

LNIB is getting closer to an Agreement with Highland Valley Copper

OUR RELATIONSHIP MOVING FORWARD WITH HVC

- This Agreement will be a commitment to a cooperative relationship from both sides until the mine closes, **NOT A PAYMENT FOR PAST ISSUES.**
- **BECAUSE THE AGREEMENT DOES NOT ADDRESS PAST ISSUES, WE ARE NOT “SIGNING AWAY” RIGHTS TO SEEK PAYMENT FOR WHAT HAPPENED IN THE PAST.**

SO WHAT DOES “A COOPERATIVE RELATIONSHIP,” MEAN?

- Constant open communication between LNIB and HVC.
- Sharing in the financial benefits of the mine.
- Making sure HVC follows all environmental commitments.
- Working groups composed of LNIB and HVC members.
 - Environmental working group
 - Contracting and Employment working group
 - Committee to monitor LNIB’s and HVC’s progress following the agreement
- Funding to support the working groups to achieve their goals.



WHAT FINANCIAL BENEFITS WILL LNIB SEE?



UP-FRONT PAYMENT:

A large up-front payment from HVC.

%



ANNUAL PROFIT-SHARE:

A percentage of HVC's annual profits.



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FIXED ANNUAL PAYMENTS:

A smaller, but still significant fixed amount that will be paid to LNIB every year for the next 25 years. This amount will adjust with inflation but won't change even if the mine's profitability does.

IMPLEMENTATION FUNDING:

Money to fund LNIB's engagement with HVC on an ongoing basis as part of the long-term cooperative relationship set out by the agreement.

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WHAT ABOUT EMPLOYMENT AND CONTRACTING?

Because HVC is later in its lifespan, it is not expanding like a young mine would be. This means it uses more employees, and fewer contractors. We are **VERY CLOSE TO AGREEING** on a plan to increase employment opportunities for LNIB members.

We will work continually with HVC to review existing employment eligibility criteria.

ADJUSTMENTS TO EXISTING ELIGIBILITY CRITERIA BEING EXPLORED

- **HIGHSCHOOL:** Allow experience in place of the Grade 12 requirement.
- **DRIVER'S LICENSE:** Allow members without licenses to apply.
- **SKILLS TESTING:** Make the testing process more inclusive for LNIB members.
- **INTERVIEW PROCESS:** Create LNIB approved cultural training for interviewers.
- **HIRING PREFERENCES:** If an Nlaka'pamux member satisfies all entry requirements, they'll be put on the HVC employee list that HVC uses to fill its open hourly jobs.

WE ARE ALSO WORKING TO MAKE IT EASIER FOR LNIB CONTRACTORS TO GET WORK BY:

- Creating targets for LNIB contracting.
- Identify LNIB businesses to serve upcoming contract needs at HVC.
- HVC will help build capacity in LNIB businesses to service other mines nearby.

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HOW DO WE KNOW THE AGREEMENT IS GOING TO DELIVER THESE BENEFITS?

We are putting together an **IMPLEMENTATION COMMITTEE** to make sure that the agreement is being followed and that progress is being made.

- LNIB and HVC will each choose members to be on the committee.
- The committee will make short, mid and long term plans to advance our interests and address our concerns.
- The committee will identify current and future problems to address as the agreement is implemented.
- The LNIB Chief and the HVC general manager will meet annually to review the progress of the committee.

COLLECT AND WIN!

Collect LNIB stickers at our community engagement events for a chance to win a trip to the Route 91 Country Harvest Music Festival in Las Vegas! For a full overview of the rules, how to get stickers and prizes check out our community engagement website www.kenatwaxw.com.



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