



Collarini Energy Staffing Inc.
"Connecting the Industry's Experts"

Geosciences
Reservoir Engineering
Engineering & Construction
Land, Legal, Accounting, IT, HR
Health, Safety & Environmental
Drilling & Production Engineering
Engineering & Geoscience Technicians



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Our Perspective

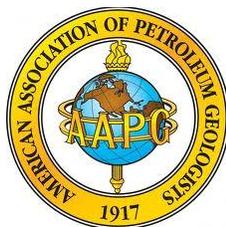
Next year is right around the corner, and with it comes the initial enactment of the Affordable Care Act. Large companies undoubtedly have knowledgeable staff addressing the impact on their organizations in terms of actions, costs, and manpower to monitor compliance. Smaller companies may have a more difficult time discerning how the law will affect companies of their size and how to change their business structures and policies to be in compliance. Failure to comply could be costly! We took a brief look at the law and have provided an overview to help get you started.

Often, we forget about the thousands of support personnel who help keep our industry running, safe, and environmentally sound. There are many talented people needed who do not possess engineering or geoscience degrees nor degrees in business, nor some degrees at all. In this issue, we explore the contributions of offshore divers and mammal watchers to the health of our industry.

Your friends at Collarini

Upcoming Events

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[AAPG Annual Convention and Exhibition](#)

David L. Lawrence Convention Center

May 19-22, 2013
Pittsburgh, PA



[2013 API Offshore Safe Lifting Conference and EXPO](#) Westin Hotel Memorial

July 16-17, 2013
Houston, TX

The Affordable Care Act – Is Your Company Ready?

Beginning January 1, 2014, larger employers (those with 50 or more employees) will have to pay a penalty if they do not provide comprehensive, affordable medical coverage to their employees. The penalty is \$2,000 or \$3,000 annually per employee (with an established cap) dependent upon the conditions under which the employer is determined to be non-compliant.

If an employer has at least 50 employees, but they offer no coverage at all, and at least one employee receives an insurance premium tax credit or cost sharing subsidy, the employer must pay a penalty of \$2,000 annually times the number of full-time employees minus 30 for not offering coverage. The penalty is increased each year by the growth in insurance premiums.

If an employer offers coverage but the coverage doesn't pay for at least 60% of covered health care expenses, then employees can still opt to buy coverage and receive an insurance premium tax credit. If the insurance pays for at least 60% of covered expenses, but employees pay more than 9.5% of family income for the employer coverage, employees can also opt to buy coverage and receive a tax credit. In either of these circumstances, the employer must pay a penalty of \$3,000 annually for each full-time employee receiving a tax credit, up to a maximum of \$2,000 times the number of full-time employees minus 30. The penalty is increased each year by the growth in insurance premiums.

Under these rules, a company with 100 employees would face up to \$140,000 a year in fines for either not providing any coverage or providing insufficient or expensive coverage. The law also extends to providing coverage for the dependents of employees up to 26 years of age.

If you are an employer with 25 or fewer employees and average wages of \$50,000 or more, you may be eligible for a health insurance tax credit.

For more information on the Affordable Care Act, see the IRS website for the proposed regulations on the **Employer Shared Responsibility** (<http://www.irs.gov/pub/newsroom/reg-138006-12.pdf>) provisions of the Affordable Care Act.

To Your Health!

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of over 20,000 experts. Please call our **placement managers** *if you are interested in learning more about these professionals, or check out our website for more candidates.*

Project Manager with a master's degree in civil engineering and more than 30 years of oil and gas industry experience working for major and mid-sized operators and EPC firms. Expert in the commercial and technical execution, from concept to implementation, of deep and shallow water offshore oil and gas production projects. Experienced in subsea pipelines, umbilicals, manifolds, jacket design and installation, FPSO's, cryogenic process facilities, and various subsea equipment. Additionally experienced in managing international teams, vendor evaluations, contract negotiations, and in the execution of projects in highly environmentally sensitive areas. Geographic areas worked include the Gulf of Mexico, China, West Africa, Brazil, and Mexico. Language fluency in English, Portuguese, French, Romanian, and Spanish. **Ask for PM279.**

Project Engineer with a master's degree in mechanical engineering and over 30 years of experience in the oil and gas industry working for major operators and EPC firms. Expert in onshore and offshore project design and execution. Experienced in project management and engineering of various oil and gas facilities, pipelines, deep water field development, offshore platforms, steam flood facilities, gas treating facilities, dehydration and water disposal, and various other types of oil and gas production facilities. Additionally experienced in project management in a multicultural environment, gas marketing and contract litigation procedures, health and safety systems development, operations training program development. Geographic areas worked include the Gulf of Mexico and South America. **Ask for F0032.**

Technical Sales Professional with a bachelor's degree in geological sciences and 30 years of oil and gas industry experience working for major oil and gas service companies. Expert in strategically planning and developing business in multiple sectors servicing offshore and land drilling rigs, vessels and seismic and down-hole well services. Experience developing business and servicing major oil and gas companies for products related to directional drilling, MWD/LWD, electric wire line, mud logging in open and cased hole environments, sand control, well completions, tubular/casing running, coiled tubing, and specialized extended reach drilling software. Additionally experienced in working as an MWD engineer and offshore drilling supervisor, commissioning offshore oilfield platforms, and downhole well construction. Geographic areas worked include Southeast Asia, Australasia, China, India, and the Russian Federation. **Ask for SM198.**

Subsea Engineer with a bachelor's degree in mechanical engineering and more than 20 years of oil and gas industry experience working for large EPC and consulting companies. Expert in the design of subsea equipment for water depths from zero to 10,000 feet. Experience subsea pipeline and rigid riser design, subsea manifolds, subsea isolation valves, subsea high-integrity pressure protection system structure and piping design, subsea pipelay, diving, and ROV operations. Additionally experienced in floating production system interfaces, flexible risers and pipe, rigid reeled pipe-in-pipe and towed pipeline bundles. Geographic areas worked include the Gulf of Mexico and the North Sea. Software proficiency in Primavera, MathCAD, LUSAS, ANSYS, FS2000, and AutoPIPE. **Ask for F527.**

Business Development Professional with over 30 years of oil and gas industry experience working for mid-sized to large independent service and equipment companies. Expert in strategically developing business in the subsea equipment sector, developing marketing plans and specifically new product line market development and introduction. Experienced in developing business such as ROV services, deepwater saturation diving, power generation equipment, and subsea mooring connection systems. Additionally experienced in installation consultancy and client interactions for various subsea and offshore products and services, collaboration with EPC contractors, deployment and installation project management, training program development. Various industry certifications and acknowledgements. **Ask for SM449.**

Geologist with a master's degree in earth science, a bachelor's degree in geology, and 10 years of experience working for major energy companies in the oil and gas industry. Experienced in exploration and development, subsurface mapping, 2-D and 3-D seismic interpretation, mudlogging, and well-site operations. Additionally experienced in geosteering, stratigraphic interpretation, and deepwater drilling operations. Geographic areas worked include the Gulf of Mexico, the Arkoma basin, the Williston basin, the Anadarko basin, as well as international onshore and offshore areas. Language fluency in Russian and Spanish. **Ask for G1401.**

Geophysicist with a bachelor's degree in geophysics and over 30 years of experience in exploration and production management working for major oil and gas companies. Expert in exploration, prospect generation, and seismic processing management. Additionally experienced in 3-D seismic interpretation, AVO modeling, and offshore and onshore drilling and production operations. Geographic areas worked include the Gulf of Mexico, south Texas, south Louisiana, the US west coast, and Asia. **Ask for GP789.**

Petroleum Geologist with a master's degree in geology and over 35 years of experience as an explorationist working for both major and independent companies in the oil and gas industry . Expert in structural geology, seismic interpretation, geophysical analysis, stratigraphic modeling, velocity interpretation, and depth conversion. Additionally experienced in salt structure evolution, risk analysis, and rift basin evolution. Geographic areas worked include the Gulf of Mexico, offshore California, offshore Alaska, the Permian Basin, and Africa. **Ask for G63.**

Structural Geologist with a master's degree in geology and an MBA in project management and over 25 years of experience working for various independents and service companies in the upstream oil and gas industry. Experienced in fold and thrust belt, stratigraphy, conventional drilling operations, seismic field data studies, 3-D geological framework, and geophysical analysis. Geographical areas worked include the Williston, Powder River, DJ, San Joaquin, Permian, Raton, San Juan, and Washakie Basins. Software proficiency in Petrel and GeoGraphix. Licensed professional geologist in Wyoming, Missouri, Utah, Arizona, and California. **Ask for G2067.**

Geophysicist with a master's degree in geophysics and a bachelor's degree in geology and 30 years of experience in the oil and gas industry working for major E&P and independent energy companies. Expert in geophysical 3-D integrated interpretation, seismic sequence stratigraphy, and exploration data management. Additionally experienced in geoscience data analysis, reservoir evaluation, depth conversion, and petrophysical analysis. Geographic areas worked include Alabama, east and west Texas, Louisiana, Utah, the Gulf of Mexico, the Permian Basin, and the Middle East. **Ask for GP1214.**

Reservoir Engineer with a PhD in chemical engineering and ten years of experience working in academia and for a major operator. Experienced in integrating engineering and geological data into reservoir simulation models, estimating recoverable reserves, determining reservoir displacement efficiency, and performing core analysis. Geographic areas worked include the Middle East and Southeast Asia. Software proficiency in several proprietary reservoir simulators. **Ask for R1072.**

Reservoir and Production Engineer with a master's degree in petroleum engineering and 14 years of experience working for major operators. Experienced in reserves evaluation, prospect evaluation, field studies, nodal analysis, production optimization, workovers, well interventions, and economic analysis. Geographic areas worked include the Gulf of Mexico, Wyoming, Oklahoma, New Mexico, Louisiana, and the Niger Delta. Software proficiency in Peep, F.A.S.T. RTA, PETRA, PROSPER, GAP, MBAL, PERFORM, and WEM. **Ask for PR175.**

Production Engineer with a bachelor's degree in petroleum engineering and over 30 years of experience working for small independents and as a consultant. Experienced in the planning and field supervision of drilling, completion, and workover operations. Additionally experienced in production operations management, prospect evaluation, lease acquisition, drill stem testing, reserve estimating, facility and pipeline construction, regulatory reporting, wellbore intervention programs design, and expert witness testimony. Geographic areas worked include south Texas, the Texas Gulf coast, the Illinois basin, and Bolivia. Licensed Professional Engineer in the State of Texas. **Ask for P599.**

Reservoir Engineer with a master's degree in petroleum engineering, a bachelor's degree in geology, and nine years of experience working for small to mid-sized operators, engineering consulting firms, and a major service company. Experienced in analyzing shale oil plays, developing economic models, creating drilling schedules, monitoring production, optimizing wells, analyzing reserves for mergers and acquisitions, and economic forecasting. Geographic areas worked include California, Texas, Florida, and West Africa. Software proficiency in ARIES, PHDWin, Saphir, Topaze, Fekete R.T.A., Power Tools, and PROSPER. **Ask for R1070.**

Human Resources Professional with a master's degree in business administration and over 20 years of experience working for oil and gas companies and other industries. Experienced in workforce planning, policy development, compensation and benefits planning and implementation, contracts administration, HR data management, and employee relations. Certified Compensation Professional. **Ask for HR327.**

Drilling Technician with ten years of oil and gas industry experience working for a major operator and a service company. Experienced in economic evaluation, data management, data analysis, project planning and execution, permitting, scheduling, benchmarking, horizontal and directional well planning, and process improvements. Additionally experienced in HSE performance. Software proficiency in WellView. Certifications include Lean Six Sigma Green Belt. **Ask for TE561.**

Geoscience Data Analyst with an associate's degree in biology and 30 years of oil and gas industry experience working for major and mid-sized oil and gas companies and service companies. Experienced in creating and managing databases, creating cross-sections, and generating computerized structure maps and montages. Software proficiency in Velocity Data Bank, Energy Graphics, MicroStation SE/J, ZEH Montage, GMA, UNIX, GeoGraphix, P/I Dwigths, and OpenWorks, and Geolog. **Ask for TG490.**

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more than 30 upstream disciplines at
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Career Advice

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Aquatic Adventures in Energy

There are nearly 4000 active oil and gas platforms in the northern Gulf of Mexico. The ocean surrounds drillships, jackups, vessels, and other offshore oil and gas structures. Have you ever thought about how many jobs there are in the oil and gas industry? The industry is not only made up of engineers and geologists but also people who care for what is around the rigs and platforms, like mammal watchers and offshore divers. Too often we overlook the careers that help the oil and gas industry coexist with marine life.

Imagine being an animal lover and having a job where you encounter them every day. Why do we need mammal watchers? Their job is to monitor the animals to minimize the risk of injury and environmental disturbance. They also work hand in hand with HSE personnel to ensure the protection of mammals throughout offshore operations. While documenting animal behavior and data collecting, they also provide advice on different oil and gas activities that occur throughout all stages of development from exploration to production. These marine biologists and other specialists continue to study the animals affected by oil leaks and spills, noise, and other operations. It's a continual effort, but for those who do it, it's more than a job.

Another career that is a passion more so than a job is deepwater diving. This career takes you to some of the most remote places on earth. Divers are an essential part of underwater activities in the oil and gas industry. They perform underwater welding, pipefitting, and mechanics; they conduct inspections, maintenance and repair of equipment, and surveillance of underwater installations, ship bottoms, drilling rigs, and platforms. Whether they are maintaining and inspecting platforms or building underwater structures, they are underwater with the fishes and doing what they love!

Here are only two examples of the many opportunities the oil industry offers to those with a passion for wildlife and the environment around the industry to meld the two into your career.

About Us

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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):

Accounting and finance personnel	Materials and corrosion engineers
Administrative and clerical personnel	Mechanical engineers
Business analysts	Operations supervisors
Civil and architectural engineers	Pipeline, riser, and subsea engineers
Data Management	Process engineers
Drilling engineers	Procurement personnel
Drilling operations supervisors	Production engineers
Energy trading professionals	Production operations supervisors
Executives	Project managers and support personnel
Facilities engineers	Quality control and inspection personnel
Geologists, geophysicists, and petrophysicists	Reservoir engineers
Health, safety, and environmental personnel	Sales and marketing professionals
Human resources personnel	Technical writers
Instrument and electrical engineers	Technicians, drafting and graphic
IT professionals	Technicians, engineering and geoscience
Land, legal, and supporting personnel	
Marine engineers and naval architects	

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.

Contact Us

10497 Town and Country Way,
Suite 950
Houston, Texas 77024
832.251.0553

Comments

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