



## **Hibernia Management and Development Company Ltd.**



**Canada-Newfoundland and Labrador Benefits Report for the Period  
January 1, 2019 to March 31, 2019**



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## 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.



## 2.0 EXPENDITURES & CANADIAN-NL CONTENT ESTIMATES

The table below details actual 2018 expenditures for the 4<sup>th</sup> quarter.

Q1 2019 Canada-NL Content Estimates				
	NL	OC	NC	Total
Percentage (%)	62%	19%	19%	100%

## 3.0 EMPLOYMENT

The total number of people employed on Hibernia’s operations, including Hibernia Southern Extension (HSE) project, during Q1 2019 was 1458 of which 90.8% were NL residents, 6.5% were Other Canadian and 2.6% were Non-Canadian based on Canadian General Standards Board (CGSB) reporting guidelines and the C-NLOPB definition of residency (i.e. in compliance with the Newfoundland and Labrador Elections Act).

Hibernia/HSE Staffing Residency Summary As of March 31, 2019 (Steady State and Transitional Roles)				
	Status (at time of hire)			
	No. Filled	NL	OC	NC
<b>Offshore</b>	679	640	31	7
<b>Onshore</b>	779	684	64	31
<b>Totals</b>	<b>1458</b>	<b>1325</b>	<b>95</b>	<b>38</b>
<b>Percentage</b>		90.8%	6.5%	2.6%

Notes:

1. Reported total number of persons directly employed on the project at end of reporting period, including operator and contractor personnel.
2. Residency status 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
3. Reported location by “Onshore”, “Offshore” activity



Employment Summary by Discipline Hibernia/HSE Project Q1 2019					
Discipline	Number of Persons				Total Number of Persons
	Male	%	Female	%	
Management	169	82.4%	36	17.6%	206
Administration	30	25.9%	86	74.1%	117
Engineers	95	81.0%	22	19.0%	117
Technicians	272	89.8%	31	10.2%	303
Professionals	90	68.9%	41	31.1%	131
Skilled Trades	294	98.9%	3	1.1%	297
Labor	232	97.2%	7	2.8%	238
Students	8	100.0%	0	0.0%	8
Other	35	83.1%	7	16.9%	42
<b>TOTALS</b>	<b>1225</b>	<b>84.0%</b>	<b>233</b>	<b>16.0%</b>	<b>1458</b>

Notes:

- Disciplines are based on the following National Occupational Classification (NOC) Codes:
  - Management** includes: Senior Managers as well as Middle and 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 & Services
  - Labor** 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

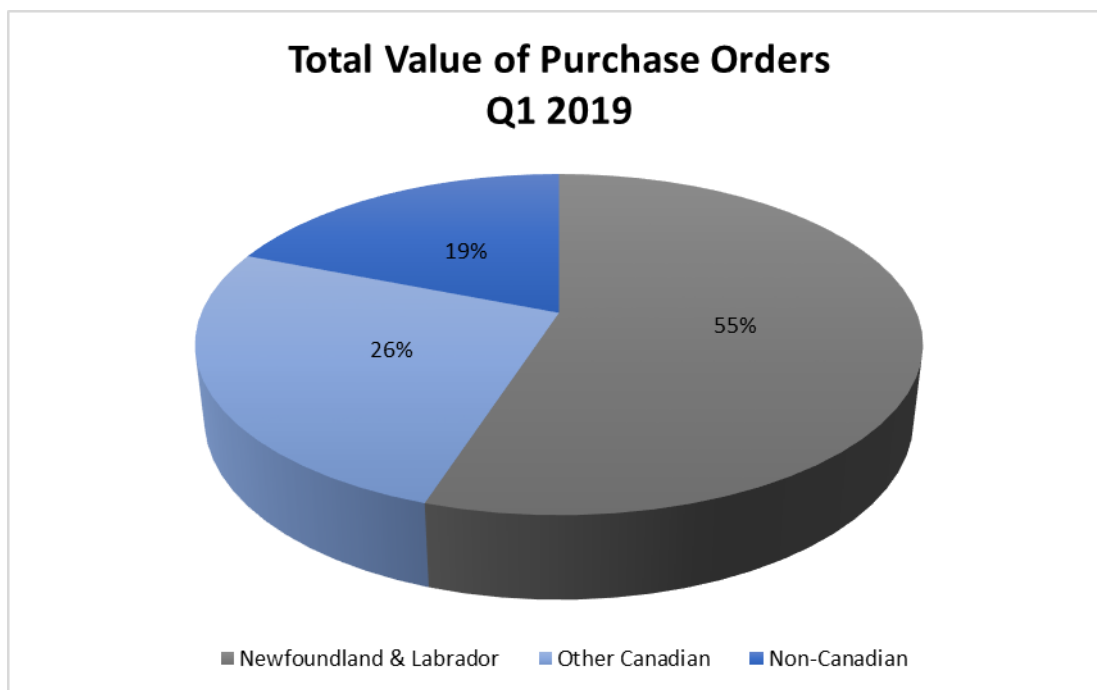


#### 4.0 PROCUREMENT & CONTRACTING

The table below provides a listing of new service contracts, services contract extensions, material contracts and material contract extensions with a value greater than \$250,000 awarded during Q1 2019. The table includes a description of the contract, name of the contractor and the contractor's location at the time of award.

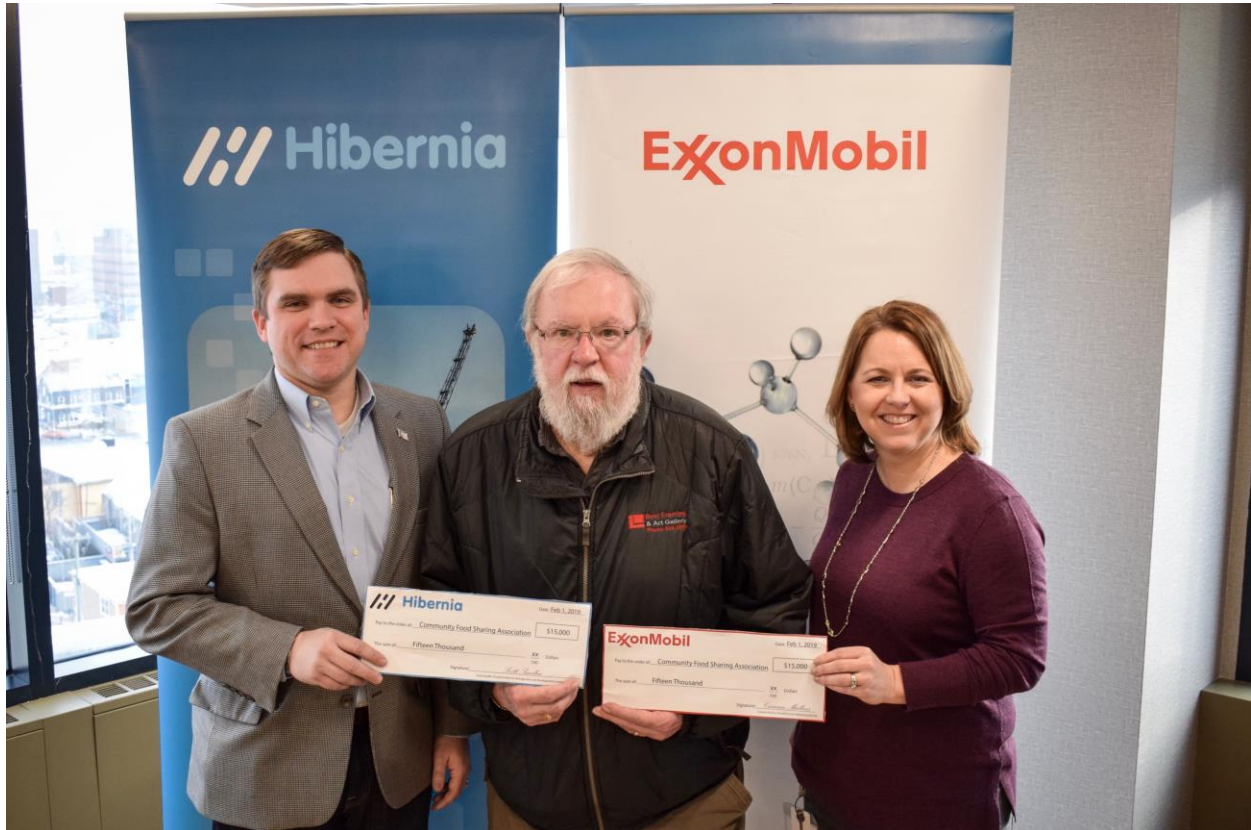
Hibernia Contracting Activity Q1 2019			
Description	Contract Type	Contract Award	Contractor Location (NL, OC, NC)
Supply of Lab Supplies	Materials	Mikan Scientific Incorporated	NL
Supply Of Misc Consumables. Hardware, Cleaning Supplies for the Hibernia Platform	Materials	Rideout Tool	NL
Supply of Preservation Activities and Training Services	Services	Cortec Global Services Inc.	NC

During the first quarter of 2019, 1,324 Purchase Orders (POs) were awarded with a total value of \$16,247,479.33. The table below summarizes the percentage of the total awarded value by location.





## 5.0 HIBERNIA PHOTOS



HMDC President Scott Sandlin and former EMC President Carman Mullins present a donation to Eg Walters, General Manager of the Community Food Sharing Association. HMDC and EMC each made a donation of \$15,000 to the Community Food Sharing Association.