

Esso Exploration & Production Chad Inc.

**Site Specific Plan
Mainani Village**

Land Use Mitigation Action Plan

**Prepared by the EMP Department
June 2015**

Table of Contents

1. Introduction.....	4
2. Mainani’s population at a glance	5
3. The Project’s Footprint at the Village Level.....	7
4. The Project and the Environment of Mainani	9
Groundwater Quality Monitoring Data	9
Air Quality Monitoring Data	10
5. Mitigation of the effect of the Project on Impacted Individuals.....	11
6. Mitigation of the effect of the Project on the Community	13
7. Relations with the community and Major Topics of concerns.....	15
Public Consultation	15
Claims process.....	15
Local job opportunity	16
Donations.....	16
8. Mainani’s Current Needs and Resources	16
9. Recommended Site Specific Actions	17
Site Specific Actions for Mainani	18
Annex 1: Land available to villages	20
Annex 2: Use of Available Land per Village	21
Annex 3: Demography of Villages	22

List of Acronyms & Terms Used in this Report

BBS	Basic Business Skills Training
CRCP	Chad Resettlement and Compensation Plan
CdM	Household Chief (Chef de Ménage)
EEPCI	Esso Exploration & Production Chad Inc (the Project)
Eligible	Generic term to designate an individual that may be eligible to the EMP Resettlement Program.
EMP	Environmental Management Plan
EMP-IS	EMP Information System: manages Land Acquisition, Socioeconomic and Land return data.
ECMG	External Compliance Monitoring Group
HH	Household
HHH	Head of Household
HHM	Household Member. Include the CdM and all its dependents, regardless their age.
IFC	International Finance Corporation
LCC	Local Community Contact
MARP	Participatory Rural Assessment process
NGO	Non Governmental Organization
Potential Eligible	Individual that may be eligible to the EMP Resettlement Program. Analysis must be completed.
Project Footprint	Total area occupied by the Project at a given time (e.g. Compensated but not returned land)
True Eligible	Individual eligible to the EMP Resettlement Program. Individual whose eligibility established initially through the declarative process was confirmed using the VLUS.
VLUS	Village Land Use Survey previously called Cadastral survey. Refer to the measurement of every field, fallow & house of households.
WBG	World Bank Group
WHHH	Women head of household

1. Introduction

While the Village Land Use Survey (VLUS) data has allowed us to gain a very good understanding of the processes taking place in the field, incorporating data from the Synergy Team, the impact surveys and the land return surveys allow us to gain a real time perspective of the effects the Project is having on communities and individuals.

Previously developed tools, such as the Site Specific Plan (SSP), gave us a fairly detailed view of the communities which are impacted by the Project. We now find that such tools are difficult to update and review in view of the masses of information they contain. Often the SSP incorporated too much information and much of this information was not necessarily relevant to the ultimate objective. The purpose of a Site Specific Plan (SSP) is to clearly define the village's situation and identify a set of measures that mitigate the specific issues the village's population is encountering within their own village area. After having identified the issues which are specific to a village, the plan will consolidate all applicable livelihood restoration tactics into a strategy that will lead the restoration of its livelihood.

While an SSP was performed for Mainani (Kome Canton) in 2009, it has since gone through a number of new rounds of infill drilling. We must, at this point wonder whether previous mitigation efforts in terms of Community Compensation and individual resettlement initiatives were sufficient to fully mitigate the impact of the repeated land take on this community. Mainani is considered to be in the moderate village impact category in terms of the land take factor (% of village area occupied by Project) and in the low village impact category on social impact basis (% of individuals found to be at risk) (as per the 1Q-2015 Village Impact Report).

As of March 31st, 2015 these facilities occupied 67.8 ha out of a village land area of about 1413 ha, or about 4.9 % of the village's area. Although the Project has occupied 134 ha of land at one time, the rehabilitation and return of unneeded land has made it possible to maintain the footprint at as a low level as possible. At present Mainani is considered to be a moderately impacted village in terms of project land use. These impacts could include:

- Reduced pool of land available for agricultural use
- Limited access to bush resources
- Depletion of bush resources
- Shortened fallow availability

In addition to having received a community compensation package, in the form of a two-classroom building, this community received a fully flour mill and a school-director's house in 2009 as supplementary community compensation.

As such the purpose of Mainani's SSP is to establish whether the village as a whole has been able to offset its land losses to the Project in view of the compensation received by individual land users (in the form of a compensation and resettlement training) and the community as a whole. The SSP

additionally evaluates the land-holding situation of all the households (HH) in the village to judge whether the village as a whole is this still at risk and, if so, what actions would be efficacious.

The proposed mitigations measures must be feasible, using resources that are available to the project and within the community, emphasizing the enhancement of the knowledge and capabilities of its residents. The plan will consolidate all applicable livelihood restoration tactics into a strategy that will lead to livelihood restoration in this impacted village.

2. Mainani’s population at a glance

With a total area of 1413 ha, Mainani is an average village, in fact it ranks 10th out of 21 in terms of area (see annex 1). It has a very low population density with 120 households and 707 residents. This is reflected by the fact that this village has the 3rd highest resettlement eligibility factor at 4.31 cordes per household member. The village has been impacted by the development of the Kome oil field.

Table 1: Distribution of Households and Individuals by Eligibility Factor

Range	Nbr HH	Nbr Individual
0.000 – 0.667	6 (5.0 %)	44 (6.2 %)
0.668 – 0.999	5 (4.2 %)	33 (4.7 %)
1.000 – 2.499	28 (23.3 %)	177 (25.0 %)
2.5000 -	81 (67.5 %)	453 (64.1 %)
Total	120 (100 %)	707 (100 %)

Mainani’s households are made up on average of 5.9 members only a little bit larger than the average of the OFDA HH, which stands at 5.8 (see annex 3)). Some notable facts can nonetheless be outlined:

- 5% of households are headed by women. This is much lower than what is found in comparable villages. The average number of women headed households in the OFDA is 18.2%.
- 206 individuals or 29% of the population have received a form of compensation at one time or another. Most of these individuals having received multiple compensations (average of 2.21 compensation payments per individuals compensated). This probably reflects the fact that the development has been concentrated in a specific part of the village affecting only a small number of relatively large land owners.
- 91.3 % of the area of the village is either actively cultivated or being fallowed. The residents of this village also farm some land outside its limits; this gives them access to 86.0 ha. This land accounts for 5.59% of the land available to Mainani’s residents.

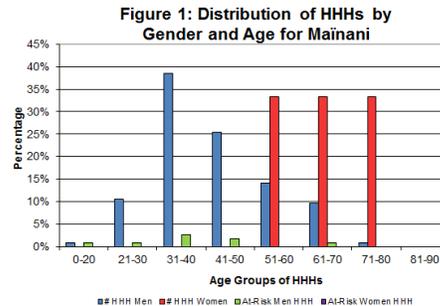
If one considers the fact that 3.3 % (24 individuals) of the population was identified as project affected non-viable. The analysis conducted showed that Mainani is considered to be in the moderate village impact category in terms of the land take factor (% of village area occupied by Project) and in the low village impact category on social impact basis (% of individuals found to be at risk) (as per the 1q-2015 Village Impact Report). From table 1 (page 5), we can note that 95% of Mainani’s households are viable, in fact the non-viable category is made-up of 6 households (6 households non-viable project affected).

In order to ascertain whether any vulnerable groups (youngsters, elderly villagers and women) are put at any particular risk/disadvantage by the Project infill drilling program we must:

- Identify the most vulnerable groups (Elderly villagers, youngsters and women).
- Evaluate whether any of the groups are facing an inappropriate portion of the burden.

Women are only present a household heads in cases where the HHH is more than 40 years old. This would appear to result from the fact that some widows retain control of a sufficient asset base to support their family following the death of the spouse or that some women accumulated sufficient wealth/resources to have gained their autonomy and have separated from their spouse.

It must also be noted that.

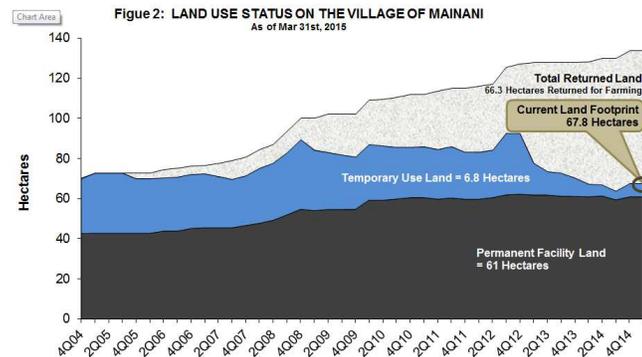


In the OFDA the proportion of at risk household tends to correspond to the gender distribution, in the case of Mainani no WHHH (Women Headed Household) is presently considered to be at risk while these household represent 5% of at risk HHHs while only representing 22% of households. WMHHH would thus appear to have a slight advantage and are in general better off. As we usually find in comparable communities younger households head (less than 40 years of age) appear to be at a slight disadvantage in this community, as 63% of non-viable households are headed by younger adults, although they represent 50% of the households.

It must be noted that Mainani is also home to a relatively large population of migratory herdsmen. Their camp site which was of a seasonal nature in the past is increasingly becoming permanent, this site is called the ferrick. This population is not incorporated in the projects data collection process as they did not practice land base agriculture. This situation is evolving and may be adding to some of the pressure felt by this communities land users.

3. The Project's Footprint at the Village Level

While the original land take was relatively important (70.2 ha, 4.97% of village area), emphasis on land return limited the increase of the project's footprint. Since 2009, new activities taking place in the territory of this community resulted in an additional encroachment on the villages available land base (31.6 ha or 31% increase of the area affected by the Project over the years). If we do not account for recent land return the project has touched 134 ha representing 9.49% of the village's area. 66.4 ha have since been returned or 50% of the total land-take. At present the Project's footprint stands at 67.8 ha or 4.8 % of the village area.



It must be noted that the initial community compensation (Two class room building built in 2005) was a compensation for the original land take, a number of additional land takes have taken place since then. A supplemental Community Compensation, taking the form of a multipurpose mill and a school-director's house, were respectively built in 2009 and 2010 to compensate for land takes having taken place following the initial compensation. The above figure nonetheless indicates that a significant amount of land has been returned since mid-2012. From this illustration we can conclude that while the Project's net footprint has not grown over the last four years, it has had a recurring impact on Mainani.

From table 3 (page 8), we further learn that 73% of the land taken by the project and later, was returned with some form of restriction as to the use to which it can be put. This indicates that even when land has been and will be returned some residual effects may remain.

Table 3: Compensated and Returned Land by Land Use and Facility Type

Land use type	Total area (hectares)		
	Compensated	Returned	
Permanent with public access	35.8	4.3	12%
Permanent with no Public access	33.8	4.4	13%
Sub-Total Permanent	69.6	8.7	13%
Temporary returned without restriction	11.2	8.8	79%
Temporary returned with restriction	53.3	48.9	92%
Sub-Total Temporary	64.5	57.7	89%
Grand Total	134.1	66.4	50%

- The column “total areas in hectares: compensated” shows the total area compensated since the project started up to the end of the quarter covered in this report.
- Total areas in hectares: returned” shows the total area returned since the project started up to the end of the quarter covered in this report.

4. The Project and the Environment of Mainani

Groundwater Quality Monitoring

Over years EEPCI has established a network of community level groundwater quality monitoring stations.

This network is comprised of:

- ☐ EEPCI owned and operated groundwater monitoring wells (piezometer) built specifically for the purpose of sampling ground water quality and collecting data on the level of the aquifers.
- ☐ Community owned surface or traditional wells. Communities allow EEPCI to monitor the quality of the water.

For the village of Mainani the data is only collected from one piezometer. The data presented below illustrates the results for this sampling point. The water does not breach the standards for most indicators. The low pH in these wells is a recurring concern and is due to the nature of the soil. These results indicate that the water has not been affected by the activities of the Project (see Table 4 on page 9). In fact, the results indicate that the presence of monitored chemical compounds is often many times lower than the actual applicable norms.

Table 4: Water quality monitoring data for the village of Mainani

Results	Cond ($\mu\text{S}/\text{cm}$)	PH	Turb. (NTU)	Cl ⁻	SO ₄ ²⁻	NO ₃ ⁻ - N	NO ₂ ⁻ - N	NH ₃ -N	Fe	Mn	fecal coliforms	Temp
Piezometer KPZ 21												
Q4-2014	19.4	5.1	6.44	0.2	1	0.2	0.002	0.11	0.053	0.1	0	31.0
Q1-2015	16.96	5.2	3.05	0.2	1	0.1	0.003	0.1	0.021	0.1	0	30.0
Standard		6.5 - 8.5	5	250	250	50	3	1.5	0.3	0.5	OMPN/ 100ml	

NT: Not Tested

N/D: Not detected

TNTC: Too numerous to count

Air Quality Monitoring Data

In accordance with schedule 17 of the Credit Coordination Agreement and Exxon Mobil's Environmental Standards, there is a continuous monitoring of ambient air for nitrogen oxides (NO₂) and monitoring of sulfur dioxides (SO₂) on a quarterly basis.

A sampling location for air monitoring is present at well K604 and K915 located close to Mainani village.

Ambient air data collected shows the following:

- Average of monthly levels of emission (Oct – Nov 2014) for NO₂ varies between 3.07 and 6.26 micro grams per cubic meter of air (ug/m³), or at worst 15 times less than the maximum allowable of 100 ug/m³.
- Average monthly levels of emission (Oct-Nov 2014) for SO₂ at these two sampling site (K604 & K915) varies between 1 and 1.1 micro grams per cubic meter of air (ug/m³), or at worst 72 times less than the maximum allowable of 80 ug/m³.
- PM10 data are not available for this location. All results for other locations where data is available indicate that levels of particulate in the air are below thresholds.

From the above, we can conclude that the project has no significant if any detrimental impact on both the air and water quality of the village of Mainani.

5. Mitigation of the effect of the Project on Impacted Individuals

As discussed in a previous sections, the sensitivity of HHs and their heads to a land take depends to a large extent on other changes which may be taking place within their households. Each household will change over time through the addition or removal of HH members, through traditional land sharing practices which result in either the reduction or expansion of the land base available to the household and finally because of the impacts of the Project through either the land take or land return processes.

However, we must also understand that with the advent of the infill drilling program, a small number of HHs may have a large number of interactions with the Project. At this level it must be noted that interactions do not necessarily mean land loss to the Project. In fact, the majority of interactions that have taken place in the last years take the form of land return for the benefit of these households and of the community. Some specific process improvements are in progress to address the needs of currently at risk or marginal HHs that had frequent interactions with the Project.

In order to ensure that households can withstand the impact of the land takes while awaiting an eventual land return, a number of programs have been established as per the EMP.

The first of these programs is the cash or in kind compensation. In this case, the land user or declared user is compensated for his land effort. This first level of compensation is based on the area lost to the project and usually takes the form of a monetary compensation. Since the Project was started, 206 individuals were compensated receiving more than 233 million XAF or about 0,466 million \$US.

Table 5: Compensated Individuals and Amounts

Year	Compensation Payment (XAF)	# of Compensated Individuals	Cumul Compensated Individuals*
1998-2000	1,120,045	6	6
2001	7,765,900	23	29
2002	40,642,500	52	69
2003	30,061,500	43	84
2004	14,276,000	35	101
2005	10,097,000	28	108
2006	7,830,500	17	114
2007	2,318,500	10	116
2008	34,769,750	37	125
2009	14,861,750	46	141
2010	17,164,250	28	152
2011	7,084,000	23	156
2012	41,742,000	88	190
2013	1,265,000	11	191
2014	0	0	0
2015	2,319,500	8	206
Total	233,318,195	455	206
* Compensated individuals are only counted once			

A second means of supporting impacted individuals or household is through the Resettlement Program.

As individuals are impacted and real land users are identified through the Synergy Process, a number of them, those that are facing a more difficult situation, are being declared eligible for resettlement through on or off-farm training. Since the first impacted individual was trained in 2003, 14 impacted individuals opted for one of the training options of the resettlement program.

Comparing table 5 and 6 we can note that only 7.7% of impacted individuals have become eligible to resettlement. This situation arises from the fact that:

- Following intervention of synergy team, it is often noted that compensated individuals are not necessarily real land users who could benefit from the resettlement program.
- Most compensated individuals have an eligibility factor of more than 0.67 and are thus not eligible for resettlement.

On the basis of the village land use survey it was found that, 71 of the 75 previously trained individuals have sufficiently increased their available land base to no longer be considered at risk. The increase in land base resulted from, either:

- The identification of land not previously associated with the household. The VLUS being a more precise method than the declarative surveys previously used.
- They may have received, from the project, some reclaimed land through the land return process.
- They may have received some land through more traditional mechanisms (inheritance, land transfers...)

Table 6: Number of trained individuals by option and year

Year	Improved Agriculture	OFF Farm	Total
2001	0	0	0
2002	0	0	0
2003	1	0	1
2004	1	0	1
2005	1	0	1
2006	0	0	0
2007	1	1	2
2008	3	1	4
2009	3	0	3
2010	0	0	0
2011	3	0	3
2012	1	0	1
2013	0	0	0
2014	0	0	0
Total	14	2	16

Maïnani		Fact (VLUS)	
		Non Viable	Viable
Declarative	Non Viable	True eligible 3	False eligible 13
	Viable	False Non-eligible 1	True Non-eligible 103

6. Mitigation of the effect of the Project on the Community

Mainani is a fairly significant community that occupies a central position in the OFDA. Over the years it has benefited from a number of initiatives from the project in the form of various levels of Community Compensation.

In 2005, Mainani received an initial community compensation, in the form of a two-class-room school building. In 2009 Mainani became eligible for a Supplemental Community Compensation. Following a series of community meetings they selected a school-director's house and a flour mill.



Dodjihoroum Martin, assistant director of Mainani's school

The objective of the school-director's house was to attract a suitable candidate to occupy this position. It was occupied for the first two years after being built it is now vacant as the new director has his own dwelling.

As explained by Nodjihoroum Martin, assistant to the director of Mainani's school:

"Presently Mainani's school offers a full 6 year primary grade program to 247 registered students. While these students originate mostly from Mainani some come from neighboring communities such as Begagda, Bela III and the Ferrick."

He also explained that:

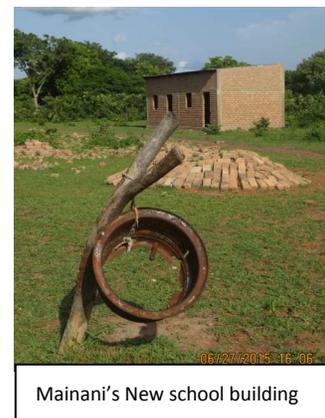
"Three of the four community teachers presently teaching at our school come from our community and for some received part of their primary education in the village's school. That they return to share what they have learned is an indication of the importance all in the community give to education. I thank the project for the completion of numerous initiatives in our community."

While it appears that the two-class rooms offered by the project have made a significant contribution to the education of the children of this community, they are insufficient to house all of them. The community has added four temporary structures made of straw that house as can be the rest of the students.

Conscious of the importance of education, the community embarked in a fairly significant initiative. Two years ago they decided to take some of the profits generated by the multipurpose mill (given to the community by the Project as a Supplemental Community Compensation) to buy bricks. After



Mainani's Two-Class-Room School



Mainani's New school building

two years they had enough brick to build an extension to the school, which they proceeded to do. With the new school year which will start in October the students will have four permanent structures, thus reducing their dependency on temporary ones.

In 2009, Mainani also became eligible for a Supplemental Community Compensation; they in turn chose a multipurpose mill. As we saw earlier this asset was put to good use. Not only has it contributed to reducing the burden of women who no longer had to mill grain by hand, but it generated ample profits that have been reinvested in the community's development.



Mainani's



Mainani's (Ferrick) well donated to community by Petronas.

In 2013 Petronas, one of the members of the consortium, decided to donate a drilled water well to the population of the area. Following numerous discussions with local authorities it was decided to establish the well at the Ferrick (Nomadic herdsman encampment). While it is open to all, it is a little bit far from Mainani's settlement per say to be of daily use.

Overall, this village has taken ownership of the assets which have been made available to them. Not only have they ensured that these assets are maintained in a sustainable fashion, they have also used the benefits generated by some of these activities to reinvest in the future of their community and population.

7. Relations with the community and Major Topics of concerns

Public consultation (2013 – 2014)

From 2013 to 2014, 35 public awareness sessions were held. In total 1486 participants were present at these various sessions. The major topics discussed during these sessions are:

- Risk of electrocution in OHL
- Location of land compensation payment
- Theft and act of vandalism in the project facilities
- Malaria Prevention
- Risks of having bath in stagnant waters like borrow pits and push back
- Road security and thief of bolt
- Scholarship
- Using of reclaimed sites
- Claims procedure and notification
- Control measures of surface and underground water
- Using of well pad and other facilities as support for harvest

Claims process

With the establishment of a new claims management program/process in early 2011 all of the old claims have been settled.

- 2010: All 6 Claims were found to be valid, resulting in the payment of damage.
- 2011: All 6 Claims were found to be valid, resulting in the payment of damage.
- 2012: 9 Claims out 23 were found to be valid, resulting in the payment of damage.
- 2013: 12 Claims out 18 were found to be valid, resulting in the payment of damage.
- 2014: 42 Claims out 60 were found to be valid, resulting in the payment of damage.
- 2015: 3 Claims out 9 were found to be valid, resulting in the payment of damage.
- 0 pending claims.

This new process brought about a number of advantages:

- ☐ Claims are settled rapidly
- ☐ Because of the very short period between claims receipt and the investigation there is sufficient evidence on the site to make a decision based on evidence. Decisions are thus based on the facts at hand.
- ☐ At present claims are settled in real time with a turn around of about four weeks. Oldest claim from Mainani was solved on April 9th 2015.

Local Job opportunity

- In 2013, 8 people were hired by CAIS as grass cutters in Kome5 camp and under OHL.
 - In 2014, 6 people hired by CAIS for the same activities.
- and
- 3 residents of this village were also hired by Encobat and 1 other is working for CIS.

Donations or other contributions from the Project

- Donation of 2 mango trees and associated equipment to an impacted household.
- Water well donated by Petronas to Ferrick of Mainani.
- From 2013 to 2014, 18 trucks of waste wood were donated to the community of Mainani village.

8. Mainani's Current Needs and Resources

- The amount of land needed by those compensated non-viable families to become economically viable is 4.94 ha.
- Mainani's resident population has access to 1160 ha of arable land within the limits of their village; they also have 378.5 ha of farmland in other villages.
- 16HH have previously graduated from resettlement training programs.
- At present, no employment opportunity exists in this community other than agriculture and commerce. All recent concerned eligible individuals have chosen improved agricultural training (IAT) as a resettlement option.
- In terms of public infrastructure, Mainani's children presently have access to 4 modern class rooms, 2 provided through the initial Community Compensation and 2 that were built the community with the income generated by the flour mill.
- Water is supplied through a number of traditional wells. The only drilled well in the village, was established by Petronas in 2013, it is located close to the ferrick relatively far from the village of Mainani per say.
- Village has a flour mill, which is extremely well managed surplus generated by which have been used to support the school.

9. Recommended Site Specific Actions

The LUMAP calls for the Site Specific Plan to consider all of the options in the CRCP and its implementing procedures described in the Land Management Manual (LMM). The package made available to the community must reflect the fact that it is now considered to be a moderate impact community, having moved down from its previous rating (high impact).

For the individual HH which are currently non-viable, specific interventions will be used:

- No project-affected HH is non-viable or as not yet received support in the form of Resettlement.
- Eligible individuals who received resettlement benefits in the past and are still considered to be at risk were monitored in 2014 and 2015. One such case has been identified and has been integrated in the monitoring process for 2015. Those that are found not to have recovered will be targeted for reinforcement
- If these at-risk individuals do not succeed during the 5 years of monitoring, then the HH will be offered a physical resettlement options or if qualified reinforcement training and/or grant equipment and livestock.

As described in the following table (page 18) the best avenue of supporting this community and assisting it in facing the issues arising from the new land take which has taken place since 2010 is to offer them a Supplemental Community Compensation opportunity. While the wish of the community must and will be respected in the selection process (MARP) it is clear that the following option offers the best potential to address the needs of the community. They are:

- A one room school to replace one of the remaining temporary straw buildings.
- School furniture for the additional classes built by the community, and possibly to convert the School-director's house into an additional class room. This need could be met alternatively through the donation of some wood that could be used to build benches and tables.
- A complementary facility such as a Shea butter or peanut oil extraction mill. Further reinforcing what economic activities are presently taking place in the community.
- A water well. This village is fairly large one a second well, aside from the one located at the Ferrick, would certainly be a welcomed grant. At present this community has no suitable water supply system within the settlement.

As explained earlier and while we can use our influence to give the relevant information so that the villagers make a wise choice, this must not be construed as an attempt to stifle their ability to make an independent choice. Ultimately the community will make the final choice that best meets its' needs and aspiration.

The following table describes each option and its relevance to the At Risk Households in Mainani as per the CRCP, LMM procedures:

Site Specific Actions for Mainani

CRCP/LMM Resettlement Option	Description	Desirable Option (Yes/No)	Comments
Land Reclamation & Return	Reclaim land and return to community & former users; free land targeted to vulnerable HH	Yes	While some limited land return is expected in the immediate future little significant gains are expected in this area.
Physical Relocation Individuals	Physically move at risk household to new location outside of current village	Yes	Possible however, no one in Mainani has chosen physical resettlement options.
Third Party Compensation	Land User with surplus land may donate to at risk household and receive normal land compensation payment	Yes	This is possible however no one in the OFDA has used this option to date.
Rainy Season Resettlement	Provide field clearing, rainy season hut, well, bicycle, and hand cart for use in distant farm field	Yes	Possible but no requests in this regards at this point.
Off Farm Training	Provide training to earn income in non-agricultural work	No	2 previously trained in off-farm. The rural demand for non-agricultural skills is now saturated.
Improved Agriculture	Provide training to generate more production of subsistence crops and produce cash crops	Yes	Most widely used resettlement option in the OFDA. 14 eligible persons underwent the training program since 2004. None Registered as part of 2015 promotion.
Physical Relocation of Village	Physically relocate entire village to new location in cooperation and in concert with government	No	The traditional mechanisms for voluntary and gradual resettlement are working well in the OFDA.
First time Community Compensation	Phase 1: Rural Participatory Assessment of Needs & Resources	Yes	Completed in 2004. Community chose 2-Classroom School
	Phase 2: Oversee implementation; Create management committee	Yes	Construction and establishment completed in 2005.

CRCP/LMM Resettlement Option	Description	Desirable Option (Yes/No)	Comments
Supplemental Community Compensation Mainani	Phase 1: MARP	Yes	Complete in 2009. School Director's House, and Multipurpose mill.
	Phase 2: Oversee implementation; create management committee	Yes	Completed in 2010
Supplemental Community Compensation	Phase 1: MARP	Yes	Could start in Q3 2015
	Phase 2: Oversee implementation; create management committee.	Yes	Could be completed latest in September 2016 if budget permits

Site Specific Plan Implementation Timeline

Green = Completed; Blue = Underway; White = To be implemented

Action	<u>Timeline</u>
EEPCI provides Training and equipment to qualified resettlement training program graduates.	2004-2012 (16)
EEPCI provided Reinforcement Training and equipment to qualified resettlement training program graduates.	2009-2014 (3)
MARP, Initial Compensation, Two class-room School	2005
Construction Initial Community Compensation	2005
Village Land Use Survey	2009
MARP – Supplemental Compensation, Director’s house and Multipurpose Mill	2009
Construction - Supplemental Community Compensation	2009
Monitoring process of individuals who previously received resettlement. One to be monitored in 2015	2015 (1)
EEPCI provides Reinforcement Training and equipment to qualified resettlement training program graduates. (TBD)	2016 (TBD)
EEPCI offers Basic Business Skills and Improved Agriculture Training to first time resettlement eligible farmers. (TBD)	2016 (TBD)
MARP – Supplemental Compensation	Q3-2015
Mainani’s choice of Supplemental Community Compensation	July 2015 – July 2016
Earliest Construction of Supplemental Community Compensation Projects	Q4 2015 Budget permitting

Annexes

Annex 1: Land available to villages

	Atan	Begada	Bela	Bero	Danmadja	Dildo	Dokaiditi	Kome	Madjo	Maikeri	Mainani	Mbanga	Missimadji	Mouarom	Naikam	Ndoheuri	Ngalaba	Poutouguem	OFDA	Bémira	Benguirakol	Moundouli	Moundouli Satellite
Village Area in Hectares	338	3282	2200	5772	480	1890	690	2448	2139	1245	1413	3059	181	1359	1450	811	2122	562	31440	651	1068	1151	2871
Settlement area in Hectares	223.9	55.5	35.0	158.0	34.9	46.0	24.2	80.6	27.4	46.4	67.5	62.3	7.5	22.8	22.8	42.1	97.1	28.2	1082.2	24.7	27.7	44.9	97.3
(% village)	66.3	1.7	1.6	2.7	7.3	2.4	3.5	3.3	1.3	3.7	4.8	2	4.1	1.7	1.6	5.2	4.6	5	3.4	3.8	2.6	3.9	3.4
Project Perm. Land Take + Temp. No Returned in Hectares	23.9	189.6	137.6	502.3	57.3	173.4	53	16.7	101.2	61.8	67.7	113.2	16.7	106.1	17.9	25.7	152	38.6	1854.7	13.1	47.5	44.9	105.5
(% village)	7.1	5.8	6.3	8.7	11.9	9.2	7.7	0.7	4.7	5	4.8	3.7	9.2	7.8	1.2	3.2	7.2	6.9	5.9	2	4.4	3.9	3.7
Available Land inside the village limit in Hectares	90	3037	2027	5111	388	1671	613	2350	1533	1137	1278	2884	157	1230	1409	744	1873	495	28503	613	993	1062	2668
(% village)	26.6	92.5	92.2	88.6	80.8	88.4	88.8	96	71.7	91.3	90.4	94.3	86.7	90.5	97.2	91.6	88.3	88.1	90.7	94.2	93	92.2	92.9
Available Land Density inside the village limit (Hectares/Person)	N/A	2.39	2.25	1.3	0.63	1.2	1.04	2.29	1.77	1.51	1.81	1.83	1.03	2.62	5.05	1.43	1.34	1.74	1.7	0.79	1.49	0.98	1.06
Cultivated (Field) or Owned (Fallow) outside the village in Hectares	830.1	117.5	81.8	794.4	161.1	127.7	124.9	394.6	177.6	86.0	378.5	129.6	139.7	226.1	21.4	48.3	87.5	7.5	3934.3	55.3	73.7	142.5	271.5
(% of total land of the residents)	96.3	4.1	4.8	15	30.5	8	21	19	14.3	8.2	24.6	5.6	49.6	24.8	2.8	9.6	5	2.8	15.1	8.7	10	15.8	11.9
Total Cultivated (Field) or Owned (Fallow) by the residents in Hectares	862.2	2839.4	1698.0	5280.2	527.8	1598.6	593.9	2081.3	1238.1	1049.2	1538.6	2316.4	281.4	910.6	752.2	501.2	1765.4	264.3	26098.8	637.5	734.5	903.3	2275.2
Available Land Density inside and outside the village limit (Hectares/Person)	N/A	2.23	1.88	1.34	0.86	1.15	1.01	2.03	1.43	1.39	2.18	1.47	1.84	1.94	2.7	0.97	1.27	0.93	1.56	0.82	1.1	0.83	0.9
Area Acquired by Project (ha)	49.6	486.5	317.7	1036.2	131.5	271.6	117.3	103.7	236.5	180.0	134.1	453.8	57.6	240.1	45.6	66.6	462.9	90.2	4481.6	36.2	127.0	125.8	289.0

Annex 2: Use of Available Land per Village

	Atan	Begada	Bela	Bero	Danmadja	Dildo	Dokaidilti	Kome	Madjo	Maiikeri	Mainani	Mbanga	Missimadji	Mouarom	Naikam	Ndoheuri	Ngalaba	Poutougum	OFDA	Bémira	Benguirakol	Moundouli	Moundouli Satellite
Cultivated (Field) or Owned (Fallow) by non-residents inside the village limit in Hectares (% of available land inside village limit)	7.0	286.6	400.2	509.8	19.3	139.5	138.8	648.1	472.2	177.4	131.7	694.1	2.8	545.6	852.9	283.6	153.6	235.1	5698.3	29.9	324.6	300.1	654.6
%	7.8	9.4	19.7	10	5	8.3	22.7	27.6	30.8	15.6	10.3	24.1	1.8	44.4	60.5	38.1	8.2	47.5	20	4.9	32.7	28.3	2
Cultivated Field Farmed by Resident inside the village limit in hectares (% of available land)	25.4	999.9	832.8	1910.5	275.7	698.1	291.8	547.5	594.4	611.4	453.7	1024.4	84.6	369.7	112.9	375.3	1059.9	186.4	10454.4	392.7	350.5	497.6	1240.8
%	28.2	32.9	41.1	37.4	71.1	41.8	47.6	23.3	38.8	53.8	35.5	35.5	53.8	30.1	8	50.5	56.6	37.6	37	64	35.3	46.9	4
Fallow Owned by Resident inside the village limit in hectares (% of available land)	6.8	1721.9	783.4	2575.2	91.0	772.8	177.2	1139.2	466.2	351.8	706.5	1162.4	57.1	314.8	617.8	77.6	618.0	70.4	11710.1	189.5	310.3	263.1	762.9
%	7.5	56.7	38.6	50.4	23.5	46.3	28.9	48.5	30.4	31	55.3	40.3	36.3	25.6	43.8	10.4	33	14.2	41	30.9	31.2	24.8	3
Ratio Fallow/Field	0.27	1.72	0.94	1.35	0.33	1.11	0.61	2.08	0.78	0.58	1.56	1.13	0.68	0.85	5.47	0.21	0.58	0.38	1.12	0.48	0.89	0.53	0.61
Area cultivated (Field) or owned (Fallow) by women	772.5	414.0	116.6	2037.2	112.8	225.1	44.0	1366.7	167.8	133.6	259.7	487.7	162.7	262.0	81.7	165.3	262.8	21.9	7094.2	66.1	61.3	133.9	261.3
% Area cultivated (Field) or owned (Fallow) by women out of total area "owned" by village residents inside and outside village	89.6	14.6	6.9	38.6	21.4	14.1	7.4	65.7	13.6	12.7	16.9	21.1	57.8	28.8	10.9	33.0	14.9	8.3	27.2	10.4	8.3	14.8	11.5

Annex 3: Demography of Villages

	Atan	Begada	Bela	Bero	Danmadja	Dildo	Dokaidilti	Kome	Madjo	Maikeri	Mainani	Mbanga	Missimadji	Mouarom	Naikam	Ndoheuri	Ngalaba	Poutouguem	OFDA	Bémira	Benguirakol	Moundouli	Moundouli Satellite
Nbr of Residents	N/A	1273	902	3939	611	1395	588	1027	867	755	707	1576	153	470	279	519	1395	285	16741	777	665	1084	2526
Men	N/A	610	455	1904	307	677	268	517	416	387	373	772	71	234	141	269	700	138	8239	352	329	543	1224
Women	N/A	663	447	1929	304	718	320	510	451	368	334	804	82	236	138	250	695	147	8396	425	336	541	1302
Avg Age in Years	N/A	18.8	18.6	18.1	19.4	19.3	18.3	19.9	18.1	20.2	19.2	19.1	17.2	18.8	18.9	19.8	19.5	19	19.0	18.7	19.1	18.7	18.8
Nbr HH	N/A	250	149	607	105	271	85	200	137	140	120	265	25	84	54	95	242	53	2882	145	106	178	429
Avg. HH size	N/A	5.1	6.1	6.5	5.8	5.1	6.9	5.1	6.3	5.4	5.9	5.9	6.1	5.6	5.2	5.5	5.8	5.4	5.8	5.4	6.3	6.1	5.9
Avg. cordes Land per HH inside and outside village	N/A	22.5	22.6	17.3	10.0	11.7	13.9	20.6	17.9	14.9	25.4	17.3	22.3	21.5	27.6	10.5	14.5	9.9	18.0	8.7	13.7	10.1	10.5
Avg. Resettlement Factor (Based on all land inside and	N/A	4.42	3.71	2.65	1.72	2.29	2.01	4.05	2.85	2.75	4.31	2.94	3.66	3.84	5.31	1.90	2.50	1.83	3.10	1.63	2.19	1.65	1.78
Women HHH	N/A	69	19	90	16	58	10	36	22	23	6	57	7	12	5	14	72	9	525	22	22	24	68
At-Risk HH	N/A	11	11	95	20	41	7	19	24	7	6	14	3	4	0	11	19	6	298	22	11	27	60