



A Dash 8-400 (left) and a Twin Otter on the tarmac at Goose Bay. The aircraft are part of a fleet of six that will be used to provide service to Vale as part of the recently-signed 5-year contract between Air Borealis and Vale. (Air Borealis photo)

NGC News

Vol. 7 No. 2 June 2022

New Vale Contract as Air Borealis Marks 5th Anniversary

Air Borealis marked its anniversary in June when it inked the biggest contract in the airline's five years in business, a 5-year agreement to provide flight services in support of the Vale mine project.


The contract provides for two Twin Otters and four Dash-8s (two 400's and two 300's, with 76 and 50 seats, respectively) to provide passenger and cargo services to the mine.

"We negotiated this contract over several months," says Air Borealis Director Travis Barbour. "This contract will provide stability to the airline over the next five years."

The previous contract with Vale was for three years and was extended. The new contract will require

six aircraft for the next two years (until mine expansion construction ends) and four aircraft for the final three years.

The Twin Otters transport Vale workers from coastal communities and fly them either directly to Voisey's Bay, or to Goose Bay for transportation onward to the mine. The Dash 8s fly workers from St. John's, Gander, and Deer Lake. Both types of aircraft also transport cargo, including food to the mine site.

In addition to fixed-wing support for the Vale project, Air Borealis provides helicopter services. 

More Anniversary Coverage on Page 8

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Institute Names Nasittuq Corporation to Top 10 List of Indigenous Companies to Watch

The Indigenomics Institute, an international research and education organization that supports the rebuilding and design of Indigenous economies, has named an NGC-affiliated company to its list of 10 Indigenous companies to watch in 2022.

Nasittuq Corporation, a venture between six Inuit economic development corporations including NGC, and partner ATCO Frontec, was recently awarded a 7-year contract to operate and maintain the North Warning System, a chain of radar stations that support North American sovereignty. The contract also provides for 4 additional 2-year options.



In January, Nasittuq Corporation won the 7-year contract with four additional 2-year options, to operate and maintain the North Warning System. (Nasittuq photo)

The Institute stated that its Top 10 list "highlights exceptional leadership in advancing the Indigenous economy and recipients demonstrate innovation, partnership, and inclusion."

"We are in an unprecedented time of Indigenous economic empowerment," the Institute stated, with the present \$32 billion Indigenous economy having potential to reach \$100 billion. 🇩🇪



NGC News is a publication of the Nunatsiavut Group of Companies.

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Message from President and CEO Chris Webb

I recently had the honour of attending Greenland's premiere economic development conference with a delegation representing Canada's Inuit economic development corporations. It was an opportunity to listen to and meet with fellow Inuit from Greenland, to learn about their successes, and discover opportunities for NGC and Canada's other Inuit businesses. Our relationship with Greenland continues to grow. They have seen some of our successes and want to know more about how we do business and how we interact with our governments.

The dialogue with Greenland interests continued after my return to Canada. In June, while attending the Prospectors and Developers Association Conference (PDAC) in Toronto, I held further meetings with Greenland officials and their Minister of Foreign Affairs, Business, and Trade. Meetings such as this one have the potential to create new opportunities for NGC and other Inuit development organizations.

PDAC is Canada's largest mining conference and after a couple of year's absence due to COVID, the 2022 conference provided an appropriate place to meet with our Vale mining partners. NGC maintains strong relationships with the partners. We are proud of their achievements and of their employees, many of whom are Nunatsiavut Beneficiaries.

BUILDING ON 2021 SUCCESSES

Last year was another successful year for NGC and we are building on that success in 2022. We are close to finalizing more partnerships at the Vale mine and I will provide additional details on those in the fall newsletter.

I am also pleased to say that there is renewed and strong interest on the part of private developers who want to locate in the Town Centre in Happy Valley-Goose Bay. This 310-acre development is prime real estate and we are excited to see such a high level of interest.

Town Centre represents a renewed emphasis on business development that will be the right fit for



Attending the Future Greenland 2022 conference in Nuuk as part of the Canadian Inuit delegation.

NGC and for Beneficiaries. In that regard, I am pleased to welcome NGC's first Business Development Analyst. Erin Everard has acquired significant business experience in Nunavut and will be an invaluable part of the team as we analyze new opportunities and ensure that our investments pay off for NGC, the LICST, and Nunatsiavut Beneficiaries.

NGC has embarked on our second 5-year strategic plan. We have tightened our focus on the kind of investments we plan to make. We remain committed to being profitable and Inuit-led, to providing opportunity and training for Beneficiaries, and to maintaining our vital relationship with the Labrador Inuit Capital Strategy Trust. Proof of our success will be our connection to Nunatsiavut and its future needs, being the employer of choice for Beneficiaries, and maintaining a strong relationship with the Nunatsiavut Government.

We are now in summer, a time of tremendous activity in all of our companies. NGC's continued success is due to the talent and efforts of our employees across our entire operation, in construction, marine, aviation, logistics, and administration. I'm wishing you all a safe and productive summer.

Chris



A New Season Gets Underway

The ramp lifts and NMI's shoreside crew at the Port of Goose Bay prepare to release the mooring lines on the Kamutik W, as it departs on the first trip north for the 2022 season on June 12. (Photos: Dwayne Canning)

Preparation for Loading



Inside and outside the terminal at Goose Bay, cargo of all types await shipment on the first trip north. Food and beverages, building supplies, ATVs, snowmobiles, and firewood are positioned by NMI's crew to be loaded onboard.

As shoreside services contractor, NMI is responsible for loading and unloading at Goose Bay, while Labrador Marine Inc. (ship's crew) load and discharge in all other ports with the assistance of local wharfingers.



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2022 Season Underway

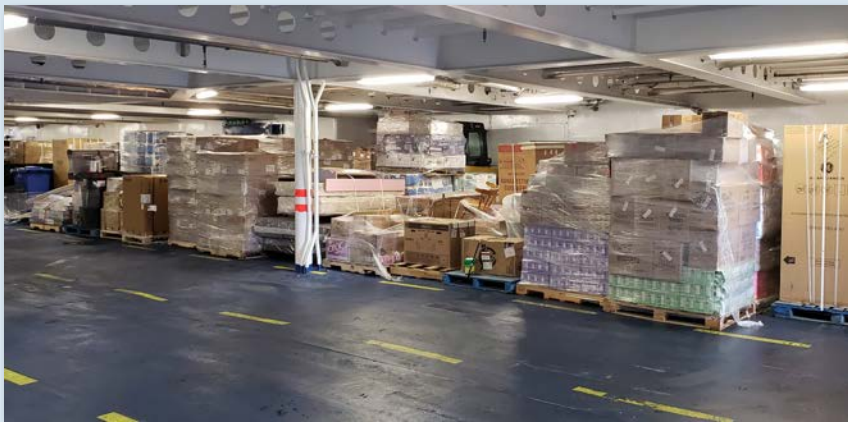
Private vehicles waiting to be shipped as cargo on the Kamutik W for the first trip north this season. The reservations cutoff for passengers who wish to travel with their vehicle is each Friday at 6 PM.

In 2021, 885 private passenger vehicles were transported, an increase of 381 over 2020 and 541 more than in 2019, the first year of the drive-on-drive off service.

Loading Begins



Using various types of equipment, including forklifts, heavy loaders, and shunt trucks, NMI begins loading the vessel early Saturday for the Sunday afternoon departure from Goose Bay.



The Kamutik W has two decks. The bottom deck (top left) is reserved for palletized and loose items. The top deck is reserved for bigger items such as containers, and reefers (left), which are used to transport frozen and refrigerated goods. The reefers are hybrid, meaning they can be plugged into ship's power while on board and run on diesel while on shore.



Loading the vessel requires attention to detail to ensure optimum use of space and to make cargo accessible for unloading at each port.

NMI Operations Manager Dwayne Canning credits NMI Port Manager George Eldridge and Assistant Port Manager Gary Keefe and his crew for handling that task. "Gary does a tremendous job at loading," he says. "The loading crew has to be aware of what's coming onboard and plan around that. Everything has to go on in port order. Nain, which is the last port of call, goes on first and Rigolet, the first port of call, goes last. They are a very efficient crew."



The Nunavut Spirit, a 14,000 ton barge owned by McKeil Marine will again carry out barge lifts to the Vale site in 2022.

McKeil Marine photo

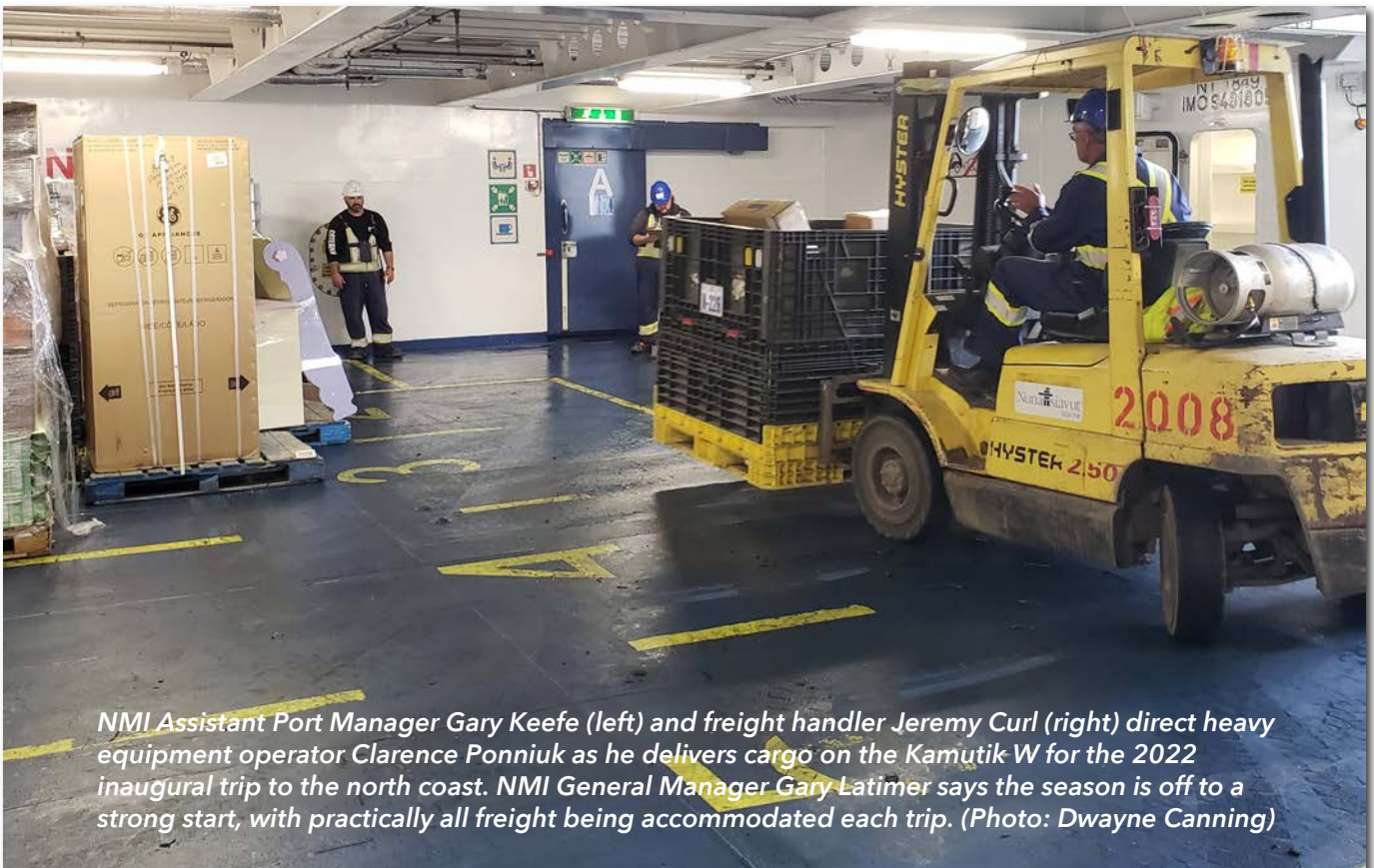
INL continues Vale Barge Lifts in 2022

Integrated Nunatsiavut Logistics (INL), a partnership between Integrated Logistics and Nunatsiavut Marine Inc., will carry out 6 barge lifts for Vale in 2022, the fifth consecutive year that the company has undertaken that work.

INL will again use the 14,000 ton McKeil Marine-owned *Nunavut Spirit* to transport material and machinery from Quebec City to Voisey's Bay in support of the mine expansion project. The first two lifts are scheduled for July, on the 8th and 27th.

INL Lifts by Year

2018	4
2019	12
2020	8
2021	9
2022	6 planned



NMI Assistant Port Manager Gary Keefe (left) and freight handler Jeremy Curl (right) direct heavy equipment operator Clarence Ponniuk as he delivers cargo on the Kamutik W for the 2022 inaugural trip to the north coast. NMI General Manager Gary Latimer says the season is off to a strong start, with practically all freight being accommodated each trip. (Photo: Dwayne Canning)



Working Toward 40 Percent

Air Borealis Determined to Grow Indigenous Employee Numbers

When Nunatsiavut Beneficiaries Captain Kayla Torarak (right) and First Officer Zoie Michelin started their workday on May 13, it represented a typical Air Borealis assignment. Travel to locations along the coast, pick up workers headed to their shift at the Vale mine, and fly them to their worksite. With two Beneficiaries of the Labrador Inuit Land Claims Agreement in the cockpit, the assignment highlighted Air Borealis' goal of increasing its Indigenous employee base. "We have about 30 percent Indigenous employees within the airline," says Director Travis Barbour. "Through recruitment and employee promotion, we're aiming to get close to 40 percent. One of our goals is to develop Indigenous talent within our maintenance group. We are proud of employees like Kayla and Zoie. We know there is much more work to do to place Indigenous employees in management and other senior positions." *(Air Borealis photos)*



Float Plane and Helicopter Services Head Into Busy Summer

With the recovery of mineral exploration activity and increased demand for transportation to hunting and fishing camps throughout Labrador, the Air Borealis float plane and rotary operation will be busy in 2022.

Air Borealis has four helicopters under lease from Custom Helicopters this year. One aircraft is dedicated to operations at the Vale mine at Voisey's Bay. Another is under charter to Torngat Mountains

Base Camp. A third will support mineral exploration operations in Labrador, and the fourth will be stationed in Goose Bay to service fishing camps and other customer needs.

Air Borealis' float plane service got underway in June and demand is high for the operation this year. The airline will service about 20 hunting and fishing camps during the season.



On June 17, 2017, Air Borealis began service to north coast communities from Goose Bay. Despite the impact of the pandemic on its operations for the past two years, the airline has continued to grow. Starting with approximately 115 employees in 2017, the airline now has 145 staff. It has increased its Twin Otter Fleet from 9 to 10, and in 2020, added helicopter services. Beginning with one aircraft operating under lease, Air Borealis now has four rotary aircraft under lease.

On June 17 of this year, staff throughout the company proudly celebrated 5 years of success. (Photos: Air Borealis)



PAN-LABRADOR FOCUS AT NUNATSIAVUT CONSTRUCTION



NLHC renovations in Labrador City. (NCI photo)

From Labrador City, across to Churchill Falls and into Happy Valley-Goose Bay, on to Nunatsiavut, out to the Straits, and across to St. Anthony, NGC Nunatsiavut Construction Inc. (NCI), is in the thick of one of its busiest years in business.

Three clients account for the lion's share of the work this summer: Newfoundland and Labrador Housing Corporation (renovations at Labrador City and Happy Valley-Goose Bay); NL Hydro (roofing contracts at Churchill Falls, L'anse au Loup, and St. Anthony); and the Nunatsiavut Government

(Affordable Warm Home Repair Program in the five Nunatsiavut communities.)

"It's a lot of work," says NGC COO Sarah Leo, "and especially in a period of transition for NCI. We have contracted Lindsay Construction to assist us through this transition."

Like most companies, it's been a challenge finding enough skilled workers. "We are getting there," says Leo. "We are putting NCI on a strong footing and that bodes well for the future."



NMI crew at work on residential housing owned by Newfoundland and Labrador Hydro at Churchill Falls.



Keeping Safety Front of Mind

Roxanne Fisher at L'anse au Loup. Roxanne is NGC's Health and Safety Advisor.

Roxanne Fisher was up bright and early on June 8. The day before, she had driven from Happy Valley-Goose Bay to L'anse au Loup on the Labrador Straits to oversee Health and Safety procedures where Nunatsiavut Construction Inc. (NCI) is completing a roofing job on NL Hydro's diesel generating plant.

"I attended a tool box meeting this morning where the workers, the superintendent, the project manager, and the representative from NL Hydro talked about today's job, the safety issues they might face, and how to address them," she says. "I saw that the workers were already wearing safety harnesses, I had them do a pre-inspection and use the buddy system to check each other's harness to make sure they were secured properly. We start the day thinking and talking about safety. We meet at the end of the workday to talk about what happened that day and how we can improve."

ROLE WITHIN NGC

Fisher began her position as NGC Health and Safety Advisor in March and her role covers all of the NGC-affiliated companies.

"I came directly to NCI when I arrived in March and have worked closely with them," she says. "I recently visited with Gary Latimer and the marine

crew as they get ready for a new season with the coastal marine service. They have a great safety culture and have developed a lot of safety procedures. The same is true with TSI."

A fundamental part of developing a strong safety culture is documentation. "An often repeated saying in construction safety is if it's not written down, it didn't happen," she says. "If you document conversations about safety and the job, you can always go back and refer to them. If you rely only on verbal communication, things get misinterpreted or forgotten."

Writing down safety procedures and making records of conversations is vital in an industry where reputation and accreditation go hand in hand.

"We have COR status which is an industry standard that confirms you have a safety system and safety procedures that are auditable," Fisher says. "We are audited every year, and every third year, we must go through an external audit that's undertaken by the Newfoundland and Labrador Construction Safety Association. Written records are vital if we're to retain COR status and be recognized in the industry for our safety culture."

continued next page...

Keeping Safety Front of Mind cont'd



The NL Hydro diesel generating plant at L'anse au Loup. NCI is completing a roofing job at the plant and will do a similar job at St. Anthony.

ROAD TO HEALTH AND SAFETY CAREER

Roxanne Fisher didn't start out with a career in health and safety in mind. In high school, she was strong in the sciences and wanted to work in forensic science with the RCMP. She moved to Edmonton from Happy Valley-Goose Bay in the mid-1990's to be closer to an RCMP recruiting centre that recruited twice a month rather than the once-a-year drive in Newfoundland and Labrador.

"I went through the process but by then I was pregnant," she says. "I put the RCMP plans on hold and got a job in health and safety at the Halifax Shipyard."

She encountered her first workplace injury at the shipyard and concluded that safety often becomes front of mind only after an incident.

"We would receive all types of ships that came in and clean out the hulls and bilges," she says. "Some of those workspaces were very tight and workers were using high pressure water guns to do the cleaning. One of our staff got injured doing that work and I found there was little talk of how to work safely in those tight spaces. I discovered that safety is more of a reactive measure than a proactive one."

Fisher got permission to do safety training at the Nova Scotia Construction Safety Association. She became a safety officer and instituted new safety procedures on her return to the shipyard - tool box and safety meetings, standards for performing work, and working safely in confined spaces. She also implemented a system for modified duties to allow injured workers to gradually return to work. Health and safety was now her career and in time, she moved back out west to Edmonton in

industrial and commercial safety with Dow Chemical. "I was in charge of health and safety with the focus on proper and safe loading and unloading of rail cars."

RETURNING HOME TO LABRADOR

The itch to return home to Happy Valley-Goose Bay was strong and when Fisher saw a job ad for NGC this winter she applied. 29 years after leaving home for Edmonton, she was back in Labrador among family and friends.

"It's like I never left," she says. "It was eye-opening to come back and see the Trans Labrador Highway completed and to see all of the other development that has taken place. It's been very welcoming and warming to be back home."

Spring to fall is a busy time at NGC, especially with construction. Fisher expects to spend a fair amount of time on the road.

"We're doing an identical project in St. Anthony to the one at L'anse au Loup," she says. "So, I will be on the ground there with the crew in early July."

SAFETY IS KEY MESSAGE

Whether she's on the ground with workers or in the office, Roxanne's focus is safety. Planning for today's job, getting it completed safely, and then thinking ahead to tomorrow.

"My biggest priority is to be on the ground with our crew and to show our clients that we don't just talk about safety, we walk the walk," she says. "We're visible. We live it. It's not just for the few hours that I'm on the jobsite. It's a big part of who and what we are." 🛠️

"We don't just talk about safety. We walk the walk."

Details of Vale Wind Energy Project

NGC will help build, own, finance, and operate system



NGC President and CEO Chris Webb released details of the wind energy project at Expo Labrador on June 28. (Janice White photos)

A partnership between NGC, Innu Development Limited Partnership (IDLP), and Envest, a leader in wind energy projects, will build, own, operate, and finance a wind energy project that will deliver more than 10-percent of the power required to operate the Vale underground mine when it goes into operation.

NGC President and CEO Chris Webb and Victoria Nuna of IDLP released details during a presentation on Labrador community driven alternative energy at the just-completed Expo Labrador in Happy Valley-Goose Bay.

Innu-Inuit Envest LP (IIE) will complete detailed engineering for the project this year and begin construction of the site with its five wind turbines in 2023. Commercial production is scheduled for 2024. When completed, the Voisey's Bay Wind Microgrid will produce 21 megawatts of power and become one of the largest mining microgrids in the world.

REDUCE CARBON EMISSIONS

The Vale project will be the sole customer for the energy produced at the site and it will assist the company in reducing its consumption of diesel fuel to power the mine. It's estimated wind power will reduce diesel consumption by 13 percent or about 10 million litres a year.



Panelists at Expo Labrador. Walter Parsons, Nalcor; Chris Webb, NGC; Victoria Nuna, IDLP; Andy Turnbull, Nunacor.

POTENTIAL FOR INDIGENOUS BENEFITS

The project will employ a preferred subcontracting process for Inuit, Innu, and local businesses during the construction and operations phases. Similarly, Inuit, Innu, and local residents will have hiring preference. Details of both the subcontracting scope of work and job descriptions will be announced in the coming months.

NUNATISAVUT ENERGY PROJECTS

During his presentation, Webb also discussed several clean energy projects that the Nunatsiavut Government is undertaking as part of its Energy Security Plan.

The Nain microgrid project is a 2.3 MW turbine and battery system. The project has been deemed feasible and will proceed pending an environmental review.

Four solar systems have been approved to be installed on community centres in Rigolet, Hopedale, Nain, and Postville. The installations are planned from mid-July to mid-August of this year.

A program is being put in place to provide more than 100 High Efficiency Woodstoves in Nunatsiavut homes to reduce firewood consumption, and that will result in fewer emissions and less reliance on fossil fuel sources for heat.

Nunatsiavut will also begin planning a home retrofit program to perform energy efficiency upgrades under the federal Indigenous Off Diesel Initiative.

Expo Labrador is an annual economic development conference and trade show put off by the Labrador North Chamber of Commerce.

Trust and NGC Meet in Rigolet



NGC leaders and members of the Labrador Inuit Capital Strategy Trust (LICST) in Rigolet during their quarterly board meeting in May. Left to right, Sarah Leo, NGC Chief Operating Officer, Trustee Natan Obed, LICST chair Garry Best, Trustee Kristy Sheppard, Trustee Isabella Pain, and NGC President and CEO Chris Webb. (Photo: Janice White)

A packed schedule awaited the Labrador Inuit Capital Strategy Trust (LICST) and NGC leaders Chris Webb and Sarah Leo when they landed in Rigolet in late May. Besides the quarterly Trust meeting, the group met with AngajukKak Charlotte Wolfrey and newly-elected Ordinary Member of the Nunatsiavut Assembly, Melva Williams. Williams has been appointed to cabinet as Minister of Education and Economic Development and is Acting First Minister.

"It was a very productive trip," says NGC President and CEO Chris Webb. "It's extremely valuable for our companies to meet people in their communities and to exchange information about NGC's operations."

The Rigolet visit also included a community meeting where Webb and LICST chair Garry Best

discussed NGC's performance and overall operations and where they fielded questions from Beneficiaries. The group also held a session with high school students at Northern Lights Academy. NGC and the Trust have prioritized meetings with students when they visit Nunatsiavut communities.

"These students are making plans for their future," says Webb. "We emphasized the importance of further education and we discussed potential careers in our group of companies. We support students who go on to post-secondary education with scholarships, and several of our partnership companies do as well."

The trip to the Coast would have included Makkovik but that leg of the event was postponed because of scheduling issues. The Makkovik trip will be rescheduled. *(Photos on next page)*

Rigolet Trip

cont'd...



LICST chair Garry Best in discussion with elders during the recent visit to Rigolet.



NGC President and CEO Chris Webb presents a prize to Grade 12 student Jennifer Palliser-Shiwak (left) and congratulates Tyler Palliser (below) on winning the door prize at the Community Open House event.



Chris, Garry, Trustee Kristy Sheppard, and NGC Executive Assistant Janice White with students and their teacher at Northern Lights Academy.



Chris and Garry during their presentation at the community meeting in Rigolet.



Trevor Dicker trained as a heavy equipment operator and hopes to obtain full-time employment at the Vale mine. (Trevor Dicker photo)

Blue skies in Voisey's Bay but a late season drizzle and freezing rain event in Hopedale. Trevor Dicker was taking his weather-related flight cancellation from the mine site to Hopedale in stride. He joked that if he didn't get offsite the next day, he might have to jump on a snowmobile and make the trip that way.

This was his first shift at the Vale site, having been hired as a labourer by Torngait Services Inc. (TSI) a couple of weeks earlier. There's no guarantee of employment beyond the next two week stint, but Dicker is hopeful and so far, he likes what he sees at the mine site.

"It took the first few days to get used to things," he said, "because I was trying to figure out how the place works. Once I got to know a few people, things became a lot easier."

TRAINED AS HEAVY EQUIPMENT OPERATOR

Dicker's road to being hired by TSI began shortly after he started heavy equipment training at the Central Training Academy in Badger, Newfoundland. In that program, students get classroom instruction in areas such as safety, maintenance, air brake operation, and emergency procedures. They choose to be trained on three

TSI Beneficiary Profile:

Trevor Dicker

pieces of equipment. Dicker chose excavators, dozers, and loaders, spending 60 hours on each piece of equipment.

"I was in school for a few weeks when I received an email from TSI," he says. "They told me that I had been selected for their scholarship." (TSI provides six \$1000 scholarships each year, one each to a graduating high school Beneficiary in the five Nunatsiavut communities and one to a student in the Upper Lake Melville region.)

But notice of the scholarship award wasn't all that Dicker's email stated. TSI asked Dicker to contact the company once he finished his 22-week training course. He reached out, and on May 23, began his first shift at the Vale site.

His interest in operating heavy equipment comes naturally. Both his father and grandfather are heavy equipment operators. "I watched them do it, and I wanted to do it," he says.

What's it been like working at the Vale site? In a word, busy.

"On the rare days when it's not real busy, it can feel like a long day. But most days, the time just flies by because we're always at something. Today, we're cleaning up the underground garage, moving old tires out, that sort of thing. We brought crushed stone around to various parts of the site and levelled that out. It can be close to quitting time on days like that and you wouldn't know it if you didn't check the time."

continued next page...

TSI Beneficiary

Profile:

Trevor Dicker

LIFE IN CAMP

Dicker isn't daunted by the 12-hour shifts that he works as part of the TSI team. If it's a day shift, he's off at 6 o'clock for the evening meal.

"If my friends are on the same shift, we'll go and play pool or darts," he says. "There's also a gym and sometimes there are movies. If my friends aren't around, I'll watch Netflix in my room and talk on the phone to my girlfriend."

Dicker's first shift with TSI at the Vale site has been a positive experience, one he would highly recommend to others. "If you want to work as a heavy equipment operator or a labourer, this is a good place to start," he says. "You make good money here and it's possible to get into a job that you would have for the rest of your life. There are lots of people around to help and people that you can ask questions to. People are always ready to help."

FUTURE PLANS

Dicker is hopeful that his temporary employment as a labourer will turn into a permanent job. "I have put my name forward for a job as an Operator 4 and I'd like to drive a Triple 7



Trevor holds a goose from a successful hunt north of Nain. Being on the land in all seasons is a favourite activity. (Trevor Dicker photo)

(Caterpillar 777 Truck with a capacity of more than 80 tonnes).

When he's not on the job, Dicker pursues hobbies such as hunting and fishing, and sports such as ball hockey, ice hockey, and volleyball.

"I enjoy hunting," he says. "Before I came to the site, I made sure that I got in my goose hunting trip at my cabin at Tasiujak, about 90 kilometres north of Nain. I also hunt duck, partridge, and Arctic Hare. Hebron is a good place for fishing char. I get a lot of enjoyment from being out on the land." 🏹

Temporary Job Could be Path to Permanent Position

TSI General Manager Wyman Jacque and his team have been the go-to group for Vale as special, short-term projects have emerged during the mine expansion period. Whether it's been a request to find staff for the warehouse or the stone crushing operation, TSI has recruited the temporary workers to get those jobs completed.

"Temporary jobs provide the opportunity for new employees to gain knowledge about the mine site and to get used to the idea of working 2-weeks on and 2-weeks off," says Jacque. "I want Beneficiaries to get permanent jobs and those temporary jobs could be the path."

With the mine expansion project expected to be completed in the next 18 months or so, there's potential for future permanent employment. But Jacque says training will be the key to getting consideration for those jobs.

"We know there will be jobs available after the expansion is complete," says Jacque. "Those will be skilled positions and in order to be considered for those, people will need to have training."

The message for Beneficiaries? "If you have training in heavy equipment or other areas, apply for those temporary jobs," says Jacque. "It could lead to permanent employment."



NGC and Inuit Development Corporations Attend Greenland Business Conference

Nuuk is the capital of Greenland and was the site of the Future Greenland 2022 conference from May 17-18. The event that attracted international participants, including Canadian Inuit. (Photos by Chris Webb.)

A delegation of Inuit business leaders from Canada, including NGC's President and CEO Chris Webb, networked with Greenland's business and political leaders in mid May, at Greenland's biggest business conference, Future Greenland 2022.



Canadian Inuit business leaders meet with representatives of Grønlandsbanken (Bank of Greenland) during the Future Greenland conference.

"Greenland seems far away," says Webb. "But it's so close, just under two hours by air from Iqaluit. They have many of the the same kinds of issues that Canadian Inuit face, from housing to huge infrastructure needs."

The conference in Nuuk was attended by leaders from most of Canada's Inuit development corporations, including Nunasi, Makivik, and Kitikmeot, and was headed by the group's national organization, the Inuit Development Corporation Association.

"We're interested in collaborating and working with the Inuit of Greenland," says Webb. "We met with key people in several Inuit-owned companies and government organizations, as well as Grølandsbanken, which is the Bank of Greenland. Our goal is to make strong connections and explore opportunities for Canadian Inuit."

The conference also attracted delegates from the USA, Scandinavia, the Faroe Islands, and Iceland. 🇩🇰

After six years working in the Arctic, a job ad for NGC in Happy Valley-Goose Bay caught Erin Everard's eye.

"I had worked in municipal and territorial government in the Arctic since 2016 and was looking at opportunities in Goose Bay so that I could be closer to family," she says. "I saw that NGC was recruiting a Business Development Analyst and believed it would be a great opportunity to use the skills I had gained in those organizations and apply it to companies that have a profit mandate."

BACKGROUND IN ACCOUNTING

Everard's background in accounting led to her first job in the north in 2016 at Gjoa Haven, about 1300 kilometres northwest of Iqaluit and 2500 kilometres northwest of Happy Valley-Goose Bay. It wasn't long before she was recruited to work in the Nunavut capital, Iqaluit, first working for the city and then the territorial government.

"Most recently, I was Manager of Federal Contributions and Relations," she says. "I oversaw all federal infrastructure funding for Nunavut."

In that role, she began to see the potential for new business opportunities. "I could see that potential as a public servant in Iqaluit. It's exciting to move into this role with NGC which is a for-profit organization where we can take action on those ideas."

DEVELOPING NEW SKILLS

Everard also took advantage of opportunities to develop skills to assist her personal development in a modern business environment. She completed the Hivuliqtikhanut Leadership Program for Supervisors, a program introduced by the Nunavut Government in 2015 to build and sustain leadership capacity in the public service. She also earned a certificate in Facilitation and Mediation and Managing Multistakeholder Conflicts and Partnerships from the CBI-MIT-Harvard Public Disputes Program.

"It was thrilling to complete that program," says Everard. "I used the knowledge that I gained through my studies in my last role in Nunavut



Finding New Opportunities

**NGC's Business Development Analyst
Erin Everard**

Photo: Janice White

where I was able to help resolve conflict between three organizations on a project that we were involved in. It allowed the participants to get back to a healthy negotiating place." [continued next page...](#)



Enjoying life in the Arctic. Top photo, Erin, her husband Jacob, and son Theodore are along for the ride as a friend trains a dog team. Bottom, Erin on a hike to Bay of Two Rivers, between Iqaluit and Kimmirut. (Photos provided by Erin Everard)

Finding New Opportunities cont'd...

BUSINESS DEVELOPMENT ANALYST

Everard is NGC's first Business Development Analyst. Her early days on the job were focused on getting acquainted with the organization. She's already sensing opportunity.

"I've been analyzing financial statements," she says. "I see areas where we might make some additional headway, where there's room to expand and have more sustainable business lines that increase employment in the communities. Our goal is to see more Nunatsiavut Beneficiaries in meaningful, sustainable employment."

Since Everard's position is a newly created one, the job description and the role will evolve. But fundamentally, it's about creating new opportunity.

"I will assist with expanding business development ventures for NGC and the wholly-owned companies by evaluating and analyzing ideas and prospects and putting that information in front of senior management."

NEW JOB BRINGS HOME CLOSER

Everard's family is originally from Happy Valley-Goose Bay and she has a lot of family in Labrador City and on the island.

"My husband and I have a toddler and we wanted to be closer to family," she says. "And it will be nice to not have to travel for two days in order to get home to see them."

Things have come together quickly for Everard. The family is settled and her husband has found a job in telecommunications, the same field as he was employed in the north.

And what are the main differences so far between central Labrador and the north?

"I'm not used to having access to so many things, especially reasonably priced food. I love to bake and plan to do more," she says. "I was paying \$20 for a bag of chocolate chips in Iqaluit. I recently had my first Gatorade in a few years. I paid \$2 here and that would have been about \$8 in the north."

For now, she's getting immersed in her new job and the goal is clear.

"We want to see sustainable and successful businesses across the board," she says. "I've been on the government end of business where you see opportunities without being able to put them into action. It's exciting to move into a role where I can now be part of the team that acts on those ideas." ❖

Base Camp Set for First Season Since 2019



With more than 60 percent of its guest nights reserved and bookings already in place for 2023, The Torngat Mountains Base Camp is set to welcome guests for its longest ever season, seven weeks from July 20 to September 7. The camp, which is operated through a collaboration between Air Borealis and NGC Solutions Inc., will provide a full range of adventure, music, and Inuit cultural experiences.

Base Camp will offer the Guest Chef program, where renowned chefs spend a week or two preparing food for guests at Base Camp. A highlight this summer will be a one-week visit by award-winning Inuk chef, Trudy Metcalfe-Coe, who spent her early years in Nain.



Strengthening the Organization through Employee Appreciation and Morale Building

by Janice Webb, NGC Manager of Human Resources

Spring and early summer puts extra urgency into our work at NGC. Dozens of people return to work in the construction and marine divisions. Our partners continue their work in aviation and mining. Our head office staff supports the organization. While we work in different parts of the organization, we all have the same goal. Provide employment and leadership opportunities to Beneficiaries, grow and sustain NGC, and continue to contribute to the Nunatsiavut economy.

As NGC's Manager of Human Resources, I want to support our team and contribute to overall morale. Employees are our biggest asset. Without their contribution, our companies could not operate.

In late May, we showed appreciation to our Goose Bay staff by holding a lunchtime BBQ. It was a huge success, with about thirty people sharing lunch and conversation. Staff from the marine division brought lunch back to the dock for their colleagues who were handling freight to be shipped north on the first boat. We plan other activities that will involve employees in locations outside Happy Valley-Goose Bay.

Fostering good relations between management and staff makes for a strong organization. Doors come open for communication when we get to know people. It allows us to see new opportunities for collaboration and for addressing challenges.

True teamwork welcomes everyone and provides the opportunity for each employee to perform at their best. NGC believes in and supports diversity

and inclusion in our work culture. NGC's hiring practices ensure that all applicants are provided with equal opportunity. But we take it further. In April, our permanent staff attended a full day session on Respectful Workplaces and we are now developing a Respectful Workplace policy. We are making plans to hold a similar session with a focus on Inclusion and Diversity.

As an Indigenous employer, NGC embraces efforts that emphasize respect, inclusion, and diversity. These are fundamental tenets of our company's core values.

I am happy to welcome new members to our team, two of whom are featured in this newsletter. Roxanne Fisher is providing NGC-wide support as Health and Safety advisor. Erin Everard has joined NGC as our first Business Development Analyst. Several other newly hired employees are coming onboard as we head into summer.

On a personal level, I look for opportunities to increase my own knowledge of Indigenous issues as it relates to employment. In early fall, I will complete a virtual course on Human Resources Management for Indigenous Communities. We will learn about incorporating tradition in our approach to HR management, compassionate leadership, and about best practices from other Indigenous organizations.

In the weeks and months ahead, we will undertake more initiatives to strengthen our team and to support our employees. Have a safe summer. 🙏



New NG Executive Council and Speaker Appointed

The Nunatsiavut Government has a new Executive Council and Speaker after Beneficiaries voted on May 3 to elect Ordinary Members to the Nunatsiavut Assembly.

Tony Andersen of Nain was sworn in as First Minister, but resigned several days later because of personal reasons. He will remain as Ordinary Member for Nain. Melva Williams of Rigolet, who is also Minister of Education and Economic Development, was named as acting First Minister. The Assembly has 28 days after a resignation to nominate a new First Minister.



Bryan Winters (right) is sworn into his new role as Speaker of the Nunatsiavut Assembly by President Johannes Lampe on May 20 in Hopedale. (Nunatsiavut Government photo)

The President and First Minister sit as members of the Executive Council. The Council is comprised of seven members, and is rounded out by Ordinary Members who head the five Nunatsiavut Departments.

NUNATSIAVUT EXECUTIVE COUNCIL (NEC)

President Johannes Lampe

Melva Williams

Rigolet

First Minister (Acting)

Tom Evans

Makkovik

Finance, Human Resources, and Information Technology

Terry Vincent

Hopedale

Lands and Natural Resources

Gerald Asivak

Upper Lake Melville

Health and Social Development

Melva Williams

Rigolet

Education and Economic Development

Roxanne Barbour

Nain

Language, Culture, and Tourism

Bryan Winters, Ordinary Member for the Constituency of Canada was chosen as Speaker and Roland Saunders of Canada will serve as Deputy Speaker.



NGC Celebrates Beneficiary Scholars

NGC is proud to help Beneficiaries achieve their education goals through its annual scholarship program. The program offers four \$1250 awards each year for students enrolled in business, marine, and construction trades. One award is reserved for Beneficiary women in either of these fields.

We are delighted to announce the award winners for 2022 - Jay Blake of Northwest River and Amber Jones of Baie Verte. Congratulations.

Best wishes to all applicants in their upcoming studies. We look forward to the 2023 scholarship program.



Amber Jones

*Diploma of Technology - Nautical Science
Marine Institute*

"In Seamanship class, I watched a video...about a general cargo carrier vessel that brought essential supplies to Northern communities. The video inspired my goal to work on a similar vessel because it was moving to see the joy on people's faces when their supplies arrived. I would like to give back to Nunatsiavut and its' communities by working on a vessel that delivers essential supplies...The NGC scholarship would also allow me more time to focus on studying versus work."



Jay Blake

*Business Degree Program
Saint Mary's University*

"Scholarships and bursaries like the NGC scholarship [will help] me get through university as far as I can before I have to take on a student loan. With yearly expenses for tuition, living costs, etc. rounding up to about \$30,000, I need whatever financial support I can get. If I have fewer worries about my financial situation, my studies should continue to be successful. Once I graduate, working for Nunatsiavut would be a possible career option."



From left to right, Julia Craig, Makaela Blake, and Valerie Pilgrim at the Equal Voice NL Anniversary Gala at the Delta Hotel in St. John's on May 11.

Beneficiaries Attend Gala Celebrating Women and Gender Diversity in Politics

Equal Voice NL, the provincial chapter of the national organization that promotes and supports women and gender diversity in Canadian political life, held a 25th Anniversary Gala in St. John's in early May to celebrate Labrador MP Yvonne Jones' quarter century in provincial and federal politics.

NGC supported the event by providing tickets to four Beneficiaries - Julia Craig, Makaela Blake, Valeri Pilgrim, and Tama Fost.

Deantha Edmunds, Canada's first Inuk classical recording artist, provided part of the evening's entertainment.



from the Central Labrador YMCA



The Nunatsiavut Group of Companies made a significant early contribution to kickstart the building of the Central Labrador YMCA in Happy Valley-Goose Bay. NGC agreed to a land transfer, enabling the Y to be constructed at a prime location in NGC's Town Centre. Recently, Jamie Snook of the Central Labrador YMCA presented NGC President and CEO Chris Webb with a certificate marking NGC's contribution to the facility. (Photos: YMCA Central Labrador)



The Central Labrador YMCA offers a complete range of programs, including licensed daycare and child minding. The facility has a 25-metre, 6-lane swimming pool, play pool, multi-purpose gymnasium, indoor walking/running track, and a conditioning centre.



The ice is thinning and breaking up in this view of Lake Melville in late May during the NGC and LICST trip to Rigolet for the Trust's quarterly meeting and meetings with community and school groups. (Photo: Janice White)