

Information Package for Potential Owner Operators

*Integrity
Innovation
Community*



ENERGETIC[®]

*Family
Tenacity
Leadership*





Thank you for your interest in Energetic Services Inc.

In 1996 a small group of fluid hauling Owner Operators joined together and formed Energetic Services. Each of them owned and operated their own trucks as individual business people but they knew that if they worked together and created a company built on the principles of fairness, high standards and integrity, it would stand out against the competition. As experienced Owner Operators, they also knew that they provided significantly more value than any competing company running its own trucks with junior drivers.

Those two features together are what made Energetic completely unique amongst service companies: a corporate commitment to ensuring fairness, high standards and integrity plus strictly 100% owner operated equipment – no company trucks with junior operators. The years that have passed since those early days have seen expansion, fleet growth and diversification, but we are still the same company operating on the same principles and we continue to deliver value that is unsurpassed by any competitor.

Energetic Services Inc. is committed to consistently providing our customers with a premium service. Our professional Owner Operators are skilled and motivated to provide industry leading service that builds lasting relationships.



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 **ENERGETIC[®]**
The Leader in Fluid Logistics

1 Why Energetic?

Energetic's Owner Operators are charged one of the lowest brokerage fees in the industry on their gross revenue. In return for this 16%, many benefits and services are provided as outlined below. When you consider the comparatively low brokerage rate and the list of benefits, you can see why working with Energetic is the right choice.

100% Owner Operated

Every one of Energetic's trucks is an Owner Operator. This means you are never competing with company-owned equipment for work, and you can rest assured that you will be offered your fair share. Energetic works hard to ensure a fair and profitable environment.

Payment

Owner Operators are paid at the end of every month with no waiting periods—no exceptions.

Marketing & Advertising

We market Energetic at trade fairs, oil shows and expos; when we market Energetic, we are marketing you. We also sponsor various sports teams, organizations and local events: good for our community and our company.

Sales

Energetic has a team of sales representatives who work hard in the field and in Calgary to keep our fleet moving.

Safety

All Owner Operators run under Energetic's National Safety Code, Federal Operating Authority and are a part of Energetic's "Leader in the Industry" safety program, including CORs for British Columbia and Alberta and IRP 16 Compliance.

Registration and Insurance Management

Plates and the paperwork that go with them are all prepared and organized for you. In the event of an insurance claim, we deal with the insurance companies so you don't have to. We work hard to ensure your claim goes smoothly.

Working with Energetic is the right choice.

Fuel Pricing

Energetic encourages our Owner Operators to use our fuel cards. We negotiate the lowest fuel rates with various suppliers to ensure you pay the lowest possible price. Fuel costs are charged back to the Owner Operators monthly.

Complimentary Infrastructure

Energetic invests heavily in product storage & handling facilities, rail spurs and truck shops so we can provide our clients and our Owner Operators with a wide array of services. These investments are designed to compliment our core business, which means our Owner Operators are busy and profitable.

2 Ready to get Started?

Start-up Investment

In order to comply with industry recommended practices and customer requirements, Energetic requires that our Owner Operators are equipped with certain hardware, protective equipment and courses. We estimate that the cost is approximately \$6,000 less the value of any items you may already have. The following list is a guideline of typical items.

1. Fire extinguisher (20 pounds)
2. Multihead (4) personal gas detector
3. Spill Kit
4. Coveralls
5. H₂S Alive
6. GODI
7. First Aid Level One
8. Door and vessel Energetic decals
(Refer to Decal Policy)
9. GVW & Tare weight decals
10. GEOTrac GPS System
11. Drug & alcohol testing for pre-hire testing
12. Insurance & Registration
Costs vary depending on province of residence, GVW, and equipment values. Energetic will ensure you get the best coverage, at the best possible price.
13. Benefit Program: Energetic offers our Owner Operators and their drivers the opportunity to take part in our benefit plan. Coverage includes

\$25,000 life insurance, 80% prescription drug coverage, 80% basic dental, 50% major dental, \$200 every 2 years for vision care and \$300/year for chiropractor, massage, naturopath, acupuncture and psychologist.

Energetic invests substantially in you: in house training; arranging for all your courses and tests; providing a mentoring programme; pre-mobilization inspection and financial assistance programs.



Fuel Cards

As an Owner Operator with Energetic, you have the option to use our fuel cards. Shell, Husky, Petro Canada, Co-op, UFA, and various others in remote locations are all available. If you choose to use Energetic's fuel cards to enjoy the volume discount pricing, we will deduct the payment for fuel from your monthly revenue. There are no administrative fees for using Energetic's fuel cards.

If you decide to use your own fuel cards, a copy of your monthly statements must be submitted to Energetic's Compliance Administrator for International Fuel Tax Agreement (IFTA) reporting.

**We take care of the details
so that you have more time to
work and play.**

Administration Fees

Owner Operators are able to use Energetic's charge accounts through our purchase order system. An administration fee of 15% will be charged on the following types of items:

- Tires
- Truck Repairs
- Oil & Lubricants
- Truck Parts & Accessories
- Tools & Materials
- Scavenger, Methanol, Inhibitor, NeutraCla, Soap, Degreaser & Chemicals

- Fire Extinguishers
- Gas Monitors
- Spill Kits
- Oil Changes & Truck Services
- Truck & Car Washes

No Administration Fee is charged on:

- Fuel
- Company Benefits
- Insurance
- Prorate & Licensing
- Permits
- Flushes

In addition to the administration fees charged above, Owner Operators requiring funds be provided in advance of month-end are charged a fee of 5%. Advances are subject to management review and approval.

Required Training

All operators are orientated by Energetic. Your orientation will be arranged by one of our safety staff and it will help introduce you to our company.

Before beginning work, you will need to take the following courses in our training centre. These courses are part of Energetic's investment in you, and they are provided free of charge:

- Petroleum Safety Training (PST)

- Workplace Hazardous Materials Information System (WHMIS)
- Transportation of Dangerous Goods (TDG)
- Confined Space Awareness
- Hours of Service / Fatigue Management
- Cargo Securement
- Hazard Identification
- Job Safety Analysis Training
- IRP 12 Hand Signals

In addition to our in-house training, we require all operators to hold valid training certificates in:

- GODI
- H₂S Alive
- Level One BC or Standard AB First Aid
- Confined Space Rescue (Vacuum Truck Operators).

All drivers are required to provide Energetic with a driver's abstract (BC) or Commercial Driver's Abstract (AB). They are also required to sign a Driver's Abstract Authorization, which allows Energetic to pull additional driver's abstracts as required by Na-

tional Safety Code and insurance requirements.

All operators are required to take part in Energetic's Drug and Alcohol Program. We require Pre-Hire urine (drug) and breath (alcohol) samples before commencing work. Energetic conducts post incident and quarterly random testing and may test workers for reasonable cause under certain circumstances, or if requested to do so by a customer.

Required Equipment

Personal Protective Equipment (PPE) is an industry requirement. It is the Owner Operator's responsibility to ensure that all drivers are supplied with the proper PPE. This may include:

- Fire retardant coveralls
- 6" high steel-toed boots
- Hard hat
- Impact resistant gloves
- Safety goggles
- Face shield
- Chemical suit
- Rubber gloves





All trucks must have certain safety equipment in order to work for Energetic. This equipment may include:

- Fire extinguisher (20 pounds)
- Multihead (4) personal gas detector
- Spill kit
- Level 1 First Aid kit
- Warning triangles
- Rubber wheel chock blocks
- Tire chains
- Positive air shut down
- GEOTrac GPS system
- Safety signage (vacuum and pressure trucks)
- Retractable ground cable

Required Paperwork

In order for us to get you on the road and working, we require the following paperwork to complete the licensing and insurance process:

- Signed trucking agreement
- Owner Operator company incorporation documents (including directors) & business number
- Owner Operator date of birth
- Completed bill of sale for both truck and trailer (signed by purchaser and seller)
- Mechanical inspection of truck and trailer

- British Columbia Only—signed transfer forms for both truck and trailer, transferring from your company to Energetic.
- Leases—If the truck or trailer is leased, we require a letter of authorization from the leasing company to register the truck and/or trailer to Energetic Services Inc. for license and insurance purposes only.
- New vehicles—If your truck or trailer has never been registered and is brand new, the original NVIS (New Vehicle Information Sheet) is required.
- Worker's Compensation Board (WCB) clearance letter.

Insurance

Energetic provides insurance and registration services for every unit in the fleet. Our Owner Operators benefit from this fleet discount. Interprovincial licensing allows the truck to operate in both British Columbia and Alberta, without special permits or insurance changes.



Corporate Decaling Policy

It is important to establish standards for colour, size and placement of the Energetic logo on both company owned vehicles and Owner Operated service equipment. Uniform colours, size and placement of the logo will establish a consistent appearance across the fleet.

Standard Logo

The Energetic logo is a registered trademark and is shown below. It will be used with this aspect ratio and these colours on all vehicles. While the size of the image may change according to the details below, neither the colours nor the shape may be skewed, stretched, compressed or changed in any manner whatsoever. Note that the ® symbol must be included and will be black, placed at the top right of the logo, and will have the same relative size as shown: approximately half the height of the top of the letter C.



Placement and Size

For the purposes of this document, the ‘length of the decal’ refers to the overall length of the entire logo, including the ‘bullet’ on the left, the Energetic text, and the ® symbol on the right, as shown above. Lengths and percentages of lengths will be measured exactly.

Pick-ups: Decals will be affixed on pick-ups on both back door windows. The length of the decal will extend across 75% of the width of the window, oriented across the bottom rear of the glass. A unit number decal will be affixed on the rear window, oriented at the bottom left of the glass. Unit number decals will be 2.0 inches high in Myriad Pro regular font.

Truck Cab Door Decals: Decals will be affixed on both driver and passenger truck cab doors. In the

event of a four door cab, only the front two doors will be decaled. The length of the decal will be 70% of the width of the door. The decal will be centered horizontally across the door. The top of the decal will be 2 to 6 inches below the main door window, depending on the placement of mirror brackets, door handles, boot windows, etc. In the event the design of the door prevents the uninterrupted application of the decal, the decal will be affixed overtop of trim, boot windows, etc.

Tankers & Bulkers: Decals will be affixed as close to the centre of the vessel horizontally and vertically as possible. Decals are not permitted to be oriented towards the rear of the vehicle, for example. In the event of a belt-line reflective strip, catwalk or other obstruction along the center line of the tanker or bulkler, the vertical orientation may be adjusted as required. Do not re-orient the decal around small obstructions like tank gauges or ladders. Decals will be affixed over or under these types of obstructions.

The size of the decal on tankers and bulkers will depend on the size, type and configuration of equipment, i.e. body job, body job with pup, wagon or quad, straight trailer, super b. The length of the decals will be as follows:

Body Job	35% of the barrel length of tanker or bulkler.
Body Job with pup, wagon or quad	35% of the of body job barrel length.
	decals on body job and trailer must be the same size.
	decals on body job and trailer must be affixed at the same height from the ground. If one decal must be affixed higher or lower than center due to an obstruction, adjust the other decal to the same height.

Straight Trailer	25% of the barrel length
Super B	35% of the barrel length of the shorter section, lead or pup, of the super b.
	decals on super b lead and pup must be the same size.
	decals on super b lead and pup trailers must be affixed at the same height from the ground. If one decal must be affixed higher or lower than center due to an obstruction, adjust the other decal to the same height.

To clarify, in the event of a two vessel configuration like a body job and quad trailer or a super b trailer, the decals will be the same size, and affixed at the same height. The length of the decal will be 35% of the barrel length of the shorter vessel.

Vacuum/Hot Oiler/Pressure Trucks: The placement and size of the decals on vacuum, hot oiler and pressure trucks will vary slightly due to the configuration and rigging of the unit. Typically, the decal will be affixed to the vessel. In the event the truck is equipped

with rigging that significantly obstructs the view of the centre of the vessel, the decal may be affixed off centre. The decal will be as large as possible up to 40% of the length of the vessel while remaining aesthetically appropriate.

End Dumps: Decals will be affixed at the rear of the dump box and centered vertically. The length of the decal will be 25% of the length of the dump box.

Other Equipment: Decals will also be affixed on all other Energetic equipment types not discussed in this document. Placement and size will be reviewed and approved by the Area Manager prior to installation.

Unit Numbers: The unit number given to the Owner Operator by Energetic will be affixed to both sides of the hood of the truck, above the fenders and forward of the air cleaners. The size of the unit number decal will be 2.0 to 2.5 inches tall in Myriad Pro regular font. The colour of the unit number decal may be chosen by the Owner Operator.

Backer Outline

In the event the truck or tank is painted a colour that clashes with the red of the Energetic logo, a chrome 'backer' may be used to help maximize the visual





Energetic is committed to excellence in the industry
and in our dealings with each other & clients.



aesthetics of the unit. The backer will be no thicker than 1/4 inch on the larger vessel or box decals, and no thicker than 1/16 inch on the smaller truck door or pickup window decals. Chrome backers will be cut to follow the exact outline of the logo. Rounding or softening of the corners of the backer is not permitted. Backers in any colour other than chrome are not permitted.

Removal of Decals

When an Energetic Owner Operator removes a truck from the fleet, all “Energetic” decals must immediately be removed from the truck and trailer(s) at the cost of the Owner Operator. Energetic reserves the right to retain the \$10,000 holdback until proof of decal removal is accepted by our office, in accordance with the Energetic Services Inc. Trucking Agreement.

Owner Operator Decals

Energetic permits the use of Owner Operator company decals as follows. The preferred location is on the side of the sleeper at the bottom. If the truck is not

equipped with a sleeper, decals will be affixed on the cab of the truck (not on the doors), below and behind the Energetic main cab door decals. If there is no cab space below and behind the main cab doors, Owner Operator company decals are not permitted. Owner Operator company name decals may not be affixed to any other area of the exterior of the truck or trailer. This is to clearly identify to the customer, law enforcement and general public that the truck is working for Energetic.

Grandfathering

Energetic units that are decaled in contravention to this policy prior to January 1, 2014 may not be required to remove and replace their decals. If decals are removed for any reason, the unit will be re-decaled in accordance with this policy.

Decal Condition & Appearance

In the event the Energetic decals become faded, cracked, peeled or otherwise damaged they will be replaced at the discretion of the Area Manager in order



to maintain a professional appearance.

Cost

The initial installation cost of the Energetic window, door, vessel, box and unit number decals for all new pieces of equipment will be paid by Energetic Services Inc. In the event existing decals are damaged or worn, the Owner Operator will pay for replacement decals. Energetic will not pay for the removal of any decals or for the installation of any decals other than outlined above. In the event an Owner Operator leaves the company and then returns and new decals are required, the Owner Operator will pay for replacement decals.

Energetic's Owner Operators are proud to carry our brand

Non-Conformance

Any non-conformance or deviation from the details of this policy will result in the truck being returned to the decal shop for the offending decal to be removed and replaced with an appropriate decal. The cost of the duplicate work will be the responsibility of either the Owner Operator or the decal shop, depending on the cause of the non-conformance. Energetic reserves the right to withhold work from Owner Operators at its discretion due to non-conforming decals.

Summary

As Energetic continues to grow, brand recognition remains a priority. Being 100% Owner Operated means that we work with an exceptional fleet of equipment operated by industry-leading professionals. Since each piece of equipment is unique and not painted in any common theme, our logo becomes the single unifying element of our public appearance. This clearly identifiable image will assist with brand recognition and our marketing efforts.

GEOTrac GPS System Policy

This is our protocol for obtaining, installing, maintenance and use, uninstalling and returning, warranty and cost of a GEOTrac GPS system for all vehicles registered to Energetic Services Inc.

General Conditions of Use

Energetic requires that all vehicles registered with the company be equipped with a functioning GEOTrac GPS system at all times.

Obtaining a GEOTrac GPS System

GEOTrac GPS Systems may be purchased new or used (when available) from Energetic Services Inc. They may also be purchased used from an outside source pending inspection by Energetic personnel. The system is wholly owned by the Owner Operator.

Installation Requirements

The GEOTrac system must be professionally installed by a GEOTrac trained installation company. The screen must be within safe and comfortable reach, and in full view of the driver of the truck. The screen must not obstruct the driver's view outside the vehicle.

Maintenance & Use

The Owner Operator will keep the GEOTrac GPS system functioning properly and mounted appropriately. It is the responsibility of the Owner Operator to be proficient with the use of the GEOTrac system. Training is available through Energetic. In the event of a malfunction, the Owner Operator will schedule service as soon as possible with a GEOTrac trained service facility. Energetic reserves the right to withhold work for trucks without a functioning GEOTrac GPS system.

Uninstalling & Resale

If an Owner Operator leaves Energetic and does not wish to keep the system for future use, Energetic may,



Every care has been taken to ensure that your work goes as seamlessly as possible, while we are behind the scenes making that work a possibility.



at its discretion, purchase the system back from the Owner Operator. Purchase prices will be set as follows:

- System is less than 1 year old, is professionally uninstalled and in proper working condition: 50% of the original purchase price.
- System is between 1 and 2 years old, is professionally uninstalled and in proper working condition: 25% of the original purchase price.
- System is over 2 years old: Energetic does not purchase systems over 2 years old.

Energetic will not buy back systems that have not been professionally uninstalled, that are missing parts or that do not test successfully at a qualified shop.

must be addressed by the Owner Operator directly with the installer.

Cost

The Owner Operator will pay for the original purchase price of the system, the installation, monthly data costs and the removal. The purchase price of the system includes the modem, mobile data terminal (screen), mounting pedestal, antenna and perforation button. Owner Operators have the option to purchase new or previously used systems when available. Inquire with your Area Manager for pricing. Installation and removal costs vary depending on installer and are the responsibility of the Owner Operator. There will be a monthly charge for data costs through the Iridium Satellite system. Energetic will bill this cost



Warranty

GEOTrac provides a one year warranty on all new systems. In the event of a defect, the Owner Operator will contact GEOTrac through their chosen installation facility. Energetic does not recommend that the Owner Operator contact GEOTrac directly.

Energetic provides a 60 day warranty on all used systems sold by Energetic and installed by an approved installation facility. Energetic's warranty includes hardware and software malfunctions and the cost of the repairs.

Any defects that are the result of installation errors

to the Owner Operator on the monthly statement for each unit.

Summary

Energetic's GEOTrac satellite communication system is designed and used to satisfy our Work Alone Policy, to provide a means of communication and location identification between the truck and office when outside of cellular service and to coordinate the safe operation of our fleet. Our ability to provide these value-added services is part of what makes Energetic the best choice for clients and Owner Operators alike.

Guiding Principles

Energetic is committed to maintaining a level of excellence unparalleled in the oil and gas industry. The guiding principles we maintain in the practice of our business can be summed up in six words:

1. ***Integrity***

We will maintain Integrity in our dealings with each other, our competition and our clients.

2. ***Innovation***

We will encourage and support Innovation, from our staff and from our Owner Operators.

3. ***Community***

We will recognise and support the Communities in which we work and play.

4. ***Family***

We will recognise and support our Families and the families around us for their positive influence in our work and in our lives.

5. ***Tenacity***

We will be Tenacious in our pursuit of excellence in business and in the provision of unparalleled service.

6. ***Leadership***

We will continuously provide Leadership as individuals and as a business.





Energetic Owner Operators are skilled professionals who are motivated to build quality lasting relationships with clients.



3 We want to hear from you.

The information in this booklet gives you an idea of what it takes to get started. We're expecting that you'll have more questions, and we want to hear from you.

Working with Energetic is the right choice.

Grande Prairie

P 780.532.9195
F 780.513.2249

Edson

P 780.723.4937
F 780.723.5290

Whitcourt

P 780.778.4766
F 780.778.6307

Peace River

P 780.624.0602
F 780.624.4335

Fort St. John

P 250.785.4761
F 250.785.9980

Fort Nelson

P 250.774.4761
F 250.774.4760

Drayton Valley

P 780.542.4704
F 780.542.4703

Valleyview

P 780.542.4761
F 780.542.4703



Brennan Ross
President & CEO



Lyle Brekkaas
Chief Operating Officer



Ryan Ross
Executive Vice President

*Integrity
Innovation
Community*



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*Family
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Leadership*

Edson
Valleyview
Whitecourt
Fort Nelson
Peace River
Fort St. John
Grande Prairie
Drayton Valley



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