



Recognizing our obligation to assist in the development of a strong workforce that is both qualified and representative of our territory's population, QEC will work closely with the Department of Finance and the Department of Executive and Intergovernmental Affairs to implement the GN's Human Resources Strategy priorities and will continue to focus on recruitment and development opportunities for Nunavut Inuit.

Corporate Expectations and Priorities for 2017-2018

The Board along with the dedication of the senior management will continue to focus on the following key items:

Harassment Free Workplace

The Board fully supports the GN's policy on a harassment free workplace and we commit to overseeing the review and update of QEC's policies to ensure that employees are provided a safe and respectful work environment. The President and CEO has been made aware of the responsibility to uphold and promote QEC's Respectful Workplace policy across the corporation. To constantly be at the forefront on this important topic QEC had invited Workers' Safety and Compensation Commission for a series of Safety Talks regarding new Occupational Health and Safety regulations dealing specifically with Workplace Violence and Harassment.

Human Resources

Our employees continue to be the backbone of the Corporation. The Board will strive to restore QEC's reputation as the employer of choice in Nunavut, and will actively engage with senior management to identify ways to help boost employee morale and promote a culture of strong and accountable leadership.

As we move forward, we will continue to focus on increasing Inuit employment in skilled trades and at the professional and management level within the corporation. We believe that a workforce representative of Nunavut's population is pivotal to the success of QEC and as of March 31, 2017, 50% of QEC's employees are Inuit. QEC's long-term plan for increasing Inuit employment is through supportive education and work experience initiatives for both power plant staff and office staff, which is achieved through QEC's Inuit Leadership Development Program (ILDP) and the Apprentice Program. We expect 3 Inuit employees from these programs to be full-time by the end of 2017.

Uqausivut Plan

The Corporation has worked to implement the Uqausivut Comprehensive Plan and enhance its efforts to serve our customers in their official language of choice and to comply with the *Official Languages Act* and the *Inuit Language Protection Act*. Earlier this year our staff provided their



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Qulliq Energy Corporation
Société d'énergie Qulliq
Qulliq Alruyaktuqtunik Ikumatjutiit

input into the development of The *Uqausivut Plan 2* discussion paper and are eager to be involved in the framework.

Accountability and Financial Management Reporting Expectations for the 2017-18 Fiscal year.

The Board of Directors acknowledges the importance of openness and accountability, and the provision of timely information to the Government and Nunavummiut as set out in the *Financial Administration Act*, Section IX. QEC's senior management has been instructed to adhere to our reporting responsibilities outlined in the Letter of Expectation, and to work closely with the Department of Finance to ensure fulfillment of the corporation's duties.

The Corporation is committed to fulfilling our reporting responsibilities to the Department of Finance and ensuring proper process is followed and accurate information is provided when requested. We are pleased to have staff working collaboratively with the Department of Finance along with other representatives from other crown corporations on a working group that is currently reviewing the Financial Administrative Manual (FAM).

Looking ahead, the Corporation will further its efforts to communication with the Government of Nunavut, our employees and our ratepayers through increased transparency, reporting and outreach. Enhanced operational effectiveness throughout the year is one key area that the Corporation has designated as a focus. QEC will continue to improve on established processes and strive for a higher standard of practice as it continues to build upon the progress that has been made in the past.

Through collaboration and the guiding Inuit societal values we are committed to meeting the objectives you have provided in your letter and building upon a better future for all Nunavummiut. Our focus will continue to be based on providing for the communities and the people we serve.

On behalf of the Board of Directors and senior management, we will strive to meet the priorities and expectations outlined in your letter, while continuing to operate as a responsible, transparent and reliable electrical utility, serving the needs of our customers.

Sincerely,

Elijah Evaluarjuk
Chairperson, Qulliq Energy Corporation

cc: Bruno Pereira, President and CEO, Qulliq Energy Corporation

