



*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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In turbulent times, calm leadership is crucial. The shifting economy has introduced a new level of uncertainty into our industry. Although no one sees a permanent drop in the demand for hydrocarbons, and although the drop in prices is not seen as a long-term trend, it is true that some very costly deepwater or technology projects may be delayed for some time. This affects a company's workforce as uncertainty spreads among the staff. Remember to remain in control: This is the time to show leadership by calming the nerves of your key employees. We know from experience that this is a critical moment; we know that a company's future recruiting success hinges on handling a potentially unnerving situation in a positive way.

In the best case scenario, the project delays will mean reassigning key people to other assets and projects. However, there may be some cases in which minor workforce cuts become unavoidable. Again, remember to exhibit calm leadership; it is critical that cuts be handled fairly and professionally. A job transitioning expert may be able to help the employee find a new assignment. At Collarini, we are able to assist you. Please call us if you are contemplating the right way to handle a small reduction in your teams. Our career management experts will be happy to help.

Any money spent on getting the right help in turbulent times means smooth sailing in the future; it means that the next time you are ready to attract the best talent, you will have a surplus of good will.

Your Friends at Collarini

Upcoming Events



**Deep Offshore Technology Conference
International**

**December 3-5, 2008
Perth, Australia
Perth Convention Exhibit Centre**

Join international industry leaders for the most important deepwater technology event in the world.



DeepGulf 2008

New Drivers in a Dynamic Market

www.DeepGulfConference.com

Deep Gulf 2008

**December 9-11, 2008
New Orleans, Louisiana
Hilton New Orleans Riverside**

Don't miss this conference focusing on deepwater exploration, development, and production in deep and ultra deepwater basins and the challenges ahead.

Employer Tips

The Top 5 Reasons Employees Leave - and what to do about it

Good employees are hard to find, and even harder to replace. When people leave, they take knowledge, experience and contacts with them - straight to the competition. So why do employees leave what "seems" to be a good job and a good company?

Here are the top five reasons:

1. **Corporate Reputation:** Corporate integrity is one of the chief pillars of company reputation. Every employee in a company, from the CEO down, makes decisions that affect the public view of their organization. It is critically important that companies become known as ethical organizations that "do what's right." Employees who believe their companies have strong values have a higher level of job satisfaction and feel more valued. Employees who see their companies in another light may be prone to leave.

2. **Poor Management:** Different managers can stress employees in different ways - by being too controlling, too suspicious, too pushy, too critical. They forget that workers are not fixed assets but are free agents. When this goes on too long, an employee will quit - often over a trivial issue. So much money has been thrown at the challenge of keeping good people - in the form of better pay, better perks and better training - when, in the end, turnover is mostly a manager issue. A Fortune magazine survey some years ago found that nearly 75 percent of employees have suffered at the hands of difficult supervisors. A good relationship between manager/employee goes a long way.

3. **Lack of career growth and advancement opportunities:** Most employees want to improve their skills in certain fields. The employee does not wish to stay stuck in the same old routine for the rest of their time with a company. They need room to stretch or expand their skills. Does the employee see perceivable career paths, training opportunities, or job posting opportunities? A path toward a brighter future is important to keep a good employee on the job.

4. **Poor communication:** As in any relationship, communication is key to a strong business relationship. Communication is the act of inducing others to interpret an idea in the manner intended by the originator of the message. The more effective communication is between executive management, middle management and employees, the more effective the company. Sound communication brings synergy to skills and understanding, language and logic, and the personal attitudes that enable managers, employees and customers to exchange useful information for the betterment of all involved, says Rob Cowman of The Cowman Group, who wrote *The Price Companies Pay for Poor Communication*.

5. **Job is no longer challenging:** Many people find that their job satisfaction is directly tied to the ability to face new challenges. They may feel the skills they developed are not being used properly. Employees who have delivered great results on a project reported that their own satisfaction with the job was more important than the pay, according to doctorjob.com.

In "Retaining Creative Employees," Vaiva Vaisnys writes:

"A company's ability to achieve business success is directly related to its ability to attract and retain the 'right' kinds of employees. If turnover of stellar employees is high because the environment or management practices don't support their creative endeavors,

achieving business objectives becomes increasingly more difficult. Certainly, providing job satisfaction and retaining top-performing employees is more complicated than simply fostering broad participation, defining 'the box' and evaluating processes. However, adopting some of these principles can go a long way in creating an environment within which creative employees can thrive."

Talent Pool

The following biographies are just a small sampling of the kind of talent available in our talent pool of 16,000 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 Controls Specialist with a master's degree in business administration and 12 years of global experience in the EPC sector of the upstream oil and gas industry. Expertise in planning, cost control and progress measurement. Responsibilities include monitoring and reporting of expenditures, forecasts, performance measurement analyses, cost forecasting, and work breakdown structure. Additional duties include preparing conceptual, preliminary and definitive estimates; ensuring all project activities such as budget development, budget monitoring, updates, cash flow requirements; recommending that corrective actions comply with company and client requirements; and advising clients of cost trends and their effect on anticipated project expenditures. Geographical project vitae includes Texas and Alaska, and internationally, Chile, Russia, Venezuela and Australia. Technical skills include Primavera Project Planner (P3, P3e, 5.0), SAP and Oracle. Earned Value Management Specialist. **Ask for PA221.**

HSE Manager with a bachelor's degree in chemical engineering, a master's degree in environmental engineering, and extensive domestic and international experience in the oil and gas industry. Expertise in HSE supervision, health and safety plan assessment, development, implementation and training along with auditing, data accumulation, database maintenance and statistical reporting. Proficiencies include regulatory compliance auditing including Coast Guard, MMS, DOT, OSHA, EPA, NRC, BLM, and individual state agencies. Professional engineer registered in Texas. **Ask for HS311.**

Mechanical Engineer with a master's degree and over ten years diversified engineering experience in oil and gas industry. Expertise in coordinating engineering design activities, and setting up construction support functions with comprehensive scope, quality, cost and schedule controls. Body of mechanical experience includes, for the upstream sector, floating production, storage, and offloading (FPSO) facilities, gas gathering and compression (GGC) facilities, and offshore production platforms; for midstream, tankage and fluid transport systems, including pipelines; and for downstream, refinery, petrochemical and chemical process facilities. In depth knowledge of project management from PreFeed through startup and turnover. Skill set includes using the critical value process (CVP) for executing gated projects; facilitating MOC process; process hazards analysis (PHA) and HAZOP reviews; and deploying analytical, practical and consultative skills in solving technically complex and management problems while successfully leading projects. **Ask for F1512.**

Project Manager with a bachelor's degree in civil engineering and extensive global experience working for major and large independent oil and gas companies. Expertise in conceptual development, engineering, construction and installation of platforms, facilities and pipeline phases, as well as, management of assets, operations, and professional staff. Responsibilities have included management of several million dollar capital projects including facilities, drilling and subsurface support; managing the growth of the project capability within the joint venture; designing, developing and managing operations'

engineering groups; and recruiting and developing the asset teams which have result in a consistent history of project successes. **Ask for F1459.**

Certified Professional Landman and Notary Public with a Bachelor's degree and over 29 years of diversified energy industry experience working for both major and small independent oil and gas companies. Experienced in technical and managerial positions within exploration, production, and marketing. Particularly experienced in negotiating, preparing and analyzing oil and gas leases, farmouts, right-of-way agreements, 3-D seismic lease options, exploration and joint operating agreements, and various letter agreements. Geographic experience includes Texas, Oklahoma, Arkansas, New Mexico, northern Louisiana, Colorado, Wyoming, North Dakota, Utah, Mississippi, California, Virginia, West Virginia, and Canada. Accomplished in software including LandPro, Lease Data II and III, Artesia, MS Office, and WordPerfect. **Ask for L91.**

Highly Experienced Oil and Gas Technician who has added to the proficiency and prospect generation of the project teams through practical, innovative, and analytical assistance to the staff. Possess strong work ethic and initiative; thoroughly professional in both outlook and demeanor. Quickly and easily establish rapport with individuals of various backgrounds and professional levels. Have designed and implemented clerical programs; arranged data for database input; analyzed and evaluated software packages considered for purchase. Ready, willing, and able to take on additional responsibilities to accomplish organizational goals. Continually expand and optimize my skills and growth that will add value to the company while making significant contributions towards the company's success. In my career I have been a technician for Geophysicists, Geologists, Engineers and Petrophysicists. **Ask for TG689.**

Licensed Professional Geologist with a PhD in Geology and 32 years of experience in all phases of the exploration and production business including domestic and international project assignments. A proven oil and gas finder with recent successes in the Gulf of Mexico. An expert user of Landmark OpenWorks software (SeisWorks, Zmap, etc) and Petra. Project management experience includes recently as the leader of business unit wide project to incorporate pore pressure analysis into trap integrity investigations and leader of a business unit scale project to reorganize exploration data. Cross-trained as a Geophysicist with extensive seismic mapping and experience in analysis of rock properties and AVO. Geographic experience includes onshore/offshore Louisiana, Gulf of Mexico-shelf and deepwater, Mississippi Canyon, and Atwater Areas. **Ask for G1858.**

Expert Seismic Interpretation Geophysicist with processing and acquisitions experience. This candidate is well versed in field studies, prospect evaluation, sequence stratigraphy, acquisition and processing design for 2-D and 3-D seismic surveys, reprocessing of 3-D and 2-D seismic data, training, and mentoring. Considered a Landmark Suite expert this candidate is also a SMT user. Experience includes prospect evaluation in Offshore Namibia, Onshore and Offshore Angola, Offshore Nigeria, Offshore and Onshore Louisiana, South Texas, Chandeleur Sound, South Marsh Island, Matagorda, Main Pass, Brazos, Brenton Sound, Eugene Island, and East & West Cameron. Field Studies include onshore and offshore Louisiana, offshore Texas, Anadarko Basin, onshore Turkey, offshore Trinidad, Mexico, offshore Nigeria, onshore China, onshore Argentina, and Lake Maracaibo. This candidate is looking contribute as a Geophysicist Advisor. **Ask for GP1082.**

Drilling and Production Engineer with a bachelor's degree in civil engineering and 33 years of engineering and management experience in both domestic and international companies. Skilled in drilling, completion, workover, production operations and project management. Geographic areas worked include Venezuela, the UK, France, Gabon, Mexico, Canada, offshore Japan, Ecuador, the Gulf of Mexico, Louisiana, California and environments including HPHT, H2S, jungle, arctic, desert and remote locations. Computer skills include Microsoft Office and Project Planner. **Ask for DP272.**

Production Engineer with a bachelor's degree in petroleum engineering and 19 years of diverse engineering and wellsite supervisory experience in drilling, completion, workover and recompletion operations. Skilled in cost control using a combination of improved engineering practices, vendor negotiations, slickline, coiled tubing, artificial lift and creative problem solving. Recent experience in CBM and HTHP tight gas production. Geographic experience includes offshore Gulf of Mexico, Texas Gulf Coast, and Rocky Mountains. **Ask for P596.**

Reservoir Engineer with a master's degree in natural gas engineering and 10 years of experience in the upstream oil and gas industry. Skilled at early field development; field architecture, pre-FEED and cost estimation; international prospect evaluation; hydrocarbon asset economic and uncertainty analysis; reservoir simulation and estimation; production forecast and decline curve analysis; discovery and commercialization projects; and investment banking. Computer skills include QUESTOR, ASSET (similar to Aries and PEEP), PERFORM, HYSYS, OILWAT/GASWAT, POWERTOOLS, PIDWIGHT, EDINGIS, PROBE, ASSETBANK, IHS Database Tools, ArcGIS, and MS Office. **Ask for PR591.**

Senior Engineering Technician and Analyst with an associate's degree and more than 20 years of experience in the oil and gas industry with several independent upstream companies. Skilled in production, operations, and engineering in offshore and onshore regions. Able to work alone or in a team environment with minimal supervision, and effective in interpersonal skills for the successful training of coworkers in software and procedures. Experienced in preparing economic evaluations and reserve reports using ARIES for DOS and Windows as well as PHDWin. Experienced in Excel and Word. Proficient in preparing extensive field studies using Dwight's/P.I., OWL, and Intellex for acquisitions and divestitures. **Ask for TE319.**

Career Advice

Update on Expert Club

Uncertainty is in the air. The economy is fragile, oil prices are fluctuating, projects are being scrutinized for viability, and employee hiring is becoming subject to a strict criteria of skill sets and experience. Meanwhile, a new administration headed to Washington leaves a question mark for our industry. With so much uncertainty, it's good to know one thing for sure: Using highly skilled consultants is a wise choice.

Consultants are easy on your bottom line. They do not require health benefits, paid vacations and holidays, payroll taxes or insurance. They fill gaps in critical skill sets because they are often highly specialized in specific areas. Using consultants only when you need them also means you can control project costs.

With these benefits in mind, Collarini Energy Staffing has created the *Expert Club*. This service consists of specialized experts with 20 or more years of experience in the oil and gas industry in the areas of geoscience, engineering, operations, and health and safety. These experts have unsurpassed knowledge; they are leaders in their fields; and they stand ready to provide guidance and solutions for your projects nationally and internationally. We currently have more than 100 personnel in our *Expert Club* ready to help you move forward quickly and efficiently with any project. Visit our Web site at www.collarini.com and click on our "Expert Club" link to view the profiles of our Experts. From upstream to downstream and everything midstream, we have the Expert for you. That much is certain.

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	Land, legal, and supporting personnel
Administrative and clerical personnel	Materials and corrosion engineers
Business analysts	Naval architects
Civil and architectural engineers	Operations supervisors
Drilling engineers	Pipeline, riser, and subsea engineers
Drilling operations supervisors	Process engineers
Executives	Procurement engineers
Geologists, geophysicists, and petrophysicists	Production engineers
Health, safety, and environmental personnel	Project managers and support personnel
Human resources personnel	Quality control and inspection personnel
Instrument and electrical engineers	Reservoir engineers
IT professionals	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.

Contact Us

11111 Richmond Avenue, Suite 126
Houston, Texas 77082
832.251.0553

4200 South I-10 Service Road, Suite 230
Metairie, Louisiana 70001
504.887.7127

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