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**Qikiqtaaluk Corporation
and Group of Companies**

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ANNUAL REPORT

2012-2013

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A Partner in your Success

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TRANSPORTATION AND COMMUNICATION

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Qikiqtaaluk Information Technology Corp.

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Qikiqtani First Aviation Ltd.

Nunavut Petroleum Corporation

ᠳᠠᠰᠤᠨ ᠳᠠᠨᠤᠨᠤᠨ / Uqsuq Corp.

QC ᑦᐃᓕᒪ፯ጋᓕᓚᔨᓴᑦ
QC Canadian (Helicopter)

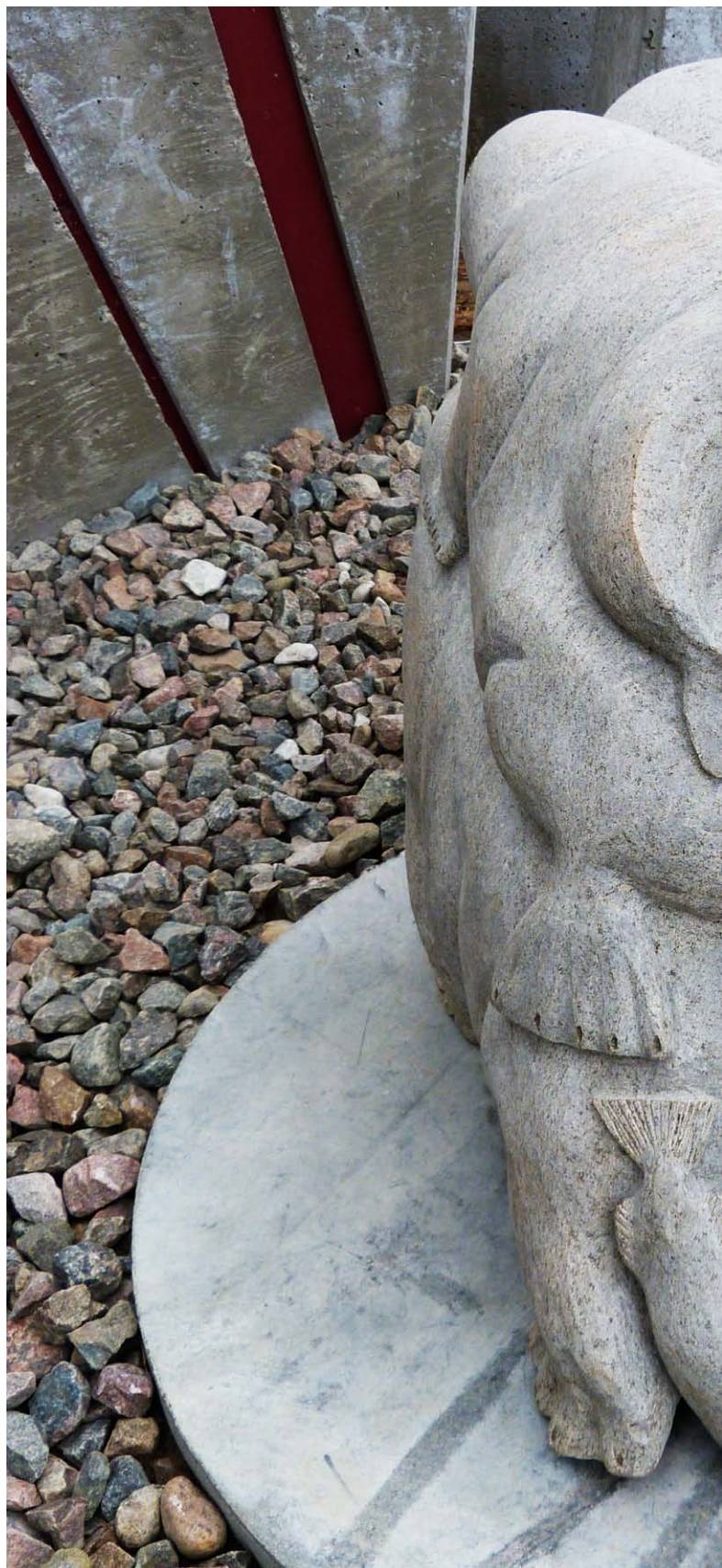
Nunavut Sealink and Supply inc.

ᄒᆞᆫ (2006) ᄒᆞᆫ / Frobuild (2006) Ltd.

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ለሥራ ልማትና ስልክ
Qikiqtani Employment and Training**



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QC participates in both the Canada Day Parade and the Christmas Parade annually, and has consistently won awards for its float designs.



Inuit Employment and Training

Qikiqtaaluk Corporation employs a large number of Inuit, both within the organization and throughout its subsidiary companies and joint venture projects. The following table indicates the percentage of Inuit employed at various levels throughout Qikiqtaaluk Corporation and its wholly owned subsidiaries:

Company/Subsidiary	% of workforce that is Inuit
Qikiqtaaluk Corporation	76%
QITC	25%
Qikiqtaaluk Properties	87%
Baffin Gas Ltd.	80%
Qikiqtaaluk Logistics - Headquarters	100%
Qikiqtaaluk Logistics - Cape Dyer	73%
Qikiqtaaluk Logistics - Mary River	87%

These rates are extremely high compared to many other Nunavut based corporations and government departments in the territory. The NLCA attempts to ensure representative levels of Inuit in the government workforce. Current population demographics indicate that this target is approximately 85% Inuit employment. QC comes close to or exceeds this target in several of its sections and is proud to be a leader in the Qikiqtani Region when it comes to training beneficiaries and providing Inuit with meaningful and rewarding employment.

Qikiqtaaluk Logistics (QL) had another strong year in 2012-13 in terms of providing employment and training opportunities to Inuit in the Qikiqtani

Region. QL once again achieved very high Inuit employment rates on several of its organizational project sites, including at Cape Dyer, a former DEW (Distant Early Warning) line site currently under remediation. This year at Cape Dyer, five heavy equipment operators received on the job training, while three employees received asbestos removal training on site. In addition to on-site training, a number of other workshops and certification programs were completed by employees:

- Fifty-nine workers completed Workplace Hazardous Materials Information System (WHMIS) certification. WHMIS is Canada's national hazard communication standard. The key elements of the system are cautionary labeling of containers of WHMIS "controlled products" and learning to work with material safety data sheets.
- Eight workers participated in a Team Leader Workshop on site, in addition to four taking the workshop back at the QL head office
- Fifty workers completed Wilderness First Aid/CPR certification
- Five workers completed Transportation of Dangerous Goods training
- Two workers took the supervisor safety training offered by WSCC



[illegible]

In addition, QL has been involved in the provision of support services to Baffinland at its Mary River iron-ore project. In 2012, 43 staff were hired to work at the site, 29 of whom were beneficiaries. While these are respectable Inuit employment numbers (67% Inuit content), these numbers improved from January to July of 2013, as 64 employees were hired, 47 of whom were beneficiaries (73% Inuit content). The following table indicates the employee levels by community from January to July 2013 at Baffinland's Mary River project:

Community	Number of Employees
Arctic Bay	1
Clyde River	4
Hall Beach	8
Igloolik	5
Pond Inlet	13
Iqaluit- Inuit	15
Iqaluit- Non Inuit	5
South- Inuit	1
South- Non Inuit	12
TOTAL	64

Beneficiaries from Pangnirtung, Qikiqtarjuaq, and Kimmirut were also employed over the course of the year at QL project sites.

Qikiqtaaluk Information Technology Corporation (QITC) strives to be a leader in Nunavut when it comes to employing certified, highly trained professionals in the private sector. Courses staff members are encouraged to take include Microsoft, Cisco, CompTIA, various OEM courses, as well as other technical courses, and Inuktitut language training. Over the past year, one staff member

completed the supervisor safety training offered by WSCC.

Baffin Gas Limited. (BGL) is a strong supporter of Inuit youth employment and training in all their retail operations. Ongoing training is taking place, including file maintenance and monthly reporting training, and a new pay grid has been developed to standardize salary increases for both youth and senior staff. Despite high entry level staff turnover rates, there are several Inuit employees who have been with the company for many years, including one in particular who started with the company nine years ago and has become the company's chief expeditor. In order to support these long term staff, BGL is planning to offer Retail Management Training in 2013, with the goal of having one of them become the Baffin Gas Bar manager in the future.

Qikiqtaaluk Fisheries Corporation (QFC) continued to be a significant source of Inuit employment. With an average crew complement of 24, *Saputi* completed 10 fishing trips from January 2012 to April 2013 and created 380 fishermen positions. These are comprised of 262 crew positions (182 shrimp fishermen and 80 turbot fishermen), as well as 118 factory positions (81 shrimp factory workers and 37 turbot factory workers). Of these positions, 47 of the crewmen (31 shrimp fishermen and 16 turbot fishermen) and 44 of the factory workers (29 shrimp workers and 15 turbot workers) were Inuit, for a total of 91 Inuit workers currently employed in the fisheries sector under QFC.

QFC works in partnership with the Nunavut Fisheries Training Consortium (NFTC) to continually increase the number of Inuit in its workforce. In 2012, NFTC purchased a computer based training simulator to help teach students to navigate ocean vessels in a very realistic manner. This simulator includes specialized navigation modules, covering fishing functionality, ice navigation, tug and mooring techniques, fishing vessel techniques, and

[illegible]





Mission: To understand the needs of users and provide cutting-edge technology as the primary supplier of Information Technology services in Iqaluit and the Baffin region.

QITC is a “one-stop shop” for information technology services and products in Iqaluit that specializes in designing and supporting corporate networks, application hosting, computer repairs and 24/7 Help Desk and on-site technical support.

After spending six months in negotiations with Iristel, QITC reached an agreement to act as the sole agent for new VOIP and 3G Cellular phone services in Iqaluit. Information on these services and how they are received will be examined in detail in next year's annual report!

In addition to these exciting, upcoming new services, the following are some other interesting achievements of QITC over the past year:

- In partnership with Skills Nunavut, QITC helped put together and run an “Information Technology Club” at Inuksuk High School in Iqaluit, which provided students with an introduction to Information Technology (I.T.) and basic computer fundamentals. Five students participated in this year’s program.
- QITC participated in its first ever Nunavut Tradeshow and Conference and first Nunavut Mining Symposium as part of the QC booth.



This led to increased business opportunities such as the Iristel partnership.

- Through OEM (original equipment manufacturer) partnership affiliations, QITC is now able to diversify its services. Through QC's partnership with First Air (Qikiqtani First Aviation Ltd), QITC can keep costs significantly lower for its customers compared to other retailers in Nunavut.
- QITC has supported a number of corporate and business clients in Iqaluit, including private individuals, banks, federal government departments, as well as the post office.

Quick Facts

- ▶ QITC is the agent for SSI Micro's Qiniq (ISP) Internet Service Provider in Iqaluit, which complements QITC's IT Managed Services business.
- ▶ OEM computer related equipment includes products from companies such as Dell, HP, Lenovo, Cisco, and IBM.
- ▶ QITC was also able to establish a strategic partnership with one of the five largest wholesale distributors in Canada, Ingram Micro

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**Qikiqtaaluk Properties Inc.
(QPI)**

QPI is a wholly owned subsidiary of QC. The company holds, manages and maintains commercial property and on behalf of QC it provides property management services to QC for its 21 residential units.

In addition, the winning student was flown to Iqaluit for the building's opening ceremony, which also included Nunavut Member of Parliament Leona Aglukkaq, QC Chair Levi Barnabas and QC President Harry Flaherty. The grand opening involved a ribbon-cutting ceremony, complete with a traditional qulliq lighting and blessing. A huge four foot by three foot cake was also cut up and served with various snacks and country food, so nobody left the occasion hungry!



In other news, QPI undertook landscaping around the Igluvut building in Iqaluit in order to provide space and platforms for four memorial carvings and a large monument unveiled on Nunavut Day (July 9th, 2013) to celebrate the 20th anniversary of the signing of the NLCA. QPI's significant landscaping work around Igluvut made room for the artwork of four highly respected carvers, Lydia Qayaq, Jacoposie Tiglik, Pootoogook Qiatsuk, and Peter Akavak. This included the addition of seating and lighting fixtures to allow people to observe the carvings comfortably. These remarkable carvings are now on display year round.

Quick Facts

- ▶ Approximately 40-50 students entered QPI's "Name the Building" competition
- ▶ QPI is responsible for over \$52 million worth of property

[illegible]



- ▶ Over 9,000 tonnes of material has come out of contaminated DEW line sites in Nunavut
- ▶ From 2007-2010, QE shipped out 149 transformers, 430 drums of waste oil and 118 batteries for one company
- ▶ From 2008-2011, QE shipped out 663 drums of waste fuel, 262 drums of waste oil and 174 bags of mixed contaminated solids on behalf of another company

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Larga Baffin

A joint venture between QC and Nunasi Corporation, Larga Baffin provides boarding rooms and other services for Nunavut patients travelling to Ottawa, Ontario for treatment. This includes transporting patients to the appropriate medical facilities for admission, and shuttling patients between the facilities and the Larga residence as necessary. Larga aims to give patients “a home away from home,” providing country foods, a comfortable room and friendly people who can answer questions and are quick with a joke or a sympathetic ear.

The number of beds and size of the Larga facility have grown over the years. In the first year of operation, there were 24 beds in the organization's initial facility. After two years, this number grew to 54 beds. Demand continued to grow to the point where Larga needed to relocate to a building with more space. On April 17, 2009 the organization moved to their current location, which now has 87 beds. However, this is just the number of beds available; there have been as many as 148 people staying overnight in the facility at times.

Due to the financial and administrative support provided by QC and Nunasi, Larga has been able to create a positive work environment where people enjoy coming to work and are not just “working for

a paycheck.” This is important, because Larga staff often work with patients who are dealing with very serious health issues, and being able to stay upbeat around these patients often helps to calm their nerves and ease the tension they may be feeling. Even if some of the patients encounter difficulties while in recovery, both they and their families are appreciative of this.



Quick Facts

- ▶ Approximately 80% of Larga staff have been with the organization five years or longer
- ▶ At Larga's first site, they had approximately 9,000 bed nights per year; this is now up to 38,000 bed nights per year
- ▶ There are six times as many staff employed now at Larga compared to when the organization started up in 2000--that's a 600% increase in 13 years!



The flat rate for the shipping of country foods, now set at \$1.50 per kilogram, will allow for increased access to country foods across the territory, including caribou, geese, polar bear, arctic char, and seal. These foods are essential to the well-being of Inuit and this new rate will allow beneficiaries to access foods that may not be available around their

respective communities. The savings on shipping costs are also significant, as previous shipping rates could vary between \$2-\$9 per kilogram depending on the distance travelled.

Over the past year, QFAL has trained four Inuit from the Qikiqtani region to become flight attendants. This is important not only because they now have positions within the company, but because they can serve beneficiaries travelling on their flights in Inuktitut.

The training was comprised of two parts: a full course in Ottawa, ON, on flight regulations and the responsibilities, expectations and duties of a flight attendant, and hands-on training with experienced staff on First Air flights. QFAL is hoping to train 12 additional flight attendants this year in order to expand its Inuit workforce and provide additional service to Baffinland as its mining operations expand.







