

MESSAGE FROM THE PRESIDENT

CANADIAN ASSOCIATION OF LAND AND ENERGY
PROFESSIONALS

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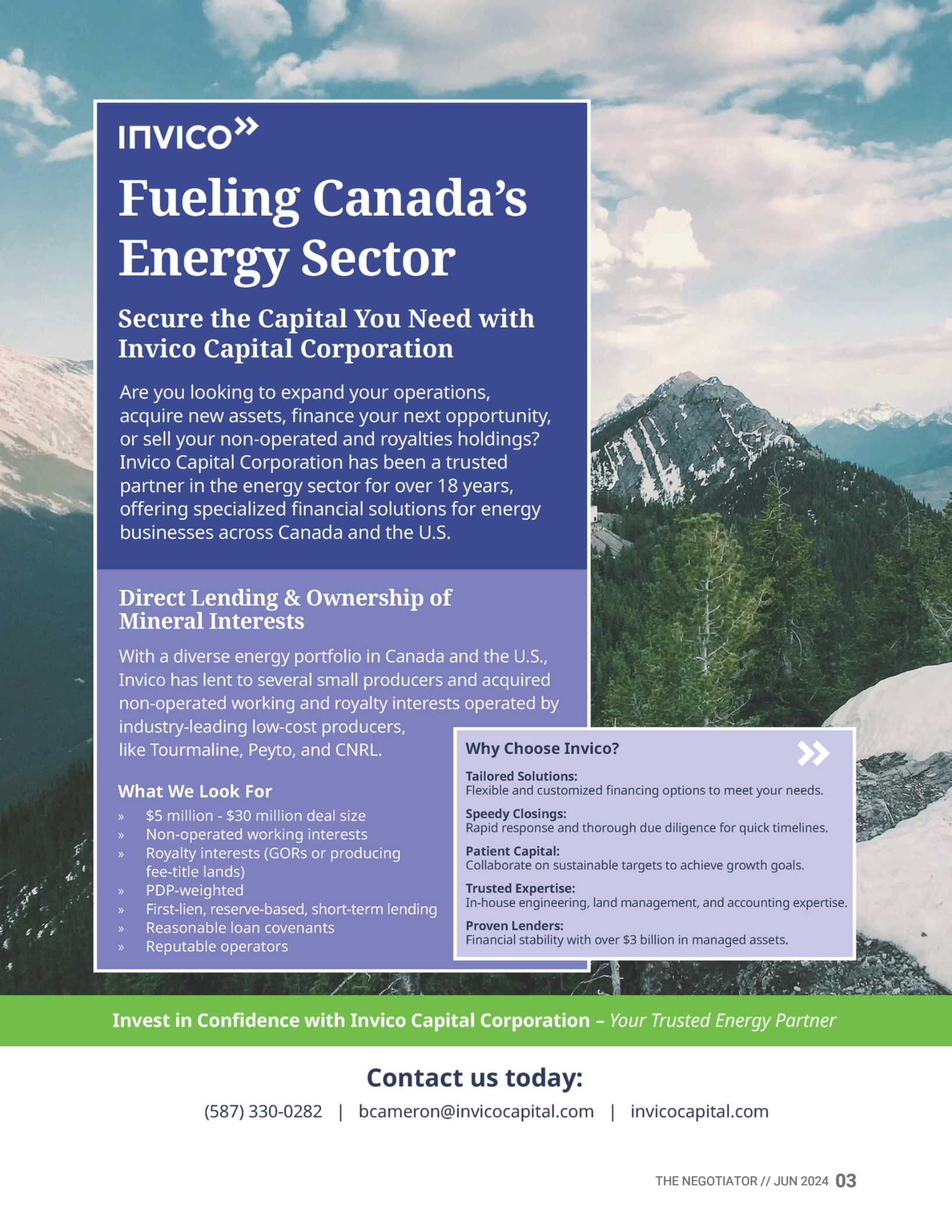
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MESSAGE FROM THE PRESIDENT

Sandra Dixon, CALEP BOARD PRESIDENT

Spring is here, summer is on the horizon, and the winds of change continue to progressively blow here at CALEP bringing forth new ideas, new opportunities, new possibilities, and of course, new Leaders and Directors to the Board. For myself, this time of year is always anticipatory in nature; awaiting the arrival of all things new. However, I must confess that this spring season is even more so as I humbly begin my journey as CALEP President.

One of my first and probably most important duties as newly appointed President is to thank those outgoing Board Members for their commitment, governance, direction, and endorsement of both CALEP and myself as the incoming President. You are truly an elite group of individuals in today's industry, and it has been a memorable journey. Thank you for your commitment, your devotion and most of all, your strength of character. You are an asset to this Association.

As the newly appointed President, I am excited to work with both new and returning Board Members, and cannot wait to embrace you in your passions for CALEP. I am confident in not only your aptitudes in leadership at the Board level, but also the talent and proficiency you bring to your newly appointed Board Positions. We are fortunate to have you on the team, and I am looking forward to see all that you will enhance and accomplish.

With that, I now turn to the members of this Association to enthusiastically give you just a bit of insight on what we have been up to at the Board of Director level so far. This newly formed team hit the



ground running immediately and gathered on April 27th to carry out a Strategy Session for CALEP's 2024/2025 season. We spoke of our transformational journey, our name change, our governance undertakings and debated CALEP's 'Foundational Pillars' (more to come on this under a separate article so stay tuned!). The Board reviewed CALEP's current membership, our future in industry, our portfolios, and what goals we, as leaders, should be focused on to not only protect and strengthen our profession, but to strategically align ourselves for future growth and success. There were a lot of thoughts, new ideas, and opportunities brought forward with an accompanying uniqueness that each Director and Executive brought with them. As a new leader, I am looking forward to seeing what our talented Directors implement in the upcoming year here at CALEP.

..I am so proud to be a part of CALEP. This pride reflects the true essence of our Association. The diversity in talent, people, knowledge, and resilience that we, as industry leaders, have demonstrated in the past and will continue to show in the future, is unparalleled in the business. Although the game has

changed, I still believe as your President, that there is unequivocal value in what our membership brings to the boardroom table. Industry needs us – period! However, we also need to be prepared. There is much work to be done to get us there and this year's Board will be undertaking efforts to move us forward accordingly.

Lastly, as the new President, I also want to encourage each and every one of you to intensify your involvement in industry and with CALEP this year. Come and be a part something exciting, progressive, and career enhancing. Involve yourself in our events, meet and greets, and grow your circle of influence. We have, as an industry, forgotten the art of networking and must make efforts to get that back. Set aside a few hours in your schedule this year to build upon the legacy that others worked hard to build for you. Exciting times are upon us so lend a hand, get involved, and let's work together to build a greater tomorrow. Looking forward to meeting as many of you as possible this year and seeing what the year holds for all of us.





LOSS OF USE RATES

Trevor Sheehan and Darren Clarke of TELFORD LAND & VALUATION INC., Calgary.

When acquiring Surface Rights, negotiating annual compensation reviews or settling damage claims within Western Canada, one of the factors that may be considered is Loss of Use of the area impacted. The 2 methodologies to establish the compensation applicable to loss of use are:

- Pattern of Dealings (POD) – A POD arises where there are such a number of deals established, that it may be said that a pattern has been established by negotiations between the landowners and oil companies in a district.
- Empirical Approach – Relies upon actual agricultural data; ideally data from the specific land in question and specific farmer.

This article will examine the empirical approach and the current trends we are seeing within the Province of Alberta. There are a number of considerations when determining loss of use empirically – crop rotations, crop yields and crop prices.

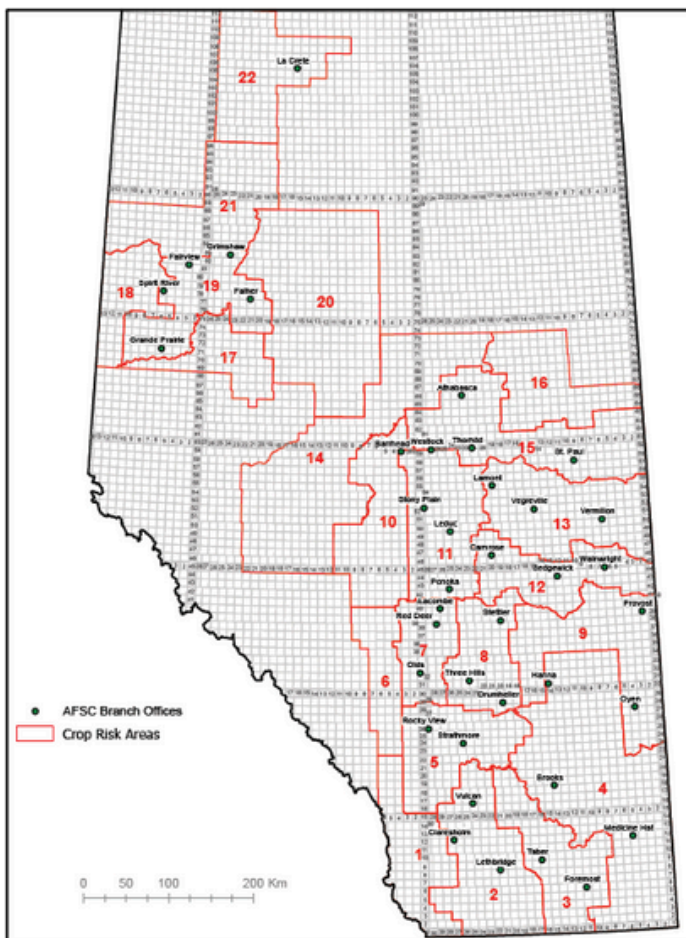
Crop Rotations

As per the Alberta Surface Rights Act, dispositions with an annual compensation are available to be reviewed every 5 years. Given this 5-year cycle, the best indicator of future crops, yields and returns is the previous 5 years of data. The best data is the actual crop rotations and yields from the subject field. Often requesting the landowner's Agriculture Financial Services Corporation (AFSC) annual insurance reports, if they have them, will provide reliable information regarding the crops grown and associated yields. Site inspections by field staff can

also assist in documenting crops grown on an annual basis to build a database of information when required. Satellite information can also be researched to establish historical crop rotations from Agriculture and Agri-Food Canada (AAFC) resources.

Crop Yields

The best source of crop yield information are the historical yields from the subject field, as there can be considerable variability in crop yields across a farm due to differences in moisture, temperature, soil composition, timing of seeding and spraying operations along with a number of other factors that will impact crop growth. If site specific information is unavailable, AFSC publishes annual yield data reports for the province's agricultural areas. Similar information is also available in Saskatchewan and Manitoba. The yield information is broken into risk areas that have similar climate and soil conditions to establish yield information for crop varieties and weighted averages for each crop grown in the area.



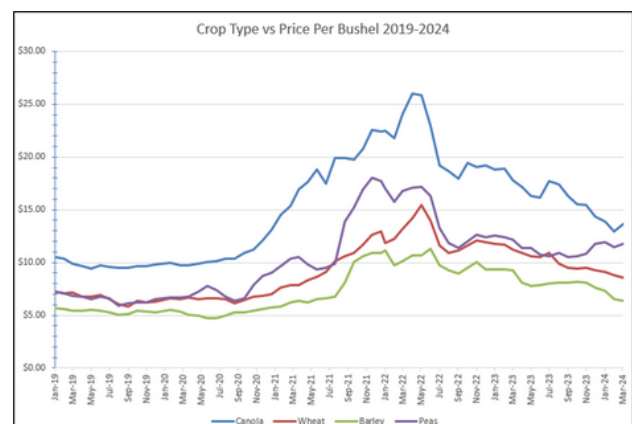
“Commodity prices for all major crops are anticipated to remain above 5-year averages for the remainder of this year and into 2025.

The following 5-year yield average for the most common dryland crops grown in Alberta are indicated in the table below for selected risk areas within Alberta:

	Risk Area 4 (SE Alberta)						Risk Area 11 (Edm Area)						Risk Area 19 (Peace Area)					
	2019	2020	2021	2022	2023	Avg	2019	2020	2021	2022	2023	Avg	2019	2020	2021	2022	2023	Avg
Canola	21	32	10	18	12	18.6	45	37	38	42	50	42.4	40	31	26	39	47	36.6
Wheat	24	38	12	29	13	23.2	70	56	54	74	68	64.4	57	53	36	58	59	52.6
Barley	32	55	15	41	20	32.6	78	55	64	82	89	73.6	87	64	40	72	87	70
Peas	22	39	10	25	13	21.8	28	30	40	49	53	40	46	32	23	44	48	38.6

Crop Prices

Commodity prices were relatively stable from 2014 to 2021 and then spiked in 2021 reaching new high prices in the summer of 2022. Since that time commodity prices have been gradually declining and appear to be stabilizing into 2024 as indicated in the chart below:



Commodity prices for all major crops are anticipated to remain above 5-year averages for the remainder of this year and into 2025.

Utilizing the previous AFSC yield information with the average annual commodity prices for that cropping season, the 5-year averages for the following crop rotations are illustrated below:

5-Year Crop Rotation (2019-23)							
	Risk Area	Canola	Wheat	Canola	Barley	Peas	5-yr Avg (rd)
SE Alberta	4	\$ 284.62	\$ 210.71	\$ 284.62	\$ 237.22	\$ 221.37	\$ 248
Edmonton	11	\$ 675.48	\$ 608.96	\$ 675.48	\$ 566.98	\$ 458.49	\$ 597
Peace	19	\$ 574.04	\$ 488.70	\$ 574.04	\$ 515.56	\$ 407.60	\$ 512

5-Year Canola-Wheat Rotation (2019-23)							
	Risk Area	Canola	Wheat	Canola	Wheat	Canola	5-yr Avg
SE Alberta	4	\$ 284.62	\$ 210.71	\$ 284.62	\$ 210.71	\$ 284.62	\$ 255
Edmonton	11	\$ 675.48	\$ 608.96	\$ 675.48	\$ 608.96	\$ 675.48	\$ 649
Peace	19	\$ 574.04	\$ 488.70	\$ 574.04	\$ 488.70	\$ 574.04	\$ 540

5-year Canola - Wheat Rotation (2021-23 DATA ONLY)							
	Risk Area	Canola	Wheat	Canola	Wheat	Canola	5-yr Avg
SE Alberta	4	\$ 247.15	\$ 242.99	\$ 247.15	\$ 242.99	\$ 247.15	\$ 245
Edmonton	11	\$ 795.20	\$ 721.30	\$ 795.20	\$ 721.30	\$ 795.20	\$ 766
Peace	19	\$ 672.22	\$ 556.34	\$ 672.22	\$ 556.34	\$ 672.22	\$ 626

The last crop rotation calculation noted above is a Canola-Wheat rotation and only utilizes the previous 3 years since the spike in commodity prices, indicating potentially higher rates going forward, if commodity prices remain elevated.

When establishing loss of use rates, the best data is site specific from the subject field along with sales

receipts, if available for the previous 5 years of production. With the ever-changing markets its best to keep an eye on future commodity rates as they can fluctuate greatly and will have a significant impact on a landowner's returns and subsequent loss of use calculations for surface compensation. If you have any questions on specific areas or challenges you are experiencing, please don't hesitate to reach out to our office to discuss further. ♦

Trevor Sheehan, P.Ag., AACI, P.App., RWA

Darren Clarke, PSL, DAR, DAC

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BREAKING DOWN BC HYDRO'S FIRST CALL FOR POWER IN MORE THAN 15 YEARS

Jamie Templeton, Aaron Fransen, Lanette Wilkinson, Parker Mckibbon, Kyle Hatton of Stikeman Elliott LLP

On April 3, 2024, BC Hydro issued a Request for Proposals (“RFP”) in connection with its first Call for Power in more than 15 years. Through the RFP, BC Hydro intends to acquire approximately 3,000 gigawatt-hours (GWh) per year of clean energy, as further discussed in our previous [blog post](#). Within this blog post, we provide a comprehensive summary of the key aspects of the RFP and some considerations for developers, investors and Indigenous participants.

Eligibility to Participate

In order to be eligible to participate in the RFP, projects will need to meet certain eligibility requirements. The key requirements are as follows:

- projects must be located in British Columbia, excluding Fort Nelson, certain non-integrated areas and other areas of British Columbia where BC Hydro would be required to transmit energy through an out of province jurisdiction to the lower mainland;
- a project must be a newly constructed facility, have new generating units which generate incremental energy above any existing generation and have a plant capacity between 40 MW and 200 MW;
- the entire output from a project (excluding auxiliary fuel) must be from a single clean or renewable resource, which would include biomass, biogas, geothermal heat, hydro, solar, ocean or wind energy;
- a project must use generation technologies that are readily available in commercial markets and in commercial use;
- a project must have direct or indirect access to a point of interconnection on the integrated BC Hydro system;
- one or more First Nations (in whose territory the projects are located) must have at least 25% equity ownership in the proponent as of the Commercial Operation Date (“COD”); and
- projects must reasonably be expected to have a COD between October 1, 2028 and October 1, 2031.

Failure to provide evidence satisfactory to BC Hydro of meeting the eligibility requirements will lead to disqualification from the RFP.

First Nations Economic Participation

The RFP includes a First Nations economic participation model, which consists of: 1) a requirement that each proposal meet an eligibility requirement of a minimum of 25% First Nations equity ownership in a project at the time of COD; 2) evaluation credits that reduce a proposal's evaluation price to reward First Nations equity ownership in excess of the 25% minimum; and 3) non-equity economic benefits accruing to other First Nations on whose territory the project is located.

With respect to equity ownership, BC Hydro encourages proponents to submit proposals that exceed the required minimum First Nations equity ownership requirement by applying additional credit for proposal evaluation purposes. If a proponent is awarded an electricity purchase agreement pursuant to the RFP, at the time of COD and for a minimum of 3 years thereafter, every proposed First Nation must continue to hold equity ownership in the relevant proponent. Otherwise, the project may be subject to an energy price reduction or termination.

Proponents will also receive additional credit for proposal evaluation purposes where they can demonstrate that First Nations will receive non-equity economic benefits by including one or more letter(s) of support from First Nations in whose territory the project is located.

Mandating Indigenous equity ownership is a very positive aspect of the RFP and follows requirements of other clean energy provincial procurements in Canada and a growing trend of promoting Indigenous involvement in clean power projects throughout Canada.

“

A separate proposal must be prepared for each project, including a separate proposal fee and bid security.

Proposal Submission

A separate proposal must be prepared for each project, including a separate proposal fee and bid security. A proponent must submit a proposal fee to BC Hydro in the amount of \$13,000 per proposal within 5 business days of September 16, 2024. Additionally, each submitted proposal must be accompanied by bid security in the amount of \$25,000 per megawatt (MW) of plant capacity as specified in the proponent's commercial proposal.

Interconnection Matters

For the purposes of this RFP, the interconnection process for all projects will follow the Competitive Electricity Acquisition Process as described in BC Hydro's Open Access Transmission Tariff ("OATT").

Proponents with projects intending to interconnect to the BC Hydro System through a third party system will be required to arrange for their project's energy to be delivered through such third party system to the point of interconnection with the BC Hydro System.

If a proponent is awarded an electricity purchase agreement pursuant to this RFP, it will be required to complete the remainder of the interconnection process set out in the OATT.

Proposal Evaluation Criteria and Process

Once proposals are submitted, BC Hydro will apply an evaluation process to compare and evaluate the proposals it believes to be the most advantageous. The criteria BC Hydro will consider in reaching this conclusion include confirming whether each proposal contains all required fees, bid security, all other applicable materials and information required under the RFP, and whether a proposal satisfies all eligibility requirements.

Additionally, BC Hydro will conduct a quantitative assessment of the proposals based on evaluation adjusters that will apply to the bid price, and a risk assessment will be undertaken to assess project development and the risk of under-delivery of energy. The First Nations consultation records of proponents will also be reviewed at the time of proposal submission.

Additionally, BC Hydro will conduct a quantitative assessment of the proposals based on evaluation adjusters that will apply to the bid price, and a risk assessment will be undertaken to assess project development and the risk of under-delivery of energy. The First Nations consultation records of proponents will also be reviewed at the time of proposal submission. Within the RFP, BC Hydro has listed certain adjustments that will be made to the bid price based on certain issues. Notably, some of the key adjustments include:

- an addition to the bid price based on network upgrade costs required at or beyond the point of interconnection as estimated in the Interconnection Feasibility Studies;
- a proposal with a Designated Capacity Commitment will receive a credit to the bid price equivalent to \$58,000/MW-year of Committed Capacity;
- a credit will be applied for additional First Nations' equity ownership beyond the 25% minimum eligibility requirement of up to \$4.00/MWh (which would apply for 51% First Nations Equity Ownership);
- a credit of \$1/MWh if the project is supported by a letter from non-equity owner First Nations in whose territory the project is located, confirming that additional economic benefits have been or are to be received; and
- an addition to the bid price of \$2/MWh will be added for wind and solar resources due to the intermittent and variable nature of wind and solar power.

Key Dates

<u>Milestone</u>	<u>Date</u>
Issue of RFP Documents	April 3, 2024
Competitive Electricity Acquisition Process Interconnection Request pre-submission deadline	April 19, 2024
Submission of Registration Form	May 1, 2024
Competitive Electricity Acquisition Process Interconnection Request Submission Date (incl. deposits)	May 21, 2024
Deadline to submit RFP Q&As to BC Hydro	September 5, 2024
RFP Closing Date (Proposal Submission Deadline) and Closing Time	September 16, 2024 16:00:00 Pacific Time

Canada Infrastructure Bank Loan Package

In connection with the RFP, the Canada Infrastructure Bank ("CIB") is making a standardized loan package available to successful proponents, which will consist of an Investment Tax Credit Bridge Loan and a loan to Indigenous partner(s) to finance up to 90% of the

Indigenous partner's budgeted or actual equity contribution in the project. We expect that most projects will also have some form of senior debt and there will likely be intercreditor considerations that will need to be addressed between the CIB loan package and senior debt.

Conclusion

The RFP presents a lot of opportunity for renewable developers, First Nations communities, investors and lenders in British Columbia in the development of clean energy projects in British Columbia and we expect that the RFP will spur significant development in the province. That being said, interested proponents will need to be mindful of some of the specific requirements within the RFP and will need to ensure that their proposed projects meet the relevant evaluation criteria to maximize the chances for success with their proposal.

Stikeman Elliott's Energy group has significant expertise and experience in assisting developers, investors, lenders and Indigenous communities in developing energy projects in British Columbia and in financing renewable energy projects. We will continue to provide further updates on the BC Call for Power and other provincial procurement processes across Canada and the authors are happy to answer any questions that interested parties may have on the RFP or the CIB Loan Package. ♦

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Kyle Hatton is a 2023/2024 articling student at our Toronto office.

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MEET THE CALEP BOARD



CALEP is a non-profit voluntary professional association for landmen in Canada, which evolved from the Alberta Landman's Association founded by 8 members in 1948. From its inception, the CALEP's mandate has been to provide and promote activities to enhance the value of its membership and promote the role of the landman profession in Canada. The CALEP achieves these goals through the volunteer efforts of its members represented by a Board of Directors consisting of up to 14 elected volunteers. The CALEP's objectives include:

- promotion of education and training in petroleum land management, including a structured mentorship program, student scholarship program and support of educational institution curriculums, and student body organizations;
- engagement and input in public and government relations;
- encouragement of fellowship and cooperation among its members through association-sponsored activities; and
- establishment of the highest professional and ethical standards.



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BRINGING BACK TRADITION

CALEP Merit Awards 2024

Suzanne Stahl, Merit Awards Committee

At a luncheon and AGM held on April 23, 2024 at the Petroleum Club, CALEP celebrated a novel rejuvenation of the traditional Merit Awards. The event had been on hiatus since 2019 through the pandemic years, and it was a welcome and much-anticipated revival of our time-honoured annual tradition. Approximately 130 members and guests were in attendance and the event was held in conjunction with our annual AGM and announcement of the new CALEP Executive team.

Calynda Evans and Gary Richardson shared the emcee responsibilities and did a commendable job of hosting and summarizing the various contributions of the awardees.

The following recaps our award recipients, who were honoured for their volunteer efforts in various categories over the past 5 years:

Award of Merit

Award of Merit

Award of Merit

Award of Merit

Award of Merit

Award of Merit

Bright Lights

Friends Of CALEP

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Special Recognition

Distinguished Citizen

Herb Hughes Memorial

Marah Graham

Darren Clarke, PSL

Craig Stayura

Steve Brisebois

Heather Telasky

Richard Forrester

Easton Dunn

Pandell

Lawson Lundell/Paul Negenman

Bennett Jones

XI Technologies

Tourmaline Oil Corp.

Kevin Martin, CSL, PSL

Elizabeth Burke-Gaffney, P.Land

Colin McKinnon, P.Land



Each of these individuals or companies have enhanced our organization by way of their significant contributions through countless hours of participation on committees, planning and execution of events, providing financial support and sponsorship, and volunteering in various capacities as our needs dictated, including over a few very challenging years when the collaborations and connections to accomplish objectives were not easy.

Of mention, the Special Recognition, Distinguished Citizen, and Herb Hughes Memorial are awarded at the very careful discretion of the Merit Awards Committee and are not handed out every year. This year we were lucky to have a very worthy nominee in each of these categories:

Special Recognition is only handed out in special circumstances and is not annually awarded. **Kevin Martin**, our recipient this year, initiated fundraising campaigns between 2015-2020, initially with Enerplus Corporation, to establish awareness, including an annual walk, for the Leukemia Lymphoma Society of Canada, raising thousands of dollars for research and development towards the cure and treatments of this deadly disease. This initiative was replicated over several years requiring a huge time commitment and a great deal of effort on the part of the volunteers. In honour of Kevin's enormous contribution, CALEP also has made a \$500 donation to the LLSC.

Distinguished Citizen – Elizabeth Burke-Gaffney – was honoured for her accomplishments outside of CALEP through volunteering in the community and industry, at the same time as enhancing the image of our profession and Association. Her endeavors also include countless hours of volunteer contributions to CAPL/CALEP over her 35+ years as a member including service on the CAPL Board of Directors, Conference Committees, Spring Ball Committee and many others. A leader by example, Elizabeth has been a volunteer with the Calgary Stampede on various committees and currently serves on the Calgary Stampede Board of Directors (since 2017). Amongst her other contributions, Elizabeth has served on the Boards of Swimming Canada and the MacDonald Laurier Institute as an energy sector advisor/specialist.





Herb Hughes Memorial Award is CALEP's highest honour. It is intended to epitomize the all-round achievement of volunteerism, dedication, professionalism, respect and integrity, and was established in the name of one of CAPL/CALEP's finest and most respected and historic members. **Colin McKinnon** was selected as the 2024 recipient. It would take a few pages to even list the volunteer contributions and Colin's level of involvement from the start of Colin's journey in the industry; but suffice it to say, there is hardly a Committee or volunteer activity that Colin has not chaired or participated in. To name just a few, he was a CAPL Board Member from 1997-2003, President in 2001/2002, and Conference Chair in 2016. In addition, he was an active promoter and founder of the Professionalism initiative, taught the Conventional Agreements CAPL course for many years, and was active in the oversight and administrative management of the CAPL office during his Board tenure years.

Although Colin's acceptance speech was brief, he captured the essence of our association's reason for being, and emphasized the necessity to continue to grow and develop. The comradeships, fellowships and relationships are not handed to us – we build them ourselves through our outreach and connections, and there is no easier way to connect and build relationships than through volunteering. Colin's talked about it being a natural progression – you get a call from someone in the association who needs a hand, take them up on it, and the seeds are planted for the rewards of solid relationships and the gratification and gratitude of giving back. Colin also mentioned strong mentorship and that we should not take our work opportunities for granted – they will be the cornerstone of your future. Keeping alive and protecting our place and relevance in the industry, whether as employees/contractors, association leaders, managers or C-suite executives, is not only a duty and obligation, it is a privilege.

Colin reminisced about his early career days at Dome Petroleum in the mid-80's, and soon thereafter joined the Association in 1987. At the time, he took for granted the fact that Dome had a very robust and rigorous cross-training program. It was not only great educationally for the land representatives – it was an investment and vote of confidence by senior management in the importance and relevance of the role of the landmen within a successful and dynamic business. He emphasized that we cannot let that theme get lost in the overall structure

of our companies. Colin is passionate when it comes to wanting to keep alive our unique and diverse skill sets along with our importance at the decision-making table. Colin's last career move was to Shell Canada where he was contracted as a mentor to the more junior members of the land team. He reiterated that Shell recognized the value of knowledge retention and continuity through creation of the ROCK program (Retention of Critical Knowledge) as they were realizing a loss of so much vital experience to early retirement and down-sizing. Colin recalls this last role as a most gratifying finale to an remarkable career.

Colin was joined by his wife, Helen, son Bryce, and sister Jane McKinnon (another long standing CALEP member) to receive his award.

Please join me in congratulating our exemplary peers and contributing organizational partners for their outstanding commitment to CALEP. Your dedication is inspiring and your enthusiasm is contagious.

The Merit Awards committee wishes to thank all of those who participated in the nominee process. Your contributions are noteworthy and invaluable to the importance of identifying the stand-outs among us who have sacrificed their time, effort, dedication and enthusiasm towards keeping our spirit and relevance alive and thriving within our ever-changing industry.

*Your Merit Awards Committee,
Calynda Evans (Chair), Denise Grieve, Geoff Thiessen, Gary Richardson, Spryng Kubicek, Suzanne Stahl, Brad Reynolds*



ON THE HORIZON

Upcoming Events with CALEP

2024 CALEP GOLF TOURNAMENT

JULY 25, 2024

11:30am - 8:00pm

Heritage Pointe Golf Club

In support of:



BROWN BAGGING FOR
Calgary's Kids

Register [here](#).

If you have any questions regarding the tournament or for sponsorship opportunities, please contact Rob Heynen at (403) 767-5945 / rob.heynen@tourmalineoil.com.



SAVE THE DATE

CALEP Conference 2024

NOVEMBER 17 - 20, 2024

Fairmont Banff Springs Hotel
Banff, Alberta

UPDATE FROM FAM

Strategic Initiatives for 2024

James Thurston, CALEP Field Acquisition and Management

I'm excited to be here as your new director of the Field Acquisition Management (FAM) Committee. I've been in the land industry for 23 years, starting off working at brokers and eventually making my way to Calgary in 2016. For the past 10 years, I've been part of the Surface Land Team at Shell Canada as the Discipline Lead, gaining valuable experience and insights.

FAM is gearing up for an exciting and transformative year. We're focusing on addressing key industry challenges and optimizing our internal roles for greater effectiveness. I look forward to working with all of you to achieve our goals and towards making a positive impact for our industry.

Key Initiatives:

1. Tackling Industry Challenges:

- We are actively exploring opportunities to address critical issues such as reducing third-party consents and road use agreement fees.
- Water management, routing, and acquisition are also on our agenda.
- Staying up to date with the latest regulatory changes and anticipating unexpected ones that come out of “left field” is crucial.

2. Role Optimization:

- Our committee will revisit and refine the roles within our group to ensure each position adds maximum value.
- We will ensure that the right people are in the right roles, enhancing our overall efficiency and impact.

3. Engaging New Speakers:

- We are excited to introduce new speakers who will discuss hot topics in various fields, including agriculture, green energy, and more.
- These sessions aim to provide fresh insights and foster dynamic discussions on emerging trends and opportunities.

4. Calling All CALEP Members:

- If you are a member of CALEP and work in the acquisition of Surface Land, we want you! Please come join, eat lunch, and check us out—we are eager to hear from you and find ways to add value.

We look forward to an innovative and productive year, committed to driving positive change and delivering value across our industry. Stay tuned for more updates and developments from the Freehold Acquisition Committee.

Water Restrictions in Alberta: Implications for the Oil and Gas Industry

Alberta, known for its vast oil and gas reserves, has recently imposed water restrictions due to prolonged drought conditions and increasing demands on the province's water resources. These restrictions have significant implications for industries heavily reliant on water, particularly the oil and gas sector. This article explores the reasons behind the water restrictions, their impact on oil and gas operations, and potential strategies for adapting to these new regulations.

Alberta has experienced below-average precipitation levels over the past few years, leading to reduced water levels in rivers, lakes, and reservoirs. Coupled with increasing demands from agriculture, urban areas, and industry, the provincial government

has been compelled to implement water use restrictions to ensure sustainable management of this critical resource.

Water is a crucial component in various oil and gas operations, including drilling, hydraulic fracturing (fracking), and refining processes. The new restrictions pose several challenges:

- 1.Reduced Water Availability for Drilling: The limitations on water extraction mean that oil and gas companies may face delays or increased costs in sourcing water for drilling new wells.
- 2.Higher Costs for Water Acquisition: Companies might need to invest in alternative water sources or technologies to recycle and reuse water, leading to increased operational expenses.
- 3.Regulatory Compliance: Adhering to the new water regulations will require additional administrative oversight and potential modifications to existing operations to meet compliance standards.
- 4.Operational Adjustments: Companies may need to adjust their drilling schedules and techniques to optimize water usage, potentially slowing down production rates.

To mitigate the impact of water restrictions, oil and gas companies can adopt several strategies:

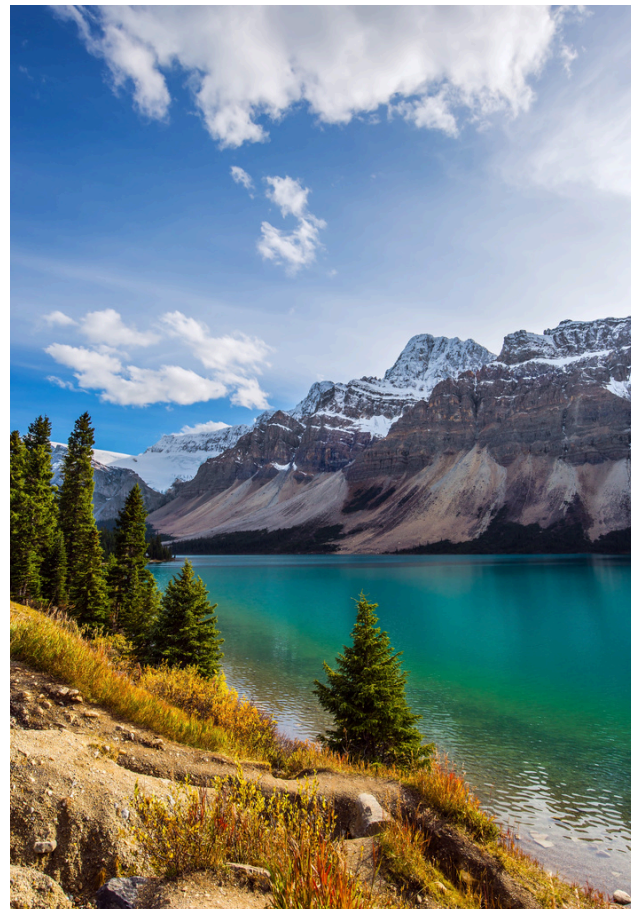
- 1.Water Recycling and Reuse: Investing in advanced treatment technologies to recycle produced water and reuse it in drilling operations can significantly reduce freshwater dependency.
- 2.Alternative Water Sources: Utilizing brackish water, greywater, or other non-potable water sources for industrial processes can help alleviate the pressure on freshwater supplies.
- 3.Improved Efficiency: Implementing water-efficient drilling and fracking techniques can reduce overall water consumption. Techniques such as dry fracking, which uses minimal water, are becoming increasingly viable.
- 4.Collaboration and Planning: Working closely with regulatory bodies, local communities, and other stakeholders can foster better water management practices and ensure compliance with new regulations.

- 5.Technological Innovation: Embracing new technologies for water management, including real-time monitoring and predictive analytics, can enhance water use efficiency and compliance.

Water restrictions in Alberta present both challenges and opportunities for the oil and gas sector. By investing in water-efficient technologies and practices, companies can not only comply with regulations but also contribute to the sustainable management of Alberta's water resources. Adapting to these changes is essential for the industry's long-term viability and its social license to operate in a water-constrained environment.

References

Alberta Environment and Parks. "Water Management Framework." Government of Alberta, 2024.
Canadian Association of Petroleum Producers (CAPP). "Water Use in Oil and Gas Operations." CAPP, 2023.
Environmental Science and Technology. "Innovations in Water Recycling for Hydraulic Fracturing." EST Journal, 2022.



SPOTLIGHT SERIES



Land Student Q & A

Tell us about yourself, where are you from and where are you presently going to school?

My name is Raymund Del Rosario, I'm a student from the Southern Alberta Institute of Technology (SAIT), taking up Energy Asset Management (EAM) at the MacPhail School of Energy. I was born and raised in the Philippines, and before moving to Calgary in the Fall of 2023, I was based in the capital Manila, working as a Contracts Advisor for Chevron.

What got you interested in Land? Tell us how the program is going and what you enjoy about it.

I graduated with a BA in Broadcast Communication from the University of the Philippines and worked as a Producer for the music division of the Philippines's largest television network for a couple of years. At some point, I decided to shift careers, and a brief stint with Shell Customer Service, where I managed phone orders for fuel and lubricants for their Australia business, became my point of entry to the energy industry. Coming from an academic background quite distant from oil and gas, I've always had that yearning to be "closer to the source." In Chevron, where I was in the company of engineering and finance graduates, I worked my way from order expediting, to invoice processing, to organizational capability, and finally to contracting. And though I recognize that I do not have the aptitude to become a drilling engineer, I felt that managing land and wells contracts is the closest I could get to the "source". However, the contracts that I was managing were limited to IT agreements since I do not have any background in land. One day, while exploring our company website to plan my next move, I stumbled upon the role of the "Landman". I wanted to be a Landman but most, if not all of the company's landmen are based in our US Headquarters. That's when I started to do my research on where I could earn a credential in land, and all signs pointed to Calgary, Alberta. So here I am. Studying EAM at SAIT was an excellent choice as the program widely exposes students to both the business and technical sides of energy, while equipping them with specific skills that could help them succeed in land and energy professions.

What areas of Land interest you the most?

I love talking with people, so I got interested in Surface Land straight away during the initial stages of my studies. I learned that working in Surface Land could provide me with opportunities to collaborate with landowners, government agencies, Indigenous communities, and utility companies. But as my cohort went deeper and deeper into our courses, I started to develop a strong interest in Mineral Land. The concept was novelty to me as there's not much conversation around mineral rights in my home country. Understanding mineral rights is quite challenging and I am amazed by the intricate ways these rights are managed.

What types of long-term goals do you have within Land?

I hope to earn the opportunity to work in the Land Department of a Canadian energy company once I complete my program at SAIT in April next year. I also see in the horizon taking additional courses that would qualify me to write the exam to obtain the Professional Landman designation.

You're currently working as a Summer Student in Land at Cenovus. Many of us started out as summer students in the industry and met some amazing people. Tell us about your first few days; the excitement of navigating the office, meeting the team and your end of day reflections?

Yes, I started working as a Mineral Lease and Contracts Student at Cenovus in early May and it's been a fantastic experience so far. I just feel extremely lucky to be mentored by land experts inside an organization that values safety, integrity, high performance, and teamwork---things that have become of personal importance to me in deciding to join a company. Since I started with my work term, everyone has been warm and welcoming. The tasks given to me are challenging, but the amount of support I've been receiving from my team is just unbelievable. My work term buddies always take the time to explain each process to me with utmost patience and clarity. The two managers to whom I report to are both excellent leaders who promote respect and accountability among all of us in the group. The people I work with at Cenovus are the embodiment of the professionals that our SAIT Instructors say we students ought to be to succeed in the Canadian energy industry.

What motivated you to join CALEP?

CALEP played a huge role in my choice to study here in Calgary. You see, if one tries to Google "how to become a landman" (which I did when I was searching for a school), CALEP's website would appear as the top search result. It says, "through post-secondary education and attendance at courses developed or endorsed by the CALEP". So aside from the SAIT EAM's own merits as a program, the accessibility it provides to students for them to become CALEP members made it even more enticing. To me, the courses that we study at SAIT, combined with the opportunities for mentorship and further learning at CALEP, is the perfect cocktail for every aspiring Landman.

What excites you most about being part of CALEP's community?

Meeting both seasoned and young members and being inspired by their stories. I was the first in my class to join CALEP as a student member and attending my very first general meeting last February 29th was a wonderful experience. That night coincided with the Membership Pin Ceremony, so a lot of the long-time members were in attendance. We were warmly received by then CALEP President Janice Redmond, a tender leader and definitely a force to be reckoned with, who then toured us around to introduce us to senior members of the association. They were all extremely gracious and generous in providing us with encouragement and valuable insights as we embark on our land careers. I particularly remember chatting with Jonathan Chapman, President of Legacy Land and Title Company, who was a 40-year membership honoree that night. He shared with us some particularly useful tips and best practices that would benefit us as land professionals, one of them being "to always dress the part." I'm reminded of this everyday when I prepare to go to work and when I plan to attend an industry event.

Has there been any mentors or role models who inspired your interest in Land?

All the things that I know about land I first learned from my SAIT Instructor, Curt Hamrell, a seasoned Landman himself and a fellow CALEP member. I will always look up to him for his broad range of knowledge of the land profession, and for his tireless efforts to pass on that knowledge to the next generation of land professionals. During my first two terms at SAIT, Curt never failed to provide us with the guidance and encouragement that we needed to get the best out of our land education. I also consider Geologist Richard Chisholm, also our Instructor at SAIT, as a great supporter and mentor. His constant recognition of my work and my potential has helped me build my confidence as a newcomer.

What I admire most about CALEP is the members' collective efforts to uphold the traditions of the Canadian land profession while ensuring the association's future readiness. They do this by supporting the development of upcoming talent in the field. A testament to this is the CAPL Trust Fund Scholarship, of which I am a recipient. During the award's application process, I was interviewed by a search committee whose members were all extremely gracious and encouraging the entire time. Sharing that conversation with such young and brilliant industry leaders like Lindsay Toohey, Jocelyn Smid, Jeff McManus, Thomas Deck, and Matthew Geib, made me feel positive about the future of CALEP, and proud of my decision to move to this country to join this great industry.

MEMORANDUM OF UNDERSTANDING

CALEP is excited to share the association has recently entered into a Memorandum of Understanding with the International Right-of-Way Association (“IRWA”). The two associations see an opportunity to promote professional collaboration, including dissemination of information relating to the associations, member engagement, and educational curriculum development and delivery. The MOU aims to allow both organizations to continue to operate independently, while cooperatively meeting the needs of their membership of Right-of-Way and Land and Energy professionals.



COURSE	DATE	TIME	LOCATION
Land Data Warehousing & Management	JUN 20, 2024	9:00am - 4:00pm	CALEP Office
Overcoming The Five Dysfunctions of a Team	SEP 19, 2024	9:00am - 4:00pm	CALEP Office
Professional Ethics: Theory and Application	SEP 24, 2024	9:00am - 4:00pm	CALEP Office
Pad Site Sharing Agreement Seminar	OCT 17, 2024	9:00am - 4:00pm	CALEP Office
Evaluation of Canadian Oil and Gas Properties for Landmen (2-Day)	OCT 21 &22, 2024	9:00am - 4:00pm	CALEP Office

Save \$50 when you register at least 3 weeks in advance! Prices will increase 3 weeks prior to the course.

For more information, or to register, please see the CALEP course schedule in its entirety [here](#).

SURFACE RIGHTS & REGULATORY REVIEW

Land and Property Rights Tribunal Decisions & Related Cases

Erin Anderson and Daron Naffin, Bennett Jones LLP

Alberta Court of Appeal releases decision on *Sabo v AltaLink Management Ltd*

Decision: *Sabo v AltaLink Management Ltd*, 2024 ABCA 179

Decision Date: May 30, 2024

The Alberta Court of Appeal (ABCA) has issued its decision on the appeal *Sabo v AltaLink Management Ltd* with respect to the issue of whether 25(1)(d) of the *Surface Rights Act* (Act) allows the Land and Property Rights Tribunal (Tribunal)¹ to award compensation arising from power transmission line structures which are located *outside* of the area granted to an operator under a right of entry order. The ABCA held that the Tribunal can award compensation under section 25(1)(d) for nuisance, inconvenience, and noise arising from structures located outside of right of entry lands.

Section 25(1)(d) states that the Tribunal may consider “the adverse effect of the area granted to the operator on the remaining land of the owner or occupant and the nuisance, inconvenience and noise that might be caused by or arise from or in connection with the operations of the operator” when determining compensation payable under a right of entry order.

In the underlying Tribunal decision, which dealt with the matter of compensation under certain right of entry orders granted to AltaLink Management Ltd. (AltaLink), the Tribunal found it could not award compensation arising from AltaLink’s transmission

line structures that were built on the road allowance adjacent to the right of entry lands. With one exception, the steel tower structures were located entirely in the adjacent road allowance, although the cross arms of the structures hung over the right of entry lands. The Alberta Court of King’s Bench (ABKB)² in *Sabo v AltaLink*, [2022 ABQB 156](#) disagreed, finding that the Tribunal had broad discretion under section 25, and could award compensation for injurious affection arising from the transmission lines even if they were located outside of right of entry lands.

On appeal, the ABCA agreed that the Tribunal was incorrect with respect to its jurisdiction under section 25, but for different reasons than those the ABKB. The ABCA found that section 25(1)(d) has two components:

- i) It allows consideration of “the adverse effect of the area granted to the operator on the remaining land of the owner or occupant,” which relates only to adverse effect attributable to the right of entry lands; *and*
- ii) It allows consideration of “the nuisance, inconvenience and noise that might be caused by or arise from or in connection with the operations of the operator,” which is not restricted to effects attributable to the right of entry lands.

The ABCA stated further that the Tribunal can consider nuisance and inconvenience caused by the visual impact of the transmission lines for which the



Tribunal has granted right of entry orders, even if the lines are not on right of entry lands.

In making its decision, the ABCA did not rely on the interpretation of the term “injurious affection”, which was at issue in the Tribunal and ABKB decisions. The ABCA noted that “injurious affection” is not used in the *Act*, and said that the interpretation of section 25(1)(d) must be based on interpretation of the specific words used in the statute.

Although agreeing with the ABKB with respect to the Tribunal’s authority to award compensation, the BCA considered that it erred in setting the amount of compensation and remitted the matter to the Tribunal for determination. The ABCA also determined that the ABKB hearing judge did not have jurisdiction under the *Act* to consider an appeal of the Tribunal’s costs decision.

References

1. References to the Tribunal include reference to its predecessor, the Alberta Surface Rights Board.
2. Then, the Alberta Court of Queen’s Bench.

Tribunal Awards \$1,730.00 Increase to Annual Compensation

Decision: *Kochmarski v Houston Oil & Gas Ltd.*, 2024 ABLPRT 240 (CanLII).

Date: May 21, 2024

This decision dealt with a section 27 review of annual compensation payable under a surface lease agreement with respect to lands located at NE 20-60-21-W4M. The Tribunal awarded annual compensation at \$5,330.00 per year, as requested by the Applicant landowner, representing a \$1,730.00 per year increase in compensation.

The surface lease was with respect to a well site which has been abandoned since 2014 but is not yet reclaimed. The operator of the site is insolvent and did not appear at the hearing.

The Applicant did not provide pattern of dealings evidence. He sought increased compensation related to loss of production on certain of his lands due to flooding, testifying that the operator had committed to install culverts on the lands but did not complete

the work, and that he had been accepting cheques from the operator with respect to the flooding impact in prior years rather than requesting annual compensation increases. He also presented evidence with respect to increased supply costs, loss of revenue due to compaction around the relevant well site, and inflationary impacts.

The Tribunal awarded loss of use at \$418.00 per acre, along with annual compensation for adverse effect due to flooding within the areas granted by the subject surface lease, adverse effect associated with maneuvering around the subject well site and access road, and loss of revenue due to soil compaction. The Tribunal rejected the Applicant's request for an increase to annual compensation based on inflation, consistent with prior Tribunal decisions that inflation is not properly considered as a factor in reviewing annual compensation under the *Act*.

Tribunal Declines to Attach Private Agreement As Part of Conditions To Right of Entry Order

Decisions: *Kelt Exploration Ltd. v Kendal Farms Ltd.*, **2024 ABLPRT 219 (CanLII)**; *Kelt Exploration Ltd. v Drysdale*, **2024 ABLPRT 220 (CanLII)**; *Kelt Exploration Ltd. v 1143924 Alberta Ltd.*, **2024 ABLPRT 221 (CanLII)**.

Decision Dates: May 13, 2024

In three recent decisions, *Kelt Exploration Ltd. v Kendal Farms Ltd.*, *Kelt Exploration Ltd. v Drysdale*, and *Kelt Exploration Ltd. v 1143924 Alberta Ltd.*, the Tribunal considered and refused a request that it attach a "Cooperation Agreement" between the parties to a Right of Entry Order.

In each case, the operator, Kelt Exploration Ltd., had applied to the Tribunal for a right of entry. The landowners had submitted letters to the Tribunal requesting that certain conditions be included in the Right of Entry Orders, some of which were set out in Cooperation Agreements purportedly entered into between each of the owners and the operator (although the copies of such agreements submitted to the Tribunal had not been executed by the operator). The Cooperation Agreements contained commitments of the operator in the event the owners wished to

develop the relevant lands in the future, and commitments of non-objection by the owners in relation to regulatory applications for the construction and operation of the relevant project.

The Tribunal declined to include the Cooperation Agreements in the requested Right of Entry Orders. The Tribunal found that it does not have discretion under the *Act* to convert private contracts to Tribunal orders as part of Right of Entry Orders, and could not purport to assume jurisdiction over the interpretation and enforcement of the Cooperation Agreements by giving them the effect of an Order enforceable by the Tribunal. The Tribunal noted that, while it can vary the wording of proposed conditions before incorporating them into an Order, it could not strike or amend the provisions of the Cooperation Agreements as private agreements. It was also unclear to the Tribunal whether the Cooperation Agreements were instruments capable of being registered on title, and the Tribunal cautioned that it must not allow Right of Entry Orders to be used as a mechanism to put an agreement on title that could not be registered directly. Finally, the Tribunal confirmed that conditions of a Right of Entry Order are imposed only on operators, so the owners' non-objection commitments contained in the Cooperation Agreements were not appropriately or reasonably included in Right of Entry Orders.

Tribunal Rejects Both Parties' Pattern Evidence, Awards Increased Annual Compensation

Decision: *Dewitz v Canadian Natural Resources Limited*, **2024 ABLPRT 109 (CanLII)**.

Decision Date: March 1, 2024

This decision dealt with a section 27 review of annual compensation payable under a surface lease agreement with respect to a well site on lands located at NE 33-80-04-W6M. The Applicant landowner sought a \$1,000.00 per year increase in compensation, from \$4,100 to \$5,100 per year. The Tribunal awarded annual compensation of \$5,076.50 per year.

Both parties presented pattern of dealings evidence to support their respective position on appropriate annual compensation. However, the

Tribunal determined that neither party's evidence established a pattern of dealings on which to base an award.

With respect to the 20 comparable leases presented by the Applicant, the Tribunal found that (i) there was no discernable pattern given the wide range in compensation amounts across the leases, (ii) the leases were not sufficiently close to the subject site, being between 10-50 miles away, (iii) the 20 comparables were too small of a sample size in the circumstances, and (iv) there had not been onsite inspections of the subject site or comparables to determine whether the comparables were truly similar.

With respect to the 24 comparables presented by the operator, the Tribunal found that the comparables were too small of a sample size and that they did not establish a pattern because they were all negotiated by the operator and because many were approximately three years old, which raised concerns about whether they were reflective of current rates.

Absent any pattern of dealings, the Tribunal placed the most weight in its determination on appropriate compensation for loss of use (awarded at \$550.00 per acre) on the Applicant's evidence as to site-specific crop yield and commodity pricing. The Tribunal specifically noted the Applicant's evidence that, since 2022, producers have been receiving significantly higher prices for canola and wheat than previously, which is contributing to higher gross revenues per acre.

In its determination on adverse effect (awarded at \$2,750.00), the Tribunal placed significant weight on the Applicant's evidence as to the impact of the operator's mid-field well site and long access road on farming operations, supported by a review of the Applicant's comparable leases. ♦



Erin Anderson has a broad energy regulatory practice which includes the areas of regulatory approvals and project applications, utilities and rates, environmental, Indigenous and surface rights matters.

Daron Naffin With a practice that is directed towards energy, environmental and regulatory law, municipal planning as well as expropriation and surface rights, Daron Naffin acts for oil and gas companies, municipalities, and utilities.

Bennett Jones LLP is an internationally recognized Canadian law firm. Bennett Jones has grown from a small 10-lawyer firm in the prairies to one of Canada's largest law firms with more than 500 lawyers and advisors in offices across Canada and in New York City.



Bennett Jones

IN MEMORIAM



Deryl Roger Hurl

November 20, 1945 - March 8, 2024

Deryl Roger Hurl of Calgary, AB, passed away peacefully on Friday, March 8, 2024, at the age of 78 years, with his daughter, Maddie, and his wife, Sandy, by his side. Deryl was born on November 20, 1945, in Empress, AB, to Ruth and Clarence Hurl, and was the eldest of six children.

Deryl attended Crescent Heights High School in Calgary, AB, graduating in 1963. As a young man in the sixties in oil and gas-rich Alberta, Deryl worked various oilfield jobs before finding his true calling as a Surface Rights Landman. With his gift for connecting with people from diverse backgrounds, and his ability to put them at ease, he excelled in negotiating deals for various companies. In 1981, he established D.R. Hurl & Associates, with offices in Edmonton and Calgary.

Deryl became a member of CALEP (CAPL) IN 1974 and was as a founding member of the CALEP (CAPL) Field Services Committee (FAM) and received recognition with awards of Merit in in 2000 and 2004 and received the CALEP (CAPL) Herb Hughes Memorial Award in 2007. In 2024 Deryl was awarded his CAPL pin for 45 years of membership.

Throughout his career Deryl was very active as a volunteer, working on many important industry issues impacting surface rights access and surface Land Agents issues. Some of Deryl's personal highlights in his volunteer work were representing CALEP (CAPL) with Ron Swist LLp with participation and successful submissions to the Alberta Government over the 1983 Surface Rights Act. In 1981, Deryl and Ron Swist and other committee member represented CAPL when the Alberta Government introduced a "Select Committee to Review Surface Rights".

While Deryl prioritized his family above all else, his friendships held great significance in his life. He had a passion for hunting, whether it was pursuing upland birds or hunting deer, elk, or moose. Fishing was another love, whether he was fly fishing on Bow Lake, landing a rainbow or salmon at Mabel Lake, or catching a Tyee in the Haida Gwaii Archipelago. Deryl also enjoyed shooting trap and skeet and he was actively working towards his Private Pilot License. No matter which activity he pursued, he had a bevy of good buddies to share the experiences with.

Deryl met the love of his life, Sandra Patterson, in Calgary, AB, and they were married in June 1986. They welcomed the second greatest love of his life, their beautiful daughter, Maddison, in 1996. Though life had its challenges, Deryl embraced them, understanding that true love endures life's peaks and valleys. Deryl was passionate about his career, his many friends but most especially, his family.

Robin Dawn Bamboukian

July 9, 1976 - June 7, 2024

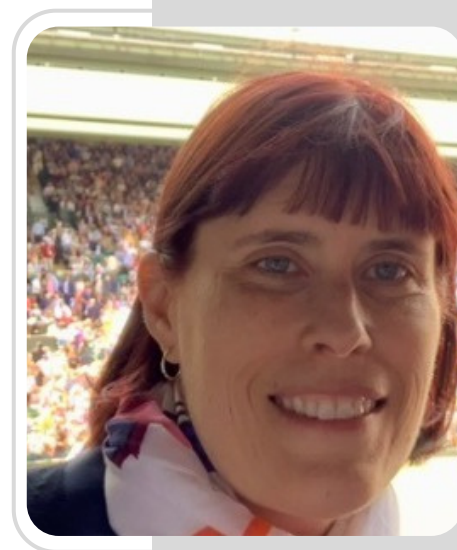
It is with heavy hearts that we announce the peaceful passing of Robin Dawn Bamboukian (nee Thorsen), loving wife, mother, daughter, sister, aunt and friend, on June 7, 2024, in Calgary, Alberta.

Born on July 9, 1976, in Edmonton, Alberta, to Walter and Rosalee Thorsen she began her life in Sherwood Park, Alberta with her two siblings. In 1988 the family moved to Calgary where Robin remained until her final day. Robin graduated high school and continued her education with an undergrad from University of Calgary in Petroleum Land. Employed as a Landman in the oil and gas industry holding many positions and fulfilling numerous duties throughout her career in Calgary. In August 2014 Robin married Arthur Bamboukian and in 2016 became a wonderful mother to Armen. In her later years, Robin dedicated her days to her family and friends. She was always joyful, full of life and had an infectious laugh.

For hobbies, Robin enjoyed painting, scrapbooking, and needlework, which brought her peace and serenity. She enjoyed various art and exercise classes offered through Wellspring and the friends she made through their programs. Her greatest joy was spending time with her son Armen, with whom she was inseparable. They loved playing, reading, camping, gardening, and sharing countless moments together. Robin enjoyed traveling and continued that passion with her beloved husband Arthur by visiting Europe, Las Vegas, California, and the Middle East.

Robin is survived by her husband Arthur; her son Armen; her sister Kimberly Thorsen, her brother Michael (Sandi) Thorsen, and many other loving family members who will miss her dearly. Robin was predeceased by her parents, Walter and Rosalee Thorsen.

Please join us in remembering Robin's life on Thursday, June 20, 2024 at 2:00 pm MST at Eden Brook Funeral Home, 24223 Township Rd 242, Calgary. In lieu of flowers, the family kindly asks that donations be made to the Canadian Cancer Society as a tribute to Robin.



CALEP PHOTO CONTEST



Calling Seasoned Professionals & Enthusiastic Amateurs!

Unleash your creativity and share your unique perspective by entering our photo contest! Whether you're a seasoned professional or an enthusiastic amateur, we invite you to showcase your best shots. This is your chance to have your work featured in our magazine and win fantastic prizes. Don't miss out on this exciting opportunity to connect with fellow photography enthusiasts and get your talent recognized. Submit your photos today and let your artistry shine! Remember to promote the contest within the CALEP community, encourage participation, and celebrate the creativity of your members!

See the details in their entirety on the following page.

The Details

1. Eligibility:

- Participants must be current members of CALEP.
- Non-members are not eligible to enter the contest.

2. Theme and Categories:

- Photos should fall into one of the following categories:
 - Projects in the Field: Capture moments from your work on projects from the field. Showcase the impact you're making!
 - Views from or in Your Office: Share scenic views from your workspace. Whether it's a city skyline or a serene natural landscape, or you working hard or having fun with your team, we want to see it.
 - CALEP Events: Document CALEP events, workshops, conferences, or team gatherings. Highlight the camaraderie and energy of these occasions.

3. Submission Guidelines:

- Each participant can submit up to three photos.
- Photos should be high-resolution (at least 300 dpi) and in landscape or portrait orientation.
- Accepted formats: JPEG, PNG, or TIFF.
- Include a brief description or caption for each photo.

4. Judging Criteria:

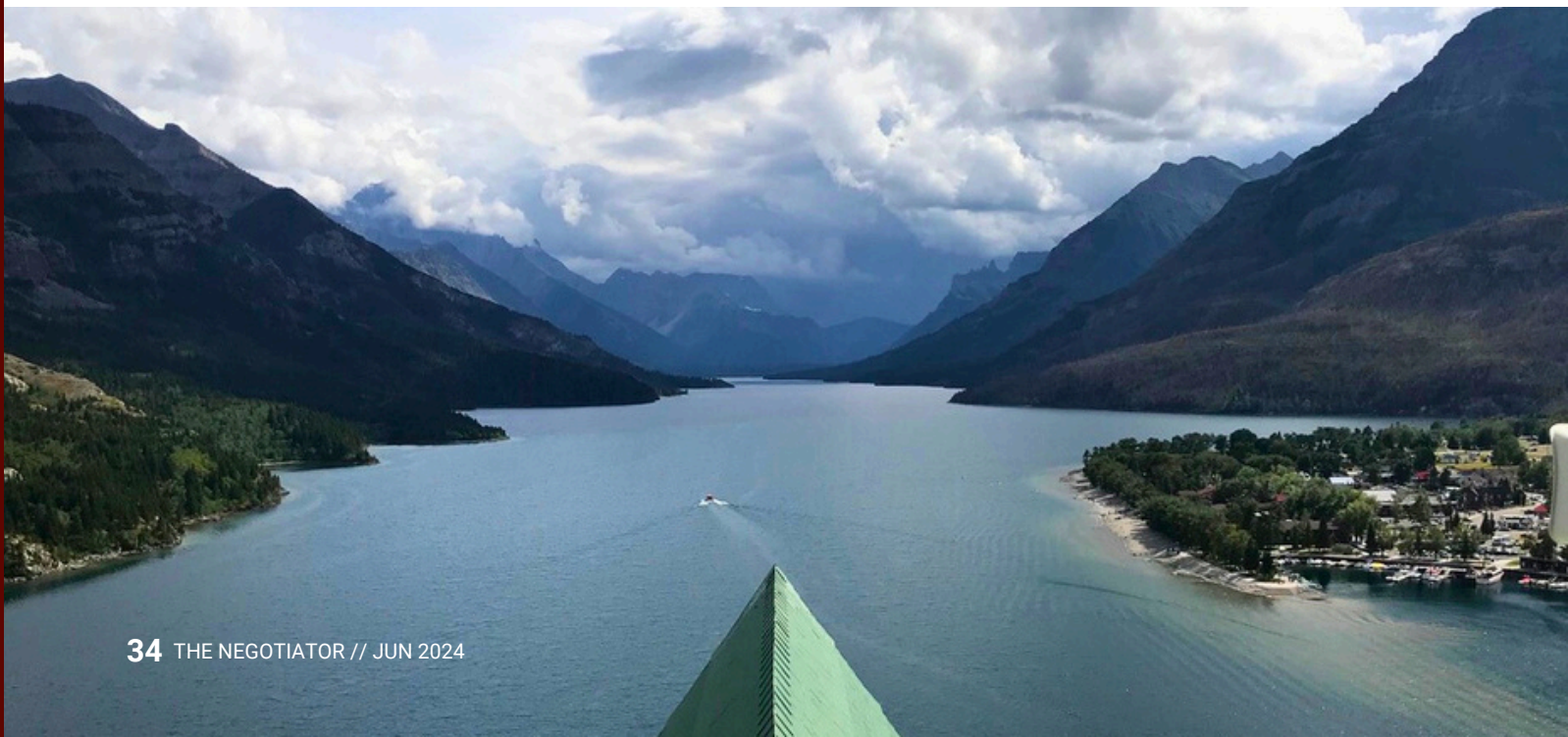
- The communications team will evaluate entries based on:
 - Creativity: How well the photo captures the theme.
 - Composition: Attention to framing, balance, and visual appeal.
 - Emotional Impact: Does the photo evoke feelings or tell a story?
 - Technical Quality: Clarity, focus, and overall quality.

5. Prizes:

- Winners will receive CALEP swag.
- Winning photos will be featured in issues of the Negotiator and included in the official CALEP calendar.

6. Submission Deadline:

- The contest closes on November 1, 2024.
- To submit your entries, send your photos to reception@calep.ca with a title and some information about each photo.



ROSTER UPDATES

These updates result from changes made to your membership portfolio. If you identify any errors, please reach out to the office, and we will promptly address them.

ON THE MOVE

David Barva	Highwood Asset Management Ltd. to Kerrobert Fuels Inc.	Kathryn Payne	West Lake Energy Corp. to Caltex Trilogy Inc.
Steve Brisebois	Whitecap Resources Inc. to Spur Petroleum Ltd.	Preston Phillips	Blackspur Oil Corp. to Astara Energy Corp.
David Carter	Independent to Pieridae Energy Ltd.	Ryan Schnitzler	Koho Energy Corp. to RuralCo Resources Corp.
Steve Elekes	Independent to Paramount Resources Ltd..	Chris Soby	Pipestone Energy Corp. to Athabasca Oil Corporation
Alayne Fernquist	Independent to Imperial Oil Limited	Craig Thomas	ORLEN Upstream Canada Ltd. to Ovintiv Canada ULC
Lawrence Fisher	Grounded Lithium Corp. to Independent	Elizabeth Zyluk	Independent to Saturn Oil & Gas Inc.
Bruce Gordon	Independent to Whitemud Creek Resources Ltd.		
T. Michelle Holt	Vermilion Energy Inc. to Independent		
Bernie Kanwal	Independent to Long Run Exploration Ltd.		
Kristine Luft	Action Land & Environmental Services Ltd. to Evolve Surface Strategies Inc.		
Jill MacCalder	Prairie Provident Resources Canada Ltd. to Saturn Oil & Gas Inc.		
Allison Massey	Prairie Provident Resources Canada Ltd. to Independent		
Dale Mennis	Independent to Westgate Energy Inc.		
Jeremy Newton	Renewable Geo Resources Ltd. to The Newtonian Corporation		



NEW MEMBERS

ACTIVE NEW MEMBERS

James Thurston, Shell Canada Energy

Sponsors:

Wade McLeod
Vince Boden
Alex McCloy

Connor Matzelle, West Lake Energy Corp.

Sponsors:

Paul Cooper
Nicole Allen
Michael Ftichar

Donald MacLeod, Scott Land & Lease

Sponsors:

Janice Redmond
Sandra Dixon
Dayna Morgan

Steve Stanford, Whitecap Resources Inc.

Sponsors:

Dan Cicero
Paul Smith
Steve Brisebois

INTERIM MEMBERS

Easton Dunn, Independent

STUDENT MEMBERS:

Nolan Johnston

ASSOCIATE MEMBERS

Michelle Dahl, Teine Energy Ltd.

Sponsors:

Darren Plaustainer
Ryan Armstrong
Cory McWhinnie

Tara McIndoe, Teine Energy Ltd.

Sponsors:

Tammy Leskun
Ryan Armstrong
Keith Grainger

Kelsey Walton, Saturn Oil & Gas Inc.

Sponsors:

Kim Young
Matt Mintha
Tyler Cheetham

Brandi Mercer, SECURE Energy Services Inc.

Sponsors:

Michael Hulme
Jason Tweten
Jacquie Farquhar

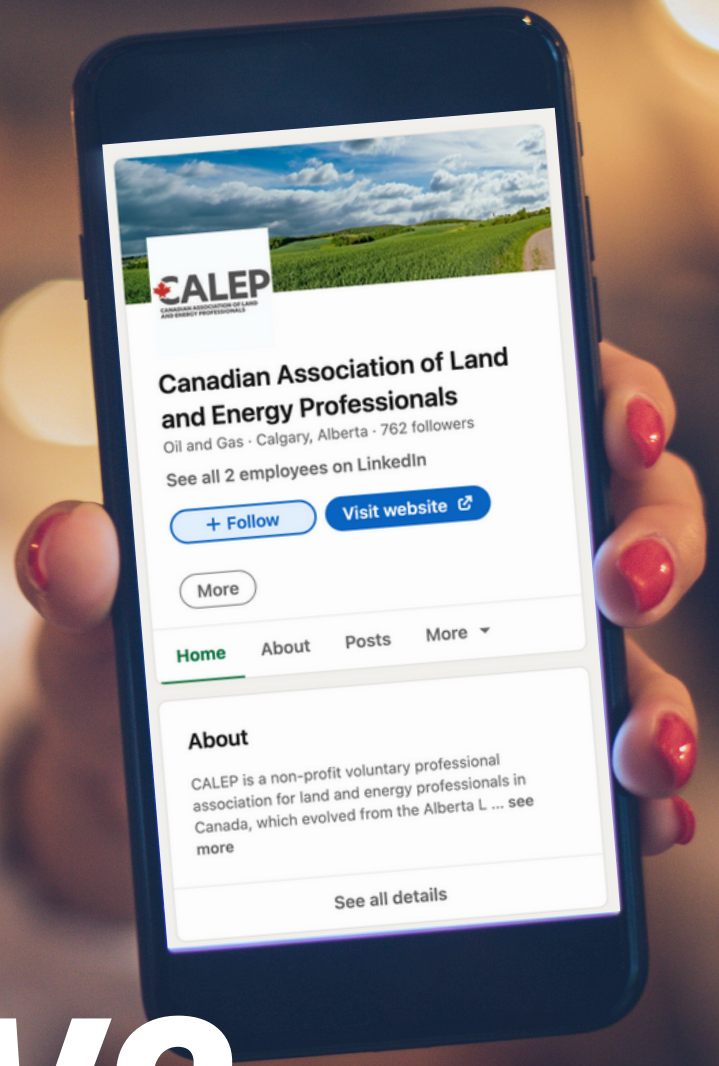
Amanda Allen, SLR Consulting Canada

Sponsors:

Janice Redmond
Glenn Miller
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