

A NEW YEAR OF OPPORTUNITY

CANADIAN ASSOCIATION OF LAND AND ENERGY
PROFESSIONALS

THE NEGOTIATOR

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AiM LAND SERVICES AND ROY NORTHERN ENVIRONMENTAL JOIN FORCES

A Game-Changing Merger Supporting Canada's Energy Future

Canada's energy industry is evolving, and two leaders are stepping up to shape its future. AiM Land Services and Roy Northern Environmental have merged, combining over 40 years of expertise in land, Indigenous relations, environmental services, and energy consulting. This game-changing partnership expands infrastructure, streamlines services, and supports industry innovation—creating jobs and driving economic growth.

What This Means for the Industry

This merger brings unmatched expertise in land access, Indigenous consultation, regulatory compliance, and environmental solutions. Clients now gain a one-stop-shop for energy, infrastructure, and environmental services—streamlining projects and boosting efficiency. With AiM's corporate leadership and Roy Northern's deep regional knowledge, the combined team of 250+ professionals is set to support Canada's energy infrastructure while driving sustainability and job creation.

A Bold Step Forward

Mike Bailey, Founder of AiM Land Services, calls this a milestone moment:

“Bringing Roy Northern into the AiM family strengthens our ability to deliver best-in-class solutions across North America.”

Sacha Plotnikow, CEO of Roy Northern, adds:

“This merger expands our reach, enhances services, and creates incredible opportunities for our team and clients.”

As Canada's energy landscape transforms, AiM and Roy Northern are leading the charge—ensuring a smarter, more sustainable future.

Learn more at: www.aimlandservices.com



A NEW YEAR OF OPPORTUNITY

CALEP's Vision for 2025

Sandra Dixon, CALEP President

As 2025 unfolds, I am filled with optimism and anticipation, ready to embark on the new year alongside all of you. While some political uncertainties linger at the time of this writing, I remain confident that a brighter, more promising future awaits our Land Profession. The new year provides us with a chance to reflect, set intentions, and renew our commitment to advancing our roles within the industry.

For the CALEP Board, this means aligning ourselves with a clear vision for the future. While we continue to embrace the foundational pillars established in the past, rooted in our values of integrity, relationships, influence, stewardship, and evolution, we have also taken time to reflect and modernize our pillars to represent CALEP in 2025. These pillars better serve the evolving needs of our Association, ensuring that we remain relevant and forward-focused as we continue to build a strong, resilient community for the future. A representation of our updated pillars is shown below.

With full transparency and a sense of excitement, I am pleased to share the CALEP Board's goals for 2025. These goals reflect our commitment to not only honoring our history, but also embracing the opportunities that lie ahead. Together, we will move forward with purpose and determination, ensuring that our profession thrives in the years to come.

GOAL

1. Promote Multidimensional Interconnectedness and Inclusivity within the Land and Energy Professional Industry (Pillar #1)

Goal: Promote a comprehensive multidimensional approach to land connectivity and inclusivity that unites professionals from diverse backgrounds, skill sets and experiences to support the advancement of professional development, cross-disciplinary collaboration, and leadership representation to strengthen our Association and our industry.

2. Ensure Effective Financial Stewardship for the Benefit of current and future CALEP Members (Pillar #2)

Goal: Implement and maintain a strong financial oversight framework that upholds the highest standards of responsibility, accountability, and discipline. Ensure that every investment and expenditure support the long-term sustainability of CALEP, providing clear benefits to members and advancing the Association's mission.

3. Promote Active Engagement in Public and Government Relations and Foster Strong Land & Industry Collaboration to Strengthen the Profession (Pillar #3)

Goal: Cultivate and maintain strategic partnerships both within the CALEP membership and with external organizations to build a strong, collaborative network that fosters advocacy and mutual support. Prioritize initiatives that enhance the profession's credibility, protection, and growth within the broader industry landscape. Promote initiative-taking engagement and communication between Association members and key stakeholders, including government agencies, industry leaders, and relevant organizations. Ensure active participation in influencing policies, regulations, legislation, and public matters related to the management of land and subsurface rights.

4. Enhance Education, Professional Development, and the Value of CALEP Membership in Industry (Pillar #4)

Goal: Develop and implement a comprehensive educational framework designed to advance the management of land and subsurface rights. Enhance the value of CALEP membership by creating opportunities for members to demonstrate their expertise, expand their professional influence, and gain access to leadership roles within the industry. Strengthen the association's standing as a leading

voice for land and energy professionals by actively promoting the authority and impact of its members within the boardroom and beyond.

This framework will include a structured mentorship program, a student scholarship initiative, and strategic partnerships with educational institutions. CALEP aims to enrich curricula related to land management and subsurface rights, foster the professional development of both members and students, and support organizations within these fields. Through these efforts, we seek to establish a robust support system that equips members and students with the knowledge, skills, and opportunities needed to become leaders in land management and subsurface rights advocacy.



Meaning behind the Pillars

Interconnectedness:

Represents the multidimensional and diverse set of backgrounds, skills and experiences in Land that connect the Association together and unites professionals in our Industry.

Financial Stewardship:

Represents the discipline, responsibility and accountability that must be undertaken when managing and investing CALEP's capital to ensure monies spent will be to the benefit of the membership.

Land & Industry Collaboration:

Represents the importance not only of our own members working in partnership with one another,

but also having strategic external partnerships that foster advocacy, mutual support and strength to our profession.

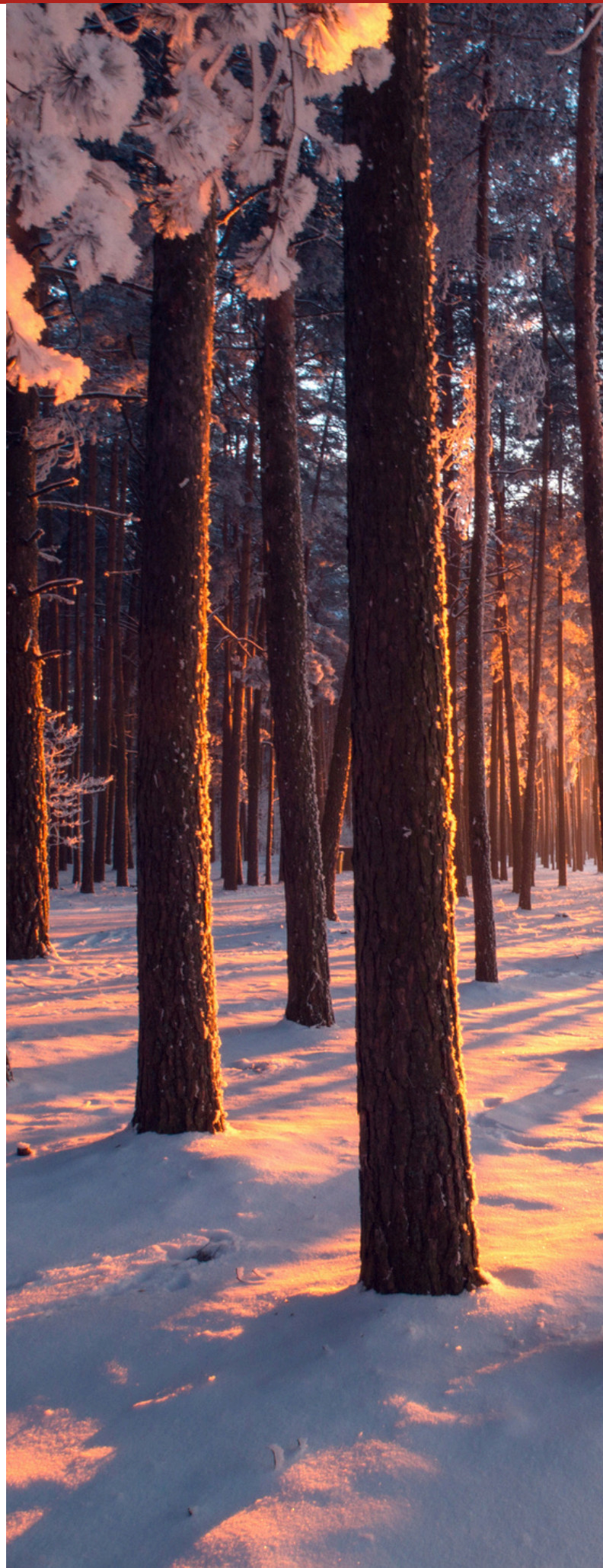
Membership Value:

Represents

- The value CALEP's membership brings to Land & Energy Professionals.
- The ongoing dedication to an educational framework aimed at enhancing the knowledge of Land & Energy Professionals.
- The strength and opportunities that come from being a member of CALEP.
- The influence a CALEP member brings to the boardroom table.
- The authority CALEP members hold within industry.

For 2025 we aim to expand our reach, deepen our impact, and continue fostering an environment of inclusion, learning, and progress. Together, we'll build on our successes and strive for even greater achievements in the year ahead.

As always, we encourage members to get involved as we work together to drive progress into 2025. Let's make 2025 a year of transformation and collective success! ♦



THANK YOU 2024 SPONSORS

As we look back on the past year's successes, we are deeply grateful for sponsors like you. Your support has not only driven our current initiatives forward, but has also laid the groundwork for future growth and impact.

We truly appreciate your partnership and look forward to working together in 2025. Thank you for being a vital part of our journey!

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DIRECTOR UPDATES



My name is Geoff Thiessen, and I am the CALEP Director for the Finance portfolio. I have volunteered with CALEP for roughly 10 years, and whether by attrition or effort, I have ended up on the Board of Directors for CALEP for the last 4 years. These days, the Board is focused on finding greater value for our members, especially in education and engagement for bringing new talent to the industry. There is an experience vacuum that has been forming for a number of years now, and companies are struggling to fill that hole and keep up with ever increasing demands to do more with less, for less. I am excited to support those efforts on the finance side for the Board of Directors because I do believe we are getting closer to being able to have training and development programming that supports new entrants to the land profession as well as continue to grow and develop the talent we already have.

The key purpose of the Finance portfolio is to ensure that we are facilitating all our services for our members in a fiscally responsible manner and adjusting how we use the funds available to best serve them now and in the future.

Some of our key initiatives for the upcoming year include hosting the annual Merit Awards, implementing frugal budget management and providing an increased level of service to our valued members.

A big thank you to Merit Awards Committee chaired by Calynda Evans. I would like to encourage our members to become engaged in volunteerism through CALEP and engage with the community we live and work in.

Geoff Thiessen, CALEP Director - Finance

My name is Lorinda Turner, and I am the CALEP Director for Events. I have been on the board coming up on one year. I am a wife, mother of two young boys and the Founder/President of Turner Land Ltd. I am excited about the new networking events, including an evening event at LaunchPad Heritage Pointe and a poker tournament that we have brought in over the past year, with more to come. It is imperative that we remain receptive to our members' suggestions for new events, and I encourage everyone to share their ideas and requests.

The Events portfolio is meant to provide CALEP members with the opportunity to meet new members, expand existing contacts and build stronger relationships in a social setting in addition to the execution of General Meetings as required by our bylaws. We have a number of committees and dedicated volunteers working on various events. Please check out the events we have planned. These events are put on for you, the members and participation always makes for a better event with more opportunities to catch up with old friends and make new ones.

In the forthcoming year, my primary objectives include the introduction of various new networking events tailored to diverse topics, the organization of enjoyable and engaging activities, and the facilitation of an event specifically designed for women in industry.



If anyone would be interested in helping to organize a 2025 Trap Shoot, please reach out to me. This is something that I personally take interest in and would love to see going again.

It would be great to have some new committee members or volunteers come forward with any ideas they may have for new or repeat events as well as to assist with these events.

Upcoming events:

- **CALEP/IRWA Curling Bonspiel – March 27, 2025 at the Glencoe Club**
- **CALEP Annual General Meeting and Merit Awards – April 10, 2025 at the Calgary Petroleum Club**

Watch out for a women's hat building night to come.

Lorinda Turner, CALEP Director - Events



As my second term as Education Director on the CALEP Board of Directors draws to a close this April, I am reflecting on two vastly different terms of service. I had the privilege of serving from 2019-2021 and again from 2023-2025, navigating both challenges and new opportunities for our education portfolio.

My first term came during the height of the pandemic—a time that demanded quick adaptation and resilience. Despite the obstacles, the dedication of our volunteers and education partners allowed us to pivot and continue delivering high-quality education to our members. We evolved the way we approached education, embracing new online formats and technologies to ensure our members had access to the resources.

This current term has presented its own set of challenges. While we have faced hurdles in launching

new educational initiatives, I would like to say that our existing offerings continue to attract interest and provide value to our members. Behind the scenes, there is a tremendous amount of work ongoing, much of which may not be immediately visible, but I am confident that the results of these efforts will soon come to fruition.

Education remains a cornerstone of CALEP, vital to the association's longevity and relevance. Our portfolio is guided by a clear mandate: to continually provide the highest quality education offerings that support the career growth and professional development of our members. We strive to keep pace with evolving industry trends, shifting government policies and a rapidly changing business environment, to continue offering timely and valuable courses, seminars, and workshops that help our members to upskill, reskill, and stay ahead in their careers.

One of the persistent challenges we have faced is attracting volunteers to our education committee and finding presenters for new course topics, particularly in areas like finance, emerging technologies, and new regulatory frameworks (please reach out to Cathy or any board member if you can help). Despite these challenges, I am deeply grateful for the dedication of our current volunteers, who continue to work hard to advance the association's educational goals.

I want to extend my thanks to the volunteers who have contributed during my time on the board, especially Cathy Mageau, who has been stellar as our committee chair for over six years. Her commitment has been invaluable in keeping the education portfolio moving forward.

As I prepare to pass the torch to the incoming Education Director, I am excited for what lies ahead. The next director will have the opportunity to collaborate with the other board directors who I am certain will bring fresh perspectives and a dedicated committee, continuing the important work of expanding and enhancing CALEP's educational offerings.

Thank you and I encourage you to give back to CALEP by running for a BoD position in the upcoming election, or volunteering on a committee.

Alexis Watson, CALEP Director - Education

NAVIGATING ALBERTA'S EVOLVING MINERAL ROYALTY FRAMEWORK

Adam Stewart, Director – External Relations

Alberta's mineral industry is at a turning point. Interest in exploring and extracting minerals is growing, but the province's royalty framework has remained unchanged since 1993. This outdated system has created some uncertainty, particularly for brine-hosted minerals, which lack a real defined royalty structure. In response, the Alberta government has launched a review aimed at modernizing the framework and ensuring it supports both investment and resource management.

On behalf of CALEP, a few board members attended a Virtual Roundtable on the Metallic and Industrial Mineral Royalty Framework where industry stakeholders were brought together to discuss the future of mineral royalties in the province. The review will be rolled out in phases, with the first phase focusing on brine-hosted minerals, followed by a second phase which will address rock-hosted minerals in the Fall of 2025. The goal is to create a system that encourages development while ensuring the fair distribution of economic benefits.

Industry engagement is a key part of this process. The government was inviting feedback until February 14th, 2025, and will now hold a technical session on brine-hosted minerals in March 2025. A separate session for rock-hosted minerals will once again, follow later in the year.

To further inform policy decisions, the government is also collecting confidential project-specific data through the "Brine-Hosted Minerals Project Data Inquiry Request." Companies are encouraged to provide insights on development timelines, production expectations, and processing

requirements. This information will help policymakers understand the industry's needs and what challenges they are facing.

For CALEP members

The proposed changes present both opportunities and risks. The Board will be closely monitoring the March 2025 technical session to assess potential impacts on freehold mineral holders and industry competitiveness.

As Alberta moves toward a modernized mineral royalty system, industry participation will be essential. These upcoming sessions provide a chance for stakeholders to make their voices heard and influence the future of the sector. CALEP will continue to provide updates and advocate for policies that support a balanced and sustainable approach to resource development.

How Alberta's Approach Compares to Saskatchewan

Saskatchewan has already taken steps to clarify its mineral royalty framework, particularly for brine-hosted lithium projects. The province introduced a clear, structured royalty model that provides certainty for investors and developers, helping to attract new projects. Alberta's current review aims to establish a similar level of clarity and competitiveness, but the phased approach means it will most likely take longer to fully implement.

The key question remains: will Alberta's framework ultimately match or exceed Saskatchewan's model in terms of investor confidence and industry growth? Time will tell. ♦

EDUCATING THE NEXT GENERATION ON LAND & ENERGY SUSTAINABILITY

Jennifer Janzen, Executive Director, Alberta Tomorrow Foundation

“Look what’s happening to the wetlands!” said one student as she watched the images on the screen change from 1910-2020.

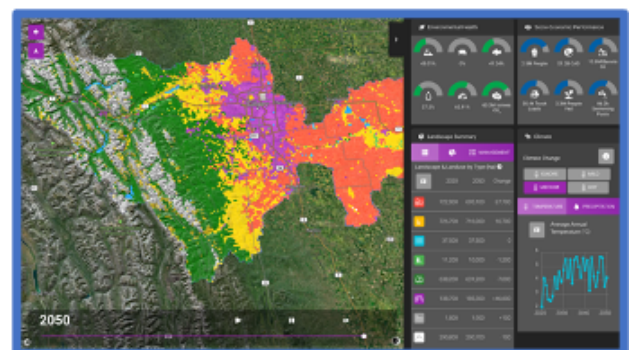
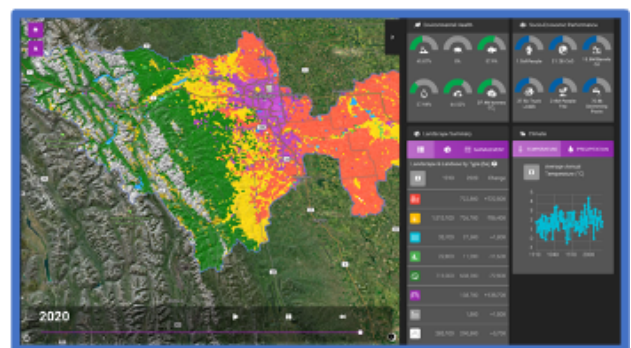
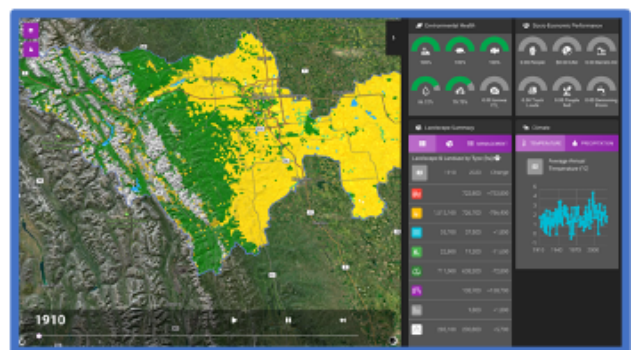
“Look how much Calgary grew and how much grassland disappeared!” said another.

“Yes, but what happened to population growth and energy demand during this time period?” asked the teacher.

Hands shot up as the students listed off changes they could see in the satellite imagery and the environmental and social economic dials on the simulator. The students were starting to understand that changing the landscape from one land use to another created both positive and negative effects on our environment and economy. Not an easy concept for Grade 4 students to understand, but made so easy for anyone to understand with the Alberta Tomorrow Landuse Simulation Tool www.albertatomorrow.ca.

A balance between our environmental and economic needs is tough to visualize; however, the Alberta Tomorrow Simulator makes it easy to see the impact of our land uses (urban, agriculture, industry and preserved natural areas), right before student’s eyes. Originally developed in 2003 by Dr. Brad Stelfox and Matt Carlson of the ALCES Group, the tool is now in its 6th version.

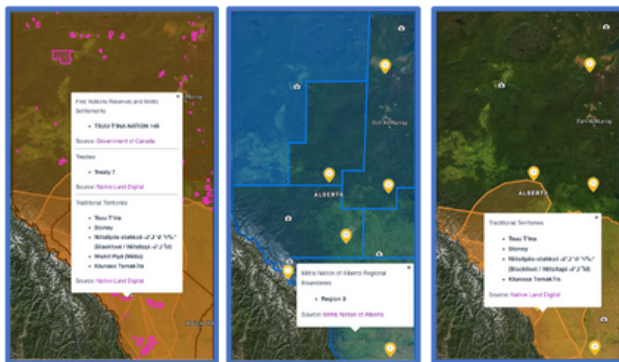
The Alberta Tomorrow Foundation has a mission to deliver a platform that empowers youth to design and sustain a future for our shared ecosystem, with a vision of an informed society actively fostering



sustainable futures. The tool maps change as far back as 1910, but more importantly, shows the consequences of our actions in the future. Users are challenged to create their own balanced land use plan for Alberta's future considering levels of industry, development and growth and the use of beneficial management practices.

Recent additions to Version 6.0 of Alberta Tomorrow include 360 Virtual Tours of Alberta's Natural Regions allowing users to explore the sights, sounds, land uses, flora, fauna, and species at risk for each region.

The Indigenous Module contains map overlays of Treaty Areas and Traditional Territories, Traditional Languages, Metis Regions and Residential School locations, as well as the ability to use Indigenous Indicators vs Western Science Indicators to investigate land use changes and their impacts.



A unique Citizen Science App allows students to use the satellite imagery when out in the natural environment as well as share and collaborate with users from across the province.

This simulation tool exposes students to real life



decisions and tradeoffs, while building environmentally mindful citizens of the future. *"One of the most critical issues confronting contemporary society is the need to effectively plan our future landscapes."* -Dr. Brad Stelfox

Lesson plans linked to the Alberta Curriculum and the GIS based simulation tool are available free to anyone with an internet connection. Originally designed for students in the K-12 education system, uptake by post-secondary institutions has risen exponentially in recent years, demonstrating the need for balanced educational resources at all levels of education.





Alberta Tomorrow's new initiative "Energy Tomorrow" is an interactive educational 3D game focusing on energy in Alberta. Students will explore energy demand, different energy sources, distribution and cost within a 3D city. Still in the fundraising stage, Alberta Tomorrow is working with researchers and programmers from the University of Calgary's Department of Earth, Energy and the Environment to develop this unique learning tool that will align with the new Alberta Science Curriculum. The pilot version will be created for elementary grades, with future versions customized for high school and post-secondary audiences.

The students of today will be making the big decisions for Alberta over the next 30 years. It is essential they understand the complexities and trade-offs in land use planning. To learn more, explore www.albertatomorrow.ca

For more information on virtual classroom visits, teacher webinars, lesson plans and upcoming events, as well as information on how you can donate and support Alberta Tomorrow, email info@albertatomorrow.ca

The Alberta Tomorrow Foundation is creating versions for each province and territory in Canada. Already complete, The BC Tomorrow simulator has been customized to the landscape and issues facing British Columbia. For more information on this initiative, please go to www.canadatomorrow.ca. ♦

Jennifer Janzen joined the ALCES group in 2008 as the project coordinator for Alberta Tomorrow, a web-based educational land-use simulator. She holds a Bachelor of Science in Land Use & Environmental Studies and Biology, and a Bachelor of Education from the University of Saskatchewan and has worked for various government and non-profit organizations as a plant ecologist and educator in Saskatchewan and Alberta.

The Alberta Tomorrow Foundation is a 100% non-profit organization, a Registered Non-Profit Society in Alberta dedicated to promoting sustainable land-use planning in Alberta.

Alberta Tomorrow is critically reviewed and bias neutral. The continued development has been overseen by a steering committee comprised of representatives of industry, non-profits and government. The application is:

- **peer reviewed by qualified scientists,**
- **endorsed by environmentally focused non-profit organizations, industry and government, and**
- **teacher tested!**

The Alberta Tomorrow program is overseen by the Alberta Tomorrow Foundation. The Alberta Tomorrow Foundation is a registered charity in Canada. Alberta Tomorrow's board of directors is served by representatives from education, non-profit, government and industry sectors.

Mission:

To deliver a platform that empowers youth to design and sustain a future for our shared ecosystem.

Vision:

An informed society actively fostering sustainable futures.



ENERGY ASSET MANAGEMENT AT THE SAIT MACPHAIL SCHOOL OF ENERGY

Empowering Future-Ready Land and Energy Professionals

Raymund Del Rosario, The Negotiator Editorial Board

The Johnson-Cobbe Energy Centre, named after David Johnson and Murray Cobbe, two influential figures in Alberta's energy industry, stands as a testament to the future-focused vision of the MacPhail School of Energy at the Southern Alberta Institute of Technology (SAIT). Opened in 2012, the building serves as a hub for energy education and research, serving as the home of cutting-edge programs that prepare students for the evolving energy landscape. With its futuristic design, the Johnson-Cobbe Energy Centre embodies innovation, setting the stage for the integration of traditional and emerging energy disciplines. Its campus presence contrasts sharply with SAIT's iconic Heritage Hall, a Collegiate Gothic-style building directly across from it, constructed 90 years earlier, reflecting the institution's balance between history and progress.

Housed within this state-of-the-art facility, the 2-year Energy Asset Management (EAM) Diploma Program is at the heart of SAIT's efforts to equip students with the expertise needed to navigate the energy sector's transformation, preparing students for roles in mineral land, surface land, joint venture, and well asset management. As the energy industry rapidly evolves, the demand for professionals with interdisciplinary knowledge in the Oil and Gas business, regulatory frameworks, financial

management, and technical operations has never been greater.

"When you talk about the EAM program, the first thing that always comes to mind is that we have industry professionals teaching most of the courses—people with many years of experience," said Uwe Brandt, Academic Chair of the Petroleum Portfolio, which oversees the EAM program.



Uwe Brandt, Academic Chair of the Petroleum Portfolio

Indeed, the MacPhail School of Energy has long been a leader in energy education in Canada and has deep roots in Alberta's energy industry. Renamed in

2005 to honor Keith MacPhail (SAIT Petroleum Technology '81)—a trailblazer in the energy sector—it became Canada's first school of energy and has since grown into a premier institution shaping the next generation of energy professionals. MacPhail School's approach integrates all viable forms of energy—traditional and renewable—ensuring that students learn how to create smarter, more responsible energy systems.

A Program Rooted in Industry Collaboration

Launched in 2008, the Energy Asset Management (EAM) program was developed through a collaborative effort between SAIT and key energy stakeholders in Calgary. Industry giants such as Cenovus Energy, Canadian Natural Resources Limited (CNRL), ConocoPhillips, Ovinativ, Enerplus, and Devon were among its founding partners, ensuring the curriculum remains closely aligned with industry needs. The EAM program has graduated hundreds of students, the majority of whom are now employed in the Canadian land and energy sector.

"Despite economic downturns, fluctuating oil prices, and the disruptions brought by COVID-19, the EAM program has remained resilient, continuing to supply the industry with well-prepared graduates. Today, it remains the only grassroots energy asset management program in Canada, positioning itself as a central talent pipeline for energy professionals," says Curt Hamrell, a seasoned land professional and SAIT Instructor specializing in Oil and Gas land courses.



Curt Hamrell, Land Professional & SAIT Instructor

What Makes the EAM Program Unique?

The Energy Asset Management (EAM) Program at SAIT is uniquely designed to provide a multidisciplinary education, equipping students with both technical expertise and business acumen. What sets this program apart is its comprehensive curriculum, covering the full life cycle of energy assets—from acquisition to abandonment—through a blend of business, legal, technical, and financial courses.

Business Law, Energy Agreements, and Contracts Maintenance provide students with a strong foundation in regulatory compliance and contract negotiation. Students gain expertise in Energy Accounting, Economics, and Financial Decision Making, ensuring they understand the Financial Accounting, Economics, and Financial Decision Making involved with asset management. Courses such as Drilling and Completion, Production Facilities, and Operations Accounting help students grasp the technical and operational side of energy asset management.

Additionally, the program enhances professional skills through Professional Communication and Presentation Skills, Organizational Behaviour, and Project Management, ensuring graduates are well-equipped to collaborate and lead in the industry. Software Applications and Oil and Gas Marketing further refine students' analytical and market-driven decision-making abilities.

Beyond classroom learning, EAM students benefit from hands-on training that gives them a real-world perspective on energy operations. *"EAM students have access to things that non-engineering students wouldn't normally see. For example, they learn about drill bits, how they work. We take them to the well site to see production facilities in action,"* says Byron Cooper, a Professional Geologist and Instructor. The well site he refers to is the Rance Fisher Wellsite Production Education Centre, located just behind the Johnson-Cobbe building. This specialized facility provides students with practical exposure to wellsite production, further strengthening their understanding of the industry.



Industry-Ready Graduates: A Testament to the Program's Success

Many graduates of the EAM program emphasize its well-rounded curriculum, which allows them to confidently engage with industry professionals even before completing their studies. "After my first semester, I felt like I had industry literacy and could speak about energy topics confidently," recalls Kay-Lee Eckhard, a former student.

Kay-Lee's journey through the program exemplifies its impact—she graduated as SAIT Valedictorian in Spring 2024 and now serves as an Indigenous Relations Liaison at Canada West Land, a role that underscores the program's ability to prepare students for leadership positions in the energy sector.

Another testament to this is the number of current students who have continued to work on a part-time basis after completing their mineral land or surface land summer internships at companies such as Cenovus Energy, CNRL, Land Solutions, and Synergy Land, to name a few. Additionally, one student has secured a placement in land use management at the Alberta Energy Regulator (AER).

Industry-Integrated Learning

A defining strength of the EAM program is its strong industry connections, ensuring that students graduate with hands-on experience and professional networks that enhance their career prospects. The program frequently hosts guest speakers, networking events, and speed networking sessions, offering students direct engagement with industry leaders and recruiters.

"We strive to get students genuinely excited about the industry they're entering, fostering intellectual

curiosity about the energy sector," says Richard Chisholm, Professional Geologist and Instructor, and seasoned Oil and Gas executive.

The EAM Faculty strongly encourages students to join and volunteer with leading industry associations, such as the CALEP, the Land and Energy Management Association of Canada (LEMAC), and the Petroleum Joint Venture Association (PJVA). These organizations provide networking, mentorship, and professional development opportunities that further enrich students' educational experiences.

Aligning the curriculum with industry trends remains a key priority for the program. To ensure courses remain relevant, the school maintains an advisory committee of industry leaders who meet regularly, providing continuous feedback to refine and adapt the curriculum to meet evolving industry requirements.



Richard Chisholm, Geologist & SAIT Instructor

EAM students also play key roles in the SAIT Student Petroleum Society (SPS), taking on leadership positions and driving industry engagement initiatives. One of their flagship events is the annual Industry Night at the Calgary Petroleum Club, a premier networking opportunity where SAIT EAM and Petroleum Technology students connect with industry professionals and alumni from across the land and energy sectors.

Student Projects: Bridging Education and Industry

SAIT's proximity to Downtown Calgary facilitates strong collaboration with energy companies, service providers, and regulatory bodies, providing students

with valuable opportunities for their capstone projects, a final requirement to graduate from the EAM program.

Notable past projects include “Using Hair to Clean Oil Spills” (2017), where former students Brandon Lamb and Jake Wilson worked with industry professionals from TransCanada, Western Canadian Spill Services (WCSS), and the Alberta Energy Regulator (AER). Brandon now works as a Land Representative for Projects at TC Energy, while Jake is a Supply Chain Analyst for Major Projects Contracts at CNRL.



Kay-Lee Eckhard, Indigenous Relations Liaison, Canada West Land

In 2024, Kay-Lee Eckhard and Arlyne Joy (AJ) Pestana set a new benchmark in Indigenous land use research with their capstone project, “Strategies to Improve the Traditional Land Use Regulatory Framework in Alberta.” Their work highlights the program’s commitment to meaningful, forward-thinking research. AJ now works as a Land Use Officer at the AER.

Currently, eight groups of graduating students are working on diverse capstone projects, including one that is focused on promoting Helium production in Alberta—a testament to EAM students’ eagerness to explore new frontiers in land and energy research.

Future Developments and Expanding Horizons

The EAM program continues to evolve to stay ahead of an ever-changing energy landscape. With growing

demand for renewable energy expertise, the curriculum is being updated to incorporate renewable energy literacy and stakeholder engagement. A new stakeholder engagement course is set to launch in 2026, emphasizing the increasing importance of regulatory and community relationships in energy development.

Additionally, SAIT is enhancing program flexibility by allowing students to take common courses that transfer across different energy programs, such as Petroleum Technology (PT) and Energy Asset Management (EAM). Aside from the EAM Diploma Program, the MacPhail School of Energy also offers two online land programs: the one-year Land Analyst Certificate Program and the 15-week Petroleum Land Administration Certificate Program.

“The goal is not only to bring the programs up to current standards and levels of knowledge, but also to make them interconnected, so students can more easily transfer credits between programs,” explains Uwe Brandt. This initiative will provide students with greater mobility and interdisciplinary skills, making them even more competitive in the job market.

The Road to a Rewarding Career

Graduates of the EAM program are well-equipped for diverse roles in land administration, contracts, joint ventures, operations, and regulatory compliance. The program’s success is reflected in the high employment rates of its graduates, who secure positions across various sectors of the energy industry.



“The ability to take decades of experience and pass it on to the next generation is incredibly rewarding. We’re not just teaching a program—we’re helping shape the future of Canada’s energy industry,” says Instructor Byron Cooper.

For students looking to fast-track their careers in energy, the EAM diploma at SAIT’s MacPhail School of Energy offers an unparalleled opportunity to gain industry-relevant skills, hands-on experience, and direct connections to energy leaders. ♦

For more details on the Energy Asset Management, Land Analyst, and Petroleum Land Administration programs at SAIT, please visit [SAIT MacPhail School of Energy](#) or contact the MacPhail School of Energy: Phone: 403.284.8451 Email: macphail.students@sait.ca



THE EVOLUTION OF THE OLDS COLLEGE SURFACE LAND MANAGEMENT PROGRAM

Andrew Fulford, Chair - Industry Advisory Committee & Noel Millions, Energy Industry Chair

The Olds College Land Agent Program, a long-standing pillar for education of surface land agents in Alberta, has gone through some significant changes over the past decade. Sparked by declining enrolment due to a downturn in industry activity levels, negative public sentiment of the resource industry, the indifference of a prior provincial political regime, a gap in promoting and marketing by the College and, the final nail, the pandemic lockdown. The result, the program was suspended in 2022.

However, in parallel to this suspension, the Industry Advisory Committee (“IAC”) members, in collaboration with Olds College, were working hard to keep the program operational in some capacity. It is through the commitment of these individuals that we see the program gaining traction again, with a different look and educational format, but one which will be viable and relevant to meet industry needs in the coming years.

The History

In the late 1970’s, following a surge in industry activity, the Alberta Government was under pressure from the agricultural community to establish more stringent rules to govern the activities of Land Agents. This led to major changes to the regulations governing Land Agents and the establishment of minimum educational requirements. Originally known as the Land Agent Diploma Program, the program was created with the collaboration of industry, the Alberta

Government and Olds College to address the educational requirements of the newly proclaimed Land Agents Licencing Act, the program welcomed its first students in 1982.

With the creation of the Land Agent Diploma Program the IAC was also established. This committee was comprised of industry members from various disciplines such as land, survey, appraisal and engineering along with government representatives, including the Registrar of Land Agents, Olds College educators, and administrators. The primary purpose of this committee is to meet on a semi-annual basis to share information with the College, inform them of developments and changes within industry and make recommendations for changes in the curriculum so that the program remains relevant and current. Over the years, recommendations from this committee resulted in many changes to the program, some of which were fairly significant.

In the early 2000’s it was determined that there was a need for an Energy Industry Chair position to assist the college in promoting the program and coordinating the IAC. This was to be a compensated position, paid for by an Energy Industry Partnership Fund which was established through generous donations from various industry members - including significant donations from EnCana Corporation and the Canadian Association of Petroleum Landman (CAPL), the predecessor of CALEP.



The theme of evolution has always been relevant for the program. As the oil and gas industry has seen significant changes, the College has remained committed to keeping the curriculum current. Fluctuating enrollment has always been a challenge for the program, it has seen as many as 60 students enrolled in one year to as few as 6 students. In 2016, following low registration numbers, the College adopted an alternate year intake model that admitted students into the Land Agent program every other year. The plan enabled the college to actively maintain this program with the lower registration rates. Shortly after that, upon the recommendation of the IAC and the Energy Industry Chair, the program was rebranded as the Surface Land Management Program and moved under the umbrella of the Land, Water and Reclamation Program to attract more applicants.

The Energy Industry Chair position has been instrumental in maintaining communication with both industry and the Registrar of Land Agents over the past 16 years. The recent efforts to revive and redesign the program can be attributed to the efforts of the Energy Industry Chair. After enrollment began to decline, a sub-committee was formed with a number of members of the IAC. Their objective was to review and make recommendations on how to increase interest and awareness of the role of a land agent across multiple sectors and to provide input into Olds College's Marketing and Recruitment team on ways to market the Surface Land Management Program. The end goal was increasing student registration in the program.

The sub-committee explored a number of avenues and put forward its recommendations. A key observation was that the program was still promoted as primarily an oil and gas related program. In reality, graduates are employed by a variety of industries outside of traditional oil and gas roles. This included roles with renewable energies, transmission, telecommunication, municipalities, highways and NGO's and the skills covered in the program are applicable to all these roles. The sub-committee recommended that the promotional material for the program should be changed to be inclusive of these

various roles. In addition to the changes in the way the program was promoted, the sub-committee also recommended new course material specifically related to these disciplines and specifically renewable energies. To increase these industries' awareness of the program new members representing renewable energies, telecom, power transmission, Ducks Unlimited, highways and municipalities were invited to join the IAC.

The sub-committee met with various land consultants from across the province, asking for their feedback on the program and what they were looking for in new agents. One particular group was the representatives of the land consulting companies located in the greater Grande Prairie Region. The feedback received from them was that the current program was not producing graduates interested in relocating to work permanently in north-western Alberta. Those that were willing to come to the area did not stay very long. Their preference was to recruit local people who were looking for a career change and train them as Land Agents, they were more likely to want to remain in the region. The problem was that there was no convenient way for these people to get specific training, many were not willing or able to forgo 2 years of income, to attend a college program.

The sub-committee also received feedback from Calgary energy companies, power transmission companies, pipeline mid-streamers, land consultants and municipalities. All had similar comments relating to new hires. There were people within their organizations that wished for advancement to land acquisition positions, but there were no adequate training programs readily available outside of the two-year diploma program. Land consulting companies in Calgary commented that they had a number of employees working at various locations across North America, who would like to get the training provided by Olds College, but they were not able or willing to commit to a 2-year on campus program.

The above process was occurring at the same time as the world was starting to deal with the pandemic and the associated shutdown. Registration for all programs plummeted at educational institutions.

With extremely low registration numbers for the Surface Land Management Program at Olds, the College was faced with a tough decision and chose to suspend the program. Regrettably, this created a perception that the intent was to permanently discontinue the program. This spurred backlash from industry and the IAC, who, with the support of the Werklund School at Olds College, were able to convince the senior management that the program was vital and could still be viable.

The College proposed to roll the program under the umbrella of Industry Training and Continuing Education; with the goal of launching a more focused program through an asynchronous/online delivery model for these core courses. Furthermore, they provided both financial support (from their own budget) along with dedicated resources to develop this program, in conjunction with the assistance of the IAC and the Energy Industry Chair. Based upon the information that the IAC gathered from various industries concerning training requirements, the IAC committee supported this initiative as the appropriate way to continue the program.

Creating New Pathways

The new online program has recently been rolled out, and includes seven core courses and two elective courses with more than 400 hours of training. The courses are designed to equip learners with essential knowledge and skills, preparing them to navigate the complexities of land management in Canada, particularly within Alberta. The program aligns with the current global environment; students can come from multiple pathways into the program to pursue their Land Agents Licence or take an individual course for continuing education and recertification credits. They can do this via an online environment, when it is convenient for them, from wherever they are living.

Core Courses

- Fundamentals of Surface Land Management
- Regulatory Processes & Stakeholder Engagement
- Negotiations and Documentation
- Conflict Resolution and Ethics
- Project Management
- Indigenous Engagement and Consultation
- Renewable Energy

Optional Electives

- Surface Land Management and Agriculture
- Work Integrated Learning

The courses have been developed as stackable micro-credentials leading to a Certificate of Completion. For those new to the industry, it includes practical work-integrated learning, allowing students to tailor their learning experience to meet their professional goals. Alternatively, courses can be taken independently, so it is beneficial for experienced land agents wishing to grow their knowledge and receive recertification credits.

The IAC has worked with the Olds College Industry Training and Continuing Education department to define the key competencies and develop the course material and structure for this program. On its own, this program will not fully meet the licencing requirements of the Land Agents Licencing Act but combined with other education and/or work-experience it will help individuals to qualify to write the exam and receive an Interim Land Agents Licence. The Registrar of Alberta Land Agents is familiar with and supportive of the program. There has been a deliberate focus for regular engagement with the Registrar, both through its membership on the IAC and independent of those interactions. The Energy Industry Chair will continue to foster dialogue with the government to align expectations and provide certainty surrounding the requirements for licensing set out in the act.

Currently, the College has developed and launched two of the ten courses, Fundamentals of Surface Land Management and Surface Land Management & Agriculture. There are 11 students registered in each of these courses and they range from students new to the industry through professionals earning continuing education credits. The current schedule calls for the development and launch of the remaining 8 courses over the remainder of 2025, we are hopeful that the full program will be up and running by the end of this calendar year.

Learning Approach

A critical component of the redesign was maintaining components of the historical programs. Each course will have both online training, paired

with Community Connection meetings (virtual meetings between students and instructor) and opportunity to build their network and a positive learning environment. There is a Collaborative Glossary for key definitions and a Meaningful Entry Forum which fosters the opportunity for debate and discussion on a key topic. Finally, there is a capstone project in each course. The Fundamentals course is the first of these. Students will work in teams on a case study project, prepare a presentation, share their learnings and interpretations and present that to an industry panel. This promotes both soft skills in presenting, group work/collaboration and building a network with Industry.

This program does not, and was not intended to, replace the Olds College Surface Land Management Diploma Program. That program was only suspended and there is still an opportunity, should demand exist, for the program to be reactivated at some point in the future. The Diploma Program is close to the hearts of many of the alumni who have enjoyed prosperous careers because of the Land Agent Diploma or SLM Program. The Energy Industry Chair and the IAC will continue to work closely with Olds College as the industry and the program continues to evolve to ensure its long-term viability. ♦

More information on the program and how to register can be found on the website at: <https://www.oldscollege.ca/programs/continuing-education/land-environment/surface-land-management.html>

5 YEAR LOSS OF USE AVERAGE - ALBERTA

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

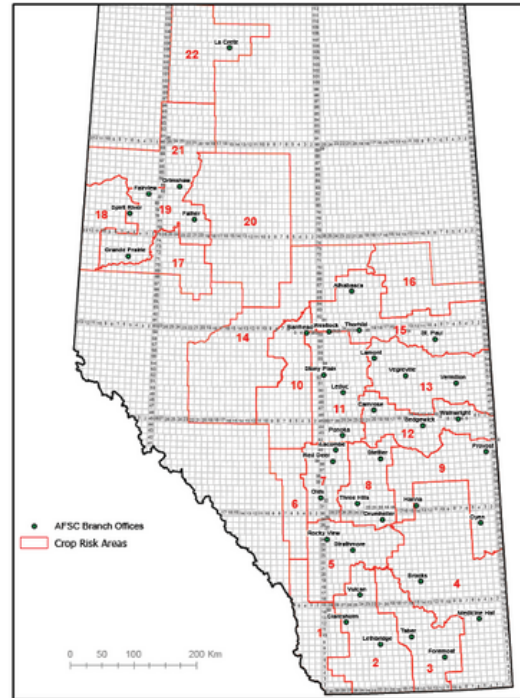
Agriculture Financial Services Corporation (AFSC) has recently released their Yield 2025 publication that identifies all of the crop yield production throughout Alberta that is provided to AFSC by producers. As noted in our previous article in the December 2024 Negotiator, crop production in the majority of Alberta for 2024 was considered average with central Alberta being below average due to dry summer conditions.

The yield information from AFSC 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. These risk areas are identified in the map to the right.

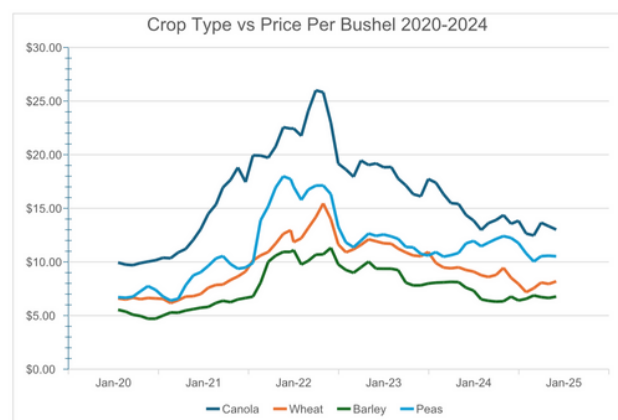
The following 5-year gross revenue averages for the most common dryland crops grown in Alberta are indicated in the table below for selected Risk Areas within Alberta:

5 Year Crop Rotation (2020-2024)						
Risk Area	Canola	Canola	Wheat	Barley	Peas	5 year Avg.
4	\$305.98	\$305.98	\$224.73	\$256.25	\$250.21	\$268.63
8	\$591.91	\$591.91	\$479.36	\$493.07	\$473.74	\$526.00
9	\$463.45	\$463.45	\$296.46	\$347.86	\$303.63	\$374.97
10	\$645.73	\$645.73	\$592.92	\$528.25	\$420.25	\$566.58
11	\$716.92	\$716.92	\$603.29	\$564.30	\$511.96	\$622.68
13	\$677.91	\$677.91	\$536.42	\$546.76	\$485.17	\$584.84
15	\$703.74	\$703.74	\$603.59	\$559.83	\$481.24	\$610.43
17	\$636.74	\$636.74	\$538.90	\$641.81	\$385.41	\$567.92
19	\$621.02	\$621.02	\$507.08	\$507.51	\$428.54	\$537.03

The 5-year average ranges from a low of \$268.83/acre in Southeast Alberta (Risk Area 4) to a high of \$622.68/acre in the Edmonton area (Risk Area 11). Excluding Risk Area 4, the overall average crop loss of the above risk areas is \$549/acre over the last 5 growing seasons. Notwithstanding this AFSC information, crop yields are highly variable across Alberta and therefore the best source of crop loss information is site specific, provided directly from the landowner for the specific fields in question.



Commodity prices for all crops have continued to decline since the peak in 2022 as shown in the chart below. According to Farm Credit Canada (FCC) economists, prices appear to be stabilizing for the upcoming 2025-2026 marketing year and are expected to be close to their 5-year averages.



Even with all the economic uncertainty that 2025 is forecasted to bring, commodity prices for wheat and canola have been slightly rising the first two months of 2025. Only time will tell where commodity prices go for the remainder of 2025, but economists don't predict large spikes and expect trends to be similar to 2024 with slight dips and rises.

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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SURFACE RIGHTS & REGULATORY REVIEW



Land and Property Rights Tribunal Decisions & Related Cases

Thomas Machell, Tim Myers and Daron Naffin, Bennett Jones LLP

AER Confirms Issuance of Sour Gas Pipeline Licence on Regulatory Appeal

Decision: *Pieridae Alberta Production Ltd., Regulatory Appeal of Decision to Approve Application 31097955 and Issue Pipeline Licence 62559, 2025 ABAER 001*

Date: February 12, 2025

The Alberta Energy Regulator (AER) issued its decision on the regulatory appeal of a sour gas pipeline licence issued to Pieridae Alberta Production Ltd. (Pieridae) in August 2021. Subject to a right of appeal, this decision brings an end to a lengthy regulatory process which involved a detour to the Alberta Court of Appeal between September 2023 and May 2024. The regulatory appeal was heard during a four-day hearing held at the AER's office November 19-22, 2024.

The pipeline licence at issue in this decision relates to a 610-metre pipeline used to tie two sour gas wells into Pieridae's existing pipeline gathering system that feeds into its Waterton Complex. While a much broader scope of issues was pursued by the requester of the regulatory appeal, Mr. Michael Judd, the AER confined the scope of the hearing to: i) the determination of the emergency planning zone (EPZ) for the pipeline; (ii) emergency preparedness and public protection measures; (iii) the potential effects of the pipeline on the environment; and (iv) the design, construction, operation, and monitoring of the pipeline. In the result, the AER found that Pieridae had met all

applicable regulatory requirements and that Mr. Judd had not put forward any evidence or reasons that would merit varying, suspending, or revoking the pipeline licence.

With respect to the determination of the EPZ for the pipeline and Pieridae's related emergency planning efforts, Mr. Judd took issue with Pieridae's EPZ calculations and the fact that his only route of egress passed through the EPZ for the subject pipeline. The AER found that Pieridae had calculated the EPZ correctly in accordance with the applicable requirements and software, and that Pieridae had properly considered Mr. Judd's individual circumstances in developing its emergency response plan. The AER also found that Pieridae was prepared and able to deal with a potential emergency involving the pipeline.

The AER's consideration of environmental impacts associated with the pipeline was atypical given that Pieridae had fully completed its construction of the Pipeline in late 2023 – well in advance of the regulatory appeal being heard. The AER found that Pieridae's successful construction of the pipeline provided a complete answer to the environmental concerns raised by Mr. Judd. This finding was also supported by testimony from Mr. Judd's own expert witness who, at the hearing, congratulated Pieridae on its successful use of horizontal directional drilling to construct a portion of the pipeline. The AER also found that Pieridae's operations and maintenance practices were satisfactory and that its corrosion prevention and protection measures were effective.

Lastly, the AER was also critical of Mr. Judd's continued efforts to raise issues which were excluded from the scope of the hearing. These issues related primarily to other Waterton area assets currently licensed to another operator, as well as allegations made by Mr. Judd regarding Pieridae's broader financial capabilities. In its decision, the AER made it abundantly clear that its authority in the subject regulatory appeal was to decide whether to confirm, vary, suspend, or revoke the pipeline licence at issue, and that there are other, separate AER processes which relate to licensing matters and operators' financial capabilities.

Tribunal Clarifies Approach for Determining "Loss of Future Development" Compensation

Decisions: *Alberta PowerLine General Partner Ltd. v MWC Investments Inc.*, 2024 ABLPRT 594; *Alberta PowerLine General Partner Ltd. v MWC Investments Inc.*, 2025 ABLPRT 5

Decision Dates: December 3, 2024; January 3, 2025

In a pair of decisions, the Land and Property Rights Tribunal (Tribunal) determined the amounts of compensation payable under seven right of entry orders issued to Alberta PowerLine General Partner Ltd. (APL) in 2017. Opposite APL in this proceeding was a group of four respondents, which included three landowners and one occupant, Burnco Rock Products Ltd. (Burnco), which operates sand and gravel extraction operations on the subject lands. The right of entry orders in this case related to APL's Fort McMurray West 500-Kilovolt Transmission Project.

With respect to compensation for the initial takings under section 23 of the Surface Rights Act (Act), APL and the landowners agreed on the per acre land value, first year general disturbance, and annual structure payments; however, the parties disagreed on compensation for loss of use, adverse effect, and other amounts related to injurious affection and "additional" general disturbance. Many of the unsettled compensation claims were advanced by Burnco, who sought general disturbance amounts for permitting and safety expenditures associated with the presence of APL's transmission line structures, loss of use amounts arising from sterilization of gravel resources underlying the transmission line structures, and adverse effect amounts resulting from having to mine in proximity to APL's structures. Certain landowners also claimed loss of use amounts for foregone royalty payments that they would have otherwise received from Burnco.

In the section 23 decision, the Tribunal adopted the parties' agreement on compensation with respect to land value, first year general disturbance, and annual structure payments. With respect to Burnco's claim for loss of use compensation associated with sterilized gravel resources, the Tribunal found that Burnco's losses were only compensable to the extent they had "crystallized" during the section 23 period. That is, APL

was required to pay one-time loss of use compensation to Burnco only for those towers which Burnco had actually mined around during the section 23 period. The Tribunal declined to award any loss of use compensation to the landowners for foregone royalties on the basis that any payment obligation in this regard arose between Burnco and the landowners, and did not involve APL. For adverse effect, the Tribunal awarded Burnco compensation for inefficiencies associated with mining in proximity to the transmission line structures, as well as additional compensation for increased costs resulting from the use of specialized equipment and negative impacts to stripping ratios in the areas surrounding APL's structures. The Tribunal also awarded one-time "additional" general disturbance amounts to Burnco for safety, permitting, staff time, and external legal costs.

In the section 27 decision, the Tribunal similarly adopted the agreement between the parties regarding the annual structure payments to be made by APL. Consistent with its decision under section 23, the Tribunal also awarded one-time loss of use payments to Burnco only for those volumes of gravel that represented losses which would "crystalize" during the section 27 review period. The Tribunal also awarded one-time compensation amounts to Burnco for additional equipment time and the use of specialized equipment in proximity to the transmission line structures, as well as stripping ratio degradation and safety costs, as it did in the section 23 decision.

Tribunal Withholds Unpaid Compensation for Denying Access for Reclamation Purposes

Decision: *Hollings v Quattro Exploration and Production Ltd.*, 2024 ABLPRT 905857

Decision Date: November 4, 2024

The applicant and landowner, Mr. Lawrence Hollings (the Applicant) filed an application with the Tribunal on December 6, 2021 under section 36 of the Act for unpaid annual compensation coming due under a surface lease agreement in the years 2016 through 2021. The total amount of unpaid compensation claimed by the Applicant was \$22,800.

In an updated application filed July 4, 2023, the

Applicant claimed an additional \$50,000, plus \$500 per day to allow access to the Orphan Well Association (OWA) for reclamation purposes. The Applicant also filed a further application requesting that a 22% interest rate be applied to the unpaid annual compensation amounts.

The Tribunal conducted its standard analysis to determine: (i) the identity of the operator(s); (ii) whether money is past due and unpaid by the operator(s); (iii) whether the Tribunal should direct the Minister to make payment to the Applicant; and (iv) whether the Tribunal should suspend and terminate the operator's rights. The Tribunal found that Quattro Exploration and Production Ltd. (Quattro), a defunct company, was the sole operator. The Tribunal also found that annual compensation payments totaling \$22,800 were outstanding and payable to the Applicant.

Regarding the additional \$50,000 claimed, plus the \$500 per day access fee and 22% interest requested on all outstanding compensation amounts, the Tribunal explained that surface leases are privately negotiated contractual agreements and it could not award any compensation not supported by the evidence or the terms of the surface lease in question. Neither the Act nor the surface lease allowed the Applicant to charge additional amounts to the OWA or charge interest on outstanding annual compensation payments.

With respect to the question of whether the Tribunal should direct the Minister to make payment to the Applicant, the Tribunal referenced subsection 36(8) of the Act, which specifies that the Tribunal "may direct the Minister not to make any further payments due to the person if it considers that the person entitled to receive them is refusing access for operations, abandonment or reclamation allowed by law." Based on a report indicating that the Applicant was denying the OWA access for the purpose of completing reclamation activities, the Tribunal directed the Minister not to make payment to the Applicant notwithstanding his entitlement to the unpaid compensation. Lastly, the Tribunal directed that Quattro's access rights be suspended and subsequently terminated if Quattro did not fully pay the Applicant within 30 days of the decision being issued.

Tribunal Provides Guidance on Treatment of AER Working Interest Participant Records

Decision: *Ference Land & Cattle Corp v Sekur Energy Management Corp*, 2024 ABLPRT 905465

Decision Date: October 16, 2024

In this decision, the Tribunal considered a repeat application for unpaid compensation under subsection 36(7) of the Act. The application was filed by Ference Land & Cattle Corp (Ference) and sought \$5,500 in unpaid annual compensation which came due on November 30, 2022. The Tribunal found that Ference was properly before it as the applicant as a result of its amalgamation with Worobo Farm Ltd., which had filed previous applications to recover unpaid compensation under section 36 of the Act in connection with the same right of entry order.

With respect to the identity of the operators responsible for payment of the annual compensation amount claimed by Ference, the Tribunal determined that Sekur Energy Management Corp (Sekur) was an operator by virtue of Sekur continuing to hold the applicable right of entry order. The Tribunal also reviewed the AER Well Summary Report, which identified Chair Resources Ltd. (Chair) as a 50 percent working interest participant (WIP) in the subject wellsite; however, Chair submitted that it sold its working interest in the wellsite to Delta Oil Corp (Delta) in 2022 and provided excerpts from the relevant Asset Transfer Agreement in support of its position that it was not responsible for making payment to Ference.

The Asset Transfer Agreement indicated that Chair's working interest was transferred to Delta on May 1, 2022, prior to the annual compensation payment coming due on November 30, 2022. The Tribunal acknowledged that there was conflicting evidence before it, as the AER Well Summary Report continued to list Chair as a WIP in the wellsite after May 1, 2022.

In deciding whether to rely on the AER Well Summary Report or the contents of the Asset Transfer Agreement provided by Chair, the Tribunal looked to its previous decision in *Hutterian Brethren Church of Spring Ridge v Questfire Energy Corp*, 2023 ABLPRT 396 (Spring Ridge), where the Tribunal noted that the AER's WIP records should be treated with caution. This

is because the AER relies on licensees to keep its WIP records up-to-date, and the AER does not approve, review, or otherwise concern itself with working interest transfers (as it does for licence transfers). In Spring Ridge, the Tribunal assigned much greater weight to the working interest transfer documents provided by the operator than the AER's WIP records.

Regarding whether Chair was an "operator" for the purposes of Ference's application, the AER concluded that, while its records indicated that Chair remained a WIP, the evidence submitted by Chair clearly demonstrated that its working interest was transferred to Delta before the annual compensation payment came due. In other words, the Tribunal preferred the private agreement submitted by Chair over the AER's WIP records, which were required to be updated by Sekur. The Tribunal also noted that Sekur was no longer a viable corporation. Accordingly, the Tribunal found that Chair was not an "operator" on the November 30, 2022 compensation due date and was not responsible for paying the amount claimed by Ference. The Tribunal did, however, find that Delta was an "operator" in this regard. ♦

Thomas Machell has a general energy regulatory practice, with experience in the areas of environmental, aboriginal, and surface rights law.

Tim Myers is an experienced energy regulatory lawyer specializing in the areas of project development, utilities and rates, and environmental, Indigenous and surface rights law.

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

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SPOTLIGHT SERIES

*Marty Staples, President, CEO and
Director, Topaz Energy*

Tell us about yourself, and what got you into Land.

Growing up in Saskatchewan, I saw landmen come meet with my great uncle and grandfather to negotiate surface leases on their land for wells or road access. The landmen would show up in a dusty truck, wearing blue jeans and a collared shirt, with a briefcase of documents. I never thought much of it other than they served the purpose of accessing land to capture the resources in the ground.

One of the great things about university is optionality. I started university with the goal of becoming a geologist, as well as taking some business courses. As I continued, I gravitated towards business and eventually transferred into the Haskayne School of Business at the University of Calgary. During the summers, I worked in the field doing gas plant turnarounds and thought about what made the most sense for me as a business major; however, it wasn't until I was getting my resume critiqued at the career center, that one of the advisors, Ann Dyer, suggested I consider the land program. She explained the different aspects of land management, in particular the aspect of negotiation, that expanded much further than my initial reference to surface landmen meeting with landowners. This piqued my interest and otherwise without access to those student resources, I may never have pursued a Petroleum Land Management major. Once I began the program, I knew it was the right choice for me.

I would like to give a big thank you to Ann Dyer and all the instructors in the Petroleum Land Management program at the University of Calgary. One instructor, Wayne Lannan, reminded us weekly "land is the value of all wealth", although, I'm pretty sure he meant landmen are the value of all wealth.... That's a joke I like to remind engineers and geologists.



Can you share your journey from starting out your career as a landman to becoming the President and CEO of Topaz Energy?

When I started in land, the industry was coming off a couple major downturns in commodity pricing through the 90's. A lot of great landmen had moved on to different careers and weren't pursuing work in land. This allowed new grads to step into roles we weren't completely prepared for, and resulted in a gap between senior landmen and new graduates. It was a tremendous opportunity to accelerate our roles and show what we could contribute. My colleagues and I had the benefit of some great mentors in the industry. We spent a lot of time discussing different land functions and learning from each other, ultimately building a strong network.

I started with a public company called Cequel, which eventually sold to Progress (now Petronas), before I moved over to a private company. Over the course of five years, I had the opportunity to work on a tremendous number of transaction negotiations. We had a very young technical team who spent time learning from each other and expanding our networks and skill sets.

In 2007, I was approached by a junior startup called Peloton; I learned a lot from the group at Peloton. Unfortunately, our timing couldn't have been worse to enter the space – two big events happened during my time at Peloton. First, the Halloween massacre, where trust companies were dissolved; and second, the

provincial “our fair share” royalty review.

The junior company model, as we knew it, was somewhat broken following those changes; although, I’m happy to see a recent resurgence of sorts, in a slightly different structure. Rather than being built to sell, junior companies are currently being built to consolidate land and delineate future potential inventory for larger companies, they essentially have become the exploration arm for larger development focused companies.

In 2009, I was approached by Tourmaline to join their team and I started full time in early 2010. Tourmaline has one of the most well-respected management teams in the industry and it was a wonderful opportunity. Over the next nine years, Tourmaline’s business expanded rapidly, we completed over \$3.3 billion in deals through asset sales and corporate acquisitions at very advantageous pricing. Over the past five years Tourmaline was able to further accelerate their business growth as they unlocked a great cost of capital to consolidate the basin in a very pragmatic way.

2019 had a very different feel to it; ESG rose to prominence and pension funds, private equity and large U.S. companies rapidly retreated from the Canadian energy industry. Funding wasn’t available to companies like it was before. On top of that, we were starting to see interest rates rise alongside inflation. There arose a generational opportunity to acquire parts of the basin that had not been accessible in a very long time.

Topaz was created in the fall of 2019 to help facilitate Tourmaline’s acquisition goals by crystallizing value inherent in their business which provided funding to enable Tourmaline to consolidate and reduce their acquisition metrics without diluting their equity or increasing their leverage risk. Mike Rose and the team at Tourmaline had a vision that they could participate in this generational opportunity, and they did just that. Topaz became a major component of Tourmaline’s funding to meet their growth objectives. Topaz was unique to Tourmaline, but eventually conversations happened with other companies to see if they could benefit from Topaz’s unique structure. Topaz subsequently added public partners to its portfolio like Advantage, Tamarack Valley, Headwater, Whitecap, Nuvista and Strathcona.

We realized that Topaz was becoming more complex quickly, so a management team was put in place with the goal of taking the company public later in 2020. My

first official day as President & CEO of Topaz was 3 weeks after oil prices fell to negative and COVID shut down the world. However, this created significant opportunity for Topaz; facilitating Tourmaline to double the size of its company, Topaz increased the size of its business by almost 6 times. Topaz was one of 77 IPOs in North America that year and I believe the only energy IPO. Since that time, we have been able to deploy \$2.6 B in M&A and alongside our growth we increased our dividend 8 times (65%). This business was built to negotiate accretive transactions for both Topaz and producers, and I believe my transition from land and business development to CEO was critical in helping Topaz to achieve that.

What inspired you to transition from a hands-on role to a leadership position?

I was fortunate to be surrounded by some great leaders in this industry; leaders that not only taught, but demonstrated a strong work ethic themselves and empowered the people around them to be leaders. I think that type of attitude inspires people to be better and take pride in what they do and how they do it. When you get to work around people like Mike Rose and Brian Robinson (Tourmaline) you take as many lessons as you can. There were certain senior executives at Tourmaline who really encouraged people to take on bigger leadership roles at Tourmaline. Drew Tumbach, Al Bush and Scott Kirker were not only extraordinary mentors, but also some of the biggest cheerleaders inside the organization for not just me, but everyone in the company. Drew and Scott were two of the leaders who not only recommended me for the role at Topaz but strongly encouraged me that I could and should pursue the opportunity.

Looking back, have there been any mentors or role models throughout your career that you’d like to recognize and why?

I’ve been fortunate to get advice and direction from people across multiple disciplines that has been invaluable to my growth and development – finance, accounting, engineering, geology, marketing, field personnel; all of which has been tremendously helpful. When I think about specific landmen I looked up to and continue to attach importance to, there are a few that come to mind and all offered different mentorship throughout my career.

Gary Peddle offered me my first opportunity at Cequel Energy. Gary is such a good team guy, and he knows the business very well. He is one of the most likeable people I ever met. It seemed to me he always leaves someone with the sense that they would like to do more business with Gary.

Bob Funnell, my second boss, had a completely different style; and was also a great teacher. He wanted his landmen to know every part of the business. We did our own administration, contracts and negotiations. He required his landmen to know the business from A to Z, and his knowledge of contracts and attention to detail is second to none in the industry.

Drew Tumbach is probably the most impactful landman in my career and who I spent the most time with through my landman role. Drew thinks about the business all the time and really empowers his people and the people around him. Drew commands attention and respect from all departments in an organization and gives that back to them in their roles. He knows how to bring teams together and have everyone contribute something, not just in land but throughout the entire company. He is one of the best negotiators in the business. Drew is a boss you never want to let down, he made land "matter."

Finally, Grant Fagerheim is a great person to bounce ideas off, and he provides a lot of guidance. Grant and I have a similar back story - grew up playing some hockey in Saskatchewan, went to University of Calgary, became a landman and then transitioned into a President/CEO role. Grant has been President of four companies in Calgary, and a lot of the people who work with him follow him to every single company; it goes to show you what type of a great leader he is.

What are some of the key challenges you faced during your career, and how did you overcome them?

I've always looked at challenges as opportunities, to learn, find solutions, and hopefully prove something or someone wrong. Things that are hard are hard for a reason; overcoming challenges are a big part of a landman's role and the best landmen find solutions to those challenges. Key challenges have typically been associated with commodity price volatility, access to capital and finding ways to enable the companies I've worked for to achieve competitive advantages and execute development programs. The experience I have from my roles at producer companies has been critical

to building partnerships and finding mutually beneficial transactions at Topaz as I understand the challenges and decisions producers often face.

You've had quite an accomplished career; looking back, what can you say stands out the most for you and why?

Relationships. I think about all the fantastic people I get to meet and do business with and how fortunate I am to get time with them. There are so many terrific people in this industry and I have prioritized making time for them to strengthen my network and learn about the myriad of disciplines within the Oil and Gas sector. There used to be a significant amount of networking events across the industry when I started; it was a terrific way to get to meet people in all disciplines of industry. I made it a goal in my career to never turn down an invite that was an opportunity to expand my network.

What do you think are the key skills necessary for success in land, in today's world?

- Be a good listener.
- Be prepared for every part of your day – there is no such thing as being over prepared.
- ATD – I write this down all the time; Attention To Detail; it matters.
- Adapt – what got you to where you are today, might not get you to where you want to go tomorrow; be willing to do what's needed to get you there.
- Be an effective communicator – we need to tell stories in our jobs, make sure you can articulate your point (verbally or visually) to make sure people understand the "why" in the big picture. If you have people reporting to you, communicating with them is just as important as communicating to people outside your organization.
- Reputation is everything. It dictates who and why others will deal with you, and if they'll deal with you again in the future. Do what you say you are going to do.
- Own your mistakes; we aren't always perfect and are only human. If you do something wrong, own it.

What challenges do you foresee working in land for the future?

Land needs to continue to adapt and attract the next generation. There are so many business skills incorporated into the land function that are

transferrable to other parts of the business and industries and our institutions need to recognize this and continue offering the land management programs. Land has evolved into something different than it was when I first started, but what hasn't changed is how landman need to be adaptable in their roles. We used to make the analogy that landman are like chameleons; they need to blend in with their surrounding and find purpose. That is more true than ever. My advice is don't let your job be marginalized, be important in your role and function.

What advice would you give to young professionals aspiring to reach leadership positions in the energy sector?

- Work hard.
- Expand your network.
- Know the details.
- Learn as much as you can about the business. Spend time asking co-workers and colleagues questions about what they do, figure out a way you can support their role.
- Get out of your comfort zone and try to learn something new every day.
- Be part of the solution, not part of the problem. Look for opportunities when things don't go the right way instead of being part of the roadblock.
- Be a leader on the team, not a follower and, when part of a team, support the plan going forward.

What advice would you give to someone wanting to get into land?

First, figure out what kind of landman you want to be. Does the surface side of the business make more sense to you, or is the mineral side more appealing? Maybe you like the organizational side of contracts or administration, there will be a big need for this discipline as joint ventures become more and more important in day-to-day business.

Second, be interested in the entire business, you aren't just a landman, be a businessperson. The more you can learn about the business the more valuable you are to yourself and your organization.

Lastly, being an extrovert or sociable helps. For me, my best friend is usually the person I just met; there is a lot to learn from people. ♦



SAVE THE DATE



2025 CALEP Conference

OCTOBER 4 - 8, 2025

Delta Bessborough Hotel

Saskatoon, SK

The 2025 CALEP Conference will make history as it takes place in Saskatoon, Saskatchewan, from October 4-8 at the iconic Bessborough Hotel in Saskatoon, SK. With the theme “Building Bridges for the Future,” this year’s conference is all about fostering connections—between industries, communities, and Indigenous groups—just as Saskatoon’s bridges have long united the city and driven progress.

Attendees can expect a dynamic program designed to educate, inspire, and create new opportunities through thought-provoking sessions and meaningful networking experiences. More than just enhancing professional skills, the conference aims to leave a lasting impact, encouraging personal growth that leads to broader positive change.

Join us in Saskatoon for an unforgettable experience in October 2025!

Stay tuned for registration details in the coming months.

ON THE HORIZON

Upcoming CALEP Events

CALEP/IRWA Curling Bonspiel / March 27 / The Glencoe Club
Annual General Meeting & Merit Awards / April 10 / Calgary Petroleum Club - Devonian Room
CALEP/IRWA Hockey Tournament / April 24 / SAVE THE DATE
Hat Bar / May 8 / SAVE THE DATE
General Meeting and Membership Pin Ceremony / May 22 / Calgary Petroleum Club
CALEP Golf Tournament / July 24 / Heritage Pointe Golf Club

Upcoming Industry Events

Petrochem – Canada West - Clean Fuels, Canada Summit March 25-26 / Calgary, AB
Consulting Engineers of Alberta – Showcase Awards Gala 2025 April 4 / Edmonton, AB
2025 Canada Strong and Free Networking Conference April 9-12 / Ottawa, ON
N2N Women’s Gathering April 24-25 / Kitimat, BC
NACCA - 2025 Indigenous Prosperity Forum May 6-8 / Gatineau, QC
Clean Energy Association of BC - Generate 2025 May 12-13 / Vancouver, BC
Global Energy Show June 10-12 / Calgary, AB
Petrochem Optimizing Plant Operation June 18-19 / Toronto, ON
Indigenous Resource Opportunities Conference June 18-20 / Nanaimo, BC
Canada’s Net-Zero Forum 2025 June 25-26 / Ottawa, ON

GET SMART

COURSE	DATE	TIME	LOCATION
Fiduciary Duties	APR 9, 2025	9:00am - 12:00pm	CALEP Office
Project Management Foundations	APR 10, 2025	9:00am - 4:30pm	CALEP Office
Professional Ethics: Theory and Application	APR 15 & 17, 2025	8:30am - 12:00pm	Virtual
A Refresher and Practical Guide to ROFR Issues	APR 29, 2025	12:00pm -1:30pm	CALEP Office
Freehold Mineral Lease	MAY 9, 2025	9:00am - 4:00pm	CALEP Office
The Surveyor’s Toolkit: Methods, Technology & Regulatory Insights. Presented by Midwest Surveys	MAY 27, 2025	8:00am - 4:00pm	DeWinton Community Hall

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

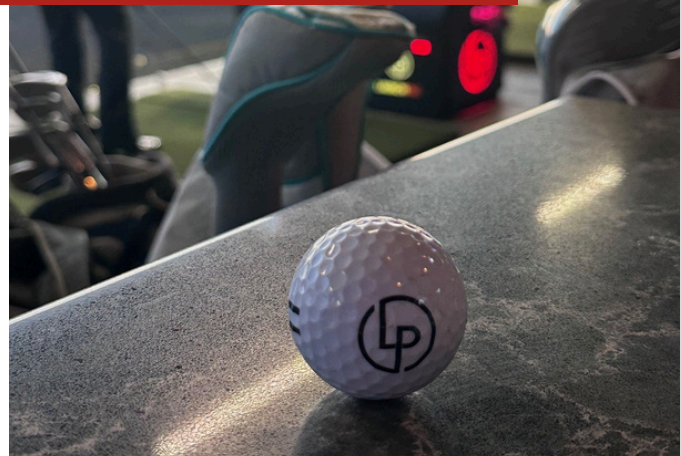
For more information, or to register, please see the CALEP course schedule in its entirety [here](#).

A NIGHT TO REMEMBER AT LAUNCHPAD HERITAGE POINTE

Hosted by CALEP, the recent Inaugural evening event held on October 30, 2024 at Launchpad Heritage Point was an absolute hit. Out of 21 members who signed up, 18 attended. Everyone enjoyed the excellent food and drinks, and the overall event was flawless. It was an evening filled with fun and excitement, as members mingled and had a great time. Attendees unanimously agreed that the event was nothing short of fantastic and echoed the sentiment that it should be repeated.

The general consensus from those present was overwhelmingly positive. Discussions about hosting another event towards the end in the spring were fervent. Both women and men raved about the fun they had and praised the venue, highlighting what a great facility Launchpad Heritage Pointe is.

As the sun set and illuminated the targets, the night transformed into a magical experience, cementing itself as an evening to remember. We look forward to more gatherings like this in the future and hope to see even more faces next time. Stay tuned for details on our next event!



IN MEMORIAM



Terrance (Terry) David Lawrence

October 20, 1946 - January 31, 2025

Terry, a born and raised Calgarian passed away peacefully on Friday, January 31, 2025. Terry's early work career started in Banff at CIBC, he then attended night school at the University of Calgary while working at Decca Resources. Having founded multiple oil and gas companies both local and international throughout his career, he was the epitome of a hard-working entrepreneur.

In addition to his career, Terry dedicated much of his time to volunteering. He was a member of the Rotary Club Centennial, Kinsmen Club Stampede City, and Kananaskis Alpine Ski Club. He also served as Chairman of the Canadian Juvenile Ski Championships 1990 and Chairman of a number of NorAm Cup Speed events at Lake Louise, among many other roles where he donated his time to support his daughters.

Terry was passionate about flying his Cessna, skiing, cycling, sailing, traveling, motorcycle adventures and spending time with friends in Invermere.

Terry is survived by his loving wife of 50 years, Patty; his children, Tammy and Sherry (David Anderson); his grandchildren, Sophie, Gavin, Cadence, and Eden; his sister Sue (Ron).

Come and raise a pint at Terry's wake, at Limericks Traditional Public House (7304 Macleod Trail) on Saturday, May 31, 2025, at 2:00 pm. Please let the family know if you can attend through the [Terry Lawrence Wake RSVP](#).

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

Gregory Andrusiak	Chevron Canada Resources to Canadian Natural Resources Limited	Chris Lamb	Longshore Resources Ltd. to Independent
Joel Barrett	Vesta Energy Ltd. to Parallax Energy Operating Inc.	Brett Lawrence	Vesta Energy Ltd. to Parallax Energy Operating Inc.
Melanie Beardsworth	Chevron Canada Resources to Canadian Natural Resources Limited	Gregory Leia	Waskahigan Oil & Gas Corp to Odaat Oil Corp
Sarah Bigelow	Chevron Canada Resources to Canadian Natural Resources Limited	Kristine Luft	Evolve Surface Strategies Inc. to Canada West Land Services Ltd.
Gloria Boogmans	Haida Energy Inc. to Independent	Mandy Lunn	Independent to Pathfinder Energy Ltd.
Linda Bourcier	CNOOC Petroleum North America ULC to Independent	Lloyd Maxwell	CL Land Services Inc. to Independent
Chris Chatoor	Cenovus Energy Inc. to Invico Capital Corporation	Edward Nunes-Vaz	CNOOC Petroleum North America ULC to Independent
Margaret Dabreo-Dunn	Independent to Prairie Provident Resources Canada Ltd.	Lori Peters	PETRONAS Energy Canada Ltd. to Teine Energy Ltd.
Raymund del Rosario	Independent to Cenovus Energy Inc.	Aaron Rodatz	Seneya Services Limited to Independent
Paul Dever	Crew Energy Inc. to Independent	Craig Ruddy	Horizon View Royalty Corp to Independent
Sandra Forsythe	Independent to Pine Cliff Energy Ltd.	Bradley Rudy	Millennium Land Ltd. to Bar MR Enterprises Ltd.
Ryan Hall	Anatnom Resources Ltd. to Heidelberg Materials	Melissa Sadal	Independent to PrairieSky Royalty Ltd.
Drew Horne	Marquee Energy Ltd. to Independent	David Scabar	Cenovus Energy Inc. to Independent
Brenda Hudson	Perpetual Energy Inc. to Rubellite Energy Corp.	Ryan Schnitzler	Wilcox Energy Corp. to RuralCo Resources Corp.
Kim Hurtig	Rife Resources Ltd. to Freehold Royalties Ltd.	Aryn Sendall	Veren to Harvard Energy
Derek Jacobus	Vertex Professional Services Ltd. to Erudition Land & Engagement Ltd.	Jocelyn Smid	Gear Energy Ltd. to Lotus Creek Exploration Inc.
Brennan Kasper	Ghost River Resources Inc. to Mahikan Oil Corporation	Danell Stebing	Gear Energy Ltd. to Independent

Kayley Stokes	Perpetual Energy Inc. to Rubellite Energy Corp.
Shauna Strong	Torxen Energy Ltd. to Independent
Cindy Sutherland	Razor Energy Corp. to Texcal Energy Canada Inc.
Jason Svenningsen	Independent to Canacre Ltd.
Geoff Thiessen	Razor Energy Corp. to Texcal Energy Canada Inc.
Elizabeth Zyluk	Independent to Saturn Oil & Gas Inc.
Tom Colborne	Independent to Canada West Land Services Ltd.
Mike Jamieson	Challenger Geomatics Ltd. to LandSolutions LP
James Nixon	PrairieSky Royalty Ltd. to Canadian Natural Resources Limited
James Shepherd	Grand Prix Energy Ltd. to Fiddlehead Resources Corp.

NEW MEMBERS

ACTIVE NEW MEMBERS

Geoff Buchan, Canadian Natural Resources Limited

Sponsors:

Tim Lee
Sean McLeod
Sally Jackson

Blaine Arvidson, Evolve Surface Strategies Inc.

Sponsors:

Jason Tweten
Jasone Blazevec
Blake Wilkie

Vince Stastny, Shell Canada Energy

Sponsors:

James Thurston
Keith Grainger
Cori Timmerman

INTERIM MEMBERS

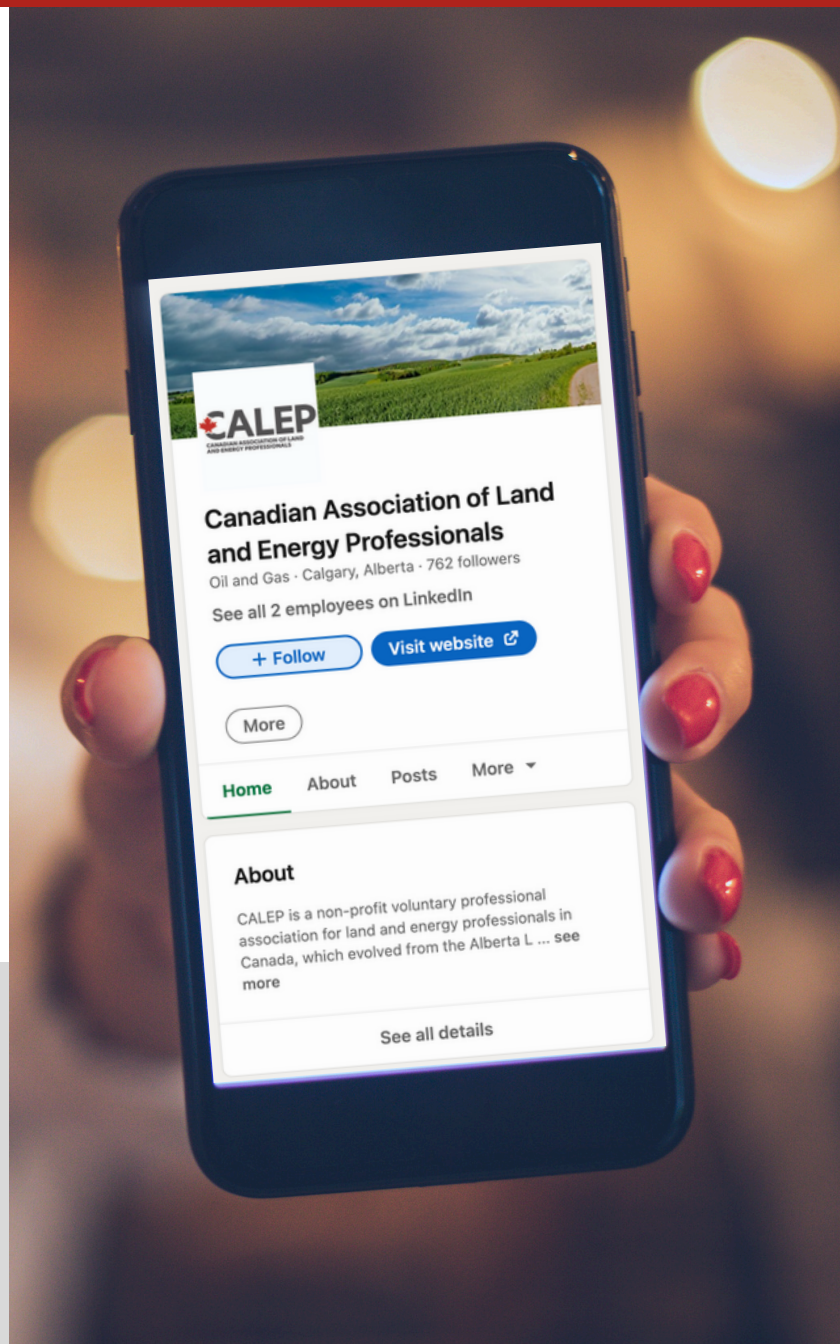
Ashley Sutherland

Sponsor:

Susan Williams

STUDENT Member

Qaseem Ladha



*For the latest updates,
current and upcoming
events, course
opportunities and
more, follow us on
LinkedIn!*

