



The view from Harmony Road in Nain, looking toward Mount Sophie on the right and Nain Bay on the left. (Tom Lyall Photo)

# NGC News

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## NGC Makes \$50,200 Donation to Nunatsiavut Groups

The Nunatsiavut Group of Companies has again made a major donation to Inuit Community Governments and Inuit Community Corporations. The Labrador Inuit Capital Strategy Trust recently approved the \$50,200 donation. The money is being shared proportionately, based on population.

"We are a for-profit group of companies," says NGC President and CEO Chris Webb. "But we also understand the importance of giving back to the community. We asked community leaders how they want to spend these funds. They are best able to understand the need."

The funds are distributed as follows between communities.

<b>NAIN</b>	
TaKuaKautik Food Bank	\$20,100
<b>HOPEDALE</b>	
HICG Food Bank and Wood Program	\$10,600
<b>MAKKOVIK</b>	
Makkovik Pantry/Woodbox Comm.	\$6,600
<b>POSTVILLE</b>	
PICG Food Bank and Hampers	\$3,100
<b>RIGOLET</b>	
St. Timothy's Food Bank	\$5,600
<b>HAPPY VALLEY-GOOSE BAY/MUD LAKE</b>	
Max Winters Community Freezer	\$3,100
<b>NORTH WEST RIVER</b>	
Sivunivut Inuit Comm. Corp. Freezer	\$1,100

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# Message from President and CEO Chris Webb

As we come to the end of another year, I want to thank our staff and leaders for their hard work and their contribution to NGC's performance. Although we faced another year with challenges posed by the pandemic, we have performed well as businesses and we have done it safely. NGC is committed to the health and safety of our employees and the people we interact with in all our business lines.

## BUSINESS PLANS APPROVED FOR 2022

Even as we focus on a strong finish to this year, our leaders have been hard at work planning for next year. In early December, NGC met with the Labrador Inuit Capital Strategy Trust to review budgets and business plans for 2022. I am happy to report that the Trust has approved our plans for next year. We will invest funds to increase efficiency and productivity across our group of businesses.

Nunatsiavut Marine Inc. will position refrigeration units at the docks in Postville, Makkovik, and Rigolet. These units allow for short-term, temporary storage of frozen and perishable foods. The first two units were placed in Nain and Hopedale this year. NMI will also invest new funds to improve freight handling at the Port of Goose Bay.



**Trustees and NGC leaders at the December board meeting in Ottawa, where budgets and capital plans were approved for 2022. (Janice White photo)**

Nunatsiavut Construction Inc. will hire additional staff to oversee its construction and renovation business. These investments will continue to position NCI as a leading general contractor.

The Trust is now at its full complement of five members. It gives NGC great confidence to have their leadership and support as we navigate the current business environment and take on new business challenges.



We are also investors in Torngait Services Inc. (51%) and Air Borealis (33.3%). Their budgets have been approved by their respective boards.

## LOOKING TOWARD THE FUTURE

NGC is close to finalizing its business strategy for the next five years. Our focus will be on business growth while promoting health and safety and operating in an environmentally sustainable way. We are working with Deloitte to undertake an economic impact analysis of NGC's operations within Nunatsiavut.

Our new Human Resources Manager, Janice Webb, who is profiled in this newsletter, will assist the companies across our organization in identifying staffing and recruitment needs.

As members of the Inuit Development Corporation Association, a coalition of Arctic and northern economic development corporations, our goal is to identify business opportunities in the north and to influence federal policy so that economic activity benefits Inuit. In that regard, we continue to lobby Ottawa for the contract to operate the North Warning System (NWS) and to have a role in the future modernization of the NWS.

There is much to look forward to as we prepare for 2022. My wish is that you take time to relax and be with your loved ones and friends this holiday season. Stay safe and best wishes for a Merry Christmas and a happy and prosperous New Year.

*Chris*



# Refrigeration in all five Nunatsiavut ports by next year

*Reefer at the dock in Nain. Similar units will be placed at Rigolet, Postville, and Makkovik in 2022.*



**Nunatsiavut Marine Inc. (NMI) has sourced three refrigerated containers (reefers) to be placed in Rigolet, Postville, and Makkovik in 2022 to assist with the temporary storage of frozen and chilled food. This will complete the project to equip all five Nunatsiavut ports with refrigeration to protect food for a few hours until customers can retrieve their goods from the dock.**

Originally, two additional reefers were to be installed next year, leaving one Nunatsiavut community to be completed in 2023. But at the December meeting of the Labrador Inuit Capital Strategy Trust (LICST), NMI proposed an option for a third reefer in 2022. The Trust approved the plan and NMI General Manager Gary Latimer has purchased the three units.

"We were able to secure them from the same Canadian supplier as we did for the first two," says Latimer. "It's the same type of reefer so we know the quality and we have a guaranteed delivery schedule."

The reefers are especially important in the fall when weather conditions can lead to vessel delays and force a 'load and go' system to be put in place. This can mean that the

vessel arrives and departs outside the regular schedule.

The reefers installed this year in Nain and Hopedale were made operational near the end of October. Getting them in place required a lot of planning and coordination with NL Hydro.

"It's actually quite an involved process," says Gary Latimer. "The project involved running new high voltage lines to the facilities in Nain and Hopedale and then installing step-down transformers to reduce the voltage to enable safe operation of the transformer and the port facilities. We also had to make some minor infrastructure changes. New powerlines had to be run to the buildings and plugs installed so that the reefers could be plugged in."

The work had to be coordinated with NL Hydro and fit into their work schedule on the coast.

At the end of the season, the reefers were returned to Goose Bay for servicing and will be placed back in Nain and Hopedale next year.

**2021 SEASON A SUCCESS**  
Nunatsiavut Marine provides shoreside service, including freight handling and loading and passenger reservations for

the Coastal Marine Service. "2021 was another good season," says Latimer. "We emptied the warehouse of freight for every trip until the large volumes began showing up in late October. And even then, we delivered freight on quick turnaround."

He credits NMI employees for their exceptional work again in 2021. "Things really ramped up in the couple of weeks leading to the November 12 deadline for guaranteed freight delivery. The terminal was extremely busy with freight reservations. Our port manager George Eldridge and assistant port manager Gary Keefe and the crew in Goose Bay and on the coast were on top of things. Our contractor (Labrador Marine Inc.) is happy and so are our customers. That's our goal - deliver top notch service."

NMI loaded a record amount of freight and cargo this year (15,486 tons), a record number of private vehicles (885), and the marine service saw a recovery in passenger traffic that surpassed the number of people who travelled in 2019 (4350 passengers in 2021 compared with 4008 in 2019). "The ship was full of cargo every trip," says Latimer. "Our port operations went smoothly." 🏠

# Capital Projects Approved for 2022

In addition to approving funding for three new reefers for Postville, Makkovik, and Rigolet, the LICST, which oversees the operations of the Nunatsiavut Group of Companies, approved several capital investments that will improve efficiency in the yard at Goose Bay.

1. *Insulation of the maintenance shed to improve heating efficiency for the mechanic.*
2. *Purchase of a new shunt truck to move trailers and containers about the yard and onto the ship.*
3. *Repairs to extend the life of two existing shunt trucks.*
4. *Purchase of a fourth 53-foot hybrid reefer to transport perishable and frozen goods to and from the coast. Hybrid reefers run on electric and diesel and can be plugged into the ship's power supply or operated on diesel while on the dock at any coastal port.*

"These investments will allow us to be more efficient in handling freight and cargo," says NMI General Manager Gary Latimer. "Our port staff will have reliable equipment to continue to do their job well and efficiently. These are important and needed investments."



## Integrated Nunatsiavut Logistics concludes season for Vale

*The 400-foot long, 14,000 ton Nunavut Spirit carried out 7 trips in 2021 in support of the Vale underground mine project at Voisey's Bay. (File photo: McKeil Marine)*

Integrated Nunatsiavut Logistics (INL), a 51-49 partnership between Nunatsiavut Marine Inc. and Integrated Logistics, successfully completed the second year of a two-year contract to ship machinery, equipment, and other material to Voisey's Bay for the Vale underground mine.

Nine shipments were completed in 2021, seven by the barge Nunavut Spirit (owned by McKeil Marine) and two in ships owned by Desgagnes.

Once the shipments arrived at Voisey's Bay, TSI employees oversaw the unloading. It's uncertain whether any barge lifts will be required in 2022.

### **INL deliveries to Vale in 2021**

<b><i>MV Zelada Desgagnes</i></b>	June 20
<b><i>MV Nordika Desgagnes</i></b>	June 27
<b><i>Nunavut Spirit</i></b>	July 12 and 29 August 14 and 31 September 22 October 16 November 22



# NEW GARAGE AIDS NMI OPERATIONS



*Photo: Gary Latimer*

A capital investment at the Port of Goose Bay in 2021 by NGC and the Labrador Inuit Capital Strategy Trust significantly improved working conditions for Nunatsiavut Marine's mechanical operation. The new 1000-square foot garage allows vehicles and other equipment to be worked on inside and out of the elements for the first time. "This is a huge improvement," says NMI General Manager Gary Latimer. "The mechanic is quite happy to have a warm and dry space to work in."

Additional work will be carried out before next season to complete the project. "For now, we have installed a couple of heaters to keep the chill out," says Latimer. "We will spray insulate the building for next year."

The 40 x 25 building was erected by Nunatsiavut Construction Inc. and is located next to the freight shed.



# Home construction and renovations dominate NCI's 2021 season



**Nunatsiavut Construction Inc. takes pride in its role as primary general contractor in Nunatsiavut and 2021 again underlined its significant contribution to building and renovating homes for people in the region. Close to 80 percent of NCI's 2021 work involved new home building and renovation. More than 80 percent of its revenue was generated in Nunatsiavut and 15 of its 24 projects were centred in the region. (Pictured, a private home constructed in Nain by NCI. Tom Lyall photos)**

Two themes ran through the Nunatsiavut Construction Inc. season in 2021 – a strong focus on home construction, renovation, and roofing, and major projects that were awarded to NCI but will be completed in 2022. New home construction made up roughly 48 percent of revenue in 2021, renovations under the Nunatsiavut Home Renovation Program another 30 percent, and roofing made up 10 percent of revenue.

“There is a need for new home construction on the coast,” says

NCI General Manager Tom Lyall. “And NCI wants to be a big part of that.”

The offseason will be a busy one for Lyall and his NCI support team. He plans to recruit project managers to oversee work in the various locations and will work at finetuning NCI’s Quality Assurance and Quality Control processes. “You need strong technical people on the ground where you have major projects,” he says. “These are people who make sure projects are kept on track, that materials

and people are where you need them, and to keep a sharp eye on budgets.”

## **MEASURING PROGRESS**

This is Lyall’s fifth year at NCI and he’s pleased with the progress he’s seen in that time. “We are a bona fide general contractor,” he says. “We continue to enhance our work by refining our quality control. Our certification training is nearly where we need it to be, we do high quality work, and our bidding process is strong.”





## **Home construction and renovations cont'd...**

*An A-frame home built for a private citizen in Makkovik.*

NCI won several tenders in 2021, where, because of delays in the delivery of materials and supplies, the work had to be put over to next year. Among those projects are three major roofing jobs, one for CFLCo in Churchill Falls and two NL Hydro plants, one at L'anse au Loup in the Straits and the other at St. Anthony.



*Above, construction of a Torngat Regional Housing Authority (TRHA) duplex in Nain. Bottom, the completed TRHA duplex in Hopedale.*

### **EMPLOYMENT NUMBERS UP IN 2021**

NCI's larger project load in 2021 led to a substantial increase in employment numbers over 2020, when the COVID pandemic impact impacted operations. 67 people were employed with NCI in 2021 compared with 46 in 2020. More than half of those employed in 2021 were Nunatsiavut Beneficiaries.

***"We want to continue recruiting qualified craft employees..."***

### **EMPHASIS ON RECRUITMENT**

NCI will be actively recruiting in 2022, both for skilled trades like carpentry and heavy equipment operators, and for labour roles. "We want to continue recruiting qualified craft employees with a strong work ethic and a willingness to learn the job," Lyall says. "The project

managers that we plan to hire will play a key role in mentoring workers and that in turn will continue to improve skill capacity in Nunatsiavut communities." 🏠



*NCI's expertise and professional certifications in residential and commercial roofing generated new business. Roofing is a growing part of the business.*



*Foreground, site of the Nunatsiavut Government warehouse on Berry Road in Hopedale. Three NG divisions will share the space. (Eldred Allen, Bird's Eye Inc.)*



**Nunatsiavut Construction Inc. pivoted from COVID-dominated 2020 with a strong 2021. Residential construction, renovations, and roofing provided the core business this year in Nunatsiavut and Upper Lake Melville. Several commercial tenders were awarded to NCI in 2021, but due to material supply issues, those projects will be undertaken in 2022.**

### ***Nunatsiavut***

Nunatsiavut Government  
(NG) Home Repairs and  
Home Assessments

### ***Nain***

Construction of two private homes  
Construction of Torngat Regional  
Housing Authority (TRHA) homes  
Mordhart Building Roof  
Wharf Infrastructure Improvements

### ***Makkovik***

Construction of private  
home  
Roof replacement in  
private home

### ***Hopedale***

NG Warehouse  
Water Pumphouse  
Nunatsiavut Government Shed  
Renovation of TRHA homes

### ***Upper Lake Melville***

NMI Mechanics Shop/Ticket Office  
Maintenance - Nunak properties  
Residential roof replacements  
NL Housing Corporation repairs

### ***Gander***

Completion of  
warehouse for  
Department of National  
Defence

## ***Tenders Awarded (To be completed in 2022)***

Markland Building demolition	<b><i>Makkovik</i></b>
Mini-home for NG	<b><i>Nain</i></b>
Replace Medical Centre roof	<b><i>Nain</i></b>
NL Housing repairs	<b><i>Happy Valley-Goose Bay</i></b>
Mini-home Grenfell Health	<b><i>Happy Valley-Goose Bay</i></b>
Nalcor Diesel Plant Roofs	<b><i>L'anse au Loup/St. Anthony</i></b>
CFLCo Residential Roofing	<b><i>Churchill Falls</i></b>



*Service Award  
and  
Recognition  
Program*

*This fall, the Nunatsiavut Group of Companies announced a program to recognize the contribution of its employees to the profitability and sustainability of its five 100%-owned companies - NGC Nunatsiavut Inc., NGC Nunatsiavut Construction Inc., Nunatsiavut Marine Inc., NGC Solutions Inc., and Nunak Land Corporation (including GBCC and GBCR).*

*The program has two parts. The Service Award recognizes employees for their years of service and will be awarded at 5-year intervals, starting with the 5th anniversary of employment. Employees who have been with the company for more than 5 years but less than 10, will receive their 5-year certificate this year and their 10th on that anniversary.*

*The Recognition Program highlights the exceptional work and work ethic of an employee and is at the discretion of the managers of the wholly-owned companies.*

**Eileen Saunders**

Eileen Saunders, receptionist at NGC, is presented with her 5-year Service Award by NGC President and CEO, Chris Webb.



**Kevin Aylward**



**Levi Nochasak**



Kevin Aylward, heavy equipment operator at Nain, received his 10-year Service Award from NCI General Manager Tom Lyall. Heavy equipment supervisor Levi Nochasak, also of Nain, was presented with his 5-year Service Award.

**Jennifer  
Saunders**



**Keith Hillier**



Jennifer Saunders, NCI office manager, and Keith Hillier, NCI logistics coordinator, received their 5-year Service Awards from NCI General Manager, Tom Lyall.

**Gary  
Latimer**



Gary Latimer, General Manager of Nunatsiavut Marine Inc., received his 5-year Service Award.

**Dwayne  
Canning**



Dwayne Canning, Operations Manager at Nunatsiavut Marine Inc., with his 5-year Service Award.



Sherry Burdett, Customer Service and Administrative Manager at NMI, was recognized for 5 years of service.



Donald Chaulk (L) and Terry Broomfield pose with their 5-year service awards. Donald and Terry are heavy equipment operators/freight handlers in Goose Bay.



**Brian Rice**



Brian Rice, wharfinger at Hopedale, with his 5-year Service Award.

**Winston Shepherd**



Winston Shepherd, NMI's wharfinger at Postville, poses with his 5-year Service Award.

**Max Williams**



Max Williams, wharfinger at Rigolet, with his 5-year Service Award.



## **Air Borealis adds 10th Twin Otter to the Fleet**

As part of its commitment to improve service, Air Borealis added a tenth Twin Otter to its fleet in November. The value of an extra aircraft is expected to be especially felt in December with increased demand for passenger travel and Christmas cargo and freight deliveries.

"It will allow for a more timely movement of cargo to the coast and give us the capacity to recover quicker from weather delays," says Air Borealis Director Travis Barbour.

"It means we can offer extra flight sections at busy times or after a weather delay and move up to an additional 50 people a day through Goose Bay. This will benefit everyone, including people who have to travel for medical appointments."

*Left, top: New Twin Otter on tarmac at Goose Bay. Bottom: interior of new aircraft.*







## ***Air Borealis completes fourth year of Right Whale Survey Program***

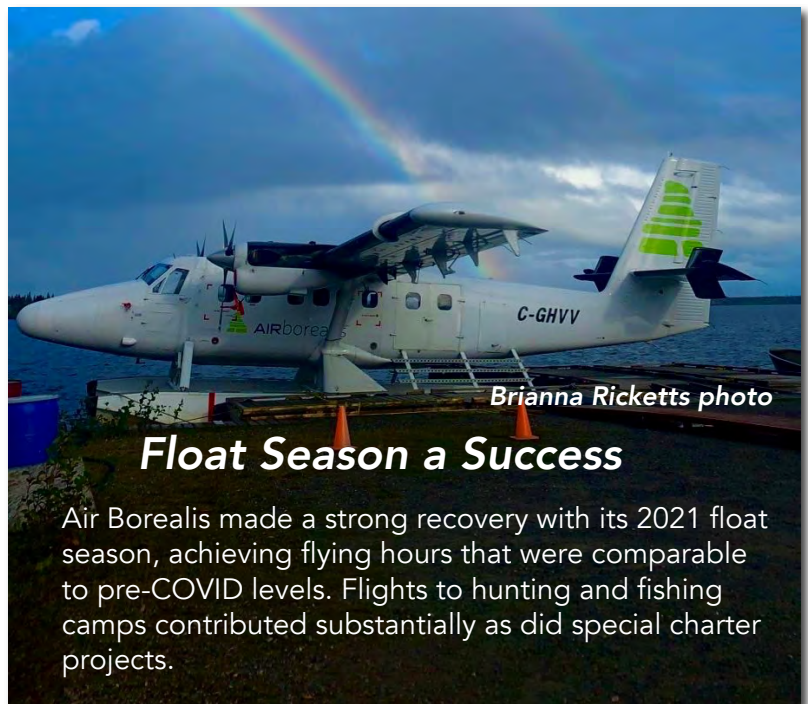
*Photo: New England Aquarium*

In September, Air Borealis flight crews completed the fourth year of a five-year contract with the Department of Fisheries and Oceans to survey the North Atlantic Right Whale population. During the research season, DFO scientists covered an area from southwest Nova Scotia to south of the Avalon Peninsula in an Air Borealis Twin Otter. The season began in May and June with aircraft stationed in Yarmouth and Sydney, Nova Scotia and moved to Deer Lake and St. John's during the summer.

The North Atlantic Right Whale is an endangered species and DFO monitors the animals through aerial and at-sea surveillance. Air Borealis flew 446 air hours in support of the survey in 2021. 🇺🇸

## **Air Borealis Awards Scholarships**

Two Nunatsiavut Beneficiaries have been awarded scholarships by Air Borealis under its scholarship program. Marissa Rice and Mandy Smith of Makkovik were awarded \$1000 each for two years. Air Borealis Director Travis Barbour says the airline would normally award a single \$1000 scholarship for four years. But this year's high quality applications prompted the airline to make an exception and award two scholarships.



*Brianna Ricketts photo*

## **Float Season a Success**

Air Borealis made a strong recovery with its 2021 float season, achieving flying hours that were comparable to pre-COVID levels. Flights to hunting and fishing camps contributed substantially as did special charter projects.



## Vale drill project major part of Air Borealis helicopter operation in 2021

Air Borealis' helicopter operation, buoyed by a drill moving project for Vale and mining exploration elsewhere in Labrador, enjoyed a strong year in 2021. Air Borealis leases an AStar B2 aircraft from Custom Helicopters.

The Vale drill project is in support of exploration. It's a big job, involving slinging drill parts and pipe, transporting crew to operate the drill and carry out further geological and geophysical work, as well as ferrying core, fuel, and equipment from the drill site on Mushuau mountain to the Vale camp site at Voisey's Bay. Pilot Franco Lloyd described the process from assembly of the drill to a typical flying day during this year's program.

*The work begins with transporting the drill and associated equipment. It takes about 30 trips from the Vale site to deliver all the equipment and the pipes that are needed to drill down to a depth of about 1200 metres. The drill components and pipes are slung on a longline and held in the air while the drillers on the ground grab the equipment and move it into place.*

*A typical day begins at 6 am when I fly the drillers to the site to begin their work. The core that they've drilled on the previous day is ready to be flown out to the exploration group (geologists) to be assessed for mineral content.*

*The drill is operated by diesel and part of my job is to fly the empty diesel tanks out for refilling and to sling them back to the drillers. If the drillers need additional gear or if something has to be repaired, I'll fly out a mechanic with the gear that's needed to complete the job.*

*The geophysical team maps the underground with*

*sensors for future drill programs. There are six of them and I'll fly them to Mushuau Mountain to complete their work. At times, I will sling out extra gear for this team.*



**The pilot places drilling equipment and drill pipe in place with a longline.**

*By about 3 pm, the geophysical team is ready to return to camp and I'll bring them back out.*

*Some of the geological team also take heights and GPS points of where we are working, and we fly them when that's necessary.*

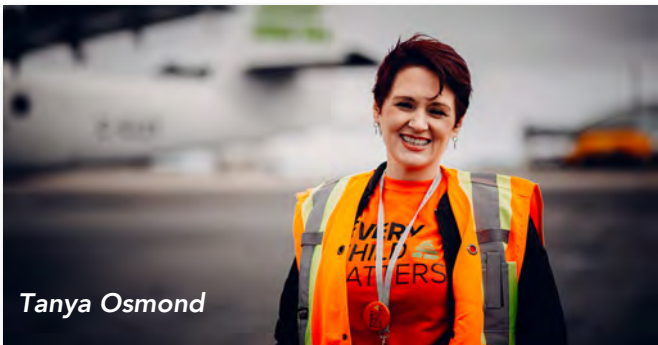
*My day ends at about 7:30 pm when I fly the drillers back to camp. 🏠*

# Air Borealis Fills Two Senior Positions

Director of Flight Operations and Cargo Manager appointed

It's December 1. Poor weather along the coast and an extended power outage in Happy Valley-Goose Bay have conspired to ground Air Borealis passenger and cargo flights for days. The cargo facility is full and some customers have to be told to hold on to their shipments until flights get moving again and space can be freed up. Yet recently-appointed Cargo Manager Tanya Osmond remains upbeat and she's full of praise for the cargo, ramp, and counter staff.

"One day in October, some staff stayed on shift for 23 hours after flights started backing up," she said. "The last flight left just after midnight and had to return a short time later. Our staff stayed and helped passengers get accommodations for the night and even helped get them there. They are just amazing. It's a family here."



As cargo manager, Tanya works with flight operations and dispatch to develop a load plan for each flight. Cargo and ramp staff have to know what gets loaded onto each flight. "Perishables and mail are top priority," she says. "But all cargo is important to us and to the company. If you have something for Christmas, we will get it to you."

Working with and managing large numbers of people, handling logistics, and working through regulatory and administrative issues are just some of the experience Tanya acquired in previous roles as hotel manager, employment counsellor, office manager, and most recently, Town Manager at Woody Point in Bonne Bay. "My work background helps me understand the different challenges that can arise in the different parts of my job. But that's not such a difficult thing because the people in cargo are so dedicated. They are concerned if we have delays. They tell me people have to get their food, their medicines, their mail. They care. That reflects positively on Air Borealis." 📶

Jennifer Kennedy was in Germany with her husband who was finishing up a tour with the Canadian military when the Director of Flight Operations job was posted in 2020. She interviewed and was awarded the job, but COVID delayed their arrival in Goose Bay until mid-June.

Retired after a 24-year career as a military helicopter pilot, Jennifer had the credentials for the job. With two tours flying helicopters off the back of military ships, a tour flying Search and Rescue missions, another with SAR tracking for Electronic Locator Signals, and a tour as an instructor, she has lots of aviation experience and has managed all parts of flight operations.



"My military experience managing fleets of aircraft was sufficient to meet Transport Canada's regulations," she says. "But in order to be Director of Flight Operations with a civilian airline, you must have or have held licenses that are held by the fleet. I had to take some exams and get checked out on the Twin Otter to complete my certification. That all got concluded on October 5."

Responsible for the overall flight operations of Air Borealis, the job ranges from overseeing daily flight schedules, working in conjunction with the Chief Pilot to manage the pilot side of the airline, to working on management issues such as policies and the Emergency Management System.

Jennifer's career has taken her from Hawaii to East Timor and Australia, and to Haiti the day after the devastating earthquake in January 2010, where she and the crew slept under the wings of the C-17 that transported two Griffon helicopters to help with rescue operations. She's worked in BC and the Great Lakes region, and now, Labrador. "It's a unique adventure to be living here and to experience winter with lots of snow. We never needed a snow blower or snowmobile before. Now, we have both." 📶





# ***TSI and the Vale Underground Project***

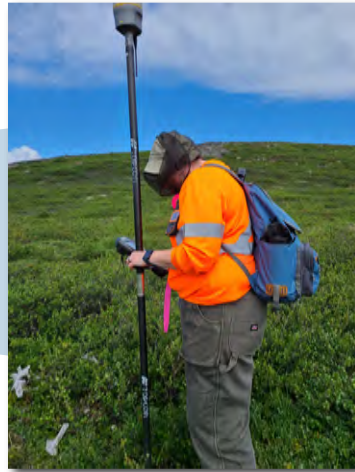
*Photos courtesy Daniel Clancey and TSI crew*

Since being contracted by Vale as site services provider in 2005, Torngait Services Inc. (TSI is 51% owned by NGC) has performed numerous roles to ensure that the site runs smoothly. From grooming and maintaining roads, to airport loading and unloading services, to loading ore for export from the mine, TSI's employees are at the centre of making certain that this mining "town" functions effectively.

This year, **NGC News** has profiled the many roles performed by TSI's employees (259 on site as of November 30, with 34 percent Nunatsiavut Beneficiaries). In the conclusion to our series on TSI's role at the site, we profile some of the additional jobs that TSI employees carry out as the mine enters the underground production phase. In the photo above, the TSI tree cutting crew clears a path for a new exploration road.



# *TSI and the Vale Underground Project cont'd*



*TSI employees in the field surveying and collecting data for possible future mineral finds.*



*Supplies and materials for the mine site are handled through the warehouse. TSI employees ensure supplies get to where they're needed.*



*A TSI crane moves materials for a capital works project at the site.*



*Tailings crew members Fred Winters (L) and Richard Boase check for ice thickness and water depths at Head Water Pond.*



*Mixing calcium with sand for winter use. Calcium prevents sand from freezing.*



# Career comes full circle for NGC Human Resources Manager

Janice White photo

When Beneficiary Janice Webb of Nain left NGC as Junior Accounting Clerk in 2014, little did she know that nearly eight years later she would return as Human Resources Manager.

In between, she specialized in Human Resources, during stints with Astaldi on the Muskrat Falls hydro project, as well as with the Nunatsiavut Government and Torngait Services Inc.

One of the big challenges for NGC and its affiliated companies is recruiting Beneficiaries to fill vacant and emerging positions. That's an issue Webb is familiar with from her time at TSI, Nunatsiavut Government, and now at NGC.

"Beneficiaries with the skills required by various companies in Labrador have probably already been hired," Webb says. "Our challenge is to work with partners in post-secondary education and training institutions to successfully get more Beneficiaries into training."

One idea is to encourage schools and colleges to offer programs such as carpentry and heavy equipment training

locally to increase uptake among local residents.

"I recently met with other employment groups to talk about solutions," Webb says. "They see the same challenges with the lack of diverse trades programming in Labrador. We need to establish relationships with contractors and show the need for new programs to be offered in Labrador."

Webb believes that additional training programs offered in Labrador would go a long way toward encouraging Nunatsiavut Beneficiaries to register and eventually work in skilled trades positions that now go vacant.

"It's challenging for people from the coast when programs are not offered close to home," she says. "They would feel comfortable coming to Happy Valley-Goose Bay because many of them have been here for medical services or to visit family. They are familiar with this area and they know people here."

Her next step is to reach out to schools to try and persuade officials to bring some trades training programs to Labrador.

## GETTING REACQUAINTED

As Webb works on that file, she's busy familiarizing herself with updating the NGC employee manual as well as updating policy in areas such as maintaining respectful workplaces.

"Respectful workplaces and investigations are now mandated through provincial legislation that came into effect in January 2020 and workplaces have to be compliant with the legislation. Harassment policies are now included under Health and Safety legislation and have to meet the standards that are spelled out there."

As Webb works through those issues, she's fulfilling the requirements for membership in the Canadian Professionals of Human Resources (CPHR), NL branch. CPHR has 27,000 members across the country and is the national voice for enhancing and promoting the HR profession.

Mostly though, she's happy to be back at NGC. "It was great coming back," she says. "I knew the organization I was coming back to, even if some of the faces have changed." ❧



# Torngat Mountains Base Camp to Reopen to Visitors in 2022

as part of the newsmagazine's *The Future of Travel Awards*. That is good news for Sarah Leo as the facility begins to accept reservations for 2022.

After two seasons of COVID-related shutdown, the Base Camp at Torngat Mountains has begun accepting reservations for the 2022 season. Base Camp, which is run jointly by NGC Solutions Inc. and Air Borealis, offers visitors an unparalleled experience of natural vistas, wildlife, and exposure to Inuit life and culture. The official announcement that the 2022 season would take place happened on October 18.

For NGC Chief Operating Officer Sarah Leo, the announcement of a 2022 season was welcome news. "We are so excited to be open for visitors again," says Leo. "During the downtime, NG has carried out repairs to the facility and it's increased capacity for visitors."

"Each time that someone tweets or we get a mention in a publication, interest in Base Camp picks up," says Leo. "On the day that Air Borealis tweeted that we would accept bookings for 2022, we had 7 emails of interest in the first half hour."



Travis Barbour also feels the excitement and anticipation that travellers have expressed about the upcoming 2022 season. "We're anxious to make the Torngats' program all that it can be," he says. "Air Borealis and NGC were awarded a five-year contract to operate the facility and we had just one year of doing that when COVID arrived. Now, we have the chance to again offer this world class customer experience that will bring travellers face-to-face with Inuit culture and the amazing natural beauty of the Torngats." 📶

Air Borealis Director Travis Barbour is ready to get back to sharing The Torngats' experience. "We've been wanting to get back into this program and work with our partners at NGC, the Nunatsiavut Government, and Parks Canada," he says. "We are looking forward to sharing the Inuit culture with the rest of the world."

Even with two off years, the Torngats retained its high profile. In September, *Newsweek* announced that Base Camp was a finalist in its **Places to Stay**







# Community

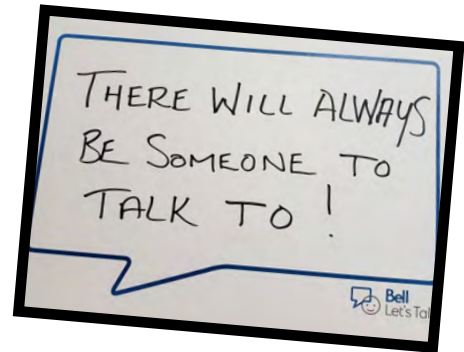
**NGC and its affiliated companies are active supporters of the north coast and Upper Lake Melville Communities. These photos represent some of the recent community initiatives and events that our companies and employees participated in.**



**Opening of the Wellness Centre in Happy Valley-Goose Bay. NGC made a major contribution with a land transfer that enabled the facility to be built on the centrally-located Town Centre site.**



**NGC COO Sarah Leo on Remembrance Day in Nain. In 2019, Sarah was appointed Honourary Colonel of the 444 Combat Support Squadron, 5 Wing Goose Bay. Sarah served in the Canadian Forces for 21 years. (Jenny Oliver photo)**



**NGC staff took part in Bell's "Let's Talk" initiative to support mental health programs.**



**The colour orange was everywhere at Air Borealis on September 30, the National Day for Truth and Reconciliation. Staff wore orange tee shirts and commemorative decals were attached to the airline's fleet of Twin Otters.**



**Air Borealis staff took part in Sock It for Sick Kids and their Families on November 19. The event is a fundraiser for Ronald McDonald House Charities. The funds help ensure that families can stay together and meet other families while a child is being treated at the Janeway Hospital.**







Photos: Air Borealis via Twitter

# All in the Family

Father and son, Captain Neil Purchase and First Officer Evan Purchase teamed up for the first-ever father and son flight crew on an Air Borealis aircraft on October 16.



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