

TRICAN'S TRAINING PROGRAM

Trican Field Employees are exposed to several different levels of training as their careers advance. In the past three years, employees received 200,000 hours of HSE and Technical training - an average 154 hours per individual.

New Employee Orientation

Trican requires every new employee to attend this 5-day program. The purpose of the program is to ensure that consistent orientation and training is provided for every field-oriented new hire. These classes will also provide them with the necessary certification required by the industry: Working with hazardous materials, Safe Driving, Transporting hazardous goods, Introduction to fall arrest and confined space, T.R.A.C.K. Hazard Awareness, Radiation Safety, Respiratory Fit-Testing, Drivers Hours of Service (where applicable), and Fatigue Management.

The appropriate third-party training provider will deliver H2S training, Confined Space, Fall Arrest, First Aid, Well Control and any other regulatory requirements that may be regionally specific.

Best Practices for Pumping Services

Trican has developed a procedure manual for each service line and for each type of equipment operated in the field. Each employee has access to an electronic or hard copy version of this manual, and each supervisor is required to have either version with him/her at all times. This manual is updated periodically as procedures, practices and equipment change, and updated sections are distributed to each base and to each supervisor as needed.

Safe Start Assessor Program

Each new employee will be placed with a designated Safe Start Assessor (SSA) or equivalent mentor for a non specified period of time. These SSAs will instruct new employees in the Trican methods of driving, work performance, equipment maintenance, hazard awareness and general oilfield knowledge. The SSAs will begin the competency assessment process with each of these employees prior to returning them to the service line in which they will be working.

Competency Assessment Program

Once new employees have been mentored by their Safe Start Assessor and assigned to a unit or crew, their on-the-job training begins. Whenever their supervisor



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and/or co-workers feel that the employee is able to operate his/her equipment in a competent manner, they will be assessed by a trained Competency Assessor to ensure that they have met the minimum acceptable standards laid out by the company for the position in question.

Equipment Operators

Once operators have gained some field experience in operating equipment, most will attend a 4-day Field Data Handbook course, which outlines and familiarizes them with each section of the handbook and how to navigate it, as well as perform most of the calculations involved with each section.

This course is offered several times throughout the year, when activity levels permit.

Senior Operators and Supervisors

Each employee who has reached the level of senior operator or junior supervisor will take a 3-5 day course outlining job parameters, procedures, calculations, types and functions. Courses currently being delivered are:

Acid Supervisor: A 4-day course that outlines acid testing, safety, job calculations and pumping procedures.

Bulk Plant Operator: A 2-day course that instructs and refreshes bulk plant operators regarding procedures, chemicals, hazards, calculations and new products.

Basic Cementing: A 5-day course that includes both primary and remedial cementing techniques, calculations, procedures and theories.

Advanced Cementing: A 5-day course that includes rheology, mud removal, cement integrity evaluation, remedial job design, foam cementing theory and calculation, lab operations and a tool section.

Coiled Tubing Supervisor: A 5-day course that includes job types, tubing limitations, calculations and procedures.

Hydraulics for Coiled Tubing Operations: A 2-day course that introduces employees to the circuits and systems needed to operate, maintain and troubleshoot a coiled tubing unit in the field.

Nitrogen Supervisor: A 4-day course that includes nitrogen safety, pumping procedures, cryogenic equipment operations and job calculations.



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Chemical Van Operator: A 2-day course developed for the fracturing department, which encompasses chemical loadings and reactions, fluid flows, etc.

Smarts 32 Data Van Operator: A 4-day course that instructs data van operators on how to set up, monitor and calibrate data van functions and produce treatment reports and logs.

Basic Fracturing Supervisor: A 5-day course that introduces senior operators and junior supervisors to the concepts, calculations and procedures needed to successfully perform various fracturing operations.

Advanced Well Stimulation: A 5-day course that covers a variety of subject matter focusing on the senior fracturing, acidizing and nitrogen supervisor and coordinator.

Leadership SE: A 1-day session for senior employees and field operations leaders that features roll playing, various examples and DiSC profiling to help them understand their role within the company and the differing personality styles they will encounter and need to deal with.



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