

BMC – KASKA SCHOLARSHIP FRAMEWORK

Contents

I. Objective	3
II. Scholarships	3
A. University Scholarships - Mining	3
B. University Scholarship – General	4
C. Yukon College related Scholarships	4
D. Secondary School Assistance Packages	5
III. Selection Committee	5
IV. Business Integrity Framework.....	5
V. Application of Business Integrity Framework.....	6
VI. Scholarship funding outline	7

Interim BMC Kaska Scholarship Program – Three year program only

I. Objective

BMC is considering the development of the Kudz Ze Kayah (KZK) project approximately 115km from Ross River. As part of its ongoing involvement in the Ross River and Kaska territory, BMC wishes to establish an interim three year scholarship/study assistance program aimed at supporting students that wish to commence, continue or complete secondary or post-secondary studies and who require financial assistance to do so. Applicants must be Kaska who meet the specific academic criteria set out in one of the four scholarship categories outlined below.

The program is aimed at increasing the level of technical and trade skills of Kaska in order to improve the opportunities for Kaska to be considered for employment at Kudz Ze Kayah should a decision be made to develop the project. It is specifically targeted at mining technical and trade fields.

This scholarship program shall commence from September 2016 and continue until July 2019 upon which time it shall be replaced by any scholarship and training program contained within the KZK Socio-economic Participation Agreement (SEPA).

II. Scholarships

Scholarships will be available to support four levels of study:

A. University Scholarships - Mining

1. A maximum of two scholarships will be available annually to support students attending any recognized Canadian university studying a mining related subject (see below);
2. Each scholarship will be available to a successful recipient for up to three years while enrolled at university;
3. The funds allocated to Class A scholarships shall not be available to other classes of scholarship;
4. Recipients will receive the sum of \$5,000 per year for a maximum of three years provided they are enrolled on a full time basis at an accredited university;
5. Recipients are required to maintain a “C” average in any year in order to maintain eligibility for the following year;
6. Recipients of the BMC scholarship shall be offered summer vacation work for a minimum of two months in Vancouver or at the KZK project;
7. Scholarship funds are payable as follows;
 - i. Half payable at the commencement of study each year;
 - ii. Half payable at the mid-year point of each study year (notionally 15th January of each year)
8. Scholarships are available for a degree level course of study at any Canadian university for recognized mining and mineral resources related degrees in the following areas;
 - i. Business Studies including Accounting and Administration;
 - ii. Computer Sciences;
 - iii. Environmental Science (where it is earth sciences related only);
 - iv. Geology and Earth Sciences;

- v. Geotechnical Engineering;
 - vi. Mining Engineering;
 - vii. Civil Engineering;
 - viii. Mine Surveying or Civil Surveying
 - ix. Mineral Processing
9. Scholarships shall be preferentially awarded to candidates that are studying in the subject areas outlined above. Other areas of study shall not be considered for these two scholarships. Applicants studying other non-mining degrees should apply for a category B scholarship.
10. Note that under this category, scholarships are not available for courses that result in a diploma or certificate.

B. University Scholarship – General

1. A maximum of one scholarship will be available at any one time to support a RRDC/LFN student attending any recognized Canadian university and for any course;
2. The scholarship shall be available to a successful recipient for one year only while enrolled at university. In order to maximize opportunities for all potential applicants it will not be offered for a second year to a previous recipient;
3. Recipients will receive the sum of \$4,000 per year for a maximum of one year provided they are enrolled on a full time basis at an accredited university;
4. Scholarship funds are payable as follows;
 - i. Half payable at the commencement of study each year;
 - ii. Half payable at the mid-year point of each study year (notionally 15th January of each year)
5. Note that under this category, scholarships are not available for courses that result in a diploma or certificate.

C. Yukon College related Scholarships

1. 5 x \$1000 scholarships are available;
2. Each scholarship is available for one year only;
3. Each scholarship is available for a full year of study (i.e. it is not available for short courses of less than 6 months);
4. The scholarship is available for diploma or certificate level studies in the following courses run by Yukon College;
 - i. Business Administration;
 - ii. Office Administration;
 - iii. Computer Support;
 - iv. Geological Technology;
 - v. Environment Studies;
 - vi. College Access Pathways;
 - vii. Any registered apprenticeship supported by Yukon College;
5. Candidates studying the above courses of study shall receive preferential consideration for Yukon College scholarships however this shall not preclude other courses of study being considered should positions and funding be available. Such consideration shall be at the discretion of the Selection Committee.
6. Recipients of this scholarship are eligible to reapply for a further year's scholarship.

D. Secondary School Assistance Packages

- a. 20 x \$500 study assistance packages of one year duration are available to secondary school students in their final year (year 12) of high school;
- b. The packages are designed to supplement study and accommodation costs and to complement other support packages that might be available;
 - i. Funds may be used for books and other tuition or study related expenses
 - ii. Accommodation and living expenses;
 - iii. Travel to and from home

III. Selection Committee

1. The Parties will establish a Selection Committee composed of one representative from each of BMC, Kaska and Yukon College. The Kaska representative shall be nominated by RRDC. The Selection Committee shall, at their first meeting, establish for the approval of the Parties a process for the annual selection of recipients of a BMC Kaska Scholarship. Such process to be approved by both BMC and RRDC.
2. The Kaska Scholarship Selection Committee shall annually review the operation of the Kaska Scholarships initiative, including eligibility criteria, funding levels and selection and may recommend changes in any of these areas to the Parties for their consideration.
3. The Kaska Scholarship Selection Committee shall select eligible Kaska applicants and shall assign the individual scholarship category of award.
4. The Kaska Scholarship Selection Committee shall operate by consensus. In the event that consensus cannot be reached by the Kaska Scholarship Selection Committee, the matter shall be referred to the Parties for resolution. If no resolution is achieved, BMC reserves the right to make a determination unilaterally.
5. Decisions made for the award of scholarships are not subject to appeal.

IV. Business Integrity Framework

BMC is or may be subject to relevant foreign and domestic anti-bribery and anti-corruption laws at any given time, including the *Foreign Corrupt Practices Act* (United States), the *Bribery Act* (United Kingdom), and the *Corruption of Foreign Public Officials Act* (Canada), and the Company has therefore implemented necessary anti-bribery and corruption initiatives, including its Business Integrity Framework, as a means of ensuring the Company's ongoing compliance with such legislation.

BMC has also established a number of other policies and protocols in order to ensure that our business operates in a manner that is consistent with the values of our Directors, Employees, Shareholders and Business Partners. The single most important initiative that addresses all of the above is our Business Integrity Framework (BIF). A copy of the BIF can be made available upon request, the following BIF excerpt outlines its purpose:

The purpose of the Framework is to ensure that the BMC Group (the Group) meets several important objectives:

- *Complies with Relevant Legislation.*
- *Conducts its business with the level of integrity and ethics that would be expected by business partners, employees, investors, finance providers, regulators / lawmakers and the people and communities impacted by the Group's activities.*
- *Defines responsibilities of Group Personnel.*

- *Defines a control and reporting framework to ensure compliance is properly monitored and associated risks are managed.*

To achieve these objectives, the Group is committed to uphold the Framework at all times, both in internal matters and decision-making, and in the Group's interaction with external parties.

The Group is also committed to developing a culture among its Personnel and external counterparties in which the importance of business integrity is actively promoted. When dealing with external parties, including business partners, government bodies / officials and the people and communities impacted by the Group's activities, it is critical that its Personnel ensure that the relevant external parties understand the vital role of business integrity for the Group.

V. Application of Business Integrity Framework

With regards the operation of the scholarship fund and the Group's BIF obligations the following points are relevant:

- The role of the Scholarship Committee is to consider the applications of potential recipients and to determine the merits of each application based upon the intent of the fund and the application itself. This determination is to be completely independent of BMC, RRDC and any other group or individual. It is expected that one of the first acts by the Committee will be to establish the protocols and processes that will enable you to form your views on the applications. These protocols will need to be clear and unambiguous and be able to withstand scrutiny.
- Funds will be paid direct from BMC to the bank accounts of successful applicants unless they are minors, in which case the funds will be paid to their legal guardian. It is important that the committee provides these details to BMC with your recommendation to enable us to expedite payment. This should include recipients' bank account details.
- The type "A" mining scholarships are specifically targeted at mining related studies and these scholarships are not available for non-mining subjects. Should any further clarification or direction be required on definition for any of the scholarship or bursary categories contact CEO, Scott Donaldson directly.
- The scholarship process is the same for all applicants and the committee is required to ensure that any applicant, who is on council / staff of RRDC or any of the Kaska bands, or a family member thereof, is treated the same as applicants who do not have such connections. Consistent with this, any committee member that has an immediate family member apply for a scholarship or bursary should stand aside from the consideration of that application.

VI. Scholarship funding outline

Three year Scholarship Program	2016	2017	2018	2019	2020
A. University Mining Scholarship	2 x \$5,000	2 x \$5,000	2 x \$5,000		
		2 x \$5,000	2 x \$5,000	2 x \$5,000	
			2 x \$5,000	2 x \$5,000	2 x \$5,000
B. University Scholarship General	1 x \$4,000				
		1 x \$4,000			
			1 x \$4,000		
C. Yukon College Scholarship	4 x \$1,000				
		4 x \$1,000			
			4 x \$1,000		
D. Grade 12 Student Study Assistance Packages	20 x \$500				
		20 x \$500			
			20 x \$500		
Total	\$28,000	\$38,000	\$48,000	\$20,000	\$10,000