



Hibernia Management and Development Company Ltd.
Canada – Newfoundland and Labrador Benefits
Report
October 1 – December 31, 2015





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Section 1.0 – Introduction

The Hibernia Field is located on the northeastern Grand Banks, approximately 315 km south-southeast of St. John's, Newfoundland and Labrador. The Field was discovered in 1979 by Chevron et al. when they drilled the Hibernia P-15 well.

On September 15, 1985, Mobil, on behalf of the Hibernia co-venturers, filed the Hibernia Benefits Plan and Hibernia Development Plan with the Federal and Provincial governments. The Hibernia Benefits Plan was approved by the C-NLOPB in June 1986. The Plan covers all phases of the Hibernia project from project development to abandonment. An Amendment was submitted in February 2010 and subsequently approved in September 2010 to address the Hibernia Southern Extension. This was the first amendment to Hibernia's Benefits Plan since the original was approved by the Board in Decision 86.01.

Several key principles of the Plan include:

- the provision for a local office where appropriate levels of decision-making are to take place;
- the requirement for full, fair and timely opportunities for Newfoundland and Canadian industry to participate in the supply of goods and services on a competitive basis;
- utilizing, to the extent practical and cost effective, the principle of first consideration to Newfoundlanders and Labradorians and Canadians in procurement, contracting and employment policies for the project including the construction, development and operating phases;
- engineering and construction work that can be performed in Newfoundland and Labrador shall be performed in Newfoundland and Labrador;
- establishment of a Gender Equity and Diversity Program; and
- expenditures shall be made for research and development to be carried out in the province and for education and training to be provided in the province.

Hibernia's commitments are monitored by the Canada-Newfoundland and Labrador Offshore Petroleum Board on a quarterly and annual basis.

Section 2.0 – Employment

As of December 31, 2015, a total of 2231 people were employed on Hibernia's operations, this includes the Hibernia Southern Extension (HSE) project, and 1233 were located offshore. This includes people employed with Hibernia and its contractors, of this 1926 or 86.3% were residents of Newfoundland and Labrador when hired, while another 202 or 9.1% were residents of other regions of Canada at the time of hire. All of these positions were located in Newfoundland and Labrador as of December 31, 2015. The number of females employed on Hibernia operations was 330 or approximately 14.8 % of the total workforce.



Table 2.1 – Total Employment Summary including the Hibernia Southern Extension

Direct Employment (Total Number of Persons)	Newfoundland and Labrador Residents (%)	Other Canadians (%)	Non-Canadians (%)
2231	1926 (86.3%)	202 (9.1%)	103 (4.6%)

Notes:

- Report total number of persons directly employed on the project at end of reporting period, including operator and contractor personnel.
- Residency status to be reported as of time of hire, based on the following definitions:
Canadian: A person who was born in Canada and has not relinquished his/her Canadian citizenship; or, a person who has been granted Canadian citizenship; or a person who has been granted landed immigrant status
Newfoundland and Labrador Resident: A Canadian citizen or landed immigrant who meets the residency requirements of the Province as defined by *The Elections Act*, SNL 1992, CE-3.1

Table 2.2 – Employment Summary by Location

Location	Total Number of Persons					Total
	Residency Status			Gender		
	NL	OC	NC	Male	Female	
Onshore	835	106	57	712	286	998
Offshore	1091	96	46	1189	44	1233
Total:						2231

**Total is the value of all personnel both male & female for Onshore & Offshore*

Notes:

- During production phase, report location by "Onshore", "Offshore" activity.
- For residency status, provide breakdown by NL – Newfoundland and Labrador Resident; OC – Other Canadian and NC – Non-Canadian.



Table 2.3 – Employment Summary by Discipline

Discipline	Number of Persons				Total Number of Persons
	Male	%	Female	%	
Management	245	11%	36	1.6%	281
Administration	46	2.1%	132	5.9%	178
Engineers	136	6.1%	21	0.9%	157
Technicians	259	11.6%	38	1.7%	297
Professionals	170	7.6%	51	2.3%	221
Skilled Trades	440	19.7%	24	1.1%	464
Labor	369	16.5%	7	0.3%	376
Students	7	0.3%	4	0.2%	11
Other	229	10.3%	17	0.8%	246
TOTALS	1901	85.2%	330	14.8%	
Total:					2231

Percentages taken from total number of employed personnel both male and female

Notes:

- Disciplines are based on the following National Occupational Classification (NOC) Codes:
 - Management** includes: *Senior Managers* as well as *Middle & Other Managers*
 - Administration** includes: *Administrative & Sr. Clerical Personnel* as well as *Clerical Personnel*
 - Engineers** includes: only those in that NOC Code
 - Technicians** includes: *Semi-professionals & Technicians*
 - Professionals** includes: only those in that NOC Code
 - Skilled Trades** includes: *Skilled Crafts & Trades* as well as *Skilled Trades & Service*
 - Labour** includes: *Semi-Skilled Manual Workers, Other Manual Workers* as well as *Intermediate Sales & Service*
- Students** includes: any student enrolled at a recognized educational institution or accredited academic program and includes both graduate and undergraduate students, cadets or any other student.
- Other** includes: positions that do not fit into any of the other disciplines.



Section 3.0 – Canadian-NL Content Estimates

The table below details actual 2015 expenditures for the fourth quarter, content is based on major contractors and other payments for the noted period.

	Content Based on Major Contractors/Other Payments Respectively					
	HMDC			HSE		
	NL (%)	OC (%)	For (%)	NL (%)	OC (%)	For (%)
Major Contracts	54	10	36	12%	10%	78%
Other Payments	60	31	9	55%	37%	8%

Section 4.0 – Contracting and Procurement

For the period Oct. 01 to Dec. 31, 2015, Hibernia Management and Development Company Ltd. there were five (5) new service contracts awarded having a value greater than \$250,000. There was one (1) new material contract awarded having a value greater than \$250,000.

Table 4.1 – Contracting Activity

Description	Contractor	Contractor Location (NL, Other Canada, Foreign)
<u>Service Contracts:</u>		
Drill Pipe Inspections, Repair, Handling, Storage etc.	Atlantic Inspection Services Inc.	St. John's, NL.
Shorebase Services for HMDC	A Harvey & Co. Ltd.	St. John's, NI.
Gas Lift Mandrels, Valves and Associated Equip.	Schlumberger Canada Ltd.	St. John's, NL
Casing and Tubing Running Services	FI Oilfield Services Canada ULC	St. John's, NL
Open Water Lubricator Valve and Services	Frontier Subsea Inc	St. John's, NL



Material Contracts:		
Supply of PPE for the Hibernia Platform	Acklands Grainger	St. John's, NL

During the fourth quarter of 2015, 909 Purchase Orders (POs) were awarded with a total value of \$5,741,893.30. The table below summarizes the percentage of the total awarded value by location.

