



*Reservoir Solutions the  
Industry Trusts*

*- Collarini Associates*

*Connecting the  
Industry's Experts*

*- Collarini Energy Staffing Inc.*

*Guiding Careers to  
the Next Level*

*- Collarini Career Management*

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## Our Perspective

### Globalization Affects You

If you think that the public debate on immigration in the U.S. Congress do not relate to your business, you should take a second look. According to the National Foundation of American Policy, less than 0.1% of the members of the U.S. workforce are international work force are holders of H1-B visas. These are well educated individuals, with 57% of them holding advanced degrees in their respective fields. Many companies have elected not to consider international candidates because the visa process can be somewhat long and requires legal advice. Unfamiliarity with the process and uncertainty about the final outcome may be the drivers in those decisions. In addition, decision makers know there are a limited number of available visas, making it a “why bother” subject. In fact, this year’s total of 65,000 allocated H1-B visas were gone within 2 days of becoming available.

In one version of the current immigration bill, Congress is considering raising the number of H1-B visas to 115,000. This could help our industry reach out to the pool of international talent, even for midsize and smaller companies. We hope you find [this article](#) about the visa process helpful.

Our second [article](#) takes a lighter look at the benefits and risks of taking on international assignments as the industry becomes more global in our shrinking world.

Your Friends at Collarini

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## Upcoming Events

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### Summer NAPE

**August 23 - 24, 2007  
Houston, Texas**

Don't miss out on this exciting growing event at George R. Brown Convention Center.



### Rocky Mountain Natural Gas Strategy and Investment Forum

**August 13 - 15, 2007  
Denver, Colorado**

Natural Gas and Climate Change: Action will now shape the future at the Colorado Convention Center.

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## Employer Tips

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### Immigration: How it Affects Manpower Availability

With our industry's human resource needs at an all time high, qualified candidates are becoming increasingly difficult to locate. There are many highly qualified professionals outside of the U.S., in countries all around the world. The issues surrounding immigration into the U.S. makes it difficult to add these candidates' talents to the U.S. work force, where they are very much needed.

Immigration is one of the hottest issues in the U.S. today. Not only has it been the number one discussion among Congress, it has helped jump start the globalization of numerous companies. Congress establishes the number of immigrants who are allowed into the U.S. each year. The Department of State distributes visa numbers according to priority date and preference. The Department of Homeland Security is responsible for immigration policies, procedures, implementation, and enforcement of U.S. laws.

Two common types of visas are H-1B and TN. According to the U.S. Citizenship and Immigration services:

The **H-1B** non-immigrant visa category allows U.S. employers to augment the existing labor force with highly skilled, temporary workers.

- The current annual cap on the H-1B category is 65,000 people, and this maximum is usually met on the deadline submittal date
- An additional 20,000 H-1B visas are issued for those with a Master's or higher level degree from a U.S. academic institution.

- H-1B workers are admitted to the U.S. for an initial period of three years, which may be extended for an additional three years.
- Individuals cannot apply for an H-1B visa to allow them to work in the US. The employer must petition for entry of the employee.
- H-1B non-immigrants may change jobs upon the filing of a new petition by the new employer as long as the individual is in lawful status at the time of filing and has not engaged in any unauthorized employment since his or her last lawful admission

The **TN** was established through the NAFTA agreement whereas Canadian (TN-1) and Mexican (TN-2) professionals may enter the U.S. to engage in professional business activities on a temporary basis. The category allows for admission of individuals for the purpose of working for a U.S. employer as a professional engaged in one of the *designated occupations as specified under NAFTA*, and they must possess the education credentials for the listed profession.

- TN beneficiaries are admitted to the U.S. under TN status for a one year period, even if the position is not for one year.
- TN classification can be conferred only upon persons seeking temporary entry without the intent to establish permanent residence in the U.S. If the beneficiary wishes to permanently reside in the United States, a TN to green card procedure is possible.
- TN-1 holders have two choices when renewing their TN status: back to the border or file with USCIS and remain in the U.S.
- To be eligible for a TN visa, you must prove that
  1. You are a Canadian or Mexican citizen
  2. The profession is on the [NAFTA list](#)
  3. You have a valid job offer from a U.S. employer
  4. You hold the required licenses, degrees and/or experience to perform the job offered
  5. You intend to depart the U.S. on completion of your authorized stay

If you are willing to add talent to your workforce through immigration, the pool of talent from which you can choose expands dramatically. Legal advice on regulations, costs, and procedures is recommended and available. Resources concerning these visas are available [here](#). Other informational websites concerning visas and immigration are: the [USCIS Website](#); and the [visa website](#).

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## Talent Pool

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*The following biographies are just a small sampling of the kind of talent available in our talent pool of 14,000 experts. Please call our [placement managers](#) if you are interested in learning more about these professionals, or check out our website for more candidates.*

**Geoscientist** who is articulate and detail oriented with 15 years of experience and a master's of science degree in geology. This candidate has strong analytical skills and a diverse technical background in the oil & gas industry with a demonstrated ability to work productively and resourcefully in a proactive, results-oriented team environment. Domestic and international experience includes basin evaluation, prospect generation, and wellsite operations. Geographic experience includes areas of the Gulf of Mexico, Gulf coast, Louisiana, Mexico, and Egypt. Extensive workstation experience using AVO Modeling, Geographix, Landmark, Seisworks, and Oracle. **Ask for G432.**

**Senior Landman** with 28 years of experience holding a bachelor's of business administration in petroleum land management. Experienced in business development, land and lease operations, management, and mentoring less experienced landmen. Expertise in contract negotiations, contract preparation, division orders, due diligence, and farm-ins and farm-outs. Geographic areas of experience in the Gulf coast Louisiana and Texas, Rockies, and south and west Texas. International experience includes west Africa, Nigeria, and Albania. Workstation skills consist of Tobin and Wolfe Pak Land. Very professional and an excellent communicator. **Ask for L637.**

**Geoscience Technician** with excellent experience supporting geologists, reservoir engineers, using computer applications in mapping, data management, geoscience, and engineering technology. Geographic areas of experience include the Gulf of Mexico (deepwater and shelf), Gulf coast (Louisiana and Texas), Oklahoma, as well as west Texas. Solid computer skills consisting of ArcView, Geolog, TOW, Dwights/PI, I.H.S., Geographix, Landmark Seisworks, Stratworks, Openworks, GeoPlus Petra, UNIX, Intellex, Oracle, and ARIES. This great candidate works very well in high stress environments and interacts well with executives. **Ask for TG706.**

**Senior Geoscientist** with more than 20 years of industry experience and master's degrees in geology/geophysics and in business. A seismic interpreter using SMT with experience conducting geologically constrained velocity analysis, seismic wavelet extraction using well logs, color velocity inversion, interpretation of seismic trace attributes and imaging of reservoirs, seismic thin-bed modeling, mapping, and expertise in onshore analysis of all reflectivity settings and amplitude tuning effects. This candidate has worked the Louisiana and Texas Gulf coast, Oklahoma, and Texas, with additional experience in offshore Africa, Canada, Egypt, Italy, and China. Excellent communication skills contribute to this candidate's business development abilities. **Ask for GP619.**

**Senior Contracts Specialist** with a bachelor's degree in business administration and 25 years of experience in the energy, regulatory, risk, finance, and other technically oriented industries. Experienced in negotiating contracts for remediation, environmental, and other oil field services, including the preparation of agreements, proposals, bids, tenders, and IT vendor license agreements. Recently responsible for ensuring compliance with client policies in negotiation of master service agreements, tenders, and bids. Implemented appropriate contracting policies, guidelines, and contract manuals. Computer skills include MS Office and Project, Visio, SAP, data warehousing, system integration, data marts, and CRM solutions. **Ask for PU447.**

**Senior Electrical Engineer** with a bachelor's degree in electrical engineering and over 30 years of experience. Areas of expertise include power transformers, shunt reactors, power and control cables, current and voltage transformers, and power protection testing. Experience includes the design, erection, testing and commissioning of 132 KV substations in a number of sites in various parts of the Middle East. Additional experience includes site inspections and supervision of installation and testing of substation equipment including power transformers, switchgear, power cables, controls, and protection equipment. **Ask for IE521.**

**Process Engineer** with a bachelor's degree in chemical engineering and over 20 years in the chemical engineering field. Areas of expertise include design engineering of oil and gas processing, refining, and petrochemical facilities. Experience in the design and operation of hydro crackers, distillate hydrotreaters, residuum desulfurizers, and sulfur recovery and ethylene plants. Additional experience and expertise in delayed coking technology in projects such as hydrogen-syngas, and ethylene. Further experience includes process design, including in-line control devices, control valves, flow measurement, analyzers, and instrumentation systems. **Ask for F1127.**

**Senior Safety Professional** and petroleum engineer with a bachelor's degree in petroleum engineering and 18 years of experience. Major areas of expertise include the management, administration, and operation of health, safety, and environmental programs. Experienced in offshore and onshore budgeting, supervision, strategic planning, program development, and program implementation. Further experience in coordinating and implementing major process safety management initiatives, policies for onshore and offshore facilities in oil and gas operations, safety information processes, safety work practices, change management, operational and maintenance procedures, process hazard analysis, employee training, mechanical integrity, auditing, and emergency response plans. Language skills include English and Spanish. [Ask for HS264.](#)

**Engineering Technician** with 10 years of experience with large independents and 15 years of experience in IT and data management looking to re-enter the energy industry. Highly skilled at data management, and knowledgeable in oil and gas data and terminology. Highly mobile for the right opportunity. Computer skills include SQL and SQL stored procedures for Oracle 9i, IBM DB2 UDB (for iSeries), MS SQL Server, and MS Access/Jet VBA. [Ask for TE446.](#)

**Drilling and Production Engineer** with a bachelor's degree in petroleum engineering and 24 years of experience with a large independent. Experienced in production and drilling engineering with special emphasis on optimizing well design for high-angle and vertical, high-rate wells. Recent projects also included review of bid tenders, developing key performance indicators, mentoring younger team members, and procuring equipment and services. Geographic experience includes south and east Texas, central Louisiana, the Gulf of Mexico, Kansas, California, Yemen, and Qatar. [Ask for DP259.](#)

**Drilling Operations Manager** with over 25 years of experience in drilling, completion and production operations. Experienced in wellsite supervision, writing programs for gas lift and jet pump applications, and planning of drilling and completion projects. Geographic areas worked include Colorado, Texas, Kansas, and Wyoming. [Ask for D315.](#)

**Petroleum Engineer** with 27 years of technical and operational experience in offshore, onshore, and inland waters areas. Knowledgeable in a wide range of exploration and production operations in the Gulf coast, Rocky Mountain, and California areas. Skilled at maximizing production while reducing operating costs. Enthusiastic and willing to work long hours in order to achieve needed results. [Ask for P433.](#)

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

[www.collarini.com](http://www.collarini.com)

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## Career Advice

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### Going Global

Overseas assignments can mean glamour, adventure, and excitement, and they can be very beneficial to your finances and your career. But, before you decide to take that leap, consider all of the areas of your life such a decision may affect. Here is a humorous view of some serious considerations when you are evaluating overseas assignments.

- **There's gold in them there assignments!** Employees can make 30% or more salary in foreign assignment premiums compared to the same job in your own country. That could mean tens of thousands of dollars more each year. It's the assignment mother lode!
- **Stomp with the big boys!** In a survey of 23 multinational companies, more than half of all senior executives had taken overseas assignments during their careers.
- **Save your marriage!** Absence makes the heart grow fonder! Rotational assignments can keep you away from home for six out of 12 months. Even the worst spouses will be missed, and those long periods at home can prepare you for coping with retirement.
- **I've fallen and I can't get up!** Medical care can be woefully lacking in some remote locations. Make sure if you fall, there's someone who can help you up. Medical emergency preparedness is important, so don't take it for granted. See your health benefits advisor before you leave, and get a copy of the medical policy that will cover your family.
- **Where's the beef?** Repatriation often goes unconsidered. Get in writing what plans your company has for you upon your return. If they talked promotion to get you to go, they should be prepared to back it up in writing for when you return.
- **It's a family affair!** Prepare your family for their new home or for your departure. Proper planning will minimize confusion and bad feelings. Find the positives about the new location. Country-specific information geared toward the needs of expatriates can be found on the ORC Worldwide website, with tips on preparing your family for your absence as well as preparation ideas for different places.
- **Kidnappers, pickpockets, terrorists, oh my!** Different countries have their own safety issues of which you should be aware. ORC Worldwide publishes a *Location Evaluation Report* that provides detailed descriptions of specific conditions in cities that present various difficult conditions for expatriates. Know what you are getting into.

Each one of us is different, and some people would accept some risks for commensurate benefits, others of us would not. International assignments should not be accepted without weighing the effects on family, finances, career, health, and safety. Be sure you understand the good and the bad before you say yes. Enjoy the adventure!

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## 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):

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  
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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## **Contact Us**

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## **Comments**

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