



Message from the President and CEO Chris Webb

Our companies and partnerships at Vale have also been impacted. Vale has announced that all workers, except those required to keep vital systems operating, must leave the site and return home for at least four weeks. TSI provides site services at Vale and some of their employees will remain on site to carry out essential services.

Employees in our operation who can work from home are doing just that. It allows them to stay on the job and at the same time, follow public health advice and practice social distancing.

PLANNING FOR WHEN OPERATIONS RESUME

While business has been seriously impacted, NGC's leaders are planning for the day when much of our work can resume. Nunatsiavut Marine is hiring a port manager to oversee north coast freight operations for 2020. This is one of the measures we are putting in place with our partners to ensure that this essential service runs smoothly this year. Nunatsiavut Construction is hiring a construction project manager. The company has just received approval for emergency repairs to critical infrastructure in Nain. That work will go ahead and NCI will plan for other work on the north coast this summer.

Our fishing interests are moving forward with agreements for when we return to the oceans. Our staff at Nunak are keeping the buildings sanitized to make for a safe work environment when people return to the office. NGC's accounting team is working diligently to assist in the annual audit of our finances. NGC Solutions is investigating what needs to be done so that Base Camp can operate in 2020. Our people remain hard at work while keeping everyone safe.

NGC is in a strong position to come back even stronger when the current situation eases. We will avail of any federal government assistance to help our companies and our employees.

In the interests of promoting public health, we have included guidance from the Nunatsiavut Government on protecting ourselves from COVID-19, as well as valuable mental health advice from NGC's Human Resources Manager.

Keep safe and we will see you soon.

Chris

I write this message during one of the most challenging public health emergencies in generations. The COVID-19 global pandemic is in virtually every country. It has taken the lives of thousands of people. We owe it to ourselves, our families, our friends, and our communities to pay attention to the public health advice and guidance that is coming from our national and provincial governments and from our government here in Nunatsiavut.

Nunatsiavut has a tragic story from the global pandemic that began in 1918. The Spanish Flu killed tens of millions of people worldwide, and it decimated the Inuit communities of Okak and Hebron. In excess of 30 percent of Labrador's Inuit population perished.

Public health officials have been reminding us daily to practice social distancing, to observe good personal hygiene, and to stay home unless it is absolutely necessary to go outside. I urge you to follow their advice.

IMPACT ON BUSINESS

COVID-19 is seriously impacting business the world over. And the Nunatsiavut Group of Companies is no different.

Aviation has been hit especially hard. Regular passenger travel has virtually come to a stop. This has affected the operations of Air Borealis. Last week, the airline temporarily laid off 60 employees. The business simply isn't there to keep operating a regular service. Universal Helicopters has streamlined its workforce to handle the work that it is currently contracted to do. The result was that 47 employees were given temporary layoffs last week. We suspended operations at the Illusuak Centre cafe in Nain.

In the interests of preventing the spread of COVID-19, this newsletter is available online only.

*This edition of **NGC News** may be read online at ngc-ng.ca and on NGC's Facebook page.*

TSI and other NGC partnerships impacted as Vale ramps down Voisey's Bay operation



With the COVID-19 pandemic gaining traction in virtually every country, Vale announced on March 17 that it was ramping down operations at Voisey's Bay and putting the project into what's called "care and maintenance" mode for four weeks.

Care and maintenance is a mining industry term to indicate that production has ceased, but that the site continues to be managed to ensure it's in a safe and stable condition. At Voisey's Bay, that means Torngat Services Inc. will maintain a small site services crew to ensure that vital services stay in place.

TSI general manager Wyman Jacque says that will mean having 48 of his employees on site, 24 for each two-week shift. The two senior people who usually work at Voisey's Bay will continue their role offsite. Two administrative people will also work offsite.

That's a big reduction from TSI's regular complement of 178. "We have been slowly reducing our crew since Vale's announcement," says Jacque. "We needed some extra people to stay behind to offload the *Umiak I* and then load it with concentrate for the outbound shipment. But after that, we will be down to our care and maintenance staffing levels."

SITE SERVICES WORK

While the mine won't produce ore during the shutdown, there's still lots for TSI's site services crew to do. "There will still be shift changes for people maintaining other parts of the operation," says Jacque. "Our people have to keep the runway clear, meet the plane, offload cargo, and transport staff to and from the plane."

Even with the mine in care and maintenance mode, other services must be provided for the 100 to 120 people on site. "There's garbage disposal, we monitor the water treatment plant, food and fuel have to be delivered," says Jacque. "And now with spring coming on, roads will have to be ditched. There's lots for our group to do."

NEW HIRES WAIT IT OUT

2019 and early 2020 have been major hiring periods for TSI. About 40 people were in various stages of onboarding to work at Vale, including getting required medical and background checks. Their employment has been impacted and start dates will depend on when the site gets up and running. "People who have been hired and were waiting to progress through our onboarding process have been put on hold," says Jacque. "We've asked them to not show up for scheduled medicals or any other part of the hiring process. Their start date will be deferred."

TSI WILL BE READY WHEN WORK RESUMES

Jacque and his team are working on being ready when the call comes to resume full-scale operations at Voisey's Bay. "It will take time to get back to our full complement of employees when the call comes," Jacque says. "There will be a lot of logistics involved but we can make it happen."

Meanwhile, work that can be done is being completed. The company just hired an Operations Manager. That person will start work toward the end of April. "We're looking forward to working with Vale in every way we can," says Jacque. "We're all looking forward to the time when we can bring everyone back to site."

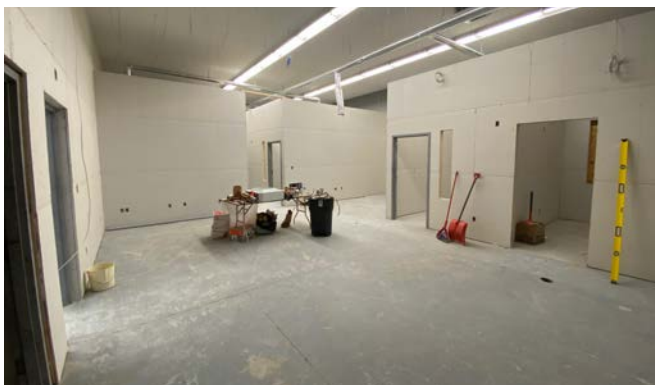
NCI developing plan to work safely amid COVID-19 outbreak

Like most, Nunatsiavut Construction General Manager Tom Lyall is unsure how 2020 operations will be impacted by the COVID-19 outbreak. An easy decision in March was to have his office staff work from home. But what about project work? Lyall is sure of one thing. Work arrangements will be different when public health officials give the go-ahead for the country to resume activities and work that were suspended to prevent the spread of the virus.

NCI is taking a proactive approach and developing a social distancing program that will allow construction employees to work safely. "When you talk about a group of four people on an interior renovation or shingling a roof," says Lyall, "you have to be able to do it in a way that you don't risk spreading the virus. That is a big challenge for construction companies going forward."

SOCIAL DISTANCING AT WORK

The company already has some experience working on its own project in the still unfolding COVID-19 environment, the nearly completed renovation of warehouse and office space at its Happy Valley-Goose Bay location. NCI is developing a safe work environment for staff with modern



NCI has worked with a subcontractor to use two-person crews to complete renovations to its warehouse place at the Corte Real Building in Happy Valley-Goose Bay.

office space and industry standard air quality. "We've had small crews working since the outbreak," says Lyall. "Two people at a time to enable social distancing. Working that way has impacted our progress but we have to adapt to those

work practices in order to keep everyone safe."

The warehouse project experience will provide a template for a job NCI has been asked to complete in Nain. Lyall will use a two-person crew to carry out a critical repair job on the former Transition House.



NCI will use its social distancing program to allow employees to work safely on its 2020 work program, including the rock crushing operation in Nain.

The social distancing program is being developed by Lyall, safety officer Steve Downey, and office manager Jennifer Saunders. "The program will tell people what they can expect when it comes to having a two-person crew on a job and it will provide all the tools and training that they need to get the work done safely and well," says Lyall.

ADAPTING SAFETY PROGRAM TO OTHER WORK

In order for the social distancing program to work properly, it will have to be adapted for all of the work that NCI plans this year. Lyall wants to start getting regular operations ramped up by the first of May, when snow conditions allow. One of NCI's first projects is to carry out maintenance on heavy equipment for the rock crushing operation in Nain. That will be a real test of the company's social distancing program as will the crushing operation itself. "We may find that adapting to this new way of working impacts costs," says Lyall. "If it does, that's a cost we will have to bear. Our workers' safety must come first."

Air Borealis adjusts schedules, implements temporary layoffs



Faced with declining passenger traffic and reduced cargo shipments, Air Borealis has reduced flight frequency and implemented temporary layoffs as it grapples with the impact of the COVID-19 epidemic.

Worldwide, airlines have grounded planes, massively cut routes, and laid off tens of thousands of employees. Revenue for the \$800-billion global industry is expected to decline by almost half in 2020.

For Air Borealis, the decline began when public health officials started implementing travel restrictions in mid-March. "Over the past week, we have seen our traffic numbers decrease exponentially and charter requirements decline," Air Borealis wrote in a letter to AngajukKaks on March 23. "Air Borealis is continuing to work hard to adjust to the new reality of the COVID-19 virus."

EMPHASIS ON HEALTH AND SAFETY

The airline had already begun efforts to carry out additional cleaning on its planes and in air terminal spaces. Extra

cleaning measures were put in place to sanitize airport check-in counters, aircraft seats, and seatbelt attachments. Air Borealis maintained supplies of hand sanitizers and disinfectant wipes for passengers. All reading material was removed from seat pockets except for essentials such as safety information.

COMMITMENT TO COASTAL COMMUNITIES

Even as the airline made the decision to pare back service and lay off staff, it affirmed its commitment to continue serving all north coast communities. "We are committed to

providing essential air service to Northern Communities," the company stated in its letter to community leaders. "We assure you that we are not cancelling our air service to your community."

The company also reassured employees impacted by its decisions in relation to COVID-19. "Air Borealis continues to believe that we are well-positioned to manage through these exceptional circumstances and remain committed to restoring our operations in the months to come," it stated. "Our focus is to make these moves now to ensure there is a strong place for everyone to come back to work in the future."

" Air Borealis recognizes its broad responsibility to coastal communities. We will maintain air service to all coastal communities... "

Nunatisavut Marine and INL make plans for 2020

Nunatsiavut Marine Inc., which provides shoreside services for the north and south coast freight and passenger service is pushing ahead with plans for the 2020 season. The company is presently advertising for a Port Manager for the Port of Goose Bay.

Gary Latimer, NMI's general manager, says the new hire will manage day-to-day operations in the port, including freight management, customer service, reservations, and ticketing.

"We are planning for the start of the season," says Latimer, "although with the COVID-19 situation, we're not sure yet what that will look like. We are monitoring the situation and will adjust our plans accordingly."

NMI is also a partner in Integrated Nunatsiavut Logistics. Last year, the company transported 12 bargelifts of equipment and material for the Vale project at Voisey's Bay. INL has bid on the same type of work with Vale for 2020.

NGC expresses thanks to Clint Davis for his leadership

NGC President and CEO Chris Webb expressed appreciation to Clint Davis, who takes over as President and CEO of Nunavut's Nunasi Corporation on March 31. Davis had been a member of the Labrador Inuit Capital Strategy Trust since 2009 and became chair shortly after. As a result of taking on the new role with Nunasi, he steps down from his position as chair of the LICST.

"Clint's guidance and business leadership have been instrumental factors in NGC's growth and development," Webb stated. "He helped me become an effective CEO. His business skills have assisted the growth of our companies for the benefit of all Nunatsiavut Beneficiaries."

Davis's tenure with the Trust coincided with its transition from Labrador Inuit Development Corporation to NGC, which was directed by the Trust in 2011 to become a for-profit company and to operate at arms-length from the government.

"We will miss Clint's enormous contribution to NGC," said Webb. "We wish him well in his new role."

Clint is a Nunatsiavut Beneficiary. He grew up in Happy Valley-Goose Bay. He has a Bachelor of Business Administration degree from Acadia University and a Law degree from Dalhousie University. He also has a Master's degree in Public Administration from Harvard University.



Illusuak Cafe to reopen once public health all-clear given

The cafe which opened at the Illusuak Cultural Centre in Nain to rave reviews just a couple of months ago, suspended operations in mid-March in an effort to help prevent the spread of COVID-19.

"We were delighted to get the cafe open so that people in Nain and those who visit the Centre could get a great cup of coffee, a treat, and to take in the view," says NGC Chief Operating Officer, Sarah Leo. "But we also knew that at this time, any place where people gather in such close proximity, was a public health risk. We suspended operations to protect everyone's safety."

The shutdown is temporary. "We are looking forward to welcoming everyone back as soon as the public health environment permits," says Leo. "We already know from just a few weeks in operation that the cafe is a welcome addition to the community."



NGC leaders dropped in to sample the cafe's offerings and the scenery during a recent meeting in Nain. (L-R) Chris Webb, Russell Banzet, Sarah Leo, and Janice White.



A selection of baked goods on offer at the cafe.

NGC's **10** Guidelines to Maintaining Positive Mental Health and Well-being during the COVID-19 Pandemic

At NGC, we recognize that the ongoing COVID-19 crisis has forced us to take unprecedented measures to adjust our lifestyle in order to help flatten the curve of the epidemic. Our communities have responded by following the stay-at-home and social distancing requirements put forward by the various levels of government. The role that we play during this time will be critical in minimizing COVID-19's impact on our communities in Labrador. NGC recognizes the necessary sacrifices that come with social distancing and staying at home, and that it can take a toll on our mental health and well-being. We have put forward several guidelines that will allow the people of our communities to maintain positive health and well-being during the COVID-19 health crisis.

Eat Well



Maintaining a healthy diet during the COVID-19 crisis is essential for good mental and physical health. While you're stuck at home for most of the day it might be tempting to eat unhealthy snacks that are lying around the kitchen. Instead of consuming processed foods that can be high in sodium, sugar, and preservatives, try to utilize your time by cooking new recipes. There are plenty of resources online that can inspire you to increase your culinary skills while allowing you to eat healthy in the comfort of your own home.

Maintain Physical Activity While Social Distancing



Physical activity is linked to positive mental health and well-being. While we must maintain social distancing in accordance to the policies and guidelines of the government, we can still participate in individualized forms of physical activity. Push-ups, sit-ups, and stretching are all examples of some of the activities that we can do around the house. If you are lucky to have exercise equipment, then be sure to include it into your routine.

Engage With the Outdoors



Physical activity does not have to be limited to home workouts. We have some of nature's best scenery just outside our front door. While we do have to be cautious in maintaining social distancing, we are allowed to go for walks to get fresh air and exercise (not to socialize). This can be therapeutic when most of our day is spent in our homes. Feel free to go for a jog, or to take a leisure walk. Just remember to maintain a distance of at least two meters when approaching anyone. At home, be sure to open the blinds during the daytime to allow plenty of natural light to enter the rooms of your home.

Stay Connected



Technology allows us to connect with people through Facetime, Facebook Messenger, Skype, Zoom, WhatsApp, or just by simply calling and texting. If you feel that you're beginning to struggle, take some time to connect with a friend, family member, or colleague. Tell them how you feel. If you need some advice or someone to speak to, NGC is here for you. Feel free to reach our HR Manager, Russell Banzet, at anytime for a confidential discussion to go over how you are feeling and to discuss options for overcoming challenges faced from staying at home during the ongoing COVID-19 crisis. **Russ is available at (709) 899-0795.**

Limit Your News Intake to What is Needed



It's hard to turn on the TV, browse the internet, or check Facebook without seeing alarming news about COVID-19. If you find that the constant 24/7 coverage of coronavirus is impacting your mental health, particularly on social media, you can opt out. According to the World Health Organization, "a near-constant stream of news reports about an outbreak can cause anyone to feel anxious or distressed." While it's important to stay informed, limiting the news to two or three times a day can be more beneficial to our mental health than having the TV on all day, or continuously checking Facebook.

NGC's **10** Guidelines to Maintaining Positive Mental Health and Well-being during the COVID-19 Pandemic



Avoid Alcohol, Smoking, and Drug Use

Sometimes we can develop a sense of cabin fever when a large portion of the day is spent at home. We should never try to alleviate our feelings by turning to things that will only make our mental health worse. Please avoid the use of alcohol, smoking, and drugs, and focus your energy towards positive actions, especially at a time like this. Anyone who is suffering with an addiction is encouraged to call the **Provincial Mental Health and Addiction Services at (709) 729-3089**.



Maintain a Sense of Routine

You may find yourself spending the entire day in your pyjamas or remembering at 4pm that you haven't showered yet because you knew you wouldn't be seeing anyone. In the short term, it can feel nice to be lazy, but in the long term, this isn't going to be good for your mental well-being. Maintain as much of a routine as you can. Wake up and go to bed during the times that you normally would to ensure you get enough sleep. Eat at your usual time. Schedule a couple of hours into your routine for different forms of entertainment including going for a walk, playing games, or self-development.



Don't Get Drawn Into a Negative Spiral

It can be a negative experience for our overall mental health to have too much time to think critically about life. When social distancing, there is a lot of time to think about ourselves. Rather than focusing on negative energy, it's important to try our best to stay positive. Create goals in your mind about things that you'd like to achieve with your family and friends, and even on your own. Reach out to someone for guidance. If you need someone to talk to, NGC will be here for you.



Don't Spend All Day in Front of a Screen

Aside from work requirements, sitting in front of a screen all day is not the best way to spend long periods of time. This is because the blue light from devices like smartphones, iPads, and computers can be disruptive to your sleep and overall well-being. Take a break from your screens in order to optimize your mental health.



Do Something That You Enjoy

Participate in and develop new hobbies from home. These can include anything that you are interested in such as drawing, painting, sewing, reading, or any type of craft that you enjoy. Some people write songs and play instruments. These activities and hobbies are beneficial to you and your family.



Local initiatives at forefront of efforts to keep Nunatsiavut Safe

The Nunatsiavut Government took a series of steps starting on March 13 to prevent the spread of COVID-19 to the five Inuit communities.

The government restricted all non-essential travel by government employees. Four days later, Nunatsiavut Assembly members met to pass the 2020-21 budget and other legislation without any staff present. Members flew in and out on the same day by charter.

Subsequent measures included the closing of all Government offices except where it was necessary to continue essential service programs and service delivery. On March 19, the government advised against non-essential travel to and between the five Inuit communities by any means, including snowmobile and aircraft.

As federal and provincial governments moved to implement mandatory isolation for people entering the country in mid-March, the Government asked all people entering Nunatsiavut to self-isolate for 14 days. The directive went further for government employees and students returning home. They are now required to self-isolate in Happy Valley-Goose Bay for 14 days. The government will cover the cost of their accommodations.

On March 27, the Nunatsiavut Government outlined a series of measures to help people cope with the impact of COVID-19. Those measures are outlined in the graphic below. And on April 1, the Government provided further detailed guidance affecting travel to Nunatsiavut. The guidance can be found on the NG website in the 'Featured News' section.

How to prevent the spread of COVID-19

How to prevent the spread of COVID-19 and other viruses?

- Wash your hands often with soap and water for at least 20 seconds
- Avoid touching your eyes, nose or mouth, especially with unwashed hands
- Avoid close contact with people who are sick
- When coughing or sneezing, cover your mouth and nose with your arm or tissues, and immediately dispose tissues and wash your hands
- Clean and disinfect frequently touched objects and surfaces such as toys, devices, and doorknobs
- Stay home if you are sick and avoid spreading illness to others

NUNATSIAVUT
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<https://www.canada.ca/en/public-health/services/publications/diseases-conditions/about-coronavirus-disease-covid-19.html>

Measures announced on March 27 by the Nunatsiavut Government to assist Labrador Inuit to cope with the impact of the COVID-19 pandemic.

Food Support Program: Financial assistance will be provided to support community food banks and freezer programs, including those operated by the Sivunivut and NunaKatiget Inuit community corporations. The funds will be used to purchase food for delivery to elders, families and individuals in need. Other food security initiatives, including access to traditional country foods, are being explored.

Cleaning Supplies: Arrangements are being made to immediately provide a variety of household cleaners, disinfecting wipes, soap, etc. to families and individuals.

Activity and Games: The Department of Health and Social Development will provide packages of coloring books and crayons, and a variety of games, etc. to Inuit children and families. Focus will initially be placed on those that access services from Family Connections, with plans to expand the program to others.

Mental Health: Support packages, including items such as puzzles, games, etc. will be provided to promote mental wellness during self-isolation. Measures will also be implemented to enable individuals to connect directly with mental health workers.

Home Heating: A program is being developed to ensure wood and fuel is provided to those in need.

Steps taken by the Nunatsiavut Government to prevent the spread of COVID-19

- Restricting non-essential travel for all employees
- Cancelling all Nunatsiavut Government-sponsored events, meetings, workshops, etc. involving participants from multiple Labrador Inuit communities
- Closing all of its offices, including the Illusuk Cultural Centre in Nain, to the general public
- Advising staff to work at home if possible and to follow generally-accepted protocols to prevent exposure to and the spread of COVID-19. (Exceptions will apply to those requiring access to necessary programs and services.)

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Maintain physical distance from others

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Timmiak Construction Limited crew constructing a Raise Bore Collar for the Vale Underground Mine Expansion project. The collars are located at the surface and are connected to shafts that bring fresh air into the underground mine and allow the escape of stale air. Timmiak's last crews secured the worksite and equipment before leaving Voisey's Bay on March 20. Timmiak states that Vale has not provided a date for recommencing work. The company says that once the suspension is lifted, and dependent on Vale's planning, the company will rehire the workforce, return to the site, and finalize work on the Raise Bore Collars. *(Timmiak Construction Limited photo)*



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

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