukon/Canada	Annual	Minto Mine	
		Minto annual and cumulative capital and operations expenditures by group	Pelly/Yukon/Canada	Annual	Minto Mine	
		Yukon business names by group	Pelly/Yukon	Annual	Minto Mine	
		Minto Royalty Payments	SFN/Yukon	Annual	Minto Mine	
		Minto property tax payments and other fees	SFN/Yukon/Canada	Annual	Minto Mine	
	Population and Health	Health	Minto and Contractors Safety Statistics	Site Wide	Bi-annual	Minto Mine
	Capacity, Training and Education	Employment and Workforce Development	High level description of programs, events and initiatives to facilitate and enhance skills development and labour force development through employment and pre-employment undertakings (including SFN-specific information)	Pelly/Yukon	Bi-annual	Minto Mine

Appendix B - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: Minto Source Information

Living Conditions	Valued Conditions	Indicators	Scale	Frequency of Reporting	Data Source
		Details of programs, events and initiatives to facilitate and enhance skills development and labour force development through employment and pre-employment undertakings (including SFN-specific information)	Pelly/Yukon	Annual	Minto Mine
		Description of partnership arrangements with governments to accomplish the above (including SFN-specific information)	Pelly/Yukon	Annual	Minto Mine
Cultural Well-Being,	Social Cohesion	Description of activities, events, initiatives, programs and expenditures by Minto to protect SFN cultural and community well-being, including educational assistance and scholarships, cultural awareness programs for non-aboriginal employees, support for traditional and cultural activities, language programs, employee assistance programs (for cash management, alcohol and drug counseling, stress management), and family and community healthy living initiatives, etc.)	Pelly	Annual	Minto Mine
		General description of matters addressed in MEL-SFN agreements	Pelly	Bi-annual	Minto Mine
		Description of socio-economic effects and initiatives that will contribute to a net positive legacy beyond the life of the mine		Annual	Minto Mine
Sustainability and Legacy	Fate Control and Preparedness	Ability of Minto/SFN/YG to manage Project-related socio-economic commitments, impacts and risks	Pelly/Minto/Yukon	Annual	Minto/YG/SFN Round Tables
	Boom/bust Mgmt	Adjustment measures to manage the socio-economic effects of mine closure	Pelly/Yukon	Annual	Minto/YG/SFN Round Tables
	Costs and Benefits for	General description of matters addressed in MEL-SFN agreements	Pelly	Bi-annual	Minto Mine

Appendix B - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: Minto Source Information

Living Conditions	Valued Conditions	Indicators	Scale	Frequency of Reporting	Data Source
	Future Generations	Description of socio-economic effects and initiatives that will contribute to a net positive legacy beyond the life of the mine	Pelly/Yukon	Annual	Minto
		Displacement of costs and transfer of benefits to future generations	Pelly/Yukon	Annual	Minto/YG/SFN Round Tables
		Legacy socio-economic benefits	Pelly/Yukon	Annual	Minto/YG/SFN Round Tables
		Perceived availability of resources to meet the needs of future generations	Pelly/Yukon	Annual	Minto/YG/SFN Round Tables
		Perceived state of the environment to maintain socio-ecological systems	Pelly/Yukon	Annual	Minto/YG/SFN Round Tables

Appendix C: Socio-Economic Conditions: Selkirk First Nation Source Information

Appendix C - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: SFN Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale	
Population and Health	Community Stability and Well-being	SFN reasons for mobility	Pelly/Whse: 5yr	SFN Survey	Factors affecting mobility: leaving and returning	
	Family Stability and Well-being	Family structure	Pelly/Whse: 5 yr	Census SFN Survey	Family membership and frequency of time together reflects relative cohesion	
		Children in care	Pelly/Whse: 5 yr	SFN admin data	Reflects family cohesion and capacity	
		Frequency of household moves in the last 5 years	Pelly/Whse: 5 yr	SFN Survey	Reflects ties to community, and family stability/stress	
	Health	Mental health and stress	Pelly: 5 yr Pelly Periodic	SFN Survey SFN Round Table	Reflects core health condition and associated complex conditions based on self-assessment	
		Addictions	Pelly: 5 yr Pelly Periodic	SFN Survey SFN Round Table	Reflects conditions of addiction based on perception	
		Relative improvement/decline	Pelly: 5 yr Periodic	SFN Survey SFN Round Table	Reflects curent general conditions relative to five years earlier based on perception	
	Housing	Core need	Pelly: 5 yr Pelly: Periodic	SFN Survey SFN Round Table	Reflects suitability, adequacy and availability of housing	
	Material Well-being	Income and Distribution	Average and distributed personal income	Pelly/Whse/Yukon: 5 yr	SFN Survey	Reflects relative material wealth
			Income by source	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects dependency/self-reliance from earned and unearned income sources
# of social assist cases			Pelly/Whse/Yukon: Annual	SFN/YG	Reflects dependency/self-reliance	

Appendix C - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: SFN Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
	Employment	Employment by location and residency	Pelly/Whse: 5 yr	SFN	Work site and travel work-travel factors: Pelly, Minto and Whse
		% of workforce aged group engaged in harvesting activities	Pelly/Whse: 5 yr	SFN Survey	Participation, opportunity and preference re. hunting, trapping and fishing
	SFN Traditional Economy	% amount of traditional foods consumed	Pelly/Whse: 5 yr	SFN Survey	Economic contribution to household domestic needs
		Satisfaction with availability of traditional foods	Pelly/Whse: 5 yr	SFN Survey	Sufficiency of wildlife resources to meet domestic needs, and harvest access (e.g. time, equipment, money) and sharing arrangements to these resources
Capacity, Training and Education	Education and Training	Level of literacy and numeracy	Pelly: Periodic	SFN Round Table	Labour force capacity
		Highest diplomas, certificates obtained by work force aged individuals	Pelly/Whse: 5 yr	SFN Survey	Labour force capacity
Cultural Well-being	Connection to Land and Water	% of workforce aged group engaged in harvesting activities	Pelly/Whse: 5 yr	SFN Survey	Participation in land/water-based activities is central to SFN culture and the maintenance of traditional knowledge
		Frequency of participation in harvesting activities	Pelly/Whse: 5 yr	SFN Survey	Participation in land/water-based activities is central to SFN culture and the maintenance of traditional knowledge

Appendix C - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: SFN Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
		Perception of likely level of participation in harvesting activities in 5 years time + reasons	Pelly/Whse: 5 yr	SFN Survey	Future trend re. participation in land/water-based activities and potential cultural impacts
	Cultural Vitality	% amount of traditional foods consumed	Pelly/Whse: 5 yr	SFN Survey	Consumption of traditional foods is central to SFN cultural continuity
		Level of participation in processing or preparing traditional foods	Pelly/Whse: 5 yr	SFN Survey	Consumption of traditional foods is central to SFN cultural continuity
		% of citizens speaking Northern Tutchone	Pelly/Whse: 5 yr	SFN Survey	Language as a reflection of cultural continuity
	Social Cohesion	Level of participation in sharing or exchanging traditional food	Pelly/Whse: 5 yr	SFN Survey	Inter-household and intra-family sharing and social capital support
		Frequency of participation in sharing or exchanging traditional food	Pelly/Whse: 5 yr	SFN Survey	Inter-household and intra-family sharing and social capital support
		Knowledge of Dooli laws and custom	Pelly/Whse: 5 yr	SFN Survey	Traditional laws and customs are culturally significant instruments of social organization and cohesion.

Appendix C - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: SFN Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
Sustainability and Legacy	Fate Control and Preparedness	Ability of Minto/SFN/YG to manage Project-related socio-economic commitments, impacts and risks	Pelly/Minto/Yukon: Annual	Minto/YG/SFN Round Tables	Capacity, ability and preparedness of MEL, YG and SFN to manage predicted impacts and surprises.
		Resilience of households to manage stresses resulting from Project-specific and cumulative effects	Pelly: Periodic	SFN Round Table	Relative capacity of households to manage change
	Boom/Bust Management	Adjustment measures to manage the socio-economic effects of mine closure	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified opportunities, transition plans and commitments to mitigate the socio-economic effects of closure
	Costs and Benefits for Future Generations	Displacement of costs and transfer of benefits to future generations	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified gains, losses and net benefits for future generations
		Legacy socio-economic benefits	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified net positive gains for future generations
		Perceived availability of resources to meet the needs of future generations	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Effects on sustainability

Appendix C - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: SFN Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
		Perceived state of the environment to maintain socio-ecological systems	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Effects on sustainability

Appendix D: Socio-Economic Conditions: Yukon Government Source Information

Appendix D - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
Population and Health	Community Stability and Well-being	SFN citizens by residency	Pelly/Whse/Yukon: 5 yr	Census	Reflects life choices affected by local and non-local conditions and proximity to Minto-related opportunities
		Duration of residency	Pelly: Annual	YBS	Indicative of strength of ties to community
		Net migration	Pelly/Whse/Yukon: Annual	YG Health	Affects institutional/family stability
		Crime severity	Pelly/Yukon: Annual	Cdn Centre for Justice	Incidence of violent/non-violent crime reflects +/- conditions
	Family Stability and Well-being	Family structure	Pelly/Whse: 5 yr	Census SFN Survey	Family membership and frequency of time together reflects relative cohesion
		Family violence	Pelly/Whse: Annual	Cdn Centre for Justice	Reflects +/- conditions
Material Well-being	Income and Distribution	Average and distributed household income	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects relative material wealth
		Average and distributed personal income	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects relative material wealth
		Income by source	Pelly/Whse/Yukon: 5 yr	Census SFN Survey	Reflects dependency/self-reliance from earned and unearned income sources
		# of social assist cases	Pelly/Whse/Yukon: Annual	SFN/YG	Reflects dependency/self-reliance
	Employment	Employment rate	Pelly/Whse/Yukon: Annual	YBS	Wage economy participation
		Unemployment rate	Pelly/Whse/Yukon: Annual	YBS	Wage economy non- participation
		Participation rate	Pelly/Whse/Yukon: Annual	YBS	Labour force participation and willingness to work
		Employment by sector	Pelly:5yr	Census	Preference and capacity re: economic participation

Appendix D - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
Capacity, Training and Education	Education and Training	Highest grade completed by work force aged individuals	Pelly: 5yr	Census	Labour force capacity
		Number of individuals of work force age with high school diploma	Pelly: 5yr	Census	Labour force capacity
		School absenteeism	Pelly: Annual	YG Education	Barriers to individual capacity building and deterrents
		Ability of Minto/SFN/YG to manage Project-related socio-economic commitments, impacts and risks	Pelly/Minto/Yukon: Annual	Minto/YG/SFN Round Tables	Capacity, ability and preparedness of MEL, YG and SFN to manage predicted impacts and surprises.
Sustainability and Legacy	Fate Control and Preparedness	Ability of Minto/SFN/YG to manage Project-related socio-economic commitments, impacts and risks	Pelly/Minto/Yukon: Annual	Minto/YG/SFN Round Tables	Capacity, ability and preparedness of MEL, YG and SFN to manage predicted impacts and surprises.
	Boom/Bust Mgmt	Adjustment measures to manage the socio-economic effects of mine closure	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified opportunities, transition plans and commitments to mitigate the socio-economic effects of closure
		Relative occupational and sectoral diversity and strengths in economic activity	Pelly/Yukon: 5 yr	Census	Contribution of project economic impacts to diversify local and regional economies.
	Costs and Benefits for Future Generations	Displacement of costs and transfer of benefits to future generations	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified gains, losses and net benefits for future generations
		Legacy socio-economic benefits	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Identified net positive gains for future generations

Appendix D - Socio-Economic Conditions Monitored in Pelly Crossing and Yukon: YG Source Information

Living Conditions	Valued Conditions	Indicators	Scale and Frequency	Data Source	Rationale
		Perceived availability of resources to meet the needs of future generations	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Effects on sustainability
		Perceived state of the environment to maintain socio-ecological systems	Pelly/Yukon: Annual	Minto/YG/SFN Round Tables	Effects on sustainability

Appendix E: Yukon Bureau of Statistics Internal Policy on Managing Sensitive Information

Yukon Bureau of Statistics Internal Policy on Managing Sensitive Information

Background

Section 9 of the *Statistics Act* restricts the Bureau of Statistics from publishing or otherwise sharing confidential information in any manner that makes it possible to identify individual people, businesses or organizations.

The *Statistics Act* makes several exemptions. For instance, Section 9(3) states that if someone consents in writing to having information about him/her or his/her business released, the Bureau may do so. Also, the Bureau can release information such as the names, telephone numbers, and locations of businesses and organizations, as well as details about the products and services handled by those organizations.

Additionally, Section 11 of the *Statistics Act* sets out parameters for sharing of information with Statistics Canada.

Section 12 sets out conditions under which the Bureau may enter into an agreement to collect information for government departments and agencies, Yukon First Nations, corporations, and other organizations, and to share that information with other parties. In these cases, an agreement must be made that the information will be shared, and respondents must be informed about the data sharing agreement. If the respondent objects to having their information shared, the Bureau may not share their information in a format in which the individual can be identified.

This policy provides the Bureau with guidelines for the management of sensitive information.

Guidelines on the release of personal information

Suppression is one tool that can be used to protect information about individuals who may be identified due to the small number of people who share their circumstances. If a very small number of people share a certain characteristic, the information is suppressed in any report.

A second tool that can protect individuals from being identified is amalgamation. This is where categories are combined so that there are fewer categories in the presentation of the data, but more people fall into each category.

There are no universal standards for minimum allowable cell sizes for the publication or release of sensitive information.

Whenever information comes from an outside source such as Statistics Canada, the suppression requirements of that organization for that dataset shall apply, if applicable. If information is already made public without suppression, the Bureau may reproduce that information without altering it.

Information gathered by the Bureau of Statistics is not considered confidential if explicit consent to publicly release the information has been obtained in writing from the person or people to whom the information refers.

Whenever non-statistical information is generated at the Bureau of Statistics, it may be referenced without suppression as long as any personal identifiers have been removed. For instance, a person speaking at a focus group may be directly quoted, providing the quote does not contain sufficient information about the individual or his/her personal circumstances to allow others to identify the individual.

Whenever statistical tabulations are generated at the Bureau of Statistics, as a rule of thumb, cells must be suppressed or amalgamated with other cells whenever the data in the cell is based on 1 to 4 individual people, businesses or organizations. The suppression rule applies not only to the cell, but also to any row, column, or page totals which would allow the reader of any report to calculate the number in the cell even when it is suppressed. Cells with data for 5 or greater entities may be released, as long as the cell size is not so small it draws question as to the validity of the data.

This rule of thumb may be over-ridden in cases where smaller or larger suppression requirements make sense for a particular project, as long as that decision and its reasoning are documented in writing in the project file, and are approved by the Director and the lead representative of the Client department which requested the work (if applicable). A special case of this would be where the statistic produced for a single cell may be known to be closely aligned with a single respondent. For example, if we wish to calculate total revenues of a set of businesses, of which one is known to have a dominant market share, then this set of businesses will need to be large for the release of this information not to allow data users to get an idea of the revenue of the dominant business in the cell.

When information is gathered for a Client and that Client is to be provided the entire dataset, and the requirements of the *Statistics Act* (Section 9 (2b) and Section 12)

are followed to allow the dataset to be shared with the Client, the Bureau will provide the Client with a copy of this Policy as well as any alternate suppression guidelines that are on file for that project.

Document retention

Evidence of consent to share information, data sharing agreements, and documentation of any project-specific data suppression requirements will be retained according to the same document retention procedures and schedule that apply to the Request for Research Project, budget and other crucial project documents.

Adopted June 7, 2011

Inquiries

Inquiries concerning this policy are to be directed to the Yukon Bureau of Statistics, at 1-867-667-5640.

Appendix F: Schematic of Socio-economic Annual Cycle

Socio-economic Monitoring Program Annual Cycle

January 30 - Minto Mine Annual Report and other parties' data submission

- Semi-annual Minto Mine data review by Working group

Draft report preparation by consultant

July 31 - Minto Mine Semi-annual data submission (Jan-Jun)

- Community survey (every 5 years)

April 30 - 1st draft of annual report

- Pelly crossing round tables on select topics
- Working group review of draft and recommendations
- submission of draft annual consolidated monitoring report with comments and recommendations to parties

June 30 - Final Socio-economic Monitoring Program Annual Report

- Parties finalise comments and recommendations
- Consultant finalises report

May 31 - 2nd draft of annual report

**Appendix B – Budget Estimate
for the Minto Mine Socio-Economic Monitoring Program**

Budget Estimate for the Minto Mine Socio-Economic Monitoring Program

The budget outlines the respective budgeting commitments by Minto Explorations Ltd (Minto), Yukon Government (YG) and Selkirk First Nation (SFN) for the Minto Mine Socio-economic Monitoring Program (the Program).

Minto, YG and SFN assume their own respective costs for their participation on the Tripartite Working Group and the collection of the information for which they are responsible, with the following exceptions:

1. The cost of conducting the SFN household survey;
2. The cost of an independent third-party consultant, selected by the Working Group, to prepare the annual report; and
3. Other administrative costs.

In-Kind Support

In kind support for the design and implementation of the monitoring program will be contributed on the following basis:

Minto Explorations Ltd

- Participation in the tri-partite working group and roundtable discussions
- Provision of technical resources, including staff time
- Collection and compilation of Minto-source data
- Preparation of a semi-annual and an annual Minto mine socio-economic report

Yukon Government

- Participation in the tri-partite working group and roundtable discussions
- Provision of technical resources, including staff time
- Provision of YBS services in the design of the household survey
- Collection and compilation of YG-source data, including the National Household Survey
- Possible back-up data storage of SFN data (subject to SFN agreement)

Selkirk First Nation

- Participation in the tri-partite working group and roundtable discussions

- Provision of technical resources, including staff time
- Dedicated technical support for the design of the socio-economic monitoring program
- Provision of technical services in the design with YBS of the household survey
- Collection and compilation of SFN-source data and information (excluding SFN household survey)
- Facilitation of community roundtables or community presentations

Program Funding for 2014- 2020

Monetary funding is required for several components of the Socio-economic monitoring program, including but not limited to the SFN household survey, annual reporting and administrative costs associated with the program such as community meetings.

Following approval of the 2014-2015 budget, the WG will annually review the approved budget and cost allocations, and recommend any adjustments as required to their respective principals by September 30 of each year.

Budgeted tasks and responsibilities and associated costs estimates and allocations for the six-year period from 2014-2020 are attached in Table 1. The cost table has been separated into the tasks outlined below.

The parties intend to implement the monitoring program in 2014, including a community survey in the fall of 2014, so that a first comprehensive annual monitoring report can be prepared and released in 2015.

I. Annual Socio-economic Monitoring Program Report

Estimated at \$60,000 for the first year (2014 – 2015) and \$25,000 for the following four years. Minto will be responsible for all costs of completing annual report.

Data for the annual reports will be consolidated and analyzed by an independent consultant selected by the Working Group. The consultant will prepare a draft annual report, and following the Parties' review, finalize the report. The report preparation includes the compilation and analysis of project-specific information since the mine commenced development in 2007 and the compilation and analysis of historic socio-economic baseline information since 2001 where available. The cost of preparing the *2014-15 Minto Mine Socio-economic Monitoring Program Annual Report* is estimated at approximately \$60,000. This cost will be borne by Minto. Costs associated with the preparation of the report in each of the subsequent four years are estimated at \$25,000/year and will be assumed by Minto. Every

sixth year, with the compilation and analysis of household survey data, the cost for the consultant is estimated at \$50,000 utilizing methods and templates similar to the year one report.

II. SFN household survey

Estimated at \$80,000 in 2014 – 2015. Selkirk First Nation and Yukon government will be responsible for sharing the cost of the initial survey:

SFN - \$20,000

YG - \$60,000 (Departments of Energy, Mines and Resources and Economic Development)

Supplementary workshops/focus groups – Minto will be responsible for costs.

The initial SFN household survey is to be conducted in the fall 2014 and completed by spring 2015. Significant design work is required prior to implementation and will be funded by in-kind contributions from SFN and YG.

If the survey is fielded by YBS with YBS and SFN staff completing interviews, it will cost approximately \$80,000 plus in-kind contributions, assuming 100% of Pelly Crossing interviews are completed face-to-face by SFN employees, 100% of the Whitehorse interviews are completed face-to-face by YBS employees, and remaining interviews (other Yukon communities) are completed by YBS employees over the telephone. Contribution of work in kind from Yukon Bureau of Statistics on the development of the survey and supervision of field operations will be roughly \$30,000.

Cost sharing for the second community survey in year six will be revisited by parties in the year prior at the annual meeting (and recognizing that other companies/partners may be willing to contribute funds).

Workshops

If community workshops or focus groups on specific topics or issues (as described in the monitoring framework) are undertaken in interim years between surveys to supplement survey information, Minto will be responsible for these costs.

III. Administration

Approximately \$5,000 per annum is budgeted for unassigned administrated costs. This is a joint cost that may be in kind or actual, to be determined by the Working Group each year.

It is expected that there may be unanticipated administrative costs associated with roundtable discussions, travel costs, information material distribution or other activities that would result in costs being incurred by the individual Parties.

Table 1 – Minto Mine Socio-Economic Monitoring Program – Assigned Annual Costs by Task

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Tasks						
Annual Report - Minto	\$60,000	25,000	25,000	25,000	25,000	50,000
Household Survey – YG/SFN	\$80,000	0	0	0	0	0
Administration – YG/SFN	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
TOTAL	\$145,000	30,000	30,000	30,000	30,000	\$130,000