



Nunavut Tunngavik Inc.

HONOURARIA POLICY

*Approved by the Board of Directors in January 1997
Last Amended in March 2021*

I. PURPOSE

The purpose of this policy is to provide for reasonable honouraria to Members, Directors and other official representatives who lose their earnings in order to attend NTI meetings.

II. APPLICATION

This policy applies to all persons who lose their earnings to attend NTI meetings or other authorized NTI business at the request of NTI, unless the person receives salaried compensation in his/her executive position from NTI, RIAs or Nunavut Trust.

III. RATES AND PROCEDURES

1. The following honouraria rates will apply, effective April 1, 2021, and periodically adjusted pursuant to s. 2 below:
 - (a) For Directors during Board and Annual General Meetings, \$675 for each travel and meeting day; for all other persons invited by NTI, \$400 for each travel and meeting day.
 - (b) For Members during Annual General Meetings, \$675 for each travel and meeting day; for all other persons invited by NTI, \$400 for each travel and meeting day.
 - (c) For all other meetings other than those provided in (d) below, \$400 for each travel and meeting day;
 - (d) For meetings of the Community Enrolment Committees, \$400 for each travel and meeting day; for meetings of the Enrolment Appeals Committee, \$400 for each travel and meeting day;
 - (e) For Directors during Board teleconferences: under four hours \$350; over four hours \$675; and
 - (f) For all other persons during teleconferences: under four hours \$200; over four hours \$400.
 - (g) When Directors, Members, Committee members and other persons attending meetings upon invitation by NTI, attend meetings that go beyond eight hours per meeting (in one day), NTI may compensate \$100 for each additional hour of attendance. The NTI CEO may request information from NTI staff to confirm identity of attendees and additional hours attended.

2. Honouraria rates may be adjusted on April 1 of each year based on the change in the cost of living index for the previous year ending December 31, as reviewed and recommended by the Finance Committee for NTI CEO approval from time to time.
3. Directors, Board Committee members and all other persons invited by NTI, shall also receive an honorarium for each day actually spent on official Board business, Board Committee business or on other Board business which has been specifically approved by the President or designate.
4. Honouraria are subject to the mandatory deductions including, without limitation, Canada Pension Plan, income tax and Nunavut payroll tax.
5. The President or the Chief Executive Officer may withhold any portion of a member's or director's honouraria for non-performance of duties.
6. Honouraria shall be paid immediately after the relevant meeting. Verification of attendance at the meetings is required to process honorarium payments. The official minutes of the Board or AGM shall constitute acceptable proof of attendance.
7. Any person who does not wish to receive the honorarium should notify the President in writing.

IV. TRAVEL EXPENSES

Travel expenses (such as airfare, accommodations and transportation (to/from airport), meals) are separate from honoraria and shall be reimbursed according to applicable NTI finance policies.

For those persons who are entitled to receive honouraria from NTI under this policy, travel advances may be provided if requested.

(Last Amended in March 2021)