



Keeyask Infrastructure Project

Socio-economic Effects Monitoring Program

Socio-economic Monitoring

Final Report 2013-2014



KEYYASK INFRASTRUCTURE PROJECT

SOCIO-ECONOMIC EFFECTS MONITORING PROGRAM

Final Report 2013 - 2014

Report for

MANITOBA CONSERVATION AND WATER STEWARDSHIP

Prepared On Behalf of the
Keyyask Hydropower Limited Partnership

By

Manitoba Hydro

December 2014

TABLE OF CONTENTS

1.0	INTRODUCTION	1
2.0	OVERALL PURPOSE AND APPROACH.....	1
3.0	STUDY AREA	2
4.0	OVERALL SCHEDULE	3
5.0	ECONOMIC MONITORING.....	3
5.1	EMPLOYMENT	3
5.1.1	Person Years of Employment.....	4
5.1.2	Hires	5
5.1.3	Employees	5
5.1.4	Employment Duration	6
5.1.5	Type (Job Classifications) of Work Available	7
5.1.6	Rates of Turnover	9
5.2	BUSINESS	9
5.2.1	Direct Project Expenditures	10
5.2.2	Indirect Employment and Business Opportunities Survey	10
5.3	INCOME.....	11
5.3.1	Labour Income	11
5.3.2	Taxes.....	12
6.0	SOCIAL MONITORING	13
6.1	BACKGROUND	13
6.2	ONGOING DISCUSSIONS WITH THE KCN COMMUNITIES, THOMPSON AND GILLAM	13
6.3	CULTURAL AWARENESS ACTIVITIES	14
6.4	TRAFFIC AND SAFETY	14
6.5	WORKER INTERACTIONS	15

LIST OF TABLES

Table 1:	Person Years of Employment	5
Table 2:	Number of Hires	5
Table 3:	Total Employees	6
Table 4:	Breakdown of Employment Duration	7
Table 5:	Total Hires by Job Classification.....	8
Table 6:	Total Discharges and Resignations	9
Table 7:	Direct Purchases	10
Table 8:	Labour Income.....	12
Table 9:	Tax Revenues	12
Table 10:	Traffic on the access road July 18, 2012 to July 31, 2014.....	15

1.0 INTRODUCTION

The Keeyask Infrastructure Project (“the Project” or “KIP”) was constructed by Manitoba Hydro for the Keeyask Hydropower Limited Partnership. The Project is located approximately 180 km northeast of Thompson and 40 km southwest of Gillam, extending between PR 280 and Gull Rapids on the Nelson River. The Project includes a start-up camp and associated infrastructure, a 25 km all weather access road and the first phase of a main camp.

The KIP Socio-Economic Effects Monitoring Program (SEMP) notes that monitoring provides a means to examine actual project effects, measure the effectiveness of mitigation measures, and identify any unanticipated impacts for adaptive management purposes. The socio-economic environment encompasses economic and social components. The Monitoring Program focuses on key components of the socio-economic environment that may be affected by the Project, including both indirect and direct effects.

2.0 OVERALL PURPOSE AND APPROACH

The Keeyask Infrastructure Project Environmental Assessment (EA) Report outlined various proposed socio-economic monitoring activities. Overall, the intent of Manitoba Hydro and the Keeyask Cree Nations (KCN) has been to reduce adverse effects of the Project and to enhance Project benefits to the extent feasible and practicable. Monitoring information has been intended to assist in this management task. The SEMP for the Project is intended to document positive and adverse changes with respect to specific socio-economic components over time, with the following purposes:

- To confirm impact predictions in the EA Report;
- To identify unanticipated effects;
- To monitor the effectiveness of mitigation measures;
- To identify other actions necessary to mitigate adverse effects or enhance positive effects;
- and
- To provide socio-economic information for other uses.

The SEMP focuses on key pathways of effect to, and components of, the socio-economic environment. The SEMP builds on the assessment studies conducted for the EA Report using

established methods for data collection and analysis. Separate monitoring programs were also developed in relation to terrestrial and aquatic factors and heritage resources.

3.0 STUDY AREA

The KIP SEMP notes that the nature and degree of socio-economic effects resulting from the Project are expected to vary across different regions depending on, among other things, proximity to the Project and geographic location relative to the Project hiring preference. The regions identified below were considered in the Keeyask Infrastructure Project Environmental Assessment.

KCN Community Study Area - The KCN Community Study Area includes the four First Nation communities in the vicinity of the Project: Tataskweyak Cree Nation at Split Lake; York Factory First Nation at York Landing; War Lake First Nation at Ilford; and Fox Lake Cree Nation at Bird and Gillam. These First Nation communities were included in this study area for the following reasons:

- They have areas used for traditional activities such as hunting or trapping that could be affected by the Project facilities;
- They have populations eligible for employment under the Project; and,
- They are parties to the Joint Keeyask Development Agreement (JKDA) and are partners in the Project.

Northern Manitoba Study Area – The broadest spatial scope used for the assessment (other than very occasional references to provincial and broader regions) is the Northern Manitoba Study Area. For the purposes of the socio-economic assessment, this area is defined as Statistics Canada Census Divisions 22 and 23. The key focus is on Thompson and Gillam as they are the major service centres in the region.

In order to facilitate data collection and analysis, the SEMP has adopted somewhat different study area definitions. For the purposes of employment and business monitoring, the **Northern Region** is to be defined by the BNA line (Schedule D from the Burntwood/Nelson Agreement). The SEMP is also to consider business and income effects for **Manitoba** and **Canada**.

4.0 OVERALL SCHEDULE

The SEMP focuses on the construction period of the Project, reflecting the magnitude of employment, business and income opportunities available during that time. Certain socio-economic parameters will continue to be monitored into KIP's operations and decommissioning period, as part of implementation of the Keeyask Generating Station's Socio-Economic Monitoring Plan.

5.0 ECONOMIC MONITORING

Economic monitoring includes monitoring of all employment and business associated with the Project. The objectives of economic monitoring for the Project are as follows:

- To track employment outcomes, with a particular focus on Aboriginal and northern resident employment outcomes;
- To track construction business outcomes, with a particular focus on Aboriginal and northern business participation; and
- To track the effect on project income levels, including labour income resulting from direct employment as well as estimated taxes paid to the government.

All information regarding economic monitoring is provided from January 1, 2012 to July 31, 2014 (completion of the KIP Project).

5.1 EMPLOYMENT

The Project EA Report provided estimates regarding potential KCN and northern Aboriginal resident participation in employment opportunities associated with the Project. It was estimated that the levels of participation would be influenced by several factors, including timing of the employment opportunities and the level of interest in pursuing employment opportunities by KCN members and other northern Aboriginals.

Monitoring of employment outcomes provides data on the success in attracting and retaining KCN and northern Aboriginal employees during Project Construction.

During construction, employment data is collected on site by contractors through an employee self-declaration form designed specifically for the Project ("Employee Report- Keeyask

Project”). All completed forms are provided by on-site contractors to Manitoba Hydro, and stored in a central database for the Project. Contractors also provide information to Manitoba Hydro on hours worked and labour income to enable calculations for person years and income estimates during construction. Employment data is provided in the categories outlined below:

- Person years – When part-time and/or seasonal workers are used, it is useful to standardize the hires in terms of person years of employment. Person years of employment are defined as the amount of work that one worker could complete during twelve months of full-time employment. For construction planning purposes and to compare to the EA Report, the number of hours worked per year is approximately 3000 hours per year (assuming 60 regular hours weekly) in most trade categories. For economic comparison purposes, the number of hours worked per year is approximately 2000 hours per year (assuming 40-44 regular hours weekly). As this report can be used for various types of comparisons, the data has been presented in terms of 3000 and 2000 hours per year.
- Hires - Refers to the number of people hired on the Project site for any duration.
- Employees - Refers to the number of individuals hired. The variance between Hires and Employees can be attributed to an individual being hired to the Project more than once.
- Average duration of work on the project
- Type (job classifications) of work available
- Rates of Turnover

5.1.1 Person Years of Employment

KIP generated 368 person years of employment in terms of a 3000 hour per year basis (552 person years in terms of a 2000 hour per year basis). See the Table 1 below for the breakdowns of person years of employment.

Table 1: Person Years of Employment

	3,000¹ hours	2,000² hours	% of Total Person Years
KCN	91	136	25%
Aboriginal	181	271	49%
Non-Aboriginal	187	281	51%
Northern Manitoba Aboriginal	146	219	40%
Northern Manitoba Non-Aboriginal	14	21	4%
Manitoba	335	502	91%
Non-Manitoba	33	50	9%

Note: Figures above are not additive.

5.1.2 Hires

There were 1758 hires on the KIP project. See Table 2 below for the breakdown of total hires.

Table 2: Number of Hires

	Hires	% of Total Hires
KCN	501	28%
Aboriginal	1023	58%
Non-Aboriginal	735	42%
Northern Manitoba Aboriginal	817	46%
Northern Manitoba Non-Aboriginal	35	2%
Manitoba	1631	93%
Non-Manitoba	127	7%

Note: Figures above are not additive.

5.1.3 Employees

A total of 1090 employees were hired on the Project. See Table 3 below for the breakdown of total employees.

¹ This number is used for construction planning purposes and to compare to the numbers in the EA Report.

² This number is used for economic comparison purposes.

Table 3: Total Employees

	Employees	% of Total Employees
KCN	260	24%
Aboriginal	539	49%
Non-Aboriginal	551	51%
Northern Manitoba Aboriginal	402	37%
Northern Manitoba Non-Aboriginal	30	3%
Manitoba	984	90%
Non-Manitoba	106	10%

Note: Figures above are not additive.

The total number of employees is less than the total number of hires because the same individual may have been hired more than once. For example, an individual may have moved to work on a different contract or moved to a different job classification to improve their position.

The number of employees to date does not reflect the number of employees on site at a given time. The number of employees on site at any given time varies depending on the work in progress and the time of year. The number of employees on site is usually highest during the period from late spring through early fall, which is typically the period with the highest level of construction activity and the largest workforce on site. The actual number of employees on site over the course of the year ultimately depends upon the work plans and schedules of the contractors for the various project components, in conjunction with the provisions of the Burntwood-Nelson Agreement, which is the collective bargaining agreement for the Project.

5.1.4 Employment Duration

Between January 2012 and July 31, 2014, the average employment duration was 3 months. See Table 4 for a breakdown of employment duration.

Table 4: Breakdown of Employment Duration

	Average Employment Duration (Months)
KCN	2.9
Aboriginal	2.7
Non-Aboriginal	3.4
Northern MB Aboriginal	2.8
Northern MB Non-Aboriginal	3.9
Manitoba	3.0
Non-Manitoba	3.9

Note: Figures above are not additive.

5.1.5 Type (Job Classifications) of Work Available

Total hires by job classification are provided in Table 5 below. For employee privacy and confidentiality reasons, the numbers of hires by residency cannot be disclosed, as the numbers are low for some of the classifications listed.

Table 5: Total Hires by Job Classification

Classification	Total KIP Hires	% of Total Hires
Labourers	232	13%
Security Guard	35	2%
Crane Operators	6	<1%
Equipment Operators	381	22%
Teamsters	271	15%
Carpenters	93	5%
Painters	<5	<1%
Glassworkers	<5	<1%
Floor Covering Installers	<5	<1%
Insulator Workers	23	1%
Lathing and Drywall	22	1%
Cement Masons	11	1%
Sheet Metal	5	<1%
Roofers	10	1%
Sheeters, Deckers and Cladders	14	1%
Boilermakers	5	<1%
Iron Workers	38	2%
Rodmen	7	<1%
Electrical Workers	43	2%
Plumbers and Pipefitters	32	2%
Sprinkler System Installers	<5	<1%
Office and Professional Employees	148	8%
Caterers	116	7%
Elevators Constructors	<5	<1%
Other*	250	14%
Total Hires	1758	100%

*The “Other” category refers to hires in job classifications not covered by the Burntwood Nelson Agreement, i.e. “out of scope” positions. This would include managerial and supervisory staff (both Contractor and Manitoba Hydro), other Manitoba Hydro on-site staff and certain technical staff (engineers and technicians).

5.1.6 Rates of Turnover

There were 235 occurrences where employees were discharged (64 occurrences) or resigned (171 occurrences). This represents a rate of turnover of 14 percent of total hires. Of the 235 occurrences where employees were discharged or resigned, 146 reported being of Aboriginal descent. This represents a 14 percent rate of turnover among Aboriginal hires. The majority of job site turnover, 73 percent, is comprised of resignations as opposed to discharges. A resignation represents an individual choosing to leave a job and does not include layoffs. Table 6 below outlines the breakdown of discharges and resignations, as well as turnover.

Table 6: Total Discharges and Resignations

	Number of Discharges	% of Total Discharges	Number of Resignations	% of Total Resignations	Turnover Rate³
KCN	28	44%	59	35%	5%
Aboriginal	46	72%	100	58%	9%
Non-Aboriginal	18	28%	71	42%	5%
Northern MB Aboriginal	41	64%	88	51%	8%
Northern MB Non-Aboriginal	<5	<5%	<5	<5%	<5%
Manitoba	61	95%	161	94%	14%
Non-Manitoba	<5	5%	10	6%	<5%

Note: Figures above are not additive.

There were a few instances where individuals have resigned or been discharged from the job site, but later returned to work on the Project. This occurred 29 times - approximately 12 percent of total resignations and discharges. Of these returns to the work site, 19 reported to be of Aboriginal descent, representing about 13 percent of all Aboriginal resignations and discharges.

5.2 BUSINESS

Project construction presents business opportunities locally, regionally and across the Province. Business outcomes are measured in terms of data on the direct expenditures of the Project for goods and services with a focus on Aboriginal and northern spending. Data collected during construction consists of:

³ Turnover is calculated as total incidences of discharges and resignations divided by total hires. The total hires for calculating turnover has been modified to exclude Contract 016125 (Emergency Medical Services) as the hiring and work scheduling practices for this contract can misrepresent the true turnover rate.

- Direct project expenditures
- Indirect employment and business opportunities survey

5.2.1 Direct Project Expenditures

There was \$302.6 million spent on goods and services for the Project. Of this, \$136.7 million were Manitoba purchases. Total northern Manitoba (Aboriginal and non-Aboriginal) purchases represent \$115.4 million or 84 percent of total Manitoba purchases. Another \$1.2 million was spent on other purchases using credit cards and cheques where there is no definitive way to confirm whether the vendor is a northern, Aboriginal, Manitoba or non-Manitoba business. Table 7 below summarizes the breakdown of total purchases to date.

Table 7: Direct Purchases

	\$ (Millions)	% of Total
Manitoba	\$136.7	45%
KCN	\$113.9	-
Other Northern Manitoba Aboriginal	\$0.4	-
Other Northern Manitoba	\$0.9	-
Other Manitoba	\$21.1	-
Outside of Manitoba	\$165.1	54%
Other	\$1.2	<1%
Total	\$302.6	100%

5.2.2 Indirect Employment and Business Opportunities Survey

With respect to indirect employment and business effects, the KIP SEMP defined scope is to undertake an indirect employment and business opportunities survey once during the Project near the end of the construction phase to capture peak activity levels. To this end, Manitoba Hydro and Keeyask Cree Nation (KCN) community representatives conducted surveys of local businesses in Thompson, Gillam and respective KCN communities. The analysis covers the period from January 2012 to July 2014 which spans the years of KIP construction, the infrastructure development phase preceding the Keeyask Generating Station Project. During this time, development was concentrated on access road construction, camp construction and worksite preparation. A total of 31, 13 and 8 business were surveyed in Thompson, Gillam and KCN communities, respectively.

Participants, particularly in Thompson, had a generally optimistic outlook for their local economy

due to perceived and anticipated economic impact from major projects such as Bipole III and the Keeyask Generating Station. However, the results of the data indicate that almost all respondents had difficulty specifically isolating the effects of KIP on their businesses because of the overall economic activities occurring in Thompson and the relatively small size of KIP. While survey size was much larger in Thompson, given the absolute number of businesses, these results were consistent within Gillam and participating KCN communities as well.

5.3 INCOME

The results of income monitoring include estimates of the following:

- Labour income - an important indicator of the direct economic impact of the Project. Income levels affect the general standard of living of individuals and families.
- Taxes - Direct taxes reflect revenue generated for the government, which in turn, contribute to societal programs and general well-being. Examples include:
 - Provincial sales tax
 - Payroll tax
 - Corporate capital tax
 - Fuel tax
 - Estimate of personal income taxes

5.3.1 Labour Income

The estimate of labour income reflects the direct income earned by workers from employment on the Project. It is the sum of wages and salaries associated with direct person years of employment⁴. Total labour income earned is approximately \$49.1 million. Table 8 lists the breakdown of labour income earned on the Project.

⁴ *Labour income is calculated based on information provided by contractors and Manitoba Hydro.*

Table 8: Labour Income

	Labour Income (Millions)	% of Total
KCN	\$8.4	17%
Aboriginal	\$19.9	41%
Non-Aboriginal	\$29.2	59%
Northern Manitoba Aboriginal	\$15.1	31%
Northern Manitoba Non-Aboriginal	\$1.7	3%
Manitoba	\$40.6	83%
Non-Manitoba	\$8.5	17%

Note: Figures above are not additive.

5.3.2 Taxes

The Project also contributed to government revenues. This includes revenues received by federal and provincial governments such as payroll tax, personal income tax, capital tax, fuel tax and provincial sales tax. Not all of these taxes are payable by the Project; however, they are generated as a result of the work undertaken. The estimate provided here does not include taxes received by the local or municipal government or taxes associated with indirect or induced employment.

The estimate of total tax impacts to the end of July 31, 2014 is \$29.5 million. The estimate includes \$1.1 million in payroll taxes⁵, \$13.3 million in personal income taxes⁶, \$3.1 million in capital tax, \$1.1 million in fuel tax⁷ and \$10.9 million in provincial sales tax⁸.

The breakdown of the estimated total is provided in below.

Table 9: Tax Revenues

	Taxes to July 31, 2014 (\$Millions)		
	Provincial	Federal	Total
Provincial Sales Tax	\$10.9	---	\$10.9
Payroll Tax	\$1.1	---	\$1.1
Corporate Capital Tax	\$3.1	---	\$3.1
Fuel Tax	\$0.6	\$0.5	\$1.1
Personal Income Tax	\$5.6	\$7.7	\$13.3
Total	\$21.3	\$8.2	\$29.5

⁵ Health and Post-secondary Education Tax is calculated as 2.15 per cent of the estimated labour income of \$50.4 million.

⁶ Personal income taxes are paid by individual employees to the federal and provincial governments. Each individual's personal tax situation (and therefore taxes payable) will vary. However, this estimate is based on a range of reasonable assumptions.

⁷ The fuel tax estimate is based on provincial taxes of 14 cents/litre for both diesel and gasoline and federal taxes of 4 cents/litre for diesel fuel and 10 cents/litre for gasoline; provincial and federal taxes of 3.2 cents/litre and 4.0 cents/litre, respectively, for aviation fuel.

⁸ PST is based on estimates of taxes paid directly by the project and PST on materials provided by suppliers under real property contracts.

6.0 SOCIAL MONITORING

6.1 BACKGROUND

The KIP Socio-Economic Effects Monitoring Program notes that social effects of the Project are expected to vary across regions, and the widest scope and magnitude of effects is expected to occur in the Local Region closest to the Project (i.e., including the KCN communities, as well as Thompson and Gillam). Anticipated social effects were identified in the EA Report. The SEMP has been designed to address these potential effects and to identify and respond to any unanticipated effects of the Project.

The objectives of social monitoring for the Keeyask Infrastructure Project are as follows:

- To document the Partnership's ongoing discussions with the KCN communities and the Town of Gillam and the City of Thompson regarding Project impacts;
- To document outcomes of on-site cultural and employee retention activities during construction; and
- To document transportation safety.

6.2 ONGOING DISCUSSIONS WITH THE KCN COMMUNITIES, THOMPSON AND GILLAM

Discussions between Manitoba Hydro and KCN leadership regarding KIP effects have been ongoing throughout KIP construction, through KIP's Monitoring Advisory Committee and other Keeyask-related forums. Manitoba Hydro staff have also maintained communication with City of Thompson and Town of Gillam representatives to obtain their observations regarding any KIP effects on the two communities.

In addition, KCN representatives have undertaken discussions with KCN stakeholders to obtain their observations regarding any worker interactions with residents of KCN communities, and Manitoba Hydro representatives have undertaken similar discussions with various Thompson and Gillam stakeholders. The recently established Gillam Worker Interaction Subcommittee has also provided a source of information on potential worker interactions in the Gillam area. (*See 6.5 – Worker Interactions for additional information.*)

Information provided through these mechanisms will continue to be utilized in the implementation of social monitoring for the Keeyask Generation Project.

Of note is the fact that, given various developments currently taking place in the area, community representatives and stakeholders have cited difficulties in specifically attributing potential effects to KIP.

6.3 CULTURAL AWARENESS ACTIVITIES

The Project's Employee Retention and Support (ERS) services have been provided under a Direct Negotiation Contract with the Fox & York Keeyask Joint Venture Company. This service has provided for various on-site measures to ensure that sensitivity and respect for cultural differences are demonstrated. These measures have included the development and implementation of Aboriginal Awareness training for employees, and arranging for cultural ceremonies at important project milestones. Employee Retention and Support staff arrived on site on March 18, 2013.

By July 31, 2014, ERS staff had held 26 Aboriginal Awareness training sessions, with a total of 207 on-site workers participating.

Four ceremonies were arranged by ERS staff to mark project milestones. These included pipe ceremonies for the North Access Road and test ice boom, a blessing at the main camp pad, and a stream-crossing ceremony. Prior to the ERS staff arriving on site, KCN partner communities held 4 site ceremonies to mark milestones at Looking Back Creek, the North Access Road, and at various borrow pits. These included a pipe ceremony, a water ceremony and prayers.

6.4 TRAFFIC AND SAFETY

The KIP SEMP identifies a potential for an increase in traffic on Provincial Road 280 (PR 280) during construction of certain components of the Project. Manitoba Hydro is currently working with Manitoba Infrastructure and Transportation (MIT) with regards to information on traffic levels and collisions on PR 280 during KIP construction.

The north access road is intended to connect PR 280 to the proposed Keeyask Generating Station site. Access is controlled by means of a security gate at the intersection of the access road and PR

280. The gate office is staffed 24 hours a day, seven days a week. Road use and traffic incidents along the access road are monitored through gate records and by security reports from patrols.

Information collected includes documentation of the types of users on the access road, and monitoring of any incidents associated with non-construction use of the road, consistent with the Project’s Access Management Plan.

Data collection for the road began on July 18, 2012, initially by a temporary contractor. A Security Services Direct Negotiated Contract was signed with the Fox York & Sodexo Joint Venture Company in November 2012, and they took over data collection in February 2013.

Table 10 provides a summary of traffic on the access road during the reporting period. On average, 94 vehicles per day used the road from July 18, 2012 to July 31, 2014. To date, the access road has not been used for non-construction-related traffic.

Table10: Traffic on the access road July 18, 2012 to July 31, 2014

	2012						2013												2014						
	Jul	Aug	Sep	Oct	Nov	Dec*	Jan	Feb	Mar	Apr	May	Jun	Jul**	Aug	Sep	Oct	Nov	Dec*	Jan	Feb	Mar	Apr	May	Jun	Jul
Total	513	1643	3454	5748	4214	1605	1078	1576	2022	3218	4114	2939	4938	8092	5710	6066	3538	1242	547	643	262	1614	1780	1974	3332
Daily Average	17	53	115	185	140	52	35	56	65	107	133	98	159	261	190	196	118	40	18	23	8	54	57	66	107

* Reduced traffic due to Christmas Leave shutdown.

** Reduced traffic due to fire evacuation - July 3rd to 16th.

Source: Manitoba Hydro

Note: Vehicles by month, with daily average (July 18, 2012 to July 31, 2014). July 18, 2012 was the temporary security start date.

6.5 WORKER INTERACTIONS

KIP’s Environmental Assessment (EA) Report identified a potential for socio-economic effects related to worker interactions, particularly in the KCN communities, Gillam and Thompson.

As noted in 6.2 – *Ongoing Discussions*, Manitoba Hydro has established a Worker Interaction Subcommittee. This Subcommittee is part of a corporate-wide initiative to address anticipated increases in the Gillam area workforce resulting from Keeyask and other Manitoba Hydro projects being constructed in an overlapping timeframe. It is intended as a forum for information sharing and communication related to this anticipated increased workforce in order to provide for early identification of potential worker interaction concerns, prevention of issues to the extent possible, and identification of ways to work cooperatively to address issues as they arise. In addition to Manitoba Hydro, Fox Lake Cree Nation, and the Town of Gillam, other

stakeholder members are determined on an as needed basis. With respect to reporting, due to the sensitive nature of the topics addressed, some information will remain confidential.

Also as noted in 6.2 – *Ongoing Discussions*, KCN representatives have recently undertaken discussions with KCN stakeholders to obtain their observations regarding potential KIP worker interactions with residents of KCN communities, and Manitoba Hydro staff have undertaken similar discussions with various Gillam and Thompson stakeholders, including representatives of local businesses, and social services and health providers. In addition, communication with representatives of the City of Thompson and the Town of Gillam regarding KIP effects (*see 6.2 – Ongoing Discussions*) have included their observations regarding any worker interaction-related effects.

Information provided through these mechanisms will continue to be utilized in the implementation of social monitoring for the Keeyask Generation Project.