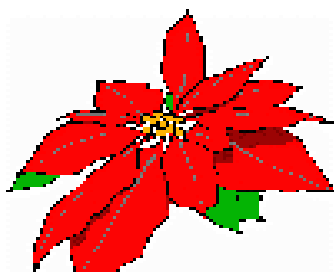


## Candidate Profiles

*The profiles shown in this newsletter are representative of candidates in our database who are seeking permanent or contract positions.*

*Availability of candidates is on a priority basis.*

**THESE PROFILES ARE NOT JOB POSTINGS.**



*Our Wishes  
to All  
for a  
Happy  
and  
Prosperous  
New Year*

*David & Joan Banks*

*Cindy Braden*

*Barrie Burch*

*Win Fraser*

*Blair Killen*

*Jack Melnyk*

*Brian Whitby*

*Jeri Appel*



### **Business Leader / Engineer**

*REF. #12-06-01*

A Business Leader responsible for a major company's North American Gas business. Very broad oil & gas, corporate and asset, evaluation experience in all areas of North America. Directed the development of all gas and oil exploitation projects in southern areas (Foothills). Accomplishments include: directed/coached the work of ten multi-functional Asset Teams, guided groups of reservoir, production, drilling, process and project engineering reps, accounting, land, marketing; and joint venture functions fully integrated into geographical teams. Led a very successful technology application of horizontal wells into a wide variety of gas reservoirs.

### **Senior Explorationist**

*REF. #12-06-02*

A Senior Explorationist with demonstrated success in both Alberta and Saskatchewan. Has excellent prospect generation skills. Can lead an exploration or multi-discipline team on a consulting basis. Can provide support to coalbed methane (CBM) exploration, acquisition, evaluation, as well as reservoir, exploitation, and horizontal feasibility studies.

### **Finance**

*REF. #12-06-03*

A versatile, accomplished, and skilled professional experienced in conventional, Coalbed Methane (CBM), and Oil Sands land acquisitions and divestitures, as well as negotiating and documenting functional joint venture contracts. Familiar with financial risk management issues such as environmental, lease reclamation, and marketing.

### **Senior Executive**

*REF. #12-06-04*

A senior oil & gas Executive both domestic and international. Has a track record of initiating organizational changes to increase profits and improve efficiencies. Skilled negotiator of asset acquisitions, divestitures, production sharing contracts, joint ventures, farmouts, supply contracts, etc. Has demonstrated ability to use major company experience to enhance smaller organizations. Relationship builder with strong communication and interpersonal skills.

### **Senior Business Advisor**

*REF. #12-06-05*

A P.Eng. with a synergy of commercial expertise, technical competence, and operating experience, aligned with an awareness of both competitive and strategic perspectives. Has the highest regard for teamwork, effective communications, and cultural respect. Facilitates contributions to enterprise growth from concept to realization using analytical, commercial, and negotiating skills. Has an ability to generate solutions and sources of mutual benefit and discernment of the key variables in complex situations. Global experience includes National and International Oil Companies.

### **Sr. Reservoir Engineering Technician**

*REF. #12-06-06*

A Senior Reservoir Engineering Technician with skills and experience in managing EUB well test submissions, administration support for acquisition proposals, and technical support for reservoir evaluations. Adjusts well to new environments and is a constant contributor.

## **Our Mission**

*"To be the Leader in Supplying the Highest Quality Technical and Professional People Solutions to the Resource Industries"*

# REFLECTIONS

*By David Banks, President*

With a new year approaching, we are given the opportunity to reflect on the past and envision the future.

This past year has fulfilled the familiar saying "May you live in interesting times". To think back on a year that has been more "interesting" than this past year will be difficult to do.

On the business side, we have seen record high prices for both oil and gas. This contributed to the frantic search for services and people. Prices have now declined but are still at levels that would have not been believed two years ago. Most recently the industry has had the new taxation regime announced for Trusts that could/will have surprising implications. To add to the general confusion, this week our federal Minister of the Environment is discussing increased environmental regulations, which surely is going to effect our enormous oil sands projects.

On the employment front, the value of skilled and talented people is being recognized and compensation is more aligned with contribution. The industry has now come to accept what has been in the literature for the past 5 years: "we are losing our talent". This realization has, however, broadened the concept of who can provide value added skills. It is now an accepted practice that it is worth being flexible to have people who work either full time or full day part time. The question "how much time can you give me?" is a much more common question.

The following, for example, have given my view of the future a real boost:

- Management is now putting "talent" retention on a high priority basis.
- Companies are now remunerating their people based on value of their contribution rather than seniority or position.
- "Talent" that has, or is thinking about, retiring is being given an opportunity and option to continue their contribution of experience and skills at less than full time and will still be considered a valuable asset.
- The greater acceptance of "experience" from outside the country.

Be as it may, this year has been more than interesting and I do not think that next year will be any different. My best wishes to all in the coming year.

## Candidate Profiles (Cont'd)

### Project Manager

*REF. #12-06-07*

An accomplished Manager known for completing projects on time and on budget. Has more than 20 years in managing world-class projects. Experience includes: design and build projects, managing teams of civil, structural, electrical, mechanical engineers, and interior designers. Results oriented. Experience in estimating, budget preparation, development of project schedules, formation and submittal of tender documents.

### Senior Engineer

*REF. #12-06-08*

A Senior Engineer with broad based skills that includes economic reservoir evaluations, joint venture contract negotiations, facility design, and management of field operations. Fully participated in many acquisitions and divestitures. Has worked for Majors, Intermediates and Trusts. Has handled design of North Sea Offshore facilities. Would be a welcome addition to any team.

### Senior Engineer

*REF. #12-06-09*

An experienced Engineer with over 20 years of oil & gas experience. Constantly seeking value in production operations and in property evaluations. Has significant experience in project management, evaluation of oil & gas properties, A&D, reservoir engineering, and production operations. Both large and medium company experience.

### Financial & IT

*REF. #12-06-10*

A highly qualified Senior Manager offering more than 20 years of financial and production management experience within wholesale distribution and service industries. Is a results focused and effectual leader with proven ability to complete projects on time and under budget. Proactively identifies and resolves problems – reversing negative trends, controlling costs, and maximizing productivity. Strengths in: Budgeting and Financial Planning, Profit and Loss Management, Productivity Enhancements, Cost Control Programs, and Human Resource Management.

### Senior Executive Assistant

*REF. #12-06-11*

A Senior Executive Assistant with over 20 years of executive and legal experience in progressively responsible roles. Worked in a variety of environments such as oil and gas, electrical, environmental, corporate, and immigration law. Has an established record of effective support to busy executives utilizing exceptional organizational skills and uncompromising confidentiality.

### Senior Gas Accountant

*REF. #12-06-12*

A self-motivated oil & gas accountant with over 10 years experience in all areas of joint venture accounting. Demonstrated continuous versatility and adaptation to increases in acquisitions and dispositions activity. Ability to work well in a team environment.

### Senior Geological Technician

*REF. #12-06-13*

A Senior Geological Technician with skills in generating geological structural and isopach maps, preparation of structural, schematic, and horizontal cross-section and coordinating EUB applications.

### Chartered Accountant

*REF. #12-06-14*

Over 11 years oil & gas experience in both Production and Services sectors of the industry. Financial Analyst for a team, responsible for the management reporting and control of the assets in the area. Provides reliable financial documents that lead to securing long-term strategic and financial relationship with large public company. Implemented IFRS audited financial statements.

### Project Accountant

*REF. #12-06-15*

An integral team member in auditing contractor project procurement, and contract compliance. Designed databases to effectively analyze and control construction procurement data. Designed programs to audit contractors' project invoices, billings and compliance. Assured presence of established controls, project policies and procedures with best business practices recommendations.

*Increase value by making the most of your people investment*

**"Our Professionals"**

David Banks, President

Barrie C. Burch

Jack Melnyk

Edwin M. (Win) Fraser

Blair Killen