



*Reservoir Solutions the
Industry Trusts*

*Connecting the
Industry's Experts*

*Guiding Careers to
the Next Level*

- Collarini Associates

- Collarini Energy Staffing Inc.

- Collarini Career Management

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Our Perspective

On Fortune Magazine's list of the "100 Best Companies to Work For," Google is at the top. It offers on-site pools, gourmet restaurants, pool tables, a climbing wall, unlimited sick leave, five weeks' vacation after a year, and tuition reimbursement among other perks! People like working there with the other very enthusiastic employees. It is a culture of employee appreciation. This fully supports the statistical response to the survey we conducted in November, in which the respondents cited corporate reputation as the top factor in choosing a company, followed closely by challenging work. The next four most important issues all had to do with the people you work with and the corporate culture. Following our last newsletter, in which we reported the survey results, we received lots of confirming feedback from people whose companies found similar results.

Nearly all of the people we invited to respond to the survey are from the oil and gas industry. Only one company in our industry ended up on the list! How can that be? Either we are not addressing the non-monetary needs of our employees or, more likely, we decline to participate in the Fortune survey of employees for fear of what we will find! Either way, there are surely many things we can do to improve every company's culture to retain our great employees. Look further in this newsletter for some ideas.

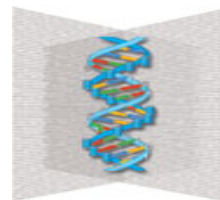
Upcoming Events



Offshore Technology Conference

**April 30 - May 3, 2007
Houston, Texas**

Come stop by our booth 9526 at Reliant Center. The premier location for showcasing products for the offshore industry.



Digital Energy Conference and Exhibition

**April 11-12, 2007
Houston, Texas**

Find out which digital technologies are expanding the capability of engineering, geologic, and commercial business processes.

Employer Tips

Retaining Your Talent

Fortune Magazine just issued their 2007 list of “Best Places to Work” in the January 22 issue. Your company probably did not make it to the list; only one energy company did. Will your company put pinball machines in the coffee room and add a swimming pool like the #1 company, Google, did to create a more desirable place to work? Probably not. But all of us must pay close attention to retaining our talent, because everybody is competing for the best. Consider this: over 20% of the Fortune 500 largest companies are involved in the energy industry. But, only 1% (one company) of energy companies made the “Best Places to Work” list.

We tried to find out what makes that company, Valero Energy, stand out. What we found was:

- Safety consciousness: Out of 23 refineries OSHA designates as having the best safety programs, 11 belong to Valero.
- Health care: Valero is one of the few companies that continually provide 100% paid health care coverage. Many other companies don't.
- Community mindedness: Last year Valero donated \$1 million to the Red Cross efforts in the aftermath of the hurricanes that devastated the Gulf coast.
- Career path counseling: In a related story in the online version of the Wall Street Journal, a number of companies on the list were specifically mentioned as providers of active career path counseling programs for their employees, and Valero is on the list.
- Loyalty: Valero has never let go one employee for economic reasons!

Fortune's article and the discussions over the results of the survey can actually give all managers pointers and ideas concerning their own internal retention practices. And leaving aside some wonderful benefits that the Internet community can offer to its workers, we can yield some very realistic, down to earth recommendations. We have been writing about this subject in the past, and our own survey done at the end of last year confirmed that employees are seeking mostly two things.

- A clear direction in their career path, and
- A place where they are comfortable with their environment and co-workers.

All other items being equal, such as salary and other monetary benefits, your employees will stay if you are willing to listen to each individual's personal development needs.

Managers who are concerned about the wellness of their teams talk to their direct reports and understand their needs. Times are busy; there is a lot of work to be done. On any given day, you may be thinking about project deadlines, reports, and other commitments. So please remember: if you are not talking to your employees, another employer may already be doing so.

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 12,000 experts. Please call our placement managers if you are interested in learning more about these professionals, or check out our website for more candidates.

Geophysicist with broad-based skills with the ability to integrate geological and geophysical data to identify / mature drillable prospects and analyze regional geology to develop future exploration plans. Excellent tenure working with premier organizations such as ExxonMobil, OXY and Saudi Aramco. His geographic areas of expertise include Gulf of Mexico (deepwater & shelf), North Sea, offshore Persian Gulf, and South Caspian Basin. His workstation skills include Landmark, Geoframe, ZMAP, and Seisworks. Excellent communication and leadership skills. **Ask for GP999.**

Geophysicist with a Masters in Geology and 25 years of experience as a proven oil and gas finder. Strong technical skills with a focus on prospect generation and evaluation in a lease sale environment. Geographic experience includes onshore Gulf Coast and every active protraction area in the shelf and deepwater Gulf of Mexico. Additional geographic experience in Australia, California, Indonesia, Louisiana, Mexico, Middle East, Mississippi, North Sea and west Africa. Project experience ranges from play generation in frontier basins to development drilling in complex fields. Workstation experience in AVO, Discovery, GeoGraphix, Geoquest, Kingdom, and Landmark. **Ask for GP358.**

Production Engineer with a Bachelor's Degree and 30 years of experience with a major oil company and large independents. Skilled at workover and recompletion design and procedures, including stimulations. Experienced in reserve reports for loan value, acquisition and divestiture. Expert in gravel packing, waterflood surveillance, and developing equipment for sour-gas applications. Geographic areas worked include the Gulf of Mexico, south Texas, and the East Texas basin. Proficient in MS Office, OGRE, ARIES, QLA2 log analysis, and WEM nodal analysis programs. **Ask for PO61.**

Petroleum Engineer with thirty plus years of international and domestic experience. Experienced in reservoir, production, and drilling engineering. Skilled at reserve and economic evaluations; reservoir simulation using CMG software; nodal analysis; EOR project feasibility, implementation and monitoring; property acquisition and divestiture studies; prospect identification and initiation; recompletion/workover identification and supervision; evaluation and recommendation of artificial lift installations; stimulation recommendations and supervision; and in-fill drilling identification and supervision. **Ask for P145.**

Senior Mechanical Engineer with a Ph.D. in gas turbine technology and an MS in mechanical engineering and over 35 years experience in all phases of offshore and onshore oil & gas production facilities, underground storage, petrochemicals, refining, and pipeline systems, including cross-country pipelines, power generation and distribution EPC industries. Experience includes project management with all phases and configurations of drilling rigs, ship-shape, jack-ups, and semi-submersibles in conventional and deep waters, production platforms facilities, power generation, Cc-generation, hydrocarbons transportation, and underground storage of hydrocarbons (peak-shaving) industries; managing customer interfaces, local authorities, and subcontractors; complex proposals, negotiating and executing complex turnkey projects in the Petroleum Industry, upstream and downstream, including major submarine and onshore heavy crude, natural gas shallow and deepwater hydrocarbons pipelines & risers systems (including Tensioned and Buoyed, duplex pipelines, TLP's, FPS's and FPSO's new and upgrade/revamp projects, drilling and production vessels ship-shape, jack-ups, and semi-submersibles, new-builts and upgrades, LNG plants and LNG terminals, both land-based and floating, combined and single cycle

power generation. Further experience in DCS and Supervisory Control And Data Acquisition (SCADA) systems design, fabrication, offshore installation, hook-up, testing, pre-commissioning, commissioning/start-up, operation, and trouble-shooting, drilling and production facilities engineering manager. Language skills include English, German, French and Italian, and Arabic. **Ask for F422.**

Instrumentation and Controls Engineer with a BS in instrumentation and control engineering and five plus years of experience in electrical, automation, instrumentation and control system design, specification preparation, construction inspection, contractor liaison. Experience further includes DCS-PLCs, control panels, instrumentation system design, schematic preparation, specifications and contract document preparation. Computer skills include PLC programming of RSLogix-5/500, RSview, MS-Office, AutoCAD, Microstation, database, MS-Access, MS-Project, Triton, BAAN, Honeywell Control builder, Client builder. **Ask for IE466.**

**Review thousands of talented people in more
than 30 upstream disciplines at**

www.collarini.com

Career Advice

How Does Your Resume Stack Up?

In our business, we read hundreds of resumes and are often surprised at the lack of importance that is put into this “sales document”. We see too much information, misspelled words, a variety of unrelated fonts, incorrect punctuation, company acronyms unknown to those outside the company, personal information unrelated to the job search, and even social security numbers.

In this fast-paced industry, hiring personnel are busy; they need the key skills, experience, and accomplishments to immediately catch their eyes. Often great candidates get passed over because their resumes are disorganized or too wordy. Here are some tips:

Summary

A summary should encapsulate your skills, experience, and education. Use this paragraph to include as many keywords as relevant.

- Your discipline
- Highest educational degree
- Experience level (this could include number of years, but not necessary)
- Expertise in your field
- Key accomplishments (i.e. number of discoveries, impact to the bottom line)
- Software/workstation skills
- Geographic areas worked, as related to your discipline
- Additional languages spoken

Education/Professional Development

This section should include all formal education, as well as other developmental training relevant only to your discipline. I'm occasionally surprised to see elementary schools listed. If you have a bachelor's degree or above, you should not list your high school education. Dates of graduation are not required.

Current and Past Employment

This section is where most people give too much information. Give just enough to pique someone's interest. You can discuss the details of your accomplishments in an interview.

- Use a chronological format, starting with your most current employer, and list approximately fifteen years back, if applicable. What is important to most employers is what you have done in the last 10-15 years. Summarize your accomplishments prior to 15 years ago.
- If there are any gaps in your employment, briefly explain them with dates (from/to).
- List your most significant accomplishments and measurable results within each period of employment. What are you proudest of during your time with the company?
- Avoid supplying too much information, such as regular daily duties and responsibilities, except as they describe important technical or computer skills.
- Present yourself well, but present yourself honestly. It is the good fit we all seek.

Once you have drafted your resume, print it, read it, spell-check it, and have a friend, colleague, family member, or professional service critique it.

About Us

Connecting the Industry's Experts...

Collarini Energy Staffing Inc. is a full-service agency specializing in the placement of energy and EPC personnel and including the disciplines listed below (other supporting personnel are managed upon request):

Accountants and finance personnel
Administrative and clerical personnel
Business analysts
Civil and architectural engineers
Drilling engineers
Drilling operations supervisors
Executives
Geologists, geophysicists, and petrophysicists
Health, safety, and environmental personnel
Human resources personnel
Instrument and electrical engineers
IT professionals
Land, legal, and supporting personnel
Materials and corrosion engineers
Technicians, geoscience

Naval architects
Operations supervisors
Pipeline, riser, and subsea engineers
Process engineers
Procurement engineers
Production engineers
Project managers and support personnel
Quality control and inspection personnel
Reservoir engineers
Sales and marketing professionals
Technical writers
Technicians, drafting and graphic
Technicians, engineering and geoscience

Reservoir Solutions the Industry Trusts...

The **Collarini Associates** petroleum engineers and geoscientists specialize in evaluating oil and gas reservoirs. Specific projects include integrated field studies, acquisition evaluations, independent reserve appraisals, and exploration and exploitation prospect generation and assessment. Our full divestment services include creation and hosting of electronic and physical data rooms in addition to the technical evaluation. Our teams in Houston and New Orleans are very experienced and stand ready to help you on projects of any size. Try us!

Guiding Careers to the Next Level...

Collarini Career Management applies its deep understanding of the career paths of technical professionals in the E&P and EPC communities to help companies and professionals build successful organizations and careers. We leverage Collarini's unique combination of industry knowledge and technical expertise to guide companies and individuals during transition, training existing employees for high performance, and designing customized technical training plans for companies and individuals.

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Comments

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