

NGC News

Quarterly newsletter of the Nunatsiavut Group of Companies



Two reefers destined for the Nunatsiavut Marine terminal at the Port of Goose Bay being transported from Montreal by Nunatsiavut Construction's trucking operation. The reefers provide a temperature-controlled environment for perishable food awaiting shipment to the coast. NMI has purchased three new units, and now has a complement of nine. (Photo: Nelson Brown, NCI) Story on Page 8

In This Issue

NGC Completing Snowclearing Season	3
President and CEO Message	4
Active Winter for Air Borealis	5
Veteran TSI Board Member Retires	6
NMI Prepares for 2024	8
NGC Launches Wellness Program	10
Applications Open for NGC Scholarships	13
Pink Shirt Day/Community Support	14

NGC Recruiting President/CEO

Chris Webb's imminent departure from NGC after 8 years as President and CEO, has opened the organization's top job. The Labrador Inuit Capital Strategy Trust engaged executive search firm KBRS to seek out candidates for the position.

Webb, a Nunatsiavut Beneficiary who grew up in Happy Valley-Goose Bay, joined the Labrador Inuit Development Corporation in 2010 and

became President and CEO of NGC in 2016.

His last day at NGC is May 24. On June 5, he will assume the role of President at Nasittuq Corporation, the majority-owned Inuit company that provides operations and maintenance support to the North Warning System and CFS Alert. NGC is part owner of Nasittuq.

NCI Completing Successful Snow Clearing Season

NCI Heavy Duty Equipment Technician Tyler Winters in one of the company's snow clearing machines. NCI serviced approximately 20 contracts this winter, including for major clients such as Goose Bay Airport Corporation, NL English School District, and Air Borealis. (Photo: Janice White)



It used to be that winter was the off-season for Nunatsiavut Construction Inc., but not so anymore. Crews were busy this winter and NCI's leadership group was responding to tenders for jobs in Nunatsiavut and Central Labrador.

Snowclearing and ice control in Happy Valley-Goose Bay kept crews on the move. New this season was a 2-year contract to clear snow and provide ice control for Air Borealis on its extensive properties at the airport. In addition, NCI continued with other major contracts including for Goose Bay Airport Corporation, the Newfoundland and Labrador English School District, and close to twenty other contracts.

The company's trucking operation has also been active.

"We're starting to pick up steam with the transportation work," says Elliott. "One of our trucks just went to Montreal to pick up a shipment for NMI. We've done a fair bit of travelling to central Canada and the Maritimes and expect to do more."

RESPONDING TO TENDERS

Much of the activity during winter is preparing and responding to tenders.

"Summer is a busy construction season in Labrador and much of the tendering takes place during the winter and spring. If we're successful,

attention then turns to procuring materials and arranging shipping to the Coast."

SPRING SEASON TO BE BUSY

NCI will resume work on two projects begun in 2023 - completion of seniors' apartments for Nain and Hopedale and the second year of a stone crushing contract in Labrador City.



This summer, Nunatsiavut Construction will complete the last season of a 2-year contract to produce 110,000 tons of aggregate for a contract in Labrador City. (NCI photo)

"We're hoping to begin work in late May or early June on the apartments in Nain and begin site work for the Hopedale apartments," says Elliott. "We also expect to be in Labrador City in May with our rock crushing crew to complete the work to produce the remaining 50,000 tons of material on that contract. It promises to be another busy year." 🏗️



Message from President and CEO Chris Webb

This is my last newsletter column as President and CEO of the Nunatsiavut Group of Companies. In the 8 years that I have been in this role, we have seen NGC grow to become a significant economic development force in Nunatsiavut and among Beneficiaries. We owe much to our strong management team and our skilled and dedicated staff. We are appreciative of the leadership and guidance of the Labrador Inuit Capital Strategy Trust.

My first role was in 2010 as Assistant General Manager of NGC's predecessor, the Labrador Inuit Development Corporation (LIDC). LIDC played an important role in providing skills development and employment. Much change has happened in the last 14 years.

FORMATION OF NGC

NGC was established to be profit-making with a strong social conscience and a commitment to ensure that qualified Beneficiaries got jobs and the necessary training to compete for existing and emerging positions.

We are proud of the staff and leaders throughout the group of companies who work tirelessly to make this goal a reality. We are providing the training and support so that Beneficiaries can have fulfilling careers in all parts of our organization. But the work doesn't stop there.

NGC is working on plans to go even further to ensure that Beneficiaries continue to play leading

roles in all parts of our organization. We will increase apprenticeship employment, add co-op programs to bring student interns into various business lines, and research and implement job shadowing programs. We will continue to attend career fairs. NGC is determined to ensure that the next generation of Beneficiaries has every opportunity to work in, and lead, our companies.

NGC POISED FOR FURTHER GROWTH

Together, we have created robust partnerships with our Innu neighbours and with national and international mining companies. NGC is strong financially and in leadership capacity. We are well positioned to take advantage of emerging opportunities in projects throughout Nunatsiavut and the rest of Labrador.

MY NEXT CHALLENGE

I want to thank everyone for the support that you've given to me and our team over the past 14 years. I will be moving to Ottawa to assume the position of President at Nasittuq Corporation.

NGC is a shareholder in Nasittuq and benefits from our maintenance and operations roles with the North Warning System and CFS Alert, and any future benefits that may arise with the modernization of the NORAD continental air defense system.

Nakummek.

Chris



Active Winter for Air Borealis

An Air Borealis Twin Otter makes the turn to line up for landing on the ice runway at Michelin Lake near Postville. The airline is supporting a winter mineral exploration program in the area. (Air Borealis photo)

A winter program at Aurora Energy's uranium properties southwest of Postville is one sign of a burgeoning Labrador mineral exploration scene. Air Borealis' Twin Otter is ideally equipped to land on the ice runway at Michelin Lake to deliver staff, equipment, and fuel to the site.

"This has meant a significant amount of flying for the airline," says Air Borealis VP and Executive-in-Charge Philip Earle. "It's been consistent for some time and we're happy to be in a position to support the project. Winter mineral exploration has definitely been a highlight for the airline."

CHARTER OPERATION BUSY

Renewed interest in mineral exploration in the region is just one activity that supports the airline's year-round charter operation.

"In late spring and through the summer, we are quite busy with fishing and hunting outfitters," says Earle. "We will also continue this year with DFO's Right Whale Survey. And this winter, we were involved with the German Army's winter training program at the Austere Training area southwest of Goose Bay. We flew special forces to locations where they worked alongside Canadian Forces and Canadian Rangers. We're gearing up for another busy outfitting season."

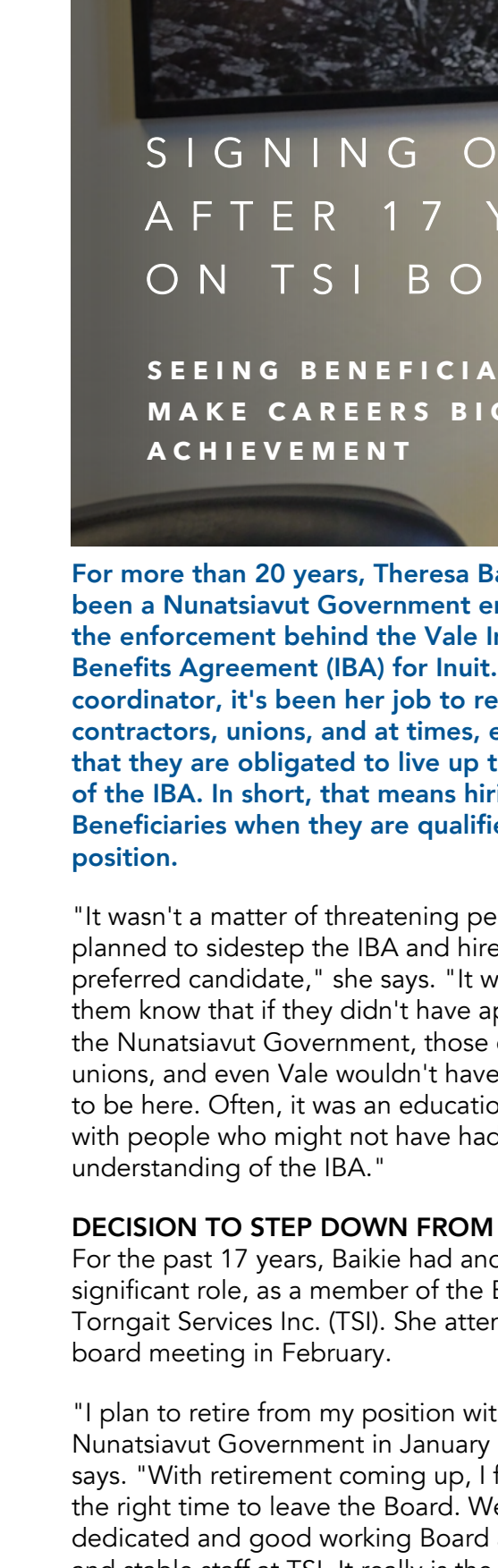
STABLE WINTER WEATHER AIDS OPERATION

The airline's main activity is the passenger and freight service to and from the north coast. Although the service was interrupted by one stretch of windy and stormy weather, Air Borealis has been able to keep to its schedule this winter.



A busy day at the airport in Nain with three Twin Otters on the tarmac. This winter's mostly stable winter on the coast has allowed Air Borealis to maintain a regular schedule. (Air Borealis photo)

"We've not had the significant disruptions this winter that we've had in some years," says Earle. "It's been a good winter weather-wise and that has allowed us to maintain our passenger, cargo, and charter operations." 📶

A portrait of Theresa Baikie, a woman with grey hair and glasses, smiling. She is wearing a black top with a red and white patterned necklace. The background is a blurred indoor setting with a framed picture of purple flowers.

SIGNING OUT AFTER 17 YEARS ON TSI BOARD

SEEING BENEFICIARIES
MAKE CAREERS BIGGEST
ACHIEVEMENT

Theresa Baikie
Impact and Benefit Agreement Coordinator
Nunatsiavut Government

For more than 20 years, Theresa Baikie has been a Nunatsiavut Government employee and the enforcement behind the Vale Impact Benefits Agreement (IBA) for Inuit. As IBA coordinator, it's been her job to remind contractors, unions, and at times, even Vale, that they are obligated to live up to the terms of the IBA. In short, that means hiring Beneficiaries when they are qualified to fill a position.

"It wasn't a matter of threatening people if they planned to sidestep the IBA and hire their preferred candidate," she says. "It was to let them know that if they didn't have approval from the Nunatsiavut Government, those contractors, unions, and even Vale wouldn't have permission to be here. Often, it was an educational process with people who might not have had a full understanding of the IBA."

DECISION TO STEP DOWN FROM TSI BOARD

For the past 17 years, Baikie had another significant role, as a member of the Board of Torngait Services Inc. (TSI). She attended her last board meeting in February.

"I plan to retire from my position with the Nunatsiavut Government in January of 2025," she says. "With retirement coming up, I felt this was the right time to leave the Board. We have a dedicated and good working Board and a strong and stable staff at TSI. It really is the ideal time to leave."

TSI PROGRESS

Her role on the TSI Board is to provide oversight, not management of the company. She's proud of TSI's many accomplishments.

"TSI has become a major employer at Voisey's Bay. Its work is valued. The site services contract was renewed in 2022 for another five years and Vale keeps asking TSI to do additional work. TSI can typically turn around and get new staff to the job in three to four weeks."

NGC owns 51% of TSI, but didn't always have a significant management role. Baikie has watched that evolve during her time on the Board.

"We have seen the management role of ATCO, our non-Indigenous partner, decrease, and our own people have taken on most of the management roles. TSI's General Manager (Wyman Jacque) is a Beneficiary. TSI isn't afraid to take on challenges and it lives up to the terms of the IBA and its other agreements."

Despite her role in seeing that contractors, TSI, and even Vale, follow the IBA, she has developed strong relationships with all parties.

"I can pick up the phone and call Wyman at TSI and say 'something isn't working. Talk to your people [on site] and make it work.' I work closely with Vale careers staff. In my role, I have a bit more leeway on what I can say and do to address issues."

CONTINUED NEXT PAGE....

Outgoing TSI Board Member Proud of Beneficiary Achievements cont'd

Photos: TSI and ATCO



PROUDEST ACHIEVEMENTS

Baikie's primary role since she was hired by the Nunatsiavut Government in March 2003 has been to ensure that the various companies and other organizations working on the Vale project live up to the terms of the IBA. The result of that work, the hiring of Beneficiaries, has given her huge satisfaction.

"This job has been about seeing Inuit Beneficiaries hired who might never have had opportunities otherwise," she says. "It's the satisfaction of seeing them in a position to provide for their families. To see them being able to purchase snowmobiles or boats so that they can continue to live a traditional lifestyle."

An added sense of satisfaction for Baikie is that many of the jobs associated with the project have become careers for Nunatsiavut Beneficiaries.

"I have seen people work for a couple of decades who now have been able to retire. We have hired people who overcame problems in their life and now have successful careers. That is very satisfying."

HELPING PEOPLE SUCCEED

TSI's training program at the Vale site has assisted dozens of Beneficiary employees gain new skills and to progress within the company, with many moving on to positions with Vale. Baikie credits that program and the Nunatsiavut Government's approach to training with helping Beneficiaries transition to jobs at the mine.

"When we undertook training with people, we didn't just look at the skills that we wanted them to obtain. We also focused on the family. Some Beneficiaries enrolled in programs such as Power Engineering and Mining Engineering Technician, which required them to be away from their families for long stretches. We decided in those cases that their family could accompany them. It helped ensure they could focus on their program without being concerned about the family being hundreds of kilometres away."

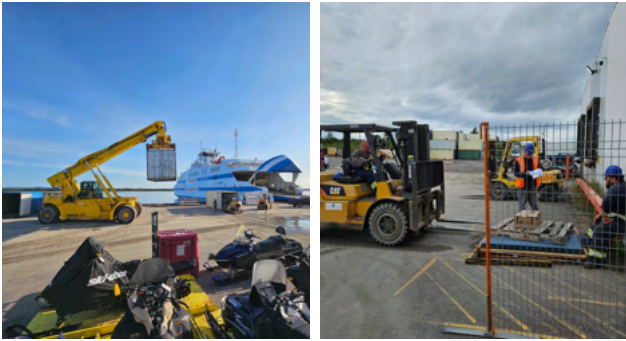
WHAT'S NEXT?

Baikie's retirement date from the Nunatsiavut Government is January 16 of next year. She's leaving the job to a strong replacement.

"I'm mentoring the person who will replace me and I've been doing that for more than a year. That person is doing a great job and I feel confident that Beneficiaries will continue to succeed because we are committed to having the partners adhere to the IBA."

For Theresa Baikie personally?

"I'm weighing my options on that one. For now, I want to finish my job as IBA Coordinator. Then I want to spend time with my grandchildren and to see my daughter who lives in Japan. I've worked in all kinds of areas - small business owner, store clerk, as manager of a hotel. I got my first babysitting job when I was nine. I gained a lot of life experience through those various roles. It will be good to relax for awhile. 🙏"



Photos: Dwayne Canning, NCI

Busy Off-Season for NMI

Equipment Purchases and Rehiring for 2024

The warehouse at the Port of Goose Bay has been empty for months, the phone lines are quiet, and the equipment stands still in the yard. But behind the scenes, Nunatsiavut Marine leaders are planning for the 2024 season. Barring severe ice conditions, the season will begin with a June 16 departure for the North Coast.

"We're about to send out recall letters to our staff," says NMI General Manager Gary Latimer. "We surveyed the staff last fall and it seems that we will have a high number of returning employees."

PLANNING FOR 2024

A key first task for returning staff is training. That will happen in early May when employees come back to work,

"We're talking about recurring training for our staff," says Latimer. "This would be in areas such as Marine Transportation of Dangerous Goods, Powerline Hazards, and Forklift Safety. "

Staff will be working with some new equipment this year. NMI and NCI are combining to purchase a telehandler for their operations in Nain.

"It's an important piece of equipment," says Latimer. "And it will come in handy in Nain, the biggest and busiest port on the coast. The

telehandler will be used by NMI to offload trailers and to remove freight and cargo from inside containers."



NMI and NCI have jointly purchased a telehandler for their Nain operations. The telehandler will assist construction and marine crews in lifting heavy objects such as freight containers and building supplies.

That's just one of several pieces of equipment that NMI is purchasing this year to improve freight handling for the coast.

"We're getting a new forklift for Goose Bay and two 53-foot flat decks that can be used to transport heavy cargo around the yard or to load equipment that's headed to the coast. We're also hoping, after waiting more than a year, to secure a shunt truck to replace a model that NMI used as far back as 2011." ***CONTINUED NEXT PAGE.....***

Busy Off-Season for NMI *cont'd...*



Photo: Dwayne Canning, NCI

NEW REEFERS AND CONTAINERS

NMI began a significant investment in 2023 to replace equipment that protects freight and cargo after it arrives at the terminal in Goose Bay and during shipping to the coast.

The company upgraded its electrical service to accommodate an expanded fleet of reefers that provide a temperature-controlled environment for food and other perishables that have been delivered to the port. NMI also began a program to replace the reefers - three were replaced in 2023 and three more new units have been purchased this year. The units were delivered to the port in early March.

NMI is also replacing its complement of 20-foot steel containers that are used to carry goods to the Coast. 17 units were purchased in 2023 and another 15 have been purchased this year.

"These investments will replace equipment that is past its useful life," says Latimer. "Our goal is to provide the highest level of service to people and communities on the Coast. That means getting food supplies and other goods to communities in excellent condition. These purchases allow us to do that. Our staff in Goose Bay and on the Coast are proud to be doing this

work because we understand the importance of this service to the people who live there." 🇺🇸



NMI leadership attending planning meetings for the 2024 season. (L-R: George Eldridge, Port Manager, Goose Bay; Gary Latimer, General Manager; Gary Keefe, Assistant Port Manager; Dwayne Canning, Operations Manager. (Photo: NMI)



Wellness Program Launched

Annual Wellness Allowance Available to all NGC Employees

by Mike Evoy, NGC Human Resources Manager



What does wellness mean to you?

Wellness can be different things for different people. By traditional definition, wellness is the active pursuit of activities, choices, and lifestyles that lead to a state of holistic health.

In keeping with NGC's goal of putting our people first, as of January 1, 2024, we have implemented an annual Wellness Allowance for employees of NGC and NGC's wholly owned companies.

The program is simple. If an employee wants to do an activity that contributes to their personal wellness, they submit a Wellness Reimbursement Request Form to their supervisor for review. Once reviewed and approved, it is sent to Human Resources to ensure that it meets the broad policy criteria. After HR approves the request, the employee can purchase the service or item and submit a receipt for reimbursement up to a maximum amount.



Mike Evoy

"NGC recognizes the benefits of a healthy workforce and promotes an active lifestyle for its employees."

NGC recognizes the benefits of a healthy workforce and promotes an active lifestyle for its employees. The Wellness Program encourages, motivates, and challenges employees to take an active interest in their personal well-being through access to wellness resources for their own personalized wellness plan.

Don't think this applies to you?

We have broadened our criteria to encompass all things wellness. Examples of reimbursable items are included in the graphic on the next page.

For more information on the Wellness Program, please contact your manager or a member of the Human Resources Team.

We encourage employees to engage in activities that enhance their quality of life and promote their overall well-being while we foot the bill!

NGC

Employee Wellness Program

1. Fitness Programs

Membership to a facility that charges a fee for the use of the facility and equipment and/or a formal class, or instruction designed to improve fitness. (Examples would include gym, aerobics, body toning, fitness boot camp, karate, spin class, yoga, etc.)



2. Competitions, Sports

Membership, registration, or annual fees for participation in sporting competitions, competitive sports, recreational sports/fitness activities (e.g., golf memberships, snowmobile club memberships, softball, marathons, soccer, skiing, tennis, etc.)



3. Registration Fees

Fees to cover registration in a weight management or healthy eating program such as Weight Watchers, Jenny Craig, etc..



4. Lifestyle Programs

Enrollment into smoking cessation, stress management, diabetes management or other healthy lifestyle classes, sessions, or seminars.



5. Nutrition Program

The fee for enrolling in a program from a certified nutritionist.



6. New Sports Equipment

The cost of new sports equipment, such as bicycles, ellipticals, treadmills, weights, etc.



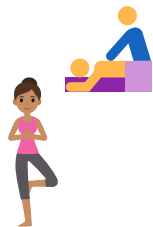
7. Equipment and Accessories

The cost of equipment and accessories related to recreational sports/fitness at home activities, such as footwear, clothing, tennis racket, clothes, bats, balls.



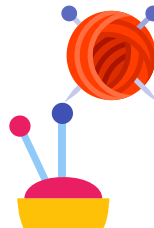
8. Wellness Retreat/Spa

Membership or usage fees for any type of wellness retreat/spa.



9. Supplies

Assistance with the cost of supplies for activities such as knitting, sewing, or crafting.



10. Cultural Activities

Gasoline and supplies related to hunting/fishing or other cultural activities which occur in the Nunatsiavut Region.



Air Borealis Board says "Thank You!"



NGC President and CEO Chris Webb attended his last Air Borealis Board meeting on March 19. Board chair and PAL V-P of Commercial Programs, Ashlynn Burry, presented Chris with a painting of North Arm in the Torngat Mountains. Chris has been on the board since the airline was formed in June of 2017. NGC is a one-third shareholder in Air Borealis with Innu Development Limited Partnership and PAL Airlines. PAL operates the airline on behalf of the group. (Air Borealis photos)



NCI puts off Show and Tell at Pumpkin House

The kids at Pumpkin House Child Care Centre in Happy Valley-Goose Bay got quite the treat in late February. Nunatsiavut Construction Inc. rolled onto the parking lot with dump trucks, loaders, and road graders to give the children a Show and Tell that they won't soon forget! The parade of vehicles was arranged by Construction Manager DJ Elliott and the crew from NCI. The kids got to sit in the vehicles and pretend that they were driving these massive machines.



NGC Scholarships 2024

Application Deadline: July 31

NGC sponsors four scholarships worth \$1250 each for Beneficiaries of the Labrador Inuit Land Claims Agreement.

The awards are available to students enrolled in, or accepted to, a full-time program at an accredited postsecondary institution in the following fields:

Business

Applicants must be enrolled in an accredited post-secondary institution in the field of Business, in programs such as Business Administration, Science, Law, Engineering, or Computer Studies.

Marine

Applicants must be enrolled in an accredited post-secondary institution in programs such as Marine Engineering, Marine Navigation, or other marine-related careers.

Construction Trades

Applicants must be enrolled in a recognized Apprenticeship program, Skilled Trades, and/or Technology Programs: This includes full-time certificate or diploma programs and apprenticeships (i.e. on-the-job training). Eligible fields of study: Carpentry, Pipefitting, Electrician, Welding, Plumbing, Machinist, etc.

Women in Business, Marine, or Construction Trades

Applicants must be female and enrolled in an accredited institution/recognized program in one of the three fields listed above.

All applications must be accompanied by:

- > Transcript of latest school grades (high school or post-secondary).
- > If in high school, a letter of acceptance from post-secondary Institution.
- > Two separate signed letters of reference: one from a community leader and one from a teacher, instructor, or supervisor.
- > Completion of all parts of the application, including the accompanying four (4) questions.

AWARDING OF THE SCHOLARSHIPS

Recipients of the scholarship will be notified by September 15, 2024. and must attend an educational institution in the same year year to which they have applied.

FULL SCHOLARSHIP DETAILS ONLINE

Full scholarship details, including the application package, are available online at ngc-ng.ca.

NGC marks Pink Shirt Day



NCI's garage crew marked Pink Shirt Day. (L-R) Ryan Winacott, Nelson Kearley, Stephen Saunders, Tyler Winters, Leroy Brown. (NCI photo)

Pink Shirt Day began in 2007 when two senior high students at Central Kings Rural High School in Nova Scotia heard of a Grade 9 student being bullied because they wore a pink sweater. They told their friends and the next day, students handed out pink sweaters and other items at the school entrance.

More than 50 students wore pink that day to support this anti-bullying gesture. Pink Shirt Day caught on and has become a global movement to stop bullying and create a safe environment in schools, workplaces, and other venues. More than 180 countries have their own Pink Shirt Day.

NGC staff wore pink to show their support for Pink Shirt Day and its message of being kind and inclusive.



NGC head office staff: Chris Webb, President and CEO; Barbara Stickley, HR Coordinator; Janice White, Executive Assistant; Robin Webb, Director of Finance; Lisa French, Senior Accountant; Sevilla Hope, Payroll Manager.



Erin Everard
NGC Business Analyst



Mike Evoy
NGC Human Resources Manager



NGC and its affiliated companies contribute substantially to Beneficiaries and their communities. Assistance with travel expenses helps Beneficiaries attend sports and community events, and it brings musicians and others to share their talent at Nunatsiavut schools.

This winter, Air Borealis assisted with travel costs for Inuk opera singer Deantha Edmunds' performance of *Stolen Sisters* in Nain and for the Nunatsiavut tour by Indigenous folk pop rock group, *Silver Wolf Band*.

NGC supported the Makkovik U-13 Wolfpack hockey team's travel to the Grace Jararuse Flowers Memorial Fun tournament in Nain.



U-13 Makkovik team members: Captain Haley Dyson, Assistant Captain Maggie Evans, Russell Sampson, Jamie Andersen, Goalie Sasha Mitchell-Rumbolt, Irven Nochasak, Chelsea Bishop, Thia Evans, Selena Dyson, Kylan Pottle, and Brandon Penny. (Photos: Jennifer Price)



Deantha Edmunds performing at Jens Haven School in Nain. (Persistence Theatre Company)



Silver Wolf Band performing in Nain. The band also put off shows in Hopedale, Makkovik, Postville, and Rigolet. (Photo: Air Borealis)



NGC supported the all-Labrador U-18 Female volleyball team that attended the provincial championships on March 1 and 2 in St. John's. **NGC Labrador** finished second in the B Division.



NGC Labrador team members: Marin Lane, Anna Byrne, Leah Bryne, Emma Ford, Emilie Mitchell, Michelle Nochasak, Carabeth Faulkner, Roy Byrne (coach). Michelle Nochasak was named a tournament all-star.

This newsletter is a publication of the Nunatsiavut Group of Companies.



2-6 Royal Street
P.O. Box 1000, Stn B
Happy Valley-Goose Bay, NL

Tel: (709) 896-8505
Fax: (709) 896-5834
info@ngc-ng.ca