the negotiator

April 2022

The Circle of (Asset) Life

CAPL Conference 2022 Update

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The Magazine of the Canadian Association of Petroleum Landmen

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The Circle of (Asset) Life

AER Implements New Life Cycle Management Directive

written by

BRITTNEY LABRANCHE, TASHA WOOD, MIKE HENRY AND BRYCE SAFTON (STUDENT-AT-LAW)

Burnet, Duckworth & Palmer LLP

On December 1, 2021, the Alberta Energy Regulator (*AER*) finalized the long-awaited Directive 088: Licensee Life-Cycle Management (*Directive 088*), which is now in effect.

Directive 088 implements a number of important new requirements that licensees need to be aware of. Of particular note:

1. the Licensee Capability Assessment (*LCA*), which replaced the Licensee Liability Rating (LLR) framework, is the foundational element of the new holistic licensee assessment;
2. the Licensee Management Program provides the AER with a framework to monitor licensees across the energy development life cycle using the new holistic assessment;
3. the Inventory Reduction Program sets mandatory licensee specific annual closure spending targets; and
4. additional discretions with security deposit requirements have been introduced.

The AER first released the draft Licensee Life-Cycle Management Directive for comment mid-summer 2021. More information on the initial draft can be found in BD&P's previous article here (https://www.bdplaw.com/content/uploads/2021/04/Alberta-Energy-Regulator-implements-amendments-to-Directive-067.pdf). Since then, the AER has received feedback from the public and industry, leading to the adoption of Directive 088 in its current form. Regarding the adoption of Directive 088, the AER states that:

> "Historically, liability has not been managed sufficiently to slow the growth of inactive sites, and requirements have been largely reactive – coming in at the end of development…The programs we are introducing now apply throughout the entire life cycle, which allows us to proactively identify potential issues, develop timely solutions, and increase closure work done at all stages of development."

HOLISTIC LICENSEE ASSESSMENT

The AER is shifting away from point in time and formulaic assessments of licensees to assessing licensees as a whole. This holistic licensee assessment approach has been implemented with the intent of managing liability across the life-cycle of assets.

The LCA is at the heart of Directive 088, replacing the LLR framework for assessing the capabilities of licensees to meet their regulatory and liability obligations. The LCA forms part of this more holistic approach, which is intended to be flexible and subjective, with the AER having the discretion to determine what is relevant for each licensee (which is expected to evolve with time as the AER is able to "enhance business intelligence and access more structured data"). The AER may rely on any information provided to it by licensees, including all applications, amendments, reports, and other submissions including pursuant to Directive 067: Eligibility Requirements for Acquiring and Holding Energy Licenses and Approvals (*Directive 067*). More information regarding Directive 067 and its recent amendments can be found in our previous article here (https://www.bdplaw.com/content/uploads/2021/04/Alberta-Energy-Regulator-implements-amendments-to-Directive-067.pdf).

The following factors are specifically highlighted and will be considered by the AER as part of the LCA when assessing the risk posed by a licensee:

1. **Financial health:** Assessment of, among other things, a licensee's net profit margin, its ratio of current assets over current liabilities, and its ratio of cash flow from operations to debt.
2. **Liability risk:** Estimated total magnitude of liability (active and inactive assets), including abandonment, remediation, and reclamation.
3. **Remaining lifespan of mineral resources**: Remaining lifespan of mineral resources and infrastructure and the extent to which existing operations are expected to fund current and future liabilities.
4. **Operations**: Management and maintenance of regulated infrastructure and sites, including compliance with operational requirements.
5. **Closure**: Rate of closure activities and spending, and pace of inactive liability growth.
6. **Administration**: Compliance with administrative regulatory requirements, including the management of debts, fees, and levies.

Further detail on these factors are provided in Manual 023: Licensee Life-Cycle Management (*Manual 023*). Based on a consideration of these criteria and others, a licensee is then assigned a corresponding risk of "financial distress", which rating will be classified as low, medium, or high.

THE LICENSEE MANAGEMENT PROGRAM

Under the Licensee Management Program the AER will continuously monitor licensees through the life-cycle of a project. The AER will rely on the LCA, which will be used to build an overall licensee profile, to manage the Licensee Management Program and identify high risk licensees. This will allow the AER to proactively get involved with such licensees and employ various tools to ensure they are able to meet their regulatory and liability obligations. This could be as simple as educating a licensee on industry best practices or require regulatory action, including changing licence eligibility or requiring a licensee to provide a security deposit.

INVENTORY REDUCTION PROGRAM

Under the Inventory Reduction Program, the AER will publish industry wide spending targets for abandonment and reclamation activities based on inactive liabilities and historical closure spending for the previous year. The current projections for those targets are:

- 2022 (Set): $422MM
- 2023 (Set): $443MM
- 2024 (Forecasted): $465MM
- 2025 (Forecasted): $489MM
- 2026 (Forecasted): $513MM

Based on industry-wide targets, licensees will then be assigned a mandatory licensee specific target based on the licensee's proportion of provincial inactive liabilities and the licensee's level of financial distress. Certain licensees (who meet an annually determined threshold) may elect to provide the AER with a security deposit in place of their closure spend target. Failure to meet mandatory closure spend targets or post a security deposit, if applicable, will result in a holistic reassessment of the licensee, and may require the licensee to provide the AER with a security deposit. Any outstanding amount on the licensee's closure spend target will be considered in assessing the amount of that security deposit. This is a noteworthy departure from the previous framework, which did not have strict deadlines or requirements for closure related work.

Licensees may also elect to commit to a voluntary spend target that is greater than its mandatory target. Participating in the voluntary spend program may entitle licensees to receive a maximum three-year extension for expired Crown mineral lease wells and extend deadlines for the removal of surface equipment and other materials associated with cut and capped wells.

> *Directive 088 indicates that the AER may reject a licence transfer application for failure to include licences of assets which are reclamation certified or reclamation exempt; however no further guidance or details are provided. This is a clear departure from earlier versions of Directive 006: Licensee Liability Rating (LLR) Program, which stipulated that licences transfers were not permitted for reclamation certified or reclamation exempt licences.*

LICENCE TRANSFERS AND SECURITY DEPOSITS

Industry has experienced increased transactional uncertainty in recent years with lengthy approval timeframes for licence transfers and the AER signaling its move away from reliance strictly on calculable LLR program numbers for transferor and transferee. Directive 088 now clarifies that licence transfer applications will include an assessment of the entire asset package being transferred, and will trigger a holistic assessment of both transferor and transferee. The AER's assessment will include assessment of Directive 067 section 4.5 "Unreasonable Risk Factors", key LCA factors (including financial health, magnitude of liability and remaining lifespan of the resource), and any other factors the AER determines appropriate in the circumstance. As part of a licence transfer application, the AER will use the holistic assessment of the licensees to determine whether, and in what amount, security deposits will be required by either transferor or transferee. Directive 088 does not provide direction as to an expected timeline for the comprehensive AER assessment process prompted by a licence transfer, nor has the AER confirmed whether it would adhere to the timelines that licensees had previously come to expect for public notice periods or assessments.

Directive 088 specifically states that licences with a licence status of reclamation certified or reclamation exempt *are eligible* to be transferred, and further, Directive 088 appears to indicate that the transfer of such licences may be required. Directive 088 indicates that the AER may reject a licence transfer application for failure to include licences of assets which are reclamation certified or reclamation exempt; however no further guidance or details are provided. This is a clear departure from earlier versions of Directive 006: Licensee Liability Rating (LLR) Program, which stipulated that licences transfers were not permitted for reclamation certified or reclamation exempt licences.

> *Directive 088 represents another step in Alberta's major overhaul of the regulatory regime that manages oil and gas liabilities and significantly changes the AER's approach to managing the orphaned well inventory in Alberta. The ultimate goal of this overhaul is to reduce the number of orphaned wells and to prevent future growth of the orphaned well inventory — while still encouraging responsible energy development.*

In addition to requiring a security deposit as a condition of a licence transfer application, the AER also has broad authority to require security deposits at any time. Security deposit determinations outside of the licence transfer context are also made with consideration of the result of a given licensee's holistic assessment, with a focus on certain of the LCA factors (being financial health, liability risk, remaining lifespan and closure). Calculation of a security deposit may involve consideration of the value of liability calculated in accordance with Directive 011: Licensee Liability Rating (LLR) Program: Updated Industry Parameters and Liability Costs (*Directive 011*), the value of site-specific liability under Directive 001: Requirements for Site-Specific Liability Assessments in Support of the ERCB's Liability Management Programs (*Directive 001*), present value future cash flows based on reserves and economic analysis, and any other values deemed appropriate by the AER. Directive 088 caps security deposits at "the licensee's total liabilities, including the cost of providing care and custody and the cost to permanently end operations, which includes the abandonment and reclamation of the site". Given the potential value of this calculation, having a maximum amount is likely not a helpful reference for licensees.

We note that the holistic assessment in Directive 088 has replaced the LLR program with respect to licence transfers and security deposits under Directive 006; however, the liability management ratings under the LLR program will remain in effect for Directive 001, Directive 011, Directive 024 and Directive 075 until a broadened scope of Directive 088 is phased in over time.

In the past, the AER has permitted existing transfer applications to be grandfathered in the midst of regulatory amendments; however, AER Bulletin 2021-45, which details the implementation of Directive 088, indicates that "any applications for transfer of licences submitted to the AER but not yet dispositioned as of December 1, 2021, will be *closed and returned,* and companies may reapply under the new requirements" (emphasis added). The AER will directly notify affected parties.

IMPLICATIONS: ANOTHER STEP IN ALBERTA'S LIABILITY MANAGEMENT FRAMEWORK

Directive 088 represents another step in Alberta's major overhaul of the regulatory regime that manages oil and gas liabilities and significantly changes the AER's approach to managing the orphaned well inventory in Alberta. The ultimate goal of this overhaul is to reduce the number of orphaned wells and to prevent future growth of the orphaned well inventory – while still encouraging responsible energy development.

The introduction of the LCA, and the ability of the AER to trigger a holistic assessment, places increased reporting and disclosure obligations on licensees (and emphasizes the importance of accurate and timely reporting). Timing and certainty are key in transactional licence transfers. Some degree of uncertainty is inevitable with Directive 088's holistic approach to assessment, and is in contrast with the more formulaic LLR approach that the AER previously relied on. Uncertainty surrounding the LCA is further underscored by the fact that Directive 088 broadly considers a number of factors, but does not give guidance on the specific weight afforded to each of those factors, or set the expected timeline associated with a holistic assessment.

The new tools given to the AER in Directive 088 aim to help the regulator more easily identify and manage at-risk licensees. Though Directive 088 does impose additional burdens on the industry, it remains to be seen whether the right balance has been struck, and whether these changes will help to manage Alberta's rapidly growing inactive well inventory.

NOTES

1. News Release: https://www.aer.ca/providing-information/news-and-resources/news-and-announcements/news-releases/news-release-2021-12-01.
2. Alberta Energy Regulator, "Inventory Reduction Program: Closure Targets" (last visited 6 December 2021) online: https://www.aer.ca/regulating-development/project-closure/liability-management-programs-and-processes/inventory-reduction-program

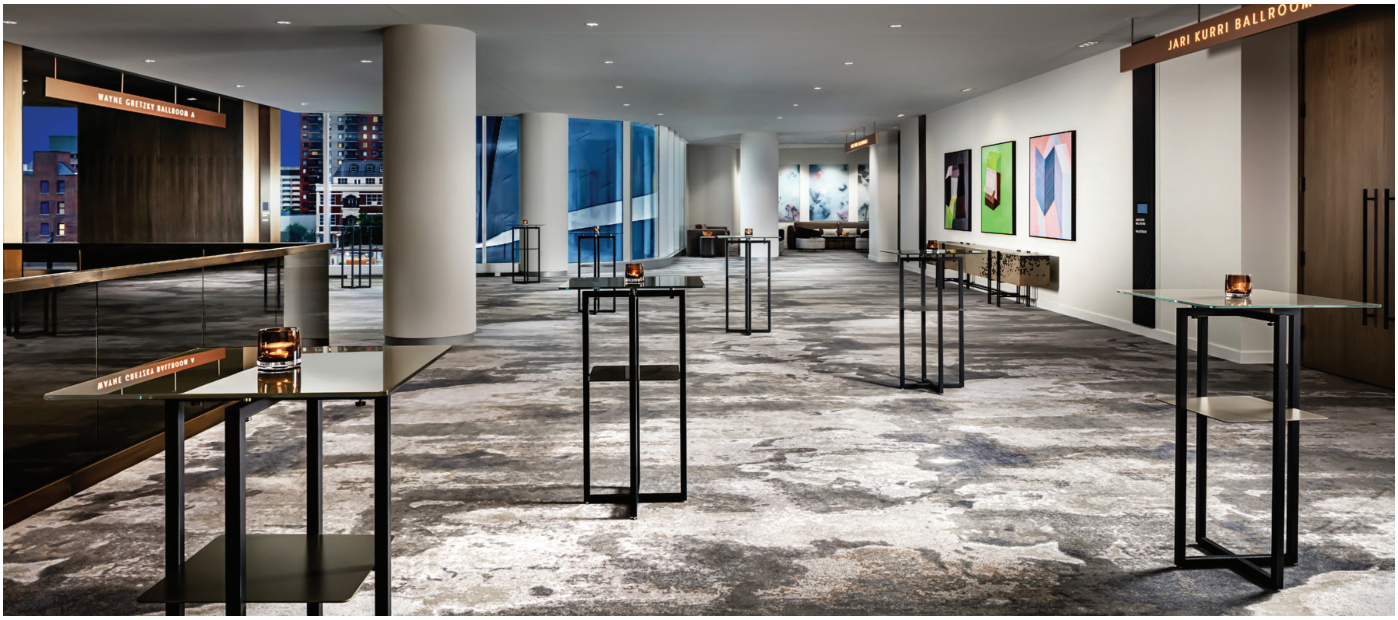
For further guidance on Directive 088 and the AER's approach to licensee lifecycle management, please reach out to Brittney LaBranche, Tasha Wood, or Mike Henry at Burnet, Duckworth & Palmer LLP.

2022 CAPL Conference

"Where the Road Leads"

written by
CAM URQUHART
2022 CAPL Conference Operations Chair

Welcome CAPL, to Edmonton, The City That's Always Sleeping! No wait, that's not right. That's their NHL hockey team. I digress however. Let's try this again... Welcome CAPL, to Edmonton, host city of the ~~2020~~, ~~2021~~, 2022 CAPL Conference! Putting on the current version of CAPL's Biggest Stage has been challenging, no doubt, considering what the province, the country and the planet have been adapting to over the past two-plus years. However

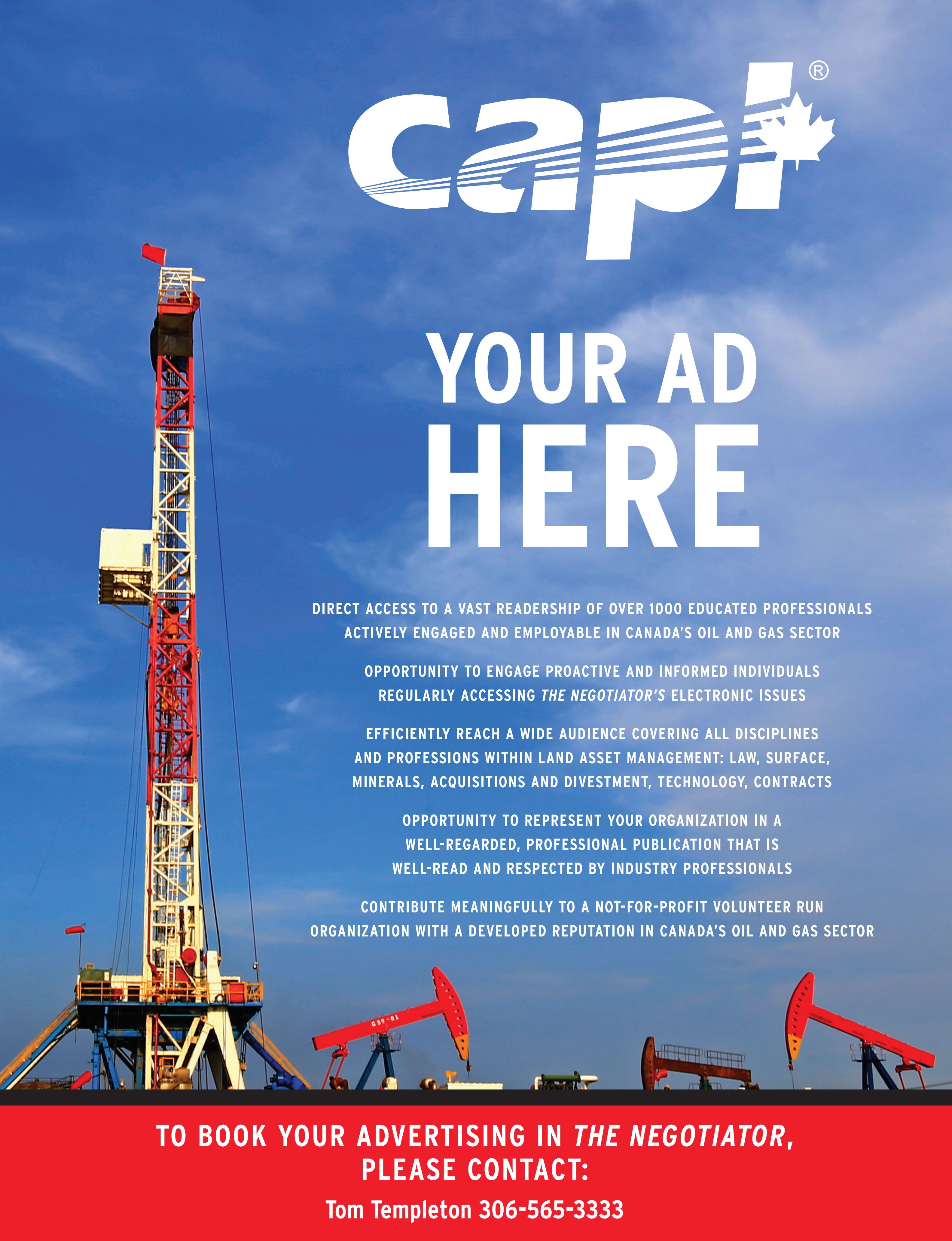


the time is fast approaching when we are finally going to rip the band-aid off and set our sights as an association on 'Where the Road Leads'. In fact, that time is April 30 to May 3, 2022 at the JW Marriott in downtown Edmonton, in the heart of the new ICE District.

All kidding aside, the 2022 CAPL Conference is shaping up to be one of the best yet, with fantastic programs, speakers, activities, and a first class venue. And honestly, who doesn't love a well put-together Canadian Tuxedo combined with red carpets and tubs of beer? Especially when you're able to toss your bolo tie, tassels and/or cowboy boots to the live entertainment for Monday night, May 2: The Broken Toyz!!

On the Program side, engaging breakout sessions on topics ranging from Industry Water Usage/Handling, the "New Energy Environment", ESG, Aboriginal Affairs and negotiations, will educate and guide delegates. Short, impactful, TED-Talk style, "CAPL Talks" will shed light on novel ideas and approaches while the breakfast and lunch Keynote Speeches will inspire, no doubt.

If you have not already registered, but are considering it, take another look at what we've got happening in Edmonton at the end of April/beginning of May, 2022. Let's not just see Where the Road Leads, let's decide Where the Road Leads. See you in Edmonton!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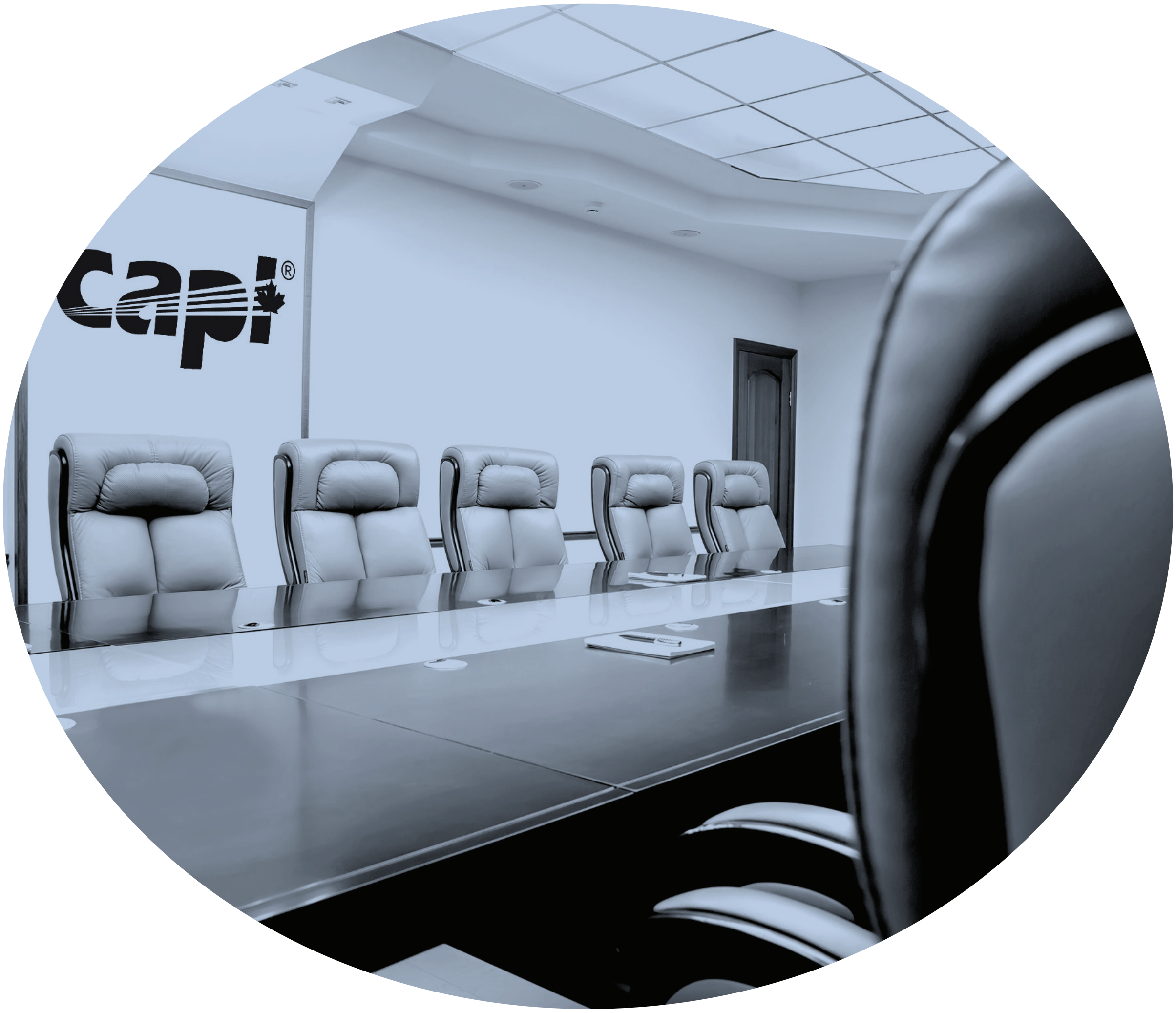


EDUCATION & NEW EDUCATION

Hello from your Education and New Education Directors! We are in our first terms as Directors and Board Members, and have volunteered on committees over the years with CALEP.

The Education Committee continued to adjust to the requirements of COVID. There have been a number of successful online courses, as well as a couple of in-person courses. Our intent is to get back in the classroom as much as possible, while still offering online options. The Technology Committee updated tech within the CALEP office to allow for hybrid in-person and virtual options. We are also looking into platform options for enhancing online learning.

Energy Express in November 2021, hosted ~140 attendees who were members of CALEP, CALEPA and PJVA. Complimentary registration was also provided to the SAIT EAM students. We foresee more of these industry association collaborations in the future – there are common interests among these membership groups, and declining memberships have created a need and desire for us to work together. Initially, we were planning to host Energy Express in-person on the SAIT campus, complete with lunches and a long overdue networking event on the final day. Unfortunately, with climbing COVID cases, we had to make the difficult decision to move Energy Express to a virtual event instead. The results of the Survey Monkey were interesting, while some attendees appreciated the convenience of being able to attend virtually, there were others that are clearly looking forward to the day when we host in-person courses again. We are planning to host Energy Express again in November 2022, and hope it will be an in-person event, with the option to attend sessions virtually.

We believe our association is very social by nature, and we look forward to the day when we can network and catch up with each other in-person.

The new CALEP Board has also met with Dr. Bob Shultz to continue our collaborative relationship with the University of Calgary. The University currently offers a Bachelor of Commerce in Energy and Professional Land Management, and SAIT offers a diploma in Energy Asset Management Studies. Mount Royal University has discontinued its land courses due to declining demand. Industry and post-secondary institutions alike are pivoting and re-branding to meet the needs of a changing business environment.

As part of Energy Express and the New Education portfolio, the committee is working hard to raise awareness and provide training in areas where our membership could transfer and utilize the varied and unique skill sets they possess. We see opportunities and will continue to focus on providing education in areas like hydrogen, solar and wind, geothermal and lithium developments.

In recognition of growing an existing skill set, an Introduction to Project Management course was delivered earlier this year in collaboration with Mount Royal University, and we will look to adding this as a yearly offering.

With CALEP's rebrand and expanded scope of what it means to be a Land Professional, the Education and New Education portfolios will focus on providing opportunities for professional development, new technology and energy transition education, and nationwide course offerings.

We would like to take a moment to thank Cathy Mageau, who is the Chair for the Education Committee. We could not do what we do, without all the organization and volunteer hours contributed by this amazing group of volunteers. Please take a moment to thank these volunteers, and to consider joining the Education Committee – we love having new volunteers and their new ideas!

Cathy Mageau – Chair

Easton Dunn	Richard LeGallais	Wade Evans
Brady Roy	Laurie Agate	Nataly Flores
Lloyd Maxwell	Vanessa Dixon	Aaron Lang
Jelena Cvijanovic	Marilyn Gosling	Dean Gould
Curt Hamrell	Lana Sushko	Steve Sawa
Kari Whipple		

We would also like to thank Bill Schlegel and Alexis Watson, for their assistance in the transition of the portfolios.

If you have ideas or requests for courses, please let us know. Thank you!

Lorraine Grant, B.A., P. Land
Director, Education

Dayna Morgan
Director, New Education

PROFESSIONALISM

New year, new name, and new opportunities! There just can't be a better way to start the year than with that philosophy – don't you think? I am so excited to see what 2022 will bring. We have the CALEP conference within a matter of weeks, the unveiling of a new association logo and a highly infectious and enthusiastic energy within each CALEP focus. All Portfolios have been working hard to examine the new us and reaching further within their committees to shift thinking to that of bigger and better. I honestly can't wait to see where this new energy will take us.

For myself, now that in person gatherings are on the permissible side, *I articulate with cautious optimism*, connecting face-to-face with folks to discuss the name change and our deeper enhanced and enriched identity is front and center on my itinerary. Our Association now has a new name and with that, an immense desire to increase our impact in industry. As Director of the Professionalism portfolio, my goal in 2022 is to take a more in depth look at our educational and developmental framework, examine what's working, and what's not and bring forth much needed change. If we are to be the desired Land professionals that encapsulates our name's sake, then we need the relevant education offerings and heightened development requirements that speak to this "Professional in Land" aspect.

It is no secret that land programs at larger educational institutions have less than minimal attendance and in some instances, are being canceled or merged with other programs. It is also evident that less emphasis has been placed on the Land profession as a whole, and in recent years, employing professionally trained land personnel is no longer a prerequisite to working within the Land department. This is crazy and of a grave concern indeed. As an Association, the time to respond to this wrongful assault is now and we must hit back hard on this issue.

For me, I feel we must take a more serious look at the professional development of our members and hammer home the importance of once again investing in ourselves as Land professionals. Our members need more educational and diverse learning opportunities as well as a revised professional development framework from the Association that sets us apart. We need to create and bring the educational opportunities to our own Association and start to rebuild that missing influence piece of our business we once had at the proverbial meeting table. So as a Professionalism Portfolio Representative and an overall CALEP member, I am asking some really hard questions and working towards spearheading some changes to the professionalism side of my portfolio. We need to re-think our professional developmental plan and get in front of those influential industry players and make some much-needed noise about our importance. It is our responsibility as an Association to do this as no one else will do it for us. This is where we need to go!

For me, the to do list is long, however, I am determined about my plan for 2022 and with the help of my fellow committee members, as well as a few other portfolio trailblazers, we will implement a shift and bring about the winds of change. Please feel free to reach out to me further with any comments or questions you have, or if you are feeling passionate about joining me on this 2022 adventure as I am always happy to add to the team! Wishing all of you a successful, very busy and abundantly fruitful 2022.

Sandra Dixon
Director, Professionalism

PUBLIC RELATIONS

Hello from the Public Relations Committee of CAPL. It has been a long run from 2020 to 2022 and we are all still sharing the burden of the COVID curse. In the mix of all this, in a tiny part of the universe, the Public Relations committee has struggled to maintain a presence in the careers and professions of CAPL members. Monthly we lose members through retirement, layoffs and people leaving the profession. All this puts pressure on the PR committee to not only retain, but to also find new members. Currently the committee is a skeleton of its former iteration. Part of the PR committee's role has always been to promote the Association and explore new venues which may aid that promotion. The education system, particularly the secondary level, has been a target for years and a successful one at that. Lately, in the years since the great fall from 2015, the PR committee has had very good meetings at the secondary level. These are the opportunities we look for – an opportunity to present our association and the profession as a career choice. But this exciting work, that used to be a common part of the committee, has all but evaporated in the current environment of low commodity prices, government interference, public resistance and lately, health restrictions and sheltering. However, not to use this condition as an excuse, I can assure members that the PR committee is making some modest gains.

Contact was made with SAIT in the fall to renew cooperation with the Energy Asset Management and Land Administration programs coming up in the winter/spring semester. In the past, CAPL has developed a rapport with students in these programs through career events, mentoring and participating in SAIT's Cap Stone programs. Similarly, the PR committee has contacted certain secondary schools we've presented to in the past. Connection with the U of C and the Energy & Professional Land Management program, the revamped PLM, should provide a platform to enlarge our audience. It is a new program and therefore, its relativity in the land world is yet to be tested.

The Olds College program has itself turned a corner. What used to be the Land Agents program has been revamped to Surface Land Management which is part of the Land & Water Resources program. This sort of facilitation is not unlike the evolution which CAPL took in becoming CAPL. As such, the PR committee is interested in opening a dialogue with Olds College. In the past, members have mentored students from Olds as they have with the U of C students. Getting this off the ground would benefit both students and CAPL. The PR committee is also interested in bringing back events served up in conjunction with groups like 4-H. Remember the Barn Burners?!

Over the past several years, pre-COVID, the PR committee was able to engage with levels of government on certain projects; the Royalty Review for one. An effort should be made to renew these levels of communication. If not only for the benefit of members, but for the industry in general. Likewise, our ability to reach out to certain synergy groups across the province has put us in front of a sector of the public we'd never reach otherwise.

These promotional efforts, the schools, government, and public events all will need the blessing of a pandemic free environment. Without the freedom that would bring, the PR committee's activity will remain somewhat restricted. But nonetheless, the PR committee can take steps to expand the CAPL reach.

With that thought comes the need for volunteers. The PR committee like other CAPL committees, is always keen to recruit volunteers. This time in our history, there is a certain pressing need to awaken those members who have an interest in stepping up. Whether it's as a member of a standing committee or to help out on a particular event, the committee is always open.

Thank you for your time and we wish you all a very prosperous and generous new year.

Gary Richardson
Director, Public Relations

BUSINESS DEVELOPMENT

We keep moving forward, opening new doors… creativity is thinking up new things, innovation is doing new things…

It has been a pleasure working the BUSINESS DEVELOPMENT PORTFOLIO over the last four years. It's certainly a great way to meet people and engage with many industry forums, and events including government and regulatory business meetings where I was able to collaborate, share and address the needs/requirements that help us do our jobs better as Land Professionals.

I've summarized some of the highlights and accomplishments from these years and thought that I would outline:

The Business Development page on the CAPL website has been updated by province (AB/BC/SK/Oil Sands) with drop down where information is added from *'Government Information Bulletins,' 'Regulatory updates', 'Tenure Advisory meeting minutes (TIAC)' and 'Saskatchewan government meetings (SKIPTAC)'.* It's nice to have a one stop shop for these updates. If you have any information or updates related by provinces, please feel free to forward onto myself for review and uploading onto the CAPL website.

We have improved communication with our members by sending information emailers with any updates on industry changes related to tenure or new regulation implementations. I have also engaged with many of you and encouraged the discussion of agenda topics or areas of concern that your companies may have experienced which may need attention or need to be addressed formally at a variety of government meetings.

There were a number of mineral engagements with *'Lunch and Learn'* topics prior to the pandemic. These sessions were a big hit with sell outs of 75-80 persons on top-of-mind mineral topics. Due to COVID, with the office closed, and these sessions were not able to move forward. We hope to bring these network gatherings back with more topics of interest again soon.

Over the past year, we were able to work with an industry peer group to identify concerns/issues and propose the modernization of Tenure, focusing on addressing conventional and unconventional play types that would encourage development, minimize environmental footprint, increase royalty payments, streamline continuation applications, and align with today's business environment. Our committee of volunteers, *'Alberta Tenure Working Group,'* was able to present to the Alberta Government policy group in November, while they appreciated the themes raised and proposals/solutions to address tenure, no immediate changes were made. (See government response letter of November 29 on BD page)

Exciting, new, and forthcoming in Q2 2022 will be the ability to post an M&A teaser page on the CAPL website for all CAPL members to access and promote their land acquisition and/or other deal arrangements. The website will undergo some changes shortly and this should be available at no charge for viewing and posting.

In closing, I want to thank all the CAPL volunteers who committed their time in a variety of ways such as coordinating learning sessions, communications and working groups. We appreciate your input and dialogue on any matters that require further attention or enhancements of our industry processes to improve our business practices, principles and needs.

As always, if you have any concerns, questions, or interest in volunteering, please feel free to contact me to discuss.

Jacquie Farquhar
Director, Business Development

OUTGOING VICE PRESIDENT

So many things to say, but this is the essence of my hopes/wishes and recommendations for the future of our association:

Volunteer.
Participate.
Professionalize.

Jeff Rideout, P.Land
Outgoing Vice President

Roster Updates

ON THE MOVE

Jeremy Wallis	Independent to Lineup Resources Corp.
Kim Urban	Velvet Energy Ltd. to Urban Consulting Corp.
Kendra Sorge	Sorge Land Consulting to Strathcona Resources Ltd.
Frank Cortese	Iron Creek Enterprises Inc. to Eagle Energy Inc.
Warren Niles	Thompson-Niles Consulting Inc to Sojourn Energy Inc.
Ken Buckley	Axiom Oil and Gas Inc. to Independent
Gordon Howe	West Lake Energy Corp. to Independent
Ted Anderson	Bonavista Energy Corporation to Tedo Holdings Ltd.
Lara Bec	Fort Calgary Resources Ltd. to Braehead Land Consulting Ltd.
Randall Birks	Strathcona Resources Ltd. to Canto Eight Energy Inc.
Arnold Brownlees	Dunluce Energy Ltd. to Avalon Oil & Gas Ltd.
Helen Klein	Polar Star Canadian Oil and Gas, Inc. Klein Land Enterprises Inc.
Danielle Schapansky	Raging River Exploration Inc. to Baytex Energy Ltd.
Adam Wolfenden	Caltex Resources Ltd. to Strathcona Resources Ltd.
Trevor Murray	Boulder Energy Ltd. to 1388354 Alberta Ltd.
Chris Tibbles	North of Sixty Resources Inc. to Independent
Gary Morris	Imperial Oil Limited to XTO Energy Canada
Daniel Halper	Independent to Bighorn Energy
Chris Trudel	Plains Midstream Canada to Pembina Pipeline Corporation
Shaun Cooper	Independent to Crescent Point Energy Corp.
Gerri Murphy	Independent to NAV Canada
Cam Dyer	Scott Land & Lease Ltd./Scott Telecom to Evolve Surface Strategies Inc.
Steve Roth	AlphaBow Energy Ltd. to Independent
James Junker	Tangle Creek Energy Ltd. to Hawthorne Energy Partnership Ltd.

Jeremy Yee	Empire Oil Corp. to Malaika Corp.
Heather Stables	CLEO Energy Corp. to Independent
Kellie D'Hondt	Bow River Energy Ltd. to Cleo Energy Corp.
Preston Phillips	Independent to Blackspur Oil Corp.
Andjela Calic	Heritage Royalty to Imperial Oil Limited
Michael Fticha	Keyera Energy Ltd. to ATCO Energy Solutions
Christopher Lizotte	Lynx Energy ULC to Independent
Nadine Coffey	Insignia Energy Inc. to Paramount Resources Ltd.
Debra Kinnon	Forge Oil & Gas Limited to Blue Sky Resources LTD
Brandy Rimney	Repsol Oil & Gas Canada Inc. to Scott Land & Lease Ltd.
Karen Dembicki	D3 Petroleum Consulting Ltd. to Vantage Point Resources Inc.
Brad Campbell	Timberrock Energy Corp. to Independent
Drew Horne	Seaton-Jordan & Associates Ltd. to Independent
Larry Parks	Ironhorse Oil & Gas Inc. to Archean Energy Ltd.
Bobby Clark	NuVista Energy Ltd. to Independent
Steve Sawa	Apogee Petroleum Inc. to Certus Oil & Gas Inc.

NEW MEMBERS

Active New Members

Danielle Schapansky, Baytex Energy Ltd.

Sponsors:

Brett Suchan

Meghan Hockaday

Anna Ostrzenski

Debby Brotzell, Crescent Point Energy

Sponsors:

Cindy Miller

Jennifer Ho

Gjoa Taylor

Associate New Member

Hunter Scott, Scott Land & Lease Ltd.

Sponsors:

Wade McLeod

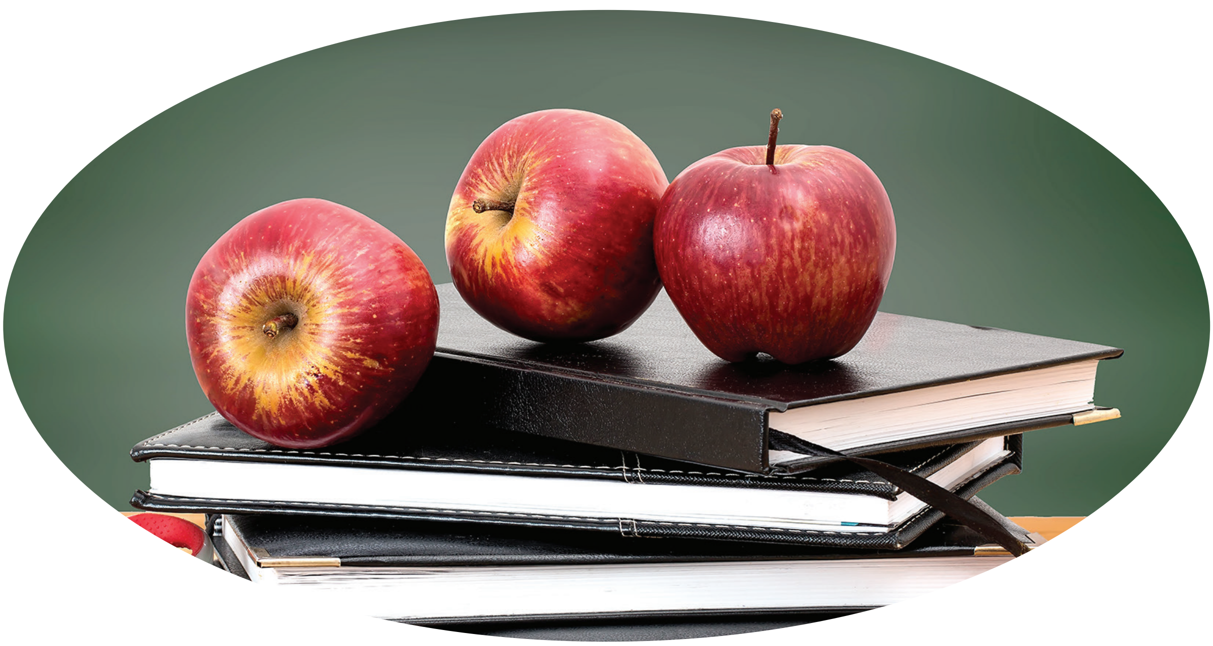
Lance Petersen

Drew Tumbach

Get Smart

Month	Course	Date	Time	Location
April	**Evaluation of Canadian Oil and Gas Properties for Landmen by Sproule (2 Day)**	20-Apr-22 21-Apr-22	09:00 am - 4:00 pm	Virtual
May	**Advanced Surface Rights**	16-May-22	09:30 am - 12:30 pm	CAPL Office

A Shout Out to the Instructors



Reflecting back on the conclusion of another successful education calendar year, we are filled with appreciation for the people who made it all happen. Since moving to predominantly online course delivery, the majority of our instructors have enthusiastically taken the plunge with us. The adjustment for the instructors is substantial, resulting in a full revamp of many of our courses to suit online instruction. We would like to whole heartedly thank our instructors and sponsors at this time. We are honored to have such a wealth of industry knowledge and experience at our fingertips. Our instructors come to CALEP from near and far and often teach for the prestige alone. We extend our gratitude to the following stellar instructors and the companies that have supported them. If you are interested in joining the ranks of these top notch educators, please contact CathyMageau@gmail.com.

Your Education Committee

2021 INSTRUCTORS

Nick Gautreau and Erin Langerud
H3M Environmental

Sarah MacLeod
PetroChina Canada

Matthew Potts and Jesse Standing
Dentons Canada LLP

John Parry
Land Consulting

Gary LePine
Concord Professional Development

Brenda Kolasa
Business Success Coaching

Robyn Gurofsky, Jessica Cameron, Jack Maslen
Borden Ladner Gervais LLP

Carolyn Scissons
Finance Learning Lab

Akash Asif
Centre for Suicide Prevention

Mark Lagerweij and Samantha French
West Earth Sciences

Tracey Stock
T.D. Stock Professional Corporation

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Burnet, Duckworth & Palmer LLP

Cameron Six
Sproule

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Borden Ladner Gervais LLP

Duane Bratt
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Terry Etam
Author

Angie Alexander
Mental Fitness Consulting

Blaine Barnes
Tundra Process Solutions

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Legacy Land and Title Company

Robert Hamilton
University of Calgary

Heidi McKillop
ASN Productions Ltd.

Jackie Rafter
Higher Landing

Maggie Hanna
Energy Futures Lab

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Indigenous Partnerships & Development

Billie Fortier
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Dione McGuinness
IndigenUs Consulting Corp.

Mathew Embry
Director

Peter Beyak
Producer

Alison Thomson
Borealis GeoPower

Shauna Mason
Deloitte

volunteer [vol-*uh*n-teer] noun. A person who voluntarily offers himself or herself for a service or undertaking

CAPL's award-winning publication, *The Negotiator*, is looking for volunteers to assist with the following duties:

Feature Content Editor
Advertising Editor
Proofreaders

If you would like to help with this worthy and rewarding endeavour, please contact:

Tom Templeton
Director of Communications
(306-565-3333)

Danell Stebing
Coordinating Editor
(403-444-1464)